

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 is pending and who is providing CRC goes here!!

Learning Objectives

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

1. Describe the importance of a team-based leadership approach for any organization.
2. Recognize the crucial significance of adopting an appropriate philosophy in the context of support employment, understanding its impact on the career success of individuals receiving services.
3. Describe the principles of a seven-phase sequence approach as a comprehensive framework for support individuals in services to attain independence within their work environments.
4. Describe how the Corrective Thinking program utilizes “Truthough” curriculum to help individuals learn to live more responsible lives by decreasing problem thoughts autonomously and helping them stay trouble-free with little effort.
5. List the differences in the Social Security Disability (SSDI) and Supplemental Security Income (SSI) programs under the Social Security Administration.
6. Define various ethical standards related to respecting those we serve included within the CRCC 2023 Code of Ethics.
7. Describe ways to communicate new ideas with future generations on how work-life experiences molds their perception and how to maintain a positive perception.
8. Recognize the benefit of employment to one’s substance use recovery goals.
9. Identify ways that assistive technology can access the potential of individuals in the workforce.
10. Describe ways to emphasize abilities rather than labels in advancing the employment of people with disabilities, drawing insights from successful models in the field.
11. Describe effective strategies to boost resilience, practice self-care and cultivate a positive mindset.
12. Identify ways to develop group cohesion and steps to build successful teams within an organization.
13. Define the relationship between ethics and leadership and how they must be considered jointly to create leaders who have the ability to consider issues of responsibility, accountability, and the full impact of their actions.
14. Describe ways to adopt flexible thinking patterns to live the life of least resistance by learning how to nurture and cultivate self-confidence while expanding comfort zones and learn how to accommodate individual needs while producing a collectively inclusive environment.

Wednesday, July 10, 2024

Opening Session: 2:00 P.M.

Room: Mediterranean I, II, III, IV

Optimizing Success in Supported Employment: A Holistic Approach Integrating Philosophy, Perspective, and Best Practices

Presenter: Dr. Steven Hunt

This presentation focuses on underscoring the vital importance of embracing a fitting philosophy within the realm of supported employment. The perspectives held by professionals regarding individuals in service, play a pivotal role in shaping the degree to which people achieve their career goals. More specifically, the presentation delves into the exploration of how a comprehensive understanding of two fundamental components, namely Discovery and Systematic Instructions, significantly shape the outcomes of supported employment initiatives.

Learning Objective:

Upon completion of this session, participants will be able to:

1. Recognize the crucial significance of adopting an appropriate philosophy in the context of supported employment, understanding its impact on the career success of individuals receiving services.
2. Gain insights into the pivotal role that professionals' perspectives play in influencing the outcomes of supported employment initiatives, emphasizing the importance of aligning beliefs with effective support.
3. Develop a comprehensive understanding of the key components, namely Discovery and Systematic Instructions, and their profound influence on shaping positive outcomes in the realm of supported employment.
4. Apply acquired knowledge to enhance the design and implementation of supported employment programs, fostering a more supportive and effective environment for individuals striving to achieve their career goals.

Thursday, June 11, 2024

General Session: 8:30 A.M. – 9:30 A.M.

Room: Mediterranean I, II, III, IV

Launch Your Leadership

Presenter: Stephen Gaddis

This session will share a status of the NASA Mars Sample Return Program and the Mars Ascent Vehicle (MAV) Project. Learn how Share NASA leadership principles can apply to any organization to improve success. At the end of the session, participants will be better equipped to lead team's, groups, and organizations effectively, understand and value the importance of a team-based leadership approach, and gain knowledge in how to effectively communicate ideas and thoughts as a team leader.

Breakout Sessions

10:00 A.M. – 11:00 A.M.

Empowering Independence: Navigating the Workplace Journey with the Seven Phase Sequence.

Dr. Steven Hunt

Room: Mediterranean V

This session focuses on supporting individuals in service to achieve independence in their work environments, using the Seven Phase Sequence approach. This session delves into the role of employment specialists and job coaches, exploring how their support strategies in the workplace impact employers' expectations and, consequently, either foster or hinder the journey toward independence.

Learning Objective:

Upon completion of this session, participants will be able to:

1. Understand the principles of the Seven Phase Sequence approach as a comprehensive framework for supporting individuals in service to attain independence within their work environments.
2. Analyze the role of employment specialists and job coaches in implementing the Seven Phase Sequence, exploring the specific strategies employed and their impact on shaping employers' expectations.

3. Evaluate the effectiveness of support strategies within each phase of the Seven Phase Sequence, discerning their influence on the trajectory of individuals' journeys toward independence at work.
4. Apply the knowledge gained to assess, plan, and implement tailored support strategies in real-world scenarios, enhancing participants' ability to contribute positively to the independence of individuals in diverse work environments.

Launch Your Leadership: Establishing the Mission

Stephen Gaddis

Room: Mediterranean VI

Through sharing stories of success and challenges faced by teams at NASA, participants will be inspired to overcome barriers and reach their goals. Session will utilize small group activities to establish the foundation for working with others. Participants will leave with tools to develop solid goals and objectives, create operational concepts that can carry into every aspect of life, and understand what it takes to find mission success.

Fostering Collaboration through Team Building

Fathia Hardy

Room: Valencia I

Description: Develop group cohesion and learn how to build successful teams. Understand the difference between team building and team bonding and what activities support each. Examine organizational and interpersonal strategies for developing teams and fostering a team-based culture. Participants will be guided with strategies for enhancing team collaboration and methods for using adaptive leadership to lead stronger teams.

R-E-S-P-E-C-T: Find Out What It Means to Those You Serve

Samantha Wadsworth

Room: Valencia II

Each person is unique and each identity a person has intersects to make them who they are. When it comes to disability some people prefer people-first language, some prefer identify-first language, and others choose to not identify as disabled at all. Disability is inherently diverse, and the people we serve should be respected based on their preferences and unique self. This session will discuss various ethical standards related to respecting those we serve included within the CRCC 2023 Code of Ethics (Section A: The Counseling Relationship and Section D: Multicultural Consideration) and the ACA 2014 Code of Ethics (Section A: The Counseling Relationship and Section B: Confidentiality and Privacy).

**Breakout Sessions:
11:15 a.m. – 12:15 P.M.**

The Transition Playbook

Eric and Jocelyn Allen and Transition Team staff

Room: Mediterranean V

This session will present a sports-minded approach to looking at transitional skillsets for consumers to maximize personal success from “player development” to “winning their championship”. We will coach attendees on effectively guiding consumers through each phase of life’s transitions, through to independence.

Learning objectives and attendee takeaways:

- TTT will provide descriptions of relevant hard skills and soft skills to work on, correlating to the specific life transition.
- Identification of specific needs and supports for the consumer as well as potential barriers and how to navigate them.
- A physical copy of our “Transition Playbook” for consumer success.

Strategies for a Successful Employment Program: Sell the Able, Not the Label

UCP Of West Alabama Team

Room: Mediterranean VI

In this concurrent session, presented by the UCP of West Alabama, participants will explore three key strategies aimed at fostering successful employment programs for individuals with disabilities. Drawing on the UCP of West Alabama's expertise and its track record of developing a highly successful supported employment program, the session will delve into the importance of selling the abilities of individuals rather than focusing solely on their labels. Emphasis will be placed on building strong teams, establishing community relationships, and demonstrating persistence. Through real-world examples and practical insights from the UCP of West Alabama's experiences, attendees will gain valuable tools and approaches to create effective supported employment programs.

Participants, guided by the experiences and success stories of UCP of West Alabama, will leave the session equipped with actionable strategies and a renewed perspective on promoting the employment of individuals with disabilities. By focusing on abilities, building strong teams, cultivating community relationships, and embracing persistence, attendees will be empowered to create and enhance supported employment programs in their respective communities.

Leadership and Ethics

Dr. Karockas Watkins

Room: Valencia I

This session centers on ethics concepts and leadership skills, with a particular emphasis on examining how ethics and leadership are interrelated areas of emphasis for an effective leader. Ethics and leadership must be considered jointly to create leaders who have the ability to consider issues of responsibility, accountability, and the full impact of their actions, as well as the knowledge that will empower them to be effective leaders.

Recovery through Work

Denise Bern

Room: Valencia II

The learning objective for Recovery through Employment, is to encourage providers of services as well as recipients of services and other attendees to consider employment as a goal in recovery. Participants in the session will be introduced to SAMHSA's elements of recovery, the social determinants of health, and recovery concepts as stated by the IPS Employment Center.

The power point presentation on Recovery through Work highlights the process of recovery and recognizes the process is highly personal and occurs via many pathways. Recovery is characterized by continual growth and improvement in one's health, wellness while managing setbacks. Upon completion of the session a participant will be able to recognize the benefit of employment to one's recovery goals.

Breakout Sessions

2:00 P.M. – 3:00 P.M.

Align Your Social Security and SSI Work Incentives

Wanda Berry

Room: Mediterranean V

The learning objective for this session is to inform participants about the services of SSA's Work Incentive Planning and Assistance (WIPA) program.

1. The differences in the Social Security Disability (SSDI) and Supplemental Security income (SSI) programs under the Social Security Programs.
2. Work incentives applying to each program, and which apply to you.
3. How to access the free services of a WIPA benefits counselor in your county to assist you when you do have a job offer, start to work, or already working.
4. How much can I earn?
5. What is Ticket to Work Program and how does it help?

Triumph Services- A holistic approach to serving individuals with autism and other developmental disabilities.

Beth Zaiontz

Room: Mediterranean VI

Triumph Services provides a holistic approach to support people who have developmental disabilities. The individual is the center as the expert on his/her dreams and goals. The LIVE program provides independent living skills. The WORK program provides competitive employment and purpose in life. The PLAY program provides community integration and healthy relationships. The COUNSELING program addresses depression and anxiety and builds self-esteem. At Triumph, individuals with developmental disabilities are first and foremost deserving of recognition and respect; and create their own vision and dreams for their lives. At the end of this session, participants will understand the holistic approach to service provision and be able to identify how the holistic approach resulted in success for examples presented.

Overcoming Stress and Burnout Part 1

Jason Parks

Room: Valencia I

Define Burnout: Participants will gain an understanding of burnout as a diagnosable medical condition recognized by the World Health Organization, characterized by emotional exhaustion, negative attitudes towards work, and reduced professional efficacy.

Identify Factors Contributing to Burnout: Participants will explore the various factors that can lead to burnout, including workload, lack of control, inadequate rewards, community support, conflicting values, and emotional toll, with a focus on recognizing these factors in their own work environments.

Understand the Impact of Burnout on Mental Health: Participants will learn about the psychological impacts of burnout, particularly in the context of the COVID-19 pandemic, including increased rates of anxiety, depression, and post-traumatic stress disorder (PTSD), and how these conditions can exacerbate burnout.

Recognize Signs and Symptoms of Stress and Burnout: Participants will be able to identify common signs and symptoms of stress and burnout in themselves and others, such as exhaustion, neglect of personal needs, feelings of helplessness, irritability, and physical ailments.

Co-occurring Mental Health and Substance Use Disorders

Denice Morris

Room: Valencia II

Mental health and substance use disorders affect people from all walks of life and all age groups. These illnesses are common, recurrent, and often serious, but they are treatable, and many people do recover. After the conclusion of this presentation, it is the goal that the audience will:

1. Understand the definition of co-occurring disorders
2. Identify what integration of treatment means
3. Identify approaches to providing co-occurring services

Breakout Sessions

3:30 P.M. – 4:30 P.M.

The power of perception: How giving our students new perspective on opportunity and experience is an agent for extraordinary change.

Micah Harris

Room: Mediterranean V

Presenter will look to give new perspective to professionals seeking to motivate, advise and help their client's lead a life of success. The presenter will discuss and give new ideas on how to communicate to an upcoming generation how work-life experience molds their perception and how they can maintain a positive perspective. By the end of the session, participants will be able to identify new tools and ideas to guide their students during the job (life) exploration process.

Accessing Potential Through Assistive Technology

Ashley McLeroy and Nakisha Adams

Room: Mediterranean VI

Learn how assistive technology (AT) can access the potential of individuals in the workforce. During this session we will provide examples of AT for a variety of disabilities and job tasks including computer access, customer service, and more! We'll also provide an overview of our APTAT program including how you can try technology for free through our lending library and the services that can benefit individuals and their support team to select the best tech for success. At the end of the session, participants will be able to provide examples of AT for employment and describe a state resource for access to AT.

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.

Overcoming Stress and Burnout Part 2

Jason Parks

Room: Valencia I

Recognize Signs and Symptoms of Stress and Burnout: Participants will be able to identify common signs and symptoms of stress and burnout in themselves and others, such as exhaustion, neglect of personal needs, feelings of helplessness, irritability, and physical ailments.

Conduct Burnout Risk Self-Assessment: Participants will engage in a self-assessment activity to evaluate their own risk of burnout based on key indicators such as time management, support systems, workload, and emotional well-being.

Implement Practical Strategies to Avoid Burnout: Participants will learn practical strategies to prevent and manage burnout, including prioritizing self-care, setting boundaries, seeking support from friends and family, delegating tasks, maintaining a healthy lifestyle, and utilizing professional resources.

Develop Personalized Burnout Prevention Plan: Participants will develop a personalized burnout prevention plan tailored to their individual needs and circumstances, incorporating strategies learned during the course to promote mental and emotional well-being in both personal and professional life.

TRUTHOUGHT CBT (Corrective Thinking)

Linsey Jonas and Lacy Rowan-McGuire

Room: Valencia II

This program is to be of assistance in allowing clients/participants in identifying irrational thought patterns and accountability in a constructive and autonomous manner. The CBT program utilizes Truthought curriculum to help clients/participants. in learning to live a more responsible life by decreasing problem thoughts autonomously and helping them stay trouble-free with little effort. The program utilizes a workbook for clients/participants to journal and reflect on their own distorted thinking patterns and discover their true potential. Throughout this process clients/participants can utilize and decrease arrestable behavior. The curriculum also assists clients/participants in identifying how they can replace excuses by countering with positive thoughts and finding common goals that are diverse across various cultures and be proactive in their personal goals and objectives.

Friday, June 30, 2023

General Session

8:00 a.m. – 10:30 a.m.

Oh Joy! Breakfast with the Boss and more about Alabama APSE.

The Commissioner of the Alabama Department of Rehabilitation Services will provide updates on current initiatives and efforts to support people with disabilities. AL-APSE leaders will share updates about the chapter and how you can become a member!

Closing Speaker

Charting the Path to What Is Possible

Russell Lehmann

Room: Mediterranean I, II, III, IV

In this presentation, Russell dissects the polarities of life as it relates to individuals with disabilities. Implementing various philosophical perspectives in an easily digestible manner, Russell utilizes his deep introspection and insight to empower the attendees to realize that it is not success *or* struggle, not fear *or* courage, not disability *or* ability, but rather all of the above, and when we can embrace and accept the fluidity of life's ups and downs, we discover what steps need to be taken to discover the path to what is possible, whereby the potential of *all* individuals is unleashed.

Attendees will learn how to adopt flexible thinking patterns to live the life of least resistance, learn how to nurture and cultivate self-confidence while expanding comfort zones and learn how to accommodate individual needs while producing a collectively inclusive environment.