



BAYAUD
ENTERPRISES

Employment Matters



Bayaudenterprises.org | 303-830-6885

Sponsored By

Fiscal Year

2022

IMPACT REPORT

Leadership Message

Tammy Bellofatto
Executive Director



We hope this finds you well, avoiding COVID-19 and staying healthy. Bayaud's Board of Directors and staff remain grateful for the ongoing support of your time, talent and contributions. Your partnership is vital to adults and families with hurdles to employment to have access to the resources and support needed to achieve and maintain self-sufficiency.

The ongoing increase in service demand led us to have to purchase additional office space. In February 2022, staff began moving into our building in Lakewood at 1550 Dover Street. Here, and at our main headquarters at 333 W. Bayaud Avenue in Denver, Bayaud staff has continued its job readiness and employment services for adults with disabilities as well as offering our DayWorks programs at multiple sites that provide transitional work experience (day labor) for unhoused adults in the metro area.

Your generosity allowed us to launch a new combination laundry and shower truck in April 2022 in time to offer these vital services at 8-10 sites across the metro area. We are thankful to our partners who allow us to park our trucks and provide water. This service alleviates barriers to job search, housing security, and school attendance for single adults and families experiencing homelessness with clean clothing and personal hygiene.

Bayaud's Board of Directors is proud to lead a staff that pivots to meet the evolving needs of the people we serve. We believe work has a stabilizing influence on all our lives. To reduce barriers to employment, with your support, Bayaud provides comprehensive, culturally responsive, trauma-informed interventions to improve outcomes for constituents that advance self-sufficiency, health, and social well-being. Thank you.

Tammy Bellofatto

Our Mission

Creating **Hope, Opportunity, and Choice** with work as the means through which people with disabilities and other hurdles to employment can more fully participate in the mainstream of life.

Our Values

Hope - All people must be treated with respect and kindness to promote a sense of hope and confidence in pursuing their employment and life goals.

Opportunity - All people should have access to the resources and support they need to achieve and maintain self-reliance.

Choice - Bayaud provides options that empower participants to choose their own pathways to well-being and economic success.

Our Vision

Bayaud envisions a community where residents are self-reliant and have the capacity, support, and resources they need to overcome obstacles to employment and life challenges.



Our Impact

Center for Opportunity, Rehabilitation, and Employment (CORE)

- **DayWorks:** Partnerships with cities and counties provide adults experiencing homelessness with transitional work experience with same day pay, on-the-job training, job placement, case management, and other essential services.



Total enrolled: 453

Total day wages earned: \$250,000



- **Mobile Community Services:** Mobile laundry and shower services alleviate barriers to job search, housing security, and school attendance for single adults and families experiencing homelessness with clean clothing and personal hygiene.

Total Individuals served: 3,097
7,128 loads & 22,000 tons of laundry
381 showers

Participant Program Success

Meet Stephanie

Stephanie was living in her car when she heard about Bayaud's mobile Laundry Truck. *"It was the best thing ever! I got to know folks at the laundry and get my clothes washed."*

Clean laundry was just the first step in her journey with Bayaud. She enrolled in Adams County Day Works and then started working part-time for Bayaud in the temporary shelters. Now she's a Field Lead with the Laundry Truck. *"I love being out in the field getting to know the people. I can relate to what they're going through and I can help them. I listen to them and can even refer them to the Day Works programs."*



Center for Opportunity, Rehabilitation, and Employment (CORE)

Our Impact

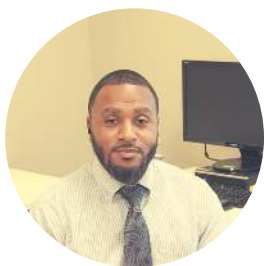
- **Workforce Development Center** prepares participants with computer skills training, vocational assessments, resume writing, interviewing skills training, work adjustment training via temporary jobs, and internet-based job search training.

3,153 hours

- Computer education
- Situational and vocational assessments
- Work adjustment training

Participant Program Success

Meet Michael



Michael had not worked outside of the home since a spinal cord injury left him paralyzed from the waist down. Michael wanted to pursue part-time employment to better learn how to interact with people in a workplace setting. A vocation evaluation showed Michael has the ability to pursue any job, career or educational

path of interest to him. As a result, Michael chose to participate in a work adjustment training program to help him build confidence in working with others in a work-related setting.

- **Job Placement:** Employment Specialists work with participants to complete a battery of assessments to define employment goals with a focus on job placement, either within Bayaud social enterprises or with 100+ employer-partners. Employment Specialists provide one-on-one job retention support or address employer concerns for the first 90 days. Assessments of long-term job retention experience are used to evaluate program outcomes.

Individuals placed in jobs: 196

- **Enterprising Women Giving Circle** provides scholarships for women seeking to advance self-sufficiency through education, employment, or small business ownership.

COMMUNITY RESOURCE NAVIGATION

Housing & Resource Navigation: Housing Navigators assist long-term at-risk residents living with mental, physical or intellectual disabilities remain sheltered in permanent supportive housing. Resource Navigators link constituents to external community resources for health care, housing, and other services.

Emergency/Supplemental Food and Personal Hygiene Supplies: provided weekly since 2007 and now to 130 households per month.



1135 individuals served

Public Benefits Acquisition: Bayaud Navigators assist participants with applications for public benefits, including SSI/SSDI. We serve as the lead agency for SOAR (SSI/SSDI Outreach, Access, and Recovery) in the Denver metro area.

293 individuals assisted

Mental Health Counseling: Licensed therapists provide short-term, mental health and substance misuse counseling and connect participants to long-term counseling services.

55 individuals received mental health counseling

Social Enterprise Ventures

ABILITYONE (FEDERAL CONTRACTS) AbilityOne is integrated competitive employment for disabled adults who work alongside non-disabled workers to perform the same job duties. Numerous federal agencies contract with Bayaud to provide custodial, mailroom, warehouse management, and patient transport services. More than 76% of Bayaud's 120 AbilityOne employees have one or more significant disabilities, and all have access to Bayaud services.

- 14 agencies, including: VA, NIST, and IRS
- 125 employed
- 85 with disabilities

Program Participant Success!

Meet Paul

Paul has a significant disability and was living in shelters when he began participating in the Day Works program in 2017. Within a few months, Paul was hired by Bayaud to work as a janitor at the National Institute for Standards and Technology (NIST) under a federal service contract. Paul, like other AbilityOne employees, is paid GSA wages and benefits.

Paul now has his own housing and is ready to purchase a vehicle. Paul will be celebrating his five year work anniversary this September!

Paul's supervisors say that he has achieved this career success through his hard work, perseverance, and the supports from the AbilityOne program



One supervisor says that **“He has grown into a model employee”** who is dedicated to customer service. Paul is respected by the federal customer with whom he works daily, and another supervisor speaks of the pleasure to work directly with Paul.

Social Enterprise Ventures

Document & Hard Drive Destruction Services

provide permanent jobs for employees living with disabilities that also generates revenue, new employment opportunities and has a positive environmental impact. Of the 17 adults employed by our Document & Hard Drive Destruction in 2021, 33% have one or more documented disabilities.

- Recycled 3.2 million pounds of paper
- 2500 Customers
- \$1.2 million in revenue



Product Assembly Microbusinesses provide temporary on-the-job training opportunity for people with disabilities to learn and grow work-related skills.

15 employees



Social Enterprise Ventures

Bayaud Works

Ventures providing essential services (established in 2020)

- **Bayaud Enterprises Staffing Team (BEST)** a “try before you hire” temporary competitive staffing approach for commercial employers that reduces barriers for hiring a permanent employee that also minimizes time commitment and costs to employers when compared to other temporary staffing companies.
- **Environmental Services** include custodial and make-ready (unit-turn) services for multi-unit residential and commercial, private, public and non-profit customers; that has created 18 new jobs for Bayaud participants; and
Unarmed Security Services for private, public and non-profit customers; that has created 30 new jobs for Bayaud participants.

- **61 Bayaud Works employees**
- **Shelter contracts created 75-100 jobs**



Program Participant Success!

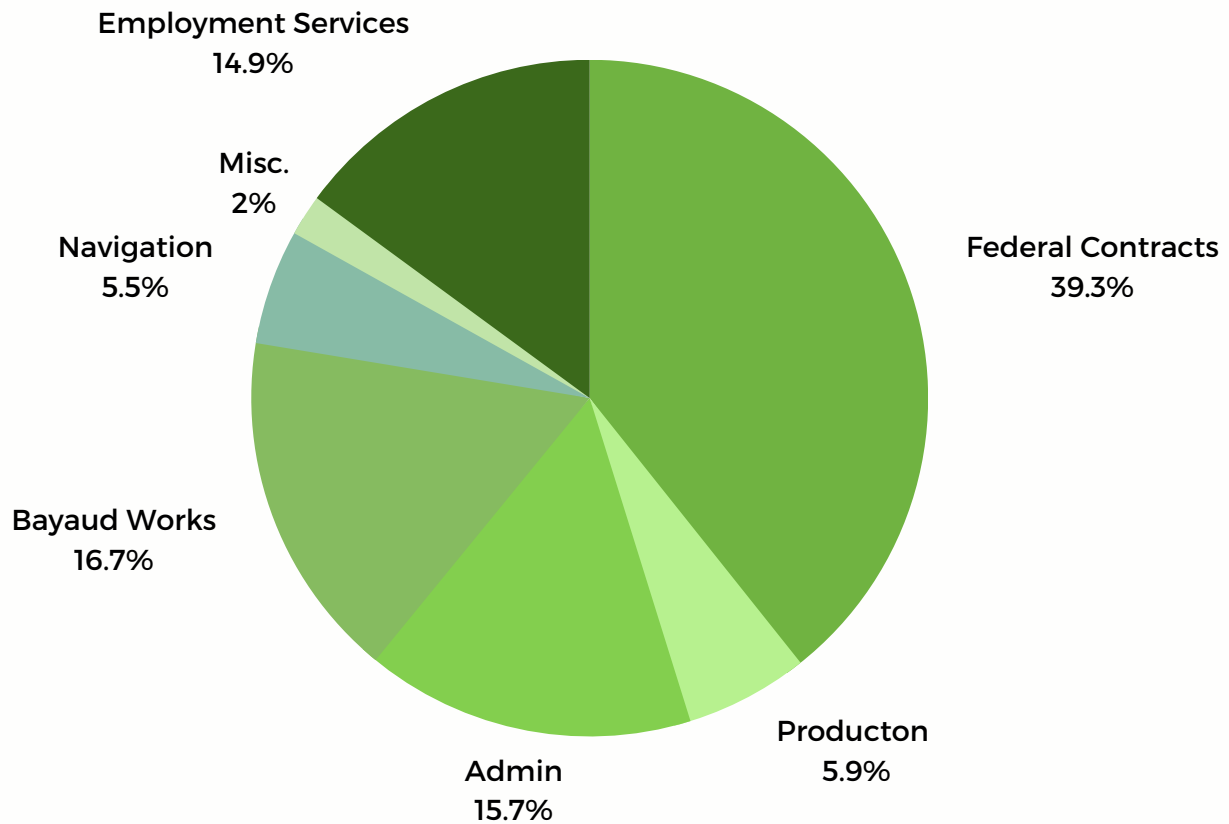
Meet Joe

Like so many others at the beginning of the pandemic, Joe had lost his job. He heard of Bayaud through a friend and began working with BEST in the temporary shelters. He only planned to stay on with Bayaud for a few weeks, but he realized he was far happier than he had been with other jobs. Joe is now a site lead with the Denver DayWorks program.

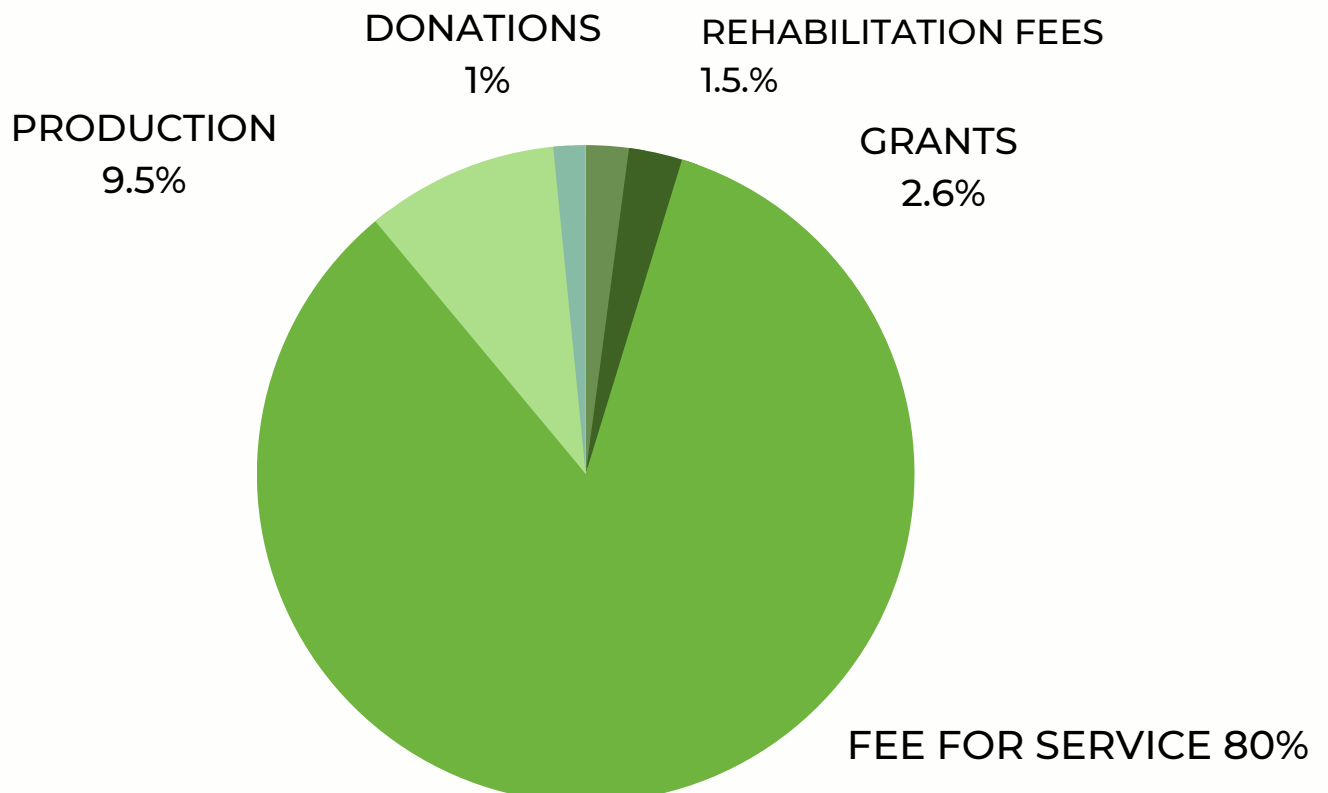
“This opportunity has been nothing short of awesome. I wish I possessed a language that could accurately convey my gratitude to everyone here for allowing me to be a part of the mission.”

FINANCIALS

EXPENSES: \$12,916,117



REVENUE: \$15,285,743



Thank You For Your Support

How You Can Help

Sponsor an event



- Give on Colorado Gives Day
- Become a recurring donor
- Donate property, vehicles, equipment, or food pantry supplies
- Leave a Legacy - include Bayaud in your will or donate stock
- Support Bayaud at King Soopers



For more information, visit www.bayaudenterprises.org