

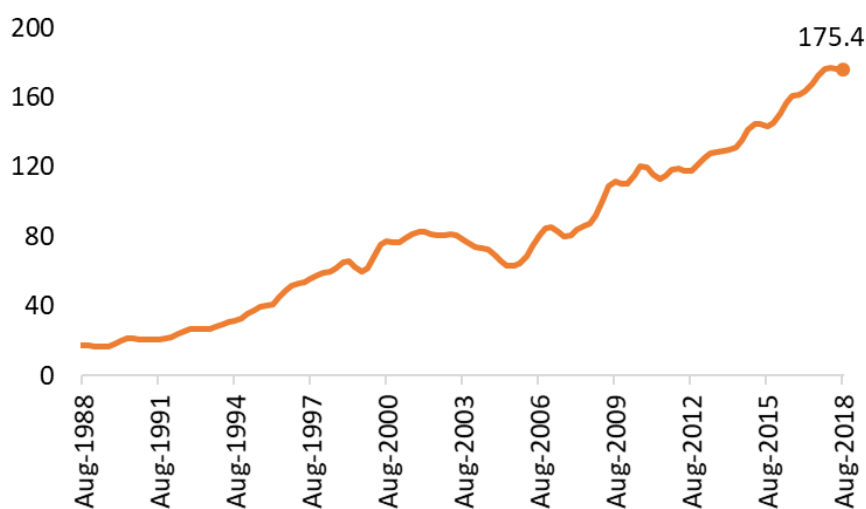


## Skills in demand for Aged and Disabled Carers

Aged and Disabled Carers provide general household assistance, emotional support, care and companionship for aged and disabled persons in their own homes<sup>1</sup>. Tasks Include: accompanying aged and disabled persons during daily activities, assisting with mobility, preparing food for clients, arranging social activities, performing housekeeping tasks such as cleaning, assisting in personal hygiene/dressing, providing companionship/emotional support, may run errands and may live in with the person.

In August 2018, there were 175,400 people employed as Aged and Disabled Carers, accounting for 1.4 per cent of employment across all occupations (Figure 1).

**Figure 1. Employment, Aged and Disabled Carers ('000)**



Source: ABS, Labour Force, Australia, Detailed, Quarterly, cat. no. 6291.0.55.003, Department of Jobs and Small Business trend.

### Past and projected future employment growth is robust for Aged and Disabled Carers

Employment growth over the past 10 years for this occupational group has also been notably stronger than that recorded across all occupations (see Table 1). Of the 474 detailed occupational groups analysed, Aged and Disabled Carers recorded the:

- third largest rise in employment over the past 10 years, after General Clerks and Registered Nurses; and
- second largest rise in employment over the past five years, second only to Registered Nurses.

<sup>1</sup> Note: this does not include registered aged care nurses who care for people in aged care facilities.

**Table 1. Annualised employment growth over the past 1, 2, 5 and 10 years to August 2018 and projected future growth (% growth per year)**

	1 Year	2 Years	5 Years	10 Years	Projected to May 2023
Aged and Disabled Carers	1.8%	4.5%	6.4%	7.2%	6.9%
All Occupations	2.5%	2.7%	2.0%	1.6%	1.4%

Sources: ABS, Labour Force, Australia, Detailed, Quarterly, cat. no. 6291.0.55.003, Department of Jobs and Small Business trend; Department of Jobs and Small Business, 2018 employment projections, five years to May 2023. Note: the projected rate of growth differs from that quoted later as it has been annualised.

The growth in employment for Aged and Disabled Carers has been supported by population growth, the ageing of the population and, more recently, by the roll out of the National Disability Insurance Scheme.

High demand for Aged and Disabled Carers has also been reflected in the Internet Vacancy Index (IVI), with job advertisement counts for this occupation increasing by 33.2 per cent over the five years to August 2018.

Looking forward, the Department of Jobs and Small Business projects the largest employment growth across all detailed occupational groups, over the five years to May 2023, will be for Aged and Disabled Carers (up by 69,200 or 39.3 per cent). This rate of growth is far stronger than that projected across all occupations (7.1 per cent).

### Some skills are in particular demand by employers looking for Aged and Disabled Carers

According to Burning Glass data, in the year to August 2018, the most common skills (which includes job tasks and required competences) requested by employers in Aged and Disabled Carers job advertisements were<sup>2</sup>:

- First Aid (with 38 per cent of all job advertisements requesting the skill)
- Communication Skills (29 per cent)
- Caregiving (24 per cent)
- Cardiopulmonary Resuscitation (CPR) (14 per cent)
- Organisational Skills (11 per cent)
- Meal Preparation (10 per cent)
- Time Management (9 per cent)
- Home Care (8 per cent)
- Customer Service (6 per cent)
- Laundry (6 per cent)
- Activities of Daily Living (6 per cent)
- Building Relationships (6 per cent)
- Planning (6 per cent)
- Medication Assistance (5 per cent).

Many of these are employability skills (such as Communication Skills and Organisational Skills), while others require specific training or skills development (such as First Aid, CPR and Meal Preparation). Some skills (such as First Aid and Caregiving) are likely to be required in all positions for Aged and

<sup>2</sup> Source: Burning Glass Technologies. <http://www.burning-glass.com>. 2016. Burning Glass does not reflect the total number of job advertisements in the labour market as it does not include jobs advertised through online job boards not covered. In addition, the Department's research shows that around 20 per cent of vacancies are not advertised, with employers instead using methods such as word of mouth.

Disabled Carers and may therefore be implied even if they are not specifically requested in the job advertisement. On the other hand, some skills may be necessary for the specific position advertised and therefore more likely to be requested (such as Laundry).

Over the four years to August 2018 (timeframe of available data), the skills recording the largest increases in the proportion of job advertisements for Aged and Disabled Carers requesting them were Cardiopulmonary Resuscitation (CPR) (up by 8.9 percentage points), Time Management (7.4 percentage points), Customer Services (5.1 percentage points), Medication Assistance (4.3 percentage points), Activities of Daily Living Assistance (4.1 percentage points), Laundry (4.0 percentage points), Home Care (3.9 percentage points) and Meal Preparation (3.6 percentage points).

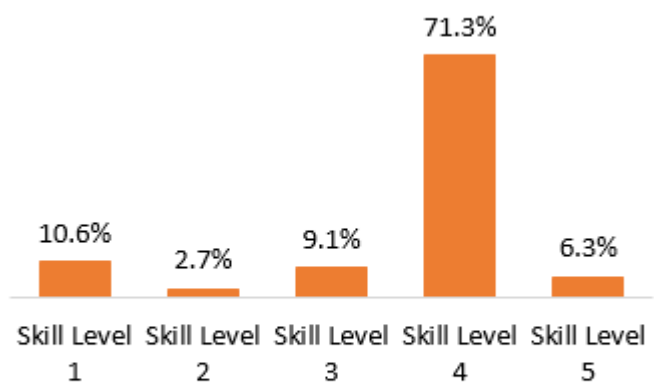
- The increase in demand for some of these skills (such as Laundry, Home Care and Meal Preparation) likely reflects rising demand for home based care services.

Aged and Disabled Carers are classified under the ANZSCO classification to be skill level 4 (commensurate with a Certificate II or III qualification, or at least one year of relevant experience).

According to Burning Glass data in the year to August 2018, 71.3 per cent of job advertisements for Aged and Disabled Carers requested a Certificate II or III, or at least one year of relevant experience in the field<sup>3</sup> (Figure 2). However, of these job advertisements, it is notable that the large majority were requesting a Certificate III. Further, there is evidence of the workforce becoming increasingly skilled, which may indicate a transition towards the occupation being commensurate with a higher skill level.

- Of those classed as skill level 1, the most frequent qualification highlighted was a Bachelor of Nursing (60 per cent).

**Figure 2. Job advertisement derived skill level (%)**



Source: Burning Glass Technologies, Department of Jobs and Small Business derivation of skill level based on employer request of educational attainment and/or number of years of experience required.

**The vast majority of job advertisements for Aged and Disabled Carers in the year to August 2018 were advertised by employers in the Health Care and Social Assistance industry (85.9 per cent)**

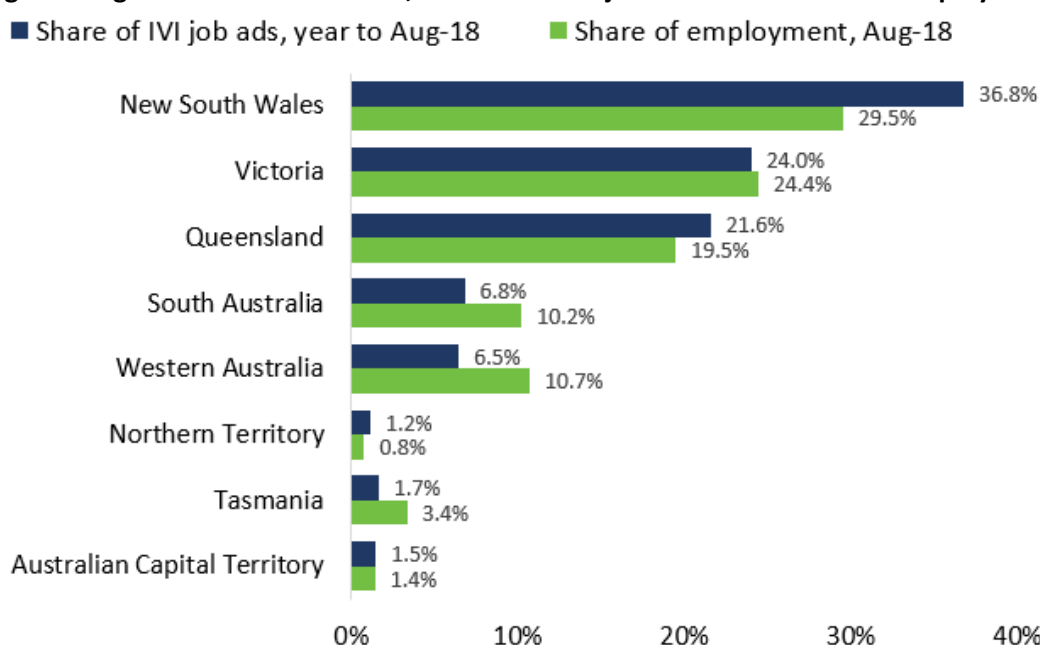
<sup>3</sup> Skill level data are only derived where the employer specifically mentions in the job advertisement a specific minimum requirement for education and/or experience required in the field. Some 39.6 per cent of all job advertisements for Aged and Disabled Carers did not have any of the information required to derive skill level.

## The largest number of job advertisements for Aged and Disabled Carers were in the more populous states

According to Burning Glass data, the largest number of job advertisements were in New South Wales (43.8 per cent of all job advertisements where state was known), followed by Victoria (22.4 per cent) and Queensland (15.8 per cent).

According to the Labour Force Survey, these three states were also the largest in terms of *employment* in the occupation in August 2018. However, according to both the IVI and Burning Glass, the share of job advertisements in New South Wales was notably higher than the state's share of employment in the occupation, which may reflect either high current churn in the state or possibly an increase in employment in the state in the near future (Figure 3).

**Figure 3. Aged and Disabled Carers, state shares of job advertisements and employment (%)**



Sources: Department of Jobs and Small Business, Internet Vacancy Index, August 2018; ABS, Labour Force, Australia, Detailed, Quarterly, cat. no. 6291.0.55.003, Department of Jobs and Small Business trend.

Labour Market Research and Analysis Branch  
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### Additional resources

Australian labour market information: [lmip.gov.au](http://lmip.gov.au)

Australian Jobs publication: [jobs.gov.au/Australian-jobs-publication](http://jobs.gov.au/Australian-jobs-publication)

Guide to Australian careers: [joboutlook.gov.au/Occupation.aspx?search=Career&code=4231](http://joboutlook.gov.au/Occupation.aspx?search=Career&code=4231)