

The Independence

Alabama APSE, The Network On Employment

VOLUME 2, ISSUE 2

SUMMER 2008



Alabama APSE Celebrates 10 Years at Annual Conference

Alabama APSE celebrated 10 official years as a state chapter during their annual conference in June. This year's conference "Employment for All: A Winning Platform" provided excellent training opportunities for the 209

registered participants. One of the many highlights of the conference was the Autism Mini Track. Michael Chapman, Director for the TEACCH's Supported Employment Program, provided practical insight for agencies faced with the challenges of seeking employment for individuals with Autism Spectrum Disorders. His wide range of knowledge impressed many attendees and all were appreciative of the concrete strategies he explained.

AL-APSE started the conference with motivational speaker, Chris Davies who encouraged the audience to practice their "Four Cornerstones of Triumph" and ended the three days with Kent Rader, also known as the "World's Cleanest Comedian". Chris encouraged the audience to think positively and to "live where you are", while Kent left the audience in stitches as he explained the importance of humor in the workplace. All general sessions received good remarks and

AL-APSE was pleased with the message that all three presenters brought. The concurrent sessions were also well attended and conference participants were especially satisfied with both topics and presenters.

Sharleen Smith was a crowd pleaser as she encouraged participants to prioritize and find new ways of thinking. The Employer Panel facilitated by Howard Green was open to all conference attendees and the dialogue of the employers left employment specialists and others energized. In addition, there were several sessions focused on mental health issues and addiction. All in all, the 10th Annual AL-APSE conference was one of the best yet!

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National APSE awarded the 2008 Personal Achievement/Supported Employee honor to David Cox of Baldwin County. Individuals from Alabama have won this award 4 of the past 5 years. We must be doing something right. It's never too late to begin thinking about next year's winner!
Way to Go David!

Alabama APSE awarded One Year Grant

Alabama APSE has again received grant funding from the Alabama Council on Developmental Disabilities. This grant will address the waiting list that currently exists in Alabama for individuals seeking day habilitation services. The grant will provide information on community based supported employment to providers and families. The premise of this grant is to encourage supported employment for individuals housed in day habilitation programs to experience community based competitive employment. National data continues to indicate that people with disabilities are more likely to become a victim of discrimination and less likely to achieve the independence that comes with employment. As a result, many of these individuals have settled for lifelong segregated day habilitation programs and sheltered workshops. Even though a national trend has evolved to eliminate sheltered workshops, APSE, in collaboration with the Alabama Department of Rehabilitation Services and

(continued on page 4)



The mission of the Alabama Council on Developmental Disabilities is to serve as an advocate for Alabama's citizens with developmental disabilities and their families; to empower them with the knowledge and opportunity to make informed choices and exercise control over their own lives; and to create a climate for positive social change to enable them to be respected, independent and productive integrated members of society. The relationship that now exists between AL-APSE and the Alabama Council began in 1998 when Alabama was working to form an APSE chapter. As a result of a small funded grant, Alabama APSE was able to develop marketing materials and bring in consultants to the first official AL-APSE conference. Since that time, there have been many grants and 1000's of people have benefited from these funded grants. More people with developmental disabilities are going to work each year and wages and hours have increased. Much of the success of AL-APSE can be attributed to the support of the Alabama Council on Developmental Disabilities. **The AL-APSE President's award** was presented to Myra Jones, Executive Director of the **Alabama Council on Developmental Disabilities (ACDD)**.



Experts: Alabama's Economy to Fare Better than Many States

Economists and fiscal experts are predicting Alabama will fare better than many states during the national economic slowdown. The Center for Business and Economic

Research at the University of Alabama is forecasting modest economic growth of 2.2 percent for Alabama in 2008. That's down slightly from the 2.3 percent recorded in 2007. But it's better than the national forecast of 2 percent.

The center expects more than 21,000 new jobs in Alabama in 2008 and 23,000 in 2009. It also says the state's housing market is in better shape than the nation's.

Center director Sam Addy says a recession is unlikely to hit Alabama. While the state will face challenges, he says it will fare better than many other states.

Governor. Bob Riley sees positives in the forecast. He says while the economy is slowing down, it is still growing. And that means more new jobs.

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DID YOU KNOW?

Research studies on the most frequently used accommodations for people with psychiatric disabilities include the following:

- **Job coach assistance in hiring** - arranging the interview, - help in completing job applications, - help in interview
- **Job coach support on the job** - being on site to provide support or training in job tasks
- **Flexible scheduling** - changes in the start or end of the work day hours, - part time hours, - more frequent breaks, - sick leave for mental health reasons
- **Changes in supervision** - providing extra supervision hours, - involving a job coach in supervision meetings, - modifying the way feedback and instructions are given
- **Changes in training** - allowing extra time to learn job tasks, - assistance in orientation
- **Modified job duties** - exchanging or deleting minor job duties

APSE 2008

Alabama APSE is seeking individuals to serve on the Board of Directors. This is a working Board with the following requirements: APSE membership, time to devote to APSE to carry out the mission and activities, ability to travel to participate in quarterly meetings, as well as other various duties. Please send a letter of interest to Alabama APSE, 8228 Royal Oak Court, Montgomery, AL 36117. You may also email APSE at alabamaapse@aol.com

Top 10 paying careers in brief:

1. Pilots, co pilots and flight engineers **\$99,400**
2. Marketing managers **\$78,410**
3. Computer software and applications engineer **\$76,310**
4. Biomedical engineer **\$70,520**
5. Environmental engineer **\$67,620**
6. Computer systems analyst **\$67,520**
7. Database administrator **\$61,950**
8. Physical therapist **\$61,560**
9. Network systems and data communicatoion analyst **\$61,250**
10. Chemist **\$60,880**

<http://www.articlesbase.com/careers-articles/top-10-paying-careers-54534.html>

Mark Your Calendar

June 24—26, 2009

**AL-APSE Conference
Montgomery
Marriott**

Renaissance Hotel

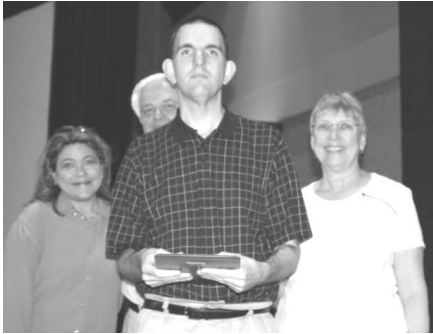


2008 AL-APSE Awards Winners

**AL-APSE Professional Award
Randy Nelson**



**AL-APSE Personal Achievement Award
John Wrubel**



**AL-APSE Professional Award
Bama Dining & Crossing Point**



**Brenda McComb Leadership Award
Beth Hanks**



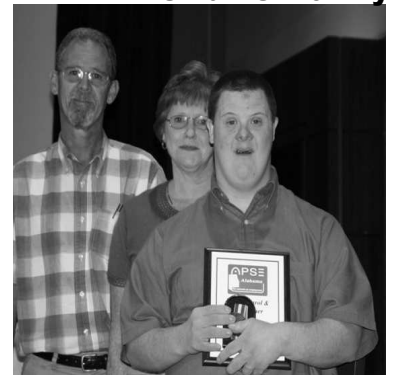
**AL-APSE Personal Achievement Award
Joshua Echols**



**AL-APSE Personal Achievement Award
Justin Thomas**



**AL-APSE Family of the Year Award
The Turner Family**



**AL-APSE Small Employer Award
U. S. Diagnostics**



**AL-APSE Large Employer Award
Publix Supermarket**



Congratulations!



**AL-APSE Spirit Award
Randy Phillips**

(One Year Grant Continued from Page 1)

DMH/MR will provide training to organizations and self-advocates on how they may implement a “one person at a time” approach to organizational change versus total elimination. The activities and objectives of this Project will support the current efforts underway to eliminate the current waiting list in our state by equipping agencies with information they need to move people that are job ready out of workshops into competitive employment, thus creating vacancies for those individuals that may need the intensive service and training available in day habilitation. For more information on the activities of this grant, visit the Alabama APSE website at www.al-apse.org.



United Cerebral Palsy of Mobile has provided supported employment in the Mobile area for many years. They’ve always been a leader in supported employment in Alabama. They helped develop and implement the Milestones payment system, serving as one of the first pilot projects. Since that time, this agency has grown, expanding services into rural areas of the state. United Cerebral Palsy of Mobile was selected as the **AL-APSE Jim Green Supported Employment Agency of the Year**.



Do you have an article or suggestion for the next issue of The Independence? If so, please email your information to alabamaapse@aol.com. AL-APSE reserves the right to select the submission to be printed in its publication.

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