

climb the *mountain*
embrace the challenge
live your *dreams*

WHO WE ARE

Vocational Improvement Program, Inc. (VIP) is a private, nonprofit organization committed to empowering individuals with disabilities by providing meaningful opportunities for community integration, quality skills training, and comprehensive employment and support services. Since its founding in 1986, VIP has helped clients build essential skills, achieve greater independence, and experience personal growth. VIP serves over 665 individuals, supported by a dedicated team of 230 staff members and an exceptional Board of Directors. With locations in Rancho Cucamonga, Hesperia, and San Bernardino, VIP continues to make a lasting impact across a wide region.

OUR MISSION

It is the Mission of VIP, Inc. to maximize the potential of individuals with disabilities.

OUR VISION

It is the Vision of VIP, Inc. to be the Provider of Choice for clients, referring sources, staff, and the business community in California.

BOARD OF DIRECTORS

DAVE COGGIN
Member

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Member

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Secretary

CHRISTOPHER VICINO
Member

DUSTY WARE
Immediate Past Chairman

A MESSAGE FROM PHIL ROBERTS, CHAIRMAN OF THE BOARD

2024 was a pivotal year for VIP, marked by significant challenges that tested the very core of its Mission to maximize the potential of the clients we serve. From my perspective as Chairman of the Board, I believe Matthew, the executive management team, and all staff members did an outstanding job navigating these challenges. They skillfully realigned the company and its services with state requirements, ensuring continuity and excellence.

Through their dedication, VIP has not only preserved its commitment but has strengthened its offerings in community access, employment training and placement, and support services. As a result, VIP is in a strong position to continue fulfilling its Mission and upholding its values for many years to come. The resilience shown throughout this time reinforces the foundation for continued growth and innovation, ensuring that VIP will remain a leader in providing impactful services. I am confident that the organization is poised to thrive, adapting to future challenges while maintaining the highest standards of service.



A MESSAGE FROM MATTHEW ROGINA, EXECUTIVE DIRECTOR

This past year truly embodied our theme of “Climbing the Mountain and Embracing the Challenge.” In true VIP spirit, we collaborated with our stakeholders to drive innovation, expand opportunity, and ensure the individuals we serve continue to “Live Their Dreams.” In response to the government-mandated elimination of productivity-pay employment, we strategically focused our efforts on the growth and success of our ACE Program. By year’s end, we proudly served over 200 clients through ACE — offering dynamic opportunities in community access, discovery, education, and employment. A major milestone was the successful transition of 159 clients from our Work Activity Program into ACE, along with three clients who moved from ACE into Supported Employment. To support this growth, we expanded our team to a record 229 staff members, enabling us to meet rising demand while maintaining the high standard of quality that defines VIP.

We also celebrated a successful DDS audit, where our Program Services Team did an outstanding job demonstrating our services, procedures, and, most importantly, our clients’ successes. Organizationally, we invested in our team like never before: implementing our HRIS system to enhance engagement and efficiency, launching updated staff handbooks and strategic plans, and conducting 62 training sessions focused on continuous professional development.

As we look to 2025, VIP is committed to further growth, not only within the ACE Program, but also through the expansion of our Supported Employment services. We are excited to now offer these services in both Orange County and San Diego County, and we believe the sky is truly the limit. As we grow, our focus on leadership development and succession planning remains strong. We will continue to invest in our staff with advanced technology, engaging training opportunities, and a personalized supportive environment where every employee has the opportunity to build a lasting future with us.

We are deeply grateful to our clients, dedicated staff, employers, referring sources, community partners, and the entire VIP family. Your continued support empowers us to create a lasting impact every day, reaching lives across all the areas we serve. Together, let’s keep climbing the mountain, keep embracing every challenge, and above all — keep living our dreams.

EXECUTIVE MANAGEMENT TEAM

WENDY ROGINA
President/CEO

RICK ROGINA
Vice President/COO

MATTHEW ROGINA
Executive Director

ANTHONY AKERS
Director of Rehabilitation

MARIANN GUERRERO
Director of Program Services

MARLENE LEMUS
Director of Payroll & Office Management

MICHELLE MONTANEZ
Director of Rehabilitation

PATRICIA RIVERA
Director of Employee & Safety Operations

JEFF ROGINA
Director of WAP Operations & Logistics

KENNY SOLANO
Director of Business Relations & Development

SHIRLEY YAMANO
Director of Communications

ACHIEVING COMMUNITY EXCELLENCE

VIP's ACE Program is built on a commitment to individualized support, offering a low staff-to-client ratio that ensures personalized attention and a wide range of opportunities. The program emphasizes community integration and provides dynamic training experiences focused on education, independence, and pathways to employment.

Since 2023, ACE has experienced remarkable growth and now proudly serves over 200 clients across all three of its locations. The program features a diverse selection of engaging and creative activities, including job exploration, educational classes, community outings, and access to valuable local resources. Community access and integration are at the heart of VIP's ACE Program. The ultimate goal is to empower participants by fostering independence, enhancing social skills, improving overall well-being, and inspiring both new passions and employment aspirations.

ACE PROGRAM IN RANCHO CUCAMONGA

- started in May 2023
- by year end 2023, there were 17 clients enrolled
- by year end 2024, there were 102 clients enrolled

ACE PROGRAM IN SAN BERNARDINO

- started in July 2023
- by year end 2023, there were six clients enrolled
- by year end 2024, there were 64 clients enrolled

ACE PROGRAM IN HESPERIA

- started in March 2024
- by year end 2024, there were 36 clients enrolled



ACE clients enjoyed a behind-the-scenes tour of KVCR, Southern California's oldest operating public television station! During the visit, clients had the exciting opportunity to step into the studio, record a mock radio broadcast, and then listen to their own audio playback — getting a real feel for what it's like to be behind the mic.

Our ACE clients had the unique opportunity to receive an on-site demonstration from a San Bernardino County Surveyor at his active job site. Jose, the Surveyor, shared valuable insights into the skills required to accurately map a building and walked the group through the high-tech equipment he uses in the field. One of the highlights of the visit was when clients got to look through Jose's specialized scope and view the surrounding street from a surveyor's perspective! ➡



EMPOWERING INDIVIDUALS THROUGH EMPLOYMENT

At VIP, we believe that employment is more than just a job — it is a pathway to independence, connection, and growth! For persons with intellectual and developmental disabilities, the journey to meaningful employment can come with unique challenges. That's where we come in. Our high-quality employment services break down barriers and open doors, creating opportunities for our clients to build valuable skills, discover career paths, form lasting friendships, and achieve greater independence.

Success in our work programs is defined by the partnerships we build, the talents we help cultivate, and the lasting value we create for both our clients and the businesses that support them. Together, we empower individuals through employment and strengthen the businesses that champion inclusion!



NUMBERS THAT WORK!

43 CLIENTS IN WORK SERVICES

\$9 MILLION IN TOTAL CLIENT EARNINGS

84 NEW SUPPORTED EMPLOYMENT JOBS

143 CLIENTS IN SUPPORTED EMPLOYMENT GROUP PLACEMENTS

277 CLIENTS IN SUPPORTED EMPLOYMENT INDIVIDUAL PLACEMENTS

98% OF SUPPORTED EMPLOYMENT CLIENTS RATED VIP AS EXCELLENT/GOOD

TIME TO SOAR IN TWENTY TWENTY~FOUR!

Reflecting on a year marked by meaningful growth, impactful progress, well-deserved recognition, and shared success.



Arturo C., Lot Attendant, was recognized by Home Depot for his stellar customer service as well as his 28th employment anniversary!

JANUARY

We launched our Milestone Anniversary Program to honor the dedication and hard work of our amazing staff. We were proud to recognize Alex Mendez for 15 years of service, and Pamela Slocum for an impressive five years with us.



APRIL

Aurora Rodriguez was recognized with our quarterly STAR Award, which honors one outstanding team member who truly embodies our core values: Service, Teamwork, Attitude, and Reliability.



MAY

FEBRUARY



We welcomed Phenix Technology Inc. for a tour to share more about our services and unique company culture.

Kyle L. started his new job with our hometown team, the Rancho Cucamonga Quakes! Let's go, Quakes!



MARCH

JUNE

We honored the one and only Mariann Guerrero, who celebrated her BIG 6-0! We also recognized Hollie Andrist, who retired after an incredible 25 years with VIP.



WAIT ... THERE'S MORE IN TWENTY TWENTY~FOUR!

JULY



VIP is proud and excited to announce that we were the recipient of the Measure I Regional Mobility Partnership Program grant, administered through OmniTrans! Transportation plays a vital role in the success of many of our clients' employment journeys and this grant funding helps us enhance the efficiency of our services.



Congratulations to Pam L., Courtesy Clerk, who marked an incredible 32 years with Albertsons in Upland!

AUGUST

SEPTEMBER



VIP proudly honored our exceptional team during Direct Support Professional Recognition Week. Their unwavering dedication and the incredible impact they make each and every day are truly inspiring and appreciated!

OCTOBER



Team VIP took to the skies at the Apple Valley Air Show! Not only did our clients and staff provide all janitorial services to help keep the event spotless and running smoothly, but we were also proud to showcase our first-class employment services at our booth!

NOVEMBER

Theresa H., a devoted single mother, moved into her own home! Through her dedication, perseverance, and a strong work ethic, she has reached this exciting new chapter.



DECEMBER

VIP ended 2024 with a celebration that had it all — tasty food, awesome prizes, and lots of laughter with the amazing team that made it all possible!



locations

CORPORATE OFFICE
9210 Rochester Avenue
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Hesperia, CA 92345
760.948.1312

SAN BERNARDINO OFFICE
1310 East Riverview Drive
San Bernardino, CA 92408
909.478.7537



Scan here to
visit our website
and learn more
about VIP, Inc.!

Scan here to
follow our news
throughout
the year!



VIP, Inc. is proud to be awarded the
highest level of accreditation by CARF
for the following programs:
Community Employment Services:
Job Development
Community Employment Services:
Employment Supports
Organizational Employment Services