

# 3 Clients: characteristics and job profiles

## 3.1 Client characteristics

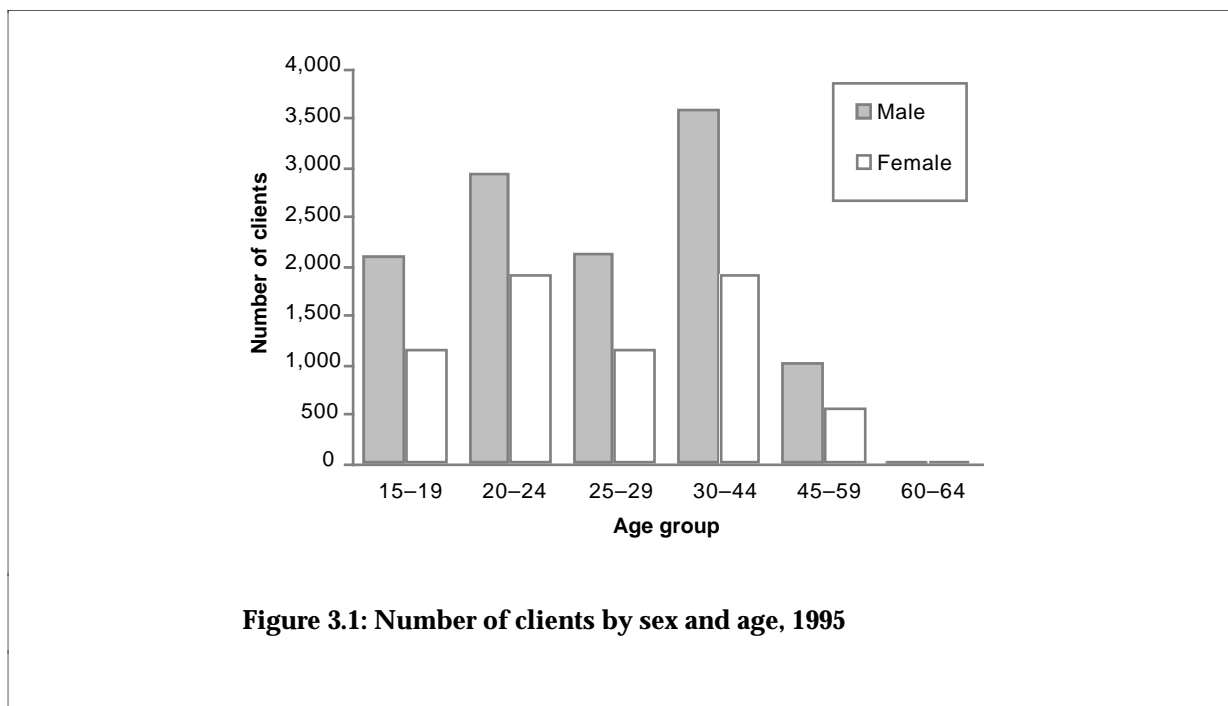
A total of 18,527 clients had received support between 1 January 1995 and 31 December 1995. Approximately two-thirds of these clients were male and one third female (Table 3.1, Figure 3.1).

The age of the clients ranged from 15 years to 64 years, with an average age of 28.8 years. The age distribution of males and females was similar. The majority of clients were aged between 15 years and 44 years (16,869 or 91%).

**Table 3.1: Number of clients by sex and age, 1995**

Age	15–19		20–24		25–29		30–44		45–59		60–64		Total <sup>(a)</sup>	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Male	2,090	17.7	2,932	24.8	2,131	18.0	3,597	30.4	1,020	8.6	25	0.3	11,837	63.9
Female	1,157	17.3	1,902	28.4	1,156	17.3	1,904	28.5	545	8.1	11	0.2	6,690	36.1
<b>Total</b>	<b>3,247</b>	<b>17.5</b>	<b>4,834</b>	<b>26.1</b>	<b>3,287</b>	<b>17.7</b>	<b>5,501</b>	<b>29.7</b>	<b>1,565</b>	<b>8.4</b>	<b>36</b>	<b>0.3</b>	<b>18,527</b>	<b>100.0</b>

(a) Includes 5 clients aged 65–69 and 52 clients for whom age was unknown.



Over 50% of the clients had the primary disability type 'intellectual/learning' (Table 3.2, Figure 3.2). The primary disability type 'psychiatric' accounted for 18% of clients and 'physical' for 12%.

The frequency of assistance for activities of daily living (ADL assistance) required by a client is categorised as 'none', 'occasional', 'frequent' or 'continual'. It refers to the frequency of assistance required in the areas of self-care, mobility and/or verbal communication. (In NIMS this is called 'level of support required' but has been renamed in this report to avoid confusion with the support the client received from an open employment agency.)

Approximately two-thirds of clients required none or occasional ADL assistance (12,674 from 18,527 or 68%), and 10% required continual ADL assistance (1,884 from 18,527). People with a psychiatric disability were most likely to have required no ADL assistance (1,551 from 3,233 or 48%), and people with a vision disability were most likely to have required occasional ADL assistance (Figure 3.2).

**Table 3.2: Number of clients by primary disability type and frequency of ADL assistance<sup>(a)</sup>, 1995**

	None	Occasional	Frequent	Continual	Not specified	Total	%
Acquired brain injury	249	182	155	65	—	652	3.5
Deaf and blind	6	4	3	7	—	20	0.1
Hearing	202	264	139	64	—	669	3.6
Intellectual / learning	3,783	2,942	2,289	1,147	3	10,164	54.9
Neurological	231	217	107	65	—	620	3.3
Physical	740	809	465	218	—	2,232	12.0
Psychiatric	1,551	760	669	252	1	3,233	17.5
Speech	17	24	15	7	—	63	0.3
Vision	180	504	119	59	—	862	4.7
Not specified	6	3	—	—	3	12	0.1
<b>Total</b>	<b>6,965</b>	<b>5,709</b>	<b>3,961</b>	<b>1,884</b>	<b>7</b>	<b>18,527</b>	<b>100.0</b>

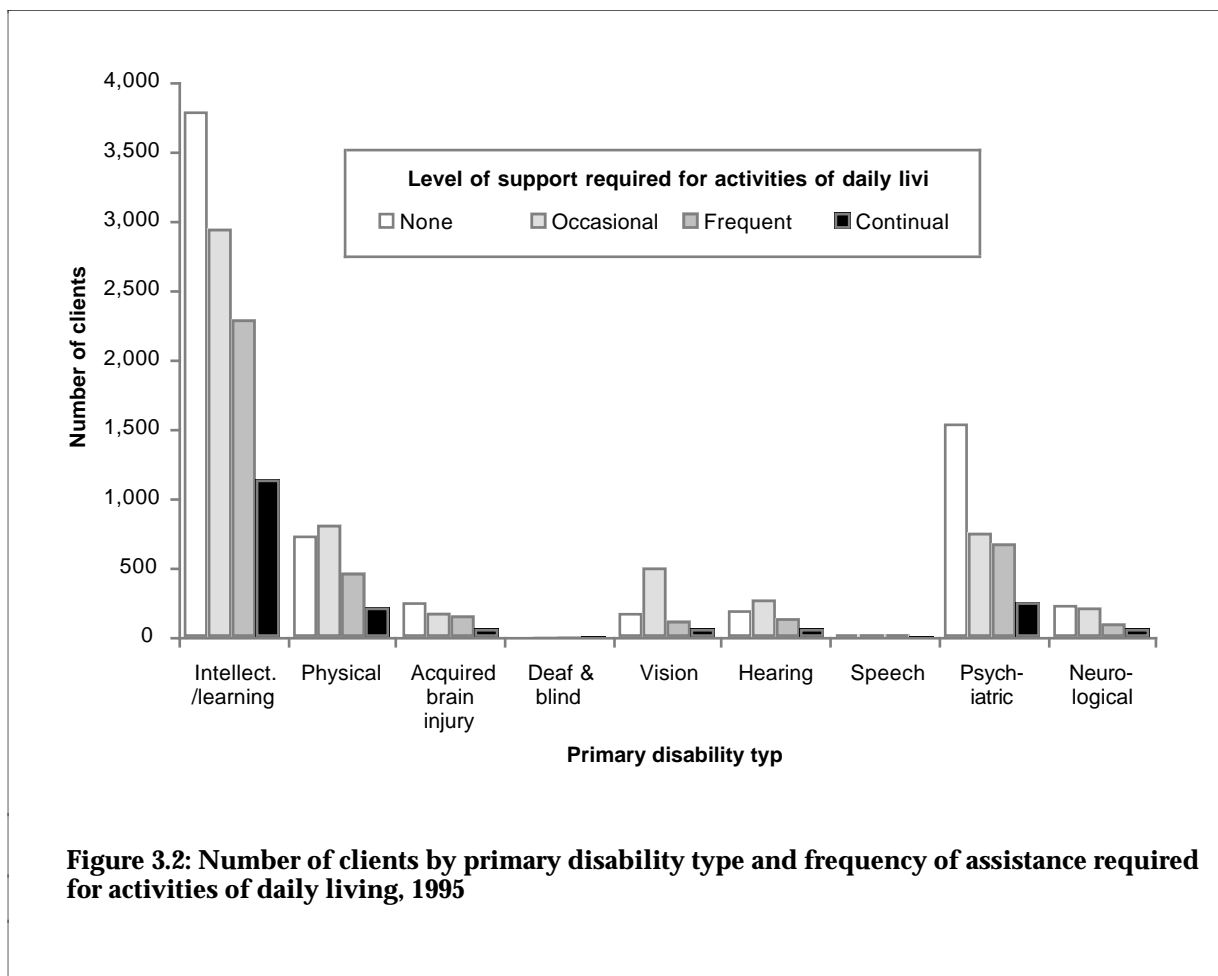
(a) Frequency of assistance required in the areas of daily living, i.e. self-care, mobility and/or verbal communication (called 'level of support required' in the NIMS data dictionary).

The large majority of clients had a primary disability that was not episodic (83%; Table 3.3). The primary disability type most likely to be episodic in nature was psychiatric (75% being episodic). Apart from the disability type 'neurological', all other primary disability types tended not to be episodic (with fewer than 15% being episodic).

**Table 3.3: Number of clients receiving support by primary disability and whether episodic, 1995**

	Episodic		Not episodic		All	
	n	%	n	%	n	%
Acquired brain injury	51	7.8	601	92.2	652	3.5
Deaf and blind	1	5.0	19	95.0	20	0.1
Hearing	11	1.6	658	98.4	669	3.6
Intellectual / learning	228	2.2	9,936	97.8	10,164	54.9
Neurological	284	45.8	336	54.2	620	3.3
Physical	202	9.1	2,030	90.9	2,232	12.0
Psychiatric	2,422	74.9	811	25.1	3,233	17.5
Speech	9	14.3	54	85.7	63	0.3
Vision	13	1.5	849	98.5	862	4.7
Not specified	—	—	8	100.0	12 <sup>(a)</sup>	0.0
<b>Total</b>	<b>3,221</b>	<b>17.4</b>	<b>15,302</b>	<b>82.6</b>	<b>18,527</b>	<b>100.0</b>

(a) Includes 4 clients for whom the episodic nature of the primary disability was also not specified.



Only 23% of clients had another significant disability in addition to their primary disability type (Table 3.4).

**Table 3.4: Presence of other disability, 1995**

Other disability	Number	Per cent
Yes	4,251	22.9
No	14,276	77.1
<b>Total</b>	<b>18,527</b>	<b>100.0</b>

Nearly 6% of clients were of non-English-speaking background, as determined by having a preferred spoken language other than English (Table 3.5).

**Table 3.5: Number of clients by non-English-speaking background, 1995**

Non-English-speaking background	Number	Per cent
Yes <sup>(a)</sup>	1,021	5.5
No	17,506	94.5
<b>Total</b>	<b>18,527</b>	<b>100.0</b>

(a) Preferred spoken language other than English.

A small number of clients (360 or 2%) were recorded as being of Aboriginal, Torres Strait Islander or South Sea Islander origin. The proportions of Aboriginal and Torres Strait Islanders was similar to that in the general population (ABS 1995).

**Table 3.6: Number of clients by origin**

Origin	Number	Per cent
Aboriginal	306	1.7
Torres Strait Islander	10	0.1
South Sea Islander	44	0.2
Not Aboriginal, Torres Strait Islander or South Sea Islander	16,785	90.6
Not known	1,382	7.4
<b>Total</b>	<b>18,527</b>	<b>100.0</b>

## Disability panel status at the end of 1995

The Disability Reform Package, introduced in 1991, was designed to increase employment opportunities for people with a disability, among other things. Disability panels were set up nationally to assess and refer people with a disability to appropriate rehabilitation, training, education, labour market or job search services, and to coordinate delivery of services.

A disability panel can invite a Department of Social Security income-support recipient with a disability to meet the panel who will formulate the plan with them and then refer the person to a service. This is a *referral*. Alternatively, clients may be referred by a third party or may refer themselves to a service. The service would then develop the activity plan and send it to the panel for approval. This is an *endorsement*. A *rejection* occurs when an application is not accepted by the panel.

At the end of 1995 approximately 60% (11,089 of 18,527) of clients had been through the disability panel process (Table 3.7). Almost 11% were referred by the panel, 49% endorsed and less than 1% rejected. Approximately 40% of clients had not been through the disability panel process and thus had not been referred, endorsed or rejected.

**Table 3.7: Clients by disability panel status, 1995**

Disability panel status <sup>(a)</sup>	Number	Per cent
Referred	1,972	10.6
Endorsed	9,117	49.2
Rejected	99	0.5
Not referred, endorsed or rejected	7,332	39.6
Not specified	7	—
<b>Total</b>	<b>18,527</b>	<b>100.0</b>

(a) Status at end of 1995.

The pattern of referral, endorsement and rejection by the disability panel varied a little depending on the age of the client (Table 3.8). Referral was more likely for younger clients. Once at the disability panel the outcome was similar, regardless of the client's age.

**Table 3.8: Clients: disability panel status by age, 1995**

Panel status	15–19		20–24		25–29		30–44		45–59		60–64		Total <sup>(a)</sup>	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Referred	445	13.7	520	10.8	315	9.6	543	9.9	140	8.9	2	5.6	1,972	10.60
Endorsed	1,485	45.7	2,579	53.4	1,606	48.9	2,703	49.1	715	45.7	16	44.4	9,117	49.20
Rejected	14	0.4	22	0.5	13	0.4	33	0.6	15	1.0	2	5.6	99	0.50
Not referred	1,303	40.1	1,713	35.4	1,350	41.1	2,221	40.4	695	44.4	16	44.4	7,332	39.60
Other	—	—	—	—	3	0.1	1	0.0	—	—	—	—	7	0.00
<b>Total</b>	<b>3,247</b>	<b>100.0</b>	<b>4,834</b>	<b>100.0</b>	<b>3,287</b>	<b>100.0</b>	<b>5,501</b>	<b>100.0</b>	<b>1,565</b>	<b>100.0</b>	<b>36</b>	<b>100.0</b>	<b>18,527</b>	<b>100.0</b>

(a) Includes 5 clients aged 65–69 and 52 clients for whom age was unknown.

At the end of 1995 the disability panel status showed a very similar pattern for males and females (Table 3.9).

**Table 3.9: Clients: disability panel status by sex, 1995**

Disability panel status	Male		Female		All	
	n	%	n	%	n	%
Referred	1,304	11.0	668	10.0	1,972	10.6
Endorsed	5,782	48.8	3,335	49.9	9,117	49.2
Rejected	60	0.5	39	0.6	99	0.5
Not referred, endorsed or rejected	4,685	39.6	2,647	39.6	7,332	39.6
Not known	6	0.0	1	0.0	7	0.0
<b>Total</b>	<b>11,837</b>	<b>100.0</b>	<b>6,690</b>	<b>100.0</b>	<b>18,527</b>	<b>100.0</b>

The disability panel status at the end of 1995 appeared to differ slightly depending on the primary disability type. At the end of 1995 approximately 10% of each primary disability group had been referred to the disability panel. Clients with an acquired brain injury had the highest level of referral (16%) and clients with a vision disability the lowest (6%). Regardless of the primary disability, approximately 50% of clients had been endorsed by a disability panel. People with a vision (44%) or a psychiatric (43%) disability as their primary disability were most likely to be neither referred nor endorsed, and those with an acquired brain injury were the least likely (31%). The two least frequent disability type groups (deaf and blind, and speech) have patterns that differ from the other groups. However, because of the small number of clients in each of these groups the results may not be reliable.

**Table 3.10: Clients: disability panel status by primary disability type, 1995**

Disability panel status	Intellectual/ learning		Physical		Acquired brain injury		Deaf and blind		Vision	
	n	%	n	%	n	%	n	%	n	%
Referred	1,104	10.9	245	11.0	106	16.3	3	15.0	57	6.6
Endorsed	5,041	49.6	1,148	51.4	335	51.4	12	60.0	418	48.5
Rejected	34	0.3	11	0.5	6	0.9	—	—	5	0.6
Not referred	3,982	39.2	828	37.1	204	31.3	5	25.0	382	44.3
Not known	3	0.0	—	—	1	0.2	—	—	—	—
<b>Total</b>	<b>10,164</b>	<b>100.0</b>	<b>2,232</b>	<b>100.0</b>	<b>652</b>	<b>100.0</b>	<b>20</b>	<b>100.0</b>	<b>862</b>	<b>100.0</b>

(continued)

**Table 3.10 (continued): Clients: disability panel status by primary disability type, 1995**

Disability panel status	Hearing		Speech		Psychiatric		Neurological		All <sup>(a)</sup>	
	n	%	n	%	n	%	n	%	n	%
Referred	71	10.6	5	7.9	319	9.9	60	9.7	1,972	10.6
Endorsed	330	49.3	26	41.3	1,509	46.7	298	48.1	9,117	49.2
Rejected	11	1.6	1	1.6	27	0.8	4	0.6	99	0.5
Not referred	257	38.4	31	49.2	1,378	42.6	258	41.6	7,332	39.6
Not known	—	—	—	—	—	—	—	—	7	0.0
<b>Total</b>	<b>669</b>	<b>100.0</b>	<b>63</b>	<b>100.0</b>	<b>3,233</b>	<b>100.0</b>	<b>620</b>	<b>100.0</b>	<b>18,527</b>	<b>100.0</b>

(a) Includes 12 clients for whom primary disability type was not specified.

The NIMS system is based on a model where each client is in a phase of service receipt. There are five phases: applicant (client's name has been placed on the agency waiting list), job seeker (client is receiving support to prepare for employment), worker (client is working in an open or supported job receiving support from the agency), independent worker (client is working in a job but not receiving support to maintain the job), and inactive client (client in the system but presently not receiving any support and client record has been put on hold).

The majority of clients attending open employment services at the end of 1995 were either in the job-seeker phase (7,561 or 41%) or the worker phase (6,123 or 33%) (Table 3.11).

At the end of 1995 job seekers and workers had very similar patterns of disability panel status, with approximately half in each group being endorsed, and one-third being neither referred or endorsed. Applicants had a different pattern and were most likely to be not referred (1,021 from 1,729 or 59%); a one-quarter had been endorsed by a disability panel. Independent workers also had a different pattern of disability panel status from job seekers and workers, being more likely to be in the 'not referred, endorsed or rejected' group (305 from 627 or 49%) and less likely to be endorsed (276 from 627 or 44%).

**Table 3.11: Clients: disability panel status by phase , 1995**

Disability panel status	Inactive	Applicant	Job seeker	Worker	Independent worker	All
Referred	284	230	856	562	40	1,972
Endorsed	1,162	470	3,910	3,299	276	9,117
Rejected	18	8	34	33	6	99
Not referred	1,017	1,021	2,760	2,229	305	7,332
Not known <sup>(a)</sup>	—	—	1	—	—	7
<b>Total</b>	<b>2,481</b>	<b>1,729</b>	<b>7,561</b>	<b>6,123</b>	<b>627</b>	<b>18,527</b>

(a) Includes 6 clients for whom phase was also not recorded.

## 3.2 Profile of jobs

During 1995 there were 11,529 jobs held by clients during the time they were in support. These were jobs in the open employment market with a contract of employment between the client and the employer. Unless otherwise stated, in this report only jobs in this category are included in tables and analyses. During 1995 clients with support were also involved in 978 work experience trials. These occur where an individual is placed in a job, usually without an expectation of ongoing work and often receiving no payment of wages. These are examined separately in Section 3.2.

There were some people included in the NIMS database who did not receive any support during 1995 but who were recorded as having a job during 1995. Presumably these people received support from an open employment agency prior to 1995. Such workers without open employment agency support are discussed in Section 3.4, but otherwise their jobs are not included in any further analyses (see Appendix A2.1 for a description of the total NIMS database).

Nearly half (48.2% or 8,924) of all clients had at least one job during the time they were in support. Of these working clients about 79% had only one job, about 16% had two jobs and the remaining 5% had three or more jobs (Table 3.12). One person had 14 jobs during 1995.

**Table 3.12: Number of jobs per client during 1995**

Number of jobs	Number of clients	Percentage of clients	Percentage of workers
None (non-workers)	9,603	51.8	—
One	7,039	38.0	78.9
Two	1,416	7.6	15.9
Three	323	1.7	3.6
Four	91	0.5	1.0
Five	31	0.2	0.4
Six	14	0.1	0.2
Seven	5	0.0	0.1
Eight or more <sup>(a)</sup>	5	0.0	0.1
<i>Total with jobs ('workers')</i>	<i>8,924</i>	<i>48.2</i>	<i>100.0</i>
<i>Total number of jobs</i>	<i>11,529</i>		
<b>Total clients</b>	<b>18,527</b>	<b>100.0</b>	

(a) Three workers had 8 jobs, one had 13 jobs and one had 14 jobs.

The industries that jobs were most commonly found in were manufacturing (16%) and retail trade (13%) (Table 3.13, Figure 3.3).

**Table 3.13: Jobs by type of industry, 1995**

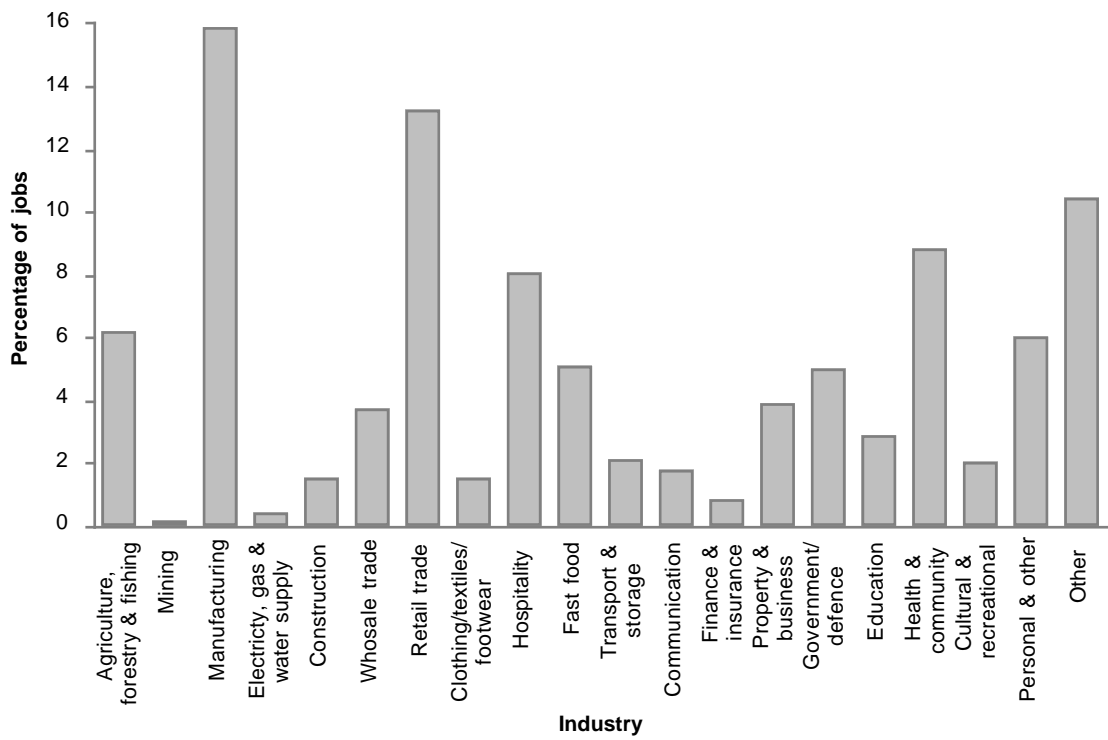
Industry	Number of jobs	Per cent
Agriculture, forestry and fishing	709	6.2
Mining	24	0.2
Manufacturing	1,836	15.9
Electricity, gas and water supply	43	0.4
Construction	178	1.5
Wholesale trade	427	3.7
Retail trade	1,526	13.2
Clothing/textiles/footwear	167	1.5
Hospitality	937	8.1
Fast food	589	5.1
Transport and storage	241	2.1
Communication services	203	1.8
Finance and insurance	95	0.8
Property and business services	447	3.9
Government/defence	581	5.0
Education	329	2.9
Health and community services	1,016	8.8
Cultural and recreational services	233	2.0
Personal and other services	692	6.0
Other	1,199	10.4
Not stated	57	0.5
<b>Total</b>	<b>11,529</b>	<b>100.0</b>

The majority of jobs were in the occupation group labourers/workers (65%). The other large groups were clerks (12%) and sales/personal service staff (11%) (Table 3.14, Figure 3.4).

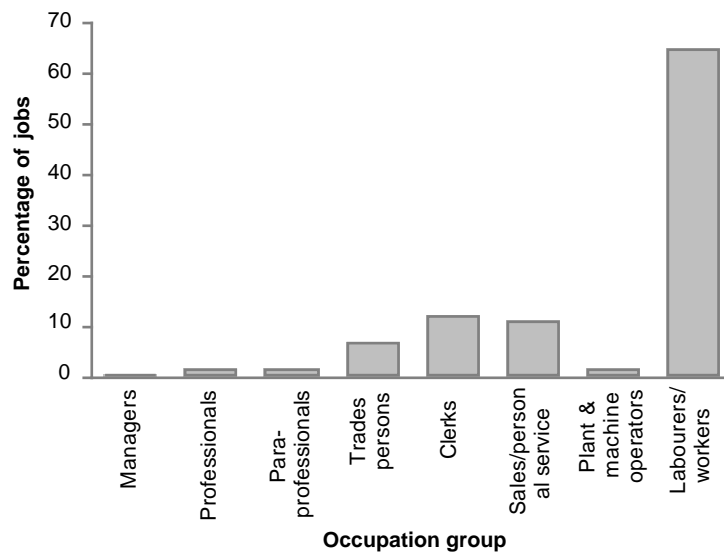
**Table 3.14: Jobs by occupation group, 1995**

Occupation group	Number of jobs	Per cent
Managers	31	0.3
Professionals	181	1.6
Para-professionals	163	1.4
Trades persons	757	6.6
Clerks	1,415	12.2
Sales/personal service staff	1,272	11.0
Plant and machine operators and drivers	184	1.6
Labourers/workers	7,508	65.1
Missing	18	0.2
<b>Total</b>	<b>11,529</b>	<b>100.0</b>





**Figure 3.3: Percentage of jobs by industry, 1995**

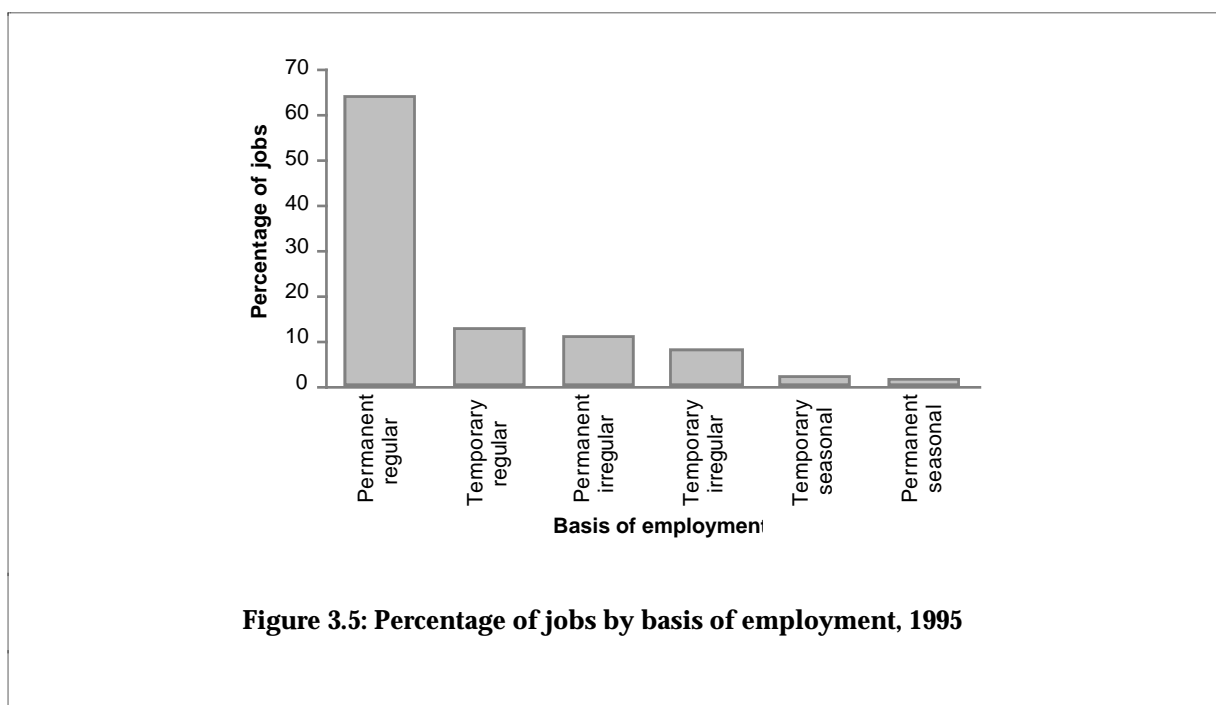


**Figure 3.4: Percentage of jobs by occupation group, 1995**

Most jobs (64%) were on a permanent regular basis (Table 3.15, Figure 3.5). A 'regular' job is one where the hours worked are regular and predictable. An 'irregular' job indicates that the hours worked may vary considerably.

**Table 3.15: Jobs by employment basis, 1995**

Employment basis	Number of jobs	Per cent
Permanent regular	7,395	64.1
Temporary regular	1,491	12.9
Permanent irregular	1,267	11.0
Temporary irregular	945	8.3
Temporary seasonal	268	2.3
Permanent seasonal	163	1.4
<b>Total</b>	<b>11,529</b>	<b>100.0</b>



**Figure 3.5: Percentage of jobs by basis of employment, 1995**

From the total of 11,529 jobs that had been given support during 1995, 65% (7,437) were current at the end of 1995. The duration of these jobs ranged from a minimum of one day to a maximum of 44.9 years, with an average of 74.2 weeks. Many (2,652 or 36%) of these current jobs had a duration of six months or less at the end of 1995. One-fifth (1,448) of the current jobs had a duration of two years or longer (Table 3.16).

**Table 3.16: Duration of ongoing jobs as at the end of 1995**

Job duration	Number of jobs	Per cent
<3 months	1,358	18.3
3–6 months	1,294	17.4
6–9 months	886	11.9
9–12 months	903	12.1
12–18 months	896	12.1
18–24 months	649	8.7
24–36 months	599	8.1
>36 months	849	11.5
Not known	3	0.0
<b>Total</b>	<b>7,437</b>	<b>100.0</b>

Approximately one-third of the jobs that had been given support during 1995 had ended by the end of 1995. These 4,092 completed jobs had ranged from a minimum of one day to a maximum of 21 years duration, with an average of 28.1 weeks. Over half these jobs had a duration of less than three months, and 5% (222) a duration of over 2 years (Table 3.17, Figure 3.6).

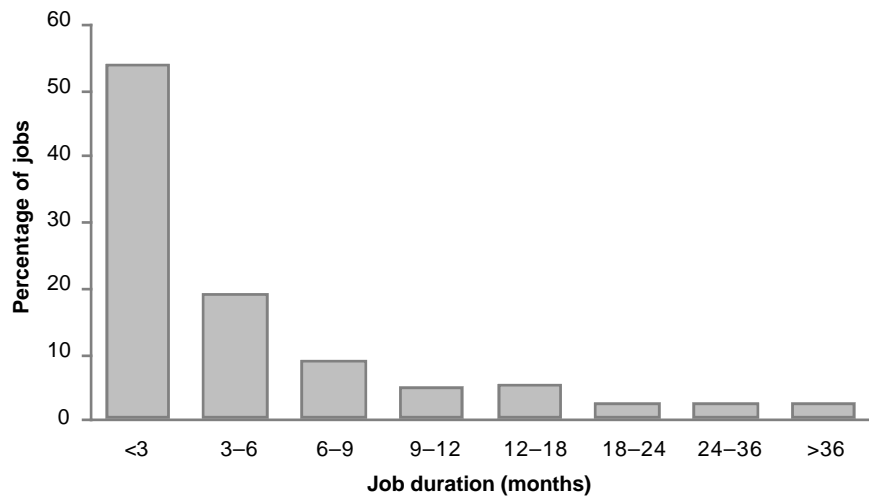
**Table 3.17: Duration of completed jobs, 1995**

Job duration	Number of jobs	Per cent
<3 months	2,200	53.8
3–6 months	782	19.1
6–9 months	372	9.1
9–12 months	199	4.9
12–18 months	215	5.3
18–24 months	102	2.5
24–36 months	111	2.7
>36 months	110	2.7
Not known	1	0.0
<b>Total</b>	<b>4,092</b>	<b>100.0</b>

The most common reasons for these 4,092 jobs ending were: resigned for reasons other than career development (29%), and employment contract completed (21%) (Table 3.18).

**Table 3.18: Completed jobs by reason for job ending, 1995**

Reason for job ending	Number of jobs	Per cent
Retrenched	572	14.0
Dismissed	571	14.0
Resigned—career development	432	10.6
Resigned—other	1,194	29.2
Work experience/work trial	285	7.0
Employment contract completed	848	20.7
Not known	190	4.6
<b>Total</b>	<b>4,092</b>	<b>100.0</b>



**Figure 3.6: Duration of all completed jobs as at end of 1995**

### 3.3 Work experience trials

During 1995 there were 978 work experience trials that had received support. Most commonly these jobs were in retail trade (20%), health and community services (12%), and manufacturing industries (12%). Work experience trials were more likely to be in retail trade and less likely to be in manufacturing compared with 'real' jobs.

**Table 3.19: Work experience trials: type of industry, 1995**

Industry	Number of trials	Per cent
Agriculture, forestry and fishing	58	5.9
Mining	5	0.5
Manufacturing	113	11.6
Electricity, gas and water supply	4	0.4
Construction	9	0.9
Wholesale trade	25	2.6
Retail trade	199	20.3
Clothing/textiles/footwear	14	1.4
Hospitality	78	8.0
Fast food	40	4.1
Transport and storage	27	2.8
Communication services	11	1.1
Finance and insurance	7	0.7
Property and business services	20	2.0
Government/defence	32	3.3
Education	46	4.7
Health and community services	115	11.8
Cultural and recreational services	30	3.1
Personal and other services	52	5.3
Other	93	9.5
<b>Total</b>	<b>978</b>	<b>100.0</b>

The majority of work experience trials were in the occupation groups of labourers/workers (58%), sales/personal service staff (18%) and clerks (16%, Table 3.20), which was similar to the profile of occupations for jobs..

**Table 3.20: Work experience trials: occupation group, 1995**

Occupation group	Number of trials	Per cent
Professionals	9	0.9
Para-professionals	20	2.0
Trades persons	47	4.8
Clerks	152	15.6
Sales/personal service staff	175	17.9
Plant and machine operators and drivers	13	1.3
Labourers/workers	562	57.5
<b>Total</b>	<b>978</b>	<b>100.0</b>

As might be expected work experience trials were far more less likely than 'real' jobs to be permanent regular. About 72% (699) of work experience trials were on a temporary basis, with 44% being on a temporary regular basis (Table 3.21).

**Table 3.21: Work experience trials: employment basis, 1995**

Employment basis	Number of trials	Per cent
Permanent regular	237	24.2
Temporary regular	430	44.0
Permanent irregular	35	3.6
Temporary irregular	252	25.8
Temporary seasonal	17	1.7
Permanent seasonal	7	0.7
<b>Total</b>	<b>978</b>	<b>100.0</b>

At the end of 1995, 40% (394) of work experience trials were ongoing. The duration of these 394 work experience trials ranged from a minimum of one day to a maximum of 1.4 years, with an average of 32.3 weeks. The majority (246 or 63%) of these trials had a duration of less than 6 months, and 6% (23) had a duration of over two years (Table 3.22).

**Table 3.22: Duration of ongoing work experience trials as at the end of 1995**

Duration	Number of trails	Per cent
<3 months	152	38.6
3–6 months	94	23.9
6–9 months	46	11.7
9–12 months	52	13.2
12–18 months	17	4.3
18–24 months	10	2.5
24–36 months	19	4.8
>36 months	4	1.0
<b>Total</b>	<b>394</b>	<b>100.0</b>

The majority (584 or 60%) of work experience trials had finished by the end of 1995. The duration of these trials ranged from a minimum of one day to a maximum of 2.2 years, with an average of 8.2 weeks. Over four-fifths (83%) of these trials had a duration of less than three months (Table 3.23), compared with about one-half of 'real' jobs..

**Table 3.23: Duration of completed work experience trials, 1995**

Duration	Number of trails	Per cent
<3 months	483	82.7
3–6 months	68	11.6
6–9 months	18	3.1
9–12 months	3	0.5
12–18 months	8	1.4
18–24 months	2	0.3
24–36 months	2	0.3
>36 months	<b>584</b>	<b>100.0</b>

Approximately 80% of work experience trials had ended at the completion of a contract. Of the 584 work experience trials that terminated during 1995, approximately 20% stated a reason other than because the work experience/work trial had ended (Table 3.24).

**Table 3.24: Completed work experience trials by reason for ending, 1995**

Reason for trial ending	Number of trials	Per cent
Retrenched	11	1.9
Dismissed	10	1.7
Resigned—career development	11	1.9
Resigned—other than career development	46	7.9
Work experience/work trial	466	79.8
Employment contract completed	24	4.1
Not known	16	2.7
<b>Total</b>	<b>584</b>	<b>100.0</b>

### 3.4 Workers without open employment agency support

This group are people with jobs who had not received any support from an open employment site during the 1995 calendar year; these people presumably had support before 1995. There were 551 such individuals included in the central database (see also Appendix A2.1). These individuals are in addition to and separate from the 18,527 clients who had support during 1995.

Two-thirds of the workers without support were male and one-third female, which is very similar to the male and female distribution for the 18,527 clients who had received support during 1995 (Table 3.1).

The age of the workers without support ranged from 15 years to 63 years, the average age being 30 years. The majority of these individuals were aged between 20 and 44 years of age (460 of 551 or 83%, Table 3.25).

The main difference in age distributions for workers without support and clients with support during 1995 was for the 15 to 19 age group. Of workers without support, 7% (37 from 551) were in this age group compared with 18% of clients with support (Table 3.1).

**Table 3.25: Workers without support: sex and age, 1995**

Sex	Age group						Total	%
	15–19	20–24	25–29	30–44	45–59	60–64		
Male	26	107	74	124	31	2	364	66.1
Female	11	64	31	60	21	—	187	33.9
<b>Total</b>	<b>37</b>	<b>171</b>	<b>105</b>	<b>184</b>	<b>52</b>	<b>2</b>	<b>551</b>	<b>100.0</b>

Approximately half of the workers without support had the primary disability type 'intellectual/learning', a further 21% 'physical' and 12% 'hearing'.

The 551 workers without support compared with the 18,527 clients with support had a similar percentage of people with the primary disability type 'intellectual/learning', more people with a physical disability (21% compared with 12%) and a hearing disability (12%

compared with 4%) , and fewer people with a psychiatric disability (7% compared with 18%) (Table 3.2, Table 3.26).

The frequency of ADL assistance required (in the areas of self-care, mobility and/or verbal communication) recorded for this group was most often none (233 of 551 or 42%), with an additional 32% requiring only occasional ADL assistance, and 23% frequent ADL assistance (Table 3.26). The main difference in the frequency of ADL assistance for workers without support compared with clients with support was that only 3% of workers without support required continual ADL assistance compared with 10% of clients (Table 3.2, Table 3.26).

**Table 3.26: Workers without support: primary disability type and frequency of ADL assistance required<sup>(a)</sup>**

Primary disability type	Frequency of ADL assistance required				Total	%
	None	Occasional	Frequent	Continual		
Intellectual/learning	128	82	54	9	273	49.6
Physical	46	45	22	3	116	21.1
Acquired brain injury	6	4	2	1	13	2.4
Deaf and blind	.	1	13	.	14	2.5
Vision	8	4	6	.	18	3.3
Hearing	22	28	15	1	66	11.9
Speech	1	1	2	.	4	0.7
Psychiatric	20	6	9	2	37	6.7
Neurological	2	3	2	3	10	1.8
<b>Total</b>	<b>233</b>	<b>174</b>	<b>125</b>	<b>19</b>	<b>551</b>	<b>100.0</b>

(a) Frequency of assistance required in the areas of daily living, i.e. self-care, mobility and/or verbal communication (called 'level of support required' in the NIMS data dictionary).

The majority of workers without support had a primary disability type that was not episodic in nature (92%) which is higher than the 83% for clients with support (Table 3.3, Table 3.27). This difference is probably due to the fact that only a few workers without support had a psychiatric disability.

**Table 3.27: Workers without support: nature of primary disability, 1995**

Nature of primary disability	Number of workers	Per cent
Episodic	44	8.0
Not episodic	507	92.0
<b>Total</b>	<b>551</b>	<b>100.0</b>

Very few workers without support had another significant disability present (10%). This differed from the clients with support of whom 23% had other disability types (Table 3.4, Table 3.28).

**Table 3.28: Workers without support: presence of other disability, 1995**

Presence of other disability	Number of workers	Per cent
Yes	56	10.2
No	495	89.8
<b>Total</b>	<b>551</b>	<b>100.0</b>



Most workers without support received CETP services (86%), with a further 9% ISJ services. The type of service differed for the clients who received support during 1995, with workers without support more likely to have received CETP funding (86% compared with 67%) than ISJ funding (9% compared with 25%) (Table 2.9, Table 3.29).

**Table 3.29: Workers without support: service type, 1995**

Service type	Number of workers	Per cent
CETP	472	85.7
ISJ	52	9.4
Other	23	4.2
Supported Wage System	3	0.5
Missing	1	0.2
<b>Total</b>	<b>551</b>	<b>100.0</b>

The 551 workers without support were recorded as having 560 jobs during 1995 (7 people had 2 jobs and 1 person had 3 jobs). For the 8 people with more than one job, job characteristics were examined for the job with the most hours worked.

The types of industries in which workers without support were employed varied. The most common was manufacturing (136 or 25%), and 12% in retail trade (Table 3.30).

**Table 3.30: Workers without support: industry type, 1995**

Industry	Number of workers	Per cent
Agriculture , forestry and fishing	18	3.3
Mining	3	0.5
Manufacturing	136	24.7
Electricity / gas / water	2	0.4
Construction	16	2.9
Wholesale trade	23	4.2
Retail trade	65	11.8
Clothing / textiles / footwear	9	1.6
Hospitality	36	6.5
Fast food	14	2.5
Transport / storage	15	2.7
Communication services	8	1.5
Finance / insurance	6	1.1
Property / business services	17	3.1
Government / defence	30	5.4
Education	15	2.7
Health / community services	46	8.3
Cultural / recreation services	12	2.2
Personal and other services	31	5.6
Other	49	8.9
<b>Total</b>	<b>551</b>	<b>100.0</b>

The majority of workers without support were employed as labourers/workers (58%). An additional 12% were employed as clerks and 12% as sales/personal service staff , and 10% as trades persons (Table 3.31).

**Table 3.31: Workers without support: occupation group, 1995**

Occupation group	Number of workers	Per cent
Managers	7	1.3
Professionals	18	3.3
Para-professionals	10	1.8
Trades persons	56	10.2
Clerks	67	12.2
Sales / personal service staff	68	12.3
Machine operators / drivers	6	1.1
Labourers/worker	319	57.9
<b>Total</b>	<b>551</b>	<b>100.0</b>

Workers without support were commonly employed on a permanent regular basis (84%).

**Table 3.32: Workers without support: employment basis, 1995**

Employment basis	Number of workers	Per cent
Permanent regular	461	83.7
Other	90	16.3
<b>Total</b>	<b>551</b>	<b>100.0</b>

To summarise, workers without support during the 1995 calendar year differed in a number of ways from the 18,527 clients who had received support (Table 3.33). Workers without support were more likely than clients receiving support to be from the primary disability types 'hearing' and 'physical', and have CETP funded placements.

Compared with clients receiving support workers without support were less likely to:

- be in the 15 to 19 year age group;
- have primary disability types 'intellectual/learning' and 'psychiatric';
- require continual ADL assistance,
- have ISJ funded places in open employment.

**Table 3.33: Differences between workers without support and clients with support, 1995**

	Workers without support	Clients with support
<b>Total number</b>	551	18,527
<b>Sex</b>		
• Male	66%	66%
• Female	34%	34%
<b>Age</b>		
• 15–19	7%	18%
<b>Primary disability type</b>		
• Hearing	12%	4%
• Intellectual	50%	55%
• Physical	21%	12%
• Psychiatric	7%	18%
<b>Frequency of ADL assistance required</b>		
• Continual	3%	10%
<b>Other disability</b>		
• Presence	10%	23%
<b>Funding type</b>		
• CETP	86%	67%
• ISJ	9%	25%

