



CENTER ON DISABILITY
AND COMMUNITY INCLUSION



National Organizational Change Forum: *Sheltered Workshop Conversion to Community Employment* **Vermont**

Burlington, Vermont
October 21 & 22, 2019

Welcome! This Forum is designed to be interactive and action-oriented. We encourage your participation in lively discussions and planning related to policy and systems change, leadership, management, transition, career development, and integrated employment. To ensure plenty of opportunity for dialogue, we incorporate World Café sessions (the World Café is an innovative yet simple methodology for hosting conversations about questions that matter) as well as the Dinner Cruise. We recognize each state and system is different and we can all learn from each other. We welcome this opportunity to host this event as we create a culture of inclusion for all. Thank you for attending and we hope you enjoy the forum.



Keynote Speaker: *Denise Bissonnette. Denise has inspired people and organizations throughout North America to look beyond traditional concepts of job and career development and to craft livelihoods rooted in the individual genius of each person. She has authored several publications on creative job development, state of the art job search techniques, the cultivation of the human spirit, and how to "shine" on the job.*

AGENDA: Monday October 21, 2019

8:00-9:00 Registration, Continental Breakfast

9:00-9:15 Welcome & Overview

ADIRONDACK BALLROOM

WELCOME AND OVERVIEW: *Bryan Dague, Ed.D., University of Vermont-Center on Disability & Community Inclusion and Mike Reilly, Facilitator, Champlain Community Services*

9:15-10:30 Panel Presentation

ADIRONDACK BALLROOM

□ Federal Policy Update by National APSE

Jenny Stonemeier, APSE Executive Director & Julie Christensen, APSE Director of Policy and Advocacy

As the only national, non-profit membership organization dedicated to Employment First: a vision that all people with disabilities have a right to competitive employment in an inclusive workforce, APSE is calling for the complete phase out of the use of 14(c) certificates and sub-minimum wage for all individuals with disabilities by 2022. This coincides with the implementation deadline for the Medicaid Home and Community Based Services (HCBS) settings final rule. This session will update the latest in federal policy regarding subminimum wage and sheltered workshops.

10:45-12:00 Concurrent Sessions

GREEN MOUNTAIN A

□ Ten Essential Elements of Organizational Transformation: Strategies and Solutions for Moving the Integrated Employment Agenda Forward

David Hoff, Institute for Community Inclusion at the University of Massachusetts Boston

Service providers recognize the value of supporting individuals to become employed in the general workforce, but too often struggle to make this reality. At this presentation, attendees will learn about a 10-element research-based approach to organizational transformation that enables service providers to significantly expand their capacity to support individuals in successful employment in the community. Based on experiences in working with ten service providers from across the United States, numerous “lessons learned” will be shared, and audience members will take away a variety of practical

strategies they can use in enhancing their organization efforts to support employment success. Implications for service systems in terms of these efforts will also be discussed.

GREEN MOUNTAIN B

□ Policy and Fiscal Decisions to Promote Employment in Vermont

Jennie Masterson, Developmental Disabilities Services Division, Betsy Choquette, Division of Vocational Rehabilitation, Jessalyn Gustin, Upper Valley Services, Beth Sightler, Champlain Community Services

The state of Vermont received a 2017 Zero Project Innovative Policy award on Employment and Vocational Education & Training in Vienna, Austria. Representatives from the Vermont Division of Vocational Rehabilitation, Developmental Disabilities Services Division, and direct-service agency personnel will address issues of funding, leadership, policy and systems change, individualized services, self-employment, and life after sheltered employment.

GREEN MOUNTAIN C

□ Wisconsin Division of Vocational Rehabilitation

David Knuth & Andrzej Walz-Chojnacki, Wisconsin Division of Vocational Rehabilitation

As the state of Wisconsin moves away from sheltered workshops, additional quality statewide services providers are needed. This session will highlight Wisconsin's Capacity Building Initiative and provide a platform for informative discussion for participants to share their experiences with addressing Service Provider Capacity needs.

12:00-1:00

Lunch & Work Groups

ADIRONDACK BALLROOM

1:00-2:15

Panel Presentation

ADIRONDACK BALLROOM

□ Transition Success: Exploring the Opportunities

Patricia Dowse, New York Alliance for Inclusion and Innovation

New York State was faced with transformation of over 100 work centers (sheltered workshops) to ensure compliance with the CMS Home and Community Based Settings rule for residents in NY who live with the opportunities and challenges that Intellectual and Developmental Disabilities present. This session will share what the driving forces were, the “rules” of the new game, how person-centered thinking was key and indeed

the opportunities that were identified for the existing workforce in the centers and the companies to transform.

2:30-3:45 Panel Presentation

ADIRONDACK BALLROOM

□ Organizational Change Story: Discover, Self, Community

Patty Walters & Annette Becherer, Developmental Services Center (DSC) of Champaign, Illinois

Developmental Services Center (DSC) of Champaign, Illinois underwent a massive organizational change from sheltered to community-based services. Areas of focus include: Individual and Family educational/informational events, Staff training/Consultation, Business/Employer outreach and System Reform.

3:45-4:00 Wrap-Up

5:00-7:30 Lake Champlain Dinner Cruise

SPIRIT OF ETHAN ALLEN III

Boarding starts at 5:10. Boat departs at 5:30. Returns at 7:30.
Cash bar. Vegetarian and gluten-free options available.
Burlington Boathouse, 1 College Street



Harvest Moon Dinner

- **Dinner Rolls:** *warm from the oven served with butter*
- **Chef Carved Turkey Breast:** *moist and tender white meat*
- **Traditional Homemade Gravy:** *made fresh from pan drippings*
- **Baked Cod with Breadcrumb Topping:** *flaky Atlantic cod with breadcrumbs, butter and parmesan*
- **Traditional Herbed Bread Stuffing:** *just like mom used to make*
- **Maple Roasted Butternut Squash:** *sweet and satisfying*
- **Mashed Potatoes:** *from scratch, seasoned to perfection*
- **Cranberry Compote:** *a pleasantly sweet and tart accompaniment*
- **Dessert: Spirit Tuxedo Cake** *decadent and luxurious topped with freshly whipped cream and seasonal berries*

AGENDA: Tuesday October 22, 2019

8:00-9:00 Registration, Continental Breakfast

9:00-9:15 Welcome
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9:15-10:45 Keynote Address
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Beyond Barriers to Passion and Possibility

Denise Bissonnette, Keynote Address

In this dynamic and memorable keynote Denise challenges her audience to stretch their thinking, question their assumptions, change their traditional way of looking at themselves & the people they serve, and turn the world of work on its head! Drawing on her deep reservoir of work assisting individuals from marginalized populations to find their rightful place in the work world, Denise will present practical tips for applying “possibility thinking” to assisting job seekers with barriers to find employment. By equipping us with new questions and a fresh perspective, she inspires us to move beyond barriers in our own thinking about what the people we are serving have to offer the work world and what the world of work has to offer them!

11:00-12:15 Concurrent Sessions
GREEN MOUNTAIN A

The Culture of Coordinated Support: Change the Culture, Change the World!

Jessalyn Gustin, Upper Valley Services, Bradford, VT & Jessica Nadeau, Community Access Program, Rutland, VT

Too often, services for people with disabilities are "silo-ed" – agencies, organizations, and providers focus only on what they do and do not communicate or collaborate with others providing similar supports. As a result, people with disabilities can receive ineffective, redundant, or even contradictory advice and support. This session will demonstrate ways to create and implement effective and efficient support plans and services. Using the Culture of Coordinated Support Model, people can improve their services and ensure that providers work together, allowing them to specialize in the areas where they perform best - so people and providers can do better work in less

time, with less effort and waste of resources. A recent pilot project in Rutland, Vermont, will be reviewed and demonstrate for session participants the possible outcomes for people when supports and services are coordinated, collaborative, and person-centered.

GREEN MOUNTAIN B

□ The Journey to Self-Employment

Lisa Culbertson, Director of Employment Services, Upper Valley Services, & Michelle Paya, Director of Employment Services, Champlain Community Services, Vermont

In this session we will explore Self-Employment through a woman's journey of starting her own business. This journey will provoke discussion on each phase of the process. We will discover the benefits, challenges and best practice of the Self-Employment model. We look forward to hearing about your journey to Self-Employment and how we can help!

GREEN MOUNTAIN C

□ From Apart to A Part: Facilitating Community Engagement as a Self-Directed Outcome:

Joe Grabowski, Upper Valley Services, Bradford, VT

Barriers to full inclusion often extend beyond the reaches of traditional support services and programs. While such systems may assist in reducing or eliminating communication, physical, or behavioral barriers, existing societal perceptions and misconceptions still preclude full integration into the life of the community. Institutions may be closing, but institutional thinking is alive and well. Training on rights, self-determination, inclusion, and person-centered practice can be provided by agencies to individuals and those who are paid to support them, but who is ultimately responsible for educating the community on these subjects?

12:15-1:15

Lunch

ADIRONDACK BALLROOM

1:15 – 2:30

General Session

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□ Essentials of Effective Employer Engagement:

Denise Bissonnette

Effective job development requires the ability to engage employers in a variety of ways and in a variety of contexts. Given the questions and concerns that many people in the business world have about working with individuals with disabilities and other employment barriers, it comes as no surprise that “employer engagement” is one of the most challenging aspects of the job. With humor, intelligence and the hard-won experience to back her ideas, Denise offers frank, no-nonsense advice on how to open doors to employers, initiate and keep their interest, and develop mutually beneficial partnerships!

2:30 – 4:00 **Film Screening & Panel Discussion**
ADIRONDACK BALLROOM

□ **Film Screening** of *Intelligent Lives*:

From award-winning filmmaker Dan Habib comes *Intelligent Lives*, a catalyst to transform the label of intellectual disability from a life sentence of isolation into a life of possibility for the most systematically segregated people in America. Followed by a panel discussion with members of Green Mountain Self-Advocates.



Thank you for your participation! Safe Travels!