**Employment Terms and Definitions**

Navigating the Path to Employment often requires understanding the terminology of employment, employment supports and vocational services. Although the subject can sometimes be complicated, the information below reviews terms and information to help interpret and understand the discussions that may occur when planning for and pursuing employment for individuals with ASD.

|  |  |
| --- | --- |
| **Community Employment** | Employment which is competitive employment and takes place in an integrated setting *(Adopted by Ohio Employment First Task Force State Agencies 2013 )* |
| **Competitive Employment** | Full-time or part-time work in the competitive labor market in which payment is at or above the minimum wage, but not less than the customary wage and level of benefits paid by employers for the same or similar work performed by persons who are not disabled.*(Adopted by Ohio Employment First Task Force State Agencies 2013 )*  *Note:* In the initial legislation, competitive employment was defined as a job that involved 20 hours or more of employment. The reference to a specific number of hours of employment *was dropped* when the regulations were amended in the early 1990s. |
| **Integrated setting** | An employment setting typically found in the community where individuals interact with persons who do not have disabilities to the same extent nondisabled persons in comparable positions interact with other persons. "Integrated setting" includes employment settings where employees interact with the community via technology.*(Adopted by Ohio Employment First Task Force State Agencies 2013 )* |
| **Sheltered Employment**   * **Transitional Employment Programs** * **Extended Employment Programs** | A setting in which people with disabilities receive services and training to develop work-related skills and behaviors. “Sheltered,” as a concept, originally implied an environment, which was safe and protected for individuals with disabilities.   * *Transitional employment* programs are intended to provide training and experience to individuals in segregated settings so that they will be able to acquire the skills necessary to succeed in subsequent competitive employment. * *Extended employment* programs are designed to be long-term or permanent placement for individuals that will allow them to use their existing abilities to earn wages in the segregated workshop setting. This is often referred to as a ‘sheltered workshop’.\* |
| **Supported Employment**  *The term, “Supported Employment” can be used to define a type of employment or a type of employment service. Additionally, there are various types of supported employment.* | |
| **Supported Employment:**  ***Type of Employment*** | Type of *Employment:*   * Competitive employment in an integrated setting *with ongoing support services*. * Does NOT include sheltered work * Intended for individuals with the most severe disabilities for whom competitive employment had not traditionally occurred or was interrupted as a result of a severe disability. \*\* |
| **Supported Employment:**  ***Type of Service*** | Type of *Service:*   * Intensive, ongoing supports that enable participants, for whom competitive employment at or above the minimum wage is unlikely without supports, and who because of their disabilities, need supports to perform in a regular work setting. * Supported employment does not include vocational services in specialized facilities.   + “Supported employment-community” : Services in an integrated community work setting where persons with and without disabilities are employed to perform the same or similar tasks.   + “Supported employment-enclave” : Services provided to a person with a disability who works as a team in a host community business with ongoing support provided by on-site agency staff. |
| **Supported Employment:**  ***DOL Definition*** | Department of Labor defines Supported Employment as:  Work programs in which job coaches work with individuals with disabilities who are placed in employment settings (outside of the work center or rehabilitation center) with workers who do not have disabilities. The job coaches typically provide extensive training and actually perform the job where necessary. |
| **Enclave** | * Generally, a group of workers with disabilities working together in a community business where they are supervised and supported by staff from a provider agency or work center. * The workers are paid, but are not on the payroll of the business where the work takes place. * Enclaves are intended to create a path to integrated community-based employment. * Services are expected to specifically involve strategies that enhance a participant's employability in integrated, community settings. |
| **Mobile Crew** | * Supported employment services where a small crew of persons with disabilities works as a distinct unit * Operates as a self-contained business that generates employment for their crew members by selling a service (example: janitorial services) * The crew may work at several locations within the community, under the supervision of a job coach. |
| **Self-Employment** | * A situation in which an individual works for himself instead of working for an employer that pays a salary or a wage * Self-employed people generally find their own work rather than being provided with work by an employer, earning income from a trade or business that they operate * Self-employment may be Entrepreneurship (refers to a new business) |
| **Adult Day Supports or Services (ADS)**  **“Day Program”**  *States vary considerably in the terms they use for ADS and how they are specifically defined.* | Adult Day Supports/Services **are NOT employment supports and services.** The focus of ADS **is not** to help a person obtain, maintain or engage in employment. Instead, these supports are to assist a person to participate in other aspects of community life.  In Ohio, Adult Day Supports are supports/services provided in a non-residential setting that enhance skills, community membership and independence, and personal choice in order to attain or maintain maximum potential.These supports could include:   * Supports to participate in community activities, including recreational and leisure * Supports to develop and maintain a meaningful social life * Supports to increase problem solving skills * Personal care * Skill reinforcement * Education in self-determination * Assistance with self-medication or medication administration |

\* [*http://www.worksupport.com/documents/shelteredchap3.pdf*](http://www.worksupport.com/documents/shelteredchap3.pdf)

*Sheltered vs. Supported Employment: A Direct Comparison of Long-Term Earnings Outcomes for Individuals with Cognitive Disabilities John Kregel and David H. Dean*

\*\* <http://www.worksupport.com/documents/JVRSE_what_is_it1.pdf> S

Supported Employment: What is it? by Paul Wehman