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Employment First

- Competitive, integrated employment is the first and preferred outcome for **all** people with disabilities
- New Jersey became the 14th state to adopt an Employment First initiative in April 2012

With good planning and support

Everyone can work

Think "employment first" when planning for the future with people with developmental disabilities. It works!

For a copy of Oregon's "Employment First" policy, go to www.ocidd.org or www.artcoregion.org

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How does having employment make us more:

- Independent?
- Successful?
- Achieving?
- Able to Access Opportunities?



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Honesty

TWO Important Questions:

Do we really need training to manage our money?

Could we understand it?

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Honesty

ONE Important Answer:

ABSOLUTELY!

Disbelief

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A note on:

If you have a legal guardian, major financial decisions are (often) made by the guardian.


Guardianship

 **DISCLAIMER**

Guardianship **does not** remove your voice!
Guardians are legally required to involve you as able in all decision making!

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This kind of training is important for everyone!
So, if you feel like this...



Don't worry! That's why we're here!

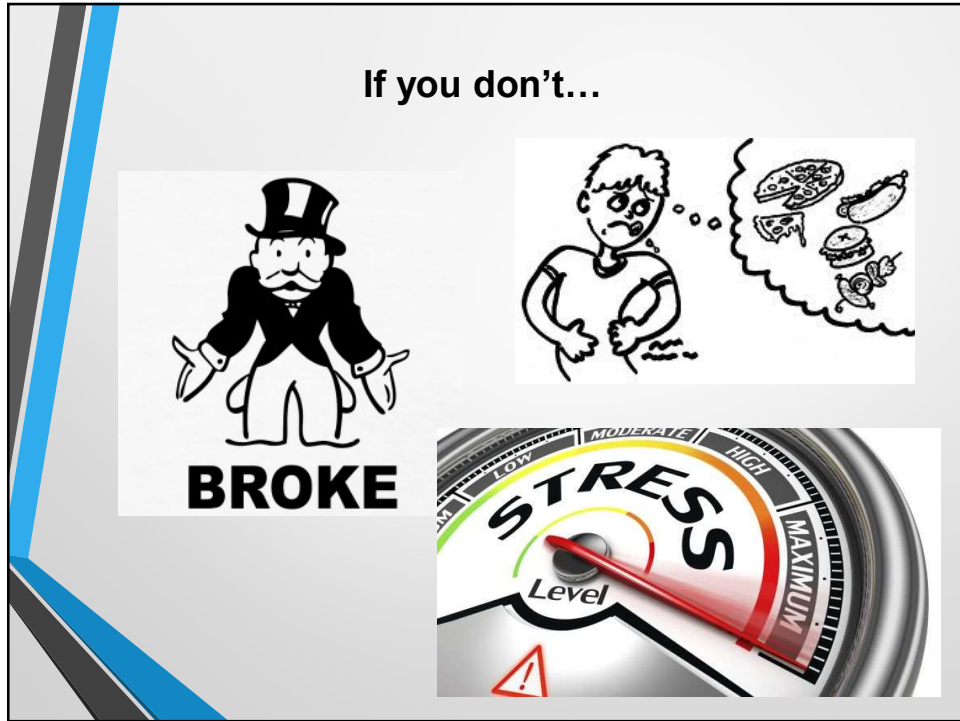
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What exactly is Financial Literacy?

Basically, make smart choices with your money!



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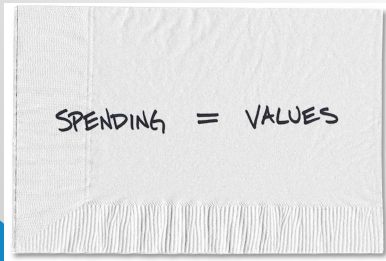
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Money Values

Values are ideas, beliefs, and attitudes about what is important to us.



What you **choose** to spend your money on **REFLECTS** your **(money) values**.

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Choices and Values

Look at the list below. Come up with an item you would buy to accomplish each value. Then rank each row by order of importance. When you spend money on things you value, you show where your MONEY VALUES ARE.

Rank	Value	Item
	Seeing the world	
	Involved in athletics	
	Get around independently	
	Successful in career	
	Strong in faith	
	Being attractive	
	Close family	
	Prepared for the future	
	Living independently	
	Making lots of money	
	Lots of leisure time	
	Being a good citizen	
	Great love life	
	Popularity	
	Having children	
	Lots of friends	
	Good grades/furthering education	
	Good relationship with parents	

Created by The Boggs Center on Developmental Disabilities

Figure out what is **most important** to you?



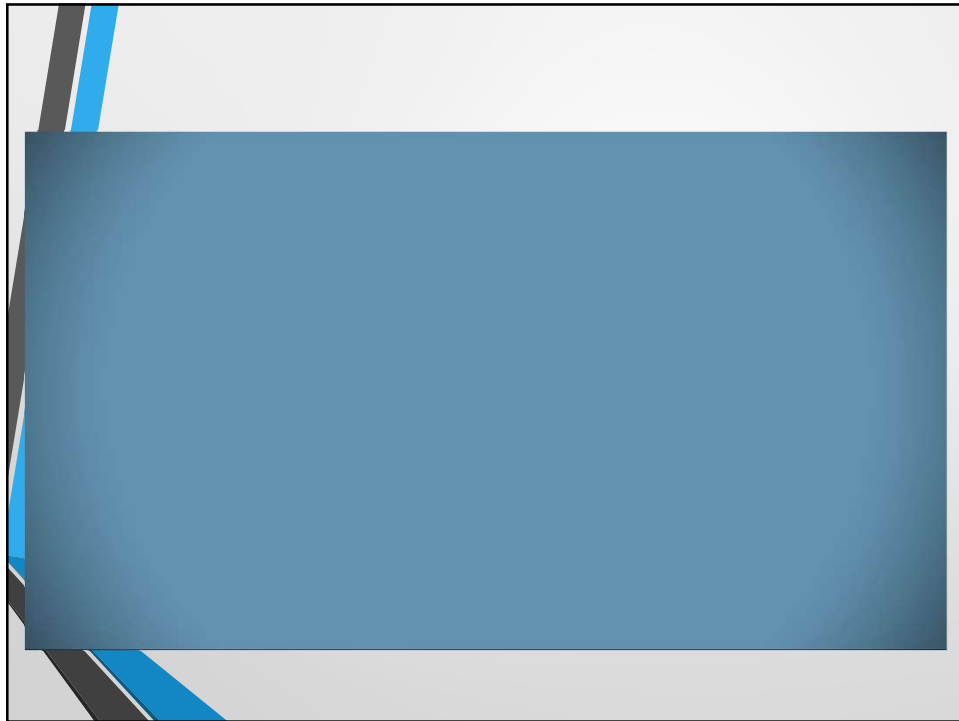
Rank what items/activities are most important to spend your money on.

Handout: Ranking Sheets

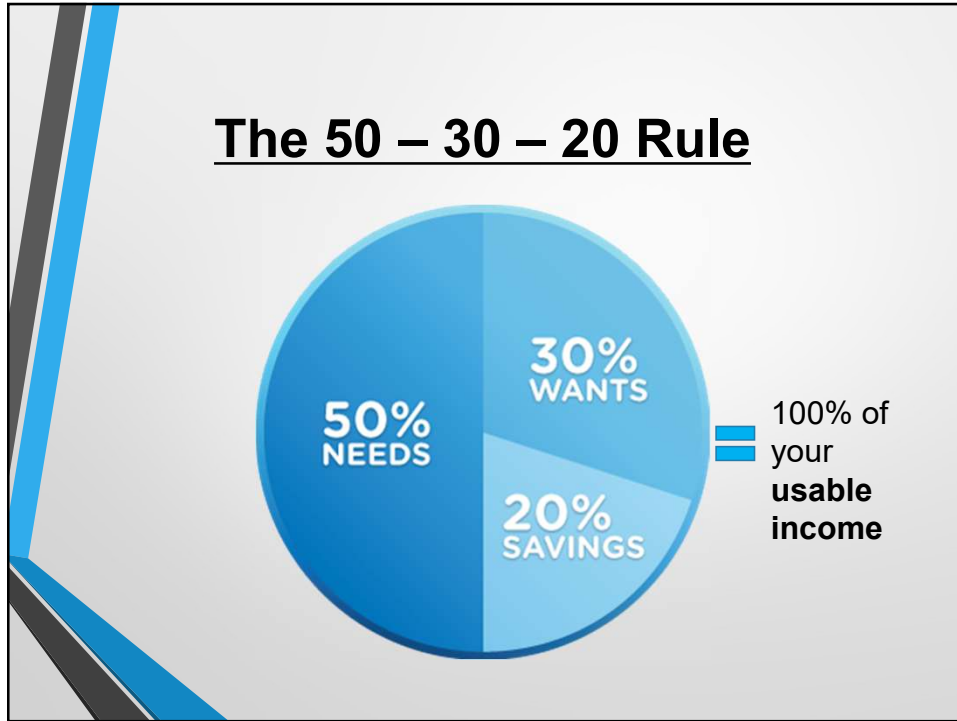
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Determining Usable Income

Income – Taxes = **Usable (Net) Income**

Annual Income (assuming 40hrs/week)	\$/Hr Rate (assuming 2 wks unpaid vacation)	Gross Paycheck (bi-weekly)	Net Paycheck/after taxes (NJ 2017)	Annual Net Income
\$10,000	\$5/hr	\$400	\$348	\$8,700
\$20,000	\$10/hr	\$800	\$662	\$16,550
\$30,000	\$15/hr	\$1200	\$963	\$24,075
\$40,000	\$20/hr	\$1600	\$1260	\$31,500
\$50,000	\$25/hr	\$2000	\$1514	\$37,850

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What exactly is a “Need”?

Things required for your survival:

- *Food*
- *Water*
- *Shelter*
- *Items to access and/or keep needs*


50% NEEDS

Deeply consider if something is truly a “need” versus an important “want”

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What’s a “Want”?

- Anything that you can obtain that is not a need
- Unnecessary dimensions of a need



30% WANTS


This is the hardest thing for any person struggling to budget

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Why is it so difficult to save money?

- Not a priority
- Not getting paid enough
- Personal excesses
- Burning it for fun

20% SAVINGS


 A cartoon illustration showing two sailors in white uniforms and hats standing in a room with a furnace. They are using shovels to feed a large pile of green banknotes into the furnace, which is emitting flames. This visualizes the concept of 'burning it for fun' mentioned in the list.


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Why is it so important to save money?

- Job stability is not guaranteed
- Benefits are not guaranteed forever
- Pay off debt, avoid interest
- Safety net for unexpected expenses
- Larger goals/opportunities require larger sums of money

20% SAVINGS


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Success Secret #1:
Automation

- Segments your paycheck automatically and sends it to different accounts
- Fill out the form once
- Removes need to constantly plan for/monitor
- Builds quickly over time

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Success Secret #2:
Retirement Plan

- Different names: 401k, 403b, 401a, etc
- Any % matching is like adding to salary

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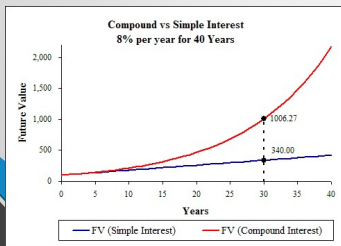
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- CREDIT CARDS**
- Loans (car, school, etc)
- Medical Bills
- Rent/Mortgage
- Cash advances
- Compound Interest**
- Minimum Payments**

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What is Compound Interest?



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Don't get caught in the **MINIMUM PAYMENT TRAP!!!**



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The Most Common Concerns:




How much can I earn?

How many hours can I work before I lose my benefits?

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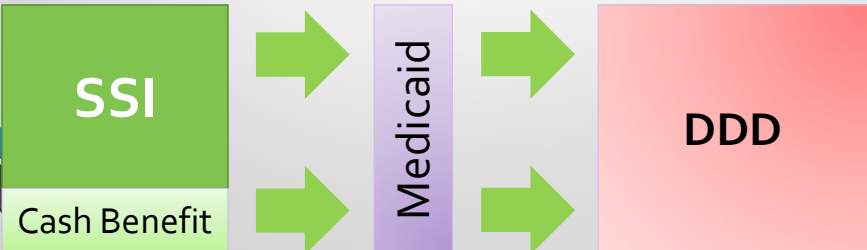
What is SSI?



Supplemental Security Income (SSI)

SSI gives **monthly payments** to people with disabilities who have low income and low resources.

SSI is **accompanied** by **Medicaid**




```
graph LR; SSI[SSI  
Cash Benefit] --> Medicaid[Medicaid]; Medicaid --> DDD[DDD];
```

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SSI Eligibility: Financial Requirements

- Must have **under \$2,000*** in resources
(Not all resources count – IRWE and Resource exceptions)
- **Individual** must make under **\$841.25*** in “countable” income per month
(Not all income counts though)



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Sam was not working and received \$600 from SSI (based on living at home paying rent). Sam recently got a job and earned **\$200** this month!

SSI Earned Income Exemptions	Countable Income	SSI Monthly Payment
• The first \$20.	\$200.00	
• An additional \$65.	- 20.00	\$600.00
• Additional earned income will then be divided into half.	- 65.00	- 57.50
	115.00/2	\$542.50
	\$57.50	

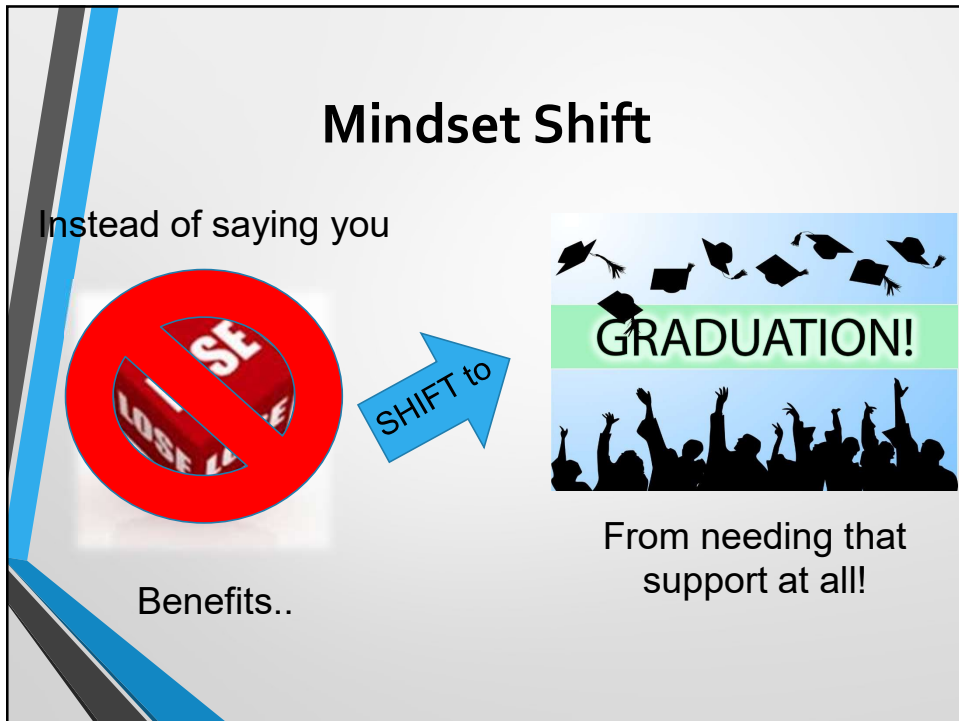
The remaining value is deducted from the SSI payment

Sam took in **\$742.50** this month!

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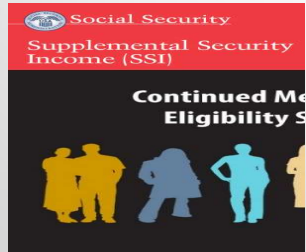
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Retaining Medicaid

There are ways to keep Medicaid coverage even after earning/saving beyond the income/resource limits for SSI.



NJ CARE



Handout:
Types of Medicaid Eligibility
in New Jersey

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Protecting Critical Benefits

In order to be eligible for benefits from social security and the accompanying health benefits, **an individual cannot have extensive resources, assets, and/or income.**

Here are some options where families can save safely:



savewithable.com/nj/home.html

Handouts: LEADing to Employment – ABLE

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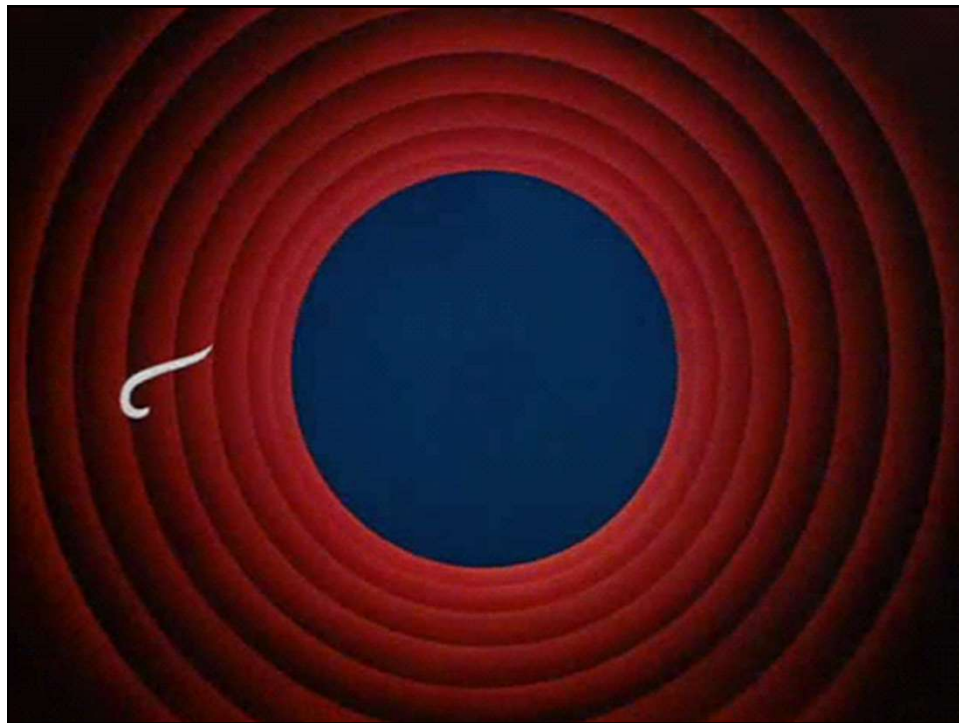
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