

SUPPORTED EMPLOYMENT

- Positive Solutions



Irish
Association of
Supported
Employment

No. 3 Broadhaven House,
Lower Barrack Street, Belmullet, Co Mayo

T: 097 82894 F: 097 82895

Email: sarah@iase.ie

Website: www.iase.ie



SUPPORTED EMPLOYMENT – *Positive Solutions*

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Hotel Kilkenny | October 9th & 10th, 2009

INTRODUCTION

IASE was established to promote supported employment as the most effective and direct route to paid employment in the open labour market for people with disabilities.

With almost 800 members representing over 150 organisations in Ireland, IASE is a powerful and united voice for its members. IASE represents and supports the supported employment sector by informing members, developing regional networks, providing a regular newsletter, publications, training events, a national conference and its website. IASE is recognised as a key stakeholder within the disability employment sector.

The 2009 national event offers members old a new a strong programme of keynote speakers, workshops, a marketplace/information area and a best practice award ceremony reflecting a wide range of topics and issues relevant to supported employment practitioners, disabilities service providers and job seekers with disabilities throughout Ireland.

The theme of the Event is "Supported Employment – Positive Solutions" and it is intend that delegates will have an opportunity to network with a wide variety of organisations and interested parties to discuss issues and topics to assist them improve employment service delivery for people with disabilities,

Who this event is aimed at:

- Supported Employment Personnel & Human Resource Specialists
- People with Disabilities (*pan-disability; physical, learning, mental health, sensory and hidden*)
- Vocational Guidance Councillors & Disability Services Managers
- Job Coaches, Parents and Carers & Health and Local Authority Officers
- FAS Placement Officers & Policy Makers and strategists
- Social Welfare Officers & Researchers and Academics

CONFERENCE LOCATION & DIRECTION

HOTEL KILKENNY, Kilkenny - Satelite Navigation Co-Ordinates for Hotel Kilkenny Latitude 52°38'35.41"N Longitude 7°15'32.62"W Hotel Kilkenny is ideally located on the City's Ring Road allowing easy access from the N9, N10 and N76 and only minutes from Kilkenny's vibrant heart.

Directions from Dublin (via N9 Carlow) On approach to Kilkenny City, take first exit at roundabout (*Dublin Road roundabout*). Continue straight ahead (*you are now on Kilkennys Ring Road*). Drive straight through each of the next 4 roundabouts until you reach the Callan/Clonmel roundabout (*5th Roundabout*). At this roundabout, take your second exit and continue on this road (*Texaco filling station on your right*) until you come to another smaller roundabout at this roundabout take the third exit. This is the entrance to Hotel Kilkenny

Directions from Dublin (via N78 Athy) On approach to Kilkenny City (*from Castlecomer Road*), take first exit at this roundabout (*Castlecomer roundabout*). Continue straight ahead (*you are now on Kilkennys Ring Road*). Drive straight through each of the next 9 roundabouts until you reach the Callan/Clonmel roundabout (*10th roundabout*). At this roundabout, take your second exit and continue on this road (*Texaco filling station on your right*) until you come to another smaller roundabout at this roundabout take the third exit. This is the entrance to Hotel Kilkenny

Workshop Theme

- *Empowering Individuals Who are Disempowered*
How individuals feel about themselves, their intelligence, the past, present and future has a telling effect on their emotional, social and occupational progress. Raising self-esteem is a critical

PROGRAMME DAY 1

FRIDAY, 9TH OF OCTOBER 2009

9.30am to 12.30pm

Training Event

(Places are limited – book early to avoid disappointment)

Presenter: DR. TONY HUMPHREYS

Dr. Tony Humphreys is a Consultant Clinical Psychologist, Author and National and International Speaker. He began his career as a Clinical Psychologist in State Psychiatric and Psychological Services in England and Ireland and since 1990 has been working in private practice in Ireland. He has become Ireland's most influential psychologist, working with individuals, couples, families, schools, local communities and the business community. Tony is a specialist lecturer on education, communication and self-realisation in University College, Cork and National College of Ireland, Dublin and regularly guest lectures at other colleges in Ireland, Europe and South Africa. He is the director of a year-long course on Interpersonal Communication and a two-year NUI diploma in Parent Mentoring at University College, Cork and All Hallows College, Dublin and a two-year Higher Diploma in Relationship Studies at University College Cork with outreach in Dublin.

He is regularly sought for his expertise and views on radio and television shows and writes a weekly column for one of Ireland's primary newspapers, the Irish Examiner.

He is the author of eleven best-selling books. His best known books are The Power of 'Negative' Thinking; Self-Esteem, the Key to Your Child's Future; Work and Worth, take back your life; Myself, My Partner; Leaving The Nest ; Whose Life Are You Living; All About Children. His latest book The Mature Manager has recently been published. His books are currently available in twenty-seven countries and in fourteen languages. He has recorded tapes and CD's on such topics as embrace failure, self-esteem, work-balance and effective parenting.

His varied earlier careers encompassing theology, education and business adds breadth and depth to his unique understanding of human behaviour. His ideas are challenging, sometimes controversial, yet they are always presented in the safety of understanding and compassion. It is indicative of the ethos he creates that he is in constant demand for lectures, workshops, seminars, conferences from a very wide range of audiences that cross different social strata, different age groups and different social sectors. He is amusing and entertaining in his presentations without diluting the meaning and depth of the messages he wishes to convey. He writes and speaks in a language that is easy and accessible.

Keynote Speakers

3.15pm **Seasamh Project - Susan Doherty & Team, SOS Kilkenny**
The Distinctiveness of the Seasamh Model of Advocacy
Seasamh is the regional parliament for people with intellectual disabilities for the south east of Ireland. Seasamh is an initiative that aims to achieve real representation for people

factor in preparing individuals for life's challenges. The workshop will explore the nature of self-esteem, how best to respond to an individual's present sense of self, how to create a relationship that is both affirming and empowering and, crucially, how to guide the person in self affirmation and self-empowerment.

Market Place – from 12noon to 5.30pm

Exhibitors will provide a broad range of information relevant to delegates (*List of Exhibitors Available on Request*)

12.30 – 1.30pm Registration / Tea / Coffee on arrival
This is an opportunity to meet IASE National Executive and conference host
The South East Branch

1.25pm **Mayor Malcolm Noonan**

Welcome to Kilkenny

1.30pm **Greg Barry**

Chairperson IASE National Executive
Welcome Address

1.35pm **Minister for Labour Affairs, Dara Calleary T.D.**
Conference Official Opening

1.55pm **Bairbre NicAongusa, Director, Office for Disability and Mental Health**

The Disability Unit was set up in the Department of Health and is responsible for the implementation of the Disability Act 2005, policy development relating to the provision of services for people with disabilities. The director will present on the work of the unit and future plans that will improve the quality and range of services for people with disabilities in Ireland.

2.25pm **Sarah Togher**
National Co-ordinator
Strategic Plan Review

BEST PRACTICE 2009

IASE operates 7 regional branches throughout Ireland, each region has nominated a model of best practice to receive an award of recognition from IASE in 2009, each regional recipient will present their model of best practice in Supported Employment to delegates. Delegates will then get an opportunity to vote for the most innovative presentation to receive an overall national award from IASE – The award will be presented by Minister John Maloney, Minister for Disability and Mental Health at the evening ceremony.

2.30pm Each regional recipient will present their Best Practice Project

KEYNOTE SPEAKERS

3.15pm **Seasamh Project - Susan Doherty & Team, SOS Kilkenny**
The Distinctiveness of the Seasamh Model of Advocacy

Seasamh is the regional parliament for people with intellectual disabilities for the south east of Ireland. Seasamh is an initiative that aims to achieve real representation for people

with intellectual disabilities.
The model by which representatives were elected to be involved in the decisions that affect them, by working with service managers, staff and relevant committees. Representatives had been empowered by attending a Certificate in Leadership course at Waterford.

Seasamh outlines the importance of 'collaboration', 'ownership' and 'self-advocacy' as the key ingredients in enabling effective relationships.

Fiona Cannane (VCI Carlow)

Volunteer Centers Ireland (VCI) is the national organisation with responsibility for developing volunteering nationally and locally, VCI believe everyone has access to volunteering opportunities that are fulfilling and engaging, and which contribute to the development of community and the betterment of society. Volunteers are respected for the time and effort, we examine how Supported Employment services can develop links with VCI to assist with service provision for people with disabilities.

4.00pm Tea/Coffee

4.10pm **DR. TONY HUMPHREYS,
Consultant Clinical Psychologist**
The Creativity of Those Who are Troubled and Troublesome

All human behaviour makes sense; there is no evidence that troubling human behaviour is 'mad', 'insane', or 'irrational'; on the contrary, such behaviour is unconsciously formed in response to threats to a person's wellbeing. The labelling of individuals who are troubled and troublesome not only misses the intelligence of their behaviours but has put them into a different category to those of us who are less troubled and troublesome. The intention of the talk is to bring a new perspective to understanding human distress in order to support delegates in promoting employment for the individuals who seek out their help.

Question & Answers Forum

Review & Conclude

BEST PRACTICE AWARDS CEREMONY

Commencing at 7.30pm

Keynote speakers

- **Mayor Malcolm Noonan**
- **Ian Elliot, Kanchi (TBC)**
- **Brian Cody (TBC)**
- **Minister for Disability and Mental Health Mr. John Maloney T.D.**

Followed by light refreshments

PROGRAMME DAY 2

SATURDAY, 10TH OF OCTOBER 2009

9.30am Registration

9.50am Welcome to Day 2 Proceedings
Greg Barry IASE National Chairperson

10.00am Supported Employment Tool Kit
Dermot Cunningham (IASE)

10.10am Job Shadow Evaluation 2009
Dervilla Cullotty, Development Officer (IASE)

10.20am Job Shadow Initiative 2010
How to guide, Eithne Jarrett (IASE)

10.30am Matin Galvin, Gheal Autism Services
Supporting individuals with autistic spectrum disorders into employment

Martin has worked alongside adults with an Autistic Spectrum Disorder (ASD) for sixteen years with Gheal Autism Services in Dublin, Ireland. He has worked as a frontline member of staff for 10 years. At present, he is the Training and Development Officer with Gheal. He has also been involved in staff training in the Republic of Ireland, Northern Ireland and the United Kingdom.

As a Behavioural Support Specialist and a Studio III Trainer, Martin trains staff and parents to manage people who present with difficult behaviours using a low arousal, non-aversive approach it is a values-based, person-centred approach. It puts the individual with an ASD first. He also believes that supporting carers and staff through difficult experiences helps service providers to deliver standards that are based on best practice.

11.00am Tea/Coffee

11.10am **Conor Morris, Evolve**
Positive Solutions to Engaging Employers

Connor Morris is a training consultant with Evolve who currently have offices in both Dublin & London. Evolve provide high quality, inspiring training and consultancy to service and manufacturing sectors, they provide tailored learning solutions for specific organisational goals, problems, performance gaps or targets. While Evolve work in most aspects of organisational development, they have developed expertise in the areas of Sales, Management, Communication and Innovation.

11.40am **Dr Margaret Fine-Davis**
Mental Health and Employment: Promoting Social Inclusion in the Workforce.

Margret Fine-Davis is Senior Research Fellow

and Director of the Social Attitude and Policy Research Group. A social psychologist, she received her BA from Cornell, her Masters from the New School for Social Research, and PhD in Psychology from Trinity College.

She was a member of the staff of the Department of Psychology from 1980-89, and co-founded the Centre for Women's Studies at Trinity in 1990. She was its first Acting Director (1990-94) and a member of its staff until 2006 when she was invited to set up the Social Attitude and Policy Research Group in the School of Social Sciences and Philosophy.

Jim Gogarty
Gogarty Consultancy Limited
Influencing the social and emotional benefits of supported employment - becoming an accepted part of the world of work.

Jim Gogarty is a qualified teacher and social worker with seventeen years experience in the fields of Childcare, Health and Disability in Ireland and the UK. Jim has extensive experience of service delivery in residential and day settings for children and adults with disability both in the UK and Ireland.

Jim also has extensive experience in delivering community based social work services to adults, children and families both in the UK and Ireland – with particular emphasis on disability and protection issues.

Jim's work incorporates policy formation and practice development for services relating to children and families and services to people with disabilities. Furthermore, his work involves the assessment, auditing and reviewing of services and service delivery in the field of disability as well as experience in the delivery of a wide range of training programmes to staff, parents, carers and individuals with disability.

12.40pm IASE Annual General Meeting 2009
1.30pm Close



IASE is funded by the Department of Community Rural and Gaeltacht Affairs under the white paper for voluntary services

DISCLAIMER
Every effort will be made to ensure the safety of all delegates, however the organising committee cannot be held responsible and/or liable for any personal accident loss or damage to private property during the conference. It is with regret that IASE cannot refund those who are unable to attend. It may be necessary for reasons beyond the control of the organising committee to change the content / timing of the programme and / speakers.