APSE CESP Practice Questions

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Question 1

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 2

Question Type: MultipleChoice

Paid work trials include:

Options:

A- guarantee of job offer.
B- volunteer work.
C- on-the-job training.
D- going to the day program.

Answer:

C

Question 3

Question Type: MultipleChoice

Which of the following is a reasonable accommodation to support an employee with a disability in the workplace?

Options:

A- Transportation to and from the workplace
B- Longer time provided to complete mandatory training
C- Assistance from another employee to complete essential functions
D- Request to omit typing for a data entry position

Answer:

B

Question 4

Question Type: MultipleChoice

You are supporting a job-seeker who is eager to start her own catering business. Her vocational counselor asks you to conduct some assessments to determine if she is capable of starting her own business. Which option best assessment strategies or tools is LEAST useful in determining whether she will succeed in her own business?

Options:

A- Assisting her to identify her strengths and limitations in managing her own business
B- A vocational evaluation
C- Developing a business feasibility test
D- Evaluation of her family support, Social Security benefits, and other resources

Answer:

B

Question 5

Question Type: MultipleChoice

You are working with a 20-year-old student with a cognitive disability. His teacher reports that he seems to enjoy organizational tasks. Which of the following environments would be the LEAST appropriate to observe work-related organizational tasks?

Options:

A- At a retail store, stocking products
B- At a restaurant, setting tables
C- At home, while putting away clean dishes
D- At school, filing documents

Answer:

B

Question 6

Question Type: MultipleChoice

You are providing follow-along services for a 19-year-old female who is working at a hotel cleaning rooms. She is Hispanic, English is her second language, and she has autism. Although she has been doing this job for several months, the manager indicates that she is having difficulty displaying toiletries. These products appear identical except for their names. The manager reports that many guests have complained about their room missing specific toiletry items. What FIRST step should you take in helping this worker improve her job performance?

Options:

A- Ask a bilingual Hispanic co-worker what cues she uses to distinguish the toiletries.
B- Ask the manager for an accommodation by substituting another job duty for the one that she is having difficulty completing.
C- Ask the manager if the worker can be paired with a co-worker to be her natural support for completing her daily job duties.
D- Talk with the individual to determine if the job is a good match and if she needs to look for another job.

Answer:

A

Question 7

Question Type: MultipleChoice

When advocating for supports and accommodations for someone with a disability, it is MOST important to consider that:

Options:

A- the employer must provide accommodations regardless of the cost unless the employer can prove that the accommodation would create an undue hardship
B- the accommodations may only be used by the employee with a disability
C- the accommodations are the decision of one person
D- only physical accommodations are required of the employer

Answer:

A

Question 8

Question Type: MultipleChoice

You are creating a portfolio for a job-seeker who has autism. He is interested in working in construction, as he has a lot of related experience, but is unable to conduct a traditional interview because he is nonverbal. Which of the following items would be LEAST appropriate to include in his portfolio which will be presented to prospective employers?

Options:

A- A brief guide to working with someone who has autism
B- Testimonials from people who have previously contracted the sen-ices of the job-seeker
C- Pictures of the job-seeker's completed projects
D- A list of references from people for whom the job-seeker has worked

Answer:

A

Question 9

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 10

Question Type: MultipleChoice

You are meeting with an employer to locate job openings that may be desirable for some of the job-seekers whom you are assisting. He indicates having heard great things about your organization but says that he cannot afford to hire people with special needs at this time. The BEST way to proceed is to:

Options:

A- tell him how eager the job-seekers you represent are to work, and how much it would mean for many of them to have a job
B- tell him that it is illegal to discriminate on the basis of a disability
C- discuss the skills and strengths that the job-seekers you represent can offer to his company
D- avoid wasting time with this employer because he is resistant to hiring individuals with a disability

Answer:

C

Question 11

Question Type: MultipleChoice

The job seeker with whom you are working is a female who has a cognitive disability. She prefers to interact with customers in a temperature-controlled environment and does not want to work when it is dark outside. Which of the following jobs would be the BEST fit?

Options:

A- Preparing food during morning hours
B- Assisting customers at a plant nursery during the afternoon
C- Filing and scanning documents in an office during lunch hours
D- Cashiering at a retail store during the early afternoon

Answer:

D

Question 12

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 13

Question Type: MultipleChoice

You are assisting a 33-year-old female who has an anxiety disorder. She has started a new job but is having substantial difficulty getting through the day due to the chaotic nature of the office in which she works. Which of the following is the LEAST appropriate way to proceed?

Options:

A- Ask the employer for a reasonable accommodation.
B- Coach her how to quit the job in a professional manner.
C- Visit her office and identify how she can create more order in her workload.
D- Talk to her support team about ways to cope with her anxiety.

Answer:

B

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