**RSA-911 Definitions Revisions for the VRSM Glossary**

**Apprenticeship Training**

A work-based employment and training program that combines hands-on, on-the-job work experience in a skilled occupation with related classroom instruction. Structured apprenticeship programs generally have minimum requirements regarding the duration of on-the-job work experience and classroom instruction, and/or may use competency-based elements. However, these programs should have mechanisms in place to ensure quality and consistency of skills acquisition. Apprenticeship programs are distinguished from other work-based efforts, including co-op education, on-the-job training, and internships, as apprenticeship programs:

* include supervision and structured mentoring;
* provide for wage increases as an apprentice's skills increase;
* are based on an employer-employee relationship; and
* provide an industry recognized certificate of completion of the program.

**Assessment**

Services provided and activities performed to determine an individual’s eligibility for Vocational Rehabilitation (VR) services and/or the nature and scope of VR services to be included in the Individualized Plan for Employment (IPE). Included here are trial work experiences and extended evaluation. Assessments to determine eligibility, assignment of a priority category, or the nature or scope of services to be included on the IPE include, but are not limited to, psychological assessments; audiological evaluations; dental and medical exams; and other assessments of personality, interests, interpersonal skills, intelligence and related functional capacities, educational achievements, work experience, vocational aptitudes, personal and social adjustments, and employment opportunities for the individual. Also considered are the medical, psychiatric, psychological, and other pertinent vocational, educational, cultural, social, recreational, and environmental factors that affect the employment and rehabilitation needs of the individual. See also 34 CFR 361.5(b)(6) and 34 CFR 361.48.

**Basic Academic Remedial/Literacy Training**

 Literacy training or training provided to remediate basic academic skills necessary for an individual to function on the job in the competitive labor market.

**Benefits Counseling**

Assistance provided to an individual who is interested in becoming employed but is uncertain of the impact that work income will have on any disability benefits and entitlements being received, and/or is not aware of benefits, such as access to healthcare, that might be available to support any work attempt.

This typically involves an analysis of an individual’s current benefits, such as Social Security Disability Insurance (SSDI) and Supplemental Security Income (SSI), the individual’s financial situation, and the effect that different income levels from work will have on the individual’s future financial situation. This assistance is intended to provide the individual with an opportunity to make an informed choice regarding the pursuit of employment. Ongoing assistance may also be provided as the individual determines employment goals, searches for jobs, and finds employment.

**Diagnosis and Treatment of Impairments**

 The diagnosis and treatment of impairments include the following:

* Corrective surgery or therapeutic treatment that is likely, within a reasonable period of time, to correct or modify substantially a physical or mental impairment that constitutes a substantial impediment to employment
* Diagnosis and treatment for mental and emotional disorders by qualified personnel who meet state licensure laws
* Dentistry
* Nursing services
* Necessary hospitalization (either inpatient or outpatient care) in connection with surgery or treatment
* Drugs and supplies
* Prescription of prosthetics and/or orthotics related to the individual’s diagnosed disability and necessary for the achievement of the employment outcome
* Prescription of eyeglasses and visual services, including visual training, related to the individual’s diagnosed disability and necessary for the achievement of the employment outcome
* Podiatry
* Physical therapy
* Occupational therapy
* Speech or hearing therapy
* Mental health services
* Treatment of either acute or chronic medical complications and emergencies that are associated with, or result from, the provision of physical and mental restoration services or that are inherent in the condition under treatment
* Special services for the treatment of individuals with end-stage renal disease, including transplantation, dialysis, artificial kidneys, and supplies
* Other medical or medically related rehabilitation services
* Medical care for acute conditions that arise during rehabilitation and constitute a barrier to the achievement of an employment outcome

**Disability Related Skills Training**

 Augmentative skills training includes, but is not limited to:

* orientation and mobility;
* rehabilitation teaching;
* training in the use of low-vision aids;
* Braille;
* speech reading;
* sign language; and
* cognitive training/retraining.

**Four-Year College or University Training**

Full-time or part-time academic training leading to a baccalaureate degree, certificate, or other recognized educational credential. Such training may be provided by a four-year college or university or technical college.

**Graduate College or University Training**

Full-time or part-time academic training leading to a degree recognized as being beyond a baccalaureate degree, such as a Master of Science (MS), Master of Arts (MA), Doctor of Philosophy (PhD), or Doctor of Jurisprudence (JD). Such training is provided by a college or university.

**Job Readiness Training**

Training provided to prepare an individual for the world of work (for example, appropriate work behaviors, getting to work on time, appropriate dress and grooming, and increasing productivity).

**Job Search Assistance**

Activities that support and assist an individual in searching for an appropriate job. Job search assistance may include help with preparing résumés, identifying appropriate job opportunities, developing interview skills, and making contacts with companies on behalf of the customer.

**Junior or Community College Training**

Full-time or part-time academic training above the high school level and leading to an associate degree, certificate, or other recognized educational credential. Such training may be provided by a community college, junior college, or technical college.

**Miscellaneous Training**

Any training, including General Educational Development (GED) or high school training, that leads to a diploma not listed in one of the other categories, or courses taken at four-year, junior, or community colleges that do not lead to a certificate or diploma.

**Occupational or Vocational Training**

Occupational, vocational, or job skills training provided by a community college and/or business—or a vocational, trade, or technical school—to prepare students for gainful employment in a recognized occupation. This training, which does not lead to an academic degree, includes selected courses or programs of study at community colleges, four-year colleges, universities, technical colleges, or proprietary schools or programs.

**On-the-Job Supports—Short-Term Support**

Services provided to an individual who has been placed in employment in order to stabilize the placement and enhance job retention. Such services include short-term job coaching for individuals who do not have a supported employment goal consistent with the employment goal on the IPE.

**On-the-Job Supports—Supported Employment**

Ongoing support services and other appropriate services needed to support and maintain an individual with a significant disability in supported employment for a period of time generally not to exceed 18 months. These services, such as job skills training, are for individuals whose IPEs include supported employment and long-term supports. On-the-job support services with a supported employment goal are funded using Title VI, Part B, and Title I funds.

**On-the-Job Training**

Training in specific job skills by a prospective employer. Generally, the trainee is paid during this training and will remain in the same or a similar job upon successful completion.

**Reader Services**

Reader services are for individuals who cannot read print because of blindness or another disability. Reader services include, in addition to reading aloud, transcription of printed information into Braille or sound recordings, if the individual requests such transcription.

**Rehabilitation Technology**

Rehabilitation technology is 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 such as education, rehabilitation, employment, transportation, independent living, and recreation. Rehabilitation technology includes rehabilitation engineering services; assistive technology devices, including, but not limited to, hearing aids, low vision aids, and wheelchairs; and assistive technology services, including home and vehicular modification. See also 34 CFR 361.5(b)(45). Rehabilitation technology includes the following:

1. Rehabilitation Engineering Services are the systematic application of engineering sciences to design, develop, test, evaluate, apply, and distribute technological solutions to problems confronted by VR individuals 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.
2. Assistive Technology Devices include 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 a VR customer.
3. Assistive Technology Services are any services that directly assist an individual with a disability in the selection, acquisition, or use of an assistive technology device. Services may include:
4. evaluating the needs of an individual, including conducting a functional evaluation of the individual in his or her customary environment;
5. purchasing, leasing, or otherwise providing for the acquisition by an individual of an assistive technology device;
6. selecting, designing, fitting, customizing, adapting, applying, maintaining, repairing, or replacing assistive technology devices;
7. coordinating and using other therapies, interventions, or services with assistive technology devices, such as those associated with existing education and rehabilitation plans and programs;
8. training or providing technical assistance for an individual or, if appropriate, the family members, guardians, advocates, or authorized representatives of the individual; and
9. training or providing technical assistance for professionals, including individuals providing education and rehabilitation services; employers; or others who provide services to, employ, or are otherwise substantially involved in the major life functions of, VR individuals to the extent that training or technical assistance is necessary for individuals to achieve an employment outcome.

**Technical Assistance Services**

Technical assistance and other consultation services provided to conduct market analyses, develop business plans, and provide resources to individuals in the pursuit of self-employment, telecommuting, and small business operation outcomes.