

# Calling All Employers!

## You Are ABLE to Support a Diverse Workforce



Even with a well-paying job, there can be significant costs for employees who have a disability or to their family members who support them. ABLE accounts are key to “Achieving a Better Life Experience” for your employees who have a disability and for family members who support them. An ABLE account can be used to support your employees’ ability to work and to increase their productivity, which results in a diverse, valued and productive workforce. The ABLE Employer Toolkit will help you to understand and integrate ABLE into your employee benefits program to support their success in work and life.

### **Achieving a Better Life Experience (ABLE) Accounts**

ABLE accounts are tax-advantaged savings and investment tools available to eligible individuals with disabilities. They grow tax-free when used to pay for qualified disability expenses, or QDEs, which enhance health, independence or quality of life of an individual with a disability.

### **Eligibility for an ABLE Account**

Eligibility is limited to individuals who have a significant disability with an onset before turning 26 years old. As long as the disability began before the age of 26, an ABLE account can be opened at any time.

### **How ABLE Accounts Work**

Funds saved and invested in an ABLE account can be used to pay for qualified disability expenses. Examples of employment-related expenses could include costs associated with certificates, accreditations and/or job trainings; education and continuing education; employment training and support; job coaching, transportation; and assistive technology. QDEs also include housing, health care expenses, counseling, legal and personal support services, financial management and other expenses.

### **How ABLE Accounts Can Work for You, Your Employees and Their Families**

Funds in ABLE accounts can be used to support your employees’ ability to work and increase their productivity. Moreover, funds can support your employees around their own disability and/or mitigate the time and financial stress they may experience while caring for a family member with a disability. Funds in an ABLE account are meant to supplement, and not replace, benefits provided by other sources.

### **ABLE Accounts Largely Do Not Affect Public Benefits**

Importantly, Medicaid is not affected at any amount! If you have employees who receive federal means-tested benefits, an ABLE account can help them save largely without affecting benefits such as Supplemental Security Income (SSI), Supplemental Nutrition Assistance Program (SNAP) benefits or other vital supports that they or their families may rely upon. The savings and investment potential of ABLE accounts can easily be in the hundreds of thousands of dollars.

### **Helping Grow Your Employees’ ABLE Accounts**

Anyone can make contributions to your employees’ ABLE accounts. Family members, friends and others can contribute up to an annual calendar limit of \$16,000 to help them with the extra costs associated with disability. If contributions have not been made into an employer-sponsored retirement account during the year, the gross wages your employees earn (up to \$12,880 for the contiguous states, \$16,090 for Alaska and \$14,820 for Hawaii residents in 2022) can be contributed into an ABLE account in addition to other contributions.

Check out the **ABLE Employer Toolkit** for more strategies and resources to recruit, retain and support a diverse workforce at [ablenrc.org/employertoolkit](https://ablenrc.org/employertoolkit).