

ANNUAL IMPACT REPORT

Loading 2022...

COMPUTER TECHNOLOGIES PROGRAM

www.ctpberk.org

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/\$ echo director's_letter



ALEX TABONY

As CTP approaches its 50th year (with Class 1 graduating in 1975) of fulfilling its mission to expand employment opportunities for people with disabilities, I am delighted to present our 2022 Impact Report. The preparation of this report has provided us with a valuable opportunity to reflect on our organization's achievements, as well as the accomplishments of our participants.

For individuals with disabilities seeking employment, success encompasses more than just securing a job. It involves surmounting personal obstacles and societal stereotypes, demonstrating to the world and ourselves that we are indeed capable of achieving success. Given that many of us possess nontraditional backgrounds and life experiences, it is unsurprising that the definition of a successful outcome varies significantly from one person to another.

In this report, we will highlight stories of success and explore the significance of these achievements for the individuals involved. These success stories showcase the positive impact of our programs and services on the lives of people with disabilities. However, these narratives extend beyond merely securing employment; they delve into the personal journeys each individual has embarked upon. Furthermore, these stories emphasize the collaborative partnerships we have established with various organizations, businesses, and government agencies, all working towards fostering a more inclusive workforce and promoting a more equitable society.

As we celebrate these successes, we also acknowledge that there is still much work to be done. The unemployment rate for individuals with disabilities remains disproportionately high, with many continuing to face significant barriers to employment. We must persist in challenging the misconceptions and artificial limitations that perpetuate these disparities, and collaborate to build a world where everyone has the opportunity to thrive.

I could not be more proud of the work that CTP has done and will continue to do. Thank you to the staff, board of directors, and our supporters for making this a possibility.



“ If you believe in human capacity, then you have a moral obligation to give everyone a chance to achieve their potential. ”

alex.cfg

Alex is a graduate of CTP Class 43, 1999. As a student, he fell in love with the organization and after graduation, was hired as a part-time assistant coordinator. Since then, he has been an instructor, operations manager and led the modernization of CTP's services. In 2015 Alex became the Executive Director.



/\$ echo mission

The Computer Technologies Program's mission is to improve employment opportunities for people with disabilities by providing training in information technologies, self-marketing strategies, and advocacy in partnership with the business and workforce development communities.

Since 1974, Computer Technologies Program has provided over one million hours of training and support for thousands of people with disabilities taking steps toward their career goals.

/staff/\$ ls -l

“The majority of CTP staff are graduates of the program. We know how important it is to give others the same opportunity that we have had.”



Alex Tabony
Director

CTP Graduate 1999



Christine Tabony

Business and Finance
Manager



Marc Thomas

Instructor
CTP Graduate 2012



Michael Curran

Instructor
CTP Graduate 2015



Jose Rivera

Instructor
CTP Graduate 2019



Devin O'Keefe

Admissions
CTP Graduate 2019



Carrie Moncrieffe

Employment Services

/board_of_directors/\$ 1s -1



Ted Dienstfrey
Retired from Gerson
Bakar & Associates
& Gerson Bakar
Foundation



Sam Corkum
County of Marin
CTP Graduate 1997



Maer Ben-Yisrael
Ecole Bilingue de
Berkeley



Melina Taylor
Hopelab

/\$ echo maer_highlight



MAER

BEN-YISRAEL

Ecole Bilingue de Berkeley

What is your connection to disability?

I had never considered my connection to the disability community until I became involved with CTP. My child was diagnosed with autism in first grade. We experienced difficulties as a family, but with various interventions and support, we have reached a more stable place. When I started working with CTP in late 2019, I didn't realize that I was a part of the disability community. It took me about a year to understand this, which I believe was due to the lack of knowledge about unseen disabilities.

What do you want people to know about working with people with disabilities?

The workplace easily creates an environment which puts up hurdles for people with disabilities – unseen or otherwise. It can and does create a culture of barriers to participation. This culture also affects people who don't necessarily have long-term disabilities but are just having a rough go at that moment.

It's about empathy. Having a child with a disability, we've been going through a lot. It's been very difficult, but I still have to show up and do my work. I also recognize that I am not at 100% a lot of the time. By trying to model an automatic, more casual, pervasive empathy, I'm hoping other people will do that as well.

/\$ echo melina_highlight



MELINA

TAYLOR

Hopelab

What is your connection to disability?

My connection to disability is through my sister, who is less than two years older than me. Growing up, I didn't realize that she was all that different from me. It was just the way things were, and it was normal for me. However, as I grew older, I began to notice the difficulties she faced in her life that I didn't have to deal with.

As her younger sibling, I helped her navigate the social world and looked out for her. I became an advocate for disability, especially for my sister, since there was not a lot of awareness for autism. When she was five years old, she was placed into special programs, which also affected me because I went to some of the same schools as she did. However, this also allowed me to go to schools that had programs for people who needed alternative methods of education. Living in San Francisco, there were a lot of resources available to us. As a result, I got to be exposed to a diverse set of people with neurodiversity and physical disabilities. I met people who were blind, and hard of hearing/Deaf, and who learned differently than I did. Technology allowed them to participate on the same level as me, and it was fascinating to see how they navigated through their educational journey.

Overall, my sister's disability has given me a unique perspective and allowed me to become an advocate for disability awareness.

What do you want people to know about working with people with disabilities?

The main thing that I would like people to know is that non-disabled people can become disabled at any point. It's not something that you're immune to. Without programs like CTP or organizations that really help to lift people with disabilities, we might also find ourselves in a place where we don't have the resources or help we need. It's essential that we reach out and support these programs for people with disabilities.

/\$ demographics | grep outcomes

General

- 98% Low Income
- 17% Youth (18-25)
- 22% Criminal Background
- 9% History of Homelessness

Disability

(categories not mutually exclusive)

- 70% "Invisible" Disabilities
- 11% Visually Impaired
- 11% Learning Differences
- 4% Hard of Hearing / Deaf
- 4% Substance Recovery
- 4% Developmentally Disabled
- 4% Mobility Impairment

Race / Ethnicity

- 33% African American
- 29% Caucasian
- 14% Hispanic/Latino
- 11% Asian American
- 6% Multiracial
- 3% Indian / Middle Eastern
- 1% Native American

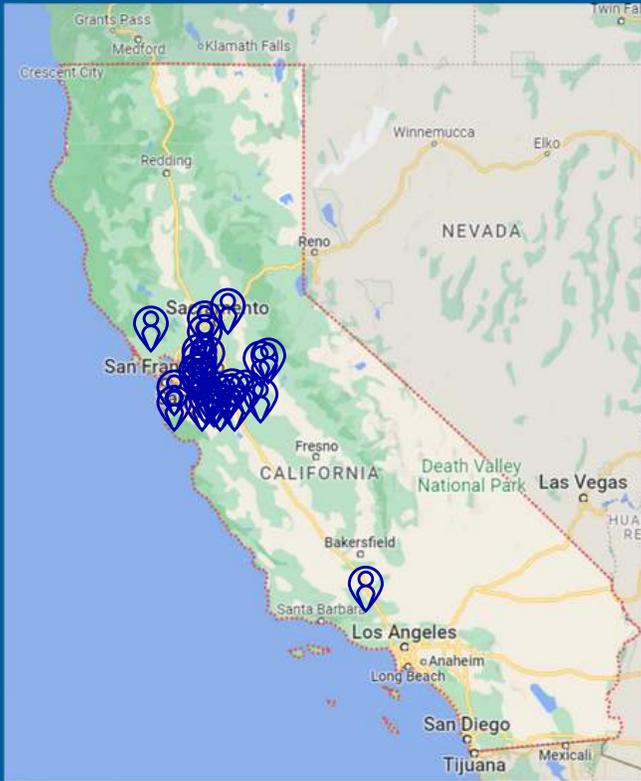
Gender

- 53% Male
- 46% Female
- 1% Non-binary

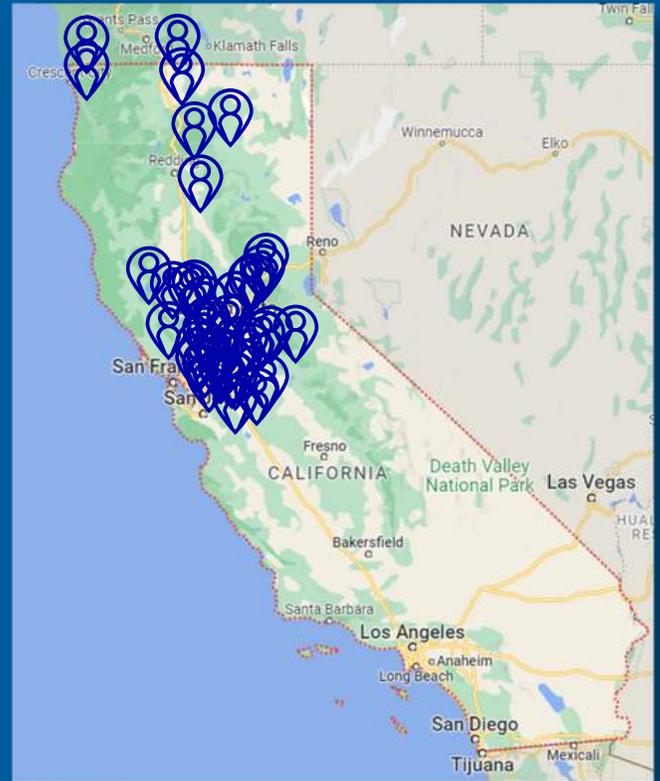


`$results = geoLocate(participants);`

2021



2022



*Note: Each pin represents a city where one or more program participants were located during their enrollment at CTP.

“*Success is finding your place in the world and feeling like you belong. I know when I didn't have success is when I was stuck. Having a place where whatever skills I have are valued and appreciated, and where I don't have to be anything other than myself.*”

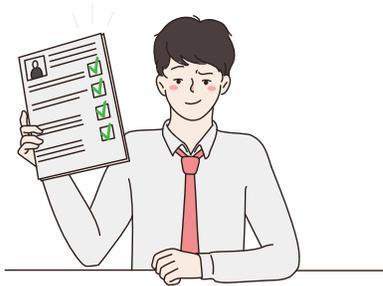
”

11,000

Hours of services provided in 2022

1+ MILLION

Hours of services provided since 1974



129

Individuals Trained
(all programs)



70%

Completion Rate
(all programs)



28

Long-Term Program
Graduates



90%

Long-Term Program
Positive Outcomes

/\$ echo long_term_program.success

“ *What defines success is as diverse as the participants of our program. Success on each individual's own terms is what counts.* ”



11%

Advanced Training & Certifications



17%

Employed in Remote Work



63%

Employed



16%

Other Positive Outcomes

/\$ echo services | grep outcomes



157
Laptops Provided



50+
Technical Support Cases
Resolved



12
New Business Engaged



50+ Professionals Gained
DEI Experience

/\$ echo success_story.stacy

```
172.16.0.1 - PuTTY
Defining Success {
  Positive Non-Employment Outcomes
  • College / advanced training
  • Work on health > to return
  • Housing and legal > to return
  • Beneficial referral
  • Volunteer position
}
```

Stacy's success story is one of hard work, determination, and transformation. Despite struggling with significant challenges in her life, Stacy was determined to find a fulfilling career that aligned with her values.

Prior to joining CTP, Stacy had been battling a medical condition for approximately 10 years. She had previously worked as a litigation secretary, but the job no longer aligned with her values and did not provide the fulfillment she desired. While working, Stacy earned a Master's in Education, with plans to pursue a career in adult education. However, she was unsure of her next steps and decided to enroll in CTP to improve her office skills. Stacy said, "My computer knowledge had not been updated since the era of floppy disks."

Stacy's experience during CTP training was both unique and challenging. Despite encountering obstacles, she demonstrated remarkable resilience and perseverance by seeking out solutions whenever she felt stuck. Her determination paid off in the end, as she felt a sense of excitement and satisfaction upon successfully completing the program.

“ *There's a book called "How to Become a Grant Writing Unicorn," and unicorns are very rare and good. I want to be that unicorn. -- Stacy* ”

/\$ echo success_story.stacy

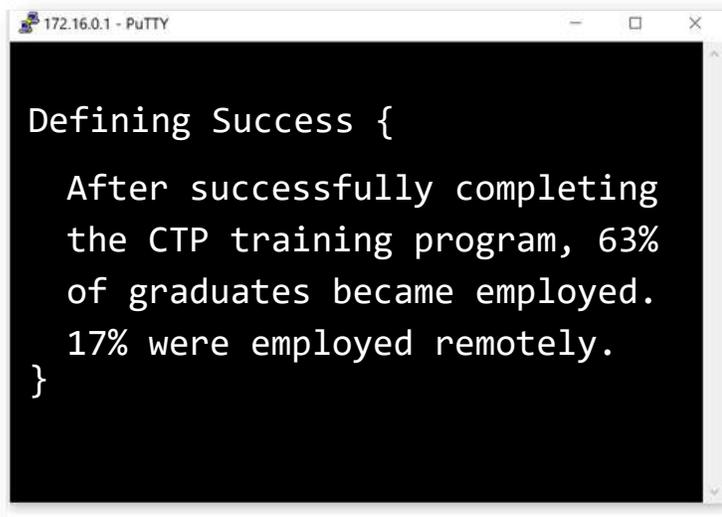
After completion, Stacy felt adrift about what she wanted to do. She stumbled upon grant writing. Despite having no prior experience, she began volunteering and learning everything she could from books, SkillSoft, Coursera, and any other resources available. Stacy loves to research and says, "The right job is not just out there waiting with a flag saying, here I am, so you have to look for it, and you have to make sure that your values align with their values to make it work. Research and writing are my thing! So I decided to just go after it!"

Currently, Stacy is a volunteer grant writer with The Museum of History and Culture in Richmond, Uhuru Furniture and Collectibles in Oakland, and Know A Vet in Mountain View. Recently, Stacy learned that the first grant she'd ever written was accepted and awarded to the organization she wrote it for.



/\$ echo success_story.shane

Shane's inspiring success story serves as a true testament to what an individual with the right attitude who puts in the right level of effort can achieve through hard work and the incredible benefits of assistive technology. Originally working at an elementary school in Oakland, Shane's life took an unforeseen turn when he gradually began losing his vision. It was during one particular day when he was asked to watch the children at recess, that he realized his visual impairment would hinder his ability to ensure their safety in that job. However, instead of succumbing to despair, Shane bravely embraced the need for change and embarked on a journey to redefine his professional path.



```
172.16.0.1 - PuTTY
Defining Success {
  After successfully completing
  the CTP training program, 63%
  of graduates became employed.
  17% were employed remotely.
}
```

Recognizing the immense potential of computer technology as a tool to navigate and actively engage with the world, Shane took proactive steps to modify his computer setup and eagerly embraced assistive technology.

Fuelled by an unyielding determination, he enrolled in CTP's program and rapidly discovered that he could access the world more efficiently through the computer.

Throughout his time in the training program, Shane exhibited dedication to his tech projects, consistently going above and beyond expectations. What set him apart even more, was his innate ability to extend support and encouragement in an empathetic and sincere manner to his fellow trainees, fostering a collaborative and motivating environment.

Recognizing the growing significance of remote work opportunities in the job market, Shane sought additional knowledge and expertise to further enhance his competitive edge.

/\$ echo success_story.shane

After completing the CTP training, Shane's commitment to continuous learning led him to pursue additional training at the Blind Institute of Technology (BIT) with the goal of becoming a certified Salesforce administrator. While working toward his Salesforce Administration certification, he is involved in CTP's work experience program assisting with lab design, technical support, and other activities where he has proven to be a great help. This remarkable dedication exemplifies Shane's aspiration to excel and overcome any obstacles that come his way.

“ *I can't even tell you how lost I was, thinking I couldn't be part of the world. And you guys changed that for me. That's what I want to do for people. Your slogan should be, You're Not Alone.* ”





./init volunteer -y

You can help bridge the gap to employment

Opportunities

- Virtual mock interview workshops
- Mentoring
- Guest speaker
- Social media support
- Skills-based projects
- And more!



Being a CTP volunteer is fun and rewarding! Learn more about our diverse range of volunteer opportunities.

Please visit www.ctpberk.org/volunteer/
or contact carrie@ctpberk.org

/\$ echo volunteer_spotlights



Alicia Corey
Blue Shield of California

As the co-chair of Blue Shield's Disability Inclusion Alliance employee resource group and the parent of a child with non-apparent disabilities, I am passionate about creating true equity and inclusion for candidates and colleagues with disabilities. We look forward to continuing – and growing – our partnership with CTP over the coming years.

Praveen Dodda
Delta Dental

CTP provides a great platform to support numerous employment opportunities for people with disabilities. Volunteering with CTP provides me with immense satisfaction; as I could contribute a little bit of my time to help support the community and help them prepare for these opportunities and support CTP on their mission and contribute to the society.



Rayna Olmos
Atlassian

I've loved working with CTP for the last 3 years and meeting students who are passionate about learning and how they can improve. It has been great seeing the development and confidence students build through CTP's program!

/\$ echo volunteer_spotlights



Lupita Islas
Mechanics Bank

I am grateful for the partnership we have with Computer Technologies Program. Volunteering time to help participants with mock interviews has been a rewarding experience for me personally, and for our staff.

Chris Williams
Block

I believe in a community that provides security and opportunity to everyone. I believe in the Computer Technologies Program. Your organization's mission of building access, not limits, is close to my heart. I have disabilities. I have children with disabilities. Your fifty years of guiding disabled people to find and keep employment is a legacy I'm proud to give my time and energy to. Every event I participate in I am so excited to engage with your staff and to meet the students, learn their stories, and share wisdom together. Your work gives me hope for our future.



```
$results = geoLocate(volunteer, 2022);
```



Each heart-shaped pin represents a specific city or country where CTP's volunteers have actively participated. Please note that there could have been multiple volunteers from each location represented by the pins on the map.

“ *The thing that I've come away with from working with CTP is to increase my automatic level of empathy for everybody in every situation in the workplace. To not assume, and to at least be ready to acknowledge that everybody's having a time right now, or anybody could be having a time right now for any number of reasons, and I've felt that shift in me since then. --Maer Ben-Yisrael* ”



Monetary, Recurring Donations & Legacy Giving

Your financial donation is the most powerful way that you can help right now – today. CTP provides intensive, long-term services that make a difference for our participants. The government funding that we receive only funds a part of our life-changing services. Fundraising bridges the gap.

To donate visit:
www.ctpberk.org
Click Support Our Work

Donations of Products or Services

Your in-kind donation is a great way to show you care about our mission to improve employment opportunities for people with disabilities. To further discuss ways your generosity can help others please contact:
carrie@ctpberk.org

find / -exec awk '/partner/' {} +





To donate visit:
www.ctpberk.org
 Click Support Our Work

Contact:
 Ph. 510 849-2911

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 Berkeley, CA 94703-2578

THANK YOU!

FOR YOUR SUPPORT!