

ANNUAL REPORT

TRANSITIONAL
EMPLOYMENT
CONSULTANTS

www.tecwork.org
724-225-3535

FY
2024/2025



Transitional Employment Consultants

OVERVIEW

TRANSITIONAL EMPLOYMENT CONSULTANTS

AGENCY MISSION

Transitional Employment Consultants (TEC)'s mission is to assist individuals with disabilities to become independent, productive members of the community by providing job readiness training and job placement into competitive employment.

GENERAL INFORMATION

Transitional Employment Consultants (TEC) is a private, nonprofit agency that has been providing supported employment services to individuals with disabilities since 1984. In addition, the agency has been providing high school transition services since 2000.

The agency serves 350-400 individuals on an annual basis. In FY 2024-2025, TEC served 482 people agency-wide in Washington and Fayette counties. TEC currently employs seven full-time and twenty-six part-time staff members. The TEC main office is located at 330 Central Avenue in Washington, Pennsylvania. The agency also operates satellite offices in Charleroi and Uniontown, Pennsylvania.

TEC'S SOURCES OF FINANCIAL SUPPORT AND REVENUE OF FY 2024/2025

SUPPORTED EMPLOYMENT PROGRAM FUNDING:

- Fayette County Behavioral Health Administration
- PA Office of Vocational Rehabilitation
- PA Department of Health and Human Services
- United Way of Washington County
- Washington County BHDS Program

TRANSITION PROGRAMS:

- Burgettstown School District
- Canon McMillan School District
- Charleroi Area School District
- Chartiers Houston School District
- Fort Cherry School District
- McGuffey School District
- United Way of Washington County
- Washington School District

AGENCY DONATIONS:

- Private Donations
- Proceeds from Washington County Community Foundation Gives Day

YEAR IN REVIEW

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TEC SUPPORTED EMPLOYMENT PROGRAMS

TEC's Supported Employment programs assist Individuals with securing and retaining competitive employment. **During the 2024/2025 fiscal year, TEC's supported employment programs served 408 clients. TEC clients secured 149 jobs. TEC worked with 138 employers to help clients secure employment.**

TEC - OVR FUNDED SUPPORTED EMPLOYMENT PROGRAM

TEC's Office of Vocational Rehabilitation-funded supported employment program provides services from all three of its geographic locations. Job finding and job support services take place primarily in Fayette and Washington Counties.

The agency's supported employment program's primary purpose is to assist individuals with disabilities to acquire the skills necessary to secure and maintain employment in the community. This is achieved by providing Community-Based Work Assessments and/or Performance-Based Job Coaching. These services enhance the opportunity to secure and maintain competitive employment. All referrals to the program are generated by the OVR Washington District office. **In this fiscal year a total of 100 individuals participated in the program. 21 jobs were secured during this period. In addition, 8 individuals completed Community-Based Work Assessments.**

MENTAL HEALTH SUPPORTED EMPLOYMENT PROGRAMS

TEC provides Mental Health (MH) Evidence-Based Practice (EBP) programs in both Fayette and Washington Counties. The purpose of TEC's MH EBP-supported employment programs is to increase employment opportunities for individuals with behavioral health needs and to develop collaborative working relations with both community employers and organizations in Fayette and Washington Counties, Pennsylvania. TEC provides MH EPB-supported employment according to the Pennsylvania Substance Abuse and Mental Health Services Administration's Evidence-Based Practice Toolkit Guidelines.

Fayette County MH Supported Employment: 161 individuals participated in this program. 106 jobs were secured during this fiscal year. The employment placement rate was 95%, with a successful job retention rate of 70%.

Washington County BHDS Supported Employment: 138 individuals participated in this program. 59 jobs were secured during this fiscal year. The employment placement rate was 92% with a successful job retention rate of 57%.

YEAR IN REVIEW

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TEC - SUPPORTED EMPLOYMENT PROGRAM FOR INDIVIDUALS WITH INTELLECTUAL DISABILITIES (ID)

TEC's Supported Employment Program for Individuals with intellectual disabilities is funded by PA Department of Human Services Waiver services. TEC works with the Community Living, PFDS, and Consolidated waivers. TEC provides two Supported Employment waiver services including Job Finding / Development and Job Coaching and Support.

Individuals with intellectual disabilities who participate in this program are some former students of TEC's transition programs who graduated and transitioned into supported employment services. **In the FY 2024-2025, TEC served 9 individuals, all of whom are successfully employed.**

TEC TRANSITION PROGRAMS

The Transition from School to Work Program has been preparing students with disabilities for the world of tomorrow since 2000. TEC Education Center, a Pennsylvania-licensed private academic school, and the Community-Based Vocation Instruction program provides relevant and authentic transition-based learning experiences to high school students with disabilities. The program's primary purpose is to provide students with vocational and educational opportunities to gain the skills that will enable them, as well as the desire, to become productive and contributing members of the community after graduation.

All Transition from School to Work programs provided service to a total of 15 unduplicated students this fiscal year. TEC Education Center graduated four students. Of those who graduated, 100% are engaged in competitive employment, furthering their education, or meaningful work-related activities.

TEC EDUCATION CENTER

The TEC Education Center provides a unique programming option for local school districts, enabling a specialized group of students to grow and succeed. The program offers academics delivered in accordance with the student's Individual Education Plan (IEP), transition skills, and work skills through community volunteering.

In the 2024-2025 school year, TEC Education Center worked with 7 students.

YEAR IN REVIEW

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TEC COMMUNITY BASED VOCATIONAL INSTRUCTION (CBVI) PROGRAM

The Transition Community-Based Vocational Instruction (CBVI) program provides a variety of work experiences for students in the community. The benefits for the students include positive interactions with peers and employers, individual and team skill-building opportunities, and experience of gaining work skills in real-world work settings.

In the 2024-2025 school year, TEC's CBVI program served 8 students.

TEC EXTENDED SCHOOL YEAR (ESY) PROGRAM

For students who qualify, TEC offers an extended school year program during June and July for six weeks. This is for students who need continuous reinforcement of learned skills. This program is transition-based and provides on-the-job training at community volunteer sites.

The 2025 ESY Program served 7 students.

TEC - OVR FUNDED Pre-ETS PROGRAMS

TEC is a provider of Pre-ETS Paid Work Experience (PWE) Program and Job Shadow Program. These programs are intended for individuals that are potentially eligible for OVR services that are between the ages of 14-26. **During the FY 2024-2025, TEC completed 45 PWE's and 6 Job Shadows for the OVR Pre-ETS Program.**

WASHINGTON PHOTO DRIVER'S LICENSE CENTER

TEC is under contract with UniqueSource Inc. to manage the Photo ID side of the Washington Driver's License Center. Photo Technicians are TEC employees who are trained to produce PA photo Id's and PA photo driver's licenses. The Photo ID Center employs eight part-time TEC employees.

PARTICIPATING EMPLOYERS

TRANSITIONAL EMPLOYMENT CONSULTANTS

TEC can only meet its mission with the cooperation of community organizations and businesses. A variety of organizations and businesses provided community-based sites for employment, work assessments and students community-based vocational instruction.

AGAPE'S LOVE HOME CARE
ALERT 1
ALL WAYS SAFE
ALLEN'S HAUNTED HAYRIDES
AMAZON FULLFILLMENT CENTER
ANGELS ON CALL
ANOTHER WAY, INC.
APPLEBEE'S
AT HOME SENIOR LIVING
BATH & BODY WORKS
BETTER IS BETTER HOME CARE
BIG FIVE FOOD AND BEER
BISCOTTI BROTHERS BAKERY
BJ'S WHOLESALE
BRONSON HOUSE
BUSY BEAVER
CAPSTONE LOGISTICS
CAREAWAY HOME CARE
CHERRY HILL ASSISTED LIVING
CHILI'S
CHIPOTLE
COMCAST
COMPATI HOME HEALTHCARE
CONTACT US COMMUNICATIONS
COUNTY CARE MANOR
CRACKER BARREL
CRAWFORD TIRE
CROWN CENTER MALL
DNP IMAGINGCOMM AMERICA CORP
DOLLAR GENERAL
DOLLAR TREE
DUNKINN DONUTS
E-HEATH
EAT N PARK
EVERGREEN ASSITED LIVING
FAYETTE PIPE COMPANY
FOCUS BEHAVIORAL HEALTH
GATEWAY REHAB
GENESIS HOUSE
GIANT EAGLE
GOODWILL
HAMPTON INN
HEALTHCLUB AT SOUTHPOINTE
HOBBY LOBBY
HOLIDAY INN EXPRESS
HOSS'S STEAK AND SEA HOUSE
HYDRO-TERM PIPING AND HEATING
INDEPENDENCE HOME CARE
JOURNEYS
KINDERCARE
KOHL'S
KWIK FILL
LEAN ON ME HOME CARE
LEAN ON US PRIVATE DUTY CARE
LIL' JOEY'S PIZZERIA
LINDSAY'S LOVING HOME CARE

LITTLE CAESAR'S
LONG JOHN SILVERS
LORI'S GIFT SHOP
LP AERO PLASTICS, INC
MAC.BID
MCDONALD'S
MITCHELL POWER STATION
MK CLEANING
NELSON WIRE AND STEEL
NEMACOLIN WOODLANDS
NEXTWAVE
NORTH STRABANE REHAB
OAK PIZZA
OHIOPYLE PRINTS
OLLIE'S
OSL
PANERA BREAD
PARKHURST DINING
PATENAUDE & FELIX, A.P.C.
PENN STATE FAYETTE LIBRARY
PIZZAZ RESTAURANT
PROGRESSIVE INSURANCE
QUALITY COMPANION HOME CARE
RECRUIT STAFFING AGENCY
RPM INDUSTRIES, INC
SELECT PAINTING SERVICES
SERVICE MASTER
SHOP N' SAVE
SPHS CRISIS CENTER
SPHS/DHS CENTRAL KITCHEN
STARBUCKS
STEEL CITY SPINE AND ORTHO CENTER
SUBWAY
TACO BELL
TARGET
TECHSET LLC CONSTRUCTION
THE DAILY THREAD
THE WASHINGTON HOSPITAL
THERMOROCK
UNIONTOWN HIGH SCHOOL
UPS
VOICES FOR INDEPENDENCE
WALGREENS
WALMART
WALNUT GRILL
WENDY'S
WESTERN EXPRESS
WESTMORELAND TRANSIT
WHITE HOUSE BLACK MARKET
WOODLAND APARTMENTS
WVU UNIONTOWN HOSPITAL
YE OLDE INN

**A SPECIAL THANK
YOU TO ALL THE
ORGANIZATIONS
AND BUSINESSES,
WHO PROVIDED
OPPORTUNITIES
FOR OUR
INDIVIDUALS THIS
YEAR!**