

The APSE Gazette

Fall 2008

National Disability Employment Awareness Month

In October, Americans observe National Disability Employment Awareness Month by paying tribute to the accomplishments of the men and women with disabilities whose work helps keep the nation's economy strong and by reaffirming their commitment to ensure equal opportunity for all citizens.

This effort to educate the public about the issues related to disability and employment began in 1945, when Congress enacted Public Law 176, declaring the first week of October each year as National Employ the Physically Handicapped Week. In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. Some 25 years later, Congress expanded the week to a month and changed the name to National Disability Employment Awareness Month.

Successful Employment Stories

At one time or another all of us have experienced the dreadful "Why On Earth Can't My Co-Workers Work as Hard As I Can?" condition. It can be both a gift and a curse as the cable television character Adrian Monk might say. In the case of Michael Thome, who celebrates his first year of employment November 7th at the Panera Bread Store in

Papillion, it is most certainly a gift. As we have noticed at some of Michael's former paid positions and in our classroom, it is often a challenge for Michael to resist taking on responsibilities beyond his assigned immediate tasks. At Panera Bread Michael seems to have found enough to do to

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National APSE Mission Statement

**APSE: The Network on Employment is
a membership organization
formed in 1988 as the Association for Persons in Supported Employment
to improve and expand integrated employment opportunities,
services, and outcomes
for persons experiencing disabilities.**

satisfy his personal need to be one of the most versatile team players on board, a guy who can handle more than the “average Joe.”

In addition to cleaning tables and keeping supplies stocked at the condiment and beverage counter, Michael also makes sure the coffee is fresh and the orders are correct before he delivers them to the customers. This is the part of the job Michael takes most seriously: namely, Customer Satisfaction. His supervisor, Diane, has reported that even when Michael is frustrated with co-workers for substandard performances – the “condition” we mentioned before - he is still professional and superbly enthusiastic with the customers. As Diane puts it, “He’s always great with them even when he is upset with us! Michael always puts on a smiling face because he knows how to make work fun around here!”

Michael’s commitment to customer service at Panera Bread has even shown up in celebratory emails sent to the management team there. Some have even made the time to call on the phone directly! This hardly surprises us here at Career Solutions, Inc. We’ve known Michael for years! His personality lights up a room like a bright sunny day, and his attention to detail is remarkably keen. Here’s to one year on the job, Mike! Great job, man!! Your gift is our delight!

Mark Ramold began working at the Lied Center in November 1994. This was 2 months after the center opened. He works in the laundry department, washing and drying sheets, towels, etc. and folding and putting them away. He loves his job and is doing well. He is the employee with the most longevity at this facility.

Teri Ostrand began working at Norman’s IGA in January 1998 as a stocker/sacker. This business closed in May 2008. Teri was very concerned about finding another job. She put out several applications and was hired at the Lied Center in June, 2008 in the dishroom. Her duties include washing dishes, putting them away, cleaning the storage areas, and she now is starting to help cook. She is very excited about this job. Her supervisor told her recently that she is the best dishwasher he has ever had. She is committed to the company. She will take the initiative to do tasks not assigned to her. She will come in early if needed, and stay late if needed. She recently had 20 hours of overtime in a 2 week period. She is definitely enjoying the extra money!

James Johnson has been employed at Valentino’s since November 1997. His duties include washing dishes, putting them away, and bringing bus tubs from the dining area. He is proud of his job, and gets along well with his co-workers and supervisor.

Great News for Employment Professionals in Region 7

Many of you are aware that our CRP/RCEP grant formally ended this past August. We are pleased to announce that we have received an extension for this grant which will allow us to provide additional training through August 2009. Given the short timeline to offer as much training as we can for our customers throughout the region, we have put together a training calendar of the most requested trainings over the years. Here is a preliminary list of what we will be able to offer:

- Employment Services Fundamentals (2 day training)
- Marketing & Employer Development (2 day training)
- Essential Management Skills/Recruitment & Retention (3 day training)
- Leadership Boot Camp (invitation only)

Additional Information You Need to Know

Affordability: Due to the short timeline of this grant extension and our commitment to offer as much training as we can, we have lowered the registration fee to just \$39.00 per person. That is over \$100 off of what we will be charging in future years. Also, we will be able to pay for your hotel room and provide a small stipend for food. (Number of hotel nights and food reimbursement vary depending on the training).

Locations: We are going to schedule the trainings in various locations throughout the region. Tentative locations include St. Louis, MO., Kansas City, MO., Des Moines, IA., and Council Bluffs, IA. We understand this does require more travel for some, but since we are able to cover much of the lodging it should help with the inconvenience.

Registration: All trainings will be announced through CRP Website (www.crprcep7.org). We will post the training calendar with dates and locations as we finalize the details. Registrations typically open 6 weeks prior to the event. Please note that seating will be limited to 20 people per event so early registration is recommended to ensure a seat at these events. We are pleased to be able to continue our efforts and look forward to seeing you at our trainings! For more information contact: Rob Hoffman Phone: (816) 532-0661 Email: hoffmanrob@missouri.edu

National APSE Goals

Provides advocacy and education
to customers of supported employment (SE),
i.e. supported employment professionals,
consumers and their family members,
and supported employers.
Addresses issues and barriers
which impede the growth and implementation
of integrated employment services.
Improves supported employment (SE) practice
so that individuals and communities experience SE
as a quality service with meaningful outcomes.
Promotes national, state, and local policy development
which enhances the social and economic inclusion and empowerment
of all persons experiencing severe disabilities.
Educates the public and the business community
on the value of including persons experiencing severe disabilities
as fully participating community members.

APSE has many benefits. Here are a few!

The Journal of Vocational Rehabilitation

APSE members now have electronic access to the Journal of Vocational Rehabilitation (JVR) as part of membership! The JVR offers cutting edge information on supporting people in the workplace. Free to APSE members, JVR has a regular subscription rate of \$453, making this a significant deal for APSE members. You can go on-line now and download issues. Or if you prefer a print copy, you can sign up to receive one at the substantially discounted rate of \$48.

InfoLines Partnership

APSE members get discounts on InfoLines, an electronic newsletter published 10 times per year, that provides practical, easy-to-read information on supporting people with disabilities in the workplace. InfoLines is published by Training Resource Network and their team of Dale DiLeo, publisher, and Dawn Langton, Editor.

APSE WebSite and On-Line Membership System

APSE's website carries updated information on a myriad of issues relative to SE; provides electronic communication with our members for rapid distribution of e-news and information updates; includes a new membership system that allows members to renew or join on-line, register for the conference and training sessions on-line; and has a members only section which allows access to JVR, updating your member record, and more.

theAdvance

APSE members receive four copies of theAdvance, the APSE newsletter, each year. Topics discussed in theAdvance include: Public Policy affecting People with Disabilities; Empowerment of SE Workers; Management of SE Programs; Personnel Competencies and Training; Alternative Funding Sources; Ethical Standards for Service Providers; The Americans with Disabilities Act; Best Practices in SE; SE in The Rehabilitation Act; SE Worker and Employer Satisfaction; Transition From School to Work; Natural Supports; SSA Work Incentives, PASS, IRWE, etc.; and a myriad of other issues.

Annual Conference

APSE sponsors an annual national conference to provide a forum for sharing and collectively improving SE practice and opportunities for persons experiencing severe disabilities. APSE members have access to conference activities at reduced rates.

State Chapters

APSE members involved in the development and implementation of supported employment are tied into a national network of others involved in supported employment. State and local Chapters are forming to facilitate the continued expansion of quality SE in their states and localities. APSE currently has fully-chartered 36 State Chapters and State Chapters in Development. Many other groups are working to develop chapters in their states.

Legislative Action and Policy Change Activity

APSE monitors issues including funding support for SE and community integration, rights for people experiencing disabilities, technical assistance, eligibility and entitlement, special education, rehabilitation, social security, and so on. In addition, APSE staff provide a voice for SE as policies are established and funding decisions are made that may have an impact on the services you are able to provide. We will bring SE issues to the table in this year's Reauthorization of the Rehabilitation Act. In Washington, D.C., APSE works with the Consortium for Citizens with Disabilities (CCD) to make recommendations on the legislative language and regulations on all issues which impact the national implementation of supported employment services. APSE members are updated on national policy relevant to the continued growth and development of SE through theAdvance and periodic member service documents and policy updates.

Voting Privileges

Members have voting privileges in board elections and other questions brought before the members. Each Individual Member has one vote. Each Organizational member (as a group) has one vote.

For more information on APSE membership please visit www.apse.org