



LEADING A DISABILITY-INCLUSIVE WORKFORCE AND COMMUNITY

DALE ROGERS TRAINING CENTER



Programs Director Angela Duckett, Vocational Instructor Janie Tuttle, and Executive Director Deborah Copeland

In 2025, DRTC unveiled a refreshed mission focused on creating pathways for people living with disabilities. This renewed mission builds on DRTC's 72-year legacy of advocacy and innovation, while also creating a clear vision for the future: accessible and equitable workplaces and communities for everyone. From the new DRTC Hub supporting entrepreneurs who have a disability to the Safety and Police Encounter Training, we strive to continue that legacy.

Over the next few years, the agency is transforming programs and services, opening doors to competitive, meaningful, jobs and opportunities. Guided by our core values of respect, integrity, and community, DRTC continues to champion people with disabilities in achieving their employment goals.

Eric Shannon

2025 DRTC Board President

Deborah Copeland, M.Ed.

Executive Director/CEO

2024-2025 Board of Directors

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



UNITED WAY
 Central Oklahoma





DRTC Agency-wide

944

People with disabilities served,
trained or employed

\$8.1m

Wages earned by people with disabilities
in all programs and employment

16%

Increase in wages earned by people with
disabilities from 2023-2024

62%

Of DRTC employees have a disability

Grassroots Conference 2025

DRTC returned to The Hill for SourceAmerica's annual Grassroots Conference. This year, self-advocate Sharon Harris, her mother Bridget Orange, and Marketing & Communications Director James Helm formed DRTC's three-member team.

Sharon is a Supervisor at DRTC's Tinker Air Force Base Admin Contract through SourceAmerica®. She started as a janitor, and through her hard work and DRTC's Upward Mobility Program, she was promoted to Lead, and eventually Supervisor. She now oversees eight employees and is responsible for the cleaning of 34 buildings in support of the mission at TAFB. One day, Sharon hopes to be a Contract Manager!

"I love my job and leading my team, teaching them how to be great at doing their jobs as essential workers," said Sharon, who has worked for DRTC for more than 10-years.

Over the course of four days, Sharon participated in the Celebration of Stories, where she told her story about the impact of employment on her life, was a featured panelist in a recorded roundtable discussion, and also visited with staff members in four Congressional offices. There was also a bit of sight-seeing along the way, too! DRTC will share the roundtable discussion video on social media when it is available. In the meantime, you can see several videos of Sharon's Grassroots Conference experience on DRTC's social media accounts. Find

@DRTCorg on Facebook, Instagram, X, or LinkedIn and be sure to follow us.

About the AbilityOne® Program and SourceAmerica®
AbilityOne® is a national program designed to provide employment opportunities for people living with disabilities through services rendered or product manufacturing. SourceAmerica® is a national nonprofit organization that assists other nonprofits to participate in the AbilityOne® Program.

In addition to custodial and food service contracts at Tinker Air Force Base, DRTC also holds custodial contracts at the FAA Mike Monroney Aeronautical Center, and federal buildings in downtown OKC. DRTC employs approximately 300 people at these locations.



Top: Sharon in Washington, DC.

Middle: During a meeting with Congressman Tom Cole's office.

Right: Bridget and Sharon at the Lincoln Memorial.



**Recognized as one of
Oklahoma's Top Workplaces
in back-to-back years**



**Join our team at
DRTC.org/Now-Hiring**

**TOP
WORK
PLACES**
2024 & 2025

Micro-Grants=Big Difference

When employees succeed, so does DRTC's mission. That's the idea behind the Employee Stability Micro-Grant Program. This program, administered since 2022, promotes employee success through investment in achieving personal goals, sustaining financial wellness and fostering hope.

Over the course of the 2024-2025 Program Year, DRTC provided 28 unique Micro-Grants worth more than \$22,000. DRTC offers grant funding to staff in need, and who meet the eligibility criteria, to assist with a range of matters including: unforeseen crisis or disaster, non-medical expenses due to emergencies, transportation and/or childcare needs to allow for timely arrival and departure from work, and assisting employees pursue a personal goal related to work or well-being.

"Crises can happen at any time, and the DRTC Micro-Grant Program is a way to help provide some relief to our staff when they need it most," said Executive Director Deborah Copeland.

Kenneth (DRTC) and Alexis (Kickstart Micro-Grant recipient)



Celebrating champions

DRTC held its annual Ability At Work Awards at the Will Rogers Theatre in Oklahoma City, recognizing champions of disability-inclusion in the workforce. Planning is already underway for the 2026 Ability At Work Awards. Email pr@drtc.org if you're interested in joining as a sponsor or a guest!



Janie, Sandra and Mark



Joshua, and Daniel and Rebecca (Veritiv)



Amber and Kim



Falesha and Kevin



Sergio



Susan and Shawn



DRTC Executive Director/CEO Deborah Copeland with the Petra team



2025 Ability At Work Awards honorees

Petra: Employer of the Year

Ask around DRTC's Production Center about favorite jobs, and you'll hear one company's name consistently: Petra. And for good reason, too. DRTC has partnered with Petra since 2008, providing kitting and fulfillment operations. During the 2025 Ability At Work Awards, DRTC celebrated Petra as its Employer of the Year.

"They look at us as an extension of their workforce," said Mark Claunch, DRTC Business Director.

Every client on DRTC's main campus has worked on Petra jobs, and the company trusts DRTC to meet its needs.

"I feel very excited when I work on Petra jobs," said Savannah, DRTC client. **"It helps me gain new skills and gain new goals that I want to work on."**

Congratulations, Petra, for being the 2025 DRTC Employer of the Year!



Scan to watch DRTC's
feature on Petra!

Congratulations to all of our Spotlight Honorees!

Sandra Ketner
Janie Tuttle
Amber Reed
Veritiv

Falesha Oliver
Susan Smith
Sergio Martinez
Petra Industries

Highlighting Success

As DRTC continues its work toward a more disability-inclusive workforce, many employees and employers were recognized for doing their part at the Governor's Disability Employment Awards of Excellence. Six honorees were connected to DRTC, including Okana Resort and one of their employees, Ashlynn (cover photo). DRTC Employment Consultant Lisa says the team at Okana is welcoming toward Ashlynn and other staff with support needs, and they excel at open communication. Ashlynn works as a laundry attendant, not only does a great job, but she has also made nice gains in advocating for herself. Congratulations to all of the honorees!

Employee Award Winners

Darrin Ciera Ashlynn Lindsey

Employer Award Winner

Pyramid Global Hospitality at Okana Resort

Community Partner Award Winner

Stan Campbell (IDD Safe)



Above: Angela (OKDHS), Lindsey (Kohl's) and Kim (DRTC)
Cover: Ana (Okana), Lisa (DRTC), Ashlynn (Okana)

**DRTC thanks these generous
sponsors for their support of
our Ability at Work Awards**

American Fidelity
Anderson & House
Eric & Laura Shannon
The Journal Record
Prosperity Bank
R.K. Black
ServiceMaster Clean
Tyler Media





Apparel Awards Promo Items

2502 N. Utah Ave.
Oklahoma City, OK 73107
DRTC.org



10 and Counting!

From a pilot program to a new pathway to entrepreneurship, DRTC's Hub Program is helping more people living with disabilities reach their self-employment goals in Oklahoma.

Since the pilot for the Hub Program launched in 2024, DRTC has helped launch 10 businesses owned by people living with disabilities. These self-employment ventures are as unique as those who started them: a pet grooming business, an online produce subscription service, and electrical vehicle charging stations for businesses to name a few. Learn more at DRTC.org/DRTC-Business-Hub. Limited scholarships are available to join the Hub Program. Apply today!

Are you or your business interested in partnering with DRTC as a Sponsor or Mentor of the Hub Program? Email drtc.hub@drtc.org.

Deborah and Shawn at the grand opening for Pinwheel Produce



Scan the QR code to watch the grand opening of Pinwheel Produce!



DRTC Employment
Services Program

\$12.87/hr
Average wages

100%
Client satisfaction

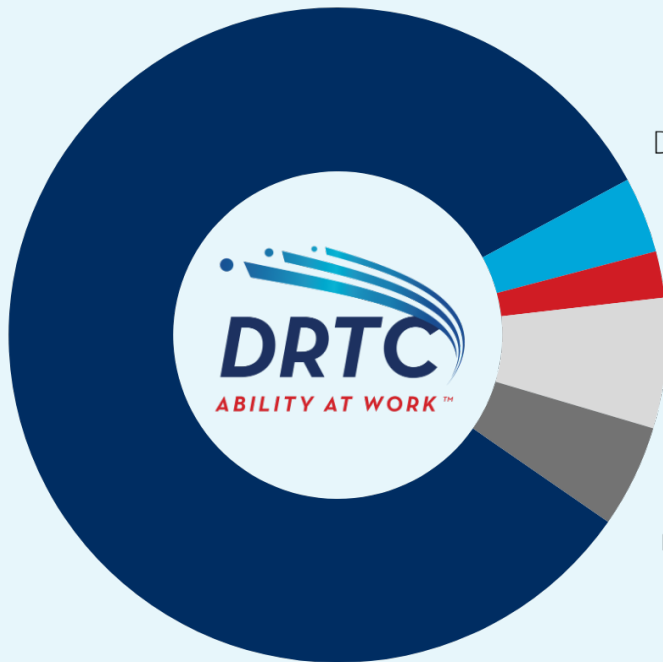
87%
Reached community employment goals



Darrin

DRTC Fiscal Year 2025

Federal Contracts 82.5%



Developmental Disability Services (DDS) 3.7%

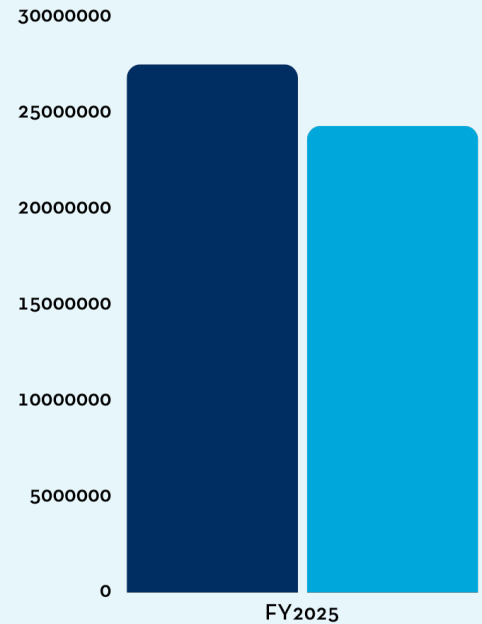
Dept. of Rehabilitation Services (DRS) 2.3%

Outside Sales 6.4%

Other 5.1%
Includes United Way & Donations

● Total Revenue - \$27,535,000

● Total Net Assets - \$24,326,000



MISSION

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



VISION

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



CORE VALUES

RESPECT

We honor the dignity, voice, and choices of all people.

INTEGRITY

We are committed to honesty, transparency, and accountability.

COMMUNITY

We believe community is a reflection of collective well-being, purpose, and belonging.

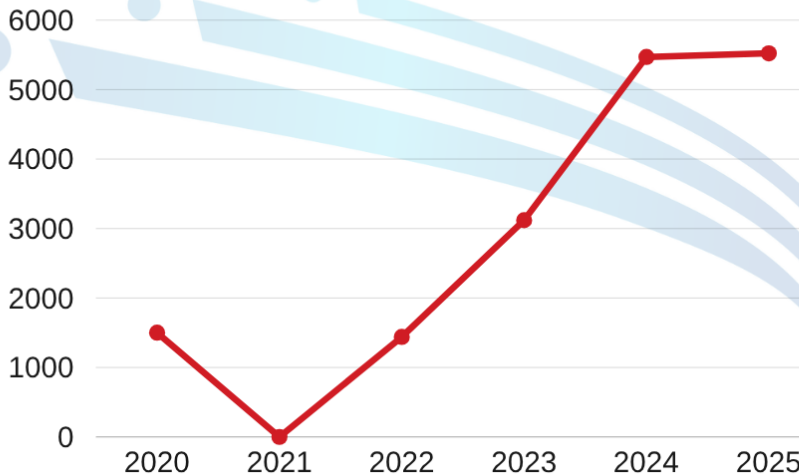
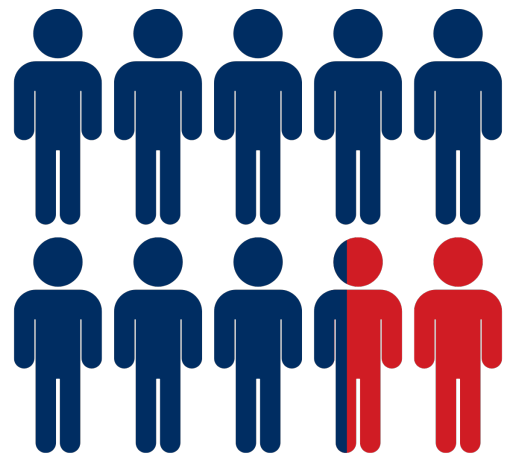


SERVICES PROVIDED

Based on location

87% in the community

13% at DRTC's Main Campus



VOLUNTEER HOURS

Provided by DRTC in the community.

2025: 5,522

2024: 5,470

2023: 3,120

2022: 1,440

2021: 0 (COVID-19)

2020: 1,501

Giving back



Amber volunteering with DRTC's team at Skyline Urban Outreach, a fellow United Way community partner agency.