

ndis



# Employment Outcomes

30 June 2018

NDIS participants,  
their families and carers

National Disability Insurance Agency

Employment  
outcomes  
for NDIS  
participants

# Outline

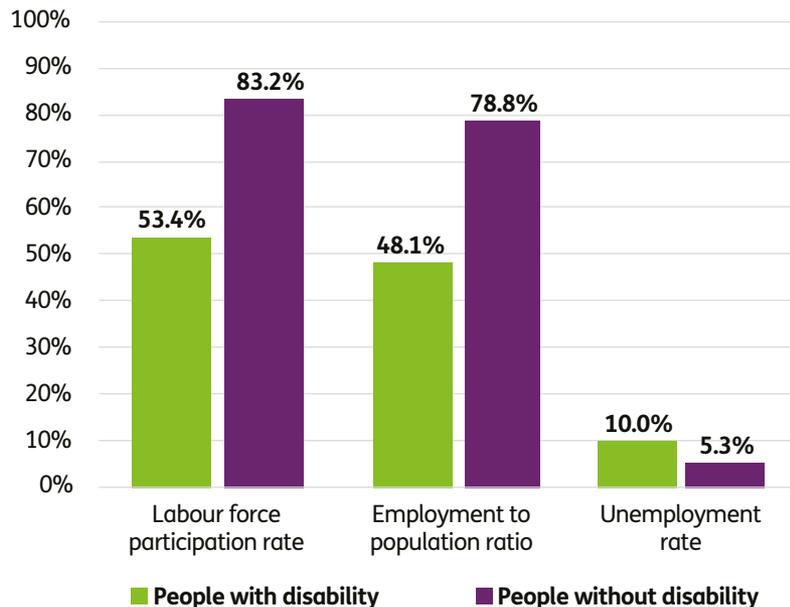


- Employment experience of Australians with disability and benefits of increased employment
- Employment experience of NDIS participants: baseline
- NDIS participants and the Disability Support Pension: preliminary data linkage results
- Employment goals in participant plans
- Employment experience of NDIS participants: trend
- Key drivers of employment outcomes for NDIS participants
- Provider analysis by participant employment outcomes

# Employment experience of Australians with disability

Australians with disability experience considerably poorer employment outcomes, relative to:

## Australians without disability<sup>1</sup>



## Other OECD countries<sup>2</sup>

**44.0%**  
 OECD average  
 employment to  
 population ratio for  
 people with disability

**39.8%**  
 Australian  
 employment to  
 population ratio for  
 people with disability

**21 out of 29**  
 Australia's ranking  
 amongst OECD countries  
 on this measure

<sup>1</sup> 2015 ABS Survey of Disability, Ageing and Carers (SDAC)  
<sup>2</sup> OECD (2010) Sickness, Disability and Work: Synthesis of findings; 2015 SDAC

# Economic benefits of increased employment for Australians with disability

Modelling of the economic impact of lifting employment levels to the OECD average for people with disability (including increased participation of carers) suggests that by June 2030:

**117,000**

more Australians would be employed (people with disability and their carers) – an increase of about 0.8%

**\$11.9b**

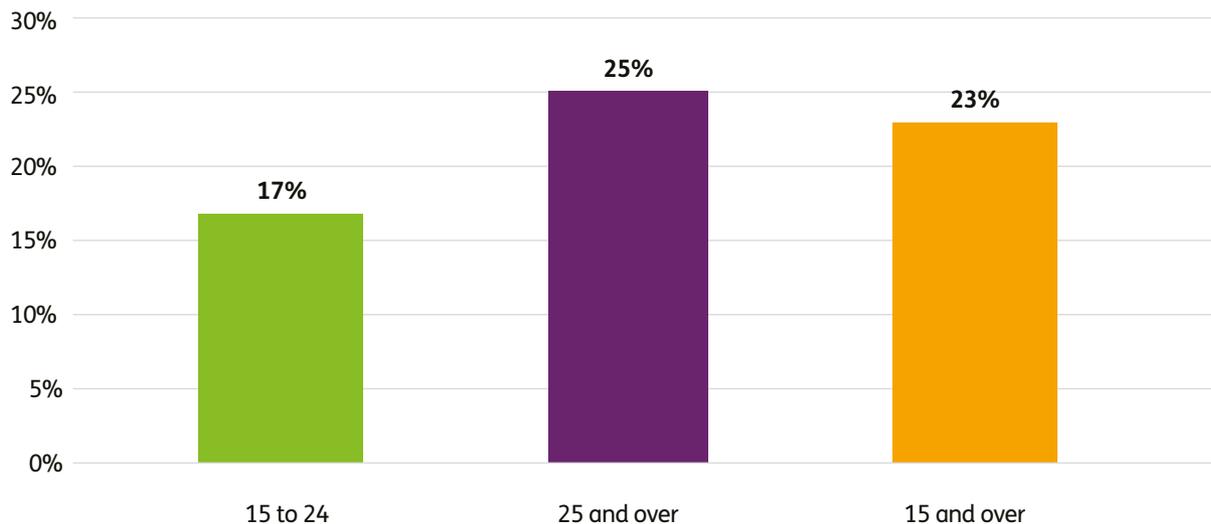
would be added to real GDP – an increase of around 0.5%

**These estimates are broadly in line with the original Productivity Commission (PC) estimates of the economic impact of the NDIS.**

Source: Deloitte Access Economics 2018. Increased labour force engagement among Australians with a disability. Report prepared for the NDIA, September 2018

# Employment experience of NDIS participants

## Baseline



Overall, 23% of transition participants said they were working in a paid job at entry to the Scheme.

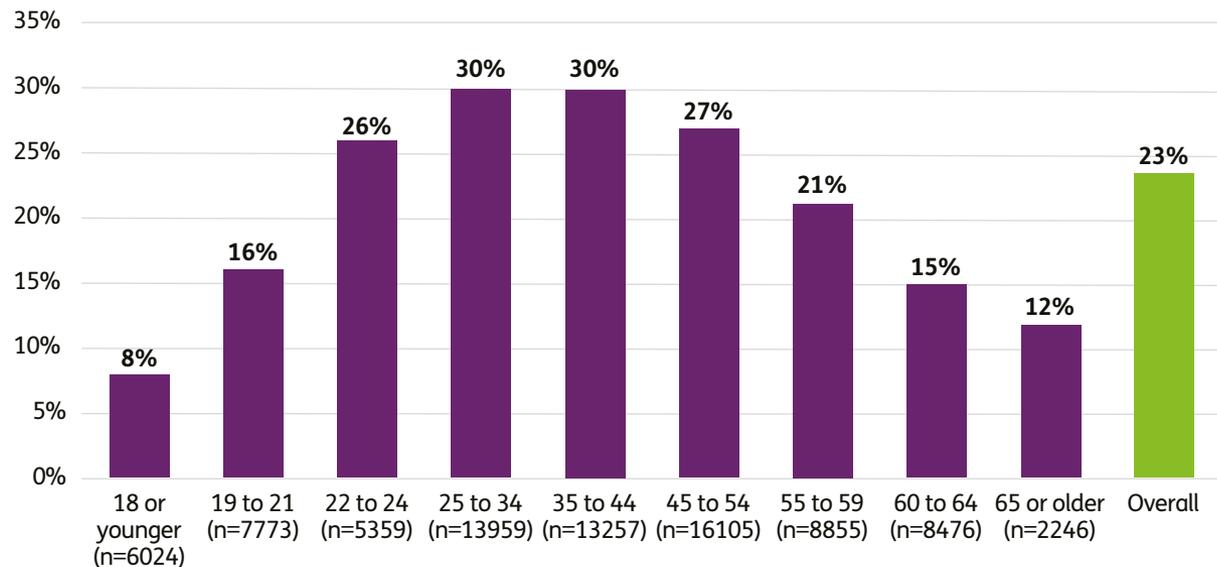
Comparing younger and older adults:

- 17% of 15 to 24 year olds said they were working in a paid job
- 25% of those aged 25 and over said they were working in a paid job

Source: NDIS Short Form Outcomes Framework. Responses to the question “Are you currently working in a paid job?” at baseline, for participants entering the Scheme 1 July 2016 to 30 June 2018.

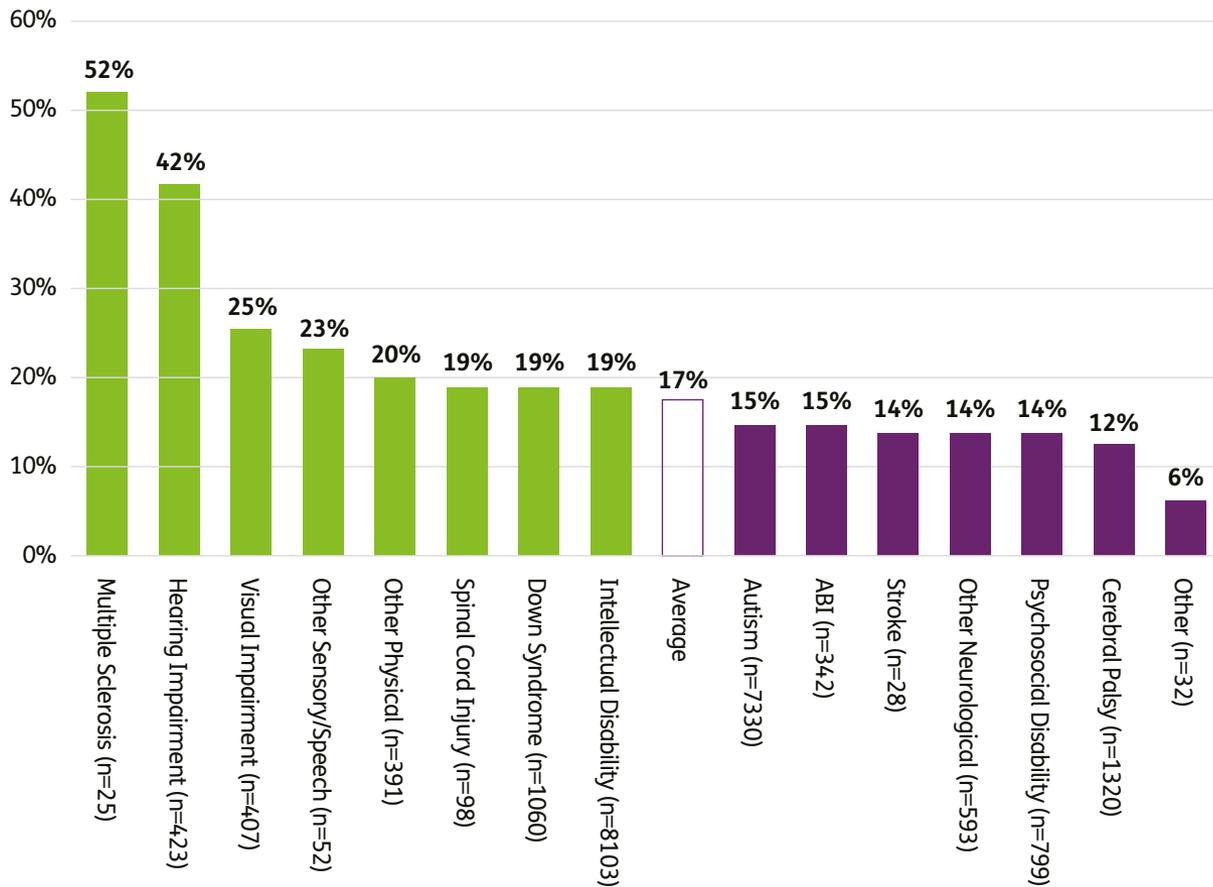
# Percentage with a paid job at baseline

## By age



The percentage in a paid job rises from 8% for those aged 15 to 18 to 30% for those aged 25 to 44, before declining to 27% for those aged 45 to 54, then declining more rapidly as participants approach retirement, to 12% for those aged 65 or older.

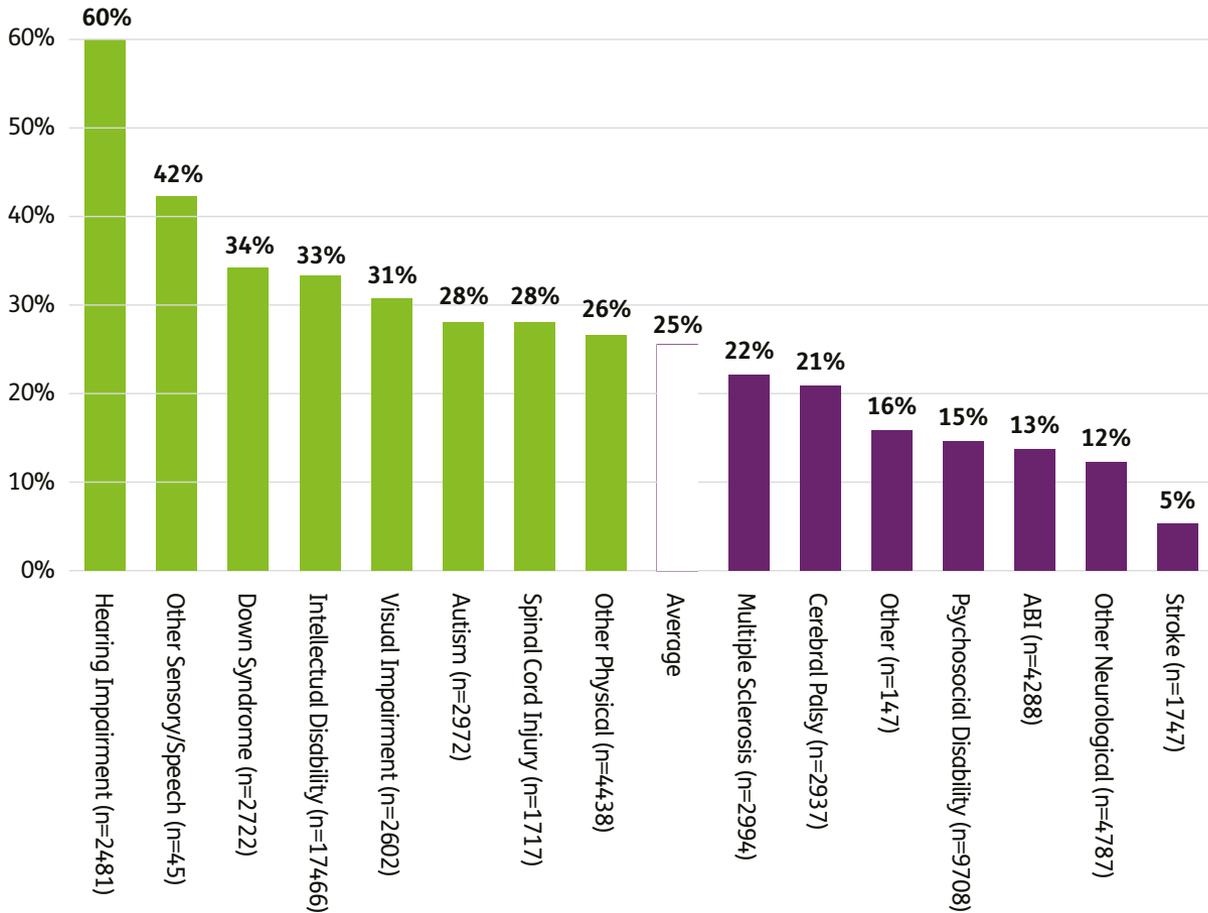
# Percentage with a paid job at baseline, by disability 15 to 24 year olds



Participants with a hearing impairment have employment rates 2.4 times the overall average.

Participants with neurological disabilities or psychosocial disabilities have the poorest baseline employment levels (12%-15%).

# Percentage with a paid job at baseline, by disability 25 and over

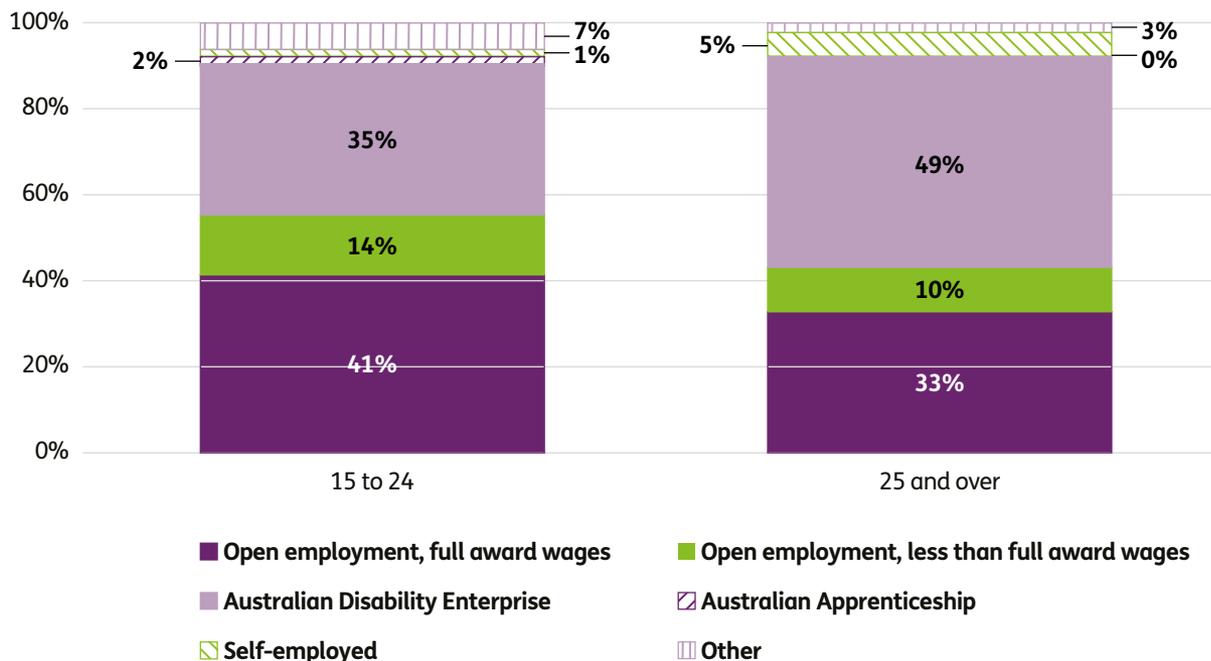


Participants with a hearing impairment have employment rates 2.4 times the overall average.

Participants with neurological disabilities or psychosocial disabilities have poorer baseline employment levels (12%-21%).

The low percentage employed for stroke (5%) is partly due to age.

# Type of employment



41% of 15 to 24 year olds with a paid job are in open employment at full award wages, with a further 14% in open employment at less than full award wages.

The corresponding percentages for the 25 and over cohort are lower, at 33% and 10%.

49% of older adults are working in an ADE, compared to 35% of younger adults.

# Type of employment By age



The percentage in open employment at full award wages falls from 64% for 15 to 18 year olds, to 30% for 25 to 34 year olds, then increases slightly for older ages.

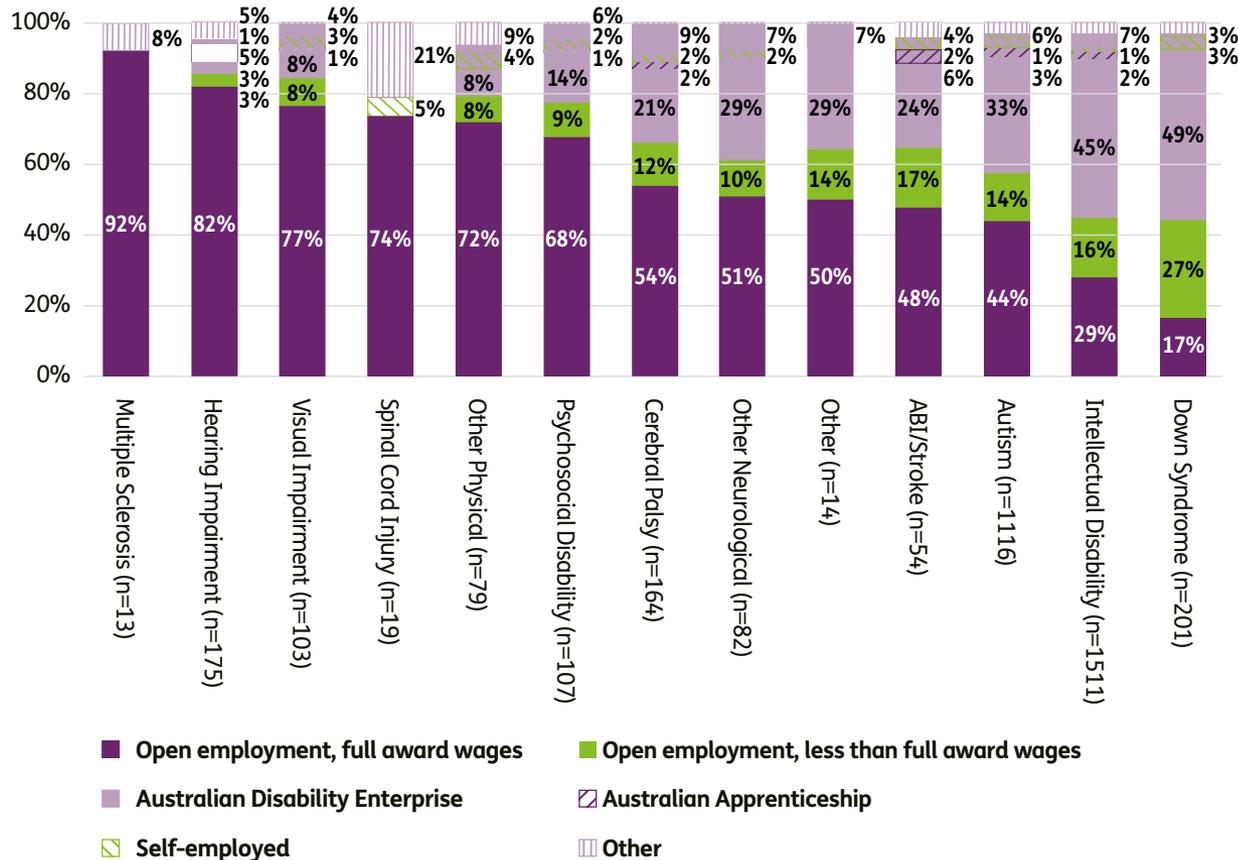
The percentage in open employment at less than full award wages decreases with age.

The percentage in an ADE increases from 7% for those 18 or younger to 51% for those aged 25 to 34, then declines after age 60.

Self-employment becomes more common after age 35, reaching 16% for those aged 65 or older.

# Type of employment, by disability

## 15 to 24 year olds

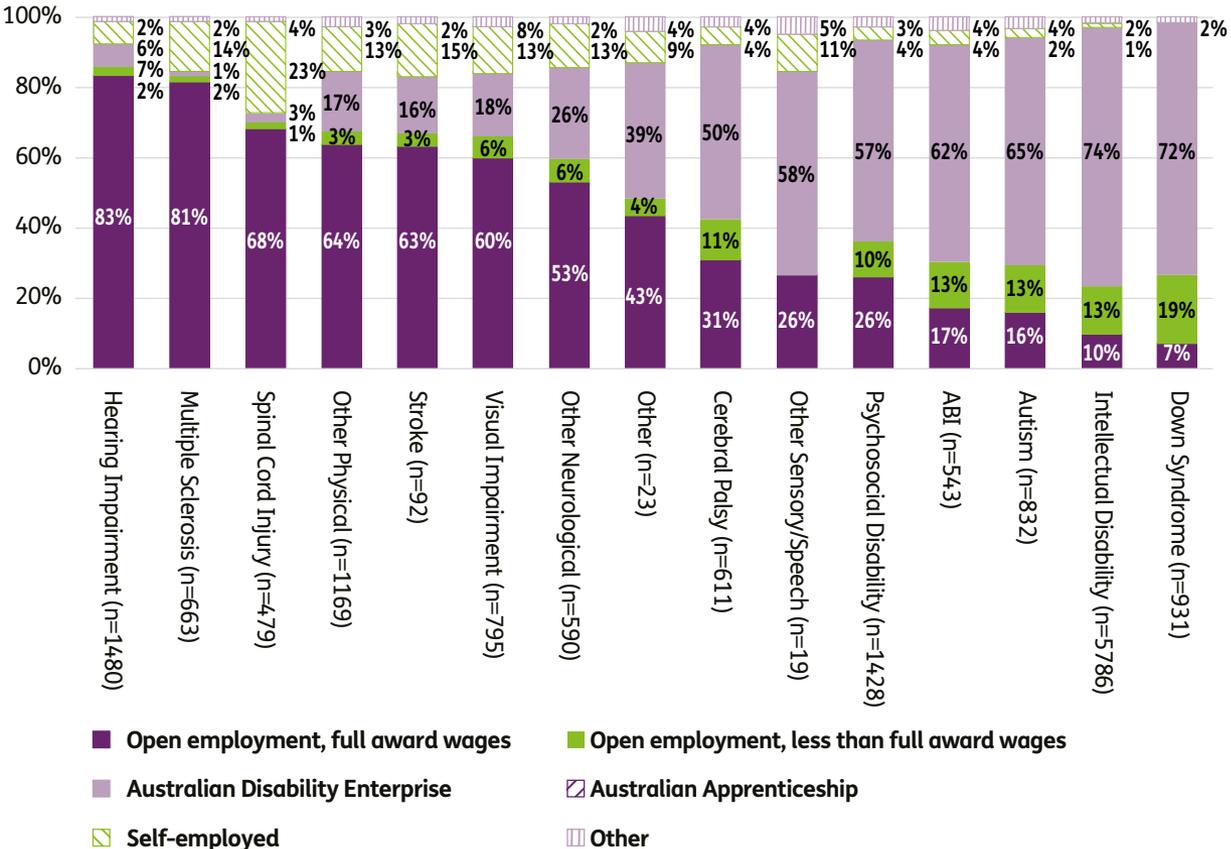


Participants with hearing impairment are the most likely to be in open employment at full award wages (82%), and participants with Down syndrome (17%) or intellectual disability (29%) are the least likely.

Participants with Down syndrome (49%) or intellectual disability (45%) are the most likely to be working in an Australian Disability Enterprise.

# Type of employment, by disability

## 25 and over



Participants with hearing impairment are the most likely to be in open employment at full award wages (83%).

Participants with a spinal cord injury are much more likely to be self-employed.

Participants with Down syndrome (72%) or intellectual disability (74%) are the most likely to be working in an ADE.

# NDIS participants and the Disability Support Pension: Preliminary data linkage results

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Increased employment for people with disability is expected to lead to decreased reliance on the Disability Support Pension (DSP)

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A data linkage has been established with Centrelink data to investigate participant usage of DSP

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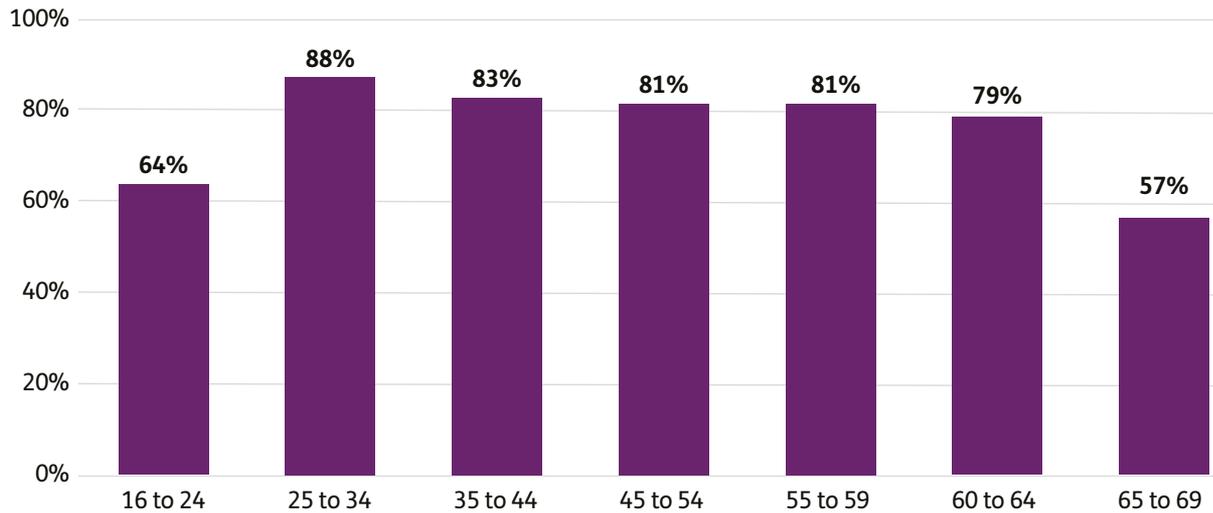
Economic benefits are expected to be long-term in nature, and not fully realised (or measureable in the longitudinal data) for a number of years

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Some preliminary cross-sectional results are presented in the following slides.

# Percentage of NDIS participants receiving the DSP as at July 2018

## By age



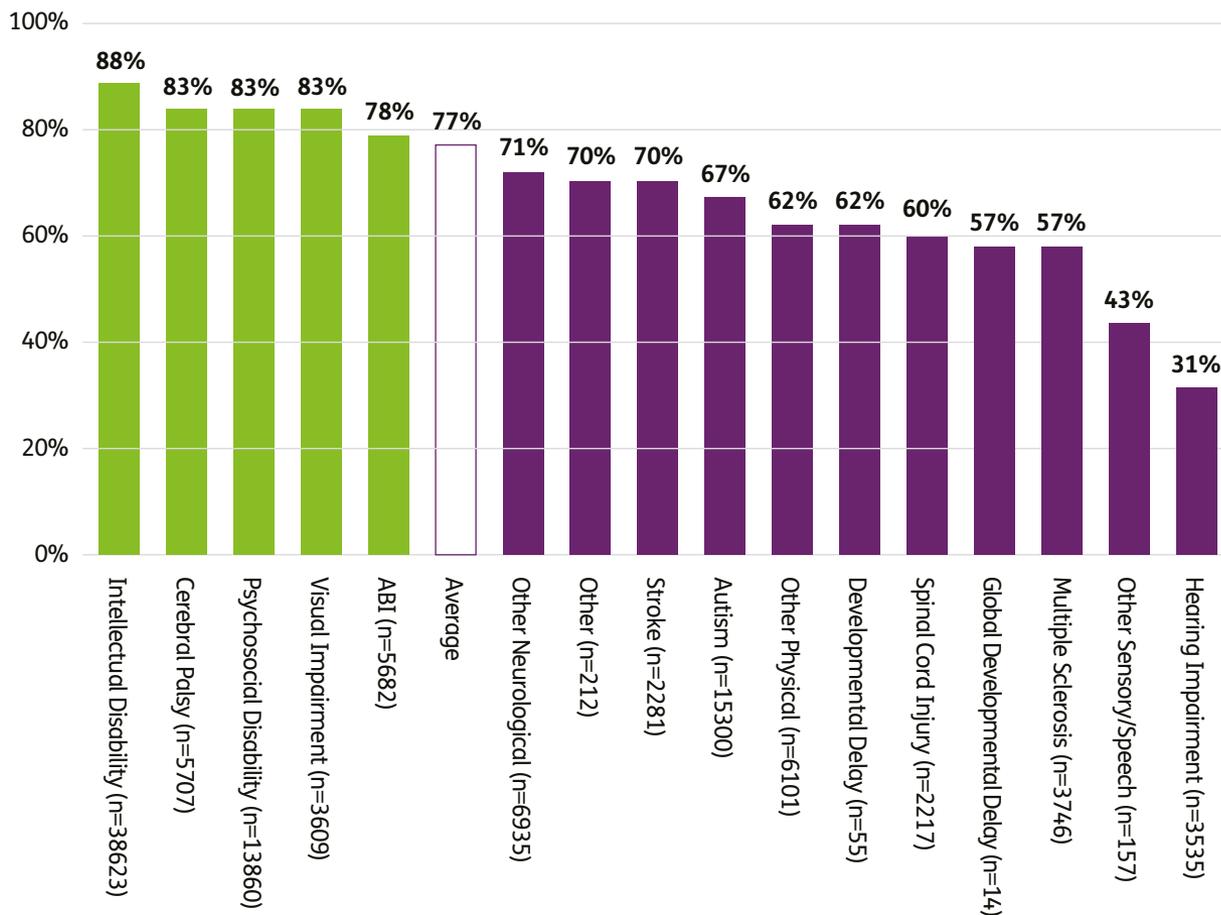
Overall, 77% of NDIS participants received the DSP.

The percentage was lower for the youngest age group (64% - many of these are not yet in the workforce) and oldest age group (57% - reflecting the DSP cut-off at retirement age).

The percentage is highest for the 25 to 34 age group (88%).

# Percentage of NDIS participants receiving the DSP as at July 2018

## By disability

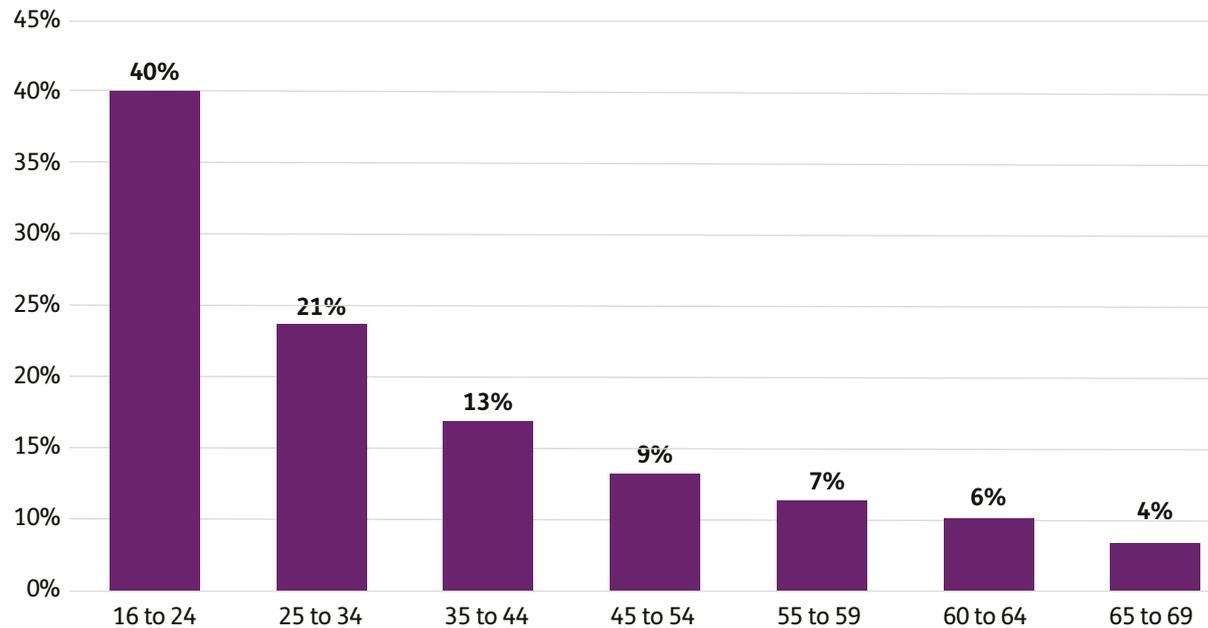


Participants with an intellectual disability (including Down syndrome) are the most likely to receive the DSP (88%).

Participants with hearing impairment are the least likely to receive the DSP (31%), reflecting their high employment levels relative to participants with other disabilities.

# Percentage of DSP recipients with an approved NDIS plan as at July 2018

## By age



Overall, 7% of DSP recipients have an approved NDIS plan.

The percentage declines with age, from 40% for 16 to 24 year olds to 21% for 25 to 34 year olds, then more gradually from age 35.

This may change at full scheme, but suggests that older DSP recipients tend to have milder levels of disability, and hence are less likely to be eligible for individual NDIS funding.

# Employment goals in participant plans

During planning conversations, participants are encouraged to choose at least two goals that are most important to them. These goals are recorded in their plan, and categorised according to the eight domains of the adult outcomes framework.

Overall, the percentage of active plans at 30 June 2018 with a work-related goal was:

**44%**

for participants aged 15 to 24

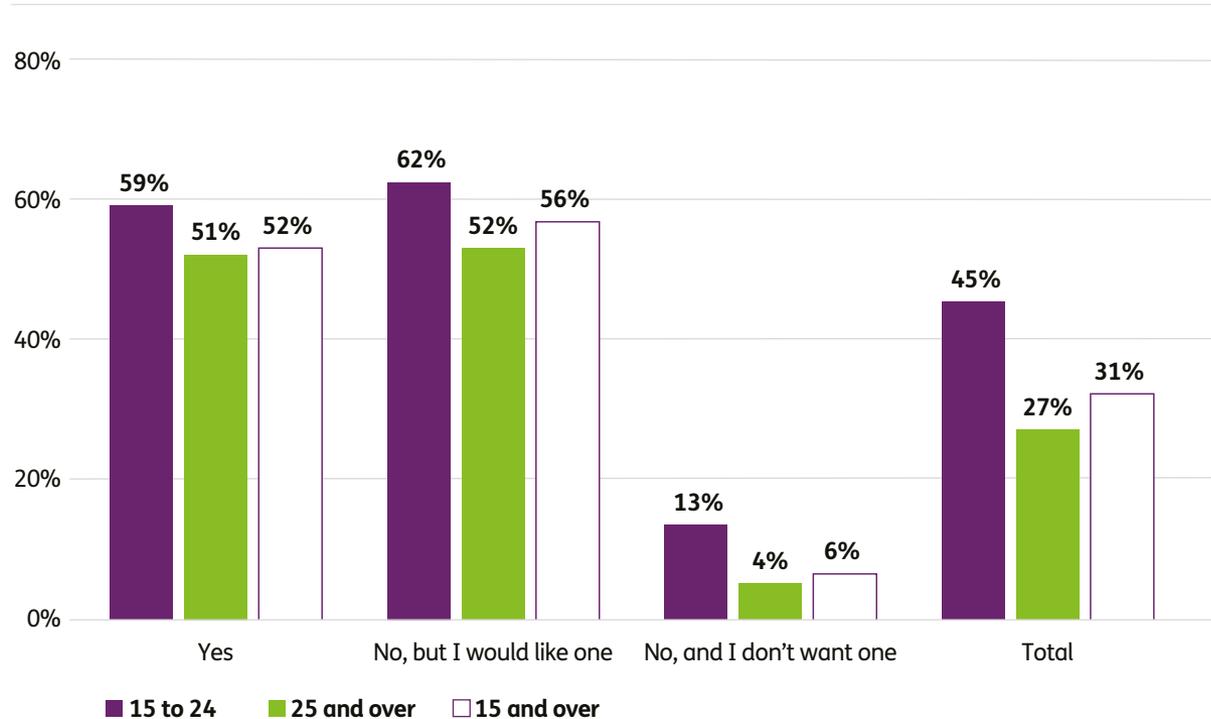
**26%**

for participants aged 25 or over

**31%**

for participants aged 15 and over

# Percentage of plans with a work goal by response to SF question: “Are you currently working in a paid job?”

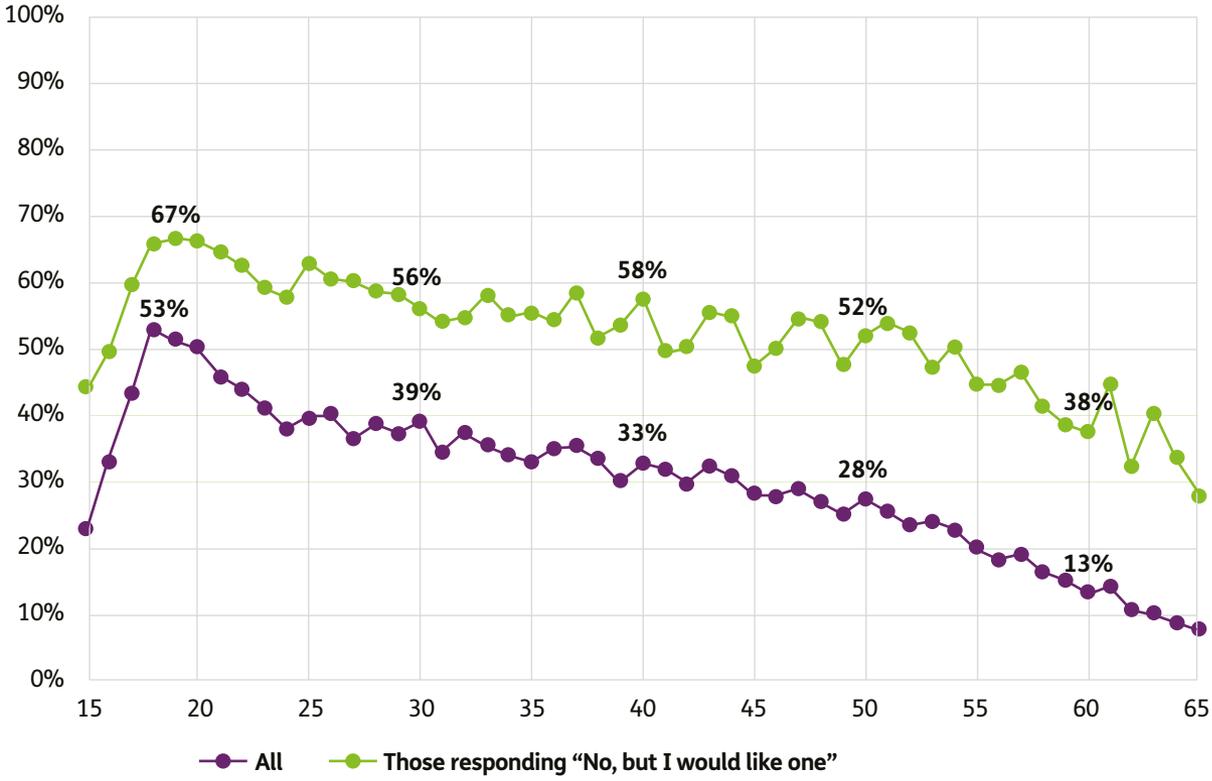


The percentages with a work goal are slightly higher for those who say they don't have a job but would like one, compared to those who say they have a job.

Some participants who say they don't have a job and don't want one still have a work goal in their plan.

The percentages with work goals are lower for older adults compared to younger adults.

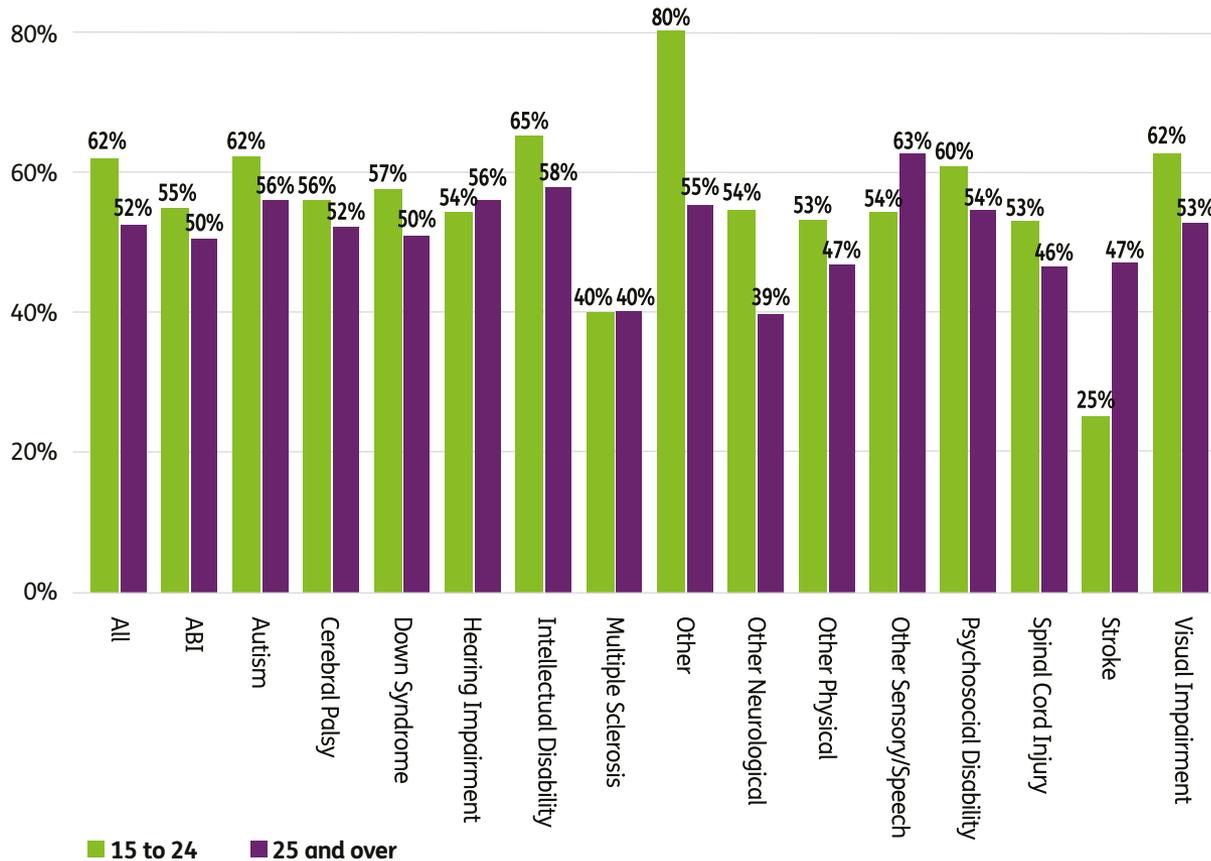
# Percentage of plans with a work goal by age, overall and for those who don't have a job but would like one



The percentages with a work goal peak at age 18-19 then decline rapidly for both the overall group (possibly due to participants gaining employment) and the group who say they would like to get a job.

The observed trend may be influenced by the School Leaver Employment Support (SLES) program available to the youngest participants.

# Percentage of plans with a work goal by disability, for those who don't have a job but would like one



The percentage with a work goal tends to be higher for participants with an intellectual disability, for both younger and older adults.

The percentage tends to be lower for those with a spinal cord injury, another physical disability, multiple sclerosis or stroke.

# Australian labour market: trend

The last two years have been characterised by a strengthening Australian labour market. Between July 2016 and July 2018 the employment to population ratio has increased:

From  
**58.4% to 60.0%**  
for 15 to 24  
year olds

From  
**75.9% to 77.1%**  
for 25 to 64  
year olds

From  
**72.4% to 73.7%**  
for 15 to 64  
year olds

Source: ABS Catalogue 6202.0 - Labour Force, Australia, October 2018

# Employment experience of NDIS participants: trend

For NDIS participants, the change in the percentage who report that they are in paid work between baseline (entry to the Scheme) and review (approximately one year later) is:

- A slight improvement of **+3 percentage points** for 15-24 year olds (from 15% to 18%)
- A small decrease of **-1 percentage point** for participants aged 25 and over (from 25% to 24%)

Overall, the percentage in paid work remained broadly the same for working age participants, at 22%.

# Employment status transition rates

## Participants 15 to 24

<b>Review → Baseline ↓</b>	In paid work (n=1034)	Not in paid work but would like to be (n=2763)	Not in paid and don't want to be (n=1681)
In paid work (n=830)	<b>81%</b>	<b>17%</b>	<b>3%</b>
Not in paid work but would like to be (n=2770)	<b>12%</b>	<b>83%</b>	<b>6%</b>
Not in paid work and don't want to be (n=1886)	<b>2%</b>	<b>18%</b>	<b>80%</b>

## Participants 25 and over

<b>Review → Baseline ↓</b>	In paid work (n=3393)	Not in paid work but would like to be (n=2808)	Not in paid and don't want to be (n=7536)
In paid work (n=3473)	<b>91%</b>	<b>5%</b>	<b>4%</b>
Not in paid work but would like to be (n=2931)	<b>7%</b>	<b>78%</b>	<b>15%</b>
Not in paid work and don't want to be (n=7333)	<b>1%</b>	<b>5%</b>	<b>95%</b>

Source: NDIS Short Form Outcomes Framework. Responses to the question “Are you currently working in a paid job?” at baseline and review, for participants entering the Scheme from 1 July 2016. Excludes participants with missing employment status at either baseline or review.

# Employment goals in participant plans



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## Job seekers at baseline (middle row in previous slide)

- 12% of 15 to 24 year olds in this category were in a paid job at review
- 7% of those 25 and over in this category were in a paid job at review
- More older participants moved to not wanting a job (15% versus 6%), possibly partly due to retirement

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## In a paid job at baseline (top row in previous slide)

- 81% of 15 to 24 year olds in this category were in a paid job at review
- 91% of those 25 and over in this category were in a paid job at review
- The higher percentage for older adults may be due to ADE employment

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## Not participating at baseline (bottom row in previous slide)

- 80% of 15 to 24 year olds in this category remained there at review
- 95% of those 25 and over in this category remained there at review
- The lower percentage for younger adults may be due to finishing school

# Key drivers of employment outcomes



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Multiple logistic regression modelling has been used to identify key drivers of having a paid job at review, for the baseline groups:

- Job seekers aged 15 to 24
- Job seekers aged 25 and over
- In a paid job – mainstream employment
- In a paid job – Australian Disability Enterprise (ADE) employment

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Note that a participant may have been in and out of employment multiple times between baseline and review, but we only know their employment status at the start and end points (we have interval censored response data).

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In this presentation we consider the two “job seeker at baseline” groups, that is, those who said they did not have a paid job but would like one at baseline.

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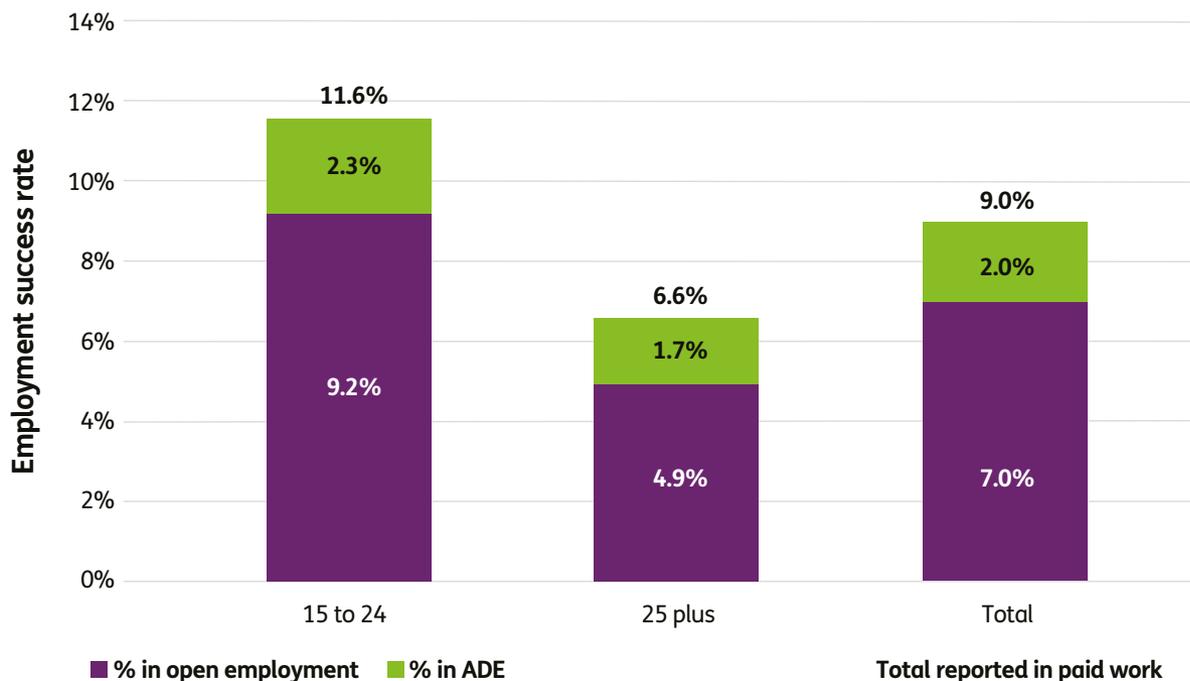
## Factors investigated in the multiple logistic regression models included:

Baseline participant characteristics, such as entry age, gender, level of function, Indigenous status, CALD status, education, geographical characteristics, baseline SF outcomes framework responses.

Baseline NDIS plan characteristics, such as work goals, employment funding.

Change in SF outcomes framework key indicators between baseline and review.

# Job seekers: Success rates by type of employment at review



Overall, 11.6% of 15 to 24 year olds and 6.6% of those aged 25 and over successfully transitioned from “job seeker” to “in a paid job”.

9.2% of young adult job seekers were in mainstream employment at review – 80% of those in a paid job at review.

4.9% of older adult job seekers were in mainstream employment at review – 74% of those in a paid job at review.

# Job seekers aged 15 to 24: Key drivers of employment success

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## Positively associated with having a paid job at review:

- ↑ Highest education level
- ↑ Lives in QLD
- ↑ Number of daily living activities where the participant requires support improves by two or more between baseline and review
- ↑ Started, left or continued to be involved in a general community group at review
- ↑ Left an unpaid job between baseline and review (i.e. participant was in an unpaid job at baseline but not at review)
- ↑ Participant's ability to choose what they do each day improves between baseline and review
- ↑ Participant has got to know people in the community at review

# Job seekers aged 15 to 24: Key drivers of employment success

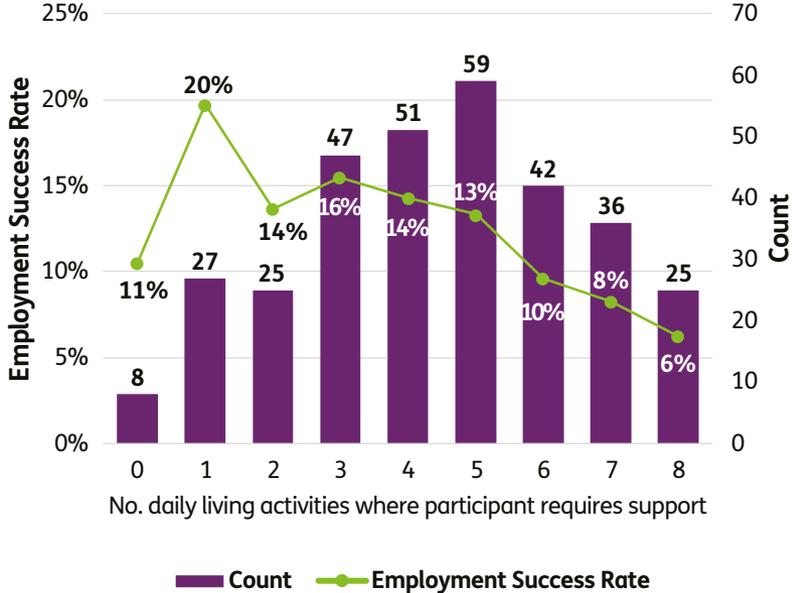
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## Negatively associated with having a paid job at review:

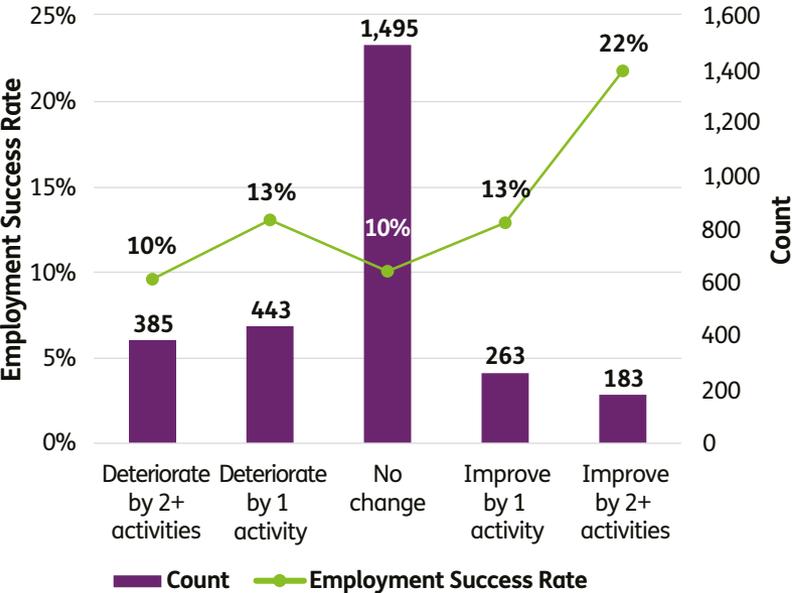
- ↓ Number of daily living activities where the participant requires support **at baseline**
- ↓ Streaming type is intensive or super intensive
- ↓ High unemployment rate in participant's LGA (8% or higher)
- ↓ Increase of two or more in the number of daily living activities where the participant requires support between baseline and review
- ↓ Participant was in an unpaid job at both baseline and review, or started volunteering (i.e. did not volunteer at baseline but did volunteer at review)

# Job seekers aged 15 to 24: Number of daily living activities where participant requires support

**Baseline**



**Change between baseline and review**

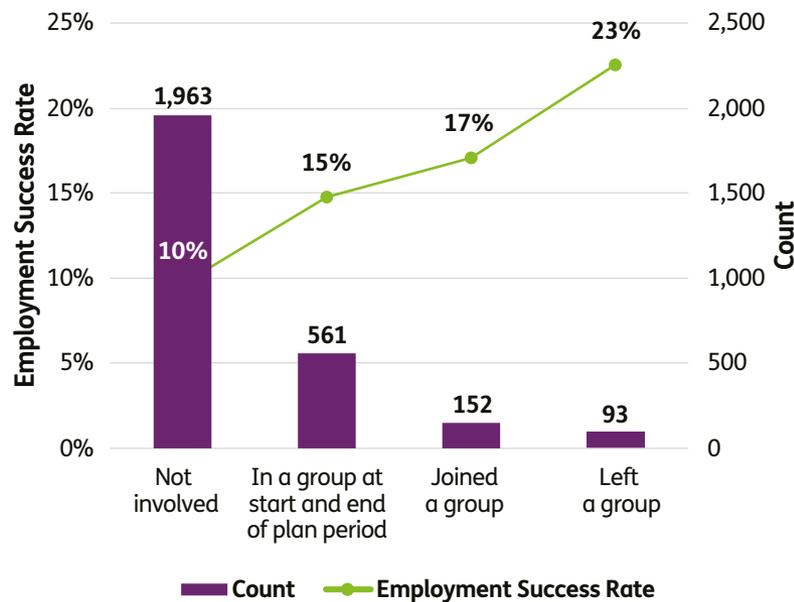


The employment success rate decreases as the number of areas increases. This may be capturing the effect of level of function and/or level of independence.

The employment success rate is higher when the participant is able to increase their level of capacity and independence through their involvement with the NDIS.

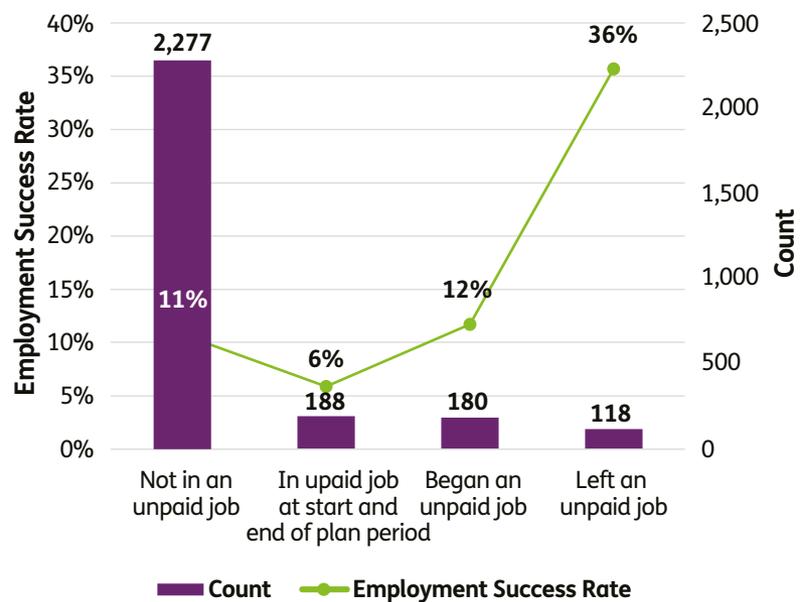
# Job seekers aged 15 to 24: Involvement in a general community group / unpaid work

## General community group



Involvement in a community group is associated with better employment outcomes. Those who left a group may have done so because they got a job and have less time to participate, explaining their higher employment success rate.

## Unpaid work



Participants who leave an unpaid job have greater employment success as they are likely to have replaced their positions with paid work. Those remaining in an unpaid job have significantly lower rates of paid employment at review.

# Job seekers aged 25 and over :

## Key drivers of employment success

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### Positively associated with having a paid job at review:

- ↑ Has university qualification
- ↑ Left study during plan period
- ↑ Has intellectual disability
- ↑ Lives with partner and children
- ↑ Lives in VIC
- ↑ Participant has work goal in their plan
- ↑ Participant has NDIS employment funding in their plan
- ↑ Participant's self-assessment of their health has improved
- ↑ Started or left an unpaid job

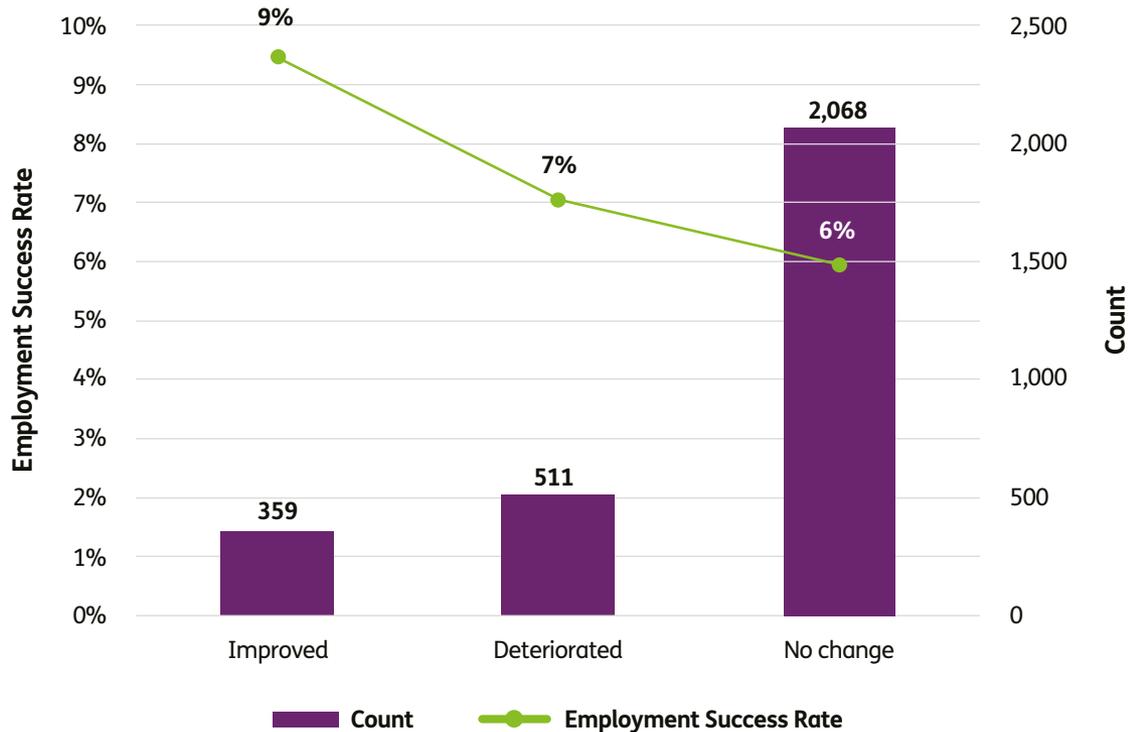
# Job seekers aged 25 and over: Key drivers of employment success

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## Negatively associated with having a paid job at review:

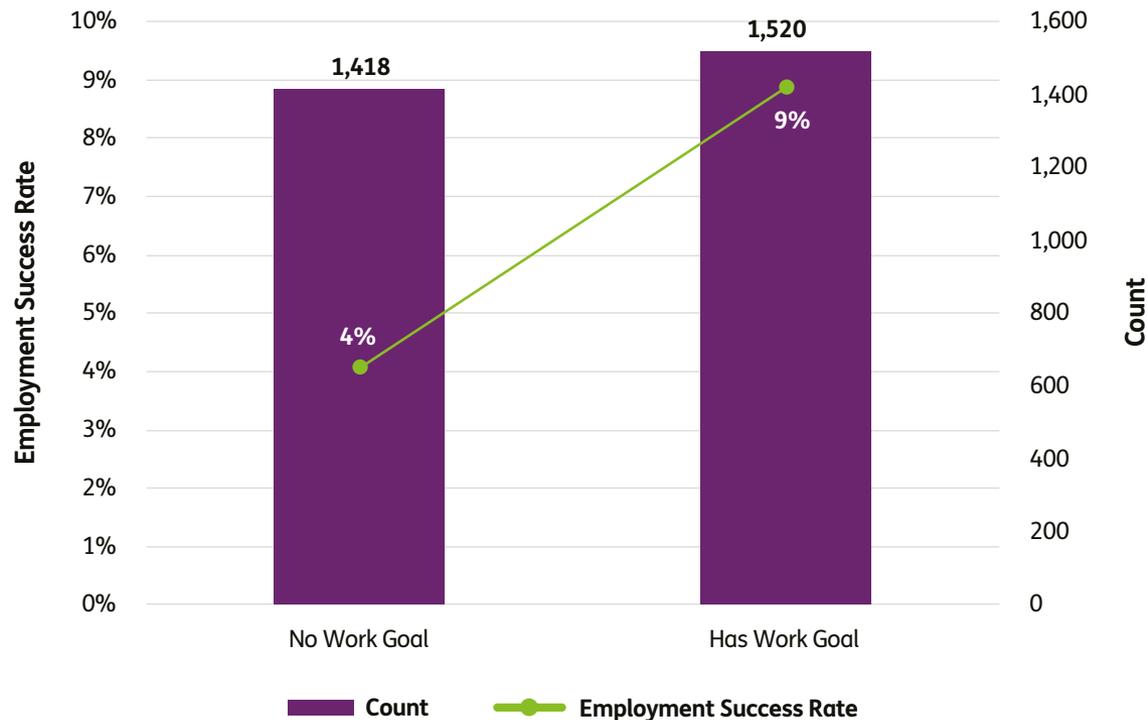
- ↓ Number of daily living activities where the participant requires support at **baseline**
- ↓ Lower level of function (success rate decreases as severity score (1 to 15) increases)
- ↓ Culturally and linguistically diverse (CALD) background
- ↓ Entry age is between 55 and 59
- ↓ Participant doesn't know people in the community at baseline and review

# Job seekers aged 25 and over: Change in self-assessed health between baseline and review



Improvement in a participant's health status over the plan period has a positive impact on employment success.

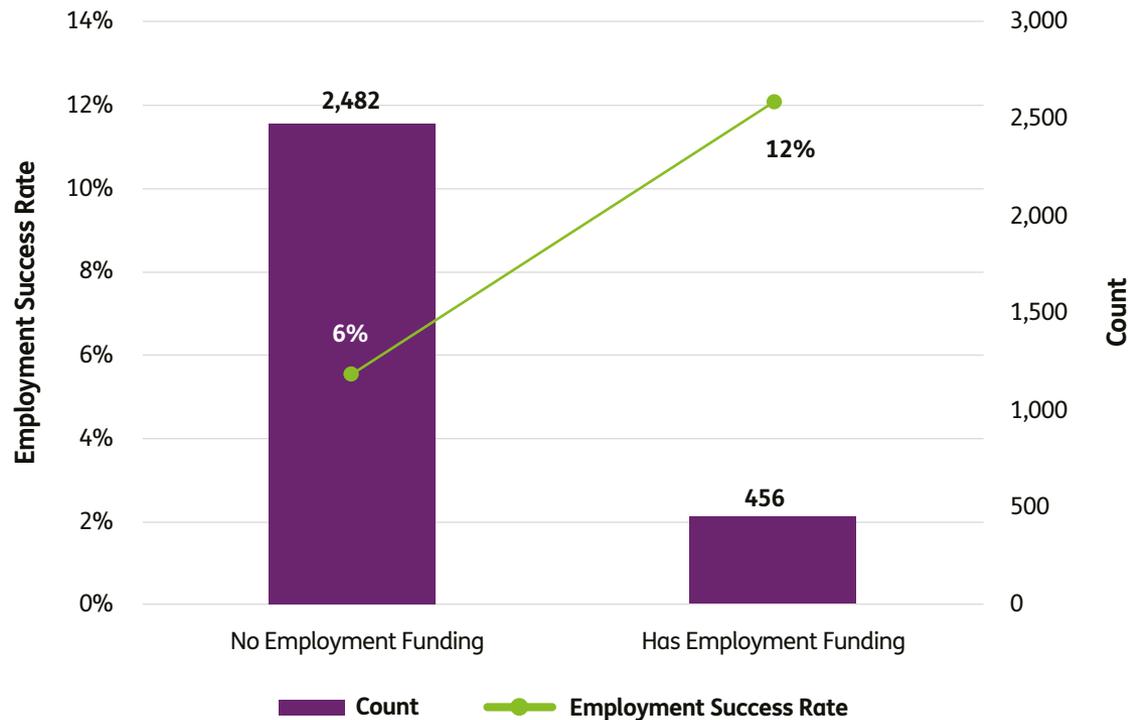
# Job seekers aged 25 and over: Participant has a work goal in their plan



Participants aged 25 and over who have a work goal recorded in their plans have a higher likelihood of finding paid employment at review than those who do not.

This cohort may be more motivated to find work.

# Job seekers aged 25 and over: Participant has NDIS employment funding in their plan



Participants aged 25 and over who receive NDIS employment funding have greater rates of employment success.

NDIS funding supports the search for paid work through:

- Employment related assessment and counselling
- Individual employment support
- Employment preparation and support in a group

# Comparison of participants looking for paid work by age group

The analysis suggests that an age-dependent employment strategy may be appropriate:

- For participants aged 15 to 24, supports should be focused on increasing independence and building capacity to seek employment
- For participants aged 25 and older, including work goals in plans, and providing employment funding to those who do not have access to mainstream or community supports are more important. Supporting participants to improve their health may also have a positive impact, noting that this is primarily the responsibility of the health system rather than the NDIS.

However, the existence of SLES for young participants and the absence of a similar program for older participants may be driving the difference in employment outcomes.

**Introducing an employment support program targeted at older adults may be worth considering.**

# Provider analysis by employment outcomes



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A primary aim of the outcomes framework is to help identify providers who are achieving good outcomes for participants, whilst recognising that participant characteristics and other factors outside the control of the provider will also have an impact on outcomes.

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These expected numbers are compared to actual numbers in paid employment at review.

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Consistent with this aim, providers who achieve better than expected employment outcomes have been identified.

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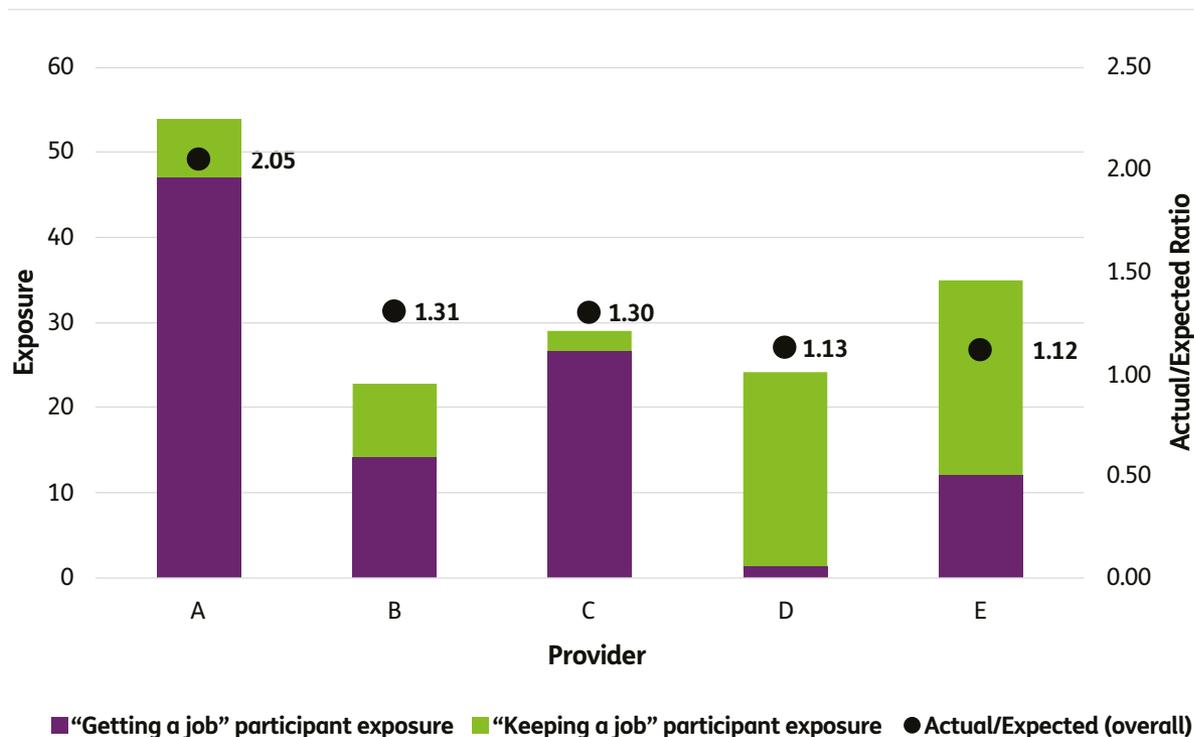
Providers are ranked in decreasing order of the ratio of actual to expected.

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For each provider, the regression models described above are used to determine the number of participants expected to be in paid employment at review, based on the characteristics of the participants supported by the provider.

Note: only providers supporting a reasonable number of participants are included, and only factors outside the control of the provider are taken into account in calculating expected outcomes.

# Top five providers for employment outcomes



Note: “Exposure” is a measure of the effective number of participants supported by the provider, based on payments made. The graph shows provider exposure to participants seeking to get a job (purple portion of bars) and those seeking to keep a job (green portion of bars). The Actual/Expected ratio combines success for both getting and keeping a job.

For example, Provider A effectively supported about 54 participants overall: 47 who were looking for a job at baseline and seven who had a paid job at baseline. For all 54 participants, the number of actual employment successes attributable to Provider A was about 23, compared with about 11 expected, yielding a ratio of 2.05.

# Provider A



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**Provider A** receives the top ranking due to its exceptional results in helping young participants aged 15 to 24 to find paid work.

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**Provider A** is a dedicated employment service provider that specialises in placing people with a moderate intellectual disability into open employment. They operate a SLES and DES program, with the majority of their participant exposure being young participants receiving SLES supports.

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The strong results for **Provider A** highlight the benefits of the SLES program in helping participants to find paid work, as well as the potential benefits that may arise for participants who engage with specialist employment service providers.

Employment  
outcomes for  
families and  
carers of NDIS  
participants

- Economic benefits of increased employment of families/carers
- Carers in Australia, demographic characteristics and employment
- Employment experience of family members/carers of NDIS participants at baseline, overall and by participant age group
- Employment experience of mothers of child participants, compared to the general population
- Employment experience of family members/carers by relationship to the participant and participant age
- Employment experience of family members/carers of NDIS participants, trend
- Type of employment
- Families/carers motivation to work more and barriers to working more, by participant age group
- Key drivers of employment success for families/carers of participants aged 0 to 14

# Economic benefits of increased employment for carers of Australians with disability

In 2011, the Productivity Commission estimated that the NDIS could result in:

**an additional 3.4%**

of carers entering the workforce,

**increased work capacity**

for carers already employed, and

**a \$1.5b increase**

to annual real GDP<sup>1</sup>.

In addition, the following benefits are associated with increased employment:

## For family members and carers:

- More diverse life and role through formal paid work
- Increase in income and the potential for families to live a better life

## For the economy:

- More productive allocation of labour by helping informal carers with highly valuable specific capital (such as law, computer science and business skills) to return to work

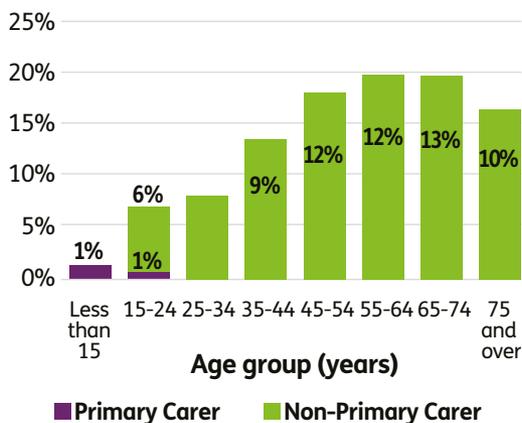
Source: Disability Care and Support Inquiry Report, Productivity Commission, 2011

<sup>1</sup>The estimate is in 2011 productivity levels and prices, and the realisation of this effect will take some time.

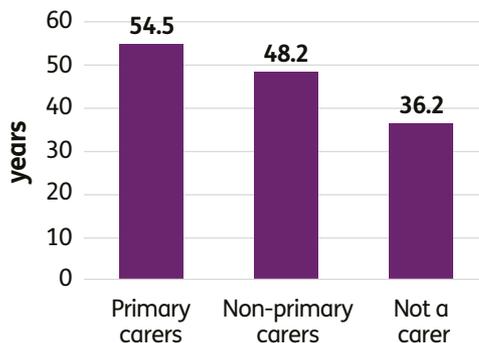
# Carers in Australia, demographic characteristics

Of the almost 2.7 million Australians that were identified as carers<sup>1</sup> in 2015, around 856,100 (32%) were identified as primary carers. The proportion of carers in the general population increases with age. The average age of primary carers was 55 years compared with 48 years for other carers. Of note is the gender composition of primary carers, with the majority (68%) represented by females.

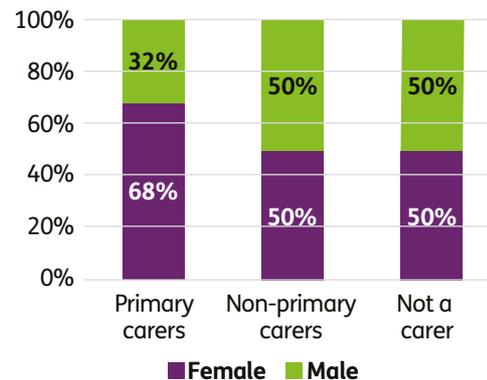
**Percentage of persons in a carer role, by age group**



**Average age by carer status**



**Carer status by gender**



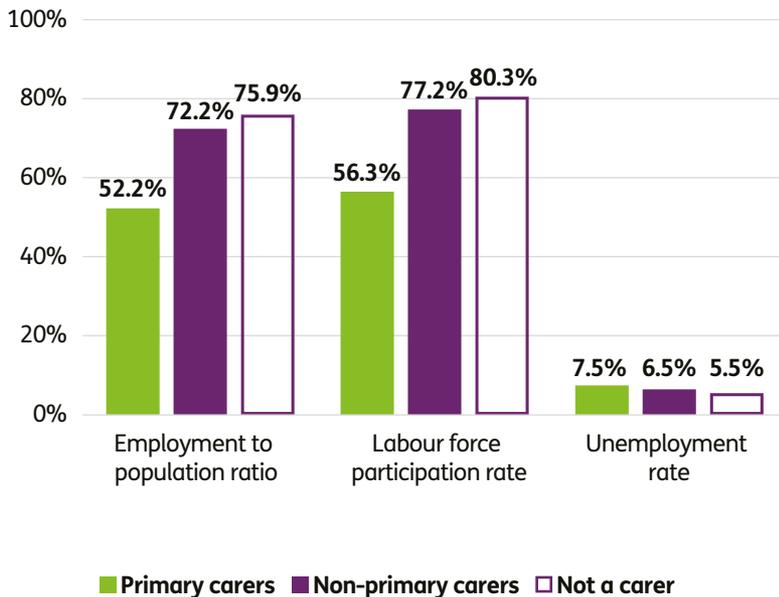
Source: 2015 ABS Survey of Disability, Ageing and Carers (SDAC)

<sup>1</sup>In the SDAC, a carer is defined as a person who provides any informal assistance, in terms of help or supervision, to older people (aged 65 years and over) and those with disability. A primary carer is a person who provides the most informal assistance, in terms of help or supervision, to a person with one or more disabilities, with one or more of the core activities of mobility, self-care or communication.

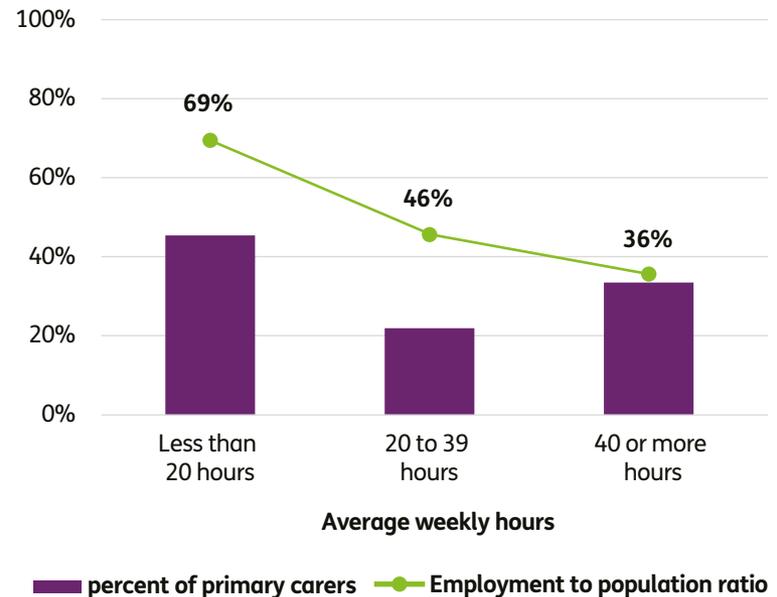
# Employment experience of Australian carers

Primary carers in Australia experience considerably poorer employment outcomes, compared with people without caring responsibilities. Only 56% of primary carers aged 15 to 64 participate in the labour force, by far below the percentage of people without caring responsibilities or even other carers. As expected, the percentage of primary carers with a job decreases with the number of hours spent caring.

**Employment statistics for persons aged 15 to 64, by carer status**



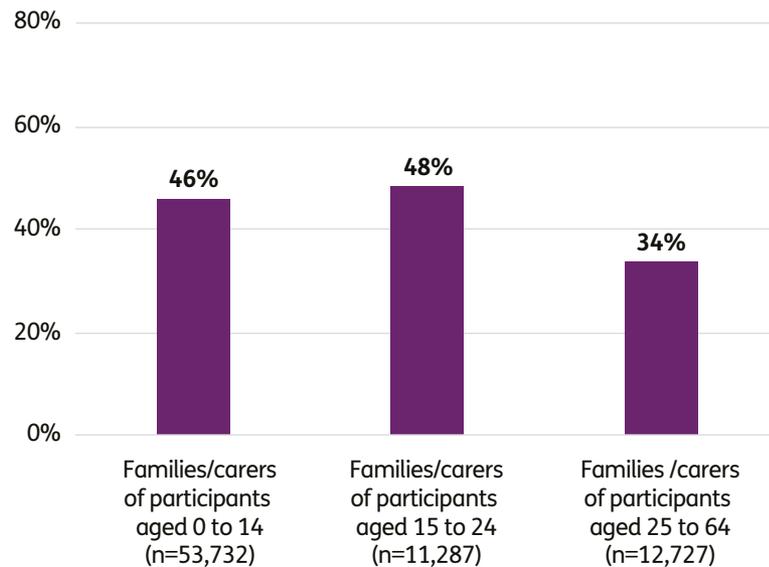
**Employment to population ratio for primary carers aged 15 to 64, by time spent caring**



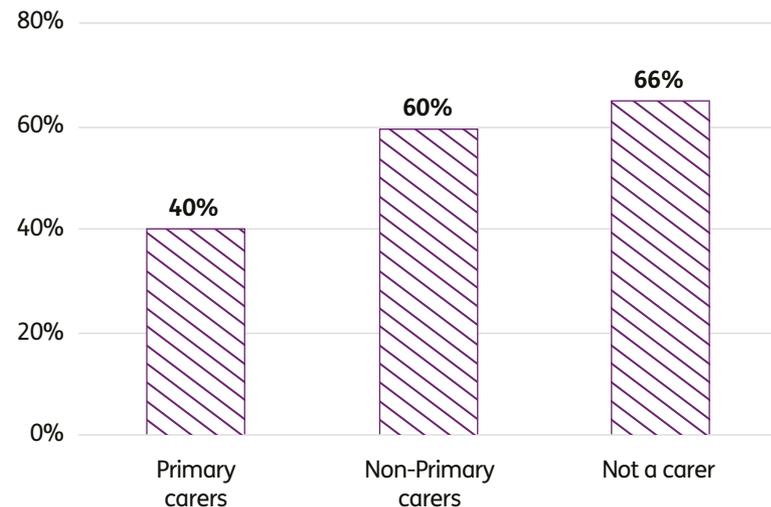
# Employment experiences of family members/carers of NDIS participants: Baseline

The percentages of families/carers of NDIS participants in a paid job are roughly in line with those reported in the ABS Survey of Disability, Ageing and Carers for primary carers. The percentage is the lowest for families/carers of participants aged 25 and over, which may be driven by differences in the respondents' age distribution.

**Percentage of families and carers in a paid job at baseline, by participant age group**



**Australian employment to population ratio, by carer status**

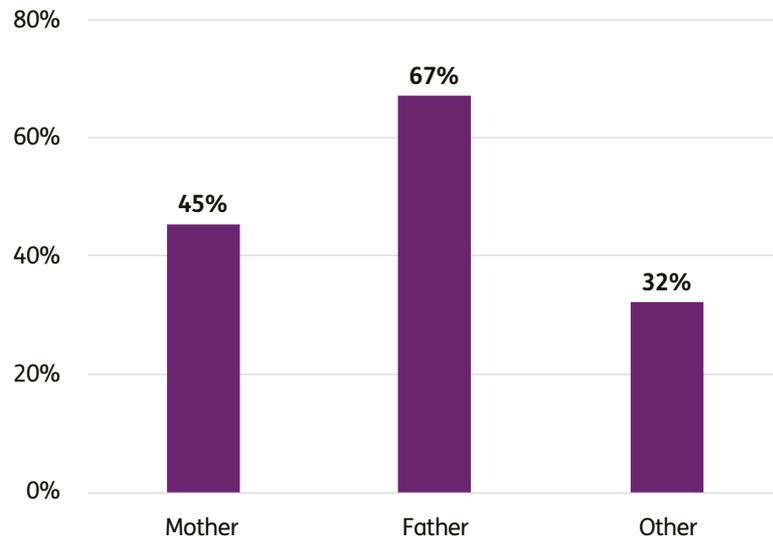


Source: 2015 ABS Survey of Disability, Ageing and Carers (SDAC)

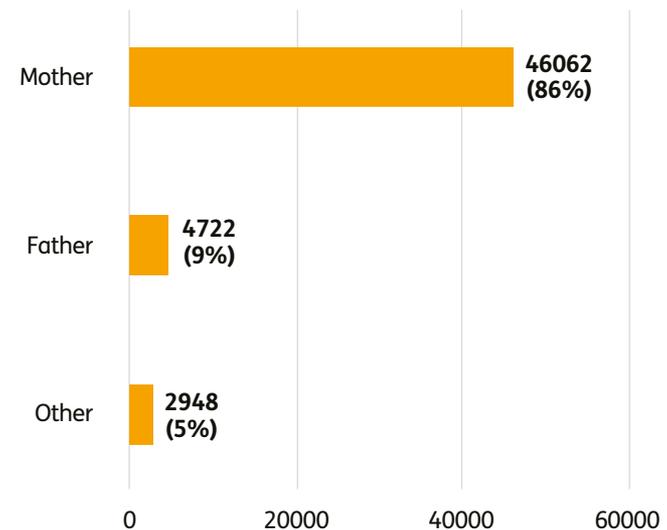
# Employment experiences at baseline: Families/carers of participants aged 0 to 14

The large majority of respondents (86%) are the participant’s mother. Mothers report lower rates of paid employment at baseline compared to fathers (45% vs 67%). Respondents in the ‘other’ category, which includes grandparents and foster carers, have the lowest employment rates.

**Percentage in a paid job, by relationship to participant**



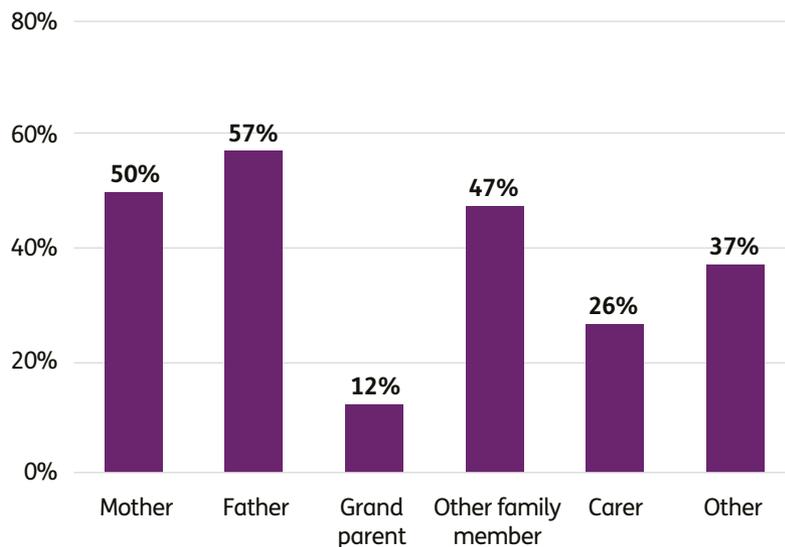
**Number of respondents, by relationship to participant**



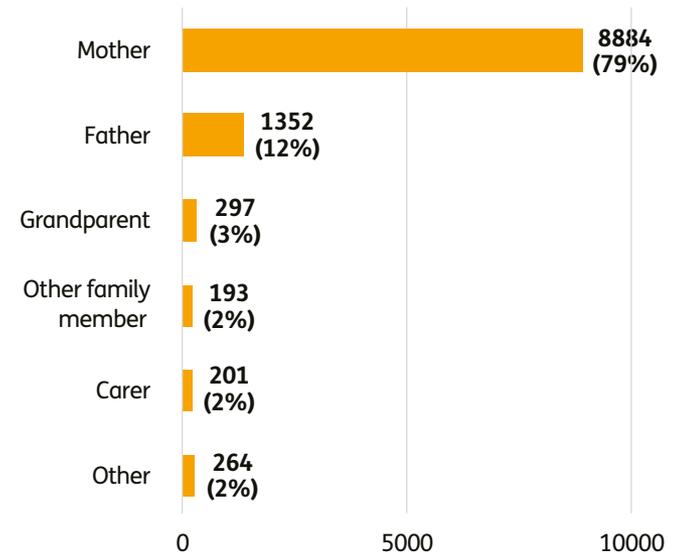
# Employment experiences at baseline: Families/carers of participants aged 15 to 24

The majority of respondents are mothers of the participants (79%), followed by fathers (12%). The difference in the percentage employed between mothers and fathers is less pronounced compared to the younger participant cohort (50% for mothers, and 57% for fathers).

**Percentage in a paid job, by relationship to participant**



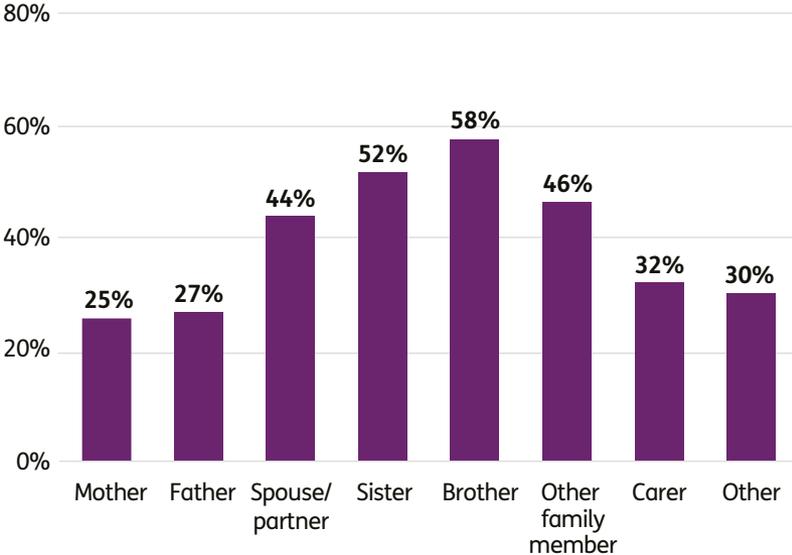
**Number of respondents, by relationship to participant**



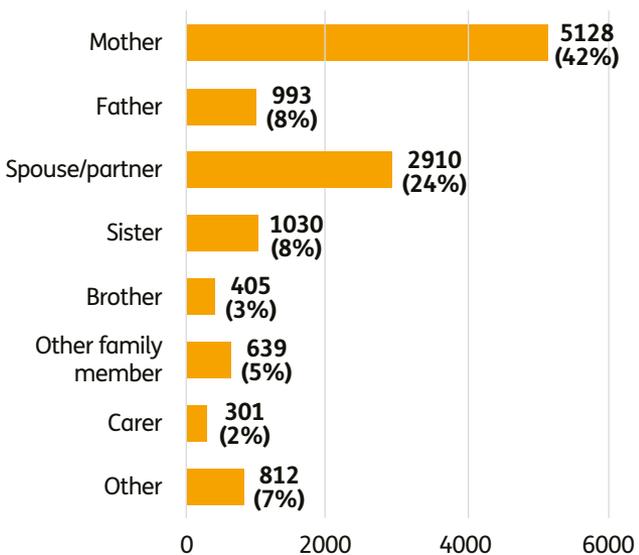
# Employment experiences at baseline: Families/carers of participants aged 25 and over

The mother and spouse/partner are the main relationships for this cohort (42% and 24% of respondents, respectively). Parents have the lowest baseline employment rates, likely as a result of them nearing or reaching retirement age. The highest reported baseline employment rates are for siblings (58% for brothers, 52% for sisters), other family members (46%), and then the spouse/partner (44%).

**Percentage in a paid job, by relationship to participant**



**Number of respondents, by relationship to participant**



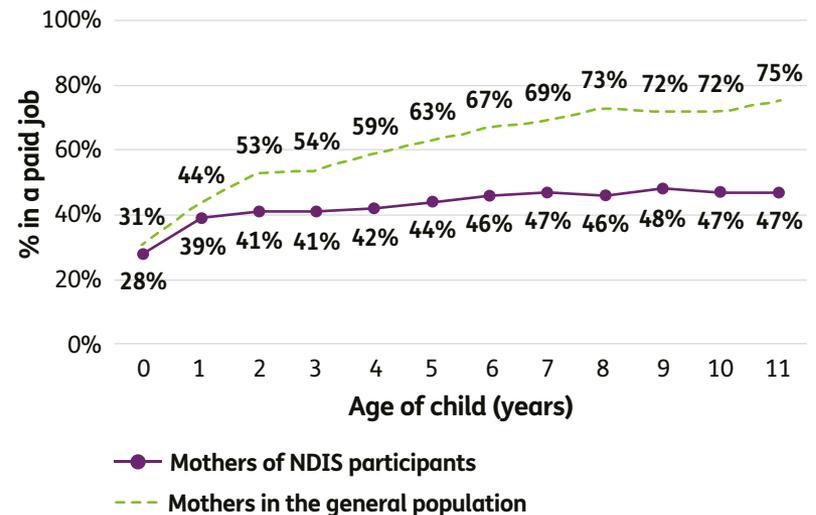
# Employment experiences: Mothers of participants aged 0 to 11 years

Comparing employment experiences of mothers of NDIS participants aged 0 to 11 to mothers in the general population<sup>1</sup> reveals considerable differences<sup>2</sup> in the percentage employed.

In particular,

- For both groups, the percentage employed increases as child's age increases.
- Mothers of NDIS participants show a significant increase in the percentage employed after the child reaches one year of age.
- However, mothers in the general population are more likely to be employed.
- The gap in employment between the two groups appears to be increasing with the child's age.

**Percentage in a paid job, for mothers of NDIS participant, compared to the general population**



<sup>1</sup> Baxter J, 2013. *Employment characteristics and transitions of mothers in the Longitudinal Study of Australian Children*. Department of Social Services.

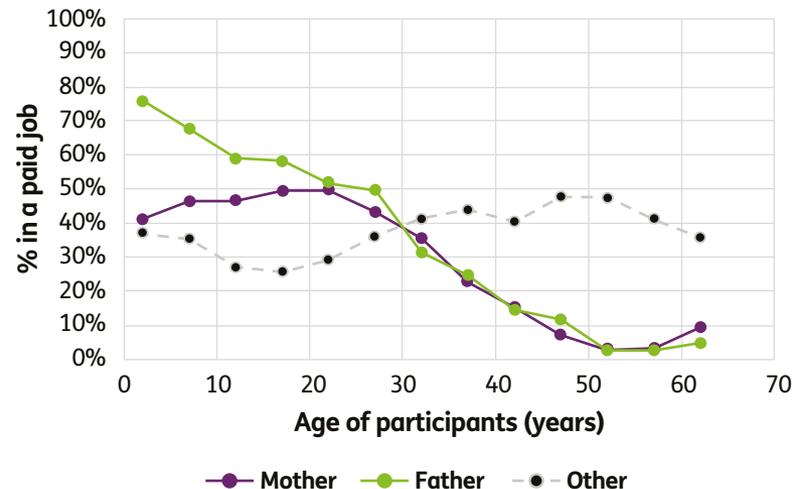
<sup>2</sup> However, these results should be treated with caution because the percentages in paid work for the two groups are not directly comparable for the following reasons: 1) the percentages reported for families/carers of NDIS participants are cross-sectional, but the general population benchmark is based on a longitudinal study; 2) the general population benchmark is based on the age of the mother's youngest child, whereas mothers of NDIS participants may have other younger children who could impact on their return/entry into work.

# Employment experiences at baseline: By relationship to participant and age of participant

Considering employment experiences by relationship to the participant and participant age, the following trends are observed:

- There is an increasing trend in employment for mothers as participant age increases from birth to 20 years.
- For fathers, there is a decreasing trend in employment as participant age increases.
- Beyond age 30, the percentages are similar for mothers and fathers, and decrease as they approach retirement.
- The increase beyond age 20 for the “Other” group reflects the increasing component of spouses and partners in this group.

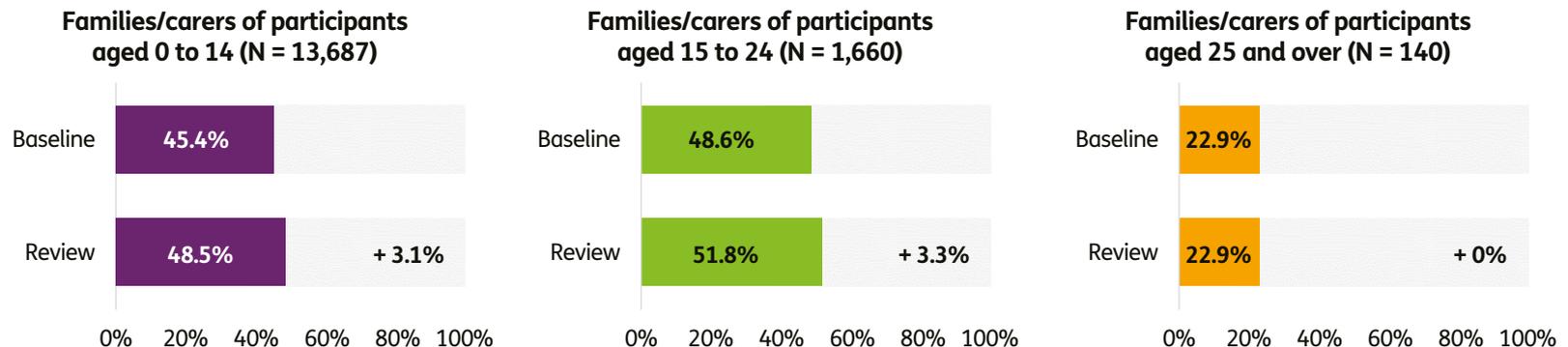
**Percentage in a paid job, by relationship to participant and participant age**



# Employment experiences of families/carers: Trend

The employment rate for families and carers of participants under 25 has increased over the first year in the Scheme. Part of this increase may be attributed to improved Australian labour market conditions<sup>1</sup>. However, the significant improvement in employment does not appear to be due to a strengthening job market alone, and may be a result of the impact of the NDIS.

## Trend in percentage of families/carers in paid employment, by participant age group



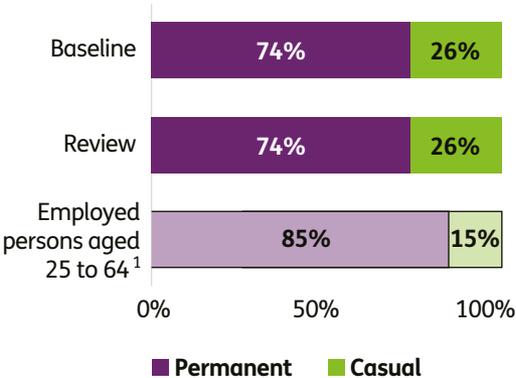
<sup>1</sup> The employment to population ratio for 25 to 64 year olds has increased from 75.9% in July 2016 to 77.0% in June 2018 (source: Australian Bureau of Statistics, 2018, 6202.0 Labour force, Australia, Jun 2018). The majority of respondents to the family and carers survey for participants aged 0 to 24 were the mother or father (95% and 91% for families/carers of participants aged 0 to 14 and 15 to 24, respectively), thus it is assumed that most family/carers will fall broadly in the 25 to 64 age range.

# Employment experiences of families/carers:

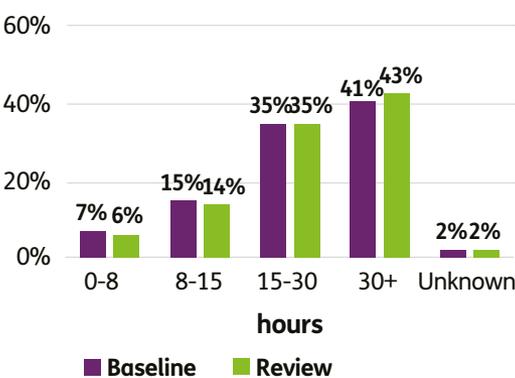
## Type of employment

Compared to the general population, families/carers of NDIS participants work less hours on average, and are more likely to be in casual employment. The average number of hours worked per week has increased slightly between baseline and review. However, the percentage of families/carers in casual employment has remained constant.

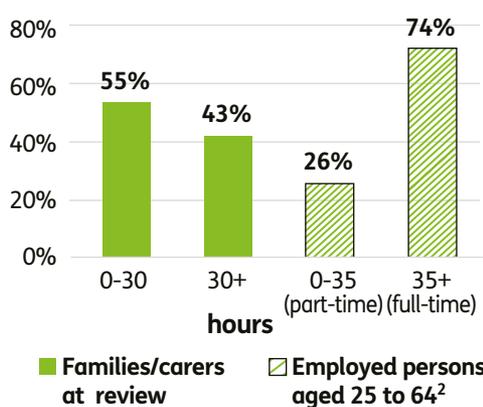
**Type of employment for families and carers in a paid job, compared to the general population**



**Typical hours worked per week for families and carers in a paid job**



**Typical hours worked per week for families/carers, compared to the general population**



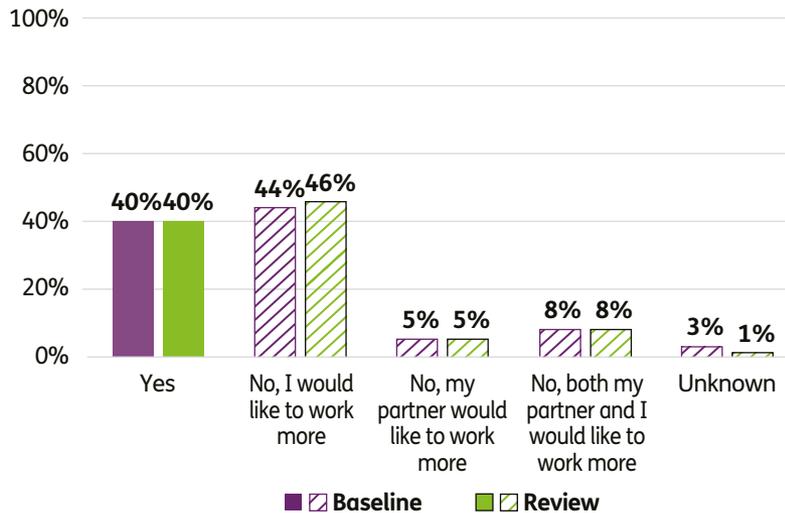
<sup>1</sup> Source: HILDA Survey 2016, Wave 16

<sup>2</sup> Source: ABS. 2018. 6202.0 Labour force, Australia, Jun 2018

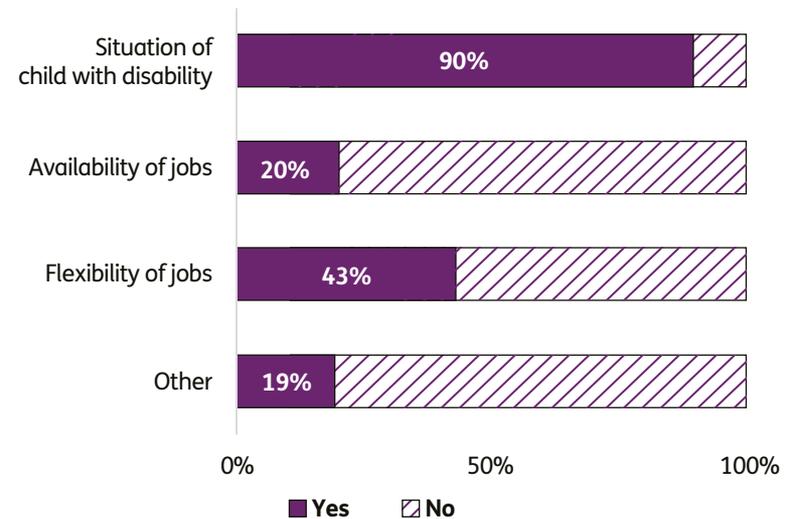
# Barriers to employment: Families/carers of participants aged 0 to 14

Although the increase in the percentage of families/carers in a paid job (+3.1%) and a slightly higher number of typical hours worked per week indicate an improvement, the percentage of families/carers who would like to work more has not changed significantly at review. The situation of a child with disability was most frequently cited as a barrier to working more (90%), followed by insufficient flexibility of available jobs (43%).

## Answers to the question: “I/(my partner and I) am/are able to work as much as I/we want” for families/carers of participants aged 0 to 14



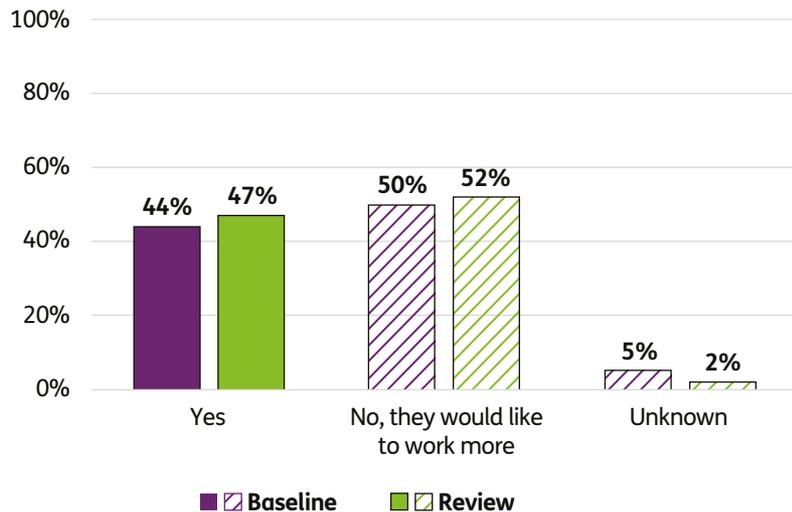
## Barriers to working more for families/carers of participants aged 0 to 14 at review



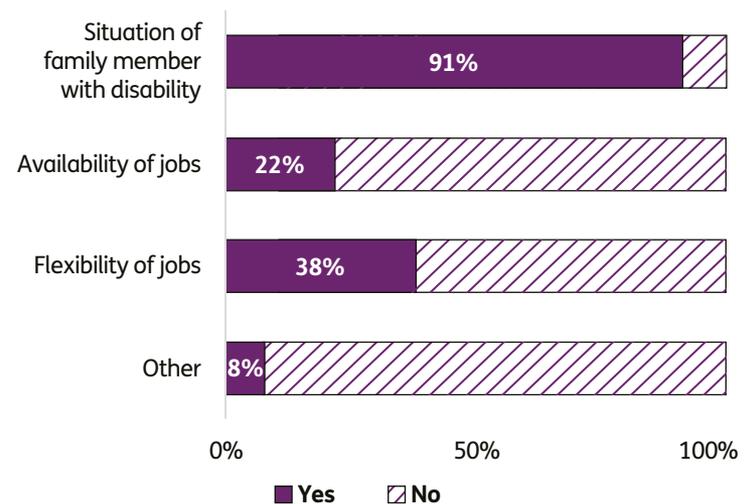
# Barriers to employment: Families/carers of participants aged 15 and over

Similar to the families and carers of younger participants, and despite the increases in the other employment-related indicators, the percentage of respondents for participants aged 15 and over who are able to work as much as they want has not changed significantly between baseline and review. 91% of those who would like to work more reported that the situation of a family member with disability was a barrier to greater economic participation.

## Answers to the question: “Family who provide informal care to my family member with a disability are able to work as much as they want” for families/carers of participants aged 15 and over



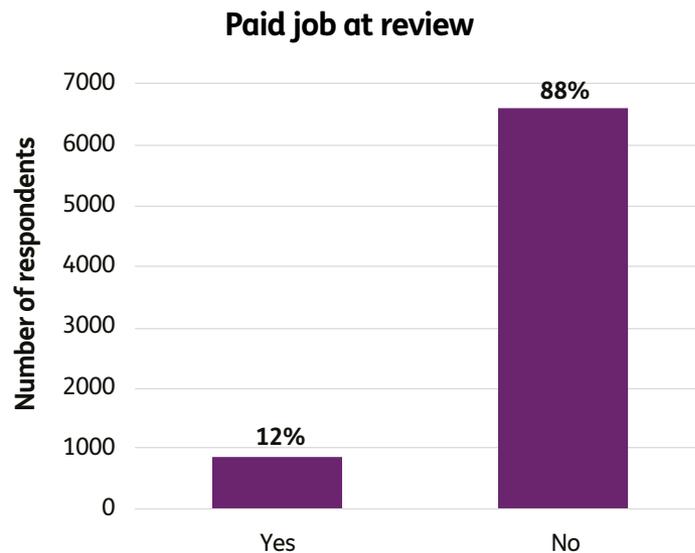
## Barriers to working more for families/carers of participants aged 15 and over at review



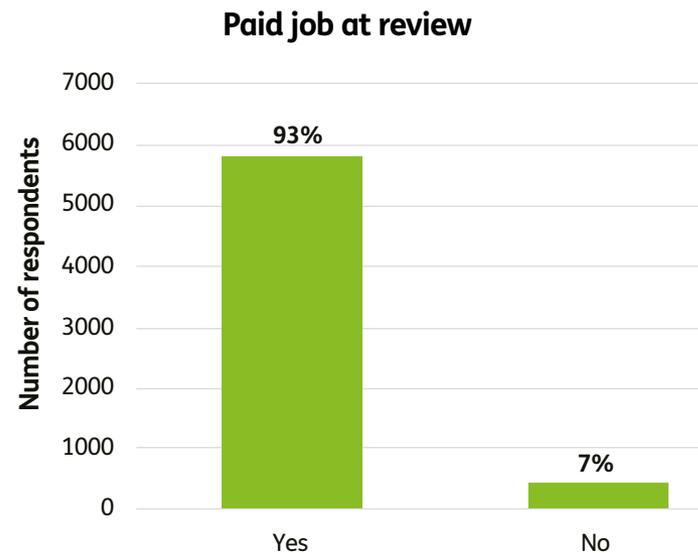
# Key drivers of employment success: Approach

The key drivers of employment success for families and carers of NDIS participants<sup>1</sup> have been identified using multiple logistic regression analysis. The analysis explored the effects of a number of different variables related to both the family/carer and participant on employment success at review, separately for each of the following two segments:

## 1) Family member/carer not working in a paid job at baseline



## 2) Family member/carer working in a paid job at baseline



<sup>1</sup> The regression modelling has only been applied to the families and carers of participants aged 0 to 14 to ensure sufficient data is available for analysis.

# Key drivers of employment success: For families/carers who did not have a paid job at baseline

## Factors that increase the likelihood of employment at review:

Type	Key driver	Relationship to employment success
<b>Participant characteristics</b>	Scheme access reason is 'benefit from early intervention'	↑
	Plan is fully or partly self-managed	↑
	Participant lives in NSW, QLD or SA	↑
<b>Family/carer baseline SF questionnaire responses</b>	Is able to access available services and supports to meet the needs of the participant and their family	↑
	Would like to receive services and supports needed to care for the participant at different times	↑
	Family/carer would like to work more and participant is of school age	↑
	Has friends and family they see as often as they like	↑
	Studying part-time or full-time	↑

# Key drivers of employment success: For families/carers who did not have a paid job at baseline

## Factors that decrease the likelihood of employment at review:

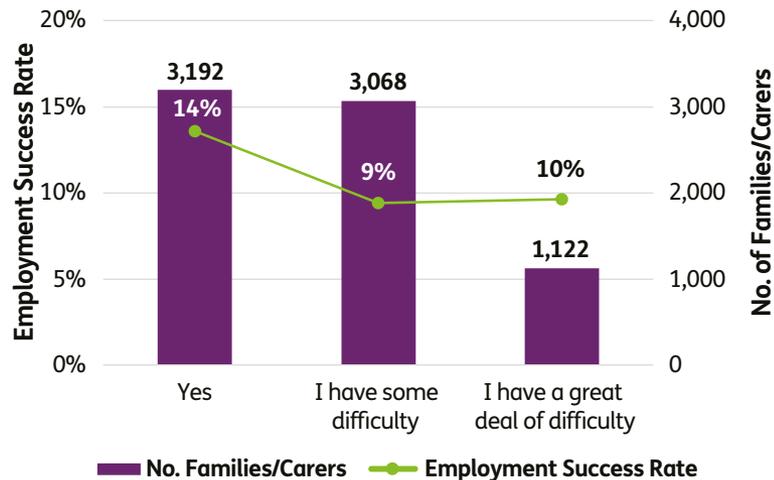
Type	Key driver	Relationship to employment success
<b>Participant characteristics</b>	Streaming type is intensive or super intensive	↓
	Identifies as Indigenous	↓
	Index of Relative Socio-Economic Disadvantage (IRSD) decile score for the participant's local government area (LGA)	↓ with higher relative disadvantage
<b>Family/carer baseline SF questionnaire responses</b>	Self-assessed health status is fair or poor	↓

<sup>1</sup> The IRSD is an index published by the ABS which ranks areas in Australia according to their relative socio-economic disadvantage based on a range of information about the economic and social conditions of people and households within an area. A low score indicates relatively greater disadvantage in general and a high score indicates a relative lack of disadvantage in general.

# Finding employment at review: Family/carer ability to access services and supports

For families/carers of participants aged 0 to 14 not in paid work at baseline, the likelihood of finding employment at review is highest for those who are able to access available services and supports for their child and family without difficulty.

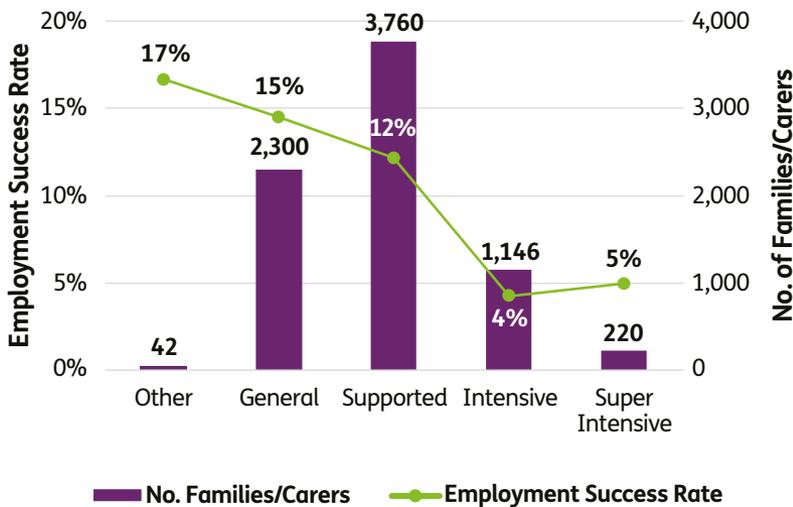
## Families/carers able to access services and supports



**Having access to reasonable and necessary supports for their child through the NDIS and other informal and mainstream services may help families/carers to have the time and confidence to pursue paid employment.**

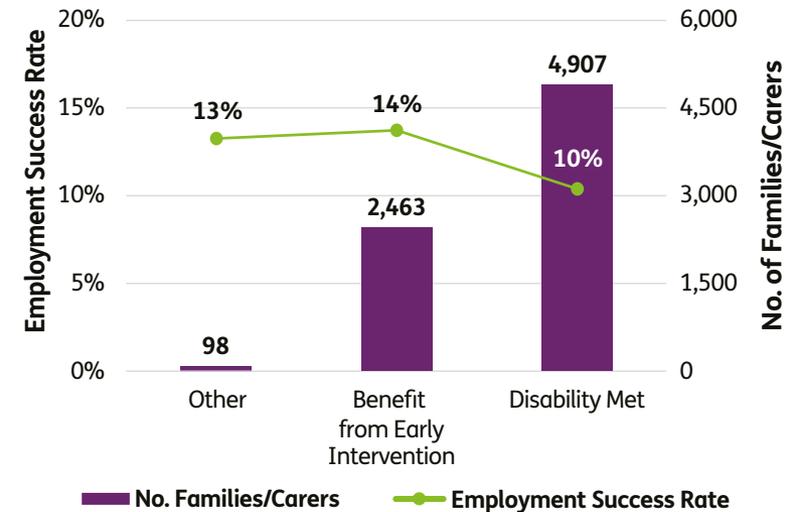
# Finding employment at review: Participant streaming type and access decision

### Participant streaming type



Families/carers of participants streamed as intensive or super intensive have the lowest rates of success in finding paid employment, possibly because of additional caring responsibilities with regards to the child or due to adverse circumstances.

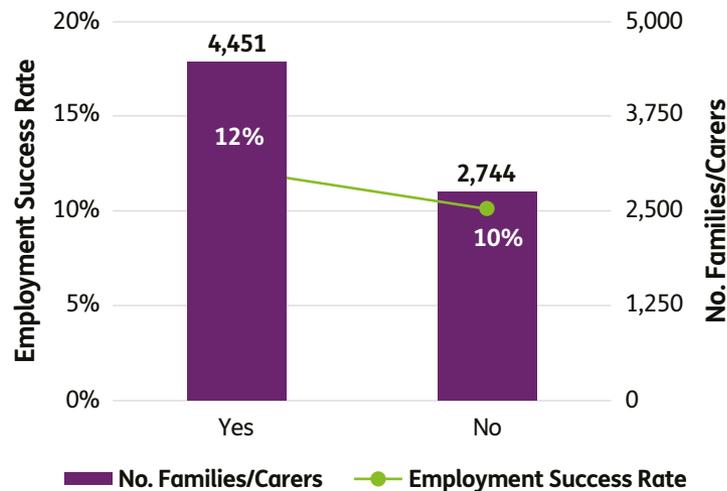
### Scheme entry access decision reason



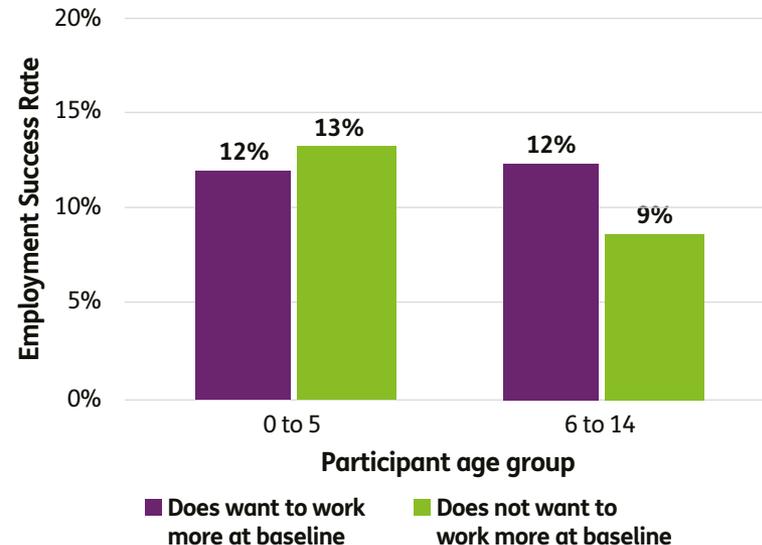
Families/carers of participants who accessed the Scheme through early intervention are more likely to have a paid job at review. Early intervention participants generally have a higher level of function compared to other participants. As a result, their families/carers may experience fewer barriers to finding employment.

# Finding employment at review: Family/carer want to work more

Family/carer wants to work more



Family/carer wants to work more, by participant age group



Although the likelihood of finding a job at review is higher for families/carers who are motivated to find employment compared to those who don't want to work more, the difference is not large.

Driven by changes in family circumstances, such as the child beginning school or childcare, motivation to find work might change over the course of the year.

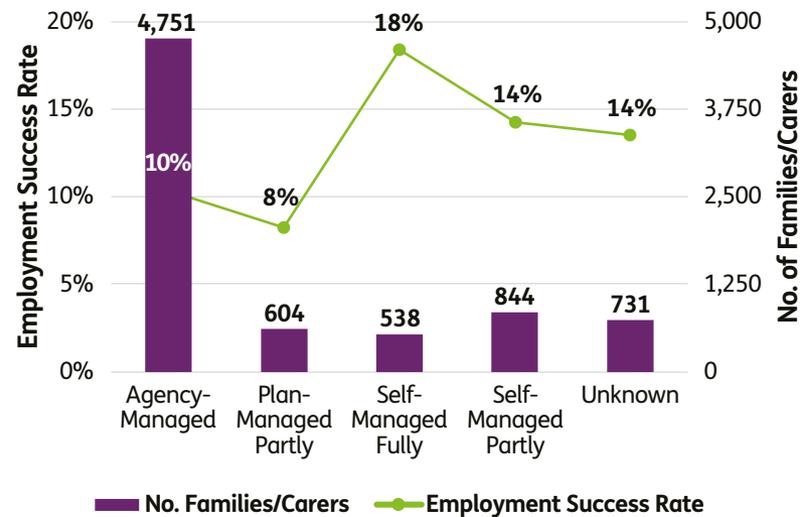
A positive relationship between motivation and employment success is only observed when participants are aged 6 to 14, at which age most children are enrolled in school and the circumstances of the family may have become more stable.

# Finding employment at review: Participant's plan management type

Families and carers who fully or partly self-manage a child participant's plan are found to have a significantly higher likelihood of finding paid work at review compared to families/carers who use other plan management methods. The observed relationship may be due to the following reasons:

- Since self-management gives more flexibility and control in choosing the appropriate support for the child, families/carers may have selected the supports that would help them participate in the workforce.
- Self-management requires additional time and skills from families/carers, including purchasing supports, negotiating provider agreements, managing funding, and more. Having such skills may indicate a greater level of work-readiness of the family member or carer, and therefore increases their chances of finding employment.

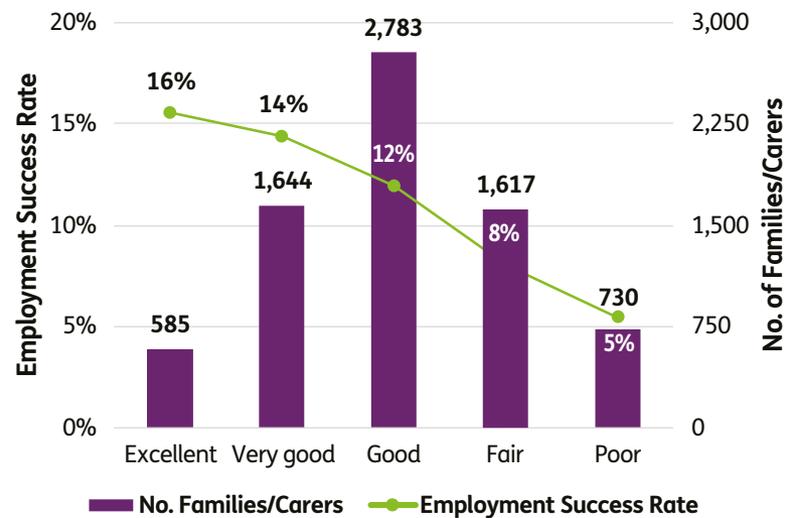
**Plan management type**



# Finding employment at review: Health status of family and carers

There is a clear downward trend in the likelihood of a family member or carer finding work as the assessment of their health deteriorates. This is expected as family/carers with better health have greater capacity to couple work and caring for their child/family member.

**Family/carers self-assessment of health**



# Key drivers of employment success: For families/carers who had a paid job at baseline

## Factors that increase the likelihood of employment at review

Type	Key driver	Relationship to employment success
<b>Participant characteristics</b>	Scheme entry age	↑ with increasing age
	Scheme access reason is 'benefit from early intervention'	↑
	Plan is partly self-managed	↑
	Participant lives in VIC	↑
<b>Family/carer baseline SF questionnaire responses</b>	Number of hours typically worked per week	↑ with increasing hours <sup>1</sup>
	Is very confident or somewhat confident in supporting the child's development	↑
	Is able to access available services and supports to meet the needs of the participant and their family	↑
	Would like to receive services and supports needed to care for the participant at different times	↑
	Relationship to participant is father (rather than mother or other)	↑

<sup>1</sup> Typical worked hours per week are reported in broad ranges: 0 to less than 8 hours, 8 to less than 15 hours, 15 to less than 30 hours, 30 hours or more.

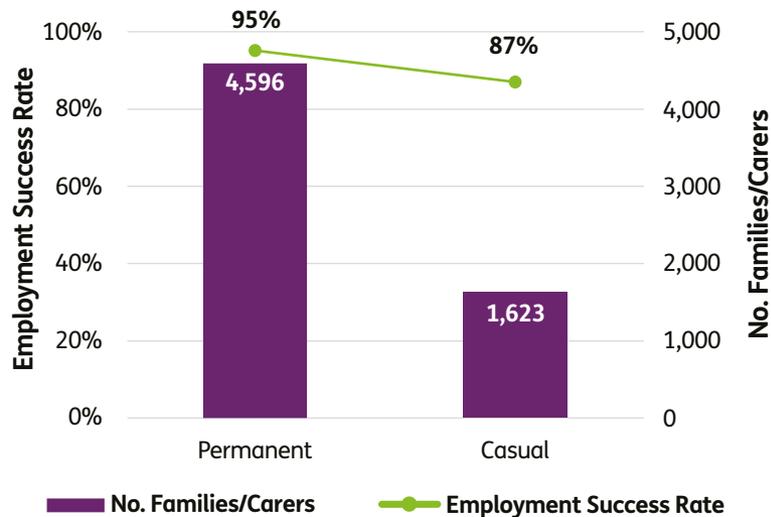
# Key drivers of employment success: For families/carers who had a paid job at baseline

## Factors that decrease the likelihood of employment at review

Type	Key driver	Relationship to employment success
<b>Participant characteristics</b>	Streaming type is intensive or super intensive	↓
	Participant relocated during plan period	↓
<b>Family/carer baseline SF questionnaire responses</b>	Type of employment is casual	↓

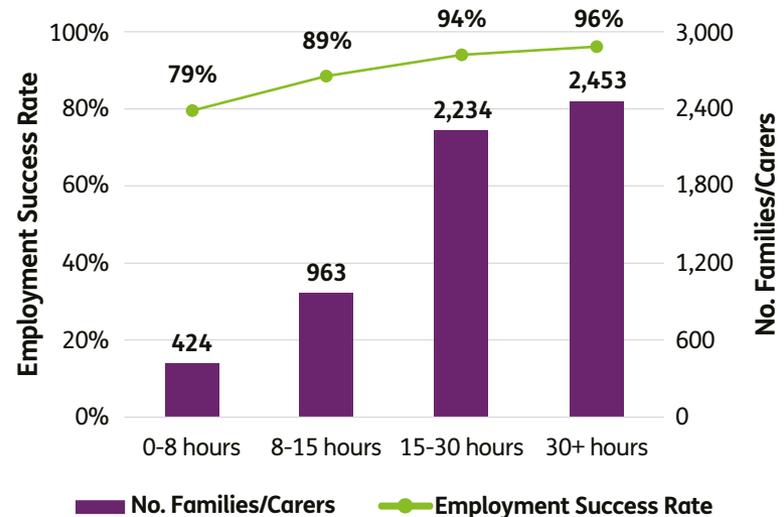
# Maintaining employment at review: Hours and type of employment

### Type of employment at baseline



Families and carers who are employed in a casual job at baseline are less likely to have paid work at review compared to those who are permanently employed. Casual work may be less secure, and irregular hours and lack of paid leave can make it challenging to balance work and caring responsibilities.

### Typical hours worked at baseline



The likelihood of maintaining paid work at review is shown to increase with the number of hours the family/carer works per week at baseline. Choosing to work less hours may indicate that family circumstances are more complex, which could reduce the family member/carer's capacity to work.



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