

National APSE Overview

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APSE believes in Employment First

Real jobs for real pay for *all* people with
disabilities.

Read More



Employment First Is



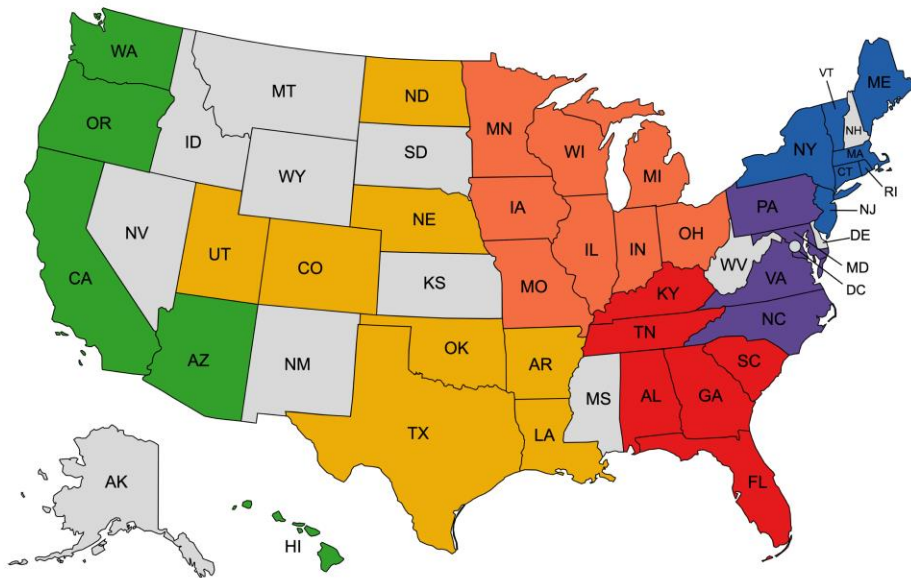
Tweets by @NationalAPSE



About APSE

(<https://apse.org/about-2/>)

*APSE is the ONLY national organization with an exclusive focus on **competitive integrated employment (CIE)** for individuals with disabilities.*



- Founded in 1988
- Professional member association
 - ~3,000 members
 - 38 state chapters



Vision: All people with disabilities have competitive employment in an inclusive workforce.

Mission: To advance employment equity for people with disabilities.

Values: We believe everyone can and should work, and have the dignity of determining their career path.

Our Goal: Advancing CIE

Competitive Integrated Employment (CIE) is work that is:

- Compensated at the customary rate paid for same or similar work (minimum wage or higher) and eligible for the same benefits provided to other employees
- At a location where there are opportunities to interact with people without disabilities (excluding supervisors and support staff)
- Presents opportunities for advancement

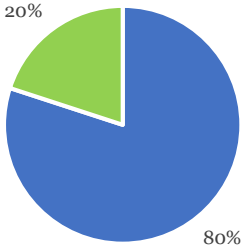
Another way to look at it

Competitive	Integrated	Employment
Paid at least minimum wage and comparable to coworkers	In a setting that is both inclusive of people with and without disabilities and is in the community	A person with a disability applies for and is hired to fill an open position in the general labor market

14(c)
certificates:
690
(+ 364
pending)

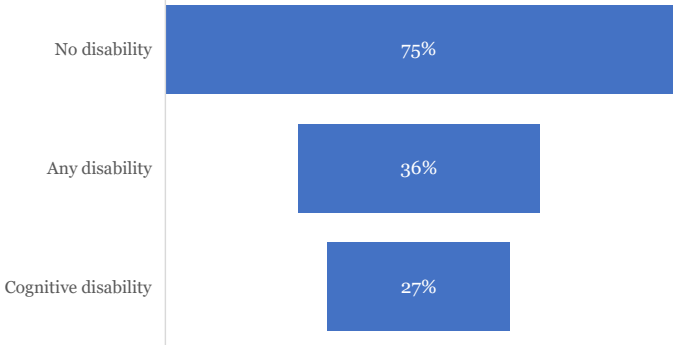
individuals earning
sub-minimum wage:
36,978
~54,000

Percentage of Individuals Served
in Integrated Employment
(IDD pop., N=641,608)



■ Facility-based and non-work settings ■ Integrated employment

Percentage of Working-Age Population Employed



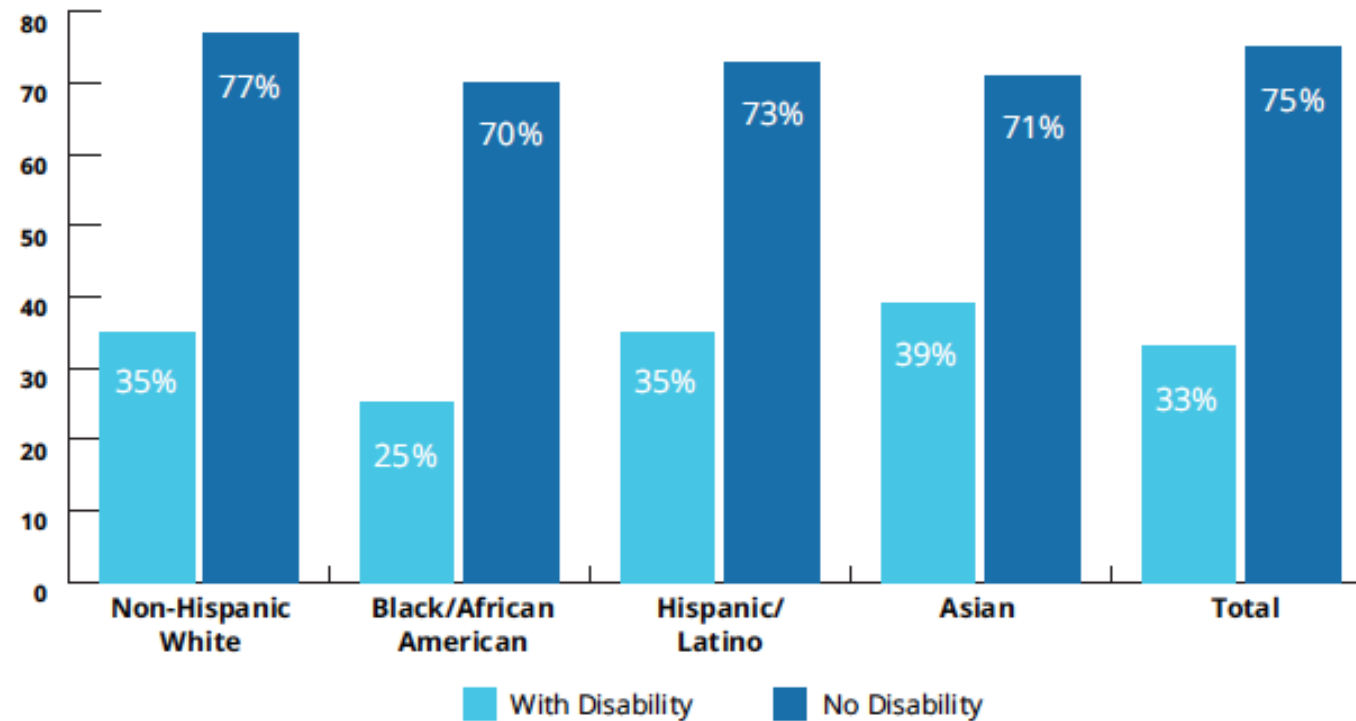
Data sources:

<https://www.dol.gov/agencies/whd/workers-with-disabilities/section-14c/certificate-holders> (7/1/2022); <https://www.statedata.info> (2017 outcome data, published 2019)



Addressing equity

Figure 9: Employment to Population Ratio by Disability Status and Race



Source: American Community Survey, 2015

APSE's Statement on EDI

APSE's commitment to equity, diversity, and inclusion is unwavering – across all of our work and our actions – and is central to our mission. We believe diversity unlocks innovation, which drives us to create a culture that celebrates and supports people of every disability, race/ethnicity, gender/gender identity, sexual orientation, age, religion, and lived experience.

- We will drive individual and organizational accountability and provide resources and tools, which will build the necessary capabilities to direct systemic change.
- We will foster an inclusive climate by listening and engaging with our diverse communities so that everyone feels welcomed, valued, and empowered to bring their authentic whole selves.
- We will build in coalition and develop opportunities for historically excluded individuals, groups, and voices to be leaders in our work.

This Declaration was approved by the National APSE Board of Directors on January 18, 2022.



APSE and Employment First

Employment First (E1) is...

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

- APSE promotes E1 through:
 - Professional development, training and technical assistance
 - Advancing and professionalizing the field through promotion of universal competencies and certification
 - Advancing policy & supporting grassroots advocacy at the Federal and state levels



Policy & Advocacy

(<https://apse.org/legislative-advocacy/>)

- Adding your voice to the Employment First movement at the National and State level
- Timely updates on important federal policy and guidance on advocacy, including APSE Policy Alerts
- Ability to participate in the APSE Public Policy Committee and monthly APSE State Policy “Coffee Talk”

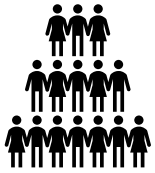


2023: APSE Legislative Priorities

(118th Congress & 2023 State Legislative Sessions)



- Phase Out of 14(c) and Subminimum Wage
- Building the capacity of the ESP Workforce to meet current and evolving needs



- SSI/SSDI Reform



- Achieving the Full Intent of Current Federal Employment First Law



- Compliance with the Medicaid Home and Community Based Services (HCBS) Settings Rule
- Implementation of the Workforce Innovation and Opportunity Act (WIOA)

State Policy is the focus!

NEW in 2023: State policy tools

<https://apse.org/state-legislation/>

- Monitor state legislation
- Manage in-state advocacy efforts



State Policy "Coffee Talk"



Monthly on the last Tuesday at 3pm EST

State Policy "Coffee Talk" is now a
Community of Practice

- Open to members and non-members



Events and Learning

(<https://apse.org/events-learning/>)

- APSE webinars that delve deeply into the issues that impact our community right now (FREE for Professional Members)
 - Monthly webinar series
 - Research-to-Practice webinar series
 - Content Specific webinar series
- APSE communities of practice provide opportunities to connect with peers around a topical area of interest (open to members and non-members)
 - Pre-ETS
 - CESP Conversations
 - State Policy “Coffee Talk”
 - DayHab to Employment
 - Technology and Employment



Register at:
[APSE's Calendar of Events](#)

Organizational & Professional Development Opportunities

- [Emerging Leaders](#) and [Rising Stars](#) professional development programs
- Training and technical assistance to organizations and groups
 - Universal Competencies
 - Organizational Transformation

Certified Employment Support Professional™ (CESP) Central

[\(https://apse.org/cesp-central/\)](https://apse.org/cesp-central/)

The CESP™ credential is intended to help employers, employees and potential employees by **increasing the visibility of – and access to – competent individuals in the profession.**

CESP recognizes individuals who have demonstrated a sufficient level of knowledge and skill to provide integrated employment services to a variety of populations.



Better Integrating CESP & APSE

NEW: CESP Group (\$60 “add on” to Professional Membership)

- Access to the CESP Group in the APSE member portal
- All PD credit hours earned through APSE are tracked in your member account (automatically approved and uploaded)!
- “Fast Track” your CESP recertification! Take your 36 required credit hours with National APSE to **automatically** recertify (\$125 application value!)



CESP Conversations is now
an APSE Community of Practice!

- Open to members and non-members



Membership

(<https://apse.org/membership/>)

- Professional development, networking and resource sharing
 - Online webinars and Regional Institutes
 - Communities of Practice
 - Access to *Journal of Vocational Rehabilitation*
 - Discounts on special events
- National APSE membership automatically gives you membership in your state's APSE Chapter.
 - APSE state chapters provide additional connections and leadership building opportunities where you are



Enhanced Membership Benefits

Benefits	Professional (\$180)	Student (\$90)	Patron (\$60)
Free Access to the Universal Domains Webinar Series	X	X	X
Free Access to Archived Webinars for 1 year	X	X	X
State Chapter Membership	X	X	X
Committee Participation	X	X	X
APSE Advance Newsletter	X	X	X
Free Online Access to the Journal of Vocational Rehabilitation	X	X	X
Discount on the National Annual Conference and Other Events & Trainings	25%	15%	10%
6 Free JVR Research to Practice Webinars	X	X	
12 Free Professional Webinars a Year	X		
Free Access to APSE Communities of Practice (Current offering: Pre-ETS, CESP Convos & State Policy)	X		
Free Access to Annual Regional e-Institutes			

Contact Us

(<https://apse.org/about/contact/>)



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Email (Preferred):

info@apse.org for: Membership,
Chapter, Training, Conference, or
general inquiries

cesp@apse.org for: Certified
Employment Support Professional™
Credential inquiries

julie@apse.org for: Policy related
matters and media inquiries

Phone: 301-279-0060

Find us on Facebook, LinkedIn and
Twitter!

APSE's Website and Other Resources

(<https://apse.org>)

Check out our Beacon!

- Ask a question or use a Quick Link!
- APSE FAQs: <https://apse.helpscoutdocs.com>
- CESP Hub: <https://cesp.helpscoutdocs.com>
- APSE Apply FAQs: <https://apse-apply.helpscoutdocs.com>
- Chapter Leader Hub: <https://apse-leaders.helpscoutdocs.com>
 - You must be logged into the Member Portal!