

QUICK REFERENCE GUIDE

“It will cost too much for me to work.”



This quick reference guide provides information and resources to guide individuals if they experience the barrier identified in the handout.

Employment can help people establish greater financial stability.

Employment makes it possible for an individual and their family to increase household income and savings and qualify for retirement benefits for greater financial stability now and in the future. Individuals can use tax credits and disability work supports to offset some expenses associated with working. Employment may require things like a vehicle for transportation, child care services and the purchase of work appropriate clothing. Employment also makes it possible to afford such items.

If a person with a disability receives Supplemental Security Income (SSI) or Social Security Disability Insurance and has less than \$2,000 in resources, they may be able to use a Plan to Achieve Self Support

Tools and Resources from Hands on Banking®

- Beyond your pay: Benefits: bit.ly/2fF6Oof
- Calculating your costs: bit.ly/2uUSPwH
- What is a spending plan? bit.ly/2vV1T92
- Start saving for retirement: bit.ly/2wJkUcq

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“Now that I am working I can afford the extra things in life.”

(PASS) that allows for benefits to continue at a higher level for a period of time: passonline.org.

The IRS allows for Child Care and Dependent Care expenses to be credited for working people as part of annual income taxes. In addition, a working individual may also be eligible for the Earned Income Tax Credit (EITC) that can offset expenses associated with employment. In addition, there are tax credits specific to persons with disabilities: irs.gov/publications.

Employment provides individuals the opportunity to work and learn on the job and apply for jobs that may offer more opportunities, including increased wages. Employment often provides access to retirement savings plans that may be matched by their employer, as well as health care plans that may offer more choices of treatment.

When an individual works, their earnings can qualify the individual and dependents for disability and retirement benefits. These benefits are calculated based upon the worker's age, employment and earnings history. The longer an individual works, and the greater their earnings, the greater their benefits in the future.

A large body of research has linked lower family income and parental education with lower academic achievement, rates of high school completion and college attendance, including rates of post-high school employment. It is important for parents to engage in employment in an effort to support greater academic achievement for their family members' financial well-being.

➔ **Explore the cost of staying home rather than paying for child care:** ampr.gs/2wXyjNI.

“Being out of work for six months or more is associated with lower well-being among the long-term unemployed, their families and their communities. Each week, being out of work means more lost income. The long-term unemployed also tend to earn less once they find new jobs, be in poorer health and have children with worse academic performance than similar workers who avoided unemployment.”

– Consequences of Long-Term Unemployment, Austin Nichols, Josh Mitchell, and Stephan Lindner
urbn.is/2wJ2ZCo.

Resources

- ➔ **Working While Disabled - How We Can Help:** This publication provides an overview of Work Incentives that can assist someone if they are interested in working: bit.ly/2fHZ7O9.
- ➔ **Disability Planner: How Much Work Do You Need?** This disability planner page explains how long, and when, you need to have worked to qualify for Social Security disability: bit.ly/2w9NCou.
- ➔ **LEAD Center Article: “The Impact of Employment on the Health Status and Health Care Costs of Working-age People with Disabilities”:** bit.ly/2vVgFN5.

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