

# TIE THAT BINDS

AUGUST 2016

VOLUME 19, ISSUE 10, NUMBER 238

CIRCULATION 701

ATTITUDE IS THE REAL DISABILITY

## WE'VE BEEN EVERYWHERE

Johnny Cash sang a song about traveling and being everywhere. The DRS Consultants have been training everywhere man, we've been everywhere, man.

We've been to Waynesboro, Jacksboro, Murfreesboro and Jonesboro, Knoxville, Crossville, Cookeville and Nashville, Greeneville, Huntsville, Sevierville and Clarksville, Jackson, Hixson, Kingsport and Newport, Johnson City, Memphis city, Union City and Lenoir City, Martin, Dayton, Franklin and Gallatin, Germantown, Morristown, Boogertown and Jamestown, We've been everywhere man. We've been everywhere.

Tashara Tolbert, Catherine Orem and I just completed the 23<sup>rd</sup> year of our contract with the Division of Rehabilitation Services. Working together with the Program Specialists in our area we conducted **228 trainings** across the State of Tennessee. When you average it out, it means every day of the work week for the entire year there was a training being conducted by the University of Tennessee-Center for Literacy, Education and Employment somewhere in

the State. These events were New Hire Trainings, Vendor forums and Continuing Education Sessions. These events were **attended by 3093 professionals.**

## BUYING A CAR

I was raised in Michigan and most of my relatives still live there and work in the automotive industry. Recently we got together for a family reunion.

My cousin stated that he had a car for sale. You have to change the oil every 3000 miles. The tires are good for 30,000 miles. After 3 years you have to replace the muffler system. For the first 5000 mile you cannot exceed 50mph. It had an 8 track music system.

In reality he was reading an ad from 1974. How many of us would accept this product? It took some time but the automotive system listened to their customers. Henry Ford said they can have any color they want as long as it is black. History shows that Ford lost its market dominance to GM, which was more in tune with the demands of the customers.

As Community Rehabilitation Providers and providers of a service, we need to be in touch with the demands and needs of our customer. What worked in 1974 will not be accepted today. What is your department, agency or organization doing to meet the new demands of your customer?

First, though, you need to identify your customers. Is it the client, the employer, the funder, the provider, your co-worker?

## CESP CERTIFICATE HOLDERS

APSE just posted on its website the updated list of ESCP Certificate holders. The list includes those who took the prior to June of this year. So, since February we have some names to add.

Jessica Bacon	Maria Hudson
Nancy Freeman	Princess Jones
Phillip Garner	Dana Klebs
Joy Groves	Elise McIntosh
Stacy Hegge	Louis Moses III
Pam Hollingsworth	Stacy Spangler
Cathy Houser	Lou Sullivan
Angela Hudson	Byron Watt

Congratulations to our newest Certificate Holders in Tennessee!

Some statistics include 81 % who take the exam, pass the exam.



Some observations: The application says that the applicant must have 1 year in the employment field. Ask yourself “How active

have I been in that year?” This exam is based on scenarios. Do you have many placement experiences to account for all the challenges that happen in the employment process? You may have a year experience but you have placed only 1 or 2 people in jobs, you may not have the scope and depth of experience. I don’t what the answer or cut off number is but I see that the people who have taken 5, 10, 15 people from application through successful closure with VR have been more successful than people who don’t have that experience under their belt. So, it may be possible for someone with one year of experience and being very active in the placement of individuals pass the exam. And, another person with 5 years of management and limited exposure to the daily process of employment, not be successful.

## CONTACT

Mike Sass

520 West Summit Hill Dr.

Knoxville, TN 37902

865-594-6756 (office)

Fax: 865-594-6535

Email: [mikesass@utk.edu](mailto:mikesass@utk.edu)

Website: [www.clee.utk.edu](http://www.clee.utk.edu)



A photograph of a dog and a cat lying together on a carpet. The dog is a light-colored breed, possibly a Weimaraner, and is lying on its side. The cat is a white cat with dark spots, lying on its back. The background is a light-colored carpet with a patterned rug. The text is overlaid on the image.

**Owners of dogs  
will have noticed that,  
if you provide them with food and water and shelter and affection,  
they will think you are god.  
Whereas owners of cats  
are compelled to realize that,  
if you provide them with food and water and shelter and affection,  
they draw the conclusion that they are gods.**

*- Christopher Hitchens*

**Dogs and Cats lying down together**

**It is the end of time.**

*-from the movie **Ghostbusters***