

2020 Employment First Conference Session Descriptions

May 19, 2020 • From Your Home!

Listed in Alphabetical Order

Advancing Employment First: What Are Other States Doing?

Presenter: Lisa Mills, Includa Consultant

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 Sarah 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.

Attracting, Developing and Supporting Our Most Valuable Asset: Staff

Presenter: Genni Sasnett, Human Services Consultant with Employment First State Leadership Mentoring Program, Office of Disability Employment Policy, & US Department of Labor

Direct Support staff have always been of great value in our efforts to serve individuals with disabilities. However, today as we move more and more toward supporting people work the community and become meaningfully involved in their communities, the importance of staff and the role they play has grown exponentially. In this session, the speaker will discuss strategies for getting and keeping staff during this challenging time of staff shortages.

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

2020 Employment First Conference Agenda at a Glance

8:30am - 9:00am	Log-in to Zoom
9:00am – 9:45am	Welcome & State Agency Updates
9:45am - 10:15am	Keynote Speaker
10:15am – 10:30am	Break
10:30am – 11:30am	Breakout Sessions 1-7
11:30am – 11:45am	Break
11:45am – 12:45pm	Breakout Sessions 8-14
12:45pm - 1:30pm	Break for lunch
1:30pm - 2:30pm	Breakout Sessions 15-21

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, Brian Kenney and Lisa Van Dyke, 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 will be introducing the principles and practices of asset-based community development (ABCD) as a foundation for our exploration.

A COVID Policy Overview with The Arc

Presenter: Nicole Jorwic, Senior Director of Public Policy at The Arc

Come and hear from The Arc’s National Federal Policy staff a COVID policy overview that touches on the work happening in Washington D.C. to secure HCBS funding in Congress. Nicole Jorwic will also share what’s happening in other states and what’s missing for HCBS providers. You’ll learn how service providers and advocates can take action to advocate for what is needed in Wisconsin to support people with disabilities receiving HCBS services and the providers who support them.

DVR 101, Busting Myths and the Client Assistance Program (CAP)

Presenters: Sarah Lincoln, Division of Vocational Rehabilitation; Deb Henderson-Guenther, Client Assistance Program-Director, Wisconsin Department of Agriculture, Trade and Consumer Protection

In this session you will learn the basics of DVR and how we assist individuals with disabilities to prepare for, obtain, keep, or regain employment. Many individuals with disabilities and their families, teachers, employers, and advocates have found that DVR can provide flexible services that help people reach their competitive integrated employment goals. We will bust common myths regarding the DVR experience, and you will have an opportunity to ask questions and get answers. In addition, you will learn about the Client Assistance Program (CAP), CAP’s scope of services, CAP advocacy tools, and the importance of the Individualized Plan for Employment (IPE).

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

Presenter: Gene Oulvey, Ph.D., Illinois Department of Human Services – Division of Rehabilitation Services

Brigeway, 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: Beth Lohmann, Milwaukee County Behavioral Health; Stacey Teegardin, Department of Health Services/Division of Care and Treatment Services and UW-Madison Department of Psychiatry
Like a sports coach who helps athletes train for their sport, a job coach helps people prepare and maintain employment. The Job Coach must prepare for whatever is thrown their way---even in a worldwide pandemic.

Join us as we discuss strategies and tools that we can use now and, in the future, to help support individuals on their job and increase their independence. We will be exploring both hands on and virtual option of support.

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 take on whole new meaning. In the era of COVID-19, the ability to lead fast and creative change has become critical to adapt and survive as service providers. Hear what Molly has learned about leadership, team-building and herself through her journey in the field of disability employment. Also learn from "spotlight stories" about how Wisconsin leaders and their teams are responding to our transformed environment to meet the needs of each other and the people they serve. 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.

On the Job (Coaching)!

Presenters: Cindy Bentley 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.

Perspectives on Workplace Inclusion

Presenters: Judy Quigley, Disability:IN Wisconsin; Traci Jones, Kalahari Resorts

Disability:IN Wisconsin is a business-to-business network that raises awareness and works to advance, improve and expand employment options for people with disabilities. Kalahari Resorts & Conventions operates three destination Resorts with number four opening in November. Their inclusive culture of Ubuntu provides careers and advancement for all regardless of learning style or accommodations. Join this session to learn how Disability:IN collaborates with businesses to promote the full inclusion of people with disabilities to inspire accessible innovation for all and to foster cultures of change and how Kalahari's approach to adapting job descriptions to skill levels and interests has created business critical work in all of their departments.

Re-Opening Considerations and Questions

Presenter: Lisa Pugh, The Arc Wisconsin

Everyone wants to know when and how service providers can return to providing face-to-face services and re-open their doors. There is so much to consider as we move forward: use of PPE, testing,

accommodations, group sizes, social distancing, personal cares, funding needs, training, technology, rights, etc. This session will share considerations and questions related to participants, staff/providers, employers, and families/guardians. Join this interactive session to hear these ideas and to provide your feedback and perspective.

Training and Retaining your staff

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

Training is a critical component to prepare your Job Coaches, Employment Specialists and other direct service staff who support people with disabilities in their jobs. 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.

Using CB Service as an Effective Pathway (though not a prerequisite!) to Work

Presenter: Genni Sasnett, Human Services Consultant with 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 CB 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 CB activities as part of an effective employment assessment

Virtual Services Learning Collaborative Sessions

Facilitators: Shannon Webb, inControl WI; Lynn Hrabik, Waisman Center; Sally Flaschberger and Molly Cooney, WI-BPDD

Collaboration and innovation go hand-in-hand. Join this open forum to learn how the WI BPDD and the Waisman Center are working with service providers across the state to evaluate the best practices and outcomes of providing virtual HCBS services. This session is all about sharing and learning from each other. Come with your ideas and your questions!

What is Technogility? The ability to make technology work for you.

Presenter: Dedra Hafner, Innovations Now

Incorporating technology tools in the workplace can increase independence, self-reliance, and levels of confidence. This presentation will provide examples of how low cost, readily available applications can serve as accommodations in the workplace for people with disabilities. Discussions will also be around new job training concepts such as *video task sequences*, and *remote spot-checking*.

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.