



# THE FOCUS

March 2018 Vol. 6 No. 9

## Hot Topic

### Leaders Gonna Lead

Oregon APSE has a critical leadership role to ensure that Oregonians with disabilities are employed, enjoy careers, and build assets in pursuit of meaningful lives. Our world is feeling shaky as public policy changes happening at the state and federal level threaten these values by unjustly targeting people with disabilities, their families, and their services.

As you may know, on December 21, 2017, the U.S. Department of Justice rescinded guidance on the application of the Integration Mandate of Title II of the Americans with Disabilities Act (ADA) and Olmstead v. L.C. to state and local government's employment service systems for individuals with disabilities. This guidance supported Oregon APSE's belief that it is the states' obligation to administer employment services for people with disabilities in the most integrated setting possible. Justly, this announcement sent an alarming message to those who are concerned about the rights of people with disabilities to pursue meaningful lives.

In a respectful response to these concerns, Oregon leadership, from Vocational Rehabilitation, the Office of Developmental Disabilities Services and Employment First, clearly stated that this decision does not change Oregon's commitment to community employment. This swift response from our state leaders sparked interest from across the country as Oregon held steadfast to our values that services should support a person to be as independent and integrated in their community as possible.

In the coming months, we will face many challenges including the U.S. House of [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 People 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 March 2018, we have 75 members!

### [Join Oregon APSE](#)

We look forward to joining with like-minded Oregonians!

To become a member, click on the "Join" link or email: [oregonapse@gmail.com](mailto:oregonapse@gmail.com)



Check out our website

[www.oregonapse.org](http://www.oregonapse.org)

## Hot Topic continued...

Representatives passage of HR 620, a bill that would eliminate the incentives for businesses and organizations to make their services accessible and force people with disabilities to wait 180 days or longer to gain access to services and supports. HR 620 now moves to the Senate. We also foresee major changes to Medicaid including new work requirements for participants. These changes feel like attacks from many directions and strike at the heart of our work.

We ask your support of APSE's mission to highlight that Oregon is strongest when everyone is included in the workforce. We have made great policy advancements and have strong state leaders who support our vision. If ever there was a time, now, is that time for Oregon APSE supporters to re-affirm our values in these important policy discussions and make our voices heard by members in Congress!

Be a leader! Call, write and share your views. People's lives are depending on us.

Contact [Oregon US Senators](#). Contact [your Representative](#) from Oregon.

Written by: Ryley Newport, Public Policy Chapter Chair

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## Did you know?

### What is behind the data?

Based upon the two most recently published Lane v. Brown Semi-Annual Data Reports ([9/01/17](#) report published on 1/30/18 and [02/28/18](#)), Oregon is making progress. To understand the data, it is important to drill down. This article focuses on Metric 11 and the individuals in sheltered workshops.

⇒ **Is the information accurate?** We are not convinced. Due to changing data points, and varying sources, this is difficult to ascertain. The SFY2017 goal for Metric 11 of 395 individuals from sheltered workshops obtaining community, integrated employment (CIE) is met. However the State and Plaintiffs disagree on the numbers. The State counts 542 and the Plaintiffs count 412. This difference of 130 individuals is 24% of the total which is significant. [Continued on page 4](#)

## Stories inside The FOCUS

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## 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)

DeWayne Wuerch is an Office Specialist 2 with DHS at Imaging and Records and Management Services (IRMS) in Salem. He started working there on July 1, 2015. His career goal was to become a full-time Data Entry Operator (DEO) at IRMS.

He started working part-time and loved it but wanted to have more hours. DeWayne wanted to do more things he liked such as spend time with his friends and be able to pay his own way to do things. He worked hard to learn his job with help from his job coach. With this support, he was able to move into a full-time position. Now, he is a full-time employee, and he is able to pay his bills and enjoy his free time with his friends, going to movies and other fun things.

Currently, DeWayne's hobbies are cooking and hanging out with his friends. He said, "I am also becoming more independent and really enjoy doing things on my own, like riding the bus or just... reading a book."

DeWayne is working hard to live on his own. "That is a big dream of mine to be in my own place." He also would like a cat. Another dream he has "is to grow at work and move forward to become a Data Entry Operator (DEO)." He is really looking forward to accomplishing this dream.



**DeWayne Wuerch**  
**Office Specialist 2, DHS**

(Photo: contributed by DeWayne)

Thank you DeWayne for sharing your Cool Life!

Check out our website  
[www.oregonapse.org](http://www.oregonapse.org)

[Like us on Facebook](#)



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

## 2018 Pacific NW Employment Forum

The 2018 Pacific Northwest Employment Forum will be held at the [Seaside Convention Center](#) on **September 17-18**. Hotel blocks are reserved nearby at [Rivertide Suites](#) and at [Best Western Plus](#) on the promenade. Submit your Award Nominations and Presentation Proposals at [oregonapse.org](http://oregonapse.org) (to be available in the next month)

**SAVE the DATE: Sept. 17-18, 2018**



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

This newsletter's Mystery Member has experience as an employment consultant and as a Positive Behavior Support consultant with individuals, families, and employment organizations in the Pacific Northwest. She is committed to the concept of inclusion and full participation, and knows employment is critical to equity. She is the newest Oregon APSE Board Member. She holds a BS in Arts in Letters with a focus in women studies and English, and is a Certified Employment Professional through APSE. The Mystery Member is interested in creative, innovative, low-tech ways to support people to be independent on their jobs



Can you guess who?  
([Go to page 8](#) to reveal the Mystery Member's identity.)

**Check out Oregon APSE's website**

[www.oregonapse.org](http://www.oregonapse.org)

Oregon APSE agrees with the Plaintiffs' reasoning that counts an individual only once in each reporting period rather than multiple times if one obtains more than one job. We also agree that it should be measured by the same methodology that was originally used to create the metric. (p. 18-19, [Semi-Annual Report, 1/30/18](#)).

⇒ **Does it measure what we care about?** Oregon APSE cares about the quality of the jobs people are obtaining. The standard of 90 days of successful employment and thus what is "countable" by the State seems like a "low bar." We want to know how many people are leaving sheltered workshops and obtaining CIE and not how many jobs that people are obtaining regardless of the quality. As of SFY2018 ODDS reports the average wage is \$10.87. ODDS reports CIE average weekly hours as 12.5 and the VR closures report 18 vs. the goal of 20 hours/week. That is good news as people working with VR appear to be obtaining jobs with more weekly hours than those in the past. The variable that we care about and cannot determine is how many people with more significant disabilities are within any of these numbers. ([Semi-Annual Report, 2/28/18](#)).

**Note:** *The FOCUS appreciates your thoughts on the Lane v. Brown Data Reports and how they match your experiences in the field.*



## Board Talk



### Michelle Furman

Michelle is a member At Large on the Oregon APSE chapter Board of Directors, and is the Community Employment Services Manager at Shangri-La throughout Oregon. *She has been an APSE Board member for three years and is the*

*Membership Committee Chair.*

### Leaders are at their Best with a Team

My vision for the future of what Employment First meant to me, Shangri-La and the communities in which we work, took leaps and bounds at the *Meet at the Mountain II* in May 2013. This was my first opportunity to see the energy and excitement around Employment First (EF) and the vision of others that were given the task to move this forward. At the end of our second day, we were able to gather as groups from each county and discuss what this was going to look like for our local community. Marion County was not one of the original EF teams created. We decided as a group that creating an EF team would be the best way for us to support each other. A volunteer from the group said they would reach out to everyone to get this moving. I waited for months to see this happen and thought to myself... "shoot, I'll give it a shot" and reach out to those who attended *Meet at the Mountain II*. I sent an email to the group and received great response. We all met for the first time on August 22, 2013! Eventually, Polk County joined our meetings, creating the **Marion and Polk County EF Network**.

As the facilitator of the Marion and Polk EF Network, I continue to be impressed by, not only the work as a Network, but the organizations at [Continued on page 8](#)

### Oregon APSE Governing Board

Nicholas Von Pless, President  
Tara Asai, Acting Vice-President  
C.J Webb, Secretary  
Paula Johnson, Treasurer  
Annabel Nickles, Social Media Coordinator  
Erin Cochrun-Weston, At Large  
Liz Fox, At Large  
Michelle Furman At Large  
Emily Harris, At Large  
Roger Hassenpflug, At Large  
Debra McLean, At Large  
Selena Mitchell, At Large  
Dan Peccia, At Large  
Ryley Newport, At Large  
Toni Smith, At Large

### Get Involved!

To volunteer for sponsored training events, Board sub-committees or to be considered for the Board of Directors, contact [oregonapse@gmail.com](mailto:oregonapse@gmail.com)  
Our elections for new Board members occurs after the Annual Meeting on October 5.

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

### Newsletter Editors

Tara Asai, Paula Johnson,  
Debra McLean, Michelle  
Furman, Nicholas Von Pless  
and CJ Webb

## Upcoming Events

### Breaking Barriers: Life Beyond Labels

Redmond, OR

**April 27, 2018**

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### 2018 Community Summit

**SAVE THE DATE**

**June 12-14, 2018**

Washington



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### Northwest Conference by ORA

**October 23-25, 2018**

Eugene, OR



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### **Ideas for FOCUS articles**

Have thoughts regarding any of these stories? Want to contribute to this newsletter **with articles or ideas for articles?** Please send them to:

[oregonapse@gmail.com](mailto:oregonapse@gmail.com)  
with the Subject: FOCUS

## Around the State

Oregon APSE member Dirkse Counseling & Consulting is the creative force behind Amplify!, a unique employer engagement program that is gaining traction in the Portland metro area. *Funded through an innovation grant, this campaign not only engages employers to become more diverse and inclusive of people with disabilities in the workforce, but also creates a "tool kit" which can assist other Employment First partners to replicate this program around the state. The following article explains the goals of this program.*

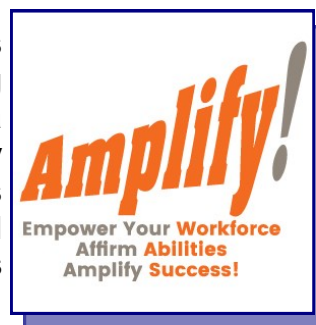
*By: Cindy Bahl, Business Development Manager & Amplify! Event Coordinator, Dirkse Counseling & Consulting, Inc.*

### **What Is Amplify!?**

When you hear the word "Amplify" what do you think of? I think of music; sounds that resonate harmoniously and increase in volume and intensity. My friends who play the electric guitar or bass wouldn't think of performing without their own amplifier to project their unique sounds. They practice and work hard to share the music but it must be amplified to be completely effective.

**Amplify!** Is an event designed to help the business community hear how they can access an untapped workforce and find skilled, reliable individuals with unique talents and abilities who can contribute to their company growth and success.

**Amplify!** Will shatter barriers and myths by educating employers on how to attain a more diverse workforce, by bringing motivated individuals with Intellectual and Developmental Disabilities (I/DD) into their workplace.



**Amplify!** Will help employers capture an

## Around the State continued...

understanding of their needs and goals, and collaborate with them to find the right fit and path. Results from Amplify! will focus on the individual first, whether a candidate or a hiring manager, to gain a clear picture of what each can bring to the table for a mutually beneficial working relationship.

**Amplify!** Is a cultural movement designed to:

**Empower Your Workforce** with training tools and assessments customized to meet specific business needs.

**Affirm Abilities** by helping businesses identify reliable, motivated candidates while promoting diversity and inclusiveness for people of ALL abilities.

**Amplify Success!** Speakers and follow up content will help businesses:

- Improve bottom line through streamlined talent acquisition and retention
- Encourage a stronger, diverse workforce to include individuals with I/DD
- Develop an inclusive business culture
- Help create a more vibrant community

The final piece of the first year's campaign is a wrap up event called "Amplify Rock Stars" designed to celebrate the success of employers who got involved after the initial Amplify Success! Event and to encourage new employers to embrace this movement and get involved. The event is **Thursday, May 31<sup>st</sup>** and hosted by [Embassy Suites](#) by Hilton Portland at Washington Square. Registration is also open to all Employment First partners (e.g. Job Development Agencies and Vocational Rehabilitation Counselors). Partners are encouraged to invite to employers within their own network who would be interested in learning more about this initiative.

*For more information or to register:*

[www.amplifysuccess.org](http://www.amplifysuccess.org)

~

## Upcoming Events

### Systematic Instruction Training

Woodburn, Oregon

**9am to 3:30pm**

**March 21, 2018**

[To register, click here](#) or for more information go to:

[www.oregonapse.org](http://www.oregonapse.org)

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### **APSE CESP™ Exam**

[For Exam Application and  
upcoming Exam Opportunities](#)

**Eugene, Oregon**

Applications due by June 5,

2018 for exam on

**June 20, 2018 (12p-3p)**

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### APSE 2018 Conference Imagination Drives Transformation

**Lake Buena Vista, Florida**

**June 26-28, 2018**

Disney's Coronado Springs  
Resort

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## **SAVE THE DATE**

**September 17-18, 2018**

**Pacific NW  
Employment Forum**

**Seaside, Oregon**

## Board Talk wrap-up

the table. We set a 2017 goal for 100 great job retentions, and I look forward to presenting our outcomes at the March meeting. The Network is looking forward to this year as we are planning our **1<sup>st</sup> Annual Employer Recognition** event that will happen in October 2018 to celebrate National Disability Employment Awareness month!

An exciting conversation at our meetings has been the work done with the Community Employment Transition projects within Marion & Polk County. Those in our network have been involved in the Woodburn High School Seamless Transition Project. Representation from the Network are in other smaller school districts in the county including Dallas, and Stayton; we look forward to opportunities with Mt Angel, Cascade, Silverton and Central. In October 2017, we were able to start working with Salem-Keizer School District!

Eivind Sorenson, Transition Network Facilitator, shared the original proposal to the District that was to start with two Community Employment Transition Teams. Micah Sischo with Marion County DD Services, who worked closely with Eivind on this project, encouraged him to propose four programs. And that was agreed upon! Our first meetings were held with the Salem-Keizer transition teams in October!

I am looking forward to what 2018 has to bring for our Network! ~

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

## Meet Mystery APSE Member



**Emily Harris**

Program Manager at



Emily is a primary trainer and the

manager for the Oregon Employment Learning Network (OELN), a Person-Centered Planning facilitator, and teaches the spring quarter of the Clark County Highline Employment Professional Certificate Program. She coordinates the Clark County Family Training Series, and helps to coordinate the Oregon Transformation Voices from the Field video series project.



# Effective Employer Approach and Job Match

## Some Useful Information for Effective Employer Approach and Job Match

When you are collecting information about a job seeker, take a more detailed step as you conduct a discovery, person-centered plan. There is great value in parsing the knowledge gleaned into very specific vocational language and capturing not only the activity or interest but the very real skill involved in accomplishing it. Embedded in every observation and story about a job seeker are specific skill sets that can guide your job search. By writing them down and using them to describe your job seeker, you will be better able to assess and define job match and employer approach.

For example, a person who professes an interest in knitting and knits 15-foot scarves also demonstrates **focus, order sequence, memory, patterns, color recognition, and fine motor dexterity**. If an order is taken from an elementary school that is due by December 15th, you can add generosity, goal setting, cause and effect as well as meeting deadlines. Further stories and skill sets can be uncovered as you discover where they buy their yarn, choose their patterns and get the finished product to the elementary school. *All these skill sets can more accurately define the job seeker.*

These skills can be deduced from every type of activity. Sitting playing hours of

## Employment Specialist Corner

video games is *order, process, patience, focus and comprehension*, responding quickly to visual cues, hand eye coordination, synthesizing new information quickly etc. ...and often marks the job seeker as a *visual learner*.



Making toast can be analyzed as *order, process, memory, start to finish, cause and effect safety, following the rules, timing and tool use*. An easy way to collect and uncover the skill sets is to ask people what they do over a specific time period, and then put them into 5 to 6 skill sets for the activities mentioned. If a person doesn't use words to communicate, it's critical to interview them with a person who knows and cares about them present to add to the emerging portrait.

The more stories collected and framed in terms of **skill sets**, the richer the portrait of competence and the easier it is to extrapolate to new occupations or tasks the person could also learn or try. A person who is good at playing video games might also succeed at fish counting or reviewing traffic pattern films. A person who can safely operate a toaster could be taught to successfully operate other types of machines. [Continued on page 10](#)

***Follow the discussion on the Oregon APSE Facebook page!***

## Employment Corner continued

The ensuing descriptions can be used to craft a script, or cover letter, to approach an employer. "I am representing a job seeker who has a *great memory*, can *successfully operate machines* in a given time frame, can *complete 5-6 step tasks* start to finish and has a *great eye for detail*." These same descriptors can be the text, either written or spoken, for a video resume, or as a skills poster to be handed over by people who are nonverbally linguistic to an interviewer. The text should be framed in person first language as in "I have a great memory." "I can use machines." "I am precise and pay attention to detail." "I can match and sort colors."



The same lists of words can be used to assist in determining job match. The more accurately the employment specialist is able to describe a job seeker in terms of the skills valued by the work place, the easier it is to see a job match or potential fit and to compensate for a resume that may be rich in skill and lacking in paid work. By studying ads and postings to get clues, you can: schedule informational interviews with industries or businesses that reflect **skill sets** of the job seeker. The **skill sets** you uncover will streamline the search and add an important level of detail to discovery and person-centered planning.

~

By Debra McLean , At Large Oregon  
APSE Chapter Board Member

## FYI... For your information...

### Join a Committee for Pacific NW Employment Forum

Have thoughts regarding putting on conferences? Want to contributions to the Oregon employment community?

Please inquiries to:

[oregonapse@gmail.com](mailto:oregonapse@gmail.com) with the

Subject: PNWEF-Comm



**SAVE THE DATE**  
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Seaside, OR

