



## **TIE THAT BINDS**

August 2014

Volume 17, Issue 19, Number 214

Circulation 719

### **ATTITUDE IS THE REAL DISABILITY**

### **TNAPSE ELECTIONS**

The TNAPSE Board met and chose officers for the upcoming year. Congratulations and thanks to the following:

President- Jon Cardwell

Vice-President- Margaret Davis

Secretary- Marie Maxie

Treasurer- Mike Sass

Rounding out the Board are Catherine Orem, Tashara Tolbert, Stephanie Potter, Dwayne Wade, and Odell Tiller.

The board is working on objectives for the upcoming year. Most important is increasing the membership of TNAPSE. It cannot be a viable force with a limited number of members. Secondly, there is the need to increase the professionalism of employment staff. TNAPSE will be encouraging professionals in employment to pursue certificates or certification. The last goal mentioned in our board meeting was to help employment programs position themselves with employers to address the Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) Section 503 mandate.

Finally, the APSE Conference will be held in Philadelphia in 2015. You have a year to budget for this event.

### **JOB SEEKERS AND EMPLOYMENT CONSULTANTS**

There have been articles lately about the traits that job seekers must develop. These characteristics would give the job seeker an advantage in the employment process. These traits would also apply to employment consultants, job developers or whatever your company is calling staff that meet with employers.

When meeting with an employer as a job seeker or as an employment consultant, you can set yourself by being a problem solver. Use your meeting with the employer to relate your experience at solving problems for other businesses.

Job seekers and employment consultants have to have an understanding of what "networking" is. It is not checking your Facebook or LinkedIn accounts. Networking happens during face to face meetings. Networking normally occurs, not with your peers, but with people who may be more successful than you or who are in a position that the job seeker is striving to reach.

Closely related to networking is asking for help. People learn differently, but one of the quickest and long lasting methods of learning is through a mentor. Finding someone who can be a mentor, finding someone who has been through what you are going through. It goes back to why should someone re-invent the wheel.

A decorative border of palm trees runs vertically along the left and right sides of the page, and horizontally across the top and bottom. The palm trees are green with brown trunks and are spaced evenly.

## CAREER TRANSITIONING

Temple Grandin, an international speaker on the subject of autism offers some points on how people can transition into employment.

**Use gradual transition.** This could be started while still in school, with short periods of work.

**Find supportive employers.** This would be a team effort of parents, educators and employment staff looking for the willing employer.

**Seek mentors.** See the preceding article.

**Educate employers and employees.** Educating others about Autism Spectrum Disorder, so they can support the person is vital. They need to understand the limitations of complex social interactions and the value of routine and predictable schedules.

**Consider freelance work or self-employment.** High functioning people on the Spectrum may have a special skill with numbers, computers, music or art. This could evolve into work as a freelance person or as an entrepreneur.

**Make a portfolio.** Models have portfolios, artists have portfolios. Why should other creative people not have portfolios? People in technical fields respect talent and a portfolio will demonstrate the talent that would not appear in an interview.

## PUBLIC SERVICE ANNOUNCEMENTS

A number of Community Rehabilitation Providers report having success with using Public Service Announcements (PSA). To keep their Federal Communication Licenses radio stations and television stations need to provide free air time to the public.

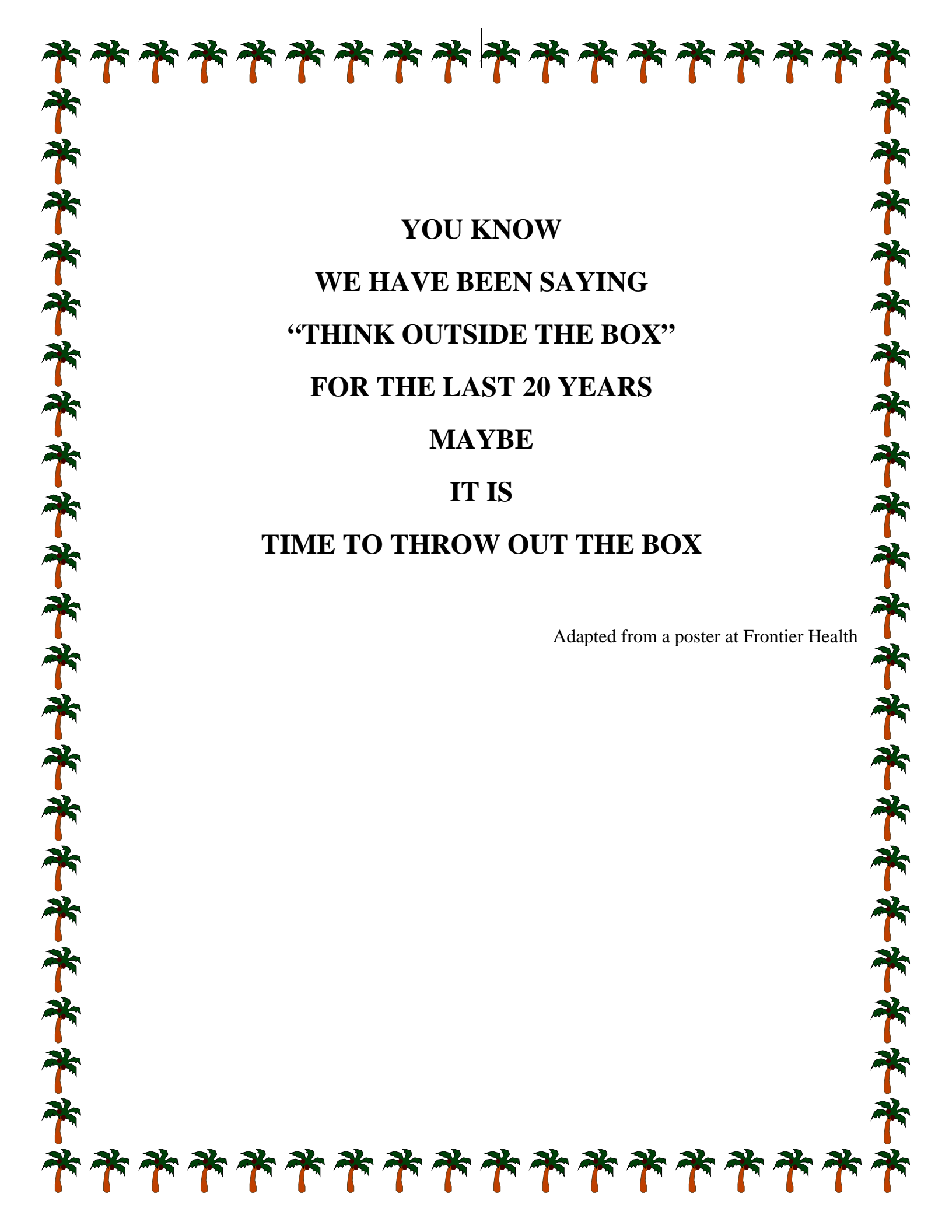
So these PSA s can be targeted to two audiences. One is focused on employers and cultivates an interest in your program as a talent pool for their needs. The other is targeted toward people who may have difficulty in finding and keeping jobs.

The negative side is that these PSAs are aired some strange times. Sometimes you get lucky and they are aired on the edges of “drive time.”

### Contact

Mike Sass  
520 West Summit Hill Dr  
Knoxville, TN 37902  
865-594-6756  
Fax: 865-594-5137  
Email:mikesass@utk.edu  
Website: www.clee.utk.edu.

Many systems have blocked my mail because I have included the training schedule link. This looks like SPAM to many systems The link is [tiny.cc/tnvrtrainings](http://tiny.cc/tnvrtrainings). You need to precede this with a www or a http:// Keep this handy as it is updated often.



**YOU KNOW  
WE HAVE BEEN SAYING  
“THINK OUTSIDE THE BOX”  
FOR THE LAST 20 YEARS  
MAYBE  
IT IS  
TIME TO THROW OUT THE BOX**

Adapted from a poster at Frontier Health