

# CONFRONTING THE CHALLENGE

The future care and support workforce

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# DEFINING THE CHALLENGE



**1. MARKET**

**2. WORKFORCE**

# GLOBAL CHALLENGE

- The World Health Organization estimates that there will be a shortage of 15 million health and care professionals by 2030.
- All countries, regardless of their level of development, face challenges in training, recruitment and the distribution of their workforce.

# GLOBAL DRIVERS

- Shortages of health and care workers
- Insufficient recruitment
- Problems with retention of workers
- Difficulties in attracting workers to work in rural, remote or poor urban zones
- Increased internal and international mobility
- Skills mismatches
- Unattractive employment and working conditions

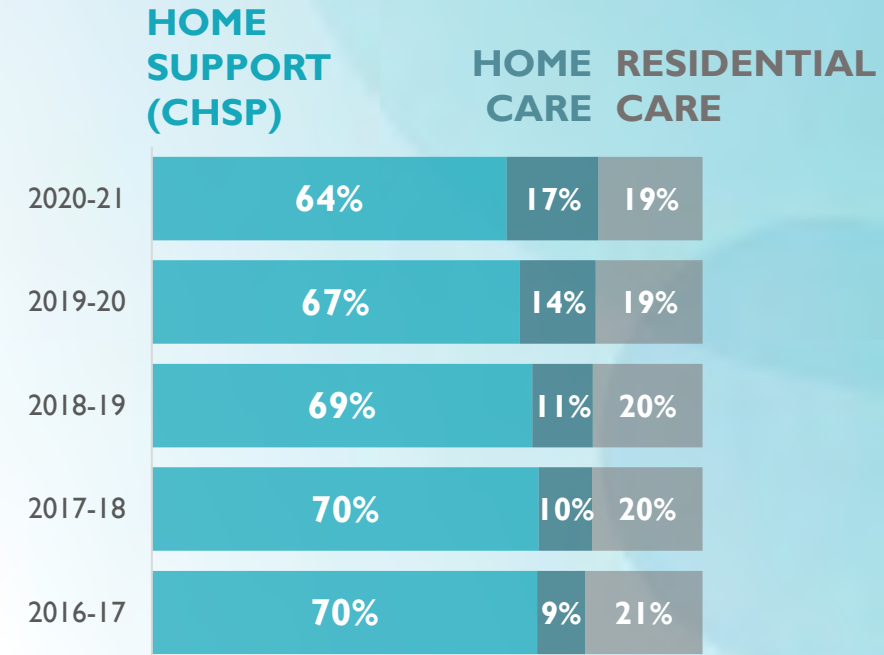
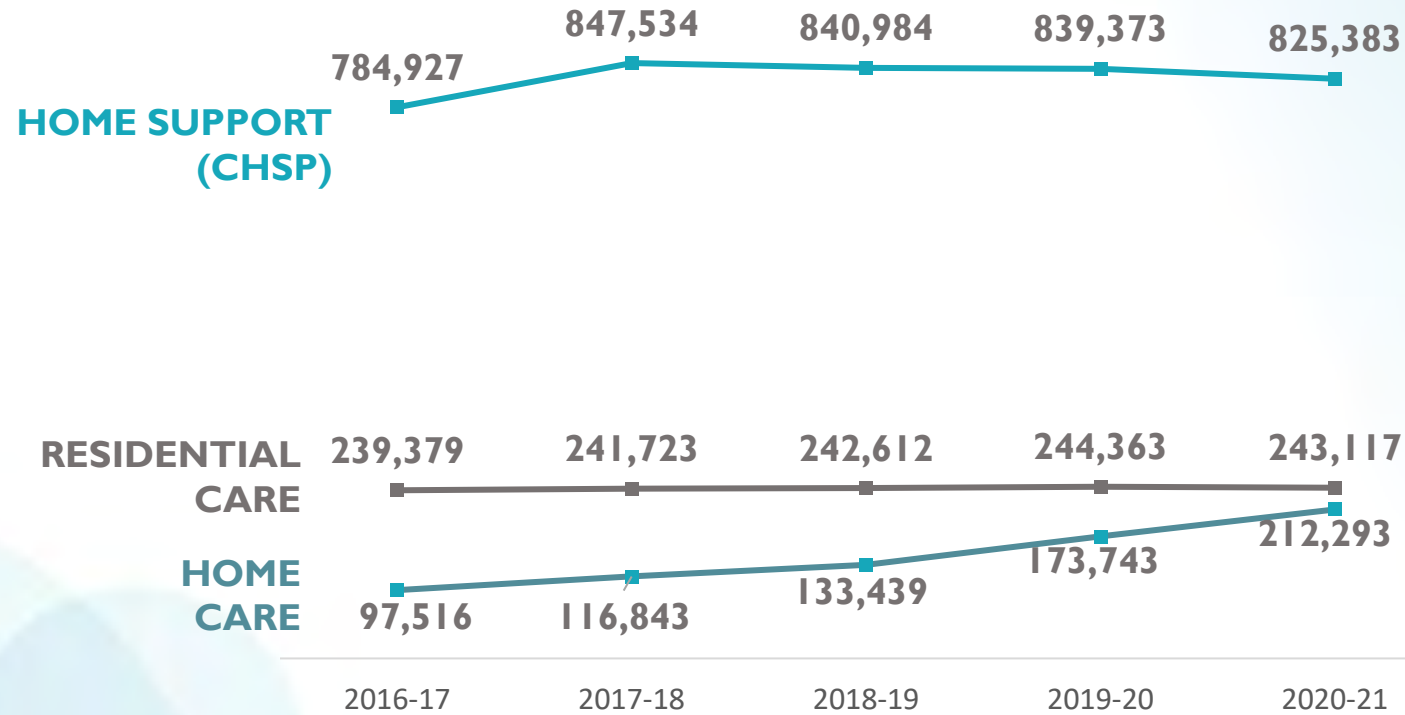
# GLOBAL DRIVERS

- Lack of gender-responsive policies
- Inadequate health and care workforce and governance mechanisms
- Lack of strategic planning
- Insufficient investment in the development of the health and care workforce

# GLOBAL CHALLENGE

- The number of people aged over 80 years will climb from over 57 million in 2016 to over 1.2 billion in 2050 in 37 OECD countries.
- Keeping the current ratio of five care workers for every 100 people aged 65 and older across OECD countries would imply that the number of workers in the health and care sector will need to increase by 13.5 million by 2040.

# AGED CARE USE

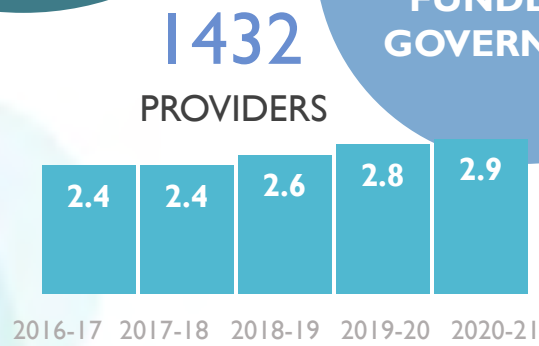


**4.38** MILLION  
**65+ AUSTRALIANS**  
 CENSUS 21

# AGED CARE FUNDING

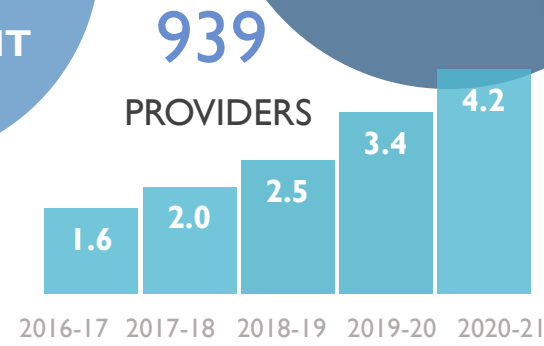
(BILLION \$AUD)

**\$23.6bn**  
WERE SPENT ON  
AGED CARE BY ALL  
GOVERNMENTS IN  
2020-21



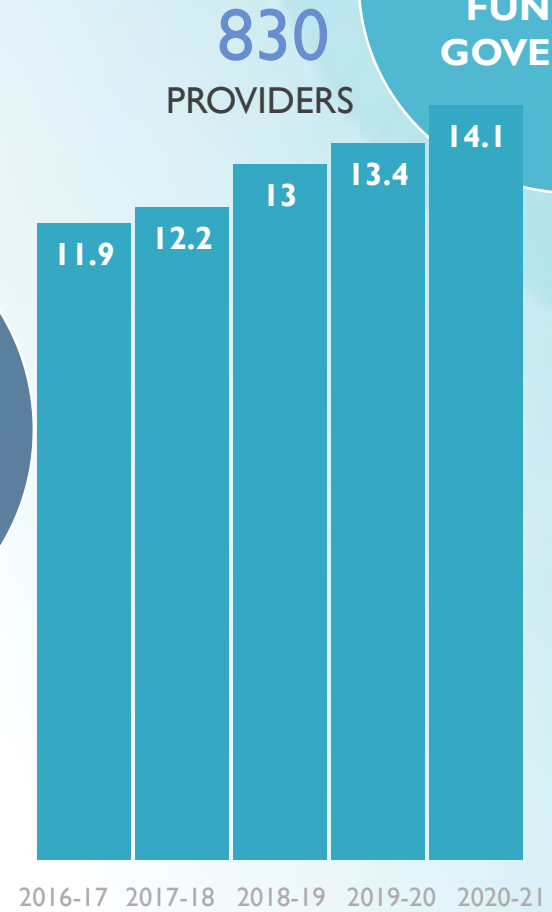
HOME SUPPORT

**92%**  
FUNDED BY  
GOVERNMENT



HOME CARE

97%  
96%  
94%  
93%  
**98%**  
FUNDED BY  
GOVERNMENT



RESIDENTIAL CARE

**73%**  
FUNDED BY  
GOVERNMENT

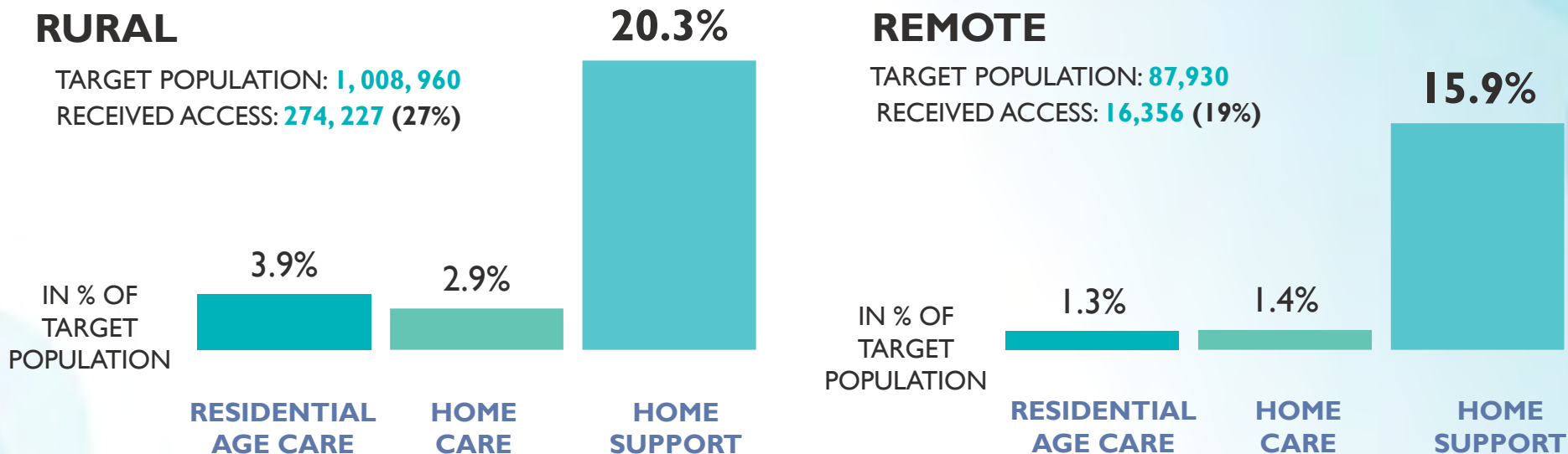


# PROPORTION OF TARGET POPULATION\* USING AGED CARE SERVICES IN RURAL/REMOTE AREAS, 2019-2020



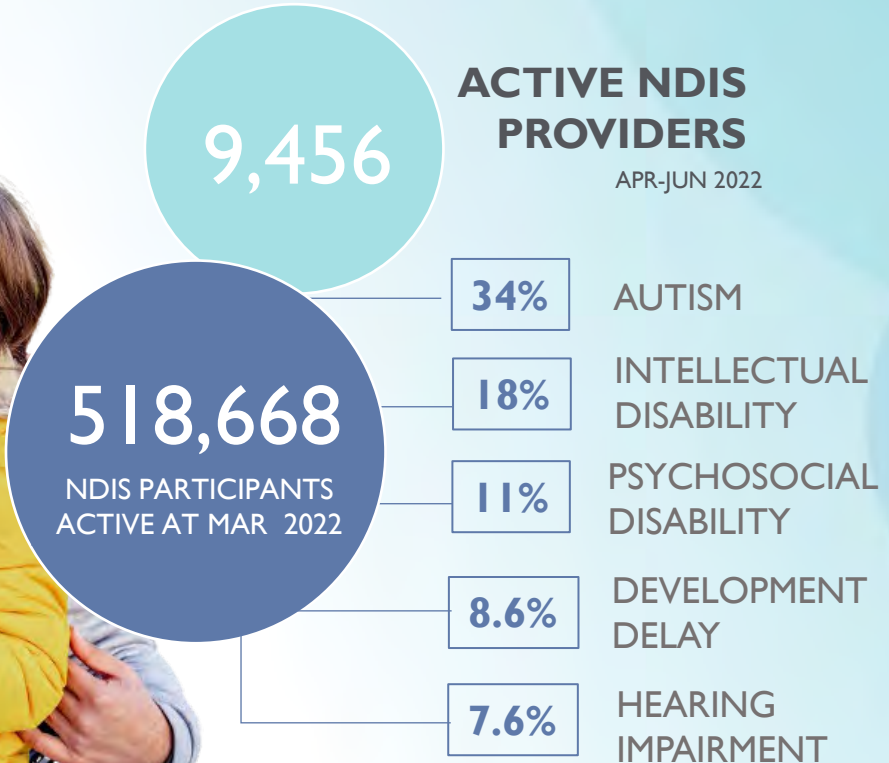
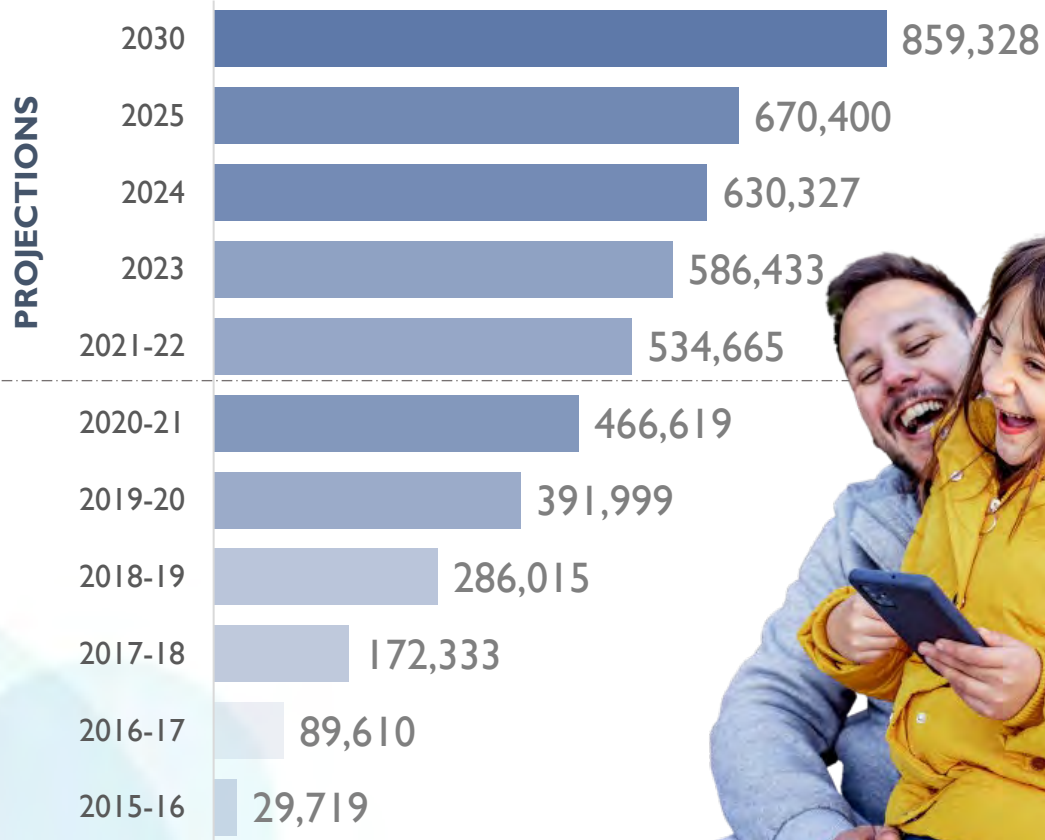
MORE THAN  
**1 IN 4**

(25.6%) AUSTRALIANS IN THE AGED CARE TARGET POPULATION LIVE IN RURAL OR REMOTE COMMUNITIES



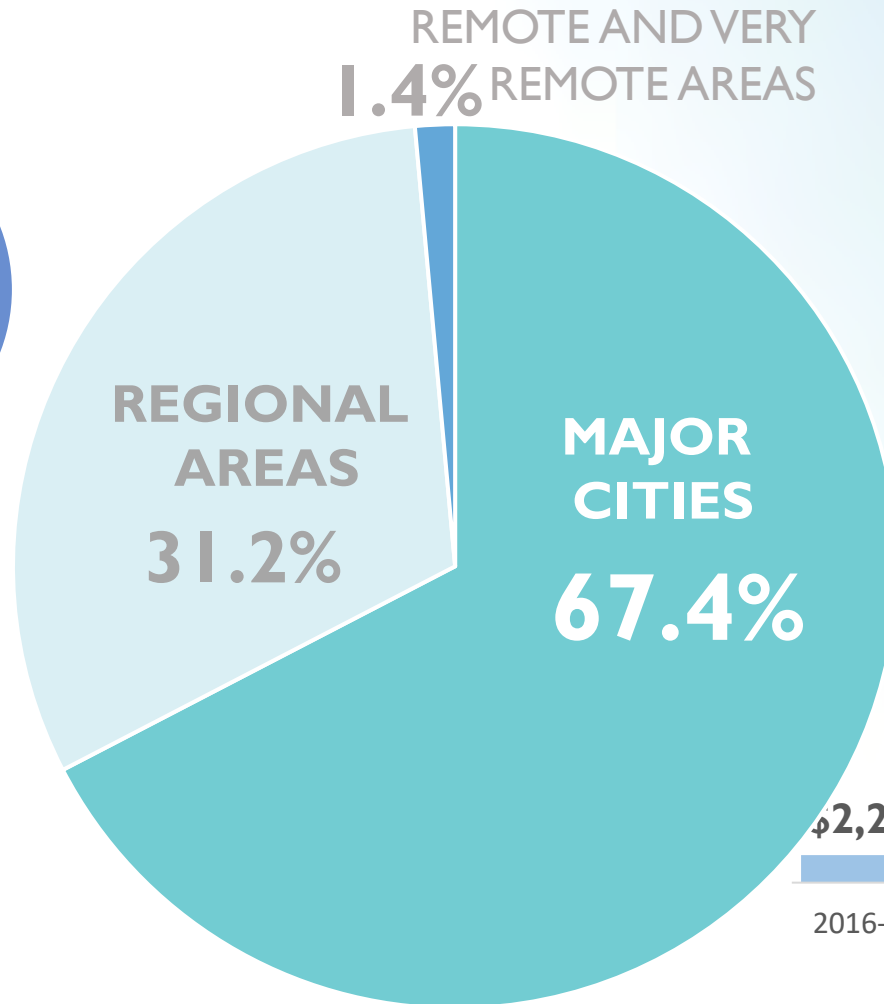
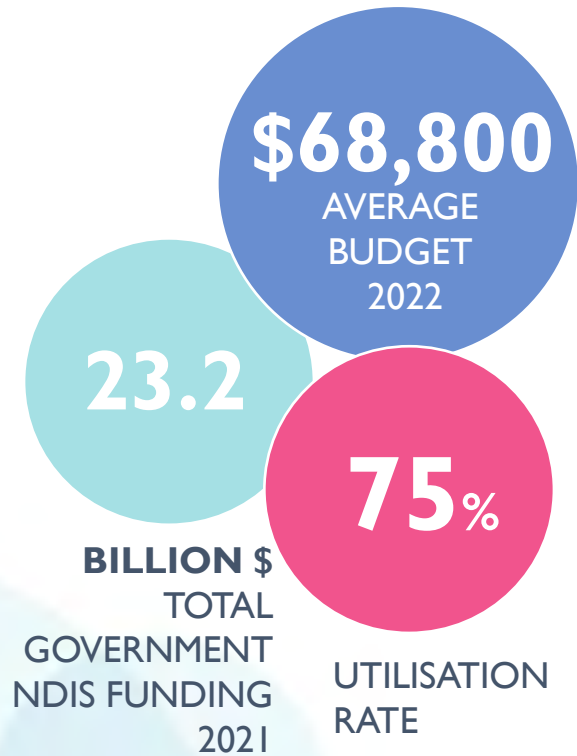
\*Aged care target population includes people aged 65 and over and ATSI people aged 50 and over

# NDIS PARTICIPANTS



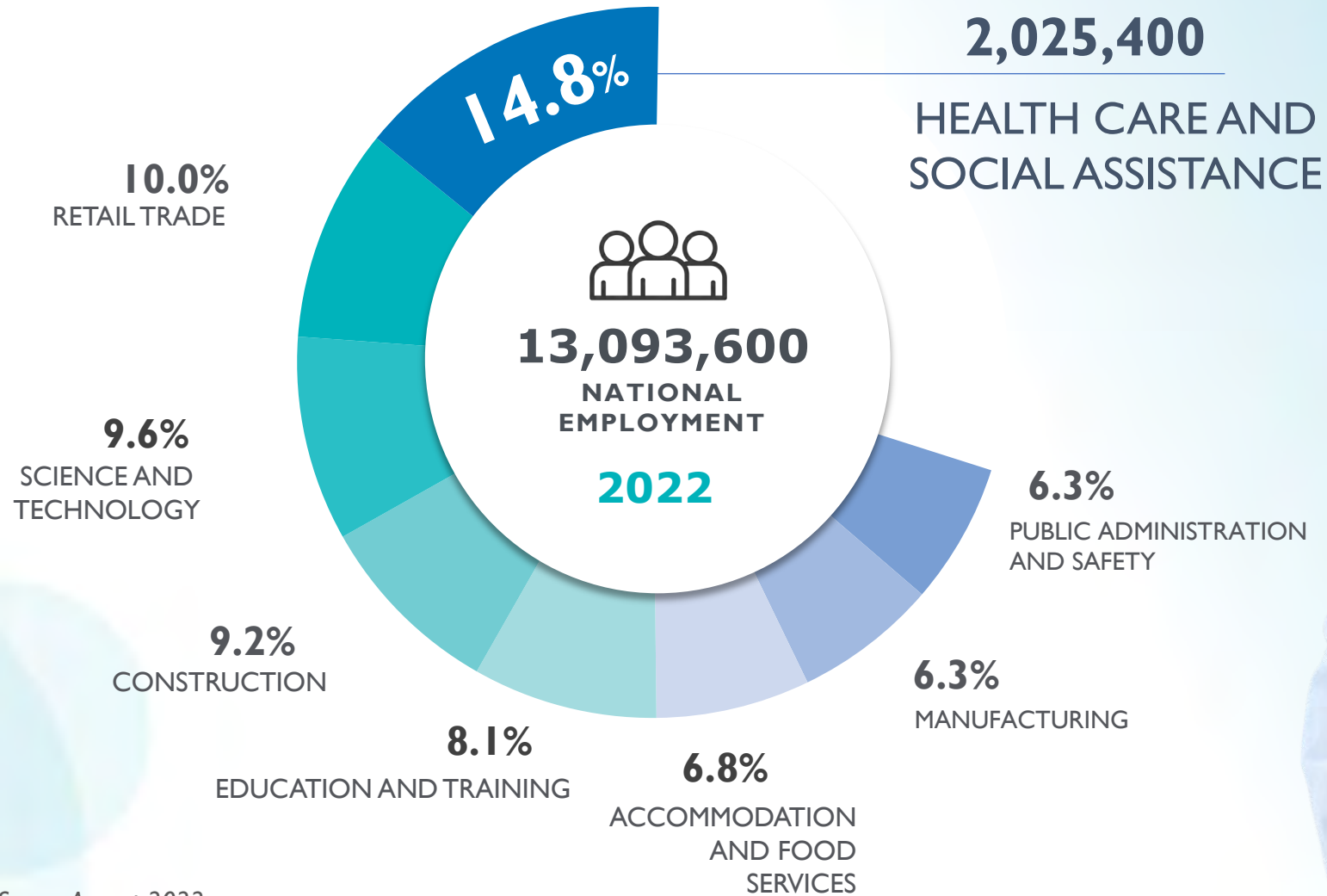
Source: Report on Government Services 2022, <https://data.ndis.gov.au>

# NDIS PLANS AND PAYMENTS



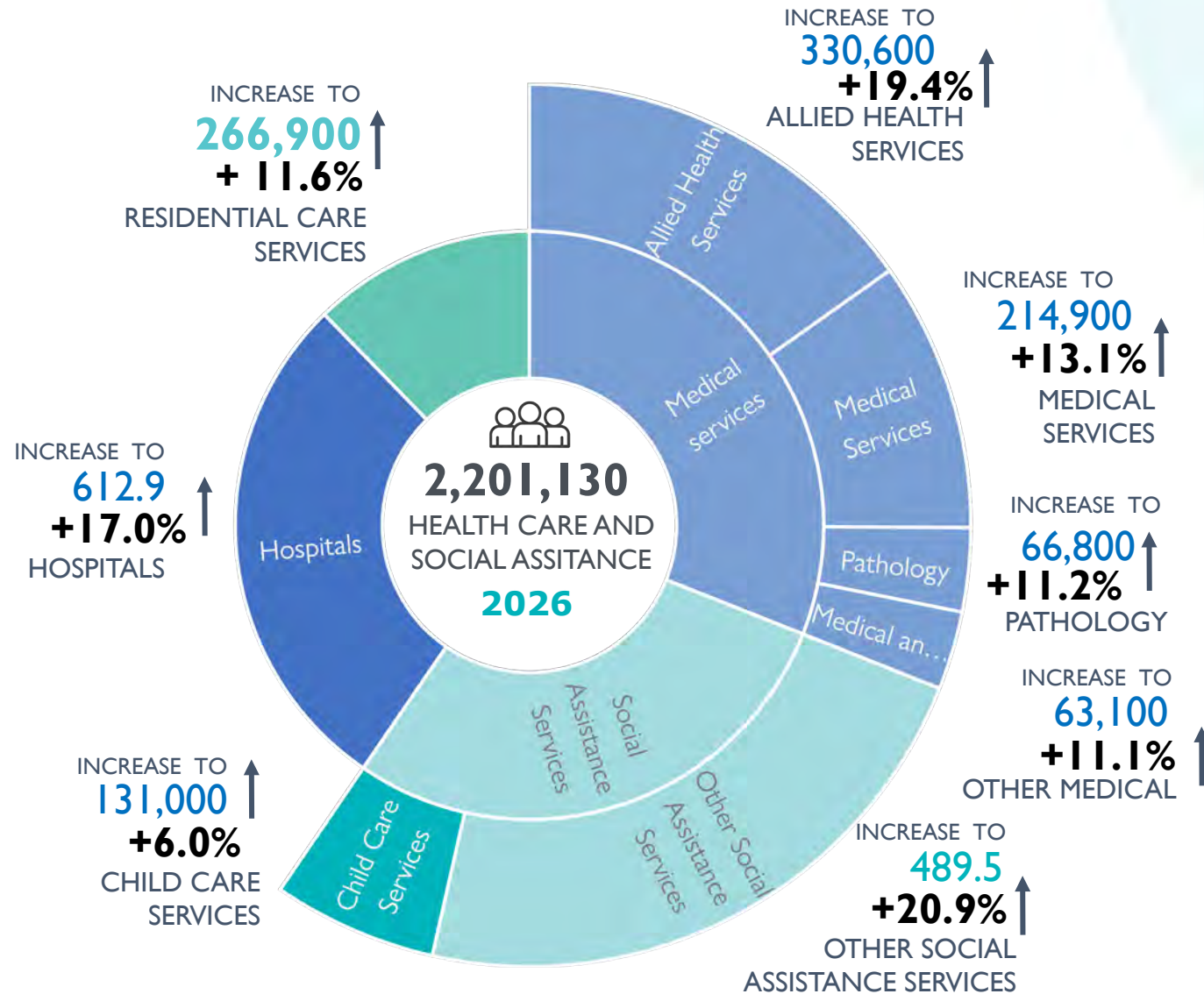
**Source:** NDIS Quarterly Report to disability ministers 30 June 2022, Participants across remoteness classifications, 2020 NDIS

# AUSTRALIA LARGEST INDUSTRIES 2022



Source: Labour Force Survey August 2022

# NATIONAL EMPLOYMENT PROJECTIONS 2026 HEALTH CARE AND SOCIAL ASSISTANCE

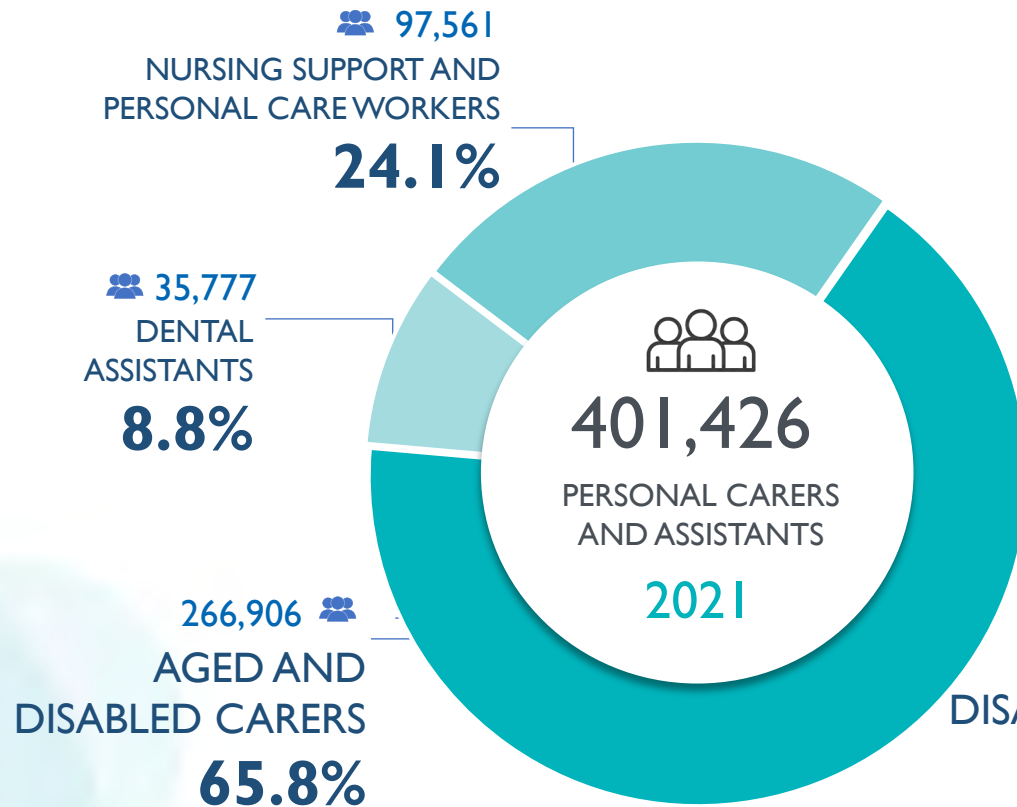


Source: National Skills  
Commission Projections  
Nov 2021-2026

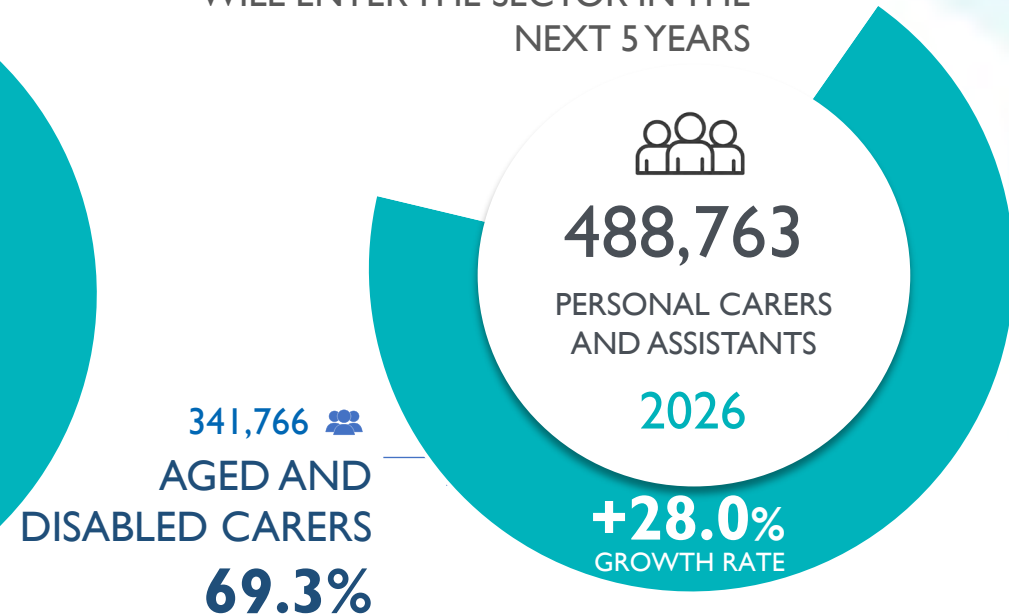


# NATIONAL EMPLOYMENT PROJECTIONS 2021-2026

## PERSONAL CARERS AND ASSISTANTS - ANZSCO 4231



**+74,859**  
NEW AGED AND DISABLED CARERS  
WILL ENTER THE SECTOR IN THE  
NEXT 5 YEARS

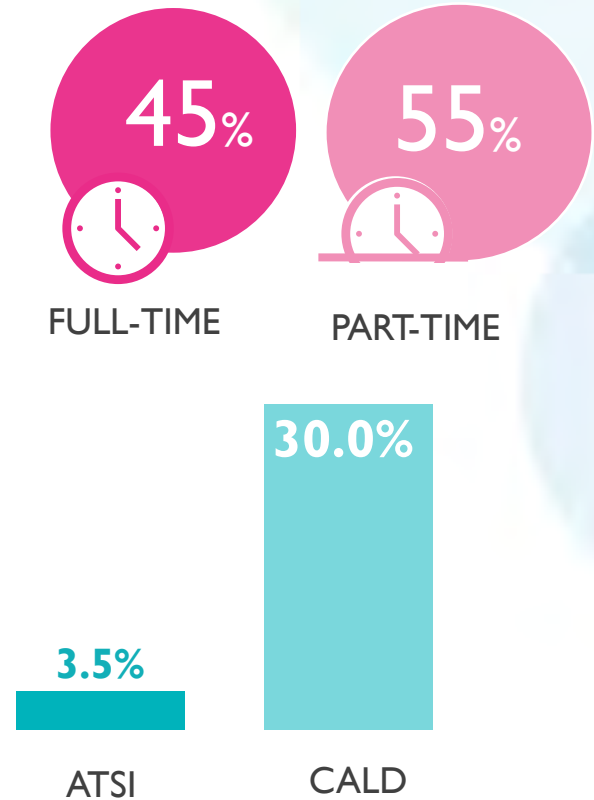
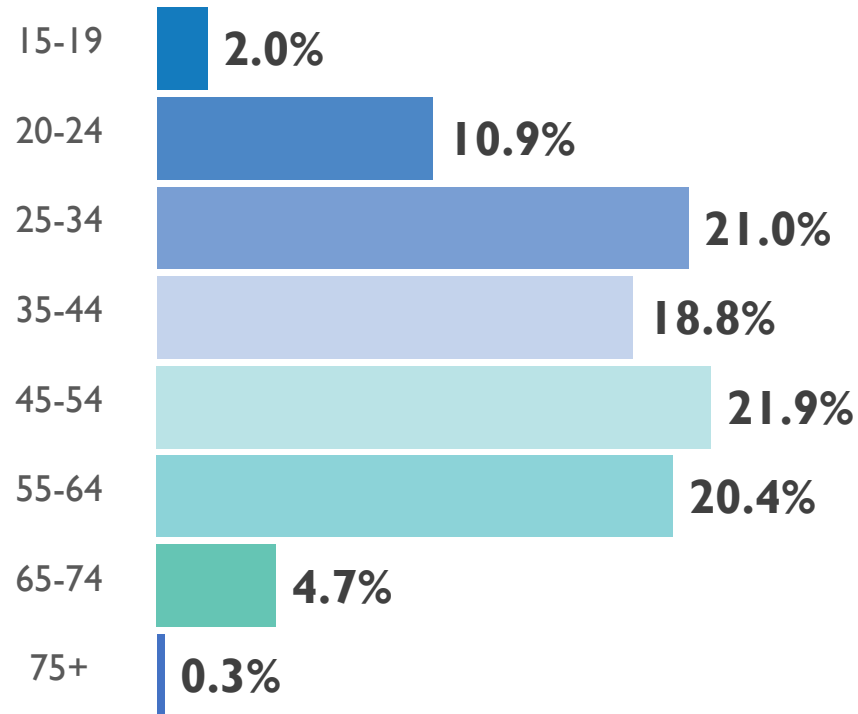


# AGED AND DISABILITY CARE WORKFORCE



**270,373**

AGED AND DISABLED  
ANZSCO 4231 CARERS  
NATIONALLY



Source: Labour Force Survey August 2022, Census 2021

# WEEKLY EARNINGS (\$)



**NATIONAL AVERAGE**  
**NATIONAL HEALTH CARE AND SOCIAL ASSISTANCE**

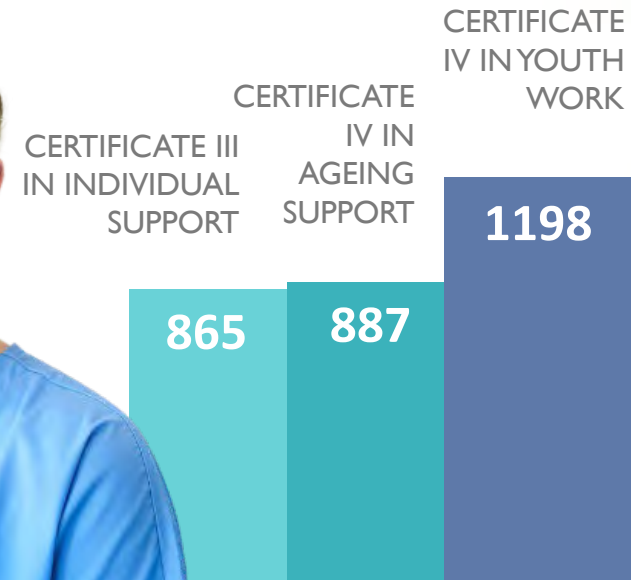


Full-time,  
Non-managerial

**ANZSCO 423  
PERSONAL CARERS  
AND ASSISTANTS**



- Equivalent Annual / 52 weeks
- Median salary of those employed in first full-time job after training (\$)



VET Qualification Completers 2021\*

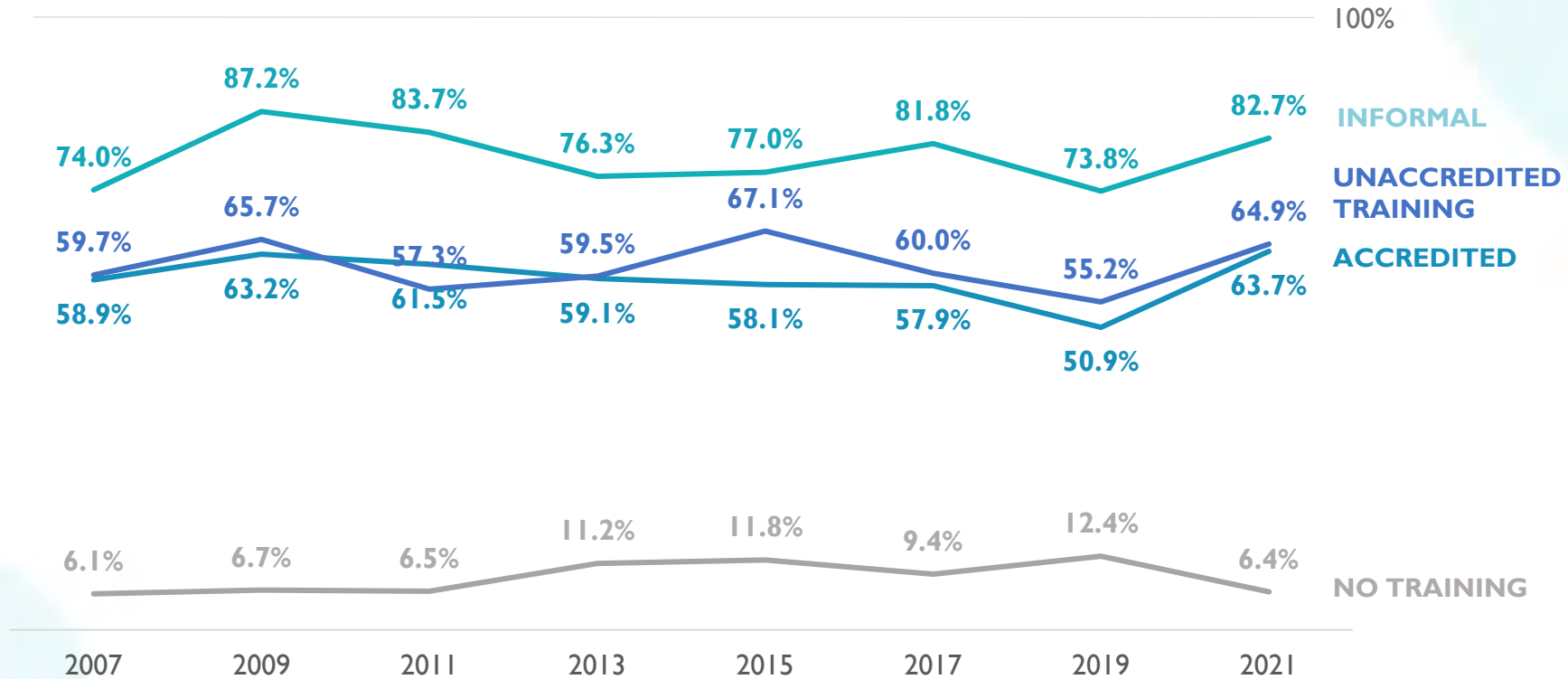
Source: ABS Employee Earnings and Hours, Australia May 2021





# EMPLOYERS TRAINING USE

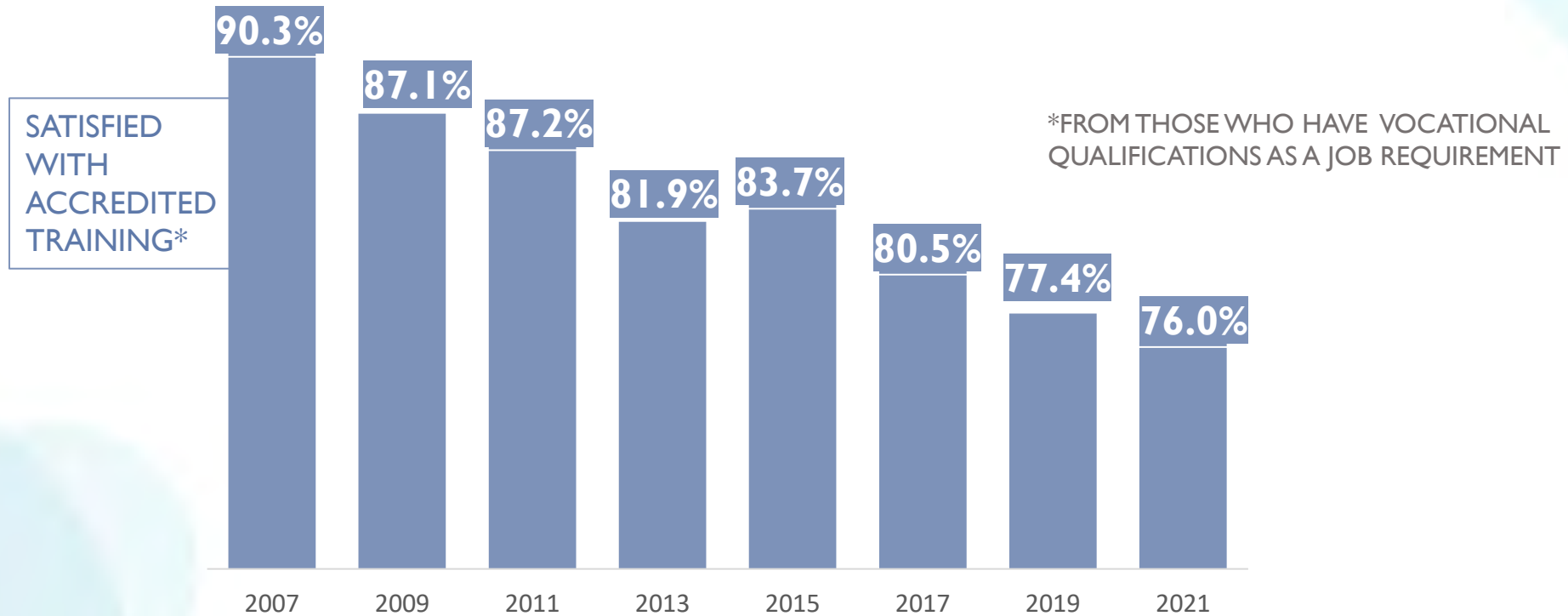
HEALTH CARE AND SOCIAL ASSISTANCE 2021



Source: Employers' use and views of the VET system NCVET 2021

# EMPLOYERS TRAINING SATISFACTION

HEALTH CARE AND SOCIAL ASSISTANCE 2021

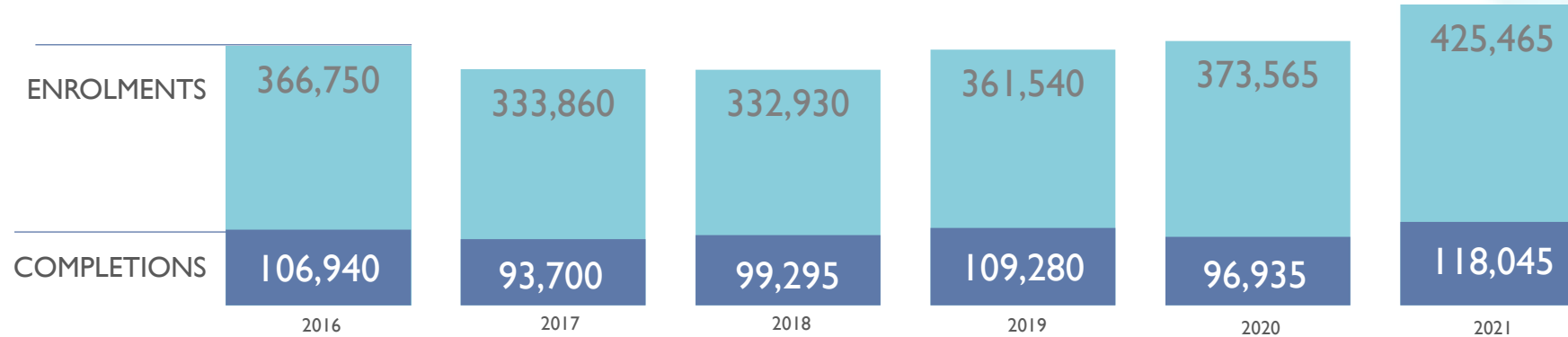


Source: Employers' use and views of the VET system NCVET 2021

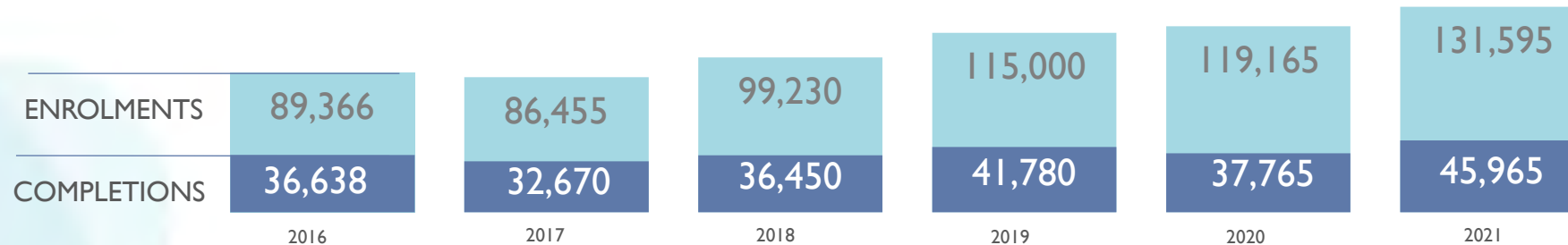
# ENROLMENTS / COMPLETIONS VET



## CHC COMMUNITY SERVICES TRAINING PACKAGE



## CERTIFICATE III IN **INDIVIDUAL SUPPORT** + IV IN **DISABILITY / AGED CARE / AGEING SUPPORT**



Source: TVA NCVET 2021, VET qualification completion rates NCVET, 2019



**Robots:** social companion robots, robots to help with care (lifting patients)



**Electronic health records**



**Education:** technologies to provide virtual training for caregivers and providers



**Remote monitoring:** technologies to remotely control health conditions



**Wearables:** technologies worn by residents to provide reminders, information about health conditions, or to locate them



**Family caregiver support:** technologies to provide virtual peer support



**Online care management:** technologies to collect and analyze data, or to support care planning and transitions



**Home-to-clinic communication:** technologies to keep residents connected to family, caregivers, and healthcare providers



**Staffing and recruitment:** technologies to help identify candidates best suited for certain LTC positions, to support shift scheduling and to locate staff



**Family/home health management:** technologies to support the operations of LTC homes (business growth, caregiver management, care delivery and operational optimization)



**Documentation:** technologies to help capture new data to improve staff's understanding of residents' behaviours and manage day-to-day tasks



**Patient-employer engagement:** technologies to measure and improve residents' satisfaction



**Alarms and alert systems:** technologies to detect falls, or to detect significant social and/or health changes that might signal a need for intervention



**Assisted living technologies:** technologies supporting the independence and quality of life of residents

