



AGENDA

Employment and Economic Development Summit

Creating Pathways to Employment and Entrepreneurial Development for New Yorkers with Disabilities; Enhancing New York State's Economic Recovery

The Desmond Hotel & Conference Center,

Albany, NY

October 6-7, 2009

Tuesday, October 6, 2009

- | | |
|-------------------|--|
| 7:30 AM – 8:45 AM | Summit Begins / Breakfast and Sign-In |
| 8:45 AM – 9:15 AM | Opening Welcome / MIG/ NYMWP Overview/ Review of Agenda/ King Street Ballroom

Michael Seereiter, Program Director for Mental Hygiene Services, Office of the Deputy Secretary for Human Services, NYS Executive Chamber |
| 9:15 AM- 10:00 AM | State of the Art Employment Panel– Moderator: Thomas Golden,
Employment and Disability Institute, Cornell University |

The gap in labor market participation and overall economic well-being of individuals with disabilities continues to grow in the United States. The Current Population Survey (CPS) of the U.S. Census bureau documented that in August 2009 the unemployment rate of persons with disabilities was 16.9 percent compared to 9.3 percent for persons with no disability. Further, the employment-population ratio for persons with a disability was 18.4 percent, compared with 64.6 percent for persons with no disability. These statistics do not augur well for the employment status of the civilian, noninstitutional, working-aged population. To address this growing gap, this panel will focus on critical demand-side factors, promising practices and strategies affecting the employment of people with disabilities focusing on: 1.) Employers' attitudes and organizational practices, defined as its corporate culture; 2.) Partnership and collaboration that show how teams and key stakeholders can work together to affect positive employment outcomes; 3.) Business case for disability as a facet of diversity management; and, 4.) Monitoring and analyzing Federal and State disability employment laws to gauge impact and influence. This panel presentation will serve to inform the

afternoon facilitated discussion to identify and propose policy and practice strategies to address demand-side factors.

Panel Members: Lori Golden, Ernst & Young; Chuck Tobin, Focused Technologies; Sarah von Schrader, Employment and Disability Institute

10:00 AM – 10:45 AM

State of the Art Work Incentives/Asset Accumulation Panel–

Moderator: Michael Morris, Burton-Blatt Institute, Syracuse University

Achieving a Vision of Work Incentives and Asset Development for People with Disabilities. Individuals with disabilities are three times as likely to live in poverty as their nondisabled peers. For millions of working age adults with disabilities, a dependence on public benefits for income, health care, food and housing becomes a trap that requires staying poor to stay eligible. However, expectations are changing as more individuals become employed, rethink ways to save, and pursue the building of assets to fundamentally change their quality of life experiences. Research indicates that work and asset development impact favorably physical and mental health including self-concept and level of community participation. There are tools and strategies that are disability-specific (social security work incentives) and generic (tax credits, financial, education, matched savings plans) that are creating a roadmap out of poverty toward financial freedom. A vision for New Yorkers with disabilities includes access to capable work incentive planners, individual development accounts, free tax preparation to benefit from favorable tax provisions, and other options to increase income production and preservation, start a business, and/or buy a home. New partnerships are being forged between the disability and asset-building communities to rethink the possibilities of a better economic future for people with disabilities statewide. The presentations set the stage for participants to convene in a facilitated discussion on Day Two to discuss strategies for addressing individual, program, and system challenges to encourage and support work/income production, savings and asset building.

Panel Members: Raymond Cebula, Employment and Disability Institute; Mary Shaheen, United Way of NYS

10:45 AM – 11:00 AM

Break

11:00 AM – 11:45 AM

State of the Art Entrepreneurship Panel– Moderator: Gary Shaheen,

Burton-Blatt Institute, Syracuse University

Unemployment among people with disabilities is estimated at between 65-75%. In 2007, there were over 20 million owner-operated one person companies in the U.S. According to the U.S. Census Bureau, people with disabilities are nearly twice as likely to be self-employed as the general population, 14.7 percent compared to 8 percent. However, the number of people with disabilities reporting self-employment as a vocational outcome is abysmally low. A recent national summary indicated that only 1.7 % (3,246) of all Vocational Rehabilitation closures (people who obtained and retained a job for at least 90 days) were to self-employment. Clearly there is a great gap between the desire of people with disabilities to become self-employed and their ability to achieve their goal. This panel of experts on entrepreneurship describe best and promising practices supporting entrepreneurship including: 1) key components of engaging universities and other post-secondary educational institutions as partners with community-based organizations to develop and sustain entrepreneurship, 2) the essential components

that need to be present when providing entrepreneurship training to people with disabilities as a foundation for agencies to consider when developing their own programs, and 3) challenges that SBDCs face serving customers with disabilities. What can improve capacity of SBDCs to serve people with disabilities and a 'hit list' of essential elements needed to develop sustained partnerships between disability services providers, VESID and SBDCs? The presentation sets the stage for participants to convene in a facilitated discussion on Day #2 to discuss strategies for addressing individual, programs and systems challenges to entrepreneurship and implementation priorities.

Panel Members: Mike Haynie, Syracuse University; Bruce Kingma, Syracuse University; Marilyn Roach, Statewide SBDC

12:00 PM – 1:30 PM

Keynote / Luncheon - foyer outside of the King Street Ballroom

John D. Kemp, J.D., Principal, Powers, Pyles, Sutter & Verville PC, Executive Director and General Counsel U.S. Business Leadership Network

Award winning disability advocate John D. Kemp will provide a broad overview of the challenges and opportunities related to the employment of people with disabilities, weaving in cutting edge information on a range of new employment initiatives. He'll close with comments regarding disability attitude and culture.

1:30 PM – 3:00 PM

Employment Dialogue – Moderator: Thomas Golden, Employment and Disability Institute; **Facilitator: Mathew Mathai**, New York Association of Psychiatric Rehabilitation Services

Establishing a policy and practice agenda to support greater employment outlook and labor market participation of New Yorkers with disabilities requires an in-depth understanding of the challenges and barriers, promising practices, and prevalence of demand-side needs to support transformation. To assist in better understanding these facets, participants will be engaged in a facilitated dialogue with eight to ten individuals. Each group will have a facilitator/reporter and be asked to generate responses to the questions below.

What demand-side policy and practice barriers exist to recruiting, hiring, training, retaining and advancing individuals with disabilities?

What promising practices exist or should be developed to support the demand-side in managing the diversity of disability in the employment process?

What innovations or policy directives are needed to support the demand-side in recruiting, hiring, training, retaining and advancing individuals with disabilities?

A recorder will be identified by each group. Information gathered will be used to inform future policy discussions and also inform the development of New York State's five-year strategic plan to remove barriers and increase pathways to employment for New Yorker's.

3:00 PM-3:30 PM

Break

3:30 PM-4:30 PM

Report Out of Employment Dialogue

4:30 PM-5:00 PM

Wrap-up/Review of Day One

5:00 PM End of Day One

5:30 PM – 7:00 PM Reception

Wednesday, October 7, 2009

7:30 AM – 8:45 AM Breakfast

8:45 AM – 9:00 AM Welcome / Review of Agenda

COL James D. McDonough, Jr. (Ret.), Director, NYS Division of Veterans Affairs

9:00 AM – 10:30 AM **Work Incentive & Asset Accumulation Dialogue – Moderator: Michael Morris**, Burton Blatt Institute; **Facilitator: Ed Lopez-Soto**, Employment and Disability Institute

Establishing a policy and practice agenda to support greater economic independence of New Yorkers with disabilities requires an in-depth understanding of the challenges and barriers, promising practices, and human capital needed to make work pay. To assist in better understanding these facets, participants will be engaged in a facilitated dialogue with eight to ten individuals. Each group will have a facilitator/reporter and be asked to generate responses to the questions below.

What challenges and barriers exist to supporting asset development and access to work incentives planning for New Yorkers with disabilities?

What promising practices exist or should be developed to support asset accumulation and informed choice in the employment process?

What innovations or policy directives are needed to support greater asset accumulation and access to benefits and work incentives planning and assistance for New Yorkers with disabilities?

A recorder will be identified by each group. Information gathered will be used to inform future policy discussions and also inform the development of New York State's five-year strategic plan to remove barriers and increase pathways to employment for New Yorker's.

10:30 AM – 11:00 AM Break

11:00 AM – 12:00 PM Report-Out of Work Incentives & Asset Accumulation Dialogue

12:00 PM – 1:00 PM Luncheon/ Fort Orange Courtyard

1:00 PM – 2:30 PM **Entrepreneurship Dialogue – Moderator: Gary Shaheen**, Burton Blatt Institute; **Facilitator: Joe Skiba**, Organization and System Change Consulting

Establishing a policy and practice agenda to support economic and entrepreneurial development for New Yorkers with disabilities requires an in-depth understanding of the challenges and barriers, promising practices, and policy needs to support economic and small business development. To assist in better understanding these facets, participants will be engaged in a facilitated dialogue with

eight to ten individuals. Each group will have a facilitator/reporter and be asked to generate responses to the questions below.

What challenges and barriers exist to supporting entrepreneurial development for New Yorkers with disabilities?

What promising practices exist or should be developed to support entrepreneurial and economic development?

What innovations or policy directives are needed to support entrepreneurial development for New Yorkers with disabilities?

A recorder will be identified by each group. Information gathered will be used to inform future policy discussions and also inform the development of New York State's five-year strategic plan to remove barriers and increase pathways to employment for New Yorker's.

2:30 PM – 3:00 PM

Break

3:00 PM – 4:00 PM

Report Out of Entrepreneurship Dialogue

4:00 PM – 5:00 PM

Where Do We Go From Here? – Moderator: Gary Shaheen, Burton Blatt Institute

Panel Members: John Allen, NYS Office of Mental Health; Karen Coleman, NYS Department of Labor (*Invited*); Patricia M. Dowse, NYS Rehabilitation Association; Jayne Lynch, NYS Commission on Quality of Care and Advocacy for Persons with Disabilities

5:00 PM

End of Summit / Evaluation



New York Makes Work Pay is a Comprehensive Employment System Medicaid Infrastructure Grant (#1QACMS030318) from the U.S. Department of Health and Human Services, Centers for Medicare and Medicaid Services (CMS) to the Office of Mental Health on behalf of New York State. It is a joint effort of the Burton Blatt Institute at Syracuse University and the Employment and Disability Institute at Cornell University with the collaborative support of the Employment Committee of the New York State Most Integrated Setting Coordinating Council (MISCC) to develop pathways and remove obstacles to employment for New Yorkers with disabilities.