**NCIL Employment Resource Hub Peer Call**

April 2, 2024

Test, test.   
  
Live captioning by Ai-Media   
  
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JESSICA PODESVA:   
I don't see captions on, are they not on yet?   
  
JENNY SICHEL:   
They should be on.   
  
JESSICA PODESVA:   
Awesome, sorry.   
  
MARY-KATE WELLS:   
Let me real quick grab the captioning link. Jenny, do you have?   
  
JENNY SICHEL:   
I can put it in the chat.   
  
MARY-KATE WELLS:   
Great. Alright. So we feeling we are going to get through this one? I'm excited.   
  
SPEAKER:   
I'm glad you are. I'm excited too, I just always get concerned about a question that, you know, I feel like I should know but I can't answer that.   
  
MARY-KATE WELLS:   
I think that's the best response, right? Alright, we're going to record the first section. Which it might end up being the majority of it, then we will stop if there starts to be peer discussion. So I'm going to let folks in, since it's 2 o'clock, if that is good, everyone good? Alright.   
  
SPEAKER:   
I'm here.   
  
MARY-KATE WELLS:   
Great. Jenni, you good?   
  
JENNY SICHEL:   
Just checking, Jessica, you're going to help with spotlighting, right?   
  
JESSICA PODESVA:   
That was my question. You want me on spotlighting or chat?   
  
JENNY SICHEL:   
I want you on spotlighting, because maintenance really unstable.   
  
MARY-KATE WELLS:   
I just made you cohost, Jessica.   
  
JESSICA PODESVA:   
Thank you, give me all the power!   
  
MARY-KATE WELLS:   
Alright, I'm going to let folks in. Welcome everyone. Alright, we're just letting folks in the meeting. Hello. Alright, well, as folks are coming in I'm going to start with some housekeeping items. Thank you Jenny for turning recording on. Just so that we can make the most of our time here. Alright, just making sure everyone is good to go. Awesome.   
  
Hi everyone, we're so excited to have you join today, my name is Mary Kate Wells, I work at the National Council on Independent Living, or NCIL, and my pronouns are she/her. Today is our first employment resource hub peer call, and we are excited to see so many folks interested in participating, and I am just at first going to share some housekeeping items. So I'm going to share my screen.   
  
Actually I'm going to wait to share first, but I wanted to see where folks were joining from if you could put in the chat the state that you all are joining from. So today we have DSL and CART. ASL should always be on the screen, to access captioning you can go to the bottom of the zoom bar and click show subtitles. We will also put a link in the chat for an external link to captioning where you can adjust the size and color contrast and all that.   
  
Today we are in a zoom format, so we have public chat on. There's a few ways you can engage today. We encourage folks to participate in the chat, if the chat becomes very active we may need to switch to the Q&A question to accommodate different access needs as that can become a barrier for some folks.   
  
We ask that you remain polite and aware of what you're putting in the chat and NCIL has a zero-tolerance policy on any discriminatory or offensive chat messages. And finally, we ask that you stay on mute when the speakers are talking. This just helps minimize background noise, so our captioner and ASL can capture all the information being shared.   
  
You can use the raise hand feature, you can use the chat box, or the Q and a feature to submit questions or comments and I see lots of folks joining in the chat from now, folks from Alabama, Maryland, Michigan, North Carolina, Georgia, Arizona. So, really great group across the country. Ohio, alright, D.C., great.   
  
So if you have any issues or questions, please feel free to direct message me and the chat or you can email me and I will put my email in the chat. It is Maryâ€“ kate@ncil.org. And let's get started. Feel free to keep putting where you are joining from in the chat.   
  
Alright, give me one moment. One second. Alright, so today we are starting with-- we're kicking off with a little bit of information about what this Peer Network and employment hub is all about, right? What are we going to use it for. Then we are going to transition to introduce some of our Center for Independent Living mentors from Walton Options in Georgia. Who's going to help facilitate these peer calls.   
  
Then we are going to kick it offs you can make the most of these calls, and a little bit of information kind of addressing the question which comes up with employment which is what happens to my benefit or managing the financial resources, so we will move into that. Awesome. So just a little info about what this project is, so the Employment Resource Hub in Peer Network is a program that NCIL is putting on through Christopher read â€“ Christopher & Dana Reeve Foundation Quality of Life Grant for people with disabilities along with the IL committee, the goal of this is to improve quality of life, access and day-to-day quality of life for individuals living with paralysis and other disabilities.   
  
So we are proposing this â€“ but on this implement resource hub. Our hope is that this will be a one-stop resource Center to support folks living with disabilities to access employment and community resources. I don't know about y'all, but if you could put in the chat it can be really frustrating to navigate through all different resources online. Like, how do you find the information you need?   
  
So I'm going to put a question in the chat just to get you thinking, I'm curious where y'all-- where you currently find information and resources for your employment journey? And if folks want to put that in the chat. Or, what challenges have you been having? Independent living centers, nice, I see that in the chat.   
  
I do know about y'all, but I'm a little bit of an information nerd and I just love to research staff. And just go down what I call rabbit holes, adventures at night and find information, but I know that is hard for some folks. Great so I'm looking in the chat and I see folks saying they have used Job Accommodation Network, which we will probably talk about, ONET, which is a tool to create resumes, Indeed, LinkedIn, we are going to collect all these resources. I see someone says my soul sister, somebody with a support system, that's great. Keep them coming. Virtual job shadow, yes for any you folks out there, virtual job shadow was a fun resource use.   
  
So keep putting them in the chat, and I'm going to advance. Who is this network for? Ultimately, this network is designed for people with the full stop individuals with disabilities, with paralysis or other disabilities. And also the IL network. If folks don't know who NCIL is, we are a membership organization for Centers for Independent Living and statewide Independent living councils in the IL network.   
  
And a core part of what we do in IL, sorry, independent living, when I say IL, throughout my acronym check. Is peer support. People coming together with lived experience providing information and supporting each other on some issues that can be quite stressful. Like finding a job or maintaining a job, etc.   
  
So the Peer Network will cover a different resource that hopefully you can use to support your employment journey. We have also welcomed to the networks peer advocates and IL skills trainers or IL staff who are seeking to learn how to use some of these different resources that we are going to jump into.   
  
So a lot of folks that work at Centers for Independent Living are also people with disabilities, so whether you are joining for yourself or as a peer to support fellow peers, I know I am saying peer a lot, I hope you get something out of this as well.   
  
What we can expect from this project, the employment resource hub, which I realize I used an acronym on the slide and I will fix that but ERH stands for Employment Resource Hub. We are building out an online resource hub on NCIL.org, NCIL.org, and that is going to be resources from you and our mentors and other peer advocates, and really shaped by what is helpful. What actually work for folks with disabilities.   
  
We are hosting these monthly calls, so these will go through December as of today. And we will offer to webinar training. These training topics are up to you folks. We want to hear from you what kind of training you might want to hear or what would be useful for us to do a deep dive in.   
  
I guess my point is I really encourage you all to provide us feedback, on really what you want. What the Peer Network â€“ what would be helpful. Alright. So these peer calls like I said are for people with disabilities and peers. Every week we will cover a different what we call cluster, different areas of employment that kind of a matchup, like they are categories of different skills and tools. So for example one is about, you know, accommodations, right?   
  
There's different employment tools for how to ask and negotiate accommodations. Our goal is that it is peer support to and between people with disabilities. So feel free to keep adding stuff in the chat to share. Alright, so without further ado let's jump in.   
  
I might actually just, Sydney and Tiffany, folks, if it's OK to go to what are our resource clusters first, since I just mentioned that I think and then hand off to you I think that makes sense. You all heard me say we are going to address a different cluster. So these resource clusters we put on the screen today, getting into the job mindset in Self-Advocacy, resources, really preparing for the employment journey, another cluster is accommodations or assistive technology. Financial literacy, so how to manage a paycheck and build your resources to really fulfill your goals.   
  
We can talk about self-employment or entrepreneurship. Education and training options, how to build additional skills for a job that you are interested in, transportation, youth specific resources. I know we have some youth folks joining us today, welcome I'm excited to see some youth joining. There are some specific resources for you. For young adults.   
  
Let me just make sure the other interpreters pinned, give me one second. Perfect.   
  
SPEAKER:   
You are all set.   
  
MARY-KATE WELLS:   
Thank you, thank you. Finally, the last cluster we can focus on his systems advocacy. So with all that I know I just shared a lot of information, the material is available to you after this call. And now I am going to be sharing â€“ or introducing our CIL mentors, peer mentors that are going to be helping with facilitating these calls.   
  
They are from Walton Options, the Center for Independent Living in Georgia and South Carolina, their role is to really help facilitate the peer calls and provide support and mentoring on how to use these resources. And other kind of best practices or promising practices in employment â€“ disability employment. With that I am going to hand it off to the Walton Options folks to introduce themselves and kick things off.   
  
SPEAKER:   
Hello I am Ebony Rivers, at Walton Rivers I work the employment network of ticket program and my pronouns are she/her.   
  
CYNDY ANZEK:   
hi everyone, looking forward to this opportunity as well as others in the future my name is Cyndy Anzek, I work for NCIL with benefits and resources, been with Walton Options for 20 years and I call my occu-passion. While I'm here I had the luxury today to bring in our program manager for work in training and assistance program, which currently serves George and I will let him introduce himself and talk a little bit more.   
  
SPEAKER:   
Hello my name is Robbie, on the program manager and lead community (indiscernible) coordinator for our project, currently we serve into counties, within the state of Georgia and I've been with Walton Options since 2006, and I've been doing benefit counseling public services since 2000. So hello.   
  
TIFFANY CLIFFORD:   
-one my name is Tiffany Leverett, pronoun she/her executive Director of Walton Options, Walton Options is hitting a 30 year anniversary this coming year and I'm going to hit a 25 year anniversary today. Been part of this organization for a long time, seen a lot of changes, things we try that weren't as successful as we like door things that we are still working on, and by no means are we full employment experts, but we have experience with employment networks and services and other programs we started with VR, we were excited when Mary Kate asked us to help facilitate the call and engage in conversation with other centers and providers and consumers, peer advocates, on the topic of employment and how we can all do a better job of meeting the also we have in that area. So, glad to be here, thank you.   
  
MARY-KATE WELLS:   
Awesome, this is Mary Kate. Thank you all for listening to our introduction to this, because we value your time and want to make sure you all get the most out of these calls, we are going to jump into our first kind of resource discussion which is about getting into the job mindset, addressing some concerns, so I'm going to hit it off I believe to Cyndy? Tiffany?   
  
Before I do that I'm going to put in the chat where folks are in their employment journey, as you are all jumping and if you folks want to add that to the chat so we have a little bit of information.   
  
TIFFANY CLIFFORD:   
So, Cyndy is going to take the first part but this is Tiffany. One of the first things we shared with Mary Kate one of the first times folks come to us they have the desire for employment, goal they have, they see it as a way to be more self-sufficient, more independents and it's one of the most empowering things to allow that in our lives. As we experience, you know, being employed.   
  
What we often hear though is you no, the idea that maybe I'm not yet prepared, how I get prepared? What are some resources? I'm afraid of - we've all heard of this - I'm afraid of losing my benefits especially my insurance.   
  
So, today for part of that preparing yourself ahead of time for starting your journey. We want to talk about more details about the program because often times when I'm on calls with CIL's, a lot of CIL's are to where they have this work assist planning and assistance, navigating the process of how earning income will impact the benefits.   
  
Also a lot of not aware that VR is an option and there are employment networks that have been set up for folks to have their goals on one of those stipulations is to have the info the networks for that and finally we are going to talk a little bit about that benefits piece and what some states are trying to do as far as Medicaid and we are going to provide you a brief users to kinda flip into that and see how it might be working in your state and what is happening there. With that I will pass it over to Cyndy and Robbie to talk about that.   
  
CYNDY ANZEK:   
Hi everyone, this is Cindy. I'm back and I have Robbie with me if the day thing I missed please interrupt and let us know, but I thought it might be good for us to have a little bit of a background as you all know in recent years there's been an increase in national emphasis on the employment of persons with disabilities and how to access those services and supports and how essential they are to promoting successful gainful employment.   
  
The Social Security Administration and their response, I would say to this interest, has been to establish opportunities for people to receive benefits planning. Early on it was the BPAO, benefits planning assistance-- thank you. And then also in 2006, that was changed over to the WIPA, work incentive planning and assistance program. We've been providing those services since 2001, and when I came, I daresay it's been at least that long, we've served both Georgia and South Carolina, we are clearly comfortable with both. And right now as Robbie mentioned we are currently serving 102 counties in the great state of Georgia.   
  
I'm going to let him talk a little bit about our program and what we offer through that.   
  
SPEAKER:   
So what we provide is, we provide what's considered individualized counseling services. Basically we are able to sit down with the person, find out where they are in terms of employment goals, the implement status, then we are able to verify their Social Security disability payments, and whether they have state or local benefits. They can map and then verify if they are health insured.   
  
By doing that, that would allow us to be able to put together, like, what's called a benefit summary. Like the summary like an analysis. That summary lays out for that person how their benefits will not be impacted by their employment so that they can make an informed decision so that they don't have to worry about, like, "if I go to work I'm going to lose everything", because we know how important.   
  
Take for example the average health insurance happens to be, so as many of you work as coordinators, we are able to provide those services. By providing the summary. But more importantly, we are able to provide follow-up services to help the person through their journey when it comes to their employment and benefits.   
  
CYNDY ANZEK: I think one of the questions Mary Kate might want us to ask if you could ask in the chat how many people are familiar with their local WIPA program, work incentives and assistance planning program, and what has been your experience.   
  
MARY-KATE WELLS:   
I see a couple comments in the chat. A block in the road oftentimes his parents that are using SSDI for income. Someone said "some familiarity but not many young adult students have participated in WIPA", some folks are mentioning that they don't receive Social Security, so not participating in these programs. And I thank you all might talk about how this kind of interacts a bit with other programs if you aren't receiving SSI or SSDI.   
  
We provide benefits planning services, it's hard to get information back to individuals, turnaround times with Social Security Office is very difficult. We were lucky to have a CWIC, can you put that acronym in the chat? Just want to make sure I get a right. In our area.   
  
That's very helpful to remove these barriers when they are able. Awesome. Very active chat, let me â€“ if you are not receiving Social Security benefits, American job centers are still helped with employment, yes.   
  
It has been challenging for many of our consumers with learning and other disabilities to be awarded SSI and benefits. Yes, there might be some challenges there. Someone said "we have recently become EN, employment network, instead of CIL's, it's been great helping to full understand the benefit changes while working."   
  
So, looks like folks have a range of experiences.   
  
CYNDY ANZEK:   
It sure does and I'm happy to see him active the chat is today, I love peer to peer and being able to share expenses together so we can look at the opportunities and resources and things that might help all of them to be served. I think one of the things we were going to make mention of is that I'm going to let Robbie talk about because there are some things that folks mentioned in the chat that we are all very familiar with, and we want to provide our experience in some of the things we've been able to do to maybe overcome some of those barriers or obstacles and help provide an individual with self empowering opportunities in order to seek substantial, gainful employment. So I'm going to let them talk a little bit about some of the issues you are talking about with turnaround time.   
  
SPEAKER:   
Yes, so the social security administration, they recognize that not a lodge transitioningYouth happened to use these services. So, twice a year the social security administration, they send out these flyers to every transition age youth that they have that are currently receiving on like a 502 payment or, you know, what's called an SSI.   
  
Like, so those families can have the information, and then through that, like a lot of times those parents, the ones that are trying to assist their child finding employment while they contact the ticket to work helpline because that is the current main way that like, a person gets in contact with their local program, then the services can be provided to the transition aged youth.   
  
And also, like many WIPA programs around the nation continue to provide presentations to schools, like in other organizations, that serve that population to try to get the word out, because basically if people don't know about â€“ don't know about the program, they are not going to be able to use.   
  
CYNDY ANZEK:   
yes and I see in the chat some folks are talking about holding classes or employment focused workshops to explore those ideas about gainful employment. And I think that that is something that I am happy to see that so many CIL's choose to do. (indiscernible) is also one of them.   
  
SPEAKER:   
I just see someone's talking about like the able.   
  
CYNDY ANZEK:   
We will move onto the ABLE account in a second. A lot of CIL's look to supporting their programs, and with the advent of new programs through legislation that is out there it's really been able to help as well, especially reaching the younger population, transition age things, not only through the work forced investment opportunity act and the PRIA section of that and how many CIL's around the nation have taken the opportunity to work with students of that agent help promote not only employment readiness skills but also concentration in Self-Advocacy. Which we know is always an important thing, and actually segues very well into what Robbie is going to make mention of here in just a second, about the ABLE account but also helping the beneficiaries of Social Security understand what their responsibilities are as well.   
  
SPEAKER:   
So one of the newer resources that is not available is these ABLE accounts. These accounts are fairly new, where a person can set one up, that money can be put â€“ through like an account. You can save up to I think about $100,000 in it, you can put a certain, like a certain amount in it per year, that money doesn't count towards any benefits that's considered to be (indiscernible) tested.   
  
It doesn't affect the person's SSI, it doesn't affect their eligibility for their Medicaid. That money can be sent aside to save up for things such as, you know, putting the payments down on a house or saving for a car.   
  
Things that previously, years ago, if you have more than $2000 in resources, that would cause the persons SSI to get in Medicaid to be effective. And they would lose that. With the ABLE Account it would allow people to be able to save money so that they can have more financial freedom in the future. And that may help someone when it comes to the question or the concern that parents have that they are so concerned about using those cash payments to pay for things.   
  
CYNDY ANZEK:   
So I love we are getting a lot of feedback here in the chat and it's very active. Looks wonderful.   
  
SPEAKER:   
Oh, yes. Yes. So, right now when it comes to the ABLE accounts, part of the eligibility is you have to have a disability, it has to be acquired before the age of 26. Currently right now there's been discussion about trying to increase that age, but right now, for the ABLE ACCOUNT's that have been established around the country, you have to have acquired the disability before the age of 26. To be eligible to have an account.   
  
CYNDY ANZEK:   
Does anyone have any questions or further comments you need us to answer the very thing we mentioned so far?   
  
MARY-KATE WELLS:   
Hi, this is Mary Kate, just folks can also use the raise hand feature if they want to. If that is, just another option to engage. Which we have one. Marly, give us one second to spotlight you. And, go ahead.   
  
SPEAKER:   
Thank you. I just had a quick question or clarification. The ABLE accounts, there's a bit of a confusion with the term acquired disability by the age of 26, because a lot of people don't get that diagnosis and because they don't have a diagnosis they is that they are not qualified for the ABLE accounts. But there are ways around not having that medical diagnosis.   
  
So I was wondering if you would be able to speak on that a little bit more.   
  
SPEAKER:   
When I'm talking about-- I'm talking about like acquired the disability, the main one I'm talking about is when the Social Security administration, when they made that determination. Now I know that there can be other ways, such as a medical professional, but apart from that, it basically says that the person has been disabled since this time.   
  
But when I'm talking, I'm talking about when the Social Security Administration has made that determination.   
  
SPEAKER:   
OK, thank you.   
  
CYNDY ANZEK:   
Thank you for asking, appreciate it. Any other questions with anything we've covered so far? Comments? Suggestions? Resources? OK, so Robbie is saying somebody in the chat mentioned â€“   
  
SPEAKER:   
The 504 plan?   
  
CYNDY ANZEK:   
If an individual has an IEP or 504 plan does that qualify?   
  
SPEAKER:   
It's possible.   
  
CYNDY ANZEK:   
It's possible. And I'm just going to add in what Robbie was saying, and we don't know this, there's different eligibility criteria for different programs, you are specifically talking about the ABLE account, we are appreciating that. As it has come to fruition through these past years, the disabilities determination services through the Social Security administration is what we are referring to with specifically regarding this topic.   
  
TIFFANY CLIFFORD:   
I did have a question from a comment Marley put in the chat, we aware of any statement that help us all in the age 26, that she might be where. For general question in the group as far as a way to get around it?   
  
CYNDY ANZEK:   
Thank you Tiffany, that's great.   
  
SPEAKER:   
From what I've understood, you could get a physician's note. And that would be equivalent to receiving or having that diagnosis. And then on the Able account websites, there's a way you can take an exam and kind of determine whether or not you might be eligible to.   
  
TIFFANY CLIFFORD:   
so you talk about the license physician peace and I think it was the 529A that address the most changes or clarification. Thank you.   
  
CYNDY ANZEK:   
If there are no further questions then Mary Kate if you want to move along, for time sake. Maybe move on to the rise in the employment network. Thank you.   
  
MARY-KATE WELLS:   
That sounds good. And that would be ebony sharing that, right?   
  
CYNDY ANZEK:   
Yes ma'am, that will be ebony. And while we wait for Ebony to sign in and get Evan going â€“ there she is. Alright, thank you Ebony.   
  
EBONY RIVERS:   
Alright so we're going over the ticket to work program, for anyone who is not familiar, the ticket to work program, folks are eligible beneficiaries aged 18 to 64 who want to work. The ticket program is free and voluntary, and the goal of the program is to help people with disability make progress towards financial independence through work.   
  
When you participate in the ticket to work program, you can choose a service provider, like an employment network, EEM, which Walton is or state rehabilitation VR agency to work with. We or they will have you develop a work plan, often called a individual work plan or I WP. Or an individual plan for employment, IPE. That serves as a roadmap for getting your work goals.   
  
Your work plan is a written and signed agreement with your service provider, it includes career planning and specific supports and services that you will receive from your service provider. Included in the career planning portion of the work plan you will identify the amount of earnings you plan to make when you first start working in the amount of earnings you expect when your plan ends.   
  
OK, sorry. So some of the services that the EN will provide, or the employment network will provide, with things such as employments first services including job training career counseling, resume assistance, and one of the benefits to enrolling or signing your ticket into an EEN is to give you some protections from medical review.   
  
I'm sorry, y'all, my slides are not over here all away. Sorry. OK, go to career development. Participants receive support and development long-term, career goals and assisting education and training opportunities to enhance skills and qualifications for employment. Financial independence, bar participating in the ticket to work program individuals have the opportunity to increase their earning potentials to reduce reliance on disability benefits and achieve greater financial independence.   
  
Again, you get to choose your provider if you call the choose work hotline and give them your ZIP Code they will identify providers in your area, and you can, you know, choose a provider based on what your goals are and when you meet with a provider you can see if they are going to be able to meet your goals and if it's going to be a good fit. For both of you.   
  
Are there any questions right now?   
  
MARY-KATE WELLS:   
I see one in the chat. I don't know if you are able to answer. How does or can a person reassign their ticket when they are closed out of VR as an employment network how does it affect the payments from SSI?   
  
EBONY RIVERS:   
So if VR has closed or unassigned your ticket, you go to a new EN you can provide them with your Social Security number in the EN provider will look into the ticket portal to see if your ticket is assignable, and if it is they can assign your ticket at that time. If it's not then your provider can work with you to contact VR to have them unassign the ticket or you can call Social Security directly and un assigned to take yourself.   
  
TIFFANY CLIFFORD:   
Thanks this is Tiffany, at REN one thing we've had to do is back up and look at ticket assignment because early on and this is part of the more recent training we had from the Social Security Administration that handled ticket consultations, a lot of emphasis on ensuring that the person truly is desiring wanting to pursue work and do that.   
  
Because of the a lot of time early on people took the ticket with the opportunity to park their ticket because it provided Texans without losing Social Security benefits, but in more recent years Social Security has really taken a harder look at those tickets and whether or not they are making meaningful progress. And keeping them on our books.   
  
So we have to go through some sifting of our own to really drill back a lot of people that had started off and then kind of either lost interest or it wasn't the best program fit for them. And they wrote back. I can't speak with other EN experiences have been with us for the things we had to do.   
  
MARY-KATE WELLS:   
And then it looks like we have someone who raise their hand, Eboni is that OK if we let them ask a question?   
  
EBONY RIVERS:   
Yes.   
  
MARY-KATE WELLS:   
Sharon, did you want to ask a question?   
  
SPEAKER:   
So I'm really grateful you are having this webinar because-- so, there's different services for employment. And I'm confused about which one to use. It seems like, for instance I know when I go back to work, it just needs to be a process that kind of as I go, and it seems like I'm under the impression that some are more aggressive in trying to get work, but I'm just confused about the different programs. And then for people I advocate for which one can suggest the best they apply for?   
  
EBONY RIVERS:   
I would suggest if the person's ultimate goal is to come off of cash benefits, that they enroll with unemployment network. Whether it is in a private organization or state VR, because by enrolling in employment network they will have the opportunity to try work through trial work periods, and then they will also have that protection under the medical review as long as they are making timely progress.   
  
And I will put a link to the timely progress chart in the chat so people can see what that looks like. That's from the choose work.S as a.gov website. But that would be my suggestion. If the person's ultimate goal is to not come off of cash benefits I would suggest if they â€“ well, both actually start with WIPA and get the benefits analysis, but they work with WIPA to see what earnings are going to â€“ how earnings will impact both their cash benefits as well as their medical benefits.   
  
TIFFANY CLIFFORD:   
So we have spent a lot of time talking about people who are actually on Social Security benefits as noted in some of the chat questions and comments there are a lot of folks that do not necessarily all ready have Social Security benefits that have disabilities that may still be experiencing a lot of the same barriers. And so, having benefits is not a requirement, for example, to tap into VR. Certainly not a requirement for tapping into CIL's. And we know a lot of Centers for Independent Living have various types of employment skills training through their life classes or through pre-at, or a lot of unique projects that CIL's have created because I think we are used to having to create because we are so based on the individual goals and what their desires aspirations and needs are.   
  
I know one of our sister CIL's has a lot in planning and has done a lot of work with subminimum wage, illuminating that. The Hire Me so for live, I think working with CIL to evaluate the goal and if you don't know what the resources are one of our pledges is typically to help do that research and help navigate with that person on finding particular resources. So finding a peer program that's really going to be interested in helping the person achieve, and you know reconcile the goals and services. Is going to be primary in my book.   
  
MARY-KATE WELLS:   
Awesome. And â€“ sorry, Ebony.   
  
EBONY RIVERS:   
I put the link to the HireMe Georgia link in the website because it's a consolidated place for employment resources. That may benefit someone that is outside of our service area. A lot of the resources on their for both employers and job seekers are national type resources.   
  
MARY-KATE WELLS:   
Awesome, thank you so much. Ebony, Tiffany, Cyndy. Not to stifle conversation because I know folks have been sharing some really great resources in the chat and asking questions, but we are coming up on time.   
  
I appreciate everyone who's joining, this is just the first of many of these conversations, so we would love to hear from you all as we move forward on specific topics or resources that are confusing or that just deserve more time to talk about.   
  
Our next call is going to be May 7, 2 PM Eastern again. I will put that in the link, but we have about four minutes, so I didn't know if Tiffany, Ebony, you want to finish with anything or if any folks have any questions?   
  
TIFFANY CLIFFORD:   
I'm putting in the chat the link for sharing the Medicaid buy-in, which is a program a lot of states have dabbled on because of the question of benefits, losing medical care and this is an initiative in a lot of states, not all states have had a pass but there is a FAQ page on the community living website, supporting that FAQ site to see what states are how Medicaid buy-in is and it might help a person who's choosing work.   
  
MARY-KATE WELLS:   
Great. And we will be collecting all these resources as well, most likely sharing them as a word doc with folks that are registered. Awesome. Yeah, I hate to end with the conversation because this is great, but we are coming to the end. Any last thoughts or feedback?   
  
TIFFANY CLIFFORD:   
Mary Kate, I do have a question full stop is there place â€“ we don't all the resources certainly, folks happen to things individually, I hear about new things all the time, programs I wasn't aware of. I'm just wondering is there place you are going to direct folks to may be stem from resources they are aware of to build the highlights?   
  
MARY-KATE WELLS:   
Yes, so that is one of our big goals for this is to collect all the resources. So for right now during the peer calls I'm going to collect the resources shared and put it on NCIL's website. But we are open to folks, if there is an easier and can is a more way to share those resources, please let us know. But people who registered for this, the call will get a follow-up email in the next week or so, on where they can find the resources that were shared.   
  
And Jenni, thank you, my colleague Jenny put in the chat you can also email me with any resources that you want other folks to know about. Alright, well I hope everyone has a great rest of your afternoon. And I hope to see you all next week. Not next week, sorry, next month. And Sahid had a question real quick, actually no. It depends when you registered at first, you had the option to either register for all of them or just one, so feel free to reregister if you are unsure. Alrighty. Thanks everyone.   
  
Live captioning by Ai-Media

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