

Careers Industries
Enriching the lives of people with disabilities

Spring 2015 News

Careers Industries and Piggly Wiggly Expand Partnership to Provide Enhanced Job Training Opportunities

Piggly Wiggly has been an important partner in Careers Industries' Partners in Employment (PIE) program which provides job training and employment opportunities for adults with cognitive and developmental disabilities. Since 2012 we've placed a dozen paid interns and employees at three local Piggly Wiggly stores. One of those is the store owned by Ralph Malicki at 5201 Washington Street in Mount Pleasant.

"We're a small business with limited resources and Careers Industries has helped us find associates that are ready to go. Careers provides a seamless startup for the people they bring through our doors, as well as ongoing support, which is proven by the fact that we've hired many of the interns as permanent team members," says Malicki. "These individuals have always been eager to work and show a real enthusiasm to learn new responsibilities."

With our past success as a foundation, Careers Industries has expanded our partnership with Malicki's store by moving our S.H.a.R.E (Service, Handling and Retail Experience) paid training program to that Piggly Wiggly. S.H.a.R.E. is a 40-hour paid internship funded by the Wisconsin Division of Vocational Rehabilitation (DVR) that we started at our former Greater Grain specialty grocery store. Twenty participants learned such skills as greeting customers, telephone etiquette, stocking inventory and using the cash register.



Calvin, a trainee in our paid S.H.a.R.E program, with Joe Gonzales, assistant manager, dairy/frozen foods at Piggly Wiggly.

Transitioning S.H.a.R.E. to a full-service grocery has allowed us to increase the scope of training by offering participants a wider variety of duties with access to all the store's departments including deli, bakery, meat, produce, dairy, and frozen foods. By June, we will have already had four trainees participate in the expanded S.H.a.R.E. program at Piggly Wiggly.

(Continued on Page 3)

BOARD OF DIRECTORS

President—Bill Seidel

Vice President—Robert Thiel

Board Treasurer—Ko Kryger

Secretary—Nancy Greenebaum

Karla Boho – Member at Large

Skip Riley – Member at Large

Jennifer Hemmer, Dave Maurer, Matt Montemurro,
Jim Murphy, Robert Swanson, Tami Witt,
Pamela Zenner-Richards, Cheryl Zwaga

ADMINISTRATIVE STAFF

Executive Director—Joe Greene

Rehabilitation Director—Laura Spaulding

Director of Fulfillment Services—Stacy Quickstad

Director of Internal Services—Vicki Maki



Top: Delilah, Bryan and Deserae (seated). Delilah and Bryan were among the 163 participants we served in Integrated Day Services in 2014.

Bottom: Rick assembles pieces in Fulfillment Services.

Director's Message

I always look to spring as a season of renewal and opportunity. That's certainly happening at Careers Industries where opportunities and positive change abound.



As reported on the front page, we've expanded our retail and customer service employment training program moving its location from our former specialty grocery store to Piggly Wiggly. And while we did close Greater Grain, that provided us with the opportunity to donate the final \$2,000 in product inventory to the Racine Food Bank.

Meanwhile, we are grateful to those organizations that have recently extended their generosity to Careers. The Racine Community Foundation has provided our participants a wonderful opportunity to improve educational and technology skills with a grant that helped fund the purchase of six iPads. And, the UCT (United Commercial Travelers), a long-term supporter of Careers, donated two new wheelchairs.

We continue to work tirelessly to ensure choice and a full spectrum of opportunities for the clients we serve. This includes the option to perform meaningful work in a safe and supportive environment found in facility-based vocational programs (traditionally referred to as sheltered workshops) at Careers and other organizations. The state shares our viewpoint as noted in a recent letter from Kitty Rhoades, Wisconsin Secretary of the Department of Health Services to the Centers for Medicare and Medicaid Services (CMS).

"Sheltered workshops provide assistance in developing work skills that help people move into employment across the state. We believe that sheltered workshops provide services that are vital to the individuals and families who depend on them and should remain part of Wisconsin's robust efforts to help people with intellectual disabilities gain employment," Rhoades wrote. Based on updated guidance from the CMS in December, "which continues to emphasize individual rights and choices, Wisconsin will continue to offer our most vulnerable residents a choice of settings for employment (both competitive and non-competitive) and day services."

This is a positive development at the state level but the broader political and regulatory landscape remains uncertain and continues to cause concern with ambiguity and proposals that we passionately believe will limit opportunities and services for persons with disabilities. More than ever, we all need to maintain a loud and steady voice for choice and opportunity.

Sincerely, William J. Greene

A handwritten signature in black ink that reads "William J. Greene".

Meet our Newest Partners in Integrated Employment Job Coach

Careers Industries' Partners in Integrated Employment (PIE) served 51 participants in 2014. The division secured 36 internships and placed 19 employees. Our PIE team includes two employment specialists and two job coaches. Our newest coach is Lisa Goroski. Lisa has worked with individuals in a teaching capacity for nearly 20 years including many individuals with special needs.

"Individuals with disabilities are no different than me. They still have dreams for their future and work hard to attain them," she says. "We all want to be financially secure, treated as valuable and have a little fun in life."



Lisa Goroski

As a coach, Lisa is on the job with PIE interns and trainees helping them develop tools and skills specific to their job, employer and workplace culture. For example, Lisa assists participants pursuing a stocking position develop such tools as using UPC numbers, brand names and product colors to stock quicker.

"The process is progressive and the rewards usually come many days after the individual has been taught a tool that works well for them and creates a pattern, or when an individual works on a skill for a long time and shows improvement," explains Lisa. "I get excited when I see others succeed. It is wonderful to watch individuals gain the skills they need to pursue community employment as it raises their self-confidence.

"I believe that people are the most precious gifts and relationships are the cornerstone to a happy life. Everyone deserves the right to feel like they have purpose and sometimes a job is the right tool to achieve that goal."

Piggly Wiggly

(Continued from front page)

"I think this training is a great opportunity that will position participants for jobs in a retail environment," says Malicki. "For our store, it provides us with a built in talent pool along with having coaches from Careers Industries here who have learned our jobs and assist with training and follow up.

"Having a business is not only about financial viability, it's about community. And with this business, we can make a difference in our community. We are lucky to be able to work with a diverse group of employees whether they come to us from Careers Industries or another organization. I can't say enough about these programs. We are lucky to be able to participate in them."



Calvin stocks items in the dairy department at Piggly Wiggly.

Photo Gallery



Disability Advocacy Day

Participants from Careers Industries visited the State Capitol to share with legislators how political policies affect persons with disabilities in their everyday lives. Pictured clockwise from top are Randy; Tessa, Gregory and Thomas; and Ron.



Holiday Party

The holiday season was filled with cheer at our annual party. Top: Ben and Emily. Bottom: Tracy and Stephen.



Packer Fandemonium

It's green and gold all around when our participants show off their Packer pride. Top left: Greg. Top right: Brooke.



Salute to Our Seniors

Eating healthy is much easier when the snack cart includes fresh fruit prepared by the "Seniors" group. Everyone had a task—cleaning, picking and packaging. Top: Chuck and Fred. Left: Kay. Right: Marlene.

A Smooth Leadership Transition Underway in Fulfillment Services



Gary Goodsell with Jared (above), one of Burlington's Exemplary Employees of the Year

Stacy Quickstad (right) has been with us for 23 years and replaces Gary as Director of Fulfillment Services



Careers Industries' Fulfillment Services (FS) division provided onsite vocational services training and meaningful work in a supportive environment for 233 participants in 2014. We had a busy year with work for 100 percent of available program days. Services performed included packaging, assembly, kitting and other needed tasks for companies including Badger Meter, GNC and DuraColor.

"Some southeastern Wisconsin's largest manufacturers depend on us daily as an integral part of their operations," explains Joe Greene, executive director, Careers Industries. "We're as competitive as for-profit companies. We do the job for a good price on time and the quality is excellent."

Joe attributes that success to the leadership of recently retired FS Director Gary Goodsell. Gary came to Careers in 2006 after a long-term career in manufacturing.

"After being involved in a for-profit business for 35 years, the single biggest impact on me was working with our participants," recalls Gary. "I had never before experienced individuals who cared so deeply about being at their jobs and were so proud of receiving a paycheck. That will always stay with me. Our participants thrive on seeing new jobs come begin."

Stacy Quickstad has been promoted to FS Director. She shares Gary's admiration for our FS participants and their work ethic. She says, "They value work more than almost anything else in their lives. To be productive and earn a paycheck is so important to them. These are dedicated and loyal employees and many of them have tenures that prove that."

Stacy's goals include, "growing our business and work opportunities that help our participants learn skills necessary for future community employment if that is what they desire."

Congratulations to our Fulfillment Services Exemplary Employees

Our annual Fulfillment Services Exemplary Employee Program honors participants and employees at our Burlington and Racine locations. We honor eight recipients, four at each location, who have earned the most points for demonstrating success or consistency throughout the year with attendance, productivity, safety rules, appropriate interactions with peers, appropriate interactions with supervisors and quality assurance as a tie breaker.



From the top: Darcia (right) with Dan, Jeanette (right) with Gary and Frank were among our 2014 Fulfillment Services Exemplary Employees of the Year.

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.org

Call us at:
262-752-4100

Stop by and visit us at:
4811 Washington Ave., Racine, WI 53406
161 Industrial Dr., Burlington, WI 53105

info@careersindustries.com



Follow us on facebook!



Careers Industries

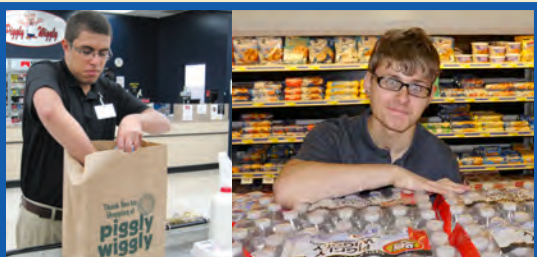
4811 Washington Ave. | Racine, WI 53406

Specialty Food Store Closing Marks End of a Successful Chapter

Careers Industries recently marked the ending of one successful chapter in our work and as you'll read on the front page, we started another. We closed our Greater Grain gluten-free grocery store in March. The store was Racine County's first gluten-free grocery and the site of a first-of-its-kind customer service and retail paid training program for adults with developmental and cognitive disabilities.

Greater Grain was a success on a multitude of levels. Gluten-free products are now broadly available in area groceries. We introduced the work and mission of Careers Industries to a wider audience, and we've integrated our employment training program further into the community with our expanded Piggly Wiggly partnership (see front page). We could not have achieved these accomplishments without the store's loyal customers.

Related: Read our cover story about our Piggly Wiggly Partnership.



Your support is welcome...

You can donate online safely and securely at our website or mail this form to: Careers Industries, 4811 Washington Ave., Racine, WI 53406.

- Here is my gift of \$_____made payable to
Careers Industries Support Fund
- In memory of _____
- In honor of _____
to commemorate _____

Send acknowledgment to

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

Gift from

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

- Does the company you work for have a matching gift plan?
- Are you interested in learning more about planned giving?