

2025



**MEANINGFUL
WORK**
— + —
**COMMUNITY
PARTICIPATION**



About Us



TransCen

MEANINGFUL WORK + COMMUNITY INCLUSION

For over 40 years TransCen has been at the forefront of developing, implementing, and evaluating innovations in integrated employment for individuals with disabilities. TransCen offers employment services in Maryland, and Wisconsin to assist job seekers with disabilities in obtaining integrated competitive employment and operate the Mid-Atlantic ADA Center.

Mission Statement

Improving the lives of people with disabilities through meaningful work and community inclusion.

Our Vision

We redefine 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.

A Letter From The Board Chairs

Dear Friends and Supporters,

As we reflect on 2025, we are filled with gratitude for the remarkable accomplishments made possible by the dedication of our staff, partners, board members, and supporters. This year has been one of growth, innovation, and impact as TransCen has continued its mission to improve the lives of people with disabilities through meaningful work and community participation.

As Board Chair, it has been my privilege to serve alongside such a talented and passionate team. I am equally excited to welcome Lori Golden as she assumes the role of Board Chair at the beginning of the new fiscal year. Lori brings a wealth of experience, leadership, and commitment to disability community participation, and I am confident that TransCen's future is bright under her guidance.

Throughout the year, TransCen expanded and strengthened its impact across the country:

2024 Highlights

- **Training & Consultation:** Delivered more than 160 trainings and equipped over 6,495 professionals and organizations nationwide with strategies to improve disability employment outcomes.
- **Statewide Initiatives:** Expanded partnerships in multiple states to strengthen provider capacity, promote systems change, and increase opportunities for competitive integrated employment.
- **Direct Employment Services:** Supported 150 individuals through Project SEARCH (Milwaukee, WI) and community-based employment services focused on skill development, independence, and meaningful careers.
- **ADA Advocacy & Technical Assistance:** Responded to 897 technical assistance requests and engaged more than 7,135 participants through training, outreach, and community engagement activities.
- **Mid-Atlantic ADA Center:** Celebrated 30 years of providing training, technical assistance, and resources on the Americans with Disabilities Act throughout Delaware, the District of Columbia, Maryland, Pennsylvania, Virginia, and West Virginia.

While these numbers are impressive, they represent something far more important: individuals gaining confidence, securing meaningful employment, expanding their independence, and participating more fully in their communities. Every outcome reflects our unwavering belief that disability should never be a barrier to opportunity.

As we look ahead, we remain committed to advancing innovative practices, influencing systems change, and creating pathways to employment for people with disabilities nationwide.

Thank you for your continued support of TransCen's mission and vision. Together, we are building a future where all people have the opportunity to contribute, belong, and thrive.

With Gratitude,

Oliver Moss & Lori Golden

Chairs, Board of Directors
TransCen Inc.



Oliver Moss



Lori Golden



125

CLIENTS SERVED
Through Direct Services



160

TOTAL TRAININGS
Produced & Conducted



6495

INDIVIDUALS TRAINED
Virtual & In-Person Events



897

PEOPLE RECEIVED

TECHNICAL ASSISTANCE
Mid-Atlantic ADA Center

Training & Consultation Division



160+
TOTAL
TRAININGS



6495
INDIVIDUALS
TRAINED



TRAINED
135+
DISABILITY
SERVICE AGENCIES
NATIONWIDE



TRAINED
25+
FEDERAL, STATE, AND
LOCAL GOVERNMENT
ENTITIES

The Training & Consultation Division equips professionals with the knowledge, tools, and resources needed to improve employment, day service, and education outcomes for people with disabilities. Through nationally recognized training, tailored consulting, and ongoing technical assistance, TransCen supports agencies in strengthening service delivery systems and expanding access to competitive, integrated employment for people with disabilities.

In 2025, the Division continued to build on its national reach, partnering with states, agencies, and providers to turn high expectations into measurable outcomes. The team's work focused not only on skill-building, but also on helping organizations rethink and redesign services to better support meaningful employment and community participation. By combining practical strategies with person-centered approaches, the Division helped professionals develop practices that promote long-term success, independence, and opportunity for the individuals they serve.

Key Highlights For The Year Include

- **California – SWTCIE Project**

TransCen was selected by the California Department of Rehabilitation as a Subject Matter Expert for the SWTCIE Project. The team is working with 10 former 14(c) providers to assess current services, develop implementation and action plans aligned with Employment First principles, and deliver targeted training and technical assistance to improve Competitive Integrated Employment (CIE) outcomes.

- **Nebraska – Family Engagement & Employment Initiative**

In partnership with the Nebraska Council on Developmental Disabilities, TransCen is supporting seven employment providers to raise expectations and strengthen family engagement around competitive employment. This initiative is part of a broader statewide strategy to expand access to employment for individuals with disabilities by aligning family-centered approaches with proven employment practices.



“Working with TransCen has had a tremendously positive impact on employment service providers in Nebraska. The training they provide on engaging families to promote competitive employment is strengths-based and energizing. TransCen provided specific tools and strategies that aligned with the Council's goals and helped expand employment opportunities for individuals with disabilities.”

– Kristen Larsen, Executive Director, Nebraska Council on Developmental Disabilities

Additional Impact

- Delivered customized training and consultation to agencies nationwide, helping providers align services with Employment First values and improve outcomes.
- Supported organizations in reimagining service delivery models to prioritize meaningful work and community participation
- Expanded capacity among providers to engage families as key partners in the employment journey.



“TransCen offers so much more than just training. They facilitated a process that allowed us to objectively examine our current service delivery and reimagine how we support individuals toward employment and meaningful lives. Their expertise is both passionate and practical, and working with them has been an easy and impactful experience.”

– Julie Wise, Chief Program Officer, The Roland Center



Direct Services Activities and Outcomes



Project | SEARCH®

In 2025, CEO made a significant impact by supporting 103 direct service clients through both community-based employment services and Project SEARCH.

Community-based services support individuals in gaining and maintaining integrated employment through Job Development and Job Support Services. CEO supported 20 individuals in securing employment and provided 66 individuals with on-the-job skill instruction directly at their job placements. Additionally, 3 temporary work experiences were arranged to help individuals build job skills and explore career interests in fields of their choice.

Project SEARCH is a 10-month intensive internship experience that provides opportunities for career exploration, skill development, and employability training directly at a business site. Creative Employment Opportunities is a provider of choice for Project SEARCH and is proud to partner with Children's Wisconsin, Froedtert Hospital, and Waukesha Memorial Hospital in the Metro Milwaukee area.

In 2025, CEO served 51 interns across three Project SEARCH program sites spanning two program years. For the 2024–2025 program year, 24 of 26 interns successfully completed the program. Of those who completed the program, 18 (nearly 70%) secured employment, with 12 of those individuals working 16 hours or more per week.

CEO Direct Services Highlights

- Through Project SEARCH, Eli demonstrated tremendous growth in confidence, responsibility, and leadership, highlighted by his acceptance into a Leadership Summit.
- Project SEARCH graduate Gerardo Barrios is celebrating his third year of employment at ProHealth Waukesha Memorial Hospital after successfully transitioning from intern to employee in Environmental Services.
- Kyle began as a Project SEARCH intern at Froedtert and was later hired in the dishroom department, where he recently completed his probationary period.
- Joey has worked at Children's Wisconsin for 13 years as a Supply Aide in the Emergency Department, where he has become a familiar, friendly presence for staff and visitors.



The Rockville office made a significant impact in 2025 through youth and adult employment services that promoted career exploration, workplace readiness, and independence. The team facilitated 15 Work-Based Learning Experience (WBLE) placements, supported 5 students in developing workplace skills, and provided 10 adults with job coaching, job development, and employment counseling. Additionally, 2 individuals achieved greater independence through integrated community employment.

Youth Achievements

- Etienne gained experience working in arts education at VisArts by assisting with event place setup, class supply preparation, and file organization.
- Aaron learned how to educate students on robotics at UP Robotics through the use of Legos and practiced skills such as classroom management, professionalism, and teaching.
- Joel supported events in the activities department at the Brightview West End Senior Living community, assisting with event coordination and preparation.

Youth Achievements

- Kaitlyn is pursuing a part-time in-person job as a baker assistant or in a related bakery role.
- Aprelle gained experience in an administrative role with the title of Program Support Specialist.
- Tobechukwu excelled in his data engineer role through his programming and software expertise, networking skills, and with the support of short-term off-site job coaching.

Mid-Atlantic ADA Center Activities & Outcomes



The primary mission of the Mid-Atlantic ADA Center is to educate people who have rights and responsibilities under the Americans with Disabilities Act (ADA). The Center provides training and technical assistance to stakeholders across the region, including underserved and marginalized populations. Additionally, the Center conducts research on issues such as the intersection of race and disability, aging, and community participation. Below is a quick snapshot of the Center's accomplishments in 2025.

2025 Snapshot

**897****TECHNICAL ASSISTANCE
REQUESTS ADDRESSED****58****TRAINING EVENTS
CONDUCTED****7,135****PARTICIPANTS
TRAINED**

Results of most recent follow-up outcome surveys of technical assistance recipients:

- 78% reported that information received from the Center was useful
- 48% achieved an ADA implementation outcome
- 26% achieved an ADA knowledge outcome
- 13% achieved an ADA-related decision outcome

Expanding Access and Community Engagement

The ADA Center continues its efforts to bring ADA information to marginalized communities through its Equity in Focus initiative. Outreach efforts included four webinars that reached more than 7,135 people, social media engagement across Instagram, Facebook, and LinkedIn, and continued support for initiatives that expand disability leadership and community connection across the Mid-Atlantic region. Through the AT Champions program, participants engaged in peer learning, advocacy development, and hands-on exploration of assistive technology resources, while site leads highlighted the program's strong emphasis on mentorship, collaboration, and long-term community engagement.

AT Champions Program

In October 2025, the AT Champions program entered its fourth and final year with 17 participants—more than double the number involved when the program began in 2022. The program also expanded to include AT Champions from all six states in Region 3, strengthening collaboration and peer connection across the Mid-Atlantic region.

Participant Outcomes

Pre- and post-surveys showed meaningful increases in participant knowledge, confidence, and awareness related to assistive technology. Participants reported stronger understanding of assistive technology, increased confidence in advocating for the technology they need, and greater awareness of how to borrow AT and connect with community resources.

One of the strongest areas of growth was participants' understanding of AT lending programs. Prior to the program, many participants were unsure how to access AT resources in their state. By the end of the program, all disagreement responses across survey questions were eliminated, reflecting increased confidence and access to information and supports.

Program Impact

- Increased understanding of assistive technology
- Greater confidence in self-advocacy skills
- Improved awareness of AT lending programs
- Stronger knowledge of community supports and connections
- Leadership development and peer engagement across the region



Mission Moments



Citlali, Project SEARCH

After exploring different employment experiences throughout her time at ProHealth Waukesha Memorial Hospital, Project SEARCH intern Citlali's dedication to work has begun to blossom in the Environment Services department! Thanks to the mentorship and guidance provided by the Environment Services staff, Citlali is discovering the unique sense of pride and satisfaction that can only be found by accomplishing truly meaningful work. Citlali's confidence in her communication skills is also growing, meaning she now enjoys the freedom to share those thoughts and feelings with her teammates and peers, who can't wait to hear about her future successes!



Nola, Project SEARCH

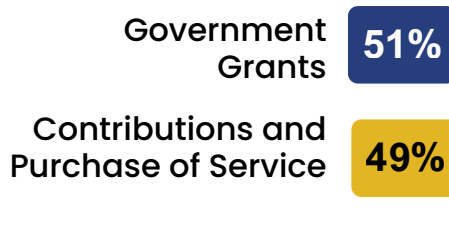
Nola started in our Project SEARCH Program at Children's Wisconsin as an intern. After successfully completing her internship, she was hired by Children's Wisconsin in the Neuropsychology Department. In her role, Nola completes important tasks such as setting up patient rooms and assembling testing kits, helping support both staff and patients each day. Through her employment experience, she has gained increased confidence, independence, and valuable workplace skills while earning a competitive income.

Financial Breakdown

Every dollar invested in TransCen helps create opportunities for people with disabilities to achieve meaningful employment and greater independence. In FY2025, the majority of all expenses directly supported programs and services, reflecting our ongoing commitment to maximizing impact while maintaining strong financial stewardship.



Total Revenue



Total Expenses

