

School to Work

NATIONAL DISABILITY EMPLOYMENT CONFERENCE



14-15 September 2022



Novotel Hotel Parramatta

Securing Futures, Shifting Mindsets



School To Work
for Secondary Students
with Disability

family
ADVOCACY



**resourcing
inclusive
communities**

An Initiative of Family Advocacy

“

Inclusive communities are diverse and are made better when all people are actively involved and able to make a contribution.

”

About the Conference

Getting a job is a rite of passage for most Australians. Employment enables a sense of contribution, creates opportunities for relationships and adds meaning to a person's life.

Australians with disability, however, face substantial barriers to obtaining employment, with Australia having one of the lowest employment rates for people with disability - ranking 21 out of 29 in the OECD*. This worsens dramatically for people with significant disability who often spend their adult lives in disability programs or sheltered workshops, with many in this cohort still considered unemployable.

With our disability employment services under review, and Australian Disability Enterprises being scrutinised, this is the perfect time to progress employment for all people with disability.

The **Securing Futures, Shifting Mindsets Conference** offers a candid opportunity to explore the way forward for those invested in supporting successful employment outcomes alongside people with significant disability.

Attendees will come away with a wealth of knowledge and insights into contemporary models and approaches that lead to successful employment outcomes.

*OECD - The Organisation for Economic Cooperation and Development.

Welcome Message from Cecile Sullivan Elder Executive Officer, Family Advocacy

Thank you for taking the time to attend this important event focused on successful employment outcomes for people with disability in the open market. Our hope is that we have a room full of people who are committed to seeing real change. This conference works strongly on the assumption that employment is for everyone. The link to success lies in high expectations, access to opportunities and effectiveness of systems, matched with relevant funding and appropriately trained supports designed to achieve successful employment whilst working alongside the person.

As you will hear over the next two days, the drastic need for employment reform is not a new conversation, with many reform agendas failing people with disability throughout the decades. At Family Advocacy, we believe that everyone has a role to play if effective and long lasting change is to occur, and that no group of people with disability should be left behind in this conversation. We hope you enjoy the event.

About the School to Work Project



School To Work for Secondary Students with Disability

This conference is a component of our three year *School to Work Project*, which aims to equip students with disability, through the support of families, to seek meaningful, paid employment in the community. This is a consortium project designed and delivered by three organisations: Resourcing Inclusive Communities, an initiative of Family Advocacy in NSW; Imagine More in the ACT; and Community Resource Unit (CRU) in Queensland.

Starting young is pivotal to creating successful employment opportunities. Building the confidence, skills and knowledge of families in relation to supporting their family member to secure meaningful employment can act as a safeguard against low expectations, limited or segregated pathways and unemployment.

The project targets three Year groups:

- **Imagining Work (Years 7-8):** This phase sets the scene early with the focus on raising expectations of young people with disability and their families so that they can aspire to a job in the open market. We focus on visioning, identifying strengths, interests and assets, and begin action planning.
- **Discovering Work (Years 9-10):** Focusing on discovering skills, interests and strengths through work experience and voluntary placements. Students and their families learn how to build upon their existing networks and how to make new connections that may lead to employment. Other issues, such as funding to support work experience, developing complementary skills such as travelling, and creating a safety net are expanded upon. Working with schools in the early planning of placements is also a focus.
- **Finding Work (Years 11-12):** This phase focuses on obtaining a part time job while still at school, building on networks, navigating funding, finding the right employment support and transitioning from school to work. Participants build on their plan and take action toward supporting their child/student to attain their first job, traineeship/apprenticeship or microenterprise.

The project is delivered through a combination of introductory webinars, in depth workshops, conferences, one on one support and the development of resources to support families. Resources include digital/video productions, written materials, tools and guides.

A three-year external evaluation is wrapped around this project and the three jurisdictions. This involves extensive data collection through evaluations, interviews and case studies. A year one evaluation, year two and final report is being undertaken. Each year's report provides feedback to the consortium on what adjustments need to be made to the project over the coming year.

This project is funded by the Australian Government through the Information, Linkages and Capacity building (ILC) program.

SESSION DETAILS | DAY 1

Plenary 1

(9.15am - 10am)

Employment and People with Intellectual Disabilities: The Past, the Present and the Future

Professor Emeritus Trevor R Parmenter AM

The concept of work is deeply rooted in human history with it gradually becoming a way for people to achieve a personal sense of one's identity. This presentation will commence with the voices of people with disabilities describing what work means to them and will pick up early comments by people such as Dr Wolf Wolfensberger. We will then discuss importance of valued roles in the lives of people with disabilities. Followed by the history of families and a number of significant events that have shaped both positive and negative ways in which the employment of people with disabilities has developed over the past century.

Finally, we will capture the excitement and the promise of meaningful employment for the thousands of people still languishing in day programs, sheltered workshops, and most sadly of all, those who seldom leave their homes.

Plenary 2

(10am - 10.30am)

Role of the Family Finding Employment - With Opportunities you see Potential

Jan Kruger and Jack Kruger

20-year-old Jack Kruger will describe the work roles he has held since he was 14 years of age. Jan will share the critical role of families in supporting a young person into employment.

Jan will discuss how the family along with the help of Jack's Circle of Support explored options that align with Jack's interests and how they ignored the life-limiting service model of employment by avoiding the never ending 'preparing for work approach'. Clear vision, perseverance, and the implementation of Social Role Valorisation and Customised Employment has led to finding success.

Plenary 3

(11am - 11.45am)

Using Discovery, Customised Internships and Customised Employment to Create Access to Open Employment for Individuals with Significant Disabilities, Including Individuals in Sheltered Workshop Settings

Therese Fimian

We will explore a project in the United States that Marc Gold & Associates helped to design which provided training and technical assistance for a customised internship and employment model used to increase access to internships and employment for individuals with significant disabilities, including people in sheltered workshops.

Through this project, agencies provided individualised and inclusive employment strategies such as: Discovery, Person-Centered Planning Meetings, negotiation of customised internships and employment with businesses, and facilitation of Systematic Instruction and on-site employment support for participants, thereby increasing access to employment options and outcomes.

Concurrent Session 1a

(11.50am - 12.40pm)

Successful Transition to Post School Employment

Annette Bush

Transitioning to post school employment can be both an exciting and challenging time for most young people. This session is presented by Parent and Advocate, Annette Bush who, along with her family, has successfully supported Jacob, her 23-year-old son, into post school employment at their local Woolworth's grocery store. Jacob works multiple shifts and is a valued employee, contributing to his community while building meaningful relationships with his co-workers and customers. Annette will share the practical steps that were taken to ensure Jacob's successful transition into employment.

Concurrent Session 1b

(11.50am - 12.40pm)

Accessing School Based Traineeships: Parent and Student Perspectives

Di Samuels and Rhiannon Samuels-Connell

Accessing work related experiences whilst at school has proven to be a key component in finding meaningful and appropriate post school employment, for a person with disability. Often school based experiences are not offered to students with disability or are not offered in the 'typical' way. In this presentation we hear from Rhiannon about her School Based Traineeship at the local Mitre 10. Di, her mum, will share how she successfully negotiated access on Rhiannon's behalf; collaborating with Rhiannon's school and a local employer.

Plenary 4**(1.45pm - 2.40pm)****Customised Employment: Negotiating Mutually Beneficial Jobs for Businesses and Employees***Milton Tyree*

Why is it that so many people with disabilities are either unemployed, or underemployed despite our open employment efforts? Why do so many find themselves stuck? Working in jobs that are a poor fit, working too few hours, performing low challenge job tasks including tasks that many would perceive to be undesirable?

There are of course, many deeply rooted historical reasons for these enduring and unfortunate unemployment and underemployment realities. This session will introduce how Customised Employment offers one way of addressing some of these historical problems. Providing access to fitting, challenging employment for people with disabilities historically left on the sidelines of good work. It's a process of thinking about job design in a flexible way; setting aside traditional job descriptions and instead, studying business needs; exploring how these needs intersect with contributions that a job candidate with a disability has to offer.

Plenary 5**(3.15pm - 4pm)****Aligning What We Do, With What We Know. Systems Change in Policy and Practice from Segregation to Integrated Employment***David Mank Ph.D.*

In the United States, Australia and countries around the world, competitive integrated employment (Open Employment) is not only a possible outcome for individuals with significant disabilities, it is becoming the preferred outcome for individuals and their families. In some communities and states in the United States, there are no segregated day time services. They have been replaced by competitive integrated employment and integrated community engagement. The pathway to this systemic change is becoming clear. The purpose here is to discuss the actions needed by state and national governments to make this transformation in employment services.

Plenary 6**(4pm - 4.50pm)****Employment Barriers Today in the Australian Context***Catherine McAlpine*

Inclusion Australia is the national representative organisation for people with an intellectual disability and their families. It has a longstanding focus on open employment for people with an intellectual disability, from systemic advocacy through to their Everyone Can Work website, that features tips and real stories of employment success. The organisation has engaged with the Disability Royal Commission and disability employment forums about the 'polished pathway' that is from specialist schools to segregated employment that people and families regularly experience. The focus of this talk addresses the current systemic employment barriers for Australians with disability, and with a particular focus on people with an intellectual disability, and the opportunities ahead for sector-wide reform.



SESSION DETAILS | DAY 2

Plenary 1

(9.15am - 10.30am)

Incorporating Discovery for Students With Significant Disabilities as a Strategy for Increasing Access to Employment Planning and Employment Services While in School

Therese Fimian

During this session we will discuss the work that Marc Gold & Associates is doing to incorporate focused Discovery strategies for students with significant disabilities in high school aged 14 years and older. Discovery offers an alternative to typical testing, evaluations and assessments enabling us to identify strengths, needs and the interests of individuals with significant disabilities. The information gathered here can inform highly effective plans, used as part of the critical school to work transition processes and leading to opportunities that can develop into employment.

We will discuss the elements of Discovery for students, Discovery activities for high school years as well connecting the information through these processes and well into adulthood utilising Customised Employment services which are typically offered through vocational and workforce development agencies.

Plenary 2

(11am - 11.45am)

The Evolving Role of the Job Supporter in Open Employment

Milton Tyree

Forty years ago, when open employment was in its infancy, there was much emphasis on 'job placement,' 'job coaching,' and gradual 'fading' of job coach support. These historical open employment practices were designed to address, head-on, the congregation and segregation of people with disabilities in disability enterprises and instead find ways that the same people would have sufficient instruction and support to be successful in typical businesses, alongside non-disabled co-workers.

Examples of evolving practices in open employment, promoting people with disabilities taking their rightful place in the world of work, becoming established as valued employees and performing fitting, suitably challenging, socially valued work is the focus of this presentation.

Concurrent Session 1a

(11.50am - 12.40pm)

Finding the Right Support for Employment

Jan Kruger

Jan will share her families' insights into how they went about finding the right support for her son Jack to fulfil his various work roles. Jan will describe how they used informal support rather than using paid support for particular roles and how this worked. She will provide tips to find and keep good staff and how one of Jack's mentors grew into the role of a Job Developer.

Concurrent Session 1b

(11.50am - 12.40pm)

Discover Micro Enterprise - Exploring Possibilities

Helen Neale and Tom Neale

Tom Neale will share how through the support of his family and the Micro Enterprise Project at the Community Living Project in South Australia, he successfully started and now runs his own Micro Enterprise, Ground Control by Major Tom.

Helen will share her insights both as parent to Tom in supporting him to establish his business and in her role as Lead of the Discover Micro Enterprise- Exploring Possibilities, an Information, Linkages and Capacity Building project. Helen will share the benefits of micro enterprises as a viable and meaningful employment option for people with disability.

Plenary 3

(1.45pm - 2.05pm)

Finding Employment After Leaving School

Marusha Rowe

Hear firsthand from Marusha Rowe, the importance that employment roles have played in her life, the challenges of finding work while having a significant disability and the proactive ways in which she has overcome some of those challenges.

Plenary 4
(2.05pm - 2.45pm)

Providers Journey from Segregated Services to Fully Integrated Employment for Individuals with Disabilities

David Mank Ph.D.

For many decades in the United States, sheltered workshops and segregated day programs have been the predominant settings for individuals with significant disabilities. The agencies providing these services have had a longstanding commitment to people with disabilities. As we discover the true interests and abilities, and future preferences of people with significant disabilities, change is needed. More and more young people leaving school, and their families, are expecting work in typical jobs in their communities. The agencies providing day and employment services are being asked to change everything. In a few states in the United States of America the transition has been made from segregated to inclusive employment and community engagement. This session will describe what is needed for provider agencies to make this transformation.

Concurrent Session 2a
(3.15pm - 4.00pm)

Leave School with a Job. Emerging Best Practices in School to Work

David Mank Ph.D.

In the United States, school terms end for the year in the month of June. We sometimes call our 'School to Work' efforts 'Jobs by June' – meaning students with significant disabilities are prepared, have job experience and have secured competitive integrated jobs when they leave school as young adults. The purpose of this session is to describe emerging best practices for school to work. This includes discussion of the roles and responsibilities of the school personnel, adult service provider personnel and of individuals with disabilities and families.

Concurrent Session 2b
(3.15pm - 4.00pm)

The Role of the Job Developer

Julia Shumaker

Julia will share how she has supported Jack Kruger in various work roles over the years. Julia will describe the journey of applying a Customised Employment approach. The importance of the Discovery process and using job development to better align Jack's interests with his new workplace. This session will focus on the benefits and the many learnings that have come from the role of the Job Developer to help craft a successful employment outcome.

Plenary 5
(4.05pm - 4.50pm)

Panel Discussion: The Way Forward

Jan Kruger, David Mank, Catherine McAlpine, Trevor R Parmenter, Milton Tyree
Moderated by Cecile Sullivan Elder

This panel discussion will draw on the combined expertise of the panellists whilst reflecting on the many ideas and issues that were tabled and presented by our panellists and presenters throughout the two days. This discussion will focus on key considerations needed as we move forward towards impactful change concerning the important topic of employment for everyone.



PROGRAM | Day 1, Wednesday 14 September

8.15am - 9am Atrium	Registrations	
9am - 9.15am Lennox 1/2	Welcome to Country Welcome to the Conference Opening Remarks	Uncle Colin Locke, Dharug Elder Leanne Varga, Family Advocacy Cecile Sullivan Elder, Executive Officer, Family Advocacy
9.15am - 10am Lennox 1/2	Plenary 1 Employment and People with Intellectual Disabilities: The Past, the Present and the Future	Trevor R Parmenter AM Professor Emeritus, Sydney Medical School, University of Sydney
10am - 10.30am Lennox 1/2	Plenary 2 Role of the Family Finding Employment - With Opportunities you see Potential	Jan Kruger, Executive Director Imagine More and Parent Jack Kruger, Employee
10.30am - 10.55am Atrium	Morning Tea	
11:00 am - 11.45am Lennox 1/2	Plenary 3 Using Discovery, Customised Internships and Customised Employment to Create Access to Open Employment for Individuals with Significant Disabilities, Including Individuals in Sheltered Workshop Settings	Therese Fimian, President, Marc Gold & Associates
11.50am - 12.40pm Lennox 3 Concurrent Session 1a Successful Transition to Post School Employment Annette Bush, Family Advocate and Parent	11.50am - 12.40pm Lennox 1/2 Concurrent Session 1b Accessing School Based Traineeships: Parent and Student Perspectives Di Samuels, Family Advocate and Parent Rhiannon Samuels-Connell, Student	
12.40pm - 1.40pm Atrium	Lunch	
1.45pm - 2.40pm Lennox 1/2	Plenary 4 Customised Employment: Negotiating Mutually Beneficial Jobs for Businesses and Employees	Milton Tyree, Project Associate for the University of Kentucky and owner of Milton Tyree Employment Consulting, LLC
2.40pm - 3.10pm Atrium	Afternoon Tea	
3.15pm - 4pm Lennox 1/2	Plenary 5 Aligning What We Do, With What We Know. Systems Change in Policy and Practice from Segregation to Integrated Employment	David Mank Ph.D., Professor Emeritus Indiana University
4pm - 4.50pm Lennox 1/2	Plenary 6 Employment Barriers Today in the Australian Context	Catherine McAlpine CEO, Inclusion Australia
4.50pm - 5pm Lennox 1/2	Close Day 1	Cecile Sullivan Elder, Executive Officer, Family Advocacy
5pm - 7pm Atrium	Drinks and Canapés	

PROGRAM | Day 2, Thursday 15 September

<p>9am - 9.15am Lennox 1/2</p>	<p>Welcome Back Opening Remarks</p>	<p>Leanne Varga, Family Advocacy Cecile Sullivan Elder, Executive Officer, Family Advocacy</p>
<p>9.15am - 10.30am Lennox 1/2</p>	<p>Plenary 1 Incorporating Discovery for Students with Significant Disabilities as a Strategy for Increasing Access to Employment Planning and Employment Services While in School</p>	<p>Therese Fimian, President, Marc Gold & Associates</p>
<p>10.30am - 10.55am Atrium</p>	<p>Morning Tea</p>	
<p>11:00am - 11.45am Lennox 1/2</p>	<p>Plenary 2 The Evolving Role of the Job Supporter in Open Employment</p>	<p>Milton Tyree, Project Associate for the University of Kentucky and owner of Milton Tyree Employment Consulting, LLC</p>
<p>11.50am - 12.40pm Lennox 3</p> <p>Concurrent Session 1a Finding the Right Support for Employment</p> <p>Jan Kruger, Executive Director Imagine More and Parent</p>		<p>11.50am - 12.40pm Lennox 1/2</p> <p>Concurrent Session 1b Discover Micro Enterprise - Exploring Possibilities</p> <p>Helen Neale, Project Lead Discover Micro Enterprise - Exploring Possibilities Project, Community Living Project and Parent Tom Neale, Small Business Owner</p>
<p>12.40pm - 1.40pm Atrium</p>	<p>Lunch</p>	
<p>1:45pm - 2:05pm Lennox 1/2</p>	<p>Plenary 3 Finding Employment After Leaving School</p>	<p>Marusha Rowe, Employee and Student</p>
<p>2:05pm - 2.45pm Lennox 1/2</p>	<p>Plenary 4 Providers Journey from Segregated Services to Fully Integrated Employment for Individuals with Disabilities</p>	<p>David Mank Ph.D., Professor Emeritus Indiana University</p>
<p>2.40pm - 3.10pm Atrium</p>	<p>Afternoon Tea</p>	
<p>3.15pm - 4pm Lennox 1/2</p> <p>Concurrent Session 2a Leave School with a Job. Emerging Best Practices in School to Work</p> <p>David Mank Ph.D., Professor Emeritus Indiana University</p>		<p>3.15pm - 4pm Lennox 3</p> <p>Concurrent Session 2b The Role of the Job Developer</p> <p>Julia Shumaker, Job Developer and Small Business Owner</p>
<p>4:05pm - 4.50pm Lennox 1/2</p>	<p>Plenary 5 Panel Discussion: The Way Forward</p>	<p>Jan Kruger, Trevor Parmenter, David Mank, Catherine McAlpine and Milton Tyree Moderated by Cecile Sullivan Elder</p>
<p>4.50pm - 5pm Lennox 1/2</p>	<p>Closing Remarks</p>	<p>Cecile Sullivan Elder, Executive Officer, Family Advocacy</p>

SPEAKERS

Plenary 1

DAY 1 (9.15am - 10am)

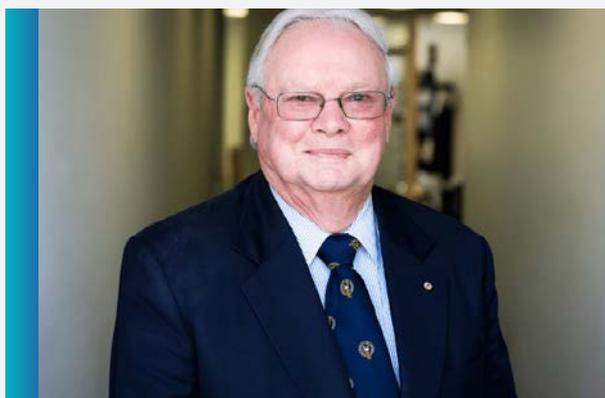
Plenary 5

DAY 2 (4.05pm - 4.50pm)

Trevor R Parmenter AM PhD FACE FAAIDD FFIASSIDD FASID

Professor Emeritus, Sydney Medical School, University of Sydney

Trevor's teaching and research career spans 69 years; the first 21 years as a teacher and Special School Principal, followed by 23 years heading the Unit for Community Integration Studies at Macquarie University, then 13 years as Foundation Professor of Developmental Disability and Director of the Centre for Developmental Disability Studies in Sydney Medical School at the University of Sydney.



Since 2010 he holds the position of Professor Emeritus. He is a Distinguished Alumnus of the University of New England and Macquarie University. Throughout his career Trevor has been a champion of inclusive employment for people with disabilities, especially people with intellectual disabilities. His research, teaching and community engagement highlight a strong commitment to research into practical outcomes.

His influence has been both national and international, including former Registrar and Editor-in-Chief for the Australian Society for the Study of Intellectual Disabilities, a past President of the International Association for the Scientific Study of Intellectual and Developmental Disabilities, a consultant to the World Health Organisation and the International Labour Organisation. Trevor's legacy features his many former students who now hold prestigious leadership roles in universities, the public service and disability support organisations. Also as importantly are the people with disabilities who have found sustainable employment because of the enterprising influence of his advocacy and the work of his research teams.

Plenary 2

DAY 1 (10.00am - 10.30am)

Concurrent Session 1a

DAY 2 (11.50am - 12.40pm)

Plenary 5

DAY 2 (4:05pm - 4.50pm)

Jan Kruger

Executive Director of Imagine More, Parent and Advocate

Jan is the Executive Director of Imagine More, a family led organisation in Canberra. Jan is wife to Paul and mother of four fabulous young adults. Her youngest, Jack, is a CrossFit member, friend, AFL supporter and Government House Household Officer who happens to have Down Syndrome. Jan has used Social Role Valorisation to inform how to work towards crafting a full and meaningful life for Jack.



Over the last three years Jan has been drawing on Social Role Valorisation together with Customised Employment principles to find and maintain meaningful paid work and volunteer roles for Jack. Jan and her family continuously work towards building an ordinary, inclusive life for Jack, where he enjoys a sense of belonging as a valued member of his community.

Plenary 2
DAY 1 (10.00am - 10.30am)

Jack Kruger
Employee



Jack Kruger is an Oztag player, world traveller, movie enthusiast, employee, Learner Driver and friend, who happens to have Down Syndrome. Jack finished school in 2020 at Daramalan College in Canberra, Australia. Jack attended his local schools for his education and as a result is widely known within his community. Since finishing school Jack has worked as an After-School Care Educator, a Government House Household Officer and is studying fitness at the local college. Jack is now crafting a meaningful week of work, study, sport and leisure.

Plenary 3
DAY 1 (11.00 am - 11.45am)

Therese Fimian
President - Marc Gold & Associates, Virginia, United States

Plenary 1
DAY 2 (9.15am - 10.30am)



Therese has worked in the disability employment field for over 20 years, overseeing national workforce, research and demonstration projects to increase access to employment options and economic and professional empowerment for individuals with significant disabilities.

Therese oversaw a demonstration project within a National Provider Organization to create Competitive Integrated Employment opportunities for individuals in partnership with community provider agencies for disabilities receiving vocational rehabilitation and home and community based services. This resulted in the development of hundreds of community jobs and internships for individuals who were formerly in sheltered workshops, on Medicaid waiver waiting lists or transition-aged youth seeking employment. Additionally, several hundred partnerships with businesses were established using a Customized Employment approach to employer engagement.

Throughout her career, Therese has worked with provider agencies across the United States to facilitate improvement of employment services, incorporation of financial and benefits planning and increased access to assistive technologies. Therese joined Marc Gold & Associates in 2019.

Concurrent Session 1a
DAY 1 (11.50am - 12.40pm)

Annette Bush
Parent and Advocate



Annette is a mother of five children and her youngest, Jacob, has an intellectual disability. Annette has a passion for Jacob's right to lead an ordinary life filled with all the opportunities that other young men and women have. Currently, Jacob is an essential worker at their local supermarket and is enjoying the feeling that comes from a job well done. Annette has been associated with Family Advocacy for almost 18 years and has learnt many skills in navigating Jacob's life with all the challenges life sometimes can bring. She has also presented at workshops where she has shared her insights and experiences in supporting Jacob to navigate work experience through the school years and then into employment in his local community. She is eager to help other families to create good and purposeful lives for their sons and daughters.

SPEAKERS

Concurrent Session 1b

DAY 1 (11.50am - 12.40pm)

Di Samuels

Parent and Advocate



Di Samuels lives on the Far South Coast of NSW and is the proud mother of four young adults and a new son in law. She's had a long association with Family Advocacy from when her youngest daughter Rhiannon was in preschool.

Di believes that fostering and sustaining community connections is at the heart of safeguarding a life of her daughter's choosing. Her passion for an inclusive education and life for Rhiannon has driven her to strive for the same ordinary opportunities that have been afforded to her older siblings. This vision has enabled Rhiannon to start her transition to work through the typical processes offered via the NSW Department of Education such as work experience, Vocational TAFE courses, work placements and now a School-Based Traineeship.

Concurrent Session 1b

DAY 1 (11.50am - 12.40pm)

Rhiannon Samuels-Connell

Student



Rhiannon uses the pronouns she and her and is a High School Certificate student from the Sapphire Coast of NSW, home of the Thaua and Diringanj people of the Yuin Nation. She's creative through her music, dance and performing arts; Rhiannon is also a fan of Amy Shark.

She is a passionate young person who wants to have the same opportunities while she proudly lives with disability.

People may know of her through stories she and her mum have shared about the pursuit of inclusion and living life to the fullest potential, most recently a film called 'Rhiannon's Work Experience'.

She will be speaking about the latest things happening in her pathway from school to work now she is near the end of Year 12 and particularly her School-Based Traineeship.

Plenary 4

DAY 1 (1.45pm - 2.40pm)

Plenary 2

DAY 2 (11:00am - 11.45am)

Plenary 5

DAY 2 (4.05pm - 4.50pm)

Milton Tyree

Project Associate for the University of Kentucky and owner of Milton Tyree - Employment Consulting, LLC

Milton has more than 40 years of experience in the design, development and provision of supports and services centered on people with disabilities having access to valued aspects of everyday life. A particular area of interest has been the ongoing struggle around people with disabilities having good employment.

Milton's employment efforts have been strongly influenced by the work of the late Dr. Marc Gold, and he's an associate with Marc Gold & Associates. Milton has had extensive opportunities for study, work and teaching related to the late Dr. Wolf Wolfensberger's Social Role Valorisation theory and its many implications for employment services. He is a retired Project Director of the University of Kentucky's Human Development Institute where he continues part-time work focused on open employment leadership development.



Plenary 5

DAY 1 (3.15pm - 4pm)

Plenary 4

DAY 2 (2:05pm - 2.45pm)

Concurrent Session 2a

DAY 2 (3.15pm - 4pm)

Plenary 5

DAY 2 (4.05 - 4.50pm)

David Mank Ph.D.*Professor Emeritus at Indiana University, U.S.*

David Michael Mank, Ph.D., is Professor Emeritus at Indiana University. Dr. Mank is a Senior Advisor (part-time) at the Office of Disability Employment Policy, U.S. Department of Labour, and is the former Director of the Indiana Institute on Disability and Community at Indiana's University Centre for Excellence. As a writer and researcher, Dr. Mank has an extensive background in the education and employment for persons with disabilities. He has authored or co-authored dozens of articles and book chapters. His interests include transition from school to work and community living.

Dr. Mank has worked on issues related to Competitive Integrated Employment (Open Employment) for people with significant disabilities for many years and more recently with EconSys. His work has included developing the first free standing supported employment program in Oregon. He has worked on provider transformation (from sheltered work to competitive integrated employment) in a number of states across the country. He is a member of the editorial boards of the Research and Practice for Persons with Severe Disabilities (TASH), the Journal of Vocational Rehabilitation, and the Journal of Disability Policy Studies. He is Associate Editor for the journal, Intellectual and Developmental Disabilities. He is also a member of the Board of Advisors of the Collaboration for the Promotion of Self-Determination.

In January 2015, he was appointed by the United States Secretary of Labor to the Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities, which was created in the Workforce Innovation and Opportunity Act. He was subsequently elected Chair of the Committee, which delivered its Final Report and Recommendations to the Secretary of Labour and Congress in September 2016.

**Plenary 6**

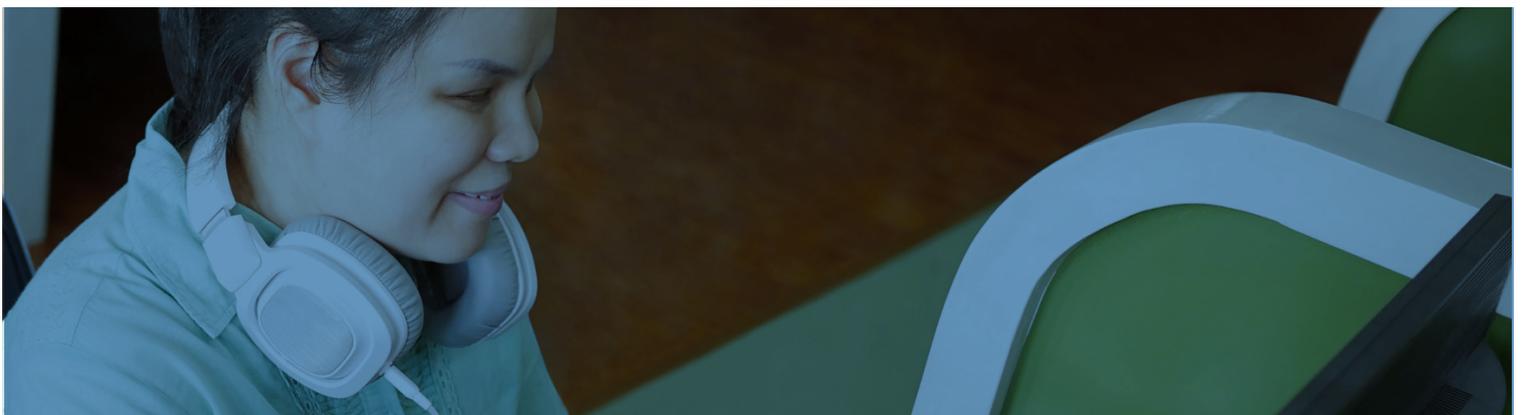
DAY 1 (4pm - 4.50pm)

Plenary 5

DAY 2 (4.05pm - 4.50pm)

Catherine McAlpine*CEO, Inclusion Australia*

Catherine McAlpine is the Chief Executive Officer of Inclusion Australia, the national representative organisation for people with an intellectual disability and their families. Catherine is a respected leader in the disability community, with previous senior roles in state and national advocacy and not-for-profit disability organisations. Her focus is on supporting the rights and empowerment of people with intellectual disability and their families. She has spoken as a witness at the Disability Royal Commission at several public hearings, including on employment, inclusive education, and the response to the COVID-19 pandemic. Catherine has a track record of collaboration and innovation to increase the inclusion of people with a disability. This is informed by her previous roles in the corporate sector, and running a small business; which provided insight into the need to base reform around sustainable business models.



SPEAKERS

Opening & Closing Remarks
DAY 1 and DAY 2

Plenary 5
DAY 2 (4.05pm - 4.50pm)

Cecile Sullivan Elder

Executive Officer - Family Advocacy



Cecile has been the Executive Officer at Family Advocacy for the past seven years, but has been involved in the disability sector for over twenty five years. Her many roles in the sector have included leading post school services, teaching Disability Studies, working as a Community Visitor with the Ombudsman Department and, more broadly, advocating for change management within the disability service sector and associated systems.

Cecile is passionate about people with disabilities being supported to thrive in their local community — whether that be attending the local school alongside neighbourhood friends, accessing paid employment or generally having the right support to access the opportunities society has to offer.

The role of families is critical in the realisation of all this. Family Advocacy's work (both in advocacy and capacity building) is aimed at strengthening the knowledge, skills and confidence of families to speak up and to advocate for the authentic inclusion of their family members with disability.

Concurrent Session 1b
DAY 2 (11.50am - 12.40pm)

Helen Neale

Project Lead at Community Living Project, SA | Tom's Mother and Advocate

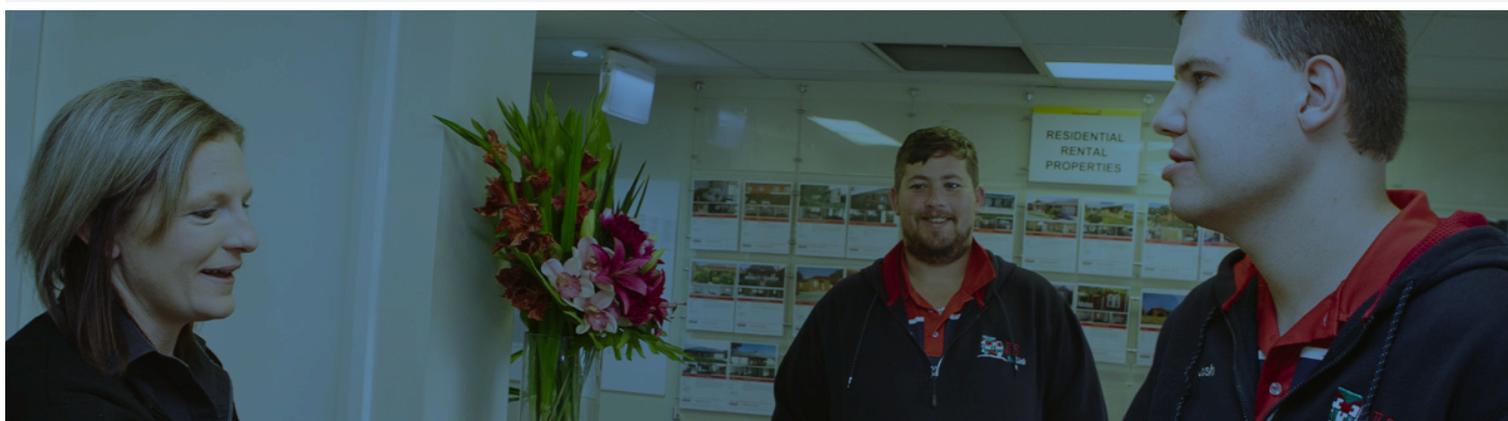


Helen is the mother of two fabulous children who continue to motivate and inspire her to be the best version of herself. Her dog Oli provides her with daily cuddles and walks. Helen's current role with Community Living Project as Project Lead of 'Discover Micro Enterprise - Exploring Possibilities', an Information, Linkages and Capacity Building project, enables her to passionately share information about Micro Enterprise as a possible career option for people with disabilities. Her hope is that through sharing real stories of enterprise owners people will be inspired to consider micro enterprise and others will hold higher expectations for people with disabilities.

Tom Neale

Small Business Owner

Tom is a social, fun loving 24-year-old from Adelaide who loves traveling, playing with his godson and catching up with his Circle of Support members. He is a member of Rotaract, a volunteer at Treasure Boxes and a lover of beer and chicken wings. He is also the proud business owner of Ground Control by Major Tom, a lawn maintenance Micro Enterprise that he has been operating successfully for nearly six years. Tom likes to share his story to encourage others to follow their dreams and aim high.



Plenary 3**DAY 2 (1:45pm - 2:05pm)****Marusha Rowe***Employee and Student*

Marusha has a passion for advocacy, especially when it comes to inclusion. She has worked on several documents with Children and Young People with Disability (CYDA) and Australian Coalition for Inclusive Education; she consulted with Cerebral Palsy Alliance and the Create Foundation (national advocacy body for children and young people in out-of-home care).

She worked for a year with the Lumos Foundation in the United Kingdom and the United Nations, looking at ways to improve the lives of young people around the world with a disability in out-of-home care. Marusha worked as a childcare support teacher with Only About Children under the Curious Kids program, which she also introduced to one of the local preschools in her area.

In her spare time, she enjoys surfing and playing Boccia, where she won several Boccia junior championships at state and national levels. She is currently studying a Bachelor of Arts Degree at Curtin University in Western Australia.

Concurrent Session 2b**DAY 2 (3.15 - 4.00pm)****Julia Shumaker***Job Developer and Small Business Owner*

Julia Shumaker is in her twenties, a good friend to many, and a vibrant member of her community. She has a keen interest in teaching and supporting people to thrive. Julia has been working alongside Jack Kruger in various roles over the last four and half years.

One of her most impactful roles has been as Jack's Job Mentor. Julia has been learning about Customised Employment through workshops and mentoring. The implementation of this learning has resulted in some wonderful employment outcomes for Jack.

As well as working with Jack, Julia runs her own small business. She is a member of a local dance studio and enjoys being outside with nature.

Event Host**DAY 1 | DAY 2****Leanne Varga***Systemic Advocate and Campaigns Manager - Family Advocacy*

As the Systemic Advocate and Campaigns Manager at Family Advocacy for the last five years, Leanne is passionate about pursuing long-term social change to ensure the collective rights and interests of people with disability are served through legislation, policies and practices.

Her past experience as a litigation lawyer and her lived experience as a family member of a person with disability have led to her resolve to assist families as being the agents of positive social change for the person with a disability in their life.



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With intentional thinking and planning, people with disability can obtain all the good things that make up a typical life.
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About Family Advocacy

Family Advocacy NSW is a statewide not for profit advocacy organisation concerned with the interests and rights of people who have a developmental disability. Its aim is to achieve positive social roles for people with disability through the development of advocacy by families and by strengthening the knowledge, role and influence of the family.



**resourcing
inclusive
communities**

An initiative of Family Advocacy

About Resourcing Inclusive Communities

Resourcing Inclusive Communities is an initiative of Family Advocacy. We provide capacity building information, events and resources to assist people with disability to live meaningful lives, as valued members of their communities.



School To Work
for Secondary Students
with Disability

Our projects

As well as **School to Work** (see page 1), we are running the following projects, funded by the Australian Government through the Information Linkages and Capacity building program:



Inclusive Lives - Possibility to Reality

A state-wide, multi-layered project to strengthen the knowledge, skills and confidence of people with disability and their families so that many more people with disability across NSW enjoy typical pathways experienced by most Australians.



My Home My Way

My Home My Way aims to explore individualised and innovative ways that people with a disability have created their own home, while getting the support they need. This project is being delivered by the members of the National Alliance of Capacity Building Organisations: Resourcing Inclusive Communities (NSW), Belonging Matters (VIC), CRU - Community Resource Unit (QLD), Imagine More (ACT), Valued Lives (WA) and Purple Orange (SA).