

A photograph of two chefs in a professional kitchen. They are both wearing dark blue chef coats, white aprons, and face masks. The chef on the right is also wearing a black hairnet and white gloves, and is cutting a red bell pepper on a white cutting board. The chef on the left is also wearing white gloves and is cutting a yellow bell pepper. On the right chef's coat, there is a logo that says "WORK options" and "Chef Annie Executive Chef Instructor". The background shows stainless steel kitchen equipment and shelves with pots.

work — options

— 2021 —

ANNUAL
REPORT

WORK
OPTIONS
FOR
WOMEN

IS NOW

WORK
OPTIONS



WORK OPTIONS FOR EVERYONE

Dear Friends:

In the fall of 2019, we began a process that included looking at what Work Options for Women is, who we serve and how we do this work. We were led through this process by Rocky Mountain Center for Positive Change through a grant from Gary Community Investments. This was a valuable process, and we discussed many important topics. One of the primary discussions was regarding how we present our program to our community partners and our prospective students to ensure individuals feel welcome and included.

This led many of our staff to ask why our organization's name excludes men and non-binary folks, especially when we have always included them in our training programs to some extent. The question became "why not modify our name to simply Work Options to create a more inclusive environment?" This question continued to surface especially during the development of a new messaging platform. At that time the best answer to the persistent question was that our original name was well known in the community, and it would be detrimental to change. We also thought that women might feel safer in a female-centered program. We surveyed students and found that most students preferred multi-gendered classes. This discovery process was interrupted by the pandemic and brought back up this spring.

After a lively discussion with the Board of Directors, we decided it was time to get some community data to help make the best decision on how to proceed. An industrious board member reached out to half of our community partners and most of the foundations who have supported us over the years. She asked each group specific questions created to judge the reaction to Work Options for Women rebranding as Work Options. We were surprised that of the over 70 people surveyed only 3% considered the modification negatively. Most people were extremely supportive and surprised that we had not made the change sooner. In May our Board of Directors voted to modify our name.

And so, we would like to announce to you, our supporters and friends, that we are now doing business as Work Options. We will continue to use Work Options for Women as our legal name, but we will present this new, more inclusive name to the world. We thank you for your support of this decision and will continue to serve those in our community with the greatest need, regardless of gender identity.

With Gratitude,
Julie Stone, Executive Director

NEW!

ADAMS COUNTY TRAINING CENTER

Work Options' newest training center is now open in Westminster. We hosted a Grand Opening and Ribbon Cutting at our brand-new location in Adams County on September 15, 2021. The success of our culinary job training program in Denver has led to the opportunity to expand services and programs to more Coloradans. Adams County Commissioner Emma Pinter and Swire Coca-Cola USA were on hand to celebrate with Work Options and Adams County Human Services.



Commissioner Emma Pinter has championed this project, shepherding the partnership with Adams County Government. "This organization has a proven track record of successful outcomes that adds value to the communities it serves," said Commissioner Pinter. "We are so excited to have this effective community partner in Adams County making significant impacts for our residents and culinary industries."



work  **options**

OUR MISSION

To help people overcome barriers to sustainable employment by building confidence while providing resources and culinary job training.

Since 1997, our training program has served people from under-resourced communities and previously incarcerated individuals. This hands-on training and support program provides culinary job skills training plus individualized, holistic support services to help students overcome their employment barriers and stabilize their lives, thus increasing the likelihood that program graduates will be positioned to find and retain sustainable employment.

TRAINING CENTERS

DENVER

Denver Human Services Castro Building
Includes a commercial kitchen, classroom space, career center and a social enterprise cafeteria.

MOBILE CULINARY CLASSROOM

Location Varies

Includes a small commercial kitchen and classroom space. Throughout 2021, the MCC has been located in Aurora, where we work in partnership with the Second Chance Center to provide services and training to individuals navigating their recent release from incarceration.

NEW!

WESTMINSTER

Adams County Human Services Center
See left panel for more information.

NEW!

PARK HILL COMMISSARY

Former Johnson & Wales Culinary Campus
See page 4 for more information.

WWW.WORKOPTIONS.ORG

2021 OUTCOMES



\$14.89

AVERAGE GRADUATE WAGE
UPON EMPLOYMENT

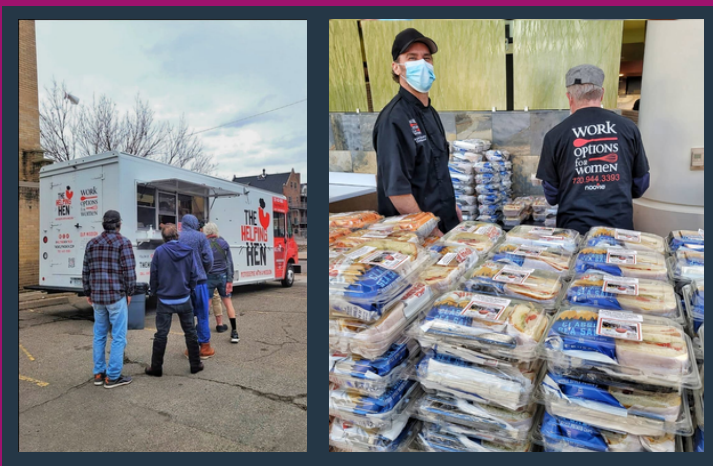
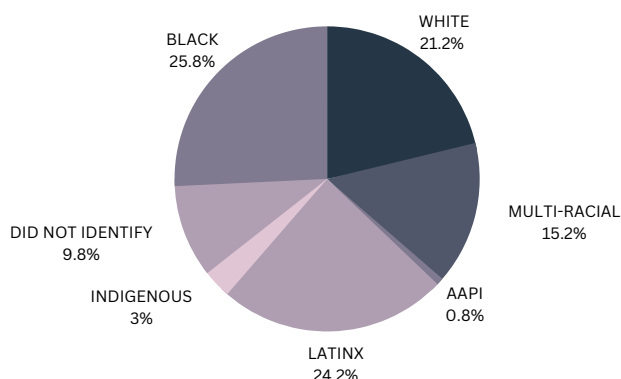
80%

PERCENTAGE OF ENROLLED
STUDENT WHO ACHIEVED AT
LEAST ONE INDUSTRY-
RECOGNIZED CERTIFICATION

69%

EMPLOYMENT RETENTION OF
GRADUATES AFTER 6 MONTHS

HOW OUR STUDENTS IDENTIFY



FEEDING OUR COMMUNITY

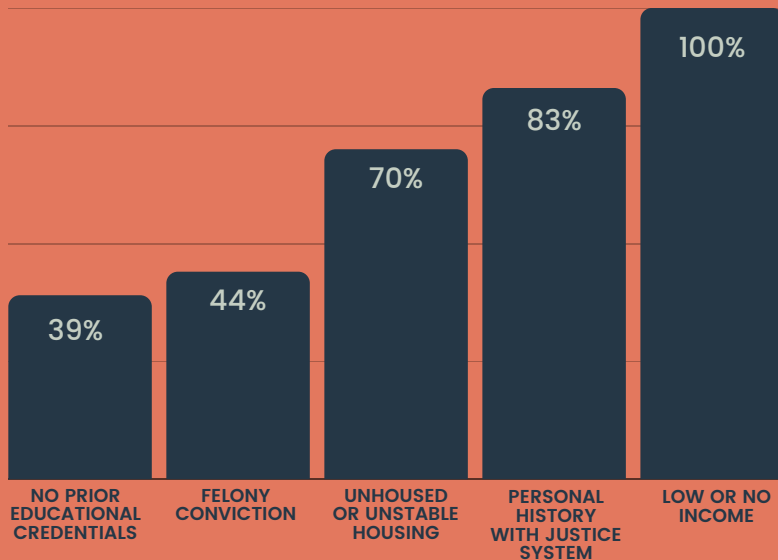
Throughout the last year, Work Options prepared meals that were distributed to individuals and families, at no cost to them, through various partners in the Metro Area. The Helping Hen, our food truck, is providing over 1500 hot meals weekly to the Safe Outdoor Spaces for people experiencing unsheltered homelessness in Denver. Our core training program is making over 2000 meals weekly for distribution in Sun Valley, a neighboring community that is home to a diverse population, including Denver's largest concentration of recent immigrants. In the month of December, Work Options staff and students prepared special holiday meals which were provided at no cost to participants of our amazing community partners including Archway Communities, The Denver Indian Center, and Adams County Human Services – over 15,000 holiday meals!

According to the Denver Department of Public Health and Environment, during the pandemic food insecurity in the Denver area tripled. At this very moment, 33% of Denver's total population is facing hunger or food insecurity. While we know there is still a lot of work to be done, Work Options is grateful to provide our students the opportunity to contribute to alleviating hunger in our community by utilizing the skills that they're learning in our culinary training program to provide over 100,000 meals to our community during 2021.

150,000+
EMERGENCY MEALS DISTRIBUTED

SINCE MARCH OF 2020, OUR STUDENTS HAVE PRACTICED THEIR NEW CULINARY SKILLS BY PREPARING MEALS FOR FELLOW COLORADANS.

BARRIERS OUR STUDENTS FACE



OF STUDENTS WITH A HISTORY OF JUSTICE SYSTEM INVOLVEMENT

DID NOT RECIDIVATE

WITHIN THE FIRST 12 MONTHS OF EMPLOYMENT

According to a November 2021 report from the Attorney General of Colorado entitled Promoting Reentry Employment to Reduce Recidivism and Strengthen Our Communities, "Economic stability, which primarily requires obtaining stable, lawful employment with fair wages, is a significant factor in preventing recidivism."



PARK HILL COMMISSARY



Despite the enormous challenges of the ongoing Covid-19 pandemic, 2021 has managed to be a year of incredible growth for Work Options. In addition to our new training center in Adams County, we now have a training and production kitchen in historic Park Hill too!

The campus at Montview and Quebec in Denver was the home of Johnson & Wales University for over 20 years. Sadly, this well-respected culinary school closed their Denver campus in 2020.

However, this opened up a wonderful opportunity since the campus includes 13 training kitchens with additional classrooms, computer labs and offices.

The Urban Land Conservancy purchased the historic property with initial partners Denver Housing Authority, Denver Public Schools, Archway Communities, and BuCu West/Kitchen Network. As the landlord for the culinary school buildings, Kitchen Network quietly began contacting potential partners in early 2021 with the hope of attracting partners who were both non-profit and for-profit organizations interested in creating a food-centric community on the Park Hill campus.

This Park Hill location offers new opportunities not only as a full commissary for The Helping Hen but also as a future advanced training and apprenticeship location. We look forward to sharing more about the evolution of this incredible training site with you in 2022!



GOVERNOR JARED POLIS MEETS WITH CAMPUS TENANTS, INCLUDING WORK OPTIONS EXECUTIVE DIRECTOR JULIE STONE