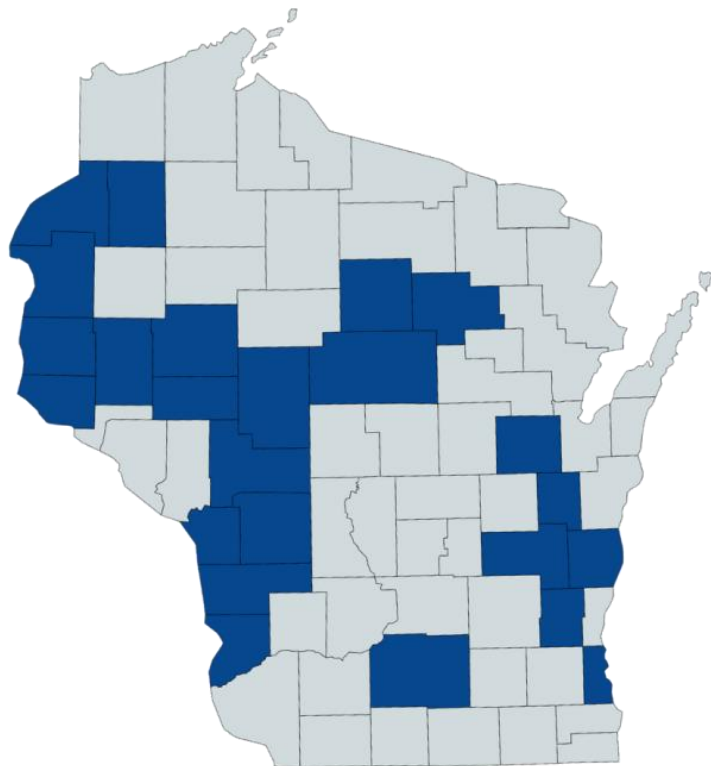




2023 Wisconsin Individual Placement and Support (IPS) Conference



April 19-20

**Hotel Mead & Conference Center
Wisconsin Rapids**

DAY 1 / APRIL 19

8:00 a.m. – 9:00 a.m.: Registration and Networking Breakfast

9:00 a.m. – 9:15 a.m.: Welcome — Gynger Steele, Administrator, Department of Health Services, Division of Care and Treatment Services (Grand Ballroom)

9:15 a.m. – 10:15 a.m.: New Initiatives in IPS — Sarah Swanson, Director, IPS Learning Community (Grand Ballroom)

10:15 a.m. – 10:30 a.m.: Networking Break

10:30 a.m. – 11:45 a.m.: Crisis Prevention, Intervention, and De-Escalation — Beth Rudy and Jenna Suleski, Department of Health Services, Division of Care and Treatment Services (Grand Ballroom)

11:45 a.m. – 12:45 p.m.: Networking Lunch

12:45 p.m. – 2:15 p.m.: Breakout Session #1 (Choose one)

- IPS and Vocational Peer Support Collaboration at Chrysalis — Sarah Baldwin and Kurt Stapleton (Centralia)
- ~~DBT Skills and How to Use These Skills for Job Retention (CANCELLED)~~
- Using Discovery Employment Strategies in IPS — Deirdre Sage and Brian Dean (Riverside A)
- Care for the Wounded Helper: Understanding Secondary Traumatic Stress, Self-Care, and Creating Healthy Boundaries — Scott Webb (Timberland)

2:15 p.m. – 2:30 p.m.: Networking Break

2:30 p.m. – 4:00 p.m.: Breakout Session #2 (Choose one)

- How to Effectively Work with Individuals with Extensive Criminal Histories and Active Substance Use — Jenn Haneman and Matt VonDerVellen (Riverside B)
- Harm Reduction 101 — Jacob Niesen, Annie Vulpas, and Tiffaney Nielson (Riverside A)
- Systematic Instruction and Other Job Supports — Theresa Iacullo and Beth Lohmann (Centralia)
- Implementing a Recovery-Oriented System of Care into the Workplace and Beyond — Meagan Barnett, Christina Garcia, and Emily Loertscher (Timberland)

DAY 2 / APRIL 20

8:00 a.m. – 9:00 a.m.: Registration and Networking Breakfast

9:00 a.m. – 9:15 a.m.: Welcome — Caralee Morrison, Workforce Development Area 6
Division of Vocational Rehabilitation Supervisor, Department of Workforce Development,
Division of Vocational Rehabilitation (Grand Ballroom)

9:15 a.m. – 10:15 a.m.: Diversity, Equity, Inclusion, and Racial Justice in IPS — Darius
McKinney, Illinois Department of Human Services, Division of Mental Health (Grand
Ballroom)

10:15 a.m. – 10:30 a.m.: Networking Break

10:30 a.m. – 12:00 p.m.: Breakout Session #3 (Choose one)

- OARS + I: Using the Practice Profile — Scott Caldwell and Theresa Iacullo (Centralia)
- Harm Reduction, Recovery Friendly Workplaces and Creating Change for Those in Recovery — Jessica Geschke and Justin Jasniewski (Timberland)
- The LGBTQIA+ Experience — Barb Farrar (Riverside A)
- Bringing the Whole Self to Work: Navigating Mental Health Needs in the Workforce — Leanne Delsart and Jill Clopper (Riverside B)

12:00 p.m. – 1:00 p.m.: Networking Lunch

1:00 p.m. – 2:30 p.m.: Breakout Session #4 (Choose one)

- Motivational Interviewing: The Key to Unlocking a Person's Desire to Change — Teri Bromberek and Leanne Delsart (Riverside B)
- Making the Most of the Supervisor Spreadsheet — Erik Olson and Tess McConville (Centralia)
- How to Hire Awesome LGBTQIA+ Staff — Barb Farrar (Riverside A)
- Fostering Opioid Recovery: Exploration of Recovery Friendly Workplaces — MJ Griggs and Marcia Galvan (Timberland)

2:30 p.m. – 2:45 p.m.: Networking Break

2:45 p.m. – 4:00 p.m.: Awards Ceremony and Celebration (Grand Ballroom)

WELCOMES

April 19, 9:00 a.m.-9:15 a.m.

Grand Ballroom

Gynger Steele

Administrator

Division of Care and Treatment Services

Wisconsin Department of Health Services



Gynger Steele is the administrator for the Wisconsin Department of Health Services, Division of Care and Treatment Services. She assumed this role earlier this year after serving more than three years as one of the assistant administrators for the division. As division administrator, she provides overall direction to the 13 work units of the division, including four facilities that provide treatment to people with psychiatric disorders, three centers that provide care to people with intellectual disabilities, the Bureau of Prevention Treatment and Recovery (which supports the application of the IPS model and many other community services), the Bureau of Community Forensic Services, the Client Rights Office, and offices focused on fiscal matters, quality improvement work, and communications. She also oversees the division's diversity, equity, and inclusion work. She has more than 25 years of experience working for state agencies focused on improving the well-being of people and communities.

April 20, 9:00 a.m.-9:15 a.m.

Grand Ballroom

Caralee Morrison

Supervisor, Workforce Development Area 6 (North Central Region)

Division of Vocational Rehabilitation

Wisconsin Department of Workforce Development



Caralee Morrison is the Division of Vocational Rehabilitation (DVR) supervisor for the Wisconsin Department of Workforce Development's Workforce Development Area 6 (North Central Region). She has worked at DVR for over 10 years. Prior to working in a supervisory role, she was a vocational rehabilitation counselor in the Sheboygan area. She is a licensed professional counselor and a certified rehabilitation counselor. Before her time at DVR, she worked as a job developer for Goodwill Industries in Marinette County, a camp counselor for youth with behavioral disabilities, and a practicum student at the Independent Living Center in Madison. Her favorite quote is "Knowledge means Humility" which she takes to mean that the more you know about one subject matter, the more you realize you don't know about other subject matters. For this reason, she believes IPS is special because we have many experts working together for the benefit of the job seeker. Her goal when meeting with job seekers is that they leave each appointment feeling like they will be successful.

KEYNOTES

New Initiatives in IPS

April 19, 9:15 a.m.-10:15 a.m.

Grand Ballroom

This presentation will highlight new research studies for IPS, national and international interest in IPS program development, and how new populations of people are being served in IPS programs.



Sarah Swanson, LSW, CRC

**Director, IPS Learning Community and IPS Employment Center
New York State Psychiatric Institute
Research Foundation for Mental Hygiene, Inc.**

Sarah Swanson is the director of the IPS Learning Community and the IPS Employment Center. She holds a bachelor's degree in vocational rehabilitation counseling and a master's degree in rehabilitation psychology. She has been an employment specialist, case manager, and supported employment supervisor.

Crisis Prevention, Intervention, and De-Escalation

April 19, 10:30 a.m.-11:45 a.m.

Grand Ballroom

This presentation will provide an overview of how to work with individuals struggling with mental illness who may experience crises, including how to prevent crises, identify crises, and intervene during crises using de-escalation skills.



Elizabeth Rudy

**Youth Crisis Coordinator
Wisconsin Department of Health Services
Division of Care and Treatment Services**

Beth Rudy oversees Wis. Admin. Code ch. DHS 50 and the youth crisis stabilization facilities as well as the Collaborative Crisis Intervention Services for Youth Grant. Previously, she served as the ongoing CPS specialist and a business analyst for the eWiSACWIS project at the Wisconsin Department of Children and Families. She has over 20 years of experience working in the fields of childhood mental health and school-based crisis stabilization.



Jenna Suleski

**Crisis Services Coordinator
Wisconsin Department of Health Services
Division of Care and Treatment Services**

Jenna Suleski supports emergency behavioral health programs and crisis services in Wisconsin. She spent most of her career as a federal probation officer focusing on individuals with severe and persistent mental illness recently released to the community from incarceration.

Diversity, Equity, Inclusion, and Racial Justice in IPS

April 20, 9:15 a.m.-10:15 a.m.

Grand Ballroom

This presentation will highlight why diversity, equity, and inclusion is important in IPS with examples how the application of diversity, equity, and inclusion principles make a difference for IPS clients.



Darius McKinney [He, His, Him]

Administrator of General Community Programs

Illinois Department of Human Services

Division of Mental Health

Bureau of Community Programs

Darius McKinney has been directly and indirectly helping people with serious mental illnesses find and maintain work at regular jobs of their choosing for the past 20 years. He has been an employment specialist and IPS team leader at Thresholds in Chicago for nine years and a contracted Illinois Division of Mental Health (DMH) IPS trainer for five years. As an IPS trainer, he advised and assisted IPS sites in northern Illinois implementing, providing, and improving IPS services to consumers. He served as the Illinois project manager for the five-year federal Substance Abuse and Mental Health Services Administration (SAMHSA) Transformational Mental Health Grant for Employment, which developed the statewide infrastructure to sustain the IPS model in Illinois. He served three years as the statewide IPS program manager for the Illinois Division of Mental Health, responsible for the day-to-day management of all state IPS trainers. He is currently the administrator of General Community Programs for DMH. This role oversees IPS.

BREAKOUT SESSIONS

Day 1: Breakout Session #1 (12:45 p.m.-2:15 p.m.) – Choose one

IPS and Vocational Peer Support Collaboration at Chrysalis — Sarah Baldwin and Kurt Stapleton

This presentation will highlight how certified peer support specialists serve as vocational support specialists at Chrysalis including what makes vocational peer support unique, and how such support is complimentary to IPS principles.

Room: Centralia

Using Discovery Employment Strategies in IPS — Deirdre Sage and Brian Dean

This presentation will highlight how Customized Employment discovery strategies and the IPS fidelity model have been used in Colorado to engage job seekers and enhance job development.

Room: Riverside A

Care for the Wounded Helper: Understanding Secondary Traumatic Stress, Self-Care, and Creating Healthy Boundaries — Scott Webb

This presentation will highlight collective trauma, vicarious trauma, secondary traumatic stress, compassion fatigue, and burnout and its effects on the work of organizations and helpers, as well as strategies to practice proper “smart” self-care.

Room: Timberland

Day 1: Breakout Session #2 (2:30 p.m.-4:00 p.m.) – Choose one

How to Effectively Work with Individuals With Extensive Criminal Histories and Active Substance Use — Jenn Haneman and Matt VonDerVellen

This presentation will highlight how the Sheboygan County Drug and Alcohol Treatment Court has embedded IPS services into its work, including techniques for working with people with active substance use and criminal histories. Techniques to educate employers on the benefits of hiring this population and how to effectively address their concerns in hiring this population will also be shared.

Room: Riverside B

Harm Reduction 101 — Jacob Niesen, Annie Vulpas, and Tiffany Nielson

This presentation will provide information on the principles of harm reduction and stigma reduction, how to administer naloxone in the case of an opioid overdose, and fentanyl test strips.

Room: Riverside A

Systematic Instruction and Other Job supports — Theresa Iacullo and Beth Lohmann

This presentation will highlight techniques to support someone once they have obtained employment, including techniques to promote independence, prompting hierarchy, and use of natural supports.

Room: Centralia

Implementing a Recovery-Oriented System of Care into the Workplace and Beyond — Meagan Barnett, Christina Garcia, and Emily Loertscher

This presentation will highlight a successful recovery support services program that capitalizes on a creation of a recovery supports environment through a recovery-oriented system of care model.

Room: Timberland

Day 2: Breakout Session #3 (10:30 a.m.-12:00 p.m.) – Choose one

OARS + I: Using the Practice Profile — Scott Caldwell and Theresa Iacullo

This presentation will highlight the OARS+I skills (Open questions, Affirmation, Reflection, Summary, Informing) through a review of the practice profile and two demonstrations of the OARS+I skills being used in IPS services.

Room: Centralia

Harm Reduction, Recovery Friendly Workplaces and Creating Change for Those in Recovery — Jessica Geschke and Justin Jasniewski

This presentation will highlight best practices for substance use harm reduction and recovery friendly workplaces. All participants will receive free NARCAN®, the opioid overdose reversal medication. One randomly selected participant will receive an Overdose Aid Kit.

Room: Timberland

The LGBTQIA+ Experience — Barb Farrar

This presentation will ground key concepts like binary, cis/transgender, they/them pronouns, spectrum, and transition, as well as highlight sexual orientation, gender identity, bias, and stigma.

Room: Riverside A

Bringing the Whole Self to Work: Navigating Mental Health Needs in the Workforce — Leanne Delsart and Jill Clopper

This presentation will highlight how participants can best support the people they serve or themselves as they integrate employment into recovery, including how to identify strengths developed along the way and apply them on the job. Discussions will include navigating disclosure, self-advocacy, and employment as a peer. This workshop will offer ideas and strategies to offer meaningful support and assistance as people navigate employment and the skill development, relationships, stress management that comes with it.

Room: Riverside B

Day 2: Breakout Session #4 (1:00 p.m.-2:30 p.m.) – Choose one

Motivational Interviewing: The Key to Unlocking a Person's Desire to Change — Teri Bromberek and Leanne Delsart

This presentation will highlight motivational interviewing through skills practice, how it aligns with the IPS philosophy, skills to help a job seeker establish their own treatment goals, and tools for when challenges arise.

Room: Riverside B

Making the Most of the Supervisor Spreadsheet — Erik Olson and Tess McConville

This presentation will highlight how to use the “IPS Supervisor Spreadsheet” as a guide for employment specialist goal setting, one-on-one supervision, and in a vocational unit meeting.

Room: Centralia

How to Hire Awesome LGBTQIA+ Staff — Barb Farrar

This presentation will highlight how to create a welcoming culture to retain staff from diverse and marginalized populations, including what’s unique about hiring a person who identifies as LGBTQIA+.

Room: Riverside A

Fostering Opioid Recovery: Exploration of Recovery Friendly Workplaces — MJ Griggs and Marcia Galvan

This presentation will highlight Wisconsin’s work on the Support to Communities: Fostering Opioid Recovery Through Workforce Development grant from the U.S. Department of Labor with resources and action steps. Presenters will share resources and action steps that will empower attendees to make changes on a personal level, while also advocating for systems change. Participants will be asked to share their experiences to determine how Wisconsin is doing in meeting the needs of employers and people in recovery and to identify collaboration opportunities.

Room: Timberland

BREAKOUT PRESENTER BIOS

Sarah Baldwin

Sarah Baldwin is the IPS supervisor at Chrysalis. She brings her own lived experience with mental health diagnoses to her work and identifies employment as being an important part of her recovery.

Meagan Barnett

Meagan Barnett is a community health manager for Marshfield Clinic Health System's Center for Community Health Advancement. As a practicing certified prevention specialist and a certified health education specialist, she leverages her skills and passion to help underserved populations by addressing substance use prevention and recovery needs in rural communities.

Teri Bromberek

Teri Bromberek is the system of care trainer for Wraparound Milwaukee. In this role, she provides training on suicide prevention, trauma-informed care, motivational interviewing, and Mental Health First Aid. She has experience in school counseling, social work, and program management.

Scott Caldwell

Scott Caldwell is grateful for a 30-year career in human services that began with his own recovery from substance use problems. He has served in many roles such as providing alcohol/drug counseling services, conducting training of evidence-based practices, providing implementation consultation, and providing project evaluation. At the Wisconsin Department of Health Services since 2010, he enjoys consulting with the IPS Wisconsin Team on OARS+I.

Jill Clopper

Jill Clopper is a family support specialist, a certified parent peer specialist, and advocate for youth and families in the mental health system. As a parent of a son who has navigated employment and a mental health diagnosis, she offers incredible insight to caregivers of all types who are supporting people in this way. Jill is also trainer and able to connect with participants on a personal and professional level to explore topics more robustly.

Brian Dean

Brian Dean is a program developer/trainer specializing in supported and customized employment. Prior to his current role, he worked as a rehabilitation counselor and as a supported employment program coordinator and trainer.

Leanne Delsart

Leanne Delsart is the manager of strategic initiatives for Milwaukee County's community mental health services for children and Wraparound Milwaukee. She works to build more lived experience into employment at all levels of the organization and assist those who have lived experience prepare to use their life experience in the workforce, advocate for their mental health needs in the workplace, and make disclosure decisions as an employee and co-worker. She has over 25 years of experience working in the mental health field and workforce development.

Barb Farrar

Barb Farrar is the executive director of the LGBT Center of SE Wisconsin. She has experience working in the nonprofit, higher education, and technology sectors.

Marcia Galvan

Marcia Galvan is the special projects supervisor with the Southwest Wisconsin Workforce Development Board. She has more than 10 years of experience working with those impacted by the substance use crisis and those involved in the justice system. She is a certified peer specialist and peer specialist trainer.

Christina Garcia

Christina Garcia has been working in the behavioral health field for over 15 years. In her current role with Marshfield Clinic Health System, she supports Recovery Corps members at various community organizations by providing technical assistance, recovery-based knowledge, and advocating for those both in recovery and seeking recovery.

Jessica Geschke

Jessica Geschke works for Serve You Rx. She leads projects focused on substance use disorder and ending the stigma surrounding it. She is the co-creator and founder of Overdose Aid Kits, which provide lifesaving medication to those who are at high risk of an overdose and their family members.

MJ Griggs

Marjean (MJ) Griggs is a senior program and policy analyst with the Wisconsin Department of Workforce Development, Division of Employment and Training. She oversees Wisconsin's work on the Support to Communities: Fostering Opioid Recovery Through Workforce Development Grant.

Jenn Haneman

Jenn Haneman has been directly providing vocational services to individuals with serious mental illnesses and/or substance use disorders for over 15 years. She currently uses the IPS model with people who live in Sheboygan County.

Justin Jasniewski

Justin Jasniewski is the chief executive officer of Serve You Rx, a pharmacy solutions provider in Milwaukee. In his free time, he volunteers doing substance use harm reduction advocacy work in the community.

Emily Loertscher

Emily Loertscher is a health educator for the Marshfield Clinic Health System's Center for Community Health Advancement. As a certified prevention specialist, she provides support including education, training, and technical assistance to communities as they address substance use prevention and recovery.

Beth Lohmann

Beth Lohmann is the Comprehensive Community Services administrator for the Milwaukee County Department of Health and Human Services, Behavioral Health Division. Prior to her current role, she worked as the county's integrated services coordinator. She has spent more than 20 years developing and growing inclusive programming.

Tiffany Nielson

Tiffany Nielsen is a harm reduction and recovery services coordinator for Wisconsin Department of Health Services. She has worked in the substance use disorder and health care fields for over 20 years.

Jacob Niesen

Jake Niesen is a harm reduction coordinator for the Wisconsin Department of Health Services. He brings lived experience of drug use to his work on state policies and procedures.

Erik Olson

Erik Olson has nine years of experience using the IPS model in western Wisconsin. He spent three years as an IPS employment specialist before becoming an IPS supervisor six years ago.

Deirdre Sage

Deirdre Sage is the IPS curriculum developer/trainer for the Colorado Office of Employment First. Before joining the office, she worked as an IPS practitioner and supervisor. She has 14 years of experience in behavioral health-supported employment. She is certified in discovery and customized employment. She is a discovery mentor.

Kurt Stapleton

Kurt Stapleton works with IPS and vocational peer support integration at Chrysalis as a vocational peer support supervisor. He has been a certified peer specialist for three years. He brings his own lived experience into his current supervisory role.

Matt VonDerVellen

Matt VonDerVellen is an IPS employment specialist for Sheboygan County. He carries a caseload with referrals from the Sheboygan County Drug and Alcohol Treatment Court. He works closely with the treatment court team to find employment for their participants. He was a probation and parole officer prior to being an employment specialist.

Annie Vulpas

Annie Vulpas is a public health practitioner and harm reduction enthusiast. She is currently a harm reduction coordinator with the Wisconsin Department of Health Services. She has 15 years of experience working with people who face a variety of health and social challenges. She is passionate about saving lives through empowerment and education.

Scott Webb

Scott Webb is a trauma survivor who has worked in the behavioral health field for 33 years. His career has included clinical, administrative, and consultative work. He is currently the trauma-informed care coordinator at the Wisconsin Department of Health Services. He holds a master's degree in education from the UW-Oshkosh.

IPS WISCONSIN TEAM

Theresa C. Iacullo

Theresa Iacullo is an IPS state trainer for the Wisconsin Department of Health Services through the UW-Madison, Department of Psychiatry. She holds a double major in psychology and studio art. She worked as an IPS provider for nearly five years before joining the state team.

Alexa Nobis

Alexa Nobis is the community programs quality improvement specialist for the Wisconsin Department of Health Services. She is responsible for program planning and data analysis for IPS and coordinated specialty care. She is also responsible for the functional screen for mental health and substance use services programs. She holds a master's degree in social work with a focus on health policy practice from Columbia University. She has worked in a clinical capacity with adults with severe and persistent mental illnesses.

Stacey Teegardin

Stacey Teegardin is the IPS state trainer lead for the Wisconsin Department of Health Services through the UW-Madison, Department of Psychiatry. She holds a master's degree in rehabilitation psychology. She's been working in the behavioral health field for over 20 years. During this time, she has held a variety of positions including job trainer, line therapist, community support specialist, clubhouse generalist, employment specialist, rehabilitation counselor, and recovery services coordinator. She also is a combat medic Army veteran and a former licensed professional counselor.

Individual Placement and Support

Individual Placement and Support (IPS) is a proven supported employment model that helps people with mental health and substance use disorders find and keep jobs of their choosing. The IPS model is based on the philosophy that employment is treatment and leads to improved recovery outcomes. When working, people with mental health and substance use disorders feel better about themselves and their job role improves their self-esteem and life satisfaction. Through a continuum of support, IPS is more effective than other vocational approaches in helping job seekers find long-term competitive employment.

For more information on IPS in Wisconsin, visit [**dhs.wisconsin.gov/ips**](https://dhs.wisconsin.gov/ips)

For more information on the IPS Employment Center and IPS supported employment tools, visit [**ipsworks.org**](https://ipsworks.org)