

October 8-9, 2013

DisAbility Jobs Summit

Smart for business

Smart for people

*Smart for Ohio's
bottom line*



Rehabilitation Services
Commission

John R. Kasich, Governor
Kevin L. Miller, Executive Director

Greater Columbus
Convention Center
400 North High Street
Columbus, OH 43215-2099
614. 827. 2500

Employers

Job Seekers

Service Providers



DisAbility Jobs Summit:

Smart for business – Smart for people – Smart for Ohio's bottom line

The 2013 DisAbility Jobs Summit offers an inter-disciplinary agenda to meet the training needs of Ohio's workforce. The Summit's attention is focused on improving the employability of individuals with disabilities, who make up a great percentage of Ohio's unemployed and underemployed population. This two-day event provides training sessions for employment seekers, vocational service providers and Ohio's business sector. The Summit highlights the knowledge, skills, and talents of this valuable workforce and offers information on employer hiring practices that support capitalizing on this available labor market. Session offerings include workforce development, economic development, labor market trends, supplying the needs of today's business partners, and much more. This is an exciting transformative time for Ohio as we grow industry and promote positive change in Ohio's Bottom Line.

Keynote Speaker

**Paul E. Harrington, Ph.D., Director
Center for Labor Markets and Policy**

Hiring Practices



Paul E. Harrington

Employers and job seekers have a relationship that might be described as positive wariness. Positive in the sense that if a good hire is made, both the job seeker and employer can end up much better off than before the hire. But wariness comes into play in that there are lots of unknowns about both the job seeker and the employer, and this uncertainty leads to elevated risks of making a poor hiring decision for the employer.

In order to mitigate the risks of making a poor hiring decision, employers seek trusted information about applicants that can help them better appraise them and, thereby, reduce the chance of making a poor hiring choice.

This presentation will discuss the nature of the hiring process, discuss the major kinds of risks that employers face in that process and focus specifically on the role of the vocational rehabilitation professional in reducing risk when employers make a choice to hire an applicant with a disability.

Paul E. Harrington is a labor economist and serves as Professor and the Director of the Center for Labor Markets and Policy at Drexel University in Philadelphia.

Conference Agenda

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Registration starts at 8:00 a.m.

**9:00 - 10:00 Introduction/Welcome/NDEAM Kickoff
RSC's Employer Recognition Awards**

10:15 - 11:15 Be Proactive!

Scott Hinton, MBA, Human Resources, Ohio Rehabilitation Services Commission

Through a series of stories, learn about self-awareness and how you, your choices, your relationships and your reactions shape your path.

Career Pathways for Lifetime Learning

Linda O'Connor, M.Ed

As a natural next step in the implementation of the career field, career pathways are a series of academic and technical career-focused coursework and other education learning experiences leading to a career specialty, seamless transition from high school to postsecondary education and employment in a career field. Each Career Pathway is developed, implemented and maintained in collaboration with Ohio's stakeholders. This educational opportunity is available to all students, including adult learners; and each is designed to lead to high-wage, high-demand or high-skill employment. Career Pathways and the Ohio Career Technical Education Program of Study are pieces of a systemic, educational transformation framework to connect the needs of students and employers throughout the educational continuum. This session will discuss the new standards and courses including industry credentials that will be implemented for the upcoming 2014-2015 school year.

Effective Strategies to Manage Your Benefits While Working

James Gears, MRC, CRC, CWIC, Rehabilitation Program Specialist, Ohio Rehabilitation Services Commission

Effective management of an individual's benefits is essential to successful employment outcomes. This session will provide a broad overview of potential work incentives available to Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI) beneficiaries. Participants will have a basic understanding of what work incentives are associated with each type of benefit, how to use the work incentive, and a basic understanding of Medicaid Buy-In for people with disabilities.

Email and Social Networking Practices and Etiquette

Kathy Boss, Training Manager, Human Resources, Ohio Rehabilitation Services Commission

This session will provide the do's and don'ts of social networking; how to use social networking; proper etiquette; email addresses, format, signature line; creating your own website; and best websites to find a job.

Enabling Self-Identification - Panel of Ohio Business Leadership Network (OHBLN) Employers

Holly Antos, PHR, Workforce Diversity Consultant, American Electric Power; Michael Gartner, North America Procter & Gamble Professional Finance and Procter & Gamble People with Disabilities Affinity Network, Procter & Gamble; Rusty Orben, Director, Public Affairs, Ohio CSX Transportation; Mitch Morgan, Assistant Vice President, Fifth Third Bank

A panel of Ohio Business Leadership Network (OHBLN) employers will share promising practices to increase appropriate self-identification of applicants and employees with disabilities. This session is targeted to employers, particularly federal contractors, Rehabilitation Services Commission's staff and service providers who provide guidance to job

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seekers on self-identification. Attendees will be invited to ask questions and share their ideas and strategies.

10:15 - 11:15 In Law or In Spirit

Katherine Betts, M.S., Intercultural Specialist, Multicultural Center, Office of Student Life, The Ohio State University

Since the passing of the Americans with Disabilities Act (ADA) employment has become more tangible for individuals with disabilities. As employers, what type of work environment are we fostering? How does ability factor into our overall message of inclusion for our organizations? In this session you will learn the various aspects of creating a barrier free working environment for all individuals. You will also learn how to recognize covert and overt bias against individuals with disabilities that can result within the workplace.

Linking Discovery and Customized Employment

Julie McComas, M.Ed, MBA, Senior Consultant, Griffin-Hammis Associates

This session will provide an overview of Customized Employment as an evidence-based practice for supporting individual job seekers in their efforts to obtain meaningful and inclusive community employment. The use of "Discovery" will be introduced as an effective method for gathering information about a job seeker's strengths, abilities, interests and support needs.

Ohio's Employment First Initiative

Kristen Helling, Project Manager/Community Employment Advisor, Division of Policy and Strategic Direction, Ohio Department of Developmental Disabilities

Ohio is in the first year of implementing its Employment First Initiative. A March 2012 Governor's Executive Order required state cabinet level agencies to partner in the development of a coherent strategic plan identifying each agency's responsibility and contribution to having employment be the primary expected goal for working age adults with disabilities. A Governor's Task Force approved nine recommendations to guide implementation. A diverse group of stakeholders representing public and private organizations are working to operationalize the recommendations aimed at creating a culture that values the contributions of people with disabilities in the workplace and incentivizes competitive integrated employment.

Professional Communication

Gwen Edwards, PMP, MHSM, Senior Trainer, Human Resources (HR), Ohio Rehabilitation Services Commission (RSC); Abbie M. Frase, Training Officer, HR, RSC

This session will provide job seekers information on researching companies and positions, applying for a job, when to follow-up, telephone and face-to-face communication and additional information to help prepare you professionally when seeking a job.

The Randolph-Sheppard Promise

Aneesa Locke-Hines, MA, Assistant Deputy Director, Bureau of Services for the Visually Impaired, Business Enterprise Manager, Business Enterprise Program (BE), Ohio Rehabilitation Services Commission (RSC); Jarett Roush, Area Manager, BE, RSC; Vicki Smith, Area Manager, BE, RSC

This presentation will inform the audience on the power and potential behind the Randolph-Sheppard Act, as well as discuss the state rules and initiatives to promote entrepreneurship for individuals who are blind. Ohio's program history will be reviewed and current initiatives and long-term planning for program modernization will be discussed.

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10:15 - 11:15 Sourcing Candidates

Susan Pugh, MRC, CRC, Deputy Director, Bureau of Vocational Rehabilitation, Ohio Rehabilitation Services Commission (RSC); Mindy Duncan, Deputy Director, Bureau of Services for the Visually Impaired, RSC; and Jon Hackathorn, BA, Business Relations Manager, Performance and Innovation, RSC

Please join the Ohio Rehabilitation Services Commission staff as they discuss the planning and rollout of RSC's new job sourcing model. This model is designed to increase opportunities and placements for RSC consumers and work within the parameters and timeframes of its business partners.

Work is Recovery

Mindy Vance, BA, MA, Mental Health Administrator, Ohio Department of Mental Health and Addiction Services

Gainful and meaningful employment can enhance a person's recovery. Not only does meaningful employment help pay bills, it can also provide a person with a sense of pride and belonging. Unfortunately, the current rate of employment among people with mental illness is very low despite research evidence that strongly supports the critical impact that work plays in promoting recovery. Understanding evidence based approaches to vocational services for individuals with severe and persistent mental illness can help remove barriers to employment.

11:30 - 1:00 Lunch/Keynote Speaker

*Paul E. Harrington, Ph.D., Director
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Hiring Practices*

1:00 - 1:30 Networking

1:45 - 2:45 Achieving Successful Outcomes in Job Development

Scot Howard, MA in Applied Behavioral Sciences, ACRE Certification, JPD Board Member, Employment Specialist, Greenleaf Job Training Services, Inc.; Chuck Geiger, President, SWORA and JPD, Employment Specialist, Clovernook Center for the Blind and Visually Impaired; Kristin Schaub, MA, CRC, and JPD Board Member, Rehabilitation Services Coordinator, Greenleaf Job Training Services, Inc.

This session is focused on achieving successful outcomes in job development. We will discuss why we are here, how to balance social services with the needs of the business community and the need to look outside the traditional approaches to job development to form successful outcomes. Combined, the presenters have over 40 years of Job Placement experience to draw from and remain committed to meeting the vocational needs of people with disabilities.

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1:45 - 2:45 Collaborative Efforts Around Ohio's Employment First Initiative: The RSC and DODD Partnership

Kristen Helling, Project Manager/Community Employment Advisor, Division of Policy and Strategic Direction, Ohio Department of Developmental Disabilities and Rose Reed, MRC, PC-S, CRC, Assistant Deputy Director, Bureau of Vocational Rehabilitation, Ohio Rehabilitation Services Commission

In support of Ohio's Employment First Initiative, the Ohio Rehabilitation Services Commission (RSC) and the Ohio Department of Developmental Disabilities (DODD) are partnering to expand employment opportunities for working-age Ohioans with developmental disabilities. Through this statewide initiative, dedicated RSC Counselors will engage approximately 1500 adults who want a community job as an alternative to sheltered employment. Come learn more about this innovative partnership with a strong person-centered focus and how you can get involved!

Disability Disclosure - The ABC's of the Interactive Process

James Clinkscale, III, BA, MA, Manager, Diversity and Inclusion, Ohio Rehabilitation Services Commission

This session provides an introspective look at what an employer should do when they become aware of a performance issue that may be affected by a disability. It is designed to assist employers to know *how and when* to engage in the interactive process with an employee as required by the American's with Disabilities Act (ADA). This session will also examine some key best practices that can facilitate ADA compliance and reduce the incidents of potential complaints in your organization. This interactive and informative session will assist participants to overcome the uncertainty of how and when to handle disability disclosure in your workplace.

Disability Awareness and Etiquette

Candee Chambers, SPHR, CAAP, Manager, AAP/EEO Compliance, Cardinal Health, Inc.

This presentation will include information related to interacting with people with disabilities. Many employers are concerned about saying or doing the wrong thing and this session will help allay those fears and provide do's and don'ts for everyone, including HR and hiring managers.

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OhioMeansJobs - Do You Know What Ohio Has to Offer?

James Johnson and Greg Warren, Management Analyst Supervisors, OhioMeansJobs, Ohio Department of Job and Family Services

OhioMeansJobs has "Better tools, better content, and better results." By combining unique data from the State of Ohio with advanced search and filtering tools from Monster, OhioMeansJobs.com data mining tools can offer educators a better understanding of the Ohio Job Market and Ohio talent. The Job-Ads tool offers snapshot profiles of the number of job ads organized by top employers, top industries, top occupations and more. The Talent Dashboard offers profile information on the workforce available in Ohio organized by skills, education level and location.

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Transitioning Students with Disabilities to Careers in Science and Engineering

Dr. Clark Shingledecker, Ph.D., Research Professor, Wright State University

This presentation is about responding to the "Perfect Storm" that is brewing on the U.S. job outlook for persons with disabilities (PwD). This session will describe educational support and career preparation interventions developed at Wright State University to increase the number and quality of degrees earned by PwD in Science, Technology, Engineering and Mathematics (STEM) and to transition these individuals to the science and engineering workforce. The presentation will include details on the interventions introduced to address STEM recruitment and retention beginning at the middle school level and extending through college, and will report data on the impact of these efforts over the past five years.

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3:00 - 4:00 Ability is Ageless

Kent Kahn, BS, CWDP, State Program Manager, ExperienceWorks ; Tony Wells, Employment and Training Coordinator, ExperienceWorks

Vocational rehabilitation professionals, employers and job seekers with disabilities will learn the value of the Senior Community Service Employment Program and the value that older workers bring to the workforce and how they can help employers improve their bottom line.

Alternatives to a College Degree: Get Certified!

Columbus State Community College

An alternative to a college degree is a certificate. Certificates can take a lot less time to earn than the two-year associate's degrees; certificates can get you into the workforce faster. Even though they are not degrees, they are offered at Ohio's 23 community colleges. Certificate instructors will conduct this workshop, let you know what types are available, what they cost, how long they take to complete, etc., so you can get certified!

Do You Have What it Takes? Deaf-Blindness

Judy Knisely, Deaf-Blind Specialist, Columbus Speech and Hearing Center

Participants will first learn the basics of deaf-blindness: causes, various degrees, language/communication strategies and culture. The second half of the program will be spent experiencing deaf-blindness. Participants will each have the opportunity to carry out a variety of everyday activities - without sight and sound. We will have a discussion of what is needed to fully include this population into our communities.

Employment as a Way to a Better Life, Finances and Retirement

David Zwyer, J.D., Associate Director, Community Fund Management Foundation

After reviewing the basics of Medicare, Medicaid, Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI), we explore how you can use a Trust to set aside funds for retirement without losing eligibility, especially for Medicaid. We explain the Trust options available to you, and how your parents can put their funds in a Trust to help you find and keep a job. This enhances the benefits of the Medicaid Buy-In. Finally we take a peek at related pending federal legislation.

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A panel of Ohio Business Leadership Network (OHBLN) employers will share promising practices to increase appropriate self-identification of applicants and employees with disabilities. This session is targeted to employers, particularly federal contractors, staff and service providers who regularly provide guidance to job seekers on self-identification. Attendees will be invited to ask questions and share their ideas and strategies.

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3:00 - 4:00 How to Get Your Foot in the Door and Your Name on the Payroll

Joy Miller, MRC, CRC, VocWorks, Vocational Services

This session will provide innovative strategies for the professional job seeker in creating resumes and cover letters, networking with employers, securing interviews, winning the employer over in the interview setting and professional follow-up with employers. Attendees will learn Do's and Don'ts in the job search process, how to set yourself apart from others in the workforce and ways to retain the job. Participants will learn to utilize professional organizations to enhance their job search success.

The Impact of Assistive Technology on the Careers for People with Disabilities

Tiehan Liu, Ph.D., Rehabilitation Engineer, ACVREP O&M Specialist; Nathan Fernandes, BA, Consumer Support Advocate Coordinator, Ohio Rehabilitation Services Commission

The rapid development and availability of assistive technology applications and devices significantly enhance the professional careers for people with disabilities. Some careers fade away and some brand new careers become available for people with disabilities. This session, through case studies, reviews common and emerging career options for people with disabilities from the perspective of assistive technology. Choosing a correct career is crucial for the career success for the years to come.

Impact of Ohio AgrAbility Working with Agricultural Workers with Disabilities

Kent McGuire, OSU Ag Safety and Health Program Coordinator

Each year farmers and agricultural workers in Ohio experience injuries that limit their ability to perform essential tasks. Through The Ohio State University, the Ohio AgrAbility is a program designed to assist farmers who are facing those obstacles on the farm. The program provides several "no cost" services, including providing informational resources; technical assistance and secondary injury prevention training; conducting on-site farm assessments; referral for services and funding opportunities; and initiating peer support.

Is Business Ownership Right for You?

Mary McCarthy, BA, President, Your Management Team, Inc., Co-founder and CEO, Women's Small Business Accelerator

Do you have a hobby, passion or experience you would like to turn into a business? Are you looking at business ownership as an opportunity to generate income for you and your family? Learn what it takes to develop and launch a small business including developing the idea, defining your target audience, writing your business plan and funding the business.

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Tune-in to TBI: Understanding Traumatic Brain Injury and Vocational Barriers

Debbie Joseph, PCC, LICDC-CS, CRC, Program Manager, TBI Network, The Ohio State University (OSU); Tim Schilling, BS, CDCA, Vocational Specialist, TBI Network, OSU

Traumatic Brain Injury (TBI) is often referred to as the silent epidemic. In the United States, 1.5 million people will be admitted to hospitals for non-fatal TBI annually, while more

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than 3 million TBI events will go untreated. TBI sufferers may not experience symptoms immediately and the injury itself may worsen over time. Once symptoms begin to manifest themselves, they may include problems with impaired reasoning, problem solving, difficulties in expression and many others, any of which may cause serious problems in achieving vocational goals.

3:00 - 5:00 Empowerment for the Job Seeker

Jennifer Roeder, MRC, CRC, Vocational Rehabilitation Supervisor, Ohio Rehabilitation Services Commission (RSC); Kim Colyer, MRC, CRC, Vocational Rehabilitation Counselor (VRC), RSC; Debra Hall, MRC, CRC, VRC, RSC; Crystal Hutzler, CRC, VRC, RSC; Jerica Kruse, MRC, CRC, VRC, RSC; Anne Lewis, MRC, CRC, VRC, RSC; Katie Scheetz, MRC, CRC, Personal Care Assistance and Community Centers for the Deaf Program Coordinator, RSC; Hope Sweeney, MA, VRC, RSC

This session is based on the four-day Personal Empowerment Training (PET) program which has been offered by the Ohio Rehabilitation Services Commission for over 16 years. Hundreds of participants have become empowered to take control of their lives by breaking the addiction to feeling powerless. By redirecting negative thoughts into positive actions, participants are trained how to get out of a rut and be successful in employment and in life. Everyone experiences fears, insecurities, doubts, and frustrations. This program leaves participants feeling more confident, motivated and effective in the process of getting and keeping a job.

4:15 - 5:15 Ability is Ageless

Kent Kahn, BS, CWDP, State Program Manager, ExperienceWorks; Tony Wells, Employment and Training Coordinator, ExperienceWorks

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RSC's Business Engagement Strategy for Ohio's Employment First Initiative

Rose Reed, MRC, PC-S, CRC, Assistant Deputy Director, Bureau of Vocational Rehabilitation, Ohio Rehabilitation Services Commission (RSC); Jon Hackathorn, BA, Business Relations Manager, Performance and Innovation, RSC

Ohio is in the first year of implementing its Employment First Initiative. This session will focus on steps that RSC is taking to work with businesses and attendees will learn what RSC is doing to change the culture for individuals with disabilities in the workplace and what incentives are available for competitive integrated employment.

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Blind and Low Vision Assistive Technology for the Workplace

Bill Killroy, BA, Director, Eastern Regional Sales, Freedom Scientific

This session will focus on Freedom Scientific's blind and low vision technology which provides workplace access to individuals who are visually impaired. The presentation will cover screen reading, magnification, Braille and electronic video magnification solutions that provide access to computing technology, as well as, everyday living and independence needs in the work environment. Participants will gain a greater understanding of the functionality of each solution, as well as, how solutions are combined to provide dual modality access to the user.

Contemplating and Confronting Diversity and Disability in the Workplace

J. W. Smith, Ph.D., Associate Professor, School of Communication Studies, Ohio University

The session will focus on employers and employees with the emphasis on contemplating and confronting the issue of cultural diversity in the workplace. Utilizing a dialogical approach and the contact hypothesis developed by Alport and Amir, this complex topic will be explored and examined. At the end of this session, participants should, at a minimum, be able to determine the soundness and efficacy of the suggested theoretical framework and premise in the present workplace context.

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RSC's Business Engagement Strategy for Ohio's Employment First Initiative

Rose Reed, MRC, PC-S, CRC, Assistant Deputy Director, Bureau of Vocational Rehabilitation, Ohio Rehabilitation Services Commission (RSC); Jon Hackathorn, BA, Business Relations Manager, Performance and Innovation, RSC

Ohio is in the first year of implementing its Employment First Initiative. This session will focus on steps that RSC is taking to work with businesses. Attendees will learn what RSC is doing to change the culture for individuals with disabilities in the workplace and what incentives are available for competitive integrated employment.

Understanding and Supporting the Employee with Autism

Anderia Trail Ryley, M.Ed., Consultant

At this session, participants will learn what and how to support the symptoms and associated features of autism that impact entry level employment; two strategies to develop and support employment; and two web-based resources for supporting individuals with developmental disabilities and autism.

9:00 - 9:30 Networking

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9:45 - 10:45 Achieving Successful Outcomes in Job Development

Scot Howard, MA in Applied Behavioral Sciences, ACRE Certification, JPD Board Member, Employment Specialist, Greenleaf Job Training Services, Inc.; Chuck Geiger, President, SWORA and JPD, Employment Specialist, Clovernook Center for the Blind and Visually Impaired; Kristin Schaub, MA, CRC, and JPD Board Member, Rehabilitation Services Coordinator, Greenleaf Job Training Services, Inc.

This session is focused on achieving successful outcomes in job development. We will discuss why we are here, how to balance social services with the needs of the business community and the need to look outside the traditional approaches to job development to form successful outcomes. Combined, the presenters have over 40 years of job placement experience to draw from and remain committed to meeting the vocational needs of people with disabilities.

Blind and Low Vision Assistive Technology for the Workplace

Bill Killroy, BA, Director, Eastern Regional Sales, Freedom Scientific

This session will focus on Freedom Scientific's blind and low vision technology which provides workplace access to individuals who are visually impaired. The presentation will cover screen reading, magnification, Braille and electronic video magnification solutions that provide access to computing technology, as well as, everyday living and independence needs in the work environment. Participants will gain a greater understanding of the functionality of each solution, as well as, how solutions are combined to provide dual modality access to the user.

Contemplating and Confronting Diversity and Disability in the Workplace

J. W. Smith, Ph.D., Associate Professor, School of Communication Studies, Ohio University

The session will focus on employers and employees with the emphasis on contemplating and confronting the issue of cultural diversity in the workplace. Utilizing a dialogical approach and the contact hypothesis developed by Allport and Amir, this complex topic will be explored and examined. At the end of this session, participants should, at a minimum, be able to determine the soundness and efficacy of the suggested theoretical framework and premise in the present workplace context.

Effective Strategies to Manage Your Benefits While Working

James Gears, MRC, CRC, CWIC, Rehabilitation Program Specialist, Ohio Rehabilitation Services Commission

Effective management of an individual's benefits is essential to successful employment outcomes. This session will provide a broad overview of potential work incentives available to Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI) beneficiaries. Participants will have a basic understanding of what work incentives are associated with each type of benefit, how to use the work incentive, and a basic understanding of Medicaid Buy-In for people with disabilities.

Email and Social Networking Practices and Etiquette

Kathy Boss, Training Manager, Human Resources, Ohio Rehabilitation Services Commission

This session will provide the do's and don'ts of social networking; how to use social networking; proper etiquette; email addresses, format, signature line; creating your own website; and best websites to find a job.

Impact of Ohio AgrAbility Working with Agricultural Workers with Disabilities

Kent McGuire, OSU Ag Safety and Health Program Coordinator

Each year farmers and agricultural workers in Ohio experience injuries that limit their ability to perform essential tasks. Through The Ohio State University, the Ohio AgrAbility is a program designed to assist farmers who are facing those

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obstacles on the farm. The program provides several “no cost” services, including providing informational resources; technical assistance and secondary injury prevention training; conducting on-site farm assessments; referral for services and funding opportunities; and initiating peer support.

9:45 - 10:45 Is Business Ownership Right for You?

Mary McCarthy, BA, President, Your Management Team, Inc., Co-founder and CEO, Women's Small Business Accelerator

Do you have a hobby, passion or experience you would like to turn into a business? Are you looking at business ownership as an opportunity to generate income for you and your family? Learn what it takes to develop and launch a small business including developing the idea, defining your target audience, writing your business plan and funding the business.

Ohio's Employment First Initiative

Kristen Helling, Project Manager/Community Employment Advisor, Division of Policy and Strategic Direction, Ohio Department of Developmental Disabilities

Ohio is in the first year of implementing its Employment First Initiative. A March 2012 Governor's Executive Order required state cabinet level agencies to partner in the development of a coherent strategic plan identifying each agency's responsibility and contribution to having employment be the primary expected goal for working age adults with disabilities. A Governor's Task Force approved nine recommendations to guide implementation. A diverse group of stakeholders representing public and private organizations are working to operationalize the recommendations aimed at creating a culture that values the contributions of people with disabilities in the workplace and incentivizes competitive integrated employment.

The Impact of Assistive Technology on the Careers for People with Disabilities

Tiehan Liu, Ph.D., Rehabilitation Engineer, ACVREP O&M Specialist and Nathan Fernandes, BA, Consumer Support Advocate Coordinator, Ohio Rehabilitation Services Commission

The rapid development and availability of assistive technology applications and devices significantly enhance the professional careers for people with disabilities. Some careers fade away and some brand new careers become available for people with disabilities. This session, through case studies, reviews common and emerging career options for people with disabilities from the perspective of assistive technology. Choosing a correct career is crucial for the career success for the years to come.

The Narrow but Passable Gate: Employing Qualified Workers with Criminal Records

Pamela H. Thurston, J.D., Staff Attorney, Ohio Justice and Policy Center

Hundreds of Ohio laws restrict employment for people with criminal records. Employers fear of being sued raises additional obstacles, and common assumptions about ex-offenders add still more. The result: many employers simply refuse to employ anyone with a criminal record. This approach creates numerous problems, including legal risks for employers. This seminar will provide tools to help link employers with workers who can add significant value despite a history of criminal conviction.

Tune-in to TBI: Understanding Traumatic Brain Injury and Vocational Barriers

Debbie Joseph, PCC, LICDC-CS, CRC, Program Manager, TBI Network, The Ohio State University (OSU); Tim Schilling, BS, CDCA, Vocational Specialist, TBI Network, OSU

Traumatic Brain Injury (TBI) is often referred to as the silent epidemic. In the United States, 1.5 million people will be admitted to hospitals for non-fatal TBI annually while more than 3 million TBI events will go untreated. TBI sufferers may not experience symptoms immediately and the injury itself may worsen over time. Once symptoms begin to manifest themselves, they may include problems with impaired reasoning, problem solving, difficulties in expression and many others, any of which may cause serious problems in achieving vocational goals.

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At this session, participants will learn what and how to support the symptoms and associated features of autism that impact entry level employment; two strategies to develop and support employment; and two web-based resources for supporting individuals with developmental disabilities and autism.

11:00 - 12:00 Be Proactive!

Scott Hinton, MBA, Human Resources Department, Ohio Rehabilitation Services Commission
Through a series of stories, learn about self-awareness and how you, your choices, your relationships and your reactions shape your path.

Collaborative Efforts Around Ohio's Employment First Initiative: The RSC and DODD Partnership

Kristen Helling, Project Manager/Community Employment Advisor, Division of Policy and Strategic Direction, Ohio Department of Developmental Disabilities; Rose Reed, MRC, PC-S, CRC, Assistant Deputy Director, Bureau of Vocational Rehabilitation, Ohio Rehabilitation Services Commission

In support of Ohio's Employment First Initiative, the Ohio Rehabilitation Services Commission (RSC) and the Ohio Department of Developmental Disabilities (DODD) are partnering to expand employment opportunities for working-age Ohioans with developmental disabilities. Through this statewide initiative, dedicated RSC Counselors will engage approximately 1500 adults who want a community job as an alternative to sheltered employment. Come learn more about this innovative partnership with a strong person-centered focus and how you can get involved!

Creating a Partnership in Working with Individuals with Mental Health Disabilities

Jennifer Guthrie, MRC, CRC, Career Developer, Vocational Specialist, Center of Vocational Alternatives

For individuals with mental health and emotional disabilities, the quest to obtain and maintain employment can be very intimidating. Creating a system that assists these individuals can be daunting as well. However, there is hope to produce a prolific and collaborative environment. This workshop will explore the challenges and opportunities of working with individuals who have mental health and emotional problems resulting in obtaining and maintaining employment as a positive experience.

Disclosing Your DisAbility: How, When and Why

James Clinkscale, III, BA, MA, Manager, Diversity and Inclusion, Ohio Rehabilitation Services Commission

This session provides an introspective look at the anxiety and uncertainty of how to disclose one's disability in a work-related setting. It is designed to empower participants with disabilities to have clear direction on methods of disability disclosure in pre-employment, interview and testing and after hire settings. This interactive and informative session will assist participants to overcome the fear of disclosing a disability.

Make Yourself Memorable...but NOT a Pest!

John R. Nosse, CEO and Founder, Nosse Consulting Group, LLC

As an HR Director, I saw how a refined "Employment Image"© sells candidates in their application, interview and post-interview phases. First, an applicant creates a matrix matching their qualifications to positions. Second, their responses illustrate how they bring value to the company. Third, effective follow-up shows that the company cannot exist without the applicant. Finally, attendees will learn how to address potential 'red flags'. A question and answer session will follow.

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11:00 - 12:00 My Consumer is Visually Impaired! What Kind of Job Can He or She Do?

Cheryl Reed, O.D., COMS, Director, Low Vision Services, United Disability Services

Setting vocational goals and assisting in job placement is critical but challenging when working with a consumer who is visually impaired. It is necessary to identify the visual demands of a job and determine how the consumer's visual impairment may impact those tasks. In many cases, low vision aids, environmental accommodations, training and/or technology may help the consumer to perform tasks. By understanding how common causes of visual loss impact function, counselors, providers and coaches can help a consumer to be more successful in his or her job search and job retention.

On the Fast Track to Success, Setting Smart Goals for Your Career Success

Katherine Betts, M.S., Intercultural Specialist, Multicultural Center, Office of Student Life, The Ohio State University

After participating in this workshop, participants will be able to identify three smart goals related to their career plan; two methods of reviewing career opportunities and determining if they are realistic based on their career plan; three or more key phrases that can be placed in a resume to help employers learn more about their skills and competencies; and three strategies in moving forward if a job does not meet smart goals or a long term career plan.

Professional Communication

Gwen Edwards, PMP, MHSM, Senior Trainer, Human Resources (HR), Ohio Rehabilitation Services Commission (RSC); Abbie M. Frase, Training Officer, HR, RSC

This session will provide job seekers information on researching companies and positions, applying for a job, when to follow-up, telephone and face-to-face communication and additional information to help prepare you professionally when seeking a job.

The End is Where I Begin

Adam Helbling, Civil Engineer and Motivational Speaker

On a full ride scholarship to Ohio State University, a member of the most elite senior class honorary, and as a national championship waterskier, I was heading down the right path in life. A series of bad decisions led to a drug binge and a spending spree which led me into my first manic episode and I was diagnosed with bipolar disorder. A second manic episode caused me to end up in a serious car accident that left me paralyzed from the chest down. This is my story of how I have adapted to my situation and have overcome tragedy and turned it into triumph, where I found a better life than ever before.

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1 1:00 - 12:00 Work is Recovery

Mindy Vance, BA, MA, Mental Health Administrator, Ohio Department of Mental Health and Addiction Services

Gainful and meaningful employment can enhance a person's recovery. Not only does meaningful employment help pay bills, it can also provide a person with a sense of pride and belonging. Unfortunately, the current rate of employment among people with mental illness is very low despite research evidence that strongly supports the critical impact that work plays in promoting recovery. Understanding evidence based approaches to vocational services for individuals with severe and persistent mental illness can help remove barriers to employment.

12:00 - 1:00 Lunch

1:15 - 2:15 Certificate of Qualification for Employment and Collateral Consequences

Clayton Foor, Suzanne Brooks and Jon Radebaugh, Justice Reinvestment Officers, Ohio Department of Rehabilitation and Corrections

This session explains collateral consequences (collateral sanctions and discretionary disqualifications) and the impact they have on ex-offenders gaining meaningful employment. It identifies the differences/similarities of the Certificate of Qualification for Employment (CQE-SB337) and the Certificate of Achievement and Employability (CAE-HB86). Who is eligible for a CQE, as well as what would cause a CQE to be revoked will also be discussed.

Community Employment and Autism: A Case Study

Chris Filler, RN, BSN, Program Director, OCALI Lifespan Transitions Center; Sue Beck, M.Ed, Coordinator, Realizing Employment First for Youth, OCALI Lifespan Transitions Center

This session will discuss implications for successful community employment often encountered when supporting an individual with autism to obtain and maintain employment. Information shared will focus on the characteristics of autism, challenges that may occur related to those characteristics, identification of useful supports and the importance of job match. Informal tools will be shared to assist in developing an individualized plan. A case study of a transition youth with autism will be used during this session.

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OhioMeansJobs - Do You Know What Ohio Has to Offer?

James Johnson and Greg Warren, Management Analyst Supervisors, OhioMeansJobs, Ohio Department of Job and Family Services

OhioMeansJobs has "Better tools, better content, and better results." By combining unique data from the State of Ohio with advanced search and filtering tools from Monster, OhioMeansJobs.com data mining tools can offer educators a better understanding of the Ohio Job Market and Ohio Talent. The Job-Ads tool offers snapshot profiles of the number of job ads organized by top employers, top industries, top occupations and more. The Talent Dashboard offers profile information on the workforce available in Ohio organized by skills, education level and location.

The End is Where I Begin

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Transitioning Students with Disabilities to Careers in Science and Engineering

Dr. Clark Shingledecker, Ph.D., Research Professor, Wright State University

This presentation is about responding to the "Perfect Storm" that is brewing on the U.S. job outlook for persons with disabilities (PwD). This session will describe educational support and career preparation interventions developed at Wright State University to increase the number and quality of degrees earned by PwD in Science, Technology, Engineering and Mathematics (STEM) and to transition these individuals to the science and engineering workforce. The presentation will include details on the interventions introduced to address STEM recruitment and retention beginning at the middle school

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level and extending through college, and will report data on the impact of these efforts over the past five years.

1:15-2:15 Work is Recovery

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1:15 - 3:15 Empowerment for the Job Seeker

Jennifer Roeder, MRC, CRC, Vocational Rehabilitation Supervisor, Ohio Rehabilitation Services Commission (RSC); Kim Colyer, MRC, CRC, Vocational Rehabilitation Counselor (VRC), RSC; Debra Hall, MRC, CRC, VRC, RSC; Crystal Hutzel, CRC, VRC, RSC; Jerica Kruse, MRC, CRC, VRC, RSC; Anne Lewis, MRC, CRC, VRC, RSC; Katie Scheetz, MRC, CRC, Personal Care Assistance and Community Centers for the Deaf Program Coordinator, RSC; Hope Sweeney, MA, VRC, RSC

This session is based on the four-day Personal Empowerment Training (PET) program which has been offered by the Ohio Rehabilitation Services Commission for over 16 years. Hundreds of participants have become empowered to take control of their lives by breaking the addiction to feeling powerless. By redirecting negative thoughts into positive actions, participants are trained how to get out of a rut and be successful in employment and in life. Everyone experiences fears, insecurities, doubts, and frustrations. This program leaves participants feeling more confident, motivated and effective in the process of getting and keeping a job.

2:30 - 3:30 Be Proactive!

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The Randolph-Sheppard Promise

Aneesa Locke-Hines, MA, Business Enterprise Manager, Business Enterprise Program (BE), Assistant Deputy Director, Bureau of Services for the Visually Impaired, Ohio Rehabilitation Services Commission (RSC); Jarett Roush, Area Manager, BE, RSC; Vicki Smith, Area Manager, BE, RSC

This presentation will inform the audience on the power and potential behind the Randolph-Sheppard Act, as well as discuss the state rules and initiatives to promote entrepreneurship for individuals who are blind. Ohio's program history will be reviewed, as well as current initiatives and long-term planning for program modernization.

