



TIE THAT BINDS

January 2014

Volume 17, Issue 3, number 207

ATTITUDE IS THE REAL DISABILITY

CESP Exam

Are you ready to take the Certified Employment Support Professional Exam? It is being offered in Nashville on February 12. Go to www.apse.org, click on certification, look for the Tennessee date and location, and follow the instructions to register. Or email me for an application.

Please note that there is a cost for this exam and you must meet the requirements to sit for the exam.

Situational Assessments

What is the difference between situational assessments and supplemental evaluations? There seems to be some confusion about what we are calling the activity.

I will try to keep it simple. The situational assessment is the activity. This is the community based activity. The assessment is the activity.

The supplemental evaluation is the paperwork. This is a document that is used to record the activity.

There seems to be two big questions concerning situational assessment; why and where.

Why are we spending time doing this and what are we trying to accomplish?

- ◆ Getting to know the interests of the individual,
- ◆ What supports may be needed,
- ◆ how the person learns,
- ◆ does the person understand work,
- ◆ can we develop other areas of work interest,
- ◆ and explore and establish work interests

Where can we find businesses that will allow us to do situational assessments?

- ◆ Businesses that have volunteers,
- ◆ United Way agencies,
- ◆ Companies I already do business with,
- ◆ Companies that may be interested in “working interviews”
- ◆ Establish a diverse group of businesses that you can call on,
- ◆ This may be from a Business Advisory Group,
- ◆ Or from your Board of Directors

The idea is to have an experience in the community and to assess the person’s ability. Therefore, we are staying away from sheltered workshops, your own agency and

from other agencies that have Letters of Agreement with the Tennessee Vocational Rehabilitation Program.

Supported or Supportive



Hey! What business are we in? Are we doing Supportive Employment or Supported Employment? Some things just grate on you, like when someone

runs their finger nails across the blackboard (that's an old term, but it is very unnerving). Supportive Employment just runs all over me and grates on my last nerve.

The dictionary says that supportive is giving support, especially moral or emotional support. So, that is a pat on the back or "way to go!" after someone has accomplished something.

The dictionary has a long definition of supported. The definition revolves around being present, to keep in place or prevent from failing. It finally ends with "to give active help".

So what business are you in? Are you a "supportive employment" program, or are you a supported employment program?

Factors of Success

In July of 2012 the *Institute for Community Inclusion* had an article in the *Job Training and Placement Report*. They looked at individuals with IDD and notated what was successful.

The role of the family in the formative years was mentioned first. Family members served as role models, developing an expectation of work and independence.

The 2nd influence was school based staff and early employment experiences. These experiences shape the attitudes about preferences, career planning and self-confidence.

The role of the community rehabilitation provider was next. Is there an expectation that the individual will leave the CRP, or will the individual be tied to the CRP for housing, employment, recreation and friendships?

The role of the job developer emerged as the most influential. This person was viewed as the person responsible for the employment process. Do you hand over the keys of your life to one person or are you actively engaged in the process?

Success is based on the reason a person wants to go to work. Working so you can buy a pack of cigarettes is completely different from working to become independent.

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**This issue has been about communication and the English language.
Sometimes the words get in the way of us communicating.**

Ale or ail

All or awl

Bare or bear

Blue, blew or bleu

Boy or buoy

But or butt

Cain or cane

Deer or dear

Do, due or dew

Eye or I

Fair or fare

Four or fore

Grate or great

Hall or haul

I got a wound on my
finger when I wound the
clock

I'll or aisle

Idea or ideal

Jim or gym

Knew or new

Lam or lamb

Light or lite

Mane or main

Meat or meet

Moor or more

Not or knot

One doe does as much
damage as two does do

Pair or pear

Passed or past

Peer or pier

Plane or plain

Poor or pour

Profit or prophet

Pros or prose

Queue or cue

Read or reed

Red or read

sail or sale

See or sea

Seem or seam

Sheer or shear

So or sew

Sum or some

Tare or tear

Tea or tee

Their, there or they're

To, two or too

Use guys or yous guys

Vain or vane

Vice or vise

Weight or wait

Whale or wail

What or watt

Wind the clock or wind
in my face

Would or wood

Yoke or yolk

Let's eat Grandma or
Let's eat, Grandma
(commas save lives)

