Minnesota APSE Purpose Statement:

- MN APSE is an action oriented organization. We exist to bring people together to raise expectations so that people with disabilities can be employed and contribute; and assume their roles and responsibilities as citizens in their communities.
- Employment is: The same wages, standards, responsibilities, expectations, and opportunities available to any working age adult.
- One person at a time. Employment is the avenue out of poverty and isolation.

Board Members Attend National Conference in Long Beach, CA

Minnesota was well represented at APSE’s National Conference in Long Beach this year, with several Board members in attendance and presenting at multiple sessions. Our newsletter features articles summarizing some of those sessions. One of the highlights included MN APSE’s Heidi Maghan being awarded the Rebecca McDonald Award for Chapter Leadership!

(At left: Heidi and this prestigious award.)

Committee Updates

Communications

New look, new website: Check out MN APSE online! MN APSE recently launched its new website! We are excited to have a fresh look online. The new and improved website includes a number of features including:

- New logo & link to our Facebook page
- Employment First Summit overviews & reports
- “Together We Work”: Video from the most recent Disability & Employment Conference
- Board member contact information & photos
- Links to MN APSE partners
- Coming soon: Links to our new MN APSE newsletter

Check us out online & through social media for upcoming changes and updates to our website. Visit us at www.mnapse.org today!

Family Engagement

Poised to empower and inform families!

The MN APSE Family Engagement Committee is poised to continue its support of initiatives and organizations that will empower and inform families to increase the demand for employment. We see ourselves as a task force that can align with organizations like The Arc, PACER, counties throughout the state and others to reach families. We believe families are a key ingredient to increasing the demand, as well as expectations, for competitive employment and that families will provide the fuel that will drive the Employment First Movement over the next 5 years and beyond.

Want to Get Involved?
Try a Committee!

MN APSE Committees are open to all of our membership, and we are looking to add some additional talent!

Communications
Kelly Nye-Lengerman: knye@umn.edu

Training/Conference
Alison Campbell: alisonc@dependable-care.com
Amber Eisfeld: aeisfeldlegacyendeavors@msn.com

Legislative Action
Derek Nord: n0364@umn.edu

Family Engagement
Chris Davies: cdavies@kaposia.com

Community Partnerships
Kelly Nye-Lengerman: knye@umn.edu

Feel free to attend a meeting to see if it’s a good fit for you. Contact the individuals listed above for meeting information.
**Work: A Right, A Responsibility and an Expectation of Citizenship**

Alison Campbell

This session discussed citizenship and it’s role in relationship to meaningful work with Carol Blessing, Professor at Cornell University Employment & Disability Institute, NY and Joanie Parker, Director of Day & Vocational Initiatives at Heritage Christian Services, NY.

American culture holds work as an accepted expectation and responsibility of citizenship. “What do you do?” is a common question asked when meeting others for the first time. People who live with significant impairments are often excused from this status-defining expectation. Employment “services” can carry the unintentional collateral damage of falling in to routine approaches to providing employment support. Changing the patterns of organizational behavior is not the job of one or two executives. It requires leadership from everyone. Leadership for the Future in this context is the intentional shift away from practices that hold people at status quo. To push the edge of the field further than it has gone before requires changing the way in which we see the relationships between provider and people who use services. It requires recognizing and working within the tension that exists between what it means to be a person living with disability or living as respected citizen.

This attitude aligns closely with MN APSE’s purpose statement:

♦ MN APSE is an action-oriented organization. We exist to bring people together to raise expectations so that people with disabilities can be employed and contribute and assume their roles and responsibilities as citizens in their communities.

♦ Employment is: The same wages, standards, responsibilities, expectations, and opportunities available to any working age adult.

♦ One person at a time.

♦ Employment is the avenue out of poverty and isolation.

But as members who stand behind this belief we must challenge how our attitudes and current practices may serve as barriers to full inclusion. As John O’Brien would say, “What are we standing on that we are trying to lift?” Not an easy question to answer but with time for reflection it will guide us toward being true citizen-centered leaders. As a board member of MN APSE I would like to extend an invitation to you to join these conversations, whether in a monthly board meeting or by volunteering in one of our committees, to advance true inclusion and citizenship through real work at real wages.

Further information on Carol Blessing’s work out of Cornell University can be found at www.cclds.org

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**Building Economic Opportunity through Community Development**

Derek Nord

Derek Nord and Joe Timmons, University of Minnesota’s Research and Training Center on Community Living, and Don Lavin, Arc of Minnesota led this session.

There are many models to support people with disabilities to obtain real work for real pay. Often these models rely heavily on existing government funded human service systems. What if these funded services were no longer available or their availability was reduced?

What if a job seeker does not want to access these services?

There is high demand for the new and responsive models to support people with disabilities to find and keep jobs. More and more, professionals and people with disabilities are looking to existing communities to aid in obtaining employment, rather than building a new government funded program.

This presentation provided information about community development initiatives to build capacity to implement community-driven support models that use publicly funded supports as resources rather than the centerpiece to finding and keeping a job.

By using customizable strategies, the unique suite of community resources and assets can be deliberately joined and supported to provide opportunities for all community members, including people with disabilities. Attendees left with more information about:

♦ The evolution and diversity of community development initiatives to support people with disabilities in employment.

♦ Capacity building strategies that can be employed with local communities.

♦ Existing community, economic, and human service resources that can be woven to support people with disabilities using best practices to find and keep real work for real pay.

For more information about this presentation, contact Derek Nord at nord0364@umn.edu

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“We need everyone in the workforce for business to thrive and communities to prosper.”

Employment First Summit II Report
2014 APSE Conference Highlights (continued):

It’s All about the Conversations and Connections
Heidi Maghan

Attending the National APSE conference is more than just attending sessions. You look at the listing of sessions and think, “Which ones should I go to? There are so many! I don’t see one for a specific topic or time slot that interests me.” For me, it’s all about connecting with others from around the country who believe in a similar idea. While all of our states have our own issues and funding streams, we all believe in employment for people with disabilities. I have found over the years that I gain as much information from talking to others between sessions or over a meal as I do from going to sessions. At this year’s conference in Long Beach I had the opportunity to talk to several parents about how to find employment for their son or daughter. The conversation ranged from how to I find services to other options that might not even involve the “system” and the barriers that are created un-naturally. Suddenly 3 hours had passed and we all realized it was time for dinner and we had become connected. I have made many new friends from other states that I can reach out to at any time to share an idea, ask for help or to just say, “Hello, what’s happening in your state?” It is about conversations. While sitting in the hot tub relaxing, a conversation occurred about closing a sheltered workshop in another state and the question was asked about how to do it. While this is not my area of expertise, I knew exactly who she needed to talk to! So, as I look back at the conference, it is not to reflect on the sessions, but the conversations I participated in that made a difference in someone’s life, and what I gained by spending time talking with them.

Employment First Summit V: Special Educator's Summit
April 2014
Adapted from the MN APSE website. Retrieved from http://www.mnapse.org/#!summit-v/c1npt

Focusing on IDEA's Indicators 13 and 14, the Employment First coalition convened teams of Minnesota Special Educators from 20 school districts across the state to create district specific strategies to improve employment outcomes for students with disabilities. A follow up session with the participating districts is scheduled for October 2014 to review progress on action items and set milestones for the future.

Indicator 13 on Secondary Transition: Percent of youth aged 15 and above with an IEP that includes coordinated, measurable, annual IEP goals and transition services that will reasonably enable the student to meet the post-secondary goals.

Indicator 14 on Post School Outcomes: Percent of youth who had individualized education programs (IEPs), are no longer in secondary school and who have been competitively employed, enrolled in some type of postsecondary school, or both, within one year of leaving high school.

This Summit was supported by a grant through the Bush Foundation through the Autism Society of Minnesota.

Minnesota’s Olmstead Plan

Minnesota’s Olmstead Plan will move the state forward, toward greater integration and inclusion for people with disabilities. The goal of this plan is for Minnesota to be a place where: People with disabilities are living, working, and enjoying life in the most integrated setting.

In each of these seven topic areas, the state government will take action to promote full integration with full supports:

- Housing: People with disabilities will choose where they live, with whom, and in what type of housing. They will be supported to live alongside everyone else, in the community.
- Jobs: People with disabilities will have competitive, meaningful work, with support to work alongside others in the community.
- School and Lifelong Learning: People with disabilities will get a good education and be supported to learn side by side with everyone else, both in school and throughout lifelong learning.
- Transportation: People with disabilities will have access to reliable and affordable transportation to get where they want to go to take full part in community life.
- Healthy Living: People with disabilities will have health services that allow them to be in good health so that they can actively participate in the community, working and living alongside everyone else.
- Community Life: People with disabilities will be supported to fully participate in the life of their community and connect with others to follow their interests.
- Support Services: People with disabilities will get the variety of support services they need to live, work, and play in the community alongside everyone else.
Celebrating NDEAM by Renewing Your APSE Membership!

APSE is offering a Complimentary Archive Webinar ($25 value) to all Inactive Members who Renew by October 31, 2014

When renewing, please use promotion code: RENEW2014

Why You Should Renew Your APSE Membership:

APSE is the only national organization with an exclusive focus on integrated employment and career advancement opportunities for individuals with disabilities. APSE has been a leader on Employment First, and continues to be, a strong, clear and consistent voice demanding that every individual with a disability have the same opportunities for employment as every other citizen. As a member, you become an integral part of a national organization connecting the disability and business communities.

Archive Webinars Available: (Descriptions available at APSE.org)

- A Piece of the Financial Pie: Breaking the Poverty Cycle through Benefits Counseling, Financial Literacy, and Asset Development for Individuals with Disabilities Recording (04/30/2014)
- Assisitive Technology to Support the Independence of Individuals with Intellectual Disabilities and/or Autism in Employment Settings Recording (05/14/2014)
- Crucial Components of Effective Transition Programs: 10 (actually 17!) "Things" Every Transition Program Should Have Recording (05/08/2014)
- Employer Engagement Strategies Recording (05/09/2013)
- Employers Don't Bite!...Really :) Recording (02/13/2014)
- Ethics and The New Age of Social Media Recording (03/18/2014)
- Intro to Social Coaching Recording (09/26/2013)
- Organizational Change from Facility Based to Integrated Community Based Employment Recording (10/03/2013)
- RECRUIT: How to Find the RIGHT Team Member for You! Recording (03/20/2014)
- RETAIN! How to Tune in to Your Team Member to Keep them Motivated and Keep them with You! Recording (05/15/2014)
- TRAIN! Strategies and Ideas on Creating a Successful Training Program! Recording (04/28/2014)

To Renew: Visit www.apse.org
Click Member Login
If you have forgotten your password, click forgot password

Call APSE—301-279-0060 or email membership@apse.org
Expectation of integrated, competitive employment
• High expectations and a belief that a person can work is one of the greatest factors in whether a person does work, regardless of disability.
• The expectation is that everyone can work if conditions and supports are right.

Interest, strength and skills based job search
• The job search is based on individual choice, interests, skills and strengths.
• A person is successful in finding and keeping a job if it matches their interests in and what they are good at doing.

Service eligibility is based on desire to work
• Getting a job is more likely if access to work support is based on a desire to work and starts right away.
• Looking for employment is open to everyone who wants to work.

Employment services are coordinated with other services
• Success at finding and keeping a job is more likely when a person’s employment supports work in coordination with other supports, including but not limited to: family support, housing support, daily living support, medical support.

Personal, family and professional networks are utilized
• Most people find jobs through personal contacts and networking, regardless of disability. There is a plan about how to connect social capital to find a job.

Job supports are not time limited
• There is no time limit for how long a person gets support to keep a job.

Benefits and Work Incentive Planning
• People are more likely to make work part of their plan when they understand how employment will impact their money and benefits and utilize work incentives.
APSE and ANCOR Present:

Employment First: Making the Transformation

Presenter: David Hoff, Institute for Community Inclusion, UMass Boston; APSE Board member
Date: October 15, 2014
Time: 1pm -2:15pm Eastern

Description:

How do we translate Employment First policies into actual changes in the lives of individuals with disabilities? This webinar will focus on the role of service providers in supporting Employment First efforts and strategies for transforming organizations to align with Employment First principles, including:

- the building blocks of an Employment First organization — a pro-employment mission and strategy;
- developing staff capacity, engaging individuals and families;
- the critical role of person-centered planning; and
- employment support issues such as funding, transportation, benefits, and “day custody” issues.

Presenters will share best practices from numerous examples from programs that have transformed their services.

Be prepared to share your experiences – successes and challenges – and gain insights that will support your Employment First efforts.

Presenter Bio:

David Hoff, M.S.W., is a Project Manager for the Institute for Community Inclusion at the University of Massachusetts Boston. David is also the Past President of National APSE, and Co-Chair of the APSE Public Policy Committee. David has an extensive background in working with public systems and community agencies to enhance employment outcomes for people with disabilities. A primary focus of his work is on organizational and systems change to improve employment outcomes, with a particular emphasis on public policies and their impact on the lives of people with disabilities. He is currently extensively involved at the service provider level in implementation of Massachusetts’ Employment First policy. In addition to his 16 years at ICI, David has been an administrator for a Local Workforce Investment Board, and also spent several years in a direct service role, assisting individuals with disabilities to find and maintain employment.
APSE and ANCOR Present:

Employment First: Making the Switch

**Presenter:** Richard Brown, VP of Employment Services and Infinitec Social Service Coalition for UCP-Seguin Services of Greater Chicago; APSE Board Member

**Date:** October 22, 2014  
**Time:** 1pm- 2:15pm Eastern

**Description:**

Join us for this highly interactive discussion of practical solutions to move your department from a sub minimum shop to a competitive employment facilitator. We’ll look at the challenges providers face and strategies for success, including how to develop your Employment First plan and how to address hidden barriers among stakeholders.

If you’re looking to transform your employment program, you don’t want to miss this session.

**Presenter Bio:**

Richard is an energetic and engaging presenter, thoughtful consultant and industry leader working in the fields of employment, education, human services, rehabilitation, recreation, healthcare, assistive technology, character building and staff motivation. Richard combines humor and wit with useable solutions. Richard’s unique ability to blend theory with practical applications makes for an unbeatable combination. He is the Vice President of Employment Services, and Infinitec Social Service Coalition for UCP-Seguin Services of Greater Chicago.
APSE and ANCOR Present:

Employment First: Supported Decision-Making

**Presenter:** Jonathan G. Martinis, Legal Director for Quality Trust for Individuals with Disabilities

**Date:** November 5, 2014  
**Time:** 1pm -2:15pm Eastern

**Description:**

Supported Decision Making is an alternative to guardianship that supports improved self-determination, quality of life and employment outcomes for people with disabilities.

With the "Justice for Jenny" trial as a case study, participants will learn how Supported Decision-Making can help people with disabilities live more independent, integrated and economically self-sufficient lives. Through audience participation, we will explore practical uses and ways to implement Supported Decision-Making to maximize independence, choice, self-direction and employment potential.

**Presenter Bio:**

Jonathan Martinis is the Legal Director for Quality Trust for Individuals with Disabilities, a private, non-profit organization serving people with disabilities in Washington DC and beyond. For the last 20 years, Jonathan has represented people with disabilities against private organizations and government agencies in actions under the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, the Individuals with Disabilities Education Act, the Medicaid Act and the Constitution of the United States. Most recently, he represented Jenny Hatch in the "Justice for Jenny" case - the first trial to hold that a person with disabilities has a right to use Supported Decision Making to make her own life choices rather than be subjected to a full guardianship.

Register online at www.ancor.org   |   $25 APSE and ANCOR Members/ $50 Non-Members  
CEU and CRC Credits will be available   |   Registration closes 48 hours prior to webinar date  
Captioning is available upon request (48 hour notice is required – email dlangseth@ ancor.org)  
Webinar questions: Email Debra Langseth at dlangseth@ancor.org or call 410-917-9272
APSE and ANCOR Present:

Employment First: Improving the Outcomes, Decreasing Costs

Presenter: Robert Cimera, Associate Professor in special education at Kent State University

Date: November 19, 2014  
Time: 1pm – 2:15pm Eastern

Description:

This webinar will cover recent research on methods for increasing vocational outcomes for people with disabilities, while decreasing the costs of services required. This is an opportunity to learn leading practices in employment supports that are both effective and cost-efficient.

Presenter Bio:

Robert Cimera, Ph.D. earned his doctorate at the University of Illinois Urbana-Champaign in 1997 where he was a research associate at the Transition Research Institute. Prior to earning his Ph.D., Dr. Cimera was a direct-service provider and coordinator for community-based vocational programs.

Dr. Cimera is presently an Associate Professor in special education at Kent State University. His research expertise involves the evaluation of the monetary costs and benefits of employment programs for individuals with disabilities. He has over 80 publications, including 7 books and 37 longitudinal cost-effectiveness and cost-efficiency studies involving VR consumers—including supported employment and sheltered workshops—from the perspective of workers with disabilities, taxpayers, funding sources, and society.