



Minnesota APSE

The Network on Employment • March 2008

MN APSE Annual Conference - Join the Revolution: Employment First! Employment Now! Featuring Kevin Kling

Mark your calendars...

Save the date!

MN APSE's fifteenth annual conference will be held on **Mon., May 19, 2008** in Bloomington, Minnesota. We are thrilled to present Join the Revolution: Employment First! Employment Now!

The day will open with a keynote presentation from humorist and playwright, Kevin Kling who describes his zodiac sign as "Minnesota with Iowa rising," and his accent and parlance could be right off the set of the movie "Fargo." While many of his reference points are specific to the upper Midwest, his childhood stories and topical observations touch upon universal human experiences, with plenty of absurdity and irony in the mix. He is a talented writer with the ability to capture the complexities of a moment in just a few words. As he explains it: "I have a small command of the English language so I try to make each word a hero." Kevin is best known outside of Minnesota for his National Public Radio contributions to the Thursday broadcasts of "All Things Considered."

In response to our members we have also planned a Job Development track. Laura Owens, Ph.D., Public Policy Fellow from the national APSE office, will

conduct an all-day session devoted to job development. Dr. Owens is an Associate Professor at the University of Wisconsin-Milwaukee in the department of Exceptional Education. She is also the Director/Founder of Creative Employment Opportunities, Inc.

Breakout sessions are rich with diversity, a little something for everyone. Bob Niemiec and Don Lavin will bring us the background, current status and future plans for MN Employment First movement.

Lisa Mills, from neighboring Wisconsin, will share the news from the "east"—their challenges and solutions. We all face many of the same hurdles and Lisa will fill us in on Wisconsin's progress.

TJ Monroe, a nationally-renowned public speaker and self advocate, will be telling his story, from being known as a number in a state institution years ago to traveling the country to make sure this doesn't happen to others today.

Chris Davies of InnerVoice Works and Justin Mann of Office Depot will be presenting their perspectives as two local businessmen who have experience with successful customized employment. They will share an



KEVIN KLING.

Courtesy East Side Digital, photo by Dan Marshall

interactive and informative discussion about what is "Good for Business."

Bruce Ario and Connie Moore will be addressing the soft skills needed for success on the job—issues often encountered but less often spoken about—and always important for job retention.

Last, but not least, there will be a session presented by experienced professionals from Rise, Inc. that will focus on the unique supports needed for people with mental health concerns.

The day will close with a Town Hall Meeting with MN APSE members, where we hope to gain insight and recommendations for future directions. We always look forward to networking and visiting with all our members and allies.

Registration information coming soon!!

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Update and Call to Action on Strategic Initiatives

MN APSE has three initiatives in our strategic plan. In addition to our training committee, three others have been formed around each initiative. Read below to get updated on the committee work. All MN APSE members are welcome and invited to join a committee. Want to create new ways to market the organization, make a difference at

the policy level or bring cutting edge training to our state? There are plenty of ways to strengthen the NETWORK on Employment. To learn more, please contact Heidi Maghan at vicepresident@MNAPSE.org. We would love to have you join us as we continue to make history in MN with the Employment Revolution.

Building a Strong and Viable Organization; MN APSE Launches New Web-site

Our committee has been working hard since September to develop and set up a web site for MN APSE. We looked at other web pages and discussed what we liked and didn't like. We found someone with web site design skills to listen to what we wanted and get it online. Our goal was to have it up by the end of 2007 and we accomplished that goal! So check out the newly designed web site at www.mnapse.org. We will

continue to build the web site so if there is something that you would find helpful, please contact one of the officers via e-mail (listed on the Contacts page.) Whew! Now that we accomplished that we are turning our focus to exploring a big-picture marketing initiative. We would like to build and diversify our membership as well as what we can offer to our members and other interested people.

Shaping Public Policy and Building Dynamic Community Partnerships

During the past several months, the Public Policy and Community Partnerships Committees have been focused on the completion of the Employment First Consensus Report Manifesto, in addition to planning for the "Mini-Summit." At

the Mini-Summit, we plan to work with various departments to develop concrete goals, using the Consensus Report Recommendations as a road map in making employment the first option for people with disabilities in MN.

Employment First Continues to Move



In January of this year, the MN Employment First Coalition published a consensus report from the Employment First Summit that was held in Chaska last June. The summit was a gathering of over 100 leaders and stakeholders from across the state representing a broad spectrum of interest in advancing competitive employment for people with significant disabilities in Minnesota. After several months of compiling information, feedback and comments from the participants, the Consensus Report (or Manifesto as it has come to be known) was assembled, edited and published. Hard copies of the report have been sent to each of

the summit participants as well as state legislators, and national leaders. MN APSE hosts a version available to be downloaded on our website. Since the “Manifesto” went up on the website on January 25th, it has been downloaded nearly 3000 times. The downloads are coming from across the state as well as from throughout the country. Clearly, the report has drawn a great deal of interest.

Since the Summit, MN APSE members have made connections with Indiana APSE who hosted a similar employment first summit in 2005, and Employment First – Georgia. It began with queries about what each state was doing, and how we might work together. In January of 2008 the group presented an APSE tele-training session about Employment First Initiatives and has agreed to make two presentations at the National

APSE conference in Louisville this July. Don Lavin and Bob Niemiec will be presenting an employment first session at the North Dakota APSE conference in April. What we are discovering is that there is a palpable undercurrent of support for employment first initiatives throughout the country. In fact it has drawn the attention of the US Department of Labor (Office of Disability Employment Policies), the Social Security Administration and others.

MN APSE is proud to be one of the driving forces behind the Minnesota Employment First Coalition. Planning is underway for additional Minnesota events and a national employment first summit in 2009. You can download a copy of the Consensus Report by visiting the MN APSE website, www.mnapse.org, and clicking on the Employment First logo.

Self-Advocates: Success Stories in Finding and Keeping Employment

The Minnesota ARC State-wide convention, “We are all in the Same Boat” was an impressive event held in Duluth October 26th-28th 2007. It was filled with many learning opportunities through workshops, exhibitions and fun activities. MN APSE took part as an exhibitor.

One of the workshops featured self-advocates describing their experience finding and maintaining employment in Duluth. In this well attended session six self-advocates who receive services through CHOICE, unlimited in Duluth formed a panel to discuss supported employment from their perspective. They fielded many questions concerning employment such as specific aspects of their jobs, how to get a job, interview tips, and making friends on the job. The audience asked questions and maintained an active dialogue

for the entire time.

The panel members work in jobs in a variety of retail, hospitality and production fields and have each held other jobs in the community. The panel participants explained how their experiences in the workforce were at times extremely positive and at times difficult. They articulately described the adversity they experienced in relation to the challenges they endured in the workforce. All participants expressed what they have learned from the positions they have and where their experiences have taken them in exploration of a career path. The panel enlightened the audience regarding the type of supervisory styles that were most conducive to their learning and communication styles, and which styles hindered their work performance.

The presentation ended with

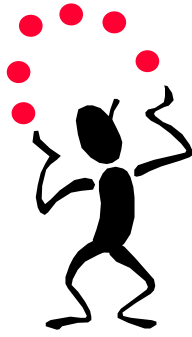
each panel member sharing their vocational dreams. It is good to have dreams and great to know that you have the support to see those dreams come true.



Kim K., Janice M., Tanya K., Chris J., Jackie W.



Back row: Chris J., Jackie W.
Front row: Kim K., Janice M., Tanya K.



Minnesota APSE is pleased to announce the presentation of:

Stop the Juggling Act!
A 360 degree, team-based approach to customized employment.

Presented by: Chris Davies and Doug Bandli

Join us to learn how all the functions of a supported employment agency are related.

The focus will be on discovering and discussing the role each of us plays--
from job developers to direct support professionals--in helping an individual obtain
successful customized employment.

This is an interactive session in which people will have an opportunity to work together
to discover the power of an "instant network" and other useful methods for a 360 degree
approach.

Chris and Doug have a unique style that promises
to be educational, entertaining, and fun.

When: March 28th, 2008
9 a.m. to Noon
Registration & continental breakfast at 8:30 a.m.

Where: Lakeshore Living, 4002 London Road, Duluth, MN 55804

How: ***Mail*** your registration and fee by March 21st to:
MN APSE, P.O. Box 23087, Richfield, MN 55423-0087
OR ***E-mail*** your registration by March 21st to:
treasurer@mnapse.org
(Mail your registration fee to MN APSE, P.O. Box 23087,
Richfield, MN 55423-0087 or pay at the door.)

Cost: \$10 per person for MN APSE members; \$15 per person for non-members
Includes continental breakfast.

Space is limited—first come, first served.

Visit our new website: www.mnapse.org

Registration for March 28th MN APSE Training: Stop the Juggling Act!

Name: _____

Company: _____

Address: _____

E-mail Address: _____

Phone Number: _____

APSE Membership Number (if applicable): _____

Accommodations needed: _____

E-mail your registration to treasurer@mnapse.org (registration fee should be mailed) or mail registration form and fee to MN APSE, P.O. Box 23087, Richfield, MN 55423-0087.

Make checks payable to MN APSE. Payment should be mailed to the above address or can be made at the door with prior registration. If you are cutting one check to pay for multiple registrations please indicate the names of the individuals who will attend. Receipts for registration will be available at the event.

Remember, space is limited and registration closes on March 21st!

We look forward to seeing you in Duluth!



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

APSE • 1627 Monument Ave. • Richmond, VA 23220

Phone: (804) 278-9187 • Fax: (804) 278-9377

Web Site: <http://www.apse.org> • E-mail: apse@apse.org

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
 Apply my APSE discount and **RENEW** my subscription to *InfoLines*. Mail \$89

(Regular price \$99 for e-mail delivery; \$109 mail)