

THRESHOLD ANALYSIS
EMPLOYMENT VS SSI
FOR PEOPLE WITH ASD

TO WORK OR NOT TO WORK,
THAT IS THE QUESTION




Helping Adults with Autism Perform and Excel



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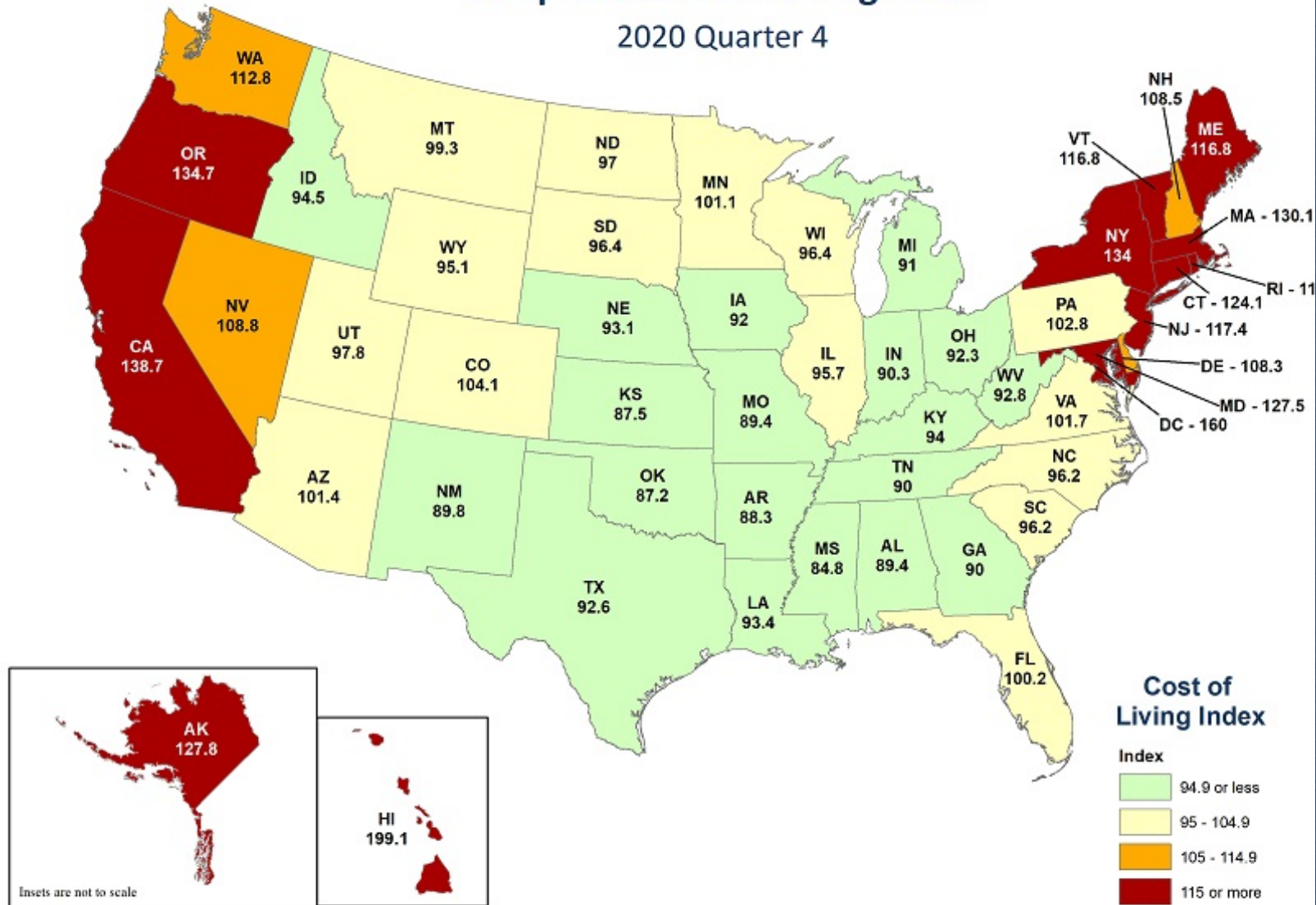


Factors Affecting Employment Decisions Versus SSI

- **Geographic**
 - Availability of Employment
 - Cost of Living (COL)
- **Employment Alternatives**
 - Career Trajectory
 - Sustainability
 - Compensation Level
 - Benefits
- **Alternative Support Payments**
 - Federal SSI
 - State Supplemental SSI
 - Additional Benefits available
- **Motivation and Pride**
 - Independence
 - Self assurance
 - Contribute to Society

Composite Cost of Living Index

2020 Quarter 4



The Cost-of-Living Index (COL) Factor Is One Key Issue

- The range is 85-199
- Will the employment we provide be commensurate with COL

Source: <https://meric.mo.gov/data/cost-living-data-series>

Federal SSI is identical across all states

- **SSI amounts for 2021:**

The monthly maximum Federal amounts for 2021 are \$794 for an eligible individual, \$1,191 for an eligible individual with an eligible spouse, and \$397 for an essential person.

- **Benefits are reduced by any income:**

Income is any item an individual receives in cash or in-kind that can be used to meet his or her need for food or shelter. Income includes, for the purposes of SSI, the receipt of any item which can be applied, either directly or by sale or conversion, to meet basic needs of food or shelter.

There is an exception: A PASS is a written plan of action for getting a particular kind of job or starting a business, this is not considered in the SSI payment.

Calculation details

Recipient	Unrounded annual amounts for—		Monthly amounts for 2021
	2020	2021 ^a	
Eligible individual	\$9,407.82	\$9,530.12	\$794
Eligible couple	14,110.18	14,293.61	1,191
Essential person	4,714.70	4,775.99	397

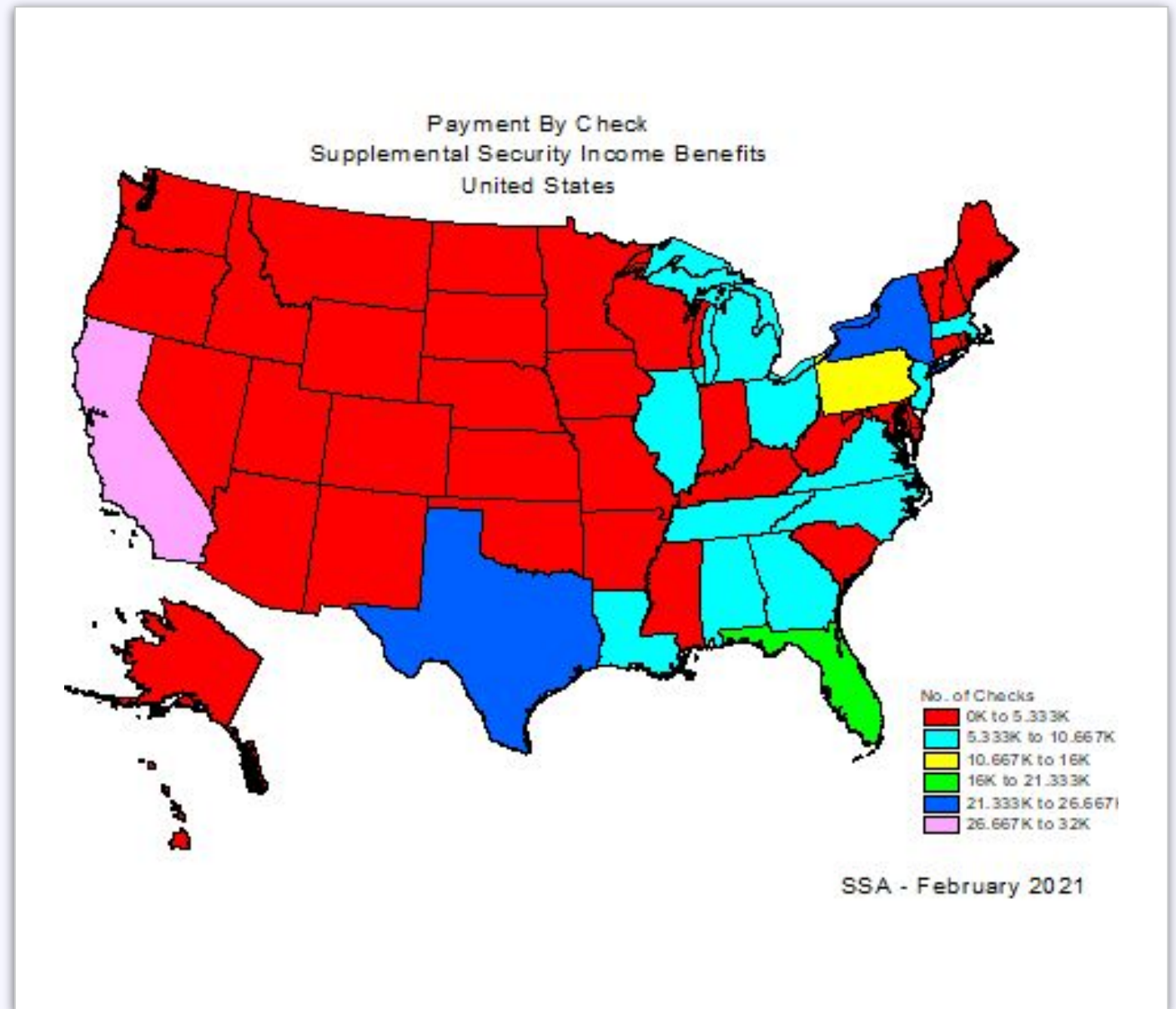
^a The unrounded amounts for 2021 equal the unrounded amounts for 2020 increased by 1.3 percent.

State Supplemental SSI Payments for People with ASD are Inconsistent with Many Qualifications Required

- States with Highest Monthly Supplemental SSI Payments:
 - California: \$944
 - Vermont: \$831
 - New Jersey: \$814
 - New York: \$694
- Most others pay minimal amounts and/or require residential or nursing home domicile

SSI + Supplemental SSI State Payments Vary Significantly

- It's likely that high payment states are high COL states and relatively higher income for similar jobs



The Economic Threshold Attractiveness of Working is Geographic Dependent (SSI + State Supplement+ Benefits vs. Employment + Benefits)

- High Supplement States Monthly Income:

- Vermont > \$1713
- New Jersey > \$1608
- New York > \$1688
- California > \$1738
- Others >\$794

- Representative Starting Monthly Job Income Range (Geographic Dependent; Assumes Medical and Other Benefits Included):

Software Testing	\$2500-4000
Big Data Analyst	\$3000-5000
Cybersecurity	\$2500-4000
Avionics	\$2400-3000
Graphics Design	\$2400-3000
Supply Chain	\$2000-3000
Warehouse	\$1900-2400
Data Entry	\$1600-2250
Janitorial	\$1600-2200