

# Partnerships to Employment Conference

## April 24, 2007

### Management / Systems Change Track

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**Managing for Effective Outcomes** Data and reports are often seen as the “necessary evil” in our business of helping people with disabilities find employment. Yet, effectively using data can be critical to analyzing organizational effectiveness and achieving outcomes. At this presentation, attendees will learn about simple systems to use data as an integrated tool in the day-to-day operations of a quality employment program. Included will be discussions of how to develop a user-friendly data tracking system that results in staff buy-in, what data should (and shouldn’t) be tracked, and using data as a problem-solving tool.

**David Hoff**, *Institute for Community Inclusion / UMASS*  
**9:30 - 10:30 AM**

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**Employment Strategies for FIP/TANF Parents** The State of RI has been under increasing pressure to comply with federal regulations related to FIP/TANF parents. Many individuals on the FIP roles have tremendous barriers to employment, including: domestic violence, learning disabilities, mental health issues, substance abuse, lack of transportation, sporadic work histories, limited skills and developmental disabilities. In December 2004, South Shore contracted with the Department of Human Services to provide supported employment services to this population. This session will examine lessons learned as well as strategies used to develop successful outcomes

**Danielle Hetu**, *South Shore Rehabilitation Services*  
**Evelyn Cayer**  
**10:30 - 11:30 AM**

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#### **Organization and Systems Change: What Makes a Difference?**

How do systems and organizations achieve employment outcomes? For several years, the Institute for Community Inclusion has extensively analyzed systems and organizations nationally regarding critical factors in achieving employment outcomes. In this workshop, we will discuss the results of this work, the implications of these findings for Rhode Island, why increased community employment for people with disabilities has been so slow and what should be done differently.

**David Hoff**  
*Institute for Community Inclusion / UMASS*  
**1:45 - 2:45 PM**

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#### **Fitting It All In: Time Management for Employment Staff**

Typically, community employment staff are responsible for widely varied tasks. There never seems to be enough time! This workshop is designed to help professionals control their overwhelming schedules and work more efficiently – from managing job development and supporting individuals to handling paperwork, meetings, and phone calls. No single approach for time management works for everyone, so the workshop will explore a variety of strategies.

**Allison Fleming**, *Institute for Community Inclusion / UMASS*  
**3:00 - 4:00 PM**