Subsidies or Special Conditions
2019 Fact Sheet on Work Incentives

How It Helps You:

After you have completed the Trial Work Period, a Subsidy or Special Condition may help to keep your earnings below Substantial Gainful Activity (SGA). Some examples of Subsidy are:

- You receive more supervision than other workers doing similar work for the same pay,
- You have fewer or simpler tasks to complete than others doing the same job for the same pay,
- You 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:

To develop an employer subsidy, your employer is requested to submit information to Social Security to document the value of your work and services. The amount of the subsidy is determined by comparing your work in the amounts of time, skills, and responsibilities with that of non-disabled individuals doing similar work. Some possible examples to determine a subsidy include:

- Extra supervision,
- Allowances for extra time to perform duties,
- Special accommodations, or
- Adjusted work schedule or duties.

Social Security has a questionnaire to help employers determine how much they subsidize your work activity. A Community Work Incentives Coordinator can help you and your employer or job coach complete the required documentation to submit to Social Security 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.