



Glossary of Transition Terms

Competitive Integrated Employment

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z



SSA Disability Benefits

Transportation

Disability Related Terms & Acronyms

Resources

Funding for the development of this product was provided, in part, by the California Department of Developmental Services, Employment Grant. 1/2014

A

ACHIEVING A BETTER LIFE EXPERIENCE (ABLE) ACT OF 2014 | An amendment to Section 529 of the Internal Revenue Service Code of 1986 that allows individuals with disabilities to create a tax-free savings account. The bill aims to ease financial strains by making a tax-free savings account to cover qualified expenses such as education, housing, and transportation. <https://www.ablenrc.org/what-is-able/history-of-the-able-act/>

AMERICA'S JOB CENTER | Job/Career Centers provide access to the state's employment-related services including skill assessment, assistance in searching for employment and training opportunities, job application preparation. https://edd.ca.gov/en/jobs_and_training/TCLobby/

AMERICANS WITH DISABILITIES ACT (ADA) | Title I of the Americans with Disabilities Act of 1990 prohibits private employers, state and local governments, employment agencies and labor unions from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training and other terms, conditions and privileges of employment. <https://www.ada.gov/>

Back

ACCCOMODATION | Modifying a job, job site, or the way in which a job is done so that a person with a disability can have equal access to all aspects of work. Job accommodations can make it possible for people with disabilities to: apply for jobs, perform essential job functions, be as productive as their co-workers, accomplish tasks with greater ease or independence. Job accommodations also allow people with disabilities access to the cafeteria, company-provided transportation or other company privilege or incentive.

AUTISM SPECTRUM DISORDER (ASD) | A developmental disability significantly affecting verbal and nonverbal communication and social interaction, generally evident before age three, that adversely affects a child's educational performance. Other characteristics often associated with autism are engaging in repetitive activities and stereotyped movements, resistance to environmental change or change in daily routines, and unusual responses to sensory experiences. The term autism does not apply if the individual's educational performance is adversely affected primarily because the individual has an emotional disturbance.

APPRENTICESHIP | Formal, sanctioned work experiences of extended duration in which an apprentice learns specific occupational skills related to a standardized trade, such as carpentry, plumbing or drafting. Many apprenticeships include paid work components.

[Back](#)

ASSOCIATION OF PEOPLE SUPPORTING EMPLOYMENT (APSE) | To advance employment equity for people with disabilities including building Employment First capacity, leading in Employment First policy, ensuring each state has a strong chapter, investing in infrastructure, and working to build reciprocal business relationships. <https://apse.org/>

Back

B

BENEFIT PLANNING QUERY (BPQY) | Provides a snapshot of an individual's benefits and work history, stored in the Social Security Administration's electronic records. https://www.ssa.gov/disabilityresearch/documents/BPQY_Handbook.pdf

BENEFITS PLANNING | A process to understand the importance of working, in the context of a quality life and self-sufficiency, while continuing to receive needed benefits, including Medi-Cal. This includes submitting proper reporting documents to the Social Security Administration.

BLIND WORK EXPENSES (BWE) | Individuals who are blind and are receiving Social Security Disability benefits under SSI are eligible for Blind Work Expenses (BWE). BWE allows a blind person to exclude from their earned income all expenses that enable the person to work. The excluded expenses do not need to be related to blindness. Some examples of BWE include: service animal expenses; transportation to and from work; federal, state, and local income taxes; social security taxes; attendant care services; visual and sensory aids; translation of materials into Braille; professional association fees; and union dues. <https://choosework.ssa.gov/library/faq-work-incentives-for-people-who-are-blind>

Back

BUSINESS ADVISORY COMMITTEE (BAC) | Comprised of representatives from local employers, the committee members will support the objectives of CaPROMISE by participating in periodic meetings and providing information to local program staff on issues such as labor market projections and new training and employment opportunities. Further, these employers will help create opportunities for youth to engage in volunteer work, on-the-job training, and paid employment.

[Back](#)

C

CALIFORNIA ACHIEVING A BETTER LIFE EXPERIENCE (CaABLE Savings Plan) | A savings and investment plan offered by the state of California to individuals with disabilities. Eligible individuals, family, friends and employers can contribute without affecting the account beneficiary's disability benefits. <https://calable.ca.gov/about>

CAREER ASSESSMENT | Series of batteries that come in a variety of forms and rely on both quantitative and qualitative methodologies. Career Assessments can help individuals identify interests, personality, values and skills to determine how well they match with a certain career. They can also provide insight as to what experience, education, and training is needed for a career they wish to pursue.

CAREER AWARENESS | In this phase of career development planning, is to understand how personal work-related values applies to opportunities through the world of work. Developing your career awareness means gaining knowledge of career paths and job opportunities and the skills and qualifications necessary to be successful in these positions.

Back

CAREER EXPLORATION | Involves visits by youth to workplaces to learn about jobs and the skills required to perform them. Visits and meetings with employers and people in identified occupations outside of the workplace are also types of career exploration activities from which you can learn about jobs and careers.

CAREER PATHWAYS | Small groups of occupations within a career cluster. Occupations within a pathway share common skills, knowledge, and interests. The development of strategies to support the use of career pathways for the purpose of providing individuals, including individuals with disabilities, with workforce investment activities, education, and supportive services to enter or retain employment is written into WIOA Title I Adult Programs and Services, Dislocated Workers and Youth Programs.

CAREER READINESS EDUCATION | A paradigm in education that focuses on career and/ or college readiness as a goal for K-12 education. Institutions may set their own definitions and metrics, but generally career readiness education models focus on preparing students to go into the workforce or further technical/career training pathways. With this goal in mind, states may work to make community college courses or internships available to high school students.

[Back](#)

COLLEGE TO CAREER (C2C) | Programs of instruction designed to provide youth with intellectual disabilities (ID) and autism with higher education and vocational training. C2Cs are located at the following eight California Community College campuses/districts: College of Alameda, Sacramento City College, Fresno College, Shasta College, and West Los Angeles College, Santa Rosa Jr. College, San Diego County Community College District (includes City, Mesa, Miramar, and Continuing Education campuses), and North Orange County Community College District (includes Anaheim, Cypress, and Wilshire campuses). <https://dsps.cccco.edu/resources/section-five-dsps-academic-adjustments-auxiliary-aids-services-and-or-instruction/intellectual-disabilities-developmental-disabilities/college-to-career-program-c2c/>

CAREER TECHNICAL EDUCATION (CTE) | Concomitant Provides students and adult with the academic and technical skills, knowledge and training necessary to succeed in future careers and develop skills they will use throughout their careers. <https://www.cde.ca.gov/ci/ct/>

CHILDHOOD DISABILITY BENEFITS (CDB) | Adults who have a disability that began before they turned 22 can get other benefits through Social Security called Childhood Disability Benefits (CDB). These benefits are based on the taxes their parents paid into the Social Security system. Unlike SSDI benefits, you do not need to have worked to qualify for CDB. To be eligible for CDB, an individual's parents must be getting SSDI benefits or Social Security retirement benefits (RSDI), or have died and worked long enough under Social Security to qualify the individual for CDB. <https://www.ssa.gov/benefits/disability/apply-child.html>

Back

COMPETITIVE INTEGRATED EMPLOYMENT (CIE) | Employment in a setting typically found in the community in which individuals interact with individuals without disabilities other than those who are providing services to those individuals, to the same extent that individuals without disabilities in comparable positions interact with other persons. For success stories go to: <https://www.dds.ca.gov/ConsumerCorner/successStories.cfm>

CUSTOMIZED EMPLOYMENT | Competitive integrated employment for an individual with a significant disability that is based on an individualized determination of the strengths, needs, and interests of the individual with a significant disability and the business needs of the employer and carried out “through flexible strategies.”
<https://www.dol.gov/odep/topics/CustomizedEmployment.htm>

Back

D

DISABILITY EMPLOYMENT INITIATIVE (DEI) | A collaborative effort between the United States Department of Labor's (DOL) Employment and Training Administration (ETA) and the Office of Disability Employment Policy (ODEP). DEI awards cooperative agreements to state Workforce Investment Act (WIA) entities to improve state and local level coordination and collaboration among employment and training programs and build effective community partnerships that leverage public and private resources to better serve individuals with disabilities and improve employment outcomes <https://www.dol.gov/agencies/odep/initiatives/disability-employment-initiative>

DISABILITY BENEFITS 101 (DB101) | Disability Benefits 101 provides tools and information on employment, health coverage, and benefits. Users can plan ahead and learn how work and benefits go together. <https://ca.db101.org/>

Back

DEPARTMENT OF DEVELOPMENTAL SERVICES (DDS) | DDS is the agency through which the State of California provides services and supports to individuals with developmental disabilities, including intellectual disability, cerebral palsy, epilepsy, autism and related conditions. Services are provided through state-operated developmental centers and community facilities, and contracts with nonprofit regional centers. <http://www.dds.ca.gov/>

DEPARTMENT OF REHABILITATION (DOR) | The leading coordinating agency for CaPROMISE. DOR provides services and advocacy, including consultation, counseling, vocational rehabilitation, and collaboration with community partners, to assist people with disabilities to live independently, become employed and have equality in the communities in which they live and work. <http://www.rehab.cahwnet.gov/>

DISABILITY RIGHTS CALIFORNIA (DRC) | Disability Rights California works to bring about fairness and justice for people with disabilities. To reach those goals of fairness and justice, DRC provides the following services: filing lawsuits on behalf of individuals or groups, investigating charges of abuse and neglect, building peer/self-advocacy groups, forging community partnerships, advocating for change in laws, regulations, and public policy, and providing information to those who may not know about their rights. <https://www.disabilityrightsca.org/>

Back

E

EMPLOYER ASSISTANCE AND RESOURCE NETWORK ON DISABILITY INCLUSION (EARN) | Helps employers learn about the benefits of hiring people with disabilities and employers learn ways to make their jobs more inclusive.

http://www.askearn.org/topics/laws-regulations/employer_financial_incentives/

EMOTIONAL DISTURBANCE | A condition exhibiting one or more of the following characteristics over a long period of time and to a marked degree that adversely affects a child's educational performance: (a) An inability to learn that cannot be explained by intellectual, sensory, or health factors. (b) An inability to build or maintain satisfactory interpersonal relationships with peers and teachers. (c) Inappropriate types of behavior or feelings under normal circumstances. (d) A general pervasive mood of unhappiness or depression. (e) A tendency to develop physical symptoms or fears associated with personal or school problems. The term includes schizophrenia. The term does not apply to children who are socially maladjusted, unless it is determined that they have an emotional disturbance

Back

EMPLOYMENT DEVELOPMENT DEPARTMENT (EDD) | A state department, EDD is responsible for the state programs involving unemployment insurance, State Disability Insurance (SDI), payroll tax collection, and job training/workforce services. <http://www.edd.ca.gov/>

EMPLOYMENT FIRST POLICY | On October 9, 2013, Governor Brown signed AB 1041 (Chesbro), which establishes in statute an Employment First Policy. California became the 12th state to enact an employment first policy in law. <https://scdd.ca.gov/wp-content/uploads/sites/33/2016/10/Employment-First-Policy-Summary-SCDD-CECY.pdf>

EMPLOYMENT FIRST PROGRAMS | RCOC curriculum of services to include: self-advocacy, self-care, vocational training/employment opportunities/volunteer opportunities, and community integration. Employment component of program must be integrated with competitive pay. Support hours can be flexible, based on individual's work schedule. Job coaching at job site is up to 100% of hours worked. <https://www.rcocdd.com/client-services/employment/infoandresources/>

EMPLOYMENT NETWORK | An entity that contracts with the Social Security Administration to either provide or coordinate the delivery of the necessary services to Social Security disability beneficiaries. The EN can be a single person, a partnership/alliance (public or private), or a consortium of organizations collaborating to combine resources to serve eligible people. <https://yourtickettowork.ssa.gov/employment-networks/>

Back

EXPEDITED REINSTATEMENT (EXR) | Individuals whose benefits ended because they worked and had earnings can request that their benefits start again without having to complete a new application. Individuals may receive provisional (temporary) benefits for up to 6 months while the Social Security Administration determines whether they are eligible to receive benefits again. Individuals may be eligible for Expedited Reinstatement if they are an SSDI or SSI beneficiary who (1) stopped receiving benefits because of earnings from work, (2) is unable to work or perform substantial gainful activity, (3) has a disability because of an impairment(s) that is the same as or related to the impairment(s) that allowed them to get benefits earlier, and (4) make the request within 5 years from the month their benefits ended.

<https://www.ssa.gov/disabilityresearch/wi/exr.htm>

Back

F

FEDERAL BENEFIT RATE (FBR) | The maximum dollar amount paid to individuals who receive Social Security Disability benefits under SSI. Also called the Federal Payment Standard or the SSI Standard Benefit Amount, the Federal Benefit Rate is linked to the consumer price index. If the consumer price index increases, so does the Federal Benefit Rate.
<http://www.disability-benefits-help.org/glossary/federal-benefit-rate>

FUNCTIONAL SKILLS | Functional skills are those needed for independent living such as cooking, meal planning, shopping, using or managing money, using public transportation and knowing safety procedures in the home and community.

FAIR LABOR STANDARDS ACT (FLSA) | A United States law (US Department of Labor) which sets out various labor regulations regarding interstate commerce employment, including minimum wages, requirements for overtime pay and limitations on child labor. The Fair Labor Standards Act is one of the most important laws for employers to understand since it sets out a wide array of regulations for dealing with employees.

Back

H

HEARING IMPAIRMENT | An impairment in hearing, whether permanent or fluctuating, that adversely affects a child's educational performance but is not included under the definition of "deafness."

[Back](#)



IMPAIRMENT RELATED WORK EXPENSE (IRWE) | Expenses incurred from the purchase or payment related to special equipment, training, or anything else directly related to an individual's ability to perform work with their impairment. Social Security Disability benefits generally allow individuals to deduct all impairment related work expenses when reporting income. The amount paid to cover impairment related work expenses is not counted against individuals when determining if they are gainfully employed for Social Security Disability purposes. Impairment related work expenses may also be deducted before calculating the amount of SSI benefit is to be reduced as a result of income.

INTELLECTUAL DISABILITY | A disability characterized by significant limitations in general intellectual functioning, existing concurrently [at the same time] with deficits in adaptive behavior and manifested during the developmental period, that adversely affects an individual's educational performance.

INDIVIDUAL PLAN FOR EMPLOYMENT (IPE) | A term used by the California Department of Rehabilitation to refer to the contract between the client and the CDOR. The IPE contains important information on the client's employment goal, and what services and supports the CDOR has agreed provide to assist the client in meeting that goal.

Back

INDIVIDUAL PROGRAM PLAN (IPP) | This written plan is similar to an Individualized Education Program (IEP). It outlines special services, goals and objectives for a person who needs individualized help because of a developmental disability. The Regional Center and the Consumer develop the IPP.

INDIVIDUAL SUPPORTED EMPLOYMENT | Individual support and advocacy services provided to individuals are related to employment. Individuals receiving services work in integrated settings and receive competitive pay. Job development and initial job coaching services are funded by the Department of Rehabilitation, Habilitation Program. Individuals receive ongoing support from job coach at 20% of the hours worked per month, which is funded by RCOC.

INDIVIDUAL TRANSITION PLAN | The ITP is the template for mapping out long-term adult outcomes from which annual goals and objectives are defined. The ITP must be based on the student's needs, preferences and interests and reflect the student's own goals. Objectives, timeliness, and people responsible for meeting the objectives should be written into the ITP (and made part of the IEP). It is important to understand that transition planning and development of the ITP are part of the IEP process.

[Back](#)

INTEGRATED SETTING | A work setting in a typical labor market site where people with disabilities engage in typical daily work patterns with co-workers who do not have disabilities and where workers with disabilities are not congregated. Sheltered workshops do not constitute integrated setting. Additionally, individuals with disabilities have the opportunity to interact with non-disabled co-workers during the course of performing their work duties to the same extent that their non-disabled co-workers have to interact with each other when performing the same work. (This does not include employees of the community rehabilitation program.)

INTERNSHIPS | Internships are formal agreements whereby a youth is assigned specific tasks in a workplace over a predetermined period of time. Internships may be paid or unpaid, depending on the nature of the agreement with the company and the nature of the tasks. (Luecking, 2009)

INSTITUTE ON DISABILITY (IOD) | Provides a university based focus for the improvement of knowledge, policies, and practices related to the lives of people with disabilities and their families including community living, employment, and assistive technology. <https://iod.unh.edu/about-institute>

Back

J

JOB ACCOMMODATION NETWORK (JAN) | This service provides free, expert, and confidential guidance on workplace accommodations and disability employment issues. The JAN also helps people with disabilities enhance their employability and shows employers how to capitalize on the value and talent that people with disabilities add to the workplace. <https://askjan.org/>

JOB COACHING | Job coaching refers to the training of an employee by an approved specialist, who uses structured intervention techniques to help the employee learn to perform job tasks to the employer's specifications and to learn the interpersonal skills necessary to be accepted as a worker at the job site and in related community contacts. In addition to job-site training, job coaching includes related assessment, job development, counseling, advocacy, travel training and other services needed to maintain the employment.

JOB SHADOWING | Allows an individual to observe the work of a seasoned professional. Essentially, job shadowing involves working with an employee who can teach aspects related to the job, organization, certain abilities needed for the job and typical work behaviors. - Job Shadowing is extended time, often a full workday or several workdays, spent by a youth in a workplace accompanying an employee in the performance of his or her daily duties. (Luecking, 2009)

Back

L

LEARNING DISABILITY | A disorder in one or more of the basic psychological processes involved in understanding or in using language, spoken or written, that may manifest itself in the imperfect ability to listen, think, speak, read, write, spell, or to do mathematical calculations. The term includes such conditions as perceptual disabilities, brain injury, minimal brain dysfunction, dyslexia, and developmental aphasia. The term does not include learning problems that are primarily the result of visual, hearing, or motor disabilities; of intellectual disability; of emotional disturbance; or of environmental, cultural, or economic disadvantage.

LOCAL PARTNERSHIP AGREEMENT (LPA) | They articulate ways in which local partners will work together to streamline service delivery, engage their communities, and increase CIE opportunities for individuals with ID/DD. These agreements provide the opportunity for each set of local partners to determine what strategies will work best for individuals with ID/DD. <https://www.chhs.ca.gov/home/cie/elementor-11522/>

Back

M

MEDI-CAL/MEDICAID | (Medi-Cal Is California's Medicaid Program) This is a public health insurance program which provides needed health care services for low-income individuals including families with children, seniors, persons with disabilities, foster care, pregnant women, and low income people with specific diseases such as tuberculosis, breast cancer or HIV/AIDS. <https://www.ssa.gov/medical>

MEDICARE | Medicare is the federal health insurance program for people who are 65 or older, certain younger people with disabilities, and people with End-Stage Renal Disease (permanent kidney failure requiring dialysis or a transplant, sometimes called ESRD). <https://www.ssa.gov/medicare>

MULTIPLE DISABILITIES | Concomitant [simultaneous] impairments (such as intellectual disability-blindness, intellectual disability-orthopedic impairment), the combination of which causes such severe educational needs that they cannot be accommodated in special education programs solely for one of the impairments. The term does not include deaf-blindness.

Back

MENTORING | Mentoring is a person who through support, counsel, friendship, reinforcement and constructive example helps another person, usually a young person, to reach his or her work and life goals. Mentoring relationships provide valuable support to young people, especially those with disabilities, by offering not only academic and career guidance, but also effective role models for leadership, interpersonal and problem-solving skills. (Office of Disability Employment Policy, 2012)

Back

N

NATIONAL COUNCIL ON DISABILITIES (NCD) | The independent federal agency responsible for advising the President, Congress, and other federal agencies regarding policies, programs, practices, and procedures that affect people with disabilities. <http://www.ncd.gov/>

NATURAL SUPPORTS | Include the personal associations and relationships typically developed in the community that enhance the quality of life for individuals with disabilities. Natural supports may include family members, friends, neighbors, co-workers and others in the community or organizations that serve the general public that provide voluntary support to help an individual with a disability achieve agreed upon outcomes.

Back

O

OFFICE OF DISABILITY EMPLOYMENT POLICY (ODEP) | A sub-cabinet level policy agency in the U.S. Department of Labor. ODEP's mission is to develop and influence policies and practices that increase the number and quality of employment opportunities for people with disabilities. <http://www.dol.gov/odep/#>

OFFICE OF SPECIAL EDUCATION AND REHABILITATION SERVICES (OSERS) | An office within the US Department of Education. OSERS works to provide leadership to achieve full integration and participation in society of people with disabilities by ensuring equal opportunity and access to, and excellence in, education, employment and community living. <https://www2.ed.gov/about/offices/list/osers/index.html>

ON-THE-JOB-TRAINING (OJT) | Employee training at the place of work while he or she is doing the actual job. Usually a professional trainer (or sometimes an experienced employee) serves as the course instructor using hands-on training often supported by formal classroom training.

ORTHOPEDIC IMPAIRMENT | A severe orthopedic impairment that adversely affects a child's educational performance including impairments caused by a congenital anomaly or disease (e.g., poliomyelitis, bone tuberculosis), and impairments from other causes (e.g., cerebral palsy, amputations, and fractures or burns that cause contractures).

Back

P

PERSON CENTERED/DRIVEN PLANNING (PCP/PDP) | An ongoing problem-solving process used to help people with disabilities plan for their future. In person centered planning, groups of people focus on an individual and that person's vision of what they would like to do in the future.

PAID INTERNSHIP PROGRAM (PIP) | The purpose of this RCOC program is to increase the vocational skills and abilities of the participants. The goals of the programs include the acquisition of experience and skills for employment, or for the internship to lead to competitive integrated employment in the same job. Internship wages will be, at least, state or local minimum wage, with a maximum of \$10,400 per year. Services are provided in a 1:1 staffing ratio, and developed through the Person-Centered Planning process.

PAID EMPLOYMENT | Paid Employment may include existing standard jobs in a company or customized work assignments that are negotiated with an employer, but these jobs always feature a wage paid directly to the youth. Such work may be scheduled during or after the school day. It may be integral to a course of study or simply a separate adjunctive experience. (Luecking, 2009)

[Back](#)

POST-EMPLOYMENT SERVICES | Post-employment services mean one or more of the services identified in § 361.48 that are provided subsequent to the achievement of an employment outcome and that are necessary for an individual to maintain, regain, or advance in employment, consistent with the individual's strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice. (Authority: Sections 12(c) and 103(a)(18) of the Act; 29 U.S.C. 709(c) and 723(a)(18))

POST-SECONDARY EDUCATION | Formal education or training beyond high school, including university, community college, adult school, regional occupational program, vocational or trade schools.

PROJECT SEARCH | Project SEARCH developed at Cincinnati Children's Hospital Medical Center, is a research environment that fosters visionary thinking and innovation. Since its inception and through the guidance of Erin Riehle, Project SEARCH has grown from a single program site at Cincinnati Children's to over 400 sites across the United States and Canada, England, Scotland, Ireland, and Australia. Project SEARCH's primary objective is to secure competitive employment for people with disabilities. The model can accommodate different business sectors and regional variation in agency structure while adhering to critical core model components. <https://projectsearch.us/>

Back

R

REGIONAL CENTER (RC) | Nonprofit private corporations that contract with the Department of Developmental Services to provide or coordinate services and supports for individuals with developmental disabilities. They have offices throughout California to provide a local resource to help find and access the many services available to individuals and their families. Regional centers provide diagnosis and assessment of eligibility and help plan, access, coordinate and monitor the services and supports that are needed because of a developmental disability. Regional Centers provide people with residential, day, transportation, and social, independent living, and respite, medical, psychological, preschool and other services. <https://www.rcocdd.com/>

Back

S

SOCIAL SECURITY ADMINISTRATION (SSA) | SSA is the federal agency that administers both the Supplemental Security Income (SSI) Program and the Social Security Disability Insurance (SSDI) Program. <https://www.ssa.gov/>

SOCIAL SECURITY DISABILITY INSURANCE (SSDI) | Benefits paid to insured workers under the Social Security program who have acquired a disability. <https://www.ssa.gov/disability>

SPEECH or LANGUAGE IMPAIRMENT | A communication disorder such as stuttering, impaired articulation, a language impairment, or a voice impairment that adversely affects an individual's educational performance.

STUDENT EARNED INCOME EXCLUSION | Social security may exclude some gross earnings in a month in figuring countable income for students under age 22.

<http://www.ssa.gov/ssi/spotlights/spot-student-earned-income.htm>

Back

More

SUPPLEMENTAL SECURITY INCOME (SSI) | Monthly payments from the federal government to people who have low income and few resources and are age 65 or older, blind, or have a disability. <https://www.ssa.gov/ssi>

SUPPORTED EMPLOYMENT | A term used to describe a system of support for people with disabilities in regards to ongoing employment in integrated settings. Supported employment provides assistance such as job coaches, job development, job retention, transportation, assistive technology, specialized job training, and individually tailored supervision. Supported Employment often refers to both the development of employment opportunities and on-going support for those individuals to maintain employment.

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES (SCDD) | An independent state agency established by state and federal law to ensure that people with developmental disabilities and their families receive the services and supports they need. State Council has a responsibility to plan and coordinate resources to protect the legal, civil and service rights of persons with developmental disabilities. The Council is made up of consumers, parents and state agency administrators. <http://www.scdd.ca.gov/>

Back

T

TICKET TO WORK | A free and voluntary program that can help Social Security beneficiaries go to work, get a good job that may lead to a career, and become financially independent, all while they keep their Medicare or Medicaid. Individuals who receive Social Security benefits because of a disability and are age 18 through 64 probably already qualify for the program. Another name for Employment Network. <http://www.socialsecurity.gov/work/>

TRAUMATIC BRAIN INJURY | An acquired injury to the brain caused by an external physical force, resulting in total or partial functional disability or psychosocial impairment, or both, that adversely affects a child's educational performance. The term applies to open or closed head injuries resulting in impairments in one or more areas, such as cognition; language; memory; attention; reasoning; abstract thinking; judgment; problem solving; sensory, perceptual, and motor abilities; psychosocial behavior; physical functions; information processing; and speech. The term does not apply to brain injuries that are congenital or degenerative, or to brain injuries induced by birth trauma

Back

TAILORED DAY SERVICES | These RCOC services and supports focus on integrated competitive employment (for individuals not eligible for services through Department of Rehabilitation), post-secondary education, volunteering, and community integration. Services are focused on training, not supervision. <https://www.rcocdd.com/wp-content/uploads/2014/05/Tailored-Day-Services.pdf>

TRANSITIONAL EMPLOYMENT | As used in the definition of supported employment, means a series of temporary job placement in CIE with ongoing support services for individuals with the most significant disabilities due to a mental illness. The provision of ongoing support and services must include continuing job placements until job permanency is achieved.

TRANSITION PARTNERSHIP PROJECT (TPP) | This program is funded by the Department of Rehabilitation (DOR) and is designed for high school students with significant disabilities who are interested in paid employment related to a career goal. The TPP program provides service coordination, specialized job development and some job coaching. Eligibility is determined by Department of Rehabilitation (DOR) <https://www.dor.ca.gov/Home/CppTransitionPartnershipProgramsHS>

TRAVEL TRAINING | Assisting individuals with disabilities to know what systems of transport are available, how to access these, how to plan their travel, and how to execute their travel plans safely. For many individuals, learning how to travel on public transportation requires systematic training. Travel training, then, is often a crucial element in empowering people with disabilities to use the accessible transportation systems.

Back

V

VISUAL IMPAIRMENT (including Blindness) | An impairment in vision that, even with correction, adversely affects a child's educational performance. The term includes both partial sight and blindness.

VOCATIONAL EVALUATION | A comprehensive process of vocational exploration and assessment designed to assist in identifying an individual's vocational options. It incorporates medical, psychological, social, vocational, educational, cultural, and economic data in the attainment of the goals of the evaluation process.

[Back](#)

W

WORK INCENTIVES PLANNING ASSISTANCE (WIPA) | Funded by Social Security to provide information about work and benefits to people who receive Social Security Disability Insurance (SSDI) or Supplemental Security Income (SSI) because of disability. <https://choosework.ssa.gov/findhelp/>

WORK BASED LEARNING | Defined in Ed. Code (51760-51769.5) as an educational approach or instructional methodology that uses the workplace or real work to provide pupils with the knowledge and skills that will help them connect school experiences to real-life work activities and future career opportunities. Work-based learning should be an integral part of a more comprehensive program that integrates academic courses and career technical education. There is an array of work-based learning experiences for career awareness, career exploration, career preparation and career training

WORK EXPERIENCE (WE) | Any experience that a person gains while working in a specific field or occupation. The expression may refer to a type of volunteer work that is commonly intended for young people—often students—to get a feel for professional working environments.

Back

WORKFORCE INNOVATION and OPPORTUNITY ACT (WIOA) | WIOA was signed into law on July 22, 2014 and provides additional employment supports to individuals with disabilities. WIOA supersedes the Workforce Investment Act of 1998 and amends the Adult Education and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973. <https://www.dol.gov/agencies/eta/wioa>

WORK OPPORTUNITY TAX CREDIT (WOTC) | a Federal tax credit available to employers for hiring individuals from certain target groups who have consistently faced significant barriers to employment, including individuals with disabilities who have completed, or are completing, rehabilitative services. <https://www.dol.gov/agencies/eta/wotc>

WORABILITY I (WAI) | This program focuses on preparing students for successful transition to employment, continuing education and quality adult life with an emphasis on work based learning. Student referrals are made through school site case carriers and the IEP Team. <https://www.cde.ca.gov/sp/se/sr/wrkabltyl.asp>

Back

Y

YOUTH EMPLOYMENT OPPORTUNITY PROGRAM (YEOP) | A program administered by the California Employment Development Department (EDD) that provides assistance in the form of peer advising, job placement, referrals to supportive services, educational and career coaching, employment preparation and assistance, workshops, and referrals to training for youth, ages 15 through 25, who are at risk of not achieving their educational and vocational goals.

https://edd.ca.gov/en/jobs_and_training/youth_employment_opportunity_program

Back

SSA Disability Benefits

BENEFITS PLANNING | A process to understand the importance of working, in the context of a quality life and self-sufficiency, while continuing to receive needed benefits, including Medi-Cal. This includes submitting proper reporting documents to the Social Security Administration.

BLIND WORK EXPENSES (BWE) | Individuals who are blind and are receiving Social Security Disability benefits under SSI are eligible for Blind Work Expenses (BWE). BWE allows a blind person to exclude from their earned income all expenses that enable the person to work. The excluded expenses do not need to be related to blindness. Some examples of BWE include: service animal expenses; transportation to and from work; federal, state, and local income taxes; social security taxes; attendant care services; visual and sensory aids; translation of materials into Braille; professional association fees; and union dues. <https://choosework.ssa.gov/library/faq-work-incentives-for-people-who-are-blind>

CHILDHOOD DISABILITY BENEFITS (CDB) | Adults who have a disability that began before they turned 22 can get other benefits through Social Security called Childhood Disability Benefits (CDB). These benefits are based on the taxes their parents paid into the Social Security system. Unlike SSDI benefits, you do not need to have worked to qualify for CDB. To be eligible for CDB, an individual's parents must be getting SSDI benefits or Social Security retirement benefits (RSDI), or have died and worked long enough under Social Security to qualify the individual for CDB.

<https://www.ssa.gov/pubs/EN-05-10026.pdf>

Back

SSA Disability Benefits

EMPLOYMENT NETWORK | An entity that contracts with the Social Security Administration to either provide or coordinate the delivery of the necessary services to Social Security disability beneficiaries. The EN can be a single person, a partnership/alliance (public or private), or a consortium of organizations collaborating to combine resources to serve eligible people. <https://yourtickettowork.ssa.gov/employment-networks/>

EXPEDITED REINSTATEMENT (EXR) | Individuals whose benefits ended because they worked and had earnings can request that their benefits start again without having to complete a new application. Individuals may receive provisional (temporary) benefits for up to 6 months while the Social Security Administration determines whether they are eligible to receive benefits again. Individuals may be eligible for Expedited Reinstatement if they are an SSDI or SSI beneficiary who (1) stopped receiving benefits because of earnings from work, (2) is unable to work or perform substantial gainful activity, (3) has a disability because of an impairment(s) that is the same as or related to the impairment(s) that allowed them to get benefits earlier, and (4) make the request within 5 years from the month their benefits ended.

<https://www.ssa.gov/disabilityresearch/wi/exr.htm>

FEDERAL BENEFIT RATE (FBR) | The maximum dollar amount paid to individuals who receive Social Security Disability benefits under SSI. Also called the Federal Payment Standard or the SSI Standard Benefit Amount, the Federal Benefit Rate is linked to the consumer price index. If the consumer price index increases, so does the Federal Benefit Rate.

<http://www.disability-benefits-help.org/glossary/federal-benefit-rate>

Back

SSA Disability Benefits

IMPAIRMENT RELATED WORK EXPENSE (IRWE) | Expenses incurred from the purchase or payment related to special equipment, training, or anything else directly related to an individual's ability to perform work with their impairment. Social Security Disability benefits generally allow individuals to deduct all impairment related work expenses when reporting income. The amount paid to cover impairment related work expenses is not counted against individuals when determining if they are gainfully employed for Social Security Disability purposes. Impairment related work expenses may also be deducted before calculating the amount of SSI benefit is to be reduced as a result of income.

<https://www.ssa.gov/ssi/spotlights/spot-work-expenses.htm>

SOCIAL SECURITY ADMINISTRATION (SSA) | SSA is the federal agency that administers both the Supplemental Security Income (SSI) Program and the Social Security Disability Insurance (SSDI) Program. <https://www.ssa.gov/>

SOCIAL SECURITY DISABILITY INSURANCE (SSDI) | Benefits paid to insured workers under the Social Security program who have acquired a disability. <https://www.ssa.gov/disability>

STUDENT EARNED INCOME EXCLUSION | Social security may exclude some gross earnings in a month in figuring countable income for students under age 22.

<http://www.ssa.gov/ssi/spotlights/spot-student-earned-income.htm>

Back

SSA Disability Benefits

SUPPLEMENTAL SECURITY INCOME (SSI) | Monthly payments from the federal government to people who have low income and few resources and are age 65 or older, blind, or have a disability. <https://www.ssa.gov/ssi>

TICKET TO WORK | A free and voluntary program that can help Social Security beneficiaries go to work, get a good job that may lead to a career, and become financially independent, all while they keep their Medicare or Medicaid. Individuals who receive Social Security benefits because of a disability and are age 18 through 64 probably already qualify for the program. Another name for Employment Network. <http://www.socialsecurity.gov/work/>

WORK INCENTIVES PLANNING ASSISTANCE (WIPA) | Funded by Social Security to provide information about work and benefits to people who receive Social Security Disability Insurance (SSDI) or Supplemental Security Income (SSI) because of disability. <https://choosework.ssa.gov/findhelp/>

SSA RED BOOK | Explains how a job and any other income changes SSI and Medi-Cal. It has information about all SSA work incentive programs. <https://www.ssa.gov/redbook/index.html>

Back

TRANSPORTATION

Paratransit | Paratransit is comparable transportation service required by the ADA for individuals with disabilities who are unable to use fixed route transportation systems.

Public Transportation | includes fixed route systems, light rail, train, biking and walking

Orange County Transportation Authority (OCTA) | OCTA provides extensive bus service that is safe and convenient. OCTA also provides a shared-ride service (ACCESS) for people who are unable to use the regular, fixed-route bus service because of functional limitations caused by a disability. <https://www.octa.net/getting-around/bus/oc-bus/bus-overview/>

OCTA Online Trip Planner | Get detailed trip itinerary in 2 clicks and find where and what time to catch your OCTA bus, where to exit or transfer, how long your trip will take and walking directions. You may email or print your itinerary. [OCTA Online Trip Planner](#)

Google Transit | Input your Orange County starting address and your destination address, and Google Maps will give you directions and advice on which public transportation will work best for your trip. <https://www.google.com/intl/en/landing/transit/>

Back

DISABILITY RELATED TERMS

Americans with Disabilities Act (ADA) | This statute, enacted in 1992, gives civil rights protections to individuals with disabilities that are like those provided to individuals on the basis of race, sex, national origin, and religion. It guarantees equal opportunity for individuals with disabilities in employment, public accommodations, transportation, State and local government services and telecommunications. <https://www.ada.gov/>

Accommodation | Modifying a job, job site, or the way in which a job is done so that a person with a disability can have equal access to all aspects of work. Job accommodations can make it possible for people with disabilities to: apply for jobs, perform essential job functions, be as productive as their co-workers, accomplish tasks with greater ease or independence. Job accommodations also allow people with disabilities access to the cafeteria, company-provided transportation or other company privilege or incentive.

Autism Spectrum Disorder | A developmental disability significantly affecting verbal and nonverbal communication and social interaction, generally evident before age three, that adversely affects a child's educational performance. Other characteristics often associated with autism are engaging in repetitive activities and stereotyped movements, resistance to environmental change or change in daily routines, and unusual responses to sensory experiences. The term autism does not apply if the individual's educational performance is adversely affected primarily because the individual has an emotional disturbance.

Back

DISABILITY RELATED TERMS(continued)

Deaf-Blindness | Concomitant [simultaneous] hearing and visual impairments, the combination of which causes such severe communication and other developmental and educational needs that they cannot be accommodated in special education programs solely for students with deafness or students with blindness.

Deaf or Hard-of-Hearing (DHH) | An individual who has hearing loss, aided or unaided, that impacts the processing of linguistic information and adversely affects performance in the educational environment is considered deaf or hard-of-hearing. The degree of loss may range from mild to profound.

Disability Benefits 101 (DB 101) | Disability Benefits 101 provides tools and information on employment, health coverage, and benefits. Users can plan ahead and learn how work and benefits go together

<https://ca.db101.org/nav/bw.htm>

Emotional Disturbance (ED) | A condition exhibiting one or more of the following characteristics over a long period of time and to a marked degree that adversely affects a child's educational performance: (a) An inability to learn that cannot be explained by intellectual, sensory, or health factors. (b) An inability to build or maintain satisfactory interpersonal relationships with peers and teachers. (c) Inappropriate types of behavior or feelings under normal circumstances. (d) A general pervasive mood of unhappiness or depression. (e) A tendency to develop physical symptoms or fears associated with personal or school problems. The term includes schizophrenia. The term does not apply to children who are socially maladjusted, unless it is determined that they have an emotional disturbance.

Back

DISABILITY RELATED TERMS (continued)

Intellectual Disability (ID) | A disability characterized by significant limitations in general intellectual functioning, existing concurrently [at the same time] with deficits in adaptive behavior and manifested during the developmental period, that adversely affects an individual's educational performance.

Integrated Setting | Integrated Setting: - Environments in which people with and without disabilities can live and work. Examples of integrated settings include residential neighborhoods, accessible social venues such as movies, nightclubs, or restaurants, churches and public [transportation](#).

Learning Disability | A disorder in one or more of the basic psychological processes involved in understanding or in using language, spoken or written, that may manifest itself in the imperfect ability to listen, think, speak, read, write, spell, or to do mathematical calculations. The term includes such conditions as perceptual disabilities, brain injury, minimal brain dysfunction, dyslexia, and developmental aphasia. The term does not include learning problems that are primarily the result of visual, hearing, or motor disabilities; of intellectual disability; of emotional disturbance; or of environmental, cultural, or economic disadvantage.

Back

DISABILITY RELATED TERMS (continued)

Multiple Disabilities | Concomitant [simultaneous] impairments (such as intellectual disability-blindness, intellectual disability-orthopedic impairment), the combination of which causes such severe educational needs that they cannot be accommodated in special education programs solely for one of the impairments. The term does not include deaf-blindness.

Orthopedic Impairment | A severe orthopedic impairment that adversely affects a child's educational performance. The term includes impairments caused by a congenital anomaly, impairments caused by disease (e.g., poliomyelitis, bone tuberculosis), and impairments from other causes (e.g., cerebral palsy, amputations, and fractures or burns that cause contractures).

Speech or Language Impairment | A communication disorder such as stuttering, impaired articulation, a language impairment, or a voice impairment that adversely affects an individual's educational performance.

Student with a Disability | A "Student with a Disability" is an individual in school who: is at 16 years old but less than 21 unless a State has an expanded age range under Individuals with Disabilities Education Act (IDEA), 20 U.S.C. 1400 et seq.; and has a disability, i.e., receives services under an IEP or 504 plan, or has a disability for purposes of section 504. 361.5(c)(51)

[Back](#)

DISABILITY RELATED TERMS (continued)

Supported Employment | A term used to describe a system of support for people with disabilities in regards to ongoing employment in integrated settings. Supported employment provides assistance such as job coaches, job development, job retention, [transportation](#), assistive technology, specialized job training, and individually tailored supervision. Supported Employment often refers to both the development of employment opportunities and on-going support for those individuals to maintain employment.

Traumatic Brain Injury | An acquired injury to the brain caused by an external physical force, resulting in total or partial functional disability or psychosocial impairment, or both, that adversely affects a child's educational performance. The term applies to open or closed head injuries resulting in impairments in one or more areas, such as cognition; language; memory; attention; reasoning; abstract thinking; judgment; problem solving; sensory, perceptual, and motor abilities; psychosocial behavior; physical functions; information processing; and speech. The term does not apply to brain injuries that are congenital or degenerative, or to brain injuries induced by birth trauma.

Back

RESOURCES/AGENCIES

America's Job Center | Job/Career Centers located throughout California that provide access to the state's employment-related services including skill assessment, assistance in searching for employment and training opportunities, job application preparation. <http://www.americasjobcenter.ca.gov/>

CalFresh | The CalFresh Program, federally known as the Supplemental Nutrition Assistance Program (SNAP), is designed to promote the general welfare and to safeguard the health and well-being of the population by raising the levels of nutrition among low income households. The program issues monthly electronic benefits that can be used to buy most foods at many markets and food stores.

<http://www.cdss.ca.gov/foodstamps/>

California Department of Education (CDE) | A state department partner of CaPROMISE. CDE is the agency that oversees public education in California and aims to collaborate with educators, schools, parents, and community partners to prepare students to live, work, and thrive in a highly-connected world. <http://www.cde.ca.gov/>

Back

RESOURCES/AGENCIES (continued)

CalWORKS | CalWORKs is a welfare program that gives cash aid and services to eligible California families in need of assistance. If a family has little or no cash and needs housing, food, utilities, clothing or medical care, they may be eligible to receive immediate short-term help. Families that apply and qualify for ongoing assistance receive money each month to help pay for housing, food and other necessary expenses. <http://www.cdss.ca.gov/calworks/default.htm>

Department of Developmental Services | DDS is the agency through which the State of California provides services and supports to individuals with developmental disabilities, including intellectual disability, cerebral palsy, epilepsy, autism and related conditions. Services are provided through state-operated developmental centers and community facilities, and contracts with 21 nonprofit regional centers. <http://www.dds.ca.gov/>

Department of Health Care Services (DHCS) | DHCS funds health care services for Medi-Cal members. Other services provided include California Children's Services; Child Health and Disability Prevention program; the Genetically Handicapped Persons Program; the Newborn Hearing Screening Program; the Family Planning, Access, Care, and Treatment (PACT) program; Program of All-Inclusive Care for the Elderly (PACE), Every Woman Counts, and Coordinated Care Management. <http://www.dhcs.ca.gov/Pages/default.aspx>

Back

RESOURCES/AGENCIES (continued)

Department of Rehabilitation (DOR) | The leading coordinating agency for CaPROMISE. DOR provides services and advocacy, including consultation, counseling, vocational rehabilitation, and collaboration with community partners, to assist people with disabilities to live independently, become employed and have equality in the communities in which they live and work. <http://www.rehab.cahwnet.gov/>

Department of Social Services (DSS) | DSS provides aid, services, and protection to needy and vulnerable children and adults in ways that strengthen and preserve families, encourage personal responsibility, and foster independence. DSS oversees the county welfare departments and administers various community organizations. Among its divisions are the Adult Programs Division, Welfare to Work, and the Disability Determination Service, which determines the medical eligibility of California residents with disabilities seeking SSI/SSP benefits. <http://www.cdss.ca.gov/cdssweb/PG190.htm>

Disability Rights California (DRC) | Disability Rights California works to bring about fairness and justice for people with disabilities. To reach those goals of fairness and justice, DRC provides the following services: filing lawsuits on behalf of individuals or groups, investigating charges of abuse and neglect, building peer/self-advocacy groups, forging community partnerships, advocating for change in laws, regulations, and public policy, and providing information to those who may not know about their rights. <https://www.disabilityrightsca.org/>

Back

RESOURCES/AGENCIES (continued)

Employment Development Department (EDD) | A state department partner of CaPROMISE. EDD is responsible for the state programs involving unemployment insurance, State Disability Insurance (SDI), payroll tax collection, and job training/workforce services. <http://www.edd.ca.gov/>

Employment Resource Map | Locations with address and contact information for Supported Employment Individual Placement providers, WorkAbility I Programs, College to Career Programs, Transition Partnership Programs, America Job Centers of California, Family Resource Centers, Regional Centers, Tailored Day Programs, and We Can Work Contracts. [Employment Resource Map](#)

INSTITUTE ON DISABILITY (IOD) | Provides a university based focus for the improvement of knowledge, policies, and practices related to the lives of people with disabilities and their families including community living, employment, and assistive technology. <https://iod.unh.edu/about-institute>

Job Accommodations Network (JAN) | This service provides free, expert, and confidential guidance on workplace accommodations and disability employment issues. The JAN also helps people with disabilities enhance their employability and shows employers how to capitalize on the value and talent that people with disabilities add to the workplace. <https://askjan.org/>

Back

RESOURCES/AGENCIES

LOCAL PARTNERSHIP AGREEMENT (LPA) | They articulate ways in which local partners will work together to streamline service delivery, engage their communities, and increase CIE opportunities for individuals with ID/DD. These agreements provide the opportunity for each set of local partners to determine what strategies will work best for individuals with ID/DD. <https://www.chhs.ca.gov/home/cie/elementor-11522/>

National Council on Disability (NCD) | The independent federal agency responsible for advising the President, Congress, and other federal agencies regarding policies, programs, practices, and procedures that affect people with disabilities. <http://www.ncd.gov/>

REGIONAL CENTER (RC) | Nonprofit private corporations that contract with the Department of Developmental Services to provide or coordinate services and supports for individuals with developmental disabilities. They have offices throughout California to provide a local resource to help find and access the many services available to individuals and their families. Regional centers provide diagnosis and assessment of eligibility and help plan, access, coordinate and monitor the services and supports that are needed because of a developmental disability. Regional Centers provide people with residential, day, transportation, and social, independent living, and respite, medical, psychological, preschool and other services. <https://www.rcocdd.com/>

Back