



RESPECTABILITY

**Welcome to Today's
Webinar!**

October 18th, 2016

Happy National Disability Employment Awareness Month!

A Quick Thank You to Our Sponsor

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LENDING · EDUCATING · ADVANCING

**RESPECTABILITY –
Micro Enterprise, Micro Lending, and Financial Security for Iowans
with Disabilities**

Jill Crosser, Executive Director

www.iowaable.org

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Mission Statement

- The Iowa Able Foundation empowers Iowans with disabilities, their families, and the aging to achieve and maintain independence through lending, educating and advancing.

IOWA ABLE FOUNDATION

LENDING- Iowa Able provides an accessible borrowing option for Iowans with disabilities and aging Iowans. Iowa Able is a nonprofit, regulated lender focused on providing holistic financial services.

EDUCATING: Iowa Able comes alongside our clients to meet them where they are to provide comprehensive coaching in all areas of personal financial management, including assistance with understanding benefits and negotiating with creditors.

ADVANCING - Iowa Able's goal is to strengthen the long term financial health of individuals with disabilities and prepare them to manage their finances and credit in a healthy environment while building assets and planning for future financial success.

About Iowa Able

- Population served
 - All persons with disabilities
 - Including older Iowans with hearing loss, mobility limitations and cognitive impairment
 - Including individuals with mental illness
- Services
 - Loans with flexible terms
 - Occasional grants available
 - Financial coaching and education
 - Credit reporting
 - Referral to other resources

History

- Established in 1993 by the Iowa Program for Assistive Technology (IPAT)
- 2003 Grant from U.S. Department of Education allowed the program to grow
- Other Funders: Wellmark, Bankers Trust, Principal, United Way Story County, IPAT, Veridian

Iowa Able Loan Uses

- **Assistive Technology**

- Any item, piece of equipment, or product that is used to improve functional capabilities, mobility, and quality of life

- **Home Modifications**

- Any modification made to the home that allows for greater accessibility, independence, and quality of life

- **Self Employment: Start Up and Expansion Capital**

- Loans to establish a micro business

- **Home Repair Loans**

- **Credit Builder Loans**

Assistive Technology

Several Examples of Assistive Technology:

- Building or home modifications
- Motor vehicles and vehicle modifications
- Wheelchairs or motorized scooters
- Braille equipment
- Voice simulation systems
- Scanners
- Assistive listening devices
- Telecommunications devices for the deaf
- Augmentative communication systems
- Environmental control units
- Computers and adaptive peripherals

Home Modifications/Repairs

Loan funds may be used for:

- Repair of home to complement home modification
 - Example: New Roof, Flooring
- Repairs to existing modifications
 - Example: Ramps
- Appliances (Repair or Replace)
 - Example: Water Heater

Business/Employment Loans

Loan funds may be used for:

- Adaptive equipment/modifications required to work for an employer at the workplace or at home
- Equipment required to start/expand a business
- Start up or expansion capital

ADA- Americans with Disabilities Act

- Makes it **illegal** for employers to discriminate against qualified individuals who have a disability
- Gives you the right to “reasonable accommodation,” such as interpreters for people who are deaf, readers for people who are blind, modification of a work station, or provision of paid travel assistants for essential travel
- **ADA DOES NOT:**
 - Guarantee you a job
 - Give you a competitive edge
 - Guarantee that you won't be discriminated against
 - Make the job search easy

Working with a disability

- In 2014, 34.4% of US civilians with disabilities age 18-64 living in the community were employed, compared to 75.4% of people without disabilities, a gap of 41 percentage points.
- Employment rates are highest for people with hearing disabilities (50.7%) and vision disabilities (40.2%), and lowest for people with self-care disabilities (15.4%) and independent disabilities (15.9%). In 2014, the median earnings of US civilians with disabilities ages 16 and over was \$21,232, about 2/3 of the median earnings of people without disabilities (\$31,324).
- 28.1% of US civilians with disabilities of working age in 2014 were living in poverty. For US civilians of working age without disabilities, the national poverty rate was 13.3%.

IOWA stats

- Of the 176,576 working age people with disabilities in Iowa, 46.5% of them are employed. This places Iowa 3rd in the nation, right behind South Dakota and North Dakota.
- However, there is still a 35.7 percentage point gap in labor force participation between people with and without disabilities in Iowa.

IVRS- Iowa Vocational Rehabilitation Services

- Prescreened qualified candidates= Retention
- Disability sensitivity training
- Consultation on the ADA
- Tax credits
- On-site training with a certified coach
- Assistive technology consult
- Ergonomic consult
- Equipment and worksite modification consultation
- Job shadows to introduce you to potential workforce
- Career days
- On the job trainings
- Customized on the job trainings
- Save a job
- Posting jobs
- On-going support
- Disability sensitivity trainings
- Trainings on specific disabilities

Business Loan Example #1- Aaron



Business Loan Example #2



Employment

- Despite shrinking funding, people with disabilities are almost 2x as likely to start a business as a non disabled individual, according to the US Census.

Building Credit...

Credit Builder Loans

- A series of \$100 - \$500 loans, paid back over 6-12 months
- Complete financial coaching and education
- Reported to credit bureaus

Stats/Growth

- FY13: 45 Approved loans
- FY14: 43 Approved loans
- FY15: 47 Approved loans
- FY16: 48 loans, 133 incoming applications, average credit score-613
- 90% of clients are low to moderate income
- Many clients have poor to fair credit history or no credit history

Financial Education and Persons with Disabilities

- Little federal or private attention has been given to the study of financial education for persons with disabilities.
- Financial education is understudied, un-funded and mainly unrecognized a piece of the puzzle in reducing poverty and building economic independence and self sufficiency for working with adults with disabilities.
- Tax Facts+ Campaign found that only 21% of 649 working individuals earning \$35,000 or less had participated in a class or workshop on how to handle their money.

Con't

- Financial relationships with non traditional partners in the community are important
- Professionals in financial services need education about the specific needs of individuals with disabilities on public benefits who are working
- Employers of individuals with disabilities need information and guidance in assisting workers with various options for employee benefits.

Best Practices in Providing Financial Education to Persons with Disabilities

- Use PEOPLE FIRST LANGUAGE
 - this respectfully put the person before the disability!
- Their journey has not been comparable to yours
- Make materials accessible- provide accommodations
- Know where to refer- you are not the expert on everything

Disability Etiquette: Additional Resources

- “At your service: Welcoming Customers with Disabilities:- (self paced web course)
- JAN- Job Accommodation Network- how to make appropriate accommodations

Resources and Tools

- Job Accommodation Network:
www.askjan.com
- FDCI Money Smart www.fdic.org
- National Disability Institute
www.realeconomicimpact.org

Applications

- www.iowaable.org
 - Online application
 - Paper application
 - Technical assistance to complete application
 - Toll Free 1.888.222.8943 ext 225
 - Service providers welcome to contact us!
 - Vendor financing programs available

Application Process

- Applicant submits application online or mails to Iowa Able office
- Loan call appointment set up
- Loan call - review contact and financial information, determine additional information requirements
- Additional information letter sent to client via mail or email

Financial Counseling and Education

- Financial counseling may be required as part of loan approval process
- Accredited Financial Counselor on staff
- First meeting with client in their community
- Following meetings by phone
- Budgeting, debt settlement, understanding credit reports, disputing errors

Statwide AFP programs

Resna Catalyst Project

- **List of Financial Loan Programs**

<http://www.resnaprojects.org/allcontacts/allafpcontacts.html>

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Tuesday, November 22nd, 2016 at 1:30 p.m. ET



Disabilities to Diverse Abilities: How EY is Educating Their People About Mental Illness and Addiction

Featuring Lori B. Golden, Abilities Strategy Leader, Ernst and Young

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