

# AEN mid-year conference: JSC panel – July 2024

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**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

# HumanAbility

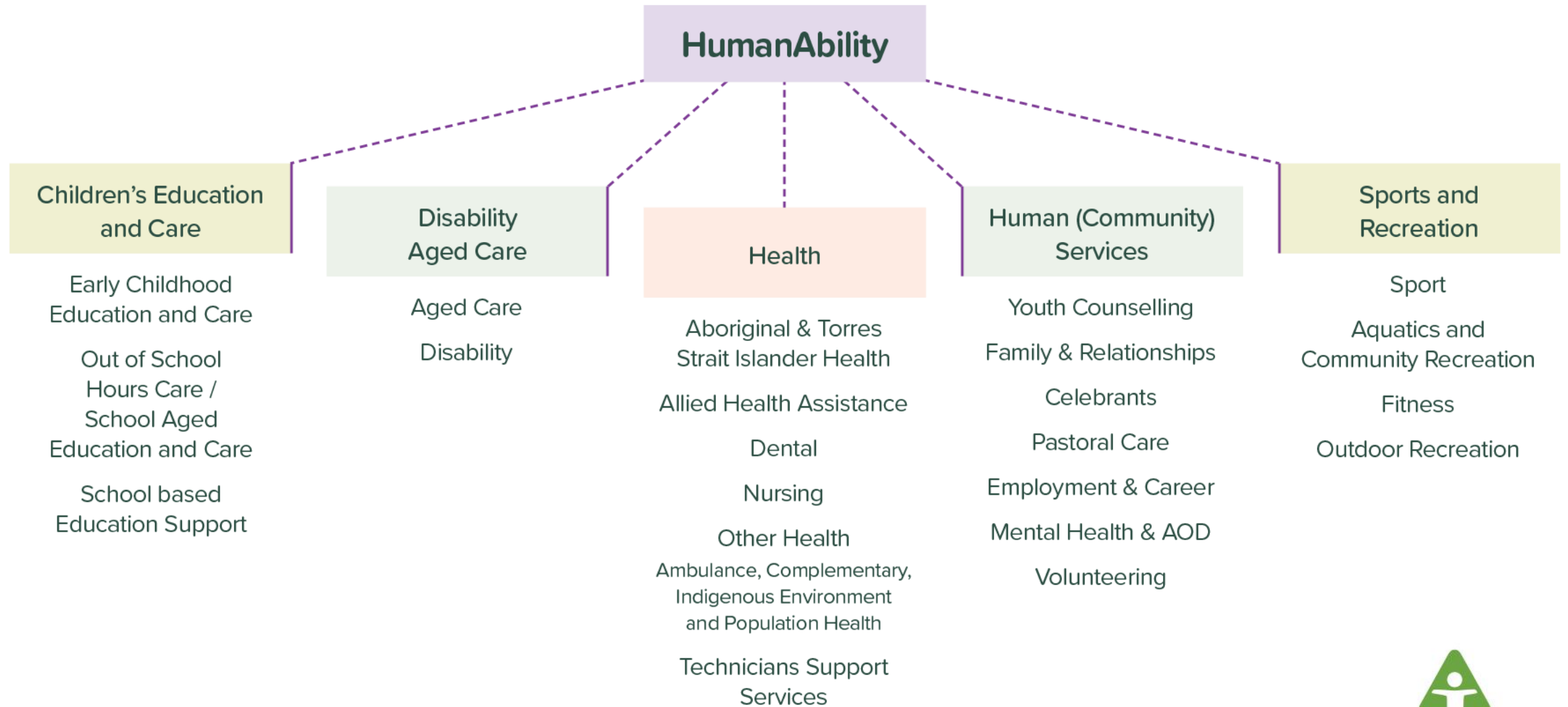
## The Jobs and Skills Council for the care and support economy

HumanAbility is responsible for VET qualifications and workforce planning for the Care and Support Economy.

We develop strategies to equip workers with the training and skills needed to meet the challenges of today and tomorrow.



# Our Sectors



# The challenge ahead



The World Health Organization (WHO) estimates a projected global shortfall of **10 million health workers by 2030.**

In Australia, the Health Care and Social Assistance workforce is projected to grow by

**257,300 persons to 2028**

and by

**533,400 persons to 2033.\***

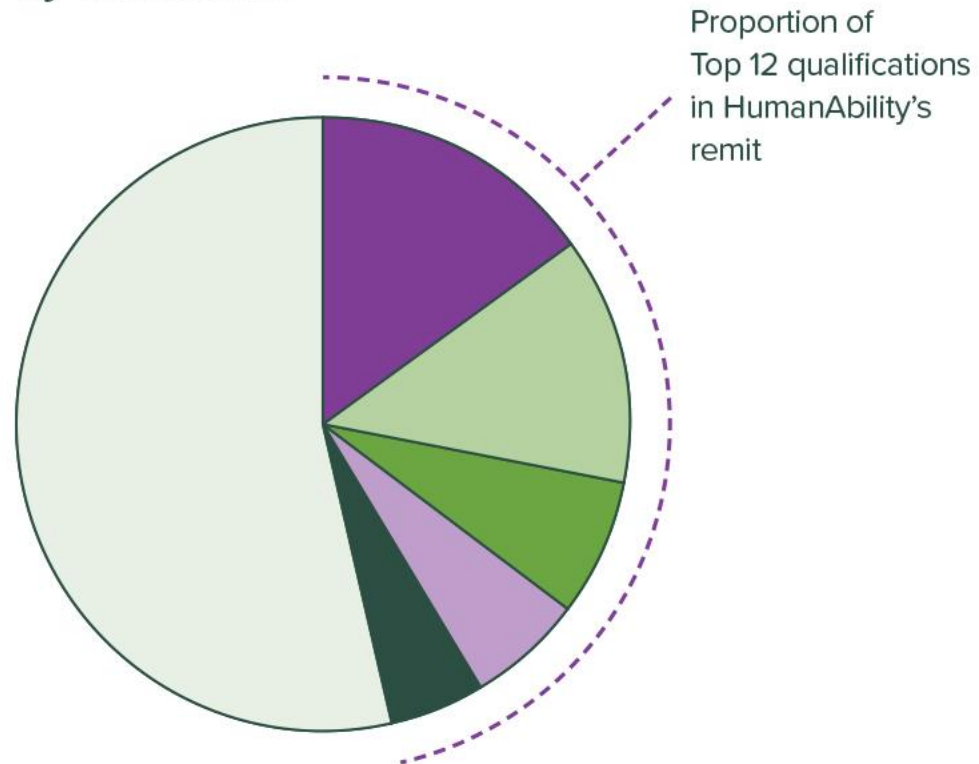


The Jobs and Skills Whitepaper includes projections that the care and support economy is expected to grow by **22% by 2033.**

# HumanAbility's qualifications

Over 100 qualifications in scope

## Top 12 national qualifications by enrolment



- 1 CHC33015 Certificate III in Individual Support: 81,395
- 2 CHC30113/CHC30121 Certificate III in Early Childhood Education and Care: 70,730
- 3 BSB30120 Certificate III in Business: 58,245
- 4 CPC30211/CPC30220 Certificate III in Carpentry: 49,860
- 5 UEE30811/UEE30820 Certificate III in Electrotechnology 48,715
- 6 TAE40116 Certificate IV in Training and Assessment: 38,330 (no enrolments in new qual in 2022)
- 7 CHC50113/CHC50121 Diploma of Early Childhood Education and Care: 35,640
- 8 SIS30315/SIS30321 Certificate III in Fitness: 32,090
- 9 SIT20316 Certificate II in Hospitality: 31,770
- 10 FSK20119 Certificate II in Skills for Work and Vocational Pathways: 29,865
- 11 CHC43115 Certificate IV in Disability: 28,545
- 12 CPP41419 Certificate IV in Real Estate Practice: 28,200

# Increase in traineeships

- Significant growth in traineeships when comparing 2019 commencements with 2023.
  - Certificate III in ECEC 133% increase (12,391 commencements in 2023).
  - Certificate III in Individual Support 115% increase (2231 commencements in 2023)
  - Diploma of School Aged Education and Care (OSHC) 338% increase (359 commencements in 2023)
  - Certificate IV in Mental Health 981% increase (173 commencements in 2023)
  - Certificate III in Health Services Assistance 137% increase (764 commencements in 2023)
  - Combined Cert III and IV in Outdoor Recreation/Leadership 159% increase (223 combined commencements in 2023).

# What we have heard at forums

- Traineeship model works well but **needs to be promoted**
- Need to **increase industry familiarity** with traineeship benefits
- Traineeships **increase diversity**
- There are traineeship pilots that focus on **wrap-around services**
- There is an interest in **cross-sectoral** traineeships
- **The cost to employers** is a barrier
- Examples in Victoria of **pre-apprenticeship programs** to improve job readiness and completions

# Priority initiatives – Training Packages

## Training Package review and development:

- Ensure qualifications and skills sets meet industry needs
- Review currency of existing packages
- Identify priority training package reviews
- Identify need for new training packages
- Findings of the Royal Commissions will trigger reviews





# Thank you



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