



PEPP, INC

Parents Educating Parents and Professionals

Together, We Can Make A Difference
Office 770-577-7771 Toll Free 1-800-322-7065
www.peppinc.org

Transition Acronyms

AG- Attorney General

AT- Assistive Technology

CTC- Community Transition Council

DDS- Division of Disability Determination Services

DHS- Division of Human Services

DMH-Division of Mental Health

DRS-Division of Rehabilitation Services

DSDHH-Division of Services for the Deaf and Hard of Hearing

DSPD-Division of Services for People with Disabilities

DSVH-Division of Services for the Visually Handicapped

IC-Industrial Commission

IEP-Individual Education Program

IL- Independent Living

ILC-Independent Living Center

IWRP-Individualized Written Rehabilitative Program

JTCC-Job Training Coordination Council

LCC- Local Coordinating Council

LRE-Least Restrictive Environment

OFS-Office of Family Support

OSERS-Office of Special Education and Rehabilitative Services

OSS- Office of Social Services

OT - Occupational Therapy/Therapist

PIC- Private Industry Council

P.L. - Public Law

RE - Rehabilitation Engineer

RSA- Rehabilitation Services Administration

RT - Rehabilitation Technology

RWEWA - Rehabilitation Work Evaluation and Work Adjustment
SE - Supported Employment
SE - Special Education (sometimes Sp. Ed.)
SJBT - Supported Job Based Training
SSDI - Social Security Disability Insurance
STUDY Project - Systematic Training for Utah's Disabled Youth Project
TDD - Telecommunications Device for the Deaf
TB- Traumatic Brain Injured
WC - Worker's Compensation

DICTIONARY OF TRANSITION TERMS

Americans with Disabilities Act (ADA) - The ADA of 1990 outlaws discrimination against people with disabilities. This law affects employment, transportation, and services provided by the state and local governments; services and accommodations offered by private businesses; and telecommunication access by people with communication difficulties.

Advocate: To speak in favor of. One who supports or defends a cause..

Assistive technology (device) - Any item or piece of equipment that is used to increase, maintain, or improve abilities of individuals with disabilities.

Assistive technology service - Any service that helps an individual with a disability choose, buy, or learn to use an assistive technology device.

Career - General course of action or progress through life, a way of living

Carl Perkins Act - The Carl D. Perkins Vocational and Applied Technology Education Act Amendments of 1990. Federal act addressing youth and vocational educational programs and also academic and occupational skills with the goal of making the United States more competitive in the world economy. Also provides for Tech Prep programs.

Choice - Power, right or liberty to choose

Collaboration - The ability to work side by side in completing a task Suggests the desire to share information and resources with each other toward a common goal.

Determination - The act of making or arriving at a decision

Due Process of law - An orderly proceeding where a person is served with notice, has an opportunity to be heard, to present facts and to enforce and protect his rights before a court and receive fair, equitable and fair treatment

Eligibility Program - These programs have a set of eligibility requirements to determine if an individual qualifies for services. There is no guarantee that an individual who does qualify will actually receive services. In many cases the acceptance of an individual into a program is not on a first come, first served basis. Often acceptance is based on an individual's potential for success in the program. The availability of services is tied to money, staff resources, and local services available.

employment - Work, a job

empowerment - The act of enabling individuals with disabilities and the families of children with disabilities to exercise control in their lives by becoming the primary participants in decision-making about the services and supports they are to receive, where they will live, where they will work or go to school, etc.

enclave - The Supported Employment model that maintains many of the benefits of integrated employment while providing the continuous, on-going support required by some individuals for long-term job success; usually an enclave consists of no more than eight employees with disabilities and one supervisor.

Entitlement Program - Entitlement programs are those for which services are automatically available to all who qualify. Education, for example, is an entitlement program for all school-aged children. Most adult service programs are NOT entitlement programs.

fair hearing - A proceeding at which all parties have a right to be heard and authority is exercised equitably, honestly, reasonably and impartially.

Fair Labor Standards Act - Addresses minimum wage and wage and overtime pay. It also addresses conditions in which the employer could be permitted to pay subminimum wage. 'Target Job Tax Credit' provides incentives for employers who hire special populations.

Free Appropriate Education (FAPE) - Refers to special education and related services that

- are provided at public expense, under public supervision and direction, and without charge
- meet the standards of the state educational agency
- include an appropriate preschool, elementary, or secondary school education in Utah
- are provided in conformity with the individualized education program required under section 1 41 4 (a) (5) of this title

FERPA - Family Educational Rights and Privacy Act

guardian - One entrusted by law with the person or property, or both, of another, as a minor or some other person legally incapable of managing his own affairs.

inclusion - Full participation by persons with disabilities in settings and activities with persons who do not have disabilities.

independent - Free from the influence, guidance, or control of others.

independent living skills - Basic skills to successfully function to the greatest extent possible, in the least restrictive environment.

Individualized Education Plan (IEP) - A written plan for students with disabilities in educational settings required by P.L. 101-476 (see IDEA)

Individual Work Related Expense (IWRE) - A Social Security Work Incentive Program that allows an individual receiving SSDI to deduct from earnings the cost of certain impairment-related items and services in figuring Substantial Gainful Activity (SGA).

individualized Written Rehabilitation Program (IWRP) - An action-oriented plan developed by the individual with a disability, the vocational rehabilitation counselor and others as needed, stating long-term goals and short-term objectives that will enable the individual to be successful in preparing for, obtaining, and keeping a job.

Individuals with Disabilities Education Act (IDEA-Public Law 102-119) - The IDEA, formerly the Education for the Handicapped Act (EHA-Public Law 94-142) is an important federal law because it requires that a free and appropriate public education, that

includes special education and related services, be available to children and youth with disabilities in mandated age ranges.

Integrated Work Setting - Work setting where duties are performed with opportunity for work and non-work interaction with workers who are not disabled. Ratio of non-disabled to disabled workers is no higher than 8:1.

interest - Preference or curiosity about some activity.

job coach - Provides individualized one-to-one assistance in job placement, travel training, skill training at the job site, ongoing assessment, and long-term assessment.

job sample - Work Samples replicated directly from industry and include the equipment, tools, raw material, exact procedures, and work standards of the job.

job shadowing - Where an individual will observe a worker doing a particular job to better understand and gain information about that job.

Job Training and Partnership Act (JTPA) - A federally funded job training program for dislocated workers and the economically disadvantaged. State and local agencies decide what training will be offered, and local business executives, who are members of private industry councils, decide how funds will be spent.

Medicaid - A joint federal/state program that provides health care subsidies to persons with low incomes. Disabled persons may be eligible for Medicaid on the basis of their incomes. Administered by State of Utah Office of Medical Assistance Programs.

Medicare - Administered by Federal Social Security Program. An insurance program designed to protect people 65 and over regardless of income, and people under 65 who have become disabled and have, thereby, been entitled to Social Security disability payments for at least two years.

natural supports - The use of coworkers, employers, and other naturally occurring sources of assistance to help an individual in an integrated, community-based employment setting.

outcome-oriented - A measurable skill at the end of a set period of training

person-centered planning - A process or structure that assists people to plan for and implement their plan. Most central to this process is the focus on the strengths, choices, preferences, and interests of the individual. Family, friends, community members, and professionals may be invited to participate. Creativity, imagination, and collaboration are essential to developing the plan and finding the resources or ideas to implement the plan. There are many different ways to do person-centered planning.

person-first terminology - In speaking or writing, remember persons with disabilities are like everyone else. Here are a few tips for improving your language related to disabilities and handicaps.

- Speak of the person first, then the disability
- Emphasize the person's abilities, not his or her limitations
- Do not label people as part of a disability group. For example, say "people with disabilities," not "the disabled."
- Don't give excessive praise or attention to a person with a disability; it may seem insincere or hollow
- Choice and independence are important; Let a person with a disability speak for him or herself as much as possible.

Personal Assistance Service - Refers to a wide range of services provided by one or more persons, designed to assist an individual with a disability to perform daily living activities on or off the job that the individual would typically perform if the individual did not have a disability.

Plan for Achieving Self-Support (PASS) - A Social Security Work Incentive Program that allows an individual receiving SSI to set aside income and/or resources for a specified period of time for a work goal such as education, vocational training or starting a business.

P.L. 94-142 - Provides funding for public schools to ensure a free and appropriate education (FAPE) for all young people with disabilities from ages 3-21.

reasonable accommodation (Employment) - Any change or adjustment that permits a qualified person with a disability to apply for a job, perform the essential functions of a job, and enjoy the benefits and privileges of employment equal to employees without disabilities.

rehabilitation counselor - A professional who helps persons deal with the personal, social and vocational impact of their disabilities.

Rehabilitation Act Amendments of 1992 - The amendments make several fundamental changes to the way in which rehabilitation services will be provided to Americans with disabilities through the public rehabilitation program (Vocational Rehabilitation Division and the Commission for the Blind). The new law, built on the foundation of the Americans with Disabilities Act (ADA), recognizes competence and choice and affords individuals with disabilities access to the services and supports they need to live, work, and meaningfully participate in community life.

rehabilitation technology - Refers to the systematic application of technologies, engineering methodologies, or scientific principles to meet the needs of and address the barriers confronted by individuals with disabilities.

related services - Transportation and other support services that are required to help a student benefit from special education. These might include speech and language services, interpreter services, diagnostic or counseling, school health, social work services, rehabilitation counseling, etc.

responsibilities - Something for which you are accountable.

rights - The power or privilege to which you are entitled.
School to Work Act - School-to-Work Opportunities Act of 1993. Jointly administered by the Departments of Education and Labor, this act is meant to bring together partnerships of employers and education to build a system that prepares young people for careers in high-skill, high-wage jobs.

self-determination - Making decision according to one's own mind and will
Section 504- Section 504 of the Vocational Rehabilitation Act of 1973 as amended
Section 504 outlaws discrimination against any individual with a disability by any organization receiving federal funds.

shall/may - The term "shall" in a law is usually mandatory, while the term "may" is usually not mandatory. The term "may" allows flexibility in a party's actions, including the flexibility not to act at all.

situational assessment - Assessments that take place in a controlled or semi- controlled work environment in order to evaluate work-related skills and behaviors.

self-advocacy - Speaking and acting on one's own behalf through decision-making and exercising one's individual rights as a citizen of a community.

Social Security Disability Insurance (SSDI) - A disability program directed by the SSA for individuals who have worked and paid Social Security taxes (F.I.C.A.) for enough years to be covered under Social Security

- are considered to be mentally disabled
- are not working
- are working but earning less than the Substantial Gainful Activity(SGA).
- are the son or daughter of a dead parent who was receiving SSDI

Substantial Gainful Activity (SGA) - The performance of significant and productive physical or mental work for pay or profit. The SGA level is equal to the average countable earnings over \$500 per month for non-blind beneficiaries. It applies to SSDI in determining initial eligibility.

Supplemental Security Income (SSI) - A disability program directed by the SSA for individuals who have little or no income or resources, and are elderly, blind or have a disability.

supported employment - Paid work that requires the use of a “job coach” to help the individual learn and maintain job skills.

Supported Employment Programs - Programs that provide employment opportunities that

- are for persons with developmental disabilities for whom regular employment is unlikely
 - are for persons with disabilities who need intensive on-going support to perform work
- transition** - “A coordinated set of activities for a student, designed within an outcome-oriented process, which promotes movement from school to post-school activities...” (IDEA, Vocational Rehabilitation Act as amended)

Transitional IEP - An IEP driven by a coordinated set of activities which is outcome oriented and promotes movement from school to post-school activities.

vocation - A regular occupation or profession, especially one for which an individual is well suited or well qualified.

vocation - A regular occupation or profession for which one is well-suited or qualified

vocational assessment - A comprehensive process, with the purpose of identifying individual characteristics, education, training, placement needs and individual desires that

serves as the basis for planning an educational program, and which provides insight into vocational potential -

vocational education - Educational programs to prepare for paid employment in occupations requiring other than a baccalaureate or advanced degree.

vocational training - Acquisition of job-specific skills, in preparation for competitive employment.

work history - Cumulative paid or unpaid employment experiences, including job titles, job requirements, work environments and specific duties performed by an individual.