

Who cares for older Australians? A picture of the residential and community based aged care workforce 2007

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Key Words:

Aged Care, workforce

Research aim:

In this Report, we detail the results of a followup to the 2003 study of the residential aged care workforce by Richardson and Martin, and include new information that covers the community based part of the workforce which has previously been unstudied. Using these studies we are able to assess important aspects of the evolution of the residential aged care workforce, provide the first picture of community based aged care workers, and explore how the residential and community based workforces compare. Chapter 8 specifically discusses "Employment of Workers from CALD backgrounds" and other sections of the report include information on "ethnic specialization and ethnicity of care workers".

Results/Conclusion:

Over 80% of interviewed managers identified benefits of employing culturally and linguistically diverse or Aboriginal and Torres Strait Islander workers for reasons ranging from enhancing the cultural appropriateness of aged care provision for residents and care recipients to creating better linkages between the organisation and ethnic communities. Approximately 30% of interviewed managers identified hurdles or barriers in employing workers from a culturally and linguistically diverse or Aboriginal and Torres Strait Islander background; a similar proportion to the general survey.

Implications:

The recruitment and retention challenge facing the aged care sector has undoubtedly risen in recent years. If the labour market remains tight, employers may face increased challenges in the future in meeting their needs for skilled, committed workers.

Cultural Group(s):

Not specific to CALD

Location of study:

Australia

Age group:

Not specific - workforce

Number included in study:

four surveys: all residential aged care homes in Australia, all service outlets receiving funding from Commonwealth programs supporting community based aged care, 7,566 direct care workers employed in residential homes, and 4,693 employed by community based providers.

Type of participants:

Care workers in residential care and community care, along with service providers.

Research approach:

Quantitative

Type of data:

Primary

Secondary data sources used:

N/A

Specific scales or analytical techniques used:

Implications/ Recommendations:

Notes: