DHS Income Supplements for People who are Working

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Beth Grube, Benefits Planning Coordinator, Disability Services Division
What we’ll cover today

• Housing Support basics
• Housing Support and earned income
• Helping people see possibilities
• Resources and tools to support employment
How Housing Support Works

People pay their countable income.

Max Rate

State of Minnesota pays the rest.
Housing Support

• 100% state-funded income support to pay for housing expenses, and sometimes additional services
  • Always
    • Room and Board, up to $934 per month (20,000 people)
      • Starting 7/1/2020
  • Sometimes
    • Supplemental Services, $482.84, or higher if approved by legislature (5,800 people)
Housing Support Standards

• Provision of room and board (everyone who on Housing Support)
  • three nutritional meals a day
  • a bed, clothing storage, linen, bedding, laundry supplies
  • housekeeping
  • maintenance and operation of the building and grounds

• Provision of supplemental services
  (in addition to room and board for about 25% of recipients)
  • connect people with resources for identified needs
  • case notes
  • general oversight and supervision
  • arranging for medical and social services
  • assist with transportation
  • other if required by legislature
Three things have to be true:

• Eligible person
• Eligible provider
• Eligible place
Eligible Person

- Must have low income and assets
- Adults age 65 or older, or adults age 18 or older with a certified disability or disabling condition that prevents work to the level of self-support
No provider limits on employment

• Effective July 2019, all Housing Support providers are prohibited from limiting or restricting the number of hours a Housing Support recipient is employed.

• Housing Support Agreement will include this as a required minimum verification.
- New asset limit of $10,000
  - SSI recipients still follow SSI rules
- New earned income calculation for non-SSI recipients
  - Disregard the first $65, then keep half of the rest
- New earned income reporting requirements
  - Most people report earned income every six months and keep increases during that time.
### Housing Support and Work

<table>
<thead>
<tr>
<th></th>
<th>Not Working</th>
<th>Working Some</th>
<th>Working More</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Monthly Gross Earned Income</strong></td>
<td>$0.00</td>
<td>$275.00</td>
<td>$2139.00</td>
</tr>
<tr>
<td><strong>Earned Income Disregard:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• First $65</td>
<td>-$0.00</td>
<td>-$65.00</td>
<td>-$65.00</td>
</tr>
<tr>
<td>• ½ remaining</td>
<td>$0.00</td>
<td>$210.00</td>
<td>$2074.00</td>
</tr>
<tr>
<td><strong>Countable Earned Income</strong></td>
<td>$0.00</td>
<td>$105.00</td>
<td>$1037.00</td>
</tr>
<tr>
<td><strong>Personal Needs Allowance</strong></td>
<td>$104.00</td>
<td>-$104.00</td>
<td>-$104.00</td>
</tr>
<tr>
<td><strong>Amount Resident Pays</strong></td>
<td>$0.00</td>
<td>$1.00</td>
<td>$933.00</td>
</tr>
<tr>
<td><strong>State Housing Support payment</strong></td>
<td>$934.00</td>
<td>$933.00</td>
<td>$1.00</td>
</tr>
<tr>
<td><strong>Resident’s Available Cash</strong></td>
<td>$104.00</td>
<td>$274.00</td>
<td>$1206.00</td>
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</table>
People pay their countable income.

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gross</td>
<td>500.00</td>
</tr>
<tr>
<td>EI disregard</td>
<td>-65.00</td>
</tr>
<tr>
<td>EI disregard</td>
<td>-217.50</td>
</tr>
<tr>
<td>PN allowance</td>
<td>-104.00</td>
</tr>
<tr>
<td>Countable</td>
<td>113.50</td>
</tr>
</tbody>
</table>

$1417

Maximum rate where a person is living.
Housing Support

Community Setting – Job Income only

SNAP

$194

County or Tribe authorizes

Person keeps $399 of income for monthly personal needs allowance

Earned Income

$525

$126

$808 (Room and Board)

$483 (Services – if LTH)

Authorized Provider

$174

$760 (Eff.)

Utilities and other Household Needs

Housing Support

= $934

Housing Support Room and Board

= $934

Housing Support Room and Board

Housing Support providers must ensure every recipient has:

- food preparation and service for three nutritional meals a day on site
- a bed
- clothing storage
- linens/bedding
- laundry supplies or service
- housekeeping
- lavatory supplies or service
- maintenance and operation of the building and grounds
Housing Support and Work

- 16% of program recipients have earned income
  - 7% of General Assistance recipients with Housing Support
    - Highest growth area of program
    - Many people entering in dire situation
  - 8% of MFIP households with Housing Support
  - 22% of SSI recipients
  - 21% of people with certified disabilities not on SSI
A New Way of Thinking

• **Old way of thinking**: Programs and services determine what opportunities you have

• **New way of thinking**: Opportunities and desires determine what supports and services you need

• **Employment First**
Work provides:

• More money and greater economic freedom
• Social interaction and developing relationships
• Sense of confidence and purpose
• Structure and routine
• Sense of identity in American culture
• Greater stability
• Ability to use talents and make a contribution

Minnesota Employment Policy Initiative
“Side Effects” of Unemployment

- Increased substance abuse
- Increased physical problems
- Reduced self-esteem
- Increased psychiatric disorders
- Loss of social contacts
- Alienation and apathy
  - Source: Warr, 1987
16% of people on Housing Support have earned income

<table>
<thead>
<tr>
<th>Persons with Disability</th>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>Time Period</strong></td>
<td><strong>Aug. 20</strong></td>
</tr>
<tr>
<td><strong>Age Range</strong></td>
<td>16-64</td>
</tr>
<tr>
<td><strong>Labor Force Participation Rate</strong></td>
<td>33.6%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Persons without Disability</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Time Period</strong></td>
<td><strong>Aug. 20</strong></td>
</tr>
<tr>
<td><strong>Age Range</strong></td>
<td>16-64</td>
</tr>
<tr>
<td><strong>Labor Force Participation Rate</strong></td>
<td>76.1%</td>
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https://www.dol.gov/agencies/odep/publications/statistics
Think about a person you support:

1) Did this person express an interest in employment?

2) If not, how did you talk to them about the option of employment?

3) If yes, what did you say to this person about employment opportunities and supports available?
Informed Choice

• Decision making based on accurate and complete information
• Person-centered
• Understanding options, risks, and benefits of decision
• Finding ways to overcome barriers
It seems simple – Right?

• Everyone has preferences, likes and dislikes, things they want to be present or absent

So just

• Ask people what they want

Then

• Help them get it
But it’s not always that simple…

- People don’t always know what they want, or what the options really are

- Discovery: What’s possible? Questions about how one wants to live require exploration and reflection.
  - Try new things
  - Trial and error
  - Pay attention to communication – behaviors communicate
Why Informed Choice?

Tamir

ProAct finds great job match for man with disabilities at Best...
Informed choice

Informed choice is decision making based on accurate and complete information. Informed choice happens through ongoing person-centered conversations and activities. A person making an informed choice understands the options as well as the risks and benefits of any given decision. With informed choice, community resources and supports are valued and explored.

To support informed choice in employment, understand your role and prepare yourself to take action.

For example, when you’re working with someone with a disability, make sure the person understands all the options, specific ways to overcome barriers, and the potential risks and benefits of given decisions. Be sure to explore and utilize community and other informed supports and resources, including those that may not be disability-specific. Direct the person to other resources when you don’t know the answers. Follow up afterward to be sure the correct connections, resources, and supports are in place.
Best Practices for Success in Employment

• Be a good messenger
• Coordinate services to support work
• Utilize personal networks and informal supports
• Address barriers, or perceived barriers early
• Have the right information, resources and tools
• Know where to get help when it’s needed
There are a lot of supports.

• Don’t limit options to “formal” supports

• Technology

• Accommodations

• New waiver employment services

• Vocational Rehabilitation Services (VRS)
Common Concern: “I’m going to lose my benefits if I work”

• All public benefits now support work through special rules called **work incentives**

• Plan ahead with **DB101**

• Benefits may also be available through a job
Person-Centered tools and resources to help reach an Informed Choice
Disability Hub MN

- Free, statewide resource

- Helps people with disabilities and those who support them:
  - Solve problems,
  - Navigate the system
  - Plan for their future
  - Know the ins and outs of community resources and government programs and help people fit them all together
Welcome to the Hub.
Disability Hub MN is a free statewide resource network that helps you solve problems, navigate the system and plan for your future.

We're here to help you get the answers you need. Read more about the Hub, watch a video or audio described video about the Hub, or read the video transcript.

Coronavirus support
As the COVID-19 situation evolves, review this collection of coronavirus resources. If you wonder how your programs or services might be affected by COVID-19, let us share your questions with policy staff at the Minnesota Department of Human Services. Contact us at 1-866-333-2466 or by live chat, or submit your questions directly using the policy feedback form.

Phone: 1-866-333-2466
Chat:
• Disabilityhubmn.org
• DB101
• HB101
• MinnesotaHelp.info
Email: info@disabilityhubmn.org

Your best life, your way. 1-866-333-2466 disabilityhubmn.org
DB101 brings together:
• Benefits information
• Tools
• Resources

To make it easier to:
• Understand benefits
• Learn about work incentives
• Plan for work & set goals
• Build financial literacy
• Manage benefits while working
Resources for Employment

• CareerForce Centers
• Job search sites (e.g., [www.monster.com](http://www.monster.com), [www.indeed.com](http://www.indeed.com))
• Individual Placement and Supports (IPS)
• Vocational Rehabilitation (VR)
• Employment Networks (EN)
• Waiver employment services
• [Job Accommodation Network](http://www.dol.gov/esa/jan) (JAN)
Think back to that person you support:

1) Did this person express an interest in employment?

2) If not, how would you talk to them about the option of employment now?

3) If yes, what would you say to this person about employment opportunities and supports available?
Supporting My Move Training for Case Managers

Here is more information about this course:

Click here for information about taking this course

Course Description
This course guides case managers through their role and responsibilities in supporting a person they work with to find a new home. Case managers should learn to recognize and address signs that a person is interested in moving, and will be introduced to techniques to support that person’s move.

This course touches on different moving supports and services available to people on an HCBS Waiver, including Housing Stabilization Services, or HSS. Components of this state-plan service are explained in detail, including the process a case manager would follow to obtain this service for a person with disabilities. Various elements of HB101 are introduced as tools to help with successful moves, and resources are introduced to assist case managers in their work.

Course Data

Class Name: SUPPORTING MY MOVE: A CASE MANAGER’S ROLE
Course Code: HOUSING_CM
Delivery Method: Web Based Training
Contact: dhs.dsd.learn@state.mn.us
Contact Phone: 651-431-2737
Thank you!

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