

Adult Service Provider: Typically private non-profit community organizations that provide vocational (and other types) of services to adults with disabilities. These services are usually paid by state agencies such as DDS or BRS. Also referred to as Community Rehabilitation Providers (CRP's) by the Bureau of Rehabilitation Services.

Assistive Technology: Any item, device or equipment used to increase, maintain or improve an individual's independence and/or capacity on the job.

Benefits Counseling: Professionals provide information on work incentives and examples of how wages impact state and federal assistance (i.e.: SSI, Medicaid). This information can assist people to become more independent by understanding how work may allow them to earn more money and be active in their community.

Braided Funding: A cross systems/agencies collaboration which pulls in funding from multiple sources such as DDS, BRS, Social Security Work Incentives etc. to support an individualized plan.

Career Plan: A process that focuses on a series of activities to assist an individual to identify career interests, strengths and abilities, and clearly identified action steps to achieve that desired employment outcome.

Commensurate Wages: Wages that are same as those paid to non-disabled workers performing the same job tasks.

Customized Employment: A job development process that is a flexible blend of strategies services and supports designed to increase employment options for job seekers with more complex needs. Careful consideration is given to understanding the needs of both the job seeker and the employer. Strategies may include job sharing, job carving, job creation etc.

Employment First: A national movement that supports the belief that community based employment at commensurate wages is the desired outcome for all individuals, regardless of disability

Fading: The process by which the job coach lessens the amount of time spent training and supporting an individual on the job as the person becomes more independent.

Group Supported Employment: A small group of people who work in a community based setting together with the assistance and oversight of a paid support person (often known as a job coach).

Individual supported employment: Competitive employment in the community in integrated business settings for comparable wages. Paid support staff provides training on the job site as well as follow along services and supports to the individual and business as needed.

Job Coach/ Employment Specialist: An employment staff person who assists the worker with a disability to find and keep a job. Supports may include on the job skill training, assistance with accommodations, interface with employer when needed, promotion of natural supports and social inclusion on the job. Job coaches are typically employed by an adult service provider or they can be hired directly by the individual.

Job Development: The process of assisting an individual to find a job that meets his or her needs, preferences and skill levels.

Natural Supports: Resources that may be available on a job for all employees such as Human Resource Departments, training and orientations, carpooling etc. Job coaches often seek to identify possible natural supports in order to decrease the individual's reliance upon paid staff.

Peer Support: A type of natural support that involves an agreement for a co-worker to take on a mentoring role and provide assistance to the individual in the workplace. There may be occasions when this agreement is formal with financial reimbursement to the employer and/or the co-worker. This type of support is often less expensive and less intrusive at the worksite and can help the employee with a disability learn not just the actual work tasks but also the cultural norms and relationships within that setting.

Person-Centered Planning: A process designed to assist an individual in making plans for his/her future with a group of committed professionals, friends and family. It is used most often as a life-planning model to help people with disabilities actualize their dreams in different aspects of life such as employment and independent living.

Self-Directed Services/Self Determination: Individuals have control over those aspects of life that are important to them, such as the services they receive, their career choices and goals, where they live, and which community activities they are involved in. In Connecticut, that means that individuals and their families can use their DDS budget to hire and manage their own staff to provide specific employment related supports. This self-determination approach includes person centered planning, choice of services, individual budgets and a support network that includes case management and a fiscal intermediary.

Supported Employment: Community based employment for individuals with disabilities in integrated work settings with ongoing training and support typically provided by paid job coaches.

Supported Self Employment: An individual owns and operates his or her own small business. This often requires a support network of family and/or paid staff, a realistic business plan, and start-up funding. This is often referred to as micro-enterprise or entrepreneurship.

Workplace Accommodations: Any modifications or adjustments to a job or the work environment that enables an employee with a disability to perform job duties and/or participate in the work place.