



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

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

When we assess your Plan, we will be looking for evidence that you plan to deliver skills for the future while continuing to respond to the demand for skills that has arisen from the COVID-19 pandemic.

In particular, we are looking for evidence that you have engaged with a range of stakeholders, including relevant industries and employers, and you are responding to Government's priorities and your region's specific needs and aspirations (where relevant). We want to see that you seek to improve the post-study outcome for all graduates over time.

Alongside the skills required by regional labour market and industry sectors, you should consider the outcomes sought in the new [Tertiary Education Strategy \(TES\)](#), and through the [Reform of Vocational Education \(RoVE\)](#).

For TEOs delivering vocational education, we expect your Plans to increasingly reflect the analysis and advice of stakeholders of influence, such as [Workforce Development Councils \(WDCs\)](#), and [Regional Skills Leadership Groups \(RSLGs\)](#), as they become functioning entities.

Please refer to our TEC [Investment Toolkit](#) webpage for more information, and to the [Plan Guidance 2020](#) for the latest information on TEC's investment priorities for 2022-2024.

Some of the resources listed below were developed before the COVID-19 pandemic. We will update these as new information becomes available. We recommend you take the date of publication into account when considering these resources.



The economic context

The overall economic context is important to your Plan. Here is some background information about recent developments in the NZ labour market. We are looking for evidence that you can help adapt, educate, and reskill our workforce to deal with the ongoing labour market changes.

The NZ labour market is currently in a phase of recovery.

It is undergoing a structural transformation due to the COVID-19 lockdown. [Statistics](#) suggests that while there is unemployment, this is now lower than initially expected (below 7%, similar to the 2009 recession). However, there is also a skills shortage, underemployment and underutilization.

The demand for skills and workers varies by region and industry sector.

Some businesses show a large decline in demand for workers, such as in hospitality and primary sector. The impact on labour demand reduction of the COVID-19 lockdown seems to be greater in cities rather than in rural areas (MBIE [Quarterly Labour Market report](#), June 2020). This poses an impediment to recovery and economic growth in the regions and for NZ as a whole.

Before the COVID-19 lockdown, the NZ labour market was robust and strong.

The two main industries contributing to this growth were public administration and safety (for example, Police), and education and training. Demand was also strong in the service sector (for example, tourism and hospitality). Demand was increasing for both primary and goods-producing sectors.

But the COVID-19 pandemic and the lockdown have had a greater negative impact on the service sector.

Hospitality and tourism have been affected the most by COVID-19, along with international education.

You have an important role.

Research shows that during recessions, education significantly increases re-employment rates of the unemployed. But the recession caused by COVID-19 pandemic and the lockdown differs greatly from cyclical recessions. COVID-19 pandemic and the lockdown are negative shocks which have affected specific sectors of the economy, in contrast with general demand reductions in a cyclical recession.

The links below have more information about the labour market and where education is needed the most, so that you can support a stronger recovery.

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 modernise
- > support workers and businesses to be resilient and adaptable in the face of the changing nature of work
- > 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. TEOs can use this information to help identify the group of learners on which they could focus, the type of qualification levels that could be offered, and the type of funding available.

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 | √ | √ | √ |

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. Refer to page 4 of this document 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.

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.

Employment forecasts

MBIE's most recent [short term employment forecasts](#) (for 2017-2020) highlighted that business services and construction continue to drive 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.

Post-COVID-19, information on domestic conditions, published by the Treasury, shows economic activity has improved since April: WEU Special Topic: [Economic developments since the Budget 2020](#). 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.

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.

[Labour Market Dashboard](#)

This dashboard displays labour market information from different sources in one place. Statistics are provided 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.

[Labour Market Statistics Snapshot](#)

This is a quarterly update of labour market statistics (September 2020). It provides an overview of the current state of the labour market. The key statistics are:

- > Employment
- > Unemployment
- > NEET – Youth Not in Employment, Education or Training
- > Māori and Pacific peoples.

[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](#)

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.

Regional labour market, skills and economic growth information

[Interim Regional Skills Leadership Groups \(RSLG\)](#)

The establishment and the strategies of RSLGs preceded the impact of COVID-19. RSLGs actively help identify future skills and workforce needs in our regions and cities.

[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 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.

North Island

Please note that some of the resources listed below were developed before the COVID-19 pandemic. We recommend you take the date of publication into account when considering these resources.

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.

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 that highlights opportunities in particular industries.

Bay of Plenty

[Priority One Tauranga Moana - the Western Bay of Plenty EDA](#)

This provides detailed and comprehensive reports on the region. In particular, it suggests what areas the region will be focusing on to provide additional impact.

East Coast Gisborne

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

This provides information on sector-specific and generic enabling actions for the region.

East Coast Hawke's Bay

[Matariki Hawke's Bay Regional Development Strategy for economic, inclusive and sustainable 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. 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 information on how to start and grow businesses and innovate in the region, and on how to search for funding and support. It also identifies areas of growth.

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 outlines a range of key economic activities to support the region.

Wellington

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

This document 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.

South Island

Please note that some of the resources listed below were developed before the COVID-19 pandemic. We recommend you take the date of publication into account when considering these resources.

Nelson

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

This webpage provides 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. Identified high-growth enabling sectors are outlined in the strategy.

[Christchurch Prosperity Framework 2018-2028](#)

This framework 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.

[Growth Industries Strategy/Supernodes](#)

This webpage provides information on how the region plans to lead the way in global health tech, aerospace and future transport, food fibre and agritech, and hi-tech solutions.

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 and areas of growth.

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

This is also a great source of information on the region's areas of growth which can promote prosperity.

[Enterprise North Canterbury](#)

This website provides information on growing and sustaining North Canterbury business and training opportunities.

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.

[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, and University of Otago.

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.

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.

[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 particular areas.

More information on growth areas can be found via the Queenstown Lakes District Council's [economic development projects](#).

Southland

[Southland Regional Development Strategy](#)

This strategy proposes to diversify the regional economy, and strengthen local businesses. It presents three challenges, nine projects, and forty actions.

[Southland Murihiku Welcoming Plan](#)

This plan proposes to maximise and harness the economic development opportunities that newcomers can offer. Councils, for example, can work with business associations to promote the contribution that newcomer business owners and skilled migrants make to the region's economy.