

CAREER RESOURCES, Inc.

2011 Monthly Calendar
2010 Report



From the President



Franklin D. Roosevelt once said, “The only limit to our realization of tomorrow will be our doubts of today. Let us move forward with strong and active faith.”

This past year at Career Resources, we moved forward with strong and active faith, launching new programs and offering innovative services to the thousands of job seekers in this new economy.

Our mission of preparing jobseekers for rewarding careers has never been more challenging. As the Recession continues, we are called upon to use all the wisdom and techniques learned since our founding 16 years ago. I am proud to say our employees and programs combine the best education and support with human connection to make Career Resources a place that changes lives every day, even in these very tough times.

Through the development of the Workforce Readiness Credential, the creation of the Digital Literacy Program, and expansion of the Community Resource Center we were able to forge new alliances to meet the ever expanding needs of our struggling workforce. Additionally, we are breaking down system silos through our Hartford EPIC initiative and expanding employment and education opportunities for the ex-offender.

While these may sound like noteworthy accomplishments we are not resting on any of these accolades. With unemployment running out for many of our clients, specifically the older worker, we will be faced with new challenges in the coming year.

As CRI continues to establish new strategic alliances and expands services across the state, be assured that we will move forward with strong and active faith to instill hope for all of those that come through our doors tomorrow.



Scott K. Wilderman
President and CEO, Career Resources, Inc.

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The Michel Baik Learning Center

“ Michel pursued his dream and we are happy to dedicate this place where dreams are created and pursued.”

~Scott K. Wilderman



Kind. Funny. Caring.

That's how people described Michel Baik, a former Career Resources computer instructor who fulfilled his life's dream of becoming a firefighter and was killed in the line of duty last summer.

CRI was able to memorialize Michel with the dedication of the Michel Baik Computer Learning Center.

“My husband was proud of his work here. He felt like he was making a difference,” Laurie Baik said at the center's dedication. “We would run into people at our kids' games or in the grocery store who would remember taking his class and tell us about how they'd gotten a job. Michel has a lot of compassion for people going through unemployment and he was happy to do this work.”

Several colleagues recounted how happy he was to be accepted into the firefighters academy, and how he was generous with his time - and with candy for co-workers and lollipops for all visiting children.

The Michel Baik Computer Learning Center will be used for jobseekers to take classes in digital literacy and other topics as part of the CTWorks Center. The lab will also be used to teach and test for the National Career Readiness Certificate, which certifies to employers that jobseekers meet national standards in reading, locating information, and basic math.

Career Resources dedicates this year's report to Michel and his family in memory of his work for others.

VITA (Volunteer Income Tax Assistance) Financial Empowerment Center



Free tax preparation by IRS-trained volunteers saves customers money, while telling them about tax credits that can put money in their pockets.

Personalized budget coaching, financial literacy and planning training, and access to services help CTWorks customers make the most of their money. The Financial Empowerment Center is operated by Connecticut Association for Human Services in collaboration with FSW, the Bridgeport Child Advocacy Coalition, and Co-Opportunity, Inc.

J A N U A R Y

sunday

monday

tuesday

wednesday

thursday

friday

saturday



“As an organization we provide meaningful tools, resources and the necessary support for personal development, economic self sufficiency and career advancement. Over the years I have personally witnessed individuals who have embraced our services, who have obtained a job, and grown into managerial roles. Also I have come to know that for some people a job is more than an income, it is an important part of who they are. I feel privileged and honored to serve on the Career Resources board.”

John Linnartz, Vice Chairman, Career Resources Board of Directors

1 New Year's Day

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6 Epiphany

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17 Martin Luther King Jr. Day

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Workforce Readiness Credential

“Leave my program better than you came. Learn how to learn.”

William Blackwood, Manager of Training and Education

Career Resources is a leader in offering preparation and testing for the **National Career Readiness Certificate**. Employers trust it to show that workers meet the requirements of a job and can be trained for growth. As administered by Career Resources, the program offers students the chance to identify jobs they want and work through a customized self-paced program that brings them up to needed skill levels.

“I’d been working for the same company for 10 years and my job got shipped overseas. I started with a career counselor at the Department of Labor and she told me about Workforce Investment Act training. **I realized I had to get re-educated** and not stagnate while I was unemployed. I got a scholarship and went back to school – but I was also working on KeyTrain and got my Silver National Career Readiness Certificate...The flexible hours were great, and it was good to be able to go at your own pace. **It really helped me in getting a job.**”

Bob Check, Bridgeport



F E B R U A R Y

sunday monday tuesday wednesday thursday friday saturday

BLACK HISTORY MONTH		1	2 Groundhog Day	3 Chinese New Year	4	5
6	7	8	9	10	11	12 Lincoln's Birthday
13	14 Valentine's Day	15	16	17	18	19
20	21 President's Day	22 Washington's Birthday	23	24	25	26
27	28					 <p>"I recommend for anyone to come to Career Resources. The people here are very supportive. They help you challenge yourself and your thinking, and make you feel like you are somebody again."</p>



EPIC

(Employment Practices Improvement Collaborative)

Positive Systems Change



Career Resources is using our knowledge of what works in the field of employment and training to assist state agencies and community partners in improving employment outcomes for people with hidden disabilities. The **Employment Practices Improvement Collaborative (EPIC)**, which is funded by **Connect-ability**, and managed by the **Department of Mental Health and Addiction Services**, is bringing together agency and provider best practices and knowledge to improve employment service delivery statewide.

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sunday

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WOMEN'S HISTORY MONTH		1	2	3	4	5
6	7	8 Mardi Gras	9 Ash Wednesday	10	11	12
13 Daylight Savings Starts	14	15	16 Career Resources Job Fair	17 St. Patrick's Day	18	19
20 First Day of Spring Purim Begins at Sundown	21	22	23	24	25	26
27	28	29	30	31		

Maturity Works

Older workers get training and subsidized employment to ease them back into the workforce with sustaining and constructive jobs.



“From Day One, we tell people: You have done this before. You have learned new things and new technologies. Then we go on to teach people digital literacy, with their peers -- see where their skills are, and get them out into the job market.”

When Priscilla Santiago was laid off five years ago, it didn't feel like an opportunity at the time.

“There I was, 62 years old, with no high school diploma,” she said. “I'd been driving my forklift for 17 years and I thought I'd retire there.”

But Ms. Santiago recently got her bachelor's degree and is happily employed.

“I tell others to come down here to Career Resources, get in a program and take some classes,” she said. “This place has been a continual inspiration to me and shown me I could do it.”

Ms. Santiago speaks from experience. She dropped out of high school at 16. She came to the CTWorks Career Center for help after her layoff, took part in some computer workshops and was referred to Career Resources' Adult Education program and Maturity Works.

“The inspiration and enthusiasm of everyone here at Career Resources has been so inspiring,” she said. “I got the push and the confidence to discover I had a brain and could accomplish more than I ever thought possible.”

A P R I L

sunday	monday	tuesday	wednesday	thursday	friday	saturday
POETRY MONTH					1 April Fool's Day	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17 Palm Sunday	18	19 Passover Begins at Sundown	20	21	22 Good Friday	23
24 Easter Sunday	25	26	27	28	29	30



STARS

(Striving Towards Achievement, Renewal and Success)

STARS serves women in the criminal justice system, offering each an individual program that includes counseling, anger management, and other services as needed.

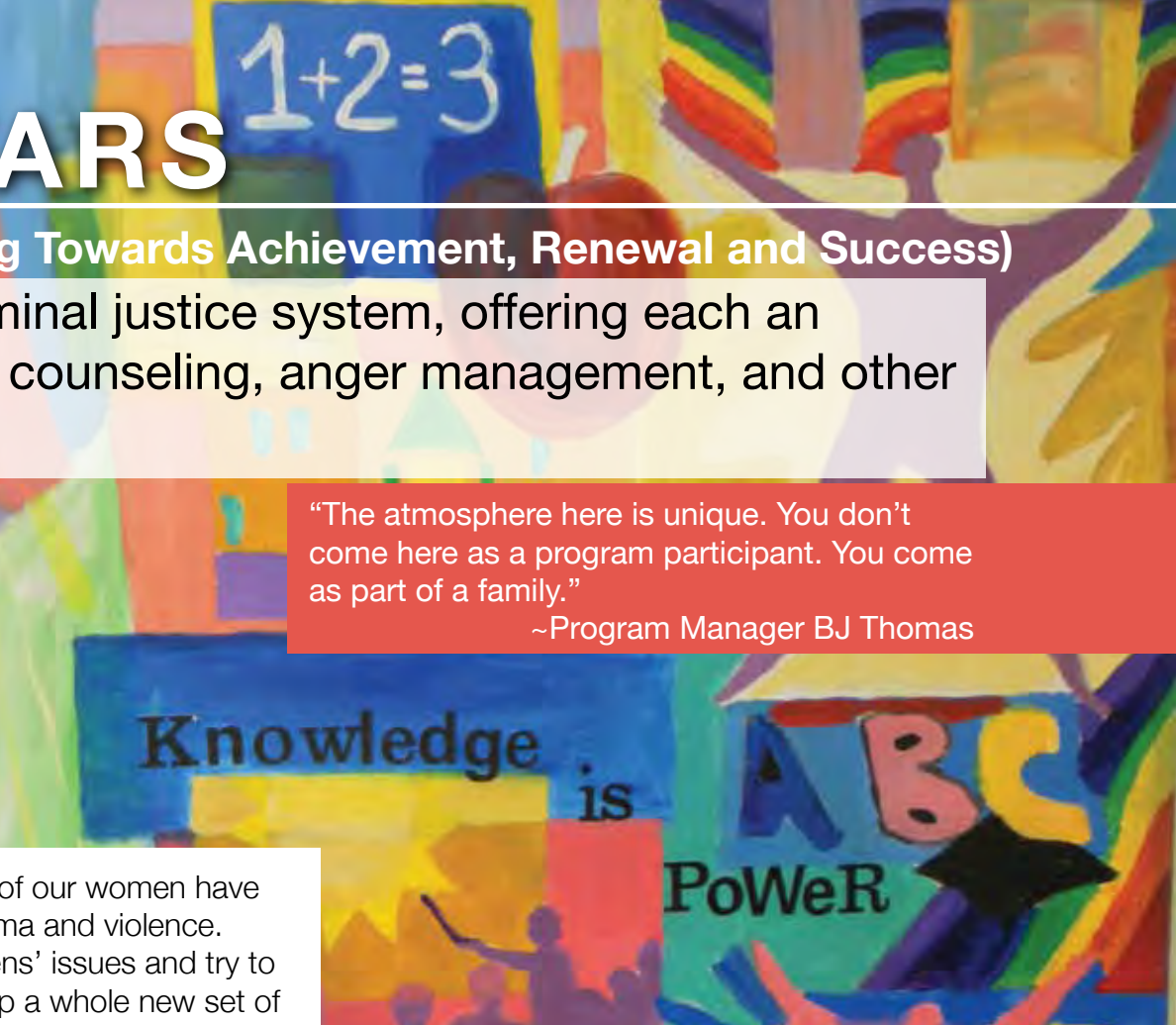
The STARS program is unique. We are:

- ★ Gender Specific, taking into account the physical and emotional characteristics of women
- ★ Gender responsive, taking the best research and knowledge to create a responsive program.
- ★ A family.

"The atmosphere here is unique. You don't come here as a program participant. You come as part of a family."

~Program Manager BJ Thomas

"A great majority of our women have experienced trauma and violence. We look at womens' issues and try to help them develop a whole new set of coping skills."



Asian Pacific
American
Heritage
Month

M A Y

sunday	monday	tuesday	wednesday	thursday	friday	saturday
1 May Day	2	3	4	5	6	7
8 Mother's Day	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30 Memorial Day	31	<p>"The STARS program helped me turn around and get my life back on track.... Finally, I have found a program where I feel at home."</p>			<p>"I stepped into this program very broken...but they gave me strength and courage. They gave me voice to tell my side of the story."</p>

Fathers for Life

Fathers for Life offers parenting and life skills to non-custodial parents. A 12-week curriculum works with case management and other supports to help identify and address issues and develop closer and more positive relationships with children and the whole family.



“This program has been a safe haven for me. It’s a place where I can establish my goals for a better future; it’s a stepping stone for those who want a better life.”

“I was going every Tuesday night to Fatherhood and it felt good to sit and talk about things with the other guys. I got a job through the fatherhood program and now I’m going for my associates’ degree. ”

“I was not very involved in my daughter’s life for the first 12 years due to periods of incarceration...I am changing my thinking now to be a very involved dad. I am very grateful to the fatherhood program.”



J U N E

sunday	monday	tuesday	wednesday	thursday	friday	saturday
<p>"I see a lot of eagerness for dads to improve their co-parenting skills. Guys are opening up about the challenges they have communicating with mom and being a part of their child's life."</p>	<p>"Our dads are spending more time with their kids, getting active in the school system, and going to parent teacher conferences."</p>		1	2	3	4 Flag Day
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19 Father's Day	20	21 First Day of Summer	22	23	24	25
26	27	28	29	30		

ReEntry Works

Veterans Reintegration

ReEntry Works helps people who have been incarcerated develop skills, access resources, and find meaningful work. Job developers match workers with the right job and increase support among employers. Customers are linked to STRIVE, Fathers for Life, and all other CRI programs.

“ReEntry Works is a safe place. They are very positive and professional; they help you with your resume and tell you what the interview will be like. They connect you with all the resources you need.”

Michelle, ReEntry Works Client



J U L Y

sunday

monday

tuesday

wednesday

thursday

friday

saturday



"We offer dads assistance with employment, filing for visitation, and support. We hold dads accountable. I love watching men grow up and accept responsibility for their children. We really see the family dynamic change."



					1	2
3	4 Independence Day	5	6	7	8	9
10	11	12	13	14	15	16 Bastille Day
17	18	19	20	21	22	23
24	25	26	27	28	29	30

STRIVE



STRIVE is a full-time, attitudinal job readiness course that **helps people understand what employers want** while confronting their own behaviors. Personally engaging and highly challenging, the STRIVE curriculum includes support during training, job placement assistance, and two years of follow-up support. STRIVE is offered in Bridgeport, Hartford, and around the country. **High job placement and retention rates** make it a model for other programs.

“The Career Resources leadership and team is driven and passionate to see lives transform in miraculous ways. This comes out in our day to day operations. It’s a privilege to be part of such team.”

Dawn-Marie Gill, *STRIVE* instructor



A U G U S T

sunday	monday	tuesday	wednesday	thursday	friday	saturday
	1 Ramadan Begins at Sundown	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30 Ramadan Ends Eid al-Fitr	31	<p>“STRIVE was more than I expected. It takes care of the whole person. I learned more in three weeks in STRIVE than in four years at school!”</p>	<p>“I was open to start from scratch and see what I was doing wrong. STRIVE showed me how to slow down and take the time to do things thoroughly.”</p>	

Green Jobs

Career Resources introduces jobseekers to career options in “green” professions involving current and emerging energy-efficiency technologies. After an overview of work available, CRI helps identify and access needed trainings and job opportunities. Programs are available for dislocated and other workers and also special populations within Bridgeport.



“It’s a good feeling, knowing you are improving someone’s quality of life, reducing their carbon

footprint, and saving money and energy all at the same time. There are simple things people can learn to do to reduce their energy use. It’s very gratifying.”

Bob Check, Bridgeport,
*Certified Building Analyst and Envelope and
Shell Specialist*

S E P T E M B E R

sunday

monday

tuesday

wednesday

thursday

friday

saturday

<p>Hispanic Heritage Month</p>				1	2	3
4	5 Labor Day	6	7	8	9	10
11 Grandparents Day	12	13	14	15	16	17
18	19	20	21	22	23 First day of Autumn	24
25	26	27	28	29 Rosh Hashanah Begins at Sundown	30	<p>"I realize the importance employment plays in a healthy community... It's a profession I can believe in. Seeing the joy of someone who realizes success is magical." <i>Tony Tozzi, Green Advisor</i></p>

Digital Literacy

Practical education is a cornerstone of all Career Resources programs. Computer workshops have been re-tooled to begin with Digital Literacy to ensure students have a foundation of needed terms and skills. Ongoing workshops then bring students through advanced Microsoft Office programs, offering certificates in needed programs. All workshops are integrated into CTWorks services and offered at no cost to participants.



"I decided to come back to school after looking for a job for a while. There is nothing without an education. I love it here. It's fun and it's never boring."

Nakiah Ferns, Adult Education student



The Michel Baik Learning Center

"Education is very important and represents a higher quality of life. We make sure people understand the need for more education and creating a pipeline between school and their workplace."

*Eddie Cajigas,
Assistant Vice President of Programs*

O C T O B E R

sunday

monday

tuesday

wednesday

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friday

saturday

						1
2	3	4	5	6	7	8 Yom Kippur
9	10 Columbus Day (Observed)	11	12 First Day of Sukkot	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	Halloween 31					

Support Services

Throughout the year, Career Resources fills the gaps for our customers. Annual toy drives and Thanksgiving meals add joy to seasonal events, while everyday assistance includes helping with school applications, energy assistance, budgeting, and more.



“I was attending the fatherhood group every week and that got me involved with STRIVE. They really took the time to get to know me – show me how to use a computer, and everyone at Career Resources always had a kind word.”

“Ms. Gill, she believed in me and helped me open up and believe in myself.”

N O V E M B E R

sunday	monday	tuesday	wednesday	thursday	friday	saturday
American Indian Heritage Month		1 All Saint's Day	2	3	4	5
6 Daylight Savings Time Ends Eid al-Adha Begins at Sundown	7	8 Election Day	9	10	11 Veteran's Day	12
13	14	15	16	17	18	19
20	21	22	23	24 Thanksgiving	25	26 First Day of Muharram
27	28	29	30	31		

Community Resource Center

Part of the CTWorks Center, the Community Resource Center helps customers find and apply for other resources and benefits, fully utilizing 211-InfoLine and other community partners.



“People find out there are resources out there they had no idea about. One woman had been in this country for 30 years when she lost her job and she didn’t know she could file for unemployment. It’s all about having a conversation with people and finding out what they need.”

Carmen Arbello, Manager of Special Services

D E C E M B E R

sunday	monday	tuesday	wednesday	thursday	friday	saturday
				1	2	3
4 Ashura Begins at Sundown	5	6	7 Pearl Harbor Remembrance Day	8	9	10
11	12	13	14	15	16	17
18	19	20	21 First Day of Winter Hanukkah Begins at Sundown	22	23	24
25 Christmas	26 First Day of Kwanzaa	27	28	29	30	31 New Year's Eve

Board of Directors 2010 - 2011

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Paul Collins, *Nestle Waters*

Vice Chair

John Linnartz, *Linnartz and Associates*

Treasurer

Lisa Hahn-Depping, *Macquarie Holdings*

Secretary

Monica Rigney, *Pitney Bowes*

Faith Argraves, *St. Vincent's Medical Center*

Cliff Charles, *CPC, Clifford P. Charles, CPA*

Ben Eison, *EagleNet Marketing, Inc.*

Michael Ferrari, *AAA*

Victor Fuda, *CT Dept of Labor*

Mary Pat Healy, *Bridgeport Child Advocacy Coalition*

Curtis O. Law, *Norwalk Housing Authority*

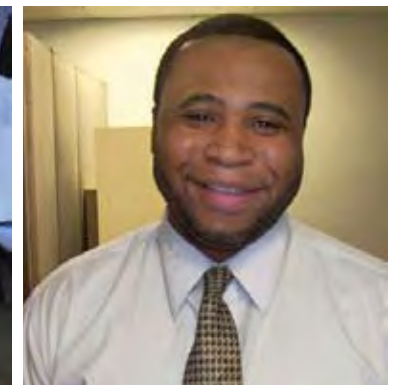
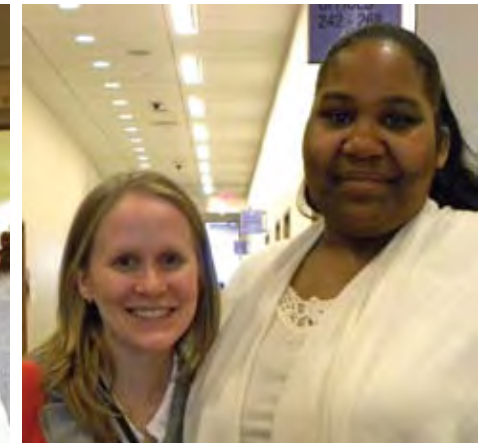
Christopher Meek, *Goldman Sachs*

Scot Melland, *Dice Holdings, Inc.*

Hannah Mikesell, *RBS*

Nancy Miko, *Saint Mary's Hospital*

Elizabeth Roop, *Housatonic Community College*



Financials 2010

STATEMENT OF FINANCIAL POSITION

	6.30.10 unaudited	6.30.09 audited
ASSETS		
Cash	203,393	230,067
Grant Receivables	1,488,264	1,207,751
Accounts Receivable	5,967	43,938
Prepaid Expenses	46,017	10,509
Current Assets	<u>1,743,641</u>	<u>1,492,265</u>
Property & Equipment (net)	29,231	30,043
Security Deposit	10,945	10,945
Total Assets	<u>1,783,817</u>	<u>1,533,253</u>
LIABILITIES		
Accounts Payable	190,297	94,962
Accrued Expenses	218,969	151,059
Deferred Grant Revenue	843,682	759,056
Current Liabilities	<u>1,252,948</u>	<u>1,005,077</u>
Unrestricted Net Assets	467,794	451,062
Temporarily Restricted	63,075	77,114
Net Assets	<u>530,869</u>	<u>528,176</u>
Total Liabilities & Net Assets	<u>1,783,817</u>	<u>1,533,253</u>

STATEMENT OF ACTIVITIES

	6.30.10 unaudited	6.30.09 audited
SUPPORT AND REVENUE		
State Awards	1,946,346	1,858,269
Federal Awards	2,974,476	1,758,166
Program Revenue	260,842	352,633
Contributions	84,931	58,855
Interest Income	12	1,047
Miscellaneous Revenue	14,538	1,910
Net assets released from restrictions	15,881	235
Total Support and Revenue	<u>5,297,026</u>	<u>4,031,115</u>
EXPENSES		
Salaries, Payroll Taxes and Fringe	4,125,561	3,238,865
Program Service Contracts	368,733	232,255
Occupancy and Equipment	205,740	195,570
Professional Expenses	128,400	119,673
Office and Program Expenses	349,118	197,297
Travel and Marketing	79,017	27,700
Insurance	12,287	12,058
Depreciation	11,438	11,934
Total Expenses	<u>5,280,294</u>	<u>4,035,352</u>
Change in Unrestricted Net Assets	16,732	-4,237
Change in Restricted Net Assets	-14,039	26,879
Increase in Net Assets	<u>2,693</u>	<u>22,642</u>

Career Resources Program Listing

■ **CTWorks Southwest Career Centers**

Serving job seekers and employers with career guidance, education, training in high-growth fields, and workshops with offices in Bridgeport, Stamford, Derby and Norwalk. CTWorks is operated in partnership with The WorkPlace Inc. and the state of Connecticut Department of Labor. (203) 333-5129

■ **STRIVE**

STRIVE (Support and Training Result In Valuable Employees) is a job-readiness program that helps the unemployed or hard-to-place individuals find jobs and stay employed. STRIVE combines attitudinal adjustment, job preparation, support services, placement assistance, and long-term follow-up for graduates. STRIVE is offered in Bridgeport and Hartford. (203) 335-5669.

■ **Fathers for Life**

Non-custodial parents get parenting and life skills training to improve relationships with their children and the rest of the family. The program offers personalized case management and group parenting classes and help navigating child support, custody and employment. (203) 953-3256

■ **Digital Literacy**

Computer workshops have been re-tooled to begin with an assessment of each person's practical computer skills. Students were frustrated when their accumulated computer experience did not prepare them to excel in advanced classes. Career Resources' new curriculum

makes sure the basics are in place and lets students work at their own pace and progress up to advanced programs. (203) 333-5129

■ **Workforce Readiness Credential**

The National Career Readiness Certificate (NCRC) is an independent credential showing employers that job seekers meet national standards, saving them time and money in finding and training qualified workers. Career Resources offers a program of preparation and certification for the NCRC that lets job seekers explore career options and build their skills to attain the credential. Lessons are self-paced, adjust to accommodate individual abilities, and offered on a flexible schedule. (203) 953-3266

■ **Community Resource Center**

Customers get one-on-one assistance accessing 211 InfoLine and other community resources to make sure they fully utilize all available services and supports. (203) 953-3230

■ **Adult Education**

The pursuit of education underpins all Career Resources programs. CRI offers two options for adults to improve skills and pursue their GED, both offering flexible hours and a personalized course of study for each student. Adult Education at 350 Fairfield Avenue in Bridgeport is co-located with the CTWorks Career Center. A program specifically for former offenders offers classes at the Council of Churches CO-OP Center and also Maple Street House. (203) 953-3266

■ VITA

Skilled tax preparation and filing is free, with volunteers helping filers claim all available tax credits and connecting them with other resources. VITA is a partnership with the IRS, the Connecticut Association for Human Services, and other partners. (203) 333-5129

■ STARS

Women in the criminal justice system get individualized counseling, employment and rehabilitative services, helping them rebuild their lives. Referrals are by the court. (203) 334-6002

■ EveryOne Works

Located within CTWorks, providing job seekers with disabilities access to adaptive technology, guidance and specialized services. (203) 610-6878

■ ReEntry Works

People who have been incarcerated get personalized assistance accessing needed services, pursuing training and education, and finding sustaining work. Career Resources also provides job readiness and placement for veterans throughout the state and for probationers in Alternatives in the Community (AIC) centers in Bridgeport and Waterbury. (203) 610-6209

■ MaturityWorks

Workers aged 55 and older who meet income guidelines get access to training, subsidized work, and assistance re-entering the workforce. (203) 953-3247

■ Green Jobs

Career Resources introduces job seekers to career options in “green” professions involving current and emerging energy-efficiency technologies. After an overview of work available, CRI helps identify and access needed trainings and job opportunities. Programs are available for dislocated and other workers and also special populations within Bridgeport. (203) 952-3274

■ Financial Empowerment Center

Personalized budget coaching, financial literacy and planning training, and access to services help CTWorks customers make the most of their money. The Financial Empowerment Center is operated by Connecticut Association for Human Services in collaboration with FSW, the Bridgeport Child Advocacy Coalition, and Co-Opportunity, Inc. (203) 610-6216

■ EPIC (Employment Practices Improvement Collaborative)

Career Resources is using its knowledge of what works in the field of employment and training to assist state agencies and community partners in improving employment outcomes for people with hidden disabilities. EPIC, funded by Connect-ability and managed by the Department of Mental Health and Addiction Services, is bringing together agency and provider best practices and knowledge to improve employment service delivery statewide. (860) 269-7404

