

Employment Supports and the NDIS

Jeannie Hodges,
Director
NDIA Participant Employment Taskforce

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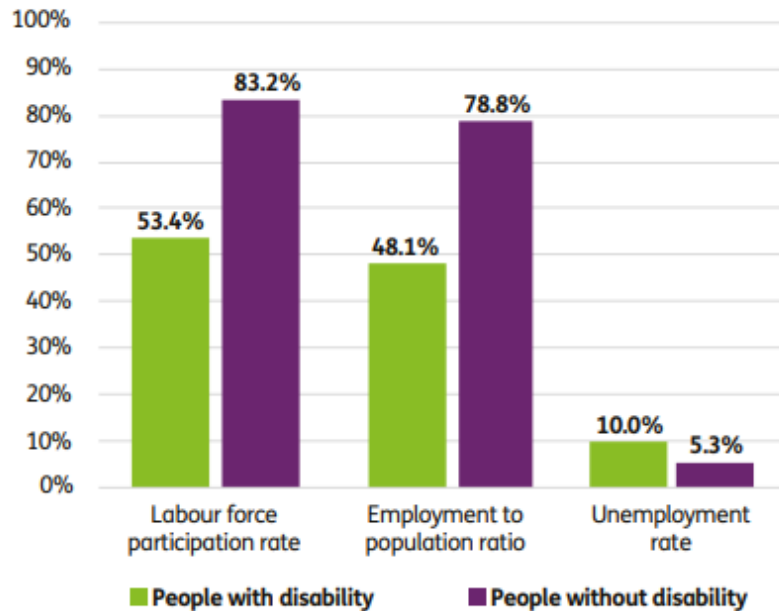
Delivered by the
National Disability
Insurance Agency

NDIS Participants + Employment



Australians with disability experience considerably poorer employment outcomes, relative to:

Australians without disability¹



Other OECD countries²

44.0%
OECD average
employment to
population ratio for
people with disability

39.8%
Australian
employment to
population ratio for
people with disability

21 out of 29

Australia's ranking
amongst OECD countries
on this measure

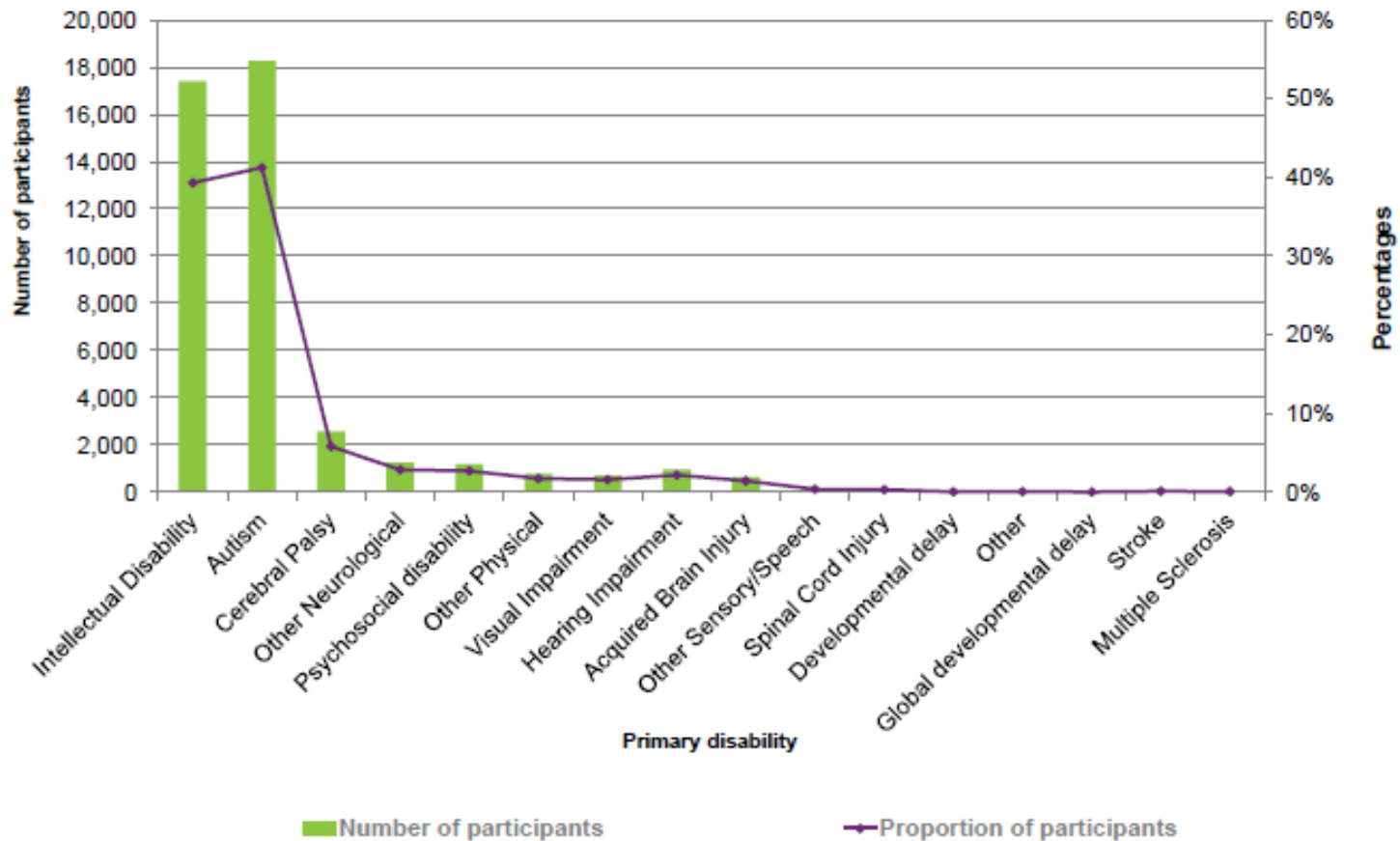
¹ 2015 ABS Survey of Disability, Ageing and Carers (SDAC)

² OECD (2010) Sickness, Disability and Work: Synthesis of findings; 2015 SDAC

NDIS Participants + Employment

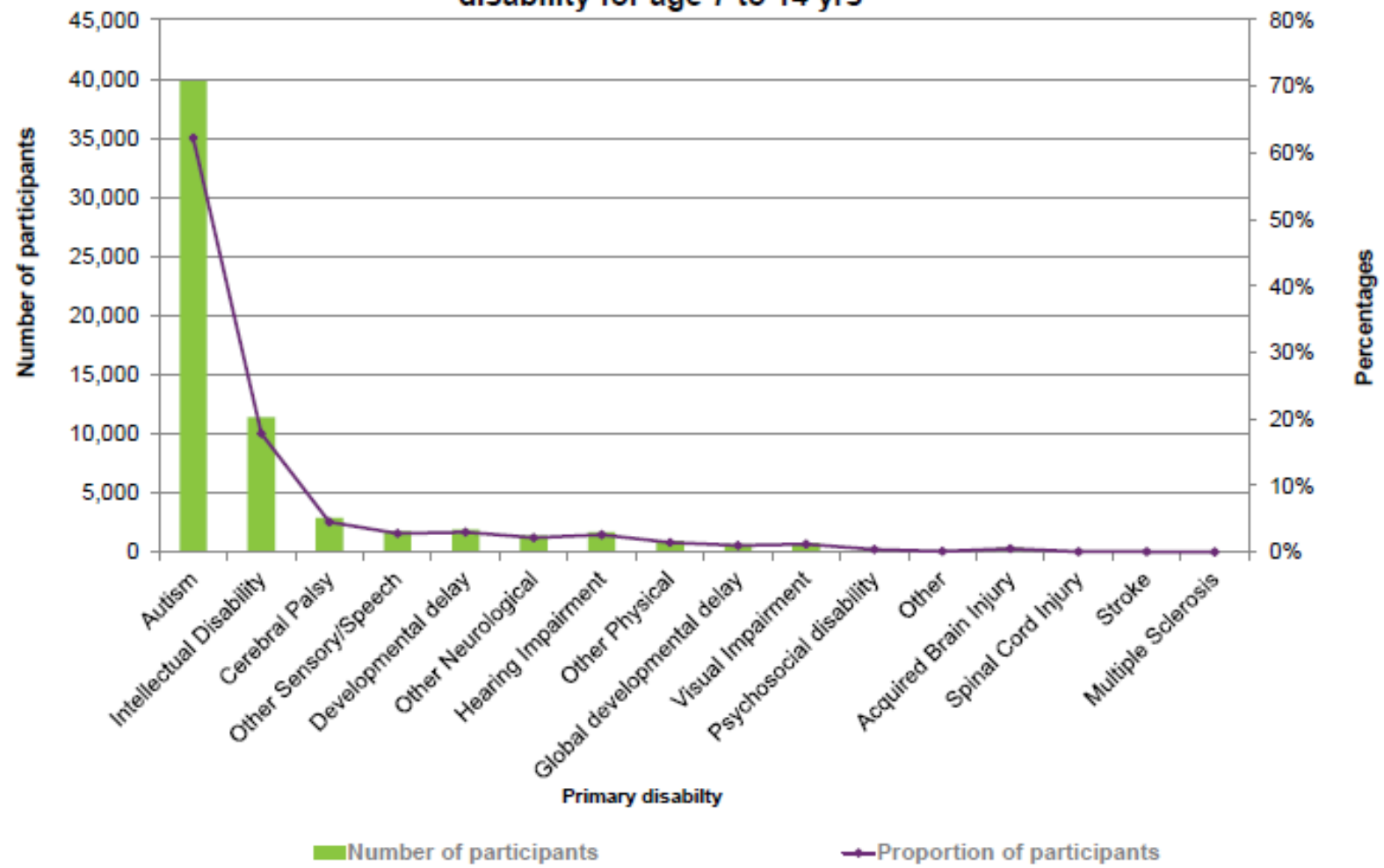


6.22 Distribution of active participants with an approved plan by primary disability for age 15 to 24 yrs



NDIS Participants + Employment

6.14 Distribution of active participants with an approved plan by primary disability for age 7 to 14 yrs



Agency Target



2019



2022

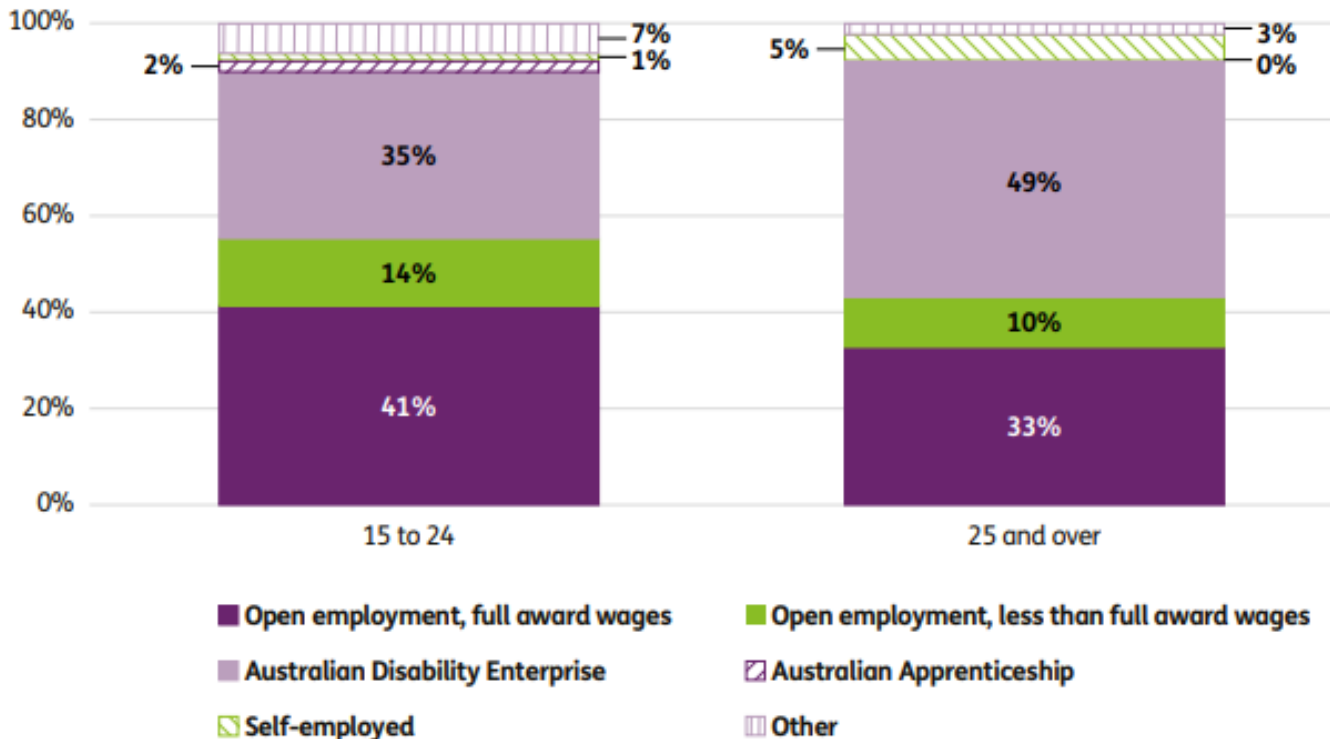
22%

of working age
participants in
paid employment

32%

of working age
participants in
paid employment

Where are Participants Working?



41% of 15 to 24 year olds with a paid job are in open employment at full award wages, with a further 14% in open employment at less than full award wages.

The corresponding percentages for the 25 and over cohort are lower, at 33% and 10%.

49% of older adults are working in an ADE, compared to 35% of younger adults.

Employment Taskforce Objectives



The Taskforce aims to:

- Highlight the importance of economic participation, ensuring all participants are given the opportunity to talk about, and plan for employment.
- Understand how the NDIS and other services and supports, particularly Disability Employment Services, can work together to ensure
 - the right job,
 - at the right time,
 - with the right support.

Our Key Tasks

The Taskforce is responsible for delivering a number of key outcomes for the Minister.

This includes:

- a longer term NDIA Participant Employment Strategy;
- a new funding model for Supported Employment;
- clarifying the NDIS/DES interface – including the role of SLES; and
- supports to enhance planning for employment goals

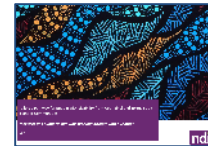
Informing Our Work

500
ATTENDEES

Between February and August the Taskforce has undertaken extensive consultation including 13 forums and 80 targeted interviews to our work.

Consultation has included participants, families and carers, partners, government representatives, providers, peaks and local organisations, advocates and expert advisors.

80
INTERVIEWS



13
FORUMS

40

Participants,
Families +
Carers

98

Peak Bodies
Representatives

71

Service
Providers

39

Employers
(including
ADES)

30

Education +
Research
Sector

58

NDIA Staff +
Partners,
Government

What have we heard?

We need to:

- Build capability NDIA planners and Local Area Coordinators;
- Strengthen good practice, including a customised, person centred approach;
- Streamline access to cross government supports and services;
- Build the opportunity to make informed choice through improved communication about policies, programs and services;
- Shine a light on positive role models, including participants, families, schools, employers and service providers.

Role of NDIS supports in the world of work

One of the key elements the Taskforce is exploring is how the NDIS can complement, without duplication, supports along the employment pathway.

The consultations have highlighted key areas of focus including:

- Aspiration and confidence building;
- Pre-employment capacity building; both foundation skills development and building an identity as a worker;
- Continued skills and career development;
- Strengthening early intervention.

Work Experience

Finding a job

Changing jobs

Travel Training



Workplace Supports

Vocational Discovery

Employer Education

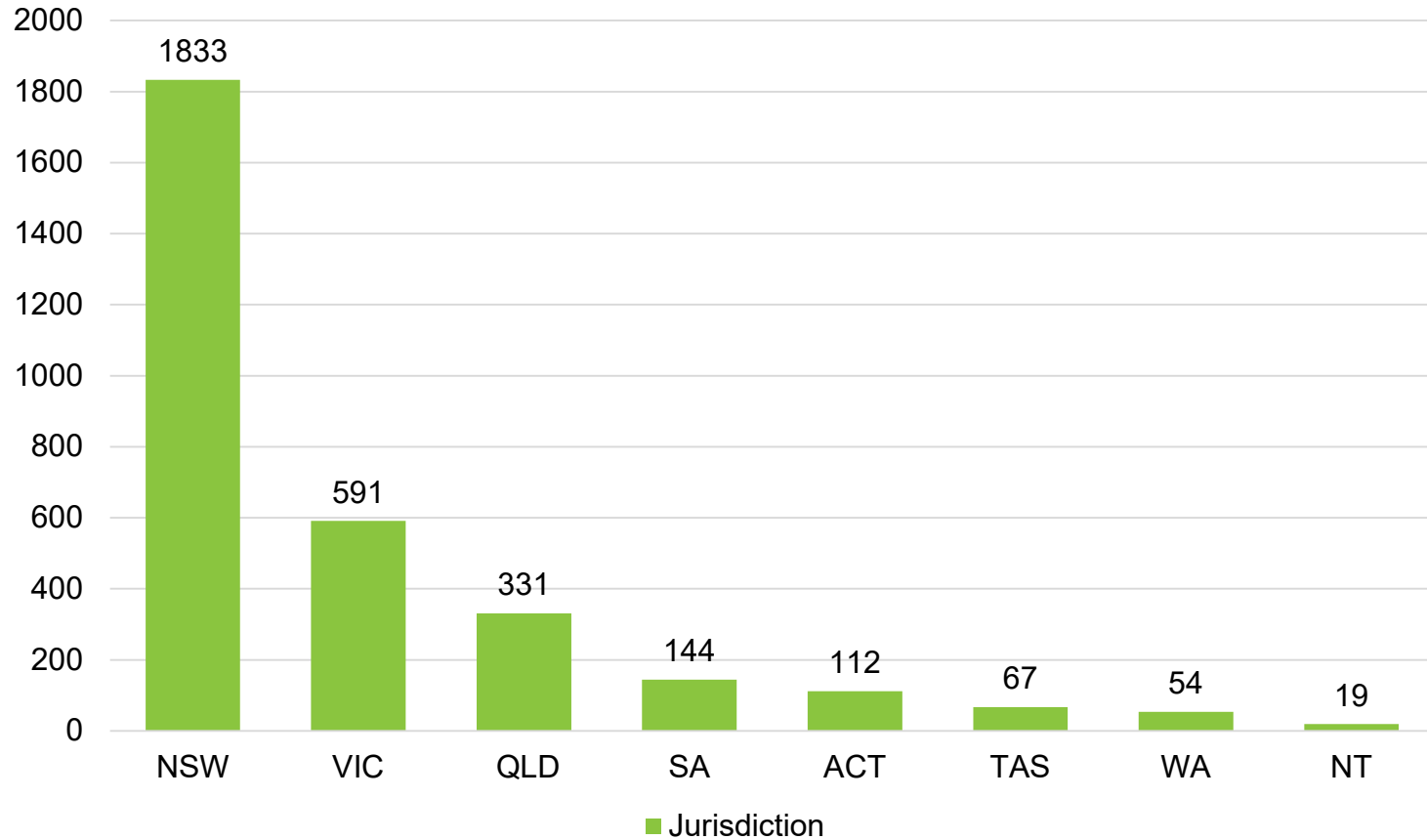
Let's Talk About SLES

- SLES provides funding for individually tailored supports build participant aspiration and confidence to seek work in open employment.
- This includes building a participants capacity to access DES in the future.
- Importantly SLES doesn't replicate or replace the role of DES in supporting participants to gain and maintain work – but rather acts as a primer.
- When ready, participants can access DES through the Eligible School Leaver pathway, enabling them to Directly Register with DES without the need for any additional assessment (ESAt or JCA)

Some SLES Statistics



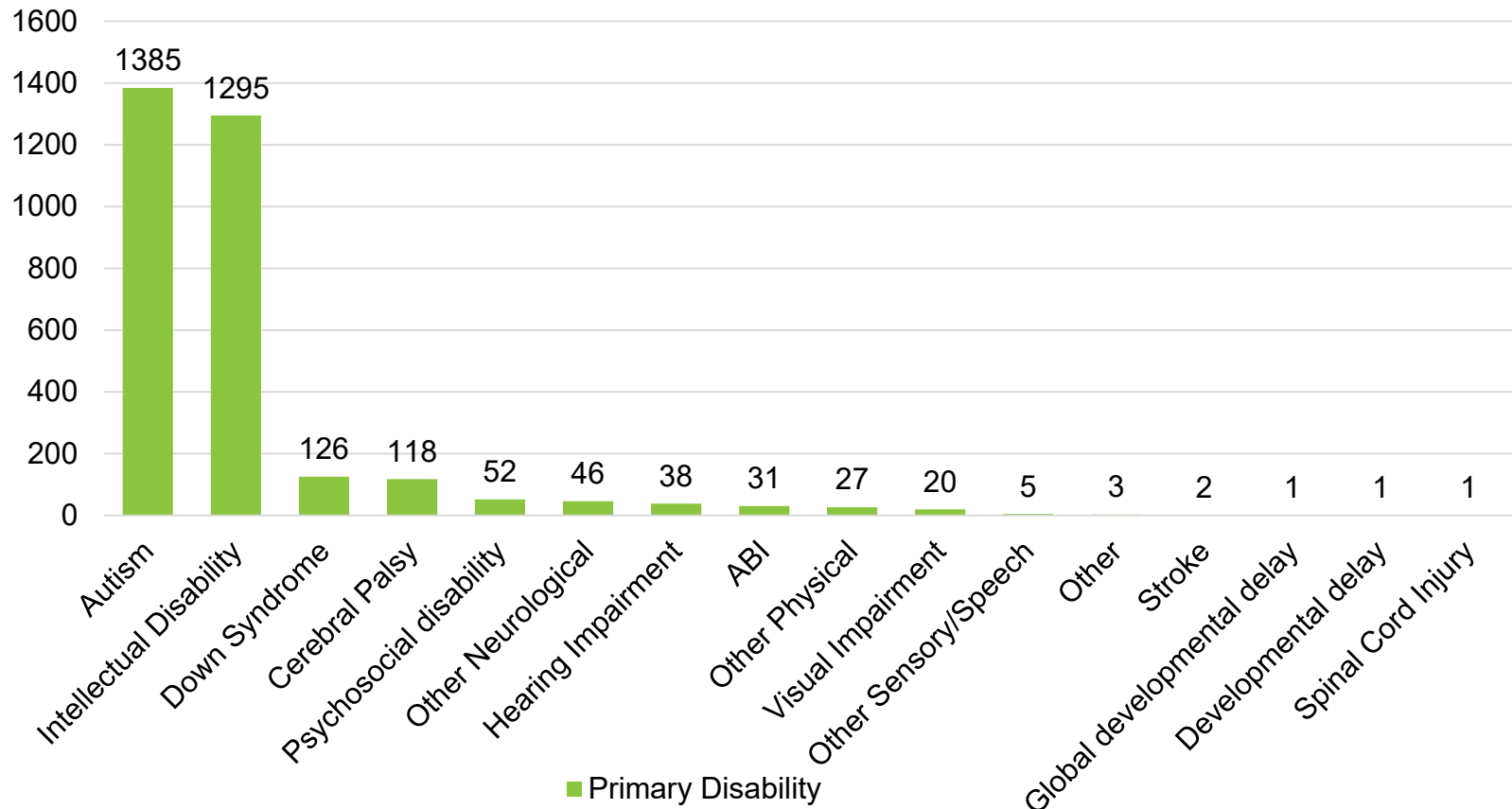
The number of NDIS participant plans which include SLES by state



Some SLES Statistics



The number of NDIS participant plans which include SLES by primary disability



Youth Employment Supports (YES)



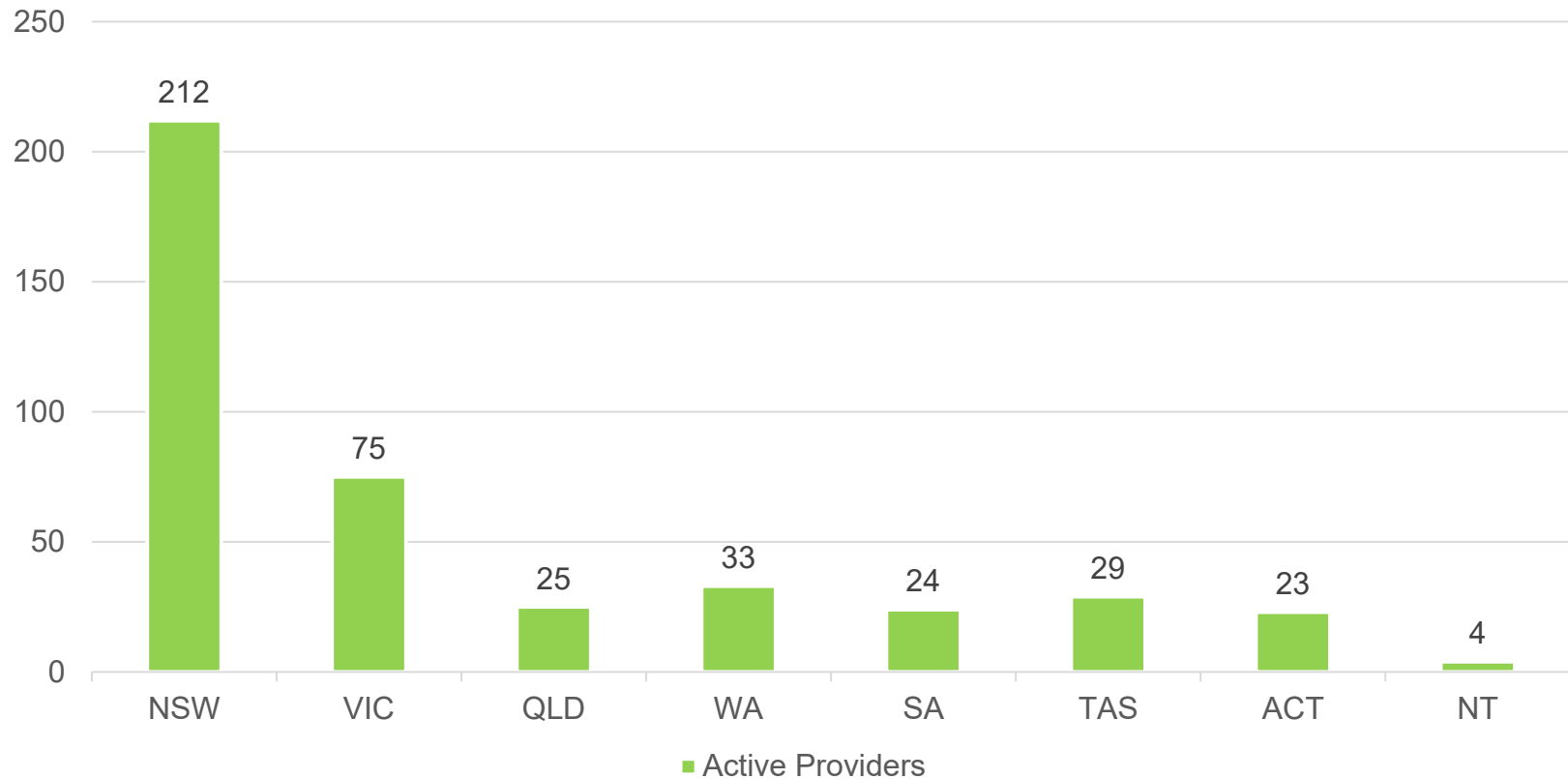
Youth Employment Supports (YES) is a concept that **broadens the discussion for youth employment** for students with disability while retaining the best elements of SLES.

YES takes **the lessons learned from SLES implementation**, and structures a **continuum of supports** from when a student reaches working age to aged 25.

In practice, this means that young NDIS participants will have access to supports that are **tailored to the needs of the individual** and **take into account the responsibilities of Disability Employment Services (DES), education and families**.

Students will have options to **develop aspiration, workforce skills and potentially attain after school jobs**; the best predictor of post-school employment.

Active 'Assistance to access and/or maintain employment and/or education' Providers



Thinking about supports differently....

- The NDIS fundamentally changes the way we think about supporting people with disability – including supports to gain and maintain employment.
- It opens up new opportunities for people with moderate to high support needs to aspire to work, to access new and different supports, and to explore work in new ways.
- In order for the NDIS to be able to deliver – we need a strong, capable and innovative market of providers.

