

## **TARGETED AUDIENCE: Counselors, Social Workers, Nurses, Rehabilitation Professionals and Etc.**

The AL-APSE/ACDD Conference is intended to disseminate a wide variety of information that would be of interest to professionals in the disability arena as well as individuals with disabilities.

### **Continuing Education Information**

**\*\*A Continuing Ed Fee of \$20 will be required for each person. AI-APSE members will receive free continuing ed with proof of current membership. Checks may be made payable to AI-APSE and submitted at the end of the conference.\*\***

This program is offered for **10 contact/clock hours (12 nurses)**. Participants must be in **attendance for full conference** and must attend sessions for all time slots to receive Continuing Education Credit. **No contact hours will be awarded for partial attendance.**

### **Learning Objectives**

**At the end of this program, participants will be able to:**

1. Describe the Individual Placement Support Program, starting a business and other supported employment initiatives to increase employability for people with the most significant disabilities.
2. Describe the role of the Disability Resource Coordinator and how to access career center services for people with disabilities.
3. Identify techniques to assist consumers on the autism spectrum.
4. Describe assistive technology and how to access these services for consumers placed on a job that need some type of accommodations/assistive technology to be successful.
5. Recognize the unique challenges people with disabilities have when seeking employment and identify tangible concepts to place consumers when it appears their barriers outweigh their employment strengths.
6. Describe how to start a People 1<sup>st</sup> Chapter in order to better advocate and provide support for people with the most significant disabilities.
7. Evaluate different types of SSA work incentives and PASS plans to determine what is most appropriate for a person with a disability entering employment.
8. Describe the different transportation barriers for people with disabilities.
9. Identify characteristics of people with co-morbid disorders and how best to assist them in seeking employment.
10. Identify the needs of individuals with disabilities and understand how to interact in a manner that grants all parties the respect and dignity we all deserve.

11. Describe the Intellectual Disability, Living at Home and ACT II Waiver services and how these services can be used to support employment for waiver participants.
12. Identify leadership characteristics and organizational change that can improve the process of Provider Transformation (moving from center-based services and sheltered employment to Employment First and other meaningful community based services).

## **Outline of Course Content**

**Wednesday, July 20, 2016**

**1:00 – 2:30 Opening Session**

**Overcoming: Presented by Dave Moore**

Dave was in a plane crash when he was 23 that was said to be 'an Act of God.' He shouldn't have survived, and afterwards, there were times he wanted to be done. Dave went through PTSD, alcoholism, counselors, therapy, medications and some of the darkest times in his life... and he OVERCAME! It took a long time, a lot of years of struggle and growth. Dave reached a mark called Post Traumatic Growth.

**Wednesday, July 20, 2016**

**3:00 – 4:30 General Session**

**Thought Leadership with Emotional Intelligence: Presented by Dave Moore**

Dave will demonstrate that first we have to lead ourselves before we can guide others. We are the CEO's of our lives and every day we make a lot of decisions that will determine the outcome of our life. Dave is the first to combine a structured leadership method with emotional intelligence, using real-life experiences/stories that provide tangible examples that all can use and apply in their different leadership positions. Emotional Intelligence is addressing the human factor---having compassion, patience, understanding and empathy for teams and/or team-members you are leading, advising and guiding.

**Thursday, July 21, 2016**

**8:30 – 10:00 General Session**

**They Want to Start a Business, Now What? Presented by Joanne W. Randolph, President & CEO, WBCNA**

What do you do when a client wants to start their own business?  
How can you help them get started and what resources are available around the state?

Starting a business is easy---making money and being successful is the hard part! At the end of this session, you will be able to answer those questions. You will learn how to advise them on getting started the right way and thus improving their likelihood of success.

**Thursday, July 21, 2016**  
**10:30 – 11:30 Concurrent Sessions**

**Business Ownership as a Vocation: Presented by Joanne W. Randolph, President & CEO, WBCNA**

To be clear, business ownership is hard. More new businesses fail than succeed. In this session, you will learn about best practices when starting a business, five possible paths to business ownership, and how to conduct an assessment to help determine what assistance is needed to move your client forward

**Transforming Lives through Supported Employment: Individual Placement and Support in Alabama – Implementation Year 1: Presented by Christine Fleming, M.S., CRC and Brooke Smith, M.S.**

This presentation will discuss efforts toward implementing *Individual Placement and Support* a supported employment approach to assist people with severe mental illness into employment. An evidence-based practice, IPS identifies unique skills and strengths while assisting individuals to obtain personalized employment opportunities at competitive wages, in integrated settings. This presentation will share the details of the first year of the project in Alabama that is a collaborative effort between ADRS, ADMH and Auburn University, Center for Disability Research and Service. The learning objectives of the session include the following:

- Participants will gain an understanding of the need for system change to facilitate positive employment outcomes for people with the most significant disabilities (MSD).
- Participants will learn about the efforts of critical interagency collaboration that are needed to assist individuals with significant mental health issues with on-going supports for an extended period of time.
- Participants will hear about fidelity reviews to ensure compliance with the IPS model during implementation to enhance consumer employment within the State.
- Participants will appreciate that consumers with the necessary supports, can overcome disabling conditions, achieve the highest degree possible of independent living, be meaningfully employed, and be actively involved in social interactions with friends and family.

**Transition: Planning, Preparing and Supporting for a Successful Future: Presented by Jeana Winter, M.S.**

Participants will learn about the high school transition planning process including the high school transition planning process including the IEP, community resources and diploma pathways to enter adult life including post-secondary institutions.

**Professional Ethics: Presented by Eddie Albright, M.S., CRC**

Participants will learn core concepts of ethics based on the CRC Code of Ethics. Participants will learn professional behaviors and best practices. We will discuss ethical dilemmas and consequences.

**Pass Specialist: Presented by: Dorothy Bailey/Carolyn Smith**

We will provide a brief PowerPoint overview of Social Security Disability (SSDI) and Supplemental Security Income (SSI) eligibility, SSDI Work Incentives, SSI Work Incentives and PASS Eligibility. “

**Thursday July 21, 2016  
1:00 – 2:00 Concurrent Sessions**

**The Journey to Adulthood (Sexuality and Disability): Presented by Jeana Winter, M.S.**

Participants will learn information they need to assist people with disabilities understand the physical, emotional and social changes associated with puberty and adolescence, including tools to use and action steps.

**Assistive Technology: Access to Employment: Presented by Tim Driskell, B.S.**

This presentation will discuss the role of ADRS in evaluating and providing individuals with disabilities with assistive technology (AT) services to achieve or maintain employment. The speaker will highlight current assistive technology and discuss the shift to more customized solutions to fit individual needs. The speaker will also discuss the role and emergence of 3D printing in the AT industry and demonstrate how counselors, job coaches, specialists and even consumers can create their own 3D printed parts. Hands on examples of AT for supported employment will be available as well.

**Co-Morbidity: What Are You Really Dealing With? Presented by Eddie Albright, M.S., CRC**

Participants will learn the symptoms of major mental health disorders such as schizophrenia, depression and bipolar. Participants will also learn symptoms of drug use

and withdrawals symptoms of alcohol, methamphetamines and marijuana. Finally, participants will learn treatment options for co-morbid disorders.

**Understanding Autism in the Workplace: Presented by Maria Gutierrez and Lennie Squires**

Through interactive activities, as well as information on the many facets of autism, the audience will gain a better understanding of the difficulties involved in the client obtaining gainful employment. Additionally, the audience will better understand the job coach's obstacles in finding suitable job placement for clients with autism.

**SSA Work Incentives to the Rescue! Presented by: Donna Bowden, M.S., Cathy Randall, M.S., Meghann Miller, B.S., Ann Mathieu, M.S., Talethia Dark, B.S., Shane Patterson, M. Ed., Autumn Patterson, B.A.**

The session will provide a brief overview of the 2 SSA programs and review common problems beneficiaries encounter when attempting to enter or re-enter the world of work. The session will review useful work incentives, provide hints, tools and reminders as well as discuss methods for accessing assistance.

Objectives:

- 1-Briefly review the two SSA programs (SSI/SSDI) criteria for eligibility and work incentives applicable to each.
- 2-Discuss the barriers and obstacles beneficiaries and recipients encounter while working.
- 3-Provide reference guides, suggestions and tips to participants that may help prevent overpayment and/or job loss.
- 4-Review case examples that demonstrate the effectiveness of work incentives in preserving employment and increasing self-sufficiency.

**Thursday, July 21, 2016**  
**2:15 – 3:15 Concurrent Sessions**

**Work for All! – Beneficial Partnerships for Students and Employers: Presented by Dave Jackson A.S. and Waneka Johnson, M.S.**

This presentation will provide information and education to the public and business community on the value of full participation of individuals with significant disabilities in all aspects of community life. Participants will learn how Horizons School career staff develop and maintain mutually beneficial relationships with employers, emphasizing the value of training and hiring individuals with physical and/or intellectual disabilities.

Since 1991, The Horizons School has provided young adults with guided real-life experience in an authentic community setting. Horizons School assists students to develop, implement and evaluate personal goals. Students live away from home, develop a group of lifelong friends and work in local businesses. The Horizons School is licensed and accredited to offer an innovative curriculum that enhances students' independence

across four domains, Personal, Social, Career and Self-determination. The Horizons School offers individuals with disabilities an inclusive, holistic life preparatory program.

**Best Practices in Provider Transformation to an Employment First Agency:  
Provider Self Analysis: Presented by Genni Sasnett, M. Ed**

The presenter will share a provider self-analysis tool that can be used by agencies to evaluate their readiness for provider transformation from facility based to community based services. This tool was developed by Ms. Sasnett and is now a standard tool used in ODEP EFSLMP projects across the country. Providers who have used this tool have remarked how much it has helped them to look at their agencies in a comprehensive manner that supports true agency transformation toward the tenants and practices of Employment First rather than the traditional “tacking on” of community employment services.

**Health Care Providers Training on Sexually Transmitted Infections for Persons with Developmental Disabilities: Presented by Samantha Ellis, LGSW and Dr. Denise Green, LCSW, PIP**

At the end of this session, participants will be able to describe/understand the following:

1. People First Language
2. HIV and STI's
3. Prevalence of STI's in the state of AL
4. Proactive Case Management Model and use this better practice Model to improve the Health Care of Persons with Developmental Disabilities.

**Disability Etiquette and Awareness: Presented by: Virginia Hayes, B.S. and Derek Greer B. A.**

Interacting with individuals with disabilities can be intimidating. This training is designed to ease your mind, and equip us all with the tools needed to effectively communicate and interact with, not only those with disabilities, but all people we may encounter. At the end of this session, participants will be able to identify the needs of individuals with disabilities much more efficiently, and understand how to interact in a manner that grants all parties the respect and dignity we all deserve.

**HCBS Waiver Services: Supporting Employment: Presented by Karen Coffey, M.S.**

This presentation will encompass the ID, LAH and ACT II waiver services information and how these services can be used to support employment for waiver participants.

**Thursday, July 21, 2016**  
**3:45 – 4:45 Concurrent Sessions**

**How to Start a People First Chapter: Presented by: Wendy Dean, B.S. and Laura Smith**

At the end of the session participants will be able to demonstrate knowledge of the following terms: self-determination; self-advocacy; adviser; partnering; people first language. Participants will be able to demonstrate knowledge of the organizations: People First of Alabama (PFA) and Self Advocates Becoming Empowered. Participants will be able to demonstrate knowledge of 1) Mission and purpose of PFA 2) Organizational structure, by-laws and attributes of PFA. 3) The benefits to supported employment programs of partnering and supporting a chapter of People First. 4) Role of chapter advisers. 5) How to recruit and train self-advocates.

**Organizational Change and the Role of Leadership: Presented by: Thomas Wilds, Subject Matter Expert ODEP**

Leadership is one of the key components essential for the Provider Transformation process-moving from center-based services and sheltered employment to Employment First and other meaningful community based services. The objectives of the session will be to discuss the key elements of leadership necessary for the organization's transformation, identify the deliverables resulting from successful leadership and the assignment of leadership responsibilities. One CEO's journey and growth through the organizational change process will be used to illustrate challenges faced and lessons learned.

**RoundTable Discussion with VR personnel and Supported Employment (SE) Providers: Presented by Micah Williamson M.S. and Jennifer Hicks M.S.**

In this session, we will discuss various topics of interest to SE providers as identified in a survey sent to all Alabama SE providers. This session will include SE providers sharing successful strategies for each topic area. Topics may include such things as hosting successful Discovery meetings, Situational Assessment site selection, Discovery and Milestone 1 reports and how the VR counselor may use these when determining eligibility and developing the Individualized Plan for Employment (IPE). Why VR counselors need monthly reports on each consumer, ways to develop natural supports, and the length of time long term supports should be provided. This session is for SE providers, VR counselors and VR supervisors.

**Getting There: Presented by Laurel Land, M.A. and Jana White**

The Regional Planning Commission of Greater Birmingham has been working on a project for the ACDD that attempts to quantify transportation need for individuals with developmental disabilities. This session presents findings of that investigation and also looks at two case studies. Participants will understand the far-reaching implications that

result from a lack of transportation. They will also be encouraged to act on behalf of legislation that appropriates money toward supporting transit in the State of Alabama.

**Alabama Career Center System: The Best Kept Secret in Alabama: Presented by Mary Jane Dasher, B.S and Saderia Morman, B.S.**

In this session, participants will be able to describe the services provided by the Alabama Career Centers for people with and without disabilities. Attendees will understand how to navigate their way through the Alabama Career Center System

**Friday, July 22, 2016**  
**8:30 – 9:45 General Session**

**EFSLMP Implementation Year 5: Lessons Learned: Presented by Genni Sasnett and Thomas Wilds, SMEs ODEP**

The US Department of Labor, Office of Disability Employment Policy has been providing technical assistance to a growing number of states in the implementation of the Employment First State Leadership Mentoring Program for the past five years. An overview of the technical assistance process that has been made available to state service providers will be outlined. Common challenges faced by providers including those in Alabama will be identified and discussed.

**Friday July 22, 2016**  
**10:30 – 12:00 General Session**

**MYSTERY GUEST**