



# APSE-MO Employment Summit

## AUGUST 11<sup>TH</sup> – 13<sup>TH</sup> 2010

### Employment First — Say No To Status Quo

#### ABOUT THE SUMMIT:

APSE-Missouri, The Network on Employment, is bringing you the 10<sup>th</sup> **Annual Missouri Employment Summit**. This conference is designed to bring together people with disabilities, family members, employers, employment providers, VR counselors, Special Education/Transition personell, service coordinators, funding agencies and others committed to increasing community employment opportunities for people with disabilities. The Summit features national and local speakers who will share cutting edge best practice information and strategies designed to support career development for people with disabilities.

#### Location:

**Stoney Creek Inn**  
**2601 S. Providence Rd.**  
Columbia, MO 65203  
573-442-6400

**Meals:** If you require a vegetarian meal or have special dietary restrictions, please indicate it on the form. Note: We cannot guarantee any requests for low carb meals.

#### Registration and Fees:

**Advanced registration is required.**  
Registrations accepted until **August 5, 2010.** This will help avoid unnecessary delays upon your arrival at the conference.

**Lodging:** Participants should make their own hotel reservations at:

**Stoney Creek Inn Columbia, MO 65203**  
**573-442-6400**

**IF YOUR REGISTRATION IS POSTMARKED BY JULY 16, 2010, YOU WILL SAVE \$20.00 ON YOUR REGISTRATION FEE!! REGISTER EARLY AND SAVE!!!**

**PURCHASE ORDERS WILL BE ACCEPTED, HOWEVER, THERE WILL BE A \$5.00 CHARGE PER PURCHASE ORDER.**

**SESSIONS MAY BE LIMITED BECAUSE OF SPACE SO REGISTER EARLY!!!**

**Waiver of Registration Fee:** There are a limited number of waivers of full registration fees for persons with disabilities and non-professional family members. These are awarded on a first come, first served basis. Please indicate on the registration and you will be contacted regarding acceptance.

The hotel is holding a limited room block for APSE-MO Employment Summit attendees until **July 16<sup>th</sup>**. After this date, rooms will be reserved on a space available basis only. The room rate is \$90 + tax per night (single/double).

**Exhibitor Tables:** Table space is available for individuals and organizations who wish to setup exhibits to display information about their products and services. There is an area on the registration form for you to register as an exhibitor. **Register Early as space is limited!!** Exhibitors will be contacted prior to the conference for details and arrangements.

**Refunds:** We are unable to provide refunds for registration fees due to costs incurred by hosting this conference. However, we will gladly accept substitutions for those registrants who cannot attend.

## **CONFERENCE – WEDNESDAY AUGUST 11, 2010**

**NOON – REGISTRATION**

**1:00 P.M. – 3:15P.M. GENERAL SESSION- LAURA OWENS NATIONAL APSE  
THE EMPLOYMENT FIRST MOVEMENT**

**Welcome: Lori Pace, President-APSE-MO**

**General Session: Employment First – Not Just a Slogan!**

Featuring Laura Owens- National APSE

### **Session Description**

There has been a lot of talk about “Employment First,” but what does it really mean? As the National APSE Conference theme pointed out, Employment First is not just a slogan! Across the nation, many states are adopting Employment First policies and practices. This interactive session will explain the movement, take a look at what other states are doing, and explore what we can be doing in Missouri to move this grass roots agenda forward.

### **Speaker Biography**

Dr. Laura Owens is the Executive Director of APSE, a national association focusing on the advancement of integrated employment for citizens with disabilities based Washington, DC. She is also an Associate Professor at the University of Wisconsin-Milwaukee in the department of Exceptional Education and the Director/Founder of Creative Employment Opportunities, Inc. (CEO), an employment agency for individuals with disabilities in Milwaukee, Wisconsin.

Laura is an internationally recognized speaker and has presented at the European Union on Supported Employment in Ireland (2007) and the Czech Republic (2009). She has consulted with several organizations in Croatia including the Croatian Employer Association on advancing integrated employment for individuals with disabilities.

Fundamental to her work is helping business (and society at large) see beyond the “current reality” to what can be, and to not set limits on themselves or individuals with diverse abilities. Laura earned her M.S. degree in special education from the University of Wisconsin - Milwaukee and her Ph.D. from the University of Wisconsin - Madison.

[lowens@apse.org](mailto:lowens@apse.org)



Find more information on the National APSE Webpage:

[www.apse.org](http://www.apse.org)

# Summit Agenda

## CONFERENCE – WEDNESDAY AUGUST 11, 2010 CONTINUED

3:30PM- 4:45PM BREAK OUT SESSIONS      SESSIONS 1 & 2  
COURSE I OF EMPLOYMENT UNIVERSITY

5:00PM      MEMBERS ONLY HOSPITALITY ROOM  
DINNER ON YOUR OWN

### Session 1

#### **Employment First: A Grass Roots Effort**

Featuring Laura Owens

This session will expand on ideas discussed during the keynote session. Participants will start planning for change in Missouri. Don't miss out on this exciting opportunity to truly advocate for change and improved employment outcomes for individuals with disabilities!

### Session 2

#### **Coaching for Success: How Small Changes in Attitude Can Lead to Major Changes in Employment**

Featuring Brian Garms & Lori Perdue

Regardless of where contemporary views on employing people with disabilities go, the prevailing attribute of success will always lie within the individual. Too often we get caught up on employment services and whatever diagnosis someone has and we lose sight of what's important. This presentation looks to analyze the attitudes of everyone from job seekers and their staff to service providers and developers, with the hopes of developing realistic solutions in the employment setting.

### **Employment University- Approved Registrants Only**

Course 1

#### **The Value of Working: Foundations to Employment**

Featuring Teresa Grossi

This presentation will provide an overview of employment opportunities for individuals with disabilities and the possibilities that occur when we raise our expectations. We'll take a look at where we started and how far we have come in terms of supporting people to achieve gainful employment in their communities. Additionally, participants will be provided insight into the guiding principles and values that drive employment services and supports which will set the stage for the other presentations at APSEMO's Employment University.

## **“Members Only”**

Hospitality Room- Eagle's Suite

**Join us for networking with other  
APSE members and conference speakers.**

Drinks and snacks provided

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## **Dinner on Your Own**



# Summit Agenda

## **CONFERENCE - THURSDAY AUGUST 12, 2010**

7:00 a.m. – Exhibitor Set-up

7:30 – 4:30 Exhibitor's Showcase

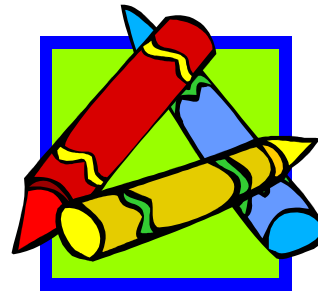
8:00 a.m. – Registration    Breakfast on your own

8:30 a.m. – 10:30 a.m. Opening Keynote

## **Opening Keynote: Featuring Teresa Grossi**

### **Life is Like a Box of Crayons: The Power of Choice and Career Planning**

Choice often consists of a process of judging a variety of options and selecting one based on preference. It often implies the opportunity to choose. This session will explore the notion of choice for individuals with disabilities and how what we can learn about the individuals as their career goals, preferences and circumstances change over time.



### **Speaker Biography:**

Teresa A. Grossi, Ph.D., is the Director for the Center on Community Living and Careers at the Indiana Institute on Disability and Community, the Indiana's *University Center for Excellence (UCE)* at Indiana University. Dr. Grossi has extensive background in education and employment for individuals with disabilities where she has worked in North Carolina and Ohio as a community-based instructor, transition coordinator, job coach and managed a vocational training program and a supported employment agency. Teresa serves on a number of editorial boards and has conducted research and has written on secondary transition services, community supports and employment issues for individuals with disabilities. Teresa 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 the external evaluator for the National Secondary Transition and Technical Assistance Center.

# Summit Agenda

## CONFERENCE – THURSDAY AUGUST 12, 2010 (CONTINUED)

10:30– 10:45 a.m. Break

10:45 a.m. – Noon. Breakout Sessions (3 & 4)  
Employment University Course II

Noon – 1:15 Luncheon- Networking & Membership Meeting

### Session 3

#### **Building Good Relationships with Businesses**

Featuring: Andy Traub, Derrick Nelson

How can human service organizations build mutually beneficial relationships with members of the business community? Human resource professionals from AMC Entertainment will discuss their perspective on how to approach and work effectively with business decision makers. AMC has built a partnership with the Autism Society of America to employ individuals on the autism spectrum through their new FOCUS initiative (Furthering Opportunities Cultivating Untapped Strengths). In the process, they have gained valuable insight concerning how business and human service professionals sometimes see the world differently.

### Session 4

#### **Organizational Change in Action**

Featuring Lori Pace

There is a national push to make competitive employment the first priority for individuals with disabilities. While most people agree with this conceptually, many organizations struggle with the “how tos” of making an organizational change. The Arc of the Ozarks was awarded a grant from the MO Planning Council to make the transition from segregated, traditional day program services and subminimum wage work crews to an organization which promotes competitive employment for all individuals receiving services. In this session, The Arc of the Ozarks will share their experience with Organizational Change and how it has impacted the lives of the individuals they support. Participants will learn about the successes and struggles in making this change and will be given tools to use in their organization to make a similar move.

### **Employment University- Open to all attendees. Required for EU participants**

Course II

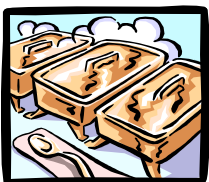
#### **Career Discovery Guide**

Featuring Rob Hoffman

This session will introduce participants to Missouri’s newest resource on Career Planning for persons with disabilities. The Career Discovery Guide is a career planning guide that supports the job seeker and his/her team to develop a comprehensive career plan using proven techniques to discover interests, skills, and talents which ultimately leads to the development of an action plan to find and secure employment that matches their career goals. The development of this guide was funded by Missouri’s Planning Council for Developmental Disabilities and participants are encouraged to visit [www.mpcdd.com](http://www.mpcdd.com) to preview/download the guide.

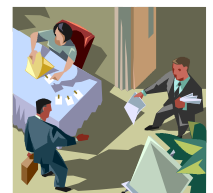
## CONFERENCE – THURSDAY AUGUST 12, 2010 (CONTINUED)

Noon – 1:15 Luncheon- Networking & Membership Meeting



## Exhibits, Networking & Lunch

*Use this break to network with others, visit the exhibitors  
and enjoy a buffet lunch!*



**CONFERENCE – THURSDAY AUGUST 12, 2010 (CONTINUED)**

1:15 – 2:30 Breakout Sessions (5 & 6)  
Employment University Course III  
2:30 – 2:45 Break

<p>Session 5 <b>What are Work Incentives Part One</b> Featuring Tim McEvoy</p> <p>An “eagle eye” view of Social Security’s employment supports. The impact of work on Social Security and SSI benefits can be confusing and Social Security’s rules are complex. In this presentation Tim will try to present a general picture of how work affects benefits without overwhelming the listeners with details.</p>	<p>Session 6 <b>Building a High Performing Employment Services Team</b> Featuring Susan Rocker</p> <p>Great employment services come from staff who are carefully selected, well-trained and have great support. Is your organization doing all it can to recruit, train, and mentor staff to be successful? This session will examine a competency-based approach to creating a high-performing employment services team.</p>
<p><b>Employment University- Approved Registrants Only</b> Course III <b>Employer Relations: Getting Past the Handshake</b> Featuring Darla Wilkerson</p> <p>In this interactive session, participants will learn successful practices when approaching potential business partners, identifying employer needs, creating successful matches, and establishing lasting employer relations.</p>	

**CONFERENCE – THURSDAY AUGUST 12, 2010 (CONTINUED)**

2:45 – 4:00 Breakout Sessions (7 & 8)  
Employment University Course IV

<p>Session 7 <b>What are Work Incentives Part Two</b> Featuring Tim McEvoy</p> <p>What does a Plan to Achieve Self-Support actually look like? This session will provide the participants an opportunity to see how a PASS might be developed in one concrete case and how the plan might work itself out over the years to benefit the worker. This is a practical nuts and bolts workshop aimed at helping people see how a PASS might work in real life.</p>	<p>Session 8 <b>Exploring Entrepreneurship</b> Featuring Virginia Wilson MO Small Business Development Center</p> <p>A start-up session for those interested in starting a business or helping others start a business and wanting answers/information for general business issues.</p>
<p><b>Employment University- Approved Registrants Only</b> Course IV <b>Job Success! What happens after the hire?</b> Featuring Susan Rocker</p> <p>The job seeker has accepted a job offer: what’s next? Your ability to identify necessary supports, create a plan for those supports, and facilitate or provide those supports is key to ongoing success. We’ll also spend some time on another critical element of quality employment: building social capital!</p>	

*Join us for our 3<sup>rd</sup> Annual  
APSEMO Employment Summit Social!*

*5:00 p.m. until 8:00 p.m.*

*Thursday August 12th*

*Hot & Cold Snacks, Beverages and Networking!  
Poker Run/Scavenger Hunt with Great Prizes!!*

**CONFERENCE – FRIDAY AUGUST 13, 2010**

8:30 – 9:45            Breakout Sessions (9, 10 & 11)  
10:00 – 11:30        Brunch Buffet & Closing Keynote

<p>Session 9 <b>Principles of IPS Supported Employment</b> Featuring: Claire Beck &amp; Jenise Woolf</p> <p>In this session we will discuss the core principles of Evidence-Based Supported Employment, also known as Individual Placement and Support, or IPS. IPS is rapidly replacing the traditional "Supported Employment" model as the best practice for assisting individuals with serious and persistent mental illness in achieving their vocational goals. Research studies have shown that when compared with traditional services, IPS results in significantly higher outcomes. Participants will hear from a Counselor from the Division of Vocational Rehabilitation who has successfully utilized the IPS model and is currently assisting with its implementation throughout Missouri. They will also hear how one agency made the transformation from traditional Supported Employment to IPS.</p>	<p>Session 10 <b>Business Led Supported Employment Models</b> Featuring Kathy Smith, Candie Ingberg, &amp; Dana Nichols</p> <p>This session will highlight the experiences of three Missouri hospitals that utilize in-house employment specialists to coordinate workplace supports for employees with disabilities. The businesses also provide transition from school to work opportunities for high school students. Participants will see examples of collaboration among community agencies, simple assistive technology and job modifications, as well as other strategies that support success in the workplace. Target audiences include employers, educators and professionals involved in the delivery of employment support services</p>	<p>Session 11 <b>Techy Teens, Savvy Self-Advocates:</b> Leadership and Empowerment to Achieve our Dreams Featuring: Alexis Petri</p> <p>The Techy Teens presentation will focus on the Youth LEAD program of UMKC's Institute for Human Development. Now in its third year, Youth LEAD uses an assets-based community organizing approach to help motivate and empower teens and young adults with developmental disabilities as they set and reach their goals. The presentation will include multi-media such as websites, facebook, and youtube videos. Presenters will share Youth LEAD results and insights about the importance of community-based programming for teens and young adults and discuss the role that Urban Leadership Academies have played in supporting their personal development and life transitions.</p>
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**Closing Keynote**

Featuring T. Marni Vos

T. Marni Vos is a clean and refreshing humorist. She is as funny as she is inspiring. A motivational speaker, she entertains with her keynotes as she motivates and inspires her audience to be top performers at their work and as individuals. T. Marni Vos leaves her audience not only with an additional communication tool, but she leaves them laughing, free of stress, and ready for change.



**In today's business environment, where every skill counts:  
humor, laughter, and creativity can provide a winning edge.  
Check her out on the web: [www.tmarnivos.com](http://www.tmarnivos.com)**

## Our Featured Exhibitors

- ❖ Social Security Administration
- ❖ Missouri Protection & Advocacy
- ❖ MRA
- ❖ APSE-MO

Reserve your booth space now, limited number of spaces available!



[www.apsemo.org](http://www.apsemo.org)

### Sponsorship Opportunities Are Still Available!

Contact Christy Coslet @  
(660) 886-4261 Ext 429

To see how you can receive a free registration, display booth and recognition!

## APSE-MO

APSE-MO is the Missouri state chapter of the APSE Network on Employment, a national organization to improve and expand integrated employment opportunities, services, and outcomes for people experiencing disabilities. The mission of APSE-MO is to support the employment of all people with disabilities in careers of their choice. APSE-MO is involved in a variety of activities, including networking, advocacy, training, community education and public policy. Visit our website for membership information.

A very special thanks to the following organizations who have supported this conference through financial and in-kind contributions. Their support has provided assistance with consumer and family stipends, sponsored breaks and socials, and covered speaker costs. Without their support this conference would not have been possible.

- ❖ Missouri Planning Council for Developmental Disabilities
  - ❖ UMKC Institute for Human Development
    - ❖ DMH Library Grant
  - ❖ Learning Opportunities/Quality Works
    - ❖ Center for Human Services

Want to save money on your Summit registration and get a FREE registration at one of APSEMO's Professional Development Days?

Visit [www.apsemo.org](http://www.apsemo.org) for all the details!!



***New to the employment field? Wanting to know the basics & best practices?***

Starting this year, a featured opportunity at APSEMO's Annual Employment Summit will be the Employment University (EU). EU offers a strand of courses to new or relatively new, people to fully inclusive employment, the opportunity to learn best practices. EU sessions will start with the Foundations of Employment and continue all the way through supporting people on the job.

For an additional fee of \$20, selected participants will learn from national leaders in the field of Employment. Small class sizes will support interactive activities and discussions. Participants will also receive an Employment University manual and EU graduation memorabilia.

EU is limited to only **20 participants** who are required to attend all of the EU courses to receive their certificate of completion. EU courses are spread throughout the Summit so participants have the opportunity to attend other sessions as well.

APSEMO encourages you to review the courses below to see the great line up of EU courses and strongly recommends you register soon to secure your spot!

**The Value of Working: Foundations to Employment**

Featuring Teresa Grossi

**Career Discovery Guide**

Featuring Rob Hoffman

**Employer Relations: *Getting Past the Handshake***

Featuring Darla Wilkerson

**Job Success! *What happens after the hire?***

Featuring Susan Rocker

# REGISTRATION FORM

Please Print Legibly or Type-Use only 1 Form Per Registrant

Name: \_\_\_\_\_ Employed by: \_\_\_\_\_

Address: \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

**Mail Completed Registrations & Payment To:**  
 APSE-MO  
 c/o Christy Coslet  
 175 W Slater  
 Marshall, MO 66340  
**For information call:**  
 (660) 886-4261 X 429

I Require a.....  
 Vegetarian Meal     Special Diet: \_\_\_\_\_  
 Reasonable Accommodations (please describe) \_\_\_\_\_  
 \_\_\_\_\_

**Note: To ensure accomodations please notify us no later than August 1<sup>st</sup>**  
 APSEMO will not guarantee accomodations after this date. Also, if person requesting accomodations cannot attend, they must be cancelled 72 hours prior to the conference, if not, the person requesting accomodations will be responsible for payment for the costs of accomodations.

### Choose Your Session

Please ENTER THE NUMBER of the breakout session you will attend for EACH TIMEFRAME. This information is needed to make room assignments and avoid overcrowding in sessions. **Sessions may be limited because of space, so register early!**

**Register by August 5, 2010**

I would like to apply for the Employment University Courses  
 Wednesday -Thursday  
Friday  
 8:30 – 9:45 (sessions 9-11) \_\_\_\_\_  
**Only the first 20 applicants will be accepted.** Registration for this must be faxed or emailed to [ccoslet@dishmail.net](mailto:ccoslet@dishmail.net) to be considered for these special courses.  
 I will attend the Opening Keynote Wed. afternoon \_\_\_\_ Yes \_\_\_\_ No  
Wednesday  
 3:30-4:45 (sessions 1-2) \_\_\_\_\_  
Thursday  
 10:45-12:00 (sessions 3-4) \_\_\_\_\_  
 1:15 – 2:30 (sessions 5-6) \_\_\_\_\_  
 2:45 – 4:00 (sessions 7-8) \_\_\_\_\_  
Friday  
 8:30 – 9:45 (sessions 9-11) \_\_\_\_\_

I Plan on attending the APSE-MO Membership Meeting Lunch on Thursday  
 Yes     No  
 I plan on attending the Closing Brunch & Closing Keynote  
 Yes     No

I am requesting a registration waiver  
 Reason for request:  
 Person with a disability  
 Non professional Family member

### Registration Fees

	July 16th or Before	July 17-August 5th
Person with a disability and non-professional family members,	<input type="checkbox"/> \$65.00	<input type="checkbox"/> \$85.00
APSE-MO Members Member # _____	<input type="checkbox"/> \$80.00	<input type="checkbox"/> \$100.00
Non-Members	<input type="checkbox"/> \$100.00	<input type="checkbox"/> \$120.00
Employment University Accepted	<input type="checkbox"/> \$20.00 additional fee to registration	
Sponsorship	<input type="checkbox"/> \$250.00 Includes 1 Registration, Exhibitor Table, Recognition <input type="checkbox"/> I will need an exhibitor's table for display	
Exhibitor Table	<input type="checkbox"/> \$75.00	
Purchase Order Fee	<input type="checkbox"/> \$5.00	
	<b>Total Enclosed:</b>	

**Make checks payable to APSE-MO. Registrations will not be processed without payment.**