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## 2012 ANNUAL REPORT LETTER FROM BOARD CHAIR

It is with great pride that we share the TransCen Annual Report for 2012. Last year marked 25 years of service. This year reflects our continued dedication to improving educational and employment success as well as full community and civic participation for youth, adults, and veterans with disabilities.

This report summarizes initiatives undertaken in 2012, as well as highlights projects in development for 2013 and beyond. It is a glimpse of TransCen's expansive body of work advancing career and workforce development for individuals with disabilities and other barriers to employment.

We look forward to working with long-time and future partners to further build our record of leading edge contributions—direct services, training and consultation, and research that expands knowledge and practical applications in the field.

*Oliver Moss*, Chair

**Oliver Moss** chair  
Bank of America/Merrill Lynch  
**Carolyn Post** vice-chair  
Parent  
**Richard Luecking, Ed.D.** president  
TransCen, Inc.  
**Joseph Hawkins, Jr.** treasurer  
Westat  
**Juliana Taymans, Ph.D.** secretary  
George Washington University  
**Judith Borten, Ph.D. (hon.)**  
OSAE Advisory Committee (Retired)

**William Borten, Ph.D. (hon.)**  
CEO, Atlantic Research Corporation (Retired)  
**Jessica Lux, M.A.**  
Educator  
**Margit Meissner**  
Montgomery County Public Schools (Retired)  
**Margaret Roffee, M.A.**  
U.S. Business Leadership Network



## 2012 ANNUAL REPORT



→ since 1986

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

Founded in 1986, 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.

Since its inception, TransCen has created over 90 local, state, and national programs, helped over 17,000 youth, adults and veterans become employed, trained over 126,450 individuals, received 22 Awards, authored over 100 publications, and conducted business in 50 states and 10 countries.

TransCen will continue to be a learning organization that . . .

- links resources and leadership with results
- alters practices to better serve those around us
- translates knowledge from research into everyday practice
- contributes to policy development and practice in America and abroad
- works at the grassroots level and applies what we learn to global audiences

Patrick



Meet Patrick. Highly organized with a positive outlook and strong work ethic, his limited job experience and painful shyness made interviewing and job prospects difficult. After enrolling in a paid internship program operated by TransCen, Inc., his prospects changed.

Staff at TransCen employed an assessment process and tool known as the positive personal profile (ppp) that helped Patrick self-identify his strengths as well as his career interest.

This became the basis for the match to his internship assignment at Sandy Spring Bank. Patrick quickly demonstrated that he could successfully complete the job tasks assigned in his paid internship. Once bank staff realized his potential, they expanded his job description to include other tasks within other departments.

Sandy Spring Bank rehired Patrick during the next winter break utilizing the skills he acquired during his summer paid internship for his direct hire. Patrick's internship and job experience at the bank has set the stage for his transition to college and a career.

*"As a parent, it was hard for me to let go. It takes a leap of faith—you have to let your child experience failure and/or success. The whole experience (paid internship), gave my husband and me hope for Patrick's future."*

~Pamela Farrell, Parent

*"I feel it is important for others to see that Patrick's paid internship was not just a line item in a budget. Patrick was a young man with a disability succeeding in a job. I want them to see the person behind all those numbers, and I want to encourage other employers to provide paid work opportunities."*  
~Dawn Weglein, SPHR, CCP, CB, Sr. Vice President & HR Director| Sandy Spring Bank & Board Member Montgomery County Workforce Investment Board



Joe, Patrick & Pamela Farrell

During the summer between high school and college, Patrick, a young man with Autism, completed a summer work internship at Sandy Spring Bank in Olney, MD helping him pursue a career of his choice—banking.

# → Highlighted Initiatives

**Add Us In** – Add Us In is a new initiative sponsored by the U.S. Department of Labor's Office of Disability Employment Policy (ODEP). The local AUI Maryland initiative, operated by TransCen, Inc., is one of eight consortia working across the nation to identify and develop strategies for connecting small businesses with untapped talent— individuals with disabilities. Local consortium partners include the Montgomery County Workforce Investment Board, the Hispanic Chamber of Commerce of Montgomery County and the Hispanic Business Foundation of Maryland. [www.dol.gov/odep/Addusin](http://www.dol.gov/odep/Addusin)

**Center on Transition to Employment for Youth with Disabilities** – Established in partnership with Virginia Commonwealth University, the Center's purpose is to identify, research, and widely disseminate evidence-based practices that contribute to successful employment for youth with disabilities making the transition from school to adult life. [www.transitiontoemployment.org](http://www.transitiontoemployment.org)

**Maryland Seamless Transition Collaborative (MSTC)** – Aims to improve postsecondary outcomes of students with disabilities through a sequential delivery of specific transition service components beginning in early high school so that students exit school with the supports to immediately achieve employment and/or postsecondary education enrollment. TransCen is a partner with the Maryland Department of Rehabilitation Services and eleven school districts in operating the Collaborative. [www.seamlesstransition.org](http://www.seamlesstransition.org)

**Mid-Atlantic ADA Center** – Provides information, guidance, and training on the Americans with Disabilities Act to businesses, government entities, and individuals throughout the six states in the Mid-Atlantic Region. The Center also hosts the annual ADA Update and conducts research on hospitality employment. [www.adainfo.org](http://www.adainfo.org) The Mid-Atlantic Center continues to work collaboratively with hospitality industry partners such as the American Hotel & Lodging Association (AH&LA) and the Asian American Hotel Owners Association (AAHOA) to host webinars and cable television spots on the 2010 Standards for Accessible design and the new lodging industry regulations. [www.ADAhospitality.org](http://www.ADAhospitality.org)

**National Youth Transition Center (NYTC)** – TransCen is one of 41 members of the National Youth Transition Collaborative and has co-located offices housed in the NYTC developed by the HSC Foundation. The NYTC fosters national collaboration, active learning, debate, and capacity building among professional organizations that serve youth, adults, and returning veterans with disabilities.

**WorkLink** – Based in San Francisco, TransCen's WorkLink staff operates three distinct programs: Integrated Work (a hybrid service that combines supported employment and community-based day services for individuals with more complex support needs), Supported Employment (individuals whose main service need is employment support), and Competitive Placement (for individuals seeking professional jobs, referred by vocational rehabilitation). WorkLink, through a grant from the Go to Work California project, is also working with service providers throughout the state to improve integrated employment outcomes for individuals with more complex support needs by braiding services and creating hybrid programs.

**Training and Technical Assistance** – Through various programs and partnerships, TransCen provided consultation and training on transition and employment strategies throughout the United States in 2012. State agencies, school districts, service providers and individual professionals received assistance from TransCen to improve their capacity to effectively serve their constituencies.

**Youth Employment Service**– This local Maryland program provides job search and support for youth with disabilities. Two job sites developed by this program were the focus of a visit by officials from the U.S. Department of Health and Human Services in December 2012. Kathy Greenlee, Assistant Secretary for Aging, and Sharon Lewis, Commissioner, Administration for Intellectual and Developmental Disabilities, at the U.S. Dept. of Health and Human Services visited the sites and the TransCen office so that they could gain a direct perspective of employment opportunities for individuals with intellectual disabilities.

**Global Partnership Expanded with Brazil** – TransCen hosted Annie Gomes Redig, a doctoral student at the State University of Rio de Janeiro (UERJ) in Brazil, to learn about customized employment, the subject of her doctoral dissertation. The partnership with UERJ also included a Fulbright Specialist grant to TransCen President Dr. Richard Luecking to develop and teach a curriculum on transition and employment at UERJ's Graduate Program in Education. This learning exchange with UERJ in Brazil was made possible, in part, through the Judith and William Borten Scholarship.



TransCen staff with President Dr. Richard Luecking presented awards to collaborative partners of the Add Us In local initiative to the Hispanic Chamber of Commerce Montgomery County and Hispanic Business Foundation of Maryland in recognition of the 2012 National Disability Employment Awareness Month.



Annie Redig, doctoral student at the State University of Rio de Janeiro (UERJ) with TransCen, Inc. staff

## financial statement

October 2011 – September 2012

TransCen maintains over \$1,000,000 in unrestricted reserves

Total Income \$3,893,537		
\$556,346 Other Revenue	\$701,165 Purchase of Service Income	\$2,636,026 Government Grants
Total Expenses \$3,856,153		
\$606,613 General Administration	\$891,391 Mid-Atlantic ADA Center	\$2,358,149 Employment & Technical Assistance Programs

## Featured Publications:

TransCen staff and work were featured in several national and international publications.

- Certo, N., & Luecking, R. (2011). Transition and employment: Reflections from a 40 year perspective. *Journal of Vocational Rehabilitation*, 35,157-161.
- Fabian, E., Simonsen, M. & Luecking, R. (2012). Job developer types, placement practices and outcomes. Research Brief published at [http://www.heldrich.rutgers.edu/sites/default/files/content/Job\\_Developer\\_Types.pdf](http://www.heldrich.rutgers.edu/sites/default/files/content/Job_Developer_Types.pdf).
- Grigal, M., & Deschamps, A. (2012). Transition education for adolescents with intellectual disability. In M. Wehmeyer & K. Webb (Eds.) *Handbook of Transition for Youth with Disabilities*. New York: Routledge, Taylor and Francis.
- Grigal, M., Dwyre, A., Emmett, J., & Emmett, R. (2012) A Program Evaluation Tool for Dual Enrollment Transition Programs. *Teaching Exceptional Children*, Vol. 44, No. 5, pp. 36-45. May/June 2012.
- Luecking, R., & Buchanan, L. (2012). Job development and placement in youth transition education services. In M. Wehmeyer & K. Webb (Eds.) *Handbook of Transition Education for Youth with Disabilities*. New York: Routledge, Taylor and Francis.
- Luecking, R. (2011). Connecting employers with people who have intellectual disability. *Intellectual and Developmental Disabilities*, 49, 261-273.
- Tilson, G.P., & Simonsen, M. (in press). The personnel factor: Exploring the personal attributes of highly successful employment specialists who work with transition-age youth. *Journal of Vocational Rehabilitation*.
- Simonsen, M., Fabian, E. & Ethridge, G. (2013). Youth and adults with psychiatric disabilities: Improving career and employment. In D. Strauser (Ed.), *Career Development, Employment and Disability: From Theory to Practice*. New York: Springer.
- Simonsen, M. & Neubert, D. (2013). Transitioning youth with intellectual and other developmental disabilities: Predicting community employment outcomes. *Career Development and Transition for Exceptional Individuals*. Doi: 10.1177/216543412469399.