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GLOSSARY OF TERMS

Closure Rehabilitated: At completion of placement and intensive service phase the individual maintains employment for a period of at least 90 days. The individual and VR counselor agree the provision of services under the individual's IPE are consistent with his or her strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice leading to placement in the most integrated setting possible. The individual reports the employment outcome is satisfactory and he/she is performing well on the job.

Community Care Waiver (CCW): The federal program that allows the Division to claim reimbursement for a portion of the cost of residential, day program, and some related services, when they are provided to DDD eligible persons who are also Medicaid eligible. The services must be provided in accordance with the Service Plan.

DD Resource Tool: The Developmental Disabilities Resource Tool (DDRT) is used to assess each individual participating in self-directed services. The information obtained from this assessment identifies level of support need to be considered for community planning in a variety of areas including self care and health and safety needs.

Employment Outcome: Entering or retaining full-time or, if appropriate, part-time competitive employment in an integrated labor market to the greatest extent practicable, including supported employment or any other type of employment that is consistent with an individual's strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice.

Extended Services/Long Term Follow Along Services: Ongoing support services and other appropriate services that are needed to support and maintain an individual with a most significant disability in supported employment and that are provided by a State agency, a private nonprofit organization, employer, or any other appropriate resource, from funds other than funds received under this part and 34 CFR part 363 after an individual with a most significant disability has made the transition from support provided by the designated State unit (DVRS/CBVI).

Extended Employment: A program designed to provide long-term employment by the community rehabilitation program of a client/worker who is presently unable to work in the competitive labor market. An individual is frequently paid less than minimum wage based upon time studies identifying his/her ability.

Individualized Plan for Employment (IPE): A plan to engage and/or retain a client in suitable employment that is jointly created by the counselor, the participant, and, if applicable, a representative, and meets the special needs of the client.

Informed Choice: The opportunity given to consumer to fully participate in the process of his/her rehabilitation. Within the context of the rehabilitation process and consistent with all governing rules and regulations, the consumer's preference will be the prevailing consideration in determinations throughout the rehabilitation process. Through appropriate modes of communication consumers will be informed about the availability of and opportunities to exercise informed choice, including

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the availability of support services for individuals with cognitive or other disabilities who require assistance in exercising informed choice throughout the vocational rehabilitation process.

Integrated Setting: With respect to an employment outcome, means a setting typically found in the community in which applicants or eligible individuals interact with non-disabled individuals, other than non-disabled individuals who are providing services to those applicants or eligible individuals, to the same extent that non-disabled individuals in comparable positions interact with other persons. With respect to the provision of services, integrated setting means a setting typically found in the community in which applicants or eligible individuals interact with non-disabled individuals other than non-disabled individuals who are providing services to those applicants or eligible individuals.

Intensive Job Training: The initial activities after placement, typically characterized by one-to-one job coaching provided to an individual at the work site which, are designed to help facilitate the acquirement of the physical, intellectual, emotional and social skills needed to maintain employment. As the individual receiving support gains these necessary skills, the intensity level, and frequency of on-site support typically decreases.

Job Stabilization: Stabilization is achieved when the counselor, employment specialist, employer and consumer agree the initial intensive services identified on the IPE have resulted in the consumer demonstrating acceptable job performance and there is reasonable expectation that satisfactory job performance will be maintained with the kind and level of ongoing support services being provided.

Job Training: Analysis of work to be performed, employer's performance expectations and requirements, conducted in accordance with IPE identifying methods of teaching, instruction and behavior management necessary to allow client to acquire skills and master the work to be performed, regulate behavior in accordance with requirements and expectations of employer, achieve stable job performance. Reduce SE services to lowest intervention level necessary to maintain stable job performance.

Memorandum of Understanding (MOU): A legal document describing a bilateral or multilateral agreement between parties. It expresses a convergence of will between the parties, indicating an intended common line of action and may not imply a legal commitment.

Order of Selection: A process in which DVRS must implement when every eligible individual is not able to be served due to a funding shortfall. DVRS is required to serve individuals with the most significant disabilities first and then individuals with less significant disabilities. If DVRS is unable to provide services to an individual due to the implementation of an Order of Selection, that individual will be placed on a waiting list and also receive information and referral services in order to facilitate access to other services.

Pre-placement Activities: Activities that assist an individual with a disability to secure a job match in an integrated work setting with competitive wages.

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Supported Employment: Competitive employment in an integrated setting, or employment in which individuals are working toward competitive employment, consistent with the strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice of the individuals with ongoing support services for individuals with the most significant disabilities.

- Competitive means employment in an integrated setting in which the employee is paid at or above minimum wage and the employee is performing the essential job function with or without accommodation and meeting the needs of the employee and employer and promoting the goal of economic self-efficiency.
- Integrated means the degree to which any person would interact in the community typical for that position.

Supported Employment Services: Ongoing support services and other appropriate services needed to support and maintain an individual with a most significant disability in supported employment that are provided by the designated State unit.

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