

# Definitions for FFY20 NSRC Goals, Strategies and Performance Measures

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## **504 Coordinator**

Designated employee at the school district that is responsible for facilitating, coordinating, and approving the development of 504 Plans. 504 plans aren’t part of special education. So, they’re different from IEPs. But the end goal is the same; to help students thrive in school.

- To be eligible for a 504 plan, a student must meet one of the following criteria:
  - Have a mental or physical limitation or handicap that significantly impacts one or more essential life activities, like learning, concentration, walking, social interactions, breathing and diet.
  - Provide evidence of the limitation or handicap, such as a doctor's report or some other type of medical or psychological evaluation.
  - Be considered by others to have a significant limitation or handicap and be treated as such by others.

## **700-Hour Program**

Provides for temporary limited appointment of individuals with disabilities, not to exceed 700 hours. An individual is placed on a 700-hour list if certified by a counselor in the Rehabilitation Division of the Department of Employment, Training & Rehabilitation and if he or she meets the minimum qualifications for a position.

A 700-hour appointment may be converted to a regular appointment before the end of the 700 hours, subject to a trial or probationary period. If an employee is converted to a regular appointment, the employee's hours in the position as a 700-hour appointment are counted towards his or her completion of a trial or probationary period.

## **Adult Mental Health**

### [Nevada Division of Public and Behavioral Health \(DPBH\)](#)

- Southern Nevada Adult Mental Health (SNAMH)

Provides both inpatient and outpatient mental health services for individuals living in Clark county and in surrounding counties that may be closer geographically to this agency rather than to a rural mental health center.

- Northern Nevada Adult Mental Health (NVAMH)  
Provides both inpatient and outpatient mental health services for individuals living in Northern Nevada.
- State Rural Mental Health Center  
Provides both inpatient and outpatient mental health services for individuals living in Northern Nevada.

### **Assistive Technology Device**

Any item, piece of equipment, or product system, whether acquired commercially off the shelf, modified, or customized, that is used to increase, maintain or improve the functional capabilities of an individual with a disability.

### **Assistive Technology Service**

Any service that directly assists an individual with a disability in the selection acquisition or use of an assistive technology device, including:

1. The evaluation of the needs of an individual with a disability including a functional evaluation of the individual in their customary environment;
2. Purchasing, leasing or otherwise providing for the acquisition by a participant of an assistive technology device;
3. Selecting, designing, fitting, customizing, adapting, applying, maintaining, repairing or replacing assistive technology devices;
4. Coordinating and using other therapies, interventions or services with assistive technology devices, such as those associated with existing education and rehabilitation plans and programs;
5. Training or technical assistance for a participant or their family members, guardians, advocates or representatives necessary to achieve an employment outcome; and
6. Training or technical assistance for professionals (including individuals providing education and rehabilitation services), employers or others who provide services to employ or who are otherwise substantially involved in the major life functions of participants, to the extent that training or technical assistance is necessary to the achievement of an employment outcome.

### **Benefit Planning**

Provides individualized benefits counseling to Social Security beneficiaries who are returning to work or entering the workforce for the first time. It helps beneficiaries understand how work may impact their cash and medical benefits while learning how work incentives can increase their self-sufficiency.

### **Career and Technical Education (CTE)**

#### [Clark County School District - CTE](#)

Program in the Clark County School District (CCSD) that offers industry standard programs-of-study (POS) district-wide. Their mission is to ensure that all students have access to quality programs that lead to marketable skills for the 21st Century.

Programs of Study area are:

- Agriculture and Natural Resource
- Business and Marketing
- Education, Hospitality and Human Services
- Health Science and Public Safety

- Information and Media Technologies
- Skilled and Technical Sciences

### **Community Based Assessment (CBA)**

A CBA involves the assessment of the performance of actual job duties in a real work setting within the community. Performance is supervised by an employee/manager or owner of the worksite.

### **Community Rehabilitation Program (CRP)**

A program that provides directly or facilitates the provision of one or more of the following vocational rehabilitation services to individuals with disabilities to enable them to maximize their opportunities for employment, including career advancement:

1. Medical, psychiatric, psychological, social, and vocational services that are provided under one management;
2. Testing, fitting, or training in the use of prosthetic and orthotic devices;
3. Recreational therapy; physical and occupational therapy;
4. Speech, language and hearing therapy;
5. Psychiatric, psychological and social services, including positive behavior management;
6. Assessment for determining eligibility and vocational rehabilitation needs;
7. Rehabilitation technology;
8. Job development, placement and retention services;
9. Evaluation or control of specific disabilities;
10. Orientation and mobility services for mobility impaired participants;
11. Extended employment;
12. Psychosocial rehabilitation services;
13. Supported employment services and extended services;
14. Services to family members, if necessary, to enable the applicant or eligible individual to achieve an employment outcome;
15. Personal assistance services; and

For the purposes of this definition, the word program means an agency, organization or institution, or unit of an agency, organization or institution, that provides directly or facilitates the provision of vocational rehabilitation services as one of its major functions.

### **Competitive Integrated Employment**

Means work that—

- Is performed on a full-time or part time basis (which may include self-employment) and for which an individual is compensated at a rate that—
  - Is not less than the Federal, State or local jurisdiction's minimum wage whichever is higher; and
  - Is not less than the customary rate paid by the employer for the same or similar work performed by other employees who are not individuals with disabilities and who are similarly situated in similar occupations by the same employer and who have similar training, experience, and skills; and
  - In the case of an individual who is self-employed, yields an income that is comparable to the income received by other individuals who are not individuals with disabilities and who are self-employed in similar occupations or on similar tasks and who have similar training, experience, and skills; and
  - Is eligible for the level of benefits provided to other employees; and
- Is at a location—

- Typically found in the community; and
- Where the employee with a disability interacts for the purpose of performing the duties of the position with other employees within the particular work unit and the entire work site, and, as appropriate to the work performed, other persons (such as customers and vendors), who are not individuals with disabilities (not including supervisory personnel or individuals who are providing services to such employee) to the same extent that employees who are not individuals with disabilities and who are in comparable positions interact with these persons; and
- Presents, as appropriate, opportunities for advancement that are similar to those for other employees who are not individuals with disabilities and who have similar positions.

### **Customized Employment**

Means competitive integrated employment, for an individual with a significant disability, that is—

- Based on an individualized determination of the unique strengths, needs, and interests of the individual with a significant disability;
- Designed to meet the specific abilities of the individual with a significant disability and the business needs of the employer; and
- Carried out through flexible strategies, such as—
  - Job exploration by the individual;
  - Working with an employer to facilitate placement, including—
    - Customizing a job description based on current employer needs or on previously unidentified and unmet employer needs;
    - Developing a set of job duties, a work schedule and job arrangement, and specifics of supervision (including performance evaluation and review), and determining a job location;
    - Using a professional representative chosen by the individual, or if elected self-representation, to work with an employer to facilitate placement; and
    - Providing services and supports at the job location.

### **Dialectical Behavior Therapy Strategies (DBT)**

A highly effective type of cognitive-behavioral therapy (CBT). DBT teaches individuals four sets of behavioral skills: mindfulness; distress tolerance; interpersonal effectiveness; and emotion regulation.

### **Embed Transition Coordinator**

School district employee where VR has partnered with the school district to provide specific services to students with disabilities under contract that VR pays a portion of the employee's salary.

### **Employment Outcome**

With respect to a participant entering, advancing in or retaining full-time or, if appropriate, part-time competitive integrated employment including customized employment, self-employment, telecommuting or business ownership or supported employment that is consistent with an individual's unique strengths, resources, priorities, concerns, abilities, capabilities, interests and informed choice.

## **Individualized Education Program (IEP)**

An IEP is a written statement for a student eligible for special education that is developed, reviewed, and revised in accordance with state and federal laws. The IEP guides the student's learning while in special education. It describes the amount of time that your student will spend receiving special education, any related services the student will receive, and the academic/behavioral goals and expectations for the year.

For a student with a disability receiving special education services, the Individualized Plan for Employment (IPE) must be developed in consideration of the student's Individualized Education Program (IEP) and any inter-agency agreements between a local educational agency and Nevada VR.

## **Individualized Plan for Employment (IPE)**

After agreeing on a vocational goal and the services needed to reach the goal, the counselor and participant commit to these goals in writing by completing an Individualized Plan for Employment (IPE). The IPE is a participant's roadmap to successful employment. The IPE is not a contract, but rather an agreement made in good faith, which delineates the employment outcome and services to be provided that are needed to achieve the outcome.

## **Individual with A Significant Disability**

Is an individual with a disability:

1. Who has a severe physical or mental impairment that seriously limits one 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;
2. Whose vocational rehabilitation can be expected to require multiple vocational rehabilitation services over an extended period of time; and
3. Who has one or more physical or mental disabilities resulting from amputation, arthritis, autism, blindness, burn injury, cancer, cerebral palsy, cystic fibrosis, deafness, head injury, heart disease, hemiplegia, hemophilia, respiratory or pulmonary dysfunction, mental retardation, mental illness, multiple sclerosis, muscular dystrophy, musculo-skeletal disorders, neurological disorders (including stroke and epilepsy), spinal cord conditions (including paraplegia and quadriplegia), sickle cell anemia, specific learning disability, end-stage renal disease, or another disability or combination of disabilities determined on the basis of an assessment for determining eligibility and vocational rehabilitation needs to cause comparable substantial functional limitation; or
4. Who is a recipient of SSI or SSDI benefits.

## **Informed Choice**

Informed choice means that applicants and individuals eligible for Vocational Rehabilitation (VR) services are active and full partners throughout the VR process, making meaningful choices. Informed choice by its very nature implies that decisions are "informed", meaning participants obtain sufficient information regarding the range of options available and an understanding of the pros and cons of various options, as well as an understanding of the limitation of the Division as they make decisions throughout their VR cases. An individual's Informed Choice is not binding but must be seriously considered in establishing an employment outcome, needed vocational rehabilitation services, the entity providing services and the methods to be used in procuring services.

## **Jobs for America's Graduates (JAG)**

JAG Nevada is a private, nonprofit organization whose mission is to ensure that Nevada's students are set up for success and graduate work-ready. <http://jagnv.org/programs/jag-e2e-program>

## **Local Workforce Development Boards**

WIOA calls for the establishment of local workforce boards to set policy within local areas. Nevada currently has two local boards, Workforce Connections in the southern part of the state (Clark, Lincoln, Nye and Esmeralda counties) and Nevadaworks in northern Nevada (Carson City, Churchill, Douglas, Elko, Eureka, Humboldt, Lander, Lyon, Mineral, Pershing, Storey, Washoe, and White Pine). They administer the program in their respective geographic areas where they are responsible for providing both worker and employer services. The program is structured to provide services through three categories, Adult, Dislocated Worker and Youth activities.

## **Person-Centered Planning**

An approach to discovering an individual's capabilities and discovering what is important to that individual in relation to his or her vocational choices.

## **Pre-Employment Transition Services (Pre-ETS)**

Services which the Workforce Innovation and Opportunity Act (WIOA) indicates are available to students with disabilities who are eligible or potentially eligible for VR services. The State VR agency and local educational agencies cooperate to provide or arrange for provision of these services. *The five required services are job exploration counseling, work based learning experiences, counseling on opportunities for enrollment in comprehensive transition or post-secondary educational programs at institutions of higher education, work place readiness training to develop social skills and independent living skills, and instruction in self-advocacy which may include peer mentoring.*

## **Rehabilitation Engineering**

The systematic application of engineering sciences to design, develop, adapt, test, evaluate, apply and distribute technological solutions to problems confronted by individuals with disabilities in functional areas such as mobility, communications, hearing, vision and cognition, and in activities associated with employment, independent living, education and integration into the community.

## **Rehabilitation Technology**

Rehabilitation technology is defined as the systematic application of technologies, engineering methodologies, or scientific principles to meet the needs of, and address the barriers confronted by, individuals with disabilities in areas that include education, rehabilitation, employment, transportation, independent living, recreation, home and vehicular modification, and other assistive devices including, but not limited to hearing aids, low vision aids and wheelchairs. Glasses are not low vision devices unless they are specialized low vision glasses (e.g. 4 or 5 x magnification). This includes rehabilitation engineering as well as assistive technology devices and services.

Rehabilitation technology includes only those devices or services required to overcome the functional limitations imposed by an individual's disability. Devices or services required solely for training or employment that are not required as a result of the individual's disability are considered equipment, not rehabilitation technology.

## **Schedule A**

The Federal Government hires each person using a hiring authority (the term comes from the Federal regulation that describes it). Federal agencies can use the Schedule A Hiring Authority to hire an individual with a disability. [usajobs.gov](https://www.usajobs.gov)

## **Successful Employment Outcome**

Is achieved when an individual who received Vocational Rehabilitation services through an IPE is closed successful with the achievement of a competitive integrated employment.

## **Supported Employment**

Competitive integrated employment (including customized employment, or employment in an integrated work setting in which individuals are working on a short-term basis toward competitive integrated employment) that is individualized and customized, consistent with the strengths, abilities, interests and informed choice of the individuals, including ongoing support services for individuals with the most significant disabilities:

- For whom competitive integrated employment has not historically occurred or
- For whom competitive integrated employment has been interrupted or intermittent as a result of a significant disability

And

- Who because of the nature and severity of their disability, need intensive supported employment services and extended services in order to perform this work

## **Supported Employment Services**

Ongoing support services, including customized employment, and other appropriate services, needed to support and maintain an individual with a most significant disability in supported employment that:

- Are provided, organized and made available in such a way as to assist the individual to achieve competitive integrated employment;
- Are based on a determination of the needs of the individual as specified in an IPE; and
- Are provided by the State VR agency for a period of no more than 24 months (this period may be extended, if necessary, in order to achieve the employment outcome identified in the IPE) and
- Following transition to extended services, are provided as post-employment services that are unavailable from an extended service provider but that are necessary for the individual to maintain or regain the job placement or advance in employment.

## **Third Party Cooperative Arrangement (TCPA)**

A partnership between Vocational Rehabilitation and other governmental entities serving joint clients. It provides new, expanded or modified services with a vocational focus to mutual clients of the governmental entity and VR without having to find new state/local money to fund the project. Partner entities provide match in cash or certified time in order to draw down federal grant funds (4 federal: 1 state) that would otherwise be relinquished.