



How

Policymakers/Administrators Benefit from the Certified Employment Support Professional™ (CESP) Credential

A CESP certification is a critical component to promote professionalism and elevate workforce development

“The CESP is a great tool to help professionalize the direct support professional field. It helps providers, funders, and those receiving services know that they are working with someone that possesses a crucial base level of knowledge. The CESP can be used as a career ladder for direct support professionals for many years to come when incentivized with appropriate funding.”

Justin Blumhorst, CESP
Operations Leader, Capabilities
Chair APSE Public Policy
Committee
Co-President, OH APSE

“The CESP is a must for professionals working in the field of employment for people with disabilities. After decades of flat growth in employment, the CESP credential requires a level of expertise that hasn’t before existed for those working in the field! There is also an ongoing continuing education requirement for recertification. Invest in the future of employment support professionals and you are investing in everyone’s future—Pennsylvania has done this and is already seeing a 3% growth in employment for people with IDD and Autism.”

Julia Barol, MEd, CESP
Temple University Institute on
Disabilities
President, PA APSE

Individuals that earn the designation of Certified Employment Support Professional™ demonstrate that they are among an elite group that is competent in best practices and possess the full range of skills needed to assist individuals with disabilities to succeed in employment.

Certifications are valid nationwide and are recognized as a symbol of quality and pride. Testing is available every two months with sites in all 50 states.

As of January, 2020, there were **3,114 CESP**s.



Would recommend becoming a CESP to others



Nearly

1 in 4

Received a salary increase, promotion, or other reward as a result of CESP

What participants said can be done to improve CESP:

- **Establish competency** based requirements at the state level
- **Promote policies** or regulations that require CESP as qualification for employment staff
- **Incentivize certification** through higher reimbursement rates, salary increases, and promotions



If your state or funding agency is considering writing in competency-based requirements, check out apse.org/cesp-central for resources and information about what other states have done.

APSE.ORG

