

# APSE ECHO

Employment Choice Hope Opportunity



Winter 2006



## A Message from the NJ APSE President

### A United Voice

By Jill Ehrhardt, NJ APSE President

As I was doing my holiday shopping this year, I found myself reflecting on the recent debate regarding political correctness and the celebrations of Christmas, Hanukkah, and Kwanzaa. It seemed as though everywhere I went people were talking about this debate and the movement behind it. I began to think to myself about the results of this movement as stores, towns, businesses, schools, etc. began to change their celebratory displays based on the advocacy efforts of the groups behind the movement. No matter what your personal views are about this movement, you have to admit they were organized, focused and never lost sight of their goal.

As I heard the ongoing political debate, I started thinking about the rights of the people our agencies serve and wondered what would happen if as much attention was given to their needs. The people we serve are often treated like second-class citizens. The general public doesn't believe people with disabilities can work or want group homes in their neighborhoods. Much of the public is uneducated about people with disabilities and often fears them. We do the best we can to respect the rights of people with disabilities to choose where they live, who they live with, how they spend their days, and where they work. Unfortunately, their choices are often limited because of the restricted funds we receive to support them. I'm sure you all are aware of the grim funding resources and the pending Medicare cuts. We are all trying to provide the same quality of services with less money. Inflation of our operating expenses far exceeds the COLA our agencies receive. For all the people who want to work, we can't afford the manpower to provide the support that will assist them in reaching this goal.

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We need a united voice to get the issues that people with disabilities face heard. We need to assist people with disabilities to advocate for themselves and continue advocating for their needs ourselves. We need to stress their rights to live, work and play in their communities. We need to assist them with being a *part* of their community, not just being *in* their community. This year let's make it our New Year's resolution to really advocate for the people we serve in our agencies. Let's make this year the one in which everyone is talking about people with disabilities as first class citizens making contributions to their communities.

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## Medicaid and Services for Adults with Disabilities

By Leslie Long

*This article is the second in a series defining terms and funding for supported employment services in New Jersey.*

If you are reading this article than Medicaid affects you or the people you serve! Medicaid funding has an impact on almost everyone in the disability community and is a significant funding source for employment services and supports for adults with disabilities through NJ's Department of Human Services. That is the reason so many advocates are concerned about the imminent Medicaid cuts and the negative affect it will have on adults with disabilities. Medicaid cuts will change the fundamental way services are provided including service limitations and lack of available money for services. You can stop this from happening by learning the way Medicaid funding works in New Jersey. Your knowledge of the system and how Medicaid works is vital to minimize the negative impact such cuts could have now and in the future.

### Be informed:

Medicaid is a federally funded program that is administered in New Jersey by the Division of Medical Assistance and Health Services (DMAHS). The Medicaid program provides funding for medical benefits to people with low-incomes who either have no medical insurance or inadequate medical insurance. Although this program is federally funded with specific guidelines, states can define their program requirements and have flexibility within their state plan.

### Long-term Services

All states are required to provide Long Term Care services for people who qualify for institutional care that are intended to last for the life of the person. Currently, community-based services are also available through this type of Medicaid funding through a Medicaid-waiver process. The waiver allows states to waive the requirement that services must be provided in an institution or Intermediate Care Facility.

### Medicaid-Waiver Services

In New Jersey community-based services are funded by Medicaid through a Home and Community Based Services

Waiver (HCBS) called the Community Care Waiver (CCW). The Community Care Waiver is the primary funding source for NJ's Division of Developmental Disabilities and is used for individuals with developmental disabilities to fund residential services such as group homes, and community-based services such as self-directed day services and employment services. For more information on DDD's services visit their website at [www.state.nj.us/humanservices/ddd](http://www.state.nj.us/humanservices/ddd) or call (800) 832-9173.

Through the NJ's Division of Disability Services (DDS) there are several Medicaid waivers implemented that include: Community Resources for People with Disabilities Waiver (CRPD) and the Traumatic Brain Injury (TBI) Waiver. The DDS also administers the Personal Care Assistant (PCA) Services. This is an optional benefit offered to New Jersey Medicaid beneficiaries who are experiencing some functional impairment and need a Personal Care Assistant to help them with some aspects of daily living such as dressing or bathing. For more information on DDS programs, please visit their website at [www.state.nj.us/humanservices/dds](http://www.state.nj.us/humanservices/dds) or call at (888) 285-3036.

### Employment and Medicaid funded health benefits

In an effort to increase the independence and employment of New Jersey Medicaid recipients, New Jersey has implemented an option for individuals who work and would have lost their Medicaid benefits because of earned income to buy into Medicaid insurance through NJ's Workability program. This program is administered through the Division of Disability Services and administered by NJWINS. Their website is [www.njwins.org](http://www.njwins.org) or call at (866) WINS4NJ.

It is difficult to address all Medicaid implications in this article, therefore, for more detailed information on Medicaid, please visit <http://www.cms.hhs.gov/http://www.cms.hhs.gov/>.

*Leslie Long is the Director, Adult Resources NJ COSAC and a member of NJ APSE Governmental Affairs Division*

## NJ APSE Sponsors Job Development Training

By Jennifer Joyce



Over 40 professionals from supported employment providers throughout the state attended the "Selling Skills Workshop" sponsored by NJ APSE and given by Peter Odell, Principal Consultant at Severn Marketing Consulting.

Mr. Odell utilized his sales background to provide the attendees with information on the business approach to Job Development in this workshop. Attendees were encouraged to approach Job Development as a process that includes "preparation, making the contact, verifying the employer's interests and needs, presenting your offering, trial close, handling objections, closing, and following up". Attendees were given the opportunity to practice positive selling behaviors, such as active listening and asking good questions, during group activities.

Learning about Job Development from someone who has experienced selling in the business world for many years was a valuable experience that provided those in attendance with new skills to utilize when job developing.

*Peter Odell will be presenting a workshop on March 31, 2006 at the Facing the Future XIV Conference. For additional information about the conference download the brochure from the NJ APSE website at <http://www.njapse.org>.*

## Calendar of Events

### APSE Training Events

**February 16, 2006** - 9:00 AM to 11:00 AM - **Social Skills** presented by Dan Baker from The Boggs Center and Scott Elliott, Progressive Center for Independent Living. This event is being held at Allies, 1262 Whitehorse Hamilton Square Road, Hamilton, NJ. For additional information: call NJ APSE at (732) 831-1114.

**March 30-31, 2006** - **NJ APSE Facing the Future XIV Conference** -Hilton Woodbridge, Iselin, NJ  
For additional information: call NJ APSE at (732) 831-1114 or visit the Boggs Center website at <http://rwjms.umdnj.edu/boggscenter/training/>

**April 10-11, 2006** - **APSE: The Network on Employment presents:** Employment First: The Road to Recovery - A National Symposium on Employment and Psychiatric Rehabilitation held at New York's LaGuardia Marriott Hotel, 102-05 Ditmars Boulevard, East Elmhurst, New York 11369  
Watch for upcoming details at [www.apse.org](http://www.apse.org).

**June 27, 28, and 29, 2006** - Plans are already underway for the **17th Annual APSE Conference** in Boston, MA. Mark your calendars!

### National Rehabilitation Association Training Events (NRA)

**March 12-15, 2006** NRA Annual Governmental Affairs Summit and Leadership Breakfast Hilton Old Town Alexandria, 1767 King Street, Alexandria, Virginia 22314- for information go to [www.nationalrehab.org](http://www.nationalrehab.org)

**April 1, 2006** - Save the Date - Northeast Rehabilitation Association Training Conference, Mystic Hilton, Mystic Connecticut. For information contact Hayley Gefell, Goodwill Industries of New York and Northern NJ at 973-481-2300.

**November 9-12, 2006** - NRA Annual Training Conference and Exhibit Showcase Caribe Royale, 8101 World Center Drive, Orlando, Florida 3282 - for information go to [www.nationalrehab.org](http://www.nationalrehab.org)

**September 6-8, 2007** - NRA Annual Training Conference and Exhibit Showcase Hilton Tucson El Conquistador Golf & Tennis Resort, 10000 N. Oracle Rd., Tucson, AZ 85704 - for information go to [www.nationalrehab.org](http://www.nationalrehab.org)

### Regional Rehabilitation Continuing Education Program II (RRCEPII)

(716) 829-3934 or <http://www.rcep2.buffalo.edu/>

<u>Date(s)</u>	<u>Location</u>	<u>Topic</u>
2/2/06-2/3/06	Harrison	Job Coach I
2/7/06	Harrison	Documentation and Record Keeping
2/15/06-2/16/06	Princeton	Job Coach II
3/9/06	Princeton	Training Techniques in Employment Settings
3/15/06-3/16/06	Harrison	Job Coach II
4/4/06	Harrison	Orientation to Supported Employment
4/5/06-4/6/06	Tinton Falls	Ethical Issues in Rehabilitation
4/28/06	Princeton	Orientation to Supported Employment
5/10/06-5/11/06	Harrison	Job Coach I
5/18/06	Princeton	Documentation and Record Keeping
5/22/06-5/23/06	Princeton	Job Coach I
6/5/06-6/6/06	New Bruns.	Learning Disabilities and the Rehab Process
6/8/06-6/9/06	Eatontown	Personality Disorders
6/13/06-6/14/06	Harrison	Job Coach II
6/20/06-6/21/06	Princeton	Job Coach II

### The Boggs Center - (732) 235-9325 or visit <http://rwjms.umdnj.edu/boggscenter/training/index.htm>

<u>Date(s)</u>	<u>Location</u>	<u>Topic</u>
2/7/06-2/8/06	Sewell	Employment Specialist: Introductory Level
2/9/06	Branchville	Leadership Skills for Managers in Community Supports (Management II)
2/17/06	Edison	Leadership Skills for Managers in Community Supports (Management II)
2/23/06-2/24/06	Morristown	Employment Specialist: Advanced Level
2/28/06	Hamilton	Survival Skills for Managers in Community Supports (Management I)
3/3/06	Edison	Personal Skills for Managers (Management III)
3/8/06	Convent Station	Survival Skills for Managers in Community Supports (Management I)
3/16/06-3/17/06	Springfield	Employment Specialist: Introductory Level
3/21/06	Hamilton	Leadership Skills for Managers in Community Supports (Management II)

### Integrated Employment Institute at UMDNJ Training Events - (856) 566-6440, (908) 889-2430, <http://www.shrp.umdnj.edu/programs/index.htm>.

<u>Date(s)</u>	<u>Location</u>	<u>Topic</u>	<u>Date(s)</u>	<u>Location</u>	<u>Topic</u>
2/2/06	Absecon	Working at Recovery	4/18/06	Lawrenceville	Employment Support & Resources for Non-Voc Providers
2/7/06	Vineland	The Nitty Gritty of Going to Work			
2/9/06	Lawrenceville	Integrating Clinical & vocational Services	4/25/06	Vineland	Person-Centered Career Planning & Supported Education
2/14/06	Manalapan	Supporting a Self-Directed Job Search			
2/16/06	Freehold	Discussions on Disclosure	4/27/06	Piscataway	Person-Centered Career Planning & Supported Education
2/21/06	Sewell	Supporting a Self-Directed Job Search			
2/23/06	Piscataway	Employment Support & Resources for Non-Voc Providers	5/4/06&5/5/06	Sewell	Communication Skills for Successful Employment Services
2/24/06	Piscataway	Integrating Residential & Voc. Services	5/11/06	Atlantic City	Disclosure Decisions & Mental Illness
3/2/06	Atlantic City	Introduction to Recovery	5/12/06	Freehold	How to Conduct Your Own Job Search
3/3/06	Absecon	Discussions on Disclosure	5/18/06	New Brunswick	Building Supports for Success
3/8/06	Lawrenceville	Peer Support for Employment Success	5/24/06	Lawrenceville	Employment Support & Resources for Non-Voc Providers
3/9/06	Vineland	Assessing & Developing Employment Readiness	5/25/06	Vineland	Introduction to the Wellness Recovery Action Plan (WRAP)
3/16/06	Manalapan	The Self-Employment Alternative	6/13/06	Atlantic City	Employment & Co-Occurring Disabilities
3/23/06	Sewell	Person-Centered Career Planning & Supported Education	6/14/06	Freehold	Working at Recovery
3/29/06	New Brunswick	Job Development	6/15/06	Piscataway	Disclosure Decisions & Mental Illness
3/30/06	Piscataway	Assessing & Developing Employment Readiness	6/15/06	Piscataway	Marketing in the Business Community
			6/22/06	Vineland	Building Supports for Success
4/11/06	Atlantic City	Peer Support for Employment Success	6/23/06	Vineland	Integrating Clinical & Vocational Svcs.
			6/29/06	Lawrenceville	Job Development

### Conferences

**March 9, 2006** – Disability Law Conference: Protecting the Rights of People with Mental Disabilities, Ancora Psychiatric Hospital, (609) 292-5326, <http://www.NJCivilRights.org>

**March 10, 2006** – Thriving with a Disability: An Awareness of Health & Wellness Somerset Holiday Inn – (609) 989-6468

**March 23, 2006** – Disability Law Conference: Protecting the Rights of People with Mental Disabilities, Bergen Community College, (609) 292-5326, <http://www.NJCivilRights.org>

**THE NEWSLETTER OF NEW JERSEY APSE: THE NETWORK ON EMPLOYMENT**

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**Brian Fitzgibbons Promoted to Assistant Director of Administrative Services at DVRS**

Brian Fitzgibbons, MPA, CRC has spent his entire 30 year career in public vocational rehabilitation in his home state working for The New Jersey Division of Vocational Rehabilitation Services. The first 14 years were spent working as a Vocational Rehabilitation Counselor and Unit Supervisor in field offices throughout Northern New Jersey. In 1990 he ventured to Trenton to become the agency's Staff Development and Training Coordinator and was later promoted to the position as Chief of Program, Planning and Development. In September 2005 he was selected to be the Assistant Director of Administrative Services.

Mr. Fitzgibbons holds a Masters Degree in Public Administration from Rutgers University and has done extensive graduate work in Human Resources at the same institution. His undergraduate degree in Secondary Education was earned at Seton Hall University. He is a certified teacher in New Jersey and has been a nationally Certified Rehabilitation Counselor since 1982.

His long association with The National Rehabilitation Association enabled him to hold numerous state, regional and national positions culminating in his election to President of the association in 1997. He has traveled throughout the nation making presentations on employment of people with disabilities and issues related to rehabilitation and advocacy.

Mr. Fitzgibbons currently sits on the Advisory Boards of the University of Medicine and Dentistry of New Jersey's Rehabilitation Counseling Program and the Regional Rehabilitation Continuing Education Program at the State University of New York at Buffalo. He serves as the Vocational Rehabilitation Resource to the State Special Education Advisory Council (SSEAC), The Statewide Independent Living Council (SILC) and the NJ Council on Developmental Disabilities. A 1998 Switzer Scholar he has been the recipient of numerous state and national awards and recognitions.

Having spent his life in the Garden State he quite accustomed to the various impressions of his Jersey background. So, in order to make people from out of state comfortable when they ask, "What Exit?" he describes himself in the following terms: He was born between two tunnels at Exit14, attended schools at 14B, GSP144, 15E and 9; now works at 7A and lives at 18W.

Brian Fitzgibbons can be reached at [brian.fitzgibbons@dol.state.nj.us](mailto:brian.fitzgibbons@dol.state.nj.us)