

Communicating the Potential Impact of Employment to Families and Participants

Proactively Addressing Barriers



Orientation to Employment

- It is your responsibility to present the information in the format that is most likely to be understood by the participant and their team.
- Each orientation must include the four required topics included in this presentation.



Topic 1: Choice and Self Determination

“What you do during the day is your choice!”

- ❖ Must include a clear statement of the above with no indication that the choice might create difficulty for the provider(s).
- ❖ Must indicate that multiple services or providers may be chosen.
- ❖ Must indicate that there is no “required” schedule. The participant may choose as much programming as they wish within service limits, or as little.
- ❖ Must assure that if there is dissatisfaction with activities changes can be made.
- ❖ Must inform that services or activities not covered in the waiver can be included.



Topic 1: Choice and Self Determination

The Role of the Person-Centered Team

- ❖ Must include a clear statement that the participant and their Guardian, if applicable, decide who is on the person-centered team.
- ❖ Must encourage the inclusion of a representative of each provider rendering service be included on the team.
- ❖ Must clearly inform that the role of the team is to help the participant and the Guardian, if applicable, make decisions; not to make decisions for them.



Topic 1: Choice and Self Determination

The Role of the Case Manager

- ❖ Must include a clear statement that the case manager is an advocate for the participant, not any specific provider.
- ❖ Must inform that the role of the case manager is to coordinate the team and to assist the participant and Guardian, if applicable, conduct team meetings.
- ❖ Must clearly inform that the case manager is also responsible for monitoring the services the participant receives and their activities.

The Role of the Participant

- ❖ Must include a clear statement that the participant should always let it be known whether they like, or dislike the services they receive.



Typical Barriers to Choice and Self Determination



- ❖ Participant and Family not Empowered to Lead their Own Planning
- ❖ Focusing on Job Rather than Career
- ❖ Trying to have a “One Size Fits All” Rather than a Personalized Plan
- ❖ Planning that Forces Choices Unrelated to Interests
- ❖ Failure to Design the Plan of Care as a Life Plan focusing on community belonging rather than activities of daily living.
- ❖ Insufficient Accountability for Those Supporting the Plan
- ❖ Insufficient Follow-up

Topic 2: Meaningful Day

“The purpose of waiver is to give participants the opportunity to become valued, involved members of the community.”

- ❖ Should focus on options that give participants the opportunity to exercise their rights as citizens and improve their ability to make positive contributions to their community such as:
 - ❖ Community Integration - the opportunity to live in the community and be valued for one's uniqueness and abilities, like everyone else.
 - ❖ Health and Wellness Activities – Focus on exercise, nutrition, and other activities to improve well-being
 - ❖ Supported Retirement – living the lifestyle of a retired person
 - ❖ Career Development – gaining skills that may at some point make it possible to work in the community
 - ❖ Supported Employment – working in integrated community employment with competitive wages and benefits.





A meaningful day does not mean that you must choose one of these activities. You may choose any or all of them, even work.

Many participants work part-time in the community and attend a day training program during the rest of the week to take part in other activities.



Topic 3: Benefits of Choosing Work

“We believe that all people receiving SCL supports can work and contribute to their community given opportunity, training, and supports that build on their strengths.”

❖ Why Work?:

- ❖ Have more money- Becoming part of the community can be expensive. By working, the participant can have the means to do the things in the community that are important to them. They could buy nice clothes, go to restaurants and movies, go to school, go on vacation, potentially even buy a car or a home.
- ❖ Become more independent – People’s lives are often limited by a lack of money. With a job and the means to support yourself you can become more independent.



Topic 3: Benefits of Choosing Work

“We believe that all people receiving SCL supports can work and contribute to their community given opportunity, training, and supports that build on their strengths.”

❖ Why Work?:

- ❖ Share your talents – Everyone has something that they do well. Supported employment can help you recognize those things that you do really well and help you figure out how to get paid for using those skills.
- ❖ Feel good about yourself – When people meet the first information they usually share is their name. The second thing is usually where they work and what they do. Work can give you an identity.
- ❖ Make new friends – Most people gain most of their friends in school, at church, or at work.



Typical Barriers to Relationship Building



- Overreliance
- People who have lived in isolation often have no experience developing relationship networks
- Participants often have “burned bridges” because of repeated past crises.

Topic 4: Impact of Wages

- On cash benefits
 - With SSI, wages will cause your check to be smaller but it will reduce by much less than the new money you earn. You can make just over \$1,500 per month and still get a check. You are almost always better off by working.
 - With Social Security there is no change in your check until you earn more than \$1,040 dollars per month and there are some incentives you might be able to use that could help you earn more.



Topic 4: Impact of Wages

- On Health Insurance
 - With SSI, you will have Medicaid for health insurance, even if you no longer get a check, until you earn nearly \$30,000 per year.
 - With Social Security you can usually continue receiving Medicare for more than seven years after your check stops. If you get a really good job with health insurance and lose Medicare then find that you cannot continue working because of your disability, many times you can start receiving benefits again without a waiting period.



Topic 4: Impact of Wages

- On Waiver Services
 - If you are on the SCL waiver you can make nearly \$50,000 per year before you lose your waiver services.
 - If you are on the Michelle P waiver you can make nearly \$25,000 per year before you lose your waiver services.



Topic 4: Impact of Wages

- On Other Services
 - Other services like food stamps, heat assistance, and HUD are often impacted by wages.
- Resources
 - Waiver participants must meet the Medicaid Resource limitations of \$2,000 for a single person and \$3,000 for a married couple.



Topic 4: Impact of Wages

Help is available through both the Office of Vocational Rehabilitation and the Division of Developmental and Intellectual Disabilities to determine the impact a job will have on your benefits before you start the job.



Typical Barriers related to Impact on Benefits



- Lack of understanding and misinterpretation of rules related to Social Security and SSI
- Misapplication and miscalculation of Patient Liability
- Lack of resource planning



Questions?

