



*A full array of employment options
for people with disabilities*

About Adelante

Adelante is a nonprofit organization that supports people with disabilities, seniors, and disadvantaged populations by providing employment, residential and day services, and other community resources.

- Founded in Albuquerque nearly **40 years** ago
- Adelante provides individualized support services for over **1700 people with disabilities** annually across New Mexico
- Adelante offers a full range of employment options with a preference for community based jobs. In 2016, we provided employment services to 383 people

Adelante Employment Programs

Adelante believes that people with disabilities should be a valued part of the work force. We have had employment programs for over 30 years in an effort to improve unemployment rates for people with disabilities. Adelante has a preference and priority for community based, competitive employment, and offer a full range of employment programs to support a wide range of people with disabilities.

- **Social Security Ticket to Work**
- **Supported Employment/EmployAbility**
- **Social Enterprises**

The Social Security Ticket to Work Program

Ken Williams, CWIC

What is Ticket to Work?

- A program that allows Social Security disability beneficiaries and disabled or blind SSI recipients to seek employment services, vocational rehabilitation (VR) services, or other support services needed to obtain, regain, or maintain employment.
- Ticket to Work and Work Incentives Improvement Act of 1999 (PL 106-170) was enacted in December 1999, in part to establish a “ Ticket to Work and Self-Sufficiency Program”

Adelante is an Employment Network for Ticket to Work

- The direct work of the Ticket is provided through employment networks (EN) which are qualified entities that have entered into an agreement with the Social Security Administration to provide Ticket to Work service
- This includes any qualified agency (private non-profit or profit) or governmental program such as a One stop or American Job Center
- **Adelante** is a Ticket Employment Network that **operates across the United States and is the largest in New Mexico.**

Primary Goals of Employment Networks & the Ticket Program:

- Offer beneficiaries with disabilities expanded choices when seeking supports to enter the work force, return to work, or maintain employment
- Increase the financial independence and self-sufficiency of beneficiaries and,
- Reduce or, whenever possible, eliminate reliance on disability benefits.

Participating in the Program: Both Parties Have A Choice

- The Ticket program is voluntary and the individual beneficiary has the right to work with any employment network they choose and the right to change employment networks.
- Employment networks also have the right and freedom to work with or not work with beneficiaries of their choosing.

Myths About Work & Benefits

Common Misconceptions	The FACTS:
“If I go back to work, I will automatically lose my Medicare or Medicaid.”	As long as you keep receiving a benefit check of any amount, you will keep your health insurance. If you earn enough that your SSDI checks stop, Medicare can continue for up to 93 months. You need to meet certain requirements that may include earnings below a threshold amount set by your state. Talk to your state Medicaid office to be sure.
When I go to work, even if I am receiving support from an Employment Network, Social Security will do a medical review of my case and I could lose my benefits.	If you use your Ticket to help you go to work, Social Security CANNOT perform what is known as a Continuing Disability Review (CDR) to see whether you still have a disability. Even if you would otherwise be scheduled to have a disability review, Social Security will postpone your review while your Ticket is in use and you are making progress toward your work goals.
If my checks stop because I go to work and then I have to stop working because of my disability, I will have to reapply for benefits all over again.	You will not need to reapply if your benefits ended within the past five years due to your earnings and you meet a few other requirements, including that you still have the original medical condition or one related to it that prevents you from working. This work incentive is called Expedited Reinstatement. You may even be able to receive up to 6 months of temporary cash benefits in addition to Medicare or Medicaid coverage while SSA conducts a medical review to determine if your benefits can be reinstated.

Social Security Provides Special Work Incentives

SSDI	SSI
<ul style="list-style-type: none"> • Trial Work Period (TWP) • Extended Period of Eligibility (EPE) • Expedited Reinstatement (EXR) • Continuation of Medicare (EPMC) • Impairment Related Work Expenses • Subsidy and Special Conditions 	<ul style="list-style-type: none"> • Expedited Reinstatement (EXR) • Continuation of Medicaid under (1619b) • Plan For Achieving Self Support (PASS) • Impairment Related Work

Who is Eligible for Ticket to Work?

- Disabled individuals, ages 18-64, who are receiving:
- Social Security Disability Insurance (SSDI)
or
- Supplemental Security Income (SSI)

A Good Ticket Candidate

- Wants to earn a better living than Social Security (SSI/SSDI) provides and will work towards reducing their dependency on disability benefits to become self-sufficient
- Have reliable computer and Internet access
- Have steady access to a phone
- Have the ability to work independently with the support of our team toward your employment goals

Ticket to Work Process

Beneficiaries may be informed about the Ticket to Work Program and resources through:

- Letters sent out by the SSA
- Calls from SSA's marketing contractor
- Employment Networks
- American Job Centers (One-stops)
- Chooseworkttw.net

An individual who decides to use their Ticket can contact

An approved Employment Network – if you are ready to look for work and need assistance

State Division of Vocational Rehabilitation Agency – if you are still looking for training or other support for your employment

Developing an Individual Work Plan

- To assign a ticket to an Employment Network, an Individual Work Plan (IWP) must first be developed with the beneficiary.
- The IWP outlines a person's employment goal (short and long term) and the services an individual will receive from their Employment Network to meet this goal.
- IWP's are developed utilizing the S.M.A.R.T acronym- Specific, Measurable, Achievable, Realistic, and Timely

Ticket to Work: Steps in Job Development

- Initial client call/meeting to gather work history
- Mock interview, skills assessment, etc.
- Development of key employment search documents – resume/ cover letter
- Job developer searches out job openings that meet the client's goals and skillset
- Weekly follow up with client/job leads
- Employer contact, as needed
- Pre/Post interview
- **Post employment:** job retention, career advancement, wage reporting and benefits advisement are provided

Adelante's 5 Year Commitment to Ticket Participants Like You

- Interest Profiling (Job Categories that interest you)
- Resume Building on Your Career Path
- Assistance in Job Searching
- Applications Assistance
- Interview Tips and Practice
- Re-employment or retention
- Benefits advisement as your career advances

Supported Employment: Adelante's EmployAbility Program

Melinda Garcia, MA

What is EmployAbility/ Supported Employment?

Adelante has offered supported employment services for over 30 years and we are among the largest providers in New Mexico.

We assist people with disabilities, including people who have developmental disabilities, find and maintain jobs in the community at a variety of businesses. This service is referred to as supported employment and Adelante calls our program specifically EmployAbility .



Who Can Participate in a Supported Employment Program?

All individuals wishing to receive Supported Employment Services in New Mexico must be currently receiving services from:

- **Division of Vocational Rehabilitation (DVR)**
- **Developmental Disabilities Waiver (DDW)**

Or on the DDW wait list for:

- **State General Funds**



Supported Employment Service Options

Short-Term Services

(Generally Up To 90 Days After You are Employed) – Available for individuals who are eligible for services ONLY from DVR

Long-Term or Ongoing Services –

Available for individuals whom are eligible for services from DVR and DDW

Supported Employment: Steps in Job Development

- Initial interview/Interest Profiling
- Situational Assessments/Skill Building
- Resume Building/Portfolio Building/Job Development Plan
- Assistance in Job Searching - Advocating with Potential Employers
- Applications Assistance
- Interview Tips and Practice
- Attendance at Interviews, if needed
- Retention support/Job Coaching

Supported Employment: Post Employment Services

Short Term Services (90 Days)

- Job Coaching
- Maintenance
- Post Employment Services
- Re-employment, if needed

Supported Employment Post Employment Services

Long-Term Services

- Service Coordination
- Assigned to the Employment Skills Team
- Task Analysis
- On-going Job Coaching/Maintenance
- Fading Plan Development (if possible)
- Development of Level of Independence
- Annual/Semi Annual Reviews

Adelante Enterprises: *Group Supported Employment Options*

Jill Beets



Employment through Adelante Enterprises

Adelante directly provides at our own business sites, called **Adelante Enterprises** for approximately 350 people with disabilities.

We feel it is important to provide a full array of choices and to demonstrate actively that people with disabilities can be successful in the work force.

Plus, it's part of our social mission to help address the high unemployment rates of people with disabilities in our country.

www.AdelanteEnterprises.com



What is a Social Enterprise?

Social enterprises which are mission-driven businesses that apply market-based strategies to achieve a social purpose. At Adelante, we **provide valued business services** to the community with the purpose of **offering employment for people with disabilities**.

Our businesses are Affirmative Enterprises, too... which means we have a preference for hiring people with disabilities. Otherwise, they operate like other businesses, offering products or services.

No experience is necessary. Adelante offers vocational training at all of our Enterprise locations. **Everyone has the ability to earn raises and promotions.** Referrals to other employers via Supported Employment Services are always an option.

www.AdelanteEnterprises.com

Adelante
ENTERPRISES

Retail Jobs at Bargain Square

- Adelante accepts donations of clothing, furniture, electronics, books, and other household items through our store in Los Lunas.
- People with disabilities clean and tag donations, go out in our truck to pick up donations from donor homes, work the cash register, help set up displays, help customers and more
- This is a good work opportunity for people who like to be on the go and work with the public. Most of our employees work at standing work stations, but we can accommodate wheelchair users, too.



Adelante
ENTERPRISES
**BARGAIN
SQUARE
THRIFT STORE**

www.AdelanteEnterprises.com

Adelante
ENTERPRISES

Adelante Document Destruction Services (DDS)

DDS is a business handling high security shredding of paper and electronic media for thousands of customers. We also destroy hard-drives and recycle x-rays.

People with disabilities help sort paper so it can be more readily recycled, pick up secure bins on the truck routes, run the shredder, bale paper, clean bins and more.

This is an industrial setting, great for people on the go. We stand and work nearly all day, and walk often. Applicants must pass a screening process due to the secure nature of the work and documents we handle for law firms, hospitals, and other businesses.



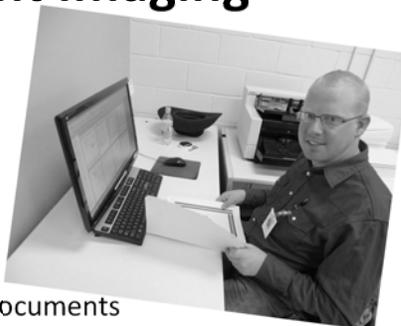
www.AdelanteEnterprises.com



Adelante Document Imaging

ADI is a business that offers scanning of documents to help businesses set up electronic records. From small memos to large maps, Adelante can scan thousands of items a day.

People with disabilities help prep documents for scanning, run the computer scanners, and help organize and move boxes of documents that need to be scanned. This is an office setting where most of the work is done while sitting. Computer skills are helpful, but not required for entry level positions.



www.AdelanteEnterprises.com



Mailing Fulfillment Center

Adelante is one of the largest bulk mailing businesses in New Mexico, and we offer the most hands-on service for people that need fulfillment for their products. We have two locations that are both in Albuquerque. MFC is the main site, with over 100 employees. It's a manufacturing/office setting where most of the work is done while sitting. Packaging, mailing and a variety of projects are worked on. In 2016 we opened our high speed bulk printing location.



Document Storage Solutions

Adelante also offers document storage for our customers, who are government entities and commercial contractors. This warehouse setting is great for people who like to keep moving and who are organized and have pretty good attention to detail. Some of these employees cross over and work for Adelante Document Imaging, too.



Facilities Support Services

Adelante has multiple government contracts around New Mexico that offer good paying, long-term jobs for people with disabilities who are good at cleaning and good with hand tools. Crews handle facilities maintenance on Kirtland AFB, Cochiti Recreation area, NM Museums, and rest areas all over the state.



Adelante also operates the dormitories at the Federal Law Enforcement Training Center in Artesia, which offers jobs similar to those at any hotel – from check in services to laundry and maintenance.

www.AdelanteEnterprises.com



Back in Use

Adelante Back in Use is a program that provides assistive equipment and computers to people with disabilities and low-income seniors who need them.

Back in Use also provides IT jobs for people with disabilities who want to learn how to refurbish computers, load software, set up networks, and earn technology certifications.

Back in Use also has jobs for people who want to help clean and organize equipment in our assistive device loan bank.



www.AdelanteEnterprises.com



Beyond Employment: *Other Types of Support Adelante Offers People With Disabilities*

- Day Services/Life skills training
- Residential services
- Volunteer opportunities
- Benefits Connection Center
- Back in Use equipment
- & More



Questions? **More information...**

We are happy to answer questions!

Stay in touch:

Visit **www.GoAdelante.org**

Call **(505) 341-2000**

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Development Center**

