



Oregon Supported Employment Center for Excellence
Statewide Conference Biography and Presentation Summary
September 16-17, 2014

Break Out Session 1: Tues, Sept 16th 11:00am

Staff Directed Learning as an Effective Formal Training Approach (Rm 105)

Many formal trainings use a didactic or lecture based approach that does not achieve the learning outcomes needed for adult practitioners. Through years of community college human services teaching, we have developed a more effective approach called Staff Directed Learning. Based on theories of adult learning, Staff Directed Learning is interactive, builds on the strengths and knowledge of the group, and helps people retain and use the skills taught. This workshop will demonstrate the Staff Directed Learning approach. We will share how we have used it for training employment specialists and supervisors in Alameda County and how you might use it in your own jurisdiction.

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Introduction to IPS Supported Employment (Rm 106)

An overview of IPS including the principles and basic components as outlined in the IPS fidelity scale. She will highlight implementation challenges, drawing from experiences of routine sites over the past 25 years. Participants are encouraged to bring questions that the group will discuss and then make recommendations.

Deborah R. Becker, MEd, CRC

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Ticket to Work 101 & Partnership Agreement with Mental Health (Rm 117)

We will be discussing the SSA Ticket to Work Basics, how it works in Oregon, how the Ticket benefits SSA beneficiaries and how Oregon Vocational Rehabilitation is working in Partnership with Mental Health Supported Employment to maximize the full potential of the Ticket to Work program.

Eugenia M. Cox

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Economic Development – What is it? (Rm 220)

This is a description of economic development activities and importance of this in relation to employment outcomes.

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Secrets to a Successful Steering Committee (Rm 225)

An overview of how to develop and maintain a supportive Steering Committee for your Supported Employment program. Session will include:

1. Overview of Key Components and “Secret Sauce”
2. Question and Answer session/ Group Problem Solving
3. Role Play of an actual meeting

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Tracy Garell, LCSW

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EASA and IPS (Rm 214)

Oregon was the first state in the United States to systematically implement early psychosis intervention for teens and young adults, through the Early Assessment and Support Alliance (EASA). Elsewhere in the United States young people with psychosis often experience long delays, trauma, loss and ineffective treatment.

Through empirically-based community education, early identification, proactive outreach and engagement, family support, vocational/educational support and participatory decision making, EASA is creating a more optimal and hopeful experience. This presentation describes EASA's evolution, outcomes and the core treatment components.

Ryan Melton, Ph.D., LPC, ACS

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Beyond Traditional Job Development: The Art of Job Creation (Main Rm)

“Everyone has the potential for genius and it is our job to find the context in which each person can truly shine, creating opportunity for the benefit of both the job seeker and the employer. Through job creation we come to realize that we that we are not just job developers, we are business developers and community developers.” -

Denise Bissonnette

Considered a cornerstone of her work in the employment field, this highly acclaimed, one-of-a-kind, presentation offers a practical, innovative and proactive approach to job development, challenging the employment professional to look beyond traditional methods in assisting individuals with barriers to employment to bring their gifts to the world of work. Equipping participants with the eyes and mind of the “entrepreneurial job developer”, Denise introduces six compelling questions with which to view the business world and to uncover the hidden opportunities in their local communities. Chockfull of real-life examples, this workshop serves to expand and redefine the meaning of true job development and to empower people with the tools and thinking to practice the art of job creation!

Denise Bissonnette, MA

Author, Trainer, Writer, and Keynote Speaker in the field of Employment and Training

Diversity World

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Break Out Session 2: Tues, Sept 16th 3:00pm

National Career Readiness Certificate (Rm 105)

How can job seekers gain a competitive edge? How can they better market their skills? How can employers reduce turnover? This presentation will provide practical information on the National Career Readiness Certificate (NCRC). Participants will learn about the three WorkKeys assessments: applied mathematics, reading for information and locating information that make-up the NCRC. Participants will learn about the benefits of the NCRC for job applicants, employers, and students. This session will provide participants an opportunity to answer sample WorkKeys assessment questions at the bronze, silver, and gold level. Participants will view videos of the NCRC and learn how the NCRC is impacting employers and high schools across the state.

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Conversations about current IPS research (Rm 106)

Review and discuss current research on IPS supported employment in the US and internationally.

Bob Drake, MD, PhD

Professor/ Mental Health Researcher

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Partnering for Successful Job Placement Outcomes (Rm 117)

This session is for new and existing mental health programs. We will give a brief overview of the job placement services contract process. How to keep VR informed of any changes, in program or staff, required trainings and how to work successfully with the local VR managers and staff. We will also discuss the partnerships that have developed between our programs that have lead to successful employment outcomes. Come to share and learn the process. Bring your questions, too.

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Miho Shimba, MA

Program Director

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Preparing a Client for the Interview (Rm 220)

Demonstration – “Can you find the mistakes?”, Interview, Handout and Overview – “Preparing for an Interview - Tips for the Employment Specialist”, Demonstration – “Preparing for an Interview”, Handout and Overview – “Beyond the Basics” – Interview Coaching, Questions, Ideas, Story examples from the audience.

AnnaLee Balkema, Lauren DeVooght (“devote”) and Debbie Peabody

Employment Specialists

Working Wonders

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IPS SE in Rural Oregon – Developing and Maintaining Effective Relationships with Fewer Employers (Rm 225)

This presentation will discuss the history of IPS SE in rural Oregon specifically, in Crook County as it relates to maintaining good relationships with employers through multiple job placements, disclosure, success and challenges.

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Reasonable Accommodations for Individuals with Psychiatric Disabilities (Rm 214)

The ADA and state law protect individuals with disabilities from employment discrimination based upon their disability. A key requirement of those laws is directed to employers who must provide “reasonable accommodations” to a worker who needs them to perform the essential functions of his or her job.

The US Department of Justice has provided examples of the kinds of accommodations that a person with a psychiatric disability might request. We will review those accommodations and how a job applicant or employee goes about requesting them.

Disability Rights Oregon (DRO) is a nonprofit “Protection and Advocacy” program funded by the federal government to protect the safety and legal rights of individuals with any kind of disability. We will review DRO’s role and activities included ongoing cases and projects.

Bob Joondeph, JD

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Disability Rights Oregon

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Essentials of Effective Employer Engagement (Main Rm)

“If we are to develop true partnerships with employers we need to speak, listen, and respond to the real issues lying at the heart of their valid concerns. This doesn’t mean donning a business suit as much as it taking the time to value the perspective of those challenged with building and maintaining an effective workplace. We need new questions, new language, and fresh ways to introduce and market our services.” – 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! Drawing from the rich reservoir of ideas in her book *Beyond Traditional Job Development*, Denise presents what she considers to be the “quintessential strategies” for communicating, marketing, and partnering with people in large and small business with the intent to bring them on board in working with our agencies and schools in a variety of ways. Most importantly, she also offers ways to uncover and resolve employer concerns about hiring individuals with disabilities and/or other barriers.

Break Out Session 3: Wed, Sept 17th 10:15am

Supported Education Providers Gathering & Conversation (Rm 105)

Come join others and share your experiences, challenges and expertise with providing Supported Education.

Integration of SE and Peer Support (Rm 106)

Overview of the Peer Collaborative and how peers are increasingly developing roles in Supported Employment across the state.

Pamela Rangel, QMHA, Peer Support Specialist

Peer Support Coordinator

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Conversations about Early Psychosis and IPS (Rm 117)

Join Bob Drake for a discussion of early psychosis and the IPS model.

Occupational Burnout- Prevention Techniques (Rm 220)

This workshop explores occupational burnout, including current research and its impact on the workforce. Self-care strategies will be introduced. Attendees will have the opportunity to develop their own self-care plans.

Amy E. Ford, M.S., Ph.D., NCC, ACS

Instructor, Clinical Mental Health Counseling

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Disclosure: Whether to Reveal or Conceal (Rm 225)

Honoring individual preferences is an important part of IPS supported employment and the issue of disclosure is a key element of client choice. This break out session will focus on identifying advantages and disadvantages for disclosure and how to provide clients with information in order to assist them in making an informed choice.

Sandy Reese

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Cognitive Remediation – Thinking Skills for Work (Rm 214)

This breakout group will provide an overview of cognitive remediation for individuals with serious mental illness. The Thinking Skills for Works model will be described in terms of cognition, research, curriculum, tools, practice guidelines, implementation strategies and lessons learned from sites currently offering this service as a part of the Individual Placement and Support model of Supported Employment.

Jeff Krolick, MA

Special Projects Director

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Creative Tools for Uncovering Assets, Strengths, and Work Preferences (Main Rm)

“Leo Tolstoy once suggested that it is through one hour of play that we will learn more about a person than in a lifetime of “evaluations”. What makes them tick, do a happy dance, or stay awake at night thinking about it cannot be measured in a paper and pen assessment. We need to inspire a playful environment in which the person’s heart is able to speak.” - Denise Bissonnette

In this highly participative session, Denise shares some of her most popular tools and activities taken from her celebrated curriculum, “Cultivating True Livelihood”. A few of the purpose and benefits of these tools is to uncover a person’s gifts and strengths, whether or not they have ever worked, to identify a person’s work preferences and key values and get around what appears as “unrealistic expectations”, and to capitalize on a person’s passions and interests when brainstorming vocational possibilities. Delivered in a “train the trainer” style, Denise takes participants through the exercises, encouraging them to put the techniques into practice in their own work settings, whether in private coaching session or in a group or classroom settings. These tools have proven effective with those new to the world of work, the seasoned professional, and individuals with a wide range of employment barriers.