### Schedule-at-a-Glance
(Last update: June 1, 2023)

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<th>June 12 – Monday</th>
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<tr>
<td>8-9am Continental Breakfast</td>
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<tr>
<td>8:15-8:45am New Attendee Networking</td>
<td>8:15-8:45am New &amp; Aspiring Members Networking</td>
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<tr>
<td>8:30am-Noon CESP Exam</td>
<td>9-10am General Session: Welcome &amp; Keynote</td>
<td>9-10am General Session: Keynote</td>
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<td>9am-Noon Pre-Conference Workshops</td>
<td>10am-11am General Session: Tech First Ohio</td>
<td>10:15-11:15am Breakout Sessions</td>
<td>10:15-11:15am Breakout Sessions</td>
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<td>Noon-1:30pm Lunch On Your Own</td>
<td>11am-12:30pm Lunch On Your Own</td>
<td>11am-12:30pm Lunch On Your Own</td>
<td>11:30am-1pm Closing Lunch &amp; Awards</td>
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<td>1:30-4:30pm Pre-Conference Workshops</td>
<td>12:30-1:30pm Breakout Sessions</td>
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<td>1:45-2:45pm Breakout Sessions</td>
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<td>3-4pm Breakout Sessions</td>
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<tr>
<td>4:30-7:30pm SWTCIE &amp; Chapter Leader Reception</td>
<td>4:15-5pm Networking Events</td>
<td>4:15-5pm Networking Events</td>
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<tr>
<td>5-6:30pm Chapter Leader Summit</td>
<td>5-7pm Welcome Reception</td>
<td>8-11pm APSE Karaoke</td>
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All General Sessions will take place in the ballroom (on the 3rd floor).

Tuesday/Wednesday Networking sessions will take place in Delaware B & C.

Choose from:
Tuesday: CESP’s or Growing Your Chapter
Wednesday: Emerging Leaders/Rising Stars or Public Policy Committee
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3. Open Guidebook and enter the passphrase: apse2023 to locate the guide
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Monday, June 12, 2023: Pre-Conference Sessions

Monday: 9am-Noon

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<td>Delaware C</td>
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<td>Knox</td>
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<tr>
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Charting the LifeCourse: Tools to Develop Real World Relationships and Opportunities
We all need supportive relationships to succeed and thrive in work and life. This hands-on session will demonstrate how to use selected tools from Charting the LifeCourse to better understand each person's vision for success and to map current and potential opportunities for connection and support. Participants will also learn how these same tools can be used to improve strategic planning and build capacity at organizational and systems levels.

Presenter(s):
Jenna Allen, OCALI
Britta Hough, Ohio Department of Developmental Disabilities
Celia Schloemer, Cincinnati Children’s Hospital Medical Center

Building Emotional Regulation Skills to Promote Employment Success for Individuals with Intellectual and Developmental Disabilities and Mental Health Conditions
This session will start with a broad overview of the connection between emotional regulation skills and common challenges individuals with intellectual and developmental disabilities and/or mental health conditions may have in the workplace. Participants will be invited to share real-life examples of challenges which have arisen, and a variety of strategies and tools will be introduced. The tools and techniques were selected with employment-focused professionals in mind and can be integrated into brief activities during meetings with individuals, recommended as takeaway materials or homework activities for individuals, or built into employment and wellness plans.

Presenter(s):
Adene Karhan, Yang-Tan Institute, Cornell University

Using Technology to Support Self Employment & Entrepreneurship
Although self-employment is not for everybody, for some people with disabilities it is an option that allows them to creatively use their skills, knowledge and talents, as well as providing a
more flexible work schedule. However, agencies supporting entrepreneurs often have little experience with self-employment and many vocational service providers are unfamiliar with what it takes to start and grow a business. The intersection of unprecedented technological advancements and economic opportunity has created opportunities for individuals with disabilities to become entrepreneurs. This session will introduce strategies and technological interventions for an entrepreneur, and will showcase everyday technological business tools in business ownership. Case studies will show how to build an inclusive entrepreneurial ecosystem by bridging the opportunity gaps. The presentation will conclude with attendees being provided scenarios to explore solutions to support an individual with a desire to be a small business owner.

**Presenter(s):**
Soloman Parker, CareSource
Aarti Sahgal, Synergies Work
Nikki Powis, National Disability Institute
Caroline Bolas, National Disability Institute

**ADA Pathways: Becoming a Trainer for the ADA and Self-Advocacy Trainer Network - Pt. 1**
The ADA and Self-Advocacy Curriculum is designed to be used to provide instruction for individuals with disabilities in a secondary, post-secondary, or other education programs about their rights and responsibilities under the ADA and to foster the development of self-advocacy skills. The Curriculum has been developed with a modular design.

**Presenter(s):**
Barry Whaley, Burton Blatt Institute-Southeast ADA Center
Pam Williamson, Burton Blatt Institute-Southeast ADA Center

**Monday: 1:30-4:30pm**

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<td>Recognizing and Addressing Unconscious Bias in Employment Service Delivery and Research</td>
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<td>Delaware D</td>
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<td>Knox</td>
<td>ADA Pathways: Becoming a Trainer for the ADA and Self-Advocacy Trainer Network - Pt. 2</td>
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**Getting to Yes: Refine Your Employer Presentation Techniques**
Are you new to Job Development or might you struggle with overcoming employer objections? If so come and learn strategies to improve your success with employer engagement. Learn about what is important to employers, strategies to prepare for a successful employer meeting,
and learn a process for responding to employer objections. Participants will practice the strategy by using the template to develop their own employer presentation plan and project potential objections and craft meaningful responses. Participants will leave with several resources including a presentation template and resources to prepare for common employer objections.

**Presenter(s):**
Vicki Ferrara, Sherlock Center on Disabilities, RI College

**Learning Together: Moving from 14(c) Setting to Competitive Integrated Employment**
Fourteen states have a grant from the Rehabilitation Services Administration to enhance service delivery and improve competitive integrated employment outcomes for individuals currently working in, or contemplating, 14(c) or sheltered workshop settings. Several states will share their demonstration models and identify the commonalities, differences, and how to work together for the common goal of increasing CIE.

**Presenter(s):**
SWTCIE State Project Leads
Moderated by Teresa Grossi, Indiana University Institute on Disability and Community & Maya Cox, Public Consulting Group

**Recognizing and Addressing Unconscious Bias in Employment Service Delivery and Research**
This session will explore how unconscious/implicit bias impacts the delivery of employment and benefits planning services to individuals with disabilities. In this workshop setting, attendees will have the opportunity to engage in activities designed to identify unconscious/implicit bias. We will use mindfulness activities, self-assessments, small group break-outs, and games to create an engaging and safe space to foster meaningful discussion. The facilitators will draw on current events and their experience with implicit bias while managing a federal research project that is testing an innovative employment first model. Strategies and tools to address unconscious bias will be shared. We will hear perspectives on the topic from people with disabilities via video and live presentation.

**Presenter(s):**
Charlene Parris, Colorado Division of Vocational Rehabilitation
Peter Pike, Office of Independent Living Services, Colorado Division of Vocational Rehabilitation
Doug Alves, Colorado Office of Independent Living Services
Yvonne Keller-Guenther, Center for Public Health Innovation

**Solving the People Puzzle**
Non-profit workforce development has unique characteristics and challenges that require special considerations for success. How do you bring in the right people, and more importantly, how do you keep the right people engaged and motivated? Learn how inclusive staff-focused onboarding, training, and development techniques can attract new, diverse talent to support your mission – and how to keep that talent from slipping away. In this highly interactive
workshop, theoretical approaches to motivation and best practices will be discussed, from supervision to performance evaluations and beyond. A specific focus on how staff stability and equity, diversity, and inclusion (EDI) relate to programmatic outcomes will be presented.

**Presenter(s):**
Ryan Aldrich, Mission 501

**ADA Pathways: Becoming a Trainer for the ADA and Self-Advocacy Trainer Network - Pt. 2**
The ADA and Self-Advocacy Curriculum is designed to be used to provide instruction for individuals with disabilities in a secondary, post-secondary, or other education programs about their rights and responsibilities under the ADA and to foster the development of self-advocacy skills. The Curriculum has been developed with a modular design.

**Presenter(s):**
Barry Whaley, Burton Blatt Institute-Southeast ADA Center
Pam Williamson, Burton Blatt Institute-Southeast ADA Center

**Tuesday, June 13, 2023: Breakout Sessions**

**Tuesday: 12:30-1:30pm**

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<td>Diversity in Employment Services</td>
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<td>SourceAmerica Refugee Vocational Training and Employment Demonstration Project</td>
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<td>Advancing Employment First Through Policy &amp; Research</td>
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<td>Delaware D</td>
<td>Braiding, Sequencing, and Blending Funding &amp; Services to Advance Employment 1st: Update on Federal Agencies’ Guidance and National NEON Efforts</td>
<td>Funding and Managing Employment Services and Teams</td>
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<tr>
<td>Franklin A</td>
<td>Staffing with Intent, Retaining with Belonging</td>
<td>Funding and Managing Employment Services and Teams</td>
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<td>Franklin B</td>
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<td>Franklin C</td>
<td>Working and Benefits! A Framework for Employment Success</td>
<td>Job Coaching &amp; Workplace Supports</td>
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<tr>
<td>Franklin D</td>
<td>Exemplar Employers Perspectives on Hiring and Employing Persons with Disabilities</td>
<td>Career Exploration, Discovery, and Job Development</td>
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Unlocking DeafBlind Employment Potential through Peer Mentorship
Helen Keller National Center invites participants to delve into the transformative impact of DeafBlind peer mentoring on employment success. DeafBlind individuals often confront major obstacles in securing and maintaining jobs due to communication barriers and access challenges. However, peer-mentoring programs have emerged as a powerful tool to enhance employment outcomes for DeafBlind individuals. By providing guidance, support, and a network of like-minded individuals, peer-mentoring programs offer a range of benefits, such as increased self-confidence, self-advocacy, communication skills, and expanded professional networks. We will explore the key elements of effective DeafBlind peer mentoring programs and discuss the vital role of employers in supporting these initiatives to maximize the potential of their DeafBlind workforce.

Presenter(s):
Ryan P. Odland, Helen Keller National Center
Kacie Weldy, Helen Keller National Center

Refugee Vocational Training and Employment Demonstration Project
SourceAmerica is working in partnership with affiliated human service organizations and local resettlement agencies in the Northern Virginia area to develop a public service model to increase the workforce participation and economic mobility of refugees with disabilities coming to the U.S. The Refugee Vocational Training and Employment Demonstration Project kicked-off in April 2023 and will run for a three-year period during which SourceAmerica NPAs will support state and local resettlement agency efforts by providing culturally sensitive employment services to refugees with disabilities.

Presenter(s):
Kasey Kahnmann, SourceAmerica
Amy Stapley, SourceAmerica
Claudette Crawford, SourceAmerica

ADA Title I Employment Protections
Title I of the Americans with Disabilities Act guarantees reasonable accommodation to ensure equality in the workplace. Often, employees, employers, and/or professionals are unsure of their respective roles in disability disclosure and reasonable accommodation. Often, when
employers hear the word “disability” they become concerned with cost and legal liability. Frequently, employers do not understand that they also have rights under ADA. Employees often do not know that they have responsibilities in disclosing disability and the need for accommodation. This presentation will discuss what disclosure and reasonable accommodation. We will address some of these questions: What is disclosure? Are people obligated to disclose a disability? When is the “right time” to disclose a need for accommodation to an employer? What are the concerns people have when they disclose a disability? What is a reasonable accommodation? When is an accommodation unreasonable?” How does an employee request accommodation? What is the role of the employment specialist in disclosure and reasonable accommodation? What can be done to ensure that the process is respectful of the employee with a disability? What are the responsibilities of the employer?

**Presenter(s):**
Barry A. Whaley, Burton Blatt Institute-Southeast ADA Center

**Braiding, Sequencing, and Blending Funding & Services to Advance Employment 1st: Update on Federal Agencies’ Guidance and National NEON Efforts**
This session covers the concepts of braiding, sequencing, and blending when leveraging multiple funding streams to expand competitive integrated employment efforts. The differences between the three approaches will be discussed as well as what is needed to ensure success using each of these approaches. The session will also address payer of last resort, including myths and challenges - and how these can be overcome. Examples from different states will be shared. Finally, presenters will give an update on how Federal efforts including ODEP’s NEON initiative is making technical assistance available to providers and states for increasing the use of braiding, sequencing and blending.

**Presenter(s):**
Lisa A. Mills, PhD, Moving To A Different Drum, LLC
Michael Petrick, Economic Systems Inc.
Adam Fishbein, Office of Disability Employment Policy

**Staffing with Intent, Retaining with Belonging**
We should all have a collective focus, awareness, and commitment to a more equitable world, not exclusively for the populations we support, but also for the employees and valued team members we attract and wish to retain. Join us to discuss the need to replace antiquated staffing strategies with innovative and equitable recruitment plans, to identify unconscious biases, and to hire for potential while leveraging the benefits of diversity. Improvement in recruiting and retention strategies take both investment and effort but are essential to establishing and supporting your organization’s culture, focusing on evolving the approach to building community, cohesion, and a sense of belonging. We will discuss our current efforts in ensuring the staff at BBI feel welcomed, known, included, supported, and connected.
**Presenter(s):**
Kathy DiRusso, Best Buddies International
Joe Canty, Best Buddies International

**Working and Benefits! A Framework for Employment Success**
Benefit misinformation often limits engagement and advancement in employment. Addressing benefit work incentive information is a best practice in the vocational process, however often not addressed in a systematic way. You will leave this session with a framework of how to address benefits in your vocational services process, including a tool addressing Why I might want Benefits Counseling, talking points to address common myths, and resources to help you learn more.

**Presenter(s):**
Vicki Ferrara, Sherlock Center on Disabilities, RI College

**Exemplar Employers Perspectives on Hiring and Employing Persons with Disabilities**
This presentation will attempt to summarize hiring and retention practices of employers that excel at hiring and retaining employees with disabilities. The presentation is applicable to any person interested in employment for people with disabilities but may be most appropriate for those actively supporting a person with a disability seeking employment. The presentation will summarize qualitative research conducted through semi-structured interviews of employers. The presentation will focus how the information gathered can be utilized in applied settings.

**Presenter(s):**
David George Strauser, University of Illinois at Urbana-Champaign
Richard A. Price, University of Illinois at Urbana-Champaign

**Manage Your Daily Stress with Smartwatches!**
The workplace can be a stressful environment. Learn how smartwatches & technology can be used for self-regulation by measuring stress in real-time to enable people with cognitive disabilities to find success in the workplace. Unobtrusive and widely available, smartwatches can be an effective tool to support independence without being stigmatizing.

**Presenter(s):**
Edward Amey, Jay Nolan Community Services
Andrea Palmer, Awake Labs

**Building A Foundation for Successful Employer Partnerships: The Importance of Employer Education during Job Development**
Creating solid connections with employer partners is crucial to your program's and your participants' success. The key to successful, long-term placements is ensuring employer partners are educated and trained on supported employment best practices before hiring. This session will review training topics, delivery methods, and scenario-based examples illustrating the importance of education and preparation for employer partners.
Practical Resources and Strategies for Supporting Transition-Aged Youth with Competitive, Integrated Employment

This presentation will explore two initiatives that support students with disabilities transitioning into competitive, integrated employment. First, Transition Tennessee is a free website that provides high quality and on-demand professional development, resources, and transition-focused student activities. We will describe steps we can take as educators and providers of Pre-ETS in partnership with families, employers, and communities to help students identify, work toward, and achieve their post-school employment goals. Second, we will examine a multiphase intervention exploring the effects of paid work during high school on the post-school employment outcomes of youth with intellectual disabilities, autism, and multiple disabilities.

Presenter(s):
Jena Costanzo, Transition Tennessee- Vanderbilt University
Leah Burgess, Transition Tennessee- Vanderbilt University
Hope Armstrong, Transition Tennessee- Vanderbilt University
Jessica Awsumb, Transition Tennessee- Vanderbilt University
Wendi Gearing, Transition Tennessee- Vanderbilt University

Tuesday: 1:45-2:45pm

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<td>Cultural Humility: Training Staff to Work with All Job Seekers</td>
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<td>Advancing Employment First Through Policy &amp; Research</td>
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<tr>
<td>Delaware D</td>
<td>The Neurodiversity Movement: Best Practices for Implementing Community Based Employment Services</td>
<td>Funding and Managing Employment Services and Teams</td>
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<tr>
<td>Franklin A</td>
<td>Tying Business Practices to HR Outcomes - 2022 NOD Employment Tracker™ Data: Setting New Standards for Workforce Inclusion</td>
<td>Funding and Managing Employment Services and Teams</td>
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Generational Diversity Amongst Employment Teams
There is a national staffing shortage with employment services which leads to little or no employment supports. If you build a strong team that has sustainability then you can provide the much needed quality supports to individuals that need services. In this presentation we will identify generational trends to enhance understanding of how to manage teams and build successful employment supports.

Presenter(s):
Stefanie Rinaldi, Community Options Inc.
Jessica Pirl, Community Options Inc.

Cultural Humility: Training Staff to Work with All Job Seekers
All employment professionals come to their work with their own cultural identity and background. This session will discuss strategies for staff to become more self-aware of their personal and cultural biases as well as awareness and sensitivity to significant cultural identities of other people. Case studies from the College of Employment Services Cultural Humility Course will be used to illustrate how to understand cultural competence.

Presenter(s):
Karen Flippo, Institute for Community Inclusion
Sheila Fesko, SGISD
Employment First Has Reached Adulthood: Now What?
It has been 21 years since the term Employment First was first used. Now that Employment First is fully an adult, it’s a good time to take a look at the history of the Employment First movement, its impact to date, and where we go from here. We will discuss the successes and challenges in ensuring that Employment First is more than just a policy, and how the day-to-day actions of direct service staff, administrators, and most importantly the lives of people with disabilities should reflect successful Employment First implementation. We will also discuss what it means to truly be an Employment First organization. The session will also feature a discussion of the role of Employment First in advancing Equity, Diversity, and Inclusion, and the changes needed as Employment First evolves to ensure it is fully reflective of EDI.

Presenter(s):
David Hoff, Institute for Community Inclusion, UMass Boston
Jill Eastman, Institute for Community Inclusion, UMass Boston

The Neurodiversity Movement: Best Practices for Implementing Community Based Employment Services
Kennedy Krieger's Neurodiversity at Work program takes a multi-faceted approach to hiring and retaining individuals of all abilities as part of the workforce. In this session program leaders will provide an interactive presentation sharing best practices on developing and implementing 100% community-based employment services, and the supports and strategies involved to maintain an organizational structure for this success. In this session we will provide program practices that include but not limited to, the person-centered planning process, program on-boarding, job development, staff training, and an online secure database that supports in managing and monitoring business collaborations and job development. We will take you through lessons learned as we have built this comprehension data-base, and innovative employment program.

Presenter(s):
Stacey Herman, Kennedy Krieger Institute
Hannah Wayne, Kennedy Krieger Institute

Tying Business Practices to HR Outcomes - 2022 NOD Employment Tracker™ Data: Setting New Standards For Workforce Inclusion
Cultivating an inclusive workforce leads directly to employee retention, increased diversity, a happier staff, and at the end of the day, an organization thriving with unique perspectives and innovative ideas. Join this interactive session hosted by the National Organization on Disability (NOD) to learn key insights, tie business practices to positive HR outcomes, and answer your questions on how to use this information to meet your disability inclusion goals! During this enlightening conversation, attendees will also have the opportunity to learn about NOD’s new data analysis on self-ID rates and what it takes to drive them higher and test your own knowledge.
Presenter(s): Felicia Nurmsen, National Organization on Disability

Tools for a Good Life: Utah’s Collaborative Approach to Connect Informed Choice, Person-Centered Planning and Employment
Utah will share resources and strategies to promote inclusion, person-centered planning and informed choice for employment. These resources were created through collaboration between multiple state agencies and community partners. Come learn how increasing connections led to development of universally designed resources for adults and transition-age students to communicate employment interests.

Presenter(s): Bryn Peterson, Division of Services for People with Disabilities
Lisa Wade, Division of Services for People with Disabilities

Job Coaching Done Differently - The Importance of Natural Supports and Social Inclusion in the Workplace
This session will talk about how a combination of good teaching with the development of natural supports will help people be successful at their jobs. By changing the role of the job coach, we will show the importance and benefits of natural supports and social inclusion in the workplace. We will discuss how the term “natural supports” is most frequently used when speaking about people with varying abilities, but does it really only apply to them? Lastly, we will take a look at what natural supports looks like in the workplace.

Presenter(s): Eugenia Ebb, CESP, Arc Prince George's County
Miyan Thomas, Arc Prince George's County
Felicia Myers, Arc Prince George's County

Best Practices, Challenges and Strategies: What We’ve Learned about Transition Related Professional Development for Youth Serving Professionals
This session includes a discussion of a mixed-methods study which reviewed what professionals should know or know how to do to effectively support youth and young adults with disabilities in their employment journey. Findings will inform participants about pre-service and professional development strategies to retain highly qualified professionals. Specifically, we will share findings between professionals in working in nonprofits and those working in vocational rehabilitation and considerations for planning and providing professional development to support their work with youth.

Presenter(s): Kaitlyn Jackson, CAPE-Youth, Cornell University
Wendy Quarles, CAPE-Youth, Cornell University
Person Centered Planning: Using Technology to Create Access
The world has changed, and so has the way teams gather to collaborate, develop jobs, and engage with each other to help create opportunities for people with disabilities. Online meetings and virtual team collaboration have become an everyday part of creating employment opportunities, Person-Centered Plans, and team collaboration. Come and learn from a self-advocate and Person-Centered Planning Facilitator who knows firsthand how using technology, strategies and the right tools can help create an inclusive and engaging team.

Presenter(s):
David Murahashi, Wise

Inclusive Post-Secondary Education: The New Go-To in Supported Employment Partnerships
Inclusive postsecondary education (IPSE) programs housed at colleges and universities across the country are supporting students with intellectual disability in building skills towards competitive and meaningful employment. This growth in programs has led to new policy initiatives and unique funding opportunities to facilitate supported employment for adults with intellectual disability. This presentation will provide a brief overview of supported employment initiatives at IPSE programs, benefits of multi-agency collaboration to facilitate positive employment outcomes, and a description of the direct application of these tenets at the Ohio State University. Facilitators include staff from the Think College Inclusive Higher Education Network and staff and students from the Ohio State University’s Transition Options in Post-Secondary Settings (TOPS) program.

Presenter(s):
Chelsea VanHorn Stinnett, PhD, Think College Inclusive Higher Education Network, Institute for Community Inclusion, UMass Boston
Jessie Green, The Ohio State University Nisonger Center

Financial Empowerment as a Gateway to Employment and Community Participation
Financial planning is an often missing essential when motivating people with disabilities to pursue employment and stay employed. Join this interactive session to learn about a project that combines LifeCourse Planning, financial counseling, ABLE accounts, and vocational rehabilitation to support people with disabilities in achieving employment, financial, and community participation goals, with a special focus on youth and young adults. Presenters also will share information about a curriculum developed for this project, also known as The Good Life CAFE (Community Access and Financial Empowerment).

Presenter(s):
Rebecca Salon, National Disability Institute
Jonathan May, Virginia Department for Aging and Rehabilitative Services

Job Development 101
Completed Discovery? Great! You and the job seeker have worked through what an ideal job will look like for them? Fantastic! Eager about job development? If you are, go for it! If you’re
not eager, let's talk about it. Many employment specialist's describe job development as the most intimidating and difficult part of their job responsibilities. Job Development 101 focuses on foundational marketing and representation strategies designed to bolster your confidence and positively impact your job development outcomes. This session provides strategies you can begin implementing immediately while adding your own unique style. In addition, attendees are asked to share their own tried and true, creative job development techniques that have worked well. Let's talk about it, share ideas, and walk away feeling ready to tackle job development.

**Presenter(s):**
Sandra Block, Indiana University Institute on Disability and Community

**Tuesday: 3-4pm**

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<td>Cultural Humility and Self-Reflection in the Job Coaching Partnership</td>
<td>Diversity in Employment Services</td>
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<tr>
<td>Delaware B</td>
<td>Partnering for a Better Tomorrow - Apprenticeship for the IDD Population &quot;The Time is Now&quot;</td>
<td>Diversity in Employment Services</td>
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Cultural Humility and Self-Reflection in the Job Coaching Partnership
In recent years, supported employment organizations have been prioritizing the need to provide culturally competent employment supports, which includes learning how to support people with disabilities from a wide range of cultural backgrounds. However, this focus on acquiring knowledge about different cultural groups can become its own obstacle. Too often, a focus on “becoming culturally competent” can lead to the development of stereotypes, or functions to protect ourselves from the shame or vulnerability that we experience when we are concerned about making a cultural misstep. Cultural Humility offers a different path forward. This workshop will demonstrate that by using Cultural Humility to reframe the expectation that a job coach must enter a supported employment relationship already “competent” in the culture of another, they will be better, more authentic, and more impactful partners and champions for employment success.

Presenter(s):
Bethany L. Chase, PhD, Boggs Center on Developmental Disabilities

Partnering for a Better Tomorrow - Apprenticeship for the IDD Population "The Time is Now"
Participants will learn a brief history of Apprenticeship, how this can be used as an additional employment strategy, hear from an Apprentice and an Employer, as well as why this is an effective strategy for the individual served, organization, and employer.

Presenter(s):
JW Gibbs, Institute for Community Inclusion, UMass Boston

Connecting Data with Best Practice: 5 Years of SE Program Data Analysis in New Jersey
Lack of time or complexity are often cited as the reasons Supported Employment managers do not take or analyze data, even when they know it will help them in the long run. CASES (Comprehensive Assessment of Supported Employment Service) is a free guide and tool that was created to provide SE managers with valuable information on essential areas for agency success through automatically generated data analysis. The newest version, CASES version 1.3, was developed over the last 5 years in collaboration with SE agencies around New Jersey, with many lessons learned that will influence professional practice, policy creation, and state funding. Data generated from everyday supported employment practices can be harnessed for
change in practice, policy, equity, diversity, and inclusion, but often is overlooked. Let’s change the narrative!

Presenter(s):
Rob Kimmel, The Boggs Center on Developmental Disabilities, Rutgers University

Effective Family Engagement to Promote Integrated Employment Outcomes for Transition Aged Youth
The impact of family is widely recognized as one of the largest contributing factors to achievement of CIE for transition aged youth. In this session participants will learn about an innovative and customized pre employment transition service model for students with developmental disabilities, and their families. Attendees will explore how this model provides a family-centered, holistic approach to develop the employment readiness and self-determination skills of the student while simultaneously supporting the parents/caregiver’s ability to develop an actionable transition plan for their child’s future that includes CIE as an outcome.

Presenter(s):
Cassidi Jobe, Summit Future Foundation

Values, Huh?
Most organizations have a list of values posted on a wall in the breakroom or as a subsection of their "About Us" page on their website. However, company values are often just that- a list of aspirational attributes that people read once a year in their employee handbook review, or scan as they wait for their Lean Cuisine to heat up in the microwave, and then forget as quickly as they read them. At Trellis, we’ve developed a set of values that every employee can recite from memory, articulate their meaning, and discuss how they impact their day-to-day work. Our core values drive everything we do from hiring, rewarding, recognizing, retaining, promoting, and even our performance improvement plans and exiting procedures. These values have changed how we operate and positively impacted our culture. We are excited to share our experience with you and offer some resources to clarify and embed core values in your organizational practices.

Presenter(s):
Tami Socolofsky, Trellis, Inc.
Megan Almrayatee, Trellis, Inc.

Wellness at Work: Planning for Success
Three years after the start of the Covid pandemic upended our world, more than ever we are recognizing the importance of incorporating mental health and wellness into best practices on customized employment and, more universally, into all of our work environments. Embedding the tools of wellness provides a framework to support people as whole individuals and can assist them throughout the Discovery process. As people find work, these concepts can also be drawn into their experiences on-the-job, helping to promote long-term retention. In this
session, you'll hear how Kaposia, Inc (St. Paul, MN) has been infusing mental health and wellness concepts into the process of customized employment. You’ll also have an opportunity to hear video testimonials from job seekers who have gone through the Discovery+Wellness framework and will walk away with practical tools that can be to those you support, supervisor or work alongside of.

**Presenter(s):**
Dana Eisfeld, Kaposia, Inc.
Liz Gronert, Kaposia, Inc.

**Lessons from Individual Placement and Support: Systematic Job Development**
We will base this presentation on the Systematic Job Development model used in the Individual Placement and Support (IPS) Supported Employment program. While IPS is a specific, evidence-based program, the lessons we learn from IPS can be applied by many support professionals. This presentation will focus on the IPS principles of Systematic Job Development and Rapid Job Search. We will explore the components of Systematic Job Development, how to build rapport with employers, and how to respond to employer's concerns during the job development / job search phase.

**Presenter(s):**
Theresa Iacullo, Wisconsin DHS and UW Madison
Stacey Teegardin, Wisconsin DHS and UW Madison

**Localized Business Engagement: Lessons Learned from a Team Effort Approach**
Business Engagement and the dual customer approach are often referenced but rarely achieved in the employment service field. Attend this session to learn the development and evolution of a team in Cleveland that was created to serve the business community exclusively. Hear about the successes and failures from the last five years of these efforts along with what the next five years hold for this Workforce Development Department.

**Presenter(s):**
Jared Daly, Cuyahoga County Board of Developmental Disabilities
Chris Carpenter, Cuyahoga County Board of Developmental Disabilities

**Increasing Autonomy at Home, Work, and Community: The Value of Innovative Technology**
Although the need for effective services for individuals with intellectual and developmental disabilities is at an all-time high, factors such as staff turnover and limited resources have led to increased challenges for service provider agencies in providing substantial in-person support. Currently, there are critical gaps within peoples’ understanding of assistive technology through digital support and the ways in which it can benefit both the individual using the technology as well as the service providers’ capacity to offer support. Join the discussion to see how avail®, a digital step-by-step instruction and task analysis tool, is being used across the country to augment support at home, work, and in the community while also increasing autonomy and accessibility for individuals with intellectual and developmental disabilities. The presentation
will have an active discussion with individuals currently using avail, an employer utilizing avail with their employees, as well as support team members.

**Presenter(s):**
Sam Sweet, CentralReach  
Rick Kubina, Ph.D., BCBA-D, CentralReach  
Alix Dean, CentralReach  
Chelsea Chairion, CentralReach

**Connection Drives Success**
Do you want to take your employer partnership to the next level? Join us for a panel discussion where we share our best practices in maximum employer engagement. You will hear direct from Best Buddies and MOD Pizza.

**Presenter(s):**
Amber Coffman Crosby, Best Buddies International  
Alex Mendoza, Best Buddies California  
Madeline Bunce, MOD Pizza  
Riley Grazer, MOD Pizza

**Multiple Pathways to Employment: Exploring Non-Traditional Employment Options**
Assisting individuals with disabilities obtain and maintain employment has been a mainstay of employment programs for a number of years. While the traditional course of obtaining employment was to work for an employer in the community, research is suggesting that self-employment also works well for workers with disabilities. Yet many programs are not equipped with the knowledge to assist individuals move toward this route. Exploring Non-Traditional Employment Options focuses on multiple paths to employment (self-employment, apprenticeships, “gig economy” work) as a direction for individuals to pursue and how programs can assist in the process of helping individuals to be successful in this arena. Using the tools provided, providers will become experts at assisting individuals with disabilities gain and maintain self-employment, side hustles and new pathways into the workforce.

**Presenter(s):**
Rob Statham, New York Association of Psychiatric Rehabilitation Services

It is understood that many job seekers with disabilities do not have adequate social capital to assist them in their job seeking efforts. Often this means relying on others to provide that social capital; but what happens when no one in that person's circle has cultivated relationships, knows how to leverage them, or is not willing to share. The answer is...not much. This session aims to provide new options for job seekers, job developers, and other Employment First stakeholders to develop community and relationships in a way that values passions and interests with a focus on the parts of a community where the fun is, where the energy is, and
where the people are. Together we will learn to identify valuable community hubs where new resources can be developed every day impacting employment outcomes exponentially.

**Presenter(s):**
Alli Smale, NEBA

### Wednesday, June 14, 2023 Breakout Sessions

**Wednesday: 10:15-11:15am**

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<td>Planning for Transition Assessment: A Guide for Educators, Students, and Families</td>
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<tr>
<td>Franklin D</td>
<td>Achieve better outcomes for your job seekers by building partnerships with third parties like chambers of commerce, community associations, Employment Networks and us</td>
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Morrow  |  Leading with Vulnerability - Creating a Space of Support and Connection  |  Funding and Managing Employment Services and Teams  

**The Team Approach: Creating Inclusive Work Environments for DeafBlind Employees**

Helen Keller National Center invites participants to learn how to create a safe and inclusive work environment for individuals who have a combined hearing and vision loss utilizing an effective team approach and examining successful accommodation strategies.

**Presenter(s):**
John Filek, Helen Keller National Center  
Kacie Weldy, Helen Keller National Center  
Karlee Wascher, Helen Keller National Center

**Examining Workforce Systems Through a Trauma-Informed Lens to Increase Access for Youth and Young Adults with Disabilities with Complex Needs**

This workshop will provide an overview of SAMHSA's trauma-informed care principles and apply them to workforce systems to identify avenues for infusing them into current practices, policies, and procedures. These practices can help youth and young adults with disabilities (Y&YAD) and other complex needs (those who experience mental health symptoms, who belong to a marginalized group, who have experienced trauma) feel safer and increase opportunities for engagement with workforce systems. Participants will be encouraged to step into the shoes of Y&YAD and consider what it feels like to engage in current systems and explore strategies to move toward becoming a more trauma-sensitive system.

**Presenter(s):**
Adene Karhan, LCSW, Yang-Tan Institute, Cornell University

**Supporting Youth Through Interagency Collaboration**

This workshop will use findings from a mixed methods study on interagency collaboration practices among state agencies serving youth with disabilities (e.g., VR, workforce, DD, MH, juvenile justice, child welfare, education). We will share results from a national survey and from focus groups with agency-level professionals serving youth populations to describe collaborative practices for coordinating services for multiple-systems involved youth, including youth with disabilities and other priority populations (e.g., justice and foster involved youth, out-of-school youth, immigrant and refugee populations). The session will emphasize the importance of interagency efforts related to: staff training around interagency collaboration, formal interagency agreements, information and resource sharing efforts, and other task-based strategies that help describe what effective collaborations look like at state and local levels,
how they differ based on context, and how cultural competencies intersect with interagency collaboration and service coordination.

**Presenter(s):**
Leslie Shaw, Ph.D., Cornell University
Matt Saleh, J.D., Ph.D., Cornell University

**Career Coaching for Growth**
Managers and Supervisors in our field need to do two things: grow the careers of people with disabilities and grow our staff’s careers. We will explore the Career Coaching Guidebook that JVS has developed to provide practical daily guidance for staff who equip career seekers with disabilities to grow their careers. We will also explore how we use tools like ACRE credential training and small group Coach Development sessions to help staff advance their careers. Attendees will be invited to share the client and staff development tools they have found useful and will receive a copy of the Career Coaching Guidebook that they can revise and tailor for their own staff’s needs.

**Presenter(s):**
Jeff Gentry, JVS Boston
Joanna Levenson, JVS Boston
Micah Fleisig, JVS Boston

**Fostering Networks to Achieve Systems Change**
Ohio is fostering connections and highlighting networks across the state that have moved people with lived experience toward their best life. Hear stories of how connections and networks have impacted change in people’s lives to help them find a career, live on their own, and achieve their dreams. We will highlight how these stories are the next evolution of systems transformation in Ohio.

**Presenter(s):**
Kelly Schuck, Ohio Department of Developmental Disabilities
Anne Tapia, Ohio Department of Developmental Disabilities
Britta Hough, Ohio Department of Developmental Disabilities
Tom Hess, Ohio Department of Developmental Disabilities

**Breathing Life into APSE’s Ethical Guidelines for Professionals in Supported Employment**
What does it mean to act ethically within the context of providing supported employment services? During this interactive session, participants will review APSE’s Ethical Guidelines within the context of new and emerging challenges in the field. Using real life examples, we’ll identify strategies to adapt to a changing world while remaining true to our professional responsibilities.

**Presenter(s):**
Susan Killam, M.Ed., CWIC, CESP, LSU Health Sciences Center
Planning for Transition Assessment: A Guide for Educators, Students, and Families
Transition planning for students with disabilities can be difficult and overwhelming. Learn about how to include all team members in identifying transition assessment to help students and families prepare for and reach their adult life employment goals.

Presenter(s):
Alex Corwin, OCALI - Lifespan Transitions Center

Achieve Better Outcomes for Your Job Seekers by Building Partnerships with Third Parties like Chambers of Commerce, Community Associations, Employment Networks and Us
This session will show you how to work with associations and other third-party partners who can help you reach multiple employers at the same time. These entities are a quick way to access employers who are hiring which can increase the variety of opportunities for your job seekers. These relationships also increase efficiency in the Job Development process, so your team doesn’t need to start back at “square 1” with every new job seeker.

Presenter(s):
James Emmett, James Emmett and Company

Using Evidence-Based Technology Applications to Improve Employment Outcomes
Employment Support Professionals are often faced with the challenge of large caseloads while focusing on implementing strategies that most effectively help clients reduce the need for intensive job coaching supports. Using technology can not only help clients further independence but can also help reduce reliance on job coach support. We will discuss how technology can be utilized throughout an individual’s employment journey from pre-teaching to skill mastery and generalization.

Presenter(s):
Kerri Morse, Ed.D., Morse Consulting Group
Andrea Martin, M.S., COTA/L, Morse Consulting Group

Customized Internships - Collaborating with Corporate Partners to Create Personalized Work-Based Learning Opportunities for Students
How often have you been told that some students are “not quite work ready” or “are not on the employment track”? Customized Internships provide students of all abilities an opportunity to gain career readiness skills and meaningful Work-Based Learning experiences; collaboration with corporate partners is essential when executing these non-traditional program models. By attending this session, conference attendees will see the value and impact of these learning opportunities from the perspective of the students enrolled, Pre-ETS providers implementing services and the internship host sites supporting student learning. Best Buddies International Pre-Employment Transition Services providers will share strategies used.
to prepare transition-aged students for their first-ever work experiences (ie. extensive job exploration counseling & workplace readiness workshop sessions, informational interviews, job shadowing, mock interviews). Additionally, volunteers from MAPFRE Insurance will share how they developed the person-centered internship opportunities and the overall impact of this corporate social action partnership with Best Buddies.

**Presenter(s):**
Heidi Kalinowski, Best Buddies International  
Malika Briggs, Best Buddies in Massachusetts & Rhode Island 
Julianne Sullivan, Best Buddies in Massachusetts & Rhode Island

**The Benefits of Benefits Planning**
Whether someone is looking to review the basics related to their disability benefits or needs assistance with specific goals or major life changes, a benefits planner can be an essential member of the team. The fear of losing Social Security or state benefits can often deter beneficiaries from maximizing their potential in the workplace. When benefits planning is proactively included as part of a larger strategy it allows a person to avoid common pitfalls, earn a good wage, be aware of potential work incentives available, and access, maintain or strategically step away from benefits based on their long-term goals.

**Presenter(s):**
Angela Dirk, Wise

**Leading with Vulnerability - Creating a Space of Support and Connection**
Vulnerability doesn’t need to be a scary word! While hard to navigate in the work world, vulnerability is necessary to build the connections our teams, staff, and those we support need to thrive. It’s only when we’re vulnerable that we can bring our full selves, and being our full and authentic selves is how we do the real work of leadership. During this presentation we will explore some of the benefits and ways to be vulnerable leaders in our field.

**Presenter(s):**
Larissa Beck, Reach for Resources 
Kristy Howe, Dungarvin

**Wednesday: 12:30-1:30pm**

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**APSE and ACRE: A Shared Vision for Professional Growth and Development**

APSE and ACRE have collaborated for many years in promoting the benefits of the ACRE Certificate and CESP credential. Professional growth and development is key towards professionalizing the field that we are all so passionate about! Join this session to hear updates on ACRE and the CESP and engage in small group discussions on how both are impacting your state policies, career opportunities, professional development, and more.

**Presenter(s):**
Terri Nelles, CESP, National APSE
Michelle Sparling, M.Ed., CESP, Networks for Training and Development, Inc.

**Feeling Through Dialogue**
In partnership with Academy Award-nominated filmmaker Doug Roland who was nominated for Best Live Action Short Film for Feeling Through and the casting of the first DeafBlind actor,
we are using the power of lived-experience storytelling and discussion to enhance the learning experience. Join us for this interactive and informative session.

Presenter(s):
Wendy Chouinard, Helen Keller National Center

**Employment First: It’s More than a Slogan**
We get excited about #EmploymentFirst but what does it really mean for those of us already committed? This session will explore the two sides of the E1 issue: disability services and workforce development. Participants will engage in discussion around how we talk about, and act on, employment as the preferred option with individuals with disabilities, families, school personnel and other professionals in the disability field. We will target strategies on how you can make employment a possibility for everyone. We will also look at ways to collaborate with the business community and discuss how to engage employers. If we don’t actively engage employers, in a way that makes sense to them, they will never know about the potential employees they are missing out on. Come and learn about how you can speak so people want to listen!

Presenter(s):
Katie Wolf Whaley, University of Kentucky - Human Development Institute

**Job Coach Turnover Remedy: Intentional Training and Support**
Providing employment training to direct support professionals is critical to improving meaningful outcomes for individuals with disabilities. Unfortunately, prioritizing employment services to support people with a disability, especially those with more significant disabilities, continues to be a challenge. Turnover percentages within direct support professionals, including employment specialists and job coaches, are incredibly high. The culture of state agencies and for and nonprofit CRPs must shift to recognize the value and professionalism required to provide consistent quality employment services and to support those who provide these services. To improve quality employment outcomes for people with disabilities, direct support professionals, job coaches, employment specialists, managers, and other service providers must have a thorough understanding of validated employment support strategies. The purpose of this presentation is to describe the importance of training and ongoing support for employment specialists and job coaches who implement supported and customized employment.

Presenter(s):
Hillary Hase, Utah State University- Institute for Disability Research Policy and Practice

**A Statewide Approach for Employment Professionals to Support Competitive Integrated Employment**
Bipartisan support has been growing across states and the federal government to end the use of 14(c) certificates, which allow the payment of subminimum wages to people with disabilities under the Fair Labor Standards Act. Minnesota faces a particularly daunting transition if the use
of subminimum wages is eliminated; as of July 2022, Minnesota had the third highest number of people being paid subminimum wage in the country. However, research has shown that there are strategies states can adopt to ease the challenges of this transition for service providers so they can support workers with disabilities to move into competitive, integrated employment. The Minnesota Transformation Initiative (MTI) is a statewide, multi-partner project to implement some of these strategies. This presentation will describe the multi-pronged approach MTI is taking to support Minnesota service providers to shift more people into competitive and integrated jobs.

Presenter(s):
Amy Gessert, Institute for Community Inclusion, UMass Boston
Sherry Healey, University of Minnesota’s Institute on Community Integration
Brian Begin, University of Minnesota’s Institute on Community Integration

Using Day Habilitation Programs as a Pathway to Competitive Integrated Employment
Day habilitation (day hab) programs have focused on helping people with disabilities build skills that lead to greater independence and community participation. Until recently, the expectation of day hab was not a pathway to CIE but rather an alternative. The increased movement to incorporate goals of (CIE) into individualized service plans leaves many providers wondering how to achieve this while honoring their participants' choices, staying cost-neutral, and creating models that can be scaled up. Building on a survey of providers conducted in 2022 and a parallel effort to identify strategies to assist with the transition from the use of 14c certificates towards CIE, APSE, and ODEP are partnering to facilitate a community of practice aimed at expanding the movement towards CIE from day habilitation. Through discussion and sharing information, this session seeks to identify the most critical elements for a provider interested in aligning day habilitation services program goals with the outcome of competitive integrated employment.

Presenter(s):
Abby Cooper, Kennedy Douglas Consulting
Julie Christensen, National APSE
Richard Davis, Office of Disability Employment Policy (ODEP)

Beyond Mapping: Tapping into Social Capital
People with disabilities need to be the ones "holding the protractors" when developing their own directions in life and in turn, maps and plans. In a system where they have been historically marginalized from having the power to do so, have the right to be the driving force when leveraging resources and connections the way many people do - with their Social Capital. This presentation challenges past methods of community mapping, and strives to give direction how job seekers and employees with disabilities can have ownership while leveraging the varying capital they possess.

Presenter(s):
Kie O'Donnell, The Fogarty Center
Connecting with Your Clients: Tapping into Their Unique Inner Voices
In order to develop an accurate vocational profile (containing objective information about each job seeker’s unique interests, workstyle, strengths, and needs), employment support professionals need to gather data from a variety of sources. Valuable insights obtained from fully-accessible, multidimensional career assessments are essential elements in creating a vocational profile that helps identify and obtain the most suitable employment options for job seekers. This session will explore one such objective assessment – the World of Work Inventory (WOWI). It taps into your clients’ career-related inner voices to provide you with information about your clients’ unique work-relevant predispositions and needs that would be difficult or impossible to detect otherwise. The session will address the practical applications for using results and resources of the assessment to identify and explore key issues related to achieving a positive Person-Job Fit and subsequently creating a realistic Career Action Plan.

Presenter(s):
Gregory P.M. Neidert, Ph.D., Arizona State University

The Kairos Model
At Kairos Recovery, we have been implementing a peer, occupational therapy, and trauma recovery focused approach to providing employment services that is unique to Kairos at the moment. It has been very successful! Utilizing the peer support model and the Occupational Therapy department of Mary Hardin Baylor University, we have developed an unique approach that has allowed us to place people living with mental illness and physical disability, substance use, and previously incarcerated people back to work. Let us show you how!

Presenter(s):
Gordon Butler, Kairos Recovery
Jax Evans, Kairos Recovery

Financially Empowering People with Disabilities Through ABLE Accounts
1 in 6 Americans live with a disability yet these individuals are not well represented in the workforce or the financial system. DEI is no longer an option; it’s a priority. ABLE accounts, created by Congress in 2014, allow people with disabilities to save and earn money into tax-free savings accounts without jeopardizing public benefits. ABLE Accounts can also lead the HR dialogue for employers to offer information on inclusion workplace benefits. This session will discuss how these ABLE financial tools can help people with disabilities build wealth without jeopardizing their disability benefits and pay for disability-related expenses, including education, housing, transportation, employment training and support, assistive technology, personal support services, health prevention and wellness, financial management, administrative services, and legal fees.

Presenter(s):
Nick Hancart, ABLE today
### Virtual Supported Employment: Lessons Learned and Future Directions

During the pandemic, virtual connections replaced in-person experiences. These virtual spaces became critical for people with disabilities to maintain social interactions and service continuity. This session will provide an introduction to our recent research on virtual supported employment. We will present the provider, individual, family, and funder/policy maker experiences adapting to and using virtual supported employment. Lessons learned and future directions will be presented to help attendees better understand the virtual supported employment experience.

**Presenter(s):**
Aryn Taylor, PhD, CRC, LPCC, University of Northern Colorado
Khalid Alshamrani, MS, Colorado State University
Brian Dean, MA, CRC, Colorado Office of Employment First
James Graham, PhD, DC, Colorado State University

### Wednesday: 1:45-2:45pm

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### Recruit, Cultivate and Retain: Supporting Managers to Support Their Teams

Recruit, Cultivate, and Retain (RCR), was crafted as a leadership series designed for managers within employment service provider agencies. RCR created the opportunity for attendees to work alongside a range of managers to re-energize, create solutions to complex problems, identify their own leadership styles and approaches, build diverse teams, and learn from each other through shared insights and experiences. This session will introduce the core concepts of this series, review the lessons learned, and give attendees the chance to engage and experience the project in this one dynamic session.

**Presenter(s):**
Wally Tablit, RespectAbility  
Jaimie Laitinen, Wise

### Embracing Intersectionality as a Strategy for Diversity, Equity and Inclusion

For most of our history, people with disabilities have faced the most harmful consequences of erasure—the practice of collective indifference that renders certain people and groups invisible. In order to advocate for people with disabilities and to design and deliver supports that empower a self-determined life, it is essential that we see, understand and value the ways in which people’s identities have been erased, and how the oppression of different social identities are interconnected. One helpful lens through which we can understand people’s multifaceted identities and work to subvert the harmful effects of erasure is intersectionality. We will use art as a platform to explore how personal knowledge, backgrounds and experiences can influence what we see. We will also add elements of art history and stated artist intent (when applicable) to add depth to discussions, and reveal the ways in which various intersections alters understanding and interpretation. With the end result being to advocate for self-determination, and definition.

**Presenter(s):**
Sasha Sencer, ANCOR  
Andre' Floyd, ANCOR
Newest Practices in Job Coach Training
How can you use technology to train your job coaches? What resources and tips can help teach job coaches essential skills to support workers with disabilities? Come to this session to learn more and also tips on hiring and retaining your job coaches. Return with resources that you can share with the new and current staff!

Presenter(s):
Janet Estervig, Attainment Company, Inc.

Investing in Supported Employment Team Structure
The success of supported employment begins with an investment in your team. In this session you will learn strategies to help you build a cohesive team of employment specialists, using a top down approach and ensuring your passion and purpose are at your foundation. Discover how our supported employment division has become an example of success in our community and state.

Presenter(s):
Amanda Owen, Puzzle Pieces

MO Talent Pathways: A DSP Workforce Solution
The shortage of direct care workers has become a national crisis. Nationally, more than three-quarters of service providers are not accepting new clients and more than half have cut services as a result of the direct care workforce shortage. Volatility in staff retention impacts individuals in accessing needed services without experiencing service disruptions and inconsistent support. Hear one state's replicable strategy to recruit and retain a highly skilled and dedicated workforce through harnessing the impact of a registered apprenticeship program.

Presenter(s):
Duane Shumate, Missouri Division of Developmental Disabilities

Creating Autism Friendly Workplaces & Long-Term Employment
The value of collaboration to create multiple tiers of supported employment. An employment for all workplace, friendly workplace environment and developing an infrastructure for long-term employment outcomes. Presented by Neuro Solutions Silvia Gil and Jorge de Moya with The de Moya Foundation.

Presenter(s):
Jorge de Moya, The de Moya Foundation
Silvia Gill, Neuro Solutions

College-to-Career Partnerships for Success
This breakout session will provide attendees with an in-depth understanding of the College 2 Career program, a successful model for connecting students with disabilities to meaningful career opportunities. Attendees will learn about the key components of the program, including
identifying potential community partners, generating interest, challenges, and incentives. The session will also highlight the program's success rate and impact on student's career development over the past 10 years. Join us to discover how you can effectively implement the College to Career program in your own organizations.

Presenter(s):
Josefina Cunningham, Harbor Regional Center
Allison Brown, Long Beach City College
Vanessa Lopez, CA Mentor
Angela Rodriquez, Social Vocational Services

**Access for ALL: Creating STEM Career Pathways for Individuals with IDD**
This presentation describes a collaborative partnership between employers, an institute of higher education (IHE) and other key stakeholders whose vision is to diversify the STEM workforce to include individuals with intellectual and developmental disabilities (IDD). Best practices and national models in supporting employers in recruiting and retaining individuals with IDD in STEM career pathways will be shared.

Presenter(s):
Diane Weinbrandt, University of Cincinnati

**EmployAbility Academy**
Learn about a unique online tool designed for outreach and education for individuals and their caregivers addressing challenges related to the transition away from the use of the 14c Certificate. While this is a state specific curriculum, the material and ideas are applicable to other states and providers. This tool includes interactive and engaging lessons and videos as well as how to make connections with others in the community both on the job and during leisure time.

Presenter(s):
Deborah Copeland, DRTC
Angela Duckett, DRTC
Sue Gill, DRTC

**Adopt A Business-To Business Plan to Engage More Employers & Expand Opportunities**
This session will share our creation of a dedicated outreach team and our development of an employer marketing plan to better connect with the business community to increase employment opportunities. We will outline our marketing plan from the creation of employer-focused marketing pieces, talking points and email templates to our strategic use of video, social media, and volunteers. We will share resources for tracking workforce trends to better align with business needs and staffing shortages. We will outline our cross-agency collaboration with employment consultants and community engagement coaches to support a team approach to job development. We will demonstrate how relationship building from an account management perspective lays the foundation for successful outcomes.
Presenter(s):
Pamela Toole, SEEC
Katie Smeltz, SEEC

What's in Your File?
If you sit and think for a moment, we all have done some kind of questionable thing in our adolescent age or even in our adult years that we probably shouldn't have. Would you want your employer knowing about those things? Come have a conversation with us about how to help those so often labeled with "that file" find a job that is meaningful and important to them. Participants will walk away energized by the new ideas the group discusses.

Presenter(s):
Sam Peterson, MV Advancements
Marie Gwilliam, MV Advancements
Beau Thomas, MV Advancements

Focus on Ability Film Festival
Learn of the triumphs, overcoming of adversities and the achievements of people with disability from around the globe, presented in less than five-minute films and documentaries. Learn how to be a part of the festival and how to use the films in achieving your organizational goals.

Presenter(s):
Ryan Goodwin, Focus on Ability Film Festival

Wednesday: 3-4pm

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**Finds Their Way: Communities for Native Youth Transition**
In collaboration with tribal, state, and community partners, the Sonoran Center for Excellence in Disabilities (the Sonoran Center) has created Finds Their Way. The project addresses unique needs and challenges experienced by Native American youth with disabilities by utilizing a multifaceted and indigenous approach. The goal is to increase access for Native students with disabilities to skill development, knowledge, services, and supports to participate in long-term competitive integrated employment careers.

**Presenter(s):**
R. Joshua Drywater, Sonoran Center for Excellence in Disabilities

**Findings of 2022 Kessler Foundation Survey: Effects of COVID-19 Pandemic on Supervisor Perspectives**
Learn how the COVID-19 pandemic has affected the ways employers recruit, hire, train, and retain people with disabilities in the workforce. We will introduce findings from 2022 Kessler Foundation National Employment and Disability Survey: Supervisor Perspectives and discuss shifts that reflect the profound effects the pandemic had on workplace processes and procedures.

**Presenter(s):**
Elaine E. Katz, MS, CCC-SP, Kessler Foundation
John O’Neill, PhD, Kessler Foundation
Pathway to Program Improvement
Change does not equal improvement. Very often as leaders we are presented with the need to change or adapt programs to improve outcomes. However, we are not always equipped with the tools to strategically understand the core issues preventing growth and/or the change needed to truly lead to improvement. This session will provide leaders and emerging leaders with a critical lens and toolkit to conduct good program analysis, leading to targeted change ideas for improvement, and ultimately increased employment outcomes!

Presenter(s):
Andrew Karhan, San Diego State University - Interwork Institute

You Can’t Pour From An Empty Cup: Self-Care Practices to Reduce Stress for Employment Professionals
You can’t give what you don’t have. In today’s stressed out world, self-care is more important than ever before. Don’t let the job overwhelm you. Come talk and share about how to make yourself a priority so you can be there and support others. Learn about how to explore your own stress triggers and acquire the methods to reduce stress, relieve anxiety, address anger, and just be a more balanced person and professional.

Presenter(s):
Rev. Nicholas Love, DL Ministry

What Works for Work: Supporting Youth for Success
As teams begin to prepare youth transitioning to adulthood, developing skills for employment becomes a priority. Professionals require effective tools and resources to teach these skills but often do not know where to look to learn what these are and how to implement them. In this session, professionals will learn how to enhance their skills by incorporating effective practices and predictors validated by research to improve employment outcomes for individuals with disabilities. We will explore and demonstrate how to access and use free online modules, materials, and resources for professional development and staff training.

Presenter(s):
Elizabeth Wietmarschen, OCALI
Starr Dobush, OCALI

Developing Individualized On-the-Job-Supports
Our Presentation will discuss a topic crucial to Job Placement Services, On-the-Job-Supports. Utilizing group discussions and hands-on activities, presenters would review On the Job Supports & Natural Supports and Fading, Modeling vs. “Doing the Job”, and Learning Styles, Techniques, and Adaptations.

Presenter(s):
Beth Barr, Capabilities, LLC
Halee Ewing,Capabilities, LLC

**CareSource JobConnect - Life Coaching**
Participants of this session will be introduced to a non traditional workforce development program that includes life coaching. They will learn the importance of working on social obstacles before employment and learn the advantages of maintaining the life coaching relationship after employment. This presentation will discuss the advantages of relationship building with employers, community-based organizations, and state agencies such as OOD.

**Presenter(s):**
Terrie Hottle, CareSource

**Immersive Internship Experiences in Healthcare Lead to Long-term Employment**
For many years, the Ohio Health system has been a particularly effective, creative, and resourceful Project SEARCH partner. This presentation will highlight this partnership from a variety of perspectives: that of the Ohio Health employees with disabilities who participated in Project SEARCH, the managers and co-workers of Project SEARCH graduates, Ohio Health Human Resources employees, and Project SEARCH National staff. This session will first introduce attendees to the Project SEARCH model, an immersive, business-based internship program designed to improve employment outcomes for young people with intellectual and developmental disabilities. Next, the scope, longevity, and outcomes of the Ohio Health Project SEARCH sites will be detailed, and their unique strategies will be shared. Finally, a panel will discuss their challenges, successes, and insights into what it takes to achieve competitive, integrated employment.

**Presenter(s):**
Amanda Buncher, Cincinnati Children's Hospital Medical Center
Nancy Miller, Ohio Health
Maryellen Daston, Cincinnati Children's Hospital Medical Center

**Competitive Integrated Employment in State Use Programs**
State Use Programs are legislatively mandated preferential purchasing programs that promote vocational training and employment for people with disabilities. To put it another way, states can leverage their procurement process to promote affirmative employment practices by requiring that a portion of all purchased products and services be fulfilled by entities that hire and train people with disabilities. The State Use Programs Association, Inc. (SUPRA) exists to support these efforts by bringing member states together to share ideas, discuss emerging challenges and trends in disability employment, and advocate for changes that improve the livelihoods of those working on state use contracts. Recently, SUPRA released a Position Statement on Competitive Integrated Employment in State Use Programs which acknowledges successful efforts to achieve competitive integrated employment (CIE) within State Use Programs and seeks to clarify the dual responsibility of contract holders and vocational rehabilitation services to assess and promote State Use jobs that meet the CIE definition. In this session, participants will hear about examples of successful collaboration between State Use
Programs and the broader Employment First community to leverage the program to expand employment opportunities for people with disabilities.

Presenter(s):
Lisa Biggica, UniqueSource

Using Community Engagement on the Road to Employment
In August of 2022, Federal policy makers wrote a joint policy about the use of Community Engagement (CE) services in helping people with significant support needs get and keep jobs. The journey for job seekers who have little community life experience have a disadvantage in the journey to employment as they cannot articulate their passions and strengths. Using Community Engagement and four guideposts of Community Life Engagement developed by University of Massachusetts Boston Institute on Community Inclusion (UMass Boston ICI) can give providers, job seekers and their families a path to employment. This session will share stories and strategies about how CE is used to support people with significant support needs who have been isolated or not experienced community employment in their journey to work. It will also explore ideas about how to use CE as a wraparound service for those working but wanting or needing additional support during non-work hours.

Presenter(s):
Tona Craviotto, SEEC
Kelly Paparazzo, SEEC
Zachary Chambers, SEEC
Charlie Martin, SEEC
Olivia Patch, SEEC

My Future Matters: A Toolkit for Youth with Disabilities on Leadership, Employment and Policy
This interactive session introduces participants to a free online toolkit designed to promote selfdetermination and leadership development with youth and young adults with disabilities. The interactive toolkit offers a strengths-based approach to self-direction, advocacy and change agency in the context of employment, community inclusion and disability policy and practice.

Presenter(s):
Carol Blessing, Yang-Tan Institute, Cornell University
Halima Truesdail, Working Group Member and Fellow, CAPE-Youth

A Look at the Soft Assistive Technology in a Person's Work Life
Assistive technology has allowed many the freedom to work independently. In this session, hear the stories of the two individuals and their hard and soft Assistive Technology. This session will focus mainly on those small, primarily unnoticed pieces surrounding each individual as they work. Please note that Andrew and Nancy Jo will join virtually for this session.
Presenter(s):
Joe Murphy, Networks For Training and Development
Andrew Vizuette, Networks For Training and Development

Thursday, June 15, 2023: Breakout Sessions

Thursday: 10:15-11:15am

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Improving Employment Outcomes for Justice Involved Youth
Addressing effective strategies that bridge the gap in resources that help justice involved youth with disabilities find and retain employment and opportunities. These strategies are found to reduce recidivism rates. A second goal of the presentation is to explore how these employment programs can be funded through various sources. Participants will explore creative means and learn through testimonials of youth experiences.
Useful Data... There Is Such a Thing!
Is the data you are collecting in your organizations meaningful? Are you using it to impact your practice, your efficiency, your bottom line, or policy? Today’s presentation will take a critical look at the way we collect data in our organizations, determine its usefulness evaluating our services, and how we can use that data to pose important questions about our work. Together, we will discuss what kind of meaningful data to track, and tools that exist, surrounding better employment outcomes and some of the barriers commonly experienced when gathering that data.

From Exploration to Employment: Working as a Team to Achieve Success
Exploring best practices from Discovery to Placement to ensure optimal outcomes for individuals. From the unexpected to the unforeseen, we will cover the key elements of our model to show how this practice can help create meaningful, inclusive, and sustainable employment in the community. Participants will gain a better understanding of how to achieve cohesive Employment teams through key elements and practices. In addition, participants will learn how to create streamlined processes for long-term, inclusive, successful placements, as well as best practices for Discovery and related employment supports.

Solving our Staffing Crisis: A Grassroots Plan Every Agency Can Do!
Supported Employment providers often struggle to find people to fill positions, especially with people from diverse communities and backgrounds. Those we do hire often tell us they have “never heard of this position before.” With little understanding of the work they’ve been hired to do, retention can be a real problem. A group of provider agencies and funders in Washington state are doing something about this problem by using a marketing approach including Social Media to build awareness of the career field. Come hear what we’re doing and how you can do it too!

Integrating Mental Health Services to Support Wellness & Employment for Youth with Marginalized Racial Identities
Today's generation of youth face unprecedented challenges that affect their personal, social, and economic livelihood; the impact of these struggles has had devastating effects on their mental health. These challenges are exacerbated for those with additional intersecting social identities, including youth with disabilities and youth who belong to marginalized racial groups. This presentation will highlight recent trends, issues, and effects of the pandemic and more to better understand both the unique and universal mental health issues faced by youth and young adults, including issues faced by youth in marginalized racial groups. In understanding these challenges, we will also present policy considerations to improve mental health service delivery for this population to better support their long-term outcomes and success.

**Presenter(s):**
Adene Karhan, Yang-Tan Institute on Disability and Employment at Cornell University

**Service Animals 101**
Navigating the difference between service animals, emotional support animals, and the laws and regulations that impact individuals with disabilities use of them at work, at home, in public, etc. is not always easy for rehabilitation professionals or their clients. This is an interactive session that engages participants and tests their current knowledge of this subject, particularly how it relates to the ADA and employment, as well as the CRCC Code of Ethics (Specific CRCC Code of Ethics addressed include sections: A.2., C.1., D.1., D.2., D.3., and M.1.). Canine Companions for Independence will be highlighted as well!

**Presenter(s):**
Christa Martin, Direct Employers

**Creating a Career Pathway for People with Disabilities: Inclusive Accessible Customized Employment as Direct Support Professionals**
There is an unprecedented opportunity to start people with disabilities on a career path in human services and to address the nationwide shortage of Direct Support Professionals (DSPs), which adversely affects millions of workers, employers, and those who require their services. This interactive session will highlight how to support jobseekers with disabilities to become DSPs through customized training and job descriptions, and how to partner with the workforce system to create opportunities for employers and jobseekers. This workshop also will summarize the findings from a Department of Labor/Office of Disability Employment Policy Think Tank, which resulted in recommendations related to DSP Career Pathways, training people with disabilities to become DSPs, and more.

**Presenter(s):**
Nancy Boutot, LEAD / WIOA Policy Development Center, National Disability Institute
Sarah Loizeaux, LEAD / WIOA Policy Development Center, National Disability Institute
Rebecca Salon, LEAD / WIOA Policy Development Center, National Disability Institute
Susan Brooks, RCM of Washington, Inc.
Creating Connections Through Work-Based Learning

In this session, the Sonoran Center will share information about their Pre-ETS partnership with Arizona Vocational Rehabilitation, which focuses on developing community-based, work-based learning experiences for students, with an emphasis on those in underserved areas. Our model focuses on implementing many of the Predictors of Post School Success and Employment First practices, as a method of improving student outcomes, many of which involve creating connections! Our model emphasizes community work experiences, interagency collaboration and increasing parent involvement to raise expectations. We will discuss our school partnership program, where the Sonoran Center assists schools in networking with businesses to developing off campus work experiences that students participate in, as part of their transition activities and how we assist schools in capacity building to ensure their program is sustainable. We focus on teaching school personnel job coaching strategies and when to initiate the fading with a student. We will also discuss our summer work program, which gives students an opportunity to have a paid summer work experience. We will share how we are promoting community engagement and collaboration with outside agencies, to ensure a smooth and seamless transition after exiting school.

Presenter(s):
Abel Young, Sonoran Center
Kelsey Montano, Sonoran Center