

Maryland Rehabilitation Conference

Monday & Tuesday, October 29 & 30, 2018

Turf Valley Resort, Ellicott City, Maryland

Deadline for Registration: October 4, 2018

Online Registration: <https://goo.gl/ofm9Ru>

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 – James Emmett, Lead Strategist of the Workplace Initiative for the Poses Family Foundation.
- Monday Lunchtime Speaker – Amy J. Armstrong, Chair & Associate Professor in the Department of Rehabilitation Counseling, Virginia Commonwealth University.
- 20 Breakout Sessions on disability, employment, vocational rehabilitation, assistive technology, accessibility and personal development (7.75 CRC credits available).
- Dozens of Exhibitors showcasing the latest in rehabilitation products and services.
- Continental Breakfast with the Exhibitors on Monday 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 @ Kelsey's Restaurant & Irish Pub – Meet your colleagues after the sessions on Monday at nearby Kelsey's Restaurant & Irish Pub for a casual happy hour.

Keynote Speaker

James Emmet, Lead Strategist of the Workplace Initiative for the Poses Family Foundation

James Emmett is the Lead Strategist of the Work-place Initiative for the Poses Family Foundation (www.workplaceinitiative.org) where he helps oversee strategy development & implementation of projects that impact the field of disability inclusion. James has served in the Lead Strategist role for the past five years helping build the Workplace Initiative's three-prong strategy that focuses on local/regional collaboration, national company-based projects, and disability inclusion field building efforts. He leads the ADVICE project (www.autism-advice.org) which supports major companies like Cintas & Quest Diagnostics in building autism inclusion strategies.

James is also the Founder of James Emmett & Company (www.jamesemmettandcompany.com) that provides disability inclusion consulting to global companies. He has worked on many of the most visible disability inclusion initiatives in the country with companies like Walgreens, Best Buy, Office Depot/Max, PepsiCo, and Mercy Health. James also serves as lead consultant for TIAA's "Fruits of Employment" project. James' career vision is to forever change the business and disability communities by helping hundreds of companies create disability inclusion brands.

Monday Lunchtime Speaker

Amy J. Armstrong, Chair/Associate Professor, Department of Rehabilitation Counseling at Virginia Commonwealth University

“Learning to Thrive: Becoming your best in work & life”

Amy J. Armstrong has been involved in advocacy, education and employment issues related to individuals with disabilities for 35 years. She provides national personnel training on a variety of topics to include the employment of marginalized populations, wellbeing, leadership, and developing appreciative cultures. Amy has held a variety of community agency positions including both direct service and management at the local, regional and national levels (including the National United Cerebral Palsy Association and the Rehabilitation Research and Training Center on Supported Employment/ Workplace Supports). She received an M.A. in Rehabilitation Counseling from Michigan State University and a Ph.D. in Education from VCU.

Agenda

Note: Registration will be available at the hotel between 7:00 p.m. and 8:00 p.m. on Sunday, October 28.

Monday, October 29

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

9:20–10:05	Keynote Address – James Emmet, Lead Strategist of the Workplace Initiative for the Poses Family Foundation
10:05–10:30	Exhibits
10:30–11:45	Concurrent Sessions #1
11:45–1:30	Lunch Lunchtime Speaker – Amy J. Armstrong, Chair, Department of Rehabilitation Counseling, Virginia Commonwealth Univ.
	Awards Presentation
1:30–2:45	Concurrent Sessions #2
2:45–3:15	Exhibits
3:15–4:30	Concurrent Sessions #3
6:00–9:00 p.m.	MRA Rehab Happy Hour @ Kelsey's Restaurant & Irish Pub (additional \$5 ticket)

Tuesday, October 30

8:00–9:00 a.m.	Registration Coffee & Tea only
9:00–10:15	Concurrent Sessions #4
10:15–10:45	Exhibits
10:45–12:00	Concurrent Sessions #5
12:00–2:00	Lunch Awards Presentation

Monday Breakfast with Our Exhibitors

Start off the workweek bright and early Monday morning with a 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 Tuesday 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 Arc Northern Chesapeake Region
- Benedictine
- Family Services
- Independence Now
- Integration Technologies Group, Inc.
- The League for People with Disabilities
- Low Vision Specialists of MD &VA
- Maryland Employment Network
- Maryland Relay
- REHAB AT WORK
- Sprint Vision Accessibility

For information on becoming an exhibitor or advertiser for the 2018 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.

Nominate here:

www.surveygizmo.com/s3/4368629/2018-MRA-DORS-Awards-Nominations

Deadline for Nominations: September 30, 2018.

For more information, contact Suzie Miller

(suzie.miller@maryland.gov 301-645-8882) or Malorie Marti

(Malorie.Marti@maryland.gov 240-629-7581).

MRA Charity Event

This year's Conference Charity Event will benefit the [Hagerstown Kodiaks Sled Hockey](#) program. The goal of sled hockey is to provide a fun and competitive environment for athletes of all ages and abilities. The Kodiaks have [male and female players from ages 6-60 on the team](#), hailing from Maryland, Pennsylvania and West Virginia.

This year we will once again be raffling off gift baskets donated by our generous vendors, and like we did last year, we're also selling conference t-shirts with the Conference and Kodiaks logos. Raffle

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.

During registration, you will be given an option to purchase a shirt to benefit the Kodiaks. The shirts come in red and black and feature the Kodiaks logo as well as the Conference logo. Sizes available are: Small, Medium, Large, XL, 2X, 3X and 4X.

You can pick up your shirt and free raffle tickets during the Conference at the MRA table in the Exhibits area.

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 historic Ellicott City at the Turf Valley Resort.

A block of rooms has been set aside for us at a rate of \$107 double occupancy per night plus state & local taxes.

When making reservations (410-465-1500), inform the hotel that you are attending by using "2860MD" as the reservation I.D. in order to receive these rates. The cut-off date to receive the conference rate is September 27, 2018.

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 4, 2018). 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 Linda Andrews (Linda.Andrews@maryland.gov 410-554-9220) or Kelly Blake (Kelly.Blake@maryland.gov 410-554-9177). 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 from 6 pm to 9 pm at Kelsey's Restaurant & Irish Pub in Ellicott City.

For a low, low \$5 cover, join us for a fun, casual, happy hour on Monday after the conference events.

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 a low, low \$5 cover. You'll have an opportunity to pay when you register online for the conference or you can pay on the day at the MRA booth in the Exhibitors area or when you get to Kelsey's.

Workshop Descriptions

Please note: In a change from previous years, you will not be required to pick what breakout sessions you will be attending at the time you register. You may attend any session you choose on the day of the conference as long as seating is still available in the room.

MONDAY, OCTOBER 29, 2018

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

Conversations on Addiction with Consumers

Leo Yates, Jr., Behavioral Health Specialist, Division of Rehabilitation Services (DORS).

This interactive presentation engages the audience with conversation starters about addiction and behavioral health issues. Whether you're direct staff or support staff, this presentation will enable you to have a broader understanding about substance use disorders and other addictive behaviors. An overview of signs and symptoms of addiction, strategies for

conversations, and accountability approaches are discussed in this presentation. This is a hands-on workshop that teaches counselors and supports staff why addiction is a problem in the workplace and how to support consumer motivation for change. Overdose prevention and suicide prevention will also be briefly discussed.

Deafblind on the Move

Jason Corning, Deaf Communication Specialist

What it is like for a Deafblind person to live through all the challenges of going to school and getting a job as well keeping the job? Attend this presentation to find out.

DDA & DORS, Competitive Integrated Employment & Working Together

Jill Pierce, Staff Specialist for Transition & Supported Employment Services, Division of Rehabilitation Services (DORS); Staci Jones, Statewide Career & Employment Services Coordinator, Developmental Disabilities Administration

Both DORS and DDA share the vision that competitive integrated employment is the first and preferred option for all individuals with disabilities. This session will focus on how DORS and DDA staff can work together to provide services to individuals with developmental disabilities interested in seeking competitive integrated employment as well as discuss roles and responsibilities of both DORS and DDA in this collaboration. The intended audience for this session are DORS staff, DDA staff, and DDA/DORS providers.

Inspiring the Next Generations of Blind Paralympians

Dr. Robert Chun, Assistant Professor of Ophthalmology, Johns Hopkins Wilmer Eye Institute

The first part of the presentation will be an overview of a low vision evaluation. Select cases involving common and rare eye conditions involving permanent vision loss will be reviewed. In the second part, Dr. Chun will share his experience about his service working with high performing blind athletes having these eye conditions. Concepts to be reviewed include the history of the Paralympic movement, the role of a Paralympic vision impairment classifier, and current advancements in classification research for low vision athletes.

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

#Ethics

Sam Miller, Rehabilitation Counselor, Jessica Markum, Rehabilitation Supervisor & Stacey Watts, Rehabilitation Counselor, Division of Rehabilitation Services (DORS)

In just over a decade, the usage of social media in the United States has increased tremendously. Undoubtedly, this has caused ethical dilemmas across the counseling profession, to include, but not limited to, counselor and client relationship, relationships amongst colleagues and partners, and professionals' representation of their agency. This session will explore the ethical implications of this social media prevalence as it relates to vocational rehabilitation professionals. Topics of discussion will include the CRCC's 2017 Code of Professional Ethics for Rehabilitation Counselors, the Division of Rehabilitation's policies and procedures regarding social media, and best practices for resolving ethical issues concerning social media use. This session will conclude with a facilitated discussion surrounding hypothetical and real-life ethical dilemmas brought on by social media. Resources for establishing social media boundaries and resolving related issues will also be provided.

Are You Ready To Go To Work?

Lawrence Bowens, Outreach Manager, Nikki Jackson, Adult Rehabilitation Program Manager & Sue Schaffer, Program Enhancement Manager, Blind Industries & Services of Maryland (BISM)

The consumer wants a job, they want to return to work, they do not have any experience working as a Blind individual, and they do not have basic blindness skills, so the real question is Are You Ready to Go to Work? This session will define “Adjustment to Blindness,” “Work Readiness Skills” using an interview format to better address all of the consumers’ needs early on in the rehabilitation process. Although blindness will be the focus, the format is applicable to all disabilities.

Residential Modifications: Accessibility and the ADA

Pam Winpigler, Rehabilitation Technology Services Supervisor, Linda Andrews, Rehabilitation Technologist, Adeboal Ajayi, Agency Architect & Joan Patinella, Occupational Therapist, Division of Rehabilitation Services (DORS)

Information will be presented on ADA Standards for Accessible Design and how they can be applied for individuals with disabilities owning residential properties. The panel will present case studies on projects that included ramps, vertical platform lifts, stair lifts, bathrooms and ceiling track systems. The process of residential modification assessments will be presented to demonstrate how home accessibility can enable individuals to get and maintain employment.

Way2Work: A Collaborative Partnership Supporting Careers for Transitioning Youth

Natasha Mitchell, Ph.D., Technical Assistant, Amy D’Agati, Technical Assistant & Faith Buxton, Implementation Specialist,

Way2Work; Jan Stauffer, Rehabilitation Counselor, Division of Rehabilitation Services (DORS)

This session focuses on helping attendees understand how to successfully implement Pre-Employment Transition Services (Pre-ETS) through the example of the Maryland Way2Work project. The Way2Work model emphasizes how service collaboration and coordination, in conjunction with work-based learning experiences, may impact students' post-school outcomes. Attendees will understand the model with a specific focus on its successful implementation in Harford County, gain insight into implementation challenges, and learn strategies for optimal service coordination among DORS, CRPs, and LEAs. Conference attendees who are interested in building and leveraging partnerships to support career development and competitive employment among transitioning youth should attend this session.

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

Let's Go to Work: The ADA's Employment Implications

Katie Collins-Ihrke, Executive Director, Accessible Resources for Independence

Nearly 30 years after the passage of the ADA, unemployment and underemployment still plagues people with disabilities. This session will focus on the spirit and intent of the ADA, upcoming trends in the labor force, and will provide participants with practical advice and tips to assist people with disabilities in achieving competitive, integrated employment.

Partnership is a Plus: Ticket to Work WORKS for Everyone

Eric Schmidt, Staff Specialist for Social Security Programs, Division of Rehabilitation Services (DORS); Amy Wallish, Founder/CEO, Full Circle Employment Solutions; Sherman

Gifford, Vice President/EN Director & Gregory Bell, TTW Senior Consultant, The Choice Group; Keirstyn Silver, Director, The Maryland Employment Network; Lisa Dunaway, Disability Resource Coordinator, AAWDC and the Anne Arundel County Career; Denise Sosbe, Job and Business Developer, Independence Now; Dr. Janet D. Spry, Professor and Program Coordinator, Coppin State University (CSU); Damaso Rodriguez, EN Development Consultant, Ticket to Work Program

Eric Schmidt of the Maryland Division of Rehabilitation Services (DORS) will facilitate a panel of Partnership Plus Employment Networks as they discuss the Ticket to Work program and the gains that can be made for all involved: from consumers, to CRPs, to DORS and the ENs themselves. Ample time will be made for the audience to contribute, ask questions, and get to know more about this often confusing topic. Unique and innovative approaches will be discussed revealing that there are many ways to achieve positive outcomes for all involved.

Saying the Hard Things to your Clients, Coworkers, and Even Your Boss

John Hattery, Strategic Partners Director, KRA Corporation

Feedback is not just the sound we hear at concerts or on conference calls. Feedback is also an effective communication tool to helping human services professionals have difficult conversations across the spectrum of their relationships. Join John Hattery for a fun and interactive session about feedback, its history, some of the rules, and how to integrate the concept into your team's culture.

You Had Me at Hello: How to Conduct a Level 1 Career Assessment

Lisa Blakeney, Certified Vocational Evaluator

This session will provide instruction on the benefits, basic techniques and resources for conducting a Level 1 Screening/ Needs Assessment to assist a client with determining a viable job match. Participants will learn what documentation is needed to assist in the assessment process, along with a variety of basic informal assessment tools and resources that may be utilized.

TUESDAY, OCTOBER 30, 2018

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

Casting Your Net to Engage Using Your Most Powerful Tool: You!

Stacy Seymore, Employment Services Director, Behavioral Health Administration; Keirstyn Silver, Director, The Maryland Employment Network.

This interactive session will challenge people to think beyond the vague notion of disengagement. Presenters will discuss reasons why individuals may disengage in services and challenge participants to do the same. Participants will be challenged to think beyond the obvious and dig deeper into the root of an individual's circumstances which contribute to lack of involvement in services. Presenters will facilitate interactive discussion around creative and innovative strategies to meet individuals where they are and engage other team members in supporting rehabilitation. Additionally, participants will have an opportunity to engage in an activity which stretches even the more experienced professional to think outside the box and adopt a more proactive approach to individual engagement and outreach.

CRP Roundtable: How We Best Serve Our Clients

Maria Buckley, Rehabilitation Counselor, Division of Rehabilitation Services (DORS); Ace Barbara, Case Manager,

TLC; Marta Bohorquez, Business Developer, JSSA; Denise Sosbe, Job and Business Developer, Independence Now

An open forum where experienced job coaches in established Vocational Rehabilitation Programs share best practices on how to work with individuals with disabilities to find them competitive integrated employment.

Elimination of Subminimum Wage: Partners, Employers and Resources

Amy Wallish, Founder/CEO, Full Circle Employment Solutions; Tami Goldsmith, Program Coordinator, People on the Go

You've heard that section 14c certificates are a thing of the past. So now what?!? Join us as we talk and celebrate how Maryland became the first state to phase out the use of sub minimum wage certificates. Be ready for a lively discussion on how this changes the way we all do business. We plan to share some unique partnership opportunities and a real example of the transition process. You'll also leave with some new resources and ideas. Come ready to share and dialogue!

Performance Management for Leaders in Human Services

Lauren Eaton, Behavior Analyst and Program Director, Itineris

This presentation will provide an introduction to Performance Management for supervisors (and aspiring supervisors) in the human services field. We will tackle what performance management is vs. what it is not. For example, performance management is not based on performance appraisal, organizational hierarchy, or common sense. It is a way to use the science of behavior to improve not only performance, but attitudes, emotions, and workplace satisfaction at all levels of an organization. Next, we learn how to put it into practice. This means first learning about both positive and negative reinforcement specific to the workplace. Once this concept is

solidified, we will focus on finding, creating, and delivering these reinforcers at work. The last section focuses on 10 common management mistakes, and how to overcome them to become a better leader for your organization and team.

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

Coaching as a Transformative Tool for Employment Services and the Development of Natural Supports

Dr. Monica McCall, Founder/President/CEO & Elizabeth Eby, Manager, Creative Options

Please join us to hear Creative Options' stories of transforming the culture of Creative Options. She and Co-Presenter Beth Eby will share the coaching mindset and skillset of coaching and how a "Coach Approach" - from the top down – can both improve the culture of the organization and improve how we support people with disabilities so that they can author and implement their plans. This presentation will highlight an innovative practice which will contribute to improved employment outcomes. Likewise, the "Coach Approach" can improve supervisory skills for all levels of management.

Connecting Job Seekers to Business and Opportunities

Darlene Peregoy, Business Relations Branch Program Manager, Wanda Peele, Business Services Representative, Steven Shields, Business Services Representative & Willie Crews, Rehabilitation Counselor, Division of Rehabilitation Services (DORS); Mike King, Account Manager & Marvin Owens, Divisional Operations Director, SBM Management Services; Chris Martin, Vocational Director, Advantage Psychiatric Services, LLC

This panel presentation will focus on a specific example of positive outcomes derived from a relationship between SBM, an environmental services contract company, and DORS business

services representatives that has resulted in over a dozen hires. The process of building the relationship, serving the business's needs and collaboration among DORS counselors, business services representatives, employment specialists, job coaches and others will be discussed. This example can serve as a best practice in connecting job seekers to businesses and successful employment.

Making The Barriers Beautiful: Helping The Homeless Through Employment First

Jean-Michel Giraud, President, Sal Corbin, Training Specialist & Richard McKey, AimHire Program Job Developer, Friendship Place

Homelessness often coexists with employment barriers, such as mental illness, addiction, and previous incarceration. Friendship Place embraces a person-centered Employment First model to facilitate participant stability. Employment First assumes that every participant is employable and has valuable skills to offer employers. We will present this model, which involves staff training and flexible, sometimes unorthodox thinking. This requires a reframing of perceived barriers, particularly during job interviews. Presenters will share best practices to create partnerships, identify potential employers, and testimonies from our program participants. Session attendees will practice reframing and learn how to best prepare job-seekers with the Employment First method.

Natural Supports: The Cornerstone for Working Success

Brandy Bedo, Job Coach, Gaffney Shepherd, Team Leader & Christina Frase, Employment Specialist, The Benedictine Community Services & Training Center

Natural supports are everywhere, found in the ordinary, routine interactions that we all experience daily. In the workplace, they

foster a sense of belonging and help us contribute to the companies we work for. We may not realize how much we rely on our professional relationships to help us flourish in our careers, but for people with disabilities, the lack of a similar support system can hinder their chances of achieving long-term success in an integrated employment setting significantly. Direct support professionals play a critical role in helping supported individuals develop or construct natural supports in the workplace. This requires a creative and customized approach that stretches beyond the limitations of traditional assessment tools. It involves really getting to know your client and the social climate of their job, as well as establishing collaborative relationships with employers. Building strong natural supports can not only help our clients achieve long-term employment success, it can also build bridges to independence, community inclusion, and a higher quality of life.

Conference Registration

Conference fee includes the continental breakfast with the exhibitors Monday morning, lunch on Monday and Tuesday, 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 2018:

Online Registration: <https://goo.gl/ofm9Ru>

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

Questions? Want to Volunteer?

Contact the Conference Planning Committee:

Malorie Marti, MRA President	240-629-7581
Derick Serra, DORS Coordinator	410-554-9381
Linda Andrews, Accessibility	410-554-9220
Kelly Blake, Accessibility	410-554-9177
Suzie Miller, Awards	301-645-8882
Malori Marti, Awards	240-629-7581
Lynn Witt, Charity Event	410-770-4646
Laura Wellmann, Exhibits	410-554-9403
Lee Armstrong, Exhibits	410-554-9173
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
Lucas Gerace, Social Event	410-554-9228