



## Annual AL-APSE Conference



August 20 – 22, 2007

*Riverview Plaza Hotel - Mobile, Alabama*

Alabama APSE is pleased to announce that this year's conference will return to Mobile and the Riverview Plaza Hotel. We are excited to again be back on Mobile Bay. Conference plans are underway and the conference brochure, complete with training details, will be mailed out in late April. However, you can go ahead and make your hotel reservations at the Riverview Plaza Hotel. The Riverview Plaza has undergone an extensive renovation to become the Renaissance Riverview Plaza. This year's room rate is \$95.00 single or double, \$105.00 triple and \$115.00 quad. **Reservations must be made by July 20, 2007** for the conference rate. Reservations can be made by calling 800-922-3298 and refer to the group meeting name (Alabama APSE). We look forward to seeing you all in Mobile.

**Watch for conference brochure coming in April!**

AL-APSE  
8228 Royal Oak Court  
Montgomery, AL 36117

### Alabama APSE Needs You!

The AL-APSE, The Network on Employment (AL-APSE) is currently seeking individuals to serve on our Board.

#### A Board Member must:

- Be current member of APSE.
- Have the time necessary to commit to a "working" board. The AL-APSE Board has many projects and grant activities that require sharing of responsibilities among Board Members. Anyone applying for the AL-APSE Board must be willing to accept his/her share of these responsibilities.
- Participate in quarterly meetings and other called meetings. Meetings move around the state. (Missing Board meetings could result in dismissal from the Board)
- Attend, participate and work at any AL-APSE sponsored event such as workshops, conferences, fund raising initiatives, etc.
- Be willing to serve as contact person/ APSE representative in your area of the state.

Send letter of interest to: *Byron White, AL-APSE,  
8228 Royal Oak Court, Montgomery, AL 36117*



# THE Independence



The **Alabama APSE Board** held their annual December meeting in Montgomery at *The Capital City Club*. In addition to discussing business matters, the board enjoyed a delicious lunch. Special guests at this year's luncheon were the Commissioner and Assistant Commissioner of the Alabama Department of Rehabilitation Services, Mr. Steve Shivers and Mr. Jim Harris, III. Following lunch, the Board exchanged gifts.

The Board has many activities planned for 2007. Some of these include:

- Job site training and behavior management for family members, agency volunteers and others to enhance employment opportunities for individuals with the most significant disabilities who may always require some onsite presence of support to maintain employment.



- Develop a 3 year strategic plan focused on developing leadership within the organization, including the recruitment of new Board members as well as increase membership.
- A statewide marketing campaign designed to increase employer knowledge regarding the benefits of hiring individuals with disabilities. Alabama APSE will work closely with the national organization to purchase and utilize existing marketing materials, including the DVD, *Choose Work*.
- Provide certificate-based training to individuals, families, job coaches, VR Counselors, and others interested in gaining skills related to marketing, job development, job coaching, extended support, etc.
- Plan and host the 9<sup>th</sup> annual Alabama APSE conference.



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Alabama APSE adopts logo. Mr. Keith Ferguson, Director of Marketing with Volunteers of America Southeast, designed the official logo recently approved by the AL-APSE Board.

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9<sup>th</sup>

Annual  
AL-APSE  
Conference

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# Did You Know?

According to the 2004 National Organization on Disability/Harris Survey of Americans with Disabilities:

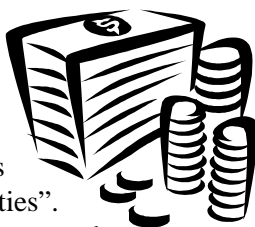
- **Only 35 percent** of people with disabilities reported being **employed full or part time**, compared to 78 percent of those who do not have disabilities.
- **Three times as many live in poverty** with annual household incomes below \$15,000 (26 percent versus 9 percent).
- People with disabilities remain **twice as likely to drop out of high school** (21 percent versus 10 percent).
- They are **twice as likely to have inadequate transportation** (31 percent versus 13 percent), and a much higher percentage **go without needed health care** (18 percent versus 7 percent).

## In 2000, there were:

- **21.2 million** people age 5 or older with a condition **limiting basic physical activities**, such as walking, climbing stairs, reaching, lifting or carrying. This group accounts for 8.2 percent of the total population age 5 or older.
- **12.4 million** people age 5 or older with a physical, mental or emotional condition causing **difficulty in learning, remembering or concentrating**. This group accounts for 4.8 percent of the total population age 5 or older.
- **6.8 million** people age 5 or older who have a physical, mental or emotional condition causing **difficulty in dressing, bathing or getting around inside the home**. This group accounts for 2.6 percent of the total population age 5 or older. For more info: <http://www.rcil.com/PressRoom/DisabilityStatistics.html>

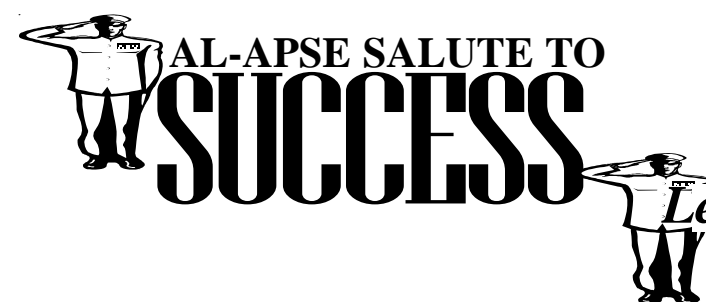
# APSE receives grant funding

The Alabama Council for Developmental Disabilities recently funded a one year grant entitled "Expanding Meaningful Employment Opportunities for Individuals with Developmental Disabilities". To prepare Alabama's employers and disability specialists to work together, this grant proposes to develop and administer a training curriculum to equip job developers and self-advocates with the skills necessary to educate employers about the benefits of hiring individuals with disabilities. Specifically the project proposes the following:



- ✓ Develop and provide certificate based training that will provide job developers information on effective marketing strategies, increase employer awareness of the benefits of hiring individuals with disabilities, and secure employer participation in the training.
- ✓ Conduct regional training events geographically throughout the state to address: ADA, Disability Disclosure, Job Site Accommodations, Technology, etc.
- ✓ Expand current website "Employers" section that will include topical information about hiring individuals with disabilities. This site will also enable employers to email technical assistance questions and obtain feedback.
- ✓ Collaborate with National APSE to customize marketing materials that have been developed for employers and policymakers. Utilizing these materials, Alabama APSE will distribute a marketing message consistent with national initiatives on employment.
- ✓ Employ national experts/trainers to address effecting policy change.

*Training opportunities will be posted at [www.al-apse.org](http://www.al-apse.org)*



**L**eanne Worden decided to seek employment to gain more independence. She enrolled in supported employment services at the Madison County Mental Health Center, an employment program funded by the Alabama Department of Rehabilitation Services. Leanne quickly demonstrated the motivation and desire to become a successful employee in the Huntsville area. She became employed at a local restaurant where her primary responsibilities are washing and stacking dishes and cleaning the dining room.



Leanne does a great job. What makes her performance truly amazing though is that she is blind. Leanne has refused to let her disability stop her from living a productive and independent life. She takes much pride in her work, always looks for new responsibilities, and is never too busy to stop to help others. Leanne often says "I only want to go forward in my job". Leanne's positive attitude is infectious and spills over to other employees. Her supervisor has even stated that she "wished all of her employees had Leanne's enthusiasm". Leanne genuinely enjoys her job and her co-workers. She has positively impacted the restaurant customers and her co-workers through her determination and unwavering positive attitude. Leanne credits the training she gained while attending a school specializing in services for the blind in Nashville, as well as her mother who taught her many cleaning skills and other survival skills during her summers at home away from school. ***Congratulation and keep up the great work Leanne!!!***

## Want to present at this year's AL-APSE Conference?

Think you have a worthwhile topic related to employment for people with disabilities, then go to the Alabama APSE website at [www.al-apse.org](http://www.al-apse.org) and complete the RFP. RFP's for the 9<sup>th</sup> annual conference are being accepted through March. You can also contact Mrs. Beth Hanks at 251-479-8611. The breakout sessions are scheduled for either one hour or one hour and fifteen minutes.

*Submitting a proposal doesn't guarantee acceptance to present.*

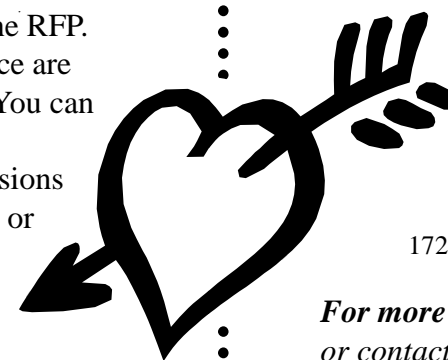
## BEST PRACTICES IN SUPPORTED EMPLOYMENT CERTIFICATE BASED JOB COACH TRAINING

TRAINERS: Howard Green & Vicki Brooke of Virginia Commonwealth University

**March 28 – 30, 2007**  
Birmingham, Alabama

TRAINING SITE:  
Homewood Public Library  
1721 Oxmoor Road, Homewood, AL 35209  
205-332-6600

*For more information go to [www.al-apse.org](http://www.al-apse.org) or contact Byron White at 334-613-3527*



*“Success is not the key to happiness. Happiness is the key to success. If you love what you are doing, you will be successful.”*

—HERMAN CAIN