



Free Questions for *CESP* by *vceexamstest*

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Question 1

Question Type: MultipleChoice

Tom is a 27-year-old male who has epilepsy, but it is currently managed by medication. When is he required to disclose his disability to his employer?

Options:

- A- After the job offer
- B- Before the interview
- C- Before an accommodation is requested
- D- During the interview

Answer:

C

Question 2

Question Type: MultipleChoice

Why is it important for an employment support professional to maintain data on an individual's job performance?

Options:

- A- So a job analysis can be completed
- B- So the employment support professional can ask for a raise
- C- To identify areas of success and need for additional support
- D- To know whether the employee may need a different job

Answer:

C

Question 3

Question Type: MultipleChoice

Which of the following is considered one of the principles of Employment First?

Options:

- A- Work adjustment
- B- Zero exclusion
- C Job ready
- D- Enclave employment

Answer:

B

Question 4

Question Type: MultipleChoice

Which of the following should the employment support professional utilize when supporting the job-seeker to work independently?

Options:

- A- Benefits plan
- B- Risk assessment

C- Fading plan

D- Job skills assessment

Answer:

C

Question 5

Question Type: MultipleChoice

An individual you serve has heard repeated myths about losing Supplemental Security Income (SSI) due to earned wages. Which of the following is the BEST way to dispel these myths?

Options:

A- Suggest that if the Social Security Administration claims that the individual no longer has a disability, he can appeal the decision.

B- Suggest that the individual call the Social Security Administration to get more information.

C- Suggest that the Social Security Administration may never know that the individual is working.

D- Provide informational literature on disability benefits and work incentives and offer to refer the individual to have a benefits analysis.

Answer:

D

Question 6

Question Type: MultipleChoice

You are a job developer for a 38-year-old female who has a cognitive disability. You are creating a vocational profile to assist with her job search. Which of the following is the LEAST appropriate piece of information to include?

Options:

- A- Her preferences for work environment
- B- Her reading ability
- C- Her parent's desire for her to work in a warehouse
- D- The conditions that are needed for her to be successful

Answer:

C

Question 7

Question Type: MultipleChoice

You are supporting Mandy, a young woman with a cognitive disability and cerebral palsy. Of the following, who is MOST likely to provide her with natural supports during her workday?

Options:

- A- Her job coach who trained her on the job
- B- Her supervisor, with whom she connects 1-2 times a week
- C- Her mother who drives her to work every day and picks her up after work ends
- D- Her co-worker, who sits beside her in the adjacent office and has become a friend

Answer:

D

Question 8

Question Type: MultipleChoice

Ann has autism and a reputation for challenging behaviors. She lost her prior retail job after refusing to punch in using the clock at work and running out the back door of the store. Which of the following should you do FIRST in supporting Ann in her new job?

Options:

- A-** Suggest to your program manager that Ann be assigned to an enclave placement until she can demonstrate positive work skills.
- B-** Review any data, previous training programs, and records to identify positive reinforcers or events that have been used to assist Ann in managing her challenging behaviors.
- C-** Identify a back-up staff person who can come to the job site immediately if Ann has problems.
- D-** Describe Ann's challenging behaviors, including her prior retail experience, to her new supervisor to help him anticipate any problems that they may encounter.

Answer:

B

Question 9

Question Type: MultipleChoice

You receive a referral for supported employment services for an individual whom your program worked with in the past. When previously served, this individual was minimally engaged and had difficulty with follow through. Which of the following is the MOST appropriate way to proceed with this individual?

Options:

- A- Refer him to a prevocational program to assess his readiness for services.
- B- Set up several conditions that he must meet to prove that he will follow through this time.
- C- Meet with him to discuss his employment interests, and engage him in the job development process.
- D- Refer him to another program or provider with whom he does not have a history.

Answer:

C

Question 10

Question Type: MultipleChoice

You are accompanying a 34-year-old female job-seeker with a cognitive disability as she is job shadowing at a veterinary clinic. The owner of the clinic tells you privately that the job-seeker is doing an excellent job, but he wants to know what disability she has. Which of

the following is the MOST appropriate response?

Options:

- A-** Tell the owner that you will be able to disclose this information if she chooses to hire the individual you are supporting.
- B-** Explain that it is illegal for her to ask this and leave the office immediately.
- C-** Disclose her disability to the owner but explain how she can be supported with job coaching.
- D-** Explain that you are not entitled to disclose this information unless she authorizes release.

Answer:

D

Question 11

Question Type: MultipleChoice

You have completed the person-centered employment plan for a 25-year-old female whose job goal is to work in broadcasting. However, she has a significant lateral lisp causing great difficulty in verbal communication. Which of the following would be the BEST job development activity?

Options:

- A- Speak with a station manager about customizing a position that utilizes her strengths and abilities.
- B- Video her to show her how she looks and sounds.
- C- Speak with a station manager to learn what opportunities exist for people with disabilities at his station.
- D- Refer her to a speech pathologist.

Answer:

D

Question 12

Question Type: MultipleChoice

An employment support professional has been working with an individual with no work experience, no clear interests, and who is unsure about their career goals. How should the employment support professional BEST support the job seeker in job developing?

Options:

- A- Find an apprenticeship for the individual.

- B- Locate an internship for the individual.
- C- Explore various careers with the individual.
- D- Place individual in an entry-level job.

Answer:

C

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