

<b>Presentation Title:</b>	<b>Conference Abstract</b>
Catching the Employment Bug: Hiring People with disabilities is the right thing to do	People with developmental and intellectual disabilities want an opportunity to be employed in their communities. Sometimes it is difficult for businesses to hire people with disabilities because the business does not have the correct information to make a good hiring decision. For example, if the person with a disability needs an accommodation, the potential employer must know what exactly that accommodation means for the business. This is why creating an inclusive workplace is essential for success for the employees with disabilities and the businesses as well. In this presentation, we will talk from the perspective of good human resource practices which start with hiring strategies from the employer side. How can
My Claim to Fame: The JJ Ross Story	I was very excited to start my first job at Burgerville. My job coach was helpful in preparing me for what to expect. I like serving food, helping my co-workers, assisting people that come into the restaurant and doing a good job. I enjoy working at the restaurant and I am excited to be a member of the team there. My experience working at Burgerville has helped me to support others to find work in their communities and leave sheltered work places. I am a trained peer
Building the Bridge to Inclusive Employment: Best practices and strategies for employment success	Employment can and must be the expected outcome for all individuals, including those with disabilities. Learn how The Florida Institute for Community Inclusion uniquely utilizing person center planning to create employment opportunities for individuals with intellectual and developmental disabilities. This APSE Talk will explore the idea of inclusive employment and
TennesseeWorks Provider Transformation Guide: A Tool to Share	Provider agencies across Tennessee are working to align their services to Employment First principles and the HCBS Final Settings Rule. There was a need for information on the rationale for these changes and a conceptual framework. A collaboration between Tennessee's UCEDD and the Department of Intellectual and Developmental Disabilities (DIDD), with funding from Partnerships in Employment (PIE), produced a comprehensive guide to support agencies in their

<p>Think Like A Boss</p>	<p>Increasing Employer Engagement:</p> <p>Building a strong foundation of employers who are educated about the benefits of hiring individuals in the untapped labor pool of youth in transition and other adults with disabilities is a useful tool when matching skills and strengths of job seekers with employment. By strengthening the relationships of employers and employment specialists, coalitions can be developed to maximize the opportunity for the job seeker. These collaborations help to break down barriers within communities to make more inclusive and diverse workplaces, and strengthen economic growth. It also helps to alleviate competition between providers to the ultimate benefit of the job seeker with a disability.</p>
<p>The beliefs that bind us</p>	<p>Many people in our field share a common concern; if people with Developmental/Intellectual Disabilities do not have the option to participate in sheltered work or facility settings, their quality of life might somehow be negatively impacted.</p> <p>This thinking has paralyzed and derailed the service transformation efforts of many employment and day service providers nationwide. As a field, we have been called to lead the efforts to desegregate and integrate people with disabilities into their communities and the general workforce. The logistics of total services transformation are complex. Societal and cultural transformation can feel impossible. Changes of this magnitude start with believing it is necessary, and possible.</p>
<p>Rate Building and Implementation</p>	<p>State agencies are actively revising employment and day services in order to prioritize individual integrated employment. However, as states engage in these activities they run the inherent risk of being unable to sustain the new funding model due to state budgetary constraints. This APSE talk will demonstrate how state agencies can use data to anticipate and plan for the unintended consequences of new service categories, time limitations on services, and payment rates for</p>
<p>Innovative way of working with students with intellectual, developmental, &amp; vision related barriers</p>	<p>The Oregon Commission for the Blind's Vocational Rehabilitation program discusses innovative strategizes when working with transition aged youth with intellectual, developmental, vision related barriers. Learn about our unique model, key collaborations during</p>

<p>: Building Business Partnerships to Increase Employment Opportunities: It's All about Relationships</p>	<p>Over the past several years the National Organization on Disability (NOD), through its Bridges to Business program, has been helping companies develop or expand their Diversity and Inclusion programs to include people with disabilities. One key dimension of our work is brokering connections with the right sourcing agencies at the community level, thus building a sustainable partnership to support companies' ongoing success. This session will provide practical, real-world information about what companies and service provider partners are doing to build true</p>
<p>Segregated vs. Integrated Services: Is it an "Us" vs. "Them" Proposition? An Unlikely Alliance</p>	<p>This presentation and conversation will focus on the important role that leadership plays in getting advocacy groups who fight for change and provider associations who fight to retain funding and services to work together. Two leaders, one at the Michigan Developmental Disabilities Council and the other at the MARO, Michigan's statewide network of community rehabilitation organizations, will discuss how they have collaborated on Provider Transformation and Staff Development Capacity Building to achieve effective outcomes in community employment. Even though both leaders have very different responsibilities and constituents</p>
<p>Thriving, Staying Motivated and Maintaining Talent in Times of Change</p>	<p>The disability field has been undergoing significant change, including numerous revisions to policies and legislation that will have a direct impact on how services are provided. In many circumstances, this is all taking place without increased funding. We now add a new administration in Washington D.C. into the mix, which brings more questions and uncertainty</p>
<p>The Importance of Developing Staff Beyond Compliance</p>	<p>Transition and Employment services for people with Intellectual and Developmental Disabilities are crucial in making sure people with IDD are able to lead meaningful lives. Your staff providing these services are investing their passion, hearts and souls into this work - are you returning the favor? Professional development is far more than something you should do for compliance;</p>
<p>"Bottom Dollars!" a documentary film critical of FLSA 14 C</p>	<p>Bottom Dollars, a Rooted in Rights original documentary, which exposes the exploitation of nearly 250,000 people with disabilities in the U.S. that are legally being paid less than the minimum wage, on average, less than \$2 an hour. The documentary calls for the phase out of</p>
<p>Section 511 Implementation! A Conversation that REALLY matters!</p>	<p>When the Rehabilitation Act was reauthorized in July 2014 under the Workforce Innovation and Opportunity Act (WIOA), one of the most sweeping, and controversial, changes was the addition of Section 511: "Limitations on Use of Subminimum Wage." Its primary goal is to ensure that individuals with disabilities, especially youth with disabilities, are given an opportunity to</p>

<p>State Training Systems and Requirements - Quality Employment Staff = Quality Employment Services</p>	<p>This presentation and discussion will focus on the role of state agencies, associations and advocacy organizations in developing training systems and requirements. It's generally assumed that the quality of our employment services is determined by the quality of the Employment Staff who provide those services. However, the resources and capacity to offer the training and support necessary to develop staff skills in the areas of discovery and assessment, job development and workplace supports is a significant challenge for most states and provider organizations. This session will present what two national associations - Association of</p>
<p>Keeping the Torch Burning! “</p> <p>Why Lane v. Brown and Advocacy Matter in 2017</p>	<p>Lane v. Brown settled on 12/30/15. Oregonians with IDD are getting jobs, State government is pushing forward, schools and families are engaged, the transformation of sheltered workshops is steady, but painstakingly slow, and provider capacity is bursting at the seams.</p> <p>While Lane v. Brown proceeded, so did implementation of WIOA and the HCBS Final Settings rule. As we listen to what’s happening in Washington DC, L.v. B. seems distant. However; the Judge's finding that the ADA and Olmstead apply to employment services and that individuals have a right to receive those in an integrated setting remains, as does the Settlement. The lives of individuals with disabilities, of course is still at stake.</p>
<p>Messy in the middle: What systems transformation really looks like!</p>	<p>Leadership expert Robin Sharma describes change as “hard at first, messy in the middle, a gorgeous at the end”. This conversation that matters will focus on what it takes to push through the hard part, cope with the messiness to reach the gorgeous results “ jobs and meaningful community engagement for the individuals we support. The presenters will draw from their experiences in Massachusetts, facilitating an engaging dialogue about leadership, values, collaboration, individual and family engagement and capacity building to support true systems transformation. Come join the conversation, learn from the experiences of others and</p>
<p>How to Create an Effective Take Your Legislator To Work Day Campaign</p>	<p>"Take Your Legislator To Work Day", the National APSE model of informing legislators about the impact and importance of workforce development of people with disabilities has been an effective tool of advocacy in both Missouri and Rhode Island. Co-presenting APSE chapters shall provide examples and suggested practices that utilize aspects of the National APSE Toolkit, while detailing some of their individual event experiences. With a core focus of developing a bipartisan and targeted audience, TYLTWD campaigns can advocate for outcomes that are as</p>

Ohio's Integrated Community Support Pilot Grants: Building Capacity across our state	In 2016 and 2017 the Ohio Department of Developmental Disabilities Employment First initiative funded 10 projects across the state with the objective of supporting the transformation of organizational structures and service delivery models from facility-based to community-based service delivery models. The main focus of these projects is to develop community-based employment and adult day services for individuals with complex needs across the state. Participants have undergone a lengthy strategic planning and development process and moved into the implementation phase at this time. Join us for a discussion of the individual projects, their strategic plans and their successes and failures as each participant agency moves towards
Creating Pathways to Employment and Community Integration	Creating state systems that support employment and community integration for people with intellectual disabilities requires change at every level, from the very first conversation we have with people and their families, to the waiver services we offer, to how we work with vocational rehabilitation and other community partners. In the District of Columbia, we are engaged in a multi-year effort to reframe our entire system to advance employment and support ongoing
Implementing Change: Collaborating, Partnering and Tackling Federal Change Initiatives	Update from Virginia. Implementing employment first becomes a challenge when there are multiple stakeholders and different state agencies that play a role. Finding common ground and navigating the nuances of state policy versus practice can be challenging for the most informed. The addition of the Workforce Innovation and Opportunities Act and The Home and Community Based Settings Final Rule have necessitated additional cohesiveness in order to ensure
Empowering Through Employment- A state's HCBS systems change	The Community Settings Rule and its seven pillars of setting experiences provide an opportunity to enhance E1st in Medicaid funded state systems. The transformation of existing standards of practice, public policy and a legacy culture is a challenge which all states share. As Missouri continues maximum efforts towards increasing workforce participation of individual's with intellectual and developmental disabilities, presenters will share the journey of one state's
Communication! Communication! Communication!: Successful Job Development in Small, Rural Communities	Supporting an individual in their journey towards employment is a complicated process, and can be further challenging in a sparsely populated area. Throw in agendas by everyone on the support team, from family to Vocational Rehabilitation counselors to county service coordinators to employersâ€¦ the list goes on, and communication is key to bringing it all together to best honor the individualâ€™s goal towards employment. In a smaller community
Yes you can! Rural Job Development in Red Country	Does your organization serve folks in rural areas of America? Could you use strategies to engage with rural communities and employers, strategies that lead to integrated jobs for people with Intellectual and Developmental Disabilities? Come listen to a case study of a rural town in Pierce

Focus on the Dream	This presentation will provide an overview and experiences of Pride, Inc., a non-profit agency, in North Dakota, as they moves towards transitioning people from segregated sub-minimum wage employment to competitive integrated employment in the community. What are the fears and
Way to Work: Minnesota's Action to Develop Competitive Employment Services	In 2014, Minnesota was ranked 43rd out of 50 (states) for integrated employment opportunities for their residents with disabilities. As a response, Minnesota's leadership approved an innovative pilot called "Way to Work" at the end of 2015. Way to work is an inter-agency collaboration to between Vocational Rehabilitation Services (VRS), Department of Human Services (DHS), Dakota County, and 14&C, center-based service provider called ProAct Inc. The goal of Way to Work was to develop an alternative option for employment oft for those being
Using Meaningful Days to transition to Employment	Transitioning from center based programs to community supports is a challenge weather you are transitioning folks from a sheltered workshop or day habilitation center. When adults with I/DD have little social capital or life experiences because of isolation and segregation moving into the community means starting for scratch for many people. Supporting adults as they move
Transformation: One Job at a Time	Hear from an organization that closed its sheltered workshop in 1998 and has since focused on integrated, community based jobs exclusively. Learn how the organization integrated itself into the business community and the four interconnected steps it uses to find out what kinds of jobs people want, how those jobs are developed, set up and maintained over time with emphasis on competitive wages, fading paid staff and utilizing natural supports.
Transformation: Many Moving Parts	Transformation (n.) is a thorough or dramatic change in form or appearance, or a change or alteration, especially a radical one (Google and Collins dictionary). We will first talk about the transformation of a sheltered workshop to supported employment services. With this transformation, there are many layers and levels of change. We will discuss the different employee experiences, community experiences, and the systems that helped and hindered the
Transformation from Facility to Community Based Employment: Not so simple, but simply worth it!	Large agency transformation from facility based to community based employment services while maintaining business as usual (ya right! ;) When you know it is the right thing to do, just keep swimming. In this session we will share our plan which includes the following: Transformation plan, financial model, messaging, stakeholder buy-in and implementation. Please join us while we take you through our transformation journey. We will share our challenges and successes as well as the stories from people we support.

<p>Organizational Change: Employing Inclusive Employment Ideals</p>	<p>Our thesis addresses organizational transformation toward individualized, employment first, inclusion. Weâ€™re in the culminating moments of a process spanning a couple of years, converting from traditional residential and day habilitation programs into a community based program funneled entirely through employment and social capital. The focus of this presentation is a how-to of what has worked throughout this process, where we are headed, and a discussion on what might be done better. Weâ€™ve been able to fully integrate these</p>
<p>Voices from the Field- Employment Video Success Stories from Across the State of Oregon.</p>	<p>Voices from the Field is a video story telling project that emerged from the Oregon Transformation Project, and is a collaboration with Oregon Self Advocacy Collation (OSAC), Oregon Council on Developmental Disabilities (OCDD) and WISE. VFTF brought together one charismatic host, a savvy camera team with cell phone and editing equipment, and employment</p>
<p>Utilizing intersection to advanced programs and policy</p>	<p>Toolsfor service providers Providers assisting them in looking at intersections between disability and other demographics to increase policy or program value. To ensure that individuals are receiving, supported an optimal services. Identifying current issues, best practices, and community partners is an important first step extending our view on how to provide optimal services . This session will (1) explore the role of Service Providers, families, supporters, and self-advocates in strengthening a personâ€™s capability for service providing , (2) identify what can</p>
<p>Hamilton vs. Burr: Leadership Styles for the 21st Century</p>	<p>Hamilton and Burr were early American leaders with personalities and leadership styles that were vastly different from one another. As we look through history, we have thousands of examples of leaders who were inspirational and others who traversed a path that was destructive. What can we learn from Hamilton and Burr and others who made positive change?</p>
<p>Professionalâ€™s Role in Supporting the Transition to Employment</p>	<p>Professionals, educators and adult service providers, play an important role in ensuring positive post-school employment outcomes for young adults with disabilities. This presentation will discuss the influence of professionals on competitive employment outcomes and share recent research on professional expectations for the employment of people with disabilities, knowledge of employment resources, and perceived barriers to employment for individuals with</p>
<p>Collaboration is Key to Enhancing Financial Stability</p>	<p>Through collaboration you help someone achieve self-sufficiency. Providing financial literacy to Social Security disability beneficiaries and their families is step number one. Indiana has accomplished this through a partnership between the Benefits Information Network (BIN) and Work Incentives Planning and Assistance (WIPA) to provide benefits counseling services. Indiana Benefits Information Network training gives employment specialists and other staff the expertise they need to provide accurate and up-to-date information about work incentives, and state and federal benefits to job seekers and their families. An explanation will be given on how</p>

<p>Building Systems Not Just Employment Programs: WA State Behavioral Health BEST Project</p>	<p>Nationally less than 20% of adult public mental health consumers are employed at any level (a figure in decline since 2002) according to a variety of research data and reporting streams. This session will discuss how 1 state behavioral health agency seeks to reverse this trend by</p>
<p>Transition from School to Work in One Hundred Simple Steps</p>	<p>OK, maybe not 100 steps -- working to find employment during the last year of transition can be tough, but we've tried to iron out a lot of the details to make the transition as smooth as it should be! Through our work with multiple school districts and pilot teams, we'll share our experiences and what makes for the best support teams. We'll also have activities designed to flesh out Discovery and bring out the skills needed to complete everyday or recreational tasks --</p>
<p>â€œHow We (and you too can) Get People Jobs And Have Fun by Becoming A Micro Provider Organization</p>	<p>Oregon and other states have a severe lack of capacity to serve the number of individuals experiencing intellectual or developmental disabilities (I/DD) by helping them obtain integrated individual community jobs. We have a great need for trained job coaches and job developers who operate with the support of a committed provider organization.</p> <p>The goal of this presentation/discussion is to encourage other individuals around the country to expand services and capacity by becoming provider organizations/agencies with this mission, following Employment 1st principles.</p> <p>The presentation will address our agency experiences, trials and tribulations, and key elements</p>
<p>The Bridges of Madison County: Covering Coalition Building and Progress in the State of Iowa</p>	<p>Iowa is known for its famed Covered Bridges of Madison County, but it is also recognized for the bridges itâ€™s built state-wide to support Employment First initiatives. This presentation will cover the history of Iowaâ€™s supported employment, what the state has done to build</p>
<p>Effective Legislative Advocacy for Employment Services at the State and National Level</p>	<p>This session will help attendees create an action plan for advocacy at the local, state, and national levels. We will explore the importance of messaging, forming a coalition, activating your advocacy network, and knowing the appropriate avenue to take to effect change. We will discuss methods of forming coalitions and how to keep them together when disparate groups</p>



<p>Post-Secondary Apprenticeships for Youth: Transition employment outcomes  in high demand jobs</p>	<p>With the recent passage of WIOA and the emphasis on Transition, Post-Secondary and Employment ..... Despite the trend of high unemployment, low wages, limited opportunity, a lack of career ladders and limited wealth and social capital accumulation, there is a huge gap in the employment statistics for individuals with disabilities and their non-disabled peers. Employers are eager to hire individuals from diverse backgrounds and are willing to develop and implement collaborative training programs to train apprentices to fill high demand positions.</p>
<p>State of the Science on Advancing Employment Outcomes: Let's Hear from Self-Advocates</p>	<p>The overall purpose of this listening session is to share findings with self-advocates from the RRTC on Advancing Employment for Individuals with IDD. We will talk about what we learned from our research, and then ask the audience questions. We will ask questions like: What about</p>
<p>Supporting Parents and Families:  Navigating Challenging Conversations  on the Path to Employment</p>	<p>While no two families experience life the same way, parents of individuals with disabilities often share extraordinary challenges and stressors in their lives. When discussions around employment emerge, many parents become overwhelmed with the perceived risks that come with a decision to further integrate their adult child into the community. While parental support is widely accepted as a major factor in one's ability to reach personal goals, research suggests that parents of children with disabilities find it more difficult to relinquish control and</p>
<p>Promoting Healthy Living as Part of the Transition-to-Work Effort</p>	<p>This presentation focuses on the important connections between health transition and school-to-work transition efforts. With the increased emphasis on ensuring that high school students with disabilities have opportunities to prepare for the world of work, it is equally important to ensure that students are exposed to basic principles of healthy living and are supported in the process of transition from pediatric to adult health care. Transition-to-work programs, operating in partnership with schools, are one avenue that can be used to deliver these concepts. Additionally, there is a growing trend within University-based medical centers to incorporate transition-to-work concepts into the medical clinical setting. Through combined and</p>
<p>Social Enterprise as a Driver of Open Employment Outcomes for People with Disabilities.</p>	<p>Economic participation for people with disabilities is both economic and social imperatives. This project was established to investigate how Social Enterprise might be harnessed as a mechanism to secure meaningful, rewarding, and sustainable employment for people with disabilities.</p>
<p>A Working Life Alliance of MN: Statewide Advocacy Strategies to Promote Competitive Employment</p>	<p>The low participation rate of working-age youth and adults in the competitive labor force is historic and stubborn to change. Transformational change is badly needed because existing policies and practices are ineffective in moving the needle significantly in the right direction. This presentation will share emerging thinking by a statewide advocacy organization and its collaborators about building informal family and self-advocacy support systems external to formal, traditional disability service systems. The presenters will share how collaborative efforts at community engagement and tapping the vastly underdeveloped social capital of existing</p>

<p>Linking Discovery and Job Development: Essential Steps for Customized Employment Success</p>	<p>This presentation uses examples from urban, suburban and rural settings to illustrate how Discovering Personal Genius is used to develop solid Vocational Themes that drive targeted, individualized, and creative job development. Customized Employment techniques are examined, and an emerging structure resulting in the development of at least 3 Vocational Themes supported by 20 local work environments for each theme – where the career makes sense – combine to form a solid person-centered career plan. This session includes discussion of business ownership as a viable option; leveraging social &amp; economic capital, supply chain</p>
<p>Employers as Full Partners: Achieving Inclusive Employment through Pathways to Careers</p>	<p>The Pathways to Careers (Pathways) initiative recognizes the critical need to recruit employers as full partners in the systemic implementation of Employment First and community integrated employment for all. Therefore a cadre of willing, local employer partners are developed at each project site to provide a diversity of internship and employment options for participants. Learn</p>
<p>Diversity Partners: Web-Based Tools for Strengthening Employer Relationships</p>	<p>Employment service professionals often lack the time, resources and expertise to develop effective business relationships. Diversity Partners is an innovative, employer-focused initiative that strives to bridge the gap between employment service professionals and employers. At last year’s conference, APSE members were the first in the nation to try out the Diversity Partners web-based modules and offer valuable feedback on content and design. This year we will share the results of our recent pilot testing with organizations from across the country, in an</p>
<p>“Creating a Bridge for Success: Building Apps Into Workplace Supports”</p>	<p>Join this session to learn about the effective use of technology and apps in the workplace for individuals with executive functioning support needs. While this session will highlight executive functioning supports, the technology and apps can be useful for a wide variety of individuals. Individuals with executive functioning skills are all different but have some common barriers to successful employment. Employment specialists often report issues with supporting individuals around organization, time management, prioritization of tasks, multi-tasking, social skills and attendance. The good news is, technology and apps can help accommodate these executive</p>
<p>Beyond the Jargon: Facilitating Natural Supports and Social Inclusion</p>	<p>Effective job coaching strives to maximize employee independence and to promote stability at work. Job performance is only part of what leads to employment success. Equally essential is that the new employee fits in and is included in a meaningful way as a member of that workplace culture. So, what are natural supports, really? And exactly what can you do you to</p>

<p>Creating Inclusive Career Pathways: Leveraging the Resources of Workforce Partners</p>	<p>A number of provisions in the Workforce Innovation and Opportunity Act (WIOA) emphasize and increase the requirements for the workforce development system and the American Job Center (AJC) network to meet the needs of people who face barriers to employment, including job seekers with disabilities, increasing their access to high-quality workforce services and preparing them for competitive integrated employment leading to economic self-sufficiency. All AJCs work with people who face barriers to achieving employment, careers and economic advancement. This interactive session will offer promising practices and effective strategies for creating</p>
<p>Resource Mapping: Enhancing Employment Outcomes for People with Disabilities</p>	<p>Join National Disability Institute as we explore Resource Mapping and the impact it has to enhance employment outcomes for individuals and the community providers that support them. Resource mapping offers a strategy that can help organizations view the larger picture of supports and resources that are available to help individuals improve their employment outcomes. Rather than programs and resources being isolated from one another, mapping allows us to work holistically with other community resources to assist individuals in meeting</p>
<p>The Job Accommodation Network â€œ Building Bridges to Employment for Individuals with Disabilities</p>	<p>Since its inception over 30 years ago, the Job Accommodation Network has focused on building bridges linking the employment aspirations of individuals with disabilities with the workforce needs of Americaâ€™s employers. Our service remains the leading source of free, expert, and confidential guidance on workplace accommodations and disability employment issues. Offering practical solutions that benefit both employer and employee, the Job Accommodation Network helps people with disabilities enhance their employability, and shows employers how to capitalize on the value and talent that people with disabilities add to the workplace.</p> <p>In this session, consultants will provide an overview of how to effectively use our services; discuss accommodation situations and practical solutions; offer an interactive demo of our</p>
<p>Title: NAME THAT SKILL !</p> <p>A HANDS ON JOB SKILLS IDENTIFICATION TOURNAMENT</p>	<p>Conference Strand: Job Development Innovative Practices Full Presentation (75 minutes):</p> <p>Target Audience: Employment Specialists, Employment Provider Supervisors, Educators, Self-Advocates, Family members, Vocational Rehabilitation Counselors. Conference Program</p> <p>Presentation Abstract: The art of seeing an Individualâ€™s strengths, gifts, and capacities can be transformational for the job seeker and his/her team. When Individuals participate in a Person Centered Plan or Discovery Process that captures who they are and provides the link to that</p>

<p>Medicaid: How States are Changing Service Definitions to Support Employment and Community Engagement</p>	<p>With the CMS regulations bringing renewed focus on person-centered planning and continued attention on individual integrated employment as an outcome of employment related services, states are re-evaluating and revising their current services and supports. States are developing new ways to ensure that a pathway to employment is viable through the right mix of services , while also focusing efforts on supports that help build connections and community engagement.</p>
<p>Customized Employment as a useful tool to help persons with significant disabilities obtain CIE</p>	<p>For several years the Office of Disability Employment Policy has funded Customized Employment as a strategy and evidence based practice to increase Competitive Integrated Employment for citizens with disabilities. In this session the Senior Policy Advisor from the Office of Disability Employment Policy (Amy Gonzalez) and Subject Matter Expert, Abby Cooper will provide an overview of the Training and Technical Assistance provided to states through the Employment</p>
<p>Employer Engagement: Getting it Right!</p>	<p>For the past few years employer engagement has been a crucial component of the Office of Disability Employment Policy’s (ODEP) Employment First State Leadership Mentoring Program. During this interactive session participants will have the opportunity to learn how ODEP has provided Training and Technical Assistance to states that have a goal to focus on employer outreach and engagement. Additionally, Subject Matter Expert Abby Cooper will share high impact strategies to ensure that state officials and direct support professionals can successfully engage with employers to ensure employer buy-in and increase Competitive</p>
<p>Synergy: How Provider Collaboration can Lead to Business-Driven Initiatives</p>	<p>We all know businesses typically prefer a single-point of contact. We also know that businesses are approached regularly by many people trying to get them to “buy” what they are “selling.” During this session, participants will learn strategies to promote “low-</p>
<p>Innovative Supports for Autistic Workers</p>	<p>In an ideal world, social, communication, and movement differences would never disqualify a competent person from being hired. Right or wrong, though, understanding the reasons behind these differences can influence potential employers. Are you equipped to make these explanations on behalf of your client? Here is an opportunity to learn some truths about autism that only autistic people can provide.</p> <p>Few employers truly understand the diversity of the autism spectrum and how to accommodate workers on the job or applicants during the interview process. This is in large part due to societal tendencies to value the opinions of professional “experts” over the voices of lived experience. A new project in Kentucky is empowering autistic workers to educate employers</p>

Technology: the Great Equalizer	It's hard to imagine life without an iPad, Android or MS Surface. The world of technology is radically different than it was six years ago, for people with and without disabilities. Mobile screens and apps are allowing for a profound change in accommodation options, normalized on
Walking the walk: Building professional careers for self-advocates within disability organizations	People with IDD want more than entry level jobs. They want careers! Maxwell Barrows and Stirling Peebles have held a variety of positions over the past 10 years at Green Mountain Self-Advocates and other disability organizations. Their partner, the Institute for Community Inclusion (ICI) is equally invested in supporting self-advocates to play key roles in research and advocacy that supports integrated employment. This session will share lessons on overcoming
Data, Data Everywhere! It's Time to Stop and Think	We know the importance of data collection in supported employment programs, but there's still so much to think about. Are you collecting the right data? What can data do for your staffing? Can changing your data collection really change your fiscal direction? What you do with your data has a significant impact on how your outcomes, services, and overall image are perceived by funding sources, families, employers, and communities as a whole. This breakout session will focus on ways to reflect on your data collection techniques, determine what data is most
State of the Science in Advancing Employment for Individuals with IDD: APSE Listening Session	The overall purpose of this listening session is to share findings from the RRTC on Advancing Employment with the APSE community and solicit input and feedback to inform our work going forward. We seek to identify what is most important and useful about the findings to date and
"Self-Employment and Economic Development for Native American and Diverse Rural Communities"	Self-Employment and Economic Development for Native American and Diverse Rural Communities addresses the challenges and cultural impacts to disability services and training. University of South Dakota Center for Disabilities (USDCCD) has implemented a new strategy for
Establishing & Sustaining Collaboration: Transforming State Systems to Support Integrated Employment	Too often, grant funded programs that promote employment struggle to sustain promising practices after funding ends. Fourteen grantees received funding in three rounds from the Administration on Intellectual and Developmental Disabilities to establish cross-agency relationships, implement policy and program improvements, and transform systems to increase integrated employment. Through each five-year Partnerships in Employment Project, grantees formed coalitions representing state agencies, employers, providers, teachers, families, and youth with intellectual and developmental disabilities. This session features findings from the
Fostering Friendships - The Support Provider's Role in Finding Great Work Relationships.	The relationships we form at work are important to our entire life. We all have work buddies, you may even have heard people refer to their "work spouse" or "work bestie". How can someone form a friendship like this if they always have a job coach next to them? Unfortunately, the support we provide often creates a barrier to forming these relationships. In this session we will examine how we can set up on-the-job supports and even adapt our view of

<p>Taking Care of Yourself... and Showing Others How To Do the Same for Career Happiness and Growth!</p>	<p>Weâ€™re all so busy with work, family, and life. So many people expect a lot from us, our lives are stressful, and we live in a demanding world. On top of this we know weâ€™re supposed to eat fresh/organic foods (and not too much of them); get at least 7 hours of blissful sleep each night; eliminate tobacco, stress, bad habits, stress, alcohol, stress, anger, stress, etc. from our lives; exercise at least 20 minutes/day, at least 4 times/week, and to the extent that weâ€™re</p>
<p>HCBS Final Rule on Control of Personal Resources: Strategies and Tools to Build Financial Capability</p>	<p>As States and Providers seek to ensure that individuals receiving Medicaid HCBS are supported to control personal resources, identifying currently available curricula, best practices, and community partners is an important first step toward the integration of financial capability within HCBS services.</p> <p>This session will (1) explore the role of Service Providers, families, supporters, and self-advocates in strengthening a personâ€™s financial capability, (2) identify just-in-time moments in the employment process to teach an individual about their money, (3) explore opportunities to integrate financial education and empowerment into service planning, and (4) introduce opportunities to integrate strategies into disability services and improve collaboration with the financial capability community.</p>
<p>Customer Centered Design: Employers Deserve our Best, too</p>	<p>The USDOL-ETA has engaged with IDEO, a leading design company, to develop and deploy (free) on-line classes to assure better program design.</p> <p>According to IDEO, design steps include research, synthesize, ideate, prototype, and test.</p> <p>This conference workshop will:</p> <ul style="list-style-type: none"> <li>(a) describe customer-centered design (CCD);</li> <li>(b) show ResCare's prototype to assist employers in screening, hiring, training, and coaching;</li> </ul>

<p>Employment Exploration leads to Desire for Employment: New Supports for Community-Based Employment</p>	<p>Do you want a job? How could you answer this question if you have never had volunteer experience or held a job in high school or in the summer? For individuals with disabilities who have not had the typical exposures to work that most other young adults have, person-centered planning focused on employment must begin with exploration and discovery. MCOs are embracing this challenge. A new service, Exploration, is designed to help an individual make an informed choice about the type of employment they would like to pursue. The service includes introductory activities to identify interests and skills and includes business tours, job shadowing</p>
<p>The Maryland Customized Employment Consortium; developing partnerships to professionalize staff.</p>	<p>5 provider agencies in Maryland came together with one mission in mind, provide employment staff with the tools training and mentorship they need so they can successfully support someone through the steps of the customized employment process. The Customized Employment Consortium with the financial support of the Kessler Foundation is working to demonstrate the impact of a highly structured training and certification process for Customized Employment</p>
<p>Vermont's Supported Employment Program</p>	<p>The State of Vermont supported employment program has been selected as the Zero Project Innovative Policy 2017. The Zero Project is an international organization whose mission is working for a world with zero barriers. Worldwide, the Zero Project finds and shares models that</p>
<p>Asking Better Questions: The Path to Quality Jobs</p>	<p>“If you always do what you’ve always done, you’ll always get what you’ve always got.” Henry Ford</p> <p>The reverse is true as well: to get what you’ve never had, you have to do what you’ve never done. Having a “yes, AND” approach, particularly to the strongest “no’s” actually helps to expand choice and lead to mutual solutions. Whether it’s understanding the nuance of a job seeker’s preferences that lead to a lasting job match, or the values behind an employer’s “no”, we gain a richer perspective when we ask better questions. Participants will learn how to ask expansive questions that lead to a deeper understanding of</p>
<p>The Working World: Lessons from Project SEARCH - the Journey from Sheltered Workshops to Employment</p>	<p>The Project SEARCH training model, adapted to serve adults, has proven to be an effective method of assisting former sheltered workshop participants and other individuals receiving services in a segregated setting, to learn the marketable skills they need to gain integrated employment in their communities. The goal of this session is to share the lessons that we have</p>

<p>Think College Inclusion Oregon: Paths to Successful Student Employment</p>	<p>Think College Inclusion Oregon at Portland State University accepted its first cohort of six students experiencing intellectual disabilities to begin taking inclusive college classes in the Fall of 2016. In addition to taking courses at the university, students participate in extracurricular college activities and maintain paid part-time employment in a high-interest field. Students currently work on-campus at a Child Development Center, the Student Rec Center, and as part of the Facilities and Maintenance team. Other students work off-campus with both for-profit and nonprofit organizations. Student interests are identified and communicated through the</p>
<p>Certified Employment Support Professional: How To Maintain Your Credential Via Recertification</p>	<p>As the popularity of the CESP credential spreads throughout the United States and beyond, more and more professionals who are already certified are anxious to know what it takes to maintain their credential.</p> <p>This session will cover:</p> <ul style="list-style-type: none"> <li>-Certification and Benefits</li> <li>-Recertification Timeline</li> <li>-Ways to Recertify</li> <li>-Recertification Requirements</li> <li>-Application Submission via Online Application System</li> </ul> <p>Session attendees will have the opportunity to walk through the online application system by</p>
<p>Building Peer to Peer Supports</p>	<p>Oregon Self-Advocacy Coalition (OSAC) leaders will share the history of the P2P project and how it fits with their vision and values related to employment for people with intellectual and developmental disabilities. Peer Mentors will describe the project, the role of community</p>



<p>Building Capacity: A Trainer Mentoring Pilot Program in Systematic Instruction</p>	<p>In the late 1960's into the 1970's, emerging leaders in the disability field combined research and values in developing teaching strategies for individuals with significant disabilities. Teaching strategies were developed such as Marc Gold's "Try Another Way" and Tom Bellamy's "Systematic Instruction." In the 1980's and early 1990's, considerable efforts were made to train direct service professionals on how to best use these techniques for those with greater challenges in learning new and complex tasks. Unfortunately, current access to knowledgeable and skilled trainers of Systematic Instruction is limited. This</p>
<p>How are we doing with implementing employment supports good practices?</p>	<p>How much time do employment consultants spend with job seekers in community settings? To what extent are family members involved? How many employers are met, weekly? The answers to these and similar questions help us to understand the extent to which we are implementing good practices in employment supports. Join us to learn how 70 employment consultants in 37 programs, in 19 states responded to these and other similar questions by submitting daily</p>
<p>So you want to change?</p>	<p>CMS HCBS? WIOA? CIE? EF? CE? SMH! Confused by all the moving parts? Not sure how to move your agency, or service, forward? This is the session for you! Collectively, we'll dissect the various pieces which need to change, discuss how to start making those changes - within</p>
<p>Core Values and Principles - Why They are Essential to the Work We Do</p>	<p>Our goal? To find jobs. But it's so much more than that. We want to provide quality, values based supports so people find and keep good jobs. Jobs that are integrated, pay well, and are truly a good fit and that allow people to contribute to the business in meaningful and valued ways. But how do we uphold these values and beliefs in the real world of running an agency? We will use Social Role Valorization theory to critique how we get to know job seekers</p>
<p>Two Years and Ticking...</p>	<p>Funding for facility-based services ends in less than 2 years! Are you ready? This session will provide Transformation Project lessons you can use from the Oregon Transformation Project.</p>
<p>A Multistate Perspective: Implementing Consistent Practices Across State Lines</p>	<p>Community Integrated Services has enjoyed tremendous success as a service provider in both Pennsylvania and Delaware, producing thousands of outcomes while serving a broad range of communities and demographics. But how does an agency remain committed to best practices and consistent policies while working in two different state systems? Join CIS Directors Susan Schonfeld, Sandi Hanley, Kelly Carroll, and Keith Bosco as we offer a multistate perspective, discussing the challenges we've encountered and the strategies we've employed to</p>
<p>Developing the Next Generation of Leaders:  Continuing the Legacy of Organizational Transformation</p>	<p>Organizational transformation can be tough, especially for leaders who have contributed many years of their lives to establishing and leading their agencies. This presenter will share his experience as a President/CEO who led his traditional, facility-based organization to become a multi-state agency providing only competitive integrated employment and other fully community based services. He will discuss the important role that younger staff in the agency</p>

Energize Your APSE Chapter with Strategic Planning	Leadership for the California APSE Chapter has been sporadic for over a decade. The Chapter has strengthened considerably the past three years due to investing in a basic strategic planning process that has stabilized leadership, engaged membership, and increased opportunities to
Certified Employment Support Professional®, C: Increasing Employee Retention and National Recognition	What is your organization's retention rate of Employment Support Professionals? If yours is like many, the average tenure of an Employment Support Professional is less than two years. Do you ever wonder how you can keep trained, competent staff around longer? Come learn about what it means to earn a nationally-accredited professional certification, how different provider
Short-term and 1-Year Outcomes of Family Employment Awareness Training (FEAT) Participants	Family Employment Awareness Training (FEAT) was designed to raise expectations for and knowledge of competitive employment and supporting resources for people with disabilities. In 2013-2016, we conducted a quasi-experimental, mixed methods (survey and interview research) study on the effectiveness of FEAT in raising expectations, increasing knowledge, and changing the behaviors of families with a member with a disability regarding how they use information, seek support, and take steps to attain and maintain employment over time. This session will
Are We Prepared for the Wave of Retirements?: Professional Development to sustain Community Based Em	Senior leaders in our field are beginning to retire and have we done enough to prepare the next generation to move community employment forward.. This discussion-oriented session will consider the critical components of professional development from junior staff through senior leaders in organizations. Continued development of skills is important to anyone's career success and organizations have an investment in supporting that development. Come to this
Competitive Integrated Employment in ACTION: Implementing the ACICIEID Final Report	This session will provide an overview of the recommendations put forth in the Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities (ACICIEID) Final Report, as well as the steps the U.S. Department of Labor's Office of Disability
Unleash Your Data - Making Data A Part of Employment First!	All too often data gets relegated to the backroom, visited by academics and few other nerds, mostly with "research" in their title. This session will explore ways that data can be shared and used not only in program and fiscal policy and planning, but for people who are using services and making decisions about who can support them in finding, keeping and advancing in their
Maintaining the Employment First Momentum: Social Change is Not A Straight Line	The last several years have seen major progress in terms of employment of individuals with disabilities. Employment First efforts have spread across the country, with strong public policies at federal and state levels, and ongoing capacity-building. In a changing and unsettled political environment, can we maintain this momentum? And if so how? At this session we will take a look at both the opportunities and challenges Employment First faces with changing political winds. The focus will be on "lessons learned" from other social change efforts, and how

<p>APSE's Public Policy Efforts: What's New, What's Next, How to Get Involved</p>	<p>At this session, led by members of APSE's Public Policy Committee, attendees will be provided the latest update on national public policy issues, including the repercussions of the changes in administration in Washington, DC, and both the opportunities and challenges this presents. This session will also include: a) discussion of APSE's public policy efforts over the past year, in terms of public policy issues APSE has been involved with, and efforts to build a stronger public policy infrastructure; b) getting feedback from the audience in terms of what</p>
<p>Managed Care - Collaboration and Innovation in Employment First</p>	<p>Increasingly states are leveraging health plans to operate their managed long term supports and services (MLTSS) programs. As such, health plans play a crucial role in supporting employment first principles within these states. Many states implementing MLTSS programs are looking for health plans to bring forward new innovations and improve employment outcomes. Join two</p>
<p>The Importance of Grassroots Advocacy for APSE Chapters</p>	<p>APSE members play an essential role in advocating for legislative and policy changes that promote the social and economic inclusion of people with disabilities. In Oregon, our APSE leaders have made it our mission to meaningfully engage and collaborate with the state's self-advocacy leaders as we advocate within our communities to improve employment opportunities. This includes in our advocacy to win Lane v Brown, during legislative session and at APSE events. In this presentation, we will share time-efficient strategies to build awareness</p>
<p>Lane v. Brown, A Bird's eye view of what's happening 18 months later</p>	<p>In January 2012, Lane vs. Kitzhaber (Brown) was filed challenging the State of Oregon for its practice of segregated employment services. Although Oregon considered itself an Employment First state, advocates emphasized that practice with outcomes and not policy is the measure for integrated employment. Following intensive negotiating and months of hard work, Lane v. Brown was settled on December 30, 2015. While Lane v. Brown proceeded, so did implementation of the Workforce Innovation and Opportunity Act (WIOA), and the Home and Community Based Services (HCBS) Final Settings rule. Hear the Independent Reviewer's assessment and different perspectives on the successes and challenges of the implementation of this ground-breaking settlement.</p>
<p>ABLE: A Down Payment on Freedom</p>	<p>The ABLE Act allows individuals with disabilities the opportunity to save for their futures without jeopardizing their eligibility for federally funded means test benefits (such as SSI and Medicaid). With nearly 20 states having launched programs, it is important to educate potential ABLE</p>
<p>Early Innovation through Paid Internships- assisting youth 16-18 through WIOA</p>	<p>School to Work and Transition programs have operated for years and do successfully allow young adults to achieve employment outcomes in the year prior to graduation, typically 20-21. That's not early enough, when high school peers have an expectation of obtaining part time jobs around the age of 16. Why do we continue the status quo, when research proves the number of</p>

<p>Full speed ahead: Promoting youth readiness for employment and education with PROMISE</p>	<p>Early employment experiences (paid and unpaid) are essential to ensuring successful transition outcomes. This session will provide an overview of Promoting Readiness of Minors in Supplemental Security Income (PROMISE), a joint research effort between SSA, DOE, DOL, and HHS, across six national model demonstration sites, to promote positive outcomes for children who receive Supplemental Security Income (SSI) and their families. Presenters will provide various perspectives on implementation of key interventions which include wrap around supports for youth (age 14-16) and their families focused on job placement, career education, goal setting for school and work, self-advocacy, benefits counseling, and financial literacy. PROMISE interventions are designed to build a pathway to economic self-sufficiency and</p>
<p>The ADA National Network as a Resource for Employment Professionals</p>	<p>Employers, Supported Employment Professionals, and job seekers are often uninformed as to the protections offered under the Americans with Disabilities Act (ADA). Although the ADA is civil rights legislation comprised of five titles and countless court summaries, it can be difficult to interpret. The safeguards The ADA offers under Title I are critical to job success. The guidance and resources offered by the ADA National Network are an important tool for supported</p>
<p>Seamless School-to-Work Transition</p>	<p>School to Work Transition is an important component of the Office of Disability Employment Policy's Employment First State Leadership Mentoring Program. This session will highlight one state's journey as they aim to increase the number of transitioning youth employed in competitive jobs. Additionally, Subject Matter Expert Cesilee Coulson and staff members will</p>
<p>Using Web-based Applications for Student-Directed Transitions</p>	<p>Student involvement in their own transition programming is essential and can be greatly enhanced by utilizing self-management software and web-based applications. Transition assessment is an on-going process of collecting information that requires tools students can self-manage and access to actively participate in their education programming, coordinate linkages with adult service providers and employment support professionals. Session attendees will learn about innovative applications that work on any computer or mobile device for goal management, video modeling, and e-Portfolio development that enhance customized employment approaches. Features that support cognitive accessibility and information sharing are highlighted. Interested attendees will have the option of participating in beta testing different applications and offering suggestions for future development that addresses the needs</p>

<p>Working with Schools: Improving Employment Outcomes for Youth</p>	<p>Transition from school-to-work, including navigating the adult service systems, can be daunting for the student, families and school personnel. The passage of the Workforce Investment and Opportunity Act 2014 (WIOA) allows for creative opportunities to work with youth and schools. Through either Vocational Rehabilitation services or the pre-employment transition services</p> <p>In this presentation, participants will develop strategies to work effectively with schools and ultimately improve employment outcomes for youth within your local community. Understanding the school's culture, expectations and ways to enhance collaboration will be explored.</p> <p>Using evidence-based practices such as self-determination skill training, embedded adult provider in the school to enhance collaboration, family involvement, work experiences, and</p>
<p>Dreams, Goals and Graduation: Inclusive Post-Secondary Education as a Path to Careers</p>	<p>Why go to college? The holistic answer is to grow as a person, the practical answer is to grow career prospects, and of course both are true. People with intellectual disabilities are no different, and with the explosive growth in the number of inclusive post-secondary education programs, more and more people with intellectual disabilities are choosing IPSE as their route to a career.</p> <p>In this presentation, two long-time members of the inclusive post-secondary community in Georgia will share the ongoing evolution of IPSE in their state and stories of its impact on a veritable rainbow of individuals. We'll discuss how to find a successful fit between a person and an inclusive post-secondary experience and share practical advice on how to bake quality</p>
<p>From the Classroom to the Community: Transition Services in Action</p>	<p>Transition is an exciting, and often uncertain time for students and families navigating the adult service system and determining what comes next. In an effort to continually strengthen the experience of transition-aged students as they prepare for adulthood, career exploration, and employment, SPIN Transition Services has created a unique classroom and community experience to support students in developing their career goals and decrease graduation anxiety. This session will give insight into how to collaborate with teachers, families, students, and community members to create a well-rounded transition program. In addition to sharing</p>

<p>On SSI or SSDI? Yes, You Can Work!</p>	<p>Are you receiving Supplemental Security Income (SSI) and/or Social Security Disability Insurance (SSDI) and think you can't work? Well you can! Learn the true value of benefits counseling -- work incentives planning and assistance. Basic overview of the two Social Security disability-based programs will be provided. Then panel presenters will share their stories on how benefits</p>
<p>Using the Workforce Innovation and Opportunity Act (WIOA) to Advance Transition Services and Outcom</p>	<p>The Workforce Innovation and Opportunity Act (WIOA) contains strong and exciting provisions regarding school to work transition, including provisions to ensure ALL students with disabilities receive the preparation necessary to achieve competitive integrated employment. The purpose of this presentation is to share the nuts and bolts of WIOA and how the law can be used to</p>
<p>Therap: Electronic Documentation for Integrated Community Employment - From Day to Day to Milestones</p>	<p>This presentation will review the tools and technology of Therap to facilitate the delivery of supports for meaningful life outcomes, in particular the outcome of Integrated Community Employment. Therap provides a unique platform for supporting organizations that support people with disabilities. We are Person Centered, and recognize that documentation and communication are two sides of the same coin. Information is captured and shared to improve efficiency and coordination. The ability to capture critical data points makes it possible to</p>
<p>I am the Evidence</p>	<p>During the spring of 2012, David Alexander was hoping to enjoy his final high school track season. Instead he experienced his first trip to the psych ward at Regions Hospital. Over the next two years, David had many more trips to the hospital and experienced a great deal of trauma. Today he is a successful college student, living away from home and doing things he thought he</p>
<p>We Have Walked This Path Before</p>	<p>Can you walk a mile in someone else's shoes? Can you ever really understand the problems and barriers of the people you are supporting who have behavioral health or substance use issues? Maybe not, but the next best thing could be a coworker who has walked that mile themselves while dealing with those same issues. Shared experiences can foster a strong relationship between an Employment Peer Mentor and a person they are supporting. A higher level of trust is developed that increases a level of open, honest communication that may not be</p>
<p>Tips for Employer Relationship Building</p>	<p>IPS supported employment is an evidence-based practice that helps people with serious mental health conditions to work in competitive jobs related to their work preferences. IPS stands for Individual Placement and Support and refers to the evidence-based approach. Working is often viewed as an essential part of recovery. Research shows that 70% of people diagnosed with a serious mental illness want to work. However, fewer than 15% of these individuals achieve employment. This presentation will focus on a three-step approach to job development based</p>
<p>Recovery Through Employment: Implementing IPS for Tennesseans with Behavioral Health Disorders</p>	<p>An overview of IPS, implementing IPS in Tennessee, and a Tennessee community mental health provider providing IPS employment services</p>

<p>Trauma, Health and Employment: How do we make a meaningful impact in supporting students?</p>	<p>Engaging with transition age or “opportunity” youth presents complex challenges for the employment community. While there are large amounts of time spent pursuing relationships with schools and identifying best practices such as work-based learning experiences. There is little time spent understanding the lived experiences of these students and the impact this has on the students themselves, the employment staff supporting them and the overall system that is set up to fund this service.</p> <p>We will spend time providing background on the prevalence and impact of trauma; the</p>
<p>Building a “Natural Support” System Cultivating Relationships While Obtaining and Retaining Employme</p>	<p>Individuals living with a mental illness face stigma in many areas of their lives. Although it is easy to tell someone to just "go and do your best and don't worry about what people say or think" it really isn't that easy. It can be particularly challenging for a person living with a disability to feel comfortable and motivated enough to even search for employment, add on the stigma and it is that much more difficult. Then consider learning the task and duties as assigned of a new job, as</p>
<p>Go Pro! LinkedIn for Professional and Chapter Use</p>	<p>LinkedIn is the standard social media platform for professionals, and it is very different from other social media platforms. You and your chapters can master the art of networking on LinkedIn for exposure and awareness of supported employment! Join us for an overview of the</p>
<p>Employer-Provider Partnerships: How to Make it Work</p>	<p>A panel of Employer and Disability Services Providers will discuss their partnerships, how they were formed and how they continue to make them stronger to increase the number of people with disabilities employed in their communities. Panelist will share their lessons learned and</p>
<p>Legislation Affecting Hiring Practices for Federal Contractors</p>	<p>Are you an employer or disability services provider who is in need of a better understanding of the federal contractor OFCCP compliance expectations? Join this session to gain a better</p>
<p>How to Support Career Advancement</p>	<p>Are you an employer who is looking for help supporting your employees with disabilities advance within your company? Are you a disability services provider who is looking for additional techniques to support employers you partner with? Then this session is for you! Join a</p>
<p>Public Sector Hiring: How To</p>	<p>Clark County to share and provide information on how they supported hiring within their public sector business. Are you facing challenges within your business on supporting employees with disabilities join your workforce? Then join this session and hear just how this public sector</p>

Your Advocacy Matters	APSE National is asking me to TAKE ACTION, but what exactly does that mean?  This session will review the federal legislative process with a focus on ways that you can be be involved. Make your voice heard at the local, state, and federal levels. Grassroots advocacy is a
Resources for Chapter Board Members	Are you a Chapter Leader looking for a refresher on the tools and resources National APSE offers and provides to APSE Chapters? Join this session for discussion and tutorials on using the Chapter Board Member section of the database, sending emails to your membership through