MARYLAND REHABILITATION CONFERENCE 2019

NOVEMBER 7 & 8, 2019
SHERATON BALTIMORE NORTH
TOWSON, MARYLAND

Maryland Rehabilitation Association
Maryland Division of Rehabilitation Services
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:

<table>
<thead>
<tr>
<th>Membership Level</th>
<th>NRA Rate</th>
<th>MRA Discount</th>
<th>You Pay</th>
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<tr>
<td>Professional</td>
<td>$150</td>
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<tr>
<td>Student</td>
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<tr>
<td>New Professional (for 1 year after graduation)</td>
<td>$108</td>
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<td>Affiliate (support/tech staff or retirees)</td>
<td>$108</td>
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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.
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’ 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
- Pre-Employment Transition Services

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

Since 1989, **Envision Technology** in Bethesda, MD has provided affordable assistive technology solutions and training for individuals with learning disabilities and visual impairments.

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Call **301-654-3568** or **1-800-582-5051** for information including a current price sheet

**Envision TECHNOLOGY**

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Bethesda, MD 20814
www.envisiontechnology.org
1-800-582-5051

*Solutions for People with Special Needs*
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!
THE LEAGUE
FOR PEOPLE WITH DISABILITIES, Inc.

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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
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!

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POWER OF PURPOSE

prideindustries.com
- 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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2019 Maryland Rehabilitation Conference

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- Installation
- Training
- Service/Repairs

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703-698-8282
AccessibilityTeam@itgonline.com
www.accessibilityproducts.net
### Conference Agenda
Including Workshop Sessions

**Thursday, November 7**

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<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>7:30-9:00 am</td>
<td>Registration .................................................................................</td>
<td>WEST FOYER</td>
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<td>Continental Breakfast with the Exhibitors, Sponsored by MRA ..........</td>
<td>WEST &amp; NORTH FOYERS</td>
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<td>9:00-9:20 am</td>
<td>Welcome ....................................................................................</td>
<td>FITZGERALD BALLROOM</td>
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<td>Scott Dennis, DORS Director, &amp; Malorie Marti, MRA President ..........</td>
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<td>9:20-10:05 am</td>
<td>Keynote Speaker .........................................................................</td>
<td>GRAND BALLROOM</td>
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<td>David Steele, poet, author, speaker, singer, advocate for the blind</td>
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<td>10:05-10:30 am</td>
<td>Exhibits ....................................................................................</td>
<td>WEST &amp; NORTH FOYERS</td>
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<td>10:30-11:45 am</td>
<td>Concurrent Sessions #1</td>
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<td><strong>DUNCAN ROOM</strong></td>
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<td>Bridging the Gap between VR Counseling and Behavioral Health Counseling (Part 1)</td>
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<td>Leo Yates, Jr., LCPC, Behavioral Health Specialist, and Shardae Carter, Rehabilitation Counselor, Division of Rehabilitation Services (DORS)</td>
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<td>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.</td>
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<td><strong>WARFIELD’S</strong></td>
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<td>Supporting Transitioning Youth on a Trajectory Toward their Good Life and Employment</td>
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<td>Staci Jones, Statewide Career and Employment Services Coordinator, and Patricia Sastoque, Director of Programs, Developmental Disabilities Administration (DDA), Maryland Department of Health</td>
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<td>The DDA is committed to supporting transitioning youth and families to identify a vision of their &quot;good life&quot; and to create person centered plans that identify various services and supports that can help them realize that &quot;good life.&quot; 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.</td>
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<td><strong>JOHN OWEN AMPHITHEATER</strong></td>
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<td>How to Use Coaching and Feedback to Effectively Supervise Staff</td>
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<td>Ariyanna Anderson, Community Development Director, and Lauren Eaton, Behavior Analyst and Behavior Support Services Director, Itineris</td>
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<td>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</td>
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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

For more information:
443-840-3262 or jcabana@ccbcmd.edu

ccbcmd.edu/collegenpromise

ccbc.edu/ConEd
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 Lunch with Guest Speaker .......................... FITZGERALD BALLROOM
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.
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!

1,264 paid placements
479 work-based learning experiences

Iskedar Ayalew - Montgomery, Frederick
iayalew@workopportunities.net

Salsi Mane - Prince George’s, VA, D.C.
smane@workopportunities.net

Chessa Ormond - Anne Arundel, Howard, Queen Anne’s, Baltimore County
cormond@workopportunities.net
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
Benedictine Community Services & Training Center

Our goal is to empower 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, and Kent.

Our services...

- Self advocacy & workplace readiness
- Hospitality & retail training
- Employee development services
- Job prep & job coaching

Contact us:

723 Goldsborough St. Suite A, Easton MD
410.822.4751 - www.benschool.org
### 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 bench 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.
VISION (SENSORY) SUPPORT SYSTEMS
Providing Solutions For The Visually Impaired Since 1987

LOW VISION TECHNOLOGY

Video Magnifiers

Traditional Table Top Systems

Portable

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
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, sponsored by MRA.........................OFF-SITE
$5 cover, tickets available at the MRA table or at the door
7 West Bistro, 7 W Chesapeake Ave, Towson, MD 21204

Friday, November 8

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.
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- Peer Support
- Career Counseling
- Benefits Counseling

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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.
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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.

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.

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.

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

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).
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Book Signing • Meet & Greet with Dave Steele
DORS Conference, Thursday, November 7th, 2019

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- The Maryland Employment Network
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MRA President Elect: Jena Paquin
DORS Conference Coordinator: Erica Kneessi

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Kelly Blake, Co-Chair
Jon Barad
Curtis Buler
Kerby Hill
Donna Lettow
Crystal McKay
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Diane Thomas

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Malorie Marti
Suzie Miller

MRA Charity Event
Andrea Wilson

Exhibits
Laura Wellmann

Finance
Derick Serra

Publicity
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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.]
About Us:
REHAB AT WORK has become a leader in providing Physical Therapy and Industrial Rehabilitation in the Maryland, Virginia and the DC Metro 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.

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• **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.
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## Maryland Rehabilitation Conference Agenda at a Glance

**Thursday, November 7, 2019**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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</thead>
<tbody>
<tr>
<td>7:30 – 9:00 am</td>
<td>Registration [WEST FOYER] Complementary Continental Breakfast with the Exhibitors [WEST &amp; NORTH FOYERS]</td>
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<tr>
<td>9:00 – 9:20 am</td>
<td>Welcome [FITZGERALD BALLROOM]</td>
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<tr>
<td>9:20 – 10:05 am</td>
<td>Keynote Speaker: Dave Steele, &quot;The Blind Poet&quot; [FITZGERALD BALLROOM]</td>
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<tr>
<td>10:05 – 10:30 am</td>
<td>Break/Exhibits [WEST &amp; NORTH FOYERS]</td>
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<tr>
<td>10:30 – 11:45 am</td>
<td>Concurrent Workshops Session 1</td>
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<tr>
<td>Bridging the Gap between VR Counseling and Behavioral Health Counseling (PART 1) [DUNCAN ROOM]</td>
<td>Supporting Transitioning Youth on a Trajectory Toward their Good Life and Employment [WARFIELD’S]</td>
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<tr>
<td>How to Use Coaching and Feedback to Effectively Supervise Staff [JOHN OWENS AMPHITHEATER]</td>
<td>Resumes: A Ticket to an Interview, A Ticket to Success [LINDSAY ROOM A]</td>
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<tr>
<td>The Intersection Between Traumatic and Acquired Brain Injury and Addiction [LINDSAY ROOM B/C]</td>
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<tr>
<td>12:00 – 1:15 pm</td>
<td>Lunch with Guest Speaker: Laura Ferrari, &quot;Professional Joy Spreader&quot; [FITZGERALD BALLROOM]</td>
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<tr>
<td>1:30 – 2:45 pm</td>
<td>Concurrent Workshops Session 2</td>
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<tr>
<td>Bridging the Gap between VR Counseling and Behavioral Health Counseling (PART 2) [DUNCAN ROOM]</td>
<td>Encourage Independence by Using Technology [WARFIELD’S]</td>
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<tr>
<td>Expanding Your Talent Pool: Understanding ASD in the Workplace [JOHN OWENS AMPHITHEATER]</td>
<td>Interpersonal Excellence: Improving Your Communications for Success [LINDSAY ROOM A]</td>
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<tr>
<td>Wav2Work Maryland: Collaborative Partnership Supporting Careers for Transitioning [LINDSAY ROOM B/C]</td>
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<tr>
<td>2:45 – 3:15 pm</td>
<td>Break/Exhibits [WEST &amp; NORTH FOYERS]</td>
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<tr>
<td>3:15 – 4:30 pm</td>
<td>Concurrent Workshops Session 3</td>
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<tr>
<td>Stages of Change and Supported Employment Services: A Mental Health Perspective [DUNCAN ROOM]</td>
<td>The Joys and Pains of Working with a Disability [WARFIELD’S]</td>
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<tr>
<td>Beyond Grades: Performance &amp; Progress of an Adult Learner to the Workforce [JOHN OWENS AMPHITHEATER]</td>
<td>Is My Organization Accessible? Does It Have to Be? [LINDSAY ROOM A]</td>
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<tr>
<td>Job Readiness Assessment for Blind Consumers [LINDSAY ROOM B/C]</td>
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<tr>
<td>8:00 – 9:00 am</td>
<td>Coffee &amp; Tea/Exhibits [WEST &amp; NORTH FOYERS]</td>
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<td>9:00 – 10:15 am</td>
<td>Concurrent Workshops Session 4</td>
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<td>Non-violent Crisis Intervention (PART 1) [DUNCAN ROOM]</td>
<td>BI Overview: What You need to Know; BI in Focus: Best Practices in Employment (PART I) [WARFIELD’S]</td>
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<td>Simply Educating Clients About the Americans with Disabilities Act [JOHN OWENS AMPHITHEATER]</td>
<td>Pro or No- How Much DO You Know About Benefits, Work Incentives, and Employment [LINDSAY ROOM A]</td>
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<tr>
<td>10:45 – 12:00 pm</td>
<td>Concurrent Workshops Session 5</td>
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<tr>
<td>Non-violent Crisis Intervention (PART 2) [DUNCAN ROOM]</td>
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<td>12:15 – 2:00 pm</td>
<td>Lunch DORS &amp; MRA Awards Presentation [FITZGERALD BALLROOM]</td>
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**Friday, November 8, 2019**

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