

Continuing Education Information

TARGETED AUDIENCE: Counselors, Social Workers, Nurses, Rehabilitation Professionals and Etc.

The AL-APSE/ACDD Conference is intended to disseminate a wide variety of information that would be of interest to professionals in the disability arena as well as individuals with disabilities.

****A Continuing Ed Fee of \$15 will be required for each person. Checks may be made payable to AI-APSE and submitted at the end of the conference.****

Participants must be in **attendance for full conference** and must attend sessions for all time slots to receive Continuing Education Credit. **No contact hours will be awarded for partial attendance.**

Approved Continuing Education Hours for Counselors, Social Workers and Nurses is pending with the University Of Alabama College Of Continuing Studies!

Learning Objectives

At the end of this program, participants will be able to:

1. Identify employer needs and what they look for when hiring a person with a disability and potential accommodations and assistive technology under the ADA.
2. Describe the concept of human rights for people with disabilities.
3. Identify different types of evaluations when assessing a person's strengths and challenges for employment.
4. Describe mental health first aid and attitudes professionals may have when working with people with certain types of disabilities.
5. Recognize the unique challenges people with disabilities have when seeking employment and identify steps to become employed in a competitive job market.
6. Understand the Project SEARCH concept and how to have a successful start-up at a new site.
7. Evaluate different types of work incentives and PASS plans to determine what is most appropriate for a person with a disability entering employment.
8. Describe the different transportation options for people with physical disabilities.
9. Understand and identify potential business partnerships to increase training and employment options for transition students with disabilities.
10. Discuss the uses and benefits of visual resumes.
11. Identify methods of coping with stress.
12. Describe the changes in waiver services provided by ADMH.

Outline of Course Content

Wednesday, June 18, 2014

1:00 – 2:30 Opening Session

Nerves of Steel: Presented by Dr. Kevin Elko

This program addresses life-changing concepts by explaining the step-by-step process necessary to guide you. Dr. Elko teaches you how to be mentally tough when times call for it, and how to stay focused on the things that are truly important.

Although there has been much energy given to stress and how to handle it, the challenges of the stressful environment remain. Today's workplace, be it an athletic field, a business office, or our home, is more stressful than ever and people report being less able to handle their environment now than any time in history. In his approach, Dr. Elko discusses the strategy necessary to develop Nerves of Steel. He points out the importance of intrinsic motivation and how to keep those motivators in front of you at all times. Dr. Elko discusses how to focus using specific self-talk and how to identify your internal Voice of Judgment (V.O.J.) and how to internally respond to it. Finally, to retain the information taught in this program, Dr. Elko explains how to give away the very thing you need...your "68".

There is very little evidence that I.Q. alone is responsible for the success that an individual has in life. But one's ability to focus through adversity, be creative and maintain motivation, all factors that are referred to as having "Nerves of Steel" has been known to have a significant influence on one's success and satisfaction.

Wednesday, June 18, 2014

3:00 – 4:30 General Session

Seasons – Learning How to Deal with Change: Presented by Dr. Kevin Elko

These are not tough times they are changing times, this is a very important distinction because as one labels they tend to adopt a set of behaviors that follow their label. However, this truth does not necessarily make life easier because the fact of the matter is few really know how to change. This talk outlines how the participant identifies the changes in their world and develops mental strategies to do the changes needed to become effective again, they (1) develop a new vision, (2) clear thoughts away that are not the new vision and (3) adhere to a system that gets them to the vision including asking for business they are entitled to. This talk describes how we need a season of change in our life to address the current challenges.

Thursday, June 19, 2014
7:45 –9:00 General Session

The Art of Rehabilitation: A Personal Perspective: Presented by Dan Dillon B.S.

This keynote will provide a humorous look at job placement techniques and attitudes, back in the golden age of rehabilitation which led to the successful placement of many consumers who were blind or visually impaired. Participants will learn how to motivate and utilize consumers, employers, and the public at large in their quest to assist disabled consumers in finding substantial, gainful employment.

Thursday, June 19, 2014
9:15 – 10:15 Concurrent Sessions

Art for All Abilities: Presented by Carolyn Greene, B.A.

Everyone can enjoy and create art. This session will encourage creativity and be fun! Some ideas will be given on resources for materials, and how to show and see your work in the community for those who want to pursue their talent.

Smooth Sailing to Successful Reasonable Accommodations Requests: Presented by Graham Sisson, J.D.

This session will include an overview of the ADA as related to the reasonable accommodations process, which is a great equalizer for individuals with significant disabilities seeking employment or retaining it. Since many individuals with disabilities do not successfully obtain reasonable accommodations, all those who advocate for them should attend this interactive session with real world scenarios.

Why Mental Health First Aid Matters: Presented by Tamiaka Martin, M.A. and Mark Miele, M.S.

Get a glimpse into the importance of Mental Health First Aid. During this breakout session, you will be introduced to the Mental Health First Aid course and valuable information will be discussed on why taking this class is beneficial to everyone. Just as CPR helps you assist an individual having a heart attack — even if you have no clinical background — Mental Health First Aid is an in-person training that helps you assist someone experiencing a mental health related crisis. This session will teach you some of the initial skills that you will learn in the full length Mental Health First Aid course, such as risk factors and warning signs for mental health and addiction concerns, strategies for how to help someone in both crisis and non-crisis situations, and where to turn for help.

The Alabama Department of Mental Health (ADMH)...Making Employment Option # 1: Presented by Courtney Tarver, J.D.

ADMH is working to improve and expand employment options for people with significant developmental disabilities. Even though Employment First legislation hasn't become official, DMH continues to move forward with planning. This session will review the current initiatives underway to insure better outcomes for citizens with developmental disabilities. At the completion of this session, participants will be able to define Employment first, list the outcomes expected from the Disability Employment Initiative, and describe the changes to the ID Comprehensive and Living at Home Waivers and how they will impact employment outcomes.

Transportation Options for Drivers and Passengers with Disabilities: Presented by Holly CothranDrake, M.P.A.

This presentation describes transportation options for drivers and passengers with disabilities. Content includes explanations of mini-vans versus full-sized vans, ramp systems, hand controls, high-tech driving equipment, and other aids, such as turning automotive seats. At the end of the presentation, attendees will be able to distinguish the differences and benefits of mini-vans and full-sized vans. Attendees will be able to identify different transportation aids and who these aids would best serve.

Attendees will also have a list of potential funding sources to assist with financing transportation options.

**Thursday June 19, 2014
10:45 – 11:45 Concurrent Sessions**

Social Security's Plan for Achieving Self Support (PASS) and Impairment Related Work Incentives (IRWE's): Presented by Stephen Doty, B.A. and Dewayne Brown

PASS is a Supplemental Security Income (SSI) work incentive. Impairment related Work Incentives (IRWE's) are both Supplemental Security Income (SSI) and Social Security Disability (SSDI) work incentives. Both can financially assist people with disabilities in their efforts in returning to and maintaining work. The session will consist of a PowerPoint on PASS and IRWE with the explanation tailored to vocational rehabilitation professionals. Handouts and pamphlets will be distributed. A question and answer session will follow the presentation.

Discovering the Treasures Within: Presented by Andrea Nelson M.A., Stacey Miller and Samantha Wadsworth, M.A.

This presentation will provide the participants with knowledge about the current methods of evaluating individuals seeking community employment. The session will outline different ways to evaluate a person's abilities. Types that will be discussed include

traditional vocational evaluation tests, hands-on tools for assessment, and utilizing a person's social network to provide a better understanding of his or her strengths and value to the world of work. The participant will leave the session with strategies for highlighting a person's full potential and ways to access resources available.

CRCC Ethics, Part I: Presented by Steve Simpson, J.D.

This session will contact an overview of the 2010 Code of Professional Ethics for Rehabilitation Counselors (CPERC). Participants will be able to locate CPERC on the internet and will obtain knowledge on how to research ethical questions.

Growing Up Disabled Isn't Easy, But It Can Be Fun: Presented by Dan Dillon, B.S.

This presentation will include a discussion of attitudes and actions instilled in me as a child which fostered both independence and perseverance in my adult life. Participants will learn to model behaviors and attitudes as they expose children and young adults to the sometimes hostile world around them.

On Site Start-up of Project SEARCH: Presented by Shawn O'Connor

This presentation will include the nuts and bolts of starting a Project SEARCH program. Participants will be able to describe the initial interview process of students, developing site rotations, orientation with the host site and job development in the community.

Thursday, June 19, 2014

1:00 – 2:00 Concurrent Sessions

**Health Care Transitioning: A Resource Guide for Health Care Professionals:
Presented by Denise Green, Ph.D. and BC Farnham, Ph.D.**

This Health Care Professional Resource Guide is designed to help human services professionals to facilitate discussions related to youth becoming an adult, and to assist with planning for the transition related to their health care needs and choices. This session provides an overview of resources available via The Alabama Collaboration for Health Care Transitioning Project, which is operated by Troy University's Department of Social Work and Human Services. At the end of this program participants will develop an awareness of ways and needed resources to support youth with developmental disabilities as they transition from pediatric to adult health care.

Lights, Camera...Actions Speak Louder than Words! Presented by Samantha Wadsworth, M.A.

Visual resumes can be an excellent tool when traditional resumes and interviewing aren't enough. This alternative format can help individuals that previously could not sell themselves to employers be able to showcase strengths and job related experiences through pictures and video. This session will discuss who can benefit from this type of

resume, provide information on tools and programs that can be used for developing, and show examples of visual resumes.

CRCC Ethics, Part II: Presented by Steve Simpson, J.D.

In part II of this topic, participants will participate in case studies through audience participation examine ethical dilemmas confronted by certified rehabilitation counselors including all 5 ethical principles.

Attitudes toward Disability: Addressing Stigma and Bias among Professionals in a Variety of Occupational Groups: Presented by Shannon Byrd, M.A.

This session will discuss the impact that views or perspectives of professionals in various fields of interest have on persons with disabilities, both psychologically and socially. In this session, participants will be able to:

1. Gain an understanding or insight into the motivations, perspectives, or paradigms with which other groups view and interact with individuals with disabilities;
2. Identify the barriers to reducing stigma towards individuals with disabilities among various professional groups;
3. Discuss how various types of disability spark certain biased preconceptions;
4. Identify specific ways to educate professional groups about individuals with disability in order to reduce stigma, negative attitudes, and misconceptions.

Saving, Spending, and Starting from Scratch: Presented by Pamela Ware, B.A.

Did you know that employers may request a credit check as a condition of employment? Some employers may equate how you handle your finances with how you make decisions on the job. Don't let your finances determine if you get the job or even the promotion. Learn the basics of spending, saving and starting from scratch. Learn basic money management techniques and strategies to get you on the road to success.

Thursday, June 19, 2014

2:15 – 3:15 Concurrent Sessions

A Community Based Physical Activity and Nutrition Program: Presented by Laura Vogtle, Ph.D.

This presentation will detail the planning and completion of a community-based program focusing on physical activity and nutrition education for adolescents with Down syndrome. The population of individuals with Down syndrome has one of the highest obesity rates of any group with developmental disabilities. Some reasons for this include feeding difficulties, behavioral issues, and environmental influences. Challenges encountered in the process of carrying out this program will be described and future

planning to offer community-based physical activity and nutritional education options for this population will be discussed.

School and Business Partnerships: Everyone Wins: Presented by Cindy Vinson, Paul Houston, and Keith Richards

This presentation will include an overview of the H.O.P.E. (Herbs Offering Personal Enrichment) program, which is a business partnership between Tazikis Restaurants and Shelby County Schools. The presentation will provide discussions of the benefits of a school/business partnership from the perspectives of a special education classroom paraprofessional, community job coach, business owner, and the students themselves. Therefore, this presentation should be of interest to a variety of stakeholders in the transition process. The discussion of topics will include: start up procedures, student acquisition of employment skills, community benefits, and communication with business owners, there will be a question and answer session for any audience members interested in improving or beginning a school and business partnership.

Special Wage and Hour Issues for Employment of Individuals with Disabilities: Presented by Elizabeth Darby Rehm, J.D.

This presentation will focus on the employment of workers with disabilities at special minimum wage rates, including how to obtain a certificate authorizing special minimum wage rates, determining appropriate wage rates for individuals with disabilities, and determining hours worked.

Job Search Strategies: Presented by Pamela Ware, B.A.

The old saying, “If you fail to plan, you plan to fail” is true when it comes to your job search. It’s not always the lack of jobs, but how to find the jobs. Learn job search strategies and planning techniques that will have your clients shouting - “I got the job!”

Defining Organizational Health Part I: Presented by Allison Black Cornelius, B.S.

Organizational health is about making an organization function effectively by building a cohesive leadership team, establishing real clarity among those leaders, communicating that clarity to everyone within the organization and putting in place just enough structure to reinforce that clarity going forward. In this session, you will learn the value of Organizational Health and leave with easy to use tools that will help you:

Begin to build a cohesive leadership team

- Learn to understand your teammate's unique strengths and weaknesses
- Openly engaging in constructive ideological conflict
- Hold each other accountable for behaviors and actions
- Commit to group decisions

Thursday, June 19, 2013

3:45 – 4:45 Concurrent Sessions

We Have Human Rights: Presented by Jacob King

Attendees will be able to identify how people with developmental disabilities access their equal rights in our communities, employment, recreation, living, and more. This will be an interactive presentation that will encourage advocates and individuals with disabilities to be empowered to be successful citizens in their own communities.

Assistive Technology: Application in Workplace: Presented by Beth Warren, ATP, B.S.

This session will help participants define and identify different types of assistive technology. This session will provide an overview of the role of a rehabilitation engineer and the application of assistive technology in the workplace including the fabrication and modification of devices for job tasks.

Oceans of Opportunity: Preparing Clients for Today's Job Market: Presented by Carol Statter, PHR, and B.S.

At the end of the session, participants will be able to: Educate participants on how to determine clients' skills and desires and translate them to the job search in the current market; Educate participants on establishing realistic expectations for clients and preparing them for the actual job search; Educate participants on what clients should expect during the interview process, including appropriate interview skills and tactics; Educate participants on how to train clients not only to find a job but to keep it once they are hired.

Ride the Wave toward Employment: Presented by Wanda Berry

At the end of the session the participant will:

- 1) Know how to access Work Incentives Counseling in our State
- 2) Be informed regarding the 2014 updates on rates, etc.
- 3) Know who to call for assistance to navigate the SSA and SSI work incentives
- 4) How to set up your Employment Team for Success.

Defining Organizational Health Part II: Presented by Allison Black Cornelius, B.S.

In part II of this topic, participants will be able to create clarity and answer the six critical questions your organization needs to answer

- Why do we exist?
- How do we behave?

- What do we do?
- How will we succeed?
- What is most important, right now?
- Who must do what?

Friday, June 20, 2014

8:30 – 9:45 General Session

Open Mic Friday...On Air: Panel Presentation

This live and “on air” session will feature life stories of challenges, victories and careers told from the perspective of individuals with disabilities and professionals that work in the field. Each guest will share their story that promises to be inspiring and informative and audience members will have an opportunity to ask questions.

Friday June 20, 2014

10:00 – 12:00 General Session

Allison Black Cornelius is a professional speaker and trainer who books over 100 public appearances a year. She lectures regularly on counseling, leadership, women's issues and special education classes at some of America's most prestigious colleges. Allison is regularly called upon to train leaders across the professional spectrum and has personally trained 23 US Governors. Allison was instrumental in the writing, organizing and passage of Megan's law in 36 states and has consulted on numerous other victims' rights laws. Her leadership workshops are powerful, engaging, immensely informative and filled with useful information that people can apply immediately.