

Innovative Rehabilitation: A Comprehensive Approach (IRACA)

Fact Sheet August 2026

Glossary of Terms

Accommodation Strategies

Tailored workplace modifications or assistive technology interventions designed to help individuals with disabilities perform essential job functions.

ADA Basics

Foundational training on the Americans with Disabilities Act (ADA), covering title compliance, workplace accommodations, and legal rights for workers.

Advocacy Skills

Strategies and training designed to empower individuals with disabilities and counselors to self-advocate, communicate needs, and navigate vocational systems effectively.

Benefits Counseling

Guidance provided to individuals with disabilities to help them understand how gaining employment or increased income impacts public benefits (such as SSI or SSDI).

Career Assessment

Evaluations used by VR counselors to identify an individual's skills, interests, and capabilities, aligning them with current and emerging workplace demands.

Career Pathway Mapping

The process of outlining sequential education, training, and credentialing steps needed to guide a participant from entry-level positions to advanced technical careers.

Community of Practice (CoP)

A collaborative network connecting VR professionals and employers to share strategies, solve field-specific challenges, and improve service delivery.

Community Rehabilitation Programs (CRPs)

Organizations providing direct employment, vocational training, and support services to individuals with disabilities.

Competitive Integrated Employment (CIE)

Positions must pay competitive wages (at or above minimum wage) with standard benefits, where employees work alongside colleagues without disabilities.

Customized Employment

A flexible, highly individualized process designed to match the specific strengths, skills, and interests of a job seeker with significant disabilities to the unmet needs of an employer.

Demand-Side Engagement

Strategies focused directly on employer needs, corporate hiring practices, and workplace integration, rather than solely preparing job candidates.

Dual Customer Model

An approach in vocational rehabilitation that treats both job seekers with disabilities and potential employers as primary clients, aligning candidate skills with business workforce needs.

Evidence-Based Practices (EBP)

Service delivery methods and interventions grounded in empirical research and proven effective in achieving successful employment outcomes.

Intellectual and Developmental Disabilities (IDD)

Cognitive or adaptive conditions presenting before adulthood that may require specialized, ongoing employment supports.

Peer-to-Peer Professional Forum

An interactive platform where VR counselors share resources, refine engagement techniques, and collaborate on service delivery methods.

Pre-ETS (Pre-Employment Transition Services)

Targeted career preparation services provided to students with disabilities to assist with transition planning from school to post-secondary education or work.

Replication Model

A standardized, scalable framework that allows state VR agencies to adopt and implement customized versions of proven programs.

Self-Assessment Tools

Structured evaluations used by Vocational Rehabilitation Counselors (VRCs) to review and improve their engagement techniques and service delivery quality.

STEM Career Pathways / Careers

Structured educational, training, and employment routes leading to high-quality, competitive jobs in the Science, Technology, Engineering, and Mathematics fields.

Supply-Side Preparation

Job-seeker-focused training, credentialing, and skill development to prepare individuals for entry into the labor market.

Supported Employment

A service model designed to help individuals with significant disabilities, including intellectual, developmental, or psychiatric disabilities, obtain and maintain competitive jobs in typical community workplaces.

Vocational Rehabilitation Counselor (VRC)

A professional who assists individuals with physical, mental, developmental, or emotional disabilities to prepare for, secure, maintain, or regain competitive integrated employment.

Work-Based Learning Experiences

Hands-on career preparation opportunities, such as internships, apprenticeships, or job shadowing, that connect VR participants directly with employers.

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