



Delivered by the
National Disability
Insurance Agency

Employment outcomes for NDIS participants

As at 31 December 2022

SUMMARY



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These reports¹ provide an overview of recent trends in employment experience for people with and without disability in Australia and other OECD countries, and a detailed analysis of employment experience for NDIS participants.

Employment experience of Australians with disability

Results from the Australian Bureau of Statistics (ABS) Survey of Disability, Ageing and Carers (SDAC) conducted in 2009, 2012, 2015 and 2018² show no material progress over this timeframe towards improving the employment experience of people with disability in Australia, either in absolute terms or relative to Australians without disability. For example, the employment to population ratio has declined by 2.2 percentage points from 50.0% to 47.8% for Australians with disability, while rising by 1.7 percentage points from 78.6% to 80.3% for Australians without disability. Hence the employment gap has increased from 28.6 percentage points to 32.4 percentage points.

Employment experience of OECD countries

A 2022 OECD report comparing 32 OECD countries found that in the 15 years to 2019 there has been very little change in employment to population ratios for people with disability, and the employment gap, both on average (employment gap of 27 percentage points for 2012-15, unchanged for 2016-19) and for most countries (including Australia).

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.

NDIS participant experience – data

Results are primarily derived using self-reported data from the NDIS Outcomes Framework, Domain 7 – Work. Participants aged 15 and over are included in the analysis. Some results from linking NDIS participant data with Centrelink data are used to analyse NDIS participant usage of the Disability Support Pension (DSP).

NDIS participant experience – baseline (Scheme entry)

Overall, 20% of participants aged 15 and over who entered the Scheme between 1 July 2016 and 31 December 2022 were working in a paid job at baseline. The COVID-19 pandemic has had an impact on employment outcomes, with the percentages in paid employment at baseline dropping after the start of the pandemic (more so for younger participants) but subsequently increasing. Baseline employment to population ratios are around 43 percentage points lower than for the Australian population (of the same age range) for participants aged 15 to 24, and around 57 percentage points lower for participants aged 25 to 64.

Statistical modelling was used to identify drivers of (1) being interested in a paid job; and (2) having a paid job, given interested, at baseline. Important drivers of interest include level of function, age, educational attainment, and the number of daily activities for which a participant needs support. Important drivers of having a paid job, for those interested, include primary disability, level of function, and the number of daily activities for which a participant needs support. In general, amongst those interested, participants with psychosocial disability were less likely to have a paid job at baseline, whereas those with higher level of function, and those requiring support in fewer daily activities, were more likely to have one. Living in secure housing and being in good health were also important factors for participants aged 25 and over.

NDIS participant experience – longitudinal (by time in Scheme)

The longitudinal employment experience of participants is different for the younger and older age cohorts. The percentage of participants in a paid job increases between baseline and latest reassessment for participants aged 15 to 24 and decreases for those aged 25 and over.

Comparing NDIS participants aged 15-24 to the Longitudinal Study of Australian Youth (LSAY) cohorts reveals that participants experience:

- Lower percentage in a paid job (about 40 percentage points) for participants aged 16
- Smaller increases in employment rates for the 16 to 18 age range
- Between ages 19 and 24, rates of increase that are similar to the general population.

Comparing NDIS participants aged 25 and over to the Household Income and Labour Dynamics in Australia (HILDA) survey reveals that participants experience:

- Lower percentage in a paid job (around 50 percentage points) for participants aged 25
- Less favourable four-year changes in employment rates, particularly at younger ages.

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

Overall, of participants aged 15 and over who had a paid job at baseline:

- 54% were in open employment with full award wages, and 28% were working in an Australian Disability Enterprise (ADE)
- 37% were working 30 or more hours per week
- The top three industries (based on frequency in free text responses) were “packaging/packing”, “retail”, and “hospitality”.

NDIS participants and the DSP

Overall, 66.7% of participants with an active plan as at December 2022 were receiving the DSP.

Work goals in plans

Overall, 37.4% of participants aged 15 and over had a work-related goal in their plan at 31 December 2022, 51.9% for participants aged 15 to 24 and 32.2% for participants aged 25 or over.

Employment status transitions

Analysis of transition rates between employment states shows:

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

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.

The modelling identified some areas where the NDIS could support participants to achieve employment success. The most important drivers of employment success where the NDIS can make a positive impact are:

- For participants aged 15 to 24 who would like a job, participants actively looking for a job, receiving assistance to find a job, and educational attainment.
- For participants aged 25 and over who would like a job, participants actively looking for a job, achieving independence in daily living activities, and having employment-related goals.
- For participants aged 15 and over who are working in mainstream employment, support with daily activities, educational attainment, and support to do their job.

These findings are consistent with qualitative research conducted by the NDIA Research and Evaluation Branch (Exploring participant experiences: [Achieving a sense of purpose | NDIS](https://www.ndis.gov.au/about-us/research-and-evaluation/market-stewardship-and-employment/employment-research/exploring-participant-experiences-achieving-sense-purpose))¹

Perceptions of whether the NDIS has helped

In the work domain, participants are asked the question “Has your involvement with the NDIS helped you find a job that’s right for you?”. Responses to this question vary considerably by whether a participant has a paid job. For those who do have a paid job, 43.1% responded positively.

¹ <https://www.ndis.gov.au/about-us/research-and-evaluation/market-stewardship-and-employment/employment-research/exploring-participant-experiences-achieving-sense-purpose>.

1. Definitions

Explains key terms used throughout the report, such as labour force measures, baseline and longitudinal experience, NDIS employment funding, and other government employment services and benefits.

2. Background

Looks at the employment experience of people with and without disability in Australia and selected OECD countries.

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

Summarises aggregate baseline and longitudinal employment experience of NDIS participants, including a comparison to the Australian general population employment experience.

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

Summarises the employment experience of NDIS participants by age and disability, and highlights the most important drivers found from multiple regression modelling.

5. Type of employment, weekly hours worked and industry of employment – baseline

Summarises types of employment for NDIS participants who have a paid job at baseline, as well as hours worked per week and industry of employment.

6. NDIS participants and the DSP

Summarises the percentage of NDIS participants receiving DSP, based on linkage with Centrelink data, overall and by job type. The analyses are based on all active plans as at 31 December 2022.

7. Work goals in plans – baseline

Provides a snapshot of the prevalence of work goals in participant plans as at 31 December 2022, overall and by job type.

8. Employment status transitions

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

9. Drivers of employment success

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

10. Has the NDIS helped?

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

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.

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.

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

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

Disability Support Pension (DSP): Disability Support Pension is an income support payment for people who are unable to work more than 15 hours a week due to permanent physical, intellectual or psychiatric impairment.¹ In addition to medical evidence, income test and asset tests also apply. Ongoing eligibility requires reviews of medical evidence and number of hours worked.

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

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

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

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

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

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

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

¹ Likely to last for more than 2 years.

1. Definitions

Key terms

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

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

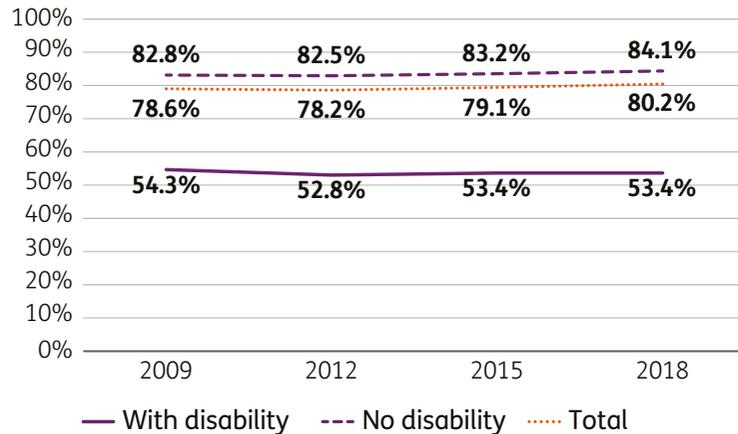
- working in a paid job
- not working in a paid job, but indicate that they would like one.

2. Background

Employment experience: Australians with disability, aged 15 to 64



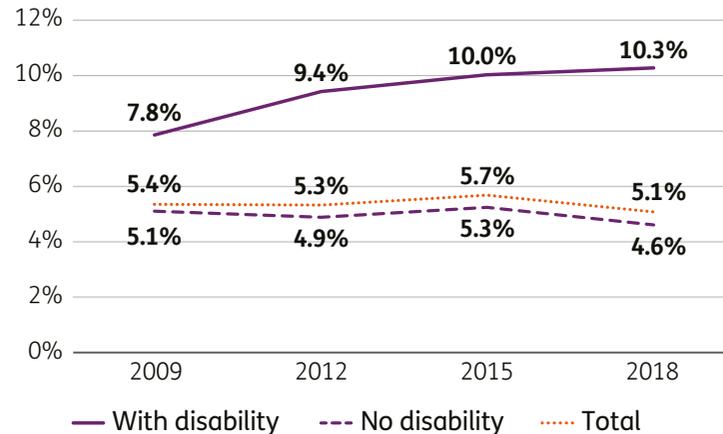
Labour force participation



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

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

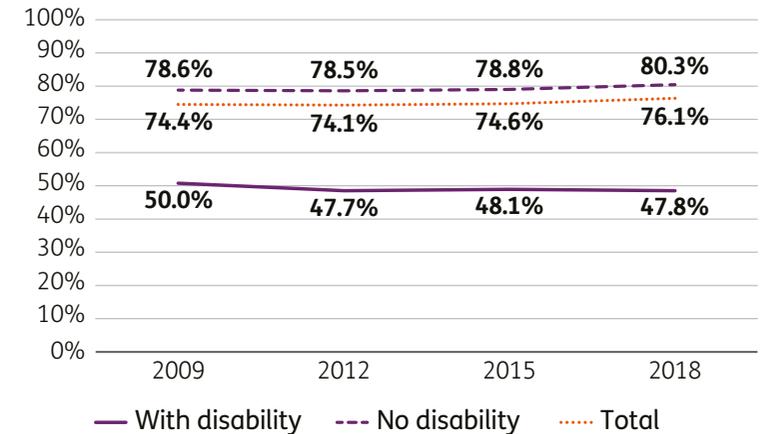
Unemployment rate



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

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

Employment to population ratio



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

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

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

2. Background

Comparison of NDIS and selected OECD countries¹ Employment to population ratios, ages 15 to 64



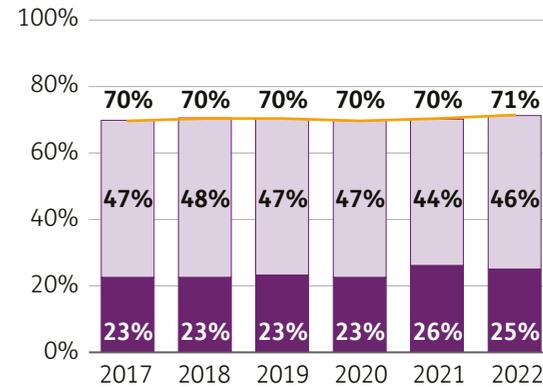
Employment to population ratios for people with disability in:

- **New Zealand** were slightly higher in 2021 and 2022 compared to earlier years
- **United Kingdom** improved slightly in 2018 but have been largely unchanged since then
- **Spain** have been largely unchanged
- **Australia (NDIS participants)** declined slightly in 2020 and 2021.

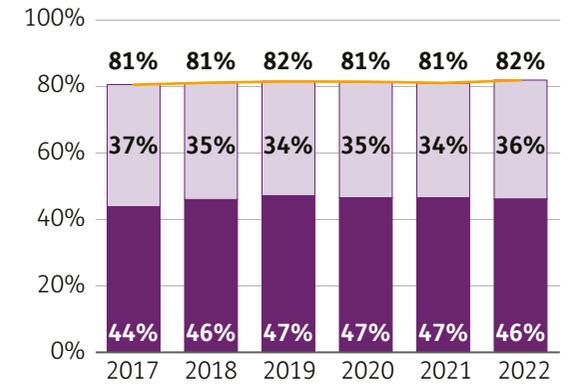
Employment gaps in:

- **New Zealand** narrowed in 2021 but widened in 2022
- **United Kingdom** narrowed slightly in 2018 and 2019 but widened in 2022
- **Spain** widened in 2018 and 2019 then narrowed slightly
- **Australia** widened in 2021 and 2022.

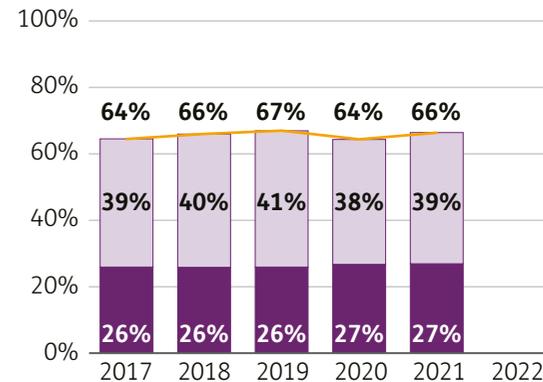
New Zealand



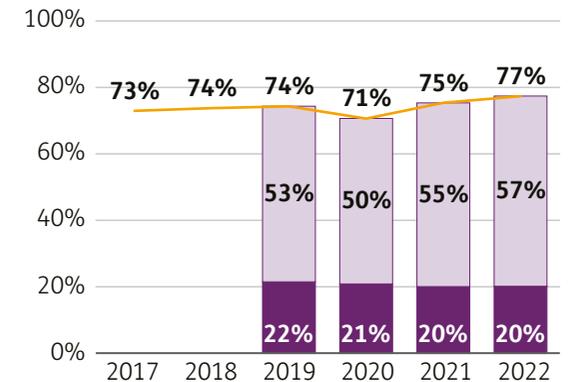
United Kingdom



Spain²



Australia/NDIS participants³



¹ Results may not be fully comparable across countries, due, for example, to differences in the definitions of disability and employment.

² 2022 data not available for Spain.

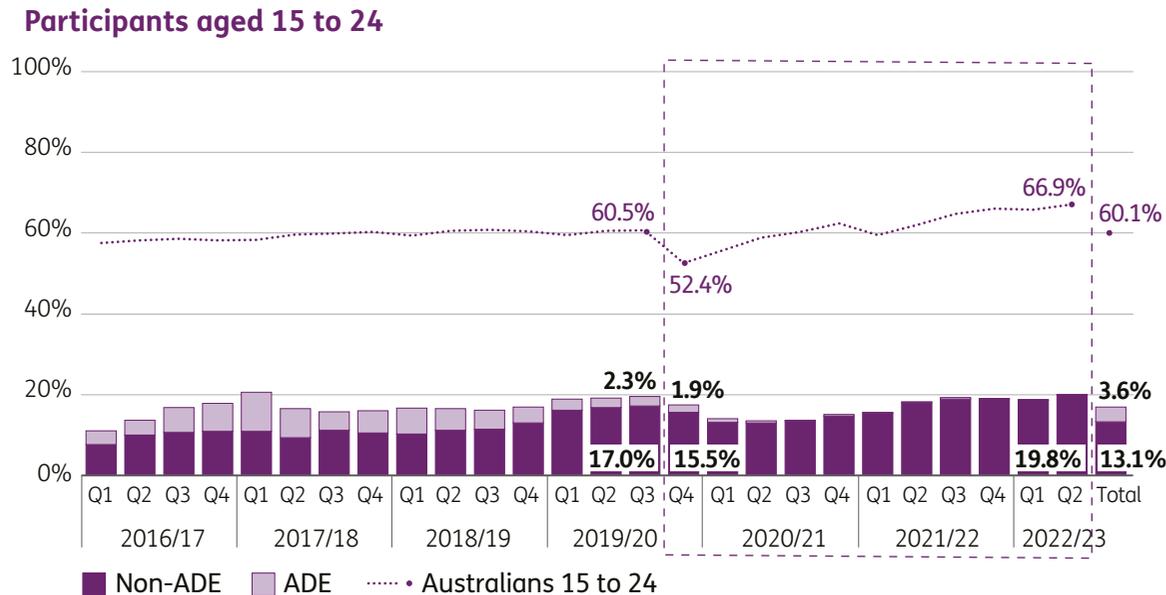
³ Australian population data includes people with disability.

■ With disability ■ Employment gap — No disability

3. Employment experience of NDIS participants and comparison to the Australian population – baseline

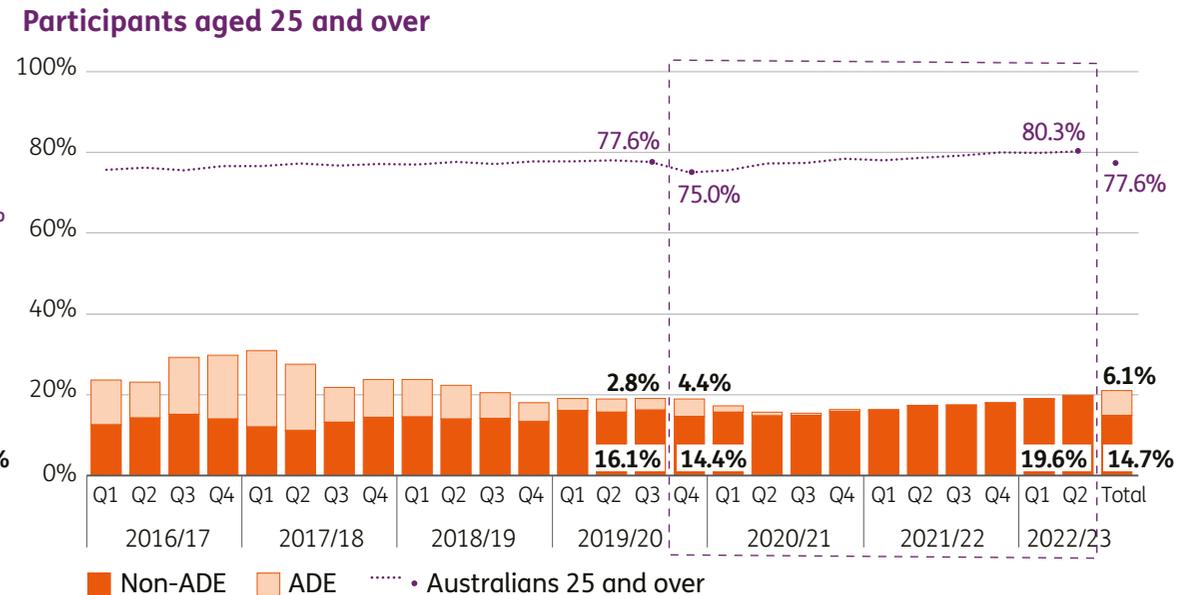


Employment to population ratio (% in a paid job) by (entry) quarter¹



For Australians aged 15 to 24, there has been a slight increasing trend between late 2016 and early 2020. During the COVID period, there was an initial drop of 8.1 percentage points, from 60.5% to 52.4%, followed by a gradual recovery to 66.9% in Q2 2022–23.

On average, the ratio for participants is around 43 percentage points lower than for Australians aged 15 to 24.



For Australians aged 25 to 64, there has been a slight increasing trend between late 2016 and early 2020. During the COVID period, there was an initial drop of 2.6 percentage points, from 77.6% to 75.0%, followed by a gradual recovery to 80.3% in Q2 2022–23.

On average, the ratio for participants is around 57 percentage points lower than for Australians aged 25 to 64.

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

3. Employment experience of NDIS participants and comparison to the Australian population – longitudinal



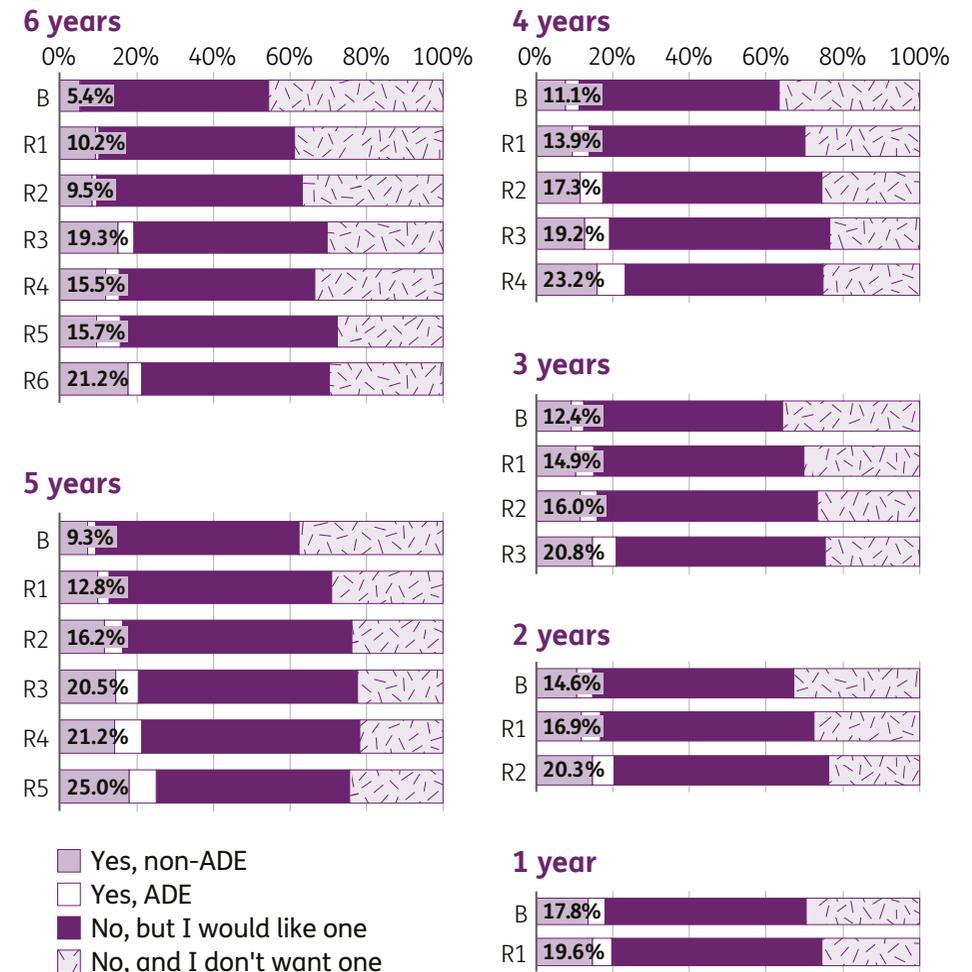
Are you currently working in a paid job?: Participants aged 15 to 24

“Are you currently working in a paid job?” responses at baseline (B) and reassessments (R1 to R6) by duration in Scheme cohort.

The overall trend is similar for participants who have been in the Scheme for one to six years:

- The percentage with a paid job has increased each year¹, for both non-ADE and ADE employment
- The percentage not interested in paid work shows a corresponding reduction each year
- The percentage who don't have a paid job but would like one has generally increased slightly or remained relatively stable.

For example, for participants in the Scheme for four years, the percentage with a paid job increased by 12.0 percentage points (8.1 for non-ADE and 3.9 for ADE), from 11.1% at baseline to 23.2% at fourth reassessment. There was a corresponding reduction of 11.6 percentage points in the percentage not interested in paid work, from 36.7% to 25.1%. The percentage who don't have a paid job but would like one was similar at baseline and fourth review, around 52%.



¹ Apart from some volatility due to smaller numbers for the cohort who have been in the Scheme for six years.

3. Employment experience of NDIS participants and comparison to the Australian population – longitudinal



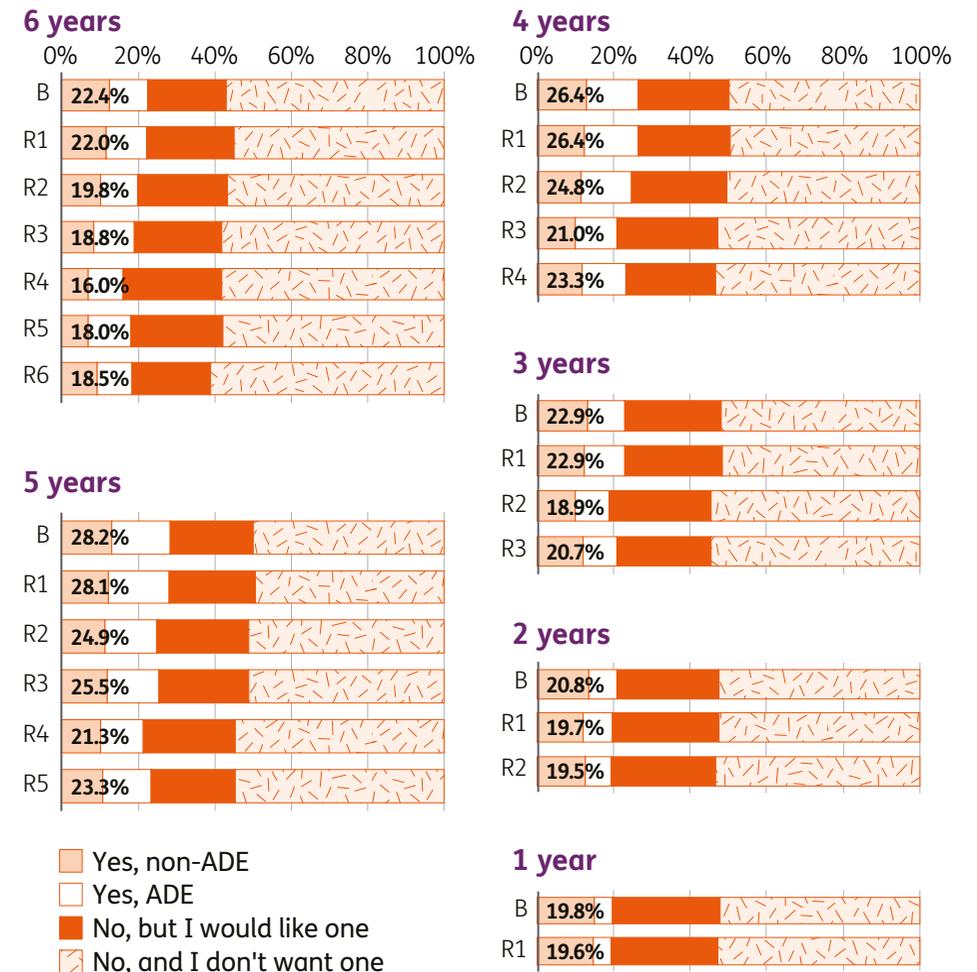
Are you currently working in a paid job?: Participants aged 25 and over

“Are you currently working in a paid job?” responses at baseline (B) and reassessments (R1 to R6) by duration in Scheme cohort.

The overall trend is similar for participants who have been in the Scheme for one to six years:

- The percentage with a paid job has generally declined over time in the Scheme, and is lower at latest reassessment than at baseline, for both non-ADE and ADE employment
- The percentage not interested in paid work has generally increased over time in the Scheme
- The percentage who don't have a paid job but would like one has remained relatively stable.

For example, for participants in the Scheme for four years, the percentage with a paid job decreased by 3.1 percentage points (1.1 for non-ADE and 2.0 for ADE), from 26.4% at baseline to 23.3% at fourth reassessment. There was a corresponding increase of 3.4 percentage points in the percentage not interested in paid work, from 49.8% to 53.2%. The percentage who don't have a paid job but would like one was similar at baseline and fourth review, around 24%.



1 Apart from some volatility due to smaller numbers for the cohort who have been in the Scheme for six years.

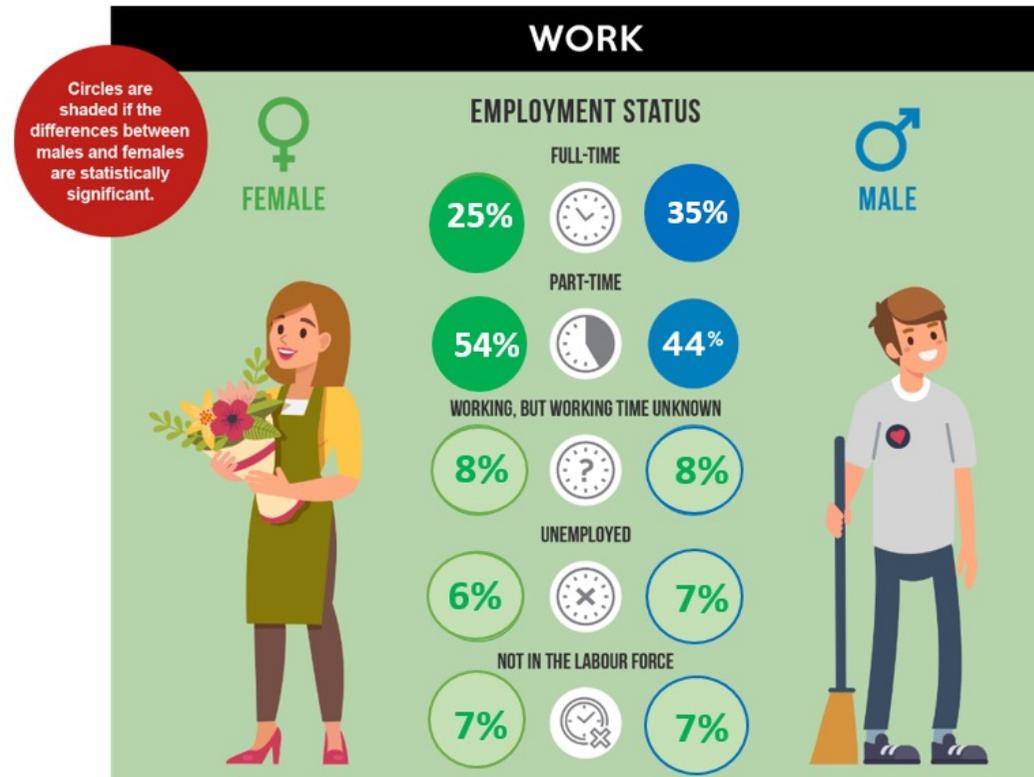
3. Employment experience of NDIS participants and comparison to the Australian population

Longitudinal benchmarks: Participants aged 15 to 24

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

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

Employment status of LSAY Y15 cohort in 2021 (age 21)²



¹ www.lsay.edu.au

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

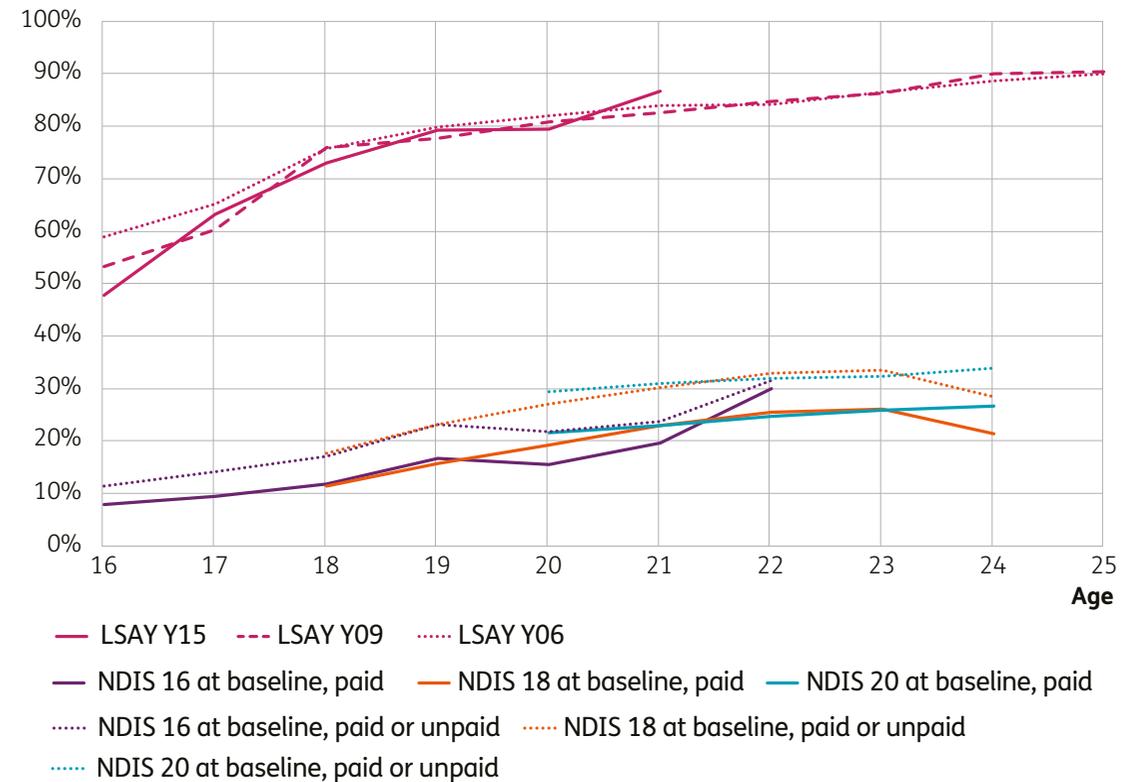
3. Employment experience of NDIS participants and comparison to the Australian population



Longitudinal benchmarks: Participants aged 15 to 24

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

The percentage employed for LSAY respondents initially increases at a faster rate than for NDIS participants (between about ages 16 and 18), resulting in a widening gap. After that, the slopes of the trend lines appear roughly similar for LSAY respondents and NDIS participants, although there is some volatility in the results for NDIS participants.



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



Longitudinal benchmarks: Participants aged 25 and over

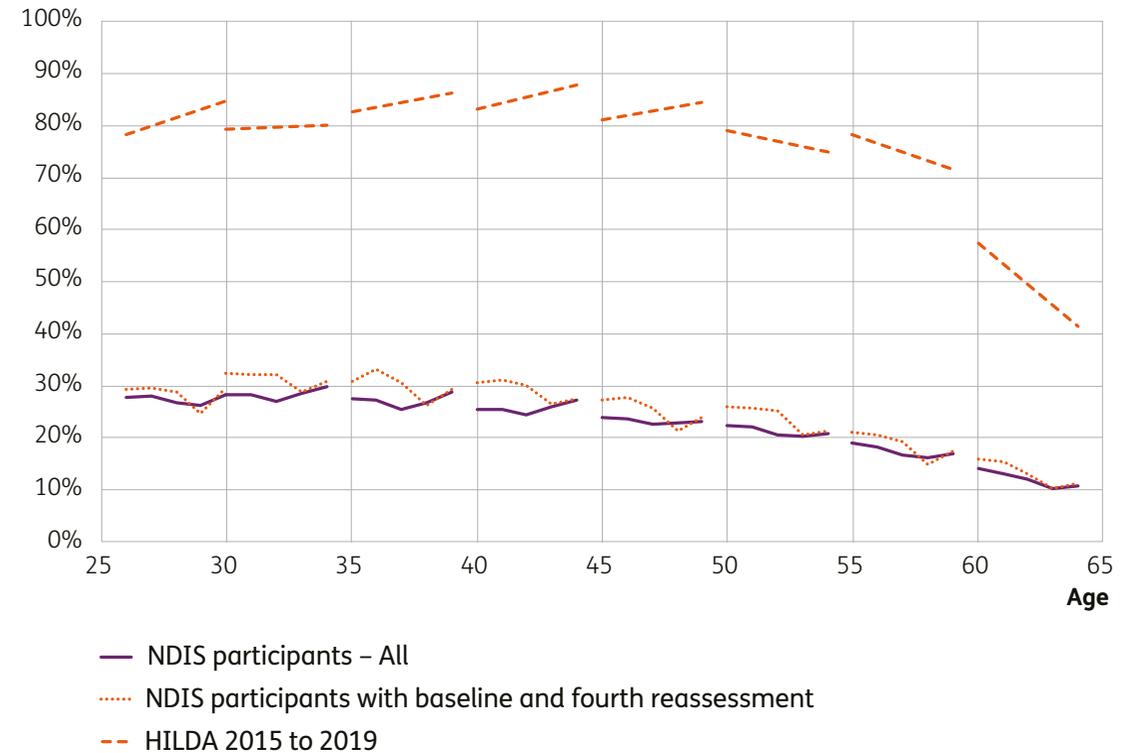
Longitudinal employment outcomes for NDIS participants aged 25 and over have been compared with results from the Household Income and Labour Dynamics in Australia (HILDA) survey. HILDA is a nationally representative longitudinal study of Australian households which commenced in 2001.¹

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

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

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

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

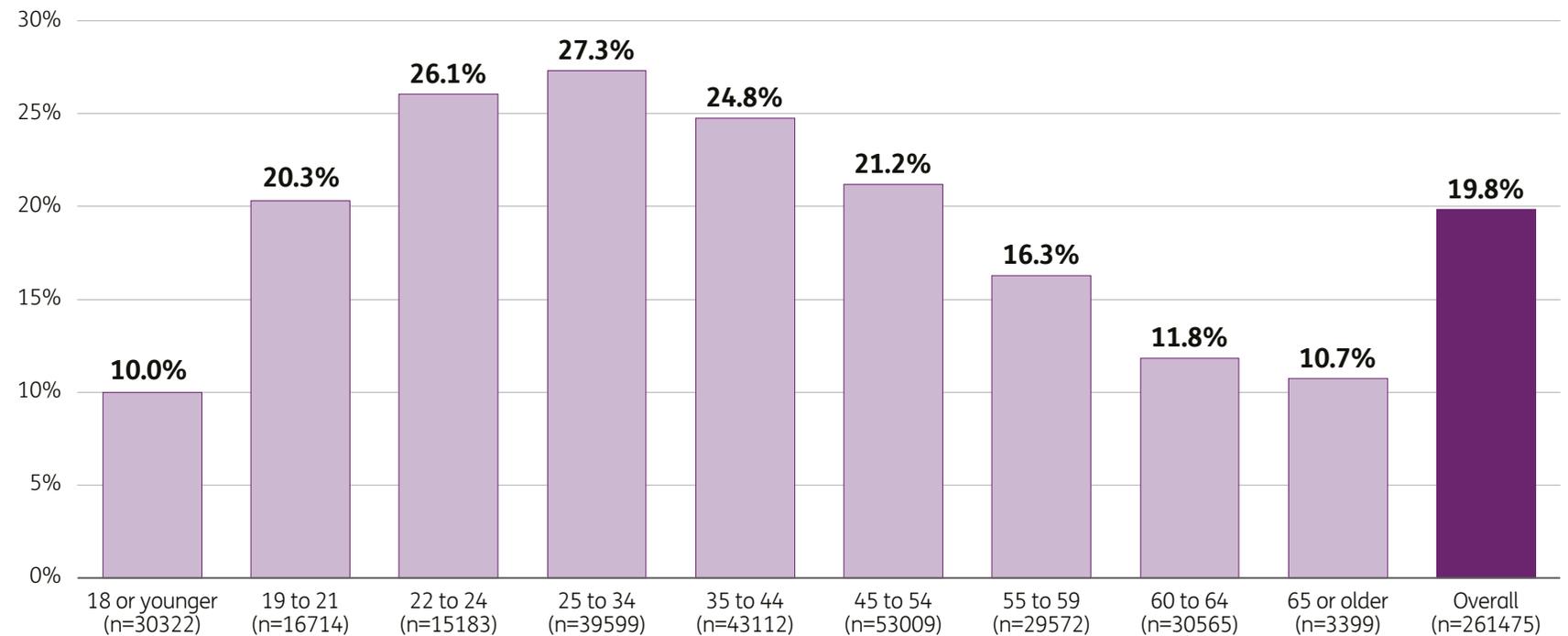


¹ <https://melbourneinstitute.unimelb.edu.au/hilda>

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

Percentage in a paid job at baseline, by age

The percentage in a paid job rises from 10.0% for those aged 15 to 18 to 27.3% for those aged 25 to 34, before declining to 21.2% for those aged 45 to 54. This percentage declines more rapidly as participants approach retirement until a low of 10.7% is reached for those aged 65 or older.



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

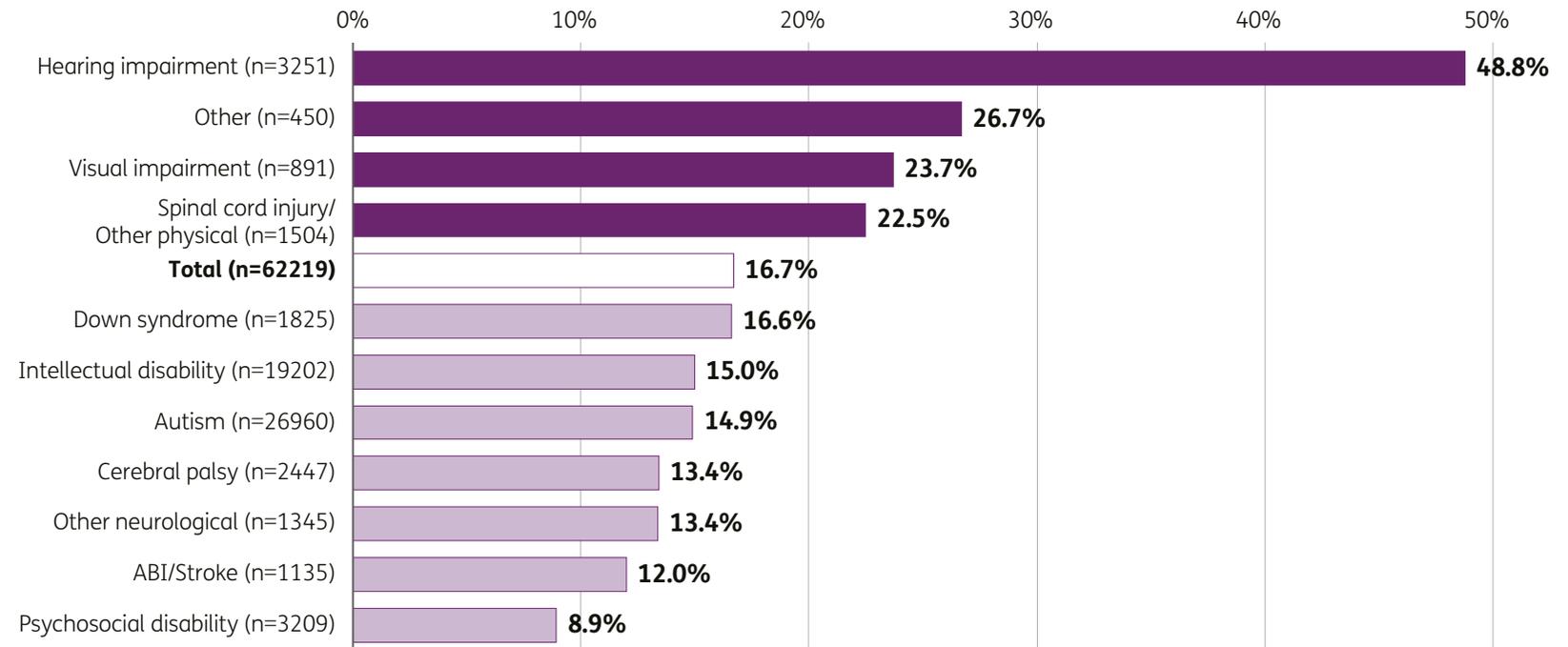


Percentage in a paid job at baseline, by disability

Participants aged 15 to 24

Participants aged 15 to 24 with a hearing impairment have employment rates 2.9 times the overall average (49% compared to 17%).

Participants aged 15 to 24 with psychosocial disabilities, neurological disabilities or autism have the poorest baseline employment levels (9%–17%).



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

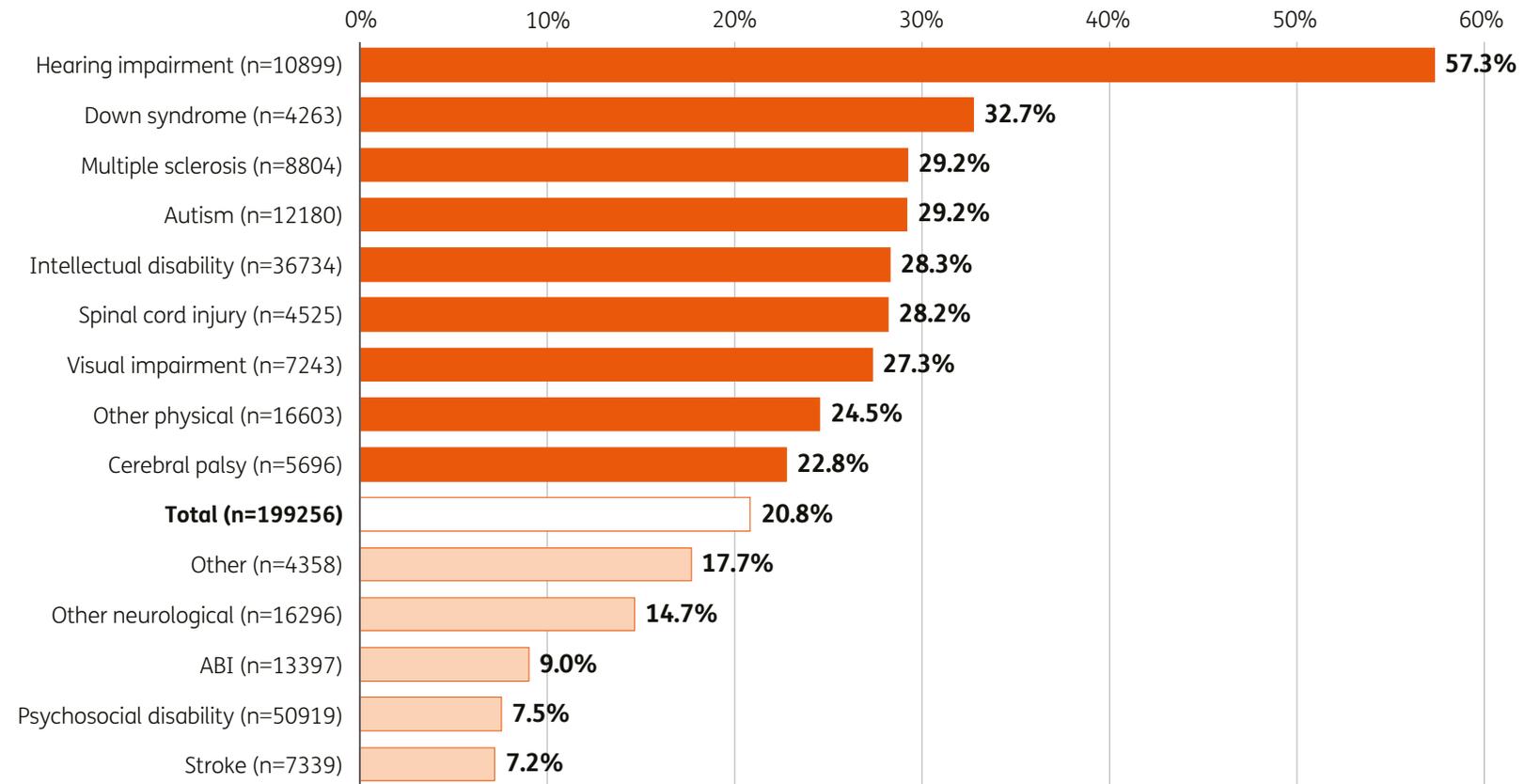


Percentage in a paid job at baseline, by disability

Participants aged 25 and over

Participants aged 25 and over with a hearing impairment have employment rates 2.7 times the overall average.

Participants aged 25 and over with psychosocial disabilities or some neurological disabilities (ABI, Stroke, other neurological) have poorer baseline employment levels (7%–15%).



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



Modelling of baseline employment outcomes

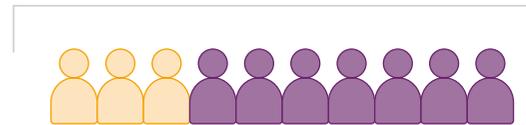
Whether participants were ‘currently working in a paid job’ is the outcome of most interest.

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

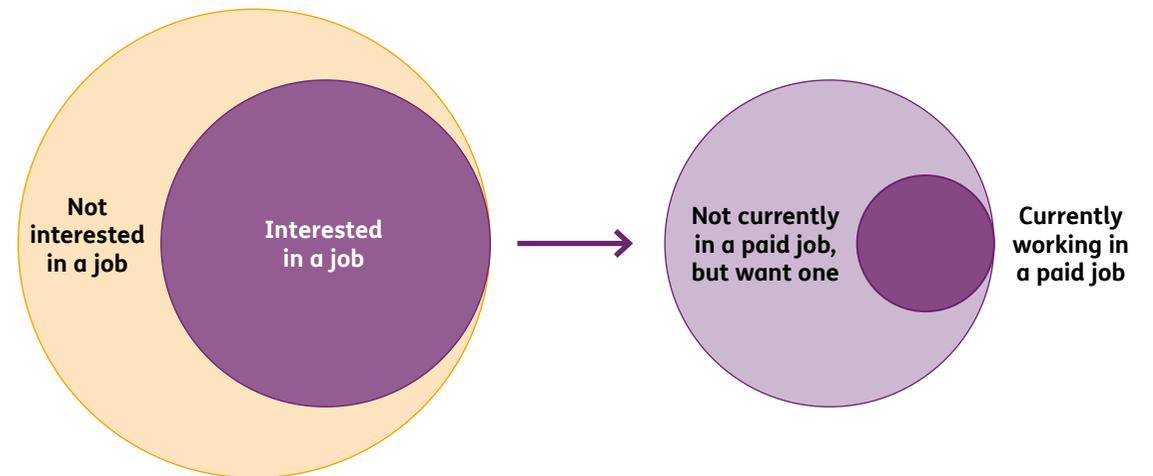
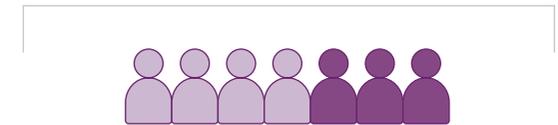
In this report, the term ‘interested in a paid job’ is used to refer to participants who were either:

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

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



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



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



Drivers of being interested in a paid job

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

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

Participants aged 15 to 24

Rank	Variable	Effect on likelihood of being interested in work
1	Level of function	Increases with higher level of function
2	Educational attainment	Higher for higher levels of education
3	Number of daily living activities that require support	Decreases with number of daily living activities that require support
4	Age	Increases with age from 15 to 18 Decreases with age after 18
5	Annualised plan budget	Decreases with annualised plan budget

Participants aged 25 and over

Rank	Variable	Effect on likelihood of being interested in work
1	Level of function	Increases with higher level of function
2	Age	Decreases with increasing age
3	Educational attainment	Higher for higher levels of education
4	Number of daily living activities that require support	Decreases with number of daily living activities that require support
5	Primary disability (compared to psychosocial disability)	Higher for intellectual disability, Down syndrome, hearing impairment, spinal cord injury. Lower for other disabilities except autism and other physical (no significant difference)

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



Drivers of working in a paid job

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

Participants aged 15 to 24

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

Participants aged 25 and over

Rank	Variable	Effect on likelihood of having a paid job (given interested)
1	Primary disability (compared to psychosocial disability)	Higher for all other disability types except stroke
2	Housing type (compared to privately owned)	Lower if privately rented, vulnerable housing, or supported housing (non-SDA/SIL) Higher if supported housing (SDA/SIL)
3	Level of function	Increases with higher level of function
4	Self-rated health (compared to “Good”)	Higher if assessed health is ‘Very good/Excellent’ Lower if assessed health is ‘Fair’ or ‘Poor’
5	Number of daily living activities that require support	Decreases with number of daily living activities that require support

5. Type of employment, weekly hours worked and industry of employment – baseline

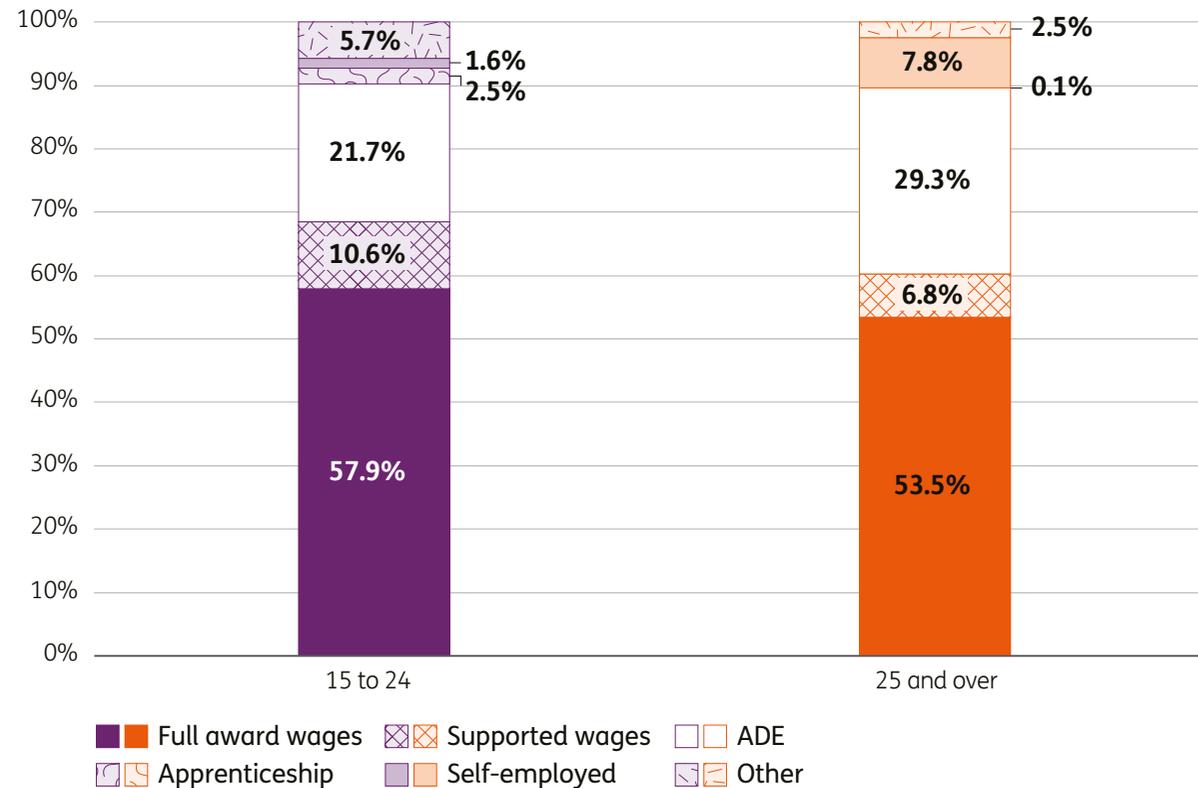
Type of employment

Participants aged 15 to 24 with a paid job:

- **58%** are in open employment at full award wages
- **11%** are in open employment at less than full award wages
- **22%** are working in an ADE

Participants aged 25 and over with a paid job:

- **54%** are in open employment at full award wages
- **7%** are in open employment at less than full award wages
- **29%** are working in an ADE



5. Type of employment, weekly hours worked and industry of employment – baseline

Weekly hours of work

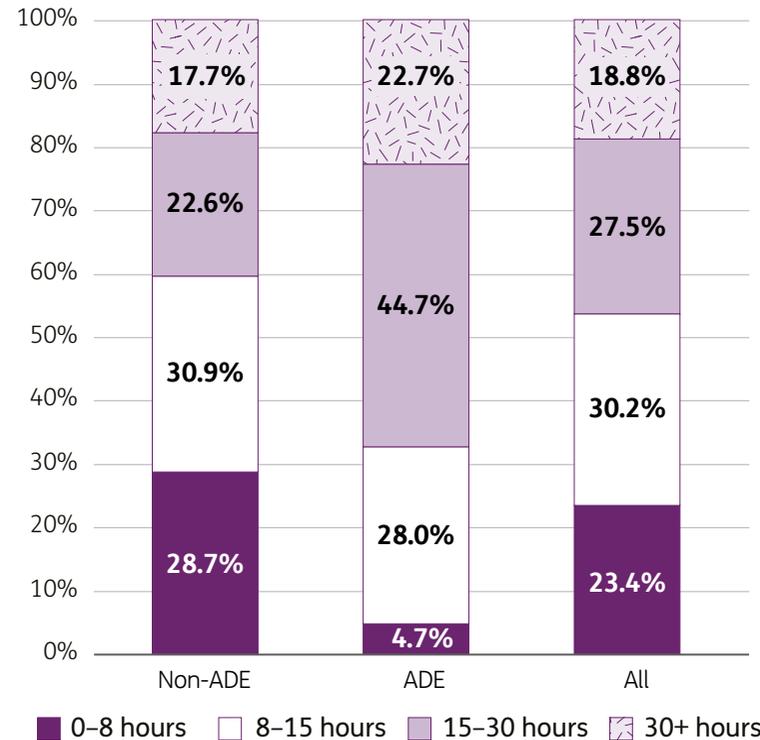
Participants in an ADE most commonly work between 15 and 30 hours per week:

- **44.7%** for 15 to 24 year olds
- **44.3%** for those aged 25 and over

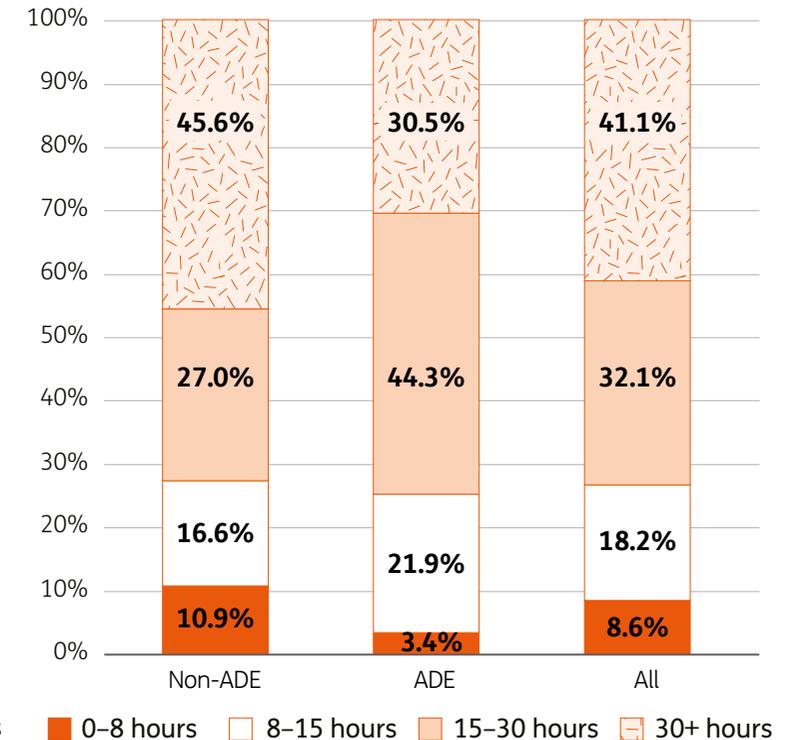
For participants in non-ADE employment, those aged 15 to 24 tend to work shorter hours compared to those aged 25 and over:

- **59.6%** of 15 to 24 year olds work 15 or less hours per week, and **17.7%** work 30 or more hours per week
- **27.5%** of those aged 25 and over work 15 or less hours per week, and **45.6%** work 30 or more hours per week

Participants aged 15 to 24



Participants aged 25 and over



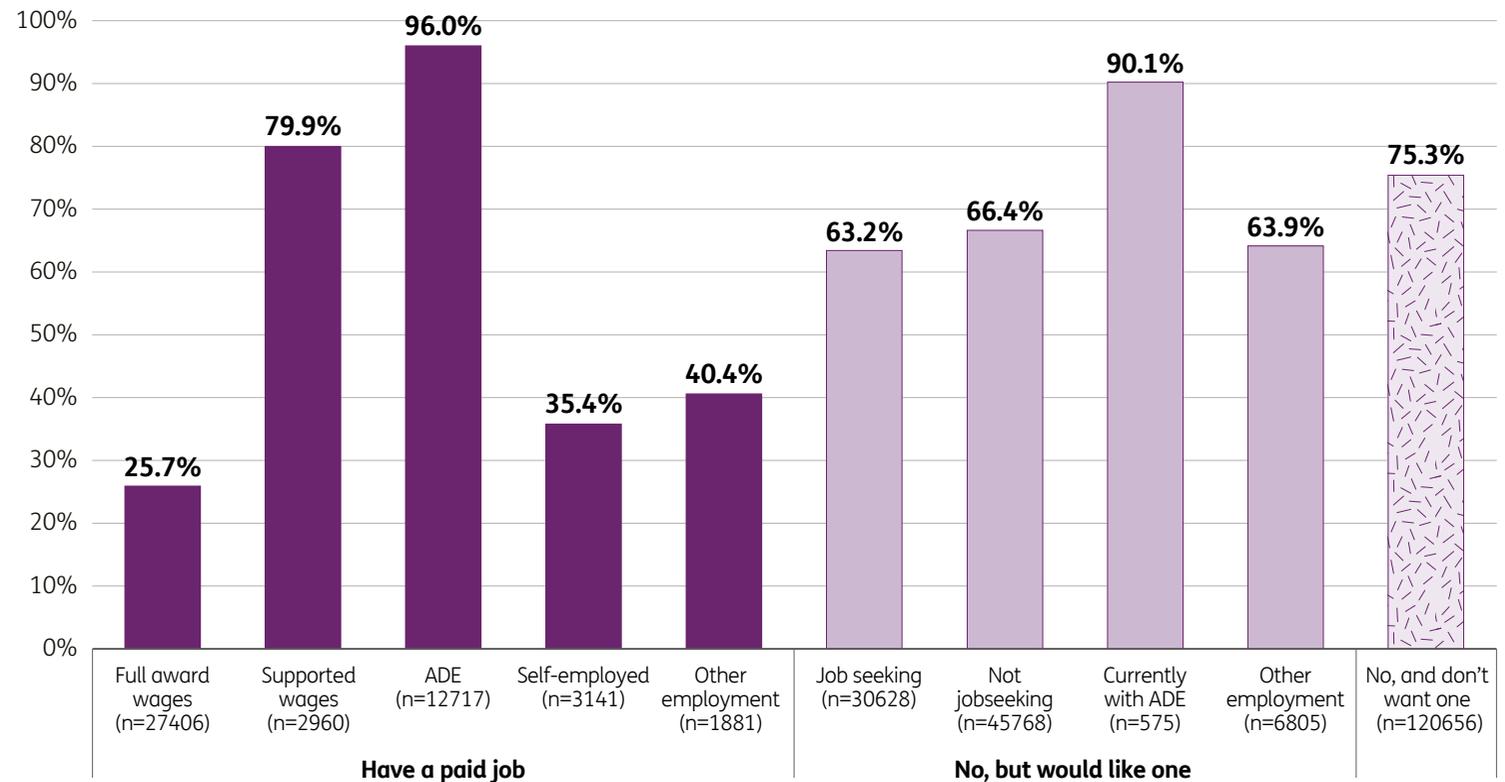
6. NDIS participants and the DSP

By job type



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

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



¹ Social Security Guide Department of Social Services 1.1.1.95 Independently of a program of support | Social Security Guide (dss.gov.au)

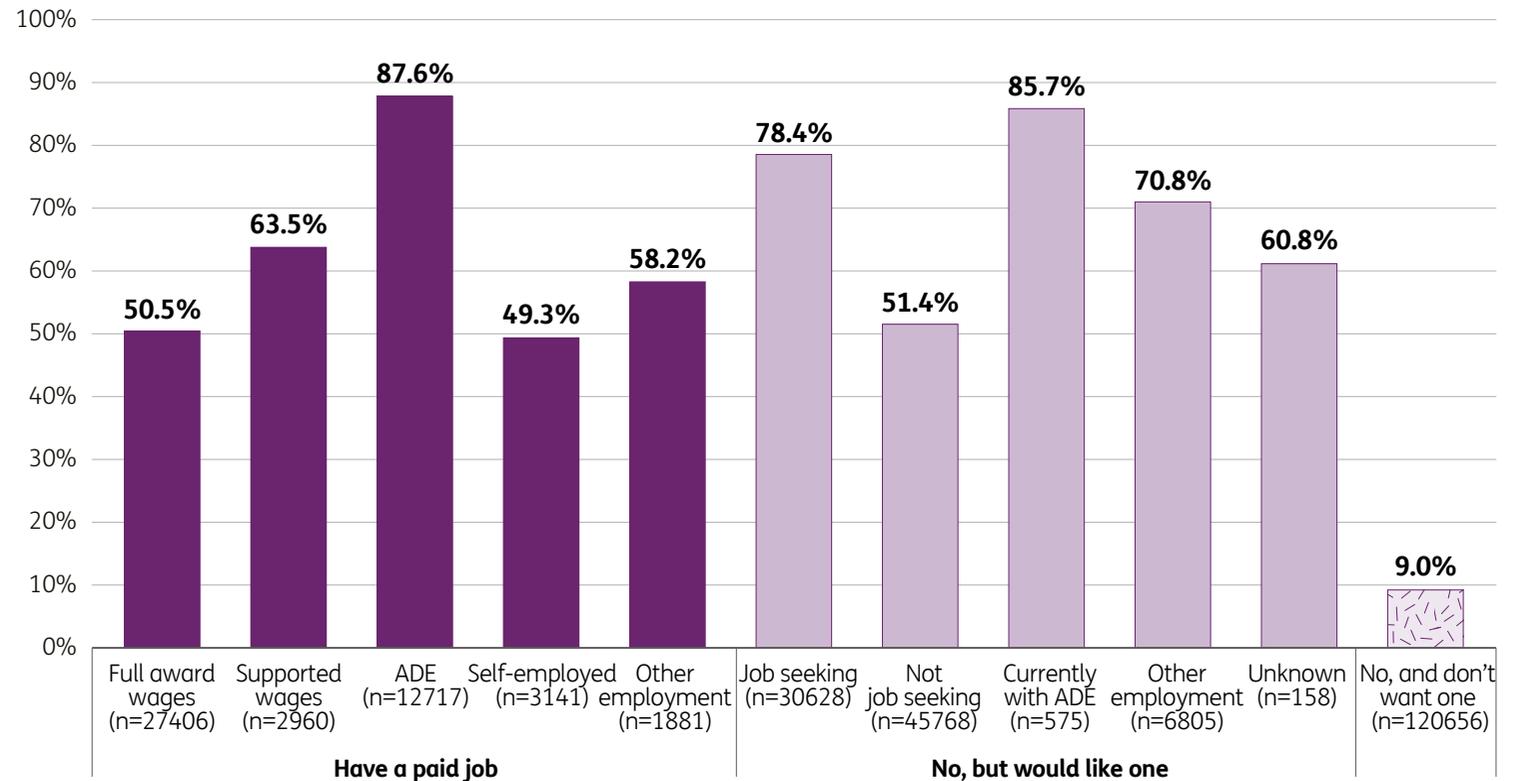
7. Work goals in plans – baseline

By job type



The percentage of plans with a work goal is highest among participants who are in a paid job in an ADE (**87.6%**) followed by a small number of participants who say they don't have a paid job but would like one and are working in an ADE (**85.7%**).¹

For participants who have a paid job with full award wages, or are self-employed, the percentage with a work goal is lower than for other types of employment. This may be because they do not require as much assistance with employment from the NDIS.



¹ These participants (566, representing less than 1% of responses) say they don't have a paid job but would like one in the work domain, but say they are in an ADE in the participant information section.

8. Employment status transitions

One year transition rates

Analysis of transition rates between employment states shows:

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

Participants aged 15 to 24

To →	Paid job outside ADE (n=7812)	Paid job in ADE (n=3174)	No, but I would like one (n=34346)	No, and I don't want one (n=16169)
From ↓				
Paid job outside ADE (n=6700)	80.1%	2.1%	16.0%	1.8%
Paid job in ADE (n=2637)	4.0%	85.4%	8.7%	1.9%
No, but I would like one (n=33379)	6.3%	2.2%	87.4%	4.1%
No, and I don't want one (n=18785)	1.3%	0.3%	20.6%	77.8%

Participants aged 25 and over

To →	Paid job outside ADE (n=24807)	Paid job in ADE (n=17394)	No, but I would like one (n=52995)	No, and I don't want one (n=106439)
From ↓				
Paid job outside ADE (n=25695)	87.7%	2.2%	6.6%	3.5%
Paid job in ADE (n=17824)	1.5%	91.2%	3.7%	3.7%
No, but I would like one (n=53143)	3.2%	0.9%	86.4%	9.5%
No, and I don't want one (n=104973)	0.3%	0.1%	4.5%	95.1%

Each row represents a different starting employment status, and the columns show the employment status one year later. The numbers shown in row and column headings represent numbers of transitions (for example, for participants aged 15 to 24, there were 6700 transitions from non-ADE employment, and 7812 transitions to non-ADE employment).

9. Drivers of employment success

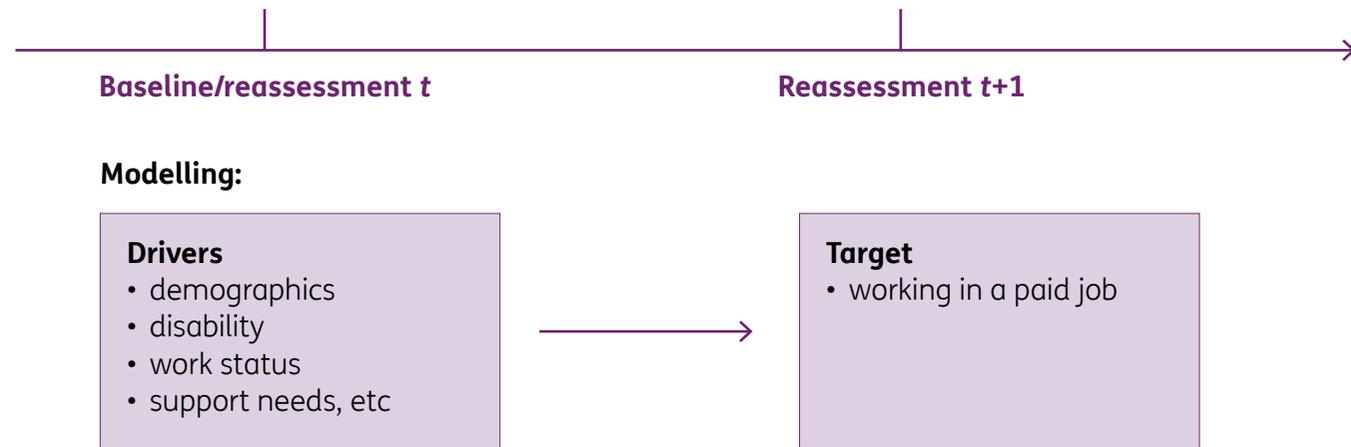
Modelling drivers of employment success

Multiple logistic regression modelling¹ has been used to identify key drivers of having a paid job at the reassessment at time $t+1$, using all information available at the reassessment at time t (or baseline, for $t=0$). To reflect the different dynamics, separate models have been fitted depending on participants' job status as at time t . The four models are for:

1. Participants aged 15 to 24 who would like a job
2. Participants aged 25 and over who would like a job
3. In a paid job: non-ADE employment
4. In a paid job: ADE employment

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

A number of sub-models are also considered, by age group and type of employment obtained.



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

9. Drivers of employment success

Drivers of finding a job



Finding a job

Five most important drivers:

Rank	Participants aged 15 to 24	Participants aged 25 and over
1	Job seeking status: participants who are actively job seeking or engaging in other informal employment activities are more likely to find a paid job	Job seeking status: participants who are actively job seeking or engaging in other informal employment activities are more likely to find a paid job
2	Assisted to find a job: participants who have received assistance to find a job are more likely to find a job	Number of daily living activities that require support: participants needing support in a higher number of areas are less likely to find a job
3	Level of function: participants with a higher level of function are more likely to find a job	Level of function: participants with a higher level of function are more likely to find a job
4	Educational attainment: participants with a post-school qualifications are more likely to find a job	Support needed to connect with the NDIS: participants requiring less support are more likely to find a job
5	Number of daily living activities that require support: participants needing support in a higher number of areas are less likely to find a job	Employment goal: participants who set employment-related goals in their previous plan are more likely to find a job

9. Drivers of employment success

Drivers of keeping a job



Keeping a job

Five most important drivers:

Rank	Non-ADE	ADE
1	Number of daily living activities that require support: participants needing support in a higher number of areas are less likely to retain their job	Plan utilisation: participants who utilised a higher percentage of their plan budget are more likely to keep their job
2	Age: likelihood of keeping job increases from age 15 to age 40. and decreases from 50 to 65	Self-rated health: better self-rated health has a positive effect on keeping their job
3	Primary disability: participants with hearing impairment or other sensory disability are more likely to keep their job	Annualised plan budget: participants with lower plan budgets are more likely to keep their job
4	Self-rated health: better self-rated health has a positive effect on keeping their job	Time in NDIS: likelihood of maintaining ADE employment declines with time in Scheme
5	Housing type: those in privately owned accommodation are more likely to keep a job	Housing type: those in privately owned accommodation are more likely to keep a job

9. Drivers of employment success

The role of the NDIS in helping participants aged 15 to 24 who would like a job



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

- This is consistent with findings from the qualitative research¹, where participants spoke of the importance of having the right supports to help them look for and find work.
 - Work experience, volunteering and post-school training and education were identified as important pathways to employment.
 - Early employment discussions and planning with young people and families was also seen as an enabler to future employment.

Most directly, the NDIS can focus on:

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

In the medium term, the NDIS should aim to:

- Support participants to start actively job seeking
- Help participants engage in unpaid or informal employment, which can lead to paid jobs in the future
- Help participants to achieve more independence in their daily living activities
- Encourage participants to participate in social, community and civic activities
- Encourage participants to further their studies beyond secondary school, where possible

¹ [Exploring participant experiences: Achieving a sense of purpose | NDIS](#)

9. Drivers of employment success

The role of the NDIS in helping participants aged 25 and over who would like a job



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

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

Most directly, the NDIS can focus on:

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

In the medium term, the NDIS should aim to:

- Support participants to start actively job seeking
- Help participants engage in unpaid or informal employment, which can lead to paid jobs in the future
- Help participants to achieve more independence in their daily living activities
- Enable participants to meet and know people in the community
- Encourage participants to take up opportunities for further training and education.

¹ [Exploring participant experiences: Achieving a sense of purpose | NDIS](#)

9. Drivers of employment success

The role of the NDIS in helping participants working in mainstream employment



The model provides valuable insights on how the NDIS can support participants who are working in mainstream employment to remain employed. Support with daily activities, educational attainment and participants being supported to do their job are important drivers of employment success that the NDIS can positively influence. The qualitative research¹ found that:

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

Most directly, the NDIS can focus on:

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

In the medium term, the NDIS should aim to:

- Encourage participants to participate in community, cultural or religious groups.
- Encourage participants to know people in their community.
- Help participants to remain as healthy as possible by assisting with access to appropriate health care, as far as possible
- Help participants to achieve more independence in their daily living activities
- Encourage participants to take up opportunities for further training and education

¹ [Exploring participant experiences: Achieving a sense of purpose | NDIS](#)

10. Has the NDIS helped?

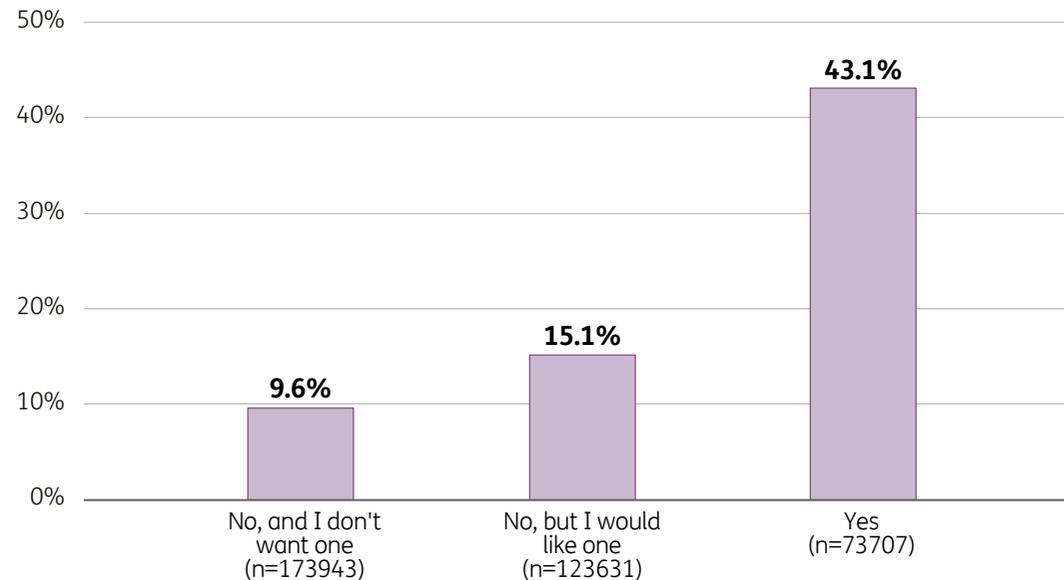
Has your involvement with the NDIS helped you find a job that's right for you?

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

Responses to this question vary significantly by whether a participant has a job.¹ This means that when assessing the NDIS's performance in helping participants with their employment outcomes, it is important to consider the different patterns in participants' responses by their job status.

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

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



¹ This is likely due to how the question is worded and the answer options available to respondents. For example, there is currently no N/A option for those participants that are not interested in finding a job.



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