



The Network on
Employment
www.wiapse.org

CHOOSE WORK: An e-news letter from WI APSE

Connecting People. Advancing Employment.



Fall/Winter 2010

In this issue:



Cover –
WI APSE Activities

Page 1 – WI APSE 2010
Conference, and Integrated
Employment Training
Reunion

Page 2 – Career Skills
Training, the Sarah Attoe
Consumer Success Story, and
WI APSE Award Winners

Pages 7 – WI APSE Sponsors
Employer Event, WI APSE
Collaborates with the ARC-WI,
and the WI APSE Board
Members list

Pages 8 – Long Term Sup-
port (LTS) Needs and Sources

Pages 9 – Long Term
Support Decision Matrix

Page 10 – Board of
Nomination Form

WI APSE Happenings

WI APSE has been active in coordinating and sponsoring training events in the second half of 2010.

The primary activities have included:

- WI APSE Conference 2010
November 2nd – 4th at
the Osthoff Resort
- Integrated Employment
Training Reunion



- Career Skills Training presented by
Success Starters
- Preparing a booklet for the The
Employment Support Professional
Competencies Evaluation Tool

- WI APSE collaborates
with ARC-WI on an
AmeriCorps Program –
Volunteer Partnerships



Keep an eye out for Information about the 2011 Integrated Employment Network Events!



Your Views and Stories

We always love to hear feedback from members and share positive stories from them. Newsletter contributions can be sent anytime to:

**Nancy Molfenter, WI APSE
Project Coordinator
207 North St.
Sun Prairie, WI 53590
nancym_wiapse@earhtlink.net**

WI APSE 2010 Conference

WI APSE hosted its annual conference at the fabulous Osthoff Resort November 2nd – 4th. With amazing presenters including Rich Luecking, Ed.D. of TransCen, Inc., Laura Owens, Ph.D. of National APSE, Juli Lynch, Ph.D., and Bob Niemiec of MNTAT and Griffin-Hammis Associates, LLC, a great deal of both practical and inspiring knowledge was shared. Many attendees had the chance to sign up for the Integrated Employment Network during the conference and will now be able to connect more frequently with others in the field around the state. We were also fortunate enough



to have the Rose Canyon Band play at the conference social to add some fun music and dancing to the event. A special thanks to Beth Lohmann of Curative who chaired the conference committee and assisted in putting the conference program and awards together and thanks to everyone to attended and presented this year!

We will be back at the Osthoff again next year – so save the dates of **October 4th and 5th!**

Integrated Employment Training Reunion



The Integrated Employment Series trainers scheduled a reunion with graduates at the Osthoff during the time of the conference. Ricardo Vasquez of Vasquez Productions provided the soothing sounds of the marimba for the gathering. Graduates had a chance to share their successes since the training and discuss the ways in which they have used the things they learned

to increase employment opportunities for the job seekers with whom they work. It was a great opportunity for people to reconnect and talk with the trainers.

WI APSE Award Winners

**Tim Barnes –
Job Coach**

**Tim Frost –
Supported Employee**

**Bobby Jo Gates –
Supported Employee**

**Gordy's Market –
Large Employer**

**Todd Williams a
Supported Employee**

**Mary Baudhuin –
Business Owner**

**Northern Lights –
Small Employer**

**Mary Survis –
Job Developer**

**Kathleen Enders –
Outstanding Partnership**



Career Skills Training

On September 20th, WI APSE hosted a Career Skills Training presented by Don Stanley and Lisa Krosinski of Success Starters. Don and Lisa present extremely practical information that is helpful to job seekers as well as job developers. Lisa Krosinski has also been an invaluable resource to WI APSE over the past three years, providing phenomenal graphic design support – which she does for customers on a regular basis through her business. WI APSE plans to host another Career Skills training with Don and Lisa in 2011 – so be on the look-out for that information.



**Diverse
Options**
Inc.
"Your Connection to Success"

DO You Know?

571 Fenton St. • P.O. Box 449 • Ripon, WI 54971 • (920) 748-6387 • www.diverseoptions.org

When people with disabilities land a job in the community, EVERYBODY WINS!

"There are no people with disabilities... only people with varying degrees of abilities," emphasizes Al Schraeder, President/CEO of Diverse Options, it's a way of life for the 300-plus consumers who are affiliated in some way with the organization. Sarah Attoe is a prime example.

Sarah lives independently in Wautoma with her cat Smoky and works/part-time at an adult day service center operated by Living Environmental Foundation, Inc. (LEF), also in Wautoma. This licensed facility offers individualized programs for consumers with developmental disabilities or chronic mental illness. Sarah's responsibilities include working one-on-one with Jeff and Callie. Jeff enjoys playing cards and Yahtzee with Sarah. Callie looks to Sarah for assistance in completing math problems. Sarah also helps her practice writing her phone number, address, and alphabet.



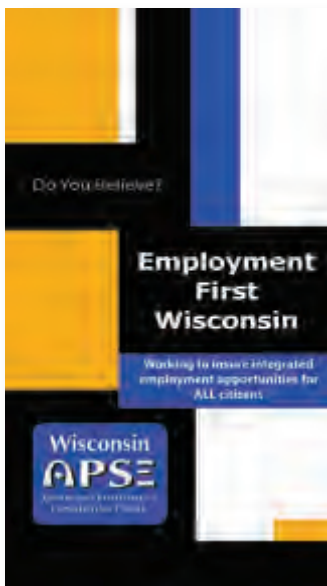
"She helps me," says Callie, about the individualized tasks she works on with Sarah as part of the day service programming at LEF.

Watching Sarah patiently work with these consumers, you would not be able to tell that Sarah has faced cognitive challenges of her own and, in fact, had come to LEF for help a number of years ago as a consumer herself.

Continued from page 2

WI APSE Completes Booklet of Employment First Focus Group Information

At this year's conference, WI APSE presented the booklet of Employment First ideas generated through focus groups and a state-wide community conversation in 2009. Another community conversation took place at the 2010 conference to gather information about regional goals and ways to continue progress toward increased opportunities for citizens with disabilities in Wisconsin to work in their communities. The information gathered at the Osthoff on November 4th will be compiled and distributed in 2011.



The Right Place for Help

"I was actually introduced to Sarah as an individual who was looking for some training and assistance in getting her driver's license," explains Colleen Kasubaski, Administrator of Living Environmental Foundation. "We worked with her on passing her written test and then getting on-the-road training through one of the services locally. And she was successful with that."

"She also was working at another job at the time and was struggling somewhat there and needed some job coaching. So we had a one-on-one staff person that went with her to work and helped her organize her jobs there."

"When the Student is Ready, the Teacher Will Appear"

Unfortunately the job Sarah had back then didn't work out. However, Sarah had a guardian angel watching out for her – Colleen Kasubaski. "I was very disappointed in how things worked out there," Kasubaski states. "I felt very strongly at that time, having had a staff person who went in and worked with her, that it wasn't necessarily related to Sarah's limitations, but maybe the facility's limitations and what Sarah's capabilities were. So Sarah was then without a job. I was approached at that point in time by Diverse Options to consider having Sarah complete a work experience here at the adult day service center. So that's what we began doing then. Sarah began a work experience here."

Going the Extra Mile

While Sarah was helping out LEF, Kasubaski made time to help Sarah. They informally worked on employment skills, including learning how to express herself clearly and communicate effectively. This was a big turning point for Sarah, whose introverted personality may have accentuated her disability.

"When I first met Sarah, she was so apprehensive about even talking to you or having eye contact," Elaine Leon, VP of the Tri-County Network relates. "It warms my heart to see her growth over the last year and a half."

"This is what we do for a business here, so why not take Sarah under our wing and see if we can't work with her on some of those skills," relates Kasubaski. She downplays her own compassionate nature by simply saying, "LEF and its staff at adult day service, as well as Sarah and I, were all an integral part of her success. I saw a lot of potential in Sarah and she deserved every minute of help we gave as a team." So Sarah's job loss at one organization turned out to be what Kasubaski terms "Sarah's lucky day" at LEF.

The Work Experience: Trying a Job with No Strings Attached

Sarah's "work experience" at LEF is the term given an opportunity to try out a position on a volunteer basis in a placement arranged by Diverse Options, whose mission it was to find Sarah a job in the community. She was referred to Diverse Options by the Division of Vocational Rehabilitation (DVR).

WI APSE Seeking Meeting with New Governor

WI APSE, in conjunction with National APSE Public Policy Specialist, Stephanie Birmingham, is in the process of seeking a meeting with our governor elect, Scott Walker. WI APSE hopes to have the opportunity to share ways that state government can support increased job training and employment opportunities with the incoming governor.

Continued from page 3

"In partnering with DVR, we, as an agency, talk with employers and look for the mesh between what the person's wants, desires, and abilities are and what the employer's needs are," states Pamela Walters, Community Employment Specialist at Diverse Options Wautoma facility, "and then we do a match. This seemed to be an excellent match."



Sarah uses Yahtzee cards to practice number and color identification with Jeff

"The purpose of the work experience is just to give the person the opportunity to experiment and find out if that's a job opportunity that they may be interested in," states Elaine Leon.

"Employers are not obligated to hire the individual. But Sarah did such a bang-up job when she did the work experience, that Colleen decided to hire her when she was done."

A Happy Ending

Sarah loves her job and the consumers she works with love her. "I like it a lot," states Sarah, "because I'm interacting with the clients and helping people. It's not boring, that's for sure. It is fun."

Sarah credits her success with the people she serves to her attitude. "If you come in angry and upset, they're not going to go to you," she explains. "But if you smile at them, they'll probably start talking to you earlier than if they saw you upset ... because then they'd probably get upset."

Kasubaski is pleased with Sarah's performance. "There are a number of things about Sarah that are pretty cool," she points out. "Sarah is very genuine as it relates to people who have special needs. Genuine in that she really wants to be kind and is kind. So there's this gentleness about her that is a true asset."

One reason Kasubaski believes Sarah has demonstrated such dramatic personal growth is her desire to learn. "Sarah wanted to learn," states Kasubaski. "Her ability to listen to what you were telling her was huge. So many times you get individuals who just walk away. Sarah is accepting of direction ... looking for ways to improve herself." Sarah is currently working on her medications management training, in order to dispense meds to the consumers.



Diverse Options helped Sarah apply/qualify for a part-time position in the community at the LEF adult day service center. "She really likes her job," states LEF Administrator, Colleen Kasubaski.

WI APSE Assists with Employment Support Professional Competencies

WI APSE participated in a work group during the second half of 2010 to complete an Employment Support Professional Competencies Evaluation Tool. The tool will be piloted with a number of organizations in different settings and geographic regions during 2011. This tool may also serve as a model tool for the National Accreditation of Employment Support Professionals being developed by National APSE.



Continued from page 4

"I think one of the pluses this job has actually given her is some self-confidence and the ability to improve her self-esteem," Leon continues. "Typically she's a very shy young lady, and I think the self-confidence that Colleen has actually promoted in her has been wonderful for Sarah. I am blown away by her progress. She has obviously made tremendous steps in coming up with coping mechanisms to overcome her challenges."

"I think Sarah's limitations are that it just takes her longer to get to the ultimate goal," adds Kasubaski. "She needed X amount of supports to get to that ultimate goal, where you and I didn't need those added supports to get there. Sarah isn't someone with a disability as far as I'm concerned. She really isn't."

Ongoing Support

Now that Sarah is a paid employee of LEF, she qualifies for the same perks as her colleagues. And she must meet the same expectations. However, she always will have support when she needs it from Diverse Options.

"We do weekly contacts with Sarah just to make sure that everything is going ok for her at LEF," points out Walters."

Finding the Right Fit

When it comes to matching a consumer with disabilities to a job that meets their needs and the needs of the employer, one size does not fit all. Just as with any employee, the person's interests and abilities dictate what kind of work will result in their long-term happiness and success.

Employment Support Plan

The process of finding the right job for someone with disabilities starts with an employment support plan that involves the agency making the referral, such as the Division of Vocational Rehabilitation, Waushara County Human Services, or Care Wisconsin, along with Diverse Options and the consumer.

"That three-way meeting gives everybody responsibilities and a partnership in the plan," explains Elaine Leon, VP of Tri-County Network at Diverse Options. "Once the employment support plan is done, the individual will work primarily with Diverse Options. We may do job interviewing skills. We may help them use the JobNet ... all those skills that are necessary to land employment."



(Left to Right) Colleen Kasubaski, Sarah Attoe, Elaine Leon, and Pamela Walters.

Assessment Process

In order to determine how to best help the consumer, Diverse Options conducts an assessment. Leon stresses that this process is not done in a vacuum. "We certainly involve the parents, the guardians, the friends, and the neighbors to get input about that individual ... to get a clear well

WI APSE to Collaborate with the Board for Persons with Developmental Disabilities

The Board for Persons with Developmental Disabilities has a strong interest in working together with WI APSE to increase the number of citizens with disabilities in our state who are employed. WI APSE hopes to forge a stronger partnership with the BPDD in the coming year so that we can work together toward this goal.

Continued from page 5

rounded idea of what the individual is actually like and the skills that they have. Because it doesn't necessarily have to be that we are looking for a "job" for that individual. What we are looking for are the skills that person can offer to a business. So the more input that we can get from various sources, the more valuable it is to us in the assessment process.

"Once you gather all that information in the assessment process, the job development should be relatively easy from the standpoint that you can go to the employer and say, 'I have an individual who can do this, this, and this for you.' I can be very specific."

It is not necessary for a consumer to fit a job description where he or she is doing just one task in one location. Employers are encouraged to identify tasks from throughout their entire business and combine them into a row of tasks that could be performed by an individual with disabilities.

Selling Our Services

"Nevertheless, the employer may say, 'Well, I don't know if I could hire that person,'" states Leon. "As Diverse Options staff, we need to point out that there are tasks that the person could do for an employer that would enhance their business or cut some costs for them. Because what the employer is looking for is a business deal!"

So what's in it for them? "Actually, for an employer, we can offer sensitivity training to the employer and their staff, just to give them some education as to how to naturally support that individual in the work setting," explains Leon.

"We can offer them a tax credit. We can offer them on-the-job training money through the Division of Vocational Rehabilitation to teach the person skills and be reimbursed for doing so."

Leon believes that there are hurdles to overcome and that the general public must be educated in order for them to understand that people with disabilities very much want to be part of the community. "They want to give back to the community by earning wages within the community, by living in the community, by purchasing in the community," she point out. "They want very much to be a part of that. I think communities are accepting of that, however I think there is a lot more that can be, and should be done."

Furthermore, Leon stresses that people with disabilities should not be pigeon-holed into only entry-level positions. "Part of our involvement with the Department of Human Services is that we provide services to individuals who have mental health issues. We work with people who do bookkeeping. We have people with degrees in education. We have people who have degrees in business and marketing and liberal arts.

"Employers need to know that when they're looking for that reliable, dependable, long-term employee, that's what we can offer. We have lots of untapped workforce people who are either underemployed or unemployed who could be of service to the community."

WI APSE Sponsors Employer Event



At this event, WI APSE sponsored with Ventures/Rebalancing Grant in Rice Lake. On Tuesday November 9th 2010, Ventures Unlimited Inc. hosted a brunch style open forum for local employers, schools, and human service related agencies in the Barron County area. The event was held at the Blue Hills Masonic Lodge in Rice Lake, and the theme was "Building Assets through

Partnerships with Employers". Over 35 persons attended which included DVR Barron County staff and Managers from district 8, employers, local high school special education staff, UWBC and WITC. Staff, Barron County ADRC, Cri. From Chippewa Falls, Reach Inc. from Eau Claire, Cesa 10. CILWW, UW, Pathways, consumers, and Ventures Staff etc. The forum and Power Point presentation centered on learning about the challenges of "Unmet Needs" within businesses in the local area communities. Jim Meehan, Executive Director of KFI. And Mentor for the rebalancing grant provided case examples of customized employment and the benefits it will provide to employers and individual job seekers. There was a 15 minute time period at the end slotted for open questions and many took advantage of this time to share both experiences and clarify details regarding customized employment and developing good job matches. Ventures unlimited would like to thank all who attended and would like to thank our sponsors, which included WI APSE, Viking Coke, and Louie's Finer Meats.

WI APSE Collaborates with the ARC-WI

WI APSE has been busy with several other projects this year. We collaborated with the ARC-WI on an AmeriCorps grant to increase economic opportunities for citizens with disabilities in Dane County. Grant funding for the project titled Volunteer Partnerships is designed to assist individuals with disabilities to become AmeriCorps members and participate in community service began on October 1, 2010 and runs through September 30, 2011. Over twenty people have already been enrolled and over fifteen more people will gain opportunities to have varied experiences completing community service to build skills and resumes while receiving a living allowance and educational award for their efforts. WI APSE also worked with the ARC-WI to submit another grant on November 4, 2010 for additional years of funding for the project.



WI APSE Board Members

Duerkop, Bill – Board Member, Service Provider, Employment First committee, Employer Outreach committee

Enders, Kathleen – DVR Consultant – Ex Officio, Conference committee

Forseth, Tammy * – Co – President 2009 – 2010, Service Provider, Employment First committee, Membership committee, Employer Outreach committee

Hall, Rick * – Secretary 2009 - 2010, Former Service Provider, Employment First Committee, Conference Committee

Hofmeister, Tammy – DHS Consultant – Ex Officio, Conference committee

Kleinschmidt, Mike – Board Member – Service Provider, Website designer, Employment First committee, Conference committee

Leon, Elaine * – Treasurer 2009-2010, Service Provider, Conference committee,

Molfenter, Nancy – Projects Director, Board Member, Former Service Provider, Employment First committee, Conference committee, Employer Outreach committee

Noosbond, Gary – Consumer Board Member, Employment First committee, Conference committee

Ormsbee, Gary * – Co-President 2009-2010, Service Provider, Employment First committee, Conference committee, Employer Outreach committee

Popchock, Mary Beth – Board Member, Service Provider

Quesnell, Kathryn – Board Member, Service Provider, Employment First committee, Employer Outreach committee

Quintanilla, Jessica – Board Member, Service Provider, Employer Outreach committee

Fred Forseth – Employer Board Member – Ad Hoc

Vacant – Family Board Member

Items to Consider when Determining Long Term Support needs and Sources:

- How much long term support (hours) will the consumer need per month at time of transition to extended services?
- How many hours is the consumer expected to work per month?
- What is the consumer's expected hourly wage?
- What is the consumer's expected monthly earned income?
- How much is the employer willing to commit to natural (unpaid) support for this consumer (hours per month)?
- How much is the employer willing to commit to paid supports (through tax credits) for this consumer (dollars per month)?
- How many hours of paid support is the employer willing to commit to this consumer?
- What is the average cost of job coaching for extended services?
- What is the expected cost of extended services per month?
- How much is the County of Residence or Managed Care Organization, as appropriate, willing to commit to extended services for this consumer (hours per month)?
- Is the consumer willing and able to contribute to the cost of extended services through an IRWE, PASS plan, income, other sources (dollars per month)?
- How much is the consumer's family able to contribute to the cost of extended services (dollars per month)?

Progress Measures for Supported Employment IPE's:

When developing progress measures for supported employment plans it can be helpful to keep the following points in mind:

- Progress measures for all IPE's should be developed and agreed to with the consumer and other team members involved in the case, as determined appropriate.
- Progress measures should assist everyone in the process know where the consumer needs to get and by when.
- Progress measures for all IPE's should follow the "SMART" acronym:
 - Specific
 - Measurable
 - Achievable
 - Realistic
 - Timeframe

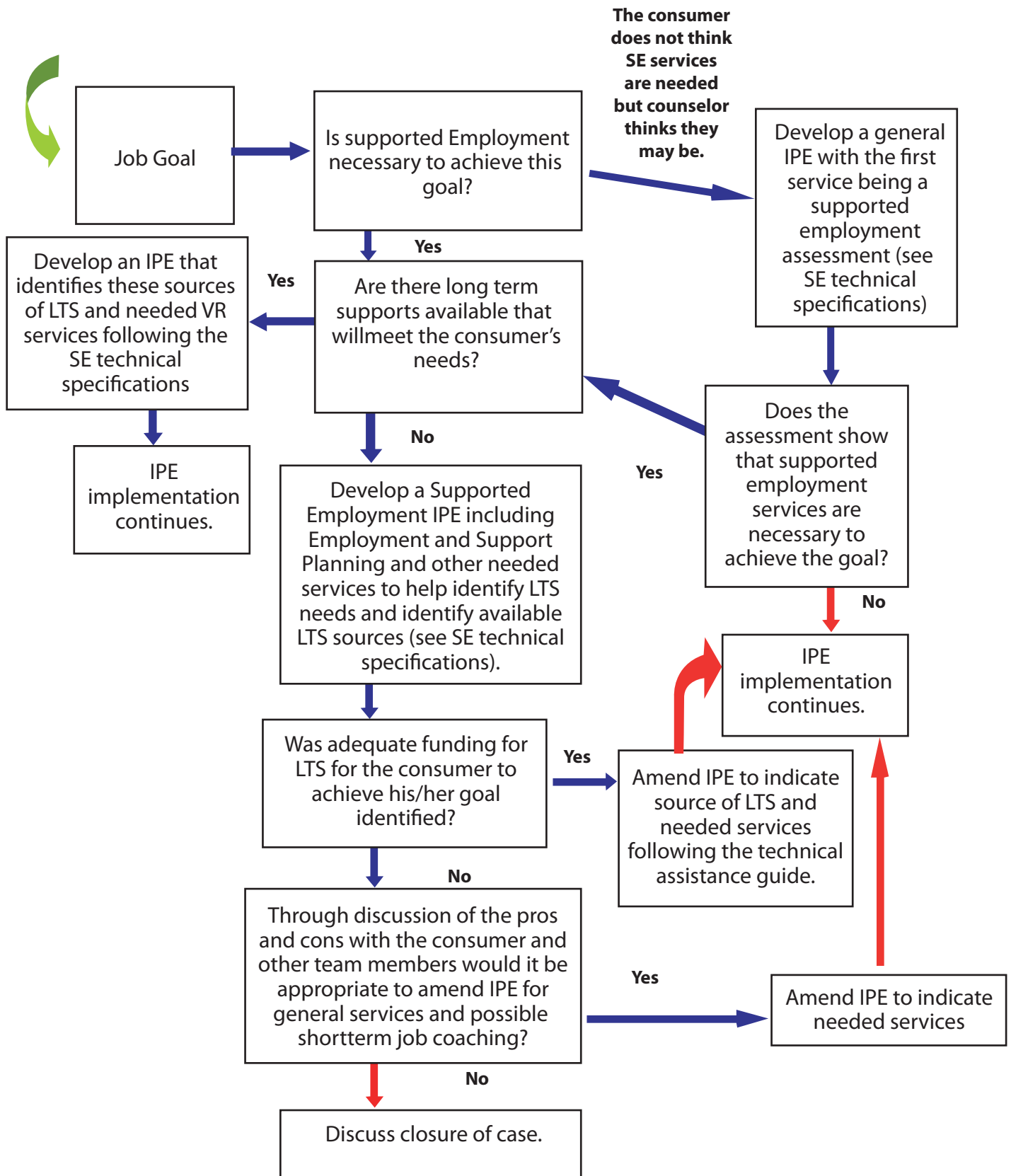
Examples:

By October 31, 2008, I will learn to perform my assigned job tasks at 123 Store correctly 90% of the time as reported by the employer

After 2 months on the job, I will be able to take the bus back and forth to work by myself.

By August 2008, I will be able to work my scheduled hours per day with no more than 3 reminders to stay on task as reported by my job coach.

Long Term Support Decision Matrix



Board of Nomination Form



Board of Directors Nomination

Nominee Information – Part One

Please return completed nomination forms to: **Gary Ormsbee, WI APSE Co-President**
gary.ormsbee@clairtycare.org or Fax to: 920-236-6570

All nominations must be received by **December 15, 2010**. Nominations received after the deadline will not be accepted.

NAME: _____ **ADDRESS:** _____

CITY: _____ **STATE:** _____ **ZIP:** _____

DAYTIME PHONE NUMBER: () _____

FAX NUMBER: () _____

PLEASE CHECK:

Self Nomination/APSE Member Number:

Nomination By Someone Else:

Person Making Nomination: _____ **APSE Member Number:** _____

All Nominations, Part I and Part II, **MUST BE RECEIVED BY: December 15, 2010**, any nomination received after this date will not be accepted.

WI APSE Board of Directors Nomination

Nominee Information – Part Two

NAME: _____

Biographical Sketch:

Anticipated contribution to the Board of WI APSE:

History/nature of involvement in employment for people with disabilities:



*APSE wishes the WI APSE chapter
success at their conference!*

Save the Date:

Believe It. Achieve It.
2011 National APSE.

The only national conference
that focuses solely on
integrated employment.

June 14 - 16, 2011

The Westin Hotel
Seattle, WA

Register today at
www.apse.org



**WI APSE wishes you and yours
a wonderful holiday season.**