



TRANSITION & WORK INCENTIVES

Kelly Gibbs, Community Work Incentive Coordinator

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Iowa WIPA

- Community Work Incentive Coordinator, Certified through Social Security Administration
- Employee of Disability Rights Iowa
- Funded through the Iowa Work Incentives Planning and Assistance grant
- Serving anyone on SSI or SSDI in the State of Iowa considering work

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TRANSITION: Importance of Work

- Creates an expectation of working
- Encourages independence
- Establishes Network for future jobs
- Builds skills for future jobs

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Frequently Asked Questions

- Will I lose my Social Security Benefits if I work?
- Will I lose my health care?

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Working While on Benefits: Making SSA Work Incentives Work for you!

- SSA has many Work Incentives, that allow individuals who are on SSI (Supplemental Security Income) or SSDI (Social Security Disability Insurance) to work while receiving benefits!

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What benefits am I on?

- Before you can know what work incentives apply to you, you need to know what benefit you are on.
- SSI (Supplemental Security Income)
 - Is needs based. That is why all your resources and income are monitored.
 - You receive Medicaid (Title 19)
- SSDI (Social Security Disability Insurance)
 - Is insurance paid through taxes. Must have work credits. Resources are not an issue, but income is.
 - Receive Medicare after a 24 month waiting period.

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Verifying Benefits

- CWICs or the beneficiary can request a BPQY, otherwise known as a Benefits Planning Query.

BPQY Shows:

- Type of benefit you are on
- Entitlement date
- Earnings on record by year
- Medical Coverage
- Etc.

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Why is this important?

- Each Social Security program has a different set of rules as to how earnings affect your benefit.
- Opportunity to cross check what Social Security has on file for you.

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Most Social Security Beneficiaries under the age 18 are on SSI.

SSDI Under age 18:

- There are no regular SSDI disability benefits for a disabled child who is under 18. A disabled child under 18 may collect either SSI or, Be the Child of a Social Security eligible—
 - Deceased worker,
 - Disabled worker,
 - or Retired worker
- These are known as auxiliary benefits.

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What happens to SSDI auxiliary benefits if the child under 18 goes to work?

- Early Retirement Rules then apply.
- Basically, the auxiliary beneficiary can make up to \$15,720 in 2015 and still receive their full auxiliary benefit.
- After that their benefit is reduced \$1 for every \$2 in earnings above \$15,720 in 2015.

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Under Age 18: Supplemental Security Income (SSI)

- SSI is available to children who meet the disability requirements of the Social Security Administration (SSA) but have little income or resources. Part of the parents income is attributed to the child in determining whether the child is financially eligible for SSI. This is called Deeming.
- After turning 18, the disabled child will need to qualify for SSI as an adult; that is, he or she will have to fit the adult definition of disability. The family's income will no longer be considered as part of the eligibility determination for SSI, although if the child still receives food and shelter from the parents, the Social Security Administration (SSA) may lower the child's disability payment.

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Age 18 Redetermination

- Automatically occurs at some point before their 19th birthday
- In Iowa about 600 students go through the redetermination process each year and over 67% do not meet the adult criteria for disability.

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When should I apply for benefits?

- In the month that you turn 18 years old
- Remember that they are looking at how your disability creates barriers to full employment.
- Can be working but earning less than (SGA) Substantial Gainful Activity (\$1,090 in 2015)

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Section 301- Continued payment under a VR or similar program

- Allows for the continuation of benefits while the beneficiary completes an appropriate Vocational Rehab program or similar services.
- Been determined by SSA to be medically recovered or to no longer meet the medical qualification through a medical CDR or age 18 re-determination

Facts about Section 301

- Only offers extended benefits to those that would have terminated due to medical recovery
- Allows continued payment to any auxiliaries drawing off the insured worker
- Medicare and/or Medicaid continues
- Applies to both SSI and SSDI
- SSI must continue to meet all SSI eligibility criteria
- Appeal

Basic Requirements

- Participation in an approved program (work plan, IPE, IEP, provider agency, employment plan with government agency, ILC)
- Participation began before the disability ceased
- Continuation in the program will increase the likelihood that the individual will not return to the disability rolls

What happens to my child's SSI payment when they decide to work?

SSI Work Incentives

- Basic Earned Income Calculation
- Impairment-Related Work Expenses (IRWE)
- Plan for Achieving Self-Support (PASS)*
- Student-Earned Income Exclusion (SEIE)*
- 1619 (a) & (b)*
- Blind Work Expense (BWE)
- Property Essential to Self Support (PESS)
- Expedited Reinstatement

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Earned Income Exclusion



1000	Gross earnings
<u>-20</u>	General Exc.
980	
<u>-65</u>	Earned Income Exc.
915	
915	
<u>/2</u>	remainder divide by 2
457.50	Countable Earnings

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Earned Income Exclusion cont.

733.00	2015 Federal Benefit Rate
<u>457.50</u>	Countable Earnings
275.50	New SSI payment
<u>+1000</u>	Gross Income
\$1275.50	Total monthly gross income

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Student Earned Income Exclusion

- Must be under 22
- Regularly attending school

College -	8 hrs a week
Grades 7-12	12 hrs a week
Training Course	12 hrs a week

Home study due to disability can also be considered
- Allows student to exclude \$1,780 per month/maximum of \$7,180 per year and their SSI is not reduced in 2015

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1619 b – Extended Medicaid

- Meet all the other requirements for SSI
- Need Medicaid in order to work
- State Threshold (2015 – \$32,442)

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Medicaid for Employed People With Disabilities ~ Title 19

- Must be disabled
- Must have earned income from employment
- Must be under age 65
- Must meet income and resource requirements (higher than SSI requirements)
- Same as Title 19 - administered by DHS
- Some individuals may pay a premium

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Plan for Achieving Self-Support (PASS Plan)

- An SSI employment support program
- Allows an individual to set aside income and/or resources for a specified period of time to achieve their **work goal**.
- Income/resources set aside are excluded when calculating SSI benefit amount

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PASS facts

- Already receiving SSI or must meet eligibility requirements
- Must have income/resources to set aside
- To increase or maintain income producing capability
- A chance to achieve a vocational goal
- To make it financially feasible to set aside or save income/resources
- PASS can start as early as 15 years old.

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Examples of PASS Expenditures

- Supported Employment services
- Items & Capital for a Business
- Educational & Training expenses
- Attendant Care
- Child Care
- Equipment or tools
- Uniforms or special clothing
- Etc

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The Work Goal

- Single vocational goal
- Must be feasible
- Goal should be expected to increase prospect of self-support
- Goal can be to increase work hours or reduce job supports
- Goal can be a vocational evaluation

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Self Employment and PASS

- Must include a detailed business plan
- Plan must show start-up costs and on-going business expenses
- Marketing research
- Projection of Sales (realistic)
- May need assistance writing the business plan

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WIPA is authorized in:
42 USC §1320b-21, P.L. 106-170
Ticket to Work and Work Incentives Improvement Act of 1999
Pub. L. 108-203
Social Security Protection Act of 2004

WIPA is administered and regulated by:
Social Security Administration
Office of Acquisition and Grants
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