

## Subsidies or Special Conditions



**Quick Look:** Your employer or someone else may be helping you with some support such as a job coach, a different schedule, or a lighter workload. After you've been working awhile, Social Security may be able to help you maintain your SSDI benefits by deciding how much your work is subsidized by your employer.

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.

### How It Works

Social Security has a questionnaire to help employers determine how much they subsidize your work activity. SSA asks your employer to document the value of your work and services. They compare your work time, skills, and responsibilities with that of non-disabled employees doing similar work.

A Community Work Incentives Coordinator or an Indiana Benefits Information Network (BIN) 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 Social Security Administration, Office of Employment Support Programs, has reviewed this information for accuracy. However, the viewpoints of this fact sheet do not necessarily reflect the viewpoints of the Social Security Administration.*

**For general information:**

#### **Indiana Works**

*Indiana's Work Incentive Planning and Assistance Program*

**Northern and Central Indiana:**

**1-855-641-8382** (toll free)

or

**Southern Indiana:**

**1-888-908-7992** (toll free)

**For the Benefits Information Network:**



INDIANA INSTITUTE ON DISABILITY AND COMMUNITY  
**CENTER ON COMMUNITY  
LIVING AND CAREERS**

<https://www.iidc.indiana.edu/cclc>

**812-855-6508**