



Annual Report 2004

TransCen, Inc.

Overview of TransCen

TransCen, Inc. is a nonprofit organization that since 1986 has been developing creative and innovative projects in school to work transition, education systems change, and employment for people with disabilities. We were founded and named to be a "Transition Center," convening parties involved in promoting the successful transition of youth with disabilities from school to work and adult life.

From the individual workplace to statewide and national systems, TransCen is dedicated to improving career development and community participation of all people with disabilities. Our organization is unique in that we operate local direct service programs - directly assisting over 6,500 individuals with disabilities achieve employment since our inception - as well as develop, implement, and research initiatives that have national impact. *TransCen's work represents the intersection of grassroots implementation with national policy and legislative initiatives.*

Our principals provide training and technical assistance on special education, disability employment, and career and workforce development. We have been, and continue to be, affiliated with a broad range of national career development and employment initiatives, while continually designing and coordinating improved local implementation of career preparation programs for youth and adults with disabilities.

TransCen receives funding from foundations, government agencies, and private contracts to provide training services and technical assistance, conduct research and demonstration projects, and produce publications. TransCen's activities range from locally focused transition and employment programs to national outreach, dissemination, and federal policy development initiatives. Chief areas of pursuit include:

- **School-to-Careers Transition:** TransCen directs several model demonstration projects in conjunction with state and local school systems in order to expand opportunities for youth with disabilities as they move into employment and adult life.
- **Employment Services:** A variety of TransCen's programs connect jobseekers to employers so that individuals secure, maintain, and enhance career opportunities, and so that employers gain productive employees.
- **Professional Development:** TransCen is involved in several local, regional, and national training and technical assistance initiatives designed to broaden the expertise and effectiveness of practitioners. Each year more than 6,000 education, rehabilitation, and workforce development professionals participate in training offered through TransCen.

Local and Statewide Initiatives

Through completed contracts, existing programs, and several new undertakings during the last year, TransCen continued its quest to promote effective practices that enable people with disabilities to achieve enhanced educational and employment outcomes. Examples include the following:

Montgomery County (MD) Transitioning Youth Employment is TransCen's longest standing collaborative project, the purpose of which is to make improvements in the ability of youth with disabilities to make seamless transitions from school to work. It includes various programs and partnerships between TransCen, Montgomery County Public Schools, area employment service providers, disability organizations, employers, and a host of other government and private sector agencies.

The Baltimore Transition Connection (BTC) enables youth with significant disabilities between the ages of 18-21 to receive education and career experiences in community

based environments, including on the campuses of two and four year colleges and in a variety of work places in the community. The BTC is a partnership between the Baltimore City Public School System and TransCen.

Montgomery Partnership for All Youth is a coordinated effort between Montgomery Youth Works, a youth-serving organization in Montgomery County, MD, and TransCen to insure that any youth with any disability can fully participate in any of Montgomery Youth Works programs.

The Maryland Transition Service Integration Project facilitates the blending of resources amongst school systems, vocational rehabilitation, and developmental disabilities services. Students from four local Maryland school systems participate in this project in order to exit school with employment and continuing supports in place.

The Maryland Customized Employment Partnership

features job search and support for people with significant disabilities through the systemic inclusion in the One-Stop Career Centers in Montgomery County, MD, and by aligning, blending, and integrating the resources of various partners. Replication is planned in other Maryland locations.

WorkLink is TransCen's San Francisco based program that serves approximately 60 individuals each year to achieve and maintain employment. WorkLink works in partnership with San Francisco Unified School District, California Department of Rehabilitation, the Golden Gate Regional Center, local employers, and other entities to achieve these outcomes.

Project Career Advancement assists persons with significant disabilities (in Montgomery County, MD and San Francisco, CA) in achieving employment in two distinct industry sectors: high technology (including bio-technology) and finance. TransCen operates this project in collaboration with businesses, business organizations, One Stop Centers, state vocational rehabilitation agencies and other community-based partners.

Career and Life Options replicated service models in three local communities (Baltimore, MD; Harrisburg, PA; and San

Francisco, CA) that enabled youth with emotional disabilities to achieve education and employment goals through the collaboration between schools and mental health services programs, and other community resources

The Tennessee Customized Employment Partnership is a model for job search and support for people with significant disabilities using the resources of the One-Stop Career Center and other collaborating partners. This project is based in Knoxville, with replication occurring throughout the state.

Florida Partners in Transition was a strategic planning process facilitated by TransCen that culminated in a 4-year statewide plan for transition services implementation for the State of Florida. This process included gathering input from all stakeholders in transition service delivery in every area of the state through public forums designed and facilitated by TransCen.

Delaware State Department of Education, in partnership with TransCen, has instituted sweeping improvements in secondary education and transition services for youth with disabilities in all 19 local school districts. Over the past 7 years, TransCen staff have provided training and technical assistance to hundreds of teachers, administrators, and adult service providers.

Regional and National Technical Assistance Projects

In addition to local and statewide activities, TransCen is involved in these regional and national training and technical assistance activities:

ADA Information and IT Center of the Mid-Atlantic Region

provides training, information and technical assistance on the Americans with Disabilities Act to businesses, government entities, and individuals throughout the six state Mid-Atlantic region. This is TransCen's largest project, responding to over 5,000 inquiries and offering training to over 4,000 people per year.

Region III CRP RCEP, operated by the University of Maryland, College Park, provides training and technical assistance to community rehabilitation programs throughout the Mid-Atlantic region. As a partner, TransCen provides training on career development, job placement, and business partnerships to community rehabilitation professionals.

The National Center on Secondary Education and Transition for Youth with Disabilities seeks to increase the capacity of national, state, and local agencies and

organizations to improve secondary education and transition results for youth with disabilities and their families. TransCen is one of six partners in the Center, which is led by the Institute on Community Integration at the University of Minnesota.

The National Center on Workforce and Disability/Adults

addresses emerging issues related to the inclusion of people with disabilities in comprehensive employment development systems. TransCen is one of several organizations that comprise the Center, which is led by the Institute for Community Integration at the University of Massachusetts at Boston.

The National Collaborative on Workforce and

Disability/Youth provides technical assistance and information dissemination to build the capacity of workforce development systems to include youth with disabilities. Led by the Institute for Educational Leadership in Washington, DC, the Collaborative is comprised of seven national partners, including TransCen.

A Message from the Board of Directors

First of all, a big thank you to all of TransCen's collaborators. Each year we are pleased to add new partners in our quest to enhance education and employment outcomes for people with disabilities. This past year was no exception.

We are especially enthusiastic about our recent partnerships with local, state, and national entities to promote the adoption of methodology that assists people to acquire employment, regardless of whatever comprehensive work accommodations they may require. This approach features customizing a carefully negotiated match between a job seeker's interests and circumstances and an employer's needs. We are working as partners in five such projects, two each in Maryland and Tennessee and one national initiative.

With a host of partners this year we also continued our wide ranging work in school to career transition, by supporting local and state initiatives in Maryland, Delaware, Florida, and California, as well as providing technical assistance throughout the country.

Finally, I want to congratulate Richard Luecking and George Tilson for the publication this year of their book, *Working Relationships: Creating Career Opportunities for Job Seekers with Disabilities through Employer Partnerships*. It represents so much of TransCen's work and gives practical direction to our beliefs that, regardless of disability or personal circumstance, there is a job for everyone who wants one - and everyone can contribute to an employer's enterprise.

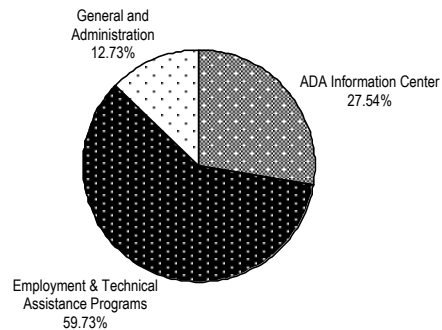
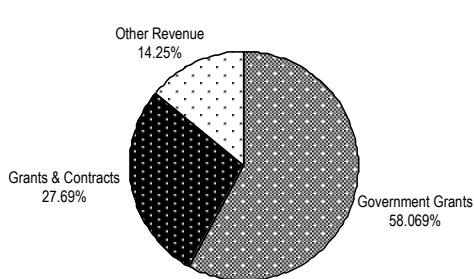
Bill Borten, Chair

Board of Directors

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Financial Information



Government Grants	\$2,120,174
Grants & Contracts	1,010,888
Other Revenue	520,297
Total Income	\$3,651,359

ADA Information & IT Center	\$ 951,748
Employment & Technical Assistance Programs	2,064,333
General and Administration	439,939
Total Expenses	\$3,456,020