2024
ANNUAL REPORT

Fiscal Year: 10/1/23 – 9/30/24



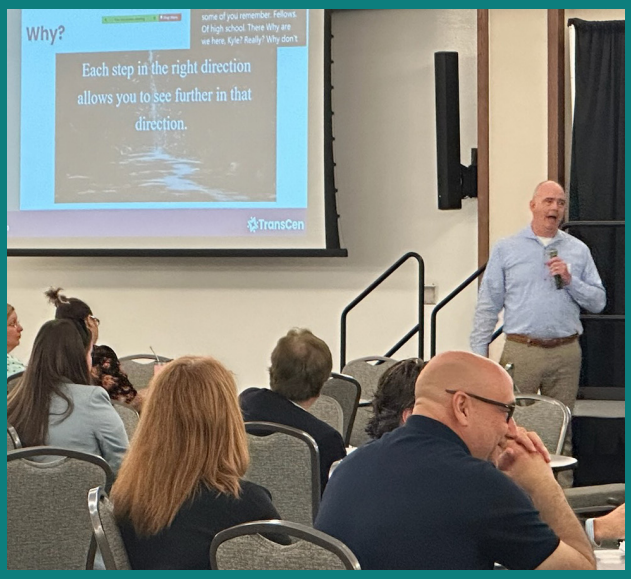


TransCen

MEANINGFUL WORK + COMMUNITY INCLUSION



About Us







TransCen

MEANINGFUL WORK + COMMUNITY INCLUSION

For more than 35 years, TransCen has been a recognized leader in advancing innovative, evidence-based approaches to integrated employment for individuals with disabilities. Through employment services in California, Maryland, and Wisconsin, we support job seekers with disabilities in achieving competitive, integrated employment outcomes. TransCen also operates the Mid-Atlantic ADA Center, reinforcing our commitment to promoting equal opportunity, accessibility, and inclusion.

Mission Statement

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

Our Vision

We believe in a world where disability is never a barrier to employment or community participation.

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 Chair



Dear Friends and Supporters,

As Chair of TransCen's Board of Directors, I am honored to reflect on the transformative impact we made in 2024. This year has been marked by remarkable achievements, unwavering commitment, and tangible progress toward our mission of enhancing the lives of individuals with disabilities through meaningful work and community inclusion.

At TransCen, we believe that employment is more than just earning a paycheck–it represents dignity, independence, and the opportunity to contribute to one's community. This core belief has driven our efforts to expand training, consultation, and direct services, striving to create a world where individuals with disabilities are valued for their strengths and supported in achieving their goals.

2024 Highlights

- Training & Consultation: Trained over 7,800 individuals through more than 226 sessions, strengthening disability service agencies, federal and state organizations, and community partners nationwide.
- Statewide Initiatives: Led improvements in employment services across Indiana, Wisconsin, and California, creating new job opportunities for individuals with disabilities.
- Virtual Training Expansion: Launched virtual ACRE certification to enhance the quality of employment services and outcomes for people with disabilities.
- Direct Services Impact: Assisted more than 160 individuals in securing and maintaining employment in Milwaukee, San Francisco, and Rockville.
- ADA Advocacy & Research: Trained over 5,000 participants and extended outreach to marginalized communities, conducting research on barriers faced by Black individuals with disabilities.

These accomplishments would not have been possible without the unwavering support of our partners, donors, and advocates. Your dedication to our mission has empowered us to break down barriers and create pathways to success for individuals with disabilities.

As we look to the future, we remain committed to innovation, advocacy, and expanding opportunities for those we serve. Together, we are redefining transition and employment, ensuring that every individual–regardless of ability–has the opportunity to thrive.

Thank you for being an essential part of this journey.

Olivia M. Moss

Oliver Moss
Chair, Board of Directors
TransCen Inc.

Overall Highlights

2024



169

CLIENTS SERVED

Through Direct Services



226+

TOTAL TRAININGS

Produced & Conducted



7,887

INDIVIDUALS TRAINED

Virtual & In Person Events



740 **PEOPLE RECEIVED**

TECHNICAL ASSISTANCE

MID-ATLANTIC ADA CENTER

TransCen

Training & Consultation Division

160+ TOTAL TRAININGS

2800 INDIVIDUALS TRAINED

TRAINED **55+** FEDERAL, STATE & LOCAL AGENCIES

TRAINED **25+** DISABILITY AGENCIES

Training and Consultation: Advancing Employment Opportunities

In 2024, TransCen's Training and Consultation Division made significant strides in promoting meaningful work and community inclusion for individuals with disabilities. Through high-quality training, curriculum development, and interagency collaboration, the team not only addressed critical challenges but also strengthened partnerships and expanded the understanding of the field's training needs.

Key Highlights For The Year Include

- Indiana Employment Transformation Project: Completed a two-year initiative with Indiana's Division on Disability and Rehabilitative Services (DDRS), supporting 33 disability employment providers, 8 schools, and 3 state agencies. The project enhanced employment services statewide and was transformative for many providers.
- Technology Focused Job Coaching in Wisconsin: Concluded a project that promoted technology-based strategies to help job coaches fade support effectively.
- Customized Employment in California: Collaborated with four Regional Centers to implement customized employment practices and enhance family partnerships, resulting in additional training opportunities.
- National Research Collaboration: Partnered with Mathematica on a CSAVR-funded project to explore challenges state VR agencies face in utilizing federal funding.
- Behavior Support Webinar Series: Developed a 3-part series addressing strategies for supporting employees with behavioral challenges, responding to a critical need in the field.
- Virtual ACRE Training Launch: Began offering virtual ACRE (Association of Community Rehabilitation Educators) training, expanding access to a nationally recognized credential for employment professionals.

Additonal Highlights

- Delivered live and virtual training in 12 states, including North Dakota, New Jersey, Maryland, Illinois, Utah, California, Wisconsin, Indiana, Nebraska, Vermont, and Michigan.

- Authored a parent training curriculum for the Nebraska Council on Developmental Disabilities.
- Provided the keynote presentation at an Illinois conference for Direct Service Professionals (DSPs).
- Facilitated a community of practice for transition educators in Utah.
- Published a brief on school-to-community transition for Michigan START.
- Contributed as Subject Matter Experts for the U.S. Department of Labor's NEON Project.
- Continued involvement in the Charting the LifeCourse Nexus, integrating person-centered thinking into employment training.

TransCen's commitment to innovation and excellence in training continues to make a profound impact on employment services across the country.

Training Testimonial

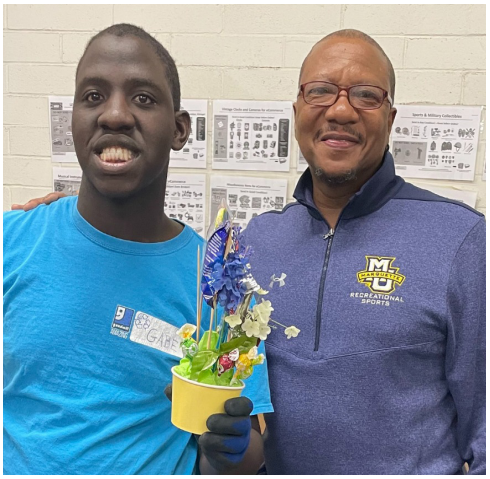


"Our experience with TransCen's work on Family Engagement was outstanding. Facilitator Sean Roy is engaging, credible, and committed to supporting meaningful conversations that respectfully address the concerns that can become a barrier to success. Service providers are eager to play an expanded role in helping families navigate a complex system, and believe that independence and inclusion are possible. This outreach also connects to individuals that have made this transition successfully, elevating confidence that competitive integrated employment is a viable option.

Our association will continue to advocate for this much needed service, and would welcome further collaboration with TransCen in that regard."

– TODD C., CEO, MARO - Michigan's Statewide Network of Mission Driven Businesses Promoting Community Access and Inclusion

Employment Services





Employment Services: Fostering Independence and Community Inclusion

In 2024, TransCen's employment services made a significant impact through Creative Employment Opportunities (CEO) in Milwaukee, WI, WorkLink in San Francisco, CA, and at TransCen in Rockville, MD. These programs supported individuals with disabilities in achieving meaningful work and community inclusion.

Creative Employment Opportunities (CEO) – Milwaukee, WI

Community-Based Services:

CEO supported 104 clients, including 24 individuals who secured employment and 67 who received on-site skill instruction. Additionally, 12 individuals gained career exploration experience through temporary work placements.

Success Stories:

- Misty and Zach transitioned to full-time roles in Food Services, gaining competitive wages and benefits.
- Former Project SEARCH interns Tanner and Sheen now work together, with Sheen mentoring Tanner on complex tasks like sterilizing surgical kits. And Alec, employed in Distribution, built stronger team connections, positively impacting team morale.
- Brielle explored career options at Pewaukee Public Library and Kowabunga Comics through temporary work experiences.

Community Partnerships:

- Key business partners included Marquette University, the Milwaukee Brewers, Kwik Trip, and Layton Terrace Senior Living Facilities, providing quality employment opportunities.

Project SEARCH:

- A 10-month internship program offering skill development directly at business sites. In 2024, 12 interns graduated, with 8 securing employment, 2 continuing with temporary work experiences, 1 pursuing post-secondary education, and 1 relocating. Currently, 27 interns are enrolled for the 2024-25 year.

TransCen – Rockville, MD

The Rockville office served 20 individuals through hands-on work-based learning (WBLE) and personalized job coaching.

Youth Achievements:

- 13 WBLE placements including Samuel at Sunrise Senior Living, Olivia at Lifeline Horse Rescue, and David at TECMEDIA.
- Kit C. continues to thrive in a data entry role at Delegate Mac Korman's office.

Adult Achievements:

- Supported 7 adults in job preparation, including David and Aprelle pursuing remote administrative roles.
- Established new partnerships, including a WBLE at We Rock the Spectrum, an autism-focused gym, and Dreamtreats Bakery.

WorkLink - San Francisco, CA

WorkLink supported 33 clients and offered Tailored Day Services (TDS) to three individuals, promoting job skills and community involvement.

Client Highlights:

- Carolyn and Lepa pursued creative passions through art and drama classes at City College of San Francisco.
- Oscar, a recent graduate, gained data entry experience at Kaiser's autism spectrum department, fostering independence and career readiness.

WorkLink remains committed to creating opportunities for personal growth, community engagement, and meaningful employment.focused gym, and Dreamtreats Bakery.

TransCen

Mid-Atlantic ADA Center Activities & Outcomes

Mid-Atlantic ADA Center

The primary mission of the Mid-Atlantic ADA Center is to provide training and technical assistance to everyone covered by the ADA in the Mid-Atlantic Region. In addition to training and technical assistance, we conduct research and outreach to underserved communities and marginalized populations, specifically back and Hispanic people with disabilities. Below is a quick snapshot of the work we completed in 2024.

2024 Snapshot:

740
TECHNICAL ASSISTANCE REQUESTS ADDRESSED

66
TRAINING EVENTS CODUCTED

5087
PARTICIPANTS TRAINED

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

- **93% reported that information received from the Center was useful**
- **61% achieved an ADA implementation outcome**
- **25% achieved an ADA knowledge outcome**
- **5% achieved an ADA-related decision outcome**

Advancing Accessibility and Inclusion

Equity in Focus:

The ADA Center continues its efforts to bring ADA information to marginalized communities through its Equity in Focus initiative. Outreach efforts included four webinars reaching over 300 people, social media outreach on Instagram, Facebook, and LinkedIn, and our first Transition Conference conducted entirely in Spanish held on a Saturday in Falls Church, VA.





Research and Outreach:

The Mid-Atlantic ADA Center completed a study on how Black individuals with disabilities access ADA information. Findings revealed significant barriers, including a lack of awareness and compounded discrimination.

Future Initiatives:

In 2025, the Center will host a four-part webinar series to address these barriers, promote civil rights, and amplify the voices of Black individuals with disabilities. This effort will be in collaboration with the IMAGE Center and Bailey Media Group.

Mission Moments



JENN, WORKLINK, SAN FRANCISCO

Jenn recently marked 25 incredible years with Prologis. Known as a cornerstone of the office, she keeps the kitchen stocked, ensures conference rooms are event-ready, and handles preparations with care. Jenn's exceptional attention to detail ensures everything is perfectly in place. She also brings a personal touch by remembering everyone's birthday and keeping the team informed about upcoming holidays and special events.

We asked Jenn what it means to be there for 25 years, she said "I like the people at my job and I get to see everyone everyday. I like being professional. I felt overwhelmed a lot before, but now I feel like I can handle things."



ALEC, CEO, MILWAUKEE

Alec is an extraordinary young man with autism whose passion and creativity shine through his role as the Orange Power Ranger. For Alec, embodying this character is more than just wearing a costume—it's a meaningful way to express himself and build connections with others, including his coworkers on the heart care unit at Waukesha Memorial Hospital.

Alec's story is a powerful reminder that courage, imagination, and kindness can break down barriers and foster genuine connections. We are honored to celebrate Alec—our very own Orange Power Ranger and a true hero!

Financials

Overall Fiscal Year: **10/1/22 – 9/30/23**







TOTAL REVENUE

$3,177,271

GOVERNMENT GRANTS

$1,29,772

CONTRIBUTIONS AND PURCHASE OF SERVICE

$1,747,499

TOTAL EXPENSES

$3,099,883

PROGRAM SERVICES

$2,497,906

MANAGEMENT AND GENERAL

$619,977