

# Supporting Aged Care Workforce Development

**Eleanor Ravenarki**

Director Training Product Development

**Andie Moore**

Stakeholder Engagement and Policy Manager

**Jobs and  
Skills  
Councils**

An Australian Government Initiative

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.



HumanAbility

# Our sectors



Aged Care &  
Disability Services



Children's  
Education & Care



Health

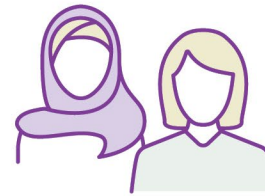


Human (Community)  
Services



Sport &  
Recreation

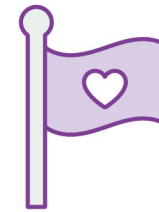
Across  
all sectors



**75.2%**  
women



**43.4%**  
part time



**2.2%**  
First Nations



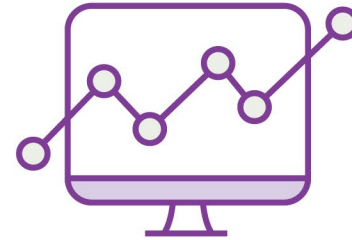
**33.3%**  
regional  
and remote

# Care and support sectors

Social and  
economic  
drivers



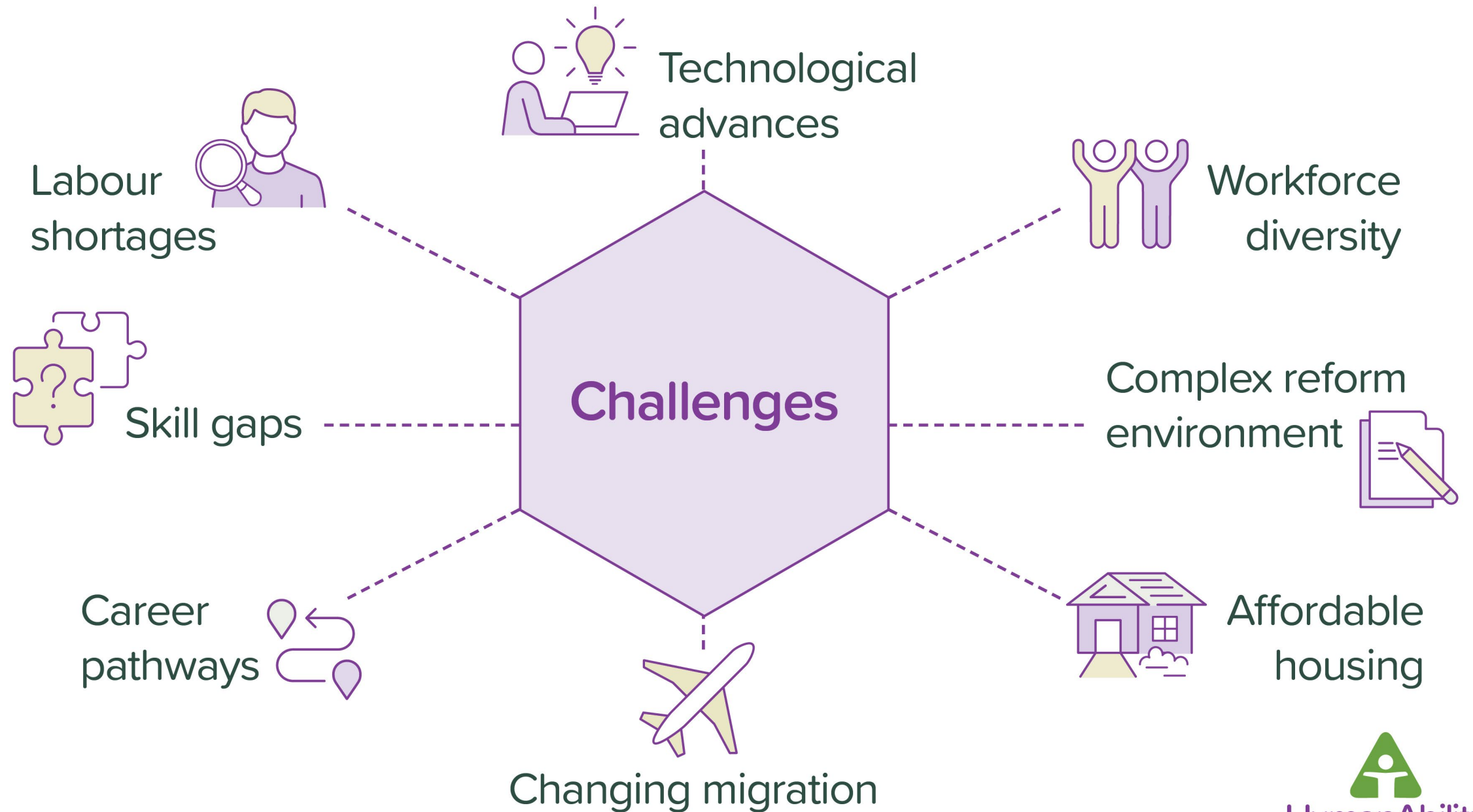
3.2 million  
workers



(Projected  
growth) 21%  
over 10 years

Impacts every  
Australian life





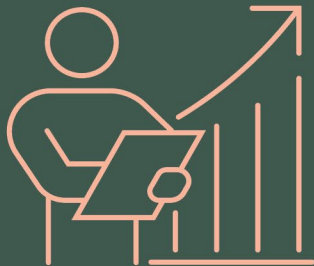


## Workforce Plan 2025

13  
training  
packages



3 research  
projects



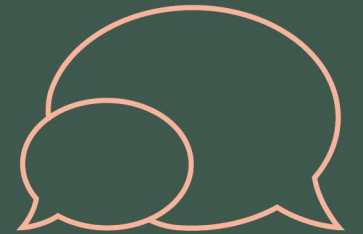
State &  
territory  
visits



Industry  
Advisory  
Committees



Broad  
consultation



# Aged Care and Disability Employment Predictions

Table 3: Employment projections May 2024 to May 2034 for core aged care and disability services occupations in HumanAbility's scope (ABS, 2024)<sup>75</sup>

Occupations (per ANZSCO)	Projected employment May 2034	% change from 2024 to 2034
Aged and Disabled Carers #4231	444,100	+ 31.9%
Nursing Support and Personal Care Workers #4233	138,500	+ 30.9%
Registered Nurses #2544	426,300	+ 24.0%
Special Education Teacher #2415	30,000	+ 10.6%
Welfare Support Workers #4117	108,300	+18.7%
All Residential Aged Care Services (sub-sector)	317,000	+ 7.4%
Other residential care services (sub-sector)	30,300	+ 32.5%

# Profile of residential aged care sector

80% are female

50% part time

2 % First Nations

36 % outside capital cities



## Profile of Residential Aged Care Services<sup>67</sup>

**227,802**  
employed



**80%**  
are female

**50%**  
are part-time

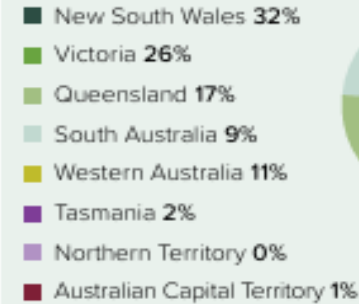


**2%**  
identify as  
First Nations

**36%**  
work outside  
the capital city



## Employment by state



Percentages may not total 100% due to rounding. Categories shown as 0% may represent values less than 0.5%.

## Employment over time (thousands)



## Employment projection

2029 278,400 employees



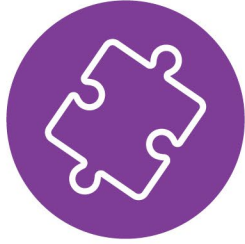
2034 317,000 employees



# Priorities



Labour force  
shortages



Skill gaps



VET training and  
qualification  
issues



Career  
pathways



Diversity and  
inclusion



Data and  
evidence



Policy and  
regulation



# Aged Care and Disability Services

- Aged Care, Disability, Leisure and Health Qualification review
- Career Pathways for Aged, Disability and Veterans' Care project
- Individual & Disability Support Qualifications review
- Earn While You Learn research project
- Research the drivers of low completion rates in key qualifications.

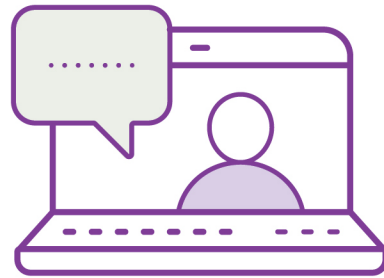
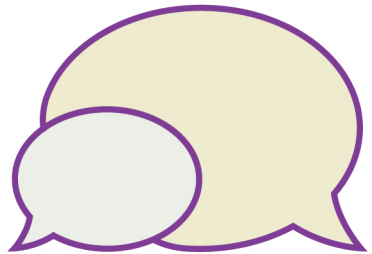


# Project Purpose and sector engagement

- Strengthen career pathways for aged care workers
- Align training with real job roles and career stages
- Support attraction, retention, and progression
- Promote workforce mobility and recognition



**100+**  
**organisations**  
consulted



**16 workshops**  
+ virtual session



**290 aged care**  
**worker** survey  
responses

**22 interviews**  
with aged care  
employers and staff



# Resources

- Good Practice Guide
- Career Pathways Framework
- Customisable promotional flyers
- 16 worker profile videos





# Good practice guide

Sector strategies that work:

- Internal promotion and mentoring Inclusive recruitment and onboarding
- Career conversations embedded in supervision
- Recognition of prior learning (RPL)



# Career Pathway

Four role categories:






- Indirect Support
- Direct Care
- Navigation
- Service Enablement

Designed to support aged care workers at all career stages

## 5. Direct care and support roles

### 5.1. Foundational Care & Support Roles

#### Lifestyle worker

Role description					
Aged care		Disability support		Veterans' care	
Category	 Foundational Care & Support Roles Direct care and support			Setting	Residential, community
Description	A lifestyle worker works with people living in the community to maintain and enhance their social connectedness and independence. These roles may also be referred to as Diversional Therapists.				
Key functions	<ul style="list-style-type: none"><li>• Evaluate and assess people's levels of abilities, needs, and strengths</li><li>• Maintain a knowledge of resources available within a facility and within the community.</li><li>• Assist people to participate in meaningful activities</li><li>• Maintain friendly and supportive professional relationships</li><li>• Ensure programs and activities are culturally relevant to culturally and linguistically diverse communities</li><li>• Drive residents on excursions</li><li>• Develop and work within individual client care plans</li><li>• Support clients in their daily activities and attendance</li><li>• Maintain a client centred approach to service delivery</li><li>• Assist and maintain a clean, safe environment for guests and staff</li><li>• Assist with assessments, review, and the ongoing evaluation of residents' cultural, recreational and leisure needs and lifestyle interests</li></ul>				
Requirements and pathways					
Training, regulation,	VET		Higher Education	Registered/regulated	





# Career video



# Career video



# Resources available

## Includes:

- Career Pathways Framework
- Good Practice Guide
- 16 worker profile videos
- Customisable promotional flyers

## Shared with:

- Government departments
- Employment services
- Secondary schools
- Registered training organisations

Co-branding available with organisational logos



Available on the  
HumanAbility website

# Aged Care qualification review

Invite you to be involved in the review of the current vocational qualifications in Aged Care.



Find out more





# Workforce Plan 2025

Find out more



Find us online:

[humanability.com.au](https://humanability.com.au)



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