

# Employment First! Employment Now!

A Connecticut DDS Conference

Wednesday, July 21st

8:15pm—4:00pm

Hartford Farmington Marriot Hotel

115 Farm Springs Road • Farmington, Connecticut

This exciting conference will bring individuals, families, state agency staff and providers together for an exciting day of learning and dialogue as we all work together to improve employment opportunities and outcomes for individuals served by DDS.

## S C H E D U L E

<b>8:00—9:00</b>	REGISTRATION AND CONTINENTAL BREAKFAST
	Exhibit Area Opens
<b>9:00—9:15</b>	WELCOMING REMARKS Peter H. O'Meara Commissioner, Department of Developmental Services Amy Porter Director, Bureau of Rehabilitation Services
<b>9:15—10:00</b>	KEYNOTE ADDRESS <i>Employment First: Not Just a Slogan</i> Laura Owens Executive Director, APSE
<b>10:00—10:15</b>	E-Polling: Let's Hear From You
<b>10:15—10:30</b>	BREAK
<b>10:30—11:45</b>	WORKSHOP SESSION 1
<b>11:45—1:15</b>	LUNCH AND PANEL <i>Making Employment Work: Personal Stories</i> Facilitator: Kathryn duPree Deputy Commissioner, Department of Developmental Services
<b>1:15—1:30</b>	BREAK
<b>1:30—2:45</b>	WORKSHOP SESSION 2
<b>2:45—3:00</b>	BREAK
<b>3:00—4:00</b>	Making It All Happen: What's Worked? What Do We Need To Do Next? Kathryn duPree Deputy Commissioner, Department of Developmental Services

**Registration deadline—JULY 9, 2010**

# SESSION 1 10:30—11:45

## **Employment First in Action: Developing Employment Plans Through the IP Process (1A)**

Creative, person-driven planning can provide the foundation for great employment outcomes. This session will show you how the planning process can be used to put Employment First into action, moving beyond traditional goals and plans to ideas and action steps that will lead to jobs.

## **Developing a Passion for Employment, From Age 1 to 100 (1B)**

Lack of expectations has been identified as a major barrier to employment for people with intellectual disabilities. Yet changing expectations is something we can all do something about beginning at a very young age. Come to this session to learn about steps that families and others can take to raise the bar and to help teens and young adults be better prepared to enter the workforce.

## **Job Development 101 for the Newcomer (1C)**

Being new to job development can feel overwhelming! What do I say? Where do I begin? Once I'm in the door, then what? The nuts and bolts of job development is all about building sustainable relationships with employers, engaging their active involvement, and understanding their business needs. Whether you are a job developer, an employment specialist, or someone who works in a residential setting, this workshop offers practical strategies to help you initiate employer relationships and establish ongoing partnerships with businesses.

## **Self-Employment: Is it Right for Me? (2D)**

Come to this session to learn more about self-employment and business ownership. The presenters will talk about steps you can take to figure out if self-employment is right for you. This session will review the different types of self-employment, and will include a nuts-and-bolts discussion of the realities of owning your own business.

## **When Existing Jobs Don't Fit (1E)**

Not all job seekers fit neatly into existing job openings, yet we should still be finding opportunities for everyone who expresses an interest in working. Job creation and negotiation are important strategies for facilitating strong job matches for people with significant disabilities. Learn how to approach job creation in a manner that meets the needs of both employers and job seekers.

## **Putting Your Best Foot Forward: The Role of Job Seekers, Family, Friends, and Others (1F)**

Now more than ever, job seekers need to stand out from other candidates by showcasing their experience and abilities. People looking for work, their family members, and others involved with the job hunt need to use their connections to open new doors. Come to this session to learn how people with disabilities can promote themselves and how you can help. We'll share newer strategies, such as using portfolios and video. We'll also discuss issues related to representation, including how much disability information to share, and how job seekers, employment staff, and families can work together for the best employment outcomes.

## **Business Partnerships (1G)**

Get the employer perspective on hiring and retaining employees with disabilities. Hear about approaches provider agencies can use to better meet the needs of job seekers and businesses.

## **Keynote Speaker**



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

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

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

## **SESSION 2** 1:30—2:45

### **Employment Now! Our Right, Our Choice, Our Tax Dollars Used Wisely (2A)**

Come to this session to learn about steps self-advocates can take to get and keep a job. We'll talk about why employment is important, what you can do to get the services you want, and what steps you can take to find and keep a meaningful job.

### **BRS, DOL...? What Other Employment Systems Do, and How Can They Help People with Intellectual Disabilities (2B)**

Come to this session to learn more about the services offered through BRS, DOL, and other employment service systems, and how they can complement the services provided through DDS.

### **School Days to Pay Days: Transition Planning and Employment (2C)**

Beginning career preparation while still in school leads to better jobs. This session will offer tips for students and family members on getting employment-related help during the high-school years.

### **Can I Pay the Rent and Go on Vacation? How to Make WISE Money Decisions (2D)**

When planning for employment, we need to take into consideration each individual's financial needs and goals. This session will provide a new framework for employment planning that moves beyond just protecting benefits to consider the job seeker's financial goals and develop an employment plan that leads to financial wellbeing.

### **Effective Job-Coaching Supports: Using Both Natural Supports and Systematic Instruction (2E)**

Success on the job requires an ability to perform the job duties and to fit in at work. Providing support on the job requires careful attention to both these areas, as well as the ability to blend good teaching with the development of natural supports. Participants in this session will brainstorm concrete strategies to provide quality instruction while enhancing natural supports and social inclusion.

### **Transportation: It Takes a Village to Get Where You Want to Go (2F)**

Developing individual transportation solutions requires up-front planning and the creative use of resources. This session will introduce you to some of the resources available and some non-traditional approaches people with disabilities can use to get to work.

### **Changing the Bottom Line (2G)**

How do you structure your organization to emphasize individual integrated employment and to build community one person at a time? This session will address the process of designing organizations to support individual employment outcomes. Topics covered will include changing organizational values and culture, staff roles, relationships, and resource allocation.

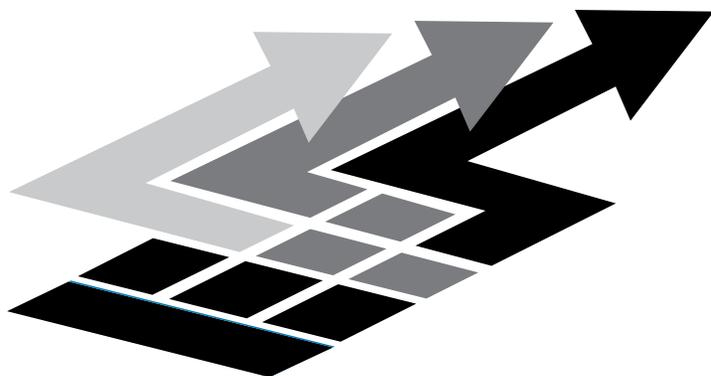


## **Welcome to E- Polling!**

At this conference we will use e-polling to get your input on a number of important issues. The poll results will be compiled in real time and shared as part of the final conference session, **Making It All Happen: What's Worked? What Do We Need To Do Next?** Lead by Deputy Commissioner Kathryn duPree this session will be an exciting opportunity for your voice to be heard.

As a conference participant you will be provided with a personal response device or "clicker" that will allow you to response to a series of questions. This fun and interactive approach will provide you with a great opportunity to share your opinions.

INSTITUTE FOR COMMUNITY INCLUSION  
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BOSTON, MA 02125



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## Cost

Cost is \$20.00. Every effort has been made to keep the cost of this conference affordable to all. A limited number of registration fee waivers are available based on financial need. Waivers will be awarded on a first-come, first-serve basis. You can request a fee waiver on the registration form. Conference staff will then contact you to confirm waiver availability.

Individuals attending the conference in a support role may attend free of charge. They must be listed on the individual's registration form and will automatically be registered for the same breakout sessions as the individual being supported.

## CRCs

CRC credits are available at the end of the conference. Certificates of Attendance will be provided for participants seeking other forms for continuing education credit.



This conference is presented by the Institute for Community Inclusion at the University of Massachusetts Boston. The conference is supported by Connect-Ability in partnership with the Connecticut Department of Development Services with funding from the Centers for Medicare and Medicaid Services (CDFR#93.768)

## Directions to the Hartford Marriot in Farmington, Connecticut

**15 Farm Springs Road  
Farmington, Connecticut 06032  
860-678-1000 (toll-free)**

**Rte. 91 North or South, Exit 32A  
or 32B to Rte. 84 W to exit 37  
Fienemann Road straight across  
the exit. Hotel is located in Farm  
Springs Office Park.**