

SDNIB THAT EIT

5102 Lirpa
222 Rebmun, 6 Eussi, 02 Emulov
207 Noitalucric

Ytilibasad Laer Eht Si Edutitta

Sredloh Etacifitrec PSEC

The Certificate for Employment Support Professionals Exam is being offered on a regular basis in Tennessee. Congratulations to the following certificate holders.

Christy Anderson 2/14	Judy Pate 6/13
Cristi Blalock 11/14	Kenneth Paxton 11/14
Tommie Brown 2/14	Stephanie Potter 6/13
Nora Buckley 11/14	Kathy Rankins 11/14
Samantha Byrge 11/14	Kelly Risener 11/14
Jon Cardwell 2/14	Tim Robbins 11/14
Judy Carlson 11/14	Toni Roberts 6/14
Natasha Cross 11/14	Evelyn Rolan 11/14
Mary Davis 2/14	Mike Sass 10/13
Kathryn Finn 11/14	Brittany Satterfield 11/14
Charles Fischer 11/14	Rena Seay 6/14
Olivia Green 2/14	Lee Sinnott 11/14
Roger Hall 2/14	Bill Smith 11/14
Sharyn Hancock 2/14	Paul Sorrel 2/14
Denise Herron 11/14	Jessica Leigh Tate 2/14
Ray Holder 2/14	Gail Thurman 11/14
Carmel Johnson 11/14	Tashara Tolbert 2/14
Linda Malone 6/14	Bill Toye III 11/14
Catherine Orem 2/14	

We expect the results for the January exam to be posted shortly. An exam was administered in Knoxville on March 31. Another is scheduled in May in Nashville, followed by one in West Tennessee in July.

Reweivretni Eht Gniweivretni

So we have all had that interviewer that asks the tough questions and we don't feel prepared. As a job developer, we need to have questions available that shows we have thought about the position we are advocating for.

1. Where do you see yourself in 5 or 10 years? (What do you expect the newly hired person to have accomplished in 30, 60 90 days?)
2. What motivates you? (What drives this company, what are results you are looking for?)
3. What are your strong points? What are attributes your top performers have in common?)
4. What do you do in your spare time? (What do your employees do in their spare time?)
5. Tell me how you worked together, or solved problems? (How does this company deal with competitors, change in technology, changing economic trends?)

The questions in RED are questions that are about the culture of the business. Is this a good match for our program and the people in our program? What is the standard employees are held to, what does the company value, do they know and take

interest in their employees and do they have a plan or just a knee jerk reaction to the pressures of the market.

Setisbew

It is always good to keep current on websites. If you have any sites you find valuable, send them to me and I will include them in upcoming issues.

www.griffinhammis.com. Griffin-Hammis Associates, LLC is a full service consultancy specializing in developing communities of economic cooperation and self-employment opportunities.

www.uspra.org. The Psychiatric Rehabilitation Association.

<https://www.americanprogress.org/issues/poverty/report/2015/01/28/105520/a-fair-shot-for-workers-with-disabilities>. A report on economic progress for people with disabilities.

<http://www.tn.gov/humanserv/rehab/loa2015-forms.shtml>. This is the TN VR Letter of Agreement Forms site. Always update this site, to make sure you have the latest forms.

<http://www.ed.gov/edblogs/ovae/2014/04/09/octae-is-working-to-get-everyone-on>. Dedicated to eliminating the digital divide. Everyone should be on line.

<http://askjan.org/webcast>. This portal announces the webcasts that JAN is hosting.

<http://www.doleta.gov/disability/htmldocs/myths.cfm>. This site gives you a list of myths and facts about workers with disabilities.

<http://csgjusticecenter.org/nrrc/#Myths>. The Justice Center talks about National Re-entry Resource Center. This link has conversations with Memphis business. No longer felons or people with criminal pasts. People are justice involved.

http://www.state.tn.us/education/student-support/special_education.shtml. This is the entry to the TN department of Education.

<http://clee.utk.edu/>. See everything the Center for Literacy, Education and Employment is doing.

Tcatnoc

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Sloof Lirpa

Fools Rush in
Where Angels Fear to Tread
- Alexander Pope

A Fool and His Money Are Easily Parted

The Fool On The Hill, Sitting Perfectly Still
Lennon/McCartney

“The greatest lesson in life
is to know that even fools are right sometimes.”
— Winston S. Churchill

“He who hesitates is a damned fool.”
/ Mae West

Fool me once, shame on you. Fool me twice, shame on me

“We fool ourselves so much we could do it for a living.”
— Stephen King, Duma Key

“Compromise is a stalling between two fools.”
— Stephen Fry

“Fools make feasts and wise men eat them.”
/ Benjamin Franklin

“Real comedy is not when you laugh at an idiot,
it's when the idiot laughs at you.”
— Raheel Farooq

“Sitting around fools increases your tolerance”
— Yash Gupta