

CIE Webinar Glossary of Terms



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AJCC - The America's Job Center of California

The America's Job Center of California (AJCC) offers a variety of services that bring employers with job openings and qualified job seekers together at no cost. To find an AJCC near your go to:

<https://www.careeronestop.org/LocalHelp/AmericanJobCenters/american-job-centers.aspx>

ANCOR - American Network of Community Options and Resources

ANCOR is a national, nonprofit trade association representing more than 1,600 private community providers of services to people with disabilities. Combined, we support over one million individuals with disabilities, and work to shape policy, share solutions, and strengthen community. For more information go to:

<https://www.ancor.org/about-ancor>

APSE - Association of People Supporting Employment

APSE is proud to be national voice of the Employment First movement.

To advance employment equity for people with disabilities including building Employment First capacity, leading in Employment First policy, ensuring each state has a strong chapter, investing in infrastructure, and working to build reciprocal business relationships. For more information go to: <https://apse.org/>.

You can also contact the California APSE at: CaAPSE@apse.org

Or visit the website at: <https://www.californiaapse.org/>

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Benefits Counseling Support

AWIC - Our Area work Incentives Coordinators

(AWIC) are available to provide services and information on employment support programs to beneficiaries with disabilities who want to start or keep working. For more information go to:

<https://www.ssa.gov/sf/awic.htm>

DB101 - Disability Benefits 101

DB101 is a website that can help a person understand how a job changes SSI/SSDI cash benefits, Medi-Cal and Medicare. It also has information about SSA work incentive programs, the ABLE Savings account, Special Needs Trusts and more. Go to <https://ca.db101.org/> for more information.

WIL – Work Incentive Liaison

Each local Social Security office has a WIL to provide advice and information about work incentives and employee support programs to individuals with disabilities and outside organizations that serve those with disabilities.

<https://www.ssa.gov/redbook/eng/resources-supports.htm>

WIPA - Work Incentives Planning Assistance

The Social Security Administration's WIPA program helps people who get SSI and other benefits understand how a job may change a person's benefits.

Go to <https://choosework.ssa.gov/findhelp/> to find a WIPA near you.

WIPs – Work Incentives Planners

The DOR's WIPs are available at the DOR district offices statewide to help a person understand how their SSI and other benefits may change if they return to work. Go to

<https://www.dor.ca.gov/Home/SswAndTtw> for more information.

BPQY – Benefits Planning Query

BPQY provides a snapshot of an individual's benefits and work history. It is stored in the Social Security Administration's (SSA's) electronic records. For more information go to:

https://www.ssa.gov/disabilityresearch/documents/BPQY_Handbook_Version%205.2_7.19.2012.pdf

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Business Tax Advantages

Disabled Access Credit

The Disabled Access Credit provides a non-refundable credit for small businesses that incur expenditures for the purpose of providing access to persons with disabilities. Employers may qualify for up to \$5000 in tax credits.

WOTC - Work Opportunity Tax Credit

The credit provides employers incentives to hire qualified individuals from these target groups. The maximum tax credit ranges from \$1,200 to \$9,600, depending on the employee hired and the length of employment.

Architectural and Transportation Tax Deduction

Businesses may take an annual deduction of up to \$15,000 for expenses incurred to remove physical, structural and transportation barriers.

For more information go to: <https://www.irs.gov/businesses/small-businesses-self-employed/tax-benefits-for-businesses-who-have-employees-with-disabilities>

CalABLE – California Achieving a Better Life Experience (Savings Plan)

CalABLE is a savings and investment plan offered by the state of California to individuals with disabilities. Eligible individuals, family, friends and employers can contribute up to \$15,000 a year without affecting the account beneficiary's disability benefits. For more information go to: <https://calable.ca.gov/about>

Several other states have ABLE account programs too. You can have an ABLE account in another state. Each program is a little different and may better fit a person's needs. For more information on the ABLE National Resource Center go to: <http://www.ablenrc.org/>

California Career Zone

The California Career Zone includes:

- Tools that assist students contemplating college or career,
- Tools to assess a student's interests, skills, and work values,
- Tools to explore and compare occupations, and more. For more information go to: <https://www.cacareerzone.org/>

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Candid (Funding resource)

For a combined 88 years, Foundation Center and GuideStar each helped change the world by giving people the information they needed to do good. You know funders are out there. Foundation Directory Online, the most extensive, up-to-date database of philanthropic giving, can show you where they are—and help you win more funding from them. For more information go to: <https://candid.org/find-funding>

CDE – California Department of Education

The CDE oversees the state's diverse and dynamic public-school system, which is responsible for the education of more than seven million children and young adults in more than 9,000 schools. The CDE and the State Superintendent of Public Instruction are responsible for enforcing education law and regulations; and for continuing to reform and improve public elementary school programs, secondary school programs, adult education, some preschool programs, and child-care programs. Go to <https://www.cde.ca.gov/sp/se/st/> to find resources and guidelines to assist youth with disabilities as they transition from school.

CHHSA – California Health and Human Services Agency

The CHHSA oversees departments and offices that provide a wide range of services in the areas of health care, mental health, public health, alcohol and drug treatment, income assistance, social services and assistance to people with disabilities. The CHHSA website has the California CIE: Blueprint for Change webpage. Go to <https://www.chhs.ca.gov/home/cie/> to learn more about the Competitive Integrated Employment (CIE) Blueprint.

CIE – Competitive Integrated Employment

CIE is employment for people with an intellectual disability and developmental disability (ID/DD) working for a competitive wage in the community alongside individuals without disabilities. CIE includes the opportunity to receive the same level of benefits as others including paid vacation, health insurance, retirement saving plans, and opportunities to promote. Go to <https://www.dds.ca.gov/ConsumerCorner/successStories.cfm> for CIE success stories. Go to https://www.dds.ca.gov/ConsumerCorner/docs/LearnAboutSeries_FindingAJob.pdf for a guide to CIE created for a person with ID/DD

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CIE-IP – Competitive Integrated Employment Incentive Program

CIE-IP offers monetary awards to employment service providers. The awards motivate a service provider to work more closely and proactively to help an individual with ID/DD sustain their employment. The program offers three consecutive sustained employment monetary awards. For more information go to:

https://www.dds.ca.gov/wp-content/uploads/2021/10/CombinedGuidelines_CIE_2021.pdf

COVID-19 (Coronavirus 2019) Resources

The link below will take you to the CIE Blueprint page where you will find a link to the COVID-19 Resource page. The resource page contains information regarding DOR, DDS, and CDE's COVID-19 response as well other information including remote creative service solutions during the COVID-19 pandemic. For more information go to: <https://www.chhs.ca.gov/home/cie/>

CE-Customized Employment

Through Customized Employment, the relationship between employee and employer is personalized in a way that meets the needs of both. For more information go to:

<https://www.dol.gov/odep/topics/CustomizedEmployment.htm>

DDS - Department of Developmental Services

The Lanterman Act (Division 4.5 of the Welfare and Institutions Code) establishes, unique to the state of California, a commitment to provide services and supports to individuals with developmental disabilities throughout their lifetime. Services and supports are provided through a combination of federal, state, county, and local government services, private businesses, support groups and volunteers. In 2013, Governor Brown signed into law Assembly Bill 1041 (Chesbro) establishing the Employment First Policy in the Lanterman Act. Specifically, the law provides that: "It is the policy of the state that opportunities for integrated, competitive employment shall be given the highest priority for working age individuals with developmental disabilities, regardless of the severity of their disabilities." (Welfare and Institutions Code, section 4869(a)(1).) Go to

<https://www.dds.ca.gov/WorkServices/index.cfm> for more information about the employment services regional centers may be offer.

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Disparity Funds Program

The Disparity Funds Program awards \$11 million annually to Regional Centers and community-based organizations to implement strategies to reduce disparities and increase equity in regional center services including opportunities for CIE. For more information go to: <https://www.dds.ca.gov/rc/disparities/disparity-funds-program/> .

DOR – Department of Rehabilitation

The DOR is authorized under the Rehabilitation Act of 1973, as amended by the 2014 WIOA (29 U.S.C. § 701 et seq.), to provide vocational rehabilitation (VR) services to individuals with disabilities, including “youth with disabilities,” ages 14 through 24, and high school “students with disabilities,” ages 16 through 21. The VR program is intended to maximize opportunities for CIE and economic self-sufficiency for individuals with disabilities, including individuals with the most significant disabilities consistent with the individual’s unique strengths, resources, priorities, concerns, abilities, capabilities, interests, and with informed choice. An employment outcome may include entering or retaining full-time or part-time CIE including but not limited to supported employment or customized employment. For more information go to <https://www.dor.ca.gov/Home/Programs> .

EARN - Employer Assistance and Resource Network on Disability Inclusion

EARN helps employers learn about the benefits of hiring people with disabilities and employers learn ways to make their jobs more inclusive. EARN has information about employer tax incentives for hiring people with a disability:

- Work Opportunity Tax Credit (WOTC)
- Disabled Access Credit
- Barrier Removal Tax Deduction

Go to http://www.askearn.org/topics/laws-regulations/employer_financial_incentives/ for more information from EARN.

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EFSLMP - Employment First State Leadership Mentoring Program

Office of Disability Employment Policy (ODEP) initiated the Employment First State Leadership Mentoring Program (EFSLMP), to facilitate increased integrated employment options for people with the most significant disabilities. EFSLMP provides a platform for multi-disciplinary state teams who focus on implementing the Employment First approach through the alignment of policies, coordination of resources, and updating of service delivery models. The website offers:

- Strategic guidance
- Practice and policy reform
- Provider transformation
- Capacity building
- Peer-to-peer mentoring and more

Go to <https://www.dol.gov/odep/topics/EmploymentFirst.htm> for more information about EFSLMP.

Employment Resource Map

An employment resource map can be found on the CIE webpage on CHHS website. The map shows the location with address and contact information for Supported Employment Individual Placement providers, WorkAbility I programs, College to Career Programs, Transition Partnership Programs, American Job Centers of California, Family Resource Centers, Regional Centers, Tailored Day Programs, and We Can Work contracts. To access the map go to: [Employment Resource Map](#) .

Griffin-Hammis Associates

Griffin-Hammis Associates (GHA) is an award-winning, internationally recognized pioneer in the field of customized employment services for people with disabilities. Their full-service consulting firm works in partnership with government agencies, employment providers, business leaders, family members and job seekers to transform systems, lives, and communities. For more information go to <https://www.griffinhammis.com/>

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HCBS Compliance Funding

Home and Community-Based Services (HCBS) were developed to offer support to individuals in community settings, as an alternative to institutional care. Everyone who receives, or provides, HCBS services may be affected by the CMS Final Rule. Activities are happening now to help California meet these new requirements, before the implementation deadline of March 17, 2022. For more information go to:

<https://www.dds.ca.gov/initiatives/cms-hcbs-regulations/>

ID/DD – Intellectual Disability and Developmental Disability

ID/DD also referred to as IDD, can include an intellectual disability, cerebral palsy, epilepsy, autism and related conditions that cause a substantial disability.

IEP - Individualized Education Program

An IEP is a plan created by a team that identifies the services and supports needed to help a student reach their goals in elementary school through high school. It can include a transition plan to prepare a student to move from high school and into their community successfully. To learn more about an IEP go to

<https://www2.ed.gov/parents/needs/speced/iepguide/index.html> for more information.

IOD – Institute on Disability

The IOD provides a university-based focus for the improvement of knowledge, policies, and practices related to the lives of people with disabilities and their families including community living, employment, assistive technology and more. IOD shares this information through:

- Events
- Webinars
- Workshops
- Consultation and more

Go to <https://iod.unh.edu/about-institute> for more information.

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IPE - Individualized Plan for Employment

An IPE is a written person-centered written plan listing an individual's job objectives and the DOR services an individual will receive in order to find and maintain employment. For more information go to:

<https://www.dor.ca.gov/Home/HowToApply>

IPP - Individual Program Plan

The IPP is a written person-centered individual program plan that assists persons with developmental disabilities and their families to build their capacities and capabilities. This planning effort is not a single event or meeting, but a series of discussions or interactions among a team of people including the person with a developmental disability, their family (when appropriate), regional center representative(s) and others. For more information go to:

<https://www.dds.ca.gov/rc/ipp/>

IRWE – Impairment Related Work Expense

IRWE lets SSA subtract the cost of services or items that a person needs to work from the person's reported earned income. For example: Wheelchairs, medication, specialized transportation and more. For more information go to:

<https://choosework.ssa.gov/Assets/cw/files/FAQ-impairment-related-work-expenses.pdf>

JAN – Job Accommodation Network

JAN is the leading source of free, expert, and confidential guidance on workplace accommodations and disability employment issues. Working toward practical solutions that benefit both employer and employee, JAN helps people with disabilities enhance their employability, and shows employers how to capitalize on the value and talent that people with disabilities add to the workplace. For more information go to: <https://askjan.org/>

LEAD Center

The LEAD Center is a collaborative of disability, workforce and economic empowerment organizations dedicated to improving employment and economic advancement outcomes for all people with disabilities. For more information go to:

<http://www.leadcenter.org/about-us>

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Local Workforce Board

The statewide workforce development system is comprised of 49 Local Workforce Development Areas (Local Area), each with its own business-led Local Workforce Development Board (Local Board). These Local Boards work in concert with their local Chief Elected Official and oversee the delivery of workforce services relevant to their local residents and businesses. Critical to their charge is their oversight of the local One-Stop Career Centers which are the hub of the statewide service delivery vehicle for workforce/education/business services. For more information go to:

https://cwdb.ca.gov/local_boards/

LPA – Local Partnership Agreement

Local Partnership Agreements are the result of conversations. They articulate the ways in which local partners will work together to streamline service delivery, engage their communities, and increase CIE opportunities for individuals with ID/DD. These agreements provide the opportunity for each set of local partners to determine what strategies will work best for individuals with ID/DD. For a list of the LPAs already in existence go to: <https://www.chhs.ca.gov/home/cie/elementor-11522/>

Marc Gold and Associates

Marc Gold & Associates consists of a network of consultants who provide training and technical assistance to systems, agencies, and families interested in ensuring the complete community participation of people with significant disabilities.

For more information go to: <http://www.marcgold.com/#:~:text=Marc Gold & Associates consists,ACRE Training in Job Development>

Neurodiversity Pathways

Neurodiversity Pathways is a group of professionals from a diverse set of educational and experience backgrounds in coaching, communications, higher education, and high technology who are making a difference in the lives of neurodivergent individuals so that their talents and expertise can make an impact in the world through their work. For more information go to:

<https://ndpathways.org/workplace-readiness-program/>

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PASS – Plan to Achieve Self Support

The PASS is a plan approved that allows a person that gets SSI to save more than the \$2000 resource limit without the savings lowering the person's SSI. Before a person starts to save money for a PASS plan, they must get it approved by SSA. The money saved must be used for services or supports that a person needs to work. For example, if a person receives SSI, they can save their SSI, or any other income, to pay for education, work skills training, assistive technology, or starting a business, if their savings is be spent on working toward their employment goal. Go to https://ca.db101.org/ca/programs/job_planning/pass/program.htm for more information.

Person-Centered Planning

Person-Centered Planning means the person knows what they want and need. The people invited to the person-centered planning meeting are there to help the person find ways to meet their goals and help the person get what they need to meet their goals.

PIP – Paid Internship Program

The PIP is a federally funded program to increase CIE opportunities for individuals with ID/DD. The PIP pays an individual minimum wage or above while they are working as an intern. Go to https://www.dds.ca.gov/wp-content/uploads/2021/10/CombinedGuidelines_PIP_2021.pdf to learn more about the PIP.

SEIE - Student Earned Income Exclusion

The SEIE is an SSI work incentive. With SEIE, if a student attains a job while in school, their benefit will likely not be affected. The SEIE allows anyone under 22 who is regularly attending school to make up to \$2,040 per month and up to a total of \$8,230 a year, without these earnings affecting their SSI benefits. Go to https://ca.db101.org/ca/situations/youthanddisability/focus_four_ways/program2a.htm for more information.

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SSA – Social Security Administration

The SSA is a United States government agency that administers social programs covering disability, retirement, and survivors' benefits. Go to <https://www.ssa.gov/> for more information

SSA Redbook – Social Security Administration Redbook

The SSA Redbook explains how a job and any other income changes SSI and Medi-Cal. It has information about all SSA work incentive programs including PASS, IRWE and more. Go to <https://www.ssa.gov/redbook/index.html> for more information.

SES or SE - Supported Employment Services

SES or SE offer job skills assessments, career guidance, job skills training, on-the-job training, job placement, job coaches, and job retention support.

SSI – Supplemental Security Income

SSI is a Federal income supplement program funded by general tax revenues. It provides cash payments and is designed to help people who are aged, blind, and disabled, who have little or no income and resources. In California, if you receive SSI you will also receive Medi-Cal.

Tarjan Center

The Tarjan Center is part of the national network University Centers for Excellence in Developmental Disabilities. The center's website offers lectures and webinars about systems change to advance the self-determination and inclusion of all people with disabilities including:

- Post-secondary education resources
- Employment resources such as the California Employment Consortium for Youth and more

For more information go to: <https://www.semel.ucla.edu/opendoors>

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Ticket to Work

Social Security's Ticket to Work Program is an outcome-based program. Social Security compensates for milestones and outcomes that individuals achieve after going to work and achieving designated levels of work and earnings.

The milestone/outcome payment system offers two sets of milestone payments in addition to a set of outcome payments. Milestone payments offer ESPs, which SSA refers to as employment networks, financial compensation prior to benefit cessation. This creates a financial incentive for ESPs to work with beneficiaries who might take longer to achieve earnings high enough to result in the cessation of disability benefits. For more information go to:

<https://yourtickettowork.ssa.gov/employment-networks/milestone-outcome-system.html>

TPP - Transition Partnership Program

The TPP is a joint project of the DOR and CDE. TPP builds partnerships between select school district and the local DOR district. The TPP provides vocational services to transition high school students with disabilities to meaningful employment. Go to

<https://www.dor.ca.gov/Home/CppTransitionPartnershipProgramsHS> for more information about TPP

TransCen, Inc.

TransCen, Inc. provides training and technical assistance in school to work transition initiatives, systems change in education, career development of individuals with disabilities, and related research and dissemination. For more information go to:

<https://transcen.org/>

“Triple E” Practices

The term refers to Exemplary, Effective, and Emerging practices proven to be successful in supporting increased opportunities for individuals with ID/DD to prepare for and engage in CIE.

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WAI - WorkAbility I

The WAI program is funded and administered by the CDE. The WAI program provides comprehensive pre-employment skills training, employment placement and follow-up for high school students in special education who are making the transition from school to work, independent living and postsecondary education or training. Go to <https://www.cde.ca.gov/sp/se/sr/wrkabltlyl.asp> for more information about WAI.

Windmills

Windmills is high-impact training, changing the perception of disability. This program is designed for employers to become objective in hiring and working with people with disabilities. For more information go to:

<http://miltwright.com/products/windmills.htm>

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2. Click on Accessibility
3. Move the Slider to adjust the captions size.

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<https://support.zoom.us/hc/en-us/articles/115003498783-Viewing-Closed-Captions>