

Not Just Another NDEAM Newsletter

Inclusive Work Environments are Better for Everyone

October 15, 2024



NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

A look into what makes this celebration so special.

It's no secret there are misconceptions and myths around individuals with disabilities in the workforce. Because of this, the U.S. Department of Labor's Office of Disability Employment Policy recognizes [NDEAM](#) every October to highlight the importance of working individuals with disabilities.

In our celebration of NDEAM, we are shining a light on the benefits of an inclusive work environment and how it's better for everyone.



Working alongside employees with disabilities makes non-disabled individuals more aware of how to make the workplace more inclusive and better for everyone.



Having employees with disabilities across departments helps ensure the products and services that go to market are truly inclusive.



59% of accommodations cost nothing for employers to make.



60% of persons with a disability defined work as an important opportunity for personal growth.



ABLE TO WORK ABLE TO SAVE

Contribute additional funds to your IAble account.

Under the ABLE to Work Guidelines, [eligible](#) ABLE account owners can contribute beyond the \$18,000 Annual Contribution Limit from their earned income. In 2024, it could be up to \$14,580 more! This total additional annual contribution amount is equal to the lesser of:

1. The Account Owner's gross wages, **or**
2. The poverty guidelines amount for a one-person household in the Account Owner's state of residence for the previous calendar year (\$14,580 for Iowa).

To start saving more of your hard-earned income, complete and return the [ABLE to Work Self Certification Form \(PDF\)](#).

[ABLE to Work Self-Certification Form \(PDF\)](#)



RESOURCES FOR IAble...

IAble resources to help you succeed in the workforce.

Calling all working IAble Account Owners and caregivers! You can make direct contributions to an IAble account from your paycheck just as you would other savings accounts. Our [Payroll Direct Deposit Procedure](#) makes it simple to learn how to get started, or visit our [For Employees](#) page to access all of our employee resources.

[Payroll Direct Deposit Instructions \(PDF\)](#)

[All Employee Resources](#)

Calling all employers! We already know having a diversified workplace is great for everyone, and you can start by making your benefits package stand out with the opportunity for employees to make contributions to an IAble account. Check out our [Employer Guide \(PDF\)](#) to learn more, or visit our [For Employers](#) page to access all of our employer resources.

[Employer Guide \(PDF\)](#)

[All Employer Resources](#)



...AND BEYOND

A highlight on Best Buddies, Ticket to Work and Self-Employment Program.

There are many resources to help individuals with disabilities succeed in the workplace, including [Best Buddies](#), [Ticket to Work](#) and Vocational Rehab's [Self-Employment Program](#). Check them out!

Best Buddies

This nationwide program secures jobs for people with intellectual and developmental disabilities, focusing on work that matches their interests and talents. They provide ongoing support to the employee and employer and assist in the hiring process.

Ticket to Work

This federal program connects individuals with free employment services to help them prepare for work, find a job and improve their earning potential with meaningful employment opportunities. This program is offered for Social Security disability beneficiaries ages 18 - 64.

Self-Employment

Vocational Rehab offers a Self-Employment program to provide technical and financial assistance for individuals with disabilities to achieve the skills to start, expand or purchase a business. The business must be "for-profit" and Iowa-based.

In Case You Missed It

Check out our NDEAM social media campaign.

NDEAM goes virtual! Check out the Treasurer's [Facebook](#), [Instagram](#) and [X](#) pages for weekly disability-employment related tips and resources to help you succeed in the workplace.

Facebook

Instagram

X