

# Trailblazing: Charting Our Employment Path

2016 Kansas Employment First Summit

April 21-22, 2016

Topeka Capital Plaza Hotel and Convention Center



# Summit Schedule at a Glance

## April 21-22, 2016

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Thursday, April 21

8:00 AM—9:00 AM:	Registration and Breakfast
9:00 AM—9:15 AM :	Welcome Address Tim Keck, Sec. of KDADS
9:15 AM—10:00 AM:	Opening Keynote Address Julie Petty
10:15 AM—11:15 AM:	Session 1 Workshops
11:15 AM—12:00 PM:	Vendor Fair
12:00 PM—12:50 PM:	Lunch
12:30 PM—1:00 PM:	Project SEARCH recognition
1:00 PM—2:00 PM:	Afternoon Keynote Erin Reihle, Project SEARCH Co-Founder
2:15 PM—3:15 PM:	Session 2 Workshops

## Thursday, April 21st Continued

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3:15 PM—3:45 PM:	Snack Break
3:45 PM—4:45 PM:	Session 3 Workshops
5:00 PM	Dinner on your own

## Friday, April 22nd

8:00 AM-9:00 AM	Breakfast
9:00 AM-10:00 AM	Morning Keynote Stephen Hall, Ph.D.
10:15 AM-11:15 AM	Session 4 Workshops
11:30 AM-12:30 PM	Closing Keynote Ed O'Malley, Executive Dir. Kansas Leadership Center
12:30 PM-12:45 PM	Employment First Champions Recognition
12:45 PM-1:30 PM	Closing Comments/Lunch

# Vendors

The following vendors will have display tables and information at the 2016 Employment First Summit.

For more information about these vendors, please visit:

<http://employmentfirstsummit.com/vendors.html>

Amerigroup

Assistive Technology of Kansas (ATK)

COF Training Services, Inc.

JennyLU Designs

Kansas Commission on Disability Concerns

K-Loan

Kansas Rehabilitation Services

NAMI Kansas - National Alliance on Mental Illness

Poppin' Joes

Starkey, Inc

Sunflower Healthplan

Via Christi Health

United Healthcare

Working Healthy/WORK

Families Together

Disability Rights Center of Kansas

Association of People Supporting EmploymentFirst (APSE)

Kansas Department of Aging and Disability Services (KDADS)

The Kansas Leadership Center (Friday only)



# Julie Petty

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Julie Petty is an accomplished self-advocate from Arkansas and has been a leader in the self-advocacy movement in Arkansas and nationally for several years. In 2011, President Barack Obama appointed Julie to be a member of the President's Committee for People with Intellectual Disabilities and then appointed chairperson in 2014. She is a 2004 graduate of the University of Arkansas journalism department.

She is the past President of SABE (Self Advocates Becoming Empowered) from 2006-2008. In 1998, she established Arkansas People First and helped it grow statewide. She has served on boards and advisory councils related to disability policy. Julie has keynoted many national and state conferences to spread the word about self advocacy. Julie joined the staff at Partners for Inclusive Communities, the Arkansas University Center on Excellence for Disabilities, in August of 2008 where she works on various projects to educate people with disabilities. She is married to Brian Petty and they have 2 sons, Logan and Warren.

**Room: Pioneer**

**Title: Promoting Positive Employment Outcomes Through Self Determination (p. 27)**

**Presenter: Michael Wehmeyer, Ph.D.**

**Dr. Wehmeyer will examine interventions incorporating self determination that positively influence employment outcomes for people with disabilities.**

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**Room: Shawnee A**

**Title: Work and Disability Stigma (p.30)**

**Presenter: Erin Riehle RN, MSN**

**Erin Riehle will examine how co-worker perceptions of people with disabilities change when they work side by side with them.**

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**Room: Shawnee B & C**

**Title: Reaching Post-School Goals: What Kansas Students are Saying (p. 27)**

**Presenter: Wendy Coates and Beth Clavenna-Deane Ph.D.**

**This session focuses on what Kansas students say is helping them reach their goals after they leave high school.**

## **Session 1: April 21 10:15-11:15 AM**

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**Room: River**

**Title: Vocational Rehabilitation (VR) 101 (p. 29)**

**Presenter: Michael Donnelly**

**This session will provide an overview of VR services in Kansas and it's effectiveness in getting people with disabilities competitive , integrated jobs.**

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**Room: Homestead**

**Title: Certified Employment Support Specialist: How to Join the Rapidly Growing Community of CESP Credential Holders (p. 23)**

**Presenter: Cassy Davis**

**Learn how to become a Certified Employment Support Specialist.**

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**Room: Bison**

**Title: Innovating with the Wichita Nexus/Business Leadership Network (BLN) (p. 26)**

**Presenter: Bob Hull and Peter Daniels**

**Learn about the Wichita area "Nexus idea" and Business Leadership Network.**

# Erin Reihle

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Erin Riehle, RN, MSN Erin is a recognized authority and national leader in promoting employment opportunities for people with disabilities and other barriers to employment. She is a founder and Senior Director of Project SEARCH, an employment and transition program that has received national recognition for innovative practices pioneered under Ms. Riehle's guidance.

She is regularly invited to present at national and regional conferences, and has co-authored numerous publications and book chapters. She has served on many national committees, such as the Virginia Commonwealth University Business Leadership Roundtable and the Youth to Work Coalition. She is a past board member for the Association for Persons in Supported Employment (APSE). She is also a past member of the Ohio Governor's Council on People with Disabilities. She has gained over \$3 million dollars in foundation and agency support for Project SEARCH programs, and has won numerous awards for her work.

Notably, Project SEARCH received the U.S. Department of Labor's 2004 New Freedom Initiative Award and was the Inaugural recipient of Dartmouth-Hitchcock's 2010 James W. Varnum National Quality Award.





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**NOTES**

**Room: Pioneer**

**Title: Employment Systems Change (p. 24)**

**Presenter: Stephanie Breaker**

**Presenters will discuss the Employment Systems Change Coalition of Kansas and their plans for recommendations for support change.**

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**Room: Shawnee A**

**Title: Social Capital and Employment (p. 29)**

**Presenter: Janet Williams Ph. D.**

**Janet Williams will give an overview of social capital and the vital role it plays in employment for everyone.**

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**Room: Shawnee B & C**

**Title: Workforce Innovation and Opportunities Act Update (WIOA) (p. 30)**

**Presenter: Susan Weidenbach**

**Susan Weidenbach will provide an update on the Kansas WIOA state plan.**

**Room: River**

**Title: KANSASWORKS: Your Workforce System (p. 30)**

**Presenter: Dale Tower, Kristin Doze, and Mickayla Fink**

**This presentation will be an overview of the Kansas Workforce Development System (Workforce Centers)**

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**Room: Homestead**

**Title: It's All About the Network (p. 26)**

**Presenter: Tom Szambecki, Forrest Austin, Jeremy Gooch**

**Project SEARCH staff will talk about how they use technology to help achieve high employment outcomes.**

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**Room: Bison**

**Title: Engaging Culturally Diverse Families to Ensure Access to Employment Supports and Services (p. 24)**

**Presenter: Judith Gross Ph. D.**

**This presentation will discuss how the Families Employment Awareness Training (FEAT) impacts families that don't speak English as their native language.**

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*Statewide Coordinator for Project SEARCH*



# NOTES



# UnitedHealthcare

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## **2016 Employment First Summit.**





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**Room: Pioneer**

**Title: How Employment Benefits People with Disabilities (p. 25)**

**Presenter: Panel Moderated by Sherri Marney**

**People with Disabilities talk about how getting a job has improved their lives.**

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**Room: Shawnee A**

**Title: Business Advisory Councils: How to Engage Businesses (p. 22)**

**Presenter: Erin Riehle, RN, MSN**

**Project SEARCH co-founder, Erin Riehle, talks about how to engage businesses in the community to help with job development.**

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**Room: Shawnee B & C**

**Title: The Individual Placement and Support (IPS) Model of Supported Employment: An Evidence-Based Practice for Individuals with Serious Mental Illness (p. 25)**

**Presenter: Galen Smith**

**Learn about the IPS model of supported employment.**

**Room: River**

**Title: Ticket to Work– A Safe Way Forward Using Work Incentives (p. 29)**

**Presenter: Madeline Bowens**

**Learn how a Ticket to Work can allow you to get a job and keep your health benefits.**

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**Room: Homestead**

**Title: Assistive Technology Solutions for Employment (p. 22)**

**Presenter: Sheila Simmons, ATK**

**This presentation will review different types of Assistive Technology (AT) and explain how to get help finding the AT you need to get or keep a job.**

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**Room: Bison**

**Title: Services that Make a Difference (p. 28)**

**Presenter: Stephen Hall, Ph. D.**

**Dr. Hall will talk about an innovative business model where service providers can provide quality services under new CMS rules and guidelines.**

# Stephen Hall, Ph.D.

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**Stephen Hall Ph.D.** is the Director of Employment Policy and Research with Griffin-Hammis Associates and is a private consultant specializing in policy development and implementation, individualized funding mechanisms, creative leadership, and helping states transition from facility to community-based services. Stephen has strong relationships with state and federal government leaders, universities, and provider and advocacy organizations. He is a former State Commissioner of Behavioral Health, State Director of Developmental Disabilities, USDOL Subject Matter Expert, CEO of both small and large Community Provider Organizations, School Administrator, and Teacher. Stephen has a Ph.D. in Disability Policy and Adult Education from the Rehabilitation Research and Training Center on Supported Employment and Workplace Supports at Virginia Commonwealth University. He was a member of the National Association of Developmental Disabilities Directors for a decade, President-elect and Chair of the Research Committee for seven years.

Stephen has been a presenter or keynote speaker at national conferences, state conferences, and town hall meetings. He has received numerous Governor appointments to Boards and Commissions and awards for his work. In 2012, Stephen received a state award for partnership with Vocational Rehabilitation to ensure the employment of persons with disabilities. He received an award and was recognized by a United States Senator for Ethical Leadership in 2013.

He was the principle investigator for the Kansas Roadmap to Employment created for the Kansas Council on Developmental Disabilities.

# Notes

**Room: Pioneer**

**Title: College: Pathway to Employment (p. 23)**

**Presenter: Lisa Joliff**

**This workshop will discuss the opportunities on college campuses for students with disabilities.**

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**Room: Shawnee A**

**Title: A Job You Want Equals a Life You Want (p. 22)**

**Presenter: Julie Petty**

**This is an interactive workshop for self advocates to identify their goals, prepare for a job, and create an action plan on how to make it happen.**

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**Room: Shawnee B & C**

**Title: Project SEARCH 101 (p. 27)**

**Presenter: Erin Riehle RN, MSN**

**An overview of the Project SEARCH model including history, core model components, partnerships, funding, and staff roles and responsibilities.**



Room: River

Title: Mentoring Matters (p. 26)

Presenter: Julia Connellis

The workshop will share the needs, benefits, and, most of all, the impact that mentoring can have on youth with disabilities.

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Room: Homestead

Title: Smart Decision Making Through Technology (p. 28)

Presenter: Dr. Cindy Fisher

Learn about the Smart Steps Mobile app and how it helps with decision making to help support getting and keeping a job. [www.SmartSteps4me.com](http://www.SmartSteps4me.com)

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Room: Bison

Title: Kansas AgrAbility (p. 22)

Presenter: Sheila Simmons and Nancy Stork

This session talks about Kansas AgrAbility, a program that helps people with disabilities who want employment in agriculture or agribusiness.

# Ed O'Malley

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**Ed O'Malley**, President & CEO, Kansas Leadership Center

The titles “president” and “CEO” may conjure up traditional notions of authoritarian leadership, but Ed O’Malley, who holds those titles at the Kansas Leadership Center, doesn’t see them that way. O’Malley spent four years as a state legislator, with a ringside seat for both effective and ineffective displays of civic leadership. To him, leadership is not a title, personality trait or workshop topic. Instead, it’s an opportunity that people can grasp and choose to exercise in many different ways and venues.

# Workshop Presenters

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Full biographies of the Employment First Summit workshops can be found on the website. Simply click the "Presenters" link at:

<http://www.EmploymentFirstSummit.com>

Forrest Austin  
Madeleine Bowens  
Stephanie Breaker  
Beth Clavenna-Deane Ph.D.  
Wendy Coates  
Julia Connellis  
Peter Daniels  
Cassy Davis, CESP™ Manager  
Michael Donnelly  
Kristin Doze  
Mickayla Fink  
Cindy Fisher, Ed.D.  
Jeremy Gooch  
Judith Gross, Ph.D.  
Stephen Hall Ph.D.  
Robert ("Bob") Hull  
Nancy Johnson  
Lisa Jolliff  
Sherri Marney  
Julie Petty  
Erin Riehle, RN, MSN  
Sheila Simmons  
Galen Smith, MSW  
Nancy Stork  
Tom Szambecki  
Dale Tower, BSW  
Michael L. Wehmeyer, Ph.D.  
Susan Weidenbach  
Dr. Janet Williams

# Workshop Descriptions

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## **Agrability**

Sheila Simmons & Nancy Stork- Assistive Technology of Kansas

Have you considered selling veggies at a farmers' market? Do you want to raise bees, have bottle calves, or sell eggs? Kansas AgrAbility helps beginning growers, farmers, ranchers, and family members pursue their employment goals in the area of agriculture and agribusiness. Come hear about our services and successful solutions that helped others achieve their employment goals.

## **A Job You Want Equals the Life You Want**

Julie Petty

This class is for people with disabilities. It will be interactive. We will be using tools to help identify your goals, preparing for a job, then create an action plan on how to make it happen!

## **Assistive Technology and Employment**

Sheila Simmons- Assistive Technology of Kansas

Assistive technology (AT) can help people get, keep, and advance in employment. AT solutions can be simple modifications in a work setting, use of inexpensive products, or specialized adaptations. This presentation will review different types of AT, review people's successful use of AT in several work settings, and explain how to get help finding the AT you need to get or keep a job.

## **Business Advisory Councils: How to Engage Businesses**

Erin Reihle- Project SEARCH co-founder

Community involvement and networking are key strategies to develop relationships with employers that lead to job opportunities for people with disabilities. Erin will explain how to create and structure a business advisory committee to help develop jobs in your community.

# Workshop Descriptions

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## **Certified Employment Support Specialist: How to join the rapidly growing community of CESP™ Credential-holders**

Cassy Davis, CESP™ Manager- APSE National

Do you have new or creative ideas regarding enhancing and expanding employment opportunities for people with disabilities? Do you sometimes feel isolated and like no one else struggles the way you do in helping a job-seeker find or maintain employment? Do you have a desire to speak a common language regarding employment with colleagues from around the country? Do you want to be taken seriously as a professional in your field? Do you have the following? • A high school diploma (or more) plus • One year of experience (or more) as an Employment Support Professional, or • 9 months of experience with a training component If so, you may be eligible to take the first step toward obtaining the Certified Employment Support Professional (CESP™) credential! This workshop will cover: • Process for obtaining the certification • Difference between earning a certificate and a credential • Benefits of gaining the CESP™ Credential • Long-term vision for the CESP™

## **College: Pathway to Employment**

Lisa Joliff, Hutchinson Community College

Whether earning a degree, training certificate or taking classes for fun, the skills that a person learns on a college campus can be very beneficial in the job search. This workshop will discuss the opportunities on college campuses for students with disabilities including:

- \*Open admission
- \*Accommodations
- \*Tutoring
- \*Study groups
- \*Clubs and Organizations
- \*Residential Life
- \*Credit vs. audit classes
- \*Financial Assistance

We will discuss how the college experience can have a positive impact on a person's employability. Q/A will be encouraged.



# Workshop Descriptions

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## **The Employment Systems Change Coalition of Kansas**

Stephanie Breaker and members of the Employment Systems Change Coalition of Kansas

The Employment Systems Change Coalition of Kansas represents multiple agencies throughout Kansas who work together across fields of disability to support employment systems change. The primary goal is to not only see more people employed, but to address systematic barriers to employment for persons with disabilities. Presenters will discuss the project and provide updates regarding the group's efforts and their plans for recommendations to support change.

## **Engaging Culturally-diverse Families to Ensure Access to Employment Supports and Services**

Judith Gross, Ph.D.

For this presentation, we will discuss the findings from bilingual interviews with 12 Hispanic families with young adults with mild to severe disabilities ranging in age from 14-28 years. Eight of the families had attended our training, Family Employment Awareness Training (FEAT), and four had not. Since the training is designed to increase expectations and knowledge, we conducted interviews with both families who had attended FEAT and those who had not. We interviewed families at three points in time – six months apart. Findings indicated that most families believed in the value of employment for their young adults with disabilities and desired for their son or daughter to find the right fit for their skills and interests. For this presentation, we will describe the FEAT training, discuss the barriers identified by the families we interviewed, and share strategies professionals can use to ensure all families have equal access to needed supports and services.

# Workshop Descriptions

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## **How Employment Benefits People with Disabilities.**

Sheri Marney, Nancy Johnson, Ian Kuenzie, Kathy Lobb, Dylan Eagan

Many people with disabilities want to work but worry that doing so could jeopardize their vital health and long term care coverage. Programs like Working Healthy offer people with disabilities who are working or interested in working the opportunity to keep their KanCare coverage while on the job. Through Working Healthy people can earn more, save more, achieve their career goals, and still maintain their health coverage. WORK can provide waiver like supports to Working Healthy members to assist with personal needs and supported employment. Our panel of speakers will share their personal experiences with becoming employed and how they have benefited from the employment.

## **The Individual Placement and Support (IPS) model of Supported Employment an Evidence-Based Practice for Individuals with Serious Mental Illness**

Galen Smith, MSW

This presentation will focus on why it is important to encourage individuals with serious mental illness to consider gaining competitive employment. This presentation will provide an overview of the principals of the IPS model and will assist participants to gain an understanding of the importance of helping and encouraging consumers to engage in achieving competitive employment.

# Workshop Descriptions

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## **Innovating with the Wichita Nexus/Business Leadership Network (BLN)**

Bob Hull and Peter Daniels

Using a small grant from the Kansas Health Foundation, Robert Hull of the Cerebral Palsy Research Foundation is working to adapt the innovations of the Greater Kansas City Employment Nexus to conditions in Kansas. The "Nexus idea" brings together disability employment agencies and employers in a closer cooperation to assist more people to find work. Collaborating in this effort is the Sedgwick County Business Leadership Network.

## **It's All About the Network**

Tom Szambecki, Austin Forrest, Jeremy Gooch

Project Search (PS) is an essential step toward Employment First outcomes. Data suggests national employment rates among PS graduates with moderate disabilities are currently 73% rather than the 13% rate for high school graduates with moderate disabilities. Success is measured by a single metric: a good job at the end of the Project SEARCH experience. This session will examine and explore some of the exciting ways that technology and data are transforming the Project SEARCH experience and leading to high employment outcomes.

## **Mentoring Matters**

Julia Connellis, Executive Director, KYEA

This workshop will share the needs, benefits and most of all impact that mentoring can have on youth with disabilities. Presenters will review various mentoring opportunities available for youth with disabilities through KYEA, as well as opportunities for potential mentors. Youth with disabilities who have or currently being mentored will share their story of how mentoring helped them on their life journey.

# Workshop Descriptions

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## **Project SEARCH 101**

Erin Reihle- Project SEARCH Co-founder

Erin gives an overview of the Project SEARCH model including history, core model components, partnerships, funding, and staff roles and responsibilities.

## **Promoting Positive Employment Outcomes Through Self-Determination**

Michael L. Wehmeyer, Ph.D.

There is clear research evidence that promoting the self-determination of youth and young adults with developmental disabilities has positive impact on adult outcomes, including employment-related outcomes. This session will overview what is meant by promoting self-determination, examine the evidence related to promoting self-determination, and present information about interventions incorporating self-determination that have been shown to positively influence employment outcomes for youth and adults with developmental disabilities.

## **Reaching Postschool Goals: What Kansas Students are Saying**

Wendy Coates and Beth Clavenna-Deane, PhD

Kansas is required to do one year follow up surveys with students who have exited special education. This session will describe what Kansas students have to say about what is helping them reach their goals after they leave high school.

# Workshop Descriptions

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## Services That Make a Difference

Stephen Hall, Ph.D.

Too often providers of services and supports are caught in a funding trap where a stable amount of dollars and people to be served results in a diminishing ability to:

- 1 Serve additional citizens
- 2 Hire and retain qualified personnel
- 3 Pay direct support professionals adequately
- 4 Meet ever-increasing costs without reducing services or quality
- 5 Improve and expand the organization's capacity to provide services

This presentation is about how to provide modern impactful services, such as Supported Employment, Customized Employment, and Discovery to the extent that more people can receive services that reduce his or her need for services and save taxpayer money, while increasing the provider's financial well-being. New Centers for Medicare and Medicaid Guidance on how employment services funding must be calculated will be discussed.

## Smart Decision Making Through Technology

Cindy Fisher, Ed.D.

Getting and keeping a job requires a range of skills such as using public transportation, break room etiquette, asking and answering questions, making effective decisions, and more. Many persons have great work skills, but they need occasional support with problem solving and social skills. Smart Steps Mobile is a smartphone app that supports decision making for these types of everyday situations, with practical tips and social skill prompts built in. New features include the ability to create customized content for an individual or situation, a read aloud button, and the ability to text message for help. Come to hear more about Smart Steps Mobile and see a demo.

# Workshop Descriptions

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## **Social Capital and Employment**

Janet M. Williams, Ph.D.

Social capital refers to the many social relationships people and the significance of those relationships in daily life. It is often “who we know” and the reciprocity of relationships that impact where we live, work and play. There has been some ground breaking research that shows social capital also has a profound impact on health and quality of life. This presentation will give an overview of social capital and the vital role it plays in employment for every person, with and without a disability.

## **Ticket to Work - A Safe Way Forward Using Work Incentives.**

Madeleine Bowens Benefits Specialist, KDHE South Central District Office, Wichita

We will summarize the Ticket To Work Legislation in relation to how Work Incentives can be used to promote a return to work and maintain health insurance. Using Work Incentives can create the opportunity to 'plan a way forward', reducing the reliance on public supports but also Knowledge of the safety nets in place. The safety nets can ease the anxiety caused by the uncertainty of sustaining employment.

## **Vocational Rehabilitation (VR) 101**

Michael Donnelly- Kansas Rehabilitation Services Director

Mike Donnelly will provide an overview of Vocational Rehabilitation (VR) Services in Kansas, and talk about its effectiveness in getting people with disabilities competitive, integrated jobs.

# Workshop Descriptions

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## **Work and Disability Stigma**

Erin Reihle- Project SEARCH Co-founder

Erin will discuss a study that explored workplace stigma, as assessed through co-worker perceptions over time, toward transition aged youth (i.e. 18-22 years of age) with ID who entered a mainstream workforce following the completion of Project SEARCH. Study findings supported the framework that youth with ID face challenges as they seek employment in fully immersed work settings, including stigma- initial negative perceptions related to their capabilities and behaviors. In this study, Project SEARCH played a key role in shifting coworker perceptions of youth with ID from initially stigmatic reactions toward workplace acceptance.

## **Workforce Innovation and Opportunity Act (WIOA): The Kansas State Plan**

Susan Weidenbach

Ms. Weidenbach will provide a brief overview of the Workforce Innovation and Opportunity Act and will detail changes in the service delivery of workforce services as described in the WIOA State Plan.

## **Your Workforce Development System**

Dale Tower, Kristin Doze, Mickayla Fink

An overview of the current Workforce Development System in Kansas and the impact of the Disability Employment Initiative (DEI) activities related to WIOA Customer Flow.

# Employment First Champion Recognition<sup>31</sup>

Kansas is a state that has many champions for Employment First, champions who work tirelessly to help make sure that people with disabilities have opportunities for competitive, integrated employment opportunities. Please join us as we recognize a few of those champions who were nominated by their peers.

Kansas WorkforceONE

Shelia Nelson-Stout, OCCK

Dr. Cindy Fisher, Ed.D. [SmartSteps4Me.com](http://SmartSteps4Me.com)

Amber, Ro & Steve at Goodwill Industries in Wichita

Wendy's of Ottawa

Rocky Nichols, Disability Rights Center of Kansas

United Healthcare Empower Kansans





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