

## A MESSAGE FROM THE ADEN DIRECTOR

The American Dream Employment Network (ADEN) had a year of many changes in 2024. Social Security implemented a new policy requiring Employment Networks (EN) to have “two-way communications” with Ticketholders within certain timeframes. This required us to implement effective monitoring procedures for Member progress and to ensure contract compliance. These new procedures, along with our ongoing quality assurance monitoring, allowed us to achieve a deficiency-free audit this year. Mary Lynn ReVoir, ADEN Co-Director and one of the ADEN founders, left her position this year. This was an event we planned for, and, through the expansion of the ADEN team, we managed this transition successfully. The ADEN team grew to a staff of five, with more focused responsibilities and roles. With this reorganization, ADEN is poised for future growth and impact. Although we faced challenges in 2024, we achieved results that led us to our best year to date as it relates to beneficiary outcomes.

## ABOUT NATIONAL DISABILITY INSTITUTE AND AMERICAN DREAM EMPLOYMENT NETWORK

National Disability Institute (NDI) envisions a society where individuals with disabilities have the opportunity to achieve financial stability and independence. As the leading national organization focused on advancing economic empowerment for people with disabilities, NDI works to break down barriers and create pathways that support the financial well-being and independence of individuals with disabilities.

A core initiative of NDI is ADEN, a division established to support individuals receiving Social Security disability benefits. ADEN was approved by the Social Security Administration (SSA) as a Ticket to Work service provider in 2015. This program assists Social Security disability beneficiaries in their efforts to achieve greater financial security and self-sufficiency through employment.

## ADEN STAKEHOLDERS

ADEN Stakeholders include Participants, Members, State Vocational Rehabilitation (VR) Agencies and other community partners.

- **Participants**

Participants are individuals who participate in the Ticket to Work program through ADEN. These are individuals receiving Social Security disability benefits who are committed to transitioning to employment and achieving financial independence.

### *Participant Profile*

- *In 2024, 585 beneficiaries choose to assign their Ticket to Work to ADEN for employment services, resulting in a total of 1,158 beneficiaries assigned to ADEN by the end of 2024.*
- *The average age of beneficiaries served by ADEN is 45.*

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- 56% are female and 44% are male.
- 81% of beneficiaries served by ADEN receive Social Security Disability Insurance (SSDI), 12% receive Supplemental Security Income (SSI) and 7% receive both benefits.
- 68% of beneficiaries served by ADEN have post-secondary education:
  - Master's Degree or Higher = 10%
  - Bachelor's Degree = 23%
  - Associate's Degree = 14%
  - Some College = 21%
  - High School Diploma or GED = 28%
- **Members**  
 A network of service providers, known as ADEN Members, is crucial to the comprehensive services that ADEN offers to Participants. These providers include vocational professionals and agencies who collaborate with ADEN to ensure that individuals with disabilities receive the same services and resources they need to succeed in the workforce, regardless of the ADEN Member they receive services from.

#### *Member Profile*

- 63 vocational professionals/agencies represent:
  - 33 LLC or Sole Proprietorship
  - 15 Private community rehab providers
  - 5 Public workforce agencies
  - 8 Centers for Independent Living
  - 1 For-profit business
  - 1 Corporation
- Longevity of ADEN Members:
  - 5+ years with ADEN = 34 agencies
  - 3+ years with ADEN = 8 agencies
  - 1-2 years with ADEN = 11 agencies
  - 10 agencies joined ADEN in 2024
- **Other Partners**  
 ADEN values partnerships with others who invest in employment opportunities for individuals with disabilities. By partnering with employers and State Vocational Rehabilitation agencies, together we are building a better economic future for ADEN Participants. Visit our website to view our current partners, and explore partnership opportunities, at [AmericanDreamEn.org](https://AmericanDreamEn.org).

## YEAR IN REVIEW

ADEN's success is measured through the following three benchmarks:

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1. **Individuals with disabilities achieving employment. Indicators include:**

- 776 adults receiving disability benefits became employed or retained employment with support from ADEN in 2024.
- In 2024, ADEN Participants earned an estimated 24.7 million in wages. From 2015-2024, ADEN Participants earned more than \$91.5 Million in wages.
- ADEN Participants earned an average of \$22.84/per hour and worked 32.5 hours/week. This equates to a monthly salary of \$3,214. (For comparison, in 2024, the average Social Security disability monthly benefit was \$1,537 and the monthly benefit for SSI is \$943).
- The average duration from when a beneficiary begins services with ADEN to when they start a job is, on average, three months.
- The top three industries in 2024 in which ADEN Participants are employed are Health Care/Pharmaceuticals, Consumer Service/Retail and Administrative Support Occupations.
- In 2024, 92% of the ADEN Members received outcome-based payments for successful employment outcomes as defined by SSA.

2. **Participants generate savings to the SSA trust fund and contribute to the federal tax base.**

- In 2024, the earnings of ADEN Participants contributed an estimated \$3 million to the federal tax base. From 2015-2024, an estimated \$11 million has been contributed to the federal tax base by ADEN Participants.

3. **ADEN core services exceed industry standards and are effective. Indicators include:**

- 66 ADEN Participants successfully completed the Ticket to Work program in 2024, with a total of 157 graduated from the program since ADEN's inception.
- ADEN Members include 77 Certified Work Incentives Practitioners.
- In 2024, the following ADEN core services were delivered by ADEN providers:
  - 6,084 hours of Benefits and Work Incentives Advisement.
  - 1,772 hours of Career Counseling, Resume Development, Interview Preparation.
  - 2,984 hours of Job Search and Leads.
  - 2,953 hours of Ongoing Employment Support and Career Advancement Services.
  - 1,304 hours of Referrals to Community, Financial Services Supports, Job Accommodations.

## ADEN PARTICIPANT TESTIMONIALS

“Through the program, my EN gave me the support and encouragement I needed when I was vulnerable. It makes a difference to have someone in your corner during a major transition like this. I feel accomplished and secure again. Ticket to Work and Work Incentives helped me get here.” - Rebecca

[Read success stories from Rebecca and other ADEN Participants to learn more about how ADEN is making a difference.](#)

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