

Slide 1



Australian Government

Department of Education, Employment and Workplace Relations

# Health Care and Social Assistance

Ipswich and West Moreton Health Alliance



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## Current Australian Labour Market Conditions

- Over the year to July 2012, employment has increased by just 66 000 (0.6 per cent), reflecting recent softness
- At 5.2 per cent, the unemployment rate is less than half that of the Euro Area (11.2 per cent)
- The participation rate (at 65.2 per cent) has come off its historic high, but remains above its decade average of 64.8 per cent



Source: ABS Labour Force Survey, cat. no. 6291.0.55.003, *seasonally adjusted* data

## Labour Market Indicators – July 2012

	Ipswich	South East Qld	Qld	Aus
<b>Unemployment Rate (%)</b>	4.7	5.4	5.8	5.2
<b>Annual Employment Growth (%)</b>	-0.9	-0.4	0.0	0.6
<b>Participation Rate (%)</b>	67.6	66.6	66.5	65.2
<b>Youth Unemployment Rate (%)</b>	12.6	12.1	11.9	12.1

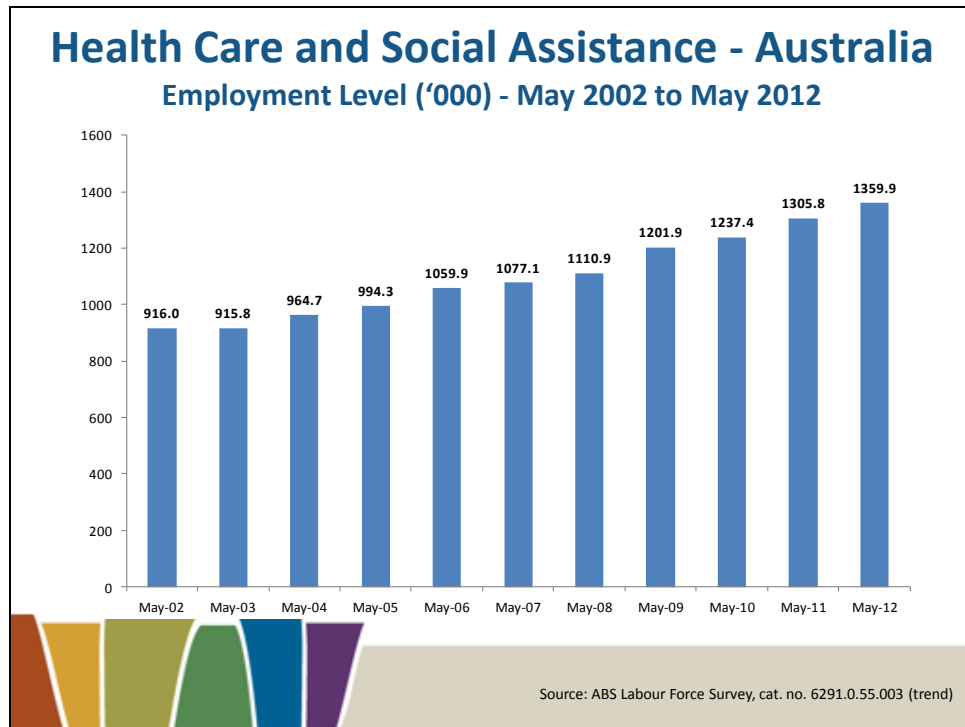
Source: ABS, Labour Force Survey, cat. no. 6202.0. Labour force data for Queensland and Australia are seasonally adjusted, while data for Ipswich and South East Qld are three-month averages of *original* estimates. All Youth (15-24) unemployment rates are in 12 month averages.

Ipswich recorded comparatively solid labour market conditions in July 2012, particularly in light of the subdued conditions recorded at the State and national level. Indeed, despite recording negative employment growth of 0.9 per cent over the previous year, the region's unemployment rate of 4.7 per cent remained well below the national average of 5.2 per cent, and the level recorded for Queensland (5.8 per cent). Meanwhile, the participation rate for the region stood at 67.6 per cent, above both levels recorded for Queensland and Australia. That said, the youth (15-24) remain disadvantaged, with an unemployment rate of 12.6 per cent, above the levels recorded for the age group at the state and national level.

The labour market indicators for South East Queensland show that the region's performance is consistent with state and national trends. Despite negative annual employment growth, all other indicators reflect state and national trends.

In terms of the Labour Force Regions used in the ABS Labour Force Survey, 'South East Queensland' is the amalgam of the Brisbane Major Statistical Region and the Sunshine Coast, Gold Coast and West Moreton Statistical Regions). Brisbane City is the local government area (LGA), while South East Queensland includes Brisbane City plus the LGAs of Gold Coast City, Ipswich City, Lockyer Valley Regional Council, Logan City, Moreton Bay Regional Council, Redland City, Scenic Rim Regional Council, Somerset Regional Council and Sunshine Coast Regional Council.

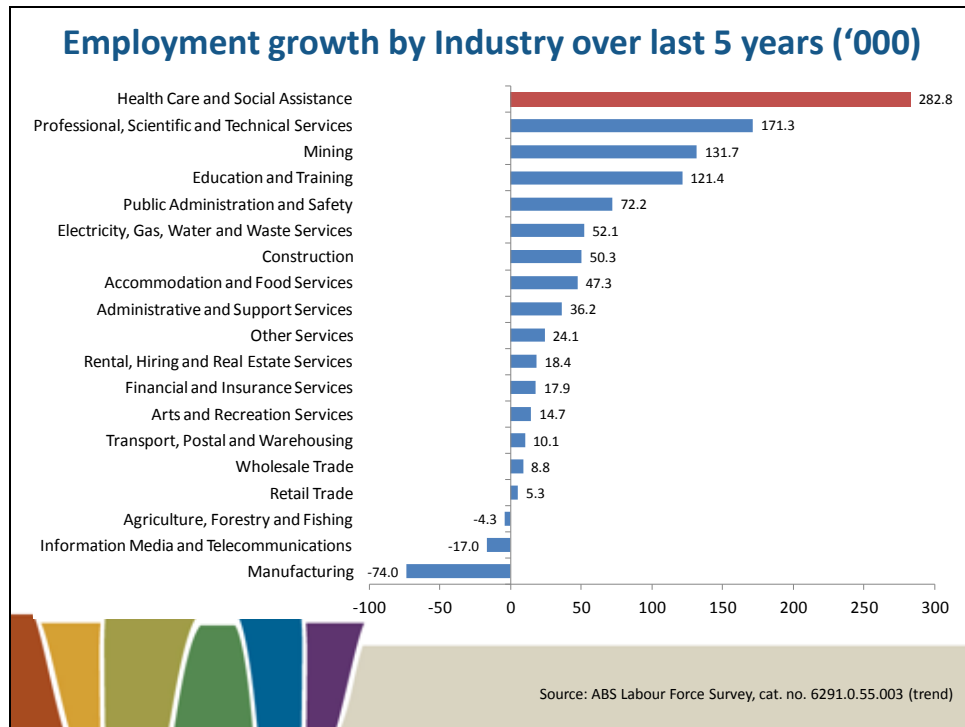
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This slide shows the ongoing strength and resilience of the Health Care and Social Assistance industry. Indeed, as shown by this graph, the industry continued to grow during the global financial crisis (GFC).

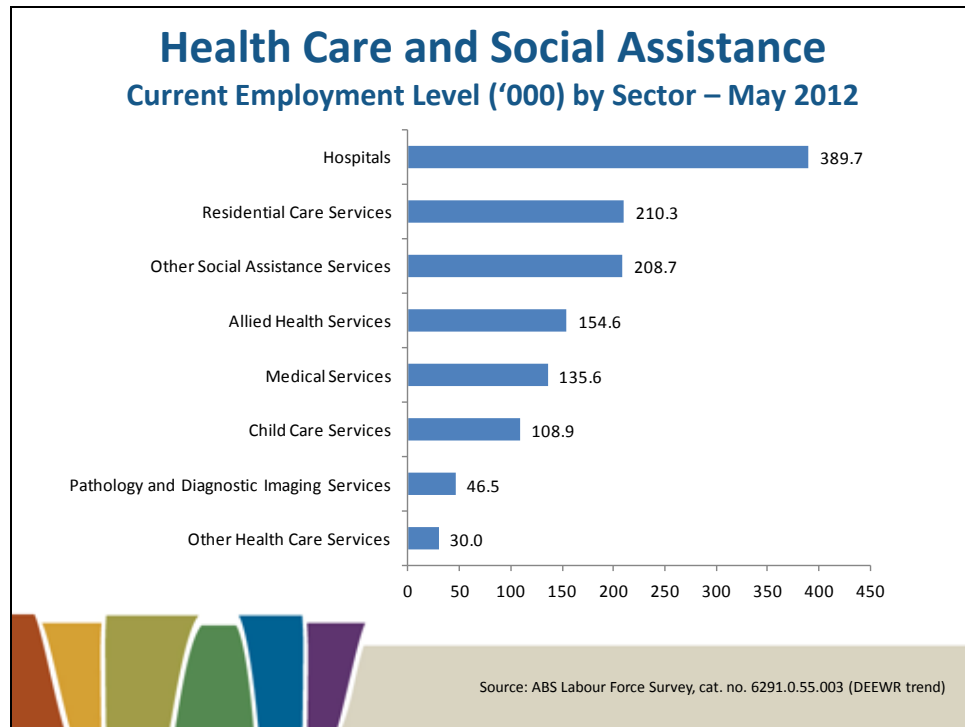
More recently, over the year to May 2012, Health Care and Social Assistance has remained strong despite the subdued broader labour market conditions, with employment rising by 4.1 per cent compared with 0.7 per cent for all industries. Indeed, over the period employment in the industry rose by 54 100, the largest increase of all industries.

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As shown by this graph, Health Care and Social Assistance recorded the strongest growth of any industry over the five years to May 2012, rising from 1 077 100 to 1 359 900, an increase of 282 800, or 26.3 per cent. This industry was responsible for 26.6 per cent of Australia’s growth over this period and has grown more than twice as much as other industries such as Mining and Education and Training.

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The Hospitals sector is the largest employing sector in Health Care and Social Assistance, responsible for employing 389 700 people, or 30.3 per cent of total employment in the industry. Notably, this sector recorded the largest rise in employment over the past five years for any Health Care and Social Assistance sector, increasing by 48 000 or 14.1 per cent. Other sectors that recorded strong growth over the five years to May 2012 include Other Social Assistance Services (rising by 47 700, or 29.6 per cent), Residential Care Services (rising 45 400, or 27.5 per cent) and Allied Health Services (rising 39 200, or 34.0 per cent).

At the 3 digit level, 'Other Health Care Services' includes Ambulance Services, Blood Bank Operation, Health Assessment Services and Health Care Services not otherwise defined.

'Allied Health Services' includes Dentistry, Orthodontics, Optometry, Physiotherapy, Chiropractic and Speech Pathology.

'Other Social Assistance Services' includes adoption service, youth welfare service, disabilities assistance service, welfare counselling and aged care assistance service.

### Health Care and Social Assistance Higher skilled Occupations

Occupation	Persons Employed (2011)
Registered Nurses	209 400
Generalist Medical Practitioners	46 200
Welfare Support Workers	29 400
Enrolled and Mothercraft Nurses	29 100
Medical Technicians	21 300
Medical Imaging Professionals	17 500
Social Workers	16 700
Psychologists	16 000

Source: ABS Labour Force Survey cat. no. 6291.0.55.003, four quarter average (custom data request)

Registered Nurses is the highest employing occupation not only amongst the high skilled occupations in the Health Care and Social Assistance industry, but for all occupational groups in the industry, employing 209 400 people (or 15.9 per cent of the industry’s total employment).

### Health Care and Social Assistance Lower skilled Occupations

Occupation	Persons Employed (2011)
Aged and Disabled Carers	103 200
Child Carers	87 100
Nursing Support and Personal Care Workers	85 400
Receptionists	74 900
Kitchenhands	24 000
Dental Assistants	21 200
General Clerks	19 400
Commercial Cleaners	16 600

*Source: ABS Labour Force Survey cat. no. 6291.0.55.003,  
four quarter average (custom data request)*

While there are a large number of higher skilled jobs in Health, such as doctors and nurses (see previous page), there are also a large number of lower skilled jobs such as receptionists, kitchen hands and commercial cleaners. Notably, the top four lower skilled occupations in Health Care and Social Assistance employ 350 600 people, accounting for 26.6 per cent of total employment in the industry.

The five largest occupational groups in Health Care and Social Assistance account for 560 100, or 42.5 per cent, of persons employed in the industry. These are Registered Nurses, Aged and Disable Carers, Child Carers, Nursing Support and Personal Care Workers and Receptionists.



## Health Care and Social Assistance in SE Qld

- Health Care and Social Assistance employs 191 700 people, or 12 per cent of the workforce
- Employment increased by 13 000, or 7 per cent over the past year
- 40 per cent work part time
- 77 per cent are female
- 44 per cent aged 45 years and over

Source: ABS Labour Force Survey, cat.no. 6291.0.55.003 (four quarter average)

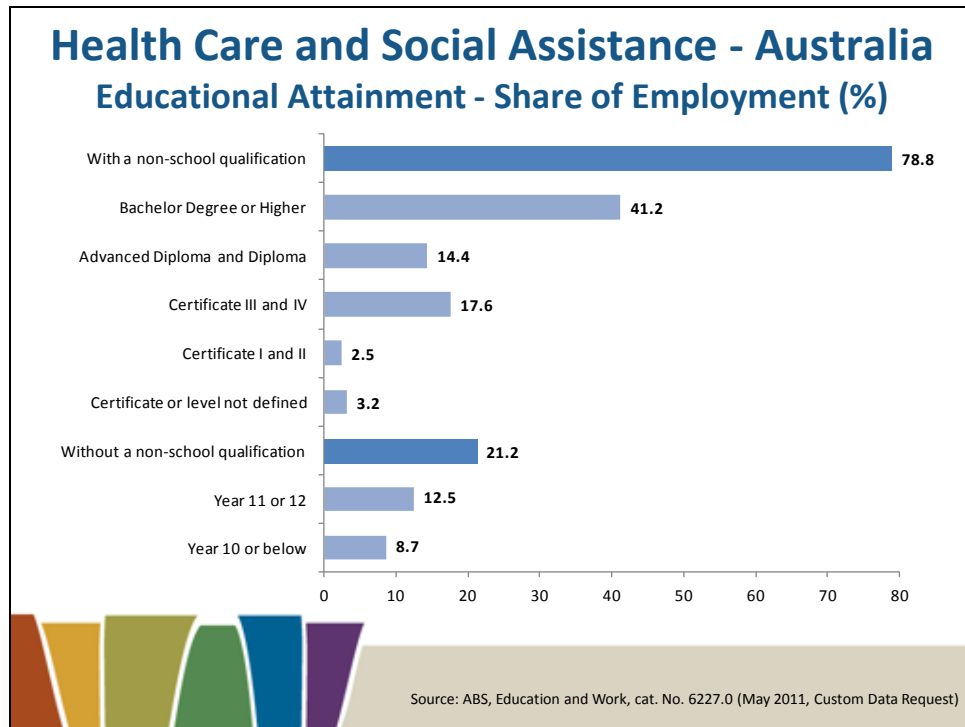
Health Care and Social Assistance has a higher proportion of mature-age workers (45+), and is above the all industries average in this region. However, as a result of this, the industry is underrepresented in the 15-24 age category – partly attributable to the education requirements for many of the higher skilled occupations within the industry.

An ageing workforce is one factor that can contribute to, or exacerbate, current or expected labour shortages in a particular occupation, and thus may pose problems for the industry in the coming decades.

Across Australia, the age profile in this industry has become older over the past decade. In February 2002, 12.5 per cent of the Health Care and Social Assistance workforce was aged 55+, compared with 20.4 per cent in February 2012.

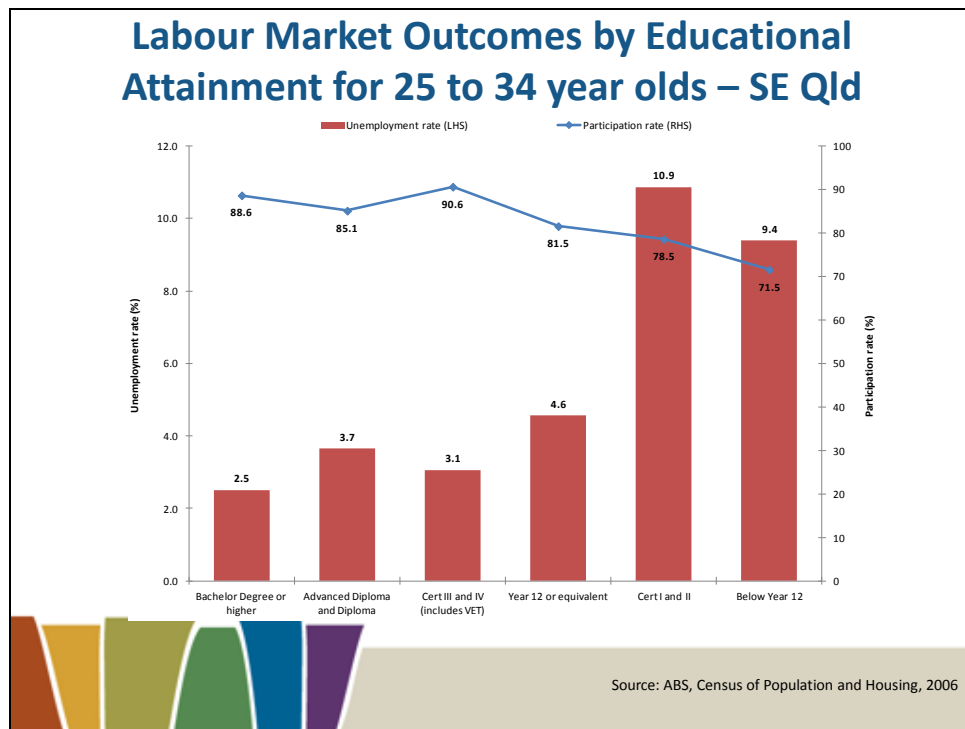
Health Care and Social Assistance and All Industries comparisons for workforce characteristics in South East Queensland:

	Health	All Industries
<b>Full Time (%)</b>	<b>60.3</b>	<b>70.5</b>
<b>Part Time (%)</b>	<b>39.7</b>	<b>29.5</b>
<b>Males (%)</b>	<b>22.6</b>	<b>53.4</b>
<b>Females (%)</b>	<b>77.4</b>	<b>46.6</b>
<b>Age Shares</b>		
<b>Youth (15-24)</b>	<b>10.9</b>	<b>18.2</b>
<b>Prime Age (25-44)</b>	<b>44.7</b>	<b>45.5</b>
<b>Mature Age (45 and over)</b>	<b>44.4</b>	<b>36.3</b>



Nearly 80 per cent (78.8 per cent) of employees in the Health Care and Social Assistance industry hold a non-school qualification, well above the 62.6 per cent for all industries. The largest proportion of these hold a 'Bachelor Degree or Higher', with 41.2 per cent of employees falling within this level of educational attainment, well above the 27.0 per cent for all industries.

Health Care and Social Assistance also has a lower proportion of people with a year 12 or below level of qualification, with just 21.2 per cent of employees falling into this category, compared to 37.4 per cent for all industries. Notably, Health Care and Social Assistance has just 12.5 per cent of its employment with year 11 or 12 as their highest level of qualification, compared to 22.2 per cent for all industries.



This graph shows labour market outcomes (unemployment and participation rates) by level of education at the national level, for those aged 25-34. As shown by this graph, those with a higher level of education experience more favourable labour market outcomes than those with a lower level of education. This highlights the importance of post-school qualifications, especially at the Certificate III/IV level and above, which, as the previous slide shows, are in demand in the Health Care and Social Assistance industry.

(Note: Data are from the 2006 Census and apply to the population aged 25 to 34 only, Australia-wide. Non-school qualifications are given precedence – i.e. Highest levels of school completed apply only to those who stated that they have no non-school qualification.)

## Recruitment Difficulty - Australia

Occupations difficult to fill in the Health Care and Social Assistance industry by skill level

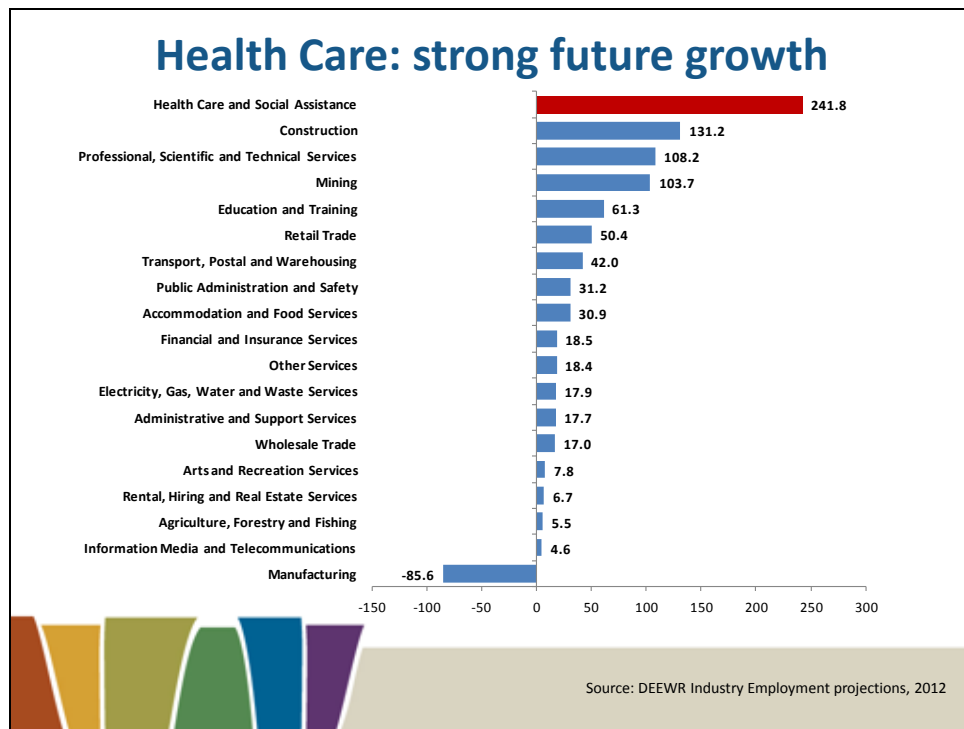
Higher skills, qualification or experience	
Registered Nurses	Early Childhood (Pre-primary School) Teachers
Generalist Medical Practitioners	Welfare Support Workers
Enrolled and Mothercraft Nurses	Counsellors
Lower skills, qualification or experience	
Child Carers	Nursing Support and Personal Care Workers
Aged and Disabled Carers	Receptionists
Dental Assistants	General Clerks

Source: DEEWR, Survey of Employers' Recruitment Experiences

In the 12 months to December 2011, 51 per cent of employers anticipated recruitment difficulty in the 12 months following the survey, slightly higher than across all industries (46 per cent). Potential sources of labour to help fulfil these potential job openings include Males and persons aged 15-44, due to the fact that these groups are underrepresented in the Health Care and Social Assistance Industry compared to the All Industries averages.

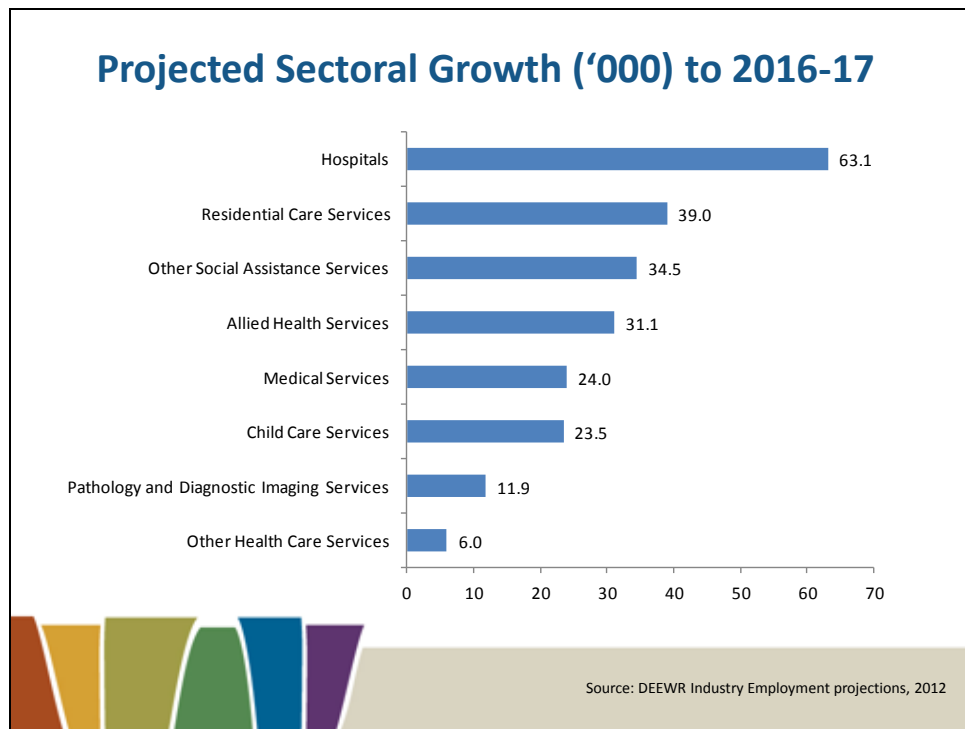
In terms of *skill shortages*, the Health Care and Social Assistance industry has experienced significant and relatively widespread shortages of skilled workers over the last decade. In 2012, however, shortages were markedly less evident with employers finding it easier to fill their vacancies with suitably qualified workers, partly reflecting increased training. Nonetheless, shortages persist for Sonographers, Optometrists, Audiologists, Midwives, Enrolled Nurses, Child Care Centre Managers and Child Care Workers.

An ageing workforce is one factor that can contribute to, or exacerbate, current or expected labour shortages or recruitment difficulties in a particular occupation, and thus may pose problems for the industry in the coming decades.



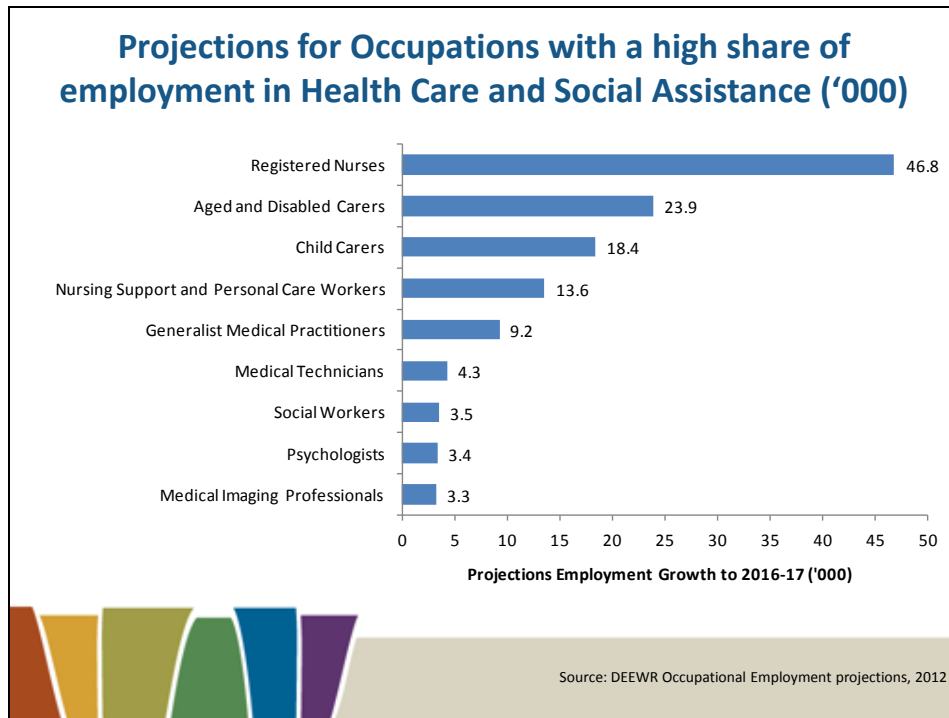
While the labour market outlook, in the near-term, is subdued, some industries are expected to perform better than others. In the five years to 2016-17, job growth is expected to be particularly concentrated in four industries: Health Care and Social Assistance, Construction, Professional Scientific and Technical Services, and Mining. These industries are expected to provide around 584 900 new jobs, or almost two thirds (63.9 per cent) of the employment growth over the five years to 2016-17. Notably, employment in Health Care and Social Assistance is projected to increase by 241 800, contributing 26.4 per cent of Australia’s total projected employment growth over the period.

Manufacturing is the only industry projected to decline in overall employment numbers over the coming five years, falling by 85 600.

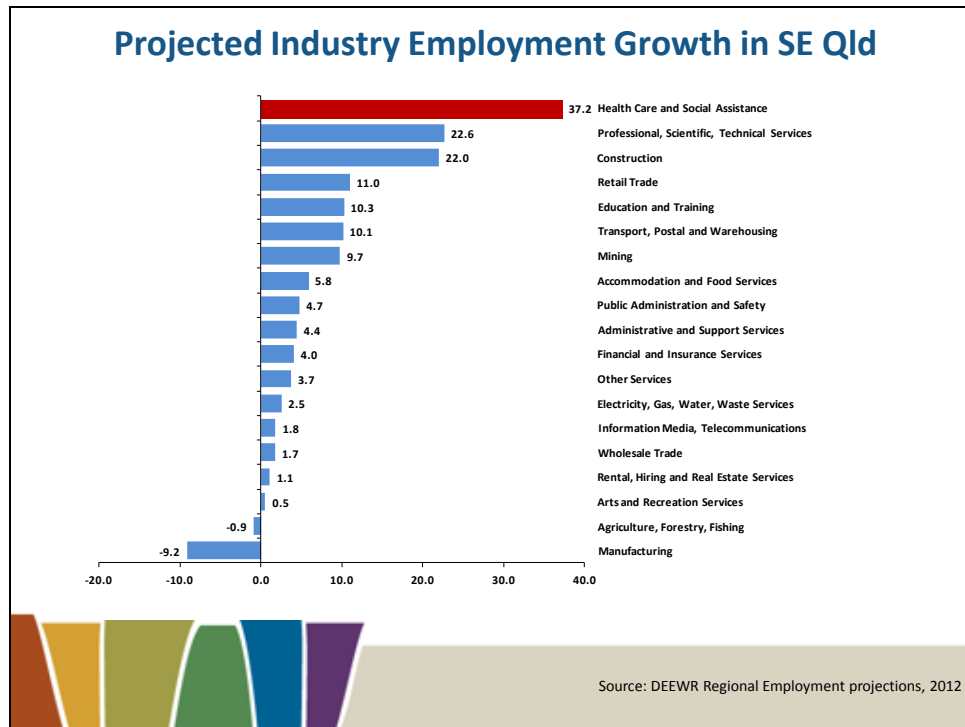


Projected industry sector growth in Health Care and Social Assistance to 2016-17 is broadly in line with the size of the relevant sectors, with the largest sectors projected to grow the most. Employment in the Hospitals sector is projected to increase by 63 100 or 15.4 per cent, the most of any sector within Health Care and Social Assistance, and indeed any sector across all industries.

Notably, Residential Care Services is projected to record the second largest growth of any sector in Health Care and Social Assistance over the five years to 2016-17. Employment in the sector is projected to increase by 39 000 or 18.2 per cent, well above the 7.2 per cent employment growth projected for all industries.



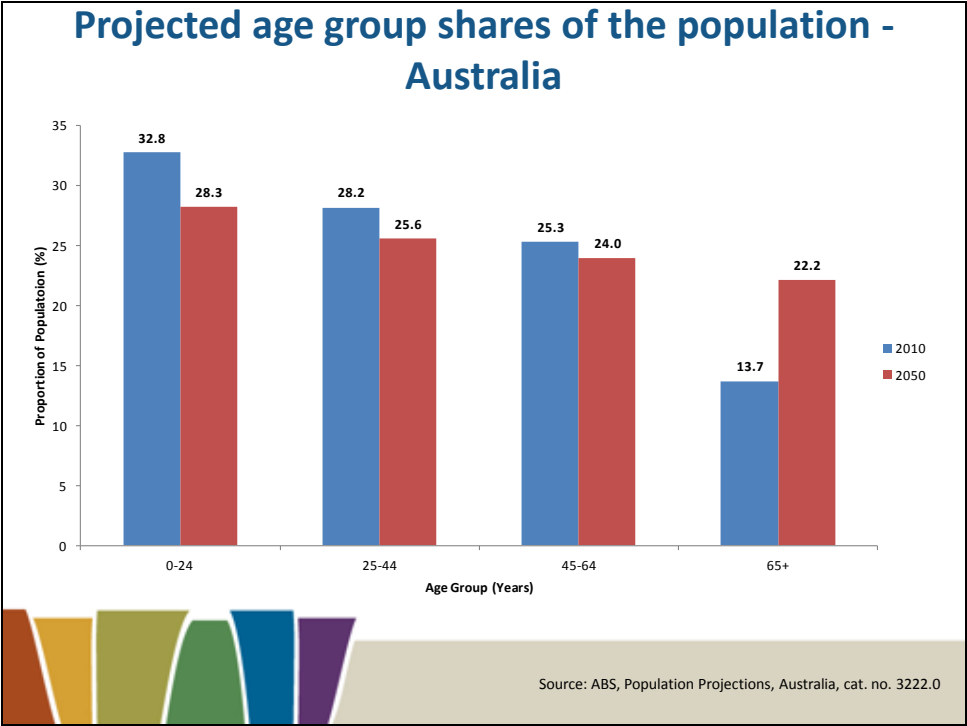
Looking at the national occupational projections for occupations relevant to the Health Care and Social Assistance industry can provide some indication of how occupations within the industry will perform into the period ahead. Over the five years to 2016-17, employment amongst Registered Nurses, a high skilled occupation, is projected to increase by 46 800. Notably, however, the next three strongest rises are projected to occur in the lower skilled occupations of Aged and Disabled Carers (23 900), Child Carers (18 400) and Nursing Support and Personal Care Workers (13 600), reflecting that opportunities for employment will exist in both high skilled and lower skilled occupations in the period ahead.



Health Care and Social Assistance will dominate employment growth in the five years to 2016-17 in South East Queensland, increasing by 37 200.

In fact employment growth in this region is generally expected to reflect the broader national trends, with Professional, Scientific and Technical Services; Construction; and Education and Training, all projected to make substantial contributions. Manufacturing, like in most regions in Australia, is projected to decline.





This slide shows the age profile of the Australian population in 2010 and projected population structure in 2050. As time progresses, there will continue to be an increasing proportion of older Australians in the population. This is made particularly clear in this chart, where all age groups are projected to record a decline in their share of the total population over the 40 years to 2050, except for those in the 65+ age group, which is projected to record a substantial rise in its share of total employment. As such, Health Care and Social Assistance is expected to continue to lead the way forward in employment growth, due to its provision of services that support ageing individuals.

## Conclusion

- Health Care and Social Assistance is Australia's largest employing industry, having recorded the largest increase in employment of any industry over the last 10 years
- The industry has an older age profile, and is highly educated and highly skilled
- There are currently skill shortages and recruitment difficulties in the industry
- The industry is projected to continue to grow strongly into the future, in line with Australia's ageing population
- Training and education is essential, in light of the ageing workforce and skill requirements, to ensure that increased demands in the industry can be met in the future

