

FACING THE FUTURE 2024

INVESTING IN EMPLOYMENT



A conference for professionals highlighting best practices in supporting people with disabilities in career planning, supported and customized employment, and transition from school to work

October 18, 2024 ■ Hyatt Regency New Brunswick

Conference at a Glance

8:00 A.M. TO 8:30 A.M.	Registration, Continental Breakfast, and Exhibits					
8:30 A.M. TO 8:45 A.M.	Welcome Stefanie Rinaldi, MAT, NJ APSE and Margaret Gilbride, JD, CT, The Boggs Center					
8:45 A.M. TO 9:00 A.M.	What Investing in Employment Means Margaret Gilbride, JD, CT, The Boggs Center					
9:00 A.M. TO 9:15 A.M.	Break (15 minutes)					
9:15 A.M. TO 10:30 A.M.	Workshop 1	Workshop 2	Workshop 3	Workshop 4	Workshop 5	Workshop 6
	Job Seeker Showcases: Networking Events for Providers to Highlight Those They Support	Empowering Youth Employment: Harnessing the Philosophy of Centers for Independent Living	Collaboration Destination: Building Relationships in Our Communities	Exposing Invisible Walls: Understanding Transition for Students with Disabilities and Undocumented Immigration Status	Think College! Planning for Students with Intellectual Disabilities to be Prepared to Attend an Inclusive Postsecondary Education Program	Money, Money, Money: How to Earn More Using the Social Security Rules
10:30 A.M. TO 10:45 A.M.	Break (15 minutes)					
10:45 A.M. TO 12:00 P.M.	Workshop 7	Workshop 8	Workshop 9	Workshop 10	Workshop 11	Workshop 12
	Storytelling on a Budget	Hustle and Maintain	My Dream, My Vision, My Future: Leveraging Charting the LifeCourse Tools for Person-Centered Planning	Soft Skills for Work: An Employment-related Small Group Intervention	Successful Techniques for High School Transition Coordinators	Interagency Collaboration on Post-Secondary Transition Services
12:15 P.M. TO 1:00 P.M.	Awards Luncheon					
1:15 P.M. TO 2:30 P.M.	Workshop 13	Workshop 14	Workshop 15	Workshop 16	Workshop 17	Workshop 18
	Downtown Cranford and Union County Educational Services Commission: An Innovative Partnership for Work Based Learning and Job Development	Supported Decision-Making as a Critical Person-Centered Practice in Employment Supports	New Jersey ABLE Savings Plans: Save Money While Remaining Eligible for Public Benefits	Aligning Aspirations: Navigating Differences in Employment Goals Between Job Seekers with Intellectual and Developmental Disabilities and Their Families	Flipping the Script: A Reverse Job Fair Presentation	Raising the Bar: Students Transitioned Out of High School Into Adulthood – Exploring Issues in a College Setting
2:30 P.M. TO 2:45 P.M.	Break (15 minutes)					
2:45 P.M. TO 3:45 P.M.	Keynote Presentation A Star Gazer's Guide: How to Help People with Disabilities Navigate Inclusive Employment Delaina Parrish, Co-Founder and CEO, Fearless Independence, LLC					
3:45 P.M.	Conference Adjourns					

Keynote Presentation



A Star Gazer's Guide: How to Help People with Disabilities Navigate Inclusive Employment

Delaina Parrish

Co-Founder and CEO

Fearless Independence, LLC

With refreshing candor, insight and “Gen Z energy,” Ms. Parrish invites attendees to travel with her across the vast universe of trials and triumphs in seeking and maintaining an exciting career. She has experienced a remarkable journey that has taken her to the runways of adaptive fashion, to the global stage of influencing for corporations, to the hearts of nonprofits for fundraising, and to the ears of educators, celebrities, families, businesses, and people with disabilities...all while presenting with the power of Augmentative and Alternative Communication.

Coupled with disability, the barriers of earning constraints, long-range financial and workforce planning, and a lack of advocacy and education in disability policies are ever present. Delaina encourages others to see how fearless entrepreneurial thinking can result in “hyper-creative” solutions; how leadership opportunities and personal passions can play a major role in employment success; and how the personal strengths of each individual must be integrated into today’s workforce.

Ultimately, Delaina hopes her “Star Gazer’s Guide” will point disability employment professionals to tactics that will successfully launch many future careers.

Meet your Guide, Delaina Parrish

“Even at a young age, I knew that my inner starlight shined a little differently than those around me. Growing up with Cerebral Palsy and physical and speech differences forced me to navigate through a world that wasn’t really designed for someone like me, but I found my path...and it has led me to the stars!”

Delaina is a Reitz Scholar and a 2020 Business School graduate from the University of Florida, with an emphasis on Marketing and Entrepreneurship. While “grounded at home” during the Pandemic, she pivoted her employment goals to build a closely held company, Fearless Independence, LLC, that helps businesses, brands and organizations develop strategies that capitalize on the future of inclusion. Following her TEDxUF talk on diversity employment, she became an in-demand public speaker, one of very few utilizing the power of Augmentative and Alternative Communication. As a global brand ambassador, her influencing campaigns for tech, fashion, employment and education have been viewed in numerous countries and among universities, celebrities, organizations and corporations. Whether sipping wine through a straw in Napa, climbing rock walls in Asheville, or modeling on the runway of New York, Ms. Parrish lives a life of adventure! She is currently serving on her second term as a gubernatorial appointee to Florida’s Vocational Rehabilitation Council and has been Listed by Forbes Magazine as “...a rising entrepreneur, representing the essential markets of Disability, Equity and Inclusion.

Morning Workshops 1-3: 9:15 A.M. – 10:30 A.M.

1 Job Seeker Showcases: Networking Events for Providers to Highlight Those They Support

Jessica Short, BA, Senior Training and Consultation Specialist, The Boggs Center on Developmental Disabilities, Rutgers Robert Wood Johnson Medical School, and Katrina Elwertowski, Job Developer, Community Options, Inc.

A critical aspect of job development involves the capacity of supported employment providers to network effectively, maintain visibility within the community, and demonstrate their commitment to facilitating employment opportunities with those they support. In contrast to traditional job fairs, the reverse job fair flips the dynamic, where job seekers take on a more proactive role in showcasing their skills, experiences, and personalities to potential employers. These unique events are gaining in popularity due to the interactive and engaging environment they create for both job seekers and employers. In this presentation, we will explore how supported employment providers can organize such an event, support job seekers in their preparation, attract employer participation, and foster networking opportunities.

2 Empowering Youth Employment: Harnessing the Philosophy of Centers for Independent Living

Carmela Slivinski, BA, Executive Director, and Laura Dicker, Pre-ETS/Independent Living Program Coordinator, DAWN Center for Independent Living

Individuals with disabilities have often been pigeon-holed into jobs that are outside of their interests or abilities and are often made to feel they are lucky to have a job. Everyone, including individuals with disabilities should have opportunities to work in a field that is important and meaningful to them. Centers for Independent Living operate on the fundamental belief that services should be person centered and consumer driven ensuring that individuals with disabilities have the right to make their own choices about their futures. In this workshop, we will explore how CILs leverage this philosophy to tailor experiences for youth with disabilities, including personalized employment opportunities that align with the individual's skills and abilities; as well as customized training and skill-building opportunities which ultimately lead to improved employment outcomes. Whether you're a service provider, educator, policymaker, or advocate, this workshop offers valuable insights and practical strategies for promoting inclusivity and empowerment in the realm of youth employment.

3 Collaboration Destination: Building Relationships in Our Communities

Samantha Goldfarb, BA, Director of Training and Consultation Services, The Arc of New Jersey

Achieving community integration is a key component of supported employment, and this applies to providers as much as it does to their clients. If, for example, a school system is limited to a small job-sampling network or a private agency lacks connections in more than a few industries, the people they support can easily get pigeonholed into careers that are not fulfilling to them. This can be prevented by developing strong relationships with local businesses, community organizations, and peers in the field in ways that optimize your program's structure and function. This workshop will provide valuable information, resources, and networking connections to help you and your program achieve a high level of community integration for the greatest benefit to your clients.

Morning Workshops 4-6: 9:15 A.M. – 10:30 A.M.

4 Exposing Invisible Walls: Understanding Transition for Students with Disabilities and Undocumented Immigration Status

Nikkilee Pedersen, MA, Training and Consultation Specialist; Valentina Arango-Correa, EdM, Training and Consultation Specialist; and Robert Kimmel, EdD, BCBA, CESP, Training and Consultation Specialist, The Boggs Center on Developmental Disabilities, Rutgers Robert Wood Johnson Medical School

There are many undocumented students in our school systems and those with disabilities receive supports in school through IDEA. Unfortunately, the transition process that is in place to support those with disabilities into their life after graduation simply does not work for students that are undocumented, one example being that we don't address that these students cannot access VR or DD services in our states. This intersection of immigration status and disability is incredibly underexplored and not well understood by practitioners in our field. This presentation intends to bring this systemic issue to the forefront, provide information around the legal components of residency status, recommend culturally responsive and person-centered framework for working with this population of students, and suggest implications for future research and current practices.

5 Think College! Planning for Students with Intellectual Disabilities to be Prepared to Attend an Inclusive Postsecondary Education Program

Kathryn Leonard, LMSW, Director of the Certificate in General Education Studies Program, and Jessica Bacon, PhD, Associate Professor, Montclair State University

There are a growing number of inclusive post-secondary education opportunities for students with intellectual disabilities (ID) in New Jersey and across the country. In this workshop, we will share a myriad of college opportunities that exist for students with ID and discuss how school professionals, students, and families can become aware of their options, while also pre-planning for students to acquire college-readiness skills. Participants will learn how to assure young adults with ID are well-prepared to apply for college and hear advice from students who have applied to the Montclair State University Certificate in General Education Studies program.

6 Money, Money, Money: How to Earn More Using the Social Security Rules

Dawn Hale, BSW, Director of Ticket to Work and Benefits Counseling, and Sharon Roth-Lichtenfeld, BA, Benefits Counseling Coordinator, Waters & Sims Employment Services, Inc.

How many times have you been asked "how many hours can I work before my Social Security Benefits are affected?" or been told by a consumer "I can't afford to lose my Medicaid"? Join us to learn the ins and outs of Social Security Income, how Social Security and Medicaid work together, and how to help your consumer navigate their questions. We will provide you with resources to guide your consumer if they have a problem with their Social Security income and you'll even learn about some things you can bill for that you might not be doing. We want you to feel more confident when you're asked the dreaded question of "how much can I earn and still keep my Social Security benefits?"

10:30 A.M. ~ Break (15 minutes)

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Morning Workshops 7-9: 10:45 A.M. – 12:00 P.M.

7 Storytelling on a Budget

Diana Jordan, BA, Assistant Digital Media Editor, and Elaine Katz, MS, CCC-SLP, Senior Vice President, Grants and Communications, Kessler Foundation

Discover the secrets to powerful storytelling on a shoestring budget in this engaging and informative workshop. Learn expert tips and how-to's for effectively marketing your stories across diverse channels, including social media, podcasts, and video. We'll delve into the art of choosing the right story, leveraging data-driven insights, and utilizing key words to maximize audience engagement. Whether you're a budding storyteller or an experienced content creator, this workshop will equip you with the tools to captivate your audience without breaking the bank.

8 Hustle and Maintain

Cortez Range, Advocate, and Brian McCrystal, MA, Direct Support Professional, Royal Community Support

In our 2023 Facing the Future conference presentation, Cortez shared his journey about how he found his job as a tire technician at Mavis Discount Tire. He is now exploring the complications and responsibilities that arise as he grows into a career. Cortez and his Direct Support Professional, Brian, will strategize with the audience to find new ideas on how someone with an intellectual disability can have a career. With the audience input we hope to influence policy changes which can support individuals with intellectual disabilities in maintaining their chosen careers.

9 My Dream, My Vision, My Future: Leveraging Charting the LifeCourse Tools for Person-Centered Planning

Jocelyn Muse-Taylor, EdM, Training and Consultation Specialist, and Jessica DiPane, MA, Training and Consultation Specialist, The Boggs Center on Developmental Disabilities, Rutgers Robert Wood Johnson Medical School

The Charting the LifeCourse (CtLC) framework was designed to aid individuals and families of diverse abilities and ages in crafting a vision for a fulfilling life, pinpointing support sources, and realizing their desired lifestyles. CtLC has been endorsed by multiple New Jersey state agencies, showing that this framework is poised to expand its reach within the state's disability and social services sector. Our interactive presentation aims to equip professionals who support individuals with disabilities with a solid understanding of Charting the LifeCourse (CtLC) tools and empower them with actionable tactics to effectively assist individuals with disabilities and their families in making personalized, person-centered life decisions across the lifespan.

Morning Workshops 10-12: 10:45 A.M. – 12:00 P.M.

10 Soft Skills for Work: An Employment-related Small Group Intervention

Samantha Herrick, PhD, Associate Professor, The University of Scranton, and Janice Oursler, PhD, Associate Professor, Rutgers School of Health Professions

Soft skills have been identified as important in obtaining and maintaining employment. This workshop will present an employment-related soft skills curriculum (“Soft Skills at Work”) for individuals with disabilities. A focus on soft skills is concerned with interpersonal relationships rather than the technical aspects or “hard skills” of a job. Previous studies have found that work-related soft skills deficits are associated with unemployment and job loss. Studies have also established that soft skills fluency enabled employees to connect with coworkers and supervisors, promoted teamwork, and are correlated with higher levels of overall job satisfaction. In addition, workers with sufficient soft skills have longer job tenure and opportunities for career advancement. This presentation will describe “Soft Skills at Work,” a small group intervention, and share the results of an on-going program evaluation of this approach.

11 Successful Techniques for High School Transition Coordinators

Kristen Sciallo, MA, Work-Based Learning and Community Based Instruction/Transition Coordinator, Barnegat High School

Individuals who have disabilities need precise tools to foster and maintain gainful employment post-graduation. I will share best practices and successful techniques to solidify community partnerships and how to maintain authentic communication that has shown proven success. Participants will learn how to motivate job coaches, approach supervisors, interact with business managers, and adequately place students in job placements of their dreams. I will also teach participants to foster relationships with parents and their children to facilitate the best possible outcome for independence in post-graduation job solidification.

12 Interagency Collaboration on Post-Secondary Transition Services

JoAnn Johnson, MA, Transition Specialist, New Jersey Department of Education; Esther Lavarin, MA, VR Coordinator, New Jersey Commission for the Blind and Visually Impaired; and Renee Caratozzolo, MS, Program Planning and Development Specialist, New Jersey Division of Vocational Rehabilitation Services

This workshop is an overview of services available to students with disabilities to prepare for, obtain, and maintain competitive integrated employment. The presenters are secondary transition specialists from the New Jersey Department of Education, New Jersey Department of Vocational Rehabilitation Services, and the New Jersey Commission for the Blind and Visually Impaired. They will guide the audience on the different services available from their agencies and how each work together with school districts, youth, and families in order to assist in preparing for postsecondary transition.

12:15 P.M. ~ Awards Luncheon

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Afternoon Workshops 13-15: 1:15 P.M. – 2:30 P.M.

13 Downtown Cranford and Union County Educational Services Commission: An Innovative Partnership for Work Based Learning and Job Development

Josh Bornstein, MEd, Director of Special Projects, Union County Educational Services Commission, and Caren Demyen, BA, Director, Cranford, New Jersey Downtown Management Corporation

From 1995 to 2021, more retail stores closed every year than opened. This “retail apocalypse” negatively impacted supported employment agencies and schools who often relied on these establishments for work-based learning and employment experiences. In this workshop, participants will learn about an innovative partnership between the Union County Educational Services Commission and the Downtown Cranford Management Corporation that targets small businesses as a new and untapped source for pre-employment and employment opportunities.

14 Supported Decision-Making as a Critical Person-Centered Practice in Employment Supports

Michael Steinbruck, MA, Senior Training and Consultation Specialist, The Boggs Center on Developmental Disabilities, Rutgers Robert Wood Johnson Medical School, and Michael Brower, JD, Legal Director, Disability Rights New Jersey

Participants will join presenters in learning about the tools, strategies, and information needed to understand and use supported decision-making as an ongoing person-centered support in employment and other settings. Presenters will engage participants in exploring current practices and identifying specific methods for implementing these approaches. An open and casual format will be employed to maximize participant comfort, input, and engagement. Helpful resources will be shared to enable participants to continue learning after the workshop.

15 New Jersey ABLE Savings Plans: Save Money While Remaining Eligible for Public Benefits

Christine Chickadel, BA, New Jersey ABLE Program Representative, New Jersey Division of Disability Services

Money in ABLE accounts is disregarded when determining eligibility for many federal benefits, including SSI and Medicaid. Learn about NJ ABLE (Achieving a Better Life Experience), the tax advantaged savings account for individuals with disabilities. NJ ABLE accounts promote financial independence without jeopardizing eligibility for many means tested (asset based) federal benefit programs. Join this session to get a clear, straightforward understanding of the savings accounts and how they are so beneficial for people with disabilities.

Afternoon Workshops 16-18: 1:15 P.M. – 2:30 P.M.

16 **Aligning Aspirations: Navigating Differences in Employment Goals Between Job Seekers with Intellectual and Developmental Disabilities and Their Families**

Bethany Chase, DSW, LSW, CESP, Training and Consultation Specialist, The Boggs Center on Developmental Disabilities, Rutgers Robert Wood Johnson Medical School

Job coaches are well-trained to use person-centered approaches to partner with a job seeker on their employment goals. However, when a parent interrupts this process with a directive to disregard the job seeker and follow the parent's guidance instead, job coaches often feel caught in the middle. This workshop will address the dynamic that can arise when job seekers with disabilities have divergent employment goals from their parents or families. Participants will gain insight into the root causes of these conflicts and develop a deeper understanding of many common parent concerns. Job coaches will leave with practical tools to both manage the discomfort of these conflicts as well as resolve them, all while maintaining a commitment to the job seeker's employment goals, autonomy, and aspirations.

17 **Flipping the Script: A Reverse Job Fair Presentation**

Deana Eckstrom, MBA, Teacher, and Sarah Rockey, BA, Teacher, Mainland Regional High School, Linwood

Join us for an engaging workshop on "Flipping the Script: A Reverse Job Fair Presentation." In this session, we'll explore the innovative concept of reverse job fairs and their transformative impact on the recruitment landscape. We'll delve into why traditional job fairs may inadvertently exclude certain demographics and how reverse job fairs provide an inclusive platform for all students to showcase their talents. Through interactive discussions and practical insights, participants will learn how to organize and participate in reverse job fairs that promote diversity, equity, and inclusion while maximizing opportunities for both students and employers. This workshop will equip you with the tools and knowledge to navigate the evolving recruitment landscape with confidence and effectiveness.

18 **Raising the Bar: Students Transitioned Out of High School Into Adulthood - Exploring Issues in a College Setting**

Kristal Velez, BSW, Employment Support Specialist, and Pat Gerke, MA, Assistant Director, Center for Adults in Transition, Rowan College at Burlington County

In most cases, transition students are coming to college from various high schools, special programs, or work-based learning programs. In these programs, students could be in some general, special, or skill classes, receive one on one support, small groups, set schedules, transportation provided to school, and in some cases work experiences, unison work experiences or individual work experiences, with IEP goals set by teachers, parents, or staff. In this session, participants will identify and address gap areas in IEP/Transition goals for future graduates, increase understanding of college level career tools available to students, and be exposed to sample questions using critical thinking and self determination to further identify their future career choices.

2:30 P.M. ~ Break (15 minutes)

2:45 P.M. ~ Keynote Presentation

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Continuing Education

As part of Rutgers, The State University of New Jersey, The Boggs Center offers this program for social work continuing education credit per NJAC 13:44G6.4.c(5). The Boggs Center is a registered NJ Department of Education Professional Development Provider. The program has also been submitted to the Commission on Rehabilitation Counselor Certification (CRCC) and APSE (Certified Employment Support Professional - CESP) for continuing education program approval.



Certificates of Attendance will be emailed to attendees following the event.

The Facing the Future Conference is offered for 5 hours of continuing education recognition.

Conference Registration

• **Register using The Boggs Center Online Registration System at:**

<https://boggscenterregistration.rwjms.rutgers.edu/index.php/event/featured/Facing%20the%20Future>

REGISTRATION FEES	Non-Member Rates		APSE Member Rates	
	Early Bird until 8/23	Registration starting 8/24	Early Bird until 8/23	Registration starting 8/24
	\$185.00	\$215.00	\$155.00	\$185.00

Register by August 23 and save!
Final registration deadline: September 27

APSE membership number is required to receive the Membership Rate. Membership will be verified. To join APSE, go to: <http://apse.org/membership/>

- After you register, you will receive an invoice with the amount due and payment instructions. Registration fees may be paid by credit/debit card (preferred) or by check. There are no cancellations or refunds.
- If you require disability-related accommodations or have dietary restrictions, please complete the Accommodations section of your Boggs Center Online Registration System profile.
- Continental breakfast, awards luncheon buffet, dessert buffet, and Continuing Education fees are included with your registration.
- For conference updates, please check the conference web page at: <https://boggscenter.rwjms.rutgers.edu/conferences-and-events/facing-the-future-2024>
- For conference registration questions, please contact lisa.thomas@rutgers.edu

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Exhibitor Registration

Exhibit at the Facing the Future conference to showcase your agency, products, and services to our audience of disability employment professionals and educators!

Exhibitor registration deadline: Friday, September 6

Register early! Exhibitor space is limited and fills up quickly!

Exhibitor Fees:

- \$400 fee includes a 6 foot table and chair, admission to conference presentations, meals (continental breakfast, lunch buffet, and dessert) for one exhibitor representative.
- A second exhibitor representative may be added for \$150, which includes a second chair at the table, admission to conference presentations, meals (continental breakfast, lunch buffet, and dessert).
- Maximum of 2 representatives per exhibit table (1st and 2nd exhibitor)

Exhibitor Registration and Payment:

- **Register using the Exhibitor Registration Form at:**
<https://form.jotform.com/boggscenter/facing-the-future-2024-exhibitor>
- Once your exhibitor registration is confirmed, your exhibitor space is held.
- You will receive a confirmation email with the invoice and payment instructions.
- Registration fees may be paid by credit/debit card (preferred) or by check.
- Exhibitor payment must be received no later than September 6, 2024 or your space will be forfeited.
- Exhibitor space is limited and there are no cancellations or refunds.

Questions?

Please contact deborah.mahovetz@rutgers.edu if you have any questions about exhibiting at the conference

Directions to Hyatt Regency New Brunswick

Two Albany Street, New Brunswick, New Jersey, 08901 Tel: 732-873-1234

GPS Address: 200 Neilson Street New Brunswick NJ 08901



From the New Jersey Turnpike

Take the New Jersey Turnpike to Exit 9. Proceed on Route 18 North 3 miles to Route 27 South. Travel 2 blocks to Nielson Street. Turn left. Hotel is on left.



The Hyatt Regency is walking distance from the New Brunswick train station (NJ Transit and Amtrak).



From Route 1, South or North

Take Route 18 North 3 miles to Route 27 South. Travel 2 blocks to Nielson Street. Turn left. Hotel is on left.



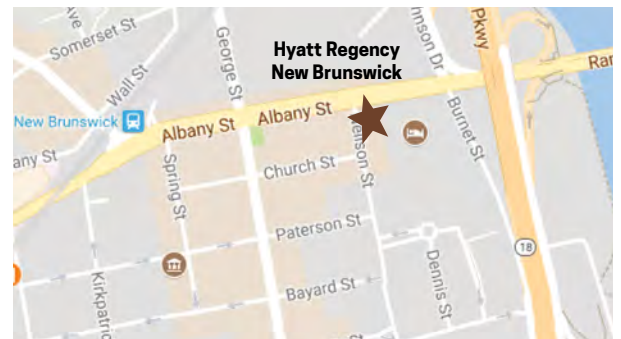
Walking directions from New Brunswick train station to Hyatt Regency

Head northeast on Albany Street toward Spring Street. Turn right on Neilson Street and the hotel will be on your left.

Parking Information

Event parking is offered on a first-come, first-served basis at the Hyatt Regency New Brunswick parking deck for the discounted daily rate of **\$10**. Parking is also available at the Church Street Deck and other nearby locations for approximately \$2 per hour. See the Parking Map (at right) and the New Brunswick Parking Authority Parking Locator at: <http://www.njnbpa.org/parking-locator/>.

The Hyatt Regency is located in downtown New Brunswick. Please leave extra travel time. Car pooling and public transportation are encouraged.



Overnight Accommodations

The conference rate is \$179 for overnight accommodations the night of October 17 at the Hyatt Regency New Brunswick. Reserve rooms online at: <https://www.hyatt.com/en-US/group-booking/EWRRN/G-NJF4>.

Rooms must be reserved by September 17 to receive the discounted rate. After the deadline, the standard hotel rates will apply.