Maryland Rehabilitation Association
The Maryland Chapter of the National Rehabilitation Association (MRA) is an inter-disciplinary, professional organization committed to promoting best practices in rehabilitation services for people with disabilities and to supporting professionals in the field. This mission is accomplished through inter-disciplinary communication, educational activities, legislative activity, and organizational growth and development.

Membership in the MRA provides many opportunities for professional involvement and development. Since its founding in 1950, the MRA has been active in state and national advocacy, continuing education and leadership activities in the field of rehabilitation.

If you join the MRA or renew your membership during the Maryland Rehabilitation Conference, the MRA will discount your membership:

- **Membership Level: Professional**
  - NRA Rate: $150
  - MRA Discount: -$40
  - You Pay: $110
- **Membership Level: Student**
  - NRA Rate: $25
  - MRA Discount: --
  - You Pay: $25
- **Membership Level: New Professional (for 1 year after graduation)**
  - NRA Rate: $108
  - MRA Discount: -$23
  - You Pay: $85
- **Membership Level: Affiliate (support/t tech staff or retirees)**
  - NRA Rate: $108
  - MRA Discount: -$23
  - You Pay: $85

Added Incentive to join at the Conference:
- FREE $5 coffee gift card!

Visit the MRA table in the Exhibit area for more information and to enter for a chance to win a free one-year membership.

**PAGE 1: Keynote Speaker**

Dave Steele, "The Blind Poet."
Poet, author, public speaker, singer, and advocate for the blind.

Dave Steele is an award-winning poet, author, public speaker, singer, and advocate for the blind. Diagnosed with Retinitis Pigmentosa (RP) in 2014, this genetic eye condition left Dave "severely sight impaired." Together his wife, Amy, the family grappled with the difficult diagnosis as RP quickly left Steele an unemployed father of four. Feeling the stressors of financial debt and the loss of his independence, Dave turned to social media for support with his RP journey. He was also struck by the numerous misconceptions and stories of injustice being experienced by so many blind/visually impaired people all over the world.

When a member in one of these online groups learned of Dave’s singing background, they invited him to perform at a meeting for those living with RP and Usher Syndrome. The experience inspired Steel’s idea for his "Stand By Me RP” song. Using the classic song by Ben E. King, Dave altered the lyrics to relate to how he felt losing his own sight to Retinitis Pigmentosa. In December 2014, Dave sought permission from the band Elbow, to alter the lyrics of their song “One Day Like This.” With the band’s blessing, Steele performed his version of the song at Joanne Milne’s “Breaking the Silence” book launch.
Independence Now is the local Center for Independent Living serving Montgomery and Prince George’s Counties.

We are designed, governed and staffed by people with disabilities, making us nearly the only peer-based provider of DORS services.

We provide:
- Benefits Counseling
- Employment Services
- Partnership Plus Employment Network (EN)
- Pre-Employment Transition Services (Pre-ETS)

To make a referral, call Shannon Minnick, 240-638-0070 or sminnick@innow.org.

Dave created his own “Stand By Me RP” Facebook page in 2015. Since its conception, the page has become one of the largest social media RP groups in the world. As his eyesight continued to decline, the words did not stop flowing. Dave began writing two to three poems per day about his struggles and experiences. Part creative genius, part therapy, Dave’s writing became a catalyst for helping others and himself through RP. Steele’s first book, Stand By Me RP Volume I, was released in February 2016. That same day, he received the call that he had been matched with a guide dog. During its first week, Stand By Me RP Volume I, went on to become the #1 poetic release in both America and Australia.

In March of 2016, Dave left his family for 10 days to be trained with his guide dog, Christopher, a yellow Labrador retriever. He released his second book, Stand By Me RP Volume II, in February 2017. It became the #1 poetry release in Europe within its first day. In February 2018, Steele’s third book, Stand By Me RP Volume III, was released, completing his trilogy.

Dave has been featured in a short film by Cambridge University called Blindsight. He has also appeared on a special called The Blind Poet for RNIB radio, BBC TV, ITV and That’s Manchester TV news.

His advocacy work continues to be recognized both locally and internationally. In 2018 Dave was honored by Henshaws with the “Impact Award” and was the recipient of the Pride of Bury “Community Hero Award.” He currently serves as a local ambassador for Henshaws and as a global Ambassador for the American company, Two Blind Brothers.

Dave’s legion of followers greatly identifies with his poetic realism. With over 700 poems and songs dealing with the fears and struggles associated with sight loss, Steele’s work is helping to diminish many of the misconceptions associated with blindness. His mission through his poetic verse is “to help those who are being isolated by a condition that strips us of our independence, let them know that they aren’t alone, and help educate loved ones on how we feel.”

Envision Technology in Bethesda, MD has provided affordable assistive technology solutions and training for individuals with learning disabilities and visual impairments.

Visit our booth to learn about:
- Kurzweil 1000
- Kurzweil 3000
- Audio Note Taker
- OrCam Wearable Devise
- Clear Reader
And other solutions for people with visual impairments and learning disabilities.

Call 301-654-3568 or 1-800-582-5051 for information, including a current price sheet.
Envision Technology
4948 St. Elmo Ave, Suite 303
Bethesda, MD 20814
www.envisiontechnology.org
1-800-582-5051
Solutions for People with Special Needs.

PAGE 5: Thursday Lunch Speaker
Laura Ferrari, "Professional Joy Spreader"
Lifestyle and motivational speaker.

Laura Ferrari is a 28 year-old Frederick, Maryland, resident. She grew up in a large family with her parents and four brothers. In high school Laura was a cheerleader and Special Olympics Athlete. Laura is best known for her dancing, sweet smile, and gusto for life. If there is music playing, you will find Laura busting a move close by. She enjoys time with her siblings, bowling, brunch dates, cycling, and indulging in a good movie night. Laura has spent the past few years working in the fitness industry, helping to operate a family owned athletic performance studio. She has since joined The Sexy Side of Life online coaching team, where she helps to inspire other women to live their best life, sharing tips on happiness and mindfulness.

Laura is now taking her life inspiration to the stage, sharing her insight on living a fulfilled life through her motivational talks. Laura's story of loss, perseverance, and triumph will leave you feeling uplifted and ready to conquer your dreams.

Laura has aspirations to one day become a model, advocating for the special needs community. She also plans to launch her own fashion line for Down Syndrome Women, empowering them to express their most confident self. It is Laura’s mission to show others that being who you are is the most beautiful thing you can be!

PAGE 6: AD – THE LEAGUE FOR PEOPLE WITH DISABILITIES
Putting Ability First
• Career Assessments
• Benefits Counseling
• Pre-Employment Transition Services
• Employee Development Services
• Job Development & Placement
• Job Coaching & On-the-Job Training
• Supported Employment
• Workforce Development

Helping people achieve their career goals for more than 90 years!

League Campus Locations:
1111 East Cold Spring Lane, Baltimore, MD 21239
8806 Orchard Tree Lane, Towson, MD 21286
410-323-0500
LeagueforPeople.org

PAGEs 7&9: MRA Charity Event
Basket Raffles for Fidos for Freedom

Each year, the Maryland Rehabilitation Association selects a charity to support with an event at the Conference. For 2019, MRA has selected Fidos For Freedom.
The mission of Fidos For Freedom is to enhance the quality of life for people in the Washington-Baltimore Metropolitan community by providing specially trained hearing dogs, service dogs, combat-related PTSD dogs, and therapy dogs.

Fidos also educates the public about individuals with disabilities and about the benefits of assistance dogs and therapy dogs and the work that these specially trained dogs do for individuals with disabilities, children with reading difficulties, and patients in health care facilities.

This year’s fundraising campaign is a raffle of gift baskets filled with great items that our exhibitors have either put together themselves or have donated funds towards. Individual DORS regions also competed to create memorable gift baskets.

The baskets will be on their respective exhibitors’ tables and throughout the Exhibit Hall. To enter, simply purchase a ticket from the MRA table and drop it into the ticket bag next to the basket you would like to win. The cost is only $1 a ticket. All proceeds will go directly to Fidos for Freedom. Please visit the MRA table in the Exhibit Area to purchase your tickets!

- Exhibitor Basket #1: "In Full Bloom" Donated by: Envision Technology
- Exhibitor Basket #2: "Home Cooked" Donated by: Vision/Sensory Support Systems
- Exhibitor Basket #3: "Home Theater" Donated by: REHAB AT WORK
- Exhibitor Basket #4: "Sangria Season" Donated by: Low Vision Specialists
- Exhibitor Basket #5: "Work Smart" w/ Echo Alexa Smart Speaker" Donated by: Work Opportunities Unlimited
- Exhibitor Basket #6: "Eastern Shore" Donated by: Benedictine
- Exhibitor Basket #7: "Fall Wines" Donated by: Vocational Research Institute
- Exhibitor Basket #8: Donated by: Mobility Works
- DORS Basket #1: "Raking in the Cash" Donated by: Region 1
- DORS Basket #2: "Jet Setter" Donated by: Region 2
- DORS Basket #3: "Self Care" Donated by: Region 3
- DORS Basket #4: "Coffee" Donated by: Region 5
- DORS Basket #5: "Movieholic" Donated by: Region 6
- DORS Basket #6: "Work/Life Balance" Donated by: Business Service Reps
- DORS Basket #7: "Bounti-fall" Donated by: OBVS
- DORS Basket #8: "Puppy Playtime & More!" Donated by: WTC Residential Modification Team

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PAGE 8: AD – Pride Industries
Join Our Team!

PRIDE Industries creates jobs for people with disabilities and other barriers to employment. Work for an organization with purpose, thrive in a rewarding environment, and support your community.

Apply Today!
PRIDE Industries. Power of Purpose.
Prideindustries.com

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PAGE 9: AD – INTEGRATION TECHNOLOGIES GROUP
ITG Integration Technologies Group
Come visit our booth at the 2019 Maryland Rehabilitation Conference.

Providing total solutions for individuals with low vision, blindness and deaf-blindness.
- Products
- Installation
- Training
- Service/Repairs
Thursday, November 7

7:30 – 9:00 am  
• Registration – WEST FOYER  
• Complimentary Continental Breakfast with the Exhibitors Sponsored by the MRA – WEST & NORTH FOYERS

9:00 – 9:20 am  FITZGERALD BALLROOM  
• Welcome – Scott Dennis, DORS Director, & Malorie Marti, MRA President

9:20 – 10:05 am  FITZGERALD BALLROOM  
• Keynote Speaker: David Steele, poet, author, speaker, singer, advocate for the blind

10:05 – 10:30 am  
• Exhibits – WEST & NORTH FOYERS

10:30 – 11:45 am  Concurrent Sessions #1

DUNCAN ROOM  
Bridging the Gap between VR Counseling and Behavioral Health Counseling (Part 1)  
Leo Yates, Jr., LCPC, Behavioral Health Specialist, and Shardae Carter, Rehabilitation Counselor, Division of Rehabilitation Services (DORS)  
This interactive workshop works towards better collaboration between vocational rehabilitation counselors and behavioral health counselors. Substance abuse, drug testing, and typical treatment options will be discussed, along with the advent of prescribed medical marijuana. Intersectionality points between VR counseling and BH counseling will be identified and built upon in order to deepen collaboration, which supports serving the consumer with a person-centered approach. Note: this will be a two-part workshop, which allows time to discuss experiences and answer questions.

WARFIELD'S  
Supporting Transitioning Youth on a Trajectory Toward their Good Life and Employment  
Staci Jones, Statewide Career and Employment Services Coordinator, and Patricia Sastoque, Director of Programs, Developmental Disabilities Administration (DDA), Maryland Department of Health  
The DDA is committed to supporting transitioning youth and families to identify a vision of their "good life" and to create person centered plans that identify various services and supports that can help them realize that "good life." This includes ways to identify a path to employment. This presentation will outline DDA’s initiatives related to increasing employment and community engagement outcomes for transitioning youth, as well as the importance of setting high expectations and using visioning early in life to create a trajectory toward achieving those outcomes.

JOHN OWEN AMPHITHEATER  
How to Use Coaching and Feedback to Effectively Supervise Staff  
Ariyanna Anderson, Community Development Director, and Lauren Eaton, Behavior Analyst and Behavior Support Services Director, Itineris
Direct Service Providers (DSPs) are arguably the most important team members for agencies that serve individuals with disabilities. Often, agencies are understaffed and DSPs are underpaid, underappreciated, and underdeveloped professionally. At Itineris, we focus intensely on staff morale and satisfaction, which undeniably includes professional development, training, and growth for our most important employees – our DSPs. Itineris has developed a model for how to use evidence-based best practices to not only train staff, but also supervise them effectively using coaching and feedback. Often, supervisors don’t have the training and practice they need to truly develop staff competencies, particularly when staff come to us with professional development needs and interpersonal challenges. The goal of this training is to support supervisors in developing their management skills. This includes how to effectively train staff, how to utilize positive reinforcement to increase skills and morale, and how to manage challenges when they surface. The better we can serve our staff, the better they can serve our clients.

LINDSAY ROOM A
Making the Connection, what Employment Specialist and Community Providers Need to Know About the Intersection Between Traumatic and Acquired Brain Injury and Addiction
Anastasia Edmonston, MS CRC, Project Coordinator, Behavioral Health Administration (BHA); Martine Jean-Baptiste, LCSW-C, Human Service Program Manager, Local Addiction Authority for Baltimore County Department of Health and Human Services
The link between traumatic brain injury and addiction as it relates to alcohol is well documented in the literature. Recently, due to the national opioid epidemic a similar pattern of opioid use has been linked to both traumatic brain injury and acquired brain injury. Data collected by Maryland’s Office of Health Promotion and Prevention suggests that many individuals who are addicted to opioids and subsequently overdose have a history of traumatic brain injury (TBI). Reports from family members, addiction professionals and public health officials suggest that many who survive an overdose are left with an acquired brain injury (ABI) that makes successful engagement in rehabilitation, recovery and employment difficult.

LINDSAY ROOM B/C
RESUMES: A Ticket to an Interview, A Ticket to Success
William Brownlee, Business Services Representative, Division of Rehabilitation Services (DORS)
Upon completion of this training all will be able to:
• Effectively demonstrate knowledge, skills and abilities (KSA)
• Build a well-formatted resume that makes an effective and dynamic first impression
• Build an error-proof and easy to read resume that answers the question of the recruiter/hiring manager
• Tailor a resume for a specific position
• Highlight experience
• Get an Interview

12:00 – 1:30 pm  FITZGERALD BALLROOM
• Lunch with Guest Speaker – Laura Ferrari, lifestyle and motivational speaker

1:30 – 2:45 pm  Concurrent Sessions #2

DUNCAN ROOM
Bridging the Gap between VR Counseling and Behavioral Health Counseling (Part 2)
Leo Yates, Jr., LCPC, Behavioral Health Specialist, and Shardae Carter, Rehabilitation Counselor, Division of Rehabilitation Services (DORS)
This interactive workshop works towards better collaboration between vocational rehabilitation counselors and behavioral health counselors. Substance abuse, drug testing, and typical treatment options will be discussed, along with the advent of prescribed medical marijuana. Intersectionality points between VR counseling and BH counseling will be identified and built upon in order to deepen collaboration, which supports serving the consumer with a person-centered approach. Note: this will be a two-part workshop, which allows time to discuss experiences and answer questions.

WARFIELD’S
Encourage Independence by Using Technology
Curtis John, Site Lead, Project SEARCH Smithsonian; Monica Aisenberg, Employment Consultant, Project SEARCH National Institutes of Health
Thanks to DORS funding, we use iPads to support young adults with disabilities at four Project SEARCH sites in the DC metropolitan area: National Institutes of Health, Montgomery County Government, Smithsonian Institution and Hilton Worldwide. In this presentation, we will share benefits, challenges, and strategies of how to incorporate apps into a daily routine. Additionally, we will provide specific case studies and examples highlighting multiple apps (two of which are: Work Autonomy and Clips). Be sure to bring a Smart Device to this session, as we will provide time to practice using some free apps.

JOHN OWEN AMPHITHEATER
Expanding your Talent Pool: Understanding ASD in the Workplace
Katie Vester, A.C.R.E., Employment Director, and Katelyn Szymanski, Special Projects Coordinator, Itineris
1. Participants will learn the current employment statistics for adults with autism and understand the importance of incorporating this untapped talent pool into their workforce.
2. Participants will develop an understanding of the topography of ASD and how it may present in the workplace.
3. Presenters will review a work-ready checklist that can be used for a wide variety of people.
4. Participants will understand the different types of accommodations that we have found to be most helpful to those with ASD.

LINDSAY ROOM A
Interpersonal Excellence: Improving your Communications for Success
Melissa (Missie) Wilcox, Principal of 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.

LINDSAY ROOM B/C
Way2Work Maryland: A Collaborative Partnership Supporting Careers for Transitioning
Meredith Gramlich, MA, Technical Assistant Liaison, Way2Work; Kelli Crane, Ph.D., Way2Work leadership team; Jill Pierce, Project Co-Director, Way2Work and Transitioning and Supported Employment Specialist, Maryland Division of Rehabilitation Services (DORS); Malorie Marti, CRC, LGPC, Transition Counselor, DORS & MRA President
Interagency collaboration is a best practice in transition to achieve positive post-school outcomes for students with disabilities. Way2Work Maryland, a five-year federally funded project, incorporates service coordination through interagency collaboration as a key model component, which was designed to evaluate the impact of work-based learning experiences on post-school outcomes for students with disabilities. This session will describe:
1. The Way2Work approach to inter-agency service collaboration
2. Common barriers for partners to effectively collaborate
3. Lessons learned to improve collaboration among partners leading to improved employment outcomes for students.

2:45 – 3:15 pm
• Exhibits – WEST & NORTH FOYERS

3:15 – 4:30 pm Concurrent Sessions #3

DUNCAN ROOM
Stages of Changes and Supported Employment Services: A Mental Health Perspective
Meka McNeal, BA, Consultant and Trainer, University of Maryland
Assisting individuals living with a psychiatric diagnosis around employment services can be a challenge when the individual is unmotivated and/or ambivalent to participate in the vocational activities. Understanding and using the stages of change can assist employment staff with helping individuals who present
unmotivated/ambivalent about achieving their employment goals. Whether that goal is to find employment or change jobs, this session will provide examples and tools on how to assist individuals with working through barriers while pursuing employment, by matching service activities with the level of motivation that the individual is in.

WARFIELD'S
The Joys and Pains of Working with a Disability
Jessica Stine, Western Maryland Regional Advocacy Specialist; Cheryl Gottlieb, Central Regional Advocacy Specialist; Cody Drinkwater, Eastern Shore Regional Advocacy Specialist; and Nicole LeBlanc, Southern Maryland Regional Advocacy Specialist, Developmental Disabilities Administration (DDA), Maryland Department of Health
The Advocacy Specialist team will be bringing you not only facts, but also our personal experiences about a person with a disability working. We are going to provide a background history and the differences between segregated and integrated employment, how to navigate the challenges regarding benefits, services, resources, and transportation. We will explain the many stresses of the whole employment process, from looking for that right job to when you get that job, to normal day-to-day work stressors. So come and join the Advocacy Specialist to learn all about the joys and pains of working with a disability.

JOHN OWEN AMPHITHEATER
Beyond Grades: Performance & Progress of an Adult Learner to the Workforce
Sindiso Nyathi, MA, PCT, Automotive Instructor, Division of Rehabilitation Service (DORS) Workforce & Technology Center (WTC)
Beyond grades: Enhancing abilities to perform and progress as an adult learner with disabilities will focus on what learning and training styles are used to help consumers succeed in their career paths. The objectives will explore both the learner and trainer’s preferred methods of doing things not neglecting the outcome. (Successful employment placement or Independent living) Different methodologies will be discussed and sample exercises/scenarios will be done to achieve set goals. Feedback between the learner and the trainer will be highlighted by setting benchmark marks along the course of learning and training to be consistent and reflective of the set goals.

LINDSAY ROOM A
Is My Organization Accessible? Does it Have to Be?
Donna Lettow, Digital Accessibility Administrator, Division of Rehabilitation Service (DORS)
Websites, email and digital documents are how modern agencies communicate with each other and with consumers, but do you know if your agency's electronic communications are usable by people of all abilities? Want to make sure your message is getting across to all your stakeholders? We’ll see what makes a website or other digital communication accessible, what accessibility regulations and standards apply to what types of agencies, and quick ways to check if your agency's communications are accessible. If the WiFi behaves, we might also take a look at your agency’s website to see if there’s a reason to be concerned.

LINDSAY ROOM B/C
Job Readiness Assessment for Blind Consumers
Nikki Jackson, Adult Rehabilitation Program Manager, and Sue Schaffer, Manager of Program Enhancement, Blind Industries & Services of Maryland (BISM)
Are You Ready To Compete in the Job Market? The consumer has been determined “Job Ready” and they want a job; however, they do not have any experience working as a Blind individual, and they may not have basic blindness skills. So the real question is Are You Ready To Compete in the Job Market? This session will outline a two-week “Work Readiness Assessment” using interactive, hands on assessments to evaluate all of the consumers’ skills prior to going on interviews. Assessments include videotaped interviews, technology and travel skills among others.

5:00 – 8:30 pm Rehab Happy Hour OFF-SITE
$5 cover, tickets available at MRA table or at the door
7 West Bistro
7 W Chesapeake Ave, Towson, MD 21204
Tuesday, October 30

8:00 – 9:00 am
• Coffee & Tea with Exhibitors – WEST & NORTH FOYERS

9:00 – 10:15 am Concurrent Sessions #4

DUNCAN ROOM
Non-violent Crisis Intervention, Part 1
Christine Maly, Supervisor, Johns Hopkins Bayview’s Adult PRP
Identify behavior that indicates an escalation toward aggressive and violent behavior and take appropriate measures to avoid, 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.

WARFIELD'S
Brain Injury Overview: Part 1: What You need to Know; BI in Focus: Best Practices in Employment
Jess Nesbitt, Case Manager and Health Educator, Brain Injury Association of Maryland; Deborah Cottrill, Certified Rehabilitation Counselor (CRC) & Certified Brain Injury Specialist
This session will provide a general overview of brain injury including incidence, prevalence, and special populations affected. Additionally, common sequelae and implications for how that may interfere with successful employment will be discussed. Attendees will also learn how to conduct a brain injury screening tool to identify if someone has had a brain injury in their history. This will provide the context for the succeeding session discussing best practices and strategies for supporting individuals with brain injury as they seek employment.

JOHN OWEN AMPHITHEATER
Simply Educating Clients About the Americans with Disabilities Act
Dr. Deschamps, Training and Technical Assistance Division, TransCen Inc; Darlene Peregoy, Business Relations Program Manager, Division of Rehabilitation Services (DORS)
Twenty-nine years ago, the Americans with Disabilities Act (ADA), the most comprehensive piece of civil rights legislation, was signed into law. While people may know what ADA stands for, many do not understand how the law applies to them and how to take advantage of its protections. This presentation will introduce participants to a simple packet of four documents covering essential information that a person with a disability should know about the ADA. This includes two tools that are particularly useful for job seekers with disabilities. After reviewing the ADA basics, the presentation will focus on the two tools and how the packet can be used to educate clients.

LINDSAY ROOM A
Pro or No – How Much DO You Know About Benefits, Work Incentives, and Employment
Lauren Horner, CPWIC, Director, Maryland Benefits Counseling Network; Keirstyn Silver, Director, Maryland Employment Network
Come find out… and learn more! This fun and highly interactive session will give participants the opportunity to compete against their peers and show off their knowledge of benefits and work incentives. Throughout this Family Feud style game, presenters will elaborate on topics to elevate participants’ knowledge and provide them with resources and tools to gain additional benefits information and meet beneficiaries’ individualized needs. Bring your competitive spirit, desire to learn more, and get ready to play the Feud!

LINDSAY ROOM B/C
Coordination for Success
Diane Beaver, RPS, Vocational Department Program Manager, and Kevin Hansen, Supported Employment Program Manager, Cornerstone Montgomery
In this presentation, you will learn how to use the entire treatment team of your consumer to your advantage in order to help them to return to work and keep their jobs.
10:15 – 10:45 am
• Exhibits – WEST & NORTH FOYERS

10:45 – 12:00 pm Concurrent Sessions #5

DUNCAN ROOM
Non-violent Crisis Intervention, Part 2
Christine Maly, Supervisor, Johns Hopkins Bayview’s Adult PRP
Identify behavior that indicates an escalation toward aggressive and violent behavior and take appropriate measures to avoid, 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.

WARFIELD’S
Jess Nesbitt, Case Manager and Health Educator, Brain Injury Association of Maryland; Deborah Cottrill, Certified Rehabilitation Counselor (CRC) & Certified Brain Injury Specialist
This session will provide both general and specific guidance on best practices for supporting individuals with brain injury in employment, with suggestions ranging from pre-vocational training to job retention. The presenters will offer some guidance on assessing needs of individuals with brain injury who are interested in working and discuss how Attendees will learn compensatory strategies that they can use with clients and examine several case studies.

JOHN OWEN AMPHITHEATER
Techniques for Group AT Training of Blind and Low Vision Students
Diana McCown, Director of Experience, TCSA
This session will provide an overview of the various teaching techniques and best practices demonstrated to be most effective including:
1. A robust screening process when assessing student ability and need.
2. Detailed lesson plans with topics that flow naturally from one to another.
3. Instructor lecturing techniques.
4. Various exercises that test students’ speed and efficiency including: timed exercises, verbal “lightning rounds,” games, self-assessments of students’ knowledge of topics taught to date, projects, quizzes, etc.
5. Lab activities that require students to put into practice topics learned.

LINDSAY ROOM A
New Consumer Mentoring Program = More Job Placements
Josh Basile is a quadriplegic, past DORS consumer, attorney and disability employment advocate; Amy Wallish, Founder and CEO of Full Circle Employment Solutions
Would you like more job placements? Do you have DORS consumers with questions, concerns and fears about pursuing employment? Could they benefit from learning or speaking with a prior DORS consumer? Join us to hear how a prior DORS consumer is using his success and unique employment journey to give back to others with disabilities. We will then have a lively discussion on increasing job placements.

LINDSAY ROOM B/C
Employment First and Harm Reduction – Working with Homelessness
Jean-Michel Giraud, President, and Sal Corbin, Training Coordinator, Friendship Place
Homelessness and addiction often coexist and amplify each other. Understanding addiction recovery is an important factor to ending homelessness. Friendship Place embraces a combined model of Employment First and harm reduction as an agency response. Employment First is a person-centered solutions based job placement model that assumes employability of all participants and expedites the hiring process, and harm reduction techniques are used to build trust and facilitate empowerment. We put forth an organizational skills-based perspective that often involves unorthodox methods to assist individuals in their day-to-day living.
Service examples from our program participants are shared, and promotion of community wide service delivery is offered to engage our consumers and collaborate with potential employers. We will share our experiences working with people in functional addiction from our employment assistance program, Aim Hire.

12:15 – 2:00 pm  FITZGERALD BALLROOM
- Lunch
- MRA & DORS Awards
- Closing

PAGE 12: AD – CASE SINGLE STEP AT CCBC
Career Training for a Bright Future
Your eligible clients can enter a one-or two-semester training program that can turn into a career opportunity. Academic, pre-vocational, and vocational skills prepare students for success in employment and in life.

Career training is available in:
- Child Care (Maryland 90-hour certification)
  Child Care Assistant
- Infant and Toddler (Maryland 45-hour certification)
- Office Skills
- Professional Animal Workers (PAWS)
  Veterinary Assistant
- Warehouse Technician

College Promise Scholarship Available: ccbcmd.edu/collegepromise

For more information call 443-840-3262 or email jcabana@ccbcmd.edu.
CCBC: ccbcmd.edu/ConEd
Facebook. Twitter. Instagram. Pinterest.

PAGE 14: AD – WORK OPPORTUNITIES UNLIMITED
We create new opportunities for SUCCESS in the workplace, every day.

Why Work Opportunities Unlimited?
Since 1982, the team at WOU brings a wealth of knowledge and experience pertaining to job placement, training and exploration for those with barriers to employment – serving 8 states including Maryland, Virginia and Washington, D.C.

Within Maryland, WOU is an employment service provider for DORS and DDA, as well as a Ticket to Work provider.

What Services Are Available?
- Job placement and training for adults.
- Pre-Employment Transition Services for students.
- Workplace readiness training.
- Transportation training.
- Outreach to employers
- Client access to WOU’s employer database

How and Where Can Services Be Accessed?
Within Maryland, we currently provide services in the counties of Montgomery, Prince George’s, Anne Arundel, Howard, Baltimore County and Queen Anne’s. Additional counties are being explored, so please inquire should you have a need in other locations.

2018-2019 Employment Results: 1,743 Placements!
479 work-based learning experiences
Contact Us Today!
Work Opportunities Unlimited.
Success at Work
Workopportunities.net
Iskedar Ayalew – Montgomery, Frederick. layalew@workopportunities.net
Salsi Mane – Prince George’s, Virginia, DC. smane@workopportunities.net
Chessa Ormond – Anne Arundel, Howard, Queen Anne’s, Baltimore County. cormond@workopportunities.net

PAGE 16: AD – BENEDICTINE
Benedictine. Learning for Living.
Benedictine Community Services & Training Center

Our goal is to employer people with disabilities through individualized employment opportunities. We believe all people have the right and responsibility to actively participate in their communities.

We partner with area businesses and organizations to find meaningful employment for each person.

Our supported employment approach provides coaching and on-the-job support to help individuals thrive in any work environment. We work with job seekers in five counties: Caroline, Talbot, Dorchester, Queen Anne & Kent.

Our services:
- Self-advocacy & workplace readiness
- Hospitality & retail training
- Employment development services
- Job prep & job coaching

Contact us:
723 Goldsborough St., Suite A, Easton, MD
410-822-4751   www.benschool.org

PAGE 18: AD – VISION SENSORY SUPPORT SYSTEMS
Vision Sensory Support Systems
Providing Solutions for the Visually Impaired Since 1987

*Low Vision Technology*
- Video Magnifiers
  - Traditional Table Top Systems
  - Portables
- Multiple Manufacturers

*Computer technology for low vision*
- Zoomtext Software
- OCR Systems for PC & Laptops
- Stand-alone OCR systems

Scott Holden 301-388-2040
sholden28@verizon.net

PAGE 20: AD – MARYLAND EMPLOYMENT NETWORK
Make Employment Work!
Maryland Employment Network: Proudly serving individuals living in the State of Maryland.

Use Social Security’s work incentives and safety nets with support from the Maryland Employment Network to plan for your future.
- Job Development
- Career Counseling
- Peer Support
• Benefits Counseling

410-803-7184
1-855-384-2844
ticket2workmd.org
Like us on Facebook!

PAGE 22: AD – VSP
VSP Vocational Services
Assessment, Training and Job Placement
  • Career Assessment Services
  • Contemporary Office Technology Training
  • Pre-Employment Transition Services
  • Work Readiness at LifeBridge Health
  • Job Placement Services

Let us show you how VSP can serve you.
5607 Metro Drive
Baltimore, MD 21215
410-358-8200
Fax 410-358-8338
www.lifebridgehealth.org/vsp

PAGE 23: AD – BOOK NOOK
Don't forget to check out the Book Nook for gently-loved books, DVDs and CDs. All proceeds go to support the Friends of the Workforce & Technology Center (WTC).

PAGE 24: AD – LOW VISION SPECIALISTS
Your Vision. Your Future.
Low Vision Specialists of Maryland & Virginia.
LowVisionMD.org
Graphic: Lannie D. Glenda H.
"We regained our independence!"

Maryland's Low Vision Destination: The Low Vision Shop
Welcome to an experiential environment for low vision and blind assistive devices. The only shop of its kind in Baltimore, we have created a place where people can explore vision aid options safely and comfortably, surrounded by everything from magnifiers to revolutionary wearable technology. We've brought the latest advancements into one space and surrounded them with specialized professionals who can guide the discovery of optimal vision enhancement.


Eschenbach. IrisVision. SUNU. ORCAM. Wayband.
TheLowVisionShop.com
410.431.2020

PAGE 25 – EXHIBITORS
Conference Exhibitors and Sponsors
  • The Arc Northern Chesapeake Region
  • Benedicite
  • CASE Single Step at CCBC
  • Envision Technology, Inc.
  • Independence Now
• Integration Technologies Group, Inc.
• The League for People with Disabilities
• Low Vision Specialists of Maryland & Virginia
• Maryland Employment Network
• MobilityWorks
• Pride Industries
• REHAB AT WORK
• Vision/Sensory Support Services
• VSP
• Work Opportunities Unlimited

Special thanks to the organizations donating gift baskets to benefit Fidos for Freedom:
• Benedictine
• Envision Technology
• Low Vision Specialists
• Mobility Works
• REHAB AT WORK
• Vision/Sensory Support Systems
• Vocational Research Institute
• Work Opportunities Unlimited

PAGE 26: AD – THE ARC NORTHERN CHESAPEAKE REGION
Live, Work & Thrive.

Mission Moments at The Arc Northern Chesapeake Reagion.

Call us at 410-836-7177 or visit www.arcncr.org for more information on hiring people with differing abilities.
Learn more about us on social media @The ArcNCR.

For people with intellectual and developmental disabilities.

PAGE 31: PLANNING COMMITTEE
Conference Planning Committee Members
MRA President: Malorie Marti
MRA President Elect: Jena Paquin
DORS Conference Coordinator: Erica Kneessi

Accessibility
Linda Andrews, Co-Chair
Kelly Blake, Co-Chair
Jon Barad
Curtis Buler
Kerby Hill
Donna Lettow
Crystal McKay
Ann Reed
Cory Richo
Penelope Shook
Leah Spivey
Diane Thomas

Awards
Malorie Marti
Suzie Miller
MRA Charity Event
Andrea Wilson

Exhibits
Laura Wellmann

Finance
Derick Serra

Programming
Erica Kneessi, Chair
Kyle Beeson
Alyssa Bonser
Maria Buckley
Alice Crowder
Elo Enoch
Jessie Ferrio
Marguerite Goggins
Alicia Haymaker
Tandra Hunter Payne
Meghan Khan
Danielle Lyons
Jessica Markum
Wanda Peel
Darlene Peregoy
Sharon Plump
Mindy Potter
Carmen Procida
Eric Schmidt
Derick Serra
Rosanne Zagorski

Publicity
Donna Lettow
Kimberlee Schultz

Registration
JoAnne Smith, Chair
Kyle Beeson
Kerrie Handakas
Brigitte Kent
Tamla McDowell-Omodho
Mercedes Peterman
Roxanne Rattray-Simmonds

Social Event
Jena Paquin
Meghan Khan

PAGE 28: AD – VRI
CareerScope® Career Assessment & Reporting System.
Stop by for your FREE assessments.
The only aptitude and interest assessment that objectively identifies the most relevant career and training choices for individuals based on their specific interests and aptitudes.
NOW pair results with OccuBrowse+® for real-time occupational information!

VRI Vocational Research Institute
Mary Beth Smith, Sales Associate
215.875.7368
Marybeth@vri.org
www.vri.org

PAGES 29 - 31: AWARDS
Here are the DORS and MRA awards to be presented at this year’s Maryland Rehabilitation Conference.

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.

**PAGE 30: AD – REHAB AT WORK**

Physical Therapy & Industrial Rehab
It's Our REHAB That WORKS

**Services**
- Orthopedic & Sports Physical Therapy
- Functional Capacity Evaluations
- Work Hardening/Conditioning
- Pre-Employment Testing
- Work Site Services

**About Us:**
REHAB AT WORK has become a leader in providing Physical Therapy and Industrial Rehabilitation in the Maryland, Virginia and Metro DC area. Our well trained, experienced staff are committed to providing personalized care to each patient, focusing on performance and function for injuries that occur at home, at work or during leisure activities.

**Multiple Locations**
- Alexandria, VA
- Annapolis, MD
- Baltimore, MD
- Frederick, MD
- Lanham, MD
- Manassas, VA
- Pikesville, MD
- Rockville, MD
- Waldorf, MD

[www.REHABATWORK.com](http://www.REHABATWORK.com)

Maryland Department of Transportation, Office of Minority Business Enterprise, Maryland's Official Certification Agency.

**PAGE 32: AD – MOBILITY WORKS**

Connect With What Matters
Being there makes a difference.
It could be a simple trip to the mall, a ride to the movies or just a visit to a friend's home. The little things in life can make a bit difference.

That's why MobilityWorks has been helping people connect with who and what matters most since 1997.

As the national largest provider of accessible vehicles, we offer:
• Minivans and full-size vans
• The latest in adaptive technology
• Complete maintenance and service
• Financing options to fit your needs
• Rental vans

MobilityWorks
2601 N. Rolling Road, Suite 101-103
Windsor Mill, MD 21244
443-333-1388
www.mobilityworks.com
Mobility Works. Be there.

INSIDE BACK COVER: FACILITY MAP

Plaza Level:
• West Foyer – Registration & Exhibitors
• North Foyer – Exhibitors
• Fitzgerald Ballroom – Keynote Speaker, Lunches, Lunchtime Speaker and Awards
• Warfield's – Breakout Sessions

Second Level – Breakout Sessions
• Duncan Room
• John Owen Amphitheater
• Lindsay A
• Lindsay B/C