



**IPS Annual Supported Employment & Education Conference**  
Statewide Conference Biography and Presentation Summary  
September 20-21, 2017

## Main Stage Presentations

### *Update from the IPS Employment Center at Rockville Institute*

Sandy will give updates in regards to the learning collaborative for IPS Supported Employment within the US and internationally.

**Sandy Langfitt Reese**

Employment Trainer and Consultant  
IPS Employment Center at Rockville Institute  
503-320-2792  
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Sandy Langfitt Reese is a trainer and consultant for The IPS Employment Center at Rockville Institute, Westat. Since 2008, Sandy has been dedicated to providing training and technical assistance to states and mental health organizations that promote recovery through implementation of Evidence-based Supported Employment (IPS) for individuals with mental health disorders. As a trainer; her work involves numerous presentations and on-site technical assistance for IPS programs, state-wide conferences and the multiple states and countries involved in the Johnson & Johnson-Dartmouth Community Mental Health Learning Community. She has also worked as a statewide IPS trainer for the Oregon Supported Employment Center for Excellence and worked in community mental health for over 25 years.

### *Promoting Financial Wellness to Support Employment Outcomes:*

#### *The Human and the Business Case*

This presentation will introduce an economic empowerment intervention process to break the cycle of poverty, dependency, disengagement, and disability, and to support the effectiveness of supported employment programs, that includes: culturally meaningful engagement of individuals with respect to their life dreams and financial goals, personalized financial wellness action planning, financial hope-building, financial wellness coaching, and supporting individuals to navigate and utilize available income-increasing, asset-building, and financial services and supports. This presentation will discuss how an economic empowerment process can improve motivation to pursue employment (by learning about work incentives and financial services and supports to increase income and build assets), identify and address financial stressors that can limit job success and retention (e.g., transportation, childcare), build skills to manage money and deal with life changes, and dare to take new job opportunities (e.g., increase number of hours, wages), and, most importantly, dare to dream. Finally, the presentation will make a case for how supported employment programs can integrate economic empowerment supports to support their effectiveness and outcomes.

**Oscar Jiménez-Solomon, MPH, Lic. Soc.**

Research Scientist  
New York State Psychiatric Institute, Columbia University Medical Center  
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Oscar Jiménez-Solomon is a public mental health researcher and consumer advocate who immigrated to the U.S. as a young adult in search of recovery. He obtained a Master of Public Health at Columbia University (2003) and a License in Sociology at the Pontifical Catholic University of Peru (1997). Mr. Jiménez-Solomon has dedicated his career to helping improve access to quality, recovery-oriented, and culturally competent mental health services through research and policy advocacy. Mr. Jiménez-Solomon is a Research Scientist at the New York State Psychiatric Institute, and Senior Research Staff Associate in Psychiatry, Columbia University Medical Center, where he is conducting a study to develop an economic empowerment intervention for people with serious psychiatric conditions engaged in employment services. Mr. Jiménez-Solomon's commitment to helping others overcome unemployment and poverty stems from his personal experience of economic exclusion. Mr. Jiménez-Solomon is as board member for the National Disability Institute, a national organization dedicated to improving the financial wellbeing of people with disabilities. He is also a board member and treasurer for the American Society for Hispanic Psychiatry, and Instructor at the Rutgers University Department of Psychiatric Rehabilitation. Mr. Jiménez-Solomon's past roles include Director of Community and Economic Development at the New York Association of Psychiatric Rehabilitation Services (NYAPRS), Research Staff Associate at the Columbia University Mailman School of Public Health, International Consultant at the United Nations Population Fund, Research Associate at the Pontifical Catholic University of Peru, and Director of Quality Management at the New York State ARC. He has authored and co-authored papers, book chapters, reports, and training manuals in mental and public health in the United States and Latin America. His programmatic and research experience include consumer economic empowerment, language access, day and residential habilitation services for people with disabilities, gender inequalities, and HIV/AIDS. He has received grants and subcontracts from the New York State Office of Mental Health (Research Foundation for Mental Hygiene), National Alliance on Mental Illness (NAMI), Syracuse University Burton Blatt Institute, United Nations Population Fund, Great Britain Department for International Development, Peruvian Ministry of Health and United States Agency for International Development, and the Ford Foundation.

## **Vocational Rehabilitation Leaders Update**

### ***“Practicing Emotional Hygiene”***

As professionals, we receive daily exposures to vicarious trauma through those who come seeking our help. This session will focus upon preventing compassion fatigue by providing exercises aimed at “healing the helper”. We will explore what it means to practice good emotional hygiene. Do you ever have frustrations, setbacks, ruminating negative thoughts about an individual who has been confrontational, or need to sleep through the night without worrying about someone on your case load? This presentation is designed to share unique techniques used to prioritize our own emotional well-being to stay refreshed throughout the day. Learn how to take better care of yourself to have the energy to care for others.

#### **Joe Miller**

Field Services Manager

Vocational Rehabilitation

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Joe Miller has been a Statewide Field Services Manager for VR for 10+ years. In 2000, Oregon was the third state in the nation to join the Dartmouth Psychiatric Research Center's Learning Collaborative to embrace the IPS evidenced-based practice model. Joe was on the initial implementation team to implement the IPS model and continues to mentor IPS sites. Joe has a Master's Degree in Rehabilitation Counseling from Western Washington University. He serves on the statewide Addictions & Mental Health Planning and Advisory Board.

## **Panel on IPS Program Collaboration**

A panel of presenters including Supported Employment Supervisors Anna DeBlois from Lifeworks NW and Mollie Cudmore from Wallowa Valley Center for Wellness, and Employment Specialists Kristin Moen from Polk County and Kory Escobar from Center for Human Development will discuss the various ways their IPS programs have collaborated with other IPS programs. Panelists will focus on the benefits they have seen from collaboration and the different forms this collaboration can take.

### **Mollie Cudmore, LCSW**

Mental Health Therapist/Supported Employment Supervisor  
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### **Kory Escobar, BS**

Employment Specialist  
Center for Human Development  
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Kory Escobar has a Bachelors of Science of psychology from Eastern Oregon University. He started working ever since he was able to work and has been employed in a variety of job positions (pizza delivery, gas attendant, firefighting, etc.) and worked throughout his college career. He has been working as an employment specialist for a little over a year now. He got into this line of work because he believes everyone should have access to gainful employment and education throughout their life. Employment has been a huge factor in who he is as a person. It has taught him how to be a successful employee, how to work as a team player, and how to communicate effectively to co-workers and the public. Nobody should feel as though they cannot work because of a criminal background, disability, or a developmental disability/mental health diagnosis. Working with clients has been nothing short of rewarding and he is excited to see their success as they move along in the supported employment program.

### **Anna DeBlois, MC, CRC**

IPS Clinical Supervisor  
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Anna DeBlois has worked at Lifeworks Northwest for over 6 years and has been a clinical supervisor for 3 years. She began working at Lifeworks Northwest as a supported education specialist and worked in that position for 3 years. Prior to working at Lifeworks, she worked at Portland Community College in the workforce development division for 6 years. In this position, the college partnered with DHS – Self-sufficiency to help run the JOBS program for families connected to TANF to help them gain self – sufficiency.

She finished her bachelor's degree in Marketing from Boise State University. Through her work at Portland Community College, it inspired her to return to school and complete her Masters in Vocational Rehabilitation Counseling through University of Wisconsin – Stout that she completed in 2011. She also completed the national certification process and currently is a Certified Rehabilitation Counselor.

**Kristin Moen, BS**

Employment Specialist EASA/ACT  
Polk County Behavioral Health  
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Kristin Moen has had a diverse work experience. She has always known she wanted to finish her education as she enjoys learning. She completed this goal, obtaining her BS in 2015. She has been an Employment Specialist at Polk County for just over a year and has learned so much from the people she gets to work with as well as from her co-workers and supervisor. She provides supported employment services on 2 high fidelity teams, ACT and EASA for Polk Co. Every day is new and different and there are always successes, which makes it really a fun job!

***A Long and Winding Road: From SSDI to W2s***

Using personal narrative, Melody will tie together the key activation points of her recovery journey which hinge on the tenants of health, home, purpose, and community; elements identified by SAMHSA as being shared dimensions that support a life in recovery for all individuals.

**Melody Riefer, MSW**

Keynote Speaker  
Advocates for Human Potential, Inc.  
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Melody Riefer, MSW is a senior program manager at Advocates for Human Potential, Inc. (AHP). Ms. Riefer provides training and technical assistance to behavioral healthcare authorities and providers addressing many aspects of recovery-oriented approaches for organizations and individual services. During her more than 30-year career, Melody has worked as a practitioner, program director, advocate, and consultant—amassing expertise in trauma-informed approaches, training and supporting peer providers, policy and organizational readiness, social and restorative justice, and utilizing implementation sciences to ensure successful transformation when undergoing organizational growth and adopting new and emerging best practices.

Before joining AHP in 2015, Melody was a trainer and consultant with Pat Deegan PhD and Associates, specializing in bringing shared decision making to behavioral health. She served as the inaugural director of the Office Consumer Affairs for the State of Oklahoma and was the founding director of the first peer-run employment focused program in Atlanta GA. In addition to her work focused on implementation and training protocols for shared decision making, she has contributed to improving policy and funding processes for state and local behavioral health authorities; developing infrastructure solutions for statewide mental health consumer networks, expanding models of advocacy, inclusion and community membership, teaching alternative dispute resolution, ethics/boundaries for the traditional and emerging workforce; and creating curricula for certification and training processes for Medicaid reimbursable peer services. Her professional work is grounded in her first-person experience within the behavioral healthcare system as an individual and family member and knowing that recovery and healing should always be the driving and expected outcome.

**Break Out Session 1: Wednesday, September 20 at 1:15pm*****Peer-Supported Economic Empowerment: Promoting Financial Wellness to Support Employment and Recovery Outcomes - Grand Hall Pavilion***

This workshop will introduce a peer-supported economic empowerment intervention model and strategies to promote financial wellness among people in recovery. These include: engaging individuals in culturally

meaningful conversations about their life dreams and financial goals, conducting a financial wellness assessment, building hope about their financial future, helping individuals reframe self-defeating messages, developing a financial wellness action plan, coaching to develop essential financial skills, and linking individuals to financial services and supports. This presentation will provide strategies and tools for assessing individuals' financial wellness and engaging them to identify the financial goals that matter most to them.

**Oscar Jiménez-Solomon, MPH, Lic. Soc.**

Research Scientist

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***Supported Education Fidelity Scale & Fidelity Review Process - OAN Hall of Fame***

This session will present the Supported Education Fidelity Scale developed specifically for providing technical assistance and implementation support for agencies delivering supported education services within an IPS supported employment program. The fidelity scale will be reviewed and the process of having an integrated supported education and employment fidelity review will be discussed. Similarities and differences in the IPS and SED fidelity scales will also be discussed. Example fidelity feedback will also be provided along with practical activities to engage learners.

**Trevor J Manthey, PhD**

Manthey Consulting

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Trevor has been conducting research and providing training and technical assistance on a range of employment and career focused interventions since 2008. He has provided technical assistance in a variety of career focused arenas including, supported education, supported employment, vocational rehabilitation, school districts, community mental health centers, and university settings. Trevor's focus on educational and career interventions stems from his lived experience with a learning disability and his passion for interventions that help facilitate client self-determination in treatment and care.

***Wellness Recovery Action Plan - OSU Room***

This workshop will provide an overview of the Wellness Recovery Action Plan and outline wellness strategies to support individuals who are seeking employment. The workshop will also give examples of hands on approaches using WRAP to maintain competitive employment.

**Joan Keenen, BS**

Statewide Trainer

OSECE

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Joan Keenen is the newest member to the Oregon Supported Employment Center of Excellence (OSECE) Team. She comes to us from California where she worked for 25 years with the County of Fresno, Department of Behavioral Health, most recently as the Clinical Supervisor for the Support Employment and Educational Service (SEES) program. Joan is also an Advanced level Wellness Recovery Action Plan (WRAP) facilitator. She is a leader for wellness and recovery and peer support programs.

***IPS Supported Employment and State Vocational Rehabilitation: A Crosswalk - Lotus Room***

Individual Placement and Support (IPS) supported employment is an evidence-based practice that helps people with mental health conditions work in competitive jobs related to their preferences. **Vocational Rehabilitation (VR)** is a state/federal program that assists eligible individuals with disabilities in obtaining and maintaining competitive integrated employment related to each person's strengths, resources, priorities, concerns, abilities, capacities, interests, and informed choice. Individuals who have access to both IPS and VR benefit from the expertise and resources of both systems. Although IPS and VR are different systems they have commonalities that are described in the eight practice principles that will be discussed during this session.

**Sandy Langfitt Reese**

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***Meaningful Work Roles; Meaning in Our Lives - Trillium Room***

This breakout session will explore the ways in which this human dynamic plays out for those we serve, and for those of us serving. We will, through reviewing researched concepts, solving a work-related vignette, and a group discussion, investigate and identify what it takes to motivate, inspire, and produce realistic hope in each consumer we serve, and ourselves. We will transform this information into specific methods of supporting those we serve, our peers, and ourselves.

**Jacek/Jack Haciaak, Psy.D.**

Consultant and Trainer  
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Dr. Jack Haciaak is a retired Psychologist, former administrator of several mental health and drug and alcoholism treatment programs, and "person with lived experience." His history of incorporating aspects of social activism into mental health work roles has been a staple of his administrative, clinical, teaching, and consultation work with diverse groups for over 40 years. Having learned early on that productivity success is only as good as today's performance, his most recent achievements of certification in Intentional Peer Support, and the open integration of his own history of mental health challenges with his professional activities, are the achievements he now considers to be his best to date.

***IPS 101 and the Eight Principles of IPS - Orchid Room A***

The session will discuss the 8 core principles of supported employment as well as the IPS Fidelity Scale. Information will be given about how practitioners new to the model can use the scale to influence their daily work. Presenters will give advice on how to effectively utilize IPS tools and resources such as Follow Along Plans, the Vocational Profile, Disclosure forms, and the Job Search Plan.

**Linn County Team:**

**Sheri Boyd:** [sboyd@co.linn.or.us](mailto:sboyd@co.linn.or.us)  
(Lead Supported Employment Specialist)

Sheri joined the Supported Employment Team at Linn County in July 2014. Prior to Linn County, Sheri provided employment services as a job developer/job coach and was the Director of Employment Development for a nonprofit organization in Idaho. Sheri has over 15 years of service and training in the employment field and is passionate about assisting others in their desire for work. Sheri's past education includes business, psychology and sign language interpreting. Sheri provides employment and educational services to individuals

served by the ACT team. She is actively involved in the collaboration of care with her fellow team members and prides herself on her ability to break down barriers and present creative solutions.

**Jessyca Delepine:** [jdelepine@co.linn.or.us](mailto:jdelepine@co.linn.or.us)

Jessyca graduated from UO with a dual BS in Psychology and Biology, with an emphasis in neuroscience and behavior. She worked at OHSU from 2010-2013 and started working at Shelter Care in Eugene in 2013. With her organizational and technological skills, she helped the Supported Employment program meet fidelity. She came to Linn County in May 2015 and immediately helped prepare for our fidelity review in July. She serves two teams – the Adult Outpatient and the EASA teams; her clients benefit greatly from what a former supervisor identified as the ultimate "can do" attitude while taking on all projects with positive energy and a smile.

**Debbie Peabody:** [dpeabody@co.linn.or.us](mailto:dpeabody@co.linn.or.us)

One year ago, ES Debbie Peabody joined the Supported Employment (SE) team at Linn County Mental Health Services. She's passionate about providing employment services to people disabled by mental illness, and dedicated to communicating the positive outlook of SE outcomes via newsletters and community networking. Formerly, she worked as Statewide SE Trainer for OSECE. It was 2011 when Debbie became familiar with the Supported Employment program at Working Wonders, and attained an ES position there in the later part of 2013. At Linn County, she serves the East County clients in the Adult Outpatient and Community Support Service (CSS) teams.

**Chris Schwarz:** [cschwarz@co.linn.or.us](mailto:cschwarz@co.linn.or.us)

Chris is the newest member of the Linn County SE team and serves the Albany CSS teams. Chris works closely with local businesses and clients to make job connections that fit both the employer and the person seeking a job. Throughout his career, Chris has assisted people to work successfully in a wide range of job settings: education, office work, manufacturing, construction and maintenance, information technology, hospitality, dining, and human services. He helps employers and clients understand benefits, incentives, and follow along supports. Personally, he's a huge fan of the Rolling Stones, a competitive reader, and enjoys outdoor pursuits with family and friends.

**MaryDale Salston, Ph.D., LMFT**

Supported Employment Supervisor  
Linn County Mental Health Services  
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MaryDale Salston, Ph.D., LMFT, has been with Linn County for close to 10 years. As the Wellness & Recovery Supervisor, she supervises the SE team with the motto that employment IS recovery. MaryDale worked with administration to revive the SE program in 2009; by early 2011, she worked with the SES to have a preliminary fidelity review. By the end of 2011, with a change in supervisors and staff, fidelity was met. In 2014, MaryDale began supervising the team again with two SES, and a jump in our fidelity score to 113. From August 2016 to January 2017, we gained one SES to serve East County and one more to serve the Albany clients in Community Support Services. We worked hard as a team and were excited to reach exemplary status in our review in June 2017.

### ***ADA and How to Reasonable Accommodations - Orchid Room B***

This session will review the rights afforded by the ADA and related state law to people with disabilities in the workplace and how a job applicant, employee or family member can assert and enforce those rights.

**Carla Waring, MRA**

ADA Training & Technical Assistance

Northwest ADA Center - Oregon  
University of Washington, Center for Continuing Education in Rehabilitation  
ADA TA Hotline 800.949.4232  
[www.nwadacenter.org](http://www.nwadacenter.org)  
[carla.waring@adaanswersnw.com](mailto:carla.waring@adaanswersnw.com)

Carla Waring is the newest member to the University of Washington, North West Americans with Disability Act (NWADA) Center, Technical Assistance and Training team. She joined NWADA Center in October 2016 as the Oregon State Partner. Prior to NWADA Center, she worked for the City of Portland and Portland Parks & Recreation as their ADA Transition Plan Coordinator and consulted with Ohio University on designing their ADA Transition Plan. Ms. Waring also worked at Oregon Health & Science University on various grant programs including Oregon Office on Disability & Health and Oregon Center for Children with Special Healthcare Needs. As a Project Coordinator, she worked with communities and families across the state to address and improve health care access for people with disabilities. Ms. Waring has a Masters in Rehabilitation Administration from University of San Francisco and currently working on her ADA Coordinator Training Certificate at University of Missouri and the Great Plains ADA Center. Ms. Waring is an active member of the Portland Commission on Disability, Architectural and Built Environment Committee.

## **Break Out Session 2: Wednesday, September 20 at 3:15 pm**

### ***Supporting Individuals to Navigate Existing Asset-Building and Financial Supports: What Employment Providers Can Do - OSU Room***

Individuals in mental health recovery want to work, improve their financial situation, and are willing to make many efforts to accomplish this. However, the mental health system has been disconnected from the existing financial supports for too long. Many misconceptions about work incentives prevail. This workshop will discuss how employment providers can empower individuals economically by supporting them to learn about, navigate and utilize existing – and tragically underutilized - income-increasing, asset-building, and financial services and supports. The workshop will include an interactive overview of the essential must-knows about tax credits for workers with low and moderate incomes (e.g., Earned Income Tax Credit, Child Tax Credit), work incentives to maintain cash benefits and health insurance while working (e.g., Oregon Employed Persons with Disabilities-EDP), tax-free and matched-savings programs to support work, quality of life, and asset-building that do not affect SSI/SSDI eligibility (e.g., Achieving a Better Life Experience-ABLE accounts, Individual Development Accounts-IDAs, Plans to Achieve Self-Sufficiency-PASS plans).

#### **Oscar Jiménez-Solomon, MPH, Lic. Soc.**

Research Scientist

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### ***Motivational Interviewing for Supported Employment and Supported Education - Orchid Room B***

Motivational interviewing is a way to structure conversations so that people talk themselves into changing. It is a way to support an individual's autonomy while simultaneously increasing their motivation, confidence and commitment in making a change. This session will provide opportunities to learn about and practice initial motivational interviewing principles and skills within a Supported Employment/Education context. A variety of group, dyad, and individual activities will be used in this engaging workshop.

#### **Trevor J Manthey, PhD**

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### ***Employment over the Rainbow: Supporting LGBTQIA Peers in their Employment Goals - Lotus Room***

This session will focus on how best to support peers who identify as LGBTQIA as they pursue employment. In this session, participants will learn language and terms that members of this community use and the unique employment barriers they may face. We will also discuss the employment-specific resources and protections that are available to the LGBTQIA community.

#### **Donita Diamata**

Director: Peerlink National Technical Assistance Center

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Along with personal experience as a recipient of behavioral health services, Donita's work experience in the behavioral health field spans nearly 25 years. Her career history includes providing direct peer support, start-up and management of peer-run programs, developing employment-specific trainings and programs, individual advocacy, and advocacy for change in the behavioral health system. After working officially in both peer-run and traditional provider organizations, she continues to advocate for change that gives recipients options that work best for them.

### ***Benefits of Cognitive Behavioral Social Skills Training in Achieving Employment and Educational Outcomes - OAN Hall of Fame***

Session attendees will learn about CBSST and how utilizing basic social skills training, teaching brainstorming and problem solving skills, and using CBT to manage thinking errors can lead to greater overall progress attaining both educational and employment goals that are self identified by the consumer.

#### **Ben Yoder**

Statewide Trainer

OCEACT

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Benjamin C. Yoder is a graduate of The University of Oregon, long-time Oregon resident, and advocate for the SPMI population. He spent his first few years post-graduation working on campus for environmental concerns and shortly thereafter transitioned into a recovery specialist position with The Laurel Hill Center. There, he studied under Mary Alice Brown, PhD., well known advocate for the rights of the under-served and former president of USpra. After a 15 year tenure and development of the Laurel Hill ACT program, Ben transitioned to the position of statewide trainer with OCEACT. He is currently conducting program reviews and providing technical assistance and support to ACT teams across the state.

### ***Rationale Behind the IPS Fidelity Scale - Orchid Room A***

A fidelity scale is a tool to measure the level of implementation of an evidence-based practice. The IPS Supported Employment Fidelity Scale defines the critical elements of IPS in order to differentiate between programs that have fully implemented the model and those that have not. As demonstrated through research, high-fidelity programs are expected to have greater effectiveness than low-fidelity programs.

#### **Sandy Langfitt Reese**

Employment Trainer and Consultant

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### ***VR Contracts for IPS Programs - Trillium Room***

Presenter will review and explain the Vocational Rehabilitation (VR) contract requirements, policies and implications for Individual Placement and Support (IPS) programs. There will be review on ways to better partner with VR, new policy and procedures which may be implemented soon, as well as time for questions.

#### **Lexie Majors**

Contract Administrator

Office of Vocational Rehabilitation

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Lexie Majors has worked with individuals with disabilities for over 15 years. Prior to working for Oregon's Vocational Rehabilitation Services (VR) as the Contract Administrator she has: worked with the Department of Education at the School for the Blind assisting students with daily life skills, college readiness, and career planning while obtaining a Bachelor's Degree in Psychology; spent over 4 years managing a caseload at Department of Human Services with Child Welfare helping families to improve their protective capacities including connecting with Vocational Rehabilitation Services and finding employment while obtaining a Master's Degree in Rehabilitation Counseling; provided case management, job development, and job coaching as a Vocational Rehabilitation Counselor (VRC) with Oregon Commission for the Blind (OCB), was the Lead VRC to develop and manage OCB's Salem Summer Work Experience Program for qualified youth around Oregon while obtaining certification as a Certified Rehabilitation Counselor (CRC); and most recently managed different caseloads as a VRC at VR where I gained knowledge and experience of the IPS model while working with various IPS providers such as Central City Concern, Cascadia Behavioral Health, LifeWorks Northwest, Abacus, and Marion County Adult Behavioral Health.

### **Break Out Session 3: Thursday, September 21 at 10:30 am**

#### ***“Collaborative Advocacy” How to Respectfully Advocate for Change - Grand Hall Pavilion***

Partnerships with individuals we serve are easy to talk about but can be challenging to realize due to our tendency to fall into under-addressed power dynamics. We will ways to recognize decisional conflict, utilize the stages of creative thinking, and celebrate successes as they take place.

##### **Melody Riefer, MSW**

Keynote Speaker

Advocates for Human Potential, Inc.

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#### ***Assertive Community Treatment (ACT) and IPS Supported Employment Crosswalk - Lotus Room***

The essential practice guidelines of the ACT and IPS supported employment models will be presented. Similarities and differences between these models in terms of organization and service delivery will be discussed along with recommendations for how best to provide IPS as a part of the ACT service array. The most recent Oregon Administrative rules governing the incorporation of IPS into ACT will also be highlighted along with employment outcome disparities between ACT teams using good fidelity IPS and those not using IPS.

##### **Jeff Krolick, MA**

Special Projects Director

Options for Southern Oregon

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Jeff Krolick received his M.A. in Counseling Psychology from Lesley University and has worked in the mental health field for 31 years as a direct service provider and administrator. He is a strong advocate for recovery oriented services including Evidence-based Supported Employment and Assertive Community Treatment. He has been an integral part of the adoption and expansion of Supported Employment in Oregon since 1998. Jeff currently serves as Special Projects Director at Options for Southern Oregon where he provides administrative support for the Oregon Supported Employment Center for Excellence and the Center of Excellence for Assertive Community Treatment and sits on the Oregon Workforce Investment Board (OWIB) representing community service organizations. In his spare time, pursues a career as a photographer and documentary film maker. He lives in Portland, Oregon.

## ***Practical Application of Supported Education Forms and Tools - Orchid Room A***

This hands-on session will present and review forms and tools specifically geared for helping programs track and implement their supported education service delivery. The tools are meant to be practical and helpful in engaging clients in their supported education goals. The tools and examples reviewed are meant to help with issues such as pre-enrollment and follow along support planning, disclosure, connecting with school personnel around a student concern, initiating quality relationships with university and other education staff, and transferring students to another program.

### **Trevor J Manthey, PhD**

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## ***Show Me the Money! (Ticket to Work Funding) - Trillium Room***

We will be discussing the SSA Ticket to Work Basic program, 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 funding.

### **Eugenia Cox**

Ticket to Work Program Coordinator

Oregon Vocational Rehabilitation

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Eugenia is the Ticket to Work Program Coordinator with the State of Oregon Vocational Rehabilitation. Eugenia oversees the Ticket to Work and SSA Cost Reimbursement programs for Oregon VR. Eugenia is responsible for training staff, community partner and other states agencies with regards to Ticket to Work and how it works in the State of Oregon. Eugenia also assists and provides training for other state VR agencies with their Cost Reimbursement programs. Eugenia is an active participant with NENA and its Legislative Policy committee and has a strong commitment to improve the Ticket to Work program for both ENs and State VR agencies. Eugenia has been with Oregon VR since 2003 and in her current positing since 2006. Eugenia's education background is in Management and Human Services and she has been working with both public and private employers for the last 25 years.

## ***VRCs' Best Practices for Partnering with IPS Programs - OSU Room***

This breakout session features a 'roundtable' discussion focusing on the relationship between Vocational Rehabilitation and IPS Supported Employment. Best Practices for successful placement and retention and how to strengthen the relation between Vocational Rehabilitation Counselors and Supported Employment Specialists including support staff, bookkeepers, supervisors, and VR Branch Managers. Discussion on how to meet IPS Supported Employment agencies as well as how to meet Supported Employment Specialists where they are at with clients and where clients are at, observe and respect the core principles of IPS Supported Employment while following VR benchmarks, policy and guidelines while being mindful of Fidelity.

### **Brook Yetter, MS, CRC**

Vocational Rehabilitation Counselor/Project Manager

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Brook holds a Master's degree in Rehabilitation and Mental Health Counseling and is a Certified Rehabilitation Counselor. Brook has worked in the McMinnville Vocational Rehabilitation office since 2014 where he works as a Vocational Rehabilitation Counselor and recently in Salem with Vocational Rehabilitation Administration as a Project Manager. He has focused the majority of his work on Supported Employment including Employment First and IPS Supported Employment. His primary focus is on IPS Supported Employment with the Abacus program and believes that the best way to help IPS Supported Employment clients is to emphasize flexibility in partnership as well as an understanding of the IPS programs.

### ***Split Session: OAN Hall of Fame***

- *Job Developing for Individuals Suffering from Homelessness, Addictions, and Mental Health.*
- *IPS for People with Justice System Involvement*

### ***Job Developing for Individuals Suffering from Homelessness, Addictions, and Mental Health***

Staff from Central City Concern will present on the topic of job developing for individuals suffering from homelessness, addictions, and mental health. This session will cover statistical information of these populations in Portland, OR, the physiological effects and the challenges that these populations face. This information to lead into techniques that Central City Concern staff use when job developing for these individuals.

#### **Lee Ann Keeler:** [leeann.keeler@ccconcern.org](mailto:leeann.keeler@ccconcern.org)

Lee Ann was born and raised in Wisconsin, where she received her Bachelor's Degree in Social Work with a Minor in Psychology and a second Minor in Substance Abuse Counseling from Viterbo University in La Crosse, WI. Lee Ann has been trained in case management, mental health, substance abuse issues, and intervention and counseling techniques and the IPS Model. She has two years of experience working with adult males and females suffering from mental illness and/or substance abuse challenges, single mothers, adults with cognitive disabilities and at-risk teenage females in a residential treatment facility. Lee Ann also has six years of experience working with the elderly population suffering from varying degrees of dementia and Alzheimer's Disease. Furthermore, she has three years of experience working with the homeless Veteran population and assisting them with obtaining gainful employment. Currently, Lee Ann is the Supported Employment Program Supervisor at Central City Concern's Employment Access Center where she oversees two homeless Veteran programs along with the IPS program.

#### **Tyler Abelein:** [tyler.abelein@ccconcern.org](mailto:tyler.abelein@ccconcern.org)

Completed his Bachelor of Science Degree in 2008 at Western Oregon University. He has 8 years experience working with people who are at risk or in need of social services. Most recently He has working for about 2.5 years in Employment. He spent a year working with people who experience a Developmental Disability, then gained employment with Central City Concern as an Employment Specialist where he assist people who experience chronic homelessness, addiction and mental health issues in their employment journey.

#### **Berenia Ramirez:** [berenia.ramirez@ccconcern.org](mailto:berenia.ramirez@ccconcern.org)

Berenia was born and raised in Mexico. For six years, she worked as a medical assistant in a rural clinic and at a hospital in Michoacán, Mexico. She reached out to families in their homes, and provided education about contraceptives, high blood pressure, diabetes and asthma control/ prevention. Berenia has been living in the USA since she was 22 years old. She was desperate to go back to work in the healthcare field because of her love to help others in need. She struggled to go back to the healthcare field, as she needed to learn English. For two years, Berenia worked as health promoter (Promotora de Salud) in churches, schools, and in community health centers educating pregnant women about natural births, high blood pressure, contraceptives, asthma control and prevention, and the danger of lead among other health issues. In 2003, she became a certified medical interpreter then worked for Emanuel Hospital. In 2005, Berenia became a Certified Nursing Assistant. She has worked and studied and obtained a bachelors in science in community health education in 2010 at PSU. Since then, she has been working as a QMHA. She worked at the St. Vincent Hospital in the behavioral health unit from 2010 until 2016. Berenia has been working as an employment specialist at CCC since April 2016.

## ***IPS for People with Justice System Involvement***

Although the Individual Placement and Support (IPS) approach has demonstrated superior competitive employment outcomes for people with severe mental illness, practitioners report that job obtainment for people with criminal convictions is particularly challenging. The study described by the presenter will examine employer hiring decisions and attitudes regarding job applicants with felonies. The main purpose of the study was to identify the percentage of employers who had knowingly hired applicants with felonies and if the hiring patterns differed by employer type.

### **Tammy Guest, MA**

IPS Statewide Trainer

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Tammy Guest joined the Oregon Supported Employment Center for Excellence team as an IPS Statewide Trainer in June 2014. Tammy has a Master's Degree in Community Counseling and over 17 years of experience working with adults with disabilities. Prior to working for OSECE, Tammy worked as a Supported Employment Team Lead and Employment Specialist for over 6 years. She has been involved with some aspect of employment services for people with disabilities for the majority of her career. In 2014, she was appointed to the State Rehabilitation Council by Governor Kitzhaber. She was also chosen to represent Oregon in the Criminal History/Expert Employment Specialist research project with Dartmouth College in 2009-2010. In 2009, Tammy successfully spearheaded a petition to the Oregon Employment Department to reinstate the Federal Bonding Program after it had been inactive for almost 15 years. Tammy is passionate about advocating for people with mental illness and she has seen firsthand how the IPS Supported Employment model changes lives for the better!