



ANNUAL REPORT



I am pleased to present TransCen's 2015 Annual Report.

2015 was the 25th Anniversary of the Americans with Disabilities Act and our Mid-Atlantic ADA Center team worked diligently coordinating the various celebrations.

Over the year, we expanded our work to provide training and technical assistance in various states. With the passage of the Workforce Innovation and Opportunity Act (WIOA) and its focus on transition from school to work, TransCen's transition services expertise has been highly sought.

Our direct service work has increased the numbers of individuals obtaining and maintaining integrated employment or attending post-secondary education.

Our many projects have allowed us to keep our fingers on the pulse of innovative and effective practices, supporting states, programs, and individuals, and ensuring young adults with disabilities secure a strong future upon graduation from high school. Maryland PROMISE, a federal project we are leading, which combines direct services and research, has increased the number of youth who obtained paid employment and has already identified key promising practices.

Finally, TransCen continued its international work by participating in and providing the keynote address for the European Union on Supported Employment conference in Lisbon, Portugal.

Please be sure to join us on Facebook, watch for our tweets, and look for our newly designed website in 2016!

Oliver Moss, Chair

Since 1986 our work has been driven by the belief that there is a job for everyone who wants one. We believe that the nature of one's disability, the need for support and accommodation, economic status and other life factors should not be barriers to employment for anyone.

TransCen, Inc. is a non-profit 501(c) 3 organization dedicated to advancing career development, employment success, and community participation for people with disabilities and other barriers to employment. We do this through direct services, training, consultation, and research on a local, state, national and international level.

Our dynamic staff provide training and technical assistance covering a wide range of topics in the fields of secondary and post-secondary education and employment, ADA compliance, and career and workforce development.

100 local, state, national programs • **20,000+** people employed • **126,450** individuals trained • **22** awards • **100+** publications authored • work in all **50** states and **10** countries



Enrique: “Work has Changed My Life”

When Enrique was in school, he had a job bagging groceries at a supermarket, but it was challenging for him to provide customer service. “I don’t like when customers tell me negative things,” Enrique described. He ended up losing this job, shattering his self-confidence and motivation to work. When Enrique came to WorkLink, he started the discovery process – where staff work with a jobseeker to identify strengths, needs, interests, and preferences. He was placed in WorkLink’s internship program in a local hospital where he was able to explore a number of jobs. Enrique realized he was really good at clerical tasks, liked working on a computer, and that he liked working in quiet and professional places. To improve his computer skills, WorkLink staff enrolled Enrique in community college keyboarding classes. His typing speed increased from 15 to 63 WPM.

With a solid resume and some glowing references from his internship, Enrique got a job at Diadexus, a biotech firm, as an office assistant. He scans, files, restocks supplies, and helps in the lab, working 20 hours a week with a full benefits package, including company stock. “I bought a computer with my first paycheck,” Enrique says, “I can now Facebook my friends and check my e-mails. I have lots of new friends and I’m learning lots of new things. I have money to do fun things, like go to dinner and movies with my girlfriend. I help my mother with bills. I am saving to get my own apartment and take a vacation.” The grocery job didn’t work out because it wasn’t a good match for him. He wasn’t a bad employee and it wasn’t a bad job – just not the right job for him. When Enrique got help figuring out what he likes, he was able to get a job he loves where he can succeed.

This experience has not only restored Enrique’s self-confidence, it’s helped him discover a new passion: Advocacy. Enrique is helping others by advocating for employment. He’s presented to the California State Council on Developmental Disabilities and at a state Senate task force meeting on autism and employment.

2015 Highlights

Direct Services



22

community and work services program participants are working in the community

- 46% of the individuals in community and work services program are independently active, socializing with friends without additional support or assistance.
- 11 individuals in the professional services program found competitive employment positions.
- 3 individuals seeking competitive employment obtained their first professional position.
- 14 individuals began job development services.



21

jobs or internships for active youth

- An additional 25 youth in three cohorts actively seeking employment.
- Connected with over 200 small businesses.
- Facilitated 85 internships and/or direct hires and served over 200 youth since the launch of the project in 2011.
- Continued work with Hispanic Business Foundation to bridge service gaps in the transition process for youth, families, professionals and business owners.

YWD



Youth with Disabilities Project & Mont. County Public Intern Project



90

youth received job search & placement services, job coaching, and follow-up

- 7 new job seekers hired and now Montgomery County employees - to date, over 90 individuals have benefited from County employment through participation in the Public Intern Program.
- 401 youth participated in job preparation workshops.
- Conducted outreach to over 150 employers.
- Assisted 24 youth gain employment or prepare for post-secondary education.

Grants and Projects



cc



1300+

information requests by phone, email, video relay, or in-person. Topics included: employment, facility access, and service animals

- Conducted approximately 100 trainings; over 4,700 participants.
- Participated in 46 awareness events around the Mid-Atlantic region. Many in celebration of the 25th anniversary of the ADA.



958

recruited & enrolled into enhanced services out of the 1,000 participant limit

- 208 youth received paid employment (17 in year one, 191 in year 2).
- 318 youth received unpaid work experiences.
- 93 family members served and 652 family plans completed.
- Worked with the Baltimore City Mayor's office on YouthWorks, a summer employment program where 17 PROMISE youth achieved their first paid work experience.



NTACT

National Technical Assistance Center on Transition



270

participants from 28 state teams participated in the Capacity Building Institute

- Capacity Building Institute comprised of researchers, VR personnel, parents, and other stakeholders met to review data, problem solve, and develop state plans to improve transition services and student outcomes.
- Began providing technical assistance to Nevada, Alaska, and North Dakota implementing evidence-based and promising practices that promote positive post-school outcomes for all students with disabilities.

Additional Highlights

Vermont

Division of Vocational Rehabilitation

- Working with the Division of Vocational Rehabilitation, TransCen staff developed a comprehensive, customized curriculum for all Employment Specialists that provide employment services in the state to be taught through the Community College system in Vermont (CCV).
- Began conducting a program evaluation of the Division's WIOA transition program.

Iowa

Dept. of Education, Vocational Rehabilitation and Developmental Disability Council

- Delivered and disseminated the final Model Employment Transition Sites (METS) Technical Assistance Report and Toolkit to Iowa State partners (Department of Education, Vocational Rehabilitation Services, Coalition of Integrated Employment) and sites.
- TransCen staff provided technical assistance to the METS team from 2011-2015.

Ohio

Employment First Initiative

- Through the Department of Labor's Office of Disability Employment Policy (ODEP) initiative, TransCen delivered provider transformation planning consultation to 8 provider organizations throughout the state.
- The provider transformation plans that organizations develop will identify specific community employment and integration goals over the next three years.

Multi-State Employment First Initiatives

US Department of Labor

- Provided organizational transformation consultation to 8 provider organizations in Ohio.
- Provided ACRE "train the trainer" workshops and facilitated a community of practice in Michigan.
- Provided customized employment training and facilitated a community of practice in DC.
- Provided training on employer engagement in Connecticut.

Financial Statement: October 2014 - September 2015

\$5,752,072 Total Revenue

\$184,620 Other Revenue

3%

\$668,748 Purchase of Service Revenue

12%

\$4,898,704 Government Grants

85%

\$5,709,252 Total Expenses

\$587,830 General Administration

10%

\$1,360,494 Mid-Atlantic ADA Center

24%

\$3,760,928 Employment & Tech. Assistance Programs

66%

board of directors

Oliver Moss, Chair

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Roger Samek, Treasurer

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