

Employment Supports and Benefits Planning for SOAR Beneficiaries

Substance Abuse and Mental Health Services Administration
(SAMHSA) SOAR Technical Assistance Center
Policy Research Associates, Inc.

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Substance Abuse and Mental Health
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Webinar Instructions

- Muting
- Recording availability
- Live Captioning and ASL Interpretation
- Downloading documents
- Questions and Answers
- Evaluation

Purpose and Objectives

SOAR WORKS
SSI/SSDI Outreach, Access, and Recovery

SAMHSA
Substance Abuse and Mental Health Services Administration

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SOAR and Employment for SSI/SSDI Beneficiaries

Jen Elder, M.Sc.

Introduction

Individuals who have disabling conditions and receive cash and other benefits through the Social Security Administration's (SSA) Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI) programs are eligible for employment supports to assist them in obtaining and maintaining employment. When SSI/SSDI benefits begin, lifelong employment goals do not end. In the spirit of SSI/SSDI Outreach, Access, and Recovery (SOAR) as a critical part of income supports for individuals who are experiencing or at risk of homelessness, people who receive SSI/SSDI are encouraged to seek employment and employment services throughout the application process and after benefits are obtained.

This issue brief describes:

- How to work while applying for SSI/SSDI benefits
- Misconceptions about employment and loss of disability benefits
- How earned income from employment affects SSI/SSDI benefits and Medicare/Medicaid coverage

• Employment resources and work incentives offered by SSA to current SSI/SSDI beneficiaries who want to find work or return to work

• The role SOAR programs can play in connecting individuals to employment resources

Getting the Facts Straight

Misinformation about working and retaining SSI/SSDI benefits can reduce the likelihood a person will attempt to return to work by creating unnecessary fear that they will lose their hard-won benefits. A significant majority of individuals with disabilities want to work.^{*} Removing fears and barriers to employment can be a critical step in recovery.

Employment is about more than income. Additional benefits can include:

- An improved housing stability through increased income
- A defined role in the community
- Feelings of self-worth and self-confidence
- New friendships and connections to others
- Added structure to daily life

* Tina Marshall, Richard W. Goldberg, Lisa Braude, Richard H. Dougherty, Allan S. Daniels, Sudmita Shoma Ghose, Preetzy George, and Miriam E. Delphin-Rittman, "Supported Employment: Assessing the Evidence," *Psychiatric Services* 65, no. 1 (January 2014): 16-23. <https://doi.org/10.1176/appi.ps.201300762>.

Myths and Facts About Working and Retaining SSI/SSDI Benefits

Myth #1: Benefits end immediately when you return to work.

Fact: Cash benefits do not end immediately. For how work affects SSI payments see pages 3-4, for SSDI see pages 4-6.

Myth #2: You can work only 20 hours per week while receiving disability benefits.

Fact: There is no limit to the number of hours you can work while receiving disability benefits.

Myth #3: Health insurance ends immediately when you return to work.

Fact: You can still be eligible for Medicaid and Medicare, see page 6-7.

Myth #4: If Social Security knows you are working they will say you aren't disabled anymore.

Fact: SSA suspends Continuing Disability Reviews while beneficiaries are using Ticket to Work and making progress towards employment goals, see page 2-3.

- Understand the facts that lead to informed choices about work and economic self-sufficiency for individuals who receive Social Security disability benefits.
- Learn how IPS supported employment principles can effectively help SSA beneficiaries with co-occurring mental illness and substance use disorders work competitively in the community and improve long-term well-being.
- Learn how to access vocational supports and benefits planning services resources both in your agency and community
- Learn about implementation strategies for integrating vocational and benefits planning supports in your SOAR initiative

Agenda

Presenters

- Lindsay Horn, CMII/BHRS, IPS Project Manager, Recovery Supports Division, Housing and Employment, Oklahoma Department of Mental Health and Substance Abuse Services, Oklahoma City, Oklahoma
- Lyndse Weber, CWIC, IPS Employment Specialist, Grand Lake Mental Health Center, Ponca City, Oklahoma
- Keirstyn Silver, CPRP/CPWIC, Director Self-Sufficiency and Education, Maryland Benefits Counseling Network and Maryland Employment Network, Bel Air, Maryland
- T-Kea Blackman, CPRS/MPS, Peer Career Coach, Maryland Benefits Counseling Network, Bel Air, Maryland

Questions and Answers

- Facilitated by the SAMHSA SOAR TA Center

Welcome!

Asha Stanly, MSW, LICSW
Government Project Officer
Division of State and Community Systems Development
Center for Mental Health Services
SAMHSA SOAR TA Center

October 26, 2021



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The Success of Individual Placement and Support (IPS) in Oklahoma

Lyndse Weber, CWIC
IPS Employment Specialist
Grand Lake Mental Health Center
Ponca City, Oklahoma

October 26, 2021



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Grand Lakes Mental Health Center: Recovery Centered

- GLMHC provides services allowing for consumers to optimize their personal, social and vocational competency in order to live successfully in the community.
- To help persons with serious psychiatric disabilities function with success and satisfaction in their environments or their choice with the least amount of professional intervention possible;
- Community Integration services will benefit consumers by optimizing the persons potential for occupational achievement, goal setting, skill development and increased quality of life through education, training and support to improve their mental health and promote lifestyle change and recovery.
- Recovery Orientation, including a recovery oriented treatment plan, individual goal setting, and a staff philosophy of recovery that permeates all service elements and activities.



What Does Individual Placement and Support Mean?

- Individual Placement and Support (IPS)
- Supported employment is a program that helps people with mental illness and/or substance use disorders find and keep jobs, while at the same time providing employers with access to motivated employees.

Community Connection + One on One Interaction = IPS Specialist

Difference Between Traditional Supported Employment and IPS?

- Individual Placement and Support (IPS)
 - a highly successful, evidenced-based model of supported employment that promotes a “recovery through work” philosophy whereby individuals with severe and persistent mental illness and co-occurring disabilities achieve competitive, integrated employment when assisted with ongoing support services.
- IPS is the most researched and best described model of supported employment.

IPS Supported Employment

What do you want?

- ✓ Further Education?
- ✓ Pursue Work?
- ✓ Build A Career?
- ✓ Live Life?



IPS is Based on Eight Key Principles

- 1) Zero Exclusion!
- 2) Worker Preferences
- 3) Time-Unlimited Supports
- 4) Benefits Planning
- 5) Integrated Services
- 6) Rapid Job Search
- 7) Competitive Employment
- 8) Systematic Job Development

IPS Principle #1: Zero Exclusion!

- People are not excluded on the basis of:
 - readiness
 - diagnoses
 - symptoms
 - substance use history
 - psychiatric hospitalizations
 - homelessness
 - level of disability
 - legal system involvement

IPS Principle #2: Worker Preference

- IPS program services are based on:
 - each job seeker's preferences and choices,
 - rather than the employment specialist's and supervisor's judgments.

IPS Principle #3: Time-Unlimited Supports

- Job supports are individualized and continue for as long as each worker wants and needs the support.
- Employment Specialist have face to face contact at least monthly.

IPS Principle #4: Benefits Planning

- Employment specialists help people obtain
 - Personalized,
 - Understandable, and
 - accurate information about their Social Security, Medicaid, and other government benefits.

IPS Principle #5: Integrated Services

- IPS programs are integrated with mental health treatment teams.
- Employment specialists attach to 1 or 2 mental health treatment teams, which discuss their caseload.

IPS Principle #6: Rapid Job Search

- IPS programs use a rapid job search approach to help job seekers obtain jobs rather than assessments, training, and counseling.
- The first face to face contact with the employer occurs within 30 days.

IPS Principle #7: Competitive Employment

- Jobs anyone can apply for
- Pay at least minimum wage
- Same pay as coworkers with similar duties
- No artificial time limits imposed by the social service agency

IPS Principle #8: Systematic Job Development

- Employment specialists systematically visit employers
- Employers selected based on the job seeker's preferences
- Employment specialists learn about employer's business needs and hiring preferences

IPS Specialists are There for the Long Haul!



Effects of Unemployment/Education

- Increased Substance Abuse
- Increased Psychiatric Symptoms
- Reduced Self-Esteem
- Alienation



Benefits of Employment/Education

- ✓ Increased Income
- ✓ Improved Self-Esteem
- ✓ Increased Social and Quality of Life
- ✓ Better Control of Symptoms
- ✓ Reduced Substance Abuse
- ✓ Reduced Hospitalization



Original Question: What do you want?



Questions We Ask in Oklahoma

What agency do you work for?

- 12 & 12 INC.
- Family and Children's
- HOPE
- North Care
- Mental Health Association
- **Grand Lake**
- Red Rock

Do you know who your IPS Team is?

- TRC
- CREEKS
- Green Country
- Lighthouse
- CRS
- NCBH
- Catalyst

Why is the IPS Model of Support Recommended?

- ✓ Free!
- ✓ Evidence-based
- ✓ Over 65% of individuals with Serious Mental Illness (SMI) want to work
- ✓ Participants in IPS are nearly TWICE AS LIKELY TO KEEP THEIR JOB
- ✓ Less hospitalizations
- ✓ NO evidence of negative effects
- ✓ IPS is effective with a wide variety of issues: SMI , SMI/Substance Use Disorder (SUD), Post Traumatic Stress Disorder (PTSD), First episode psychosis, homelessness, legal system involvement
- ✓ Working is Recovery!

Success of IPS and GLMHC: Working is Recovery!

- Implementing IPS with individuals experiencing homelessness with mental health and co-occurring disorders
- Case study for SSI/SSDI beneficiary engaged in SOAR and IPS services
- Practice tips for engaging consumers and members of their support system

Utilizing Employment Supports and SSA Work Incentives to Support Recovery Journey

Keirstyn Silver, Director of Self-Sufficiency and Education

T-Kea Blackman, Peer Support and Education Specialist

The Maryland Employment Network and

The Maryland Benefits Counseling Network

Bel Air, Maryland

October 26, 2021



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Why Work?

- Approximately 28% of Social Security Disability Insurance (SSDI)-only beneficiaries are living below the Federal Poverty Level (FPL)
 - FBL in 2021- \$12,880
- 53% are between 100% and 300% of FPL*
- The maximum Supplemental Security Income (SSI) benefit amount (2021: \$794) is also below FPL

*Mathematica Center for Disability Policy, DRC Brief Number: 2014-04

Benefits As a Barrier to Work

- There are many myths about working while on benefits!
- Can be difficult to find reliable source of information! People often hear “word of mouth” stories about what happens when they start working.
- Benefits planning related to work is a highly individualized and complex!

The Basics

- **Title XVI/SSI:** The more money someone makes, the smaller the benefit check will be. (But total income goes up!)
- **Title II/SSDI:** Benefit is all or nothing based on the length of time that someone works and whether they are earning over substantial gainful activity (SGA: \$1,310 for 2021).

SSI Rules

- SSI is like a seesaw, when one side goes up, the other goes down: The more money that is earned, the less the SSI check will be.
- Because of the way the calculation is designed, SSI beneficiaries will **always have more money by working.**
- **The number of hours or months worked does not matter, only how much the paycheck is.**
- Medicaid: If SSI cash benefit stops due to earned income, Medicaid can be kept through 1619(b).
 - There is no time limit on how long Medicaid can be kept using 1619(b), so long as the individual is still eligible.

SSDI Rules

- **Trial Work Period-** Nine months where beneficiaries can have unlimited earnings, and still receive their SSDI check.
- **Extended Period of Eligibility-** After the Trial Work Period, SSDI is like a faucet. The check gets turned on and off depending on how much money someone is making. If they earn more than SGA, they will not receive your check that month. If they earn less than SGA, they will receive their check.
- The amount is referred to as Substantial Gainful Activity (SGA). SGA is \$1,310 in 2021.
- **It does not matter how many hours they work, only how much money they make!**
- Medicare- If SSDI is stopped due to work (by performing SGA) beneficiaries may still keep their Medicare for at least 93 months (7 years and 9 months) after the end of the Trial Work Period.

Work Incentives Planning and Assistance (WIPA)

- SSA established the WIPA program to be a source of accurate, individualized information for beneficiaries who are interested in working.
- SSA grants funds to providers across the country who then provide the education and assistance to beneficiaries.
- WIPA services can include general information, in-depth summary and analysis, assistance with work incentives, information about Medicare and Medicaid, and referral to other supports.

Ticket to Work

- Ticket to Work is a program implemented by SSA designed to reduce and, whenever possible, eliminate dependence on cash benefit programs.
- SSA started the Ticket to Work program to help people between the ages of 18-64 who get Social Security disability benefits get the services they need to find a job and to stay employed.
- To implement the Ticket to Work program, SSA sets up agreements with agencies across the country to provide employment services to beneficiaries. These agencies are called **Employment Networks (ENs)**.
- ENs provide services such as career guidance, job placement, job coaching, and/or benefits counseling.
- To receive services, beneficiaries “assign” their Ticket to the EN of their choosing.

Goals of the Ticket to Work Program

- Increase the number of beneficiaries entering the work force
- Reduce beneficiary dependency on cash benefits
- Support an improved quality of life as a result of advancement in employment and greater financial independence

Resources

TICKET to Work
Access to Employment Support Services for Social Security Disability Beneficiaries Who Want to Work

Enter Search Term Here

Home About Success Stories **Find Help** Find a Job Webinar & Tutorials Library Blog Contact

Due to current telework policy, all correspondence to Social Security's Office of Employment Support (OES) must be sent electronically rather than by postal mail. Emails must be sent to support@choosework.ssa.gov, and must not include personally identifiable information. You may also contact the Ticket To Work Help Line at 1-866-968-7842 or 1-866-833-2967 (TTY) Monday through Friday, 8 a.m. to 8 p.m. ET.

For information about the coronavirus, please visit cdc.gov/coronavirus. For information about Social Security and the coronavirus, visit ssa.gov/coronavirus.

Contact the Help Line at 1-866-968-7842 or 1-866-833-2967 (TTY) M-F 8 a.m. - 8 p.m. ET, or [Send Us an Email Message](#).

SPOTLIGHT
on EVENTS & FEATURES

my Social Security
Free personalized tools, secure benefits information
[Sign Up Today](#)

WISE Webinar
Wednesday, October 27
3 - 4:30 p.m. ET
[Register Now](#)

What's Next?
Help for young adults considering their future
[Read How](#)

<https://choosework.ssa.gov/findhelp/>

choosework.ssa.gov

The easiest way to find Employment Networks and WIPA Projects!

Find Help Tool

Find Help to Achieve Your Work Goals

Ticket to Work service providers offer Social Security disability beneficiaries (persons who receive SSI or SSDI) age 18 through 64 who want to work with [free job support](#).

Services offered may include job coaching, job counseling, training, benefits counseling and job placement.

The tools on this page can help you find a service provider to help you find employment support.



Different Providers, Different Services

Each type of service provider offers different services. **It's important to understand, in general, what each provider does before searching, so you can select the type that can best help you.** [Learn more about Ticket to Work service providers.](#)

Once you have selected the type of service provider, it is also important to understand that even the same type of provider can provide you a different mix of services. If you choose to work with an Employment Network or

Two Ways to Search:

Once you understand the different providers available, there are two ways you can search.

Option 1: *Guided Search*

The Guided Search asks a series of questions to determine your readiness for the program and provides a list of service providers that are a best fit for you.

[Start Your Guided Search](#)

- OR -

Option 2: *Direct Search*

Use the Direct Search to view a list of service providers serving your ZIP code. This tool can search based on the type of provider and whether services are provided in person or virtually.

Results can be narrowed further by services offered, disabilities served, or other specialized expertise.

[Start Your Direct Search](#)

Find Help Tool: Direct Search

Search Options

Basic Information

Provider Type

- Employment Network (EN) ?
- Vocational Rehabilitation Agency (VR) ?
- Benefits Counseling (WIPA) ?
- Legal Services (PABSS) ?

Providing Services

- In-Person Services ?
- Virtual Services ?

ZIP Code

Distance from ZIP

Provider Name

Services Provided

- Career Preparation Services**
 - Career Planning ?
 - Job Coaching/Training ?
 - Resume Writing ?
- Employment Services**
 - Direct Employment (i.e., hiring beneficiary to work for EN) ?
 - Job Placement Assistance ?
 - Direct Job Placement ?
- On-the-Job Services**
 - Job Accommodations ?
 - Ongoing Employment Support/Job Retention ?
- Other Services**
 - Consumer-Directed Services ?

Populations Served

- Disabilities Served**
 - Hearing Impairments
 - Visual Impairments
 - Mental Impairments
 - Other
- Specializations**
 - Young Adults
 - Veterans
 - Self-Employment
- Languages**
 - Most (Interpreter)
 - Sign Exact Language
 - Most (Language Line)
 - English
- Factors for Success**

State

Direct Search

This allows someone to search for specific providers when they have an idea of what they need.

Find Help Tool: Guided Search



Access to Employment Support Services
for Social Security Disability Beneficiaries
Who Want to Work

Ticket to Work Guided Search

Welcome to Ticket to Work Guided Search! This tool will help you determine your readiness to participate in the Ticket to Work program and what type of Ticket to Work service provider may be right for you.

Instructions

- The tool will ask you up to 20 questions and should take no more than 10 minutes to complete.
- Make your selection and click "Next" to move forward in the tool. Use the "Back" button in the survey if you need to change an answer. Do not use your web browser's Back button.
- After you have completed the Guided Search tool, you will be provided a list of service providers tailored to you that you can contact to discuss how they can help you.
- If you have any questions, please email support@choosework.ssa.gov or call 1-866-968-7842 or 866-833-2967 (TTY).

Note: In this tool, "you" refers to a person who is interested in working. We acknowledge, that in some cases, this tool might be used on another's behalf.

Guided Search Tool

Allows someone to find provider when they may not be sure exactly what they need.

Ticket to Work Helpline

- If searching online isn't an option, beneficiaries can also receive assistance connecting to a WIPA or EN by contacting the Ticket to Work Helpline: 8:00am-8:00pm ET
- 1-866-968-7842 / 1-866-833-2967 (TTY)

T-Kea Blackman: My Story

- Diagnosis: Bipolar and Generalized Anxiety Disorders
- Forced into hospital by police for suicide attempt
- Master's degree from Georgetown University and Bachelors degree from Howard University
- Eight years of experience as communications/media professional
- Became a Peer Recovery Specialist to show that recovery is possible



How My Mental Illness Impacted My Work

Missed
Deadlines

Late to
Work

Felt
Hopeless

Lack of
Concentration

Unable to
Maintain
Hygiene

Unemployed
for 2 Years

Why Did I Return to Work?

Pros	Cons
Desired To Rebuild Credit And Save Money	Continual Increase Of Debt
Desired To Live Independently	Running Out Of Places To Stay
Able to Make Car Payment	Possible Repossession Of Car
Travel Outside The Country For The First Time	No Income
Desired Fulfillment & Make A Difference	

How Has Employment Helped My Recovery?



Achieving Financial Independence Through Work

Build “Rainy Day” Fund

Work With Financial Coach To Reach Goals

Reduce Debt

Save For A Home

Build Retirement

Money To Travel

Please type your questions into the Q&A box.

SOAR Employment and Work Incentive Resources



SOAR WORKS

YES, YOU CAN WORK!

Interested in returning to work or trying out work for the first time, but unsure how work will impact your Social Security benefits or if work is even possible for you?

Many people receiving disability benefits, or applying for benefits, really want to work, but fear the consequences. This handout will give you the information you and your family need to learn more about programs, which will assist you with returning to work, or trying out work for the first time!

We can help you find success! These recommended resources provide information on where you can go for assistance to learn more about employment for people with disabilities. Quality services are available to help you better understand all of the federal work incentive programs, including Social Security work supports, for people with disabilities.

MYTHS WE'VE HEARD ON THE STREETS AND FACTS TO BUST THEM UP!

MYTH	FACT
"People with mental illness shouldn't work."	People with mental health conditions are just as productive as other employees. Employers who hire people with mental health conditions report good attendance and punctuality as well as motivation, good work, and job tenure on par with or greater than other employees.
"I will lose my disability benefits, income and health insurance, which I have worked so hard to obtain!"	Not so fast! SSA offers comprehensive work incentives which allows you to keep your benefits for quite a long time. Should you be unable to continue working as a result of your disability, SSA may restart your benefits. Because some SSA rules may be hard to understand, all states have benefit planning resources to help you get started. https://www.ssa.gov/redbook/
"I have never worked before, so I have no skills an employer needs."	People with disabilities with little or no work history do find work that meets their strengths, preferences, abilities, and skills. Supported employment services focus on these factors to help you seek and find competitive employment in the community.

- SOAR Employment and Conversation Guide
- SSI/SSDI and Employment: A Brief Overview of SSA Work Incentives
- Yes, You can Work!
- VA Income and Benefits Calculator for Veterans and non-Veterans
- Past Employment and Work Incentive Webinars

<https://soarworks.samhsa.gov/topics/employment-work-incentives>

These documents can also be accessed via the link in your confirmation email.

Employment Conversation Guide



Employment Conversation Guide

Purpose of the Guide

- To begin conversations about work with SSI/SSDI beneficiaries and those applying for benefits.
- To ensure that the individual is receiving accurate information about employment and returning to work.
- To engage with an individual and determine their work goals.

EMPLOYMENT CONVERSATION GUIDE

Name:

Let's talk about work. (Add facts/positive statements about work)

Questions to Ask	Responses
Why do you want to work? <ul style="list-style-type: none"> ▪ What triggered your interest in work? 	
What kind of work do you want to do? <ul style="list-style-type: none"> ▪ How did you decide on that type of job? 	
What do you feel are benefits to working?	
How long have you been out of work?	
How has not working affected you emotionally, financially, socially?	
When you first began to think about work, did you talk to anyone about that? <ul style="list-style-type: none"> ▪ What did they say? 	
What have other people told you about work?	
How do friends/family feel about you returning to work?	
Have others encouraged or discouraged you from working?	

What do you believe are some of the barriers blocking you from working?	
You have something to offer the workplace! What are your past experiences? This may include former paid work but also consider military service, school activities, volunteer work, hobbies, interests, and groups.	
Questions to Ask	Responses
Have you tried working in the past? <ul style="list-style-type: none"> ▪ If so, what did you like about working? ▪ What challenges caused you to stop working? ▪ What do you miss about working? 	
Have you served in the military? What did you do?	
What are your talents, interests, hobbies?	
What skills/experiences do you have that could benefit a work place?	
What skills or training do you think you need?	
Future Goals/Planning	
Questions To Ask	Responses
What are your fears about working or going back to work? <ul style="list-style-type: none"> ▪ How work will affect your SSI/SSDI? ▪ How work will affect your Medicaid/Medicare or other benefits? ▪ How work will affect your housing? 	
How did you get information about what would happen to your benefits if you went to work?	

Employment Resource: Custom Handouts/Cards



SOAR Providers

soar1@prainc.com | (111) 439-7415 ext. 2 | <https://soarworks1.prainc.com>

Ticket to Work Providers

soar2@prainc.com | (222) 439-7415 ext. 2 | <https://soarworks2.prainc.com>

Vocational Rehabilitation

soar3@prainc.com | (333) 439-7415 ext. 2 | <https://soarworks3.prainc.com>

Benefits Planners

soar4@prainc.com | (444) 439-7415 ext. 2 | <https://soarworks4.prainc.com>

IPS Supported Employment Specialists

soar5@prainc.com | (555) 439-7415 ext. 2 | <https://soarworks5.prainc.com>

Other agencies that encourage employment

soar6@prainc.com | (666) 439-7415 ext. 2 | <https://soarworks6.prainc.com>

Case management agencies that could offer support

soar7@prainc.com | (777) 439-7415 ext. 2 | <https://soarworks7.prainc.com>

Childcare supports

soar8@prainc.com | (888) 439-7415 ext. 2 | <https://soarworks8.prainc.com>

Transportation supports

soar9@prainc.com | (999) 439-7415 ext. 2 | <https://soarworks9.prainc.com>

Statewide employment agencies/supports

soar10@prainc.com | (100) 439-7415 ext. 2 | <https://soarworks10.prainc.com>

One Stop agencies

soar11@prainc.com | (110) 439-7415 ext. 2 | <https://soarworks11.prainc.com>

Professional clothing organizations (example: Dress for Success)

soar12@prainc.com | (120) 439-7415 ext. 2 | <https://soarworks12.prainc.com>

Educational/trade opportunities

soar13@prainc.com | (130) 439-7415 ext. 2 | <https://soarworks13.prainc.com>

Local SOAR Providers | local@prainc.com | (local) 439-7415 ext. 2 | <https://soarlocal.prainc.com>



SOAR Providers

soar1@prainc.com | (111) 439-7415 ext. 2 | <https://soarworks1.prainc.com>

Ticket to Work Providers

soar1@prainc.com | (111) 439-7415 ext. 2 | <https://soarworks1.prainc.com>

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Next Steps

- ✓ Download and Review Employment and Work Incentive Resources accessible from the SOAR Website/Library
- ✓ Begin to have the conversations about work early in the engagement process
- ✓ Seek out your local IPS teams, ENs, WIPAs, etc.
- ✓ Contact your SAMHSA SOAR TA Center Liaison with questions and to discuss work supports and recovery

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