



Minnesota APSE

The Network on Employment • November 2007

WHY NOT?

Heidi Maghan

Jolene Thibedeau Boyd

Imagination...Some people see things and say, 'Why?' I dream things that never were and say, 'Why Not?'

This poster hangs on the wall in my office to remind me and others that employment for all IS possible. When I think about what MN APSE accomplished last year I am amazed. When I think about what MN APSE wants to accomplish this year I think, "Wow, we CAN do this!" With the continued push for employment for all, MN APSE is in a position to assist with making this happen...and so are you. Yet it takes the involvement of all of our members. It requires the willingness for those who support people with disabilities

to step up to the plate and take some risks.

Are you willing to do that?

Change starts with one person being willing to make a difference. What we have in the MN APSE Board is a whole group of people willing to assist with that change. One of our goals this year is to branch out and get more involved with people working and living in greater Minnesota. The MN APSE Board believes that we have much to learn from and offer to people working in smaller cities and rural areas, as well as those in the metro area. We would like to have more people from outside of the metro area get involved by sharing their stories and providing input into MN APSE-

sponsored events. There are several sub-committees that could allow participation from a distance (i.e. members would not be required to come to the Twin Cities metro area if the travel isn't feasible.)

We want to hear about your stories, the issues you face, and the creative solutions that have been implemented in your area. We want to find out how MN APSE can facilitate and support initiatives to make changes in your communities and neighborhoods.

MN APSE is committed to building and strengthening partnerships throughout MN in the fight to make employment the first choice for everyone, regardless of their abilities!

MN APSE Sub-Committees	Initiatives (lists are not all-inclusive)	Current number of members
Training Committee	<ul style="list-style-type: none"> o Planning Annual Spring Conference o Planning 2nd Annual Employment First Summit (collaborative with Steering Committee) o Plan Regional Forums 	3
Building a Strong & Viable Organization	<ul style="list-style-type: none"> o Develop MN APSE web site o Develop marketing initiative o Increase diversity of membership & board o Develop new board member orientation o Get more involvement of state reps 	4
Building Dynamic Community Partnerships	<ul style="list-style-type: none"> o Complete Employment First Manifesto o Discuss training & technical assistance o Plan "mini-summit" o Networking action o Plan 2nd Employment First Summit 	4
Shaping Public Policy	<ul style="list-style-type: none"> o Utilize Employment First Manifesto o Develop Public Policy statement & plan o Impact legislation through increased visibility o Involvement with state agency planning o Get political 	5

For more information or to get involved in one of these committees, contact Jolene Thibedeau Boyd at jolenet@cipmn.org or Heidi Maghan at hmaghan@kaposia.com.

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News from National

We may have reached record high temperatures this summer, but nothing was hotter than the passion that boiled over at the National Conference in Kansas City. Fabulous keynote presentations were given by Jenny Nolen and Richard Pimentel that not only entertained us but rekindled a "fire" that burns with the belief that all people belong in integrated employment.

This conference marked the second year in a row APSE held an employer forum. Attendance at the employer forum was up considerably from last year and we expect an even a bigger turnout in Louisville next year. Neil Romano, Erin Riehle and Richard Pimentel all spoke at the employer forum. Their expertise and skills created a sincere interest in learning more about hiring people with disabilities among the employers that were there.

APSE's marketing initiative was rolled out at the membership breakfast. All chapters have been encouraged to buy the rights to the marketing materials. The hope is that we can launch a unified

marketing campaign nation wide.

APSE plans to launch the HR-Disability Institute in 2008. The objective for this institute is to become the premiere source for human resource professionals on industry relevant information, training, and supports about the disability community. The focus of the HR-Disability Institute is to provide a one-stop shop for human resource professionals that will allow them to successfully tap the disability community and utilize it as an incredibly powerful labor source. APSE's goal is to form an organizational partnership with The Office of Disability Employment Policy (ODEP) and The Society for Human Resource Management (SHRM). James Emmett, a national leader in assisting corporations in development of outreach efforts to the disability community, is leading this effort along with the help of Celane McWhorter and Chris Davies. Once the initiative is ready for implementation, many other trainers and organizers will be a part of this effort. Stay tuned for

Continued on following page



Left to Right: Laura Halling, Steve Piekarski, Heidi Maghan, Georgette Wondolkowski, Jolene Thibedeau Boyd, Andrea Zuber, Gil Bessard, Don Lavin

Partnering: MN APSE and Pathways to Employment

Kelsey Neumann
Lori Lippert

Creating strong partnerships is an important strategy for advancing the APSE vision. Over the past year, MN APSE has enhanced its partnership with Pathways to Employment (PTE). PTE is a federally funded collaborative initiative of the MN Department of Human Services, Minnesota Department of Employment and Economic Development and the Minnesota State Council on Disability with the mission to increase competitive employment of people with disabilities and meet Minnesota's workforce needs by bringing together people with disabilities, employers, businesses, government and providers.

MN APSE and PTE have worked collaboratively on various events in the past year. In June 2007, PTE partnered with MN APSE, along with the MN Department of Education, to plan, host, and carry out the next steps of the Employment First Summit. In addition, MN APSE played a significant role in planning PTE's Supporting Employment Innovations statewide videoconference series through Bob Niemiec's participation on the steering

committee. This statewide series culminated in a Town Hall forum where Minnesotans shared their considerations and recommendations of how employment of people with disabilities in MN should be further advanced on a state level.

There are several examples of recent and current PTE activities promoting employment of people with disabilities. PTE produced a series of three radio advertisements that began airing on WCCO and the MN News Network in July and will continue through November.

An article soon will be published in the DEED labor market analysis publication, *Trends*, conveying some of the statistical as well as policy information that relates to employment of people with disabilities. PTE gave considerable background briefing for the article.

Chris Davies, a board member of the national APSE organization, was one of two featured guests in an interview on October 24th on the Mondale and Jones WCCO radio show. Chris and Brenda Norman, Director of the Governor's Workforce Development Council discussed the business case for utilizing *all* of Minnesota's talent pool, includ-

ing people with disabilities, when addressing workforce needs.

Other PTE sponsored employment events included the MN State Council on Disability Awards Luncheon on October 25th, which featured keynote speaker, Bridget Cantrell, PhD., a nationally recognized author and psychologist. She provided explanations on how to transition our returning veterans from war to civilian life. The MN Disability Mentoring Day on November 7th, which is collaboratively hosted by the Business Leadership Network and the Governor's Workforce Development Council, will provide students exposure to various careers and give employers to access to an emerging pool of talent. A cable show highlighting the ways Minnesota's Workforce Center's can help people with disabilities on their pathway to employment will be aired on the cable television program, Disability Viewpoints (CTV 15).

MN APSE members, as well as others, can get more information on all of these PTE activities and events by visiting the website at www.deed.state.mn.us/pte/ If you would like to be apprised of all PTE activities, you can sign up for the PTE listserv by emailing: pte.public@state.mn.us

News from National cont'd

more details about this exciting initiative.

In other news, Becky Brink was elected as Chair of the Delegates Council and joined Chris Davies and Jon Alexander on the Board at the conference. Becky has served on the Delegates Council for many years and was a natural choice to fill the position. Chris Davies was recently

asked to deliver the key-note address at the New Zealand APSE conference in November. Chris is a well-known public speaker and it is exciting to have him represent us at an international forum such as this. Finally, Jon Alexander was elected to fill the post of Secretary of the Board at their meeting in July. He fills the vacancy left behind by Laura Owens

who left the Board to complete a fellowship on public policy at the national office in Washington DC. As always, if you have any concerns that you would like to express, do not hesitate to contact any one of these national board members.

Reflections from a Past President

Dawn Bacon

“Never Doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.”

- Margaret Mead

In September, the MN APSE board, along with others committed to APSE’s mission, met in Duluth to refine and build on our strategic plan. The day opened with each person expressing what their involvement with MN APSE has meant to them. We proceeded by summarizing the accomplishments made in our strategic plan. As I absorbed all that was written up on the board, I felt inspired and proud to be

associated with such a valuable organization. This past year, MN APSE did a lot to bring state-of-the-art training on best practices to many of you through our regional forums, annual conference and representation on the planning group for DHS’s video conference series on SE Innovations. In addition, the Employment First Summit launched an important conversation and strengthened coalitions as we examine how to make Employment a first option for students with disabilities transitioning out of schools. In the disability field, we frequently talk about important concepts like inclusion, self-determination and independence. If we really want to see these long fought for

principles become more of a reality for people, we have to invest **in employment**. Moreover, we have to talk about HOW we talk about employment. Our keynote speaker for the conference and summit, Neil Romano, challenged us to reconsider how people with disabilities are represented to the businesses community. Do you want to make a difference and join a movement that is truly innovative and forward thinking? If so, I invite you to get more involved with APSE. It has been a privilege to serve as your chapter president and I am most grateful for the lessons it has taught me. With solid new leadership in place, I am excited about what is to come!



Strategic Planning in Duluth; September 7, 2007



Joint National/State
Chapter Membership

NOW is the time to join a vital
organization committed to
expanding employment for
people with disabilities!

APSE

The national APSE is a rapidly growing organization now numbering over 4800 members. It was formed to improve and expand integrated employment services and outcomes through supported employment (SE) for persons experiencing disabilities. APSE members are SE professionals, consumers, family members, employers, rehabilitation counselors, advocates, and state and federal agency officials. Membership is open to anyone who wants to be part of a grassroots network committed to ensuring that SE continues to grow and improve.

New Enhancements

APSE is the only national membership association with a sole focus on integrated employment for people with disabilities, particularly those with the highest need for workplace support. To better serve our mission, we are actively **expanding our focus** to include a variety of ways to support employment of people with all sorts of disabilities and different support needs in integrated workplaces – supported employment, self-employment, customized employment, business ownership, and more.

We are also expanding our member services and benefits and retooling the organization to better meet the needs of current and new members this year. Our first membership enhancement – **collaboration with Training Resource Network**, where APSE members get discounts on books and their outstanding newsletter, InfoLines. Coming soon - members will receive regular electronic news and public policy updates (be sure to provide your e-mail address) and **access to the Journal of Vocational Rehabilitation** or highly discounted rates to the printed journal.

The time to join is now!

Mission

The national APSE is a national membership organization formed to improve and expand paid integrated employment opportunities, services, and outcomes for people with disabilities. APSE:

- Provides advocacy and education to people invested in paid integrated employment, including providers, people with disabilities, family members, businesses and others.
- Addresses issues and barriers that impede the growth and implementation of inclusive employment services and supports.
- Improves SE practice so that individuals and communities experience quality service with meaningful outcomes.
- Promotes national, state, and local policies that enhance the social and economic inclusion and empowerment of all people with disabilities.
- Educates the public and business community on the value of including people with severe disabilities as fully participating community members.

Membership Benefits

There are many more people who can benefit from SE, yet cannot access it. APSE provides a strong voice for SE when policy and funding decisions are made. With the support of a strong membership, APSE will be able to advocate for quality SE for an increasing number of people experiencing severe disabilities in your community.

What You Will Get from APSE...

- Stay on the cutting edge of current SE news and events in **the Advance**, a quarterly newsletter
- Belong to your state chapter and influence statewide policies and practices
- Receive APSE publications free or at discounted rates
- Access APSE-sponsored SE training at discounted rates
- Attend the largest annual conference on SE in the world at discounted rates
- Be represented in Washington, DC for national legislative action/policy change to ensure quality SE services
- Enhance your professional standing through use of APSE's endorsed ethical guidelines and quality practices
- Access an international network of partners in SE through APSE networks with the European Union of SE
- Get help finding information and technical assistance
- Receive legislative updates on issues affecting SE by accessing the APSE Web page on the Internet
- Receive Action Alerts on state and national events that will affect your job, SE, and your future
- Receive job search assistance
- Vote on APSE issues and shape the future of SE

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See other side to join a grassroots network for Supported Employment.

APSE MEMBERSHIP APPLICATION

Name _____

Organization _____

Address _____

City _____ State: ___ Zip: _____

Telephone (_____) _____

Fax (_____) _____

E-mail _____

Individual Fees

Includes 1 copy of *the Advance*/1 vote

Individual Income:

- Professional - \$26,000 or more \$100
- Professional - \$17,000 - \$25,999 \$80
- Professional - less than \$17,000 \$55
- Nonprofessional family member or student \$40
- Supported employee \$20

Please provide the following information. I am a(n):

- Consumer Family Member
- Student (not yet working in the field)
- Employer
- Professional (please give your job title)

Other (please specify) _____

My organization is a(n):

- Advocacy Organization SE Provider
- State Agency School
- Federal Agency University
- Local Agency Rehab Facility
- Other (specify) _____

Payment Instructions: Send check, money order, or credit card information with your application to: APSE, 1627 Monument Ave., Richmond, VA 23220. **Canadian members add \$10 to rates; other non-US members add \$20.**

Amount Enclosed (US currency only) _____

or fax credit card information to (804) 278-9377

Card Number _____

Cardholder Signature _____

Expiration Date _____ VISA MasterCard

EIN: 54-1470501. Dues are not tax deductible as charitable contribution.

Organizational Memberships

Basic Organizational Membership includes member benefits and copies of the *Advance* for up to 8 people, and 1 vote in elections or other voting issues. Benefits of membership and discounted conference and training registration limited to 8 names provided with the membership. **\$640**

Contributing Membership Includes copies of the *Advance* for up to 8 people and 1 vote in elections or other voting issues. Other membership benefits apply to anyone in your organization using your organization's membership number. Plus unlimited discounted registrations to state and national conferences and training events for anyone in your organization using your organization's membership number. This constitutes significant savings over a year in registration fees. **\$840**

Gold Contributing Membership Includes copies of the *Advance* for up to 8 people and 1 vote in elections or other voting issues. Other membership benefits apply to anyone in your organization using your organization's membership number. Plus you get an added benefit - unlimited discounted registrations to state and national conferences and training events for anyone in your organization by using your organization's membership number. This benefit constitutes significant savings in registration fees. Plus Gold Contributor listing in newsletters. Plus a certificate of recognition honoring your contribution for front office display. **\$1050**

Organizations must designate individuals who will be covered under an organizational membership below:

Name	E-mail
1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____
5. _____	_____
6. _____	_____
7. _____	_____
8. _____	_____

Subscription to *the Advance* Only (This is not a membership.) \$140
(2 copies of the *Advance*/0 votes)

I wish to sponsor a membership for a supported employee. \$20

Membership Enhancement—InfoLines Discount

- Apply my APSE discount and start my monthly subscription to *InfoLines*, the newsletter on supported employment. E-mail \$79 Mail \$89
- Apply my APSE discount and **RENEW** my subscription to *InfoLines*. E-mail \$89 Mail \$89
- (Regular price \$99 for e-mail delivery; \$109 mail)