

*...plan, organise, direct, control and coordinate the professional and administrative aspects of health and welfare programs and services.*

**Note: All the occupations in this unit group with the exception of 134299 Health and Welfare Services Managers nec [not elsewhere classified] are included on the Skilled Occupation List (SOL).**

### **Indicative Skill Level**

Most occupations in this unit group have a level of skill commensurate with a Bachelor degree or higher qualification and at least five years of relevant experience. In some instances relevant experience may substitute for the formal qualification (ANZSCO Skill Level 1).

### **Skilled Occupation Criteria**

#### ***Long-lead time***

Health and Welfare Services Managers meet the criteria for long lead time as entry to this occupation requires a substantial training commitment.

- ▶ Employment as a Health and Welfare Service Manager generally requires the completion of a university qualification of at least four years study (full-time equivalent), such as an undergraduate degree in one of the allied health sciences.

#### ***High risk***

Health and Welfare Services Managers also meet the criteria for high risk/high disruption. This indicates that the occupation is important for the effective operation of an enterprise and/or the broader economy.

- ▶ Health and Welfare Service Managers are important to meet government policy priorities at both the Commonwealth and state level. These include: meeting the recommendations of the National Health and Hospitals Reform Commission; planning for the escalating pressures on the health system due to the ageing population; managing the predicted growth in demand for aged care services; and Closing the Gap on Indigenous disadvantage.

**The occupation 134299 Health and Welfare Services Managers nec [not elsewhere classified] has not been included on the Skilled Occupations List (SOL) due to the unspecified nature of the skills involved.**

For assessment for independent skilled migration, those with suitable qualifications may qualify under the specific allied health professions included on the SOL.

## Occupation trends

### ANZSCO: 1342

### Health and Welfare Services Managers

<b>Employment level</b>	19,300 Almost all workers are employed full-time (90.3%).
<b>6 digit employment (2006 Census)</b>	134211 Medical Administrator 1955 134212 Nursing Clinical Director 2344 134213 Primary Health Organisation Manager 0 134214 Welfare Centre Manager 1354 134299 Health and Welfare Services Managers, nec 5728
<b>Employment growth</b>	Over the five years to August 2010, employment increased by 65.3% (compared with growth of 12.1% for all occupations). Employment is expected to rise by 22.3% over the next five years (compared with projected growth of 9.5% for all occupations).
<b>Unemployment rate</b>	There is almost no unemployment for this occupation.
<b>Educational profile</b>	Around 47.9% have a Bachelor degree or higher qualification.
<b>Vacancies</b>	The Internet Vacancy Index (IVI) rose by 12.0% over the 12 months to September 2010 to 182.6 (March 2006=100). Vacancies for all occupations increased by 19.4%.
<b>Gender</b>	Around 73.9% of workers are female (compared with 45.4% for all occupations).
<b>Labour turnover</b>	Around 10.2% of workers leave this occupation in a year compared with 13.1% for all occupations.
<b>Age profile</b>	The median age is 48.5 years and 64.5% are aged 45 years and over (compared with 38.5% for all occupations).
<b>Earnings</b>	Median full-time weekly earnings (before tax) are above average (\$1300).
<b>Graduate outcomes</b>	Not applicable
<b>Skill shortages</b>	Skill shortages have not been identified in these occupations.

### Labour market

134211 Medical Administrator: National shortages have not been identified, although this occupation has only been included in DEEWR research in the last few years. Most employers contacted as part of this research indicated that they experienced little difficulty filling vacancies.

134212 Nursing Clinical Director: The strongest demand appears to be in the aged care sector, with significant numbers of surveyed employers seeking experience in aged care and aged care management. The occupation has not been assessed as being in national shortage, although it has only been included in DEEWR research in the past few years.

134213 Primary Health Organisation Manager: Not assessed

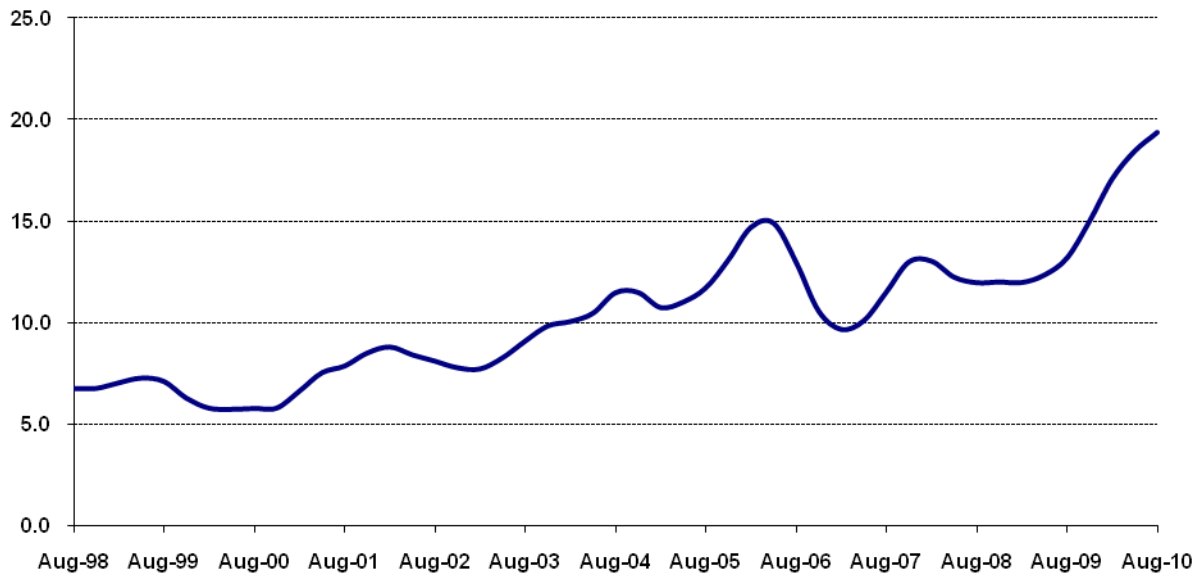
134214 Welfare Centre Manager: Not assessed

134299 Health and Welfare Services Managers, nec: Not assessed

## Summary

Employment growth has been strong over the past five years and strong growth is expected to continue. The workforce also has a relatively old age profile, with 65% of workers aged 45 years and over. This suggests there will continue to be significant demand for Health and Welfare Services Managers for new positions and also for replacement of existing workers. Advertised vacancies are rising and are at historically high levels.

Health and Welfare Services Managers  
Employed Persons ('000s) Aug 1998 to Aug 2010



Internet Vacancy Index (IVI) - 3 Monthly Average - Nov 2006 - Sept 2010  
Health and Welfare Services Managers (March 2006 = 100)

