

A Job For Everyone

The right job can **empower** someone with
a developmental disability!



OPTIONS
FOR ALL

See what exciting opportunities are found through Options For All.

A Special Advertising Supplement

Meet Options For All

How employment opportunities
are the future in progressive change

DAVID DR. AZEN OVICH, INTERIM CEO



Since its start in 1985, Options For All has been at the forefront of helping people with disabilities live an active life in the community. Whether it's helping with everyday tasks like banking, shopping and using public transportation or creating pathways to careers in the film and media industry, the nonprofit organization continually strives to create unique programs that give individuals with intellectual and developmental disabilities more options for living their lives to the fullest.

Over the past 34 years, Options For All has grown from serving just eight individuals in its first community-based program to serving more than 1,200

individuals on a daily basis today. The organization also expanded from its base in San Diego County to include branches in the counties of San Bernardino, Santa Clara and Santa Cruz.

Even with the ambitious goal of creating universal social equality, it was hard to imagine a future that included film premieres. Today, students in Options For All's newest program — the Film & Media Studio — are learning the craft of filmmaking and working on award-winning films.

The Film & Media Studio is a perfect example of what the organization strives to be — a leader in programs and services for people with developmental disabilities.

One of our values is to be trailblazers. We are always trying to learn what is new, trying to anticipate what's needed, what's next.

Of course we can't do it alone. Engagement with the business community is key to expanding opportunities. From early supporters to now, the list of small, large and international businesses and corporations partnering with Options For All to hire people with disabilities has grown exponentially. Our belief is if you really want to change someone's life for the better, the best place to start is helping him or her find the right job.

With each new venture, such as the Film & Media Studio, options for people

with developmental disabilities to live their best life continue to emerge. Next steps include getting more people working in the area of tech and biotech, including working in Silicon Valley. Options For All is all about opening doors into new and unexpected territories.

results

391

**Total placements
in paid positions**



194 from Supported Employment
172 from Community Engagement
19 from Tailored Day Services

472

**Placements in
volunteer positions**



215 Total paid job sites/employers
196 Total volunteer sites
380 Job retention

**Average monthly
earnings:**



\$521.26 Supported Employment
\$81.75 Community Engagement and
Enhanced Community Engagement
\$156.47 Tailored Day Services
98.1% Reported satisfaction rate
from employers

Happy and Working

How workplaces benefit from the group employment program

by The Amari Rood

Employment is an essential component of our lives, so when people with developmental or intellectual disabilities are shut out of the workforce it can lead to loneliness, dependency and isolation.

Options For All is changing that by offering group job placements with full on-the-job support for participants — and to the employers who hire them.

“We generally reach out to employers and find participants a position,” said Ricky Nunez, a Community Training Instructor at Options For All. “Then we send them out in groups of three. It makes it easier on the participants — they can work together.”

One such group includes Angel Santiesteban, who has worked at the Walmart on Broadway in Chula Vista since November 2018.

“I’m learning teamwork and how to work well with others,” Santiesteban said, adding that one of his team members is a friend from high school he’s known for 10 years. “I’m also learning what I need to do in the store. I normally stock and sweep, and I answer customers’ questions when I can.”

Nunez coached him through the initial training, including navigating Walmart’s Computer-Based Learning Program, which has a final test employees must pass to stay on the job.

“I’m there to help with reading and to understand the computer program so they can pass the exam at the end,” Nunez said. “I also help with the basics of being an employee: Do a task, then when you’re finished, find your supervisor and ask what else needs to be done.”

Nunez said that Santiesteban has been successfully employed before, but others need more help with day-to-day basics — like understanding why you clock in and clock out.

“I also help them learn the job — Angel had never swept an entire retail store before, and neither had I! So I told him, OK, we’ll do the outside [aisles] first and then spiral into the center of the store and then do it again,” Nunez said.

Once his team members know their jobs, Nunez lets them take the lead.

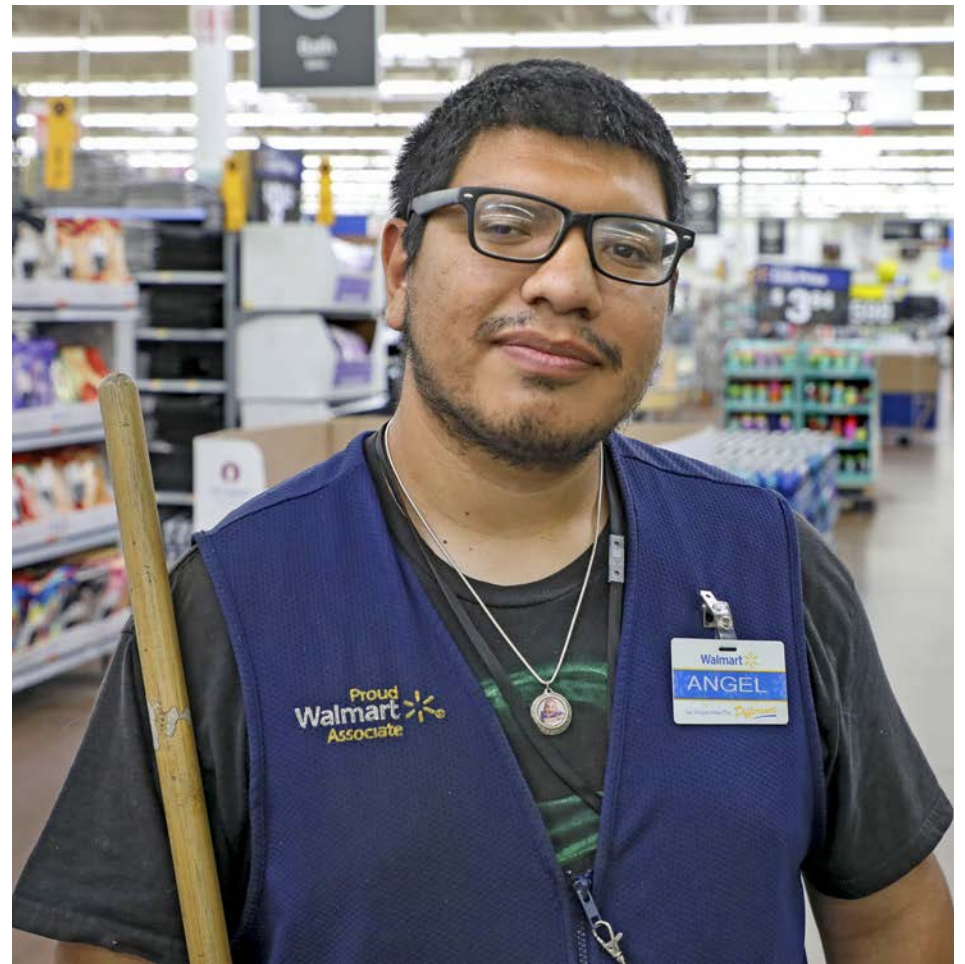
“I’m not always right by their side, they are very independent. I am however close by just in case they need my help,” he said.

Santiesteban, meanwhile, is enjoying his new self-sufficient routine. He takes the bus to and from work and is happy to have a regular paycheck.

“I’m not always asking my family for money,” he said. “When I was growing up, I washed my uncle’s car for \$10 or \$15, and I learned to save and I learned the value of a dollar. So having a paid job has definitely changed my life.”

“I’m learning teamwork and how to work well with others.”

Angel Santiesteban
Participant in Options For All group employment program



Angel Santiesteban is achieving greater independence with his group employment program.

Photo by Charlie Neuma N

A Win-Win

Fact #1



Hiring people with intellectual or developmental disabilities is good for everyone.

“The number one thing I see is an overall improvement in employee morale — especially among the employees who already work there,” said Jennifer Kornreich, job developer at Options For All. “Our guys are always so happy to be at work, and that affects everyone. Employers have noticed a drop

in unnecessary call-outs on the days our guys are there.”

Hiring people with disabilities also evokes community support.

“When people see that employers are hiring people with disabilities, it touches their hearts,” Kornreich said. “They want to support that business.”

Options For All job coaches are also on-site to take on responsibility for training and supporting new hires.

Ricardo Villegas has always wanted to be a cook, now he's achieving that dream.

Photo by Charlie Neuma N

Recipe for Success

competitive jobs are available through the Supported employment Program

by mATT JOck S



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Ricardo Villegas, the son of a restaurant owner, grew up with the food business in his blood. He also grew up with something else — a learning disability.

As he has made his way through his life, there have been times when those two parts of Villegas have clashed. However, thanks to Options For All's Supported Employment Program, he has learned how to overcome these barriers to his career path.

Villegas works as a line cook at the Manchester Hyatt Hotel in San Diego, with aspirations to become Cook 2, a position with increased responsibility.

"I can learn things. It just takes me more time," Villegas said.

Employers who have shown a little patience to Villegas have been rewarded with a diligent and skilled cook. The support of the job coaches in the Options For All program has empowered Villegas to recognize when there's a good employment fit for him.

Assistance from job coaches comes in many forms. In Villegas' case, it consists mostly of helping him master new menu items when they are added and providing simple support.

Cuqui Cabrales has the longest-standing connection with Villegas, and sees him as a major success story.

"He's very good at what he does," said Cabrales, a job coach at Options for All. "Seeing him in action is incredible."

As a job coach, Cabrales often finds herself in the middle of the action. Most of the time, she will work next to the participant, learning the specific job skills and then passing them along. She said she knows how to do everything from cleaning restrooms to using a forklift, whatever her clients may need support with.

Cabrales assesses each participant's progress and determines when she can fade out of the on-site presence and let them fly solo. From there, it is a matter of being available to the clients.

"Standing up for themselves can be a challenge," she said.

"I can't be there for them 100 percent of the time.

But it's a beautiful part of this job to see them get a little victory, like one of my clients who went to his manager to request a day off for the first time."

Those firsts, like the first serious paycheck, can mean everything.

"I remember. It was a great feeling," Villegas said. "I probably used it to go to a baseball game."

"Seeing him in action is incredible."

Cuqui Cabrales
Job Coach, Options For All

Fact #2



Employees from Options For All are easy to work with!

In exchange for providing a little extra direction, employers get an infusion of positive energy in the workplace, and workers who are extremely diligent and a positive image in the community.

"These workers are the most positive people I've met in my life," said Jennifer Kornreich, job developer for supported employment.

Kornreich said workers with disabilities often bring positives that employers don't anticipate.

Julianne Vallera is getting the experience she needs to succeed in show business, thanks to Options for All.

Photo by Charlie NeumaN

The Road to Fame

innovative employment program opens doors to hollywood

by mATT JOck S



Julianne Vallera has plenty to say. She has a bachelor's degree in writing from Point Loma Nazarene University and has authored a well-received essay on the need for the film industry to hire actors with disabilities for the roles of disabled characters.

Vallera has autism, and has always wanted to be a writer. However, Options For All's Film & Media Studio has opened her eyes to new possibilities.

"I think what's really great is that we learn by doing," she said.

Vallera is also learning skills that play into her own craft, such as camera operation.

These opportunities are also showing her that there may be more than one road to Hollywood.

"I want to start as a production assistant," she said. "If you have the mentality that 'I only want to be a director,' that's probably not going to

work. Once I get on a set, I can figure out what my strengths are."

The studio opened in 2017, and the four-semester curriculum teaches all aspects of filmmaking, including story development, screen writing, acting, camera and lighting, sound and art design, producing and directing, and editing.

The industry connections of Film & Media Director Vincenzo Tarantino and program founder Joey Travolta help give the students a route to success.

The studio has recently seen its own successes: Two of its productions were accepted for the San Diego Film Week festival, and the program was chosen to receive the Diversity in Film Award.

"It's super important," Tarantino said of the recognition. "Some people might see this as a some kind of day program and don't view it as a production studio. This will move the needle to help these students be employed."

Vallera said entry-level positions, such as a school newspaper, are valuable, but aren't always what attract long-term positions with major companies.

She believes the hands-on, real work experience of the Film & Media program means something deeper.

Hidden Talents

Fact #3



People with developmental disabilities can excel at highly specialized tasks.

With the right instruction, many of Options For All's participants can become just as accomplished in highly skilled tasks as anyone else.

"It's definitely been an eye-opening experience," said Vincenzo Tarantino, Director of the Film & Media Studio. "It's a challenge, but you modify your style to the individuals and their needs. You find a different way."

For instance, Tarantino remembers one Film & Media student who was nonverbal. Even though instructors felt like he wasn't absorbing everything, the minute he got on a computer he was the most proficient person on the team.

That took Tarantino back to his own days as a film student. In a classroom team competition, Tarantino worked with a sound editor who was in a wheelchair and had been passed over by other teams. He turned out to be the best sound editor in the class.

"Once I get on a set, I can figure out what my strengths are."

Julianne Vallera
Participant, Options For All
Film & Media studio

For people like Arian Hinojosa,
doing work that matters is the
most fulfilling thing.
Photo by Charlie NeumaN

Work That Matters

How one man went from making pizzas to changing lives

by The A mArle r OOD

In 2017, Arian Hinojosa was managing a pizza restaurant in Del Mar — and he had plenty of work frustrations.

“Del Mar is about 30 minutes from where I live, so it’s kind of far,” Hinojosa said. “And it’s tricky to get people to work there, because the people who live there don’t want to work a restaurant job.”

Short-staffed, Hinojosa was logging long hours himself and paying his existing employees lots of overtime.

One evening he complained about this to his fiancée and she suggested a possible solution: Would he be willing to employ a group of people with disabilities? At first he was hesitant, but then he decided there was no real risk in giving it a shot.

He reached out to Options For All, and a few days later a job coach arrived with three people for an interview.

“I decided to hire all three of them because they were so excited to work,” he recalled. “In the beginning, I had them

do box-folding, then food prep, then marketing. Soon, they really started to be part of the team — my staff would give them high-fives. I saw how the job coach took really timid, scared people and they’d become some of the best employees I’d ever had.”

Not long after that, Hinojosa was hit with another realization:

He didn’t want to make pizzas anymore, he wanted to make a difference.

Despite a cut in pay, Hinojosa loves his job with Options For All as a Community Training Instructor.

“It’s the best job I’ve ever had — I’ve never had a bad day here,”

he said.

He credits the organization’s deep commitment to its participants.

“Everything I need to get my participants’ needs met, they will do,” Hinojosa said. “I’ve never felt that way at any other job.”

He is also part of a team and is able to work with his supervisor and colleagues

“I feel like I’m giving back to my community, like I’m making a difference every day.”

Arian Hinojosa
Community training instructor,
Options For All



at Options For All to surmount any challenge.

“We’re like the Avengers!” he said. “I feel like I’m giving back to my community, like I’m making a difference every day.”

Mostly, he loves working with his participants, whether it’s picking them up in the mornings — handing them his phone to choose music for the car ride —

or letting them pick where they’ll go for lunch. He also teaches an art class in the day program where all the projects are democratically decided.

“Last week, we made a Captain America shield — it’s all their imagination,” Hinojosa said. “Sometimes I think, ‘I don’t know how to do that,’ but we figure it out together.”

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Fact #4



Options For All is looking for passionate people to join its staff.

Want to change your community for the better? Ideal Options For All staff members should have experience working with adolescents or adults with developmental or intellectual disabilities, but that doesn’t necessarily mean professional

or paid experience. Many on the Options For All team have family members or other loved ones with a disability, and that experience counts too.

Check out available positions at **optionsforall.org/careers**. There may be more than one position available in each job category.

Options For All serves people with intellectual and developmental disabilities in five counties in California: Riverside, San Bernardino, Santa Clara, Santa Cruz and San Diego. Find one near you and apply today!

Programs For All

Adults with disabilities can reach their goals, no matter what those goals are

Community Engagement

For those looking to discover all that active community life has to offer, this is the program. Each weekday, participants gather in small groups with one dedicated staff to explore options for work, recreation, friendships, and much more. This program is about helping each individual find meaningful jobs and develop lasting community relationships.

Enhanced Community Engagement

Sometimes finding a place in the community can require more support and assistance. This program offers individuals with significant behavioral

challenges extra care, attention and specialized instruction from staff who are highly trained to meet their unique needs. We work with each individual to determine how their dreams for a happy, healthy, active life can be achieved.

Independent Living Services

This is the service participants turn to when they want the opportunity to learn the skills needed to live successfully on their own. From meal preparation to money management, healthy living to personal safety, each participant receives one-to-one coaching designed with his/her specific needs in mind. In Santa Clara County, a partnership with Mid-Peninsula Housing and Charities Housing Development offers residents housing through HUD-funding.

“

Depending on the goals of the participant, the programs differ. But [in all of them] people are getting out in the community, doing activities, working or volunteering. They are definitely benefiting socially, just being around other people. They are also focused on eating better, exercising more and [having a healthful lifestyle].”

Jason Picone
Support Specialist, Options For All

“

The name of our organization identifies our cause: People with developmental and intellectual disabilities have had so few options, and we want to change that. We want to give people more options, so they can live the life they want to live.”

David Drzenovich
Interim CEO, Options For All

Film & Media Studio

Designed with Joey Travolta and his Inclusion Films, this four-semester program teaches all aspects of filmmaking, including story development, screen writing, acting, camera and lighting, sound and art design, producing and directing, and editing. The goal is for students to gain paid employment in the film and media industry.

Feel Good Coffee Carts

Our coffee carts offer training and employment in the coffee and service industry. With locations in an office complex and a botanic garden, participants enjoy the opportunity to engage with a wide variety of patrons while learning a trade and earning a paycheck!

Tailored Day Services

An exciting alternative to traditional day programs, this program offers the one-to-one support needed to discover and pursue unique goals and ambitions. From patenting an invention, to joining clubs, to achieving success in college, this fully customizable program is ideal for individuals who know what they want and need flexible support to achieve success.

Supported Employment Services

This program pairs job seekers with Employment Specialists to work as a team to do just that. Once the right job is found, Job Coaches work with the individual and the employer to learn the personal and professional skills needed for optimal success.

HOW t O Hel P

Fact #5



More funding means better opportunities for those who need them. Options For All relies on fundraising efforts that include corporate and foundation grants, individual gifts, planned giving and special events. A community favorite is its Annual Taste of Our Community fundraiser.

This event takes place every March at a San Diego venue, welcoming over 200 guests who enjoy sample tastings of food and beverages from a variety of local top-tier restaurants, wineries and breweries. It also features live music, live and silent auctions, opportunity drawings, Raise the Paddle — and a great time!

Funds raised at the event directly benefit individuals with intellectual and developmental disabilities at Options For All.

Would you like to see your gifts in action? Contact the philanthropy department at

858-565-9870, ext. 226.



Get Involved!

Employing individuals with disabilities opens a well of opportunities. However, whole communities need to come together to help individuals with disabilities finally gain access to the workforce, empowering them to gain a new quality of life. Whether as a donor, staff or program participant, there is an opportunity for everyone to contribute to the change they want to see — get involved with the services at Options For All!



optionsforall.org

How TO get STARTED

1

Connect with a Regional Director in San Diego, Santa Clara or San Bernardino to partner with Options for All or pursue employment.

San Diego: Myles Horttor
(858) 565-9870 ext 215
mhorttor@optionsforall.org

Santa Clara: Reginald San Pablo (408) 423-9484 ext 102
rsanpablo@optionsforall.org

San Bernardino: Serena Saints
(909) 475-9503 ext 403
ssaints@optionsforall.org

2

Make a legacy gift by investing in the Options For All endowment fund. It starts with just a quick call to the Philanthropic Outreach Manager.

Kellye Buchanan
Philanthropic Outreach Manager
kbuchanan@optionsforall.org
858-565-9870 ext 226

David Drazenovich
Interim CEO
davidd@optionsforall.org
858-565-9870 ext 201

3

Attend our annual Taste of Our Community fundraising event on March 12, 2020, or support Options For All by making an online gift at optionsforall.org/donate.

Sponsors



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