



## APSE Pre-Conference Day Monday, June 30, 2014

**Location:** APSE National Conference, Hyatt Regency Long Beach, 200 South Pine Avenue, Long Beach, CA 90802

APSE is excited to offer a range of Pre-Conference Sessions! The morning sessions will run from 8:30am -11:30am and afternoon sessions will run from 1:00pm to 4:00pm. Lunch is not included, however there will be a 90 minute break for lunch on your own.

### **APSE Pre-Conference Day Morning Sessions (8:30am -11:30am):**

#### **Positive Behavioral Supports for Employment Specialists**

*Presenter: Bret Vaks, Training and Consultation Specialist at The Boggs Center on Developmental Disabilities, NJ*

When individuals with disabilities, including those with a criminal background, Autism Spectrum Disorders (ASD'S), or severe mental illness (SMI) lose their job, it is often related to problem behavior. Unfortunately many of these individuals are left out of the workforce as they are not considered as a viable "candidate" for supported employment. One of the most difficult issues for an Employment Specialist is to act in a hidden-shadow role when supporting an adult with SMI due to stigma and a lack of understanding about mental illness that still exists. This session will focus on utilizing Positive Behavioral Supports for Employment Specialists and the need for utilizing an integrated treatment model, teaching or facilitating coping skills, when to use Structural Interventions, Environmental Interventions, and Instructional Interventions. This session will focus on supporting adults with disabilities, ASD's, and SMI with a criminal background; including those with a forensics background engaging in more nefarious criminal activity including sexual assault. These individuals require an additional level of support predicated on keeping safe boundaries and risk of liability. It is not the role of the professional to judge problem behavior, but rather to understand it and in doing so extend the definition of who is a "candidate" for supported employment.

#### **Tablet Technology: Job Search, Job Coaching, Job Security**

*Presenter: Marsha Threlkeld, Senior Program Manager at W.I.S.E, WA*

More and more technology is in the marketplace and making its way into the hands of job seekers and transition students. As the next generation of job seekers steps forward, employment organizations are tooling up to incorporate digital devices into service delivery. iPads and other handheld devices are being used in job preparation, job introduction, marketing, coaching, natural supports, and ongoing organization and stabilization. Discover ways to minimize anxiety, improve communication, and offer clear and ongoing support. Employment organizations and transition programs can weave the use of handheld devices into each aspect of preparation, acquisition, and gaining independence. Use your own tablet or one of ours and work in groups to complete apps and put a new twist on using built in features. This session focuses on the ways to use the devices in each aspect of career attainment, and offers solutions for community navigation and social interaction.

## **APSE Pre-Conference Day Morning Sessions (8:30am -11:30am) continued:**

### **Work: A Right, A Responsibility and an Expectation of Citizenship**

*Presenters: Carol Blessing, Professor at Cornell University Employment & Disability Institute, NY; Joanie Parker, Director of Day & Vocational Initiatives at Heritage Christian Services, NY*

American culture holds work as an accepted expectation and responsibility of citizenship. "What do you do" is a common question asked when meeting others for the first time. People who live with significant impairment are often excused from this status-defining expectation. Employment "services" can carry the unintentional collateral damage of falling into routine approaches to providing employment support. Changing the patterns of organizational behavior is not the job of one or two executives. It requires leadership from everyone. Leadership for the Future in this context is the intentional shift away from practices that hold people at status quo. To push the edge of the field further than it has gone before requires changing the way in which we see the relationships between provider and people who use services. It requires recognizing and working within the tension that exists between what it means to be a person living with disability or living as a respected citizen. How might our own attitudes, beliefs and service models serve as barriers to supporting people with disabilities toward integrated employment? What is the difference between disability-service practices and citizen-centered leadership practices? This session will challenge participants to explore personal, professional and societal assumptions and actions that create a wide gap between people with disabilities and the experience of making productive citizenship contributions through employment. Provocative interactive exercises will offer innovative strategies for cultivating leadership at every level of the organization.

## **APSE Pre-Conference Day Afternoon Sessions (1:00pm - 4:00pm):**

### **The Building Blocks of Customized Employment for People with Severe Disability**

*Presenters: Katherine Inge, Director of VCU-RRTC, VA; Tony Gentry, Associate Professor at VCU, VA; Cary Griffin, Senior Partner at Griffin-Hammis Associates, LLC, MT*

Customized employment (CE) has generated significant support at the national, state, and individual level as a personalized and versatile employment approach for people with significant disabilities. The next step is developing a research-validated catalog of evidenced-based practices that can be consistently replicated. The VCU-RRTC is working in collaboration with a number of national experts in customized employment to 1) define the components of customized employment, 2) develop a Customized Employment Fidelity Scale (CEFS), and 3) test the CEFS as a tool to examine the effectiveness of the customized employment intervention. This seminar will discuss operationalizing the definition of customized employment including the results of a series of focus groups with national experts, community rehabilitation providers who have implemented CE, and individuals with physical disabilities who have customized jobs. Case studies will be provided and participants will discuss CE as a strategy to facilitate employment for individuals with significant disabilities.

## **APSE Pre-Conference Day Afternoon Sessions (1:00pm - 4:00pm) continued:**

### **Systematic Instruction: Teaching to Promote Success on the Job**

*Presenter: Teri Johnson, Consultant at Teri Johnson Consultation & Training, LLC, WA*

This session will provide an overview of the components of Systematic Instruction including the concept of Universal Design in developing workplace supports, utilizing a task analysis to prepare the trainer and to document progress and address concerns of safety and independent job performance, and the importance of accommodating learning style through individualized teaching strategies. The skills involved in Systematic Instruction provide a solid and necessary foundation for anyone involved in a teaching role. This session covers the tools and teaching strategies that facilitate learning - practical information. The commitment to expand employment for all, coupled with decreasing resources for support creates a need for those teaching to be as effective as possible. Systematic Instruction is essential in meeting that need.

### **Family Employment Awareness Training: Raising Expectations, Knowledge, and Employment Outcomes**

*Presenters: Judith Gross, Senior Research Professor at Beach Center on Disability, KS; Grace Francis, Assistant Research Professor at University of Kansas, KS*

The Family Employment Awareness Training (FEAT) program addresses every suggested topic for the innovative practices strand (e.g., self-employment, natural supports, and financial literacy). We will cover these topics (and more) as we describe the development of FEAT, the broad range and complex nature of the topics covered by FEAT (e.g., navigating disjointed adult service system), the research supporting the program, and future directions for FEAT. Participants will leave with information on how to improve employment outcomes for individuals with disabilities in their local schools and communities. This seminar will describe the Family Employment Awareness Training program, a family-focused, knowledge-based program designed to increase expectations for competitive employment and knowledge of employment resources among families. During this seminar we will: (a) describe the development of the Family Employment Awareness Training, (b) describe the components and activities of the program, (c) report data on the effectiveness of the program, (d) share plans for successful implementation and individualization of the program to other states, and (e) outline future directions of the evolution of the program and expansion of our research.

# APSE 2014 Pre-Conference Day Registration Form

Online Registration available at [www.apse.org](http://www.apse.org)

First Name \_\_\_\_\_ Last Name \_\_\_\_\_

Job Title \_\_\_\_\_ Company \_\_\_\_\_

Billing Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone # \_\_\_\_\_ Cell # \_\_\_\_\_

Email \_\_\_\_\_

**Pre-Conference Day Sessions: Please select Morning and/or Afternoon Sessions. Lunch is not included, however there will be a 90 minute break for lunch on your own.**

<b>Morning Sessions (8:30am-11:30am)</b>	<b>Afternoon Sessions (1pm-4pm)</b>
<input type="checkbox"/> Positive Behavioral Supports for Employment Specialists	<input type="checkbox"/> The Building Blocks of Customized Employment for People with Severe Disability
<input type="checkbox"/> Tablet Technology: Job Search, Job Coaching, Job Security	<input type="checkbox"/> Systematic Instruction: Teaching to Promote Success on the Job
<input type="checkbox"/> Work: A Right, A Responsibility and an Expectation of Citizenship	<input type="checkbox"/> Family Employment Awareness Training: Raising Expectations, Knowledge, and Employment Outcomes

Please list any disability related accommodation needs (e.g. sign language interpretation, Braille, or large print materials, etc.) All requests need to be made by May 1, 2014 \_\_\_\_\_

## **Pre-Conference Day Fees:**

Members: \$150 for 2 sessions/\$75 for 1 session

Non-Members: \$200 for 2 sessions/\$100 for 1 session

**Total Fees:** \_\_\_\_\_

**Payment accepted:**       **check (Make checks payable to APSE)**                       **Credit Card**  
    **PO (Please attach Purchase order to Registration Form)**

Credit Card Number: \_\_\_\_\_

Expiration: \_\_\_\_\_ Security Code: \_\_\_\_\_

Name on Credit Card: \_\_\_\_\_

Billing Address: \_\_\_\_\_

Authorized Signature: \_\_\_\_\_

**Mail, Fax or Email Registration form to APSE by June 16, 2014**

**APSE, 416 Hungerford Drive, Suite 418, Rockville, MD 20850**

**Fax: (301) 279-0075 Email: [apseconference@apse.org](mailto:apseconference@apse.org)**

**Questions: (301) 279-0060**