



# Annual Report 2009

## Adult Day Training

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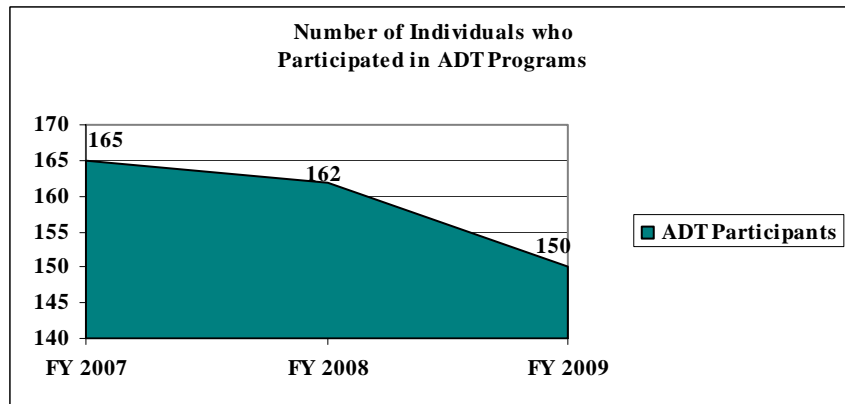
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LifeSkills Industries provides vocational and industrial services in Warren, Logan, Allen and Butler counties.

The Adult Day Training Programs provide individually based learning opportunities that lead to enhancement of work, daily living, education and social skills for individuals with developmental disabilities. There are many activities available such as artistic expression, exercise, cooking classes, volunteerism, dance and paid work experience.

### ADT's Dedication to Serving Our Communities

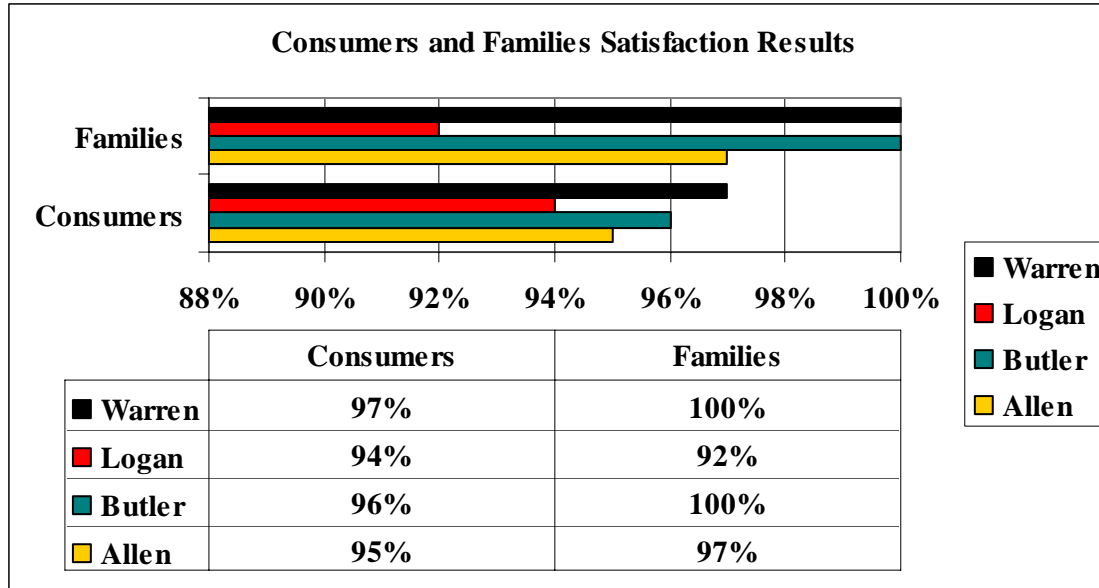
- The Anchors of Hope service group from Warren County ADT partnered with Western Kentucky Orthopedic to promote breast cancer awareness.
- Warren County ADT participants attended the 874K rally in Frankfort.
- Logan County ADT participated in the United Way Feed the Need Campaign and distributed promotional signs and collected food donations.



## A Look Back at FY 2009

- Warren County ADT participated in *The Love Around the World* art exhibition.
- Warren County Art Expression program participated in *The Artist Within* statewide art exhibition.
- Butler County ADT started an art expression group and began participation in a community based painting class through Butler County Adult Education Complex. This partnership lead to participants receiving full scholarships for FY 2010.
- Open Houses were held in each county. Recognition ceremonies were held for the companies we partner with for subcontract work. Guest speakers included: Senator Mike Reynolds, Representative Wilson Stone, and Representative Jim DeCesare.

## ADT Satisfaction Results We Want to Know.....



*Communication with the individuals we support and their families is vital to the enhancement of ADT supports.*

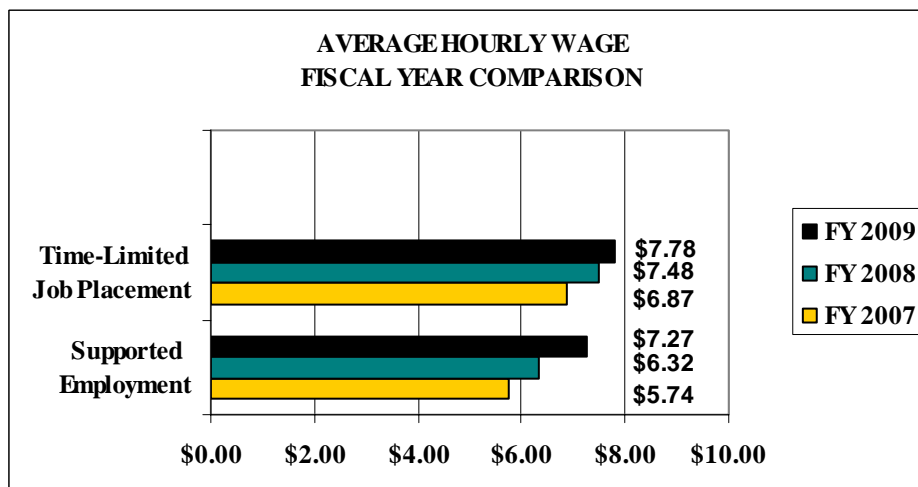
*Survey responses indicated that the #1 reason people we support attend ADT is to have the opportunity to work and earn money. The #2 reason is to interact with their friends.*

## Community Employment Services

Community Employment Services encompass both Time-Limited Job Placement Services and Supported Employment Services. These programs are utilized to assess individual needs and to provide opportunities for individuals with disabilities to enter the competitive workforce. Comprehensive vocational evaluations and person-centered employment plans are important tools utilized to identify vocational interests, skills, academics and employment barriers. Participants interested in pursuing employment are provided job placement assistance and follow-up supports to assist individuals in reaching their employment potential.

Three Hundred and Ninety-Eight (398) individuals participated in LifeSkills Community Employment Services during FY 2009.

- 289 individuals entered Time-Limited Job Placement Supports.
- 68 individuals maintained employment through participation in the Time-Limited Job Placement Program.
- The average hourly wage earned by participants in Time-Limited Supports was \$7.78/hr.
- 109 individuals participated in Supported Employment.
- Supported Employment assisted 14 new participants in obtaining employment. There were 6 replacements during FY 2009.
- The average hourly wage earned by Supported Employment participants was \$7.11/hr.



*The average hourly wage for Time-Limited participants entering the competitive workforce rose \$0.30 per hour in FY 2009.*

*The average hourly wage for Supported Employment participants entering the competitive workforce rose \$0.95 per hour in FY 2009.*

*In July 2008, there was a government mandated minimum wage increase to \$6.55 per hour. Wages for Time-limited participants were \$1.23 higher than minimum wage.*



## “Community Employment Services Excel During Economic Instability”

Time-Limited Job Placement and Supported Employment staff are dedicated to providing services that are individualized and honor personal choice. Placement locations are identified and worksite assessments are conducted to ensure a successful placement match is made. Placement occupations have included: retail, food service, industrial, environmental, and human services.

### Time-Limited Placements

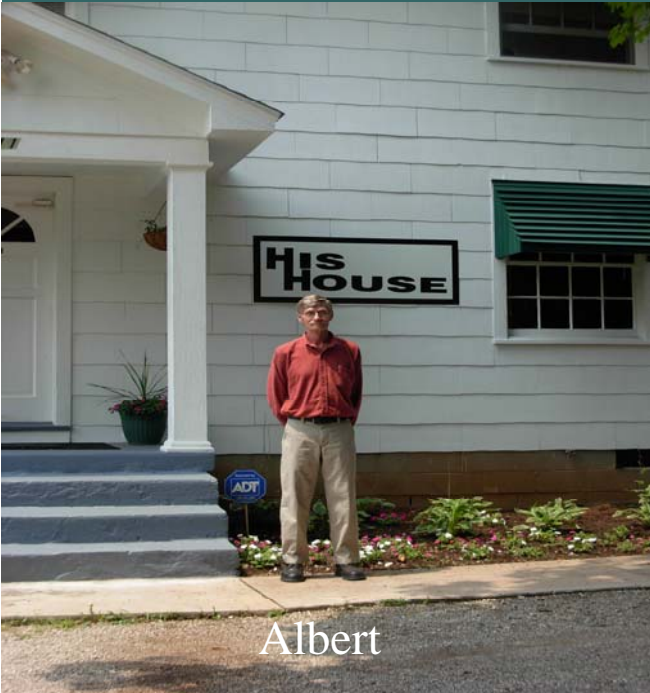
POSITION	WAGE	POSITION	WAGE
		PRODUCTION SUPPORT	\$6.91
		CHILD CARE PROVIDER	\$6.55
CUSTOMER SERVICE	\$7.00	SPORTS WRITER	\$9.00
DINING ROOM ATTENDANT	\$6.55	FOOD SERVICE WORKER	\$6.55
FAST FOOD WORKER	\$6.55	PLUMBER'S ASSISTANT	\$10.00
SERVER	\$6.55	COOK	\$8.00
BINDER	\$8.00	LABORER	\$6.55
INSPECTOR/PACKER/STACKER	\$8.75	PRODUCTION SUPPORT	\$7.00
NURSERY WORKER	\$10.00	PRODUCTION SUPPORT	\$6.55
SERVER	\$7.00	PREP COOK	\$6.55
KITCHEN WORKER	\$7.00	FACTORY WORKER	\$8.00
PRODUCTION SUPPORT	\$6.91	PRODUCTION SUPPORT	\$6.80
CUSTOMER SERVICE	\$6.55	JANITOR	\$10.75
CASHIER	\$7.00	JANITOR	\$9.25
MAINTENANCE ENGINEER	\$10.25	LABORER	\$7.00
INFORMATION CLERK	\$6.55	FOOD WORKER	\$6.25
FAST FOOD WORKER	\$7.11	DELIVERY DRIVER	\$11.00
FACTORY WORKER	\$9.50	TREE CUTTER	\$17.50
PRODUCTION SUPPORT	\$7.00	DIETARY AIDE	\$7.00
SERVER	\$9.18	PRODUCTION SUPPORT	\$7.00
ASSEMBLER	\$9.00	COOK	\$7.00
PRESSER	\$7.00	CASHIER	\$6.75
DELIVERY DRIVER	\$7.00	FOOD WORKER	\$7.00
FACTORY WORKER	\$9.00	CREW TRAINER	\$6.55
PRODUCTION SUPPORT	\$7.00	PRODUCTION SUPPORT	\$7.21
PRIVATE SITTING	\$6.55	CREW LEADER	\$8.00
TEACHER'S AIDE	\$6.55	LABORER	\$6.55
COOK	\$7.00	CREW MEMBER	\$6.55
HEAD COOK	\$6.55	PAINTER/LABORER	\$14.00
GENERAL LABORER	\$7.50	CREW LEADER	\$8.00
CUSTOMER SERVICE	\$8.00	HOSTESS	\$6.55
HOUSE MANAGER	\$9.20	ASSEMBLER	\$6.75
LINE WORKER	\$9.00	DELIVERY DRIVER	\$9.90
DIETARY AIDE	\$7.25	CUSTOMER SERVICE REP.	\$6.85
COOK	\$6.55	CREW MEMBER	\$6.55

### Supported Employment Placements

POSITION	WAGE
RETAIL	\$6.55
SILVERWARE ROLLER	\$6.77
FOOD PREP	\$7.00
CUSTOMER SERVICE	\$6.55
MAINTENANCE	\$7.75
INDUSTRIAL	\$9.85
CONSTRUCTION	\$10.00
TEACHER'S ASSISTANT	\$7.50
JANITORIAL	\$7.00
RETAIL STOCKER	\$6.55
LOBBY ATTENDANT	\$6.55
JANITORIAL	\$6.55
JANITORIAL	\$6.55
JANITORIAL ASSISTANT	\$6.55

## Community Employment Services

# A Look at Success



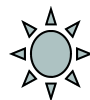
Albert



Albert is the well respected, House Director, of His House Recovery Home for men. He devotes his time to helping men in recovery from substance dependence.



Jena works at Moe's Southwest Grill. Since she started there, she has received a wage increase and promotion. Her manager says she is a hard worker and a dependable worker.



Jennifer started working at Granma's Attic as a part-time temporary employee. She has proven herself to be hardworking and reliable. This has resulted in a change from temporary status to permanent status and an increase in hours.



Jena



Jennifer

## Collaboration Ensures Success

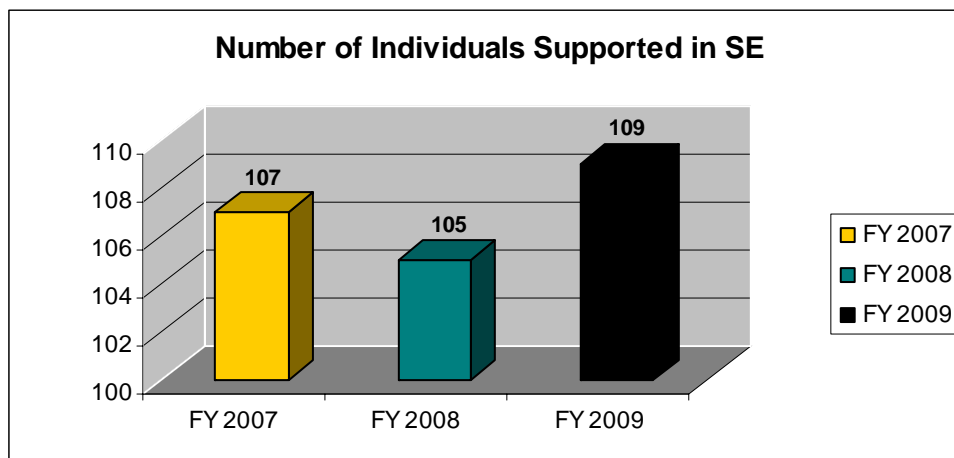
When Joseph first became involved with LifeSkills in March of 2009, he was a Senior at Warren Central and was due to graduate in May. He had been working with his teachers, school job coach and a counselor from the Office of Vocational Rehabilitation in a community work transition program.

Joseph had been working at a local sporting goods store with hopes of being hired after graduation. Right before graduation, the store closed. The job coach continued to work with Joseph and by the end of the school year, Joseph obtained employment with Country Oven Bakery. Joseph was scheduled to start working in June. LifeSkills Supported Employment Program collaborated with the Office of Vocational Rehabilitation and the Warren County School System to assist Joseph with his transition from school to work. LifeSkills staff began to provide on-site job training because the employer needed assistance helping Joseph to be able to complete his work tasks independently.



Transportation soon became an issue as Joseph's mother also returned to work. The Employment Specialist referred Joseph to the Michelle P. Waiver program to help with transportation and also contacted the OVR counselor for help with temporary transportation to and from work. OVR provided transportation vouchers while Joseph was waiting for his Michelle P. paperwork to get processed.

The Employment Specialist worked with Joseph, his Country Oven supervisor and the HR Manager to create a photo flip book to enable him to complete his job duties without needing assistance or direction. Joseph is a great example of how the individual, his family, his school system, his employer and private and governmental agencies all working together to ensure success.



### ACK Controls, Inc.

ACK Controls, Inc. established in 1989 in Glasgow, Kentucky, is a manufacturer of control cables for the automotive industry. They have had a working relationship with LifeSkills Industries in Warren County for the past seven years. ACK has been one of our major customers with businesses that have continued to expand through the years.

The work that ACK provides LifeSkills Industries has given over 150 individuals we support an opportunity to earn wages while developing their vocational skills. The eye rod (pictured below) is assembled in our facility. Individuals supported by LifeSkills Industries assembled 44,398 eye rods during FY 2009. These rods were then distributed through ACK to the automotive industry for use in Toyota's automatic transmissions.



ACK D5-0023-01 rod for Toyota automatic transmissions

### Auburn Leather



The Leather Mystery Bracelet is just that. You braid it for the final product. We only cut the bracelet itself.

### Auburn Leather



Raw Hide Dog Chews

### Holley Carburetor



The NOS jets for Holley. The jet controls the amount of nitrous oxide that is sprayed into the injectors.

## Production Revenue

<u>COMPANY</u>	<u>ANNUAL TOTAL</u>	<u>PERCENTAGE</u>
HOLLEY	\$145,829.21	24.36%
ACK CONTROLS	\$122,263.27	20.42%
PACKAGING SYSTEMS	\$49,371.25	8.25%
HUISSH DETERGENTS	\$46,775.75	7.81%
HILLS PET NUTRITION	\$32,663.06	5.46%
SCA	\$24,943.95	4.17%
AKEBONO	\$22,931.36	3.83%
BENDIX CORPORATION	\$20,097.50	3.36%
ARAMARK	\$16,920.00	2.83%
SUNTEC	\$16,282.35	2.72%
ELEISON COMPOSITES	\$15,400.00	2.57%
CORVAC COMPOSITIES	\$13,628.40	2.28%
US CORRUGATED	\$13,612.78	2.27%
DESA	\$12,091.68	2.02%
CAMPING WORLD	\$11,807.73	1.97%
EMERSON	\$4,557.30	0.76%
USDA	\$4,075.93	0.68%
SUMITOMO	\$4,036.47	0.67%
INTERNATIONAL PAPER	\$3,369.60	0.56%
QUICK FUEL	\$3,161.34	0.53%
AUBURN LEATHER	\$2,426.08	0.41%
BEGINNINGS PUBLISHING	\$2,173.15	0.36%
EMHART TEKNOLOGIES	\$2,008.60	0.34%
INSIGHT	\$1,867.86	0.31%
AUBURN HOSIERY	\$1,552.70	0.26%
TYCO ADHESIVES	\$1,106.63	0.18%
J & B PLASTIC	\$910.14	0.15%
BLU PHARMACEUTICALS	\$729.51	0.12%
NHRA MUSEUM	\$600.00	0.10%
INTERGRATED PHARMACEUTICAL PACKAGING	\$494.51	0.08%
VENTRA	\$404.71	0.07%
HSS LLC	\$300.00	0.05%
SENSUS	\$263.74	0.04%
J & R PALLETS	\$44.00	0.01%
TOTAL:	\$598,700.56	100.00%