

Around the Region



RSA Region V CRP-RCEP

University of Illinois
at Urbana-Champaign

From the Director—Proposed Changes in RSA Funding

John Trach, Ph.D., CRC, Project Director

For the past seven years, the University of Illinois has received funding from the Rehabilitation Services Administration (RSA), U.S. Department of Education, for the Region V Continuing Education Program for Community Rehabilitation Programs (CRP-RCEP). With this funding we have provided many services to Region V including *Employment Consultant/National Certificate in Employment Services* training; a wide variety of state trainings such as the psychiatric disability series and cultural competency trainings; supported regional and state employment conferences and trainings; promising programs and practices identification; technical assistance projects for model employment projects; leadership and management training; and numerous other projects and products. The formats and intensity have varied

with workshops, online training, teleconferences, and simulation trainings.

These will continue for the remainder of the fiscal year, but may change drastically this fall. RSA has decided to restructure and published a notice of proposed priority to eliminate the RCEPs and create "TACE" (Technical Assistance and Continuing Education) Centers. The TACE Centers will replace the current CRP-RCEPs and the general RCEPs in each region. The focus of the TACE Centers will be to provide technical assistance based on federal monitoring findings for state VR agencies and "agency partners." The plan is to discontinue all funding for the RCEPs and CRP RCEPs in September 2008, and begin funding TACE Centers in October 2008. We are unsure of

the future of the services we will provide. If we are involved in the TACE center we know there will be significant changes; certainly there will be reductions in our services to CRPs through TACE as the funding will be decreased. If you have appreciated the services you have received through the Region V CRP RCEP, we encourage you to contact us. The request for public comments were due **February 28, 2008** and that request may still be reviewed at the following link: <http://www.ed.gov/news/fedregister/proprule/index.html>. (See January 29, 2008, Vocational Rehabilitation.)

We will keep you updated as we learn more about RSA's plans and the potential impact on continuing education and technical assistance for community rehabilitation programs.

RSA Region V CRP-RCEP

Web Site

Check out RSA Region V's CRP-RCEP Web site at www.ed.uiuc.edu/illinoisrcep for:

- Training updates
- Workshop and teleconference registration
- RSA Region V listserv subscription
- Online needs assessments submission with free training voucher!

Inside this issue:

From the Director	1
Career Planning for Individuals with Autism Spectrum Disorders	1
State by State News from Around the Region	4
New Resources in Our Library	5
Highlights from Past Teleconferences	6
RSA Region V CRP-RCEP Upcoming Events	7

Career Planning for Individuals with Autism Spectrum Disorders—

The Great Wave Tour (in Region V States) —Career Planning for Individuals with Autism Spectrum Disorders

The dramatic rise in autism across the country has created a Wave of individuals who will be

crashing the shores of the workforce. The majority of autism research and training has focused on children, but now more attention is being placed on the long-term outcomes of people with autism spectrum disorders. Career planning is the key to a successful future for these individuals. The *Great Wave Tour*

provides a guide on how to assist each person with autism in navigating the rough waters of the job market.

These three-hour presentations cover the following:

- Career assessment for individuals with autism spectrum

- disorders.
- Career and transition planning strategies.
- Social communication development and its relation to the workplace.
- Utilizing the classroom as a simulated workplace.
- Social coaching and on-the-job support strategies.
- Business partnership development.

The presenter, James Emmett, is a national leader in development of employment services for persons with autism spectrum disorders as well as in assisting corporations in creating outreach efforts to the disability and autism communities. He is an individual with a disability and a parent of three daughters with disabilities. James currently serves as the chief operating officer of Integrated Behavioral Systems (www.integratedbehavioralsystems.com) and is a partner in the consulting firm Two Steps Forward (www.twostepsforwardinc.com). He graduated with a Master's Degree in Rehabilitation Counseling from Illinois Institute of Technology. James recently worked for Walgreens where he set up the company's national disability initiative (www.walgreensoutreach.com). He assisted Easter Seals in creating their national autism services network (www.easterseals.com/autism). James also served as the project director for three award winning research/demonstration projects examining career development and transition strategies for individuals with autism and other disabilities (www.vocationalalliance.com).

The following cities and future dates of the *Tour* in this region are co-sponsored by the University of Illinois CRP-RCEP :

- April 10 — Green Bay, WI
- May 7 — Indianapolis, IN
- May 8 — Chicago, IL
- June 12 — Toledo, OH
- June 26 — St. Paul, MN
- July 10 — Lafayette, IN

- August 14 — Lansing, MI
- October 9 — Madison, WI
- November 6 — Joliet, IL
- December 4 — Moline, IL

For more information and/or to register, go to <http://www.integratedbehavioralsystems.com/gindex.html>.

Teleconference -

On October 16, 2007, James presented a teleconference on this same topic. He addressed the styles and strategies of job development necessary, the tools and assessments to be used, strategies for contacting potential employers, and concerns and questions about job placement for people with autism.

Highlights from this teleconference include the following tips for successful career planning:

Initial Interview Preparation

The job developer uses the initial interview to explore interests with the individual and to learn more about the work strengths and career plan of the individual.

There are two major considerations when setting up the initial interview –

1. Communication style - receptive language skills, echolalia, Picture Exchange Communication System (PECS), sign language, augmentative communication devices, and gestures.

TIPS to improve communication between service providers and consumer => visual supports, social stories, talk less, give wait time (use silence), keep it concrete and straightforward, do not use sarcasm or abstract phrases.

2. Environment Considerations – Does the student have sensitivities to light, noise, smells, certain fabrics? How does the individual “typically” react to new environ-

ments? Does the person utilize schedules in other environments? How does the individual understand the passage of time?

3. What environmental supports are used to help the student learn?

TIPS to maximize environment for consumer => Consider meeting the individual in a familiar place, use visuals, develop a mini-schedule for the flow of the interview, insure clear beginnings and endings, attempt to block out environmental distracters, respect sensory sensitivities.

The Portfolio

- The transfer of information about the consumer from service provider to service provider for a person with autism is as “critical as breathing.”

The importance of logistics in the portfolio process is crucial – Who does it? What is in it? When do you start? Where do you use it? Why do you need it? How to best utilize it? These are all questions that need answers.

1. Format of the Portfolio – Personalized, binder or presentation portfolio, be cautious of age appropriateness.
2. Content – Overall goals for living, working and playing, history of goals.

TIPS of what should be included in the portfolio => Favorite things, education, communication style and supports, sensory needs, motor skills, special talents, community access, advocacy skills, post-secondary education, assistive technology, community agencies/support services, obstacles or fears in the community, skill sets in achievement and support needs, letters of recommendation and work experience/work exposure history, current employment, general fact sheet about the person.

Perspectives

- Work is not a stand-alone activity.
- Preparing for work is not done in one classroom, through one course, or through one job exposure.
- Job satisfaction is essential to maintaining work. What are the satisfying factors in the job? Why are these valued?

Possible Work Problems

- Understanding what is expected of them when the job is not specific enough, the tasks are not defined and varied, the employer's expectations are not clear or there is little routine to the job.
- Recognizing the informal rules of the workplace which others can understand without being told.
- Working as a teamcannot offer or recognize humor, hints, ironies...
- Seeking help in appropriate ways...having difficulty assessing the best times and methods to use to ask.
- Recognizing that co-workers might find their behavior intrusive or odd.
- Coping with unexpected changes at work...their consequent anxiety may make them less competent and more demanding.
- Remembering information that has been communicated verbally.
- Different sensory reactions from the norm...background noises, fluorescent lighting, open window, vibrations.

Ways to Improve the Experience of Work

- Gradual introduction of employee into the work situation with support.
- Clear, specific job tasks.
- Written, diagrammatic, or pictorial instructions.
- Structured work pattern to enable the employee to complete one task before beginning another.

- Clear line of management and an informed supervisor or mentor who can be available to give advice.
- Checklists and timetables for work tasks.
- Initial close supervision.
- Explicit rules of behavior and advice about unwritten rules of the workplace.
- Consistency from colleagues.
- Immediate, clear, and open feedback about the standard of work.
- Guidelines for colleagues about how they can meet the individual needs of the employee.
- Contingency plans for dealing with unbearable stress, a place to go for refuge, and contact with someone who will give support.

Getting a Match and an Action Plan

- List the environmental needs of the employee.
- List the requisites of the job.
- List the requisites of the workplace.
- Find the level of the match.
- Create the action plan.

How to Assess Work Values

- Direct interview.
- Hobbies and free time.
- Ask family members and friends.
- Observations of behavior.

Minnesota Work Adjustment Theory

(www.psych.umn.edu)

- Work skills matched with job requirements = satisfactoriness.
- Work value matched with job reinforcers = satisfaction.
- Satisfaction and satisfactoriness = Job tenure.

Values As They Relate to Autism

- Too often we focus on satisfactoriness.
- We need to assess what a worker with autism values.
- We cannot assume what an individual values.
- From experience, job retention is significantly increased when the values of a worker with autism are addressed and met on the job.

To view the power point slides and transcript of this presentation, as well as listen to the audio file, please visit www.ed.uiuc.edu/illinoisrcep/activities/archivedteleconferences.htm.

Autism Employment Resources

Barnhill, G. P. (2007). Outcomes in adults with Asperger syndrome. *Focus on Autism and Other Developmental Disabilities*, 22(2), 116-126.

Emmett, J. & Steffan, K. (2004). *Environmental and job analysis worksheet*. La-Grange, IL: Vocational Alliance-Employment within Business Project (<http://www.ed.uiuc.edu/illinoisrcep/activities/archivedteleconferences.htm>)

Emmett, J. (2004). Transitioning from school to work. In Fast, Y. *Employment for individuals with Asperger syndrome or non-verbal learning disability: Stories and strategies*. (pages numbers not listed). Philadelphia: Jessica Kingsley Publishers Inc. (<http://www.jkp.com/jkp/distributors.php>)

Garca-Villamisar, D. & Hughes, C. (2007). Supported employment improves cognitive performance in adults with autism. *Journal of Intellectual Disability Research*, 51(2), 142-150.

Gerhardt, P.F. (2007). Effective transition planning for learners with ASD. *Exceptional Parent*, 37(4), 26-27.

Please contact RSA Region V CRP-RCEP staff for alternate formats of this newsletter.

- Grandin, T. (2007). Autism from the inside. *Educational Leadership*, 64(5), 29-32.
- Grandin, T. (2006). Perspectives on education from a person on the autism spectrum. *Educational Horizons*, 84(4), 229-234.
- Grandin, T. (1996). *Thinking in pictures*. New York: Vintage Books/Random House.
- Hagner, D. & Cooney, B.F. (2005). "I do that for everybody": Supervising employees with autism. *Focus on Autism and Other Developmental Disabilities*, 20(2), 91-97.
- Henn, J. & Henn, M. (2005). Defying the odds: You can't put a square peg in a round hole no matter how hard you try. *Journal of Vocational Rehabilitation*, 22(2). 129-130.
- Hillier, A., Fish, T., Coppert, P. & Beversdorf, D.Q. (2007). Outcomes of a social and vocational skills support group for adolescents and young adults on the autism spectrum. *Focus on Autism and Other Developmental Disabilities*, 22(2), 107-115.
- Howlin, P., Alcock, J., & Brukin, C. (2005). An eight year follow-up of a specialist supported employment service for high-ability adults with autism or Asperger syndrome. *Autism: The International Journal of Research and Practice*, 9(5), 533-549.
- Hume, K. & Odom, S. (2007). Effects of an individual work system on the independent functioning of students with autism. *Journal of Autism and Developmental Disorders*, 37(6), 1166-1180.
- Hurlbutt, K. & Chalmers, L. (2004). Employment and adults with Asperger syndrome. *Focus on Autism and Other Developmental Disabilities*, 19(4), 215-222.

State by State News from Around the Region....

Illinois

52nd Annual IRA Conference

April 21-22, 2008

Pere Marquette Lodge and Conference Center

13653 Lodge Blvd., Route 110

Grafton, IL 62037

For more information and/or to register, contact conference co-chairs:

Kristen Bethke
(Kristen.bethke@illinois.gov) or

Mary Thomas (mary.thomas@illinois.gov or 618-258-9996)

Indiana

SECT Center Training

April 16, 2008

Are you Talking Like Business People Think?

Holiday Inn at the Pyramids

Indianapolis, IN

For more information visit
www.sectcenter.org

Michigan

Training from MARO—www.maro.org

CARF Accreditation: Aspiring to Quality Business and Services Delivery

Sheraton Hotel, Lansing, MI

Workforce Developer Seminar

April 24, 2008

Okemos Conference Center

Employment Strategies for Ex-Offenders

April 29, 2008

Lansing, MI

Or

May 1, 2008

Gaylord, MI

Co-sponsored with RSA Region V CRP-RCEP at Illinois

Save the dates for the following MARO conferences!

MARO Spring Leadership Conference

June 4-6, 2008

Park Place Hotel, Traverse City, MI

Michigan Rehabilitation Conference

November 5-7, 2008

Grand Traverse Resort

Traverse City, MI

For more information contact Harry Smith at hsmith2@maro.org.

Minnesota

Save the date for the Minnesota APSE Annual State Conference!

Join the Revolution: Employment First! Employment Now!

May 19, 2008

Ramada Inn

Bloomington, MN

Just a few of the exciting features at this year's conference include:

Keynote address by Minnesota native Kevin Kling (check out his story at www.kevinkling.com).

Full-day job development.

Presentations from the Minnesota Employment First Coalition.

Panel presentations by self-advocates.

Job Supports for people with mental health disabilities.

Conference details and registration information will be distributed soon.

Please take a look at the new Web site: www.mnapse.org and for more information contact Jolene Thibedeau Boyd, MN APSE President.

Ohio

Save the date!

Ohio Association of Adult Services in partnership with Ohio Association of Persons in Supported Employment and RSA Region V CRP-RCEP are co-sponsoring:

Achieving Employment Outcomes: Marketing and Sales Skills

www.oaas.org

April 24-25, 2008

Dutch Heritage Restaurant

Belleville, OH

Presenter: Allen Anderson

Register soon — seating is limited! For more information please contact Susan Dlouhy at oaasohio@aol.com.

Wisconsin

2008 Rehabilitation and Transition Conference

To make your reservations for the 2008 Rehabilitation and Transition Conference on April 9-11, 2008, please call the American Club at 800-344-2838, or visit www.destinationkohler.com. Rooms are also available at the state rate at the Inn on Wood Lake.

Conference questions? Contact: Rebecca Hildebrandt at 608-244-5310 or rhildebrandt@rfw.org or visit www.rfw.org.

New Resources in Our Library

—John Trach, Director of the RSA Region V CRP-RCEP Project and Kat Oertle, program assistant on this project, are the authors of the following article. They highlight the importance of community rehabilitation providers' involvement in the transition process, which is the basis for many RSA Region V CRP-RCEP workshops and teleconferences (e.g., Teleconference - *Bridging the Gap Through Leadership: The Role of the Rehabilitation Professional in Transition Process*, Kat Oertle and John Trach, Presenters, 2:00-3:00pm CST, February 26, 2008). For more technical assistance and training, please contact Kat Oertle at oertle@uiuc.edu.

Oertle, K.M. & Trach, J.S. (2007). Inter-agency collaboration: The importance

of rehabilitation professionals' involvement in transition. *Journal of Rehabilitation*, 73(3), 36-44.

The components of the transition process for students with disabilities focus the importance on interagency collaboration and rehabilitation professionals' participation and involvement. The benefits of interagency collaborations are established yet the practice eludes special educators and rehabilitation professionals who are key players. Barriers to widespread, effective partnerships and collaboration continue. Based upon a study of transition research, the authors reiterate the need for alignment of research with practice. Consequently, interagency collaboration among special educators and rehabilitation providers becomes an effective reality and offers seamless entry into the

adult world. Suggestions for future research are proposed and resolutions suggested.

—Janis Chadsey, Professor Emeritus, Department of Special Education, University of Illinois at Urbana-Champaign, is the author of the following American Association on Intellectual and Development Disabilities (AAIDD) publication.

Chadsey, J. (2008). *More than a paycheck: Social inclusion at work*. . [Innovations Research to Practice Series]. Washington, DC: AIDD.

This is a practical reference for vocational and transition specialists, job coaches, teachers, and other service providers that

New Resources in Our Library.... (cont'd.)

provides step-by-step intervention strategies on how to socially integrate people with intellectual disabilities into employment settings. To read the first chapter online, visit <https://bookstore.aaid.org/BookChapterExcerpt/SocialInclusion.pdf>

This monograph is available for review and purchase at <http://bookstore.aaid.org>. For questions, email books@aaid.org.

—Web site for Special Populations - www.specialpopulations.org – features online articles from *The Journal for Vocational Special Needs Education* - http://specialpopulations.org/specialpopulations/journal_link_page.htm.

This website is a continuation of services that became unavailable with the decision of the

National Association of Vocational Education Special Needs Personnel (NAVESNP) board to cease operations as of December 31, 2005.

Through this website, www.specialpopulations.org, contact with the staff of the *Journal for Vocational Special Needs Education* is maintained. New issues will be published only in online format. A discussion board and professional contact listing service have been initiated to provide for communication among professionals, parents, students, and others concerned with appropriate education and employment for persons with special needs.

One of the many full-text online *JVSNE* articles is entitled *Employment Status of*

Individuals with Disabilities by Marie Kraska, Bertram Zinner, Asheber Abebe in the Spring 2007 edition. Check it out!

For more information about this web site and to submit manuscripts for online publication, visit www.specialpopulations.org or contact either John Gugerty, co-editor of *JVSNE*, Center on Education and Work, University of Wisconsin-Madison, at jgugerty@education.wisc.edu or Kelli Crane, co-editor of *JVSNE*, TransCen, Inc. at kcrane@transcen.org.

RSA Region V CRP-RCEP at Illinois *Highlights from Past Teleconferences Toll-Free Training!*

Monthly teleconferences provide training to community rehabilitation professionals (CRPs) on a variety of job development topics. Participants can listen in via audio-streaming on computers or pre-register and participate with a toll-free number. This is a free and easy way for CRPs to access training and earn credit without any associated travel costs! If you've missed these past presentations you can browse PowerPoint slides, audio files, resources, and transcripts on the web at www.ed.uiuc.edu/illinoisrcep/activities/archivedteleconferences.htm - you really haven't missed these teleconferences!

September 18, 2007

Bill Santos, Presenter

Job Development FAQs

October 16, 2007

James Emmett, Presenter

Career Planning for Individuals with Autism Spectrum Disorders

November 6, 2007

Laura Ritterbush, Presenter

Developing Community Partnerships

December 11, 2007

Maria Anderson, Presenter

Working with Ex-Offenders: The Importance of Background Checks

January 22, 2008

Sue Ann Morrow, Presenter

Supporting Employees on the Job

February 26, 2008

John Trach and Kathleen Oertle, Presenters

Bridging the Gap Through Leadership: The Role of the Rehabilitation Professional in the Transition Process

**Send us news from your state for the
Summer 2008 newsletter!**

If you would like others to know about what's happening in your state, please contact Lynda Leach at 217-333-2325 or e-mail: leachlyn@uiuc.edu

RSA Region V CRP-RCEP at Illinois

Upcoming Events

For more information, and/or to register online for RSA Region V CRP-RCEP trainings please contact Betty Taylor at 217-333-2325 or ertaylor@uiuc.edu or visit www.ed.uiuc.edu/illinoisrcep/whatsnew.htm.

Workshops

Supporting Employees on the Job

One and one-half day workshops -

Sue Ann Morrow, Presenter

March 27-28, 2008
Bloomington, MN

Or

April 8-9, 2008
Columbus, OH

Employment and Vocational Rehabilitation for the Ex-Offender

Maria Anderson, Presenter

May 30, 2008
University Center
Chicago, IL

Employment Services Simulation Training (ESS)

June 8-13, 2008

Madison, WI

Save the date!

RSA Region V CRP-RCEP Certificate Series

Employment Facilitation Certificate Program

Rick McAllister, Presenter

Session I—April 18, 2008
Session II—June 20, 2008
Session III—July 25, 2008
Session IV—August 15, 2008

University Center
Chicago, IL
www.universitycenter.com

Teleconferences

Our Toll-free Training!

Vocational Implications of Psychiatric Disabilities: Introduction to Mental Illness

David Strauser, Presenter
April 29, 2008
2:00—3:00 p.m. CDT

Employment Success for Individuals with Traumatic Brain Injury

Laura Owens, Presenter
May 6, 2008
2:00—3:00 p.m. CDT

Back by Popular Demand!

Job Development Series I

Rick McAllister, Presenter
June 3, 2008
2:00—3:00 p.m. CDT

Job Development Series II

Rick McAllister, Presenter
July 8, 2008
2:00—3:00 p.m. CDT

Job Development Series III

Rick McAllister, Presenter
August 26, 2008
2:00—3:00 p.m. CDT

Web Courses

Social Skills in the Workplace

April 14—June 6, 2008

Recruiting, Hiring, and Retaining Employees

May 12— June 6, 2008

RSA Region V CRP-RCEP Co-Sponsored Events

The Great Wave Tour—Career Planning for Individuals with Autism Spectrum Disorders, Co-sponsored with

James Emmett, Presenter

Integrated Behavioral Systems

For more information and/or to register online go to: <http://www.integratedbehavioralsystems.com/gindex.html> or contact James Emmett at emmettx4@aol.com.

Employment and Vocational Rehabilitation for the Ex-Offender

Co-sponsored with MARO

Maria Anderson, Presenter

April 29, 2008
Lansing, MI

or

May 1, 2008
Gaylord, MI

For more information visit www.maro.org or contact Harry Smith at hsmith2@maro.org.



RSA Region V CRP-RCEP

University of Illinois
at Urbana-Champaign

RSA Region V CRP-RCEP Staff

John Trach, Ph.D., CRC

Director and Principal Investigator
jtrach@uiuc.edu

RSA Region V CRP-RCEP

Transition Research Institute
University of Illinois at Urbana-Champaign
117 Children's Research Center
51 Gerty Drive
Champaign, IL 61820
217-333-2325
FAX: 217-244-0851
TTY: 217-244-7132
www.ed.uiuc.edu/illinoisrcep

Tony Plotner, M.S., CVE, CRC

Project Coordinator
plotner@uiuc.edu

Megan Horack

Program Assistant
horack@uiuc.edu

Lynda Leach, M.S.

Information Specialist
leachlyn@uiuc.edu

Kristina Wallace

Program Assistant
kmwallac@uiuc.edu

Wei Liu, M.S.

Program Assistant
weiliu1@uiuc.edu

Lin Yang

Program Assistant
linyang3@uiuc.edu

Kathleen Oertle, M.S., CRC

Program Assistant
oertle@uiuc.edu

Betty Taylor

Administrative Assistant
ertaylor@uiuc.edu

This is a product of the Rehabilitation Services Administration Region V Community Rehabilitation Providers - Rehabilitation Continuing Education Program (RSA Region V CRP-RCEP), Cooperative Agreement Number H264B060002. The Region V CRP-RCEP is funded by the U.S. Department of Education, Office of Special Education and Rehabilitative Services, Rehabilitation Services Administration. Contents of this document do not necessarily reflect the views or policies of the Department of Education, nor does the mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government.

RSA Region V CRP-RCEP

Transition Research Institute
University of Illinois at Urbana-Champaign
117 Children's Research Center
51 Gerty Drive
Champaign, IL 61820

NON-PROFIT ORG.
U S POSTAGE PAID
PERMIT 75
CHAMPAIGN, IL