

Tuesday, September 15, 2026 at 8:54:51 AM Pacific Daylight Time

Subject: FW: "Comment for September 16 Board Meeting."
Date: Tuesday, September 15, 2026 at 8:12:11 AM Pacific Daylight Time
From: Information SMCOE
To: Jennifer Perna
Attachments: WorkingHandsofAmerica_ExecutiveSummary.pdf

From: Adna Berryman <adnaberryman@gmail.com>
Date: Monday, September 14, 2026 at 9:15 PM
To: Information SMCOE <info@smcoe.org>
Subject: "Comment for September 16 Board Meeting."

Thank you for your time to review this. Looking forward to meeting you all Wednesday night to discuss.

Working Hands of America

Executive Summary

Automotive Brakes Career Launch Program

EXECUTIVE SUMMARY

Working Hands of America is a nonprofit workforce-development initiative designed to introduce individuals to skilled trades through a free, hands-on Automotive Brakes Career Launch Program. Our mission is to provide accessible career pathways that lead directly to employment opportunities while creating a central resource hub for individuals interested in careers that require practical, hands-on skills.

We respectfully seek the opportunity to operate this program from a community-centered facility that will serve as both an automotive training center and a workforce resource hub — equipping participants with the tools and connections to pursue lasting careers in the skilled trades. The program will be privately funded through nonprofit support, grants, sponsorships, and community partnerships, allowing all participants to attend at no cost.

Mission Statement: Working Hands of America exists to empower individuals through hands-on career training, workforce readiness, and industry connections. We believe every person deserves access to practical skills that can lead to meaningful employment and economic independence.

PROGRAM OVERVIEW

The **Automotive Brakes Career Launch Program** is a three-month, hands-on introductory training program. Participants gain real-world experience with industry-standard procedures used in automotive repair facilities across the United States.

Core curriculum:

- Brake system fundamentals
- Brake inspections
- Brake pad and rotor replacement
- Safety procedures
- Tool identification and usage
- Shop practices and professionalism
- Vehicle maintenance basics
- Workplace communication skills
- Career readiness and job placement preparation

EMPLOYMENT PATHWAY

The skills taught are universally applicable across the automotive industry. Graduates exit with everything needed to pursue entry-level employment anywhere in the United States.

Every graduate receives:

- Entry-level automotive service skills
- Hands-on shop experience
- Professional references
- Resume writing assistance
- Interview preparation coaching
- Direct employer connections
- Access to apprenticeship opportunities

The objective is to provide participants with skills that help them secure employment anywhere in the United States.

TRANSPORTATION SUPPORT

Working Hands of America provides **free BART and Caltrain passes**, renewed weekly, for all enrolled students who maintain active attendance and program engagement — for the full three-month training period. Transportation should never be the reason a motivated participant misses an opportunity.

**Free BART
Passes**

**Free Caltrain
Passes**

**Weekly
Renewal**

**Full
3-Month
Duration**

FOUNDER & EXECUTIVE LEADERSHIP

Adna Berryman — Founder & Executive Director

30+ years in the automotive industry | Bay Area native | Independent shop owner

Working Hands of America is not a program conceived in a conference room. It was built from the ground up by someone who lived the journey — from a high school auto class to independent shop ownership — and who understands firsthand what access to hands-on training can do for a person's life. Adna Berryman brings three decades of direct automotive industry experience to this initiative, spanning vocational education, franchise dealerships, luxury service, and entrepreneurship.

Professional Journey

Stage	Experience	What It Developed
Founda- tion	High School Auto Class & ROP Program Vocational introduction to automotive theory, shop safety, tool use, and hands-on repair through structured coursework.	Automotive theory, shop discipline, and the realization that a trade career is a real career.
Higher Ed	Skyline College Automotive Program Advanced automotive curriculum at one of the Bay Area's premier community college programs — deepening technical knowledge and preparing for industry certification.	Technical depth, curriculum structure, and direct experience of how community education changes outcomes.
Industry Entry	Tri Automotive Entry-level shop work alongside journeyman technicians — brake systems, diagnostics, and the pace of a production shop floor.	Real-world shop standards and the mentorship model that now shapes the Working Hands curriculum.
Fran- chise	Putnam Toyota Franchise dealership environment — OEM repair procedures, service advisor collaboration, warranty documentation, and customer-facing professionalism.	Dealership service standards and the professionalism skills now taught in the program's Weeks 9–10.
Luxury Tier	Autobahn Mercedes High-standard service on European luxury vehicles — precision diagnostics, zero-defect expectations, and advanced systems certification.	Precision and the bar of excellence graduates are trained to meet before entering any employer's shop.
Owner- ship I	Peninsula Prime Motorz — Co-Owner Co-founded and operated an independent multi-service repair business — technicians, payroll, customer relations, and shop operations.	Business acumen now applied to building the Working Hands alliance employer partner network.

Present	Adna's Automotive — Owner & Operator (Current) Independent Bay Area shop with a loyal client base, built on honest service and ongoing mentorship of emerging technicians.	Proof of concept: a technician who came up through education and hard work, now giving the next generation the same opportunity.
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Why This Matters to Investors: Adna Berryman is not a program administrator who studied workforce development from the outside. She is a working technician and shop owner who built this program because she lived the gap it fills. Every curriculum decision, every employer relationship, and every participant support policy comes from direct industry experience — not theory. That is an asset no grant can replicate.

COMMUNITY PARTNERSHIPS

Working Hands of America builds a robust partnership network spanning education, social services, workforce development, and the employer community — identifying participants, providing wraparound support, and connecting graduates with real employment opportunities.

Education	Community & Social Services	Workforce & Government	Employer Pipeline
San Mateo Union High School District Community Colleges	Jewish Youth Community Center Samaritan House Veterans Organizations Reentry & Second-Chance Programs Youth-Serving Nonprofits	Workforce Development Agencies Labor Organizations Government Workforce Partners	Automotive Repair Businesses Dealerships Fleet Operators Apprenticeship Programs

WORKFORCE RESOURCE CENTER

The facility will serve as a **Workforce Resource Center** — a regional hub providing career roadmaps, educational resources, apprenticeship information, and employer connections across the full skilled-trades spectrum.

Career pathways covered:

Automotive Technology	Diesel Technology
Welding	Construction
Electrical	Plumbing
HVAC	Manufacturing
Heavy Equipment Ops	Aviation Maintenance
Public Works Careers	Transit & Transportation

COMMUNITY IMPACT

The Working Hands of America program will:

- Expand access to career training
- Reduce employment barriers
- Support local workforce development
- Provide opportunities for underserved populations
- Create pathways to family-supporting careers
- Strengthen partnerships among schools, nonprofits, and employers
- Increase awareness of skilled trade opportunities

FUNDING MODEL

Private Donations	Corporate Sponsorships	Foundation Grants	Community Fundraising	Industry Partnerships	Workforce Dev. Programs
Individual and major donor campaigns	Auto industry and corporate partners	National and local foundation awards	Events and community drives	Employer and trade organization support	Government workforce development funding

✓ **Participants will not be charged tuition or training fees.** All costs are covered through the nonprofit funding model.

FACILITY REQUEST

Classroom Instruction Space	Hands-On Automotive Training	Workforce Resource Center	Community Meeting & Partnership Hub	Career Exploration Activities
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The facility will serve as a **regional hub dedicated to preparing individuals for successful careers in the skilled trades** — open to youth, adults, veterans, and those seeking second-chance employment pathways.

Working Hands of America represents an investment in people, opportunity, and workforce development.

Through free automotive training, transportation assistance, career guidance, and strong community partnerships — led by a founder with three decades of real industry experience — the program will create pathways to sustainable employment while helping meet the growing demand for skilled workers.

We welcome the opportunity to discuss this proposal further and explore how Working Hands of America can serve as a valuable community asset.

For Inquiries:

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Working Hands of America is organized as a 501(c)(3) nonprofit corporation. All contributions are tax-deductible to the extent permitted by law.