

## **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. AL-APSE members will receive free continuing ed with proof of current membership. Checks may be made payable to AL-APSE and submitted at the end of the conference.\*\***

This program is offered for **10 contact/clock hours.** 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. Demonstrate a knowledge of how to develop an individualized employment support system for a high school student to create successful strategies for a student with complex needs.
2. Identify employer needs in the job market of the future, look at current labor market trends and provide information and resources to prepare individuals with significant disabilities for Employment First in the 21<sup>st</sup> Century job market.
4. Describe the Alabama Disability Advocacy's Protection and Advocacy for Beneficiaries of Social Security Program (PABSS).
5. Recognize the unique challenges people with disabilities have when seeking transportation including disseminating results from a state wide study conducted by the Regional Planning Commission of Greater Birmingham to determine best practices and viable alternatives.
6. Identify federal and state regulations that protect Personally Identifiable Information (PII) and Protected Health Information (PHI) and review agency responsibilities to prevent breaches of PHI and PII.
7. Evaluate different types of SSA work incentives recipients of SSI and SSDI are eligible for.
8. Describe the different programs CRP's have created in order to provide Pre Employment Transition Services to their menu of services for transition age students.
9. Identify examples of successful employment placements while facilitating an environment of diversity and inclusiveness that can help an employer grow their

- work forces and understand the impact people with disabilities can have on the economy as well as their co-worker.
10. Identify Alabama's ABLÉ program and describe who individuals with disabilities can access a savings program by addressing eligibility, contributions, withdrawal and investment options.
  11. Describe good communication techniques and develop multiple resources in their home communities in order to work collaboratively to fill the gaps and overcome barriers often experienced by individuals with disabilities in relation to their ability to obtain sustainable long term employment.
  12. Increase their knowledge of supported employment and supported self-employment, best practices, evidenced based programs, ongoing collaborations with other state agencies and Employment First.

## **Outline of Course Content**

**Wednesday, June 28, 2017**

**1:00 – 2:30 Opening Session**

**If You Think Sushi Tastes Bad...Then it will Taste Bad: Presented by Gary Huckaby, Jr. PhD**

Come get recharged and reprogrammed while laughing your way to a different “perspective” on stress and the fast paced world we live in. Studies show that most of what we say every day is to ourselves and the majority of that is negative. Recognizing and breaking this habit is the key to changing your attitude on life. Positive people have learned how to control their mind and reframe negative events. To change your “attitude” you need to change your “perspective.” It starts with what we say to ourselves. Life is like an hour glass glued to the table...don't let the sands of time run out with a bad perspective.

**Wednesday, June 28, 2017**

**3:00 – 4:30 General Session**

**It's Easier Riding the Horse in the Direction it's Going: Presented by Gary Huckaby, Jr. PhD**

This session presents a humorous look at the difficulty in accepting and dealing with the changes of today's fast moving business environment. A combination of a flexible attitude and some tangible tools will better equip us to face the onslaught of changes and challenges we all inevitably face in both our personal and business lives. Come learn how to live your life by the motto—“Blessed are the flexible...for they shall not be bent out of shape.”

**Thursday, June 29, 2017**

**8:00 – 9:15 General Session**

**PURE HEART: A Spirited Tale of Grace, Grit, and Whiskey: Presented by Troy Ball, Founder and Principal Owner, Asheville Distilling Company**

The breakfast session will tell the remarkable true story of how a pearl wearing Southern woman and devoted mother of children with disabilities moved to Asheville, North Carolina, to save her family and become the country's foremost legal distiller of traditional Appalachian moonshine.

**Thursday, June 29, 2017**

**9:30 – 10:30 Concurrent Sessions**

**Top 10 Reasons You Should Hire a Person with a Disability and other Amazing Mary Shows: Presented by Mary White, Advocate**

Mary White is a 17 year old who was born with hydrocephalus and has had 32 brain surgeries. She is in the contained classroom and struggles academically but overcomes her struggles with amazing social skills. She is an advocate for people with disabilities and has been a guest speaker at Auburn University, Birmingham Southern and UNA. She has a series of videos that are entertaining and informative.

**Manage your SSA Benefits while Working: Advance your Independence: Presented by Donna Bowden, M.A., Cathy Randall, M.S. and Shane Patterson, M. Ed.**

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

**Adult Protective Services: Identifying Abuse, Neglect and Exploitation of Alabama's Adult Population; Presented by Robert Finlay, B.A.**

The presentation will address what constitutes abuse, neglect and exploitation of an adult. Information will be provided on how to determine abuse and neglect and how to contact local or State agencies to make a report for an investigation. Information will also be provided on what DHR services are provided to adults and community resources available to the adult population. The information will be provided by a power point presentation to the audience.

**Working in Multicultural Multilingual Environment: Korean/Asian: Presented by: Meeson Han, Ph.D.**

You know the term “global economy.” You are in an era when corporations and institutions reach across oceans, deserts, language barriers, customs and cultures. The presence of international companies and communities in Alabama is the result of deliberate and determined recruiting. You can be a part of this global, yet local workforce. Whatever your chosen field, there are opportunities for you in the extensive network of Korean/Asian industries, colleagues, parents, or international students. A highly qualified workforce would be the one who understands multicultural and multilingual differences and similarities regardless of the specific career field. This session will introduce you to Korean/Asian cultural differences and similarities due to demographics, geography, history, philosophy and linguistic cognitive differences and similarities between Koreans and Americans. Thus, you will be introduced how to communicate in a multilingual and multicultural environment.

**Pre-ETS: How to Transition: Presented by Samantha Holland, M.Ed, CRC, Reese Grantham, M.S. CRC, Terri Haisten, M.S, and Tim Green**

Participants will have knowledge about how other Community Rehab Programs and Supported Employment Agencies have added pre-employment services to their programs.

**Thursday June 29, 2017  
11:00 – 12:00 Concurrent Sessions**

**Avoiding the Breach: Keeping Protected Information Protected: Presented by Donna Bowden, M.S., Kim McLaughlin, M. Ed., and Dave Rainey, B.S.**

This presentation will provide information to service providers and others who obtain protected information. The presenters will:

- Review of the federal and state regulations the protect Personally Identifiable Information (PII) and Protected Health Information (PHI)
- Review agency responsibilities to prevent breaches of PHI and PII
- Review the financial and other legal punitive actions possible for PHI/PII breach

**Ethics in the New Age: Implications for Service Providers: Presented by Nicholas C. Derzis Jr., PhD, CRC**

This session will focus on the CRCC and ACA Code of Ethics and the implications for service providers working with consumers with significant disabilities. At the end of the session, participants should gain a deeper understanding of the ethical code and scenarios that one may be faced with when working with consumers with significant disabilities, and how to navigate these practical dilemmas.

**Deep Impact: The Measure of Success on Multiple Levels: Presented by Derek B. Greer, B.A.**

The focus of today's presentation is to encourage participants to seek out creative means to helping those with disabilities find solutions to overcome barriers to employment. To identify just how valuable an individual with a disability can be to an employer and help the employer understand that ignorance of the abilities of an individual with a disability can easily be overcome. After experiencing this presentation, participants should be able to describe examples of successful employment placements while facilitating an environment of diversity and inclusiveness that can help an employer grow their workforce, and understand the impact people with disabilities can have to the economy as well as those around them.

**Creating Place and Designing Purpose-A Community in Community Inclusion Model to Enhance Quality of Life for All: Presented by Angie Colvin Burque, LCSW; Danilea Werner, PhD, LCSW, MPH; Nana Daronatsy, LCSW**

This presentation introduces a Community in Community Inclusion Model which is applied in the development of BraveHeart Center for Place and Purpose. The CICI model highlights innovative strategies for creating a more inclusive and interactive community, through the engagement of persons with moderate-severe disabilities, families, church members and university partnership. At the end of the session, participant will be able to identify a specific CICI Model strategy for future operationalization in their community.

**Integrating Employment with Mental Health Services: Presented by Christine Fleming, PhD, Brooke Smith, M.S. and Adam Iarussi, Ed.S.**

This presentation will discuss the significance of employment in recovery, and the positive impact of meaningful work in improving overall wellness. In treating serious mental illness (SMI), complete integration between employment and mental health services is a significant factor in gaining successful employment outcomes and advancing mental health service delivery systems. Strategic efforts to support and sustain the evidence-based model of supported employment (IPS Supported Employment) will also be discussed.

The learning objectives of this presentation will include the following:

- 1- Participants will gain an understanding about the importance of employment in recovering from a serious mental illness (SMI).
- 2- Participants will learn about the importance of service and team integration between employment and mental health services.

- 3- Participants will gain an understanding about complete service integration, which leads to more competitive employment opportunities for individuals with the most significant disabilities (MSD) and improves the quality of services provided to individuals with a serious mental illness (SMI).
- 4- Participants will learn about strategic planning efforts to sustain IPS Supported Employment in Alabama. Such efforts include marketing and promotion, the integration of IPS Supported Employment with existing workforce development systems, and employer/business education strategies

**Thursday, June 29, 2017**

**12:15 – 1:45 AWARDS LUNCHEON**

**Thursday, June 29, 2017**

**2:00 – 3:00 Concurrent Sessions**

**Enable Alabama Savings Plan Overview: Presented by Amelis Long, M.S.**

Please join the Enable Savings team to learn more about Alabama's ABLE Program. This program helps eligible individuals with disabilities save for their today and tomorrow. This informative sessions will review program features such as eligibility, contributions, withdrawals and investment options.

**The Transportation Predicament: Presented by Laurel Land, M.A. and Jana White**

The Regional Planning Commission of Greater Birmingham completed a statewide study for the ACDD that looks at transportation needs for individuals with developmental disabilities. This session presents findings of that study, best practices, and viable alternatives. Participants will understand the far-reaching implications that result from a lack of transportation. Participants will also be given options for what they can do and a challenge to support transportation.

**Overcoming Obstacles: Presented by Sean Dietrich**

This session will talk about inclusion, rejection and underdogs. Presenter will address preconceived judgement that culture holds, and ideas that only serve to divide. Presenter will tell stories of those who've overcome obstacles, both physical and otherwise, and will express his thoughts on what it means to find actual satisfaction.

**ADAP's Protection and Advocacy for Beneficiaries of Social Security Program (PABSS): Presented by Barbara A. Lawrence, J.D.**

The Alabama Disabilities Advocacy Program administers the SSA-funded PABSS program.

PABSS can:

- Investigate any complaint you have against an employment network or other service provider that is helping you return to work;
- Give you information and advice about vocational rehabilitation and employment services;
- Tell you about SSA's work incentives that will help you return to work;
- Provide consultation and legal representation to protect your rights in the effort to secure or regain employment; and
- Help you with problems concerning your individual work plan under the Ticket to Work program.

**Supported Employment-How much do you know-or don't you know? Game Show Format: Presented by Tina Dortch, M.A., Micah Williamson M.S. CRC, Jennifer Hicks, M.S.**

This presentation will be a question and answer (Game Show) format on supported employment. Counselors, and providers (and others wishing to learn) will be able to answer questions pertaining to supported employment in a fun and entertaining format. Teams will compete by having the correct response and being the first to respond to series of questions. A great way to educate the audience on how supported employment works, changes to supported employment, recent innovative practices, etc. The winners will receive a prize! At the end of the session participants will increase their knowledge of supported employment, best practices, evidence based programs, on-going collaborations with other state agencies, and Employment First.

**Thursday, June 29, 2017**

**3:30 – 4:30 Concurrent Sessions**

**A Job for Kyle McGee: Presented by Kyle McGee—rising Senior at Oak Mountain High School; Representative from Shelby Co Board of Ed, Representative of St. Vincent's 119 Wellness, Veronica McGee—Kyle's mom, video interview Wendy Betsch-employment expert, Susan Ellis-Kyle's support team member.**

Participants will be able to demonstrate knowledge of how to develop an individualized employment support system for a high school student; demonstrate knowledge of successful strategies to create an individualized long-term employment/internship opportunity for a student with complex needs (mobility and communication and behavior conditions); demonstrate knowledge of how state agencies can collaborate with each other and private agencies to develop a success in employment development. This session will follow the pre-employment success of a student with the most complex conditions. Panel members will describe their role in the effort.

**Employment First in the 21<sup>st</sup> Century Job Market: Presented by: Leslie Dawson, M.A., CRC, Pat Daugherty, B.S. and Nick Conway**

Uber and Google are using self-driving cars, Wendy's is using self-service kiosks for incoming food orders, Amazon is replacing local grocery stores and Alabama is the "New Detroit." The 21st century job market is beginning to look more like scenes from a science fiction movie. With the rise of artificial intelligence and automation, "entry-level" jobs are being redefined and low-skilled jobs are becoming few and far between. With the evolving landscape of the 21st century job market, service providers must re-imagine job readiness, job training, and job placement services for individuals with significant disabilities. This session will provide participants insight into the job market of the future, a look at the current labor trends in Alabama, and information and resources to prepare individuals with significant disabilities for Employment First in the 21st Century job market... and beyond

**Stories of Triumph, Heartache, Loss and Rebirth: Presented by Sean Dietrich**

A brief storytelling session of people and places in the American South. Stories of triumph, heartache, loss and rebirth. In a series of recollections, Dietrich shares his unique views on how those rejected become the strongest souls within human culture, and how the worst life experiences transform souls, thereby becoming the greatest assets in life.

**The Three C's of Collaboration: Communication, Connections, and Community: Presented by Virginia Curtis Mattox, B.S. and Derek B. Greer, B.A.**

In this presentation, we will focus on good communication as it applies to building relationships, and combine that with mapping, cultivating, and utilizing multiple resources to meet the needs of individuals with disabilities in our communities. At the end of the presentation, participants will have honed their skills in good communication techniques, and be able to go back to their communities equipped to find and develop multiple resources, and lead those partnerships to work collaboratively to fill the gaps and overcome the barriers often experienced by individuals with disabilities in relation to their ability to obtain sustainable, long term employment.

**Self-Employment / Supported Self Employment: Potential Pathway for Success: Presented by Micah Williamson, M.S., CRC**

The objective of this session is for participants to learn about the VR Self Employment Program, specifically addressing Supported Self Employment and the role SE providers can play in developing a self-employment business with their consumers. We will discuss some of the history of the VR self-employment program, tools and resources available to assist the supported employment provider, VR counselor and consumer in developing a good self-employment business plan. This session will include the new VR funding tiers guidelines, the importance of proper planning, establishing



implementation strategies, the approval process for self-employment plans, employment start date, closure criteria, and what is not included in the VR self – employment program.

**Friday, June 30, 2017**

**8:30 – 9:45 General Session**

**Breakfast with the Commissioners: Presenters, ADRS Commissioner Jane Elizabeth Burdeshaw and ADMH Commissioner, Jim Perdue**

This session will provide an overview of the roles each agency provide in helping individuals with disabilities live and work in their communities. The benefits of collaborating and sharing of agency resources in tough economic times will be identified. Participants will be able to list the strategies each agency will implement to ensure consumer’s needs are met. Attendees will be given an opportunity to ask the Commissioners of both agencies the burning questions they want answered.

**Friday, June 30, 2017**

**10:30 – 12:00 General Session**

**A HUMOROUS LOOK AT PERSONAL, PROFESSIONAL AND FAMILY SUCCESS: Presented by Patrick Grady**

During this interactive, high energy and humorous presentation, Patrick T. Grady discusses the importance of leading others by example. As leaders we need enthusiasm, motivation and real life leadership skills that assist us to prepare both ourselves and fellow associates for bright futures. Stepping outside of our comfort zone and taking ownership of our responsibilities are keys to our success and growth as leaders.

Creative leadership

Being of service to others

Building Relationships

Using humor to reduce stress

Putting humor back into the workplace

If you can laugh about it . . . you can live with it

