

TIE THAT BINDS

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ATTITUDE IS THE REAL DISABILITY

THE CONSULTANTS

The University of Tennessee Center for Literacy, Education and Employment (CLEE) has a contract with The Tennessee Division of Rehabilitation Services to provide training to the Community Rehabilitation Providers (CRPs) across the state. The 3 consultants conducted 195 training events. This means that in a 5 day work week, there were 4 days of training somewhere in the state being done by the consultants.

Forty of these training were 2 day events designed for newly hired employment staff to orient to community employment. There are sessions on Disability Etiquette, Philosophy of Community Employment, Ethics and Values of Community Employment, Intro to Job Coaching and The Basics of Job Development.

Over 90 of these events were 2 hour trainings addressing the needs of each of the State's three Grand Regions. These topics included Advanced Job Development, Customized Employment, Task Analysis, Autism and Employment, Criminal Histories and Employment, WOTC, Social Security Incentives, Sensory Impairments and Employment, Assistive Technology and

Natural Supports and Fading from the Jobsite.

The remaining events were held for specific providers, addressing their particular concerns and needs. The consultants even branched out this year and had a webinar on Rural Employment.

The Consultants have had a contract with The Division of Rehabilitation Services since 1992. The scope of work has changed over the years, but in the last 5 years has concentrated on training and providing Best Practices for the CRPs in the State.

CESP EXAM

Another Certified Employment Support Professional exam has been scheduled in East Tennessee. It will be at the Knoxville Center of the Deaf. More information, the cost and registration is on the APSE website. www.apse.org.

Benevolent Ableism

Although I have been in the field since 1988, I am still learning things. Recently a colleague, Dale DiLeo, wrote about Benevolent Ableism. Ableism is like racism, it leads to discrimination and segregation but from a disability point of view.

The challenge has been that well-meaning and caring people often act in ways that do not automatically improve the quality of life. Dale makes 3 points on this.

1. Helpers have more power than recipients. Those who have the power make the rules.

2. Helping Programs arise from prevailing disability services. Sometimes what is popular is poorly researched and not held to a level of accountability.

3. Helpers succumb to a rescue mentality. Well intentioned motives and longevity of care can lead to a protectorate mentality.

Read more from Dale at

www.daledileo.com.

See what is happening at the Training Resource Network at www.trninc.com.

If you value the worth of each person, then present the abilities of each person to employers. If you value community integration, then employment is part of the community. If you value normalization, then failure may occur and learning will take place.

Building a Job Developer

So I work with about 35 Community Rehabilitation Providers and their job developers. Then there are another 60 Community Rehabilitation Providers in the state that I know. Know well enough to know the quality of work they do.

This is what I see in the successful job developers:

They have a set number of contacts they need to make each week.

They speak to people. They smile at people.

They call people by their name.

Everyone gets their attention and well wishes.

They have humor, patience and humility.

They share the praise and shoulder the

responsibility.

They make small talk, listen, and ask people about themselves.

They are flexible.

They value relationships.

They are known for being trustworthy.

And most importantly, **they believe people with disabilities can work in the community.**

It seems that there is fluidity in the vocational programs. Positions are open and filled quickly and open again. Maybe this can give you some insight about hiring.

Keep the Jobs Here

We keep hearing about the jobs that are leaving and going to foreign countries.

Maybe the best service we can provide people is the idea of thinking about jobs that cannot be exported or would be hard to export.

Plumbers	Nurse
Car mechanics	Personal care
Electricians	Personal shopper
Beauticians	Carpenters
Beautician for a mortician	Weatherization installers
Retail merchandisers	Hospitality industry

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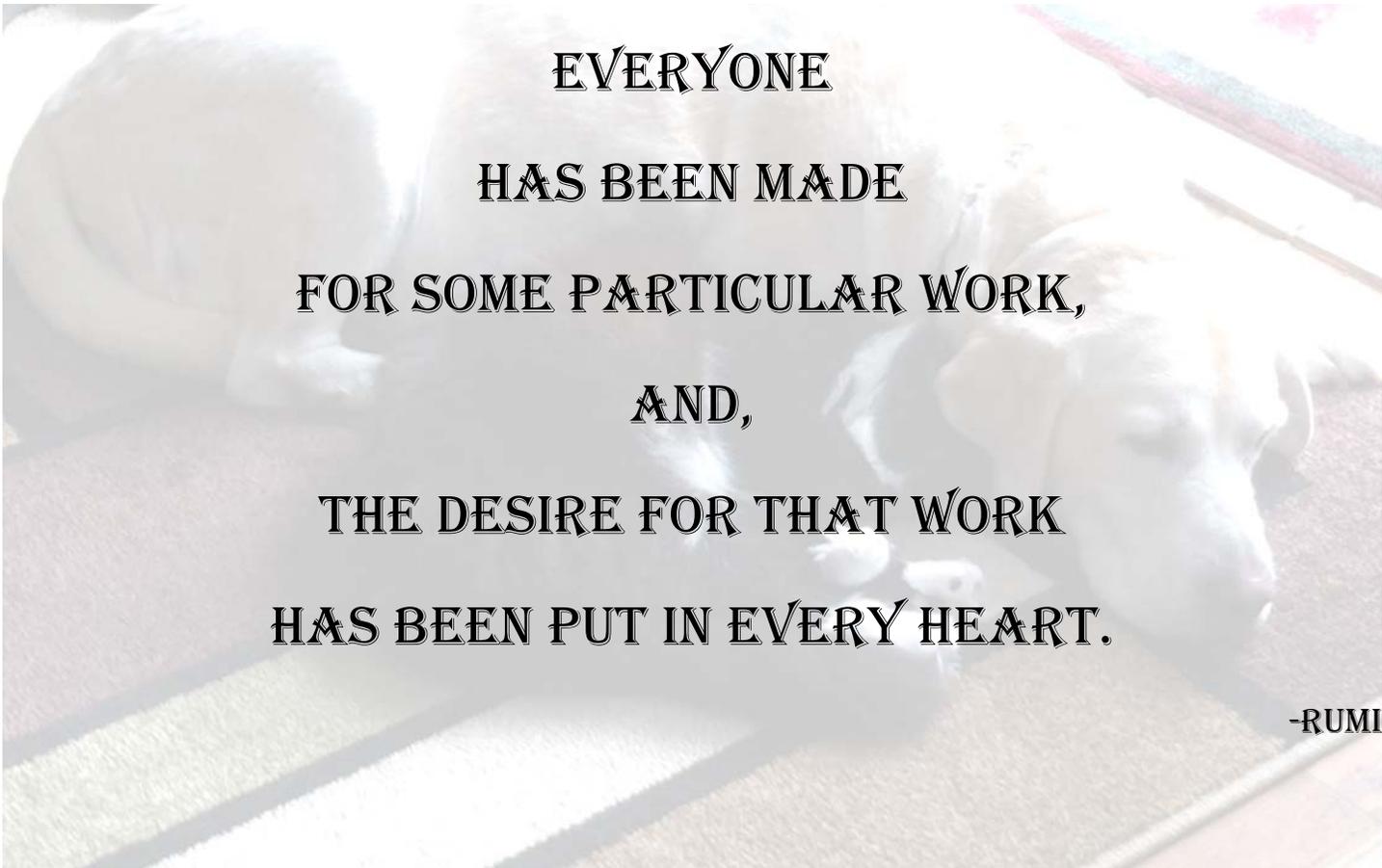
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**EVERYONE
HAS BEEN MADE
FOR SOME PARTICULAR WORK,
AND,
THE DESIRE FOR THAT WORK
HAS BEEN PUT IN EVERY HEART.**

-RUMI

DOG DAYS OF SUMMER