



MISSION STATEMENT

The mission of WorkSource Enterprises is to secure employment and support services that enable individuals with vocational disabilities to achieve economic self-sufficiency, independence and full participation in the community.

OVERVIEW

WorkSource is a private not-for-profit 501(c)(3) organization established in 1967 by a group of parents concerned about the lack of vocational opportunities for their adult children with disabilities.

WorkSource provides job training, employment, job placement assistance and support services for persons with disabilities. WorkSource serves citizens of the City of Charlottesville and Albemarle, Fluvanna, Greene, Louisa and Nelson counties. Persons served have intellectual and developmental disabilities, mental illness, physical impairments, sensory impairments and autism.

Its original program was an on-site workshop that performed assembly, packaging and mailing services for regional firms. Due in large part to federal regulations that prohibited “sheltered” employment as a vocational goal, the operation closed in August of 2017.

For 26 years, WorkSource owned and operated *BreadWorks Bakery & Deli*. Persons with disabilities were engaged in all aspects of the operation. *BreadWorks* was a scratch bakery that sold its goods on a retail and wholesale basis. Due largely to a dramatic drop in sales attributable to COVID-19, *BreadWorks* closed in late September of 2020.

On July 1, 2023, WorkSource became an affiliate of [ServiceSource](#). WorkSource is the seventh not-for-profit affiliate organization to join the ServiceSource network, with regional offices in Delaware, Florida, North Carolina, Virginia, and Utah. The affiliation strengthens both organizations as they plan to leverage each other’s resources to pursue the common goal of building inclusive communities and increasing our collective impact on the individuals with disabilities whom they serve.

PROGRAMS & SERVICES

Community Job Placement Services

For the year ended June 30, 2023, WorkSource assisted 184 individuals with disabilities seeking to obtain and to maintain employment in the community. Over 100 different employers hired WorkSource clients, including those transitioning from welfare-to-work. School-to-work programs include a collaboration with Charlottesville City Schools and Albemarle County Public Schools through the Student Employment Assistance Program. Work incentive advice is available to those receiving benefits from the Social Security Administration.

Day Support Services

Educational and recreational services are provided for those with severe disabilities. Community integration is a major focus of this program and frequent field trips are sponsored. There are approximately 40 participants in this program and each participant has individualized goals that are focused on developing various skills.

Housekeeping and Custodial Services

WorkSource clients provide housekeeping and custodial services to the Federal Executive Institute through the AbilityOne program and a contract with the U.S. Office of Personnel Management.

Benefits Counseling Services

WorkSource Benefits Counseling Services can help you make an informed decision about returning to work. You will work one-on-one with a Benefits Counselor to discuss your employment goals and various benefits. Your Benefits Counselor will provide you a Benefits Planning Query from the Social Security Administration (SSA) and an individualized Benefit Summary & Analysis.

WORKSOURCE | A SERVICESOURCE AFFILIATE

[Charles J. McElroy](#) – Executive Director

[Charley Burton](#) – Housekeeping & Custodial Services Manager

[Daniel R. Lozano](#) – Manager of Employment Services

[Andraya Quesada](#) – Manager of Finance and Administration

[Diana L. Wilson](#) – Day Support Manager

Audited financial statements are available upon request.

WorkSource Enterprises files Form 990 - Return of Organization Exempt from Income Tax with the Internal Revenue Service on or before November 15 of each year.

WorkSource has filed the Virginia Registration Statement for a Charitable Organization under Section 57-49 of the Virginia Solicitation of Contributions Law.

A financial statement is also available upon written request from the Commonwealth of Virginia Division of Consumer Affairs.

1311 Carlton Avenue, Charlottesville, VA 22902

(434) 972-1730

www.worksourceva.org

(434) 972-7412 (fax)



Primary Disabilities of Clients & Populations Served

Year Ended June 30, 2023	Number	Percent
Intellectual and Developmental Disabilities	74	31.62%
Mental Illness	53	22.65%
Autism	28	11.97%
Physical Disability	25	10.68%
Learning Disability	16	6.84%
ADD/ADHD	11	4.70%
Vision Impairment	7	2.99%
GED, ESL & Refugees	6	2.56%
Hearing Impairment	2	0.85%
Former Substance Abuse	3	1.28%
Other	9	3.85%
Total	234	100.00%

Client Distribution by Division

While many clients take advantage of more than one program,
the following table reflects their primary program only.

Year Ended June 30, 2023	Number	Percent
Supported Employment Services	97	41.45%
Temporary Assistance to Needy Families (TANF)	46	19.66%
Charlottesville High School Program	26	11.11%
Ticket to Work Services	15	6.41%
Sub-total of Community Placement Services	184	78.63%
Day Support Services	36	15.38%
Federal Housekeeping & Custodial Services - FEI	14	5.98%
Total	234	100.00%



STRATEGIC PARTNERS

Albemarle County Department of Social Services
Albemarle County Public Schools
American Dream Employment Network
Aramark at the Federal Executive Institute
Arc of the Piedmont
Charlottesville Area Community Foundation
Charlottesville City Schools
Charlottesville Department of Social Services
Charlottesville Parks & Recreation
Charlottesville Regional Autism Action Group
Commonwealth of Virginia Campaign
Federal Executive Institute
Foundation for Children with Intellectual and Developmental Disabilities (FCIDD)
Fluvanna County Department of Social Services
Greene County Department of Social Services
Hilltop Foundation
JAUNT
ModivCare (formerly Logisticare)
Louisa County Department of Social Services
Nelson County Department of Social Services
Office of Personnel Management
Piedmont Regional Education Program
Region Ten Community Services Board
SourceAmerica
The Whitney and Anne Stone Foundation
Thomas Jefferson Civitan Club
U.S. AbilityOne Commission
University of Virginia
Virginia Association of Community Rehabilitation Programs – *vaACCSES*
Virginia Department for the Blind and Vision Impaired
Virginia Department of Aging and Rehabilitation Services
Virginia Department of Behavioral Health and Developmental Services
Virginia Department of Medical Assistance Services
Virginia Department of Social Services
Wall Residences



DAY SUPPORT SERVICES

WorkSource sponsors a Day Support program licensed by the Virginia Department of Behavioral Health and Developmental Services that offers a combination of educational and recreational activities for persons with severe disabilities. Community integration is a major focus of this program and frequent field trips are sponsored.

Typical Activities:

Access Arts Charlottesville/Albemarle Art Show
Adult Basic Education Classes
Arts and Crafts
Bowling
Computer Games
Library Class
Lunch Club
Movies at WorkSource and at the theater
Regional Field Trips
Exercise Class
Tai Chi Classes with Hiromi Johnson

Thematic Classes:

Comparative Cultures
Geography
History
Science
Volunteer Opportunities

Programmatic Skills Learning:

Communication Skills
Community Resource Utilization Skills
Computer Skills
Daily Living Skills
Medication Management Skills
Personal Care Skills
Personal Health Skills
Safety/Emergency Skills
Self-Advocacy Skills
Social Skills
Task Learning Skills



WorkSource Salutes the Following Employers That Hired Its Clients in 2022 – 2023

ACAC Fitness & Wellness Center	Food Lion - 5th Street	Ralph Sampson's American Taproom
Albemarle County Public Schools	Food Lion - Branchlands	Regal Stonefield & IMAX
All Things Pawssible	Food Lion - Louisa	Riverview Elementary
Anthology of Charlottesville	Food Lion - Pantops	Sagun Home Care
Aramark - Newcomb Hall	Food Lion - Scottsville	Salvation Army Family Store
Aramark - Observatory Hill	GEICO Insurance	ScanScape
Aramark - Runk Hall	Giant Food Store	Shell - Pantops
AT Homecare Staffing	Graduate Charlottesville (The)	Subway - Newcomb Dining Hall
Beer Run	Harris Teeter - Hollymead	Take It Away Sandwich Shop - Dairy Mkt.
Belk	Harris Teeter- Barracks Road	Target
Best Western Plus Crossroads	Healthcare Staffing	Tidal Wave Auto Spa
Big Lots	Hershey Chocolate of Virginia	Timberwood Tap House
Blue Mountain Brewery	Kardinal Hall	Tubby's Restaurant & Deli
Bradbury Café	Kroger - Hydraulic	Tuesday Morning
Brazos Tacos - Barracks Road	Kroger- Barracks Road	UVA - Maintenance & Custodial Services
Burger King - 5th Street	Kroger- Rio Hill	UVA Center for Comparative Medicine
Burlington	Linden House Assisted Living	UVA Children's Hospital - NICU
Charlottesville City Schools	Lowe's Home Improvement – Rt. 29	UVA Hospital - Housekeeping
Charlottesville City Schools – Trans.	Lowe's Home Improvement – Zion	UVA Primary Care Center
Charlottesville-Albemarle SPCA	McDonald's - Pantops	UVA Urology
Chick-Fil-A - Newcomb Dining Hall	Melting Pot (The)	Virginia ABC - Louisa
Chick-Fil-A - Woodbrook	Monroe Health and Rehab. Center	Virginia ABC - Pantops
City of Charlottesville	Morningside of Charlottesville	Virginia Department of Accounts
City of Charlottesville - Home to Hope	Moving Forward	Vision Tech
Costco Wholesale	Moxie Hair Lounge	Wakefield Kennel
Country Inn & Suites	Next Level Hearing Care – C'ville	Walmart - Charlottesville
Crutchfield Distribution Center	Old Navy	Walmart - Ruckersville
Cryogenic Industrial Solutions	OneMain Financial	Walmart Distribution Center
DICK'S Sporting Goods	Our Lady of Peace Ret. Community	Wawa - Pantops
Dogtopia	Panera Bread - Barracks Rd.	Wawa - Route 29
Dollar General - Fork Union	Pizza Hut - Louisa	Wegmans
Dollar Tree - 5th Street Station	Playful Learners Preschool	Wendy's - Preston Avenue
Esstech Engineering	Popeyes Louisiana Kitchen	White Horse Auto Wash
Fairfield Inn	Public Lands	Whole Foods



Benefits Counseling Services

Do you understand how working can impact your federal, state and local benefits?

- Are you the recipient of SSDI / SSI / Medicare / Medicaid / SNAP / a Section 8 Housing Voucher?
- Are you a family member, guardian or representative of a beneficiary?
- Are you a service provider, educator, or advocate?

WorkSource Benefits Counseling Services can help you make an informed decision about returning to work. You will work one-on-one with a Benefits Counselor to discuss your employment goals and various benefits. Your Benefits Counselor will provide you a Benefits Planning Query from the Social Security Administration (SSA) and an individualized Benefit Summary & Analysis.

Some things covered in the Benefit Summary & Analysis report include:

- The short-term & long-term impacts of work on your benefit checks and medical benefits.
- Understanding your Ticket to Work options.
- Understanding how work incentives can assist your return-to-work goals, including:
 - Trial Work Period for SSDI recipients
 - How to calculate SSI payments based on earnings
 - Impairment Related Work Expenses / Blind Work Expenses
 - Subsidy and Special Conditions
 - Plan to Achieve Self-Support (PASS)
 - Student Earned Income Exclusion
 - And much more!

Additionally, your Benefits Counselor can help you to understand any letters you may receive from SSA regarding an overpayment, cessation of benefits, Work Activity Report, Medical Review, and more.

To learn more about Benefits Counseling Services through WorkSource, please contact us at info@worksourceva.org.



The Rehabilitation Accreditation Commission *A Hallmark of Quality*

What is CARF?

CARF is a private, not-for-profit organization that promotes quality rehabilitation services by establishing guideline standards for organizations to use in developing and offering programs or services to consumers. CARF uses these standards to determine how well an organization is serving its consumers and how the organization can improve.

CARF standards are developed with input from consumers, rehabilitation professionals, state and national organizations and other funding sources. Each year the standards are reviewed and new standards are developed to keep pace with changing conditions and consumer needs.

What Does it Mean to be Accredited?

Once an organization applies for service or program accreditation, CARF sends professionals to conduct an on-site survey to determine the degree to which the organization meets the standards. CARF surveyors also consult with staff members and offer suggestions for improving the quality of the organization's services.

CARF-accredited programs and services have demonstrated that they substantially meet internationally recognized standards. CARF accreditation means that you can be confident that an organization has made a commitment to continually enhance the quality of its services and programs, with a focus on consumer satisfaction.

The Benefits of Accreditation to You, the Service Consumer

Choosing CARF-accredited programs and services gives you the assurance that:

- The programs or services actively involve consumers in selecting, planning and utilization.
- The organization's programs and services have met consumer focused, state-of-the-art international performance standards.
- The organization is focused on assisting each consumer in achieving his or her goals.

**WorkSource Enterprises
CARF-Accredited Services
Through October 31, 2024:**

Community Integration
Community Employment Services
Job Development
Employment Supports
Employee Development Services
Employment Planning Services

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