

2013 Year in Review

A leader in the formation of cooperative businesses, WAGES partners with low-income immigrant women to build worker-owned cooperatives that provide economic and social opportunity. In 2013, we continued to expand our model, developing new strategies for increasing our impact in the Bay Area and across the country.

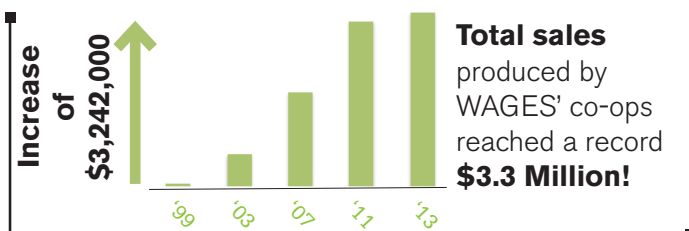
2013 Snapshot

92 The number of dignified **jobs** WAGES co-ops **sustained**.

The percent **increase in** worker-owner **incomes** since joining a co-op **158**

◆ Co-op worker-owners' **average** business **assets** are now over **\$8,700**, 22x their initial investments.

480 Total **hours of training** provided in vocational, financial, communication and ESL skills

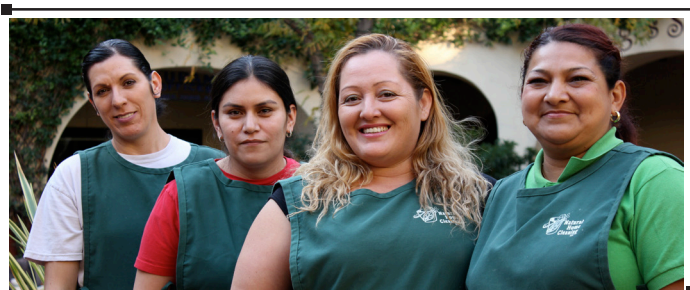


Leadership Development

In 2013 WAGES placed an unprecedented emphasis on leadership development for all co-op members, enabling them to grow their personal and professional skills.

44 The **percent** of co-op members taking on **leadership roles** within their businesses

◆ Members also participated in a pilot paid internship program at NHC-Contra Costa, enabling them to assume early leadership and management responsibilities.



In addition to expanding our core programs, we further developed 2 new initiatives

Bringing Our Co-op Model to the Food Industry

We are adapting our proven worker cooperative model to the food industry with the launch of our 6th co-op.

This year we...

- **Completed initial business planning**, market research, industry selection, and product development for this new food venture!
- **Established a partnership with La Cocina**, an SF-based food incubator that will provide food industry-specific expertise
- **Hired General Manager** and professional chef, Jessica Morris, who is leading the project



Expanding our Impact: Building the Field

WAGES is creating new channels to support organizations that plan to replicate our co-op development model.

This year we...

- **Created a self-assessment tool** for community based organizations, which gave 62 participants an improved understanding of their organizational capacity
- **Shared our model with over 400 people** across the country through presentations and webinars
- **Completed a 6-month research** and planning process to identify how to scale our model

