



# ABLE | NATIONAL RESOURCE CENTER

>> SLIDE 1: ABLE's Supporting Role in Independent  
Living and Employment

October 30, 2024, 1:00-2:00 pm ET

## >> SLIDE 2: **Submitting Questions**

- During the webinar, you can submit questions in the Q&A or chat box.
- At the end of the webinar, we'll reserve some time for Q&A.
- After the webinar, we invite you to ask questions via email to [info@ablenrc.org](mailto:info@ablenrc.org).
- Explore the ABLÉ National Resource Center website for answers to any questions in our FAQs, and review our On-Demand Webinars, resources and newsletters at [ablenrc.org](http://ablenrc.org).

## >> SLIDE 3: **ABLE National Resource Center**

The [ABLE National Resource Center](#) (ABLE NRC) provides all the ABLE information you need in one place. ABLE NRC shares reliable, objective information about ABLE plans, including plan comparisons, best practices and strategies to increase savings for now and into the future.

**Our mission** is to educate, promote and support the positive impact ABLE can make on the lives of millions of Americans with disabilities and their families.

# >> SLIDE 4: What is NDEAM?



## Access to Good Jobs for All

National Disability Employment Awareness Month



## >> SLIDE 5: **Agenda**

- **ABLE Overview**
- **ABLE's Supporting Role in Employment & Independent Living**
- **ABLE Age Adjustment Act**
- **ABLE Advocacy**
- **ABLE Resources**

## >> SLIDE 6: **The Linkage to Financial Security: An ABLE Overview**



## >> SLIDE 7: **Overview: What is an ABLE Account and Who Is Eligible?**

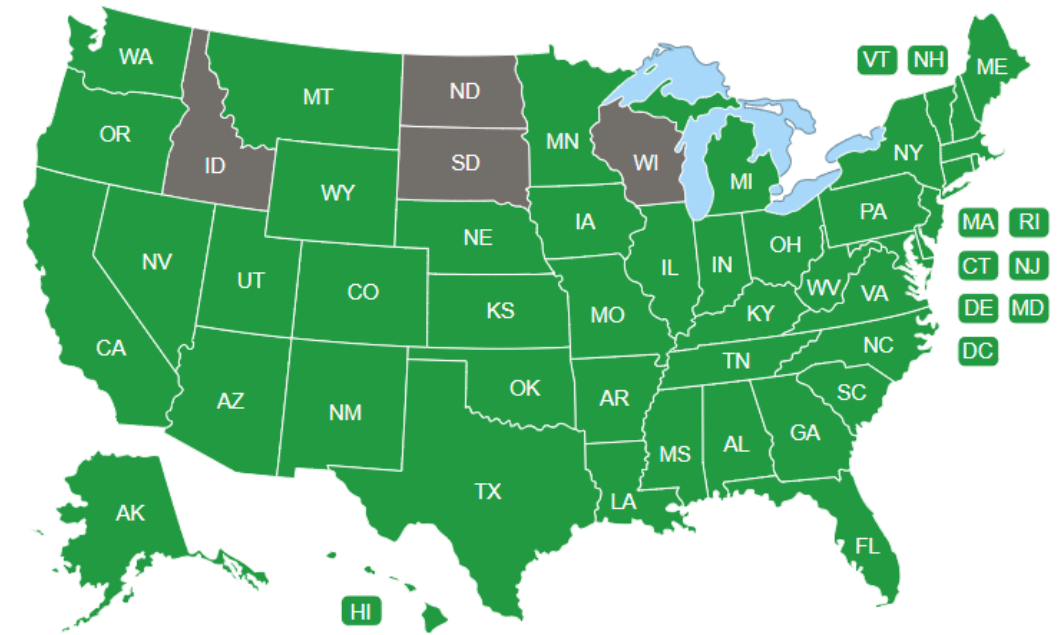
An ABLE account is a Section 529A savings and investment account. ABLE investment growth is **not taxable or countable income**. An ABLE account is owned by a person who has a Social Security number or tax filing I.D. and has a disability or blindness:

- With an onset of disability before age 26\*, **AND**
- Receives Supplemental Security Income (SSI) and/or Social Security Disability Insurance (SSDI) benefits, **OR**
- Self-certifies that they have a written and **signed disability certification** from a qualifying physician.

\*Note this is changing to before the age of 46 on 1/1/2026.

## >> SLIDE 8: Where are State ABLÉ Programs?

- There are 46 state ABLÉ programs, plus D.C. There are a total of 49 plans from which to choose.
- Options are available nationwide-no residency requirement for most programs.
- An ABLÉ Program [Comparison Tool](#) and [Interactive State Map](#) is available on the ABLÉ NRC's website.





## >> SLIDE 9: **Why Save in an ABLÉ Account**

- **Financial Wellness and Flexibility:**
  - **Contributions in the account grow tax free**
  - **ABLE funds up to \$100,000 are excluded from the SSI asset limit. Any amount of savings does not affect eligibility for other benefits like Medicaid, SNAP, FAFSA or housing assistance.**
  - **Contributions from family, friends, a trust or a 529 qualified tuition plan, deposited directly into an ABLÉ account, do not count as income by means-tested benefit programs.**
  - **Funds can be spent on things that help the person stay healthy, independent and have a good life. This includes basic living needs too.**

## >> SLIDE 10: **Qualified Disability Expenses (QDEs)**

- Housing including utilities, rent, modification, purchase, property taxes;
- Education;
- Health and Wellness;
- Basic Living Expenses;
- Transportation;
- Assistive technology;
- Personal support services;
- Legal fees and financial management;
- Funeral and burial expenses;
- **Employment/vocational expenses**

**ABLE Decision Guide: [Determining Whether Something is a QDE](#)**

## >> SLIDE 11: **How an ABLER Account can be Used: Work Related Qualified Disability Expenses**

- Job Training and Certifications
- Assistive Technology for Work
- Employment Support Services
- Transportation for Work
- Workplace Accommodations
- Retirement Savings

## >> SLIDE 12: **Work & ABLE: A Financial Safety Net**

- **ABLE accounts can help a person qualify for Medicaid benefits and can preserve a person's eligibility for SSI.**
  - **For many workers, maintaining Medicaid coverage is critical for them to continue working. Workers can save extra income in their ABLE account without losing Medicaid eligibility.**
- **By working, a person can become eligible for Medicare, SSDI, and retirement benefits.**
- **While Medicare is an entitlement program, ABLE accounts can assist beneficiaries in qualifying for programs that help cover Medicare related costs.**
- **An ABLE account can be used to cover costs related to independent living, including modifications to accommodate work-from-home, transportation and more, when other programs cannot cover these costs.**

## >> SLIDE 13: **What does this mean for ABLÉ account owners?**

- ✓ **REMEMBER:** The SSI program looks at income AND resources.
- ✓ An SSI recipient who is an ABLÉ account owner can earn more money from employment and save it in the ABLÉ account. They can save up to \$100,000 in an ABLÉ account and it is not a countable resource by the SSI program. A
  - An ABLÉ account owner can earn up to the [Medicaid 1619\(b\)](#) earnings threshold or qualify for [Medicaid Buy In](#) that allows for greater income and resources.
- ✓ If the ABLÉ account owner saves more than \$100,000 in an ABLÉ account, there is a special rule which can be applied to keep Medicaid benefits for an unlimited time.

## >> SLIDE 14: **Additional Contributions for Employed Workers**

### **Put ABLE to Work:**

ABLE Account Owners who are employed and not contributing to a retirement plan this calendar year can contribute the standard contribution of \$18,000 plus and up to an additional:

- \$14,580 (continental USA) or their earnings whichever is lower;
- \$18,210 – Alaska residents
- \$16,770 – Hawaii residents

These amounts will increase 1/1/2025 and each year.

## >> SLIDE 15: **Employment Pathways Using Essential Tools** **(slide 1 of 2)**

- **Achieving a Better Life Experience (ABLE) Account combined with employment:**
  - **It allows workers to stay connected to essential benefits like Medicaid, while exploring work and increasing their ability to save. An ABLE account can be used to cover work related costs, like having reliable transportation and other expenses not provided elsewhere.**
  - **It creates a cushion to pay for future work expenses or personal needs.**
  - **It supports coordination with other programs such as the Social Security Ticket to Work Program, and other employment support programs like the Plan to Achieve Self Support.**

## >> SLIDE 16: **Employment Pathways Using Essential Tools** **(slide 2 of 2)**

- **ABLE account owners are encouraged to coordinate with NCIL's employment advocacy programs to explore employment support services, such as job coaching and workplace accommodations.**
  - **Cost free programs which provide needed supports and services (such as those provided by state Vocational Rehabilitation Programs, state Medicaid waiver programs, NCIL advocacy programs or others) should always be used first before using funds in the ABLE account.**



# >> SLIDE 17: **ABLE Age Adjustment Act**

It extends eligibility for those whose disability began later in life before the age of 46 and it will increase the number of people with disabilities who are ABLE eligible from 8 million to 14 million.

## Activities:

Re-education

Outreach through NCIL's network and to new networks

Investment / wealth building education

## >> SLIDE 18: **ABLE Advocacy**

**ENABLE Act: It makes these 3 ABLE Act provisions permanent:**

1. ABLE to Work – employed account owners who do not have funds deposited into a retirement account within the calendar year may deposit up to an additional \$14,580 more than the annual contribution limit (\$18,000 in 2024). Amounts are higher in Hawaii and Alaska.
2. 529 Qualified Tuition Plan Rollover into ABLE accounts (once per calendar year, up to the annual contribution amount).
3. Saver's Credit (up to \$2,000 of contributions from employed account owners are eligible for a credit which reduces the amount of tax that they owe).

## >> SLIDE 19: **Other ABLE Legislation Introduced**

- 1. ABLE Match Act** (Matches up to \$2,000 in contributions in the form of a refundable tax credit)
- 2. ABLE Awareness Act** (Directs federal agencies to provide ABLE education and provides funding for awareness outreach activities)
- 3. ABLE Employment Flexibility Act** (amends IRS code to allow employers to contribute into ABLE instead of retirement plans).
- 4. ABLE Direct Deposit Act** (clarifies direct deposit process).

# >> SLIDE 20: **Federal Advocacy Initiatives**

## **Ongoing legislative efforts:**

- Push for further expansions in ABLE account flexibility and protections.
- Reduce barriers for savings and employment for people with disabilities.

## **How to Get Involved:**

- Engage with local representatives on these issues.
- Participate in National Disability Employment Awareness Month (NDEAM).
- Collaborate with NCIL to promote further expansion of ABLE's employment related benefits.

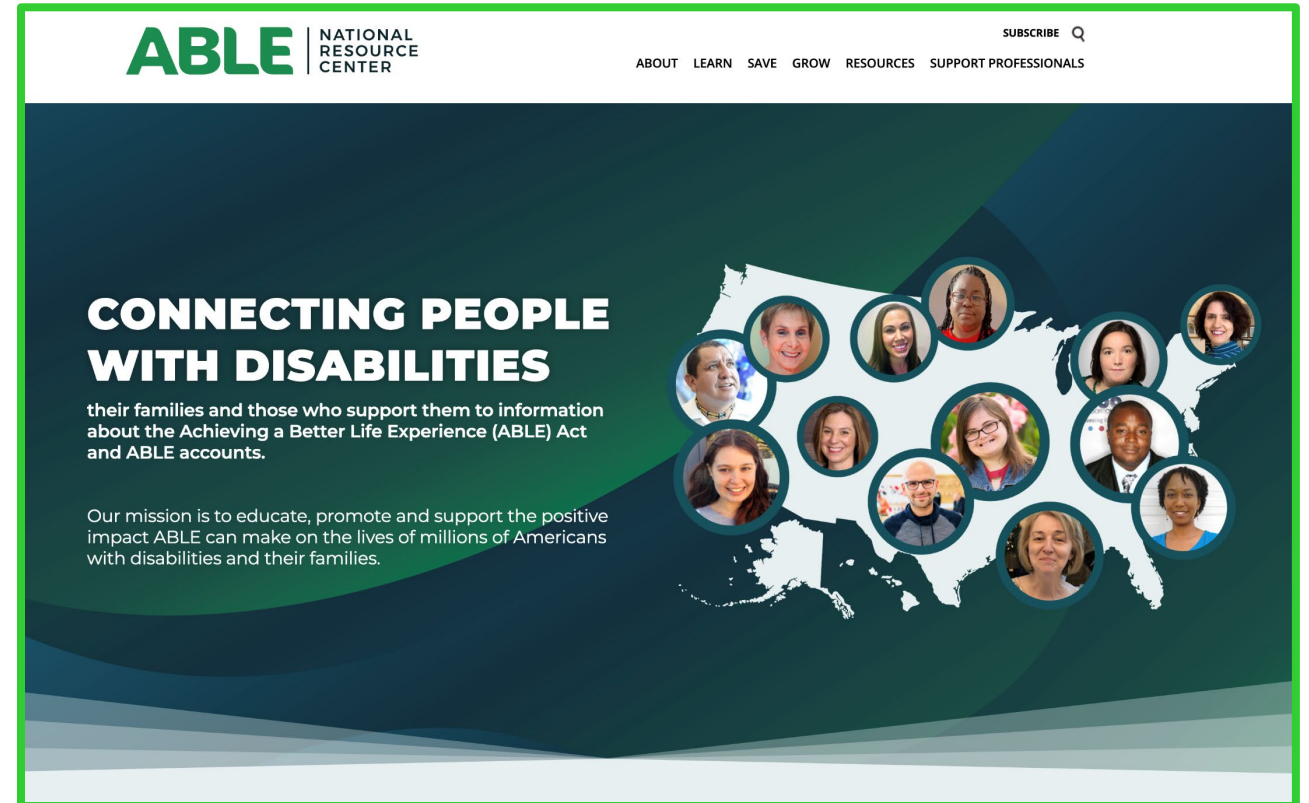
# >> SLIDE 21: **ABLE NRC Resources**



# >> SLIDE 22: **ABLE National Resource Center**

Visit our website at [ablenrc.org](https://ablenrc.org) for:

- [ABLE FAQs](#)
- [ABLE Decision Guides](#)
- [ABLE Programs by State](#)
- [ABLE Informational Flyer](#)
- [Meet our ABLE Ambassadors](#)
- [Home Ownership Guide](#)
- [ABLE Webinars and Podcasts](#)
- [AchievABLE Newsletters](#)



# >> SLIDE 23: **ABLE Success – Learn from Others**



ABLE NRC Ambassadors are ABLE account owners and family members who share their success stories to encourage others to open an ABLE account.



## >> SLIDE 24: **ABLE NRC Toolkits**

- [Employer Toolkit](#)
- [Service Provider Toolkit](#)
- [Youth Transition Toolkit](#)
- [ABLE NRC Media Toolkit](#)





## >> SLIDE 25: **NDI Resources**

- [National Disability Institute](#)
- [American Dream Employment Network \(ADEN\)](#)
- [NDI Assistive Technology Loan Program and AFP List](#)
- [NDI Financial Resilience Center](#)
- [NDI Small Business Hub](#)

>> **SLIDE 26 :Thank You!**  
**Q&A Session**