The 15th Employment Support Symposium
Let’s Get to WORK!

SYMPOSIUM PROGRAM

The 15th Employment Supports Symposium:
Let’s Get To WORK!

Networks for Training and Development, Inc. is proud to host the 15th Employment Supports Symposium, exploring employment supports and strategies for ALL people served by Philadelphia DBHIDS! This year’s Symposium theme is "Let's Get to Work!".

This program may be updated as additional information is provided.

A printed program will not be provided for this event. Please print this out or load onto your Smart Device for use during the Symposium.

INTERNET ACCESS AT THE SYMPOSIUM

Internet access has been provided for your convenience. Feel free to download program information, your ticket, etc. Use the following instructions to access wireless internet:

- WIRELESS NETWORK – Ballroom R
- Select “I have a coupon” and “Accept Terms and Conditions” –
- When prompted, enter the passcode: PHLPH2013 (case sensitive)

SPECIAL EVENTS

NAMI #IWillListen Day at the Employment Supports Symposium!

The city of Philadelphia is coming together to raise awareness and fight the stigma of mental illness at the first ever #IWillListen Day. On June 3rd, NAMI will take over Love Park for one day and one night, to host a city-wide conversation about mental health and wellness. Join in by promising to listen to your fellow Philadelphians with an open mind and open heart. This year's Symposium joins NAMI as one of many satellite locations throughout the city. Stop by the registration area, 12:00 noon - 4:00 p.m. to show your support for IWillListen!
SESSION INFORMATION

FULL MORNING SESSION (9:00 a.m. - 11:45 a.m.) Renaissance

Supporting Employment in Mental Health: Issues and Strategies
Karen Escovitz and Maria Cabiya (Philadelphia DBHIDS), and Rick Baron (Temple University Collaborative on Community Inclusion)

This session outlines the benefits of employment along with data and research, funding considerations, and other issues that may hinder employment.

MORNING BREAKOUT SESSION I (9:00 a.m. - 10:15 a.m.)

Relaxing... Easier Said Than Done 2.0 (Versailles)
Marianne Roche & Tara Houseal

Our presenters will share some ideas about how the mind and body are connected and provide simple ways to face life's difficult moments without letting them overwhelm you.

You CAN Work AND Keep Your Benefits! (Grand Salon)
Work Incentives Planning and Assistance Representatives (WIPA)

There are a lot of opinions out there about employment and its impact on SSI / SSDI benefits. Join WIPA representatives as they set the record straight and show you how you CAN work AND keep your benefits!

Preparing Students for a Changing Work World (Bala Room)
Panel Discussion - Mike O'Bryan, Facilitator

All students exiting school today are entering a changing work world. Students with disabilities NEED to be prepared for post-secondary options that include employment. Our panelists will share strategies to prepare for this transition while still in school and as a new graduate.
MORNING BREAKOUT SESSION II (10:30 a.m - 11:45 p.m.)

Building a Better Life  (Bala Room)  
*Panel Discussion - Barbara Granger, Facilitator*

There are many hours to fill beyond the work day. A happy "life" can influence a person's attitude and success on the job. Panelists will share how they have created an engaged life outside of work.

A Journey Through Customized Employment (Grand Salon)  
*Alina Szamatowicz and her CAT Team (Community Action Team)*

Join Alina and representatives from her CAT team as they share innovative strategies that have helped Alina start her own business, along with the lessons they have learned.

KEYNOTE ADDRESS and LUNCHEON (12:00 p.m. - 1:30 p.m.)

Keynote Address (Versailles)  
*Joe Marrone, Institute for Community Inclusion (ICI), UMASS Boston*

Joe Marrone, our keynote speaker, presents a review of the historical background, current trends, concerns and dilemmas regarding employment. This session will highlight "best practices" between systems and the value of developing an ongoing spirit of collaboration.

AFTERNOON BREAKOUT SESSION I (1:45 p.m. - 3:00 p.m.)

Making the Most of Your Networks (Versailles)  
*Collette McBratney, CCM Training Co.*

Learn how to maximize your personal networks and increase job opportunities through a business-oriented networking model. Both job developers and job seekers will learn how to engage with and gather information from people you meet through various networking activities.
Career Development for Individuals with Mental Health Challenges:
Not Just Take it or Leave it *(Bala Room)*  
*Arlene Solomon, Horizon House*

Often times individuals with mental health challenges are not given the full opportunity to explore employment beyond the usual entry level jobs that provide low income and little opportunity for advancement. This workshop will focus on ways to expand possibilities for real career development including methods for career exploration and obtaining a certification through a variety of post-secondary options at Community Colleges, proprietary schools, and training programs. Also, we will discuss available supports for those choosing to return to school provided by schools as well as mental health providers.

**Everyday Technology On the Job** *(Renaissance)*  
*Stephanie Lau, Virginia Commonwealth University (VCU)*

Use and development of today's technological devices and apps, along with natural supports, can be useful in fostering independence on the job. Stephanie Lau (VCU) shares ways in which these strategies can be used to reduce support and increase independence for individuals with disabilities.

**GettingHired.com** *(Grand Salon)*  
*Amira Fahmy, GettingHired, Inc.*

An employment resource specifically for individuals and veterans with disabilities, connecting qualified job seekers to inclusive employers via our virtual career community, [www.GettingHired.com](http://www.GettingHired.com). Join this session to learn more about the resources available and how your organization can utilize Getting Hired to support individuals you serve with the job search.

**AFTERNOON BREAKOUT SESSION II (3:15 p.m. - 4:30 p.m.)*

**The Impact of the Olmstead Decision** *(Versailles)*  
*Joe Marrone, Institute for Community Inclusion (ICI), UMASS Boston*

Olmstead legislation is influencing community inclusion across residential and employment opportunities for individuals with disabilities. Our keynote speaker, Joe Marrone (ICI), shares information and answers questions on how Olmstead is affecting services in Oregon and elsewhere in the U.S.
Employment Wellness Recovery Action Plan *(Renaissance)*  
*Crystal Edwards and Eric Sollenberger, Philadelphia DBHIDS*

Representatives of Philadelphia DBHIDS provide an introduction to the WRAP program, how it works, and the application of the system to the workplace.

**Working with a Forensic Background  (Grand Salon)**  
*Ann Schwartzman and Pam Superville*

Specific challenges arise when providing employment services to those who have criminal histories as well as disabilities. This session presents practical strategies for job seeking with individuals who have a criminal history.

**How Work Works  (Bala Room)**  
*Jim Klasen, Mental Health Association of SE PA (MHASP), Institute for Recovery and Community Integration*

Success on the job involves awareness of and compliance with the "rules of work." This session will take a look at ways to help people to develop realistic expectations and identify social and workplace etiquette on the job.

**Presenter Bios**

**Maria del Mar Cabiya** is the Manager for the Training Unit at the Philadelphia Department of Behavioral Health and Intellectual disAbility Services. She has worked in the behavioral health field for 11 years. She currently oversees the Training Unit, a part of the Strategic Planning Division. Her work is focused on training a wellness and prevention focused behavioral health workforce that is trauma informed and embraces the Practice Guidelines. She also coordinates the employment transformation initiative and oversees training initiatives that foster positive peer culture and transformation.
Richard Baron is a researcher and trainer in the mental health field at Temple University. He is currently the Director of Knowledge Translation for the Temple Collaborative on Community Inclusion of Individuals with Psychiatric Disabilities, funded by the National Institute on Disability and Rehabilitation Research. The Collaborative focuses on improving the capacity of mental health policies, programs and practices to assist individuals with mental health conditions to participate more fully in community life, and includes an array of research initiatives and training and technical assistance activities. Mr. Baron is also the Co-Director of the recently established College of Recovery and Community Inclusion, an online curriculum for direct service personnel in the community mental health field. Previously, Mr. Baron was the Director of the Pew Charitable Trusts’ grantmaking program for health and human services agencies serving adults in the five-county Philadelphia metropolitan area, and prior to that served for twenty-five years as the Executive Director of Matrix Research Institute, in Philadelphia, where his work as a Principal Investigator and Project Director on two dozen federally funded research and training programs focused on employment for people with mental health conditions. Mr. Baron is also the recipient of two NIDRR Switzer independent research Fellowships, both also focusing on strategies to expand competitive employment opportunities for people with mental health conditions.

Karen Escovitz, MSS, has extensive experience providing training and technical assistance in Recovery and Recovery-Oriented Services, including evidence-based practices in wellness management and supported employment. She has provided direct services as well as having conducted service demonstration research, and has provided related training to service providers and administrators in all roles in the mental health service system. She currently works at the Behavioral Health Training and Education Network (BHTEN) and offers regular trainings in Stages of Change, Motivational Interviewing and Mental Health First Aid.

Phyllis Hilley has served as program Director for Disability Rights Network of PA Work Incentive Planning and Assistance program (WIPA) since 2007. She has a degree in Organizational management and a 15 year plus background is in Human Services. Phyllis has one daughter and resides in Delaware County.

Tyra Virden Community Work Incentives Coordinator with the Work Incentives Planning and Assistance team at Disability Rights Network of PA. I have worked in this position for 4 years. I have a bachelors in education and taught in an elementary school before coming to DRN. I am the mother of 2 boys, one with special needs.
Christian Romberger is a high school student at Green Valley Academy in Paoli, Pennsylvania. This past March Christian lunched a unique business related to his love of comic books. Since that time, his business has been producing a steady income and has caught the attention of several leaders in the comic book industry such as Marvel and IDW Publishing. In addition to being a small business owner, Christian is also a valued member of the dining services department at Villanova University.

Chris Haas is the Coordinator of Transitional Services at Community Integrated Services (CIS). CIS is our area’s largest supportive employment agency, assisting people with disabilities in locating employment and succeeding in a job. Within the broader organization, Mr. Haas is a part of a small team which enables high school students to meet their transitional goals.

Ron Leonard has been actively involved in technical training, career guidance, and personnel development in various capacities for over thirty-five years. During twenty-one years of active naval service, his assignments included work as a technical instructor & course supervisor for training courses typically instructing 18-24 year-olds. In further service, at the Naval Academy Preparatory School in Newport, RI he emphasized training & character development of midshipman candidates (ages 18 through 20) prior to their entry into one of the three sea-service academies (USNA, USCGA, & USMMA). He joined the U.S. Department of Labor – Office of Apprenticeship (OA) in the year 2000 and has worked to promote & to develop Registered Apprenticeship programs as well as to provide ongoing technical assistance to active & prospective program sponsors and other stakeholders throughout Eastern Pennsylvania. Since October 2013 he has served as a Multi-State Director for SAA states within Region 2 which include Delaware, Maryland, Pennsylvania, Virginia & the District of Columbia.

Alina Szamatowicz During Alina’s educational years, beginning in first grade, Donna informed the educators that Alina would never go into a sheltered workshop. Despite challenges from her naysayers, Alina started working at the age of 12 earning a consultant’s fee for teaching other professionals about different ways of communicating--her way and that “we need to notice what we notice;” a mantra from the Networks for Training and Development Communication Mentor’s Course. For the past 9 years, Alina has challenged professionals to think differently, to look at her abilities and to think out of the box.

Donna Bouclier, (otherwise known as Alina’s mom) is a life time advocate, professional and mother to Alina Szamatowicz (age 21) who has Aicardi Syndrome. Prior to having Alina, Donna worked in the provider community for over 13 years, giving her a unique perspective as both provider and parent. This combination has been invaluable when it comes to understanding systems and the needs of those being supported. For over ten years, she has advocated on the state and national level “influencing public policies” that impact people with disabilities and families. Donna has presented internationally, nationally, and locally on topics related to disability, inclusion, community, and assistive/augmentative communication. She presented internationally promoting the UN Convention on the Rights
of People with Disabilities as a consultant for Disability Rights International and was an Expert Consultant at the Caribbean Islands Meeting for UNICEF in 2011. Her international work has taken her to Mexico, Serbia, Ukraine and Greece.

At the request of the United States Office of Special Education and Rehabilitative Services (OSERS), Donna presented to the Federal Interagency Coordinating Council in 2004 on the topic of Interagency Collaboration. Donna served as Co-Chair for the National Coalition on Self-Determination and the Philadelphia Intellectual Disabilities Public Awareness Committee. She also served as Secretary for the Local Right to Education Task Force, the Advisory Board for the Pennhurst Memorial and Preservation Alliance and the Transition Council for the Philadelphia School District. Currently, she is the Board Chair for Partnership for Community Supports; a Supports Coordination Organization.

**Dr. Barbara Granger** has been promoting employment for people with disabilities for over 25 years. This work was initially nurtured through Matrix Research Institute’s Founder Dr. Irv Rutman and, then Director, Richard Baron. Matrix provided opportunities for conducting federal and state research, training, and technical assistance projects focused primarily on employment of people with a psychiatric disability. Though Matrix closed in 2002, local training and technical assistance activities continued through Horizon House until 2007. Dr. Granger continues to provide program assessment, training, and technical assistance services related to recovery, psychiatric rehabilitation, evidence-based practices, peer support, and organizational transformation. Dr. Granger is a Certified Psychiatric Rehabilitation Practitioner active with both the Pennsylvania Chapter and its international organization, the Psychiatric Rehabilitation Association. She also provides editing and writing coaching services for academics and students in the broader field of health professions.

**George Callaway** is the Senior Clerical Specialist at Networks for Training and Development, Inc. He has been working for Networks since 1992, having worked at Networks longer than any other employee! First and foremost, George is most proud of his love of traveling around the city of Philadelphia, especially on SEPTA (public transportation system). He has a knack for making friends around town and loves showing others how to get almost anywhere. At Networks, George puts together training packets, makes copies, and maintains the evaluation database for Networks’ many training activities. George also facilitates or assists several training sessions about his work, his passions, and his many areas of brilliance! He has presented nationally and is an active member of Speaking for Ourselves, a self-advocacy organization in PA. George is the Co-Chairperson of the Public Awareness Committee for Philadelphia Department of Behavioral Health / Intellectual disAbility Services. He enjoys taking trips and joining his co-workers at many retreats and conferences, including Milwaukee, Baltimore, Pittsburgh and the New Jersey shore. Don’t be surprised if you see George around town!
Jean Searle long-time self-advocate and a force within the disability rights movement, has experienced the trauma of institutionalization first-hand. Encouraged by advocates and friends, Jean moved out to assisted living arrangements in 1984, with the help of an agency in Philadelphia. Jean has been employed with both the Public Interest Law Center of Philadelphia (PILCOP) and the Disability Rights Network of Pennsylvania, where she has been for more than 15 years. Believing it is imperative that the lessons embodied in the Pennhurst campus remain as an example for the future, Jean has become a driving force within the Pennhurst Memorial and Preservation Alliance.

Mike Solomon has a degree from Villanova University. He is the senior "In Our Voice" presenter for NAMI PA of Montgomery County as well as a member of the Board of Directors of the MontCo affiliate. He is also a Co-facilitator for a monthly NAMI Connection support group. Mike is co-president of "Tikvah" (meaning hope in Hebrew) and a Board of Director of Tikvah/Advocates for the Jewish mentally ill. He is a committee person in Springfield Township. Mike is married and celebrated his 7th anniversary. He also works part time as a Certified Peer Specialist for Montgomery County Emergency Services (MCES). He has published a book entitled, "It Comes From Within."

Allison Potter Proto is an Autistic Support Teacher at Olney Charter High School, in Philadelphia. Allison has been integral in designing the high school low incidence program, which focuses on transition. She is the leader of a transition initiative called "Cafe Excepcional" which provides hands on training to prepare students for employment in the community and has also been deeply involved in other training programs in the school and community. Allison has a Master's Degree in Special Education from Saint Joseph's University and received the PA Autism Endorsement.

Stephanie Lau holds a BS in neuroscience and anthropology from The College of William and Mary, taught elementary school in the Baltimore City Public School Systems and earned a Masters of Arts in Teaching (MAT) from Johns Hopkins University. Prior to working at RRTC, Stephanie worked as the Training Program Director at Max's Positive Vibe Café, where she taught food service skills to adults with disabilities. In 2010, Stephanie joined RRTC and earned her ACRE-certification for community rehabilitation. Stephanie is currently the Hanover Project SEARCH Site Coordinator and pursuing her Ph.D. in Public Policy and Administration at Virginia Commonwealth University.
Arlene Solomon has worked extensively in the field of psychiatric and vocational rehabilitation. Currently, she is Director of Employment and Education Services at Horizon House in Philadelphia as well as a consultant for the Temple University Collaborative on Community Inclusion. Her varied experience includes teaching at the Medical College of PA (now known as Drexel University) in the Division of Behavioral Healthcare Education and providing technical assistance and training nationally on topics related to community integration, employment, and supported education. Arlene has a master's degree in Rehabilitation Counseling, is a Certified Rehabilitation Counselor (CRC), and has been a Certified Psychiatric Rehabilitation Professional (CPRP) since July 2003. She has served on the board of directors of the Pennsylvania Association of Psychiatric Rehabilitation Services (PAPRS) for over a decade. She is a frequent presenter at conferences on a variety of topics on community integration, recovery, and psychiatric rehabilitation. She co-authored the chapter on Foundation Skills in Psychiatric Rehabilitation Skills in Practice: A CPRP Preparation and Skills Workbook as well as the chapter entitled “Work” in the newly published Best Practices in Psychiatric Rehabilitation.

Joe Marrone is a Senior Program Manager for Public Policy at the Institute for Community Inclusion/ UMASS BOSTON and is also Coordinator of Training/ TA at the NIDRR funded Vocational Rehabilitation and VR Management RRTCs based at ICI and the RSA funded 5 year research grant on helping SSDI recipients achieve economic self-sufficiency. He has also been a Deputy administrator of a large CMHC in Washington as well as having a 17 year career in public VR. He is on the editorial boards of the Psychiatric Rehabilitation Journal, the American Journal of Psychiatric Rehabilitation, and Psychiatric Services. He has consulted, trained, & lectured in all 50 states, Canada, Puerto Rico, Asia, and Europe. He was a member of two nationally appointed Primary Study Groups (15 persons appointed annually) by the U.S. Dept of Education, RSA Commissioner – once in 1990 and again in 2004, in the area of "Innovative Practices in Vocational Rehabilitation with People with Psychiatric Disabilities" as well as a member of a previous primary study group for the IRI on "The Provision of Technical Assistance Services in Vocational Rehabilitation". Mr. Marrone is currently most involved in projects related to national technical assistance and keynote presentations on policy and programmatic design issues related to vocational rehabilitation systems and customers with disabilities, employment/ recovery within mental health systems of care, workforce development, WIA, and/or welfare reform affecting customers with disabilities, marketing and business services, and state level employment policies affecting citizens with disabilities.

He has over 30 years direct service/administrative experience in delivering rehabilitation services and in community mental health. Joe has been on the staffs of the New England Psychiatric Rehabilitation Training Program and the University of Massachusetts at Boston, the Michigan State University Long -Term Training Grant in Psychiatric Rehabilitation as well as of the University of Pittsburgh/Western Psychiatric Institute’s National Psychiatric Rehabilitation Training Grant. He has also been an Adjunct Faculty Member of the New England School of Professional Psychology and the Boston University School of Medicine. He
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**Crystal Edwards** has worked in the behavioral health field for more than 10 years providing direct service to families, children and adults as well as facilitating WRAP and other behavioral health system transformation trainings on the national level. At DBHIDS, she coordinates the WRAP initiative and provides technical assistance to behavioral health providers in the city of Philadelphia.

**Ann Schwartzman** is the Executive Director of the Pennsylvania Prison Society. As Policy and Program Director before this, she designed and facilitated strategic planning and training sessions for several county Criminal Justice Advisory Boards and conducted trainings for Weed and Seed members with the Pennsylvania Commission on Crime and Delinquency. She chaired the Joint State Government Commission Advisory Committee on the Effects of Parental Incarceration on Children following a successful legislative campaign. She monitors and develops the Prison Society’s issue priorities, coalition activity, and legislative agenda. Ms. Schwartzman was Vice President of Criminal Justice Associates, CJA prior to the Prison Society. She provided training and technical assistance to jurisdictions across the United States participating in the Comprehensive Communities Program, crime prevention/public safety initiative and the Correctional Options Program, an initiative of alternatives to incarceration, administered by the Department of Justice's Bureau of Justice Assistance. She also designed training programs for the National Institute of Corrections on gender specificity in criminal justice facilities. Along with her colleagues at CJA, Ms. Schwartzman helped develop and coordinate Criminal Justice Advisory Boards with the Pennsylvania Commission on Crime and Delinquency and the County Commissioners of Pennsylvania. Ms. Schwartzman has a BA from Rutgers University and MSW from Temple University.

**Jim Klasen** is a Certified Peer Specialist Trainer, and Advanced Level WRAP Facilitator. He brings over 35 years of experience in the workforce development field. Jim has worked with youth, welfare recipients, persons returning home from prison, and persons impacted by trauma, mental health, and substance related challenges. Jim brings lived experience and shares his recovery journey openly as evidence that recovery and wellness are both possible and probable. His journey has led naturally to his “encore career” at the Institute for Recovery and Community Integration as Delaware County’s Certified Peer Specialist Trainer. Jim is a true believer in the Wellness Recovery Action Plan and his pursuit of wellness and recovery provides a foundation to help others attain their highest possible level of wellness.