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Career Advice Australia



An Australian Government Initiative



Industry Skills Council

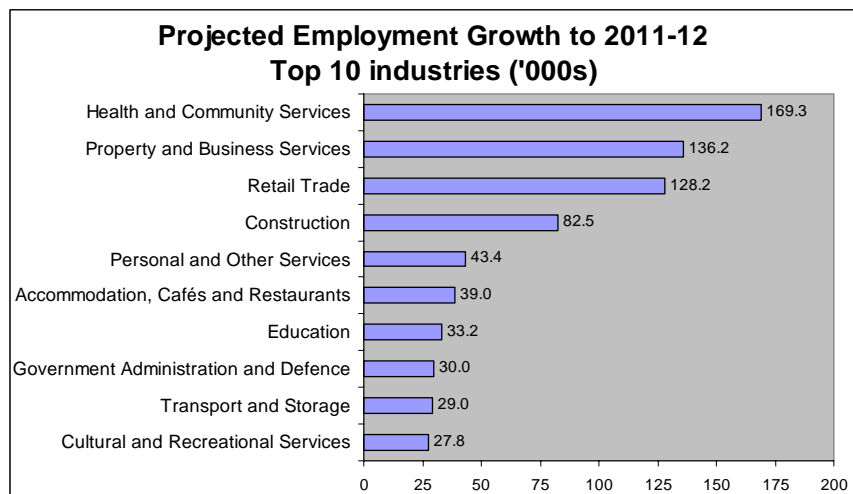
COMMUNITY
active
CAREERS
work that matters!

The Community Services and Health Industries - in Brief

The Community Services and Health Industries underpin the national economy and workforce, providing essential services for all Australians: They are central to the wellbeing and development of the whole Australian population and support the health and care of all people from pre-birth and childhood through to ageing and death.

3rd largest employer of Australians, providing jobs to more than 1 million people (10.4% workforce): The CS&H

industries currently employ around 1,069,000 Australians and cover over 350 separate occupations. Government is the main funding source and in some industry sectors also the main provider of service. *Queensland Health*, for example, is the largest employer in Queensland (65,000 jobs). Employers also include private business, non for profit and charitable organisations.

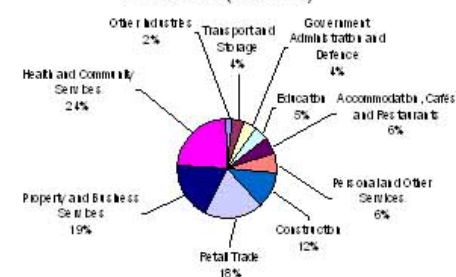


Fastest industry growth rate predicted in next 5 years: (170,000 new jobs, equating to a 3% increase per year – significantly higher than any other industry). DEWR predicts this trend to continue (Australian Jobs 2007), fuelled by the demands of the ageing population and community demands for high levels of health care and growth in child care needs.

Community Services and Health has recorded strong growth over the last 5 years: with 156,600 new jobs created; an increase of 17.2% of the workforce, against an all industry average of 12.8%.

Many occupations provide very good employment prospects: In the DEWR's 2007 Job Prospects Matrix, rating the prospects of all occupations as either good, average or below average, 50 of the total 51 occupations under the community services and health banner rated as having 'good' prospects (more than in any other Australian industry). Among others, these occupations include: child care workers, aged and disabled carers, community and welfare workers, nurses, health information managers, ambulance officers/paramedics, dental workers, medical practitioners, medical imaging professionals, pharmacists, allied health workers (physiotherapists, speech pathologists etc) and complementary/ alternative health practitioners. Many job roles within the CS&H industries are at a vocational level, and can provide a career pathway to professional roles.

Projected employment growth by industry to 2011-12 (% share)



Current highest numbers of national and regional skills shortages: Four out of the top seven professions assessed by DEWR as having current national shortages fall within the health and community service industries. There are also widespread shortages in many occupations such as: child care workers, dentists, medical imaging professionals, medical administration staff, aged and disabled carers.

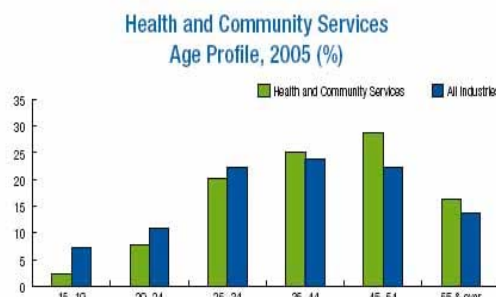
Broad spread and variety of employment available across Australia: Employment is spread over all States and Territories in much the same proportion as employment overall, with 37% of jobs located outside capital cities. Good job opportunities in a variety of occupations exist across Australia in metropolitan, regional, rural and in some of the most remote areas. There are more than 300 Health and 200 Community Services separate occupations and skills are transportable and in demand both in Australia and overseas.

For more information, please visit www.communityactivecareers.com.au

The future: Variety of transition pathways and career awareness strategies available to build on: The VET in Schools program, ASBAs and career awareness strategies exist in aged care, community services, and childcare, and to some degree in health/nursing. There are a number of models targeting Aboriginal and Torres Strait Islander students. These provide building blocks for future growth. Implementation of the newly Health Training Package HLT07 will see the creation of further opportunities.

Workforce demographics

- **Ageing workforce will create more vacancies:** with 46% of workers aged over 45 or older, compared with 37% for all industries. There is a significant proportion of workers within 5 years of retirement, meaning current staff turnover will create more vacancies
- **Low numbers of young people** in the health workforce and some sectors of the community services workforce (Childcare an exception)
- **Women account for 78% of the workforce** – the highest proportion of all industries, however some sectors have been very successful in attracting men, eg Ambulance sector, Health Technicians and employment services.
- **Good opportunities for part time work high** – flexible work available with 43% of workers employed part time.
- **Highly skilled workforce** with over 74.6% of people holding a post school qualification (all industry average is around 42%). Many jobs require higher education with more than 38.5% of workers holding a Bachelor degree or higher qualification and another 30% with a VET qualification.



Generation Y is likely to find many aspects of the industries attractive. The flexibility, transportable skills that are in high demand both interstate and overseas and the opportunities to ‘make a difference’ to people’s lives, to do work that is meaningful in a community, to be challenged, are all important factors. Study and working in health or community services offers young people the chance to develop life-long human skills and knowledge (empathy, patience, life processes) and to grapple with important social and ethical issues that can enrich their capacity as community members.

Size and Scope of Industries:

Health Services:

- raise awareness of health issues and promote health
- diagnose and treat illness and injury
- provide rehabilitation and palliative care.

Government and non-government organisations provide services in a range of settings including hospitals, medical centres, community health and mobile clinics. Most services are funded or provided directly by Government.

Community Services:

- provide a large and diverse range of services designed to support individuals, families and communities
- include child care, aged care, support for people with disabilities, protective services, community support, social work, and employment services.

Together the industries:

- deliver an average of 10.1 services per person under Medicare annually
- comprised of over 80,000 beds available in the public hospital system annually
- service 500,000 child care places annually
- operate almost 3,000 residential aged care facilities
- provide welfare/community services to over 2 million people nationally

Both the community services and health industries have been expanding at a rate of between 2% and 3% per year for the last ten years. The ageing population and the continued demand for childcare and high levels of health care have fuelled growth in the industries and will continue to do so in the near term.