



**AUSTRALIAN AGED CARE
WORKFORCE PROJECTION
2025-2027 REPORT
RISE TO CARE IN AUSTRALIA**

REPORT OVERVIEW

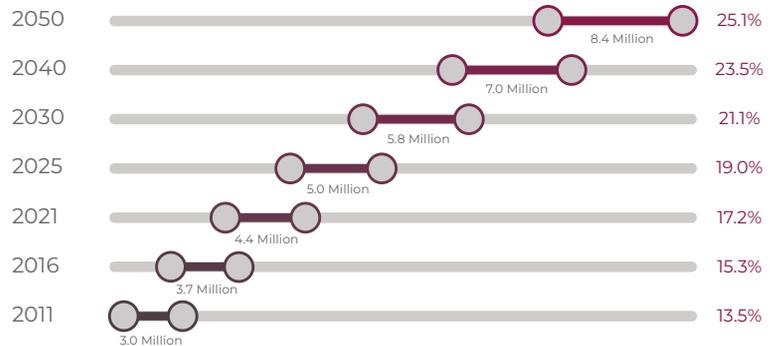
The Australian Aged Care Workforce Projections Report presents a pressing picture of the sector’s workforce challenges amidst a rapidly ageing population. **Demand for qualified aged care staff is projected to grow substantially over the next decade**, driven by an unprecedented increase in the elderly population. This surge amplifies the need for sustainable workforce solutions that can keep pace with rising care requirements, ensuring quality care for older Australians. At the same time, the industry faces a concerning shortage of skilled workers, creating **an urgent need for effective recruitment and retention strategies**.

As the report reveals, the current aged care workforce is itself ageing, signalling a need to attract younger workers to prevent a widening gap in service capacity. High turnover rates in certain roles add to these challenges, with some positions seeing a quicker rate of attrition due to job pressures and burnout. **Recruiting internationally emerges as a viable solution, offering cost benefits and helping to address immediate staffing needs**. Overseas recruits often demonstrate strong long-term retention, helping to stabilise the workforce and reduce turnover costs associated with frequent hiring cycles.

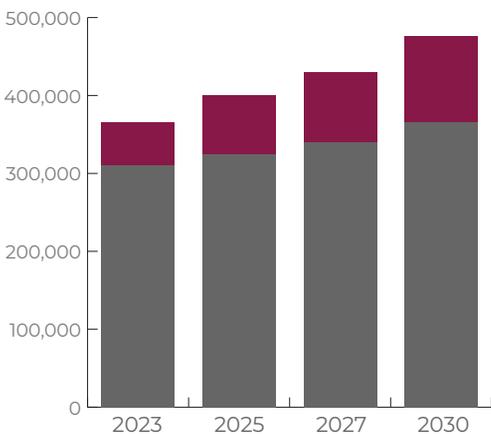
Across Australia, aged care needs vary significantly by region, underscoring the importance of a geographically tailored approach to workforce planning. As demand for aged care continues to grow annually, it is evident that **the sector must adopt innovative recruitment and retention methods**, including streamlined visa processes, to meet these challenges effectively. This report underscores the need for a strategic approach to workforce management, vital for sustaining the quality and accessibility of aged care services nationwide.

AGEING POPULATION GROWTH

Australia's aged population is growing rapidly, with projections indicating that by 2030, **over 20% of Australians will be aged 65 and over**. This demographic shift raises urgent concerns, including increased demand for **aged care services, workforce shortages, and the need for sustainable funding** to support long-term, quality care solutions for older Australians.



Source: Australian Bureau of Statistics (2020, 2021) | Australian Institute of Health and Welfare, *Australia's Health 2022*



WORKFORCE DEMAND VS SUPPLY

Workforce projections reveal a growing shortfall in the aged care sector, with demand outpacing supply each year. Without intervention, this gap will continue to strain care providers and impact service quality. Addressing this challenge will require both **innovative recruitment strategies and support for workforce retention**.

By 2030, the need for aged care workers is expected to exceed supply by over

110,000

underscoring the urgent need for targeted recruitment efforts, including international hiring, to address the widening gap and ensure quality care for Australia's ageing population.

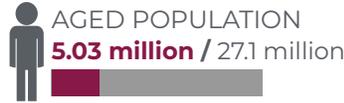
Source: Aged Care Workforce Strategy Taskforce (2018); updated estimates based on projections from the Australian Bureau of Statistics (2022) and Australian Institute of Health and Welfare (2021).



AGED CARE NEEDS IN AUSTRALIA

Australia's aged care needs are intensifying as the population ages, creating a **critical demand for skilled care workers, expanded facilities, and specialised support services**. Addressing these needs requires a focused approach to workforce recruitment, enhanced funding, and improved care

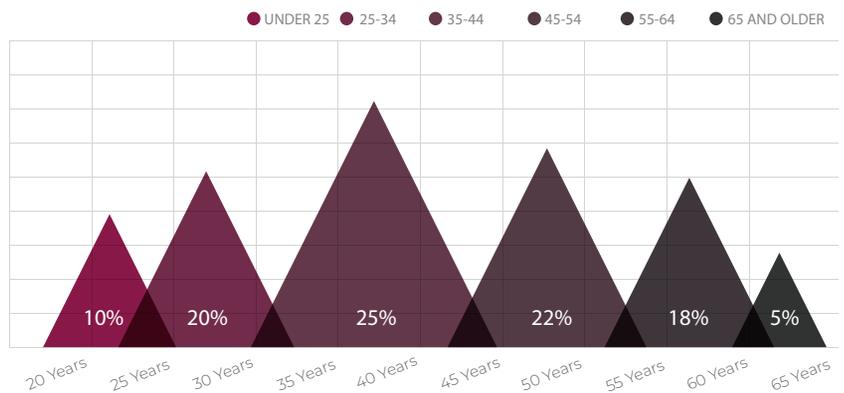
standards to ensure the health, dignity, and quality of life for Australia's elderly.



Source: Australian Bureau of Statistics (ABS), *Population Projections (2024)* | Department of Health and Aged Care, *Aged Care Workforce Planning Report (2023)*

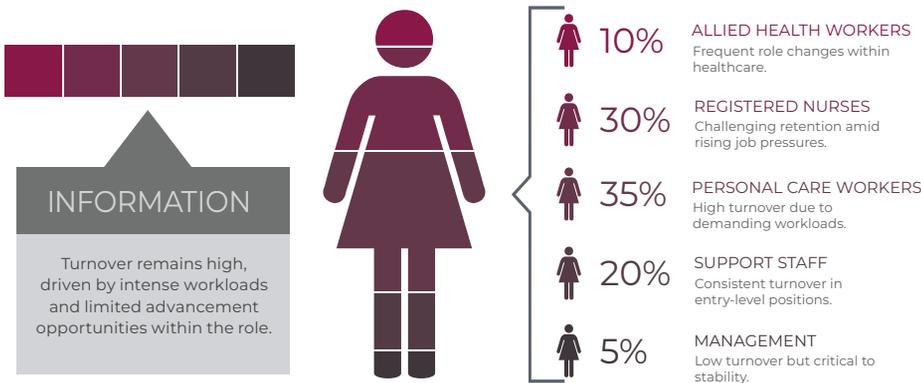
WORKFORCE AGE DISTRIBUTION

Australia's aged care workforce is ageing, with a significant portion nearing retirement. This creates an urgent need to **attract younger talent into the sector to ensure sustainable, long-term care** for the nation's growing elderly population.



Source: National Skills Commission, *Aged Care Workforce Data (2021)* | Australian Institute of Health and Welfare, *Australia's Health 2022*



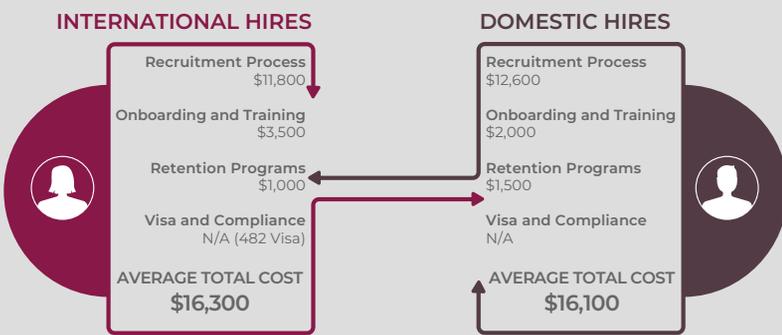


TURNOVER RATES BY ROLES

Turnover rates vary significantly by role in the aged care sector, with **Personal Care Workers** experiencing particularly high turnover due to demanding workloads and limited career progression opportunities. Addressing retention challenges in this role is critical for workforce stability and quality of care across the industry.

Source: Aged Care Workforce Industry Council, *Workforce Turnover Insights (2023)* | National Skills Commission, *Annual Aged Care Workforce Report (2022)*

COST COMPARISON



Source: National Skills Commission, *Hiring and Retention Cost Analysis (2022)* | Aged Care Workforce Industry Council, *Sector Workforce Cost Insights (2023)*

RETENTION COMPARISON

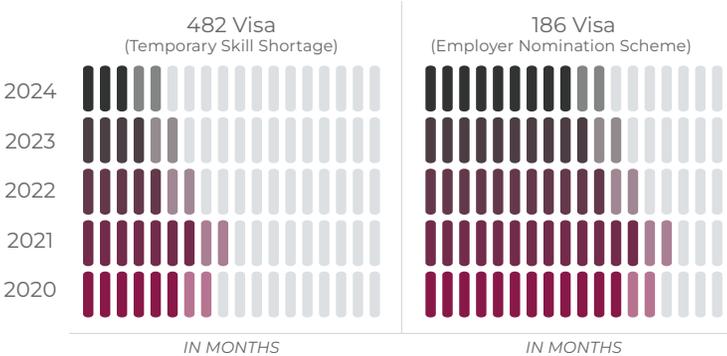
International hires have a

20%-35%

higher retention rate than domestic staff, driven largely by **visa commitments and a strong motivation to establish long-term careers in Australia**. Many international workers view their roles as a pathway to stability, fostering a high level of commitment and loyalty to their employers.

VISA PROCESSING TIMES

Improvements in **482 and 186 visa processing times** have expedited **overseas recruitment**, enabling faster onboarding of skilled aged care workers to address workforce shortages.



Source: Department of Home Affairs, *Australian Visa Processing Times Overview (2024)* | Migration Council Australia, *Visa Processing Trends Report (2023)*



Source: Aged Care Workforce Strategy Taskforce, *Retention Data in Aged Care Sector (2022)* | Department of Health and Aged Care, *Aged Care Workforce Retention Reports (2023)*

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