Announcement  
GLADNET 2011-2012 Online Seminar Series  
Advancing Opportunities for People with Disabilities:  
A distance learning series promoting employment outcomes

GLADNET brings together research centers, universities, enterprises, government departments, trade unions, and organizations of and for persons with disabilities. Our common goal is to advance competitive employment and training opportunities for persons with disabilities. GLADNET’s objective is to promote disability policy and program reform with emphasis on integrated training and employment options for working age persons with disabilities. These objectives are achieved through collaborative applied research projects, and by the global exchange of information via the Internet.

The forthcoming 2011–2012 GLADNET online seminar series aims to initiate an international dialogue regarding evidence-based practices to promote inclusive employment outcomes for younger and older people with disabilities.

"It is becoming increasingly clear that age and disability can interact to create a double disadvantage in the labor market. The rates of economic inactivity and unemployment amongst young people with disabilities are increasing in most developed economies, a situation that is exacerbated by the recent downturn in the global economy. Older people are also becoming increasingly vulnerable to labor market exclusion and early retirement on the grounds of ill health or disability. This seminar series attempts to focus debate on the complex factors behind these developments and to review the evidence for more integrated approaches to labor market inclusion."

Donal McAnaney, Chair- GLADNET

There are four seminars in the series:
1. “Transforming Segregated Services Part I: Setting the Course for Transformation by Changing Attitudes”
2. “Transforming Segregated Services Part II: Addressing Transformation Challenges through Service Strategies”
3. “Preparing Youth with Disabilities for Careers after High School”
4. “Best Practices in Recruiting and Retaining an Aging Workforce: Intersection with Disability Considerations”

The duration of each webinar is 90 minutes. The start time of each webinar is US Eastern Seaboard 8:00 A.M. This represents US Western Seaboard 5:00 A.M.; UK & Ireland 1:00 P.M.; Central European Time 2:00 P.M.; Australia – Brisbane 10:00 P.M.; Brazil – Rio 9:00 A.M. and South Africa – Cape Town 2:00 P.M. The registration fee for each seminar is $75. Webinars are free for GLADNET members.

Further details of the seminars and the presenters are provided below.
Registering for the Webinars:

This series of online webinars is free to registered members. New individual members who pay their $200 membership fee during 2011 will receive free membership for the remainder of the year and full membership for 2012. Members may register for free in the members section of Gladnet.org. If you don’t remember your password or need assistance logging in, please email info@gladnet.org.

In addition, GLADNET has introduced two group membership options for organizations.

- **Group 5 membership** allows an organization to specify five members for $750 representing a 25% reduction in the fee.
- **Group 10 membership** provides organizations with option of specifying 10 members for $1000 which is a reduction of 50% on the individual membership fee.

It is important to remember that these fees also include free membership for the remainder of 2011 and full membership for 2012 and access to all seminars for those specified by an organization under either of the group membership options.

**To Register**

If you are a current GLADNET member:
- Log into the GLADNET Website here: [http://www.gladnet.org/secure/m-login.cfm](http://www.gladnet.org/secure/m-login.cfm).
- Click on the registration link for the event you’d like to register for, and
- Complete the form

If you or your organization wishes to subscribe to become a GLADNET member in order to benefit from free access to the online webinars use the following link to pay your membership fee prior to registering as a member for the webinar series: [http://www.gladnet.org/member_app.cfm](http://www.gladnet.org/member_app.cfm).

Non-members can register to attend one online webinar for $75.00 by logging onto the GLADNET website and following the links to Seminar Registration under our Web Events section found here: [http://www.gladnet.org/events.cfm?filter=web](http://www.gladnet.org/events.cfm?filter=web).
Details of the GLADNET 2011-2012 Online Webinar Series:

1. **Transforming Segregated Services Part I: Setting the Course for Transformation by Changing Attitudes**
   October 10, 2011 (8:00 AM EDT)
   
   *Presenters: Thomas P. Golden, Employment and Disability Institute, Cornell University  
   Gary Shaheen, Burton Blatt Institute, Syracuse University*

   Although agencies and organizations transforming work centers into integrated wage or entrepreneurial programs will face a number of significant challenges at the individual, program and systems level, perhaps the most pervasive challenge is addressing attitudes, beliefs and expectations. This webinar addresses the barriers to transformation that attitudes and beliefs can hold. Participants will be able to:

   - Define the array of stakeholders impacted by organizational transformation;
   - Understand attitudinal, belief and expectation challenges at the service provider, program staff, family, consumer and employer level that limit transformation;
   - Highlight the impact of these challenges at each level of organization and understand how those challenges might demonstrate;
   - Conduct an assessment of their own organizational culture to determine attitudinal, belief and expectation challenges that will need to be addressed.

2. **Transforming Segregated Services Part II: Addressing Transformation Challenges Through Service Strategies**
   December 7, 2011 (8:00 AM EST)
   
   *Presenters: Gary Shaheen, Burton Blatt Institute, Syracuse University  
   Thomas P. Golden, Employment and Disability Institute, Cornell University*

   Understanding how attitudes, beliefs and expectations held by various stakeholders in the employment process can impact transformation is a first step toward real organizational change. Moving from that baseline to practice though presents a considerable barrier to some organizations. This webinar will showcase specific service strategies at each stakeholder level that need to occur to establish facilitators of transformation. Participants will be able to:

   - Define a set of service strategies to address transformation challenges at all stakeholder levels;
   - Understand selected integrated employment program approached available to diversify a service portfolio;
   - Access resources and materials to support further organizational transformation.

**Presenter Profiles:**

**Thomas P. Golden, MS, CRC** is the Associate Director of the Employment and Disability Institute in the ILR School at Cornell. He has been on faculty since 1991 and his practice, research and publication has focused to date in four primary areas: vocational rehabilitation and workforce development; social insurance policy and its relation to return to work and greater economic independence and self-sufficiency for individuals with disabilities who receive public benefits and entitlements; transition planning for secondary education students...
with disabilities to live, learn and earn in their communities; and organizational development and systems change with an emphasis on facilitating inclusive communities for individuals with disabilities.

Gary E. Shaheen, M.P.A., senior vice president for the Burton Blatt Institute at Syracuse University, is a nationally recognized expert in the field of mental health rehabilitation, homelessness and systems change. For over twenty-six years in both the public and private sector he has been instrumental in shaping policy and programs at both the state and federal levels that help people with mental illnesses, co-occurring substance abuse disorders and those who are homeless fully integrate into their communities. He has worked with HUD, SAMHSA, U.S. Department of Labor and other federal agencies on increasing employment for these populations throughout the United States and its Territories.

3. Preparing Youth with Disabilities for Careers after School
March 20, 2012 (8:00 AM EST)

Presenters: David Brewer, Nancy A. Edminster Hinkley & Arun Karpur, Employment and Disability Institute, Cornell University

With rapid changes to the global economy come changes to the local workforce. How do we prepare youth with disabilities for jobs that may not currently exist? Participants in this webinar will understand the lifelong process of career development from an early age through secondary education, postsecondary education, and adult life. In particular, evidence-based practices will be profiled that advance career opportunities for transitioning youth with disabilities. Specific video examples will be shown of effective career development practices, and local implementation will be discussed. Participants will be able to:

- Describe career development activities and how they relate to youth with disabilities;
- Apply what works in transition services supporting post-school outcomes in living, learning and earning;
- Develop practical methods for tracking program participation and continuous quality improvement;
- Highlight approaches to build and sustain career development activities across cultures and continents.

Presenter Profile:

David Brewer is on program teaching staff with Cornell University's Employment and Disability Institute in the School of Industrial and Labor Relations Extension Division at Cornell University. He is the Program Lead for the Educational Achievement and Transition Unit, and Principal Investigator for the New York State Transition Professional Development Service Center, and the New York State Model Transition Program Evaluation. He is working with the U.S. Department of Labor to create two web based resources for employers of people with disability: Earnworks.com and the federal Community of Practice -- to increase employment for people with disabilities. He has developed policy recommendations, resource materials and curricula for the New York State Education Department on the subject of student self-determination. Mr. Brewer collaborated with the University of Oregon as the New York State Liaison for a federal grant, the Next STEP Curriculum Project, an approach to teach students to direct their future planning process. He has over thirty years of experience working the area of special education and transition from school to adult life, and holds a Permanent New York State Teaching Certificate in Special Education.
Arun Karpur, M.B.B.S., M.P.H., is a medical doctor from India and has a Master's degree in Public Health (Epidemiology Major) from University of South Florida, Tampa, Florida. Mr. Karpur is currently working as Extension Faculty for the Model Transition Project, within the Employment and Disability Institute, ILR School at Cornell University. Previously, Mr. Karpur worked as a Research Faculty in the Department of Child and Family Studies at the Florida Mental Health Institute, University of South Florida. His current research interests include program evaluation of transition programs, impact assessment of various strategies in transition, and longitudinal analysis of existing administrative databases to follow postsecondary outcomes for young people with disabilities. Mr. Karpur has also developed several transition tracking systems for youth with disabilities e.g., Transition of Adulthood Program Information System (TAPIS), Transition Evaluation Tracker.

Nancy A. Edminster Hinkley, MSEd, CAS, – is on program teaching staff with Cornell University's Employment and Disability Institute in the School of Industrial and Labor Relations Extension Division at Cornell University. Ms. Hinkley is currently the Principal Investigator and Project Director for the NYS Developmental Disabilities Planning Council funded Partners in Policymaking Training Program, a long-established NYS training program instructing self advocates and family members of individuals with developmental disabilities in advocacy and systems change strategies. This project is currently testing a new instructional delivery method utilizing the application of blended online / studio and distance learning approaches in pilot cohorts. Ms. Hinkley also serves as the Services Coordinator for the new NYS Education Department Transition Services Professional Development Support Center (TS-PDSC). In this role she is responsible for developing resource toolkits, professional development training and technical assistance to the NYS Regional Transition Specialists. Additionally, Ms. Hinkley is developing a Federal Employer Online Community of Practice (CoP) on Federal Disability Employment as part of the Cornell National Employer Technical Assistance Center, under contract with the U.S. Department of Labor, Office of Disability Employment Policy.

4. Best Practices in Recruiting and Retaining an Aging Workforce: Intersection with Disability Considerations
April 30, 2012 (8:00 AM EDT)
Presenter: Susanne M. Bruyere, Employment and Disability Institute, ILR School, Cornell University

It is projected that over a third of the American workforce will be over 50 years of age within five years, and this phenomenon is occurring in many other countries throughout the world. Businesses need to understand the complexities and recognize opportunities associated with an aging workforce to maintain marketplace competitiveness that continues to reward the innovation and responsiveness. This webinar will provide an overview of workplace policies and practices promoting effective retention of older workers, including workers with disabilities, gained from a recent study conducted by Cornell University of best practices in U.S. private sector workplaces. As a result, participants will be able to:

- Describe specific workplace policy, practice and accommodation considerations for an aging workforce;
- Identify examples of company best practices in accommodating an aging workforce; and
- Access related key resources in the recruitment and retention of an older workforce.
Presenter Profile:

Susanne M. Bruyère, Ph.D., CRC, is currently Professor of Disability Studies, the Director of the Employment and Disability Institute, and Associate Dean of Outreach at the Cornell University ILR (Industrial and Labor Relations) School, Ithaca, N.Y. Susanne is currently Project Director and Co-Principal Investigator of numerous federally-sponsored research, dissemination, and technical assistance efforts focused on employment and disability policy and effective workplace practices for people with disabilities including: the USDOL Office of Disability and Employment Policy National Technical Assistance, Policy and Research Center for Employers on Employment of People with Disabilities; the Rehabilitation Research and Training Center on Employer Practice to Improve Employment Outcomes for Persons with Disabilities; and the ADA Center-Northeast. She is a past president of the American Rehabilitation Counseling Association, National Council on Rehabilitation Education, and Division of Rehabilitation Psychology (22) of the American Psychological Association. Susanne holds a doctoral degree in Rehabilitation Psychology from the University of Wisconsin-Madison, is a Fellow in the American Psychological Association, a member of the National Academy of Social Insurance, and currently serves as an Executive Board Member of the Division of Rehabilitation Psychology (22) American Psychological Association, past-chair of GLADNET (the Global Applied Disability Research and Information Network on Employment and Training), and past-chair of the CARF (Rehabilitation Accreditation) Board of Directors.

Our Format

Our courses are offered in web seminar format. Web seminars provide an online interactive format coupled with audio-conferencing. Special features include lectures, interactive questions and answers, interactive chat using instant messaging technology and polling, as well as print and electronic course materials.

Technology Requirements

Participants must have capacity for simultaneous phone and internet connection. A Windows or Mac operating system can be used with any current Internet browser.

The Benefits

You will learn from experts in the area of employment and advancing opportunities for people with disabilities in the comfort of your own office or home. You will be connected to a virtual classroom with other leaders in field of employment and have opportunities before and during the course for interaction. Courses are provided online and lectures are delivered using audio-conferencing.