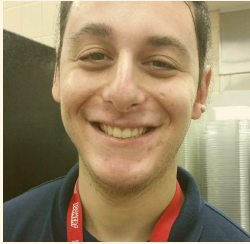




INTEGRATED  
RESOURCES  
INSTITUTE



MENTORWORKS  
IMPACT REPORT

Fiscal Year: **2021 – 2022**

# A Message from CEO Suad Bisogno

*What a wild ride! We have all gone through so much this past year. We were fortunate enough to get through this together.*

*Despite the world shutting down, our workforce continued to support clients with their employment and provided advocacy when they were being denied access to their communities. We secured a record amount of employment and employers embraced the people we support and in many instances customized jobs opportunities for them.*

*At IRI, we looked for opportunities to celebrate and advance people with disabilities and we did just that despite being in the midst of a global pandemic.*

**Thank you to our dedicated workforce and to the employers, for believing that even during a pandemic #EVERYBODYWORKS!**

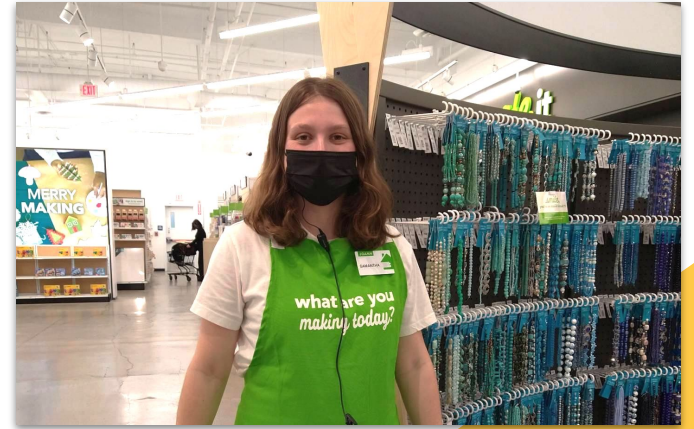


## *Services*

**MentworkWorks:** Service to promote the full inclusion of persons disabilities into their community through Competitive Integrated Employment (CIE).

**Empowered Living:** Service to support individuals living within their communities, as integrated as possible.

**Self Determination:** Service allows IRI to support someone with a self-determined support plan to live a meaningful integrated life.



# Advocacy

**Ending of Subminimum Wage:** Since IRI's inception, it has been our goal to show the world that people should earn real pay for real wages. And we are honored to have been part of the efforts to pass SB639, a bill that will outlaw paying people with disabilities less than minimum wage.

**Employment Advocacy:** IRI has been involved in advocacy around change/supports for employment for people with disabilities. IRI has represented in a wide array of capacities, including but not limited to DDS Employment Workgroup, SB639 Workgroup, Stakeholder meetings re: Quality Incentive Payments, including funding workforce capacity and training.

**Regional Center Advocacy:** IRI is a crucial stakeholder in the regional centers it serves and provides a voice for competitive integrated employment.

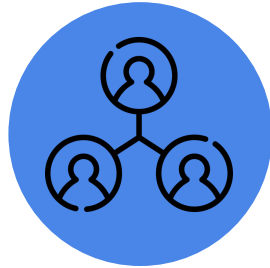




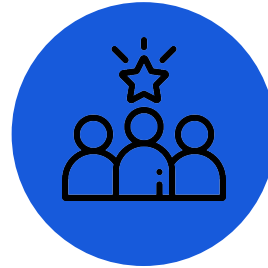
# *A Year of Accomplishments*



**\$50,000+**  
RAISED VIA FUNDRAISING



**ONLINE**  
TRAINING CLASSES



**148**  
INDIVIDUALS SUPPORTED



**EXPANSION**  
SANTA CLARITA &  
ANTELOPE VALLEY

# Population Demographics & Participant Characteristics

<u>DIAGNOSIS</u>	<u>TOTAL</u>	<u>PERCENTAGE</u>
<i>Autism Spectrum Disorder</i>	76	51%
<i>Intellectual Disability</i>	43	29%
<i>Down Syndrome</i>	17	11%
<i>Prader-Willi Syndrome</i>	6	4%
<i>Brain Injury</i>	5	3%
<i>Seizure Disorder</i>	5	3%
<i>Cerebral Palsy</i>	4	2%
<i>Noonan Syndrome</i>	1	
<i>Williams Syndrome</i>	1	
<i>Fragile X Syndrome</i>	1	
<i>5th Category - Other</i>	1	

## Gender Representation

<i>Male</i>	58	39%
<i>Female</i>	88	60%
<i>Non-Binary</i>	2	1%



**Median Age: 25.5 years**

# Satisfaction

**100%**  
**Families reported “Very Satisfied”**

**100% Participants reported Overall Satisfaction**



**96%**  
**Employers reported “Very Satisfied”**

**100% Service Coordinators reported “Always Satisfied”**

# Employment Outcomes

**148** *Individuals Served*

**75** *New Job placements were developed during FY 2021-2022*

**100%** *Placements are considered Competitive Integrated Employment*

**84%** *in paid work positions*

**100%** *program time in inclusive community settings*





# Employment Outcomes

- **\$888.70** average monthly income
  - 57.26 average hours worked per month
- **\$30** to **\$7,193.12** monthly wage range
- **3.6 years** average job tenure
- **\$14.00 - \$40.78** hourly wage range





# Client Outcomes

- **100%** entering the program with an unemployment status
- **84%** of participants engaged in paid work in integrated work settings
- **85%** of Paid/Volunteer Work Hours for Program Time
- **100%** Percentage of Program Time in Community Integrated Settings
- Average hours of work per week:
  - Volunteer: 6
  - Paid Work: 15
  - Work setting (Volunteer and Paid): 22



*People We Support*

## *Meet Carrie*

**Carrie is a very caring and friendly person with a warm and welcoming personality. She enjoys walks on the boardwalk of Newport Beach, and weekends on Balboa Island with her father. She loves her family cat Stella and talks about her often. During Carrie's internship it was evident early on her enthusiasm and love for all cats inside the National Cat Protection Society facility. Carrie had never missed a day at her internship and was recognized by her supervisors for her commitment to her duties. She created professional relationships with her coworkers, who recognize Carrie's devotion to the cats. During Carrie's internship she enjoyed her position and gained valuable experience as a Kennel Attendant, her favorite part of the job is the socialization hour for the kittens and cats in the facility. Through her strong work ethic, Carrie was hired on at the conclusion of her Paid Internship as a Kennel Attendant in July 2022.**





## *Meet Jonathan*

**At the beginning of the pandemic, Jonathan was living at a group home when his brother David decided to move him out so they could live together. Jonathan was then connected with IRI and began to explore his passions and his options for employment.**

**IRI recognized Jonathan's love for baseball and found him a job with the Los Angeles Angels of Anaheim as a merchandiser and gift shop greeter. He was featured on KBS, a national South Korean television channel and has been learning new skill sets with his job coach during the off season.**





*Employment Coaches*

## *Meet Kenneth*

**Kenneth has supported Ramesh Ramanathan since his hire date at Walmart, Foothill Ranch on 12/21/17. Kenneth supports Ramesh to ensure he is completes his work tasks, clocks into his shifts, and assist customers as needed. Kenneth continues to provide a person-centered approach, and IRI's pursuit for a brighter better future for the individuals we support. Kenneth has an excellent rapport with Ramesh and his mother. Ramesh's mother has stated she is grateful for Kenneth's kindness, quality of supports, and his advocacy for Ramesh.**

**Kenneth has maintained a strong relationship with Walmart who view him as an exceptional individual. Kenneth consistently supports Ramesh 4 days a week from 3:15am-1:45pm. He has an excellent attendance record and has never been late reporting to his work shifts. IRI recognizes Kenneth for providing a positive and professional representation of IRI while in community settings.**





## *Employment Coaches: A Message from Coach Gabby*

**“ I joined IRI in March 2021 as Employment Coach, this was a new venture for me. I have grown and learned so much while I have been with IRI. One of the best things I have experienced is watching my clients grow. Working with them and helping them discover their interests and watching them become confident in themselves is truly a rewarding experience. Currently, I am working on transferring into a Cal-State college to obtain my BS in Psychology/Human Services. I have always enjoyed helping people and want to continue down that path. ”**



## *Meet Ian*

**Ian has been working with people with disabilities for over four years. After spending three years in the special education field, he discovered his passion for adult community integration when he started working at IRI. Serving people with a wide range of abilities, he strives to bring out the best in clients.**



## *Meet Shelly*

**Shelly was hired in September 2021. Since her time at IRI she has created meaningful relationships with each individual that she supports. Shelly currently supports Gina in Los Alamitos and Richard in Costa Mesa. She has been flexible with her availability for the benefit of providing supports to Gina, Richard, and many other individuals.**

**Shelly has provided advocacy and quality supports for Richard, as he continues to grow at his employment site, Vons. Richard has stated Shelly is an incredible coach, and he feels she will always have his back to ensure he is meeting the expectations of his employer. Additionally, Shelly recently supported Gina to secure an employment opportunity at Staples!**



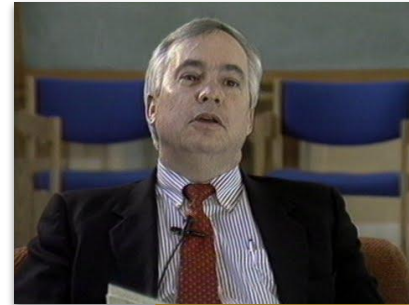
## *Meet Natalie*

**Natalie first started supporting people with disabilities in her junior year and senior year of high school as a teacher's aide. She always knew she was passionate about supporting others. Her mom taught her at a very young age that she shouldn't judge others, instead we should accept and respect everyone, regardless of their background. Her mother also taught her to remain humble and help others wherever she can, with that being said; her values were established at a young age which she continues to honor on a daily basis. She is currently pursuing a degree in Sociology so she can continue to help others. It has always given her a sense of fulfillment to see and to provide assistance to others' well-being. She has supported a variety of clients in our program to meet their life goals.**



# *Honouring Lou Brown*

**Lou Brown was a remarkable educator, advocate, rule breaker. He shattered both practical and social barriers of practice – and beliefs. He set out the change the culture and was a catalyst in the movement for people with disability labels to be fully included. One of his most in-famous comments was “The unintended consequences of PRE”. Lives of disability were hugely relegated to ‘preparation’ for lives they were completely excluded from. Lou eliminated ‘pre’ from many vocabularies. Enjoy these powerful clips of one of the inclusion pioneers – who preceded the word inclusion.**





# Affiliates

- **Association of People Supporting Employment 1st (APSE)**
- **Thompson Policy Institute**
- **Orange County Employment Advocacy Network (OCEAN)**
- **Adult Day Services Advisory Committee (ADSAC)**
- **Cal TASH**
- **National TASH**
- **North Los Angeles Vendor Advisory Committee Chair**
- **North Los Angeles Board of Directors**





*Thank You!*