



**Vantage  
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# **ANNUAL REPORT**

**VANTAGE POINT INC.  
501(C)(3) NON PROFIT ORGANIZATION**

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# MESSAGE FROM OUR FOUNDER & CEO

*Michele Jodock*



I am honored to serve as the CEO and Founder of Vantage Point Inc. When I started this organization, my vision was simple but powerful: to create a world where individuals with disabilities are recognized for their talents, valued for their contributions, and given the opportunities they deserve to thrive in meaningful employment.

At Vantage Point, we believe that true inclusion goes beyond compliance—it is about fostering workplaces where diversity is celebrated and every individual has the chance to succeed. We have the privilege of working with so many incredible individuals, each with unique skills, aspirations, and untapped potential. Our mission is to bridge the gap between these talented individuals and the businesses that need them, creating lasting partnerships that benefit both employers and employees alike.

The impact of this work extends beyond just hiring—it transforms lives. It is about more than a paycheck; it is about dignity, purpose, and the sense of belonging that comes with contributing to a team. We are committed to providing ongoing support to both our clients and our employment partners, ensuring success for everyone involved.

We also want to express our sincere gratitude to the Department of Rehabilitation, whose partnership and support make our work possible. As a proud vendor of the Department of Rehabilitation, we are honored to collaborate in empowering individuals with disabilities to achieve their career goals and lead fulfilling lives. Your trust and commitment to our mission help us create meaningful change every day.

This past year has been one of incredible progress and impact. Through our collective efforts, we have placed individuals into meaningful employment, forged new partnerships, and expanded our reach in the community. This report serves as a testament to the dedication of our clients, the support of our partners, and the unwavering belief in the power of inclusion.

If you are an employer, I invite you to join us in building a more inclusive workforce. If you are someone seeking meaningful employment, know that we are here to support you every step of the way. And if you are simply looking for a way to make a difference, I encourage you to connect with us.

Thank you for your time, your support, and your belief in the power of inclusion.

With Gratitude,  
Michele Jodock

CEO & Founder of Vantage Point Inc.

**VANTAGE POINT INC. ANNUAL REPORT - 2024**

# MISSION & VALUES

## MISSION

Vantage Point Inc. exists to spark social change by increasing the integration of people with disabilities into meaningful employment opportunities within the community. As a 501(c)(3) non-profit organization and a vendor of the Department of Rehabilitation of the State of California, we offer highly specialized employment services. Our goal is to connect individuals with disabilities who have tremendous potential, skills, and drive with employers who recognize their value.

## VALUES

At Vantage Point Inc., we prioritize a client-centered approach, taking the time to understand each individual's background, strengths, and aspirations. This allows us to guide them toward careers that align with their passions and talents. We are committed to sustainable skill development through our Time to Shine Program, ensuring clients retain the skills they need for lifelong success. Our strong community ties with businesses help create meaningful employment opportunities. Above all, we empower our clients to gain independence, purpose, and inclusion through employment that supports them in contributing to their communities.

## MICHELE JODOCK, FOUNDER & CEO

Driven by a deep empathy and passion for empowering individuals with disabilities, Michele founded Vantage Point Inc. in 2020, building on years of experience in nonprofit vocational support and social work. A recipient of the Job Developer of the Year award from the Department of Rehabilitation, she has helped over 500 individuals with disabilities find meaningful, customized employment in their communities.

**Hiring people with disabilities is a powerful way to foster inclusion and diversity in the workplace. An inclusive work environment enhances workplace culture, boosts team morale, and demonstrates a company's commitment to diversity and equity. These efforts not only improve internal dynamics but also enhance the company's reputation, attracting customers who value inclusivity and social responsibility.**

# OUR CLIENTS

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Vantage Point collaborates with a diverse range of clients across all industries, including individuals with Associate's, Bachelor's, Master's, and Ph.D. degrees. We are committed to connecting you with the right candidate who not only meets the qualifications but excels in the role, ensuring long-term success for your organization.

Vantage Point takes a client-centered approach, investing time to understand each individual's background, strengths, and aspirations. By aligning their unique talents with your company's needs, we ensure you receive highly qualified candidates who are not only skilled but also passionate about their work.

## EXAMPLES OF OUR CLIENTS SPECIALIZED FIELDS:

Administrative Support  
Software Development & Engineering  
Healthcare  
Education  
Hospitality  
Mental Health Services  
Retail  
Food Service  
Marketing and Advertising  
Graphic Design



# TIME TO SHINE PROGRAM

Our Time to Shine program has been created specifically to support and empower our clients with ranging disabilities in taking control of their career paths and finding meaningful employment. The program is tailored to each individual and is guided by one of our experienced Job Developers.

## INTAKE

Detailed appointment typically ranging from 30-60 minutes long. This allows the opportunity for the Job Developer to learn more about the individual. We communicate with the client to discover their individual goals, past experiences, and motivational factors. If both the individual and the Job Developer feels that their goals are attainable, we move forward with signing all the the required intake forms. And lastly, we setup weekly or monthly appointments to get started.

## EMPLOYMENT PREPARATION

Employment Prep is typically 2-3 meetings dedicated to various tasks including resume development, interview practice and preparation, teaching job skills, discussing the importance of getting in front of employers, teaching the individual how to actively job search, and narrow down what our job focus is going to be. By the end of employment preparation sessions, we should have a motivated and confident job seeker, ready to start applications with a fresh resume and strong interviewing skills.

## PLACEMENT

Placement services occur once a client has completed the Employment Preparation service and is ready to start actively applying for jobs in the community. We spend time every week gathering leads and applying for jobs both in person and online. At this point we have already created job seeking profiles, so we begin completing applications within the sites. Then we support the individual in prepping for interviews. Once they have received a job offer, we assist them in paperwork and onboarding processes.

## RETENTION

Retention lasts for three months. It includes the individual and Job Developer communicating on a weekly or monthly basis (individual cases vary) to ensure everything is going satisfactory in their new role. If needed, we provide our clients with ongoing support and advocating beyond the three months. Our goal is to provide the individual with the knowledge that they are supported during this transition. After three months of gainful employment, the client has successfully completed our program.

## SHORT TERM SUPPORT

Short Term Support aka Job Coaching is available for clients that need support in their new or existing positions. This consists of a Job Developer spending a specific amount of hours with the client to help them with any job related tasks like paperwork, learning the job, training, communications with management, social related issues, etc. The idea of the short term support is providing the client with hands on support on the job, so they can retain the position more effectively.

# SCALING IMPACT & STRENGTHENING PARTNERSHIPS

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**2024 marked our biggest year yet!**

## **This Year We:**

- »»—♥→ **Supported 407 New Consumers**
- »»—♥→ **Placed 250 Individuals Into Jobs**

## **We Strengthened Our Presence By:**

- »»—♥→ **Forging New Partnerships**  
ensuring sustainable employment opportunities for those we serve.
- »»—♥→ **Attended Hiring Events & Career Fairs**

## **To Support Growth We:**

- »»—♥→ **New Job Developers**  
we hired three additional job developers, expanding our team's capacity to connect individuals with meaningful work.

# TESTIMONIALS

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We are always amazed by our clients! This year, we have spanned across industries and placed individuals in some really unique and impactful roles.

A standout success this year was a nurse who had recently lost all vision, who was hired as a case manager for a local prison, earning \$115,000 annually. This placement exemplifies the power of resilience and our mission to ensure that everyone, regardless of ability, has access to fulfilling careers.

Below are three additional testimonials from some of our clients who found success this past year:

## Jeff B.

This organization has dedicated significant effort to assist me in finding employment. I was truly impressed by the resources they made available to me. Vantage Point has extensive connections in the job market and conducts thorough research to match an individual's skills with available job opportunities. I was fortunate to work with a job developer who not only offered exceptional support but also guided me throughout the employment process.

## Petr P.

I'm really grateful for the help I got from Vantage Point with writing a resume and cover letter, as well as help with the actual job search. About 10 years ago, I paid a resume writer \$500 to create my resume and I never got even one interview from it. After working with Bianca from Vantage Point, I got responses from four of the five positions I applied for and was offered the job by all four. Getting such quick and positive responses to my resume/cover letter definitely made me more confident going into the interview, which definitely helped me secure the offer. I never expected such great results.





# LOOKING AHEAD

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## 2025 & 2026

As we continue into the next year, our focus remains on expanding opportunities, deepening employer partnerships, and advocating for greater workplace inclusion.

With each passing year, we reaffirm our commitment to empowering individuals through employment, ensuring that every person has the chance to thrive in a career that values their unique abilities.

By the end of 2025 we anticipate being a vendor for the entire State of California.



# CONNECT WITH US!

At Vantage Point Inc., we are committed to building a more inclusive workforce and empowering individuals with disabilities through meaningful employment opportunities. Whether you're an employer looking to partner with us, a job seeker in need of support, or someone passionate about our mission, we'd love to hear from you! Connect with us today and be part of the movement for greater workplace inclusion.

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