

ACECQA Shaping our Future Workforce Forum

Emma King CEO, HumanAbility



HumanAbility is a Jobs and Skills Council funded by the Australian Government Department of Employment and Workplace Relations for the Aged and Disability Services, Children's Education and Care, Health, Human Services, and Sport and Recreation industries.



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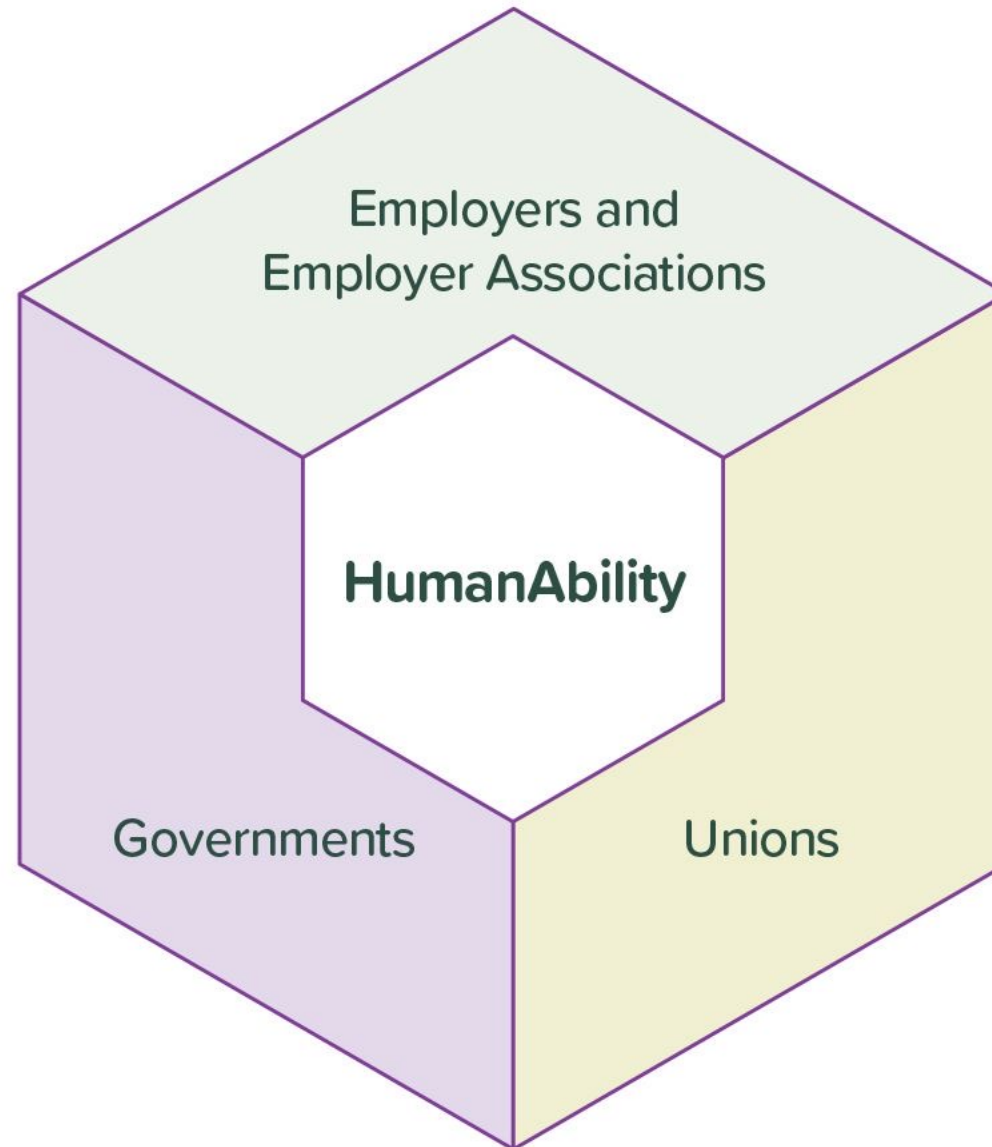
Jobs and Skills Councils (JSCs) are a national network of industry owned and led organisations, designed to provide leadership in addressing national skills and training needs.

They enable industry to have a strong and strategic voice within the VET sector as part of broader government-led skills reform.

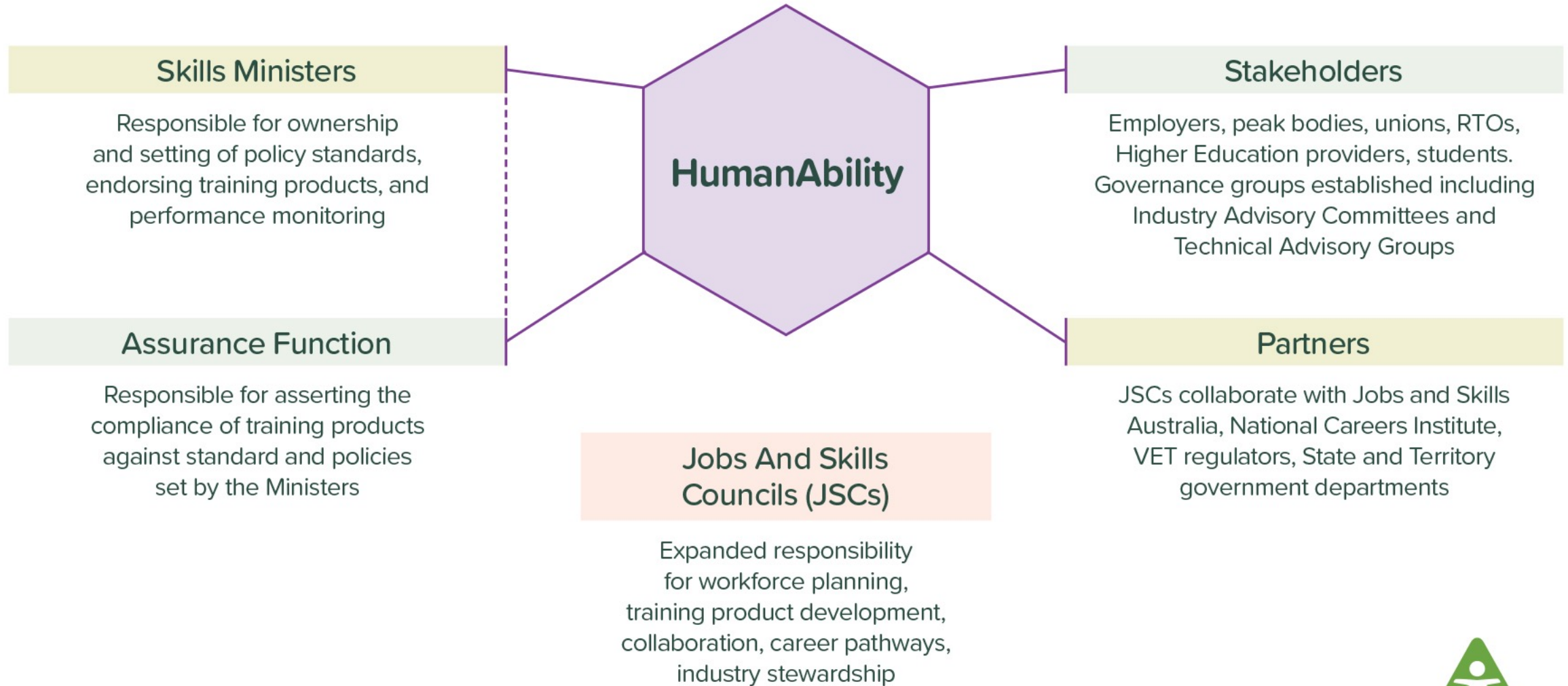


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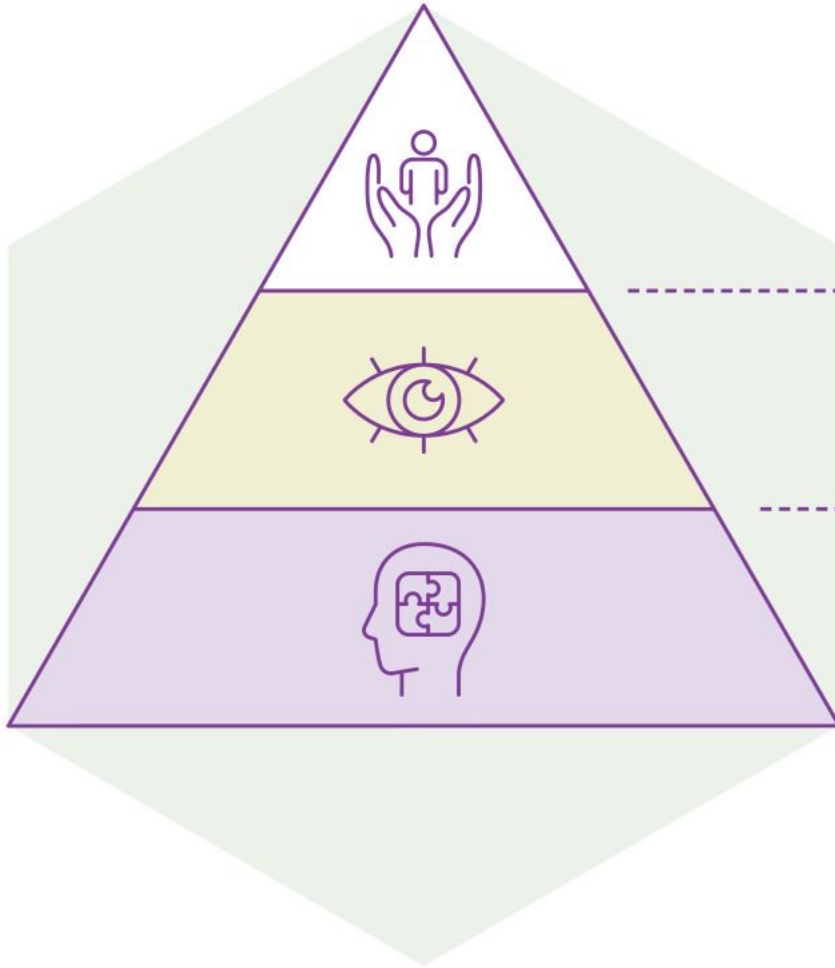
Stakeholders



The Eco-system



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Purpose

To lead and advocate for the development of skilled and sustainable workforces that meet community needs.

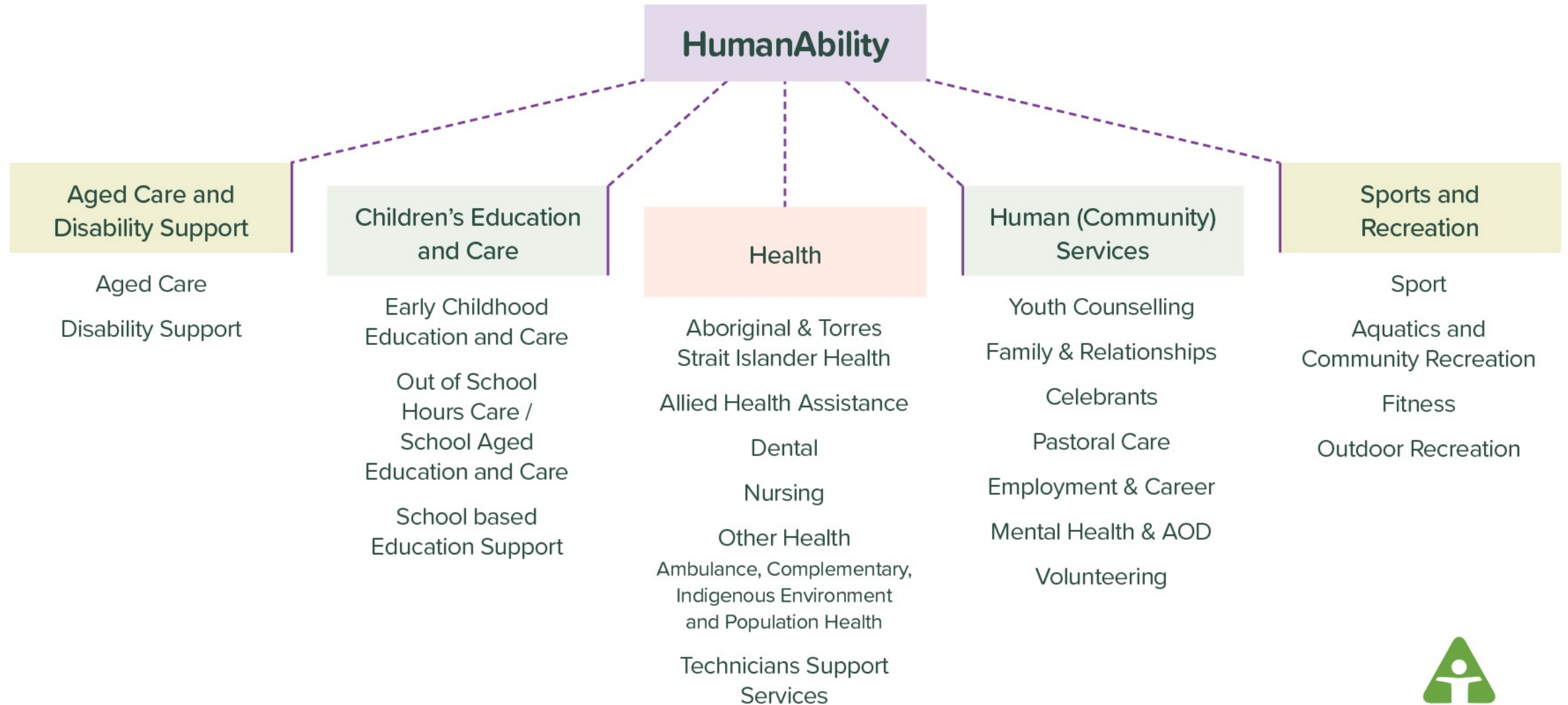
Vision

Our industries thrive – attracting and retaining people who are prepared, recognised and valued for their expertise.

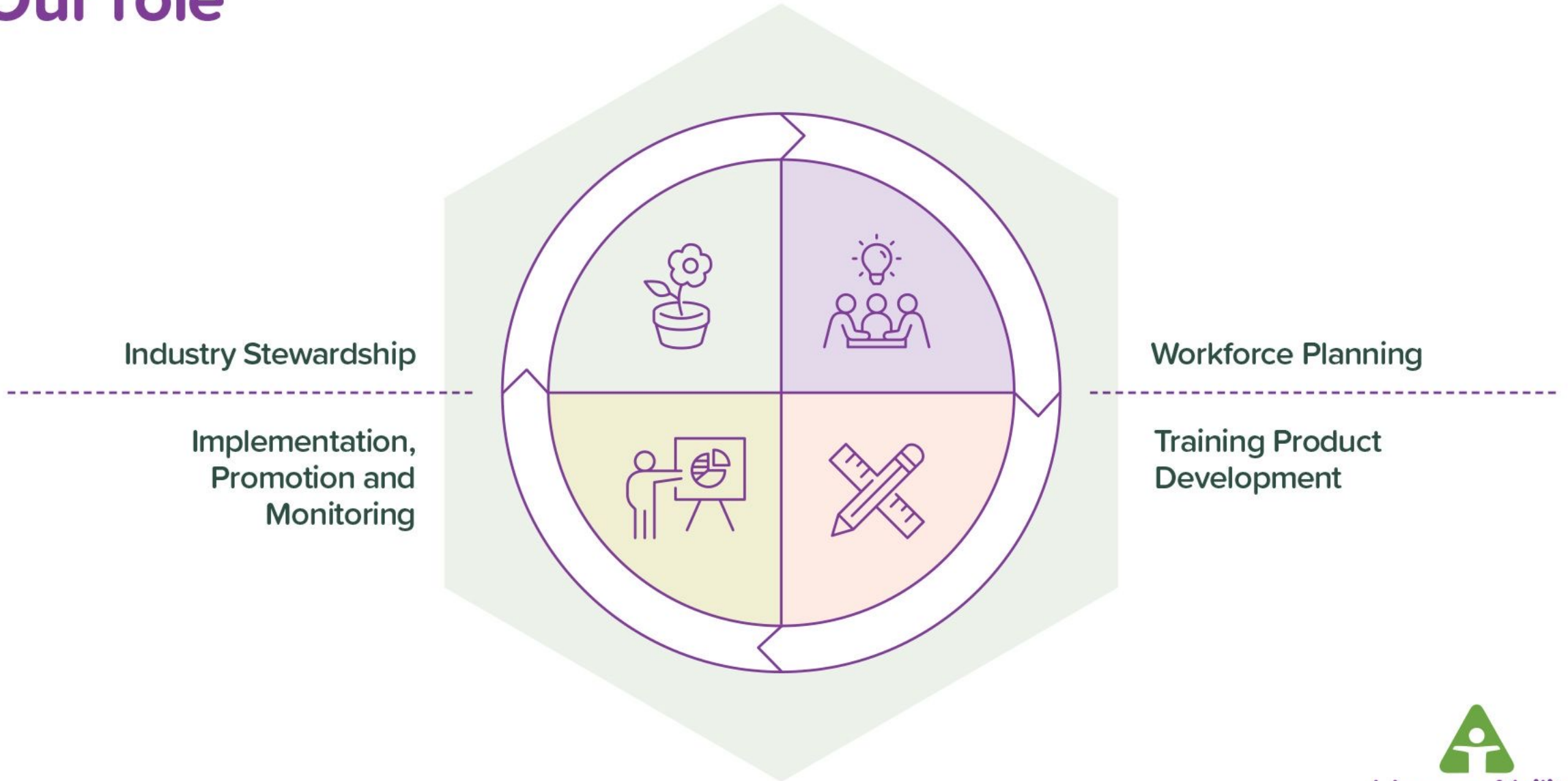
Values

Inclusive – Innovative – Accountable

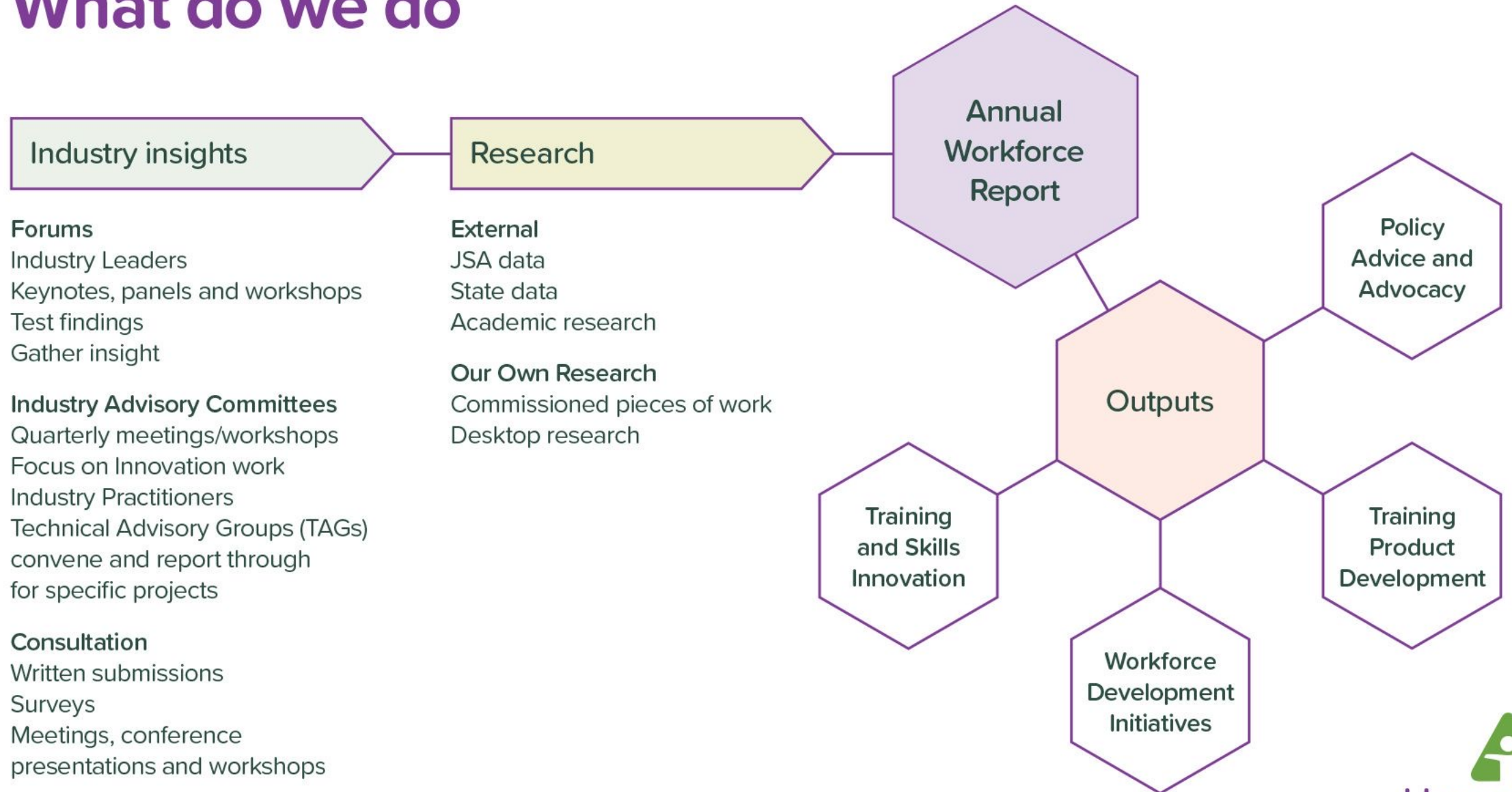
Our Sectors



Our role



What do we do



Workforce Planning



Key findings

The scale of our workforce is officially a mega-trend

Over 2 million
Australians are employed in our sectors.

15% of Australia's workforce, collectively we are the largest employing industry.

Tens of thousands of volunteers contribute significantly.

Health and education generate **13% of Australia's industry output.**

Demand increasing

One of five 'significant forces' identified in the Government's 2023 Intergenerational Report.

Workforce needs to double

To meet demand in the next 40 years.

Home-based delivery

Eg. Aged care has had almost a 300% increase in home care recipients over the last 10 years (2012–2022).

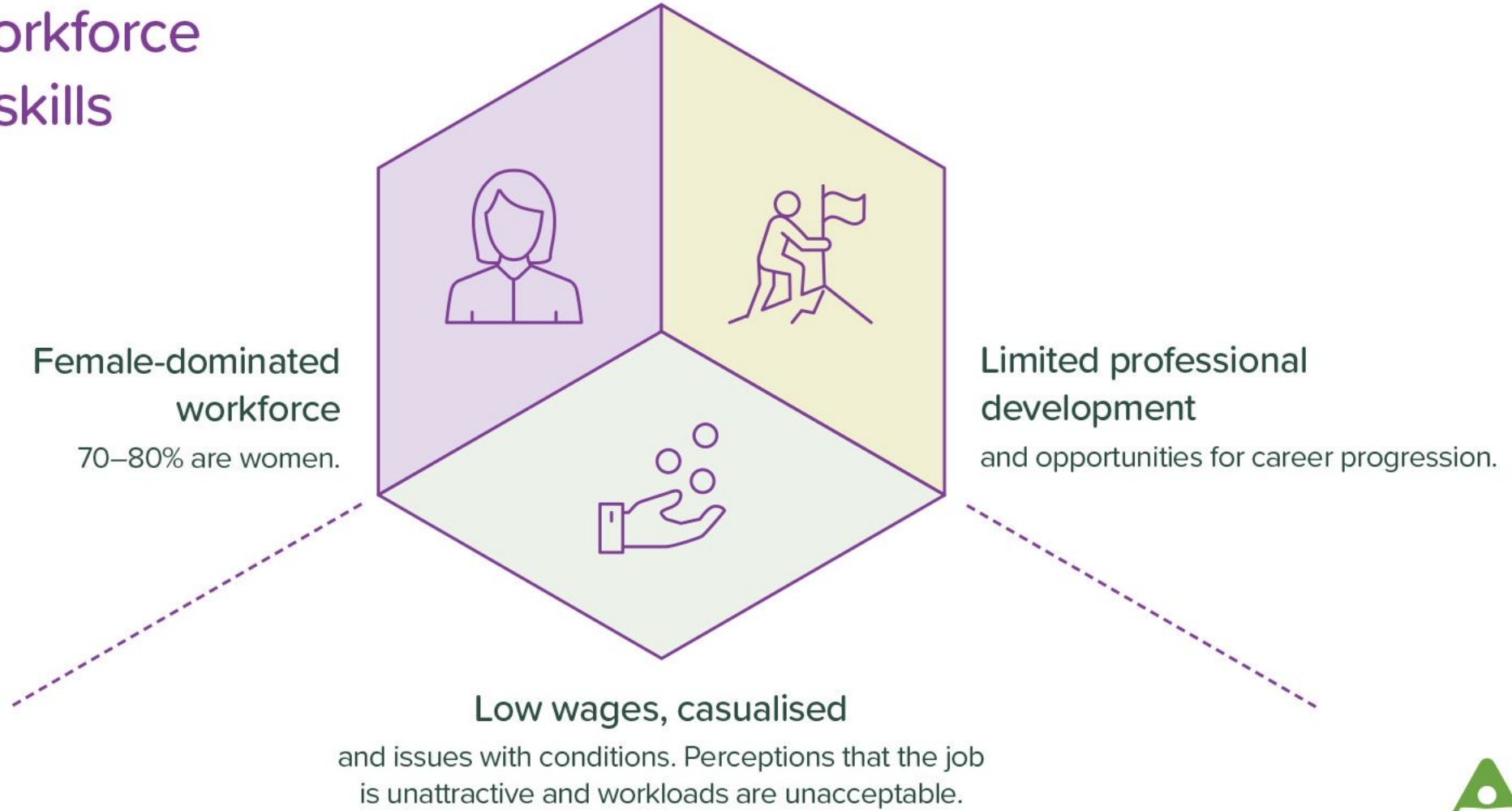
System Changes

Eg. NDIS active participants increased by 14% in the last 12 months (2021–22 to 2022–23).

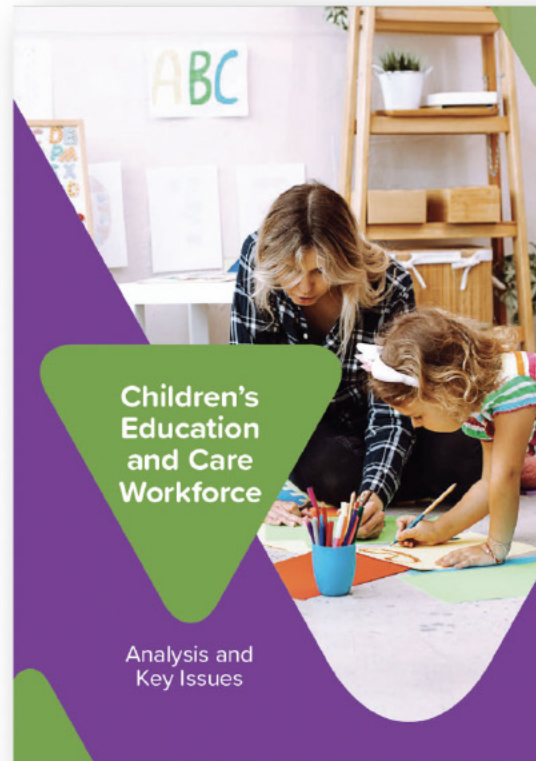


Key findings

Ongoing workforce issues and skills shortages



Industry-specific information



Workforce Estimates*

- 350-400k Aged Care
- 325k NDIS workforce
- 2.8m Informal Carers
- Large volume of Volunteers and Informal Carers
- Highly feminised, casualised workforce

Snapshot: Trends in care needs*

Aged Care

- 300% increase in home care recipients in past decade
- 8.2% increase in permanent residential aged care in past decade

Disability Services*

- NDIS grown from 30,000 to 660,000+
- 14% increase in NDIS active participants in past 12 months

Snapshot: Staff Turnover*

Aged Care

- Over 25% of direct care staff leave after one year
- 25% of RN's left residential aged care employment over one year
- 30% of RN's and 26% of PCW's left Homecare employment over one year

Disability services

- 15% - 25% average annual staff turnover
- 181,000 to 292,600 workers expected to leave over next 3 years

Data sources: as published in Shortell and Skill Gaps: Navigating Workforce Pressures in the Care and Support Sectors, available [humanability.com.au](https://www.humanability.com.au)

Workforce Estimates



216,000

Early Childhood
Education and
Care workers

27,000

Out of School
Hours Care
workers



100,000

Education
Support
workers

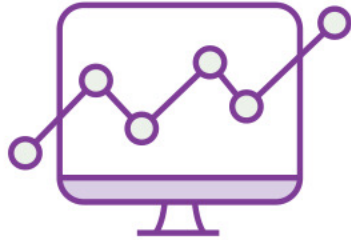
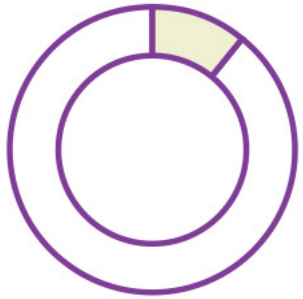
Highly
feminised
workforce



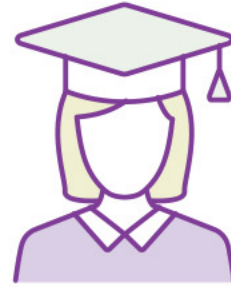
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Snapshot: OSHC Worker Profile

11%
OSHC workers
in full time
employment

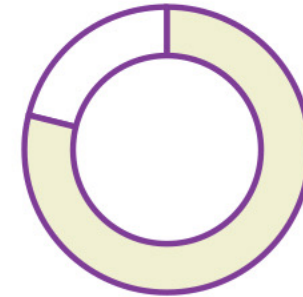


24 years
Median age
of OSHC
worker

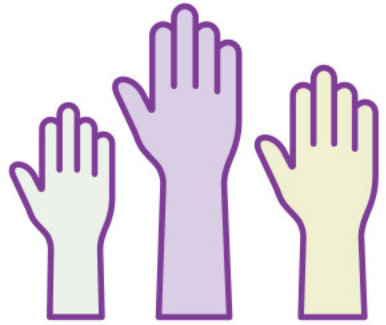


48%
Highest
education is
Year 12 and
below

79%
of workers
are women



Snapshot: Skills in demand for CEC



76–82%
lead or
coordinate
a team

Teamwork
is among
the **top 3**
in demand
skills



43–48%
of CECs value leadership,
risk-taking and business
decision making

Key workforce challenges

- Ongoing labour shortages
- Concerns about provision of services in regional and Aboriginal and Torres Strait Islander communities
- Multiple skills gaps
- Poor professional recognition and remuneration
- Existing skilled migration schemes are not being fully utilised
- OSHC and Education Support – distinct policy and operating environments
- Realising the potential of VET and pathways

Key gaps in evidence

A need...

To better understand supply side of labour market

To better understand delivery and access to training

To better understand interactions between segments

To build opportunities for pathways between VET and Higher Education



Building on this analysis – next steps

Areas of focus are indicative only.

Stakeholder consultations will guide and inform priorities for the development of strategies to address the key workforce issues to inform a more comprehensive Workforce Plan for the sectors.



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Building on this analysis – next steps

- Investigate strategies to address labour shortages in regional, rural and remote areas.
- Work with State and Territory Government and bodies to identify key challenges and regional factors presenting obstacles to workforce growth and opportunities for expansion.
- Develop micro-credentials in priority areas including leadership and management skills.
- Work with employers, industry, students and providers to identify learnings from the implementation of the sector's VET qualifications and identify priorities for reform.

Building on this analysis – next steps

- Collaborate with JSA to address gaps in evidence and data that can inform interventions to influence labour and skills supply.
- Examine flow between segments of the CEC sector and the flow of workers between school, VET and higher education sectors to identify ways to strengthen and streamline pathways to ease labour and skill shortages.
- Explore how other service and client focused industries with similar challenges and feminised workforces both across and beyond HumanAbility's coverage, are addressing the challenges and increasing work value, with a view to adopting cross-sector approaches.



Thank you



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