

THE INDEPENDENCE



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MARK YOUR CALENDAR JUNE 13—15, 2018 AL-APSE CONFERENCE



The 2018 AL-APSE conference will be held in Birmingham at the Hyatt Regency, The Wynfrey Hotel. This sophisticated hotel is connected to the Riverchase Galleria and is a chic, upscale hotel in the heart of Hoover. This former Wynfrey Hotel blends

traditional Southern hospitality with all the modern conveniences of home. Guests will enjoy state-of-the-art StayFit™ Gym, sauna, and seasonal rooftop outdoor pool, to soak in the Southern sun with a view all day (when not in sessions of course)! *(Co-sponsors Pending!)* Conference updates can be found at www.al-apse.org when available!



For more than 15 years, Alabama APSE has hosted a silent auction to support our Dinē Barclay Scholarship which provides funding for an individual and/or their family member to attend the National APSE Conference. Recently, the AL-APSE Board decided to split the proceeds from the auction between the Barclay and Sheehan Scholarships. The Sheehan Scholarship provides \$1,500.00 funding to an individual with a disability pursuing “higher learning”.

The Sheehan Scholarship is also funded by United Cerebral Palsy of Mobile. At the 2018 conference, AL-APSE will introduce a new fundraiser, yet to be named.! The conference space would make an auction challenging so we’ve decided to take an auction break and introduce something different! Stay tuned for the yet to be named FUNDRAISERer!!!!

19 Signs Your Work Environment Is Toxic & Affecting You Negatively

You and only you know what's best for your future. While not every job is perfect, you want to work in an environment that will not make you feel devalued or worthless. Before you put in your two weeks notice, here are 19 signs you might be working in a toxic work environment.

1. Your boss has poor leadership skills
2. Your colleagues are unprofessional
3. Your work-life balance is out of whack
4. You're not excited about going to work anymore
5. You've started to become more aware of the red flags
6. Your boss doesn't support you
7. Your boss is preventing you from growing
8. You're not as happy as you used to be
9. Your gut is telling you to leave
10. You're constantly getting sick
11. Your personal life has taken a nose dive
12. Your friends and family are noticing a difference in your character
13. You're not feeling respected
14. Your employer encourages competitive conflict
15. Your time boundaries are not being respected
16. Your boss or employees communicate poorly
17. Your boss encourages bad behavior
18. Your point of view isn't heard or appreciated
19. You begin to question your own worth

www.bustle.com/articles/170826



APSE Board. Pictured **1st Row:** (L- R) Ed Dorsey, Byron White, Randy Phillips, Lisa Alford

2nd Row (L-R) Sheri Trulove, Jane Rudick, Brenda McComb (Founding President), Brenda Carson (deceased), Patti Voorheis, and Jessie Chestnut. **Don't miss the 20 year celebration at this year's conference!!!**



Glenn Dukes of Mobile received the *National APSE Personal Achievement Award* at this year's conference in Portland, Oregon in June. Glenn is a graduate of the Mobile County School system and completed Project SEARCH at Infirmity Health of Mobile. Following successful completion of Project SEARCH, Glenn was offered

employment at Infirmity Health. He has been working well over a year now and is valued and respected by all of his coworkers. Glenn is well known for his infectious smile.

Things haven't always been easy for Glenn. He witnessed the murder of his mother as a youth and was separated from his siblings. His aunt, Ms. Dallas Smith took Glenn in and has been a tremendous support. She accompanied Glenn to Portland to receive the award. Both report that this experience was one of a lifetime that they will never forget. This was their first experience on an airplane. Alabama APSE board member Derek Greer and his wife Rachel attended as well and offered their support and friendship during the event. Glenn was nominated by Alabama APSE. Congratulations Glenn for this **NATIONAL HONOR!!!**

APSE is the *only* national organization devoted to Employment First. Being an APSE member means access to the best of all worlds – a national-level advocacy organization offering best practices and world-class resources – **Join Today: www.apse.org**



2018 Conference Featured Opening Keynote

Dr. Adolph Brown shocks millions globally by exposing truths about how to achieve monumental success despite where you are from, labels placed on

you, and self-defeating attitudes. He is an accomplished master teacher, CEO of a multi-million dollar corporation, author & humorist in high demand to give keynote commentaries on critical Education & Workplace issues. Through his award winning seminars, power-packed training sessions, best-selling books, and 1:1 coaching sessions, Dr. Adolph Brown has made success a reality for thousands worldwide! However, of utmost importance to Doc and his entire staff is the establishment of a million dollar scholarship endowment for hardworking young people, whereby Doc contributes 1/3 of all consultation fees to its development.

Doc readily admits that he may have been from "the bottom of life," but he was growing up under the influence and tutelage of his mother, his grandfather, and his aunt Lorraine. As a result of these individuals and a "village" of caring business and education community members, he was the first person in his family of five to graduate from high school. He was also the first of his family members to attend college, and the list goes on! Nowadays, as a corporate executive, professor, education/clinical psychologist, author, philanthropist, television talk show host, and master teacher, he shares with others the essential tools and resources to transcend a life of "mediocrity" to a life filled with supernatural success and joy. Whether from the stage or as a program consultant, he inspires EXCELLENCE for all, from troubled youth to status quo corporations and priority schools. Dr. Brown is scheduled to speak at 3:00 p.m. on 6/13/18



Employment First In Alabama

For more than five years Alabama has supported Alabama's focus on employment as a first option for people with disabilities through education and promotion of an "employment first" philosophy. With funding and support from the Alabama Council on Developmental Disabilities (ACDD), the Office on Disability Employment Policy (ODEP), the State Employment Leadership Network (SELN), and AL-APSE, the state has developed and implemented multiple initiatives that's helped to expand and improve services that's resulted in increased employment outcomes. Some of these initiatives include the development of an interagency team of state

agencies partnering to share expertise and resources to make employment a priority. These core partner agencies include the State Department of Education, Workforce Development, Alabama Medicaid Agency, Vocational Rehabilitation (ADRS), ADMH Divisions of Mental Illness/Substance Abuse and Developmental Disabilities. Some of the work and outcomes include:

1. Development of a state Employment First website (www.employmentfirst-bama.org)
2. Development of a state Employment First video (visit website above)
3. Provider Transformation –Technical Assistance for large number of provider agencies in Alabama
4. Amendments to the ADMH LAH and ID Waivers to include more services to support employment
5. Technical assistance to address and support the restructuring of Waiver services and Waiver rates
6. Web-based training opportunities
7. Development of a data collection tool for DMH provider agencies providing employment services
8. Closure of 1st sheltered workshop in Alabama



Building Capacity for Community-Based Employment—Webinar Series

SESSION 3

October 27, 2017

Customized and Negotiated Job Development

SESSION 4

November 3, 2017

Strategies for Success on the Job

TO REGISTER:

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