

## Aged care industry profile

The following information presents an employee profile of the Aged care industry from the Census of Population and Housing (Census). The ABS Census of Population and Housing (Census) is the only data source with information on employment for this industry. The most recent Census data is from August 2016.

The Aged care industry is determined based on a framework<sup>1</sup> developed by Fair Work Commission staff. Using this framework the *Aged Care Award 2010* is 'mapped' to the Aged care residential services industry class.

The August 2016 Census data show that there were around 208 000 employees in the Aged care industry. Table 1 compares characteristics of employees in this industry with employees in 'all industries'.

The profile of Aged care industry employees differs from the profile of employees in 'All industries' in five aspects:

- Aged care industry employees are predominately female (84.0 per cent, compared with 50.0 per cent of all employees);
- almost six in ten (59.0 per cent) Aged care industry employees are employed on a part-time or casual basis (i.e. less than 35 hours per week), compared with only 34.2 per cent of all employees;
- almost half (48.0 per cent) of Aged care industry employees work 16–34 hours per week compared with only 22.5 per cent of all employees;
- over half (54.6 per cent) of Aged care industry employees are aged 45 years and over compared with only 36.9 per cent of all employees; and
- fewer than six in ten (58.1 per cent) of Aged care industry employees completed Year 12 or equivalent compared with 68.1 per cent of all employees.

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<sup>1</sup> Preston M, Pung A, Leung E, Casey C, Dunn A and Richter O (2012) '*Analysing modern award coverage using the Australian and New Zealand Industrial Classification 2006: Phase 1 report*', Research Report 2/2012, Fair Work Australia.

**Table 1: Employee characteristics of Aged care industry, 2016**

	Aged care industry		All industries	
	(No.)	(%)	(No.)	(%)
<b>Gender</b>				
Male	33 243	16.0	4 438 604	50.0
Female	174 350	84.0	4 443 125	50.0
Total	207 593	100.0	8 881 729	100.0
<b>Full-time/part-time status</b>				
Full-time	80 238	41.0	5 543 862	65.8
Part-time	115 610	59.0	2 875 457	34.2
Total	195 848	100.0	8 419 319	100.0
<b>Highest year of school completed</b>				
Year 12 or equivalent	118 649	58.1	5 985 652	68.1
Year 11 or equivalent	21 980	10.8	856 042	9.7
Year 10 or equivalent	49 471	24.2	1 533 302	17.4
Year 9 or equivalent	9374	4.6	273 180	3.1
Year 8 or below	4208	2.1	112 429	1.3
Did not go to school	535	0.3	26 356	0.3
Total	204 217	100.0	8 786 961	100.0
<b>Student status</b>				
Full-time student	14 611	7.1	715 436	8.1
Part-time student	11 797	5.7	491 098	5.6
Not attending	179 227	87.2	7 618 177	86.3
Total	205 635	100.0	8 824 711	100.0
<b>Age (5 year groups)</b>				
15–19 years	2648	1.3	518 263	5.8
20–24 years	13 347	6.4	952 161	10.7
25–29 years	19 345	9.3	1 096 276	12.3
30–34 years	20 204	9.7	1 096 878	12.3
35–39 years	17 901	8.6	972 092	10.9
40–44 years	20 827	10.0	968 068	10.9
45–49 years	25 367	12.2	947 187	10.7
50–54 years	28 717	13.8	872 485	9.8
55–59 years	28 783	13.9	740 822	8.3
60–64 years	20 523	9.9	469 867	5.3
65 years and over	9932	4.8	247 628	2.8
Total	207 594	100.0	8 881 727	100.0
<b>Average age</b>	44.9		39.3	
<b>Hours worked</b>				
1–15 hours	21 600	11.0	977 997	11.6
16–24 hours	38 964	19.9	911 318	10.8
25–34 hours	55 048	28.1	986 138	11.7
35–39 hours	44 021	22.5	1 881 259	22.3
40 hours	16 346	8.3	1 683 903	20.0
41–48 hours	7324	3.7	858 120	10.2
49 hours and over	12 543	6.4	1 120 577	13.3
Total	195 846	100.0	8 419 312	100.0

5 April 2019

Note: Part-time work is defined as employed persons who worked less than 35 hours in all jobs during the week prior to Census night. Totals may not sum to the same amount due to non-response. For full-time/part-time status and hours worked, data on employees that were currently away from work (that reported working zero hours), were not presented. .

Source: ABS, *Census of Population and Housing*, 2016