

# 2019 Conference Sessions

## **GRCEA Ethics-Cultural Competencies**

*Shrika Montgomery, Katavia Sloan & Johnesha Harris—GVRA*

In our ever-changing society, cultural competency is an ongoing process. Rehabilitation Professionals are required per section D.2.Cultural Competency/Diversity of the 2017 CRCC Code of Ethics to develop and maintain knowledge and skills in this area. This presentation will explore elements of cultural competency to include ethics, biases and interventions.

## **GRCEA Ethics- Ethical Dilemmas within Supervision**

*Latoya Bivins, GVRA*

*Paige Tidwell, Institute on Human Development & Disability at UGA*

Ever wonder about the difference between state laws and code of ethics, when one takes precedence over the other and when they apply? Ever think about how our individual professional practice or agency practice may put us at risk? Through an interactive discussion with audience members, this session will provide a brief introduction to select Georgia statutes relevant to the Rehabilitation Counseling profession, as well as highlight the importance of incorporating both legal and ethical standards to individual professional practice.

## **GRCEA Ethics - Transition Services Considerations**

*Cecelia Walker, GVRA*

This presentation will focus on Client and family involvement during transition planning and service delivery and ethical standards around Client choice, lack of capacity to give consent and confidentiality. Participants will review the principles of the CRC and NCC Code of Ethics and Sections A and B of the enforceable standards and NBCC Ethical Code Directives 1 and 5. VR specific scenarios will be used to demonstrate how ethical dilemmas can present during planning and service delivery. Participants will be asked to identify pertinent standards and use critical thinking in resolving these dilemmas.

## **Stress, Coping Mechanisms & Balancing Acts in the Workplace—MH diagnoses**

*Kenya Phillips, Elizabeth Fullerton & Kim Jones, National Alliance on Mental Illness (NAMI) Georgia*

NAMI Georgia provides a variety of support and educational resources for those working and living with mental illness. This presentation will provide an exemplary story of how one can excel in the workforce while also utilizing positive coping mechanisms to manage their mental health. Specifically, it will go into detail on how NAMI Georgia provides assistance to professionals who support those living with mental illness and conquering the workplace.

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## **Life Hacks: Encouraging Self-efficacy, Inclusion & Independence Through Social Media**

*Dr. Kristina Henderson & Charlie Luther, Mercer University*

What began as a YouTube query, "How do you change a diaper with one hand?" led to an exploration of social media resources available to answer everyday questions for a person with a disability, and later to the realization of the potential of social media to

## **Building Flexibility & Resilience While Managing Change**

*Linda Hedenblad, VR Development Group (Closing Speaker)*

We cannot control many of the challenges we face. But can we control our reactions to these events? Research has demonstrated that resilient people are more successful, happier and healthier. In this session, participants will examine how they respond to adversity and explore methods to improve their resilience.

## **Overview of Pre-Employment Transition Services**

*Melissa Diehl, The George Washington University, Center for Rehabilitation Counseling Research and Education (CW CRCRE); Workforce Innovation Technical Assistance Center (WINTAC)*

This session will provide an overview of Pre-ETS and will examine the use of the Explore-Work.com (series of web-based modules that align with the five required Pre-ETS activities for use with students with disabilities).

## **Vocational Evaluation for Individuals with Visual Impairments or Blind**

*Kristina Fredericksen, Metro-Atlanta Vocational Solutions, LLC  
Lindsay Cramer*

Vocational evaluations and assessments can differ based on an individual's disability and accommodation requirements. When evaluating individuals with vision impairment or blindness, it is imperative that an evaluator use standardized assessments normed for individuals experiencing vision loss. Completing the appropriate assessments will best evaluate the work potential and independent living levels of persons with visual impairment or blindness.

## **Counselor Education, Governmental Affairs & Advocacy**

*Patricia Leahy, Former Director of Government Affairs, NRA*

Patricia will address several important issues today, including but not limited to: Credentials Count: The Importance of Proper Training and Adequate Funding of VR Counselors; the Importance of Maintaining RSA in the U.S. Department of Education;

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Adequate Funding for our Rehab Training in the Universities; Continuing to Oppose the Opening of the WIOANR Regulations, and other issues of importance to our community.

## **Pass It On - The Client Assistance Program**

*Jennifer Page & Stephanie Woods, Georgia Client Assistance Program (CAP)*

Remember the childhood game “Telephone”? Unless you've worked with the Client Assistance Program on a case, it's likely what you've heard came secondhand. In addition to gaining a better understanding about the Client Assistance Program, this session will explore trends CAP sees and walk you through several CAP/GVRA case scenarios.

## **Employee Development Services-Expect, Enhance, Effective Services to all stakeholders**

*Aaron Cross, Motivation On Wheels LLC*

This presentation focuses on daily struggles and successes from all stakeholders. Presented through humor, discussion and hands-on preparation.

## **Seven Powerful Pauses (To Enrich Your Life And Work)**

*Donna Lott, Motivational Speaker (Keynote Address)*

In this presentation, participants will learn seven powerful pause practices that will serve to enrich both their personal and work experiences. In addition, listeners will be encouraged and entertained through the first-hand stories of a person dealing with and overcoming the challenges of blindness.

## **Workforce Interventions & Employment Integration**

*Dr. Ken Boyd, EmployAbility*

Workforce inclusion is more than a human resource term with a policy and check mark beside it. Community Employment is a way to integrate all members of our community into much needed and important roles that contribute to our economy, society and everyday life.

## **Psychiatric Disorders, Their Assessments and Impact on Families**

*Tria Kreutzer, The Joe Carbone Team, Inc.  
Tanja Mletzko, Emory University*

This session will provide an overview of the common psychiatric disorders, such as

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Depression, Bipolar Disorder, Generalized Anxiety Disorder and PTSD, that staff might encounter with consumers, general ways to assess the disorders (with questionnaires), and/or recognize when intervention is needed. Presenters will give free referral resources in counties across Georgia and how to locate them. The attendees will leave with handouts including: questionnaires, scoring guidelines and referral sources. The impact of mental health on family life will also be discussed from the perspective of a daughter who accompanied her mother's journey through the ups and downs of a serious mental illness. The session will highlight the positive impact staff can have on the consumer and their support system.

## **Labor Market & High Demand Jobs Panel**

*Emily Brinson, Georgia Dept. of Labor*

*Dr. Brent Stubbs, Savannah Technical College*

*Sheron Morgan*

Panel will discuss how counselors can guide and support clients into successful jobs and careers by facilitating informed choice. Accessing Labor Market information, hot careers and high demand jobs, STEM, training programs for high demand jobs, funding for training for high demand jobs and hot careers will be covered with more in depth information about navigating funding for technical school training.

## **Working While Disabled - Pass Plan to Achieve, Self-Support a Work Incentive**

*Carolyn Smith & Dorothy Bailey, Social Security Administration*

PASS is a written plan of action for getting a particular kind of job or starting a business. The job or business is what we call your Work Goal. The steps needed to achieve that work goal—for example; education or training, childcare; monies you will need to pay for these things and a time-table for achieving your goal. Your income and/or resources (SSDI, wages from a current job or savings) are used to help with funding your PASS.

## **ABC's of WIPA**

*Adrienne Williams & Dr. Linda Garrett, Work Incentive Navigator (WIN/CWIC), GVRA*

The presentation will test the participant's knowledge of WIPA and re-enforce the importance of WIPA in the client's journey to work.

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## **WIOA & IDEA Performance: Transition Planning, Aligning Outcomes, and Tracking and Reporting Requirements for Pre-ETS by VR**

*Melissa Diehl, The George Washington University, Center for Rehabilitation Counseling Research and Education (CW CRCRE); Workforce Innovation Technical Assistance Center (WINTAC)*

This session will examine the VR performance measures and IDEA indicators and their points of alignment. This session will then focus on required data elements for tracking and reporting Pre-ETS and capturing information necessary for accurate reporting, including policies, procedures, and internal controls, and recommendations for tracking outcomes will be highlighted.

## **Special Needs Trusts & ABLÉ Accounts for Working Adults**

*Veronica Rohrlack & Anita Gardner, Bobby Dodd Institute*

Both ABLÉ accounts and Special Needs Trusts (SNTs) are accounts which protect asset limited governmental benefits, such as SSI/SSDI and Medicaid. ABLÉ accounts and SNTs can also be combined with other federal benefits, programs, and initiatives to further competitive integrated employment for people living with disabilities.

## **Don't Just Hand It Off; How VR Counselors can Enrich the Supported Employment Process**

*John Cheek, GVRA*

To discuss what role VR counselors should be playing in the supported employment process. From what John has seen in his time with the Agency, counselors could, and should be doing much more to enrich the process. With supported employment becoming more and more common, the Agency needs to find ways to address boomerang clients who have received supported employment, sometimes multiple times, but continue to come back to our program needing assistance. Why are they coming back? To answer that, John asks another question, "What are they leaving with?" Let's start the discussion now on how to address these issues head on and better serve our clients.

## **WIOA Reporting**

*Rachel Anderson, National Disability Institute (NDI), Workforce Innovation Technical Assistance Center (WINTAC)*

The Workforce Innovation and Opportunity Act (WIOA) drastically changed the performance indicators for the VR program. VR agencies across the country are striving to make extensive changes to their policies and procedures, case management systems, client practices and more. This presentation will provide an in depth review of the WIOA performance indicators, how they impact the VR program, and provide a client scenario to view these changes from both the VR Counselor and VR participants.