

UNDERSTANDING TRANSITION

PART 3: EMPLOYMENT



Everybody Can Work



BUT Not everyone will work the same way

- Some people with disabilities will find jobs like everyone else and with little accommodation go to work
- Other people will work at jobs created just for their skills and may work part time
- Others may start their own business to show case their skills

Why go to work?

- To make money and have financial resources

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- To make friends and have social relationships



- To have a sense of achievement and self-worth

**BELIEVE IN
YOURSELF.**



- To have a meaningful life routine like others

*Life is all about
choices*

Working is a privilege

But there are rights for workers with disabilities like

- Being treated the same as coworkers
- Getting reasonable accommodations needed to do your job
- As students transition they need to:
 - understand their disability
 - understand what accommodations they might need in a work place so they can ask for what they need
 - know when to disclose information about their disability when needed

There are many ways to work

- Competitive
- Supported
- Self-employed/Microenterprise
- Customized
- Volunteer/internship

Competitive

Some people find and apply for a job the same as anyone else. They may or may not need accommodations depending on the job.

Malicia is an attorney who is deaf.

Some accommodations she uses are

- *sign language interpreters for meetings*
- *a phone system she can use to talk with clients*



Supported Employment

Supported employment is a program to assist individuals who have more complex disabilities to become employed. A specialist will help the person find and keep a job in the community.



Customized Employment



- Customized employment matches job seeker skills and interests with employer needs.



Self-employment

Sometimes people have talents, interests and motivations that are a good fit for starting a business.

- Therapeutic riding helped Martha discover her love of animals.
- Her typical experiences in HS and college settings lead to what works for her and to a discovery of one of her passions-baking
- She started her own business-Shoot for the Moon Animal cookies....
with help from OVR and the MPW



Internships/Volunteer

- Internships and volunteer jobs are good ways for high school students and young adults to learn and practice skills that can lead to employment. It also shows a potential employer that the person can do the job.



Your Benefits and Work

- People can go to work, even if they get a disability check.
- Social Security has work incentives that help people to work and increase their self-sufficiency without immediately losing their check.
- There are Community Work Incentive Coordinators (CWICs) who are special counselors who help people understand how going to work will affect their benefits and check.

CWICs work at Work Incentive Planning and Assistance (WIPA) Projects. The 2 in Kentucky are located at Goodwill Industries and the Center for Accessible Industries.

What about medical cards?

- People who are working and still receiving even \$1 of SSI each month can keep their medical card.
- Through Social Security's 1619(b) program, Kentucky Medicaid will allow people to keep their medical card even if they no longer receive a monthly SSI check.

Student Earned Income Exclusion

Social Security won't count up to \$1,780 of your monthly income (or up to \$7180 for the entire year) if you are

- 1) under 22
- 2) regularly attending school

**figures from 2016*

Medicaid Waivers

- Many believe that people can't work if they are on a **Medicaid Waiver**.

That's not true—people can work.

- In fact with new federal rules people who get Waiver services are encouraged to explore working.

Resources to help you work

The Office of Vocational Rehabilitation

- is a state agency with offices around Kentucky. They help people with disabilities get job counseling, training, and supports.
- They will start working with students before they leave high school.
- They assist people to write an Individual Plan for Employment (IPE) - a plan for helping people reach their employment goals
- They can refer people to a Supported Employment agency or specialist
- Contact Vocational Rehabilitation at (800) 372-7172 (Voice/TTY).

Resources to help you work

Plan to Achieve Self-Support (PASS)

- With Social Security's PASS, a person can set aside income or resources for a specific time to go to school, start work, or start a business. **SSA PASS Toll-Free: 1-800-772-1213**
- Vocational Rehabilitation or your local Center for Independent Living can provide more information

Resources to help you work

Ticket to Work

- A Social Security program that allows someone receiving SSI or SSDI to try to go to work.
- Tickets are sent to people who get a monthly disability check
- Call Maximus at (866) 968-7842 if you have questions or go to www.chooseworkttw.net
- You can use your ticket to sign up for help from one of the employment networks, including the office of Vocational rehabilitation. See the above web site for other networks.

Other resources to help you go to work

- Our book *Going to Work and Keeping Benefits* has more information. ***Put link here***
- Our web site has more information about employment in the Transition section under both web and print employment resources

To sum it up

- There are many reasons to work
- There are many ways to work
- You can work and keep benefits
- There are places that can help you figure out working and keeping benefits
- High school is a good time to explore different kinds of work

