



# COMPUTER TECHNOLOGIES PROGRAM 2021 ANNUAL REPORT

*Bridging The Past & The Present*



# TABLE OF CONTENTS

<b>Letter From The Director</b>	<b>2-3</b>
<b>Meet The Staff</b>	<b>4</b>
<b>Who We Served</b>	<b>5</b>
<b>Our 2021 Impact</b>	<b>6-7</b>
<b>Meet The Board</b>	<b>8- 11</b>
<b>Volunteer Spotlight</b>	<b>12</b>
<b>Student Success Stories</b>	<b>13-14</b>
<b>Our Partners - We Couldn't Do This Without You</b>	<b>15</b>
<b>How You Can Help</b>	<b>16</b>
<b>Become A Volunteer</b>	<b>17</b>
<b>Thank You &amp; Contact Information</b>	<b>18</b>



# LETTER FROM THE DIRECTOR

2021 was a momentous year for the world and for CTP. As we moved into our 47th year of advancing employment opportunities for people with disabilities, our operations fundamentally shifted. We pivoted to remote services immediately following the spread of COVID in 2020. In 2021 we cemented our remote operations and we committed to offering these services remotely long-term after seeing the myriad benefits.

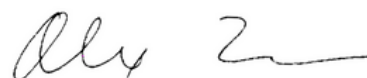
Some of the changes included updating our entire curriculum to better suit remote participants and improving our data center to support remote connectivity. Remote access led to expanding the areas we serve and increased inclusivity by providing access to those with mobility limitations who can now enroll for the first time. Staff settled into distance work and mastered Zoom events and media production. We also significantly expanded our involvement of professional volunteers since they can now join from anywhere.

The heart of CTP is the people involved with it, the CTP Family. Once people get involved they tend to stay involved for a long time. Volunteers return time and time again. Graduates call us after years or decades to talk or ask for help. Donors support us throughout their lives. Among the current staff of 7, we have 66 years of experience working for CTP! While sometimes our family members drift away on other avenues of their lives, many come back.

It seemed like a brief time but after 7 years Aubrey Green left CTP to pursue diversity and inclusion in the corporate world. Many CTP participants benefited from his help over those years and he also helped to launch what is now an ongoing corporate voluntarism program at CTP. Carrie Moncrieffe took on Aubrey's role in 2021 and recently told me, "I'm never leaving." Spoken like a true CTP Family member.

Our 2021 achievements make this annual report special and we thought it was more important than ever to let our supporters know. I am incredibly proud of the staff for the hard work that was necessary, for persevering in a time of adversity, and for staying true to CTP's mission of advancing employment opportunities for people with disabilities.

**Thank you to every member of the CTP Family. Your support has made all of this possible.**



**ALEX TABONY**

Executive Director

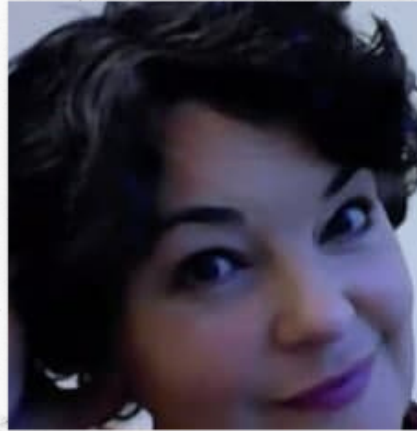
**About Alex Tabony:** Alex is a graduate of CTP Class 43, 1999. As a student, he fell in love with the organization and after graduation, was hired as a part-time assistant coordinator. Since then, he has been an instructor, Operations Manager and led the modernization of CTP's services. In 2015 Alex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



# MEET THE STAFF



**Alex Tabony**  
Director



**Christine Tabony**  
Business and Finance  
Manager



**Michael Curran**  
Instructor



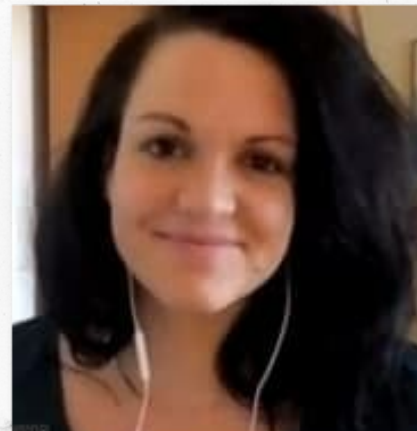
**Marc Thomas**  
Instructor



**Jose Rivera**  
Instructor & Tech Support



**Devin O'Keefe**  
Admissions



**Carrie Moncrieffe**  
Employment Services

# OUR 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.

## WHO WE SERVED

### General

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

### Race / Ethnicity

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

### Disability (categories not mutually exclusive)

70% "Invisible" Disabilities (Autism, mental health etc)  
11% Visually Impaired  
11% Learning Differences  
4% Hard of Hearing / Deaf  
4% Substance Recovery  
4% Developmentally Disabled  
4% Mobility Impairment  
10% Miscellaneous

### Gender

53% Male  
46% Female  
1% Non-binary





# OUR 2021 IMPACT

- 2020 Pivoted to remote service immediately during the initial US COVID outbreak to maintain continuity of services for students.
- 2021 Revised the entire program curriculum to best suit the remote/video conference environment.



Number of computers provided:  
160 business-class turnkey  
computer systems provided to  
disabled job seekers

48

Continuous years of the same  
values and mission

11K

2021: 11,000 hours of services  
provided in 2021.  
Since 1974: 1+ million hours



Average wages for graduates:  
\$20 per hour at 30 hr/week



Serving adults virtually  
throughout California

100%

Historically underserved  
participants

# 6

Corporate volunteer  
events

# 60

Professional  
volunteers engaged

# 148

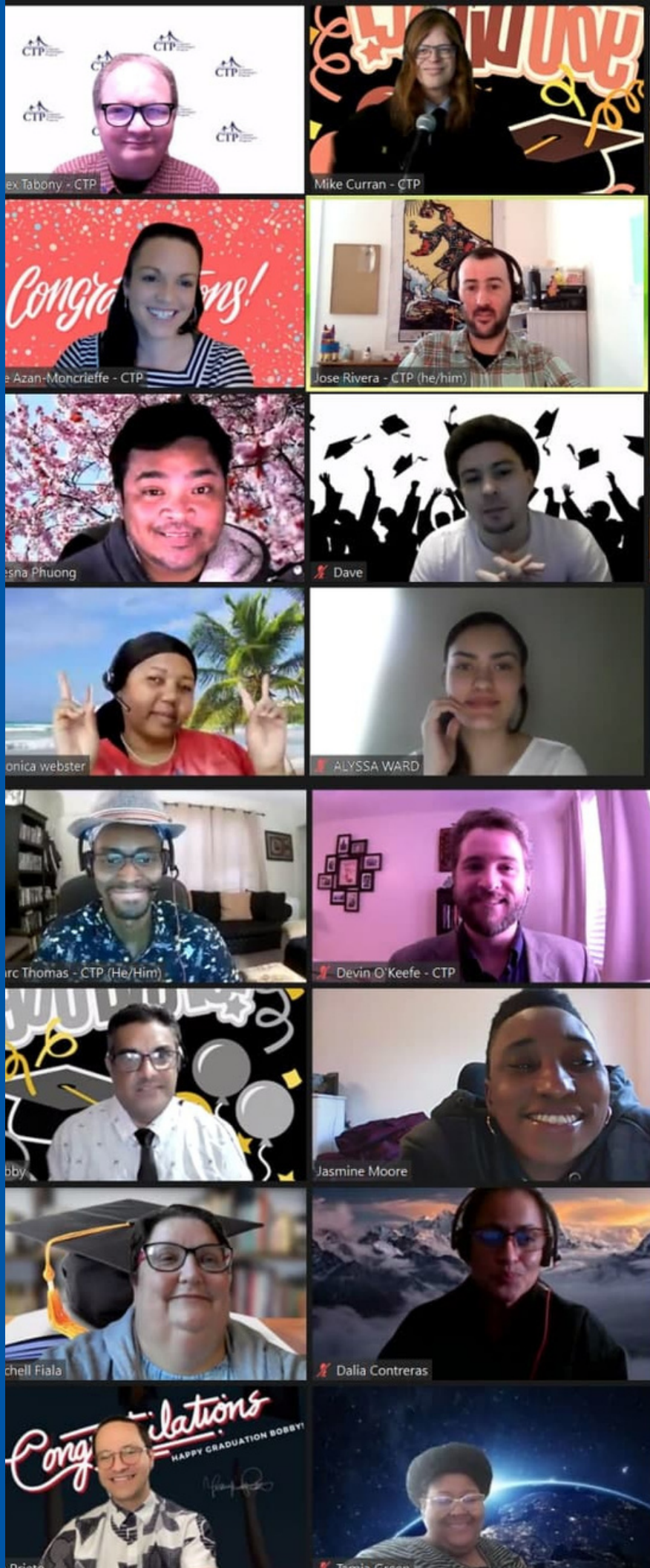
Participants  
enrolled

# 40%

Participants found  
remote employment  
after graduation

# 67%

Graduates have  
retained  
employment





# TED DIENSTFREY

CTP Board President

*"All of us are a big mix of different things; what physical or mental abilities we have are just a part of it."*

## **What's your connection to disability?**

Ed Roberts (pioneering leader of the disability rights movement) told me once that I or someone I know one day might need the services for people with disability that he was advocating for. Inspired by that, in 2010, I began donating to the Center for Independent Living (CIL) in Berkeley and I was asked to be on the board. I was hesitant at first that they wanted someone outside the disability community to give a different perspective. After becoming the CIL representative on the Ed Roberts Campus board, I met Alex Tabony (Executive Director of the Computer Technologies Program). In 2018, Alex was looking for board members and I was taken by the mission of the organization and the educational aspect of the program so I agreed to join.

## **Why did you choose to join CTP's Board?**

It was because of Alex. Alex is very impressive, he has enthusiasm and he is extremely articulate. In addition to the underlying aspect of education, I was immediately taken by the organization and its leadership.



## **Are you on other community boards?**

Ed Roberts Campus, Telegraph Hill Neighborhood Center in San Francisco, Finance Committee for Quakers, and Friends House in Santa Rosa.

## **Can you think of something about CTP that made an impression on you?**

CTP graduations have made an impression on me, the enthusiasm, the family of the graduates, the sense of completion, and the energy of completing one task and going into the next step of the journey.

## **What is the main thing that you would like people to know about people with disabilities?**

We all have different skills and the goal is to try to find out how to best utilize them. It shouldn't be a dividing line although some challenges are greater than others. Try to meet people where they are. That's something that people without disabilities don't know how to do.

**CTP is almost 50 years old now. What changes in the world have you seen over this time span in terms of the inclusion and acceptance of under-represented individuals?**

As a society as we have become wealthier and we put in a lot of accommodation. I was told that the first curb cut was not a cut but a ramp. I heard that two friends of Ed Roberts got together in the middle of the night and put some asphalt on the curb to make a curb cut. Ed once told me when navigating Oakland he had to memorize where all the curb cuts were because if he got to the end of the block and there was no curb cut he'd have to go all the way back. Now in a lot of cities, there are

ramps, curb cuts, lifts, braille, and accessible public buildings and there is a commitment in the society to do that. Many years ago I remember going down south and there were still drinking fountains for whites and people of color. Fortunately, we have gotten rid of legal segregation but ending segregation is not the same as integration.

**What do you think is important for people to know about disability?**

I don't think it is good to pigeonhole people by saying, "this is what defines you." All of us are a big mix of different things; what physical or mental abilities we have are just a part of it.

**About Ted Dienstfrey:** Ted received his Master of City Planning degree from UC Berkeley in 1966. From 1980 to his retirement in January 2019, he was an analyst and planner for Gerson Bakar & Associates, a major SF Bay Area real estate firm, and the Gerson Bakar Foundation. From 1992-1996, he was Director of the SF Mayor's Office of Housing under Mayor Frank Jordan. He is a former board member of the Center for Independent Living.



# SAM CORKUM

*"The highest aspiration of the human heart is to be of service"*

*- The Dalai Lama*

## **What's your connection to disability?**

I'm a graduate of CTP's Programming Class #37 in 1997. At that time I was receiving disability and was struggling with addiction and depression. After getting clean going through rehabilitation and treatment I enrolled in the programming class at CTP and I've worked in technology ever since.

My older brother was a disabled Vietnam War veteran. He suffered from very severe physical and psychiatric disabilities. As a part of the treatment, I got involved in his services very early on. I continue to stay involved in facilitating recovery groups, the disability community, and other community-based services today.

## **What is the main thing that you would like people to know about people with disabilities?**

That they're people. We are all part of humanity. They are us and we are them. At the core, we are all the same. I love Alex's (Executive Director of CTP) approach, which is that no matter if a person has a disability or not, everyone benefits from an education that meets them where they are at. Accommodating people is not special education, it is good education.



## **As a CTP graduate, what was your experience like as a student at CTP?**

Fabulous but I didn't know at the time how much it would end up helping me in my career. The core set of skills I learned was so important whether it was the class' technical topics, or how to facilitate a business meeting, so many wonderful things were presented there. During the training, some students drifted away and didn't come back and I almost did too. I was actually offered a job before graduation but I could not accept it due to some things in my background that made me ineligible at the time. I was ready to throw in the towel but CTP called up and said "What are you doing? You are going to graduate in a week!" and they got

me to return. Without that encouragement, I may not have found success in the career that I have. That's why I feel like I owe so much to CTP.

### **What do you think makes CTP unique?**

CTP's program is geared toward the realities of getting folks into the workforce. CTP has really honed in on the skills students need to hit the ground running with their careers. Everyone has their unique strengths and challenges, and I'm so impressed with CTP's ability to work so closely with each student to meet them where they are. CTP takes a great deal of care in tailoring the program for each student.

### **Are you on other community boards besides CTP?**

Volunteer Advisory Committee at San Quentin for the Department of Corrections where I facilitate recovery groups. I'm the Volunteer Coordinator there.

### **What is it about volunteering with community-based organizations that appeals to you?**

I was rebuilding my life in my early 30s when I went to CTP. Since then I have achieved success through my hard work and the help of others. I had some achievements, and I kept looking for that thing that was grabbing the brass ring. I found the most important thing and the most valuable thing I do is being of service to others. There is a quote from the Dalai Lama, "the highest aspiration of the human heart is to be of service." It's become abundantly clear to me it is about what I can do for others. To see the face of a student or someone light up as they grow and change, you become fulfilled as a human being. That's why I do it.

### **What advice would you give to those who are looking to get into technology jobs?**

It is a great path for a career and it has been an incredible path for me. It has been a benefit to me to be well-rounded in the field and I advise others to pursue education, operate with integrity, and learn how to interact with people.

**About Sam Corkum:** Sam enrolled in CTP's program, graduating in 1997. After CTP, Sam completed his Bachelor's degree, summa cum laude, and Master of Science in Computer Information Systems at Boston University. Over the past 23 years, he has worked for a variety of technology companies in a range of different applications and is currently employed by Marin County Health and Human Services as a Technology Systems Specialist III. For over 20 years, he has served as a volunteer coordinator for a spiritually based recovery-oriented organization, facilitating recovery activities at San Quentin State Prison.



# VOLUNTEER SPOTLIGHT

Professional volunteers help our participants get ready for work by participating in mock interviews, mentoring events, and more. We are grateful to all the volunteers who have generously shared their time and their talents. Their kindness and generosity had a positive and undeniable impact on our participant's work readiness.

## **Leigh Schroyer** **Blue Shield of California**

"Diversity is our strength, and I am passionate about cultivating a diverse workforce."



## **Sabrina Sakdikul** **HandsOn Bay Area**

"I have personally been working with Computer Technologies Program since the beginning of the shelter-in-place mandate in March 2020, when everyone was still trying to figure out how to continue their programs. We all had to quickly pivot to virtual, and CTP is one of the very first organizations to collaborate with HandsOn Bay Area in this new world and I am very grateful for our partnership."



*"It isn't where you came from; it's where you're going that counts."*  
- Ella Fitzgerald

# STUDENT SUCCESS STORIES

## Meet Emily...

'Emily,' suffers from the effects of traumatic events in her life. Her symptoms are severely debilitating and leave her homebound and isolated. Before attending CTP, she was uncertain of how to move forward in her life. After CTP moved to a remote format, she was able to access our classes, which prior to COVID, would have been inaccessible to her since they were only offered in person.

At first, she was not able to turn her video on, frequently had panic attacks, and experienced extreme anxiety in class. As she got to know the group and the staff encouraged her, she began turning her video on occasionally and this increased over time. By the end of the program, she had her video on full time and frequently engaged with other students.

Emily did a great job interacting with volunteers in mock interviews and stepping out of her comfort zone. After successfully completing the CTP training she worked actively on her job search with CTP's support. As a result of our work together Emily found a full-time remote job that she loves.

It has been a true pleasure for all of us on staff to watch Emily's transformation in the CTP program. We look forward to watching her career develop as part of the CTP Family.



*"The way my kids watched me work so hard, sometimes struggling, made them realize that to get where you want or need to be, it takes hard work and dedication. Stay true to yourself, and never give up."*

# STUDENT SUCCESS STORIES

## Meet Ben...

'Ben,' faced major turbulence in his life before coming to CTP and achieved remarkable success. Until 2012 he was employed in the law field. Events in his life left him a survivor in recovery with PTSD, now more than a year sober. At first, he was a bit skeptical about what the program had to offer him. However, at his graduation ceremony, he let the class know that the program had been invaluable for him in rebuilding not only his skills but his self-confidence and his sense of hope for the future.

After he finished training he gained employment as a senior paralegal in a national program that provides formerly incarcerated individuals and their families with legal assistance.

As CTP instructor Michael Curran put it, "Ben spent 9 years not working and feeling bad, defeated. He said we turned that around. At the base level we had belief in him when he did not have it for himself."





# WE COULDN'T DO THIS WITHOUT YOU!



*"By reaching out, more comes back than you can possibly imagine."  
- Christopher Reeve*

# HOW YOU CAN HELP BRIDGE THE GAP



## 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](http://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](mailto:carrie@ctpberk.org)

# BECOME A VOLUNTEER

*You can help bridge the gap to employment*

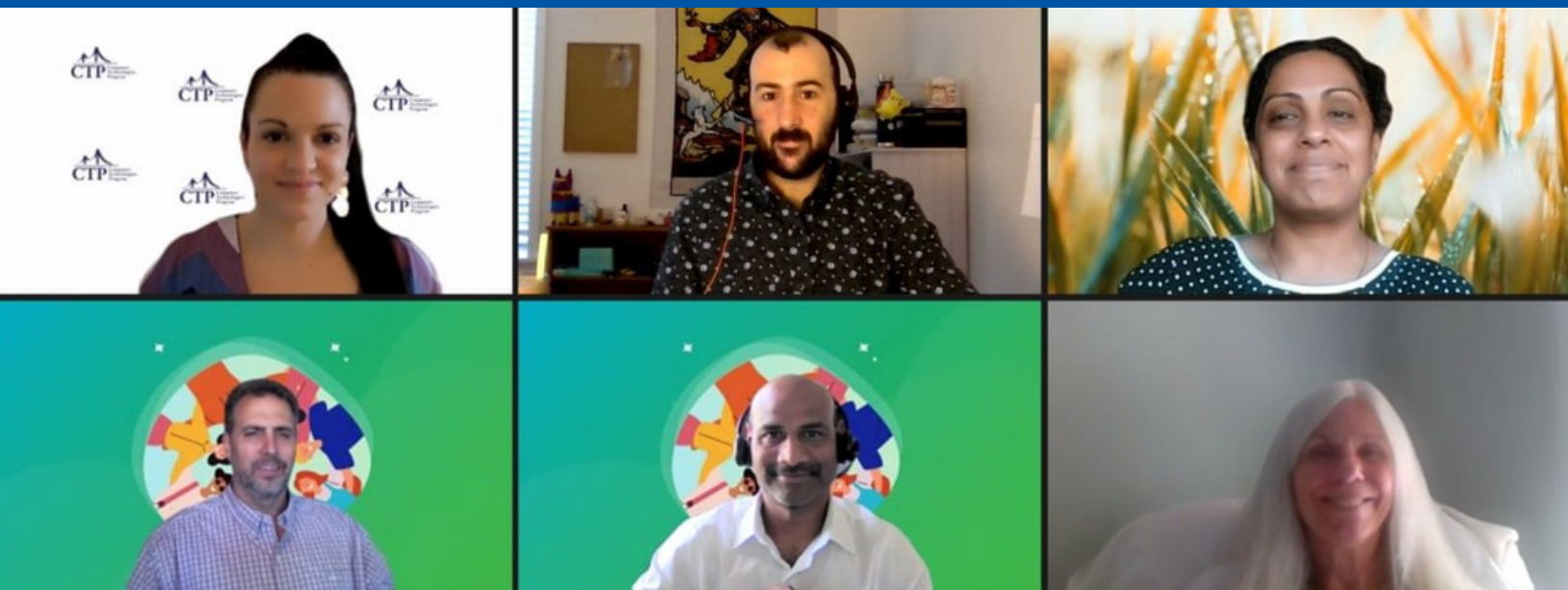
## Opportunities

- 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/](http://www.ctpberk.org/volunteer/)  
or contact [carrie@ctpberk.org](mailto:carrie@ctpberk.org)



*"Volunteering with CTP was a way that we could volunteer online during the pandemic, and I saw it as something that I can help others with and to help them develop and further their careers as well. It led me to really embrace it and also encourage my own team members to do some of the same type of volunteer work."*

*- Mindy Reid, Delta Dental*





# THANK YOU FOR YOUR SUPPORT



To donate visit:  
[www.ctpberk.org](http://www.ctpberk.org)  
Click Support Our Work

Contact:  
Ph. 510 849-2911

3075 Adeline St, Ste 240  
Berkeley, CA 94703-2578