



# THE FOCUS

April 2016 Vol. 4 No. 5

## Hot Topic

### Lane v. Brown Settlement—We have Questions!

#### Summary of the Lane vs. Brown Settlement:

“The Agreement converts all of the structural reforms to Oregon’s employment service system identified in Executive Order 15-01 into binding and enforceable legal obligations, and significantly expands on those requirements by establishing new systemic requirements, firm implementation dates, and integration criteria for the provision of supported employment services...the Agreement ensures that at least 1,115 adults with I/DD will obtain Competitive Integrated Employment, that at least 4,900 youth in transition will receive employment services, and that approximately 1,000 youth likely will achieve the Competitive Integrated Employment.”

After over three years of litigation, on December 29, 2015, U.S. Magistrate Judge, Janice M. Stewart, signed approval of the Lane v. Brown Proposed Settlement Agreement [http://www.oregon.gov/DHS/EMPLOYMENT/EMPLOYMENT-FIRST/Documents/Lane\\_Amended\\_Order\\_Approving\\_Class\\_Action\\_Settlement.pdf](http://www.oregon.gov/DHS/EMPLOYMENT/EMPLOYMENT-FIRST/Documents/Lane_Amended_Order_Approving_Class_Action_Settlement.pdf). There were cheers and celebrations to mark this highly anticipated event that could change the landscape of employment services for individuals with disabilities. The nation was watching Oregon. Fast forward to April 2016.

The train has left the station and the work is proceeding; however, there are critical questions that beg to be answered. The community anxiously waits as the Plaintiffs and the State negotiating behind closed doors for weeks, decide who will be the Independent [Continued on page 2](#)

#### About Oregon APSE

*Our mission is to promote equitable, integrated employment of people with disabilities that recognizes their contributions as community members.*

We represent the Oregon chapter of the national Association of Persons Supporting EmploymentFirst. [APSE](#) is the only national organization with an exclusive focus on integrated employment and career advancement opportunities for individuals with disabilities.

As of April 2016, we have 98 members!

#### [Join Oregon APSE](#)

We look forward to joining with like-minded Oregonians! To become a member click on “Join” link or email: [oregonapse@gmail.com](mailto:oregonapse@gmail.com)



Website coming soon  
[www.oregonapse.org](http://www.oregonapse.org)

## Hot Topic continued...

Monitor that will keep watch of the implementation.

### ***Will the Independent Monitor be a presiding Leader, or a strict Disciplinarian?***

Mike Maley, the Employment Coordinator who reported directly to the Director of DHS has retired, and in his place, Acacia McGuire-Anderson has assumed the interim role under Lilia Tennity, ODDS Director and Trina Lee, OVR Director.

***With State Leadership having new faces and new relationships, who is in charge of Employment First and how will this work long-term?***

Employment First teams are celebrating as the numbers of people getting jobs and providers grows. Oregon proudly boasts the highest number of CESP's of any state (169!), and organizations are filling staff schedules with OELN and getting up to speed. Two questions remain

- 1) **Are we building provider capacity with employment specialists that can support anyone receiving I/DD services who desires employment?** And
- 2) **How many skilled employment specialists do we have compared to how many that we need?**

Schools are talking about the 4900 transition youth and express concern with the term "mock sheltered employment." ODE states that this only applies to students who are doing these types of activities all day long, every day as their primary activity. As expert witnesses observed these activities,

***"What is 'mock sheltered employment' and is this only meant for students who***

***engage in these activities all day long?" and "How are schools gearing up to assure that students are being prepared for competitive integrated employment?"***

We hear the buzzword, "Transformation" but are not quite sure what is happening. Some people are getting jobs, but we wonder,

***"For the 25 transformation organizations, what does systems change mean and what about the other sheltered workshops?"***

Regarding the Career Development Plans, ***how are Personal Agents and Services Coordinators talking about the 20 hour week standard in a meaningful way?***

And a BIG QUESTION: Lane v. Brown and the Home and Community-Based Services (HCBS) settings rule advance agency collaboration and full inclusion for service recipients.

***Does the funding structure support this service system and are strategies being studied to assure that we are moving in the right direction in a sustainable way?***

~

If you have thoughts regarding Lane v. Brown, please send them to [oregonapse@gmail.com](mailto:oregonapse@gmail.com) with the Subject: Lane v. Brown Question.

*Written by Tara Asai, Oregon APSE Chapter Board President ~April 2016*

[Join us on Facebook](#)



## A Cool Life

~The **Cool Life** column showcases stories that demonstrate individuals with disabilities successfully employed by community businesses. Have a story? Send an email to: [oregonapse@gmail.com](mailto:oregonapse@gmail.com)

Written by CJ Webb

I had the great pleasure to meet John Hodson, an employee any company would be thrilled to have. For many years he worked for Shangri-La, a provider organization in Salem. While at Shangri-La he worked in the woodshop, using the saw and many complex machines, and most recently on the landscaping crew. He liked this job because he could work outside.

One day, John's Job Developer, Keith Foreman, called and said Walmart had an open Courteous Clerk position. When John went in for the interview, it ended up not being very long because he was immediately offered the position.

John works 30 to 32 hours a week. When asked about his favorite job task, he likes to go outside and get the carts (even the slow electric carts), and carry outs. He loves being outside and enjoys helping people, so taking items to customer's vehicles is great for him—even in the rain as he's an Oregonian!

John is 27 years old, married, and provides for his 15 month old son and wife, who is going to college. This is important to him. He is paid above minimum wage and getting a raise. He states that in about a month he will be getting "my share" —the Walmart profit sharing.

Some of the other great things John has been able to do since starting his job at Walmart is:

- ◆ Buy new furniture
- ◆ Buy new shelves
- ◆ Splurge on video games

J  
O  
H  
N  
  
H  
O  
D  
S  
O  
N



- ◆ Moved into a new house, where his son has his own room and he has a great new TV
- ◆ And can pay all his bills and think about going on vacation

John also is beginning to think about having a second child. He loves his job. Even though some customers are not nice, John always smiles and tells them to have a good day. He likes working hard because—"work hard to play hard." Also, "if you work hard, you can excel in what you do and make money to have fun—and have the life you want to have." He likes the quote from the movie, Unbroken, "if you can take it, you can make it."

Keith states that the person who interviewed John and was there when he completed the Computer-Based Learning (which he passed on his own) wishes all people take their work ethic from John, as his dedication is phenomenal. Also, Keith is very proud of John as he got the job! He is succeeding, and he is accomplishing things by himself.

~

***Follow the discussion on the  
[Oregon APSE Facebook page!](#)***

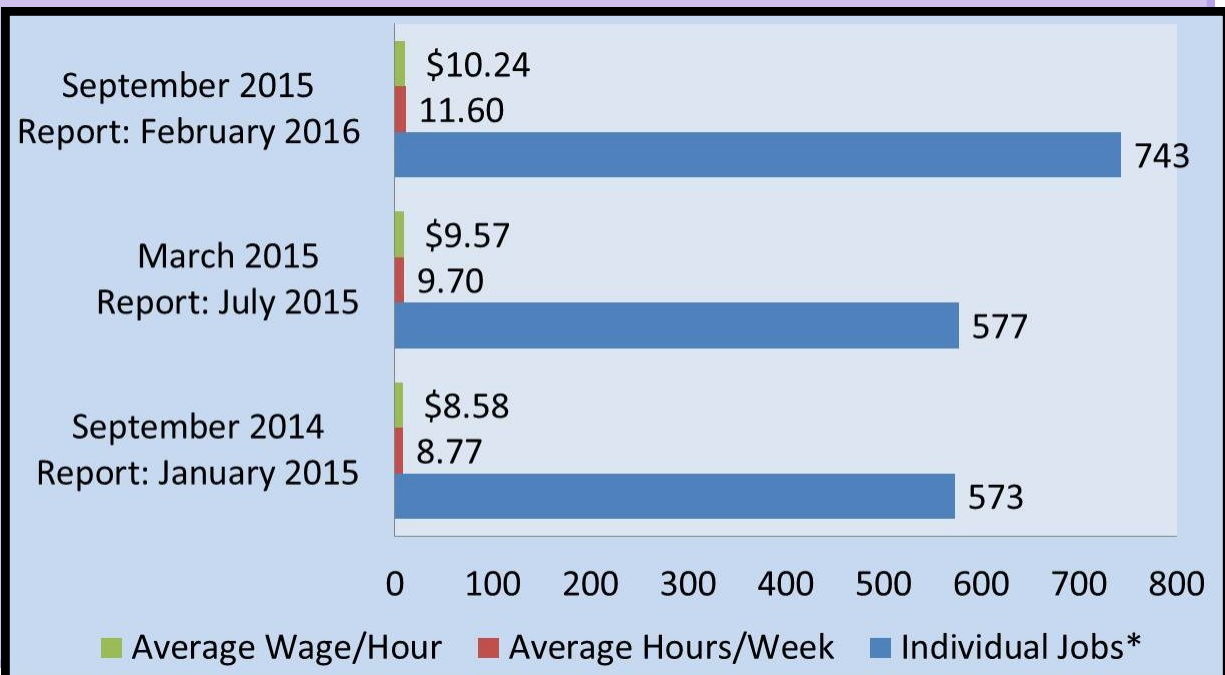
## Did you know?

As our readers are aware, it has been challenging to follow trends with all the changes in data points and systems. As the newer data appears to be more reliable, here are a few key points comparing the [February 2016 Employment First Data Report](#) to the previous January and July 2015 Data Reports. According to these reports, there has been an increase of 65 Vocational Rehabilitation (VR) closures with people in jobs from 214 to 279 for July to December 2015. This number is inclusive of all people with Intellectual/Developmental Disabilities, receiving VR services.

~

\*This does not count those receiving supports by a Personal Support Worker or natural supports that is captured in the VR data.

## Office of Developmental Disability Services (ODDS) Individual Jobs\*



## Guess... Who is our Mystery Member?

I am the Program Manager for an internship opportunity that immerses participants in different departments within a host business so that they can better develop and work towards career goals through hands-on experience and customized support. Our interns develop transferable job skills at the same time that they experience being relied upon as a necessary part of a team. They take these experiences (and resumes!) with them as they embark upon rewarding careers. I spend my day challenging participants to push themselves professionally and I love that APSE does the same for me and my colleagues. I value the opportunity to learn from other perspectives and experiences.



(See [page 12](#) for the answer.)

## Board Talk



### Liz Fox

Liz Fox is the Executive Director of Alternative Work Concepts, a supported employment organization in Eugene. She is a current member of the Executive Order Policy group, Lane Employment First team, and the past co-chair of the Oregon State Rehabilitation Council. *She has been an*

*APSE Board member for 2½ years.*

### Welcoming the New Age of Employment

As spring begins to bloom around me, I find myself excited about the future of employment for people with disabilities in Oregon. After years of fighting a system that believed employment was a secondary option and certainly not for everyone, the Lane vs. Brown settlement has changed Oregon's direction. Real employment is finally in the forefront for the first time in decades.

I have been a member of the Oregon Executive Order Policy Group since 2013. This is a mandated group comprised of key stakeholders and community partners. Our original role was to make recommendations to the State regarding outcomes and metrics, and then reviewing the State's performance under those metrics by making annual recommendations to the Governor for improving performance. After three years, I am watching the transformation of this group go from that early focus of *just trying to settle a lawsuit* to now *implementing policies and processes* that will allow Oregonians with Intellectual/Developmental Disabilities to gain [Continued on page 12](#)

## Oregon APSE Governing Board

Tara Asai, President  
Dan Peccia, Vice President  
C.J Webb, Secretary  
Paula Johnson, Treasurer  
Annabel Nickles, Social Media Coordinator  
Patrick Foster, At Large  
Liz Fox, At Large  
Michelle Furman At Large  
Roger Hassenpflug, At Large  
Kaaren Londahl, At Large  
Katie Maple, At Large  
Debra McLean, At Large  
Cynthia Owens, At Large  
Janet Steveley, At Large  
Nicholas Van Pless, At Large

### Get Involved!

To volunteer for the 4th Annual Pacific NW Employment Forum, Board Sub-committees, or to be considered for the Board of Directors., contact [oregonapse@gmail.com](mailto:oregonapse@gmail.com)

We are currently recruiting for a Board member who is an Employer as well as committee members.

Please keep your information [up to date](#).

### Newsletter Editors

Tara Asai, Paula Johnson, Liz Fox, Annabel Nickles, Cynthia Owens, and CJ Webb



## ***Upcoming Events***

### **4th Annual Pacific NW Employment Forum**

Olympia, WA 98502

September 27-28, 2016



**This is an opportunity to  
learn and connect with  
others working towards  
employment for all!**

**Sponsored by the Oregon &  
Washington APSE Chapters**

**Registration information  
will be announced soon.**

Go to [Pacific NW Emp Forum](#)

### **Oregon APSE ANNUAL Meeting**

Olympia Red Lion Hotel,  
2300 Evergreen Park Dr. SW  
Olympia, WA 98502  
September 27, 2016

**All member are welcome and  
encouraged to attend.**

## **Around the State**

### **— A Glimpse of the *Opportunity Foundation* Transformation —**

Executive Director, Seth Johnson attributes his passion for this work to his early years of seeing young children in Romania living in squalor conditions in institutions. That memory, combined with leadership skills and a solid background in special education and administration has been a driving force for Johnson and Opportunity Foundation's success.

In 2013, [Opportunity Foundation](#) was serving 35 people in job development, and 20 people in supported employment in Central Oregon. Currently, of the total 240 people in residential or vocational services, they have 70 people in integrated employment:

including 8 only with natural supports, 22 in supported employment, 6 in job development and 24 in small group employment across 8 sites. This "transformation" has been under the capable leadership of Johnson and Supported Employment Manager, Lydia Hemsley.

Starting work in April 2013, Johnson has ridden the waves of Lane v. Brown and Employment First while also meeting the challenges of following an Executive Director who had been with Opportunity Foundation for over 20 years.



**Andrea Gifford works at Target**

## ***Around the State continued...***

*"There were changes for all of us, Board, staff, and people we served. Although we changed our mission, vision, and values, I emphasized that the heart of our mission is the same. We are just adding spark and drive to move forward."*

The following focus Opportunity Foundation's work:

**Mission:** *Empowering People of Diverse Abilities.*

**Vision:** *We envision all people living, learning and working together.*

**Values:** *Dignity, Equality, Integrity, Inclusion, Choice, Excellent, and Empowerment.*

---

What are some key points for going through transformation?

- ♦ Assure that everyone understands the mission, vision, and values. Provide intensive, and thorough continuing education on philosophy and practice for the Board, staff, and people supported.
- ♦ Assure that staff can participate in trainings such as OELN, the transformation project, and conferences.
- ♦ Take advantage of informal learning by collaborating with other Executive Directors and Leadership through avenues such as Oregon Rehabilitation Association (ORA) meetings. Learn how others do business and try out new models.
- ♦ As challenging as it can be, keep abreast of what is happening at the State within OVRs, ODDS, and ODE. The change in leadership to Employment Coordinator, Acacia Anderson, has been positive. *"Read the horizon."*
- ♦ Evaluate all your current programs with your mission, vision, and values as the guide. For example, Opportunity Foundation decided to lease out their Mill operations that had been a major source of sheltered work. Individuals now have community jobs instead of sheltered employment. The new third party has hired and fired some service recipients while Opportunity Foundation continues to provide supported

[Continued on page 8](#)

## ***Upcoming Events***

### **BIG NEWS!!**

**The 2017 National APSE Conference will be in ...**

**Portland, Oregon**

on June 20-22, 2017. Stay tuned for volunteer opportunities and other information.

### **APSE CESP™ Exam**

**For Exam Application and upcoming Exam Opportunities**

**Portland, Oregon**

Applications due by 4/22/16

**May 6, 2016 (9a-12p)**

**Bend, Oregon**

Applications due by 5/10/16

**May 24, 2016 (9a-12p)**

### **WA Community Summit**

**Click here for information**

Wenatchee Convention Center

**June 14-16, 2016**

### **NW Conference on Professional Development in Disability Services**

**Click for registration**

Bend, Oregon

**November 1-3, 2016**

### **2016 Employment First Summit**

**Click here for information**

Sunriver, Oregon

Tentative: **November 7-8, 2016**

## Around the state continued...

employment to individuals working with the new company.

- ♦ To maintain a strong employment team, provide professional development opportunities and good benefits while consistently demonstrating an appreciation for staff.



"Cruz" Bigham works at Cascade Swim Center

*"Seth, Lydia, the Board of Directors and team at the Opportunity Foundation are excellent examples of how leadership buy-in can effectively move an organization toward change in governance, rebranding, business model, organizational structure and staff recruiting practices, all of which are required to transform a sheltered work-shop service to a highly integrated, decentralized service model."*

*Roger Hassenpflug,  
Living Opportunities Inc.*

Thank you to Seth Johnson, Executive Director of Opportunity Foundation, for sharing their story with Oregon APSE.

~

- ♦ Keep current with the finances and changes in policy and practice. With the vision in mind, constantly evaluate how the financial picture is affected across all services. Although the current ODDS rates appear favorable, there continues to be uncertainty with the changes in VR rates.
- ♦ Maintain strong collaborative relationships with businesses. Now, companies are calling Opportunity Foundation to find employees.

~

~THE FOCUS **Around the State** column features stories from Oregon APSE members and friends that illustrate Oregon's pioneering spirit from various regions of the state.

[Join us on Facebook](#)





## Building and Nurturing Your Employer Relationships

Written by Paula Johnson\*

Job development can be one of the most daunting tasks of an employment specialist but with careful planning and use of effective strategies, strong employer relationships can be developed. I recently saw the following sales statistics in a Q4*intelligence* article:

- ⇒ 48% of sales people never follow up
- ⇒ 25% make a second contact and stop
- ⇒ 12% of sales people only make three contacts and stop
- ⇒ Only 10% make more than three contacts
- ⇒ 2% of sales are made on the first contact
- ⇒ 3% of sales are made on the second contact
- ⇒ 5% of sales are made on the third contact
- ⇒ 10% of sales are made on the fourth contact
- ⇒ **80% of sales are made on the fifth contact!**

If these statistics are true, imagine what might happen if we invest in building a lasting relationship with an employer. As you are getting to know your contact, they are getting to know you as well. This is the time to learn as much as you can about their business and how you can assist them to meet their hiring needs. You are building trust and offering personnel solutions. Often times, we give up too soon if there are no openings with a company for our current job

### NEW Employment Specialist Corner

seekers. Rather than walking away, consider this as just the beginning of the relationship. Timing is everything and if you maintain contact and provide helpful information over time, the employer may think of you when he or she does have a position available. The following strategies have been effective for me:

- Keep detailed notes about the company and your contact and refer to them regularly.
- Invite your contact to meet you for coffee somewhere close to their office. This is a great way to get to know him/her on a more personal level. I've never had anyone turn me down.
- Invite your contact to join you at a special event such as a job fair or employer recognition event.
- Send a brief congratulatory handwritten note to your contact when you see an article in the newspaper or online highlighting their company. Include the newspaper clipping or attach the article to an e-mail message. You can set a Google alert for the company so you will receive a notice whenever they are in the news.
- Send articles that pertain to a particular subject you have discussed with your contact.

[Continued on page 10](#)

***Follow the discussion on the  
[Oregon APSE Facebook page!](#)***

## Building and Nurturing Your Employer Relationships

- Notify your contact when you have a job seeker that you think is a perfect fit for the company. Even though there may not be an immediate opening, you are letting him/her know that you are looking for the best candidates for their company.
- Nominate the business for status awards that can be used in their reports and literature.
- Provide opportunities for business staff to promote your organization and their company.
- Invite elected officials to tour sites and publicize the visits.
- Write **handwritten** notes to thank your contacts for their assistance. Have your Executive Director or Board President send a personalized thank you letter on your company letterhead to the companies who hire your job seekers.

The key is to maintain periodic contact – you don't want to become a pest. Every few weeks is a good rule of thumb. You want the person to know that you are thinking of them and the company. Once you have developed a position with a company, it is important to maintain and nurture the relationship. Many of the most successful job developers I have met are masters at this. Over time, the employers call them first when they have openings because they have received such great service. Here are a few strategies to try with your current employers:

- Promote businesses on appropriate social media.
- Patronize employers and promote their business with job seekers, families, friends and colleagues.
- Write press releases when big things happen or when the business and your agency are working on a joint project or event such as a golf tournament.
- Recognize employers on your agency website.

I've learned over time that it is all about the relationships we develop. It takes time to build and nurture them but the benefits are well worth the effort.

~

Please let us know if the new Employment Specialist Corner is helpful. Please contact Oregon APSE at [oregonapse@gmail.com](mailto:oregonapse@gmail.com). Subject: The Focus newsletter

\*Paula is a Program Specialist with Project SEARCH at Cincinnati Children's Hospital Medical Center and has devoted her career to employment for people with disabilities. She is currently the Oregon APSE Treasurer and was the previous President of the APSE Foundation.

***Follow the discussion on the  
[Oregon APSE Facebook page!](#)***



## Lane v. Brown Thank You Party

Oregon APSE thanks everyone who contributed to the settlement of Lane v. Brown for a job well done. Thank you to the Individual Plaintiffs, the Center for Public Representation, the U.S. Department of Justice Civil Rights Division, Disability Rights Oregon, United Cerebral Palsy Association of Oregon and SW Washington, Perkins Coie, LLP, and Miller, Nash, Graham, and Dunn LLP.  
~Jan. 20, 2016 at Widmer's Gauhaus





## Board Talk continued...

meaningful employment in their communities.

Though certainly there will be challenges and bumps along the way, I am hopeful that this new transparency with all stakeholders will move forth so that as a team we can continue to talk about the real issues that providers, schools, families, and individuals are facing. We then can work collaboratively to find solutions that make sense for years to come. In the interim, may we focus on the successes and celebrate this new age of employment.



## APSE National Conference



June 21-23,  
2016 APSE  
National

Conference, Cincinnati, OH

Look for information and updates in June on Facebook as well as the fall Focus newsletter. And you'll hear

## Meet Mystery APSE Member



### Mer Stevens

Mer works with Albertina Kerr Centers at Embassy Suites by Hilton Portland Airport with Project SEARCH.

more soon about the following year...

SAVE THE DATE!  
June 20-22, 2017 in  
PORTLAND, Oregon

