

2024
**Annual
Report**






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2024

Letter to the Community

To Our Supporters and Friends—Stakeholders, Employees, Customers, Persons Served, Families and Partners,

Reflecting on the past year, it's clear that Work Skills Corporation (WSC) has been on a path of significant growth and transformation. Our journey has been guided by a commitment to serve and empower our community, and this has driven us to reach new milestones across our programs and services.

Expanding Capacity and Enhancing Impact

One of our biggest achievements this year was expanding our Clinical Services division, which required the acquisition of a new facility directly across from our headquarters. This strategic move was more than just a response to space needs—it was a commitment to our clients, ensuring they have access to high-quality care in an environment designed to foster growth and connection. The close proximity of our new building promotes stronger collaboration across all teams, allowing us to provide services more efficiently and cohesively.

Our corporate office has also seen meaningful renovations, thoughtfully crafted to support the broad spectrum of our work. The creation of a state-of-the-art gaming room and sensory gym enhances the therapeutic experience for clients receiving ABA, Occupational, and Speech-Language Pathology services. At the same time, these spaces demonstrate our dedication to delivering innovative therapies that encourage skill development and positive behaviors in an engaging way.

a year of

/ GROWTH

/ COMMUNITY

/ EMPOWERMENT

Our journey has been guided by a commitment to serve and empower our community, and this has driven us to reach new milestones across our programs and services.

Empowering Work, Staff, and Community

Beyond clinical services, our work continues to encompass a wide range of initiatives dedicated to building stronger skills and brighter futures. By relocating portions of our HR, Production Services, Accounting, and IT teams to our new facility, we have not only created space for clinical growth but also positioned our production team to take on additional work. This allows us to strengthen our employment and job-training programs, providing opportunities for persons served to develop, practice, and improve their work skills in competitive settings.

Our Staffing division plays a pivotal role in supporting local businesses and the community. While individuals with disabilities are a priority for job placement, our mission is to fill shifts for employers, ensuring that they have the support they need to thrive and remain in the area. This helps maintain a strong community base for both job seekers and employers, allowing for continued economic growth, inclusion, and opportunity for all involved.

The growth of our Jackson County Job Placement services and the Walled Lake Schools program has similarly expanded opportunities for employment and skill development. And through the Artisan Corner's new space, we have increased our capacity to serve artists, providing them with avenues to express their talents and contribute creatively to our community.

Looking Ahead

As we look toward the future, our mission remains focused on empowering those we serve. Through sustainable growth, enhanced services, and an unwavering commitment to our community, WSC is poised to continue driving meaningful change. The trust and support from our stakeholders, persons served, partners, and community make these successes possible, and we are grateful for the opportunity to build a brighter future together.

Thank you for being part of our journey.

Warm regards,

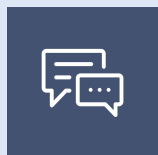


Tina Jackson
President & CEO





About Work Skills



Get in Touch

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wskills.com

Work Skills Corporation is a 501(c)3 non-profit vocational rehabilitation organization that has been dedicated to empowering individuals facing significant disabilities and employment barriers for over 50 years.

By offering individually customized support, we have created a platform where every individual can demonstrate their abilities, cultivate new skills, actively participate in the workforce, and experience the rewards of their achievements.

Our goal is to optimize potential through personalized support, empowering clients to thrive in their journey towards meaningful employment and fulfilling lives.

Corporate Culture & Ethics



MISSION STATEMENT

Work Skills Corporation's mission is to optimize potential in learning, working, and living by delivering services tailored to underserved individuals, businesses, and communities.

VISION STATEMENT

To enrich the lives of individuals in our communities, dedicating ourselves to serve with excellence and commitment.

CORE VALUES



Wellbeing & Success

We prioritize the wellbeing and success of all our employees while fostering an environment of personal and professional growth.



Strategic Innovation

We anticipate change and create solutions to best serve our customers.



Community & Teamwork

We empower individuals through teamwork and community involvement.

How can you help?

CONNECT * VOLUNTEER * CONTRIBUTE

wskills.com

LEARNING

*Acquiring Skills, Knowledge,
or Understanding*

IN 2024

WSC Artisan Corner celebrated a vibrant community of **46** artists with several of them earning recognition and awards at both local and national levels.

WSC Clinical Services invested more than **\$120,000** in Applied Behavior Analysis (ABA), Speech-Language Pathology (SLP), and Occupational Therapy (OT) programming to expand reach of services to local families and children.

Learning Programs & Services



ARTISAN CORNER

Fostering Creativity, Skills and Sales

Empowering individuals to explore their artistic talents, unleash creativity, and showcase and sell their unique creations in an innovative space.

CLINICAL SERVICES

Therapeutic Options for All Ages

Providing a range of therapy programs, including Speech-Language Pathology (SLP), Applied Behavior Analysis (ABA), and Occupational Therapy (OT), for both children and adults. Our flexible care network provides options for in-home, in-clinic, virtual, or hybrid services.

TRAINING SOLUTIONS

Elevating Skills for Success

Delivering top-notch live and virtual courses in leadership, diversity, emotional intelligence, and resilience. Tailoring custom-learning experiences to address specific needs and bridge skill gaps.

Program Expansion » CLINICAL SERVICES

Play Skills

A Dynamic, Sensory-Friendly Space

As part of our service expansion, we are introducing WSC Play Skills, a sensory-friendly indoor gym designed to encourage social interaction, exploration, and motor development through play. This space offers various activities and equipment to create personalized, play-based therapy sessions, making the experience enjoyable and effective for skill building.

These new resources, combined with our interdisciplinary approach, reflect our dedication to innovative, person-centered care.



See more on PlaySkills on next page.



Enhancing Holistic Therapy

Clinical Services

Program Expansion » CLINICAL SERVICES

PlaySkills: Unveiling Continued

In fall 2023, WSC Clinical Services expanded its comprehensive programs to include occupational therapy (OT) and mental health services, complementing our core offerings of Speech and Language Pathology (SLP) and Applied Behavior Analysis (ABA).

This growth underscores our commitment to holistic, individualized care, supporting both the physical and emotional needs of our clients.

A particularly exciting aspect of our program expansion is the integration of gaming into therapeutic approaches. Given the global reach and popularity of video games, they have become a meaningful and motivating activity for many clients. Our therapists use gaming to support skill development, making therapy more engaging and impactful.

Research demonstrates that video games can promote functional gains by providing instant feedback and motivating clients through goal achievement. For those familiar with technology, gaming offers a comfortable medium to enhance sensory processing, motor skills, cognitive flexibility, and problem-solving abilities.

For others, gaming is a novel way to practice everyday tasks in a safe, controlled environment, such as using a cooking game to improve planning and executive functioning.

By integrating video games, expressive arts, and dynamic play spaces, we are enhancing the therapeutic experience, fostering creativity and growth. This step forward reinforces our commitment to providing high-quality care tailored to every client's needs. We have seen the positive outcomes these initiatives have brought, helping clients achieve their fullest potential.



Our therapists use gaming to support skill development, making therapy more engaging and impactful.

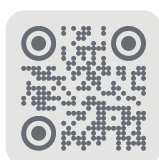


To ensure accessibility for all clients, we utilize versatile technology like adaptive controllers, enabling individuals with limited mobility to participate in gaming activities. Our therapists select gaming platforms, such as the Nintendo Switch or PlayStation, based on therapeutic goals and individual preferences, ensuring a tailored and balanced approach to therapy.



PlaySkills

Scan QR code to explore pictures and more from the PlaySkills expansion



Skills For Life

Employment Services

Program Spotlight » SKILL BUILDING

Building Independence & Vocational Readiness

Skill-building services are at the heart of empowering individuals to prepare for employment, community engagement, and economic self-sufficiency. WSC Skill building services are designed to increase social, self-help, and adaptive skills through intentional, structured support and guidance.

By focusing on pre-vocational growth, we help individuals build the foundational abilities needed to thrive in work, volunteering, or school environments. Our skill-building program is thoughtfully crafted to assist persons served in acquiring key skills such as communication, time management, conflict resolution, and problem-solving. These services are delivered in varied settings tailored to meet the diverse needs of our clients, ensuring both personal growth and readiness for meaningful activities.

In Livingston and Washtenaw County, we offer community-based opportunities every week.



Participants work with local community organizations to develop interpersonal skills.

Participants engage in valuable experiences like accessing resources at local libraries, volunteering with community organizations such as Food Gatherers, and exercising at fitness centers. Each of these activities is intentionally chosen to enhance clients' abilities to navigate the community safely, develop interpersonal skills, and manage responsibilities effectively.

In Livingston County, structured skill building activity sessions encompass group work, individualized goal setting, and vocational training tailored to each person's strengths and priorities.

Evening sessions have recently been added to offer even more flexibility and opportunities for clients to connect with their community, fostering independence and socialization beyond traditional daytime programming.



Program Spotlight » SKILL BUILDING

Translating Skills to Life

One exciting initiative within our pre-vocational services is the weekly movie outings led by Job Mentors. These trips provide an intentional learning experience where clients can practice essential life skills in real-world settings. From purchasing tickets to interacting with theater staff and budgeting for snacks, participants are exposed to social scenarios that help build self-reliance.

Group discussions before and after the movies provide a space to reflect on the experience, discuss challenges, and explore strategies for improvement—all while bonding over shared interests. Additionally, clients work on important skills such as scheduling, connecting with transportation services, and managing their time effectively—building blocks of workplace readiness and community inclusion.

Group game night — one of WSC’s customized skill building practices based upon stakeholders’ input.

Expanding Opportunities for Pre-Vocational Success

As demand for our services grows, we are offering customized skill building opportunities based upon stakeholders’ input, such as group game night.

Our goal is to ensure that clients have diverse and accessible environments to improve their pre-vocational skills.





Aidan's Journey

Success Story » OCCUPATIONAL THERAPY

Transforming Sensory Challenges into Success

Brushing teeth is a crucial aspect of daily hygiene for people of all ages. However, for children with autism and sensory sensitivities, oral care can be especially challenging, often requiring patience, creativity, and specialized support. Sensory processing differences can make toothbrushing overwhelming, as the texture of bristles, taste of toothpaste, and physical sensations can trigger discomfort or stress.

When Aidan joined the WSC Occupational Therapy Program, he faced significant hurdles with sensory processing, self-regulation, and self-care skills—particularly with toothbrushing. Activities involving water were overwhelming, leading him to avoid items like toothbrushes and soap dispensers. Transitions between tasks were tough, often resulting in stress and maladaptive behaviors.

Recognizing the importance of oral hygiene and Aidan's individual needs, our team created a relevant occupational therapy plan.

Sensory-rich activities were introduced three times a week, allowing Aidan to gently explore new textures and items in a supportive environment.

Visual tools, such as schedules and timers, helped him anticipate steps and transitions, while calming sensory input prepared him for daily routines.

Over time, Aidan's progress has been remarkable. He now approaches transitions with greater confidence and engages in water-based activities with joy. Exploring different textures during play has become an enjoyable experience.

Most impressively, Aidan has learned to brush his teeth for two minutes, maintaining contact with the brush for ten-second intervals with the help of some verbal encouragement.

Aidan's journey is a testament to his determination and his family's persistence, coupled with the benefits of personalized, compassionate therapy. We are incredibly proud of Aidan's achievements and join the WSC Occupational Therapy team in celebrating his tremendous progress.

Aidan's journey is a testament to his determination and his family's persistence, coupled with the benefits of personalized, compassionate therapy.

Clinical Services

Art in Flight

Artisan Corner

Success Story » ARTISAN CORNER

Roy's Journey and the **Butterfly** that **Connects**

In 2020, the pandemic created widespread disconnection, leaving many individuals isolated and cut off from their communities. For some residents in Ann Arbor, this lack of social interaction lasted for months, leading to feelings of withdrawal and detachment from daily life. To bridge this gap, WSC Artisan Corner, in partnership with WSC Employment Coordinators, developed a virtual arts program—providing a platform for reconnection, creativity, and community support during a challenging time.

The virtual sessions quickly became more than an art class—they were a platform for rediscovery. Participants reconnected with peers and engaged in shared creative expression. One of those participants was Roy, who joined quietly at first, observing from the background while drawing along with the group. In an atmosphere where engagement felt limited, art provided Roy a new outlet for expression. Over time, his passion for anime and illustration came to life, and his artistic potential began to shine.



As Roy grew more comfortable, WSC facilitated services to support his artistic development, allowing him to explore his talents and voice through art. Moving from quiet observation to active participation, Roy embraced the opportunity to create and connect. Now, in 2024, he is a familiar face in our studio sessions, continually seeking new ways to express himself through different techniques and projects.

A significant milestone in Roy's journey was his first experience painting. When he shared that he had never painted before, our Creative Arts & Services Supervisor said, "Challenge accepted!" The result was a beautiful butterfly painting that now hangs proudly at WSC. This vibrant piece has become a focal point for social interaction, with many visitors and families snapping selfies and sharing the artwork on Instagram and social media—spreading joy and inspiration beyond our walls. Roy's current WIP "work in progress" is an ambitious 8ft x 8ft butterfly mural. His journey exemplifies the power of art to transform isolation into connection, helping individuals find their voice and build confidence through creative expression.



Art & Job Readiness

Artisan Corner

Program Spotlight » ARTISAN CORNER

Crafting Creativity into Career Skills

The Art and Job Readiness Program goes beyond traditional training, using a collaborative mixed-media art project as both a teaching tool and a catalyst for developing crucial workplace abilities like communication, teamwork, conflict resolution, and goal setting.

Participants not only gained hands-on experience but also saw their efforts transform into something larger than themselves—a striking six-foot mixed-media mural that symbolizes both their artistic talents and growth in job readiness.

Soon to be housed in one of the state offices of Michigan Rehabilitation Services (MRS), the mural stands as a testament to the participants' dedication, collaboration, and perseverance—qualities that are essential to success in the workplace.

What makes the Art and Job Readiness Program stand out is its ability to make practical skill-building enjoyable and meaningful. The process of contributing to a shared artistic project mirrors the dynamics of a real workplace, where individual



Encapsulating their artistic talents and growth, participants collaborated on this six-foot mixed media mural as a project of the program.

efforts collectively contribute to a greater goal. By working with various media, participants not only develop vocational skills but also build confidence, resilience, and a sense of accomplishment as they navigate the creative process.

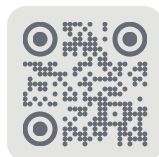
Due to its overwhelming success, this initiative will serve as a pilot for future programs to be launched in school districts across Livingston County. By expanding its reach, we aim to help even more individuals prepare for meaningful employment opportunities and integrate into their communities with confidence.

The Art and Job Readiness Program stands as a powerful example of how creativity—across multiple forms—can be harnessed to build job skills, shape futures, and bring communities together, one mixed-media masterpiece at a time.



Program Spotlight » ARTISAN CORNER

Shop Art in Person or Online



Shop Online
via Etsy

Scan QR to browse art, jewelry, ceramics & more!



Artists in the Artisan Corner program earn commission for any art that is made and sold.

Shop Original Art & Support Local Artisans

100 Summit St. Brighton, MI 48116



**Jewelry
Ceramics
Tumblers
& more**

WORKING

*Empowering Employment
with Customized Vocational
Support*

IN 2024

Provided pre-employment transition services to **121** at-risk students, aged 14-26, to equip them for a successful transition into the workforce.

Delivered therapeutic services to **20** recently paroled individuals to promote positive, constructive thinking and practical tools to successfully reenter society.

Offered on-site production jobs and training services to **101** people facing barriers to employment.

Helped more than **560** unemployed individuals secure employment within the community.

Working Programs & Services



EMPLOYMENT SERVICES

Empowering Career Success

Guiding individuals toward meaningful employment opportunities that match their strengths, preferences, abilities, and potential.

STAFFING

Bridging Talent with Opportunity

Providing comprehensive temporary and direct hiring solutions across diverse industries, efficiently meeting staffing needs for both entry-level and professional candidates.

PRODUCTION

Skills and Solutions in Action

Integrating vocational skill development with essential tasks like assembly, kitting, and packaging. A unique hands-on training approach meeting production needs.

Facilities Expansion » CORPORATE

WSC's Strategic Facility Move

Work Skills Corporation (WSC) is taking significant steps to enhance its operations and vocational services by expanding several key departments—including Production Services, IT, Accounting, and some HR—to the new facility at 111 Summit.

This move allows for increased space and capacity at our corporate location, enabling the growth of WSC Clinical Services while also creating a dedicated sensory gym and a new gaming room to support our therapeutic programs.



Expanding Opportunities

Corporation

Facilities Expansion » CORPORATE

WSC's Strategic Facility Move

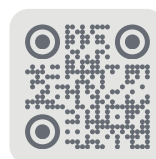
By relocating departments to the Summit facility, WSC is positioned to take on more work in production—a vital part of our mission to provide meaningful employment and skill development opportunities.

The expansion not only increases our ability to support local businesses with high-quality production services but also opens vocational opportunities that directly benefit the individuals we serve. With more room to expand our production capacity, WSC can now better support workers in developing, retaining, and practicing crucial work skills, fostering greater independence and readiness for competitive employment.

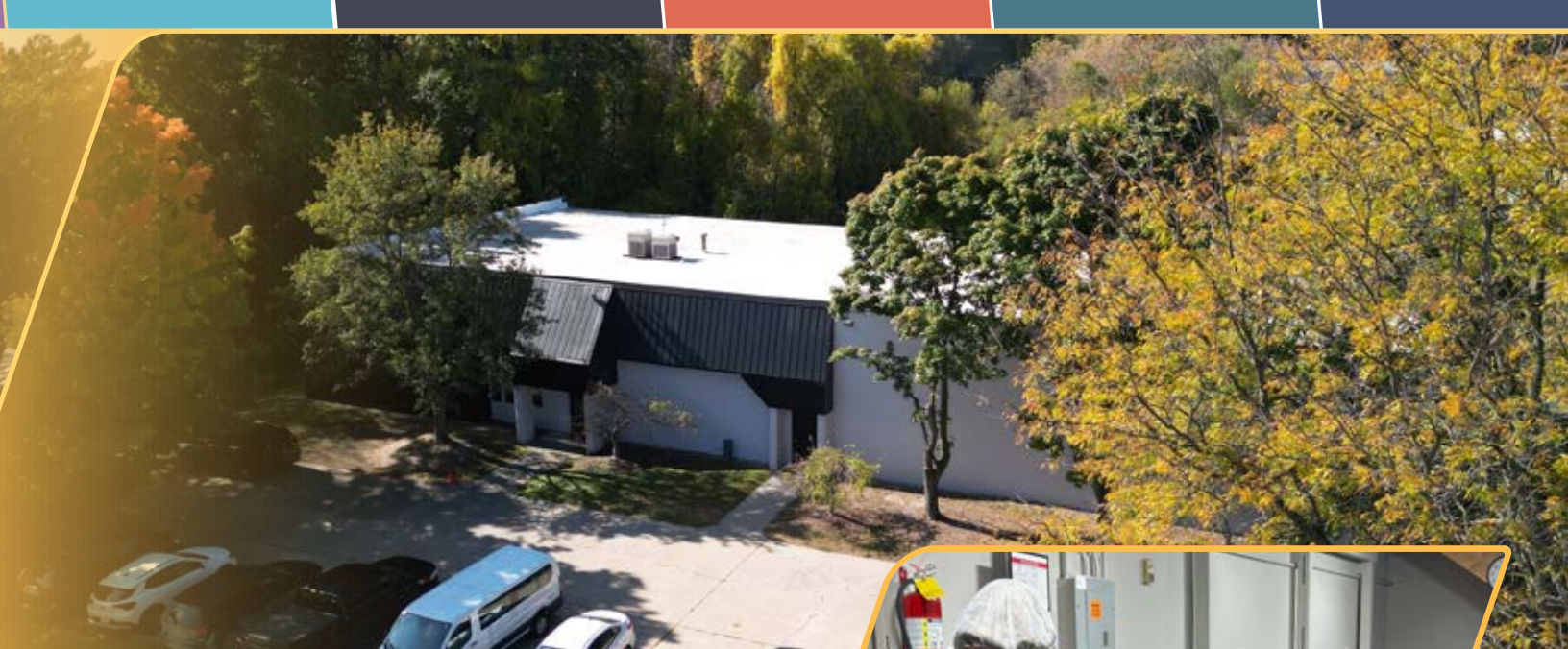
This proactive approach not only strengthens our service capabilities but also emphasizes our

dedication to bridging the gap between skill development and employment, providing a continuum of support for persons served on their journey to meaningful work.

WSC is grateful for the energy, flexibility, and support of our various teams. The expansion is more than a move; it's a reflection of our commitment to empowering individuals, growing our services, and fostering community partnerships to create a path to success for all we serve.



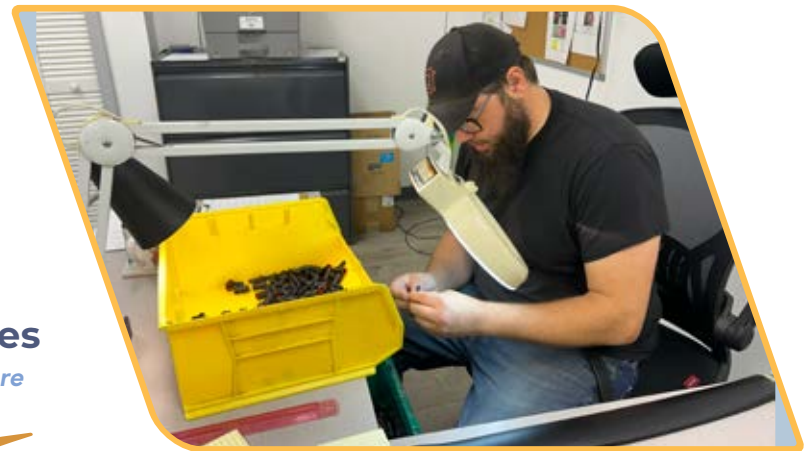
Scan QR to explore our new facility



This expansion opens vocational opportunities that directly benefit the individuals we serve.

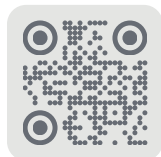


Discovery More Journeys of Achievement & Resilience



Participant Success Stories

Scan QR to read more





Empowering Vocational Success

Employment Services

Success Story » EMPLOYMENT SERVICES

Bob's Journey to Vocational Success

When Bob Truman was referred to WSC placement services by Michigan Rehabilitation Services, he was seeking 20-25 hours of work weekly and a job that he could commute to independently via JATA (Jackson Area Transportation Authority).

Though he expressed nervousness about joining the workforce and interacting with employers and coworkers, Bob showed strong commitment to improving his social, interviewing, and networking skills by collaborating closely with his WSC Employment Specialist.

With preparation and support in place, Bob successfully secured a position as a personal shopper at Walmart in Jackson. Initially thrilled but anxious about meeting the job's demands, Bob steadily gained confidence through follow-up services. Reflecting on his experience, he shared,

"Things are great, and it has me looking forward to the future."



Things are great, and it has me looking forward to the future.

Bob has continued to set new goals, including practicing for his road test to obtain a driver's license. Excelling in his role, he recently participated in additional training to support management during busy seasons.

His dedication and growth are a credit to his hard work, and we wish Bob all the best as he continues on his path to success.



Success Story » EMPLOYMENT SERVICES

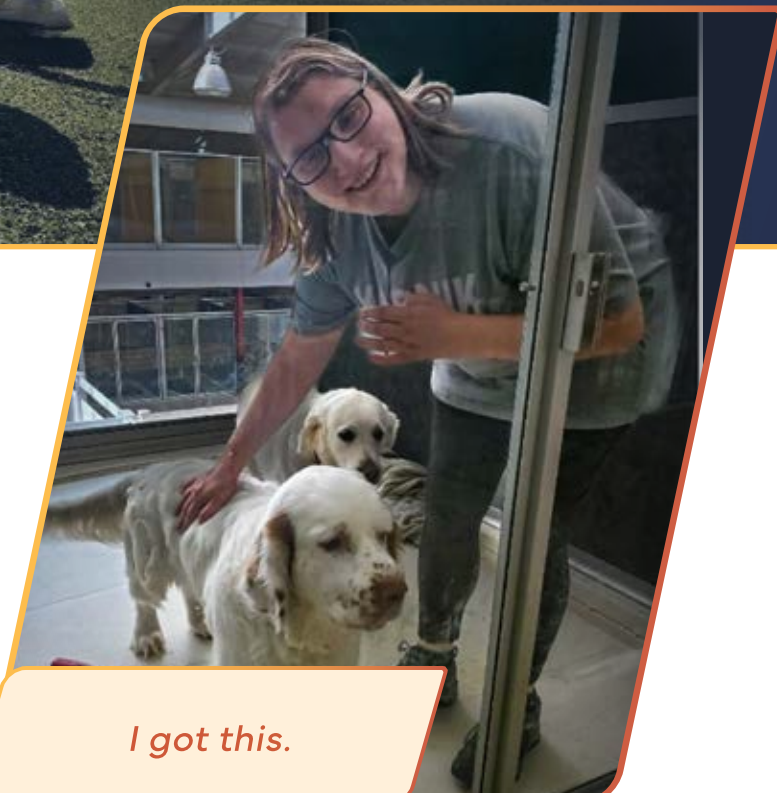
Robyn's Path to Independence and Her Dream Job

Robyn Hoppe came to WSC through a referral from Michigan Rehabilitation Services, seeking to increase her independence and find work with animals.

From the start, she demonstrated an honest ability to self-assess, openly sharing her concerns about entering the workforce—specifically meeting with employers, accessing technology, and navigating public transportation.

Working closely with her Employment Specialist, Robyn improved her interview skills, became more comfortable with virtual platforms, developed networking abilities, and attended travel training. She met onsite with employers of interest, supported by WSC staff, and ultimately accepted a position as a kennel attendant with Karnick Pet Lodge.

Robyn effectively advocated for herself, negotiating a schedule that fit her needs and securing a role in a location accessible to her. After being hired, Robyn's confidence grew as



I got this.

she learned to work independently, mastering her day-to-day duties and developing strong relationships with her co-workers.

Reflecting her positive mindset, she told her Specialist, "I got this," and transitioned from relying on her parents for transportation to commuting via the AATA bus system independently. Robyn's employer has praised her for meeting expectations and providing excellent care to the animals, and her parents have shared how much she loves her job and the progress she's made.

Robyn's journey to achieve her dream role is a tribute to her work ethic, perseverance, and love for her job. We wish her continued success in all her future endeavors!

LIVING

*Embracing Life
and Building Community*

IN 2024

By delivering exceptional dedicated in-home care, we ensure that our diverse clientele can maintain their independence locally. Each year, we invest **\$269,000** annually to guarantee our persons served ability to remain within the county and stay connected to their community.

Provided a safe and supportive living environment with round-the-clock care, assistance, and supervision for **21** individuals with barriers.

Living Programs & Services



RESIDENTIAL SERVICES

Empowering Independence, Enriching Lives

Providing customized program options like homelike settings and supported apartments to help individuals achieve their highest level of independence. Our thoughtfully designed services foster personal growth and self-sufficiency.

HOME CARE

Compassionate Care, Right at Home

Delivering dependable, personalized home care services that enable clients to stay in the comfort of their own homes while receiving top-quality care. This individualized approach creates a nurturing atmosphere for clients and their families.

Home Expansion » RESIDENTIAL SVCS

The Heart of the Home: A Kitchen for Everyone

At WSC Residential Services, our Howell Home has been supporting individuals with Traumatic Brain Injuries (TBI) for over 10 years.



Kitchens are often the heart of a home, a place to gather, cook, and connect. While we have always adhered to ADA guidelines, we wanted to enhance the space in a way that would provide inclusive range of amenities, offering our residents a greater sense of independence. We knew our kitchen could be more than just compliant—it could be truly functional and welcoming for all.

Working with our Occupational Therapist (OT), we determined that while the space met basic accessibility standards, it was not as inclusive and functional as it could be for our residents with a range of mobility needs.

Read more on the the next page »



A Kitchen For Everyone

Residential Services

Home Expansion » RESIDENTIAL SERVICES

The Heart of the Home: A Kitchen for Everyone

With the goal of ensuring every resident could fully enjoy and engage with the space, our OT worked alongside the WSC team and external experts to reimagine the kitchen layout.

The result is a transformation that is both thoughtful and practical. We invested in this renovation to make sure all residents—regardless of wheelchair size, walker, or any other adaptive equipment—could move freely in the kitchen of their home.

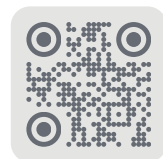
The revamped kitchen now features an open floor plan, replacing the large central island to allow for easy movement and accessibility. Flooring was intentionally selected for safety and ease of use with assistive devices. Custom cabinetry at both upper and lower levels maximizes storage and allows access to kitchen essentials from either

a seated or standing position. To ensure the kitchen accommodates everyone's needs, two microwaves have been installed: one at a lower height for residents who benefit from a seated reach and another higher up for those who find bending a challenge. A roll-under sink has also been incorporated, enabling all residents to actively participate in cooking, cleaning, and meal preparation.

This redesign is not just about compliance—it is about promoting independence, encouraging participation in daily activities, and enhancing the overall quality of life. The kitchen has become a place where residents can comfortably gather, share meals, and build connections, supporting a truly inclusive home environment.

WSC
Residential Services

Scan to learn more





This redesign is not just about compliance — it is about promoting independence.



About » RESIDENTIAL SERVICES

**Empowering Independence
One Resident at a Time**

- › Health & Wellness Support
- › Personalized Care & Daily Living Assistance
- › Life Skills & Educational Support
- › Community & Social Integration



Levels of Care » RESIDENTIAL SERVICES

Group Living

Supported Apartments

Semi-Independent Living





2024 *Annual* Awards



VOLUNTEER OF THE YEAR



Honoring *Tianna's* *Dedication*

It is with heartfelt appreciation that we recognize Tianna as our Volunteer of the Year. Her unwavering commitment and enthusiasm have truly made a lasting impact on the artisans at WSC Artisan Corner.

Whether through her support with one-on-one projects or her continuous positivity that uplifts everyone around her, Tianna's contributions have been invaluable and deeply felt by all. Her willingness to go above and beyond embodies the spirit of volunteerism and sets an inspiring example for others.

The impact of her efforts extends far beyond what words can express, and WSC is incredibly grateful to have her as part of the creative team. Thank you, Tianna, for your exceptional service and dedication. The entire team looks forward to continuing this journey together and achieving even greater things in the future.

PARTICIPANT OF THE YEAR

Anna's Journey to Artistry & Employment

Seven years ago, Anna was referred to the Work Skills Corporation (WSC) Art Program for skill-building through LESA and LCCMH. Her initial focus was on developing effective communication skills, particularly maintaining appropriate language, tone, and volume when interacting with peers. With support from WSC staff, Anna made significant progress in building pre-employment skills, which included:

- » Communicating needs, ideas, and concerns to supervisors,
- » Being receptive to training suggestions and corrective feedback,
- » Following routines, policies, and instructions.

Anna also immersed herself in WSC's Artisan Corner, honing her skills across multiple art forms. She developed talents in illustration, ceramics, collaborative art, and mural design. Over time, Anna's artwork gained recognition for its vibrant, joyful style, and she holds the Artisan Corner record for the most sublimated artwork sold. Her pieces reflect her passion and creativity, brightening the spaces they inhabit.

In 2023, Anna began job development services to pursue her goal of community employment. She dedicated herself to revising her resume, participating in interview training, and engaging in role-playing activities—all with guidance from WSC staff to enhance her readiness for work.

Her hard work and dedication paid off when she secured a part-time position as a custodian with the Howell School District. Now working four days a week, Anna enthusiastically shares, "It's great!" She began with one-on-one mentoring support and quickly demonstrated her ability to work independently and with confidence.

Anna's journey encompasses growth in both artistry and employment. WSC is honored to have supported her path to community employment and the development of her artistic talents. We celebrate Anna's accomplishments and look forward to her continued success.



COLLABORATOR OF THE YEAR



Busch's Fresh Food Market is a local grocery chain founded in Michigan which prides itself on its commitment to community involvement while simultaneously offering advocacy and employment for individuals with disabilities.

Busch's provides an inviting atmosphere and working experience for persons to flex their individual skill sets, which in turn displays an exceptional level of acceptance, understanding, and patience for all. Busch's Fresh Food Market continuously reflects the willingness to recruit and improve their hiring practices along with making accommodations on behalf of employees with barriers, therefore setting all involved up for success.

The management teams spread throughout Busch's Fresh Food Market locations demonstrate flexibility and support when hiring people with disabilities.

Beginning at the onboarding process, Busch's management team promotes supportive interviewing and orientation practices along with encouraging job placement staff to attend with potential employees to ensure better understanding of company policies and procedures. Their management understands that support in an interview does not equate to an individual's inability to perform a job but instead, enhances the employee's and employer's experience during the hiring process. Additionally, Busch's demonstrates readiness by allowing job coaches to assist employees in learning job duties, which then aids in retention.

Busch's Fresh Food Market is extremely flexible with employees who depend on public transportation and adjust schedules accordingly, which is a tremendous resource to those who rely on others for transit. Busch's stores have also welcomed the opportunity to be used as a community-based training site for individuals with little to no work experience, and hires have resulted as an outcome of their willingness to partner. Busch's Fresh Food Market is an incredibly valuable asset to the community and we appreciate their commitment to their customers and employees alike.



Work Skills Corporation » *Leadership*

Executive Team

Tina Jackson
President & CEO

Tom Jones
Vice President

Anita Jones
Chief Operating Officer

Suzy Murphy
Vice President

Management Team

Lori Koziara
Controller

Kacey French
Human Resources Manager

Amy Sheibar
Residential Services
Administrator

Julie Smith
Foundation Development
Director

Marcia Ransom
Employment Services
Manager

Natasha Flemings
Clinical Behavioral Services
Director

Taylor Picano
Director of Applied
Health Services

Jim Crandell
Home Care / Residential
Services Manager

Get to Know Us

Learn more and read
staff bios online:

wskills.com/team

The credentials of WSC staff includes master's and bachelor's educational degrees and experience in the areas of vocational rehabilitation, teaching, social work, human resources, business administration, staffing recruitment, psychology, service industry and management.

Our staff is well qualified, creative and flexible in their approach to helping people identify realistic goals and put together a plan that optimizes their potential.

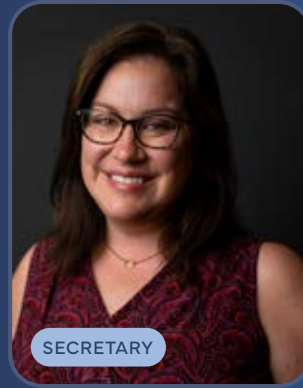
Work Skills Corporation » Board of Directors



David Plait



Jonathan Porta



Marcia Gebarowski



Edward Copp



Terry Braciszewski Ph.D



Edward Bottum



David Christiansen Esq.



James Darga



Darcy Hoyes RN, BSN



David Johnson



Kevin Johnston



Pamela McConeghy



George Moses



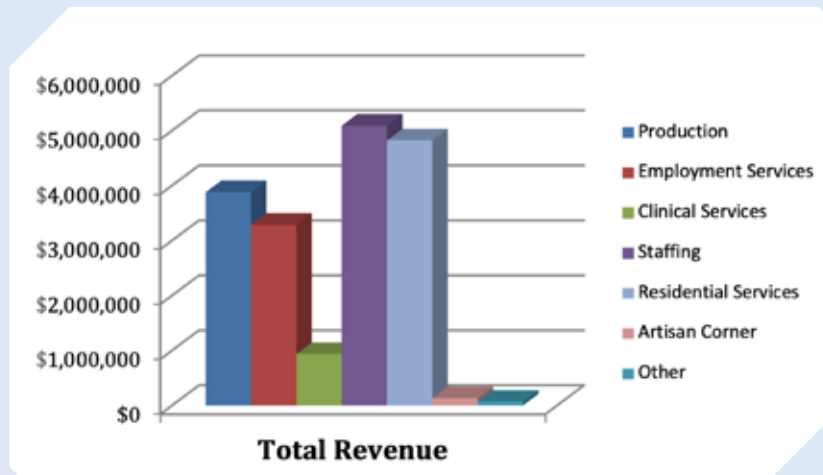
Mike Murphy



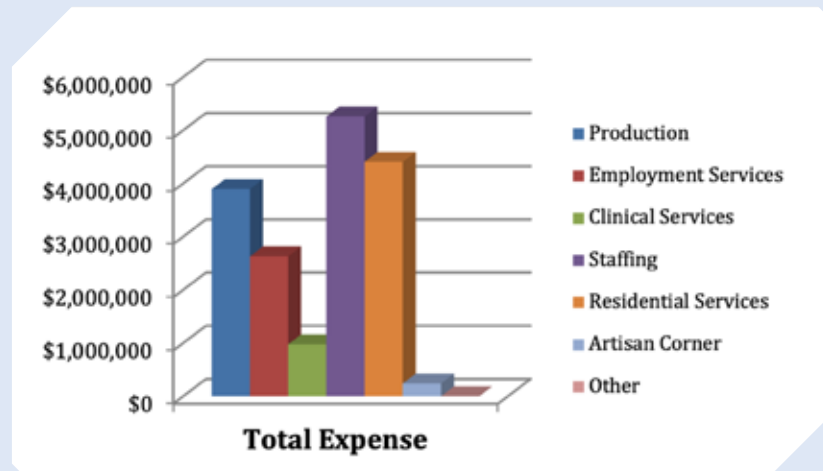
Heidi Ford

Work Skills Corporation » *Financials*

Total Revenue



Total Expenses



A MESSAGE TO OUR 2024 VISION PARTNERS

THANK YOU!

Our vision is a community that offers opportunity for everyone with the desire to succeed.



ANNUAL VISION PARTNER PROGRAM

The Annual Vision Partner Program builds strong and sustainable partnerships for the life-changing services that Work Skills provides on a daily basis.

Vision Partners ensure that future opportunities are available for individuals of all abilities, allowing them to live empowered and independent lives!

Want to learn more?

Contact Julie Smith, Development Director at (517) 304-8003 or julies@wskillsfoundation.org to discuss a partnership to best fit your needs.



wskillsfoundation.org



Explore Programs

wskills.com

Memberships & Affiliations

MEMBER



Work Skills Corporation is a 501(c)(3) tax exempt nonprofit charitable organization » EIN: 38-2025701

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