



RETAINWORKS 2026 ECHO:

A Health Navigation Model for
Supporting Employment

Thursdays, March 5 - April 30 | Noon - 1 PM CST

**RETAIN
WORKS** | Retaining
Employment
and Talent After
Injury/Illness
Network





March 12, 2026

Working Healthy

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LEARNING OBJECTIVES

1. Identify Kansas program supports for working people and review eligibility and financial criteria
2. Explain how to navigate disability and benefits

Working Healthy

Working Healthy is KanCare Coverage that allows people with disabilities to return to work or increase their work effort without losing critical KanCare Coverage.



WORKING HEALTHY

KANSAS DEPARTMENT OF HEALTH AND ENVIRONMENT

Working Healthy

***Working Healthy* encourages people to work, increase their income and accumulate assets in order to reduce long-term reliance on public supports**

- Earn more
- Build savings or retirement
- No spenddown
- KanCare coverage is the same
- Help with Medicare expenses
- Some employer premiums may be paid
- Personal assistance services under **WORK**
- Coverage can continue without Federal cash benefits
- Benefits planning and assistance available

Eligibility Criteria

- Kansas resident age 16 – 64
- Determined Disabled by Social Security
- Verified earned income which is subject to FICA/SECA taxes
- Earning a minimum of \$65.01 per month
- Earning at or above federal minimum wage (unless self-employed)
- Cannot be on an HCBS waiver or an SSI recipient

Assets and Resources

Savings up to \$15,000 per household.

In addition, *Working Healthy* allows participants to have:

- Retirement related accounts.
- Homes, certain vehicles, household goods, certain burial funds, and income producing property.
- Individual Training accounts up to \$3,000.
- Individual Development Accounts (IDA's).

Connections with the WH Benefits Specialist

Working Healthy Benefits Specialists are part of the process.

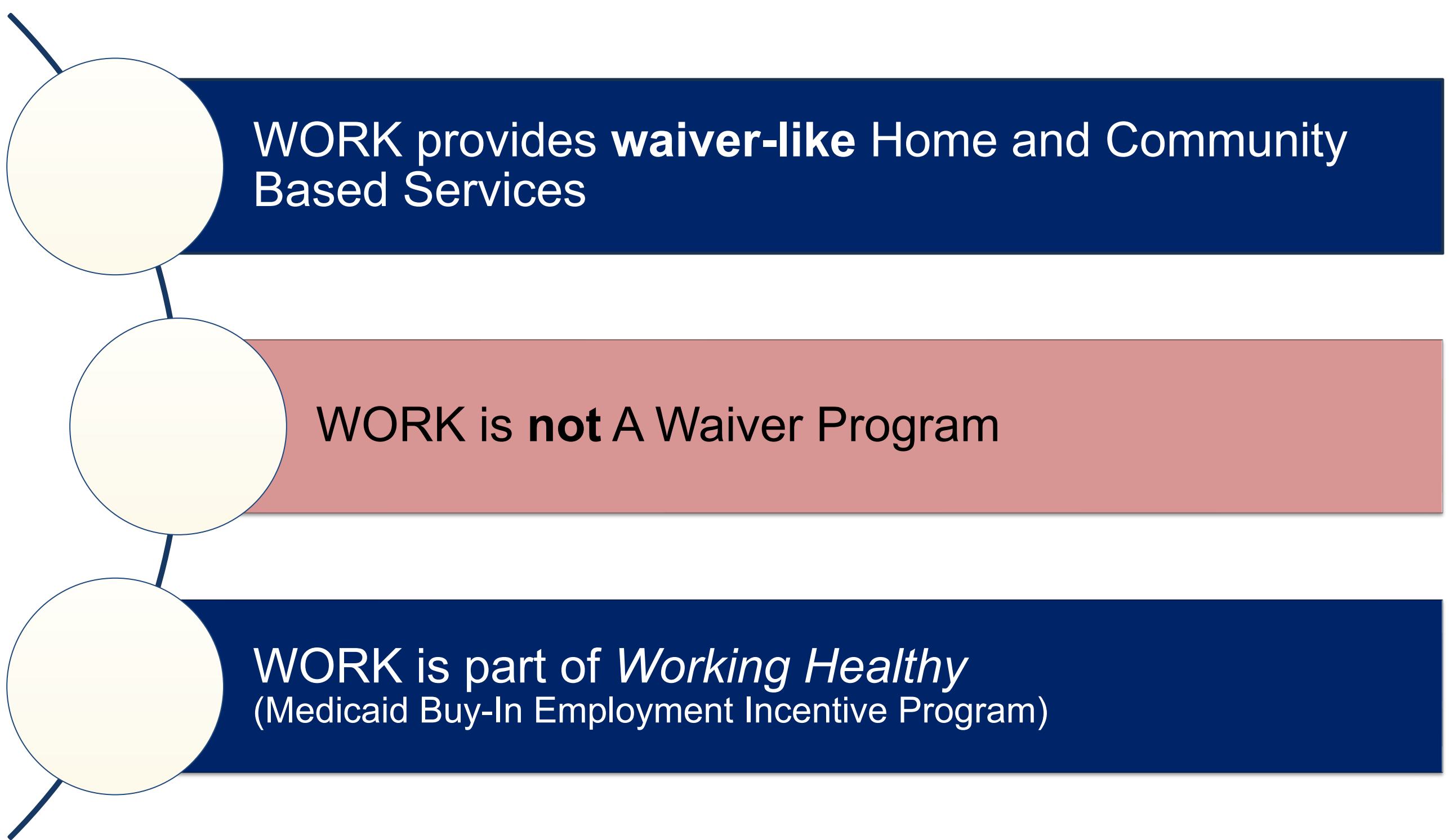
- Responsible for working with our members on criteria and enrollment.
- Program maintenance – review reminders, delinquency information, TUPs changes in income.
- Liaising with the Clearinghouse and advocating for members.
- Providing support with information and counseling on State and Federal programs.
- Explaining Notices from KDHE and Social Security Administration.

Work Opportunities Reward Kansans (WORK)

We provide services and supports that assist eligible ***Working Healthy*** participants to remain independent in their home and maintain their employment.



Work Opportunities Reward Kansans (WORK)



WORK provides **waiver-like** Home and Community Based Services

WORK is **not** A Waiver Program

WORK is part of *Working Healthy*
(Medicaid Buy-In Employment Incentive Program)

Work Opportunities Reward Kansans (WORK)

WORK / HCBS Safety Net



If you were on a waiver the month before you have WORK services, the waiver spot will be kept, and if you still qualify, you could return to HCBS if *Working Healthy* coverage ends.



If you were on an HCBS waitlist, while in WORK you will still move up the waitlist and could be offered a waiver spot in the future.

The WORK Program Manager and MCO Care Coordinator will assist members to return to HCBS waivers or waiting lists.

You can choose to leave *Working Healthy*/WORK at any time.

Work Opportunities Reward Kansans (WORK)

WORK Services

Personal Assistance Services	Supported Employment
Assistive Services	Independent Living Counseling

There is **no cost** for WORK Services.

Support & Training for Employing People Successfully (STEPS)

We help find supports to get you ready to work, find a job, and keep working as well as supports to live as independently as possible.



Disability Criteria

People who get SSI and a Physical Disability (PD), Intellectual/Developmental Disability (IDD), or Brain Injury (BI)

OR

People who get SSI/SSDI and a behavior health diagnosis

(Schizophrenia; Bipolar and major depression; Delusional disorders; Personality disorders; Psychosis not otherwise specified; Obsessive-compulsive disorder; Post-traumatic stress disorder; or Substance use disorder (SUD) or co-occurring SUD)

Financial Criteria

People that get SSDI can have:

- countable income up to 300% of Federal Poverty Level (FPL)
- resources up to \$15,000 for an individual or couple

People with countable income up to 225% of FPL and those receiving SSI will not have a cost share.

If you have earnings at or above 226% FPL you may have a small premium. Many have a Zero-dollar premium/cost share.

Employment Definition

STEPS works with people who are unemployed or are looking for another job.

Employment is defined as:

- working in a **competitive, integrated** setting
- working at least 40 hours per **month**
- federal hourly minimum wage or above
- Federal Insurance Contributions Act (FICA) withdrawn

Employment or work experience in a sheltered workshop is not considered employment for STEPS.

STEPS/HCBS Safety Net

STEPS/HCBS Safety Net



People on a waitlist that choose to participate in STEPS will remain on the waitlist and move up the list based on their date.



People on STEPS that are offered a slot may choose to accept the slot or remain in STEPS. The waiver slot will remain available until needed.



People on the waiver can choose leave to participate in STEPS and could return to the waiver if they qualify when they disenroll from STEPS.

STEPS Services

STEPS Services

Pre-vocational services	Independent Living Skills Training
Transportation	Supported Employment
Personal Assistance Services	Assistive Services
Community Service Coordination	

***There is no cost for STEPS Services.**

Community Service Coordination (CSC)

Current TCMs can enroll as a provider for STEPS CSC

- Talk about options and help members understand self-direction
- Create and monitor the STEPS Service Plan
- Talk about member goals and how to meet them
- Answer questions about the program, services, and providers
- Helping with referrals for community services such as education and housing

Participant Referrals and Enrollment

Referrals can come from any source:

- Schools;
- The student or their parents;
- CDDOs;
- Voc-rehab;
- Referral forms available on STEPS website
- All referrals need to go through the Program Manager.

Program Manager confirms referral information and if they meet program criteria



Referral is passed along to the WH Benefits Specialist to complete Benefits Counseling and Talking Points



Referral is sent to the MCO for scheduling the initial STEPS Services Assessment

STEPS

For more information on STEPS, you can visit our website at:
<https://www.kancare.ks.gov/members/benefits-services/working-healthy/steps>

If you have any questions, please contact:
Erin Sanders-Hahs, STEPS Program Manager
KDHE – DHCF – Working Healthy
Erin.Sandershahs@ks.gov

Service providers may contact:
Kyle Aldrich, STEPS Provider Liaison
Kyle.Aldrich@ks.gov

Working Healthy Administrators and Website

kancare.ks.gov/consumers/working-healthy

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THANK YOU!