Subsidies or Special Conditions

After you have completed the Trial Work Period, the Social Security Administration (SSA) will determine whether or not you’re earning at Substantial Gainful Activity (SGA). If it’s helpful to you, SSA may talk with your employer about any on-the-job Subsidies or Special Conditions you might be receiving at work. The value of those Subsidies or Special Conditions can be excluded when the SSA counts your earnings, which could enable you to maintain your current Social Security Disability Insurance (SSDI) benefits for a longer period of time.

You may be supported by a subsidy if you:

- receive more supervision than other workers who are doing similar work for the same pay,
- have fewer or simpler tasks to complete than others doing the same job for the same pay,
- have a job coach or mentor on the job who helps you perform some of your work.

Social Security considers the value of this extra support as a benefit to you and evaluates this support to take into consideration the amount you are earning.

How it Works

Social Security has a questionnaire to help employers determine how much they subsidize your work activity. Your employer is asked to document the value of your work and services. The value of the subsidy is determined by comparing your work time, skills, and responsibilities with that of non-disabled employees doing similar work. SSA will look at:

- Extra supervision
- Allowances for extra time to perform duties
- Special accommodations
- Adjusted work schedules or duties

A Community Work Incentives Coordinator or an Indiana Benefits Information Network Liaison can help you and your employer or job coach complete the required documentation to submit to SSA for a Subsidy. Remember, you must have completed the Trial Work Period to use this work incentive.

The information contained in this fact sheet has been reviewed by the Social Security Administration, Office of Employment Support Programs, for accuracy. However, the viewpoints of this fact sheet do not necessarily reflect the viewpoints of the Social Security Administration.