



The NDIS and the Employment of People with Severe Mental Illness

Australian Bureau of Statistics

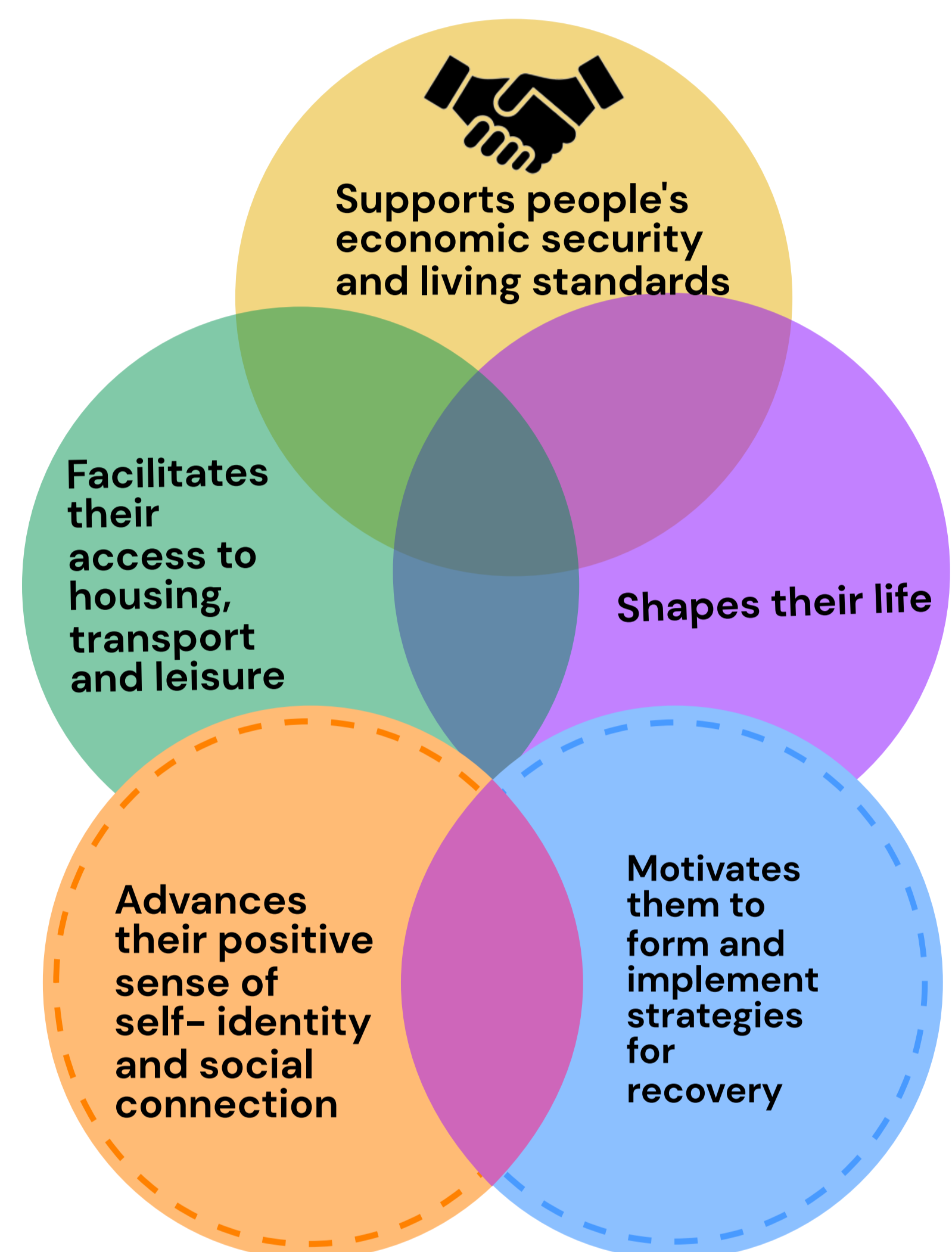
Psychosocial Disability

In 2018, 4.6% of Australians (1.1 million people) lived with psychosocial disability.

Employment of People with Psychosocial Disability

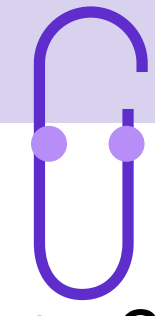
- In comparison to those with other types of disabilities, individuals experiencing psychosocial disability were less likely to be employed.
- Of all working-age people with psychosocial disability, 7.9% were unemployed, compared with 4.5% of those with other disability and 3.9% of those with no disability.

The role of Employment in a Person's Recovery



NDIS Employment Strategies

- According to the NDIS Participant Employment Strategy, only 24% of working-age NDIS participants are in paid work. The National Disability Insurance Organisation (the NDIA) intends to increase the number of employed NDIS participants to 30% by June 2023.
- In the NDIA's new employment framework, the employment support provider and the employer of the NDIS participant do not need to be the same. By separating these roles, new opportunities are created for both participants and providers. For example, before the NDIS came along, Australian Disability Enterprises (ADEs) provided supported employment opportunities for people with disability. In other words, they were both support providers and employers of people who live with a disability. However, people who need significant support to work can now consider a broader range of work environments beyond ADEs, thanks to the pricing modifications in the NDIS. NDIS implemented new pricing for employment supports on 1 July 2020. This means that funding for employment supports has shifted from a participant's Capacity Building Budget to their Core Budget. This new pricing structure:



- a) allows participants to have more choice and control over their work arrangements such as
 - selecting their workplace and support providers
- b) opens up new opportunities for providers to offer their services and support individuals seeking
 - employment opportunities
- c) provides the possibility of using supports in a broader range of settings such as government and
 - non-government organisations, social enterprises, micro-businesses, self-employment and family businesses, not just in Australian Disability Enterprises (ADEs) that have been the primary deliverers
 - of employment support for people with disability

NDIS Funded Employment Supports

The NDIS funds capacity-building employment supports and extra, day-to day supports that are not provided by employers or a disability Employment Service. Examples of NDIS supports are:

- a) helping people find solutions to get over complicated barriers to employment
- b) assisting individuals to set and explore their own vocational goals
- c) employment-related planning, assessment and counselling
- d) capacity-building assistance to help people develop their skills to find work and build their confidence to work. Advice on enhancing an individual's knowledge about job search techniques and job applications, communication support, guidance on working collaboratively within a team or following work-related instructions are some examples of capacity-building assistance provided by the NDIS.
- e) finding out the kind of job that matches people's skills and interests
- f) finding employment providers and linking participants with the mainstream support from Disability Employment Services (DES)
- g) assistance with writing a resume and cover letter
- h) support before and during a job interview
- i) developing basic computer skills
- j) helping participants start and run their own business
- k) providing school leaver employment supports to help them get ready to work when they leave school

NDIS does not fund things that employers should fund such as

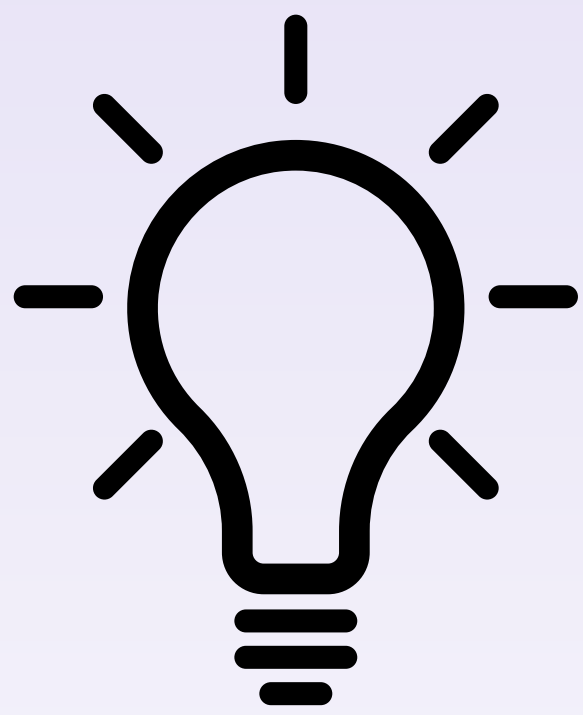
- a) provisions for reasonable adjustments to accommodate an employee's specific needs
- b) wages, insurance and superannuation
- c) recruitment
- d) changes to recruitment and interview processes to ensure they are equitable for all candidates
- e) modifications to buildings where individuals with disabilities work (e.g., accessible bathrooms)
- f) equipment, computers or software that individuals with disabilities may need to perform their jobs effectively
- g) work-related travel
- h) support, training and skill development that are provided to all employees, including those with disabilities
- i) reasonable changes to an individual's work to ensure they can perform their duties safely and productively





References

- Psychosocial Disability, Australian Bureau of Statistics. 2018, <https://www.abs.gov.au/articles/psychosocial-disability>
- Participant Employment Strategy. NDIS, 2022. <https://www.ndis.gov.au/about-us/strategies/participant-employment-strategy>
- Support budgets in your plan. NDIS, 2022. <https://www.ndis.gov.au/participants/using-your-plan/managing-your-plan/support-budgets-your-plan>



Further Resources

- [NDIS, Let's talk about work booklet](#)
- [NDIS, Supports in Employment Provider Handbook \(January 2021\)](#)
- [NDIS Pricing Arrangements and Price Limits](#)
- [JobAccess](#)
- [NDIS, Work and study supports](#)
- [NDIS, Information for participants working in an ADE](#)

