



# Glossary of Terms

For: Pathways to “Real Work for  
Real Pay in the Real World”  
Webinar

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## CIE Webinar Glossary of Terms

### **AJCC - The America's Job Center of California**

AJCC is another place to learn job skills and find Competitive Integrated Employment (CIE). AJCCs offer career planning, internships, job skills training; job search support and more. To find an AJCC near your go to [https://edd.ca.gov/Office Locator/](https://edd.ca.gov/Office_Locator/) for more information.

### **BPQY – Benefits Planning Query**

BPQY- is a document from the Social Security Administration's which tells people who get Supplemental Security Income (SSI) and or Social Security Disability Insurance (SSDI) about their disability benefits and the work incentives a person may be using. It is a record with information about a person's cash benefits, scheduled medical reviews, health insurance, and work history. Go to [https://www.ssa.gov/disabilityresearch/documents/BPQY Handbook Version %205.2 7.19.2012.pdf](https://www.ssa.gov/disabilityresearch/documents/BPQY_Handbook_Version%205.2_7.19.2012.pdf) for more information about BPQY.

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

CalABLE is a program that allows people who get SSI and SSDI to have a savings account. A person can save up to \$15,000 a year and up to \$100,000 in total without losing their SSI/SSDI benefits. The money in this savings account will not be taxed. The account money can only be used for a "qualified disability expense" which means the money can be spent on anything a person with a disability needs that helps them to live happily in their community. Examples are:

- Education
- Housing
- Transportation
- Assistive technology
- Personal support services and more

Go to <https://calable.ca.gov/> for more information about the California ABLE program. Several other states have ABLE account programs too. You can have an ABLE account in another state. Each program is a little different. Go to <http://www.ablenrc.org/> to learn more about the ABLE National Resource Center.

### **California Career Zone**

California Career Zone is a website that helps a person learn about all sorts of jobs. There are fun website tools to learn about what kind of jobs a person would like to do, how much money they could earn at that job and what they will need to learn to do that job. Go to <https://www.cacareerzone.org/> for more information.

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### **CDE – California Department of Education**

The CDE enforces education law and regulations. CDE also works with other state agencies to provide planned steps for special education student's transition from high school to a quality adult life. 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. You can also find more information in CIE webinar High School Transition Resources document.

### **CECY - The California Employment Consortium for Youth and Young Adults with Intellectual and Other Developmental Disabilities.**

CECY shares other ways that students are transitioning from high school and into CIE. Such as:

- The College to Career Program
- Local training webinars that teach students about transition
- California's Employment First
- Information on proven ways to get ready and find a good job
- Success stories

To learn more about CECY go to <http://www.semel.ucla.edu/tarjan/employment>

### **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](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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### **DDS - Department of Developmental Services**

The DDS is the agency through which the State of California provides services and supports to individuals with intellectual and developmental disabilities. These services include programs that prepare someone for a job and provide supports to help them keep a job. Go to <https://www.dds.ca.gov/WorkServices/index.cfm> for more information about the employment services regional centers may be offer.

### **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.

### **DOR – Department of Rehabilitation**

The DOR provides services and supports to people with disabilities to help them get and keep a job. The DOR works with other agencies, including schools, colleges, community rehabilitation programs, regional centers, and other community partners to provide employment services. Go to <https://www.dor.ca.gov/Home/Programs> to learn more about DOR employment programs.

### **DOR Districts – Department of Rehabilitation Districts**

DOR districts are the local DOR offices a person needs to contact if they would like DOR services. Go to <https://www.dor.ca.gov/Home/FindAnOffice> to find an DOR district office near you.

## CIE Webinar Glossary of Terms

### **DOR Student Services**

DOR student services offers job exploration, work skills training, self-advocacy, and work experience amongst other services to high school students. Go to <https://www.dor.ca.gov/Home/StudentServices> to learn more about DOR Student Services.

### **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/](http://www.askearn.org/topics/laws-regulations/employer_financial_incentives/) for more information from EARN.

### **EXR – Expedited Reinstatement (Re-starting your SSI benefits)**

EXR is a Social Security program that can re-start a person's SSI benefits more quickly. A person can get EXR if they are an SSI beneficiary who:

- Stopped receiving benefits because of they made too much money.
- Are unable to work or make enough money to live on.
- Have the same disability the person had when they first got SSI.
- Ask for to re-start their SSI benefits within 5 years from the month their SSI benefits stopped. Go to <https://www.ssa.gov/disabilityresearch/wi/exr.htm> for more information.

### **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.

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### **IPE - Individualized Plan for Employment**

An IPE is a written plan that shows a person's goal for work and the DOR services that will help a person reach their work goal. It includes finding a job and keeping that job. To learn more about DOR and what it can do for you go to

<https://www.dor.ca.gov/Content/DorIncludes/documents/PublicInformation/handbook-Large.pdf> for more information.

### **IPP - Individual Program Plan**

An IPP is an agreement with the regional center and a person receiving regional center services that includes the services and supports a person needs to attain their goals. To learn more about how to make sure an IPP helps a person reach their goals go to [https://www.dds.ca.gov/ConsumerCorner/docs/CAC\\_IPP\\_2004.pdf](https://www.dds.ca.gov/ConsumerCorner/docs/CAC_IPP_2004.pdf) for more information.

### **IRWE – Impairment Related Work Expense**

An IRWE is a Social Security (SSA) work incentive plan for people who get SSI and SSDI. IRWE allows SSA to subtract the money a person spends to help them be able to work from the person's earned income. This is so the amount that this person spends to work is not included in the amount SSA will count to take out of their SSI check. Examples of IRWE are transportation, personal assistant, medications and more. Go to <https://choosework.ssa.gov/Assets/cw/files/FAQ-impairment-related-work-expenses.pdf> for more information.



## CIE Webinar Glossary of Terms

### **LEAP – Limited Examination and Appointment Program**

LEAP is a way for a person with a disability to get a state job. Most state jobs require a person to take a written test. LEAP gives a person with a disability a different way to take a test to get a state job. Instead of having to do a written test a person with a disability shows what they can do by doing the job. This is called the Job Examination Period. Before the Job Examination Period, the person must be certified by the DOR). Once a person is certified by DOR, the person will enter the LEAP by taking these steps:

1. Take LEAP Readiness Evaluations to obtain list eligibility
2. Apply for job openings
3. Complete a Job Examination Period if selected.

People who successfully complete the Job Examination Period are given a civil service classification for the job they tested. Go to <http://www.calhr.ca.gov/state-hr-professionals/pages/limited-examination-appointment-program.aspx>.

### **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](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.

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### **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](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 gets a job while in school, his or her SSI benefit probably will not go down. That means a student can get money from work and SSI at the same time. With the SEIE, anyone under 22 and regularly attending school can make up to \$2,040 per month up to a total of \$8,230, in a year, without having that money reduce their SSI benefits. Go to [https://ca.db101.org/ca/situations/youthanddisability/focus\\_four\\_ways/program2a.htm](https://ca.db101.org/ca/situations/youthanddisability/focus_four_ways/program2a.htm) for more information.

### **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.

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### **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.

### **TDS - Tailored Day Services**

TDS offer services that help an individual attend college and other post high school education facilities to better prepare for a career in CIE. Go to <https://www.dds.ca.gov/WorkServices/docs/tailoredDayProgramII.pdf> for more information about Tailored Day Services.

### **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

### **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/wrkabltl.asp> for more information about WAI.

### **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.

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### **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.