

**We're
Back!**

**HUMAN
Resources
PROFESSIONALS
CONFERENCE**
For the Disability Provider Community

September 14-15 | Saratoga Springs

**4th Annual
Human Resources Professionals Conference**
September 14-15, 2021

Embassy Suites

86 Congress Street in Saratoga Springs, New York

We are happy to announce the return of an in-person, two-day event focusing on current topics and challenges in the human resources field, from the law to recruitment and retention, including dynamic presenter Rich Landau, a principal with Jackson Lewis, as our Keynote Speaker.

What people
had to say
about previous
Conferences

"Good to meet with other HR professionals across the state."

"The topics were very informative, and I will use in my workplace and share with my management team."

"Fantastic location, great involvement, very worthwhile."

More information to come . . . stay tuned!

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Cerebral Palsy Associations
of New York State
Real people. Realizing potential.

THE
ALLIANCE

DDAWNY
DEVELOPMENTAL DISABILITIES ALLIANCE OF WNY

ioc
INTERAGENCY COUNCIL
of Developmental Disabilities Agencies, Inc.



Alliance of Long Island Agencies, Inc. (ALIA)

Cerebral Palsy Associations of New York State, Inc. (CP of NYS)

Developmental Disabilities Alliance of Western New York
(DDAWNY)

InterAgency Council of Developmental Disabilities
Agencies, Inc. (IAC)

New York Association of Emerging & Multicultural
Providers, Inc.

2021 Conference Details...

When/Where

Check-in begins at 11:00 a.m. on September 14
Conference ends at noon on September 15

The conference is held at the Embassy Suites, 86 Congress St., Saratoga Springs, New York. A block of rooms has been reserved at a special conference rate of \$160 plus applicable taxes. The deadline to make hotel reservations is August 6. (*Please see hotel registration information below.*)

Cost

EARLY Registration Fee (ends June 10)..... \$135

Registration Fee (starts June 11)..... \$160

Conference Registration

Click on the link below to register. Credit card payment only (*choose PayPal option to pay by credit card*).

[CLICK HERE TO REGISTER](#)

Register now and take advantage of the Early Registration Fee option!

Registration deadline is September 6.

Other Details

CANCELLATION POLICY: After September 6, no refunds will be made. However, registrants may send someone else in their place.

FOR YOUR COMFORT: Please be aware that the temperature in meeting rooms can fluctuate; for your comfort, we recommend dressing in layers.

PRESENTATIONS/HANDOUTS: Presentations/handouts will be posted prior to the conference on the CP of NYS website www.cpstate.org.

CONTINUING EDUCATION UNITS (CEUs): CP of NYS is pleased to be able to offer HRCI and SHRM credits for our sessions (pending approval). For more information, please contact us at (518) 436-0178.

QUESTIONS: Conference questions may be directed to (518) 436-0178.

Hotel Registration

We have reserved a block of rooms at the Embassy Suites Saratoga Hotel for the night of September 14 at a discounted rate of \$160 plus applicable taxes. To reserve a room at this special rate, please **[CLICK HERE](#)**. Don't forget a tax-exempt form, if applicable. **The cut-off date to make a reservation at this rate is August 6.** After that time, reservations will be accepted subject to availability at the prevailing rate.

Getting There...

From the South: Take the NYS Thruway (I-87 North) to Exit 24. Take the Adirondack Northway (I-87 North) to Exit 13N. Turn left off exit. In approximately 4 ½ miles, turn left onto Congress Street. Embassy Suites will be on the left.

From the North: Take Adirondack Northway (I-87 South) to Exit 13N. Take right at exit. In about 4½ miles, turn left onto Congress Street. Embassy Suites will be on the left.

From the East: Take the Massachusetts Turnpike West to NY Thruway. Take Exit B-1 (I-90 Bypass) to I-787 North for approximately 6 miles to Route 7 West for approximately 2 miles to Adirondack Northway (I-87). Take Exit 13N, turn left off exit. In approximately 4 ½ miles, turn left onto Congress Street. Embassy Suites will be on the left.

From the West: Take NYS Thruway (I-90 East) to Exit 24. Take Adirondack Northway (I-87 North) to Exit 13N. Turn left off exit. In approximately 4 ½ miles, turn left onto Congress Street. Embassy Suites will be on the left.

- 11:00 a.m. – 12:30 p.m.** **CHECK-IN** at our registration tables to receive your conference materials and name badge.
- 12:00 p.m. – 12:45 p.m.** **LUNCH** will be provided to all conference attendees and sponsor/exhibitor partners.
- 12:45 p.m. – 1:00 p.m.** **WELCOME and OPENING REMARKS**
Mike Alvaro, Executive Director, Cerebral Palsy Associations of NYS, Inc.
- 1:00 p.m. – 2:15 p.m.** **TOPIC TBD**
Richard D. Landau, Principal, Jackson Lewis P.C.
Rich Landau will bring more than 30 years of experience in Labor Relations to our 2021 HR Conference. With a focus in healthcare and human services at Jackson Lewis P.C., Rich has handled complex collective bargaining agreements covering thousands of employees and defended over 100 arbitrations running the full gamut of labor contract issues. Rich understands that people are at the heart of Labor Relations and uses humor and real-world experience to connect with human resources personnel. He's no stranger to our HR Conference, serving as the keynote speaker at the inaugural event in 2017. For those of you that have been lucky enough to attend one of Rich's presentations, you know he's a dynamic speaker with a wealth of knowledge on workforce issues!
- 2:15 p.m. – 3:30 p.m.** **PANEL DISCUSSION: RECRUITMENT AND RETENTION**
Mike Alvaro (Moderator), Executive Director, CP of NYS
Brandon Jerla, Director of Staff Development & Learning, Empower
Jackie McGrath, Volunteer, Empower
Additional Panelist To Be Announced
Our panel will discuss best practices for recruitment and retention, with a focus on successful strategies used by the agencies represented. Speakers will highlight the participation of members of the I/DD population in this process and data that is collected within these programs. Bring your questions for a unique Q&A period at the end of the session!
- 3:30 p.m. – 3:45 p.m.** **BEVERAGE BREAK**
- 3:45 p.m. – 5:00 p.m.** **DSP RECRUITMENT AND RETENTION: STRATEGIES AND SOLUTIONS**
Sheryl A. Larson, PhD, Director, Residential Information Systems Project, Institute on Community Integration
High turnover and vacancy rates threaten both access to and the quality of supports provided to people with disabilities. This session describes research-based strategies to improve recruitment and retention outcomes, and also the role and impact of frontline supervisors on these challenges and solutions. Topics covered include recruitment strategies, realistic job previews, structured interviews, orientation strategies, competency-based training and data-based decision making.
- 5:00 p.m. – 5:30 p.m.** **FREE TIME**
- 5:30 p.m. – 7:30 p.m.** **RECEPTION** — Join your peers and representatives from our sponsor/exhibitor partners in the lobby of the Embassy Suites for appetizers and cocktails.
- 7:30 p.m.** **DINNER ON YOUR OWN** — A list of restaurants is included in your conference materials.

6:30 a.m. – 8:30 a.m.

BREAKFAST is available in the main dining room for all conference participants and vendor representatives.

8:30 a.m. – 9:45 a.m.

INCLUSION, DIVERSITY, EQUITY AND ACCESS (“IDEA”)

Denise C. Dyce, Esq., Director of Labor Relations, Labor and Employment Counsel, Syracuse University

“The value of an IDEA lies in the using of it.” Thomas Edison

This session will explore Inclusion, Diversity, Equity and Access strategies (“IDEAs”) in the workplace, the proven impact of effective IDEAs, barriers to achieving successful IDEAs – including implicit bias and culture, and suggestions for winning IDEAs to the ultimate benefit of the organization. For the purposes of this session, IDEAs will consider not only legally defined categories of diversity, highlighting, in particular, considerations relating to disability, but also other classifications based in socio-economic and/or societal standards.

9:45 a.m. – 10:00 a.m.

BEVERAGE BREAK

10:00 a.m. – 11:00 a.m.

SOCIAL MEDIA FOR EFFECTIVE RECRUITMENT AND RETENTION

Michael Kitakis, Executive Director, The Spirit of Huntington Art Center

Outlines the process of brand identity, what it is, how to articulate it to employees, clients, and the public at large, and how everything flows from the mission, vision, and values of the organization. Using a simple matrix called Synchronicity, Michael moves through the steps involved in establishing a brand, identifying the communication tools that convey a sense of the organization’s culture, and focusing on the key aspects that attract potential employees.

11:15 a.m. – 11:30 a.m.

WRAP-UP and EVALUATIONS