

## **Continuing Education**

### **TARGETED AUDIENCE: Social Workers, Rehabilitation Professionals etc.**

The AL-APSE 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 and their families.

**# of approved hours for CRC and Social Works is pending**

### **Learning Objectives**

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

1. Define the importance of employment in recovery as well as the difference between the Individual Placement and Support (IPS) model and other supported employment models.
2. Identify common pitfalls to avoid in daily communication with others.
3. Describe Alabama's Project SEARCH program and identify the roles of each Project SEARCH partner.
4. Describe how adding or subtracting habits from your daily routine can enhance your life.
5. Define the importance of integrating ethics into personal interactions and behavior in the workplace.
6. Identify the tools necessary to develop and present job readiness to people with disabilities.
7. Define the role of the Alabama Council on Developmental Disabilities and eligibility criteria for higher education programs funded by the Council.
8. Define supportive decision making and identify the strategies used in supportive decision making.
9. Understand their own leadership voice and how this voice can be used to empower others to be heard.
10. Define what one's mental health core really is and list the physical aspects that should be utilized for a more mentally health wellbeing.
11. Identify communication miscues and how eliminating these miscues enhances conversations.
12. Identify the different characteristics of Generation Y workforce and the Generation Z workforce and how best to communicate and work with each.
13. Describe the current initiatives of the Alabama Department of Mental Health and the Alabama Department of Rehabilitation Services as it relates to supporting people with disabilities.
14. Describe the roles federal and community partners play in improving the lives of people with disabilities.

**Wednesday, June 28, 2023**

**Opening Session: 1:00 P.M.**

**Room: Alabama A & B**

**Communication Bleeps and Blunders in Business**

**Todd Hunt**

You said one thing; your customer, client or participant heard something else. Nobody was wrong, but now everyone's confused...and *you* have to deal with it. Laugh and learn as national speaker Todd Hunt shares funny, true examples from the business world that illustrate how we all miscommunicate, and how we can improve. Not jokes, but humor from real life that keeps you involved and makes the communication lessons stick.

In this presentation you will:

1. **Sharpen** listening skills to understand other points of view.
2. Describe how to **tailor** messages to all levels within your organization to communicate effectively.
3. **Identify** common pitfalls to avoid in daily communication.

**General Session: 3:00 P.M.**

**Room: Alabama A & B**

**Effective Communication for Leaders**

**Todd Hunt**

In this follow-up session from the opening keynote, we'll take a deeper dive into communication misfires. Participants will analyze what went wrong and brainstorm how to improve using a hands-on writing exercise, systematic instruction demonstration and other engaging activities.

Following this session, you'll be able to identify how to:

1. **Mitigate** communication miscues.
2. **Appreciate** contributions of other people.
3. **Celebrate** the good judgement you practice every day.

**Thursday, June 29, 2023**

**General Session: 8:30 A.M.**

**Room: Alabama A & B**

**Alabama Project SEARCH**

**Cindy Burns, Yolanda Spencer & Byron White**

Alabama joined a large list of other states to partner with Cincinnati Children's Hospital to make Project SEARCH a transition option for high school students that have a goal of competitive

integrated employment. Project SEARCH “launched” in Alabama in 2012 in two school systems. Since that time, the program grew to a total of 16 prior to the onset of the Covid-19 pandemic. This session features Alabama’s National PS Liaison, Ms. Cindy Burns who will provide an overview of PS from a national perspective and how the Alabama has measured up. Local PS leaders, Byron White and Yolanda Spencer will share updates from a state perspective and the role the Alabama Department of Rehabilitation Services and the Alabama Department of Mental Health plays in supporting the program. At the end of this session, participants will be able to describe Alabama’s Project SEARCH program and identify the roles of each PS partner. Additionally, participants will list various learning objectives of PS programs. The session will include a panel of PS participants and or their family members.

**June 29, 2023**

**Breakout Sessions**

**10:00 A.M. – 11:00 A.M.**

**Leadership and Ethics (Part One)**

**Dr. John Bell**

**Room: Alabama C**

In this session, participants will explore typical causes of ethical failure and examine a foundational framework of public service values to include being objective, accountable, transparent, competent, efficient, respectful, and equitable. Participants should recognize how to integrate ethics into personal interactions and behavior in the workplace.

**Individual Placement and Support - MythBusters**

**Juakeyshia Minor, Hettie Vaughn, Brett Lindsey, Charles Haslerig, Alison Driskell,**

**Lamont Lavender**

**Room: Alabama D**

The panel presentation will be an interactive event that addressed the misconceptions (myths) about employment as well as the benefits using the 8 Individual Placement and Support (IPS)-Supported Employment practice principles that define the evidenced based practice. Using a myth vs. fact format the presenters will share information about the importance of employment in recovery while dispelling common myths surrounding work, for example individuals can work and retain some or all their Social Security benefits.

The attendees will understand how IPA is so effective in assisting individuals in obtaining a good job match and achieving longevity in the workplace. The panel of MythBusters are Employment Specialists and IPS Peers representing each of the IPS teams in Alabama.

At the end of the session, attendees will have acquired an understanding of the importance of employment in recovery as well as gained insight into the difference between the IPS model and other supported employment models.

**Tiny Habits**

**Nicole Collier, Family Advocate**

**Room: Alabama E**

Each participant will be able to create habits in their life that stick. This will increase confidence since knowing that any habit you decide to add or subtract to enhance your life is powerful. Often, we and especially people with disabilities believe certain things are just too hard for us. This presentation shows teachers, caregivers, and most importantly, people with disabilities that any habit can be added to their life if they follow the ABC pattern. Match the desired habit with an **Anchor** in their life, perform the tiny **Behavior**, and then **Celebrate**. Anyone who is frustrated with making the same News Year's resolution each year will love this information. At the end of this session, participants will understand how habits impact your life and how to differentiate between good and bad habits.

### **Breakout Sessions:**

**11:15 a.m. – 12:15 P.M.**

#### **Ethical Decision Making (Part II)**

**Dr. John Bell**

**Room: Alabama C**

Making decisions from an ethical framework is paramount for success for all leaders. In this session, participants will explore personal and team decision making from an ethical perspective. Case studies and brief exercise will enable participants to discuss and contribute towards solving ethical and moral dilemmas.

#### **Thank You for Being A Friend: Learning Self-Compassion**

**Samantha Wadsworth, MS**

**Room: Alabama D**

As professionals in the helping field, we are skilled at supporting and comforting others, but rarely extend those skills to ourselves. Research has shown that practicing self-compassion increases strength and resiliency, and can be the key to a happier, healthier life. In this session we will discuss the benefits, define the three components, and evaluate our current levels of self-compassion. At the end of this session, participants will be able to list strategies to help treat ourselves with the same level of care we offer others.

#### **Alabama Council on Developmental Disabilities: Collaborations with Inclusive Higher Education Programs**

**Darryle Powell, Dr. Betty Patten, Dr. Sharon Brown**

**Room: Alabama E**

This session will explain the function of the State Councils on Developmental Disabilities. Projects and initiatives supported by the Alabama Council on Developmental Disabilities will be described. Specific attention will be given to the Council's collaborations with inclusive higher education programs. Dr. Betty Patten, Auburn University EAGLES Program, will provide information on their Council-supported project. Dr. Sharon Brown, Alabama A & M University Bulldog LIFE program will provide information on their Council-supported project. At the end

of the session, participants will be able to define the role of the Alabama Council on Developmental Disabilities and list eligibility criteria and expected outcomes of the higher education programs funded by the Council.

## **Breakout Sessions**

**2:00 P.M. – 3:00 P.M.**

### **Recognizing and Appreciating the Five Voices of Leadership**

**Neal Kelley**

**Room: Alabama C**

Teamwork is essential for any organization to achieve desired organizational goals. To build cohesive teams, team members must understand how they best contribute and recognize keys to enable team members to contribute also. In this session, participants will discover their leadership voice and how to empower other voices to be heard, to strengthen communication with teams.

### **It's About Me, We, and US (A Guide to a Better Well-Being)**

**Brent Cosby, MS**

**Room: Alabama D**

In this workshop, we will approach the foundation of a strong mental health wellbeing. Exercise, diet, and communication patterns are just a few of the many ideas that will be discussed. We will also incorporate how the workplace fits into our lifestyle and overall mental health stability. At the end of this session, attendees will be able to define what our mental health core really is, better understand one's ability to communicate effectively with others and identify what physical aspects should be utilized for a more mentally healthy wellbeing

### **Supportive Decision Making in Employment**

**Kim & Colby Spangler**

**Room: Alabama E**

Supportive decision making used for job searches and securing employment makes a big difference. Participants will be able to define supportive decision making, identify the strategies used in supportive decision making, explore guided conversation and describe best practices within creating their own "Support Decision Making" team!

## **Breakout Sessions**

**3:30 P.M. – 4:30 P.M.**

**Recognizing and Appreciating the Five Voices of Leadership- Repeat**

**Neal Kelley**

**Room: Alabama C**

Teamwork is essential for any organization to achieve desired organizational goals. To build cohesive teams, team members must understand how they best contribute and recognize keys to enable team members to contribute also. In this session, participants will discover their leadership voice and how to empower other voices to be heard, to strengthen communication with teams.

**Job Readiness Class Demonstration: The Power of PMA (Positive, Mental, Attitude)**

**Daniel A. Spenser, Sr., BA & MBA**

**Business Relations Consultant Alabama Department of Rehabilitation Services**

**Room: Alabama D**

In this session, attendees will have the opportunity to experience being in one of many job readiness classes that are taught in schools. The topic of this job readiness class is on the Power of PMA. Attendees will learn how to define PMA, understand the difference between a positive and negative attitude and how these can both go together to affect individuals both personally and on the job. Attendees will also be given the opportunity to learn a few activities that can be used in teaching on the topic.

At the end of this session, attendees will have tools to use as they create and present job readiness classes to the people they support/clients.

**Pathways to a Full Life**

**Ryan Alford, Erech Brown, Daniel Hall, Mannie Smith Surles- facilitated by Ben Dasher**

**Room: E**

This session will feature a panel of young men who are all working and living full lives but achieved them in non-traditional methods. Attendees will learn that success can be accomplished via many different pathways and will be able to identify how these paths were different for each panel member.

**Friday, June 30, 2023**

**General Session**

**8:30 a.m.**

**Working Productively with Different Generations**

Joel Hughes, MS

**Room: Alabama A & B**

Millennials (Generation Y) are aging and even climbing the corporate ladder, while a new generation is entering the workforce: Generation Z. It is time to shift the efforts to adapt to these very different and distinct generations. Most people know the Millennials because they are the most researched generation in history. But what about Generation Z? In just three years, according to studies, this group will account for 20 percent of the workforce, and they have a growing list of expectations. This session will look at the characteristics of both generations, clarify the extreme differences, and identify ways best for communicating, managing, and working with Millennials and Generation Z.

**Closing Session**

**10:30 A.M.**

**Room: Alabama A & B**

**Messages that Matter**

**Panel Discussion**

Kimberly Boswell, MSW - ADMH

Jane Elizabeth Burdeshaw, BA, MS – ADRS

The Commissioners of the Alabama Department of Mental Health and the Alabama Department of Rehabilitation Services will provide updates on current initiatives and efforts to support people with disabilities. The discussion will address current collaborations with both state and federal partners as well as community partners. These agencies lead service delivery in Alabama for people with disabilities who desire a better life of independence, including employment. At the end of this session, participants will understand the roles of both ADMH and ADRS in meeting the needs of Alabamians with disabilities and list the current initiatives to meet these needs.