

Making Employment Work In Alaska

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Employment

- Work is for everyone!
- Consider the options
- Self employment
 - Business within a business
 - Microbusiness
- Job Carving
- Job Creation
- Customized Employment

These creative options offer flexibility!

- ✓ ***A person with disabilities can create his or her own accommodations, whether they are equipment-related, flexible work times, defining the job to fit abilities as well as disabilities, or having appropriate assistance and support.***

Won't I lose my disability benefits if my business becomes profitable?

"Self-Employment offers the only substantial options under our Social Security system to accumulate personal wealth and to manage income in a way that is both predictable and personally adjustable."

Dave Hammis



Planning is essential

- Person Centered Planning or Discovery process can be a valuable tool
- Write it down
- Develop a plan that the person owns and can use across service systems
- Find a benefit planner
- Develop relationships
- Build long term supports

Features of a support plan

1. Documentation of Support Need
2. Identification of Need Areas
3. Confirmation of Current Status of Needs
4. Description of Potential Options to Meet Needs
5. Substantiation of Customer Support Option Preference
6. Selection of Primary Support
7. Designation of Back-up Support
8. Identification of Additional Resources

Why is it so important?

1. Monitor work performance including work quality and work rate.
2. Facilitate job changes and career movement.
3. Crisis intervention.
4. Monitor socialization and overall integration.
5. Support training for employer and/or co-workers.
6. Retraining of previously learned skills.
7. Assess job satisfaction.
8. Training in new skills.
9. Support to family.
10. Assess employer satisfaction.

What if there are problems?

- Get an advocate
- Use the appeals system and due process
- Don't just take no for an answer
- Call protection and advocacy
- Educate yourself on your rights and responsibilities

What are the resources?

- Business/employer supports
- Employment mentors
- Employee assistance programs
- Natural Supports
- Community Supports
- State services
- Work Incentives
- Home and Community Based Waivers
- Self employment supports
- Native Benefits
- Housing Programs
- Individual Development Accounts

Microenterprise Financial Resources

- ❖ ***Micro Lenders***
- ❖ ***Financial Institutions***
- ❖ ***Division of Vocational Rehabilitation***
 - ❖ ***Customized Employment Sites***
 - ❖ ***Tier I and Tier II Self-Employment***
- ❖ ***MHTA Capital Funds – ABIA, CHD***
 - ❖ ***Matching Grant***
 - ❖ ***Micro Loan***
- ❖ ***SSA Work Incentives***
- ❖ ***IDA Program – CITC***
- ❖ ***Workforce Development, ITA's?***

How can benefits and work incentives work for my clients?

Benefit Planning Services

- BPAO Program
UAA Center for Human Development
Ken Hamrick
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No cost to the client
- Division of Vocational Rehabilitation
 - Request service from your counselor
 - This is a service available to all SSA beneficiaries who receive DVR services.
 - No cost to the client

Benefit Planner Training

- Training and Quality Assurance provided by the Alaska Works Initiative.
- Annual Certification training
 - 80 hour course
 - Field assignment
 - All plans reviewed for accuracy by Q/A

Additional Resources

- Training and technical assistance
 - Jennifer Jones
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 - www.alaskaworksinitiative.org
 - www.alaskaworksinitiative.org/merg