

TIE THAT BINDS

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ATTITUDE IS THE REAL DISABILITY

CESP EXAM

The CESP program is the **first** in the nation to create national guidelines to validate and support the training currently provided in the field. Unlike training programs that provide a certificate of completion, the CESP exam tests candidate's ability to apply the training in real world examples. National standards insure professionals across the country are using cutting edge service delivery, design and ethics.

The latest statistics from APSE show that 83% pass the exam. Congratulations to the following that passed the CESP exam in March 2014:

Sharyn Hancock- Workforce Essentials
P. Kelly Sorrell- STAR Center
Tommie Brown- STAR Center
Yolanda Lacy- VA Medical Center
Christy Anderson- Full Circle Vocational
Olivia Green- West TN Family Solutions
Jessica Tate- Center for Living and Learning
Roger Hall- Dawn of Hope
Catherine Orem- UT- Center for Literacy, Education and Employment
Jon Cardwell- Dawn of Hope
Tashara Tolbert- UT Center for Literacy, Education and Employment
Darlene Jenkins- Siskin Hospital
Mary Davis- Progressive Directions
Ray Holder- STAR Center

Created by subject matter experts and leaders in the field of disability employment,

the CESP exam seeks to define the benchmarks for knowledge and competency in the field in the following areas:

1. Application of Core Values and Principles to Practice & Legislation and Funding
2. Individualized Assessment and Employment / Career Planning
3. Community Research and Job Development
4. Workplace and Related Supports
5. Ongoing Supports

CESP Certification:

- Increases the visibility of competent professionals.
- Helps consumers connect with professionals they can trust.
- Creates a standard that defines the roles and responsibilities of employment support professionals.
- Improves employability and provides opportunities for salary and career advancement.
- Legitimizes and enhances professionalism in the field.

TN-APSE will facilitate another exam in the fall. If you are interested in sitting for the exam let me know. The location will be determined by what is most convenient for the most people interested in taking the exam.

www.apse.org.

Approaching Employers

Sometimes the most effective learning takes place when we fail or are rejected. In recent forums in East TN, the job developers for 20 providers talked about "what questions get the door closed on you the quickest."

These 3 questions were mentioned by everyone. Are you hiring? Do you hire people

with criminal pasts? Do you hire people with substance abuse issues?

What are the successful ways to approach employers?

Learning about the employer is essential.

Repeated, short visits with open ended questions, visiting the businesses' website, contact the Chamber of Commerce.

Being persistent. This is a fine line, bordering on annoying. You will get clues from the business person, if you are annoying. Have a purpose in contacting. You may have found an article on line about the business or industry; you might have info on disability myths, insurance, tax credits or following up on an application.

Being a good listener and offering solutions.

Again, those open ended questions will lead you issues the employer is facing. Can you be a problem solver?

Chamber of Commerce Meetings, Job Fairs, Conferences and Civic Group Meetings

This is one of the longest titles I have used for a short article, but they have something in common. These are opportunities for networking.

Oh Mike, we know about networking, every time we meet with you, you talk about it. Well let's talk about effective networking. Over the last 6 weeks we have had numerous opportunities to network at job fairs and

conferences. You come in as a group, sit in your own pod group and stay put during the entire event.

1. Check your business cards 2. Smiling is contagious. 3. Plan ahead, who do you want to meet. 4. Look into the person's eyes as you shake their hand. 5. Avoid two people talking, you don't want to interrupt. 6. Recognize your peers, but you want to cultivate new relationships. 7. Be selective with who you give your business card to. It appears pushy and unprofessional. 8. It is not a race or contest to give away all your cards. 9. Follow up in person; you may have to set an appointment.

You have a plan to meet a select number or group of people, you want to meet with them and uncover solutions to their problems, not waste their time and your time.

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A partnership between:

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and
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Discover What You Have An Interest In and Pursue It. Job Hopping Is Not The Answer.

Education	Job	Wages (from KnoxWise)	Weekly	Yearly	Lifetime
GED or High school diploma	an entry level, no real discovery of interests, probably continually job hopping and not rising above entry level	\$7.50 an hour	\$300 at 40 hours a week	\$15,000 at 50 weeks a year	\$600,000 after working 40 years
Technical School	Welder	\$18 an hour	\$720 at 40 hours a week	\$36,000 at 50 weeks a year	\$1,440,000 after working 40 years
Post High School Training	CNA	\$13.50 an hour	\$540 at 40 hours a week	\$27,000 at 50 weeks a year	\$1,080,000 after working 40 years
Apprenticeship	Plumber	\$60 an hour	\$2400 at 40 hours a week	\$120,000 at 50 weeks a year	\$4,800,000 after working 40 years
College Degree	Accountant	\$31.85 an hour	\$1274 at 40 hours a week	\$63,700 at 50 weeks a year	\$2,548,000 after working 40 years

From an idea presented by Jim Kriplean
from Probation and Parole