



TRANSCEN inc.
career and workforce development

annual report
2004
[October 2003 — September 2004]

Message from the Board of Directors

On behalf of the Board of Directors, I am once again proud to present the Annual Report of TransCen, Inc. It has been a year of accomplishment in our ongoing programs as well as targeted expansion of our service, technical assistance, and research initiatives.

We continued to participate as partners in three national and two Mid-Atlantic technical assistance centers that each promote in specific ways the ability of people with disabilities to attain educational and employment goals. In addition, we have added a new major outreach and research initiative to our list of activities. This initiative, the Post Secondary Education Research Center, will replicate and study a model of preparing youth with disabilities for adult life through collaboration of local public schools and community colleges.

At the local level, in addition to our ongoing employment programs in Maryland, we have added a comprehensive collaboration with Deaf Reach, Inc. and the Maryland Department of Rehabilitation Services that provides job seekers with sensory impairments assistance with life circumstances that may affect their ability to seek and obtain good jobs. This allows individuals to simultaneously address housing, child care, counseling and other needs while also pursuing employment. We are very proud of the success of this program to date.

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 thank Rich Luecking for his great leadership and all of our associates and partners who are vital to TransCen's work. They, with their efforts and accomplishments, constantly reinforce our beliefs that the culmination of education for all people with disabilities should be employment and careers.

Bill Borten, Chair

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 employment service programs — directly assisting over 7,000 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 regularly 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 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 various ongoing programs, time limited projects, 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:

Imagine Working! is a new partnership with Imagination Stage Inc., a youth theatre education organization based in Bethesda, Maryland. Imagine Working! creates opportunities for people with disabilities to participate in recreational theatre and interactive workshops. Combining video and live performances, participants are creating tools that guide people with disabilities to search for and obtain meaningful employment.

The Maryland Customized Employment Partnership features job search and support for people with significant disabilities through the resources of 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.

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.

Charles County Public Schools Coordination Model is a technical assistance initiative helping schools provide a seamless transition process for exiting special education students to access services, community resources, employment, and other postsecondary opportunities, through the implementation of an individual's Student Transition Plan.

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.

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.

Maryland WORKFORCE Promise is a statewide initiative, led by Way Station, Inc., established to promote the personal and professional independence of individuals with disabilities by effecting systems change to eliminate barriers to employment. TransCen is a partner, offering technical assistance in employment development methodology.

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.

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.

Project CAREER is a new employment program designed in cooperation with Maryland Department of Rehabilitation Services and Deaf Reach, Inc. to assist job seekers with significant sensory impairments who also face other life circumstances that pose barriers to employment. Customized job search, support, and case management are features of this project.

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 8 years, TransCen staff have provided training and technical assistance to hundreds of teachers, administrators, and adult service providers as part of this initiative.

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 5,400 inquiries and offering training to over 5,200 people during the past 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 school-to-work transition, job placement, and business partnerships to community rehabilitation professionals.

Bridges...from school to work was established by Marriott Foundation for People with Disabilities in 1989 in order to improve employment opportunities for youth with disabilities. Since then TransCen has been a partner with the Foundation, assisting at various times in the program's design, implementation, evaluation and staff training. Bridges has assisted over 10,000 youth with disabilities throughout the nation gain valuable work experience.

Postsecondary Education Research Center (PERC), newly established this year, assists school districts in Maryland and Connecticut to evaluate the efficacy and outcomes of serving students ages 18-21 with intellectual disabilities in two and four year colleges settings. PERC sites in each state serve as model replication hubs for the state and provide the basis for intensive study of the effectiveness of this educational service model.

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.

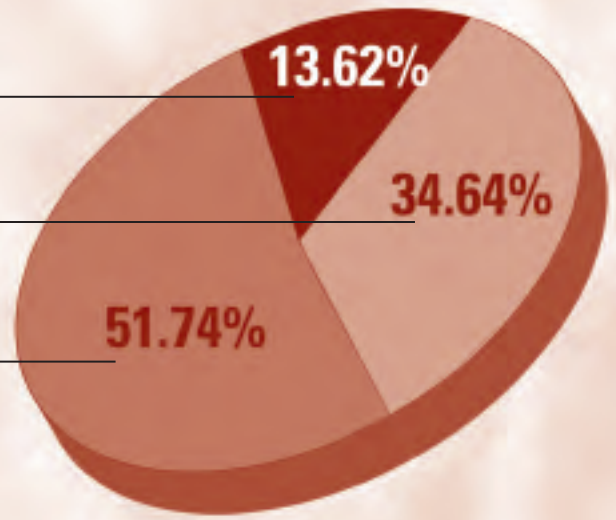
The National Collaborative on Workforce and Disability/Youth provides technical assistance and information dissemination to build the capacity of workforce development systems to include youth with disabilities. Led by the Institute for Educational Leadership in Washington, DC, the Collaborative is comprised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

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.

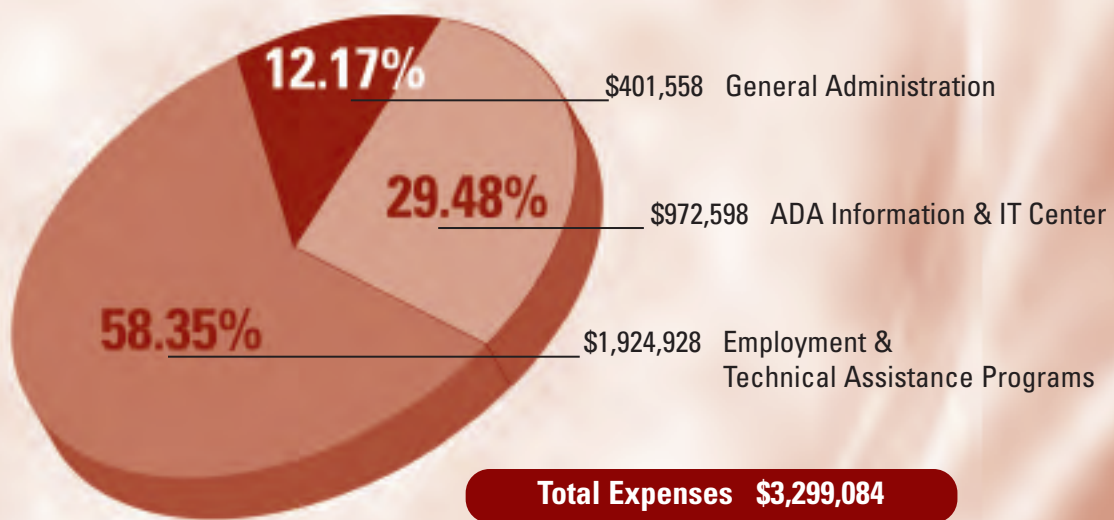
Other Revenue \$458,040

Grants & Contracts \$1,165,414

Government Grants \$1,740,726



Total Income \$3,364,180



Total Expenses \$3,299,084

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