Delivered by the
National Disability
Insurance Agency

Employment outcomes for NDIS participants

As at 31 December 2022

Contents

Outline

Definitions
This section explains key terms used throughout the report, such as labour force measures, baseline and longitudinal experience, Short Form and Long Form outcomes framework questionnaires, NDIS employment funding, and other government employment services and benefits.

Background
This section provides background information on the Australian general population employment experience, including labour force participation rate, unemployment rate, and employment to population ratio over time. Comparisons of these key measures between the population with and without disability are presented. Experience of other OECD countries is also considered, as well as Australia's Disability Strategy. The economic benefit of increasing employment for people with disability is highlighted in this section.

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

NDIS participants and the Disability Support Pension (DSP)
This section summarises the percentage of NDIS participants receiving DSP, based on Centrelink data, by key characteristics. The analyses are based on all active plans as at 31 December 2022.

Employment goals in participant plans
This section provides a snapshot of the prevalence of work goals in participant plans as at 31 December 2022, by key characteristics including employment status, job type, age and disability.

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

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

School Leaver Employment Support (SLES) analysis
This section investigates the effect of SLES on the employment outcomes of participants.

Key terms

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

Short Form questionnaire (SF): The Short Form questionnaire is completed by all participants, and a family member or carer where possible. It contains questions useful for planning, as well as key indicators to monitor and benchmark over time.

Long Form questionnaire (LF): The Long Form questionnaire is completed by a subset of participants, and a family member or carer where possible. It includes some additional questions allowing more detailed investigate of participant and family/carer experience, for monitoring and benchmarking.

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

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

Disability Employment Services (DES): DES is the Australian Government's employment service that helps job seekers with disability, injury or health conditions who need help to find a job, and helps those with permanent disability who need regular ongoing support in the workplace to keep a job. Providers of Disability Employment Services are called DES Providers. DES Providers are a mix of large, medium and small for-profit and not-for-profit organisations.

School Leaver Employment Supports (SLES): School Leaver Employment Supports (SLES) are NDIS funded supports designed to help participants move from school to work and are available in the final years of school and directly after leaving school. Providers who deliver the supports help young people prepare, look for and gain employment by providing meaningful, individualised capacity building activities so young people can achieve their employment goals. Providers also use their professional networks to engage and connect with employers and foster partnership and goodwill in the local community.

Disability Support Pension (DSP): Disability Support Pension is an income support payment for people who are unable to work more than 15 hours a week due to permanent physical, intellectual or psychiatric impairment.[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.

1 Likely to last for more than 2 years.

Key terms

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

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

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

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

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

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

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

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

Section one:

Background

1

Section overview

Section one **Background** consists of following subsections:

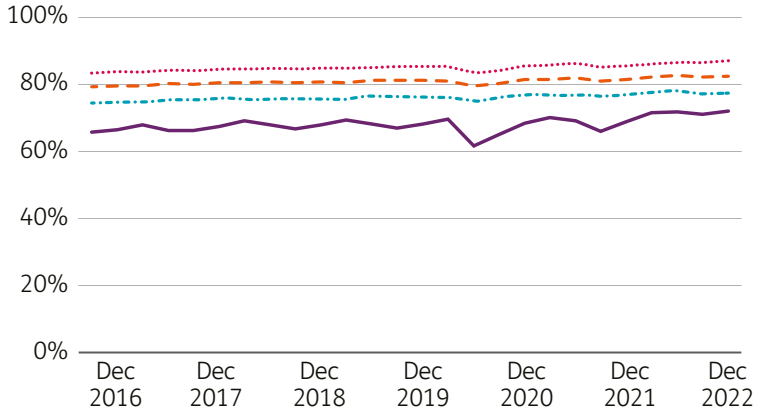
1.1	ABS benchmarks	A summary of labour force statistics for the Australian population over time, employment to population ratios by geographical area, and comparison of the experience of Australians with and without disability. Estimates of the economic benefit of increasing employment for people with disability are highlighted.
1.2	OECD benchmarks	A summary of the employment experience of OECD countries in comparison to Australia.
1.3	Australia's Disability Strategy	An overview of Australia's Disability Strategy (ADS) and Employment and Financial Security results from the ADS Outcomes Framework.

1.1
ABS benchmarks

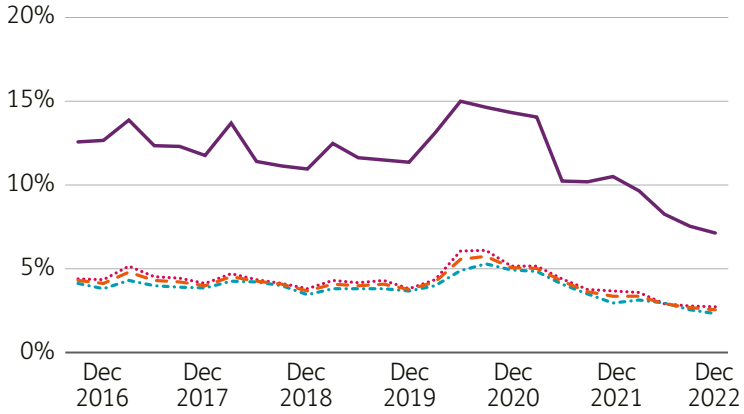
Employment experience

Australian general population

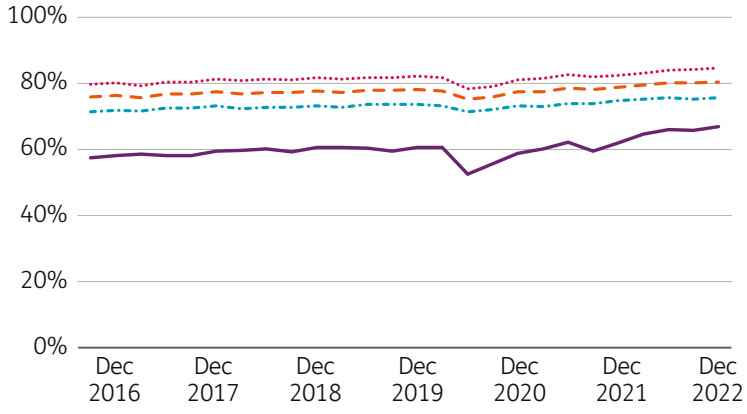
Labour force participation



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 map shows 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%).

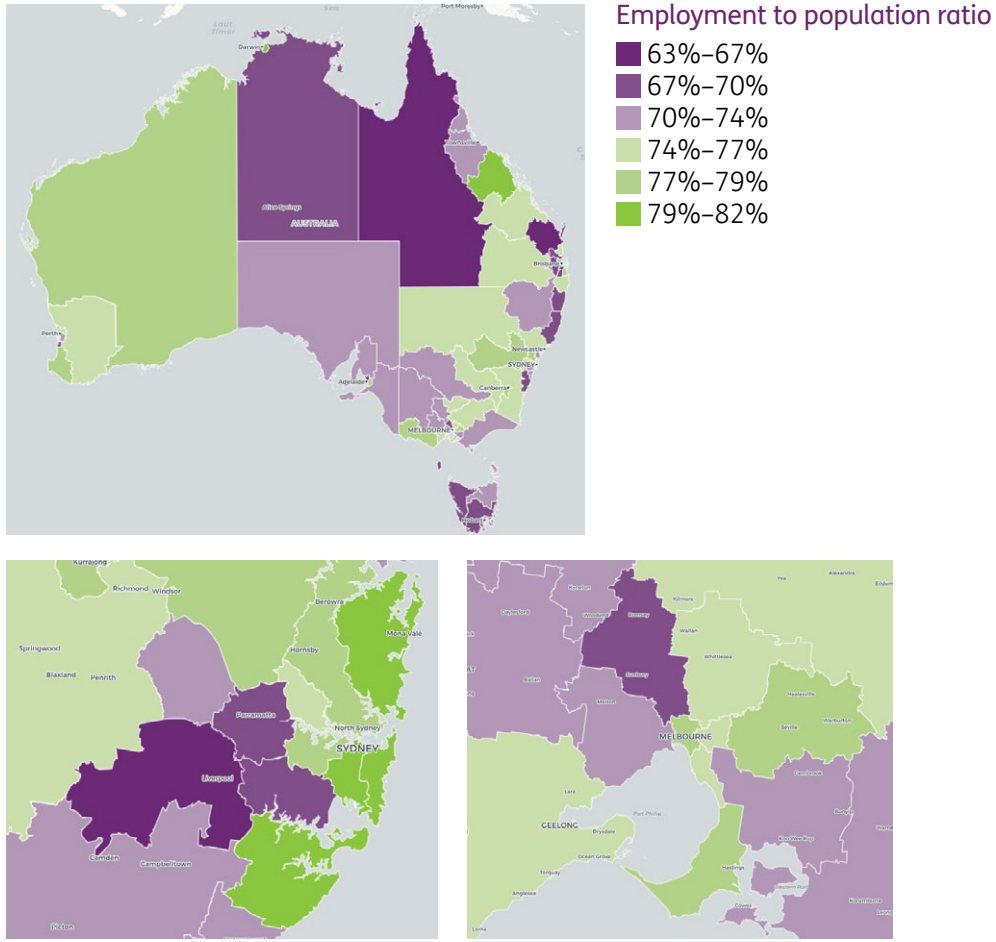
Coastal areas of Sydney generally have higher employment-to-population ratios than Southwest.

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)

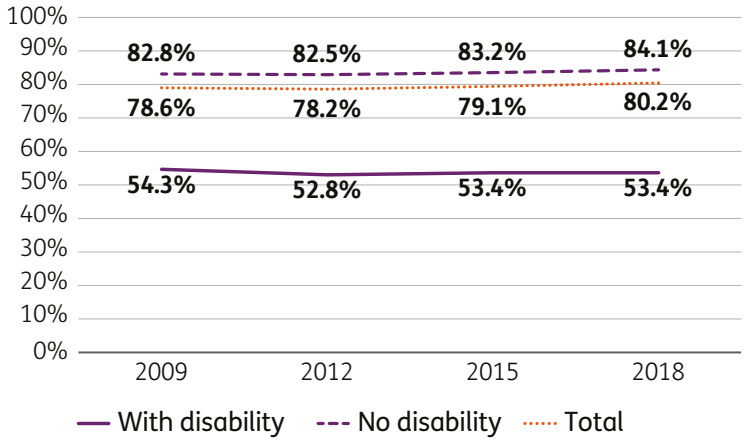


The bottom two maps are zoomed-in Sydney and Melbourne.

Employment experience

Australians with disability, aged 15 to 64

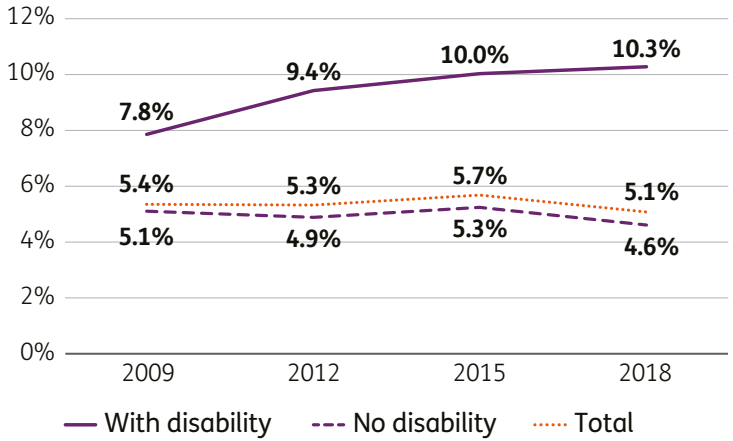
Labour force participation



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.

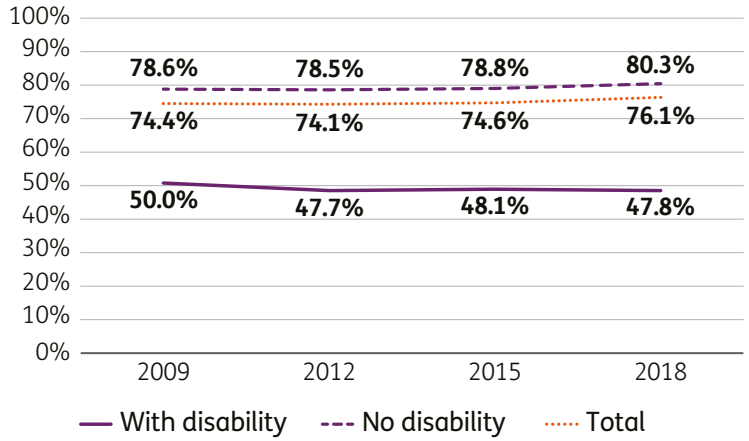
Unemployment rate



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%.

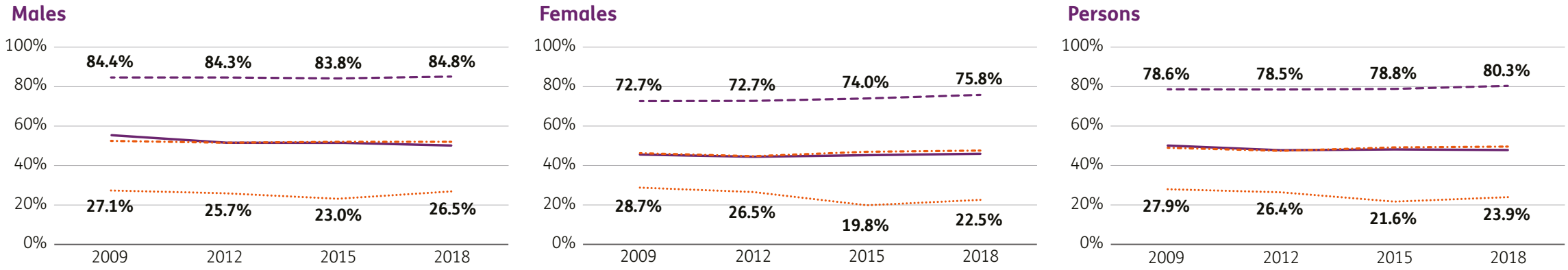
However, the employment to population ratio for people with disability declined from 50.0% to 47.8%, as a result of a worsening unemployment rate as well as decreasing labour force participation.

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

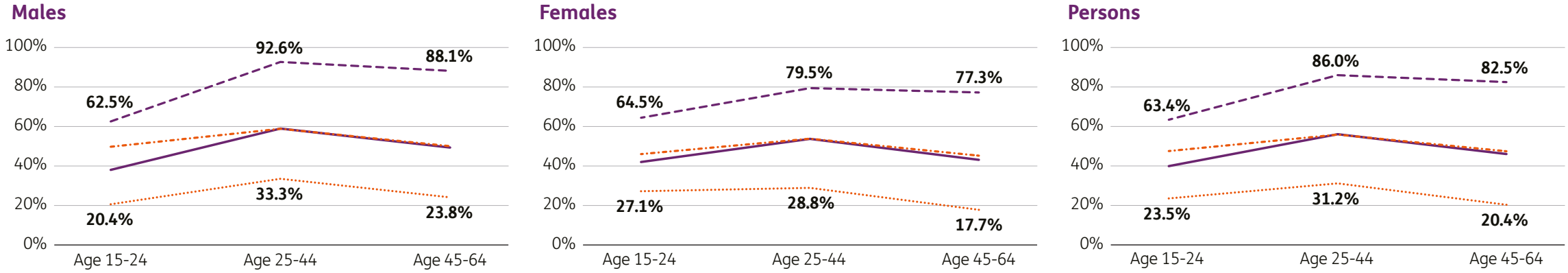
Employment experience

Australians with disability, aged 15 to 64

Employment to population ratios vary by gender and severity of disability, and the gap compared to no disability has widened slightly over time:



Employment to population ratios also vary by age group. The gap compared to no disability tends to be wider for older age groups, as shown below for 2018:



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

Profound or severe core activity limitation | Moderate or mild core activity limitation | All with disability | No disability

Economic benefits of increased employment for Australians with disability

Modelling of the economic impact of lifting employment levels to the OECD average for people with disability (including increased participation of carers) suggests that by June 2030:

117,000
more Australians would be employed (people with disability and their carers)
– an increase of about **0.8%**

$11.9b
would be added to real GDP
– an increase of around **0.5%**

These estimates are broadly in line with the original Productivity Commission (PC) estimates of the economic impact of the NDIS.

Source: Deloitte Access Economics 2018. Increased labour force engagement among Australians with a disability. Report prepared for the NDIA, September 2018

1.2
OECD benchmarks

OECD employment rankings

- A 2010 report comparing 29 OECD countries ranked Australia:
  - **21st** based on employment to population ratios for people with disability
  - **24th** based on relative ratios (with disability/no disability)
  - **26th** based on absolute differences (no disability minus with disability – the "employment gap")[1,2]
- A 2022 report comparing 32 OECD countries ranked Australia 19th on employment to population ratios for people with disability and 11th on the employment gap. However, these rankings were based on 2017 HILDA data rather than SDAC data, which was used in the 2010 report.[3]
- Using SDAC 2018 rather than HILDA 2017, Australia would rank better on employment to population ratios (approximately 17th, 43% compared to an average of 42%) but worse on the employment gap (approximately 28th, 35 percentage points compared to an average of 27 percentage points).[4]

1 Sickness, Disability and Work: Breaking the Barriers: A Synthesis of Findings across OECD Countries | en | OECD.
2 Based on SDAC 2009: people with profound, severe, moderate and mild core activity limitation.
3 Disability, Work and Inclusion: Mainstreaming in All Policies and Practices | en | OECD Age range 15 to 69. HILDA was used to enable better comparison across time periods.
4 All with disability, including with/without specific limitations or restrictions (consistent with the 2022 OECD report).

Employment experience of OECD countries

The 2022 OECD report found that in the 15 years to 2019 there has been:

- A small reduction in the disability gap for labour force participation in the few years prior to the COVID-19 pandemic, although not consistently across all countries
- An increase in the unemployment gap in many cases, reflecting the increased labour force participation and challenges in accessing the labour market for people with disability
- 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)

> "Only a few countries, including Chile, the Czech Republic, Denmark, Lithuania and the United Kingdom, have seen visible improvements in both the employment rate of PWD and the disability employment gap."[1]

1 Disability, Work and Inclusion: Mainstreaming in All Policies and Practices | en | OECD, Section 2.3

OECD employment benchmarks

The following slide compares recent experience of some OECD countries, as well as NDIS participants, over time.

Results may not be fully comparable due to differences in:

- **Disability definitions**
- **Average severity of disability for the population included**
- **Age ranges included**
- **Periods being compared**
- **Definitions of employment**

These differences, as well as reporting lags, make comparisons difficult in general.

Definitions of disability in the countries being compared in the following slides:

New Zealand: those who have at least a lot of difficulty seeing or hearing (even with glasses or hearing aids), walking or climbing stairs, remembering or concentrating, self-care, or communicating.[1]

United Kingdom: those who report a physical or mental health condition or illness lasting or expected to last 12 months or more that affects the amount or type of work they can do.

Spain: officially recognised persons with disabilities who have a degree of disability greater than or equal to 33%.

Australia: NDIS participants based on their most recent response to the SFOF prior to the snapshot date, compared to the general population.

1 Based on the Washington Group Short Set on Functioning ("a lot of difficulty" or "cannot do at all")

Comparison of NDIS and selected OECD countries

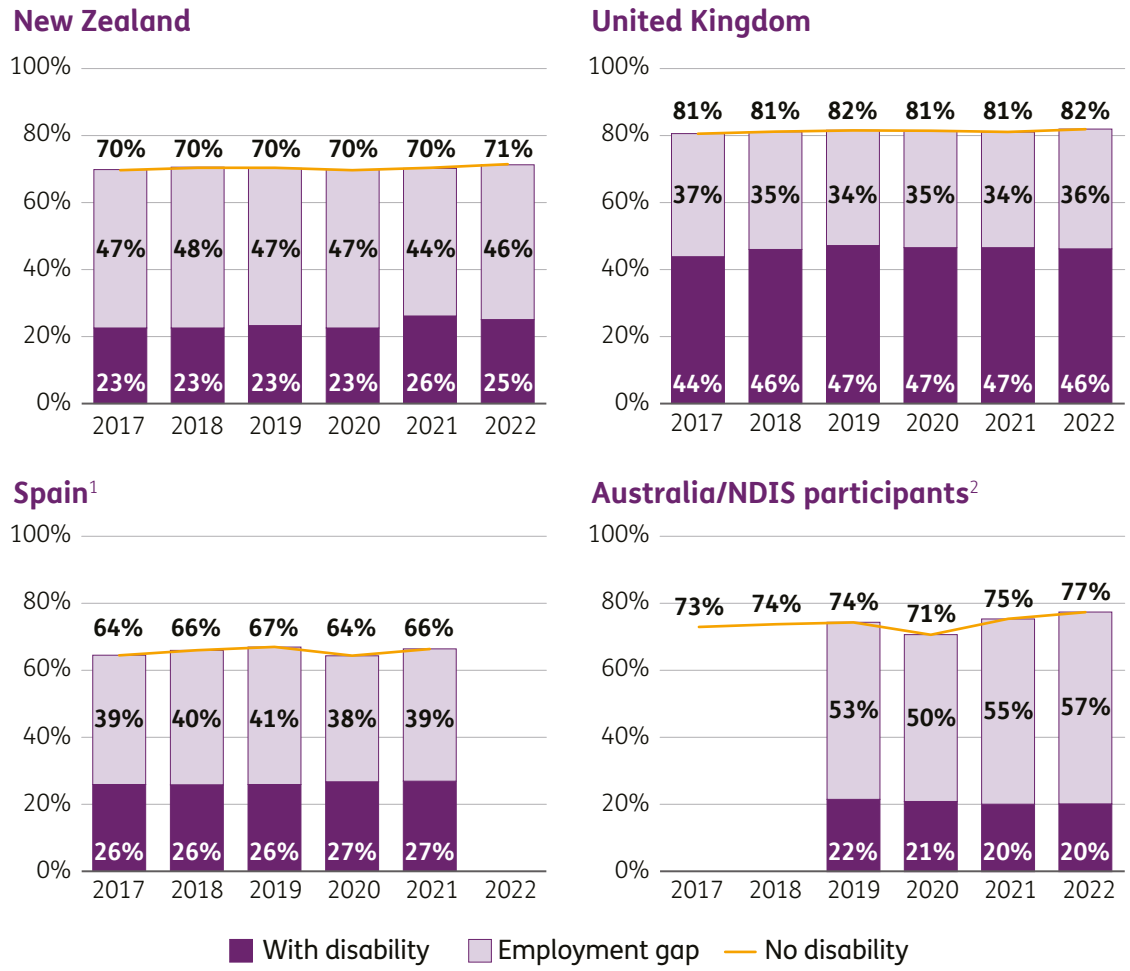
Employment to population ratios, ages 15 to 64

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.



1 2022 data not available for Spain.
2 Australian population data includes people with disability.

1.3
Australia’s Disability Strategy

Australia's Disability Strategy (ADS) Outcomes Framework

The ADS Outcomes Framework[1] was developed to measure progress under ADS 2021–2031. It was developed in consultation with people with disability and currently has 85 measures across seven outcome areas, one of which is "Employment and financial security".

The framework is still evolving, with data yet to be sourced on some of the measures, and future measures intended to replace some of the existing measures. The NDIA contributes data for a number of measures, some from the existing NDIS outcomes framework. For example, the proportion of NDIS participants who get the support they need to do their job, and the proportion of NDIS participants aged 15–64 in the labour force who are in open employment at full award wage.

The following slides list the measures under the "Employment and financial security" area, as well as current progress where available.

Three of the measures (unemployment gap, young people in employment, and median gross income gap) are based on SDAC, so that progress is only able to be tracked when results of a new survey become available. For example, results of SDAC 2022 are not expected to be available until June 2024, so 2018 remains the latest available data.

1 Australia's Disability Strategy - Australian Institute of Health and Welfare (aihw.gov.au)

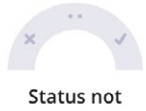
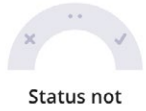
ADS Outcomes Framework

Employment and financial security measures

Outcome area	Measure	Baseline value	Latest value	Progress status	Last updated
Employment and financial security	Disability Employment Services Number of valid 52-week full outcome claims for employment in the 12-month period for people with disability	16,632 valid claims in 2020–21	31,281 valid claims in 2022–23		05 Oct 2023 View data source for Disability Employment Services
	Employment services Proportion of people with disability using jobactive who obtained at least one job placement within a 12-month period which later converted to a 26-week outcome	7.5% in 2020–21	7.6% in 2021–22		04 Jul 2023 View data source for Employment services
	NDIS participants job support Proportion of NDIS participants who get the support they need to do their job	66% in 2021–22 Q2	63% in 2022–23 Q4		05 Oct 2023 View data source for NDIS participants job support
	Unemployment gap Gap in proportion of people with disability in the labour force who are unemployed, compared with proportion of people without disability	4.7 percentage points in 2018	4.7 percentage points in 2018		30 Nov 2022 View data source for Unemployment gap
	NDIS participants in full award wage employment Proportion of NDIS participants aged 15–64 in the labour force who are in open employment at full award wage	20% in 2021–22 Q2	22% in 2022–23 Q4		05 Oct 2023 View data source for NDIS participants in full award wage employment

ADS Outcomes Framework

Employment and financial security measures

Outcome area	Measure	Baseline value	Latest value	Progress status	Last updated
Employment and financial security	VET graduate employment Proportion of Vocational Education and Training (VET) graduates with disability who are employed on completion of training	52% in 2021	59% in 2022		29 Mar 2023 View data source for VET graduate employment
	Young NDIS participant employment Proportion of NDIS young people (aged 15–24) in employment	18% in 2021–22 Q2	19% in 2022–23 Q4		05 Oct 2023 View data source for Young NDIS participant employment
	Young people in employment Proportion of young people (aged 15–24) with disability in the labour force who are employed	76% in 2018	76% in 2018		30 Nov 2022 View data source for Young people in employment
	Public sector employment Proportion of Australian Public Service employees with disability	4.9% in December 2021	4.9% in December 2022		04 Jul 2023 View data source for Public sector employment
	Median gross income gap Gap in median gross income for people with disability aged 15–64 years compared with people without disability	$511 per week in 2018	$511 per week in 2018		30 Nov 2022 View data source for Median gross income gap

Section two:

Baseline experience

2

Overview

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

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

Key highlights

Baseline experience (1)

Overall, **20%** of participants aged 15 and over who entered the Scheme between 1 July 2016 and 31 December 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 dropping after the start of the pandemic but subsequently increasing.

Participants aged 15 to 24

Overall: 17%
Pre-COVID (Q3 2019-20): **19%**
Post-COVID (Q2 2022-23): **20%**
1% increase

Participants aged 25 and over

Overall: 21%
Pre-COVID (Q3 2019-20): **18%**
Post-COVID (Q2 2022-23): **20%**
2% increase

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

Age

18 or younger: **10%**
25 to 34 (peak): **27%**
65 or older: **11%**

Disability

Hearing impairment (highest): **55%**
Psychosocial (lowest): **8%**

State/territory

ACT (highest): **30%**
NT (lowest): **15%**

Key highlights

Baseline experience (2)

Using multiple regression models, drivers of a participant being:

- interested in paid work; and
- 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)

Key highlights

Baseline experience (3)

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

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

Key highlights

Baseline experience (4)

Overall, **54%** of participants aged 15 and over who had a paid job at baseline were in open employment with full award wages, and **28%** were working in an Australian Disability Enterprise (ADE).

Participants aged 15 to 24

58% in open employment with full award wages
15 to 18 (highest): **72%**
22 to 24 (lowest): **51%**
Hearing impairment: **88%**
Down syndrome: **15%**

22% working in an ADE
15 to 18: **6%**
22 to 24: **31%**
Hearing impairment: **1%**
Intellectual disability: **42%**
Down syndrome: **53%**

37% of those working in an ADE could see a pathway to open employment

Participants aged 25 and over

54% in open employment with full award wages
25 to 34 (lowest): **51%**
60 to 64 (highest): **58%**
Hearing impairment: **87%**
Down syndrome: **9%**

30% working in an ADE
25 to 34: **33%**
60 to 64: **21%**
Multiple sclerosis: **0.4%**
Intellectual disability: **69%**
Down syndrome: **71%**

26% of those working in an ADE could see a pathway to open employment

Key highlights

Baseline experience (5)

Overall, **37%** of participants aged 15 and over who had a paid job at baseline were working 30 or more hours per week.

Participants aged 15 to 24

Overall: 19%
Non-ADE: **18%**
ADE: **23%**

Non-ADE employment
15 to 18: **8%**, 19 to 21: **17%**, 22 to 24: **30%**
Hearing impairment: **36%**
Intellectual disability: **13%**
Autism: **11%**
Down syndrome: **5%**

ADE employment
15 to 18: **8%**, 19 to 21: **23%**, 22 to 24: **25%**
Intellectual disability: **27%**
Autism: **20%**
Down syndrome: **11%**

Participants aged 25 and over

Overall: 41%
Non-ADE: **46%**
ADE: **31%**

Non-ADE employment
25 to 34: **40%**, 55 to 59: **52%**, 65 or older: **46%**
Hearing impairment: **66%**
Intellectual disability: **21%**
Autism: **34%**
Down syndrome: **9%**

ADE employment
25 to 34: **28%**, 55 to 59: **30%**, 65 or older: **14%**
Intellectual disability: **35%**
Autism: **27%**
Down syndrome: **28%**

Note: Percentage of those who have a paid job.

Key highlights

Baseline experience (6)

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

Participants aged 15 to 24

Rank	Overall	Full award wages	ADE
1	Retail, 14%	Retail, 19%	Packaging/ packing, 26%
2	Packaging/ packing, 11%	Hospitality, 17%	Manufacturing, 6%
3	Hospitality, 13%	Packaging/ packing, 7%	Recycling, 4%
4	Food/ fast food, 3%	Food/fast food, 4%	Gardening, 4%
5	Supermarket, 2%	Care, 3%	Factory, 4%

Participants aged 25 and over

Rank	Overall	Full award wages	ADE
1	Packaging/ packing, 11%	Education, 7%	Packaging/ packing, 30%
2	Retail, 5%	Retail, 6%	Manufacturing, 5%
3	Education, 4%	Health, 5%	Recycling, 4%
4	Disability, 3%	Disability, 4%	Factory, 4%
5	Health, 3%	Care, 3%	Gardening, 4%

Key highlights

Baseline experience (7)

Overall, **65%** of participants aged 15 and over who had a paid job at baseline said they get the support they need to do their job. Participants working in an ADE were more likely to say they get the support they need to do their job (within each disability type), whereas participants in open employment with full award wages were less likely. Participants most commonly received support to do their job from their employer.

Participants aged 15 to 24, support in job

Overall: 68%
60% at age 16, increasing to 71% at age 24
Non-ADE: **62%**, ADE: **91%**
Down syndrome: **85%**
Intellectual disability: **78%**
Hearing impairment: **57%**

Participants aged 25 and over, support in job

Overall: 64%
71% at age 30, decreasing to 56% at age 64
Non-ADE: **53%**, ADE: **90%**
Down syndrome: **89%**
Intellectual disability: **85%**
Stroke: **38%**

Note: Percentage of those who have a paid job.

Key highlights

Baseline experience (8)

Of those actively job seeking, overall **27%** said they were being assisted to get a job. Participants most commonly received assistance to find a job from a DES provider.

Participants aged 15 to 24, assisted to get a job

Overall: 30%
17% at age 16, increasing to 40% at age 20
Psychosocial disability: **33%**
Intellectual disability: **34%**
Down syndrome: **19%**

Participants aged 25 and over, assisted to get a job

Overall: 27%
40% at age 25, decreasing to 24% at age 64
Autism: **34%**
Hearing impairment: **37%**
Multiple sclerosis: **16%**

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

Participants aged 15 to 24, what would help get a job

1. Getting work experience: **28%**
2. More support from a DES provider: **21%**
3. Having a mentor: **20%**

Participants aged 25 and over, what would help get a job

1. More support from a DES provider: **29%**
2. More support for further study/getting a qualification: **23%**
3. Educating employers: **21%**

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

Note: Percentage of those who have a paid job.

2.1
Employment status

Methodology

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

Participant information

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

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

Domain 7: Work

Are you currently working in a paid job?

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

What type of employment is it?

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

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

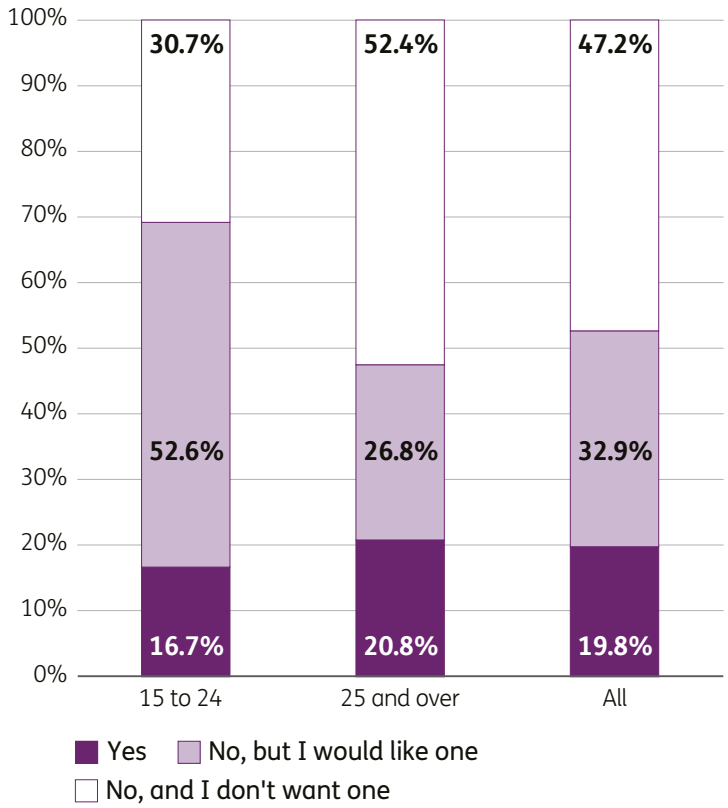
“Would like a job” versus “job seeking”

Overall, **32.9%** of participants responded “No, but I would like one” when asked if they were currently working in a paid job (52.6% of 15 to 24 year olds and 26.8% of those aged 25 and over).

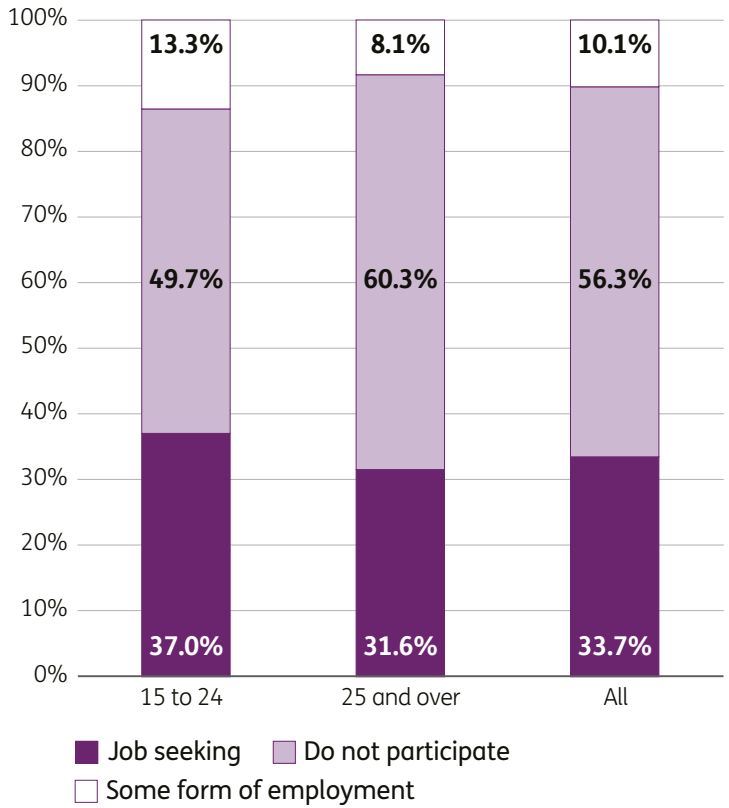
Of those who responded “No, but I would like one”, only **33.7%** said they were actively job seeking (37.0% of 15 to 24 year olds and 31.6% of those aged 25 and over).

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

Reported job status, work domain

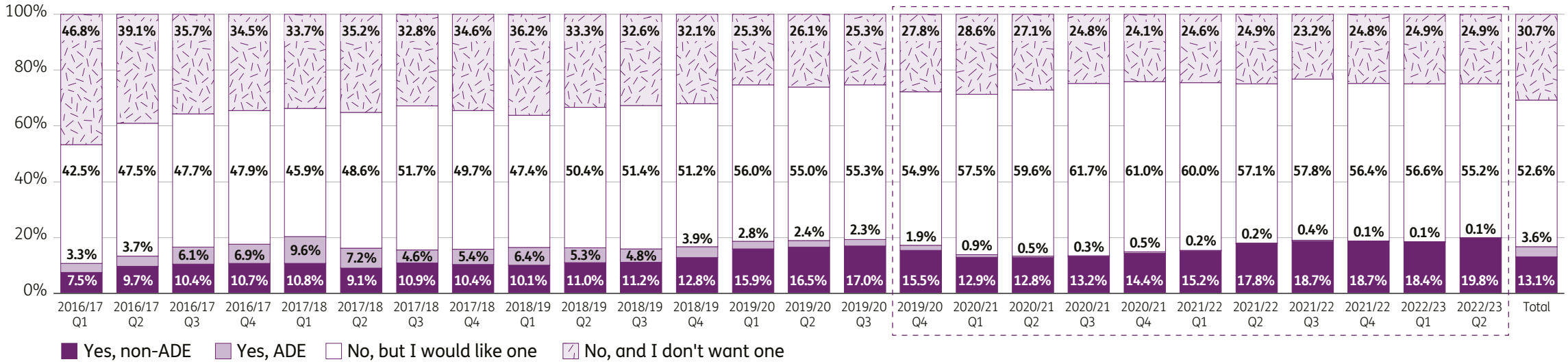


Reported employment activity for those responding "No, but I would like one"



Paid job status[1] by entry quarter

Participants aged 15 to 24



Overall, the percentage of participants in a paid job increased during 2016/17, peaking at 20.4% in Q1 2017/18 before declining to around 16-17% in the remainder of 2017/18 and 2018/19. The percentage started to increase again in 2019, however at the start of the COVID-19 pandemic there was a 6.0 percentage point drop, from 19.3% in March 2020 (2019/20 Q3) to 13.3% in December 2020 (2020/21 Q2). Subsequently, there has been a gradual recovery to 19.9% in Q2 2022/23.

ADE employment peaked at 9.6% in Q1 2017/18 before declining to around 2-3% prior to the pandemic. COVID appears to have affected both non-ADE and ADE employment, with a 4.2 percentage point drop for non-ADE employment (17.0% to 12.8% in 2020/21 Q2) and a 1.8 percentage point drop for ADE employment (from 2.3% to 0.5%), followed by further declines. For the latest three quarters, only 0.1% were in an ADE at baseline.

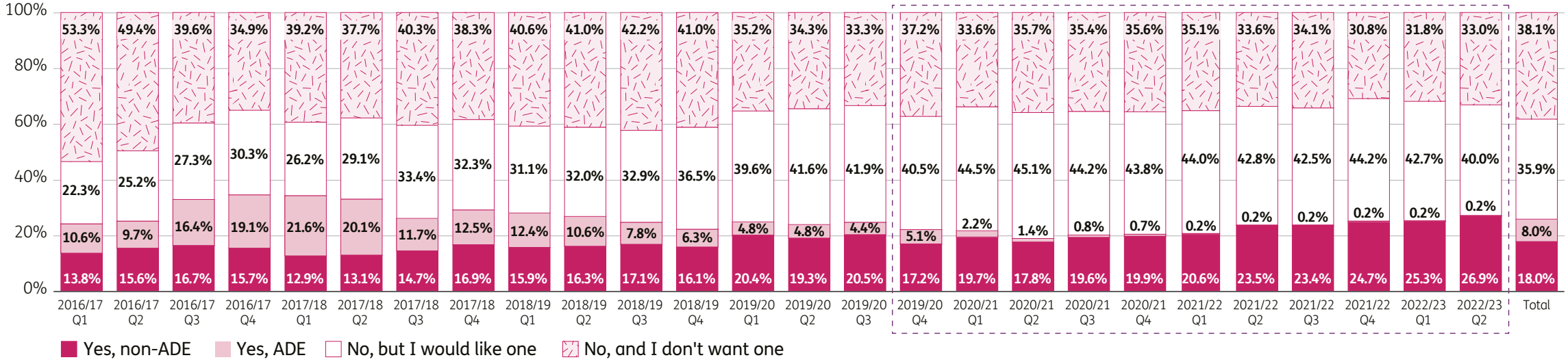
The percentage who don't have a paid job but would like one has generally increased with entry quarter, to around 55% at the start of the pandemic, and increased further during the pandemic, to around 60% in 2021/22 Q1. This percentage has decreased gradually to 55.2% in Q2 2022/23.

The percentage not interested in work was decreasing up to the start of the pandemic. Following an increase after the start of the pandemic, it has stabilised at around 24-25%.

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

Paid job status[1] by entry quarter

Participants aged 25 to 44



Overall, the percentage of participants in a paid job increased during 2016/17, peaking at 34.8% in Q4 2016/17. The percentage decreased and stabilised to 24.9% in 2019/20 Q3, just before COVID. Due to COVID there was a drop in the percentage of participants in a paid job, to 19.2% in 2020/21 Q2, followed by an increasing trend, reaching 27.1% in 2022/23 Q2.

ADE employment peaked at 21.6% in Q1 2017/18 before declining to around 4-5% prior to the pandemic. COVID appears to have affected both non-ADE and ADE employment. Non-ADE employment dropped by 2.6 percentage points, to 17.8%, in 2020/21 Q2. ADE employment increased in the first quarter of the pandemic, to 5.1%, before dropping to 1.4% in 2020/21 Q2, followed by further declines. For the latest three quarters, only 0.2% were in an ADE at baseline.

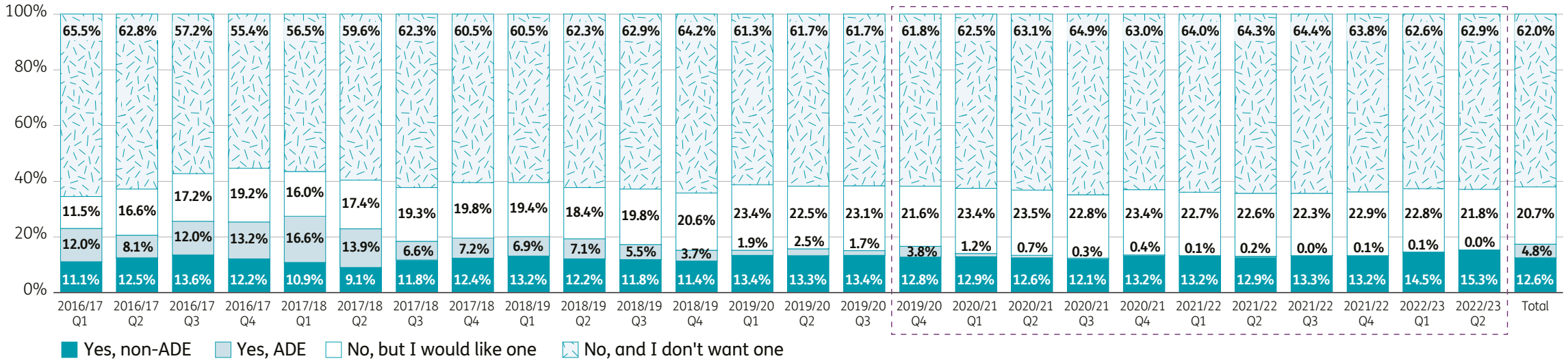
The percentage who don't have a paid job but would like one has generally increased with entry quarter, to 41.9% at the start of the pandemic. Following this, the percentage has stabilised to around 40-43% in 2022/23.

The percentage not interested in work was decreasing up to the start of the pandemic. Following an increase after the start of the pandemic, it has stabilised at around 30-33%.

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

Paid job status[1] by entry quarter

Participants aged 45 to 64



Overall, the percentage of participants in a paid job increased during 2016/17, peaking at 27.5% in Q1 2017/18 before declining to 15.2% just before the pandemic in Q3 2019/20. Following this, the percentage of participants in a paid job dropped to 13.4% in 2020/21 Q4, followed by a gradual increase to 15.3% in Q2 2022/23.

ADE employment peaked at 16.6% in Q1 2017/18 before declining to around 1.7% prior to the pandemic. ADE employment increased in the first quarter of the pandemic, to 3.8%, before dropping to 0.7% in 2020/21 Q2, followed by further declines. For the latest four quarters, baseline ADE employment has been 0.1% or lower. Non-ADE employment also dropped in the initial COVID period, to 12.1% in 2020/21 Q3, before increasing to 15.3% in 2022/23 Q2.

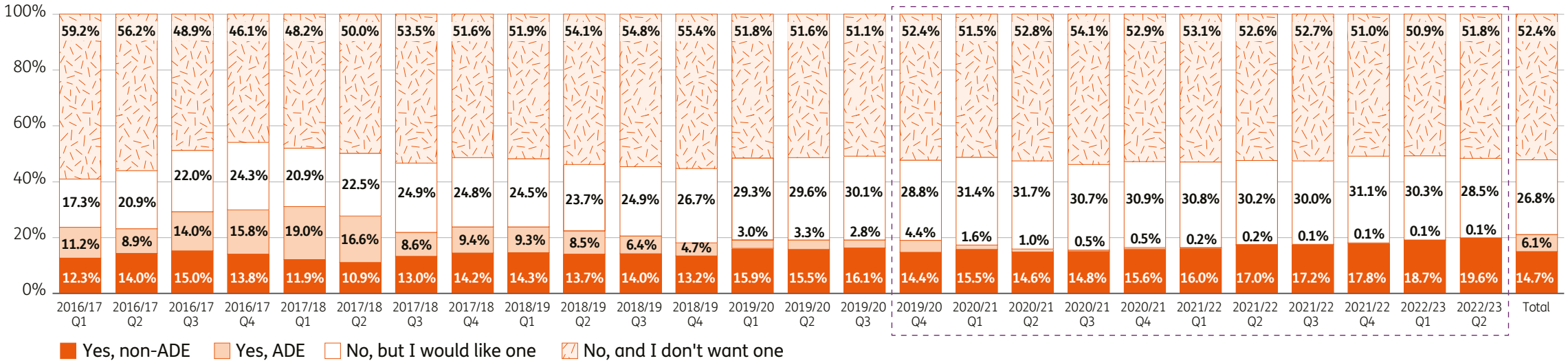
The percentage who don't have a paid job but would like one has generally increased with entry quarter, to 23.1% at the start of the pandemic in Q3 2019/20, and has stabilised following the pandemic, to around 21-24%.

The percentage not interested in work decreased from 65.5% to 55.4% in 2016/17, after which it has remained at between 60% and 65%.

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

Paid job status[1] by entry quarter

Participants aged 25 and over



Overall, the percentage of participants in a paid job increased during 2016/17, peaking at 30.9% in Q1 2017/18 before declining, to 17.9%

in Q4 2018/19. The percentage was 18.9% for the first three quarters of 2019/20 but dropped by 3.4 percentage points at the start of the COVID-19 pandemic, from 18.9% in 2019/20 Q3 to 15.6% in 2020/21 Q2. Subsequently, there has been a gradual recovery to 19.7% in Q2 2022/23.

ADE employment peaked at 19.0% in Q1 2017/18 before declining to around 3% prior to the pandemic. COVID appears to have affected both non-ADE and ADE employment, with a 1.5 percentage point drop for non-ADE employment (16.1% to 14.6% in 2020/21 Q2) and a 1.8 percentage point drop for ADE employment (from 2.8% to 1.0%). For the latest four quarters, only 0.1% were in an ADE at baseline.

The percentage who don't have a paid job but would like one has generally increased with entry quarter, to around 30% at the start of the pandemic, and increased slightly at the start of the pandemic, to around 32%. This percentage has decreased gradually to 28.5% in Q2 2022/23.

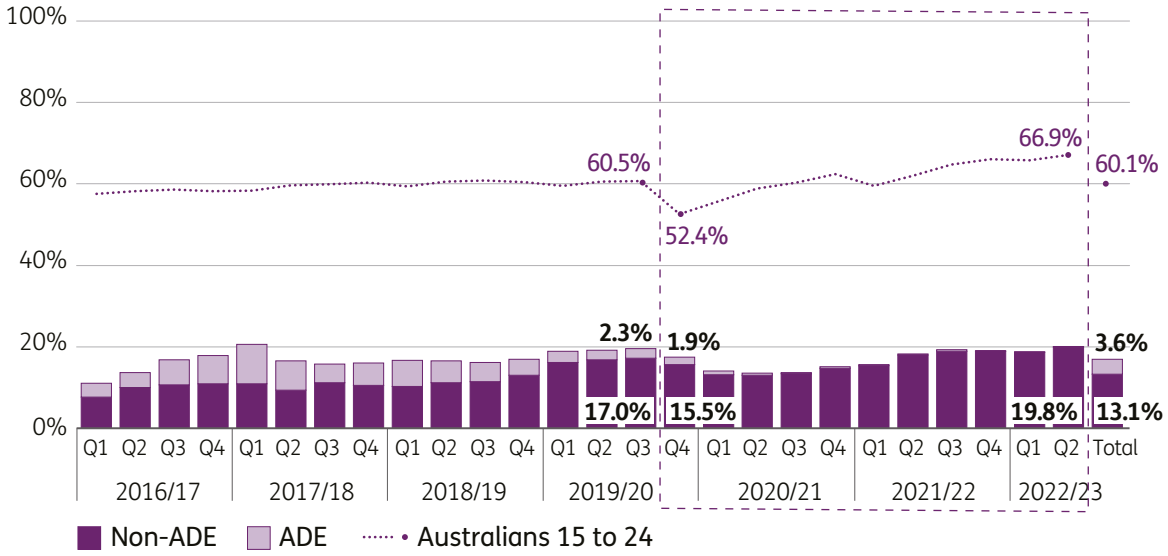
The percentage not interested in work was around 51% at the start of the pandemic and increased slightly at the start of the pandemic, to around 54% before stabilising at 51-52%.

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

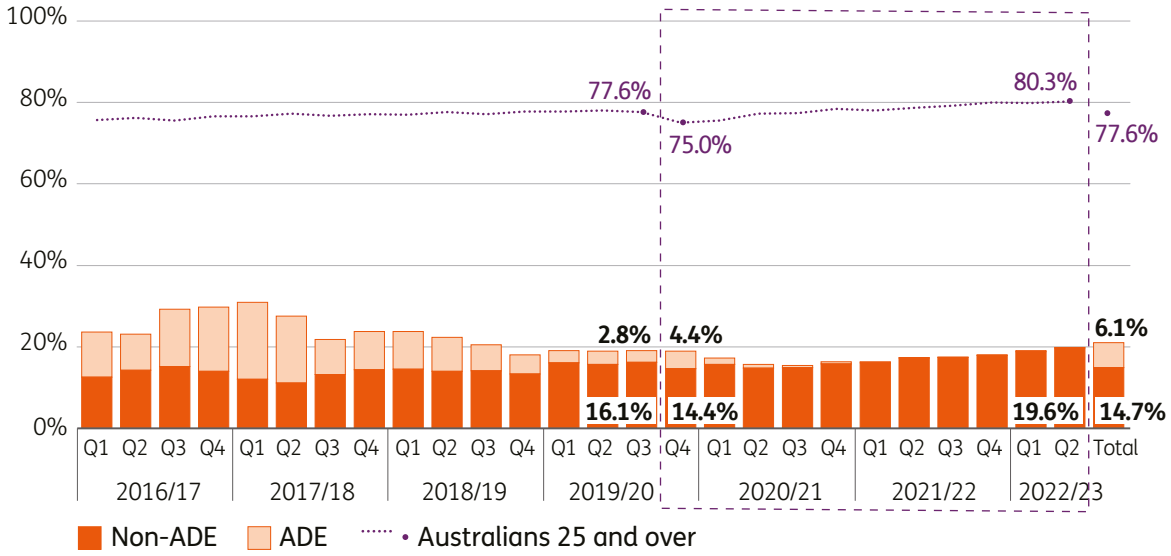
Employment to population ratio (% in a paid job)[1]

By (entry) quarter

Participants aged 15 to 24



Participants aged 25 and over



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%, 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%, from 77.6% to 75.0%, followed by a gradual recovery to 80.3% in Q2 2022/23.

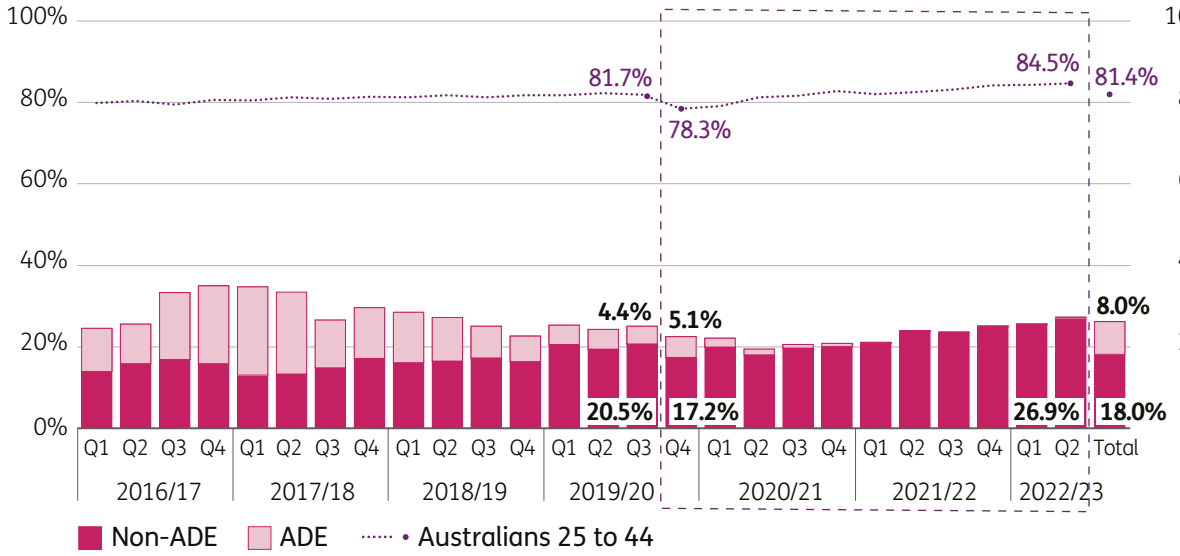
On average, the ratio for participants is around 57 percentage points lower than for Australians aged 25 to 64.

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).

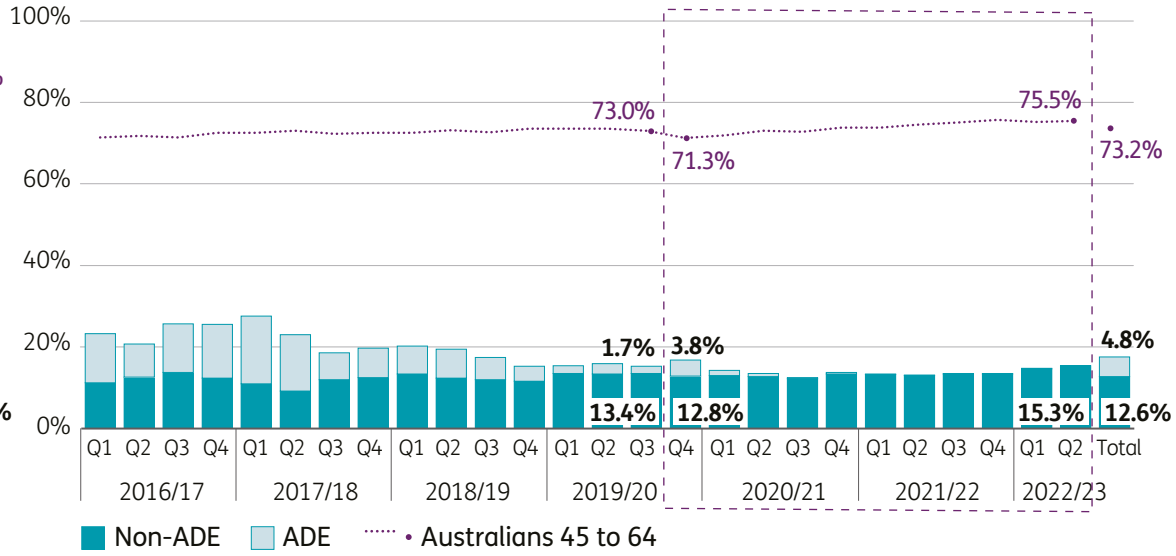
Employment to population ratio (% in a paid job)[1]

By (entry) quarter

Participants aged 25 to 44



Participants aged 45 to 64



For Australians aged 25 to 44, there has been a slight increasing trend between late 2016 and early 2020. During the COVID period, there was an initial drop of 3.4%, from 81.7% to 78.3%, followed by a gradual recovery to 84.5% in Q2 2022/23.

On average, the ratio for participants is around 55 percentage points lower than for Australians aged 25 to 44.

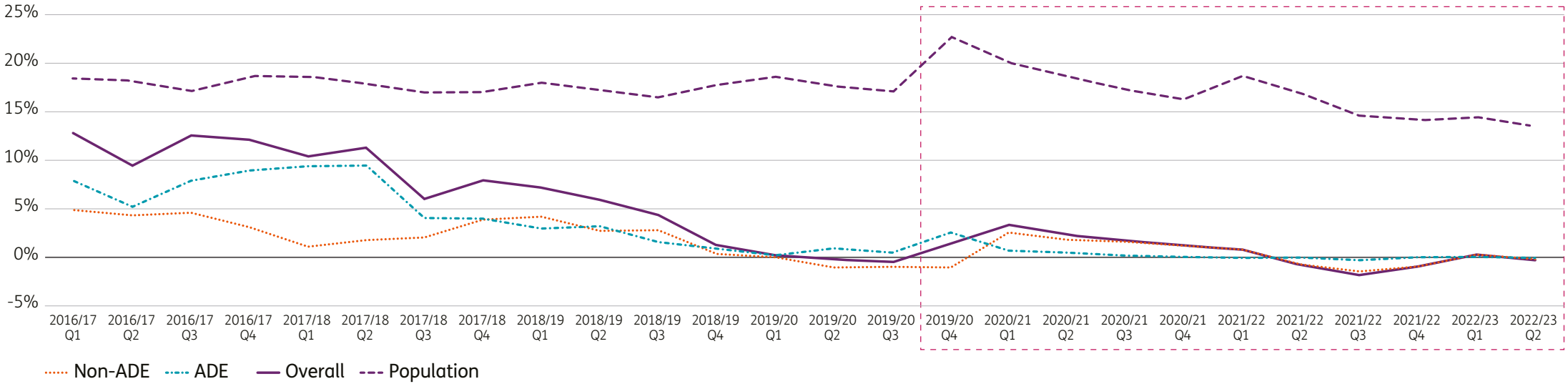
For Australians aged 45 to 64, there has been a slight increasing trend between late 2016 and early 2020. During the COVID period, there wasn't any significant change and the slight increasing trend continued to 75.5% in Q2 2022/23.

On average, the ratio for participants is around 56 percentage points lower than for Australians aged 45 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).

Difference by (entry) quarter

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



The chart shows the difference in employment to population ratios for age 25 to 64 and age 15 to 24. For the Australian population, the 25 to 64 age group has had employment to population ratios higher than the 15 to 24 age group. Prior to the pandemic, the difference was roughly constant at around 17-18 percentage points, however it increased at the start of the pandemic, which affected the 15 to 24 age group to a relatively greater extent. Since the start of the pandemic, the difference has gradually decreased to 13-14%.

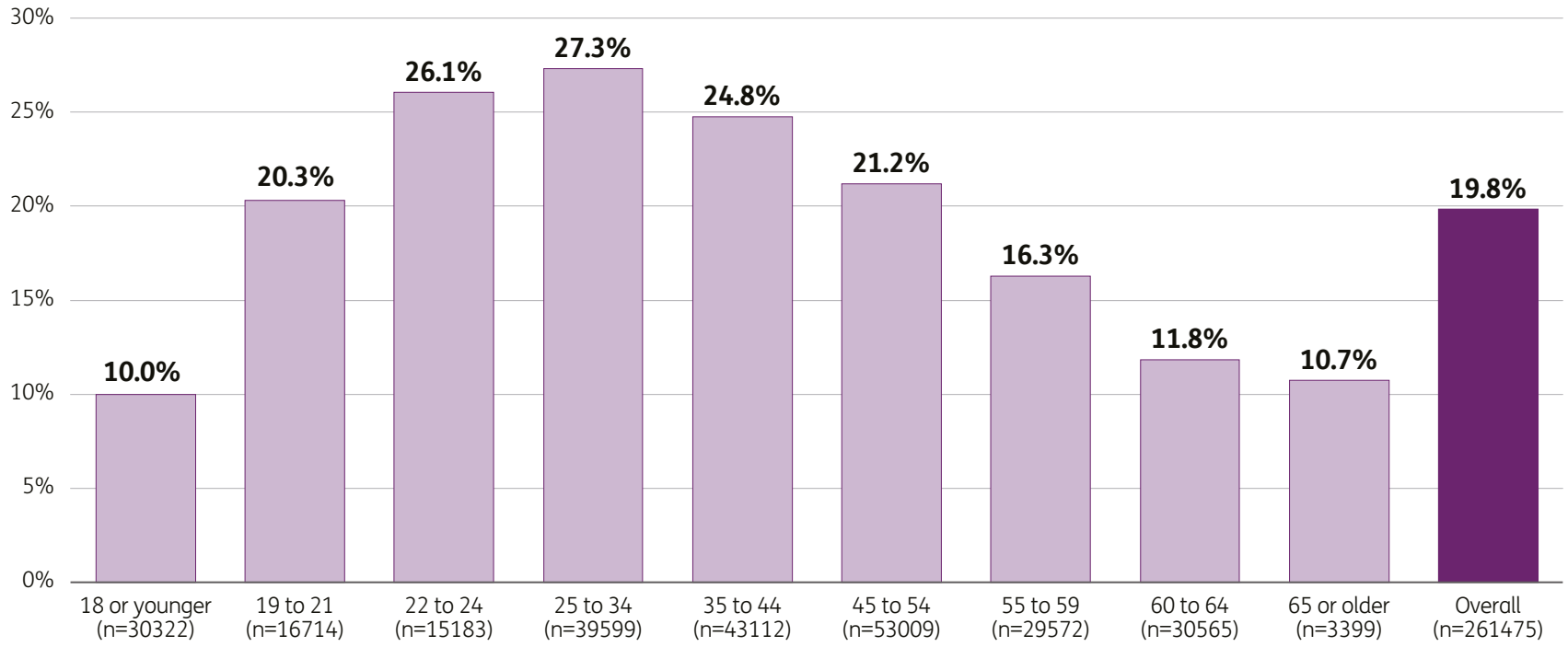
For NDIS participants, the percentage in a paid job was also higher for participants aged 25 and over initially, but the difference has been trending downwards. For the two quarters prior to the pandemic the overall percentage and the percentage in non-ADE employment was higher for participants aged 15 to 24, whilst remaining slightly lower for ADE employment. After the onset of the pandemic, percentages were slightly higher for the 25 and over age group again, before trending downwards to virtually no difference.

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).

Percentage in paid job

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.



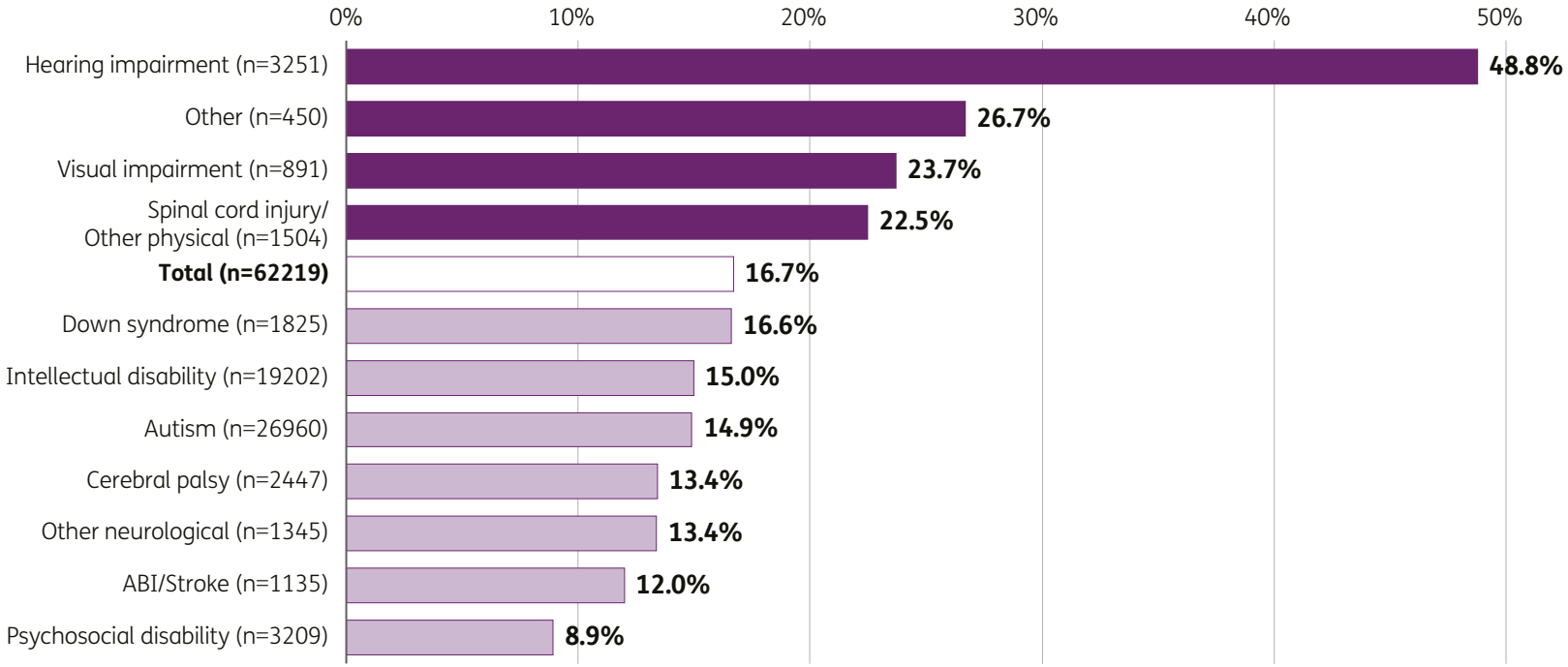
Percentage in a paid job at baseline

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%).



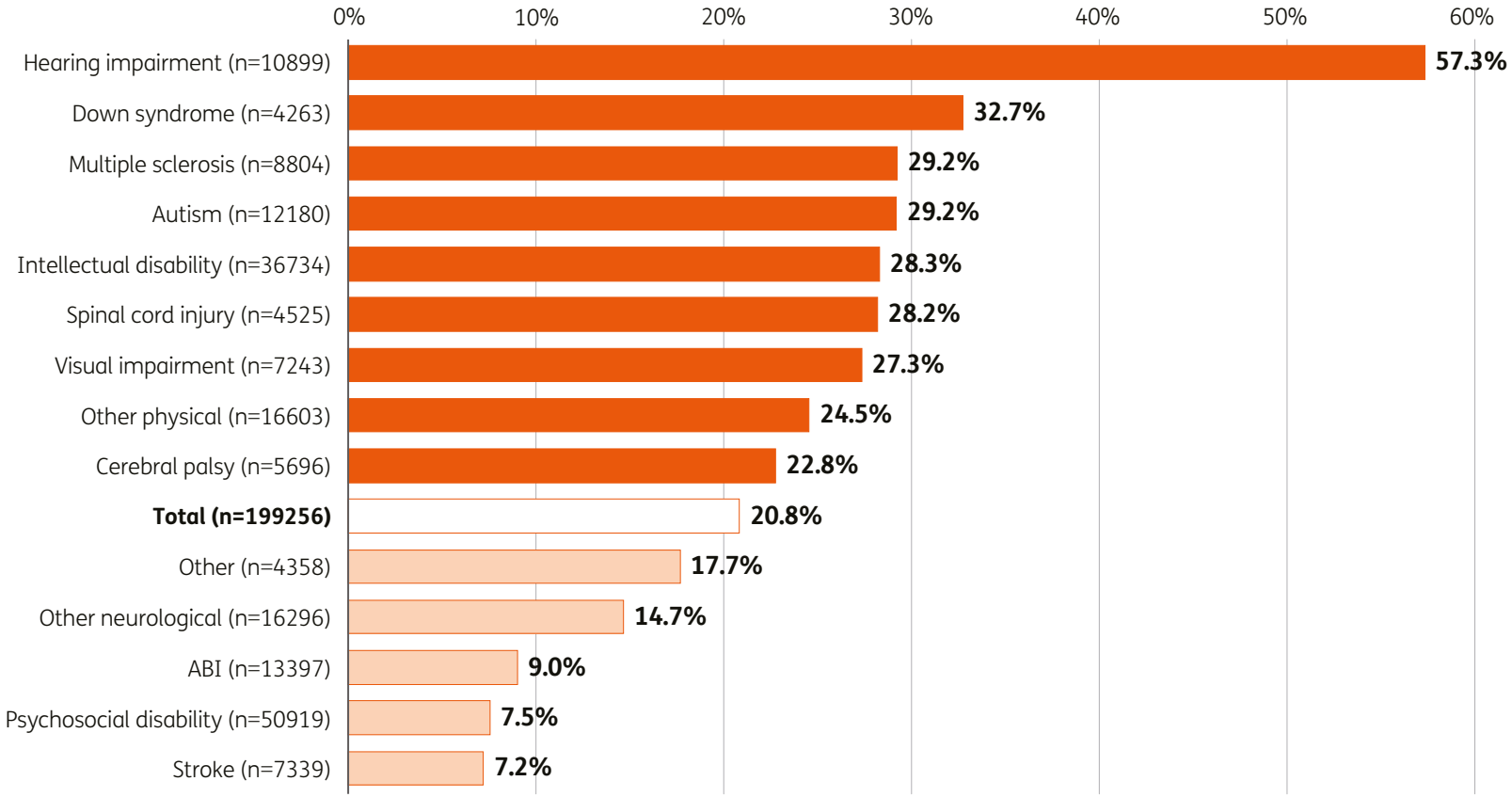
Percentage in a paid job at baseline

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%).



Geographical distribution

Participants aged 15 to 24

The map shows the percentage of participants aged 15 to 24 in paid job at baseline Australia-wide, as well as detailed maps for Sydney and Melbourne metro areas.

The percentage of participants aged 15 to 24 in paid employment is highest in ACT, at 24.9%, and lowest in TAS, at 9.9%.

Participants in north-eastern Sydney are more likely to be in paid employment compared to those in south-west.

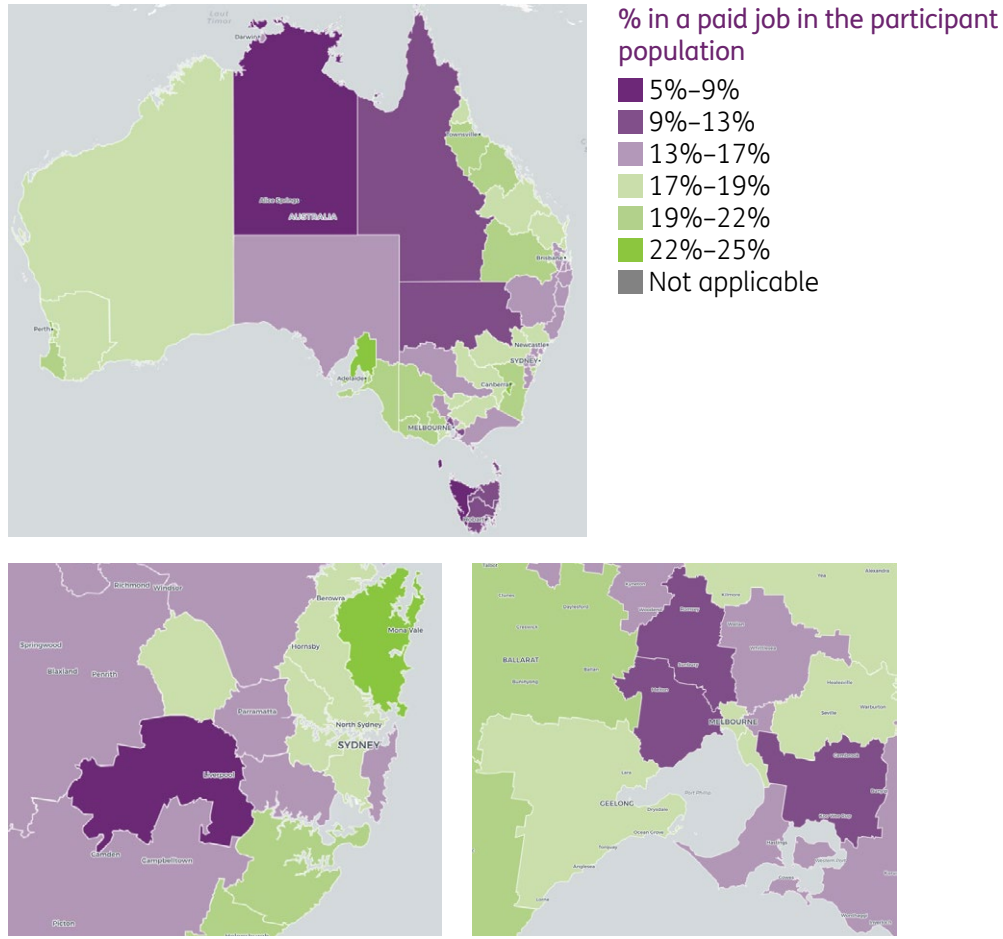
Regions with the highest percentages of participants aged 15 to 24 in a paid job are:

- Australian Capital Territory **24.9%** (ACT)
- Adelaide South **24.4%** (SA)
- Adelaide West **23.6%** (SA)

Regions with the lowest percentages are:

- Outback **4.7%** (NT)
- Sydney South West **8.1%** (NSW)
- West and North-west **8.5%** (TAS)

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



The bottom two maps are zoomed-in Sydney and Melbourne.

Geographical distribution

Participants aged 25 to 64

The map shows the percentage of participants aged 25 to 64 in paid job at baseline Australia-wide, as well as detailed maps for Sydney and Melbourne metro areas.

The percentage of participants aged 25 to 64 in paid employment is highest in ACT, at **30.9%**, and lowest in NT, at **15.5%**.

Participants in northern Sydney have the highest percentages in paid employment nation-wide.

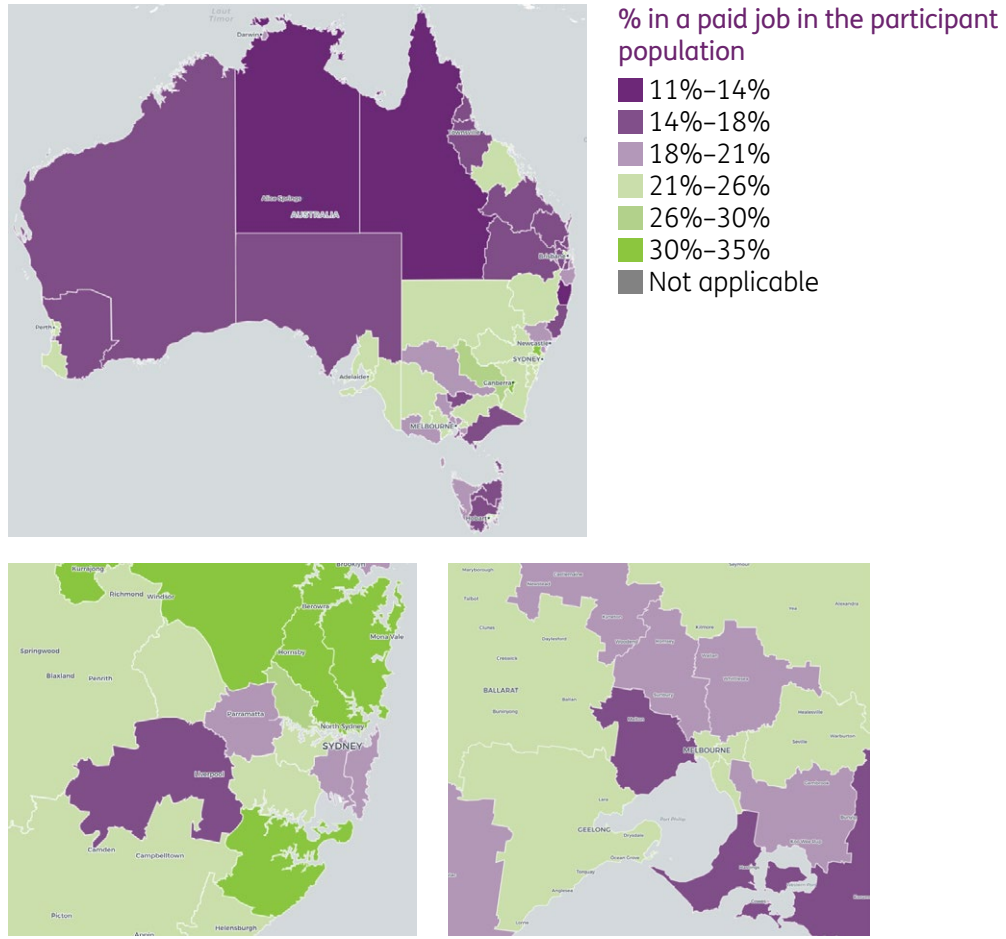
Regions with the highest percentages of participants aged 25 to 64 in paid job are:

- Baulkham Hills and Hawkesbury **34.9%** (NSW)
- Northern Beaches **33.8%** (NSW)
- North Sydney and Hornsby **32.8%** (NSW)

Regions with the lowest percentages are:

- Outback NT **11.0%** (NT)
- Outback QLD **11.2%** (QLD)
- Coffs Harbour – Grafton **14.2%** (NSW)

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



The bottom two maps are zoomed-in Sydney and Melbourne.

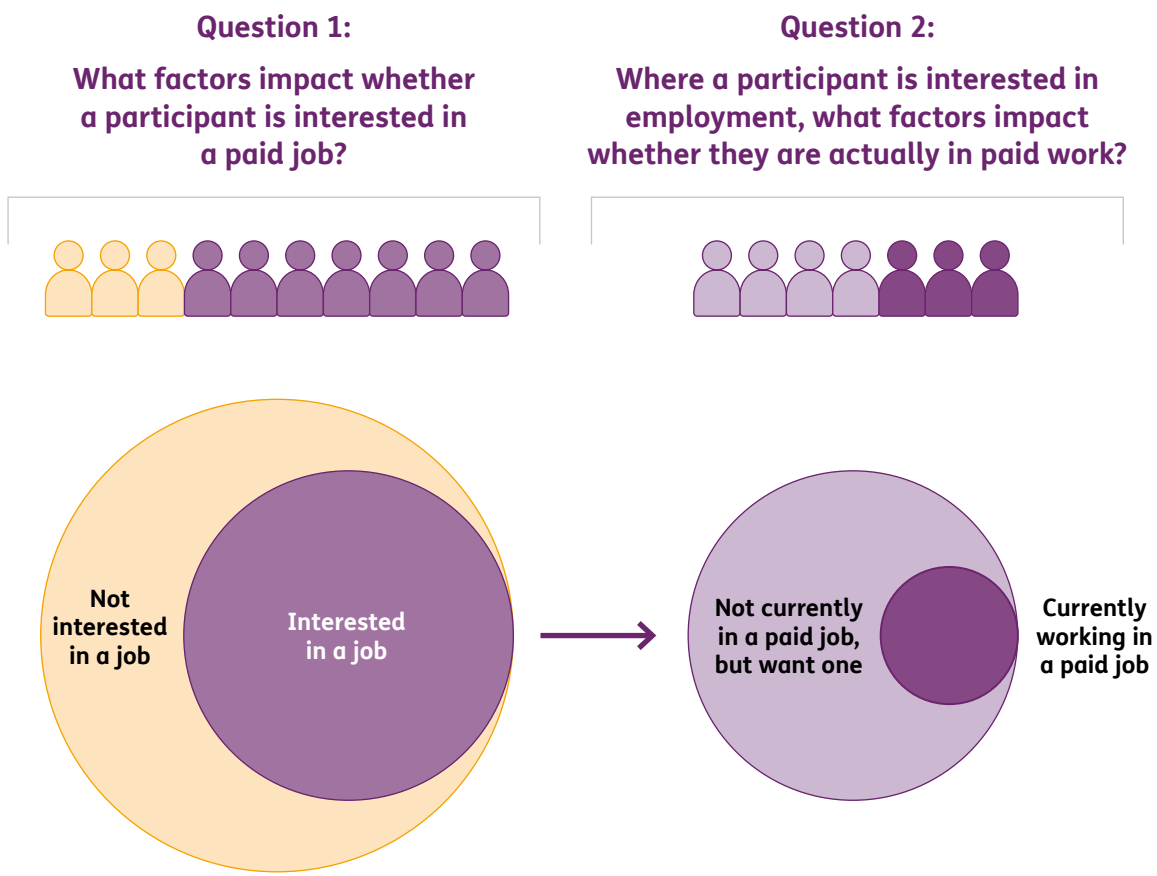
Modelling of baseline employment outcomes

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



Modelling of baseline employment outcomes

Two-stage approach

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

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

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

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

Modelling of baseline employment outcomes

Factors investigated in the multiple logistic regression models included:

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

Variable importance

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

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

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

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

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

Drivers of being interested in employment

Participants aged 15 to 24

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

Top 5 most important drivers	Effect on the likelihood of being interested in employment	Relative importance
Level of function[1]	**Increases** with higher level of function	39.5%
Educational attainment (Compared to senior secondary school)	**Higher** if completed TAFE or diploma, followed by graduate level education **Lower** if no school level education or only secondary school completed	22.3%
Number of daily living activities that require support	**Decreases** with number of daily living activities that require support	9.0%
Age	**Increases** with age from 15 to 18 **Decreases** with age after 18	7.5%
Annualised plan budget[1]	**Decreases** with annualised plan budget	5.4%

1 Whilst level of function and annualised plan budget are linked, the models indicate that each has independent explanatory power. Also note that since these are baseline results, annualised (baseline) plan budget is acting as a proxy for other factors rather than directly impacting baseline employment outcomes.

Drivers of being interested in employment

Participants aged 25 and over

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

Top 5 most important drivers	Effect on the likelihood of being interested in employment	Relative importance
Level of function	**Increases** with higher level of function	26.3%
Age	**Decreases** with increasing age (gradual decrease between age 25 to 50, after age 50, decrease becomes steeper)	23.1%
Educational attainment (Compared to senior secondary school)	**Higher** if completed graduate level education, followed by TAFE or diploma, and senior secondary school **Lower** if no school level education completed	12.9%
Number of daily living activities that require support	**Decreases** with number of daily living activities that require support	9.6%
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 (which are not significantly different to psychosocial)	4.6%

Drivers of working in a paid job, given interest

Participants aged 15 to 24

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

Top 5 most important drivers	Effect on the likelihood of having a paid job given they are interested	Relative importance
Age	**Increases** with age	21.5%
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	15.3%
Number of daily living activities that require support	**Decreases** with number of daily living activities that require support	14.2%
Scheme entry type (Compared to no previous support)	**Higher** if previously received services from Commonwealth programs or State/Territory supports prior to entering the NDIS	14.1%
Level of function	**Increases** with higher level of function	8.4%

Drivers of working in a paid job, given interest

Participants aged 25 and over

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

Top 5 most important drivers	Effect on the likelihood of having a paid job given they are interested	Relative importance
Primary disability (Compared to psychosocial disability)	**Higher** for all other disability types except stroke, which is not significantly different to psychosocial	33.4%
Housing type (Compared to own house)[1]	**Lower** if living in privately rented properties, crisis accommodation/ shelter, public housing, boarding home/hostel/other residential care (SIL/SDA and non-SIL/SDA) or supported housing (non-SIL/SDA) **Higher** if living in supported housing (SIL/SDA)	13.5%
Level of function	**Increases** with higher level of function	9.5%
Self-rated health (Compared to "Good")	**Higher** if assessed health is 'Very good/Excellent' **Lower** if assessed health is 'Fair' or 'Poor'	9.1%
Number of daily living activities that require support	**Decreases** with number of daily living activities that require support	8.8%

1 See next slide for further discussion on housing.

Drivers of working in a paid job, given interest

Housing, participants aged 25 and over

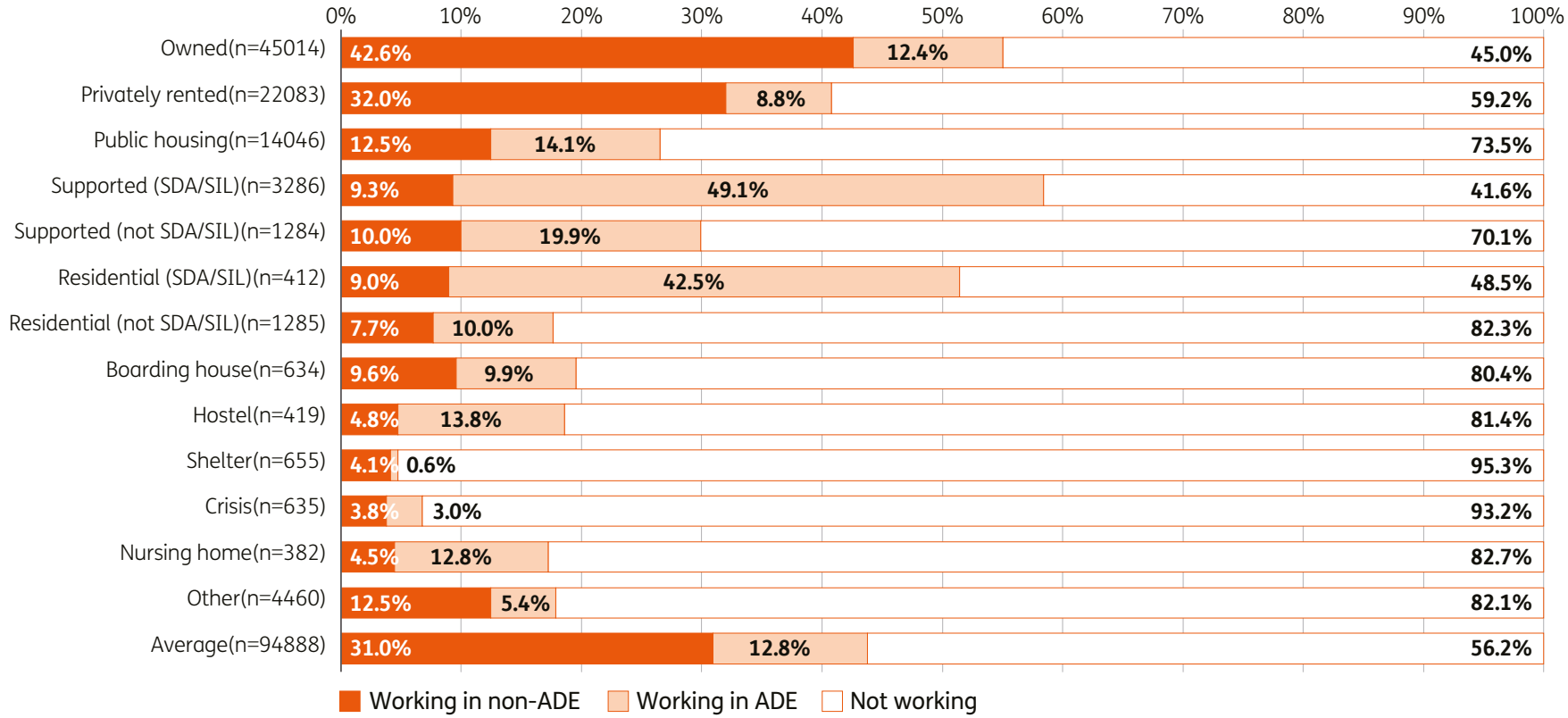
For participants interested in paid work at baseline, those in SDA/SIL are more likely to be in a paid job.

The chart shows that the majority of jobs for those in SDA/SIL are in ADEs: 49.1% and 42.5% of SDA/SIL participants in supported accommodation or residential accommodation (respectively) have a job in an ADE, compared to only 9.3% and 9.0% with non-ADE employment.

By contrast, 42.6% of participants who live in a home owned by them or their families are in non-ADE employment.

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

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



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

2.2
Type of employment

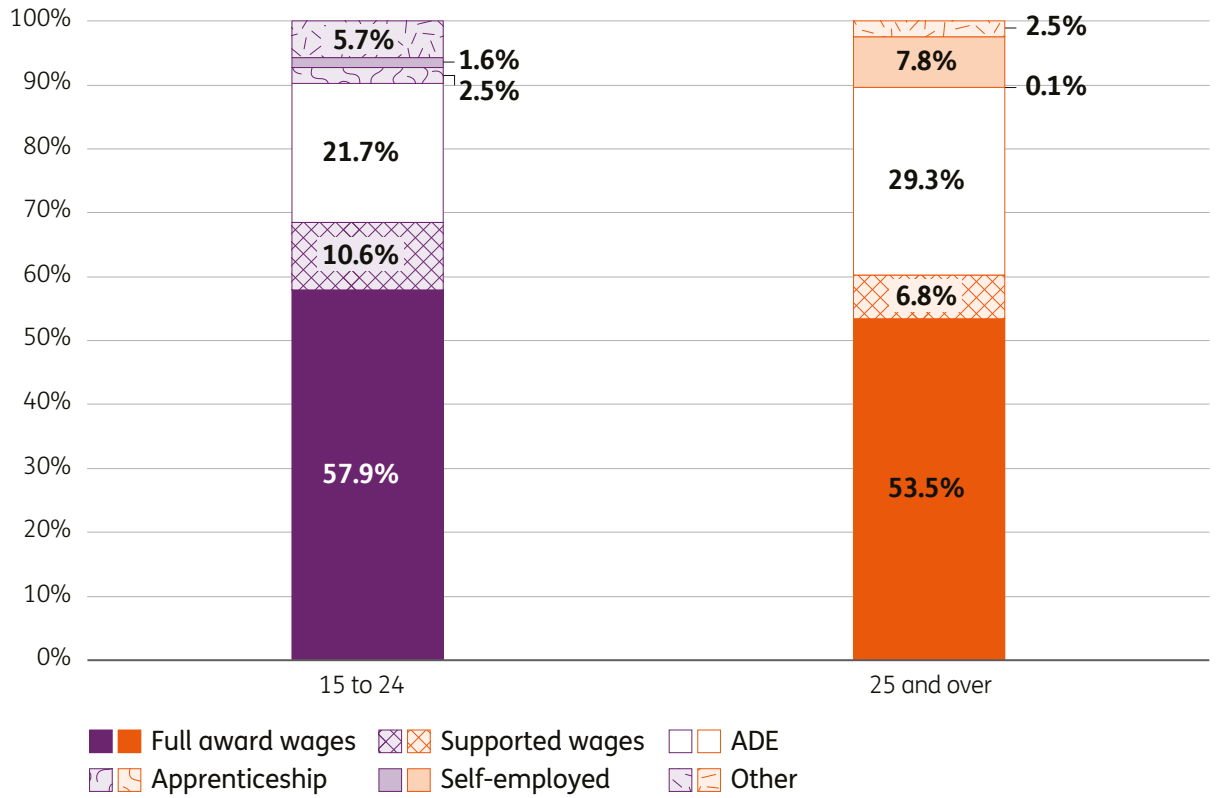
Type of employment

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



Type of employment

By age

Open employment:

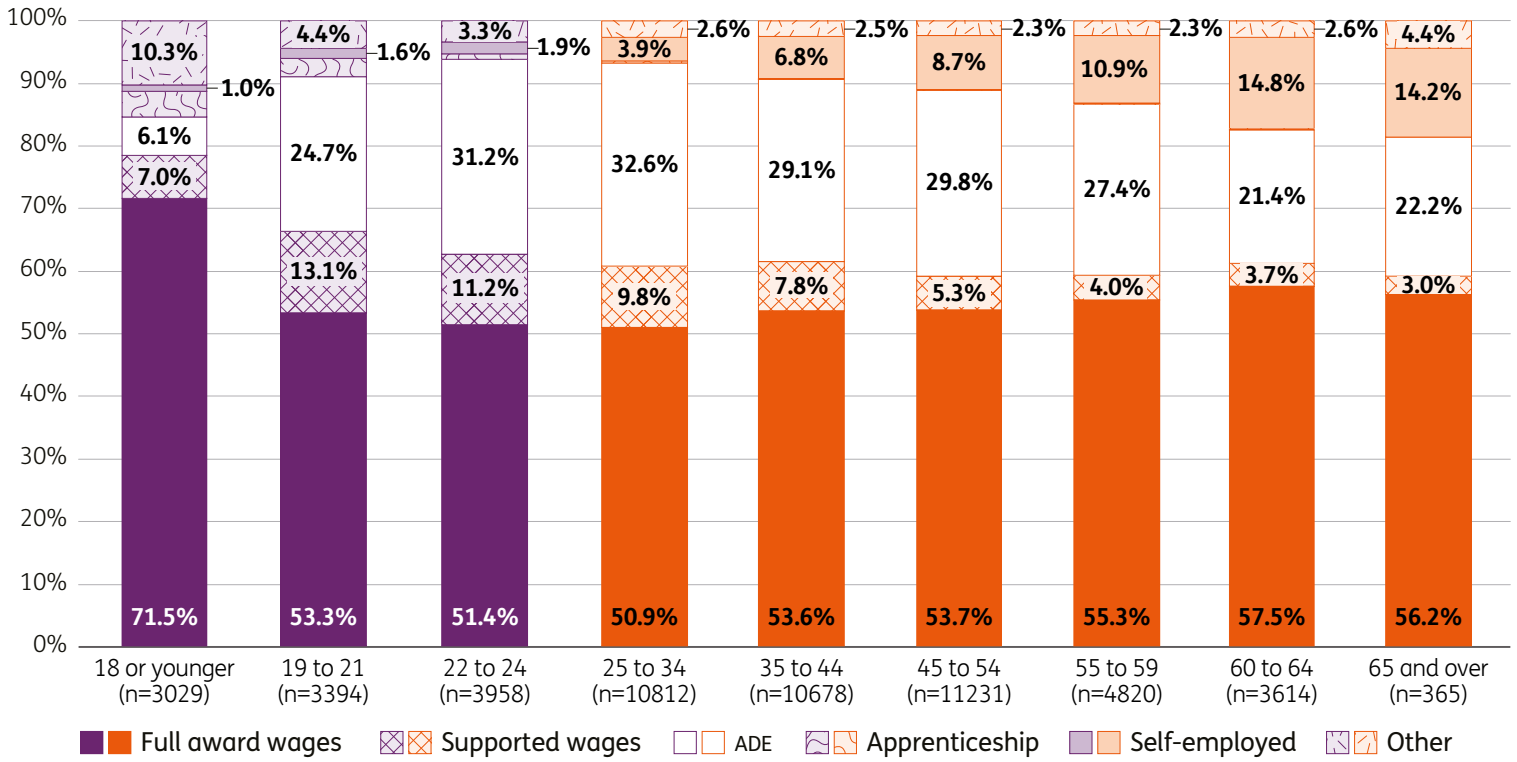
- The percentage of participants in open employment at full award wages falls from **72%** for 15 to 18 year olds, to **51%** for 25 to 34 year olds, then increases slightly for older ages.
- The percentage of participants in open employment at supported wages decreases with age, after the 19 to 21 age group.

ADE employment:

- The percentage of participants in an ADE increases from **6%** for those 18 or younger, to **33%** for those aged 25 to 34, then declines.

Self-employment:

- The percentage of participants that are self-employed increases with age and becomes more common after age 35, reaching close to **15%** for those aged 60 or older.



Type of employment

By disability

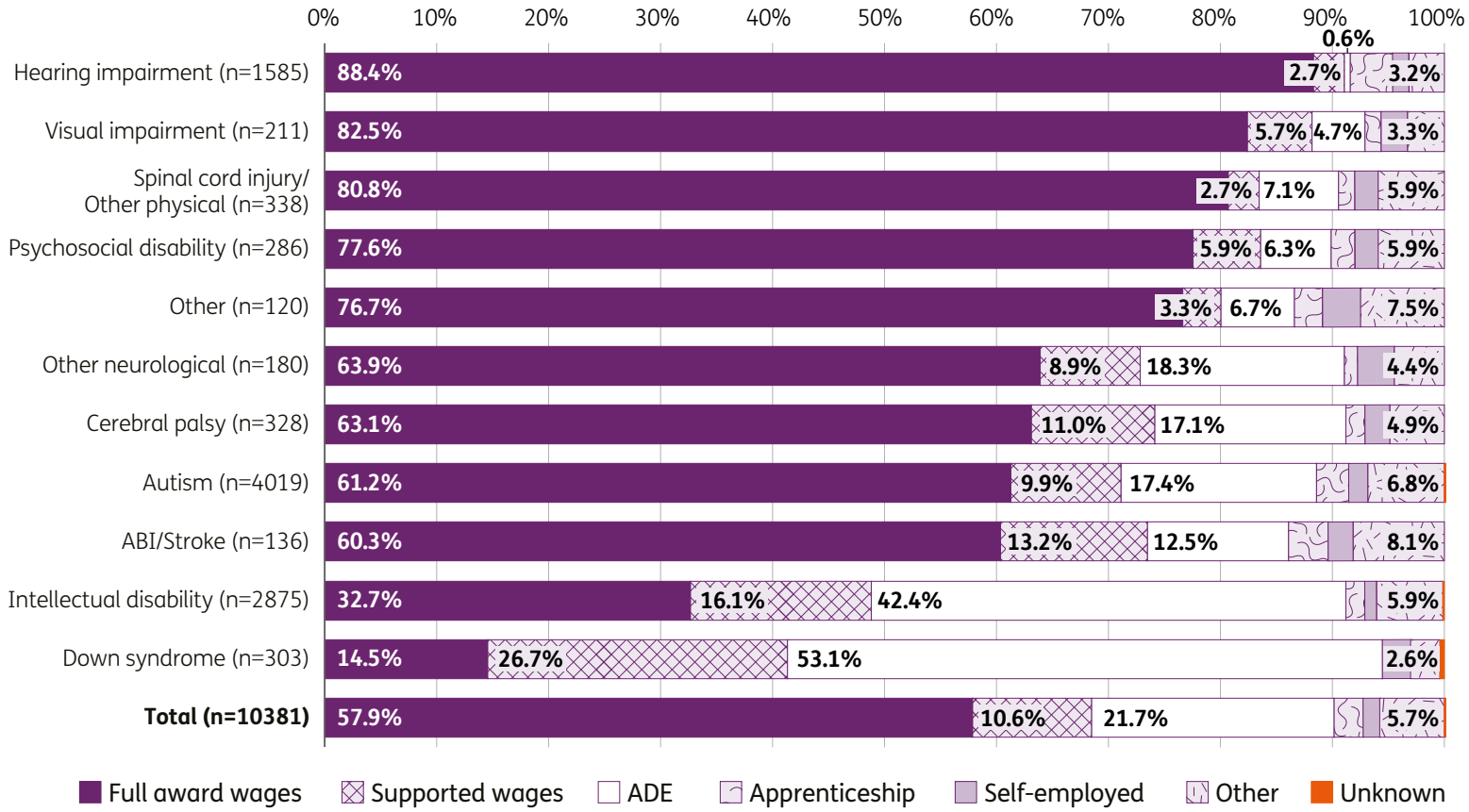
For participants aged 15 to 24

Open employment at full award wages:

- Participants aged 15 to 24 with hearing impairment are the most likely to be in open employment at full award wages (**88%**).
- Participants aged 15 to 24 with Down syndrome (**15%**) or intellectual disability (**33%**) are the least likely.

ADE employment:

- Participants aged 15 to 24 with Down syndrome (**53%**) or intellectual disability (**42%**) are the most likely to be working in an Australian Disability Enterprise (ADE).

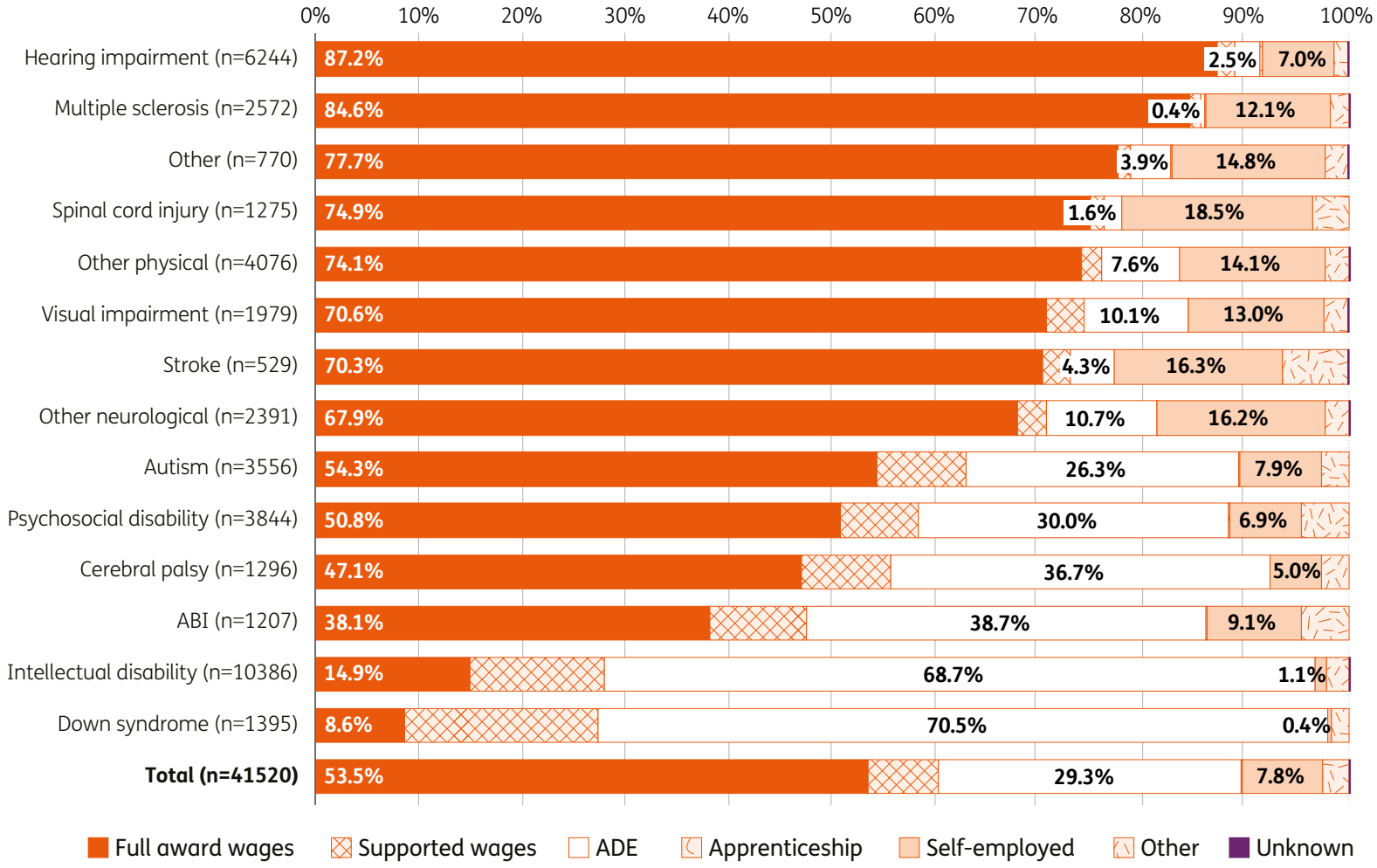


Type of employment

By disability

For participants aged 25 and over:

- Those participants with hearing impairment are the most likely to be in open employment at full award wages (**87%**).
- Participants with a spinal cord injury are much more likely to be self-employed (**19%**).
- Participants with Down syndrome (**71%**) or intellectual disability (**69%**) are the most likely to be working in an ADE.



2.3
Weekly hours of work

Weekly hours of work

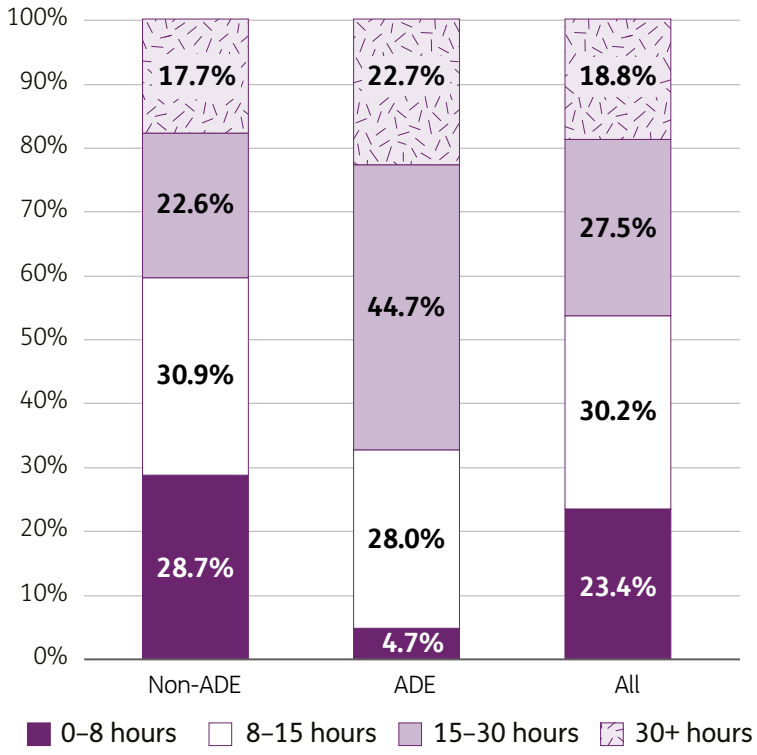
Participants in an ADE most commonly work between 15 and 30 hours per week:

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

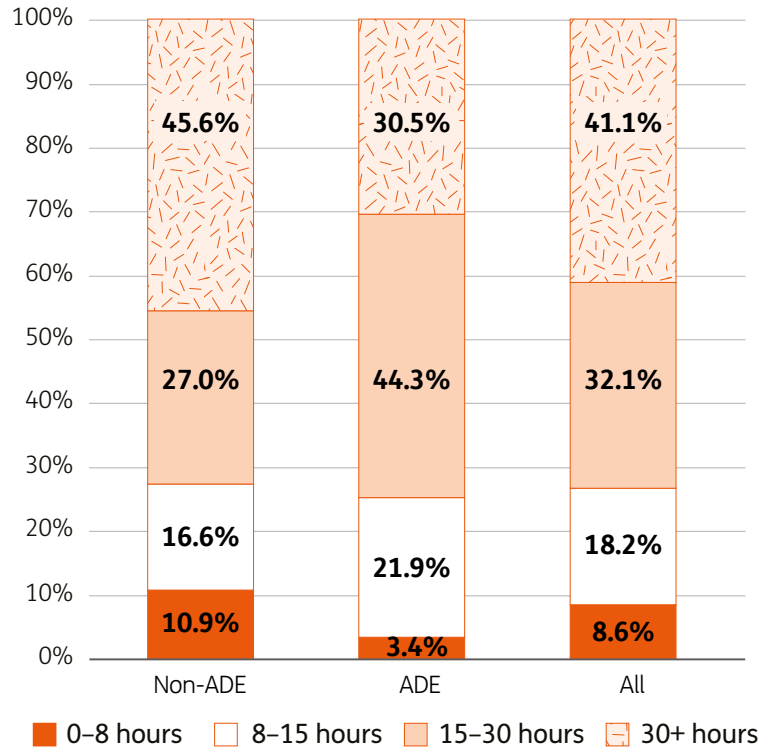
For participants in non-ADE employment, those aged 15 to 24 tend to work shorter hours compared to those aged 25 and over:

- **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



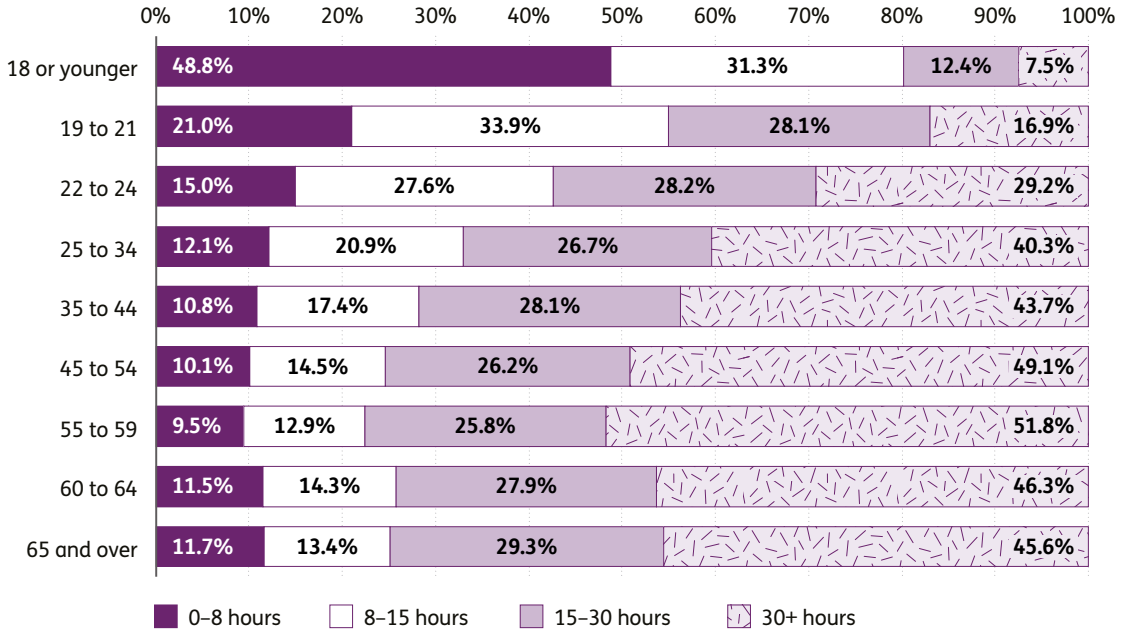
Participants aged 25 and over



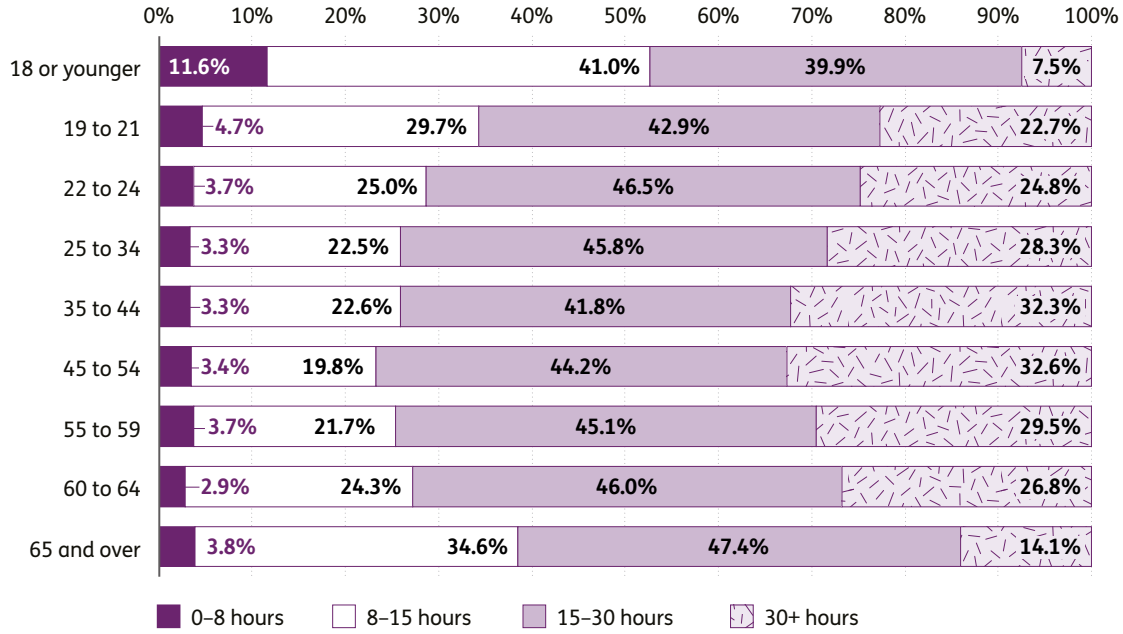
Weekly hours of work

By age

Non-ADE



ADE



Younger participants in non-ADE employment, especially those 18 or younger, are more likely to work shorter hours per week. Many of these participants would still be studying/ at school and are therefore more likely to be in casual work where shorter hours are more common. The percentage working 30 or more hours per week increases with age, to a maximum of 51.8% for those aged 55 to 59.

For participants working in an ADE, the percentage working 15-30 hours per week is relatively stable by age, ranging from 39.9% for those aged 18 or younger to 47.4% for those aged 65 or older. This is the most common range except for those aged 18 or younger, where 41% work 8-15 hours per week. Participants aged 35 to 54 are most likely to work 30 or more hours per week (around one-third).

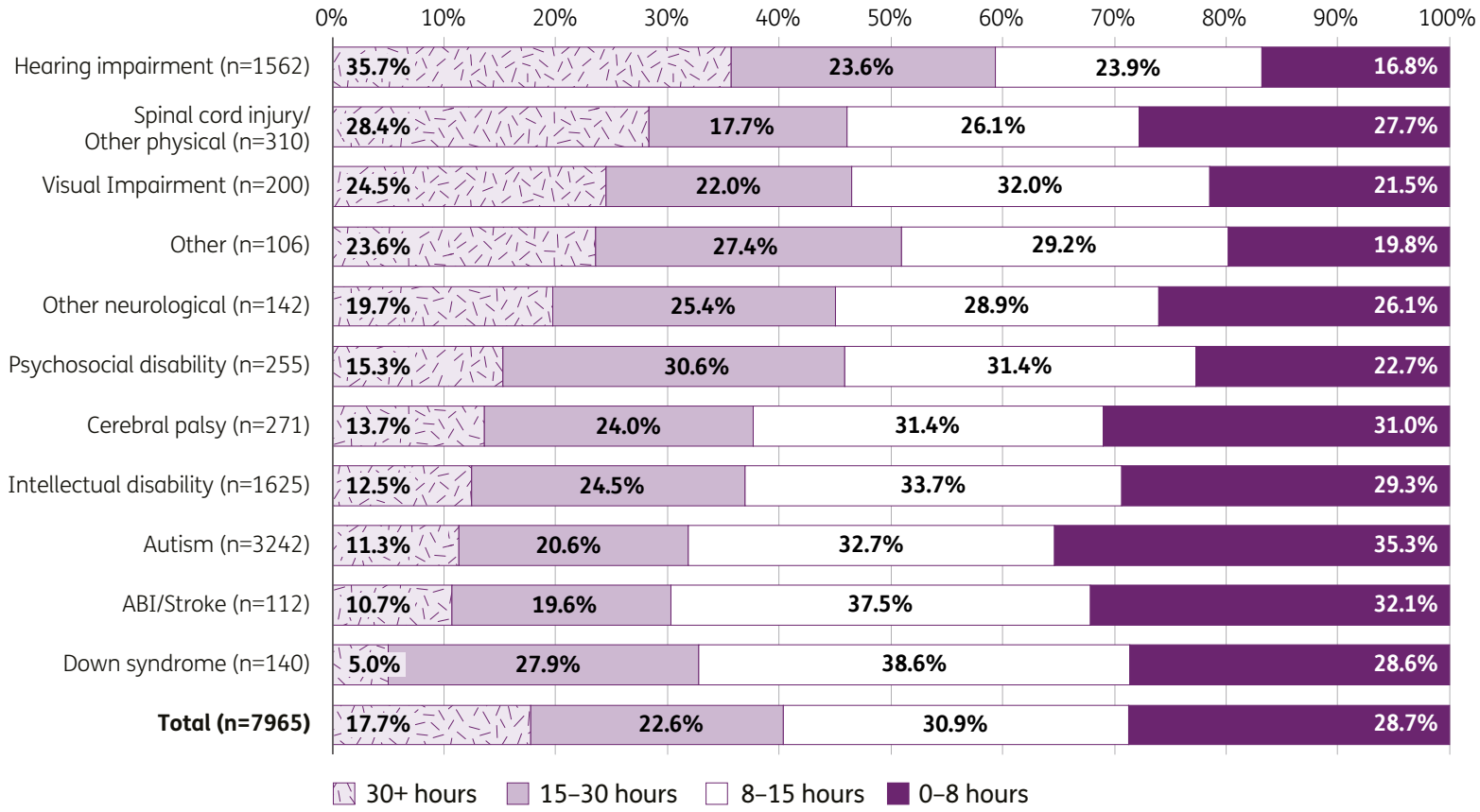
Weekly hours of work

By disability

Non-ADE employment

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

- Participants with a hearing impairment are the most likely to work more than 30 hours per week (**35.7%**)
- Participants with Down syndrome (**5.0%**) or ABI/stroke (**10.7%**) are the least likely to work more than 30 hours per week
- Participants with Down syndrome are the most likely to work between 8 and 30 hours per week (**66.4%**)
- Participants with autism are the most likely (when compared to other disability types) to work 8 hours or less (**35.3%**), followed by those with ABI/stroke (**32.1%**), cerebral palsy (**31.0%**), and intellectual disability (**29.3%**).



Weekly hours of work

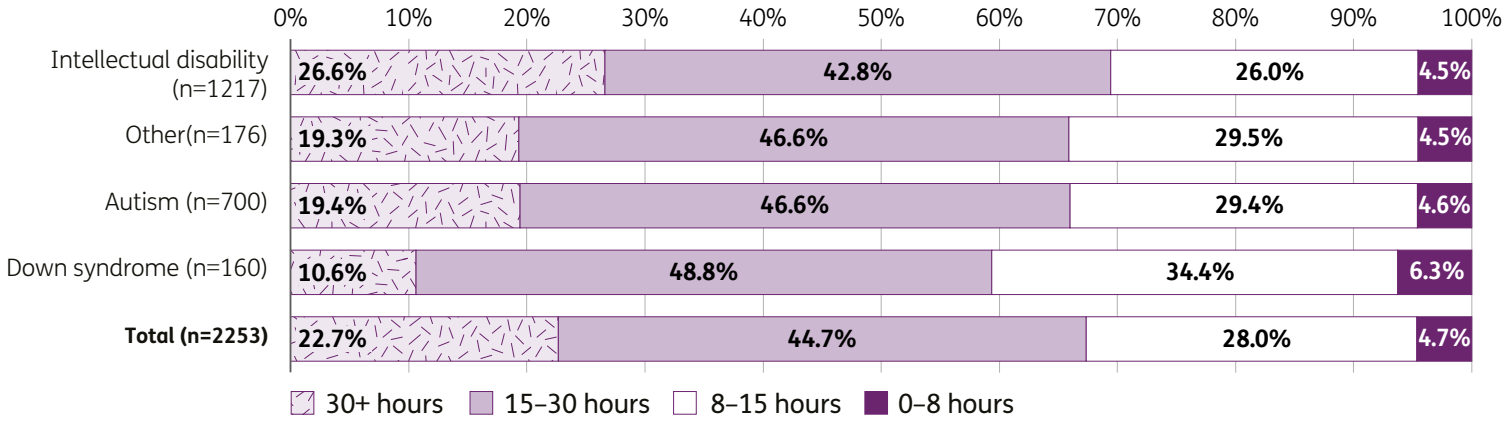
By disability

ADE employment

For participants aged 15 to 24 working in an **ADE**:

- Participants with intellectual disability are the most likely to work more than 30 hours per week (**26.6%**)
- Participants with Down syndrome (**10.6%**) are the least likely to work more than 30 hours per week
- Participants with Down syndrome are the most likely to be work between 8 and 30 hours per week (**83.2%**).

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



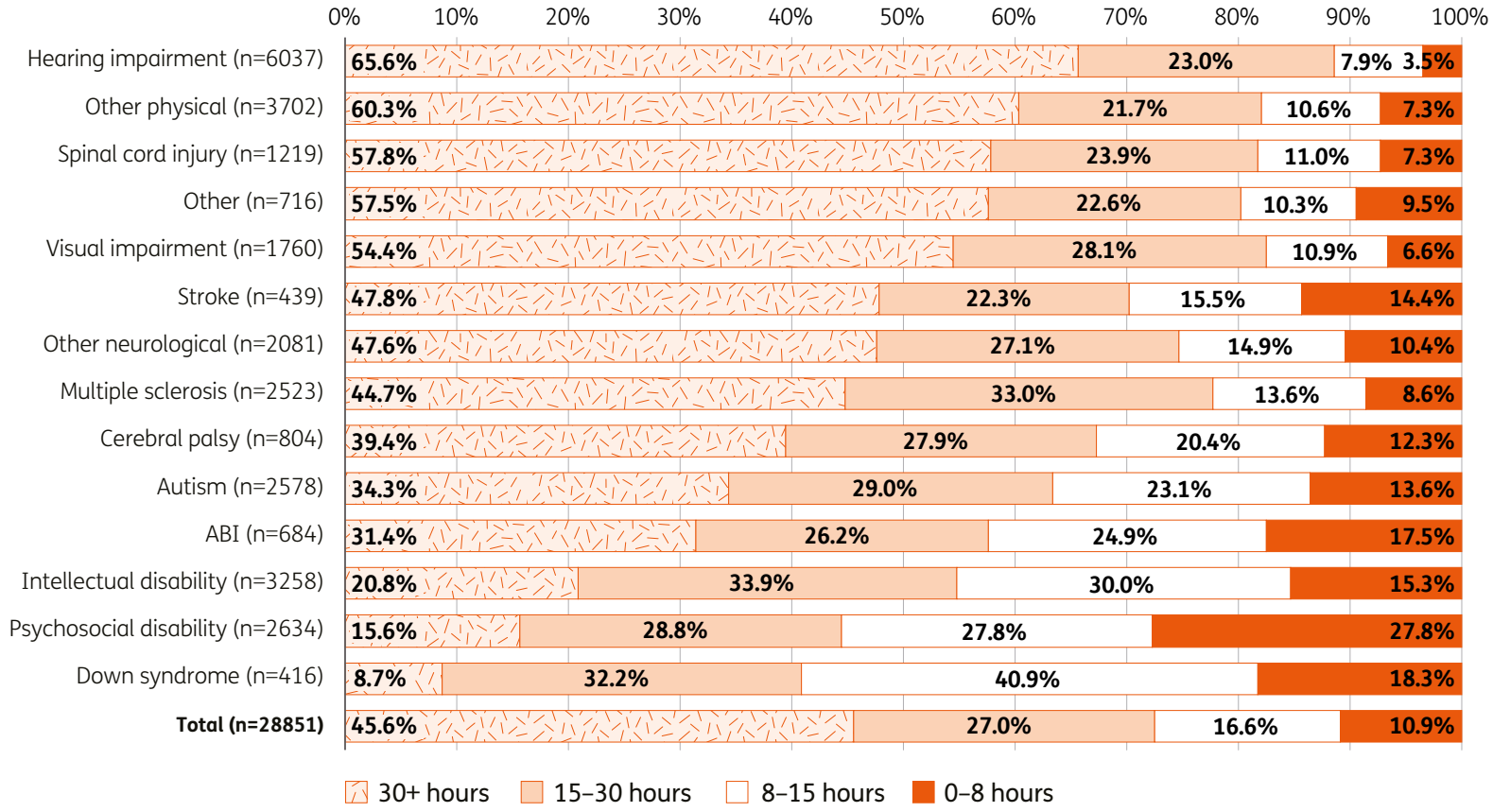
Weekly hours of work

By disability

Non-ADE employment

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

- Participants with hearing impairment are the most likely to work more than 30 hours per week (**65.6%**), followed by those with a recorded disability of 'other physical' (**60.3%**), and participants with spinal cord injury (**57.8%**)
- Participants with psychosocial disability (**15.6%**) or Down syndrome (**8.7%**) are the least likely to work more than 30 hours per week
- Participants with Down syndrome are the most likely to be working between 8 and 30 hours per week (**73.1%**), followed by those with intellectual disability (**63.9%**)
- Participants with psychosocial disability are the most likely to work 8 hours or less (**27.8%**), when compared to other disability types.



Weekly hours of work

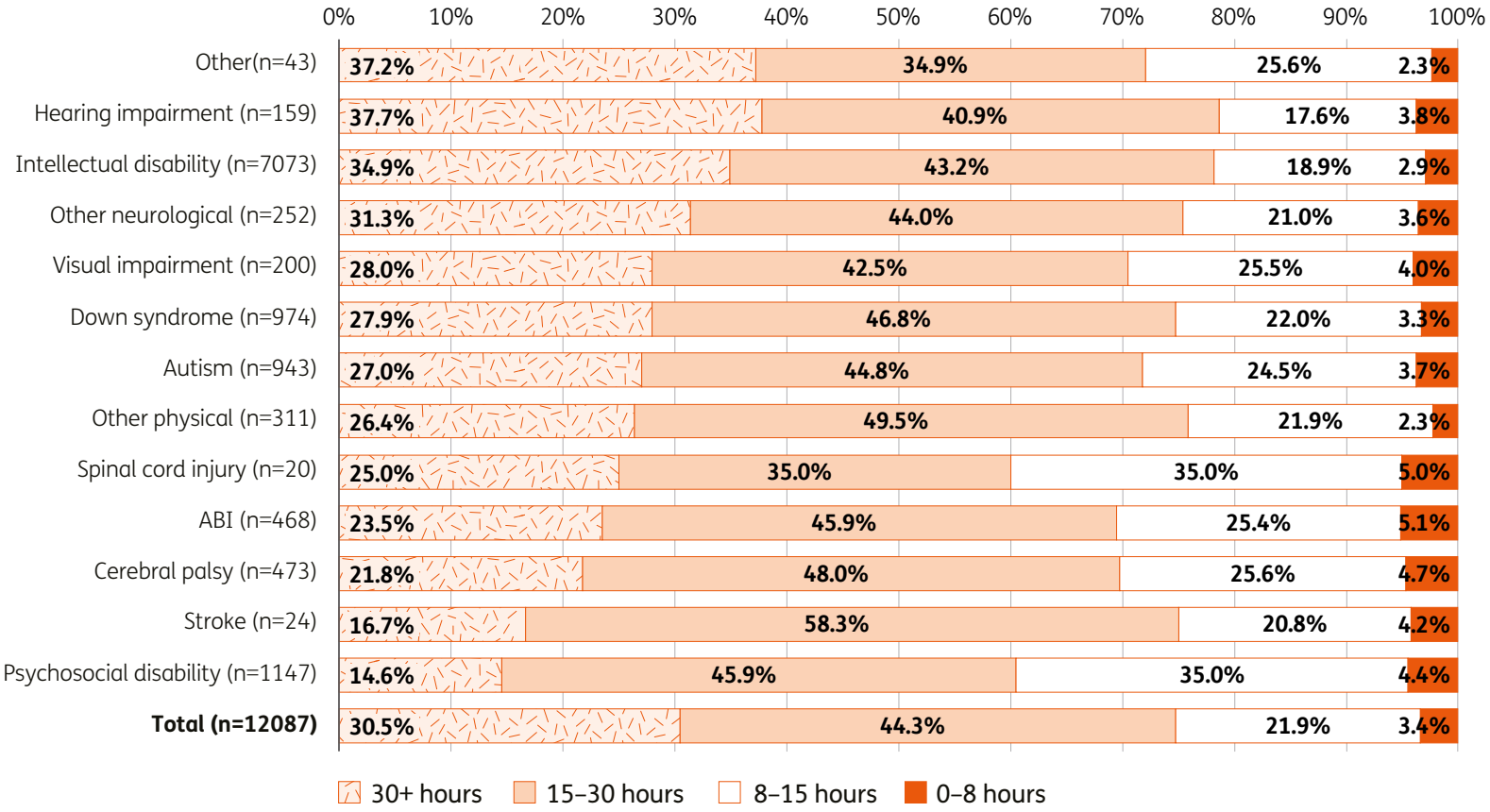
By disability

ADE employment

For participants aged 25 and over working in an **ADE**:

- Participants with hearing impairment (**37.7%**) or "Other" disability are the most likely to work 30 or more hours per week, followed by those with intellectual disability (**34.9%**)
- Participants with psychosocial disability (**14.6%**) are the least likely to work 30 or more hours per week
- Participants with psychosocial disability are the most likely to work between 8 and 30 hours per week (**81.0%**).

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



2.4
Industry of employment

Industry of employment

Participants 15 and over

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

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

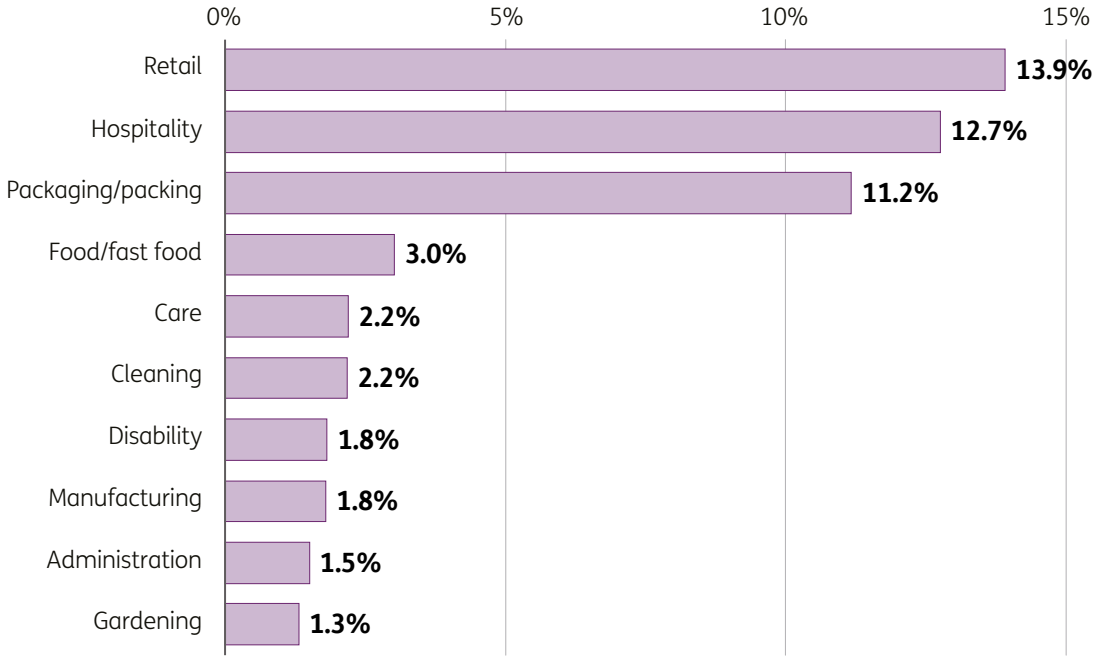
Almost 97% of participants aged 15 and over, who are in a paid job, reported their industry of employment at baseline.

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

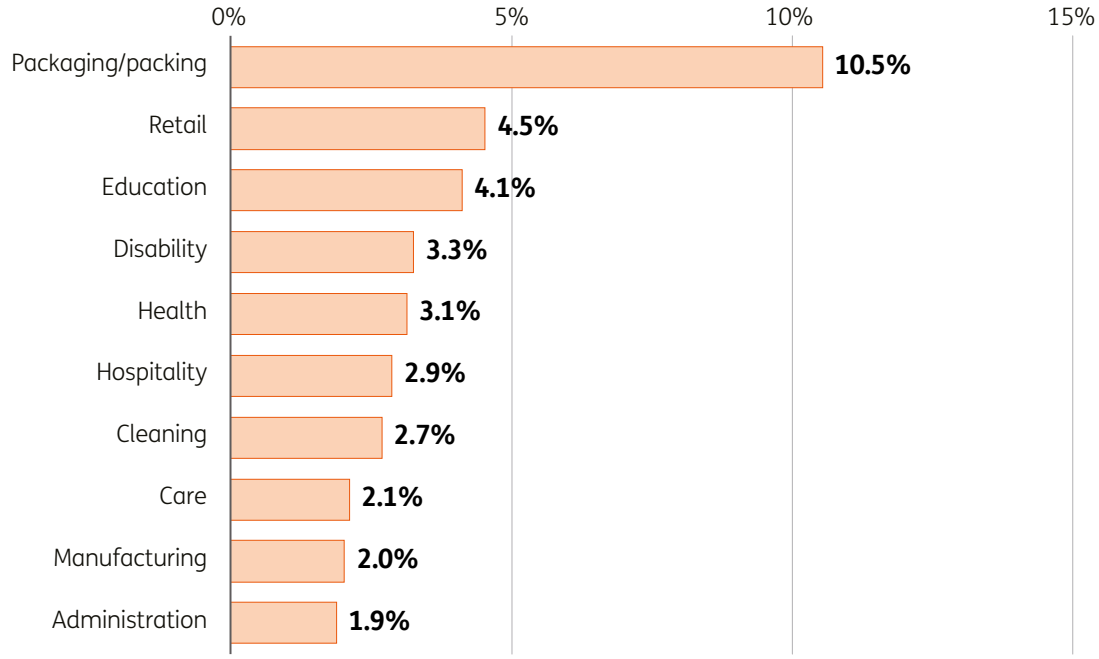
Top 10 most mentioned words

The figures below shows the top 10 most commonly reported words/ terms used to describe participants' industry of work. Participants aged 15 to 24 reported retail (**13.9%**) and hospitality (**12.7%**) most often, while **10.5%** of participants aged 25 and over reported 'packaging/packing'.

Participants aged 15 to 24



Participants aged 25 and over



Type of employment

Participants aged 15 to 24

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

	Full award wages (n=5899)	Supported wages (n=1059)	ADE (n=2136)	Self employed (n=162)	Apprenticeship (n=258)	Other[1] (n=554)
1	retail (19.1%)	retail (14.7%)	packaging, packing (25.7%)	lawn, mowing, lawn mowing (11.7%)	mechanic, mechanics, automotive, motor (12.4%)	hospitality (13.5%)
2	hospitality (16.7%)	hospitality (12.0%)	manufacturing (5.8%)	dog, dog walking, dog grooming (10.5%)	hospitality (9.3%)	retail (11.4%)
3	packaging, packing (7.1%)	packaging, packing (11.7%)	recycling (3.9%)	business (4.9%)	construction, building (6.6%)	packaging, packing (5.6%)
4	food, fast food (4.1%)	cleaning (4.0%)	gardening (3.7%)	art (4.3%)	carpentry (4.7%)	care (2.9%)
5	care (2.8%)	food, fast food (3.6%)	factory (3.6%)	maintenance, design, cleaning, music (3.1% each)	electrical, plumbing (4.3% each)	cleaning (2.9%)

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

Type of employment

Participants aged 25 and over

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

	Full award wages (n=21757)	Supported wages (n=2745)	ADE (n=11490)	Self employed (n=3179)	Apprenticeship (n=38)	Other[1] (n=948)
1	education (6.9%)	packaging, packing (14.7%)	packaging, packing (30.2%)	farming, agriculture (5.2%)	carpentry, cabinet, making (15.8%)	education (4.6%)
2	retail (5.5%)	retail (11.2%)	manufacturing (4.5%)	business (4.5%)	hairdressing, hair, dressing, hair dressing (13.2%)	retail (4.1%)
3	health (5.0%)	hospitality (7.1%)	recycling (4.0%)	construction, building (4.4%)	mechanic, mechanics, automotive (13.2%)	hospitality (3.8%)
4	disability (4.2%)	cleaning (4.3%)	factory (3.7%)	health (3.2%)	horticulture, landscaping, yard, yard maintenance (13.2%)	packaging, packing (3.2%)
5	care (3.2%)	food, fast food (3.2%)	gardening (3.5%)	retail (3.0%)	construction, engineering (5.3%)	health (3.3%)

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

2.5
Support and assistance

Support in a job and assistance to find a job

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

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

Note that responses are filtered to only include:

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

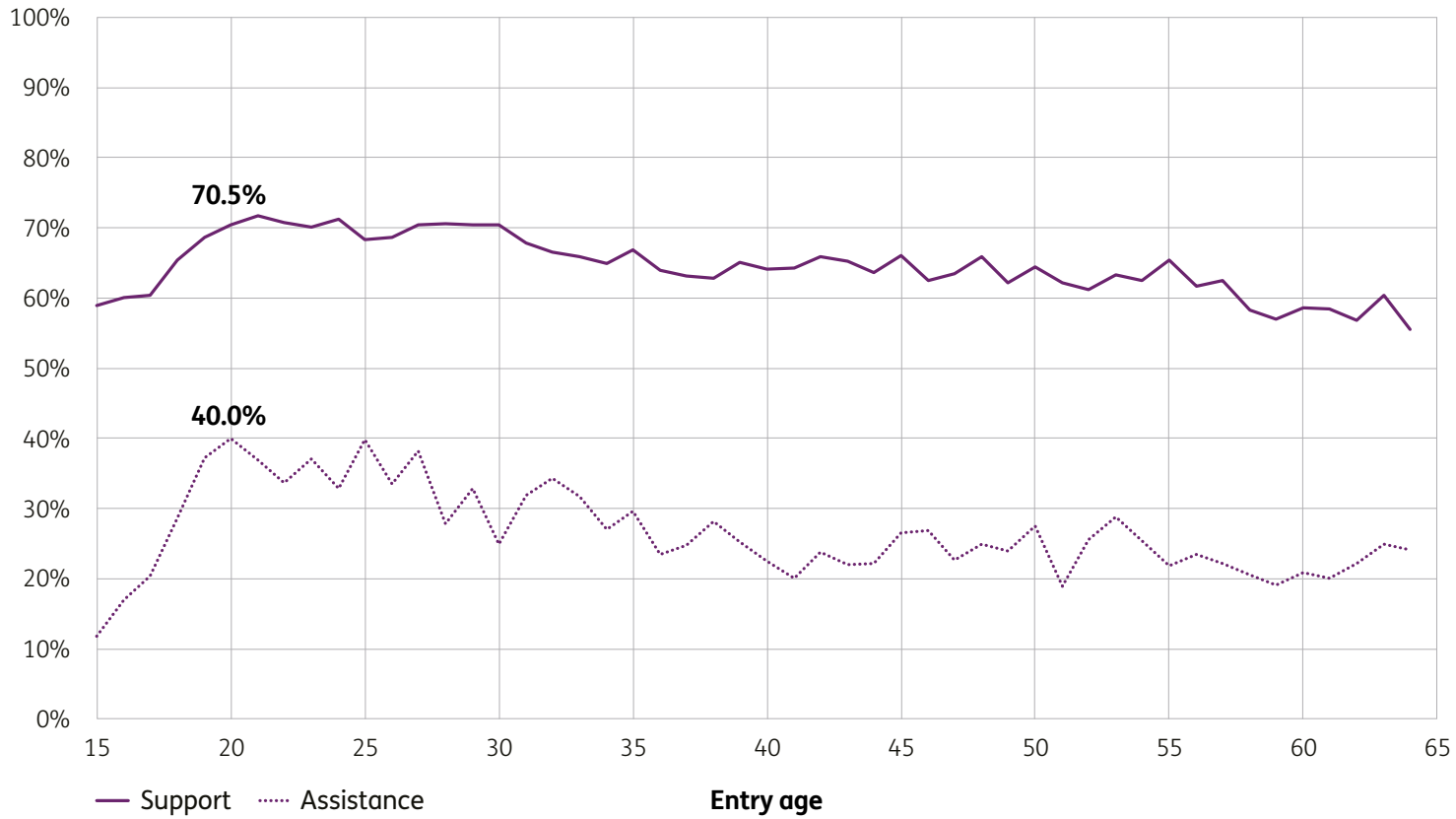
Support in a job and assistance to find a job

Baseline, by age

Overall, **65%** of participants aged 15 to 64 who had a paid job at baseline said they get the support they need to do their job.

Of those actively job seeking, overall **27%** said they were being assisted to get a job.

For both questions, there was a strong increase with entry age up to 20, but a declining trend between ages 20 and 64 (from about 71% to 60% for support in job, and from about 40% to 25% for assistance to get a job)



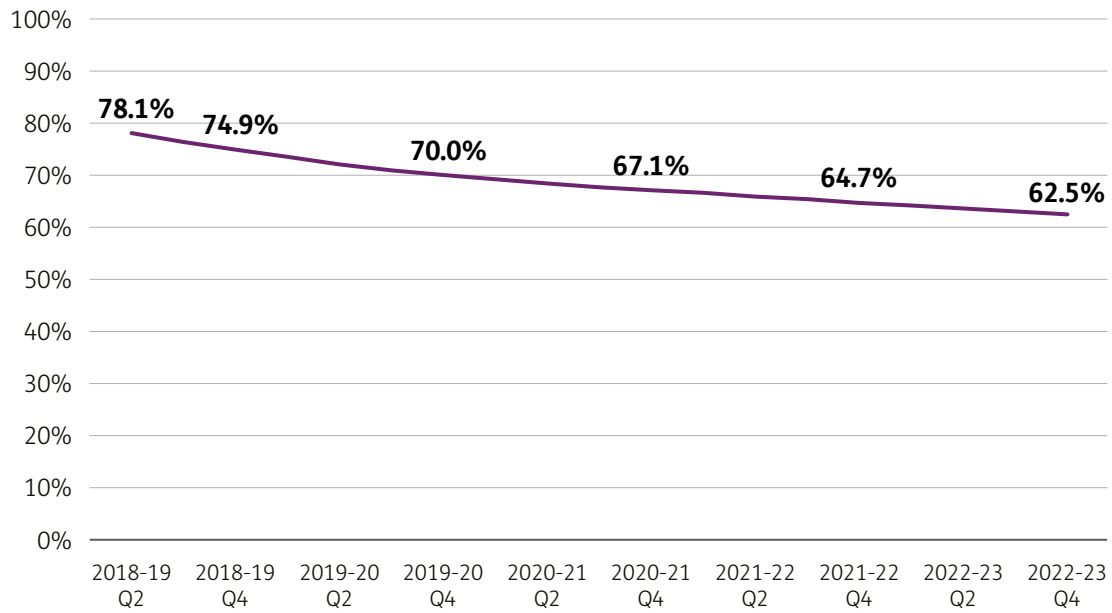
Support in a job and assistance to find a job

Baseline and cross-sectional

The baseline results shown on the previous slide have deteriorated since the previous report, which was based on data to 31 December 2020. The percentage being supported in their job at baseline has dropped from 70% to 65%, and the percentage being assisted to get a job from 33% to 27%. The drop is due to more recent entrants to the Scheme being less likely to feel supported in their job or assisted to get a job, compared to earlier entrants.

Consequently, there has also been some deterioration in the cross-sectional results for the ADS "job support" indicator sourced from NDIS data, as shown in the graph on this slide. These cross-sectional results are a "snapshot" view rather than a longitudinal view, and include participants with varying lengths of time in the Scheme. The graph shows a steady decline over calendar time for the percentage of participants who say they get the support they need to do their job, from 78.1% in 2018-19 Q2 to 62.5% in 2022-23 Q4, although the pace of decline has been slowing.

Some longitudinal analysis is summarised in Section 5.5, however further investigation into the reasons for the apparent deterioration, including qualitative research, is warranted. As shown on the previous slide, age appears to be a factor. Some further one-way analysis of baseline results by disability and type of employment are shown on the following slides. It is also possible that some participants who don't need support or assistance answer negatively to these questions.



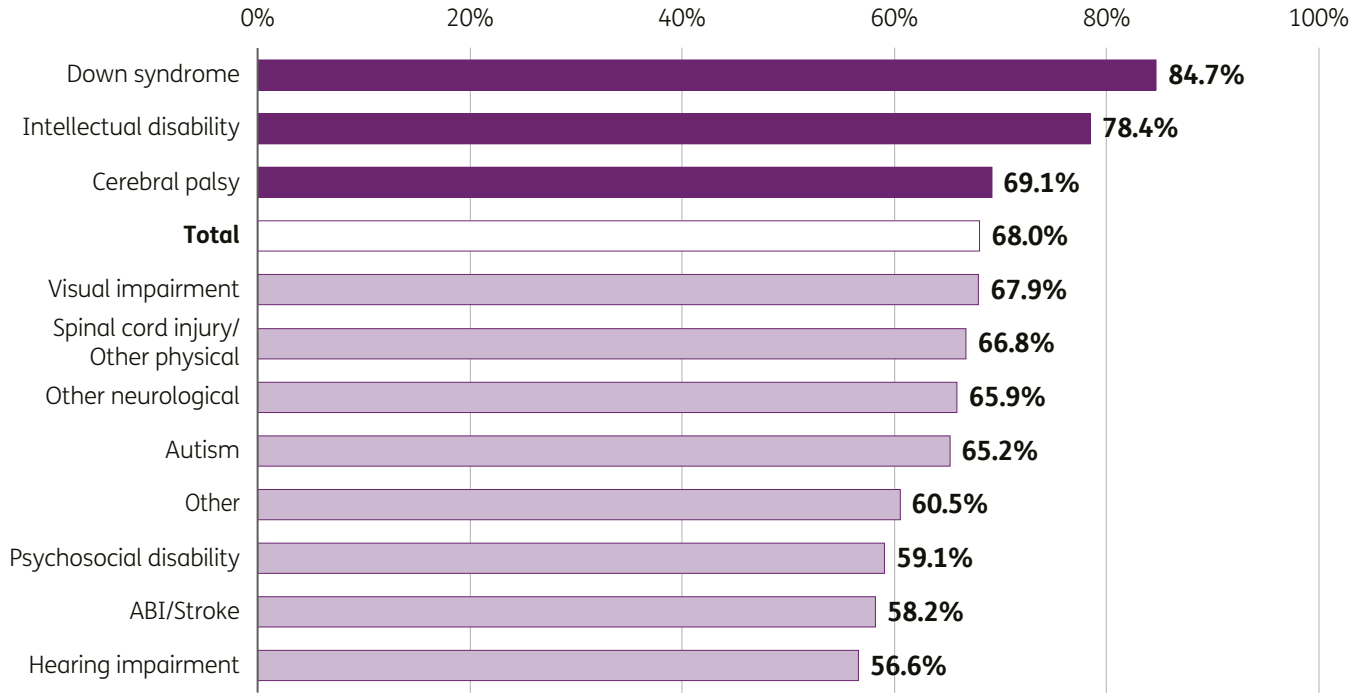
Source: NDIS data as at 30 June 2023, provided to Australia's Disability Strategy Australia's Disability Strategy - Australian Institute of Health and Welfare (aihw.gov.au)

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

Baseline, by disability

Participants aged 15 to 24

Participants aged 15 to 24 with Down syndrome (**84.7%**) or an intellectual disability (**78.4%**) were the most likely to say they get the support needed to do their job, whereas participants with hearing impairment (**56.6%**), ABI/stroke (**58.2%**) or a psychosocial disability (**59.1%**) were the least likely.

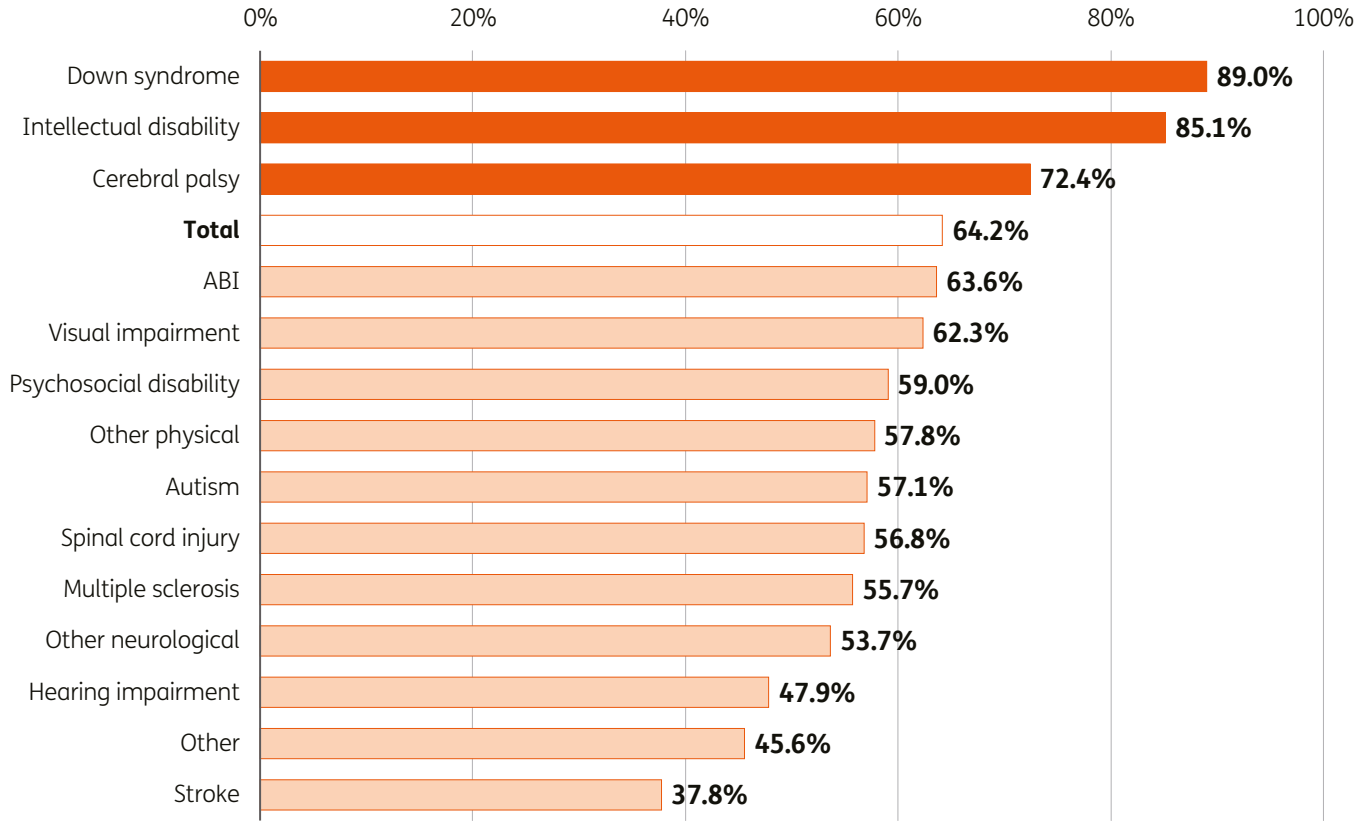


Do you get the support you need to do your job?

Baseline, by disability

Participants aged 25 and over

Participants aged 25 and over with Down syndrome (**89.0%**) or an intellectual disability (**85.1%**) were the most likely to say they get the support needed to do their job, whereas participants with stroke (**37.8%**) or a disability recorded as 'other' (**45.6%**) were the least likely.

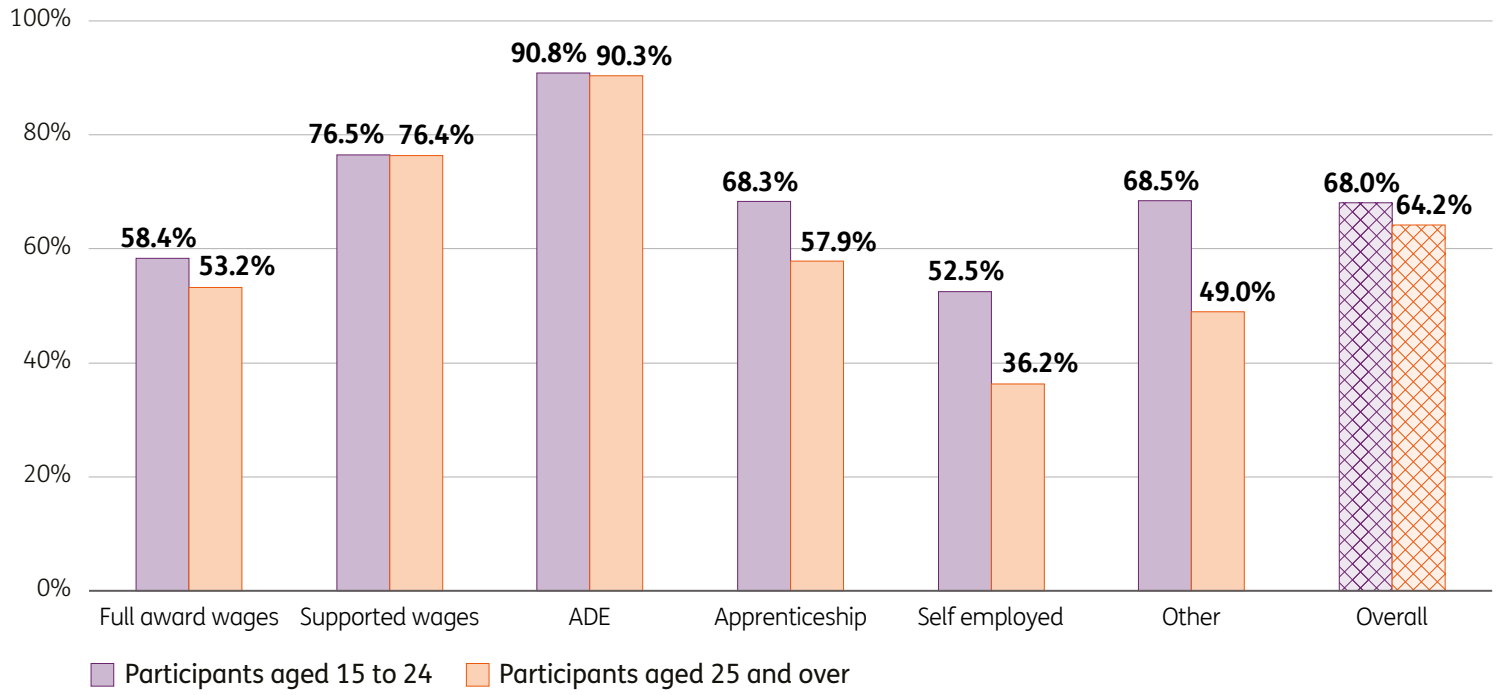


Do you get the support you need to do your job?

Baseline, by type of employment

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

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



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

Baseline, by type of employment and disability

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

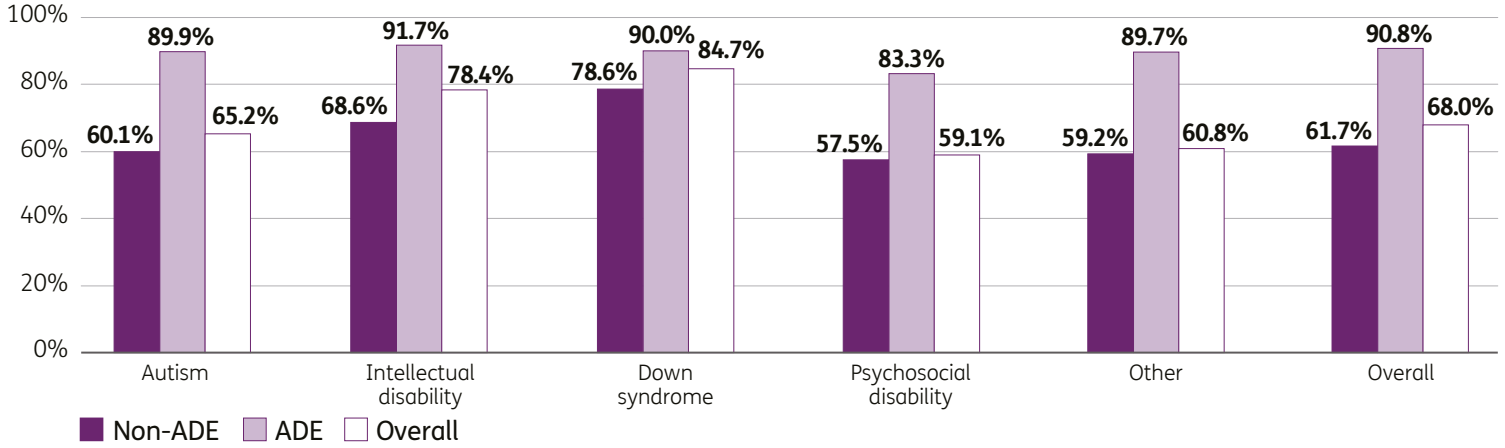
Participants with autism had similar rates of feeling supported to average, whereas those with Down syndrome or intellectual disability had higher rates, particularly for non-ADE employment.

Participants with psychosocial disability were less likely to feel supported, particularly in non-ADE employment.

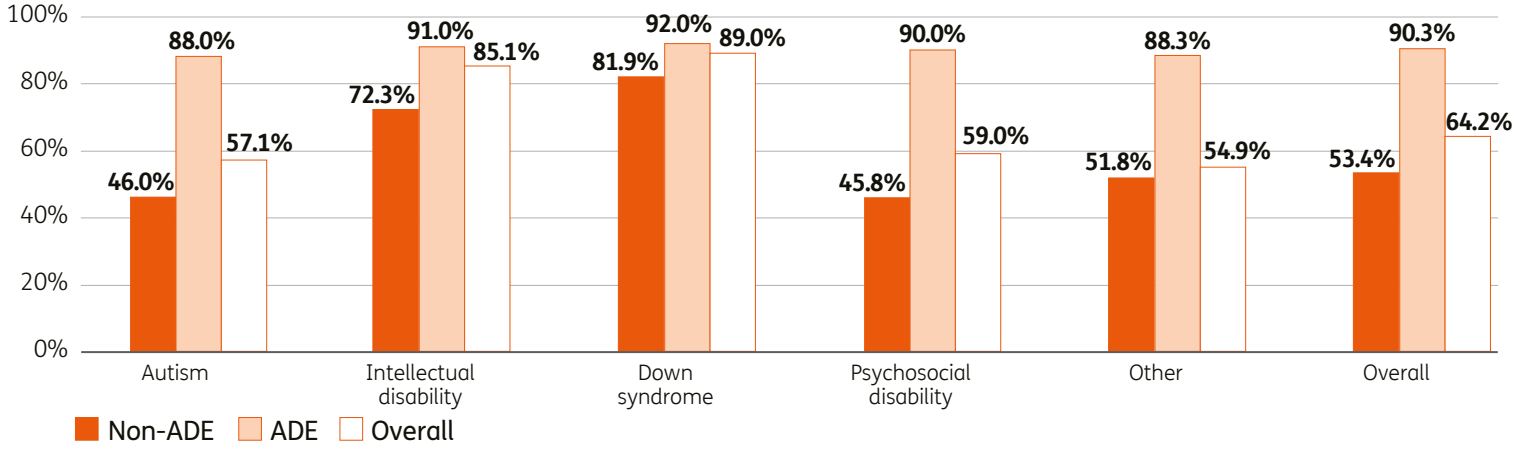
These findings align with the qualitative research[1], which found that the support received in ADEs helped participants understand their work tasks and roles and provided reassurance.

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

Participants aged 15 to 24



Participants aged 25 and over



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What supports do you receive to do your job?

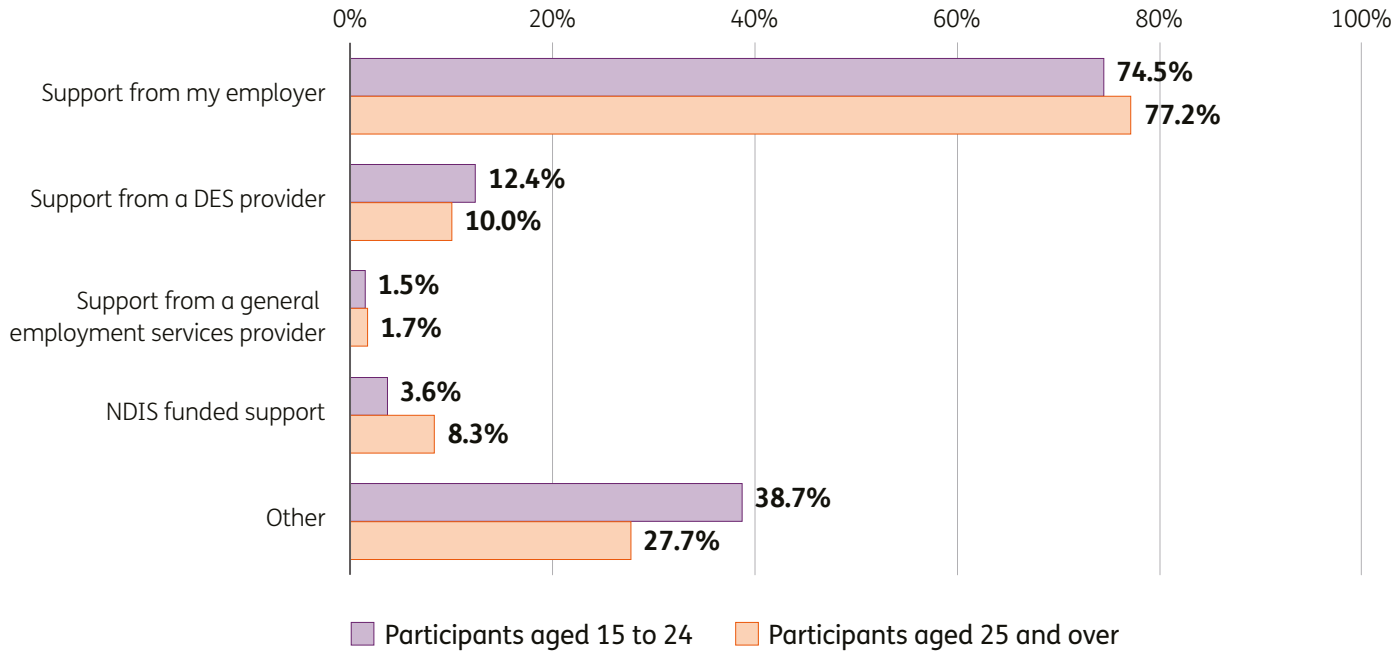
Baseline

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

The most common source of support was the employer:

- **74%** of those aged 15 to 24
- **77%** of those aged 25 and over.

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



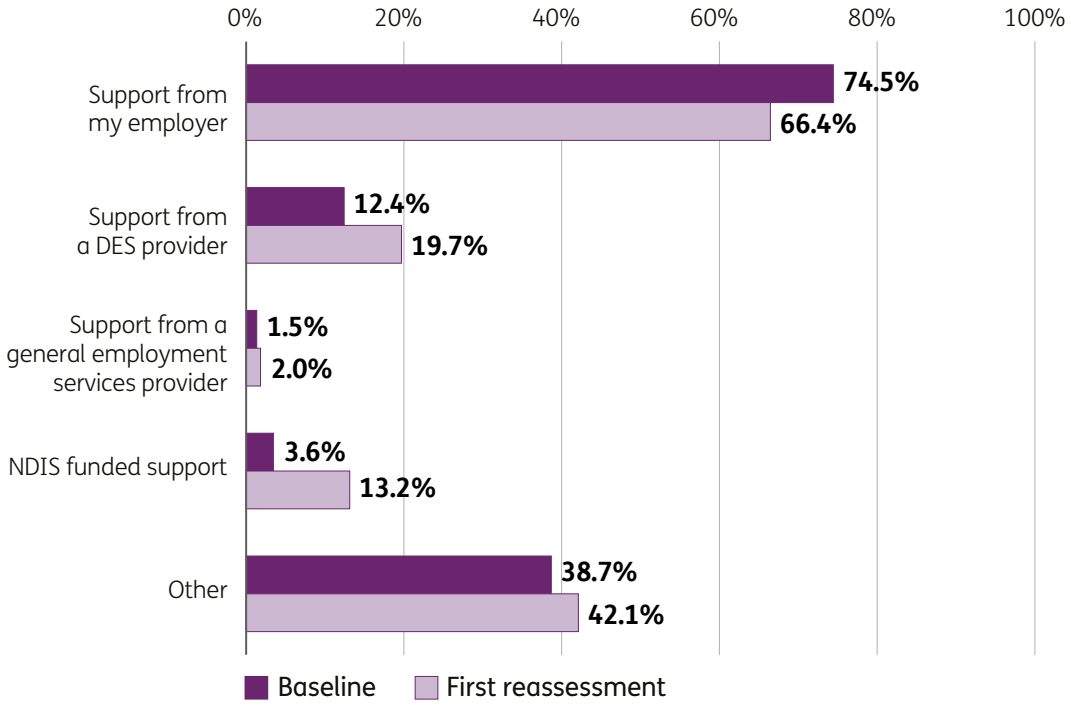
What supports do you receive to do your job?

Baseline and first reassessment

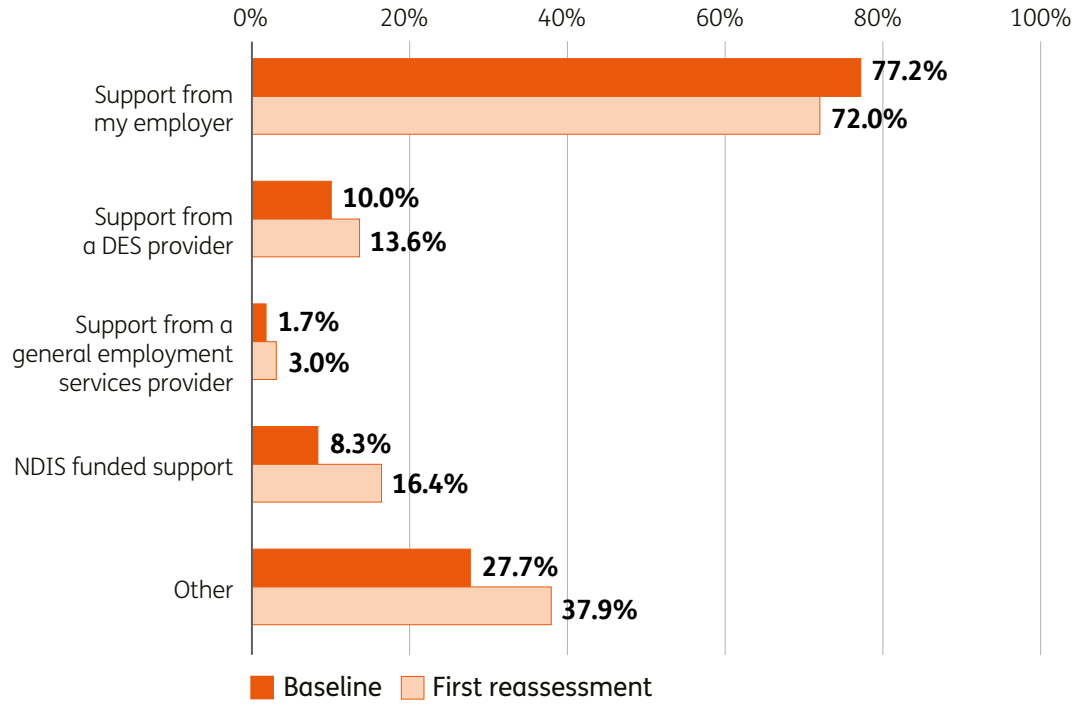
For participants with a paid job who are receiving support to do their job at first reassessment, the percentage receiving each of the specified types of support has increased from baseline.

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

Participants aged 15 to 24



Participants aged 25 and over

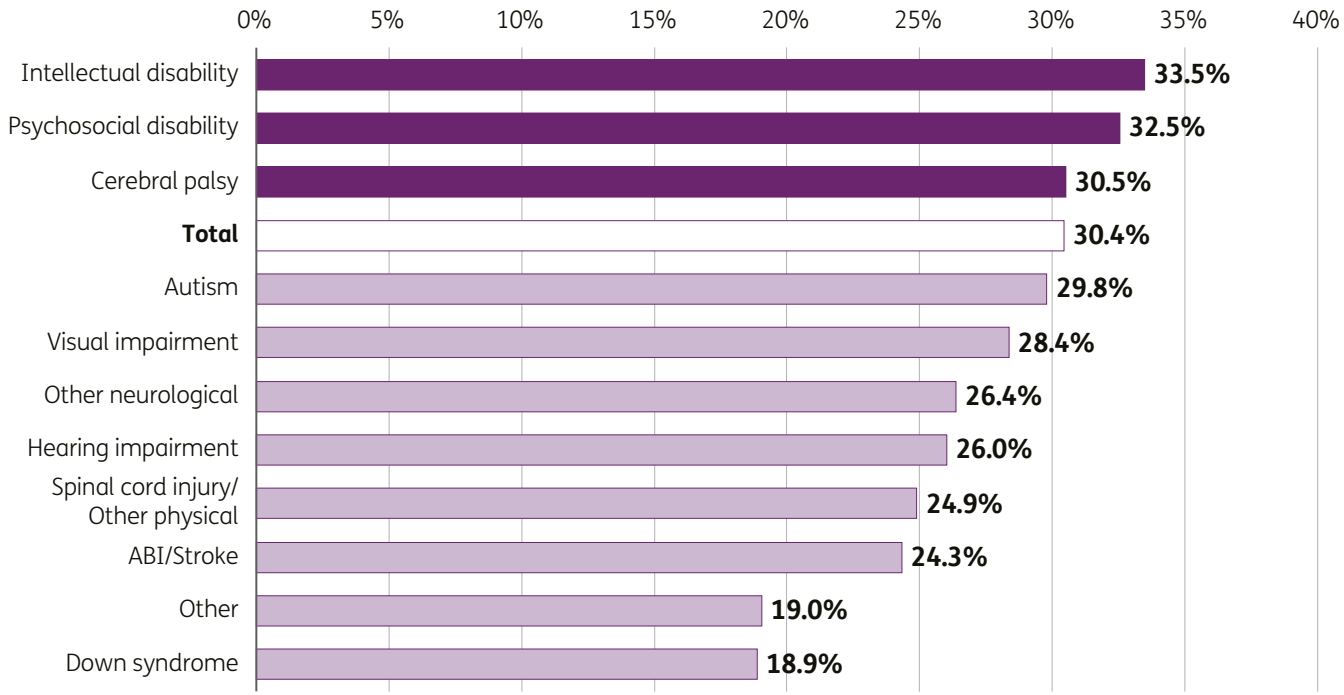


Are you being assisted to get a job? (job seekers)

Baseline, by disability

Participants aged 15 to 24

Participants aged 15 and over with an intellectual disability (**33.5%**), a psychosocial disability (**32.5%**), or cerebral palsy (**30.5%**) were more likely to say they were being assisted to get a job, whereas participants with Down syndrome (**18.9%**) or a disability recorded as 'other' (**19.0%**) were less likely.

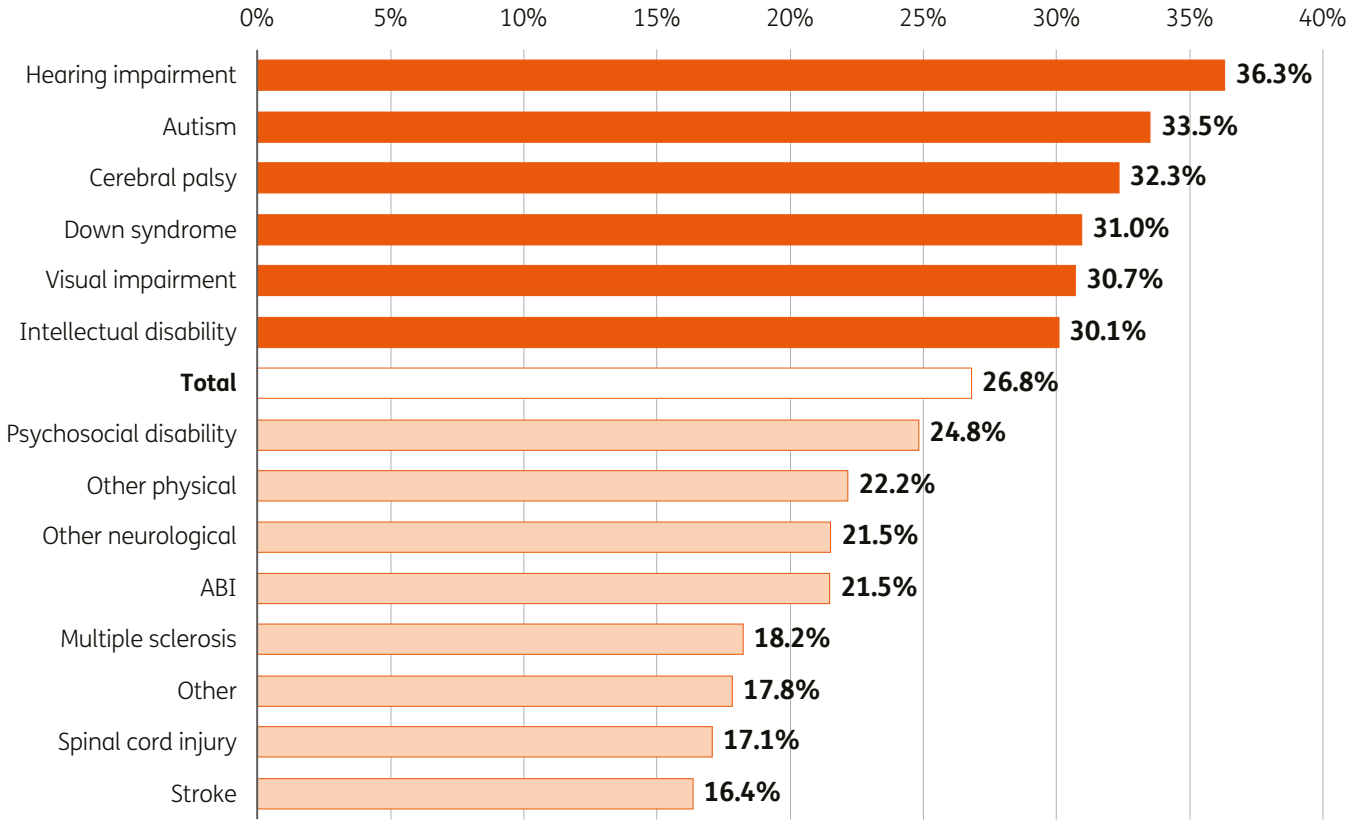


Are you being assisted to get a job? (job seekers)

Baseline, by disability

Participants aged 25 and over

Participants aged 25 and over with a hearing impairment (**36.3%**) or autism (**33.5%**) were the most likely to say they were being assisted to get a job, whereas participants with stroke (**16.4%**), a spinal cord injury (**17.1%**) or a disability recorded as 'other' (**17.8%**) were the least likely.



Types of assistance received for finding a job

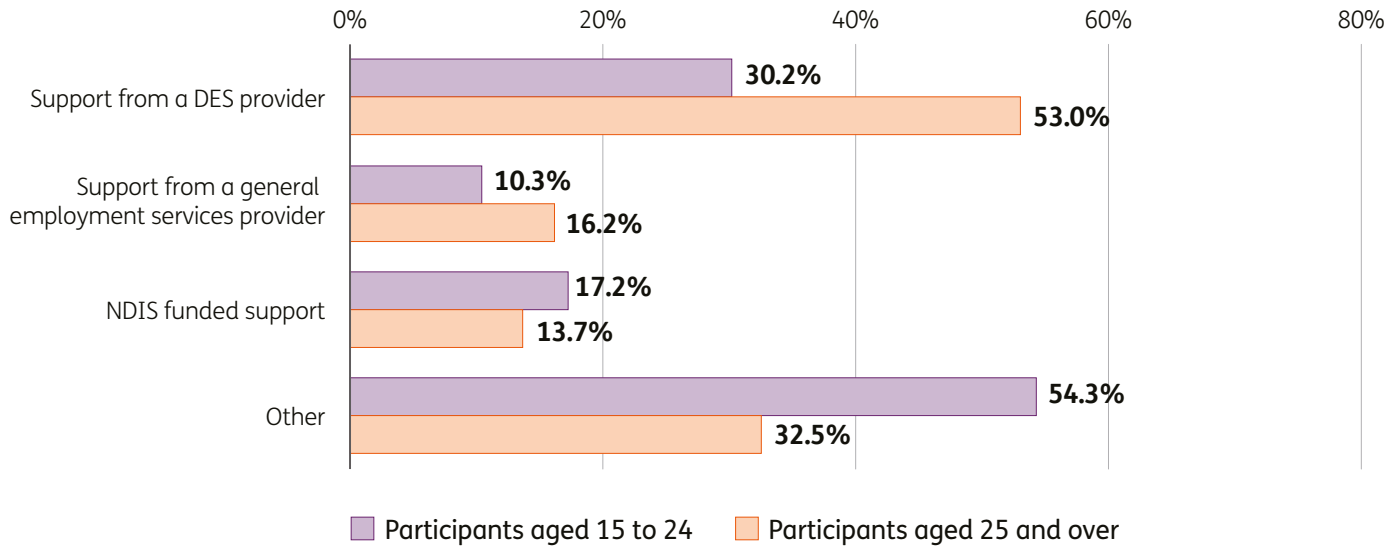
Baseline

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

Apart from "Other", the most common source of support was from a DES provider (30% of those aged 15 to 24 and 53% of those aged 25 and over).

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

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



Types of assistance received for finding a job

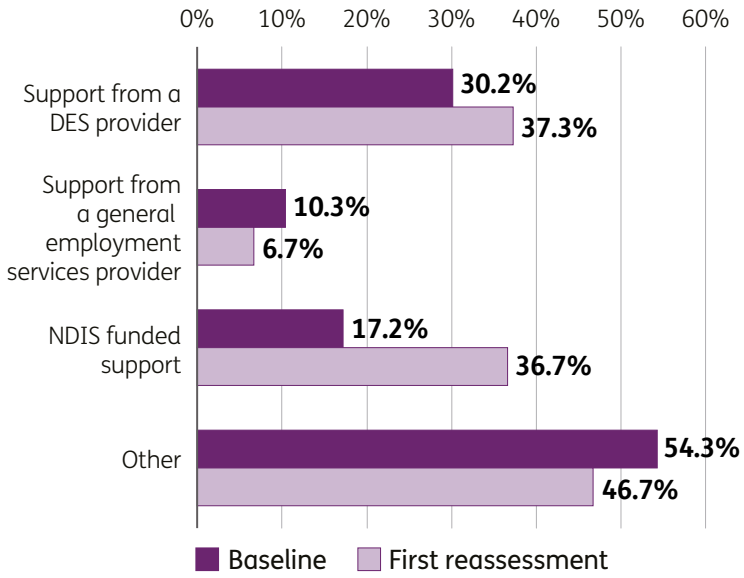
Baseline and first reassessment

For participants aged 15 to 24, assistance from a DES provider increased from 30% at baseline to 37% at first reassessment, and assistance from NDIS supports increased from 17% to 37% (more than the older age group, possibly due to SLES).

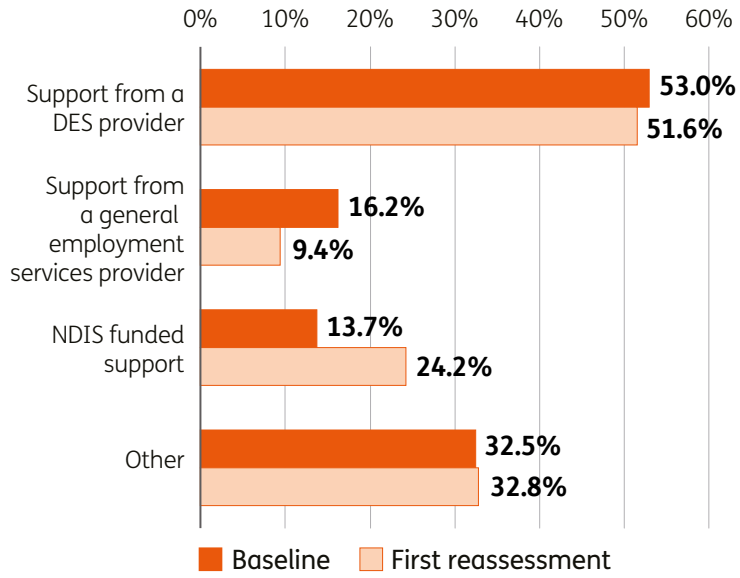
For participants aged 25 and over, assistance from a DES provider decreased from 53% at baseline to 52% at first reassessment, assistance from NDIS supports increased from 14% to 24%, but assistance from a general employment services provider decreased from 16% to 9%.

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

Participants aged 15 to 24



Participants aged 25 and over



Assistance that would help with getting a job

Baseline

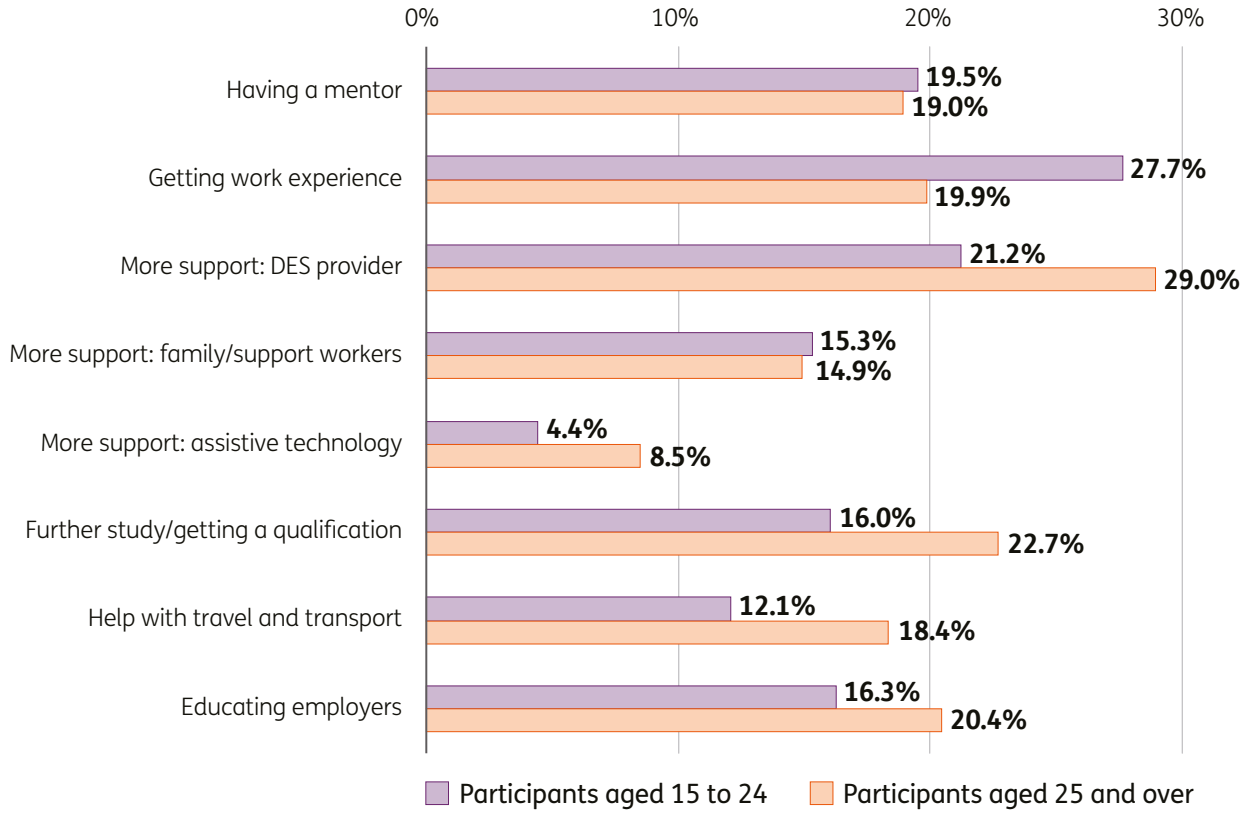
In the Long Form (LF) questionnaires, participants who do not have a paid job but would like one are asked what assistance they think would help them get a job.

For participants aged 15 to 24, the top three choices were: (1) getting work experience (28%); (2) more support from a DES provider (21%); and (3) having a mentor (20%).

For participants aged 25 and over, the top three choices were: (1) more support from a DES provider (29%); (2) more support for further study/getting a qualification (23%); and (3) educating employers (20%).

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

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



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2.6
Other Long Form questions

Suitability of job/pathway to open employment

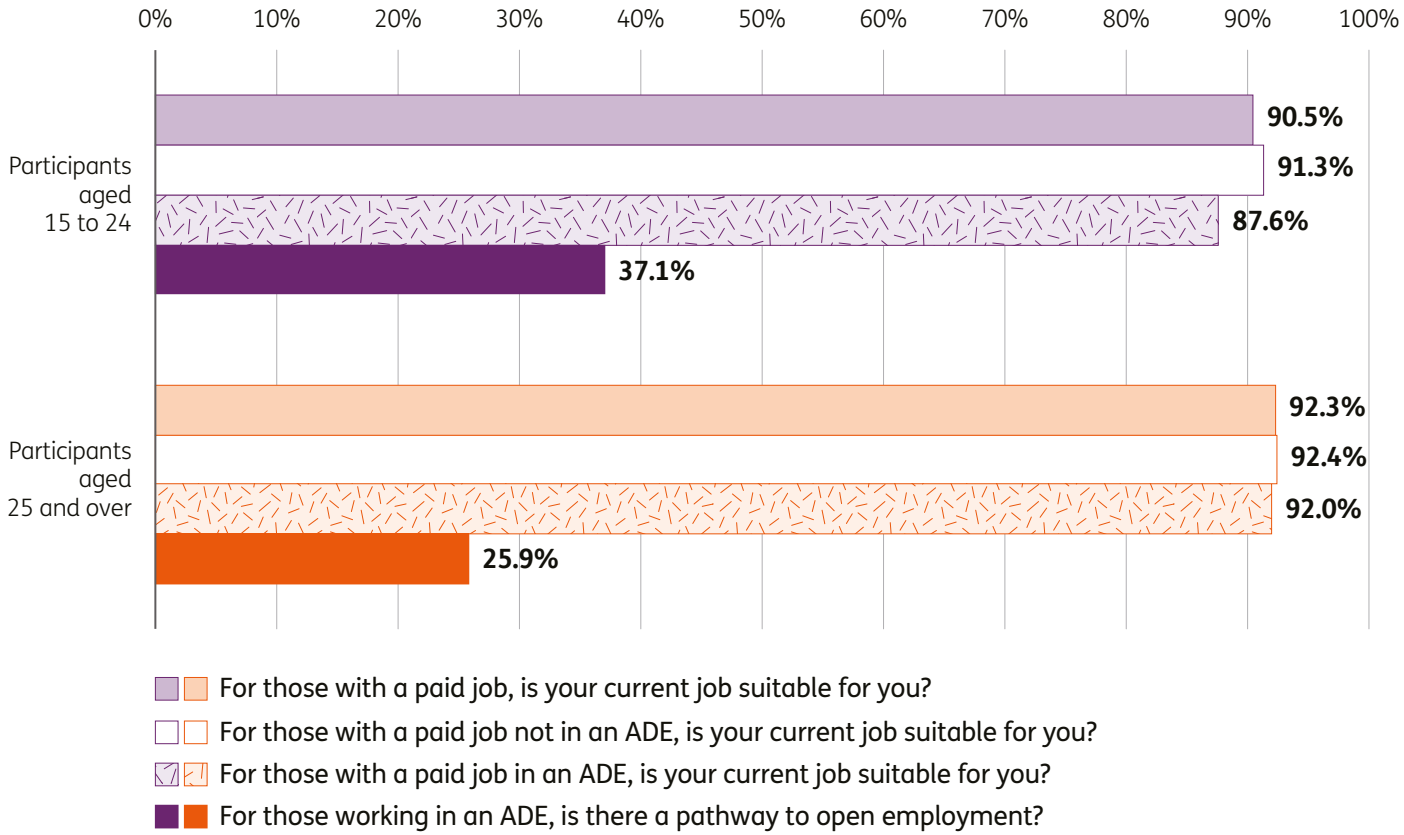
Baseline

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

About **91%** of participants aged 15 to 24, and **92%** of those aged 25 and over, found their current job suitable. The percentage was slightly higher for non-ADE compared to ADE employment, particularly for younger participants.

For those working in an ADE, only 37% of participants aged 15 to 24, and 26% of participants aged 25 and over, could see a pathway to open employment.

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



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Main reason for not having a job

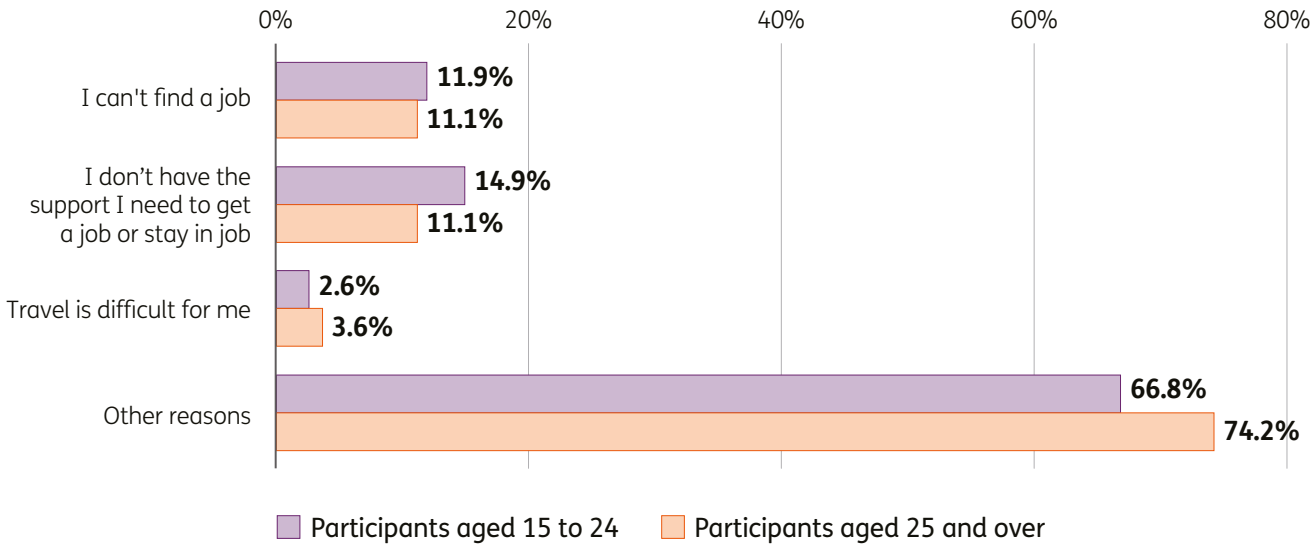
Baseline

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

67% of participants aged 15 to 24 and **74%** of those aged 25 and over chose the "other" option. From free text responses, this usually related to the participant's disability or poor health. Other reasons included: anxiety, lack of confidence, difficulties with communication/ language/comprehension, difficulties with the interview process, living in a remote or low employment area.

15% of participants aged 15 to 24 and **11%** of those aged 25 and over cited a lack of support, and **12%** and **11%** (respectively) said they could not find a job. These results align with qualitative research[1] findings regarding the need to ensure base-level needs are met before participants can think about employment.

The qualitative research also found that building confidence and self-efficacy, and building disability confidence and capabilities of providers, employers and staff, were key enablers.



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Section three:

NDIS participants and the DSP

3

Preliminary data linkage results

Since 2018, the Agency has been linking its participant data with Centrelink data, which has allowed NDIS participant usage of the Disability Support Pension (DSP) to be investigated. The linked data provides a view of each participant's DSP status throughout their time in the scheme, which when combined with the Outcomes Framework survey data, enables analysis of the dynamics between DSP and employment outcomes. This section summarises the percentage of NDIS participants receiving DSP, by key characteristics. The analyses are based on all active plans as at 31 December 2022.

How the DSP works

Eligibility tests	Payments/ongoing requirements	Eligibility reviews
• Aged 16 to pension age • Residency • Income and assets test • Diagnosis and impairment tests • Completion of a Program of Support[1], subject to the individual's level of impairment[2] • Medical evidence of a 'continuing inability to work' for at least 15 hours a week, for a period of at least the next two years	• **Maximum payment:** $1026.50 / fortnight (including supplements) as at 31 Dec 2022 • Payments reduce by 50c for each dollar earned over $180/fortnight as at 31 Dec 2022 • **Asset limits:** Payments reduce by $3/fortnight per $1,000 above the asset limits • Recipients may continue to be qualified for the DSP if they obtain paid work for more than 15 hours per week, but payments are suspended if a recipient commences work of 30 hours or more per week, except if they are working in an Australian Disability Enterprise or under the Supported Wage System. The intent of this rule is to allow people to test their ability to take on more work while maintaining the safety net of the DSP payments[3]. • If a recipient works for 30 hours per week or more, for longer than 2 years, they must re-apply for the DSP if they lose their job. Their work history does not count against them in the 15hr/week eligibility test, but participants may be reluctant to test this in practice.	• Medical reviews assess whether the recipient still meets impairment and continuing inability to work requirements • Recipients are exempt from review if they: – Had a review within the past 2 years – Work in an Australian Disability Enterprise – Work under the Supported Wage System provisions

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

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

2 A POS does not need to be completed if they "meet manifest medical rules" or "have an impairment rating of 20 points or more on a single Impairment Table" – sourced from Program of Support for Disability Support Pension - Disability Support Pension - Services Australia

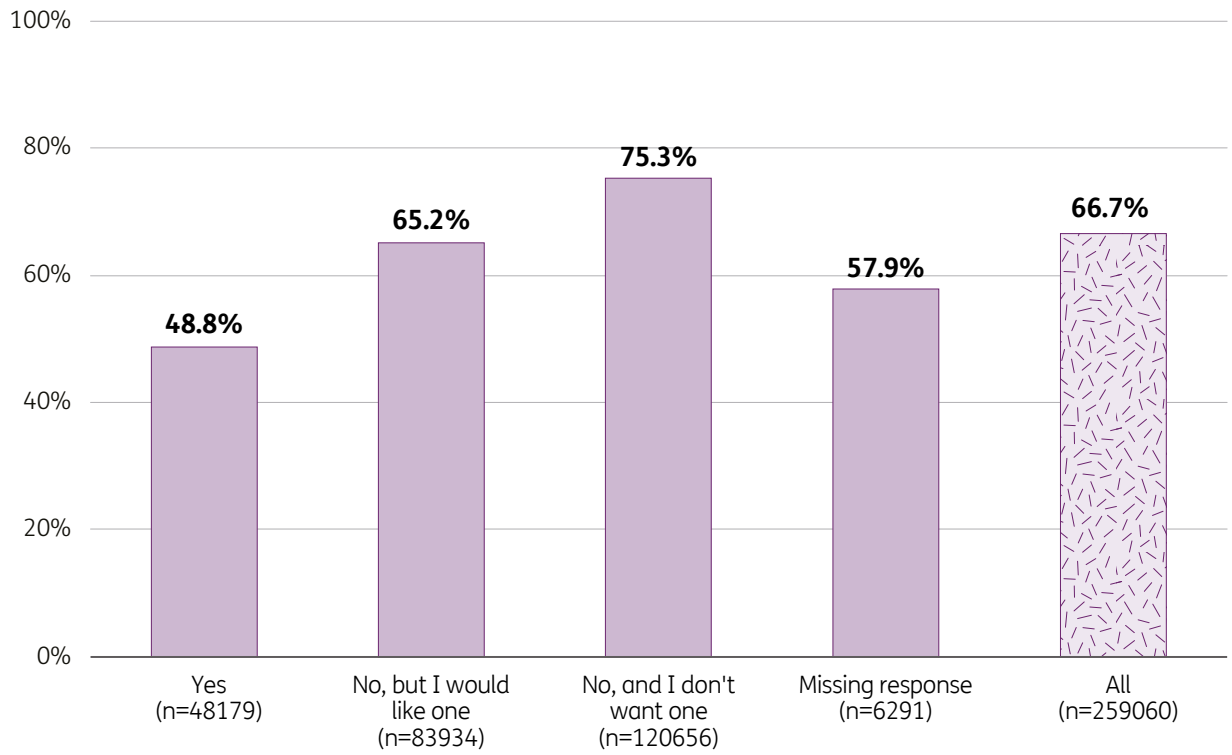
3 Sources: https://guides.dss.gov.au/guide-social-security-law/3/6/2/112; Working while you're getting Disability Support Pension - Disability Support Pension - Services Australia

Percentage of NDIS participants receiving the DSP

By job status

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

48.8% of those who had a paid job received DSP. The percentage is lower than other groups likely due to the eligibility and payment rules.

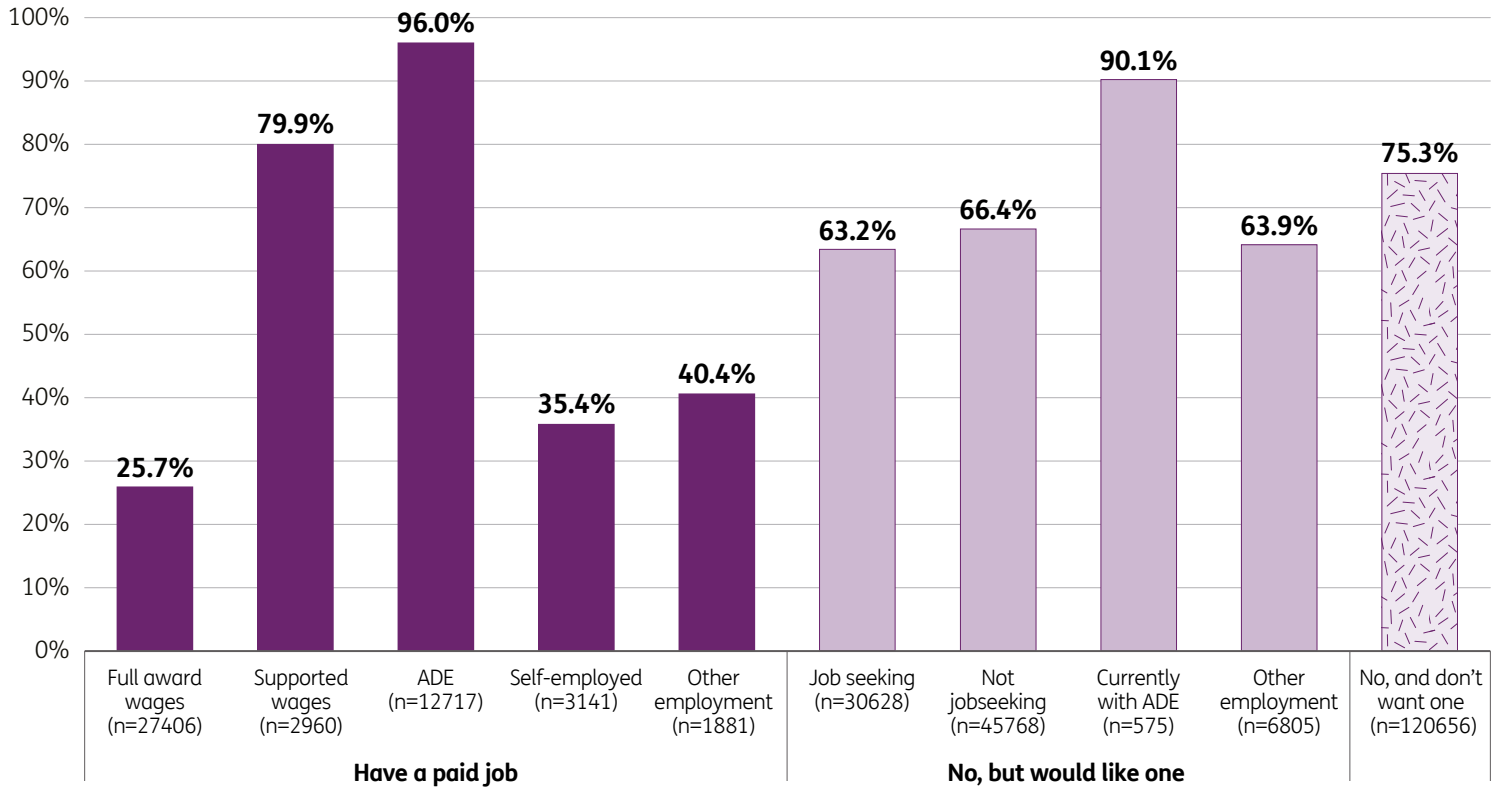


Percentage of NDIS participants receiving the DSP

By job type

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

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



1 Social Security Guide Department of Social Services 1.1.I.95 Independently of a program of support | Social Security Guide (dss.gov.au)

Percentage of NDIS participants receiving the DSP

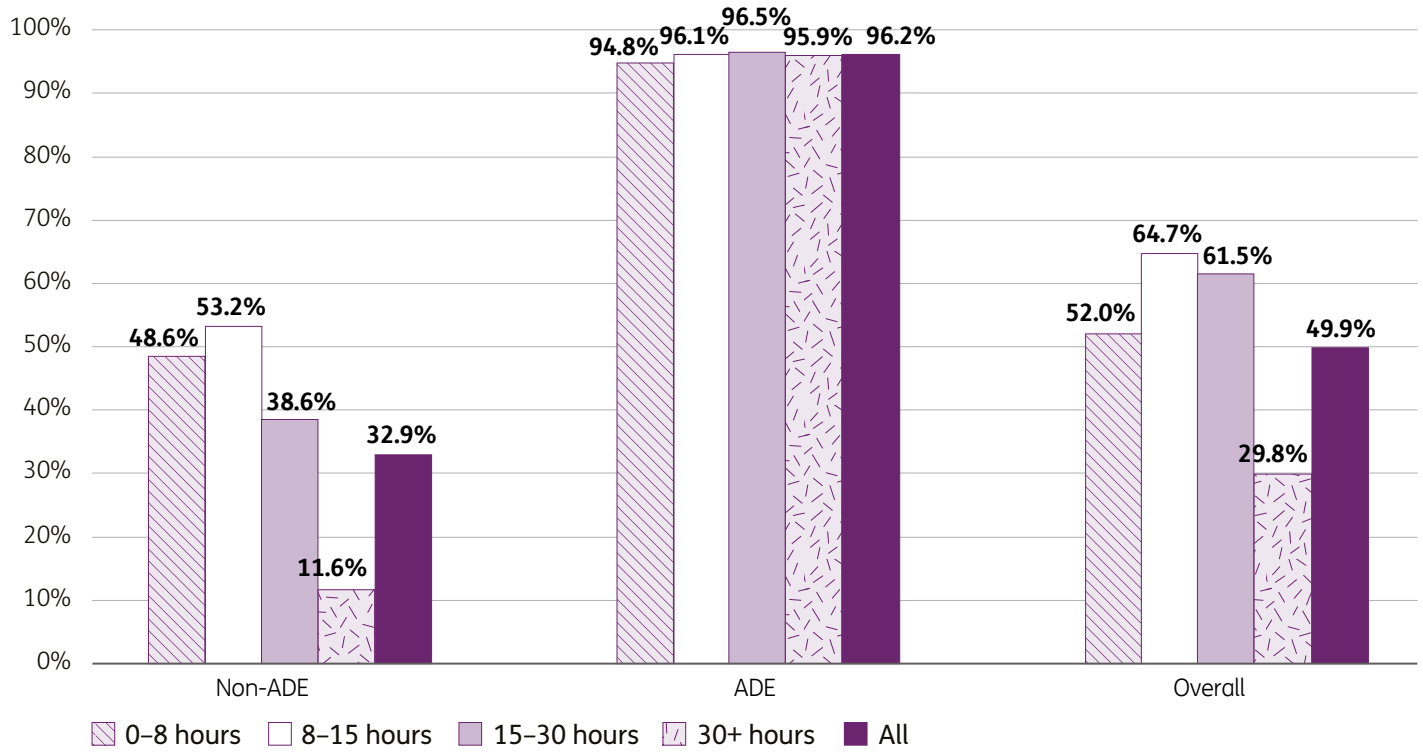
By weekly hours worked and non-ADE/ADE employment

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

For those in non-ADE employment, the percentage receiving DSP increases from 48.6% for those working less than 8 hours per week[1] to 53.2% for those working 8 to 15 hours, before declining to 38.6% for those working 15 to 30 hours, and 11.6% for those working 30 or more hours per week.

These results likely reflect the DSP rules:

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



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

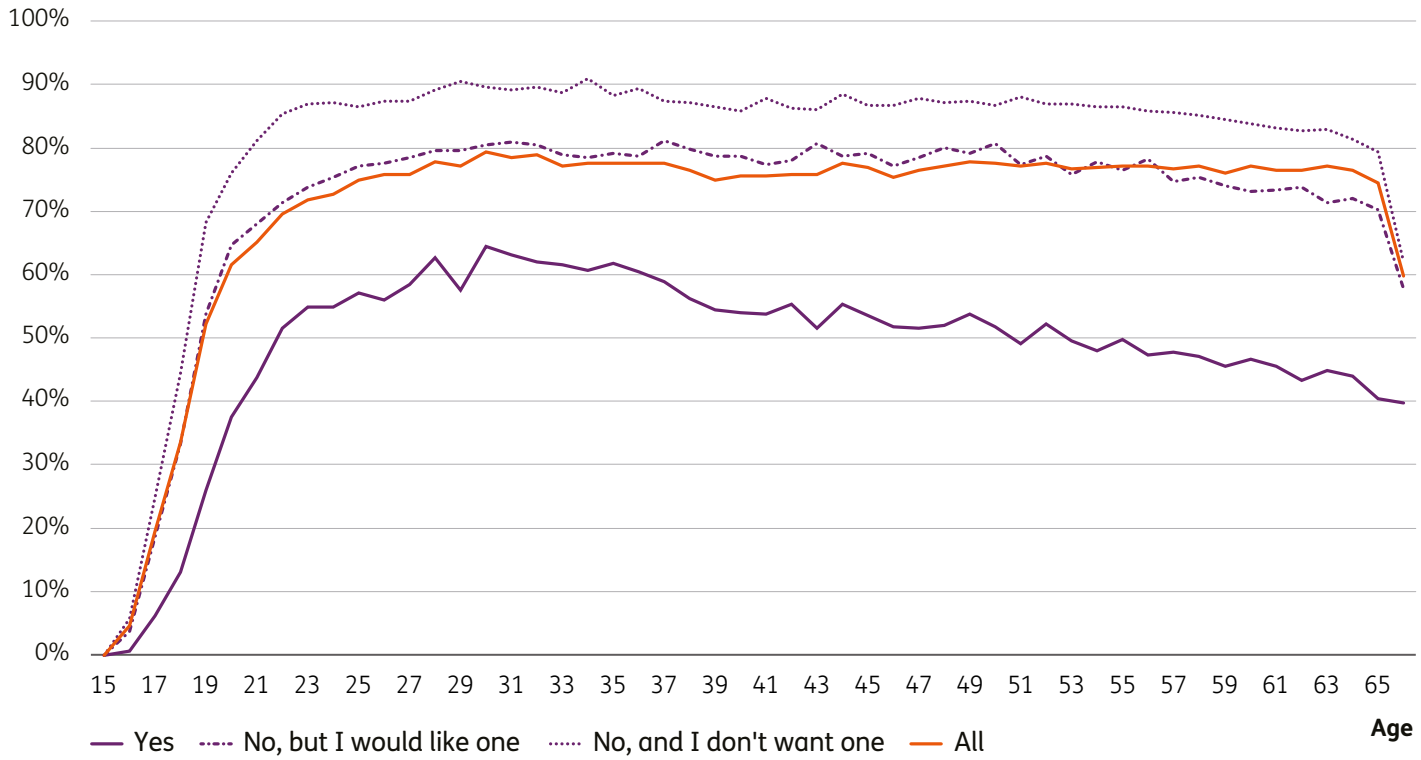
Percentage of NDIS participants receiving the DSP

By age

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

The percentage receiving DSP increases strongly between ages 15 and 19 then more gradually to age 27, after which it remains relatively flat at around 75%–80%.

Are you currently working in a paid job?

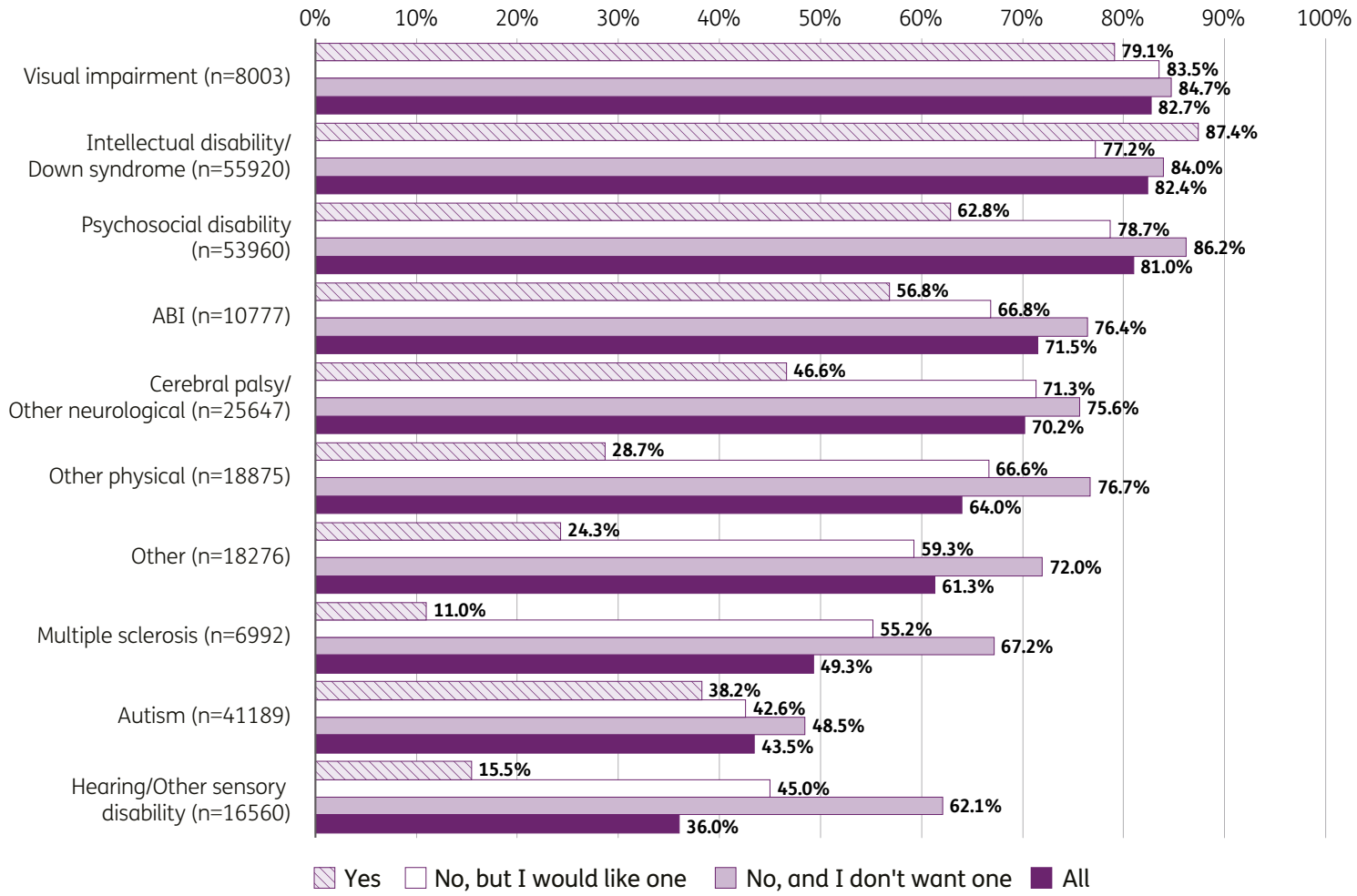


Percentage of NDIS participants receiving the DSP

By disability

Participants with visual impairment are the most likely to receive the DSP (**82.7%**).

Participants with hearing and other sensory disabilities are least likely to receive the DSP (36.0%), reflecting their high employment levels relative to participants with other disabilities.



Section four:

Work goals in plans

Percentage of plans with a work goal

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

Overall, the percentage of active plans at 31 December 2022 with a work-related goal was:

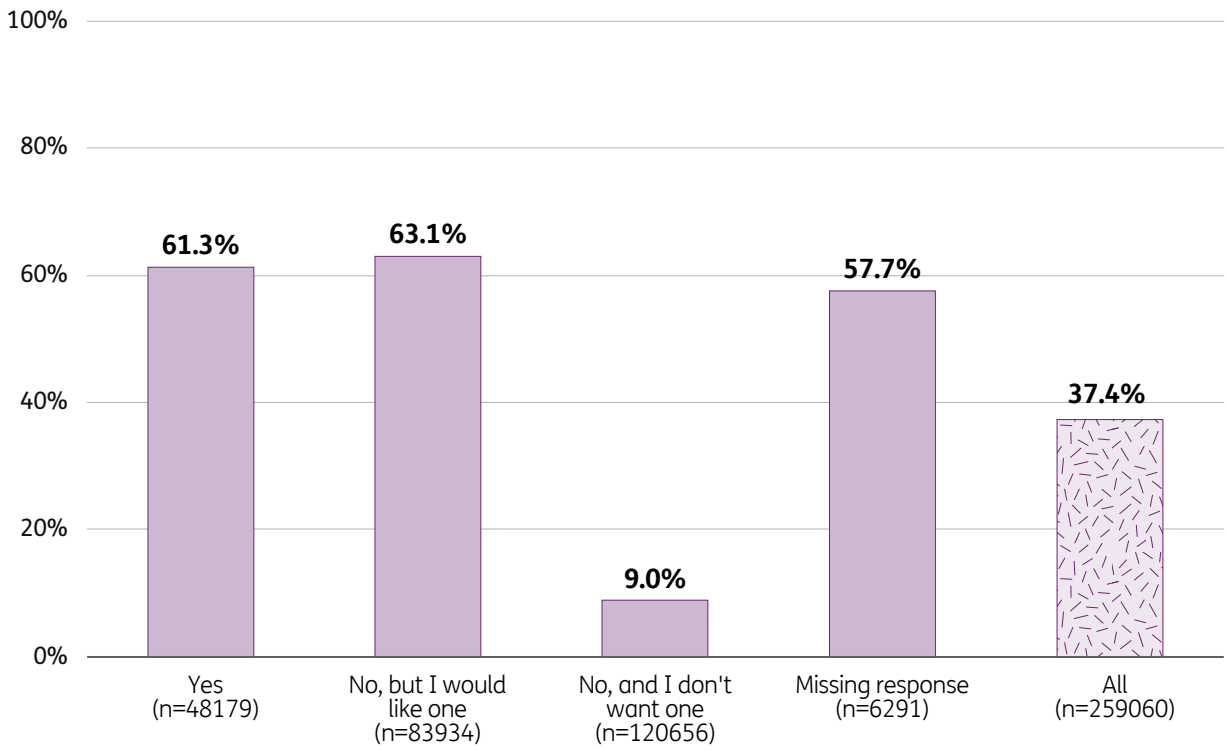
- **51.9%** for participants aged 15 to 24
- **32.2%** for participants aged 25 or over
- **37.4%** for participants aged 15 or over

Percentage of plans with a work goal

By job status

The percentage of plans with a work goal is very similar for those who say they have a job (**61.3%**) and those who say they don't have a job but would like one (**63.1%**).

Some participants who say they don't have a job and don't want one still have a work goal in their plan.

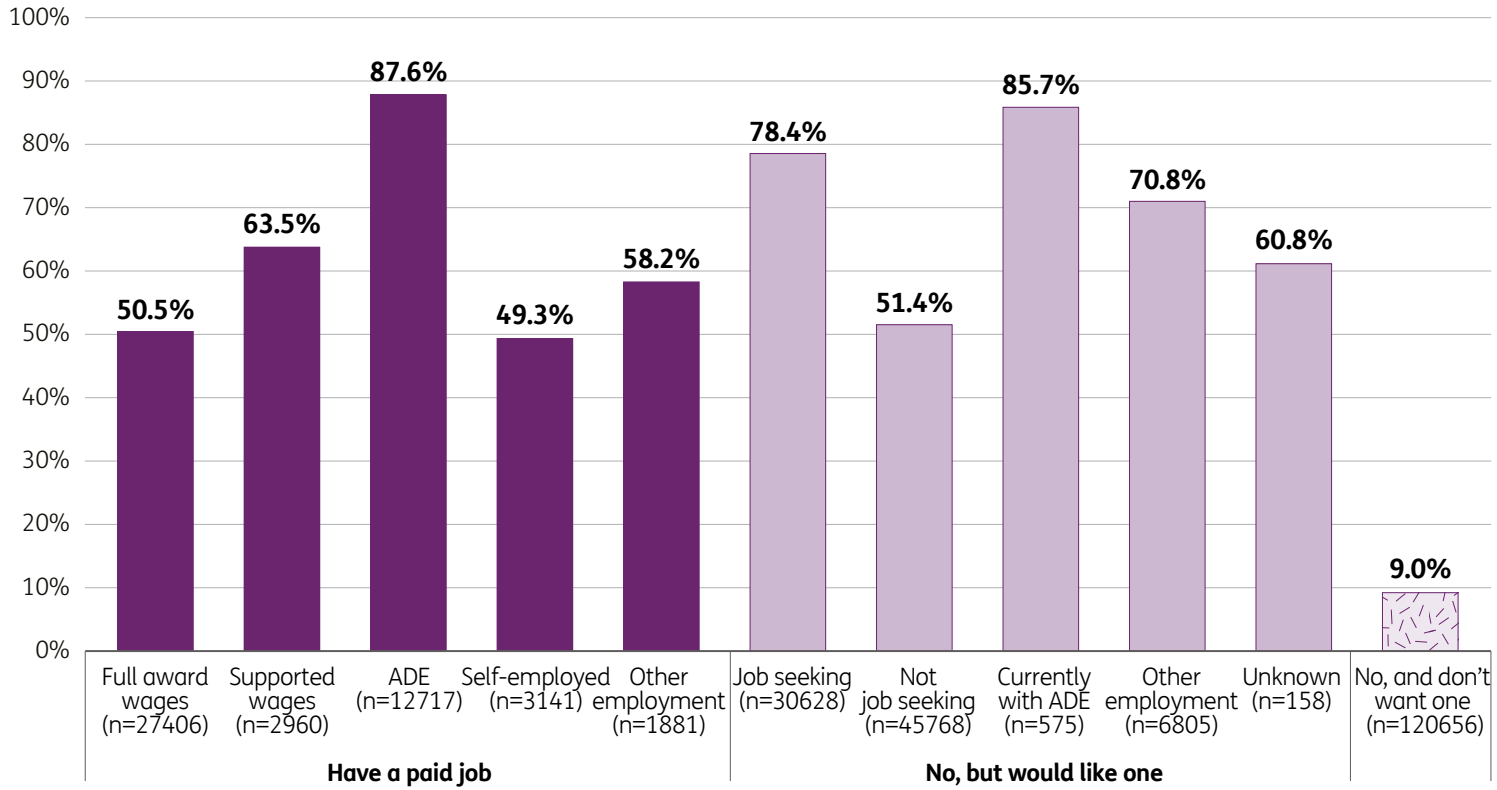


Percentage of plans with a work goal

By job type

The percentage 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.



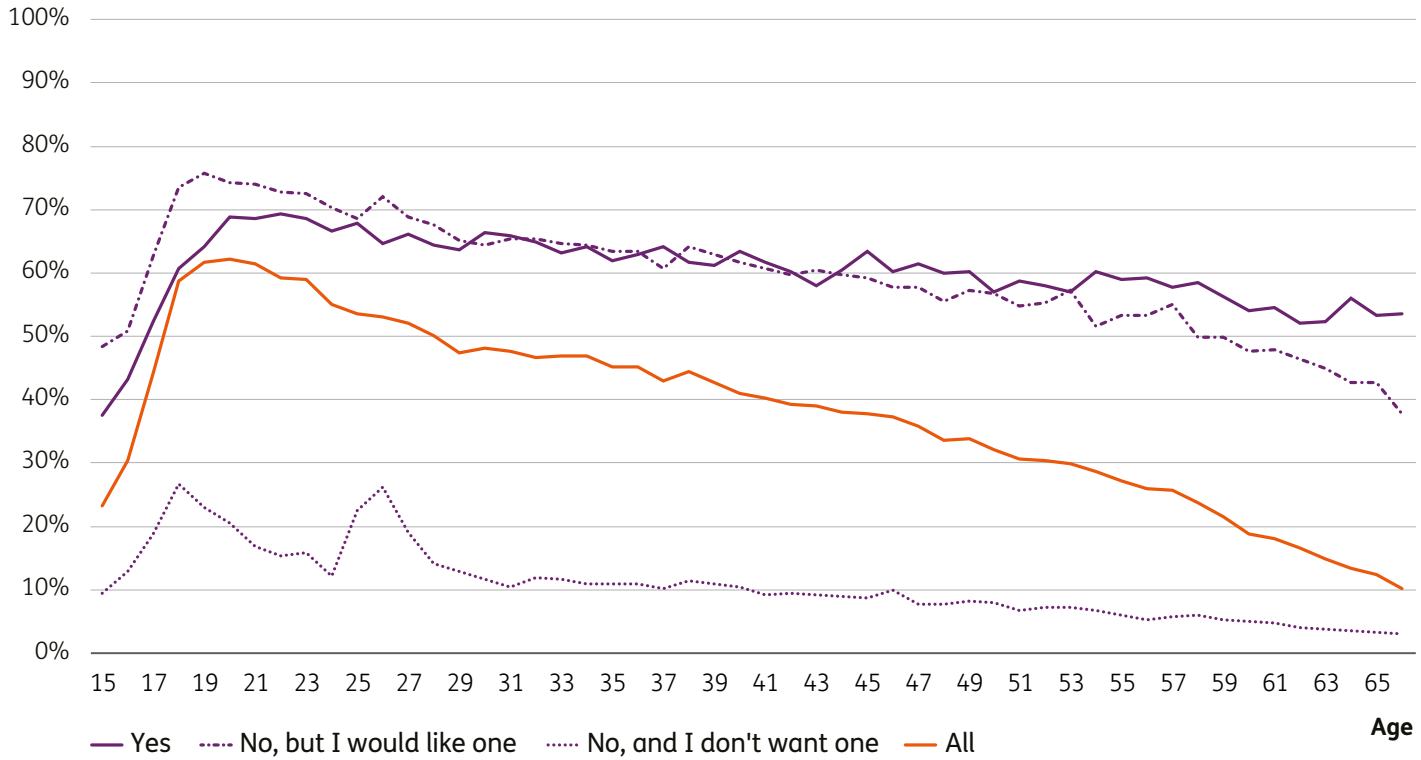
1 These participants (575, representing less than 1% of responses) say they don't have a paid job but would like one in the work domain, but say they are in an ADE in the participant information section.

Percentage of plans with a work goal

By age

The percentage of plans with a work goal peaks at ages 18 to 20 years, then declines for the overall group, as well as for those who have a paid job, and those who don't have a paid job but would like one.

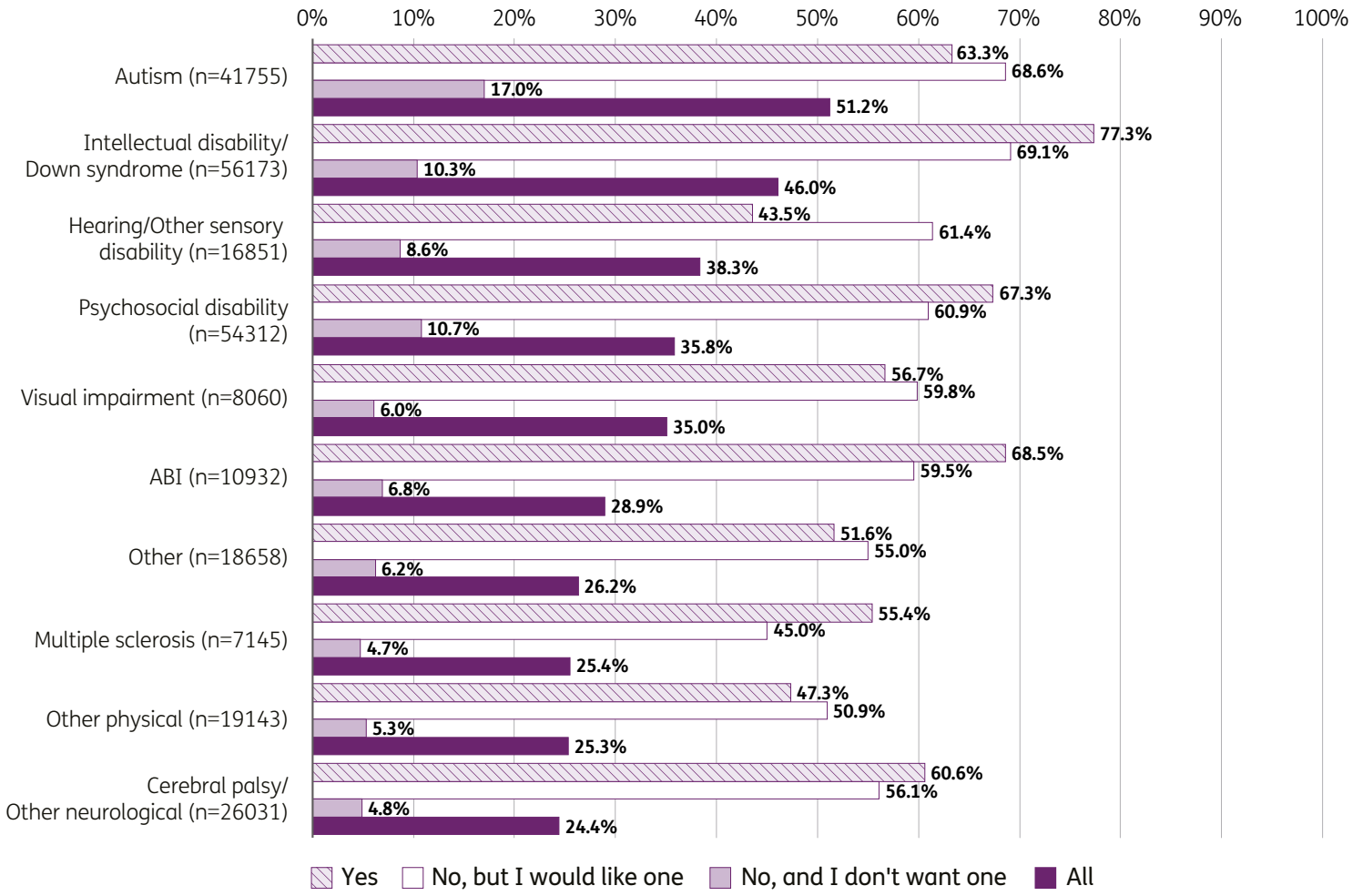
The observed trend may be influenced by School Leaver Employment Support (SLES) available to younger participants who are in year 12 or have recently left school.



Percentage of plans with a work goal

By disability

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



Section five:

Trends in employment experience

5

Section summary

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

5.1	Longitudinal results summary	A summary of paid job status over time in Scheme by participant cohort and age group, with statistical tests of the significance of changes
5.2	Longitudinal benchmark	A comparison of longitudinal employment experience between NDIS participants and Australian population benchmarks
5.3	Employment status transitions	A summary of one-year transition rates between employment states, including transitions from baseline to 1st reassessment, 1st to 2nd, 2nd to 3rd, 3rd to 4th, 4th to 5th and 5th to 6th reassessments.
5.4	Drivers of employment success	A discussion of the insights from statistical modelling about the drivers of employment success, and how the NDIS might help improve the employment outcomes for different participant cohorts.

Key highlights

Longitudinal experience (1)

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

% change in paid employment since baseline

Time in Scheme	Participants aged 15 to 24	Participants aged 25 and over
6 years	↑ 15.8%	↓ -3.9%
5 years	↑ 15.7%	↓ -4.8%
4 years	↑ 12.0%	↓ -3.1%
3 years	↑ 8.4%	↓ -2.2%
2 years	↑ 5.6%	↓ -1.3%
1 year	↑ 1.8%	↓ -0.3%

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

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

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

Key highlights

Longitudinal experience (2)

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

Participants aged 15 to 24

Longitudinal Surveys of Australian Youth (LSAY)

Comparing NDIS participants aged 15-24 to LSAY cohorts:

- Lower paid employment experience (about 40 percentage points) for participants aged 16
- Increases in employment rates are lower for 16 to 18 age range
- Between ages 19 and 24, rates of increase are roughly similar for NDIS participants and the general population.

Participants aged 25 and over

Household Income and Labour Dynamics in Australia (HILDA)

Comparing NDIS participants aged 25 and over to HILDA:

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

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

Key highlights

Longitudinal experience (3)

Transition models have been used to identify key drivers of having a paid job at time *t*+1, conditional on information available (including job status) at time *t*. Four separate models have been fitted depending on various characteristics of participants as well as their plans, such as job status, employment type and plan funding at time *t*:

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

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

For example, model 1 looks at drivers of having a paid job at the start of the next reassessment, for participants aged 15 to 24 who say they don't have a job but would like one at time t. The definition of employment success is consistent across the four groups, namely, working in a paid job (whether ADE or non-ADE) at the start of next reassessment (*t*+1).

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

Key highlights

Longitudinal experience (4)

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

Key highlights

Longitudinal experience (5)

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

Key highlights

Longitudinal experience (6)

Support and assistance

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

Assistance to get a job	Support in job
Job seekers who received assistance to find a job were consistently more likely to be in a paid job at the next reassessment.	Those in a paid job who received support to do their job were consistently more likely to remain in a paid job at the next reassessment – in both mainstream and ADE employment.
At baseline, less than half of job seekers say they are being assisted to get a job. Longitudinally, for participants aged 15 to 24 the trend is increasing with time since baseline, but for participants aged 25 and over it is relatively flat.	At baseline, around 80% of those in a paid job say they get support. Longitudinally, for participants aged 15 to 24, there is a decreasing trend after the first reassessment, whereas for participants aged 25 and over there is a slight increasing trend.

DSP and employment

Modelling suggests that:

- Receiving DSP has a negative correlation with mainstream employment success for most disabilities, both in obtaining and retaining a mainstream job, as well as transitioning from ADE to open employment. The negative effect may be due to selection bias (for example, those not on DSP might have recently had a job), or disincentives for those on DSP to work. Absence of a negative effect for participants with intellectual disability, Down syndrome, or autism may be because they are more likely to be working in an ADE, which does not affect DSP payments, hence there is not as much financial disincentive to work.
- Receiving DSP has a positive correlation with finding ADE employment. This is likely related to the income threshold to qualify for receiving DSP, which ADE employment usually satisfies.

5.1
Longitudinal results summary

Overall

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

Overall, the employment experience of NDIS participants aged 15 to 24 has improved since baseline. To some extent, this is to be expected as a result of transitioning from school to work.

Overall, trends in employment outcomes for participants aged 25 and over have not been as positive as those for participants aged 15 to 24. For older adults, this is partly due to retirement. Whilst the experience for participants aged 25 to 44 was more positive than for those aged 45 to 64, the percentage in a paid job generally deteriorated longitudinally for both age groups.

Statistical significance of changes has been assessed using:

1. test of marginal homogeneity on the 3x3 cross-classification of baseline versus latest reassessment responses[1] (multi-category equivalent of McNemar’s test[2])
2. McNemar’s test[3] on having a paid job versus not having a paid job; and
3. McNemar’s test on the subset interested in a paid job.

For participants aged 15 to 24, all of the tests were significant at the 0.05 level. For participants aged 25 and over, the one-year change according to test (3) was not significantly different from zero. All other tests were significant at the 0.05 level.

1 A table with three rows and three columns, with rows representing baseline responses to the question “Are you currently working in a paid job?” (“Yes”, “No, but I would like one”, “No and I don’t want one”), and columns representing responses to the same question at the latest reassessment. The cells of the table show the numbers for each of the nine combinations of (baseline, latest reassessment) responses.
2 The TDT and other family-based tests for linkage disequilibrium and association. (nih.gov)
3 McNemar’s test is a statistical test for matched pairs data (for example, the same participants measured at two different time points with respect to having a paid job (yes/no)). It tests the null hypothesis that the proportion at one time point is equal to the proportion at the second time point. The test referenced in 2 extends this to the multi-category setting (for example, the three possible responses to “Are you currently working in a paid job?”).

Are you currently working in a paid job?

Participants aged 15 to 24

For participants in the Scheme for one or more years, the percentage in paid employment **increased** by:

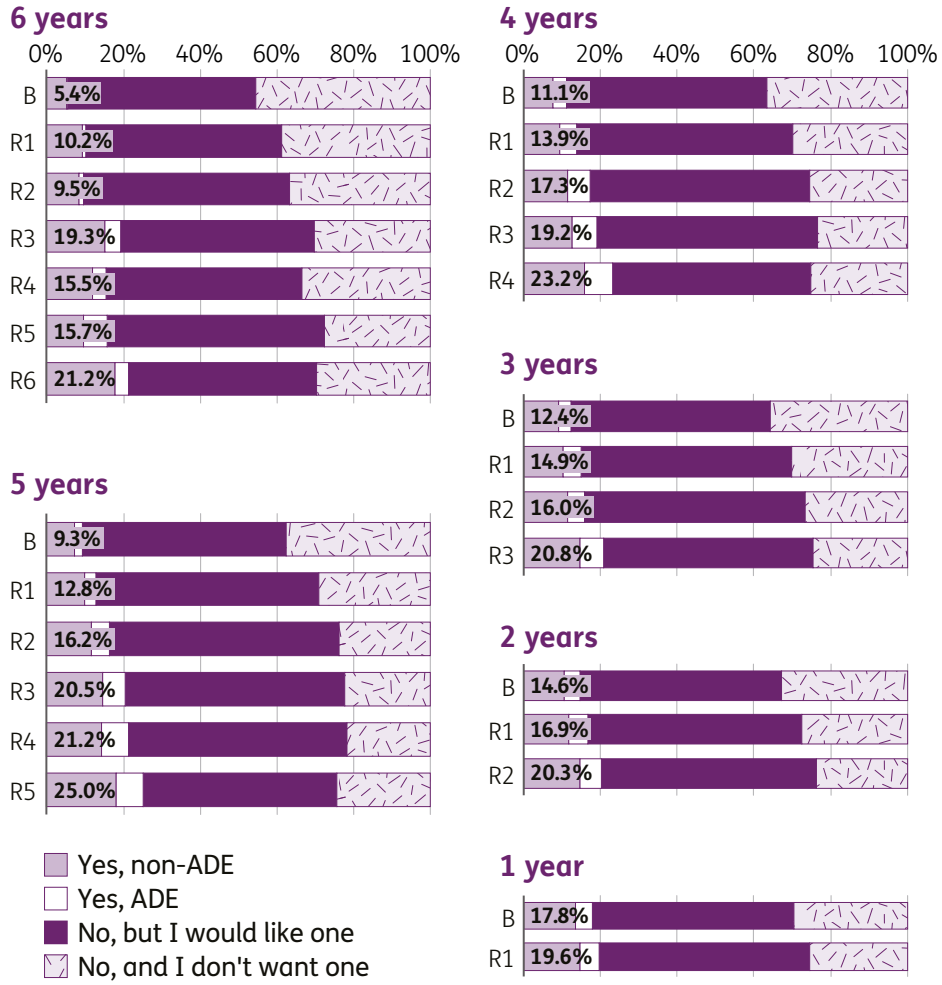
- 15.8 percentage points (pp) after 6 years (12.7 pp for non-ADE and 3.1 pp for ADE)
- 15.7 pp after 5 years (11.0 pp for non-ADE and 4.7 pp for ADE)
- 12.0 pp after 4 years (8.1 pp for non-ADE and 3.9 pp for ADE)
- 8.4 pp after 3 years (5.8 pp for non-ADE and 2.6 pp for ADE)
- 5.6 pp after 2 years (4.2 pp for non-ADE and 1.4 pp for ADE)
- 1.8 pp after 1 year (1.2 pp for non-ADE and 0.7 pp for ADE)

For those not in a paid job, the percentage not interested in a paid job:

- **decreased** by 15.8 pp; the percentage interested **did not change** after 6 years
- **decreased** by 13.2 pp; the percentage interested **decreased** by 2.5 pp after 5 years
- **decreased** by 11.6 pp; the percentage interested **decreased** by 0.5 pp after 4 years
- **decreased** by 11.1 pp; the percentage interested **increased** by 2.7 pp after 3 years
- **decreased** by 9.2 pp; the percentage interested **increased** by 3.6 pp after 2 years
- **decreased** by 4.0 pp; the percentage interested **increased** by 2.1 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, **all six cohorts** experienced significant changes in the percentage in a paid job, versus those interested but not in a paid job



Are you currently working in a paid job?

Participants aged 25 and over

For participants in the Scheme for one or more years, the percentage in paid employment **declined** by:

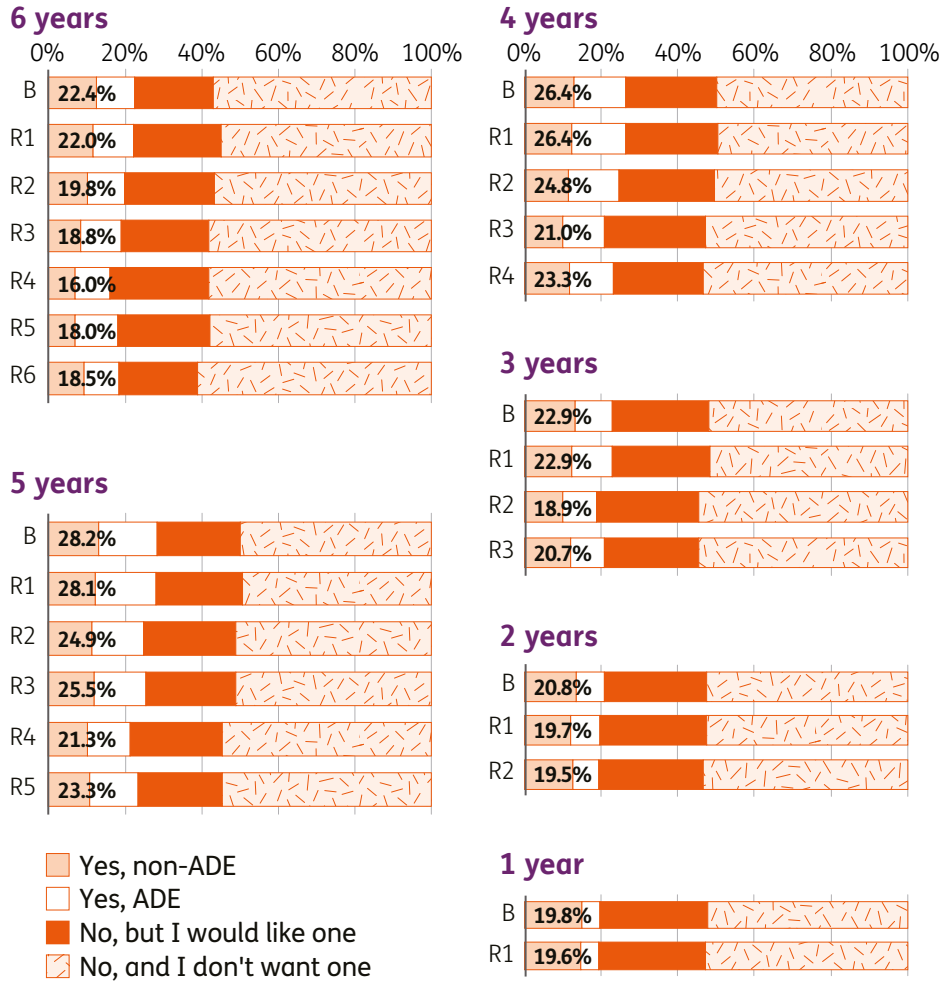
- 3.9 pp after 6 years (3.1 pp for non-ADE and 0.8 pp for ADE)
- 4.8 pp after 5 years (2.1 pp for non-ADE and 2.8 pp for ADE)
- 3.1 pp after 4 years (1.1 pp for non-ADE and 2.0 pp for ADE)
- 2.2 pp after 3 years (1.2 pp for non-ADE and 1.0 pp for ADE)
- 1.3 pp after 2 years (1.0 pp for non-ADE and 0.3 pp for ADE)
- 0.3 pp after 1 year (0.3 pp for non-ADE and 0.0 pp for ADE)

For those not in a paid job, the percentage not interested in a paid job:

- **increased** by 4.0 pp; the percentage interested **decreased** by 0.1 pp after 6 years
- **increased** by 4.6 pp; the percentage interested **increased** by 0.2 pp after 5 years
- **increased** by 3.4 pp; the percentage interested **decreased** by 0.3 pp after 4 years
- **increased** by 2.4 pp; the percentage interested **decreased** by 0.2 pp after 3 years
- **increased** by 0.9 pp; the percentage interested **increased** by 0.2 pp after 2 years
- **increased** by 0.7 pp; the percentage interested **decreased** by 0.4 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 1 to 5 years** experienced significant changes in the percentage in a paid job, versus those interested but not in a paid job



Are you currently working in a paid job?

Participants aged 25 to 44

For participants in the Scheme for one or more years, the percentage in paid employment:

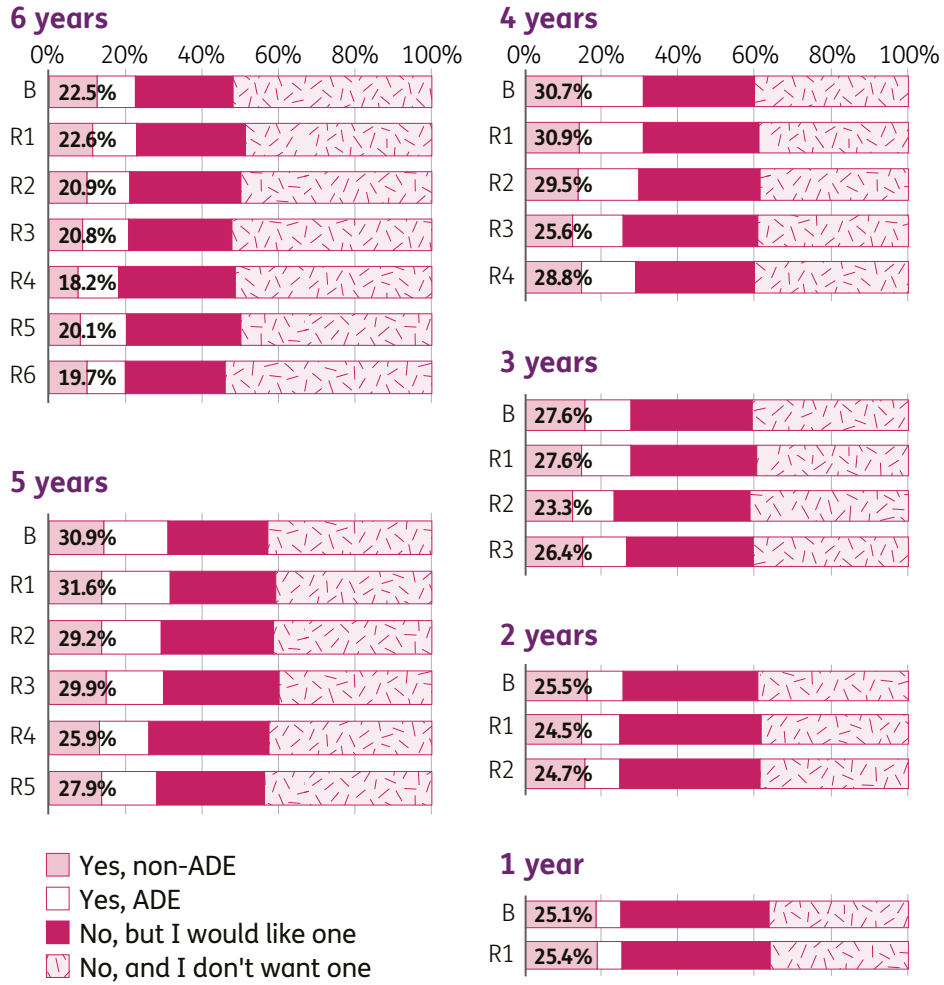
- **decreased** by 2.8 pp after 6 years (2.6 pp for non-ADE and 0.2 pp for ADE)
- **decreased** by 2.9 pp after 5 years (0.6 pp for non-ADE and 2.3 pp for ADE)
- **decreased** by 1.9 pp after 4 years (0.0 pp for non-ADE and 1.9 pp for ADE)
- **decreased** by 1.2 pp after 3 years (0.5 pp for non-ADE and 0.7 pp for ADE)
- **decreased** by 0.8 pp after 2 years (0.6 pp for non-ADE and 0.2 pp for ADE)
- **increased** by 0.3 pp after 1 year (0.2 pp for non-ADE and 0.0 pp for ADE)

For those not in a paid job, the percentage not interested in a paid job:

- **increased** by 2.1 pp; the percentage interested **increased** by 0.7 pp after 6 years
- **increased** by 1.0 pp; the percentage interested **increased** by 2.0 pp after 5 years
- **did not change**; the percentage interested **increased** by 1.9 pp after 4 years
- **decreased** by 0.3 pp; the percentage interested **increased** by 1.6 pp after 3 years
- **decreased** by 0.6 pp; the percentage interested **increased** by 1.4 pp after 2 years
- **decreased** by 0.2 pp; the percentage interested **decreased** by 0.1 pp after 1 year

McNemar's test results show that:

- **Those who have been in the Scheme for 2 to 6 years** 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 1, 4 and 5 years** experienced significant changes in the percentage in a paid job, versus those interested but not in a paid job



Are you currently working in a paid job?

Participants aged 45 to 64

For participants in the Scheme for one or more years, the percentage in paid employment **decreased** by:

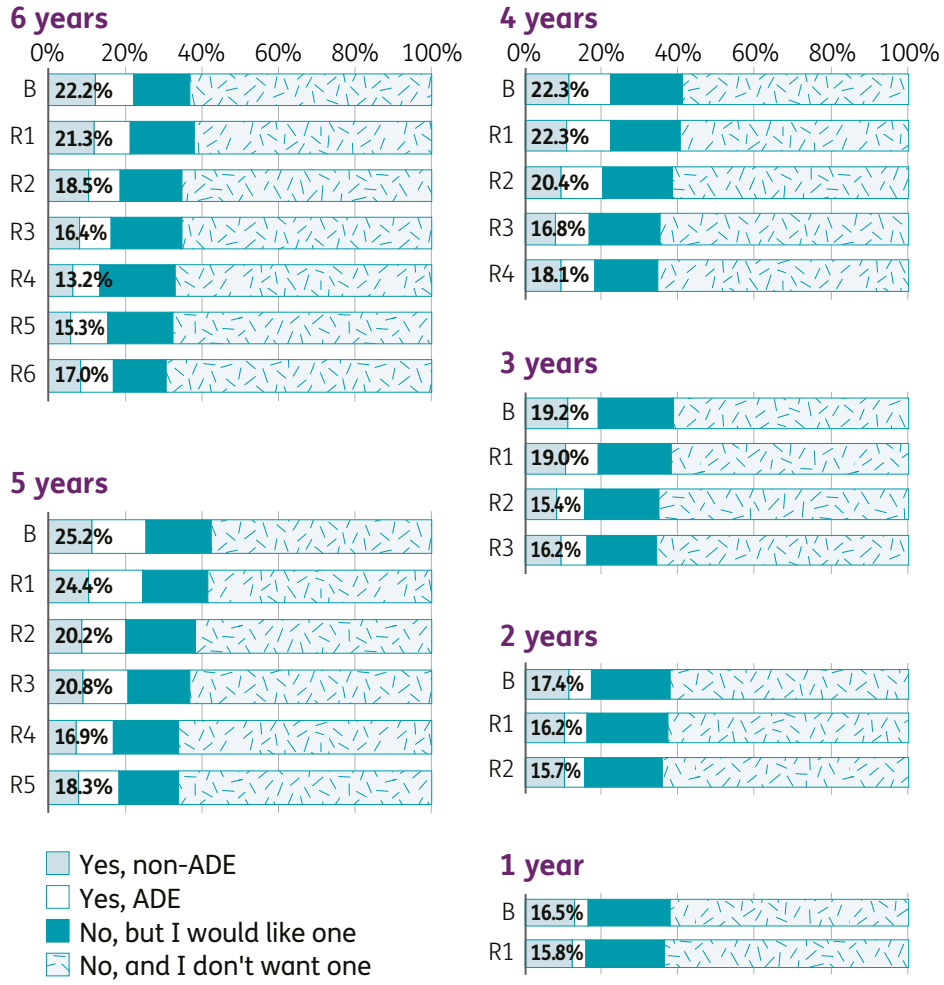
- 5.2 pp after 6 years (3.7 pp for non-ADE and 1.5 pp for ADE)
- 6.9 pp after 5 years (3.6 pp for non-ADE and 3.2 pp for ADE)
- 4.2 pp after 4 years (2.2 pp for non-ADE and 2.1 pp for ADE)
- 3.0 pp after 3 years (1.7 pp for non-ADE and 1.3 pp for ADE)
- 1.7 pp after 2 years (1.2 pp for non-ADE and 0.5 pp for ADE)
- 0.7 pp after 1 year (0.6 pp for non-ADE and 0.0 pp for ADE)

For those not in a paid job, the percentage not interested in a paid job:

- **increased** by 6.3 pp; the percentage interested **decreased** by 1.1 pp after 6 years
- **increased** by 8.5 pp; the percentage interested **decreased** by 1.6 pp after 5 years
- **increased** by 6.5 pp; the percentage interested **decreased** by 2.3 pp after 4 years
- **increased** by 4.6 pp; the percentage interested **decreased** by 1.6 pp after 3 years
- **increased** by 2.0 pp; the percentage interested **decreased** by 0.3 pp after 2 years
- **increased** by 1.2 pp; the percentage interested **decreased** by 0.6 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 2 to 5 years** experienced significant changes in the percentage in a paid job, versus those interested but not in a paid job



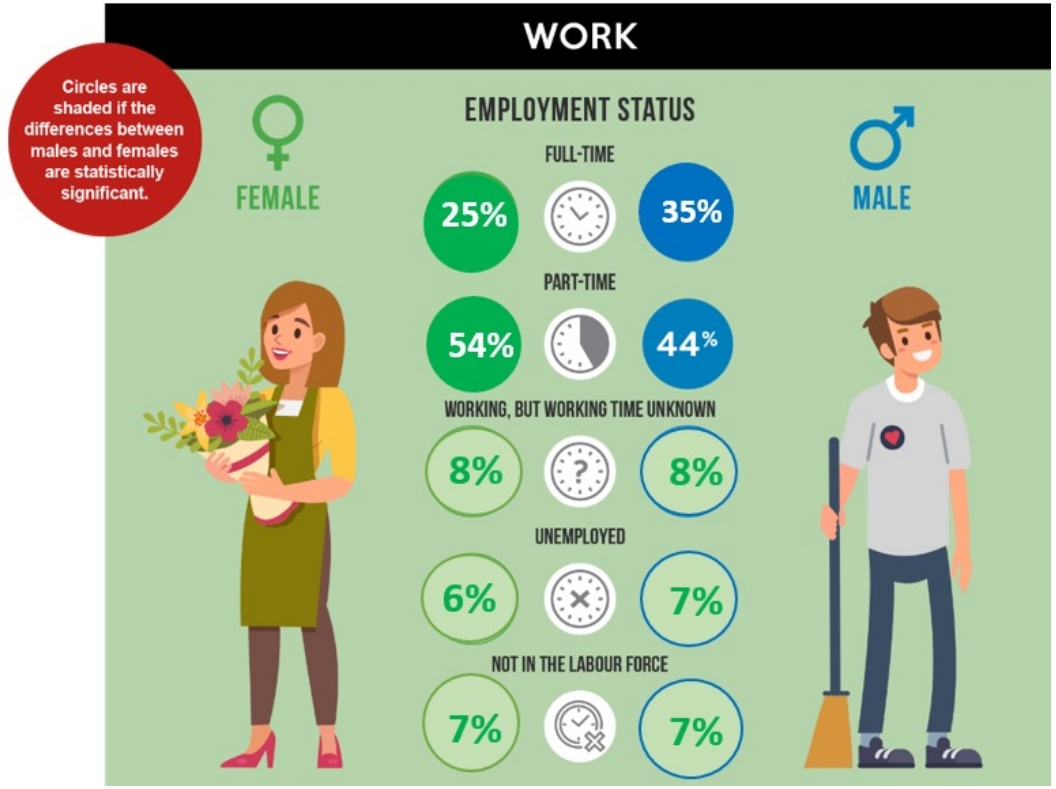
5.2
Longitudinal benchmark

Participants aged 15 to 24

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

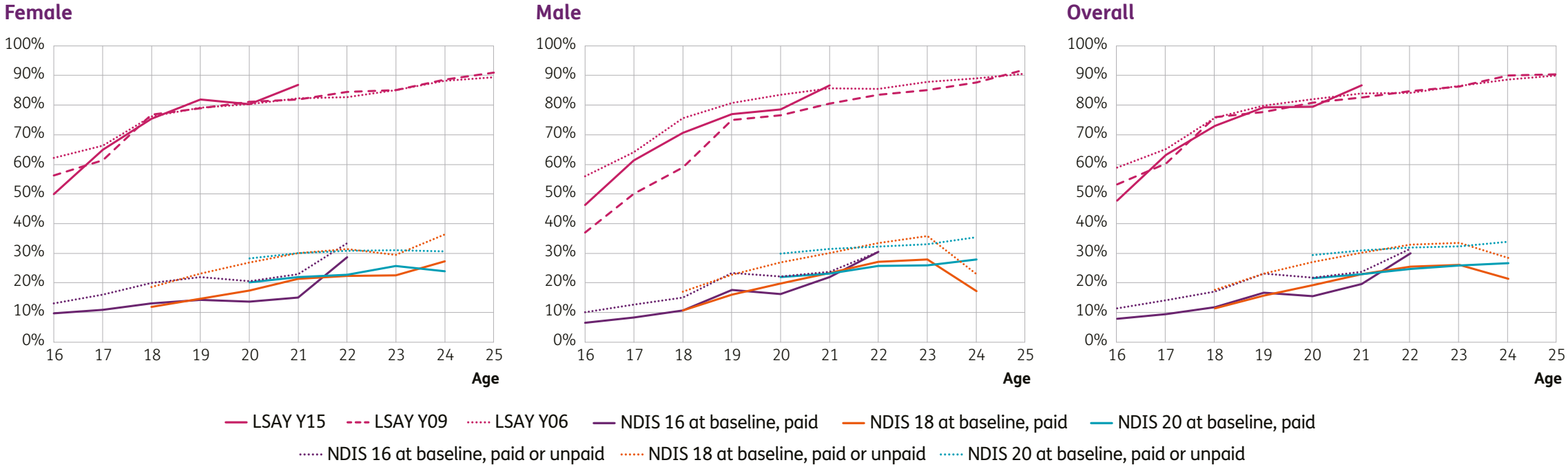
LSAY follows cohorts of 15 year olds over time, collecting information on education and work experiences. Currently there are six cohorts, with the latest cohort (Y15) aged 15 in 2015. Participants in the study are followed until they reach 25 years of age.

Employment status of LSAY Y15 cohort in 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.

Participants aged 15 to 24



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

The percentage employed for LSAY respondents initially increases at a faster rate than for NDIS participants (between about ages 16 and 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.

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]

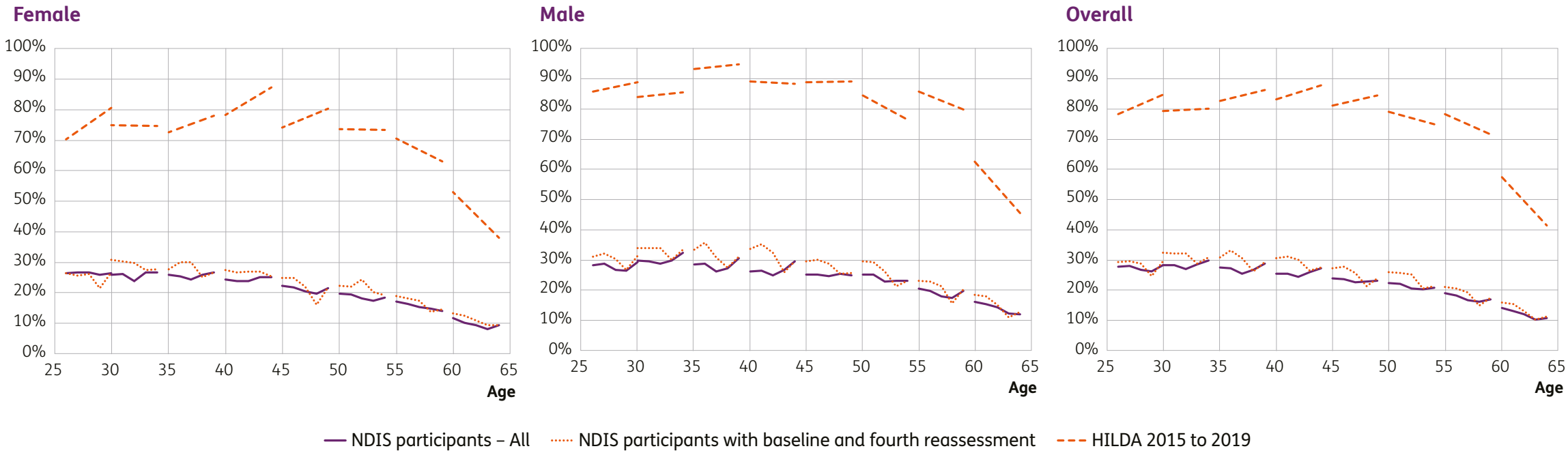
The graphs on the next slide show longitudinal trends by age and gender in the percentage with a paid job for HILDA and for NDIS participants aged 25 and over. Trends for selected starting ages are shown (three year age groups are used to smooth the data).

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

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

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

Participants aged 25 and over



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

5.3
Employment status transitions

One year transitions

Participants aged 15 to 24 and 25+

Participants aged 15 to 24

To → / From ↓	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)
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 → / From ↓	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)
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).

One year transitions

Participants aged 25 to 44 and 45+

Results below split the 25 and over age group into two subgroups: 25 to 44 and 45 and over. A portion of the older group will be retiring from the workforce, whereas the younger group are not yet at retirement age

Participants aged 25 to 44

To → / From ↓	Paid job outside ADE (n=12858)	Paid job in ADE (n=9465)	No, but I would like one (n=29891)	No, and I don't want one (n=32969)
Paid job outside ADE (n=13020)	87.8%	2.7%	7.7%	1.8%
Paid job in ADE (n=9582)	2.0%	91.5%	4.3%	2.2%
No, but I would like one (n=29420)	3.7%	1.0%	88.0%	7.3%
No, and I don't want one (n=33161)	0.5%	0.1%	7.8%	91.6%

Participants aged 45 and over

To → / From ↓	Paid job outside ADE (n=11949)	Paid job in ADE (n=7929)	No, but I would like one (n=23104)	No, and I don't want one (n=73470)
Paid job outside ADE (n=12675)	87.7%	1.6%	5.5%	5.2%
Paid job in ADE (n=8242)	0.8%	90.8%	3.0%	5.4%
No, but I would like one (n=23723)	2.6%	0.8%	84.4%	12.2%
No, and I don't want one (n=71812)	0.2%	0.1%	3.0%	96.7%

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 25 to 44, there were 13020 transitions from non-ADE employment, and 12858 transitions to non-ADE employment).

One year transitions

In non-ADE employment at start of year (top row in previous slides)

- **80.1%** of 15 to 24 year olds in this category remained there at reassessment, while **2.1%** moved to an ADE
- **87.7%** of those 25 and over in this category remained there at reassessment (87.8% for 25 to 44 and 87.7% for 45 and over), while 2.2% moved to an ADE (2.7% and 1.6%).

Working in an ADE (second row in previous slides)

- **85.4%** of 15 to 24 year olds in this category remained there at reassessment, while **4.0%** moved to non-ADE employment
- **91.2%** of those 25 and over in this category remained there at reassessment (91.5% for 25 to 44 and 90.8% for 45 and over), while 1.5% moved to mainstream employment (2.0% and 0.8%).

The rates of maintaining employment are higher within ADEs. Within each type of employment, participants aged 25 and over are more likely to maintain employment than those aged 15 to 24. Comparing those aged 25 to 44 with those aged 45 and over, rates of maintaining employment are very similar.

Not in a paid job at the start of the year but would like one (third row in previous slides)

- **8.5%** of 15 to 24 year olds in this category were in a paid job at reassessment (6.3% in open employment and 2.2% in an ADE)
- **4.1%** of those 25 and over in this category were in a paid job at reassessment (3.2% in open employment and 0.9% in an ADE). For those aged 25 to 44, 4.7% were in a paid job (3.7% in open employment and 1.0% in an ADE), whereas for those aged 45 and over, 3.4% were in a paid job (2.6% in open employment and 0.8% in an ADE)
- More older participants moved to not wanting a job (12.2% of those aged 45 and over, 7.3% of those aged 25 to 44, and 4.1% of those aged 15 to 24). For the oldest age group this is likely due to a portion of participants retiring.

Not participating at start of year (bottom row in previous slides)

- **77.8%** of 15 to 24 year olds in this category remained there at reassessment
- **95.1%** of those 25 and over in this category remained there at reassessment (91.6% for 25 to 44 and 96.7% for 45 and over)
- The lower percentage for those aged 15 to 24 may be due to finishing school.

One year transitions

By age and disability

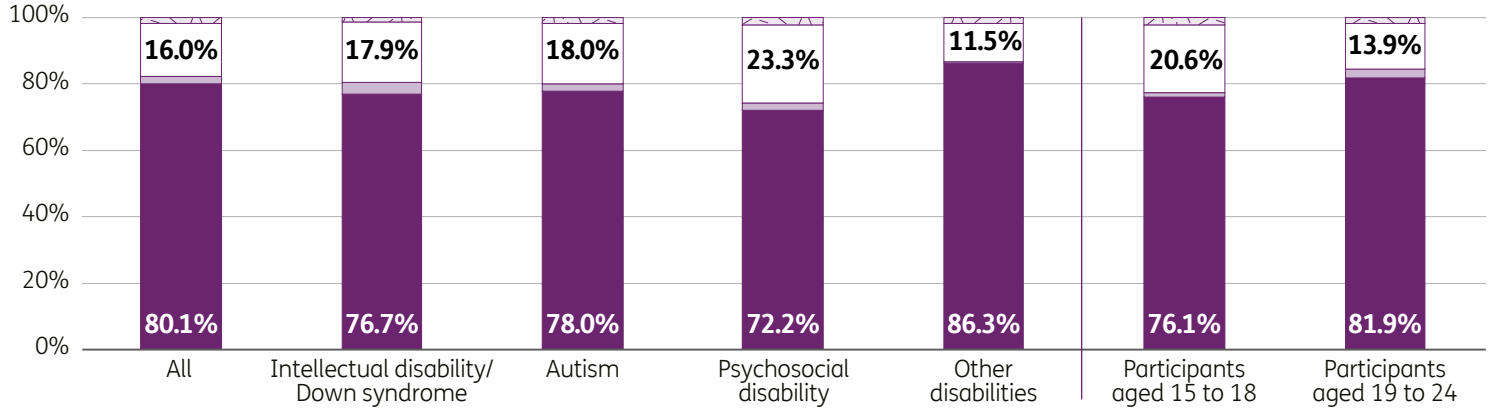
Participants aged 15 to 24

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

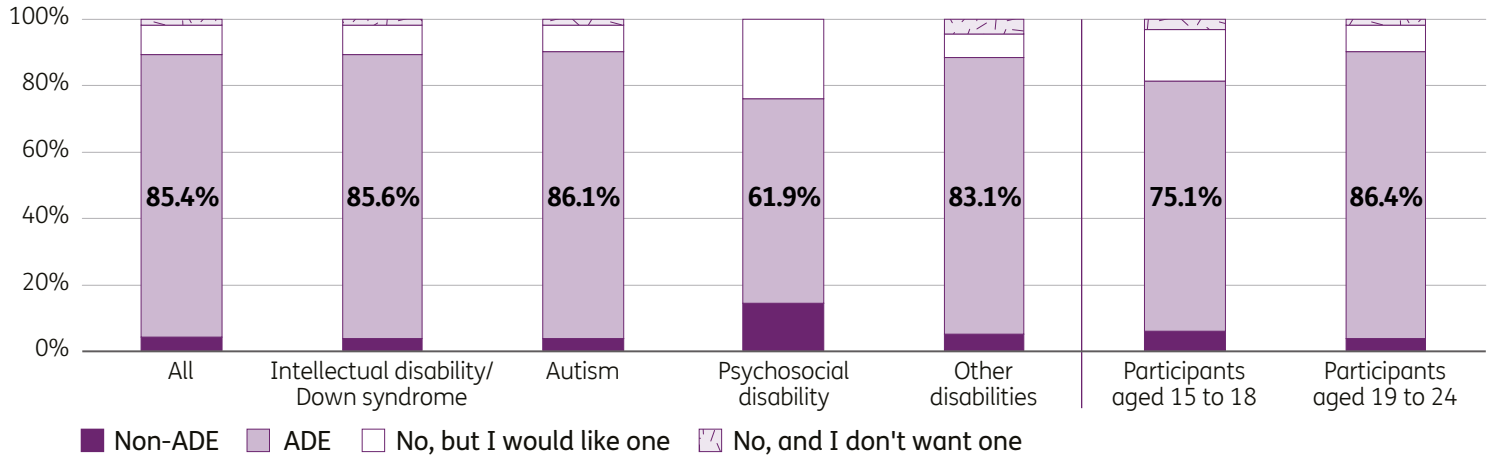
Participants with psychosocial disability tended to be less likely to maintain non-ADE employment (72.2% compared to 80.1% overall), instead being more likely to move to wanting a job (23.3% compared to 16.0%). A similar result is observed for maintaining ADE employment, however based on only a small number of transitions.

Participants aged 15 to 18 were less likely than those aged 19 to 24 to maintain either ADE or non-ADE employment. They were also more likely to transition from having either type of employment, to wanting a job.

Transitions from non-ADE employment



Transitions from ADE employment[1]



1 Results for participants aged 15 to 24 with a psychosocial disability are based on only 21 transitions from ADE employment, so should be treated with caution.

One year transitions

By age and disability

Participants aged 25 and over

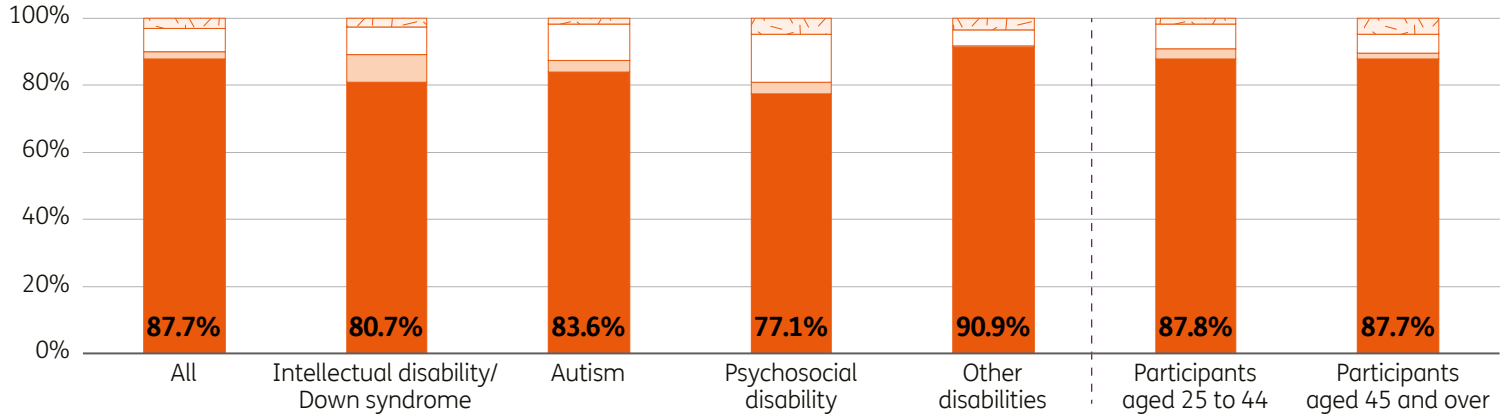
The charts compare one-year transition rates from non-ADE (top) and ADE (bottom) employment, for different disability and age groups, for participants aged 25 and over.

Participants with psychosocial disability were less likely to maintain non-ADE employment (77.1% compared to 87.7% overall), instead being more likely to move to wanting a job (14.4% compared to 6.6%). They were also slightly less likely to maintain ADE employment.

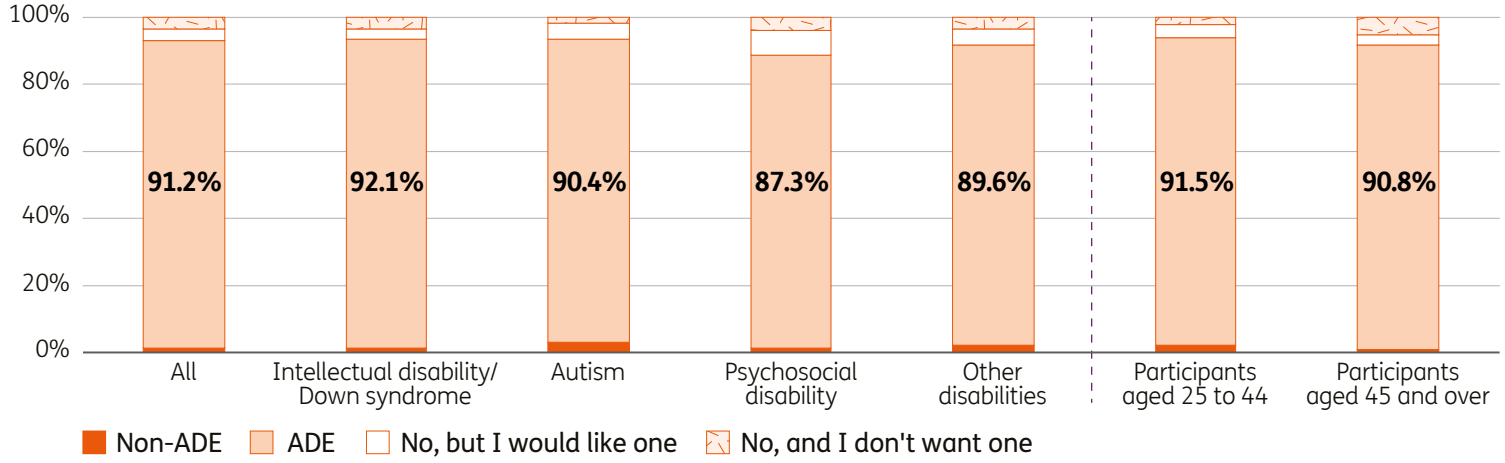
Participants with intellectual disability/ Down syndrome (80.7%) or autism (83.6%) were also less likely to maintain non-ADE employment. Those with intellectual disability/Down syndrome were more likely to move from non-ADE to ADE employment (8.3% compared to 2.2% overall).

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

Transitions from non-ADE employment



Transitions from ADE employment[1]



5.4
Drivers of employment success

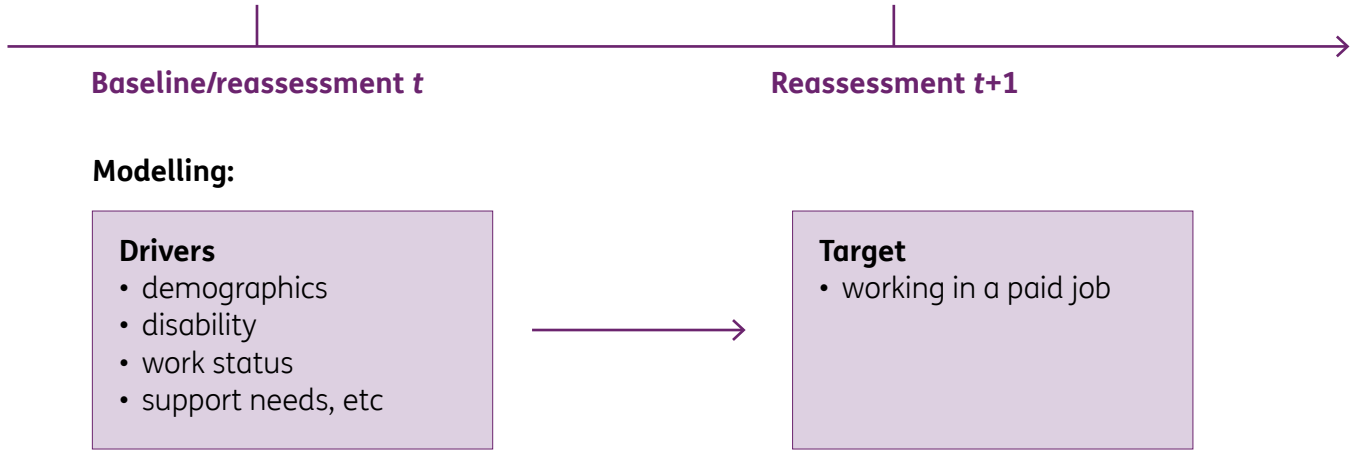
Key drivers of employment outcomes

Multiple logistic regression modelling[1] 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.

Drivers of employment outcomes

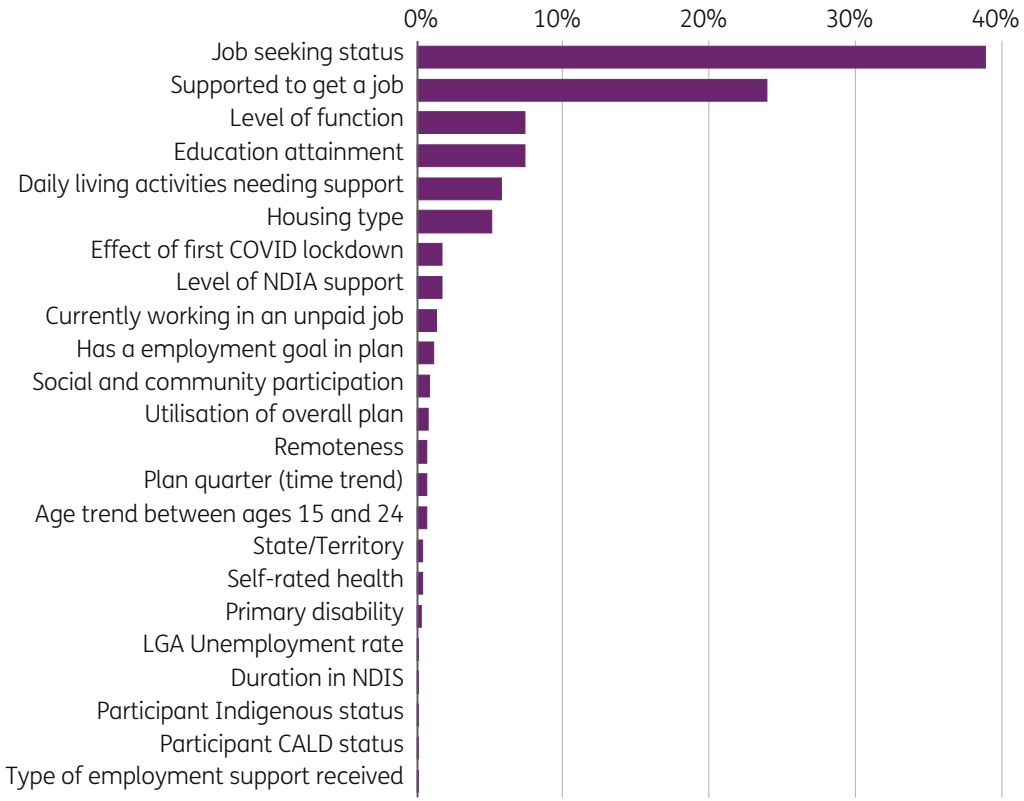
Factors investigated in the multiple logistic regression models included:

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

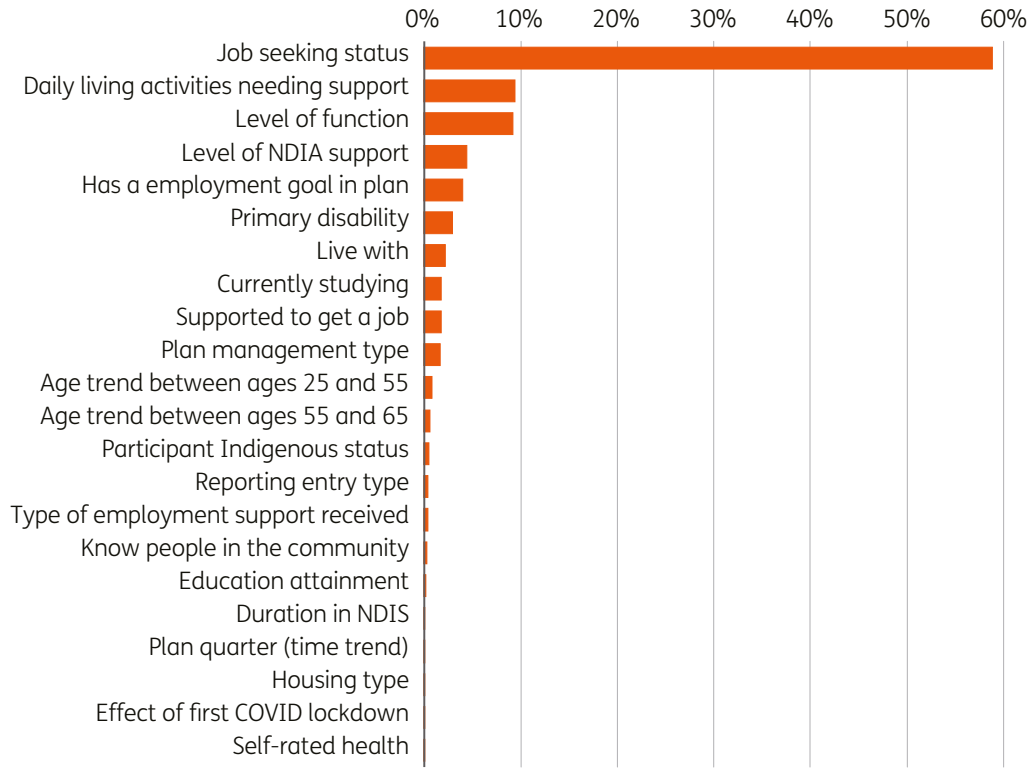
Relative variable importance

Participants who would like a paid job

Participants aged 15 to 24



Participants aged 25 and over

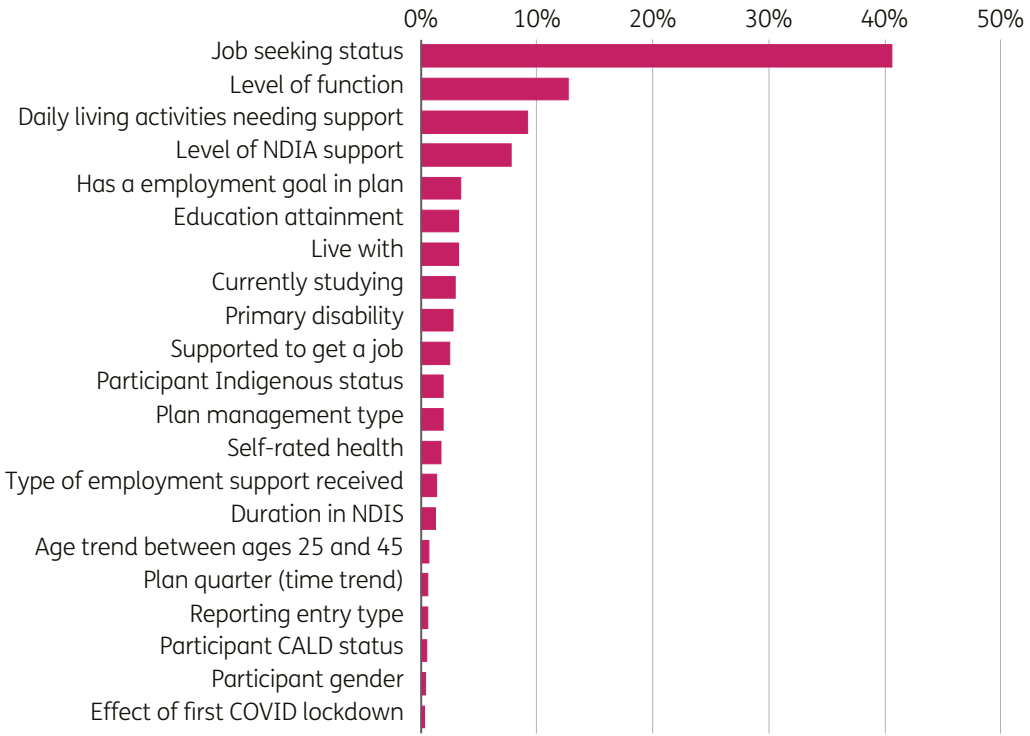


For both age groups, whether participants are actively job seeking is by far the most important driver of employment success.

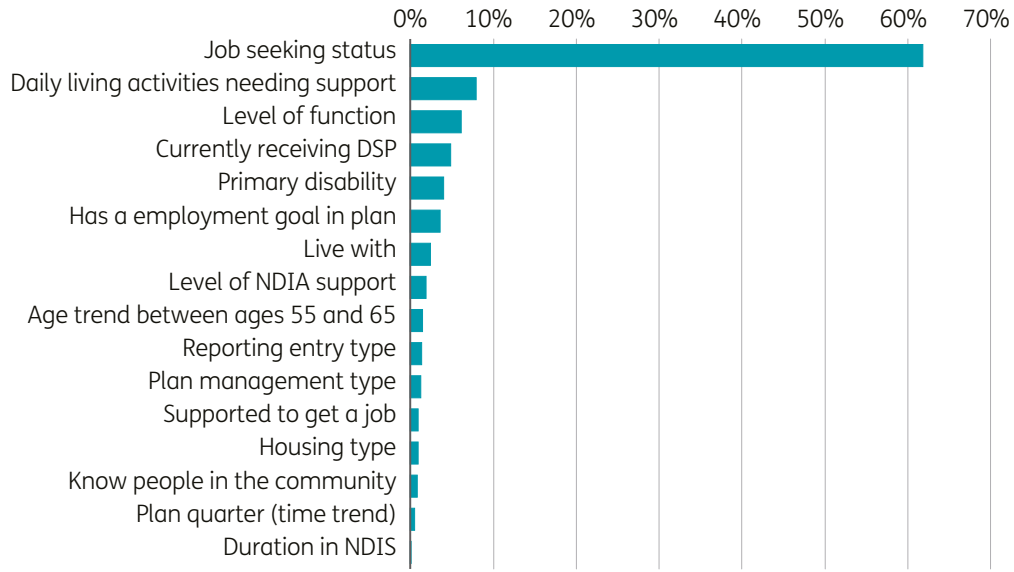
Relative variable importance

Participants who would like a paid job

Participants aged 25 to 44



Participants aged 45 and over



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

Getting a job

Positive drivers of getting a job

Participants aged 15 to 24

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

- Job seeking or engaging in other informal employment activities[1]
- Have received support to find a job
- Higher level of function
- Participant has completed TAFE, obtained a tertiary diploma or is a university graduate[2]
- Reassessment took place after the start of the first COVID wave
- Working in an unpaid job
- Have set employment-related goals in their plans
- Involved in a general community, cultural or religious group in the last 12 months[3]
- Living outside of major cities
- Living in SA or NT[4]
- Self-assessed health is 'Excellent'[5]
- Primary disability type is hearing impairment, other sensory disability, other physical disability or other disability[6]
- Has been in the NDIS for longer

1 Compared to not actively job seeking.
2 Compared to senior secondary school (years 11 and 12).
3 Compared to not participating but interested
4 Compared to NSW and ACT.
5 Compared to 'Good'.
6 Compared to autism.

Getting a job

Negative drivers of getting a job

Participants aged 15 to 24

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

- Highest education attainment is secondary school (years 7 to 10)[1]
- Requires support for more daily living activities
- Living in privately rented accommodation, public housing or other[2]
- Requires high/very high level of support to connect with the NDIS[3]
- Participant has used a greater percentage of their plan
- Negative change in time trend after the start of the first COVID wave
- For age range 15 to 24, participant is older
- Living in VIC or TAS[4]
- Self-assessed health is 'Poor'[5]
- Higher unemployment rate in participant's LGA
- Participant has an Indigenous background
- Participant is from a CALD background
- Received employment support payments (including SLES) in the latest plan[6]

1 Compared to senior secondary school (years 11 and 12).
2 Compared to privately-owned home owned by self/family.
3 Compared to medium level of support to connect with the NDIS.
4 Compared to NSW and ACT.
5 Compared to 'Good'.
6 Compared to no employment support payments in the latest plan.

Likelihood of transitioning into a paid job

Getting a job – Segment table

Participants aged 15 to 24

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

- For those who would like a job, but were not actively job seeking, only 4.3% found a job at the end of the current reassessment period. This group represents almost half of the observations.
- In contrast, for those who were actively job seeking or engaging in other informal employment, who also require a low/medium level of support to connect with the NDIS, and got the support need to do their job, 17.0% found a job at the end of the reassessment period.

Participant segment			% of data	Success rate
Not job seeking			48.7%	**4.3%**
Job seeking or other employment activities	Requires high/very high level of support to connect with the NDIS		9.8%	**7.3%**
	Requires low/medium level of support to connect with the NDIS	Does not get the support needed to do their job	28.0%	**12.0%**
		Gets the support needed to do their job	13.5%	**17.0%**
Total			**100.0%**	**8.5%**

Non-ADE/ADE employment (1)

Participants aged 15 to 24 who would like a job

To investigate possible differences in the drivers of getting a paid job by type of employment, separate models for finding non-ADE and ADE employment were trialled.[1]

Driver	non-ADE (vs ADE or no job)	ADE (vs non-ADE or no job)	Comparison category
Job seeking status	⬆ Job seeking/other informal employment activities	⬆ Job seeking/other informal employment activities	Would like a job, but not actively job-seeking
Daily living support	⬇ Requires support for more daily living activities		
Level of function	⬆ Higher level of function		
Assistance to find a job	⬆ Received assistance to find a job	⬆ Received assistance to find a job	
DSP	⬇ Receiving DSP	⬆ Receiving DSP	
Education attainment	⬆ Highest education attainment is TAFE/diploma/university degree ⬇ Highest education level is secondary school (year 7 to 10)	⬇ Highest education level is secondary school (year 7 to 10)	Senior secondary school (years 11 and 12)
Housing	⬇ Living in privately rented accommodation, public housing or other accommodation		Privately-owned home owned by self/family
Utilisation	⬇ Higher plan utilisation	⬆ Higher plan utilisation	
Studying	⬆ Participant is studying tertiary courses	⬇ Participant is studying tertiary courses ⬆ Participant is studying at a disability education facility	Not studying

1 Note that the models use the same group at time t i.e. those who would like a job, and e.g. the model for non-ADE employment looks at factors distinguishing those who find non-ADE employment from those who either find ADE employment or do not find any employment.

Non-ADE/ADE employment (2)

Participants aged 15 to 24 who would like a job

Driver	non-ADE (vs ADE or no job)	ADE (vs non-ADE or no job)	Comparison category
Unpaid job	⬆ Working in an unpaid job		
State/Territory	⬆ Living in QLD ⬇ Living in VIC/TAS	⬆ Living in SA/NT	NSW and ACT
Annualised funding budget	⬇ Has higher annualised funding budget	⬆ Has higher annualised funding budget	
Plan management type	⬆ Fully or partially self-managed, or uses a plan manager	⬇ Managed by a plan-manager, or fully self-managed	Agency managed
Social and community participation	⬆ Involved in a general community, cultural or religious group in the last 12 months		Interested but not participating
Time trend	⬇ Decreasing calendar time trend		
Primary disability	⬆ Hearing impairment, other sensory disability, other physical disability or other disability	⬆ Intellectual disability or Down syndrome ⬇ Cerebral palsy, other neurological disability or other disability	Autism
Support to connect with the NDIS	⬇ Requires high/very high level of NDIA support	⬇ Requires high/very high level of NDIA support	Medium level of NDIA support
Unemployment level	⬇ High unemployment rate in LGA		
Remoteness	⬆ Lives in regional areas with population 15,000 to 50,000	⬆ Lives in regional areas with population 5,000 to 50,000	Major cities
Time in NDIS	⬆ Has been in the NDIS for longer		

Non-ADE/ADE employment (3)

Participants aged 15 to 24 who would like a job

Driver	non-ADE (vs ADE or no job)	ADE (vs non-ADE or no job)	Comparison category
Self-rated health	⇩ Self-rated health is "Poor"	⇧ Self-rated health is "Excellent" ⇩ Self-rated health is "Fair"	"Good"
Whether daily living support meets needs	⇧ Received support but none meets needs		Received some support meeting needs
Employment goal		⇧ Has employment-related goals	
Age		⇧ Between 15 and 18, participant is older ⇩ Between 19 and 24, participant is older	
SLES payments		⇩ Received SLES payments within the previous plan	
Gender		⇩ Female	Male
COVID impact	⇧ Reassessment took place after the start of the first COVID wave		
COVID lockdown lifted	⇧ Reassessment took place after the first COVID wave lockdown was lifted		

The role of the NDIS

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 research[1], where participants spoke of the importance of having the right supports to help them look for and find work.
  - Work experience, volunteering and post-school training and education were identified as important pathways to employment.
  - Early employment discussions and planning with young people and families was also seen as an enabler to future employment.

Most directly, the NDIS can focus on:

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

In the medium term, the NDIS should aim to:

- Support participants to start actively job seeking
- Help participants engage in unpaid or informal employment, which can lead to paid jobs in the future
- 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

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Getting a job

Positive drivers of getting a job

Participants aged 25 and over

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

- Currently job seeking, or engaged in other informal employment activities[1]
- Higher level of function
- Requires a low or medium level of support to connect with the NDIS[2]
- Have set employment goals in their previous plan
- Primary disability type is hearing impairment or other sensory disability[3]
- Living with partner, or partner and children[4]
- Currently studying tertiary courses[5]
- Have received support to find a job
- Plan is fully self-managed[6]
- Participant received services from Commonwealth programs, or did not receive services from government disability programs, prior to joining the Scheme[7]
- Received SLES payments only, or non-SLES employment support payments only (excluding ADE payments), rather than receiving both[8]
- Knowing people in their community
- Participant is a university graduate[9]
- Has been in the NDIS for longer
- Reassessment took place after the start of the first COVID lockdown, as opposed to pre-COVID

1 Compared to not actively job seeking.
2 Compared to high/very high level of support.
3 Compared to psychosocial disability.
4 Compared to living alone.
5 Compared to not studying.
6 Compared to managed by a plan manager.
7 Compared to entering via State/Territory programs.
8 Compared to no employment support payments received from the previous plan.
9 Compared to having completed TAFE/diploma.

Getting a job

Negative drivers of getting a job

Participants aged 25 and over

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

- Requires support for a higher number of daily living activities
- Living with their parents[1]
- Plan is agency-managed[2]
- For age range 25 to 65, participant is older
- Participant has an Indigenous background
- Reassessment took place later in time (decreasing time trend)
- Living in public housing[3]
- Self-assessed health is 'Poor'[4]
- Participant is from a CALD background
- Participant is female
- Currently receiving DSP (for participants whose primary disability is not intellectual disability, Down syndrome or autism)

1 Compared to living alone.
2 Compared to managed by a plan manager.
3 Compared to private home owned by self/family.
4 Compared to 'Fair'.

Getting a job

Positive drivers of getting a job

Participants aged 25 to 44

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

- Job seeking or engaging in other informal employment activities[1]
- Higher level of function
- Requires a low or medium level of support to connect with the NDIS[2]
- Have set employment-related goals in their plans
- Participant is a university graduate[3]
- Participant does not live with parents
- Currently studying tertiary courses[4]
- Have received support to find a job
- Primary disability type is hearing impairment or other sensory disability[5]
- Received non-SLES employment support payments only (excluding ADE payments)[6]
- Has been in the NDIS for longer
- Participant received services from Commonwealth programs prior to joining the Scheme[7]
- Reassessment took place after the start of the first COVID wave

1 Compared to not actively job seeking.
2 Compared to high/very high level of support.
3 Compared to having completed TAFE or obtained a tertiary diploma.
4 Compared to not studying.
5 Compared to psychosocial disability.
6 Compared to no employment support payments received from the previous plan.
7 Compared to entering via State/Territory programs.

Getting a job

Negative drivers of getting a job

Participants aged 25 to 44

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

- Requires support for more daily living activities
- Highest education attainment is secondary school (years 7 to 10) or senior secondary school (years 11 and 12)[1]
- Participant has an Indigenous background
- Plan is agency-managed[2]
- Self-assessed health is 'Poor'[3]
- For age range 25 to 44, participant is older
- Negative change in time trend after the start of the first COVID wave
- Participant is from a CALD background
- Participant is female

1 Compared to having completed TAFE or obtained a tertiary diploma.
2 Compared to managed by a plan manager.
3 Compared to 'Fair'.

Getting a job

Positive drivers of getting a job

Participants aged 45 and over

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

- Currently job seeking, or engaged in other informal employment activities[1]
- Higher level of function
- Primary disability type is intellectual disability, Down Syndrome, hearing impairment or other sensory disability[2]
- Have set employment goals in their previous plan
- Living with partner and children[3]
- Requires a low level of support to connect with the NDIS[4]
- Participant received services from Commonwealth programs prior to joining the Scheme[5]
- Have received support to find a job
- Knowing people in their community
- Has been in the NDIS for longer

1 Compared to not actively job seeking.
2 Compared to psychosocial disability.
3 Compared to living alone.
4 Compared to high/very high level of support.
5 Compared to entering via State/Territory programs.

Getting a job

Negative drivers of getting a job

Participants aged 45 and over

Drivers with a significant **negative** impact on **getting a paid job**:

- Requires support for a higher number of daily living activities
- Currently receiving DSP
- For age range 55 to 65, participant is older
- Plan is agency-managed[1]
- Living in public housing[2]
- Negative change in time trend after the start of the first COVID wave

1 Compared to managed by a plan manager.
2 Compared to private home owned by self/family.

Getting a job

Comparing drivers of getting a job for participants aged 25 to 44 and those aged 45 and over

Overall:

- The 45 and over age group is approaching retirement, therefore less likely to be interested in a paid job, compared to the 25 to 44 age group.
- This has also led to a smaller modelled sample size for those aged 45 and over, and fewer statistically significant drivers identified.

Drivers with a significant impact on participants aged **25 to 44** getting a job, but not those **45 and over**:

Positive impact:

- Living alone, with people not related to them, with spouse/partner or with children, compared to living with parents
- Requiring a medium, compared to high/very high level of support to connect with the NDIS
- Current studying tertiary courses, compared to not studying
- Have a graduate degree, compared to completing TAFE/diploma

Negative impact:

- Identifying as female, CALD or Indigenous
- Self-rating their health as "Poor" compared to "Fair"
- Highest education attainment is secondary or senior secondary school (years 7 to 12), compared to TAFE/diploma
- Between ages 25 and 45, participant is older

Drivers with a significant impact on participants aged **45 and over** getting a job, but not those **25 to 44**:

Positive impact:

- Knowing people in the community
- Primary disability type is intellectual disability or Down Syndrome, compared to psychosocial disability

Negative impact:

- Living in public housing, compared to privately owned
- Between ages 55 and 65, participant is older

While receiving DSP has a negative effect on getting a paid job for both age groups, for the 25 to 44 age group, the effect is significant only for those with a primary disability other than intellectual disability, Down Syndrome or autism

Likelihood of transitioning into a paid job

Getting a job – Segment table

Participants aged 25 and over

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

- For those who would like a job, but were not actively job seeking, only 1.7% found a job at the end of the current reassessment period. This group represents more than half of those interested in a paid job at the start of the year.
- In contrast, for those who were actively job seeking or engaging in other informal employment, whose primary disability is hearing impairment or other sensory disability, and who are currently not receiving DSP, 24.7% succeeded in finding paid employment by the end of the reassessment period.

Participant segment				% of data	Success rate
Not job seeking				60.6%	**1.7%**
Job seeking or other employment activities	Primary disability is not hearing or other sensory disability	Requires high/very high level of support to connect with the NDIS	Requires support for at least 4 out of 8 daily living activities	12.0%	**3.7%**
			Requires support for less than 4 out of 8 daily living activities	19.4%	**7.8%**
		Requires low/medium level of support to connect with the NDIS		5.7%	**12.3%**
	Primary disability is hearing or other sensory disability	Receiving DSP		1.1%	**12.7%**
		Not receiving DSP		1.2%	**24.7%**
Total				**100.0%**	**4.1%**

Non-ADE/ADE employment (1)

Participants aged 25 and over who would like a job

To investigate possible differences in the drivers of getting a paid job by type of employment, separate models for finding non-ADE and ADE employment were trialled.[1]

Driver	non-ADE (vs ADE or no job)	ADE (vs non-ADE or no job)	Comparison category
Job seeking status	⬆ Job seeking/other informal employment activities	⬆ Job seeking/other informal employment activities	Would like a job, but not actively job-seeking
Number of daily living activities needing support	⬇ Requires support for more daily living activities		
DSP	⬇ Receiving DSP	⬆ Receiving DSP	
Level of function	⬆ Higher level of function	⬆ Higher level of function	
Support needed to connect with the NDIS	⬆ Requires a low/medium level of NDIA support	⬆ Requires a low/medium level of NDIA support	High/very high level of NDIA support
Plan management type	⬆ Fully self-managed ⬇ Agency-managed	⬆ Agency self-managed ⬇ Fully self-managed	Plan is managed by a plan manager
Studying	⬆ Current studying for tertiary courses	⬇ Current studying for tertiary courses	Currently not studying
Living arrangement	⬆ Living with partner, or partner and children ⬇ Living with parents		Living alone
Age	⬇ Between 25 and 65, participant is older	⬆ Between 25 and 55, participant is older ⬇ Between 55 and 65, participant is older	
Utilisation		⬆ Higher plan utilisation	

1 Note that the models use the same group at time t i.e. those who would like a job, and e.g. the model for non-ADE employment looks at factors distinguishing those who find non-ADE employment from those who either find ADE employment or do not find any employment.

Non-ADE/ADE employment (2)

Participants aged 25 and over who would like a job

Driver	non-ADE (vs ADE or no job)	ADE (vs non-ADE or no job)	Comparison category
Primary disability	⬆ Visual impairment, hearing impairment or other sensory disability	⬆ Autism, intellectual disability or Down syndrome ⇩ Visual impairment, or reported primary disability as "Other"	Psychosocial disability
Assistance to find a job	⬆ Received assistance to find a job	⬆ Received assistance to find a job	
Employment goal	⬆ Has employment-related goals in plan	⬆ Has employment-related goals in plan	
Reporting entry type		⬆ Received services from Commonwealth programs prior to joining the Scheme ⬆ Did not receive services from government programs prior to joining the Scheme	Received services from State/Territory programs prior to joining the Scheme
Knowing people	⬆ Knows people in their community		
Volunteering	⬆ Is currently volunteering		
Education attainment	⇩ Highest education attainment is secondary or senior secondary school (year 7 to year 12) ⬆ Have a university graduate degree	⬆ Highest education attainment senior secondary school (year 11 or year 12) ⇩ Highest education level is graduate degree	TAFE or diploma
Housing	⇩ Living in public housing		Privately-owned home owned by self/family
COVID-19 impact	⬆ Reassessment took place after the start of the first COVID-19 wave		
Types of employment support payments	⬆ SLES support payments only ⬆ Non-SLES employment support payments only (excluding ADE)		No employment support payments received

Non-ADE/ADE employment (3)

Participants aged 25 and over who would like a job

Driver	non-ADE (vs ADE or no job)	ADE (vs non-ADE or no job)	Comparison category
Time in NDIS	⬆ Has been in the NDIS for longer	⬆ Has been in the NDIS for longer	
Time trend	⇩ Decreasing calendar time trend		
Self-rated health	⇩ Self-rated health is "Poor"	⬆ Self-rated health is "Good"	"Fair"
Daily living supports meeting needs	⬆ No support received although needed ⇩ Received some support meeting needs		Received support but none met needs
State/Territory	⬆ Living in QLD	⇩ Living in QLD, VIC or TAS	NSW/ACT
CALD status	⇩ Participant is from a CALD background		
Indigenous status	⇩ Identifies as Aboriginal and/or Torres Strait Islander	⇩ Identifies as Aboriginal and/or Torres Strait Islander	
Gender	⇩ Female	⇩ Female	
Remoteness		⬆ Regional areas with population between 15,000 and 50,000	Major cities
Plan budget		⬆ Higher annualised plan funding	

The role of the NDIS

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 research[1] identified having supports to meet base level needs (such as daily living, stable accommodation, mental and physical health), person-centred supports to find a job, and strong social and informal networks as instrumental to gaining employment.

Most directly, the NDIS can focus on:

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

In the medium term, the NDIS should aim to:

- Support participants to start actively job seeking
- Help participants 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.

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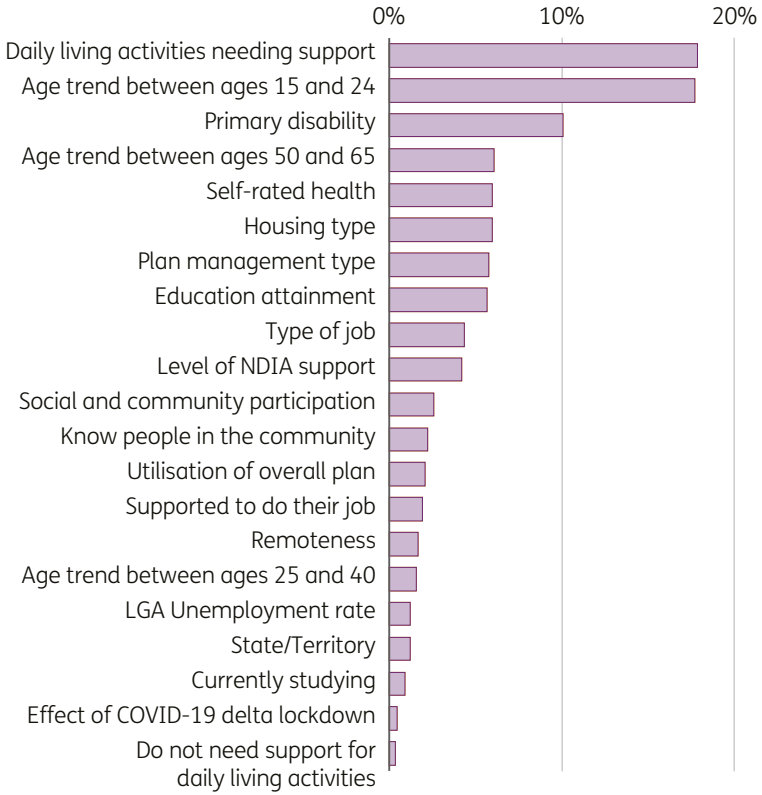
Relative variable importance

Participants who are in a paid job

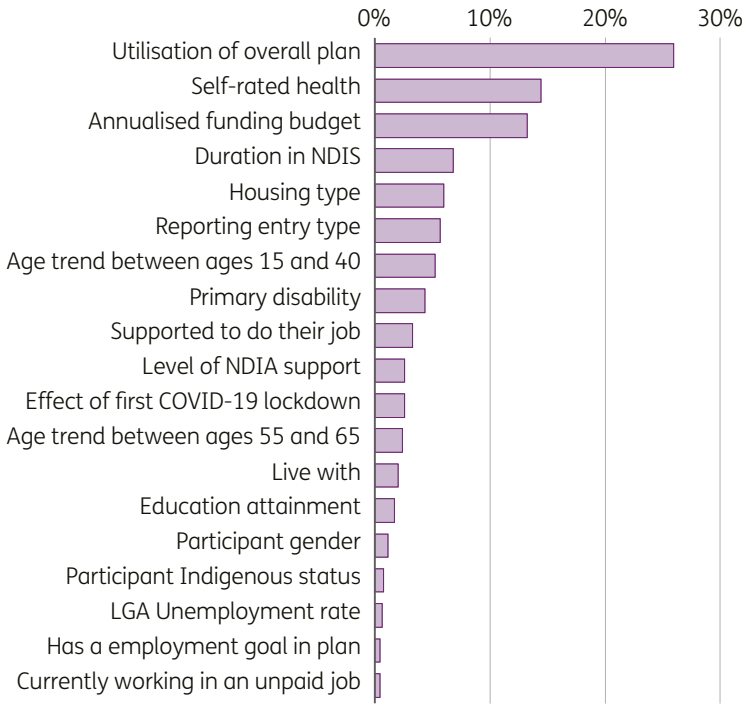
Initially in open employment

In paid job at year end



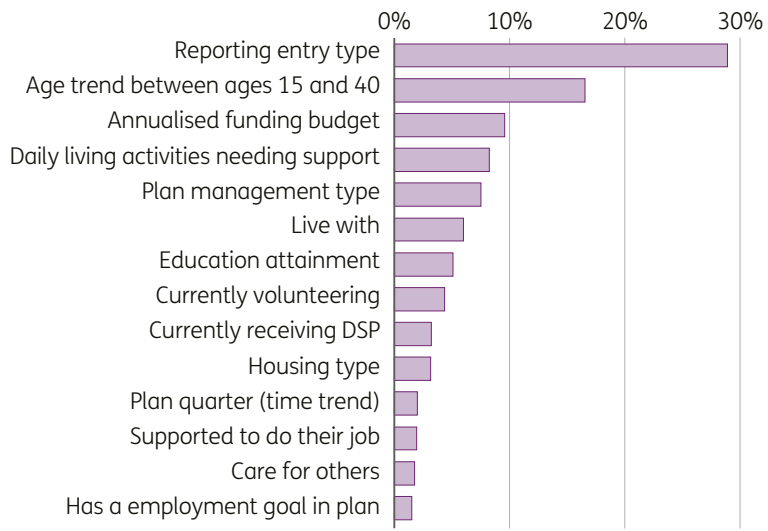
Initially in an ADE

In paid job at year end



Initially in an ADE

In open employment at year end



Participants working in mainstream employment

Positive drivers of retaining any job

Drivers with a significant **positive** impact on **remaining in a paid job**:

- Within the age range 15 to 40, participant is older
- Self-assessed health is 'Excellent'[1]
- Plan is self-managed (fully or partly)[2]
- Participant is a university graduate[3]
- Is self-employed[4]
- Requires a low level of support to connect with the NDIS[5]
- Knows people in the community
- Received support to do their job
- Living in WA[6]
- Does not need support for daily living[7]
- Positive change in time trend after the lifting of first round of COVID-19 lockdown (June 2020)

1 Compared to 'Good'.
2 Compared to managed by a plan manager.
3 Compared to TAFE or Diploma.
4 Compared to open employment with full-award wages.
5 Compared to medium level of support.
6 Compared to NSW and ACT.
7 Compared to receiving support but none meets needs.

Participants working in mainstream employment

Negative drivers of retaining any job

Drivers with a significant **negative** impact on **remaining in a paid job**:

- Requires support for a higher number of daily living activities
- Primary disability is intellectual disability, Down Syndrome, autism, cerebral palsy, other neurological disability, psychosocial disability, visual impairment acquired brain Injury, multiple sclerosis, or other disability[1]
- Within the age range 50 to 65, participant is older
- Self-assessed health is either 'Fair' or 'Poor'[2]
- Living in privately rented accommodation, public housing or other[3]
- Employment arrangement is other than full aware/supported wages or self-employed[4]
- Requires high/very high level of support to connect with the NDIS[5]
- Interested in participation in social, community and civic activities but currently not participating[6]
- Higher plan utilisation
- Living in regional areas with population between 15,000 and 50,000, or regional areas with population less than 5,000, remote or very remote areas[7]
- Higher unemployment rate in participant's LGA
- Living in QLD[8]
- Reassessment took place after the start of the second COVID-19 wave (delta)
- Studying in a disability education facility[9]
- Receiving DSP (for participants whose primary disability is not autism, intellectual disability or Down syndrome)

1 Compared to hearing or other sensory disability.
2 Compared to 'Good'.
3 Compared to privately-owned home.
4 Compared to open employment with full-award wages.
5 Compared to low/medium level of support.
6 Compared to actively participating in a general community group.
7 Compared to Major Cities.
8 Compared to NSW and ACT.
9 Compared to not studying.

The role of the NDIS

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 research[1] found that:

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

Most directly, the NDIS can focus on:

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

In the medium term, the NDIS should aim to:

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

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Participants working in ADE

Positive drivers of retaining any job

Drivers with a significant **positive** impact on **remaining in a paid job**:

- Higher plan utilisation
- Self-assessed health is 'Very Good' or 'Excellent'[1]
- Participants received services from Commonwealth programs prior to entering the Scheme[2]
- Within the age range 15 to 40, participant is older
- Received support to do their job
- Highest education attainment is TAFE or diploma[3]
- Have set employment-related goals in their previous plan

1 Compared to 'Good'.
2 Compared to state programs.
3 Compared to senior secondary school (years 11 and 12).

Participants working in ADE

Negative drivers of retaining any job

Drivers with a significant **negative** impact on **remaining in a paid job**:

- Self-assessed health is 'Fair' or "Poor"[1]
- Higher annualised plan funding
- Have been in the Scheme for longer
- Living in privately rented accommodation, public housing or other[2]
- Primary disability type is Psychosocial disability or visual impairment[3]
- Requires a high/very high level of support to connect with the NDIS[4]
- Reassessment took place after the start of the first COVID wave
- Within the age range 55 to 65, participant is older
- Participant is living with spouse/partner[5]
- Highest education attainment is secondary school (year 7 to year 10)[6]
- Participant is female
- Participant has an Indigenous background
- Higher unemployment rate in participant's LGA
- Working in an unpaid job

1 Compared to 'Good'.
2 Compared to privately-owned home.
3 Compared to intellectual disability and Down syndrome.
4 Compared to medium level of support.
5 Compared to living with parents.
6 Compared to senior secondary school (years 11 and 12).

Participants working in ADE

Positive drivers of transitioning to open employment

Models for transitioning from ADE to open employment were also considered. Results are summarised below, noting that they are based on only 369 transitions from ADE to open employment, so the results should be interpreted with caution

Drivers with a significant **positive** impact on **moving from ADE to open employment**:

- Did not receive disability services from government programs prior to joining the Scheme
- Plan is partly/fully self-managed, or managed by a plan manager[1]
- Participant is living alone, with people not related to them, spouse and/or children[2]
- Highest education attainment is TAFE or Diploma[3]
- Participant is currently volunteering
- Positive change in time trend after the lifting of second round of COVID lockdown (Oct 2021)
- Have not received support to do their job (possibly because they do not need support to do their job)
- Participant provides care for others
- Did not have employment goal in plan

1 Compared to agency-managed.
2 Compared to living with parents.
3 Compared to senior secondary school (years 11 and 12).

Participants working in ADE

Negative drivers of transitioning to open employment

Drivers with a significant **negative** impact on **moving out to open employment**:

- Participant received services from Commonwealth programs prior to joining the Scheme
- Within the age range 15 to 40, participant is older
- Higher annualised plan funding
- Requires support for a higher number of daily living activities
- Currently receiving DSP
- Living in public housing or other[1]
- Reassessment took place after the start of the first COVID-19 wave

1 Compared to privately-owned home.

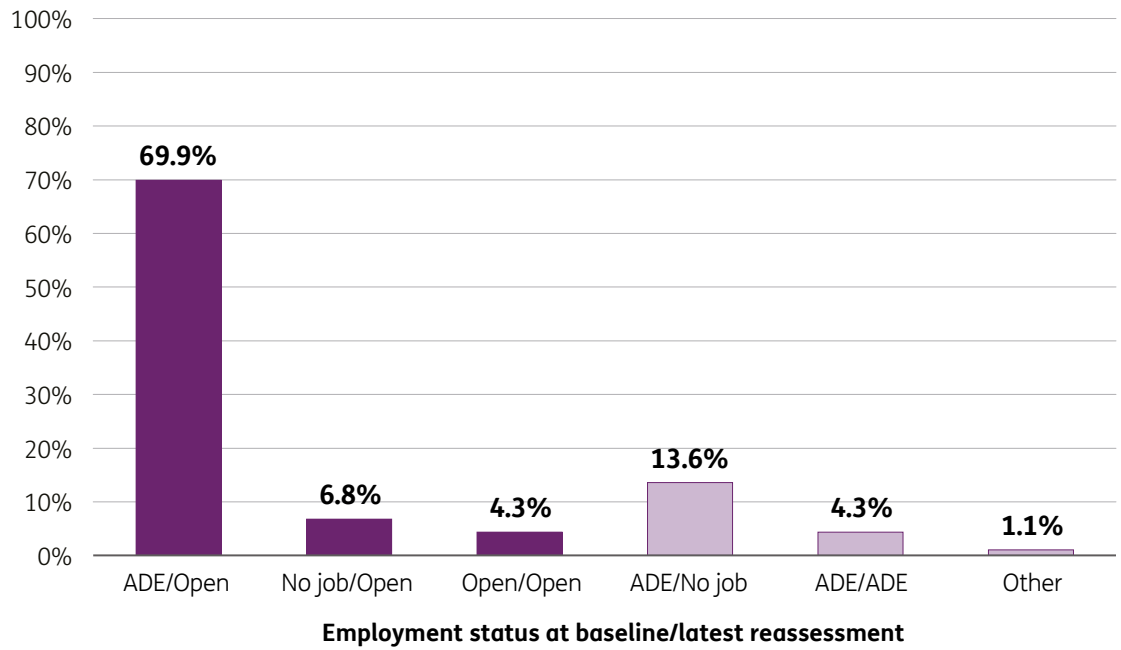
Participants working in ADE

Transitioning to open employment

To examine the durability of open employment following transition, the 369 transitions were classified according to employment status at baseline/latest reassessment.

As shown in this graph[1], in **81.0%** of cases the participant was still in open employment at their latest reassessment, although this includes **4.3%** who started in open employment, moved to an ADE and then back to open employment. **69.9%** were in an ADE at baseline and **6.8%** initially had no job before moving to an ADE then transitioning to open employment.

13.6% of participants transitioning to open employment did not have a job at their latest reassessment, and **4.3%** had reverted to ADE employment.



1 Note that the one-step transition may occur at any time between baseline and latest reassessment. For categories where the baseline employment status is "ADE", baseline may represent the start of the one-step transition, and for categories where the latest reassessment employment status is "Open", the latest reassessment may represent the end of the one-step transition.

5.5
Job support and DSP

Discussion of findings

Support in job and assistance to find a job

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

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

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

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

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

1 Exploring participant experiences: Achieving a sense of purpose | NDIS
2 Those who answer "No, but I would like one" to "Are you currently working in a paid job?" AND say that they are "Job seeking" in the participant information section.

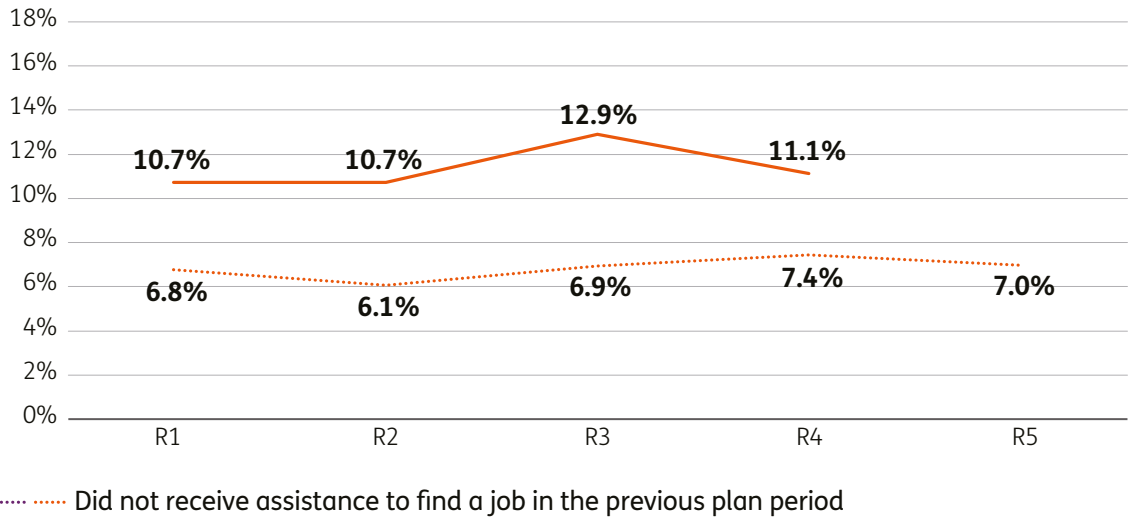
Discussion of findings

Are you being assisted to get a job?

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

Participants aged 15 to 24

Participants aged 25 and over[1]



Received assistance to find a job in the previous plan period

Did not receive assistance to find a job in the previous plan period

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

On a one-way basis, for job seekers in both age groups, those who received assistance to find a job are consistently more likely to be in a paid job at Reassessments 1 to 4.

Much lower participant numbers contribute to the observed volatility at Reassessment 5 (419 in total at Reassessment 5 compared to more than 15,000 at Reassessment 1). There are likely to be variations in participant characteristics (other than assistance in the previous period) that are driving the result observed at Reassessment 5.

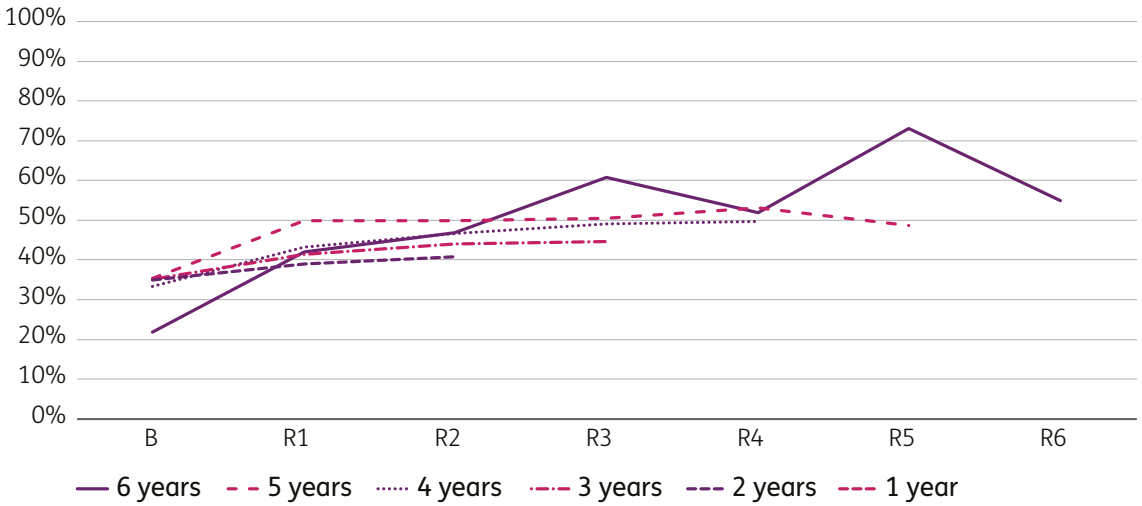
1 Insufficient data to show results for the cohort of job seekers getting assisted to find a job at Reassessment 5.

Discussion of findings

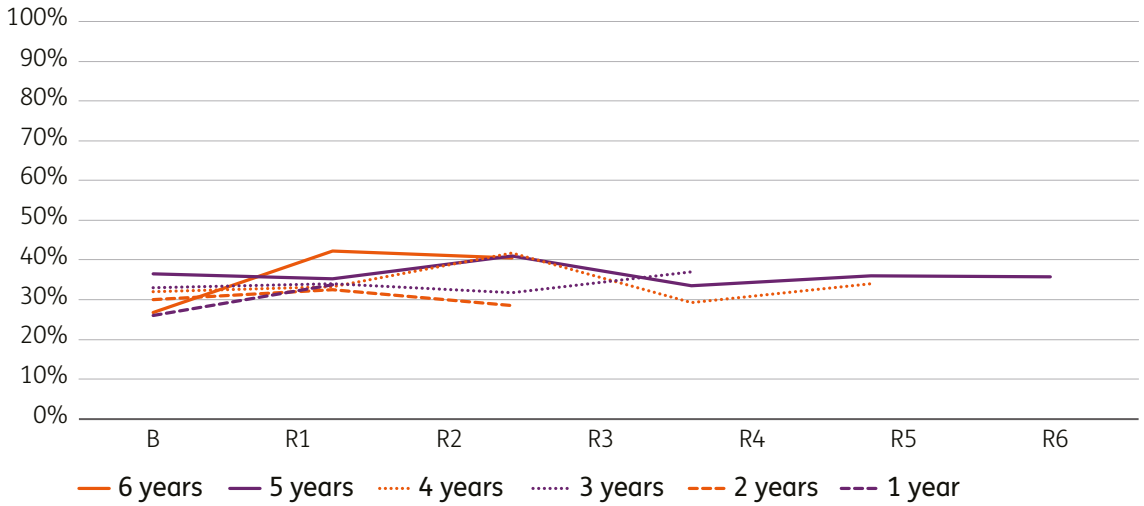
Are you being assisted to get a job? Longitudinal results[1]

Percentage receiving assistance to find a job

Participants aged 15 to 24



Participants aged 25 and over[1]



For jobseekers aged 15 to 24, the percentage being assisted to get a job tends to increase over time, except that for the cohort with six reassessments, there was a decline between third and fourth reassessment, and a decline between fifth and sixth reassessment. Note that the volatility of the percentage being assisted for the cohort with six reassessments is due to the small denominators (less than 100).

For jobseekers aged 25 and over, the percentage being assisted to get a job tends to increase in the first reassessment. In the cohorts with four and five reassessments, there was a decline between the second and third reassessment, followed by an increase in the fourth reassessment. Overall, there is no sizeable change in the percentage receiving assistance for participants aged 25 and over.

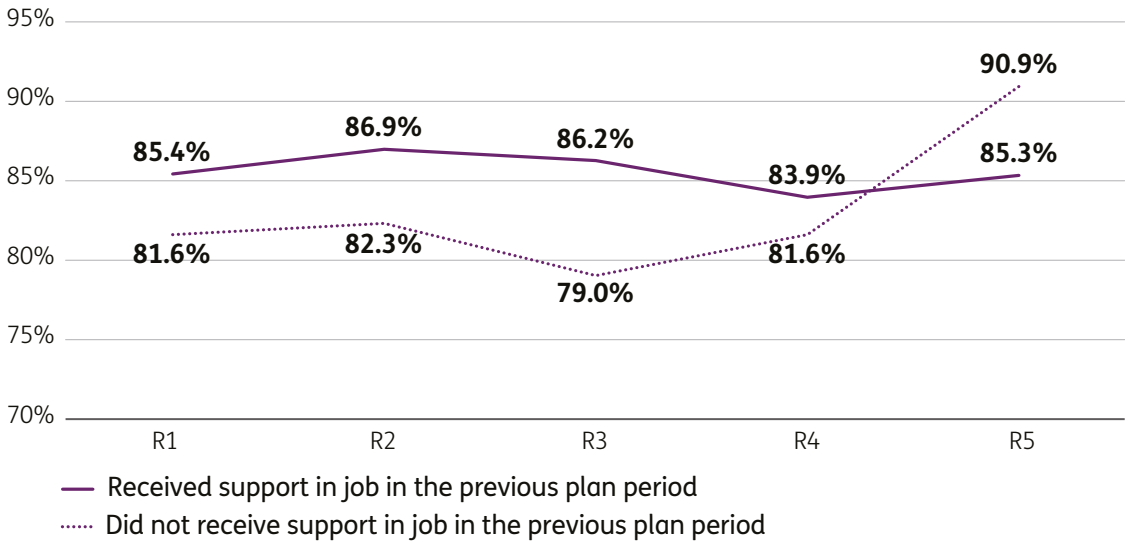
1 Results are shown separately for different duration cohorts. At each time point, only participants who are actively job seeking are included in the denominator. Hence each time point may include different participants.
2 Insufficient data to show results for the cohort aged 25 and over with six reassessments from the third reassessment (R3) to the sixth reassessment (R6).

Discussion of findings

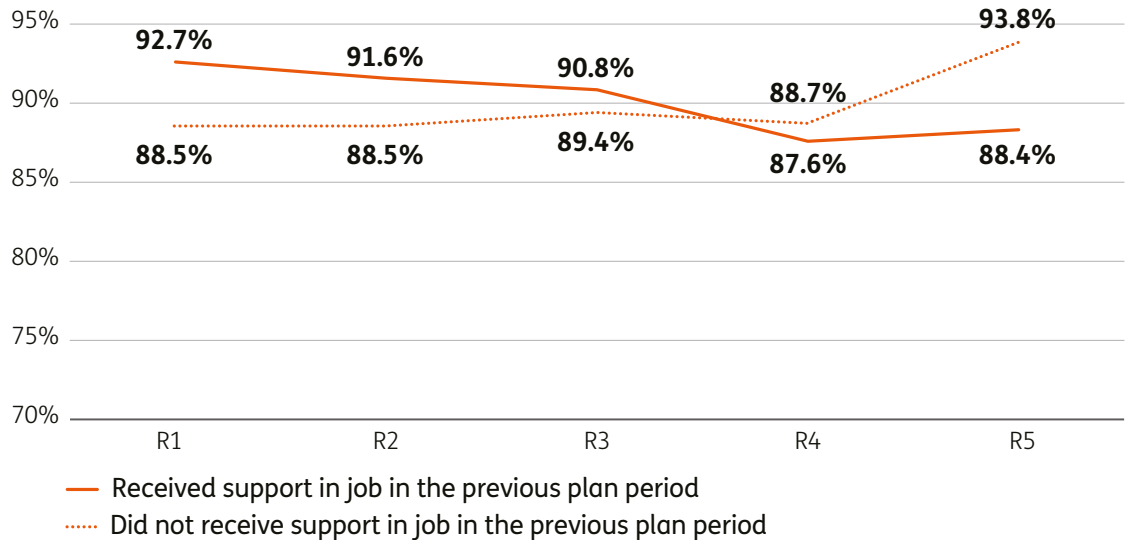
Do you get the support you need to do your job?

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

Participants aged 15 to 24



Participants aged 25 and over[1]



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

On a one way basis, for those with a paid job in both age groups, participants who are supported in their jobs are consistently more likely to remain in a paid job at Reassessments 1 to 4.

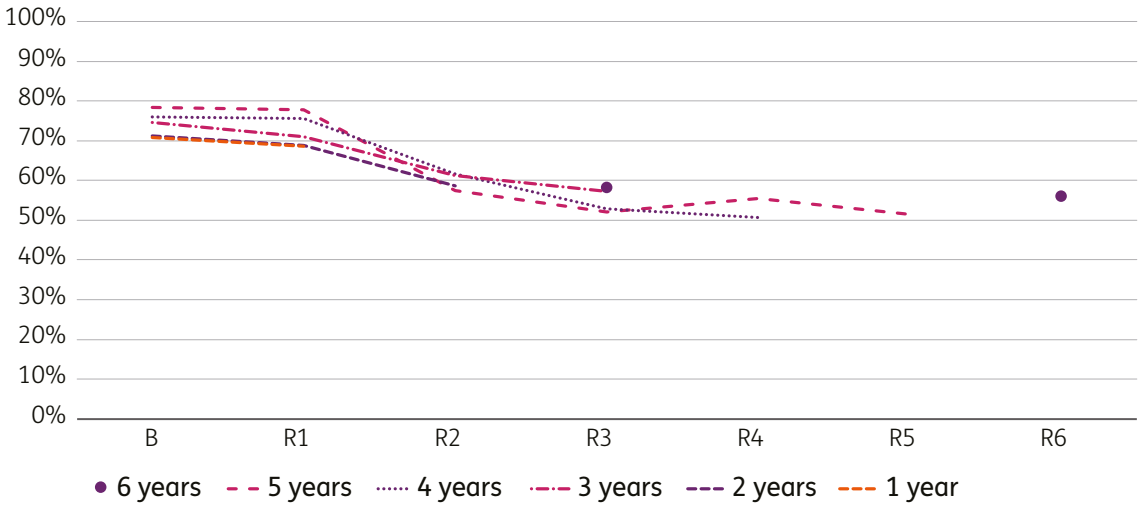
Much lower participant numbers contribute to the observed volatility at Reassessment 5 (677 in total at Reassessment 5 compared to around 25,000 at Reassessment 1). There are likely to be variations in participant characteristics (other than supported in job in the previous period) that are driving the result observed at Reassessment 5.

Discussion of findings

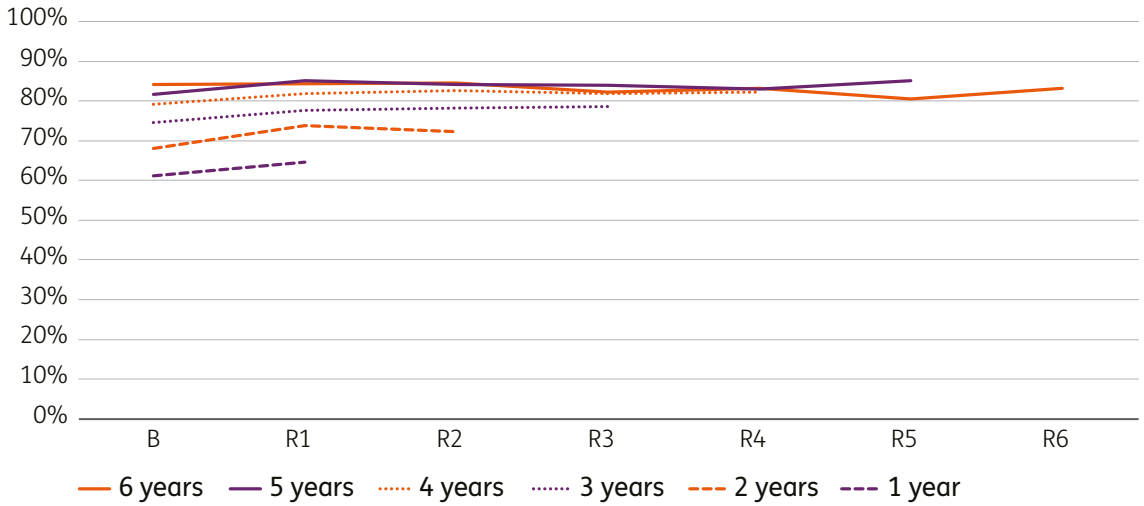
Do you get the support you need to do your job? Longitudinal results[1]

Percentage getting support in job

Participants aged 15 to 24



Participants aged 25 and over[2]



For participants aged 15 to 24, after the first reassessment, the percentage who say they get the support they need to do their job shows a decreasing trend (for example, from 77.9% at first reassessment to 51.6% at fifth reassessment for the cohort with five reassessments). This is consistent with the cross-sectional trend shown in Section 2.5.

For participants aged 25 and over, the percentage who say they get the support they need to do their job shows a slightly increasing trend.

1 Results are shown separately for different duration cohorts. At each time point, only participants who are actively job seeking are included in the denominator. Hence each time point may include different participants.
2 Insufficient data to show results for the cohort aged 15 to 24 with six reassessments for the first (R1), second (R2), fourth (R4) and fifth reassessment (R5).

Discussion of findings

DSP and employment

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

- Participants* who would like a paid job are less likely to find a job (whether mainstream or ADE) if they are currently receiving DSP.
- Participants who would like a paid job are less likely to find mainstream employment if they are currently receiving DSP.
- Participants* who are currently in mainstream employment are less likely to retain a job if they are currently receiving DSP.
- Participants who are currently in ADE employment are less likely to transition to mainstream employment if they are currently receiving DSP.

Two possible reasons for the negative correlation are:

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

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

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

* Participants whose primary disability is not intellectual disability, Down syndrome or autism.
1 Exploring participant experiences: Achieving a sense of purpose | NDIS

Discussion of findings

DSP and employment

By contrast, modelling results show that receiving DSP has a **positive** correlation with employment success, when it comes to **ADE employment**. Specifically, controlling for all other factors:

- Participants who would like a paid job are more likely to find ADE employment (compared to non-ADE employment or no job) if they are currently receiving DSP.

A possible reason for this finding is that DSP receipt is less affected by ADE employment than open employment (for example, DSP is not suspended for working more than 30 hours per week in an ADE, and income rules are more likely to be met). Notably, as shown in Section 3, 96.1% of participants working in an ADE are in receipt of DSP.

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

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

Possible reasons for this difference are:

- As shown in Section 3, participants with an intellectual disability (including Down syndrome) are among the most likely to receive the DSP (82.4%). Therefore, the selection bias associated with DSP receipt is likely less pronounced compared to other disability types.
- Participants whose primary disability is intellectual disability, Down syndrome, or autism are more likely to be working in an ADE, if they are employed. Employment in an ADE does not affect DSP payments, hence there is not as much financial disincentive to work.

Section six:

Has the NDIS helped?

6

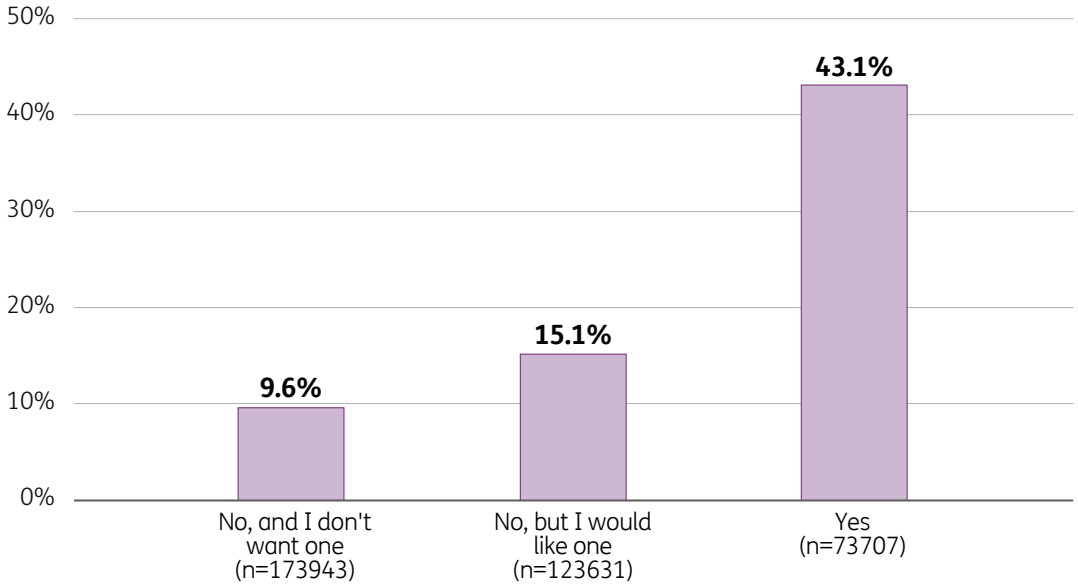
Has the NDIS helped?

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

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?"



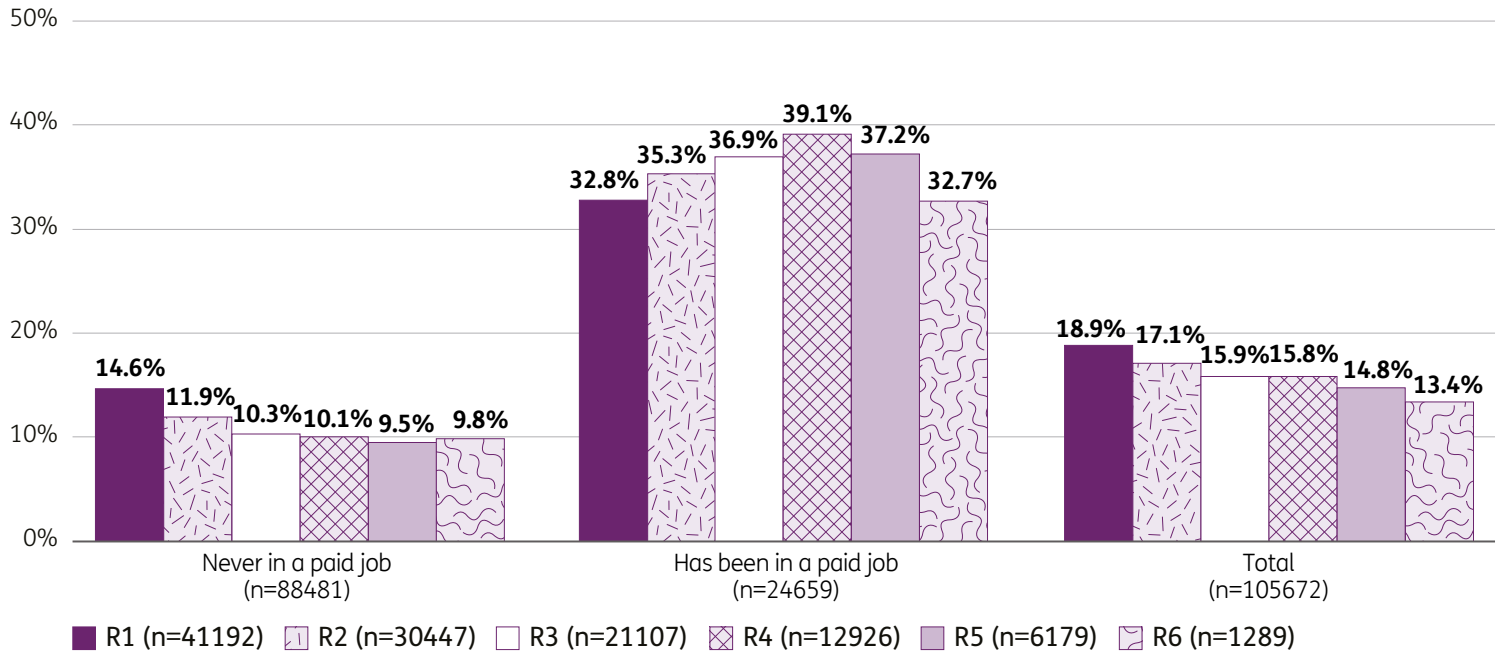
1 This is likely due to how the question is worded and the answer options available to respondents. For example, there is currently no N/A option for those participants that are not interested in finding a job.

Has the NDIS helped?

Participants aged 15 to 24

Overall, the proportion of participants aged 15 to 24 who answered “Yes” apparently decreases over time, from 18.9% at first reassessment to 13.4% at sixth reassessment. However, the trend is different for participants who have never been in a paid job during their time in the Scheme, compared to those who have had a paid job.

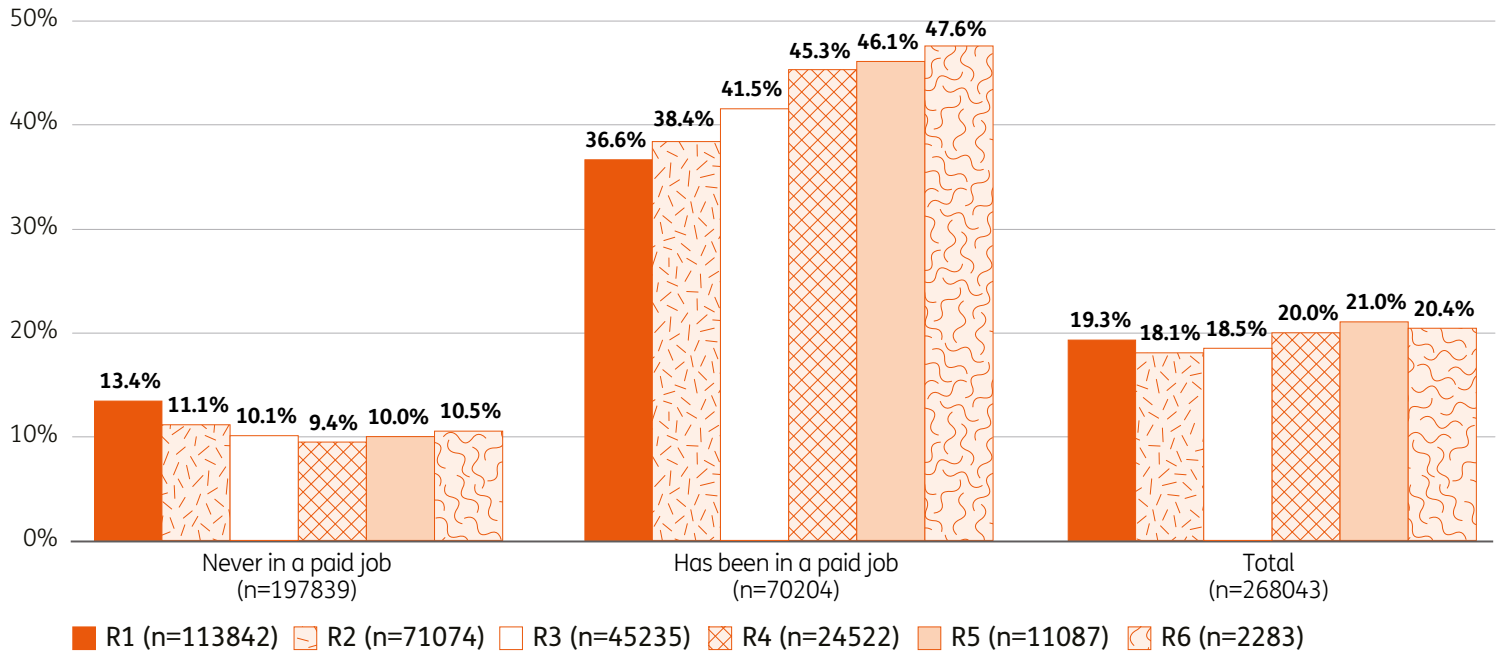
For participants aged 15 to 24 who have been in a paid job whilst in the Scheme, the proportion who respond positively increases from 32.8% at first reassessment to 39.1% at fourth reassessment. There is a decline between the fourth and sixth reassessments, to 32.7%.



Has the NDIS helped?

Participants aged 25 and over

Overall, the proportion of participants who answered "Yes" increases slightly over time, from 19.3% at first reassessment to 20.4% at sixth reassessment. However, as for the younger age group, the trend is different for participants who have never been in a paid job during their time in the Scheme, compared to those who have had a paid job. For participants aged 25 and over who have been in a paid job whilst in the Scheme, the proportion who respond positively shows a strong increasing trend, from 36.6% at first reassessment to 47.6% at sixth reassessment.



Has the NDIS helped?

Participants aged 15 to 24

Participants' responses have been analysed by their current and previous job status, to explore whether the percentage of positive response is correlated with the transition between job status. Participants aged 15 to 24 are most likely to find the NDIS helpful if they are currently working, or have previously worked, in an ADE:

- **71.8%** of participants who are currently working in a paid job at an ADE answered positively
- **78.0%** of those moving from wanting a job to working in an ADE answered positively
- **68.8%** of participants who moved from open employment with full award wages to an ADE responded positively, whereas **56.8%** who moved from an ADE to open employment with full award wages responded positively.

		Current job status							
				Working in a paid job					
		No, and I don't want one	No, but would like one	ADE	Supported wages	Full award wages	Employed, other	Missing job status response*	Overall average
Previous job status	No, and I don't want one	7.8%	11.7%	70.2%	34.8%	27.4%	24.7%	24.1%	**9.5%**
	No, but would like one	8.2%	16.8%	78.0%	53.5%	37.9%	37.1%	37.2%	**20.1%**
	ADE	40.0%	36.7%	70.2%	54.5%	56.8%	63.2%	51.2%	**65.5%**
	Supported wages	21.1%	25.5%	62.1%	44.1%	31.6%	38.9%	34.1%	**40.6%**
	Full award wages	14.7%	16.6%	68.8%	36.0%	27.3%	25.0%	17.1%	**25.5%**
	Employed, other	15.2%	17.9%	71.4%	52.8%	29.2%	30.3%	42.4%	**28.8%**
	Missing job status response	11.0%	19.7%	71.0%	51.9%	31.1%	37.4%	31.8%	**27.6%**
	No previous reassessment	4.6%	7.2%	64.3%	37.0%	22.2%	19.4%	15.6%	**6.9%**
	Overall average	**7.0%**	**15.2%**	**71.8%**	**46.7%**	**29.9%**	**31.5%**	**31.3%**	**17.2%**

Has the NDIS helped?

Participants aged 25 and over

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

- **66.2%** of participants who are currently working in a paid job in an ADE answered positively
- **79.6%** of those moving from wanting a job to working in an ADE answered positively
- **57.3%** of participants who moved from open employment with full award wages to an ADE responded positively, whereas **48.4%** who moved from an ADE to open employment with full award wages responded positively..

		Current job status							
				Working in a paid job					
		No, and I don't want one	No, but would like one	ADE	Supported wages	Full award wages	Employed, other	Missing job status response*	Overall average
Previous job status	No, and I don't want one	10.2%	13.3%	71.6%	34.5%	35.8%	19.7%	30.5%	**10.6%**
	No, but would like one	7.4%	14.8%	79.6%	59.1%	38.4%	35.8%	34.3%	**16.1%**
	ADE	35.3%	37.1%	65.4%	43.0%	48.4%	41.8%	60.8%	**62.5%**
	Supported wages	22.0%	24.6%	65.4%	40.6%	29.7%	48.4%	39.1%	**41.4%**
	Full award wages	11.0%	14.5%	57.3%	29.4%	22.7%	25.4%	19.4%	**21.9%**
	Employed, other	10.4%	14.9%	75.8%	23.5%	24.1%	25.9%	22.8%	**24.8%**
	Missing job status response	14.6%	18.0%	71.2%	34.5%	27.5%	34.1%	28.9%	**26.4%**
	No previous reassessment	7.0%	15.2%	69.8%	47.8%	27.2%	39.3%	32.4%	**21.9%**
	Overall average	**10.3%**	**15.1%**	**66.2%**	**41.7%**	**24.5%**	**27.5%**	**31.7%**	**19.0%**

Section seven:

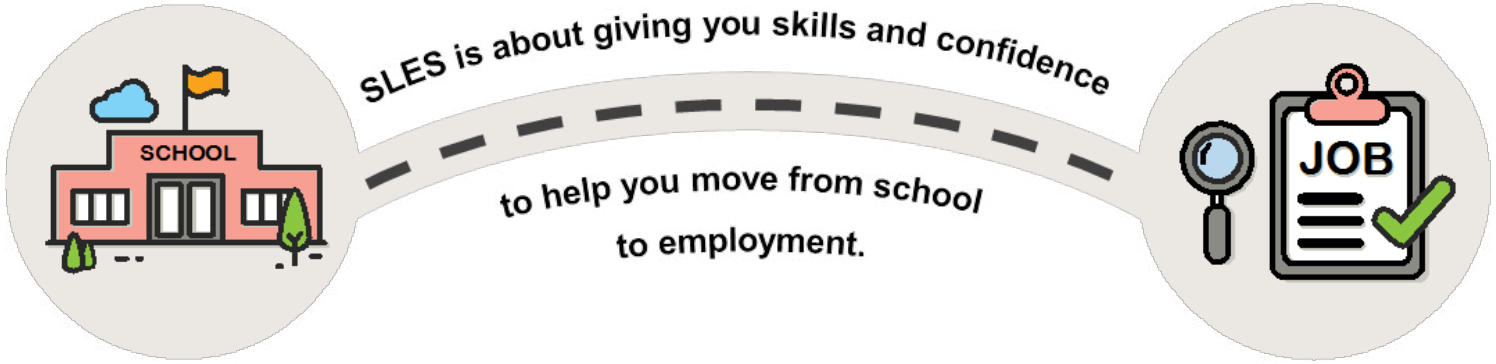
SLES analysis

7

School Leaver Employment Supports (SLES) analysis

SLES is an early intervention approach for participants who are in their last years of school or who have recently left school, to support their transition from school to employment. SLES:

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



SLES analysis

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

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

- Where success is defined as getting any type of employment (non-ADE or ADE), receiving SLES in combination with other non-ADE employment support was found to have a statistically significant negative effect.
- Where success is defined as getting non-ADE employment, receiving SLES was found to have a statistically significant positive effect. This means that the probability of having a non-ADE job at the end of the reassessment period (relative to having a job in an ADE or no job at all), is higher for participants who received SLES at the start of the period.
- Where success is defined as getting ADE employment, receiving SLES (by itself or in combination with other non-ADE employment support) was found to have a statistically significant negative effect. This means that the probability of having a job at the end of the period (relative to having an ADE job or no job at all), is lower for participants who receive SLES at the start of the period.

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

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

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

1 Transitions between later periods (for example, from third to fourth reassessment) are included, so some participants may have been receiving SLES for more than one year.
2 For example, assistance to find a job. The impact of this variable in the model for any employment success was investigated by removing it from the model and observing the effect on SLES. Whilst SLES remained non-significant in its absence, there may be other variables mediating the impact of SLES itself.

SLES analysis

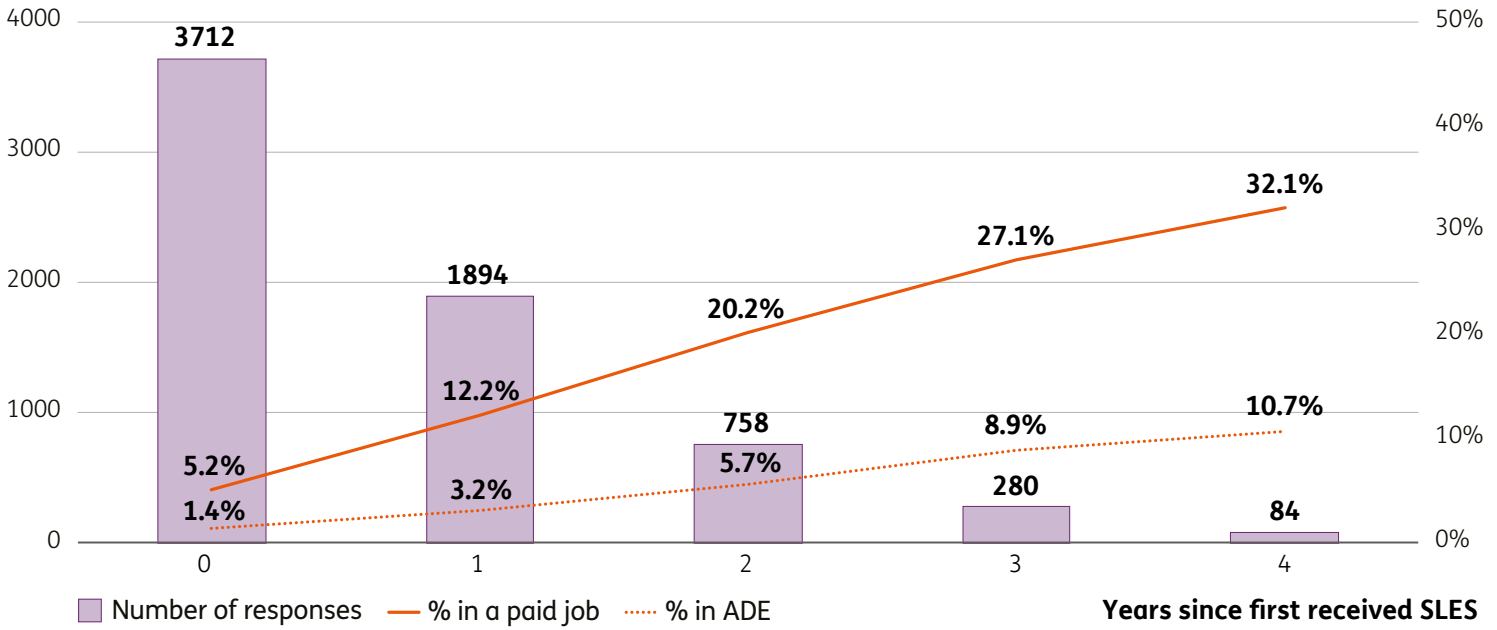
3712 participants who have ever received SLES and have at least one reassessment following the baseline were identified.

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

On first receiving SLES, only 5.2% of the recipients were in a paid job. This percentage increased by 5 to 8 percentage points each year, to 32.1% four years after.

Just under one third of SLES recipients in a paid job are working in an ADE.

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



Propensity score matching methodology

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

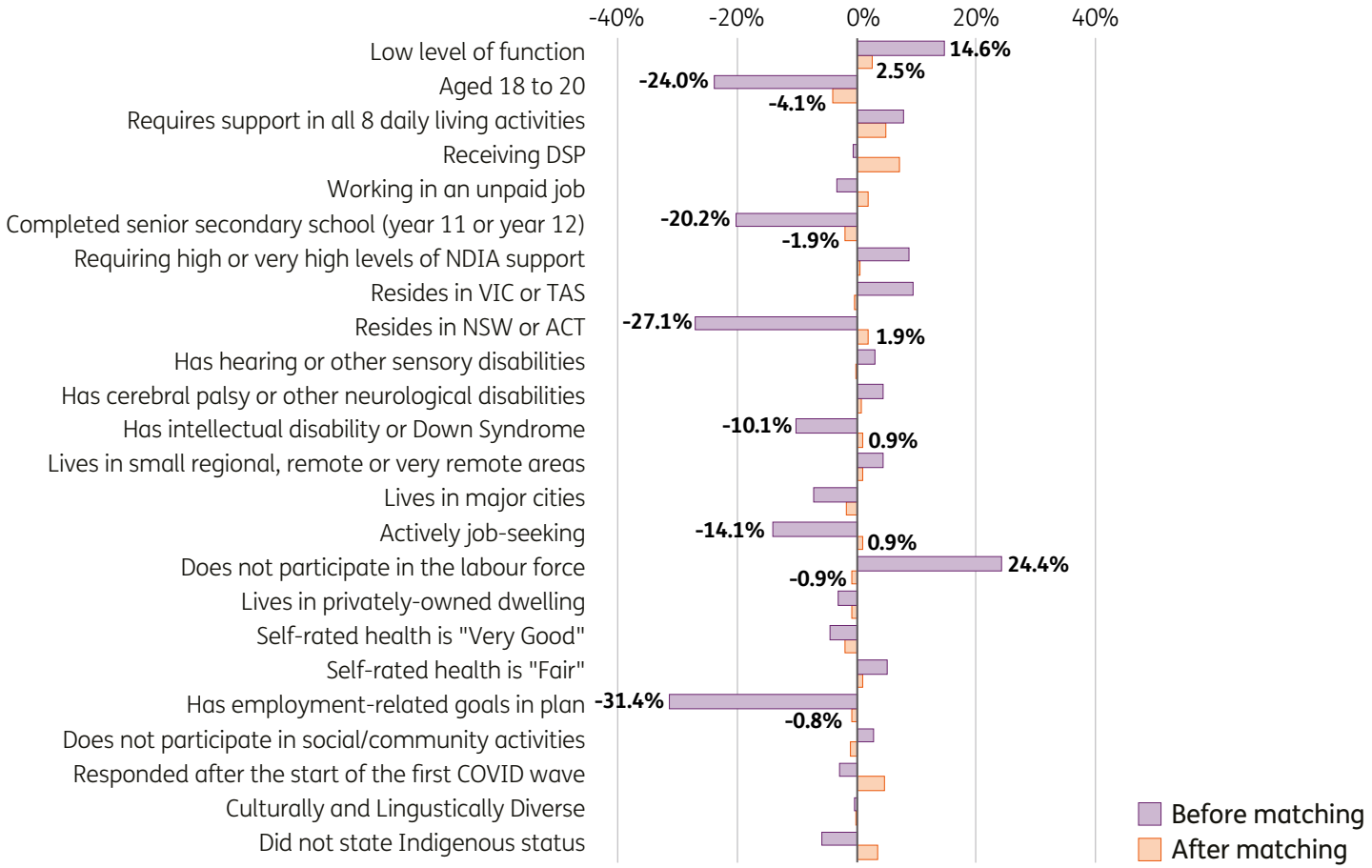
Effect of matching

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

For example, before matching, the proportion of non-SLES participants aged between 18 and 20 is 24.0 percentage points lower than in SLES recipients. After matching, the difference is narrowed to 4.1 percentage points.

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

Difference in proportion from those receiving SLES (treatment)



Results

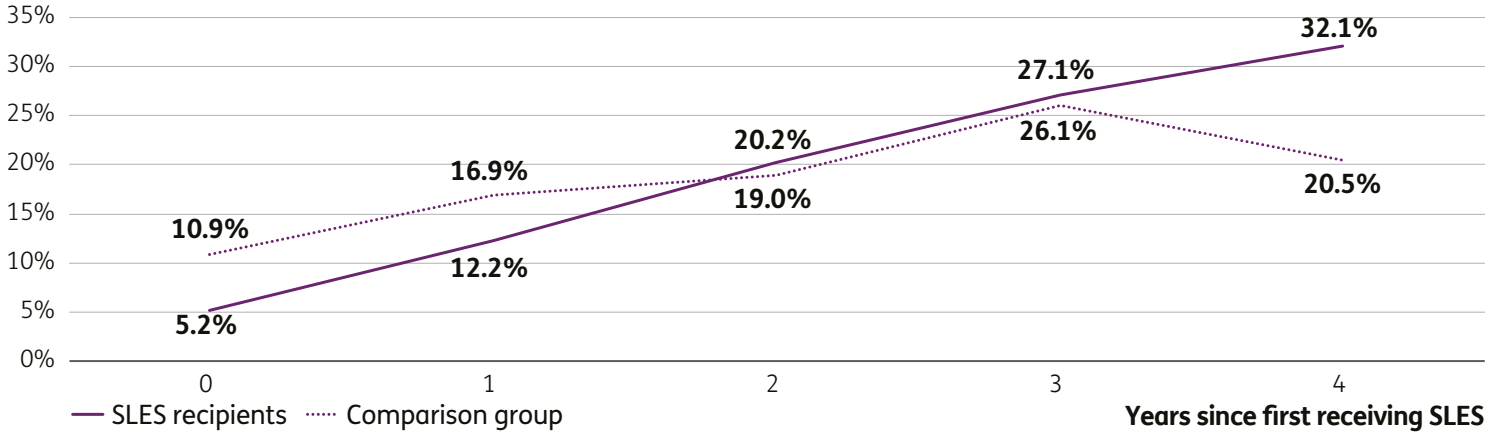
These charts compare the percentage in a paid job over time, in SLES recipients and in the matched comparison group.

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

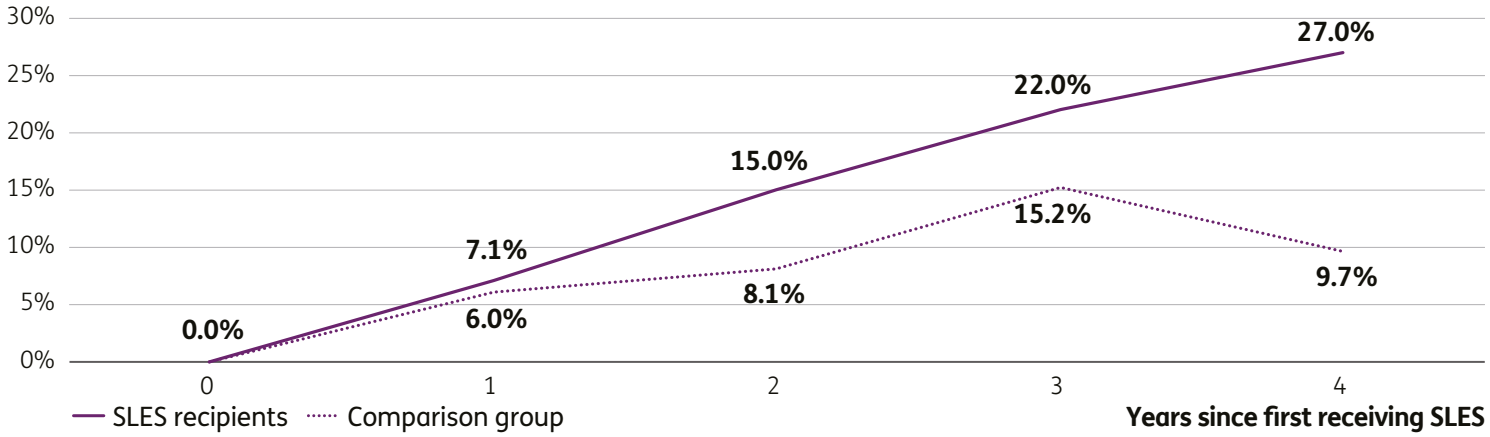
Three years after first receiving SLES, there was an increase of 22.0 percentage points for SLES recipients, compared to an increase of 15.2 percentage points in the comparison group. For non-ADE employment the corresponding figures were 14.4 for SLES recipients and 8.1 for the comparison group, and for ADE employment, 7.5 and 7.1 percentage points.

Four years after first receiving SLES, there was an increase of 27.0 percentage points for SLES recipients, compared to an increase of 9.7 percentage points in the comparison group. For non-ADE employment the corresponding figures were 17.7 for SLES recipients and 2.8 for the comparison group, and for ADE employment, 9.3 and 6.8 percentage points.

Percentage in a paid job



Change from year 0



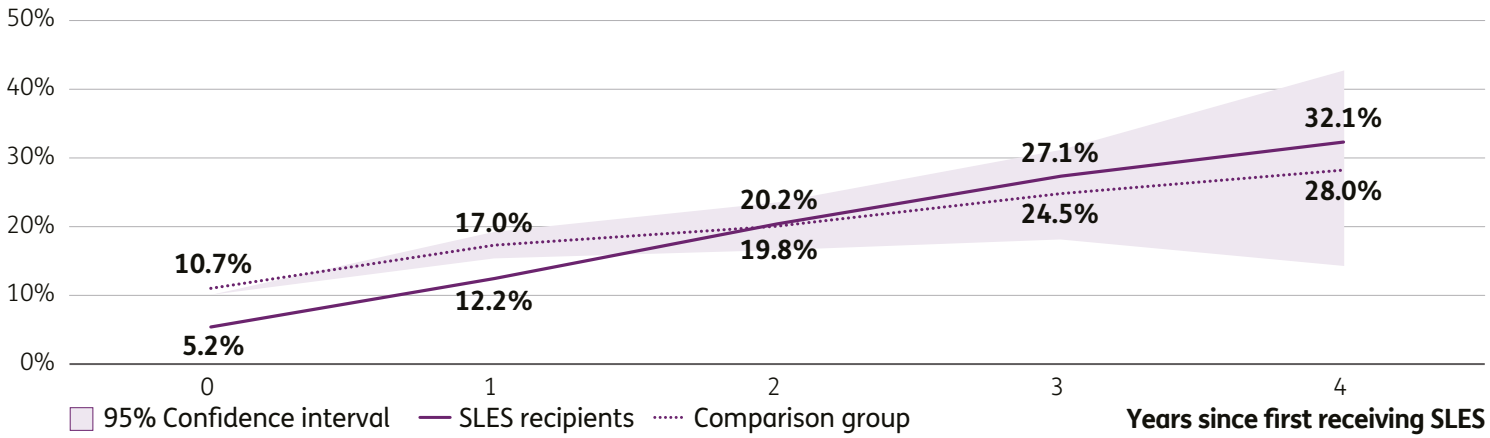
Quantifying the uncertainty

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

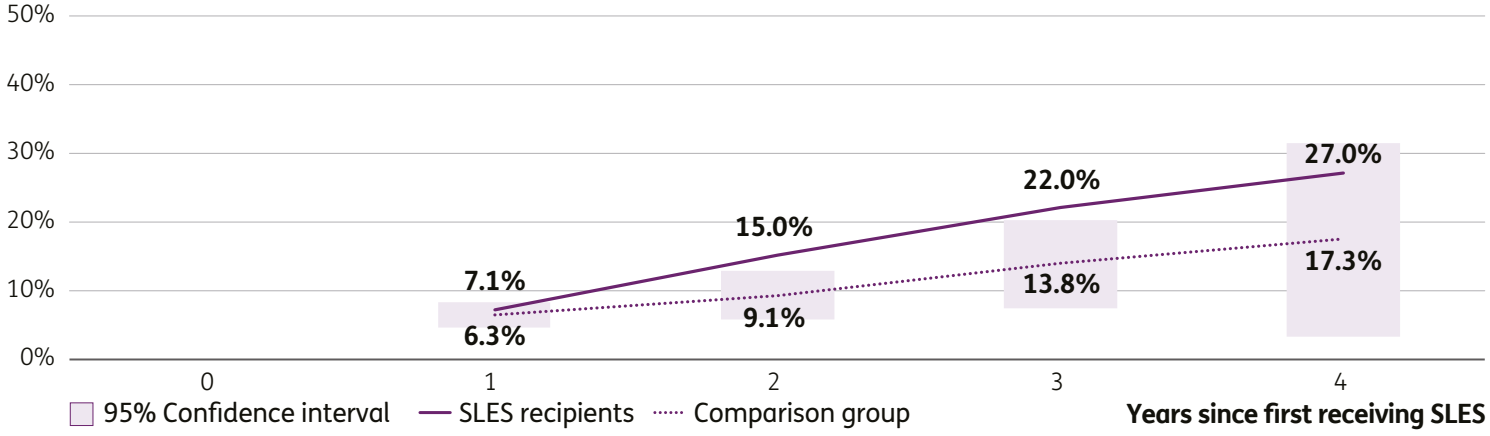
Three years after first receiving SLES, **27.1%** of the recipients were in a paid job, which is a 22.0 percentage point increase from baseline.

As shown in the bottom graph, the 95% confidence interval for the change from Year 0 for the comparison group is (6.4%,13.6%) for 2 years later and (8.1%, 20.6%) for 3 years later. Since 15.0% after 2 years and 22.0% after 3 years both lie above the upper confidence limit, SLES recipients achieved a statistically significantly better employment outcome after 2 and 3 years than non-recipients, at the 5% significance level.[1]

Percentage in a paid job



Change from year 0



1 Note that the percentages shown for the comparison group in both graphs are the means of the bootstrap samples, not the observed percentages which were shown on the previous slide.

Quantifying the uncertainty

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

- As shown previously, the improvements at Year 2 and 3 for SLES recipients are significantly better than the comparison group.
- The difference at Year 1 is not significant, as the benefit of SLES might not have fully manifested yet.
- The difference at Year 4 is not significant. However, this could be due to the much smaller number of observations. As more data accumulates on the experience of SLES recipients, the power to detect differences will increase.

Years since first received SLES	# observations	Change from baseline – SLES recipients	Change from baseline – comparison group (95% CI)	Change from baseline – comparison group (90% CI)	Significant difference between groups?
1	1894	7.1%	(5.2%, 8.8%)	(5.5%, 8.5%)	No
2	758	15.0%	(6.4%,13.6%)	(6.9%,13.0%)	Yes, p <0.05
3	280	22.0%	(8.1%, 20.6%)	(9.1%, 19.5%)	Yes, p <0.05
4	84	27.0%	(4.6%, 30.4%)	(6.2%, 28.5%)	No

Summary

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

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