



**DRTC**  
ABILITY AT WORK

# LEADING A DISABILITY-INCLUSIVE WORKFORCE AND COMMUNITY

DALE ROGERS TRAINING CENTER



Frank Stone  
Board President

# From the Board

DRTC continues to move forward on a multitude of fronts. As Board President, it's exciting to see our programs for people with disabilities expand and evolve within the community. DRTC consistently focuses on developing innovative solutions to support this marginalized workforce.

If there is a theme for this annual report it would be collaboration and partnership, which are common threads throughout the year. DRTC magnified many of our efforts through relationships with other nonprofits and the business community.

I hope you will take a moment to celebrate a great year with us. In 2023 DRTC will celebrate its 70th Anniversary serving the community. Please take time next year to join us in recognizing the accomplishments of people with disabilities and those who are dedicated to their inclusion in the workforce.

Frank Stone, President 2021-22



## ABILITY AT WORK

*DRTC is a private nonprofit serving the Oklahoma City metro and surrounding areas. DRTC provided job training, placement services, and direct employment for 943 people last year; 738 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 competitive integrated employment.*

[Join our team today. Apply online at DRTC.org.](https://www.drtc.org)

Front cover: Letitia



Deborah Copeland,  
M.Ed.  
Executive Director

# From the Director

While diversity, equity, and inclusion (DEI) efforts gain significant momentum across the nation, people with disabilities are largely absent from the discussion. While 90% of companies have prioritized diversity efforts, only 4% consider disability in their initiatives\*. Clearly equity and inclusion discussions are incomplete unless also considering people with disabilities, who comprise the largest minority group in the world.

Overall people with disabilities represent a largely untapped workforce as the single largest minority group seeking employment. Employers willing to invest in building an accessible and inclusive workplace will also reap benefits beyond the employment of any one specific demographic.

Hopefully our efforts this past year enumerate how DRTC strives to create a more disability-inclusive workplace and community. Resources for people with disabilities, employers, and families are readily available at DRTC.

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

\*Harvard Business Review

## 2021-2022

### Board of Directors

- Frank Stone, Pres. (Retired)
- Helen Stakem, 1st VP (Retired)
- Bradley Wallace, 2nd VP (Stride Bank)
- Andrea Nguyen, Sec. (NFP Corporate Services)
- Cheryl Moore, Treasurer (Retired)
- Kevin Clifton (K Custom Fabrication)
- Eric Shannon (Chickasaw Telecom, Inc.)
- Kristi Wilson (Nextep, Inc.)
- Brian Smith (Catholic Charities)
- Angela Ables (Kerr, Irvine, Rhodes & Ables)
- Andrea Dennis (OG&E)

# Customer Spotlight

# OKC Zoo

## 2021

### Lighting the way

A new exhibit at the OKC Zoo presented new employment opportunities for DRTC! The Safari Lights drive-thru exhibit, featuring larger-than-life light displays, needed traffic directors and DRTC was ready to help keep the flow of visitors moving!

DRTC provided nine employees during the event, which included evenings, weekends and holidays. They safely directed traffic throughout the zoo. DRTC recognized the employees' dedicated service with a medal presentation.

As we enter another holiday season, DRTC is returning to the OKC Zoo to once again work the Safari Lights event. We are looking forward to joining this essential team and helping spread some holiday cheer. Be sure and say "hi" when you pass our hard working employees!

OKC Zoo Safari Lights returns November 12, 2022 - January 1, 2023, from 5:30-11:00pm nightly. Visit [OKCZoo.org](https://www.okczoo.org) for tickets.

Safari Lights has a Sensory-Friendly Night on November 28, 6-10pm for guests with sensory sensitivities and their families.



"I think that DRTC has been pivotal in our success and we will continue to look forward to them as being a member of our team."

Greg Heanue

OKC Zoo Chief Marketing Officer

December 21, 2021 (KOCO)



Scan to watch KOCO's story on DRTC partnering with the OKC Zoo.

# 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 square feet 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.



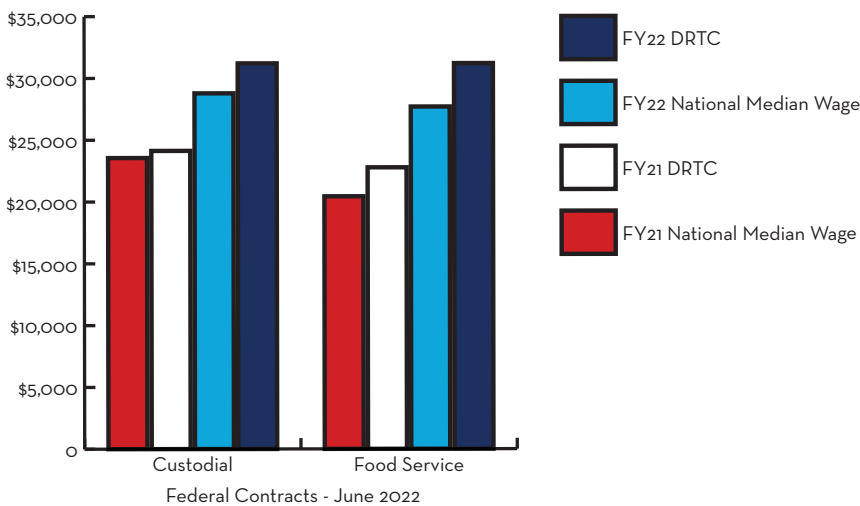
DRTC, in partnership with SourceAmerica® since 1995, contracts with the Department of Transportation, the Department of Defense, and the General Services Administration, to generate more than 269 jobs to employ people with a significant disability or limiting condition. All employees received paid training 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](#).

**Live Chat Available**



At the federal contracts, DRTC employees earned more than the industry average wage for Oklahoma during FY22.

Custodial: 8.11%

Food Service: 11.93%

## Production

DRTC's [Production Center](#) worked with 26 businesses such as Hitachi, Jasco, Kodak, Petra/Sela, Taylor Valve and others last year to complete 140 contracts. Our team of 106 people enjoyed working on a variety of projects for internationally-known brands. With major policy changes expected that would greatly impact services and programs for people with disabilities, DRTC is taking a pro-active approach to helping them reach their employment and personal goals.

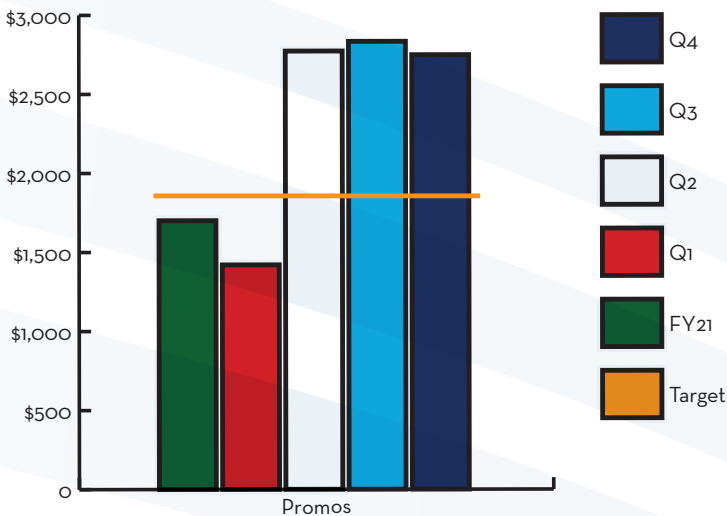
Email [pr@drtc.org](mailto:pr@drtc.org) to begin partnering with our innovative agency.



# DRTC Awards & Promos

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: screenprinting. 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.



Average order size for Program Year 2022.

Place your order today!  
[Awards@DRTC.org](mailto:Awards@DRTC.org)  
[Framing@DRTC.org](mailto:Framing@DRTC.org)  
[PromoSales@DRTC.org](mailto:PromoSales@DRTC.org)

# DRTC 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.

Learn more at [DRTC.org/customframes](http://DRTC.org/customframes)



# Programs

At DRTC's main campus, we provide programs and services for people with significant disabilities. In our [Vocational Services Programs](#), more than 100 people received job skills training and valuable skill development while earning a paycheck.

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 Jerky.com, 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.

**82%**

Community-based services

**18%**

Center-based services

## Competitive Integrated Employment (CIE)

Through a donor-directed United Way of Central Oklahoma Grant, DRTC is helping people employed at the main campus reach their employment goals in the community.

Our new EmployAbility Academy introduces basic work concepts to participants, while a Competitive Integrated Case Manager works one-on-one with them to develop skills with the goal of attaining community employment. So far, 20 people have participated in the program, which includes interview tips, addressing transportation needs, and navigating benefits. The EmployAbility Academy also features our growing video series on CIE, funded by the Developmental Disabilities Council of Oklahoma. You can watch these videos by going to our YouTube page!

[Search @DRTCorg.](#)

## Camp Tumbleweed

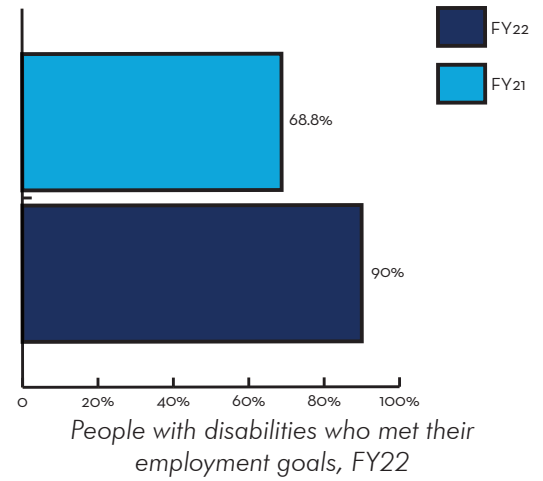
Our traditional summertime fun-in-the-sun returned to in-person activities this year! Seventeen campers enjoyed their time with fun activities like outings to Science Museum Oklahoma, First Americans Museum, the movies and more. Look for fun pictures of 2022 Camp Tumbleweed on

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

**12% of clients at DRTC's main campus have started the process of moving to competitive integrated employment (CIE).**

# 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 90%. That equates to 115 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 20 new businesses discovered the value of inclusion through our job matching services in the community. Ninety-percent of 115 people with disabilities met their community employment goal in DRTC Employment Services in FY22.



## Business Partners include:

Sodexo

Walmart

Epworth Villa

Amazon

Crest

YMCA... and more!

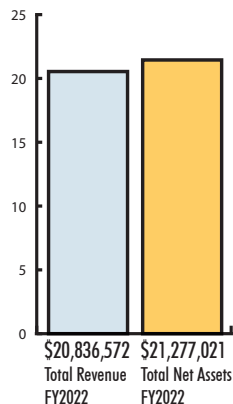
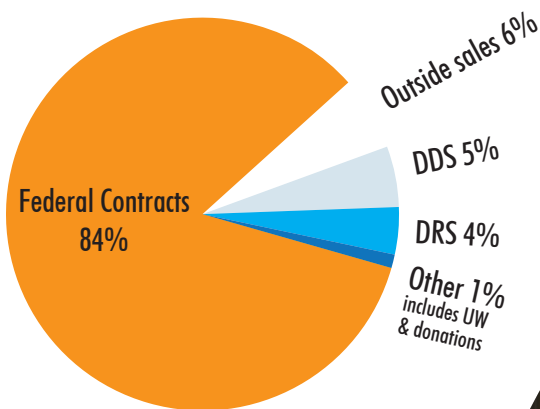
## Ability-Focused Job Fairs

A new partnership between DRTC and Goodwill Industries of Central Oklahoma connected job seekers with employers in 2021. More than 150 people with disabilities or limiting conditions from across the metro attended these Ability-Focused Job Fairs that emphasize applicants' abilities. Participating employers learned about best practices for hiring and retaining workers with disabilities and/or limiting conditions.

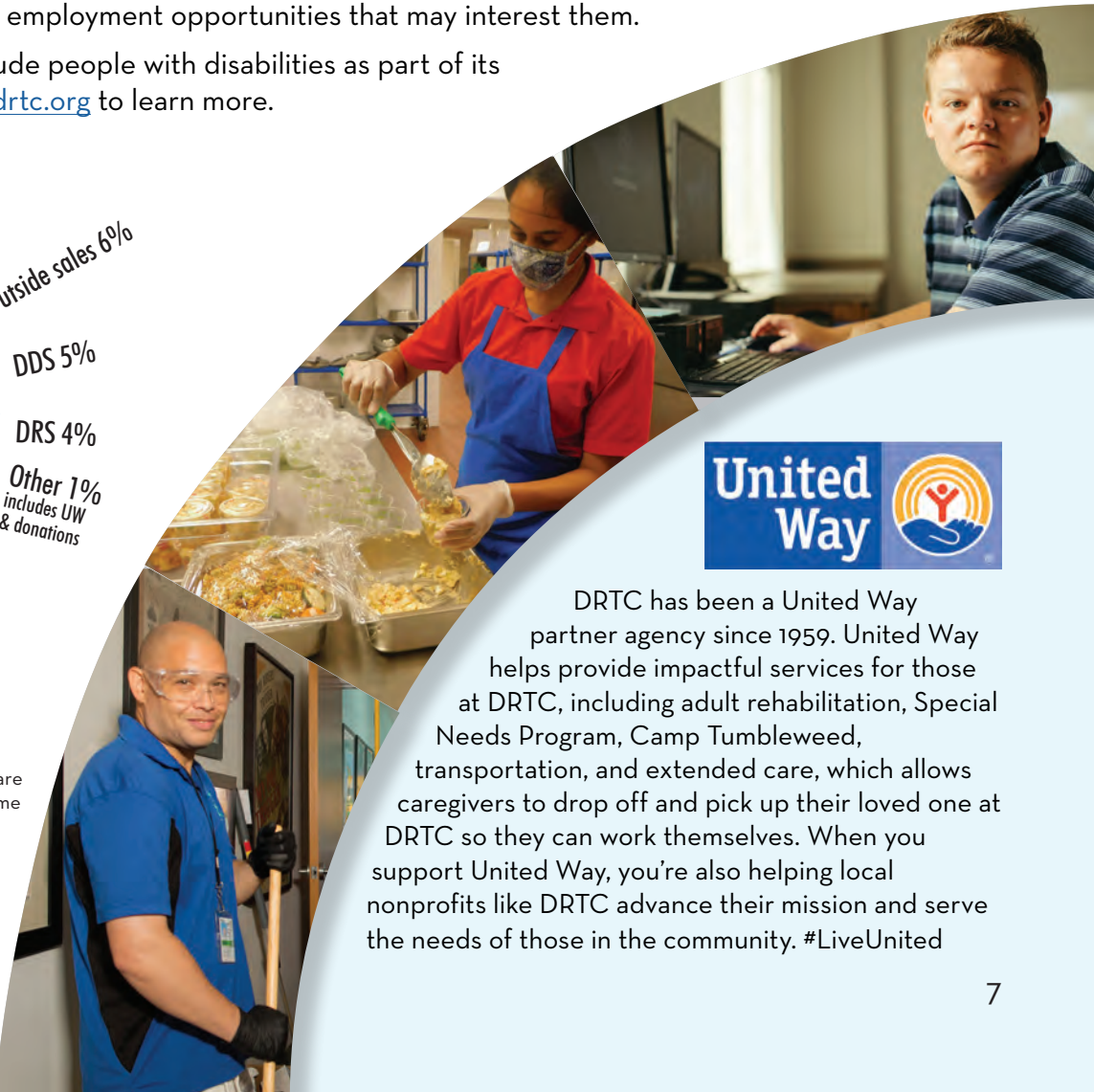
DRTC clients also attended, visiting with employers like Amazon, NewView Oklahoma, OKC Fairgrounds, and EMBARK to learn more about employment opportunities that may interest them.

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.

## Fiscal



FY22 amounts are unaudited at time of printing



DRTC 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 DRTC advance their mission and serve the needs of those in the community. #LiveUnited

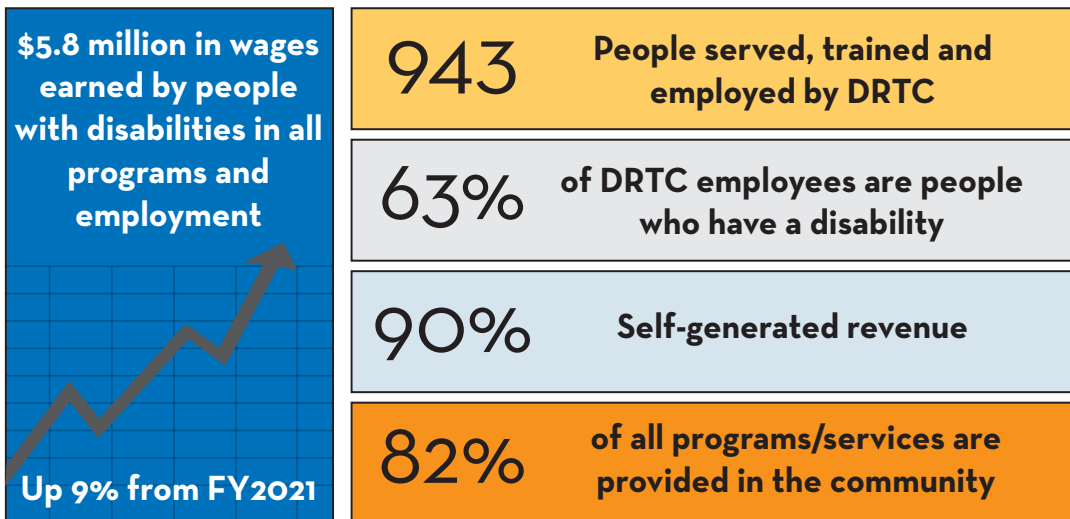


DRTC  
 2501 N. Utah Avenue  
 Oklahoma City, OK 73107  
 405-946-4489  
 Video 405-445-7314  
 DRTC.org

DRTC leads a disability-inclusive workforce and community throughout Oklahoma

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

# Ability at Work



Find Us! Like Us! Follow Us!

