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Glossary of Terms

<p>This Glossary is a list of terms used in the field of Postsecondary Education transition. It is provided to identify keywords and terms found in the work products developed by the Research and Rehabilitation Training Center of the University of Hawaii. Our research is based on data and information from a national network of individuals, programs and research centers and has implications for disability focused federal policy and priorities in the field of postsecondary transition for persons with disabilities. It is valuable in promoting effective support and understanding for people affected with disabilities.</p>			
Access to Technology	P-12 Postsecondary	Access to technology refers to an individuals' ability to access high tech tools such as computers, websites, telecommunications products and instructional software that is available to their non-disabled peers.	www.rrtc.hawaii.edu: The Role of Technology in Preparing Youth with Disabilities for Postsecondary Education and Employment
Accommodation(s) and modifications	P-12 Postsecondary Employment	Accommodations refer to adjustments in the environment or procedure, or specific support services that allow an individual with a disability to participate in the environment and enjoy the benefits and privileges of employment or education equal to those enjoyed by employees without disabilities. In Secondary Education: refers to any device, service, or modification made to enable an individual to accomplish his/her goals (ICI, 1996) In Postsecondary Education: adjustments made to enable a student with a disability to participate in and benefit from programs and activities at the institution and may include adaptations in the way specific courses are conducted, use of auxiliary equipment and support staff, and modifications in academic requirements (American Council on Education, 1996) In Employment: "reasonable accommodations" are changes in an environment to meet the access needs of an individual in accordance with the ADA (ICI, 2000).	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Adult Services		Adult services are public and private agencies that provide supports and services to individuals typically after they exit high school.	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Assistive Technology	P-12 Postsecondary Employment	Assistive technology refers to any machine or piece of equipment, whether commercially off the shelf, modified, or customized, that is used to increase, maintain, or improve the functional capabilities of a child with a disability (The Technology Act – P.L. 100-407) or individuals with disabilities, and allows the individual to better control their environment.	www.rrtc.hawaii.edu: The Role of Technology in Preparing Youth with Disabilities for Postsecondary Education and Employment
Barriers to Assistive Technology	P-12 Postsecondary Employment	Barriers to assistive technology include lack of knowledge of the stakeholders about appropriate assistive technology and a lack of funding.	www.rrtc.hawaii.edu: The Role of Technology in Preparing Youth with Disabilities for Postsecondary Education and Employment
Bureaucratic Constraints	P-12 Postsecondary Employment	Bureaucratic constraints refer to the differences in funding and conflicting regulations that impede collaboration between agencies and make it difficult for individuals to access services and supports.	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment

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Career Counseling	Grades 7-12 Postsecondary	Career counseling is helping individuals to explore career options and make informed decisions regarding career preferences.	www.rrtc.hawaii.edu: Self-Determination and Career Development: Skills for Successful Transitions to Postsecondary Education and Employment
Career Planning	Grades 7-12 Postsecondary	Career planning is the process of exploring career options, identifying career preferences, and determining the appropriate instructional and training programs necessary in order for the individual to achieve successful employment.	www.rrtc.hawaii.edu: Self-Determination and Career Development: Skills for Successful Transitions to Postsecondary Education and Employment
Case Management	P-12 Postsecondary Employment	Case management is a collaborative process which assesses, plans, implements, coordinates, monitors and evaluates the options and services required to meet an individual's care needs using communication and available resources to promote quality, cost-effective outcomes (Case Management Society of America, 2000).	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Adult Roles	Grades 7-12 Postsecondary Employment	Changing roles refer to the need for students exiting high school to self advocate for the services and supports they need upon entering postsecondary education, employment and quality adult living	www.rrtc.hawaii.edu: Self-Determination and Career Development: Skills for Successful Transitions to Postsecondary Education and Employment
Choice	P-12 Postsecondary Employment	Choice refers to an individuals' ability to make decisions or select a desired option based on personal preference and individual needs.	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
CLD- Culturally and Linguistically Diverse	P-12 Postsecondary Employment	Culturally and linguistically diverse describes individuals who come from a background where their primary language and /or cultural values and beliefs may differ from those of the mainstream culture.	www.rrtc.hawaii.edu: Self-Determination and Career Development: Skills for Successful Transitions to Postsecondary Education and Employment
Cognitive or Intellectual disability	P-12 Postsecondary Employment	A person is considered to have a cognitive disability if he or she has a mental impairment that substantially limits functioning.	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Collaborative Relationships	P-12	Collaborative relationships refer to relationships in which communication, coordination, and collaboration occurs between team members in order to ensure the success of the student.	www.rrtc.hawaii.edu: Self-Determination and Career Development: Skills for Successful Transitions to Postsecondary Education and Employment
College to Employment	Postsecondary Employment	College to employment refers to a transition from higher education to work. This transition period requires students to develop strategies to advocate with employers for appropriate supports, accommodations and services	www.rrtc.hawaii.edu: Self-Determination and Career Development: Skills for Successful Transitions to Postsecondary Education and Employment
Competitive and Independent Employment	Employment	Competitive and independent employment refers to situations where individuals with disabilities obtain employment in typical community settings.	www.rrtc.hawaii.edu: Self-Determination and Career Development: Skills for Successful Transitions to Postsecondary Education and Employment

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Connecting Activities	Grades 7-12 Postsecondary	Connecting activities are programs or human resources that help line school- and work-based educational programs in a manner described in the School-to-Work Opportunities Act (Rusch and Chadsey, 1998).	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Cultural Competence	P-12 Postsecondary Employment	Cultural competence refers to the capacity of individuals and agencies to work effectively in cross cultural situations.	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Department of Labor (DOL)	Employment	In Employment: The Department of Labor is an agency charged with preparing the American workforce for new and better jobs (www.dol.gov, DOL)	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Disability Service Provider	P-12 Postsecondary Employment	Disability service providers are people who provide support to individuals with disabilities in areas such as education, independent living, and employment.	www.rrtc.hawaii.edu brief by J. Acosta & C. Chang
Disability Services at Two and Four Year Colleges	Postsecondary	Disability services at two year colleges and four year colleges may range along a continuum from practically nonexistent to providing a wide range of services. Differences between the two institutions may include the cost of the program, skills needed for self-advocacy, availability of educational accommodations, access to technology, and differences in academic requirements.	www.rrtc.hawaii.edu: Role of Technology in Preparation of Youth With Disabilities
Distance Education	P-12 Postsecondary	Distance education is learning that occurs via television or internet.	www.rrtc.hawaii.edu: Services, Supports and Accommodations for Individuals with Disabilities: An Analysis Across Secondary Education, Postsecondary Education and Employment
Employment Outcomes	Employment	Employment outcomes refer to the rate of employment and earning potential for individuals with disabilities.	www.rrtc.hawaii.edu: Self-Determination and Career Development: Skills for Successful Transitions to Postsecondary Education and Employment
Employment Services	Employment	Employment services are an array of services including, but not limited to, career exploration, job development, job coaching, etc	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
F.A.P.E. - Free and Appropriate Public Education	P-12	FAPE is the requirement that requires schools to provide an education relevant to the needs of students with disabilities at no cost to parents.	www.rrtc.hawaii.edu: Services, Supports and Accommodations for Individuals with Disabilities: An Analysis Across Secondary Education, Postsecondary Education and Employment

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Federal Policies	P-12 Postsecondary Employment	Federal policies outline the rights for individuals with disabilities.	www.rrtc.hawaii.edu: Self-Determination and Career Development: Skills for Successful Transitions to Postsecondary Education and Employment
IDEA	P-12	IDEA is the Individuals with Disabilities Education Act. This is a law outlining the educational rights of students with disabilities. It states that all students are guaranteed a free and appropriate public education and are to be educated to the maximum extent possible with their non-disabled peers. IDEA also includes specifications regarding assessment, developing and implementing the Individualized Education Program (IEP), and due process.	www.rrtc.hawaii.edu: Services, Supports and Accommodations for Individuals with Disabilities: An Analysis Across Secondary Education, Postsecondary Education and Employment
Independent Living Centers	Adult Living	Independent living centers are community based, not-for-profit, non-residential organizations that provide advocacy, peer counseling, independent living skills training, and information and referral to persons of any age with any type of disability (ICI, 2000).	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Independent Support Coordination (Independent Broker)	P-12	Similar to service coordination but functions with no conflict of interest. Person may help with plan development, assist in organizing resources that a person needs and even assist with ongoing evaluation of these supports. Someone the family member or person with the disability knows and trusts can assume the role. Sometimes ongoing and regular service coordination is also required. Characteristics of an independent brokering function include independence from service provision and having real authority. (Nerney, 2000)	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Individual with a Significant Disability	P-12 Postsecondary Employment	Significant disabilities refer to individuals with disabilities who have the highest support needs. In Secondary Education: individuals with disabilities of all ages, races, creeds, national origins, genders and sexual orientation who require ongoing support in one or more major life activities in order to participate in an integrated community and enjoy a quality of life similar to that available to all citizens. Support may be required for life activities such as mobility, communication, self-care, and learning. In Postsecondary Education: modifiers to the term "disability" not noted in setting. In Employment: an individual with a disability -- (I) who has a significant physical or mental impairment which seriously limits one or more functional capacities (such as mobility, communication, self-care, self-direction, work tolerance, or work skills) in terms of an employment outcome; (ii) whose vocational rehabilitation can be expected to require multiple vocational rehabilitation services over an extended period of time (Definitions, Section 6, PL105-22, WIA, 1998).	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Informed Decisions	Grades 7-12 Postsecondary Employment	Informed decisions refers to the process of making decisions after gathering all the necessary information to ensure that the best possible option is selected.	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Interagency Coordination	P-12 Postsecondary Employment	Interagency coordination refers to the need for collaboration among Local Education Agencies, adult service agencies, service providers, students, families, community organizations, and/or employers in order to eliminate service gaps, avoid service duplication or discontinuation, and increase efficient use of limited resources.	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment

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Internships and Practicum Experience	Grades 7-12 Postsecondary	Internships and practicum experience provide opportunities for individuals to “try out” different career options, learn vocational skills, and help to determine support needs for future employment.	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
LEA-Local Education Agencies	P-12	Local education agencies (LEA) refer to the local school that services the district the child lives in.	www.rrtc.hawaii.edu: Services, Supports and Accommodations for Individuals with Disabilities: An Analysis Across Secondary Education, Postsecondary Education and Employment
Legal Advocate	P-12	Legal advocate refers the role parents play in ensuring that their child is receiving the services they are entitled to under the law. Parents are considered the legal advocate until the student graduates, reaches the age of majority, or upon completion of IDEA eligibility.	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Natural Supports	P-12 Postsecondary Employment	Natural supports refer to supports that occur naturally in the environment rather than paid staff (ICI, 2000)	www.rrtc.hawaii.edu: Self-Determination and Career Development: Skills for Successful Transitions to Postsecondary Education and Employment
Network of Family and Friends	Grades 7-12 Postsecondary Employment	Network of family and friends refers to the use of family and friends as a support system and as a resource in finding employment.	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
OCR-Office of Civil Rights	P-12 Postsecondary Employment	The Office of Civil Rights is a government agency that deals with issues and legislation concerning civil rights.	www.rrtc.hawaii.edu: Services, Supports and Accommodations for Individuals with Disabilities: An Analysis Across Secondary Education, Postsecondary Education and Employment
One-Stop Career Centers	Employment	One–stop career centers are WIA developed to consolidate employment and training services in one place to streamline services for all job seekers and employers (Fesko, et. al., 2000).	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Peer Mentoring	Grades 7-12 Postsecondary	Peer mentoring is having non-disabled peers individuals in the same age group who provide support and information to individuals with disabilities.	www.rrtc.hawaii.edu: Services, Supports and Accommodations for Individuals with Disabilities: An Analysis Across Secondary Education, Postsecondary Education and Employment

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Person-Centered Planning	P-12	Person-centered planning is a general term for planning models that maintain an explicit emphasis on empowerment of and primary direction from the individual for whom the planning is being conducted (Timmons & Whitney-Thomas, 1998).	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Policy Discrepancies	Grades 7-12 Postsecondary Employment	Policy discrepancies refer to the differences between the laws and regulations supporting individuals in secondary settings and post-secondary settings and adult services.	www.rrtc.hawaii.edu: Services, Supports and Accommodations for Individuals with Disabilities: An Analysis Across Secondary Education, Postsecondary Education and Employment
Post School	Postsecondary Employment	Post school refers to activities beyond high school such as enrollment in postsecondary education, competitive employment opportunities, and integration into the community.	www.rrtc.hawaii.edu: Self-Determination and Career Development: Skills for Successful Transitions to Postsecondary Education and Employment
Postsecondary Disability Personnel	Postsecondary	Postsecondary disability personnel are responsible for serving students with disabilities; providing direct services to students, working with the campus or community personnel and agencies regarding students with disabilities or disability issues, addressing institutional awareness and professional development (<i>AHEAD</i> Guidelines - www.ahead.org).	http://www.rrtc.hawaii.edu/
Postsecondary Educational Supports	Postsecondary	Postsecondary educational supports are supports offered at the postsecondary level that assist students with disabilities to gain access to their educational program. They may include such services as on-campus transportation, advocacy training, access to technology, and financial aid. Supports may also include assistive technology, translators, tutors, note-takers, testing accommodations, advocacy, and personal counseling.	www.rrtc.hawaii.edu: Services, Supports and Accommodations for Individuals with Disabilities: An Analysis Across Secondary Education, Postsecondary Education and Employment
Postsecondary Faculty Roles	Postsecondary	Postsecondary faculty roles refer to the role of faculty at postsecondary institutions in maintaining awareness of the needs of students with disabilities and the accommodations they may require to participate in the educational environment.	www.rrtc.hawaii.edu: The Role of Technology in Preparing Youth with Disabilities for Postsecondary Education and Employment
Postsecondary Institution	Postsecondary	school that provides formal instructional programs with curriculum designed for students who have completed the requirements for a high school diploma or equivalency certificate and includes programs of an academic, vocational, and continuing professional education purpose, but excludes vocational and adult basic education programs (Rusch & Chadsey, 1998)	www.rrtc.hawaii.edu: Services, Supports and Accommodations for Individuals with Disabilities: An Analysis Across Secondary Education, Postsecondary Education and Employment
Psychiatric Disabilities	Grades 7-12 Postsecondary Employment	Psychiatric disabilities refer to diagnosable conditions such as major depressive disorder, schizophrenia, eating disorders, and anxiety disorders.	www.rrtc.hawaii.edu: Project Grad
Quality of Life	Grades 7-12 Postsecondary Employment	Quality of life is a term used to describe the ability to meet the needs in three life domains: (1) physical and material well-being, (2) performance of adult roles, (3) personal fulfillment.	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from

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			Secondary to Postsecondary Education and Employment
Related Services	P-12	A term used in lower education which refers to transportation, and such developmental, corrective, and other supportive services (including speech-language pathology and audiology services, psychological services, physical and occupational therapy, recreation, including therapeutic recreation, social work services, counseling services, including rehabilitation counseling, orientation and mobility services, and medical services, except that such medical services shall be for diagnostic and evaluation purposes only) as may be required to assist a child with a disability to benefit from special education (IDEA, 1997).	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Role Models	Grades 7-12 Postsecondary Employment	Role models refer to individuals who provide mentoring or offer support and guidance to individuals with disabilities.	www.rrtc.hawaii.edu: Services, Supports and Accommodations for Individuals with Disabilities: An Analysis Across Secondary Education, Postsecondary Education and Employment
School to Work Programs	Grades 7-12 Postsecondary Employment	School to work programs are programs designed to assist students to make the transition between school and work by providing opportunities to explore different careers and obtain job experience and training while still in school.	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Secondary School	Grades 7-12	A secondary institution is a school that comprises any grades beginning with 7, 8, or 9 and ending with or below grade 12 (Rusch & Chadsey, 1998)	www.rrtc.hawaii.edu: Services, Supports and Accommodations for Individuals with Disabilities: An Analysis Across Secondary Education, Postsecondary Education and Employment
Section 504	P-12 Postsecondary Employment	Section 504 is part of the rehabilitation act of 1973. This was the first law regarding disability rights. Section 504 specifically states that persons with disabilities cannot be denied access on the basis of their disability to any program or activity receiving federal funding.	www.rrtc.hawaii.edu: Services, Supports and Accommodations for Individuals with Disabilities: An Analysis Across Secondary Education, Postsecondary Education and Employment
Self Identify	Postsecondary Employment	Self identify refers to the need for individuals pursuing post-secondary education and employment to inform others of their disability and to advocate for necessary accommodations or services.	www.rrtc.hawaii.edu: Services, Supports and Accommodations for Individuals with Disabilities: An Analysis Across Secondary Education, Postsecondary Education and Employment
Self-Advocate	Grades 7-12 Postsecondary Employment	Self-advocate is when individuals speak up or defend a cause on their own behalf.	www.rrtc.hawaii.edu: Services, Supports and Accommodations for Individuals with Disabilities: An Analysis Across Secondary Education,

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			Postsecondary Education and Employment
Self-Determination	Grades 7-12 Postsecondary Employment	Self-determination is defined as the combination of skills, knowledge, and beliefs that enable a person to engage in goal-directed self-regulated behavior. Seven characteristics have been described as part of self-determination: self-awareness, self-advocacy, self-efficacy, decision making, independent performance, self-evaluation and adjustment.	www.rrtc.hawaii.edu: Self-Determination and Career Development: Skills for Successful Transitions to Postsecondary Education and Employment
Self-Directed Decisions	Grades 7-12 Postsecondary Employment	Self-directed decisions refer to decisions made by an individual based on their own personal preferences and goals.	www.rrtc.hawaii.edu: Self-Determination and Career Development: Skills for Successful Transitions to Postsecondary Education and Employment
Service	P-12 Postsecondary Employment	Generic term often used with modifiers, such as assistive technology service	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Service Coordination	P-12 Postsecondary Employment	Service coordination is similar to case management as a connective function and can be 1) Independent / dedicated: roles and responsibilities dedicated to service coordination only and agency providing service coordination is independent from service provision or 2) Independent / not dedicated: agency providing service coordination is independent from service provision but service coordinator has other responsibilities or 3) Dedicated / not independent: agency provides service coordination role and also provides direct services to consumer or 4) 1. Mixed: any combination of above four models (RTC, 2001; MNSIC, 2001)	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Social Security Administration	P-12 Postsecondary Employment	The Social Security Administration is a governmental agency providing economic protection for Americans of all ages. The programs include Supplemental Security Income (SSI) — provides monthly cash benefit to help low-income children and adults with disabilities (ICI, 2001).	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
SSI/SSDI Benefits		SSI and SSDI are federal programs that assist individuals with disabilities with financial support and medical benefits while still allowing them to work and to retain their benefits.	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Student Empowerment	Grades 7-12 Postsecondary	Student empowerment refers to education and practices that are aimed at transferring the power to the student.	www.rrtc.hawaii.edu Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Support Personnel	Grades 7-12 Postsecondary Employment	Support personnel refer to individuals who work directly to provide support and services to individuals with disabilities.	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment

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Supported Education Model	Grades 7-12 Postsecondary	The supported education model includes a consumer driven, individualized support system which utilizes community and university resources. It is a common model for students with psychiatric disabilities.	www.rrtc.hawaii.edu: Services, Supports and Accommodations for Individuals with Disabilities: An Analysis Across Secondary Education, Postsecondary Education and Employment
Transition Services	Grades 7-12 Postsecondary Employment	Transition services are a coordinated set of activities for a student with a disability and is based upon individual student's needs/preferences, and includes instruction, related services, community experience, the development of employment and other post-school adult living objectives, and when appropriate, acquisition of daily living skills and functional vocational evaluation (IDEA, 1997)	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Two/ Four Year Support Staff (Two year college and Four year college)	Postsecondary	Two and four year support staff refers to individuals such as recruiters, admissions counselors, and faculty, who provide support services to individuals with disabilities at institutions of higher learning	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Universal Design	P-12 Postsecondary Employment	The design of products and environments to be usable by all people, to the greatest extent possible, without the need for adaptation or specialization (www.design.ncsu.edu) and is centered around a wide range of characteristics of potential product users anticipating accessibility features which are built into the product.	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Universal Design for Learning	P-12 Postsecondary Employment	Teaching, learning, assessment, and curriculum development made assessable and appropriate for individuals with different backgrounds, learning styles, abilities, and disabilities (www.cast.org)	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Vocational Rehabilitation (VR)	Employment	Vocational Rehabilitation is an agency, authorized in each state under Title I of the Rehabilitation Act of 1973 amended by the WIA, 1998, assists individuals with disabilities to gain employment	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment
Vocational/Work-Based Planning	P-12 Postsecondary Employment	Vocational/work based planning should begin in elementary school and should incorporate appropriate IEP objectives throughout each educational phase. Objectives should increasingly emphasize vocational training and opportunities for real work experience.	www.rrtc.hawaii.edu: Self-Determination and Career Development: Skills for Successful Transitions to Postsecondary Education and Employment
Work Based Learning	Grades 7-12 Postsecondary Employment	Work-based learning refers to learning that occurs while in a work environment.	www.rrtc.hawaii.edu: Self-Determination and Career Development: Skills for Successful Transitions to Postsecondary Education and Employment
Workplace Support Services	Grades 7-12 Postsecondary Employment	Workplace support services may include job development, on-the-job training and consultation, and job coaching services.	www.rrtc.hawaii.edu: Coordination and Management of Services and Supports for Individuals with Disabilities from Secondary to Postsecondary Education and Employment