

# 2020 Employment First Conference Session Descriptions

May 19, 2020 • Kalahari, WI Dells

*Listed in Alphabetical Order*

## **Advancing Employment First: What Are Other States Doing?**

**Presenter:** Lisa Mills, Includa, Inc.

This presentation will provide an overview of recent efforts by other states to advance Employment First. Learn how the goals of Employment First are being tackled, as well as how innovative funding models and service models are advancing Employment First in other states.

## **All the Moving Parts of Getting to Work**

**Presenters:** Jolene Wanek and Sara Schroeder, Employment Resources Inc.

There are a lot of moving parts to becoming employed. In this session we will discuss topics such as the importance of work incentives benefits counseling and where to find the resources for answering questions about benefits such as Medicaid, Medicare, and other public benefits. We will discuss transportation including considerations around getting a driver's license and pre-driving assessments. We will also address employment related services and where to find resources around becoming employed.

## **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.

## **Call & Response: Three Very Different Questions that Drive Organization Design & Person-Centered Practice**

**Presenter:** Carol Blessing, K. Lisa Yang and Hock E. Tan Institute on Employment & Disability (YTI); Cornell University, School of Industrial & Labor Relations

Questions are fateful. The questions that service organizations ask set everything else in motion. Responses become the architecture of programs, services, supports and ultimately the experience for

## **2020 Employment First Conference Agenda at a Glance**

8:00am - 8:45am	Registration & Continental Breakfast
8:45am - 9:15am	Welcome & Act 178 Updates
9:15am - 10:00am	Keynote Speaker
10:00am – 10:15am	Transition to Sessions
10:15am – 11:30am	Concurrent Sessions
11:30am – 12:30pm	Lunch
12:30pm - 1:45pm	Concurrent Sessions
1:45pm - 2:00pm	Break & Transition to Sessions
2:00pm - 3:15pm	Concurrent Sessions
3:15pm – 3:30pm	Transition to Sessions
3:30pm – 4:30pm	Concurrent Sessions

people with disabilities. This session offers a brief overview of the design questions that inform and shape traditional, transitional and transformational disability service models.

**Citizen-Centered Leadership: “You are a Citizen where you are defined by what you contribute, not what you consume.”**

**Presenter:** Carol Blessing, K. Lisa Yang and Hock E. Tan Institute on Employment & Disability (YTI); Cornell University, School of Industrial & Labor Relations

Compliance or Community: Exploring the Transformational Threshold and Community Inclusion. Mike Mayer and Derrick Dufresne’s Beyond Accreditation: 5 Star Quality 2.0 From Clienthood to Citizenship and John O’Brien’s Valued Outcomes of Person-Centered Planning are the frameworks used to walk participants through a process for examining the distinction between system-centered and citizen-centered practices.

**Collaboration is Key**

**Presenters:** Pam Jenson and Brian Kenney, Transition Improvement Grant

It is important for school personnel and agency representatives to collaborate with each other to improve the postsecondary transition process and increase outcomes for students with disabilities. Through this collaboration, we are able to identify gaps in services within the community and create solutions to decrease these gaps. Join this session as we discuss collaboration between schools and agencies, barriers to communication and how County Communities on Transition and the Wisconsin Community on Transition are working together to eliminate these barriers.

**Connecting and Contributing to Your Community: It’s as Easy as ABCD.**

**Presenter:** Deb Wisniewski, Consultant/Connector/CEO, Sharing Common Ground; Faculty, ABCD Institute at DePaul University

Every community is rich with assets, including the gifts and talents of people with disabilities. Join us as we explore how we can use our gifts to make connections, build relationships, and make our communities better places for all. We’ll be introducing the principles and practices of asset-based community development (ABCD) as a foundation for our exploration.

**Employment First in Wisconsin: What’s Next for State Policy**

**Presenter:** Lisa Pugh, The Arc Wisconsin

Wisconsin has been implementing its Employment First law for a year now – what’s next and what other employment policies are changing or should change? This session will provide an update on the implementation of recent state level employment policies, review what’s happened in the last 12 months and check in with the audience about what still needs to change to improve employment outcomes for people with disabilities. Get an update on state level policy, politics and predictions from those who spend time inside the Capitol.

**Expanding possibilities: Evidence-based supported employment (IPS) for persons with I/DD**

**Presenters:** Gene Oulvey, Ph.D., Illinois Department of Human Services – Division of Rehabilitation Services; Sandra Wood, Senior Vice President, Bridgeway, Inc.

Bridgeway, a community based human service provider in Illinois, in collaboration with the Division of Rehabilitation Services, has been providing Individual Placement and Support (IPS) services for the past decade for ALL individuals with a disability desiring a job in the community. Bridgeway has been a pioneer in serving persons with Intellectual/Developmental Disabilities (I/DD) achieving success utilizing the IPS model of supported employment. This session will share their experiences and how the 8 IPS principles are applied to this special population.

### **Job Coaching – Tools for the Professional**

**Presenters:** Sherri Waid, Northern Valley Industries; Beth Lohman, Milwaukee County Behavioral Health; Jennifer Felty, Headwaters, Inc.; Stacey Teegarden, Department of Health Services/Division of Care and Treatment Services and UW-Madison Department of Psychiatry; Elaine Leon, My Choice Family Care - Care Wisconsin

Join us as we provide hands on training for the professional job coach. You will practice using 4 tools and be able to bring the tools back to share with your teams as you continue to support job coaching as a profession. Tools for your teams: 1) Systematic Instruction with hands on experience; 2) Individual Job Supports in the IPS model with a practice activity; 3) Using the Workplace Culture Assessment Tool with a practice activity; and 4) Using Job Coach Self Evaluation Tool with a practice activity.

### **Leading Change is Hard - It's also an Incredible Opportunity for Inspiration, Growth & Impact!**

**Presenter:** Molly Keaveny, Independent Consultant

When we think of ourselves as leaders of change, our role and responsibility takes on a whole new meaning. Hear what Molly has learned about leadership, team-building and herself through her journey at Goodwill and beyond. Highlights include the importance of purpose, courage as a change agent, the dynamic of resilience and self-care/compassion, trusting and empowering others, and the power of positivity, connection and love. Learning objectives are to 1) Learn new strategies and tools for leading change; 2) Think about your role as a leader in new ways; 3) Connect with others on challenges and ways to strengthen your leadership approach.

### **On the Job (Coaching)!**

**Presenters:** Cindy Bentley, Erin Miller and Ashley Mathy, People First WI

Everyone needs support, especially when learning a new job. Hear from veteran self-advocates what works for them and what does not. How to use your job coach to learn what you can't do. Failure should not be a punishment; it should be a learning experience.

### **Partners with Business: Building Capacity with Service Providers and Employers to Increase Competitive Integrated Employment**

**Presenters:** Shannon Webb, InControl Wisconsin, Inc.; Mary Kay Blaschke, Includa; Mary Elliston, Employment Resources, Inc.; Kimberly Reese Employment Resources, Inc.

Wisconsin Act 323 established the Partners with Business initiative in 2018 to help businesses who are interested in meeting their workforce needs by hiring and supporting people with disabilities. Through the initiative, employers and supported employment service providers learn how to implement best practices in hiring and supporting workers with disabilities and, if the worker needs additional support above and beyond what is typically provided by an employer, the employer can receive funding to provide this extra support. This session will provide an overview of the initiative, share Employment Resources, Inc.'s experience implementing the model, and Includa's efforts to expand the use of coworker supports across their provider network.

### **The Path to Employment: Partnering with your IRIS Consultant Agency**

**Presenters:** Kevin Fech, Connections/Lutheran Social Services; Megan Acheson, TMG

The transition to employment can be scary and confusing. When you understand the steps necessary in finding employment while working through DVR, it creates increased opportunities for meaningful employment. We will help you understand those steps and connect you to the individuals and resources involved to increase your chances at securing and maintaining a career that motivates you!

### **Plan the Possibility**

**Presenters:** Jo Pelishek and Phyllis Greenberger, Disability Rights Wisconsin

Plan the Possibility is a project designed by Disability Rights Wisconsin to promote a positive cultural

change of higher expectations among transition-age students and those who interact with them. This interactive workshop highlights newly developed materials including a workbook, discussion sheets and the video “Plan the Possibility” featuring six young adults and their families as they go through the transition process. We believe that as students, families, schools, providers and employers become more aware of the potential options available and hear the stories of overcoming barriers and experiencing success, they will be better equipped to Plan the Possibility!

### **Six Steps to Employment and A Framework for Planning**

**Presenter:** Carol Blessing, K. Lisa Yang and Hock E. Tan Institute on Employment & Disability (YTI); Cornell University, School of Industrial & Labor Relations

Six steps to Employment\* and a Framework for Planning orients participants to a step-by-step approach to customizing employment services to land the perfect job. This interactive session will provide participants with useful tools that promote best practices in employment identification, strengths-based discovery, community engagement and action planning for immediate application with job seekers.

\*Employment First does not need to mean employment ONLY. The process shared in this workshop is equally useful in supporting people to identify other important community membership roles as well as work.

### **The Soul of Person-Centered Planning**

**Presenter:** Carol Blessing, K. Lisa Yang and Hock E. Tan Institute on Employment & Disability (YTI); Cornell University, School of Industrial & Labor Relations

Citizenship is related to three ideals of democracy that are at the core of person-centered work. First, all people are created equal, which means that everyone is equally entitled to reach for their higher purpose. Second, all people have the right to equal access to opportunities in order to reach for higher purpose. Third, all people have a responsibility to contribute to the greater good. This booklet-based interactive workshop offers a fun, basic approach to exploring and discovering a person’s interests, gifts, skills and capacities and opens up ideas for finding opportunities to use them for making community contributions.

### **Training and Retaining your staff**

**Presenter:** Janet Estervig, MS, RN; Association of Community Rehabilitation Educators (ACRE)

Coaches, Employment Specialists and other direct service staff who support people with disabilities in their jobs. Being prepared and knowledgeable is key to successfully retaining those employees. Learn about best practices in adult learning, important competencies needed to be successful in their job and tips to retain your employees with ongoing support and training.

### **Working Partnership – DHS and DSPN – for HCBS Nonresidential Provider Review Process**

**Presenters:** Tammy Hofmeister and Sue Krueger, WI Department of Health Services, Division of Medicaid Services; Angie Kieffer and Jeff Kaphengst, Disability Service Provider Network (DSPN)

This presentation will provide nonresidential providers updated information about the DHS nonresidential HCBS Final Rule process. Nonresidential providers will also learn about how best to prepare for their site visit and learn about how DSPN can assist them with the review and compliance process.