

Mature age home care traineeship scheme

Overview

- Create a targeted home care traineeship program for mature workers aged 50+ to meet the cost of training.
- The program would be based on the successful South Australian pilot traineeship scheme, which links older workers with a home care provider.^{vii}

Benefits

- Meets the growing shortfall for home care workers.
- Encourages people to work in home care.
- Provides greater income and superannuation for older people, particularly women.
- Provides care recipients with access to mature and sympathetic workers – as is their preference.

Why the program is needed

- Evidence from the existing pilot (run by provider My Care Solution) shows home care recipients and home care providers prefer mature aged workers.

“At My Care Solution, more than 85 per cent of our workforce is aged 45 or older. They are committed, reliable, eager to learn, and most importantly, they are compatible with our elderly clients.”

Mark McBriarty, My Care Solution

- Demand for care workers is growing rapidly – CEDA estimates a shortfall of 400,000 workers by 2050.^{viii}
- Mature aged workers are in demand in home care – The average worker age in community care is 50.^{ix}
- Mature aged workers are not being adequately serviced by existing training programs – The existing Restart program is a failure with limited take-up of its \$10,000 subsidies.
- There’s a large number of older people who are not counted in the unemployment figures but want to work – According to the ABS in 2018-19, there were 233,000 people aged 50 - 69 who were not unemployed but want to work either full or part time (they are not in the labour force, not retired and not currently employed).
- The ratio of workers to retirees is declining – The old age dependency ratio (of working-age people to those over 65) is projected to fall from 4:1 in 2019-20 to 2.7:1 in 2060-61.

Budget Implications

- The cost of the South Australian pilot was \$10,000 per trainee for training, uniforms, police clearances, tech support and non-accredited training i.e. orientation – This could be met by redirecting funds from the existing *Restart* program (funded at \$108.8m in 2017-18).
 - 2,000 traineeships would cost \$20 million per year or \$80 million over the forward estimates for 8,000 new home care workers.