



# Infosheet: where to find labour market, skills and economic growth information to assist with Investment Plans

This infosheet provides links to key information produced by other organisations on labour market, skills and regional economic growth in New Zealand. This information may be helpful when developing your Investment Plan.

Please also refer to the [Supplementary Plan Guidance](#) published in June 2020 for the latest information on TEC's investment priorities for 2021-2023.

It is worth noting that information currently included in most of these links was developed before the COVID-19 pandemic. We suggest you take the date of publication into account when considering these resources.

When assessing your Investment Plan, we will look at what programmes you plan to deliver and how well your proposed Plan will help provide the knowledge and skills that are in demand.

## Content

The links provided in this infosheet are presented in seven sections:

1. MBIE's Employment Strategy
2. Skills in demand
3. Employment forecasts
4. Labour market reports and skills statistics
5. MBIE labour market and skills statistics by region
6. Additional labour market, skills and economic growth statistics by region
7. Labour market and skills information by sector

We recommend that you prioritise sections 1, 2 and 5 (MBIE Employment Strategy and Employment Action Plans, Immigration New Zealand skills shortage lists, and MBIE's Regional Economic Activity interactive tool, respectively). For immediate information on labour market skills needs, please follow the link to the MBIE Occupation Outlook in section 2.

We also suggest you to refer to MBIE's June 2020 [Quarterly Labour Market Report](#). The report provides the latest insights about industries and employers in the regions.



## 1. MBIE's Employment Strategy and Employment Action Plans

MBIE's [Employment Strategy](#) presents the Government's vision for the labour market and the changes that are currently being implemented to improve employment outcomes for all New Zealanders. The strategy describes how the Government intends to:

- > build a skilled workforce,
- > support industries and regions to thrive,
- > support workplaces to modernize,
- > support workers and businesses to be resilient and adaptable in the face of the changing nature of work, and
- > support more inclusive employment.

A key focus of the strategy is more inclusive employment outcomes for all New Zealanders. The strategy sets out a roadmap for a series of Action Plans focused on improving outcomes for people with disabilities, Māori, Pacific peoples, older workers and job seekers, refugees, and recent migrants.

These plans set out programmes for government agencies to improve education, training and employment outcomes for these groups.

## 2. Skills in demand

A full list of current skill shortages in New Zealand is provided by the [Immigration New Zealand Skill shortage list checker](#). The table below summarises the list, which includes the following industries:

	NZQF Qualification levels	Long Term shortages	Regional shortages	Construction and Infrastructure shortages
Agriculture and forestry	Level 4 or higher		√	
Construction	Level 7 or higher	√		√
Education	Level 7 or higher		√	
Engineering	Level 6 or higher	√	√	√
Finance/business	Level 7 or higher	√	√	
Health and social services	Level 7 or higher Registration with relevant body	√	√	
ICT and electronics	Level 7 or higher	√		√
Recreation and hospitality	Level 4 or higher	√	√	
Science	Level 7 or higher	√		
Trades	Level 4 or higher	√	√	√

The lists of specific skills below provide information about the qualifications levels and qualification courses that are needed.

### Long term skill shortage list (LTSSL)

[This list](#) identifies occupations where there is a sustained and on-going shortage of highly skilled workers both globally and throughout New Zealand.

### Regional skill shortage list (RSSL)

[This list](#) includes occupations where skilled workers are required in particular regions of New Zealand and indicates that there are no New Zealand citizens or residents available to take up the positions. Please refer to page 4 of this document below for more information about MBIE's revised Regional Skill Shortage List.

### Construction and Infrastructure skill shortage list (CISSL)

[This list](#) contains occupations in critical shortage in the construction industry across New Zealand.

## Skill level classification

Immigration New Zealand uses the amount of pay and the Australian and New Zealand Standard Classification of Occupations (ANZSCO) Version 1.2 to determine if a job is skilled. Some selected occupations are treated as exceptions. To be classified as skilled (for the Skilled Migrant Category, for example) you need to be either:

- > ANZSCO level 1-3 AND paid at or above \$25.00 per hour (\$52,000 per year based on a 40 hour week); or
- > ANZSCO level 4-5 AND paid at or above \$37.50 per hour (\$78,000 per year based on a 40 hour week); or
- > on the list of occupations treated as exceptions to ANZSCO AND paid at or above \$25.00 per hour (\$52,000 per year based on a 40 hour week).

Information on skills in demand is also found in MBIE Occupation Outlook.

## Occupation Outlook

[Occupation Outlook](#) is a mobile app for exploring study and career options. This app shows labour supply and demand in over 100 occupations. It explains how to enter each role, how many learners are studying in related fields, how many people are employed, and what the average income by occupation is. It provides information on the prospects of getting a job in an occupation once learners have completed the qualifications required.

## 3. Employment forecasts

MBIE's most recent [short term employment forecasts](#) (for 2017-2020) highlighted that business services and construction seem to continue driving employment in the short term. However, recent employment growth has also been experienced in manufacturing, particularly in Christchurch and Auckland, and in food production, machinery and equipment manufacturing, and textile manufacturing.

- > There are many job openings for specialists in industries such as medicine, engineering and IT. But there are also opportunities to contribute for workers with more generalist skills.

Pre-COVID-19, these MBIE [forecasted employment trends](#) suggested that employment conditions were going to remain strong for the next five years.

More recent information on domestic conditions, published by the Treasury, shows economic activity has improved since April: WEU special Topic: [Economic Developments since the Budget](#). This analysis suggests that the downturn may be shallower than earlier assumed.

You may also find it useful to consider the [Treasury Economic Scenarios Report](#) (April 2020), which provides information about the economic impacts of COVID-19, and the risks that could lengthen our economic recovery, and increase the costs of unemployment.

## 4. Labour market reports and skills statistics

The following links provide you with detailed information on labour market analysis and forecasting, jobs and skills, reports on Māori and Pacific Peoples' labour market participation, and other labour market research and reports.

Information such as the number of workers and the skills required in new job openings may help your planning.

### Labour Market Dashboard

This dashboard displays labour market information from different sources in one place. Statistics are provided to you by topics such as workers and workforce characteristics and job vacancy trends (via jobs online).

### Labour Market Forecasts

This link takes you to reports on short-term and medium- to long-term employment forecasts. The reports provide analysis and commentaries for advice on tertiary education, industry training and immigration, for example, over the next 2-3 years and 5-10 years.

### [Quarterly Labour Market Report](#)

This quarterly report series provides a summary of New Zealand labour market trends. It combines labour market monitoring statistics with information on latest developments.

### [He kai kei aku ringa: Strategy and action plan](#)

The Crown-Māori Economic Development Strategy, He kai kei aku ringa, provides an organising framework to drive an all-of-government focus on achieving positive economic outcomes for Māori.

### [Just Transitions](#)

MBIE has established a Just Transitions Unit to help share and coordinate the work of transitioning New Zealand to a low emissions economy. There is a need to actively plan for a future economy that adapts to new technologies, globalisation and demographic shifts, which will have impacts on the ways New Zealanders work and the jobs they do.

### [Digital Skills Forum](#)

This report provides an analysis of the digital skills landscape of New Zealand. It is provided by the Digital Skills Forum, which is a focused coalition of industry associations and government organisations that work together to identify key issues and opportunities across ICT, high-tech and digital skills.

## **5. MBIE's labour market and skills statistics by region**

### [MBIE's Regional Economic Activity interactive tool](#)

This link will take you to an interactive Regional Economic Activity Web Tool. This tool will allow you to find out more about regional economic performance and workforce information. This will help you to understand the different roles our regions play in the New Zealand economy and to contextualise their current and future workforce needs.

### [MBIE revised Regional Skill Shortage List](#)

MBIE published a revised Regional Skill Shortage List, effective from 27 May 2019. This list is part of Government immigration instructions as described in Section 22 of the Immigration Act 2009. Skills are listed by occupational groups. All regions have a similar list of occupational groups and skills required.

These include, for example:

- > Agriculture and Forestry – a certificate at NZQF level 4 or higher,
- > Education – NZQF level 7 or higher,
- > Engineering – NZQF level 6 or higher,
- > Finance/Business – Accountant,
- > Health and Social Services, such as:
  - Anaesthetic Technician (311211), Medical Technicians (not elsewhere classified), Dialysis Technician (311299), Midwife (254111), Resident Medical Officer (excluding First and Second Year Resident Medical Officers) (253112), as well as:
  - Specialist Physician (General Medicine) (253311), Cardiologist (253312), Paediatrician (253321), Specialist Physicians (not elsewhere classified) (253399), Emergency Medicine Specialist (253912), Ophthalmologist (253914), Medical Practitioners (not elsewhere classified) (253999).
- > Recreation and Hospitality - a certificate at NZQF level 4 or higher,
- > Trades - a certificate at NZQF level 4 or higher.

## 6. Additional labour market, skills and economic growth statistics by region

In this section, we provide additional information on labour market, skills and economic growth for the North and South islands.

### North Island

#### Northland

##### [Tai Tokerau Northland Economic Action Plan](#)

This plan provides you with information on how Northland is innovating in the Digital, Technology and Infrastructure space. The plan aims to support the business community and to enable industry to thrive.

#### Auckland

##### [ATEED's Auckland Innovation Plan](#)

This document provides you with information on an innovation plan for Auckland and the region. It presents priorities and actions to implement it. Some case studies are also provided. More specifically, it presents information on skill clusters (i.e. page 2, 25 and 30 of the document).

- > For example, Auckland has a number of nascent skills clusters within key industry sectors including food processing and manufacturing in the south of Auckland, and ICT in central Auckland and on the North Shore.
- > These are opportunities for you, and hence for TEC, to help the region in creating close relationships between industry and academic research, and in fostering entrepreneurial activity.
- > You may be able to build a deep capability and a strong skills base to implement broad innovative technology platforms such as biotechnology, advanced materials, cloud computing, and screen and creative content, which provide opportunities for specialisation.
- > You could play a key role in providing the core skills for Auckland that match skills demand.
- > Moreover, as Auckland is the world's largest Māori and Pacific Peoples city, you can help to harness the competitive advantage that this diversity offers.

#### Waikato

##### [Waikato Means Business: An Economic Development Strategy for the Waikato Region](#)

This is an economic strategy document on the Waikato Regional Economic Development Programme for 2018 – 2022. It is a refreshed Waikato Labour Market Strategy launched in April 2019 and funded by MBIE.

Some opportunities are in the following industries:

- > primary and related processing,
- > infrastructure,
- > advanced manufacturing, and
- > internationally-oriented services.

#### East Coast Gisborne

##### [Activate Tairāwhiti's Economic Action Plan](#)

This provides information on:

- > sector-specific and generic enabling actions,
- > what can be achieved by 2022,
- > how economic success can be measured, and
- > the estimated benefits.

#### East Coast Hawke's Bay

##### [Matariki Strategy for Economic and Social Growth](#)

It provides information on the vision of the region and on how the Hawke's Bay economy can benefit from inclusive, connected communities and sustainable, resilient environments. You can facilitate opportunities for learning across all industries and in particular in:

- > horticulture,
- > viticulture, and

- > manufacturing.

You can contribute to create career development and career pathways that are localised, responsive and future-facing for the needs of all learners.

### [Matariki Hawke's Bay Regional Economic Development Strategy and Action Plan](#)

It highlights growth industries of interest such as:

- > construction and
- > education.

### [Matariki Hawke's Bay Regional Social Inclusion Strategy](#)

It highlights the importance of providing support, training and information to whānau, households and communities to drive social inclusion.

## **Taranaki**

### [Taranaki Regional Economic Development Strategy 2010-2035](#)

This webpage provides you with information on how to start and grow businesses and innovate in the region, and on how to search for funding and support. Areas of growth include:

- > food,
- > international education.

## **Manawatū**

### [Accelerate25: Manawatū-Whanganui Economic Action Plan](#)

This is an Action Plan to accelerate social and economic growth in the region through to 2025. It informs you on the key economic activities to support the region, such as:

- > land use optimisation,
- > poultry meat production,
- > quality care and lifestyle for older people, and
- > business process outsourcing.

## **Wellington**

### [WREDA's Big Ideas for Economic Growth](#)

This website of the Wellington Regional Economic Development Agency (WellingtonNZ) supports economic performance across the region. It highlights for you several ideas and activities aimed at supporting economic development and transformation in Wellington. These include the development of a film precinct and associated education facilities, international air connections activities, high-tech industries, and conference and concert facilities. Some opportunities are in the following industries:

- > film, and
- > hospitality.

## **South Island**

### **Nelson**

#### [The Nelson Regional Development Agency Identity and Strategy](#)

This webpage provides you with information on how to foster the future prosperity of the Nelson Tasman region through positioning, connecting and promoting the region.

### **Christchurch**

#### [CEDS Economic Development Strategy](#)

The Christchurch Economic Development Strategy (CEDS) identifies the city's long-term growth goals and priorities to 2031 that will create a stronger economy and better quality of life. The identified high-growth enabling sectors are the following:

- > agriculture,
- > manufacturing,

- > information,
- > media and telecommunications,
- > finance and insurance, and
- > professional, scientific and technical services.

### [Christchurch Prosperity Framework 2018-2028](#)

This document provides information on the economic priorities of the city and hence, of the region.

Christchurch needs to respond to both the immediate and long term challenges facing the city, while ensuring support for its export-orientated industries, and to regain the city's pre-quake share of the national economy.

These are opportunities for you to help the city in building a strong skills base in areas of current and future economic and social interest such as:

- > food and fibre, and agritech,
- > health-tech services, and
- > resilient communities.

You can assist the city and the region in creating a collaborative network with local and national agencies wishing to invest in skills and training in the region.

### **Timaru**

#### [Timaru District economic development agency \(Aoraki Development\)](#)

This website offers information on Timaru's economy, connectivity and innovation, industry hubs and logistics. It provides economic reports and a link to the South Canterbury Chamber of Commerce. The information highlights the strong influence of the region's agricultural heritage. Of interest are the following areas of growth:

- > dairy,
- > horticulture,
- > cropping,
- > meat and wool,
- > manufacturing,
- > engineering, and
- > distribution operations.

There are opportunities for providing training across all sectors from:

- > trades and manufacturing
- > professional, and
- > service.

#### [Timaru District Economic Development Strategy 2015 – 2035](#)

This is also a great source of information on the region's areas of growth to achieve its prosperity. These include, for example:

- > health, and
- > business development and services.

### **West Coast**

#### [Tai Poutini West Coast Economic Development Strategy 2018 – 2025](#)

This recent document provides information on the region's main economic drivers and the industries supporting these drivers. For example, the main economic drivers are:

- > minerals,
- > dairy,
- > forestry,
- > fishing, and
- > agriculture.



The supporting industries are:

- > construction,
- > property,
- > IT/energy,
- > professional services,
- > manufacturing.

These are in addition to:

- > health,
- > education and
- > Government services.

### [West Coast Economic Development Action Plan](#)

This document differs from the Tai Poutini West Coast Economic Development Strategy. It provides specific information on the region's goals, which include increasing GDP, jobs, population, mean annual earnings and number of businesses.

### **Dunedin**

#### [Dunedin NZ's Economic Development Strategy](#)

This is a 2013-2023 blueprint to increase skills, incomes and job opportunities for Dunedin's residents. The strategy is the outcome of work done by the Grow Dunedin Partnership: Dunedin City Council, Ngāi Tahu, Otago Chamber of Commerce, Otago Polytechnic, Otago Southland Employers' Association, University of Otago.

This report may be relevant to you for developing your investment plan to support the region, for example, by establishing programmes of employment and training pathways that meet the region's business needs.

### **Otago**

#### [Central Otago Economic Development Strategy](#)

This document provides information on issues that impact the economic and social well-being of the Central Otago community. It suggests actions that can be taken in the near future to address those issues. Strategies are distinguished between community owned and council owned. Some of them focus on, for example:

- > infrastructure, and
- > tree management.

### **Queenstown**

#### [The Economic Development Strategy](#)

Queenstown Lakes District Council recognises the need for a robust economic development strategy.

This document offers information on how the region can develop its economy and its workforce. Industries of interest include construction.

You might be interested to know that the region requires better skills and productivity in, for example:

- > accommodation and food services, and
- > education.

### [Our Local Economy a strategy update](#)

This is a 2018 summary of the region economic trends, goals and priorities. It highlights further the need for skills in:

- > education, and
- > infrastructure.

You can also find more information on these areas of growth at the Queenstown Lakes District Council's [economic development projects](#).



## Southland

### Southland regional strategy

This strategy proposes to diversify the regional economy, and to strengthen local businesses. It presents three challenges, nine projects, and forty actions. Some focus areas are, for example:

- > aquaculture,
- > industrial applications – new technology,
- > precision agriculture, and
- > energy-efficient products and services.

## 7. Labour market and skills information by sector

### MBIE's construction skills action plan

This information describes the Government Plan to meet New Zealand's current and future workforce needs for the construction industry. The action plan encompasses six priority initiatives to deliver the right people, at the right time, with the right skills for the construction workforce, now and in the future.

These initiatives focus on:

- > boosting skills through procurement,
- > jobs and skills hubs in Auckland, Manukau, in city centres,
- > a Northern Jobs and Skills Hub,
- > growing construction careers and credentials, and
- > expanding skills for industry.

Training packages usually include:

- > health and safety,
- > business or industry induction,
- > basic skills training, including licences,
- > on-the-job training,
- > industry qualifications once in employment, and
- > in-work support.

Other initiatives focus on:

- > Mana in Mahi – Strength in Work, and
- > Immigration settings.

### MoH's Health Workforce

This website has information for you on health workforce initiatives, updates, career planning, education and training initiatives. Key initiatives, for example, are proposed in areas such as:

- > aged care,
- > diabetes,
- > mental health, and
- > anaesthesia.

### Te Pou's Regional and DHB district workforce reports

This website provides you with reports on adult mental health workforce, adult addiction workforce, and adult mental health and addiction workforce overall, along with reports on service and role types.

### ServiceIQ Workforce Development Plan

ServiceIQ supports employers, learners and government stakeholders by advocating workforce development. The plan provides information on workforce development for businesses in the service sector, with a workforce development plan, with regional roadmaps and sector profiles. ServiceIQ has a focused approach to driving the success of Māori and Pasifika learners.

### [Royal Society's Science Technicians Workforce Review](#)

This review is to inform you on a deficiency in the practical skills of those entering the science technicians' workforce in New Zealand. The review suggests a national approach to overcome these deficiencies. The recent update also outlines developments in the education and research sectors.