

Facing the Future XIV

RIDE the WAVE to employment



MARCH 30 & 31, 2006

**Woodbridge Hilton
120 Wood Avenue South
Iselin, NJ**

**EARN
5 HOURS
OF
CONTINUING
EDUCATION
RECOGNITION
EACH DAY!**

A conference highlighting best practices in supporting people with disabilities in career planning, customized employment, and transition from school to work

THE ELIZABETH M. BOGGS CENTER
ON DEVELOPMENTAL DISABILITIES
Department of Pediatrics



ROBERT WOOD JOHNSON
MEDICAL SCHOOL
University of Medicine & Dentistry of New Jersey

A University Center for Excellence
in Developmental Disabilities Education, Research, and Service



New Jersey
APSE
the
network
on
employment

An APSE State Chapter

Thursday, March 30, 2006

Schedule for the Day

8:00 A.M. REGISTRATION, CONTINENTAL BREAKFAST, EXHIBITS

8:30 A.M. WELCOME:

JILL EHRHARDT, PRESIDENT, NJ APSE, ASSISTANT VICE PRESIDENT, EASTER SEALS NEW JERSEY

DEBORAH SPITALNIK, EXECUTIVE DIRECTOR, PROFESSOR OF PEDIATRICS, THE BOGGS CENTER/UMDNJ

WILLIAM DITTO, EXECUTIVE DIRECTOR, NJ DIVISION OF DISABILITY SERVICES (INVITED)

BARBARA GANTWERK, ACTING ASSISTANT COMMISSIONER, DIVISION OF STUDENT SERVICES, NJ DEPARTMENT OF EDUCATION (INVITED)

CAROL GRANT, DIRECTOR, NJ DIVISION OF DEVELOPMENTAL DISABILITIES (INVITED)

THOMAS G. JENNINGS, DIRECTOR, NJ DIVISION OF VOCATIONAL REHABILITATION SERVICES (INVITED)

KEVIN MARTONE, ASSISTANT COMMISSIONER, NJ DIVISION OF MENTAL HEALTH (INVITED)

9:30 A.M. KEYNOTE: DAVID MANK, PH.D., DIRECTOR, INDIANA INSTITUTE ON DISABILITY AND COMMUNITY, INDIANA UNIVERSITY

11:00 A.M. MORNING WORKSHOPS (SEE CHOICES LISTED BELOW)

12:45 P.M. NEW JERSEY APSE AWARDS LUNCHEON

2:00 P.M. AFTERNOON WORKSHOPS (SEE CHOICES LISTED BELOW)

3:30 P.M. CERTIFICATES DISTRIBUTED

Keynote: David Mank, Ph.D., Director, Indiana Institute on Disability and Community, Indiana University A Look Ahead

Real jobs for people with significant disabilities is clearly a reality for some. How do we make it a reality for all people with disabilities? The purpose of this session is to discuss some lessons we have learned and a few we might be able to build upon the years ahead.

Morning Workshops 11:00 A.M. – 12:30 P.M.

1) That Wasn't in My Job Description! Professionalism, Workplace Politics, and Social Interactions... Oh My!

Jennifer Joyce, Director, Training and Consultation Services, The Arc of New Jersey/Project Hire

Have you ever been asked to mentor an employee with a disability on those "soft skills" necessary for success in the workplace? For many employment specialists who are new to the workforce and learning these skills themselves, this task can be difficult. This workshop will highlight the "do's and don'ts" needed for anyone new to the workforce and explain how to assist an employee with a disability in learning these skills.

2) Self Directed Approach to Supported Employment

Kathleen Szul, Director of Housing and Resource Development, Division of Developmental Disabilities

Learn more about how self direction and essential lifestyle planning can lead to satisfying employment for individuals with developmental disabilities. Hear how several individuals designed their own jobs and obtained the necessary supports to ensure continued success and flexibility in their work settings.

3) "Five P's" of Innovative Placements for People With Unusual Challenges

Rachel Katz, MSW, LSW, NORC Program Coordinator, Jewish Family & Children's Service, with Andrew Joannou

This session deals with the difficulty conducting job development for a client who suffers from one of the most severe documented cases of Tourette's Syndrome. We will talk about how Andrew Joannou was assisted in coping with discrimination, rejections, and depression. While this session focuses on Tourette's syndrome, the topics discussed will be useful for anyone who is working with an individual presenting an unusual challenge.

4) Connecting to Employers and Jobs: National Trends in Employment for People with Disabilities

Neil Ridley, Managing Director, Heldrich Center on Workforce Development

National surveys continue to show that people with disabilities have much lower levels of employment than the general population. In fact, the rate of employment for people with disabilities has barely changed in two decades. This session will examine various explanations for these national trends and strategies for increasing employment. Discussion will focus on strategies for connecting with employers, including use of business networks, one-stop career centers and employer outreach strategies being used nationally and in other states.

Thursday, March 30, 2006

5) What Can Schools Do to Prepare Students for Work?

Marybeth Berry, Career Development Coordinator, North Hunterdon High School, Mike Parise, Transition Work Study Coordinator, Hunterdon Central High School, and Candace Stout, Transition Coordinator, Montclair High School

In this session, you will learn how to develop and implement a comprehensive program to prepare students to enter the workforce, including how to give students real-life work experiences. Ample time for Q & A will be provided.

6) CARF Update

Kathleen Patrick, M.Ed., CPHQ, Vice President, NPO Advantage, a division of Easter Seals New Jersey

In collaboration with CARF, this workshop will focus on the changes to the 2006 Employment and Community Services Standards Manual, frequently cited standards, and the commitment toward quality improvement expected of CARF accredited organizations. This seasoned CARF surveyor will provide information and advice for organizations to maximize the benefits of CARF accreditation.

Afternoon Workshops 2:00 P.M. – 3:30 P.M.

7) A Little Help Along the Way

David Mank, Ph.D., Director, Indiana Institute on Disability and Community, Indiana University

We all want to fit in at work and we know we all need a little help along the way. The purpose of this session is to discuss strategies for fully being a part of a workplace and get the help we need, when we need it, to be successful.

8) Make the Mental Health Triangle Work for You

Daniel Baker, Ph.D., Assistant Professor of Pediatrics, The Boggs Center/UMDNJ

This fun and enlightening session will explain the Mental Health Triangle (sometimes called the Karpman Triangle), a way to think about negative interaction patterns. You will hear many suggestions for what to do when you are working with people who do not interact with you in a healthy, mature manner. The Mental Health Triangle was developed from work with people who have mental illness, but has broad use for a wide variety of people.

9) Transition Alternatives for Students With Severe Emotional and Behavioral Disorders

Heather Lee, President, VALE Project and Zina Rose, Workplace Development Coordinator, VALE Project

We will provide tips on working with this population, including those students who are considered at risk. We will also discuss how Vale Project has learned to engage those students who tend to be the most resistant to planning their future after graduation; opening their minds to something other than a "dead end job" so they are able to be financially independent upon graduation.

10) "Just Give Me A Chance!" Attitudinal Barriers to Employment for Deaf and Hard of Hearing Consumers

Tanya Onsongo, M.A., Deaf Language Specialist, DVRS Middlesex

The Division of Vocational Rehabilitation offers vocational services to people with disabilities who have limitations to employment and need our services to seek and maintain employment. Every county in New Jersey has a Deaf Language Specialist. This session will focus on the challenges that deaf and hard of hearing individuals encounter while seeking and sustaining employment.

11) Teaching Social Skills in the Workplace

Amy Watts, Day Program Director, Rescare NJ

Social situations such as understanding relationship boundaries, disagreements with coworkers, changes in management, and coping with corrective feedback from employers can be some of the biggest challenges people with disabilities face at work. This presentation will give job coaches practical strategies to manage and teach social skills within the community workplace.

12) Managed Chaos: "Running an Effective SE Program"

Glori Bine-Callagy, Director of Employment, Alternatives, Inc. and Kirk Lew, Manager of Employment & Development, Alternatives, Inc.

Join us as we talk about how we "manage the SE chaos" effectively. We will share with you some of our hiring strategies, our orientation process, and how we make good communication and teamwork a part of everyone's responsibility. We will also show you how we cut down on paperwork and ensure greater efficiency and staff satisfaction using our customized database designed specifically for NJ Supported Employment.

Friday, March 31, 2006

Schedule for the Day

- 8:00 A.M. REGISTRATION, CONTINENTAL BREAKFAST, EXHIBITS
- 8:30 A.M. WELCOME
ELISE GAMBINO, VICE PRESIDENT AND COO, ALLIES, INC.
DAN BAKER, ASSISTANT PROFESSOR OF PEDIATRICS, DIRECTOR, TRANSITION AND SUPPORTED EMPLOYMENT, THE BOGGS CENTER/UMDNJ
- 9:30 A.M. KEYNOTE: DR. W. ROY GRIZZARD, ED.D., ASSISTANT SECRETARY FOR DISABILITY EMPLOYMENT POLICY, U.S. DEPARTMENT OF LABOR
- 11:00 A.M. MORNING WORKSHOPS (SEE CHOICES LISTED BELOW)
- 12:45 P.M. LUNCHEON/ENTERTAINMENT
EMPLOYMENT NETWORK EXTRAVAGANZA
- 2:00 P.M. AFTERNOON WORKSHOPS (SEE CHOICES LISTED BELOW)
- 3:30 P.M. CERTIFICATES DISTRIBUTED

**Keynote: W. Roy Grizzard, Ed.D., Assistant Secretary for Disability Employment Policy, U.S. Department of Labor
Office of Disability Employment Policy: A Catalyst for Change and Employment for People with Disabilities**

Dr. Grizzard will explore the ODEP mission, its influence on the employment of people with disabilities, and the importance of positive messaging for people with disabilities.

Morning Workshops 11:00 A.M. – 12:30 P.M.

1) What Do Employers Think?

Various employers in New Jersey will present their perspectives on supported employment. Discussions will include the benefits and hesitations of employing a person with a disability, questions and concerns an employer needs answered, and information needed from the job coach when job developing.

2) Providing Customer Driven Services

Wendy Quarles, Training Coordinator, RRCEP II (SUNY Buffalo)

He who listens well, learns well. The key to designing customer driven services is balancing feedback with response actions. Participants in this workshop will explore their own approaches to Customer Service, satisfaction and program design by using the SWOT (strengths, weaknesses, opportunities and threats) analysis. The areas of stakeholders, process evaluation and response strategies will be discussed as well.

3) Go Get a Job: The Role of Families in Transition & Employment

Katherine Roberson, M.S.W., Policy & Information Coordinator, The Boggs Center/UMDNJ and Daniel Baker, Ph.D., Assistant Professor of Pediatrics, The Boggs Center/UMDNJ

This session will consider the role of families in supporting people with disabilities who are seeking employment during transition from high school and throughout adult life. We will look at the development of expectations for work, as well as the material and moral support that families both provide and need. We will conclude with tips on smooth collaboration between individuals, families and organizations.

4) How to Take the Stress Out of Job Development

Nina Grossman, M.Ed, Partner, NGR Concepts and Richard Grossman, M.Ed, Partner, NGR Concepts

NGR Concepts will introduce an innovative and interactive program designed to make job development more comfortable. This systemized approach gives job developers tangible tools to take the guess work out of this process. Please bring contact information of business prospects. A live demonstration of telephone marketing techniques will be a highlight of this workshop!

5) Aspects of the Ticket to Work Program: "I want to work but what will happen to my Social Security benefits and medical coverage"

Huntley Forrester, Project Director, New Jersey Wins, Cerebral Palsy of NJ

This session will explore NJ Wins Social Security Benefits Planning. Learn how employment impacts your SSI or SSDI as well as medical coverage; what will happen if I return to work and find that I am unable to continue my job; how many hours am I allowed to work; the trial work period. We will explore aspects of the Ticket Program.

Friday, March 31, 2006

6) All in the Family

Phillip Monetti, Director of Training and Quality Assurance, Allies, Inc. and Darrel Woodliff, M.A., Director of Vocational Services, Allies, Inc.

This presentation will focus on the marriage of residential and employment services and how to bridge the gap between them. Existing problems as well as innovative solutions will be discussed.

Special Event! 12:45 P.M. - 3:30 P.M.

EMPLOYMENT NETWORK EXTRAVAGANZA!

Various employers from New Jersey will be available to network with attendees who are seeking employment resources for their clients. Employers will also be available to meet with any interested applicants to discuss current and future employment opportunities. The Employment Network Extravaganza will begin at 12:45 P.M. and will be available to attendees throughout the afternoon.

Afternoon Workshops 2:00 P.M. – 3:30 P.M.

7) The One-Stop Career Center: A Resource for Your Job Development Activities

Mary Neary, Chief, Program Planning & Development Services, NJ Division of Vocational Rehabilitation Services, Deborah Rago, Assistant Director of Career Development Programs, NJ Department of Labor and Workforce Development, and Joseph Gazzara, ES Specialist, NJ Department of Labor and Workforce Development, One-Stop Programs and Services – Special Populations

The One-Stop Career system is a placement resource for all job seekers, including those who have a disability. By understanding how Centers work, you can use them to enhance your consumers' job lead development and job search skills, as well as increase their community inclusion, socialization and independence.

8) Building Job Development Skills: Lessons from the Corporate World of Sales

Peter Odell, M.B.A., Principal Consultant, Severn Marketing Consulting

The success of any job search lies in the selling skills of the job developer. Selling is all about helping someone make a decision to buy your product or service, or to accept your proposal in a way that is in their interest as well as yours. The key is to think like the client. The critical skills in selling are active listening, asking good questions and handling objection. This workshop will focus on these selling skills as well as others.

9) A College Education for Adults with Intellectual Disabilities

Rick Blumberg, Ph.D., Director, Pre-service Training, Assistant Professor of Pediatrics, The Boggs Center/UMDNJ

This panel presentation will address innovative opportunities for young adults to prepare for careers and adult life through participation in college programs. Representatives from Mercer County Community College and the College of New Jersey will discuss the coursework, activities and supports they are developing for young adults with intellectual disabilities on their campuses.

10) Structured Learning Experiences

Anne Freeman, Education Program Development Specialist, New Jersey Department of Education

This workshop will provide an overview of the requirements for structured learning experiences that may be used as part of a student's transition plan, and which may also be used to help meet graduation requirements. Topics will include regulatory and licensure requirements as well as examples of structured learning experiences forms and documents.

11) Job Retention for Supported Employees

Jeffrey Dulko, MA, CRC, Senior Trainer, RRCEP II (SUNY Buffalo)

This workshop will explore the top ten overlooked and easily remedied causes of job retention issues. Topics addressed will include effective assessment strategies, job matching, and career planning to name a few.

Registration Information

- **Early Bird Registration deadline is February 28, 2006.**
- **Registration deadline is March 17, 2006.**
- **Registration Fees** **Early Bird Member Rate:** \$105 per day **Early Bird Non-Member Rate:** \$130 per day
per person **Member Rate** beginning March 1, 2006: \$130 per day **Non-Member Rate** beginning March 1, 2006: \$155 per day
- Registrations received after March 17, 2006 will be accepted on a space available basis.
- Advanced registration is required.
- Continental breakfast and lunch are included with your registration.
- There are no refunds.
- Please complete the registration form and mail with the appropriate fee to:
Wendy Kuziemski
The Boggs Center, UMDNJ-RWJMS
335 George Street, PO Box 2688
New Brunswick, NJ 08903-2688
Phone: 732-235-9325 • Fax: 732-235-9330 • Email: wendy.kuziemski@umdnj.edu
- Write check or money order to: The Boggs Center/UMDNJ

Continuing Education

The Boggs Center offers this program to meet the continuing education requirements for New Jersey Social Work License/certification renewal, according to the regulatory criteria established by the New Jersey Board of Social Work Examiners. The Boggs Center is a registered NJ Department of Education Professional Development Provider. In addition, Facing the Future XIV has been submitted to the Commission on Rehabilitation Counselor Certification (CRCC) and the American Association of Mental Retardation (AAMR) for continuing education approval. **Five (5) hours of continuing education recognition per day will be awarded for each certification listed above.**

Certificates of Attendance from The Boggs Center will be available to all participants who attend the conference and will be available at the end of each conference day.

Directions – Woodbridge Hilton – 120 Wood Avenue South • Iselin, NJ 08830 • 732-494-6200

Directions from the Garden State Parkway North/South:

Take the Garden State Parkway to Exit 131A (Metropark). The Hilton is on the right. When entering the Woodbridge Hilton, bear right toward the Conference Center.

Directions from Newark International Airport/ NJ Turnpike:

Take the NJ Turnpike to Exit #111. Take the Garden State Parkway North to Exit 131A (Metropark). The Hilton is on the right. When entering the Woodbridge Hilton, bear right toward the Conference Center.

Directions from Route 287:

Take 287 to the NJ Turnpike Exit #111 for the Garden State Parkway. Take the Garden State Parkway North to Exit 131A (Metropark). The Hilton is on the right. When entering the Woodbridge Hilton, bear right toward the Conference Center.

Directions from Route 1

Take Route 1 North to the Garden State Parkway to Exit 131A (Metropark). The Hilton is on the right. When entering the Woodbridge Hilton, bear right toward the Conference Center.

Directions from Amtrak / Metropark Station:

Exit the train station and turn right onto Middlesex Turnpike. Turn left at the light on Wood Ave South. The hotel is two blocks up the hill on the left hand side (total distance 2.5 blocks, walking). When entering the Woodbridge Hilton bear right toward the Conference Center.

Overnight Accommodations – Woodbridge Hilton

Conference Rates – Single/Double Occupancy \$159.00 + tax per night

In order for the tax charge to be waived, you must pay using your nonprofit organization's check or credit card.

A block of rooms has been held for attendees of the conference. If you wish to make a reservation you may do so by contacting the **Woodbridge Hilton at 732-494-6200 prior to March 8, 2006 to receive the discounted rate of \$159 per night.** After this time, the block of rooms will be released and we cannot guarantee that a reservation will be available.

Reference the "UMDNJ" room rate when making your reservation.

Parking Information

Conference Participants: Suggested parking for the conference is located at the rear entrance of the hotel. The conference facility is easily accessible through this entrance. **Parking is Free.**

**SAVE \$25 PER DAY
WITH EARLY BIRD REGISTRATION!**
REGISTER BY FEBRUARY 28TH & SAVE!
Final Registration deadline March 17, 2006.

Registration Form

Complete one registration form per person.

Mail form with fee payable to: **The Boggs Center/UMDNJ**

PO Box 2688 • New Brunswick, NJ 08903

Attention: **Wendy Kuziemski**

First Name _____ Middle Initial _____ Last Name _____

Title (if applicable) _____ Organization (if applicable) _____

Mailing Address _____

City _____ State _____ Zip _____

Phone _____ Fax _____ Email _____

Special Accommodations Needed:

Please let us know at least two weeks in advance if there are special accommodations (sign language interpretation, alternate formats) needed to allow you to participate: _____

Workshop Choices: Please write in the number of the workshops you would like to attend. Please select a second choice in case your first choice is not available.

Thursday, March 30	11:00 A.M.	1 st Choice:	2 nd Choice:	2:00 P.M.	1 st Choice:	2 nd Choice:
Friday, March 31	11:00 A.M.	1 st Choice:	2 nd Choice:	2:00 P.M.	1 st Choice:	2 nd Choice:

Registration Fees:

Important- Full registration fee must accompany this registration form. Without payment, it will not be processed. All registrants will receive a confirmation letter. Please contact Wendy Kuziemski at 732-235-9325 if you do not receive a confirmation by **March 23, 2006**.

<i>Please check the days you will attend and the corresponding fees. To receive the APSE Member rate, you must fill in your membership number below.</i>	APSE Member Rates		Non-Member Rates	
	Early Bird until February 28	Registration beginning March 1	Early Bird until February 28	Registration beginning March 1
<input type="checkbox"/> Thursday, March 30 & Friday, March 31	<input type="checkbox"/> \$210.00	<input type="checkbox"/> \$260.00	<input type="checkbox"/> \$260.00	<input type="checkbox"/> \$310.00
<input type="checkbox"/> Thursday, March 30	<input type="checkbox"/> \$105.00	<input type="checkbox"/> \$130.00	<input type="checkbox"/> \$130.00	<input type="checkbox"/> \$155.00
<input type="checkbox"/> Friday, March 31	<input type="checkbox"/> \$105.00	<input type="checkbox"/> \$130.00	<input type="checkbox"/> \$130.00	<input type="checkbox"/> \$155.00
Total Payment	\$	\$	\$	\$

NJ APSE Membership # (Required to receive Member Rate) _____

Scholarship – A limited number of scholarships will be awarded to individuals or families receiving disability support. To request an application, please contact Wendy Kuziemski at 732-235-9325 or wendy.kuziemski@umdnj.edu.

Please complete information below if you are not on our mailing list or wish to make a correction:

Is the information: A new entry A name change A correction to an existing entry A new address

Affiliation: State agency staff member Community Provider Agency staff member Health Care Provider
 Educator Person with Disability Family Member Student Other _____

Which county of NJ are you located in? _____

What are your areas of interest? Check all that apply.

- | | | |
|--|---|--|
| <input type="checkbox"/> accessibility/Americans with Disabilities Act | <input type="checkbox"/> advocacy/self-advocacy | <input type="checkbox"/> case management/care coordination |
| <input type="checkbox"/> congregational/religious supports | <input type="checkbox"/> counseling/mental health | <input type="checkbox"/> early intervention/preschool |
| <input type="checkbox"/> education | <input type="checkbox"/> family support | <input type="checkbox"/> health care |
| <input type="checkbox"/> person centered planning/ELP | <input type="checkbox"/> positive behavior supports | <input type="checkbox"/> recreation |
| <input type="checkbox"/> rehabilitation/assistive technology | <input type="checkbox"/> residential/supportive living | <input type="checkbox"/> self-directed supports |
| <input type="checkbox"/> supported employment/vocational services | <input type="checkbox"/> transition from school to adult life | <input type="checkbox"/> other, please specify _____ |

What is your race/ethnicity? Optional.

- Asian Pacific Islander/Native Hawaiian Black/African American Hispanic/Latino
 Native American/Alaska Native White Multiracial Other _____

What is your gender? Male Female

PRESORTED
FIRST CLASS MAIL
U.S. POSTAGE PAID
NEW BRUNSWICK, NJ
PERMIT NO. 1826

Facing the Future XIV

RIDE the WAVE
to employment

MARCH 30 & 31, 2006

Woodbridge Hilton
120 Wood Avenue South
Iselin, NJ

EARN 5 HOURS OF CONTINUING EDUCATION RECOGNITION EACH DAY!



Facing the Future XIV

RIDE the WAVE to SAVINGS!

**REGISTER NOW
AND SAVE \$25 PER DAY
WITH EARLY BIRD REGISTRATION!**

TWO FULL DAYS FOR ONE SMALL PRICE!!!!!!

EARN 5 HOURS OF CONTINUING EDUCATION RECOGNITION EACH DAY!

NEW THIS YEAR!

EMPLOYMENT NETWORK EXTRAVAGANZA!

Network with some of the best employers in New Jersey looking to hire!