



REI NETWORK WEBINAR: AMERICAN DREAM EMPLOYMENT NETWORK

November 11, 2015

3:00 – 4:00 pm EDT

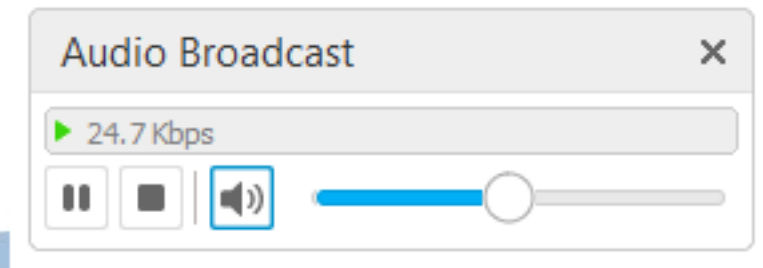
Moderator



Michael R. Roush, M.A.
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National Disability Institute

A national research and development organization with the mission to promote income preservation and asset development for persons with disabilities and to build a better economic future for Americans with disabilities.





NDI's Real Economic Impact Network

- An alliance of organizations & individuals dedicated to advancing the economic empowerment of people with disabilities.
- Consists of more than 4,500 members located throughout the United States.
- Includes non-profits, community tax coalitions, asset development organizations, financial education initiatives, corporations & private-sector businesses, federal/state/local governments & agencies, and individuals & families with disabilities.
- All partners join forces to embrace, promote & pursue access to & inclusion of people with disabilities in the economic mainstream.

Learn more about the REI Network at

www.realeconomicimpact.org/REI-Network.aspx

Presenters



Mary Lynn Revoir and Kevin Nickerson
Co-Directors

American Dream Employment Network, a
Division of National Disability Institute



AMERICAN DREAM EMPLOYMENT NETWORK: SUPPORT TO JOB SEEKERS RECEIVING SSI OR SOCIAL SECURITY DISABILITY BENEFITS

ADEN Co-Directors Kevin Nickerson and Mary Lynn ReVoir
November 11, 2015

TODAY'S AGENDA

- Current Landscape of Disability Community and Employment Culture
- Ticket to Work
- Introducing the American Dream Employment Network
- ADEN Membership

CURRENT LANDSCAPE

EMPLOYMENT TRENDS

- Current policy environment
 - Employment 1st
 - Olmstead Act
 - National Governor's Association agenda
 - CMS Medicaid Waiver
 - Workforce Innovation Opportunity Act (WIOA)
- Current employment laws
 - Section 503 of the Rehabilitation Act
 - Sub-Minimum Wage
 - Federal employees minimal wage

DISTURBING FACTS

Highlight from *Banking Status and Financial Barriers of Adults with Disabilities: Findings from the FDIC National Survey of Unbanked and Underbanked Households*

- Among households headed by working-age persons with disability, nearly one-fifth were unbanked (18.4%) and more than one-fourth were underbanked (28.1%)

Highlights from *Financial Capability of Adults with Disabilities – Findings from the FINRA Investor Education Foundation 2013 Financial Capability Study*.

- 81% of people with disabilities did not have an emergency fund to cover three months of expenses, while 70% said they could not come up with \$2,000 in an emergency.
- 82% of people with disabilities have not determined their retirement savings needs.

NARROWING THE PROBLEM

- Nearly 1 in 3 people with disabilities live in poverty
- The poverty rate for people with disabilities is 28.4%. Nearly double the U.S. national poverty rate
- 40% of individuals on SSA Disability benefits want to work, yet less than ½ of 1% ever get off benefits
- Common barrier: lack of access to reliable, trusted, quality employment services
 - [Work Incentive counseling by certified personnel](#)
 - [Excellent personalized face to face quality customer services](#)
 - [Unique shared vision that weaves hope into services](#)

14.5 MILLION SSA BENEFICIARIES

- Social Security Administration reports approximately 14.5 million American's receive Social Security disability benefits (SSDI and SSI)
- Social Security Administration's (SSA) Ticket to Work program offers a potential road map out of poverty through employment
- Employment Networks (EN) offer employment services through Ticket to Work program



TICKET TO WORK

WHAT IS TICKET TO WORK

- Eligibility

Social Security's Ticket to Work Program is a free and voluntary program available to people ages 18-64 who are blind or have a disability and who receive Social Security Disability Insurance (SSDI) or Supplement Security Income (SSI) benefits.

- Goals

- Offer beneficiaries with disabilities expanded choices when seeking service and supports to enter, re-enter, and/or maintain employment;
- Increase the financial independence and self-sufficiency of beneficiaries with disabilities;
- Reduce and, whenever possible, eliminate reliance on disability benefits.

FROM THE BENEFICIARY PERSPECTIVE

YOUR CHOICE

- You decide if you want to assign your Ticket
- You decide what Employment Network you want to work with
- You can unassign your Ticket at any time



NO RISK IN ASSIGNING TICKET

- There is no cost to assign your Ticket
- Assigning your Ticket does not affect your current benefits or related health insurance benefits
- There are additional benefits to assigning your Ticket

STATE VOCATIONAL REHABILITATION (VR) ROLE WITH TICKET TO WORK



- When a beneficiary is served by VR, a case is opened, and his/her Ticket is considered “in USE” with VR and cannot be assigned to EN
- Typically VR closes the case after 90 days of employment
- After the VR case is closed, the individual has the opportunity to assign their Ticket with an EN of their choice for ongoing support
- It is not required for individual to get VR services; beneficiary have choice to assign Ticket to EN and never use VR or use both

EMPLOYMENT NETWORK (EN) ROLE

- EN's have the requisite skills and experience to provide employment support services to SSA disability beneficiaries
- The EN's role is to do all they can to help beneficiaries reduce, and ultimately eliminate, dependency on disability benefits and increase the financial stability of individuals they serve
- EN's represent a wide variety of agencies, examples include:
 - Employment Service Providers
 - Public Workforce System
 - Center's for Independent Living

EN SERVICES

- Social Security Requires that all EN's provide at an minimum the following services:
 - Career Counseling
 - Job Placement Supports
 - Long-Term Follow up Supports
- There are approximately 500 ENs in the country.
- ENs are listed on the SSA Provider Directory
 - <http://www.chooseworkttw.net/findhelp/>

WHY LOW LEVEL INVOLVEMENT IN TICKET PROGRAM?

- Difficulty becoming an EN
 - Lengthy contractual process
 - Development of specific business plan
- Challenges in operating an EN
 - Required administrative duties / lack staff capacity
 - Development of processes to capture information
 - Tracking and reporting requirements
- Limited understanding and access to SSA Work Incentives guidance



INTRODUCING: AMERICAN DREAM EMPLOYMENT NETWORK (ADEN)

WHO IS ADEN

- ADEN represents a consortium of agencies across the country providing employment services and supports to everyone who participates
- ADEN is a division of National Disability Institute (NDI) whose mission is to provide a better economic future for Americans with disabilities
- ADEN is interested in providing services that lead to the long-term financial stability of each Participant
- ADEN values the contributions Americans with disabilities can bring to the workforce and recognizes the strength a business draws from a diverse workforce

ADEN KEY STAKEHOLDERS



PARTICIPANTS

ADEN recognizes Social Security Administration (SSA) disability beneficiaries between the ages of 18-64, as Participants, indicating their active, voluntary participation to secure employment leading to greater self-sufficiency.



MEMBERS

Located across the country, ADEN Members provides face to face employment services, helping individuals with disabilities improve their financial stability.



EMPLOYER PARTNERS

Through a Memorandum of Agreement ADEN Employer Partners represent employers who have interest in hiring and retaining qualified individuals with disabilities.

ADEN CORE SERVICES

- Career Counseling
- Job Placement Services
- Benefits Planning and Work Incentives Counseling*
- Financial Wellness*
- Long-term employment supports

ADEN ENGAGES EMPLOYER PARTNERS

ADEN is committed to developing employer relationships that are meaningful to the Participants and connected to Members.

- ADEN Employer Partners include businesses that have the desire to diversify their workforce, and understand that individuals with disabilities represent a large talent pool
- ADEN Employer Partners are engaged through a formal Memorandum of Agreement (MOA) that outlines a working relationship with ADEN Members
- ADEN offers a pro-active option for Federal Contractors who are serious about diversifying their workforce



ADEN MEMBERSHIP

CURRENT ADEN MEMBERS

- At present there are 19 ADEN Members located in nine states
- Membership continues to grow, expanding locations to serve Participants throughout the U.S.

Current Locations:



TOP REASONS TO CONSIDER ADEN MEMBERSHIP



Turnkey business opportunity

- ADEN is the EN of record, no need to file an RFQ to become an EN
- Immediately begin assigning Tickets from SSA disability beneficiaries when you become an ADEN Member
- Freedom from communication, reporting and billing to SSA, as ADEN manages billing and distribution of Ticket revenue to Members in a timely fashion
- Existing Employment Networks can join ADEN to assist in administrative responsibilities, which allows you to focus on employment services and expanding your customer base

PREMIER SUPPORT

- Access to Ticket to Work experts and ongoing technical assistance and training
 - ReVoir and Nickerson have combined 40+ years experience working to enhance employment opportunities for the disability community
 - Both have served on SSA Tiger Teams for the Ticket program
 - ReVoir was member of the Operations Support Manager of the Ticket program providing TA to service providers in 30+ states
 - Nickerson is a nationally recognized expert in benefits and work incentives planning, and both are certified advisors
- State-of-the-art secured portal for ADEN Members to assist in managing Ticket assignments, as well as relevant statistical data to help inform the progress of each Member location

BUSINESS ANGLE

- New customer referral source
 - ADEN helps you build your customer base from the thousands of beneficiaries in your community
 - Ticket holders: ADEN can provide the number of Tickets issued per state.
- Continuity during staff turnover
 - ADEN will assist agency in transition and training of new staff, providing long-term stability for your EN operations
 - Avoid EN shut down during time of staff turnover
- Connection to ADEN Employer Partners who are committed to hiring individuals with disabilities
 - Federal Contractors comply with Section 503 of Rehab Act

NEW REVENUE FOR MEMBERS

- 80% of EN payments is distributed to Members based on assigned Participants that achieve program outcomes
 - ADEN Members are encouraged to use their EN payments as a revenue stream to support their ADEN activities
 - Federal agencies interpretation of EN funds supports expansion
 - *U.S.DOL has stated EN Payments are not considered Program Income for the public workforce system*
 - *U.S.CMS has stated EN Payments can be received for a Participant who the Member also receives Medicaid funds for the same person*
 - The remaining 20% of payments supports ADEN administrative functions, premier technical assistance, training, secured portal development, ongoing support

COMMENTS FROM CURRENT MEMBERS

- *“We are thrilled to be in partnership with both of you and with ADEN. Thank you!”* Lance Elwood, Career Support Systems, Inc.
- *“Thank you to the both of you for making this process so efficient! It has been great working with you so far.”* Scott Nishimoto, Abilities Unlimited
- *“I'm excited that I get to be part of the team that's helping people bring their dreams to reality.”* Lynn Paige, CSS Workforce NY
- *“Your customer support and assistance really is amazing!”* Olivia Stiller, Easter Seals Hawaii
- *“Yes I can definitely tell I am in good hands! Thank you for this opportunity and I am thrilled to be with ADEN!”* Brenda Umholtz, Umholtz Consulting

INTERESTED IN LEARNING MORE?

If you have interest in Membership..... Next Steps:

1. Visit our website: www.AmericanDreamEN.org
2. Email us for additional informational materials and to schedule a call to discuss next steps in establishing Membership

If you have interest in Participant services....Next Steps:

1. Contact us on our toll-free line (844.687.2336 / for deaf or hard of hearing use Relay)
2. We will refer you to an ADEN Member site of service

CONTACT INFORMATION



American Dream Employment Network
844.687.2336

For deaf/hard of hearing use Relay

info@AmericanDreamEN.org

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ADEN Co-Directors

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QUESTIONS?



Join the Movement!

NDI's Real Economic Impact Network

Sign-up at bit.ly/NDI-sign-me-up

Wrap-Up & Thank You

Join us for our next webinar:

Wednesday, December 2, 2015 at 3pm ET

***A Highlight of Tools and Resources from
Taxpayer Opportunity Network***

More information about this webinar will be sent out the the REI Network list via email in the coming weeks.

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