

Birth



Services for persons with disabilities – what every I&R Specialist should know

AIRS-IN Annual Meeting and Training for Staff and Volunteers of Indiana's Information & Referral (I&R) Services

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Training Objectives

Understand the range of disability service “must knows” for anyone working in I&R

- How fits in AIRS Standards
- Systems/Programs/Services
- Informal resources
- Importance of advocates

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What is I&R?

- Assessment
- Identification of appropriate community-based resources
- Education about service delivery system
- Advocacy

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Specific AIRS requirements

Barrier-free Access for people with special needs *AIRS Standard 2, Criterion 12*

Training for the I&R specialists shall include:

- Pre-service training appropriate to the skills of new staff so that they meet expectations in interviewing techniques and attitudes ... working with multicultural/ethnic inquirers, older adults, **people with disabilities**, sexual minorities, and other special populations *AIRS Standard 19, Criterion 3*

Advocacy:

- The I&R shall offer advocacy, when necessary, to ensure that people receive the benefits and service to which they are entitled and.... *AIRS Standard 3, criterion 1*
- **When to advocate**, According to the AIRS Standards, advocacy occurs when the inquirer:
 - Needs help to establish eligibility or to obtain needed services
 - Has been denied benefits or services to which they are entitled.
 - **Needs assistance to communicate their needs to a service provider or otherwise represent themselves.**
 - Has a complaint about a service.
 - Advocacy is most appropriately offered when an individual faces barriers to successfully accessing services. Examples of such barriers might include language, age, **physical or developmental disabilities, communication impairments**, emotional situations, mental health issues or poverty.

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AIRS also recommends

Certain Data Elements:

- It is recommended that the agency profile include Access for people with disabilities or known barriers to such access. *AIRS Standard 7, Criterion 2*
- Use of Target terms

Cooperative Relationships

- Coordinating services between Comprehensive and Specialized I&R *AIRS Standards 13, 14, 15*

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Types of I&R

Comprehensive

- Know “a little about everything”
- The full range of human services
- The “primary source about and linkage with”...

Specialized

- Know “a lot about one area”
- Appropriate for a specific target population (aging, disability, child care, health)
- Link individuals to specialized services (sometimes as gatekeeper)

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To Ask or Not to Ask?

It depends upon the nature of the call...

Identification of disability

- Self-reported as disability
- Inferred by something reported in call (i.e. “my wheelchair,” “my disability check,” etc.)

Income and Assets Eligibility

Life Skills

- Basic life activities (eating, bathing, etc) limited by the disability

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Poverty Guidelines

- Federal poverty threshold is established by Dept of Health and Human Services.
- Note Poverty Guidelines are issued in February each year and some programs do not adopt until later.
- Programs that use these guidelines vary in how they are applied (before/after tax; hard/soft rule; assets calculation).

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2007 Poverty Guidelines

Persons in Family or Household	48 Contiguous States and D.C.	125%	150%	200%	300%
1	\$10,210	\$12,763	\$15,315	\$20,420	\$30,630
2	13,690	\$17,113	\$20,535	\$27,380	\$41,070
3	17,170	\$21,463	\$25,755	\$34,340	\$51,510
4	20,650	\$25,813	\$30,975	\$41,300	\$61,950
5	24,130	\$30,163	\$36,195	\$48,260	\$72,390
6	27,610	\$34,513	\$41,415	\$55,220	\$82,830
7	31,090	\$38,863	\$46,635	\$62,180	\$93,270
8	34,570	\$43,213	\$51,855	\$69,140	\$103,710
For each additional person, add	3,480				

SOURCE: *Federal Register*, Vol. 72, No. 15, January 24, 2007, pp. 3147-3148

Wages

If working ___ hrs/wk, then monthly and annual wages....

Hourly Wage	Monthly if 20hr/wk	Annual if 20 hr/wk	Monthly if 30hr/wk	Annual if 30hr/wk	Monthly if 40hr/wk	Annual if 40hr/wk
\$5.85	\$468	\$6,084	\$702	\$9,126	\$936	\$12,168
\$6.50	\$520	\$6,760	\$780	\$10,140	\$1,040	\$13,520
\$7.00	\$560	\$7,280	\$840	\$10,920	\$1,120	\$14,560
\$8.00	\$640	\$8,320	\$960	\$12,480	\$1,280	\$16,640
\$9.00	\$720	\$9,360	\$1,080	\$14,040	\$1,440	\$18,720
\$10.00	\$800	\$10,400	\$1,200	\$15,600	\$1,600	\$20,800
\$11.00	\$880	\$11,440	\$1,320	\$17,160	\$1,760	\$22,880

Types of Disability

Note these are for illustration only; there is not one system for categorizing

- Physical Disabilities, often causing mobility impairments (spina bifida, muscular sclerosis, spinal cord injury, etc)
- Health Conditions – sometimes hidden (cancer, AIDS, asthma, etc)
- Blind or Vision Impairments
- Deaf or Hearing Impairments
- Developmental Disabilities (autism, cerebral palsy, down's syndrome, mental retardation, etc)
- Cognitive/Learning Disabilities (ADD,
- Psychiatric Disabilities (schizophrenia, bi-polar disorder, anxiety disorders, major depression, etc.)

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Definitions Vary

- By severity of limitation and/or impact on daily life activities
- By length of time with condition
- By age and other factors
- By programmatic definition and/or by funding source for specific services

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What is ADA?

The Americans with Disabilities Act (ADA) is a federal civil rights law designed to prevent discrimination and enable individuals with disabilities to participate fully in all aspects of society.

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Who is covered by ADA?

- **a person who has a physical or mental impairment that substantially limits one or more major life activities** (like sitting, standing, or sleeping)
 - The ADA covers more than just people who are deaf, people who are blind, or people who use wheelchairs.
 - People who have physical conditions such as epilepsy, diabetes, HIV infection or severe forms of arthritis, hypertension, or carpal tunnel syndrome may be individuals with disabilities.
 - People with mental impairments such as major depression, bipolar (manic-depressive) disorder, and mental retardation may also be covered.
- **a person with a record** of a substantially limiting impairment
 - Example: A person who had cancer that is now in remission may be covered.
- **a person who is regarded** (or treated by an employer) **as if s/he has a substantially limiting impairment**
 - Sometimes, a person may be covered if the employer acts based on myths, fears, or stereotypes about a person's medical condition. For example: An employer may not deny a job to someone who has a history of cancer because of a fear that the condition will recur and cause the employee to miss a lot of work.

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Social Security

- Social Security has its own definition of disability. SS looks at hard medical evidence of disability, in addition to age, education, and past work experience.
- Supplemental Security Income (SSI)
- Social Security Disability Income (SSD or SSDI)

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Early childhood

- First Steps – early identification
- IFSP – Individual Family Service Plan
- Other Services
 - Healthy Families
 - Head Start
 - Childcare subsidy, childcare voucher
- How to Advocate – Bureau of Child Development

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School age

- Individualized Education Plan (IEP)
- Section 504 Plan (for those not eligible for an IEP)
- Special Education Cooperative or Local Education Agency (LEA)
- School-to-work transition
- How to Advocate – Dept of Education

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Adult years

Recognize that this section is intentionally fast, incomplete and participatory...more to get you thinking, making notes and jotting questions than providing content.

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Health

- Medicaid, Medicaid-Spend-down, Medicare, Care Select
- Medicare-Part D, Rx for Indiana, Hoosier Rx
- Community Mental Health Centers and HAP, Hoosier Assurance Plan
- Support groups

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Housing and related

- Subsidized housing such as Section 8, HUD (Housing and Urban Development), Housing Authority for persons with disabilities, www.indianahousingnow.org
- Supportive housing (Semi-independent living, adult foster home, institutions, etc.)
- Accessible or Disability-friendly emergency shelter is very limited (then trustee?)
- Low-income Energy Assistance Program (LIHEAP, aka “Project SAFE” or “Project HEAT”)

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Home-based Care

- Home-delivered meals
- Home health care
- Homemaker services
- Personal care
- Various funding programs for support
 - Private pay and private insurance
 - Medicare and Medicaid
 - Medicaid Waiver
 - CHOICE
 - MFP – Money Follows the Person grant (soon)
 - Private philanthropic when no other available (i.e. ARC Trust, faith-based, disease-based, etc)

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Transportation

- General fixed route transportation
- Subsidy and “half-fare” programs
- Paratransit services (curb-to-curb vs. door-to-door, assisted)
- Medical transportation

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Employment and related

- Vocational Rehabilitation (VR) (disabilities) and IMPACT (income eligible)
 - Assessment
 - Training/education
 - Supportive services
- Adaptive equipment and accommodations
 - Attain
 - Easter Seals Crossroads
- Discrimination assistance

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Legal and related

- Indiana Protection and Advocacy Services
- EEOC – Equal Employment Opportunity Commission
- Indiana Civil Rights Commission
- Domestic Violence Victim support

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Veteran's benefits (VA)

- Differences in time in service, active duty versus Reserves/Guard, when injury/disability occurred or identified
- Look for increased numbers of
 - Mobility impairments
 - TBI (Traumatic Brain Injury)
 - PTSD (Post Traumatic Stress Disorder)
- Military Support Centers

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Caregivers

- Respite programs
- Educational programs
- Support groups
 - General
 - Condition-specific

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Other Financial

- Lifeline Link-up (telephone subsidy)
- Indiana Relay provides TTYs
- Golden Age Passport

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Social / Personal

- Camps
- Clubs
- Consumer conferences
- Advocacy training programs
- Talking books, reading programs (IRIS)

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Other “Must Knows”

What is important in your community or when you are helping a client?

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Other Resources

- www.airs.org
- www.in211.org (I&R Professionals)

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Thank you

*Remember to complete your
evaluation form.*

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