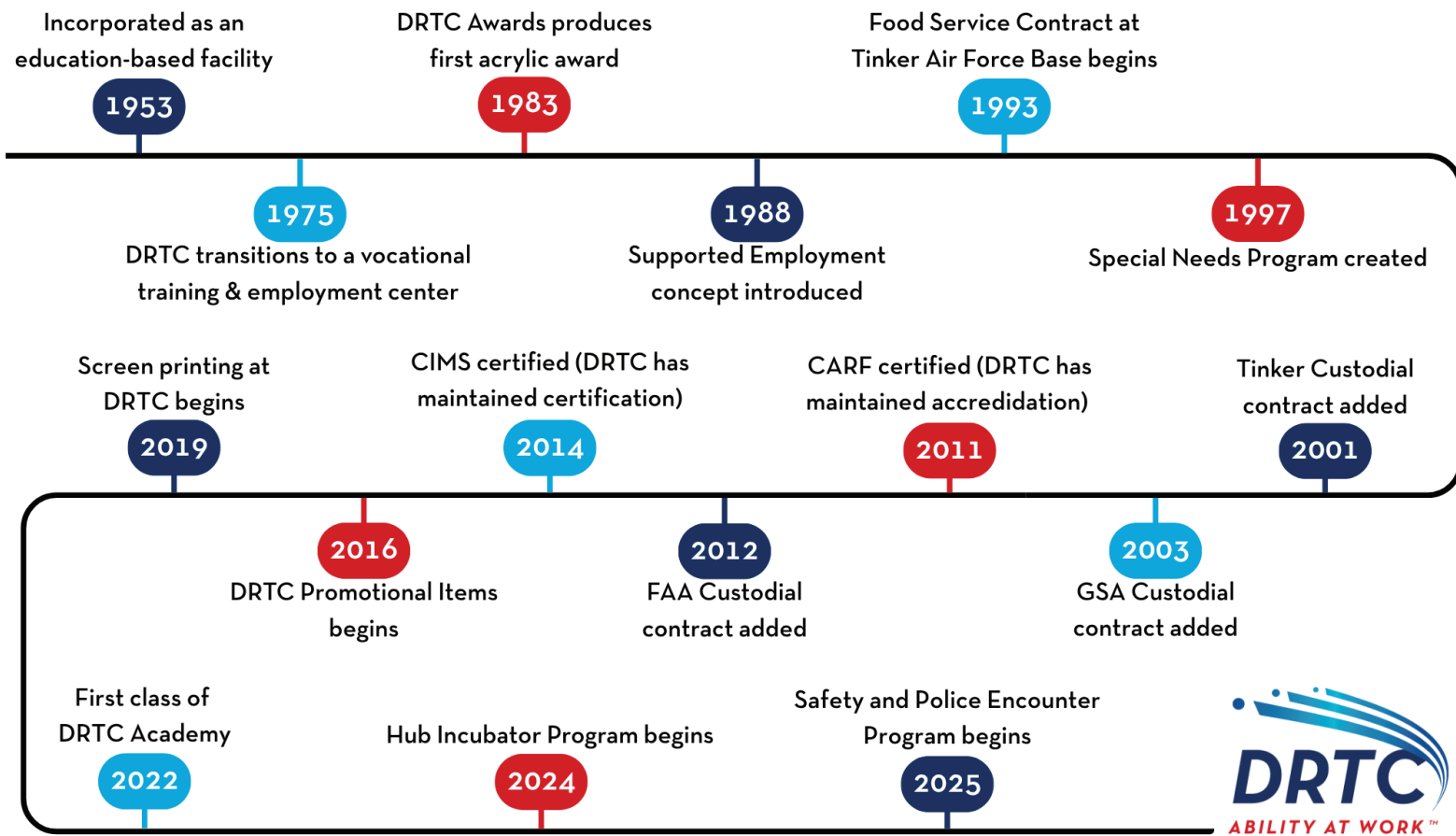




[DRTC.ORG](http://DRTC.ORG)

Media Kit

# DRTC Agency Timeline



Deborah Copeland, M.Ed.  
DRTC Executive Director/CEO

Eric Shannon  
DRTC Board President



Main Campus  
2502 N. Utah Ave.  
Oklahoma City, OK 73107

# About DRTC

Dale Rogers Training Center (DRTC) specializes in employment for people with a disability or limiting condition by providing great jobs through federal contracts and competitive integrated employment. With multiple locations in Oklahoma, DRTC serves, trains or employs more than 1,000 people annually. Trained staff work with program participants to reach their full potential, providing resources and other assistance as needed.

## Mission statement

DRTC creates pathways to workplaces and communities for people living with disabilities to achieve their employment goals.

## Vision statement

Integrated workforce and communities that are equitable and accessible for people living with disabilities.

## Core Values

Respect, Integrity, Community



DRTC is recognized as a Top Workplace by The Oklahoman (2024 & 2025).



## Our Logo

The DRTC logo evokes feelings of forward movement, innovation, energy and excitement. The three blue forward arcs represent the foresighted and progressive nature of DRTC's entrepreneurial business model and employment opportunities. As the arcs unite together, the logo also reflects DRTC's important mission of inclusivity, while the blue discs symbolize the people whom DRTC serves.

# Programs

DRTC provides multiple programs for persons with disabilities. From the summer camp program for teenagers and young adults, to paid training opportunities and community employment, these nationally-accredited services are provided by highly-trained staff.

Programs are funded either through the Developmental Disabilities Services (DDS) or the Oklahoma Department of Rehabilitation Services (DRS).

Below is a brief overview of DRTC's programs (client counts reflect the 2023-2024 Fiscal Year):

## Employment Services\*

Trained Employment Consultants work individually with people with disabilities to meet their employment goals. Employment Consultants develop relationships with businesses in the community to provide valuable employees while supporting a more inclusive workforce in Oklahoma. *The department assisted 470 people with disabilities to gain community employment.*

## Vocational Services\*

A multi-faceted program with a focus on employment skills training that also helps develop social, personal and self-advocacy skills to build increased independence. Individuals have choices when it comes to employment; our Production Center completes approximately 85 subcontracts every year, providing quality products and valuable work skills. *69 participants*

## Mobile Workforce\*

Teams of 3-5 people with disabilities, along with trained DRTC staff members engage in paid vocational training at various company worksites. Participants also engage in volunteer opportunities throughout the community. *30 participants*

## Community Living Engagement\*

Offers individuals opportunities for community engagement (volunteering, community outings, etc.) as well as some paid work activities through the DRTC Production Center. *28 participants*

## DRTC Summer Academy

Summer day camp for 9th-12th grade students. Activities include pre-employment and life skills via the DRTC Academy, field trips, outdoor activities, and arts and crafts. *8 participants*



## CARF Accreditation\*

The Commission on Accreditation of Rehabilitation Facilities (CARF) has accredited DRTC's programs since 2011.

### Programs & services partially funded by United Way:

- Vocational Services
- Community Living Engagement
- DRTC Summer Academy



**UNITED WAY**  
Central Oklahoma

*Partner and approved  
Worldwide Vendor*

# Divisions

DRTC's entrepreneurial divisions benefit businesses and individual customers worldwide. Located in the heart of Oklahoma City, we are uniquely positioned to fill your product needs from employee recognition, brand building and even home/office decor. Every division exists to further the agency's mission of employing people with disabilities.

## DRTC Awards & Promotional Items

Started in 1983, our team manufactures beautiful custom acrylic awards and plaques, assembles trophies, and inspects promotional items for quality. DRTC Awards & Promotional Items is an Oklahoma State Approved Vendor and a member of SAGE, and Promotional Products Association International.

## Community Employment Programs

DRTC holds federal contracts providing employment opportunities for approximately 300 Oklahomans through SourceAmerica®, an AbilityOne® Program to employ people with disabilities. Below is an overview of Federal Contract locations DRTC serves.



### Tinker Air Force Base

*225 staff*

Crews at DRTC's Tinker Air Force Base federal contract provide custodial and food service for base personnel. The food service contract serves almost 13,000 meals a month, while custodial employees clean 188 buildings (4.26 million sq. ft.) on base.

### Downtown Federal Buildings

*33 staff*

Employees provide custodial services at the Federal Courthouse, Post Office, Federal Building and the Murrah Plaza. Combined, they clean 634,757 sq. feet of space.

### Federal Aviation Administration (FAA)

*42 staff*

Employees provide custodial services at the Mike Monroney FAA facilities in Oklahoma City. They are responsible for cleaning 89 buildings (1.8 million sq. feet).



### CIMS Certified

DRTC's federal contract locations have been certified by Cleaning Industry Management Standard (CIMS) since 2014.



# Deborah Copeland, M.Ed.

## Executive Director/CEO

Deborah Copeland M.Ed. has spent her career in the nonprofit sector working with multiple populations toward the goal of a brighter future. Prior to returning to DRTC in 2019, she served for three years as the Chief Operating Officer of Sunbeam Family Services providing operational and program leadership in early childhood education, foster care, senior services and counseling services.

Deborah began her career 30 years ago in direct care, case management, and program management at ENMRSH (New Mexico) providing residential and vocational rehabilitation services for adults with a disability. Deborah considers this experience foundational as it was a time of radical change for people with disabilities who were leaving institutional placements and moving to community programs.

After returning to Oklahoma in 1996, Deborah began her journey with DRTC spending more than 14 years with the agency. In 2019, the Board of Directors selected Deborah to return as Deputy Director to prepare to lead the agency in 2020 as Executive Director.

Deborah holds a Master of Education and a Bachelor of Arts in Education. She has been a board member for SourceAmerica since 2022 and has worked on AbilityOne contracts for more than 30 years. Additionally, she serves on various boards, panels, and committees in Oklahoma. Recently, Deborah led a coalition of Oklahoma providers and state entities to facilitate the statewide transition to eliminate the use of the 14(c) special certificates in Oklahoma.

Deborah was the recipient of the APSE Wendy M. Wood Emerging Leader Award 2022, named the Journal Record's 2023 Power List of Influencers on Diversity, and Power List Workforce Education, and selected as a 2022 & 2025 Most Admired CEO by the Journal Record.

## DRTC Administration

Chief Financial Officer - Lillian Hobbs, CPA  
Chief Administrative Officer - Kevin Sonntag, MBA, MA, LPC  
Chief Operating Officer - Mark Woods  
Business Director - Mark Claunch  
Human Resources Director - Rita Favreau  
Programs Director - Angela Duckett, M.Ed.  
DRS Programs Director - Kim Tomlin  
IT Director - Chris Elwell  
Marketing & Communications Director - James Helm, MPA  
Director of Custodial Services - Shawn Burkhead  
Retail Sales Manager - Colleen Jackson  
Human Resources Generalist - Kenneth Couchman  
Business Analyst - Heather Magbee



# Opportunities through DRTC

*Join us as we reimagine the future of employment for people with disabilities.*

## Pathways to an inclusive workforce and community

DRTC is leading the community toward a more disability-inclusive workforce and community through partnerships with area businesses and federal contract jobs for individuals with disabilities. Programs focus on maximizing independence with daily living skills and social skills training through community engagement.

### At a glance

#### Total Served

944 people with disabilities  
1,131 trained, served or employed

#### Total Budget

\$27.5 Million

People with disabilities in all programs and federal contracts earned \$8.1 million in wages during 2024-2025.

Total revenue self-generated by agency: 88%

84% of all programs/services are primarily community-based

## DRTC Hub - Accelerator Program

Designed for people with disabilities, DRTC's entrepreneurial program offers mentorship, business education, funding and ongoing support to enable individuals with disabilities to launch and grow sustainable businesses.

## Safety and Police Encounters

Life-saving training designed for people with disabilities. This online curriculum, developed in partnership with IDD Safe and LearningQ, instructs participants how to have safe interactions with law enforcement in a number of scenarios.

## DRTC Academy

The DRTC Academy is designed to help individuals transition to employment in the community. DRTC plans to expand work readiness and job skills training throughout Oklahoma with online learning opportunities.

## All Abilities Job and Resource Fair

A partnership between DRTC, Goodwill Central Oklahoma, and NewView Oklahoma connects job seekers with employers. These highly accommodating job fairs emphasize applicants' abilities. Participating employers learn about best practices for hiring and retaining workers with disabilities and/or limiting conditions.

Is your company ready to include people with disabilities as part of its diversity strategy? Email [pr@drtc.org](mailto:pr@drtc.org) to learn more.



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A community partner of United Way