Employment outcomes for families and carers of NDIS participants

As at 31 December 2022

Contents

Outline

Definitions
This section explains key terms used throughout the report, such as Short Form and Long Form outcomes framework questionnaires, baseline and longitudinal experience, labour force measures, and other government 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. The employment experience of carers in Australia is contrasted with the experience of non-carers, and the economic benefit of increasing employment for carers is highlighted.

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

Centrelink carer benefits
This section investigates the utilisation of Carer Payment and Carer Allowance benefits, based on Centrelink data, by carers of NDIS participants.

Employment experience for families and carers of NDIS participants – trend
This section analyses trends in the employment experience of families and carers of NDIS participants. Key drivers of employment success are investigated.

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. Families and carers are also asked about their employment experiences.

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 investigation of participant and family/carer experience, for monitoring and benchmarking.

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

Longitudinal experience: Longitudinal experience for participants and families/carers is measured by tracking their responses to the outcomes framework questionnaires at baseline and each subsequent plan reassessment. Following the same group of respondents over time allows changes in outcomes to be investigated.

Carer Payment: An income replacement benefit for carers who are unable to work in substantial paid employment because they provide full-time daily care for someone with a severe long term disability or illness, or someone who is frail aged. Carer Payment is subject to income and assets tests.

Carer Allowance: An income supplement available to carers who provide daily care for someone with a long-term disability or medical condition, or someone who is frail aged. Carer Allowance has been subject to an income test since 20 September 2018.

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.

Section one:

Background

1
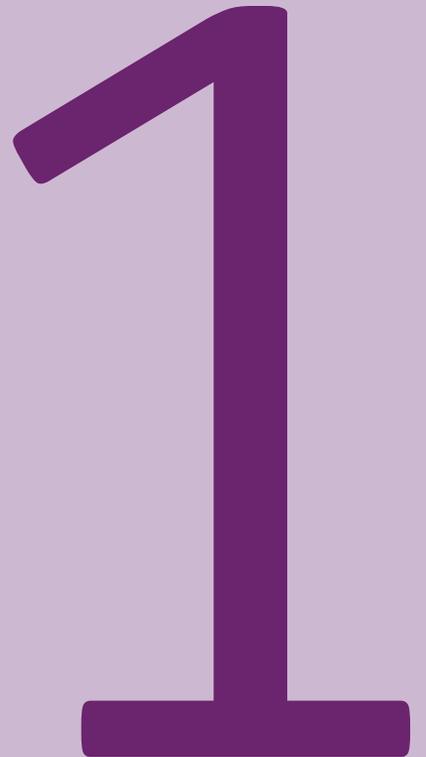
Employment experience
## Australian general population

Labour force participation
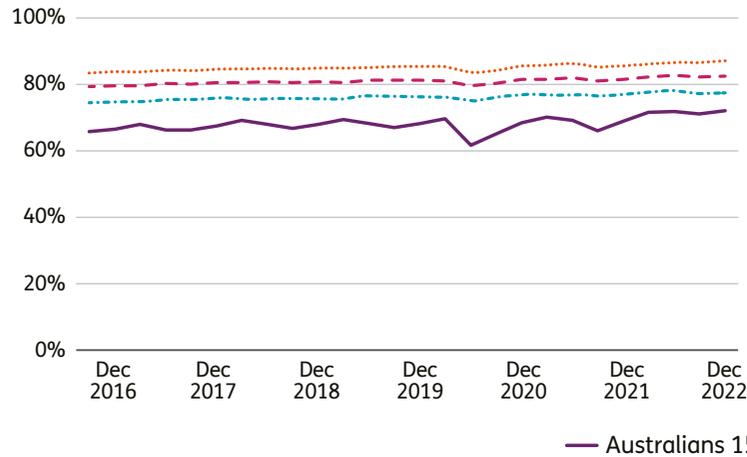
Unemployment rate
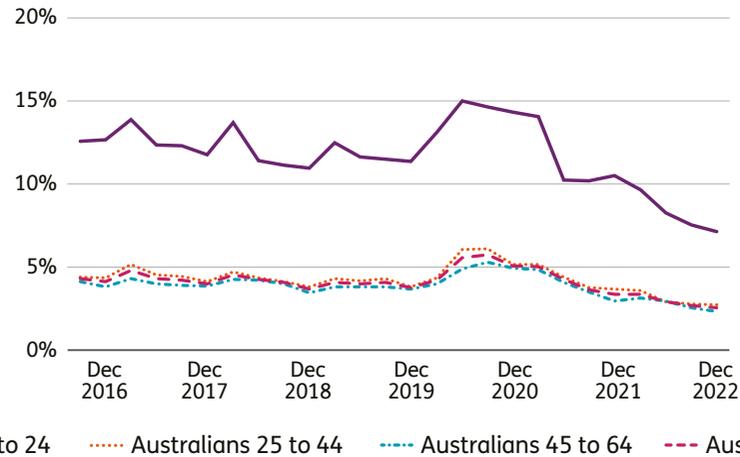
Employment to population ratio

— Australians 15 to 24   ⋯⋯ Australians 25 to 44   ⋯⋯ Australians 45 to 64   ⋯ ⋯ Australians 25 and over
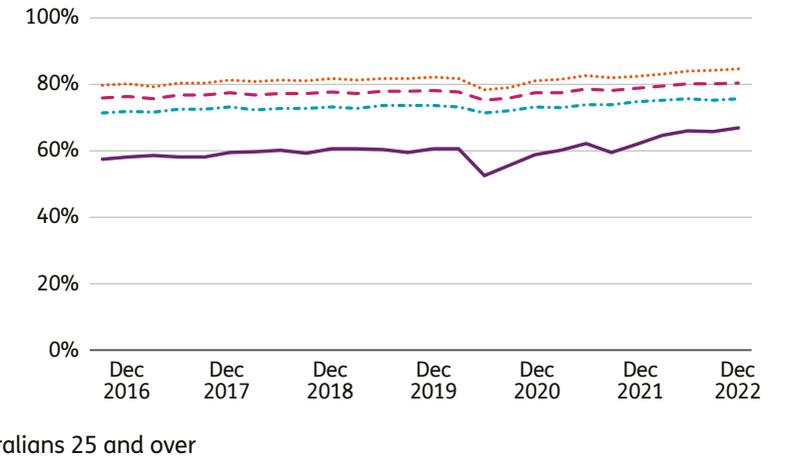
Australians aged 25 to 44 have a higher labour force participation rate (around 85%) compared to Australians aged 45 to 64 (around 75%) and Australians aged 15 to 24 (65%–70%).

At the start of the COVID pandemic, the participation rate for Australians aged 15 to 24 dropped by 8 percentage points, more than for Australians aged either 25 to 44 or 45 to 64. However, there was also a stronger initial recovery for age group 15 to 24 compared to the older age groups.

Source: ABS Labour Force data

Pre-COVID, the unemployment rate was around 4% for those aged 25 to 44 and 45 to 64, compared to around 12% for those aged 15 to 24.

At the start of the COVID pandemic unemployment rates increased compared to historical levels, and more so for the 15 to 24 age group (to around 15%).

Following the initial COVID period, the unemployment rate decreased considerably to 7–8% for those aged 15 to 24 and 2–3% for those aged 25 to 64.

While Australians aged 25 to 44 have a higher employment to population ratio (above 80%) than those aged 45 to 64 (70%–75%) or 15 to 24 (below 70%),the general trend for all age groups was increasing between late 2016 and early 2020.

During the COVID period, initial drops were followed by a gradual recovery to around 85% for those aged 25 to 44, 75% for those aged 45 to 64, and around 65% for those aged 15 to 24.

Geographical distribution of employment to population ratio

The maps show the average employment to population ratio (July 2016 to December 2022) for Australians aged 15 to 64, as well as detailed maps for Sydney and Melbourne metro areas.

Australian Capital Territory (ACT) had the highest employment to population ratio (79.0%), while Tasmania (TAS) had the lowest (72.1%).

Coastal areas of Sydney generally have higher employment-to-population ratios than Southwest.

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

- Sydney Sutherland **81.6%** (NSW)

- Sydney Northern Beaches **81.2%** (NSW)

- Brisbane Inner City **80.4%** (QLD)

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

- Sydney South West **63.1%** (NSW)

- Wide Bay **63.2%** (QLD)

- Queensland Outback **65.2%** (QLD)

Employment to population ratio

- 63%–67%
- 67%–70%
- 70%–74%
- 74%–77%
- 77%–79%
- 79%–82%
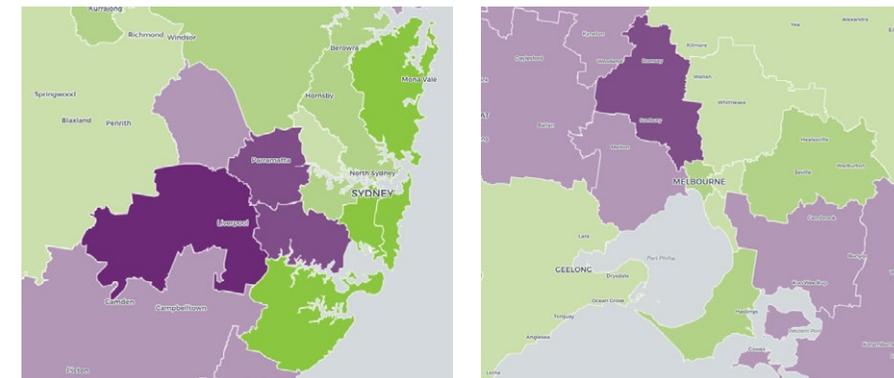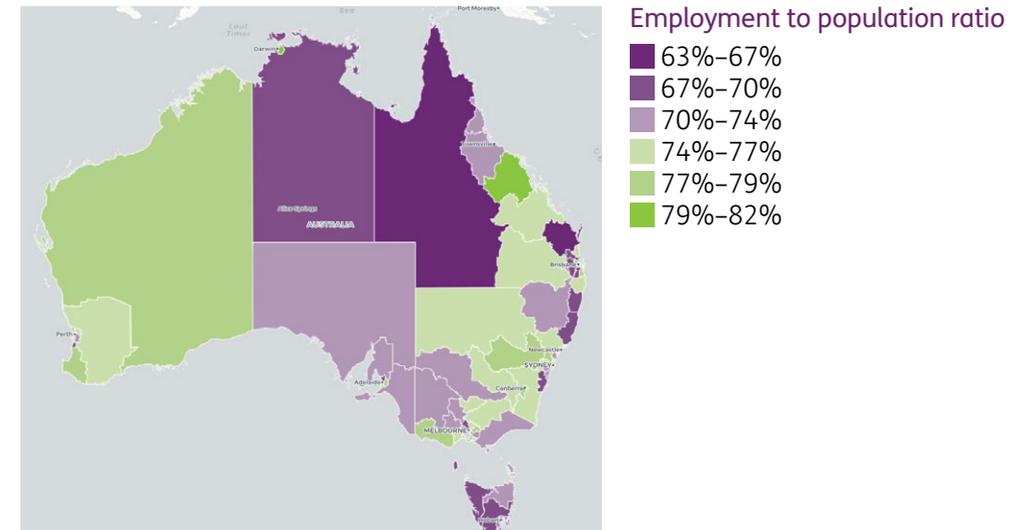
The bottom two maps are zoomed-in Sydney and Melbourne.

Employment experience of Australians carers[1]

Employment statistic	Primary carers	Non-primary carers	Not a carer
Employment to population ratio	55.8%	71.9%	77.4%
Labour force participation rate	58.8%	76.6%	81.5%
Unemployment rate	5.8%	6.1%	4.9%

Based on SDAC 2018:

- Primary carers have substantially lower employment to population ratios and labour force participation rates than non-primary carers, who in turn have lower results than non-carers. These findings reflect the difficulties faced by those with caring responsibilities, particularly primary carers, in gaining and maintaining employment.

- Unemployment rates for primary and non-primary carers are similar (around 6%), and higher than for those without carer responsibilities (4.9%).

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

Benefits of increased employment for the family members and carers of people with a disability

In 2011, the Productivity Commission[1] estimated that the NDIS could result in:

an additional 3.4% of carers entering the workforce	**increased work capacity** for carers already employed	**a $1.5 billion increase** to annual real GDP[2]

In addition, the following benefits for carers are associated with increased employment[3]:

Greater financial security	Reduced social isolation	Higher self-esteem	Sense of identity outside of caring role

1 Disability Care and Support Inquiry Report, Productivity Commission, 2011.
2 The estimate is in 2011 productivity levels and prices, and the realisation of this effect will take some time.
3 Carers Australia. 2014. Combining Work and Care: The Benefits to Carers and the Economy.

Section two:

Baseline experience

2

Overview

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

2.1	Families/carers in a paid job	A detailed discussion of paid job status by geographical area, Scheme entry quarter, and key characteristics, as well as findings from regression modelling
2.2	Hours worked per week	A summary of typical hours of work by key characteristics, for families/ carers who are in a paid job at baseline
2.3	Type of employment	Casual vs permanent employment by key characteristics, for families/ carers who are in a paid job at baseline
2.4	Working as much as wanted	A summary by key characteristics of the percentage who say that they and their partner can work as much as they want, for families/carers in a paid job at baseline
2.5	Barriers to employment	A summary by key characteristics of the barriers to being able to work as much as they want, for those unable to work as much as they want at baseline
2.6	Industry of employment	Based on analysis of free-text responses, a summary of the common industries of employment of families/carers who are in a paid job at baseline

Key highlights – baseline (1)

Summary by participant age cohort: working in a paid job

Variable	Percentage working in a paid job, families/ carers of participants aged:		
	0 to 14	15 to 24	25 and over
Overall	**49%**	**53%**	**40%**
Relationship to participant	Mother 47% Father 72% Other relationship 33%	Mother 54% Father 61% Other relationship 42%	Mother 28% Father 30% Spouse/partner 48% Sibling 54% Other relationship 42%
Carer self-rated health	Excellent 59% Fair 41% Poor 31%	Excellent 72% Fair 43% Poor 30%	Excellent 60% Fair 30% Poor 17%
Participant housing type	Owned 58% Privately rented 41% Public housing 16%	Owned 61% Privately rented 47% Public housing 19%	Owned 43% Privately rented 38% Public housing 25%
Carer age at Scheme entry	Increases up to age 49 then declines	Increases up to age 54 then declines	Increases up to age 49 then declines
Geography	All participant age cohorts: respondents in **Major Cities**, especially metro Sydney, are the most likely to be in a paid job		

Key highlights – baseline (2)

Summary by participant age cohort:
hours worked, permanent vs casual, and industry of employment

Indicator	Families/carers of participants aged:		
	0 to 14	15 to 24	25 and over
Of those in a paid job, % working 30 or more hours per week	**45%** **State/Territory:** Respondents in NT and ACT (59%) are most likely to work 30+ hours per week, and those in TAS (33%) are least likely.	**55%** **State/Territory:** For participants aged 15 and over, respondents in NT (71%) and ACT (69%) are most likely to work 30+ hours per week, and those in TAS (49%) are least likely.	**60%**
Of those in a paid job, % employed on a permanent basis	**79%** **Carer age:** permanent employment increases from 65% for age under 25 to 81% for 40–44, then to 84% for age 60+.	**76%** **Carer age:** permanent employment increases from 62% for age 25 to 29 to 78% for 60–64, then to 71% for age 65+.	**78%**
	At the start of the **COVID-19 pandemic**, the percentage of family/carers (all age cohorts) working in a paid permanent position increased by around 4% between 2019/20 Q3 and 2019/20 Q4, with a corresponding reduction in casual employment.		
Of those in a paid job, % working in education-related industry[1]	**9%** (10% for mothers, 4% for fathers)	**11%** (13% for mothers, 5% for fathers)	**7%** (11% for mothers, 7% for spouse/ partners, 4% for fathers)

1 Australian population figures are 13% for females and 5% for males: www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia-detailed-quarterly/latest-release

Key highlights – baseline (3)

Summary by participant age cohort:
working as much as wanted, and barriers

Indicator	Families/carers of participants aged:		
	0 to 14	15 to 24	25 and over
Of those in a paid job, % able to work as much as they want	56%	57%	56%
	There has been an increasing trend in the percentage able to work as much as they want since 2018/19 Q3, and this trend continued after the start of the **COVID-19 pandemic**.	At the start of the **COVID-19 pandemic**, between 2019/20 Q3 and 2019/20 Q4, the percentage of family/carers able to work as much as they want increased by 4%, from 54% to 58%.	
Of those NOT able to work as much as they want, barriers are:			
% saying disability of child/participant	85%	90%	86%
% saying insufficient job flexibility	26%	23%	16%
% saying lack of job availability	7%	6%	5%
	State/Territory: Families and carers of participants living in TAS are the most likely to say lack of available jobs is a barrier (12%) and those in ACT are least likely (3%).	**State/Territory**: Families and carers of participants in NT (9%) are most likely to say lack of available jobs is a barrier and those in ACT are least likely (2%).	

2.1
Employment status

Families/carers in a paid job at baseline
Regression modelling

Families/carers are asked the yes/no question "Are you currently working in a paid job?". Logistic regression modelling has been used to investigate factors associated with having a paid job at baseline (that is, when the participant entered the Scheme).

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 family/carers of participants.

When considering how predictive a factor is to the family/carer population, rather than at an individual level, the relative prevalence of the factor needs to be considered. For example, whilst a family/carer studying part-time is a significant predictor of having a paid job at an individual family/carer level, its significance at a family/carer population level diminishes due to the low prevalence rate – only 6.7% of the family/carers of participants aged from birth to age 14 were studying part-time at baseline. Therefore, it has only a moderate influence on overall family/carer employment outcomes.

In the next few slides, we present the top five most important and statistically significant drivers in each of the baseline models. For example, for families/carers of participants aged 0 to 14, housing type is the most important predictor, with a relative importance of 28.5%. Informally, this means that housing type accounts for 28.5% of the total improvement in predictive power attributable to the set of variables included in the model.[1]

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1 More formally, variable importance is quantified through Gradient Boosting Machines (GBM), 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 (relative) variable importance for a predictor is the ratio of the reduction in loss function due to that predictor, divided by the total reduction in loss function due to all the predictors. The loss function quantifies the "cost" of prediction errors. Note that while variable importance is indicative of the relative importance of a predictor within one model, it is **not comparable across models**.

Families/carers in a paid job at baseline

Variable importance[1]

Participants aged 0 to 14

Variable	Importance
Housing type	28.5%
Carer relationship to participant	17.4%
Plan management type	9.1%
Carer health	8.8%
Carer aged 15 to 40	7.7%
Unemployment rate in LGA	4.5%
Participant age	4.4%
Level of NDIA support	4.1%
Participant at school	3.7%
Participant level of function	2.0%
Participant primary disability	1.4%
General time trend	1.3%
Carer study status	1.2%
Annualised plan budget	1.1%
Carer aged 45 to 70	1.0%
Remoteness	1.0%

Participants aged 15 to 24

Variable	Importance
Housing type	22.9%
Carer health	21.1%
Level of NDIA support	6.6%
Unemployment rate in LGA	6.0%
Carer relationship to participant	6.0%
Carer aged 55 to 70	5.8%
Plan management type	5.6%
Participant primary disability	5.4%
Participant employment status	4.7%
Annualised plan budget	3.4%
Carer aged 15 to 55	3.1%
Carer study status	1.6%
Household structure	1.6%
Participant level of function	1.5%
Remoteness	1.4%
State/Territory	1.2%

Participants aged 25 and over

Variable	Importance
Carer aged 55 to 70	35.3%
Carer health	16.9%
Carer relationship to participant	10.4%
Participant employment status	4.9%
Housing type	4.9%
Household structure	4.3%
Participant primary disability	4.2%
Unemployment rate in LGA	3.3%
Carer aged 15 to 55	2.7%
General time trend	2.7%
Plan management type	2.5%
Participant age	2.2%
Annualised plan budget	1.3%

1   Note that only variables with an importance of greater than or equal to 1.0% are shown in the graph above. For each age cohort, the remaining variables account for 2.9%, 2.1%, and 4.5%, for the 0 to 14, 15 to 24, and 25 and over age groups, respectively.

Families/carers in a paid job at baseline

Variable importance[1]

Families/ carers of participants aged:		
0 to 14	**15 to 24**	**25 and over**
Participant school attendance is a significant factor for family/carers of participants age 0 to 14	**Participant employment status** is significant for older ages in predicting employment	
Housing type, reflecting socio-economic status, is the most important variable for families/carers of participants aged 0 to 14	**Housing type** is the most important variable for families/carers of participants aged 15 to 24, with **carer health** almost as important	**Carer age** is the most important variable for families/ carers of participants aged 25 and over
In general (i.e. across all age groups), **carer related variables**, e.g. carer relation to participant, carer self-rated health, and carer age, are the most predictive of being in a paid job		

1 Note that only variables with an importance of greater than or equal to 1.0% are shown in the graph above. For each age cohort, the remaining variables account for 2.9%, 2.1%, and 4.5%, for the 0 to 14, 15 to 24, and 25 and over age groups, respectively.

Families/carers in a paid job at baseline
Top drivers of being in a paid job

Participants aged 0 to 14

Drivers with a significant **positive** impact on paid job status among variables of top 5 importance:

⬆ Participant lives in a private home owned by themselves or their family[1]

⬆ Plan is self-managed (fully or partly), or managed by a plan manager[2]

⬆ Self-rated health is "Excellent" or "Very Good"[3]

⬆ Increasing family/carer age up to 40

Drivers with a significant **negative** impact on paid job status among variables of top 5 importance:

⬇ Respondent is the mother of the participant

⬇ Self-rated health is "Fair" or "Poor"[3]

1 Family/carers of participants in all other housing types are significantly less likely to be in a paid job.
2 Compared to Agency-managed.
3 Compared to "Good".

Families/carers in a paid job at baseline
Top drivers of being in a paid job

Participants aged 15 to 24

Drivers with a significant **positive** impact on paid job status among variables of top 5 importance:

⬆ Participant lives in a private home owned by themselves or their family[1]

⬆ Requires low level of NDIA support[2]

⬆ Self-rated health is "Excellent"[3]

Drivers with a significant **negative** impact on paid job status among variables of top 5 importance:

⬇ Requires high/very high level of NDIA support[2]

⬇ Respondent is the mother of the participant

⬇ Local Government Area (LGA) unemployment rate is higher

1 Family/carers of participants in all other housing types are significantly less likely to be in a paid job.
2 Compared to medium level of NDIA support.
3 Family/carers with all lower health ratings ("Very good" to "Poor") are significantly less likely to be in a paid job than those with "Excellent" health.

Families/carers in a paid job at baseline

Top drivers of being in a paid job

Participants aged 25 and over

Drivers with a significant **positive** impact on paid job status among variables of top 5 importance:

⬆ Self-rated health is "Excellent"[1]

⬆ Respondent is the father of the participant[2]

⬆ Participant is in a paid job, or is not in a paid job but would like one[3]

⬆ Participant lives in a private home owned by themselves or their family[4]

Drivers with a significant **negative** impact on paid job status among variables of top 5 importance:

⬇ Increasing family/carer age above 55

⬇ Respondent is the spouse/partner, sibling or other family member of the participant[2]

The following slides illustrate the effect of selected variables on the percentage of families/carers in a paid job. ⟶

1 Family/carers with all lower health ratings ("Very good" to "Poor") are significantly less likely to be in a paid job than those with "Excellent" health.
2 Compared to respondent being the mother of the participant.
3 Compared to not in a paid job and does not want one.
4 Family/carers of participants in all other housing types are significantly less likely to be in a paid job.

Families/carers in a paid job at baseline

Paid job status by geographic distribution

The maps show the average employment to population ratio (July 2016 to December 2022) for families/carers of participants (all ages), as well as detailed maps for Sydney and Melbourne metro areas.

ACT has the highest employment to population ratio at 60.8%, while TAS has the lowest, at 39.8%.

LGAs with the highest family/carer paid employment rates are:

- Northern Beaches **63.8%** (NSW)
- North Sydney and Hornsby **63.0%** (NSW)
- Sutherland **62.9%** (NSW)

LGAs with the lowest family/carer paid employment rates are:

- Northern Territory Outback **36.6%** (NT)
- Wide Bay **36.4%** (QLD)
- West and Northwest **34.8%** (TAS)

Employment experience of families/carers in NT appears worse than average. By contrast, in the general population, experience in NT is better than average.

% in a paid job in the participant population
- 35%–39%
- 39%–43%
- 43%–48%
- 48%–53%
- 53%–58%
- 58%–64%
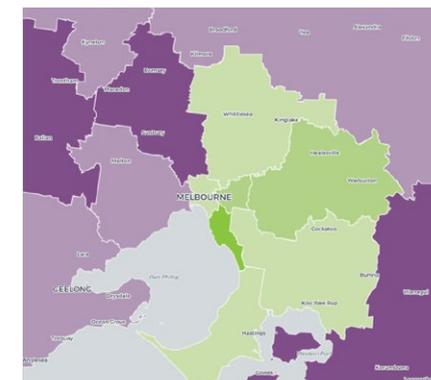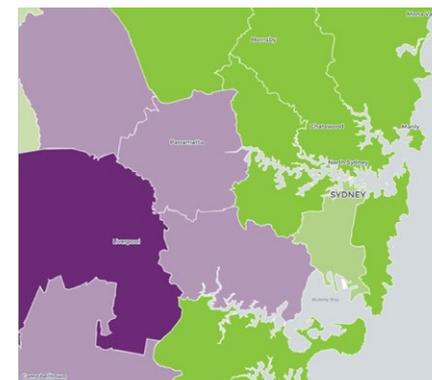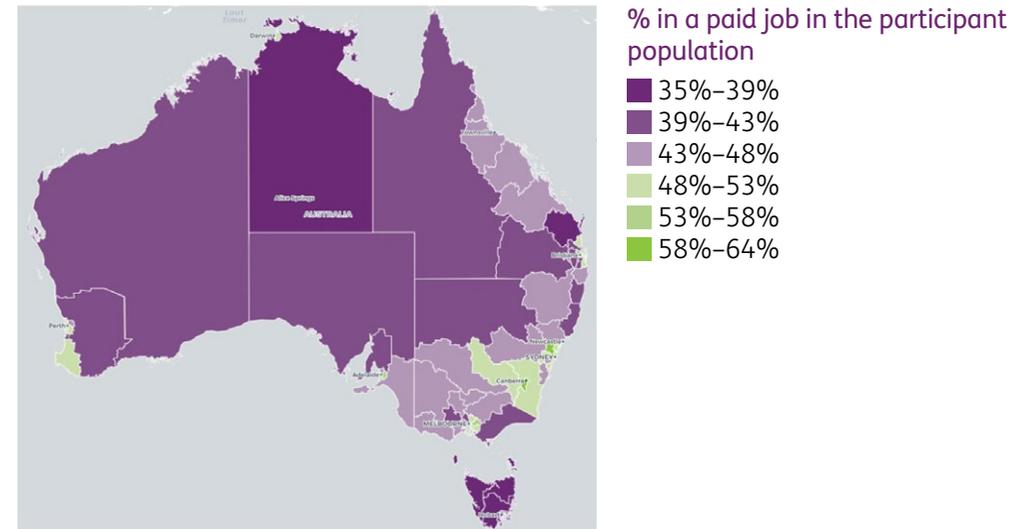
The bottom two maps are zoomed-in Sydney and Melbourne.

Families/carers in a paid job at baseline

By entry quarter[1]

For families/carers of participants aged 0 to 14, there was a small but significant drop of 1.1 percentage points in the percentage with a paid job at the start of the COVID-19 pandemic, to 45.4% in 2019/20 Q4. Since then, there has been a steady and significant increase, to 54.4% in 2022/23 Q2.

For families/carers of participants aged 15 to 24 there was no significant change at the start of the pandemic, but there has been a significant increasing trend by entry quarter since then, from 54.7% in 2019/20 Q4 to 66.0% in 2022/23 Q2.

For families/carers of participants aged 25 and over there has been a significant increasing trend with entry quarter since 2016/17 Q3, but no significant impact of COVID-19.
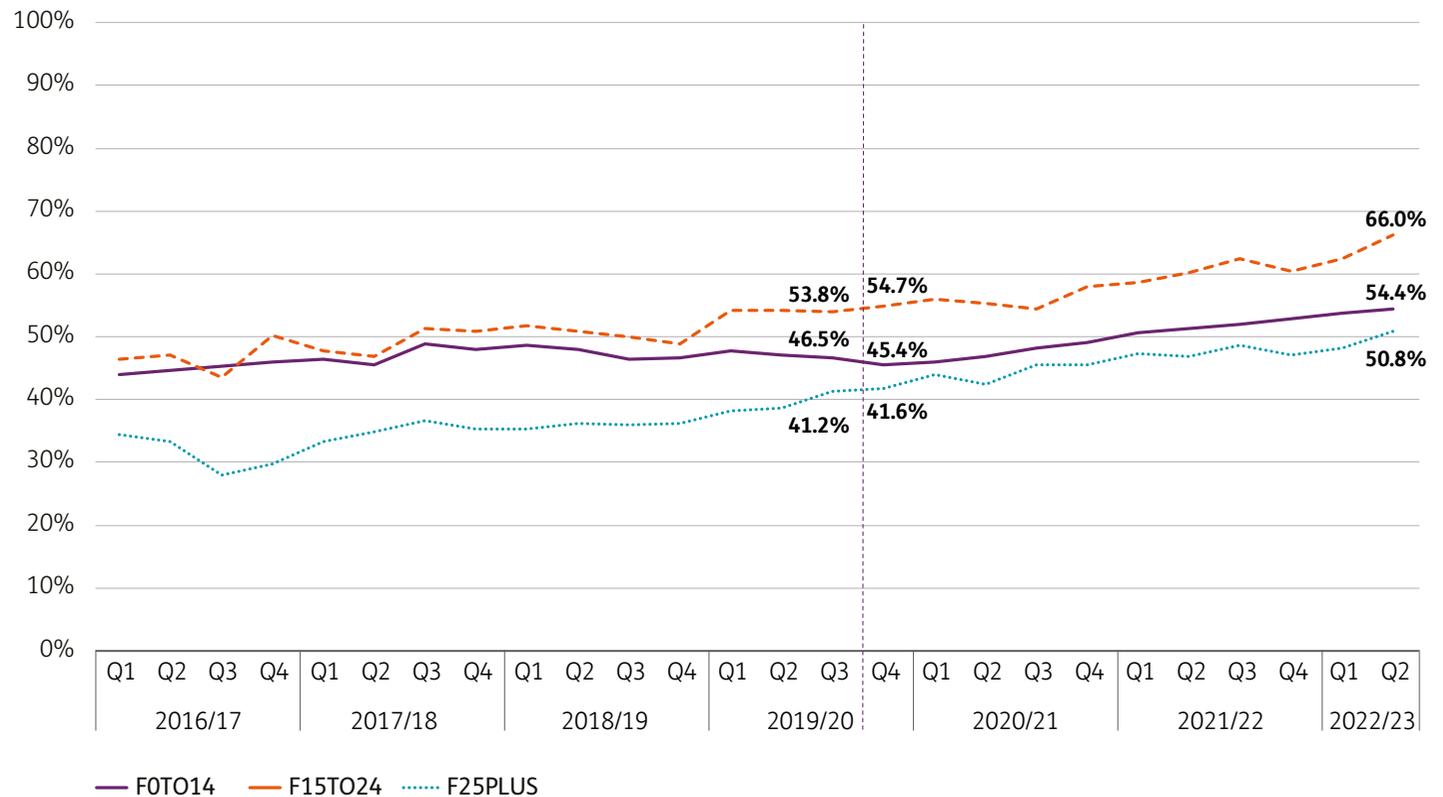
1   The dashed vertical line marks the start of the COVID-19 pandemic.

Families/carers in a paid job at baseline

Paid job status by participant housing type

Families/carers of participants aged 0 to 14
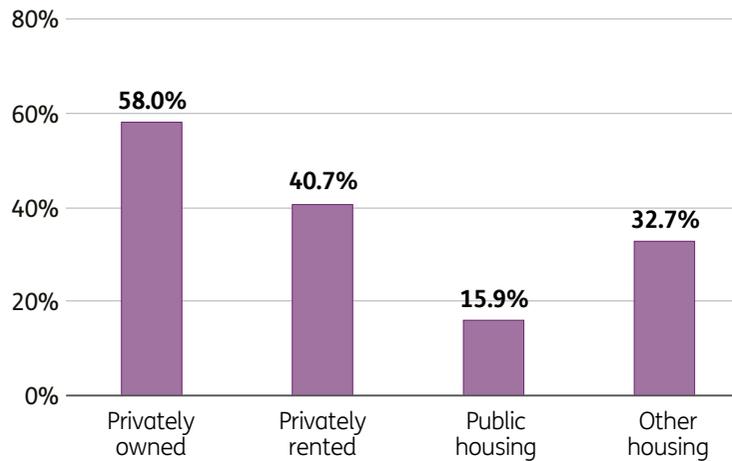
Families/carers of participants aged 15 to 24
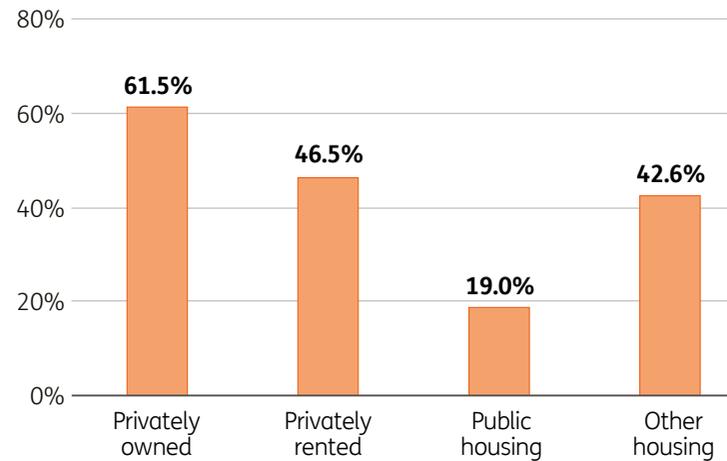
Families/carers of participants aged 25 and over
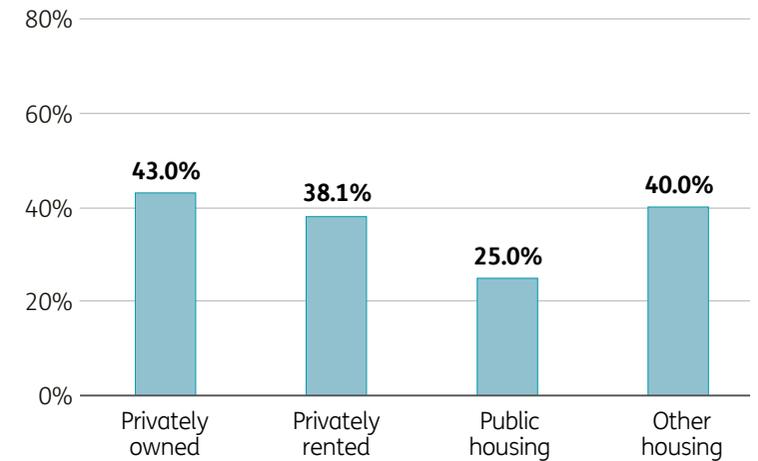
For all participant age groups, family/carer employment is highest where the participant lives in privately owned accommodation, and lowest where they live in public housing.

In particular, for participants aged 24 or under, families and carers of participants living in privately owned homes are more than three times as likely as those of participants living in public housing to work in a paid job. This is consistent with housing type being the single most important variable for these participant age groups in predicting employment status.

Families/carers in a paid job at baseline

Paid job status by carer relationship

For participants aged 24 and under, fathers are the most likely to work in a paid job, followed by mothers.

For participants aged 25 and over, siblings, and spouses/ partners have higher employment rates than other carer relationships. This is reflective of participants' parents likely being near or close to retirement age for older participants.

Families/carers of participants aged 0 to 14
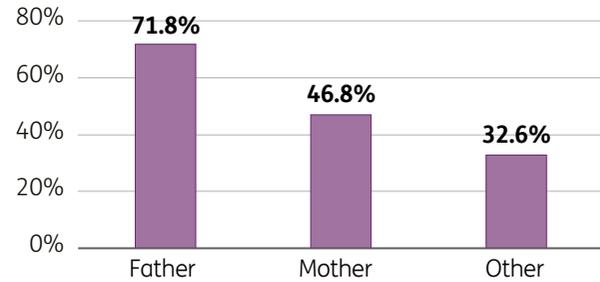
Father	Mother	Other
71.8%	46.8%	32.6%

Families/carers of participants aged 15 to 24

Father	Mother	Siblings	Spouse/partner	Grandparents	Carer	Other family member	Other
61.4%	54.2%	52.6%	46.3%	14.8%	31.3%	47.5%	42.4%

Families/carers of participants aged 25 and over

Father	Mother	Siblings	Spouse/partner	Grandparents	Carer	Other family member	Other
30.2%	28.3%	54.3%	48.0%	6.7%	29.7%	53.0%	42.4%
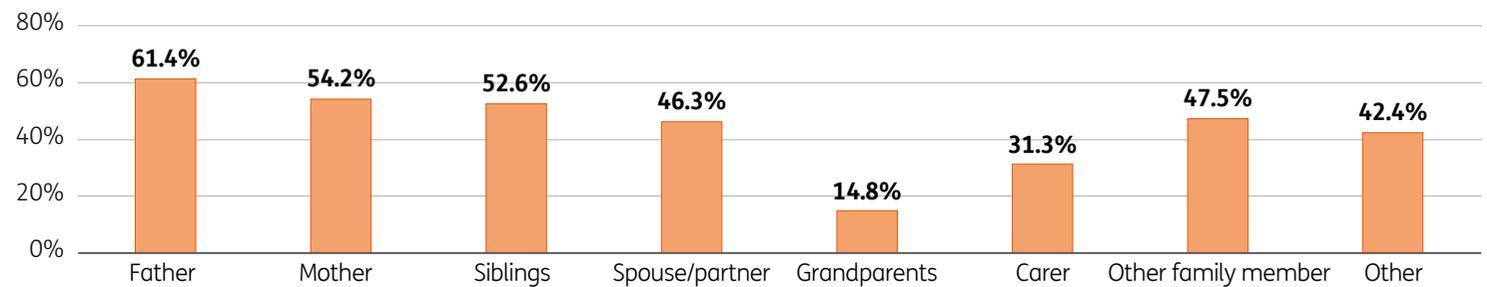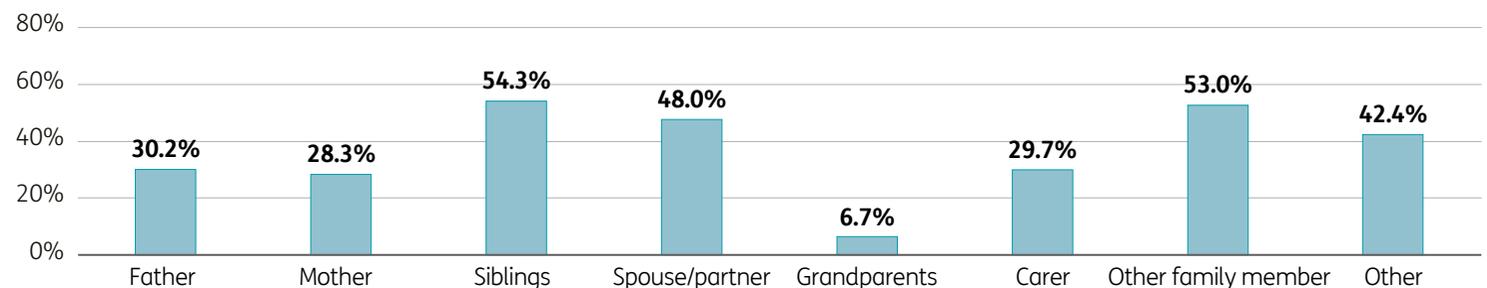
Families/carers in a paid job at baseline

Paid job status by carer age

Employment rates for families/carers of participants aged 0 to 14 are lower than for older participants, where the carer is aged under 34, likely reflecting the higher dependence of the child on their parent/carer. Conversely, employment rates are higher for the participant 0 to 14 age group where the carer is aged 65 or over.

For participants aged 0 to 14, employment increases steadily to carer age 45 to 49. For participants aged 15 to 24, there is a drop between carer ages 25 to 29 and 35 to 39, followed by an increasing trend to carer age 50 to 54. For participants aged 25 and over, after increases to carer age 35 to 39, employment rates are relatively constant to carer age 55 to 59.

Family/carer employment rates decline with carer age after 50–54, for all three participant age groups.

Families/carers of participants aged 0 to 14
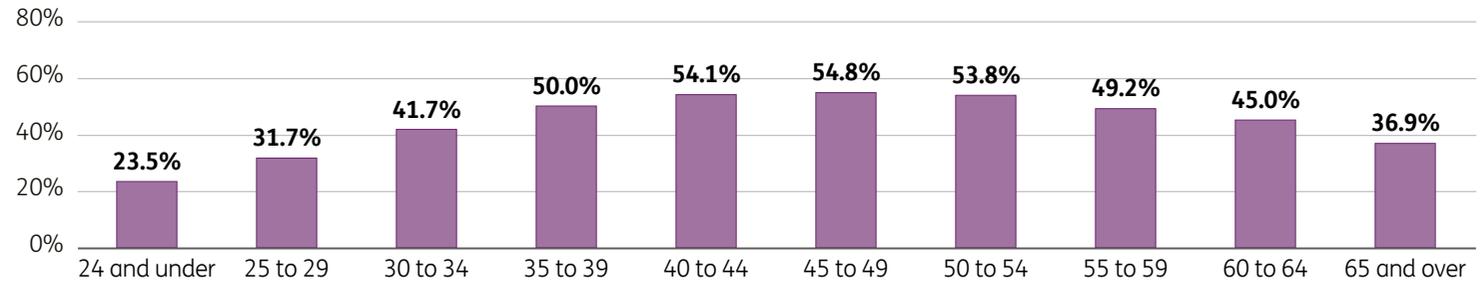
Carer age	Rate
24 and under	23.5%
25 to 29	31.7%
30 to 34	41.7%
35 to 39	50.0%
40 to 44	54.1%
45 to 49	54.8%
50 to 54	53.8%
55 to 59	49.2%
60 to 64	45.0%
65 and over	36.9%

Families/carers of participants aged 15 to 24

Carer age	Rate
24 and under	44.9%
25 to 29	57.9%
30 to 34	54.2%
35 to 39	46.4%
40 to 44	49.7%
45 to 49	57.8%
50 to 54	58.8%
55 to 59	57.0%
60 to 64	49.6%
65 and over	27.1%

Families/carers of participants aged 25 and over

Carer age	Rate
24 and under	41.4%
25 to 29	48.0%
30 to 34	52.0%
35 to 39	56.6%
40 to 44	57.9%
45 to 49	57.8%
50 to 54	55.3%
55 to 59	55.0%
60 to 64	47.1%
65 and over	21.8%
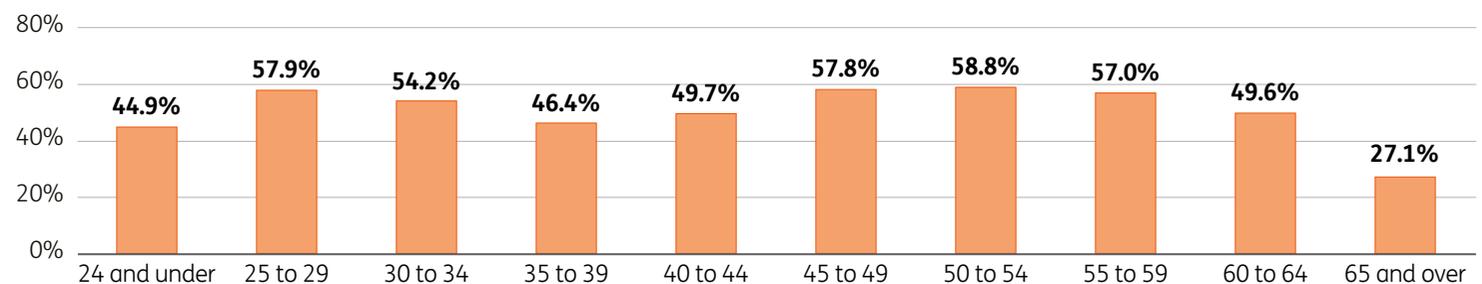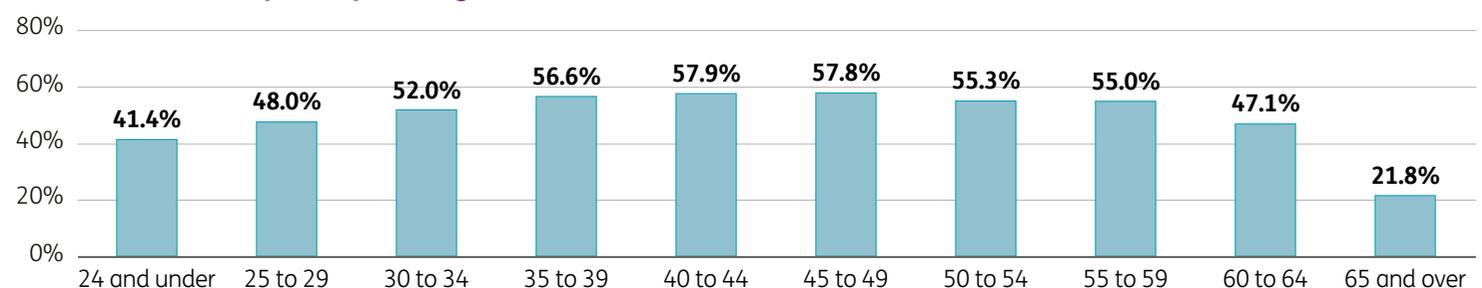
Families/carers in a paid job at baseline
Paid job status by carer self-rated health

Family/carer self-rated health is a highly important variable in predicting their paid employment status. Better health is associated with a higher likelihood of being in a paid job.

The difference in paid employment percentages of families and carers rating their health as "Excellent" versus "Poor" are 28.1%, 42.0% and 43.3% for participant age cohorts 0 to 14, 15 to 24, and 25 or over, respectively.

Families/carers of participants aged 0 to 14
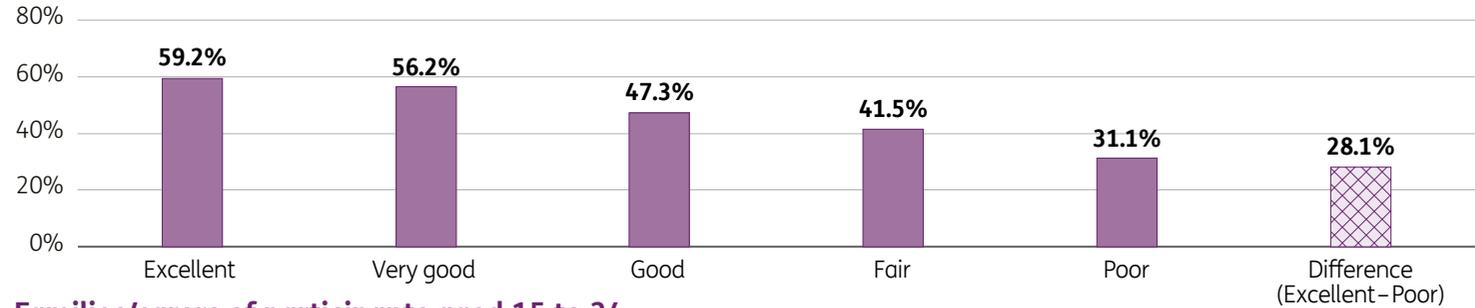
Excellent	Very good	Good	Fair	Poor	Difference (Excellent – Poor)
59.2%	56.2%	47.3%	41.5%	31.1%	28.1%

Families/carers of participants aged 15 to 24

Excellent	Very good	Good	Fair	Poor	Difference (Excellent – Poor)
72.2%	69.0%	58.2%	43.4%	30.2%	42.0%

Families/carers of participants aged 25 and over

Excellent	Very good	Good	Fair	Poor	Difference (Excellent – Poor)
60.0%	56.0%	45.1%	30.1%	16.7%	43.3%
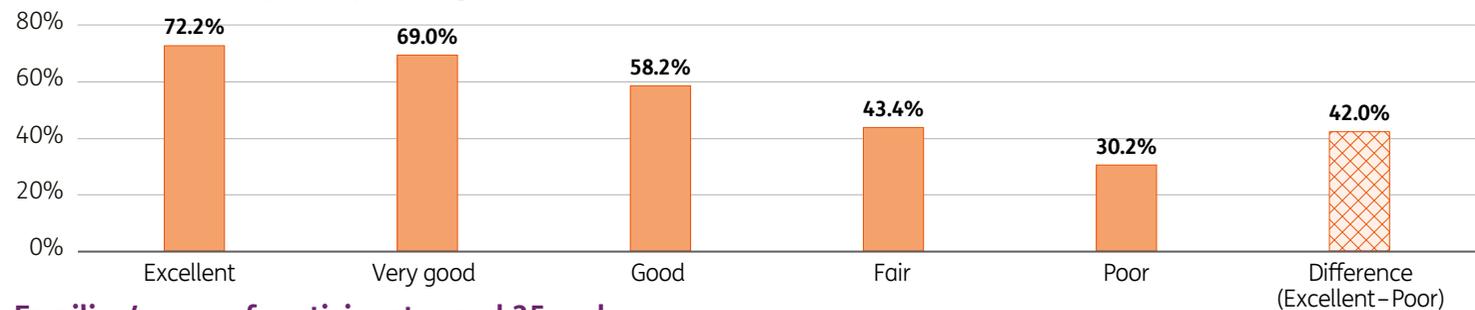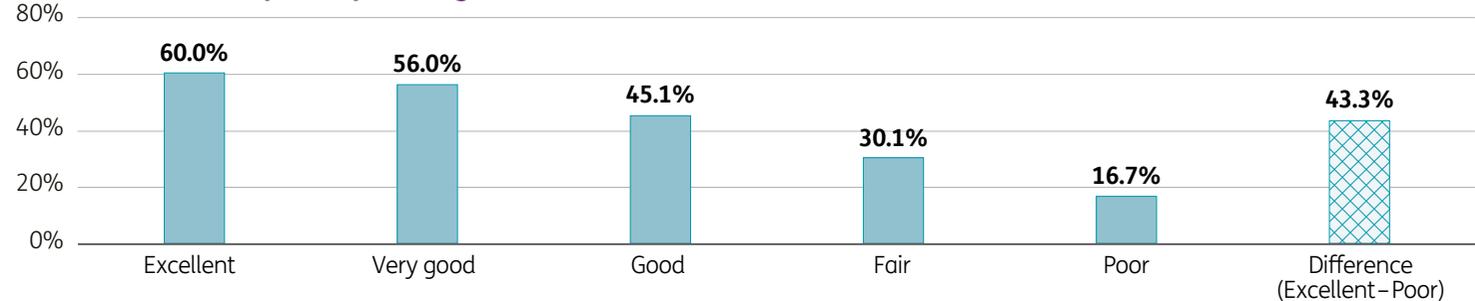
Families/carers in a paid job at baseline

Paid job status by select age-specific characteristics

Some characteristics have different effects on family/carer employment for different participant age groups.

Participants aged:

- **0 to 14:** Families and carers of participants in pre-school and those with self-managed plans are more likely to be in a paid job.

- **15 to 24:** Families/carers are more likely to work in a paid job when LGA unemployment is low and participants require lower levels of NDIA support.

- **25 and over:** Families/carers are more likely to be employed when participants live with their spouse/partner and children, and are also in a paid job themselves.

Families/carers of participants aged 0 to 14

School attendance

No	36.0%
Playgroup	41.6%
Preschool	56.8%
Unknown	42.2%
Yes	51.7%

Plan management method

Agency-managed	39.4%
Plan-managed – partly	48.2%
Self-managed – fully	59.9%
Self-managed – partly	52.2%
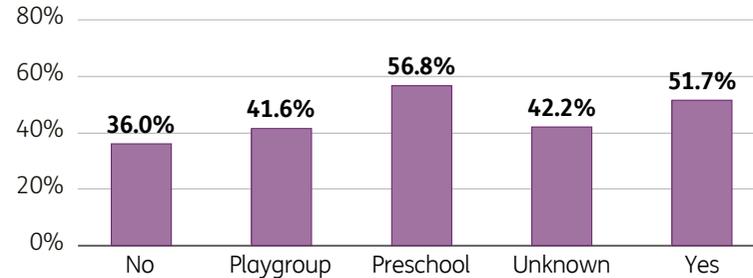
Families/carers of participants aged 15 to 24

LGA unemployment rate

Below 4%	61.3%
4% to 5%	55.3%
5% to 6%	54.7%
6% to 7%	50.9%
7% to 8%	47.0%
Above 8%	43.7%

Level of NDIA support

Low	63.2%
Medium	50.3%
High	35.3%
Very high	35.8%
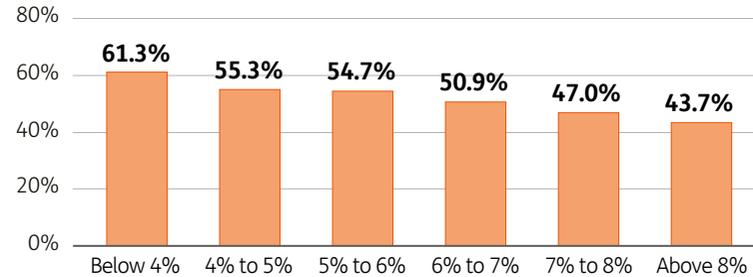
Families/carers of participants aged 25 and over

Living arrangement
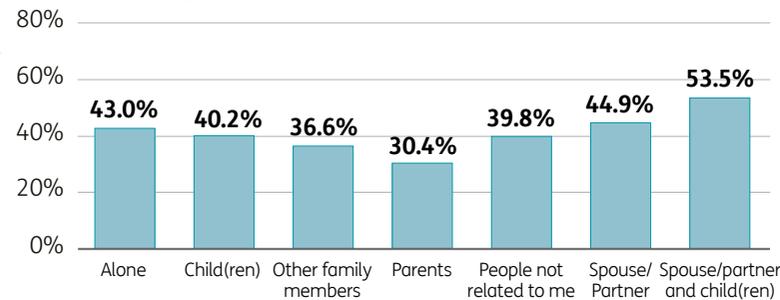
Alone	43.0%
Child(ren)	40.2%
Other family members	36.6%
Parents	30.4%
People not related to me	39.8%
Spouse/ Partner	44.9%
Spouse/partner and child(ren)	53.5%

Participant employment status

No, and I don't want one	34.3%
No, but I would like one	41.7%
Yes	52.0%
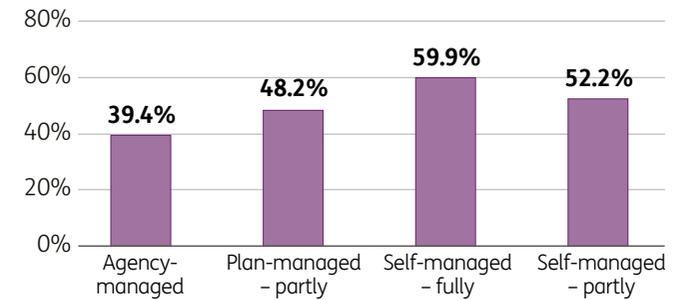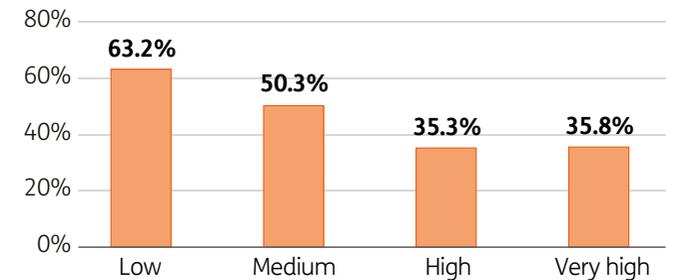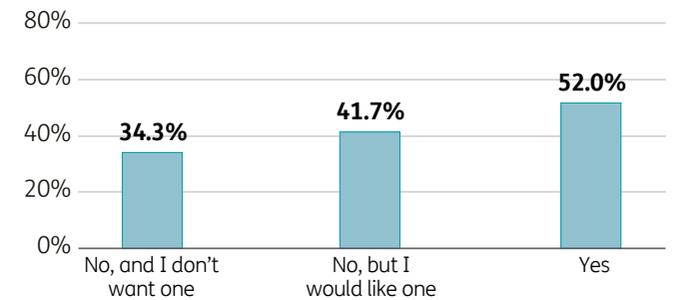
2.2
Hours worked per week

Baseline
Distribution over time and impact of COVID-19

Families/carers of participants aged 0 to 14

	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2
		2016/17				2017/18				2018/19				2019/20				2020/21				2021/22				2022/23
Unknown	3.5%	1.2%	2.7%	2.2%	2.5%	2.0%	1.8%	2.0%	2.1%	2.6%	2.0%	2.8%	3.6%	3.2%	3.0%	3.5%	2.8%	3.0%	2.9%	2.8%	2.9%	2.9%	3.4%	3.6%	3.4%	3.1%
Less than 8	5.7%	6.8%	6.4%	7.4%	6.7%	7.9%	7.0%	6.4%	7.0%	5.7%	6.1%	5.6%	5.2%	5.3%	5.5%	4.3%	4.4%	5.0%	4.4%	4.9%	4.1%	4.0%	3.5%	3.9%	3.6%	3.7%
8 to less than 15	16.6%	15.3%	15.3%	14.6%	15.5%	15.9%	15.8%	16.5%	15.0%	14.6%	14.3%	13.9%	13.7%	13.1%	13.1%	12.0%	12.0%	12.2%	11.4%	10.5%	12.1%	12.0%	10.3%	10.4%	11.2%	10.2%
15 to less than 30	36.9%	35.9%	34.3%	33.0%	33.7%	35.4%	33.7%	33.5%	36.0%	35.3%	35.3%	34.3%	34.0%	34.0%	33.1%	34.9%	35.2%	34.1%	33.5%	35.0%	34.1%	35.1%	34.0%	33.6%	34.5%	34.3%
30 or more	37.2%	40.8%	41.3%	42.8%	41.6%	38.9%	41.6%	41.6%	39.9%	41.8%	42.2%	43.3%	43.5%	44.4%	45.3%	45.3%	45.5%	45.7%	47.8%	46.8%	46.8%	46.0%	48.8%	48.5%	47.4%	48.6%

Legend: ■ 30 or more ▨ 15 to less than 30 ☐ 8 to less than 15 ▦ Less than 8 ▨ Unknown

Since about 2018/19 Q1, there has been an overall increasing trend by entry quarter in the percentage of families/carers working 30 or more hours per week, and a decreasing trend in the percentage working less than 15 hours.

For participants aged 0 to 14, the percentage working 30 or more hours per week continued increasing after the start of the COVID-19 pandemic.

Baseline

Distribution over time and impact of COVID-19

Families/carers of participants aged 15 and over

In the case of participants aged 15 and over, the percentage working 30 or more hours per week decreased slightly after the start of the pandemic (from 60.6% in 2019/20 Q4 to 57.4% in 2020/21 Q2) before increasing again.

Families/carers in a paid job at baseline
Distribution by State/Territory

Families and carers living in the ACT and NT had the highest percentage working 30 or more hours per week, while those residing in TAS are the least likely to work more than 30 hours each week.

Families and carers of participants aged 0 to 14 and living in ACT (59.1%) are almost twice as likely as those in TAS (32.8%) to work 30 or more hours per week.

Families/carers of participants aged 0 to 14

	ACT	NSW	NT	QLD	SA	TAS	VIC	WA
Unknown	3.2%	1.6%	11.6%	3.2%	3.3%	2.9%	3.6%	2.9%
Less than 8	2.8%	5.0%	1.6%	4.7%	5.2%	7.7%	5.5%	5.4%
8 to less than 15	7.7%	12.8%	6.9%	12.1%	12.9%	16.5%	13.3%	14.8%
15 to less than 30	27.2%	33.8%	22.5%	34.4%	37.8%	40.1%	34.5%	34.7%
30 or more	59.1%	46.9%	57.4%	45.6%	40.9%	32.8%	43.0%	42.2%

Families/carers of participants aged 15 and over

	ACT	NSW	NT	QLD	SA	TAS	VIC	WA
Unknown	2.3%	1.8%	3.4%	1.0%	2.2%	2.3%	2.3%	3.2%
Less than 8	2.5%	3.7%	2.6%	4.8%	4.1%	3.9%	4.5%	3.6%
8 to less than 15	4.5%	9.1%	4.6%	9.8%	9.4%	13.1%	10.7%	10.2%
15 to less than 30	21.7%	26.1%	18.0%	26.4%	28.6%	31.6%	28.5%	26.6%
30 or more	68.9%	59.3%	71.3%	58.1%	55.5%	49.1%	54.1%	56.5%
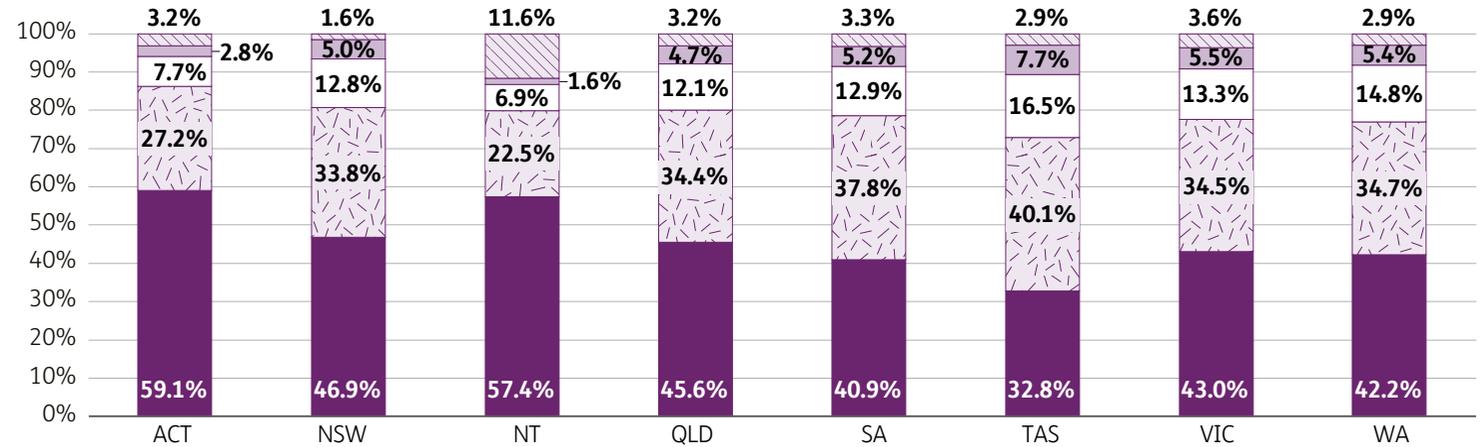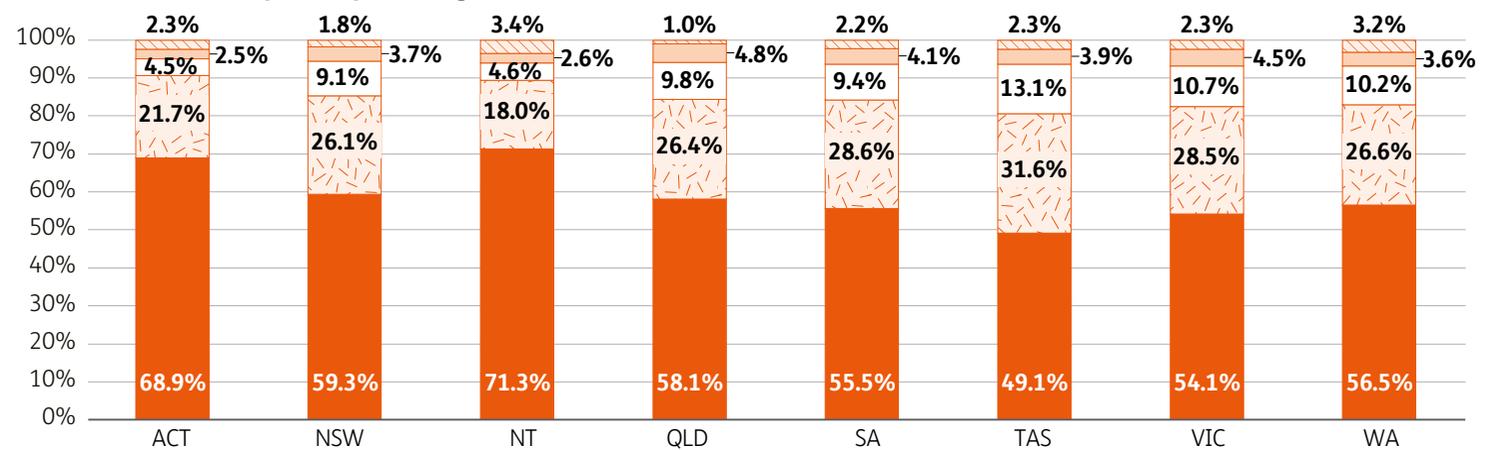
Legend:
- Unknown
- Less than 8
- 8 to less than 15
- 15 to less than 30
- 30 or more

Families/carers in a paid job at baseline

Distribution by carer age and study status – families/carers of participants aged 0 to 14

Carer age

Age group	30 or more	15 to less than 30	8 to less than 15	Less than 8	Unknown
24 and under	37.2%	39.2%	14.4%	5.2%	4.0%
25 to 29	36.9%	36.7%	16.3%	6.3%	3.9%
30 to 34	38.4%	37.7%	14.6%	5.7%	3.6%
35 to 39	42.7%	35.7%	13.2%	5.3%	3.1%
40 to 44	45.2%	34.6%	12.8%	4.9%	2.6%
45 to 49	46.4%	34.0%	12.5%	5.0%	2.1%
50 to 54	47.0%	33.7%	12.7%	4.9%	1.8%
55 to 59	48.9%	31.5%	12.0%	5.7%	1.8%
60 to 64	57.4%	26.0%	10.4%	4.0%	2.3%
65 and over	58.9%	24.9%	9.2%	5.4%	1.6%

Carer study status

Study status	30 or more	15 to less than 30	8 to less than 15	Less than 8	Unknown
Yes, full time	35.4%	31.5%	20.3%	10.8%	2.0%
Yes, part time	41.4%	35.5%	15.3%	6.6%	1.3%
No	45.7%	34.7%	12.6%	4.9%	2.1%

Legend: ■ 30 or more ▨ 15 to less than 30 ☐ 8 to less than 15 ▥ Less than 8 ▨ Unknown
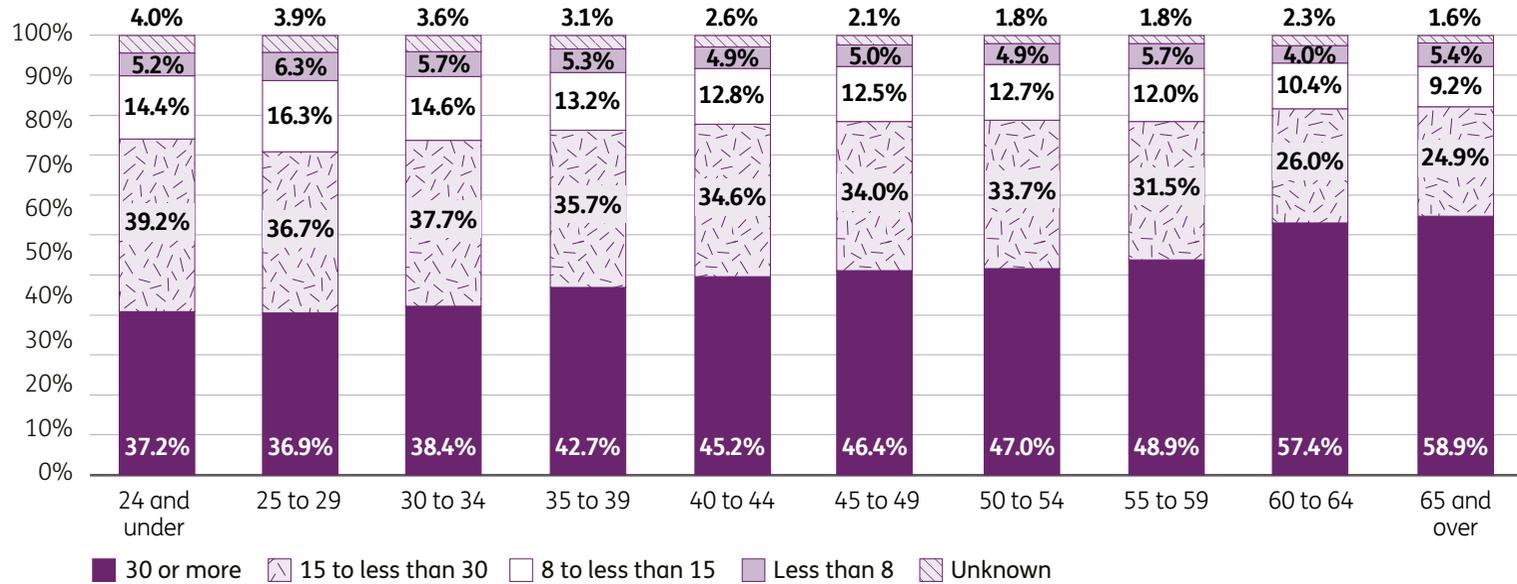
For families and carers of participants aged 0 to 14, the percentage working 30 or more hours each week increases with family/carer age – 58.9% of respondents aged 65 and over work 30 or more hours per week, compared to 37.2% of carers aged 24 and under.

Family/carers studying full time were least likely to work longer hours per week, whilst those not studying worked the longest hours.

Families/carers in a paid job at baseline

Distribution by carer age and study status – families/carers of participants aged 15 and over

Carer age

Carer study status

Legend: 30 or more | 15 to less than 30 | 8 to less than 15 | Less than 8 | Unknown
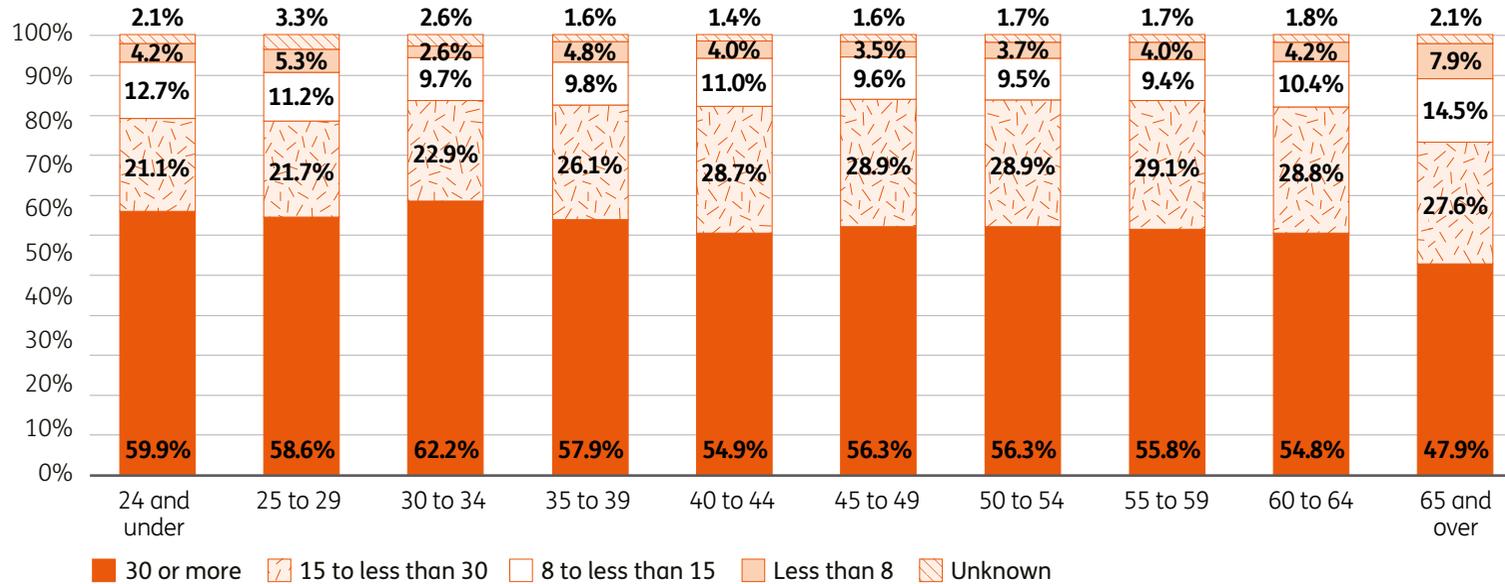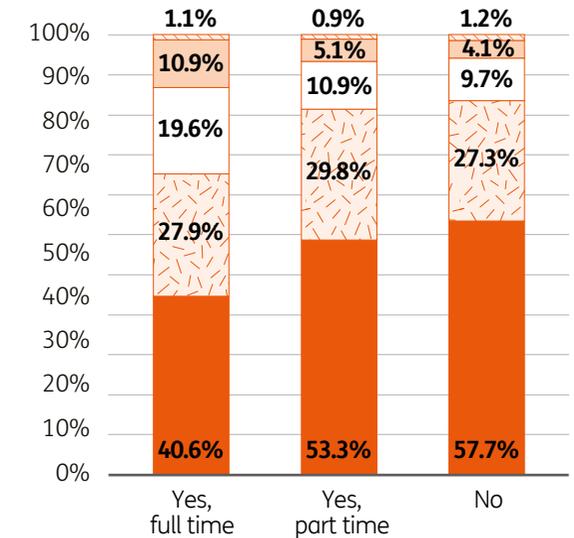
However, this does not hold true for families and carers of participants aged 15 and over, where those aged 30 to 34 had the highest percentage (62.2%) working 30 or more hours per week, compared to around 55% to 60% for other age groups apart from 65 and over, where the percentage was much lower at 47.9%.

Family/carers studying full time were least likely to work longer hours per week, whilst those not studying worked the longest hours.

2.3
Type of employment

Baseline

By entry quarter and impact of COVID-19[1]

Percentage in permanent employment

Families/carers in a paid job are asked whether it is permanent or casual.

The percentage of families/ carers in permanent employment at baseline has shown a gradual increasing trend with entry quarter.

At the start of the COVID-19 pandemic, there was an increase of about 4 percentage points in permanent employment, likely reflecting the relatively greater impact of the pandemic on casual employment. Following the pandemic, permanent employment has stabilised to around 80%–82% with no indication of an increasing trend.

Legend: Families/carers of participants aged 0 to 14 — Families/carers of participants aged 15 and over
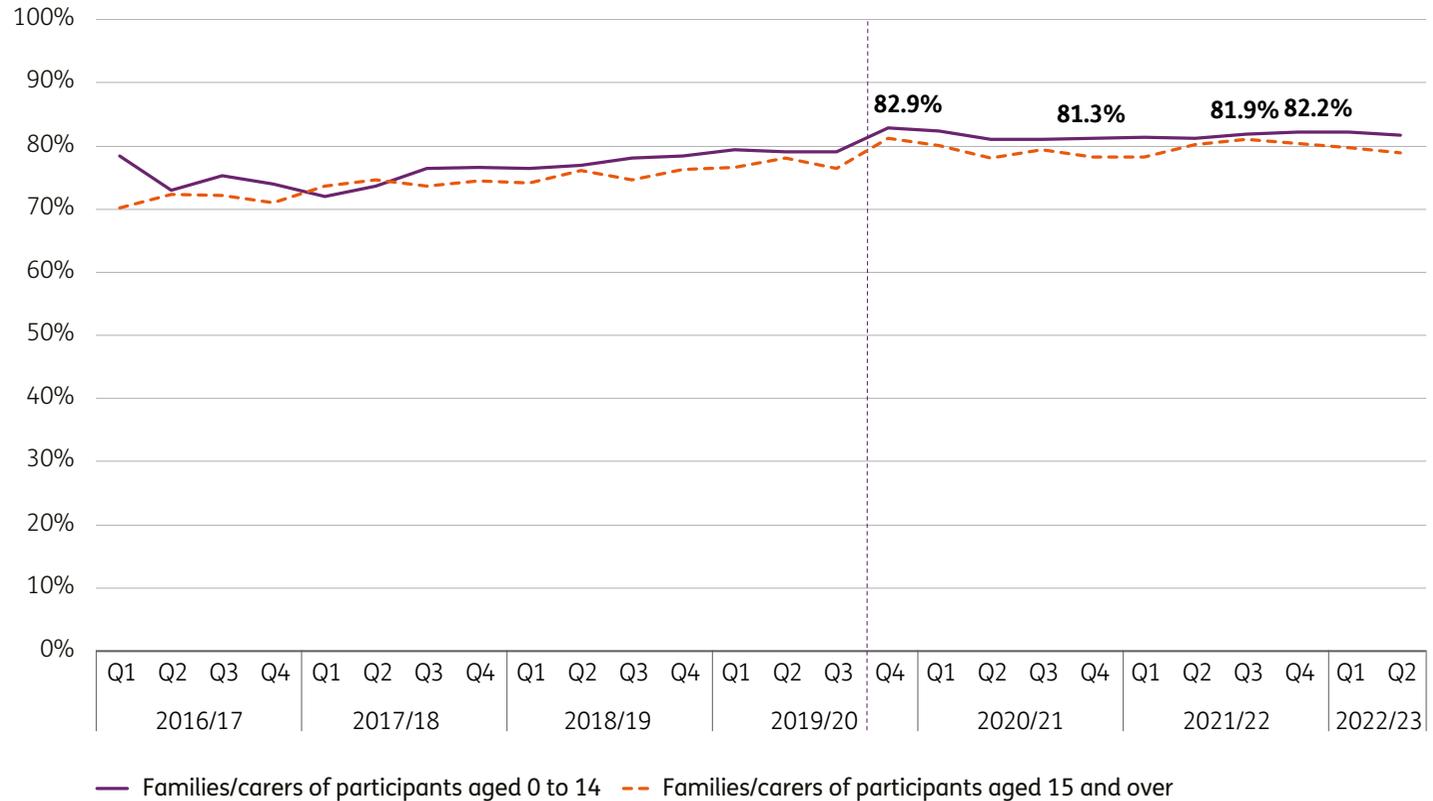
1   The dashed vertical line marks the start of the COVID-19 pandemic.

Baseline

Casual vs permanent by carer age

Among employed families/ carers for participants aged 0 to 14, there is a gradual increase in the proportion working in a permanent job by age up until age group 40 to 44, after which the proportion remains relatively stable.

For employed families and carers of participants aged 15 and over, the proportion in a permanent job is relatively stable between age groups 30 to 34 and 60 to 64, but drops for age group 65 and over.

The different trends likely reflect the different relationships to the participant represented in the two groups.

Families/carers of participants aged 0 to 14

Age group	Casual	Permanent
24 and under	35.3%	64.7%
25 to 29	30.7%	69.3%
30 to 34	23.8%	76.2%
35 to 39	19.6%	80.4%
40 to 44	19.0%	81.0%
45 to 49	19.7%	80.3%
50 to 54	21.5%	78.5%
55 to 59	22.6%	77.4%
60 to 64	19.8%	80.2%
65 and over	20.5%	79.5%

Families/carers of participants aged 15 and over

Age group	Casual	Permanent
24 and under	24.6%	74.6%
25 to 29	34.9%	61.8%
30 to 34	22.0%	76.5%
35 to 39	24.1%	74.7%
40 to 44	24.1%	75.3%
45 to 49	21.6%	77.4%
50 to 54	21.2%	77.7%
55 to 59	20.8%	78.2%
60 to 64	21.2%	77.6%
65 and over	27.4%	71.4%
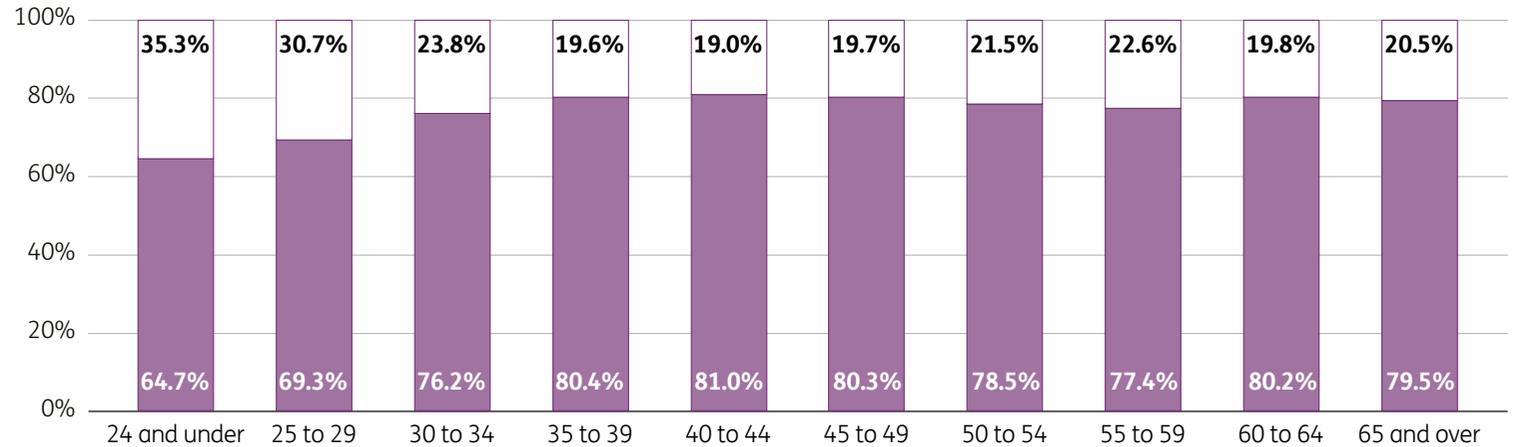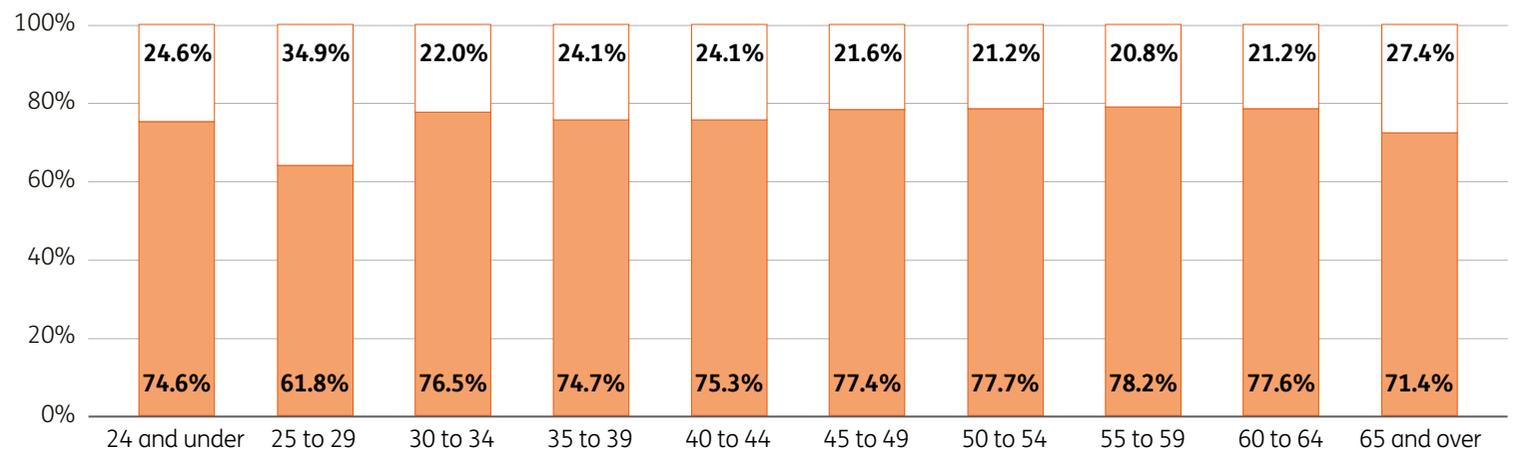
Legend:
- Casual
- Permanent

Baseline

Casual vs permanent by carer self-rated health and study status

The percentage of employed families and carers in a permanent position is similar for those rating their health as either "Excellent" or "Very Good".

However, the percentage for those rating their health as "Poor" is more than 10 percentage points lower than for those who rate their health as "Excellent".

Family/carers of participants studying full time are less likely than those studying part time to be in permanent employment, and those not studying are the most likely to be in permanent employment.

Participants aged 0 to 14: Carer self-rated health

	Excellent	Very good	Good	Fair	Poor
Casual	18.2%	17.7%	20.9%	25.4%	28.1%
Permanent	81.8%	82.3%	79.1%	74.6%	71.9%

Carer study status

	Yes, full time	Yes, part time	No
Casual	35.7%	25.8%	20.0%
Permanent	64.3%	74.2%	80.0%
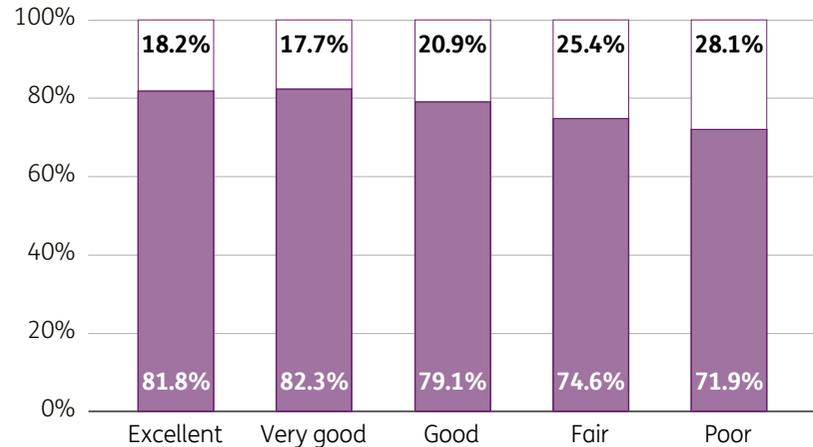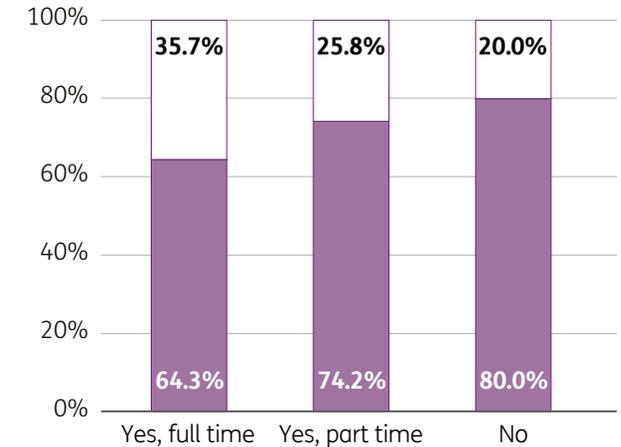
Participants aged 15 and over: Carer self-rated health

	Excellent	Very good	Good	Fair	Poor
Casual	17.5%	18.5%	21.5%	26.4%	30.0%
Permanent	82.5%	81.5%	78.5%	73.6%	70.0%

Carer study status

	Yes, full time	Yes, part time	No
Casual	43.9%	27.3%	21.6%
Permanent	56.1%	72.7%	78.4%
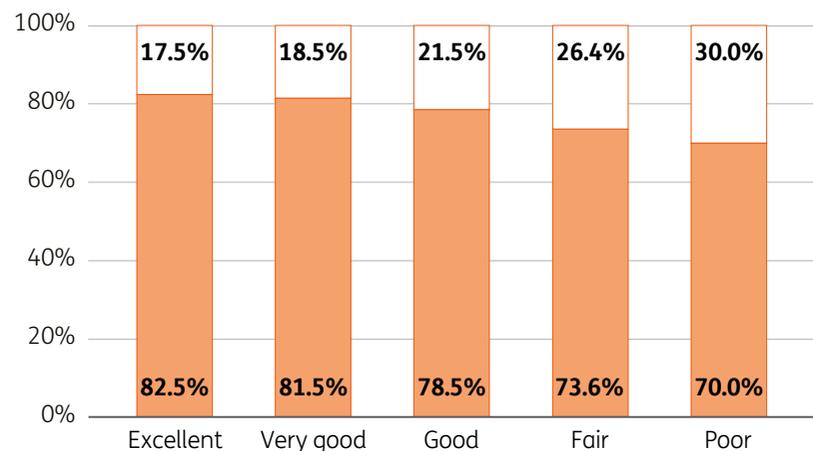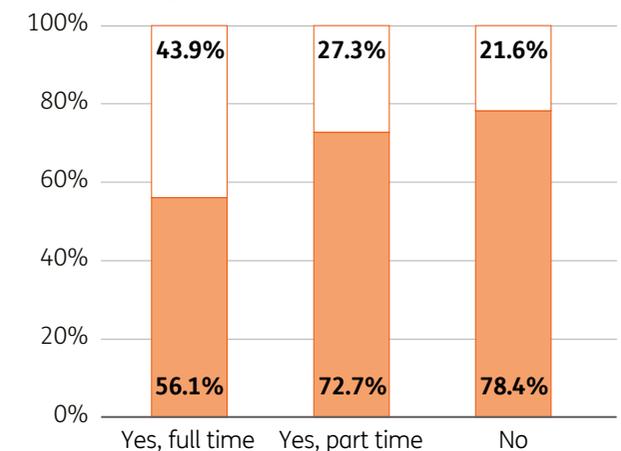
Legend: Casual, Permanent

2.4
Working as much as wanted

Families/carers working as much as they want

Baseline, by entry quarter[1]

Families/carers in a paid job are asked whether they (and/or their partner) are able to work as much as they want.

The percentage working as much as they want was lower for families and carers of participants aged 0 to 14 than for those of older participants up to 2019/20 Q2, but an increasing trend since 2018/19 Q3 has seen the percentage of families and carers of participants aged 0 to 14 become higher than for those of older participants.

For family/carers of participants in both age groups, the percentage able to work as much as they want increased at the start of the pandemic, from 54% to 58%. For family/carers of participants aged 0 to 14, the percentage has continued to increase after this, whereas for family/carers of participants aged 15 and over, the percentage has remained relatively constant.


Legend: Families/carers of participants aged 0 to 14 — Families/carers of participants aged 15 and over
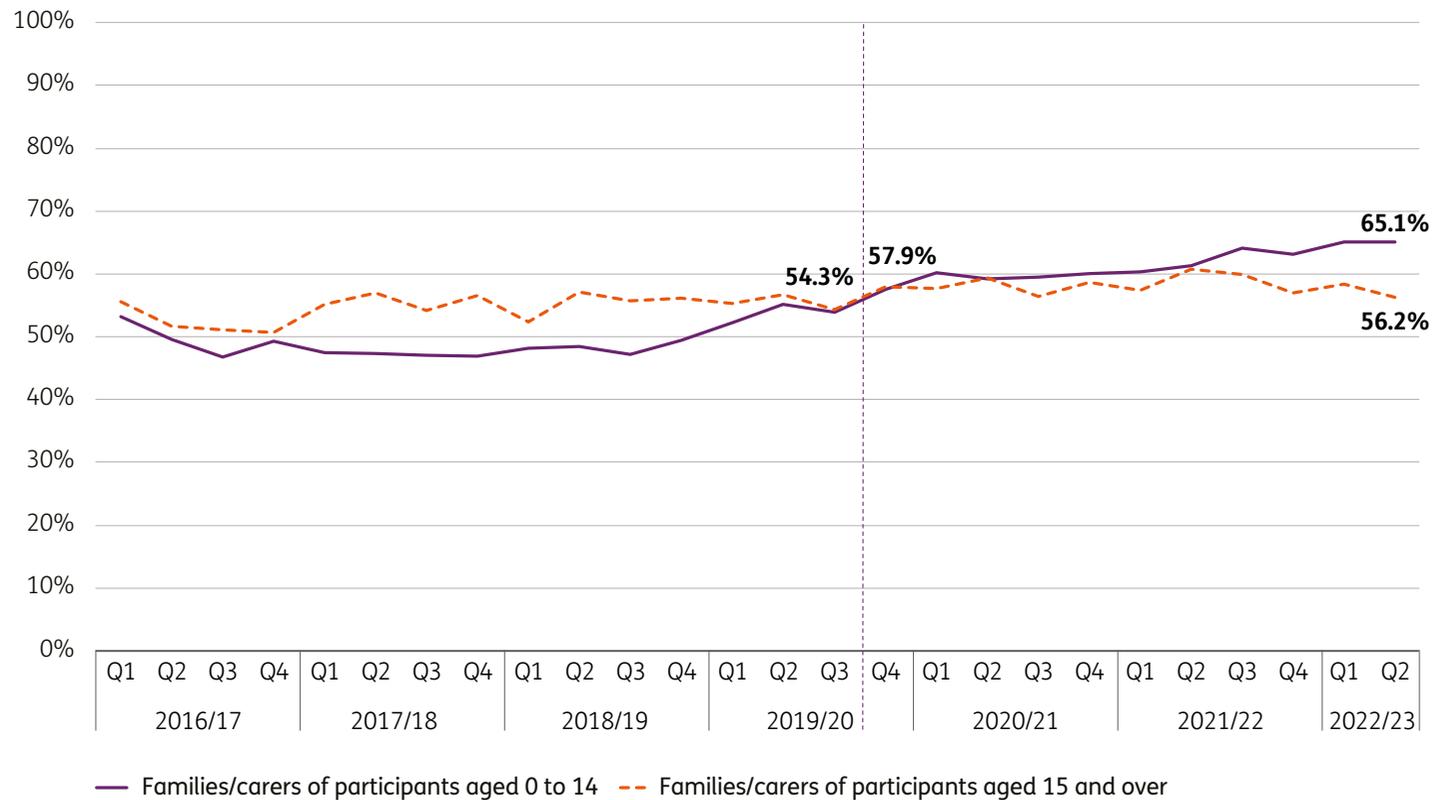
1   The dashed vertical line marks the start of the COVID-19 pandemic.

Families/carers working as much as they want

Baseline, by participant primary disability

Participants aged 0 to 14
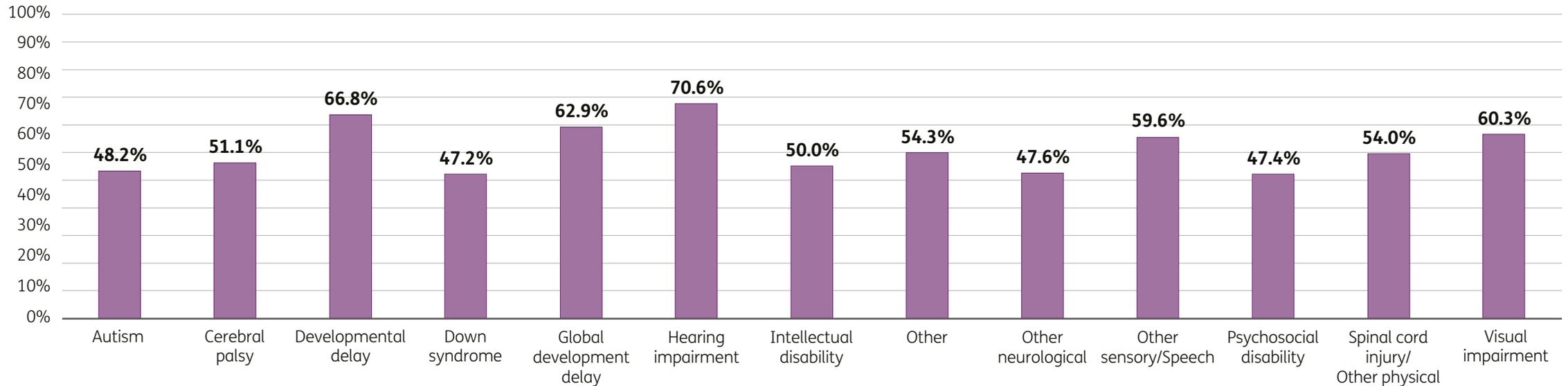
For participants aged 0 to 14, the percentage of family/carers able to work as much as they want was highest for participants with hearing impairment and lowest for participants with Down syndrome, a psychosocial disability, or other neurological disability.

Families/carers working as much as they want

Baseline, by participant primary disability

Participants aged 15 and over
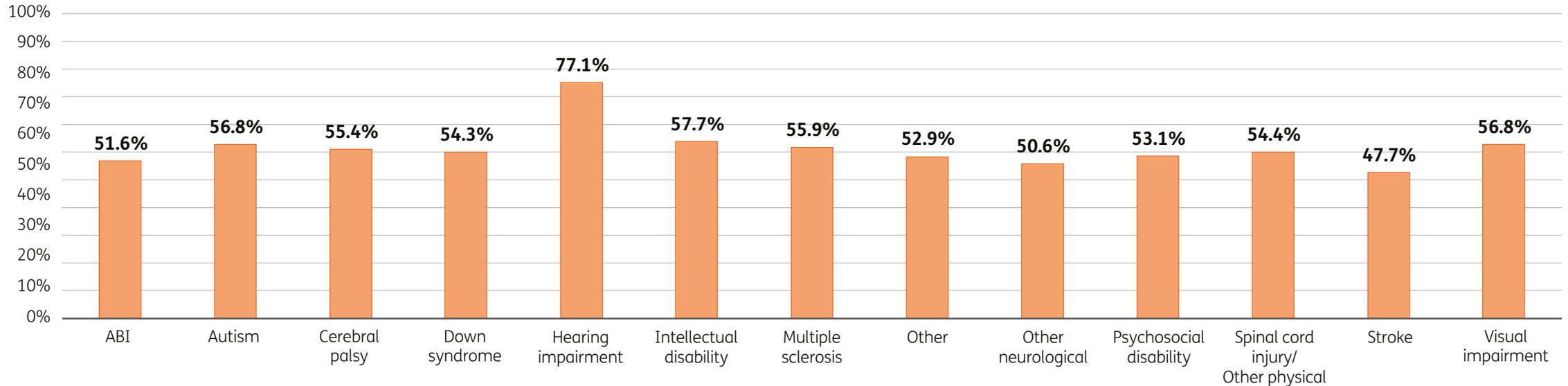
For participants aged 15 and over, the percentage of family/carers able to work as much as they want was highest for participants with hearing impairment and lowest for participants with stroke.

Families/carers working as much as they want

Baseline, by participant level of function

The percentage able to work as much as they want is lower for families/carers of participants aged 0 to 14 compared to families/carers of older participants, for each participant level of function.

For both age groups (0 to 14 and 15 and over), the percentage able to work as much as they want is more than 20 percentage points higher for families and carers of participants with high level of function than for families and carers of participants with low level of function.

Participants aged 0 to 14
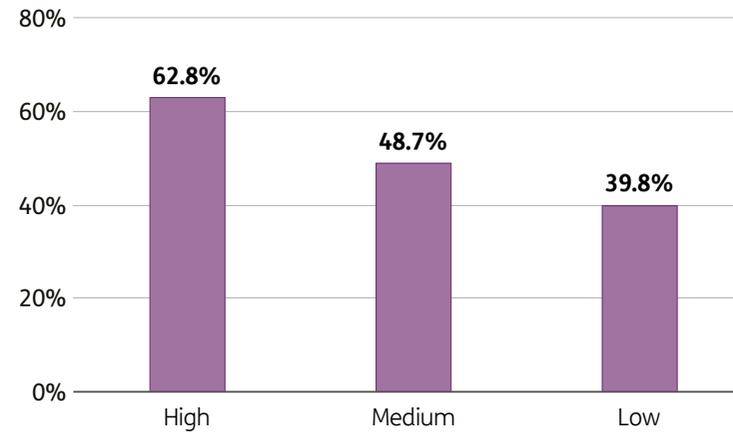
Participants aged 15 and over
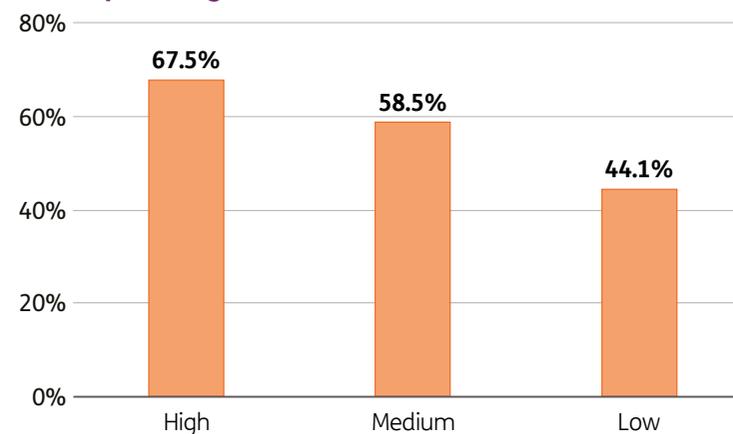
Families/carers working as much as they want
By family/carer self-rated health

Families and carers with better self-rated health are more likely to be able to work as much as they want, compared to those respondents with poorer self-rated health status.

For both participant age groups, families and carers rating their health as "Excellent" and "Very Good" are at least twice as likely as those responding "Poor" to say they are able to work as much as they want to.

Families/carers of participants aged 0 to 14
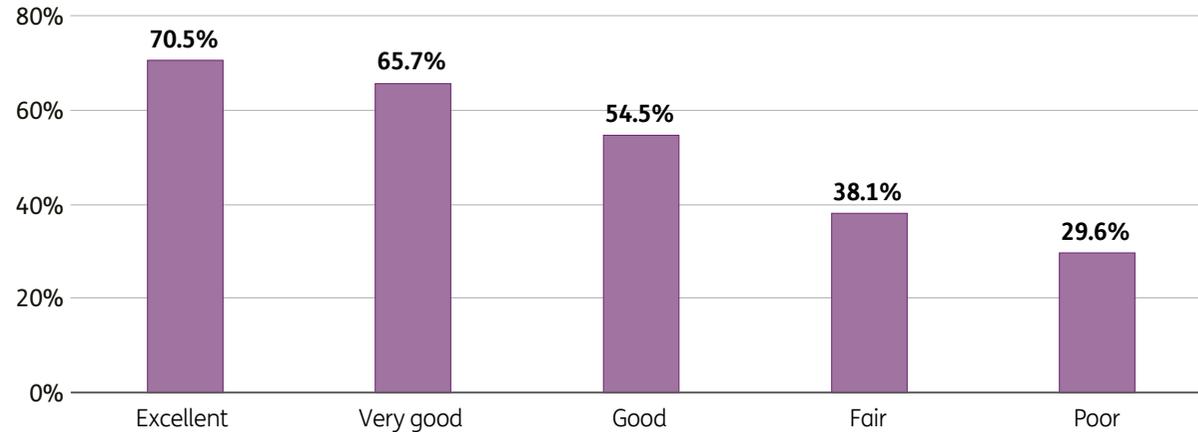
Health rating	Percentage
Excellent	70.5%
Very good	65.7%
Good	54.5%
Fair	38.1%
Poor	29.6%

Families/carers of participants aged 15 and over

Health rating	Percentage
Excellent	73.0%
Very good	68.7%
Good	57.6%
Fair	44.5%
Poor	36.6%
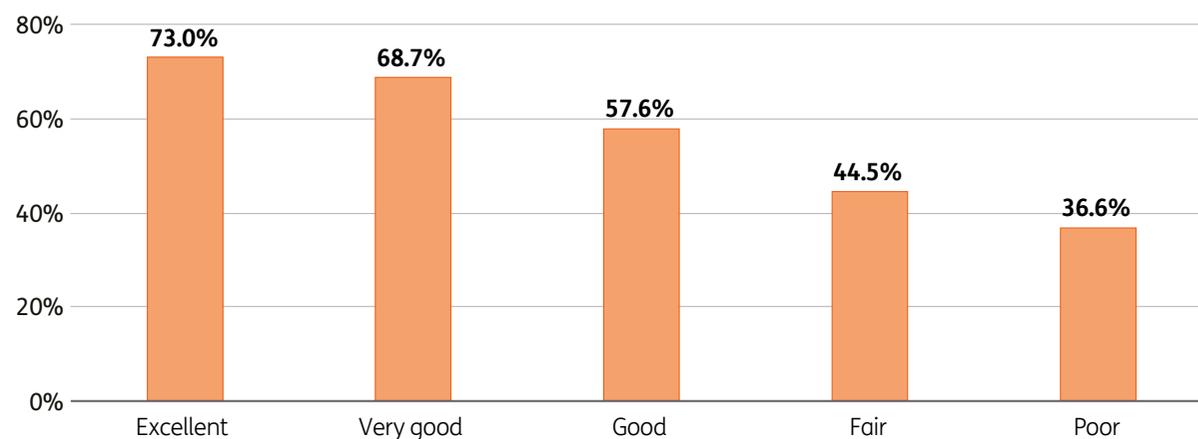
Families/carers unable to work as much as wanted

Barriers to employment by entry quarter and impact of COVID-19[1]

Participants aged 0 to 14

Families/carers not able to work as much as they want are asked what barriers they experience.

The most frequently cited barrier was the situation of their child with disability. There was a slight decreasing trend for this barrier from 2018/19 Q3, which persisted during the early COVID period but which has stabilised since 2021/22 Q1 at around 83%.

There has been a decreasing trend in the percentage citing lack of job flexibility, which became more pronounced during the early COVID period, possibly reflecting working from home arrangements. Since 2021/22 Q2, it has stabilised at around 21%.

Mention of job availability dropped slightly at the start of the pandemic (7.5% in 2019/20 Q3 to 7.1% in 2019/20 Q4) and has continued to trend downwards since then, to 4.2% for 2022/23 Q2.

COVID was mentioned as another barrier in free text responses.
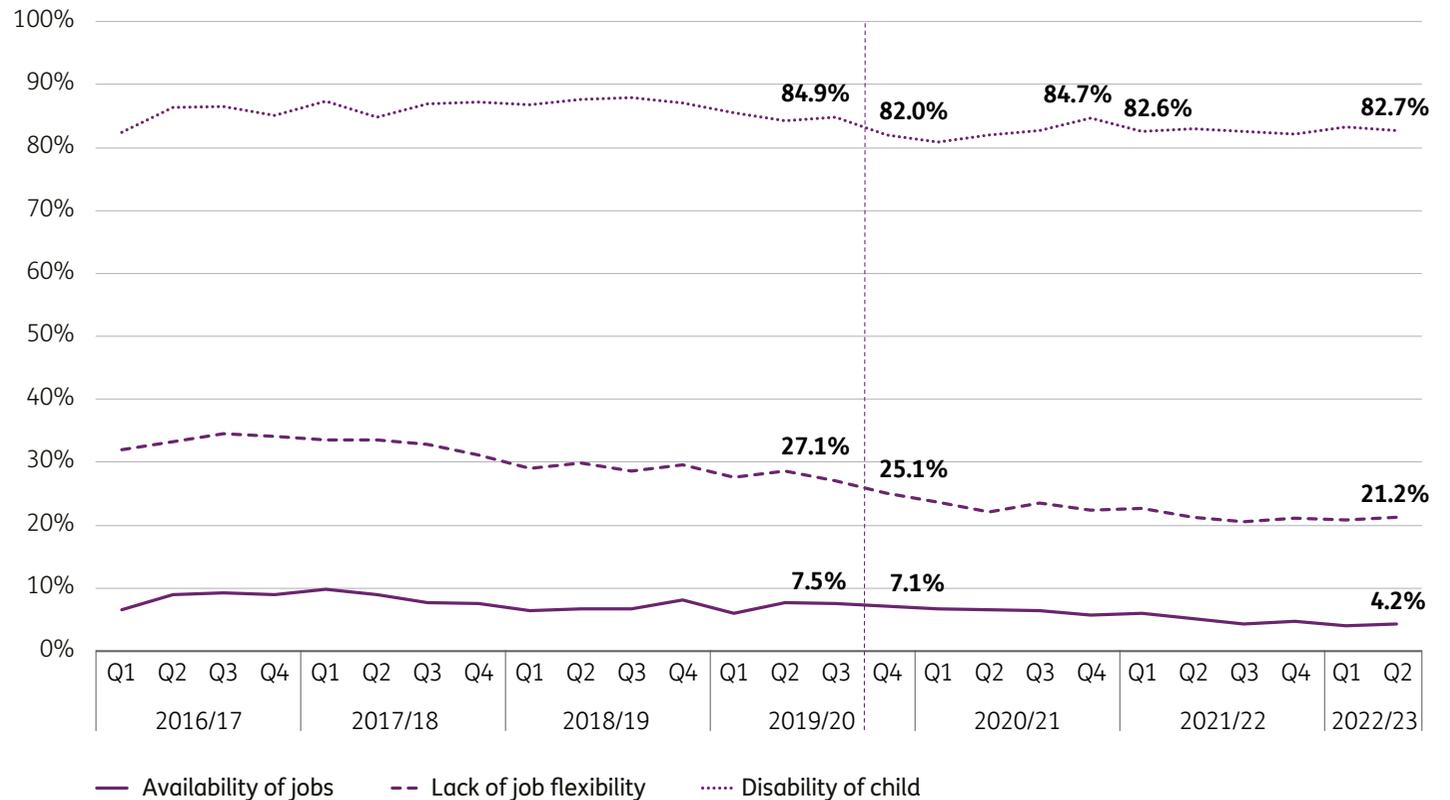
Legend: — Availability of jobs — – Lack of job flexibility ⋯⋯ Disability of child

Labeled data points: 84.9%, 82.0%, 84.7%, 82.6%, 82.7% (Disability of child); 27.1%, 25.1%, 21.2% (Lack of job flexibility); 7.5%, 7.1%, 4.2% (Availability of jobs)

X-axis quarters: Q1 Q2 Q3 Q4 (2016/17), Q1 Q2 Q3 Q4 (2017/18), Q1 Q2 Q3 Q4 (2018/19), Q1 Q2 Q3 Q4 (2019/20), Q1 Q2 Q3 Q4 (2020/21), Q1 Q2 Q3 Q4 (2021/22), Q1 Q2 (2022/23)

1 The dashed vertical line marks the start of the COVID-19 pandemic.

Families/carers unable to work as much as wanted

Barriers to employment by entry quarter and impact of COVID-19[1]

Participants aged 15 and over

The most frequently cited barrier was the situation of their child/ family member with disability. There was a slight increasing trend for this barrier from 2016/17 Q4 followed by a slight drop at the start of the COVID pandemic, but the percentage has now reverted to pre-pandemic levels.

There has been a slight decreasing trend in the percentage citing lack of job flexibility, which became more pronounced during the early COVID period, possibly reflecting working from home arrangements. The percentage has remained below pre-pandemic levels.

Mention of job availability dropped slightly at the start of the pandemic (6.3% in 2019/20 Q3 to 4.9% in 2019/20 Q4) and has stabilised at around 2% to 3% in the latest four quarters.
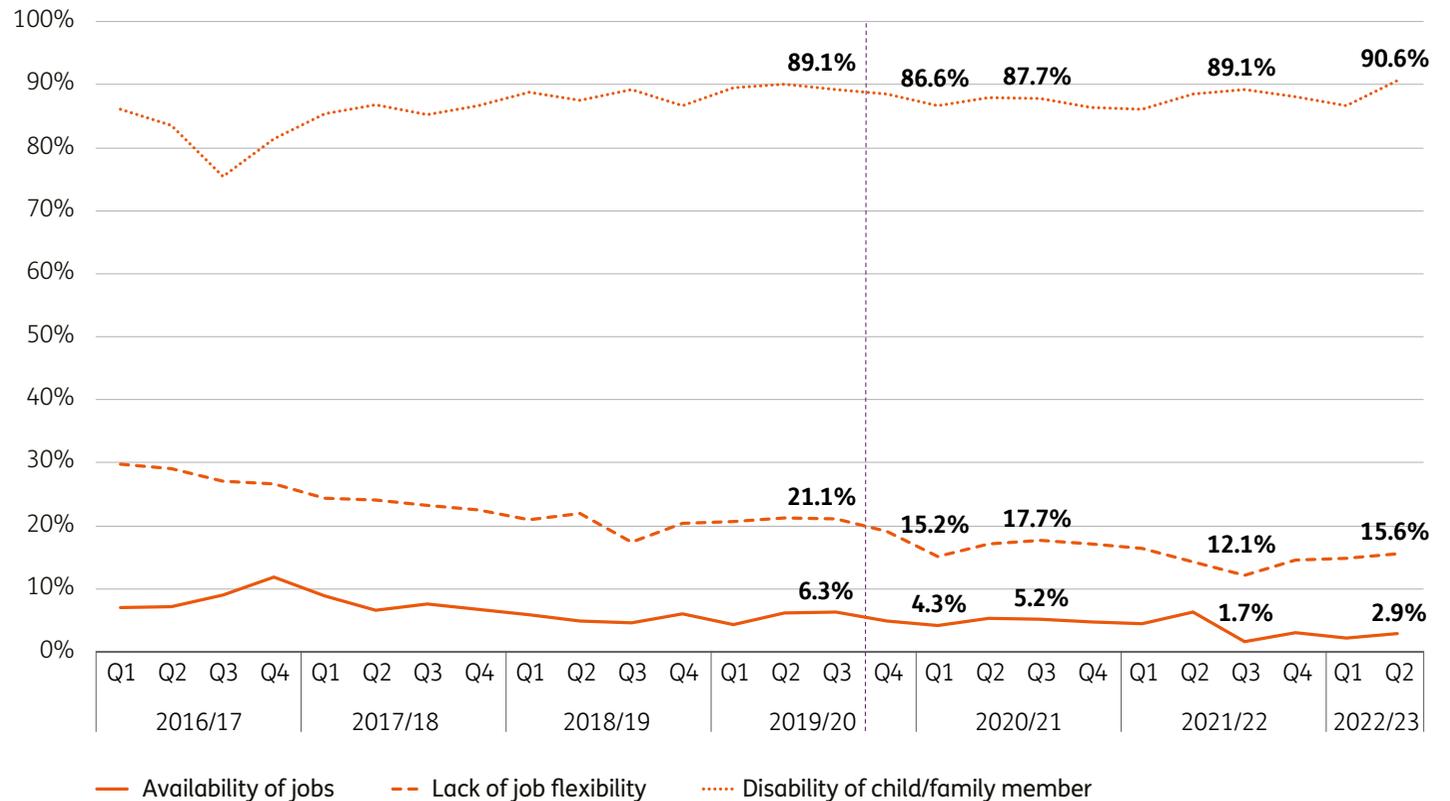
1 The dashed vertical line marks the start of the COVID-19 pandemic.

Families/carers unable to work as much as wanted

Disability of child as a barrier by disability type
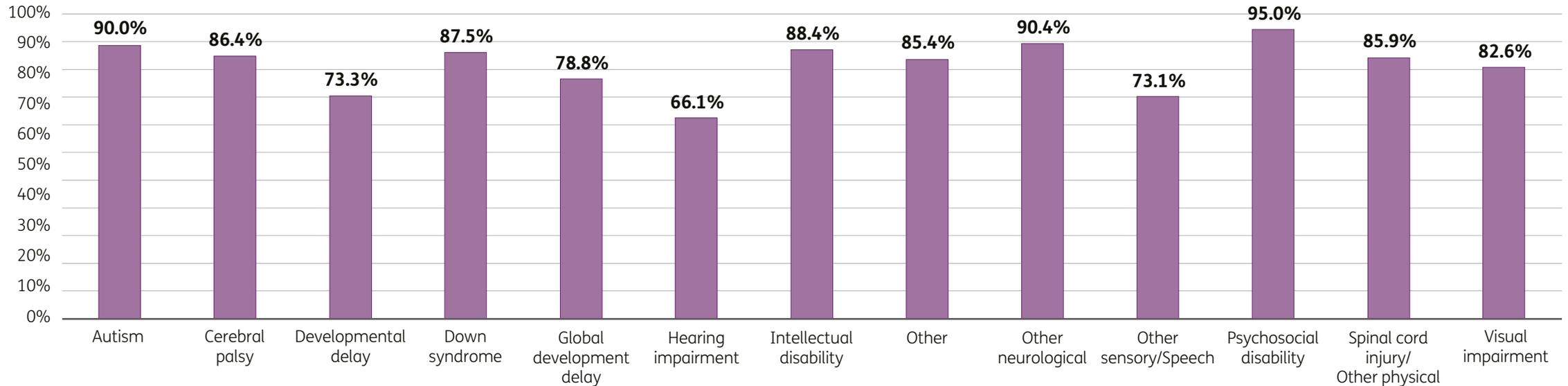
Families/carers of participants aged 0 to 14

Families and carers of participants with hearing impairment are least likely to view the disability of the participant as a barrier (66.1%) whereas families and carers of participants with a psychosocial disability are most likely (95.0%).

Families/carers unable to work as much as wanted

Disability of child/family member as a barrier by disability type
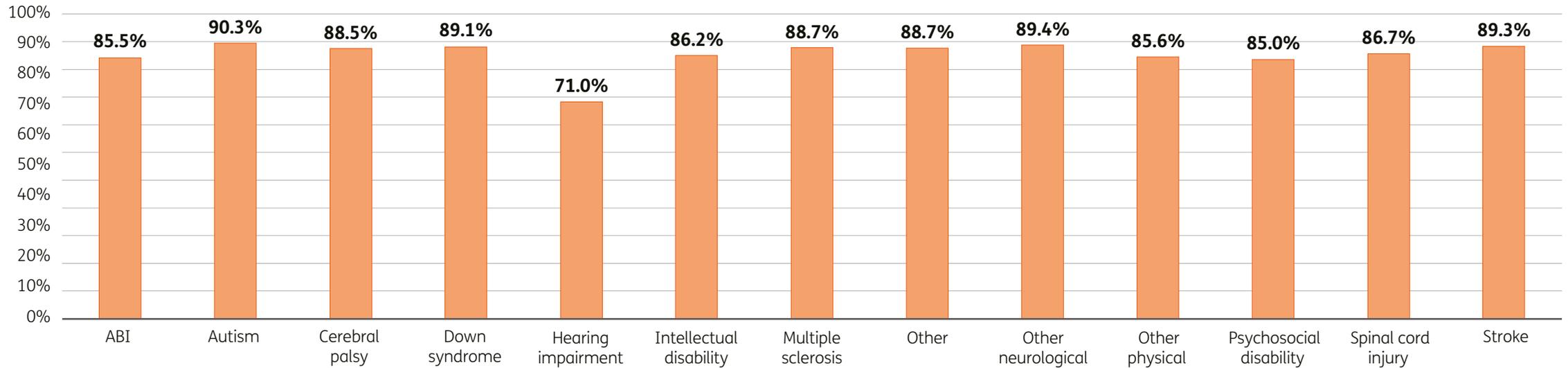
Families/carers of participants aged 15 and over

Families and carers of participants with hearing impairment are least likely to view the disability of the participant as a barrier (71.0%) whereas families and carers of participants with autism are most likely (90.3%).

Families/carers unable to work as much as wanted

Job flexibility as a barrier by participant age

The percentage of family/carers viewing job flexibility as a barrier to working more increases from 12.7% where the participant is aged 0, to 29.8% where the participant is aged 7.

Between participant ages 7 and 14, the percentage of families and carers who consider job flexibility as a barrier to working as much as they want remains stable at around 28%, but it steadily decreases for family/ carers with participant ages greater than 15.

Families/carers of participants aged 0 to 14
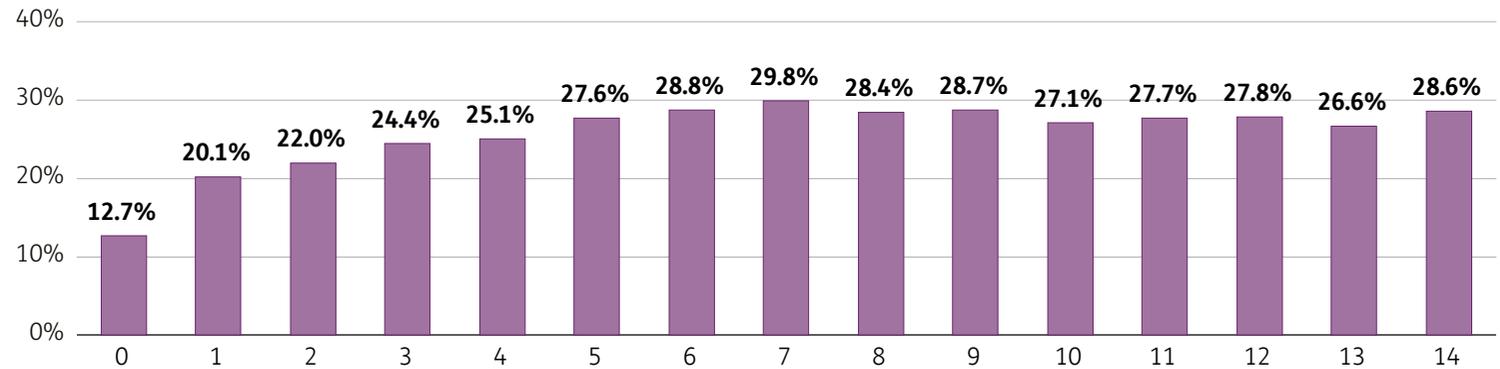
Age	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
%	12.7%	20.1%	22.0%	24.4%	25.1%	27.6%	28.8%	29.8%	28.4%	28.7%	27.1%	27.7%	27.8%	26.6%	28.6%

Families/carers of participants aged 15 and over

Age	15 to 16	17 to 18	19 to 20	21 to 22	23 to 24	25 to 29	30 to 34	35 to 39	40 to 44	45 to 49	50 to 54	55 to 59	60 to 64	65 and over
%	24.8%	24.3%	19.6%	18.9%	18.0%	19.1%	16.5%	18.0%	17.6%	17.3%	18.1%	15.2%	11.8%	15.6%
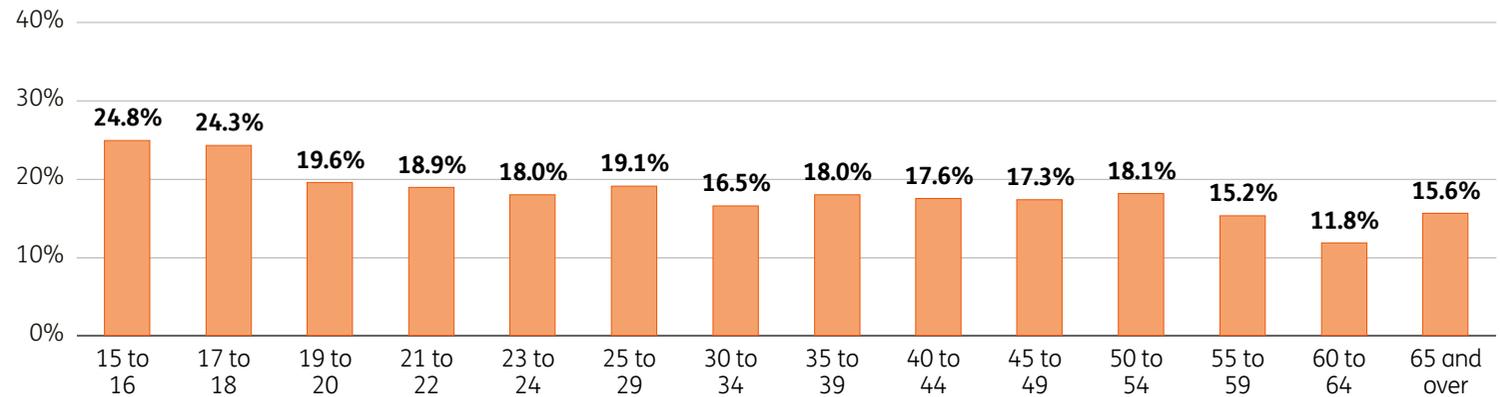
Families/carers unable to work as much as wanted

Job availability as a barrier by State/Territory

Families and carers of participants aged 0 to 14 residing in TAS are the most likely to view job availability as a barrier to work, at 12.1%. Those in ACT are the least likely, with just 2.9% citing this barrier.

For family/carers of participants aged 15 and over, ACT also has the lowest percentage of families and carers saying that job availability is a barrier to not being able to work as much as they want, whilst those in NT and TAS are the most likely to cite this barrier, at 8.5% and 6.4% of family/carers respectively.

Families/carers of participants aged 0 to 14

State	Percentage
ACT	2.9%
NSW	7.3%
NT	7.7%
QLD	7.7%
SA	4.8%
TAS	12.1%
VIC	5.9%
WA	5.1%

Families/carers of participants aged 15 and over

State	Percentage
ACT	1.5%
NSW	6.3%
NT	8.5%
QLD	5.9%
SA	4.4%
TAS	6.4%
VIC	5.2%
WA	3.6%
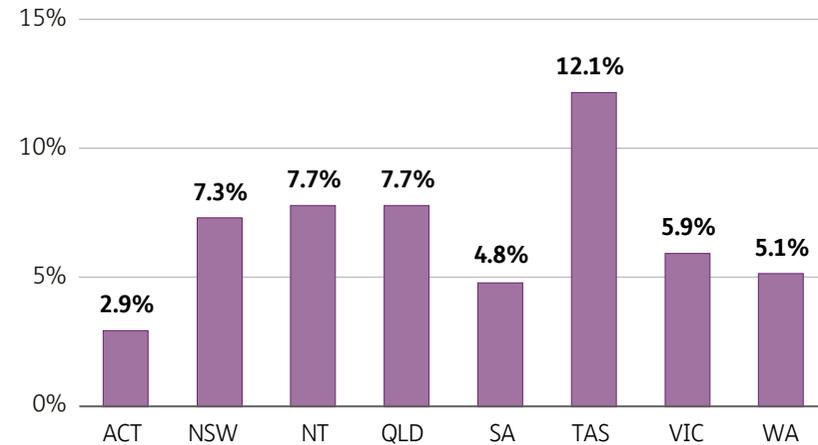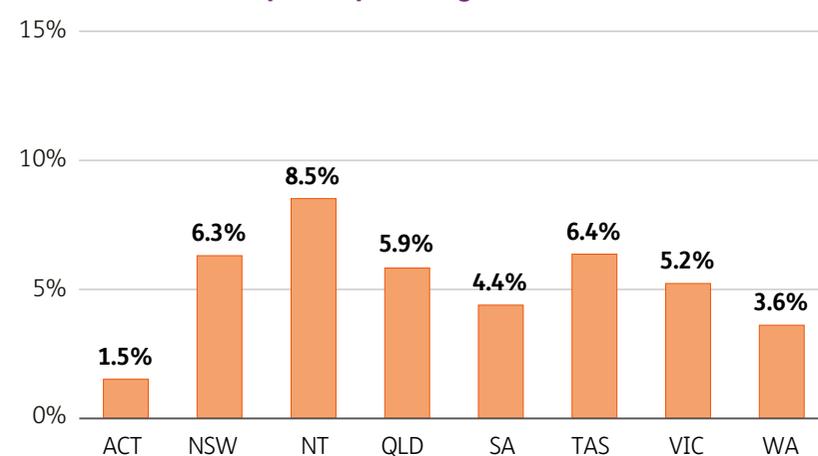
2.5
Family/carer industry of employment

Word frequency summary

Families/carers of participants aged 0 to 14
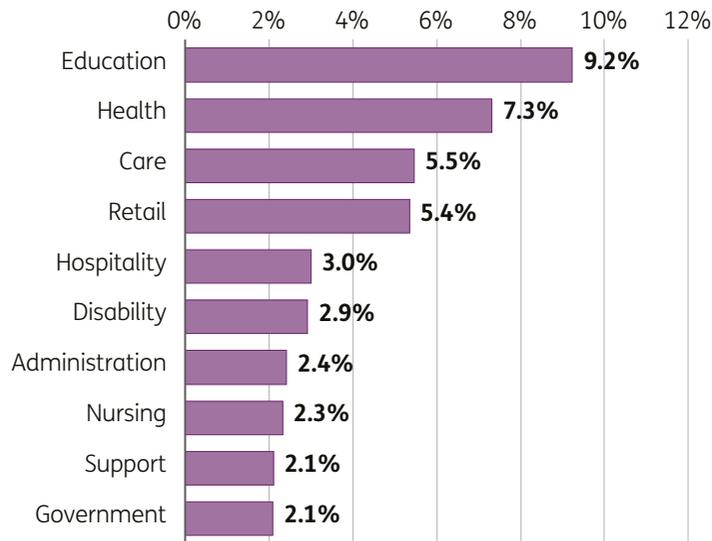
Industry	Percentage
Education	9.2%
Health	7.3%
Care	5.5%
Retail	5.4%
Hospitality	3.0%
Disability	2.9%
Administration	2.4%
Nursing	2.3%
Support	2.1%
Government	2.1%

Families/carers of participants aged 15 to 24

Industry	Percentage
Education	11.2%
Health	7.4%
Care	5.9%
Retail	5.5%
Disability	4.4%
Support	3.0%
Aged	3.0%
Aged care	2.9%
Hospitality	2.7%
Cleaning	2.2%

Families/carers of participants aged 25 and over

Industry	Percentage
Education	7.4%
Health	7.1%
Care	5.5%
Retail	4.7%
Disability	4.3%
Aged	3.0%
Aged care	2.9%
Hospitality	2.6%
Support	2.5%
Community	1.9%
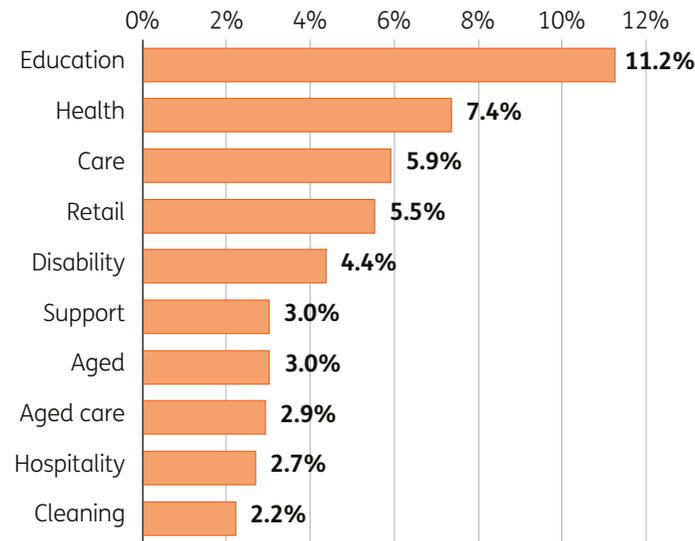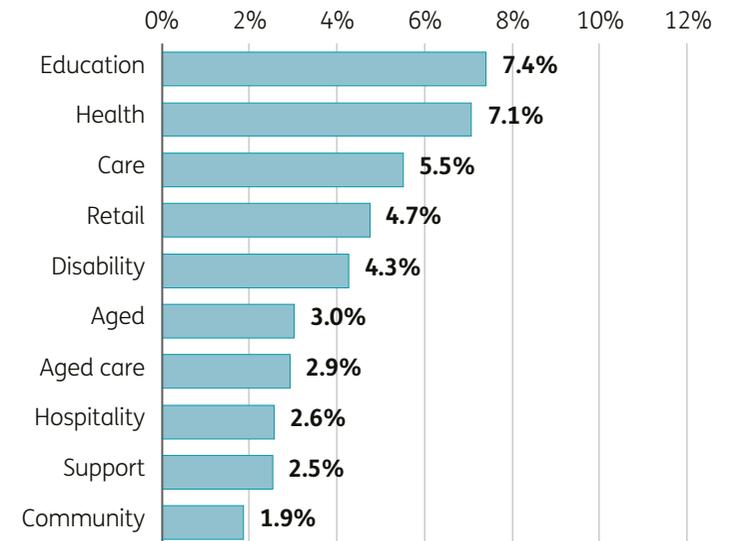
Families/carers in a paid job are asked to state the industry they are working in, as a free text response.

- Education was the most commonly reported employment industry for working families/carers (across all age groups), followed by health and care.

- Retail, hospitality and disability were also commonly reported industries of employment for families/ carers.

- Administration and nursing are also amongst the most frequently mentioned key words for respondents of participants aged 0 to 14

Word cloud visualisation (1)

Text analysis using word cloud visualisation highlights the most commonly reported industries – i.e. education, health, care, retail.

Other industries where families/carers are most likely to work include:

- hospitality
- disability
- nursing
- aged care
- administration.

All families/carers of participants

Families/carers of participants aged 0 to 14

Word cloud visualisation (2)

Text analysis using word cloud visualisation highlights the most commonly reported industries – i.e. education, health, care, retail.

Other industries where families/carers are most likely to work include:

• hospitality

• disability

• nursing

• aged care

• administration.

Families/carers of participants aged 15 to 24

Families/carers of participants aged 25 and over

Centrelink Carer benefits

3

Methodology
Criteria for receiving Carer Payment/Carer Allowance

Carer Payment:

- An income replacement benefit for carers who are unable to work in full time paid employment because they provide full-time daily care for someone with a severe long-term disability or illness, or someone who is frail aged.

- Carer Payment is subject to income and assets tests.

- As at 31 December 2022, 303,520 Australians were receiving Carer Payment.[1]

Carer Allowance:

- An income support available to carers who provide daily care for someone with a long-term disability or medical condition, or someone who is frail aged.

- Carer Allowance has been subject to an income test since 20 September 2018.

- As at 31 December 2022, 628,805 Australians were receiving Carer Allowance.[1]

Data linkage with Centrelink

The NDIA has established a data linkage agreement with the Department of Human Services (DHS) in order to investigate use of other government benefits by NDIS participants and their families and carers. This section presents the results of an analysis of family/carer utilisation of Carer Payment and Carer Allowance.

Whilst the outcomes framework questionnaires also ask families and carers about the government benefits they are receiving, the results from the Centrelink data linkage are expected to be more reliable than the self-reported data obtained from the questionnaires.

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1 https://www.data.gov.au/dataset/ds-dga-cff2ae8a-55e4-47db-a66d-e177fe0ac6a0/distribution/dist-dga-48e48238-1ad9-4555-9ffa-02dfb4908eb3/details?q=

Key highlights
Linkage results for NDIS family/carers: Overall

According to the Centrelink data linkage, as at 31 December 2022:

- **1.6%** of family/carers were receiving Carer Payment only
- **27.8%** of family/carers were receiving Carer Allowance only
- **12.4%** of family/carers received both
- **58.2%** of family/carers received neither

Neither: **58.2%**

12.4%: Both

1.6%: Carer Payment only

27.8%: Carer Allowance only
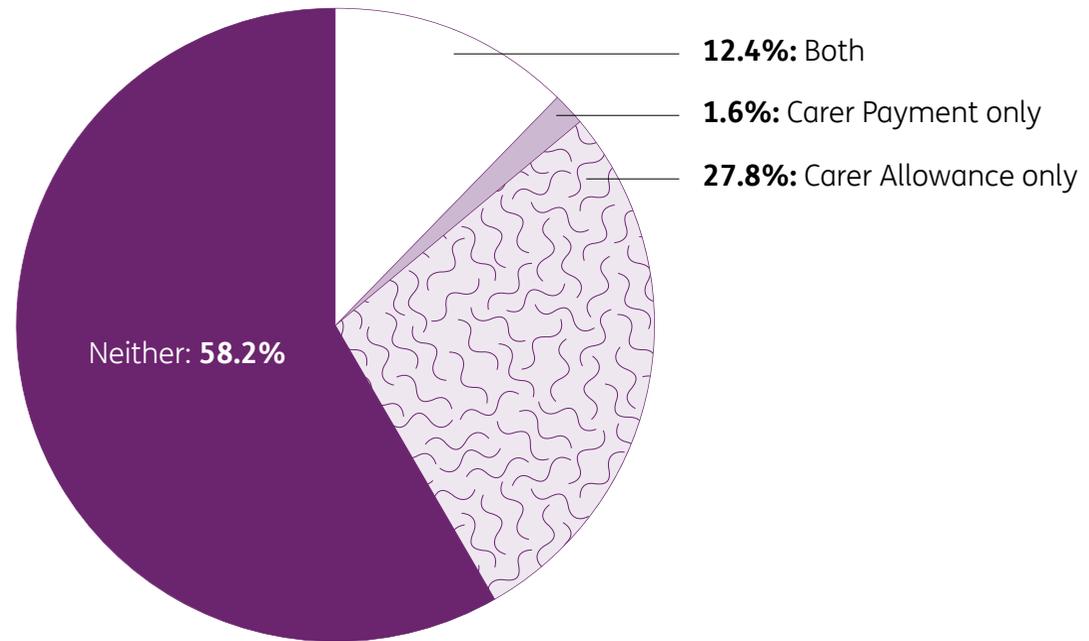
Key highlights

Snapshot based on active plans as at 31 December 2022

Across participant age groups, **mothers** are more likely[1] to receive carer benefits. In the case of participants aged 15 and over, spouses/partners are most likely.

Very few families/carers received the **Carer Payment** alone.

Families and carers:

- **working shorter hours** are more likely to receive Carer Payment and/or Carer Allowance

- of the **0 to 14 age group** are on average about two times more likely[2] to receive **Carer Allowance**

- of participants with **lower levels of function** are more likely to receive Carer Payment and/or Carer Allowance.

		Families/carers of participants aged		
	% receiving	0 to 14	15 to 24	25 and over
One-way	Carer Payment	11.5%	18.2%	16.3%
	Carer Allowance	46.9%	37.1%	30.5%
Two-way	Both	10.9%	12.8%	14.8%
	Carer Payment only	0.6%	5.4%	1.5%
	Carer Allowance only	36.0%	24.3%	15.7%
	Neither	52.5%	57.5%	68.0%

1 Compared to fathers.
2 Compared to families/carers of the 15 and over group.

Carer benefit receipt

By employment status and type of employment

On average, between 50% and 70% of family/carers[1] received neither carer benefit.

Family/carers of participants **aged 24 and under** were:

- more likely to receive both Carer Payment and Carer Allowance when not in paid work
- least likely to receive both Carer payment and Carer Allowance when employed on a permanent basis.

Family/carers of participants **aged 25 and over**:

- had a higher percentage of respondents receiving both Carer Allowance and Carer Payment
- were more likely to receive carer benefits when employed casually, than not in paid work.

Families/carers of participants aged 0 to 14
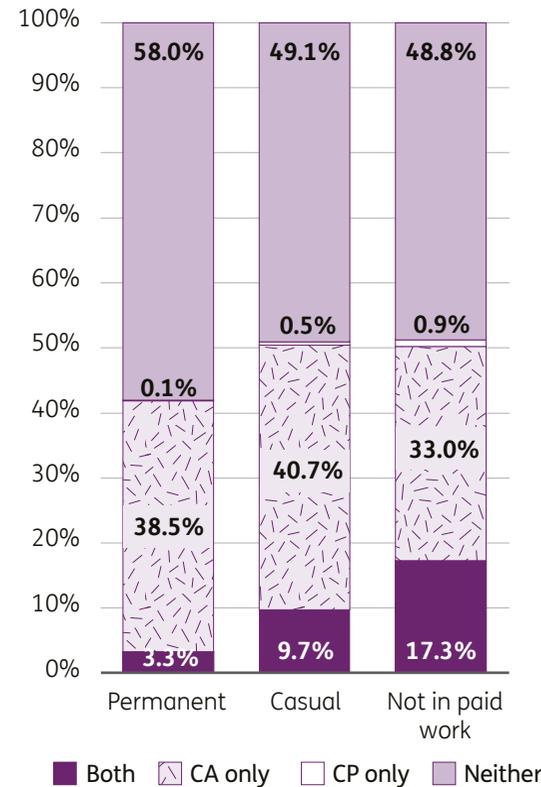
	Permanent	Casual	Not in paid work
Neither	58.0%	49.1%	48.8%
CP only	0.1%	0.5%	0.9%
CA only	38.5%	40.7%	33.0%
Both	3.3%	9.7%	17.3%

Legend: Both, CA only, CP only, Neither

Families/carers of participants aged 15 to 24

	Permanent	Casual	Not in paid work
Neither	65.1%	55.2%	52.2%
CP only	1.6%	5.8%	8.1%
CA only	28.7%	26.5%	20.7%
Both	4.6%	12.5%	19.0%

Legend: Both, CA only, CP only, Neither

Families/carers of participants aged 25 and over

	Permanent	Casual	Not in paid work
Neither	64.5%	50.7%	69.4%
CP only	0.9%	2.3%	1.6%
CA only	25.5%	23.8%	13.5%
Both	9.2%	23.2%	15.5%
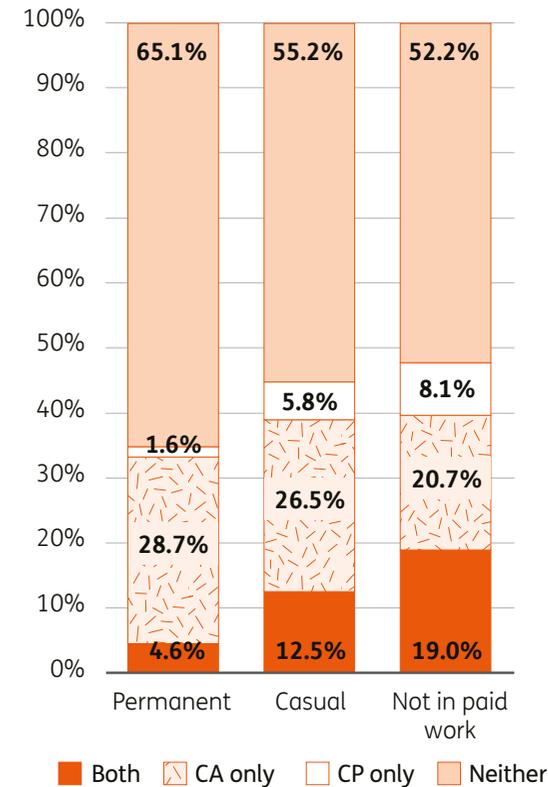
Legend: Both, CA only, CP only, Neither
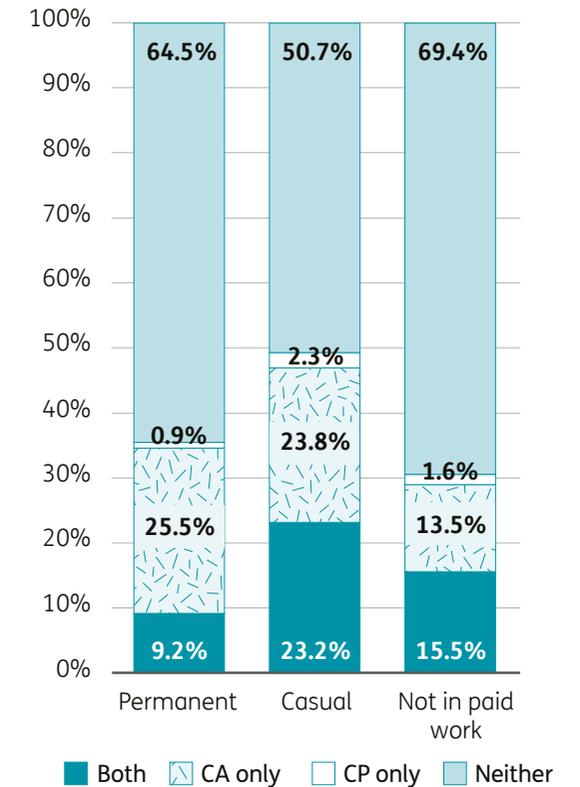
1 The percentage of family/carers not in receipt of either Carer Payment nor Carer Allowance was 52.5%, 57.5% and 68.0% for participant age groups 0 to 14, 15 to 24, and 25 plus, respectively.

Carer benefit receipt

By typical weekly hours worked

Regardless of participant age, a higher percentage of family/carers receive carer benefits when they work **fewer hours per week**.

Specifically, family/carers working fewer than eight hours each week are at least four times as likely as those working 30 or more hours to receive both Carer Payment and Carer Allowance.

Families/carers of participants aged 0 to 14

	More than 0 but less than 8 hours	8 hours to less than 15 hours	15 hours to less than 30 hours	30 or more hours
Neither	47.8%	49.5%	54.8%	59.1%
CP Only	0.5%	0.4%	0.2%	0.1%
CA Only	38.7%	40.5%	40.0%	38.4%
Both	13.0%	9.5%	5.0%	2.4%

Families/carers of participants aged 15 to 24

	More than 0 but less than 8 hours	8 hours to less than 15 hours	15 hours to less than 30 hours	30 or more hours
Neither	47.8%	50.5%	60.0%	67.5%
CP Only	7.9%	6.9%	3.6%	0.9%
CA Only	26.7%	27.8%	28.6%	28.2%
Both	17.6%	14.8%	7.8%	3.4%

Families/carers of participants aged 25 and over

	More than 0 but less than 8 hours	8 hours to less than 15 hours	15 hours to less than 30 hours	30 or more hours
Neither	43.3%	47.5%	55.8%	67.1%
CP Only	3.2%	2.6%	1.7%	0.6%
CA Only	24.8%	23.7%	25.4%	25.5%
Both	28.6%	26.2%	17.1%	6.7%

Legend: ■ Both ▨ CA Only □ CP Only ■ Neither
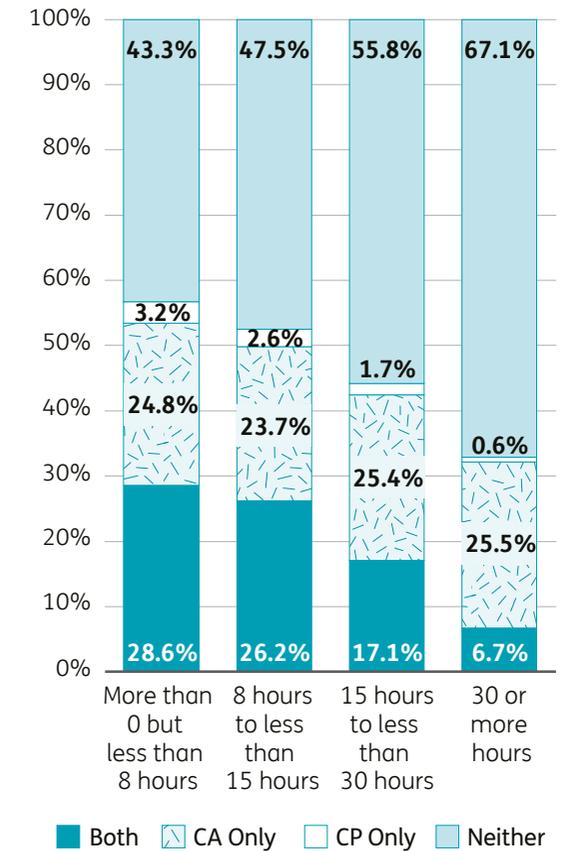
Carer benefit receipt

By participant disability type

Families/carers of participants aged 0 to 14 with:

- Down syndrome or ABI/stroke are most likely to receive Carer Payment.

- Down syndrome are most likely to receive Carer Allowance.

Legend: ■ Carer Payment □ Carer Allowance

| Disability type	Carer Payment	Carer Allowance
ABI/Stroke	23.6%	65.6%
Autism	15.1%	64.5%
Cerebral palsy	21.1%	66.6%
Developmental delay	3.1%	12.9%
Down syndrome	23.9%	83.4%
Global development delay	7.5%	27.8%
Hearing impairment	2.9%	34.0%
Intellectual disability	18.2%	56.2%
Other neurological	19.1%	62.4%
Spinal cord injury/Other physical	15.5%	57.9%
Other sensory/Speech	5.6%	28.0%
Psychosocial disability	17.7%	45.8%
Visual impairment	11.0%	53.1%
Other	7.9%	27.8%
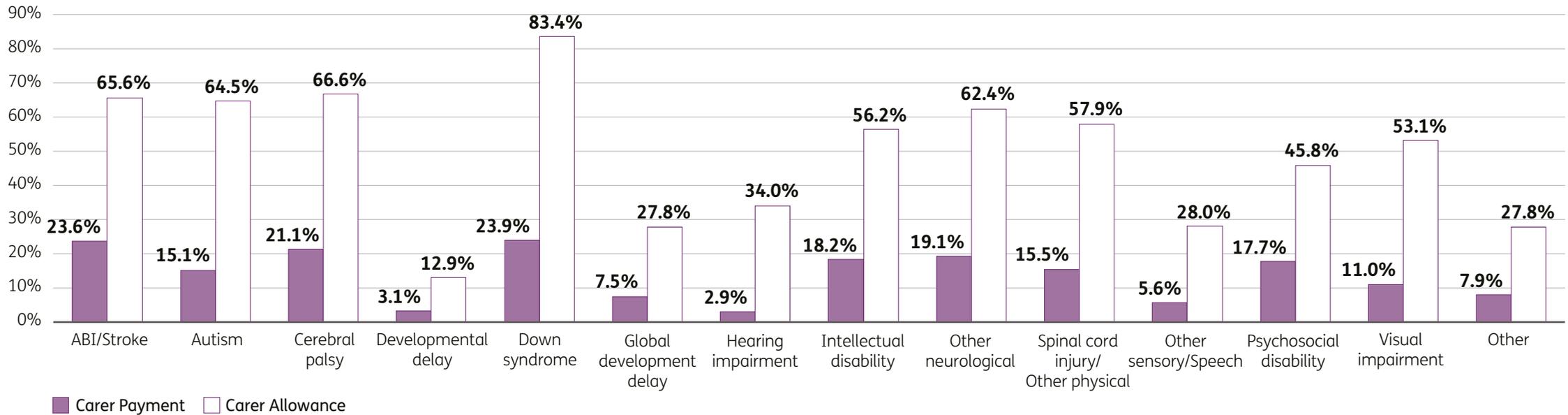
Carer benefit receipt
By participant disability type

Families/carers of participants aged 15 and over with:

- Down syndrome, stroke or cerebral palsy are most likely to receive Carer Payment.

- Down syndrome are most likely to receive Carer Allowance.

| Disability type	Carer Payment	Carer Allowance
ABI	18.1%	34.0%
Autism	16.4%	36.8%
Cerebral palsy	23.1%	40.4%
Down syndrome	25.2%	51.8%
Hearing impairment	4.6%	8.1%
Intellectual disability	17.8%	34.0%
Multiple sclerosis	18.4%	36.9%
Other neurological	21.7%	38.4%
Other physical	20.1%	33.9%
Psychosocial disability	11.3%	20.1%
Spinal cord injury	18.4%	40.3%
Stroke	25.1%	40.3%
Visual impairment	16.6%	32.1%
Other	16.6%	29.0%

Carer Payment Carer Allowance
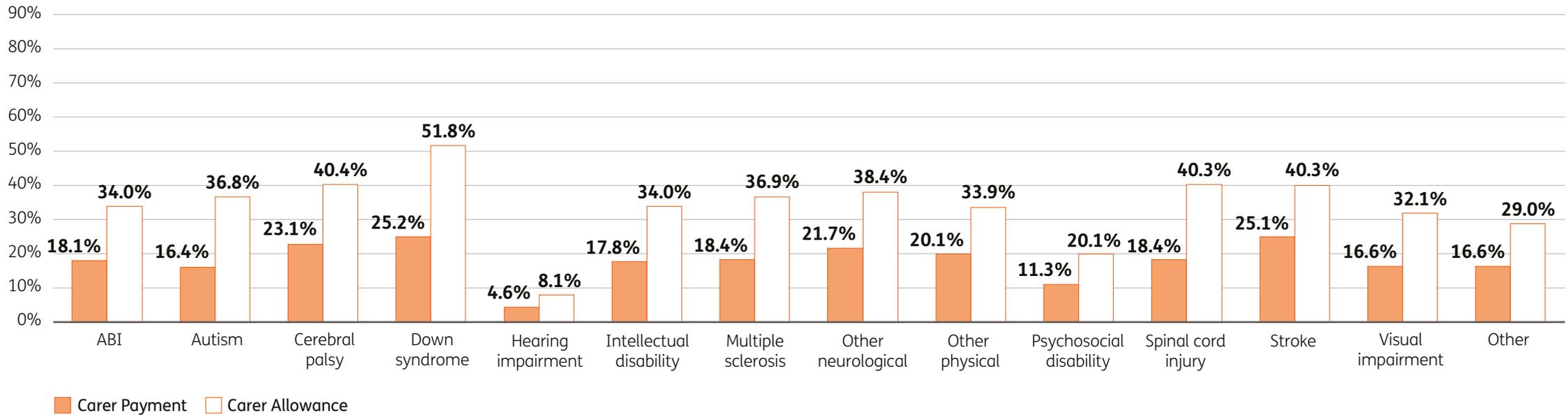
Carer benefit receipt

By participant level of function

Family/carers of participants with lower level of function are more likely to receive either Carer Payment or Carer Allowance.

A higher percentage of family/carers of participants aged 0 to 14 receive Carer Allowance compared to family/carers of participants aged 15 and over. This is true across all levels of function.

For Carer Payment, the percentage is higher for family/carers of participants aged 15 and over with high or medium level of function, but for participants with low level of function, the percentage is higher for participants aged 0 to 14.

Families/carers of participants aged 0 to 14

Carer Allowance
Carer Payment

Families/carers of participants aged 15 and over

Carer Allowance
Carer Payment
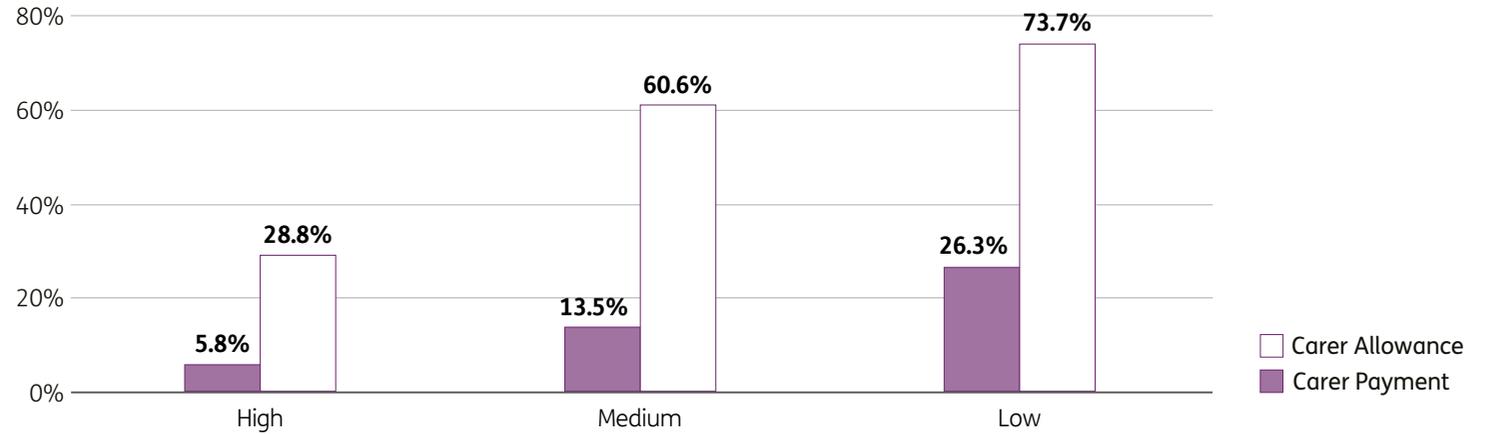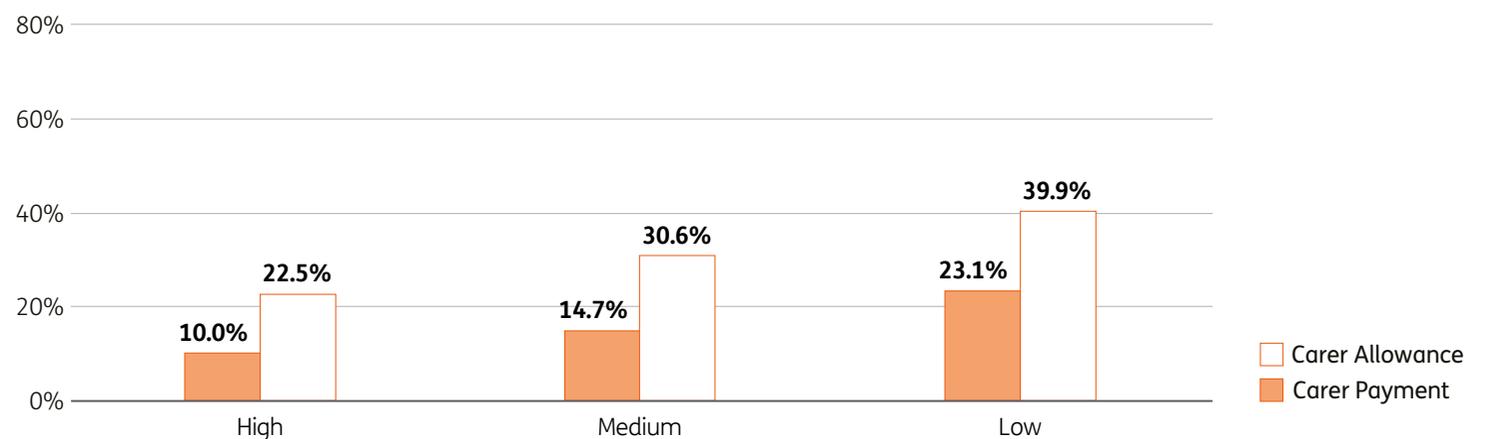
Carer benefit receipt

By carer age

In general, the percentage of family/carers receiving carer benefits increases as the carer age increases.

For families and carers of participants aged 0 to 14, the percentage receiving Carer Allowance increases steadily to carer age 64, whilst the percentage receiving Carer Payment increases with carer age between 35 and 64.

The percentage of family/carers of participants aged 15 and over receiving Carer Payment peaks at 25 to 29 then decreases to age 50–54 before increasing again to age 60–64. The percentage receiving Carer Allowance is highest for age groups 35–44 and 60 and over, peaking at 47.8% for carer ages 65 and over.

Families/carers of participants aged 0 to 14
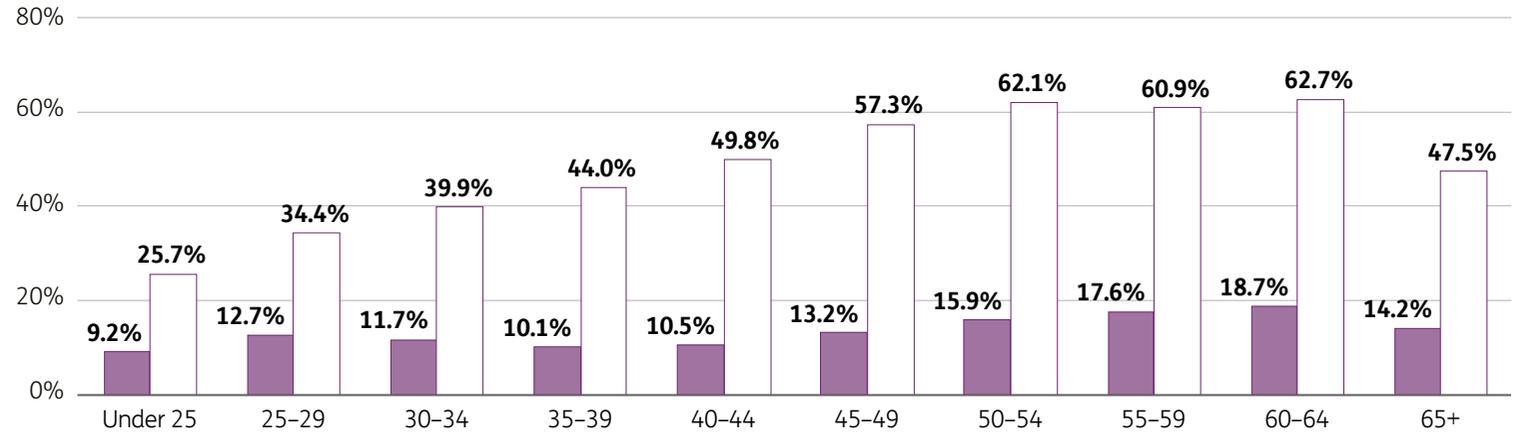
Age group	Carer Payment	Carer Allowance
Under 25	9.2%	25.7%
25–29	12.7%	34.4%
30–34	11.7%	39.9%
35–39	10.1%	44.0%
40–44	10.5%	49.8%
45–49	13.2%	57.3%
50–54	15.9%	62.1%
55–59	17.6%	60.9%
60–64	18.7%	62.7%
65+	14.2%	47.5%

Families/carers of participants aged 15 and over

Age group	Carer Payment	Carer Allowance
Under 25	8.8%	16.5%
25–29	29.2%	36.9%
30–34	22.7%	37.1%
35–39	25.1%	45.0%
40–44	22.9%	45.9%
45–49	19.6%	39.6%
50–54	19.4%	37.7%
55–59	23.9%	42.3%
60–64	27.4%	47.2%
65+	20.7%	47.8%

Legend:
- Carer Payment
- Carer Allowance
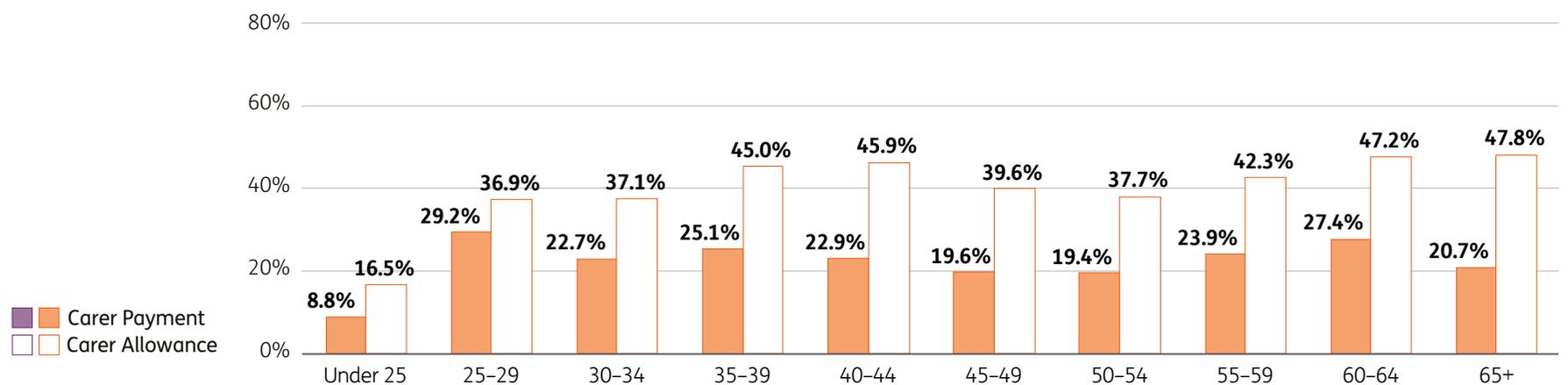
Carer benefit receipt

## By carer relationship and participant living arrangement

For participants aged 0 to 14, mothers are more likely than fathers to receive Carer Payment or Carer Allowance.

Carer relationship

For participants of all age groups, **mothers** are more likely than fathers to receive Carer Payment or Carer Allowance.

Participant living arrangements

- Family/carers of participants aged 0 to 14 are more likely to receive carer benefits when the participant does not live with them.

Carer relationship
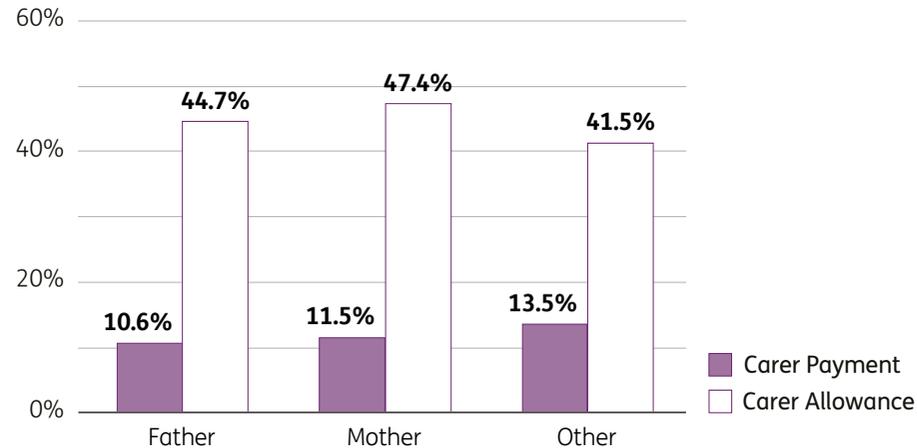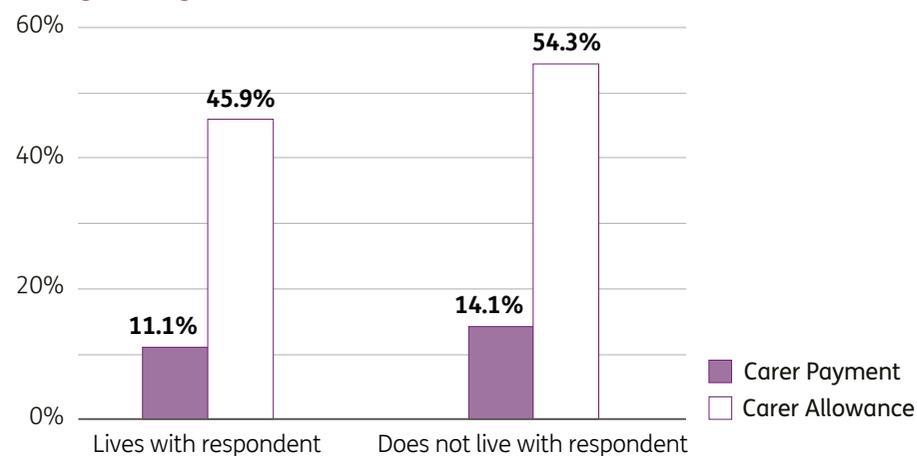
	Carer Payment	Carer Allowance
Father	10.6%	44.7%
Mother	11.5%	47.4%
Other	13.5%	41.5%

Living arrangements

	Carer Payment	Carer Allowance
Lives with respondent	11.1%	45.9%
Does not live with respondent	14.1%	54.3%

Carer benefit receipt

## By carer relationship and participant living arrangement

For participants aged 15 and over, mothers are more likely than fathers to receive Carer Payment or Carer Allowance. Spouses/partners and carers are the most likely to receive either carer benefit.

Carer relationship

For participants aged 15 and over, spouses/partners and carers are most likely to receive either carer benefit.

Participant living arrangements

- Family/carers of participants aged 15 and over are more likely to receive carer benefits when the participant lives with them.

Carer relationship

	Carer Payment	Carer Allowance
Siblings	17.7%	33.4%
Father	18.2%	39.9%
Mother	21.4%	44.0%
Other family member	21.6%	35.7%
Spouse/partner	32.2%	52.2%
Carer	32.8%	51.5%
Other	7.9%	15.4%

Living arrangements

	Carer Payment	Carer Allowance
Lives with respondent	24.6%	47.3%
Does not live with respondent	11.1%	21.5%

Legend: Carer Payment, Carer Allowance
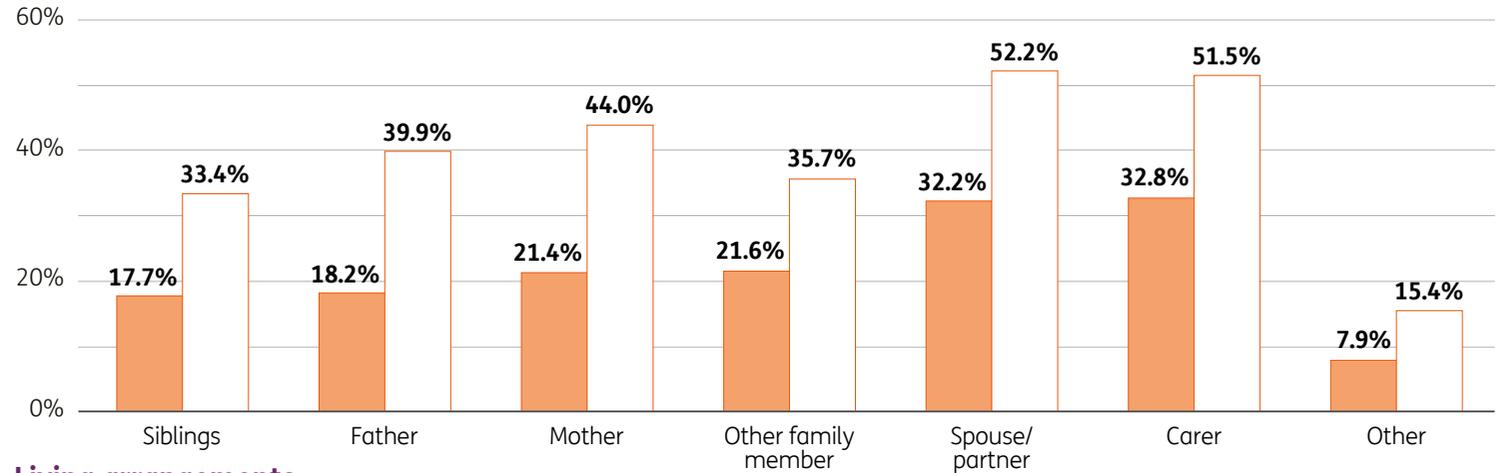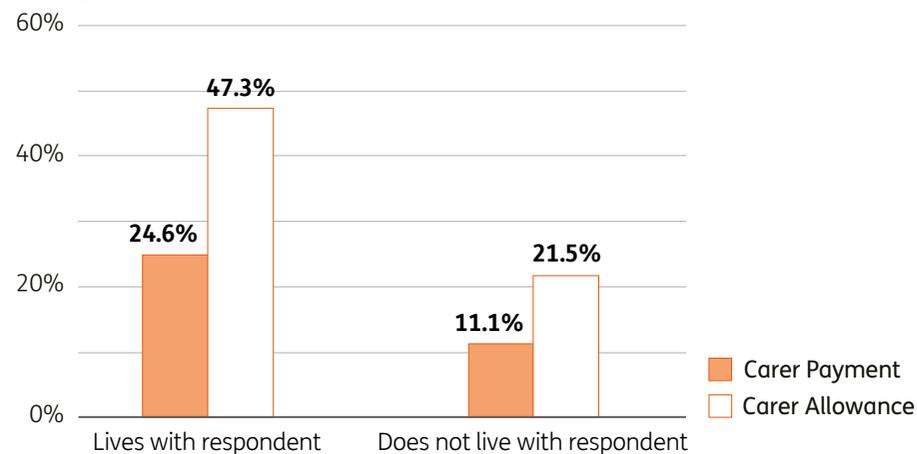
Section four:

Trends in employment experience

4

Overview

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

4.1	Longitudinal results summary	A summary of family/carer employment status over time in Scheme by participant age cohort.
4.2	Employment status transitions	A summary of one-year transition rates between employment states, including transitions from baseline to first reassessment, first to second reassessment, second to third reassessment, third to fourth reassessment, fourth to fifth reassessment, fifth to sixth reassessment.
4.3	Drivers of employment success	A discussion of the insights from statistical modelling about the drivers of employment success for families and carers of NDIS participants.

Key highlights
Longitudinal experience (1)

The **longitudinal employment experience** for families and carers of participants under 15 tends to be more positive than for families and carers of participants aged 15 and over.

Change in paid employment since baseline for families/carers of participants

Time in Scheme	Participants aged 0 to 14[1]	Participants aged 15 and over[2]
6 years	⬆ 8.6%	▬ 0.0%
5 years	⬆ 8.6%	⬇ 1.6%
4 years	⬆ 7.0%	⬇ 1.7%
3 years	⬆ 5.3%	⬆ 0.8%
2 years	⬆ 4.1%	⬆ 0.2%
1 year	⬆ 2.5%	⬆ 0.3%

Analysis of transition rates between employment states[3] shows:

- The rates of maintaining employment are higher for permanent than for casual positions.

- Within each type of employment (casual/permanent), families/carers of participants aged 15 and over are more likely to maintain employment than families/carers of participants aged under 15.

1 All of these changes are statistically significant (McNemar's test at the 0.05 level).
2 Out of six cohorts, only the test for those who have been in the Scheme for 4 years is statistically significant (McNemar's test at the 0.05 level).
3 There are three employment states included in the transition rates analysis: (1) Paid job – permanent; (2) Paid job – casual; (3) Not in a paid job.

Key highlights

Longitudinal experience (2)

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 and participant age at time t:

Finding a job	
1	Families/carers of participants aged 0 to 14 who don't have a paid job at time t
2	Families/carers of participants aged 15 and over who don't have a paid job at time t

Keeping a job	
3	Families/carers of participants aged 0 to 14 who have a paid job at time t
4	Families/carers of participants aged 15 and over who have a paid job at time t

For example, model 1 looks at drivers of having a paid job at the start of the next reassessment, for families and carers of participants aged 0 to 14, who say they don't have a paid job 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 reassessment ($t+1$).

Key highlights
Longitudinal experience (3)

Finding a job

Five most important drivers:

Rank	Families/carers of participants aged 0 to 14	Families/carers of participants aged 15 and over
1	**Housing type:** families/carers of participants living in privately-rented housing, public housing or other non-private housing arrangements are less likely to find a job than those living in privately-owned accommodation owned by self/family	**Family/carer age:** the likelihood of finding a job decreases with older age
2	**Plan management type:** family/carers are more likely to get a job if the participant's plan is managed by a plan manager or self-managed (whether partly or fully) rather than agency-managed	**Family/carer study status:** families/carers who are studying are more likely to find a job at the next reassessment
3	**General time trend:** families/carers of participants who entered the Scheme later in time are less likely to find a job	**Housing type:** families/carers of participants living in public housing or other non-private housing arrangements are less likely to find a job than those living in privately-owned accommodation owned by self/family
4	**Family/carer self-rated health:** families/carers rating their health as "Excellent" or "Very Good" rather than "Good" are more likely to find a job	**Carer relationship to participant:** fathers, and family members that are not a parent or/spouse/partner of the participant, are more likely to find a job than mothers
5	**Family/carer study status:** families/carers who are studying are more likely to find a job at the next reassessment	**General time trend:** families/carers of participants who entered the Scheme later in time are less likely to find a job

Key highlights
Longitudinal experience (4)

Keeping a job

Five most important drivers:

Rank	Families/carers of participants aged 0 to 14	Families/carers of participants aged 15 and over
1	**Housing type:** families/carers of participants living in privately-rented housing, public housing or other non-private housing arrangements are less likely to keep a job than those living in privately-owned accommodation owned by self/family	**Carer relationship to participant:** fathers, siblings, grandparents, spouses/partners, carers or non-family members of the participant are more likely to keep a job than mothers
2	**Carer relationship to participant:** fathers, and respondents that are not a parent of the participant, are more likely to keep a job than mothers	**Family/carer age:** the likelihood of keeping a job decreases from age 40 up to age 70
3	**Family/carer self-rated health:** families/carers rating their health as "Excellent" or "Very Good" rather than "Good" are more likely to keep a job	**Family/carer self-rated health:** families/carers rating their health as "Fair" or "Poor" rather than "Good" are less likely to keep a job
4	**Family/carer age:** the likelihood of keeping a job decreases up to age 50	**Duration in NDIS:** families/carers of participants who have been in the NDIS for longer are less likely to keep a job
5	**Participant social/community participation:** family/carers of participants involved in mainstream sport, clubs, get-together with friends or other group activities are more likely than those who do not participate	**Participant employment status:** families/carers of participants are employed are more likely to keep their job

4.1
Longitudinal results summary

Are you currently working in a paid job?

Families/carers of participants aged 0 to 14

For families/carers of participants in the Scheme for one or more years, the percentage in a paid job:

- **increased** by 8.6 percentage points (pp) after 6 years (7.8 pp **increase** for permanent and 0.8 pp **increase** for casual)
- **increased** by 8.6 pp after 5 years (6.4 pp **increase** for permanent and 2.2 pp **increase** for casual)
- **increased** by 7.0 pp after 4 years (6.0 pp **increase** for permanent and 1.0 pp **increase** for casual)
- **increased** by 5.3 pp after 3 years (3.6 pp **increase** for permanent and 1.7 pp **increase** for casual)
- **increased** by 4.1 pp after 2 years (2.9 pp **increase** for permanent and 1.2 pp **increase** for casual)
- **increased** by 2.5 pp after 1 year (1.5 pp **increase** for permanent and 1.0 pp **increase** for casual)

The percentage of families/carers not in paid work:

- **decreased** by 8.6 pp after 6 years
- **decreased** by 8.6 pp after 5 years
- **decreased** by 7.0 pp after 4 years
- **decreased** by 5.3 pp after 3 years
- **decreased** by 4.1 pp after 2 years
- **decreased** by 2.5 pp after 1 year

McNemar's test results show that:

- **All six cohorts** experienced significant changes in the distribution of employment status overall
- **All six cohorts** experienced significant changes in the percentage in paid job, versus no paid job
- Of those interested in a paid job, **those who have been in the Scheme for 3 to 5 years** experienced significant changes in the percentage in a paid job, versus those interested but not in a paid job

6 years

	Paid job - Permanent	Paid job - Casual	Not in paid work
B	29.8%	11.1%	59.1%
R1	32.8%	12.1%	55.1%
R2	36.0%	11.8%	52.2%
R3	39.4%	10.3%	50.3%
R4	33.3%	11.5%	55.2%
R5	29.5%	14.1%	56.4%
R6	37.6%	12.0%	50.4%

5 years

	Paid job - Permanent	Paid job - Casual	Not in paid work
B	31.8%	11.3%	57.0%
R1	33.3%	12.4%	54.4%
R2	33.6%	14.0%	52.3%
R3	36.2%	14.3%	49.5%
R4	34.7%	14.4%	50.9%
R5	38.2%	13.5%	48.4%

4 years

	Paid job - Permanent	Paid job - Casual	Not in paid work
B	34.2%	12.0%	53.9%
R1	35.8%	13.4%	50.8%
R2	36.0%	13.5%	50.5%
R3	37.9%	13.8%	48.3%
R4	40.2%	13.0%	46.8%

3 years

	Paid job - Permanent	Paid job - Casual	Not in paid work
B	35.0%	11.0%	54.0%
R1	36.6%	11.7%	51.7%
R2	36.9%	12.7%	50.5%
R3	38.6%	12.7%	48.7%

2 years

	Paid job - Permanent	Paid job - Casual	Not in paid work
B	35.8%	10.3%	53.9%
R1	37.2%	11.5%	51.3%
R2	38.7%	11.4%	49.8%

1 year

	Paid job - Permanent	Paid job - Casual	Not in paid work
B	37.9%	9.7%	52.4%
R1	39.4%	10.6%	49.9%

Legend:
- Paid job - Permanent
- Paid job - Casual
- Not in paid work

Are you currently working in a paid job?

Families/carers of participants aged 15 to 24

For families/carers of participants in the Scheme for one or more years[1], the percentage in a paid job:

- **decreased** by 0.4 percentage points (pp) after 5 years (1.6 pp **increase** for permanent and 2.0 pp **decrease** for casual)
- **decreased** by 0.2 pp after 4 years (2.6 pp **increase** for permanent and 2.8 pp **decrease** for casual)
- **increased** by 2.8 pp after 3 years (3.0 pp **increase** for permanent and 0.2 pp **decrease** for casual)
- **increased** by 1.3 pp after 2 years (1.1 pp **increase** for permanent and 0.2 pp **increase** for casual)
- **increased** by 1.0 pp after 1 year (0.8 pp **increase** for permanent and 0.2 pp **increase** by or casual)

The percentage of families/carers not in paid work:

- **increased** by 0.4 pp after 5 years
- **increased** by 0.2 pp after 4 years
- **decreased** by 2.8 pp after 3 years
- **decreased** by 1.3 pp after 2 years
- **decreased** by 1.0 pp after 1 year

McNemar's test results show that:

- **Those who have been in the Scheme for 1 to 4 years** experienced significant changes in the distribution of employment status overall
- **Those who have been in the Scheme for 1 to 3 years** experienced significant changes in the percentage in paid job, versus no paid job
- Of those interested in a paid job, **those who have been in the Scheme for 1 to 5 years** experienced significant changes in the percentage in a paid job, versus those interested but not in a paid job

1 For those in the Scheme for six years, reassessment 5 percentages are not shown, since the numbers are too small to show percentages.

6 years

	Paid job – Permanent	Paid job – Casual	Not in paid work
B	33.3%	12.5%	54.2%
R1	34.8%	13.0%	52.2%
R2	41.7%	11.1%	47.2%
R3	32.0%	20.0%	48.0%
R4	35.0%	25.0%	40.0%
R6	37.5%	9.7%	52.8%

5 years

	Paid job – Permanent	Paid job – Casual	Not in paid work
B	36.3%	16.6%	47.1%
R1	41.2%	17.0%	41.8%
R2	43.5%	15.7%	40.9%
R3	42.5%	15.6%	41.9%
R4	36.0%	15.7%	48.3%
R5	37.9%	14.6%	47.5%

4 years

	Paid job – Permanent	Paid job – Casual	Not in paid work
B	40.8%	14.5%	44.6%
R1	43.7%	15.3%	41.0%
R2	44.4%	14.1%	41.4%
R3	45.9%	14.1%	40.1%
R4	43.5%	11.7%	44.8%

3 years

	Paid job – Permanent	Paid job – Casual	Not in paid work
B	37.5%	12.9%	49.6%
R1	40.4%	14.1%	45.4%
R2	38.3%	14.7%	46.9%
R3	40.6%	12.7%	46.7%

2 years

	Paid job – Permanent	Paid job – Casual	Not in paid work
B	39.9%	12.3%	47.9%
R1	41.6%	11.9%	46.5%
R2	41.0%	12.5%	46.5%

1 year

	Paid job – Permanent	Paid job – Casual	Not in paid work
B	40.3%	11.7%	48.0%
R1	41.2%	11.9%	47.0%

Legend:
- ■ Paid job – Permanent
- ■ Paid job – Casual
- ☐ Not in paid work

Are you currently working in a paid job?

Families/carers of participants aged 25 and over

For families/carers of participants in the Scheme for one or more years[1], the percentage in a paid job:

- **decreased** by 3.4 percentage points (pp) after 5 years (0.9 pp **decrease** for permanent and 2.5 pp **decrease** for casual)
- **decreased** by 2.9 pp after 4 years (1.6 pp **decrease** for permanent and 1.3 pp **decrease** for casual)
- **decreased** by 0.9 pp after 3 years (0.3 pp **decrease** for permanent and 0.6 pp **decrease** for casual)
- **decreased** by 0.9 pp after 2 years (0.3 pp **decrease** for permanent and 0.6 pp **decrease** for casual)
- **decreased** by 0.4 pp after 1 year (0.1 pp **increase** for permanent and 0.5 pp **decrease** for casual)

The percentage of families/carers not in paid work:

- **increased** by 3.4 pp after 5 years
- **increased** by 2.9 pp after 4 years
- **increased** by 0.9 pp after 3 years
- **increased** by 0.9 pp after 2 years
- **increased** by 0.4 pp after 1 year

McNemar's test results show that:

- **Those who have been in the Scheme for 1, 2 and 4 years** experienced significant changes in the distribution of employment status overall
- **Those who have been in the Scheme for 2 and 4 years** experienced significant changes in the percentage in paid job, versus no paid job
- Of those interested in a paid job, **those who have been in the Scheme for 1 year** experienced significant changes in the percentage in a paid job, versus those interested but not in a paid job

1 For those in the Scheme for six years, the numbers are too small across all reassessment time points to show percentages.

5 years

	Paid job - Permanent	Paid job - Casual	Not in paid work
B	22.6%	9.7%	67.7%
R1	21.3%	9.0%	69.7%
R2	22.0%	7.0%	71.0%
R3	30.4%	6.5%	63.0%
R4	20.0%		80.0%
R6	21.6%	7.2%	71.2%

4 years

B	26.8%	8.8%	64.3%
R1	25.5%	7.9%	66.6%
R2	29.2%	7.4%	63.4%
R3	25.9%	7.7%	66.4%
R4	25.2%	7.5%	67.2%

3 years

B	27.1%	7.8%	65.0%
R1	25.5%	8.3%	66.2%
R2	26.8%	6.6%	66.7%
R3	26.8%	7.2%	65.9%

2 years

B	27.3%	7.7%	65.0%
R1	23.9%	7.8%	68.3%
R2	27.0%	7.1%	65.9%

1 year

B	29.9%	8.4%	61.8%
R1	29.9%	7.9%	62.1%

Legend:
- Paid job - Permanent
- Paid job - Casual
- Not in paid work
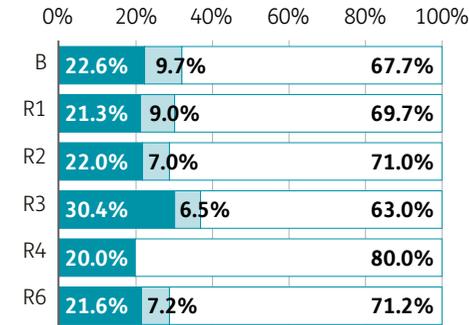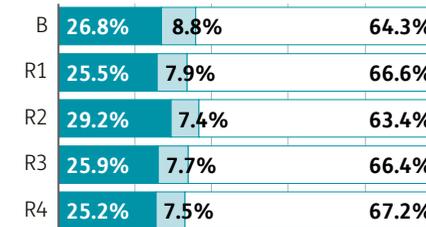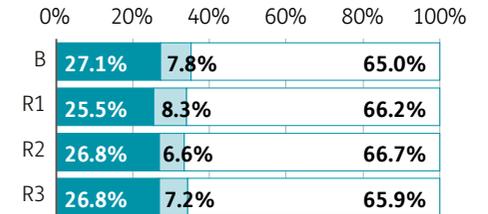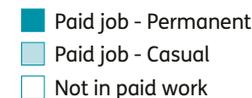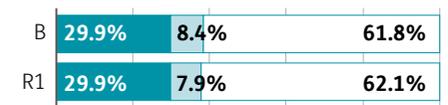
4.2
Employment status transitions

Employment status transition rate
One year transitions

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 family/carers of participants aged 0 to 14, there were:

- **70,187** transitions from paid permanent employment; and
- **22,453** transitions to paid casual employment.

Family/carers of participants aged 0 to 14

To → / From ↓	Paid job – Permanent (n=72994)	Paid job – Casual (n=22453)	Not in a paid job (n=95281)
Paid job – Permanent (n=70187)	89.9%	3.4%	6.7%
Paid job – Casual (n=21033)	12.2%	75.0%	12.9%
Not in a paid job (n=99508)	7.4%	4.3%	88.3%

Family/carers of participants aged 15 and over

To → / From ↓	Paid job – Permanent (n=17386)	Paid job – Casual (n=5091)	Not in a paid job (n=26938)
Paid job – Permanent (n=17168)	91.7%	2.4%	5.9%
Paid job – Casual (n=5163)	11.1%	78.4%	10.5%
Not in a paid job (n=27084)	3.9%	2.3%	93.7%

Employment status transition rate

One year transitions

In paid permanent employment at start of year

- **89.9%** of family/carers of participants **aged 0 to 14** in this category remained there at reassessment, while 3.4% moved to paid casual employment

- **91.7%** of family/carers of participants **aged 15 and over** in this category remained there at reassessment, while 2.4% moved to paid casual employment

In paid casual employment at start of year

- **75%** of family/carers of participants **aged 0 to 14** in this category remained there at reassessment, while 12.2% moved to paid permanent employment

- **78.4%** of family/carers of participants **aged 15 and over** in this category remained there at reassessment, while 11.1% moved to paid permanent employment

The rates of maintaining employment are higher within paid permanent positions compared to paid casual positions. Within each type of employment (casual/permanent), family/carers of participants aged 15 and over are more likely to maintain employment.

Family/carers of participants aged 0 to 14

To → From ↓	Paid job – Permanent (n=72994)	Paid job – Casual (n=22453)	Not in a paid job (n=95281)
Paid job – Permanent (n=70187)	89.9%	3.4%	6.7%
Paid job – Casual (n=21033)	12.2%	75.0%	12.9%

Family/carers of participants aged 15 and over

To → From ↓	Paid job – Permanent (n=17386)	Paid job – Casual (n=5091)	Not in a paid job (n=26938)
Paid job – Permanent (n=17168)	91.7%	2.4%	5.9%
Paid job – Casual (n=5163)	11.1%	78.4%	10.5%

Employment status transition rate
One year transitions

Family and carers who are unemployed at the start of the year

- **88.3%** of family/carers of participants **aged 0 to 14** in this category remained unemployed at reassessment, whilst 7.4% and 4.3% moved into permanent and casual paid employment respectively

- **93.7%** of family/carers of participants **aged 15 and over** in this category remained unemployed at reassessment, whilst 3.9% and 2.3% moved into permanent and casual paid employment respectively

- The lower percentages moving into permanent or casual employment for family/carers of older participants may be due to older family/carer ages and specifically a greater proportion of retired family/carers.

Family/carers of participants aged 0 to 14

To → From ↓	Paid job – Permanent (n=72994)	Paid job – Casual (n=22453)	Not in a paid job (n=95281)
Not in a paid job (n=99508)	7.4%	4.3%	88.3%

Family/carers of participants aged 15 and over

To → From ↓	Paid job – Permanent (n=17386)	Paid job – Casual (n=5091)	Not in a paid job (n=26938)
Not in a paid job (n=27084)	3.9%	2.3%	93.7%

Employment success
One year transition rates

Families and carers of participants aged 0 to 14:

- The percentage of respondents who find a job each year increased slightly between later reassessments, while the percentage retaining a job decreased over time.

- Overall, the employment success rate increased marginally between B to R4, then decreased from R4 to R6.


Chart data:

Transition	Finding a job	Retaining a job	In a paid job at reassessment
B to R1	11.0%	92.4%	49.3%
R1 to R2	12.4%	91.1%	50.7%
R2 to R3	13.7%	91.2%	52.2%
R3 to R4	16.1%	90.7%	54.5%
R4 to R5	19.4%	90.9%	54.2%
R5 to R6	20.5%	79.4%	46.2%
Overall	11.7%	91.9%	50.0%

Employment success

One year transition rates

Families and carers of participants aged 15 and over:

- The percentage of respondents finding a job each year increased slightly from B to R4, but decreased from R4 to R5, while the percentage retaining a job decreases over time.[1]

- Overall, the employment success rate increased marginally from B to R4 but decreased from R4 to R5.

	B to R1	R1 to R2	R2 to R3	R3 to R4	R4 to R5	Overall
Finding a job	5.9%	7.0%	7.7%	11.4%	9.6%	6.3%
Retaining a job	93.6%	91.9%	91.1%	88.8%	85.2%	93.1%
In a paid job at reassessment	45.2%	45.7%	47.2%	49.4%	44.0%	45.5%
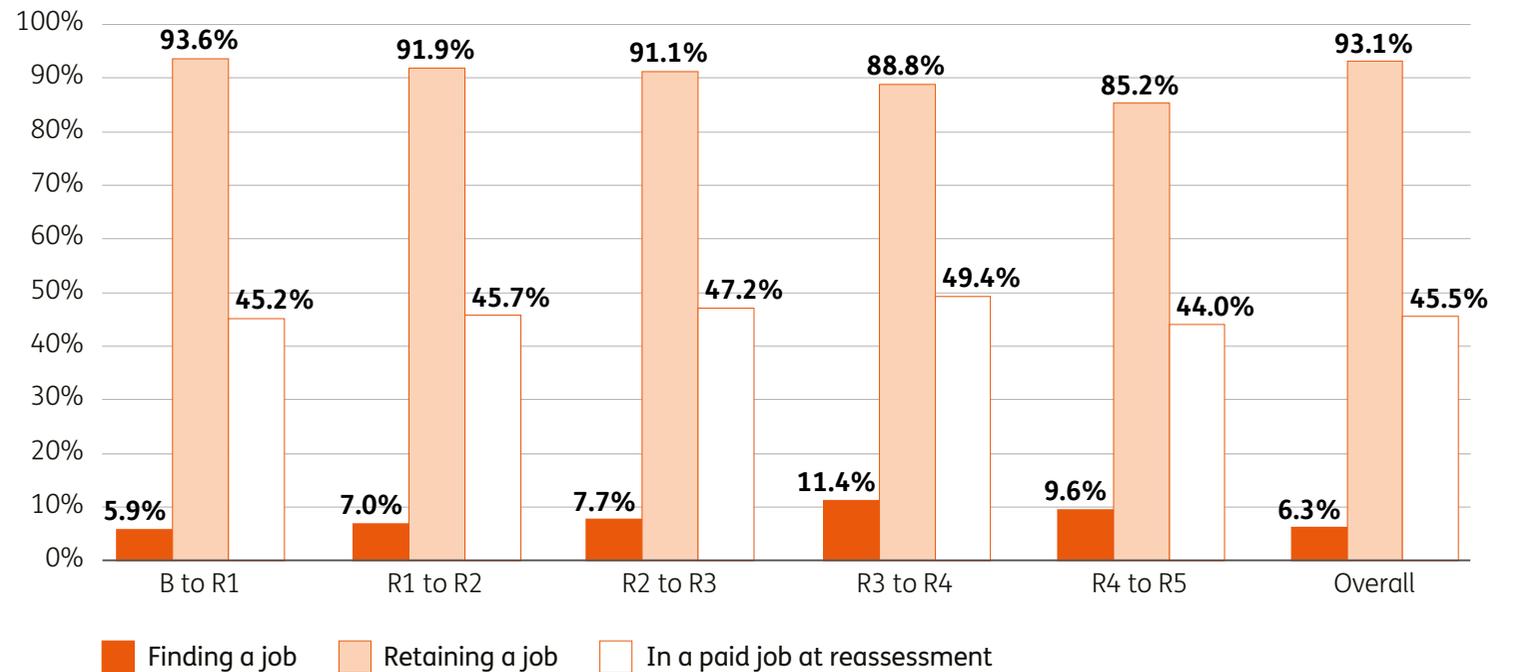
1   Numbers are too small to show R5 to R6 results.

4.3
Drivers of employment success

Methodology

Modelling process

Multiple logistic regression modelling[1] has been used to identify key drivers of having a paid job at the next reassessment ($t+1$), using all information available at reassessment (or baseline) at time t. To reflect the different dynamics, separate models have been fitted depending on the family/carer's job status as at reassessment (or baseline) t. The four models are for groups:

- Families/carers of participants aged 0 to 14 who are not working in a paid job at time t

- Families/carers of participants aged 15 and over who are not working in a paid job at time t

- Families/carers of participants aged 0 to 14 who are working in a paid job at time t

- Families/carers of participants aged 15 and over who are working in a paid job at time t

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

Drivers

- Participant and carer demographics
- Work and study status
- Health
- Relationship

Baseline/reassessment *t*

Reassessment *t+1*

Modelling:

Starting point

- Not in a paid job
- Working in a paid job

Target

- Getting a job
- Retaining a job

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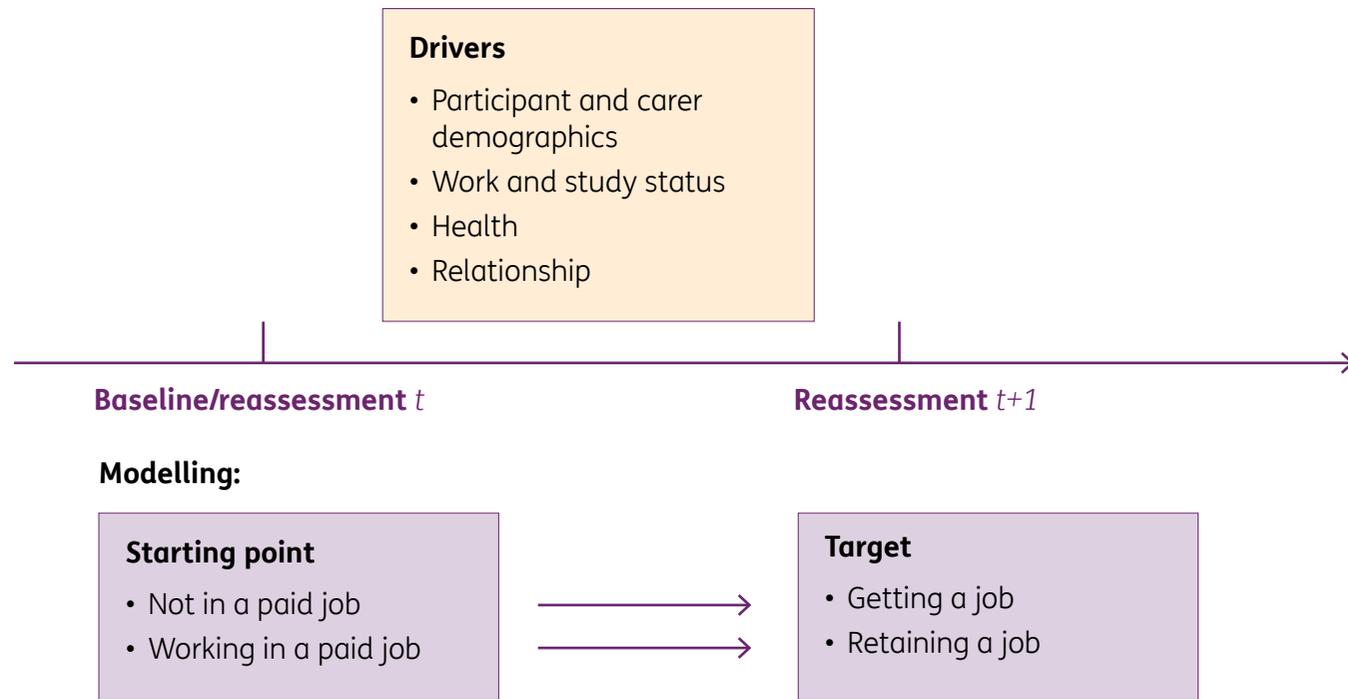
1   Specifically, Generalised Estimating Equations (GEE) are used to allow for the correlation between longitudinal outcomes for the same respondent.

Methodology

Key drivers of employment success

Factors investigated in the multiple logistic regression models included:

Category	Factors
Demographic	Participant age, gender, Indigenous status, CALD background, carer age, carer relationship to participant
Disability	Participant primary disability type, level of function
Plan features	Plan management type, annualised total budget, entry type, level of NDIA support, plan utilisation
Employment	Type of employment, participant employment status
Geographical	State/Territory, remoteness, unemployment rate in LGA
Housing	Housing type, whether participant lives with the respondent
Other outcome indicators	Carer self-assessed health, carer study status, participant community participation, participant at school, number of daily living activities where participant needs support
Time trends	Time trend, COVID-19 indicator, change in time trend up to 31 December 2020, time in Scheme

Getting a job
Variable importance

Family/carers of participants aged 0 to 14

Top 5 variables by importance:

- Housing type (16.8%)
- Plan management type (11.8%)
- General time trend (11.7%)
- Carer self-rated health (10.7%)
- Whether the carer is studying (9.8%)

Family/carers of participants aged 15 and over

Top 5 variables by importance:

- Carer age (35.7%)
- Whether the carer is studying (15.7%)
- Housing type (7.8%)
- Carer relationship with participant (5.7%)
- General time trend (4.7%)

The variables **whether carer is studying**, **housing type** and **general time trend** were amongst the top five most important variables for both age groups. **Housing type** was more important for family/carers of younger participants, and **carer age** was the most important for family/carers of older participants.

Participants aged 0 to 14

Variable	%
Housing type	16.8%
Plan management type	11.8%
General time trend	11.7%
Carer health	10.7%
Carer study status	9.8%
Level of NDIA support	8.7%
Unemployment rate in LGA	4.7%
Duration in NDIS	4.2%
Participant social and community participation	3.9%
Participant primary disability	3.6%
Carer relationship to participant	3.1%
Carer age trend between ages 40 to 70	2.7%
State/Territory	2.3%
Participant level of function	1.8%
Participant indigenous status	1.1%

Participants aged 15 and over

Variable	%
Carer aged 45 to 70	35.7%
Carer study status	15.7%
Housing type	7.8%
Carer relationship to participant	5.7%
General time trend	4.7%
Duration in NDIS	4.0%
Participant primary disability	3.9%
Level of NDIA support	3.8%
Carer health	3.2%
Participant school attendance	2.6%
Participant lives with respondent	2.6%
Unemployment rate in LGA	2.3%
State/Territory	2.2%
Remoteness	2.0%
Participant employment status	1.4%
COVID-19 pandemic	1.3%
Carer age trend between ages 15 to 45	1.0%

Getting a job
Positive drivers of getting a job

Key drivers with a significant **positive** impact on families/carers getting a job:

Families/carers of participants aged 0 to 14

⬆ Plan is managed by a plan manager or self-managed (whether fully or partly)[1]

⬆ Family/carer self-rated health is "Excellent" or "Very Good"[2]

⬆ Family/carer is currently studying, whether full-time or part-time[3]

⬆ Participant requires low level of NDIA support[4]

⬆ Have been in the Scheme for longer

⬆ Participant is involved in mainstream sport, clubs, get-together with friends, other group activities (whether with other children with disability or not)[5]

⬆ Primary disability type of participant is hearing impairment or other (which includes degenerative disease and chronic health conditions)[6]

⬆ Respondent is the participant's father[7]

⬆ Living in WA[8]

Families/carers of participants aged 15 and over

⬆ Family/carer is currently studying, whether full-time or part-time[3]

⬆ Respondent is the participant's father or has "other" relationship (not a relative, spouse/partner or carer of the participant)[7]

⬆ Have been in the Scheme for longer

⬆ Primary disability type of participant is stroke or multiple sclerosis[9]

⬆ Participant is at school full-time or part-time[10]

⬆ Participant does not live with the respondent

⬆ Living in WA[11]

⬆ Living in Remote or Very Remote areas[12]

⬆ Participant is employed or not employed but wants a job[13]

⬆ Reassessment took place after the start of the first COVID-19 wave.

1 Compared to agency-managed plans
2 Compared to "Good"
3 Compared to not studying
4 Compared to medium level of NDIA support
5 Compared to no activities after school
6 Compared to autism
7 Compared to mother
8 Compared to NSW and ACT
9 Compared to intellectual disability
10 Compared to not at school
11 Compared to VIC and TAS
12 Compared to Major Cities
13 Compared to not employed and not wanting a job

Getting a job
Negative drivers of getting a job

Drivers with a significant **negative** impact on families/carers getting a job (i.e. less likely to get a job):

Families/carers of participants aged 0 to 14

⬇ Living in public housing, privately rented accommodation or other accommodation arrangements[1]

⬇ Decreasing time trend (i.e. there is a general decrease over time in families/carers getting a job)

⬇ Family/carer self-rated health is "Fair" or "Poor"[2]

⬇ Participant requires high/very high level of NDIA support[3]

⬇ Higher Local Government Area (LGA) unemployment rate

⬇ Primary disability type of participant is developmental delay, intellectual disability or global development delay[4]

⬇ Respondent is not a parent of the participant[5]

⬇ Carer is older (aged between 40 and 70)

⬇ Living in VIC or TAS[6]

⬇ Lower level of function

⬇ Participant is Indigenous

Families/carers of participants aged 15 and over

⬇ Carer is older

⬇ Living in public housing or other accommodation arrangements[1]

⬇ Decreasing time trend (i.e. there is a general decrease over time in families/carers getting a job)

⬇ Participant requires high/very high level of NDIA support[3]

⬇ Family/carer self-rated health is "Fair" or "Poor"[2]

⬇ Higher LGA unemployment rate

⬇ Living in regional areas with population between 5,000 and 15,000[7]

1 Compared to living in privately-owned accommodation
2 Compared to "Good"
3 Compared to medium level of NDIA support
4 Compared to autism
5 Compared to mother
6 Compared to NSW and ACT
7 Compared to Major Cities

Likelihood of transitioning into a paid job

Getting a job – Segment table

Participants aged 0 to 14

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

- For family/carers of participants with plans that are not fully self-managed and live in public housing, only 4.6% found a job at the end of the current reassessment period. This group represents 8.3% of the observations.

- In contrast, for family/carers of participants with plans that are not fully self-managed, not living in public housing and the family/carer was studying, 16.8% succeeded in finding paid employment. This group represents 6.7% of the observations.

- Those who self-manage fully (representing one-quarter of observations) also have a high success rate (15.6%).

Participant segment				% of data	Success rate
Plan is not fully self managed	Living in public housing			8.3%	4.6%
	Not living in public housing	Family/carer is not studying	Family/carer self-rated health is "Fair" or "Poor"	18.9%	7.9%
			Family/carer self-rated health is "Excellent","Very Good","Good"	41.0%	11.6%
		Family/carer is studying		6.7%	16.8%
Plan is fully self managed				25.0%	15.6%
Total				**100.0%**	**11.7%**

Likelihood of transitioning into a paid job

Getting a job – Segment table

Participants aged 15 and over

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

- For respondents aged 53 or older, only 4.2% found a job at the end of the current reassessment period. This group represents 59.3% of the observations.

- In contrast, for those who were 52 or younger, and who were studying, 18.9% succeeded in finding paid employment. This group represents 3.1% of the observations.

Participant segment				% of data	Success rate
Respondent is aged 53 or older				59.3%	4.2%
Respondent is aged 52 or younger	The respondent is currently not studying	Not living in privately owned or rented accommodation		6.5%	4.2%
		Living in privately owned or rented accommodation	The respondent is a family member of the participant or a carer	29.8%	9.0%
			The respondent is neither a family member of the participant nor a carer	1.3%	17.4%
	The respondent is currently studying (whether full-time or part-time)			3.1%	18.9%
Total				**100.0%**	**6.3%**

Retaining a job
## Variable importance

Family/carers of participants aged 0 to 14
Top 5 variables by importance:

- Housing type (20.4%)
- Carer relationship with participant (16.4%)
- Carer self-rated health (14.8%)
- Carer age (13.3%)
- Participant social/community participation (9.0%).

Family/carers of participants aged 15 and over
Top 5 variables by importance:

- Carer relationship with participant (26.8%)
- Carer age (25.1%)
- Carer self-rated health (14.5%)
- Duration in NDIS (10.0%)
- Participant employment status (6.1%)

Participants aged 0 to 14

Variable	Value
Housing type	20.4%
Carer relationship to participant	16.4%
Carer health	14.8%
Carer age trend between ages 15 and 50	13.3%
Participant social and community participation	9.0%
Plan management type	5.2%
Participant age	3.8%
Duration in NDIS	3.4%
Level of NDIA support	2.3%
Remoteness	2.0%
General time trend	1.5%
Participant primary disability	1.4%
Participant lives with respondent	1.4%
Participant school attendance	1.0%

Participants aged 15 and over

Variable	Value
Carer relationship to participant	26.8%
Carer age trend between ages 45 and 70	25.1%
Carer health	14.5%
Duration in NDIS	10.0%
Participant employment status	6.1%
Carer age trend between ages 15 and 45	6.0%
Housing type	4.4%
Level of NDIA support	2.5%
Unemployment rate in LGA	1.5%
Utilisation of overall plan	1.1%
Number of daily living activities participant requires support	1.0%

Retaining a job
Positive drivers of retaining a job

Key drivers with a significant **positive** impact on families/carers retaining a job:

Families/carers of participants aged 0 to 14

⬆ Family/carer self-rated health is "Excellent" or "Very Good"[1]

⬆ Participant is involved in mainstream sport, clubs, get-together with friends, other group activities (whether with other children with disability or not)[2]

⬆ Participant is older

⬆ Increasing time trend (i.e. there is a general increase over time in families/carers retaining a job)

⬆ Primary disability type of participant is hearing impairment or other physical disabilities[3]

⬆ Participant is in pre-school[4]

Families/carers of participants aged 15 and over

⬆ Participant is employed[5]

⬆ Carer is older (aged between 15 to 45)

⬆ Requires high/very high or low level of NDIA support[6]

⬆ Participant has used a greater percentage of their plan

⬆ Participant requires assistance with more daily living activities.

1 Compared to "Good".
2 Compared to no activities after school.
3 Compared to autism.
4 Compared to primary/secondary school.
5 Compared to not employed but wanting a job.
6 Compared to medium level of NDIA support.

Retaining a job
Negative drivers of retaining a job

Drivers with a significant **negative** impact on families/carers retaining a job:

Families/carers of participants aged 0 to 14

⬇ Living in public housing, privately rented accommodation or other accommodation arrangements[1]

⬇ Respondent is the participant's father or not a parent of the participant[2]

⬇ Family/carer self-rated health is "Fair" or "Poor"[3]

⬇ Carer is older (till age 50)

⬇ Plan is managed by a plan manager, agency-managed or partly self-managed[4]

⬇ Have been in the Scheme for longer

⬇ Participant requires medium or high/very high level of NDIA support[5]

⬇ Living in regional areas with a population between 15,000 and 50,000 or a population less than 5,000[6]

⬇ Participant is not living with the respondent

Families/carers of participants aged 15 and over

⬇ Respondent is the participant's father, sibling, grandparent, spouse/partner, carer or other (not a family member of the participant)[2]

⬇ Carer is older (aged between 40 and 70)

Family/carer self-rated health is "Fair" or "Poor"[3]

⬇ Have been in the Scheme for longer

⬇ Participant is not employed and not wanting a job[7]

⬇ Living in public housing or privately rented accommodation[1]

⬇ Higher LGA unemployment rate

1 Compared to privately-owned accommodation.
2 Compared to mother.
3 Compared to "Good".
4 Compared to fully self-managed.
5 Compared to low level of NDIA support.
6 Compared to Major Cities.
7 Compared to not employed but wanting a job.

Likelihood of retaining a paid job

Retaining a job – Segment table

Participants aged 0 to 14

Based on model insights, below is an example of simplified segments for families/carers based on their likelihood of keeping a paid job:

- For those not living in privately owned accommodation, and who are not the mother of the participant, 86.5% were still in a job at the end of the reassessment period. This group represents 4.6% of the observations.

- In contrast, for those living in privately owned accommodation, where the participant takes part in group activities, sports, clubs or gets together with friends, 94.9% were still in a job at the end of the reassessment period. This group represents 19.5% of the observations.

Participant segment			% of data	Success rate
Not living in privately owned accommodation	Family/carer is not the mother of the participant		4.6%	86.5%
	Family/carer is the mother of the participant		20.0%	89.5%
Living in privately owned accommodation	The participant takes part in activities other than those below; or does not take part in activities	Family/carer is the mother of the participant	9.3%	89.1%
		Family/carer is not the mother of the participant	46.6%	92.8%
	The participant participates in group activities, sports, clubs or gets together with friends.		19.5%	94.9%
Total			**100.0%**	**91.9%**

Likelihood of retaining a paid job
Retaining a job – Segment table

Participants aged 15 and over

Based on model insights, below is an example of simplified segments for families/carers based on their likelihood of keeping a paid job:

- For those who are aged 58 or older and are a grandparent of the participant, or are not a family member, 80.7% were still in a job at the end of the reassessment period. This group represents 0.7% of the observations.

- In contrast, for those who are aged 57 or younger and are the father, sibling, spouse/partner or another family member of the participant (excluding grandparents), with excellent, very good or good health, 95.1% were still in a job at the end of the reassessment period. This group represents 55.9% of the observations.

Participant segment			% of data	Success rate
Respondent is aged 58 or older	Respondent is grandparent of the participant, or is not a family member of the participant (carer or other)		0.7%	80.7%
	Respondent is the father, sibling, spouse/partner or another family member of the participant (excluding grandparents)		20.5%	89.7%
Respondent is aged 57 or younger	Respondent is grandparent of the participant, or is not a family member of the participant (carer or other)		2.2%	84.3%
	Respondent is the father, sibling, spouse/partner or another family member of the participant (excluding grandparents)	Family/carer self-rated health is "Fair" or "Poor"	20.7%	92.2%
		Family/carer self-rated health is "Excellent", "Very Good" or "Good"	55.9%	95.1%
Total			**100.0%**	**93.1%**

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