

# CD-ROM Webcast Presentations

We are offering two prices for your convenience. The first license is for one person and should not be used by multiple individuals within your agency. The second option allows you to use the CD-ROM set on multiple computers within your agency. Please purchase the license that meets your needs. Both options include a 4 CD-ROM set with all of the video and audio presentations listed in this brochure.

## Marketing and Job Development

**The Business Side of the Process - Karen Flippo, Executive Director  
National Association of Councils on Developmental Disabilities**

Marketing and job development are two concepts with one outcome. Employment success is attributed to several factors, but one of the most important is establishing the credibility of the service business. Karen Flippo examines the employment specialist's role in understanding the core of the business, its culture, its history and its future.

## Customized Employment Strategies

**Michael Callahan, Marc Gold & Associates**

Customized employment can make employment in typical work settings for typical wages a part of life for all. Michael Callahan discusses negotiating job descriptions and responsibilities by an applicant or a job developer; focusing on individual contributions; employer proposals; as well as disclosure to resolve support and accommodation needs.

## Technology in the Workplace

**Mylene B. Padolina & Gary Moulton, Microsoft Corp.**

Accessible technology in today's business provides solutions to recruiting and retaining the best employees. Learn how to develop an accessible technology plan which includes strategies, needs analysis, purchasing criteria, training, and rollout. Find out what options are available and which technology solutions are right for you and your company.

## Private/Public Partnerships

**Richard G. Luecking, Ed.D., TransCen**

Dr. Luecking highlights a model business development program that is designed to increase the hiring, advancement and retention of people with disabilities. Developed by business representatives, rehabilitation providers, local corporate leaders, and state vocational rehabilitation professionals, the model provides the public-sector insight into the needs of the business community.

## Self-Determination

**Michael Wehmeyer, Ph.D., University of Kansas**

Promoting self-determination and choice is an important aspect of vocational rehabilitation, supported employment and other disability support areas. Dr. Wehmeyer focuses on self-determination's relevance to workplace support and employment issues, and provides specificity with regard to strategies to promote self-determination, including determining personal preferences, supporting informed career decision making and goal setting, and work related problem solving.

## What Parents Need to Know About Integrated Employment

**Cherie Takemoto, Executive Director, PEATC**

Parents are key to helping people with disabilities find and keep jobs. Most important, and often most difficult for parents, is standing back as their children move into adulthood – making their own choices, bouncing back from mistakes, and celebrating their successes. Cherie Takemoto will share key information about the critical roles for parents from the Parent Educational Advocacy Training Center's NEXT STEPS Transition Series.

## Agency Perspective on Customized Employment Strategies

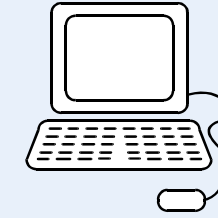
**John Luna, Director of Vocational Services  
Dallas MetroCare Services**

John Luna is a member of the Training and Technical Assistance for Providers (T-TAP) Community Rehabilitation Programs (CRP) Leadership Network. Mr. Luna discusses the services or resources a community rehabilitation program has to offer employers from a business perspective versus a human services perspective. By sharing real-life examples, he gives the framework for developing employer partnerships. He talks about the importance of marketing and networking with businesses, the Chamber of Commerce, churches, communities, and families.

## Dispelling the Myths of Conversion

**Suzanne Hutcheson, Tri County Tec**

This presentation focuses on the key components of conversion including program and fiscal planning, person centered approaches, barriers real and imagined to employment and current economic and political issues. When an organization determines that community based services focusing on employment is the road to follow, a strategic value based planning process emphasizing consumer outcomes based on individual choice, performance based staffing, fiscal accountability and business partnerships must be initiated. In today's economic and political climate, employment options must be explored. The new approaches needed include integrated funding streams, diversification of resources and a willingness to take reasonable risks.



## 2003 CD-ROM Webcast Series

**Cost of the 4 CD-ROM set for use by one individual  
on ONE computer  
\_\_\_\_\_ \$150**

**Cost of 4 CD-ROM set license for agency use on  
multiple computers  
\_\_\_\_\_ \$475**

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## Payment Options

1. Mail the form with your check made payable to Virginia Commonwealth University. Attention: Dita Batteau, VCU-RRTC, PO Box 842011, Richmond, VA 23284-2011.
2. Fax the form with a copy of your agency's purchase order to 804-828-2193. We must have a copy of the purchase order to process your request.
3. Call Dita Batteau at 804-827-0740 to pay by credit card.

**For additional information on the content or technology, please contact Teri Blankenship at <tcblanke@mail1.vcu.edu>**

## T-TAP Webcast 2003 Series

T-TAP is funded by the Office of Disability Employment Policy (ODEP), U.S. Department of Labor. T-TAP's mission is to assist Community Rehabilitation Programs (CRPs) and other community-based service providers in evolving their programs to integrated employment outcomes for individuals with disabilities. The intent is to facilitate employment in non-stereotypical jobs that pay at least minimum wages through the use of customized employment strategies and individual choice.

This 4 CD-ROM set offers the 8 presentations and resources from the 2003 webcast series. If you missed these events, they are now available to view through the convenience of your office or home computer. An agency may purchase a CD-ROM with a license to use on multiple computers, or an individual may purchase a single license. More information on price is found inside this brochure.

Learn more about T-TAP by visiting <http://www.t-tap.org>. There are resources available as well as additional information on the project. If you have more questions, please contact:

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The CD-ROM of the 2002 Webcast Series are still available! Please contact Teri Blankenship at 804-828-2197 or by e-mail at [tcblanke@mail1.vcu.edu](mailto:tcblanke@mail1.vcu.edu) for special pricing information.

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Office of Disability  
Employment Policy  
U.S. Department of Labor

## CD-ROM of 2003 Webcast Series Presented by T-TAP

Training and Technical Assistance for Providers

**The Business Side of Marketing and Job Development**  
Karen Flippo

**Customized Employment Strategies**  
Michael Callahan

**Technology in the Workplace**  
Mylene B. Padolina & Gary Moulton

**Private/Public Partnerships**  
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Suzanne Hutcheson

**VCU**

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