



## Employment, Ability and Choice

Work saves us from three great evils; boredom, vice, and need. – Voltaire  
2019

- **Anyone currently determined disabled by SSA standards can earn at some level.**
- **Multiple Employment Initiatives to assist individuals to explore and obtain employment**
- **Work Incentives allow a person to test their ability to work without jeopardizing benefits**

# Why Work?

- **Increase income**
- **Increase financial stability**
- **Increase personal possessions/resources**
- **Increase health**
- **Retirement**
- **Activity/Engagement**

# Choice to work

- **People with disabilities are no different from anyone else who has the choice to work.**
- **Progress in legislation has provided safety nets that reduce barriers to achieving consistent satisfying employment**
- **Access to ‘good’ jobs**
- **Access to Higher/Further Education**
- **New Employment Initiatives**

# **Ability to Work gives the ability to:**

- **Contribute to Community**
- **Learn, achieve, succeed**
- **Place structure in life**
- **Provide Identity/value**
- **Provide Purpose**
- **Provide Satisfaction**
- **Provide Opportunity for Responsibility**
- **Provide Opportunity for Commitment**

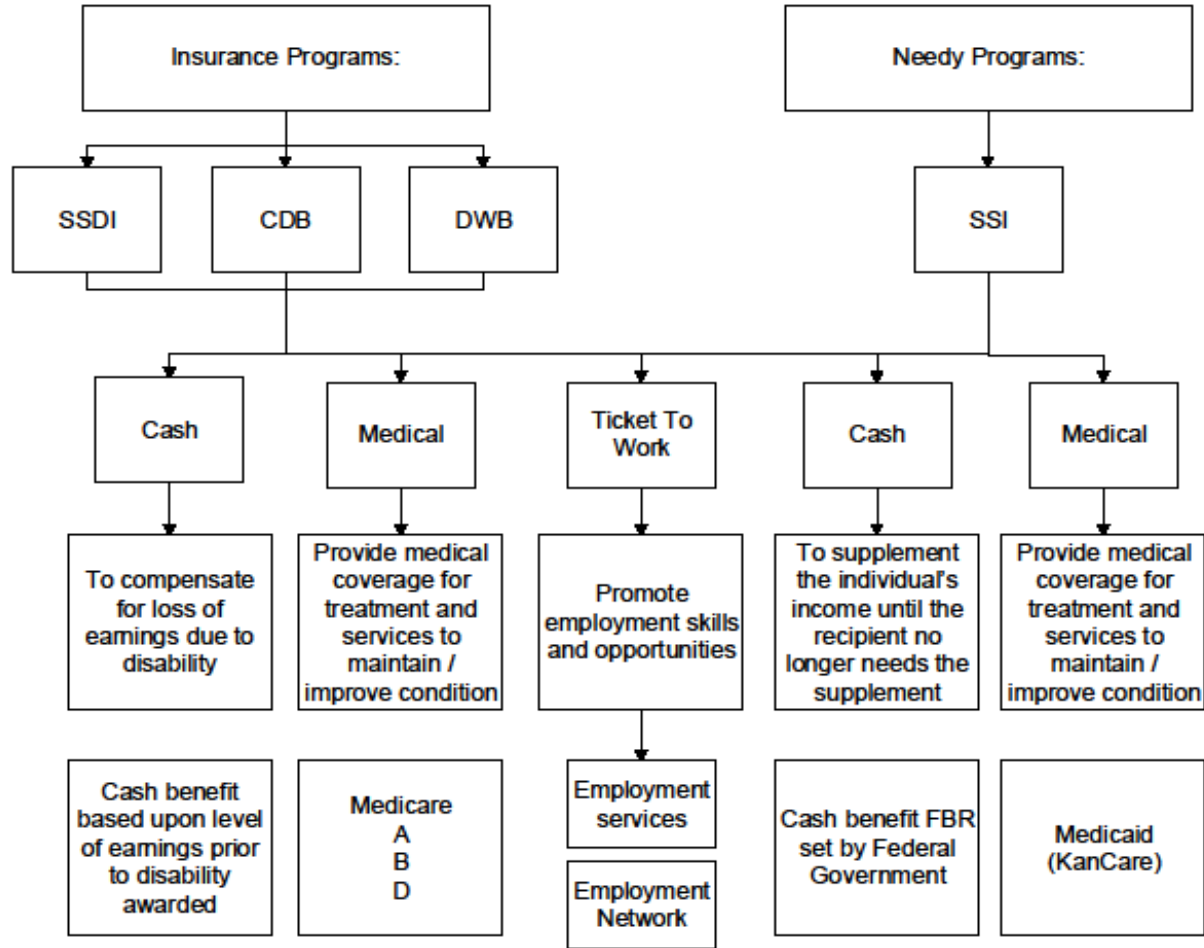
# The purpose of Work Incentives

**Work Incentives are regulations under the Ticket To Work and Work Incentives Improvement Act (TWWIA). The aim of work incentives is to:**

- **encourage individuals to work at a level they can sustain**
- **reduce their dependency on public supports**
- **provide opportunity for financial independence and self-direction to their lives**

# Work Incentives Chart

**SOCIAL SECURITY  
WORK INCENTIVES**  
Rev. 3/22/2016



- **Employment Program for people with disabilities who want to go to work**
- **Gives options of where to purchase employment services to meet the individual's needs, paid by the Ticket.**
- **The Ticket Program is a part of the Ticket to Work and Work Incentive Improvement Act of 1999**



- **Goal of the Ticket to Work is to increase opportunities and choices for Social Security disability beneficiaries:**
  - **To obtain employment;**
  - **To access Vocational Rehabilitation; and**
  - **To access other support services from the public and private providers, employers and other organizations**

# Testing ability to earn

**When a person wants to work but is unsure what level of work or earnings can be tolerated, they can explore levels of work that can be sustained. Using the work incentives, a person can test their ability to work and sustain employment without jeopardizing benefits.**

## General Income Exclusion (GIE)

- **The first \$20 of income is excluded.**
- **It is applied to unearned income first, or**
- **It can be applied to earned income if there is no unearned income.**

## Earned Income Exclusion (EIE)

- **Gross earned income** **\$685**
- **Minus GIE** **- \$20**
- **Minus EIE** **- \$65**
- **Subtotal** **\$600**
- **Minus one-half** **-\$300**
- **Countable income** **\$300**

- 2019 Federal Benefit Rate of \$771\* (\$1,157.00 for a couple) minus \$300 countable income equals \$471.00 SSI benefit
- Total income: \$685 plus \$471.00 equals \$1,156.00 before taxes
- \* this amount may change each year

## Trial Work Period (TWP)

- **The TWP is a 9 month period in which Social Security allows you to earn any amount and receive SSDI cash benefits.**
- **For 2019 TWP months are counted if gross earnings are \$880 or more (this amount can change and past years may be different) or if one works more than 80 hours in self-employment.**
- **TWP months do not have to be consecutive.**
- **TWP is completed when you have worked 9 months in a rolling 60 month period.**
- **Once TWP is completed, Social Security will make a decision as to whether work is substantial.**

## Re-Entitlement Period

- The Re-Entitlement Period runs for 36 months after the 9<sup>th</sup> Trial Work Period. During this step, any time the beneficiary's countable earnings dip below SGA then cash benefits can be re-instated. The premise is that once a person earns SGA they have demonstrated they can work at that level. The Re-Entitlement Period is a safety net if the beneficiary is unable to sustain that level of earnings.

## Extended Period of Eligibility

- **The EPE also begins the month following the 9<sup>th</sup> TWP month and continues for 36 consecutive months.**
- **At any time after the TWP, the first month in which SGA is achieved may be considered the cessation month and is followed by 2 grace months (the 3-month grace period). Cash benefits will be paid for the Cessation and grace period.**
- **Benefits may continue to be paid beyond the 36<sup>th</sup> month of EPE if earnings are less than SGA and you continue to meet Social Security disability criteria.**
- **If SGA is earned after the 36th month, cash benefits may be terminated.**



# Basic Medical Work Incentive for SSI

## 1619b

- Continued KanCare eligibility when the recipient's wages alone stop SSI check.
- Must have been eligible for SSI for at least one month without 1619b.
- Must need KanCare coverage to continue working.
- Must continue to meet SSI resource limit.
- Meet earnings threshold limit:
  - **Kansas threshold is \$35,637.00 for 2019 (this amount may change each year) or an individualized threshold as determined by SSA.**





# Basic Medical Work Incentive for Social Security

## Extended Medicare

- **Applicable after the TWP**
- **Continued eligibility for Medicare for up to 93 months after the TWP ends.**
- **Must meet SSA disability criteria for Medicare coverage to continue.**
- **Medicare may extend beyond 93 months as long as there is entitlement to cash benefits.**



# Basic Medical Work Incentive for Social Security

## Working Healthy KanCare

- Full coverage KanCare (no Spend-down)
- Pays Medicare Part B premiums
- Resource Limit of \$15,000.00
- Monthly Income limit for single House-hold \$6,331.00
- Retirement Accounts are exempt from Resources
- Some people pay a monthly premium based upon monthly income
- Can provide Personal Attendant Care at no cost if eligible for HCBS
- Can continue with Working Healthy even after SSA determines a Medical Improvement.

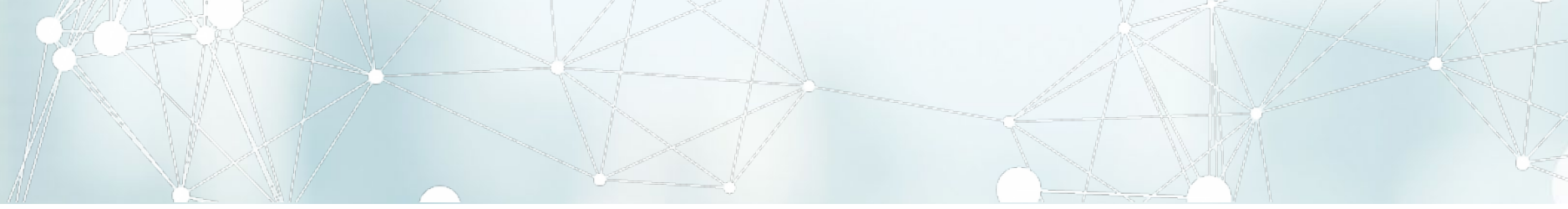


# Individualized Planning

**Certified Working Healthy Benefits Specialists and Certified Work Incentives Counselors are trained to explain how earnings impact benefits.**

**Individualized Benefits Planning can be provided to educate regarding safety nets and to effectively use the work incentives available.**

**Social Security Administration determines which policies will be applied and when.**



## ***Working Healthy* Benefits Specialists Contact Information**

Earl Williams NE Region 785-296-5136

[earl.williams@ks.gov](mailto:earl.williams@ks.gov)

Shannon Beat KC Region 785-842-4600

[shannon.beat@ks.gov](mailto:shannon.beat@ks.gov)

Shelli Nyambane SE Region 785-260-3738

[Shelli.Nyambane@ks.gov](mailto:Shelli.Nyambane@ks.gov)

Marsha Patterson SC Region 316-337-6012

[marsha.patterson@ks.gov](mailto:marsha.patterson@ks.gov)

Vacant Central Region

Billie Crawshaw Western Region 785-261-6122 [billie.crawshaw@ks.gov](mailto:billie.crawshaw@ks.gov)



## *Working Healthy Administrators*

Nancy Scott  
Sr. Program Manager

785-296-5217

[Nancy.scott@ks.gov](mailto:Nancy.scott@ks.gov)

Madeleine Bowens  
Working Healthy Program Coordinator

316-337-6390

[madeleine.bowens@ks.gov](mailto:madeleine.bowens@ks.gov)

Sherri Marney  
WORK Program Manager

785-296-8009

[sherri.marney@ks.gov](mailto:sherri.marney@ks.gov)

# Questions





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