

The Micro-Enterprise Model of Employment

Benefits of entrepreneurship for people with disabilities:

- Independence and the opportunity to make their own business decisions;
- The ability to set their own pace and schedules;
- Reduction of transportation problems when a business is home-based and
- Continued support from [Social Security Disability Insurance](#) (SSDI) or [Supplemental Security Income](#) (SSI)—including health care—when income and assets are within these programs' requirements.

It's about Passion

- Equipment rentals
- Bookkeeping
- Pet gift baskets
- Mobile dog grooming
- Chicken and egg production
- Artwork and photography
- Snack and drink vending
- Gourmet dog biscuits
- Apparel manufacture and retail
- Jewelry making
- Computer repair
- Small engine repair
- Firewood delivery
- Flower arranging, water filtration systems sales, greeting card design, farming, and many more.
- <http://www.incomelinks.biz/projects.htm>



What is Your Passion?

- **The individual:** Does the person considering a micro-enterprise have enough drive to create a business? Is there a desire to learn the skills necessary for success?
- **The product:** Is the product marketable? Is it a quality product and will the quality of the product remain consistent?
- **The profit:** Can the product be sold at a price that will make the production costs worthwhile, while at the same time provide income to the entrepreneur?
- **The support:** How independent is the business owner? Can he or she drive? Is the family supportive of the endeavor and the entrepreneur? Are the necessary supports in place where they are most needed?

Online Resources

- FirstGov www.firstgov.com
- U.S. Small Business Administration www.sba.gov
- U.S. Small Business Administration (Santa Ana District) www.sba.gov/offices/district/ca/santa-ana
- America's SBDC (eLearning tab under 'Resources') www.americassbdc.org
- SBDCNet (lots of industry reports) www.sbdcnet.org
- Inland Empire Women's Business Center www.iewbc.org
- National Association of Women Business Owners www.nawbo.org
- Office of Women's Business Ownership www.sba.gov/content/women-owned-businesses
- Senior Corps of Retired Executives (SCORE) - Online consulting www.score.org
- Entrepreneur.com www.entrepreneur.com
- Inc Magazine www.inc.com
- U.S. Census Bureau (American FactFinder) www.census.gov/data/data-tools.html
- U.S. Dept. of Agriculture www.usda.gov
- U.S. Dept. of Labor www.dol.gov
- U.S. Dept. of Education www.ed.gov
- Social Security Admin - Plan to Achieve Self-Support (PASS) www.socialsecurity.gov/disabilityresearch/wi/pass.htm
- Rural Institute Pass Plans on-line www.passplan.org
- Job Accommodation Network www.askjan.org
- Association for Enterprise Opportunity www.aeworks.org
- Griffin-Hammis Associates, LLC www.griffinhammis.com

Thank You For Coming!

3780 Market Street

Riverside, CA 92501

Email: rusher@iesmallbusiness.com

Office: 951-781-2345

Mobile: 951-235-0669

Web: www.iesmallbusiness.com |

Blog: iesmallbusinessblog.com



Resources for Transition & getting Employment into the documents – IEP/ITP/SOP

For Transition prep & planning (including assessments)

Transition to Adult Living – An Information and Resource Guide:

http://www.calstat.org/publications/pdfs/transition_guide_07.pdf (Info on SOP, see pages 45 & 46 of publication – pdf pages 53 & 54)

CalStat – Transition: School to Adult Life: <http://www.calstat.org/transitionmessages.html>

CalStat links to Resources for info on transitioning & transition planning:

http://www.calstat.org/transition_resources_websites.html#summary

Quickbook of Transition Assessments: http://www.ocali.org/up_doc/Quickbook_of_Transition_Assessment.pdf

Journey to Adulthood A Transition Travel Guide: <http://ovr.ky.gov/nr/rdonlyres/2d657132-8a19-47b3-9f3a-7a6b47346358/0/journeytoadulthoodatransitiontravelguide.pdf>

Parent Center Hub (A NICHCY Legacy Resource) on Transition:

<http://www.parentcenterhub.org/topics/transitiontoadult/>

Wrightslaw articles on Transition; Transition, Transition Services, Transition Planning -

<http://www.wrightslaw.com/info/trans.index.htm> **Legal Requirements for Transition Components of the IEP -**

<http://www.wrightslaw.com/info/trans.legal.bateman.htm>

Appropriate Employment (& other) Goals for the ITP

Parent Center Hub – Transition Goals in the IEP: <http://www.parentcenterhub.org/repository/transition-goals/>

Info on SOPs (Summary of Performance)

CalStat Sample SOP: <http://www.calstat.org/textAlt/sop.html>

Wrightslaw info on SOP: <http://www.wrightslaw.com/info/trans.sop.htm>

See comment below Transition to Adult Living Guide above.

See CalStat links to resources, Item #4 SOP – Summary of Performance

Riverside County SELPA 2013/14 IEP Manual (with info and instructions regarding the completion of IEP, ITP, and SOP forms): <http://www.rcselpa.org/common/pages/DisplayFile.aspx?itemId=1975529>

ITP – Individual Transition Plan info begins on page 27 (pdf pg 31)

SOP – Summary of Performance info begins on page 111 (pdf pg 115)

Other Resources

Improving Post-School Employment Outcomes: Evidence Based Secondary Transition Predictors

http://www.nsttac.org/sites/default/files/assets/pdf/NSTTAC-DCDT_Fact_Sheets/FactSheetEmployment081909.pdf

Understanding the New Vision for Career Development: The Role of Family

<http://www.ncwd-youth.info/node/1463>

<http://www.nsttac.org/content/nsttac-indicator-13-checklist-form-b-enhanced-professional-development>



SIGNIFICANCE OF THE INDIVIDUAL PROGRAM PLAN

PERSON CENTERED PLANNING (REVOLVES AROUND THE PERSON WITH
DEVELOPMENTAL DISABILITIES)

- Determine consumers life goals
- Abilities and strengths of the consumer
- Preferences
- Identify possible barriers and concerns of the consumer to achieve their life goals
- IPP is an action plan to assist the consumer in achieving the desired outcomes/goals



WHAT IS THE ROLE OF THE CSC?

THE ROLE OF THE CSC CONTINUED

Coordinate the team and gather information. The information gathered should take into account the needs and preferences of the individual with developmental disabilities and his/her family and should be:

- Descriptive
- Factual
- Measurable
- Free of personal opinion
- Paint a picture of the persons abilities, strengths and possible barriers

TRANSITION FROM SCHOOL TO EMPLOYMENT

Communication is key

- Invite CSC to IEP meeting
- Discuss concerns, goals, and direction consumer wants go as they are moving closer to graduation/completion of school
- Identify barriers/challenges that may hinder the person from getting a job
 - Consumer can work on barriers through IEP goals
- Implement goals in the IPP and the IEP that promote employment and address the barriers identified

TRANSITION FROM SCHOOL TO EMPLOYMENT AND GETTING EMPLOYMENT GOALS IN THE IPP

The Planning Team should have regular contact as the consumer approached the age of 22 and is preparing to exit the school system.

- Approximately 6 months prior to exiting the school system
 - Discuss programs and or resources that are available to meet the consumers needs
 - Explore options available in the your community (always consider competitive employment as the first option)
 - Explore the resources identified by the planning team
 - When the consumer exits school and the team has decided which direction is best and the team has identified the right resource an IPP meeting needs to be held to reflect the consumer's choices.
 - The IPP is the contract between the consumer/family with regional center

The background is a blue gradient with decorative white circuit-like lines in the corners. A small orange speech bubble icon is in the top-left corner.

Success!

State Council on Developmental
Disabilities, San Bernardino Office
Presented by: Arman Khodaei
and John Weeks

“SOFT SKILLS”

WHAT ARE THEY & WHY DO YOU NEED THEM?

When you think of “Skills”, What do you think of?

- ⦿ “Technical Skills” or
- ⦿ “Hard Skills”
 - Web Design
 - Computer Software
 - Legal
 - Police & Firemen
 - Doctors & Nurses
 - Engineering
 - Professional Athletes



What are “Soft Skills”?

- ◎ Combination of Individual Personal Qualities
 - Personal Gifts
 - Attitude
 - Habits
 - Things about you that make you unique
- ◎ In some cases can be more valuable than “Hard” or “Technical” skills

Top “Soft Skills”

- ⦿ Employers surveyed listed skills that are important and highly desired in new hire employees.
- ⦿ Technical skills can be taught and learned
- ⦿ Soft Skills are unique qualities within
 - Simply personality traits, special gifts
 - Gained through life experiences

Top Soft Skills

- **STRONG WORK ETHIC –**
 - This means You are....
 - Motivated
 - Dedicated
 - Reliable
 - Will carry out the tasks of your job
 - No on the job “Baby Sitting” required

Top Soft Skills

◎ TEAM PLAYER

- This means you are...
 - Considerate of others
 - Friendly to all
 - Work well w/others
 - Put the needs of others above yours
 - Your efforts benefit the TEAM



Top Soft Skills

⦿ ADAPTABILITY

- This means you are...
 - Flexible
 - O.K. with Change
 - Go with the Flow
 - Adjust to different situations
 - NOT Rigid

Top Soft Skills

◎ PERSONAL INTEGRITY

- This means you...
 - Lead by Example
 - Are Honest
 - Are Trustworthy
 - Do the Right Thing, Even when No One is Looking

Top Soft Skills

- PROBLEM SOLVING

- This means you can...

- Resolve Issues
- You are Creative
- Look for Answers



Top Soft Skills

⦿ DEPENDABILITY

- That means you...
 - Show up On Time
 - Can be counted on
 - You DO what you SAY
 - Are Reliable

Top Soft Skills

◎ PUNCTUAL

- This means you are...
 - ON TIME
 - Reliable
 - Someone Others Count on
 - Dependable



Top Soft Skills

⦿ MOTIVATED

- This means you are...
 - Excited to work
 - Eager to take on tasks
 - A Self-Starter
 - Infectious to be around
 - High Energy

Top Soft Skills

⦿ WILLINGNESS TO LEARN

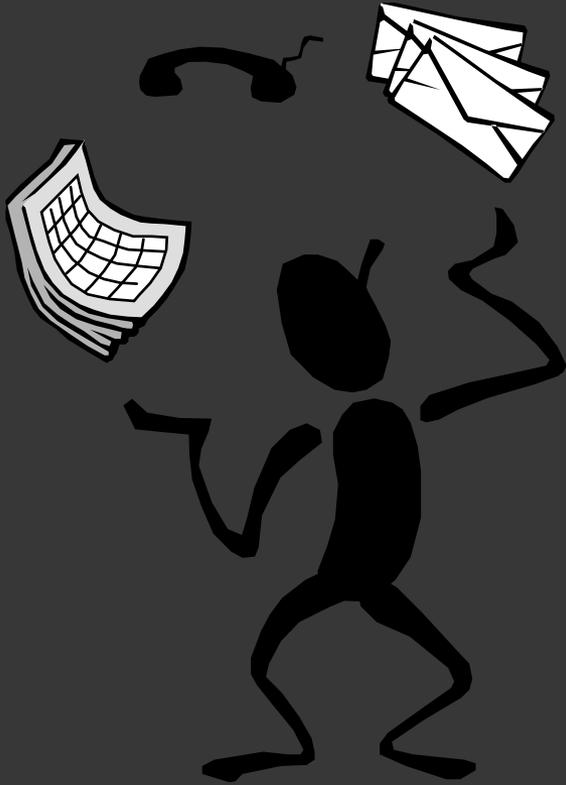
- This means you...
 - Open to learn new things
 - Take direction well
 - Follow directions given
 - Are eager to increase your knowledge

Top Soft Skills

◎ GOOD PERSONAL APPEARANCE

- This means you...
 - Have Great Hygiene
 - Wear Clean Clothes
 - Dress Nicely
 - Pay Attention to Little Details
 - Clothes can look dirty if they are stained or wrinkled

In Conclusion



- Identify your Soft Skills
- Ask Friends & Family to Help identify them
- Include on Resume
- Bring up at Interview
- Have examples
- Once hired, display them on the Job

Arman Khodaei

8592 Harvest PL • Rancho Cucamonga, CA 91730 • (909) 996-9706 •

armankhodaei@empowerautismnow.com

Skills

Associate of Arts-----**2004**

Lakeland Community College

Passionate
Determined
Solutions Oriented
Open-Minded
Calm Under Pressure

Political Involvement
Disabilities Advocacy
Public Speaking
Article Writing
WordPress

Management Experience
Big Picture Oriented
Out-of-the-Box Thinker
Compassionate
Focused on Self-Improvement

Current Engagements

Public Speaking-----**2008 - current**

Professional Speaker ----- *Rancho Cucamonga, CA*

- Over 50 Speaking Engagements total
- Department of Rehabilitation in 2014
- Employment Summit "today"
- UCR, Chaffey College, CSUSB, and APU
- Keynote Speaker at the "World Autism Awareness Day Conference" in 2011

Amazon-----**2014 - current**

ICQA Associate ----- *San Bernardino, CA*

Wages and Benefits

by
Vicki Smith
For
Employment Summit
Saturday, April 25, 2015



Social Security

Working While Disabled—How We Can Help

2015

www.socialsecurity.gov

Contacting Social Security

Visit our website

At our website, www.socialsecurity.gov, you can:

- Create a **my Social Security** account to review your *Social Security Statement*, verify your earnings, print a benefit verification letter, change your direct deposit information, and more.
- Apply for Extra Help with Medicare prescription drug plan costs;
- Apply for retirement, disability, and Medicare benefits;
- Get the address of your local Social Security office;
- Request a replacement Medicare card;
- Find copies of our publications; and
- Get answers to frequently asked questions.

For more information on work incentives and other topics in this booklet, go to our special worksite pages at www.socialsecurity.gov/work.

Call us

Call us toll-free at 1-800-772-1213 or at our TTY number, 1-800-325-0778, if you're deaf or hard of hearing.

We provide general information by automated phone service 24 hours a day. You can also use this automated response system to tell us a new address or request a replacement Medicare card. We can answer your case-specific questions from 7 a.m. to 7 p.m., Monday through Friday. You'll generally have a shorter wait time if you call after Tuesday.

We treat all calls confidentially, and a second Social Security representative monitors some telephone calls, because we want to make sure you receive accurate and courteous service.

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Getting disability benefits? We can help you get to work

If you're getting disability benefits, we have good news for you. Social Security's work incentives and Ticket to Work programs can help you if you're interested in working.

Special rules make it possible for people receiving Social Security disability benefits or Supplemental Security Income (SSI) to work and still receive monthly payments.

And, if you can't continue working because of your medical condition, your benefits can start again—you may not have to file a new application.

Work incentives include:

- Continued cash benefits for a time while you work,
- Continued Medicare or Medicaid while you work, and
- Help with education, training, and rehabilitation to start a new line of work.

Social Security and SSI have different rules. We describe the rules under each program in this booklet. Social Security incentives begin on page 6, and SSI incentives start on page 10.

If you're receiving Social Security or SSI, let us know right away when you start or stop working, or if any other change occurs that could affect your benefits.

The Ticket to Work program may also help you if you'd like to work. You can receive free vocational rehabilitation, training, job referrals, and other employment support. You won't undergo medical reviews while you're using the free "ticket" and making timely progress pursuing your plan for returning to work.

When you're ready to explore your work options, we have a Ticket to Work Help Line that lets you talk with us about work, benefits, or our work incentive programs. Just call 1-866-YOURTICKET (1-866-968-7842), Monday through Friday between 8 a.m. and 8 p.m. EST. If you're deaf or hard of hearing, you may call our TTY number, 1-866-833-2967. Or you can call our toll-free number and ask for *Your Ticket To Work* (Publication No. 05-10061).

You can also visit the Ticket to Work website at www.socialsecurity.gov/work for more information.

Social Security work incentives at a glance

(The SSI program rules begin on page 10.)

Trial work period—The trial work period allows you to test your ability to work for at least nine months. During your trial work period, you'll receive your full Social Security benefits regardless of how much you're earning as long as you report your work, and you continue to have a disability. In 2015, a trial work month is any month your total earnings are over \$780. If you're self-employed, you have a trial work month when you earn more than \$780 (after expenses) or work more than 80 hours in your own business. The trial work period continues until you have worked nine months within a 60-month period.

Extended period of eligibility—After your trial work period, you have 36 months during which you can work and still receive benefits for any month your earnings aren't "substantial." In 2015, we consider earnings over \$1,090 (\$1,820 if you're blind) to be substantial. During a trial work period, a new application or disability decision aren't necessary to get your Social Security disability benefit.

Expedited reinstatement—If your benefits stop because of substantial earnings, you have five years to ask us to restart your benefits if you're

unable to keep working because of your condition. You won't have to file a new application or wait for your benefits to restart while we review your medical condition.

Continuation of Medicare—If your Social Security disability benefits stop because of your earnings, but you're still disabled, your free Medicare Part A coverage will continue for at least 93 months after the nine-month trial work period. After that, you can buy Medicare Part A coverage by paying a monthly premium. If you have Medicare Part B coverage, you must continue to pay the premium. If you want to end your Part B coverage, you must request it in writing.

Work expenses related to your disability—If you work, you may have to pay for certain items and services for which people without disabilities don't pay. For example, because of your medical condition, you may need to take a taxi to work instead of taking public transportation; or you may need to pay for counseling services. We may be able to deduct these expenses from your monthly earnings before we decide if you're still eligible for benefits.



How your earnings affect your Social Security benefits

During the trial work period, there are no limits on your earnings. During the 36-month extended period of eligibility, you usually can make no more than \$1,090 a month or your benefits will stop. But, we deduct the work expenses you have because of your disability when we count your earnings. If you have extra work expenses, your earnings could be substantially higher than \$1,090 before they affect your benefits. This substantial earnings amount usually increases each year.

Your work expenses may include the costs of any items or services you need to work, even if they are also useful in your daily living. Examples include co-payments for prescriptions, counseling services, transportation to and from work (under certain conditions), a personal attendant or job coach, a wheelchair, or any specialized work equipment.

What to report if you work and receive Social Security disability

If you receive Social Security because of a disability, you or your representative must tell us right away if:

- You start or stop work;
- You reported your work, but your duties, hours, or pay change; or
- You start paying expenses for work because of your disability.

You can report changes in your work by phone, mail, or in person. You can find your local office on our website at www.socialsecurity.gov. We'll give you a receipt to confirm your report. Keep this receipt with all of your other important papers from Social Security.

If you lose your job

If you lose your job during a trial work period, your benefits aren't affected. If you lose your job during the 36-month extended period of eligibility, call us and we'll reinstate your benefits as long as you're still disabled.

Special rules for workers who are blind

If you're blind, and you work while receiving your Social Security benefits, there are special rules:

- You can earn up to \$1,820 a month in 2015 before your earnings may affect your benefits.
- If you earn too much to receive disability benefits, you're still eligible for a disability "freeze." This means that we won't count those years in which you had little or no earnings because of your disability in figuring your future benefits.

This can help you because we base your benefits on your highest earnings over your work life. For more information on special rules for blind persons, read *If You Are Blind Or Have Low Vision—How We Can Help* (Publication No. 05-10052).

SSI work incentives at a glance

(The Social Security disability rules begin on page 6.)

Continuation of SSI—We pay SSI benefits to people who are age 65, blind, or disabled, and who have little income or resources. If you're disabled and work despite your disability, you may continue to receive payments until your earnings, added with any other income, exceed the SSI income limits. This limit is different in every

state. Even if your SSI payments stop, your Medicaid coverage usually will continue if your earnings are less than your state level.

Expedited reinstatement—If we stopped your payments because of your earnings, and you become unable to work again because of your medical condition, you may ask us to restart your benefits. You won't have to file a new disability application if you make this request within five years after the month your benefits stopped.

Work expenses related to your disability—If you work, you may have to pay for certain items and services for which people without disabilities don't pay. For example, because of your medical condition, you may need to take a taxi to work instead of taking public transportation; or you may have to pay for counseling services. We may be able to deduct these expenses from your monthly earnings before we decide if you're still eligible for benefits.

Students with disabilities—If you're under age 22, go to school, or regularly attend a training program, we don't count some of your earnings. In 2015, we don't count up to \$1,780 of your earnings a month (maximum of \$7,180 for 2015) when we calculate your SSI benefit.

Next, we devote an entire section to explain an important SSI work incentive, the plan to achieve self-support, or PASS, program.

Plan to achieve self-support (PASS)

The purpose of a plan to achieve self-support is to help you get items, services, or skills you need to reach your work goals. Your work goal should reduce your dependence on SSI or help you leave the Social Security disability or SSI rolls. Any money you use to help achieve your work goal won't count when we figure out how your current income and resources affect your benefits. For example, you could set aside money to go to school to get training for a job or to start a business. You can also use money you save for:

- Transportation to and from work;
- Child care;
- Attendant care;
- Employment services, such as job coaching and resume writing;
- Supplies to start a business;
- Equipment and tools to do the job; or
- Uniforms, special clothing, and safety equipment.

How to set up a plan—The plan must be in writing, and Social Security must approve it. To start, contact your local Social Security office for an application (Form SSA-545-BK). Then, follow the steps below to set up your plan:

1. Decide what your specific work goal is. For example, your work

goal might be to get a job you want, and that you think you'll be able to do, when you complete your plan. We can refer you to a vocational rehabilitation counselor who can help you figure out your work goal. Other third parties can help you, too. You can also set up a plan to cover the costs of vocational services (including testing, vocational services, and business planning).

2. Find all the steps you need to take to reach your goal and how long you'll need to complete each step.
3. Decide what items or services you'll need to reach your goal. Your plan must show how an item or service will help you reach your goal. For example, if you want to work in a restaurant, you may need training to learn to cook. If you want to become a computer programmer, you may need a college degree. If you want to start your own business, you may need to buy equipment.
4. Get several cost estimates for the items and services you need. We'll only approve reasonably priced items and services.
5. Find out how much money you'll have to set aside each month to pay for these items and services. If you're setting aside income for your plan, your SSI payment usually will increase to help you meet your living expenses. We can estimate

what your new SSI amount will be if we approve your plan.

6. Tell us how you'll keep your plan's funds separate from any other money you have. The easiest way to do this is to open a separate bank account for the money you save under your plan.
7. Include a detailed business plan with your application if you want to start your own business. Your business plan should explain:
 - What type of business you want to start (for example, a restaurant, a print shop, etc.);
 - Where you'll set up your business (for example, rent a store, share space, etc.);
 - Your hours of operation;
 - Who your customers, suppliers, and competitors will be;
 - How you'll advertise your product or service;
 - What items and services you'll need to start the business;
 - What these items and services will cost;
 - How you're going to pay for these items and services; and
 - Your expected earnings for the first four years of the business.

NOTE: We encourage you to talk to someone who can help you write your business plan. This could be someone from the Small Business Administration, Service

Corps of Retired Executives, a vocational counselor, a local banker, or anyone else familiar with helping people to start a business. You can include any costs for this help in your plan.

8. Complete ALL the questions on the Form SSA-545-BK, sign it, and date it. Make sure that your correct address and phone number are on the form.

9. Take or mail your completed form to your local Social Security office.

If you need help writing your plan, your local Social Security office can either help you or refer you to a local organization that will help you.

Social Security must evaluate your plan—After you submit your application, a Social Security plan expert will:

- Review the plan to make sure it's complete;
- Decide if your plan will give you a good chance of reaching your goal;
- Decide if the expenses listed are necessary to reach your goal and if they're reasonably priced;
- Decide if your plan needs any changes and discuss them with you; and
- Send you a letter to let you know if we approve or deny your plan.

If we approve your plan, the expert will contact you periodically to make sure that you're following your

plan to reach your goal. Make sure that you keep receipts for the items and services you have bought under the plan.

If we deny your plan, you may appeal—If we don't approve your plan, you have a right to appeal the decision. The letter you receive will explain your appeal rights and tell you how to file an appeal. You may also present a new plan to us.

If we approve your plan, you can make changes—If you later decide to change your plan, you may do so. However, you must get approval from Social Security before you make any changes. Tell us in writing what changes you want to make, such as a change in the money you set aside each month or a change in the expenses you'll have. The expert will review the changes and let you know if we approve them. Tell us as soon as possible about any changes that might affect your plan.

Let us know if you can't complete your plan—Contact your Social Security office if you decide that you can't continue with your plan. The plan expert may be able to help you make some changes to your plan to still reach your goal. Or, you may write a new plan with a new work goal.

If you don't complete your plan, we'll start counting the income or resources that you were setting aside for your plan when we figure your monthly SSI benefit. That means that your SSI

payment probably will go down or stop. If you wait too long to tell us that you stopped working on your plan, you may get too much SSI. Then, you may have to pay back the SSI payments you received since you stopped working on your plan. Remember, you may also choose to write a new plan with a new work goal.

How your earnings affect your SSI payments

We base your SSI payments on how much other income you have. When your other income goes up, your SSI payments usually go down. So when you earn more than the SSI limit, your payments will stop for those months. But, your payments will automatically start again for any month your income drops to less than the SSI limits. Just tell us if your earnings drop, or if you stop working.

If your only income is SSI, and the money you make from your job, we don't count the first \$85 of your monthly earnings. Each month, we reduce your SSI benefits 50 cents for every dollar over \$85 that you earn.

Example: *You work and earn \$1,000 in a month; and your only income is your earnings and your SSI.*

\$1,000
- \$85

\$915 divided by 2 = \$457.50

We would take \$457.50 from your SSI payment.

You may be eligible for a plan to achieve self-support that allows you to use money and resources for a specific work goal. These funds don't count when we figure out how your current income and resources affect your benefits.

What to report if you work and receive SSI

If you get SSI, you must let us know right away when:

- You start or stop work;
- Your duties, hours, or pay change; or
- You start paying expenses for work because of your disability.

You must report your monthly earnings by:

- Calling us toll-free at 1-800-772-1213 or at our TTY number, 1-800-325-0778, if you're deaf or hard of hearing, by the 6th day of the next month; or
- Mailing or bringing your pay stubs to your local Social Security office by the 10th day of the next month.

You can find your local office on our website at www.socialsecurity.gov. We'll give you a receipt to confirm your report. Keep this receipt with all of your other important papers from Social Security.

Most people with telephone access can report wages using our automated wage reporting system. Reporting monthly wages by phone saves you paper, postage, and time, because you don't need to copy, fax, or mail wage evidence to the local office. Contact Social Security to enroll.

For more information on reporting earnings, read *Reporting Wages When You Receive Supplemental Security Income (SSI)* (Publication No. 05-10503).

How long your Medicaid will continue

In general, your Medicaid coverage will continue even after your SSI payments stop, until your income reaches a certain level. That level varies with each state and reflects the cost of health care in your state. We can tell you the Medicaid level for your state. If your health care costs are higher than this level, however, you can have more income and keep your Medicaid. In most states, for your Medicaid to continue, you must:

- Need it to be able to work;
- Be unable to afford similar medical coverage without SSI;
- Still be disabled; and
- Meet all other requirements for SSI eligibility.

If you qualify for Medicaid under these rules, we'll review your case periodically to see if you're still disabled or blind and still earning less than your state's allowable level.

www.socialsecurity.gov



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Monthly SSI payment amounts

The table below lists the combined federal and state payment amounts. Not all SSI recipients get the maximum amount. Your payment may be lower if you have other income.

Category	2015 total monthly payment		
	<i>Aged</i>	<i>Disabled</i>	<i>Blind</i>
Independent living status	\$889.40	\$889.40	\$932.40
Non-medical out-of-home care	\$1,145.00	\$1,145.00	\$1,145.00
Independent living status, no cooking facilities	\$973.40	\$973.40	N/A
Living in the household of someone else	\$648.50	\$648.50	\$695.50
Disabled minor child		\$784.40	
Disabled minor child in the household of another		\$547.50	

Example 1:

Child under 18 living in parental home

SSI = \$784.40/month

Wages from school training program = \$400/month (these are not reportable up to \$1,780/month)

Total Income = \$ 1,184.40/month

Example 2:

Child over 18 but under 22 living in parental home (**not paying their own "fair share"**)

SSI = \$648.50/month

Wages from school training program = \$400/month (these are not reportable up to \$1,780/month)

Total Income = \$1,048.50/month

Example 3:

Child over 18 but under 22 living in parental home (**paying their own "fair share"**)

SSI = \$889.40/month

Wages from school training program = \$400/month (these are not reportable up to \$1,780/month)

Total Income = \$1,289.40/month

Monthly SSI payment amounts

The table below lists the combined federal and state payment amounts. Not all SSI recipients get the maximum amount. Your payment may be lower if you have other income.

Category	2015 total monthly payment		
	<i>Aged</i>	<i>Disabled</i>	<i>Blind</i>
<i>Single people</i>			
Independent living status	\$889.40	\$889.40	\$932.40
Non-medical out-of-home care	\$1,145.00	\$1,145.00	\$1,145.00
Independent living status, no cooking facilities	\$973.40	\$973.40	N/A
Living in the household of someone else	\$648.50	\$648.50	\$695.50
Disabled minor child		\$784.40	
Disabled minor child in the household of another		\$547.50	

Example 4:

Child over 22 (or no longer in school) not paying own fair share

SSI = \$640.50/month

Wages from work = \$400/month
 (first \$85 free – rest of wages at .50/1.00 so... $315/2 = <157.50>$
 from SSI) so... $648.50 + 400 - 157.50$
 Total Income = \$ 891.00/month

Example 5:

Child over 22 (or no longer in school) paying own fair share

SSI = \$889.40/month

Wages from work = \$400/month
 (first \$85 free – rest of wages at .50/1.00 so... $315/2 = <157.50>$
 from SSI) so... $889.40 + 400 - 157.50$
 Total Income = \$ 1,131.90/month



**No matter how you add things up –
folks ALWAYS make more by working!!**



Questions?



“DRESS FOR SUCCESS”

Impressions DO Matter

Presented by: Shannon Meehan
State Council on Developmental Disabilities,
San Bernardino Office

First Impressions Do Matter

- You have submitted an application
- Completed your resume
 - Included “Soft Skills”
 - What Are “Soft Skills” ??
 - Good Personal Appearance * On Top 10 List
- Finally, You got an Interview
 - Don’t blow your chance at a good job the second you walk in the door. HOW??
 - Have GREAT Hygiene

At a Job Interview

- First Impressions DO Matter
- Always present the BEST YOU
- 5 Easy Hygiene Tips before every Interview
 - Clean Clothes
 - Clean Hands & Nails
 - Clean Mouth & Breath
 - Clean, Neat Hair
 - Clean Body

#5. Make Sure Your Clothes are Clean

- Interview Clothes should be freshly washed
- Ironed NOT Wrinkled
- Should Fit you Well
 - No Funny Smells
 - No Stains, discoloration, dirty sleeves or collar
 - No Animal Hair
 - No Tobacco Smoke
- Remember to check your Shoes too (Heels & Toes)

Interview Outfit

- Do you need to buy a new suit?
 - What if you Don't have an Interview Outfit?
 - Ask a Friend or Family member to borrow an outfit
- Try Thrift Stores/Consignment Stores
- Churches/Catholic Charities
- Community Closets/Donated Interview Attire
- Check Local Resources
 - Community Action Groups
 - Workforce Development

What's TOO Casual??



Invite says 'Business Casual'. What's too casual?

Business Casual Guidelines

- Any clothing that you might wear to:
 - The Beach
 - Dance Club
 - Rock Concert
 - The Gym
 - Sporting Events
 - or Yard Work
- **MAY NOT** be appropriate to wear to work.

Business Casual Guidelines

- Clothes should be pressed and NEVER wrinkled.
- NO Clothes that are Torn,
 - Frayed
 - or Dirty = Unacceptable
- NO clothes with Words,
 - Terms
 - or Pictures may be offensive to the other employees
- Sports Teams, Universities & Fashion Brand Names
 - Generally Acceptable

Never Appropriate at Work

- Any clothing that Reveals Too Much;
 - Cleavage
 - Chest
 - Back
 - Stomach
 - Legs
 - OR Your UNDERWEAR
- Not Professional and Should Never be Worn to Work

Types of Business Attire



Business Attire vs. Professional



Casual Business Attire



Pay Attention to Details



#4. Clean Hands & Nails

- First Things First- “The Hand Shake”
- Clean, Smooth & Moisturized Hands
 - Nail-Biters (you know who you are)



No Dirty Nails



Professional vs. Do It Yourself

- Save \$\$\$
- Soak your hands in warm soapy water
- Lightly scrub hands & under nails



Do It Yourself

Trim Long Nails



Push Back Cuticles



File & Shape Nails



Manicures are NOT just for Ladies

- Moisturize hands
- Finger Tips
- Nails
- Cuticles
- To Paint or Not To Paint??
 - Natural/Clear/Neutral
 - Tip: Quick Clean Hands



#3. Mind Your Mouth

- Speaking: Big Role in an Interview
 - Knock 'em Dead with your Answers
- Good Oral Hygiene
 - Brush Twice a day (Don't Forget your Tongue)
 - Use Mouth Wash
- Confident Smile =
 - Clean teeth
 - Healthy Gums
 - Good Breath
- Tip: Mints

Confident Smile



#2. Tame Your Mane

- Clean, Healthy, Nicely Trimmed Hair
- No FUNKY Colors or WILD Looks



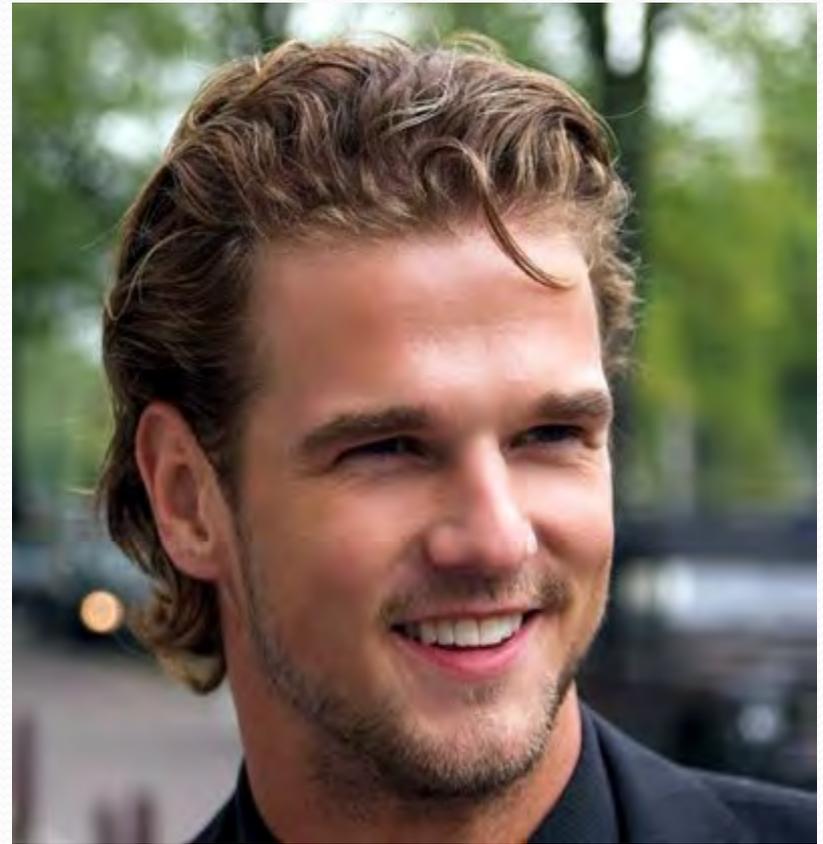
Simple Hair Regimen

- Shampoo & Condition
- Brush or Comb regularly
- Don't use too much anything:
 - Hairspray
 - Hair Gel
 - Mousse
- Keep it Simple & Natural

Women's Styles



Men's Styles



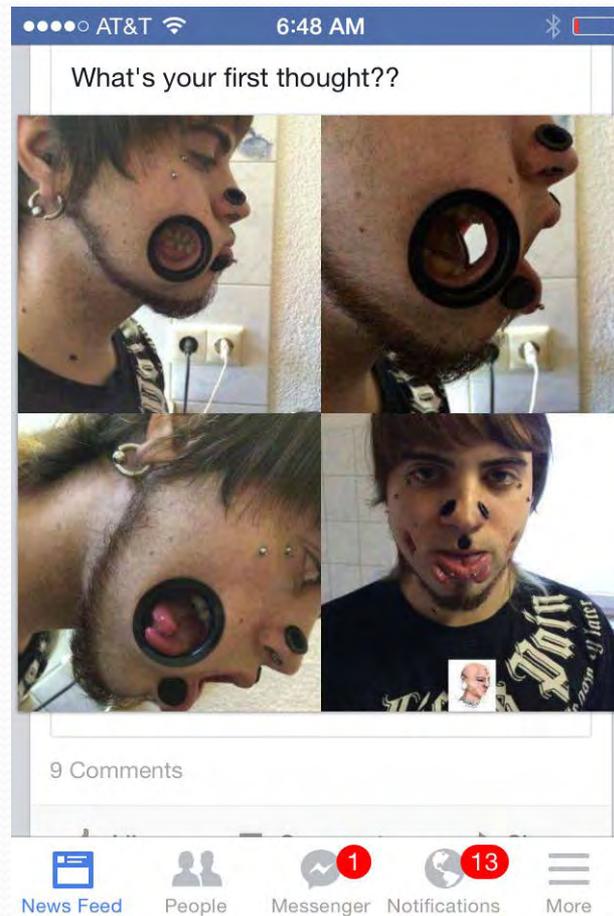
#1. Banish B. O.

- Don't Stink
- Body Odor is a Major Turnoff
- After appearance, you're judged on your Smell
 - Shower Daily (especially the day of interview)
 - Use Deodorant/Antiperspirant
 - Go Easy on Cologne/Perfume
- Avoid eating strong smelling foods (onions, garlic)
 - Food Odors can come out your pores

Body Modification



Seriously, Would you Hire ME???





**Integrated Competitive
Employment (ICE) for
people with Intellectual and
Developmental Disabilities
(I/DD).**

Presented By Disability Rights California

What is ICE?

And why is ICE Important?

Integrated Competitive Employment (ICE) includes:

- Work in an integrated setting;
- Minimum wage or above;
- Employee benefits and equal promotional opportunities;
- The right to make your own choices and set your own goals.

Agencies Mandated to Assist Individuals to Achieve ICE

- School Districts, California Department of Education (CDE)
- Regional Centers, Department of Developmental Services (DDS)
- Department of Rehabilitation (DOR)

Special Education

- All students are entitled to a Free Appropriate Public Education (FAPE) in the Least Restrictive Environment (LRE).

What FAPE means is:

- **Free** – no cost to the parents or the student.
- **Appropriate** – an educational program tailored to address students' individual needs.
- **Public** – Available through the public school.
- **Education** – specialized includes extended school year, assistive technology, and transition services to adulthood.

Exiting Special Education

- In CA, a student may continue to receive special education services past their 18th birthday...
- Individuals who are 19-21 years old, who were enrolled in or were eligible for special education prior to their 19th birthday, continue to be eligible during those years if they have not:
 - completed their prescribed course of study,
 - met proficiency standards, or
 - graduated with a regular diploma.

Individualized Transition Plan (ITP)

- An ITP facilitates the student's movement from school to post-school;
- Transition plan must include services and goals;
- Schools **MUST** develop transition plans for students **16 or older**;
- The parent or student can initiate a transition-planning meeting to develop an ITP.

Who Should Attend the ITP Meeting?

- Parent, guardian or legal guardian
- The student
- Special education teacher
- A general education teacher
- DOR transition counselor
- Regional center service coordinator
- Any agency that will provide services or support as stated in student's ITP

Transition Services

- Services are to be coordinated, results orientated, and to prepare the student for post-school life;
- Training, education, employment, and independent living skills needed for post-school life should all be addressed in the ITP;
- Services are to be individualized and based on student's needs, preferences and interests;
- A functional vocational evaluation is appropriate if youth need guidance in the development of their vocational goal.

The Individualized Transition Plan (ITP) must:

- Document other agencies have accepted the student for post-secondary school services;
- Document the participation of other agencies in planning and service delivery; and
- Identify which agencies will be responsible for transition services.

Department of Developmental Services (DDS)

- DDS provides services to Californians with I/DD through 21 Regional Centers, which are independent nonprofit corporations that receive state and federal funding through DDS.
- In addition, DDS administers and operates California's Developmental Centers, as well as community-based services for Californians with I/DD.
- DDS is required to ensure that its programs and services are provided in the least restrictive, most integrated setting for each individual.

Regional Centers' Responsibility to Assist Clients with ICE

- The Regional Center secures services and supports for people with I/DD to maximize opportunities and choices for living, *working*, learning and recreating in the community.
- Regional Center may assist clients in obtaining services such as:
 - supported employment (group and individual);
 - independent living skills;
 - vocational education;
 - self-employment (microenterprise);
 - mobility training and related transportation services, to help them achieve ICE.

Settings That are NOT ICE

- **Day Programs:** Typically provide non-employment-related services during the day for adults with I/DD, commonly in segregated settings.
- **Work Activity Centers/Sheltered Workshops:** Repetitive tasks performed in a segregated setting for which a person is compensated below minimum wage.
- **Enclaves:** Segregated group employment settings that typically pay less than minimum wage.

Regional Center Consumers Who Receive Special Education

- Regional centers are prohibited from providing services that are otherwise available through “generic resources.”
- Additionally, regional centers cannot fund transition services for consumers who are age 18 to 22, who have not received a diploma or certificate of completion, *unless* the IPP team determines that the need cannot be met by the education system or grants an exemption based on extraordinary circumstances.

Department of Rehabilitation (DOR)

- DOR is the state agency that administers the federally mandated and regulated Vocational Rehabilitation (VR) Program.
- Federal law requires DOR to provide vocational assessments and time-limited employment services to people with disabilities, particularly persons with the most significant disabilities, to achieve integrated employment in the competitive labor market.
- The DOR will make a determination regarding eligibility within a reasonable period of time, not to exceed 60 days, after receiving the application for services.

Individualized Plan for Employment (IPE)

- DOR must develop your IPE with you within 90 days of the date of your eligibility determination.
- DOR must ensure that you are afforded “informed choice” during the development of your IPE.

Services Available from Department of Rehabilitation

- Diagnostic and related services
- Vocational testing and counseling
- Skills assessment
- Reader services for the blind
- Interpreter services for the Deaf
- Transportation allowance
- Tools, equipment for job placement
- Job Placement assistance
- Occupational licenses/certificates
- Post-Secondary training
- Supported employment services

Job Placement Services

- DOR can make a referral to an employment vendor, who can assist with:
 - Resume development;
 - Interviewing skills;
 - Career assessments/evaluations;
 - Job search services, referrals/placements.

DOR Can Assist With Post-Secondary Training at...

- Adult Schools
- Licensing/Certification Programs
- Community Colleges
- State University
- Private schools

Supported Employment

- DOR partners with numerous Community Rehabilitation Programs to provide a range of vocational rehabilitation services directly to DOR consumers.
- DOR provides both Individual and Group Supported Employment job support.

Group Supported Employment

- Job coaching for 3-8 consumers per one job coach;
- Can be integrated or segregated;
- Can be funded by DOR and/or regional center.
- Often pays sub-minimum wages

Individual Supported Employment

- Individual Supported Employment can help individuals with the most significant disabilities find employment and work alongside non-disabled employees in a variety of community job settings.
- Decisions about work and support should be specific to the consumer, based on his/her preferences, strengths, and experiences.
- Includes job coaching and other support services needed to support and maintain an individual in his/her job.
- When a consumer with I/DD reaches a “stabilized” work support system, the funding of the service shifts from DOR to the regional center.

Employer Obligations

- Title I of The Americans with Disabilities Act (ADA) requires employers with 15 or more employees to provide qualified individuals with disabilities with ***reasonable accommodations***.
- There are other laws that protect the rights of qualified persons with disabilities from discrimination in an employment context other than Title I of the ADA such as the California Fair Employment and Housing Act.

What Happens to My SSI Benefits When I Get A Job?

- Social Security Administration (SSA) employment support/work incentive programs can assist individuals with disabilities in their work efforts.
- These programs allow recipients of SSI to keep some, or all of their SSI payments and Medi-Cal coverage while they work.
- Check with your school district, regional center, and local DOR office to see if they can assist you with benefits planning or refer you to an agency that can.
- Also, visit ssa.gov or db101.org for more information.

Student Earned Income Exclusion (SSI)

If you are receiving SSI benefits and you are under age 22, and regularly attending school, the Social Security Administration (SSA) will not count up to \$1,750 of earned income (wages) per month while attending school and working.

The maximum yearly exclusion is \$7,060. These amounts are for the year 2014; they will be adjusted for future years based on the cost-of-living.

Resources

Disability Rights California (DRC) assists people with disabilities throughout California. DRC has five legal offices in Sacramento, Fresno, Oakland, Los Angeles and San Diego. DRC staff can provide information about legal rights, referrals, training, education and legal representation. You may call DRC at (800) 776-5746 or TTY 1-800-719-5798; or go to

<http://www.disabilityrightsca.org>.

The Client Assistance Program (CAP) assists individuals with any disability who are interested in receiving services from DOR. You may contact a CAP advocate by calling DRC at (800) 776-5746 or TTY 1-800-719-5798; or go to

<http://www.disabilityrightsca.org/pubs/547401accessible.pdf>.

The Office of Client's Rights and Advocacy (OCRA) assists individuals with developmental disabilities who are clients of a regional center. You may contact OCRA at (800) 390-7032; or go to

<http://www.disabilityrightsca.org/pubs/501501.pdf> .