

Job Characteristics of Employed Beneficiaries

Table 27.

Job characteristics of beneficiaries employed at interview, by program (in percent)

| Characteristic | Overall | Program | | |
|---|----------|----------|--------------------------|----------|
| | | DI only | Concurrent DI and SSI | SSI only |
| Months at current job | | | | |
| Less than 1 | 2.3 | 0.8 | 2.0 | 6.1 |
| 1–6 | 14.9 | 14.4 | 10.9 | 19.6 |
| 7–12 | 14.4 | 15.4 | 8.6 | 16.9 |
| 13–24 | 15.8 | 15.6 | 15.2 | 16.8 |
| 25 or more | 43.6 | 46.8 | 41.8 | 36.7 |
| Unknown | 9.1 | 7.0 | 21.5 | 4.0 |
| Median (months) | 24.0 | 25.0 | 25.0 | 18.0 |
| Usual hours worked per week | | | | |
| 1–10 | 27.1 | 26.6 | 32.9 | 23.7 |
| 11–20 | 30.2 | 33.5 | 28.4 | 23.1 |
| 21–34 | 19.7 | 17.7 | 16.9 | 27.6 |
| 35 or more | 22.9 | 22.2 | 21.9 | 25.6 |
| Average (hours) | 22.2 | 21.2 | 24.4 | 22.9 |
| Hourly wage | | | | |
| Less than \$5.00 | 5.2 | 2.1 | 10.6 | 8.8 |
| \$5.00 to \$7.24 | 2.9 | 2.6 | 0.4 | 5.7 |
| \$7.25 ^a to \$9.99 | 30.5 | 30.2 | 33.1 | 29.1 |
| \$10.00 to \$14.99 | 42.6 | 43.6 | 46.5 | 36.6 |
| \$15.00 or more | 18.9 | 21.6 | 9.4 | 19.9 |
| Average (\$) | 12.92 | 14.38 | 10.24 | 11.34 |
| Average monthly pay (\$) | 1,220.54 | 1,309.99 | 992.44 | 1,178.88 |
| Earning above substantial gainful activity level (\$1,220 or more per month) | 33.3 | 31.9 | 33.3 | 37.1 |
| Occupation | | | | |
| Transportation and material moving | 20.1 | 22.5 | 18.3 | 15.3 |
| Production | 5.9 | 4.9 | 9.7 | 5.3 |
| Office and administrative support | 13.4 | 14.4 | 6.3 | 16.6 |
| Building and grounds cleaning or maintenance | 10.8 | 7.7 | 18.5 | 12.6 |
| Personal care and service | 3.4 | 3.0 | 2.6 | 5.0 |
| Sales | 9.6 | 7.7 | 17.0 | 8.5 |
| Food preparation or serving | 9.1 | 6.4 | 10.8 | 14.8 |
| Education, training, community, and social services | 7.1 | 8.7 | 6.0 | 3.8 |
| Arts, design, entertainment, sports, and media | 4.5 | 6.2 | 0.1 | 3.9 |
| Health care practitioners, tech, and support | 2.4 | 2.2 | 1.4 | 3.7 |
| Protective service | 4.2 | 6.3 | 1.2 | 1.2 |
| Installation, maintenance, and repair | 1.0 | 0.6 | 2.7 | 0.7 |
| Management, business, and legal | 1.7 | 2.5 | 0.4 | 0.9 |
| Professional scientific | 2.1 | 2.8 | 0.2 | 1.7 |
| Agriculture, forestry, construction, and extraction | 1.8 | 2.0 | 0.8 | 1.9 |
| Unknown | 3.0 | 2.1 | 4.2 | 4.3 |

(Continued)

Table 27.**Job characteristics of beneficiaries employed at interview, by program (in percent)—Continued**

| Characteristic | Overall | Program | | |
|---|------------|-----------|--------------------------|-----------|
| | | DI only | Concurrent DI and SSI | SSI only |
| Industry | | | | |
| Health care | 8.5 | 8.5 | 11.9 | 5.5 |
| Social assistance | 26.5 | 19.4 | 42.7 | 31.2 |
| Retail | 15.1 | 15.3 | 13.1 | 16.3 |
| Other services and public administration | 4.5 | 5.4 | 2.9 | 3.3 |
| Educational services | 5.4 | 6.4 | 2.2 | 5.4 |
| Accommodation and food services | 8.2 | 6.4 | 8.0 | 13.1 |
| Finance and insurance | 0.7 | 0.7 | 0.3 | 0.8 |
| Administration, support, and waste management/remediation services | 4.1 | 4.8 | 1.2 | 4.7 |
| Unknown | 27.1 | 32.9 | 17.6 | 19.8 |
| Self-employed | 10.5 | 12.1 | 6.7 | 9.5 |
| Working in sheltered employment | | | | |
| Yes | 23.4 | 16.6 | 38.5 | 28.3 |
| No | 64.6 | 71.5 | 50.5 | 58.2 |
| Unknown | 12.1 | 11.9 | 11.0 | 13.6 |
| Number (unweighted) | | | | |
| All beneficiaries | 9,092 | 4,281 | 1,813 | 2,998 |
| Beneficiaries employed at interview | 4,597 | 2,237 | 948 | 1,412 |
| Number (weighted) | | | | |
| All beneficiaries | 12,666,165 | 7,387,330 | 1,771,690 | 3,507,145 |
| Beneficiaries employed at interview | 1,212,138 | 711,944 | 229,858 | 270,335 |
| Beneficiaries employed at interview as a percentage of all beneficiaries (weighted) | 9.6 | 9.6 | 13.0 | 7.7 |

NOTE: For beneficiaries who held multiple jobs at the time of the interview (5 percent), the characteristics reported are those of the main job, as designated by the respondent.

a. The federal minimum hourly wage in 2018 was \$7.25.

Job Characteristics of Employed Beneficiaries

Table 28.

Job characteristics of beneficiaries employed at interview, by age (in percent)

| Characteristic | All beneficiaries | Under 30 | 30–49 | 50 or older |
|---|-------------------|----------|----------|-------------|
| Months at current job | | | | |
| Less than 1 | 2.3 | 4.2 | 3.9 | 0.1 |
| 1–6 | 14.9 | 18.8 | 19.5 | 9.6 |
| 7–12 | 14.4 | 19.5 | 15.5 | 11.6 |
| 13–24 | 15.8 | 20.0 | 14.8 | 15.1 |
| 25 or more | 43.6 | 32.5 | 37.9 | 52.5 |
| Unknown | 9.1 | 5.0 | 8.5 | 11.0 |
| Median (months) | 24.0 | 16.0 | 18.0 | 36.0 |
| Usual hours worked per week | | | | |
| 1–10 | 27.1 | 25.6 | 29.8 | 25.5 |
| 11–20 | 30.2 | 30.2 | 26.2 | 33.5 |
| 21–34 | 19.7 | 17.8 | 19.8 | 20.4 |
| 35 or more | 22.9 | 26.3 | 24.2 | 20.7 |
| Average (hours) | 22.2 | 21.8 | 21.9 | 22.6 |
| Hourly wage | | | | |
| Less than \$5.00 | 5.2 | 5.4 | 8.4 | 2.5 |
| \$5.00 to \$7.24 | 2.9 | 6.6 | 4.5 | 0.1 |
| \$7.25 ^a to \$9.99 | 30.5 | 33.1 | 29.2 | 30.6 |
| \$10.00 to \$14.99 | 42.6 | 39.6 | 39.9 | 45.9 |
| \$15.00 or more | 18.9 | 15.3 | 18.0 | 21.0 |
| Average (\$) | 12.92 | 10.79 | 12.44 | 14.11 |
| Average monthly pay (\$) | 1,220.54 | 1,059.10 | 1,253.71 | 1,253.50 |
| Earning above substantial gainful activity level (\$1,220 or more per month) | 33.3 | 32.8 | 33.1 | 33.7 |
| Occupation | | | | |
| Transportation and material moving | 20.1 | 12.8 | 14.0 | 27.9 |
| Production | 5.9 | 5.7 | 7.6 | 4.5 |
| Office and administrative support | 13.4 | 11.0 | 16.2 | 11.9 |
| Building and grounds cleaning or maintenance | 10.8 | 18.2 | 11.9 | 7.1 |
| Personal care and service | 3.4 | 3.4 | 3.8 | 3.0 |
| Sales | 9.6 | 9.6 | 11.1 | 8.4 |
| Food preparation or serving | 9.1 | 19.6 | 14.1 | 1.0 |
| Education, training, community, and social services | 7.1 | 3.4 | 5.9 | 9.5 |
| Arts, design, entertainment, sports, and media | 4.5 | 1.6 | 2.3 | 7.5 |
| Health care practitioners, tech, and support | 2.4 | 3.0 | 3.0 | 1.5 |
| Protective service | 4.2 | 1.1 | 1.6 | 7.6 |
| Installation, maintenance, and repair | 1.0 | 1.1 | 1.7 | 0.4 |
| Management, business, and legal | 1.7 | 1.3 | 1.2 | 2.3 |
| Professional scientific | 2.1 | 1.8 | 1.6 | 2.5 |
| Agriculture, forestry, construction, and extraction | 1.8 | 0.3 | 1.9 | 2.2 |
| Unknown | 3.0 | 6.1 | 2.1 | 2.6 |

(Continued)

Table 28.**Job characteristics of beneficiaries employed at interview, by age (in percent)—Continued**

| Characteristic | All beneficiaries | Under 30 | 30–49 | 50 or older |
|---|-------------------|-----------|-----------|-------------|
| Industry | | | | |
| Health care | 8.5 | 5.9 | 8.1 | 9.8 |
| Social assistance | 26.5 | 36.4 | 25.0 | 23.9 |
| Retail | 15.1 | 14.0 | 17.9 | 13.3 |
| Other services and public administration | 4.5 | 3.2 | 4.6 | 4.8 |
| Educational services | 5.4 | 6.9 | 4.4 | 5.7 |
| Accommodation and food services | 8.2 | 16.3 | 13.2 | 1.1 |
| Finance and insurance | 0.7 | 1.1 | 1.0 | 0.2 |
| Administration, support, and waste management/remediation services | 4.1 | 4.6 | 5.9 | 2.4 |
| Unknown | 27.1 | 11.6 | 19.9 | 38.9 |
| Self-employed | 10.5 | 5.4 | 6.9 | 15.4 |
| Working in sheltered employment | | | | |
| Yes | 23.4 | 33.0 | 23.1 | 20.0 |
| No | 64.6 | 53.2 | 68.8 | 65.4 |
| Unknown | 12.1 | 13.8 | 8.2 | 14.7 |
| Number (unweighted) | | | | |
| All beneficiaries | 9,092 | 1,885 | 4,292 | 2,915 |
| Beneficiaries employed at interview | 4,597 | 932 | 2,025 | 1,640 |
| Number (weighted) | | | | |
| All beneficiaries | 12,666,165 | 1,129,444 | 3,183,724 | 8,352,997 |
| Beneficiaries employed at interview | 1,212,138 | 206,032 | 456,029 | 550,076 |
| Beneficiaries employed at interview as a percentage of all beneficiaries (weighted) | 9.6 | 18.2 | 14.3 | 6.6 |

NOTE: For beneficiaries who held multiple jobs at the time of the interview (5 percent), the characteristics reported are those of the main job, as designated by the respondent.

a. The federal minimum hourly wage in 2018 was \$7.25.

Job Characteristics of Employed Beneficiaries

Table 29.

Employer-provided benefits for beneficiaries employed at interview in wage and salary jobs, by program (in percent)

| Benefit | Overall | Program | | |
|---|------------|-----------|--------------------------|-----------|
| | | DI only | Concurrent DI and SSI | SSI only |
| Health insurance | 36.7 | 34.8 | 44.1 | 35.2 |
| Dental insurance | 31.8 | 30.6 | 38.9 | 28.8 |
| Flexible health or dependent care spending account | 16.9 | 19.8 | 11.7 | 13.3 |
| Sick days with pay | 34.7 | 33.5 | 38.6 | 34.5 |
| Paid vacation | 35.1 | 35.6 | 35.2 | 33.6 |
| Long-term disability benefits | 15.2 | 17.5 | 7.1 | 16.7 |
| Pension or retirement benefits | 34.1 | 37.1 | 27.3 | 31.4 |
| Childcare | 2.6 | 2.4 | 1.1 | 4.6 |
| Transportation allowance or discounts | 11.6 | 7.4 | 18.8 | 16.0 |
| Number (unweighted) | | | | |
| All beneficiaries | 9,092 | 4,281 | 1,813 | 2,998 |
| Beneficiaries employed at interview in wage and salary jobs | 4,302 | 2,080 | 900 | 1,322 |
| Number (weighted) | | | | |
| All beneficiaries | 12,666,165 | 7,387,330 | 1,771,690 | 3,507,145 |
| Beneficiaries employed at interview in wage and salary jobs | 1,084,548 | 625,467 | 214,540 | 244,540 |
| Beneficiaries employed at interview in wage and salary jobs as a percentage of all beneficiaries (weighted) | 8.6 | 8.5 | 12.1 | 7.0 |

NOTES: For beneficiaries who held multiple jobs at the time of the interview (5 percent), the characteristics reported are those of the main job, as designated by the respondent.

Multiple responses possible.

Table 30.

Job accommodations and supports for beneficiaries employed at interview in wage and salary jobs, by program (in percent)

| Accommodation or support | Overall | Program | | |
|--|---------|---------|--------------------------|----------|
| | | DI only | Concurrent DI and SSI | SSI only |
| Work-related supports ^a | | | | |
| Any support | 48.9 | 51.5 | 40.6 | 49.5 |
| Among those with any work-related support— | | | | |
| Working fewer hours | 11.2 | 12.1 | 7.3 | 11.9 |
| Working fewer days | 7.2 | 9.4 | 6.0 | 1.8 |
| Working a different shift | 2.7 | 3.5 | 1.3 | 1.6 |
| Flexible schedule | 13.4 | 17.0 | 7.5 | 7.7 |
| Having more sick leave | 3.7 | 4.5 | 0.6 | 3.7 |
| Getting assistance with work tasks | 3.0 | 3.9 | 1.8 | 1.6 |
| Understanding coworkers | 6.3 | 5.3 | 11.6 | 5.0 |
| Physical modification to workspace | 2.1 | 3.2 | 0.2 | 0.4 |
| Job coach | 4.5 | 0.4 | 17.8 | 5.6 |
| On-the-job training | 2.2 | 3.1 | 0.2 | 1.0 |
| Behavioral coaching | 2.4 | 3.2 | 0.4 | 1.7 |
| Transportation assistance | 10.3 | 7.1 | 15.4 | 15.0 |
| Child or family care assistance | 3.7 | 5.4 | 1.7 | 0.6 |
| Other | 69.3 | 69.6 | 75.8 | 63.5 |
| Job attributes that support employment ^a | | | | |
| Any attribute | 50.2 | 53.1 | 45.6 | 46.6 |
| Among those whose job has any such attribute— | | | | |
| Modified job duties | 15.3 | 18.5 | 12.9 | 6.7 |
| Special equipment or a modified workspace | 6.9 | 6.3 | 13.6 | 2.7 |
| Flexible schedule | 24.2 | 27.1 | 30.6 | 8.1 |
| An understanding supervisor | 18.5 | 20.3 | 11.1 | 19.3 |
| Coworker assistance | 13.6 | 10.2 | 15.9 | 23.4 |
| Work from home | 5.3 | 7.3 | 0.4 | 3.4 |
| Other | 56.7 | 57.0 | 45.0 | 67.0 |

(Continued)

Job Characteristics of Employed Beneficiaries

Table 30.

Job accommodations and supports for beneficiaries employed at interview in wage and salary jobs, by program (in percent)—*Continued*

| Accommodation or support | Overall | Program | | |
|---|------------|-----------|--------------------------|-----------|
| | | DI only | Concurrent DI and SSI | SSI only |
| <i>Employer accommodations</i> | | | | |
| Any accommodation | 58.0 | 51.8 | 68.6 | 64.7 |
| Among those with any employer accommodation— | | | | |
| Special equipment or technology | 15.1 | 11.9 | 28.3 | 9.4 |
| Among those with any special equipment or technology— | | | | |
| A mobility device or mobility equipment | 20.8 | 20.4 | 11.5 | 48.6 |
| Modified computer hardware | 5.2 | 8.0 | 1.9 | 2.2 |
| Modified computer software | 31.5 | 49.7 | 8.3 | 20.1 |
| Hearing equipment or device | 5.3 | 2.0 | 7.5 | 13.1 |
| Vision equipment or device | 2.9 | 1.2 | 0.6 | 16.2 |
| Special support seating | 16.0 | 26.6 | 1.6 | (X) |
| Other | 38.3 | 9.9 | 81.3 | 36.9 |
| A modified work schedule | 49.9 | 53.0 | 45.7 | 47.1 |
| Modified tasks | 32.1 | 32.7 | 33.1 | 29.8 |
| A modified work environment | 37.8 | 41.9 | 35.5 | 31.3 |
| Coworker assistance | 63.5 | 60.0 | 49.5 | 84.6 |
| Other | 6.1 | 7.6 | 6.6 | 2.3 |
| Number (unweighted) | | | | |
| All beneficiaries | 9,092 | 4,281 | 1,813 | 2,998 |
| Beneficiaries employed at interview in wage and salary jobs | 4,302 | 2,080 | 900 | 1,322 |
| Number (weighted) | | | | |
| All beneficiaries | 12,666,165 | 7,387,330 | 1,771,690 | 3,507,145 |
| Beneficiaries employed at interview in wage and salary jobs | 1,084,548 | 625,467 | 214,540 | 244,540 |
| Beneficiaries employed at interview in wage and salary jobs as a percentage of all beneficiaries (weighted) | 8.6 | 8.5 | 12.1 | 7.0 |

NOTES: Multiple responses possible. Excludes "Don't know" and "refused" responses.

(X) = suppressed to avoid disclosing information about particular individuals.

a. Need not be an employer-provided support or a formal accommodation.

Table 31.**Job satisfaction among nonproxy respondents employed at interview, by program (in percent)**

| Satisfaction measure | Overall | Program | | |
|--|------------|-----------|--------------------------|-----------|
| | | DI only | Concurrent DI and SSI | SSI only |
| Satisfaction with current job | | | | |
| Very satisfied | 51.9 | 55.1 | 55.2 | 37.9 |
| Somewhat satisfied | 37.9 | 37.0 | 32.7 | 46.2 |
| Not very satisfied | 5.2 | 3.6 | 2.5 | 13.4 |
| Not at all satisfied | 3.1 | 4.1 | 1.3 | 1.6 |
| Agree or strongly agree that— | | | | |
| There are chances to develop abilities | 72.0 | 67.8 | 82.0 | 76.5 |
| Recognition or respect is received | 89.3 | 88.0 | 88.2 | 94.8 |
| Can work on own if desired | 81.6 | 81.4 | 85.0 | 78.9 |
| Can work with others or team if desired | 84.0 | 84.5 | 74.5 | 91.4 |
| Work is interesting or enjoyable | 86.5 | 88.6 | 84.2 | 81.8 |
| Work gives feeling of accomplishment | 93.5 | 96.2 | 87.6 | 90.0 |
| Coworkers are friendly and supportive | 90.2 | 89.6 | 88.6 | 93.7 |
| Supervisor is supportive ^a | 91.8 | 90.3 | 97.5 | 91.5 |
| Number (unweighted) | | | | |
| All beneficiaries | 9,092 | 4,281 | 1,813 | 2,998 |
| Nonproxy respondents employed at interview | 3,718 | 1,921 | 741 | 1,056 |
| Number (weighted) | | | | |
| All beneficiaries | 12,666,165 | 7,387,330 | 1,771,690 | 3,507,145 |
| Nonproxy respondents employed at interview | 829,502 | 526,005 | 149,113 | 154,383 |
| Nonproxy respondents employed at interview as a percentage of all beneficiaries (weighted) | 6.5 | 7.1 | 8.4 | 4.4 |

NOTE: Because 50 percent of beneficiaries working in a sheltered workshop had proxy respondents, this table may not fully reflect the job satisfaction of those beneficiaries.

a. Excludes self-employed beneficiaries.

Job Characteristics of Employed Beneficiaries

Table 32.

Selected job characteristics of beneficiaries employed at interview in wage and salary jobs, by beneficiary characteristics

| Beneficiary characteristic | Average— | | Percentage of employed beneficiaries— | | |
|----------------------------------|---------------------|----------------------|--|---------------------------------|--|
| | Weekly hours worked | Hourly earnings (\$) | Earning above substantial gainful activity level | Working in sheltered employment | Whose employer provides one or more accommodations |
| All employed beneficiaries | 22.2 | 12.92 | 33.3 | 23.4 | 56.9 |
| General health | | | | | |
| Excellent or very good | 22.9 | 11.32 | 40.1 | 30.7 | 53.2 |
| Good or fair | 22.9 | 12.79 | 31.5 | 24.6 | 56.6 |
| Poor or very poor | 18.1 | 16.72 | 26.0 | 3.1 | 67.1 |
| Education level | | | | | |
| Less than high school | 25.9 | 10.13 | 26.4 | 21.2 | 55.0 |
| High school diploma or GED | 20.9 | 11.95 | 31.2 | 30.1 | 55.8 |
| More than high school | 22.4 | 15.61 | 39.6 | 14.4 | 59.6 |
| Self-reported limiting condition | | | | | |
| Intellectual disability | 15.8 | 8.18 | 6.8 | 58.0 | 73.5 |
| Sensory disorder | 21.1 | 12.37 | 28.8 | 15.0 | 54.5 |
| Psychiatric impairment | 21.6 | 11.83 | 23.0 | 23.6 | 68.1 |
| Musculoskeletal impairment | 18.9 | 14.39 | 24.2 | 21.0 | 64.6 |
| Circulatory system disease | 17.3 | 12.76 | 10.9 | 25.6 | 56.7 |
| Age at disability onset | | | | | |
| Under 18 | 20.2 | 11.47 | 29.6 | 36.6 | 64.2 |
| 18–24 | 28.6 | 12.10 | 37.8 | 9.0 | 51.4 |
| 25–39 | 23.3 | 15.57 | 45.3 | 8.8 | 56.6 |
| 40–54 | 21.7 | 13.94 | 33.6 | 18.6 | 48.3 |
| 55 or older | 20.7 | 12.71 | 12.2 | 25.7 | 54.3 |
| Difficulty with— | | | | | |
| Getting along with others | 18.8 | 11.88 | 26.6 | 22.1 | 66.9 |
| Concentrating | 19.9 | 12.27 | 27.1 | 28.2 | 66.0 |
| Coping with stress | 18.9 | 13.66 | 24.8 | 20.3 | 68.2 |
| Bathing or dressing | 15.4 | 12.51 | 14.8 | 30.8 | 82.9 |
| Getting around outside the home | 18.1 | 12.10 | 21.9 | 32.2 | 67.6 |

NOTE: GED = General Educational Development certificate.