

GLOSSARY OF COMMON EMPLOYMENT SERVICE TERMINOLOGY

ADM: OPWDD issues Administrative Directive Memoranda to assist regulated parties in complying with applicable statutes, rules, or other legal requirements.

ABILITIES: Abilities is one of the primary employment factors. Abilities include the individual's existing physical, mental, or functional capacity to successfully engage in employment through natural aptitude or acquired proficiency.

BENEFITS COUNSELING: Benefits counseling is a resource for an individual to obtain benefits, understand the impact of work on their benefits, and/or to understand and use work incentives available through the Social Security Administration and other public or private programs.

CAPABILITIES: Capabilities is one of the primary employment factors. Capabilities include the potential for an individual to develop the skills necessary for employment through the provision of vocational rehabilitation services.

EMPLOYMENT FACTORS: Employment factors include strengths, resources, priorities, concerns, abilities, capabilities, interest, and informed choice.

EMPLOYMENT GOAL: The employment goal is described as the profession or occupation that the individual is expected to achieve as a result of the services provided.

EMPLOYMENT NETWORK (EN): Any qualified entity that has entered into an agreement with the Social Security Administration (SSA) to deliver employment, vocational rehabilitation, and support services to beneficiaries of SSI and/or SSDI who have assigned their Tickets to them.

<https://yourtickettowork.com/web/ttw/en-home>

ENCLAVE MODEL: Enclave models consist of a small group of approximately five to eight individuals with most severe disabilities who work in a local industry with training, supervision and ongoing support provided by a staff from a provider agency.[AKA – Group Employment]

EXTENDED SERVICES: Extended Supported Services is defined as the long-term support service required by individuals whose goal is supported employment.

FUNCTIONAL LIMITATION: Functional Limitation means a measurable impediment directly related to an employment outcome resulting from the person's disability, in areas such as communication, interpersonal skills, mobility, self-care, self-direction, work tolerance, or work skills.

INFORMED CHOICE: Informed choice is the active involvement of consumers contributing to the success of and satisfaction with their employment outcomes and in the selection of, a long-term vocational goal, rehabilitation objectives, and vocational rehabilitation services including assessment services.

INTEGRATED WORK SETTING: An integrated work setting is one where the individual with a disability interacts regularly with persons who do not have disabilities and who are not paid caregivers.

INTENSIVE SUPPORTED EMPLOYMENT SERVICES: Intensive Supported Employment (SEMP) Services include intensive job development and/or job coaching services.

MOBILE CREW MODELS: Mobile Crew models are set up as small, single purpose service business enterprises whose employees move from site to site in the community rather than operating as an extension of a large organization with many missions. A general manager is responsible for small crews with eight or fewer employees, and there is one supervisor/job coach per crew. [AKA – Group Employment]

MOBILITY: Mobility means a person's ability to move to and from work or within a work environment, including walking, climbing, coordination, accessing and using transportation, as well as use of special and perceptual relationships.

MOST SIGNIFICANT DISABILITY: An individual with a most significant disability means an individual:

- who has one or more physical or mental disabilities determined by an assessment of eligibility and vocational rehabilitation needs to cause substantial functional limitations;
- and who has a physical or mental impairment which seriously limits three or more functional capacities (such as mobility, communication, self-care, self-direction, interpersonal skills, work tolerance, or work skills) in terms of an employment outcome;
- and whose vocational rehabilitation will require multiple vocational rehabilitation services over an extended period of time.

MOU: Memorandum of Understanding is a formal agreement between two or more parties. Companies and organizations can use MOUs to establish official partnerships. MOUs are not legally binding, but they carry a degree of seriousness and mutual respect, stronger than a gentlemen's agreement.

SOCIAL SECURITY DISABILITY INSURANCE: SSDI provides benefits to disabled or blind individuals who are "insured" by workers' contributions to the Social Security trust fund. These contributions are the Federal Insurance Contributions Act (FICA) social security tax paid on their earnings or those of their spouses or parents. Title II of the Social Security Act authorizes SSDI benefits. For more information, visit SSA.GOV

SUPPLEMENTAL SECURITY INCOME PROGRAM: SSI makes cash assistance payments to aged, blind and disabled people (including children under age 18) who have limited income and resources. The Federal government funds SSI from general tax revenues. Some States, like New York State, pay benefits to some individuals to supplement their federal benefits. In New York State, the Social Security Administration combines the state supplementary payment with the Federal payment into one monthly check. For more information, visit <https://www.ssa.gov/disability/>

TICKET TO WORK PROGRAM: Most working age individuals with disabilities who receive benefits from the Social Security Administration are eligible to participate in an initiative from the Social Security Administration called the Ticket to Work and Self-Sufficiency Program. The "Ticket to Work Program" allows SSDI and SSI beneficiaries to seek the employment services, vocational rehabilitation services and other support services needed to obtain, regain or maintain employment and reduce their dependence on cash benefit programs. For more information go to: <https://www.ssa.gov/disability/>

VOCATIONAL ASSESSMENT: Vocational assessment is an ongoing process involving the systematic collection of information about a student's vocational aptitudes, abilities, expressed interests and occupational awareness.