

University of Vermont-Center on Disability & Community Inclusion and Vermont APSE present:



June 6, 2017

*University of Vermont-Davis Center
Burlington, VT*

9:00-10:30 Welcome & Keynote Address

SILVER MAPLE BALLROOM

Visit our Vendor Tables!

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| <ul style="list-style-type: none">• Voc Rehab Vermont• Vermont Legal Aid• Think College at UVM• Global Campuses Foundation• Special Olympics Vermont• College Steps• Transition II Inc. | <ul style="list-style-type: none">• Purely Patrick• SUCCEED/Project Search• Developmental Disability Services Division• UVM Center on Disability & Community Inclusion• Vermont Developmental Disabilities Council• Disability Rights Vermont• Simply Social Kids |
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Welcome and Opening Remarks

- Bryan Dague, University of Vermont & Vermont APSE
- Ed Paquin, Executive Director, Disability Rights Vermont
- Susan Ryan, Executive Director, UVM Center on Disability & Community Inclusion

Keynote Speaker: Dr. David Mank



David Mank, Ph.D., is Professor Emeritus of the Indiana Institute on Disability and Community at Indiana University, Indiana's University Center for Excellence on Disabilities, and Full Professor in the School of Education. As a writer and researcher, Dr. Mank has an extensive background in the education and employment of persons with disabilities. He has authored or coauthored dozens of articles and book chapters. His interests also include transition from school to work and community living. Dr. Mank is a member of the editorial boards of the *Research and Practice for Persons with Severe Disabilities*, the *Journal of Vocational Rehabilitation*, and the *Journal of Disability Policy Studies*. He is Associate Editor for the journal, *Intellectual and Developmental Disabilities*. In January 2015, Dr. Mank was appointed by the U. S. Secretary of Labor to the Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities.

10:45-12:00

Concurrent Sessions A

JOST ROOM

1. Family Employment Awareness Training (FEAT)

Dr. Grace Francis is an Assistant Professor of Special Education at George Mason University. Her research interests include family-professional partnership policies and practices and post-school outcomes that result in a high quality of life for individuals with significant support needs.

This session describes the Family Employment Awareness Training (FEAT) program, a family-focused, knowledge-based program designed to increase expectations for competitive employment and knowledge of employment resources among families with members with a disability. During this session, the presenter will: (a) describe the development of the Family Employment Awareness Training, (b) describe the components and activities of the program, (c) report data on the effectiveness of the program, (d) share plans for successful implementation and individualization of the program to other states, and (e) outline future directions of the evolution of the program and expansion of our research.

WILLIAMS ROOM

2. The Rules Have Changed: Using ABLE to Advance Employment for People with Disabilities

Kirsten Murphy is the Executive Director of the Vermont Developmental Disabilities Council, which played a lead role in developing the VermontABLE Savings Program. Kirsten has over 20 years of experience in advocacy, policy analysis, and human services. She is also the parent of two young men on the autism spectrum. Tim Lueders-Dumont is the Policy Director for the Vermont State Treasurer's Office. In 2015, the Vermont legislature tasked Treasurer Beth Pearce with developing an ABLE program that would meet the needs of Vermonters with disabilities and their families.

Many states, including Vermont, have rolled out an ABLE Savings Program in recent months. Thanks to a 2014 law adopted by Congress, these tax-advantaged accounts make it possible for people with disabilities to hold assets in their own name without reducing critical benefits like Medicaid and Social Security. Learn how ABLE Accounts work and why they are a game-changer for working adults with disabilities.

LIVAK BALLROOM

3. Continue the Conversation with Dr. David Mank

This breakout session will continue the conversation started with the morning keynote presentation. There are many changes in federal rules and legislation regarding employment of people with disabilities including the Workforce Innovation and Opportunity Act, Affordable Care Act, and the Medicaid Home and Community Based Services Settings Rules. Come and join the conversation on these important topics and how they may affect Vermont services.

12:00-1:30

Lunch and Keynote Address

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Keynote Speaker: Allan Bergman ***Employment First Imperative: The Time is Now to "Suit the Actions to the Words"***

Allan Bergman will review federal laws in civil rights, education, vocational rehabilitation, work force and Medicaid as well as research data and federal court settlements mandating accountability for community integrated employment outcomes as a mandatory responsibility of state and county government services.

1:30-2:45

Concurrent Sessions B

WILLIAMS ROOM

1. Family Hopes and Expectations and How to Get There!

Linda Saunders, Cheryl Kingsbury, Mary Ann Lewis, Jane Stevens, Pamela Schneider, Grace Francis

People with disabilities have greater access and expectations for community inclusion than ever before. Yet, many people still maintain low expectations for youth with disabilities. In this panel presentation, you will hear from family members who maintained high hopes and expectations of full community inclusion, including employment, and how they raised their children to be inclusive members of society.

LIVAK BALLROOM

2. Employment for All Means Everyone: Changing the Culture of Expectations for Employment in all parts of Society Through the Process of Discovery and Customized Employment.

Allan Bergman, HIGH IMPACT Mission-based Consulting & Training

In this session, Allan Bergman will review the work being done in the country through the processes of Customized Employment; a cost-effective, robust approach that presumes everyone can work, for which there are no "readiness" criteria and no one fails the process. "We need to send a very clear message to all stakeholders in the public education and employment/vocational rehabilitation systems that expectations have been raised for all children with disabilities, including those with the most significant disabilities, to leave school with both academic and functional skills as well as paid work experience to then pursue post-secondary education, integrated employment and a valued and meaningful life. We can no longer accept IEPs with goals of minimal .1 or .2 grade level changes in reading, writing and arithmetic from, beginning no later than age 14, that have no functional impact after high school and vocational rehabilitation determining individuals are not eligible for VR services because they cannot work.

JOST ROOM

3. Employer Panel: What do Employers Expect and How to Prepare Youth with Disabilities for the Workforce

Joanne Pencak, University of Vermont-Grossman School of Business, Aleksandra Zivadinovic, HR Manager at Sodexo-UVM, Jodi Whalen, August First Bakery, Jeff Webb, General Manager Hilton Burlington, Nicole Clements, Business Account Manager, Creative Workforce Solutions

Preparing youth for employment and job development are crucial elements in the employment process. Hear first-hand from employers and business professionals on what employers are expecting and how to prepare youth with disabilities for the workforce.

3:00-4:00 **Closing Session**

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- Zero Project Presentation
- Vermont APSE General Membership Meeting
- Closing Remarks
- Evaluation

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