

Glossary

ABLE Accounts	The Achieving a Better Life Experience Act (ABLE) of 2014 allows those with disabilities and their families to save for many daily, disability-related expenses on a tax-deferred basis without limiting their ability to benefit from supplemental security income (SSI), Medicaid and other federal programs.
ADA	Americans with Disabilities Act; law prohibiting discrimination solely on the basis that a person has, has a history of having, or is regarded as having a disability; comparable to Sec. 504 of Rehabilitation Act (see definition) but covers more entities; a civil rights law.
Anti-discrimination laws	Federal statutes (Sec. 504 of the Rehabilitation Act and the Americans with Disabilities Act) or state statutes that prohibit discrimination based solely on the fact that a person has, has a history of, or is regarded as having a disability.
Assistive technology	Includes assistive, adaptive, and rehabilitative devices for people with disabilities that are designed to promote greater independence by enabling people to perform tasks that they were formerly unable to accomplish, or had great difficulty accomplishing.
BHDDH – DDD	RI Department of Behavioral Healthcare, Developmental Disabilities and Hospitals – Division of Developmental Disabilities. This is the RI state department responsible for planning, providing and administering long term supports for Rhode Island adults with developmental disabilities. BHDDH-DDD funds a statewide network of community supports, including supported employment services and ongoing follow-up and job coaching as appropriate, through a variety of community provider agencies.
Benefits specialist/planner/counselor	Also called an Area Work Incentives Coordinator (AWIC). Someone who is trained in federal, state, and local benefits programs and can help you to better understand how increased income from employment may affect your current benefits.
Blind Work Expense	Any SSI recipient whose primary diagnosis is blindness is entitled to exclude from their earned income any ordinary and necessary expenses attributable to the earning of income. These exclusions are not counted in determining SSI eligibility and monthly cash payments.
Business within a business	A self-employment venture where an individual develops a business that serves the needs of customers within an already established business. The individual's business is housed within

Glossary

	the established business and has access to an established customer base.
Capacity building	The creation, enlargement, or refinement of the ability of the public or private sector to deliver services to people with disabilities; the sector consists of the “network” of providers (individuals or entities); without capacity, rights can be empty.
Career Development Plan	A plan that identifies a person’s employment goals and objectives, services and supports needed to achieve those goals, agencies and providers assigned to assist the person attain those goals, and the obstacles to the individual working in an individualized job in an integrated employment setting at competitive wages, and seeks to identify the appropriate services and supports needed to overcome those obstacles. Required by the US vs. State of RI Consent Decree – 4/2014 for transition age youth 14 and older and adults with intellectual disabilities.
Carved job	Creation of a job description based on tasks derived from one or more existing jobs in an employment setting. The carved job contains one or more, but not all, of the tasks from the original job description(s).
Case manager / management	Someone who serves as an advocate and coordinator of services, assisting the individual with a disability and his/her support network to identify, select, access, and coordinate paid services and natural supports to meet needs and goals.
Consent Decree	US vs. The State of RI – 4/9/2014 – An agreement between the US Department of Justice and the State of RI to ensure that individuals with intellectual disabilities are provided with appropriate opportunities and supports to enable them to pursue employment and integrated community day activities, including preparation during the high school years – (person-centered planning, career development plans and at least two integrated community-based work trials before school exit.)
Countable income	The amount of the individual’s income that is left after all available deductions have been subtracted from the total income. This amount is used to determine the individual’s SSI eligibility and payment amounts.
Created job	A created job description is negotiated from unmet needs in the employer’s workplace, resulting in a new job description based on unmet needs of the business.
Customized employment	A flexible process designed to personalize the employment relationship between a job candidate and an employer in a way that meets the needs of both, based on an individualized match

Glossary

	between the strengths, conditions, and interests of a job candidate and the identified business needs of an employer; an individualized approach to employment planning and job development, focusing on one person at a time, one employer at a time.
DDD	Division of Developmental Disabilities. See BHDDH-DDD above.
Eligibility criteria	The criteria or standards that are applied to determine whether an individual is eligible for public benefits or antidiscrimination protection under ADA and Sec. 504.
Employment Network	A qualified public or private organization under the Ticket to Work program that can accept tickets and take responsibility for the coordination and delivery of employment services, vocational rehabilitation services, and/or other support services.
FEAT	Family Employment Awareness Training; a training program, developed by the University of Kansas and being replicated in Rhode Island through the Sherlock Center on Disabilities and the Rhode Island Parent Information Network. The purpose of FEAT is to increase the expectations and awareness of families and individuals with disabilities regarding the possibilities for the family member with a disability to obtain meaningful and satisfying work in the family's community.
HCBS	Home and Community Based Services; alternatives to institutional long-term care, covering long-term care services in home or community settings. HCBS services through BHDDH-DDD (for people with developmental disabilities) may include supported employment and may be able to be used to provide ongoing follow-up and job coaching. HCBS through Department of Human Services' Personal Choice Program (for adults with physical disabilities) may include personal care assistance services that could be provided on the job.
ICE-RF	Integrated Community Employment – Income Disregard. Rhode Islanders with a developmental disability (DD) may be able to earn wages without incurring Medicaid cost of care due to earned income and may remain on Medicaid, and maintain their Home and Community Based Services. This is because some income from wages may be disregarded (not counted) due to a special therapeutic income rule. When people with DD begin work, they should complete a form entitled "The Department of Behavioral Healthcare, Disabilities and Hospitals' Integrated Community Employment Income Disregard Form." (ICE-RF form). DD providers and DD case workers can assist people in completing this form.

Glossary

	This documents that your employment is part of your DD services for RI Medicaid and is also an avenue for being referred for benefits counselling, should you need or want that service.
IDEA	Individuals with Disabilities Education Act. A federal statute (reauthorized in 2004) which entitles each student with a disability to a free appropriate public education (FAPE) to meet his or her unique needs. IDEA requires transition planning, including goals for life after high school, with a coordinated set of activities to begin at age 16 (age 14 in Rhode Island).
Natural support	Services and supports provided by a person who is not reimbursed or paid for the services; usually includes services and supports to an individual with a disability by family and friends, but can include unpaid services and supports by a professional.
Integrated competitive employment	Real work in real businesses for 20 hours a week or more; receiving minimum wage or higher; working with non-disabled workers; receiving individualized support on the job.
IPE	Individualized Plan for Employment; a written plan outlining the individual's vocational goal and the services to be provided to reach the goal. It is developed after eligibility for vocational rehabilitation services is established. The plan must contain: date services begin and the date by which the vocational objective is to be achieved; services that are to be offered to the client or consumer; objective criteria, evaluation procedures, and schedules for determining progress toward goals.
IRWE	Impairment Related Work Expenses; certain impairment-related items and services (e.g., medical device, attendant care services, transportation) required by an individual in order to work can be deducted from the gross earnings in calculating "countable income" relative to SSI benefits and Substantial Gainful Activity (SGA). In order for the expense to be deductible it must be related to the work activity and paid for by the individual. It does not matter if these items are also needed for normal daily activities.
Job coach	Person hired by an agency or individual to assist the individual with obtaining a job, provide specialized on-site training to assist the employee with a disability in learning and performing the job and adjusting to the work environment.
Medicaid	A publicly financed health care and long-term care program for people with low incomes in special populations, including people with disabilities.
Medicare	Government-sponsored health insurance for individuals who are elderly or have disabilities.

Glossary

National policy outcomes	Four outcomes that federal disability policy seeks through IDEA, ADA, and Sec. 504: equal opportunity, economic self-sufficiency, independent living, and full participation; the latter three are sometimes referred to as productivity and contribution, inter-dependence or self-determination, and inclusion or integration.
Natural supports	Sources of on-the-job support that can be found or created to occur naturally in the work environment; such supports may be provided by the worker's supervisor or coworkers instead of by a paid job coach.
netWORKri	netWORKri one-stop career centers are designed to meet employment and training needs of all job seekers in one place. Each Center has general services for all and intensive services available upon request for individuals with disabilities. Intensive services may include one-on-one assistance with resume development, individual assistance with and orientation to Center services and resources, and employment case management.
ORS	Office of Rehabilitation Services. This is the office of the RI Department of Human Services which administers vocational rehabilitation (VR) services. VR services are available to individuals whose disability presents a barrier to obtaining and maintaining integrated and competitive employment; VR services can help individuals think about their skills and interests, to develop individual plans for employment (IPE), and to buy or arrange for services needed to become employed. Services may include counseling, training, and job placement.
PASS	Plan for Achieving Self-Support; an SSI work incentive under which individuals with disabilities may set aside income and/or resources to be used to achieve specific work goals. A PASS can be used to cover the costs of obtaining post-secondary education, receiving vocational training, starting a business, or purchasing support services which enable individuals work and, ultimately, result in a reduction or cessation of benefits.
Reasonable accommodation	The right that an individual has under ADA and Sec. 504 in order to not experience disability-based discrimination and to participate in the programs and activities of an entity, such as local educational agency, that is "covered" (governed) by ADA and Sec. 504; the covered entity must reasonably accommodate the individual, that is, it must respond to the individual unless the response (accommodation) would unduly burden the agency (in terms of administrative burden or costs or both).

Glossary

Rehabilitation Act of 1973/ Sec. 504 (See also WIOA)	A civil rights statute designed to protect individuals with disabilities from discrimination, solely on the basis of their disability, in federally funded activities; comparable to ADA but covers only federally funded activities (ADA does not depend on federal financial assistance); defines “person with a disability” in same way as ADA (has, has history, is regarded as having a disability); also requires reasonable accommodations (like ADA).
Resource ownership	The individual brings to the business a resource that they own to fill an unmet need; the business employs the individual and benefits from the resource, possibly through expansion of their service capacities.
SBA	Small Business Administration; an independent agency of the federal government whose purpose is to aid, counsel, assist and protect the interests of small business concerns, to preserve free competitive enterprise and to maintain and strengthen the overall economy of our nation. The SBA supports the Rhode Island Small Business Development Center.
Self-employment	The creation of an independently owned small business (typically a micro-enterprise, fewer than five employees) based on the strengths and dreams of the individual and the unmet needs of a local market, incorporating the individualized planning and support strategies needed for success.
Self-Directed Supports	People can choose to direct all or some of their Medicaid Home and Community Based Services (with or without the assistance of a representative of their choosing). This option is available through BHDDH-DDD for adults with developmental disabilities or through Department of Human Services for adults with physical disabilities (Personal Choice Program)
Sherlock Plan	The Sherlock Plan is Rhode Island’s Medicaid coverage for working people with disabilities. This program allows working people with a disability who are no longer eligible for SSI to buy-in to Medicaid. It allows for: greater income limits; greater asset limits; full scope of Medicaid benefits, home and community based services, and services needed to facilitate and/or maintain employment; and elimination of spend-down requirements.
SSDI	Social Security Disability Insurance; a payroll tax-funded, federal insurance program designed to provide income to people unable to work due to a disability.
SSI	Supplemental Security Income; cash assistance program to support low-income individuals who are elderly, disabled, or blind.

Glossary

Student-Earned Income Exclusion	A work incentive which allows individuals under age 22 who regularly attend school to exclude up to \$1,870 per month (in 2019) but not more than \$7,550 a year. This exclusion is applied before any other exclusion.
Supported employment	Competitive employment in integrated work settings for persons with severe disabilities for whom competitive employment has not traditionally occurred or for whom competitive employment has been intermittent, and who because of the severity of their disability, need intensive and/or on-going support services to perform work.
Systems navigation	The process of making wise decisions in creating a coherent set of services and supports across life domains to enhance both individual and family quality of life outcomes; understanding and accessing multiple, complex bureaucracies such as the educational system, the health system, and the social service system.
Ticket to Work	A Social Security program in which the individual with a disability receives a ticket that he/she may use to obtain vocational rehabilitation services, employment services, and/or other support services from an employment network of their choice.
Transition	The act of moving from one program or stage to another, as (under IDEA) in moving from early intervention to early childhood special education, from middle to secondary school, from secondary school to work and adult life; IDEA's IFSP and IEP transition provisions require local educational agencies to provide for transition services.
Vocational Rehabilitation (VR)	In RI, VR services are available through the Office of Rehabilitation Services. See ORS above.
WIOA	Workforce Innovation and Opportunity Act of 2014 – Amended the Rehabilitation Act of 1973. In general, WIOA focuses vocational rehabilitation outcomes on competitive integrated employment and promotes greater emphasis on transition services for youth with disabilities, including youth with the “most significant disabilities”. It provides increased emphasis on coordination between vocational rehabilitation (VR) and other agencies, including school systems. It also includes “customized employment” in its definition of “supported employment services.”

Glossary

Work incentives	Work incentives, outlined in the Social Security Act, help individuals to pay for services or items they need in order to work and to maintain, or increase, their cash benefits until they are stably employed; common work incentives include: PASS, IRWE, Blind Work Expense, and Student-Earned Income Exclusion. The purpose of the work incentive is to enable people with disabilities to recover expenses they incur while working towards greater self-sufficiency.
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