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Benefits To Work

This is a good time of the year to talk about work and work incentives. Springtime is when many businesses gear up after hibernating after the holidays. It is also the time of year when Social Security announces the new benefit rates. In East Tennessee the Benefits to Work team spoke to the community rehabilitation providers. Important things to remember:

Benefits Analysts present programs to groups of people.

Community Work Incentive Coordinators meet with an individual ready to work and explain what will happen to his/her benefits when he/she starts working.

There is a difference between SSI and SSDI benefits and work incentives.

You can work and keep your medical insurance

There is a Student Earned Income Exclusion. This will become important as more emphasis is concentrated on the 18 to 22 year old group.

You probably know enough to be dangerous. **Contact the Benefits to Work Program!**

Contact: www.tndisability.org. Click on the program box. Click on the Benefits to Work line. You can navigate the entire black box on the right side and find all kinds of information.

CESP™ Certification Benefits

This certificate certifies competency in the full array of skill areas necessary to assist individuals to succeed in employment.

For Professionals

It provides confidence that staff have the necessary skills to perform high quality work and are committed to best practice.

For Service Providers & Funding Agencies and For Individuals with Disabilities

This certification assures job seekers that staff providing assistance are knowledgeable, highly skilled, and competent.

CESP™ Opens the Door

- LinkedIn Group
- CESP Meet-ups
- National networking opportunities
- Name recognition as a leader in your field
- Your name listed on the APSE website

Join a Rapidly Growing & Elite Group of Professionals

Certification opens the door to: •Improved professional advancement & job opportunities •Increased income opportunities



- Enhanced credibility with employers

CESP™ certification is a national, portable individual credential

Special CESP™ Benefits

- Reduced APSE membership fee
- Stay ahead of the curve
- Exclusive access to CESP™ publications, webinars & networking
- Earn a professional credential - not just a certificate of completion

For more information on upcoming exam opportunities, you need to visit: www.apse.org. and then click on the CESP box for all the info you will need.

Additional Certificate Holders

Since November we have had more people pass the CESP exam.

Susan Arwood	Linda Joseph
Ron Bynum II	Brian Kennedy
W. Andrew Clark	William King
Judy Creek	Amy Kyriakidis
Amy Curtis	Patrick McDonald
Melissa Donahue	Larry Milhorn
Jerry Evans	Matt Northcutt
Allen Ferrell	J. Peters
Jessica Herwig	Ken Scarborough
Michelle Hobbs	Diane Shelton
Margery Hobson	Brent Stearman
	Margaret Tinker

There are now 102 people from Tennessee that hold the CESP Certificate. Congratulations to all!

In 2015 the mean score was 81.9. The pass rate for 2015 was 77.5%. Professionals in Tennessee have sat for the exam since 2013. The pass rate has hovered at 85%.

Employment Competencies

I was looking at staff in the employment field and started making a list of what I saw as competencies that the most successful employment programs had.

These programs:

apply Person Centered Planning, facilitate meaningful informed choice, are pro-active in problem solving, use person's natural network for support, develop appropriate accommodations, can successfully job match, focus on employment, not other services, have expectations to the number of employer contacts in a week, schedule times to be in the community, value continuing education in employment, and, strengthen the business image of their agency.

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YOU
PLAY AGAINST YOURSELF.
YOUR OPPONENT
IS YOUR POTENTIAL
IF
YOU ARE NOT GIVING
100%
YOU ARE LOSING TO YOUR POTENTIAL.

- Bobby Knight