

# FACING THE FUTURE 2023

## EXPLORING OPPORTUNITIES 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 13, 2023 • Hyatt Regency New Brunswick**

# Conference at a Glance

8:00 A.M. TO 8:30 A.M.	<b>Registration, Continental Breakfast, and Exhibits</b>			
8:30 A.M. TO 8:45 A.M.	<b>Welcome</b> Stefanie Rinaldi, MAT, NJ APSE and Margaret Gilbride, JD, CT, The Boggs Center			
8:45 A.M. TO 9:00 A.M.	<b>Exploring Expectations and Employment Opportunities</b> Margaret Gilbride, JD, CT, The Boggs Center			
9:00 A.M. TO 9:15 A.M.	<b>Break (15 minutes)</b>			
9:15 A.M. TO 10:30 A.M.	<b>Workshop 1</b>	<b>Workshop 2</b>	<b>Workshop 3</b>	<b>Workshop 4</b>
	Transitioning Youth with Disabilities into Society Postsecondary: Supports and Implications	It's More Than a Job	Who, What, Where, When, Why, and How's of Social Security Benefits, Medicaid, and Employment	Connecting Data with Best Practice: 5 Years of Supported Employment Program Data Analysis in New Jersey
10:30 A.M. TO 10:45 A.M.	<b>Break (15 minutes)</b>			
10:45 A.M. TO 12:00 P.M.	<b>Workshop 5</b>	<b>Workshop 6</b>	<b>Workshop 7</b>	<b>Workshop 8</b>
	Students Achieving Independent Lives	Good Fences Make Good Neighbors: Collaborating with Families to Create Opportunity	Using Assistive Technology to Promote Inclusive Employment Practices	Customized Employment
12:15 P.M. TO 1:00 P.M.	<b>Awards Luncheon</b>			
1:15 P.M. TO 2:30 P.M.	<b>Workshop 9</b>	<b>Workshop 10</b>	<b>Workshop 11</b>	<b>Workshop 12</b>
	Interagency Collaboration and Pre-Employment Transition Services	Findings of 2022 Kessler Foundation Survey: Effects of COVID-19 Pandemic on Supervisor Perspectives	Business Advisory Committees: Creating the Ultimate Networking Machine for Job Development	Business Engagement and Job Development Practices: Effectively Servicing the Employer
2:30 P.M. TO 2:45 P.M.	<b>Break (15 minutes)</b>			
2:45 P.M. TO 3:45 P.M.	<b>Keynote Presentation</b> <b>Collette Divitto's Journey from "Underestimated" to CEO</b> Collette Divitto CEO/Founder of Colletley's Cookies and Colletley's Non-profit Leadership Organization			
3:45 P.M.	<b>Conference Adjourns</b>			

# Keynote Presentation



## Collette Divitto's Journey from "Underestimated" to CEO

### Collette Divitto

*CEO/Founder of Colletty's Cookies  
and Colletty's Non-profit Leadership Organization*

Collette will share her struggles and challenges throughout her journey. Many people around her had low expectations of her ability and future, but she never gave up and has a mindset that has made her an entrepreneur of not 1 but 2 companies. She is also an author, a featured reality TV show star, thought leader, influencer, TedX Speaker, and more. Collette hopes to inspire others to turn their challenges into triumphs!

### About Collette Divitto

Collette Divitto is a founder and CEO of two companies, Colletty's Cookies and Colletty's Non-Profit Leadership Organization. She runs her cookie company and creates jobs for people with challenges. The cookie company has sold over 550k cookies since 2017 and ships all over the US and Canada. The Colletty's Non-profit Leadership Organization was created so she could mentor people with and without disabilities.

Collette teaches Entrepreneurial Classes, Career Discovery and A Pathway To Total Independence. She also speaks all over the world and runs a baking show on YouTube along with writing her own blogs. Her life has been documented in a TV series called "Born For Business" which can be found on Peacock and Crave live-streaming networks. Collette's dream is to become a well-known national brand (like Tate's and Mrs. Fields), to have her own Ben and Jerry's Ice Cream, and to continue creating jobs for people with disabilities and lower their unemployment rate.

# Morning Workshops 1-4: 9:15 A.M. – 10:30 A.M.

## 1 Transitioning Youth with Disabilities into Society Postsecondary: Supports and Implications

*Sandra Lynch, EdD, Transition Coordinator, Bridgewater-Raritan Regional School*

Triennial data collected by districts and reported by states identify students with emotional and behavioral disorders (EBD) as the subset of students with disabilities (SWD) most affected by the transition out of high school. Research indicates that youth with EBD are frequently not engaged postsecondary and with nonengagement comes negative personal and societal impacts. This workshop will explore the perceptions of youth with EBD in relation to their high school's transition-specific instruction and the program recommendations that came from these discussions.

## 2 It's More Than a Job

*Cortez Range, Advocate, Royal Community Support and Amy Watts, Coordinator of Learning & Development, Neighbours, Inc.*

In this workshop, participants will be challenged to rethink their understanding of employment for those in the DDD system. Through hearing Cortez's experiences, participants will gain a richer understanding of the role of gainful employment as it relates to identity and will be encouraged to use this as a new lens with which to consider those they help find meaningful work/careers. Participants will have interactive opportunities to explore how culture and experience impacts goal setting and learn tools to increase their ability to effectively support individuals who are seeking employment. Finally, participants will be given a comprehensive toolbox of resources to ensure employment success.

## 3 Who, What, Where, When, Why, and How's of Social Security Benefits, Medicaid, and Employment

*Dawn Hale, WIP-C, Director of Ticket to Work and Benefits Counseling and Sharon Roth-Lichtenfeld, CPWIC, 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?"

## 4 Connecting Data with Best Practice: 5 Years of Supported Employment Program Data Analysis in New Jersey

*Rob Kimmel, MAT, BCBA, CESP, Training and Consultation Specialist, The Boggs Center on Developmental Disabilities, Rutgers Robert Wood Johnson Medical School*

Lack of time or complexity are often cited as the reasons Supported Employment (SE) managers do not take or analyze data, even when they know it will help them in the long run. CASES (Comprehensive Assessment of Supported Employment Service) is a free guide and tool that was created to provide SE managers with valuable information on essential areas for agency success through automatically generated data analysis. The newest version, CASES version 1.3, was developed over the last 5 years in collaboration with SE agencies around New Jersey, with many lessons learned that will influence professional practice, policy creation, and state funding. Data generated from everyday supported employment practices can be harnessed for change in practice, policy, equity, diversity, and inclusion, but often is overlooked. Let's change the narrative!

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

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# Morning Workshops 5-8: 10:45 A.M. – 12:00 P.M.

## 5 Students Achieving Independent Lives

*Karen Giuffré, MEd, Founding Director and Alysson Keelen, MS, Educational Consultant, Voyagers' Community School; Doreen A. Riegal, Transition Coordinator, Holmdel Board of Education; and Noreen Kane, Program Manager, Life Long Learning, Brookdale Community College*

Voyagers' Community School, in conjunction with Brookdale Community College, conceived of and created SAIL, Students Achieving Independent Lives, for individuals, a pre-vocational program for individuals with intellectual disabilities between the ages of 18 and 24. Participants will learn about our unique content and delivery strategies, with consideration of individual learning styles and perspectives, the quality and quantity of the information retained among students, and the ability of each student to apply and replicate knowledge in simulation, field settings, and the workplace. They will also hear about the innovative uses of technology for career readiness, skills acquisition, and on-site job coaching/mentoring. Participants will learn how Transition Coordinators can build a bridge program from school to adult life and reduce the "falling off the cliff" phenomenon.

## 6 Good Fences Make Good Neighbors: Collaborating with Families to Create Opportunity

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

Collaboration between the supported employment agency, the job seeker, and their family is key to employment success. However, parents and families are often concerned about the efficacy of employment supports or are distrustful of the supported employment process. Likewise, job coaches may consider certain kinds of parent involvement as intrusive or detrimental to a successful job match. In this workshop, we will discuss how to set policies and practices that welcome the critical input of families, while also maintaining appropriate and well-defined boundaries that will affirm the professionalism and competence of the worker.

## 7 Using Assistive Technology to Promote Inclusive Employment Practices

*Mike Marotta, ATP, RESNA Certified Assistive Technology Professional, Director, The Richard West Assistive Technology Advocacy Center (ATAC), Disability Rights New Jersey*

This session will focus on how to utilize the Principles of Universal Design to promote an inclusive employment environment. Real world Assistive Technology examples will be shared to highlight ways to create a more inclusive workplace environment for individuals with disabilities. These accommodation solutions will be no-tech, low tech, and high tech and across all areas of disability.

## 8 Customized Employment

*Jennifer Sosdorf, MS, Program Planning and Development Specialist, New Jersey Division of Vocational Rehabilitation Services*

Customized Employment is an underutilized service in New Jersey. This workshop is intended to increase your general knowledge about Customized Employment. In addition, information will be provided to assist you with determining when to use Customized Employment vs. Supported Employment. The presentation will conclude with a discussion about Customized Employment best practices in New Jersey.

# 12:15 P.M. ~ Awards Luncheon



# Afternoon Workshops 9-12: 1:15 P.M. – 2:30 P.M.

## 9 Interagency Collaboration and Pre-Employment Transition Services

*Bill Freeman, MEd, State Coordinator of Secondary Transition, New Jersey Department of Education, and Joy Atin-Shark, MS, Supervisor of Transition, College, and Deaf/Blind Services, New Jersey Commission for the Blind and Visually Impaired*

Starting early to prepare students for success in adult life is key! Students with disabilities aged 14 through 21 (and possibly older) can now access needed services from the Division of Vocational Rehabilitation Services and the Commission for the Blind and Visually Impaired to help them prepare for success in Competitive Integrated Employment. This session will explain what these services are, how to obtain them for students, and the agency's and local school's role in making this happen.

## 10 Findings of 2022 Kessler Foundation Survey: Effects of COVID-19 Pandemic on Supervisor Perspectives

*Elaine Katz, MS, CCC-SP, Senior Vice President Grants and Communications and John O'Neil, PhD, Director, Center for Employment and Disability Research, Kessler Foundation*

Learn how the COVID-19 pandemic has affected the ways employers recruit, hire, train, and retain people with disabilities in the workforce. We will introduce findings from 2022 Kessler Foundation National Employment and Disability Survey: Supervisor Perspectives and discuss shifts that reflect the profound effects the pandemic had on workplace processes and procedures.

## 11 Business Advisory Committees: Creating the Ultimate Networking Machine for Job Development

*Jessica Short, Senior Training and Consultation Specialist, The Boggs Center on Developmental Disabilities, Rutgers Robert Wood Johnson Medical School*

Business advisory committees are not a new concept, they have been used in community-based employment programs for decades. A well-constructed business advisory committee with a clear mission can make job development easier. Developing job opportunities for individuals with disabilities requires making connections with employers and developing strategies to create and expand community links. Starting and maintaining a business advisory committee often takes a backseat to the more pressing needs of day-to-day agency and program operations. Using a number of knowledgeable resources we will discuss a framework for developing an effective and productive business advisory committee and how to keep it going.

## 12 Business Engagement and Job Development Practices: Effectively Servicing the Employer

*John W. Aramini, MEd, President, Aramini Management and Business Consulting Company*

Sales, service, and business development are core behaviors of job development and business services representatives. Competence in these areas is essential to effectively service employers and maximize relationship outcomes when interacting with the business community. Contact with any employee is an opportunity to make a positive impression and gain and keep an employer in your workforce network. Attendees will learn what is effective business services engagement, the sales process, understand what employers want in a relationship with them, and how they can meet those expectations. This workshop will introduce concepts and exercises to help facilitate learning to be readily applicable back on the job.

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

**2:45 P.M. ~ Keynote Presentation**

# 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 8/25	Registration starting 8/26	Early Bird until 8/25	Registration starting 8/26
	\$185.00	\$215.00	\$155.00	\$185.00

**Register by August 25 and save! Final registration deadline: September 25**

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 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, 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-2023>
- For conference registration questions, please contact [lisa.thomas@rutgers.edu](mailto:lisa.thomas@rutgers.edu)

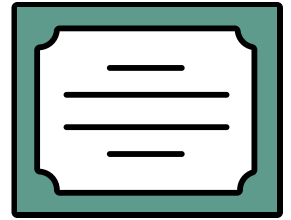
# Exhibitor Registration

- Exhibit at the Facing the Future conference to showcase your agency, products, and services to our audience of disability employment professionals and educators!
- The Exhibitor fee of **\$400** includes a 6 foot table and chair, admission to conference presentations, meals (continental breakfast, lunch, and dessert) for one person.
- Exhibitor registration deadline: **September 1, 2023**  
Register early! Exhibitor space is limited and fills up quickly.
- Register using the Exhibitor Registration Form at: <https://form.jotform.com/boggscenter/facing-the-future-2023-exhibitor>
- 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.
- For exhibitor questions, please contact [deborah.mahovetz@rutgers.edu](mailto:deborah.mahovetz@rutgers.edu)

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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.



## 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.



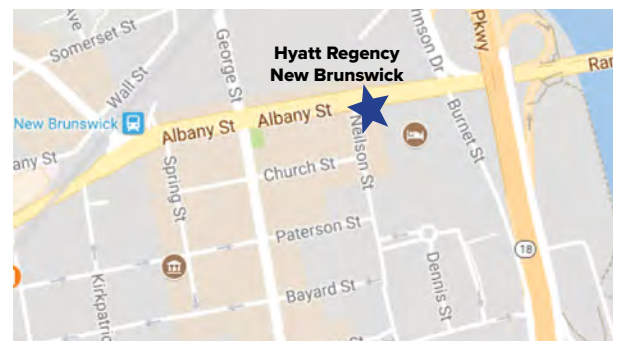
Walking directions from New Brunswick train station to Hyatt Regency

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 \$153 for overnight accommodations the night of October 12 at the Hyatt Regency New Brunswick. Reserve rooms online at: <https://www.hyatt.com/en-US/group-booking/EWRRN/G-FCCE>. Rooms must be reserved by September 12 to receive the discounted rate. After the deadline, the standard hotel rates will apply.

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