



Social Enterprise Impact On Vocational Programming

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The Social Enterprise Model



Defining Social Enterprise

- A business with a primary social objective
- Surpluses are reinvested or utilized for social impact
- Not-for-profit (not the goal to maximize profit for shareholders or owners)

Example Social Enterprises In Michigan

- **Thrift/Retail Stores**
Salvation Army, Goodwill Industries, St. Vincent de Paul
- **WeCycle**
Arnold Center - Midland
- **Janitorial Cleaning**
JVS Human Services - Metro Detroit
- **ART Works**
MRC – Kalamazoo
- **Peckham Farms**
Lansing



Example Social Enterprises In Michigan

- **Ability One Contracts**
Peckham Industries – Lansing
- **The Board Room**
SVRC Industries – Saginaw
- **Custom Furniture Manufacturing**
Lake State Industries Escanaba
- **Green Works & Goodwill
Integrated Solutions**
Goodwill Industries of Greater Detroit
- **Dutton Farms**
Oakland County



green works

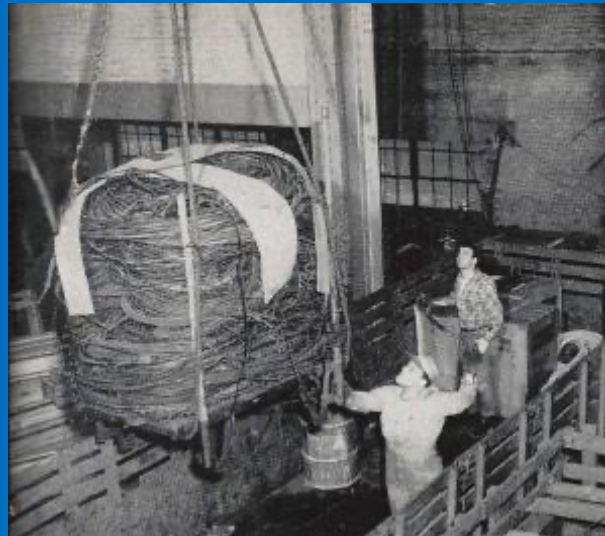


Goodwill Industries of Greater Detroit

“Our goal is to recover everything, with zero going to landfills.”

Goodwill's Green Works

DTE and Goodwill: Recycling Partners for 78 years



Goodwill's Green Works (Over 78 Years Later)

**Green Works'
Facility: 94,000
sq. ft.**



Goodwill's Green Works

Who is Green Works?

- A charitable **non-profit corporation**.
- Located in a **94,000 square foot** facility at 6421 Lynch Road, Detroit, Mi.
- An **industrial recycling** subsidiary of Goodwill Industries of Greater Detroit.
- Goodwill/Green Works has been recycling/repurposing **DTE** materials for **78 years**:
 - Ferrous, non-ferrous metals, oils, machinery, e-scrap.
 - Over **21 million pounds** processed in 2021 and saved from landfill.
- DTE currently represents **~55%** of Green Works business.

Goodwill's Green Works

Green Works Capabilities

- **Asset recovery** from waste materials.
- **Recycling management services.**
 - Knowledge and network in the commodity markets
 - Scrap material **audit** capabilities
 - Cradle to grave **documentation**
- Clean room processing **environmentally sensitive materials.**
- An “e-commerce” web site: Shopgoodwill.com to resell and/or repurpose usable materials and products.
- **Low-cost solutions** for labor intensive activities; contract labor.

Goodwill's Green Works

Appliance Recycling Process (ARP)



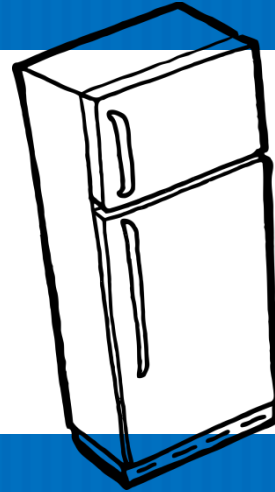
Oil

Is removed and is shipped to a licensed oil recycler for reclamation and reuse



Universal Waste

Items are removed and sent to licensed disposer.



Metals

Copper tubing, copper wire and aluminum are removed and recycled.



Foam Insulation

Is shredded with the steel and sent to a steel processor for eddy current separation



Refrigerant

Is removed by 608 certified Type I Technician and sent to an EPA certified reclaimer



START





GOODWILL[®] **INTEGRATED SOLUTIONS**

November 2022

2022 GIS Mission Expansion Initiative

Initiative Overview

1. The GIS facility current **meets all ADA legally required accommodations.**
2. GIS has developed a **2022 Initiative** to expand its mission scope to aggressively pursue employment opportunities for :
 - **Developmentally disabled**
 - **Wheelchair assisted**
 - **Visually impaired**
3. In order to accommodate wheelchair assisted candidates and to create the best accessibility and maneuverability within the GIS' facility, **additional modifications** beyond those legally required **will be necessary.**
4. Such employment candidates would be given appropriate assessment and training to prepare them for success.
5. **On an ongoing basis,** GIGD will track the **adaptability** of these employment candidates **to work requirements** and GIS will make any necessary **accommodations to ensure continual success.**

GIS Building And Demographics

GIS Building

- Office Space -- 13,084 ft²
- Area A -- 56,680 ft²
- Area B – 35,100 ft²
- Area C -- 64,725 ft² (currently leased)

Employees/Clients:

- (5) Executive Staff
- (15) Staff
- (27) Current plant staff resources
- (56) Clients with intellectual or developmental disabilities who rotate through (24) daily slots.
- (2) Wheelchair assisted resources
- (2) Visually impaired resource

Goodwill Integrated Solutions (GIS)

Internal Customer VALUE

Internal Customers:

Returning citizens, Citizens **developmentally disabled, wheelchair assisted, visually impaired**, veterans, chronically under-employed and unemployed.

Our Mission:

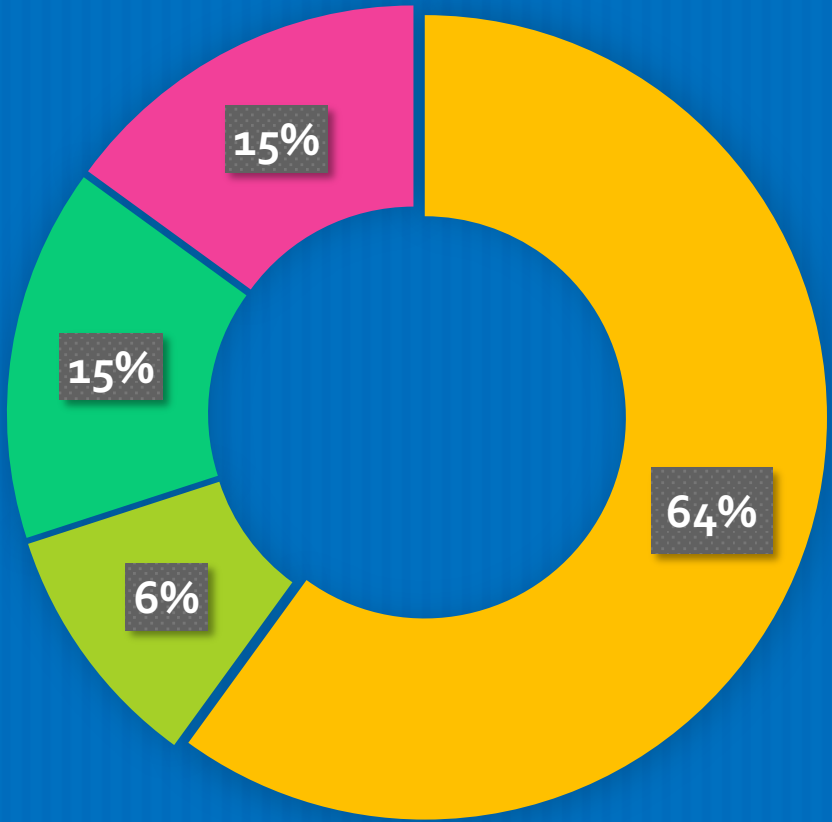
“We build **pathways for people** and communities to **thrive** through **skills development, support services, and the power of work**”

Goodwill Integrated Solutions (GIS)

Internal Customers Served Daily

Internal Customers
60+

- Developmentally Disabled
- Wheelchair assisted and visually impaired
- Returning Citizens and Veterans
- UnderEmployed



Goodwill Integrated Solutions (GIS)

External Customers – Our 98 year History of Growth!

1986

Added industrial sewing for DOD, Ford Service parts and GM instruction manuals

2008

DTE added as Customer. Consumer Energy Kits

2012

Begin production of resonators for Automotive industry

2020

Relocated to a larger facility to support growth.

One of only three Zero COVID out-break companies in Dearborn

1924

Goodwill Services supplying Ford and GM Service products

1995

Addition of FCA to Customer base. With LPB and additional kits

2010

Begin production of differential pressure sensors

2016

First NOx Sensor business begins production

Today

Re-branded as a multi-industry solution provider.

Continue growth while diversifying revenue sources.

Goodwill Integrated Solutions (GIS)

External Customer VALUE

External Customers:

Global Automotive and Consumer products industries.

Our Proven Value:

We deliver products and services through packaging, kitting and light assembly at better than world class quality and highly competitive prices!

Goodwill Integrated Solutions (GIS) External Customers Served

Global Customers

65+

Located Across

13

Countries

North America

35

Locations

South
America

6

Locations

Europe

18

Locations

Africa

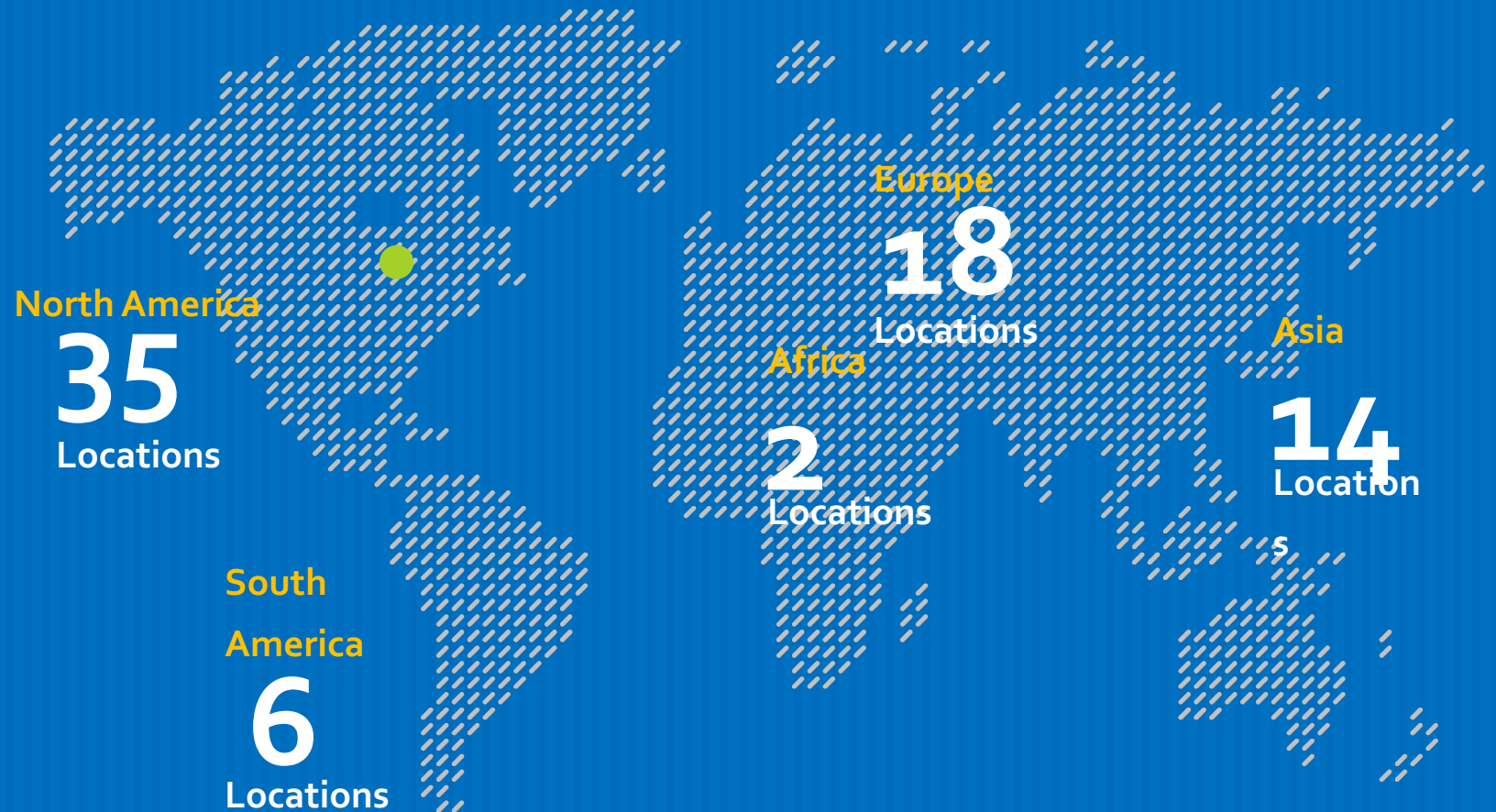
2

Locations

Asia

14

Locations



Goodwill Integrated Solutions (GIS) Customer Examples



Goodwill Integrated Solutions (GIS)

External Customer Reputation

Illustrated in our Certifications and Awards

Certifications

Industry IATF-16949 recertified February 2022

Environmental ISO 14001 recertified September 2021

OEM Customer Award & Recognition

General Motors:

Platinum Performance 2013, 2014, 2015, 2017, 2018, 2019, 2021

GM Quality Award 2021

Stellantis:

Pentistar Awards

Goodwill Integrated Solutions (GIS)

External Customer Results

- **Over 17 million parts shipped annually to global Customers.**
- **Less than 6 rejected parts per million quality performance. (5.8ppm in 2021)**
Note: World Class automotive industry performance is 25 rejected parts per million.

Goodwill Integrated Solutions (GIS) Competencies

Products & Services

- Packaging and Kitting via proven automated and manual processes
- Light assembly of components into sub-assemblies and finished goods
- Custom distribution, fulfillment, rework and inspection of products

Goodwill Integrated Solutions (GIS) Product Examples



Electronics

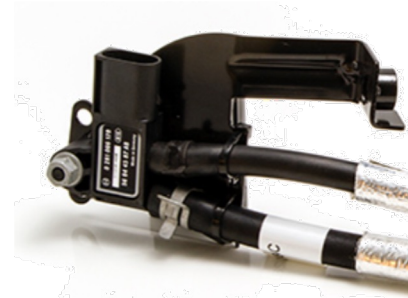
Our electronics assemblies make for a simpler – but no less superior service to our Customers. These standardized pieces fit multiple different automotive and heavy equipment vehicles.



Exhaust Components

We assemble several components for exhaust systems in diesel and gas vehicles.

We build them with our greater communities in mind, using renewable, recyclable resources and sustainable materials.



Engine Components

We work with Customers and their recommended suppliers to enhance our product offering – and ultimately help them positively differentiate their vehicles in the market.



Kitted Systems

Our advanced kitting services complement today's market trend in ecommerce and the consumer driven need for kitted solutions.

Social Enterprise Positive Impact On Vocational Programming

Positive Impact:

- **Vocational programming starts** with the social enterprises **desire to accommodate** its clients thru:
 - **careful performance assessment**
 - **workplace layout free of barriers**
 - **willingness to provide meaningful pathways for success for all employees**
- Broader base of workplace job content provides greater possibility of matching actual skills with requirements
- Enterprise culture and focused on the client creates a positive work environment and brings joy and fulfillment
- Interacting with people having similar challenges provides an internal support system
- Enterprise staff typically are involved with social enterprise because they love the mission

Lessons Learned From Our Employees and Trainees

Lessons Learned:

- Give people the opportunity to demonstrate what they can and want to do.
- Don't limit your thinking to what you believe they can do (Utopia's story)
- Be prepared to accommodate each employee/trainee based on combination of skills and capabilities
- Design workspaces with a high degree of flexibility to accommodate employee/trainees needs
- Learning curves may be longer for some, so don't give up trying to help!

QUESTIONS



Thank You!



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Additional Social Enterprise Information

Advantages & Positive Impacts

Unrestricted
net revenues

Potential income
for people served
through training

A creative way to
market your
agency and its
services

Opportunity to
connect with new
community
partners

Excite and appeal
to potential
funders / private
foundations

Potential Challenges

Constantly
changing market

Competition

Taking leadership
time / energy away
from Mission

Need for
continuous
improvement and
key metrics

Blending of two
cultures –
Non-profit vs
Business

Development & Implementation

