



## Pre-Employment Transition Services

VOC REHAB AND BLIND SERVICES ANNOUNCE NEW SERVICE FOR STUDENTS

In July 2014 the Workforce Innovation and Opportunity Act made changes to their service delivery which now include increased focus on students with disabilities. Under the Act the Vocational Rehabilitation and Blind Services (VRBS) program has added a new service category, Pre-Employment Transition Services. There are several components of the service designed to assist students with transition.

1. Job Exploration Counseling: VRBS will work with the school and student to assist in exploring the world of work and career choices. Could include: interest and abilities surveys, reviewing career websites, job shadowing, mentoring at local businesses, etc.
2. Work-based learning experiences: VRBS can facilitate paid or non-paid work experiences in the community, help seek volunteer positions, short or long term internships, on the job training, apprenticeships, and mentoring activities. VRBS may be able to pay for the wages and employment costs, transportation and staff costs to allow students to attend these options.
3. Counseling on opportunities for enrollment in postsecondary education: This could include exploration of career paths, referrals to campus resources (Career Services, disability and academic support services) preparation for entrance testing, campus visits, review of entrance requirements, links to Federal Financial Aid, Student Assistance Foundation, Employment Opportunity Centers, and TRIO programs.
4. Work place readiness: These services focus on preparing the student for the work-place. May include soft-skill training, peer mentoring, independent living skills, transportation services, customer service skills, Adult Education, HRDC, or Job Services.
5. Instruction in self-advocacy: Helping a student understand more about themselves and how to interact with the world. Connection with Independent Living Centers, peer mentoring, attendance to the Montana Youth Leadership Forum, and Montana Youth Transitions Conference, learning about assistive technology and understanding accommodations in the workplace.

To learn more about these services, please contact your local Vocational Rehabilitation /Blind Service office. You can call them toll-free at 1 (877) 296-1197 . Or contact your MILP office if you would like help pursuing these services.



### MONTANA INDEPENDENT LIVING PROJECT

Montana Independent Living Project (MILP) is a not-for-profit agency providing services which promote independence for people with disabilities living in southwestern Montana.

We strive to support the development and expansion of community-based services which directly facilitate independence, productivity, and quality of life for people with disabilities. We provide information and referral, independent living skills training, individual, group, and peer advocacy.

MILP is governed by a volunteer Board of Directors consisting of at least 51% people with disabilities. MILP staff consists primarily of people with disabilities or with experience with disabilities.

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### MILP OFFICES WILL BE CLOSED:

- Monday, May 25th– Memorial Day

If you would like to sign up for the MILP newsletter please contact 1-800-735-6457 or email [cweightman@milp.us](mailto:cweightman@milp.us)

## STAFF SPOTLIGHT-SHANELL MARSHALL



Shanell Marshall  
SDPAS Specialist  
Helena Office  
442-5755

Joined the MILP family in July of 2014. Became the full-time SDPAS Specialist in December.

Before joining MILP was a pharmacy technician out at Ft Harrison. Prior to that I was the Social Service Designee at the Big Sandy Medical Center.

I was born in Sheridan, Mt and raised throughout Montana. My family settled in Big Sandy and I graduated at Rocky Boy Tribal High school.

I met my husband Todd in Big Sandy where his family farmed west of town.

Our son was diagnosed with Autism when he was 3. In 2007 we sold the farm and moved to Helena to access better resources and education for him.

Bryan is a senior this year and we are so proud and in awe of the progress he has made and the man he has become. Much of that is due to the Helena school system, our fantastic extended family and those caring and supportive individuals that we

have met along the way.

Our daughter Lydia was born 8-8-08. She is rockin kindergarten right now and loves dance, art and drama.

**When I'm not livin the dream that is MILP, I enjoy spending some quality video game time with my family. We are all huge readers (Do comic books count?) and spend most of the summers cruising the North Valley on our Gator and motorcycles.**

I would love to take this opportunity to Thank all of my wonderful and supportive co-workers that are striving each day to make our communities better and more accessible for everyone.

I would also like to thank all of my Helena consumers for their patience and understanding!

**A quick shout out to all the PCA's with the SDPAS program- thanks for all your hard work and...getting your timesheets in on time :)**

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“Happiness is always an inside job.”

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Chuck Laib-Open Mic Night



Nutrition Education Station



Nutrition Education Station



Sierra Lode

### ADA TITLE I EMPLOYMENT, REASONABLE ACCOMMODATIONS: GENERAL PRINCIPALS

Title I of the Americans with Disabilities Act of 1990 (the "ADA") requires an employer to provide reasonable accommodation to qualified individuals with disabilities who are employees or applicants for employment, unless to do so would cause undue hardship. "In general, an accommodation is any change in the work environment or in the way things are customarily done that enables an individual with a disability to enjoy equal employment opportunities." There are three categories of "reasonable accommodations":

- (I) Modifications or adjustments to a job application process that enable a qualified applicant with a disability to be considered for the position such qualified applicant desires; or
- (II) Modifications or adjustments to the work environment, or to the manner or circumstances under which the position held or desired is customarily performed, that enable a qualified individual with a disability to perform the essential functions of that position; or
- (III) Modifications or adjustments that enable a covered entity's employee with a disability to enjoy equal benefits and privileges of employment as are enjoyed by its other similarly situated employees without disabilities."

The duty to provide reasonable accommodation is a fundamental statutory requirement because of the nature of discrimination faced by individuals with disabilities. Although many individuals with disabilities can apply for and perform jobs without any reasonable accommodations, there are workplace barriers that keep others from performing jobs which they could do with some form of accommodation. These barriers may be physical obstacles (such as inaccessible facilities or equipment), or they may be procedures or rules (such as rules concerning when work is performed, when breaks are taken, or how essential or marginal functions are performed). Reasonable accommodation removes workplace barriers for individuals with disabilities.

If you would like more information about workplace accommodations, please call your local MILP office.

## RURAL SOCIAL GROUP

MILP is excited to extend a new group to Sheridan, Twin Bridges, and the surrounding area. This group is meant to expand opportunities in the area to meet new people, gain information regarding services from Montana Independent Living Project, receive assistance filling out difficult paperwork and more. MILP will provide snacks and refreshments. Friends and family members are welcome to attend. Next Meeting date (subject to change): Thursday, April 30th. 2:30pm, location TBA.. If you are interested in this group and receiving more information, email Cassie at [cweightman@milp.us](mailto:cweightman@milp.us) or call (406) 782-4834.

### New Group in Butte: Coffee Talk

Please join us the first Monday of every month for Coffee Talk. We will meet at Gym Dandy (305 W. Mercury) for discussion, coffee/tea, and a place to meet new people. When: April 6th, May 4th, June 1st; 10:30am-11:30am. Please call with any questions. 782-4834

### Monthly/ Weekly Cultural/ Social Event at the Myrna Loy Center

A coalition of folks from the Helena community, including people with or without disabilities, are working with the Myrna Loy Center to create a monthly, and eventually weekly afternoon cultural event. The thought is that many folks with disabilities often have limited access to the arts and cultural events because of cost and lack of transportation options. The coalition hopes to create a venue of low or no cost events at the Myrna during a week day afternoon when public transportation is most available. The vision for these events also includes a discussion afterwards of the movie or presentation, at the Myrna Loy. For more information or to become involved in the coalition, contact Les Clark, your independent living specialist in the MILP Helena office @ 406-442-5755 or [lclark@milp.us](mailto:lclark@milp.us).

### Chronic pain support group

Pain is often a major factor in disability, resulting in greater social isolation, and decline in physical and mental activity. Many folks have expressed an interest or need for a support group based on the management of chronic pain. They have also expressed the concern that it would need to be more than a complaint session.

As this idea for a monthly chronic pain support group is just in the conceptual stage, MILP staff is looking for folks to create a steering committee that would discuss how such a support group might look like. Some suggestions at this point include sharing individual strategies that are working or need some trouble-shooting, how to find medical care that fits your needs, dealing with family issues.

If you would be interested and willing to help with the formation of a pain support group in Helena, please contact Les Clark, MILP IL Specialist at 406-442-5755 or [lclark@milp.us](mailto:lclark@milp.us)

## 7 Tricks to Stay Calm When Interacting with People You Don't Like

[www.greatist.com](http://www.greatist.com)

1. Appreciate the power of the pause. Take a deep breath and one big step back. Think of what that simple could do for you in a touch interaction. Before you just to any conclusions, try making a conscious decision to put judgment on **hold. From this pause, you'll** be better able to proceed with a mind and heart that are more open.
2. Honor your ability to stay neutral. **You don't have to** love this person, but realize **the difference between "not connecting" with someone** and actively nursing a grudge toward them. Negativity becomes a vicious cycle and makes things worse. Your ability to stay neutral really is inside of you. Honor it.
3. **Ask "What if?"** Look for the good. Tune into the present situation and consider alternatives.
4. Create some space for yourself. Allow yourself time and space during stressful events.
5. Maintain boundaries
6. Give people the benefit of the doubt (or at least pretend you are)
7. **Realize that what you don't** like in others is frequently **what you don't like in yourself**

## WHAT IS THE LIVING WELL WORKSHOP?

Living Well with a Disability is a ten week peer support workshop designed for anyone with a health challenge.

Most of us practice a healthy lifestyle when it supports opportunities to participate in activities we find meaningful. The Living Well workshop begins with why we want to be well and introduces how healthy living habits create new possibilities.

Participating in the Living Well workshop will take you on a journey of self-empowerment that follows your personal quality of life goals.

**BENEFITS OF LIVING WELL**  
Living Well workshops help identify the life areas that are important to you and help develop your personal goals to ensure those areas continue to contribute to your quality of life. Living Well workshop participants report improvements in outlook and positive changes in daily activity, such as new recreational pursuits, returning to school or work, and participating in new social activities.

## UPCOMING CLASSES/PRESENTATIONS

### Bozeman

When: TBA-June  
What: Health Challenge!  
Contact: Lacey

### Butte

When: TBA-June  
What: Safety Classes  
Contact: Cassie and Lloyd

### Helena

When: April 29-June 17  
Where: MILP Conf. Rm  
What: Living Well  
Contact: Les

### Work Incentive Planning and Assistance

\*for those on SSI &/or SSDI & working and want to know how you working impacts your benefit.

Bozeman: 10am and 2pm; Dates: April 16th, May 14th, June 18th; Where: MILP Office.

Butte: 10:30am; Dates: April 2nd, May 7th, June 4th; Where: Vocational Rehabilitation 700 Casey Street, Suite B



*“Like us” on Facebook.*

*Montana Independent Living Project*

## PEER ADVOCACY GROUP

Please join us for our monthly Peer Advocacy groups that focus on state and local issues of advocacy and accessibility of services, and self reflection. If you have a passion for advocacy or have experienced struggles with accessing services, please join us. We value and need your input to make change in our communities. We are stronger **together than we are separate. Don't worry, it will be fun too!**

### The next meetings will be:

Helena: Last Thursday of every other month 1pm MILP Office ; next meeting April 30th; 1:30pm-3:00pm at the Queen City Apartments.

Bozeman: Joined with the Building Young Leaders group. If you are interested in starting up the advocacy group again. Please contact Lacey.

Butte: Second Tuesday of every month | April 14th, May 12th, June 9th | MILP Office

### Information Sessions: *What is available in our community?*

The Butte/Bozeman MILP offices will offer once a month meetings to help you understand MILP services and what other services are available in the community. We will also offer information on youth transition planning and assist with confusing paperwork. Bring a friend!

Bozeman: April 7th; May 5th; June 9th at 2pm at the MILP office

Butte: April 28th; May 26th; June 23rd; 3-5pm at the MILP office



BUTTE: Dates are subject to change, please RSVP (782-4834) if you plan to attend:

For young people aged 16-30  
Thursdays | 4:30pm

April 19th-BINGO!  
May 17th-TBA  
June 18th-TBA



New Group in Bozeman and Butte for 16-30 year olds.

Join us!

Do you have a disability or chronic health condition?  
Do you ever wonder what your current or future options are in relation to school, employment, healthcare, etc.  
Have you ever felt that our community needs to make some changes to better understand or accommodate people with disabilities?

Bozeman: Tuesdays | April 21st; May 19th, and June 23rd  
5:30pm | MILP office

Butte: Wednesdays | April 15th, May 20th, June 24th  
6:00pm | Butte Public Library

7 Little Words [www.7littlewords.com](http://www.7littlewords.com)

- 1. Visualizes 8 letters \_\_\_\_\_
- 2. Like a sloppy bed 6 letters \_\_\_\_\_
- 3. Unwise 11 letters \_\_\_\_\_
- 4. Writing a screenplay 9 letters \_\_\_\_\_
- 5. Bought stocks and bonds 8 letters \_\_\_\_\_
- 6. Actress Betty 5 letters \_\_\_\_\_
- 7. Having aches and pains 8 letters \_\_\_\_\_

Use the letters (right) to find the answer for the words above. Letters are only used one time.

**January '15 Solutions:** 1. Hubcaps; 2. boomed; 3. just ;4. Angela; 5. perfumery; 6. bushes; 7. apollo

UNM	IN	INJ	IPT	ADE
TUR	VES	SMA	NG	ES
UDI	ING	RTI	SCR	WHI
PIC	TED	TE	US	CIO

Answers in July '15



3475 Monroe  
Butte, MT 59701



If you no longer wish to receive this newsletter please call (800) 735-6457 or email [cweightman@milp.us](mailto:cweightman@milp.us)

MILP Contact Information

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(406) 442-5755

BUTTE OFFICE:

3475 Monroe, Suite 100  
Butte, MT 59701  
(406) 782-4834

BOZEMAN OFFICE:

3825 Valley Commons Drive,  
Suite 2  
Bozeman, MT 59718  
(406) 522-7300

Phone: 1-800-735-6457

Website: [www.milp.us](http://www.milp.us)

GET OUT!



Butte:

- Recycled Percussion. 4/12. 3pm. Motherlode Theater. \$20
- Never Too Old to Play. 5/1. 10-4pm. Star Lanes. Free
- Skyline Park Grand Opening. 6/6. 10-2pm. **Butte's Accessible Playground**

Bozeman:

- Rock against Rape. April 9th. 8:00pm. Baxter Ballroom. 8pm
- Friday Night Burgers. May 8. Eagle Bar. 5:00pm
- **Bogert's Farmers Market.** June 2nd. Bogert Park. 5:00pm

Helena:

- **Helena's Farmers Market.** Every Saturday. April 26-Nov. 1
- Spring Art Walk/Ales for Trails Fundraiser. 5/15. Pioneer Park
- Alive @ 5. June 3rd through August 27th.

