

What's Happening at National APSE

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National APSE



APSE and Employment First

- APSE is the ONLY national organization devoted to Employment First
- We promote E1 through:
 - Policy & Advocacy
 - Professional development
 - Sharing best practices and tools

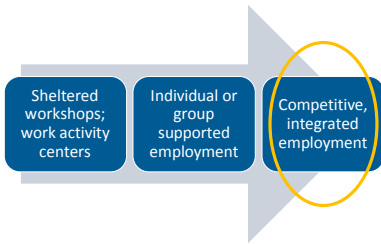


Employment First is...

- A **movement** to deliver meaningful employment, fair wages, and career advancement for people with disabilities.



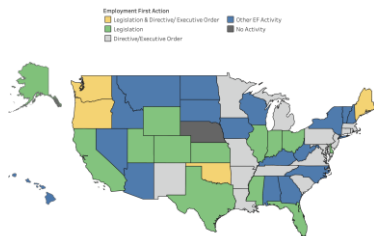
The Path to Employment



Who Benefits from Employment First?



Employment First States



The Role of Federal Policy in Promoting E1

- Fair Labor Standards Act (1938)
- Rehabilitation Act (1973)
- Individuals with Disabilities Education Act (IDEA, 1975/2008)
- Americans with Disabilities Act (ADA, 1990)
- Workforce Investment Act (WIA, 1998)
- The Olmstead decision by the Supreme Court (1999)
- Home and Community Based Services (HCBS) Setting Final Rule (2014)
- Two landmark Department of Justice (DOJ) court cases (Rhode Island, 2014 and Oregon, 2015)
- Workforce Innovation and Opportunity Act (WIOA, 2014)



APSE's Professional Development

- Sharing of Best Practices
- Sharing of Resources
- Learning Opportunities
- Increase training options for APSE Members



APSE's Universal Competencies

Association of People Supporting Employment First's Universal Employment Competencies	
<p>Competency is defined as the ability to successfully accomplish an activity. These competencies are the skills and knowledge that are necessary for successful employment. They are the skills and knowledge that are necessary for successful employment. They are the skills and knowledge that are necessary for successful employment.</p>	
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APSE Universal Employment Competencies: Domains



- DOMAIN 1: APPLICATION OF CORE VALUES AND PRINCIPLES TO PRACTICE
- DOMAIN 2: DISCOVERY/INDIVIDUALIZED ASSESSMENT AND EMPLOYMENT/CAREER PLANNING
- DOMAIN 3: COMMUNITY RESEARCH AND JOB DEVELOPMENT
- DOMAIN 4: WORKPLACE AND RELATED SUPPORTS
- DOMAIN 5: LONG-TERM SUPPORTS AND SERVICES



APSE's Professional Learning Community



APSE's Public Policy Committee

Purpose:

- To provide support and guidance to APSE National staff (Policy Director, ED, and others) in a manner that positions APSE as THE Employment First public policy leader.
- To share knowledge and update members of what is happening with policies related to employment for people with disabilities, both at a National and state level.
- To provide material support and contribution toward fulfilling APSE's strategic goals and objectives.
- To speak as one voice of APSE.

2nd Thursday at 3pm EST



Current E1 Policy Activities

Federal

- Raise the Wage ([HR 582](#) / [S 150](#))
- Transformation to Competitive Employment ([HR 873](#) / [S 260](#))

State

- Newly passed legislation/EO:
 - KS, NJ, SC
- Legislation pending:
 - CT, HI, IL, KY, MT, NC, NY, OR, TX, WV, WA



Promoting Competitive, Integrated Employment

Data sources:
<https://www.stateldata.info>
<https://www.dol.gov/whd/specialemployment/cerists.htm>

Competitive

Paid at least minimum wage and comparable to coworkers

14(c) certificates: **1,459** # individuals earning sub-minimum wage: **124,066**

Integrated

In a setting that is both inclusive of people with and without disabilities and is in the community

Percentage of Individuals Served in Integrated Employment (IDD pop., N=48,268)



• Priority-based and non-work settings • Integrated employment

Employment

A person with a disability applies for and is hired to fill an open position

Percentage of Working-Age Population Employed



APSE's National Conference



Work with State Chapters

APSE in Your Community

APSE — the Association of People Supporting Employment First

- 3,000+ members and growing national non-profit membership organization
- Chapters in 39 states and the District of Columbia, with members from all 50 states and Puerto Rico, and several foreign countries
- Members include individuals with disabilities, families, disability professionals, and businesses




CESP Exam

What is Certification?

- Process by which individuals demonstrate **required knowledge and skill**
- Tool for identifying **minimally competent individuals**
- Usually **voluntary**, non-governmental (vs. licensure)
- **Time-limited**
- **Independent** of a specific class, course, or other education/training program (vs. certificate programs)
- Primary focus on **assessment**

All professional certification programs have the same basic key components, regardless of the profession/industry



WHO BENEFITS FROM CERTIFICATION?

The CESP™ Certification Program was created in response to increasing demand for a system to identify trained, experienced employment support professionals. CESP™ certification has many benefits for both programs and professionals.

FOR PROFESSIONALS



Certifies your competency in the full array of skills needed to assist individuals to succeed in employment




Opens the door for increased income opportunities



Your certification is portable, meaning it is valid across all states. It can open the door to job options.



FOR SERVICE PROVIDERS



Communicates to funding agencies that your staff are competent in best practices




Feel confident your staff are using best practices




Use as a tool for succession and leadership planning


FOR EMPLOYERS



Have help hiring talented employees that are a fit for your company culture and needs



Receive specialized support for job acquisition and retention of diverse employees



Feel confident that professionals have your business interests in mind



Certificate

- Usually at the conclusion of a training
- Evidence of participation or completed coursework

Certification

- Evidence of competency
- Examines skill/knowledge based on set benchmarks
- Not based on one specific training



CESP Total



How Can We Help?

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