
# Employment outcomes for NDIS participants

As at 31 December 2020

ndis

# Outline

## 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.

## Background
This section provides background information on the Australian general population employment experience, including labour force participation rate, unemployment rate, and employment to population ratio over time. Comparisons of these key measures between the population with and without disability are presented. The economic benefit of increasing employment for people with disability is highlighted in this section.

## Employment experience of NDIS participants: baseline
This section provides a comprehensive snapshot of participants' employment experience when they first enter the NDIS. Areas of experience covered include employment status, types of employment, weekly hours of work, industry of work and support and assistance.

## NDIS participants and the Disability Support Pension (DSP)
This section summarises the percentage of NDIS participants receiving DSP, based on Centrelink data, by key characteristics. The analyses are based on all active plans as at 31 December 2020.

## Employment goals in participant plans
This section provides a snapshot of the prevalence of work goals in participant plans as at 31 December 2020, by key characteristics including employment status, job type, age and disability.

# Outline

## Trends in employment experience

This section analyses trends in the employment experience of NDIS participants. It includes analysis of changes in paid job status over time, comparisons of longitudinal employment experience between NDIS participants and Australian population benchmarks, discussions of the drivers of employment success and how the NDIS might help improve employment outcomes for different participant cohorts.

## Has the NDIS helped

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

## School Leaver Employment Support (SLES) analysis

This section investigates the effect of SLES supports on the employment outcomes of participants.

# 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.

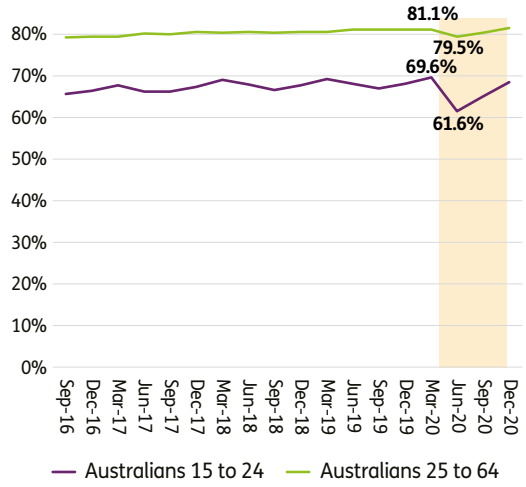
PART 1

# Background

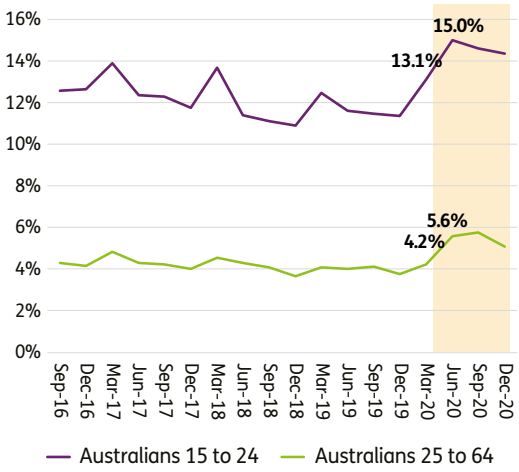
1

# Employment experience
# Australian general population

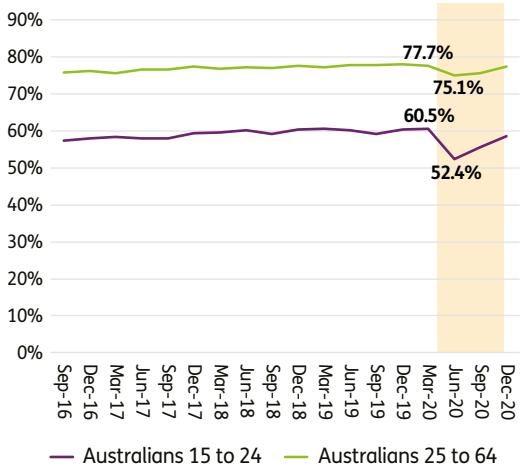
### Labour force participation




### Unemployment rate




### Employment to population ratio




Australians aged 25 to 64 have a higher labour force participation rate (around 80%), compared to Australians aged 15 to 24 (65%-70%).

During the COVID period (orange shading) there was a larger initial drop (8%) for 15 to 24 year olds, followed by a recovery.

Pre-COVID, the unemployment rate was around 4% for those aged 25 to 64, compared to around 12% for those aged 15 to 24.

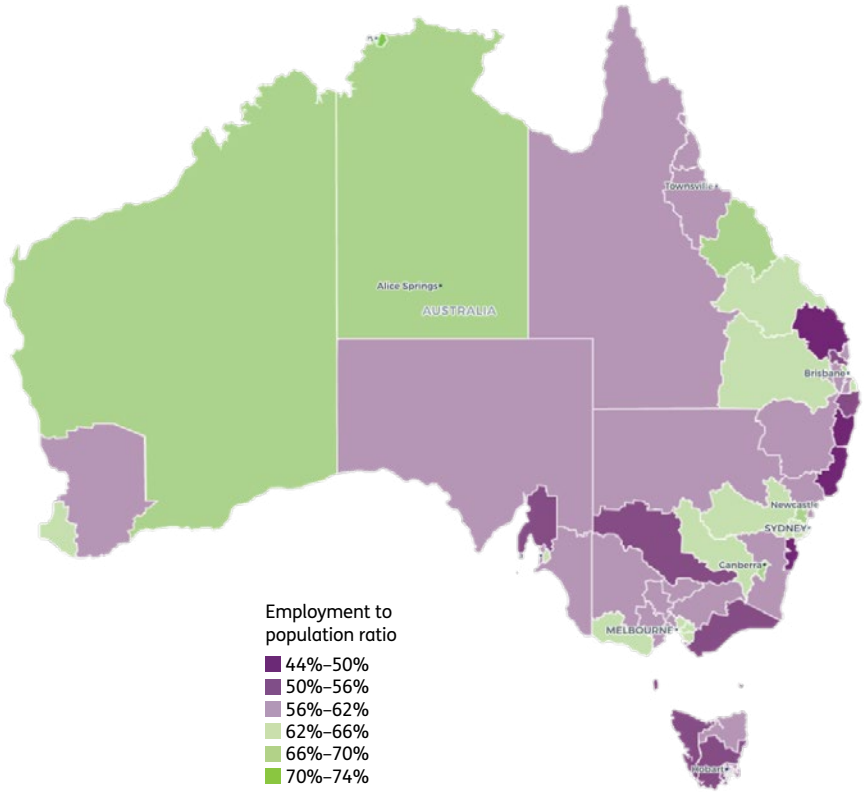
During the COVID period (orange shading) unemployment rates increased compared to historical levels, and more so for the younger age group.

While Australians aged 25 to 64 have a higher employment to population ratio (above 75.0%) than those aged 15 to 24 (less than 61.0%), the general trend for both age groups has been increasing between late 2016 and early 2020.

During the COVID period, initial drops (more pronounced for the younger age group) were followed by a gradual recovery.

Source: ABS Labour Force data

# Geographical distribution of employment to population ratio




The map shows the average employment to population ratio (July 2016 to December 2020) for Australians aged over 15 years.

Northern Territory (NT) had the highest employment to population ratio (71.3%), while Tasmania (TAS) had the lowest (61.9%).

Regions with the **highest** employment to population ratios are:

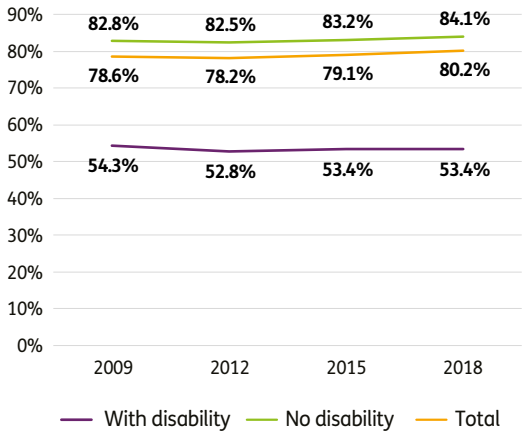
- Darwin 73.9% (NT)
- Brisbane Inner City 71.3% (QLD)
- Sydney City and Inner South 72.1% (NSW)

Regions with the **lowest** employment to population ratios are:

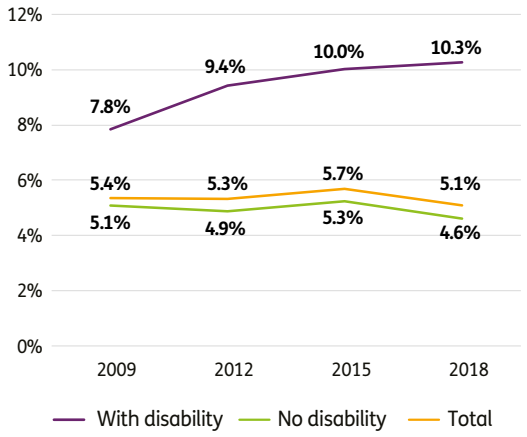
- Mid North Coast 47.7% (NSW)
- Wide Bay 45.6% (QLD)
- Southern Highlands and Shoalhaven 44.5% (NSW)

# Employment experience
# Australians with disability, aged 15 to 64

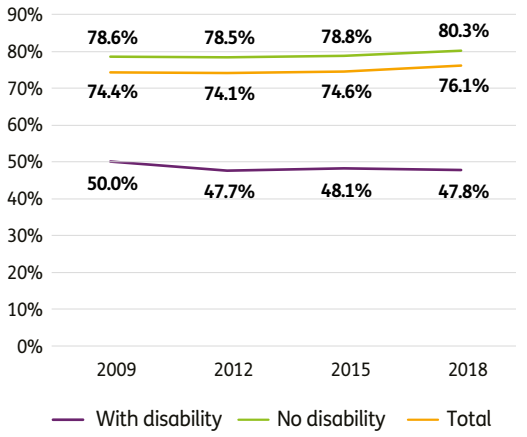
### Labour force participation




### Unemployment rate




### Employment to population ratio




In 2018, the estimated labour force participation rate for people with disability was 53.4%, compared to 84.1% for people without disability.

The gap between people with and without reported disability slightly widened over 2009 to 2018.

Over the period 2009 to 2018, unemployment decreased slightly for people without disability, but increased from 7.8% to 10.3% for people with disability.

As a result, the gap between the unemployment rate for people with and without reported disability widened from 2.4% in 2009 to 5.2% in 2018.

Over the period from 2009 to 2018, the employment to population ratio for people without disability improved from 78.6% to 80.3%.

However, the employment to population ratio for people with disability declined from 50.0% to 47.8%, as a result of a worsening unemployment rate as well as decreasing labour force participation.

Source: 2018 ABS Survey of Disability, Ageing and Carers (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

PART 2

# Baseline experience

2

# Section overview

Section 2 **Baseline experience** consists of following subsections:

| | |
|---|---|
| **2.1 Employment status** | A detailed discussion of paid job status by time, geographical area and key characteristics, as well as findings from regression modelling |
| **2.2 Type of employment** | A summary of the distribution of type of employment by key characteristics, for participants who are in a paid job at baseline |
| **2.3 Weekly hours of work** | A summary of typical hours of work by key characteristics, for participants who are in a paid job at baseline |
| **2.4 Industry of work** | Based on analysis of free-text responses, a summary of the common industries of employment of participants who are in a paid job at baseline |
| **2.5 Support and Assistance** | A summary of the provision of support in job and assistance to find a job at baseline, by key characteristics |
| **2.6 Other Long Form questions** | A summary of baseline responses to additional employment questions asked in the Long Form (LF) questionnaires |

Key highlights

# Baseline experience (1)

Overall, 20% of participants aged 15 and over who entered the Scheme between 1 July 2016 and 31 December 2020 were working in a paid job at baseline. The COVID-19 pandemic has had an impact on employment outcomes, with the percentages in paid employment dropping after the start of the pandemic.

## 15 to 24

Overall: **17%**
Pre-COVID (Q3 2019-20): **19%**
Post-COVID (Q2 2020-21): **13%**

↓ **6% drop**

## 25 and over

Overall: **21%**
Pre-COVID (Q3 2019-20): **18%**
Post-COVID (Q2 2020-21): **15%**

↓ **3% drop**

The percentage in a paid job varies by age, disability, and geographical area. On a one-way basis:

## Age

18 or younger: **9%**
25 to 34 (peak): **28%**
65 or older: **10%**

## Disability

Hearing impairment (highest): **54%**
Psychosocial (lowest): **9%**

## State/Territory

ACT (highest): **28%**
NT (lowest): **14%**

Key highlights

# Baseline experience (2)

Using multiple regression models, drivers of a participant being: (1) interested in paid work; and (2) having a paid job, given that they are interested; have been investigated.

Four of the five most important 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) |

# Key highlights
# Baseline experience (3)

Three of the five most important 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<br>**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<br>**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<br>**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)<br>**Higher** if supported housing (SIL) |
| 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<br>**Lower** if no prior support |
| 5 | Self-rated health (compared to "Fair") | **Higher** if assessed health is 'Very good/Excellent' or 'Good'<br>**Lower** if assessed health is 'Poor' |

# Key highlights
# Baseline experience (4)

Overall, 48% of participants aged 15 and over who had a paid job at baseline were in open employment with full award wages, and 34% were working in an Australian Disability Enterprise (ADE).

| 15 to 24 | 25 and over |
|---|---|
| **51% in open employment with full award wages**<br>15 to 18 (highest): **66%**<br>22 to 24 (lowest): **45%**<br>Hearing impairment: **88%**<br>Down syndrome: **14%** | **47% in open employment with full award wages**<br>25 to 34 (lowest): **43%**<br>60 to 64 (highest): **52%**<br>Hearing impairment: **87%**<br>Down syndrome: **8%** |
| **27% working in an ADE**<br>15 to 18: **9%**<br>22 to 24: **37%**<br>Hearing impairment: **1%**<br>Intellectual disability: **45%**<br>Down syndrome: **53%** | **36% working in an ADE**<br>25 to 34: **40%**<br>60 to 64: **28%**<br>Multiple sclerosis: **1%**<br>Intellectual disability: **71%**<br>Down syndrome: **72%** |
| **36% of those working in an ADE could see a pathway to open employment** | **25% of those working in an ADE could see a pathway to open employment** |

Note: Percentage of those who have a paid job

# Key highlights
# Baseline experience (5)

Overall, 36% of participants aged 15 and over who had a paid job at baseline were working 30 or more hours per week.

| 15 to 24 | 25 and over |
|---|---|
| Overall: **19%**<br>Non-ADE: **18%**<br>ADE: **23%** | Overall: **40%**<br>Non-ADE: **45%**<br>ADE: **30%** |
| **Non-ADE employment**<br>15 to 18: **8%**, 19 to 21: **16%**, 22 to 24: **28%**<br>Hearing impairment: **34%**<br>Intellectual disability: **13%**<br>Autism: **11%**<br>Down syndrome: **5%** | **Non-ADE employment**<br>25 to 34: **38%**, 55 to 59: **52%**, 65 or older: **44%**<br>Hearing impairment: **65%**<br>Intellectual disability: **21%**<br>Autism: **26%**<br>Down syndrome: **9%** |
| **ADE employment**<br>15 to 18: **7%**, 19 to 21: **23%**, 22 to 24: **25%**<br>Intellectual disability: **27%**<br>Autism: **19%**<br>Down syndrome: **10%** | **ADE employment**<br>25 to 34: **29%**, 55 to 59: **29%**, 65 or older: **13%**<br>Intellectual disability: **35%**<br>Autism: **27%**<br>Down syndrome: **28%** |

Note: Percentage of those who have a paid job

# Key highlights
# Baseline experience (6)

Analysis of the free text "Industry of employment" question reveals that the top three industries for participants aged 15 and over working in a paid job at baseline are "packaging/packing" (mentioned by 11%), "retail" (6%), and "hospitality" (5%).

| 15 to 24 | | | |
|---|---|---|---|
| **Rank** | **Overall** | **Full award wages** | **ADE** |
| **1** | Retail, **13%** | Retail, **19%** | Packaging/ packing, **25%** |
| **2** | Hospitality, **11%** | Hospitality, **16%** | Manufacturing, **6%** |
| **3** | Packaging/ packing, **8%** | Food/fast food, **7%** | Recycling, **4%** |
| **4** | Food/fast food, **5%** | Supermarket, **3%** | Factory, **4%** |
| **5** | Supermarket, **2%** | Care, **3%** | Gardening, **3%** |

| 25 and over | | | |
|---|---|---|---|
| **Rank** | **Overall** | **Full award wages** | **ADE** |
| **1** | Packaging/ packing, **12%** | Education, **7%** | Packaging/ packing, **30%** |
| **2** | Retail, **4%** | Retail, **5%** | Manufacturing, **5%** |
| **3** | Education, **4%** | Health, **5%** | Recycling, **4%** |
| **4** | Disability, **3%** | Disability, **4%** | Factory, **4%** |
| **5** | Hospitality, **3%** | Hospitality, **3%** | Gardening, **4%** |

Key highlights

# Baseline experience (7)

Overall, 70% of participants aged 15 and over who had a paid job at baseline said they get the support they need to do their job. Participants working in an ADE were more likely to say they get the support they need to do their job (within each disability type), whereas participants in open employment with full award wages were less likely. Participants most commonly received support to do their job from their employer.

| 15 to 24, support in job |
| --- |
| Overall: **72%** |
| **63% at age 16, increasing to 75% at ages 20-24** |
| Non-ADE: **65%**, ADE: **91%** |
| Down syndrome: **85%** |
| Intellectual disability: **81%** |
| Hearing impairment: **57%** |

| 25 and over, support in job |
| --- |
| Overall: **69%** |
| **76% at age 30, decreasing to 60% at age 64** |
| Non-ADE: **57%**, ADE: **90%** |
| Down syndrome: **89%** |
| Intellectual disability: **86%** |
| Stroke: **45%** |

Key highlights

# Baseline experience (8)

Of those actively job seeking, overall 33% said they were being assisted to get a job. Participants most commonly received assistance to find a job from a DES provider.

| 15 to 24, assisted to get a job | 25 and over, assisted to get a job |
|---|---|
| Overall: **35%** | Overall: **30%** |
| **18% at age 16, increasing to 45% at age 20** | **45% at age 25, decreasing to 28% at age 64** |
| Psychosocial disability: **38%** | Autism: **40%** |
| Intellectual disability: **37%** | Hearing impairment: **38%** |
| Down syndrome: **19%** | Multiple sclerosis: **18%** |

Participants who don't have a paid job but would like one were asked what assistance they thought would help them get a job. Top three responses:

| 15 to 24, what would help get a job | 25 and over, what would help get a job |
|---|---|
| 1) Getting work experience **(51%)** | 1) More support from a DES provider **(29%)** |
| 2) More support from a DES provider **(44%)** | 2) More support for further study/getting a qualification **(23%)** |
| 3) Having a mentor **(42%)** | 3) Educating employers **(22%)** |

The main reason for not having a paid job was often related to the participant's disability or poor health. Other reasons included: anxiety, lack of confidence, difficulties with communication/ language/ comprehension, difficulties with the interview process, or living in a remote or low employment area.

PART 2

# Employment status

2.1

# Employment experience of NDIS participants: Baseline

## Methodology

Employment information in the outcomes framework is captured through the participant information section and the work domain. Both sources have been used for this report.[1]

### Participant information

**What type of employment activities do you currently attend/participate in?**

- Do not participate
- Job seeking (on your own or with an employment service)
- Employment in the open employment market with full award wages
- Employment in the open employment market at less than minimum wage, i.e. Supported Wage System
- Employment with an Australian Disability Enterprise
- Pre-vocational training
- Australian Apprenticeship
- Work experience
- Self-employed
- Other (please specify)

### Domain 7: Work

**Are you currently working in a paid job?**

- Yes
- No, but I would like one
- No, and I don't want one

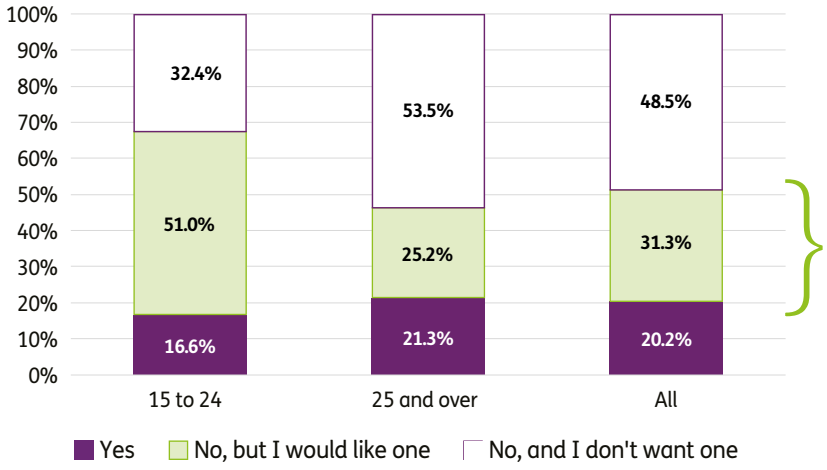
**What type of employment is it?**

- Open employment market with full award wages
- Open employment market at less than minimum wage, i.e. Supported Wage System
- Australian Disability Enterprise
- Australian Apprenticeship
- Self-employed
- Other (please specify)

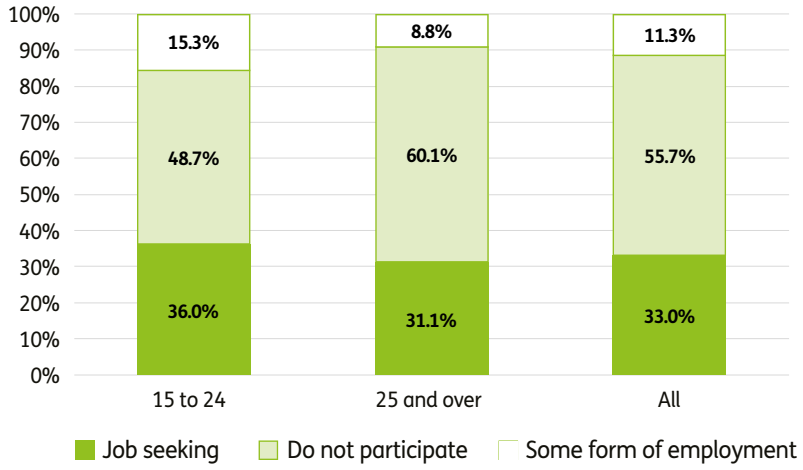
[1] Where paid job status is not consistent between the two sources, it is set to missing (1.3% of responses).

# “Would like a job” versus “job seeking”

**Reported job status, work domain**




**Reported employment activity for those responding “No, but I would like one”**




Overall, 31.3% of participants responded “No, but I would like one” when asked if they were currently working in a paid job (51.0% of 15 to 24 year olds and 25.2% of those aged 25 and over).

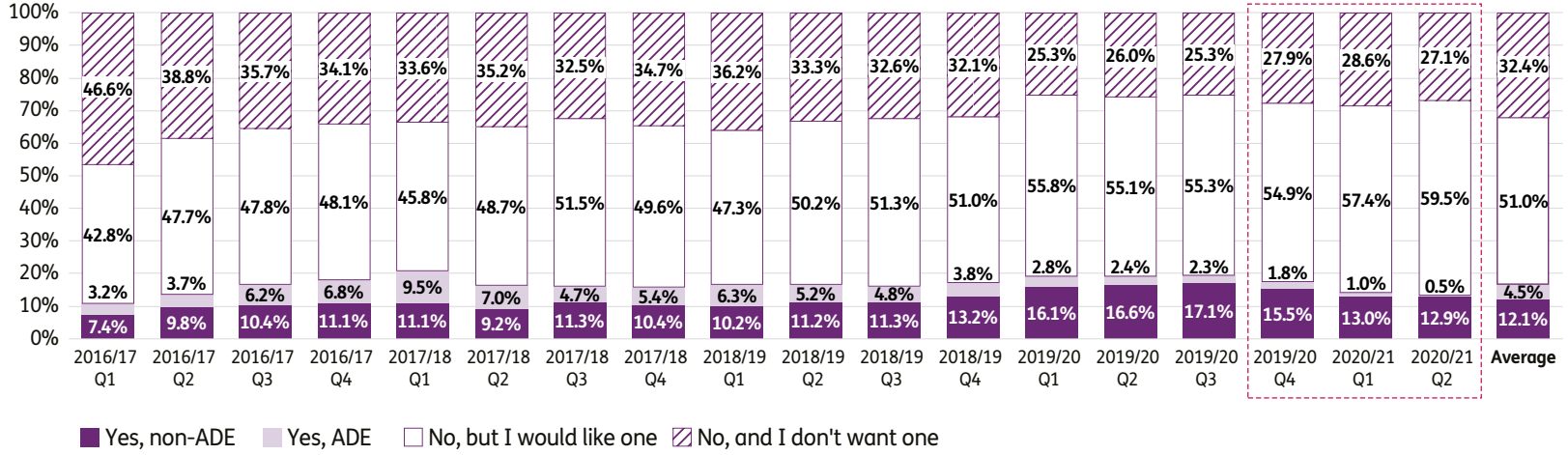
Of those who responded “No, but I would like one”, only one-third said they were actively job seeking (36.0% of 15 to 24 year olds and 31.1% of those aged 25 and over).

Hence the group who “would like a job” is broader than strictly “job seekers”.

# Employment experience of NDIS participants: Baseline

# Paid job status[1] 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%.

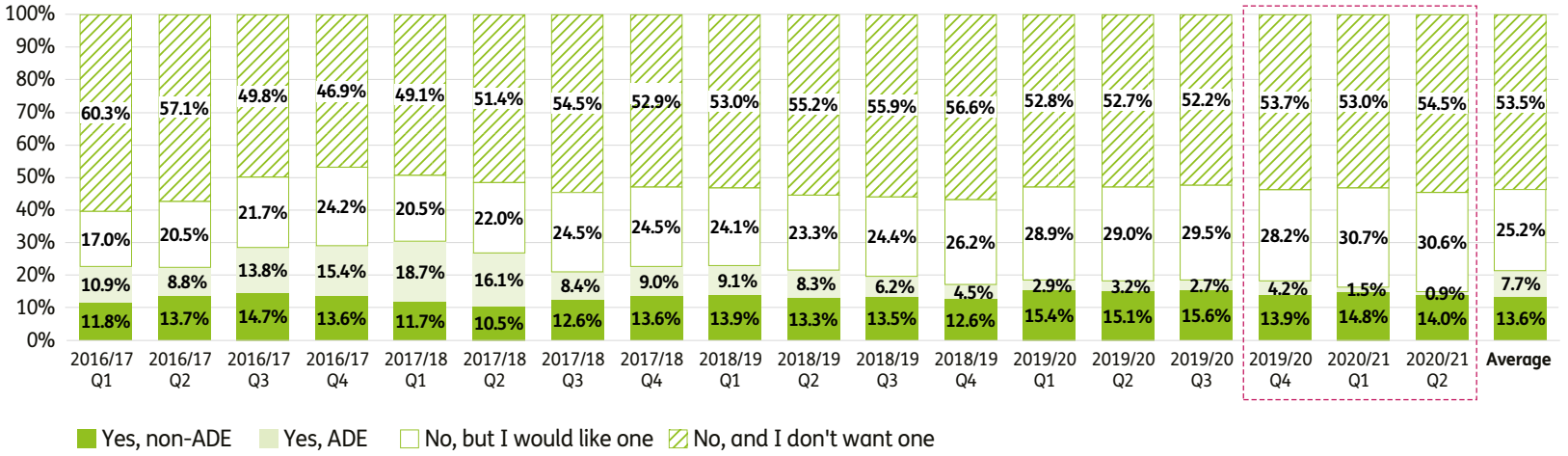
The percentage not interested in work was decreasing up to the start of the pandemic. Following an increase after the start of the pandemic, it has stabilised at around 27-28%.

[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 status[1] 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%.

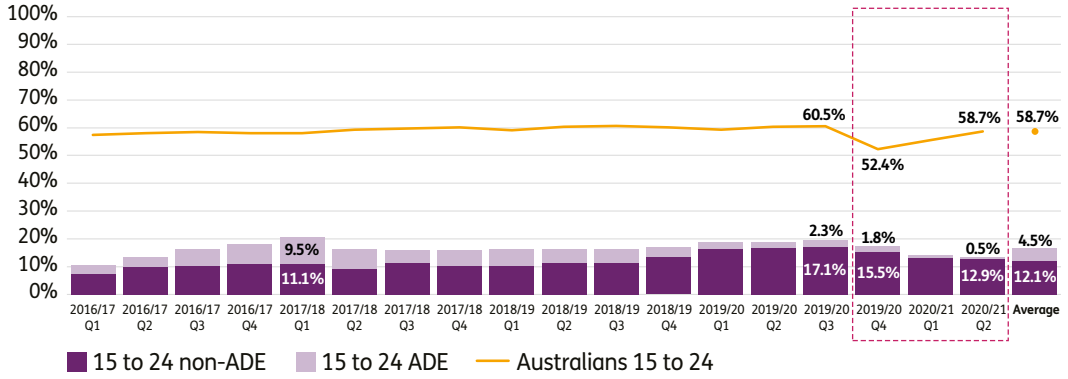
[1] Responses to the question "Are you currently working in a paid job?" "Yes" responses are split by non-ADE/ADE employment.

# Employment to population ratio (% in a paid job) by (entry) quarter[1]

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.

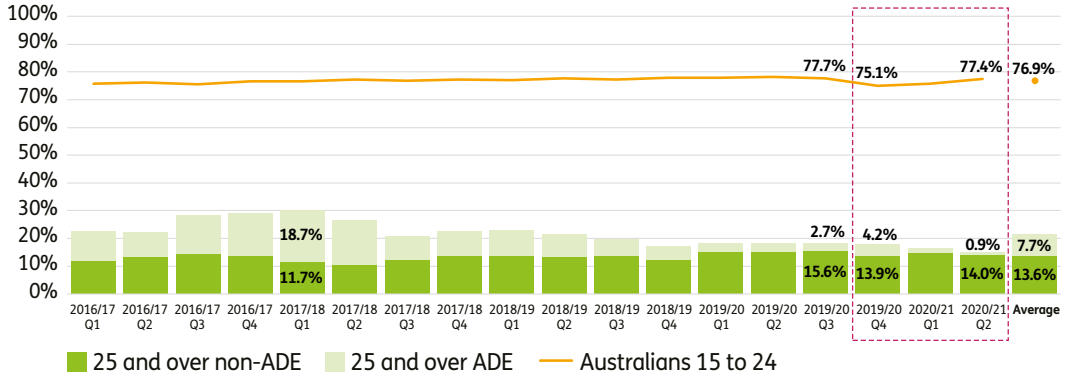
**Participants aged 15 to 24**




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.

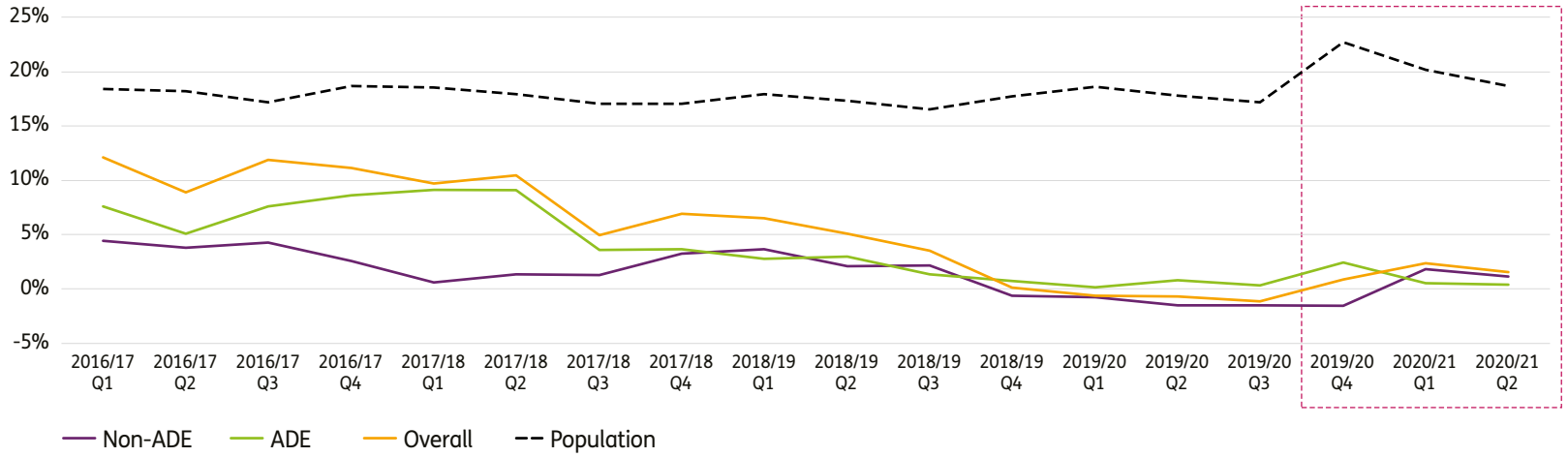
**Participants aged 25 and over**




[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).

# Difference by (entry) quarter[1]

**Difference between age 25 to 64 and age 15 to 24 by (entry) quarter[1]**




The chart shows the difference in employment to population ratios for age 25 to 64 and age 15 to 24.

For the Australian population, the 25 to 64 age group has had employment to population ratios about 18 percentage points higher than the 15 to 24 age group. Prior to the pandemic, this difference was roughly constant, however it increased at the start of the pandemic, which affected the 15 to 24 age group to a relatively greater extent.

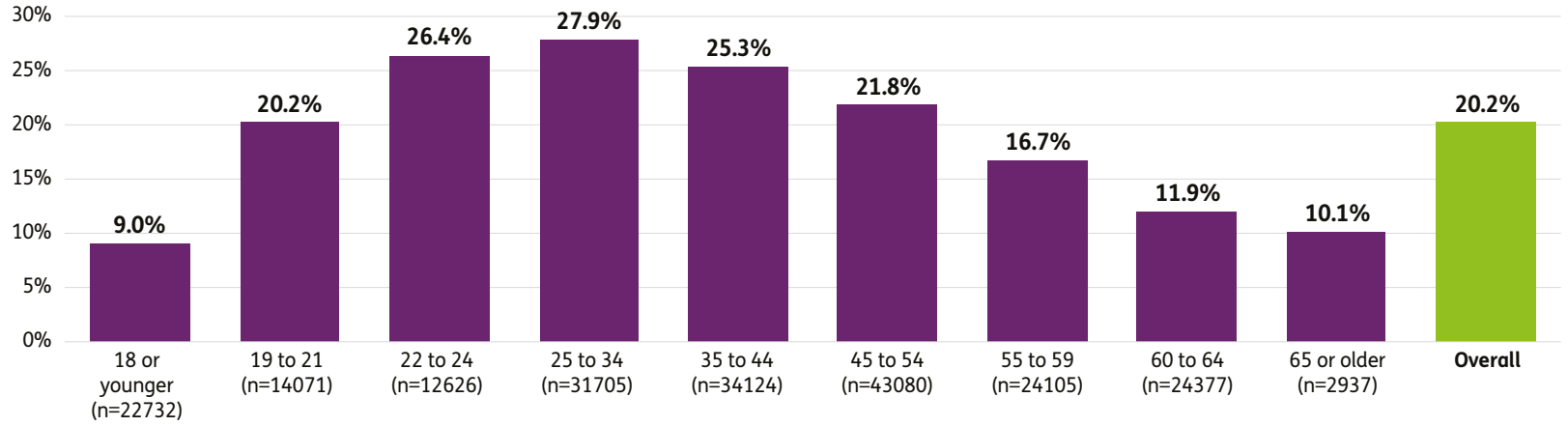
For NDIS participants, the percentage in a paid job was also higher for participants aged 25 and over initially, but the difference has been trending downwards. For the five quarters prior to the pandemic the overall percentage and the percentage in non-ADE employment was higher for participants aged 15 to 24, whilst remaining slightly lower for ADE employment. After the onset of the pandemic, percentages have become slightly higher for the 25 and over age group again.

[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).

# Employment experience of NDIS participants: Baseline

# Paid job, by age

**Percentage in a paid job at baseline, by age**



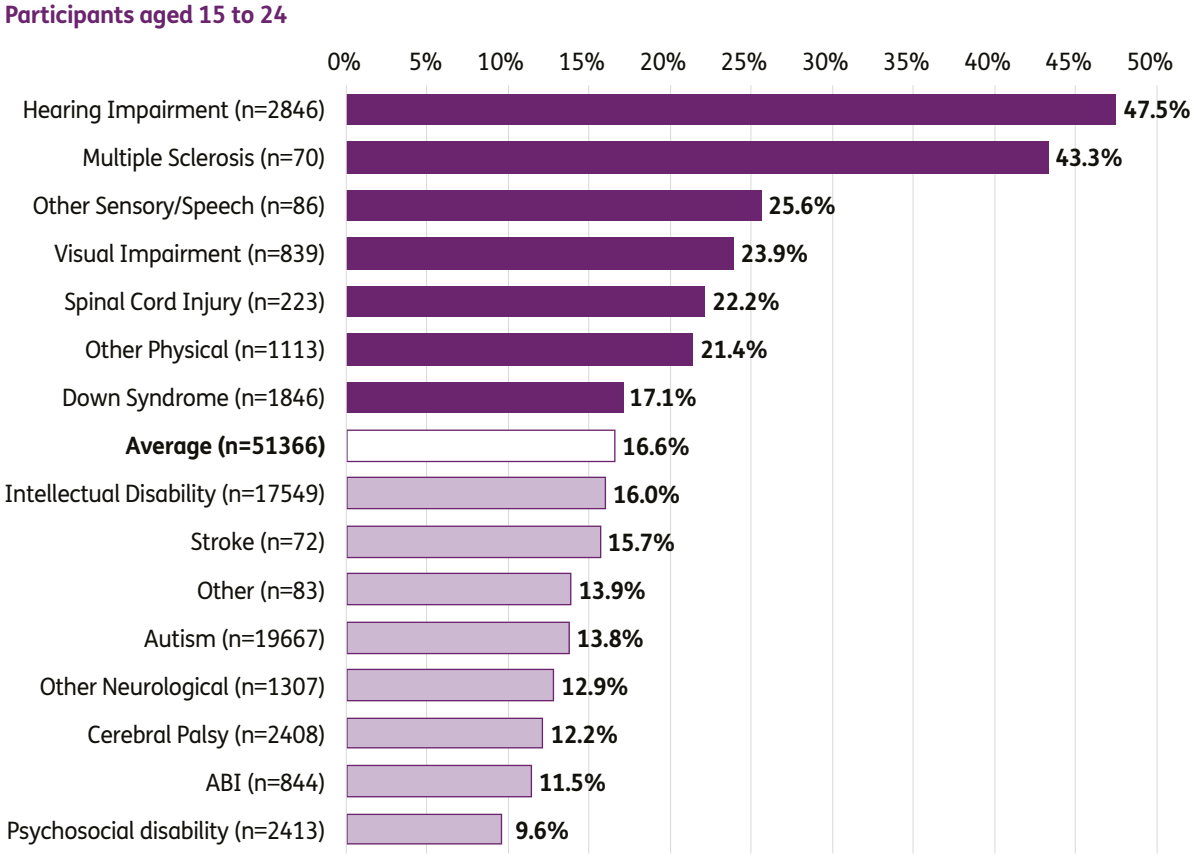

The percentage in a paid job rises from 9% for those aged 15 to 18 to 28% for those aged 25 to 34, before declining to 22% for those aged 45 to 54. This percentage declines more rapidly as participants approach retirement until a low of 10% is reached for those aged 65 or older.

# 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%).

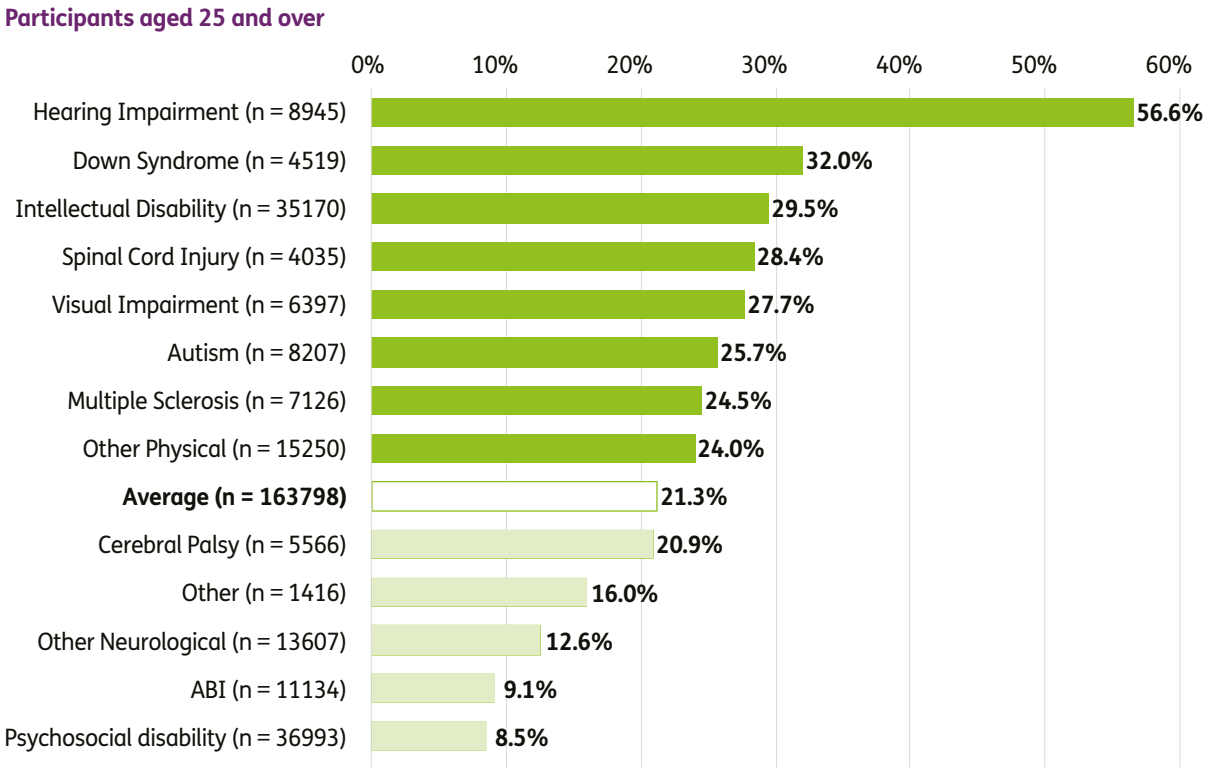


# Employment experience of NDIS participants: Baseline

# Percentage in a paid job at baseline, by disability

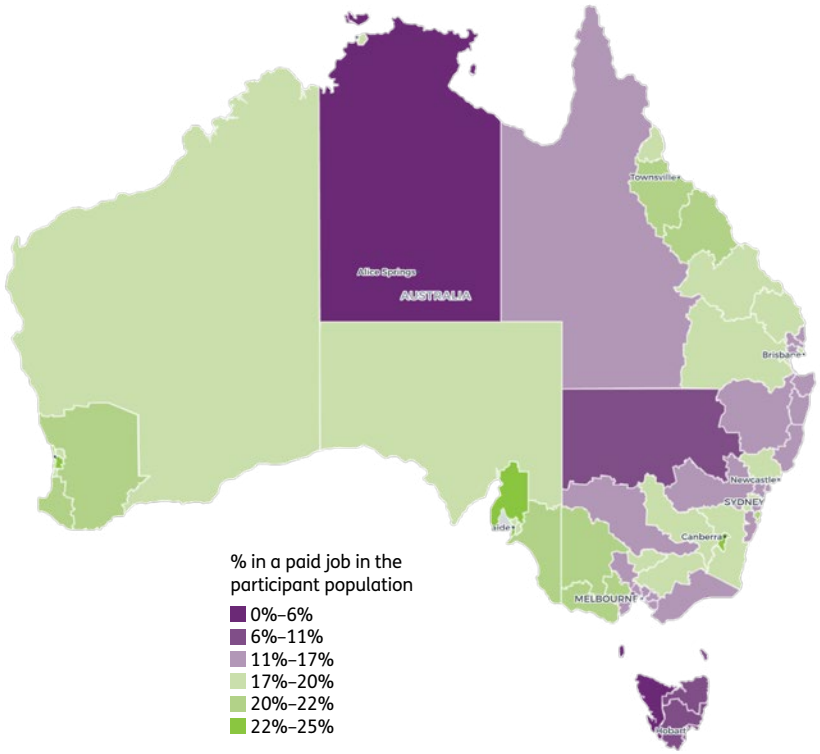
Participants with a hearing impairment have employment rates 2.7 times the overall average.

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



# Geographical distribution

**Participants aged 15 to 24**




The map shows the average employment to population ratio (July 2016 to December 2020) for participants aged 15 to 24.

ACT has the highest employment to population ratio at 25.4%, while TAS has the lowest, at 9.1%.

Regions with the **highest** employment to population ratios are:

- Australian Capital Territory 25.4% (ACT)
- Barossa-Yorke-Mid North 25.0% (SA)
- South Adelaide 24.7% (SA)

Regions with the **lowest** employment to population ratios are:

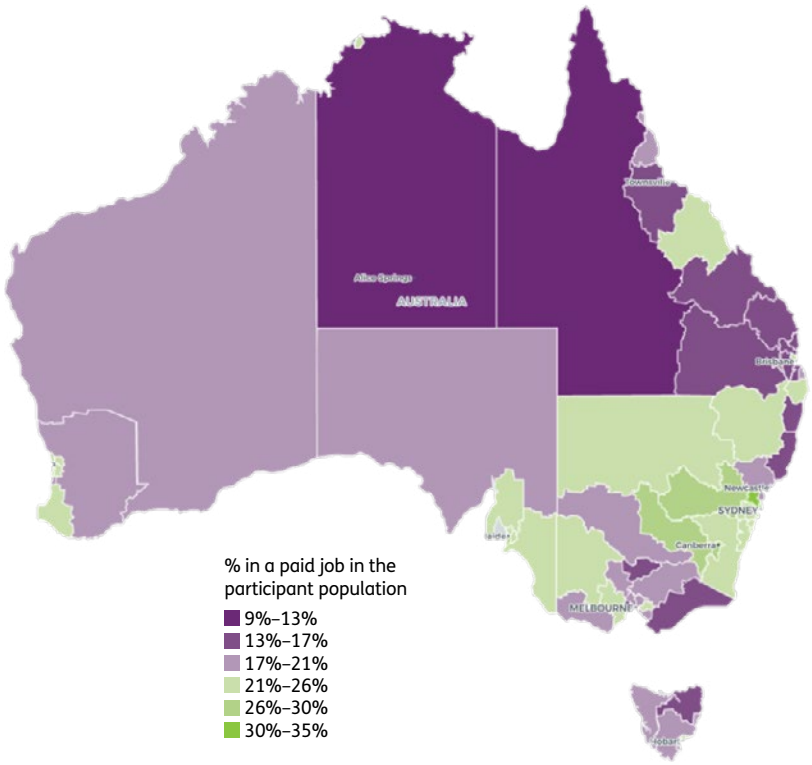
- South East 7.0% (TAS)
- Outback 5.3% (NT)
- West and North-west 5.3% (TAS)

Of note, employment experience of participants in NT appears worse than average. By contrast, in the general population, experience in NT is better than average. On the other hand, SA participants have the third best results, whereas in the general population, SA is ranked 7 out of 8. Other jurisdictions are generally in line with the population.

# Employment experience of NDIS participants: Baseline

# Geographical distribution

**Participants aged 25 and over**




The map shows the average employment to population ratio (July 2016 to December 2020) for participants aged 25 and over.

ACT has the highest employment-to-population ratio at 29.1%, while NT has the lowest, at 15.0%.

Regions with the **highest** employment to population ratios are:

- Northern Beaches 34.7% (NSW)
- Baulkham Hills and Hawkesbury 34.1% (NSW)
- North Sydney and Hornsby 33.2% (NSW)

Regions with the **lowest** employment to population ratios are:

- North Moreton Bay 14.1% (QLD)
- Outback QLD 11.3% (QLD)
- Outback NT 9.3% (NT)

As for participants aged 15 to 24, employment experience of those aged 25 and over in NT appears worse than average. By contrast, in the general population, experience in NT is better than average. On the other hand, SA participants have the second best results, whereas in the general population, SA is ranked 7 out of 8. Other jurisdictions are generally in line with the population.

# Modelling of baseline employment outcomes

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

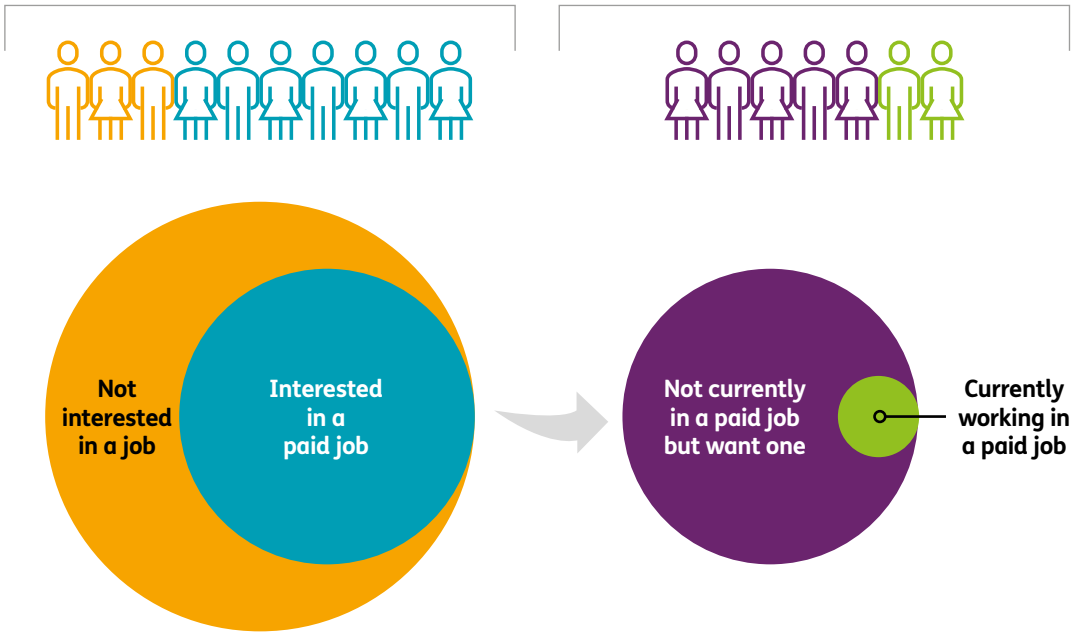
However, instead of solely analysing the likelihood of participants responding "Yes (I am currently working in a paid job)", the analysis adopts a two-staged approach, investigating two key questions.

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?**



# Modelling of baseline employment outcomes: two-stage approach

The two-stage approach described above involves fitting two separate models:

1) For the whole group of participants, a model for the probability of being interested in a paid job. This model seeks to answer the question: What factors distinguish those who are interested in a paid job from those who are not interested in a paid job?

2) For the subset of participants who are interested in a paid job, a model for the probability of having a paid job. This model seeks to answer the question: If participants are interested in a paid job, what factors distinguish those who have a paid job from those who do not have a paid job?

The two models are fitted separately for participants aged 15 to 24, and those aged 25 and over.

Note, also, that "having a paid job" includes all employment types (both non-ADE and ADE).

# Modelling of baseline employment outcomes

Factors investigated in the multiple logistic regression models included:

| Category | Factors |
|---|---|
| **Demographic** | Age, gender, Indigenous status, CALD background, educational attainment, current study status |
| **Disability** | Primary disability, level of function |
| **Plan features** | Plan management type, annualised total budget, entry type, level of NDIA support, access request decision |
| **Geographical** | State/Territory, remoteness, unemployment rate in LGA |
| **Housing** | Housing type, people they live with, provide care for others |
| **Support** | Number of daily living activities that require support |
| **Other outcome indicators** | Self-assessed health |
| **Time trend** | Entry date, COVID-19 indicator, seasonality |

# Variable importance

Given the wealth of baseline data, many of the factors investigated are statistically significant in the models. The concept of **variable importance** can be used to explain which drivers have the biggest impact on employment outcomes in the population of participants.

When considering how important a factor is to a participant population, rather than at an individual level, its **relative prevalence** needs to be considered. For example:

- Having completed a graduate degree is a very significant predictor of having a paid job at an **individual level**
- However, its importance at a **participant population level** diminishes due to the low prevalence rate (only 1.8%) of NDIA participants aged 15 to 24 who had completed a graduate degree.
- Therefore, in this example, having a graduate degree has only a moderate influence on overall employment outcomes, when considering the whole population.

In the next few slides, we present the top five most **important**[1] and statistically significant drivers in each of the baseline models.

[1] Specifically, the variable importance is quantified through Gradient Boosting Machines (GBM), which is a well-developed machine learning method. The GBMs are calibrated on the modelling dataset and the predictors are restricted to all the statistically significant predictors from the multiple linear regression models. The variable importance is the ratio of the reduction in loss function due to a certain predictor, divided by the total reduction in loss function. Note that while variable importance is indicative of the relative importance of a predictor within one model, it is **not comparable across models**.

# Employment experience of NDIS participants: Baseline

# Drivers of being interested in employment

## (participants aged 15 to 24)

For participants aged 15 to 24, level of function is by far the most important factor determining whether they are interested in a paid job, followed by the level of education they have attained.

| Top 5 most important drivers | Effect on the likelihood of being interested in employment | Relative importance |
|---|---|---|
| **Level of function**[1] | **Increases** with higher level of function | 40.4% |
| **Educational attainment (Compared to secondary school)** | **Higher** if completed graduate level education, followed by TAFE or diploma, and senior secondary school<br>**Lower** if no school level education completed | 21.7% |
| **Number of daily living activities that require support** | **Decreases** with number of daily living activities that require support | 10.9% |
| **Age** | **Increases** with age from 15 to 18.<br>After 18, **decreases** with age if participant is not studying, and no change if participant is studying | 8.4% |
| **Annualised plan budget**[1] | **Decreases** with annualised plan budget | 6.4% |

[1] Whilst level of function and annualised plan budget are linked, the models indicate that each has independent explanatory power.

# Employment experience of NDIS participants: Baseline

# Drivers of being interested in employment

## (participants aged 25 and over)

For participants aged 25 and over, level of function and age are both important factors determining whether they are interested in a paid job.

| Top 5 most important drivers | Effect on the likelihood of being interested in employment | Relative importance |
|---|---|---|
| **Level of function**[1] | **Increases** with higher level of function | **31.1%** |
| **Age** | **Decreases** with increasing age (steep decrease between age 25 to 50, after age 50, decrease becomes less steep) | **28.4%** |
| **Educational attainment (Compared to secondary school)** | **Higher** if completed graduate level education, followed by TAFE or diploma, and senior secondary school<br>**Lower** if no school level education completed | **12.6%** |
| **Annualised plan budget**[1] | **Decreases** with annualised plan budget | **5.3%** |
| **Primary disability (Compared to intellectual disability)** | **Lower** if primary disability type is psychosocial disability, other physical disabilities, other neurological disabilities, acquired brain injury, autism, multiple sclerosis, visual impairment, stroke, or other disabilities | **5.1%** |

[1] Whilst level of function and annualised plan budget are linked, the models indicate that each has independent explanatory power.

# Drivers of working in a paid job, given interest

## (participants aged 15 to 24)

Age, and whether the participant received supports prior to joining the NDIS, are the most important drivers of whether participants aged 15 to 24 have a paid job.

| Top 5 most important drivers | Effect on the likelihood of being interested in employment | Relative importance |
|---|---|---|
| **Age** | **Increases** with age | 25.7% |
| **Scheme entry type (Compared to State/ Territory)** | **Higher** if previously received services from Commonwealth programs<br>**Lower** if did not receive either Commonwealth or State/Territory supports prior to entering the NDIS | 19.9% |
| **Primary disability (Compared to autism)** | **Higher** if the primary disability type is intellectual disability, hearing impairment, Down syndrome, spinal cord injury, other physical disabilities or other disabilities<br>**Lower** if the primary disability type is psychosocial disability | 8.8% |
| **Level of function** | **Increases** with higher level of function | 8.5% |
| **Number of daily living activities that requires support** | **Decreases** with number of daily living activities that require support | 8.3% |

# Drivers of working in a paid job, given interest

## (participants aged 25 and over)

Primary disability is the most important driver of whether participants aged 25 and over have a paid job.

| Top 5 most important drivers | Effect on the likelihood of being interested in employment | Relative importance |
|---|---|---|
| **Primary disability (Compared to intellectual disability)** | **Lower** if primary disability type is psychosocial disability, other physical disabilities, hearing impairment, other neurological disabilities, acquired brain injury, autism, multiple sclerosis, spinal cord injury, visual impairment, stroke or cerebral palsy<br>**Higher** if primary disability type is Down syndrome | **32.8%** |
| **Housing type (Compared to own house)[1]** | **Lower** if living in privately rented properties, crisis accommodation/ shelter, boarding home/hostel/other residential care (SIL and non-SIL) or supported housing (non-SIL)<br>**Higher** if living in supported housing (SIL) | **13.4%** |
| **Level of function** | **Increases** with higher level of function | **10.9%** |
| **Scheme entry type (Compared to State/Territory)** | **Higher** if previously received services from Commonwealth programs<br>**Lower** if no prior support | **10.7%** |
| **Self-rated health (Compared to "Fair")** | **Higher** if assessed health is 'Very good/Excellent' or 'Good'<br>**Lower** if assessed health is 'Poor' | **10.4%** |

[1] See next slide for further discussion on housing.

# Drivers of working in a paid job, given interest - housing (participants aged 25 and over)

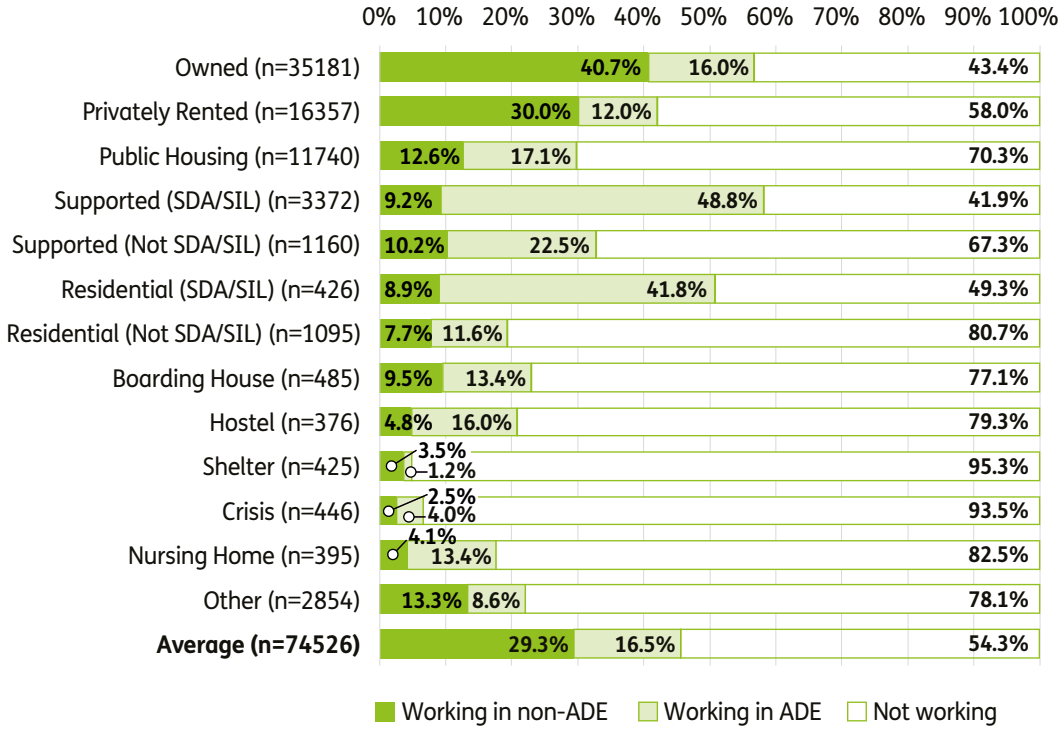
For participants interested in paid work at baseline, those in SDA/SIL are more likely to be in a paid job.

The chart shows that the majority of jobs for those in SDA/SIL are in ADEs: 48.8% and 41.8% of SDA/SIL participants in supported accommodation or residential accommodation (respectively) have a job in an ADE, compared to only 9.2% and 8.9% with non-ADE employment.

By contrast, 40.7% of participants who live in a home owned by them or their families are in non-ADE employment.

Participants in vulnerable housing (for example, short-term crisis or temporary shelter) are much more likely to be not working.

**Percentage of those interested in paid work who are in non-ADE employment, ADE employment, or not working, by housing type[1]**




[1] The "housing type" variable is derived from participants' self-reported housing arrangements and information on whether they are in SDA/SIL. For example, participants who say they are in supported accommodation and are in SDA/SIL are classified as "Supported (SDA/SIL)", whereas those who say they are in supported accommodation but not in SDA/SIL are classified as "Supported (Not SDA/SIL)".

PART 2

# Type of employment

2.2

# 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

# Type of employment, by age

**Open employment:**

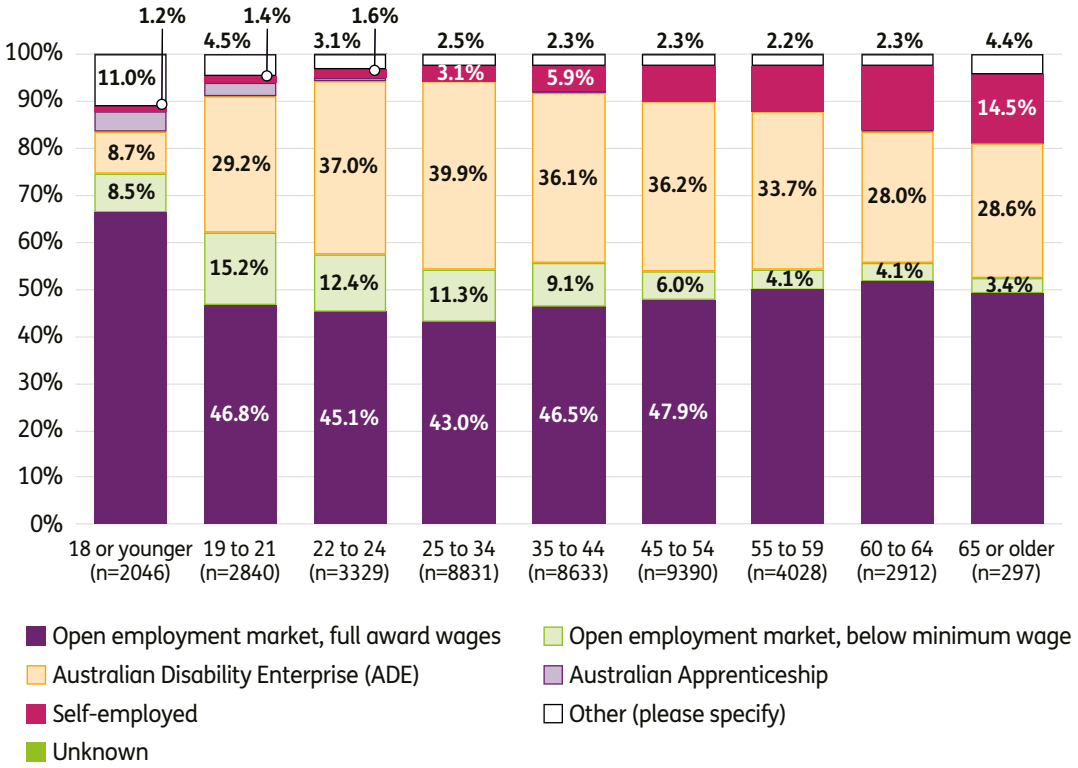
- The percentage of participants in open employment at full award wages falls from 66% for 15 to 18 year olds, to 43% for 25 to 34 year olds, then increases slightly for older ages.
- The percentage in open employment at less than full award wages decreases with age.

**ADE employment:**

- The percentage of participants in an ADE increases from 9% for those 18 or younger, to 40% for those aged 25 to 34, then declines.

**Self-employment:**

- Becomes more common after age 35, reaching close to 15% for those aged 65 or older.



# Employment experience of NDIS participants: Baseline

# Type of employment, by disability

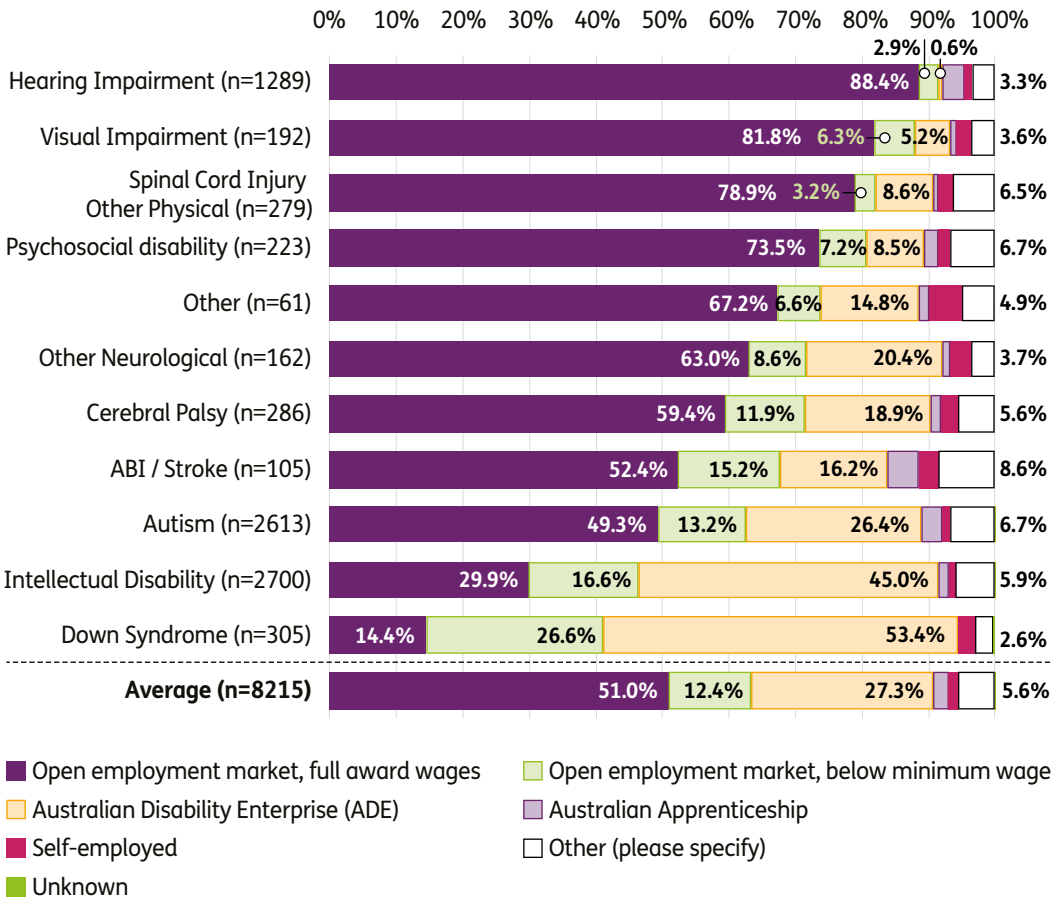
**Open employment at full award wages:**

- Participants with hearing impairment are the most likely to be in open employment at full award wages (88%).
- Participants with Down syndrome (14%) or intellectual disability (30%) are the least likely.

**ADE employment:**

- Participants with Down syndrome (53%) or intellectual disability (45%) are the most likely to be working in an Australian Disability Enterprise.

**Participants aged 15 to 24**

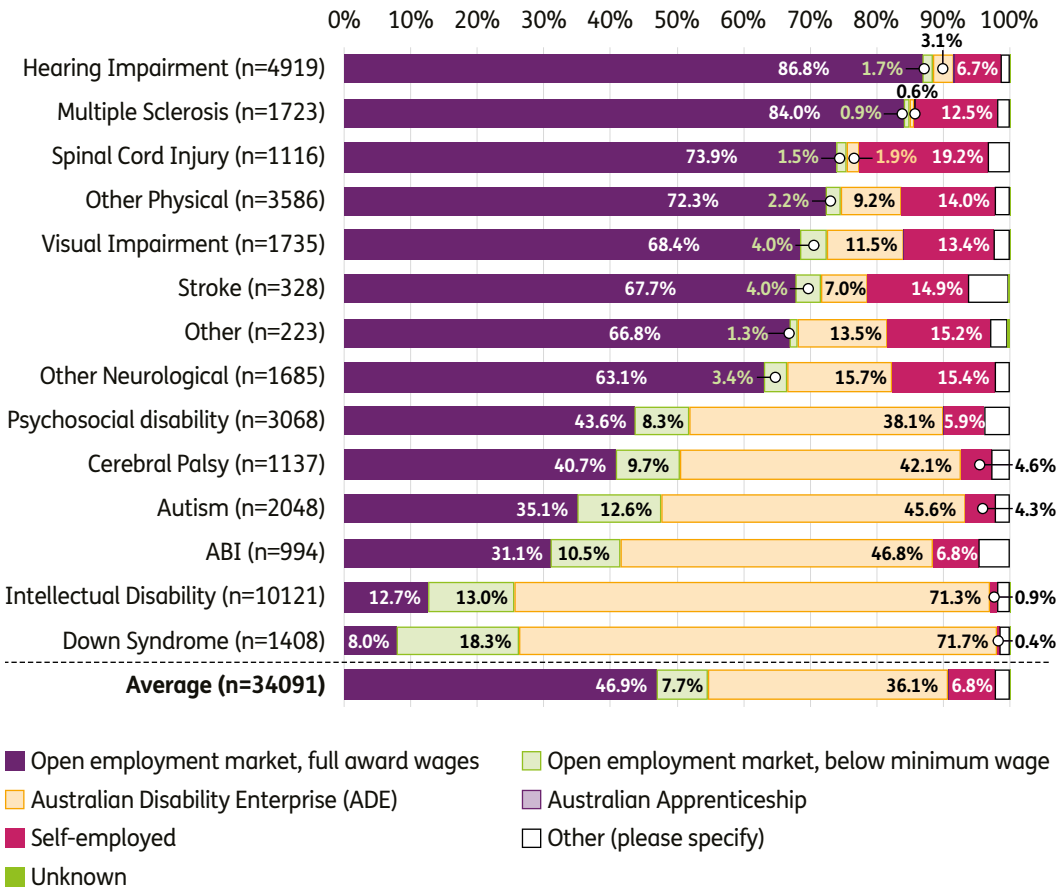


# Employment experience of NDIS participants: Baseline

# Type of employment, by disability

- Participants with hearing impairment are the most likely to be in open employment at full award wages (87%).
- Participants with a spinal cord injury are much more likely to be self-employed (19%).
- Participants with Down syndrome (72%) or intellectual disability (71%) are the most likely to be working in an ADE.

**Participants aged 25 and over**



PART 2

# Weekly hours of work

2.3

# Employment experience of NDIS participants: Baseline

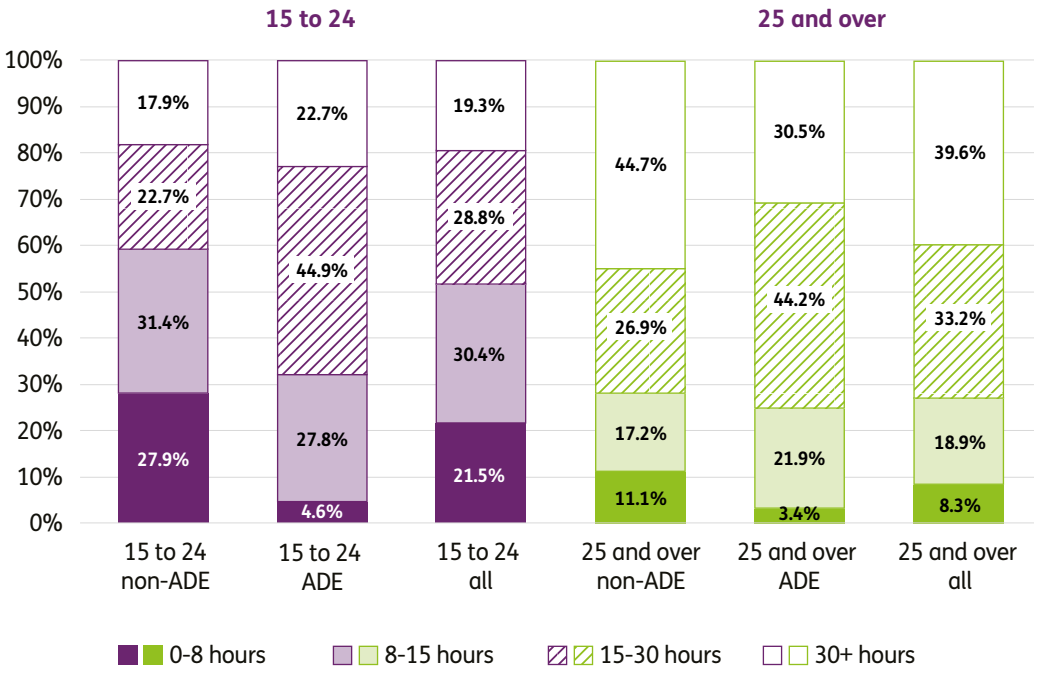
# Weekly hours of work

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

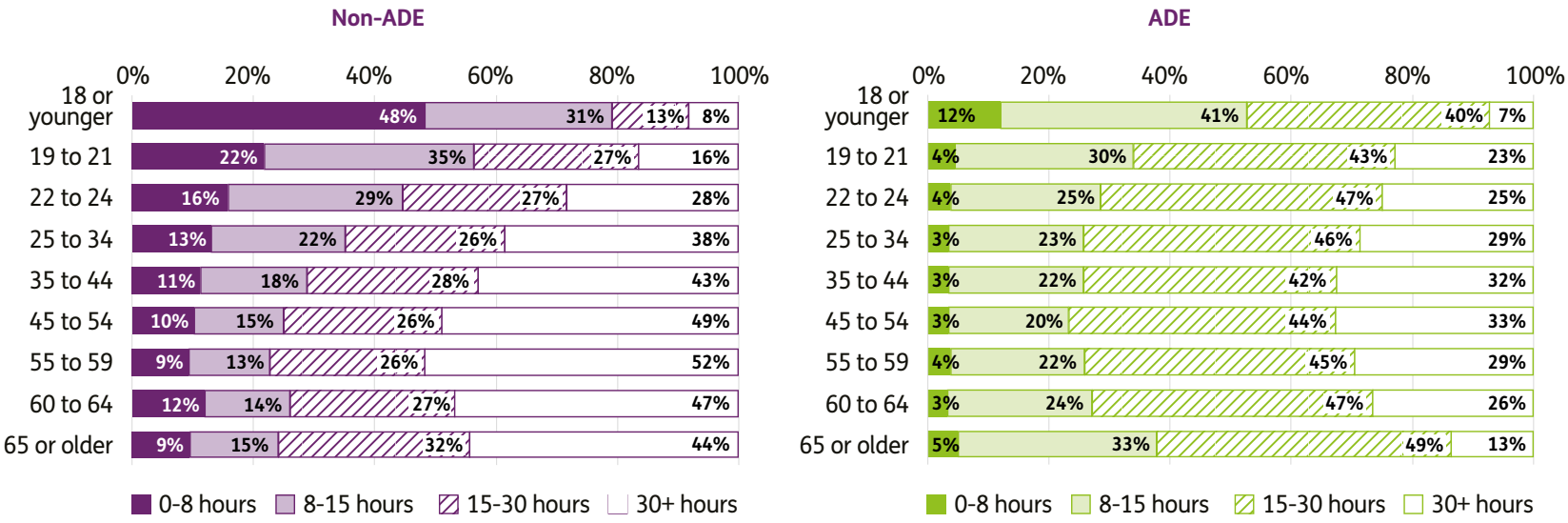
For participants in non-ADE employment, those aged 15 to 24 tend to work shorter hours compared to those aged 25 and over:

- 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



# Employment experience of NDIS participants: Baseline

# Weekly hours of work, by age




Younger participants in non-ADE employment, especially those 18 or younger, are more likely to work shorter hours per week. Many of these participants would still be studying/ at school and are therefore more likely to be in casual work where shorter hours are more common.

The percentage working 30 or more hours per week increases with age, to a maximum of 51.5% for those aged 55 to 59.

For participants working in an ADE, the percentage working 15-30 hours per week is relatively stable by age, ranging from 40.1% for those aged 18 or younger to 48.8% for those aged 65 or older. This is the most common range except for those aged 18 or younger, where 40.7% work 8-15 hours per week.

Participants aged 35 to 54 are most likely to work 30 or more hours per week (around one-third).

# Employment experience of NDIS participants: Baseline

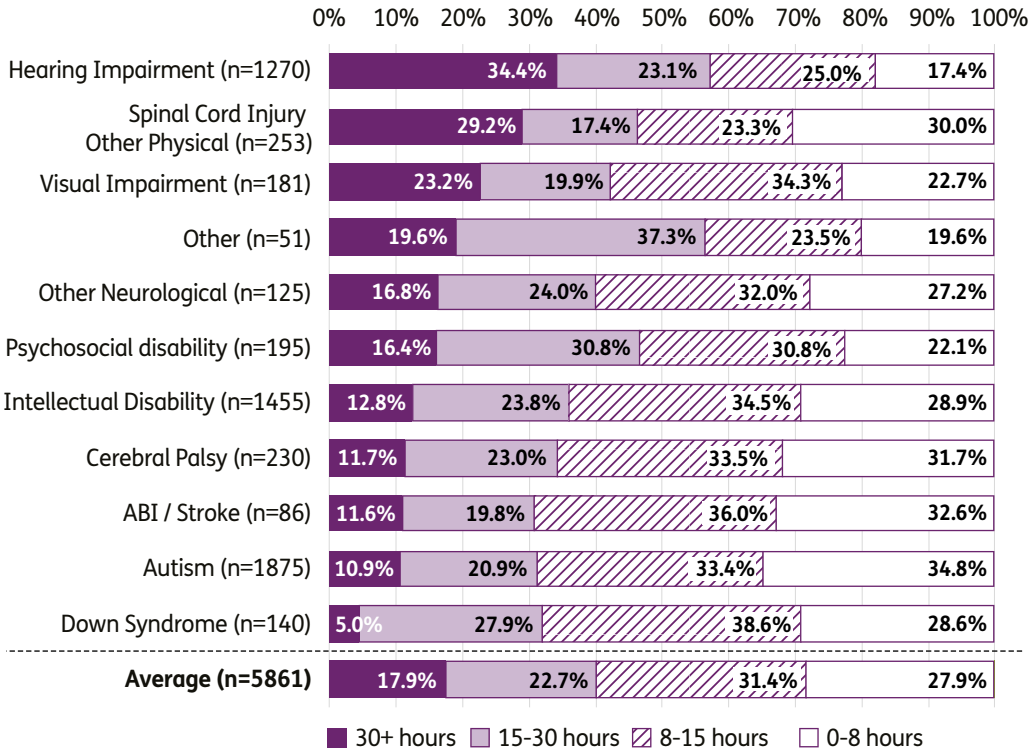
# Weekly hours of work, by disability

## Non-ADE employment

For participants aged 15 to 24 in non-ADE employment:

- Participants with hearing impairment are the most likely to work more than 30 hours per week (34.4%)
- Participants with Down syndrome (5.0%) or autism (10.9%) are the least likely to work more than 30 hours per week.
- Participants with Down syndrome are the most likely to work between 8 and 30 hours per week (66.4%).

**Participants aged 15 to 24**



# Employment experience of NDIS participants: Baseline

# Weekly hours of work, by disability

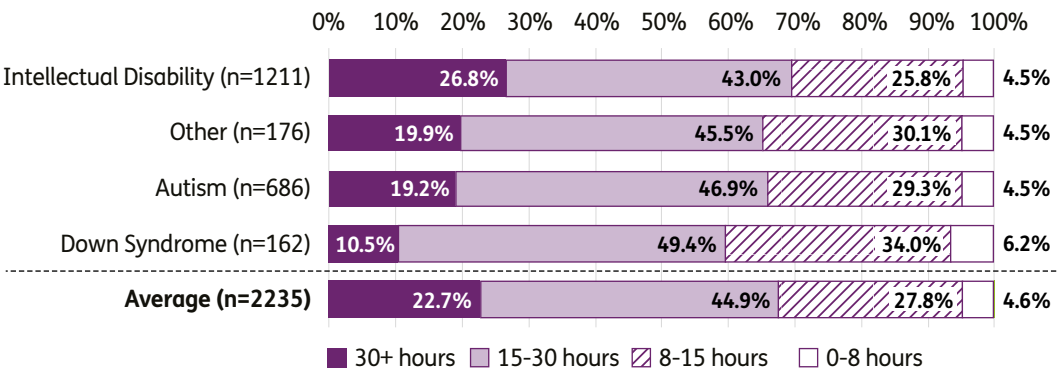
## ADE employment

For participants aged 15 to 24 working in an ADE:

- Participants with intellectual disability are the most likely to work more than 30 hours per week (26.8%)
- Participants with Down syndrome (10.5%) are the least likely to work more than 30 hours per week.
- Participants with Down syndrome are the most likely to be work between 8 and 30 hours per week (83.3%)

Participants with intellectual disability, Down syndrome or autism tend to work longer hours when they are working in an ADE compared to when they are working outside an ADE (previous slide).

**Participants aged 15 to 24**



# Employment experience of NDIS participants: Baseline

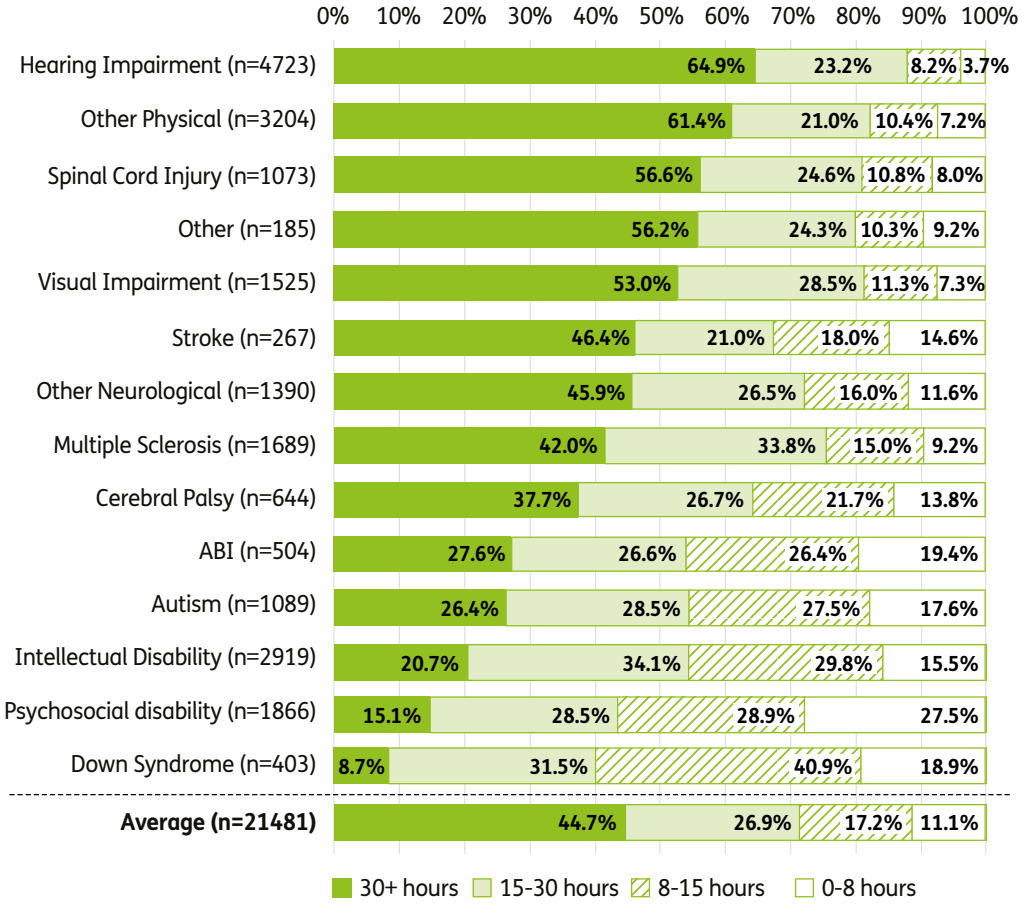
# Weekly hours of work, by disability

## Non-ADE employment

For participants aged 25 and over in non-ADE employment:

- Participants with hearing impairment are the most likely to work more than 30 hours per week (64.9%)
- Participants with psychosocial disability (15.1%) or Down syndrome (8.7%) are the least likely to work more than 30 hours per week
- Participants with Down syndrome are the most likely to be working between 8 and 30 hours per week (72.5%), followed by those with intellectual disability (63.9%)

**Participants aged 25 and over**



# Employment experience of NDIS participants: Baseline

# Weekly hours of work, by disability

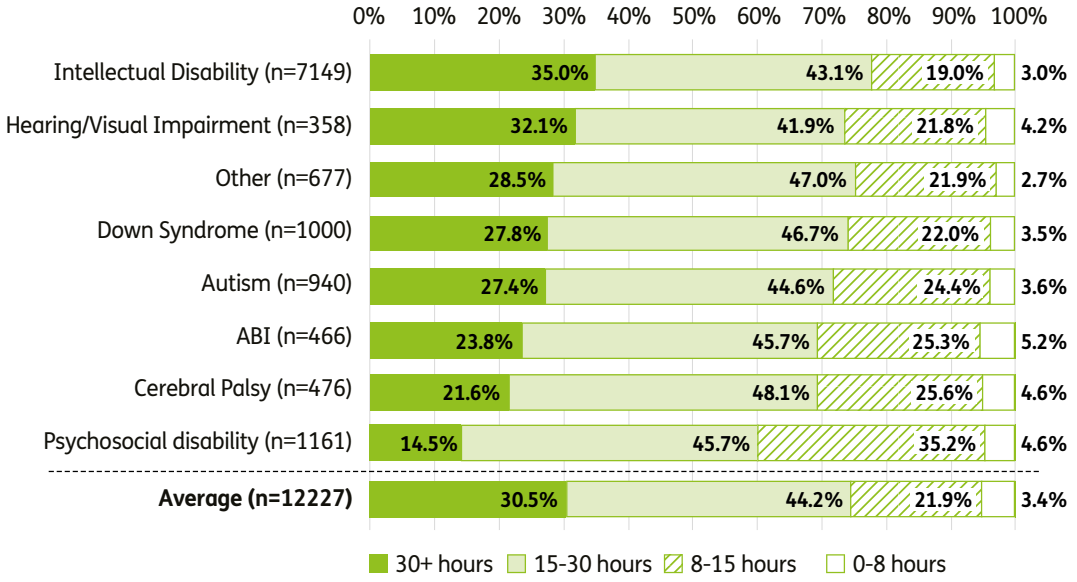
## ADE employment

For participants aged 25 and over working in an ADE:

- Participants with intellectual disability are the most likely to work 30 or more hours per week (35.0%), followed by those with hearing or visual impairment (32.1%)
- Participants with psychosocial disability (14.5%) are the least likely to work 30 or more hours per week
- Participants with psychosocial disability are the most likely to work between 8 and 30 hours per week (81.0%)

Participants in non-ADE employment (see previous slide) are more likely to work longer hours than participants working in an ADE, except for participants with intellectual disability, autism and Down syndrome, who are more likely to work 30 hours or more per week when they are in an ADE.

**Participants aged 25 and over**



PART 2

# Industry of employment

2.4

# Industry of employment

## (participants aged 15 and over)

Industry of employment is captured in the outcomes questionnaire as a free text field and analysed using text mining methods.

The word cloud shown on this slide depicts the most commonly captured industries (as reported by participants aged 15 and over) in the free text field. The more prominent/ larger the text, the higher the proportion of participants who reported that industry.

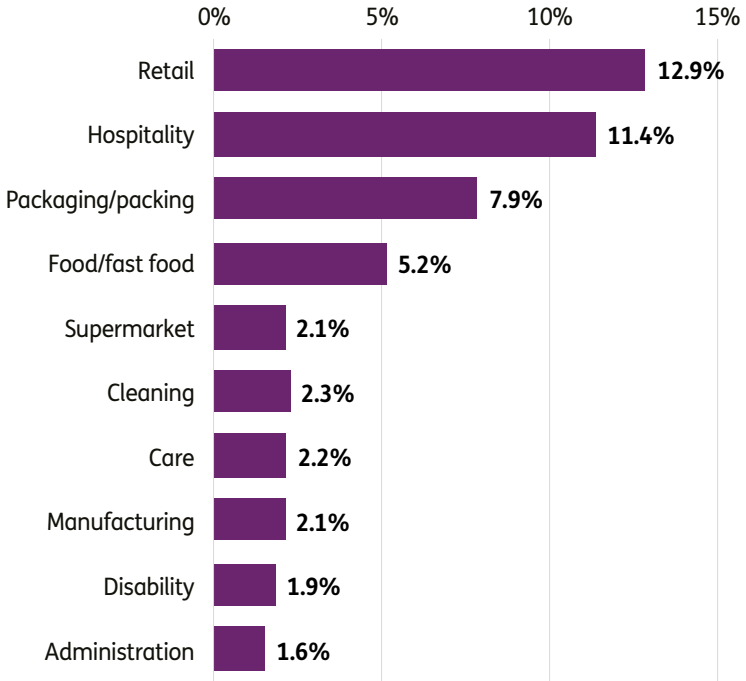
Almost 97% of participants aged 15 and over, who are in a paid job, reported their industry of employment at baseline.

As depicted in the cloud diagram, retail and hospitality were by far the most common industries reported by participants aged 15 and over.

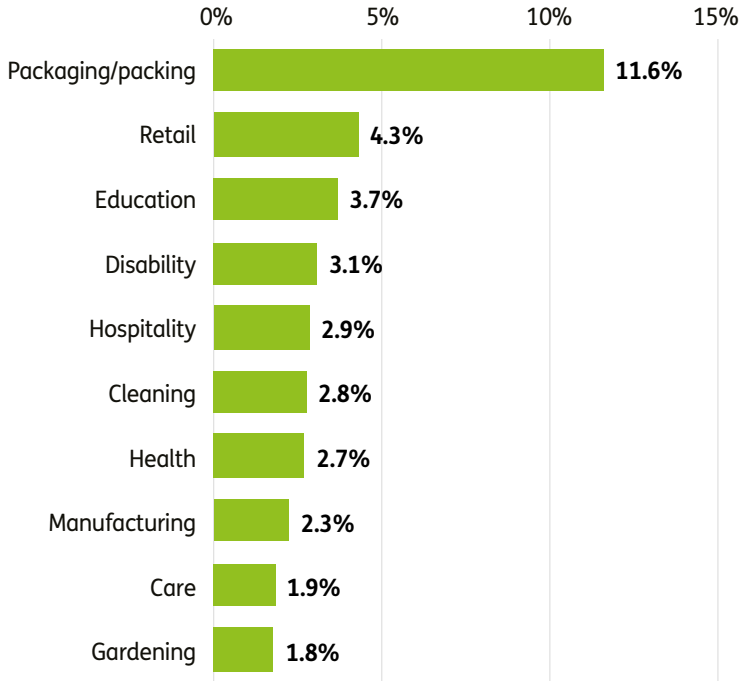
# Industry of employment – Top 10 most mentioned words

The figures below show the top 10 most commonly reported words/ terms used to describe participants' industry of work. Participants aged 15 to 24 reported retail (12.9%) and hospitality (11.4%) most often, while 11.6% of participants aged 25 and over reported 'packaging/packing'.

**Participants aged 15 to 24**




**Participants aged 25 and over**



# Employment experience of NDIS participants: Baseline

# Industry of employment, by type of employment

## (participants aged 15 to 24)

Top 5 most frequent keywords describing industry of employment by type of employment, participants aged 15 to 24.

| | Full award wages (n=4097) | Supported wages (n=978) | ADE (n=2124) | Self employed (n=116) | Apprenticeship (n=190) | Other* (n=428) |
|---|---|---|---|---|---|---|
| 1 | Retail (18.9%) | Retail (14.8%) | Packaging/packing (25.3%) | Business (6.0%) | Hospitality (8.9%) | Hospitality (12.4%) |
| 2 | Hospitality (15.9%) | Hospitality (11.3%) | Manufacturing (5.8%) | Dog walking (6.0%) | Mechanic (5.3%) | Retail (11.4%) |
| 3 | Food/fast food (6.8%) | Food/fast food (6.3%) | Recycling (3.9%) | Lawn (5.2%) | Plumbing (4.7%) | Food/fast food (4.2%) |
| 4 | Supermarket (3.3%) | Packaging/packing (6.4%) | Factory (3.5%) | Mowing (5.2%) | Retail (4.2%) | Cleaning (3.7%) |
| 5 | Care (3.0%) | Cleaning (4.0%) | Gardening (3.4%) | Cleaning (4.3%) | Carpentry (4.2%) | Care (3.5%) |

* Participants choosing "Other" are asked to specify the type of employment in a free text field. Common answers included "traineeship", "work experience", "Disability Employment Services", and "pre-vocational training".

# Industry of employment, by type of employment

## (participants aged 25 and over)

Top 5 most frequent keywords describing industry of employment by type of employment, participants aged 25 and over.

| | Full award wages (n=15622) | Supported wages (n=2560) | ADE (n=11625) | Self employed (n=2282) | Apprenticeship (n=21) | Other[1] (n=751) |
|---|---|---|---|---|---|---|
| 1 | Education (7.1%) | Packaging/packing (12.7%) | Packaging/packing (29.9%) | Business (4.0%) | Carpentry (9.5%) | Hospitality (4.4%) |
| 2 | Retail (5.4%) | Retail (11.3%) | Manufacturing (4.5%) | Farming (3.8%) | Packaging/packing (4.8%) | Education (4.3%) |
| 3 | Health (4.9%) | Hospitality (7.1%) | Recycling (4.1%) | Health (3.2%) | Hospitality (4.8%) | Retail (3.9%) |
| 4 | Disability (4.2%) | Cleaning (4.2%) | Factory (3.7%) | Retail (2.8%) | Yard (4.8%) | Cleaning (3.6%) |
| 5 | Hospitality (3.2%) | Food/fast food (3.1%) | Gardening (3.5%) | Construction (2.4%) | Cars (4.8%) | Health (3.2%) |

[1] Participants choosing "Other" are asked to specify the type of employment in a free text field. Common answers included "Disability Employment Services", "pre-vocational training", "traineeship", "family business".

PART 2

# Support and assistance

2.5

# Support in a job and assistance to find a job

Participants who have a paid job are asked “Do you get the support you need to do your job?”, and participants who do not have a paid job but would like one are asked “Are you being assisted to get a job?”

Results for these two questions are summarised in the following slides.

Note that responses are filtered to only include:

- For the question “Do you get the support you need to do your job?”: those in paid work (participants who answer “Yes” to “Are you currently working in a paid job?”)
- For the question “Are you being assisted to get a job?”: jobseekers (those who answer “No, but I would like one” to “Are you currently working in a paid job?” AND say that they are “Job seeking” in the participant information section)

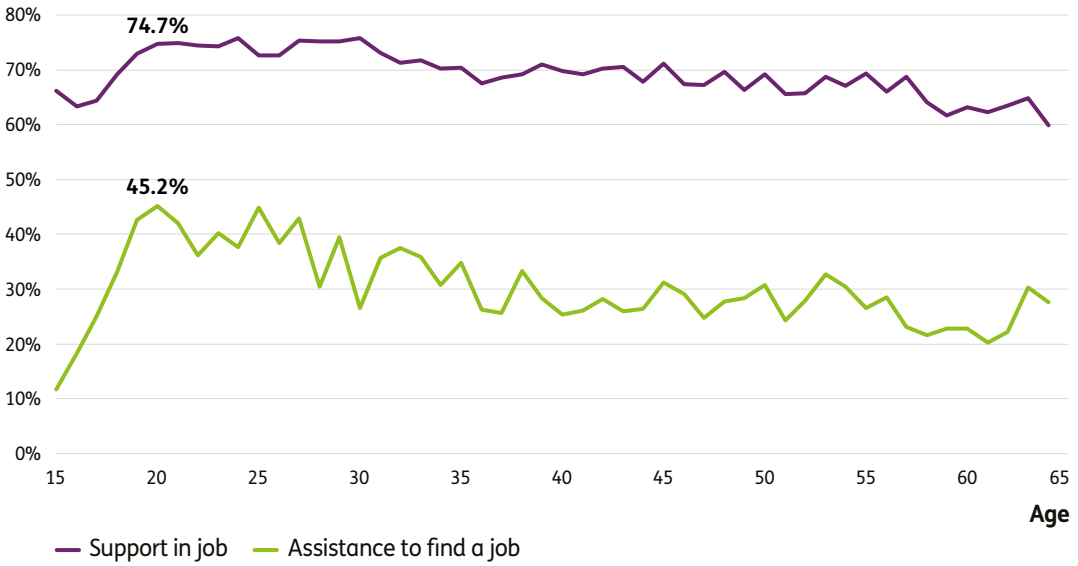
# Support in a job and assistance to find a job

## Baseline, by age

Overall, 69.7% of participants aged 15 to 64 who had a paid job at baseline said they get the support they need to do their job.

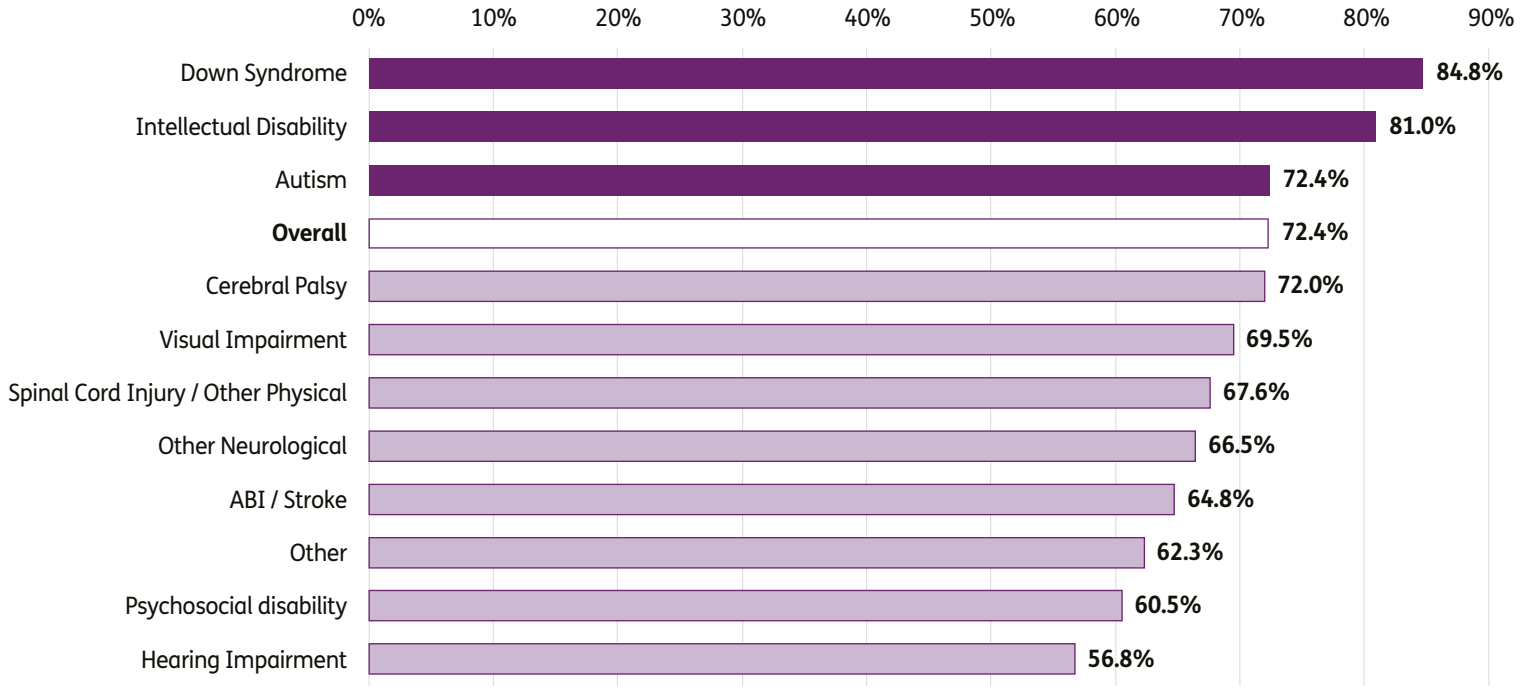
Of those actively job seeking, overall 32.9% said they were being assisted to get a job.

For both questions, there was a strong increase with entry age up to 20, but a declining trend between ages 20 and 64 (from about 75% to 60% for support in job, and from about 45% to 30% for assistance to get a job).



# Do you get the support you need to do your job?
# By disability

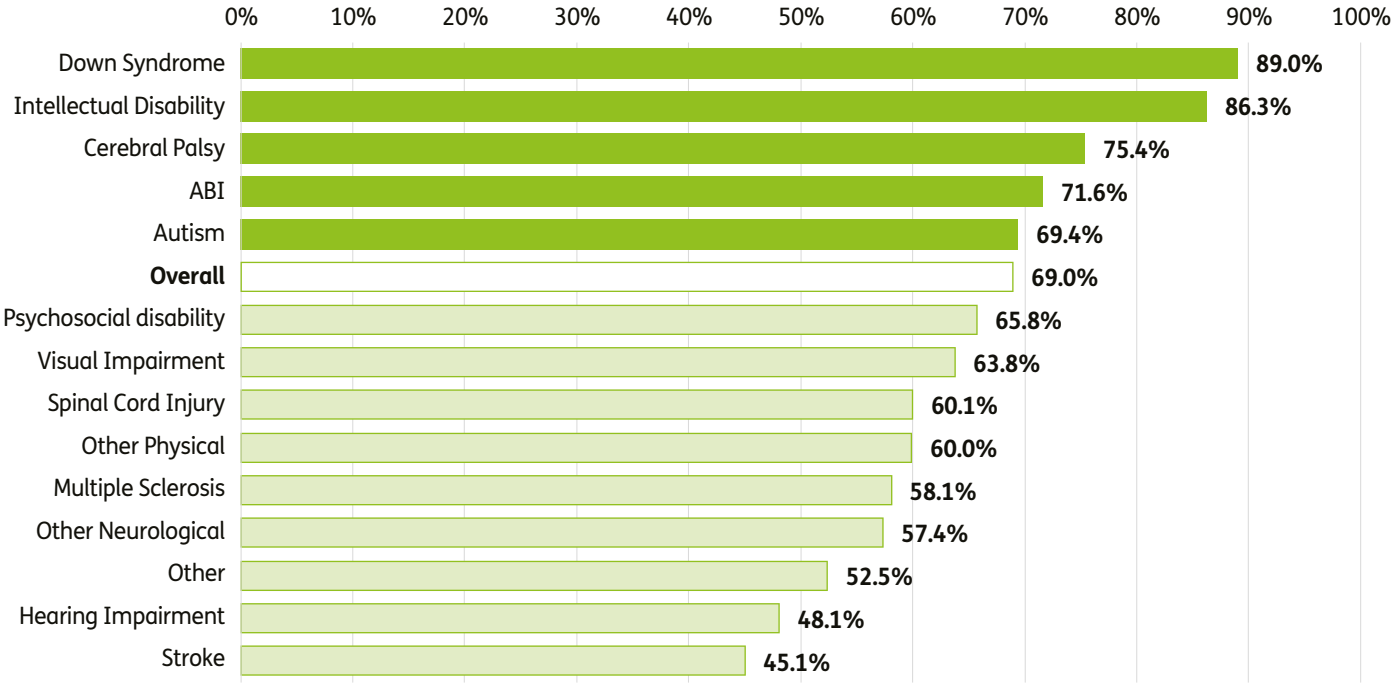
**Participants aged 15 to 24**




Participants with Down syndrome (84.8%) or intellectual disability (81.0%) were the most likely to say they get the support needed to do their job, whereas participants with hearing impairment (56.8%) or a psychosocial disability (60.5%) were the least likely.

# Do you get the support you need to do your job?
# By disability

**Participants aged 25 and over**

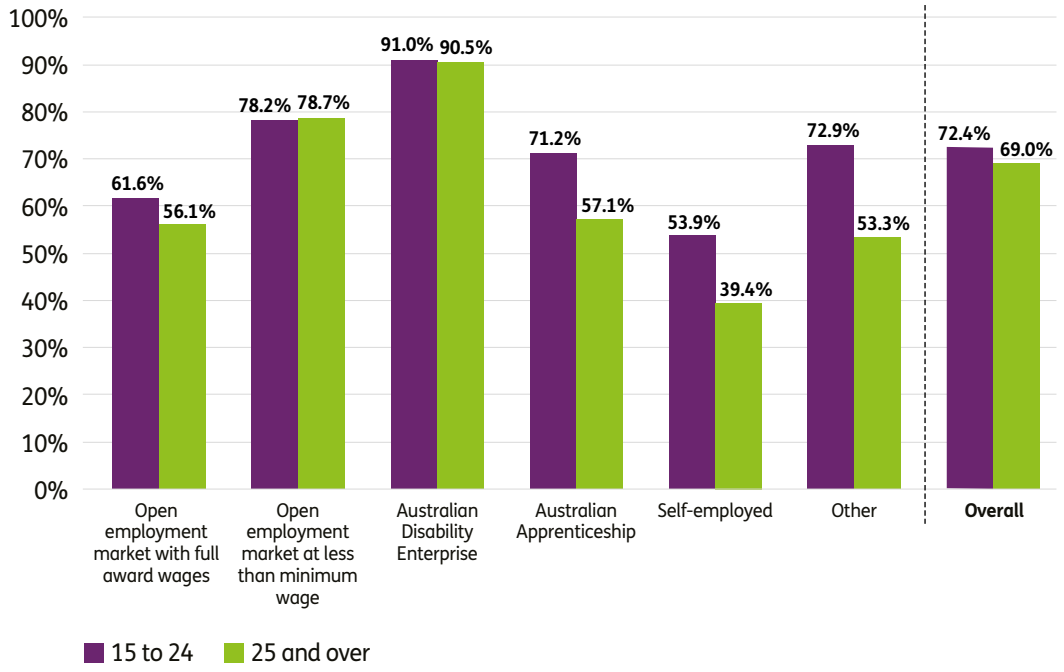



Participants with Down syndrome (89.0%) or intellectual disability (86.3%) were the most likely to say they get the support needed to do their job, whereas participants with stroke (45.1%) or hearing impairment (48.1%) were the least likely.

# Do you get the support you need to do your job?
# By type of employment

For both the 15 to 24 age group and the 25 and over age group, participants working in an ADE were more likely to say they get the support they need to do their job.

Participants in open employment with full award wages were less likely than average to feel supported.



# Do you get the support you need to do your job?
# By type of employment and disability

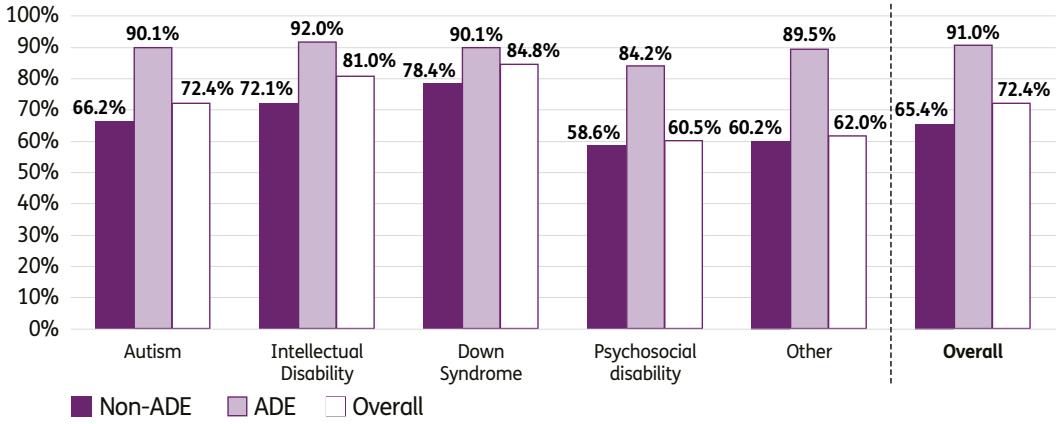
Participants working in an ADE were more likely to feel supported in their job, for each disability group.

Participants with autism had similar rates of feeling supported to average, whereas those with Down syndrome or intellectual disability had higher rates, particularly for non-ADE employment. Participants with psychosocial disability were less likely to feel supported, particularly in non-ADE employment.

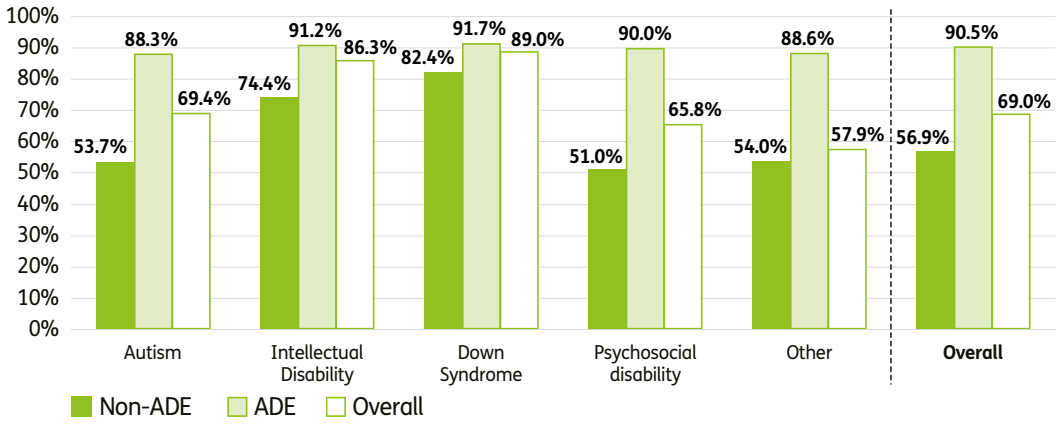
These findings align with the qualitative research[1], which found that the support received in ADEs helped participants understand their work tasks and roles and provided reassurance.

The qualitative research also found that participants with psychosocial disability often felt their disability was not well understood.

**Participants aged 15 to 24**




**Participants aged 25 and over**



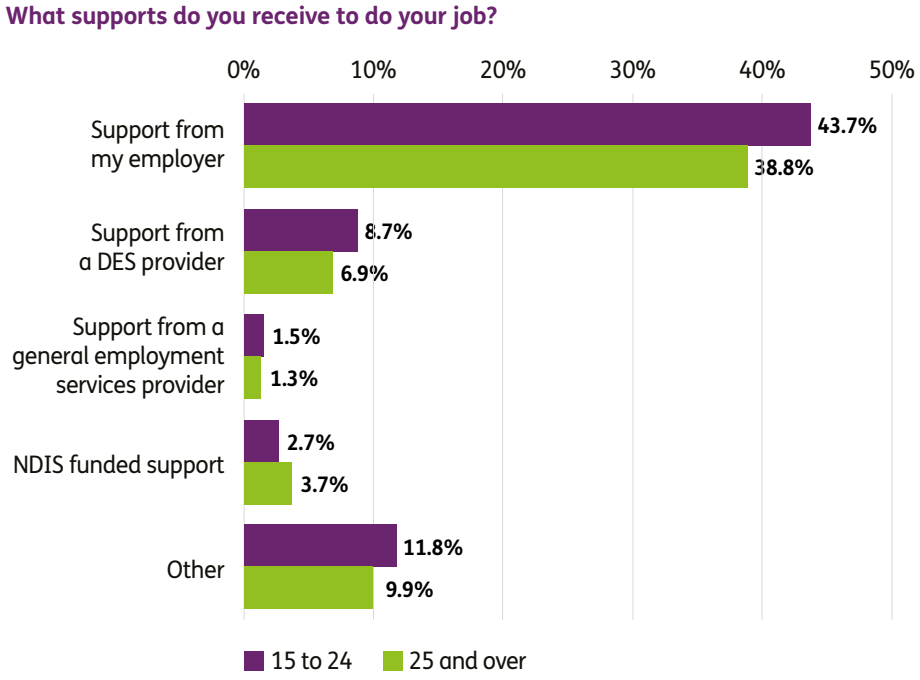

[1] Achieving a 'sense of purpose': pathways to employment for NDIS participants with intellectual disability, on the autism spectrum and/ with psychosocial disability.

# What supports do you receive to do your job?
# Baseline

In the Long Form (LF) questionnaires, participants who have a paid job and are receiving the support they need to do their job are asked what supports they receive.

The most common source of support was the employer (44% of those aged 15 to 24 and 39% of those aged 25 and over).

Since these are baseline results, many participants would not yet be receiving any NDIS supports (including employment supports). The next slide shows results at baseline and first review.

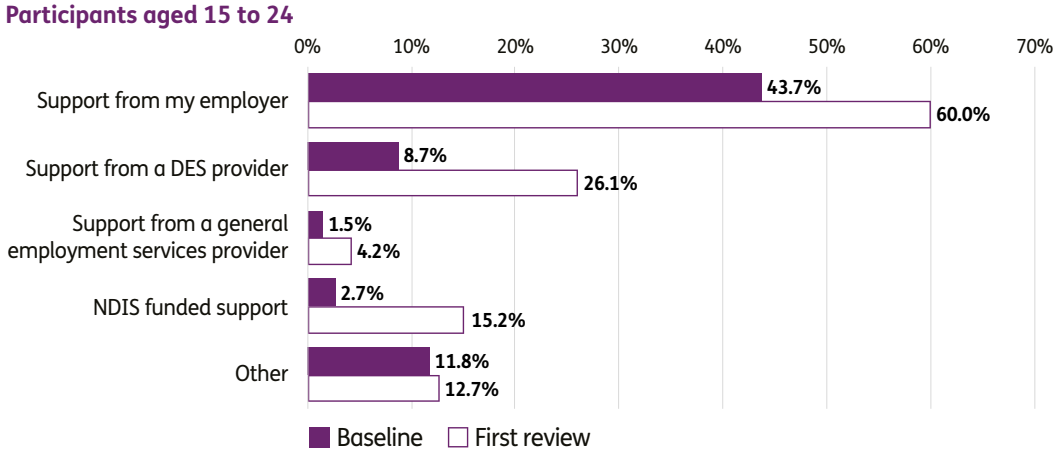


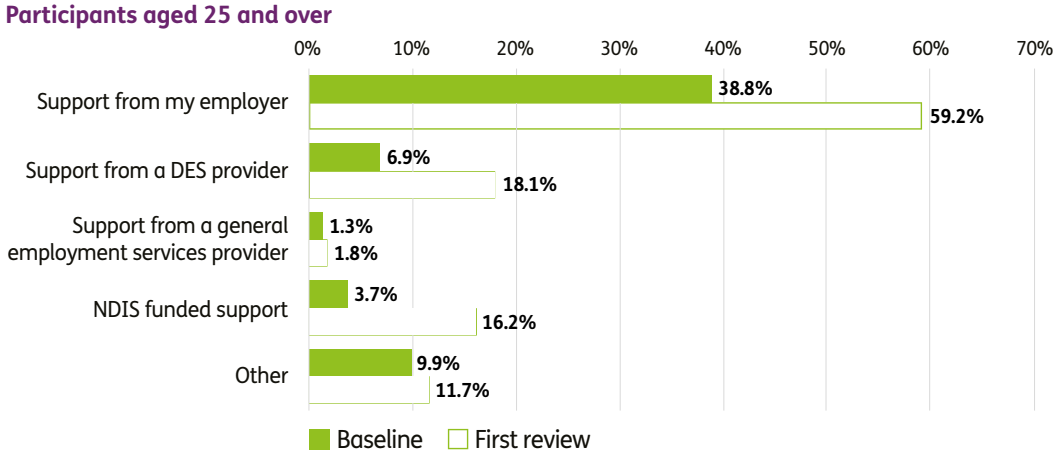
# What supports do you receive to do your job?

# Baseline and first review

For participants with a paid job who are receiving support to do their job at first review, the percentage receiving each of the specified types of support has increased from baseline.

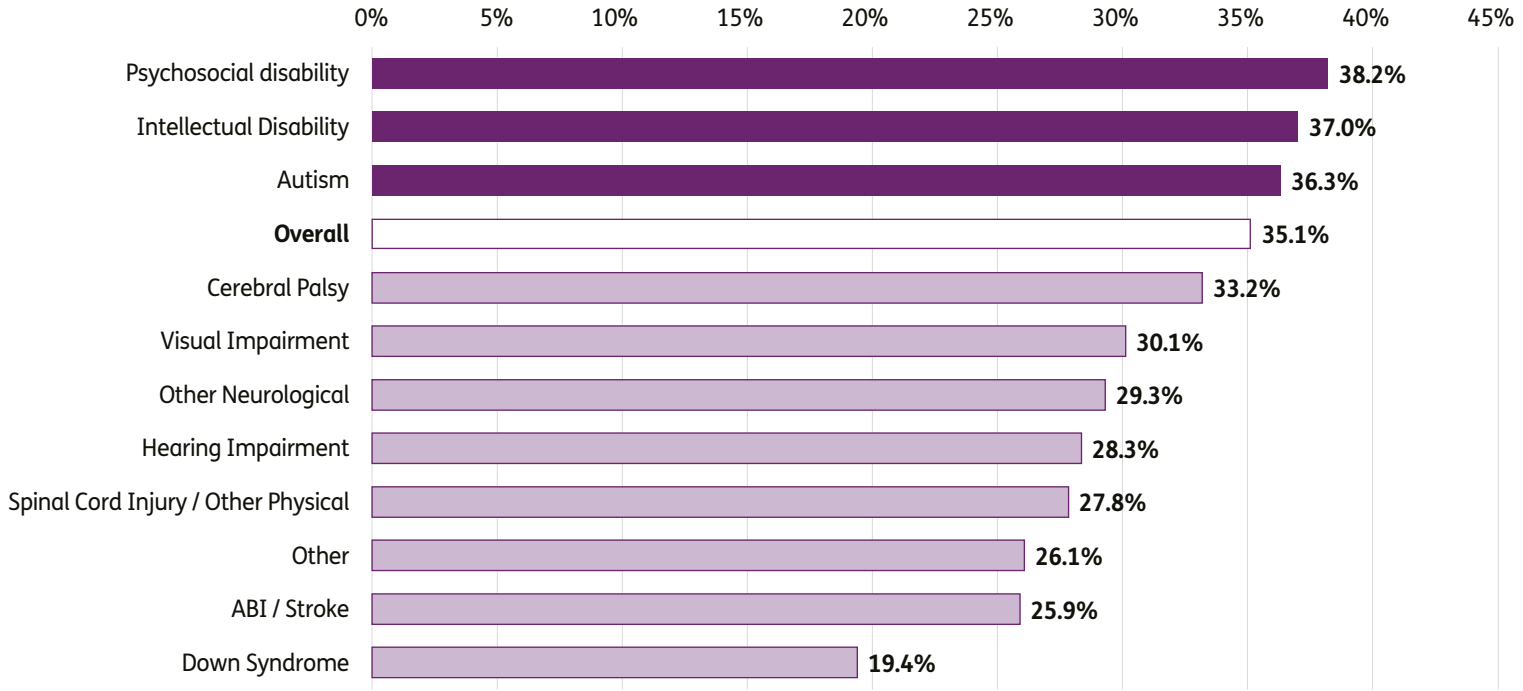
From free text responses, the main "Other" supports received are family and/or friends, co-workers, support workers, assistive technology, disability organisations (for example, Vision Australia, MS Society) and medical professionals.



# Are you being assisted to get a job? (job seekers)
# By disability

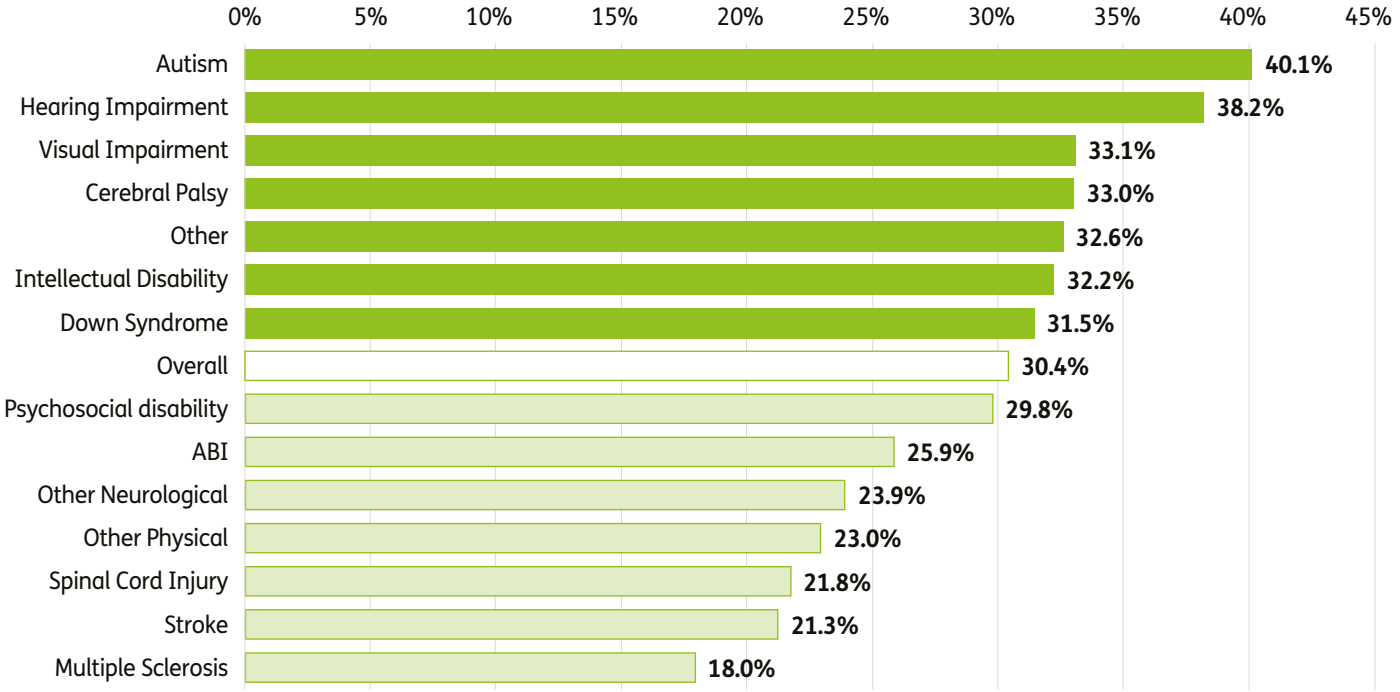
**Participants aged 15 to 24**




Participants with a psychosocial disability (38.2%), an intellectual disability (37.0%) or autism (36.3%) were more likely to say they were being assisted to get a job, whereas participants with Down syndrome (19.4%) or ABI/stroke (25.9%) were less likely.

# Are you being assisted to get a job? (job seekers)
# By disability

**Participants aged 25 and over**




Participants with autism (40.1%) or hearing impairment (38.2%) were the most likely to say they were being assisted to get a job, whereas participants with multiple sclerosis (18.0%), stroke (21.3%) or spinal cord injury (21.8%) were the least likely.

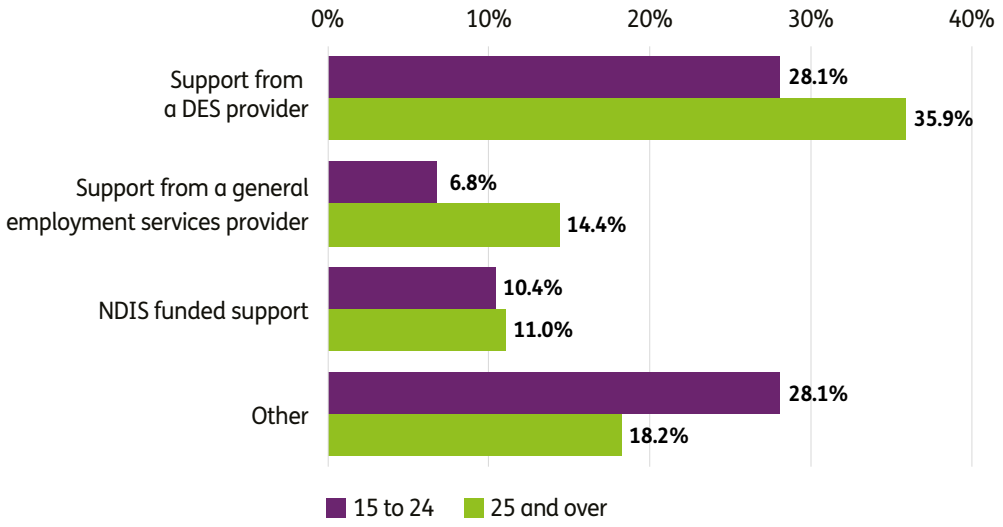
# Types of assistance received for finding a job
# Baseline

In the Long Form (LF) questionnaires, participants who do not have a paid job but would like one, and are being assisted to get a job, are asked what assistance they receive.

The most common source of support was from a DES provider (28% of those aged 15 to 24 and 36% of those aged 25 and over).

Since these are baseline results, many participants would not yet be receiving any NDIS supports (including employment supports). The next slide shows results at baseline and first review.

**What types of assistance do you receive to find a job?**



# Types of assistance received for finding a job

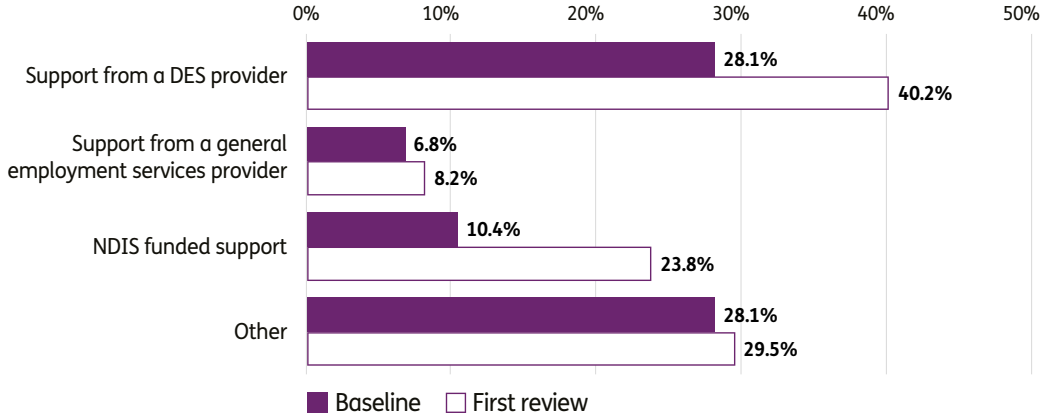
# Baseline and first review

For participants aged 15 to 24, assistance from a DES provider increased from 28% at baseline to 40% at first review, and assistance from NDIS supports increased from 10% to 24% (more than the older age group, possibly due to SLES).

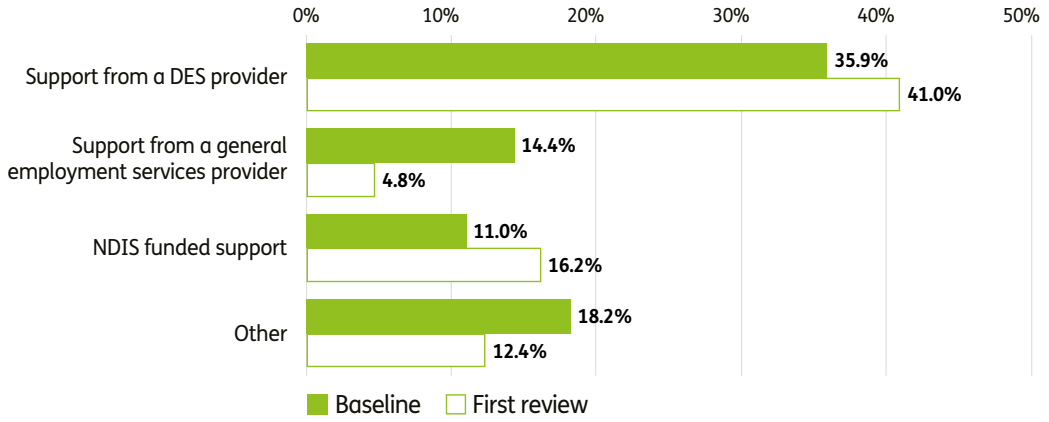
For participants aged 25 and over, assistance from a DES provider increased from 36% at baseline to 41% at first review, assistance from NDIS supports increased from 11% to 16%, but assistance from a general employment services provider decreased from 14% to 5%.

From free text responses, the main "Other" assistance to find a job comes from family and/or friends; a course, study or training; support workers; and disability organisations.

**Participants aged 15 to 24**




**Participants aged 25 and over**



# Assistance that would help with getting a job

## Baseline

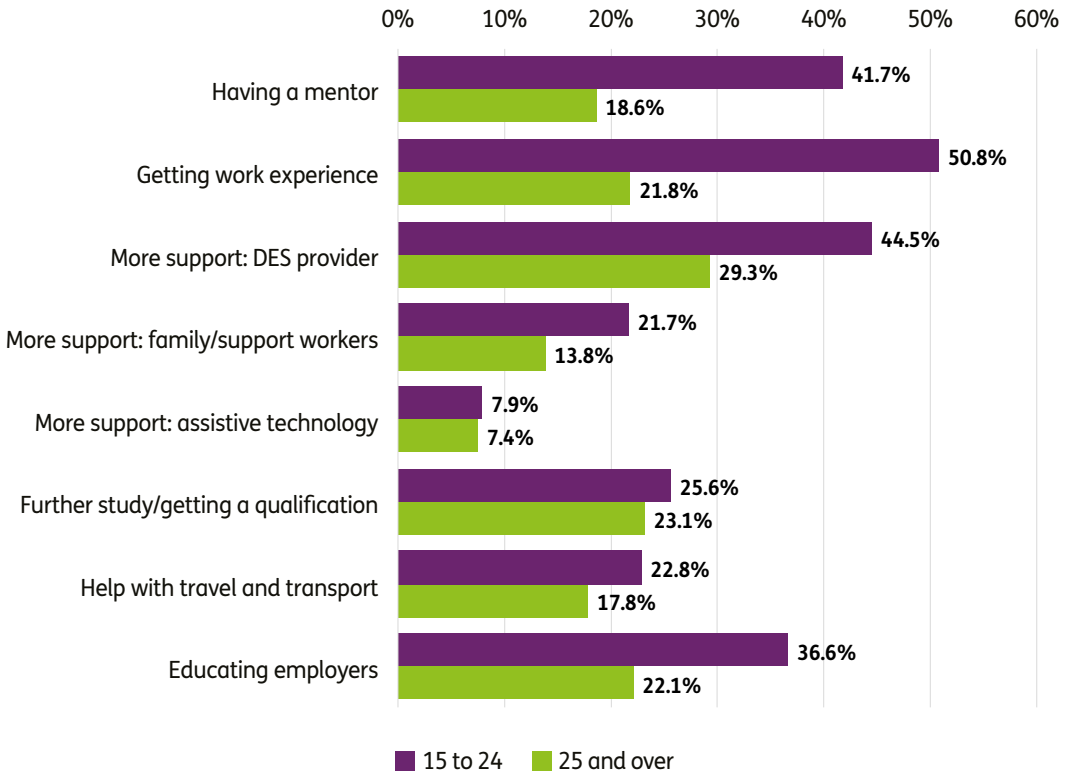
In the Long Form (LF) questionnaires, participants who do not have a paid job but would like one are asked what assistance they think would help them get a job.

For participants aged 15 to 24, the top three choices were: (1) getting work experience (51%); (2) more support from a DES provider (44%); and (3) having a mentor (42%).

For participants aged 25 and over, the top three choices were: (1) more support from a DES provider (29%); (2) more support for further study/getting a qualification (23%); and (3) educating employers (22%).

These findings align with the qualitative research[1], which found that work experience and having a mentor were key facilitators to getting a job. Participants also said that they needed more support to do further study and there was a real need to build the capability of employers.

**What assistance do you think would help you get a job?**




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

PART 2

# Other Long Form questions

2.6

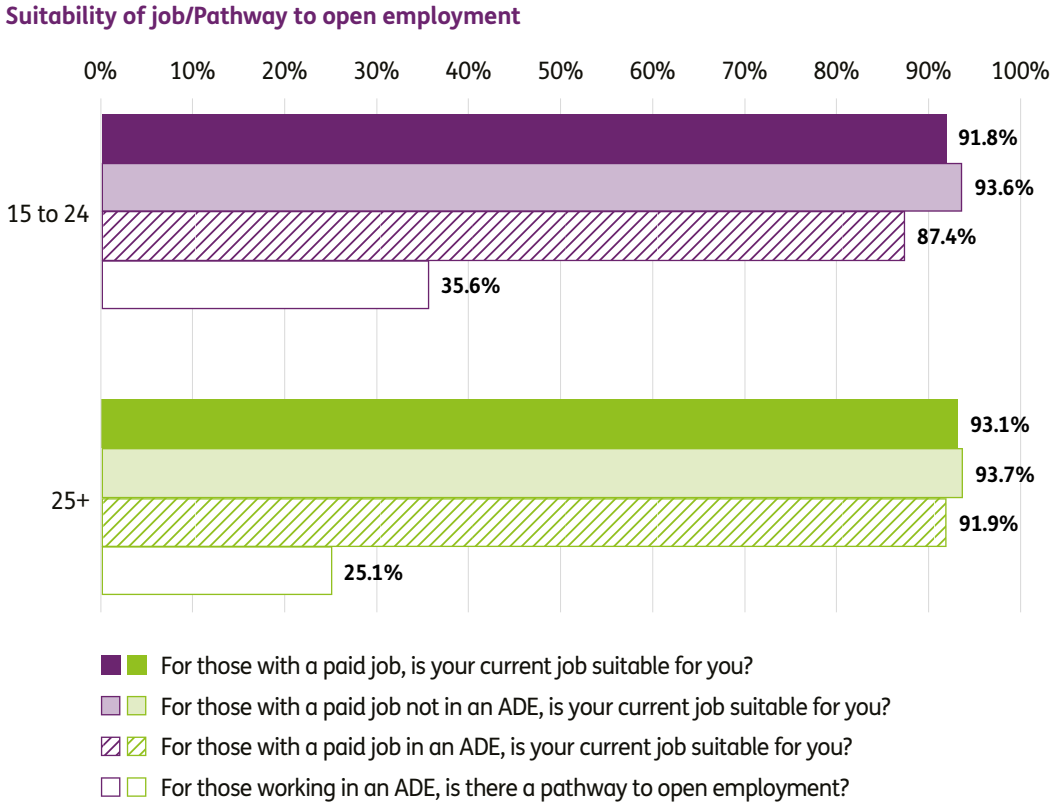
# Suitability of job/pathway to open employment
# Baseline

In the Long Form (LF) questionnaires, participants who have a paid job are asked whether it is suitable for them. In addition, those working in an ADE are asked whether there is a pathway to open employment.

About 92% of participants aged 15 to 24, and 93% of those aged 25 and over, found their current job suitable. The percentage was slightly higher for non-ADE compared to ADE employment, particularly for younger participants.

For those working in an ADE, only 36% of participants aged 15 to 24, and 25% of participants aged 25 and over, could see a pathway to open employment.

Difficulties transitioning from ADEs to open employment were also raised by participants in the qualitative research[1]. Participants wanting to move from ADEs to open employment faced many barriers, such as a lack of capacity building opportunities while at the ADE.




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

# Main reason for not having a job

# Baseline

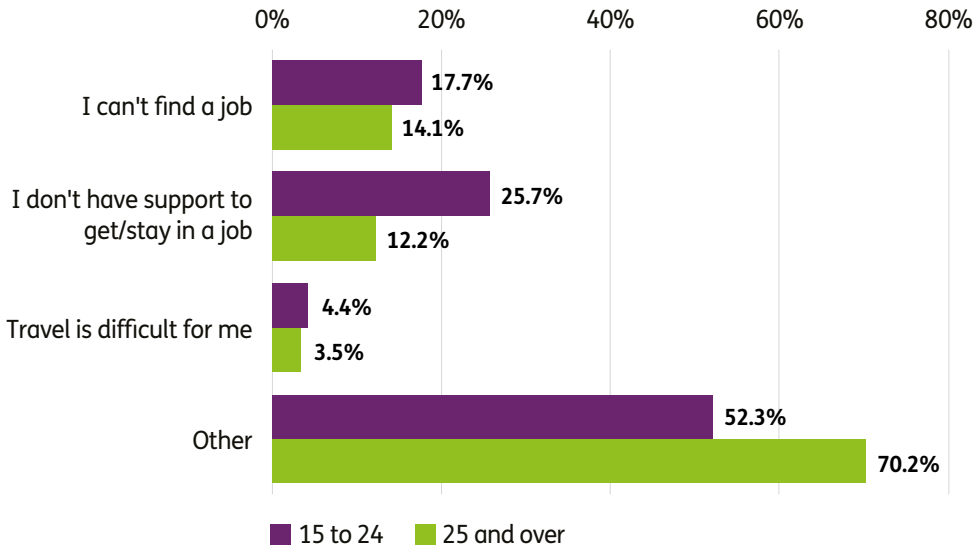
In the Long Form (LF) questionnaires, participants who do not have a paid job but would like one are asked to nominate the main reason they do not currently have a job.

Over 50% of participants aged 15 to 24 and 70% of those aged 25 and over chose the "other" option. From free text responses, this usually related to the participant's disability or poor health. Other reasons included: anxiety, lack of confidence, difficulties with communication/language/comprehension, difficulties with the interview process, living in a remote or low employment area.

One-quarter of participants aged 15 to 24 and 12% of those aged 25 and over cited a lack of support, and 18% and 14% (respectively) said they could not find a job.

These results align with qualitative research1 findings regarding the need to ensure base-level needs are met before participants have the ability to think about employment. The qualitative research also found that building confidence and self-efficacy, and building disability confidence and capabilities of providers, employers and staff, were key enablers.

**What is the main reason you do not currently have a paid job?**




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

PART 3

# NDIS participants and DSP

3

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

Since 2018, the Agency has been linking its participant data with Centrelink data, which has allowed NDIS participant usage of the Disability Support Pension (DSP) to be investigated. The linked data provides a view of each participant's DSP status throughout their time in the scheme, which when combined with the data available through the Outcomes Framework survey data, enables analysis of the dynamics between DSP and employment outcomes.

This section summarises the percentage of NDIS participants receiving DSP, by key characteristics. The analyses are based on all active plans as at 31 December 2020.

# How DSP works

| Eligibility tests | Payments/ongoing requirements | Eligibility reviews |
|---|---|---|
| • Aged 16 to pension age<br>• Residency<br>• Income and assets test<br>• Diagnosis and impairment tests<br>• Completion of a Program of Support[1], subject to the individual's level of impairment<br>• Medical evidence of a 'continuing inability to work' for at least 15 hours a week, for a period of at least the next two years | • Maximum payment: $952.70 / fortnight<br>• Payments reduce by 50c for each dollar earned over $180 / fortnight<br>• Asset limits: Payments reduce by $3 / fortnight per $1,000 above the asset limits<br>• Recipients may continue to be qualified for the DSP if they obtain paid work for more than 15 hours per week, but payments are suspended if a recipient commences work of 30 hours or more per week. The intent of this rule is to allow people to test their ability to take on more work while maintaining the safety net of the DSP payments.[2]<br>• If a recipient works for 30 hours per week or more, for longer than 2 years, they must re-apply for the DSP if they lose their job. Their work history does not count against them in the 15hr/week eligibility test, but participants may be reluctant to test this in practice. | • Medical reviews assess whether the recipient still meets impairment and continuing inability to work requirements<br>• Recipients are exempt from review if they:<br>  • Are over 60<br>  • Had a review within the past 2 years<br>  • Work in an Australian Disability Enterprise<br>  • Work under the Supported Wage System provisions |

Text in purple denotes rules that may affect work incentives (positively or negatively)

[1] A Program of Support helps people with disability to prepare for, find and keep a job. It may include help with injury management, job preparation and job search, and work experience and training. To be eligible for the DSP, individuals must participate for at least 18 months in the 3 years before their claim, or complete the program, if the length of the program was less than 18 months.

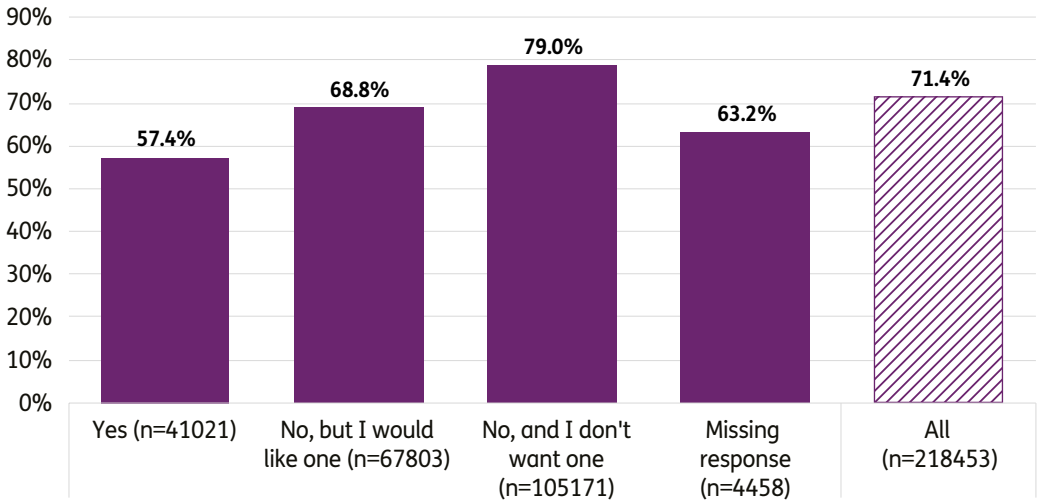
[2] Source: https://guides.dss.gov.au/guide-social-security-law/3/6/2/112

# Percentage of NDIS participants receiving the DSP

# By job status

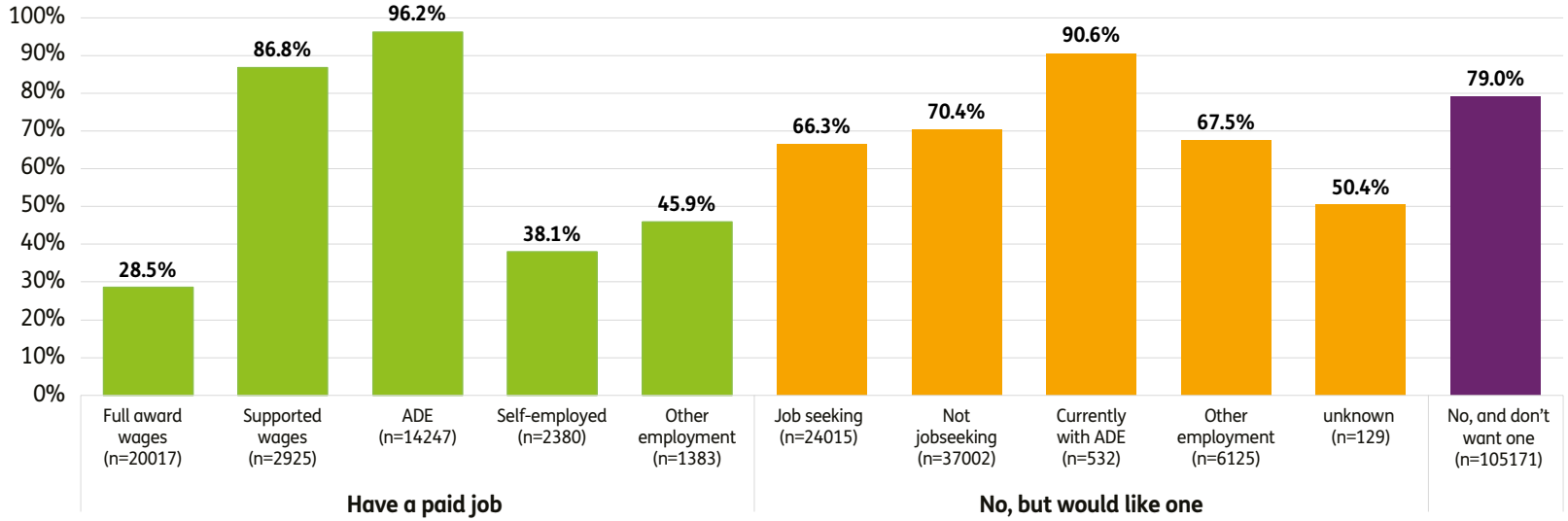
Overall, 71.4% of participants with an active plan as at December 2020 were receiving DSP.

- 57.4% of those who had a paid job received DSP. The percentage is lower than other groups likely due to the eligibility and payment rules.



# Percentage of NDIS participants receiving the DSP

## By job type




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 NDIS participants receiving the DSP

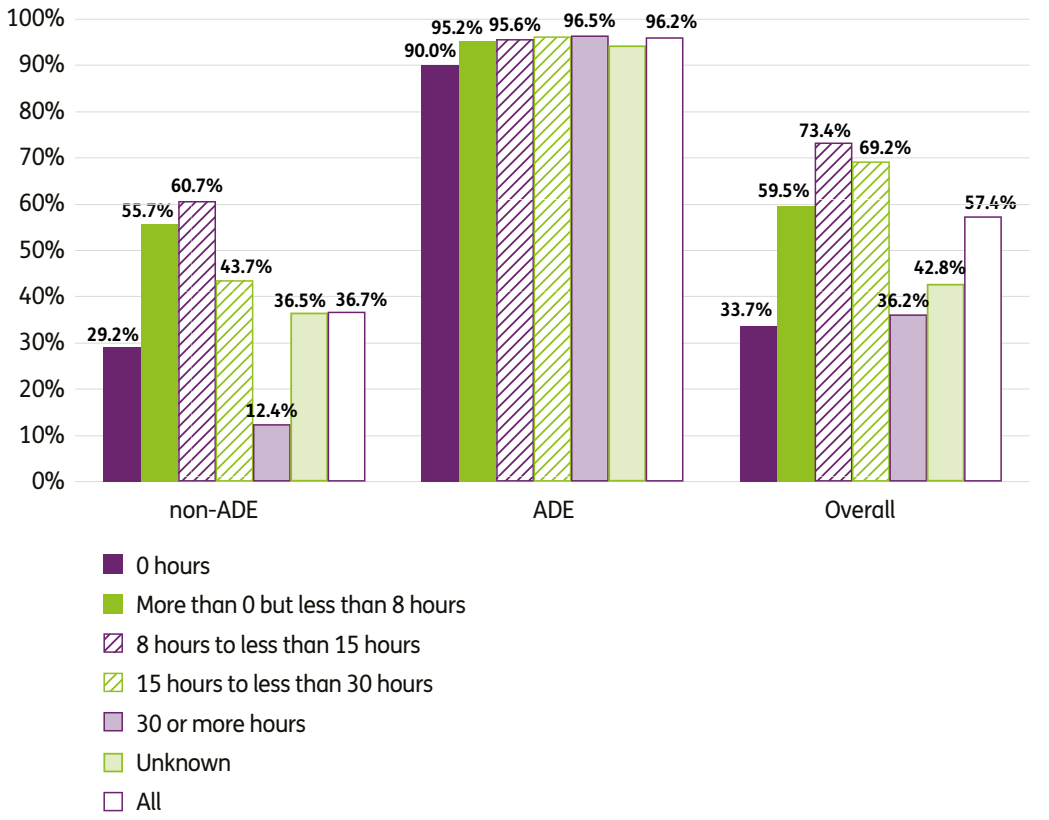
# By weekly hours worked and non-ADE/ADE employment

For participants working in an ADE, the percentage receiving DSP is relatively constant by hours worked, at around 95-96%.

For those in non-ADE employment, the percentage receiving DSP increases from 55.7% for those working less than 8 hours per week[1] to 60.7% for those working 8 to 15 hours, before declining to 43.7% for those working 15 to 30 hours, and 12.4% for those working 30 or more hours per week.

These results likely reflect the DSP rules:

- To be eligible for DSP, participants have to provide evidence of a "continuing inability to work" for at least 15 hours a week or that they cannot be re-skilled for any work, for at least the next two years
- DSP payments are suspended if a recipient commences to work 30 hours or more per week, except if they are working in an ADE



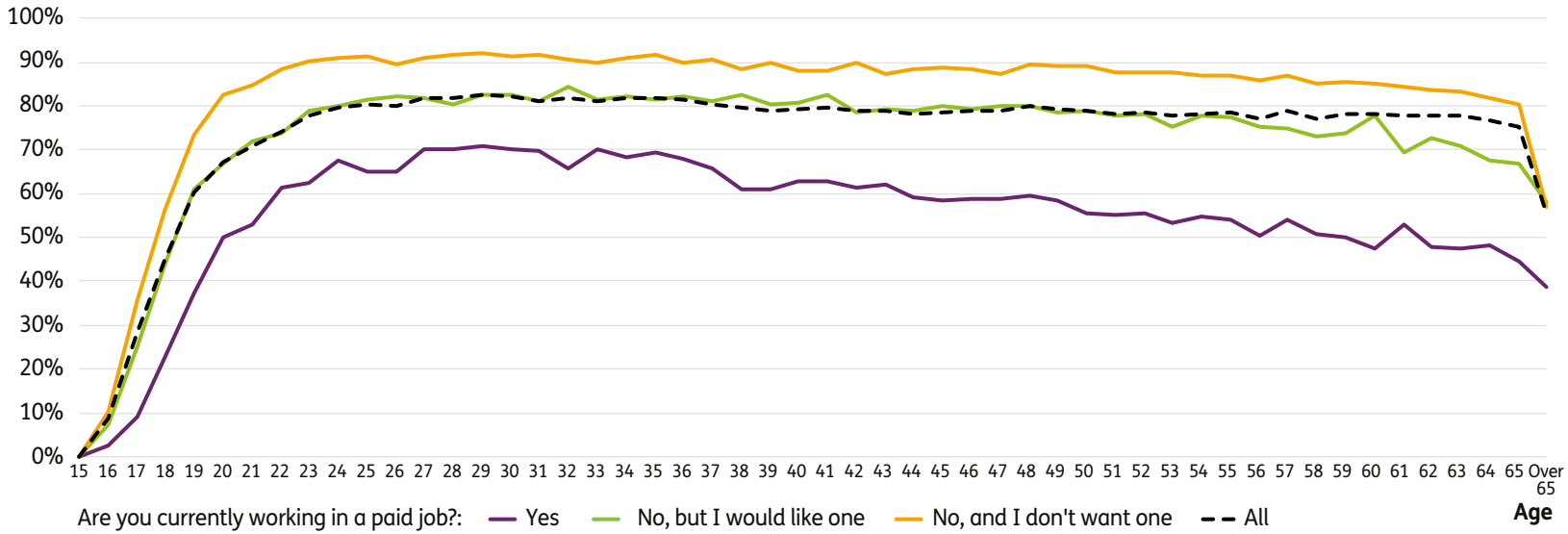

[1] The lower percentage for 0-8 hours compared to 8-15 hours probably reflects the higher proportion of young people in the 0-8 hour group.

# Percentage of NDIS participants receiving the DSP

## By age

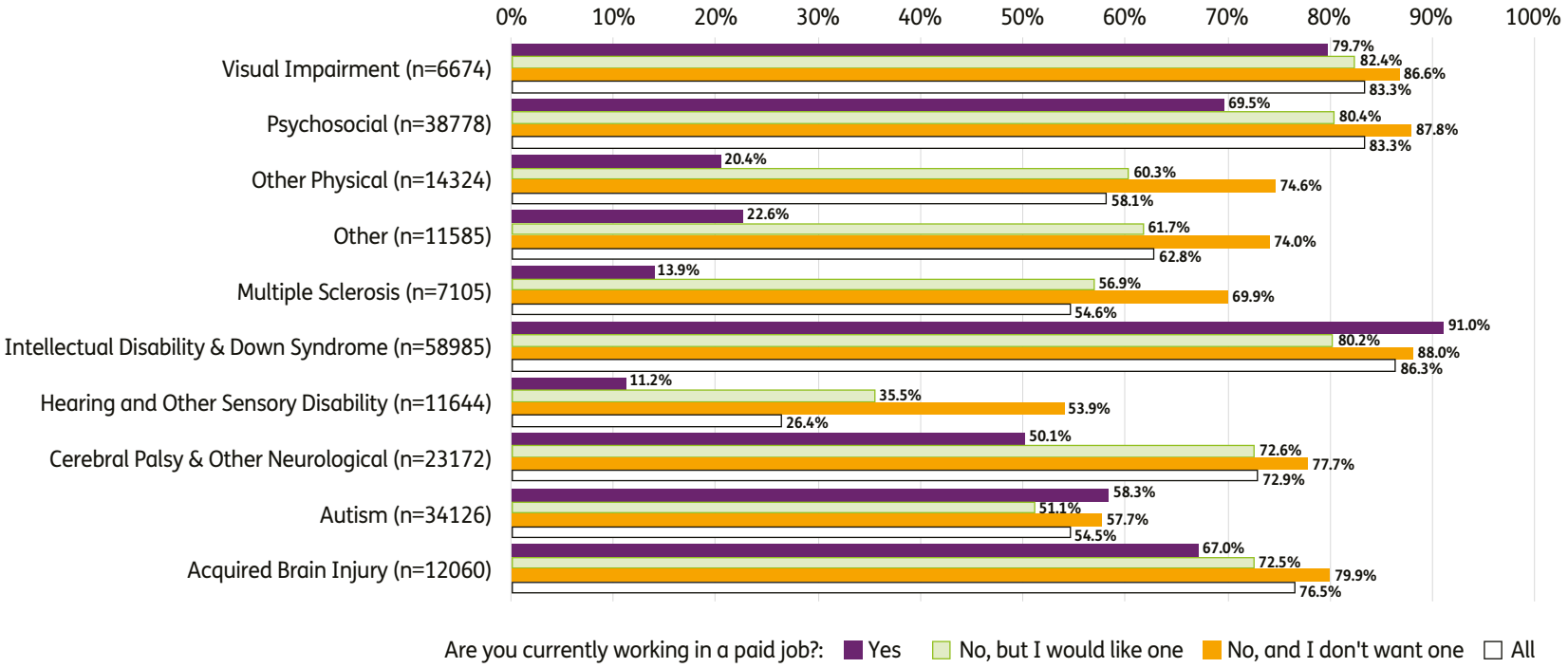
Participants aged between 16 and Age Pension age are eligible for DSP, provided that other requirements are met.

– The percentage receiving DSP increases between ages 15 and 21, after which it remains relatively flat at around 80%.



# Percentage of NDIS participants receiving the DSP
# By disability

- Participants with an intellectual disability (including Down syndrome) are the most likely to receive the DSP (86.3%).
- Participants with hearing and other sensory disabilities are least likely to receive the DSP (26.4%), reflecting their high employment levels relative to participants with other disabilities.



PART 4

# Work goals in plans

4

# Preliminary data linkage results

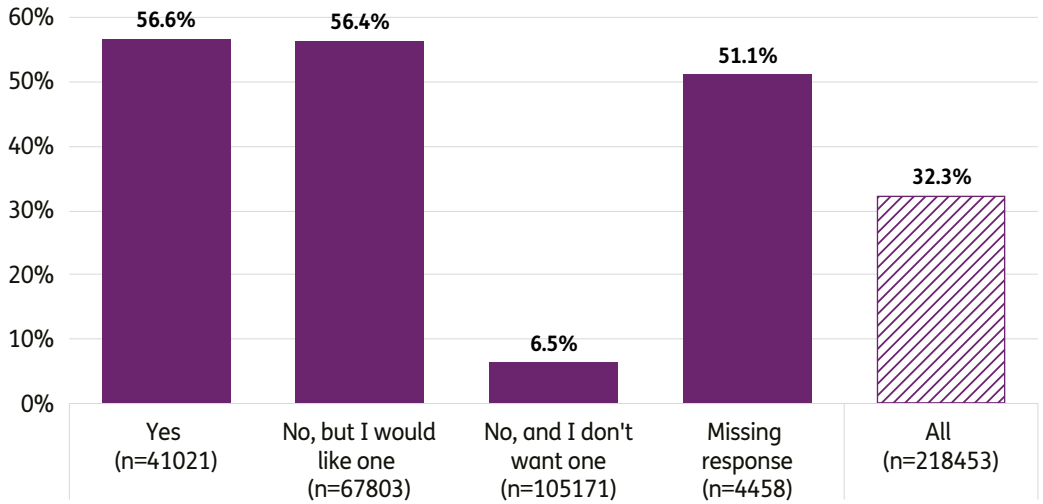
During planning conversations, participants are encouraged to choose at least two goals that are most important to them. These goals are recorded in their plan, and categorised according to the eight domains of the adult outcomes framework.

Overall, the percentage of active plans at 31 December 2020 with a work-related goal was:

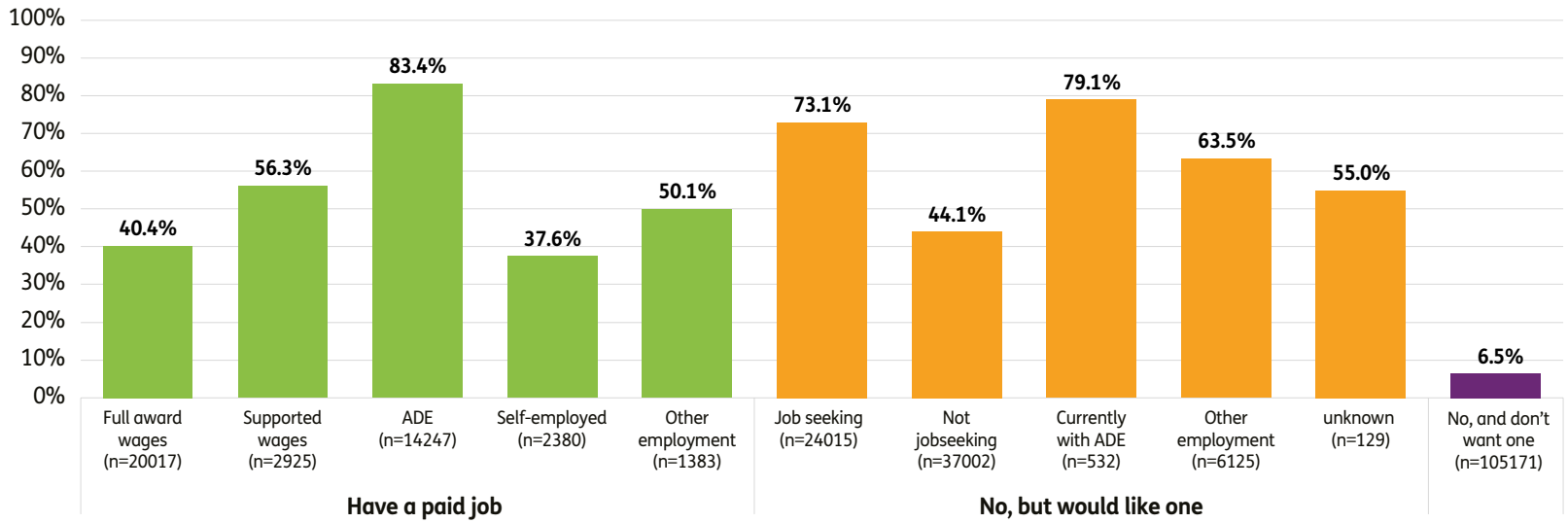
- 45.2% for participants aged 15 to 24
- 27.9% for participants aged 25 or over
- 32.3% for participants aged 15 or over.

# Percentage of plans with a work goal by paid
# By job status

- The percentages with a work goal are very similar for those who say they have a job (56.6%) and those who say they don't have a job but would like one (56.4%).
- Some participants who say they don't have a job and don't want one still have a work goal in their plan.



# Percentage of plans with a work goal
# By job type



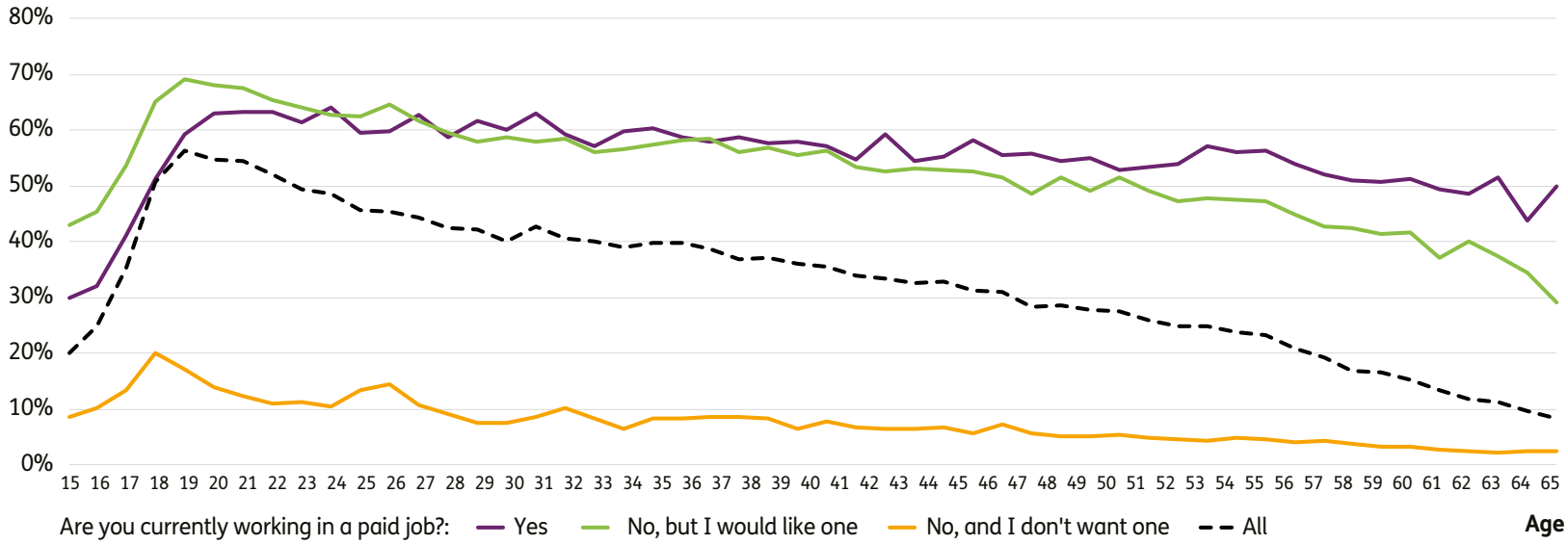

- The percentage with a work goal is highest among participants who are in a paid job in an ADE (83.4%) followed by a small number of participants who say they don't have a paid job but would like one and are working in an ADE (79.1%) .[1]
- For participants who have a paid job with full award wages, 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.

# Percentage of plans with a work goal

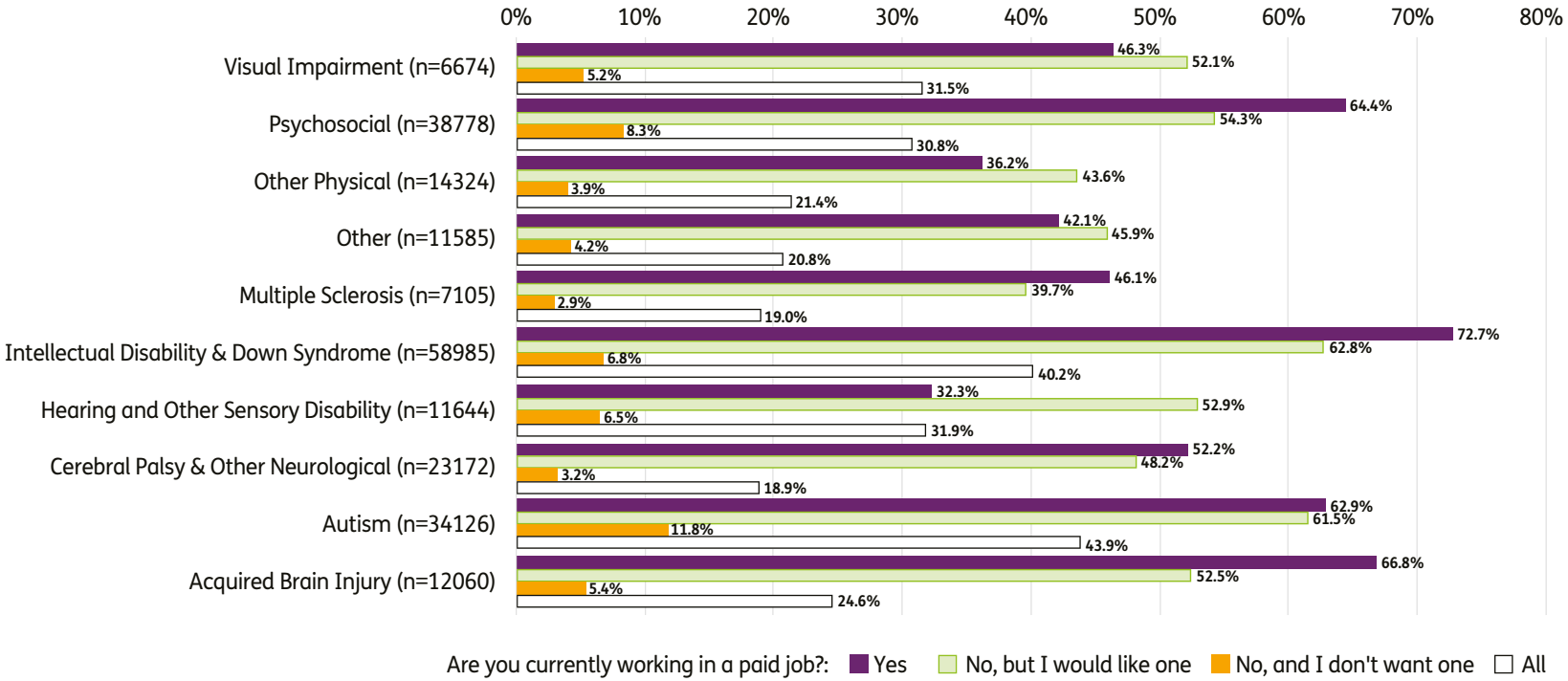
# By age

- The percentages with a work goal peak at age 18-20 then decline for the overall group, as well as for those who have a paid job, and those who don't but would like one.
- 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

The percentages with a work goal are highest for participants with intellectual disability (including Down syndrome), for both those who have a paid job, and those who don't but would like one.



PART 5

# Trends in employment experience

5

# Section overview

In this section, trends in the employment experience of NDIS participants are summarised in the following subsections:

| | |
|---|---|
| **5.1 Longitudinal results summary** | A summary of paid job status over time in Scheme by participant cohort and age group, with statistical tests of the significance of changes |
| **5.2 Longitudinal benchmark** | A comparison of longitudinal employment experience between NDIS participants and Australian population benchmarks |
| **5.3 Employment status transitions** | A summary of one-year transition rates between employment states, including transitions from baseline to first review, first to second review, second to third review, and third to fourth review. |
| **5.4 Drivers of employment success** | A discussion of the insights from statistical modelling about the drivers of employment success, and how the NDIS might help improve the employment outcomes for different participant cohorts. |

# Key highlights
# Longitudinal experience (1)

The **longitudinal employment experience** of participants in each age cohort differs, with the percentage of participants in a paid job increasing from baseline for participants aged 15 to 24 and decreasing for those aged 25 and over.

Analysis of transition rates between employment states[1] shows:

- The rates of maintaining employment are higher within ADEs.
- Within both ADE and non-ADE employment, participants aged 25 and over are more likely to maintain employment than those aged 15 to 24.

**% change in paid employment since baseline**

| Time in scheme | 15 to 24 | 25 and over |
|---|---|---|
| 4 years | ↑ 12.2% | ↓ 4.4% |
| 3 years | ↑ 8.7% | ↓ 2.8% |
| 2 years | ↑ 4.8% | ↓ 1.5% |
| 1 year | ↑ 1.4% | ↓ 0.6% |

[1] There are four employment states included in the transition rates analysis: (1) Paid job outside ADE; (2) Paid job in ADE; (3) No, but I would like one; (4) No and I don't want one.

# Key highlights
# Longitudinal experience (2)

Longitudinal employment outcomes for NDIS participants aged 15 to 24 and 25 and over have been compared to population benchmarks.

**Comparing NDIS participant experience to:**

**15 to 24**
Longitudinal Surveys of Australian Youth (LSAY)

Comparing NDIS participants aged 15-24 to LSAY cohorts:

- Lower paid employment experience (about 40 percentage points) for participants aged 16
- Increases in employment rates are lower for 16 to 19 age range
- Between ages 20 and 24, rates of increase are roughly similar for NDIS participants and the general population.

**25 and over**
Household Income and Labour Dynamics in Australia (HILDA)

Comparing NDIS participants aged 25 and over to the HILDA survey cohorts:

- The percentage in a paid job is around 50 percentage points lower for participants aged 25
- Four-year changes also tend to be less favourable for NDIS participants, compared to the general population, particularly at younger ages.

Key highlights

# Longitudinal experience (3)

Transition models have been used to identify key 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*:

| Finding a job | |
|---|---|
| 1 | Participants aged 15 to 24 who would like a job at time *t* |
| 2 | Participants aged 25 and over who would like a job at time *t* |

| Keeping a job | |
|---|---|
| 3 | Participants in non-ADE employment at time *t* |
| 4 | Participants working in an ADE at time *t* |

For example, model 1 looks at drivers of having a paid job at the start of the next review, for participants aged 15 to 24 who say they don't have a job but would like one at time *t*.

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)*.

# Key highlights
# Longitudinal experience (4)

### Finding a job

Five most important drivers:

| Rank | 15 to 24 | 25 and over |
|---|---|---|
| 1 | **Job seeking status:** participants who are actively job seeking or engaging in other informal employment activities are more likely to find a paid job | **Job seeking status:** participants who are actively job seeking or engaging in other informal employment activities are more likely to find a paid job |
| 2 | **Assisted to find a job:** participants who have received assistance are more likely to find a job | **Number of daily living activities that require support:** participants needing support in a higher number of areas are less likely to find a job |
| 3 | L**evel of NDIA support:** participants with high/very high level of NDIA support are less likely to find a job | **Primary disability:** participants with hearing impairment or other sensory disability are more likely to find a job. |
| 4 | **Educational attainment:** participants with a post-school qualification are more likely to find a job | **Level of function:** participants with higher level of function are more likely to find a job |
| 5 | **Level of function:** participants with higher level of function are more likely to find a job | **Assisted to find a job:** participants who have received assistance are more likely to find a job |

Key highlights

# Longitudinal experience (5)

### Keeping a job

Five most important drivers:

| Rank | Non-ADE | ADE |
|---|---|---|
| 1 | **Primary disability:** participants with hearing impairment or other sensory disability are more likely to keep their job | **Self-rated health:** poorer health has a negative effect on keeping a job |
| 2 | **Age:** likelihood of keeping job increases up to age 40, but declines from age 50 | **Housing type:** those in privately owned accommodation are more likely to keep a job |
| 3 | **Self-rated health:** poorer health has a negative effect on keeping a job | **Support in job:** participants who get support to do their job are more likely to keep their job |
| 4 | **Job type:** being self-employed is a positive factor | **Age:** likelihood of keeping job increases up to age 40, but declines from age 55 |
| 5 | **Housing type:** those in privately owned accommodation are more likely to keep a job | **Time in NDIS:** likelihood of maintaining ADE employment declines with time in Scheme |

# Key highlights
# Longitudinal experience (6)

## Support and assistance

Modelling results suggest that receiving the support needed to do their job, and receiving assistance to find a job, are important drivers of employment success for participants. However, not all participants are receiving this assistance and support.

| Assistance to get a job |
| --- |
| Job seekers who received assistance to find a job were consistently more likely to be in a paid job at the next review. |
| At baseline, less than half of job seekers say they are being assisted to get a job. Longitudinally, for participants aged 15 to 24 the trend is increasing with time since baseline, but for participants aged 25 and over it is relatively flat. |

| Support in job |
| --- |
| Those in a paid job who received support to do their job were consistently more likely to remain in a paid job at the next review – in both mainstream and ADE employment. |
| At baseline, around 80% of those in a paid job say they get support. Longitudinally, for participants aged 15 to 24, there is a decreasing trend after the first review, whereas for participants aged 25 and over there is a slight increasing trend. |

## DSP and employment

Modelling suggests that receiving DSP has a negative correlation with employment success, but only for participants whose primary disability is not intellectual disability, Down syndrome or autism. The negative effect may be due to selection bias (for example, those not on DSP might have recently had a job), or disincentives for those on DSP to work. Absence of a negative effect for participants with intellectual disability, Down syndrome, or autism may be because they are more likely to be working in an ADE, which does not affect DSP payments, hence there is not as much financial disincentive to work.

PART 5

# Longitudinal results summary

5.1

# Longitudinal results summary
# Overall

The following slides summarise overall longitudinal results for the question “Are you currently working in a paid job?”

- Overall, the employment experience of NDIS participants aged 15 to 24 has improved since baseline. To some extent, this is to be expected as a result of transitioning from school to work.
- Overall, trends in employment outcomes for participants aged 25 and over have not been as positive as those for participants aged 15 to 24. For older adults, this is partly due to retirement.
- Statistical significance of changes has been assessed using (1) test of marginal homogeneity on the 3x3 cross-classification of baseline versus latest review responses[1] (multi-category equivalent of McNemar’s test[2]); (2) McNemar’s test[3] on having a paid job versus not having a paid job; and (3) McNemar’s test on the subset interested in a paid job.
- For participants aged 15 to 24, all of the tests were significant at the 0.05 level. For participants aged 25 and over, the one-year change according to test (3) was not significantly different from zero. All other tests were significant at the 0.05 level.

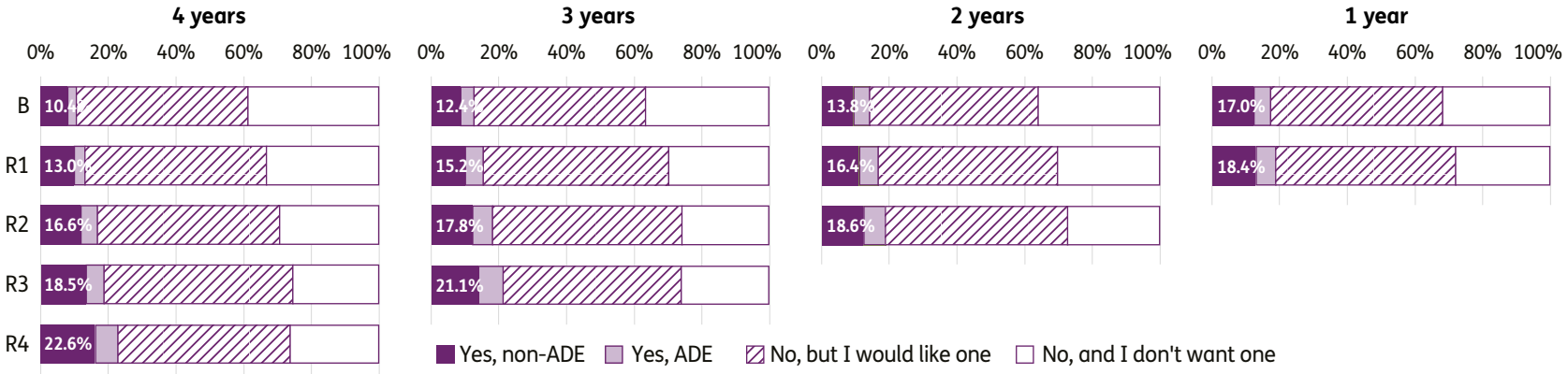
[1] A table with three rows and three columns, with rows representing baseline responses to the question “Are you currently working in a paid job?” (“Yes”, “No, but I would like one”, “No and I don’t want one”), and columns representing responses to the same question at the latest review. The cells of the table show the numbers for each of the nine combinations of (baseline, latest review) responses.

[2] The TDT and other family-based tests for linkage disequilibrium and association. (nih.gov)

[3] McNemar’s test is a statistical test for matched pairs data (for example, the same participants measured at two different time points with respect to having a paid job (yes/no)). It tests the null hypothesis that the proportion at one time point is equal to the proportion at the second time point. The test referenced in 2 extends this to the multi-category setting (for example, the three possible responses to “Are you currently working in a paid job?”).

# Are you currently working in a paid job?

**Participants aged 15 to 24**




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%.

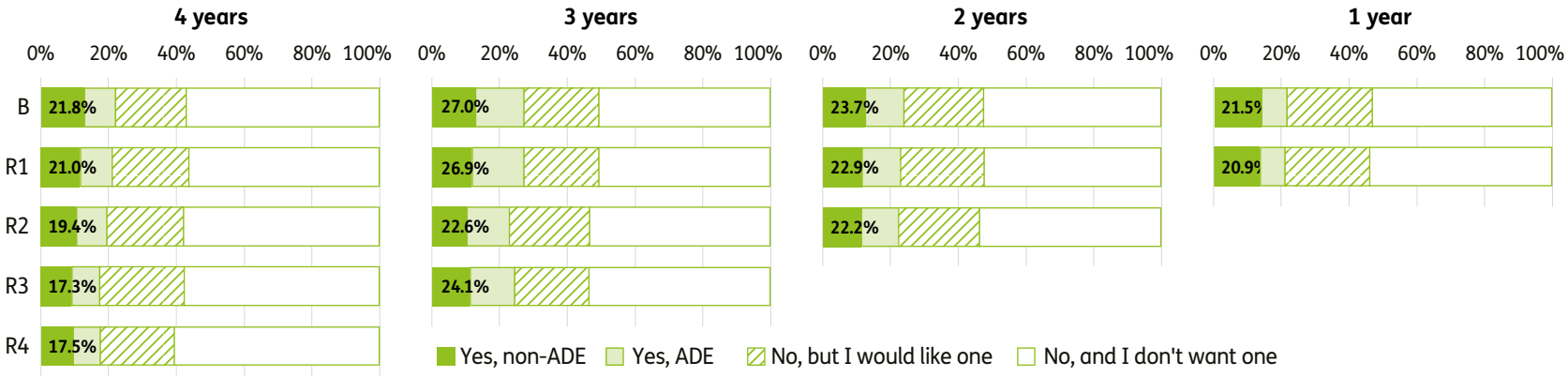
For participants in the Scheme for three years, the percentage with a paid job increased by 8.7% (5.5% for non-ADE and 3.2% for ADE), from 12.4% at baseline to 21.1% at third review. The percentage not interested in paid work declined, by 10.7%, from 36.9% to 26.2%. The percentage who don't have a paid job but would like one increased by 2.0%, from 50.7% to 52.7%.

For participants in the Scheme for two years, the percentage with a paid job increased by 4.8% (3.0% for non-ADE and 1.9% for ADE), from 13.8% at baseline to 18.6% at second review. The percentage not interested in paid work declined by 8.5%, from 36.2% to 27.6%, and the percentage who don't have a paid job but would like one increased by 3.7%, from 50.0% to 53.7%.

For participants in the Scheme for one year, the percentage with a paid job increased by 1.4% (0.7% for non-ADE and 0.7% for ADE), from 17.0% at baseline to 18.4% at first review. The percentage not interested in paid work declined by 4.0%, from 32.1% to 28.1%, and the percentage who don't have a paid job but would like one increased by 2.6%, from 50.8% to 53.5%.

# Are you currently working in a paid job?

**Participants aged 25 and over**




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%.

For participants in the Scheme for three years, the percentage with a paid job decreased by 2.8% (1.5% for non-ADE and 1.3% for ADE), from 27.0% at baseline to 24.1% at third review. The percentage not interested in paid work increased, by 3.1%, from 50.8% to 53.9%. The percentage who don't have a paid job but would like one was largely unchanged, at 22%.

For participants in the Scheme for two years, the percentage with a paid job decreased by 1.5% (1.1% for non-ADE and 0.4% for ADE), from 23.7% at baseline to 22.2% at second review. The percentage not interested in paid work increased by 1.2%, from 52.7% to 53.9%, and the percentage who don't have a paid job but would like one increased very slightly, from 23.5% to 23.9%.

For participants in the Scheme for one year, changes were relatively minor. The percentage with a paid job decreased by 0.6% (0.5% for non-ADE and 0.1% for ADE), from 21.5% at baseline to 20.9% at first review. The percentage not interested in paid work rose by 0.8%, from 53.4% to 54.1%, and the percentage who don't have a paid job but would like one was largely unchanged at 25%.

PART 5

# Longitudinal benchmark

5.2

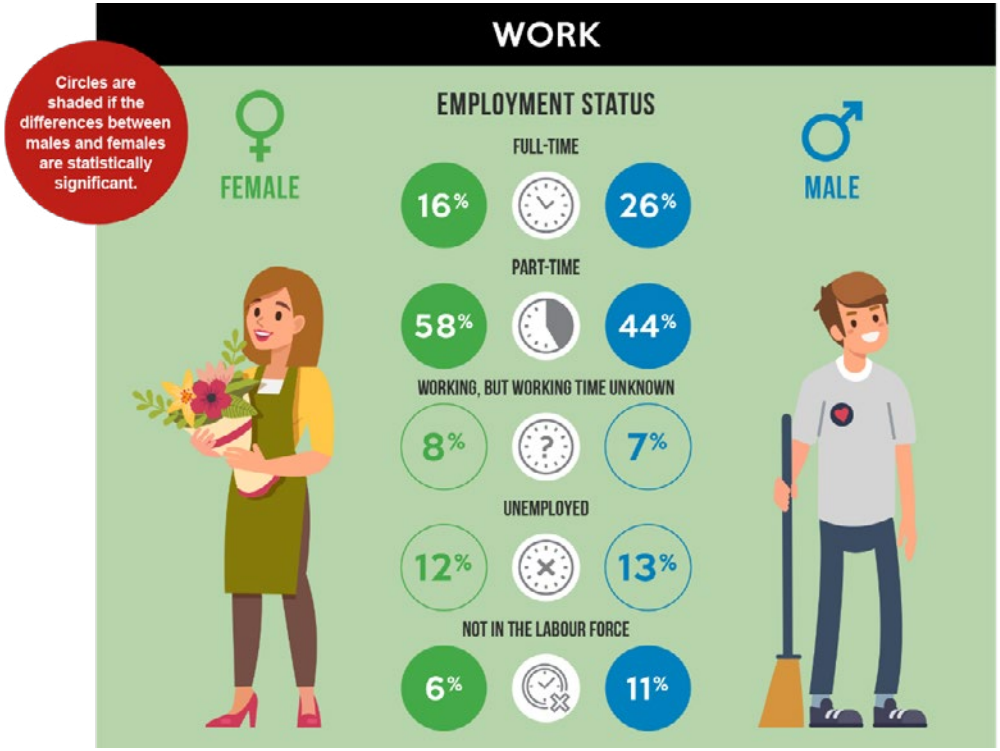
# Longitudinal benchmark

### 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]

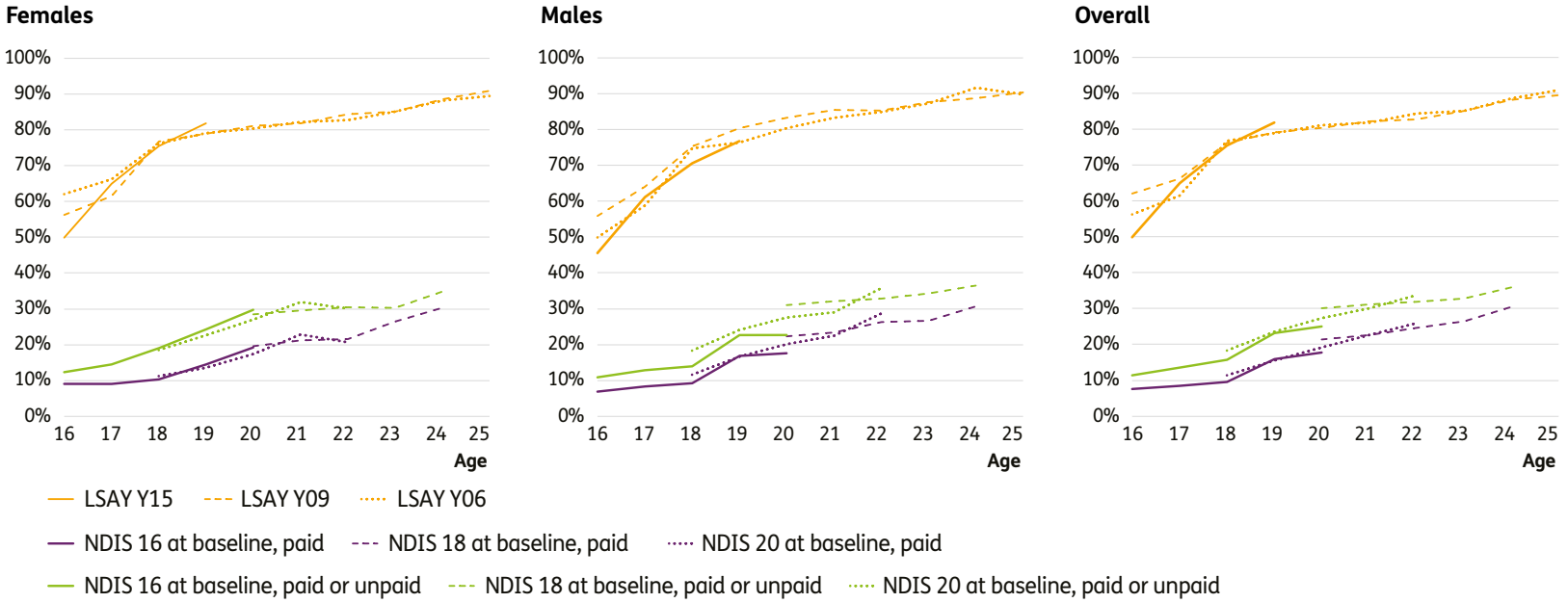



[1] www.lsay.edu.au

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

# Longitudinal benchmark

**Participants aged 15 to 24**




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.

# 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 and gender 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).

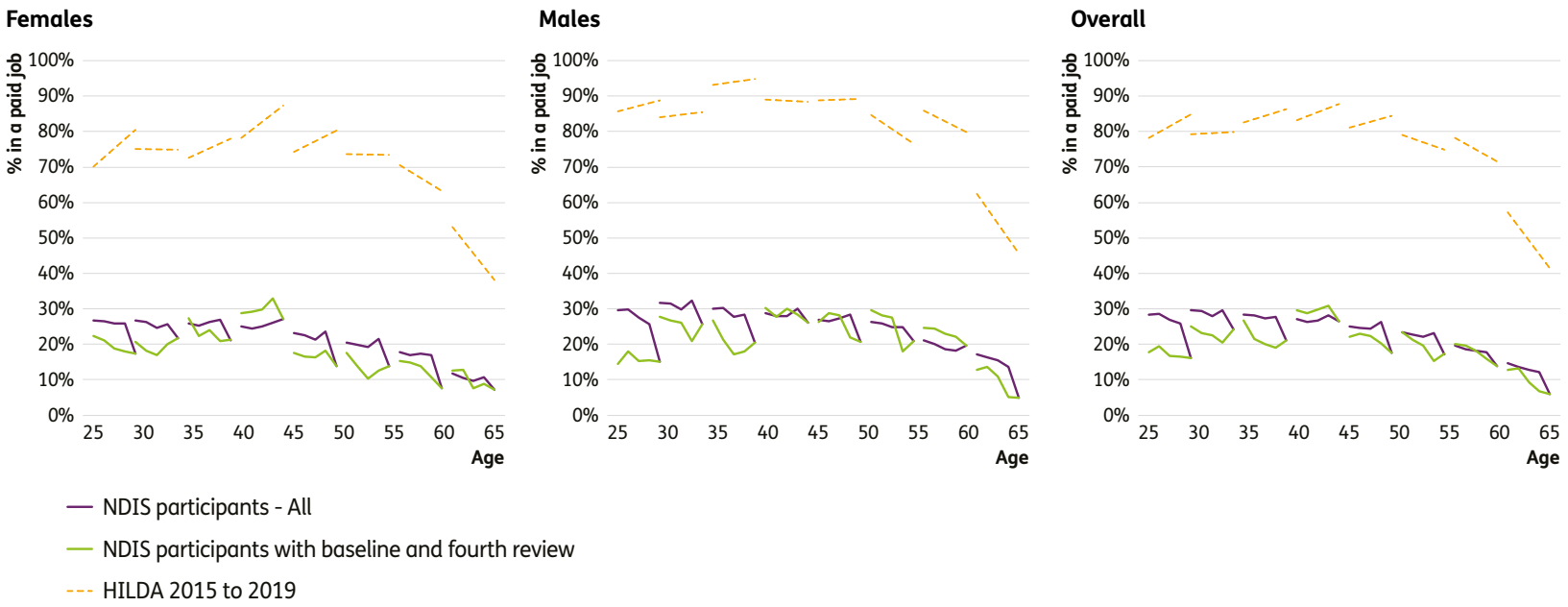
For HILDA, percentages derived from data up to wave 19 (2019) are shown, for the same groups of people at two time points: at the interview date in 2015, and approximately four years later, at the interview date in 2019 (the mean interview date is August of each year).

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

# Longitudinal benchmark

**Participants aged 25 and over**




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.

PART 5

# Employment status transitions

5.3

# 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

# One-year transition rates
# By age and disability

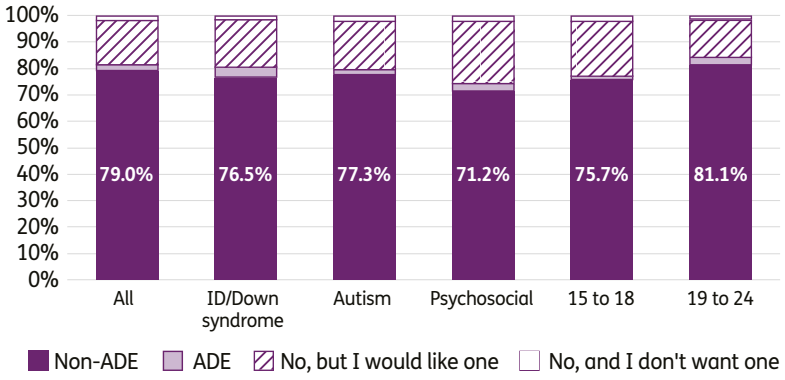
The charts compare one-year transition rates from non-ADE (top) and ADE (bottom) employment, for different disability and age groups, for participants aged 15 to 24.

Participants with psychosocial disability tended to be less likely to maintain non-ADE employment (71.2% compared to 79.0% overall), instead being more likely to move to wanting a job (23.7% compared to 16.6%).[1]

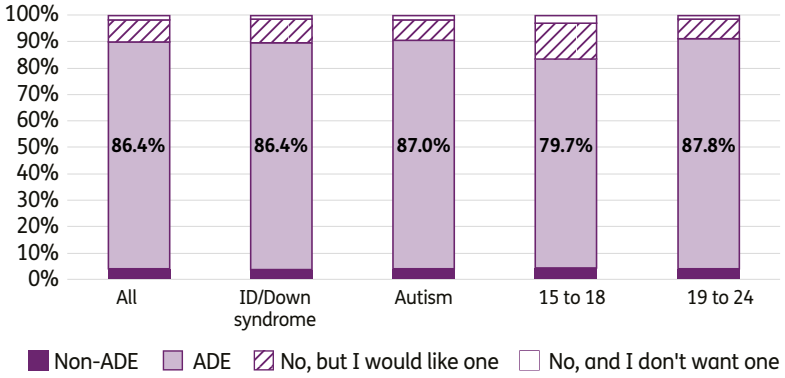
Participants aged 15 to 18 were less likely than those aged 19 to 24 to maintain either ADE or non-ADE employment. They were also more likely to transition from not wanting a job, to wanting a job.

**Participants aged 15 to 24**

**Transitions from non-ADE employment**




**Transitions from ADE employment**




[1] Numbers are too small to show results for participants aged 15 to 24 with a psychosocial disability transitioning from ADE employment.

# One-year transition rates
# By age and disability

The charts compare one-year transition rates from non-ADE (top) and ADE (bottom) employment, for different disability and age groups, for participants aged 25 and over.

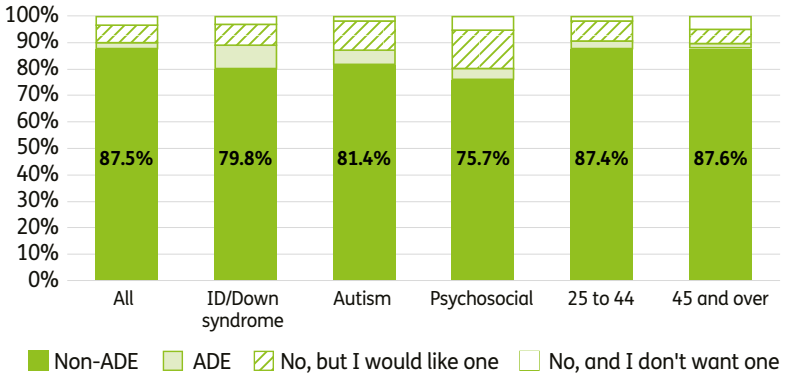
Participants with psychosocial disability were less likely to maintain non-ADE employment (75.7% compared to 87.5% overall), instead being more likely to move to wanting a job (14.5% compared to 6.5%). They were also slightly less likely to maintain ADE employment.

Participants with intellectual disability/Down syndrome (79.8%) or autism (81.4%) were also less likely to maintain non-ADE employment.

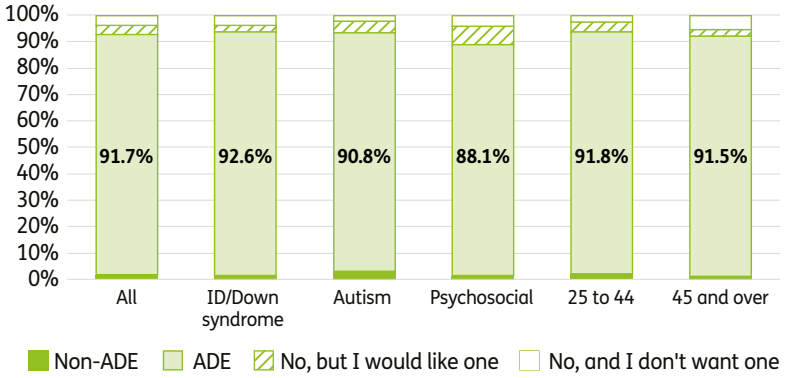
Differences by age were less pronounced than for the 15 to 24 age group.

**Participants aged 25 and over**

**Transitions from non-ADE employment**




**Transitions from ADE employment**

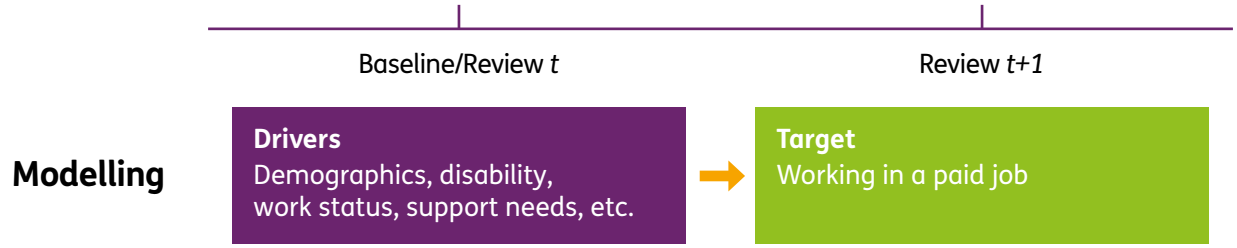


PART 5

# Drivers of employment success

5.4

# Key drivers of employment outcomes




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 of employment outcomes

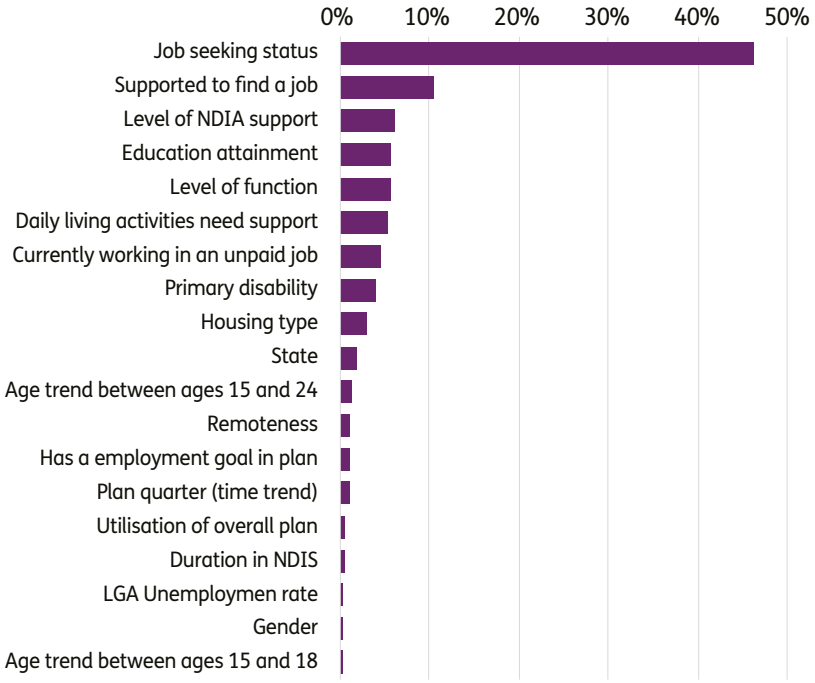
Factors investigated in the multiple logistic regression models included:

| Category | Factors |
|---|---|
| **Demographic** | Age, gender, Indigenous status, CALD background, educational attainment, current study status |
| **Disability** | Primary disability, level of function |
| **Plan features** | Plan management type, annualised total budget, entry type, level of NDIA support, plan utilisation |
| **Employment** | Work goals, employment funding in plan, SLES, unpaid job, job type, job seeking status |
| **Geographical** | State/Territory, remoteness, unemployment rate in LGA |
| **Housing** | Housing type, people they live with, provide care for others |
| **Support** | Number of daily living activities that require support, and whether supports were received and met the needs, assistance to get a job, assistance to do their job |
| **Other outcome indicators** | Self-assessed health, volunteering, community participation, know people in the community |
| **Time trends** | Entry date, COVID-19 indicator, seasonality |

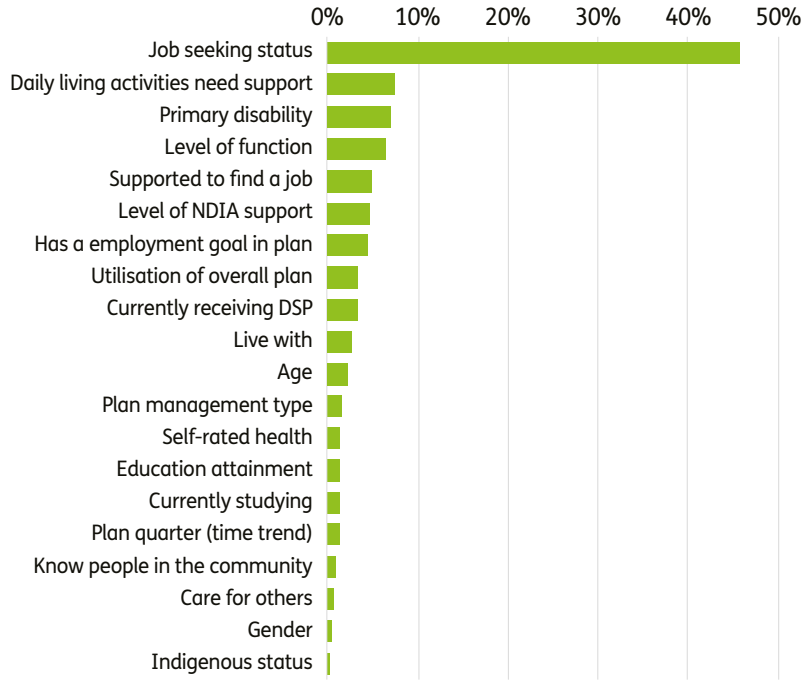
## Relative variable importance

# Participants who would like a paid job

**Participants 15 to 24**




**Participants 25 and over**




For both age groups, whether participants are actively job seeking is by far the most important driver of employment success.

# Drivers of employment success

# Participants aged 15 to 24 who would like a job

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

- ↑ Job seeking or engaging in other informal employment activities[1]
- ↑ Have received support to find a job
- ↑ Participant has completed TAFE, obtained a tertiary diploma or is a university graduate[2]
- ↑ Higher level of function
- ↑ Primary disability type is hearing impairment, multiple sclerosis, other sensory disabilities or other disabilities[3]
- ↑ 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 5000[4]
- ↑ Living in QLD, SA or NT[5]
- ↑ 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 of employment success

# Participants aged 15 to 24 who would like a job

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

- ↓ Requires high/very high level of NDIA support[1]
- ↓ Highest education level is secondary school[2]
- ↓ Participant is female
- ↓ Living in public housing[3]
- ↓ 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%** |
| Jobseeking or other employment activities | Requires high/very high level of NDIA support | | 10.3% | **6.6%** |
| | 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 (1)

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<br>▼ 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 (2) 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** | | ▲ For age range 15 to 18, participant is older<br>▼ For age range 18 and over, participant is older |
| **Gender** | | ▼ Female |
| **Employment goal** | | ▲ Has employment goal |
| **Volunteering** | | ▼ Is volunteering |
| **SLES/other employment support** | ▲ Received SLES or other employment support payment | ▼ Received SLES |
| **Plan management type** | ▲ Fully self-managed or uses a plan manager | ▼ Fully self-managed or uses a plan manager |
| **State/Territory** | ▲ Living in QLD<br>▼ Living in VIC/TAS | ▲ Living in SA/NT |
| **Remoteness** | ▲ Lives in regional areas with population between 15,000 and 50,000 or regional areas with population less than 5000 | ▲ Lives in regional areas with population between 5,000 and 15,000 |
| **DSP** | ▼ Receiving DSP | ▲ Receiving DSP |
| **Daily living support** | ▼ Requires support for more daily living activities | ▲ Requires support for more daily living activities |
| **Utilisation** | ▼ Higher utilisation | ▲ 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.

# 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 research[1], 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.

**"I did work experience at a sports centre and then I did volunteering at that workplace... that's how I started working there and doing reception."**

Harrison, NDIS participant, autism spectrum cohort, aged 33 years

[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 aged 25 and over who would like a job

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

- ↑ Currently job seeking, or engaged in other employment activities[1]
- ↑ Primary disability type is hearing impairment or other sensory disability[2]
- ↑ Higher level of function
- ↑ Received support to find a job
- ↑ Currently studying
- ↑ Living with partner, or partner and children[3]
- ↑ Requiring a low or medium level of NDIA support[4]
- ↑ 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 manager[5]
- ↑ 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.

# Participants aged 25 and over who would like a job

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

- ↓ Requires support for a higher number of daily living activities
- ↓ Participant is older[1]
- ↓ Participant is female
- ↓ Participant has an Indigenous background
- ↓ Highest education level attained is secondary school[2]
- ↓ Living with people that are neither family members nor people unrelated to them[3]
- ↓ 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%** |
| Jobseeking or other employment activities | Primary disability is not hearing or other sensory disability | Requires high/very high level of NDIA support | | 14.1% | **4.6%** |
| | | 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%** |

Drivers of employment success

# Participants aged 25 and over who would like a job – non-ADE/ADE employment (1)

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<br>↓ 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.

Drivers of employment success

# Participants aged 25 and over who would like a job – non-ADE/ADE employment (2) 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<br>↓ 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<br>↓ 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 research[1] 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.

**"Unfortunately, I have never been in the mind frame to do any work experience or paid work because until I moved into this unit... I didn't have stable accommodation"**

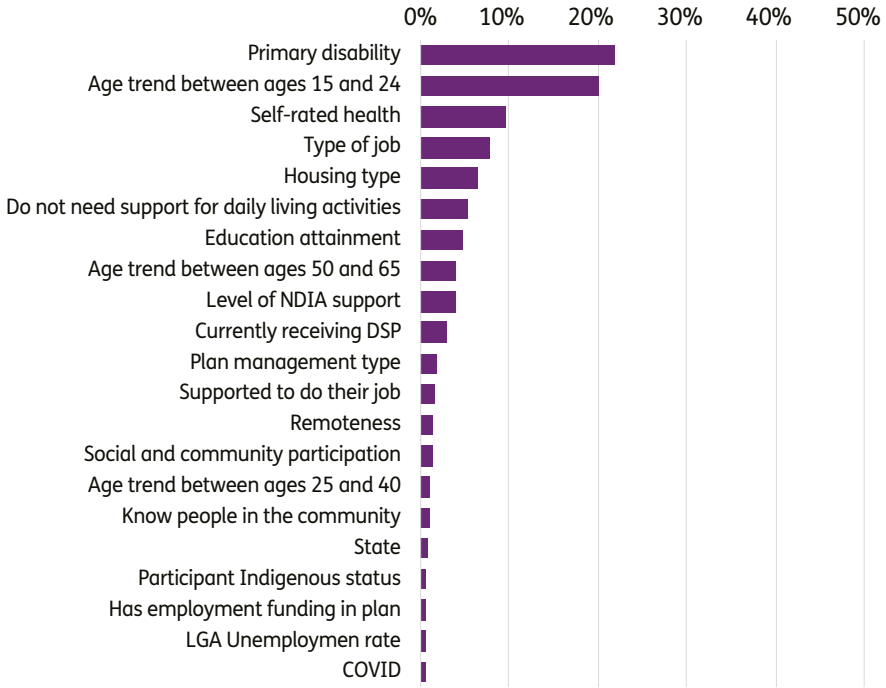
Jack, NDIS participant, autism spectrum cohort, aged 34 years)

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

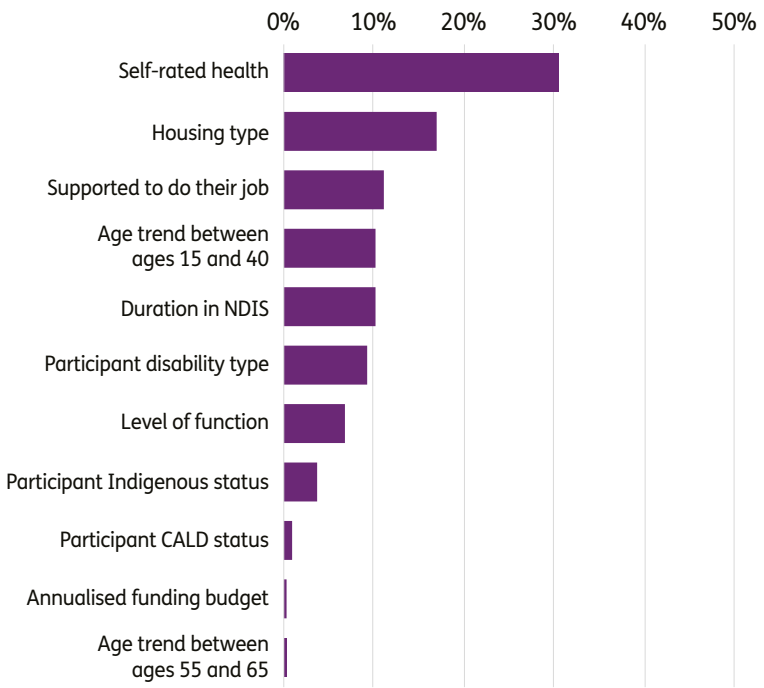
Relative variable importance

# Participants who are in a paid job

## Initially in mainstream employment




## Initially in an ADE



# Participants working in mainstream employment

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

- ↑ Primary disability is hearing or other sensory disability[1]
- ↑ Within the age range 15 to 40, participant is older
- ↑ Is self-employed[2]
- ↑ Involved in a community, cultural or religious group in the last 12 months
- ↑ Does not need support for daily living[3]
- ↑ Knows people in the community
- ↑ Plan is self-managed (fully or partly)[4]
- ↑ Has a graduate degree[5]
- ↑ 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.

## Drivers of employment success

# Participants working in mainstream employment

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

- ↓ Primary disability is psychosocial disability or acquired brain injury[1]
- ↓ Within the age range 50 to 65, participant is older
- ↓ Self-assessed health is either 'Fair' or 'Poor'[2]
- ↓ Currently working in informal employment[3]
- ↓ Living in privately rented accommodation, public housing or other[4]
- ↓ Participant has an Indigenous background
- ↓ COVID-19 impact[5]
- ↓ Have not received support to do their job
- ↓ Living in regional areas with population less than 5,000[6]
- ↓ Living in QLD[7]
- ↓ Requires high/very high level of NDIA support[8]
- ↓ 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 research[1] 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.

**"[Dad] gives me like a lot of emotional support and then just helps with what to say and then just like helps afterwards and it's just helpful … because I need help like negotiating like pay or like how I'm being treated or just anything and lots of emotional support because I find it pretty stressful. "**

Harrison, NDIS participant, autism spectrum cohort, aged 33 years

[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 accommodation[3]
- ↓ 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 disability[4]
- ↓ Higher annualised plan funding

[1] Compared to 'Good'.
[2] Compared to 'Good'.
[3] Compared to privately owned accommodation.
[4] Compared to intellectual disability.

Discussion of findings (1)

# Support in job and assistance to find a job

As discussed, modelling results suggest that receiving the support needed to do their job, and receiving assistance to find a job, are important drivers of employment success for participants. These are areas that the NDIS can immediately focus on.

In addition, the qualitative research[1] found that receiving the right supports for participants to look for and find a job was instrumental. For some participants flexibility in support levels is important so that they can increase supports when starting or changing jobs and roles, but with the view of reducing supports over time as capacity and confidence is built. However, there was confusion about what can be accessed through the NDIS and what is available through other systems/services.

To understand the current provision of support and assistance, longitudinal summaries of the percentage of participants receiving the support they need to do their job, and the percentage being assisted to find a job, are shown in the following slides.

Note that similar to the baseline analysis, the percentages receiving support in their job, or assistance to find a job, are summarised for two different cohorts:

- Responses to whether participants receive the support needed to do their job are summarised for participants who are in paid work.
- Responses to whether participants receive assistance to find a job are summarised for participants who are job seeking[2].

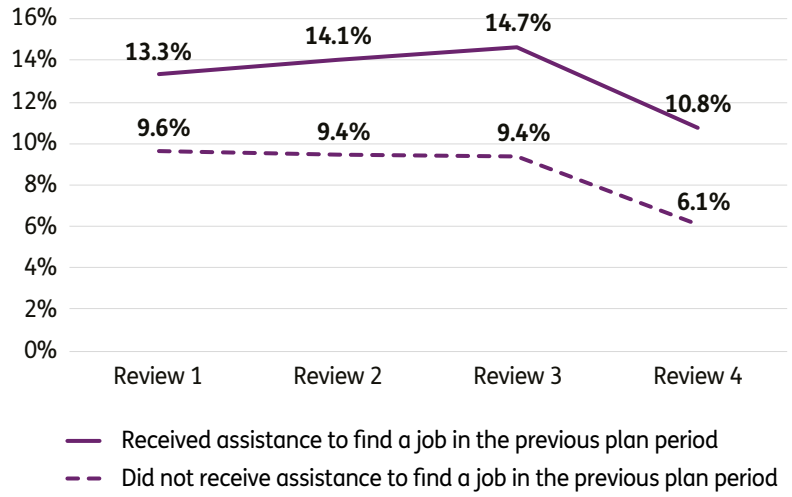
[1] Achieving a 'sense of purpose': pathways to employment for NDIS participants with intellectual disability, on the autism spectrum and/ with psychosocial disability.
[2] Those who answer "No, but I would like one" to "Are you currently working in a paid job?" AND say that they are "Job seeking" in the participant information section.

# Discussion of findings (1)

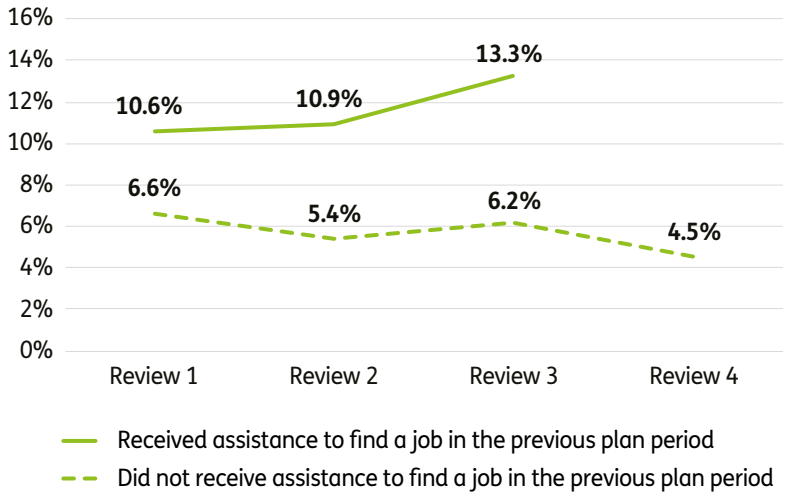
# Are you being assisted to get a job?

## Percentage in paid job by whether participants were assisted in the previous period

### Participants aged 15 to 24




### Participants aged 25 and over[1]




Modelling results discussed previously indicate that controlling for other factors, getting assisted to find a job has a significant effect on employment success.

On a one way basis, for job seekers in both age groups, those who received assistance to find a job are consistently more likely to be in a paid job at the next review.

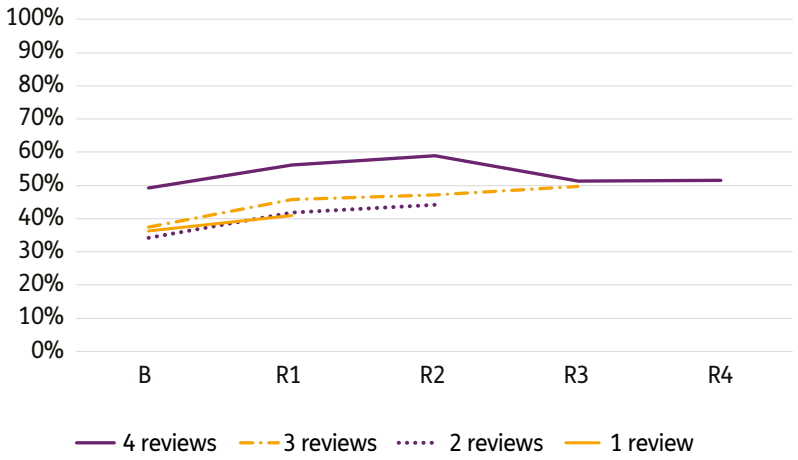
[1] Insufficient data to show results for the cohort of job seekers getting assisted to find a job at Review 4.

Discussion of findings (1)

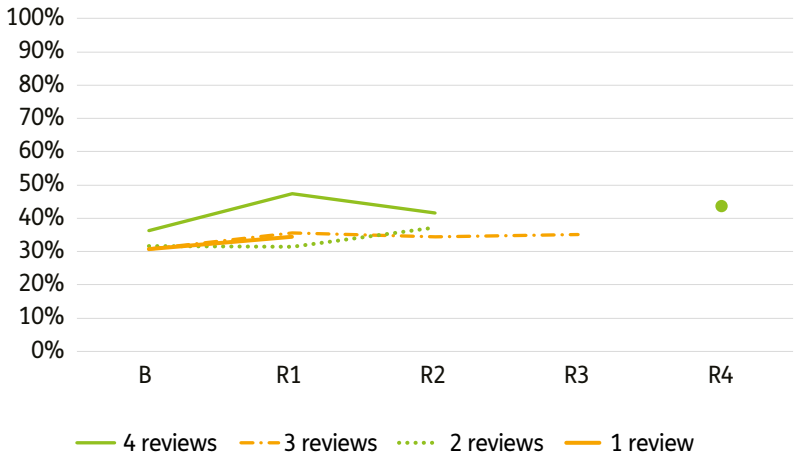
# Are you being assisted to get a job? Longitudinal results[1]

## Percentage receiving assistance to find a job

### Participants aged 15 to 24




### Participants aged 25 and over[2]




For jobseekers aged 15 to 24, the percentage being assisted to get a job tends to increase over time, except that for the cohort with four reviews, there was a decline between second and third review, and no change between third and fourth review.

For jobseekers aged 25 and over, no clear trend emerges, with changes over time tending to be minimal.

Recommendation: NDIS can set a target aiming at a higher proportion of job seeking getting the support they need to find a job.

[1] Results are shown separately for different duration cohorts. At each time point, only participants who are actively job seeking are included in the denominator. Hence each time point may include different participants.

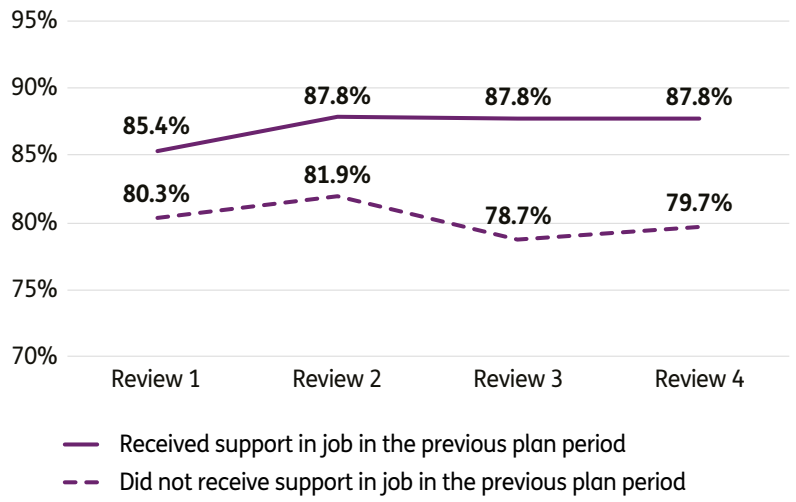
[2] Insufficient data to show results for the cohort with four reviews at the third review (R3).

# Discussion of findings (1)

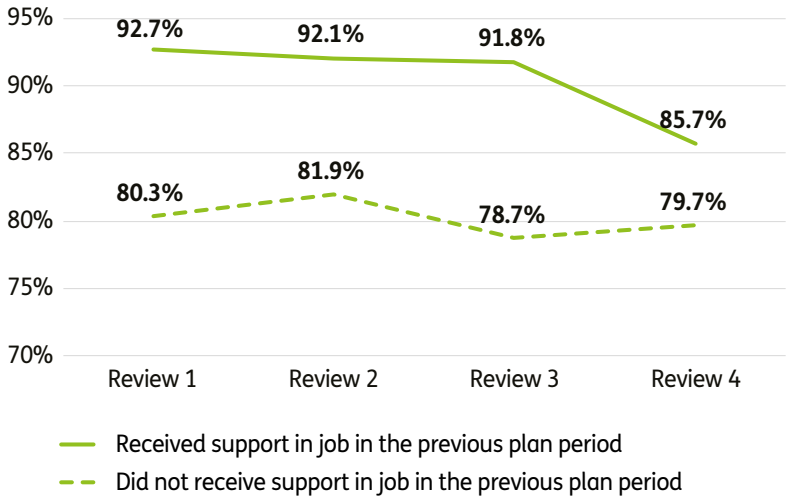
# Do you get the support you need to do your job?

**Percentage in paid job by whether participants were supported in the previous period**

**Participants aged 15 to 24**




**Participants aged 25 and over**




Modelling results discussed previously indicate that controlling for other factors, getting supported in job has a significant effect on employment success for participants working in mainstream employment as well as ADE facilities.

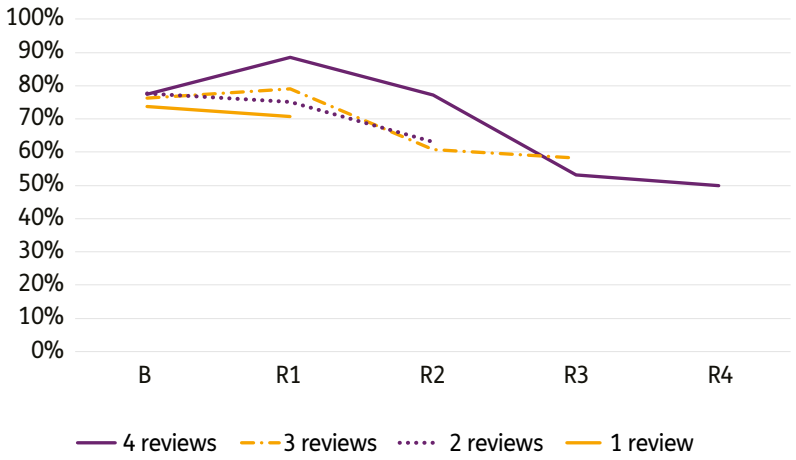
On a one way basis, for those with a paid job in both age groups, participants who are supported in their jobs are consistently more likely to remain in a paid job at the next review.

Discussion of findings (1)

# Do you get the support you need to do your job? Longitudinal results[1]

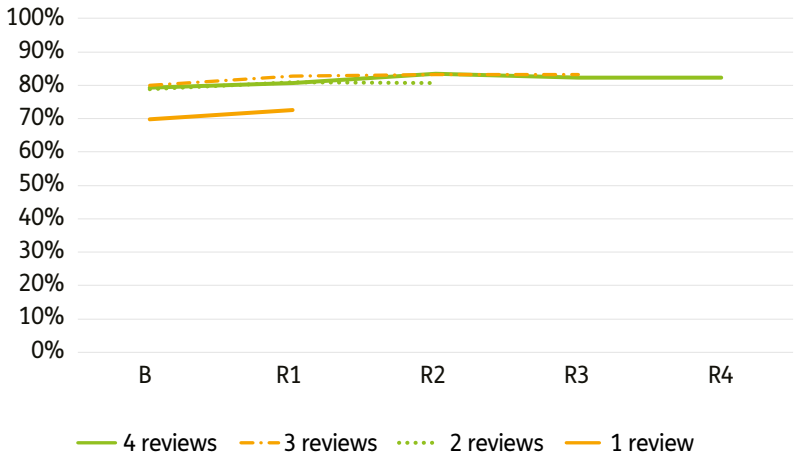
## Percentage getting support in job

### Participants aged 15 to 24




For participants aged 15 to 24, after the first review, the percentage who say they get the support they need to do their job shows a decreasing trend (for example, from 88% at first review to 50% at fourth review for the cohort with four reviews).

### Participants aged 25 and over[2]




For participants aged 25 and over, there has been a slight increasing trend (for example, from 79% at first review to 82% at fourth review for the cohort with four reviews).

[1] Results are shown separately for different duration cohorts. At each time point, only participants with a paid job are included in the denominator. Hence each time point may include different participants.

# Discussion of findings (2)
# DSP and employment

Modelling consistently suggests that receiving DSP has a negative correlation with employment success. Specifically, controlling for all other factors:

- Participants* who would like a paid job are less likely to find one if they are currently receiving DSP.
- Participants* who are currently in mainstream employment are less likely to retain paid work if they are currently receiving DSP.

Two possible reasons for the negative correlation are:

1. Selection bias: Compared to DSP recipients, participants who are not receiving DSP are more likely to:
   - Have recent employment history (for those who are currently not in a paid job), or
   - Be working longer hours with higher income (for those who are in mainstream employment).

   In both cases, it follows that those who are not receiving DSP are more likely to either find a job or remain in employment.
2. Disincentives for employment: key structural features of the DSP that may provide a financial disincentive for participants to maximise their participation in the workforce.

Related to reason 2, the qualitative research[1] found that there was often confusion about the rules of obtaining DSP and participants were concerned about the impact of employment on DSP, (including regaining DSP if employment opportunities did not work out).

* Participants whose primary disability is not intellectual disability, Down syndrome or autism.

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

# Discussion of findings (2)
# DSP and employment

DSP is found to be associated with a negative impact on employment outcomes for some disability types, but not others. In modelling, significant interactions suggest that controlling for other characteristics:

- For participants whose primary disability is not intellectual disability, Down syndrome, or autism, DSP is associated with a negative effect on finding a job and retaining a job.
- For participants whose primary disability is intellectual disability, Down syndrome, or autism, DSP does not have a significant effect on employment.

Possible reasons for this difference are:

- As shown in Section 3, participants with an intellectual disability (including Down syndrome) are the most likely to receive the DSP (84.3%). Therefore the selection bias associated with DSP receipt is likely less pronounced compared to other disability types.
- Participants whose primary disability is intellectual disability, Down syndrome, or autism are more likely to be working in an ADE, if they are employed. Employment in an ADE does not affect DSP payments, hence there is not as much financial disincentive to work.

PART 6

# Has the NDIS helped?

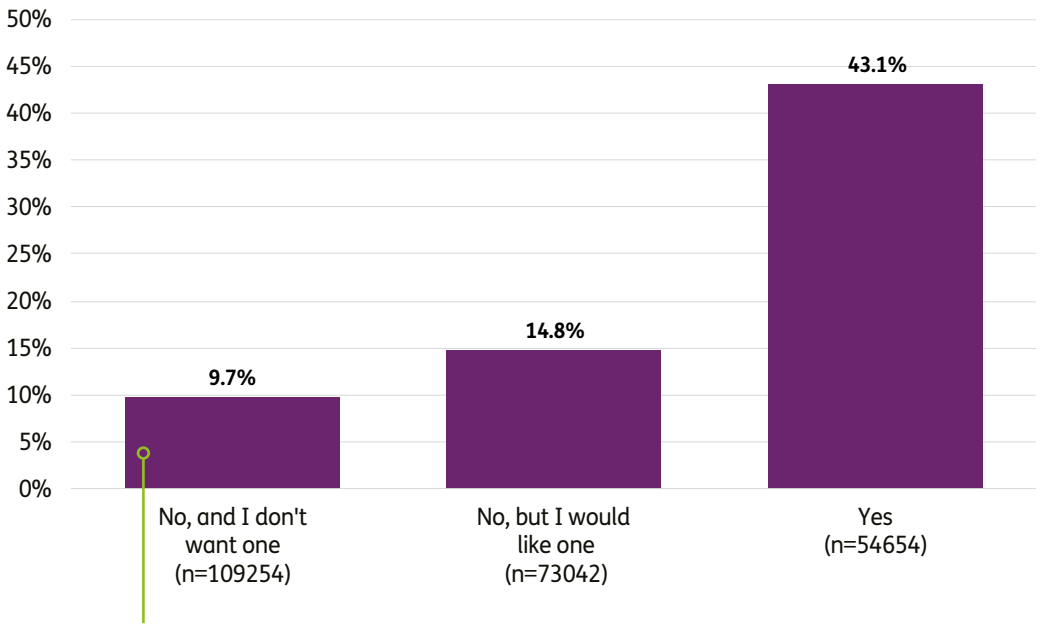
6

# Has the NDIS helped?

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.

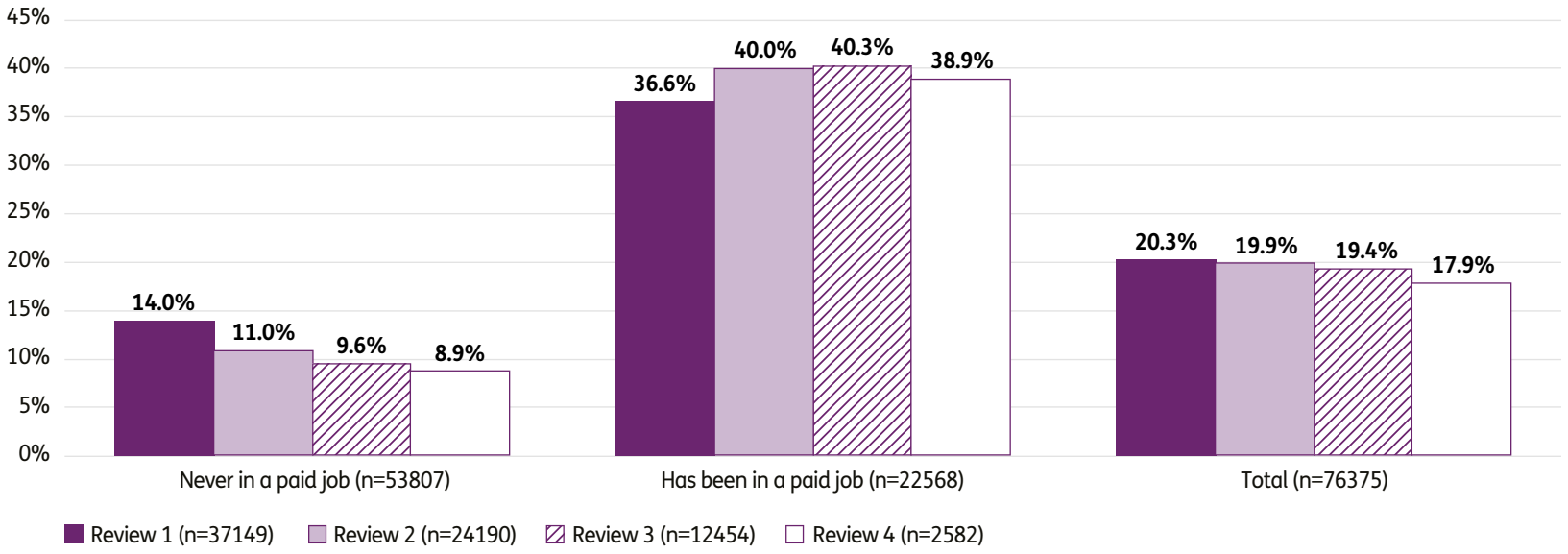
**"Has your involvement with the NDIS helped you find a job that's right for you?"**




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.

# Has the NDIS helped?

**Participants aged 15 to 24**

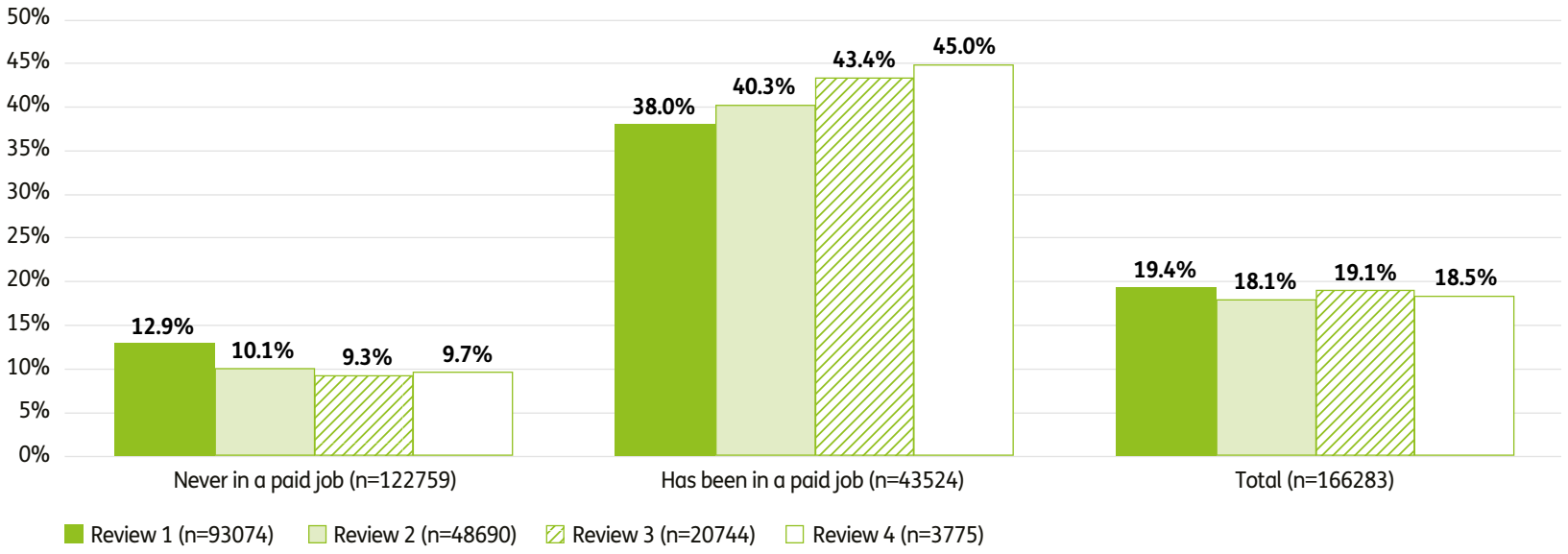



Overall, the proportion of participants who answered "Yes" apparently decreases over time, from 20.3% at baseline to 17.9% at fourth review. However, the trend is different for participants who have never been in a paid job during their time in the Scheme, compared to those who have had a paid job.

For participants aged 15 to 24 who have ever been in a paid job whilst in the Scheme, the proportion who respond positively increases from 36.6% at first review to 40.3% at third review. There is a small reduction between third and fourth reviews, to 38.9%.

# Has the NDIS helped?

**Participants aged 25 and over**




Overall, the proportion of participants who answered “Yes” decreases slightly over time, from 19.4% at baseline to 18.5% at fourth review. However, as for the younger age group, the trend is different for participants who have never been in a paid job during their time in the Scheme, compared to those who have had a paid job.

For participants aged 25 and over who have ever been in a paid job whilst in the Scheme, the proportion who respond positively shows a strong increasing trend, from 38.0% at first review to 45.0% at fourth review.

# Has the NDIS helped?

### Participants aged 15 to 24

Participants' responses are analysed by their current and previous job status, to explore whether the percentage of positive response is correlated with the transition between job status.

Participants aged 15 to 24 are most likely to find the NDIS helpful if they are currently working, or have previously worked, in an ADE.

- 69.7% of participants who are currently working in a paid job in an ADE answered positively.
- 78.5% of those moving from wanting a job to working in an ADE answered positively.
- Even for participants who moved from open employment with full wages to an ADE, 58.9% responded positively to this question.

| | | Current job status | | | | | | | Overall average |
|---|---|---|---|---|---|---|---|---|---|
| | | No, and I don't one | No, but would like one | Working in a paid job | | | | Missing job status response* | |
| | | | | ADE | Supported wages | Full award wages | Employed, other | | |
| Previous job status | No, and I don't want one | 8.2% | 11.2% | 68.0% | 26.5% | 21.9% | 24.6% | 24.3% | **9.6%** |
| | No, but would like one | 8.8% | 17.0% | 78.5% | 53.1% | 38.6% | 39.3% | 38.5% | **21.3%** |
| | ADE | 40.0% | 33.7% | 68.3% | 53.0% | 48.8% | 44.4% | 54.5% | **38.6%** |
| | Supported wages | 11.8% | 22.4% | 66.9% | 40.2% | 31.1% | 21.9% | 34.2% | **38.6%** |
| | Full award wages | 14.1% | 15.2% | 58.9% | 34.1% | 27.6% | 21.9% | 14.2% | **25.7%** |
| | Employed, other | 4.2% | 22.0% | 74.4% | 56.5% | 26.3% | 28.5% | 38.2% | **29.3%** |
| | Missing job status response | 11.2% | 18.5% | 61.8% | 60.6% | 31.5% | 33.8% | 30.6% | **27.9%** |
| | No previous review | 4.6% | 6.2% | 36.4% | 30.0% | 20.3% | 16.3% | 13.4% | **6.5%** |
| **Overall average** | | **7.4%** | **15.3%** | **69.7%** | **43.8%** | **29.5%** | **29.8%** | **31.0%** | **20.0%** |

* About 3% of responses.

# Has the NDIS helped?

**Participants aged 25 and over**

Similarly, participants aged 25 and over are most likely to find the NDIS helpful if they are currently working, or have previously worked, in an ADE.

- 63.7% of participants who are currently working in a paid job in an ADE answered positively.
- 77.1% of those moving from wanting a job to working in an ADE answered positively.
- Even for participants who moved from open employment with full wages to an ADE, 52.4% responded positively to this question.

| | | Current job status | | | | | | | Overall average |
|---|---|---|---|---|---|---|---|---|---|
| | | No, and I don't one | No, but would like one | Working in a paid job | | | | Missing job status response* | |
| | | | | ADE | Supported wages | Full award wages | Employed, other | | |
| Previous job status | No, and I don't want one | 10.3% | 13.5% | 69.5% | 50.0% | 32.2% | 17.6% | 31.2% | **10.6%** |
| | No, but would like one | 7.8% | 14.1% | 77.1% | 50.0% | 35.9% | 36.7% | 34.2% | **15.5%** |
| | ADE | 27.0% | 29.2% | 63.1% | 38.3% | 40.4% | 32.6% | 53.4% | **60.0%** |
| | Supported wages | 21.5% | 17.3% | 64.2% | 40.5% | 26.0% | 27.8% | 40.4% | **41.2%** |
| | Full award wages | 10.2% | 12.4% | 52.4% | 28.4% | 20.8% | 25.5% | 19.4% | **20.1%** |
| | Employed, other | 10.3% | 16.0% | 74.5% | 22.2% | 24.1% | 23.8% | 21.3% | **23.4%** |
| | Missing job status response | 15.5% | 16.8% | 69.7% | 29.5% | 23.5% | 28.6% | 28.9% | **26.1%** |
| | No previous review | 7.3% | 14.2% | 64.5% | 39.1% | 23.3% | 40.3% | 26.0% | **20.1%** |
| **Overall average** | | **10.3%** | **14.3%** | **63.7%** | **40.0%** | **22.1%** | **25.3%** | **31.2%** | **18.9%** |

* About 2% of responses.

PART 7

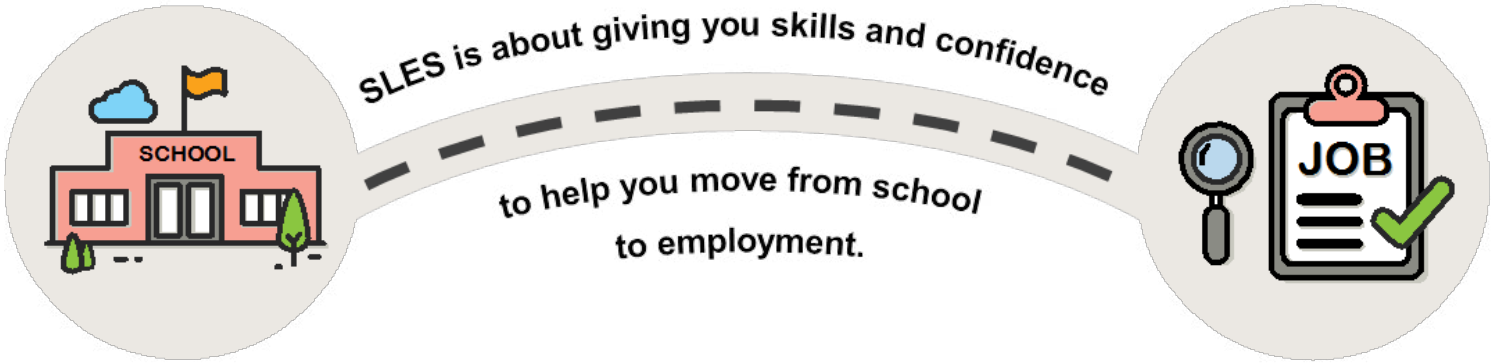
# SLES analysis

7

# School Leaver Employment Supports (SLES) analysis

SLES is an early intervention approach for Year 12 school leavers to support their transition from school to employment. SLES:

- Is for school leavers who are not eligible for Disability Employment Services (DES)
- Aims to build aspiration and capacity to obtain open employment, including referral to DES to find or maintain a job
- Includes capacity building in time management, taking instructions, travel training, money handling, work experience, etc.



# SLES analysis

In the one-step transition modelling for participants aged 15 to 24, receipt of SLES at the start of a review period was evaluated as a potential predictor of employment success at the end of the period.

In the models for getting a job, for participants who don't have a job but would like one:

- Where success is defined as getting any type of employment (non-ADE or ADE), receiving SLES was not found to be statistically significant.
- Where success is defined as getting **non-ADE** employment, receiving SLES was found to have a statistically significant **positive** effect. This means that the probability of having a non-ADE job at the end of the review period (relative to having a job in an ADE or no job at all), is higher for participants who received SLES at the start of the period.
- Where success is defined as getting **ADE** employment, receiving SLES was found to have a statistically significant **negative** effect. This means that the probability of having a job in an ADE at the end of the review period (relative to having a non-ADE job or no job at all), is lower for participants who receive SLES at the start of the period.

# SLES analysis

There are some aspects of the one-step transition modelling which may mean that it is not best suited to evaluating the effect of SLES on employment success:

- Benefits of SLES may take more than one year to emerge. It is generally recognised that transition from school to work for people with significant disability takes an extended period of time and funding is often provided for up to two years. The models look at transitions over one plan period, and may not be able to fully capture longer term effects.[1]
- There may be other variables included in the modelling which are correlated with SLES, and may have diluted the effect of SLES.[2]
- The models for participants aged 15 to 24 are currently built on the full age range 15 to 24, however SLES mainly applies to participants aged 17 to 20. This means that the models might not be specific enough in testing the effect of SLES.

In view of these limitations, additional targeted analysis of the impact of SLES was performed, as described in the remainder of this section.

[1] Transitions between later periods (for example, from third to fourth review) are included, so some participants may have been receiving SLES for more than one year.

[2] For example, assistance to find a job. The impact of this variable in the model for any employment success was investigated by removing it from the model and observing the effect on SLES. Whilst SLES remained non-significant in its absence, there may be other variables mediating the impact of SLES itself.

# SLES analysis

2,645 participants who have ever received SLES and have at least one review following the baseline were identified.

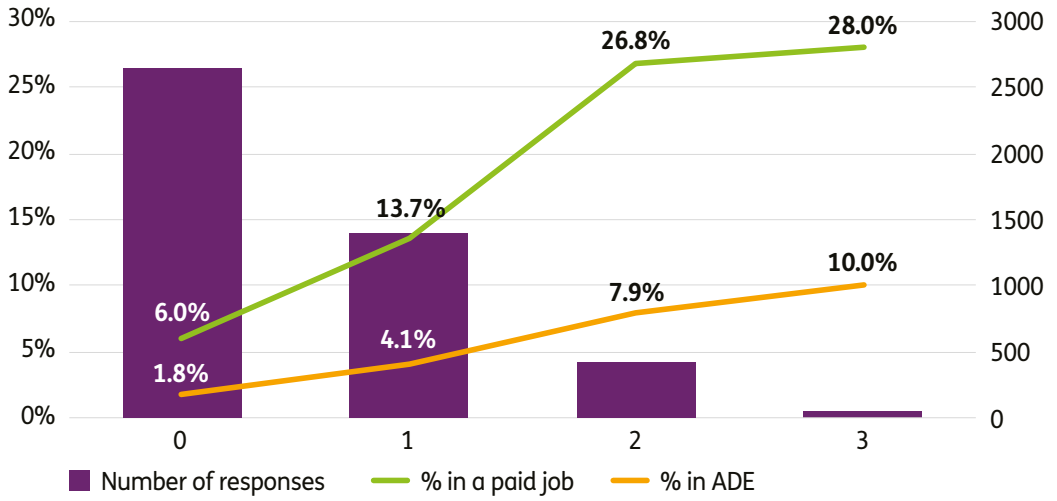
The chart below shows the percentage of those participants in a paid job, and the percentage in an ADE, by years since they first received SLES. The purple bars show the number of reviews in the data.

On first receiving SLES, only 6.0% of the recipients were in a paid job. However this increased to 13.7% one year after first receiving SLES, to 26.8% two years after, and to 28.0% three years after.

Larger percentages were in non-ADE employment than in ADE employment. For example, three years after first receiving SLES, 10.0% had a job in an ADE and 18.0% had a job outside an ADE.

The increase in the percentage with a paid job is partly driven by age and completing school.

**Years since first received SLES**



SLES analysis

# Propensity score matching methodology

- To understand the impact of SLES on participants' employment outcomes, it is helpful to compare the outcomes of SLES recipients to those who did not receive SLES, but were very similar in other respects.
- A causal inference method called "propensity score matching" was used to find such a group of participants, who were most similar to SLES recipients but did not receive SLES, referred to as the **comparison group**.
- Under this method, a propensity model was built to estimate the probability of receiving SLES (the propensity score), which allows for participants' age, educational attainment, job status, level of NDIA support, State/Territory, Indigenous status and disability type.
- Each SLES recipient was then matched with a non-SLES participant based on the score.

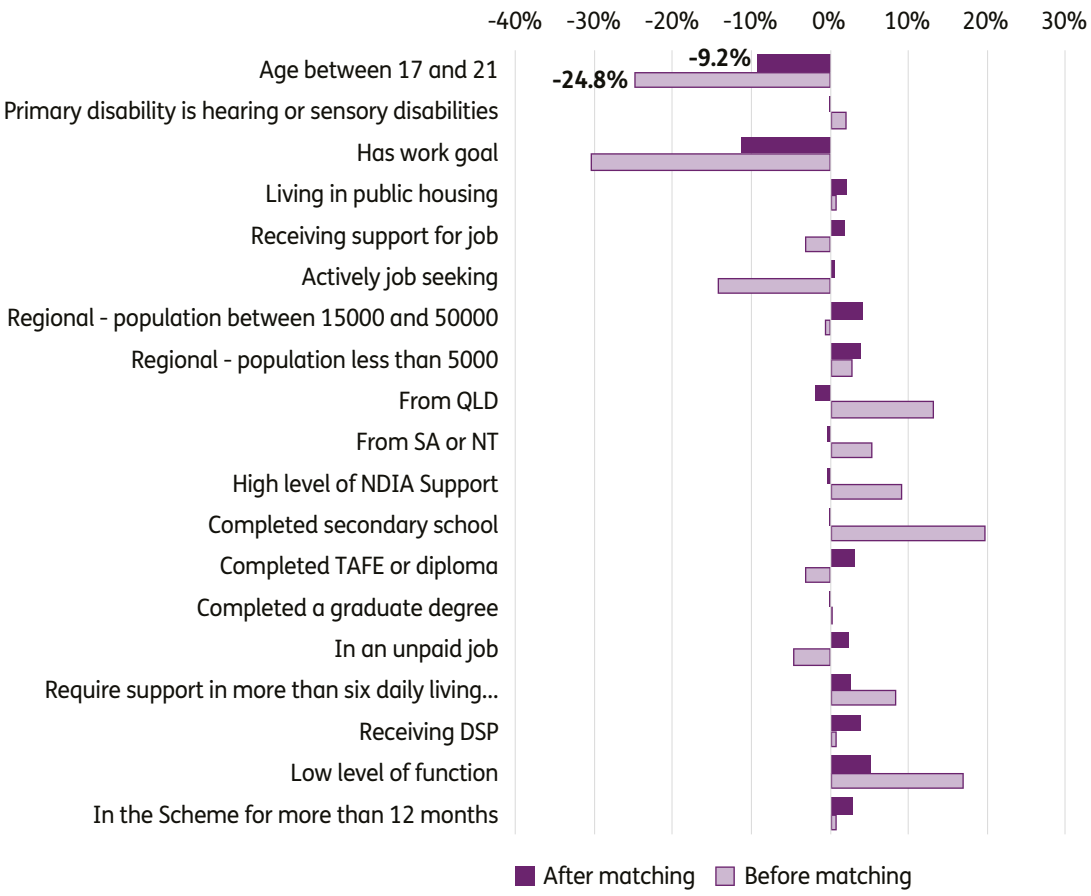
# Effect of matching

To illustrate the effect of matching, the chart below compares how much the distribution of key variables for the group not receiving SLES deviates from the group receiving SLES, before and after matching. The matched comparison group is not identical to SLES recipients, but the distribution is much closer after the matching.

For example, before matching, the proportion of non-SLES participants aged between 17 and 21 is 24.8 percentage points lower then in SLES recipients. After matching, the difference is narrowed to 9.2 percentage points.

Similarly, across all key variables that have a significant impact on the employment outcome of participants aged 15 to 24, the distribution in the matched comparison group is much closer than before matching.

**Difference in proportion**



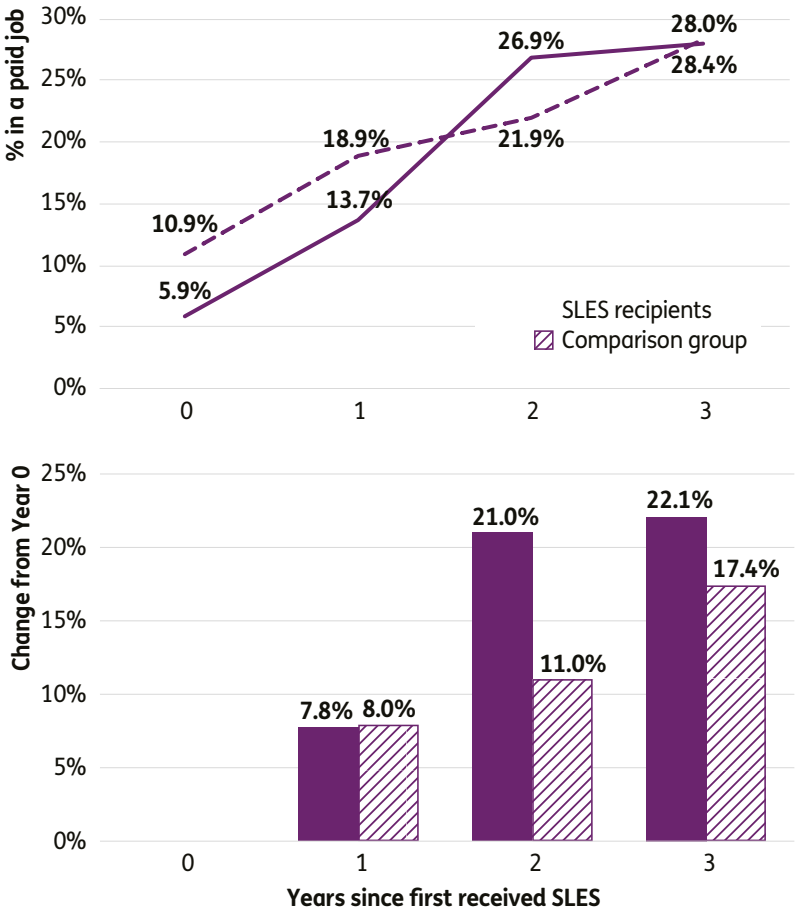
# Results

This chart compares the percentage in a paid job over time, in SLES recipients and in the matched comparison group.

Over time, SLES recipients experience larger improvement from baseline (Year 0) than the comparison group.

After two years since first receiving SLES, 21.0% more SLES recipients were in a paid job, compared to 11.0% more in the comparison group. For non-ADE employment the corresponding figures were 14.8% for SLES recipients vs 7.8% for the comparison group, and for ADE employment, 6.2% vs 3.2%.

After three years since first receiving SLES, 22.1% more SLES recipients were in a paid job, compared to 17.4% more in the comparison group. For non-ADE employment the corresponding figures were 13.8% for SLES recipients vs 7.2% for the comparison group, and for ADE employment, 8.3% vs 10.2%.

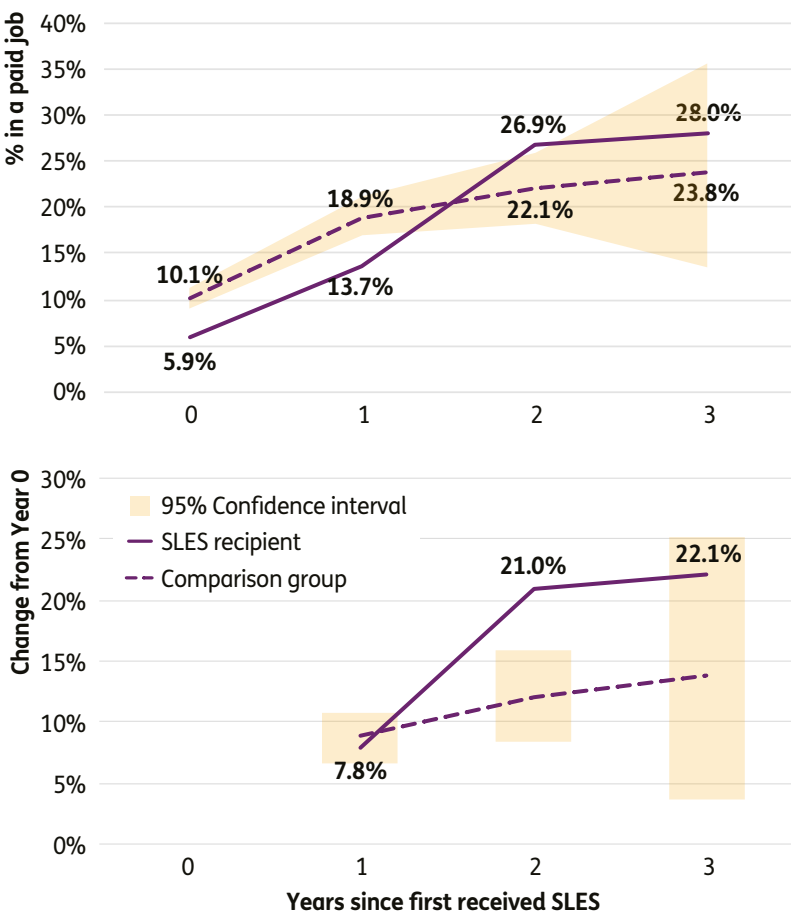


# Quantifying the uncertainty

There is considerable uncertainty in this comparison, coming from both the small sample size and the matching algorithm. To examine whether the better experience of SLES recipients is statistically significant, the bootstrap technique is used to quantify uncertainty and calculate confidence limits.

Two years after first receiving SLES, 26.9% of the recipients were in a paid job, which is a 21 percentage point increase from baseline.

As shown in the bottom graph, the 95% confidence interval for the change from Year 0 for the comparison group is (7.7%,15.4%). Since 21.0% lies above the upper confidence limit, at the 5% significance level, SLES recipients achieved a better employment outcome after 2 years than non-recipients.



# Quantifying the uncertainty

The table below compares the actual improvement for SLES recipients and the confidence intervals for the comparison group, derived through bootstrapping.

- As shown previously, the improvement at Year 2 for SLES recipients is significantly better than the comparison group.
- The difference at Year 3 is not significant. However, this could be due to the much smaller number of observations. As more data accumulates on the experience of SLES recipients, the power to detect differences will increase.

| Years since first received SLES | # observations | Change from baseline – SLES recipients | Change from baseline – comparison group (95% CI) | Change from baseline – comparison group (90% CI) | Significant difference between groups? |
|---|---|---|---|---|---|
| 1 | 1397 | 7.8% | (6.6%,10.8%) | (7.2%,10.6%) | No |
| 2 | 429 | 21.0% | (8.5%,15.9%) | (9.0%,15.2%) | Yes, p <0.05 |
| 3 | 50 | 22.1% | (3.6%,25.2%) | (4.8%,23.3%) | No |

# Summary

- The transition modelling suggests that receiving SLES is positively associated with finding non-ADE employment.
- Whilst not conclusive, and limited by small numbers, the propensity score analysis does suggest that SLES may have a positive impact on employment outcomes.
- The finding is supported by the qualitative research[1], where some of the participants who took part in interviews said that engagement with SLES had helped them to become work ready.
- However, the qualitative research[1] noted some confusion about who can access SLES funding.
- The qualitative research[1] also noted the importance of starting conversations early, before children get to this transition point.

**"It's really important that the NDIA captures these kids before they leave school and the pathway. That they work with the schools and there is a clear pathway post [school]."**

Samantha, mother of Noah, intellectual disability cohort, aged 22 years

**"Someone that can teach him interviewing skills and just how to be at work. Teaching how to deal with his disabilities in the work situation would be really helpful and then sort of being like being a translator between him and a prospective work place."**

Felicia, NDIS participant, ASD/psychosocial disability cohorts, aged 42, speaking about her son Sid, NDIS participant aged 15, autism spectrum cohort

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

www.ndis.gov.au