**2016 Annual Report**

**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.

**Letter from the Board Chair**

I am pleases to present TransCen’s 2016 Annual Report.

This year was busy and exciting. At the outset, we were awarded with the five year renewal of the Mid- Atlantic Americans with Disicbilities Act (ADA) Center grant – building on twenty years of providing guidance and training on all aspects of the ADA to a wide variety of audiences.

We’re also thrilled to announce that we’re now providing direct services in Wisconsin. Our President, Laura Owens, founded Creative Employment Opportunities (CEO) in Milwaukee in 1991, and since then, the Wisconsin team has worked hard to assist individuals with disabilities obtain and maintain employment in the community. Since CEO’s and TransCen’s missions so perfectly align, at the end of 2016, we decided to bring CEO under TransCen.

To keep with the growth of the organization, we’ve welcomed four new members to our Board of Directors: Carmen Rojas, Dr. Jane Quenneville, Andrew Davis, and Corey McClintock.

Finally, TransCen unveiled a new design of our website – [www.transcen.org](http://www.transcen.org). We will continue to update and add more information on the important work we do.

Here’s to another great year of working to improve the education and employment success of youth and young adults with disabilities.

Oliver Moss, Chair

**“Meet Jacky”**

Jacky excelled in WorkLink’s Project SEARCH internship program. He later asked to participate in WorkLink, after he graduated high school. His goal was to find a part-time job working on a computer. While with WorkLink, Jacky volunteered at a local food bank. There, he demonstrated a strong eye for detail, discovered he loved processing orders, and realized he liked moving around during work – much more than sitting at a desk. WorkLink’s team used this information to look for jobs with computers that required processing tasks, but not usual desk jobs.

No Starch Press, a publisher, needed a part-time shipping clerk. This was a perfect fit for Jacky - the process was structured and required an eye for detail. He would be able to move around the stock area and would have an opportunity to use a computer.

Jacky used his first paycheck to buy a book on car models made of Legos to give one of his Project SEARCH mentors, who would bring his models to work to show Jacky because they are both “gear-heads.”

Jacky continues to receive community day supports where he sees his friends and works on his communication skills. He plays basketball and works out at the YMCA, and volunteers at Project Open Hand to learn professional work habits, including teamwork, leadership and communication skills, and social skills.

**2016 Highlights**

**Direct Services**

**WorkLink**

* 23 participants working in supported employment positions, earning above minimum wage
* 74% independently active socializing with friends without additional support or assistance
* 82% of participants learned to travel independently

**MD Direct Services**

* 31 youth obtained summer employment experiences
* 8 participants employed from summer 2015 placements
* 12 presentations given to Montgomery County School student of self-advocacy

**Project Highlights**

**MD Promise**

* 419 youth have found paid employment
* 413 youth participated in an unpaid work experiences
* 56 family members obtained employment through PROMISE services

**NTACT**

* 285 participants from 28 states participated in the Capacity Building Institute, to increase knowledge of transition-related Evidence Based Promising Practices (EBPP)
* 285 participants attended Work Based Learning webinar
* 7 states identified to receive intensive technical assistance: OR, AZ, AK, WV, MD, DE and NH

**ADA Center**

* 1,700+ info requests by phone, email, video relay or in person Common topics included: General ADA info, enforcement and non-discrimination
* 100+ training with 7,500 participants training events consisted of presentations workshops and training courses

**Employment First**

* 8 providers received technical assistance providing organizational transformation consultation
* Provided training in Michigan ACRE “train the trainer” workshops geared towards managers
* Worked in Oregon to establish a customized employment training for provider organizations who serve transition aged youth

**Additional Highlights/News!**

* Renewal of the Mid-Atlantic ADA Center grant through 2021.
* Disability Rehabilitation and Research Project (DRRP) – Effects of customized Employment on the Employment Outcomes of Transition-Age Youth with Disabilities: A Randomized Clinical Trial in collaboration with Virginia Commonwealth University.
* Administration for Community Living Training and Technical Assistance Center for State Intellectual and Development Disabilities Delivery, in collaboration with TASH.
* U.S. Department of Education (in collaboration with Vermont Division of Vocational Rehabilitation) – to develop a work-based learning model for in-school youth with disabilities.
* TransCen is expanding our direct services in Maryland through a contract with MD Division of Rehabilitation Services (DORS)
* TransCen is now providing direct services to individuals with disabilities in Wisconsin by merging Creative Employment Opportunities of Milwaukee, WI with TransCen!

**Financial Snapshot**

* $5,328,552 Total Revenues
* $405,622 Other Revenue
* $605,205 Purchase of Service Revenue
* $4,292,725 Government Grants
* $5,391,708 Total Expenses
* $627,149 General Administration
* $1,212,430 Mid-Atlantic ADA Center
* $3,552,129 Employment & Technical Assistance Programs

TransCen redefines transition from school to work and disability employment through strong business and community partnerships, tailored training, and field-based research.

Our work is driven by the belief that there is a job for everyone who wants one, regardless of the nature of their disability, or other barriers to employment, their need for workplace support and accommodation, or economic circumstance.

**Board of Directors**

* Oliver Moss, Chair – The Potomac Exchange
* Lori Golden, Vice-Chair – Ernest & Young
* Laura Owens, President – TransCen, Inc.
* Roger Samek, Treasurer – The Samek Law Firm, LLC
* Margaret Roffee, M,A., Secretary – U.S. Business Leadership Network
* Andrew Davis – Scheer Partners
* Ron Drach – Drach Consulting Services and Recovering Warrior Task Force
* Megan Ganesh – Entrepreneur
* Joseph Hawkins, Jr. – Westat (retired)
* Corey McClintock – Hobard and Williams Smith Colleges
* Carolyn Post – Parent
* Jane Quenneville – Fairfax County Public Schools
* Carmen Rojas – Hispanic Business Foundation of MD

**Emeritus Board Members**

* Margit Meissner – Montgomery County Public Schools (retired)
* Judith Borten, Ph.D., (hon.) – OSAE Advisory Committee (retired)
* William Borten, Ph.D., (hon) – CEO, Atlantic Research Company (retired)

**TransCen, Inc.**

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