NDIS Research webinar: Participants in employment

Questions and answers

This information answers questions asked during *NDIS Research webinar: Participants in employment.*

The webinar presented:

- The [Exploring participant experiences: Achieving a sense of purpose](#) report, we call this "the research report."
- [Employment outcomes report data](#)
- [Guides for understanding employment supports](#)

NDIA Research and Evaluation Branch commissioned the review and research. The University of Melbourne completed the environmental scan and research report.

Questions are in two sections.

- Research
- Disability supports and funding

Questions relating to the research

1. Is there any research on participants who are reluctant to disclose their disability when seeking work?

The full research report discusses the findings relating to disclosure of disability at work. You can find this on page 52 of the research report.

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2. How does this research link into Australian School-based Apprenticeships?

The research report discusses the findings relating to apprenticeships and work experience. You can find this in the research report on pages 12, 14, 17-18, 30, 32-33, 39-45, 62-65.

3. Has the research considered engagement with participants who are not looking for jobs to understand why they aren't interested in exploring employment?

The research report included NDIS participants who were not employed and did not want employment. Some of the barriers they encountered are discussed on pages 48 – 52. The report discusses the importance of empowering participants on page 63.

4. Was there any research about flexible work hours when dealing with anxiety while increasing work confidence and skills?

The research report, discusses flexible working hours on page 51 and inclusive and adaptive workplaces on page 67. NDIS encourages participants and providers to build employment capability and capacity through work experience and customised employment to improve the likelihood of succeeding in sustainable employment.

5. A link has been identified between housing status and being in, or sustaining, employment. Is there any research on how the circumstances of housing and paying rent and bills, "drives" the behaviours of staying in work?

the importance of meeting primary needs such as housing is discussed in Section 5.5.1 from page 35 in the full report.

In addition, the skills that a person needs to live as independently as possible are transferable to success in employment. The NDIS encourages capacity building through development of independent living skills and increased community participation.

6. Did you look at research around early intervention as NDIA evidence is based on data at age 15, but research shows career development should start earlier.

We found that early employment discussions and planning with families was seen as an enabler to future employment pathways. More information is available on page 65 of the full report.

7. Is there any research to help participants who don't want to feel like "the disabled person," which may stop them applying for jobs?

In the research report we discuss findings relating to stigma and discrimination. These can be found on pages 7, 12, 13, 18, 35, 39, 48, 52 and 67 of the full report.

8. Do you have any information regarding the effect of accessing employment and Disability Support Pension?

In the research report we discuss the findings relating to employment and income support, such as the Disability Support Pension. You can find this on pages 13, 48, 56-57, 63.

Questions relating to disability supports and funding

9. Could you please provide guidance around what NDIS supports are available for people with disability that attend school and require support to undertake work experience in their final years of school?

In section 5.5.2 of the research report school leaver and entry level employment pathways are discussed, as well as the barriers and enablers experienced by NDIS participants.

NDIS supports can add to what is available through schools for students with higher support needs.

10. How do participants decide what supports they need to gain employment?

The NDIA has developed resources for participants, their families, and carers to learn about available supports. These resources are called Guides for understanding supports (GUSs) and are based on the best available research evidence, co-designed with participants, and include lived experience and stakeholder expertise. We have written a GUS for people on the autism spectrum, and/or living with intellectual or psychosocial disability, who would like to better understand the available supports for employment. The GUSs are available online at Employment supports and include:

- Developing a pathway to work

- Moving from school to work

- Getting a job

- Thinking about self employment

- Keeping a job

- Changing job

Extra resources including participant stories of successful employment, are available online at Finding, keeping and changing jobs.

11. Is there any information on when participants may wish to change jobs?

We have written a Guide for Understanding Supports (GUS) for people on the autism spectrum and/or living with intellectual or psychosocial disability who are thinking about or would like to change jobs. The GUS is available online: [Changing jobs](#).

In our research report we look at NDIS participants re-entering the workforce on pages 48-49, and barriers and enablers to maintaining employment, career progression and changing jobs on pages 50-52 of the report.

12. Last year it was announced there would be a pilot with Disability Employment Services (DES) and NDIS working together in some trial areas. Do you have any information about the roll out or progress of the pilot?

In 2022 Minister Rishworth announced a pilot program of disability employment pathways to assist NDIS participants to explore their employment options through connection with DES providers.

The pilot will target NDIS participants who do not have mutual obligations and are currently receiving assistance from a DES provider; or have received assistance from a DES provider in the last two years; or have indicated they want to work but have not yet engaged with a DES provider.

Participants were consulted on the design of the pilot. The NDIA is working with Department of Social Services (DSS) to finalise the design and the implementation of the pilot.

13. Did your researchers talk to Disability Employment Services (DES), employers and other mainstream employment supports?

The full research report discusses the findings relating to DES throughout the full report but more specifically on page 54 of the research report.

The evidence review and environmental scan reviewed data from over 150 published articles and reports and 34 experts (academics, senior government and non-government executives who are experts in disability employment policy) and looked at interventions that improve employment outcomes for people with intellectual disability, on the autism spectrum, and/or psychosocial disability. The environmental

scan looked more specifically at DES and other mainstream employment supports. The details of this research can be found online: [Economic Participation and Employment for People with Disability (unimelb.edu.au)](). As part of the development of the [National Disability Employment Strategy (external)](), Department of Social Services has also undertaken some work specifically looking at DES, employers and mainstream employment supports.

14. How does the NDIA plan to interface with DES and Centrelink, going forward?

NDIS funded capacity building employment support provides more frequent and intensive assistance for participants to build skills for work, find a job and maintain their employment.

Participants receiving employment support or who are working in supported employment settings who wish to move into open employment can access both NDIS funded employment supports and DES supports at the same time to help them to achieve their employment goals.

15. Do you have information regarding available mainstream services for employment supports from federal and state governments?

The [Job Access website (external)]() provides a good overview of some of the supports and services available to assist people with disabilities to find and maintain employment.

There are other services available to all Australians. You do not have to be a NDIS participant to access these supports; however, some may have specific eligibility criteria:

- [BuyAbility (external)]() connects businesses and government with social enterprise suppliers.
- [Community Development Program (external)]() has information to help get ready for work and jobs in remote Australia.
- [Disability Employment Services (external)]() has information about mainstream employment support for people with a disability.
- [Education and training (external)]() provide resources and training to build skills and knowledge.
- [Find a Service Provider (external)]() has tools to search for with local DES providers.

- IncludeAbility (external) has information about meaningful employment for people with disability.
- Job Access (external) offers supports and services for people with disability find and maintain employment
- Job Jumpstart (external) has resources and activities to help people work out what jobs suits them.
- Launch into Work (external) has information for people to prepare for entry level roles within a business.
- Mobility Allowance (external) has information about getting help with travel costs for people with disability, illness or injury that can't use public transport. This includes work and study travel and travel to look for work.
- myfuture (external) has tools and information to plan and make career decisions.
- Preparing Secondary School Students for Work (external) has information to help young people get ready for work after they finish school.
- Skills for Education and Employment Program (external) has tools to improve speaking, reading, writing or basic math skills.
- Skills and Training (external) provides employment and/or apprenticeships support and training.
- Support for Australian Apprentices with disability (external) provides support for apprentices with disability.
- Starting a business (external) supports sole traders and small business owners.
- Support for students (external) has information about getting reimbursed for moving costs.
- Teens with disability: employment services (external) links to services and help young people prepare for employment.
- Wage subsidies (external) has information for potential employers about incentives to hire people with disabilities.
- Work Assist (external) has information for people who are at risk of losing their job because of disability, injury, or health condition.
- Workforce Australia (external) has employment pathways information and tools to search and apply for jobs.

16. Who funds and provides the Information Publication Scheme (IPS)?

The following guide for understanding employments supports provides some information on IPS:

- [Developing a pathway to work](#)
- [Getting a job](#)
- [Changing jobs](#)

17. Will NDIS start funding employment assistance for participants earlier to improve outcomes?

Employment Assistance can be available to young participants as they reach working age. It can help participants develop their skills for work and participate in work experience additional to that included as part of the school curriculum or help with gaining a part time job outside of school hours.

Social Community and Civic Participation can be used to help participants develop skills for independence and make connections within their community which can support achievement of employment goals.

All NDIS capacity building supports throughout a young person's life should focus on end goals of increased independence and achieving paid employment after completing their education.

For more information

For more information about this webinar, please contact research@ndis.gov.au

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