

<b>Welfare Worker</b>	<b>Australia</b>
<b>ASCO Code:</b> 2512-11	June 2007
<b>Labour market rating</b>	No shortage
<b>Comment</b>	

### **Employer and industry comments/current labour market**

A survey of employers who advertised for welfare workers was undertaken for this report. This occupation is defined by the Australian Standard Classification of Occupations (ASCO) as assisting individuals, families and groups with social, emotional and financial difficulties to improve quality of life by educating and supporting them and working towards change in their social environment. The vacancies surveyed were primarily located within the health and community services industry and in government administration and defence.

In total, employers reported filling around 75 per cent of surveyed vacancies. In most States and Territories employers filled all their vacancies but in the Northern Territory the fill rate was significantly lower than the national average, at 50 per cent. Employers in New South Wales also experienced slightly more difficulty than other employers with slightly less than two thirds of vacancies surveyed in that State being filled. However those employers in New South Wales who did not fill their vacancies generally received interest from suitable candidates and vacancies were unfilled for a variety of reasons.

Some employers received a strong response to advertised vacancies, while other employers reported receiving few applications. Overall however employers appear to have received sufficient interest from applicants and suitable applicants, irrespective of the geographic location of the vacancy.

Employers reported receiving an average of six applicants per vacancy surveyed, with around two of these applicants were considered by employers to be suitable. Applicants who were considered by employers to be unsuitable usually did not have experience in the field generally, or did not have specific or specialised experience which employers were seeking. A number of employers also noted applicants either lacked qualifications which were required, or applications originated overseas and these candidates were not considered to be suitable.

Employers in Tasmania reported receiving relatively low numbers of applicants and suitable applicants than employers elsewhere, although all surveyed vacancies were filled. This appears to be as a result of strong demand for skills in this occupation in this State. Employers contacted in Tasmania had multiple vacancies and noted these were generally new positions resulting from funding increases.

Employers typically suggested there is strong demand for skills in this occupation and noted experiencing high turnover as welfare workers changed jobs seeking higher remuneration.

### **Labour market outlook**

There is no evidence to suggest the labour market for welfare workers will change significantly over the next six months.