

Maryland Rehabilitation Conference



Thursday & Friday, November 17 & 18, 2022
Sheraton Baltimore North
Towson, Maryland

Deadline for Registration: October 7, 2022

The Maryland Rehabilitation Association and the MSDE Division of Rehabilitation Services invite you to join us for the live, in-person 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, even in the face of trying times like a global pandemic, economic uncertainty and upheaval in the jobs market.

- ❖ **Keynote Speaker** – Lou Adams, President of the National Rehabilitation Association.
- ❖ **Thursday Lunchtime Speaker** – Joshua Basile, trial attorney, disability rights advocate, C4-5 quadriplegic and founder of the Determined2Heal Foundation, Inc.
- ❖ **Friday Lunchtime Speaker** – Scott Holden, Vision (Sensory) Support Systems founder: *“Always Behind the Curve – Comic Confessions of a Baby Boomer”*
- ❖ **20+ Exhibitors** showcasing the latest in rehabilitation products and services.
- ❖ **36 Breakout Sessions** on disability, ethics, employment, vocational rehabilitation, assistive technology, and personal development (8.5 CRCs/CEUs available).
- ❖ **MRA Social Event** – Music, food, drinks, fun and fellowship with your fellow rehab professionals. (Advance ticket purchase required.)

COVID Policy: The MRA and DORS are committed to having a safe, productive, and enjoyable conference; your safety is our top priority. Masks and social distancing are strongly encouraged while in sessions and within conference areas. The Conference Committee will continue monitoring the situation as we get closer to the event and this policy is subject to change.

ONLINE REGISTRATION

Keynote Speaker

Lou Adams

President, National Rehabilitation Association (NRA)



Lou Adams is the current President of the National Rehabilitation Association. He previously was a member of the Michigan Rehabilitation Association Board of Directors. Lou has experience as a board member and board president, having served on national, state and local boards. He currently serves as Secretary to the Clare-Gladwin Regional Education Services District.

Lou spent 30 years with the State of Michigan's Rehabilitation Services Bureau as a counselor, consultant and manager. His last seven years with the State of Michigan was as Bureau Administrator for Rehabilitation Services. After retiring, Lou served as the Training Director for the American Indian Vocational Rehabilitation Services Technical Assistance Center. Then he worked as a Training and Technical Assistance Manager for NDI's Workforce Innovation National Technical Assistance Center (WINTAC) Grant and the Vocational Rehabilitation Technical Assistance – Quality Management (VRTAC-QM) Grant. Lou is currently working as an instructor and mentor for the National Training Center for Transformational Rehabilitation Leadership.

Lou and his wife Dixie live in the middle of Michigan's Lower Peninsula on a small lake and enjoy spending time with their kids and grandkids and the many activities the grandkids are involved in.

Thursday Lunch Speaker

Joshua Basile

"Perspective Is My Superpower – Josh's Disability Employment Journey"



Joshua Basile is a 37-year-old power wheelchair user, C4-5 quadriplegic, past DOR VR recipient, trial attorney, disability rights advocate, community leader, consultant, public speaker, and inventor.

In 2004, Mr. Josh's life was flipped upside down while on a family vacation in Delaware when a wave slammed him headfirst into the ocean floor, rendering him paralyzed below the shoulders. He woke up 14 days later at the R. Adams Cowley Shock Trauma Center at the University of Maryland with a ventilator in his neck which was keeping him alive and helping him to breathe.

Josh did not let his paralysis stop him from finding his voice and wheeling after his goals. Shortly after his injury, he formed the 501(c)3 nonprofit Determined2Heal Foundation, Inc. which empowers and educates those impacted by spinal cord injury on how to live active healthy lifestyles. He founded SPINALpedia.com, the world's largest video mentoring network for the paralysis community with over 23,000 videos. He has personally mentored over 1,500 families impacted by spinal cord injury.

In 2013, Josh graduated magna cum laude from law school and is a trial attorney with Jack H. Olender & Associates. He is a board member and acting Secretary of the United Spinal Association, and sits on the Strategic Planning Committee.

A seasoned disability rights advocate, Josh has successfully put forward numerous initiatives and policies at the State and Federal level to break down barriers for people with disabilities. He is passionate about changing existing narratives for people with disabilities as it pertains to independent living, transportation, employment, and web accessibility.

Agenda

Note: Registration will be available at the hotel between 7:00 p.m. and 8:00 p.m. on Wednesday, November 16.

Thursday, November 17

- 7:00–8:45** **Registration/Breakfast with Exhibitors**
- 8:45–9:15** **Opening Remarks/State of the Agency**
- 9:15–10:15** **Keynote Address – Lou Adams, President, National Rehabilitation Association**
- 10:15–10:45** **Exhibits/Book Nook**
- 10:45–12:00** **Concurrent Sessions #1**
- 12:00–1:15** **Lunch**
Lunchtime Speaker – Joshua Basile: “Perspective Is My Superpower”
- 1:30–2:45** **Concurrent Sessions #2**
- 2:45–3:15** **Exhibits/Book Nook**
- 3:15–4:30** **Concurrent Sessions #3**
- 5:00–8:00** **MRA-Sponsored Social Event**
(advance purchase required)

Friday, November 18

- 8:00–9:00** **Registration/Exhibits**
- 9:00–10:15** **Concurrent Sessions #4**
- 10:15–10:45** **Exhibits/Book Nook**
- 10:45–12:00** **Concurrent Sessions #5**
- 12:00–2:00** **Lunch**
Lunchtime Speaker – Scott Holden: “Always Behind the Curve – Comic Confessions of a Baby Boomer”
Awards Presentation

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:

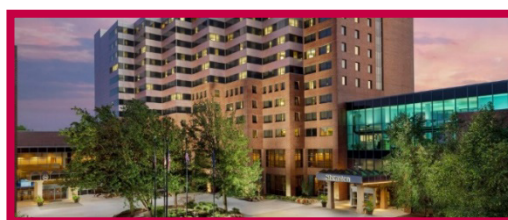
- ❖ [Ability2Access](#)
- ❖ [B'More Clubhouse](#)
- ❖ [Chimes](#)
- ❖ [Disability Rights Maryland](#)
- ❖ [Focus Point Behavioral Health](#)
- ❖ [Gallaudet University](#)
- ❖ [Jewish Community Services](#)
- ❖ [Maryland Assistive Technology Program](#)
- ❖ [Maryland Employment Network](#)
- ❖ [Maryland Works](#)
- ❖ [Opportunity Builders, Inc.](#)
- ❖ [PRIDE Industries](#)
- ❖ [Spectrum Support](#)
- ❖ [Vispero](#)
- ❖ [VSP - Sinai Hospital](#)

For information on becoming an exhibitor or advertiser for the 2022 conference, go to our [Exhibitor registration](#).

Hotel Reservations

This year's conference will once again be held at the Sheraton Baltimore North, in Towson, Maryland.

A block of rooms has been set aside for us at a rate of **\$102 per night plus state & local taxes**.



Use [this link to make your reservation online](#) in order to receive these rates. The cut-off date to receive the conference rate is **October 17, 2022**.

DORS STAFF:

Please refer to the DORS Official Directive regarding the conference before registering or making any room arrangements.

Awards

Brighten someone's day – nominate them for an award to be presented at the Conference in one of these categories:

MRA Awards for 2022

- ❖ **Diversity Inclusion Award**
This individual or organization has displayed inclusion and diversity throughout their marketing and programming, using people-first language and positive images to promote high quality inclusive services for people with disabilities.
- ❖ **Innovation Award**
This individual or organization has displayed innovation and creativity in developing programs for people with disabilities. The recipient is a forward-thinker creating a bright future in the field of rehabilitation.
- ❖ **Inspiration Award**
This individual/organization has significantly contributed to the rehabilitation field with programming, planning and professional development. The recipient strives for high quality services and is a lead motivator within the field, inspiring students entering the field as well as providing professional development to rehabilitation professionals.
- ❖ **Humanitarian Award**
A Humanitarian is a "person who looks to promote human welfare and social reform." Our award winner looks to remove environmental, legal and discriminatory barriers to persons with disabilities. This individual/organization supports the rights and benefits due to every citizen. This awardee significantly supports the mission and values of rehabilitation in Maryland.

❖ **RC Thompson Hall of Fame Award**

An individual who has dedicated their career to the disability field, this person is a champion of rehabilitation and known throughout the community. The awardee will forever be linked with examples of excellent Maryland rehabilitation professionals.

- ❖ **Mary E. Switzer Distinguished Service Award** – (Nominee must be a MRA member)
Mary E. Switzer was an RSA administrator and former NRA president. This award recognizes an individual for continued efforts in advancing equal employment opportunities for people with disabilities. Like Mary Switzer, this awardee will have consistently shown employers what a person with a disability can achieve.

DORS Awards for 2022

- ❖ **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.
- ❖ **Excellence in Partnership Award**
Presented to a DORS-accredited Community Rehabilitation Program (CRP) 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.
- ❖ **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.

Friends of WTC Award for 2022

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

Nominate here: [2022 Awards Nominations](#)
Deadline for Nominations: October 7, 2022.

For more information, contact [Darlene Ginn](#) (410-333-6120).

MRA Charity Event

Each year, the MRA selects a charity to support with an event at the Conference. For 2022, MRA has selected the [Determined2Heal Foundation](#), in honor of its founder, former DORS consumer and 2022 Maryland Rehabilitation Conference speaker Joshua Basile.



Determined2Heal helps simplify the transition into life with paralysis. We provide information and advice for people with spinal cord injuries, their families and friends, as well as rehabilitative adventures.

This year MRA will once again be raffling off gift baskets donated by our generous vendors and DORS staff. Raffle tickets are \$1 each for the baskets and will be available for purchase at the MRA table at the Conference.



Questions?

Contact [Janice Drakeford](#) (410-554-9162).

MRA Book Nook

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



If you have new/gently used books (no textbooks, please), CDs, DVDs or audio books you would like to donate, please contact [Melissa James](#) (410-554-9263) to arrange for your donation.

Accessibility/ Accommodations

You should request accessible digital materials and reasonable accommodations such as such as sign language interpreters when you fill out the online conference registration form.

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

For questions prior to the conference, please contact [Linda Andrews](#) (410-554-9220) or [Kelly Blake](#) (410-554-9177). Questions regarding sign language interpreters should be directed to [Penelope Shook](#) (410-554-9124).

For assistance or questions during the conference, an accessibility information station will be located near the registration area.

MRA Social Event

The MRA will be hosting a Social Event after the breakout sessions conclude on Thursday the 17th. All are invited and welcome to attend!

- ❖ The cost for non-MRA members is **\$15**.
- ❖ The cost for MRA members is... **free!!** (one more reason to join MRA!).

The Social will be from 5:00 - 8:00 p.m. in the Warfield's Ballroom right there in the Conference hotel.

What can you expect at the MRA Social Event?

Well... Socializing, for one thing. But there's more!

Each person receives:

- ❖ At least one drink ticket (beverage of your choice).
- ❖ A continually replenishing finger-foods bar, which includes: Crispy Tortilla Chips with Assorted toppings; a French Fry Bar with regular and sweet potato fries; "Wing Dings" (aka boneless chicken wings); Flatbread pizzas including Margarita, Pepperoni, and BBQ Chicken.
- ❖ Background music suitable for singing, dancing, and/or just creating a good vibe for Socializing.
- ❖ Exclusive (Yes! Exclusive!) access to the MRA Board Members who will happily extoll the merits of joining the MRA, supporting the good Vocational Rehabilitation work we've done for years.

This event is separate from the Maryland Rehabilitation Conference, and not affiliated with the Maryland Division of Rehabilitation Services.

You may ask, "How can I join this totally cool event?"

To attend, **you must register for it as part of the Conference registration process, and pay using a credit card.** There is no option to pay by check or cash. **Tickets will not be sold at the conference or at the door.**

If you need accommodations to participate in the Social Event, or you have questions, please contact MRA Treasurer Derick Serra at mdrehab1.treasurer@gmail.com.

Questions? Want to Volunteer?

Contact the Conference Planning Committee:

Andrea Wilson , MRA President	410-770-4646
Erica Kneessi , DORS Coordinator	410-554-9400
Linda Andrews , Accessibility	410-554-9220
Kelly Blake , Accessibility	410-554-9177
Darlene Ginn , Awards	410-333-6120
Janice Drakeford , Charity Event	410-554-9162
Laura Wellmann , Exhibits	410-554-9403
Derick Serra , Finance	410-554-9381
Erica Kneessi , Programming	410-554-9400
Donna Lettow , Publicity	410-554-9402
Kim Schultz , Publicity	410-554-9435
Joanne Smith , Registration	410-333-6139
Stacey Watts , MRA Social Event	240-629-7581
Meghan Khan , MRA Social Event	410-836-7636



Workshop Descriptions

Please note: Seating will be capped in each room to maintain social distancing. You may attend any session you choose on the day of the conference as long as seating is still available in the room.

THURSDAY, NOVEMBER 17, 2022

Concurrent Session #1 10:45 a.m. - 12:00 p.m.

Registered Apprenticeship - A Workforce Solution for ALL Jobseekers

Jeffrey Smith, Program Manager, & Jane Sinclair, Apprenticeship Navigator, Maryland Apprenticeship and Training Program, Maryland Department of Labor.

Attendees will have the opportunity to learn how the Registered Apprenticeship model combined practical work experience and technical instruction to connect individuals to attractive career pathways. Attendees will also hear real world examples of how individuals with disabilities have successfully connected to their careers through apprenticeship.

Acceptance & Commitment Training (ACT) for Individuals on the Autism Spectrum

Lauren Eaton, Behavior Analyst & Behavior Support Services Director, Itineris.

This workshop will offer an introduction to Acceptance & Commitment Training (ACT) for professionals and direct service providers. The goal of ACT is to increase “psychological flexibility” and it is a highly effective intervention for individuals with autism, among many other diverse populations. I will run a model ACT group lesson to demonstrate how attendees might implement this intervention once back at work. Lastly, we will break into small groups and each group will practice leading and participating in their own ACT group. This will allow attendees exposure to at least seven model ACT lessons.

Sunflower Bakery: Recipe for Success

John Katz, Program Director, & Sara Milner, Director of Student Services, Sunflower Bakery.

Sunflower Bakery will tell how we are different from all other bakeries and how we are different from other prevocational/vocational training programs. philosophy and values, which drive our work with adults with learning differences. We will describe what we teach, including hard skills, EDT, communication, self-advocacy, job expectations, relationships with employers and other soft skills focused on food/the food industry with employment as the ultimate goal. We will share how job services informed by professionals with food experience are incorporated, including job coaching on-the-job, to ensure smooth transitions from training to work, for both the student and their employers.

Transition-Aged Youth – Fostering Independence Through System Navigation

Erin Dudley & Kariema Meggett, The Maryland Employment Network.

The transition from youth to adult is challenging for everyone, but there are additional hurdles for disabled youth and their families. This workshop will focus on topics that help to foster independence through that transition including navigating Social Security benefits and the Age-18 Redetermination, accessing health insurance, understanding the impact of employment on Social Security benefits as well as available work incentives, how ABLE accounts can work for TAY, and accessing other services.

Assistive Technology Assessment Process

Justin Creamer, RESNA-Certified Assistive Technology Professional, Maryland DORS.

This presentation will explore Assistive Technology in the Workplace, focusing on the process of assessing for and identifying appropriate technologies related to job function and resources for identifying and finding Assistive Technologies to meet functional limitations.

Interpersonal Excellence: Improving your Communications for Success

Melissa Wilcox, President, MarketWorks.

Effective communication is a key success factor for all employees and supervisors. This 75-minute, fast-paced course begins with an exercise and description of the Communications Model, and continues with key skill building in the areas of active listening, effective questioning and reading nonverbal feedback. The course includes many experiential exercises to ensure that all attendees both participate and learn.

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

Crisis Prevention Management (Part 1)

Christine Maly, Supervisor, JHBHC Adult PRP and Supported Employment Program.

Identify behavior that indicates an escalation toward aggressive and violent behavior and take appropriate measures to avoid, decelerate, and/or de-escalate crisis situations. Use suitable and acceptable physical interventions to reduce or manage risk behavior. Identify the impact of crisis events and describe post-crisis responses that can be used for personal and organizational support and learning.

Answering the Tough Questions: How Career Assessment Services Can Assist the Client and Rehabilitation Counselor

Lisa Blakeney, Owner, & Amanda Hughes, Vocational Evaluator, Vocation Validation, LLC.

This presentation will focus on defining Career Assessment Services (CAS) and how these services can further assist rehabilitation counselors in helping clients with planning appropriate and realistic goals for the client's Individualized Plan for Employment (IPE). Criteria will be discussed about how to make the best selection for clients that really need and benefit from career assessment services, as well as how to create referral questions that optimize the service outcome. Participants will walk away from the presentation with new insights into utilizing career assessment services as another tool in their counselor tool belt to best serve their caseload.

Navigating Workforce Hurdles for Non-Native English Speakers

Laura Ostrowski & Ahu Moser, Adult Education Program Specialists, Division of Workforce Development & Adult Learning (DWDAL), Maryland Department of Labor.

- Who are the Non-Native English speaking employees?
- Awareness about employee rights and responsibilities in the workplace.
- Challenges that Non-Native English speaking employees face and the benefits of having a diverse staff.
- Tips to employment agencies and one-stop centers for helping Non-Native English speaking employees.
- Accent – Non-native speakers are not asked about ideas, stereotyping, diminishing contribution.
- Building a team relationship with native speaking employees and non-native speakers (e.g. rephrasing, patience, allowing time to think about what was said in conversation).

To Disclose or Not to Disclose: Preparing Youth to Talk About Disability

Dr. Ann Deschamps, Director, Mid-Atlantic ADA Center, a project of TransCen Inc.

This session is all about talking to employers or higher education organizations about disability. The presenter will offer resources and activities that vocational rehabilitation and youth service professionals can use to help young people become more effective self-advocates. What are the risks and benefits of disclosure? Must a person disclose disability in order to request an accommodation? Understanding the who, what, where, when, why, and how of disclosure is often a first step for young adults with disabilities on the path to achieving successful outcomes.

Making Sense of Today's Labor Market and Workforce Trends

Michelle Day, Department of Workforce Services, Frederick County Government.

The last three years have been unprecedented in many ways. The workforce has been upended, industries have changed significantly and at a rapid pace. This session will provide a brief introduction to important labor market indicators, workforce trends, and a look at what the labor market may do in upcoming years. It will also feature key tools and resources that can help individuals map out viable career pathways.

Using Person-Centered Tools to Support Your Consumers, Yourself, Colleagues, and Your Organization's Mission! (Part 1)

Anastasia Edmonston, Project Coordinator, Maryland Behavioral Health Administration's Federal Traumatic Brain Injury Partner Grant.

Vocational professionals are known for meeting their clients where they are in their journey to employment. Understanding what is important to and important for the individuals we support is key to successful employment outcomes. In Part 1, person-centered tools for engagement and understanding ourselves and our clients will be introduced and practiced. Part 2 will focus on applying these tools towards the creation of a team or organizational One-Page Description that serves as a way to come to consensus and understanding about what is important to and for organizations to fulfill their mission and support each other and clients.

The Forgotten: Working with DeafBlind Individuals in a Pandemic World

Rachel Horowitz, DeafBlind Specialist, DORS; Steven Collins, Consultant & Trainer, DeafBlind Services LLC; Kevin Steffy, Program Manager, & Jane Hager, MAT Specialist, Maryland Accessible Telecommunications (MAT).

The DeafBlind community is a marginalized group that is overlooked and forgotten. The pandemic has left the community isolated and in need of support more than ever before.

Creating a Healthy Mind to Support a Healthy Body

Amanda Hepinstall, Hepinstall Health.

Many Americans have a huge misconception about how to create health and that it has to happen in the gym. The truth is health is first created inside your mind, how you handle stress, happiness, boredom... etc. Then that translates to your eating habits. How you eat is a product of what's going on inside your mind. If you can fix that, you can fix how you eat over time.

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

Crisis Prevention Management (Part 2)

Christine Maly, Supervisor, JHBHC Adult PRP and Supported Employment Program.

Identify behavior that indicates an escalation toward aggressive and violent behavior and take appropriate measures to avoid, decelerate, and/or de-escalate crisis situations. Use suitable and acceptable physical interventions to reduce or manage risk behavior. Identify the impact of crisis events and describe post-crisis responses that can be used for personal and organizational support and learning.

A Perfect Match: Students with Brain Injury and Pre-Employment Transition Services

Martin Kerrigan, Transition Support Teacher, Montgomery County Public Schools & part-time consultant, Maryland Behavioral Health Administration, Traumatic Brain Injury Project.

This presentation looks at brain injury and how to best utilize Pre-Employment Transition Services (Pre-ETS) for this population. The session will include a brief overview of brain injury, suggestions on how to accommodate for the symptoms of brain injury, and how Pre-ETS can best be used to serve individuals living with a history of brain injury. Participants will be given the opportunity to practice what was taught through facilitated discussion and use of a case study.

Maryland High School Diploma Options for Adults

Perketer Tucker, Adult Education & Literacy Services Director, Molly Dugan, High School Equivalency Supervisor (GED® Administrator) & Laura Ostrowski, Adult Education Program Specialist, Maryland Department of Labor.

During this presentation, we will provide information, resources and accommodations available about the three pathways leading an adult to a Maryland High School Diploma – GED®, NEDP®, and the Adult High School Program.

Financial Wellness for Benefits Planning

Benjamin Temin, Coordinator for Economic Sufficiency, Jewish Community Services.

Benefits planning helps individuals make informed choices about work. Incorporating financial wellness tools can help address larger financial goals and people's relationship with money.

Everything You Want to Know but Have Been Afraid to Ask About Our Blindness

Leah Spivey, Technical Specialist, Kerby Hill, OBVS Administrative Specialist, Tiffany Keats, Office Secretary & Brian Haas, Business Services Representative, DORS.

We are a panel of blind and low vision DORS staff and are opening up to any and all questions you may want to ask about what it's like being blind. How we do everyday things? How do we know where we're going? Why do our computers talk? Why do we wear glasses? Is it ok to feed the cute puppy? There is no bad question.

Using Person-Centered Tools to Support Your Consumers, Yourself, Colleagues, and Your Organization's Mission! (Part 2)

Anastasia Edmonston, Project Coordinator, Maryland Behavioral Health Administration's Federal Traumatic Brain Injury Partner Grant.

Vocational professionals are known for meeting their clients where they are in their journey to employment. Understanding what is important to and important for the individuals we support is key to successful employment outcomes. In Part 1, person-centered tools for engagement and understanding ourselves and our clients will be introduced and practiced. Part 2 will focus on applying these tools towards the creation of a team or organizational One-Page Description that serves as a way to come to consensus and understanding about what is important to and for organizations to fulfill their mission and support each other and clients.

Real Estate Strategies for the Special Needs Community

Vince Brusio, licensed REALTOR® with Coldwell Banker Realty, former professor of English with a Master's of Science in Professional Writing, Publisher of "Debbie Fights Coronavirus," the first comic book to combat COVID-19 anxiety for those with cognitive disabilities.

Housing options are explored for the special needs community. Topics featured will include smart home technology, individual/group housing, public transportation, partners in communication, and REALTOR® relationships. Materials shared include a visual social narrative that can ease the anxiety of transitioning to a new home.

Service Dogs: What They Are, Where They Can Go, and What You Can Say

AM Dillon, certified ADA Coordinator for the St. Mary's County Library System, Branch Manager of the Charlotte Hall Library, St. Mary's County Commission for People with Disabilities.

Service dogs. What springs to mind when you hear those two words? Is the thought process different when a service dog and handler enter your place of work or where you are volunteering? Relax, no judgement here! In this session I'll be sharing some information, or tools if you will, about what service dogs are, where they can go, and what you can say if they come to your facility. There will be handouts with this information for you to take home, including some things to remember. Plus, you will get a chance to see a service dog in action!

FRIDAY, NOVEMBER 18, 2022

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

Behavioral Health & Vocational Rehabilitation: Sharing the Same Lane in Consumer-Driven Outcomes

Dr. Leo Yates, Behavioral Health Specialist, DORS Workforce & Technology Center.

A multidiscipline approach to consumer success is integral to successful outcomes. It just is. In this seminar, participants are oriented to the commonalities of each discipline while recognizing the distinctions of that better supports collaboration. Case studies and mock examples will also be discussed.

Winning at Hide and Seek: Work Incentives, Overpayment Prevention

Marilyn Morrison, Director, & Robin Griest, Community Work Incentives Counselor, Maryland Work Incentives Network (MD-WIN).

The average time spent placing an individual into successful employment is 40+ hours. Work incentive benefits counseling has been shown to be a promising practice in VR with a demonstrated impact on positive employment outcomes for adults with disabilities. However, beneficiaries are often hesitant to take the next steps in their employment journey. Often times they are hesitant due to concerns of losing SSA benefits or healthcare options. This session will highlight why Benefits Counseling is important to both the beneficiary and to the VR counselor. Discussion will include how to properly use SSI/SSDI work incentives + healthcare alternatives.

“How Did We Get Here?” – A Complex Case Review of the Novice Driver with Equipment

Timothy Jones OTR, CDRS, CDI, occupational therapist, driving instructor, certified driver rehabilitation specialist, Owner of Rehabilitation of Frederick.

A complex case review of the novice driver with severe disability. A start-to-finish timeline with VR referral, assessment, wheelchair changes, training, licensing, and modifying a vehicle to meet the goal for employment and independence in the community. VR counselors will assist in identifying barriers, solutions, and recommendations that can be made to decrease the timeframe needed to meet the goal. A PowerPoint full of photos, videos, and a mobility team approach to meet the outcome.

Everything You Wanted to Know about the TABE and CASAS and Weren't Afraid to Ask

Karen Reed, Robin Miskelly & Melissa James, Academic Instructors, DORS Workforce & Technology Center.

The presentation will provide an overview of academic assessments at WTC including TABE and CASAS tests with examples. Discussion of educational goals will be included.

The Implications of Vision Loss in a Sighted World

Marybeth Cleveland, Certified Orientation & Mobility Specialist.

Blindness is often misunderstood because so many people cannot imagine how someone who is blind can be independent. Living with vision loss is not easy when trying to access information in this sighted world, but by using non visual ways to gather information, independence is achieved. In this session, we will discuss some common misconceptions about blindness and learn proper etiquette when interacting with someone who has a vision impairment including ways to provide non visual information. We will discuss the implications of different eye diseases and ways to provide support to achieve success.

The Importance of Self-Care, and How to Make Sustainable Habits

James Oliver, Behavioral Associate at Itineris, RBT, Advanced Mandt trainer.

After the events of the last few years self-care has been at the forefront of the conversations on how to get by in hard times. Some of the largest barriers to self-care are starting and maintaining meaningful routine changes. Through self-evaluation we will set up strategies together that will help you start and nurture new habits to take care of your most valuable resource: YOURSELF!.

Looking Inward to Connect Outward: Weaving Mindfulness Practices in Harm Reduction

Naomi Hurley, Trauma-informed yoga instructor and harm reduction specialist, Teacher with Free Baltimore Yoga.

The purpose of this presentation is to spread awareness about the benefits of implementing mindfulness-based techniques within the harm reduction movement. Research shows that breathing techniques and other elements of mindfulness improve heart rate variability (HRV) and balance the autonomic nervous system, helping to prevent various diseases that affect both the mental and physical health of an individual. Mindfulness is a tool that explores an individual caring for themselves on the micro level, allowing them to be more connected and engaged on a macro level. Holistic healing methods are rising in popularity in treatment centers and other healthcare agencies nationwide

“Not motivated to work”: Addressing Ambivalence and Aligning Employment Goals through Motivational Interviewing

Ashley Novak, Rehabilitation Counselor, DORS.

All rehabilitation professionals have worked with clients who make limited progress and cannot seem to commit to making necessary changes. Many of us have been tempted to tell clients what they should do or dismiss difficult clients as just “not motivated to work.” We may struggle to serve consumers who demonstrate ambivalence and resistance. This presentation seeks to introduce and summarize skills and techniques related to change talk that can improve our counseling and guidance, while more importantly empowering our consumers to identify and maximize their external and internal motivations for employment.

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

Burnout and Mental Health

Cari Guthrie Cho, Program Director, Clinic Director and Chief Operating Officer at Threshold Services, CEO of Cornerstone Montgomery.

A review of burnout – what it looks like, its symptoms, and how individuals, supervisors and agencies can respond to it – at home, at work and in the community.

Increasing Work Capacity and Employment Opportunities for Transitioning Youth with Significant Disabilities

Charles Durgin, Kennedy Krieger Institute (KKI) and adjunct professor at the Graduate School of Education and Human Development at GWU, & Becca Colangelo, Ed. Director of Meaningful Community Services (KKI), adjunct at the University of the People, Advisor to the Center for Dignity in Healthcare for People with Disabilities.

This presentation will review the best practices associated with preparing Transitioning Youth with significant disabilities to successfully move from high school into competitive employment. It will include a discussion of training methods, evaluation processes, and principles associated with designing supportive interventions that can be applied to competitive work settings. To illustrate this collaborative process in action, we will share how these approaches are being applied across different systems and support agencies (e.g., schools, job training/internship programs, adult service agencies, employers, and the like). Time will be allotted for ongoing discussion and viewing students and consumers actively involved in this process.

Ticket to Work: Supporting Beneficiaries to Reach Their Goals!

Deborah Zipkin Temple & Kariema Meggett, The Maryland Employment Network.

Collaboration between Vocational Rehabilitation and Employment Networks is a vital component in the success of beneficiaries who want to eliminate their reliance on cash benefits. Working and earning money are essential parts of the American Dream and, through Ticket to Work, beneficiaries have the supports they need to follow those dreams. Starting with VR's vocational exploration, job development, and employment stability and seamlessly continuing with the EN's expansive network to build work experience, expand incomes, and flourish in careers, a Ticket to Work hand-off brings together the best of both worlds supporting beneficiaries to reach their goals!

Low-Cost Assistive Technology Solutions in the Workplace

James Whitney, AT Clinician, Maryland Department of Disabilities, Assistive Technology Program.

Employers are required to provide reasonable accommodations to their employees under Title I of the ADA. The discrepancy can be, what is considered reasonable? This presentation will serve to discuss some low-cost and/or free solutions that can be utilized in the workplace to help employers and employees alike learn about alternative options for accessibility at reduced costs.

The Arc of Frederick County Culinary Training Program

Aaron Stephens & Shauna Mulcahy, The Arc of Frederick County.

The Arc of Frederick County provides an organized, formal training service through our Culinary Training Program to provide a person seeking employment with the skills necessary for employment in the baking, restaurant, catering, and other similar families of jobs. Through structured, community-based partnerships, the Culinary Training Program equips those served to acquire the necessary skill set to become a highly desired employee. The objective of the program is to help individual's master baking skills in order to locate meaningful employment.

The Ethical Abyss: A Balancing Act in Employment Services

Keirstyn Silver, Director of Operations, The Maryland Employment Network and the Maryland Benefits Counseling Network, & Stacy Seymore, Director of Statewide Employment Initiatives, The Maryland Employment Network

From documentation to disclosure to public benefits, employment staff face ethical dilemmas in every aspect of service delivery. Ethics present a unique challenge to employment service staff who must consider the choices of those they serve, while collaborating with employers and other external stakeholders. Join us in a lively and engaging discussion about practical application of ethical decision-making that can be implemented from the moment this session ends.

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 2022:

ONLINE REGISTRATION

If you have questions or encounter any difficulty using the online registration system, call 410-554-9400 for assistance or email mdrehabconference.dors@maryland.gov.