

Key Employment Terms

FREQUENT PHRASES EMPLOYERS SHOULD KNOW

When it comes to the hiring and employment of people with disabilities, there are some terms and phrases with which employers should familiarize themselves. Here are some of the most frequently used:

- **Vocational Rehabilitation Agency:** agencies in each state designed to support individuals with disabilities to gain and maintain employment through funding vendors who provide employment services, i.e., gaining employment skills, interviewing, choosing a career, job development, on the job training, and obtaining accommodations.
- **Supported Employment:** a long-term service provided to individuals with disabilities who require support to obtain and maintain community employment.
- **Competitive Integrated Employment:** employment in the community where individuals with disabilities work around individuals without disabilities, earn comparable salaries to other employees performing the same kind of tasks, and have access to advancement opportunities.
- **Job Coach / Employment Specialist:** an individual who has knowledge of the business community and who provides long-term, individualized support to individuals with disabilities, assisting them with finding and retaining employment.



For more helpful tips, terms, and training, [watch this webcast](#) on working with employees with Autism Spectrum Disorder at ep.vcurrtc.org