

Exploring an Alternative Definition

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- Retired from Wells Fargo after 29 years as a Sr. Vice President
- Was the Chief Systems Architect of the 1st 7x24 online banking system.
- In 1976, received notification from Social Security that he was no longer disabled.
- Had I needed as much personal assistance as I do now, I could not have afforded to go to work

Brief History of Definition

- .In the 1950's, the founders of the SSDI Program wrestled with the definition of disability.
- .The wrestling has continued for 6 decades
- .In 2006, the Social Security Advisory Board emphatically recommended changing the definition

The Proposed New Definition

A disability is a medically determinable physical or mental impairment(s) that has resulted in a substantial impediment to employment and is expected to result in death or has lasted or is expected to last for a continuous period of at least 12 months.

Why?

- .Enables and encourages people with disabilities to seek assistance staying at work as soon as impediments to employment due to disability appears
- .Eliminates concept of 'going out on disability'
- .Focuses on Coordinated Employment Services
- .Simplifies the System

2 Phase Eligibility

- Phase 1 – Receive Support Services
- Requires Social Security Work Credits
- Requires Proof of Disability (as revised)
- Receives
 - .Health care (if needed/wanted)
 - .Coordinated Employment Services (if needed/wanted)
- Continues until
 - .No longer Disabled (as defined)
 - .No longer needs/wants support services
 - .Retires / dies

2 Phase Eligibility

- Phase 2 – Receive Cash Stipend
- Requires Phase 1 Eligibility
- Requires Earned Income < A Set Amount
- Continues until
 - .Ineligible for Phase 1
 - .Earned Income Exceeds 250% Federal Poverty Level
- Reduce stipends \$1 for every \$3 earned after that
- Evaluate earned income annually – more often if requested by beneficiary

Coordinated Employment Services

Coordinated Employment Services would support the SSDI beneficiary Individualized Career Plan (ICP), created, monitored, and maintained with professional services from a career coach. Tasks may include;

- Completing a rehabilitation program
- Finishing a school, training or retraining program
- Assessing and modifying the workplace environment
- Obtaining benefit and financial planning services
- Acquiring self-employment and business start-up services

SSA Role with Coordinated Employment Services

- Lead and fund the development stage
- Administer the program
- Outsource the program
- Evaluate the program

The Development Stage

- Fully define

- Coordinated Employment Services

- Role of career coaches

- Individualized Career Plan (ICP)

- Gain consensus and cooperation from

- Affected government agencies

- Vocational rehabilitation community

- Disability community

- Employers community

The Development Stage (continued)

- .Obtain needed waivers
- .Fund cost benefit analysis
 - Determine number of beneficiaries needed to stay-at-work/return to work in order for the program to be self- sustaining
- .Pilot the program – in 3 to 5 states
 - Evaluate results after 1st five years and every 3 years thereafter
 - Modify program as needed

Common Questions

.Will this fix the near term SSDI financial problem?

-No.

.How will beneficiaries who can't work be affected?

-No difference from today

.Why now?

-25 years after ADA, no significant employment improvement, time for innovative change

.Why will this work?

-Set measurable employment goals based on cost benefit analysis

-Pilot to determine goal feasibility