

# Careers Industries

*Enriching the lives of people with disabilities*



## Annual Report 2009

## Dear Friends of Careers Industries:

Despite a challenging 2009 for most organizations, Careers Industries included, this past year also presented opportunities. We completed our 38th year of providing quality, enriching services to our participants. At year's end, we have had the honor of serving 267 individuals with developmental or similar disabilities.



Joe Greene

Our Fulfillment Services division secured new work contracts to help assure that our participants had meaningful employment opportunities. We look forward to adding even more work in 2010 that provides additional employment for the people we serve while also providing area businesses with staffing resources to meet their demands as the economies recovers.

Not only do we provide employment to participants on site at Careers Industries, we also find and place participants in internships and jobs in the community through our integrated employment division called Partners in Employment (PIE). You'll read more in this report about PIE's successful first year.

Integrated Day Services' Art & Soul program continues to expand as more businesses and organizations have started to display works by our talented artists. This has led to an increase in sales, which benefits both the artists and the program, while also providing the community an even greater understanding of the potential of our people. Look for our art work around town, or even better, stop in at Careers Industries!

All of us here at Careers Industries are proud of the progress we made in 2009 but realize there is still much to do.

I want to thank everyone for making me feel so welcome in my first year and invite you to come to visit us. We are always eager to show new friends our wonderful programs. While I cannot promise many things, I can promise that you will leave here inspired by what you see and the people you meet.

Sincerely,



**Joe Greene**

Executive Director Programs

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Executive Director Joe Greene observes assembly.



The Art & Soul program creates unique paintings for sale.

# Program Highlights

## Integrated Day Services (IDS)

Thanks to a wonderfully devoted and caring staff, IDS continued to execute its mission to offer quality and innovative community focused-day service experiences for our participants. In 2009, we had **112 participants**. More than 90 percent of these individuals reported they met their personal goals for the program. Clients each day actively participated in meaningful projects, events, recreational and leisure activities, and community learning opportunities.

IDS participants provided 2200 community volunteer hours with organizations including Adopt a River program, River Bend and Toys for Tots. They partnered with Peace Learning Circles, an area organization that promotes a culture of peace through education to youth and communities, to fill bags for area students. Participants also made creative gift baskets for various occasions that included participant art, baked goods and other miscellaneous items. The baskets were sold or donated to other nonprofits for special events.

One of the ways our participants and staff show how much we at Career Industries appreciate the community's support is to organize various collection drives including our annual Thanksgiving Food Drive and this past year a food drive for soldiers based overseas.

Fun is also part of the schedule and this year our Burlington participants enjoyed a scenic Lake Geneva boat tour. During another outing, IDS members placed third in a "scare crow" making contest at the Reitzer Nature Center.

Our **Art & Soul** program saw tremendous success. We had record attendance and sales at our annual Art in the Garden event with people coming from as far away as Sheboygan and West Bend. Both channels 4 and 12 featured the event during their TV newscasts and the *Milwaukee Journal Sentinel* wrote about our own artist Susie Kosmala and one of her favorite collectors, Mark Denman, a new Careers Industries board member. Thanks to the never-ending energy of IDS Manager Dawn Parrish, participant art is now showcased at a number of businesses across southeastern Wisconsin and even in Arizona.

CARE Committees at Racine and Burlington locations continued to meet monthly to advise the organization on how to better meet their needs and organized their 10th annual CARE Conference open to all persons with disabilities. The highlight of the conference was a performance by the non-profit, award-winning Hip Hop group The Figureheads which combined music with a self-advocacy message.

## Partners in Employment (PIE)

PIE helps match interested businesses and organizations with Careers Industries participants and other individuals with developmental or similar disabilities looking for employment or internship opportunities. We served 29 individuals in 2009, 4 of whom were hired at local businesses and many others gained valuable paid work experiences (internships). Dr. Laura Owens continued to mentor us through the Job Development Mentoring Project and her insights have been critical as we further develop PIE.

## Fulfillment Services (FS)

Careers Industries serves as a sub contractor for area businesses assisting with various services including packaging, assembly, sorting, kitting, quality control and other tasks. Careers Industries participants complete these tasks—real work—for real pay on site at our locations. Despite challenging economic times, we were able to provide paid work opportunities for 100 percent of available program days.

We secured 11 new contracts in 2009. New customers included ARAMARK for sorting various types of work gloves, Learning Props for assembling children's education games, and Diamond Lasers for collating and stuffing greeting cards & promotional pieces.

The value we provide area companies was highlighted in *The Business Journal of Milwaukee*. The story described how new customer Rehrig Penn Logistics (RPL) had a new contract to fulfill, but it wasn't cost-effective for them to hire new employees or open a new facility to handle the work. Instead, RPL turned to Careers Industries for their assembly needs. RPL's general manager, Matt Dannenfeldt, was quoted in story and cited our flexibility as a benefit, "Their ability to start with something small and be able to add labor as we grow the business is something that made sense. They're very cost-effective."

Careers Industries also became a partner with the Racine County Workforce Development Center as an employer for their Wisconsin Works (W2) program which provides employment assistance to low income individuals with minimum job skills.

To help ensure we continue to provide the quality and service for which we are known, we enhanced our participant training. Our twice weekly training is now highly standardized with interactive modules designed to better engage participation.

## Can Liners

The State of Wisconsin honored our Can Liners division, which manufactures trash bags for the State and the commercial and consumer markets, with a 2009 State Use Program Partnership Award. The award recognizes Wisconsin State Use Program participants who have made outstanding contributions to the employment of severely disabled people across the state.

"In Wisconsin, we work hard to ensure that every person has the opportunity to go as far as their hard work and talent can take them," Governor Doyle said. "The State Use Program ensures that every individual with a severe disability in Wisconsin has the opportunity to experience the personal satisfaction and financial benefits that come from employment. Those honored with partnership awards serve as models for the cooperative work that improves the quality of life for disabled people across the state."

In 2009, we manufactured and sold 13,265,000 can liners. We added 75 new customers including 54 individuals and 21 businesses or schools. We increased our selection of can liners with 13 new options of which 4 choices are bio-degradable. In 2010, we will start a new program where organizations can purchase our can liners to sell as part of their fund raising efforts.

## Fund Raising Highlights

**\$2,660**

Amount raised from annual letter

**\$1,650**

Holiday party table sponsorships

**\$2,785**

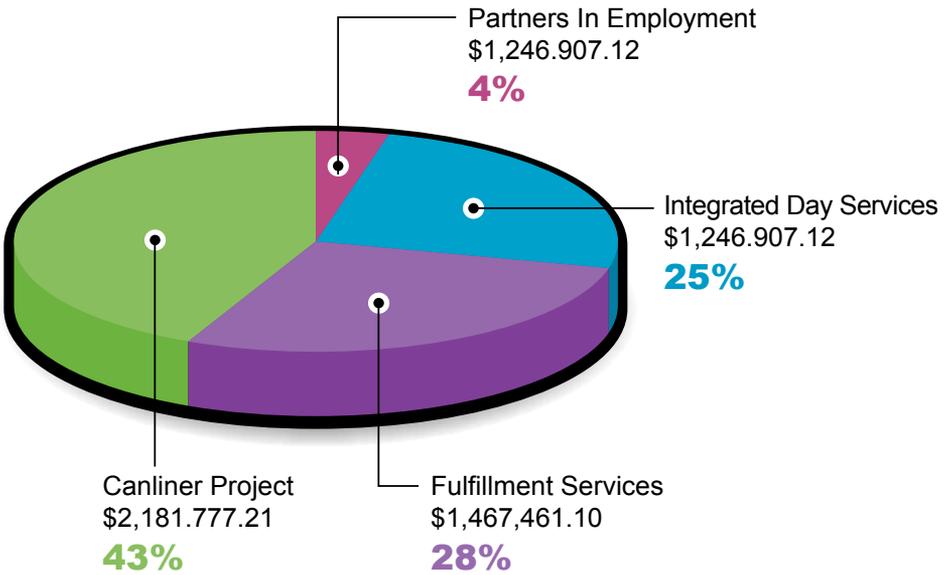
Agency contributions other than annual letter

**\$2,865**

Picnic table sponsorships

## 2009 Expenses (unaudited)

990s for Careers Industries, Inc. can be seen online at [www.guidestar.com](http://www.guidestar.com)



Worker creates boxes for shipping canliners to customers.

**Careers Industries enriches the lives of people with disabilities through work, care and community.**

We also help local organizations and businesses meet their business and staffing needs.

**Learn more at:**  
[www.careersindustries.com](http://www.careersindustries.com)

**Call us at:**  
262-752-4100

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