



Free Questions for *CESP* by *certsdeals*

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Question 1

Question Type: MultipleChoice

An employee uses a visual task list to help them manage day-to-day tasks assigned by their supervisor. This is an example of:

Options:

- A- an individualized education plan.
- B- a workplace accommodation.
- C- a task analysis.
- D- an assistive technology tool.

Answer:

D

Question 2

Question Type: MultipleChoice

Which of the following is NOT an example of a reasonable accommodation?

Options:

- A- An application in larger print
- B- A wheelchair ramp
- C- A headset to enable hands-free access to the phone system
- D- Orientation training for new employees

Answer:

D

Question 3

Question Type: MultipleChoice

You are working with a 35-year-old woman who has a hidden disability. She told you during intake that she does not want to disclose her disability because she has heard from friends that disclosure can result in her being fired. Which of the following is the BEST way for you to address this concern?

Options:

A- Explore what she sees as the risks versus benefits of disclosure, so that she can make an informed decision.

B- Agree that disclosure often ends badly, and that it is often not a good idea to disclose.

C- Counter her concern with success stories you have seen professionally.

Discuss her disability with the prospective supervisor on your own so that she can be protected by the Americans with Disabilities Act (ADA).

Answer:

A

Question 4

Question Type: MultipleChoice

During prep for an upcoming interview, the employment support professional notes the individual has a lack of basic knowledge about the company. How should the employment support professional BEST support this person?

Options:

- A- The employment support professional calls the Human Resource Department for more information.
- B- The employment support professional schedules a visit to the company headquarters.
- C- The employment support professional assists the person in reviewing the company's web page.
- D- The employment support professional offers to answer any company-specific questions during the interview.

Answer:

C

Question 5

Question Type: MultipleChoice

An employer is worried that the other employees will not have the right attitudes about a co-worker with disabilities. Of the following, what is the BEST response the employment support professional can offer to relieve this concern?

Options:

- A- 'I can help the employee's co-workers if there are any problems.'
- B- 'I have lists of many happy employers I can share with you.'

C- 'We do such a great job of training the people we support that their co-workers hardly notice them.'

D- 'I have never heard that concern; it is not likely to be a problem.'

Answer:

A

Question 6

Question Type: MultipleChoice

The ADA requires employers to provide reasonable accommodations such as:

Options:

A- lower quality standards for work

B- acquiring or modifying equipment

C- reallocating an essential function of a job

D- lower quantity standards for work

Answer:

B

Question 7

Question Type: MultipleChoice

You are supporting Brad, a 19-year-old male with autism who has a paid job in the mail room at a bank. The mail room employees are holding a blood drive for a non-profit organization after work and have asked Brad to join them in this volunteer service. According to the Fair Labor Standards Act (FLSA), why should Brad NOT be paid for this volunteer activity?

Options:

- A-** There is no prohibition for anyone employed in the private sector from volunteering in any capacity or line of work in the public sector.
- B-** There is a prohibition against employees with disabilities from volunteering in any capacity or line of work in the public sector.
- C-** Being paid is required for volunteers with disabilities.
- D-** People are allowed to volunteer their services to public agencies except when they are doing work that is not the same as the work in which they are employed.

Answer:

A

Question 8

Question Type: MultipleChoice

Which of the following is an example of an Impairment Related Work Expense (IRWE)?

Options:

- A- Job coach services
- B- Accommodations
- C- Individualized plan for employment
- D- Transportation

Answer:

A

Question 9

Question Type: MultipleChoice

For up to how many months can Social Security Disability Insurance (SSDI) recipients earn above the trial work period threshold wage and still receive full disability benefits while working within a rolling 60-month period?

Options:

- A- 3
- B- 9
- C- 6
- D- 12

Answer:

B

Question 10

Question Type: MultipleChoice

When providing job support, the MOST intrusive type of support is:

Options:

- A- pictures or checklists
- B- indirect verbal prompting
- C- gesturing
- D- direct verbal prompting

Answer:

D

Question 11

Question Type: MultipleChoice

In order to become more familiar with a job seeker's daily routine and environment, an employment support professional should:

Options:

- A- read the Vocational Evaluation Report.
- B- check their school records.
- C- spend time with the individual.
- D- ask their counselor.

Answer:

C

Question 12

Question Type: MultipleChoice

You are conducting job development when you learn that a large on-line shopping merchant is opening a store in your are

a. You investigate and determine the specific skills the company will need for positions when the store opens. Your NEXT step is to:

Options:

A- work with the individuals you support to teach them the skills desired by the employer

- B-** bring several individuals whom you support to interview, hoping that one matches a job opening
- C-** determine if one of the individuals you support wants to do the job for which the employer is hiring
- D-** take an individual whom you support to an interview and hope he has the skills that the employer is seeking

Answer:

C

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