

TIE THAT BINDS

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ATTITUDE IS THE REAL DISABILITY

Oops! My Mistake

Sometimes in my rush to meet my self-imposed deadline I omit stuff. This time the stuff was people. Here are some more professionals who are pursuing knowledge and the Best Practices in the field. These people have also passed the CESP exam.

John Camperlino 9/22/2015

Danielle Cole 9/22/2015

DeAnna Hawtin 9/22/2015

Lance Jordan 9/22/2015

Congratulations! for the hard work and perseverance over the years. For a listing of all the CESP Certificate holders visit...

www.apse.org. and click on the CESP box and the list by State.

LINCS

www.lincs.ed.gov.

The Department of Education has funded this website. Yes, much of it is geared for classroom teachers. But in the corner of the first page is a link to Learner Center. The **LINCS Learner Center** connects you to free online resources to reach your life goals. There are links to Learn to Read, Learn Math, Learn Science, Learn English, Become a U.S. Citizen and Job Skills.

When you click on the Job Skills, you open a door to Worker Re-Employment,

apprenticeships, Career One Stops, Job Search for Ex-Offenders, My Next Move (Veterans), and My Next Move.

When you enter the My Next Move section you can choose a key word search, Browse Careers by Industry or Tell Them What You Like To Do. This part of the site would be great for helping people explore many different areas. In the last training sessions when I ask for employment ideas, everyone is quick to name 3 or 4 ideas. But, when pressed for more, it becomes harder to answer. This part of the site may help you think beyond the first 3 or 4 ideas you think of when someone says they are interested in cars, animals, food or helping others.

At the very least this site will present many career ideas to people. We know that people make choices on what they know. If they don't about something, that choice is removed. This would give you plenty of careers to discover and explore an interest in.

Automated For The People

Kevin from Frontier Health in Greeneville sent me some interesting stories about retailers automating their cashiers and checkouts. There are two views on this.

<http://www.businessinsider.com/panera-bread-20-kiosk-ordering-system-2015-11>.

This link talks about Panera Bread eliminating most cashiers and replacing them with kiosks. This is being piloted in 400 stores. By 2017, they will be in all stores. Panera is thinking that they can take

these workers and provide better service, a quicker service by employing them prepare the order.

In my way of thinking, this could create some opportunities for our programs. One of the fears and roadblocks is the cash register. If a person did not have to be cross trained on the register, the person could do all the other jobs.

http://www.slate.com/blogs/moneybox/2014/10/22/mcdonalds_and_wages_is_the_company_planning_to_replace_its_cashiers_with.html. This link takes you behind the scenes at McDs. They have posted another quarter of lowered earnings. In response to this, the article says that a way to lower labor costs is to have fewer employees. This is what is scaring McD. If earnings are low now, what happens when minimum wage is \$15. The kiosk idea is big in France, but not overly used by patrons of McDs.

So, I guess it is how you spin the idea of kiosks and computer screens. Is it more efficient or another way to reduce your labor costs?

Is College for Me?

Have you thought about going to college and not sure if it is for you? **If you have a permanent total disability, you may audit courses at UT without paying fees.**

I found that statement on the University of Tennessee's website. It was re-affirmed in a meeting I had with Dr. Lance Alexis, the Director of Disability and Access Center at

MTSU. I was left with the impression that auditing classes was available at most universities in Tennessee.

A person can audit some classes to see if the college environment and stresses of college are a good mix for them. What a way to get introduced to the demands of the college routine.

Consortiums

What happens when all the stakeholders play together? You get things done. In the Knoxville area, we have a very vibrant and successful Consortium. The players are the Community Rehabilitation Providers (CRPs), the Division of Rehabilitation Services (DRS), the Department of Intellectual and Developmental Disabilities (DIDD), the school system, Workforce Development, the Career Centers, the City of Knoxville and the University of Tennessee. These stakeholders come together at least once a month to pool resources, share job leads and approach companies in the area about hiring people with disabilities. A large united front is more powerful than single hit and miss attempts at meeting employers.

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A lit red candle in a gold holder decorated with holly leaves and berries. The candle is lit, with a bright yellow flame and a wisp of smoke rising from it. The holder is ornate, with a gold base and a stem that curves to the right. The holder is decorated with green holly leaves and red berries. The background is white.

NEVER HIRE FOR SKILLS
HIRE FOR PASSION

SKILLS ARE CHEAP
PASSION IS HARD TO COME BY.