

# Submission

By National Centre for Vocational Education Research (NCVER)

to

*Senate Community Affairs References Committee*

## Inquiry into Aged Care

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NCVER is in the business of collecting, analysing and broking information about vocational education and training (VET). The organisation is responsible for collecting and managing national VET and New Apprenticeship statistics, and managing national surveys of TAFE graduates and students, and employers' views of training. We undertake a strategic program of research, and collect and provide VET research findings from Australian and international sources through the Vocational Education and Training Research Database (VOCED).

The National Centre for Vocational Education Research Ltd (NCVER) provides the following information as background to the inquiry into aged care, and specifically in relation to aged care workforce shortages and training.

- (a) the adequacy of current proposals, including those in the 2004 Budget, in overcoming aged care workforce shortages and training.**

### Relevant NCVER publications

NCVER draws the Committee's attention to the following relevant publications:

- Virgona, C. and Waterhouse P. (2004) *Two-dimensional work: workplace literacy in the aged care and call centre industries*. NCVER: Adelaide.

A key challenge of Australia's vocational education and training (VET) system is to serve the broad needs of individuals, communities, and industries. This includes the provision of literacy and generic skills which meet the needs of all groups. This study investigates and documents workplace literacy in aged care facilities and call centres, within the context of the changing nature of work which requires a highly literate, responsive workforce. The report acknowledges the effectiveness of training approaches and procedural practices in these industries; however it points to the VET sector's role to resist narrowing of literacy and generic skills which meet company requirements.

#### Availability:

This report is currently available from the NCVER website:

<http://www.ncver.edu.au/publications/1478.html>

- Booth, R., Clayton B., Jenkins, H., Roy, S., and Sutcliffe, S. (forthcoming) *Recognising skills of existing workers: a snapshot of recognition and workplace training practices in the aged care sector*. NCVER: Adelaide.

The focus of this study is the recognition and training needs of personal care workers in the residential aged care sector of the community services industry. The research is focused on why existing personal care workers need to be trained, what barriers exist to cost effective recognition and workplace training, and what models or strategies aged care facilities and Registered Training Organisations have developed to improve recognition and workplace training.

The research includes an environmental scan of worker and organisation profiles, current legislation and other factors impacting on training and recognition, and training and assessment needs of workers and aged care facilities.

**Availability:**

Publication of this research report is forthcoming, and is expected to be available from the NCVER website in early September 2004. If the Committee requires access to this report earlier, please contact NCVER.

**Relevant data**

Relevant data pertaining to vocational training in aged care is provided below:

Tables 1 and 2 are from the Vocational Education and Training (VET) statistics and are based on the Aged Care qualifications in the Community Services Training Package:

- CHC20199 - Certificate II in Community Services (Aged Care Work)
- CHC30199 - Certificate III in Community Services (Aged Care Work)
- CHC30102 - Certificate III in Aged Care Work
- CHC40199 - Certificate IV in Community Services (Aged Care Work)
- CHC40102 - Certificate IV in Aged Care Work
- CHC50199 - Diploma of Community Services (Aged Care Work)
- CHC60199 - Advanced Diploma of Community Services (Aged Care Work)

and any other courses or subjects with "aged care" in the name.

Table 1 shows the number of students enrolled in an Aged Care course by age group, sex, qualification level and annual hours for Australia 1999-2003.

Table 2 shows the number of students enrolled in an Aged Care subject that is *not* associated with an Aged Care course by age group, sex, qualification level and annual hours for Australia 1999-2003.

Tables 3 and 4 are from the New Apprenticeship statistics and are based only on the Aged Care (based on March 2004 estimates):

- CHC20199 - Certificate II in Community Services (Aged Care Work)
- CHC30199 - Certificate III in Community Services (Aged Care Work)
- CHC30102 - Certificate III in Aged Care Work
- CHC40199 - Certificate IV in Community Services (Aged Care Work)
- CHC40102 - Certificate IV in Aged Care Work
- CHC50199 - Diploma of Community Services (Aged Care Work)

Table 3 shows the number of New Apprenticeship commencements in an Aged Care qualifications in the Community Services Training Package by age group, sex and qualification level for Australia 1999-2003.

Table 4 shows the number of New Apprenticeship completions in an Aged Care qualifications in the Community Services Training Package by age group, sex and qualification level for Australia 1999-2003

**Table 1 - Number of students enrolled in an Aged Care course by age group, sex, qualification level and annual hours for Australia 1999-2003**

	1999	2000	2001	2002	2003
Age group					
Age 24 or under	1,090	2,210	3,520	4,010	4,300
Age 25 or over	6,870	12,200	17,070	18,520	18,380
Age unknown	110	220	260	300	500
<b>Total</b>	<b>8,060</b>	<b>14,620</b>	<b>20,850</b>	<b>22,830</b>	<b>23,180</b>
Sex					
Male	780	2,070	3,050	2,640	2,880
Female	7,260	12,500	17,770	20,150	20,220
Unknown	20	50	30	40	80
<b>Total</b>	<b>8,060</b>	<b>14,620</b>	<b>20,850</b>	<b>22,830</b>	<b>23,180</b>
Qualification level					
Certificate I & II	280	970	1,010	900	360
Certificate II & IV	7,600	13,490	19,700	21,600	22,360
Diploma or above	10	70	130	140	150
Other	160	90	20	190	300
<b>Total</b>	<b>8,060</b>	<b>14,620</b>	<b>20,850</b>	<b>22,830</b>	<b>23,180</b>
Annual hours					
Annual hours	1,300,260	3,268,290	5,273,580	6,168,980	6,369,000

**Table 2 - Number of students enrolled in an Aged Care subject that is not associated with an Aged Care course by age group, sex, qualification level and annual hours for Australia 1999-2003**

	1999	2000	2001	2002	2003
Age group					
Age 24 or under	980	840	1,000	1,080	1,270
Age 25 or over	4,940	3,050	3,160	3,180	3,540
Age unknown	170	80	70	60	50
<b>Total</b>	<b>6,090</b>	<b>3,980</b>	<b>4,240</b>	<b>4,310</b>	<b>4,860</b>
Sex					
Male	660	460	440	530	610
Female	5,320	3,490	3,790	3,770	4,240
Unknown	100	30	10	10	0
<b>Total</b>	<b>6,090</b>	<b>3,980</b>	<b>4,240</b>	<b>4,310</b>	<b>4,860</b>
Qualification level					
Certificate I & II	230	100	180	450	430
Certificate II & IV	5,670	3,580	3,250	2,910	3,480
Diploma or above	(a)	(a)	10	400	570
Other	190	300	800	550	380
<b>Total</b>	<b>6,090</b>	<b>3,980</b>	<b>4,240</b>	<b>4,310</b>	<b>4,860</b>
Annual hours					
Annual hours	228,630	137,140	142,210	169,740	201,090

(a) represents figures between 1 and 4

**Table 3 - Number of New Apprenticeship commencements in an Aged Care qualifications in the Community Services Training Package by age group, sex and qualification level for Australia 1999-2003**

	1999	2000	2001	2002	2003
Age group					
Age 24 or under	90	340	750	970	1,010
Age 25 or over	620	2,670	3,590	4,390	4,280
Age unknown	0	0	0	0	0
<b>Total</b>	<b>710</b>	<b>3,010</b>	<b>4,340</b>	<b>5,360</b>	<b>5,290</b>
Sex					
Male	60	270	470	690	630
Female	650	2,740	3,870	4,670	4,660
Unknown	0	0	0	0	0
<b>Total</b>	<b>710</b>	<b>3,010</b>	<b>4,340</b>	<b>5,360</b>	<b>5,290</b>
Qualification level					
Certificate I & II	(a)	130	120	140	20
Certificate II & IV	710	2,880	4,220	5,220	5,270
Diploma or above	0	0	0	0	(a)
Other	0	0	0	0	0
<b>Total</b>	<b>710</b>	<b>3,010</b>	<b>4,340</b>	<b>5,360</b>	<b>5,290</b>

(a) represents figures between 1 and 4

**Table 4 - Number of New Apprenticeship completions in an Aged Care qualifications in the Community Services Training Package by age group, sex and qualification level for Australia 1999-2003**

	1999	2000	2001	2002	2003
Age group					
Age 24 or under	0	30	140	300	400
Age 25 or over	(a)	340	1,380	2,350	2,690
Age unknown	0	0	0	0	0
<b>Total</b>	<b>(a)</b>	<b>370</b>	<b>1,520</b>	<b>2,650</b>	<b>3,090</b>
Sex					
Male	0	20	110	240	340
Female	(a)	350	1,410	2,410	2,750
Unknown	0	0	0	0	0
<b>Total</b>	<b>(a)</b>	<b>370</b>	<b>1,520</b>	<b>2,650</b>	<b>3,090</b>
Qualification level					
Certificate I & II	0	(a)	80	90	40
Certificate II & IV	(a)	360	1,440	2,560	3,050
Diploma or above	0	0	0	0	0
Other	0	0	0	0	0
<b>Total</b>	<b>(a)</b>	<b>370</b>	<b>1,520</b>	<b>2,650</b>	<b>3,090</b>

(a) represents figures between 1 and 4