Delivered by the
National Disability
Insurance Agency

Employment outcomes for families and carers of NDIS participants

As at 31 December 2022

SUMMARY

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Executive summary

These reports[1] provide an overview of recent employment experience for carers in Australia, and a detailed analysis of employment experience for families and carers of NDIS participants.

Employment experience of Australian carers

Results from the 2018 Australian Bureau of Statistics (ABS) Survey of Disability, Ageing and Carers (SDAC) show that 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. For example, in the age range 15 to 64, employment to population ratios were 77.4% for non-carers, compared to 55.8% for primary carers and 71.9% for non-primary carers. These findings reflect the difficulties faced by those with caring responsibilities, particularly primary carers, in gaining and maintaining employment.

Employment experience of families and carers of NDIS participants – data

Results are primarily derived using self-reported data from the NDIS Outcomes Framework. Some results from linking NDIS participant data with Centrelink data are used to analyse family/carer usage of Carer Payment and Carer Allowance.[2]

Employment experience of families and carers of NDIS participants – baseline (Scheme entry)

Overall, 49% of family/carers of participants aged 0 to 14 were working in a paid job when the participant entered the Scheme, compared to 53% where the participant was aged 15 to 24 and 40% where the participant was aged 25 or over. The COVID-19 pandemic had some impact on family/carer employment rates, particularly where the participant was aged 0 to 14.

Statistical modelling was used to identify drivers of having a paid job at baseline. Three separate models were fitted depending on participant age (0 to 14, 15 to 24, and 25 and over). Important drivers across all three models included:

- **Participant housing type:** family/carers of participants living in a private home owned by themselves or their family were more likely to have a paid job (compared to all other housing types including private rental, public housing and less secure alternatives)
- **Carer health:** family/carers with better self-rated health were more likely to have a paid job
- **Carer relationship to participant:** mothers of participants aged under 25 were less likely to have a paid job
- **Carer age:** for participants aged 0 to 14, the likelihood of having a paid job increases with carer age up to 40. However, for participants aged 25 and over, the likelihood decreases with carer age above 55.

1 The reports include a detailed version as well as this summary version containing key highlights.
2 Results for the 2021 SDAC are not expected to be available until mid-2024.

Executive summary

Type of employment, weekly hours worked and industry of employment (baseline)

Of family/carers in a paid job, where the participant was aged 0 to 14, 15 to 24, and 25 and over, respectively:

- The percentage working 30 hours or more per week was 45%, 55%, and 60%
- The percentage in permanent employment was 79%, 76%, and 78%.

Based on free text responses, the predominant industry of employment for family/carers was education.

Working as much as wanted, and barriers

Of those in a paid job, 56% said they were able to work as much as they want, and this did not vary greatly across the three participant age groups. The main barrier to not being able to work as much as wanted was the situation of their child/family member with disability.

Centrelink carer benefits

Overall, around 42% of family/carers of NDIS participants were receiving either Carer Payment or Carer Allowance at 31 December 2022. Around 28% received Carer Allowance only, 2% received Carer Payment only, and 12% received both.

Employment experience of families and carers of NDIS participants – longitudinal (by time in Scheme)

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. For example, for participants who have been in the Scheme for six years, the percentage of family/carers in a paid job increased by 8.6 percentage points over this time where the participant was aged 0 to 14, but did not increase at all where the participant was older.

Employment status transitions

Analysis of transition rates between employment states (permanent paid job, casual paid job, no paid job) shows:

- The rates of maintaining paid employment are higher for permanent than for casual positions
- Within each type of employment (casual/permanent), family/carers of participants aged 15 and over are more likely to maintain employment than family/carers of those aged 0 to 14
- Family/carers of participants aged 0 to 14 are more likely to move from not having a job to having one, compared to family/carers of those aged 15 and over.

Executive summary

Drivers of employment success

Longitudinal modelling was used to identify key drivers of employment success, including success in getting a job for those who don't have one, and success in keeping a job for those who do. Separate models were fitted for family/carers of participants aged 0 to 14 and for family/carers of participants aged 15 and over.

In the models for finding a job:

- Housing type was an important factor in both models. In general, more secure housing arrangements are positively associated with finding a job
- Family/carer study status was also important in both models. Family/carers who are studying at one reassessment are more likely to have a job at the next reassessment.
- Family/carer health was one of the most important drivers where the participant is aged 0 to 14: better health is positively associated with finding a job
- Family/carer age was the most important driver where the participant is aged 15 and over, with the likelihood of finding a job decreasing with increasing family/carer age.

In both models for keeping a job, important drivers included:

- **Carer relationship to participant:** fathers were more likely to maintain employment than mothers
- **Family/carer health:** those with better self-rated health were more likely to keep a job
- **Carer age:** the likelihood of maintaining employment tends to decrease with increasing age.

Outline

1. 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.

2. 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.

3. 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.

4. Centrelink carer benefits

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

5. 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.

1. Definitions

Key terms

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

2. Background

Employment experience of Australian 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%

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). Ages 15 to 64.

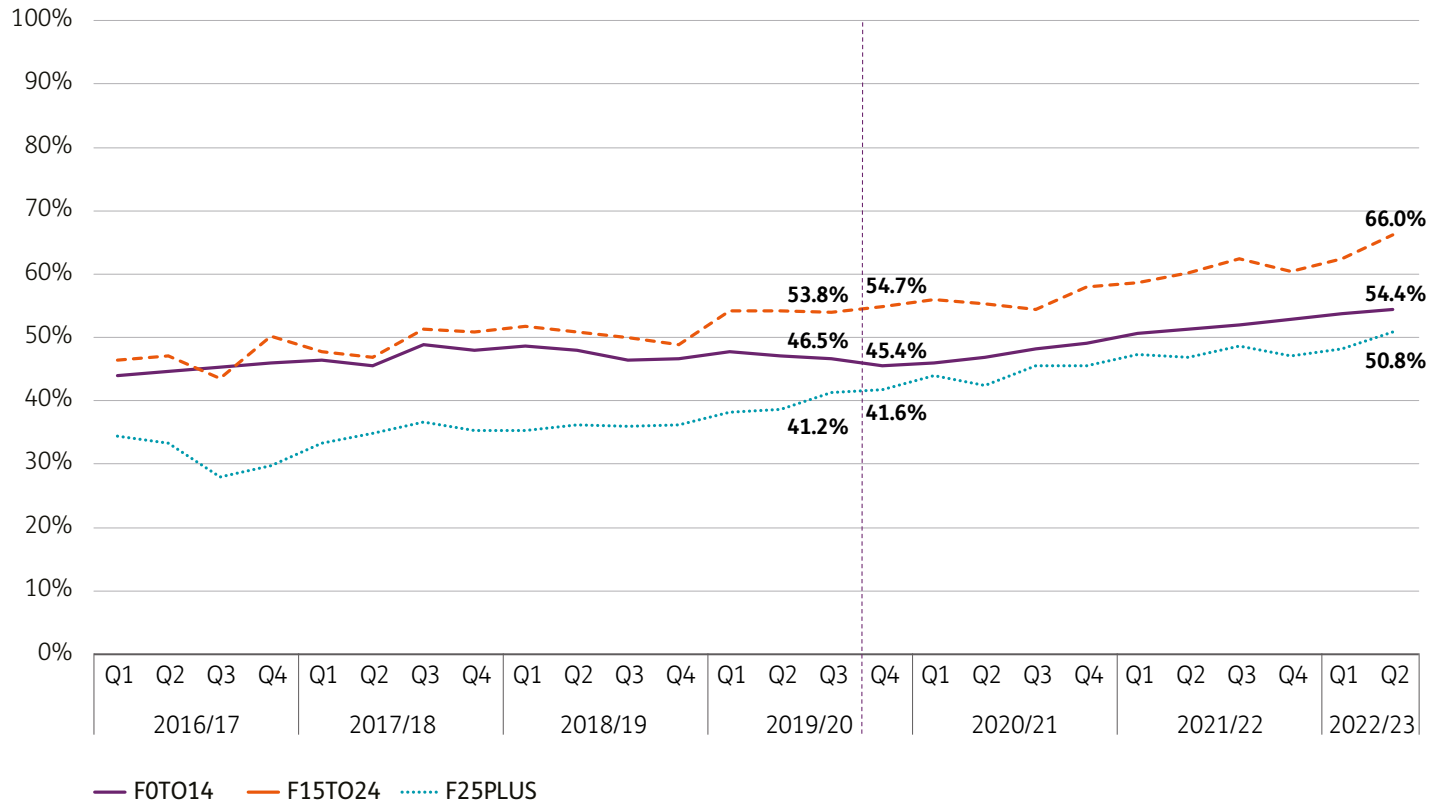
3. Employment experience for families and carers of NDIS participants – baseline

Summary by entry quarter and participant age cohort: Working in a paid job

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.



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

3. Employment experience for families and carers of NDIS participants – baseline

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		

3. Employment experience for families and carers of NDIS participants – baseline

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%**	**55%**	**60%**
	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.	**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.	
Of those in a paid job, % employed on a permanent basis	**79%**	**76%**	**78%**
	Carer age: permanent employment increases from 65% for age under 25 to 81% for 40–44, then to 84% for age 60+.	**Carer age:** permanent employment increases from 62% for age 25 to 29 to 78% for 60–64, then to 71% for age 65+.	
	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

3. Employment experience for families and carers of NDIS participants – baseline

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%).	

3. Employment experience for families and carers of NDIS participants – 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.

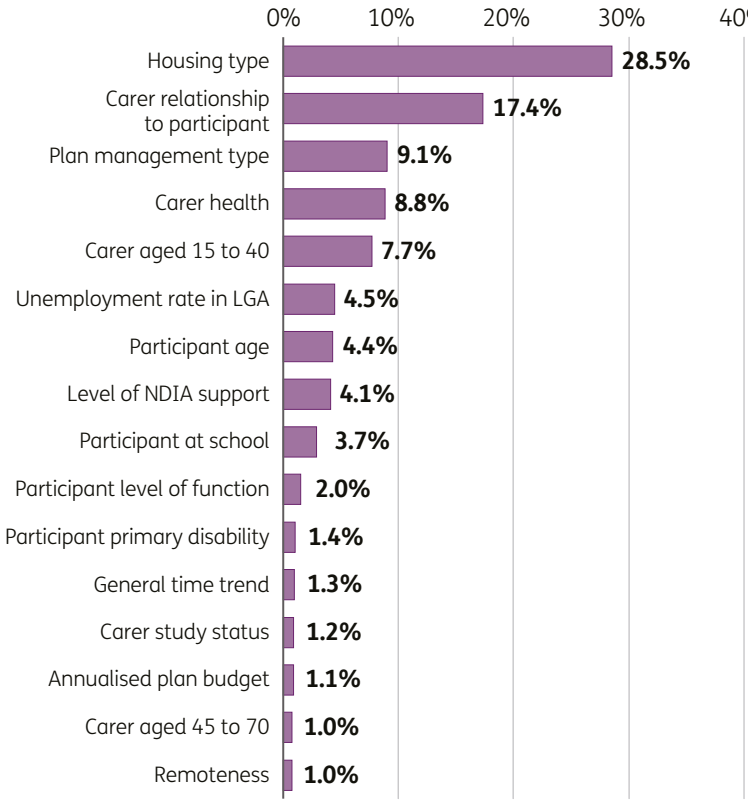
In the next few slides, we present the top five most important and statistically significant drivers in each of the baseline models. For example, for families/carers of participants aged 0 to 14, housing type is the most important predictor, with a relative importance of 28.5%. Informally, this means 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]

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**.

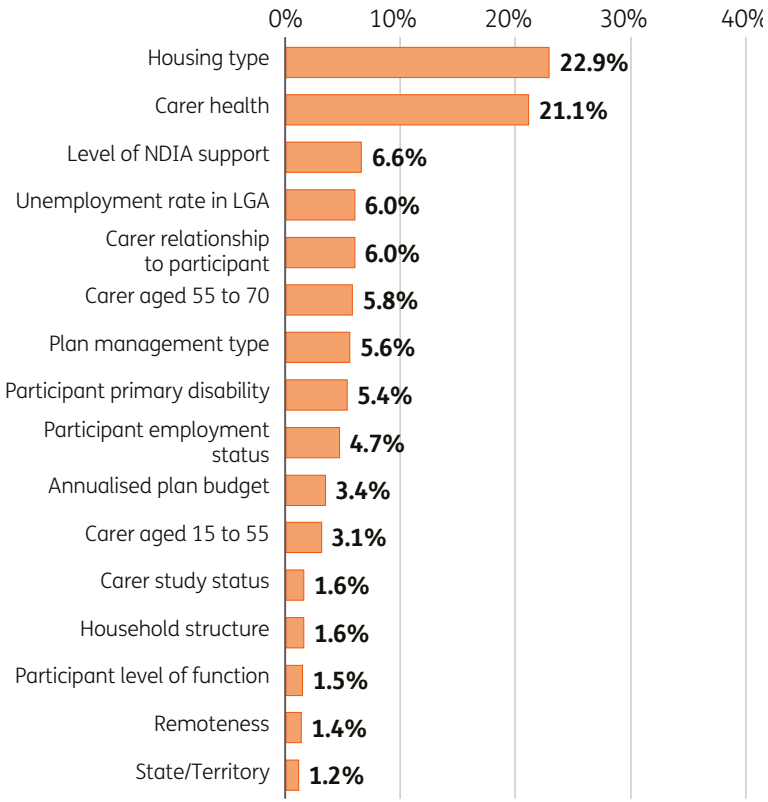
3. Employment experience for families and carers of NDIS participants – baseline

Variable importance[1] for being in a paid job

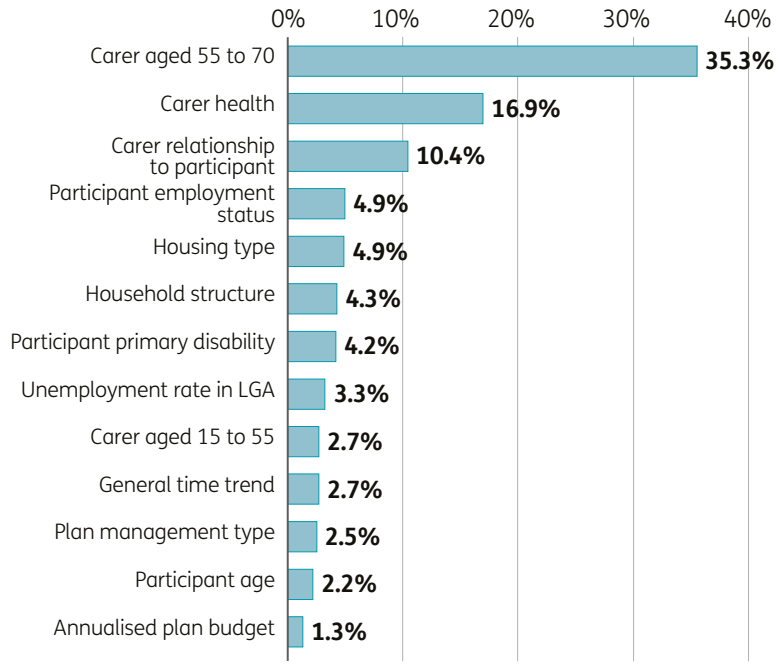
Participants aged 0 to 14



Participants aged 15 to 24



Participants aged 25 and over



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.

3. Employment experience for families and carers of NDIS participants – baseline

Variable importance[1] for being in a paid job

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.

3. Employment experience for families and carers of NDIS participants – 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]

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[4]
- Requires low level of NDIA support[5]
- Self-rated health is "Excellent"[6]

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

- Requires high/very high level of NDIA support[4]
- 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 Agency-managed.
3 Compared to "Good".
4 Family/carers of participants in all other housing types are significantly less likely to be in a paid job.
5 Compared to medium level of NDIA support.
6 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.

3. Employment experience for families and carers of NDIS participants – 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]

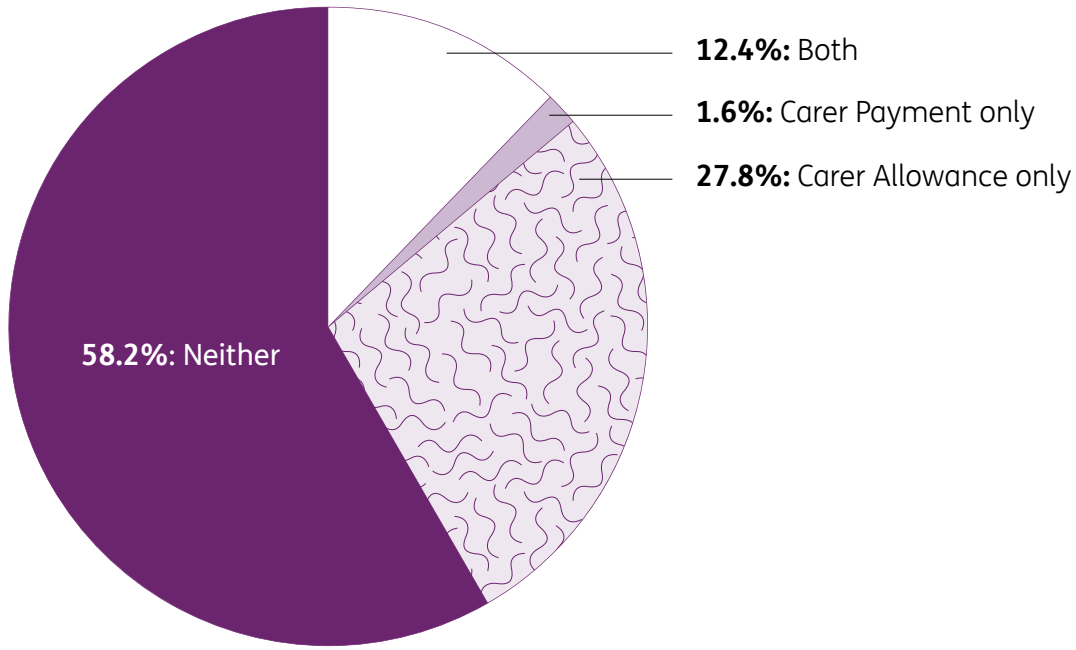
1 Family/carers with all lower health ratings ("Very good" to "Poor") are significantly less likely to be in a paid job than those with "Excellent" health.
2 Compared to respondent being the mother of the participant.
3 Compared to not in a paid job and does not want one.
4 Family/carers of participants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

4. Centrelink carer benefits

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



4. Centrelink carer benefits

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.

5. Employment experience for families and carers of NDIS participants – trend

Longitudinal results summary

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%

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).

5. Employment experience for families and carers of NDIS participants – trend

Employment status transition rates (one-year transitions)

Analysis of transition rates between employment states shows:

- The rates of maintaining paid employment are higher for permanent than for casual positions
- Within each type of employment (casual/permanent), family/carers of participants aged 15 and over are more likely to maintain employment than family/carers of those aged 0 to 14
- Family/carers of participants aged 0 to 14 are more likely to move from not having a job to having one, compared to family/carers of those aged 15 and over.

Family/carers of participants aged 0 to 14[1]

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[1]

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%

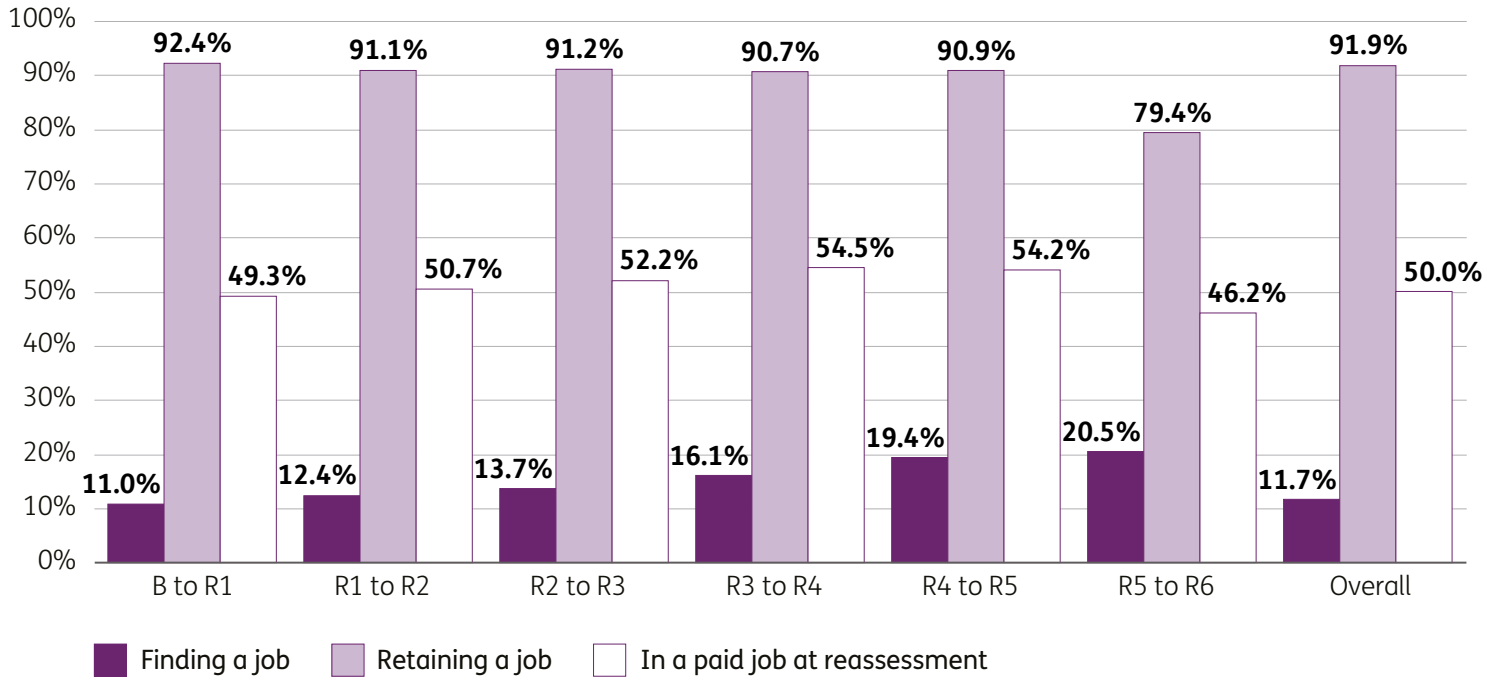
1 Each row represents a different starting employment status, and the columns show the employment status one year later. The numbers shown in row and column headings represent numbers of transitions. For example, for family/carers of participants aged 0 to 14, there were 70,187 transitions from paid permanent employment, and 22,453 transitions to paid casual employment. Of the 70,187 in permanent employment, 3.4% transitioned to casual employment.

5. Employment experience for families and carers of NDIS participants – trend

Employment success (one-year transitions)

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.

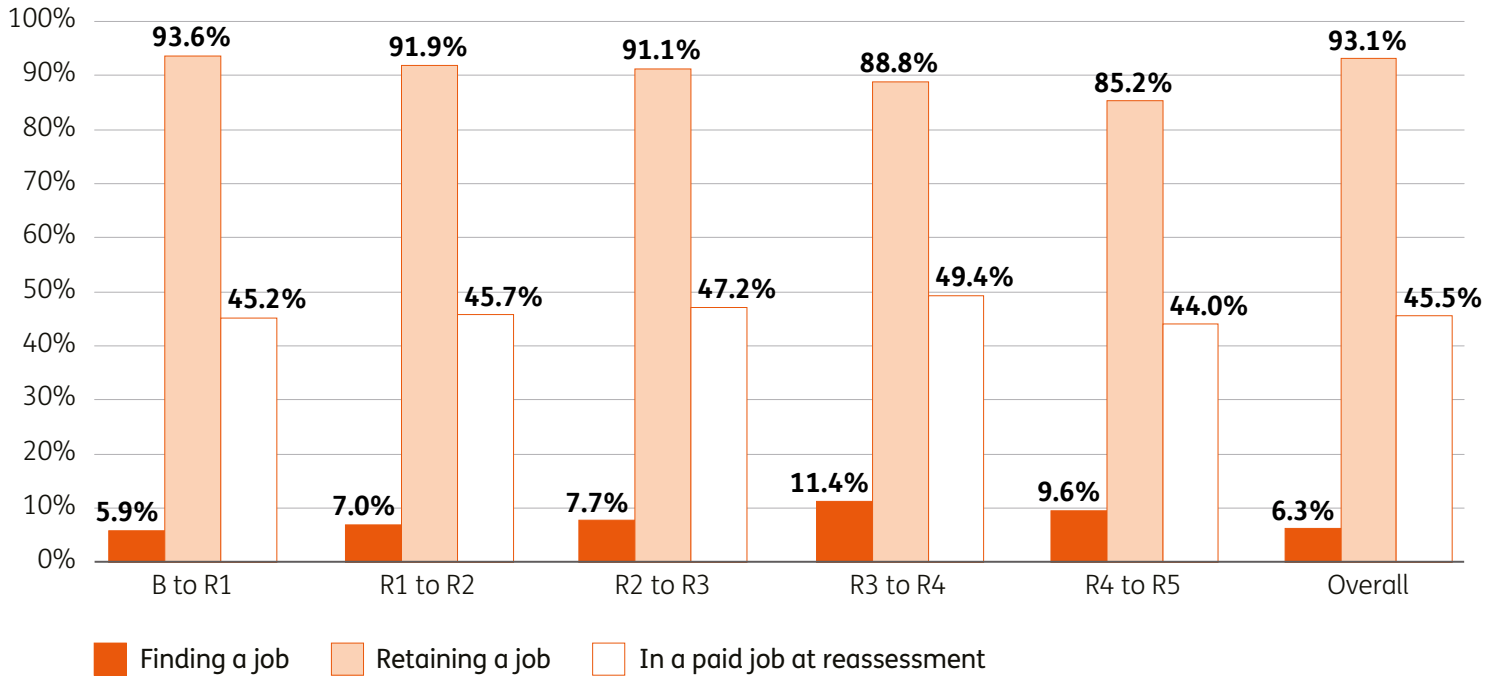


5. Employment experience for families and carers of NDIS participants – trend

Employment success (one-year transitions)

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.



1 Numbers are too small to show R5 to R6 results.

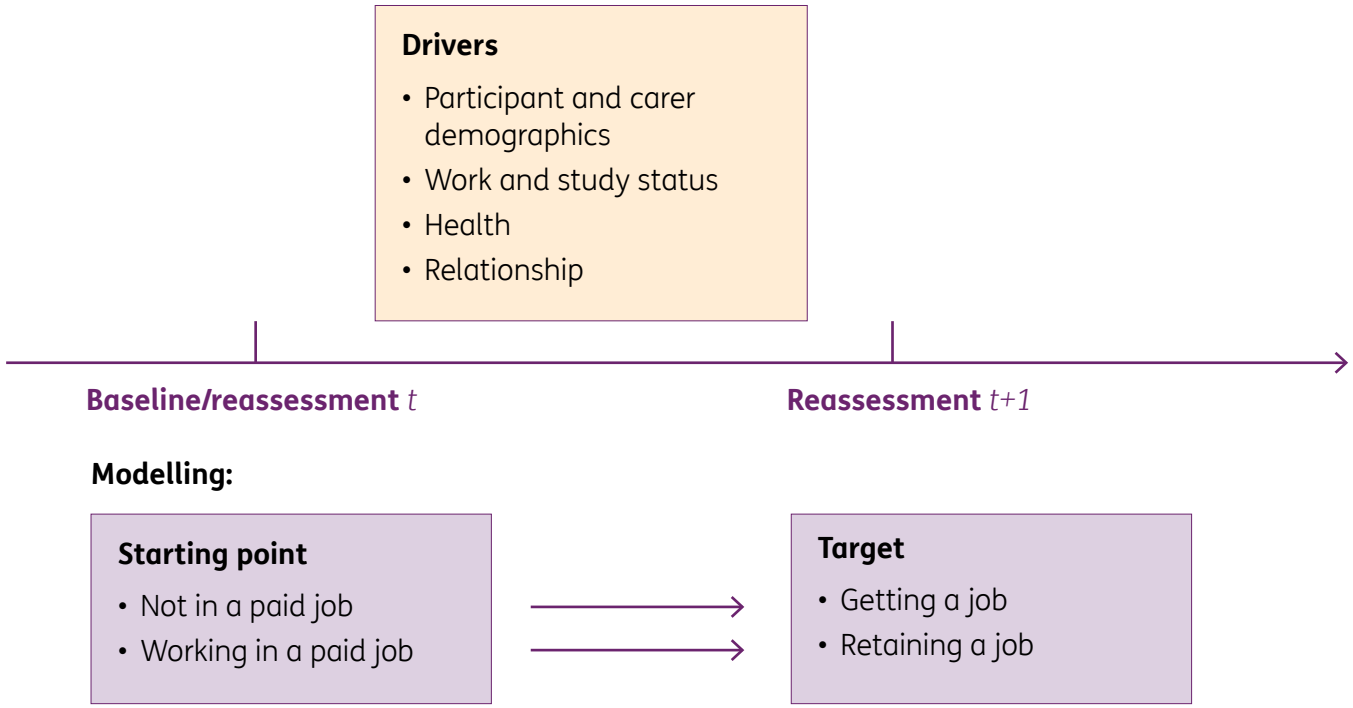
5. Employment experience for families and carers of NDIS participants – trend

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).



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

5. Employment experience for families and carers of NDIS participants – trend

Top drivers of finding a job

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

5. Employment experience for families and carers of NDIS participants – trend

Top drivers of keeping a job

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

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