



# Minnesota APSE

*The Network on Employment* • November 2008

## Is Minnesota a Leader?

Jolene Thibedeau Boyd  
MN APSE President

“Leadership is a choice.”  
Steven Covey

As the president of MN APSE for the past year, I have discovered that the MN APSE Board is made up of many dedicated and enthusiastic individuals who are passionate about APSE’s mission: To improve and expand integrated employment opportunities, services, and outcomes for persons experiencing disabilities. It is my belief that this passion has driven many initiatives, through good times and bad, through the (past) days of seemingly abundant funding to the (current) days of economic instability, through periods of clarity and the redefinition of goals. Through it all, MN APSE has emerged as a stronger organization by keeping its focus on one very clear goal -the mission - and it is my belief that MN APSE has indeed been one of the leaders in the pursuit of employment for ALL people with disabilities.

The MN APSE Board, with the help of its members and other partners, has accomplished dozens of objectives from last year’s Strategic Plan including (to name just a few):

- Developing and launching the MN APSE website ([www.mnapse.org](http://www.mnapse.org)--there have been an estimated 47,000 hits with around 6,000 unique visitors to date)
- Publishing a Consensus Report from the first Employment Summit (the Consensus Report has been downloaded from our web site over 5,900 times)
- Growing Board membership
- Increasing Board diversity
- Establishing a strong partnership with Pathways to Employment
- Presenting the MN Employment First initiative at multiple conferences locally, regionally and nationally
- Record attendance at our state conference
- Holding regional training forums in Duluth and Dundas, both with high attendance

There appears to be a real energy and momentum surrounding the Employment First initiative—not just in Minnesota but in many other states, as well! Even though I realize we still have much to accomplish in Minnesota, I am proud that we have been a role model to many other states. “Employment First” was a popular topic at the National APSE Conference

in Louisville, KY this summer. In addition, a September report from National APSE indicated that at least 11 other state chapters are either adopting “Employment First” as one of their initiatives or are requesting consultation in an effort to do so! Those states include Connecticut, Georgia, Iowa, Kansas, Maryland, Massachusetts, Missouri, Nebraska, North Carolina, North Dakota and Washington DC. Another seven states are developing or implementing the concept of “Employment First” in varying ways, including Florida, Indiana, Minnesota, New Jersey, Oregon, Washington and Wisconsin. I think it is safe to say that this is an idea whose time has come!

To the folks who were convinced that other states would never follow Minnesota’s example and who may still think that Minnesota is not a leader, my message is this: Shame on you all for having such low expectations of yourselves and others! I am honored to be part of this grassroots movement that believes that employment should be the first option for ALL Minnesotans, regardless of whether or not they have a disability!

The MN APSE Board completed its Strategic Planning session in September (an annual

## Minnesota APSE Board

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## Is Minnesota a Leader?

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MN APSE at the National APSE Conference in Louisville.

occurrence for us for the past 3 years), so I wanted to include some of the objectives that were set for the upcoming year. We are excited to continue sharing APSE's mission throughout the state, the region, and the nation, and hope that our mem-

bers will be equally excited to get involved as they are able. We invite each member to get involved in a committee that speaks to his or her passion. (Members do not need to be on the Board to participate on a committee!)

MN APSE Committees	Initiatives (lists are not all-inclusive)	Current Number of Members
<b>Training Committee</b>	<ul style="list-style-type: none"> <li>• Create an on-going Training Calendar</li> <li>• Annual Spring Conference</li> <li>• Employment First Summit 2 (collaborative effort with Employment First Coalition)</li> <li>• Regional Forums (Greater MN)</li> </ul>	5
<b>Building a Strong &amp; Viable Organization</b>	<ul style="list-style-type: none"> <li>• Engage parents in Employment First mission</li> <li>• Explore broader themes for training</li> <li>• Survey to assess what customers want from membership</li> <li>• Increase membership</li> <li>• Recruit new board members</li> <li>• Provide orientation to new board members</li> <li>• Present at National APSE Conference</li> </ul>	5
<b>Building Dynamic Community Partnerships</b>	<ul style="list-style-type: none"> <li>• Take lead on Employment Summit 2-AM session (business-focus)</li> <li>• Develop partnerships with counties</li> <li>• Develop partnerships with families</li> </ul>	5
<b>Shaping Public Policy</b>	<ul style="list-style-type: none"> <li>• Develop "scorecard" concept with regard to Employment First Initiative</li> <li>• Take lead on Employment Summit 2-PM session (follow-up to Summit 1)</li> <li>• Push national Employment First agenda</li> <li>• Organize local summits throughout greater MN and with specific "customer" groups</li> </ul>	5
<b>Employment First Coalition</b>	<ul style="list-style-type: none"> <li>• Work collaboratively to organize and host Employment Summit 2</li> <li>• Explore the possibility of a National Employment First Summit/Conference</li> </ul>	7

For more information or to get involved with one of these committees, please contact Jolene Thibedeau Boyd at [president@mnapse.org](mailto:president@mnapse.org) or Heidi Maghan at [vp@mnapse.org](mailto:vp@mnapse.org).

# New MN APSE Board Members

## Orapat Sivatanpisit

Orapat Sivatanpisit is a full-time advocate parent and believes in collaborations and support of parents, guardians and caretakers in the process of gaining employment benefits for individuals with disabilities. She decided to join MN APSE because as a parent, she brings a different perspective to the board. Sivatanpisit's interest in supported employment began in 2003 while she participated in Partners In Policymaking offered by the Governor's Council on Developmental Disability. She has since participated in the Pathways to Employment Summit and Employment First Summit in 2007. Sivatanpisit has served as an Advisory Member for the Special Education Advisory Panel, MN Department of Education, The Special Education Advisory Council, ISD197, as a Grant Reviewer on Special Education Policy for the MN Department of Education, and as Secretary for the MN State Association of Parliamentarians. Sivatanpisit holds a Master's degree in Computer Science with 25 years experiences in technology and management at the following leading edge technology companies: Boeing Computing Services, Cray Research, Inc., and Silicon Graphics, Inc., as well as at a state agency, Wisconsin Department of Natural Resources.

## Mary Morehouse

Mary Morehouse is a parent of a young man with disabilities who is employed in the community. As a parent, she was involved with school and community organizations to further the involvement of her son in an integrated community setting. She chose to join MN APSE because she feels that the organization's philosophy and efforts are consistent with her own in regards to people with disabilities in the community workforce. Joining MN APSE gives her the opportunity to continue efforts in this area of passion, even in her retirement years. Before retirement in 2007, Morehouse held a position with Ramsey County where she managed services for adults and children with developmental disabilities. In that position, she was a leader in the efforts to encourage movement of services toward an employment first philosophy and placed an intense focus on transition services for families within the county service system. She holds a master's degree in counseling psychology and an undergraduate degree in Sociology.

## Jeffrey Nurick

Jeffrey Nurick believes that every person with a disability should have the opportunity to work, regardless of how significant the disability is. He made the decision to join MN APSE because of these strong beliefs and feels that this organization does a great job of promoting this. Jeffrey has an impressive background of advocating for people with disabilities. In his current position, he works at the University of Minnesota's Institute of Community Integration where he is developing an on-line course for direct service professionals that care for an individual with epilepsy. He has also worked for Americorp where he developed a program called I-Team. The idea behind this program is to place people with disabilities in jobs who did not qualify for vocational placement. Jeffrey has a Bachelor of Arts in political science and psychology from Hofstra University in New York.

Bios by Kelly Lavin. We'd also like to thank Kelly for editing the newsletter!

## Making it Happen

Heidi Maghan  
MN APSE Vice President

Once again this year found MN APSE moving around the state, providing exciting and interactive training. Did you know that the tops of carrots are not orange? Hmmm. Now what does that have to do with MN APSE, you ask? Well, if you attended the training, Stop the Juggling Act in Duluth or Dundas this year, you would know the answer. This year, MN APSE's training committee tried something new. We partnered with Choice Unlimited in Duluth and EPIC Enterprises in Dundas for their training day. It was a huge success with over 80 people

attending the trainings. Stop the Juggling Act- A 360 degree approach to Employment was a fun, interactive, informative session about how it takes all of us to assist individuals in securing employment. We just don't realize what a difference we make when we all work together.

In May we held our 15th annual state conference, Join the Revolution: Employment First! Employment Now!, in Bloomington, MN. Our Keynote was Kevin Kling who got everyone laughing and set the stage for the day. There was something for everyone. Topics included self-advocacy, job-retention, customized employment is good for business, employment policy

in Wisconsin, evidence-based supported employment, MN Employment First Coalition and an all day job development track. Over 100 people took advantage of the wide range of expertise and went away pondering how they can change the world. Well, ok, how they can change their small corner of it! If we all make little changes towards the concept of employment being the first option for all, it will happen.

If your company, school, or organization is looking for training, please contact MN APSE and we can help! There is a strong movement across the country to make employment a first option. Come join MN APSE as we play a key part of that right here at home!

# Minnesota's 2nd Annual Employment First Summit



Don Lavin  
MN APSE Board Member

On November 14th, 2008, *Minnesota's Employment First Coalition* will host its **2nd Annual Employment First Summit** in St. Paul, Minnesota. This event is by invitation only and will be a gathering of almost two hundred people throughout the State of Minnesota. **Summit 2's** invited attendees will share one common focus— how to make employment the first and preferred choice of youth and adults with significant disabilities in Minnesota.

The outstanding success of Minnesota's Employment First Summit held in Chaska, Minnesota on June 12, 2007 resulted in the development and distribution of a consensus report and manifesto for change. *Minnesota's Employment First Manifesto* identifies eight core recommendations to substantially increase integrated employment and competitive wages and benefits for Minnesotans with disabilities. In addition, the Manifesto takes a direct aim at defining what employment first means as well as crafting an operational definition of employment to be used as a Statewide standard in measuring the competitive employment rate of Minnesotans with disabilities.

Minnesota's Manifesto has been a driving stimulus for collaboration and sustaining momentum among the champions of an employment first vision in our State. Indeed, one recommendation unanimously expressed by attendees of the first Summit was the importance of keeping the dialogue going and working together toward a common purpose. For this reason,

Summit 2 has been structured to continue this process of building coalitions of the willing from varied stakeholder groups and tackling well-documented barriers to employment access and success.

Summit 2 has been organized with two principle objectives in mind. In the morning session, a business summit is scheduled to engage the participation of Minnesota's business leaders in our employment first agenda. Business owners and senior managers from large, medium, and small companies throughout Minnesota will be invited to bring a demand-side perspective to our mutual goals. Our Coalition has invited business leaders with a successful track record in the direct hiring and support of employees with disabilities. Also, we are inviting business representatives who do not share this same level of experience.

The morning session of Summit 2 will feature a business-to-business peer model. We intend to give experienced employers an opportunity to share and discuss their success stories. This includes their initial fears and doubts about hiring someone with a disability as well as how using strengths-based employment practices can change what it means to be "qualified" in the workforce. Also, Summit 2 will educate business representatives about technical support that is available to them in finding, hiring, training, and supporting quality employees.

The overall strategy for the morning session is to challenge business leaders to serve as hosts of mini-summits with other peer businesses in geographic locations throughout Minnesota. Our Coalition intends to invite panels of experienced employers to these mini-summits to share their experiences and make the business case for hiring youth and adults with disabilities. Local mini-summits will be scheduled with goals of allaying employer fears and expanding the number and diversity of businesses willing to directly hire employees with disabilities.

We anticipate that public and private employment providers will play only minor, secondary roles as participants in these mini-summits at the

local level. More appropriately, employment service providers will offer administrative support to business leaders to assist with planning and running these business mini-summits in urban, suburban, and rural areas of our State.

Summit 2's afternoon session will be dedicated to bringing back attendees from the original Employment First Summit held in Chaska in 2007. The principle strategy for the afternoon session is facilitating a town hall type discussion and developing a consensus about Minnesota's performance with respect to core recommendations flowing from the original Summit. Our Coalition is referring to this afternoon session as *The Scorecard*. We have invited federal, State, and county agency representatives to attend and lead our discussions about specific goals, policies, plans, and activities in the making. In particular, we believe it's important to share accomplishments that are moving Minnesota into the forefront as a leader in the national employment first movement.

Finally, the afternoon session of Summit 2 will shine a spotlight on unfinished business and building a shared consensus regarding "What's next?" For example, there is a growing interest in planning future summits or conferences with other constituent groups who are critical to moving our employment first agenda forward in Minnesota. This includes summits with family members, secondary and post-secondary educators, residential providers, and others.

Minnesota APSE— The Network on Employment is proud to have played a high profile role in the creation of Minnesota's Employment First Coalition and planning these Statewide Employment First Summits and mini-summits. Our State chapter views these activities as a logical extension of its long-range strategic plan and integrating APSE's vision and goals for progressive change with concrete action steps.

Minnesota's Employment First Summit 2 is now on the calendar. The space has been rented, the agenda is set, the speakers are in place, and its participants have been invited. Stay tuned!

# News from National APSE

Chris Davies  
National Board

A new day had dawned at National APSE when Dr. Laura Owens became the Executive Director on October 1, 2008. In addition to her many years of service to National APSE and Wisconsin APSE, Owens is the founder of Creative Employment Opportunities, Inc. (CEO), an employment agency for individuals with disabilities in the Milwaukee area. She spent the previous year serving as a Public Policy Fellow in Washington D.C. and is primed to strengthen the connections she has made with legislatures and other key players in the D.C. area. Yes my friends, she is a true maverick when it comes to advocating for policy and services for people with disabilities and other challenges. The National board is proud and fortunate to have Dr. Laura Owens at the helm and we believe she will run with the great work Celane McWhorter helped us accomplish, and will take us to new heights.

It was decided at the September Board meeting to solidify our committees into the following groups: Public Policy, Conference/Training, Business/Marketing and Communications. So what is happening on the National APSE Committees?

**Public Policy:** This committee is chaired by Bob Lawhead from Colo-

rado. Bob recently indicated growing concerns over the fall-out from the fiscal difficulties at the national level trickling down to states. According to Dave Braddock's State of the States in Developmental Disabilities data, supported employment for individuals with developmental disabilities hit its peak at 24% in 2000, and in 2006 had shrunk to 21.5%. A number of action alerts have gone out to the issues regarding Medicaid funding and passage of the ADA restoration act. Lawhead has been working in the state of Colorado on a properly funded benchmark funding system to support integrated community employment. He is working on a paper for The American Association on Intellectual and Developmental Disabilities (AAIDD) based on this work, and the need to invest public vocational rehabilitation dollars up front, in order for supported employment to succeed.

**Conference/Training:** The national conference date has been set for June 30 - July 2, in Milwaukee Wisconsin at the Hyatt Regency Milwaukee. Requests for proposals will be coming out soon, so this is a good time to be thinking about a training session you might like to propose. A training committee from Wisconsin, headed up by Nancy Molfenter has been working with Laura Owens and Celane McWhorter and

National Board members Katty Inge and Wendy Quarles. The committee is well organized and has been moving ahead quickly. Details for the National Conference will be published on the APSE website as they come in.

**Business/Marketing:** The business and marketing committees have merged together and will focus their efforts under one umbrella. On the Business side, APSE has changed the name of the "Human Resource Institute on Diversity and Disability" to "APSE's HR Connect" The tag line being; "connecting the business and disability communities." James Emmett, APSE's HR Connect Director is currently working with several organizations interested in purchasing training in regards to best practices for hiring, recruiting and supporting people with disabilities on the job. Our marketing brochure for employers is at the printer and will be going out to the states shortly. We are excited about these two committees working together and will begin our joint effort on October 21, 2008.

**Communications:** The Communications committee will be responsible for activities regarding the APSE website and Newsletter. A new edition of the newsletter will be out shortly. Going forward, there will be a concerted effort to gain information from individual states for the national newsletter.

## Things Do Not Change, We Change - Henry David Thoreau

Dawn Bacon

These days, "CHANGE" seems to be the word or concept we hear about at every turn. I recently attended a national forum on organizational change where approximately 200 people came together from 21 states around the country to learn what federal, state and local systems and agencies are doing to increase integrated employment outcomes for citizens with disabilities. Minnesota was well represented with sixteen in attendance. We heard perspectives from national leaders about policy development and its influence on our past, present and future. We also learned about emerging research and practices. \*\* The State of the States in Developmental Disabilities reports that

the percentage of persons with I/DD in supported employment is at about 22%. When we break this down state by state, we see some real dissimilarity. For instance, Oklahoma is at 77% while Arkansas is at just 2%. *So, what is the difference between high performing and low performing states?* That is precisely the question that is being asked by a number of researchers. What they are finding is that many of the factors that we name as barriers to employment for persons with disabilities (limited social services budgets, the economy, transportation, severity of disabilities) do not account for the gaps in percentage points. So, if not the typical list of barriers, what are the characteristics that impact a states progress? The Insti-

tute for Community Inclusion (U Mass Boston) has done extensive research in this area in order to pin point some key indicators for success. Simply put, states that do well set goals and align people and systems to build capacity to reach those goals. Upon establishing a solid direction, ICI reports that these states consistently:

- Collect data to track progress
- Encourage innovation through the use of mentoring and technical assistance (going beyond training) to support best practice
- Develop policy as well as fiscal incentives to reward preferred outcomes
- Collaborate and foster relationships across stakeholder groups

# Things Do Not Change (cont'd)

Every one of these elements line up with the recommendations that came out of the Minnesota Employment First Consensus Report in 2007. Moreover, Minnesota's statistic is lower than the national average, at 15%. The wave of energy in our state is part of a larger current moving the nation. As this momentum builds, so does a change in

our very thinking about how to include people with disabilities in the workplace.

*\*\*The definition of supported employment and the sources reporting data for the State of the States should be considered when reviewing state figures. If you would like to view handouts from the forum, <http://www.crprcep7.org/Trainings/Org%20Change%20Conference/Org%20Change%20Conference.htm>*

To visit the Institute for Community Inclusion's website (UMass Boston) <http://www.communityinclusion.org/>

To view the MN Employment First Consensus Report, visit [www.mnapse.org](http://www.mnapse.org)

## Update: Pathways to Employment

Lolly Lijewski

Pathways To Employment (PTE) is launching a statewide media campaign that will begin November 3 and it will run through the end of 2008. The purpose of the campaign is to promote the employment of people with disabilities. The campaign's five ads will appear in the Sunday editions of Hibbing Daily Tribune, Bemidji Pioneer, and the Marshall Independent newspapers. It will also include ads in bus shelters, on the exterior and in the interior of buses and a sponsorship on Minnesota Public Radio.

PTE is also preparing to co-sponsor Career Development Day For The 21st Century on Thursday, November 13, 2008. The event will be held at the Duluth Entertainment and Convention Center (DECC). The program includes activities for high school and college age students, adult job seekers, and veterans returning to the Workforce. Over 100 local and national businesses will be represented. Break out sessions

will be presented by nationally recognized speakers. For more information, contact Karen Quammen at [karen.quammen@state.mn.us](mailto:karen.quammen@state.mn.us). PTE will also be a co-sponsor of the upcoming second Employment First Summit to be held Friday, November 14, 2008.

Recently, PTE sponsored two videoconferences on employment for employers, and employees with disabilities. Resources for Employers and Employees with Disabilities introduced employers to the top five resources that support an employer that may have an employee with a disability. The Meaning and Value of Employment was a discussion of the real value of employment beyond wages from the perspective of workers with disabilities. A third videoconference is planned for December 2008. DVDs of the videoconferences are available upon request. Contact Kelsey Neumann at [kelsey.neumann@state.mn.us](mailto:kelsey.neumann@state.mn.us).

Pathways To Employment (PTE) is a collaboration between three state

agencies: Minnesota Department of Human Services, Minnesota Department of Employment and Economic Development, and Minnesota State Council On Disabilities. PTE brings together state agencies, businesses, service providers and people with disabilities in our community. The mission of PTE is to increase the employment and earnings of people with disabilities and to meet Minnesota's workforce needs into the future.

PTE's website offers updates on PTE initiatives and activities. It features useful employment-related resources for employers and people with disabilities as well as information on upcoming events sponsored by PTE. Check it out at [www.PositivelyMinnesota.com/pte](http://www.PositivelyMinnesota.com/pte). There is also a listserv that provides updates on new additions to the website and activities designed to increase employment of people with disabilities. To join send an email to [pte.public@state.mn.us](mailto:pte.public@state.mn.us).



MN APSE Strategic Planning Session, Fall 2008.

# 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)