



Employment outcomes for NDIS participants

Summary report

As at 31 December 2020

ndis

1. Definitions

This section explains key terms used throughout the report, such as labour force measures, baseline and longitudinal experience, Short Form and Long Form outcomes framework questionnaires, NDIS employment funding, and other government employment services and benefits.

2. Employment experience of NDIS participants and comparison to the Australian population

This section looks at baseline employment experience of NDIS participants, including a comparison to the Australian general population employment experience, both at baseline by entry quarter, and longitudinally over time.

3. Employment experience of NDIS participants by key characteristics – baseline

This section summarises the employment experience of NDIS participants by key characteristics, such as age, disability and geography, and summarises the most important drivers found from multiple regression modelling.

4. Type of employment and weekly hours worked – baseline

This section summarises types of employment for NDIS participants who have a paid job at baseline, as well as hours worked per week.

5. NDIS participants and the DSP

This section summarises the percentage of NDIS participants receiving DSP, based on Centrelink data, overall and by job type. The analyses are based on all active plans as at 31 December 2020.

6. Work goals in plans – baseline

This section provides a snapshot of the prevalence of work goals in participant plans as at 31 December 2020, overall and by job type.

7. Employment status transitions

This section looks at how participants transition between different employment states (working in non-ADE employment, working in an ADE, not having a paid job but wanting one, and not wanting a paid job).

8. Drivers of employment success

This section summarises the results of transition modelling to investigate the drivers of having a paid job at time $t+1$, conditional on information available (including job status) at time t . Four separate models have been fitted depending on job status, age and employment type at time t .

9. Has the NDIS helped?

This section examines participants' responses to the question "Has your involvement with the NDIS helped you find a job that's right for you?" Responses are analysed by participants' employment status.

Definitions

Key terms

Outcomes framework questionnaires: Surveys designed to measure the progress of participants and their families and carers, across different life domains. Work is one of the domains for participants aged 15 and over.

Short Form questionnaire (SF): The Short Form questionnaire is completed by all participants, and a family member or carer where possible. It contains questions useful for planning, as well as key indicators to monitor and benchmark over time.

Long Form questionnaire (LF): The Long Form questionnaire is completed by a subset of participants, and a family member or carer where possible. It includes some additional questions allowing more detailed investigate of participant and family/carer experience, for monitoring and benchmarking.

Baseline experience: Baseline experience is measured when participants first enter the NDIS, before the NDIS has had an opportunity to influence outcomes.

Longitudinal experience: Longitudinal experience is measured by tracking participants' responses to the outcomes framework questionnaires at baseline and each subsequent plan review. Following the same group of participants over time allows changes in outcomes to be investigated.

Disability Employment Services (DES): DES is the Australian Government's employment service that helps job seekers with disability, injury or health conditions who need help to find a job, and helps those with permanent disability who need regular ongoing support in the workplace to keep a job. Providers of Disability Employment Services are called DES Providers. DES Providers are a mix of large, medium and small for-profit and not-for-profit organisations.

School Leaver Employment Supports (SLES): School Leaver Employment Supports (SLES) are NDIS funded supports designed to help participants move from school to work and are available in the final years of school and directly after leaving school. Providers who deliver the supports help young people prepare, look for and gain employment by providing meaningful, individualised capacity building activities so young people can achieve their employment goals. Providers also use their professional networks to engage and connect with employers and foster partnership and goodwill in the local community.

Disability Support Pension (DSP): Disability Support Pension is an income support payment for people who are unable to work more than 15 hours a week due to permanent physical, intellectual or psychiatric impairment.* In addition to medical evidence, income test and asset tests also apply. Ongoing eligibility requires reviews of medical evidence and number of hours worked.

* Likely to last for more than 2 years.

Definitions

Key terms

Open market employment: Open market employment or open employment is employment in the open labour market which offers payment at the relevant minimum wage or above.

Supported Wage System (open employment at less than full award wages): Supported Wage System (SWS) applies to employees with disability and who have a reduced work capacity. If an employee is covered by an award or registered agreement, a supported wage can only be paid if the award or agreement has SWS provisions. Where an award or agreement has SWS provisions, an eligible employee is entitled to a percentage of the minimum pay rate for their classification, depending on their assessed work capacity.

Australian Disability Enterprise (ADE): Australian Disability Enterprises (ADEs) are generally not-for-profit organisations that provide employment for people with moderate to severe disability who need significant support to work. ADEs provide a wide range of employment opportunities including packaging, assembly, production, recycling, screen printing, plant nursery, garden maintenance and landscaping, cleaning services, laundry services and food services.

Labour force: Includes all employed and unemployed persons in the population, where “unemployed persons” are those who are not employed and who are actively looking for work.

Labour force participation rate: The percentage of the population which is in the labour force.

Unemployment rate: The percentage of the labour force which is unemployed.

Employment to population ratio: The percentage of the population which is employed.

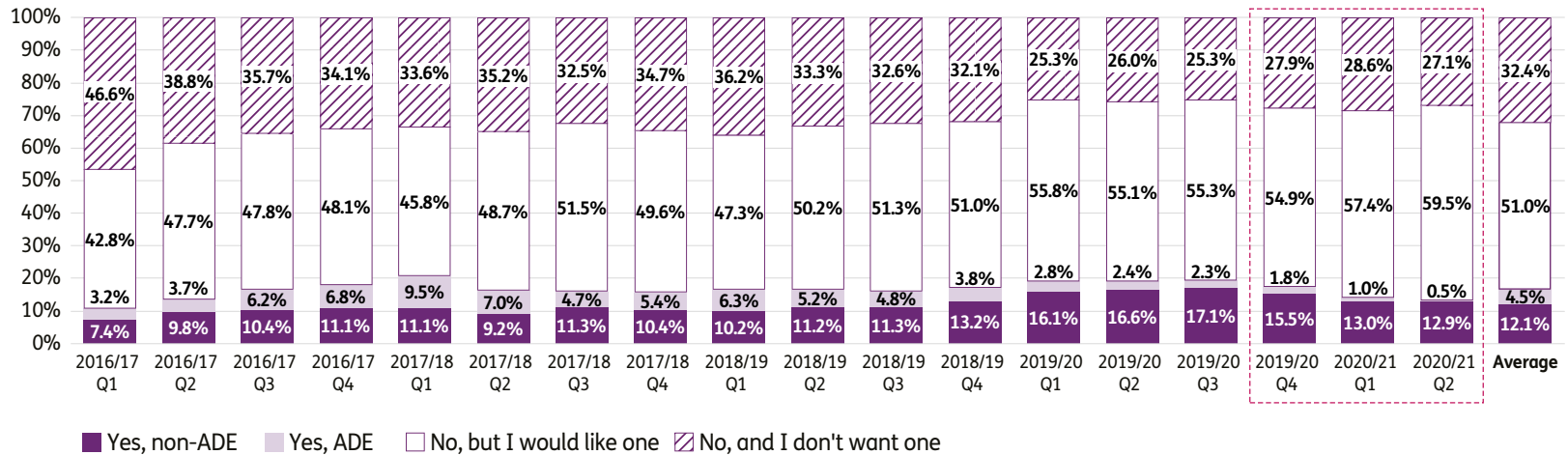
Paid job status: In this report, “paid job status” is determined by participants’ answers to the question “Are you currently working in a paid job?”. Possible responses are “Yes”, “No, but I would like one”, and “No and I don’t want one”.

Interested in a paid job: In this report, the term “interested in a paid job” refers to participants who are either:

- working in a paid job
- not working in a paid job, but indicate that they would like one.

Employment experience of NDIS participants: Baseline Paid job status¹ by entry quarter

Participants aged 15 to 24



Overall, the percentage of participants in a paid job increased during 2016/17, peaking at 20.6% in Q1 2017/18 before declining to around 16-17% in the remainder of 2017/18 and 2018/19. The percentage started to increase again in 2019, however since the start of the COVID-19 pandemic, there has been a 6.1% drop, from 19.4% in March 2020 (2019/20 Q3) to 13.3% in December 2020 (2020/21 Q2).

ADE employment peaked at 9.5% in Q1 2017/18 before declining to around 2-3% prior to the pandemic. COVID appears to have affected both non-ADE and ADE employment, with a 4.3% drop for non-ADE employment (17.1% to 12.9%) and a 1.8% drop for ADE employment (from 2.3% to 0.5%).

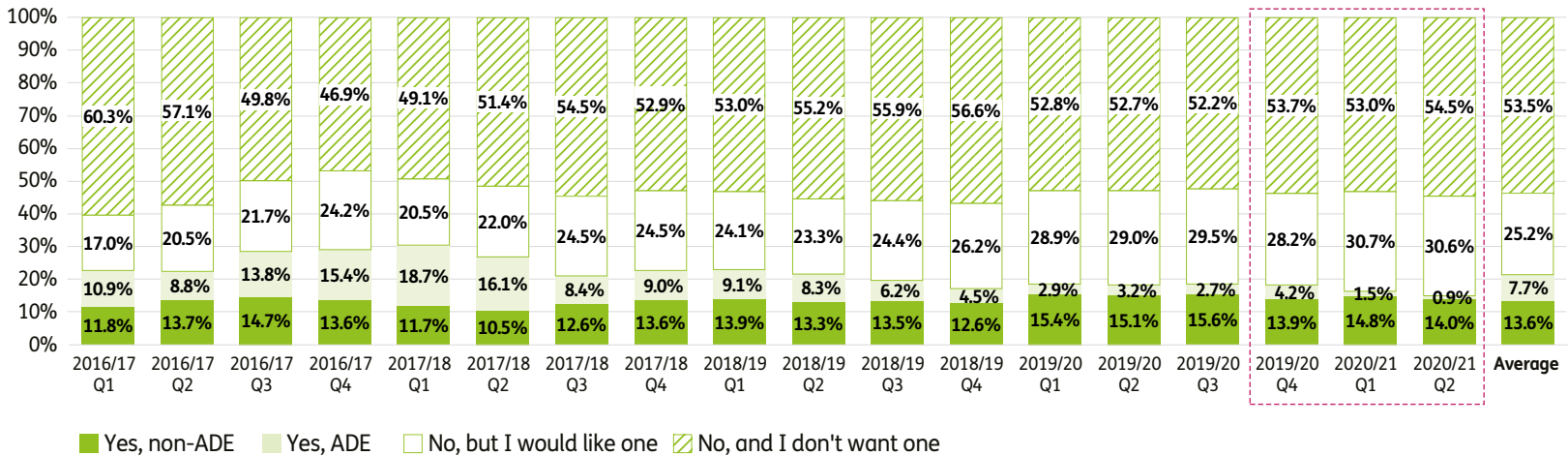
The percentage who don't have a paid job but would like one has generally increased with entry quarter, to around 55% at the start of the pandemic, and has increased further during the pandemic, to around 60%.

The percentage not interested in work was decreasing up to the start of the pandemic. Following an increase after the start of the pandemic, it has stabilised at around 27-28%.

¹ Responses to the question "Are you currently working in a paid job?" "Yes" responses are split by non-ADE/ADE employment

Employment experience of NDIS participants: Baseline Paid job status¹ by entry quarter

Participants aged 25 and over



Overall, the percentage of participants in a paid job increased during 2016/17, peaking at 30.3% in Q1 2017/18 before declining, to 17.1% in Q4 2018/19. The percentage was 18.3% for the first three quarters of 2019/20 but dropped by 3.4% during the COVID-19 pandemic, from 18.3% in 2019/20 Q3 to 14.9% in 2020/21 Q2.

ADE employment peaked at 18.7% in Q1 2017/18 before declining to around 3% prior to the pandemic. COVID appears to have affected both non-ADE and ADE employment, with a 1.7% drop for non-ADE employment (15.6% to 14.0%) and a 1.8% drop for ADE employment (from 2.7% to 0.9%).

The percentage who don't have a paid job but would like one has generally increased with entry quarter, to around 29% at the start of the pandemic, and has increased slightly during the pandemic, to around 31%.

The percentage not interested in work was around 52-53% at the start of the pandemic and has increased slightly during the pandemic, to around 55%.

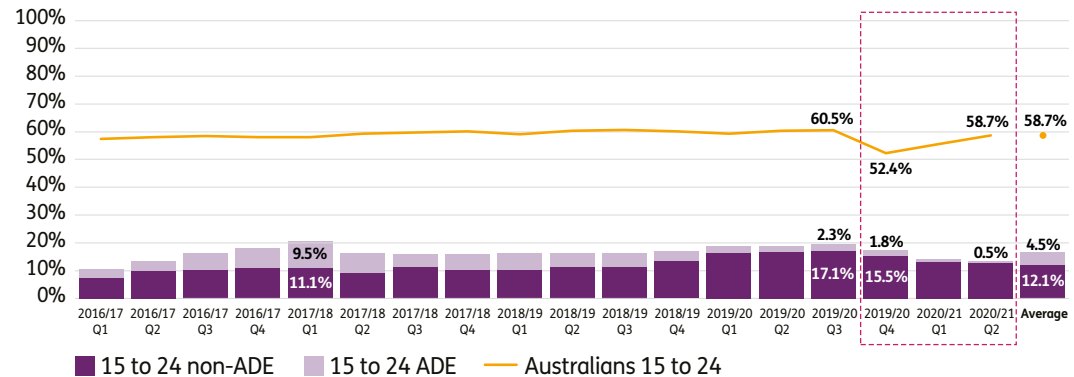
¹ Responses to the question "Are you currently working in a paid job?" "Yes" responses are split by non-ADE/ADE employment.

Employment to population ratio (% in a paid job) by (entry) quarter¹

For Australians aged 15 to 24, there has been a slight increasing trend between late 2016 and early 2020. During the COVID period, there was an initial drop of 8.2%, from 60.5% to 52.4%, followed by a gradual recovery to 58.7% in Q2 2020/21.

On average, the ratio for participants is around 42 percentage points lower than for Australians aged 15 to 24.

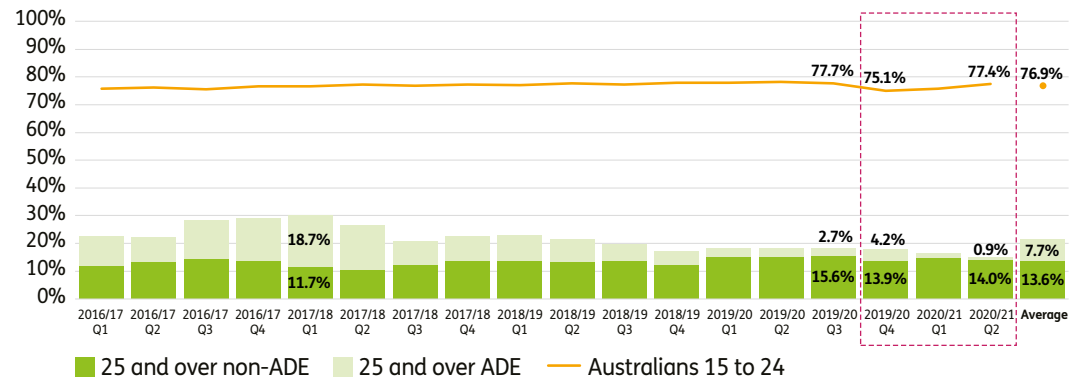
Participants aged 15 to 24



For Australians aged 25 to 64, there has been a slight increasing trend between late 2016 and early 2020. During the COVID period, there was an initial drop of 2.6%, from 77.7% to 75.1%, followed by a gradual recovery to 77.4% in Q2 2020/21.

On average, the ratio for participants is around 56 percentage points lower than for Australians aged 25 to 64.

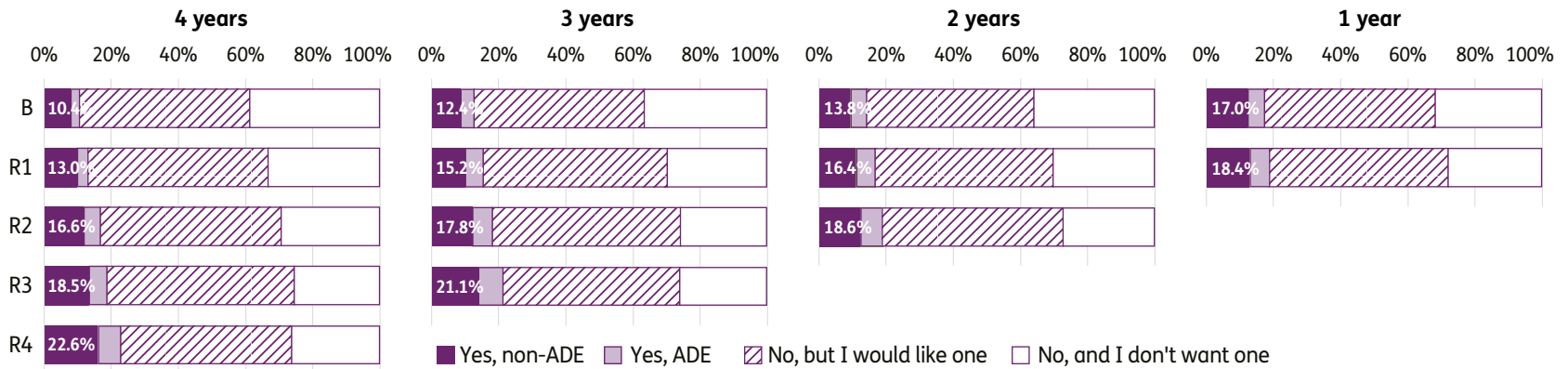
Participants aged 25 and over



¹ Source: ABS Labour Force data and NDIS SF outcomes framework questionnaires. The dotted rectangle indicates the period affected by the COVID-19 pandemic. Note that results for NDIS participants by entry quarter may be affected by phasing (for example, changing mix by level of function).

Are you currently working in a paid job?

Participants aged 15 to 24



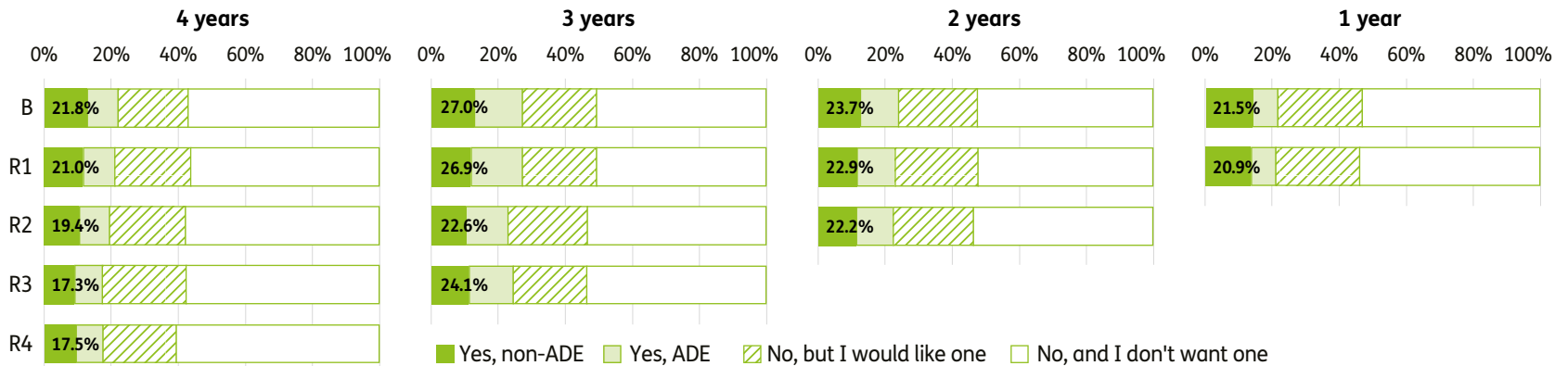
The overall trend is similar for participants who have been in the Scheme for four years, three years, two years or one year:

- The percentage with a paid job has increased each year, for both non-ADE and ADE employment
- The percentage not interested in paid work shows a corresponding reduction each year
- The percentage who don't have a paid job but would like one has increased slightly or remained relatively stable.

For example, for participants in the Scheme for four years, the percentage with a paid job increased by 12.2% (8.1% for non-ADE and 4.1% for ADE), from 10.4% at baseline to 22.6% at fourth review. There was a corresponding reduction of 12.4% in the percentage not interested in paid work, from 39.0% to 26.6%. The percentage who don't have a paid job but would like one was similar at baseline and fourth review, around 51%.

Are you currently working in a paid job?

Participants aged 25 and over



The overall trend is similar for participants who have been in the Scheme for four years, three years, two years or one year:

- The percentage with a paid job has decreased each year, for both non-ADE and ADE employment
- The percentage not interested in paid work has increased each year
- The percentage who don't have a paid job but would like one has remained relatively stable.

For example, for participants in the Scheme for four years, the percentage with a paid job decreased by 4.4% (3.3% for non-ADE and 1.1% for ADE), from 21.8% at baseline to 17.5% at fourth review. This was accompanied by an increase of 3.5% in the percentage not interested in paid work, from 57.3% to 60.8%, and a small increase of 0.9% in the percentage who don't have a paid job but would like one, from 20.9% to 21.8%.

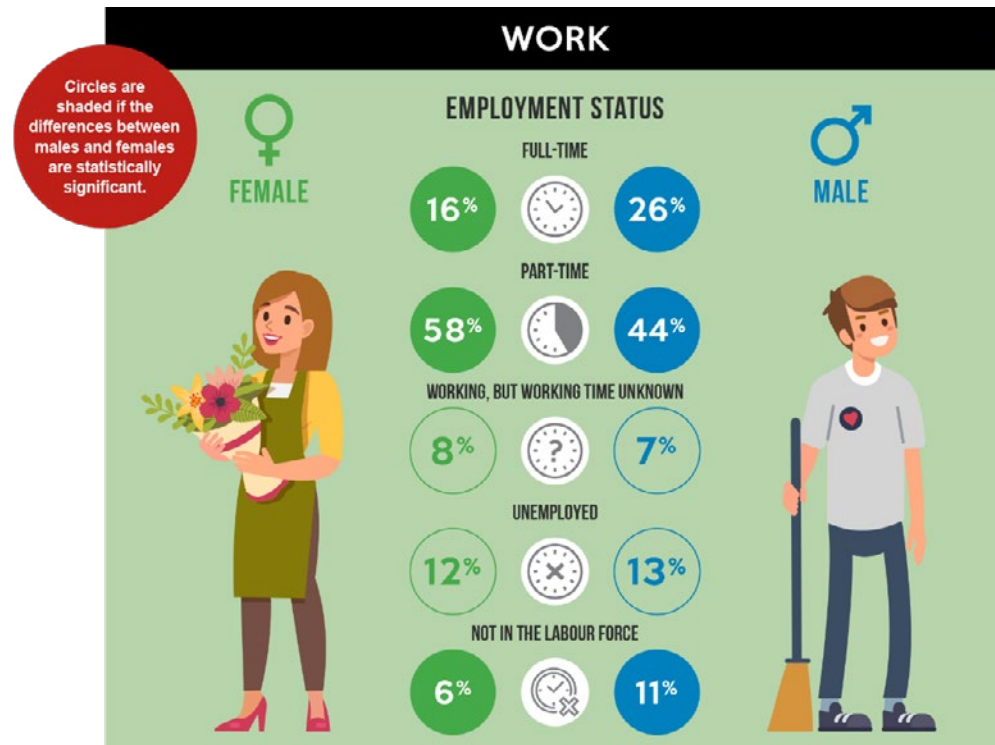
2 Longitudinal benchmark

Participants aged 15 to 24

The improvements in employment outcomes for participants aged 15 to 24 are encouraging, but are partly due to transitioning from school to work. To see how NDIS participants compare to young Australians generally, results from the Longitudinal Surveys of Australian Youth (LSAY) have been used.¹

LSAY follows cohorts of 15 year olds over time, collecting information on education and work experiences. Currently there are six cohorts, with the latest cohort (Y15) aged 15 in 2015. Participants in the study are followed until they reach 25 years of age.

Employment status of LSAY Y15 cohort in 2019 (age 19)²



¹ www.lsay.edu.au

² The LSAY “employed” category encompasses a broader range of activities than the ABS labour force statistics, including unpaid work.

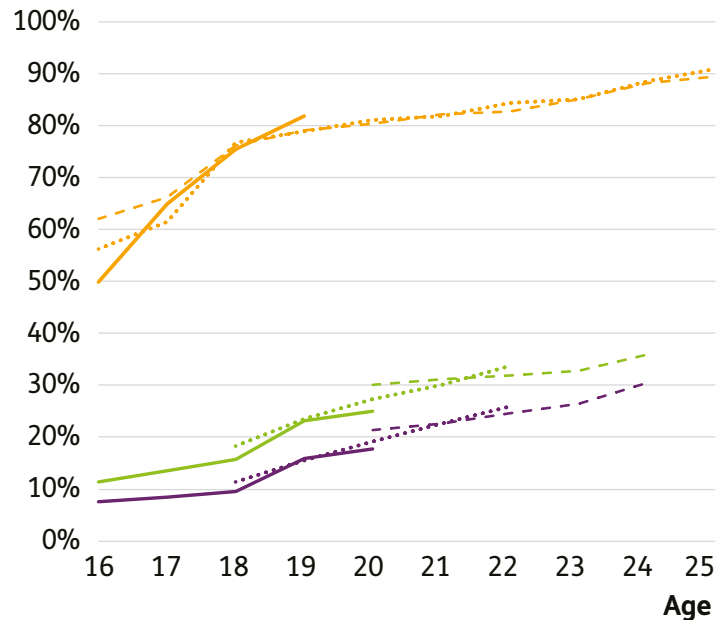
2 Longitudinal benchmark



The graphs show longitudinal trends by age in the percentage employed, separately for three LSAY cohorts. Trends for the three cohorts of NDIS participants who entered the Scheme at age 16, 18 and 20 are also shown. For NDIS participants, percentages with a paid job, and percentages with either a paid or an unpaid job (or both), are shown.

The percentage employed for LSAY respondents initially increases at a faster rate than for NDIS participants (between about ages 16 and 19), resulting in a widening gap. After that, the slopes of the trend lines appear roughly similar for LSAY respondents and NDIS participants.

Participants aged 15 to 24



- LSAY Y15 - - - LSAY Y09 ···· LSAY Y06
- NDIS 16 at baseline, paid - - - NDIS 18 at baseline, paid ···· NDIS 20 at baseline, paid
- NDIS 16 at baseline, paid or unpaid - - - NDIS 18 at baseline, paid or unpaid
- NDIS 20 at baseline, paid or unpaid

2 Longitudinal benchmark



Participants aged 25 and over

Longitudinal employment outcomes for NDIS participants aged 25 and over have been compared with results from the Household Income and Labour Dynamics in Australia (HILDA) survey. HILDA is a nationally representative longitudinal study of Australian households which commenced in 2001.

The graphs on the next slide show longitudinal trends by age in the percentage with a paid job for HILDA and for NDIS participants aged 25 and over. Trends for selected starting ages are shown (three year age groups are used to smooth the data).

For HILDA, percentages derived from data up to wave 19 (2019) are shown, for the same groups of people at two time points: at the interview date in 2015, and approximately four years later, at the interview date in 2019 (the mean interview date is August of each year).

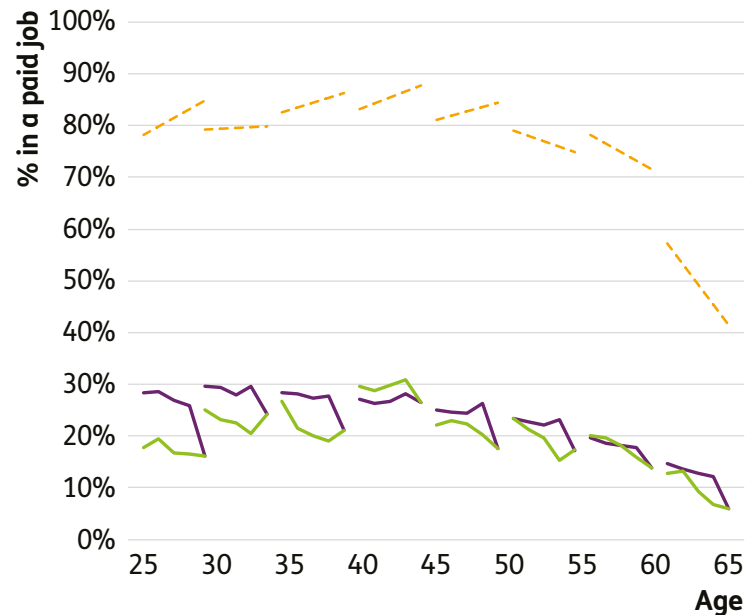
For NDIS participants, two sets of results are shown. In one set, data from all duration cohorts has been combined (hence there is more data at earlier time points for each entry age cohort). In the other set, only participants with a fourth review are included – this is a “purer” longitudinal approach and has the advantage of eliminating bias due to differences between duration cohorts, but is based on considerably smaller numbers at the earlier time points.

¹ <https://melbourneinstitute.unimelb.edu.au/hilda>

2 Longitudinal benchmark

The considerably lower employment levels for NDIS participants compared to the Australian population are evident from the graphs. From a longitudinal perspective, four-year changes also tend to be less favourable for NDIS participants, compared to the population results from HILDA, particularly at younger ages.

Participants aged 25 and over

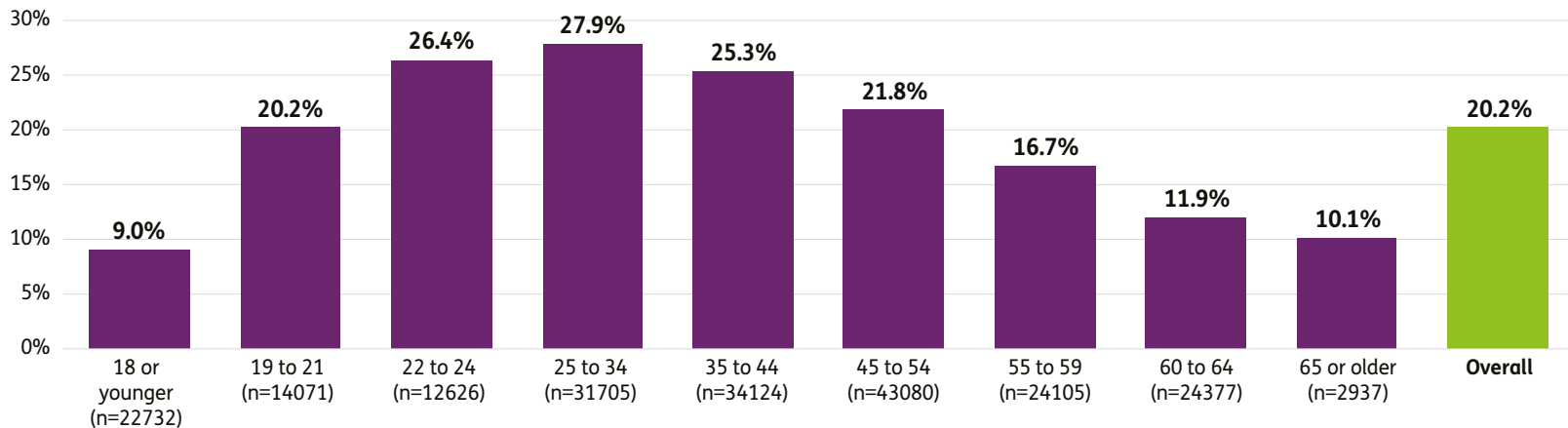


- NDIS participants - All
- NDIS participants with baseline and fourth review
- - - HILDA 2015 to 2019

Employment experience of NDIS participants: Baseline

Paid job, by age

Percentage in a paid job at baseline, by age



The percentage in a paid job rises from 9% for those aged 15 to 18 to 28% for those aged 25 to 34, before declining to 22% for those aged 45 to 54. This percentage declines more rapidly as participants approach retirement until a low of 10% is reached for those aged 65 or older.

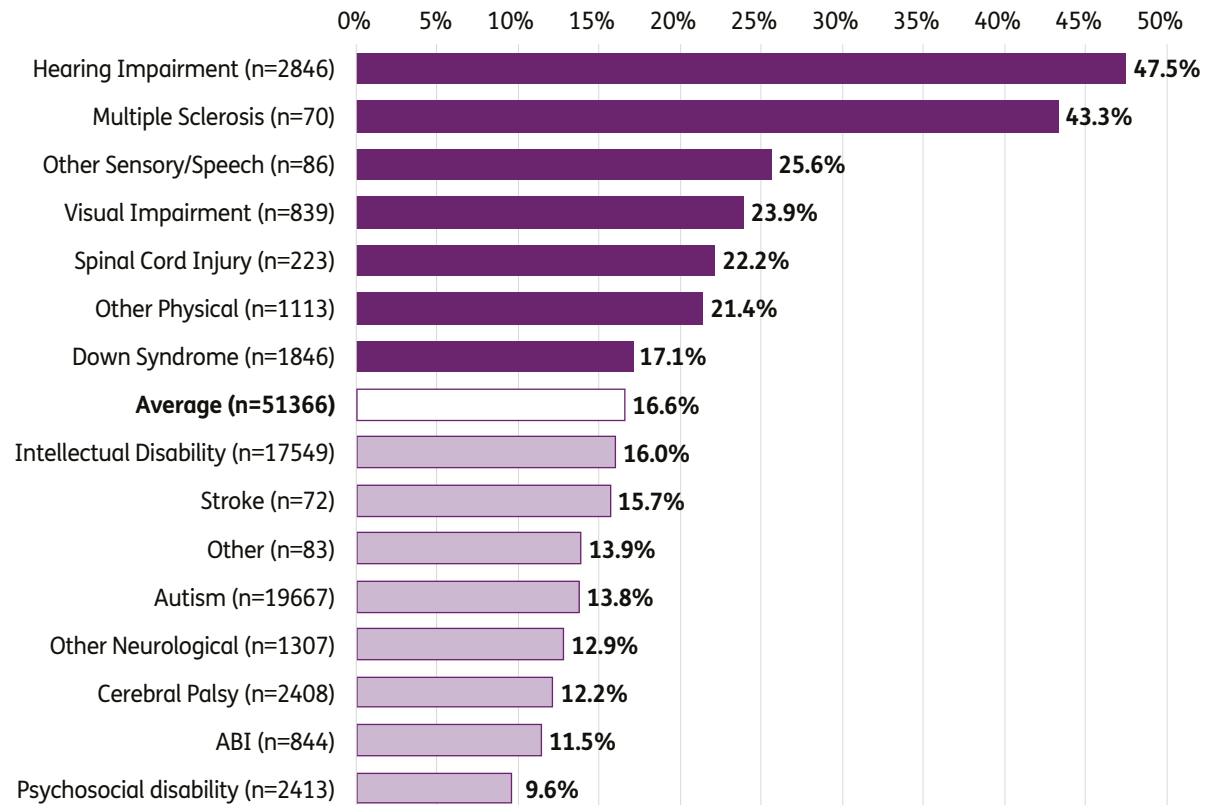
Employment experience of NDIS participants: Baseline

Percentage in a paid job at baseline, by disability

Participants with a hearing impairment have employment rates 2.9 times the overall average (48% compared to 17%).

Participants with psychosocial disabilities, neurological disabilities or autism have the poorest baseline employment levels (10%-16%).

Participants aged 15 to 24



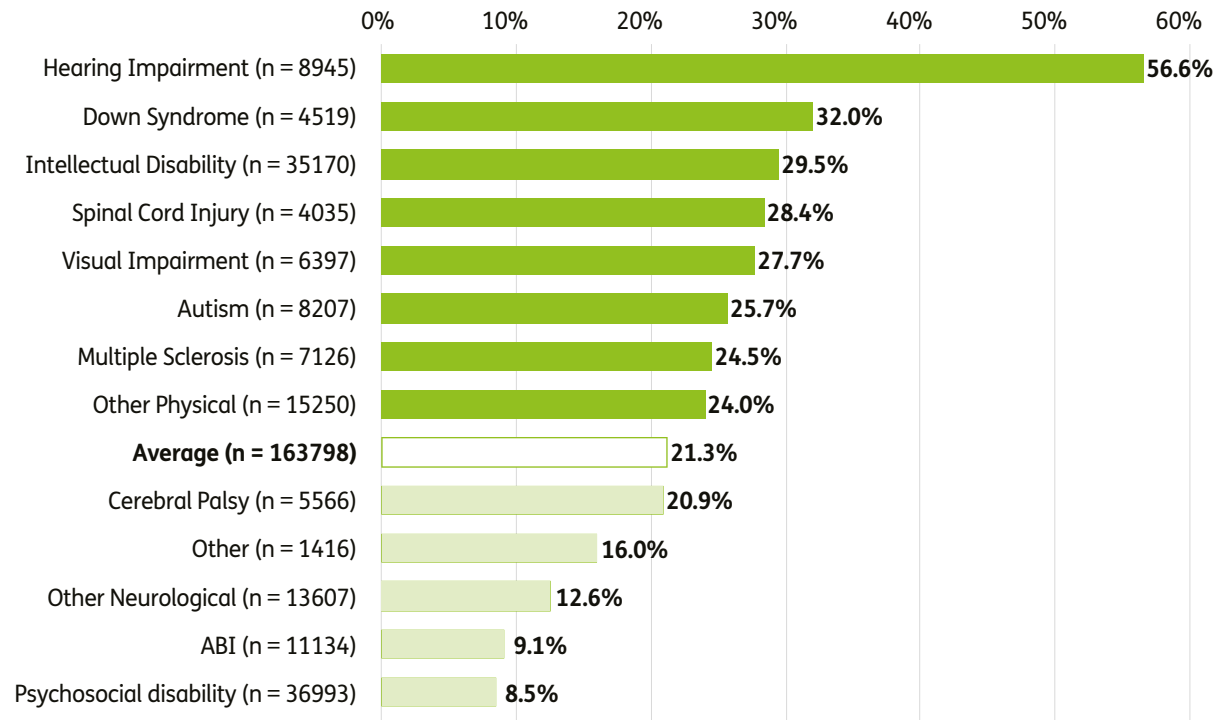
Employment experience of NDIS participants: Baseline

Percentage in a paid job at baseline, by disability

Participants with a hearing impairment have employment rates 2.7 times the overall average.

Participants with psychosocial disabilities or neurological disabilities have poorer baseline employment levels (9%-21%).

Participants aged 25 and over



Employment experience of NDIS participants: Baseline

Modelling of baseline employment outcomes

Whether participants were 'currently working in a paid job' is the outcome of most interest.

However, instead of solely analysing the likelihood of participants responding "Yes (I am currently working in a paid job)", the analysis adopts a two-staged approach, investigating two key questions.

In this report, the term 'interested in a paid job' is used to refer to participants who were either:

- working in a paid job
- not working in a paid job, but indicated that they would like one.

Question 1: What factors impact whether a participant is interested in a paid job?



Question 2: Where a participant is interested in gaining employment, what factors impact whether they are actually in paid work?



Four of the five most important¹ drivers of being interested in a paid job were common to participants aged 15 to 24 and participants aged 25 and over.

15 to 24		
Rank	Variable	Effect on likelihood of being interested in work
1	Level of function	Increases with higher level of function
2	Educational attainment	Higher for higher levels of education
3	Number of daily living activities that require support	Decreases with number of daily living activities that require support
4	Age	Increases with age from 15 to 18. After 18, decreases with age if participant is not studying, and no change if participant is studying.
5	Annualised plan budget	Decreases with annualised plan budget

25 and over		
Rank	Variable	Effect on likelihood of being interested in work
1	Level of function	Increases with higher level of function
2	Age	Decreases with increasing age
3	Educational attainment	Higher for higher levels of education
4	Annualised plan budget	Decreases with annualised plan budget
5	Primary disability (compared to intellectual disability)	Lower for most other disability types. (No significant difference for Down syndrome, spinal cord injury, hearing impairment)

¹ Variable importance was quantified using the Gradient Boosting algorithm, a machine learning method which takes account of the prevalence of a factor in the population and hence identifies the most important factors at a population (rather than an individual) level.

Drivers of having a paid job, given interested: Baseline

Three of the five most important¹ drivers of having a paid job (given interested) were common to participants aged 15 to 24 and participants aged 25 and over.

15 to 24		
Rank	Variable	Effect on likelihood of having a paid job (given interested)
1	Age	Increases with age
2	Scheme entry type (compared to State/ Territory)	Higher if previously received services from Commonwealth programs Lower if no prior support
3	Primary disability (compared to autism)	Higher for intellectual disability, hearing impairment, Down syndrome, spinal cord injury, other physical disabilities or other disabilities Lower for psychosocial disability
4	Level of function	Increases with higher level of function
5	Number of daily living activities that requires support	Decreases with number of daily living activities that require support

25 and over		
Rank	Variable	Effect on likelihood of having a paid job (given interested)
1	Primary disability (compared to intellectual disability)	Higher for Down syndrome Lower for all other disability types apart from Down syndrome
2	Housing type (compared to privately owned)	Lower if privately rented, vulnerable housing, or supported housing (non-SIL) Higher if supported housing (SIL) ²
3	Level of function	Increases with higher level of function
4	Scheme entry type (compared to State/ Territory)	Higher if previously received services from Commonwealth programs Lower if no prior support
5	Self-rated health (compared to "Fair")	Higher if assessed health is 'Very good/Excellent' or 'Good' Lower if assessed health is 'Poor'

¹ Variable importance was quantified using the Gradient Boosting algorithm, a machine learning method which takes account of the prevalence of a factor in the population and hence identifies the most important factors at a population (rather than an individual) level.

² The large majority of jobs for participants in SIL are in ADEs.

Employment experience of NDIS participants: Baseline

Type of employment

Participants aged 15 to 24 with a paid job:

- 51% are in open employment at full award wages
- 12% are in open employment at less than full award wages
- 27% are working in an ADE

Participants aged 25 and over with a paid job:

- 47% are in open employment at full award wages
- 8% are in open employment at less than full award wages
- 36% are working in an ADE



Employment experience of NDIS participants: Baseline

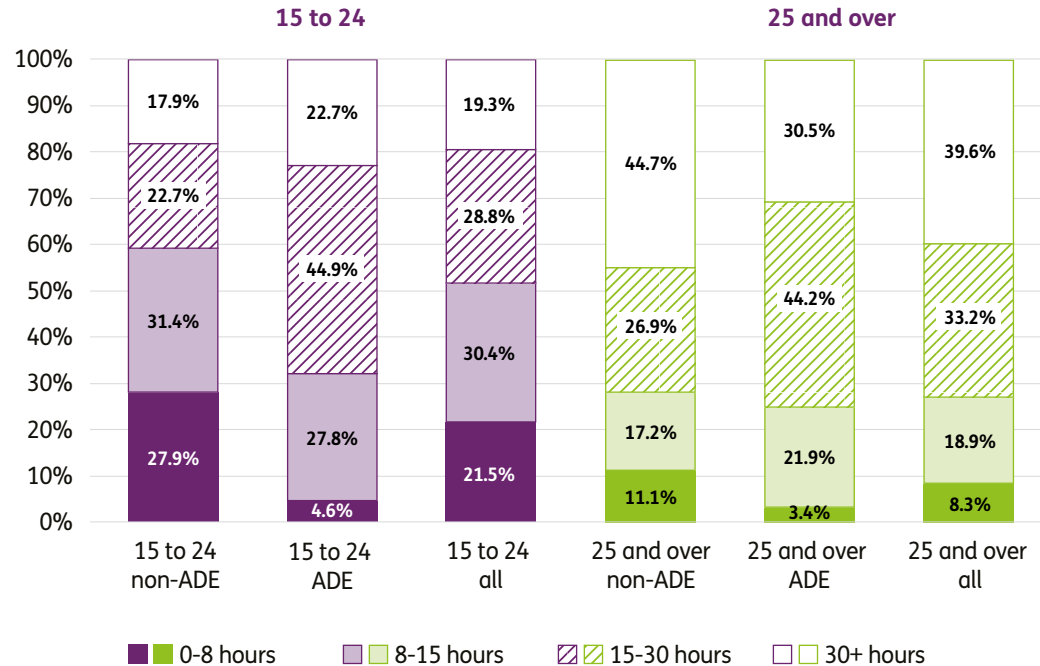
Weekly hours of work

Participants in an ADE most commonly work between 15 and 30 hours per week:

- 44.9% for 15 to 24 year olds
- 44.2% for those aged 25 and over

For participants in non-ADE employment, those aged 15 to 24 tend to work shorter hours compared to those aged 25 and over:

- 59.4% of 15 to 24 year olds work 15 or less hours per week, and 17.9% work 30 or more hours per week
- 28.4% of those aged 25 and over work 15 or less hours per week, and 44.7% work 30 or more hours per week

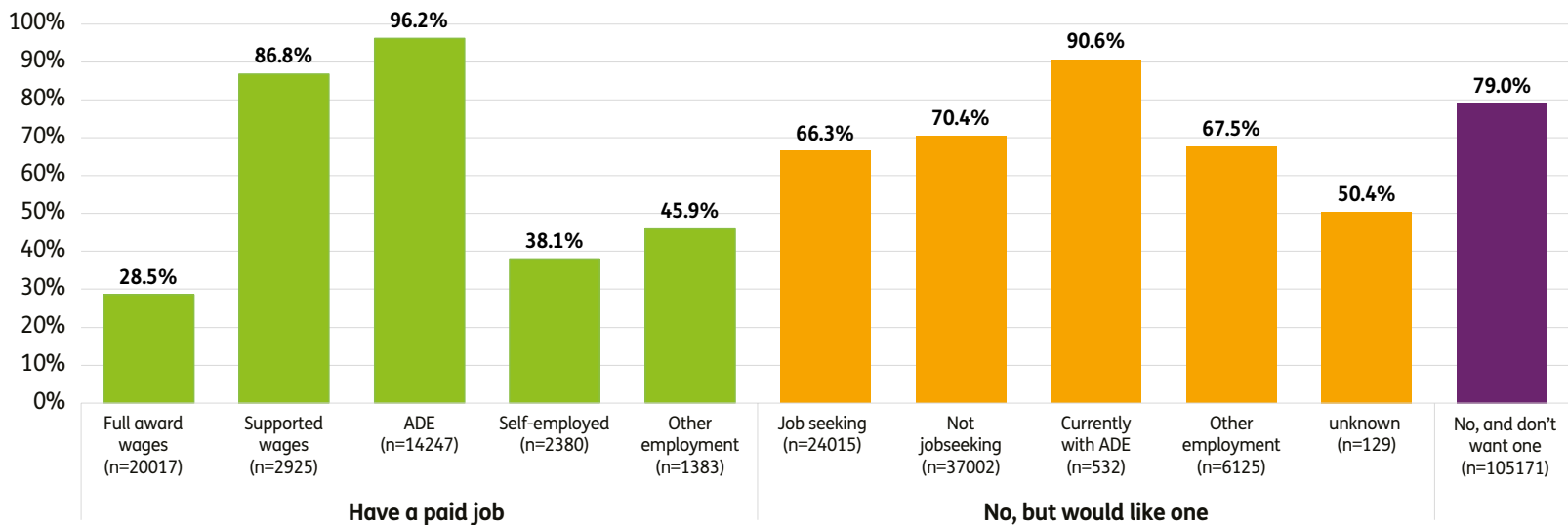


Percentage of NDIS participants receiving the DSP By job type

Linkage with Centrelink data shows that overall, 71.4% of participants with an active plan as at December 2020 were receiving DSP.

Participants working in ADEs, and in jobs on supported wages, have a higher proportion receiving DSP.

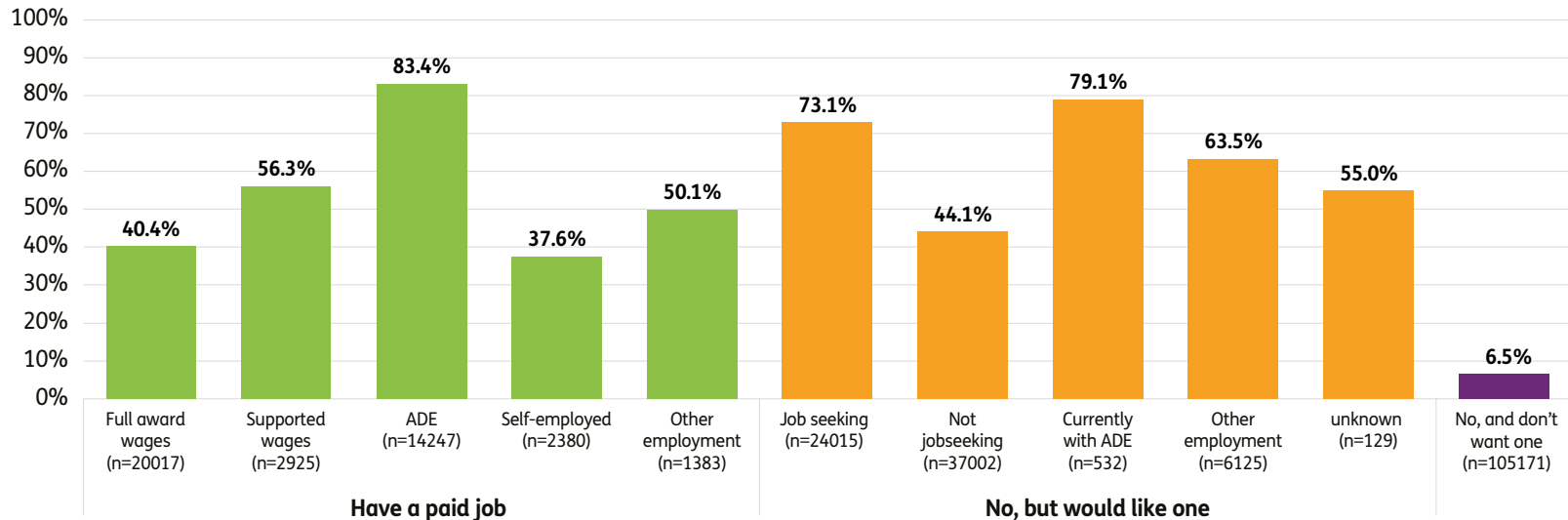
- DSP recipients working in an ADE are generally accepted as being unable to work independently of a Program of Support while they remain in an ADE. There is no time limit on the duration of their involvement in an ADE.¹



¹ Social Security Guide Department of Social Services [1.1.I.95 Independently of a program of support](#) | [Social Security Guide \(dss.gov.au\)](#)

Percentage of plans with a work goal By job type

- Overall, the percentage of active plans at 31 December 2020 with a work-related goal was 45.2% for participants aged 15 to 24, 27.9% for participants aged 25 or over, and 32.3% for participants aged 15 or over.
- The percentage with a work goal is highest among participants who are in a paid job in an ADE (83.4%) followed by a small number of participants who say they don't have a paid job but would like one and are working in an ADE (79.1%)¹
- For participants who have a paid job with full award wages, or are self-employed, the percentage with a work goal is lower than for other types of employment. This may be because they do not require as much assistance with employment from the NDIS.



¹ These participants (532, representing less than 1% of responses) say they don't have a paid job but would like one in the work domain, but say they are in an ADE in the participant information section.

Employment status transition rates

One year transitions

Participants 15 to 24

To → From ↓	Paid job outside ADE (n=5389)	Paid job in ADE (n=2610)	No, but I would like one (n=24253)	No, and I don't want one (n=12747)
Paid job outside ADE (n=4818)	79.0%	2.8%	16.6%	1.6%
Paid job in ADE (n=2202)	3.7%	86.4%	8.4%	1.4%
No, but I would like one (n=23415)	5.9%	2.3%	87.2%	4.7%
No and I don't want one (n=14564)	0.9%	0.3%	19.5%	79.3%

Participants 25 and over

To → From ↓	Paid job outside ADE (n=17728)	Paid job in ADE (n=15228)	No, but I would like one (n=36142)	No, and I don't want one (n=80001)
Paid job outside ADE (n=18558)	87.5%	2.9%	6.5%	3.2%
Paid job in ADE (n=15529)	1.5%	91.7%	3.4%	3.5%
No, but I would like one (n=36198)	3.0%	1.1%	85.2%	10.7%
No and I don't want one (n=78814)	0.2%	0.1%	4.5%	95.1%

Each row represents a different starting employment status, and the columns show the employment status one year later. The numbers shown in row and column headings represent numbers of transitions (for example, for participants aged 15 to 24, there were 4818 transitions from non-ADE employment, and 5389 transitions to non-ADE employment).

Employment status transition rates

One year transitions

In non-ADE employment at start of year (top row in previous slide)

- 79% of 15 to 24 year olds in this category remained there at review, while 3% moved to an ADE
- 87% of those 25 and over in this category remained there at review, while 3% moved to an ADE

Working in an ADE (second row in previous slide)

- 86% of 15 to 24 year olds in this category remained there at review, while 4% moved to mainstream employment
- 92% of those 25 and over in this category remained there at review, while 1% moved to mainstream employment

The rates of maintaining employment are higher within ADEs. Within each type of employment, participants aged 25 and over are more likely to maintain employment.

Employment status transition rates

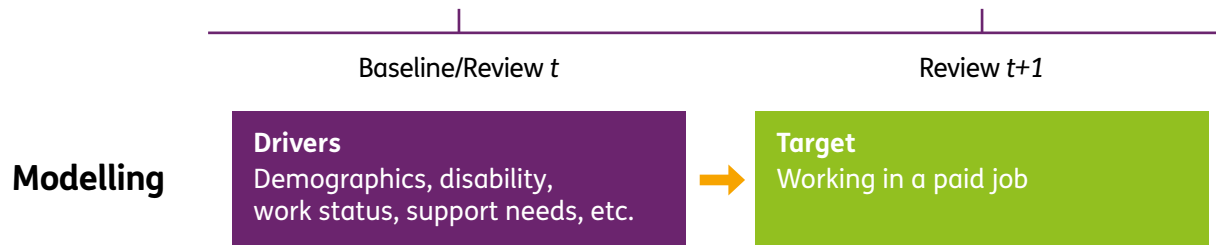
One year transitions

Participants who do not have a paid job at the start of the year but would like one

- 8% of 15 to 24 year olds in this category were in a paid job at review (6% in open employment and 2% in an ADE)
- 4% of those 25 and over in this category were in a paid job at review (3% in open employment and 1% in an ADE)
- More older participants moved to not wanting a job (11% versus 5%), possibly partly due to retirement (and possibly impacted by COVID)

Not participating at start of year (bottom row in previous slide)

- 79% 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



Multiple logistic regression modelling* has been used to identify key drivers of having a paid job at the review at time $t+1$, using all information available at the review at time t (or baseline, for $t=0$). To reflect the different dynamics, separate models have been fitted depending on participants' job status as at time t . The four models are for:

1. Participants aged 15 to 24 who would like a job
2. Participants aged 25 and over who would like a job
3. In a paid job: mainstream employment
4. In a paid job: Australian Disability Enterprise (ADE) employment

The definition of **employment success** is consistent across the four groups, namely, working in a paid job at the start of next review ($t+1$).

* Specifically, Generalised Estimating Equations (GEE) are used to allow for the correlation between longitudinal outcomes for the same participant.

Drivers with a significant **positive** impact on employment success:

- ↑ Job seeking or engaging in other informal employment activities¹
- ↑ Have received support to find a job
- ↑ Participant has completed TAFE, obtained a tertiary diploma or is a university graduate²
- ↑ Higher level of function
- ↑ Primary disability type is hearing impairment, multiple sclerosis, other sensory disabilities or other disabilities³
- ↑ Have set employment goals in their plans
- ↑ Living in regional areas with population between 15,000 and 50,000 or regional areas with population less than 5000⁴
- ↑ Living in QLD, SA or NT⁵
- ↑ Working in an unpaid job
- ↑ For age range 15 to 18, participant is older
- ↑ Has been in the NDIS for longer
- ↑ Higher utilisation of the total plan budget

¹ Compared to not actively job seeking.

² Compared to senior secondary school.

³ Compared to autism as the reference category for primary disability.

⁴ Compared to major cities as the reference category for remoteness.

⁵ Compared to NSW and ACT.

Drivers with a significant **negative** impact on employment success:

- ↓ Requires high/very high level of NDIA support¹
- ↓ Highest education level is secondary school²
- ↓ Participant is female
- ↓ Living in public housing³
- ↓ Review took place later in time (decreasing time trend)
- ↓ Requires support for more daily living activities
- ↓ For age range 18 and over, participant is older
- ↓ Higher unemployment rate in participant's LGA
- ↓ Receiving DSP (for participant whose primary disability is not intellectual disability, Down syndrome or autism)

¹ Compared to medium level of NDIA support.

² Compared to senior secondary school.

³ Compared to private home owned by self/family as the reference category for housing type.

Participants aged 15 to 24 who would like a job

Based on model insights, below is an example of simplified segments for participants based on their likelihood of finding a paid job:

- For those who would like a job, but were not actively job seeking, only 3.7% found a job at the end of the current review period. This group represents almost half of the observations.
- In contrast, for those who were actively job seeking or engaging in other informal employment, who require medium or low level of NDIA support, and who receive support to find a job, 15.7% succeeded in finding paid employment.

Participant segment		% of data	Success rate	
Not job seeking		48.1%	3.7%	
	Requires high/very high level of NDIA support	10.3%	6.6%	
Jobseeking or other employment activities	Requires low/medium level of NDIA support	Have not received support to find a job	28.3%	11.1%
		Received support to find a job	13.4%	15.7%
Total		100.0%	7.7%	

Participants aged 15 to 24 who would like a job – non-ADE/ADE employment

To investigate possible differences in the drivers of getting a paid job by type of employment, separate models for finding non-ADE and ADE employment were trialled. Due to smaller numbers of successes, the separate models are harder to fit and fewer predictors are identified.¹

Driver	non-ADE (vs ADE or no job)	ADE (vs non-ADE or no job)
Job seeking status	↑ Job seeking/other informal employment activities	↑ Job seeking/other informal employment activities
Assistance to find a job	↑ Received assistance to find a job	↑ Received assistance to find a job
Unpaid job	↑ Working in an unpaid job	↑ Working in an unpaid job
Level of NDIA support	↓ Requires high/very high level of NDIA support	↓ Requires high/very high level of NDIA support
Education	↑ Highest education level is TAFE/diploma/ university degree ↓ Highest education level is secondary school	
Level of function	↑ Higher level of function	
Primary disability	↑ Hearing impairment/other sensory, multiple sclerosis, or other disabilities	
Time in NDIS	↑ Has been in the NDIS for longer	
Time trend	↓ Increasing calendar time	
Housing	↓ Living in public housing	
Unemployment level	↓ Higher unemployment rate in LGA	

¹ Note also that the models use the same group at time t i.e. those who would like a job, and e.g. the model for non-ADE employment looks at factors distinguishing those who find non-ADE employment from those who either find ADE employment or do not find any employment.

Participants aged 15 to 24 who would like a job – non-ADE/ADE employment cont.

To investigate possible differences in the drivers of getting a paid job by type of employment, separate models for finding non-ADE and ADE employment were trialled. Due to smaller numbers of successes, the separate models are harder to fit and fewer predictors are identified.¹

Driver	non-ADE (vs ADE or no job)	ADE (vs non-ADE or no job)
Age		<ul style="list-style-type: none"> ↑ For age range 15 to 18, participant is older ↓ For age range 18 and over, participant is older
Gender		<ul style="list-style-type: none"> ↓ Female
Employment goal		<ul style="list-style-type: none"> ↑ Has employment goal
Volunteering		<ul style="list-style-type: none"> ↓ Is volunteering
SLES/other employment support	<ul style="list-style-type: none"> ↑ Received SLES or other employment support payment 	<ul style="list-style-type: none"> ↓ Received SLES
Plan management type	<ul style="list-style-type: none"> ↑ Fully self-managed or uses a plan manager 	<ul style="list-style-type: none"> ↓ Fully self-managed or uses a plan manager
State/Territory	<ul style="list-style-type: none"> ↑ Living in QLD ↓ Living in VIC/TAS 	<ul style="list-style-type: none"> ↑ Living in SA/NT
Remoteness	<ul style="list-style-type: none"> ↑ Lives in regional areas with population between 15,000 and 50,000 or regional areas with population less than 5000 	<ul style="list-style-type: none"> ↑ Lives in regional areas with population between 5,000 and 15,000
DSP	<ul style="list-style-type: none"> ↓ Receiving DSP 	<ul style="list-style-type: none"> ↑ Receiving DSP
Daily living support	<ul style="list-style-type: none"> ↓ Requires support for more daily living activities 	<ul style="list-style-type: none"> ↑ Requires support for more daily living activities
Utilisation	<ul style="list-style-type: none"> ↓ Higher utilisation 	<ul style="list-style-type: none"> ↑ Higher utilisation

¹ Note also that the models use the same group at time t i.e. those who would like a job, and e.g. the model for non-ADE employment looks at factors distinguishing those who find non-ADE employment from those who either find ADE employment or do not find any employment.

Helping participants aged 15 to 24 who would like a job

The role of the NDIS

The modelling provides valuable insights into how the NDIS can work with participants aged 15 to 24 to help them find a job. Participants actively looking for a job, receiving support to find a job, and educational attainment, are the most important drivers of employment success where the NDIS can make a positive impact.

This is consistent with findings from the qualitative research¹, where participants spoke of the importance of having the right supports to help them look for and find work.

- Work experience, volunteering and post-school training and education were identified as important pathways to employment.
- Early employment discussions and planning with young people and families was also seen as an enabler to future employment.

Most directly, the NDIS can focus on:

- Ensuring participants receive support to find a job.
- Helping participants to set employment goals in their plans.
- Helping participants use their plans to find employment.

In the medium term, the NDIS should aim to:

- Support participants to start actively job seeking.
- Help participants engage in unpaid or informal employment, which can lead to paid jobs in the future.
- Encourage participants to further their studies beyond secondary school, where possible.

¹ Achieving a 'sense of purpose': pathways to employment for NDIS participants with intellectual disability, on the autism spectrum and/ with psychosocial disability

Drivers with a significant **positive** impact on employment success:

↑ Currently job seeking, or engaged in other employment activities¹

↑ Primary disability type is hearing impairment or other sensory disability²

↑ Higher level of function

↑ Received support to find a job

↑ Currently studying

↑ Living with partner, or partner and children³

↑ Requiring a low or medium level of NDIA support⁴

↑ Have set employment goals in their plans

↑ Knowing people in their community

↑ Providing care for others

↑ Plan is fully self-managed or partly managed by a plan manager⁵

↑ Higher utilisation rate of plan budget

¹ Compared to not actively job seeking.

² Compared to psychosocial disability.

³ Compared to living alone.

⁴ Compared to high/very high level of NDIA support.

⁵ Compared to agency-managed.

Drivers with a significant **negative** impact on employment success:

- ↓ Requires support for a higher number of daily living activities
- ↓ Participant is older¹
- ↓ Participant is female
- ↓ Participant has an Indigenous background
- ↓ Highest education level attained is secondary school²
- ↓ Living with people that are neither family members nor people unrelated to them³
- ↓ Self-assessed health is “Poor”⁴
- ↓ Receiving DSP (for participant whose primary disability is not intellectual disability, Down syndrome and autism)
- ↓ Review took place later in time (decreasing time trend)

¹ Decrease is steeper after age 55.

² Compared to having completed TAFE/diploma.

³ Compared to living alone.

⁴ Compared to “Fair”.

Participants aged 25 and over who would like a job

Based on model insights, below is an example of simplified segments for participants based on their likelihood of finding a paid job:

- For those who would like a job, but were not actively job seek, only 1.6% found a job at the end of the current review period. This group represents more than half of the observations.
- In contrast, for those who were actively job seeking or engaging in other informal employment, whose primary disability is hearing impairment or other sensory disability, and who are currently not receiving DSP, 22.9% succeeded in finding paid employment.

Participant segment				% of data	Success rate
Not job seeking				60.7%	1.6%
Requires high/very high level of NDIA support				14.1%	4.6%
Jobseeking or other employment activities	Primary disability is not hearing or other sensory disability	Requires low/medium level of NDIA support	> = 4 daily living activities need support	19.3%	6.9%
			< 4 daily living activities need support	3.6%	13.7%
	Requires low/medium level of NDIA support	Receiving DSP		1.2%	12.9%
		Not receiving DSP		1.1%	22.9%
Total				100.0%	3.8%

Participants aged 25 and over who would like a job – non-ADE/ADE employment

To investigate possible differences in the drivers of getting a paid job by type of employment, separate models for finding non-ADE and ADE employment were trialled. Due to smaller numbers of successes, the separate models are harder to fit and fewer predictors are identified.¹

Driver	non-ADE (vs ADE or no job)	ADE (vs non-ADE or no job)
Job seeking status	↑ Job seeking/other informal employment activities	↑ Job seeking/other informal employment activities
Assistance to find a job	↑ Received assistance to find a job	↑ Received assistance to find a job
Employment goal	↑ Has employment goal	↑ Has employment goal
Indigenous status	↓ Identifies as Aboriginal and/or Torres Strait Islander	↓ Identifies as Aboriginal and/or Torres Strait Islander
Level of NDIA support	↑ Requires a low/medium level of NDIA support	↑ Requires a low/medium level of NDIA support
Level of function	↑ Higher level of function	↑ Higher level of function
Utilisation	↑ Higher utilisation	↑ Higher utilisation
Knowing people in their community	↑ Knows people in their community	
Housing	↓ Living in public housing	
Living arrangements	↑ Living with partner, or partner and children ↓ Living with people that are neither family members nor people unrelated to them	

¹ Note also that the models use the same group at time t i.e. those who would like a job, and e.g. the model for non-ADE employment looks at factors distinguishing those who find non-ADE employment from those who either find ADE employment or do not find any employment.

Participants aged 25 and over who would like a job – non-ADE/ADE employment cont.

To investigate possible differences in the drivers of getting a paid job by type of employment, separate models for finding non-ADE and ADE employment were trialled. Due to smaller numbers of successes, the separate models are harder to fit and fewer predictors are identified.¹

Driver	non-ADE (vs ADE or no job)	ADE (vs non-ADE or no job)
Time trend	↓ Increasing calendar time	
Remoteness	↓ Lives in regional areas with population between 15,000 and 50,000	
Daily living support	↓ Requires support for more daily living activities	
Gender		↓ Female
Self-rated health		↑ “Good” (relative to “Fair”)
Age	↓ Between 25 and 55, participant is older	↑ Between 25 and 55, participant is older ↓ Between 55 and 65, participant is older
Plan management type	↑ Fully or partly self-managed or uses a plan manager	↓ Fully or partly self-managed or uses a plan manager
State/Territory	↑ Living in QLD	↓ Living in QLD, VIC/TAS or WA
Education	↓ Highest education level is secondary school (relative to TAFE/diploma)	↑ No education ↓ Highest education level is university degree
DSP	↓ Receiving DSP	↑ Receiving DSP
Studying	↑ Participant is studying	↓ Participant is studying

¹ Note also that the models use the same group at time t i.e. those who would like a job, and e.g. the model for non-ADE employment looks at factors distinguishing those who find non-ADE employment from those who either find ADE employment or do not find any employment.

Helping participants aged 25 and over who would like a job

The role of the NDIS

The modelling provides valuable insights on how the NDIS can work with participants aged 25 and over to help them find a job. Participants actively looking for a job, achieving independence in daily living activities and being supported to find a job are the most important drivers of employment success that the NDIS can make a positive impact on.

- The qualitative research¹ identified having supports to meet base level needs (such as daily living, stable accommodation, mental and physical health), person-centred supports to find a job, and strong social and informal networks as instrumental to gaining employment.

Most directly, the NDIS can focus on:

- Ensuring participants receive support to find a job.
- Helping participants to set employment goals in their plans.
- Helping participants use their plans to find employment.

In the medium term, the NDIS should aim to:

- Support participants to start actively job seeking.
- Help participants to achieve more independence in their daily living activities.
- Enable participants to meet and know people in the community.
- Encourage participants to take up opportunities for further training and education.

¹ Achieving a 'sense of purpose': pathways to employment for NDIS participants with intellectual disability, on the autism spectrum and/ with psychosocial disability.

Participants working in mainstream employment

Drivers with a significant **positive** impact on employment success:

- ↑ Primary disability is hearing or other sensory disability¹
- ↑ Within the age range 15 to 40, participant is older
- ↑ Is self-employed²
- ↑ Involved in a community, cultural or religious group in the last 12 months
- ↑ Does not need support for daily living³
- ↑ Knows people in the community
- ↑ Plan is self-managed (fully or partly)⁴
- ↑ Has a graduate degree⁵
- ↑ Has employment funding in plan

¹ Compared to intellectual disability and Down Syndrome.

² Compared to open market employment with full-award wages.

³ Compared to needing support but not receiving it.

⁴ Compared to agency-managed.

⁵ Compared to having completed TAFE/diploma.

Participants working in mainstream employment

Drivers with a significant **negative** impact on employment success:

- ↓ Primary disability is psychosocial disability or acquired brain injury¹
- ↓ Within the age range 50 to 65, participant is older
- ↓ Self-assessed health is either 'Fair' or 'Poor'²
- ↓ Currently working in informal employment³
- ↓ Living in privately rented accommodation, public housing or other⁴
- ↓ Participant has an Indigenous background
- ↓ COVID-19 impact⁵
- ↓ Have not received support to do their job
- ↓ Living in regional areas with population less than 5,000⁶
- ↓ Living in QLD⁷
- ↓ Requires high/very high level of NDIA support⁸
- ↓ Currently receiving DSP (for participant whose primary disability is not intellectual disability, Down syndrome or autism)

¹ Compared to intellectual disability and Down Syndrome.

² Compared to 'Good'.

³ Compared to open market employment with full wages.

⁴ Compared to privately owned.

⁵ Negative change in time trend post-COVID.

⁶ Compared to Major Cities.

⁷ Compared to NSW and ACT.

⁸ Compared to medium level of NDIA support

Helping participants working in mainstream employment

The role of the NDIS

The model provides valuable insights on how the NDIS can help participants who are working in mainstream employment to remain employed. Participants being supported to do their job is an important driver of employment success that the NDIS can positively influence.

The qualitative research¹ found that:

- Person-centred planning is crucial in supporting employment options better matched to participant skills and interests.
- Receiving individualised and person-centred supports to help build skills to be ready for work.
- Participants need to be empowered and supported to navigate their employment pathways.
- Families and a person's own networks can also support the development of participants' self-confidence and their work and career aspirations.

Most directly, the NDIS can focus on:

- Ensuring participants are supported to do their job.
- Helping participants use their plans to support them to stay in their job, if needed.

In the medium term, the NDIS should aim to:

- Encourage participants to participate in community, cultural or religious groups.
- Encourage participants to know people in their community.
- Help participants to remain as healthy as possible by assisting with access to appropriate health care, as far as possible.

¹ Achieving a 'sense of purpose': pathways to employment for NDIS participants with intellectual disability, on the autism spectrum and/ with psychosocial disability.

Drivers of employment success participants working in ADE

Drivers with a significant **positive** impact on remaining employed:

- ↑ Self-assessed health is 'Excellent'¹
- ↑ Are supported to do the job
- ↑ Within the age range 15 to 40, participant is older
- ↑ Participating is from a CALD background
- ↑ High level of function

Drivers with a significant **negative** impact on remaining employed:

- ↓ Self-assessed health is 'Fair' or 'Poor'²
- ↓ Living in privately rented accommodation or other types of accommodation³
- ↓ Within the age range 55 to 65, participant is older
- ↓ Have been in the Scheme for longer
- ↓ Participant is Indigenous
- ↓ Primary disability type is psychosocial disability⁴
- ↓ Higher annualised plan funding

¹ Compared to 'Good'.

² Compared to 'Good'.

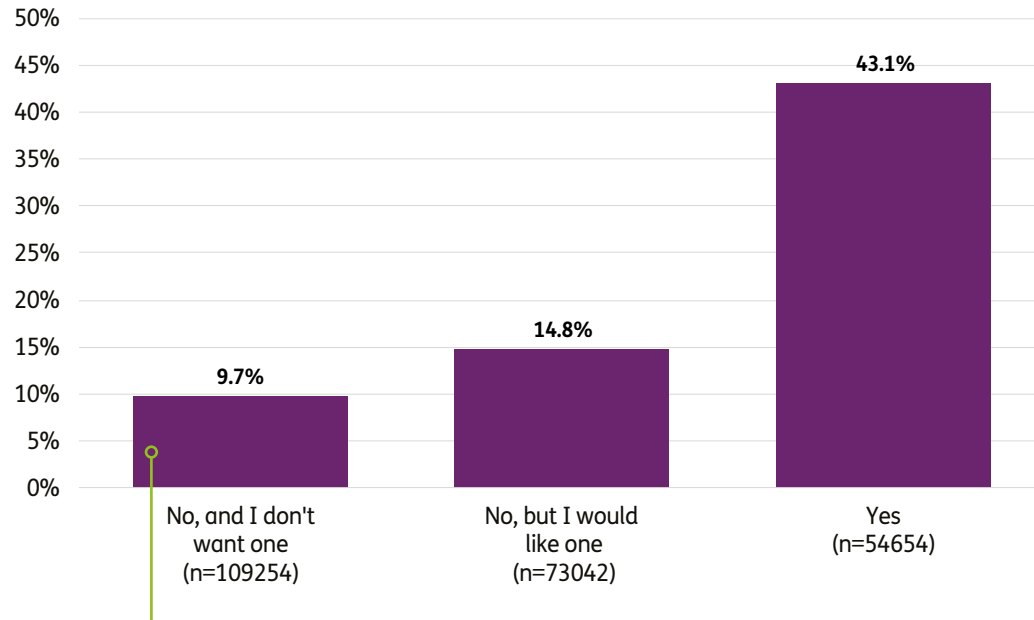
³ Compared to privately owned accommodation.

⁴ Compared to intellectual disability.

In the work domain, participants are asked the question **“Has your involvement with the NDIS helped you find a job that’s right for you?”**.

Likely due to how the question is worded, responses to this question vary significantly by whether a participant has a job. This means that when assessing the NDIS’s performance in helping participants with their employment outcomes, it is important to consider the different patterns in participants’ responses by their job status.

“Has your involvement with the NDIS helped you find a job that’s right for you?”



Participants who answered “No and I don’t want one” probably do not need help from the NDIS to find a job. This may be the reason why most of them answered “No” to this question.



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