

TIE THAT BINDS

September 2014

Volume 17, Issue 11, Number 215

Circulation 710

ATTITUDE IS THE REAL DISABILITY

SPOC(k)

Some of us grew up or were raised by the words and teachings of Dr. Spock. He spoke and a whole generation of parents followed his guidance. Later on there was Mr. Spock on *Star Trek*. He spoke logically and many were enthralled by his logical wisdom. Now there is SPOC and we are starting to see the benefits of SPOC.

SPOC is **Single Point Of Contact**. Business leaders at the Business Advisory consortiums, the Leadership Networks and Forums are all saying they want one single point of contact. These business professionals do not have time to meet with all the disability agencies in town wanting to fill positions that are listed at a company. Are we listening and do we see the logic of this?

Can the community rehabilitation providers (CRPs) get their act together and provide a unified front and approach? This is an approach that the businesses will feel comfortable in using.

The business community has a hard time recognizing all the disability agencies. Often employment consultants meet with the business liaison and hear that someone from their agency just met with them. The business person doesn't differentiate

between agencies. The business person remembers having a conversation with someone representing people with disabilities and lumps us all together.

A SPOC can be the representative to employers. The SPOC can disseminate information about openings. Then, depending on the procedures the business sets up, can funnel applications and resumes from the consortium to the employer or relay to the consortium who to contact and how to apply at the company.

The hurdle to clear here is that all members of the consortium agree on their values, philosophy and ethics. The quality of service will be the same. This takes years to develop the trust, experience and lowering of territorial boundaries.

Volunteering

Has anyone been offered a job because of volunteering? I think I remember one person volunteered for over a year and was finally offered a job. As a business person, I thinking that I am getting free labor, why do I want to pay for it! I thought that was a cynical view, but I am not so sure of that any more. Business owners are concerned about their bottom line. They are looking for ways to increase the bottom line. The labor force is the biggest expense.

I have looked around for a study that shows a relationship between volunteering and landing a job at the place where the volunteering took place. This might a good research paper for someone out there. There has been a lot written about Transition from

School to Work and the effectiveness of becoming employed using this method. Employment consultants are versed in finding employment through customized employment, job carving or traditional job development. Is it worth our time to set up volunteer opportunities?

Volunteering is good for building resumes, increasing skills and providing structure for someone who has not experienced structure. But, the idea that someone will become employed at the place they volunteer at is a high risk gamble. I don't have the experience or data that says this is likely.

WIOA

After 10+ years of trying, reauthorization of the Workforce Investment Act and Rehabilitation Act is finally a done deal. The [Workforce Innovation and Opportunities Act \(WIOA\)](#), which reauthorizes the Workforce Investment of 1998 (WIA) including the Rehabilitation Act through the year 2020, was signed on July 22nd. What does this 300-page legislation mean for APSE members and the advancement of Employment First?

- A much larger role for public Vocational Rehabilitation (VR) in transition from school to adult life.
- Efforts intended to limit the use of sub-minimum wage.
- Required agreements between state VR systems and state Medicaid systems, and state intellectual and developmental disability agencies.
- A definition of Customized Employment in federal statute, and an updated definition of Supported Employment that includes Customized Employment.

- A definition for “competitive integrated employment” as an optimal outcome.
- A number of disability agencies moving from the Department of Education (DOE) to Health and Human Services, including the Independent Living Program (RSA however, is staying within DOE).
- Enhanced roles and requirements for the general workforce system and One-Stop Career Centers in meeting the needs of people with disabilities.

Thanks to David Hoff, co-chair of the APSE Public Policy Committee for streamlining this information.

More information is available at www.apse.org.

CESP Exam

We are looking at setting a date for the next CESP exam. So far the most interest has been from professionals in East TN. Look for a date to before the end of the year. The location will be determined by what is most convenient for the most people taking the exam.

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SELFIES ARE PRETTY NARCISSISTIC
NOBODY TAKES A PICTURE OF
SOMETHING THEY WANT TO FORGET

You are only given a little spark
of madness. You mustn't lose it.

I'm sorry. If you were right
I would agree with you.

**EVERYONE HAS A PURPOSE
EVERY ACTION HAS A MEANING
I BELIEVE IN DESTINY
THERE MUST BE A REASON THAT I AM AS I AM.**

-Robin Williams

There is no such thing as a
perfect person.
She is not perfect
You are not perfect.
The question is whether or not
you are perfect for each other.

Why do they call it rush hour, nothing is moving

Na Nu Na Nu

Reality: What a Concept!