

Maryland Rehabilitation Conference

Partnering Toward Employment

Thursday & Friday, October 27 & 28, 2016

Embassy Suites by Hilton
Hunt Valley, Maryland

Deadline for Registration: October 7, 2016

Registration Link: <http://goo.gl/Ax3DxM>

The Maryland Rehabilitation Association and the Maryland Division of Rehabilitation Services invite you to this year's Maryland Rehabilitation Conference. Help us celebrate the partnerships between public vocational rehabilitation, community organizations, and the Maryland workforce partners that create successful outcomes for Marylanders with disabilities who want to work.

- **Keynote Speaker** – Sheridan Gates, Career Crossroads Coach and author of *[“Losing Sight, Finding Vision.”](#)*
- **Lunchtime Speakers** – Thursday: Ken Capone, a recognized leader in Maryland's self-advocacy movement. Friday: Stephen Wooderson, CEO of the Council of State Administrators of Vocational Rehabilitation (CSAVR).
- **Dozens of Vendors & Exhibitors** showcasing the latest in rehabilitation products and services.
- **MRA Silent Auction** – back by popular demand!
- **20 Breakout Sessions** on disability, employment, vocational rehabilitation, assistive technology, accessibility and personal development. (8.25 CRC credits available).
- **Continental Breakfast with the Exhibitors on Thursday** sponsored by the MRA – come early for a light breakfast and

network with your colleagues and the exhibitors in a relaxed setting.

- **MRA Meet & Greet Happy Hour** – Meet your colleagues Thursday afternoon in the hotel atrium for a casual happy hour.

Online Registration: <http://goo.gl/Ax3DxM>

Keynote Speaker: Sheridan Gates

Topic: “Dignity through Work: Building Resilience through Partnering, Personal Power and Risk-taking”

Sheridan Gates was diagnosed with a juvenile form of macular degeneration in her early 20s. Since then, she has been searching for the answer to this essential question—“What will enable me to thrive?” She has reinvented her career three times as she forged a path of integration between her professional life, her declining vision, and her budding spirituality.

With over 20 years as a leadership and career coach, Sheridan weaves time-tested strategies for thriving into the needs and concerns of those facing a life challenge that endures. As a leadership and personal development trainer, facilitator, and executive coach, she helps individuals access the power within to achieve the results that matter most to them. Her clients include leaders, managers and employees in Fortune 500 companies, federal and state government agencies, and nonprofit organizations.

With an MA in Education & Human Development from George Washington University, and a BA in Economics and Business and over 30 years as a business professional, she helps clients integrate the world of performance and success with inner clarity

and values. Sheridan is a Professional Certified Coach (PCC), a somatic coach, and a Core Individuation practitioner working with individuals committed to a life in which they thrive.

Sheridan serves as faculty and coach for the NTL Institute for Applied Behavioral Science. She serves on the board of the World Institute on Disability.

Lunchtime Speakers

Thursday: Ken Capone

Topic: "The Passing of the Ken Capone Equal Employment Act: Phase Out of Sub-Minimum Wage"

Ken Capone is a recognized leader in Maryland's self-advocacy movement. He coordinates the advocacy and public policy initiatives of People on the Go and is a valued member of the Developmental Disabilities Coalition.

Ken is or was active on such advisory bodies as the Maryland Commission on Disabilities and Waiting List Advisory Committee. In May 2014, President Obama appointed him to the President's Committee for People with Intellectual Disabilities.

Ken studied Computer Programming at Johns Hopkins University, completed the Partners in Policymaking program, served as a Legislative Intern with the Maryland Senate, and worked as an "Ask Me" interviewer for The Arc of Maryland and Developmental Disabilities Administration.

Ken was practically destined to become an advocate as his family was determined to ensure that he was fully included. "Working with MDLC's phenomenal advocates to advance the rights of people with disabilities as a member of the Board is deeply meaningful to me. What you do for yourself dies when you die, but what you do for others' lives on after you are gone."

Friday: Stephen Wooderson

Topic: "Change, Leaderships & Partnerships"

Steve Wooderson was selected as the CEO of CSAVR on November 1, 2010. Prior to joining CSAVR, Steve was the administrator of Iowa Vocational Rehabilitation Services. He oversaw the state VR and independent living programs, as well as the disability determination services bureau.

His experience in VR spans over 35 years of service in the vocational rehabilitation program. Steve started as a VR counselor in south central Missouri in January of 1981 and he enjoyed a 20 year career with the Missouri VR agency. In March of 2000, Steve moved to Iowa to become the rehabilitation services chief, and then was appointed agency administrator in December of 2002. He has served at all professional levels in the public vocational rehabilitation program, which gives him a unique perspective of the local, state and national implications of VR service delivery.

Since his tenure with CSAVR, he has also led the way to an international partnership with allied vocational rehabilitation service providers in Western Europe and been a featured trainer and speaker with the European Platform for Rehabilitation headquartered in Brussels, Belgium. Steve also has represented CSAVR and the US public VR program by presenting and meeting with members of the Vietnamese Ministry of Labor, social services providers and higher education officials in Hanoi, Vietnam. He is a certified Dale Carnegie trainer and a retired Army Reserves Lieutenant Colonel.

Agenda

Note: Registration will be available at the hotel starting at 7:00 pm Wednesday, October 26.

Thursday, October 27

- 7:30–9:00 a.m. Registration
- 7:45–9:00 Complementary Continental Breakfast with the Exhibitors, sponsored by the MRA
- 9:00–9:20 Opening Remarks
DORS Director Suzanne Page
MRA President Suzie Miller
- 9:20–10:05 Keynote Address – Sheridan Gates, Career Crossroads Coach and author
- 10:05–10:30 Exhibits/Silent Auction
- 10:30–11:45 Concurrent Sessions #1
- 11:45–1:30 Lunch
Lunchtime Speaker – Ken Capone, Public Policy Director, People on the Go Maryland
- 1:30–2:45 Concurrent Sessions #2
- 2:45–3:15 Exhibits/Silent Auction
- 3:15–4:30 Concurrent Sessions #3
- 5:00 p.m. MRA Meet & Greet Happy Hour in the hotel atrium bar

Friday, October 30

8:00–9:00 a.m.	Registration Coffee & Tea only
9:00–10:15	Concurrent Sessions #4
10:15–10:45	Exhibits/Silent Auction
10:45–12:00	Concurrent Sessions #5
12:00–2:00	Lunch Lunchtime Speaker – Steve Wooderson, CEO CSAVR Awards Presentation

Thursday Breakfast with Our Exhibitors

Join us Thursday Morning for Continental Breakfast with the Exhibitors, sponsored by the Maryland Rehabilitation Association. Come early to pick up your registration and enjoy a light breakfast while you network with your colleagues and exhibitors in a relaxed setting.

- ❖ Free continental breakfast, coffee & tea
- ❖ Uninterrupted time to network with exhibitors, colleagues, vendors and friends

[Please note that on Friday morning there will be coffee and tea service only, no breakfast items.]

Exhibitors

Visit our exhibitors for an up-close introduction to the latest in rehabilitation services and assistive technologies.

This year's exhibitors are scheduled to include:

- ❖ [Abilities Network](#)
- ❖ [Family Services](#)
- ❖ [First Maryland Disability Trust](#)
- ❖ [Geographic Solutions](#)
- ❖ [Humanim, Inc.](#)
- ❖ [Maryland Assistive Technology Loan Program](#)
- ❖ [Maryland Employment Network](#)
- ❖ [Maryland Relay](#)
- ❖ [Maryland Statewide Independent Living Council](#)
- ❖ [Mobility Works](#)
- ❖ [REHAB AT WORK](#)
- ❖ [VSP](#)

For information on becoming an exhibitor or advertiser for the 2016 conference, go to our [Exhibitor registration site](#).

Awards

Brighten someone's day – nominate them for an award to be presented at the Conference!

As rehabilitation professionals, we strive to work as a team and to serve the community and each other to the best of our abilities. Think how nice it would feel to be recognized for our efforts. Let's keep the team spirit. Nominate someone today in one of these categories:

DORS AWARDS

- ❖ **Personal Achievement Award** – Presented to a former consumer of rehabilitation services who has overcome barriers to reach a remarkable degree of personal and economic independence.
- ❖ **Employer Leadership Award** – Presented to a Maryland employer who has demonstrated remarkable leadership in promoting the employment, independence and economic self-sufficiency of individuals with disabilities.
- ❖ **Patrick McKenna Professional Award** – Presented to DORS staff person who demonstrates a deep commitment to the agency's mission, values, and vision. This recipient is dedicated to improving the lives of persons with disabilities by promoting and inspiring others to effectively and continuously serve and respect in the DORS community.
- ❖ **Excellence in Partnership Award** – Presented to a DORS-accredited Community Rehabilitation Program that has demonstrated an outstanding record of partnering with DORS in assisting individuals with significant disabilities to achieve employment through the use of innovative practices and creativity.

MRA AWARDS

- ❖ **The R.C. Thompson Hall of Fame** – For individuals who have dedicated a career or lifetime to advocating for people with disabilities. The individuals should be champions of rehabilitation and affiliated with VR, independent living, universal access, disability rights, etc. These members will be forever linked with the finest examples of rehabilitation professionals in Maryland.

- ❖ **Administration Award** – Honors someone who has shown unusual initiative or creativity developing and administering a program of demonstrated value for individuals with disabilities. Recipient should be a rehabilitation program administrator, a community facility director, or a person who has helped to develop outstanding rehabilitation programs in untried areas. *[Recipient must be a MRA member.]*
- ❖ **Mary E. Switzer Distinguished Service Award**– Established in memory of Mary E. Switzer, the dynamic administrator of the Federal Vocational Rehabilitation Administration and the Social & Rehabilitation Service, and former NRA President. This award is presented to an individual or organization for achievement in advancing equal employment opportunity for individuals with disabilities. The recipient will have consistently performed with creativity and initiative to improve employer awareness regarding the capabilities of qualified persons with disabilities, and will have promoted affirmative action within their own organization. The award honors a commitment to the effective participation of citizens with disabilities in the economic mainstream.
- ❖ **Human Resources Award** – Presented for significant contributions in the professional preparation and upgrading of rehabilitation personnel. The recipient may have initiated curriculum innovations, planned and implemented programs for a variety of rehabilitation personnel, inspired students to seek careers in rehabilitation, or promoted training in legislative and appropriations forums. *[Recipient must be a MRA member.]*
- ❖ **Humanitarian Award** – Presented to someone with notable leadership in removing legal or environmental barriers, preventing discrimination against individuals with disabilities and supporting the rights and benefits due to every citizen. The

recipient should support the growth of rehabilitation services in Maryland.

- ❖ **Organization Award** – Presented to an organization with an outstanding record of services to individuals with disabilities. The organization may be one whose principal objectives are in the rehabilitation field, or one that has demonstrated effective concerns for the rehabilitation of individuals with disabilities. Organizations eligible for this award are those whose activities contributed to the rehabilitation of persons with disabilities beyond the purpose for which the organization was established.
- ❖ **Excellence in Media Award** – Presented to an individual or organization with an outstanding record of portraying people with disabilities and their life experience in a realistic and positive way. Material should appeal to the public and not merely to a professional or specialized audience, using progressive language and imagery. Portrayal should be informative and not solely for promotional content. Eligible entities can include print, radio, television, film, and advertising concerns.

FRIENDS OF WTC AWARD

- ❖ **Joseph J. Mucha Award for Outstanding Achievement as a Business Operator** – Presented to a DORS client who became successfully self-employed as a business operator and shows significant potential to maintain and expand the business operation.

In an effort to make the awards nomination process easier, we've gone electronic. Nominate here: <http://sgiz.mobi/s3/2016-MRA-DORS-AWARDS-Nominations>

Deadline for Nominations: September 26, 2016.

For more information, contact [Candace Henry](#), Awards Chairperson, 410-770-4646, Fax: 410-819-6840.

MRA Book Nook

The Book Nook lives! All you bookworms, come prepared to load up on all your favorite genres. The Book Nook is the place to find CDs, DVDs and audio books as well!

If you have new/gently used books (no textbooks, please), CDs, DVDs or audio books you would like to donate, please contact [Lee Armstrong](#) (410-554-9173) to arrange for your donation. All proceeds support the work of the MRA.

Silent Auction

Back by popular demand, the Silent Auction will once again be a highlight of the Maryland Rehabilitation Conference. Bid on a wide variety of products and services donated by businesses, organizations and individuals around Maryland. Great stuff like sports memorabilia or gift cards for your favorite restaurants!

The Silent Auction Committee would appreciate additional donations of value from conference attendees, such as gift certificates, sports tickets, personal services, gift baskets, jewelry and handcrafted items. Is there a business you frequent that has awesome stuff? You could ask them to consider making a donation, and get the word out about their awesome stuff!

If you would like to donate items or obtain further information, please contact [Shawna Leonard](#) or [Seth Masley](#) at 301-306-3600. Thank you, in advance, for your participation. All proceeds benefit the work of the Maryland Rehabilitation Association.

MRA Charity Event

This year's Conference Charity Event will benefit The Friends of the Workforce & Technology Center (WTC). The Friends of WTC, Inc. is a non-profit, tax-exempt corporation (501c3) that provides assistance to individuals with disabilities receiving services at the WTC. Support is also provided in enhancing program services and the Center's environment.

We will be raffling off gift baskets and a Sony 40' Flat Screen TV. Tickets are \$1 each for the baskets. If you spend \$5 or more you get a free ticket into the raffle for the flat screen TV.

Tickets for the flat screen TV will be available before the Conference for those who will not be attending for \$5 a ticket. If you're not attending, but wish to enter the raffle, please contact Jena Paquin for ticket purchase prior to the conference at jena.paquin@maryland.gov or 410-770-4646.

The drawing will be held at the Conference. You do not need to be present to win.

Hotel Reservations

The conference is on the move again, this time just a couple of exits up I-83 from last year, to the [Embassy Suites by Hilton in Hunt Valley](#).

A block of rooms has been set aside for us at a rate of **\$99 double occupancy per night plus state & local taxes.**

When making reservations (410-584-1400), inform the hotel that you are attending the "**Rehabilitation Conference**" in order to receive these rates. A one-night's deposit is required. The cut-off date to receive the conference rate is October 7, 2016.

DORS STAFF: Please refer to the DORS Information Bulletin regarding the conference before making any room arrangements.

Accessibility & Accommodations

To request accessible materials and reasonable accommodations, fill out the Accommodations section of the registration form no later than the conference registration deadline (October 7, 2016).

Accessible versions of the program, schedule, handouts and presentations will be given on a flash drive to blind or visually impaired attendees who request electronic alternate format. Braille and large-print printed versions of the program and schedule will still be available at the conference for those also requesting paper alternate formats.

Conference attendees who need a wheelchair-accessible hotel room and/or a roll-in shower should check the appropriate spaces on the registration form, then request this type of room when making their room reservation directly with the hotel. The Accessibility Committee will then contact you to see if you have any additional questions or concerns regarding conference site accessibility.

For questions prior to the conference, please contact [Carol Lewis](#) (410-554-9177 voice) or [Linda Andrews](#) (410-554-9220). For assistance or questions during the conference, an accessibility information station will be located near the registration area.

Questions? Want to Volunteer?

Contact the Conference Planning Committee:

[Suzie Miller](#), MRA President

301-645-8882

Jena Paquin , MRA President Elect	410-770-4646
Derick Serra , DORS Coordinator	410-554-9381
Linda Andrews , Accessibility	410-554-9220
Carol Lewis , Accessibility	410-554-9177
Candace Henry , Awards	410-770-4646
Jena Paquin , Charity Event	410-770-4646
John Stem , Exhibits/Reception	410-554-9536
Jody Boone , Finance	410-554-9451
Derick Serra , Programming	410-554-9381
Donna Lettow , Publicity	410-554-9402
Kim Schultz , Publicity	410-554-9435
Joanne Smith , Registration	410-333-6139
Seth Masley , Silent Auction	301-306-3609
Shawna Leonard , Silent Auction	301-306-3600
Lucas Gerace , Social Event	410-555-9228

Workshop Descriptions

THURSDAY, OCTOBER 27, 2016

Concurrent Session #1 10:30 a.m. - 11:45 p.m.

Using Evidence-Based Mental Health First Aid

Monte Ephraim, Director of Professional Development & Training, The Board of Child Care; Shawn Elbert, Spiritual Life Coordinator, The Board of Child Care

Participants will hear how Mental Health First Aid (MHFA) will grow their knowledge of signs, symptoms and risk factors of mental illnesses and addictions, will identify how MHFA will provide multiple types of professional and self-help resources for individuals with a mental illness or addiction, will be able to see how MHFA will increase their confidence in and likelihood to help an individual in distress, and will see how MHFA can increase mental wellness themselves.

Gaining Leadership, Independence, Direction, and Experience for High School Students

Melissa Lomax, Youth Coordinator, BISM

What is New at BISM's GLIDE Program: A Hands on Experience. This hands on session will offer a discussion of the best practices in this year round weekend program for blind youth GLIDE, Gaining Leadership, Independence, Direction, and Experience, at BISM. The session will include the outcomes from the first year of the project and plans for the next rotation. The session will include a hands-on skill activity as an example of the activities in the program. Presenter will be prepared to share information on all BISM PETS Programs.

Brain Injury, Stroke and Vocational Rehabilitation: The Road to Employment

Dr. Mark Allen Young, Physical Medicine & Rehabilitation Physician and Clinical Specialist; Workforce & Technology Center

Sigmund Freud, the legendary 20th century Neurologist and Psychanalyst once famously remarked that: "The two greatest joys in life are to love and to work". This inspirational declaration has for many years guided vocational rehabilitation professionals in their quest to promote vocational satisfaction, especially among citizens with disabilities. For medical professionals dedicated to vocational rehabilitation, the neurologically complex population poses a unique (and gratifying) challenge. Although the road to vocational reentry after a stroke or related brain injury is often a long and arduous one, the rewards for both the client and practitioner are many. This presentation will explore medical aspects of the vocational rehabilitation process as it relates to the brain injury and stroke population. Topics overviewed will be: epidemiology of stroke, employment outcome research, medical literature review and specific management strategies (including technology, physiatric & medical interventions) utilized to facilitate the enabling process of vocational return.

Serving Your Clients Through EARN Maryland

Mary Keller, EARN Maryland Administrator, MD Department of Labor, Licensing & Regulation; Mary Manzoni, Vice President of Vocational Services, Humanim Inc.; Laura Spada, Executive Director, Baltimore Alliance for Careers in Healthcare.; Elaine Carroll, Program Director, Jane Addams Resource Corporation; Lynette Higgins, Director Business Management, Computers and Health IT, CCBC

EARN Maryland is a state-funded, industry-led training program. The program grants funding to 40 partnerships across the State who are tasked with providing training to entry level and incumbent workers in a variety of industries, including manufacturing, information technology, healthcare and construction. Each partnership must have a minimum of five employer partners, who are responsible for identifying training needs, developing curriculum and in the case of entry level participants, granting interviews upon the completion of training. EARN Maryland provides a unique opportunity for clients to participate in training and obtain employment. This presentation will provide a broad overview of the EARN program and highlight four of the partnerships, educating rehabilitation professionals so that they are able to connect clients to the different training opportunities.

Concurrent Session #2 1:30 - 2:45 p.m.

What Helps, What Harms Maryland: A Young Adult Peer-Led Quality Improvement Project

Lauren Grimes, Director of Network & Peer Services, On Our Own of Maryland; Rowan Powell, Youth Engagement Specialist, Maryland Coalition of Families

What Helps, What Harms Maryland is a quality improvement project launched in August 2014 by OOOMD's Transitional Age Youth Outreach Project in partnership with Taking Flight, the Maryland Coalition of Families' Young Adult Advisory Board.

This initiative was designed to infuse the youth and young adult voice into strategic policy actions and planning processes for systemic change in the State of Maryland through convening discussion groups and forums to learn about and make recommendations to address young adult peer needs. This workshop will review the recommendations gleaned from these discussions, detail the next steps involved in implementing the recommendations into all of Maryland's youth-serving systems, and discuss the ongoing processes involved in engaging and leveraging the young adult voice in Maryland.

Are You Boring Your Workshop Participants?

Bruce Wahlgren, President & Lead Trainer, Workforce Excellence Group, LLC

We talk too much. As trainers and teachers, we bore our learners to death. We don't mean to. We truly think that we are doing the opposite. But the fact remains: As long as learners are passively sitting and listening to us talk, they are not learning much. As workshop facilitators and presenters, we need to step aside and allow learners to learn. Real learning takes place when we stop talking and our learners start talking. Discover how to make your classes and/or workshops more interesting, engaging, and memorable. Based on Sharon Bowman's book, *Training from the BACK of the Room*.

Psychometric Instruments The Rehabilitation Counselors Utilize in Vocational Assessment

Scott Beveridge, Assistant Professor, The George Washington University

This research attempts to fill a gap in the rehabilitation counseling literature. To date there are no peer reviewed articles examining what psychometric instruments rehabilitation counselors utilize for vocational assessment. The session participants will be educated on the instruments that rehabilitation counselors utilize for vocational assessment, and how counselors use their "clinical

judgment.” This research is intended to improve the limited evidence-based practice literature for the rehabilitation counseling field.

Using 21st Century Labor Market Information in Career Counseling

Darlene Peregoy, Business Relations Branch Program Manager, MSDE Division of Rehabilitation Services

The Workforce Innovation & Opportunity Act contains language that emphasizes the use of labor market information in workforce development, career services and counseling. This session will explain different types and sources of labor market information and how it can be used by vocational rehabilitation counselors and others in providing guidance on career opportunities and assistance in identifying career paths that lead to successful employment outcomes. Labor market information can provide a snapshot of the job-driven economy in a particular region and highlight areas of employment growth and skills employers are seeking. It can also help identify the type of education or training necessary for specific career paths, which is helpful in the development of Individual Plans for Employment (IPE).

Resources and LMI tools will be demonstrated, such as the Maryland Workforce Exchange, The Career Index and O*Net.

Concurrent Session #3 3:15 - 4:30 p.m.

Brain Injury & Aging: Implications for Employment

Anastasia Edmonston Trainer, Traumatic Brain Injury and Person Centered Planning, MD Behavioral Health Administration; Joelle Ridgeway, Executive Director, Mary T Maryland

Due to advances in trauma care and rehabilitation medicine, individuals with brain injury are surviving injuries that at one time may have proven fatal. Those who are surviving and thriving despite challenges common after brain injury may find themselves dealing with what is described as “accelerated aging”

in the areas of behavioral and physical health and well-being. This presentation will focus on the following issues regarding the relationship between brain injury and aging; discussing not only the complications that aging can bring to someone living with a history of brain injury, but also, the risk of incurring brain injury among our aging population and workforce. Case examples of older adults who are working with a history of brain injury will be shared as well as recent research on bolstering cognitive reserve for all adults will also be discussed.

Boomers to Linksters: Thriving in the Multi-Generational Workplace

Bruce Wahlgren, President & Lead Trainer, Workforce Excellence Group, LLC

For the first time ever, there are five generations in the workforce. Each thinks differently about what work is, where and when it is done, and how information is communicated. If not understood and valued, these differences create conflict in the workplace. However, incorporating each generation's strengths into the fabric of the workplace can turn conflict into outstanding performance. In this action-packed workshop, you'll learn how to help job seekers and incumbent workers understand and embrace these concepts so they can secure and retain a job. These same concepts can also be used to help organizations reduce conflict while increasing results.

Building Interviewing Skill in Justice-Involved Consumers

Gail Paulson, Program Director, Vocational Support Systems, Inc.; Turquoise Williams, Forensic Employment Specialist, Vocational Support Systems, Inc.

The challenges faced by these consumers are many – criminal records, gaps in work history, and side effects from incarceration. Many employers are not willing to hire these applicants, but research indicates that they would consider hiring an Ex-Offender if an Employment Specialist (ES) could mentor the new

employee. ESs need training in all aspects of job development for this population, especially interviewing, where employers can review an applicant's interpersonal skills. This workshop will present interviewing strategies learned from services provided by VSSI counselors to Justice-Involved Consumers. Participants will practice skills-building in small groups to experience job development challenges and learn how to best prepare Consumers to discuss their work histories.

The Power of Specialized Job Hunting Tactics

Mark Daniels, Workforce and Career Development Coordination and Facilitation, Maryland Community Health Initiative

The purpose of the presentation is to educate and share some real world tactics that can be put to work in aiding work force clientele in finding jobs, both advertised and unadvertised. This presentation also plans to address the common challenges and roadblocks that are commonly faced by the average job seeker and how, with a few practiced tactics, can add prestige and real results in one's job search outcomes and interview procurement.

FRIDAY, OCTOBER 28, 2016

Concurrent Session #4 9:00 - 10:15 a.m.

Why Apprenticeship is a Viable Option for Your Clients

Erin Roth, Director of Policy, MD Department of Labor, Licensing & Regulation; Grant Shmelzer, Executive Director, Independent Electrical Contractors, Chesapeake; Jason Roberts, Director of Education, Associated Builders and Contractors; Matt Stubbs, Program Director, Job Opportunities Task Force

The MD Department of Labor, Licensing & Regulation is actively exploring ways to create and expand apprenticeship opportunities for Maryland's businesses to grow their ranks and for Maryland's jobseekers to increase their skills. Understanding the key components of apprenticeship programs and their benefits, both for the employer and apprentice, are crucial to connecting clients

to this training option. Additionally, pre-apprenticeship programs, such as Project JumpStart, can serve as an effective bridge program to clients who might be interested in becoming an apprentice, but lack the necessary basic skills to be successful. This session will also include the process of connecting clients to apprenticeship and pre-apprenticeship programs.

Get That Job! A Toolkit for Professionals

Kathy Schwabeland, Independent Consultant

This session will offer a toolkit of resources that professionals can utilize including: activities and information related to job readiness, the actual job search, and marketing individuals with disabilities to businesses. The session will focus on the above mentioned items through a series of activities, discussion, and case studies to illustrate important points. By the end of this session, participants will have the necessary resources to refuel their consumers' job search activities as they seek employment.

Employment Partnerships: An Employer's Perspective

Alex Dudley, Program Manager, Cornerstone Montgomery, Inc.

The presentation will touch on some of the biggest supports that supported employment agencies can provide potential employers, and how to go about highlighting those supports when job developing and after a consumer has started working. A hiring or floor manager will be present to talk about his/her experiences with supported employment, and what they found most and least helpful after working with a number of job coaches over the years. The presentation will focus on how to speak with managers about difficult situations involving your consumers while keeping their company goals in mind, as well as the topics listed above

Making "Ticket-to-Work" Work for Your Organization

Diane Healy, Vocational Services Program Manager, Cornerstone Montgomery, Inc.

Many consumers want to return to work but fear the consequences of losing SSA benefits. Deliberate decisions in organizational and program infrastructure promote education about SSA work incentives and the belief that individuals can successfully live without entitlements. The Maryland Employment Network and Cornerstone Montgomery integrated peer support services, consistent entitlements counseling, and EBP Supported Employment to help 21 individuals in FY16 to work over SGA, totaling in \$82,000 in Ticket-to-Work payments in 12 months. Counseling beneficiaries about career advancement and the benefits of TTW can help promote independence and overall wellbeing.

Concurrent Session #5 10:45 a.m. - 12:00 p.m.

Fostering Psychological Resiliency

Dr. Mark Sementilli, private practice specializing in neuropsychological services

Survivors of psychological, medical and neurological adversity often experience a profound sense of loss of self and independence, acute psychological distress and potentially prolonged disability. Such adversity will undoubtedly challenge one's psychological resolve. Fortunately, clinical research has demonstrated that psychological resiliency is not unusual, but rather surprisingly common and that resiliency can be fostered. The focus of this presentation is to identify behaviors and interventions that will assist clinicians in strengthening their consumers' psychological resiliency.

Community of Practice

Edward Willard, Director of Advocacy Supports, Developmental Disabilities Administration; Terah Tessier, Director of Coordination of Community Services, Developmental Disabilities Administration; Mary Anne Kane Breschi, Director of Supporting Families, Developmental Disabilities Administration

The Developmental Disabilities Administration will present on three Focus areas that the Administration wants to expand statewide. Advocacy Supports, Self-Directed Services, and Community of Practice-Supporting Families. Discussion will include descriptions of these focus areas, progress to date, goals moving forward. This session would also be an opportunity for input from individuals receiving services, community providers, and family members so that the administration can create and provide best practice and robust way of supporting Marylander's with Intellectual and Developmental Disabilities.

Partnership Plus and Ticket-to-Work: Creating a “Winning” Environment

Thomas Scheurich, Program Manager, Program Income, MSDE Division of Rehabilitation Services; Eric Schmidt, Staff Specialist for Social Security Programs, MSDE Division of Rehabilitation Services

Tom Scheurich and Eric Schmidt will present on Maryland DORS early experience with the Ticket To Work, changing consumer demographics, the impact of WIOA and the VR regulations issued by RSA. How Maryland is currently responding to these changes and plans to move forward in the future will be discussed.

The Power of Community Partnership in Developing Work-Based Learning and Employment Opportunities

Jeff Moran, Community Outreach Coordinator, The Benediction School and Adult Services Open Community Program; Gaffney Shepherd, Job Coach and Job Developer, Benedictine Adult Services; Stephanie Milligan, Office Manager for Benedictine’s Talbot Supported Employment Office and Training Center; Waitman Vanorsdale, General Manager, General Manager, Marriott International, Inc.

The presentation will begin with a description of The Benedictine School and Adult Services' B A S I C Program, "Building Adaptable, Sustainable, Interactive Curriculum." We will describe our development process for PETS Curriculum, such as Out Hospitality or Retail Training Programs, and our Independent Living or Self-Advocacy Skills classes. Then we will discuss the enhancement process of curriculum, where we build-up the learning experience with tools, such as, role play activities, team building activities, YouTube examples for discussion, hands on learning, interactive brainstorming about real life work place experiences. Finally, we will discuss our success in building Community Partnerships resulting in employment opportunities. We plan to present real life examples of successful placements and also include in our presentation one of our business partners to elaborate on their role and success as well.

Conference Registration

Conference fee includes the continental breakfast with the exhibitors Thursday morning, lunch on Thursday and Friday, and access to all Keynote, Lunchtime and Breakout Sessions and the Exhibit Hall.

- Professional registration is \$170 for both days, or \$130 to attend one day.
- Student registration is \$75.

To register for the Maryland Rehabilitation Conference 2016:
<http://goo.gl/Ax3DxM>

If you have questions or encounter any difficulty using the online registration system, call 410-554-9381 for assistance or email staffdevelopment.dors@maryland.gov.