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# From the Board



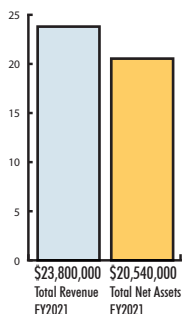
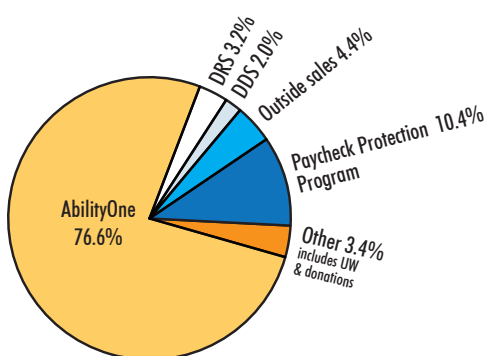
Kevin Clifton, President

As Board President, I've had the opportunity to observe how Dale Rogers Training Center (DRTC) provided so many employment and training opportunities throughout the community. Every day businesses and industries, both in Oklahoma and beyond, partner with us to move the mission forward. It's also been amazing to see the contributions of people with disabilities to the economy. They have worked diligently in support of our community and nation.

To see the full picture of DRTC's impact, please take a few minutes to review this 2020-2021 Annual Report. On behalf of the Board of Directors, thank you for your support of DRTC and our mission.

**Kevin Clifton, DRTC Board President 2020-21**

## FISCAL



FY21 amounts are unaudited at time of printing

## DRTC Strategic Goals 2020 - 2023

### Goal 1:

Continue to refine the entrepreneurial business model

### Goal 2:

Expand employment opportunities for people with a disability

### Goal 3:

Be a leading advocate for a disability-inclusive workforce & community

### Goal 4:

Continue DRTC's legacy of nonprofit service excellence



Deborah Copeland, M.Ed.  
Executive Director

# From the Director

At DRTC, our message for the year is simple: people with disabilities are essential to the workforce. Time and time again this proved true; from our frontline custodial crews at Tinker Air Force Base, FAA MMAC, and downtown federal buildings maintaining a healthy and safe environment; to our Tinker AFB food service team providing mission support by serving meals 24 hours a day/7 days a week; to our production team providing personal protective equipment and supporting critical infrastructure industries; and those employed across the community. Oklahomans depended on the dedication and skills of people with disabilities during this most challenging time. One headline we missed was **'people with a disability working to serve and support Oklahoma and the nation.'**

Over this past year the pandemic has forced us to change the way we think about work, the workplace, and what it means to be productive. With these lessons learned, we must forge ahead with diversity and inclusion in the workplace. We must ensure, however, that our discussion of diversity includes people with a disability in order to create accessibility to work for everyone. In the end, accessibility is an investment for a robust, generative, dynamic workforce and community.

Thank you to our Board of Directors, employees, program members, families, and supporters for making this a most memorable and successful year.

## 2020-2021 Board of Directors

Kevin Clifton, President

Frank Stone, 1st Vice President

Bradley Wallace, 2nd Vice President

Andrea Nguyen, Secretary

Cheryl Moore, Treasurer

Allen Brown

Helen Stakem

Eric Shannon

Kristi Wilson

Brian Smith

Angela Ables



# Customer Spotlight

## ATC Drivetrain 2012

### ATC DRIVETRAIN PARTNERSHIP BEGINS. DRTC PROVIDES:

- Weight count for various products
- Assembly for transmission kits for retail customers
- Packaging oil pan kits for Jeep line

"DRTC and ATC have partnered together for almost 10 years, and over those years, we have forged a relationship based on dependability and trust. ATC values the contribution of the DRTC staff and clients, and we are glad to work with such a fine group of people."

Todd Bazzell, Quality Manager

## 2018

### DRTC BEGINS AN ENCLAVE ON-SITE AT ATC. DRTC WORKS ON MORE THAN 25 DIFFERENT PROJECTS

- Weight count job provides the assembly line the ability to efficiently build transmission kits.
- Bulk quantities of various products come to DRTC in the thousands. A trained team places products into bags of quantities specified typically 50-250 pieces.
- Kitting and de-kitting allows ATC to preserve various parts of kits that are no longer needed. DRTC separates individual parts to be used with new kits.



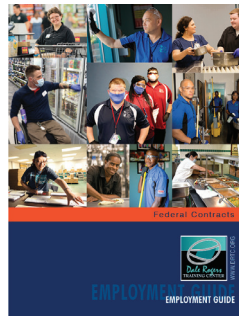
# FEDERAL CONTRACT SERVICES

As a critical infrastructure contractor for the federal government, DRTC provided top-quality custodial and food service at Tinker Air Force Base, FAA Mike Monroney Aeronautical Center, and the OKC federal building complex. DRTC employees service approximately 7.1 million sq. ft. every day and prepare three meals, 365 days a year for service member personnel at Tinker AFB. The custodial service at DRTC has maintained the highest CIMS certification since 2014.



DRTC, in partnership with SourceAmerica® since 1995, contracts with the Department of Transportation, the Department of Defense, and the General Services Administration, to generate more than 300 jobs to employ people with a significant disability or limiting condition. All employees received paid training and valuable work experience in this highly disability-inclusive workforce, which they use to continue to pursue their personal goals for employment.

Over the past year, DRTC continually met the challenges and needs of our customers with innovative services. Hospital-grade fogging capabilities, high-touch cleaning, and increased frequency of service throughout the federal contracts are a few examples of DRTC rising to the challenge for our customers.



For more information about how to be employed at our federal contracts and the support provided go to [DRTC/EmploymentGuide](https://www.drtc.org/employmentguide).

Live Chat Available

## PRODUCTION

DRTC's Production Center worked with 25 businesses last year to complete 140 contracts. They represent transportation, health and safety, electrical and other industries. Our team of 110 people enjoyed working on a variety of projects for internationally-known brands.

In partnership with DD Audio, DRTC also provided supplies to first responders during the pandemic. More than 7,000 face shields were delivered to the Oklahoma City-County Health Department for health care providers.

Email us at [DaleRogers@drtc.org](mailto:DaleRogers@drtc.org) to learn more.

**When surveyed, customers indicate they purchase from DRTC because of a positive personal experience, quality of product and great customer service.\***



# PROMOTIONAL ITEMS

DRTC continued to manufacture beautiful custom awards through DRTC Awards. In addition to awards and trophies, our dedicated and trained staff assist with branding needs through promotional items of all kinds, including screen printing. Screen printing apparel involves several quality checks: ensuring screens are lined up correctly, ink, t-shirt sizes and colors, and also durability of the cured item. Every job provided skills-building opportunities, allowing individuals at DRTC to equip themselves with valuable experience to reach their employment goals.

People employed at DRTC contributed to the success of multiple government agencies through the State Use Program of Oklahoma. DRTC has served as a member of the Program for more than 20 years, providing meaningful long-term employment and job training for employees on the main campus.

Throughout the past year, DRTC successfully pivoted products to meet the changing needs of our customers. From customized face masks to branded safety barriers to health signage, our team offered superior products to support businesses and the community. While some businesses were slowing, DRTC added 144 new customers in 2021. Learn more at <https://www.promoplace.com/drtcpromos>.



Annually, DRTC offers customers the opportunity to experience our product line first-hand. This year, more than 120 guests attended a virtual product round-up complete with a sample box, prepared by our team, delivered straight to their door.

# FRAMING

DRTC continued its entrepreneurial legacy for creating employment opportunities through commercial businesses such as DRTC Framing. Since 1996, the agency has provided professional custom framing across the state for customers such as Oklahoma History Center, ODOT, OKC Boathouse Foundation and MidFirst Bank. DRTC also reaches an even broader audience through Successories®, a national employee recognition company.

This past year, DRTC Framing proudly produced more than 200 framed images for the Department of Tourism in support of the renovation of the Quartz Mountain lodge.

Learn more at [DRTC.org/custom-frames](https://DRTC.org/custom-frames).





# PROGRAMS

At DRTC's main campus, we provide programs and services for people with significant disabilities. Most people are not aware that 82% of our support takes place in the community at worksites, volunteer sites, and businesses. Only 18% of programs are at our main campus. That simply means DRTC provided a wide-range of programs promoting a more disability-inclusive workforce and community overall.

In our Vocational Services Programs, more than 100 people received job skills training and valuable skill development while earning a paycheck. Across our programs on-campus, people with disabilities are provided annual career counseling through the Department of Rehabilitation Services (DRS), and participated in self-directed services with opportunities for advocacy and leadership.

Transportation and other services are provided to accommodate people with disabilities and support full-access to employment and the community. Opportunities for employment for people with disabilities are also provided through a small team approach at businesses across the metro. Our Mobile Workforce is a highly-skilled team providing valuable labor in production and assembly in businesses such as Pelco, Digital Designs and ATC Drivetrain.

People with more significant disabilities are also provided opportunities for access to employment and the community through our Special Needs Program. Specialized transportation and one-on-one assistance allows people who have higher needs or may be adjusting to retirement to earn a wage and fully participate in their community.

## Transition School-to-Work Program

DRTC worked with 3 area school districts to provide Juniors and Seniors in 8 high schools vocational training to prepare them to enter the workforce. Students participated in pre-vocational training and job exploration at local businesses such as JASCO, OSU-The Hub, and Regional Food Bank. They gained real-life job experience to help them make informed employment choices after graduation. This past year, 10 students participated in the program with more than eight businesses. Learn more at [DRTC.org/programs](https://www.drtc.org/programs).

## Camp Tumbleweed

Our traditional summertime fun-in-the-sun went virtual this year! Camp Tumbleweed took on a new format in June 2020 with pre-packaged activity kits delivered to campers who participated in sessions by video conference.

**A 2021 survey revealed people describe DRTC as 'helpful', 'caring', 'friendly' 'professional' and 'compassionate.'\***



# Employment Services

The Employment Services program provided specialized support for people with disabilities to realize their goals for employment. DRTC maintains a placement rate of 68.8%. That equates to 103 people who found employment with the support of a DRTC Employment Training Specialist (ETS). DRTC's goal is to open the door wider for people with disabilities. This year, 21 new businesses discovered the value of inclusion through our job matching services in the community. Overall, DRTC provided 18,434 hours of employment services with more than 46 businesses in our community to employ people with a wide-range of abilities. 68.8% of 150 people with disabilities met their community employment goal in DRTC Employment Services in FY21.

## Business Partners include:

**Hobby Lobby**

**Embassy Suites**

**Not Your Average Joe (two locations)**

**Cory's Audio Visual**

**Arby's**

**Remington Global Gaming**

**Synergy Home Care**

**Lyndale Senior Living**

**McDonald's**

**5 Guys**

**Central Plastics (Shawnee)**

**Riverwind Casino**

**Top Dog Pet Resort**

**Sonic**

**Crest**

**Walmart**

**Burlington**



DRTC is a private nonprofit serving the Oklahoma City metro and surrounding areas. DRTC provided job training, placement services, and direct employment for more than 900 people last year; approximately 772 of those people have a disability or limiting condition.

DRTC specializes in employment for people with a disability or limiting condition by providing great jobs through federal contracts and community integrated employment.



Dale Rogers Training Center has been a United Way partner agency since 1959. United Way helps provide impactful services for those at DRTC, including adult rehabilitation, Special Needs Program, Camp Tumbleweed, transportation, and extended care, which allows caregivers to drop off and pick up their loved one at DRTC so they can work themselves. When you support United Way, you're also helping local nonprofits like Dale Rogers Training Center advance their mission and serve the needs of those in the community. #LiveUnited

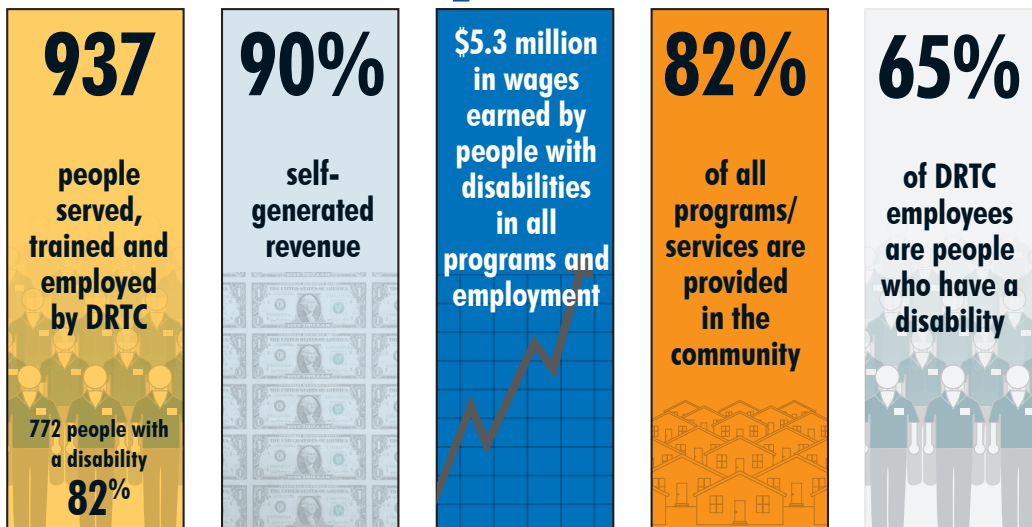


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NON-PROFIT  
U.S. POSTAGE  
**PAID**  
Okla. City, OK  
Permit No. 988

DRTC strives to promote a disability-inclusive workforce and community throughout Oklahoma

## Ability at Work



\*Brand Audit, Schnake Turnbo & Frank, 2021



Find Us! Like Us! Follow Us!

