Maryland Rehabilitation Association
MSDE Division of Rehabilitation Services
Present:
Maryland Rehabilitation Conference 2017
Employment: A Capitol Idea!
November 2 & 3, 2017
Annapolis, Maryland
DoubleTree by Hilton Hotel

Deadline for Registration: October 11, 2017
Online Registration: https://goo.gl/phFVCc

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** – Kelby Brick, Director of the Maryland Governor's Office of the Deaf & Hard of Hearing (ODHH).

- **Lunchtime Speakers** – Thursday: Kirkland J. Murray, President and CEO of Anne Arundel Workforce Development Corporation.  
  Friday: Rebecca Cokley, former Executive Director of the National Council on Disability.

- **Dozens of Exhibitors** showcasing the latest in rehabilitation products and services.

- **MRA Silent Auction & Book Nook** – back by popular demand!
• 23 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-Sponsored Rehab Happy Hour @ Union Jack’s Annapolis – Meet your colleagues after the sessions on Thursday at nearby Union Jack’s pub for a casual happy hour.

Keynote Speaker

Kelby Brick, Esq., CDI
Director of the Maryland Governor's Office of the Deaf and Hard of Hearing (ODHH)

“Kelby Brick has dedicated his entire career to ensuring that Deaf and hard-of-hearing individuals have the same opportunities and access as everyone else,” said Governor Larry Hogan. “Kelby is a tireless leader and advocate for individuals with disabilities and there is no one more qualified to take the helm at ODHH.”

Kelby led efforts in 2001 to establish the Maryland Governor's Office of the Deaf and Hard of Hearing (ODHH), and his appointment represents a “return to home” for him. “I’ve come full circle here and am excited about this opportunity to work with the governor to take ODHH to the next level,” Kelby said.

In 2013, Kelby founded Brick Advantage, a consulting firm that works with and advises corporations and nonprofits. Prior to that, he was a vice president of Purple Communications, Inc., where he
led the company’s regulatory and strategic policy to break down
communication barriers for deaf and hard-of-hearing individuals.

While at Purple, Kelby transformed the telecommunications relay
services industry—which provides full telephone accessibility to
people who are deaf, hard of hearing, or speech-disabled—by
establishing a system (later adopted by the Federal
Communications Commission) that enables relay equipment to be
interoperable and accessible with real local phone numbers and
emergency access.

Prior to joining Purple, Kelby was the director for law and advocacy
at the National Association of the Deaf (NAD). As director, Kelby
successfully mobilized NAD in establishing precedents and
landmark decisions in litigation and legislative and regulatory areas
while increasing NAD’s profile.

Kelby is active in numerous advocacy organizations and served as
a board member of the American Association of People with
Disabilities as well as on various federal and local advisory groups.

In 2011, Brick was the first recipient of the Governor’s Kelby Brick
Community Leadership Award, which has been given annually ever
since. Brick has a Bachelor of Arts in government from Gallaudet
University and a law degree from the Temple University Beasley
School of Law. He is the first deaf graduate of the law school. He is
also a Certified Deaf Interpreter.

Lunchtime Speakers

Thursday

Kirkland J. Murray
President and CEO of Anne Arundel
Workforce Development Corporation
Kirkland J. Murray is the President and CEO of Anne Arundel Workforce Development Corporation (AAWDC), the administrator and operator of the federal Workforce Innovation and Opportunity Act funded services and workforce initiatives for Anne Arundel County, Maryland. Named The Daily Record’s 2012 Most Influential Marylander in Civic Leadership, Murray currently serves as the Maryland Director on NAWDP’s Board of Directors and the Chair of NAWDP’s Executive Committee. He also serves as the President of the Maryland Workforce Association, and is a member of the Governor's Workforce Development Board.

**Friday**

**Rebecca Cokley**

*Former Executive Director of the National Council on Disability*

Rebecca Cokley was born with achondroplasia, a common cause of dwarfism. She received her Bachelor's Degree in Political Science from the University of California Santa Cruz in 2001.

Ms. Cokley began her career at the Institute for Educational Leadership where she worked for five years building tools and resources to empower and educate youth with disabilities and their adult allies. Ms. Cokley participated in the Education Policy Fellowship Program in 2006.

From 2009 to 2013, Ms. Cokley served as an appointee in the administration of President Barack Obama. She first served as Confidential Assistant to the Assistant Secretary for the Office of Special Education and Rehabilitative Services. She then served as Director of Priority Placement for Public Engagement in the Presidential Personnel Office at the White House where she was responsible for outreach to diversity and minority organizations to recruit professionals to the administration. She last served as
Special Assistant to the Principal Deputy at the Administration for Community Living at the U.S. Department of Health and Human Services

From 2013 - 2017, she was the Executive Director of the National Council on Disability by appointment of NCD Chairperson Jeff Rosen.

In 2015, to celebrate the 25th anniversary of the Americans with Disabilities Act, the National Disability Mentoring Coalition honored Ms. Cokley as an inaugural member of the Susan M. Daniels Disability Mentoring Hall of Fame. She was also a recipient of the Frank Harkin Memorial Award by the National Council on Independent Living.

Ms. Cokley has consulted or given expert testimony to the National Council on Independent Living, the Equal Employment Opportunity Commission, the World Bank, the Social Security Administration's Ticket to Work Advisory panel, the President's Task Force on Employment of Adults with Disability, and the committee for the U.S. Department of Labor’s Workforce Investment Act Reauthorization.

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**Agenda**

**Note:** Registration will be available at the hotel between 7:00 p.m. and 8:00 p.m. on Wednesday, November 1.

**Thursday, November 2**

7:30–9:00 a.m. Registration

7:45–9:00 Complementary Continental Breakfast with the Exhibitors, sponsored by the MRA
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<td>Opening Remarks</td>
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<td>DORS Director Suzanne Page</td>
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<td>MRA President Jena Paquin</td>
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<td>9:20–10:05</td>
<td>Keynote Address – Kelby Brick, Director,</td>
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<td>Lunchtime Speaker – Kirkland Murray,</td>
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<td>Anne Arundel Workforce Development Corp.</td>
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<td>5:00 p.m.</td>
<td>MRA Rehab Happy Hour @ Union Jack’s</td>
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**Friday, November 3**

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<td>10:15–10:45</td>
<td>Exhibits/Silent Auction</td>
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<td>10:45–12:00</td>
<td>Concurrent Sessions #5</td>
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12:00–2:00 Lunch
Lunchtime Speaker – Rebecca Cokley, former Executive Director of the National Council on Disability
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 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
- The Benedictine School
- Developmental Disabilities Administration
- Envision Technology
- Larry Bank, DDS
- The League for People with Disabilities
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:


**Deadline for Nominations: September 30, 2017.**

For more information, contact Candace Henry (cnhenry@salisbury.edu 410-543-6070) or Malorie Marti (Malorie.Marti@maryland.gov 240-629-7581).

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**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 from the Silent Auction benefit the work of the Maryland Rehabilitation Association.

MRA Charity Event

This year’s Conference Charity Event will benefit Chesapeake Region Accessible Boating (CRAB). Their mission is to bring the thrill and freedom of sailing to persons with disabilities, recovering warriors and youth in at-risk communities.
This year we will be raffling off gift baskets donated by our generous vendors like we did last year and, new this year, we’re also selling conference t-shirts. Tickets are $1 each for the baskets. The commemorative t-shirts are a $20 donation and you’ll also receive 5 free tickets for the raffle.

Use this link to the CustomInk charity t-shirt website where you can chose your t-shirt size and color and make your $20 donation for the t-shirt + free raffle tickets bundle.

Questions? Contact Lynn Witt at Lynn.Witt@maryland.gov or 410-770-4646.

Hotel Reservations

The conference is on the move again, this time to Maryland’s historic state capital at the Doubletree by Hilton in Annapolis.

A block of rooms has been set aside for us at a rate of $129 double occupancy per night plus state & local taxes.

When making reservations (410-224-3150), inform the hotel that you are attending by using “MRA” as the booking code in order to receive these rates. The cut-off date to receive the conference rate is October 2, 2017.

**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 11, 2017).
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 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.

### MRA Rehab Happy Hour

Get ready to kick back and relax at this year’s MRA-sponsored social event – Rehab Happy Hour at Union Jack’s Annapolis.

For a low, low $5 cover, join us for a fun, casual, happy hour on Thursday after the conference events. Union Jack’s is located less than two miles from the conference hotel, across the street from the Whole Foods in Annapolis Towne Centre.

There will be appetizers and finger food – and other surprises. There's a cash bar and the regular menu is available.
To ensure that there’s enough food, enough room, and enough surprises, we ask you to sign up and pay the low, low $5 cover in advance. You’ll have an opportunity when you register for the conference.

**Workshop Descriptions**

**THURSDAY, NOVEMBER 2, 2017**

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

**Person-Centered Navigation Along The Path To Employment And Community Belonging**

*Staci Jones, Statewide Career & Employment Services Coordinator, Developmental Disabilities Administration; Yemonja Smalls, Director of Coordination of Community Services, Developmental Disabilities Administration*

The Developmental Disabilities Administration embraces the value that all people, regardless of disability, can work if provided with the right supports in the right job. But, how do we get there? Supporting people through a continual process of person centered planning means supporting people on a path to employment that may not always be linear. This presentation will map out conversation starters, equip supporters and teams with tools to navigate the potential barriers along the way, and plan strategies to successfully reach the goal of meaningful employment.

**Moving Beyond “Rehab:” Employment, Recovery and Independence**

*Keirstyn Silver, Director, The Maryland Employment Network; Glenn Washington, Peer Support Specialist, People Encouraging People*
This session will challenge the audience to think outside of our typical definitions of “rehab.” We will discuss what “rehab” actually means to consumers and how employment fits into their goals. We will also discuss how providers can best motivate and support individuals to reach greater self-sufficiency and independence, as well as how we can change the culture of settling for a life which depends on public assistance. The presenters will facilitate a candid discussion around the limits that we inadvertently place on consumers and ways to motivate and support people in planning for the future from the time they initiate services.

Digital Accessibility MythConceptions

Donna Lettow, Digital Accessibility Administrator, MSDE Division of Rehabilitation Services

“Accessibility doesn’t apply to my agency/organization/business.”
“Accessibility only pertains to people who are blind.” This presentation will look at 10 of the top mythconceptions about accessibility and how people with disabilities use computers, and separate myth from reality.

Encouraging Attention Deficit Hyperactivity Disorder Individuals With Career Decision-Making

Dr. Kimberly Y. Moore

Career decision-making is repeatedly difficult for persons with Attention Deficit Hyperactivity Disorder (ADHD). Most career specialists have no training in the field of ADHD counseling. Research has proven that traditional career decision-making methods repeatedly are unsuccessful with ADHD individuals. This session introduces a use of visual mind mapping for ADHD clients to help with undecided career aspirations. The facilitator also offers several evidence-based techniques that have been beneficial in career decision-making sessions with ADHD clients.
Way2Work Maryland: The Pathway To Employment

Ellen Fabian, Professor, University of Maryland Department of Counseling, Higher Education & Special Education; Richard Luecking, Ed.D., Research Professor, University of Maryland, Department of Counseling, Higher Education & Special Education; Amy Dwyre D’Agati, Senior Faculty Specialist, University of Maryland, Maryland Work-Based Learning Collaborative (Way2Work Project).

The presentation will provide an overview of a comprehensive, statewide research project, called Way2Work Maryland, featuring model work-based learning components to improve career outcomes for youth with disabilities. The goal of the project is to assist Maryland LEAs and their community partners to implement a model of school to career transition services for students with disabilities. The model includes individualized work-based learning components and paid work experiences to improve career outcomes for students with disabilities. The key requirement of this project will be the involvement of DORS well in advance of projected school exit.

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

The DNA of Highly Engaged Culture

Elizabeth Scott, PhD, Founder, Brighter Strategies

We all know that the best-laid plans can go astray, and many of us have seen this played out in an organizational context. We struggle to translate theory and knowledge into the practice of inspiring people, to help our organizations realize a larger impact in the community, or to facilitate change with an eye toward improved performance. A new study by Towers Watson found that approximately 75 percent of change efforts fail. One of the primary reasons being that the context of organizational culture isn’t considered. Come explore the DNA of a highly-engaged
culture and leave with tools to proactively cultivate change within your organization.

**Promoting Social Change And Understanding Of People With Hearing Loss**

*Amy Crumrine and Michael Pearlman, Founders, PearlmanCrumrine LLC*

“Understanding Deaf People’s needs and Removing the Barriers” will cover three areas. First area will allow the audience to improve awareness of Deaf people’s needs and how to work with key decision makers to ensure that the barriers to the achievement of their potential are removed. The second part of the presentation will allow people to have a better understanding of various levels of hearing loss and needs in the work place. The final piece of the presentation will allow everyone to have a better understanding of how to appropriately ask for reasonable accommodations.

**Getting The Job: Employment Supports Provided By Centers For Independent Living**

*Michael Bullis, Katie Collins-Ihrke, Jamey George, and Sarah Sorensen are executive directors of Centers for Independent Living covering 9 counties in Maryland*

Unique to organizations serving people with disabilities, Centers for Independent Living (CILs) provide consumer driven services by people with disabilities for people with disabilities. All CILs provide five core services and within these services there is room for auxiliary employment supports such as interviewing skills, learning about accommodations and disclosure, and translating life experiences into job skills. What most people don’t know is that many CILs also provide employment supports unique to the community they serve. This presentation will cover CIL core services focusing on employment as well other services CILs in Maryland offer including but not limited to: benefits counseling,
pre-employment transition services, transportation assistance, and job coaching.

**Psychological Evaluations: Beyond Eligibility**
*Meaghan R. Doyle, Psychology Associate; Rani Lepcha, VR Technical Specialist, MSDE DORS Wheaton*

This presentation aims to help VR professionals use information from psychological evaluations beyond determining eligibility. This presentation will provide an overview and purpose of report sections, define and apply common assessment terms and constructs, review commonly used assessment measures, and explain how VR professionals can apply the above data to their cases. Additionally, topics such as referral question selection, suitability of education/training, and overview of basic accommodations will also be reviewed. Throughout the presentation, participants will be expected to engage in dynamic discussions and demonstrations and apply presentation material to case examples.

**The Impact of the Digital Divide Among Our Consumers at the Workplace**
*Sindiso Nyathi, Automotive Instructor, MSDE DORS Workforce & Technology Center*

Technology advancement has its pros and cons and we as human service professionals must not be oblivious of the digital divide among our consumers at home, school, workplace and at play. The aspects of how, when and where we communicate must be paramount to get the information to its intended consumer. The utilization of the communication tools professionally and or socially must be accessible to avert the digital divide across gender and or race at the workplace. The impact of how we use technology to communicate and learn stems from the tools we use for the advancement of those we serve.
Concurrent Session #3  3:15 - 4:30 p.m.

Unmasking TBI Understanding the Implications of Hidden Acquired Brain Injury in the Vocational Process

Anastasia Edmonston, Trainer, Traumatic Brain Injury and Person Centered Planning, MD Behavioral Health Administration

Individuals may present for vocational services with a history of intellectual, physical and mental health challenges that may be rooted in a history of acquired brain injury (ABI) or those challenges may be exacerbated by co-occurring ABI. Unfortunately, the barriers associated with a brain injury may be attributed to other disabilities if vocational providers do not screen for ABI and appropriately support individuals whose difficulties are related to an ABI or multiple ABIs over the course of their lives. Tools for “unmasking” a history of ABI, especially those incurred in childhood along with strategies to support and accommodate ABI related employment barriers will be shared with session participants. All session participants will receive a free “Accommodating the Symptoms of TBI” manual, a product of the Ohio Valley Center for Brain Injury Prevention and Rehabilitation, a federally funded TBI Model Systems Program.

Reasonable Accommodations: Promoting Success For People With Disabilities In The Workplace

Claire Stanley, Training Specialist, Mid-Atlantic ADA Center at TransCen Inc.

To achieve success in the workplace, job seekers must become effective self-advocates. Analyzing a person's strengths and weaknesses, s/he can better determine what accommodations will enable him/her to perform best. This session will include a brief overview of the definition of disability and Title I of the Americans with Disabilities Act. In addition, the presenter will discuss the concept of disclosure and the process of identifying and requesting a reasonable accommodation. The group will
review hypothetical scenarios to brainstorm effective accommodations for given situations.

**Vocational Supports For Individuals Who Are Homeless and Have Behavioral Health Concerns**

*Kris Wright, Project Director, Maryland’s Collaboration for Homeless Enhancement Services; Steve Reeder, Assistant Director, Behavioral Health Administration, Clinical Services Division; Priya Arokiaswamy, Director, Behavioral Health Administration, Housing and Recovery Supports*

Individuals experiencing homelessness and behavioral health concerns often present with unique challenges when looking for and attempting to keep jobs that match their interests and abilities. This presentation will offer strategies and interventions for identifying and addressing challenges related to homelessness, for supporting behavioral health and wellness in job search and job maintenance, and for coordinating with interdisciplinary treatment teams to meet the varied needs of individuals while maintaining vocational counselors’ employment focus.

**A Guide To Understanding Services Provided At The American Job Centers**

*Tom Dezell, Assistant Director, DLLR Maryland Professional Outplacement Assistance Center*

At both WIOA partner meetings, along with serving on the WIOA Professional Development Committee, it has become clear many new partner agencies have incomplete and erroneous information about what services each agency provides as well as what services are not provided. This hurts staff members credibility at both partner agencies when they refer individual with inaccurate expectations of what the partner agency can provide. This session will provide attendees with an accurate guideline
regarding what services one can expect when referred to an American Job Center and the likely time frames for services.

**MD PROMISE and Partnerships: Interagency Linkages and Lessons Learned**

*Jade Gingerich, Director of Employment Policy, Maryland Department of Disabilities; Christy Stuart, Secondary Transition Specialist, Maryland State Department of Education*

Promoting the Readiness of Minors in Supplemental Security Income (PROMISE) is a national research grant funded by US Departments of Education, Health and Human Services, Labor and SSA to increase educational and employment outcomes for youth on Supplemental Security Income (SSI) and their families. MD PROMISE, led by MDOD, works with Maryland State Department of Education's (MSDE) Division of Rehabilitation Services and Division of Special Education and Early Intervention Services around coordination and communication of services to the 996 PROMISE youth across Maryland receiving enhanced services. The partners will provide insights about serving some of the most challenging youth to engage as well as systems change activities underway to more effectively coordinate and track outcomes across partners.

**FRIDAY, NOVEMBER 3, 2017**

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

**Working With Minors: Legal and Ethical Discussions**

*Elliott Schoen, Assistant Attorney General and Deputy Counsel for the Maryland State Department of Education; Derick Serra, Staff Specialist for Training and Professional Development, MSDE Division of Rehabilitation*

The Workforce Innovation and Opportunity Act (WIOA) has increased the level of Vocational Rehabilitation services to
people under the age of 18. This presentation will review the current CRCC Code of Ethics, the DORS Rehabilitation Services Manual, and Maryland State law as they pertain to working with minors and their legal guardians. The session will include group discussion of how to handle challenging situations, case scenarios, legal cases, and other relevant information which may arise in the conversations.

**Teenagers: Strategies To Help Set Them Up For Success**

*Sarah Stiemsma, PROMISE program manager, Full Circle Employment Solutions; Tammy Clough, Certified Benefits Counselor, Full Circle Employment Solutions*

Teenagers are SCARY! Benefits are SCARY! We’re going to talk about both and debunk these statements. Join us for a participatory session on engaging youth and their circles of support. You’ll learn about youth specific work incentives that promote employment and common issues facing youth when they turn 18. We’ll also share tips and resources that can be use while delivering Pre-ETS services. Be prepared to be active during our session as we learn from each other.

**Apprentice Me!**

*Andre Keyser and Jane Sinclair, Apprenticeship Navigators, Maryland Department of Labor, Licensing and Regulation*

Have you heard the word? From President Trump to Secretary Schultz, everyone is talking about Registered Apprenticeships. Not only do they offer employers a time tested employment strategy to boost retention and increase skills, but they also provide employees with on the job training and job related instruction culminating in certification as a journey worker, a nationally recognized standard of skills within a profession. This presentation will review the Registered Apprenticeship Model, take a detailed look at the application process for a Registered Apprenticeship, and will conclude with a discussion of ways that
Work Force Professionals can leverage innovations in the field of Apprenticeship to make employment more accessible to individuals with disabilities.

Digital Pathways Toward College Career And Community
Maryland Transition Digital Portfolio

Christy H. Stuart, Secondary Transition Specialist, Maryland State Department of Education; Veronique Gugliucciello, Lead Instructor and Senior Program Coordinator, Johns Hopkins University School of Education, Center for Technology in Education; Mark Trexler, Associate Research Scientist, The Johns Hopkins University Center for Technology in Education

Implementation efforts supporting Maryland’s secondary transition include MDs Transition Digital Portfolio that allows students to own and share an electronic strengths-based profile, educational history, work experiences, and daily life activities that promote their pathways toward graduation, career, and college. In Maryland, students work on their portfolios while receiving instruction on a variety of transition planning activities, including self-advocacy and career exploration. Further progress on the Digital Portfolio will showcase opportunities to practice these skills and provide documentation to include in their portfolios and share with their adult service partners. Having direct involvement in the portfolio’s creation provides opportunities for the student to strengthen skills that will be needed in post-school settings, and provide themselves with the documentation and experiences they identify as necessary to their success.

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

Whose Fear of Failure? The Employment First Challenge for Workforce Development Professionals

Jean-Michel Giraud, President and CEO, Friendship Place
Is fear-based thinking keeping you from placing consumers in jobs quickly? Friendship Place’s AimHire Program has been using Employment First as a service model since 2010. Employment First rests on the belief that everybody is employable because everybody has a skill set. Soft-skills training is expedited. The applicant meets the potential employer as quickly as possible. Housing support and job retention assistance follow the hire. Additional professional training can be accessed when the person is stable on the job and at home. Employment First focuses on the outcome (the job) and paradoxically challenges some traditional beliefs in workforce development.

Using the Career Index Plus for Careers with a Capitol "C"

Jennifer "Pip" Clayton, The Career Index Plus Workforce Innovation Pilot Project (TCI Plus WIPP), Workforce Innovation Technical Assistance Center (WINTAC)

In this presentation, participants will learn about The Career Index (TCI) Plus, an online career information clearinghouse that helps individuals make informed career choices. TCI Plus combines labor market information from all 50 state labor market information divisions, the Bureau of Labor Statistics, O*NET OnLine, the U.S. Department of Labor, and more. Real-time job ads, additional search tools, and a resume builder are powered by Indeed. Using TCI Plus, individuals can complete an interest inventory, explore careers based on their strengths and preferences, receive individualized job recommendations and comparisons, plot viable career pathways, access the “hidden” labor market, identify education and training needs and resources, consider possible disclosures and accommodation needs, prepare for interviews, and apply for jobs. Additional tools are also available for individuals with disabilities and ex-offenders. Join us to learn how to access this free resource and
start your clients on the path toward meaningful, family-sustaining careers.

**Customized Employment In Action Moving From She Can't Work To Working**
*Meredith Gramlich, Senior Research Associate, TransCen, Inc.; Holly Brozena, Employment Specialist, Way Station, Inc.; Jackie Gast, Research Associate, TransCen, Inc. and Director, Maryland’s Eastern Shore Business Leadership Network*  
Moving from “she can’t work” to working! Participants will explore real world application of customized employment strategies. Providing multiple examples of people with significant barriers to employment who are integrated into the community adding value to business explodes preconceived notions of limitation and celebrates ability and valued contribution.

**Customized Services to Meet the Needs of Blind Consumers: BISM Meeting the Needs in 2017 and Beyond**
*Lawrence Bowens, Nikki Jackson and Sue Schaffer, Blind Industries & Services of Maryland (BISM)*  
No longer do standard programs always meet the needs of the OBVS Pre-ETS, VR and ILOB consumers, so we at BISM create customized programs to meet individual needs. A VR consumer with significant learning disabilities, not a fit for CORE; how about a customized program focused on IL for Job Development and Job Readiness in an individualized setting? Senior that cannot meet the physical demands of SAIL, come for targeted training one day a week. Pre-ETS students living on the Eastern Shore, create a program for them in the summer! These are just a few examples of the creative solutions that we have developed to meet the needs of OBVS consumers. We will present the kinds of things we can do and brainstorm solutions to meet staff needs.
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 2017:

https://goo.gl/phFVCCc

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.

Questions? Want to Volunteer?

Contact the Conference Planning Committee:

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