



HUDSON COMMUNITY
ENTERPRISES

2023-2024



Annual Impact Report



MISSION

Give People with Disabilities a Chance to Succeed
We provide people with the skills and support they need to have successful work experiences. As a result, we help improve their quality of life by enabling them to become more self-sufficient.

Improve The Community One Person at a time
By giving special needs people the skills they need to succeed in the workplace, we give them the means by which to give back to their community.

VISION

To become the foremost provider of vocational, rehabilitative and social enterprise services to help the majority of people in the Tri-State Area obtain jobs and growth within their chosen field of work.

To become a leader in the Tri-State Area showing the way for other companies, commercial, and non-profit, to establish social enterprise that benefit people with disabilities.



**HUDSON COMMUNITY
ENTERPRISES**

201-434-3303
www.hce.works

Dear Friends,

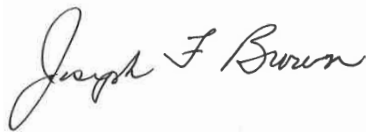
Hudson Community Enterprises is immensely grateful to all who have contributed to our success in our 6+ decades of existence.

Though our mission remains the same... we continue to expand it in many ways, reaching out to chronically underserved populations with culturally sensitive and compassionate services in creative ways with ambitious goals.

Our annual report reflects this progress, and we are thankful to our many collaborators and customers who have enabled our success, but most importantly, the success of the individuals we serve.



Ronald H. Shaljian, Esq.
Chairman of The Board



Joseph F. Brown
President



Ronald H. Shaljian (far right) with HCE employees at the dedication of the Tuers Avenue facilities as the “Ronald H. Shaljian Building”. (Left to right) Julian Santos, Lakisha Richardson, and Anthony Oliver.

YOUTH WORKFORCE DEVELOPMENT

HCE's comprehensive approach to workforce development and vocational education for high school age youth with disabilities provides an introduction to the job market as well as hands-on experience in real workplace settings that enables youth with disabilities to encounter the workplace in a directed, supported setting. These same services are provided in a culturally sensitive and language appropriate environment for students who are deaf and hard of hearing.

PRE-EMPLOYMENT TRANSITION SERVICES (new service)

This school-based program provides in-classroom introduction to the workplace, outlining expectations, career goals, planning, appropriate and professional behaviors as well as interest assessment and career planning.

These services are provided statewide in cooperation with a wide variety of public, charter, and private schools.

TRANSITION PROGRAM

A successful decades-long partnership with the Jersey City Board of Education provides half day vocational education and experience in real workplace settings for high school age youth. A wide variety of students with disabilities are served. Students work in local businesses with the close support of a counselor who helps direct the work, monitor behavior, and provides real time interventions for improvement. On average 125 students a year are served in this program, with thousands served over the decades in our long, successful, and fruitful relationship with the Jersey City Board of Education.



PROJECT SEARCH

Project search is an intensive vocational education program with a concentration on real work experience in private and public business. During the school year, students participate in targeted internships. The goals are transferable skills development, independence and workplace readiness, with job placement at the end of the school year. Current host businesses include the Jersey City Medical Center, The Double Tree Suites, and Hudson County Community College.

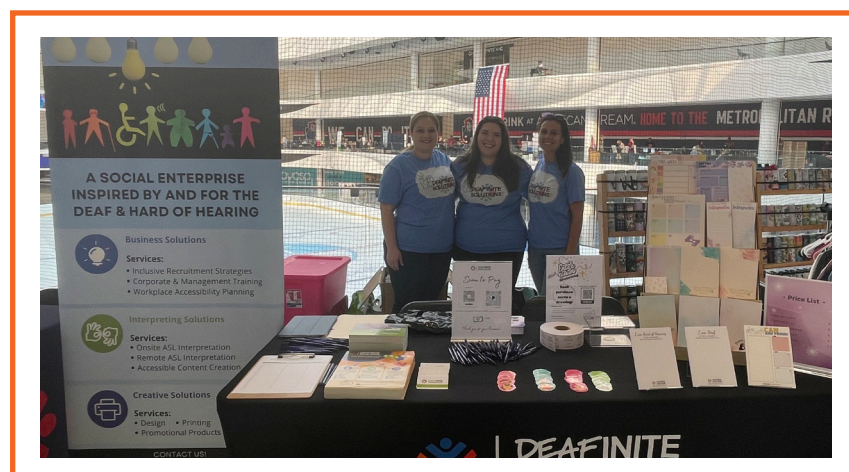
HCE is grateful to the NJ Division of Vocational Rehabilitation, the County of Hudson, and the Jersey City Board of Education, and many other educational institutions for their support and cooperation in this highly successful partnership.



THE CENTER FOR EMPLOYMENT AND ACCESSIBILITY FOR THE DEAF, HARD OF HEARING, AND DEAF BLIND (New!)

Created in late 2022 in response to the wide gap in vocational services and employment for individuals who are deaf, hard of hearing and deaf blind, the Center seeks to:

1. Provide an accessible environment across the agency's social enterprise businesses so this population can obtain meaningful employment
2. Share knowledge and expertise with private and public industry to expand employment opportunities for this population
3. Provide services through the Center, that will enable easy and seamless access to private and public industry to sign language services and all appropriate technology, including real time captioning, wide area listening systems, and a variety of personal and group communication devices.
4. Through Pre Employment Transition Services, enable vocational services in sign language to be provided to a large population of students who are deaf or heard of hearing.
5. DEAFinite Business Solutions helps businesses create a deaf-friendly and inclusive workplace environment for deaf, hard-of-hearing, and deafblind employees and customers. The team of experts works with employers to provide the necessary training and tools to enable a successful workplace.



SOCIAL ENTERPRISE BUSINESSES

For over 2 decades, HCE has maintained a vital and thriving Social Enterprise effort through its 5 Social Enterprises Businesses, with one singular goal: to employ people with any disability in a wide variety of jobs, according to their choice, interest, and abilities, with opportunity to earn market rate wages in a supportive but competitive work setting with opportunities for personal and professional growth and career advancement.

Income from these businesses, which in 2022/2023 totaled over \$18.5 million dollars, with wages in excess of \$14 million and starting wages above the NJ minimum wage of \$14.13 (2023).

Page 9 shows the breakdown of income and expenses for each of our Business and Vocational Programs.

In all of these businesses, the professional and business staff is complemented by rehabilitation professionals who provide the support needed for employees with disabilities to succeed and thrive in their positions. This unique approach ensures viability for our businesses, and success for the individuals with disabilities we serve, and our customers.

PACKAGING AND FULFILLMENT



For 66 years HCE has provided employment opportunities in its packaging and fulfillment business, offering area Private Businesses cost efficient and fast packaging, sorting, kiting, and fulfillment services as well as warehousing and logistics. With over 100 employees, meaningful and supportive work opportunities are provided to individuals across the spectrum of disabilities.



BUILDING MANAGEMENT SERVICES (BMS)

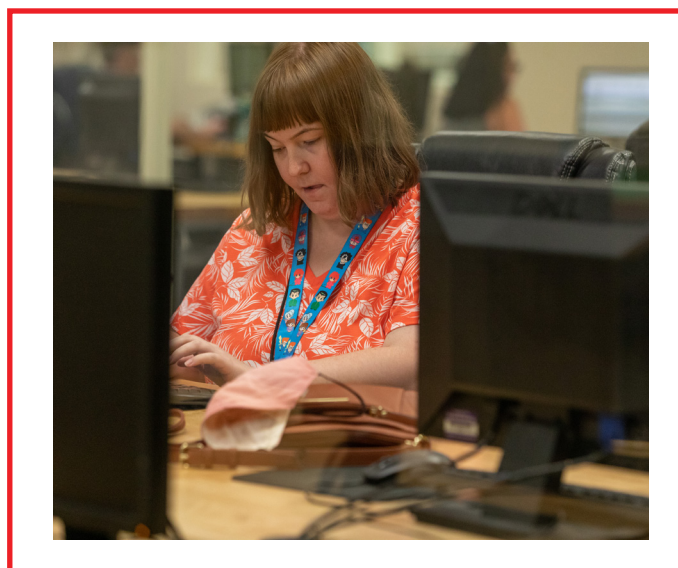


Now in its 2nd decade, sophisticated and comprehensive Building Maintenance and Management Services are provided in this business throughout the State of NJ. BMS offers a custom approach to facilities cleaning and maintenance, with specialized crews and specialty staff assigned to jobs as warranted. We are skilled at working in healthcare facilities and sensitive office settings with awareness and experience of specific needs and procedures. Current facilities include the NJ Statehouse in Trenton, Essex County Hospital, many Hudson County facilities and a wide variety of other facilities and office settings in NJ. Initial and ongoing training and regular building inspection ensures the highest level of quality service. Over 200 employees, 75% of whom are disabled are successfully employed in the business.

ELECTRONIC CONTENT MANAGEMENT (ECM)



This technologically sophisticated- accuracy, security and quality-driven business provides a wide variety of information processing and record retention services to many government entities in a highly secure setting. Services include document preparation and scanning, microfilm, formatting for easy retrieval, large format scanning, and specialized scanning for fragile, damaged or historical documents. Information is able to be delivered in any electronic or other format required for the permanent retention of records. Following scanning, secure document destruction and disposition is offered by our Shredding business. ECM provides employment to 250 individuals with 78% of the population having a disability.



DOCUMENT DESTRUCTION (SHREDDING)

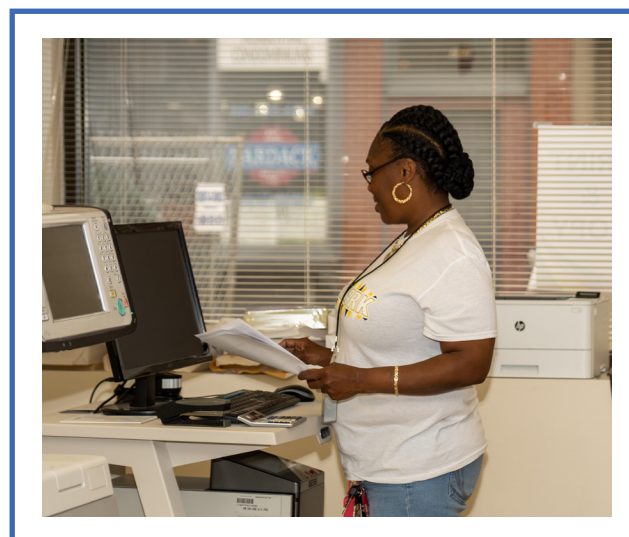


A fleet of 5 state of the art mobile shredding units provide secure on-site document destruction services to Tri State area government and private business. The professional staff ensures courteous and efficient account servicing on a regular or on demand schedule. More than a dozen individuals are employed and 80% are disabled.

DIGITAL PRINTSHOP



The printshop offers graphic design services, mail management and excellent digital printing services to many area businesses. In addition, custom embroidery services, and in partnership with a national firm, promotional and specialty items are available for sale. Employees participate on a per project basis. A staff of designers and production workers form the core of the permanent staff with 50% of the individuals being mildly or severely disabled.



VOCATIONAL SERVICES FOR ADULTS WITH DISABILITIES

Every step of searching for, securing, learning and keeping a job is supported by a dedicated staff, whose sole purpose is providing support each step of the process to ensure successful vocational outcomes.

Adult Workforce Development Services include:

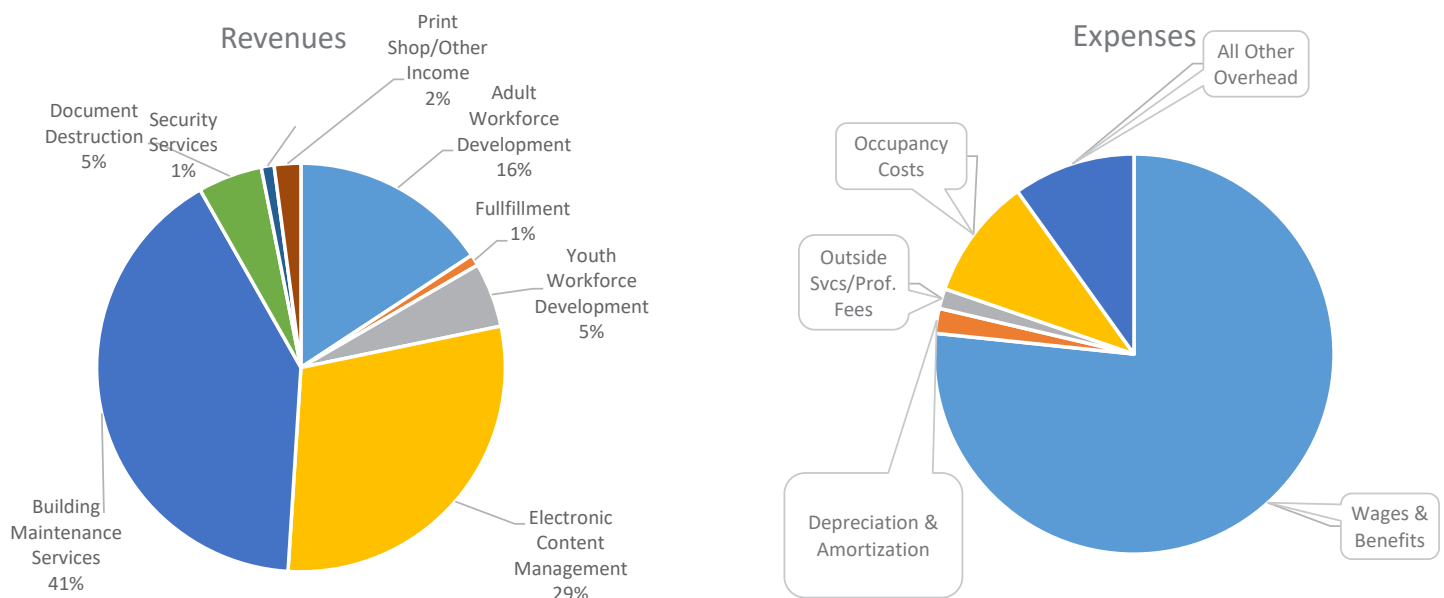
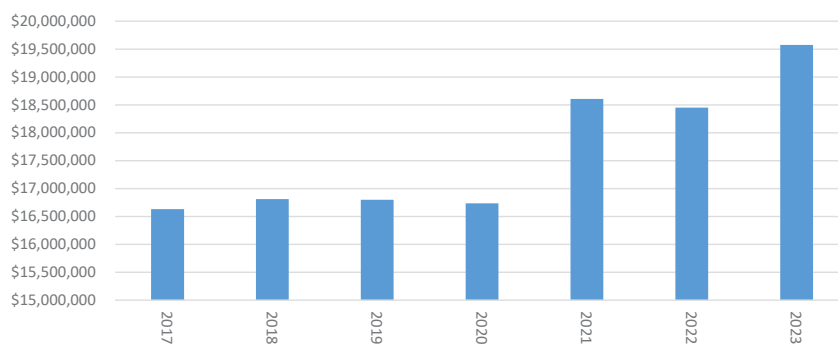
- Vocational Evaluation/Assessment
- Work Adjustment Training
- Short and Long Term Extended Employment
- Supported Employment
- Pre-Placement Services
- Intensive Job Coaching
- Long-term Follow-Along



Hudson Community Enterprises FY2020-23 Operating Data

	2023	2022	2021	2020
REVENUES				
Adult Workforce Development	\$ 3,080,856	\$ 1,959,865	\$ 2,415,507	\$ 1,971,521
Fullfillment	\$ 174,880	\$ 323,142	\$ 179,258	\$ 314,020
Youth Workforce Development	\$ 1,000,575	\$ 751,201	\$ 733,084	\$ 730,772
Electronic Content Management	\$ 5,727,816	\$ 4,897,959	\$ 3,774,645	\$ 4,846,759
Building Maintenance Services	\$ 7,980,926	\$ 8,015,147	\$ 7,090,879	\$ 6,716,146
Document Destruction	\$ 996,979	\$ 845,487	\$ 554,190	\$ 572,991
Security Services	\$ 198,783	\$ 1,347,425	\$ 1,154,062	\$ 1,156,052
Print Shop/Other Income	\$ 411,923	\$ 383,129	\$ 259,927	\$ 428,589
Total Revenues	\$ 19,572,738	\$ 18,523,355	\$ 16,161,553	\$ 16,736,850
EXPENSES				
Wages & Benefits	\$ 15,649,403	\$ 13,814,388	\$ 11,695,121	\$ 13,639,339
Depreciation & Amortization	\$ 365,054	\$ 362,452	\$ 346,513	\$ 316,854
Outside Svcs/Prof. Fees	\$ 336,306	\$ 291,211	\$ 286,259	\$ 427,133
Occupancy Costs	\$ 1,875,005	\$ 1,770,584	\$ 1,413,308	\$ 1,651,253
All Other Overhead	\$ 1,859,954	\$ 1,781,301	\$ 1,632,915	\$ 1,097,797
Total Expenses	\$ 20,085,722	\$ 18,019,937	\$ 15,374,116	\$ 17,132,376
Net Income	\$ (512,984)	\$ 503,418	\$ 787,437	\$ (395,526)

Total Revenue



Note: In addition HCE received a Payroll Protection Loan of ~\$2.4M in 2021 not included above as well as an ERC credit of \$2.9M in 2023. The annual financial statements are available to the public at HCE headquarters.





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Giving Special Needs People
a chance to Succeed



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