



IN-APSE 21st Annual Conference

December 7 - 8, 2011

SUPER EMPLOYMENT BOWL: GET YOUR TICKET TO WORK

INDIANAPOLIS MARRIOTT EAST

Welcome!

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Sponsors & Exhibitors

SPONSORS (AS OF PRINT DATE)			
Indiana BLN – Super Bowl	Adult & Child – Division Winner	Developmental Services, Inc. – Wild Card!	ARC Rehab Services – First Draft Pick
Indiana Protection & Advocacy Services – Super Bowl	Bosma Industries – Division Winner	Easter Seals Crossroads – Wild Card!	Evansville ARC – First Draft Pick
Superior Van & Mobility – Super Bowl	Center on Community Living and Careers, Indiana Institute on Disability and Community – Conference Championship	Noble of Indiana – Wild Card!	Autism Society of Indiana – General Sponsorship
Indiana Works, a division of Aspire Indiana, Inc. – Conference Championship	Cardinal Services – Wild Card!	Stone Belt ARC Inc. = Wild Card!	Sandy Savage & Associates – General Sponsorship
EXHIBITORS (AS OF PRINT DATE)			
ARC of Indiana	Gordon Homes - MetLife	IPAS	Social Security Administration
Autism Society of Indiana	Indiana Institute on Disability & Community	JIST Publishing	Superior Van & Mobility
Bosma Industries	INDATA Project @ Easter Seals Crossroads	MetLife Center for Special Needs Planning	Teddy's T's
Brain Injury Association of Indiana	Indiana Works	Noble of Indiana	The ARC of Indiana Master Trust

Keynote Speakers: Opening



Ralph Braun is the founder and CEO of The Braun Corporation. Diagnosed with Spinal Muscular Atrophy in 1947 at the young age of six, for many years he relied on piggyback rides from his father before he began using a wheelchair for mobility. Determined to maintain his independence, he engineered the world's first motorized scooter and followed with the first accessible vehicle a few years later. The company grew substantially over the next decades, and today, The Braun Corporation is the worldwide leader of wheelchair accessible vehicles and wheelchair lifts in the mobility industry. What started as a part-time business operated from his parents' garage has grown into an international corporation with over 800 employees. Ralph is now 70 years old and is the father of five adult children. He still lives and runs The Braun Corporation from his hometown of Winamac, Indiana with his wife, Melody.



Nick Gutwein is responsible for the strategic and operating performance of The Braun Corporation, reporting directly to the Chairman and CEO, Ralph Braun. He is accountable for developing and maintaining the corporation's strategic plan, setting and achieving annual performance targets, and building a high performance organization. A graduate of Purdue University's Krannert Business School, Nick worked for 16 years with Rohm and Haas Company, a \$9 billion specialty materials company. He was named Vice President of the company in 1996, and in 2002 was appointed President and CEO of CMP Technologies, Rohm and Haas' largest electronic chemicals division. In the fall of 2006, Nick left Rohm and Haas to return to Indiana, where in January of 2007 he joined The Braun Corporation. He lives in West Lafayette, Indiana with his wife, Suzanne. The couple has four children and four grandchildren.

The Braun Corporation is the world's leading manufacturer of wheelchair accessible vehicles and wheelchair lifts in the mobility industry. Founded nearly 50 years ago by Ralph Braun, the corporation was built on the age-old adage, "Necessity is the mother of invention." Ralph Braun was a young man who used a wheelchair and had no reliable transportation to and from his place of work. He built his first wheelchair accessible vehicle in 1972, and since then the company has grown into the most well-known and experienced name in the mobility industry, bringing independence to tens of thousands of individuals across the world.

The Ralph Braun Foundation has a mission to assist in providing resources for accessible transportation to individuals and organizations that cannot afford it. Not everyone who needs mobility has the means to pay for it. The Foundation exists to help individuals find funding support and the resources to help obtain the freedom and independence mobility equipment can provide.

Keynote Speaker: Closing



Jeff Havens has turned the entire professional speaking world on its head, by encouraging his audiences to do the opposite of everything he recommends!

A Phi Beta Kappa graduate of Vanderbilt University, Jeff began his career as a high school English teacher before following his father Rex Havens (www.rexhavens.com) into the world of stand-up comedy, where he worked with some of the brightest lights in American comedy and honed the art of engaging audiences through laughter. But his impulse to teach never faded, and soon he began looking for an avenue to combine both of his passions into a single, cohesive presentation.

The results are **Unscrapify Your Life!** (*communication, managing change*), **How to Get Fired!** (*professional development*), and **Unleash Your Inner Tyrant!** (*leadership*), and since their introduction Jeff has brought his unique, side-splitting, message-based addresses to General Electric, McDonalds, Ford Motor Company, USBank, Frito-Lay, and hundreds of other corporations across the United States and Canada. He is a regular guest on Fox Business News and has been featured in Business Week, the Wall Street Journal, CNBC, and dozens of other regional and national shows and publications.

Jeff is also the author of several books, including the most recent *How to Get Fired!: The New Employees Guide to Perpetual Unemployment*, which caught national attention for its unique take on job security and professional development. Original, informative, hilarious and powerful, Jeff's speeches have transformed the way businesspeople approach the idea of personal and professional growth. In the words of one conference attendee, I laughed until I had tears in my eyes and walked away feeling better about work than I have in years. The reverse psychology is a great way to get the point across, and he does a wonderful job of it!

Conference Schedule:

Wednesday, December 7, 2011

8:30 – 9:00 AM	Pre-conference Registration
9:00 – 12:00 PM	Pre-Conference
12:00 – 1:00 PM	Conference Registration
1:00 – 2:00 PM	Opening Keynote Speakers: Ralph Braun & Nick Gutwein
2:15 – 3:30 PM	Breakout Session One
3:45 – 5:00 PM	Breakout Session Two
5:15 – 7:15 PM	Networking Reception

Thursday, December 8, 2011

8:00 – 8:30 AM	Registration
8:30 – 9:45 AM	Breakout Session One
10:00 – 11:15 AM	Breakout Session Two
11:30 – 1:00 PM	Awards Luncheon
1:15 – 2:30 PM	Breakout Session Three
2:45 – 4:00 PM	Closing Keynote Speaker

Pre-Conference:

Track #1: Employment Law

Joe will present on the basics of Equal Employment Opportunity law, including how the courts analyze discrimination, harassment, and retaliation claims and what you can do to help avoid them. He will also focus on the basics of the ADA and the FMLA, the two centerpiece federal statutes most often implicated by employee medical issues. He will discuss the “must haves” for your related handbook policies and administrative practices, tips for how, when, and what to communicate with employee’s medical providers, and common ADA/FMLA pitfalls to avoid.

Mr. Joe Pettygrove is with Baker & Daniels LLP. He concentrates his practice in counseling and representing employers in a wide variety of employment matters including a substantial amount of agency and court litigation. He devotes a large portion of his practice to day-to-day client counseling and strategizing regarding employee leave and medical issues, including how to analyze and work through ADA issues such as providing reasonable accommodations and engaging in the “interactive process.” Joe also focuses on FMLA counseling and litigation issues and is a co-developer of the firm's FMLA Compliance Manager software.

Track #2: Ethics

Ethics within the field of Vocational Rehabilitation presentation is designed to foster dialogue between vocational rehabilitation personnel and employment providers through an overview of ethical practices within the field of Vocational Rehabilitation. Participants in this program will be familiar with the Commission on Rehabilitation Counselor Certification code of ethics and apply those standards and tenets to their current job setting. Current issues in professional ethics relevant to rehabilitation professionals will be presented and discussed.

Linda Hedenblad joined the Technical Assistance and Continuing Education Center (TACE) Region V and Southern Illinois University in 2005. With a Master of Science degree in Education, Linda has worked extensively for people with disabilities as a Therapist, Outreach Specialist, Case Manager, Teacher, and Vocational Rehabilitation Counselor.

Conference:

Wednesday, December 7, 2011

2:15 – 3:30 PM

2:15 – 3:30 PM

Financial Literacy: Developing a Financial Fitness Program (Pt. 1)

This session will provide information to employment professionals on how to develop a menu of financial literacy services to assist their underserved clients with disabilities. Presenters will tell conference participants about free options for developing these services. By offering clients such services, the expected outcomes are likely to be an increased understanding of financial matters and development of financial assets for persons served. The information will be presented by a panel of individuals representing various aspects of financial literacy and asset building. Panelists will include Katherine McKnight, Senior Stakeholder Relationship Tax Consultant with the IRS, Jacqueline Troy, IDA Program Administrator with Indiana Housing & Community Development Authority, Ashley Piper, Assistant Branch Manager with PNC Bank, Gretchen Neubauer, Account Manager for COEFWD, and Marjorie Mansfield, Sr. Vice President for Services with Mental Health America of Indiana. An update on COEFWD, including outcomes, will also be presented in the form of a score card demonstrating the effectiveness of employment collaborations.

Gretchen Neubauer & Marjorie Mansfield

Gretchen Neubauer and Marjorie Mansfield have a combined experience of 40 years in employment services and workforce development programs. Gretchen has worked in the industry as an Employment Professional providing services to individuals with disabilities as well as other barriers to employment. She has also worked as a professional headhunter for a for-profit firm, and as a representative for a temporary employment group. Her combined experience has provided her the skills and abilities to be effective and have the perspective of both her business and consumer customers. Marjorie has experience in providing, managing and developing workforce programs and initiatives for a diversity of individuals with barriers to employment. She has also managed many programs involving community collaborations. Most recently, she developed the Financial Literacy component for COEFWD.

<p>2:15 – 3:30 PM</p>	<p>Mental Illness-Consumers: Formal Peer Support Formal peer support is the wave of the future. This is the renaissance in mental health care. In the future environment of integrated care peer support will play an ever increasing role in our focus on holistic medicine.</p> <p>Federal agencies and organizations are providing ever increasing support for using peer recovery services in the public mental health systems. SAMHSA’s initiative #4 focuses on peer recovery services. CMS has clearly stated peer support is an evidence based model of care. Medicaid is supporting peer recovery services in 25 states. The Institute of Medicine has published findings on peer recovery services benefits and costs.</p> <p>In this workshop you will be presented Indiana’s progress toward full integration of peer recovery services. You will learn what Certified Recovery Specialists are trained to do, and their current accomplishments. You will receive the most current information on consumer operated businesses in Indiana and the outlook on future introductions of other formal peer supports.</p>	<p>Bruce VanDusen Mr. VanDusen is currently the Bureau Chief of the Office of Family and Consumer Affairs with the Indiana Family and Social Services Administration in the Division of Mental Health and Addiction. Bruce’s personal experience with mental illness along with formal education and gained work history have placed in him a unique position to support adult Hoosiers who access and use public mental health services.</p> <p>As a person in long term recovery he also has the education, training and skills to provide experiential knowledge to others seeking recovery or those wishing to improve their recovery. With a college degree in substance abuse counseling and eleven years delivering mental health services as a front-line staff Bruce is able to support other professionals who are working to improve their recovery supports for persons living with a mental illness diagnosis.</p> <p>Bruce has served the State of Indiana in behavioral health planning and policy through his position as Bureau Chief for almost 4 years. Bruce’s most notable contribution has been to establish a Medicaid reimbursable peer support training and certification program. Working with support from within his Division and with community partners the Certified Recovery Specialist program will soon be entering its third year.</p>
<p>2:15 – 3:30 PM</p>	<p>Establishing Professional Boundaries Participants will:</p> <ul style="list-style-type: none"> • Understand the definition of professional boundaries • Understand the importance of establishing boundaries early in the helping relationship • Learn to recognize when boundaries have been violated • Understand the possible consequences of boundary confusion • Gains skills to "re-establish" boundaries in existing relationships <p>The balance of the art and science of the helping relationship is a daily challenge in our work; "Establishing Professional Boundaries" is an opportunity to focus on your role and responsibilities as a professional "helper." Offered in a fun interactive format, participants will gain a respect for the need for healthy boundaries to protect themselves and those they serve.</p>	<p>Scott Fogo, MSW, ACSW, LCSW Mr. Fogo is a dynamic public speaker with a background of organizational operations, program development, leadership and relationship building skills. Currently the Director of Autism and Medical Rehabilitation Services for Easter Seals Crossroads, he has acquired over \$3M in grant funding for agency supported activities. Scott has also provided leadership expertise at St. Vincent Pediatric Rehabilitation Center as Assistant Administrator and State Director of KidsPeace International Centers. Mr. Fogo has a Master’s of Social Work in Organizational and Healthcare Administration from Indiana University, is a Licensed Clinical Social Worker and member of the Indiana Society for Social Work Leaders in Healthcare Facilitator/puppy raiser for Canine Companions for Independence.</p>
<p>2:15 – 3:30 PM</p>	<p>Management/Staffing Issues: Coaching People (Pt. 1) In this workshop participants learn and understand: the state of American Business and the effects on teams and learning process; the four coaching styles needed to develop a winning team; When to use which coaching style to help develop a winning team: setting performance goals, dealing with performance issues and performance motivation. The training will be supplemented with different tools to use to get the best performance from individuals and teams.</p>	<p>Stephen Liebsch Stephen Liebsch, SPHR is an HR Manager who is also a certified MBTI instructor and trained facilitator. Mr. Liebsch is a member of SHRM and the local KHRA Chapter. His personality type is: ENFP (Extravert, iNtuitive, Feeler, Perceiver)! Mr. Liebsch has trained staff at Cardinal Center, Inc., since 02, Grace College incoming Freshman 04 & 05, Grace College Softball Team, INAPSE conference 07& 08, ICORP conference 08, National Q Conference 08, INARF presenter 08 & 10, Pre-conference speaker for INAPSE 2010.</p>
<p>2:15 – 3:30 PM</p>	<p>Job Development Advanced (panel) Session participants will have the opportunity to enrich their job development knowledge by listening to the perspectives of seasoned professionals from the field. Participants will have the opportunity to interact with the panel by asking questions, and participating in the discussion.</p>	<p>Tim White – Facilitator & Employment Consultant Panel Mr. White, facilitator for the panel, has been working in the disability arena for 19 years, 15 of which has been with community employment. He presently is the Director of Community Employment for Noble of Indiana.</p>

2:15 – 3:30 PM	<p>Disability Advocacy in Action Teddy's Ts is a microenterprise that has gone through many changes in 5 years. It began as a tiny business selling tshirts other people created to now a much larger business of shirts and buttons Teddy designs and hand paints. Teddy is in the business of showing the world how capable and self-determined he is, seeing the world, and making friends. The success of Teddy's business is largely due to his personality, but also to the careful crafting of a business that works for a person with a short attention span, very limited reading and math skills, and a gift for gab.</p>	<p>Teddy/Susan Fitzmaurice Teddy, with the assistance of his Mom, Susan, will present about how his life and his work intersect into a career of disability rights advocacy. Teddy's favorite shirt is I [heart] my life. Susan will discuss what support he needs and what support he has received to be a successful entrepreneur. It has not been easy, but it has always been rewarding. Susan will share the lessons learned along the way. http://www.TeddysTs.com</p>
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Wednesday, December 7, 2011

3:45 – 5:00 PM

3:45 – 5:00 PM	<p>Financial Literacy: Developing a Financial Fitness Program (Pt. 2)</p>	<p>Neubauer/Mansfield</p>
3:45 – 5:00 PM	<p>Great Expectations – Change: When you change the way you see things, things change! Over the past few years the concept of Employment First has emerged as a way to galvanize individuals with disabilities and stakeholders to ensure policies, funding, and services are there to promote community employment for all citizens. It is the result of changing views, attitudes and expectations around the abilities of people with disabilities. This session will provide an overview of how these movements have evolved from the passage of IDEA to the ADA and how states across the country (including Indiana) are working to make change in systems. There will be resources and legislation passed in Washington, Kansas and California. The presenter will stress the need for more grassroots advocacy in our state and the importance of a coalition of the willing.</p>	<p>Susan Rinne Susan Rinne is the Executive Director for Options, Inc., an agency in South-central Indiana that provides supported living and supported employment services to people with disabilities. She holds a Master's degree in Public Affairs with a concentration in public management from Indiana University. Susan has over 30 years experience in disability services including 8 years providing training and technical support to other organizations in Indiana in transition services, supported employment and organizational change.</p> <p>Ms. Rinne is a founding member of INAPSE a chapter of APSE: The Network on Employment. She was responsible for one of the first business leadership networks in Indiana, DiversityWorks. During her tenure with Indiana University's systems change grant in the 1990's, she worked with 23 community rehabilitation providers and mental health centers through an organizational change process. As part of the Indiana Employment First Coalition, Rinne and colleagues launched Indiana's efforts to move employment to the front of the state's agenda in 2005. Rinne has been recognized by INAPSE, the Indiana Association for Community and Economic Development, the Greater Bloomington Chamber of Commerce, INARF, and the Bloomington Mayor's office for her work in disability services.</p>
3:45 – 5:00 PM	<p>Management/Staffing Issues: Coaching People (Pt. 2)</p>	<p>Stephen Liebsch</p>
3:45 – 5:00 PM	<p>Transition Come learn what the Indiana Secondary Transition Resource Center, funded by the Indiana Department of Education, has been doing over the past few years with schools to improve transition outcomes for all students. More importantly, come and provide input on how to work with schools and impact employment outcomes for transition-age youth. Help identify what is working and what needs to be improved so students leave schools ready to enter the workforce. Come and share your experience to help identify best practices in working collaboratively with schools. We must ensure we understand each other's roles and responsibilities and are talking from the same game book. Remember—we are all on the same team!</p>	<p>Teresa Grossi Teresa is the Director for the Center on Community Living and Careers at the IIDC, the IU <i>Center for Excellence (UCE)</i> at Indiana University. Dr. Grossi has an extensive background in education and employment for individuals with disabilities while working in North Carolina and Ohio as a community-based instructor, transition coordinator, job coach, managed a vocational training program and a supported employment agency. She directed Ohio's systems change grant in supported employment and co-chaired the Cross-training team for the Transition from School to Adult Life systems change grant. Teresa serves on a number of editorial boards and has conducted research and written on secondary transition services, community supports and employment issues for individuals with disabilities. She served as president of the National Board for the APSE, advisory board for the National Postsecondary Outcomes Center, the research committee for the Division of Career Development and Transition, and currently is the external evaluator for the National Secondary Transition and TA Center. She was awarded a Mary Switzer Fellow from the National Institute On Disability and Rehabilitation Research to conduct research on the effects of inclusive vs. traditional high school programs on the post-secondary outcomes for students with disabilities.</p>

<p>3:45 – 5:00 PM</p>	<p>IPMG Employment First Initiative. In this presentation, attendees will learn about</p> <ul style="list-style-type: none"> • DDRS and IPMG Initiatives on new waiver participants (intake), Objective Based Assessments (OBA), Incident Reporting & BQIS, Consumer support & team facilitation and Employment First Initiative • Case Manager Facilitation for the consumer and team • Values of Work Supportive Employment: right to work right to integration, right to choose, ability to learn, responsibility, dignity, empowerment and community • Service Definitions: SE follow along, SE situations and workplace assistance services • VR's Intent to Transfer: SE follow along and transfer process • Preparing the Plan of Care and Building Blocks. 	<p>Kevin Griffith Director, Northcentral CMO: Kevin M. Griffith -- Board of Directors, Indiana Professional Management Group (founded 2006), South Bend, Indiana. Founder, Managing Director, Trinity Case Management Services, LLC (founded 1997), South Bend, Indiana. Mr. Griffith is a candidate (May, 2012 matriculation) for a Psy. D in Clinical Psychology from the Graduate Theological Foundation, with International Diplomate status in Logotherapy from the Viktor Frankl Institute. Additionally, Mr. Griffith earned an MS.Ed--MPA in Counseling and Human Services--Public and Community Services Administration from Indiana University at South Bend. A Bachelor of Arts degree was obtained at Indiana University Bloomington.</p> <p>Mr. Griffith is a former board member of the American Association on Intellectual and Developmental Disabilities. Additional professional affiliations include: American Counseling Association, American Mental Health Counseling Association, Association for Multicultural Counseling and Development, Counseling Association for Humanistic Education and Development, CEO's and Executive Managers of Psychiatric Rehabilitation, and the Pi Lambda Theta Educational Society.</p> <p>Mr Griffith is the recipient of the Associate of Logotherapy in Franklian Psychology, Administrator-Organizational Psychology tract, Distinguished Counseling and Human Services practice from Indiana University, and honors status with Pi Lambda Theta. Mr. Griffith has over twenty years of experience working with people who live with Intellectual Disabilities and their families in case management, behavioral health and community-based residential settings. He has partnered with the stakeholders in leading efforts to close multiple institutional settings throughout the State of Indiana.</p>
<p>3:45 – 5:00 PM</p>	<p>Transition to Independence Process Program Within this session we will discuss the TIP Program that was developed by Hewitt B. "Rusty" Clark, Ph.D.</p> <p>The Transition to Independence Process (TIP) program was developed to engage youth and young adults in their futures planning process, provide them with developmentally-appropriate services and supports, and involve them and their families in a process that prepares and facilitates them in their movement toward greater self-sufficiency and successful achievement of their individual goals.</p> <p>During their transition period, all young adults face tough decisions about career, educational, and housing goals, new social responsibilities, self-management of behavior and substance use, and maintenance of supportive relationships. This is a period of "discovery." Young adults with emotional and behavioral disorders are particularly challenged during this time. Their services as they transition are fragmented and limited. Access to adult mental health, vocational rehabilitation, housing services and education opportunities are difficult to navigate. Funding mechanisms such as social security and Medicaid further complicate this transition period. Programs have different eligibility requirements as they exit child-serving programs and enter adult-serving programs. This makes it difficult and sometimes impossible for young people and their families to negotiate. The TIP model is an evidence-based practice that has proved to be effective in improving the outcomes of youth and young adults with EBD by providing supports during this transition period.</p>	<p>Jackie Mullin – Lead Presenter Jackie is the Program Director for Supported Employment / TIP at Community Mental Health Center, Inc. She has over 20 years' experience in supported employment and youth transition programs working in Kentucky, Ohio and Indiana. Jackie has experience in direct service as well as implementing new supported employment and transition programs. Jackie also has experience in providing consultation and support to other agencies as they implement evidence-based supported employment and transition programs.</p> <p>DeeDee Hunefeld/Sarah Riddell: Co-Presenters DeeDee and Sarah are Transition Facilitators for the TIP Program at Community Mental Health Center. Both have years of experience in mental health and working with young adults. They will speak about the role of the transition facilitator within the TIP Program.</p>

Networking Reception

5:15 – 7:00 PM

Join us for a fun-filled evening of tailgating and chance to tour Superior Van and Mobility's newest innovation in assistance vehicles!

Thursday, December 8, 2011

8:30 – 9:45 AM

<p>8:30 – 9:45 AM</p>	<p>How to Stand Out in a Crowd We live in challenging times, and competition is high for employment opportunities. One position may attract hundreds of qualified applicants, and your client wants to stand out. In this environment, it is key for both providers and jobseekers to have the soft skills that go beyond technical qualifications. During this session, panelists will discuss how employment specialists can work with their clients to demonstrate professionalism and to build relationships that lead to opportunities and interviews. These same skills enable individuals to excel at interviews and, once hired, to maneuver in the business environment so that they may maintain their employment and move forward in their careers, Panel members will discuss the real-life application of the information shared during the presentation from an employer perspective, and audience members will be encouraged to ask questions and to offer their own information and insights.</p> <p>The Indianapolis Business Leadership Network (IBLN) is a group of local employers using a business-to-business approach to further the employment of persons with disabilities and to promote the benefits and contributions of a diverse workforce. The IBLN's goal is to create employer awareness through strong partnerships and collaboration.</p>	<p>Jaime Charlson Jaime Charlson is a Human Resources Specialist for the Defense Finance and Accounting Service (DFAS). As part of the Department of Defense, DFAS provides support to the men and women defending out-country. Jaime serves as the recruiter for individuals with disabilities, as well as Wounded Warriors, for all five DFAS locations. She has been a part of the Indianapolis Business Leadership Network for about two years, Prior to joining DFAS, Jaime worked as a Campus Recruiter for a public accounting firm, and also as an Employment Advertising Coordinator for an advertising agency. She is a graduate of Indiana University, with a degree in Public Relations.</p>
<p>8:30 – 9:45 AM</p>	<p>Career Index In this session you will see a demonstration of a remarkable, free career and training information system that was specifically designed for vocational rehabilitation counselors and has been adopted by the states of Kentucky, Illinois, Indiana, Texas, and Iowa as their tool of choice. The Career index provides all the information a counselor and client need to make a truly informed choice. Learn how you and your consumers can get free, instant access to ultra-current labor market information for your area, more than six million job openings, 200,000 training programs, all the o*NET descriptors, license information, knowledge, skill and abilities requirements, related training programs, the hidden job market and much more-all provided in an extremely easy to use system.</p> <ul style="list-style-type: none"> • Assist staff/individual to make an informed choice about employment from both an economic and suitability viewpoint • Access to local employers and the Hidden Job Market • Access to the latest employment projections available from the State Labor Market Information Division as well as 5-year job posting trends 	<p>KD Nyegaard KD Nyegaard has been creating advanced workforce solutions for states and local governments since 1992. Mr. Nyegaard is the founder and former CEO of ERIS3 Corporation where he created informed choice and transferable skills analysis solutions for voc rehab and workforce counselors across the US. He is also founder and Executive Director of The Career Index which has been adopted by state VR Agencies and the VA in Indiana, Kentucky, Illinois, Iowa and Texas.</p>

	<p>showing you which way the market is moving for a particular occupation.</p> <ul style="list-style-type: none"> Exposure to more than 200,000 related training programs linked to occupations including information on costs, length, accreditation, graduation rates, financial aid and much more. 	
8:30 – 9:45 AM	<p>Assistive Technology Please join the staff of the Assistive Technology Center and the INDATA Project at Easter Seals Crossroads to get some tips on using technology to accommodate the needs of people with autism. Technology highlighted will include computer-enhancements, reminder systems, scheduling and prompting systems, innovative methods for organization and communication. Part of this presentation will include an “app-fest” in which smart phone apps will be discussed and demonstrated. Participants will have a chance to talk about apps that have worked well for them and the people they serve.</p>	<p>Wade Winger Wade Winger is the Director of the Assistive Technology Center and the INDATA Project at Easter Seals Crossroads in Indianapolis. He began working as an assistive technology instructor at Easter Seals Crossroads in 1993. Since that time, he has developed his management and technical skills and now oversees the Easter Seals Crossroads “Tech Team” and federally-funded state-wide assistive technology program for the agency. Wade graduated from Butler University and is a RESNA Certified Assistive Technology Practitioner (ATP). He is a well-known speaker at National and International Conferences, is an adjunct lecturer of assistive technology at Indiana University Purdue University in Indianapolis, and is often a guest lecturer at other universities. He also hosts two nationally-distributed podcasts on assistive technology. Wade currently serves as the chair of the Mayor’s Advisory Council on Disability—City of Indianapolis, is the past-president of the Indiana Rehabilitation Association, and serves on a variety of boards for organizations such as the IF Foundation and Breaking New Ground.</p>
8:30 – 9:45 AM	<p>The Art of Influence (Pt. 1) Getting employers to hire people with disabilities is one of the greatest challenges Supported Employment Professionals face. In a tough economy, just asking for a chance is not enough to get the job done. Developing or improving influence skills is critical to giving our clients a chance to demonstrate that they can be good workers and an asset to any organization if given the chance. Attend this workshop to learn about the six sources of influence, as well as how to develop a plan that will help you build a network of employers willing to hire people with disabilities.</p> <p>The skills presented in this program are also beneficial for family and community use. This workshop is based, in part, on one of the top change management books, <i>Influencer: The Power to Change Anything</i> by Patterson, Grenny, Maxfield, McMillan and Switzler.</p>	<p>Debra Jarvis Ms. Jarvis has done leadership, management and diversity and inclusion consulting for 15 years with numerous public service and not-for-profit organizations, including the National Emergency Training Center, the Peace Learning Center and numerous others. Prior to that, she was a fire chief for eight years in the Chicago suburbs and served five years as Director of Education and Safety in Indianapolis. Debra is a former Executive Board member of Healing Racism/Chicago Southland and volunteers as a race relations study circle facilitator in Indianapolis. Jarvis is a Harvard fellow from the Senior Executives in State and Local Government program and has a Master’s degree in Leadership Studies.</p> <p>Laura Hermeling Ms. Hermeling has spent the last 10 years in Supported Employment working for Goodwill Industries of Central Indiana, Community Vocational Services, and currently for Midtown Community Mental Health. During that time she has consistently been one of the top placement / retention producers in her area. Her prior experience of 15 years in Sales and Talent Acquisition Recruiting combined with a Bachelor’s Degree in Sociology makes her uniquely qualified to assist other SE professionals in developing their influence and networking skills to expand employment opportunities for the people they serve.</p>
8:30 – 9:45 AM	<p>Autism-Movement Differences (Pt. 1) Movement difference is a new approach to understanding the behavioral and communication challenges of individuals diagnosed with an autism spectrum disorder (ASD). It suggests that many of their challenges come from differences that inhibit effective actions, interactions, and communication. This is not a new diagnosis but further exploration of ASD which may shed new understanding of the challenges that these individuals face with movements, behavior and communication. By focusing on the symptoms of movement difference and the dynamic system, participants will see how our perception of movement and sensory differences can impact our perception of people diagnosed with ASD.</p>	<p>Kim Davis Kim Davis began her career as a middle and high school physical education teacher before moving on to complete her master's degree in adapted physical education. In that work she found her niche supporting young children, including children with disabilities. Currently, Kim works for the Indiana Institute on Disability and Community, at the Indiana Resource Center for Autism, located at Indiana University-Bloomington. She serves as a consultant providing assistance to teachers regarding positive behavior supports and classroom programming. In addition to presenting on behavior issues, Kim also presents at state and national conferences on topics including autism, movement difference, person-centered planning, and recreation. Kim is also the author Adapted Physical Education for Students with Autism and co-author of When Actions Speak Louder than Words. She has also produced and participated in numerous educational video tapes regarding young children, interviews with adults on the autism spectrum and including students in general education. Her</p>

		<p>inspiration comes from the words of the late Herb Lovett, who instilled in Kim a belief in the value of all people and the importance of building relationships through active listening and clear communication. That inspiration has helped Kim become a better advocate for those children whose behaviors maybe misunderstood, and who may not always be heard.</p>
8:30 – 9:45 AM	<p>Substance Abuse Session participants will increase their understanding of substance use disorders (SUD) as a chronic, progressive, brain disease, signs and symptoms of SUD'S, relapse, treatment options, and utilizing stages of change and motivational interviewing to maximize recovery and employment outcomes.</p>	<p>Jennifer Fillmore Ms. Fillmore is presently a Project Director for the Family and Social Services Administration- Division of Mental Health and Addiction. She oversees projects on gambling treatment, co-occurring disorders, criminal justice, and HIV. She acquired her undergraduate degree in Sociology and General Studies from Indiana University and she has a graduate degree in Business Management from Indiana Wesleyan University in Indianapolis. She is a Licensed Clinical Addiction Counselor in Indiana and has over 17 years' experience working with individuals and families who suffer from substance use disorders. Jennifer has worked as a counselor and clinical supervisor in outpatient and residential treatment settings. She also has extensive experience working with criminal justice populations through problem solving courts and court alcohol and drug programs.</p>

Thursday, December 8, 2011

10:00 – 11:15 AM

10:00 – 11:15 AM	<p>SEFA/Waiver – Negotiating/Advocating People with developmental disabilities often need long-term supports to maintain their community jobs. Are you frustrated with trying to secure this funding? Are you frustrated with trying to maintain this funding beyond 18 months? Are you frustrated with all the changes that keep happening with the Supported Employment Follow-Along service definition? This session will teach you about the various funding options available to folks with disabilities to provide long-term supports at their jobs. It will cover the basics of Medicaid waivers, community supports budgets, group home funding for long- term supports and ticket to work funds. It will cover strategies on how to negotiate for the SEFA services, and how to negotiate to maintain these services for those who need them beyond 18 months. We will share with each other things that have worked, and things that have not. Indiana is focusing on employment as the First option for people in services. Long term support funding can be critical to making this happen. Come and learn, and share ideas with your colleagues. Together we can find strategies to help folks keep their community jobs once they have them.</p>	<p>Bitta DeWees Bitta has worked in Supported Employment for 20 years. She has been involved with IN-APSE for most of those years. She has been on the Board of Directors for almost 9 years. During that time she has Co-Chaired the IN-APSE Conference Committee for 2 years, has been on the Conference Committee for all 9 years, continues to chair the Public Policy Committee, and was the Co-President of IN-APSE for 2 years. Bitta is committed to IN-APSE and to Supported Employment, and to advocating for all people with disabilities having the opportunity to work. She gets involved in state policy committees on employment regularly, including past funding committees. She is currently on the leadership team for the Medicaid Infrastructure Grant, and is involved with one of the state's demonstration projects to help support people with developmental disabilities to go to work. She firmly believes all people with disabilities are capable of working. It is our job to help find the right jobs so that this can truly happen for all people. Bitta has a Bachelor's degree in Psychology from Indiana University.</p>
10:00 – 11:15 AM	<p>Scoring Big with Recovery This session will provide a brief overview of the implementation of an evidenced based practice (IMR: Illness Management and Recovery) and the impact of this program regarding recovery for folks diagnosed with a severe mental illness. The presenters (staff/consumers) are well versed with the concepts/tenets of IMR. Staff are Certified Recovery Specialists, providing a unique treatment service delivery that is effective and dynamic.</p> <p>Adult and Child CMHC has been providing this evidence based practice for more than 7 years. The agency adheres to best practices regarding the implementation and continuance of its use. Staff are expected to engage</p>	<p>Ann E. Ruth & others Ann E. Ruth, Certified Recovery Specialist, has been involved in mental health issues for many years. She provides IMR with many consumers via a community treatment team at Adult and Child MHC. Ann has presented on several occasions her own personal story of recovery and has facilitated the "Peer to Peer" program. Ann is also an active member of the Recovery and Advocacy Council, sponsored by NAMI Indianapolis. Ann's unique and powerful message of recovery is inspiring and truly is an example of what "recovery" means.</p>

	<p>in weekly supervision groups with other IMR participants to ensure quality of service. In addition, agency quarterly meetings are convened to enhance continuity of care. The agency's internal research/data team regularly report on trends and the efficacy of IMR and ways to continually improve service delivery.</p> <p>Consumer involvement, person-centered planning, motivational interviewing, concurrent documentation, and strengths-based concepts are the focus of real recovery.</p> <p>The audience will be able to share in the dialogue with consumers who have participated and now advocate on behalf of this effective evidenced based practice.</p>	
10:00 – 11:15 AM	<p>Employer Panel Don't miss your opportunity to hear straight from our panel of Indiana employer representatives – from Lake City Bank, Grace College & Seminary, Grace Retirement Community, and Walgreens – on why they hire one applicant over another. This is your opportunity to ask about responses to those tough behavior-based and other interview questions you have always wondered about. Members of our employer panel will give you valuable advice to help service providers and people with disabilities learn how to be a top candidate by having the skills to compete. Hear which resumes and cover letters grab the attention of the employers. And, find out from their perspective the benefits and issues in developing a diversified workforce.</p>	<p>Kevin Deardorff Kevin Deardorff, Executive V.P. of Lake City Bank, has a talent for leadership and a heart for service. Kevin was a member of the Cardinal Services (Warsaw, Indiana) Board of Directors for 4 years, 2004-07, the last year serving as Board Chairman. His contributions, decisions and insights were made with a genuine concern for what would be best for the consumers now and into the future. Kevin's volunteerism and contribution did not end in 2007. In 2008, when presented with information about the formation of a Business Leadership Network in Kosciusko County, he was enthusiastic. He served as the KBLN's first chairman and facilitated his own employer (Lake City Bank) becoming KBLN's lead business partner. Today the KBLN works with local employers to educate them to the benefits of employing people with disabilities. In his role as KBLN Outreach Chair, Kevin nurtures relationships with other employers, understands their questions, and opens them up to possibilities. His efforts have contributed tremendously to a 20% increase in job placements for people with disabilities in Kosciusko County in just 4 years. At a time when unemployment for people with disabilities is a staggering 78%, Kevin's efforts are priceless.</p>
10:00 – 11:15 AM	The Art of Influence (Pt. 2)	Debra Jarvis
10:00 – 11:15 AM	Autism-Movement Differences (Pt. 2)	Kim Davis
10:00 – 11:15 AM	<p>Under Resourced Individuals In this session we will introduce the concepts used in training administrators, managers, and front-line staff on how to improve skills and outcomes when working with under resourced individuals. Attendees will have an introduction to understanding of socioeconomic, the need for redesign programs and procedures, and introducing new theories of change. These theories are key to improving outcomes.</p>	<p>Paulette Gardiner An Indiana native, Ms. Gardiner has also resided and worked in Minnetonka, Minnesota and has over 40 years of experience in employee relations and employment services. A graduate of IU with a BA in Business. Ms. Gardiner's first career was in Human Resources working her way from a clerk to a V.P. of HR in a nineteen-year period. In the last ten years, Ms. Gardiner has taken her love for HR and utilized it in the field of Human Services. Currently, Ms. Gardiner is an Employment Services Representative, for the Hawthorne Working Families Center, working with those who have barriers as well as dislocated, unemployed and under employed individuals. She is a PHR, certified as a GCDF and a member HRACI, SHRM, and NAWDP. Ms. Gardiner is the COO of Mission Management.</p> <p>Lauriale Cabrera Ms. Cabrera has 16+ years of experience in HR, nonprofit management and workforce development. With MBA –HRM from Indiana Wesleyan, a Bachelor's degree in Business Management, she is certified in Global Career Development & Organizational Development and Training Consulting through Ball State University. She is the owner of Mission Management and employee of IU Health. She has consulted and worked on a national level with organizations in the fields of health care, human services, HR, education, reentry, non-profits, & workforce development. She is a member HRACI, SHRM, ASTD and NAWDP.</p>

Thursday, December 8, 2011

1:15 – 2:30 PM

<p>1:15 – 2:30 PM</p>	<p>Humor Sandy Savage and Associates have long been known for their innovation and nonconventional approach to training. Humor in the work place was one of the sessions they created back in the go's and received rave reviews from many audiences. Come and participate in this session where there will be lots of activities, discussion and humor, directed at making the workplace a little more fun. Learn practical idea from the folks at Sandy Savage as well as the other participants on making humor part of your work culture. Take an idea or two back to your workplace and have some fun.</p>	<p>Patrick Sandy- Patrick has worked in the field of rehabilitation for well over 30 years. His career spans working as a direct service professional in a residential setting to his current position as Vice President of Easter Seals Crossroads. Sandy Savage Associates was founded in 1996 and focuses on training related to Work Place Culture, Strategic Planning, Employment Issues, and Group Facilitation. Patrick represents the up tight, hyper, rule follower of the Sandy Savage partnership.</p> <p>Steve Savage- Steve is a teacher, trainer, consultant and co-owner of Sandy/Savage and Associates. For more than 25 years he has worked with people with disabilities, their families, schools, businesses and agencies. Steve has taught at all levels of education, from pre-school to university classes. His areas of interest are employment, self employment, person centered planning, school to work transition, community inclusion, organizational development and systems change. Current work includes projects in his home state of Indiana developing a statewide Business Leadership Network and improving transition outcomes for students, and across the country providing consulting, training and implementing organizational change. Steve holds the record at his high school for being suspended the most times and still getting a high school diploma. Steve's academic grade point in high school was 1.8 but he received an accommodation for being an expert class clown. He is considered the bad boy of Sandy/Savage. You can contact Steve by email at insack@aol.com or by phone 317-502-4766.</p>
<p>1:15 – 2:30 PM</p>	<p>Assessing Readiness-Stages S.E. Have you ever developed a job and worked with a consumer to help them do an application, gain job interview skills, and dress for the workplace only to have them say in the car on the way to the interview, "I really want to work, but I'm just not ready yet." This training will help you assess the stage of change the consumer is in and to develop the appropriate interventions for that stage, You will also learn how to assess readiness, evoke change talk and encourage action.</p>	<p>Mary Louise Ruef Mary Louise is a trainer and clinician with 40 years of experience in Addictions and Mental Health treatment, She is employed as the Training Center Coordinator for ADULT & child Mental Health Center where she develops, provides training for, and assists with implementation of evidence based practices in internal and external settings, She is a member of the MINT - Motivational Interviewing Network of Trainers.</p>
<p>1:15 – 2:30 PM</p>	<p>Autism – Panel Finding and keeping employment can be a struggle for persons with Asperger's Syndrome and High Functioning Autism. These persons are usually very intelligent, yet they require a work environment that is compatible to what they need to thrive in the workplace. What they need, is usually not compatible with what most work places provide. From office politics to getting along with co-workers, this session will focus on strategies to better support persons with Asperger's Syndrome and High Functioning Autism achieve success on the job.</p>	<p>Molly Lang Molly C. Lang received her BA in Psychology through Purdue University and a Master of Social Work degree through Indiana University. For the past 10 years, Ms. Lang has worked with adults and children with developmental and intellectual disabilities with a focus on the application of the philosophy of person-centeredness in her practice. She has worked in the disability arena in a variety of positions and settings including schools, group homes, community-based and day programs. She has also worked in an array of positions from childcare, direct support, case management, facilitation, community guide, and clinician. Her experiences thus far have enabled her to advance the services at her current job site. Her current role as Autism Coordinator and Behavior Consultant with Noble of Indiana has enabled her to expand services at Noble and reach out to the community. Her creative energy and eye for detail have facilitated Noble's mission to better serve individuals on the autism spectrum.</p>
<p>1:15 – 2:30 PM</p>	<p>Benefits 101 Many employment services providers in Indiana are also Employment Networks with Ticket to Work. However, few of these agencies are actively participating in the Ticket to Work program and increasing their revenue because so few individuals are working at Substantial Gainful Activity. This 90 minute, lecture- style</p>	<p>Brianne Lott Brianne Lott, MRC, CRC, is a Project Coordinator at the Center on Community Living and Careers (CCLC), Indiana Institute on Disability and Community, Indiana University. She has over thirteen years of experience working with individuals with various types of disabilities, in roles such as Direct Support Staff, Waiver Case Manager, Employment Consultant and Manager of Employment Services. As a manager she</p>

	<p>presentation will focus on Ticket to Work in Indiana and how agencies can increase their success as Employment Networks. Topics to be covered include: Partnership Plus; Vocational Rehabilitation as an Employment Network; and using work incentives to capitalize on Phase 2 milestones. Questions and comments from session participants will be encouraged throughout the presentation.</p>	<p>oversaw the Ticket to Work program at a large community mental health center, and has spoken at other public forums on the topic. She is a certified Community Work Incentives Coordinator and is leading the Ticket to Work support initiative at CCLC.</p>
<p>1:15 – 2:30 PM</p>	<p>Brain Injury Local Support Networks Brain Injury Local Support Networks and Resource Facilitation: A Collaborative Effort for Successful Return to Work or School after Brain Injury. The panel will briefly introduce the implications of moderate to severe brain injury on consumers' goals for return to work and/or school and then lay out a new model for successful community collaboration to significantly increase success. The presentation will include Indiana-based research demonstrating the benefits of receiving Resource Facilitation very early after brain injury and the remarkable costs of failure when this group cannot or does not return to work. In addition, the session will describe the development and successful intervention provided through Brain Injury Local Support Networks in three Indiana communities to assist people with brain injuries in their journey to recovery and productivity. Opportunities to participate in the design of new public policies in this area of treatment/service during the upcoming session of the Indiana General Assembly will also be discussed.</p>	<p>Alan Neuenschwander/Nancy Griffin/Anna Garrett</p> <p>Alan Neuenschwander Mr. Neuenschwander is the Local Support Network Leader for Fort Wayne serving brain injury survivors. He is employed under a federal HRSA grant managed by the Rehabilitation Hospital of Indiana Foundation. Alan partners with community providers and with the Brain Injury Association of Indiana in providing support services to individuals and families impacted by the challenges of recovery after brain injury. Alan also serves as the Fort Wayne affiliate president of the National Alliance on Mental Illness. Formed in 1979, NAMI is the largest grassroots organization supporting the needs of individuals and families affected by serious mental illness – promoting increased awareness; providing support, education, and training to families and communities; advocacy; research; and growing improved public policy. Alan is a graduate of Huntington University and a former educator in the public schools. Alan finds great value and reward in supporting improvements to his community.</p> <p>Anna Garrett Anna is Executive Director of the Brain Injury Association of Indiana (BIAI); a nonprofit 501 c (3) service organization dedicated to reducing the incidence and impact of brain injury through education, advocacy, support, prevention and by facilitating inter-agency commitment and collaboration. Mrs. Garrett manages the day-to-day operations, including program development, governmental affairs and fund raising. An experienced nonprofit executive, Mrs. Garrett previously served as the Executive Director of the YWCA of Indianapolis, as well as the Education Division Director for the National FFA Organization. Prior to her work in the nonprofit world, she served in various roles in higher education administration, including Assistant Vice Chancellor of Student Life and Diversity and Dean of Students at Indiana University Purdue University Indianapolis. Mrs. Garrett is a consultant for both business and educational organizations on issues of community development, educational outreach and strategic planning. Mrs. Garrett earned a master's degree in Education at Indiana University. She currently resides in Indianapolis with her husband, Troy; her Pomeranian, Abigail; and Abigail's cat named Lucy.</p>
<p>1:15 – 2:30 PM</p>	<p>Get Wise: Social Security Benefits A brief overview of the work incentives associated with Social Security Disability Insurance (SSDI), Supplemental Security Income (SSI) and Medicaid benefits. Each benefit will be covered in an interactive manner to familiarize participants on the impact of returning to work. You will hear strategies on how to reduce financial and healthcare barriers to employment.</p>	<p>Kendra Berry Ms. Berry graduated with honors from Purdue University with a bachelor's degree in Sociology, began her career working with the developmentally disabled population, and continues working part-time in local group homes, a case manager at a Mental Health Center in Indiana, and also provided employment support to adults with mental illnesses. It was during that time Kendra began learning how work impacts state and federal benefits. Ms. Berry was certified as a Benefits Information Network Liaison before becoming a Community Work Incentives Coordinator with Indiana Works. As a CWIC, Kendra has presented numerous Work Incentive Seminar Events across northern and central Indiana, narrated the first national WISE webinar, and can be seen at www.choosework.net presenting a WISE for beneficiaries who are unable to attend an event.</p>

Hotel Information

Indianapolis Marriott Center

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A block of rooms have been reserved for \$94/night until November 18, 2011. Marriott offers complimentary parking, wireless hot spots/high speed internet in lobby areas and guest rooms, state of the art workout room, spacious, renovated guest rooms equipped with European showerheads, Marriott Revive pillow top bedding, luxurious linens and down duvets, 37" HD flat screen television, large work area and Bath & Body products. The newly renovated lobby offers the Java coffee bar, The Indy Steak & Rib Restaurant and the Casual Fireside Lobby Lounge. If a Marriott Rewards member, mention at time of room booking and receive additional extras!

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<http://maps.google.com>

City Highlights/Area Events & Attractions

With the Holidays and the 2012 Superbowl just weeks away Indy is hopping with activities and shopping deals for everyone! Just a few miles drive from every direction of the conference you will find enough fun to want to stay an extra day or two before or after the conference! If interested in an extended stay, please contact Conference Planner, Andrea Green.

Stipend Requests

Conference and pre-conference stipends may be available for individuals with disabilities and their parents, family members, or caregivers. Only Indiana residents qualify. Recipients will be based on individual needs and the availability of funds. Recipients will be notified at least two weeks before conference. Reimbursable expenses include: registration fees; personal assistance; mileage; lodging; and meals. Reimbursements can be expected 6-8 weeks after conference. Contact Eve Pressnell-Moore at (317) 738-5500 x305 or epressnell_gateway_services@yahoo.com: Complete the registration form and write "STIPEND REQUEST" on top of form prior to sending. Requests are due no later than November 18th.

Special Accommodations

Requests for assistance in reading materials and completing forms (large print, Braille, interpreters, wheelchair accessible space and meals or other activities) will need to be submitted at least two weeks in advance to andrea.green9993@gmail.com or (317) 440-9993



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Registration forms must be received by November 18, 2011. Walk-in registrations and registrations received after due date will be accepted subject to a \$20.00 late fee. One registration per person please!

IN-APSE 21st Annual Conference

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