

The Swan Hill Region Workforce Development Strategy

The Current State
Health Services - Aged Care

Aug 2013

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Glossary

Term	Description
ABS	Australian Bureau of Statistics
DEEWR	Department of Education, Employment and Workplace Relations
Health Care and Social Assistance	The Australian Bureau of Statistics industry classification used for the Health and Community Services sector
LLEN	Local Learning and Employment Network
NILFET	Not in the Labour Force, Employment or Training
Mid Murray Employment Service Area	A DEEWR area which includes the Swan Hill, Buloke and Gannawarra Local Government Areas
MMLEN	Murray Mallee Local Learning and Employment Network
NFD	Not fully defined
'Non employing'	An owner operator business, one does not employ any staff
PCA	Personal Care Assistant
Swan Hill LGA	Swan Hill Local Government Area, used interchangeably with Swan Hill Rural City Council region
SHRCC	Swan Hill Rural City Council
SHRWDS	Swan Hill Region Workforce Development Strategy
Swan Hill Township	Swan Hill city segment of Swan Hill Rural City Council
The Steering Committee	The Swan Hill Region Workforce Development Steering Committee

Executive Summary

Industry Growth

- Health and Social Assistance' is the fastest growing industry in Swan Hill and is the second largest employing industry after Agriculture. More than 1070 people work in 'Health and Social Assistance' (Community Services) in Swan Hill. An estimated 965 of these work in the Health segment.
- Residential Aged Care Services is the fastest growing Health segment and now providing jobs for an estimated 110 Swan Hill residents. Employment in aged care facilities grew more than 84% between 2006 and 2011.
- While the growth has been in aged care facilities and will continue with Alcheringa's expansion, most of the longer term growth is expected in at-home support services.

Employers

- Employers in Aged Care include not-for-profit and public sector providers including Alcheringa, Integrated Living (an in-home support provider and RTO, which has recently formed a partnership with Alcheringa), The Extended Care Unit at Swan Hill District Health, Swan Hill Rural Council, RDNS and RTOs delivering qualifications.

Key Occupations

- Personal carers or PCAs is one of the fastest growing occupations in Australia and more than 200 people in Swan Hill work in personal care or nursing support roles. The number of 'aged and disabled carers' grew by 34% between 2006 and 2011. Entry into these role is a Cert III qualification. Employers can find it hard to replace staff in these roles.
- Catering roles (trade cooks and chefs) can be difficult to fill.

Workforce Development

- Enrolments in Cert III in Aged Care and Certificate IV and Diploma of Nursing (Div 2) has been strong since 2012. Enrolments in Aged Care and Div 2 Nursing qualifications at SuniTAFE have been increasing each year since 2010.
- Aged Care Reforms and the increasingly complex needs of clients will drive a need for the development of specialist skills (e.g. behaviour management, palliative care) among aged care staff.

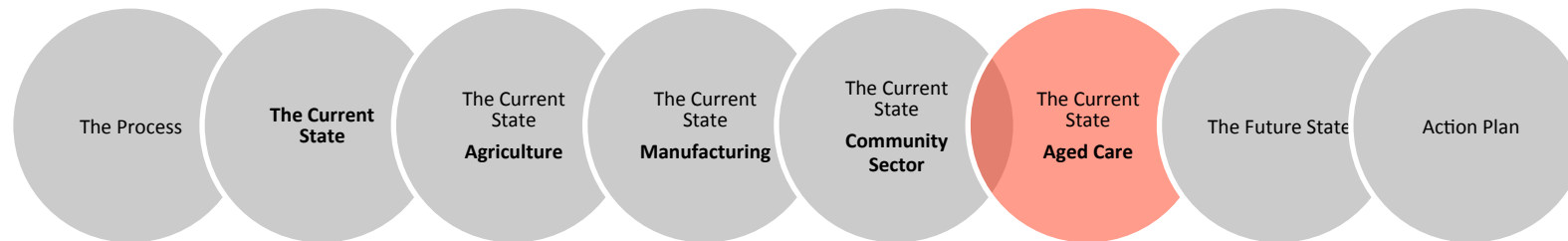
Workforce Risks

- A concern that some people undertaking the aged care courses lack an understanding of the role.
- Perceived low awareness of available career pathways in the sector.
- Child care can be difficult to find due to shift work. The role often appeals to returning mothers and mature workers.
- Potential problems sourcing quality trainers.

About this document

The Current State – Health Services Aged Care is one of four industry specific snapshots that contributes to The Current State

The Current State – Health Services – Aged Care is one of eight documents that has been produced as part of the Swan Hill Region Workforce Development Strategy Project.



The Current State – Health Services Aged Care contributes to the body of evidence on which the Swan Hill Region Workforce Development Strategy and Action Plan has been based.

This document summarises relevant ABS data, local research and consultations with Swan Hill employers and training providers as well as the Swan Hill Region Workforce Development Strategy Steering Committee members.

This Current State Health Services - Aged Care focuses on the Aged Care Workforce in Swan Hill. Moving from general to more specific data it covers:

- Growth segments in health
- Number and size of businesses by Swan Hill regions
- Enrolment in Certificate 1 - Diploma qualifications (State Government funded under the Victorian Training Guarantee)
- SuniTAFE enrolments in Health and Aged Care
- A SWOT Analysis combining research with consultation findings
- Risks and Suggested Strategies drawn from the SWOT Analysis
- An Executive Summary covering key findings

Employment Trends in Health Services 2006 – 2011

Residential Aged Care Services has experienced strong growth

The Health sector is the second largest employing industry in Swan Hill, after Agriculture.

Between 2006 and 2011 the total number of Swan Hill residents working in the health and Social Assistance (community services) sector grew by 21%. Employment in the Health segments grew by 24%.

More than 1,070 people work in the Health and Social Assistance (Community Services) Sector in Swan Hill, 965 of them in Health .

Between 2006 and 2011 the number of people employed in Aged Care Residential Services in Swan Hill grew by 84%.

Industry	2006	2011	% Change	
Hospitals (except Psychiatric Hospitals)	450	421	6% down	↓
Other Social Assistance Services	95	138	45% up	↑
Aged Care Residential Services	62	114	84% up	↑
General Practice Medical Services	41	57	39% up	↑
Other Allied Health Services	29	43	48% up	↑
Social Assistance Services, nfd	25	39	56% up	↑
Ambulance Services	22	27	23% up	↑
Health Care and Social Assistance, nfd	17	55	223% up	↑
Medical and Other Health Care Services, nfd	11	40	264% up	↑
Dental Services	11	17	54% up	↑
Physiotherapy Services	8	8	0% no change	●
Chiropractic and Osteopathic Services	8	6	25% down	↓
Total	777	965	24% up	↑

Source: ABS Census of Population and Housing 2006 and ABS 2011. Table generated using Tablebuilder.

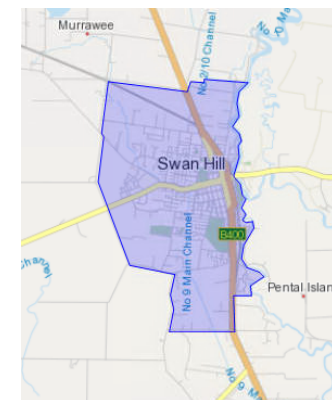
Health/Social Assistance Businesses in Swan Hill City: No. and Size

The number of businesses (organisations) providing health and social assistance services has grown

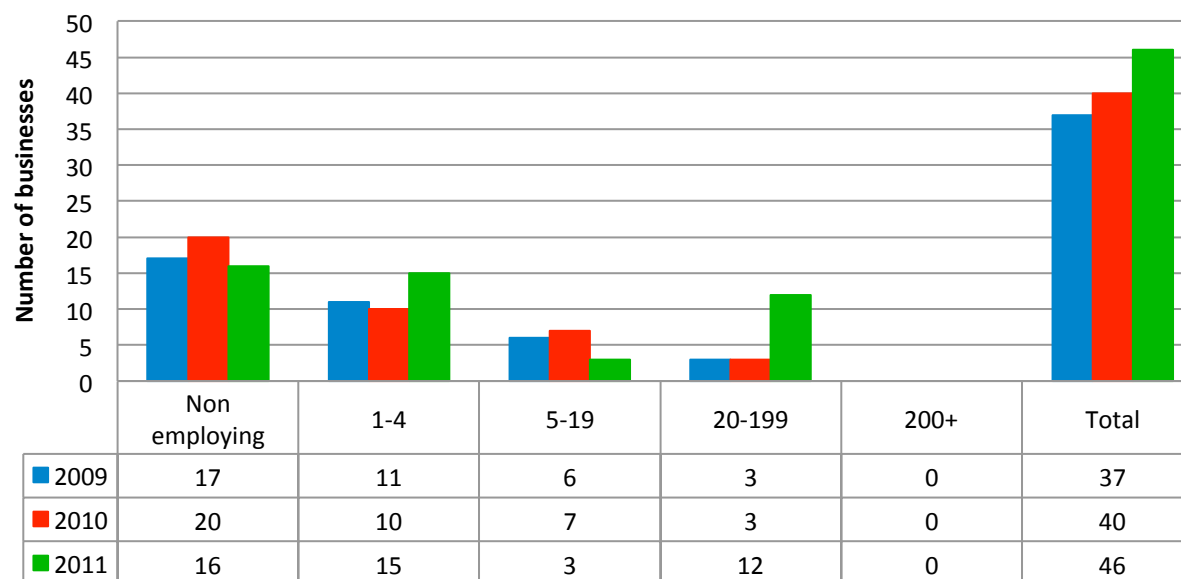
Between 2009 and 2011 the total number of Health Care and Social Assistance businesses in the Swan Hill township increased from 37 to 46.

Twelve businesses employ 20 or more staff.

From 2010 to 2011 six new businesses/organisations entered the market.



Health Care and Social Assistance Businesses - Swan Hill



Source: **Australian Bureau of Statistics ABS**, Counts of Australian Businesses including Entries and Exits, 2009, 2010 and 2011.

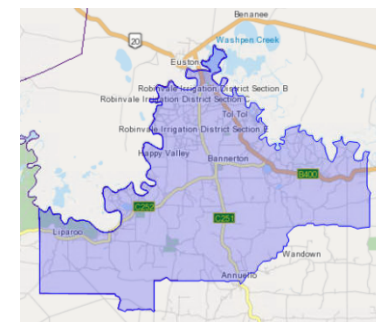
Health/Social Assistance Businesses in Robinvale – No. and Size

Robinvale has six health and social assistance businesses

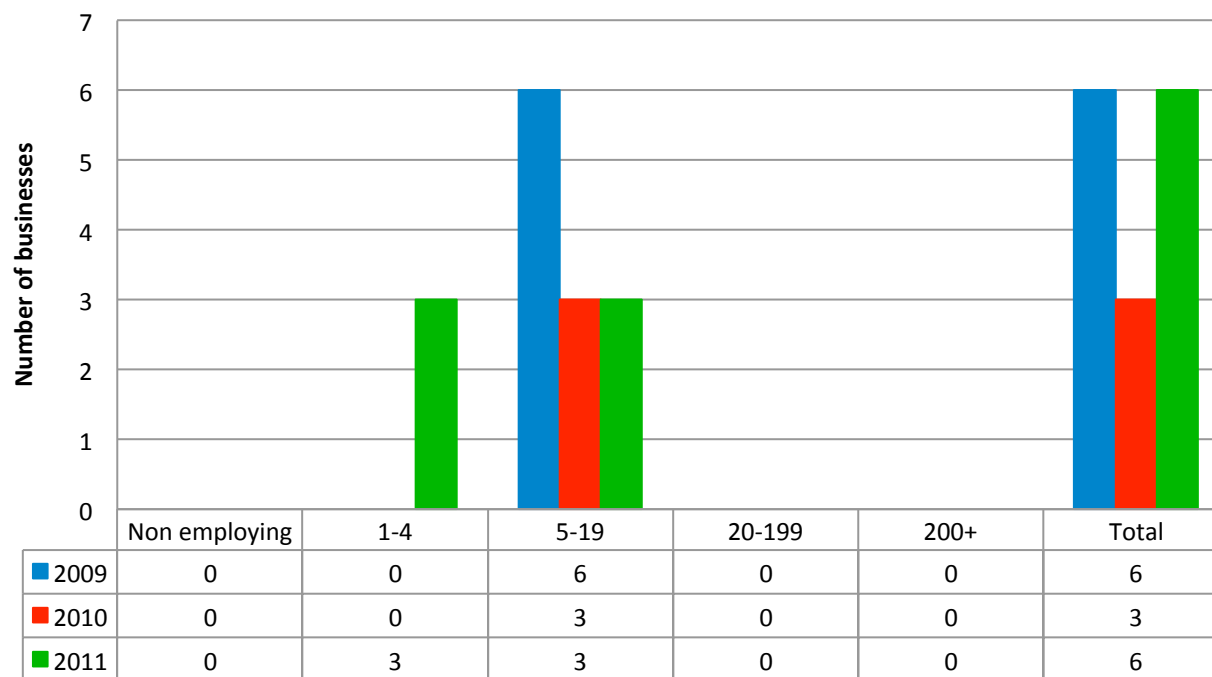
Robinvale has six organisations providing Health and Social Assistance. However, there would also be organisations based in Swan Hill, Mildura and other towns, which provide health and community services to the Robinvale community.

From 2009 to 2010 there was an exit of 3 businesses from the sector. This could be explained by mergers rather than exits.

From 2010 to 2011 there was an entry of 3 businesses in the 1-4 employee segment.



Health Care and Social Assistance - Robinvale



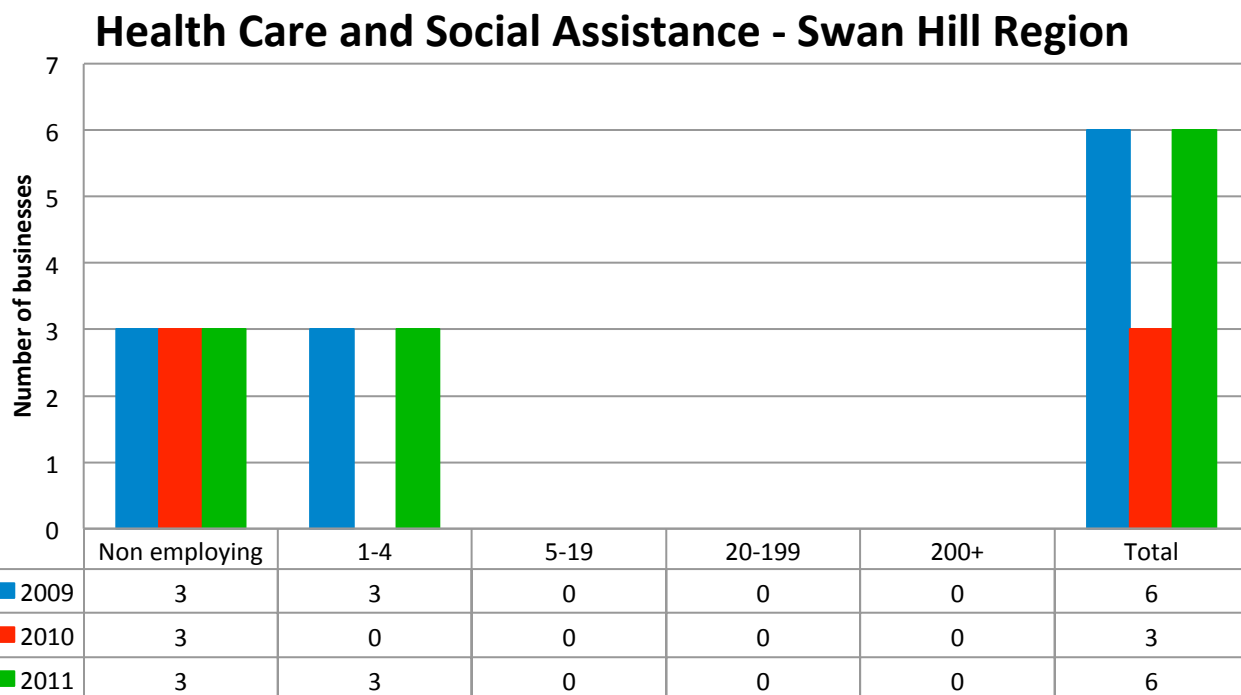
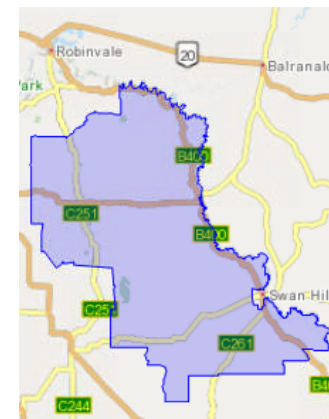
Source: ABS, Counts of Australian Businesses including Entries and Exits, 2009, 2010 and 2012.

Health/Social Assistance Businesses in Swan Hill Region (excludes Swan Hill City and Robinvale) – No. and Size

There are six health and social assistance business employing 4 or less people

In the Swan Hill region (excluding Swan Hill City and Robinvale) there are six businesses working in Health and Social Assistance, three are non-employing.

This number dropped to three in 2010 but there was no overall change from 2009 to 2011.



Source ABS, Counts of Australian Businesses, including Entries and Exits, 2009, 2010 and 2012.

Employment Trends in Health Occupations in Swan Hill 2006 – 2011

The number of people working as carers is growing strongly

The number of people working as carers of aged people and people with disabilities has shown strong growth.

More than 200 Swan Hill residents work as carers or in nursing support roles.

It is one of the largest occupations in Swan Hill and one of the fastest growing occupations in Australia.

Occupation	2006	2011	Change	
Registered Nurses	177	229	29%	↑
Aged and Disabled Carers	118	158	34%	↑
Welfare Support Workers	50	59	18%	↑
Nursing Support and Personal Care Workers	39	50	28%	↑
Ambulance Officers and Paramedics	21	31	48%	↑
Generalist Medical Practitioners	14	30	114%	↑↑
Counsellors	16	20	25%	↑
Nurse Managers	8	18	125%	↑↑
Midwives	9	14	56%	↑
Social Workers	10	14	40%	↑

Source: ABS Census of population and Housing, 2006 and 2011. Table generated using Tablebuilder, DEEWR, Australian Jobs, 2013

Aged Care - Risks to be prioritised and Suggested Strategies

During the consultations participant suggested solutions to address risk and issues

Risks	Relevant to other industries	Ideas and Suggestions from consultations
Low awareness of local opportunities and career pathways in aged care.	Yes	Work with local schools to provide an up-to-date accurate picture of aged care jobs, opportunities and pathways. Promote career pathways to the wider community.
Students enrolling in aged care courses can have an inadequate understanding of the role and may not be suitable for this work	Yes	Employers and RTOs have both voiced the need to work more closely together to ensure suitable people undertake courses and courses cover employers' requirements.
Inadequate levels of literacy among some Cert III and Cert IV graduates	Yes	Better screening of prospective students' literacy skills. Provide pre-study options to build literacy skills.
Difficulties finding aged care educators for local RTOs	No	Alcheringa has formed a partnership with Integrated Living. Employers use local providers and RTOs outside Swan Hill.
Lack of child care for shift workers in health and aged care	Yes	Maximise hours of existing facilities.

References

The following documents were reviewed in this Project

1. Australian Bureau of Statistics, Census of Population and Housing, 2006 and 2011
2. Australian Bureau of Statistics, Counts of Australian Businesses, 2009, 2010, 2011
3. DEEWR, Australian Jobs, 2013
4. Sunraysia Institute of TAFE, 2012, Start your Career at SuniTAFE 2012
5. Consultations – A participants' list is in The Current State – Workforce



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