

... provide care and advice to women during pregnancy, labour and childbirth, and postnatal care for women and babies in a range of settings such as the home, community, hospitals, clinics and health units.

Indicative Skill Level

Occupations in this unit group have a level of skill commensurate with a Bachelor degree or higher qualification (ANZSCO Skill Level 1). Registration or licensing is required in all states and territories.

Skilled Occupation Criteria

High use

Midwives meet the criteria for high use, showing that the skills which people have acquired through education and training are being deployed for the uses intended.

- ▶ Based on advice from Universities Australia, university courses in midwifery have a strong degree of match with eventual employment as Midwives.
- ▶ Of new graduates employed as Midwives, 96% had studied in a related field, such as medical studies, nursing, public health or other health areas (*Australian Graduate Survey, 2009*).
- ▶ As professionals, Midwives are expected to have a level of skill commensurate with a Bachelor degree or higher qualification. Of those employed as Midwives, 100% were found to possess this level of skill (*ABS Education and Work, 2010*).¹

High risk

Midwives 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.

- ▶ Midwives are required to be registered with their state or territory Nursing and Midwifery Regulatory Authority (NMRA).
- ▶ Midwives 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, the Clinical Training Funding Initiative and the Clinical Supervision Support Program.

¹ Analysis for the Skilled Occupations List (SOL) was conducted using the latest available data, including the 2010 ABS Survey of Education and Work (SEW). Percentages may therefore differ from those cited in the 'Occupation Trends' analysis (over the page), which uses alternative sources in some instances (e.g. the 2008 ABS Survey of Education and Work). Small sample sizes for some occupations may also result in fluctuations in the SEW data between 2008 and 2010. The specific data sources used for the Occupation Trends analysis can be found on the Skills Australia website: <http://www.skillsaustralia.gov.au/SOLsummarysheets.shtml>.

Occupation Trends

ANZSCO: 2541

Midwives

Employment level	15,500 Less than half of workers (35.0%) are employed full-time.
6 digit employment (2006 Census)	254111 Midwife 12,240
Employment growth	Over the five years to August 2010, employment increased by 2.2% (compared with growth of 12.1% for all occupations). Employment is expected to rise by 12.6% over the next five years (compared with projected growth of 9.5% for all occupations).
Unemployment rate	There is almost no unemployment for this occupation.
Educational profile	Around 94.7% have a Bachelor degree or higher qualification.
Vacancies	The Internet Vacancy Index (IVI) rose by 10.7% over the 12 months to September 2010 to 324.2 (March 2006=100). Vacancies for all occupations increased by 19.4%.
Gender	Almost all workers are female.
Labour turnover	Around 6.3% of workers leave this occupation in a year compared with 13.1% for all occupations.
Age profile	The median age is 48 years and 56.2% are aged 45 years and over (compared with 38.5% for all occupations).
Earnings	Median full-time weekly earnings (before tax) are above average (\$1237).
Graduate outcomes	Graduate Careers Australia data show 99% of post-basic Bachelor degree graduates in nursing seeking full-time work were working four months after graduation, 78% of whom were working as Health Professionals and 16% as Community and Personal Service Workers.
Skill shortages	Shortages of Midwives have been persistent over the past decade.

Labour market

Shortages of Midwives evident over the past decade persisted in 2010. Surveyed employers filled less than 30% of their advertised vacancies and there were, on average only 0.5 suitable applicants per vacancy. Further evidence of this shortage is in the very low number of applications overall, just 1.2 per vacancy, with many employers failing to attract any applicants and those employers who did receive interest in their vacancies reporting very low applicant numbers.

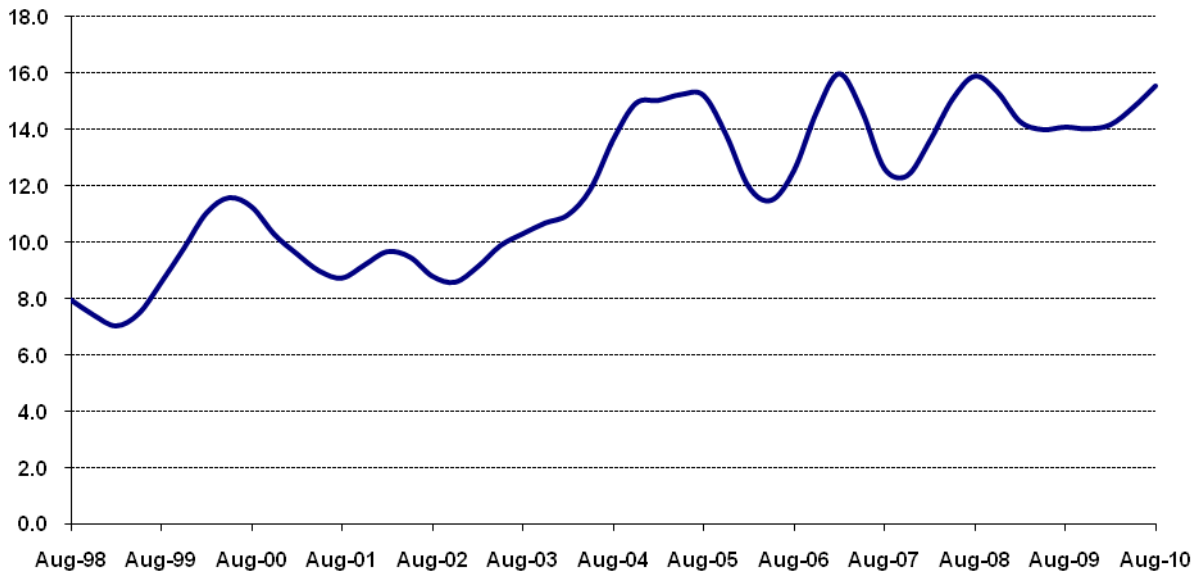
Employers in regional locations and some outer metropolitan areas generally experienced greater difficulty attracting suitable qualified and registered Midwives. However, even in metropolitan areas, many employers experienced considerable difficulty recruiting.

In a small number of instances, employers received applications from suitable candidates but the hours of work sought by applicants did not meet the requirements of the advertised vacancies and positions remained unfilled.

Summary

Employment growth has been low over the past five years but stronger growth is expected over the next five years. Vacancy levels are trending upwards, there is almost no unemployment and the proportion of Midwives aged 45 years or over is high (56%) suggesting there will be strong replacement demand over the next few years and shortages are likely to persist.

Midwives
Employed Persons ('000s) Aug 1998 to Aug 2010



Internet Vacancy Index (IVI) - 3 Monthly Average - Nov 2006 - Sept 2010
Midwives (March 2006 = 100)

