

This year, the Alabama APSE conference will offer fewer breakout sessions, due to social distancing concerns and the need for larger breakout rooms.

Room	8:30 – 9:45	10:15 – 11:30	1:00- 2:15	2:45 – 4:00
TBD	<u>Vicarious Trauma: The Cost of Caring</u> Denise Morris	<u>ADOL Job Creation Strategies for Individuals with Disabilities</u> Secretary Fitzgerald Washington, AS Alabama Department of Labor	<u>Alabama Public Health Pandemic</u> Page Taylor, M.D.	<u>Knowing Me: An Inventory of Your Personality Type</u> Derek Greer, BA Employment Resource Specialist Alabama Department of Mental Health Virginia Mattox, BS
TBD	<u>Making Sense of Medicaid Waivers</u> James Tucker	<u>My Story: The Elephant in the Room – How I Embraced by Own Disability in the Workplace</u> Pamela Williamson	<u>ADRS Milestones and ADMH Employment Services – Braiding for Long Term Success; Region 1 Pilot Successes</u>	<u>Breathing Life into APSE’s Ethical Guidelines for Professionals in Supported Employment</u> Julie Christensen, MSW, PhD
TBD	<u>Employability Skills</u> Daniel A. Spencer	<u>Positive and Uplifting Life Experiences. When you Snap! Crackle! Or Pop</u> Judy Barclay & Gwen Brown	<u>Becoming Emotion Scientist</u> Samantha Wadsworth, MS Program Evaluation & Development Specialist	<u>Employment Successes – Tips from the Workplace</u> Matthew Foster, Adam Lawson, Westley Fields, Self-Advocates

## **Currently awaiting continuing education approval for Social Work and CRC**

### **Learning Objectives**

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

1. Identify 8 common-sense principles for a person to achieve their best life and demonstrate how music can influence a person's wit and wisdom.
2. List the main sources for success on and off the job as well as the methods to be effective leaders and followers.
3. Identify key components of motivation and how to remain motivated throughout your life.
4. List the signs, symptoms and management of vicarious trauma and list different types of trauma individuals may experience.
5. Describe the range of services available through Medicaid waivers, including the state's new Community Waiver Program (CWP), and the Person-Centered Planning (PCP) process.
6. Understand the importance of First Impressions, interview Do's and Don'ts, and how to Dress for Success.
7. Understand the prevalence and impact of psychiatric disabilities in the workplace; Identify the basic ADA provisions related to employees with psychiatric disabilities; Identify common workplace issues related to psychiatric disabilities; and identify solutions to address barriers.
8. Identify common symptoms of Covid-19 and how these differ from traditional influenza; describe the impact of the Covid-19 pandemic on people with disabilities; list changes that people will need to make as we move forward in a potential future full of Covid-19
9. Develop a strategy to blend and braid resources in the different geographical areas of the state of Alabama.
10. Better recognize and understand how our emotions impacts our lives.
11. Understand your personality type and how this helps to better understand the people you work with.
12. Identify strategies to adapt to a changing world while remaining true to our professional responsibilities.
13. Describe the strategies used for long term employment success; tips on keeping employers happy; and the benefits of working in competitive integrated employment.

14. Describe Home and Community Based Settings Rule and how this Rule is impacting service delivery to individuals with Intellectual and Developmental Disabilities
15. Describe the role that Person-Centered Planning playing in achieving community integration and employment for individuals with Intellectual and Developmental Disabilities.
16. Describe how advocacy has influenced laws and funding that supports community and workplace inclusion.
17. Describe how transition services for students, and expanded work-based learning opportunities, and career pathways can benefit under-served populations and offer enhanced employer engagement.
18. Identify methods to increase energy and improve your attitude which will improve health and wellness and enable you to become more positive, embrace change and reduce stress.

## **Wednesday, August 3, 2022**

**Opening Session: 1:00 P.M.**

**Room: Alabama A**

### **Secrets of Effective Motivation**

**Lemzel Johnson, BA & MS**

**Room: Alabama A**

Mr. Johnson will share a personal perspective that will inspire the audience to have hope for their future, even during difficulties. This session will help the audience define their motives to stay motivated with practical communication skills. The session will be interactive and address Self-Purpose - Leadership - Followership - Teamwork – Communication

At the end of this session, participants will be able to: List the main sources for success on and off the job as well as the methods to be effective leaders and followers; Demonstrate effective team building skills through interactive activities with other audience members; Identify key components of motivation and how to remain motivated throughout your life.

**General Session: 3:00 P.M.**

### **TUNE UP YOUR LIFE**

**LaDonna Gatlin, CSP, CPAE**

Who knew so much wit and wisdom could be found in the notes of the musical scale? Fast-paced, funny, and focused, LaDonna delivers seven common-sense, practical principles in this easy-to-remember format that will equip audiences to “reach for the high notes” in life and hit them...every single time.

At the end of this session, participants will be able to: Identify 8 common-sense principles to achieve your best life; and demonstrate how music can influence a person’s wit and wisdom

**Thursday, August 4, 2022**

**Breakout Sessions**

**8:30 a.m.**

**Vicarious Trauma: The Cost of Caring**

**Denise Morris MS, Med**

**Program Manager**

**Alabama Department of Mental Health Substance Abuse Division**

**Room:**

According to the American Counseling Association. The term vicarious trauma (Perlman & Saakvitne, 1995), sometimes also called compassion fatigue, is the latest term that describes the phenomenon generally associated with the “cost of caring” It is believed that counselors working with trauma survivors experience vicarious trauma because of the work they do. Vicarious trauma is the emotional residue of exposure that counselors have from working with people as they are hearing their trauma stories and become witnesses to the pain, fear, and terror that trauma survivors have endured.

This presentation will educate participants on the signs, symptoms and management of vicarious trauma as well as give a brief overview of the different types of trauma individuals may experience.

**Making Sense of Medicaid Waivers**

**James Tucker, J.D.**

**ADAP Director**

**Room:**

Understanding Alabama’s home and community-based services provided through the state’s different Medicaid waivers.

Participants will be able to describe the range of services available through Medicaid waivers, including the state’s new Community Waiver Program (CWP), and the Person-Centered Planning (PCP) process.

**Employability Skills**

**Daniel A. Spencer, Sr., BA & MBA**

**Business Relations Consultant Alabama Department of Mental Health**

**Room:**

This session will provide one example of a Job Readiness presentation that can be used to teach job seekers about First Impressions, Interview Do’s and Don’ts, and

Dress Success. Participants will get a chance to interact with the presenter as well as experience the class from a job seeker's perspective.

**Breakout Sessions:**

**10:15 a.m.**

**ADOL Job Creation Strategies for Individuals with Disabilities**

**Secretary Fitzgerald Washington, AS**

**Alabama Department of Labor**

**Room:**

ADOL strategies to bring awareness to job seekers and employers regarding employment opportunities for individuals with disabilities. Currently the unemployment rate of individuals with disabilities is higher than the state rate. The goal is to introduce ways to reduce the unemployment disabilities rate on par with the state unemployment rate.

**My Story: The Elephant in the Room – How I Embraced by Own Disability in the Workplace**

**Pamela Williamson, BS**

**Assistant Director, Southeast ADA Center**

**Room:**

According to the National Alliance on Mental Illness (NAMI), approximately 20% of American adults experience some form of mental illness (or psychiatric disability) on a yearly basis. And across the population, 4% of American adults live with a serious mental health condition such as schizophrenia, bipolar disorder, or long-term recurring major depression. For many individuals with psychiatric disabilities, work is key to their health and contributes to a sense of purpose and wellbeing. Thus, it is important that employers understand how to foster a mental health-friendly work culture. (U.S. Department of Labor) Unfortunately, due to media reports and lack of understanding, there is also a stigma attached to disclosing a psychiatric disability in the workplace.

Supported employment professionals have an important role to play in educating employees with psychiatric disabilities about the Americans with Disabilities Act (ADA), talking to employers, and acting as a bridge between the employee and employer. We must prepare and learn how and when to disclose a disability, the pros, and cons to disclosing, how to request reasonable accommodations on the job, the role of the supported employment professional in disclosure, and the responsibilities of the employee and employer under the ADA.

As a person with lived experience, Ms. Williamson will address these issues through her story as a person with a psychiatric and neurological disability and embrace the elephant in the room.

This presentation will help participants: 1. Understand the prevalence and impact of psychiatric disabilities in the workplace; 2. Identify the basic ADA provisions (e.g., disclosure, reasonable accommodations, and confidentiality) related to employees with psychiatric disabilities; and 3. Discuss common workplace issues related to psychiatric disabilities and identify solutions to address barriers.

### **Positive and Uplifting Life Experiences. When you Snap! Crackle! Or Pop**

**Judy Barclay, BS**

**Co-Founder of Full Life Ahead Foundation of H.O.P.E.**

**Gwen Brown, Advocate**

#### **Room:**

During uncertainty, during chaos, we all have a story to share that can uplift another person. There are moments that will cause you to Snap! Snap because you find yourself feeling as if you can't take any more bad news. Moments when life begins to crackle around you, and you find yourself trying to handle one more thing after another. Just when you think you have reached the peak of no more of these events coming your way...Pop! You are facing something all over again and you just don't know if you can handle it!

Join us as we take you through a journey to uplift, inspire, encourage, and share how the Snap! Crackle! & Pop! don't have to overtake your life. There is H.O.P.E. (Helping Other People Envision). Come and learn about the SIZZLE to get the H.O.P.E. (Helping Other People Envision)

We are not mental health providers. We are folks, who, like you, continue to face the Snap, Crackle! & Pop! and find us NOT giving up or giving in but stepping boldly forward in our calling to encourage you and ourselves for **SUCCESS!**

### **Breakout Sessions**

**1:00 p.m.**

### **Alabama Public Health Pandemic**

**Page Taylor, M.D.**

**Medical Officer, Disease Control and Prevention**

**Alabama Department of Public Health**

#### **Room:**

This session will provide an overview of the Covid-19 Pandemic and the impact on Alabama citizens, including those with disabilities. Will it ever become of thing of

our past? How will this pandemic impact our future? Will things ever return to normal?

At the end of this session participants will be able to: Identify common symptoms of Covid-19 and how these differ from traditional influenza; Describe the impact of the Covid-19 pandemic on people with disabilities; List changes that people will need to make as we move forward in a potential future full of Covid-19

**ADRS Milestones and ADMH Employment Services – Braiding for Long Term Success; Region 1 Pilot Successes**

**Derek Greer, BA**

**Employment Resource Specialist**

**Alabama Department of Mental Health**

**Nancy Adams, MS Ed**

**Vocational Rehabilitation Unit/Field Supervisor**

**Alabama Department of Rehab Services**

**Melissa Dew, AAS**

**Founder and Executive Director**

**Flourish of Cullman**

**Room:**

We will explore the Milestones Program and the Medicaid Waiver employment services while learning how the pilot program, *Employment in the 21<sup>st</sup> Century*, has found successful implementation in the Cullman County area. This three-part presentation will explore the complexities of working with multiple stakeholders to achieve the greatest positive outcome for our consumers we serve. Participants will leave this session with a better understanding of the Ticket to Work Milestones Program, the Medicaid Waiver long-term supports for community-based employment, the initial Discovery process, real world application, and examples of success. All of this can be utilized to develop a strategy to blend and braid resources in the different geographical areas of the state of Alabama.

**Becoming Emotion Scientist**

**Samantha Wadsworth, MS**

**Program Evaluation & Development Specialist**

**Alabama department of Rehab Services**

**Room:**

“Our feelings are our most genuine paths to knowledge.”-Audre Lourde

Emotions are information and impact many of our thoughts, behaviors, and decisions. Learning to better recognize and understand our emotions makes us more in control of our lives. In this session we will discuss the importance of emotional intelligence and how to regulate our emotions by becoming emotion scientists.

**Breakout Sessions**  
**2:45 p.m.**

**Knowing Me: An Inventory of Your Personality Type**

**Derek Greer, BA**

**Employment Resource Specialist**

**Alabama Department of Mental Health**

**Virginia Mattox, BS**

**Employment Resource Specialist**

**Alabama Department of Mental Health**

**Room:**

Learning about your personality type can tell you a lot about yourself. But another valuable benefit of knowing about your personality type is to better understand them – the people with whom you work, interact, go to family gatherings, fight, date, marry, take care of, pretty much anyone you have a social interaction with. By understanding your personality, you also understand what your personality is not, and can start to see differences in those around you in a deeper way. You will gain the ability to think about and talk about differences in what energizes you, how you make decisions, how you take in information, and more. This will equip us to take the concept of “self-awareness,” and elevate to the next logical step – “others-awareness.”

**Breathing Life into APSE’s Ethical Guidelines for Professionals in Supported Employment**

**Julie Christensen, MSW, PhD**

**Executive Director and Director of Policy & Advocacy**

**Association of People Supporting Employment First**

**Senior Disability Policy Fellow**

**Harkin Institute at Drake University**

**Room:**

What does it mean to act ethically within the context of providing supported employment services? During this interactive session, participants will review APSE’s Ethical Guidelines within the context of new and emerging challenges in the field. Using real life examples, we’ll identify strategies to adapt to a changing world while remaining true to our professional responsibilities.

## **Employment Successes – Tips from the Workplace**

**Matthew Foster, Adam Lawson, Westley Fields, Self-Advocates**

### **Room:**

Panel of three self-advocates will discuss their successes in maintaining their competitive integrated employment for more 10 years. Each will speak about their companies and the strategies they've used to maintain their jobs long-term. It's not always getting the job that presents the hurdle, it's often keeping the job. These self-advocates will share their secrets and what they've done to keep punching the clock, earning a paycheck, and being the successful employees that they've become.

At the end of this session, participants will be able to: 1. Describe the strategies used for long term employment success; 2. Share tips on keeping employers happy; 3. List the benefits of working in competitive integrated employment.

**Friday, August 5, 2022**

**General Session**

**8:00 a.m.**

**Leaving Montgomery with 20/22 Vision**

Panel Discussion:

Julie Christensen, **MSW, PhD** -APSE

Kimberly Boswell, **MSW** - ADMH

Jane Elizabeth Burdeshaw, **BA, MS** - ADRS

**Federal Policy Efforts to Advance Competitive Integrated Employment**

**Julie Christensen, Executive Director and Director of Policy & Advocacy at the Association of People Supporting Employment First (APSE)**

**Senior Disability Policy Fellow**

**Harkin Institute at Drake University.**

The advancement of employment of people with disabilities is highly dependent on effective public policies. National APSE is the only National organization dedicated to promoting policies that advance Employment First – a movement to achieve meaningful employment, fair wages, and career advancement for people with disabilities. The audience will be introduced to APSE’s public policy priorities and the latest updates on national public policy issues and state trends. Among topics discussed will be the status of: Phasing out 14(c) and subminimum wage, Compliance with the Medicaid HCBS Settings rule, preventing cuts to Medicaid and Social Security, and Preserving protections under the ADA.

**Person Centered Planning: The Pathway to Employment**

**Kim Boswell**

**Commissioner of the Alabama Department of Mental Health.**

True person-centered planning is at the heart of community integration and employment for people with disabilities. The COVID Pandemic reinforced a message that the disability community has understood for a long time. Social isolation is damaging, and community integration and connectedness is healing.

At the conclusion of Commissioner Boswell’s presentation, attendees will have a better understanding of the role of person-centered planning in achieving community integration and employment, as well as a better understanding of the importance of building relationships and connectedness for people with disabilities.

## **Workforce Transformation**

**Jane Elizabeth Burdeshaw**

**Commissioner of the Alabama Department of Rehabilitation Services.**

The world of work has changed, and the needs of business and industry have created an environment that is open to innovative solutions and practices ripe with opportunities to increase the labor force participation rate for people with disabilities. At the conclusion of Commissioner Burdeshaw's presentation, attendees will understand the role that advocacy has played in changing laws and funding that supports community and workplace inclusion, as well as describe how labor force participation needs are driving opportunities for competitive, integrated employment for people with disabilities. Also, attendees will understand how transition services for students, expanded work-based learning opportunities, and career pathways can benefit under-served populations and offer enhanced employer engagement.

## **Closing Session**

**10:30 A.M.**

**Ballroom:**

## **Be Your Best Every Day**

**Larry Weaver, CPA**

In this interactive and engaging presentation, comedian and keynote speaker Larry Weaver uses clean humor and show business anecdotes to illustrate the importance of maintaining a positive attitude. These skills are crucial to success in any venture, whether your focus is on Leadership, Customer Service, Sales, Change, Safety, Stress Reduction, or simply Having More Fun at Work. Prepare to laugh, learn, and leave equipped to become more positive in your personal and professional life.

At the end of this session participants will be able to: Identify methods to increase energy which will improve health and wellness which will result in a balanced life with prioritized self-improvement and List steps to improve attitude which will result in becoming more positive, embracing change, and reducing stress.