

Iowa Job Placement Division  
Brag and Steal 2010

## IMPENDING JOBS CYSTORMS



Friday, July 23, 2010  
ISU Alumni Center  
Ames, IA

8:00 – 8:30 am                      Registration  
8:30 – 8:45 am                      Opening Remarks  
8:45 – 9:45 am

**General Session: 20<sup>th</sup> Anniversary of ADA Signing, Amy Desenberg-Wines,  
Iowa ADA Coordinator - Great Plains Center**

Amy is a self-employed consultant for Disability Consulting, LC, which she established in 2001. In addition to other contract work, Amy is currently working with the Great Plains ADA Center as the Iowa ADA Coordinator and is adjunct faculty for Drake University's National Rehabilitation Institute. Other consulting projects include contracts with the U.S. Department of Health and Human Services, the U.S. Department of Labor, Iowa Department of Education, Iowa Vocational Rehabilitation Services, Iowa Workforce Development, Iowa Commission on Volunteer Service, State of Arizona, State of New Mexico, and the University of Missouri, Columbia. Amy has worked in the area of disability for over 28 years and has a master's degree in Rehabilitation Counseling, Job Development and Placement.

### **ADA: 20 Years Later...Where have we come from? Where are we going?**

Twenty years? Really? It seems like only yesterday the Americans with Disabilities Act (ADA) was passed. This session will take a look at what has happened over the last twenty years with the ADA and how it has impacted Americans with disabilities. We will discuss what led to the ADA Amendments Act of 2008 and how it may influence the future outlook of the ADA. This session may not address the meaning of life, but if you attend you will get a piece of birthday cake!

9:45 – 10:00 am                      Break

10:00 – 11:30 am

Concurrent Sessions

### **Assistive Technology Devices with Employment Applications, Gary Johnson, Iowa Program for Assistive Technology**

Gary has been the Community Programs Coordinator for the Iowa Program for Assistive Technology and Iowa Compass which is located at the Center for Disabilities and Development at the University of Iowa. Gary received a Bachelor of Science degree in Industrial Technology at the University of Wisconsin –Stout and a Masters degree in Vocational Rehabilitation from Drake University. Gary's own experiences with Assistive Technology started in the late 1970s when he was working as a Loss Control representative for a major insurance company. His dyslexia was never a problem because all of the employees in his Department used portable Dictaphone's to dictate their reports. The word-processing was then completed at a central dictation pool. Gary ultimately became a branch manager for national insurance company and was the Executive Director of an insurance marketing firm for eight years. "Technology actually became the problem as laptop computers and the Internet changed the essential functions of the job". However, Speech Recognition software has now developed to the point that it has become cost effective and usable technology for many everyday applications. Most of Gary's documents are now prepared using Dragon Naturally Speaking software.

#### **Assistive Technology in the Workplace**

Accomplishing the Activities of Daily Living and the Assistive Technologies that allow people to perform to their full potential is the mission of the Iowa Program for Assistive Technology (IPAT) and Gary Johnson, Community Program Coordinator. Devices and technology are changing at such a rapid pace that devices that were developed for one purpose can often be adapted and used by all people to be more capable and efficient in their daily activities. Automatic door openers, home environment controllers and bath, bedroom and kitchen devices can lead to more independence, safer environments for consumers and attendants, communication options and employment options. Gary will present on the newest technology that can be used in the workplace and in activities of daily living. He will review technology that we are familiar with plus technology that may be new to us. Features on Windows XP will be discussed in addition to other software. Gary will also explore with the audience the use of Facebook and what the different features of that social networking program are. Other technologies that he will discuss are cell phones, PDA's, iPod Touch, Miniature Video Recorders and the Smart Pen. Resources will also be provided for future reference.

#### **Iowa Registered Apprenticeships-Greer Sisson, State Director for Iowa Registered Apprenticeships, US Department of Labor**

Greer is the Iowa State Director for the United States Department of Labor, Office of Apprenticeship. As State Director, some of her duties include registering "Standards of Apprenticeship" and providing professional services and technical assistance to both potential and existing employers and labor organizations. Greer develops plans for and promotes the establishment of training within numerous industries. She also works closely with State and Local officials and groups representing business, labor, education, government, faith and community based organizations and with industrial development commissions to advise on community training problems that afford opportunities to various groups of job seekers, as well as the hiring and retention needs of organizations. Greer works closely with Iowa Workforce to ensure integration of services. Greer retired from the United States Air Force in 1998 with 20 Years experience as an Air Traffic Controller. She spent the last four years of her military service in Europe serving as the Chief of Air Traffic Control Training and Standardization.

## **Iowa Apprenticeships**

The 21st century economy demands a workforce with postsecondary education credentials and the adaptability to respond immediately to changing economic and business needs. The public workforce system is playing a leadership role in meeting these demands by catalyzing the implementation of innovative talent development and lifelong learning strategies that will enable American workers to advance their skills and remain competitive in the global economy. Registered Apprenticeship is a critical postsecondary education, training and employment option available in every state in the country. It is an important component of talent development strategies. Specific information about Iowa's Registered Apprenticeships will be presented.

### **New Process for IPE Development and Implementation, Matt Bruinekool, D.Ed., Director, National Rehabilitation Institute and Assistant Professor, Drake University**

Matt is an Assistant Professor at Drake University since 1999 and is the Director of the National Rehabilitation Institute at Drake University since 2000. In his current positions, Matt is responsible for the management of all grant activities. He also is responsible for the delivery of undergraduate and graduate level courses in the fields of rehabilitation administration, rehabilitation counseling, school counseling, and community counseling. His teaching emphasis is in introduction to the rehabilitation profession, occupational information and professional resources, human resource management, rehabilitation administration and placement. He also is responsible for the provision of counseling and advising to students of the Institute and in conducting research in the fields of rehabilitation and counseling. Matt also works as a consultant including previously advising on such diverse issues as workplace culture, development of a save a job program, development and implementation of a new management information system and development of a financial recordkeeping system. Matt's previous positions include Technology Director for Region VII RCEP & CRP-RCEP, Project Coordinator for the National Rehabilitation Institute at Drake University, Medical Technician I at Mainstream and Resident Counselor for REM of Iowa, Inc.

### **New Process for IPE Development and Implementation**

This presentation will introduce a process for developing and implementing Individualized Plans for Employment that are consumer driven and provide for continuous evaluation and feedback. Through the integration of this model the goal is for counselors to obtain a greater level of understanding and confidence in a consumer's ability to understand their abilities, the current labor market, and how to apply for, negotiate, and maintain employment. Participants will have the opportunity to engage in discussion regarding the potential opportunities and perceived limitations of the model, how it could be strengthened, and how it could be integrated it into their practice.

11:30 to 1:00 pm                      Lunch

1:00 – 2:30pm                      **General Session: Employer Panel**

The employer panel will consist of employers or their representative HR person. The question and answer session will revolve around best practices, including for interviewing and hiring of individuals with disabilities.

2:30 – 2:45pm

Break

2:45 – 4:15pm

Concurrent Sessions

**The STEPPS Program-Steven Sprengelmeyer – LISW, Richmond Center**

Steven is a Licensed Independent Social Worker who joined the Richmond Center in September of 2009. He serves adults, adolescents, and children, providing individual and family therapy. He obtained his Master's in Social Work from the University of Iowa, and his Master's in Psychology with a Clinical emphasis from Loras College. He has over 33 years of experience in the human service and mental health fields. Prior to joining the Richmond Center, he was self employed in private practice in Dubuque, Iowa, providing general counseling services and specialized evaluation services to the court system. He holds advanced credentials in the specialties of clinical social work and forensics. He has expertise in the areas of abuse (both victim and offender focus), ADHD (both child and adult), mood and anxiety disorders, and treatment and assessment of violence risk.

**The STEPPS Program**

STEPPS stands for Systems Training for Emotional Predictability and Problem Solving. The person's system is made up of family members, a significant other or a professional working with someone with Borderline Personality Disorder (BPD) or Emotional Intensity Disorder (EID). These are individuals who experience extremely intense emotions and have difficulty controlling them. It is important to teach emotion management and behavior management skills not only to the person with this disorder, but also to members of that person's system. The STEPPS group counseling sessions becomes a place where they can learn more helpful behaviors through recognizing and challenging their negative and distorted thoughts, thereby leading to more positive and health-supporting behaviors.

**Ethics-Jack Hackett-Vocational Rehabilitation and Employment Officer, US Department of Veterans Affairs**

Jack is the VR&E Officer for the VA Regional Office in Des Moines. He has served in VA for over 30 years and has been in Iowa for the past 19 years. Having worked for VA in Indiana, Wyoming, Iowa and Washington DC, Jack has served veterans in many capacities and has served VA's VR&E program in several advisory and task force positions. He has a long history of local and national service to his profession as well, having served as a Past President of the National Rehabilitation Counseling Association, and as a former commissioner and officer of the Commission on Rehabilitation Counselor Certification. Jack currently serves on the Advisory Board of the University of Iowa Graduate Programs in Rehabilitation Counseling, and is a member of the Governor's Council on Brain Injury and a board member of the Iowa Brain Injury Association. Jack holds a CRC, NCC, and is licensed in Iowa as a Mental Health Counselor. Jack is looking forward to the new challenges in serving our returning soldiers with the commitment that we do even more to assist our newest veterans with their rehabilitation and employment needs. Jack has a masters degree in Rehabilitation Counseling from West Virginia University, is a Certified Rehabilitation Counselor and a licensed Mental Health Counselor. Jack also completed a Masters Certification in Project Management from the George Washington University.

## **Ethical Dilemmas in the Workplace**

Jack will explore ethical dilemmas that occur in the work place using the CRC Code of Ethics as the framework to address these dilemmas. Jack will provide scenarios of workplace ethical dilemmas and will engage the attendees in group discussion. Examples of workplace dilemmas covered by the CRC Code:

### **Section A: The Counseling Relationship**

A.9 Termination and Referral-Scenario regarding a client who may or may not be working to his potential.

A.6 Non-Professional Relationships with Clients-Scenario where the counselor is invited to a graduation party.

### **Section B: Confidentiality**

B.1 Right to Privacy-Scenario where a client divulges non-life-threatening information.

-Scenario where a client divulges life-threatening information.

### **Lesbian, Gay, Bisexual, and Transgender Diversity Awareness, Brad Freihoefer, Office of L, G, B, and T Student Services Coordinator, Iowa State University**

Brad Freihoefer is currently the Coordinator of the Office of LGBT Student Services at Iowa State University. He received his Bachelor of Science in Women's Studies from Minnesota State University, Mankato in 2008. In his five years in the state of Minnesota, Brad has worked on social justice with community organizations ranging from sexual and domestic violence, LGBTQA community development, and women's health initiatives. He continues such work today with organizations across central Iowa.

### **Engaging Intersections in Employment: LGBTQA & Ability Identity**

Although progress has been made in providing opportunities for workplace equity, many people with disabilities and LGBTQA people still face barriers to employment. This workshop will explore the intersections of ability, sexual, and gender identity/expression as it applies to the social realities surrounding employment. By understanding these intersecting identities, organizations and individuals can create a synthesis between services provided and the needs and goals of clients

4:15 – 4:30pm

Wrap-up and Evaluations