



2019

**WISCONSIN EMPLOYMENT
FIRST CONFERENCE**

Strengthening Partnerships for Community Life



May 15, 2019

The Kalahari in Wisconsin Dells

CONTINUING ON: Strengthening Partnerships for Community Life

The Wisconsin Board for People with Developmental Disabilities welcomes you to the 2019 Employment First Conference!



We have come a long way over the past few years. Our collective efforts to expand and improve services and supports for people with disabilities have created more opportunities for people to explore their interests, earn more money, develop more skills, make more connections and contribute more to their communities than ever before.

At this year's conference, you have the opportunity to learn about more efforts to expand community-based services and increase competitive integrated employment, including updates on the implementation of Act 178 (WI Employment First legislation), the latest news about national initiatives, the latest on the Department of Health Services' Pay for Performance initiative in Family Care, strategies for service transformation and more.

Yes, we have come a long way, but we have more to do. Collaboration is key in the next phase of our journey. Working together will ensure even more opportunities are available to everyone in all parts of Wisconsin and that our efforts have lasting impact. We must strengthen our partnerships and deepen our trust. Supporting the hopes and dreams of people with disabilities to live full lives in the community should ground us in our intention and guide our collaboration. This is our common ground. From here, self-advocates, funders, service providers, school staff and families brainstorm possibilities, problem solve and make progress.

We can't create lasting change alone. Aligning policy with practice and developing truly individualized and sustainable, community-based services takes cooperation, planning and creativity to shape the future.

We hope today's conference provides you with opportunities to connect, collaborate, share, and learn. We are always better when we are working together.



CRCs and CEUs are provided by Stout Vocational Rehabilitation Institute at the University of Wisconsin-Stout.



AGENDA AT A GLANCE

7:45 a.m. - 8:45 a.m.

Registration & Continental Breakfast

8:45 a.m. - 9:15 a.m.

Welcome & Opening Speaker

9:30 a.m. - 11:15 a.m.

Concurrent Sessions

11:15 a.m. - 12:15 p.m.

Lunch

12:15 p.m. - 1:45 p.m.

Concurrent Sessions

1:45 p.m. - 2:00 p.m.

Break & Transition to Sessions

2:00 p.m. - 3:30 p.m.

Concurrent Sessions*

3:30 p.m. - 4:15 p.m.

Wrap Up World Café Discussion

**The Arc Wisconsin statewide chapter meeting held in the Portia Room*

2019 Employment First Conference Schedule

7:45 - 8:45

Registration – North Atrium
Continental Breakfast Buffet – Large Room (1, 2, 7, 8)
The Arc Wisconsin Chapter Welcome – Portia Room (8:15-8:45; for chapter members only)

8:45 - 9:15

Welcome - Beth Swedeen and Representative James Edming (invited)

9:30 - 11:15

CONCURRENT WORKSHOP SESSIONS 1 - 8

SESSION 1 - ROOM: Tamboti*,

PRESENTERS: Sarah Lincoln, DVR; Iris Jacobson, DPI; Alexa Nobis, DHS
Collaboration to Increase Competitive Integrated Employment for People with Disabilities – Act 178

SESSION 2 - ROOM: Aloeswood*,

PRESENTER: Sean Roy, TransCen Inc.
Us and Them: Understanding the Family Experience and Making them Your Most Valuable Partner

SESSION 3 - ROOM: Marula,

PRESENTER: Shayne Roos, Senior Vice President ACHIEVA Support
Transforming Facility-Based Supports into Community-Based Outcomes

SESSION 4 - ROOM: Aralia,

PRESENTERS: Samantha Ninnemann and Kimberly Pertzborn, DHS
Let's Think Possible! Promoting the Possibility of Employment for All Children

SESSION 5 - ROOM: Mangrove,

PRESENTERS: Katherine Garrison, Headwaters, Inc.; Stacey Schultz, Opportunity Development Center; Donna Winter, Bethesda Lutheran Communities
Building Full Lives: Not Just an 'Outing'

SESSION 6 - ROOM: Guava,

PRESENTER: Genni Sasnett, National Subject Matter Expert
Using Community-Based Service as an Effective Pathway (though not a prerequisite!) to Work

SESSION 7 - ROOM: Tamarind,

PRESENTER: Nicole Jorwic, The Arc of the United States
Trends in Employment Policies: Update from Washington DC

SESSION 8 - ROOM: Portia,

PRESENTER: Lisa Pugh, The Arc Wisconsin
State Employment Policies: What is New and What is on the Horizon

11:15 - 12:15

Lunch – Large Room (1, 2, 7, 8)
EF Ambassador Luncheon – Wisteria Room (EF Ambassadors and Partners only)

12:15 - 1:45

CONCURRENT WORKSHOP SESSIONS 9 - 16

SESSION 9 - ROOM: Tamboti*,

PRESENTERS: Betsy Genz, Tammy Hofmeister and Gail Propsom, DHS
Everything You Need to Know about the Federal Home and Community-Based Setting Rule for Non-Residential Settings

SESSION 10 - ROOM: Aloeswood*,

PRESENTER: Nicole Jorwic, The Arc of the United States
Trends in Employment Policies: Update from Washington DC

SESSION 11 - ROOM: Marula,

PRESENTERS: Carrie Witt and Megan Acheson, TMG, and Self-Advocates
Partnering with People to Self-Direct Meaningful Lives in their Communities

SESSION 12 - ROOM: Aralia,

PRESENTERS: Cindy Bentley, Ginger Beuk, and Ashley Mathy, People First Members; Michelle Roach, Promote Local
The Path to Employment is Different for Everyone

SESSION 13 - ROOM: Mangrove,

PRESENTERS: Jessica Smith and Amy Thomson, UW-Whitewater; David Knuth, DVR
WI WIOA Career Interview Project Overview

SESSION 14 - ROOM: Guava,

PRESENTER: Genni Sasnett, National Subject Matter Expert
Be the Change You Want to See

SESSION 15 - ROOM: Tamarind,

PRESENTERS: Ashley Gustafson SOAR Fox Cities; MiKayla Kunde, Fox Cities Chamber
Using Collaboration to Engage Businesses

SESSION 16 - ROOM: Portia,

PRESENTER: Lisa Pugh, The Arc Wisconsin
State Employment Policies: What is New and What is on the Horizon

1:45 - 2:00

Networking Break and Exhibitors

2:00 - 3:30

CONCURRENT WORKSHOP SESSIONS 17 - 23

SESSION 17 - ROOM: Tamboti*,

PRESENTER: Genni Sasnett, National Subject Matter Expert
Using Community-Based Service as an Effective Pathway (though not a prerequisite!) to Work

SESSION 18 - ROOM: Aloeswood*,

PRESENTERS: Jennifer Flemal, Community Care; Elaine Leon, Care WI; Vanessa Shaw, My Choice; Erin Smith, Inclusa; Lindsey Kreitzman, DHS
Pay for Performance (P4P) Initiative in WI - A Unified Approach

2019 Employment First Conference Schedule

SESSION 19 - ROOM: Marula,

PRESENTER: Ellie Hartman, Wisconsin PROMISE

Impact of Wisconsin PROMISE on Educational Attainment and Employment of Teenagers Receiving Supplemental Security Income and their Families

SESSION 20 - ROOM: Aralia,

PRESENTERS: WI-APSE Members and David Pinno

Competitive Integrated Employment: Myth Busting!

SESSION 21 - ROOM: Mangrove,

PRESENTERS: Shannon Webb, inControl Wisconsin, Inc.; Kim Brady and Dana Kelnhofer, VIP Services; Wanda Bronstad and Jayne Kaftan, Green Bay Area Public Schools; Marci Griesbach, Inclusa

Improving Supported Employment Practices and Empowering Employers through the Partners with Business Initiative

SESSION 22 - ROOM: Guava,

PRESENTERS: Brian Kenney and LaNae Jabas, Transition Improvement Grant Staff

Transition Planning – Tools for Success

SESSION 23 - ROOM: Tamarind,

PRESENTERS: Molly Cooney, WI-BPDD; Megan Rindal, Elmbrook Schools; Victoria Jensen, Franklin Public Schools; Liza Hellenbrand, SPARK; EF Ambassadors

Employment First Partners: Building Awareness and Opportunity – Community by Community

PRIVATE MEETING - ROOM: PORTIA

Chapters of The Arc

3:30 - 4:15

WRAP UP SESSION - Large Room (1, 2, 7, 8)

World Café Discussion for Further Advancing Service Transformation and Employment First in Wisconsin

**Sessions in these rooms are being recorded and will be posted on the BPDD website:*

<https://wi-bpdd.org/index.php/employment-projects/>

Note: specific session titles, breakout rooms and times subject to change



Be the Change You Want to See

Presenter: Genni Sasnett, National Subject Matter Expert, Employment First State Leadership Mentoring Program, Office of Disability Employment Policy, US Department of Labor

We are fully engaged in the Civil Rights movement for people with disabilities right now! The ADA is 29 years old, yet we haven't made the progress we hoped for toward CIE and full community inclusion for people with disabilities. But legislation is just one part of acquisition of civil rights. The cultural aspects of change are equally important and harder to achieve. There is more to do and we all have a role to play. Ms. Sasnett will send you home with your head full of ideas and your heart bursting with pride about the invaluable work you do.

Building Full Lives: Not Just an 'Outing'

Presenters: Katherine Garrison, Headwaters, Inc.; Stacey Schultz, Opportunity Development Center; Donna Winter, Bethesda Lutheran Communities

Providing individualized, meaningful community day supports that are designed to foster inclusion and build skills for independence requires intention, creativity and, sometimes, good old trial and error. This session features representatives from agencies in BPDD's Building Full Lives initiative that have been piloting and expanding meaningful community day services that create pathways to Competitive Integrated Employment. They will share lessons learned and strategies they've used to ensure these services and supports are high quality, truly help people reach meaningful life goals, and do not default to "outings" or "day wasting" activities.

Collaboration to Increase Competitive Integrated Employment for People with Disabilities – Act 178

Presenters: Sarah Lincoln, WI Division of Vocational Rehabilitation; Iris Jacobson, WI Department of Instruction; and Alexa Nobis, WI Department of Health Services

Learn about Employment First Legislation Act 178 with representatives from DHS, DVR, and DPI as they share their collaborative work to draft the Competitive Integrated Employment (CIE) Plan. They'll also review the components of the plan and explain how the Departments will collaborate and track outcomes to increase CIE for working age people with disabilities.

Competitive Integrated Employment: Myth Busting!

Presenters: WI APSE Board Members and David Pinno

Join us as we share information about community employment and bust common myths about job

development/job coaching for individuals with disabilities. We will share approaches we have taken with employers to help people secure employment and tips on how to utilize MAPP to help individuals be as successful and as independent as possible in the community. We will also share success stories of people who are happily working and are getting support to continue to build their independence and skills on the job. We look forward to busting myths, answering your questions and collaboratively sharing some best practices to approaching community integrated employment throughout the state of Wisconsin!

Employment First Partners: Building Awareness and Opportunity - Community by Community

Presenters: Molly Cooney, WI-BPDD; Megan Rindal, Elmbrook Schools; Victoria Jensen, Franklin Public Schools; Liza Hellenbrand, SPARK; EF Ambassadors

For the past four years, the WI BPDD has provided mini grants to organizations around the state to build awareness and increase competitive integrated employment for people with developmental disabilities. Each grantee focuses their efforts to best leverage their organization's and community's assets, connections, and goals. All grantees identify and work with Employment First Ambassadors – people with disabilities who receive support to develop presentations and share their community employment experiences with employers, families, service providers, high schools, and legislators in their local community. Come hear current grantees and ambassadors share their compelling stories and outreach efforts that have a tremendous impact on local communities and statewide policies.

Everything You Need to Know about the Federal Home and Community-Based Setting Rule for Non-Residential Settings

Presenters: Betsy Genz, Tammy Hofmeister and Gail Popsom, WI Department of Health Services

CMS requires compliance with the federal home and community-based settings rule. The purpose of the rule is to ensure people receiving waiver services have access to the benefits of community living and are able to receive services in the most integrated setting. This presentation will provide information on Wisconsin's process and will engage attendees in brainstorming solutions and changes settings can implement to be compliant with the rule.

Impact of Wisconsin PROMISE on Educational Attainment and Employment of Teenagers Receiving Supplemental Security Income and their Families **Presenter: Ellie Hartman, PhD, BCBA-D, Wisconsin PROMISE**

Through state inter-agency collaboration, Wisconsin PROMISE coordinated services and supports to youth with disabilities receiving supplemental security income (SSI) benefits and their families to improve education and career and financial self-sufficiency outcomes. Wisconsin PROMISE services included a wraparound resource team, work incentives benefits counseling, financial capability building, family and self-advocacy skills, career exploration, and employment supports. Early data indicates positive results regarding engagement, employment, and earnings outcomes. An overview of early findings from the Wisconsin PROMISE project site related to engagement, employment, and earnings outcomes of youth and family participants provides lessons learned that can be applied to employment services.

Improving Supported Employment Practices and Empowering Employers through the Partners with Business Initiative

Presenters: Shannon Webb, inControl Wisconsin, Inc.; Kim Brady and Dana Kelhofer, VIP Services; Wanda Bronstad and Jayne Kaftan, Green Bay Area Public Schools; Marci Griesbach, Inlusa

The Partners with Business initiative was signed into law in April of 2018 to build capacity with Wisconsin employers to hire and support employees with disabilities. Learn how Partners with Business is improving practices in supported employment and empowering employers to hire, train and provide ongoing supports to their workers with disabilities.

Let's Think Possible! Promoting the Possibility of Employment for All Children

Presenters: Samantha Ninnemann and Kimberly Pertzborn, WI Department of Health Services

Join us to learn about how the Department of Health Services is promoting the possibility of competitive integrated employment with children, youth, and families in our children's programs. We will share the Think Possible! employment training webinar series and explore how we can strengthen partnerships to help children, youth, and families develop and achieve the goal of competitive integrated employment.

Partnering with People to Self-Direct Meaningful Lives in their Communities

Presenters: Carrie Witt and Megan Acheson, TMG, and Self Advocates

Come learn about community employment strategies designed to embrace the principles of self-direction to increase opportunities for individuals with disabilities of all ages to live as full citizens. This workshop shares proven strategies and techniques to re-imagine the possibilities for community employment. Attendees in this session will understand the principles and benefits of self-direction and learn strategies from lived experience to prepare and navigate the transition from school to adult life.



The Path to Employment is Different for Everyone

Presenters: Cindy Bentley, Ginger Beuk and Ashley Mathy, People First Members; Michelle Roach, Promote Local

We are all unique, and we all have unique paths to employment! In this session, you will hear employment stories that are all different, but all great examples of how you can get the job you have been working towards. Whether it's through volunteering, networking, or getting out in your community and applying door-to-door, employment is possible for you!

Pay for Performance (P4P) Initiative in WI - A Unified Approach

Presenters: Jennifer Flemal, Community Care; Elaine Leon, Care Wisconsin; Vanessa Shaw, My Choice Family Care; Lindsey Kreitzman, WI Department of Health Services; Erin Smith, Inlusa

This session will provide an overview of the Pay for Performance Initiative aimed at increasing the number of members in the Family Care and Family Care Partnership Programs in Competitive Integrated Employment (CIE) in which all MCOs in WI are working on together via a unified plan approach. Will include updates on the initiative and plans for future years.

Strengthening Partnerships for Community Life

State Employment Policies: What is New and What is on the Horizon

Presenter: Lisa Pugh, Executive Director, The Arc Wisconsin

2019 kicked off with the creation of a new state legislative committee on Labor and Integrated Employment, unveiling of the state's required Employment First plan in accordance with Act 178 and implementation of the Department of Health Services' Pay for Performance initiative for employment outcomes. What is the impact of these and other changes in state level employment policy? What else can we expect? Get an update on state level policy, politics and predictions from those who spend time inside the Capitol.

Transforming Facility-Based Supports into Community-Based Outcomes

Presenter: Shayne Roos, ACHIEVA Pennsylvania

ACHIEVA is a nonprofit parent organization that provides comprehensive services and supports to thousands of people with disabilities and their families each year. In 2015 they made the commitment to move their vocational supports model away from a congregate, facility-based approach to a truly person-centered way of providing supports that promote competitive employment opportunities and/or inclusive community experiences for the people they support. This is the story of their transformation including where they were; where they are; strategies used; obstacles faced; and lessons learned.

Transition Planning – Tools for Success

Presenters: Brian Kenney and LaNae Jabas, Transition Improvement Grant

Transition is a process and with any process you need tools and resources to complete the journey. This session will review numerous tools and resources created by the Transition Improvement Grant (TIG) to assist in the components of comprehensive transition planning and programming, including College & Career Readiness Skills, Postsecondary Transition Planning (PTP), Pre-Employment Transition Services (PRE-ETS), Age Appropriate Assessments, Self Advocacy & Self Determination. Utilizing these tools can have a positive impact on your journey to competitive integrated employment.

Trends in Employment Policies: Update from Washington DC

Presenter: Nicole Jorwic, The Arc of the United States

With continued implementation of the Workforce Innovation and Opportunity Act (WIOA) at the state level and updates to the Medicaid Home and Community Based Settings Rule, things are rapidly changing. New guidance and materials are coming out at a fast pace – come and hear from The Arc's National Federal Policy staff about what providers and stakeholders need to know and how to stay engaged.

Us and Them: Understanding the Family Experience and Making them Your Most Valuable Partner

Presenter: Sean Roy, TransCen, Inc.

Realizing the full spirit of Employment First requires dispelling existing myths and creating new partnerships with those who support people with disabilities in employment. Traditionally, employment providers may not have viewed families as potential partners. To maximize employment access for all, this has to change. This highly interactive session will highlight the experiences families often have with employment services, discuss the reasons families might be apprehensive to explore competitive employment, and offer strategies for finding common ground and forging effective partnerships.



Session Descriptions continued

Using Collaboration to Engage Businesses

Presenter: Ashley Gustafson, SOAR Fox Cities; MiKayla Kunde, Fox Cities Chamber

Interested in learning how a collaborative approach can be used to engage businesses and bring awareness to the topic of disabilities and community integrated employment? In this session you will hear how the Chamber of Commerce, service providers, businesses and self-advocates from the Fox Cities were able to successfully host a community event where they shared resources, best practices and benefits of hiring individuals with disabilities. Presenters will offer insights and tips that you can take back and apply to your own community.

Using Community-Based Service as an Effective Pathway (though not a prerequisite!) to Work

Presenter: Genni Sasnett, National Subject Matter Expert, Employment First State Leadership Mentoring Program, Office of Disability Employment Policy, US Department of Labor

Meaningful community participation is key to

employment success. Often we are in the community with people yet miss opportunities to teach critical skills in natural environments where they are best learned. This session will focus on preparing staff to identify these opportunities and use them. The presenter will provide strategies for developing sound community-based supports which can help people identify work they may prefer and develop both the hard and soft skills to be successful in that work. She will also share tips for collecting important data during participation in community-based activities as part of an effective employment assessment.

WI WIOA Career Interview Project Overview

Presenters: Jessica Smith and Amy Thomson, UW-Whitewater and David Knuth, WI Division of Vocational Rehabilitation

UW-Whitewater and Wisconsin's Division of Vocational Rehabilitation discuss the career interview process for all subminimum wage earners required by the Workforce Innovation and Opportunity Act. An overview of interview data will be shared.



Presenter List

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People First Wisconsin



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