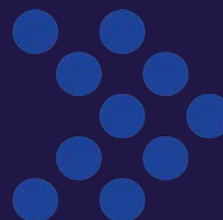


Chapter 7 Our Economy, Industry and Business

- 7.1 Construction and Infrastructure Sector
- 7.2. Community Health, Education and Social Services (featuring in-depth work on Health Sector)
- 7.3 Services (featuring in-depth work on Hospitality)
- 7.4 Primary Industries (featuring Horticulture)
- 7.5 Screen and Creative Sector
- 7.6 Manufacturing, Engineering, Logistics and Transport



Group members

Robert Reid

Immediate Priorities – top 3

Driver licencing

School students /leavers – ensure access to driver licencing, vocational choices in school with a training pathway supported by work experience

SME capability

Build capability of SME business owners, including training for bidding for work

Future of work

Equip for future of work – focus on social intelligence/soft skills and digital skills

Milestones

Sep-20

Kickoff workshop

iRSLG workshop on construction and infrastructure sector with Spark facilitator and Construction Sector Accord to:

- Identify the sector’s opportunities and challenges in Auckland
- Understand the impact of Covid-19 on the sector and demand for skills
- Develop a view of the future outlook for the sector’s skills needs in Auckland – and what the gaps are.
- Consider what are the workforce planning priorities?

Oct-20

Sector one pager

- A3 capturing COVID-19 challenges and existing issues, sector facts and strengths and immediate and longer term workforce priorities
- iRSLG workshop to identify top 3 priorities
- Sector labour market ‘North star’: skilled people ready for multiple opportunities and sector providing good, skilled well-paid jobs

Nov-20

Dec-20

RSLG/BCITO/Construction Sector Accord Workshops 1 & 2 with industry, training organisations and public sector infrastructure providers on workforce forecasting

Next steps

Feb-21

Further data collection and analysis by BCITO

Mar-21

Further data collection and analysis by BCITO

Apr-21

Stakeholder workshop

May-21

Development of Construction and Infrastructure Regional Workforce Forecasts (Completed by December 2021)

Jun-21

Auckland Construction and infrastructure workforce forecasting project meeting Notes 19 November 2020

What are the **Issues** for the Auckland construction sector workforce?

Theme	Post its
Employers	
Industry issues, including lack of leadership skill within businesses	<ul style="list-style-type: none"> • Pricing of construction work (tender process-race to the bottom) • Lack of commitment between boss and employee • Fragmented business support ecosystem- not aligned to building environment • Reliance on “labour supply” companies minimising risk • Fractured industry focused on \$\$\$ not humans (not all) • Unstable/ cyclical, not seen as ‘safe’ • Too narrow a focus to cover all the skills people need training in • Confidence in industry must go beyond Tier 1 • Losing smaller sector trades with local knowledge
Demands on company leadership and poor workforce planning	<ul style="list-style-type: none"> • Very poor workforce planning • Poor long-term strategies, always focusing on short-term • Poor leadership, HR, recruitment, skills of industry resulting in poor recruitment and support • Overestimate employer ability (most come from trades) e.g. have to deal with climate change • Disconnect in communication from employers and supervisors to labourers • Missing 1 skill can kill/stall an entire project
Future Workers	
Young people	<ul style="list-style-type: none"> • Few micro credentials that are effective for today’s youth • Funding to enable attendance to program
Low literacy and numeracy skills	<ul style="list-style-type: none"> • Literacy levels barrier to training/ qualifications/ trades • General role of literacy/ numeracy • Certain demographics are more disadvantaged
School disengagement	<ul style="list-style-type: none"> • School transitions • Schools are still disengaged with the sector • Promotion of trades at school level • School support
Support for transitions	<ul style="list-style-type: none"> • Transitions- education- employment – continued learning- school- apprentice- supervisor- business owner – trainer • 3rd party support is helpful but lacking
Poor perceptions and information of work opportunities in the sector	<ul style="list-style-type: none"> • There is a perception issue that still needs to be addressed – especially earning \$\$ capacity • Views of “trades” by parents/ schools • A lack of updated information that is relayed out to young people and their families • Clarity of pathways • Disconnect between communication to employers, new workers and potential new workers • Disconnect between employers and apprentice/ cadet expectations
Lack of pre-employment programmes and workplace support (especially young people)	<ul style="list-style-type: none"> • Not giving the young workforce a chance to develop • The industry is really not set up for young people. Need better work place support • TEC funding for pre-employment programmes • Only some effective work readiness courses for industry and support when in work • Work ready- what does that mean for construction and infrastructure ‘induction programme’ • COVID funding increasing sign ups but is the support available? • No clear data on who is training – can’t support
COVID – impact on migration/ skills shortages	<ul style="list-style-type: none"> • COVID • Loss of immigrant workers • Immigration border closures where there are no local skills

Theme	Post its
	<ul style="list-style-type: none"> • Keeping skill and talent in NZ when borders reopen • Immigration settings are not the answer • Does lack of professional skills hold back projects' • Local labour important
Current Workforce	
Workforce demographics and industry culture	<ul style="list-style-type: none"> • Workforce demographics- baby boomer retiring; age profiles • Onsite culture still a barrier for women • Selling a purpose not just a job. The workers working in a team team/ workforce that looks after their physical and mental health • Migrants may have their own skills that do not translate well to NZ skills
Industry problems	<ul style="list-style-type: none"> • More support to create 'good jobs' • Industry often isolated with competitive/ cutthroat nature • Lessons from Christchurch rebuild? • Business management skills for construction companies so can better plan and build company and therefore workforce • Lack of accommodation for workers to live within reasonable distance of work site
Apprentice retention	<ul style="list-style-type: none"> • Will apprentices be able to complete their training when funding runs out? • 'Retention' – view that an apprentice costs and will move on • Boost and Targeted Training and Apprenticeship Fund (TTAF) will run out – risk of losing apprentices • Apprentices being poached before completion and then not supported. Need right incentives (e.g. bonus at completion) • Poaching of staff half-way through their training • Contracting system for apprentices • Wage while training too small when compared to the 'DOLE'
Training	
Reforms and regulation	<ul style="list-style-type: none"> • RoVE- distracting, uncertain, difficult transition • Where is the regulatory boards in picture? (ensure licensing for trainees and new labourers is easier- remove the barrier) • Government regulations and requirements (time and \$) • Regulations putting off old builders • Difficult licensing for electricians
Sustainability and climate change	<ul style="list-style-type: none"> • Zero carbon and climate change challenges
Poor training culture	<ul style="list-style-type: none"> • Capacity is needed to upskill workers quickly • Lack of participation in training – a few carrying the load • Company views on training and upskilling = time off job • Training silos – incentivising employers; technology challenges • Training silos – ensure we know how training works rather than a narrow view of sector • Skill set and training – taking the barriers away • Micro credentialing for new entrants and sub trades e.g. civils, foundation, landscaping and make accessible • Lack of local trainers in some trades • Critical roles without formalised training • Specialisation of trades i.e. construction companies only covering bits of qualifications • Health and safety training providers • What barriers exist to keep us from developing the people you've got now? • Who will train the trainers? • Tutor staffing to train students • Linkage to skills demand to training for 'off job' programmes • Licensed Building Practitioner numbers training • Lifelong learning – entering an industry is a long term commitment – what opportunities exist for a long term career path for workers? • Training – who, how, where

Theme	Post its
	<ul style="list-style-type: none"> Length of a trade time to complete before wages go up There is a lag between retraining from one sector to construction and infrastructure sector Maori/Pacific not completing training
Regional	
Auckland build	<ul style="list-style-type: none"> Multiple projects at similar phase of build- competing for labour supply
Auckland costs, access etc	<ul style="list-style-type: none"> Workforce mobility – incentive to move to work (accommodation infrastructure) Cost of living in Auckland, people leaving not coming to Auckland Complex realities of Aucklanders Geographic and transport problems in Auckland Unable to buy their own home here Traffic Travel time / transport Accommodation Cost of living Skills shortage Most of the unemployed live a long way from the major housing developments Geo spread of Auckland region Location of roles and transport Local knowledge
Data	<ul style="list-style-type: none"> Information on who is running projects available earlier Lack of industry indicators
Technology	
Using technology to support construction	<ul style="list-style-type: none"> Lack of visibility in digital estimating programs causing wider lack of visibility across the sector- reinforcing SILOs

What are the **Opportunities** for the Auckland construction sector workforce?

Theme	Post its
Employers	
Supporting employers The points in purple seem to be opposed	<ul style="list-style-type: none"> Role of labour hire Vetting of employers Go beyond tier 1 Employer workshops on the benefits of apprenticeships and training Develop “on job” training of existing staff. Help the boss to be a better trainer Employer support for business operation Improve business skill levels for businesses Leadership skills for subbies to be able to effectively support apprentices/ cadets How to create ‘good jobs’ from casual jobs Recruitment training for leaders to be able to better see capability and potential How do we address proliferation of self-employed tradies to implement any strategy? Keep sole traders going Potential for husband/ wife teams Train the trainer- improve employer capability to train staff properly Be conscious clients and be fully engaged in the process 3rd party support to help guide labourers through early employment stages- sustainable employment
Future Workers	
Support for new workers	<ul style="list-style-type: none"> More wider collaborative industry support for new workers Incentives to take on local people Have third party support for people in their first year of work Business support to identify government funding streams to take on local workers Free apprenticeship scheme Funding models to include more opportunities to support worker wrap around support

Theme	Post its
Encouraging gender and ethnic diversity	<ul style="list-style-type: none"> • Pairing up females to work together • Working mums 9.15-2.15 • Tap into traditionally under supported demographics- Pacific, women • Provide a common space to communicate (e.g. FB group for women in trades)
Pathways / attracting students to trades	<ul style="list-style-type: none"> • Clarity of pathways • A skillset you can take anywhere • Better earning potentials • Attracting students to trades • Large Maori and Pacific numbers @ XXX drop outs • Earn while you learn- no student loan • Promote earn while you learn • Awareness / promotion of sector opportunities • Use local clubs as recourses for labour • Bring in communities • Construction = management QS • School engagement • To get a lot more young people on a great career path • Opportunity to review the industry approach to young people • Digital adoption
Current Workforce	
Upskill focus	<ul style="list-style-type: none"> • A big chunk of our existing communities are under skilled and underpaid- how do we get them upskilled and earning well? • More focus on wellbeing and mental health • How has the industry handled the COVID-19 world – with new approaches to support workforce • Employer ‘wage’ subsidy support
Current Workforce	<ul style="list-style-type: none"> • Retraining of existing workforce participants • Building capability in existing workforce – will increase productivity; may lead to less resources needed • Loss of immigration employment • Recruitment company engagement • Baseline immigration needs (immigrant skills essential) • Follow model of NGO like Oxfam – if you bring in an overseas worker you train a local • Flexible workforce → other projects e.g. hospital builds • Upskilling and redeployment • Build local capacity • Reward more for completed training (prevention of poachers looking for cheap labour) <ul style="list-style-type: none"> ○ Apprentice pay scale increases the longer they stay ○ Rebates for fees upon completion
Training	
Future Workers	<ul style="list-style-type: none"> • Bridging required to get L1/L2 into work • Literacy – bridge gap and open up talent pool
Current workers	<ul style="list-style-type: none"> • Maori and Pacific upskilling in employment • Make it easier to get trained • Industry increase in training that is validated and equipped- ensure success- supported by TTAF and Boost • Specialisation – qualification align to specialization to increase motivation and achieve recognition
All workers	<ul style="list-style-type: none"> • Simplify digital adoption/ collaboration • Develop civil qualifications (not just trades) • Use data to inform the Institutes of Technology & Polytechnics (ITP) sector on what programme of delivery • Opportunity to bring ‘professional’ skills to vocational education system – quantity surveyors, architects

Theme	Post its
	<ul style="list-style-type: none"> • Baseline agrees competencies and skills • Create an Auckland Build Qualification – more nimble- micro credit based
All groups including workers and employers	<ul style="list-style-type: none"> • Mental cultural intelligence • Timing to guide the industry in moving into the future ‘digital adoption’ • To build sustainable housing/ workplaces and teach • ROVE – more responsive • Construction technology- opportunity to create new area of training • Building communication skills for leaders/ supervisors and cadets/ apprentices
Regional	
Reduce silos	<ul style="list-style-type: none"> • Short and long term strategies • Developing employment strategy that has a focus on the key areas and how this will be achieved • Better infrastructure planning • Scenario development for longer term infrastructure needs • Reduce silos between trades and infrastructure and government departments • Businesses need support • Using construction COVE and RSLG in Auckland to address issues • Fund the employer- they don’t have the connections or programs to support staff properly and prevent SILOs continuing
Change work practices	<ul style="list-style-type: none"> • Hours of work in Auckland i.e. 6am – 2pm due to traffic • Lateral thinking around accommodation issues (decommissioned cruise liners) • Public transport network specifically to get workforces from A to B • Collective recruitment
Connection and pipeline	<ul style="list-style-type: none"> • Allow visibility: forecasts versus in construction. • Jobs available versus seekers, and connect better • So much white noise to guide people through. Who you know not what you know • More than bricks and mortars • Civil trades development • Better collaboration between government agencies and private to create steady pipeline • Pipeline and procurement/ Transport and geography/ Coordinated planning • Good secure pipeline of infrastructure projects • Housing shortage – kiwibuild / new home construction • RSLG present a more collaborative and organised approach • Use good intelligence systems to predict labour market demand • Toolkits for small companies without HR function • Prefabrication set up in areas of high unemployment • Coordinated planning across agencies to ensure boom and bust is smoother with a strong pipeline of work • Make connections between students and employers
Data	<ul style="list-style-type: none"> • People in business who ‘train’ and include those who coach, mentor, manage • Communications around who’s running projects earlier
Social procurement	<ul style="list-style-type: none"> • Government leadership around consistent message. Giving procurement strategy teeth • Maori and Pacific interest • Toolkit for businesses to practically deliver social procurement objectives/ targets • Contracts awarded to companies with apprentice training • Maori support in Maori places • Change perspective of families- physical work is not “Option B” • Champion the role labourers play in our society

Guidance

Logical segmentation to consider in Auckland?

- Horizontal vs. Vertical
- Residential vs. commercial vs industrial
- Educational- Higher education vs. vocational
- Public vs. Private funded
- Area of project (so can discuss future pipelines with local schools; also small businesses do specialise in one area as staff do not want to travel; projects want to offer opportunities to local community)
- Urban, suburban, rural
- Iwi engagement
- What stage projects are at (consent > build > complete)

Items listed in green are currently available in the forecasting tool

What other info you're aware of that would be useful indicators in the data platform?

Forecasts

- Where info comes from- things can be skewed by sources like Trademe

Data of interest

- Reasons people don't complete training
- Completions by course with demographics
- Housing cost
- Who is going to do the long term training in businesses – forecast this!
- Where / how will training take place – is it adequate for future demand
- Identify roles that are necessary or project will stop!
- Shovel ready cf base; active, not consented; pre consent
- Av medium by occupation code

Registration and licencing data

- Gas certificates
- EWRB (Electrical Workers Registration Board) registrations
- LBP register

Supply side data

- Immigration data
- Jobseekers by location (by Auckland ward)
- What are recruiters doing with workforce development and what is being done with gaps

Demand side data

- Building consent data
- Recruitment agencies and companies – fill in information in one place
- Is there a need for a geographical breakdown?
- When projects are active and when they are starting to drop off so employers can start to connect employees from one business to another...yes poaching can be a problem but better continuity and moving and connecting people needs to take priority

**Year WDC
Construction
&
Infrastructure
final**

	Employment	New job openings	Replacement job openings	Total job openings
2000	64,347			
2001	65,029	682	1,621	2,303
2002	65,240	211	1,565	1,776
2003	67,368	2,128	1,547	3,675
2004	72,578	5,210	1,742	6,952
2005	78,353	5,774	1,963	7,738
2006	82,728	4,375	2,165	6,540
2007	85,661	2,933	2,338	5,272
2008	88,451	2,790	2,514	5,304
2009	87,257	-1,194	2,575	1,381
2010	80,472	-6,785	2,466	-4,319
2011	80,924	452	2,560	3,011
2012	83,068	2,145	2,702	4,846
2013	86,309	3,240	2,878	6,119
2014	89,511	3,202	3,067	6,269
2015	95,642	6,131	3,361	9,492
2016	101,999	6,357	3,675	10,033
2017	111,408	9,409	4,112	13,521
2018	119,976	8,567	4,528	13,095
2019	125,503	5,527	4,841	10,368
2020	129,156	3,653	5,089	8,743
2021	133,747	4,591	5,380	9,972
2022	142,101	8,353	5,777	14,130
2023	148,409	6,308	6,047	12,355
2024	148,979	570	6,057	6,627
2025	146,141	-2,838	5,916	3,079
2026	144,352	-1,789	5,821	4,032
2027	145,496	1,144	5,848	6,992

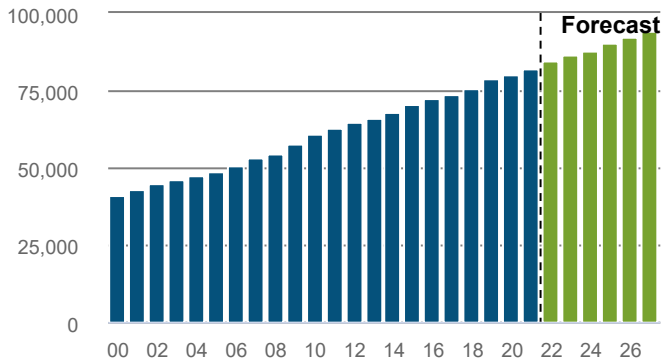
Health Care and Social Assistance

TĀMAKI MAKAURAU

How many people worked in the sector in 2021?

82,151 filled jobs

8.9% of 921,182 in Tāmaki Makaurau

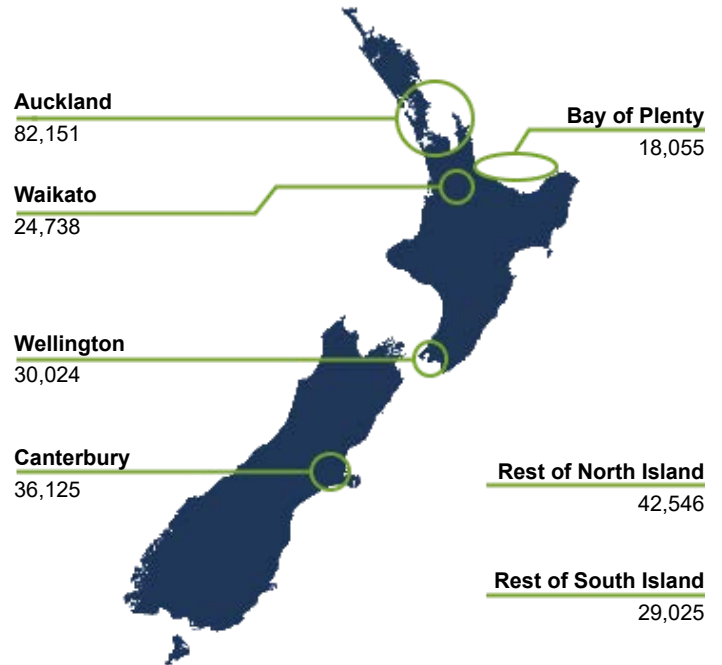


CHANGE P.A

Health Care and Social Assistance
Total Tāmaki Makaurau

	2016-2021	2022-2027
Health Care and Social Assistance	2.5%	2.3%
Total Tāmaki Makaurau	2.3%	1.7%

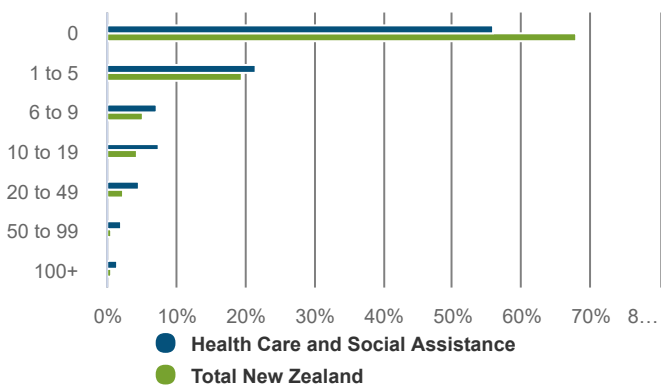
What regions do people work in?



How many businesses were in the sector in 2021?

25,116 business units

4.2% of 598,416 in New Zealand



What were the top 5 occupations in 2021?

28,667 jobs: top 5 occupations

34.9% of total Health Care and Social Assistance in Tāmaki Makaurau

OCCUPATION	LEVEL 2021	CHANGE 16-21 22-27 (F)	
Registered Nurse (Medical)	10,769	3.8%	3.4%
Personal Care Assistant	9,320	2.7%	3.1%
Early Childhood (Pre-primary School) Teacher	3,735	2.0%	0.4%
Community Worker	2,512	4.3%	3.4%
Receptionist (General)	2,330	1.3%	0.6%

How many people are likely to be in new roles in the sector between now and 2027?

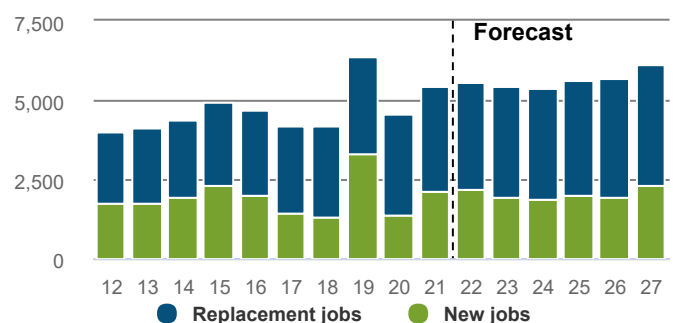
33,779 Total job openings

Total Tāmaki Makaurau: 355,435

Total job openings (2022-2027) consists of:

- New jobs: 12,255
- Net Replacement job openings: 21,524

New job openings come from growth in total employment. Replacement job openings estimate individuals leaving an occupation (eg, retirement), net of individuals entering an occupation (eg, returning from parental leave).



Health Care and Social Assistance

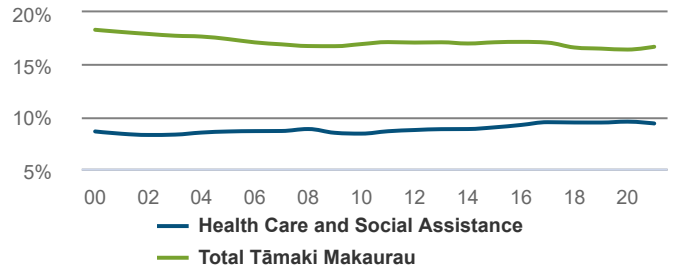
TĀMAKI MAKAUURAU

How many people were self-employed in 2021?

7,674 Self-employed

Workers in the Health Care and Social Assistance are less likely to be self-employed than workers in Tāmaki Makaurau as a whole.

9.3% self-employment rate
Total Tāmaki Makaurau: 16.7%



How productive was the sector in 2021?

\$6,802m GDP

5.6% of Tāmaki Makaurau GDP

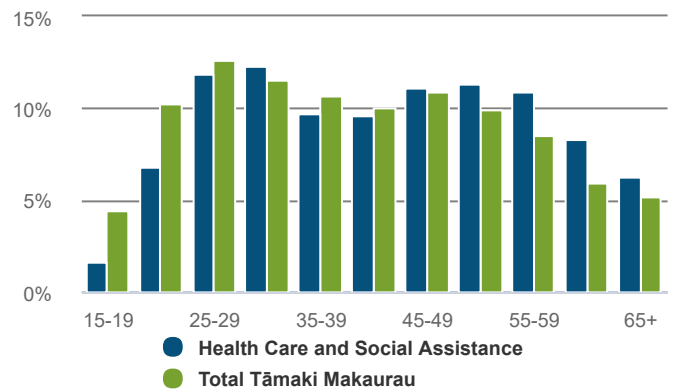
CHANGE P.A.	2016-2021	2011-2021
Health Care and Social Assistance	3.5%	3.3%
Total Tāmaki Makaurau	2.5%	3.2%

\$97,167 GDP/FTE

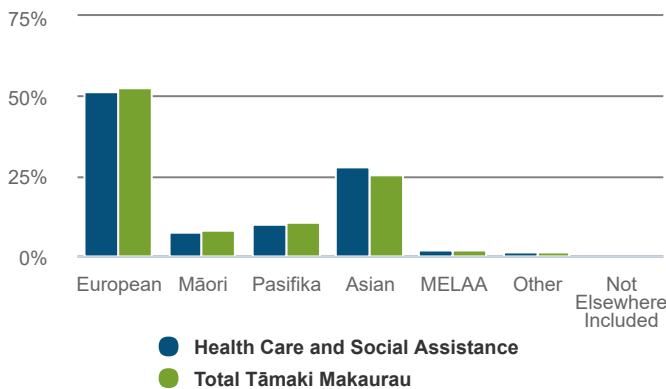
Total Tāmaki Makaurau: \$149,109

0.8% P.A. change from 2016-2021.
 Total Tāmaki Makaurau: 0%.

What was the age profile of workers in 2018?



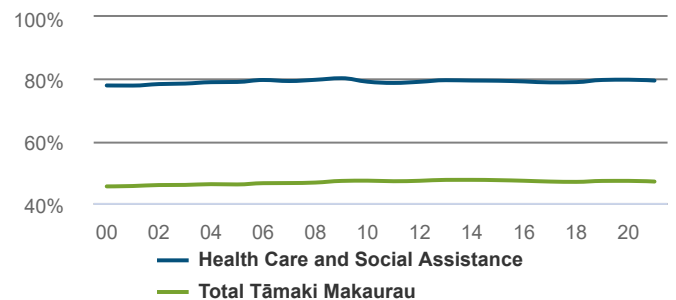
What was the ethnicity of workers in 2018?



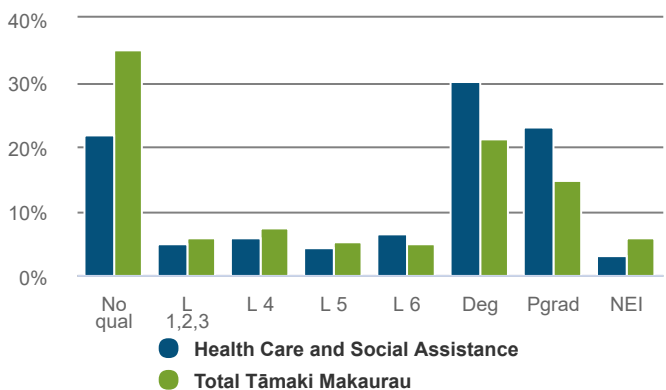
How many workers were female in 2021?

79.5% female

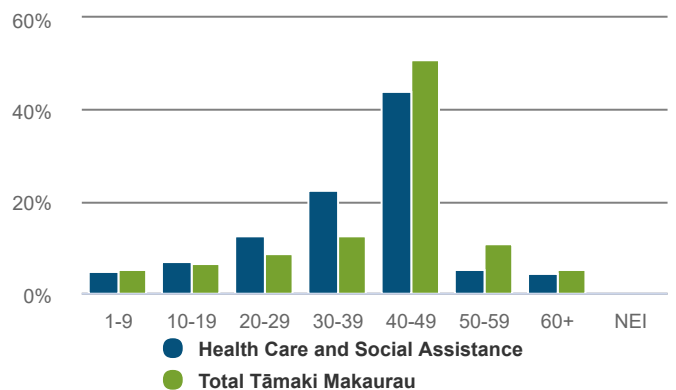
Total Tāmaki Makaurau: 46.9%



What were the workers highest quals in 2018?



How many hours were spent working in 2018?



Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Midwifery and Nursing Professionals (ANZSCO_L3_Desc) + Registered Nurses nec (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	11	7	18
2002	10	7	17
2003	7	7	15
2004	10	8	17
2005	9	8	17
2006	13	9	22
2007	13	10	23
2008	12	11	23
2009	18	12	30
2010	16	12	29
2011	16	13	29
2012	12	14	26
2013	11	15	26
2014	20	16	36
2015	22	17	39
2016	9	18	27
2017	5	19	24
2018	7	19	26
2019	28	21	49
2020	7	21	29
2021	16	22	39
2022	15	23	38
2023	13	24	36
2024	12	24	36
2025	13	25	38
2026	13	25	39
2027	15	26	41

Applied filters:

Year is greater than 2000

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Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Midwifery and Nursing Professionals (ANZSCO_L3_Desc) + Registered Nurse (Surgical) (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	2	1	4
2002	3	1	5
2003	1	1	2
2004	1	2	3
2005	1	2	3
2006	3	2	4
2007	2	2	4
2008	2	2	4
2009	3	2	5
2010	4	2	6
2011	2	2	4
2012	1	2	3
2013	2	2	4
2014	2	2	5
2015	2	2	4
2016	1	2	3
2017	1	2	4
2018	1	3	4
2019	3	3	6
2020	1	3	4
2021	3	3	6
2022	2	3	5
2023	2	3	5
2024	2	3	5
2025	2	4	6
2026	2	4	6
2027	2	4	6

Applied filters:

Year is greater than 2000

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'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Midwifery and Nursing Professionals (ANZSCO_L3_Desc) + Registered Nurse (Perioperative) (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	5	2	7
2002	6	2	8
2003	1	2	4
2004	2	3	5
2005	2	3	4
2006	4	3	7
2007	3	3	7
2008	5	4	9
2009	8	5	13
2010	14	6	20
2011	9	7	16
2012	6	8	14
2013	10	9	19
2014	10	10	20
2015	7	10	17
2016	4	11	15
2017	8	12	20
2018	6	12	19
2019	11	13	24
2020	10	14	24
2021	16	15	31
2022	11	16	28
2023	10	17	26
2024	9	18	27
2025	10	18	28
2026	10	19	29
2027	12	20	32

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Midwifery and Nursing Professionals (ANZSCO_L3_Desc) + Registered Nurse (Mental Health) (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	15	10	25
2002	-12	10	-2
2003	9	11	20
2004	8	12	20
2005	14	13	27
2006	27	15	42
2007	27	16	42
2008	19	16	35
2009	29	17	46
2010	20	18	38
2011	21	19	40
2012	19	19	38
2013	23	20	43
2014	9	21	29
2015	44	23	67
2016	17	24	41
2017	-2	25	22
2018	2	25	27
2019	55	28	83
2020	-5	29	24
2021	29	30	60
2022	22	32	53
2023	19	33	52
2024	18	34	52
2025	19	35	54
2026	19	36	55
2027	23	37	60

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Midwifery and Nursing Professionals (ANZSCO_L3_Desc) + Registered Nurse (Medical) (ANZSCO_L4_Desc)

Year	New	Replaceme	Total
2001	270	170	440
2002	327	177	504
2003	127	178	305
2004	177	187	364
2005	181	197	378
2006	244	208	452
2007	236	220	456
2008	254	232	487
2009	377	249	626
2010	473	270	742
2011	367	288	655
2012	218	301	519
2013	225	314	538
2014	299	333	632
2015	338	355	692
2016	179	371	550
2017	206	388	594
2018	169	404	573
2019	421	431	852
2020	257	451	708
2021	433	479	912
2022	345	499	844
2023	304	515	819
2024	299	530	830
2025	327	547	874
2026	325	562	887
2027	378	581	959

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Midwifery and Nursing Professionals (ANZSCO_L3_Desc) + Registered Nurse (Medical Practice) (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	9	16	25
2002	7	16	24
2003	-3	16	13
2004	21	17	38
2005	30	19	49
2006	24	20	44
2007	13	21	34
2008	24	22	46
2009	19	23	42
2010	-5	23	18
2011	7	24	31
2012	14	25	39
2013	3	25	29
2014	18	27	45
2015	20	28	48
2016	28	30	58
2017	12	32	44
2018	11	33	44
2019	21	35	56
2020	15	36	51
2021	14	38	51
2022	20	39	60
2023	22	40	62
2024	17	41	58
2025	18	42	61
2026	18	43	62
2027	22	45	67

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Midwifery and Nursing Professionals (ANZSCO_L3_Desc) + Registered Nurse (Disability and Rehabilitation) (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	2	1	3
2002	3	1	4
2003	2	1	3
2004	0	1	2
2005	1	1	2
2006	3	1	5
2007	5	2	7
2008	-1	2	1
2009	3	2	4
2010	5	2	6
2011	0	2	2
2012	1	2	3
2013	1	2	3
2014	0	2	2
2015	2	2	5
2016	1	2	3
2017	4	3	7
2018	2	3	4
2019	1	3	4
2020	2	3	5
2021	0	3	3
2022	2	3	6
2023	2	3	5
2024	2	3	5
2025	2	4	5
2026	2	4	5
2027	2	4	6

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Midwifery and Nursing Professionals (ANZSCO_L3_Desc) + Registered Nurse (Developmental Disability) (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	0	0	0
2002	0	0	0
2003	0	0	0
2004	0	0	0
2005	0	0	0
2006	0	0	0
2007	0	0	0
2008	0	0	0
2009	0	0	0
2010	0	0	0
2011	0	0	0
2012	0	0	0
2013	0	0	0
2014	0	0	0
2015	0	0	0
2016	0	0	0
2017	0	0	0
2018	0	0	0
2019	0	0	0
2020	0	0	0
2021	0	0	0
2022	0	0	0
2023	0	0	0
2024	0	0	0
2025	0	0	0
2026	0	0	0
2027	0	0	0

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Midwifery and Nursing Professionals (ANZSCO_L3_Desc) + Registered Nurse (Critical Care and Emergency) (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	3	2	5
2002	3	2	5
2003	1	2	2
2004	2	2	3
2005	1	2	3
2006	2	2	4
2007	2	2	4
2008	3	2	5
2009	4	2	7
2010	6	3	9
2011	3	3	6
2012	2	3	5
2013	2	3	5
2014	3	3	6
2015	4	3	7
2016	2	4	5
2017	2	4	6
2018	1	4	5
2019	4	4	8
2020	3	5	7
2021	5	5	10
2022	4	5	9
2023	3	5	8
2024	3	5	8
2025	3	6	9
2026	3	6	9
2027	4	6	10

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Midwifery and Nursing Professionals (ANZSCO_L3_Desc) + Registered Nurse (Community Health) (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	11	10	21
2002	8	11	19
2003	17	11	28
2004	13	12	26
2005	16	14	30
2006	22	15	37
2007	19	16	35
2008	21	16	37
2009	25	17	42
2010	14	17	31
2011	21	18	39
2012	14	18	32
2013	17	19	36
2014	21	20	41
2015	36	22	57
2016	14	23	37
2017	1	23	24
2018	6	24	30
2019	42	26	68
2020	3	27	29
2021	21	28	49
2022	19	29	48
2023	16	30	46
2024	15	30	46
2025	17	31	48
2026	17	32	49
2027	20	33	53

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Midwifery and Nursing Professionals (ANZSCO_L3_Desc) + Registered Nurse (Child and Family Health) (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	7	5	12
2002	-1	5	4
2003	8	5	14
2004	5	5	10
2005	6	6	12
2006	11	6	17
2007	8	6	15
2008	11	7	18
2009	12	7	20
2010	-3	7	4
2011	11	7	18
2012	8	8	16
2013	15	8	24
2014	11	9	20
2015	29	10	39
2016	11	11	22
2017	-10	11	1
2018	-1	11	10
2019	40	13	52
2020	-8	13	4
2021	10	13	23
2022	9	14	23
2023	8	14	22
2024	8	15	22
2025	8	15	24
2026	8	16	24
2027	10	16	26

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Midwifery and Nursing Professionals (ANZSCO_L3_Desc) + Registered Nurse (Aged Care) (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	2	2	4
2002	3	2	5
2003	3	2	5
2004	1	2	3
2005	2	2	5
2006	-2	2	1
2007	0	2	3
2008	1	2	3
2009	3	2	6
2010	3	3	6
2011	3	3	6
2012	2	3	5
2013	1	3	4
2014	1	3	4
2015	2	3	5
2016	3	3	6
2017	1	3	4
2018	2	3	5
2019	4	4	8
2020	2	4	6
2021	5	4	9
2022	3	4	8
2023	3	4	8
2024	4	5	8
2025	4	5	9
2026	4	5	9
2027	5	5	10

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Midwifery and Nursing Professionals (ANZSCO_L3_Desc) + Nurse Practitioner (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	1	1	2
2002	1	1	2
2003	1	1	2
2004	1	1	2
2005	2	1	3
2006	2	1	3
2007	3	2	5
2008	3	3	6
2009	6	4	10
2010	8	5	13
2011	7	6	14
2012	6	8	14
2013	6	9	15
2014	9	10	19
2015	11	11	22
2016	7	12	18
2017	5	13	18
2018	5	13	19
2019	16	15	31
2020	7	16	23
2021	13	17	30
2022	12	18	30
2023	10	19	29
2024	10	20	30
2025	12	21	32
2026	12	22	33
2027	14	23	37

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Midwifery and Nursing Professionals (ANZSCO_L3_Desc) + Nurse Manager (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	33	22	55
2002	40	24	65
2003	19	26	45
2004	25	29	54
2005	31	32	63
2006	36	36	72
2007	40	39	79
2008	52	43	95
2009	73	48	121
2010	80	53	134
2011	77	59	136
2012	48	64	112
2013	50	69	119
2014	63	73	136
2015	75	77	152
2016	43	81	124
2017	39	84	124
2018	38	88	126
2019	104	94	198
2020	51	98	149
2021	84	103	187
2022	73	108	181
2023	66	111	177
2024	62	114	176
2025	67	117	184
2026	67	120	187
2027	78	124	202

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Midwifery and Nursing Professionals

Year	New	Replaceme	Total
2001	7	3	10
2002	8	4	12
2003	9	4	13
2004	8	5	13
2005	6	6	12
2006	6	7	13
2007	7	8	15
2008	8	9	17
2009	10	10	20
2010	14	11	25
2011	13	13	26
2012	11	14	25
2013	7	15	22
2014	13	16	29
2015	16	17	33
2016	12	18	31
2017	11	19	31
2018	11	20	32
2019	17	22	38
2020	8	22	30
2021	5	23	28
2022	6	24	30
2023	29	25	55
2024	17	26	44
2025	16	27	43
2026	15	28	44
2027	18	29	47

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Midwifery and Nursing Professionals (ANZSCO_L3_Desc) + Midwife (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	30	18	47
2002	27	18	45
2003	17	18	34
2004	17	18	36
2005	17	19	36
2006	32	20	52
2007	25	21	46
2008	28	23	50
2009	38	24	62
2010	30	26	56
2011	37	27	64
2012	23	28	51
2013	38	30	68
2014	36	32	68
2015	63	35	98
2016	22	36	58
2017	-2	36	34
2018	8	37	45
2019	74	40	115
2020	1	41	42
2021	37	43	79
2022	30	44	74
2023	26	45	70
2024	24	45	69
2025	25	46	71
2026	25	47	71
2027	28	47	76

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) + Vascular Surgeon (ANZSCO_L4_Desc)

Year	New	Replaceme	Total
2001	0	0	0
2002	0	0	0
2003	0	0	0
2004	0	0	0
2005	0	0	0
2006	0	0	0
2007	0	0	0
2008	0	0	0
2009	0	0	0
2010	0	0	0
2011	0	0	0
2012	0	0	0
2013	0	0	0
2014	0	0	0
2015	0	0	0
2016	0	0	0
2017	0	0	0
2018	0	0	0
2019	0	0	0
2020	0	0	0
2021	0	0	0
2022	0	0	0
2023	0	0	0
2024	0	0	0
2025	0	0	0
2026	0	0	0
2027	0	0	0

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) + Urologist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	0	0	1
2002	0	0	1
2003	0	0	0
2004	1	0	1
2005	0	0	1
2006	1	0	1
2007	0	0	1
2008	0	0	1
2009	1	0	1
2010	0	0	1
2011	1	0	1
2012	0	0	1
2013	1	0	1
2014	0	0	1
2015	0	0	0
2016	0	0	0
2017	0	0	0
2018	0	0	1
2019	0	0	1
2020	0	0	0
2021	0	0	1
2022	0	0	0
2023	0	0	0
2024	0	0	0
2025	0	0	0
2026	0	0	0
2027	0	0	0

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) + Thoracic Medicine Specialist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	0	0	0
2002	0	0	0
2003	0	0	0
2004	0	0	0
2005	0	0	0
2006	0	0	0
2007	0	0	0
2008	0	0	0
2009	0	0	0
2010	0	0	0
2011	0	0	0
2012	0	0	0
2013	0	0	0
2014	0	0	0
2015	0	0	0
2016	0	0	0
2017	0	0	0
2018	0	0	0
2019	0	0	0
2020	0	0	0
2021	0	0	0
2022	0	0	0
2023	0	0	0
2024	0	0	0
2025	0	0	0
2026	0	0	0
2027	0	0	0

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) + Surgeon (General) (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	6	3	9
2002	8	3	11
2003	2	3	5
2004	6	4	9
2005	4	4	8
2006	8	5	13
2007	6	5	11
2008	6	5	11
2009	10	6	15
2010	12	6	18
2011	8	6	14
2012	6	7	13
2013	11	7	18
2014	8	8	16
2015	1	8	9
2016	2	8	10
2017	5	8	14
2018	5	9	13
2019	8	9	17
2020	6	9	15
2021	9	10	19
2022	6	10	16
2023	7	10	17
2024	6	10	16
2025	6	11	16
2026	6	11	16
2027	7	11	18

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) +

Specialist Physician (General Medicine) (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	6	4	10
2002	7	4	11
2003	3	4	7
2004	5	4	10
2005	4	5	9
2006	8	5	13
2007	6	5	11
2008	6	6	12
2009	10	6	17
2010	11	7	18
2011	8	8	16
2012	7	8	15
2013	9	9	18
2014	9	9	19
2015	5	10	15
2016	4	10	14
2017	6	11	16
2018	6	11	18
2019	12	12	23
2020	7	12	19
2021	9	13	22
2022	8	13	22
2023	8	14	22
2024	7	14	21
2025	7	14	22
2026	7	15	22
2027	9	15	24

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) + Rheumatologist (ANZSCO_L4_Desc)

Year	New	Replaceme	Total
2001	0	0	0
2002	0	0	0
2003	0	0	0
2004	0	0	0
2005	0	0	0
2006	0	0	0
2007	0	0	0
2008	0	0	0
2009	0	0	0
2010	0	0	0
2011	0	0	0
2012	0	0	0
2013	0	0	0
2014	0	0	0
2015	0	0	0
2016	0	0	0
2017	0	0	0
2018	0	0	0
2019	0	0	0
2020	0	0	0
2021	0	0	1
2022	0	0	1
2023	0	0	0
2024	0	0	1
2025	0	0	1
2026	0	0	1
2027	0	0	1

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) + Resident Medical Officer (ANZSCO_L4_Desc)

Year	New	Replaceme	Total
2001	41	23	63
2002	55	25	80
2003	13	26	39
2004	26	28	54
2005	21	31	52
2006	43	34	77
2007	39	36	75
2008	37	38	75
2009	59	41	100
2010	85	45	130
2011	52	48	100
2012	36	51	86
2013	43	54	97
2014	51	57	108
2015	53	60	113
2016	29	62	91
2017	45	65	109
2018	32	67	99
2019	53	70	124
2020	38	73	111
2021	63	77	139
2022	44	79	122
2023	44	80	125
2024	42	82	124
2025	44	83	128
2026	43	85	128
2027	50	86	136

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) + Renal
Medicine Specialist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	0	0	0
2002	0	0	0
2003	0	0	0
2004	0	0	0
2005	0	0	0
2006	0	0	0
2007	0	0	0
2008	0	0	0
2009	0	0	0
2010	0	0	1
2011	0	0	0
2012	0	0	0
2013	0	0	0
2014	0	0	0
2015	0	0	0
2016	0	0	0
2017	0	0	1
2018	0	0	1
2019	1	0	1
2020	0	0	1
2021	0	0	0
2022	0	0	0
2023	0	0	0
2024	0	0	0
2025	0	0	0
2026	0	0	0
2027	0	0	1

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) +

Year	New	Replaceme	Total
2001	5	3	8
2002	6	3	9
2003	2	3	5
2004	3	3	5
2005	1	3	4
2006	4	3	6
2007	1	3	4
2008	1	3	4
2009	4	3	7
2010	10	3	13
2011	2	4	6
2012	1	4	5
2013	4	4	8
2014	4	4	8
2015	1	4	6
2016	1	5	5
2017	3	5	8
2018	2	5	7
2019	4	5	9
2020	2	5	8
2021	4	6	9
2022	3	6	9
2023	3	6	9
2024	3	6	9
2025	3	6	10
2026	3	6	10
2027	4	6	10

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) + Psychiatrist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	3	2	5
2002	0	2	2
2003	2	2	4
2004	3	2	5
2005	3	3	5
2006	5	3	8
2007	3	3	6
2008	3	3	7
2009	5	4	9
2010	4	4	8
2011	5	4	9
2012	4	4	9
2013	7	5	12
2014	3	5	8
2015	7	5	13
2016	3	6	9
2017	0	6	6
2018	2	6	8
2019	11	7	18
2020	0	7	7
2021	6	7	13
2022	4	7	11
2023	5	7	13
2024	4	8	12
2025	4	8	12
2026	4	8	12
2027	5	8	13

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) + Plastic and Reconstructive Surgeon (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	0	0	1
2002	0	0	1
2003	0	0	0
2004	0	0	1
2005	0	0	0
2006	0	0	1
2007	0	0	1
2008	0	0	1
2009	1	0	1
2010	1	0	1
2011	1	1	1
2012	1	1	2
2013	2	1	2
2014	1	1	2
2015	0	1	0
2016	0	1	1
2017	1	1	2
2018	1	1	2
2019	1	1	2
2020	1	1	2
2021	0	1	2
2022	1	1	2
2023	1	1	2
2024	0	1	2
2025	0	1	2
2026	0	1	2
2027	1	2	2

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) +

Pathologist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	1	2	3
2002	5	2	7
2003	3	2	4
2004	1	2	3
2005	1	2	3
2006	2	2	4
2007	4	2	6
2008	2	2	4
2009	4	2	6
2010	4	2	6
2011	8	3	11
2012	1	3	3
2013	1	3	4
2014	2	3	5
2015	0	3	3
2016	-1	3	2
2017	2	3	6
2018	3	4	7
2019	2	4	6
2020	2	4	6
2021	1	4	5
2022	3	4	7
2023	3	4	7
2024	2	4	7
2025	2	4	7
2026	2	5	7
2027	3	5	7

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) + Paediatrician (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	2	1	2
2002	2	1	3
2003	1	1	2
2004	1	1	2
2005	1	1	2
2006	2	1	3
2007	1	1	3
2008	1	1	3
2009	2	2	4
2010	3	2	5
2011	2	2	4
2012	1	2	3
2013	2	2	4
2014	3	2	5
2015	2	2	5
2016	0	2	3
2017	1	2	4
2018	1	3	4
2019	2	3	5
2020	1	3	4
2021	3	3	6
2022	2	3	5
2023	2	3	5
2024	2	3	5
2025	2	3	5
2026	2	3	5
2027	2	3	5

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) + Paediatric Surgeon (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	0	0	0
2002	0	0	0
2003	0	0	0
2004	0	0	0
2005	0	0	0
2006	0	0	0
2007	0	0	0
2008	0	0	0
2009	0	0	0
2010	0	0	1
2011	0	0	0
2012	0	0	0
2013	0	0	0
2014	0	0	0
2015	0	0	0
2016	0	0	0
2017	0	0	0
2018	0	0	0
2019	0	0	0
2020	0	0	0
2021	0	0	0
2022	0	0	0
2023	0	0	0
2024	0	0	0
2025	0	0	0
2026	0	0	0
2027	0	0	0

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) + Otorhinolaryngologist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	0	0	0
2002	0	0	0
2003	0	0	0
2004	0	0	0
2005	0	0	0
2006	0	0	1
2007	0	0	0
2008	0	0	0
2009	0	0	1
2010	0	0	0
2011	0	0	1
2012	0	0	0
2013	1	0	1
2014	0	0	1
2015	0	0	1
2016	0	0	1
2017	0	0	0
2018	0	0	0
2019	0	0	1
2020	0	0	0
2021	0	0	1
2022	0	0	1
2023	0	0	1
2024	0	0	1
2025	0	0	1
2026	0	1	1
2027	0	1	1

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) +

Orthopaedic Surgeon (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	2	1	3
2002	3	1	4
2003	1	1	2
2004	2	1	4
2005	2	1	3
2006	4	2	5
2007	2	2	4
2008	2	2	4
2009	4	2	6
2010	4	2	6
2011	3	2	5
2012	2	2	5
2013	5	3	7
2014	3	3	6
2015	-1	3	2
2016	1	3	3
2017	2	3	5
2018	2	3	5
2019	3	3	6
2020	2	3	6
2021	4	4	7
2022	3	4	6
2023	2	4	6
2024	2	4	6
2025	2	4	6
2026	2	4	6
2027	2	4	6

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) + Ophthalmologist (ANZSCO_L4_Desc)

Year	New	Replaceme	Total
2001	1	1	2
2002	1	1	2
2003	0	1	1
2004	1	1	2
2005	1	1	2
2006	2	1	3
2007	0	1	1
2008	1	1	2
2009	2	1	3
2010	1	1	2
2011	1	1	3
2012	2	1	3
2013	4	1	6
2014	2	1	3
2015	-2	1	-1
2016	0	1	2
2017	1	1	2
2018	1	2	3
2019	2	2	4
2020	1	2	3
2021	2	2	4
2022	1	2	3
2023	1	2	3
2024	1	2	3
2025	1	2	3
2026	1	2	3
2027	1	2	3

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) +
Obstetrician and Gynaecologist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	2	1	3
2002	2	1	3
2003	1	1	1
2004	1	1	2
2005	1	1	2
2006	2	1	2
2007	1	1	2
2008	1	1	2
2009	2	1	3
2010	2	1	3
2011	2	1	3
2012	1	1	2
2013	2	1	3
2014	2	1	3
2015	0	1	2
2016	0	1	2
2017	1	2	3
2018	1	2	2
2019	1	2	3
2020	1	2	3
2021	2	2	4
2022	1	2	3
2023	1	2	3
2024	1	2	3
2025	1	2	3
2026	1	2	3
2027	1	2	3

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) +

Year	New	Replaceme	Total
2001	0	0	0
2002	0	0	0
2003	0	0	0
2004	0	0	0
2005	0	0	0
2006	0	0	0
2007	0	0	0
2008	0	0	0
2009	0	0	0
2010	1	0	1
2011	0	0	0
2012	0	0	0
2013	0	0	0
2014	0	0	0
2015	0	0	0
2016	0	0	0
2017	0	0	0
2018	0	0	0
2019	0	0	0
2020	0	0	0
2021	0	0	1
2022	0	0	0
2023	0	0	0
2024	0	0	0
2025	0	0	0
2026	0	0	0
2027	0	0	0

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) + Neurologist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	0	0	0
2002	0	0	1
2003	0	0	0
2004	0	0	1
2005	0	0	0
2006	0	0	1
2007	0	0	1
2008	0	0	1
2009	1	0	1
2010	0	0	1
2011	1	0	1
2012	0	0	1
2013	1	1	1
2014	0	1	1
2015	0	1	1
2016	0	1	1
2017	1	1	1
2018	1	1	1
2019	1	1	1
2020	0	1	1
2021	0	1	1
2022	1	1	1
2023	1	1	2
2024	1	1	1
2025	0	1	1
2026	1	1	2
2027	1	1	2

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) + Medical Practitioners nec (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	0	1	1
2002	0	0	1
2003	0	0	1
2004	1	0	1
2005	0	0	1
2006	1	0	1
2007	1	0	1
2008	0	0	1
2009	0	0	1
2010	0	0	1
2011	0	0	1
2012	0	0	1
2013	0	0	1
2014	0	0	1
2015	0	0	0
2016	0	1	1
2017	1	1	1
2018	0	1	1
2019	1	1	1
2020	0	1	1
2021	0	1	1
2022	0	1	1
2023	0	1	1
2024	0	1	1
2025	0	1	1
2026	0	1	1
2027	0	1	1

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) + Internal Medicine Specialists nec (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	0	0	0
2002	0	0	1
2003	0	0	0
2004	0	0	0
2005	0	0	0
2006	0	0	1
2007	1	0	1
2008	0	0	1
2009	1	1	1
2010	1	1	1
2011	1	1	1
2012	1	1	1
2013	1	1	2
2014	1	1	2
2015	1	1	2
2016	0	1	2
2017	1	1	2
2018	1	1	2
2019	2	2	3
2020	0	2	2
2021	1	2	2
2022	1	2	3
2023	1	2	3
2024	1	2	3
2025	1	2	3
2026	1	2	3
2027	1	2	4

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) + Intensive Care Specialist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	0	0	0
2002	0	0	0
2003	0	0	0
2004	0	0	0
2005	0	0	0
2006	0	0	0
2007	0	0	0
2008	0	0	0
2009	0	0	1
2010	1	0	1
2011	0	0	1
2012	0	0	0
2013	0	0	1
2014	0	0	1
2015	0	0	1
2016	0	0	1
2017	0	0	1
2018	0	0	1
2019	-1	0	0
2020	-1	0	0
2021	0	0	1
2022	0	0	1
2023	0	0	1
2024	0	0	1
2025	0	0	1
2026	0	0	1
2027	0	0	1

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) +

Gastroenterologist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	0	0	0
2002	0	0	0
2003	0	0	0
2004	0	0	0
2005	0	0	0
2006	0	0	0
2007	0	0	0
2008	0	0	0
2009	0	0	0
2010	0	0	0
2011	0	0	0
2012	0	0	0
2013	0	0	0
2014	0	0	0
2015	0	0	1
2016	0	0	0
2017	0	0	0
2018	0	0	0
2019	0	0	1
2020	0	0	0
2021	0	0	1
2022	0	0	1
2023	0	0	1
2024	0	0	1
2025	0	0	1
2026	0	0	1
2027	0	0	1

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) + Endocrinologist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	0	0	0
2002	0	0	0
2003	0	0	0
2004	0	0	0
2005	0	0	0
2006	0	0	0
2007	0	0	0
2008	0	0	0
2009	0	0	0
2010	0	0	0
2011	0	0	0
2012	0	0	0
2013	0	0	0
2014	0	0	0
2015	0	0	0
2016	0	0	0
2017	0	0	0
2018	0	0	0
2019	0	0	0
2020	0	0	0
2021	0	0	0
2022	0	0	0
2023	0	0	0
2024	0	0	0
2025	0	0	0
2026	0	0	0
2027	0	0	0

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) +

Year	New	Replaceme	Total
2001	1	0	1
2002	1	0	1
2003	0	0	1
2004	1	0	1
2005	0	1	1
2006	1	1	2
2007	1	1	1
2008	1	1	2
2009	1	1	2
2010	2	1	3
2011	1	1	2
2012	1	1	2
2013	1	1	2
2014	1	1	3
2015	2	1	3
2016	1	2	2
2017	1	2	3
2018	1	2	3
2019	2	2	3
2020	1	2	3
2021	3	2	5
2022	2	2	4
2023	1	2	4
2024	1	2	4
2025	2	3	4
2026	2	3	4
2027	2	3	5

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) +

Dermatologist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	0	0	1
2002	0	0	1
2003	0	0	0
2004	0	0	1
2005	0	0	1
2006	1	0	1
2007	0	0	1
2008	0	0	1
2009	1	0	1
2010	1	0	1
2011	1	0	1
2012	1	0	1
2013	2	1	2
2014	1	1	1
2015	-1	1	0
2016	0	1	1
2017	0	1	1
2018	1	1	1
2019	1	1	2
2020	0	1	1
2021	1	1	2
2022	1	1	1
2023	0	1	1
2024	0	1	1
2025	0	1	1
2026	0	1	1
2027	1	1	2

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) + Clinical Oncologist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	1	0	1
2002	1	1	1
2003	0	1	1
2004	1	1	1
2005	1	1	1
2006	1	1	1
2007	1	1	2
2008	1	1	2
2009	1	1	2
2010	2	1	2
2011	1	1	2
2012	1	1	2
2013	1	1	2
2014	1	1	2
2015	1	1	2
2016	0	1	2
2017	1	1	2
2018	1	1	2
2019	1	1	2
2020	1	1	2
2021	2	2	3
2022	1	2	3
2023	1	2	3
2024	1	2	3
2025	1	2	3
2026	1	2	3
2027	1	2	3

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) + Clinical Haematologist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	0	0	0
2002	0	0	1
2003	0	0	0
2004	0	0	0
2005	0	0	0
2006	0	0	1
2007	0	0	0
2008	0	0	0
2009	0	0	1
2010	0	0	1
2011	0	0	1
2012	0	0	1
2013	0	0	1
2014	0	0	1
2015	1	0	1
2016	0	0	1
2017	0	0	0
2018	0	0	1
2019	1	0	1
2020	0	1	1
2021	1	1	1
2022	0	1	1
2023	0	1	1
2024	0	1	1
2025	0	1	1
2026	0	1	1
2027	0	1	1

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) + Cardiothoracic Surgeon (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	0	0	0
2002	0	0	0
2003	0	0	0
2004	0	0	0
2005	0	0	0
2006	0	0	0
2007	0	0	0
2008	0	0	0
2009	0	0	0
2010	0	0	0
2011	0	0	0
2012	0	0	0
2013	0	0	0
2014	0	0	0
2015	0	0	0
2016	0	0	0
2017	0	0	0
2018	0	0	0
2019	0	0	0
2020	0	0	0
2021	0	0	0
2022	0	0	0
2023	0	0	0
2024	0	0	0
2025	0	0	0
2026	0	0	0
2027	0	0	0

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) +

Cardiologist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	1	0	1
2002	1	0	1
2003	0	0	1
2004	0	0	1
2005	0	0	1
2006	1	1	1
2007	1	1	1
2008	1	1	1
2009	1	1	2
2010	1	1	2
2011	1	1	2
2012	1	1	1
2013	1	1	2
2014	1	1	2
2015	1	1	2
2016	0	1	1
2017	0	1	1
2018	0	1	1
2019	1	1	2
2020	0	1	1
2021	1	1	2
2022	1	1	2
2023	1	1	2
2024	1	1	2
2025	1	1	2
2026	1	1	2
2027	1	1	2

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Medical Practitioners (ANZSCO_L3_Desc) + Anaesthetist (ANZSCO_L4_Desc)

Year	New	Replaceme	Total
2001	6	3	8
2002	7	3	10
2003	2	3	5
2004	4	4	8
2005	3	4	7
2006	7	4	11
2007	5	5	10
2008	6	5	11
2009	9	5	15
2010	13	6	19
2011	8	6	14
2012	5	6	12
2013	10	7	17
2014	7	7	14
2015	3	8	11
2016	2	8	10
2017	5	8	13
2018	4	8	12
2019	9	9	17
2020	5	9	14
2021	10	9	19
2022	6	10	16
2023	5	10	15
2024	5	10	15
2025	5	10	16
2026	5	10	16
2027	6	10	17

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Therapy Professionals (ANZSCO_L3_Desc) + Traditional Māori Health Practitioner (ANZSCO_L4_Desc)

Year	New	Replaceme	Total
2002	0	0	0
2003	0	0	0
2004	0	0	0
2005	0	0	0
2006	0	0	0
2007	0	0	0
2008	0	0	0
2009	0	0	0
2010	0	0	0
2011	0	0	0
2012	0	0	0
2013	0	0	0
2014	0	0	0
2015	0	0	0
2016	0	0	0
2017	0	0	0
2018	0	0	0
2019	0	0	0
2020	0	0	0
2021	0	0	0
2022	0	0	0
2023	0	0	0
2024	0	0	0
2025	0	0	0
2026	0	0	0
2027	0	0	0

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Therapy Professionals (ANZSCO_L3_Desc) +

Year	New	Replaceme	Total
2001	1	0	1
2002	0	0	0
2003	1	0	1
2004	1	0	1
2005	0	0	1
2006	1	0	2
2007	1	1	2
2008	1	1	1
2009	1	1	1
2010	0	0	0
2011	1	1	1
2012	1	1	1
2013	1	1	2
2014	1	1	1
2015	2	1	3
2016	1	1	2
2017	0	1	0
2018	0	1	1
2019	2	1	3
2020	-1	1	0
2021	0	1	1
2022	0	1	1
2023	1	1	2
2024	1	1	2
2025	1	1	2
2026	1	1	2
2027	1	1	2

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Therapy Professionals (ANZSCO_L3_Desc) +
Speech Language Therapist (ANZSCO_L4_Desc)

Year	New	Replaceme	Total
2001	6	4	10
2002	6	4	10
2003	15	5	20
2004	3	5	8
2005	8	6	14
2006	2	7	8
2007	13	7	20
2008	5	7	13
2009	11	7	18
2010	12	8	20
2011	-2	8	6
2012	6	8	14
2013	18	9	27
2014	1	9	10
2015	19	10	29
2016	9	10	19
2017	13	11	24
2018	9	11	20
2019	19	12	31
2020	9	13	22
2021	14	14	27
2022	9	14	23
2023	11	14	26
2024	9	15	24
2025	10	15	25
2026	11	16	26
2027	12	16	29

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Therapy Professionals (ANZSCO_L3_Desc) + Podiatrist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	1	2	3
2002	-2	1	0
2003	3	2	5
2004	2	2	3
2005	3	2	4
2006	4	2	6
2007	3	2	5
2008	5	2	7
2009	4	3	7
2010	-5	2	-3
2011	4	3	6
2012	3	3	6
2013	8	3	11
2014	4	4	8
2015	15	4	19
2016	6	5	11
2017	-6	5	-2
2018	-1	5	4
2019	21	6	27
2020	-6	6	0
2021	4	6	10
2022	4	6	11
2023	5	7	11
2024	4	7	10
2025	4	7	11
2026	4	7	11
2027	5	7	12

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Therapy Professionals (ANZSCO_L3_Desc) + Physiotherapist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	9	18	27
2002	26	19	44
2003	27	19	47
2004	29	21	50
2005	35	23	58
2006	55	25	80
2007	64	28	92
2008	61	30	92
2009	59	33	92
2010	62	35	97
2011	-9	37	28
2012	14	38	52
2013	56	41	97
2014	56	44	100
2015	72	47	120
2016	90	51	141
2017	82	55	137
2018	73	59	131
2019	107	64	171
2020	47	67	113
2021	91	71	161
2022	87	75	162
2023	76	78	154
2024	65	80	145
2025	66	82	148
2026	63	85	148
2027	69	87	156

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Therapy Professionals (ANZSCO_L3_Desc) + Osteopath (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	3	2	5
2002	6	2	8
2003	7	3	10
2004	9	3	12
2005	11	3	15
2006	5	4	8
2007	4	4	8
2008	4	4	7
2009	5	4	9
2010	2	4	5
2011	2	4	6
2012	7	4	11
2013	6	4	10
2014	8	5	12
2015	10	5	15
2016	9	5	15
2017	5	6	10
2018	4	6	10
2019	11	6	18
2020	8	7	14
2021	4	7	11
2022	5	7	13
2023	5	7	12
2024	4	7	11
2025	4	7	12
2026	4	8	12
2027	5	8	13

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Therapy Professionals (ANZSCO_L3_Desc) +

Year	New	Replaceme	Total
2001	20	12	32
2002	14	12	26
2003	21	12	33
2004	12	13	24
2005	13	13	26
2006	20	14	33
2007	21	15	35
2008	16	16	32
2009	28	17	45
2010	22	19	41
2011	19	20	39
2012	15	21	36
2013	24	23	47
2014	22	24	46
2015	38	26	65
2016	22	27	49
2017	9	28	37
2018	15	29	45
2019	48	32	80
2020	6	33	38
2021	21	34	55
2022	25	35	60
2023	22	36	58
2024	20	37	57
2025	21	38	59
2026	21	39	60
2027	25	40	64

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Therapy Professionals (ANZSCO_L3_Desc) + Naturopath (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	4	3	7
2002	0	3	3
2003	8	3	11
2004	5	4	9
2005	5	4	9
2006	6	4	10
2007	7	5	12
2008	7	5	12
2009	6	5	11
2010	-6	5	-1
2011	6	6	12
2012	6	6	12
2013	15	7	22
2014	4	7	11
2015	15	8	24
2016	12	9	21
2017	4	9	13
2018	0	9	10
2019	19	11	30
2020	-5	11	6
2021	7	11	18
2022	6	11	17
2023	4	12	15
2024	5	12	17
2025	4	12	17
2026	5	12	17
2027	6	13	19

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Therapy Professionals (ANZSCO_L3_Desc) +
Homoeopath (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	1	1	2
2002	0	1	0
2003	2	1	3
2004	1	1	2
2005	2	1	3
2006	2	1	3
2007	2	1	3
2008	1	1	2
2009	1	1	2
2010	-1	1	0
2011	1	1	2
2012	1	1	2
2013	2	1	3
2014	1	1	2
2015	2	1	3
2016	2	1	3
2017	0	1	1
2018	0	1	2
2019	3	1	5
2020	-1	1	1
2021	1	1	2
2022	0	2	2
2023	0	2	2
2024	1	2	2
2025	1	2	2
2026	1	2	2
2027	1	2	2

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Therapy Professionals (ANZSCO_L3_Desc) +

Dentist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	20	15	36
2002	19	15	35
2003	15	15	31
2004	23	16	39
2005	24	17	41
2006	15	17	32
2007	18	18	36
2008	24	19	43
2009	22	20	42
2010	8	21	29
2011	11	22	33
2012	1	22	23
2013	9	23	32
2014	7	24	31
2015	28	25	53
2016	22	26	48
2017	28	28	56
2018	5	28	33
2019	12	29	41
2020	34	31	65
2021	21	32	54
2022	19	33	52
2023	16	34	50
2024	8	34	43
2025	8	35	43
2026	8	35	42
2027	11	35	46

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Therapy Professionals (ANZSCO_L3_Desc) + Dental Specialist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	2	2	4
2002	2	2	4
2003	1	2	3
2004	3	2	4
2005	3	2	5
2006	2	2	4
2007	2	2	4
2008	3	2	5
2009	3	2	5
2010	1	2	4
2011	1	3	4
2012	0	3	3
2013	2	3	5
2014	1	3	4
2015	3	3	6
2016	3	3	6
2017	4	4	7
2018	1	4	5
2019	2	4	6
2020	4	4	8
2021	4	4	8
2022	3	4	7
2023	3	5	7
2024	1	5	6
2025	1	5	6
2026	1	5	6
2027	2	5	7

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Therapy Professionals (ANZSCO_L3_Desc) +

Complementary Health Therapists nec (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	6	5	11
2002	3	5	8
2003	7	5	12
2004	8	6	13
2005	7	6	13
2006	10	7	17
2007	11	7	18
2008	10	8	18
2009	14	9	23
2010	6	9	15
2011	10	10	20
2012	9	10	20
2013	9	11	20
2014	12	12	24
2015	15	12	27
2016	9	13	22
2017	4	14	17
2018	7	14	21
2019	24	15	40
2020	4	16	20
2021	8	17	24
2022	10	17	27
2023	9	18	27
2024	8	18	26
2025	9	19	27
2026	9	19	28
2027	11	20	31

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Therapy Professionals (ANZSCO_L3_Desc) +

Chiropractor (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	2	2	4
2002	5	2	7
2003	7	2	9
2004	8	2	10
2005	10	3	13
2006	3	3	6
2007	3	3	6
2008	3	3	7
2009	5	4	8
2010	2	4	6
2011	2	4	6
2012	8	4	13
2013	7	5	12
2014	8	5	14
2015	13	6	19
2016	12	6	18
2017	6	7	13
2018	5	7	12
2019	14	8	22
2020	9	8	17
2021	6	9	15
2022	8	9	17
2023	7	9	16
2024	5	10	15
2025	6	10	16
2026	6	10	16
2027	7	10	17

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Therapy Professionals (ANZSCO_L3_Desc) +

Audiologist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	2	1	4
2002	1	1	2
2003	3	2	4
2004	2	2	4
2005	3	2	4
2006	5	2	7
2007	4	2	7
2008	3	3	6
2009	5	3	8
2010	-1	3	2
2011	3	3	7
2012	3	4	6
2013	7	4	11
2014	5	4	9
2015	12	5	17
2016	5	5	10
2017	-4	5	1
2018	0	5	5
2019	18	6	24
2020	-4	6	2
2021	5	7	11
2022	4	7	11
2023	5	7	12
2024	4	7	11
2025	4	8	12
2026	4	8	12
2027	5	8	13

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Diagnostic and Promotion Professionals (ANZSCO_L3_Desc) + Sonographer (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	3	2	5
2002	4	2	6
2003	2	2	4
2004	2	2	4
2005	1	2	3
2006	4	3	7
2007	0	3	3
2008	1	3	4
2009	5	3	8
2010	13	4	17
2011	0	4	5
2012	1	5	5
2013	5	5	10
2014	4	6	10
2015	-2	6	4
2016	1	6	7
2017	5	6	11
2018	3	7	10
2019	5	7	12
2020	4	8	12
2021	3	8	12
2022	5	8	13
2023	5	9	13
2024	4	9	13
2025	5	9	14
2026	5	9	14
2027	5	10	15

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Diagnostic and Promotion Professionals (ANZSCO_L3_Desc) + Retail Pharmacist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	11	18	29
2002	23	22	45
2003	10	26	35
2004	15	29	44
2005	-9	32	23
2006	-7	34	28
2007	26	34	60
2008	23	33	57
2009	15	32	47
2010	12	31	43
2011	4	31	35
2012	5	30	35
2013	10	29	39
2014	20	30	50
2015	2	31	33
2016	48	33	81
2017	38	36	74
2018	32	37	69
2019	37	39	77
2020	13	40	53
2021	24	42	66
2022	-19	41	22
2023	-18	40	22
2024	11	40	50
2025	7	39	46
2026	13	39	53
2027	11	39	50

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Diagnostic and Promotion Professionals (ANZSCO_L3_Desc) + Orthoptist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	0	0	0
2002	0	0	0
2003	0	0	0
2004	0	0	0
2005	0	0	0
2006	0	0	1
2007	0	0	1
2008	0	0	1
2009	1	0	1
2010	1	0	1
2011	0	0	1
2012	0	0	1
2013	1	0	1
2014	0	0	1
2015	0	0	0
2016	0	0	0
2017	0	0	1
2018	0	0	1
2019	0	0	1
2020	0	0	1
2021	0	0	1
2022	0	0	1
2023	0	0	1
2024	0	0	1
2025	0	0	1
2026	0	0	1
2027	0	0	1

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Diagnostic and Promotion Professionals (ANZSCO_L3_Desc) + Occupational Health and Safety Adviser (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	2	4	7
2002	5	5	10
2003	6	5	12
2004	12	6	18
2005	12	7	19
2006	11	8	20
2007	8	10	18
2008	7	11	18
2009	5	12	17
2010	-12	13	0
2011	6	14	19
2012	13	15	28
2013	13	17	30
2014	16	18	34
2015	20	20	39
2016	20	21	41
2017	18	23	41
2018	25	25	49
2019	24	26	50
2020	16	28	44
2021	-6	29	23
2022	18	30	48
2023	20	31	52
2024	12	32	45
2025	10	33	43
2026	10	34	44
2027	16	35	51

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Diagnostic and Promotion Professionals (ANZSCO_L3_Desc) + Nuclear Medicine Technologist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	0	0	0
2002	0	0	0
2003	0	0	0
2004	0	0	0
2005	0	0	0
2006	0	0	0
2007	0	0	0
2008	0	0	0
2009	0	0	1
2010	1	0	1
2011	0	0	1
2012	0	0	0
2013	0	0	1
2014	0	0	1
2015	0	0	1
2016	0	0	1
2017	0	1	1
2018	0	1	1
2019	1	1	1
2020	0	1	1
2021	0	1	1
2022	0	1	1
2023	0	1	1
2024	0	1	1
2025	0	1	1
2026	0	1	1
2027	0	1	1

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Diagnostic and Promotion Professionals (ANZSCO_L3_Desc) + Medical Radiation Therapist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	8	5	13
2002	11	5	16
2003	4	5	9
2004	5	6	11
2005	4	6	10
2006	10	7	16
2007	5	7	12
2008	5	7	12
2009	12	8	20
2010	25	9	34
2011	7	10	17
2012	5	10	15
2013	9	11	20
2014	11	11	23
2015	5	12	17
2016	2	12	15
2017	8	13	21
2018	6	13	19
2019	10	14	24
2020	7	14	21
2021	12	15	27
2022	10	16	26
2023	9	16	25
2024	8	16	25
2025	9	17	26
2026	9	17	26
2027	10	17	28

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Diagnostic and Promotion Professionals (ANZSCO_L3_Desc) + Medical Diagnostic Radiographer (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	11	6	16
2002	13	6	19
2003	5	6	12
2004	7	7	14
2005	4	7	12
2006	11	8	19
2007	1	8	10
2008	3	9	11
2009	13	9	22
2010	31	10	42
2011	4	11	15
2012	3	12	15
2013	9	12	21
2014	11	13	24
2015	2	14	15
2016	3	14	17
2017	9	15	24
2018	7	15	22
2019	13	16	30
2020	8	17	25
2021	8	18	26
2022	11	18	29
2023	9	19	28
2024	9	19	28
2025	10	19	29
2026	10	20	30
2027	12	20	32

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Diagnostic and Promotion Professionals (ANZSCO_L3_Desc) + Hospital Pharmacist (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	4	3	7
2002	7	5	11
2003	2	6	8
2004	5	8	13
2005	0	9	9
2006	2	10	12
2007	9	10	19
2008	8	10	19
2009	9	11	20
2010	12	11	23
2011	7	11	19
2012	5	11	16
2013	6	12	17
2014	10	12	23
2015	6	13	19
2016	12	13	25
2017	13	14	27
2018	10	15	25
2019	14	16	30
2020	8	16	24
2021	12	17	29
2022	3	17	20
2023	2	17	19
2024	7	17	24
2025	6	17	24
2026	8	18	25
2027	8	18	26

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Diagnostic and Promotion Professionals (ANZSCO_L3_Desc) + Health Diagnostic and Promotion Professionals nec (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	1	1	2
2002	0	1	1
2003	1	1	2
2004	1	1	2
2005	1	1	2
2006	2	1	3
2007	3	1	4
2008	2	2	4
2009	3	2	4
2010	1	2	3
2011	2	2	4
2012	1	2	3
2013	2	2	4
2014	1	2	4
2015	2	2	4
2016	2	2	5
2017	2	3	4
2018	2	3	5
2019	5	3	8
2020	2	3	5
2021	1	3	4
2022	3	3	6
2023	3	4	6
2024	2	4	6
2025	2	4	6
2026	2	4	6
2027	3	4	7

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Diagnostic and Promotion Professionals (ANZSCO_L3_Desc) + Environmental Health Officer (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	1	2	2
2002	2	2	4
2003	3	2	5
2004	6	2	9
2005	4	3	7
2006	3	3	6
2007	3	4	6
2008	3	4	7
2009	3	4	7
2010	-2	4	3
2011	-2	4	2
2012	5	5	10
2013	15	5	20
2014	6	6	12
2015	9	6	15
2016	7	7	14
2017	4	7	11
2018	2	8	10
2019	6	8	14
2020	6	9	14
2021	-1	9	8
2022	6	9	16
2023	6	10	15
2024	5	10	15
2025	5	10	15
2026	4	11	15
2027	6	11	17

Applied filters:

Year is greater than 2000

'Area Selector 2'[Name] is New Zealand

Level Description is Level 4 (Most detail)

'Area Selector 1'[Name] is Auckland

Included (1) Professionals (ANZSCO_L1_Desc) + Health Professionals (ANZSCO_L2_Desc) + Health Diagnostic and Promotion Professionals (ANZSCO_L3_Desc) + Dietitian (ANZSCO_L4_Desc)

AreaSetGroup is RSLG

Year	New	Replaceme	Total
2001	6	4	9
2002	7	4	11
2003	5	4	9
2004	5	4	10
2005	4	5	9
2006	8	5	13
2007	7	6	13
2008	5	6	11
2009	8	6	15
2010	6	7	13
2011	8	7	15
2012	6	8	14
2013	6	8	14
2014	9	9	18
2015	12	9	21
2016	6	10	16
2017	5	10	15
2018	2	11	13
2019	14	11	25
2020	5	12	17
2021	8	12	20
2022	8	13	20
2023	7	13	20
2024	7	13	20
2025	7	14	21
2026	7	14	21
2027	8	14	22



Hospitality Industry

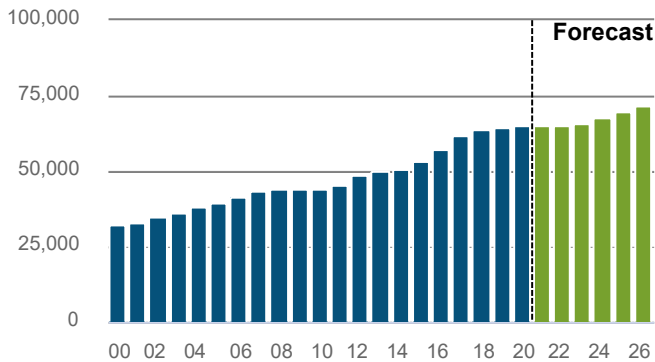
in Tāmaki Makaurau

Hospitality Industry

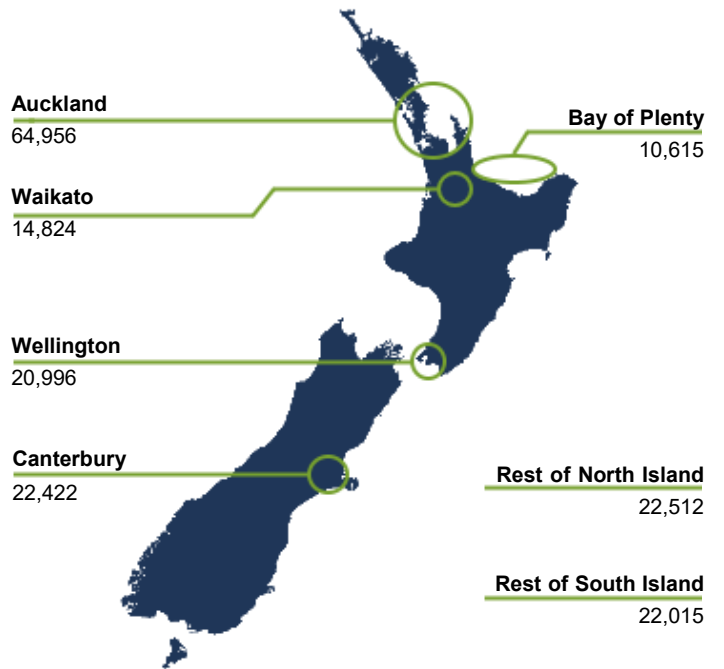
Tāmaki Makaurau

How many people worked in the sector in 2020?

64,956 filled jobs
7.1% of 919,037 in Auckland



What regions do people work in?



CHANGE P.A

Hospitality Sector
Total Auckland

2015-2020

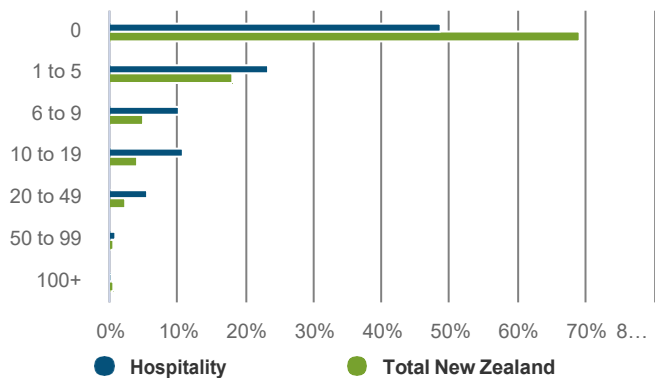
4.0%
3.0%

2021-2026

1.9%
1.8%

How many businesses were in the sector in 2020?

29,853 business units
5.0% of 593,574 in New Zealand



What were the top 5 occupations in 2020?

32,559 jobs: top 5 occupations
50.1% of total Hospitality in Auckland

OCCUPATION	LEVEL 2020	CHANGE	
		15-20	21-26 (F)
Chef	9,292	4.9%	2.7%
Waiter	6,726	3.7%	1.4%
Cafe or Restaurant Manager	6,058	4.4%	2.0%
Kitchenhand	5,695	3.5%	1.5%
Sales Assistant (General)	4,788	4.1%	1.1%

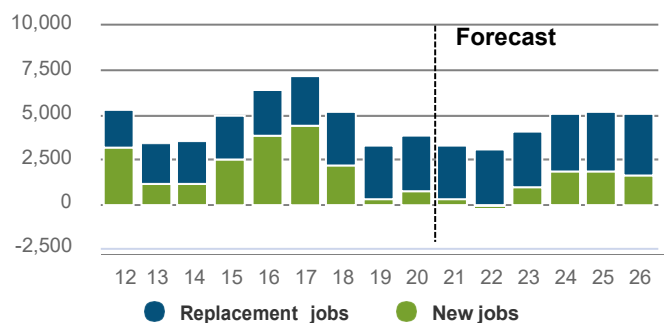
How many people are likely to be in new roles in the sector between now and 2026?

25,731 Total job openings
Total Auckland: 331,072

Total job openings (2021-2026) consists of:

- New jobs: 6,503
- Net Replacement job openings: 19,228

New job openings come from growth in total employment. Replacement job openings estimate individuals leaving an occupation (eg, retirement), net of individuals entering an occupation (eg, returning from parental leave).



Hospitality Industry

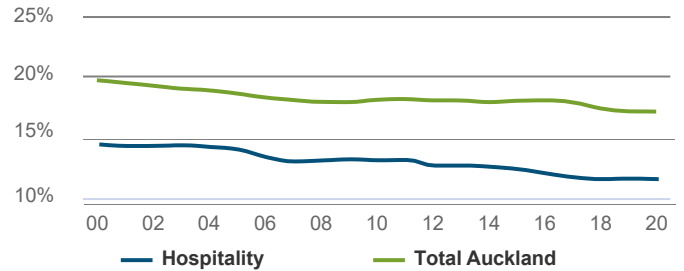
Tāmaki Makaurau

How many people were self-employed in 2020?

7,213 Self-employed

Workers in the Hospitality industry are less likely to be self-employed than workers in Auckland as a whole.

11.1% self-employment rate
Total Auckland: 16.9%



How productive was the sector in 2020?

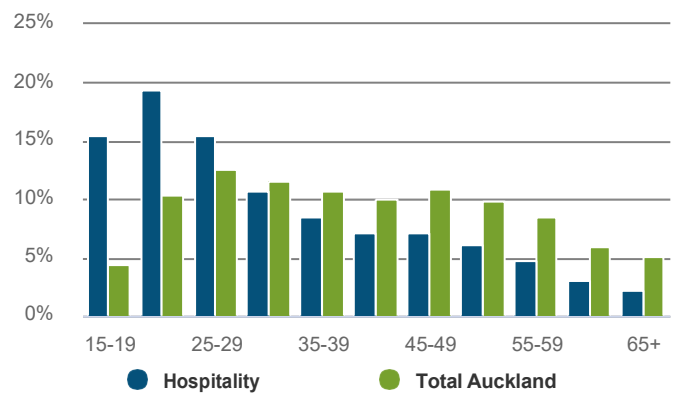
\$3,270m GDP
2.7% of Auckland GDP

CHANGE P.A	2015-2020	2010-2020
Hospitality Sector	3.9%	4.3%
Total Auckland	3.9%	3.7%

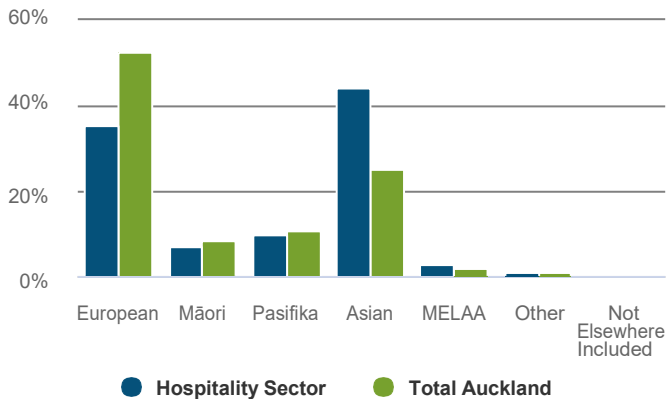
\$62,523 GDP/FTE
Total Auckland: \$149,342

-0.4% P.A. change from 2015-2020.
Total Auckland: 0.4%.

What was the age profile of workers in 2018?



What was the ethnicity of workers in 2018?

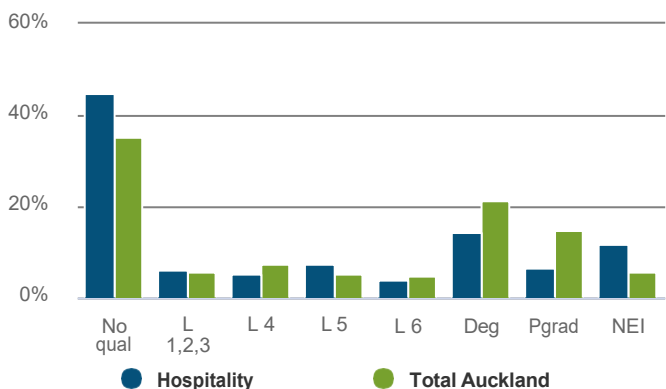


How many workers were female in 2020?

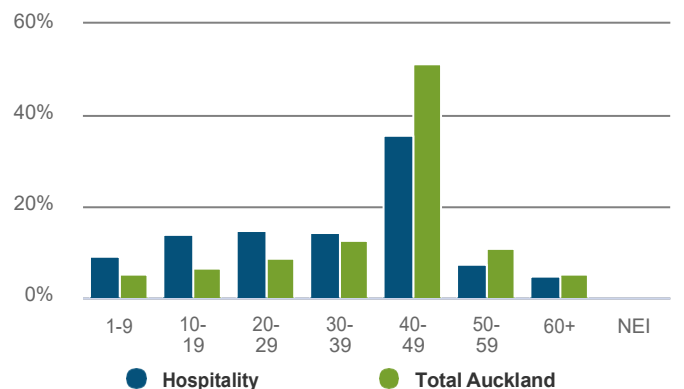
50.4% female
Total Auckland: 46.9%



What were the workers highest quals in 2018?



How many hours were spent working in 2018?



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EMPLOYMENT AND ECONOMY

Growth in an industry or a sector is typically underpinned by expanding employment and growth in employment and gross domestic product (GDP). This section looks at current and historic trends in GDP in the Hospitality industry in Auckland as well forecast growth in employment.

How many people work in the industry?

This section looks at the number of people employed in the Hospitality industry and how employment has changed over time. Employment is presented in terms of filled jobs as well as full-time equivalent employment. Forecast employment growth in filled jobs is also provided. For Hospitality industry and sector definitions please refer to the data notes on page 35. We also use industry and sector interchangeably, however the industry and/or sector definition remains the same as on page 35.

Employment growth

Employment growth in a sector is driven by a range of factors, including the level of confidence businesses have in their activity outlook. For example, positive employment growth shows that businesses in a sector are confident enough in their activity and outlook to expand their workforce.

The number of filled jobs in the Hospitality industry in Auckland averaged 64,956 in the year to March 2020. The Hospitality Sector industry accounts for 7.1% of overall filled jobs in Auckland. In terms of historical and forecast trends for the Hospitality in Auckland are as follows:

- Employment grew by 1.2% in 2020 compared with overall growth of 1.3% in Auckland.
- Employment growth averaged 4.0%pa over the past 10 years compared with overall growth of 2.7%pa on Auckland.
- Employment is forecast to grow by 1.6%pa between 2020 and 2026. Overall employment in Auckland is forecast to grow by 1.5%pa over the period.

Figure 1: Employment growth in Auckland



The following table shows filled job employment in the Hospitality Sector in Auckland for selected historic and forecast years. The following provides a complete time series of annual employment from 2000 onwards as below:

Table 1: Employment in the Hospitality in Auckland

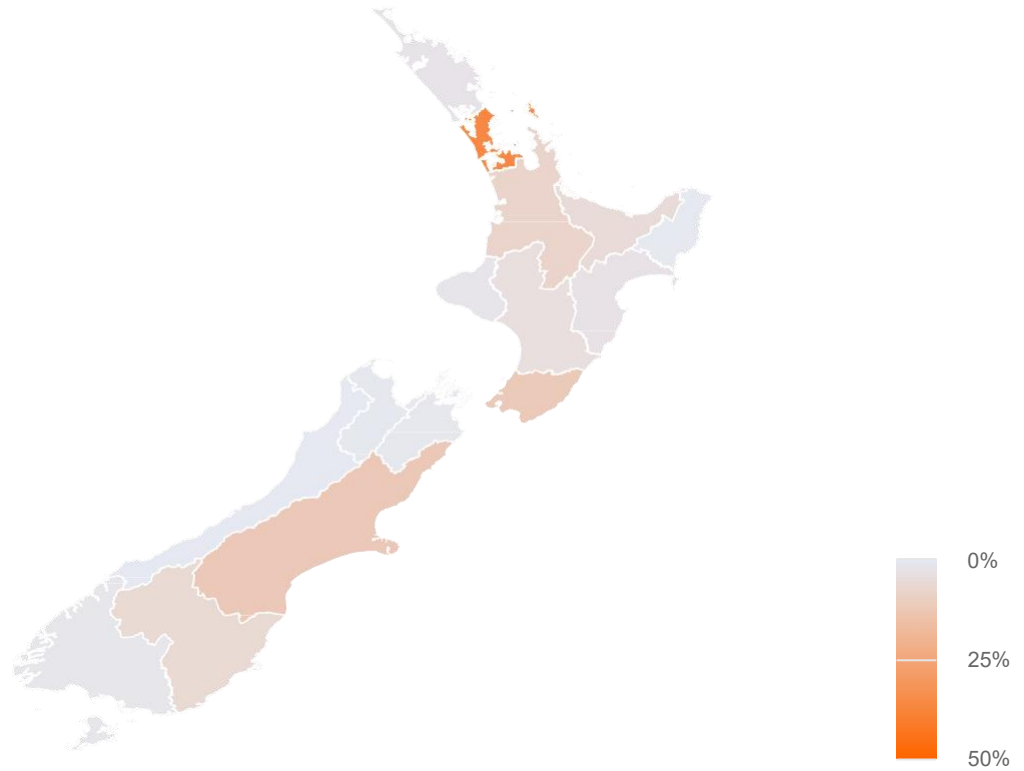
	Hospitality			Total Auckland	
	Employment	% of total	% change	Employment	% change
2000	32,030	5.6%		576,261	
2005	39,392	5.8%	3.1%	678,012	3.7%
2010	44,065	6.2%	-0.3%	707,065	-3.0%
2015	53,463	6.7%	5.0%	792,981	3.4%
2016	57,282	7.0%	7.1%	823,324	3.8%
2017	61,688	7.2%	7.7%	856,833	4.1%
2018	63,930	7.2%	3.6%	887,443	3.6%
2019	64,199	7.1%	0.4%	907,132	2.2%
2020	64,956	7.1%	1.2%	919,037	1.3%
2021 (f)	65,196	7.1%	0.4%	919,757	0.08%
2022 (f)	65,092	7.0%	-0.2%	933,483	1.5%
2023 (f)	66,066	6.9%	1.5%	954,655	2.3%
2024 (f)	67,910	7.0%	2.8%	974,281	2.1%
2025 (f)	69,777	7.0%	2.7%	990,761	1.7%
2026 (f)	71,459	7.1%	2.4%	1,006,495	1.6%

Regional employment

Employment can vary across regions and is largely determined by economic conditions in the area, the makeup of the population and the types of resources available.

This section shows the regional distribution of employment in the Hospitality in 2020/2021.

Figure 2: Regional employment in the Hospitality - 2020/21



The following table shows employment in the Hospitality by region in 2020/21.

Table 2: Employment by region in the Hospitality industry in 2020/21

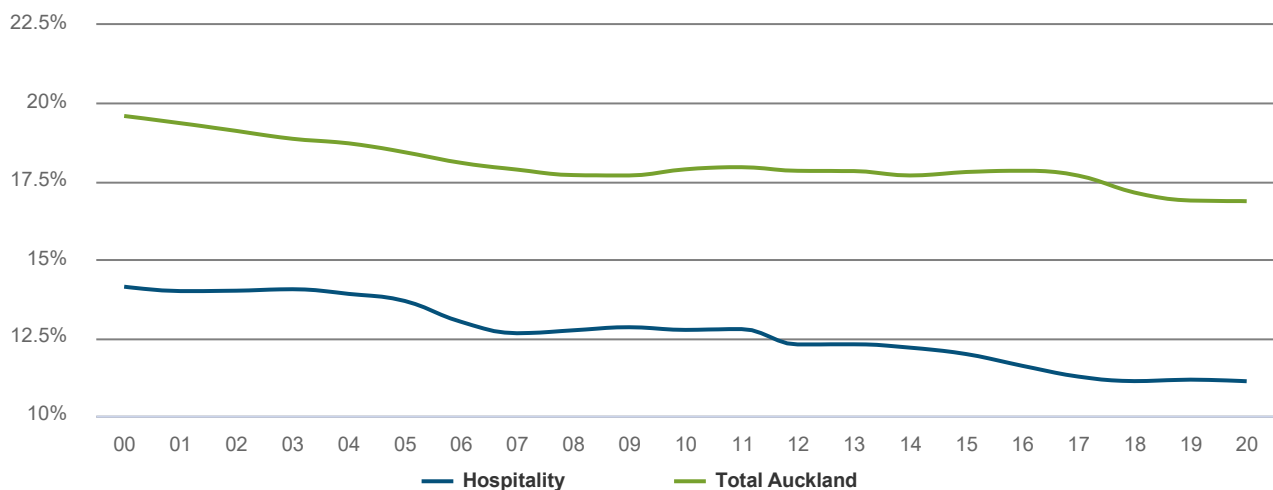
	Hospitality Sector		Total economy	
	Employment	% of NZ	Employment	% of NZ
Auckland	64,956	36.4%	919,037	35.5%
Canterbury Region	22,422	12.6%	338,529	13.1%
Wellington Region	20,996	11.8%	298,894	11.5%
Waikato Region	14,824	8.3%	226,697	8.7%
Otago Region	11,638	6.5%	132,566	5.1%
Bay of Plenty Region	10,615	6.0%	160,168	6.2%
Manawatu-Whanganui Region	7,504	4.2%	117,796	4.5%
Hawke's Bay Region	5,486	3.1%	84,744	3.3%
Northland Region	4,423	2.5%	76,175	2.9%
Taranaki Region	3,822	2.1%	59,953	2.3%
Southland Region	3,371	1.9%	54,237	2.1%
Marlborough Region	2,111	1.2%	28,241	1.1%
Nelson Region	1,992	1.1%	30,148	1.2%
Tasman Region	1,723	1.0%	25,633	1.0%
Gisborne Region	1,277	0.7%	23,059	0.9%
West Coast Region	1,181	0.7%	16,512	0.6%
New Zealand	178,341		2,592,389	

Self-employment

Approximately one in six people in employment in New Zealand are self-employed. The rate of self-employment varies by sector and is influenced by things such as the types of roles and functions performed by each sector.

In 2020 there were 7,213 people working in the Hospitality in Auckland who were self-employed. This equates to 11.1% of the Hospitality workforce and is lesser than the overall self-employment rate in Auckland of 16.9%. The self-employment rate in the Hospitality industry in Auckland has decreased by 2.6 percentage points over the past 15 years compared to overall self-employment rate in Auckland which has decreased by 1.6 percentage points.

Figure 3: Self employment rate in Auckland



The following table shows the level of self-employment in the Hospitality industry in Auckland for selected years. The following provides a complete time series of self-employment from 2000 onwards as below:

Table 3: Self employment in the Hospitality Sector in Auckland

	Hospitality Sector			Total Auckland		
	Self-employed	% change	self-employment rate	Self-employed	% change	self-employment rate
2000	4,526		14.1%	112,875		19.6%
2005	5,386	1.4%	13.7%	124,939	2.1%	18.4%
2010	5,618	-0.9%	12.7%	126,434	-1.9%	17.9%
2015	6,402	3.2%	12.0%	141,091	4.0%	17.8%
2016	6,645	3.8%	11.6%	146,826	4.1%	17.8%
2017	6,943	4.5%	11.3%	151,490	3.2%	17.7%
2018	7,103	2.3%	11.1%	152,100	0.4%	17.1%
2019	7,161	0.8%	11.2%	153,155	0.7%	16.9%
2020	7,213	0.7%	11.1%	154,969	1.2%	16.9%

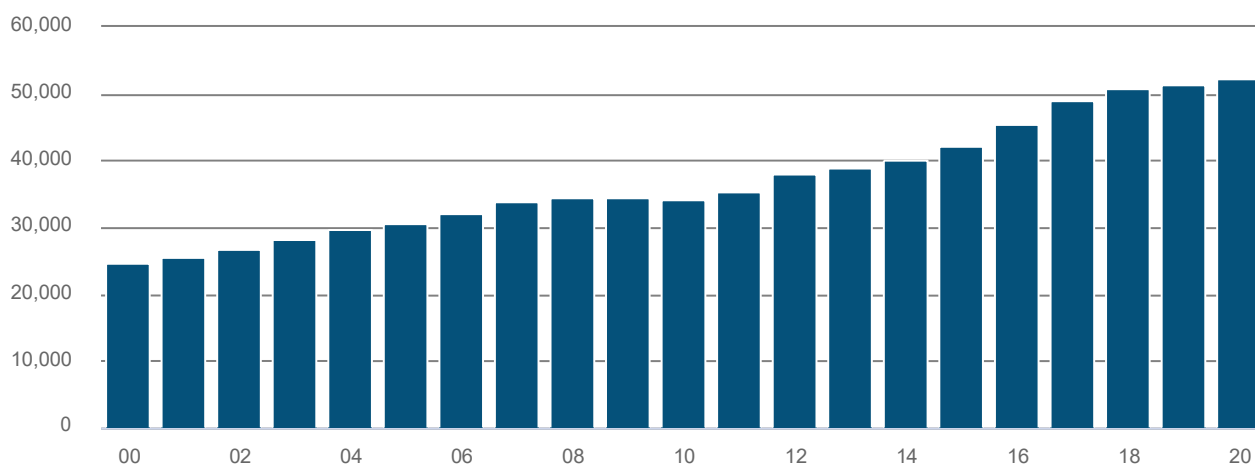
Full-time equivalent employment

Full-time equivalent (FTE) employment provides a way of looking at the number of filled jobs that takes into account the work-load of people into employment. FTE employment uses full and part-time employment to estimate the equivalent number of full-time employees. Two people who are employed part-time are measured as one FTE.

Using FTEs instead of employment to look at change over time can provide a more consistent comparison of labour resources used in employment over time.

In 2020 there were 52,306 FTEs in the Hospitality Sector in Auckland, up 3.7% pa from 15 years ago. Overall FTE employment in Auckland grew by 2.4%pa over the same period.

Figure 4: FTE employment in the Hospitality Sector in Auckland



The following table shows FTE employment in the Hospitality Sector in Auckland for selected years. The following provides a complete time series of FTE employment from 2000 onwards as below:

Table 4: FTE employment in the Hospitality sector in Auckland

	Hospitality Sector			Total Auckland	
	FTEs	% of total	% change	FTEs	% change
2000	24,620	5.0%		489,925	
2005	30,462	5.3%	2.6%	579,795	3.3%
2010	34,168	5.6%	-0.8%	606,351	-3.6%
2015	42,252	6.1%	5.7%	694,842	4.2%
2016	45,412	6.3%	7.5%	724,001	4.2%
2017	48,950	6.5%	7.8%	754,330	4.2%
2018	50,815	6.5%	3.8%	783,112	3.8%
2019	51,435	6.4%	1.2%	807,192	3.1%
2020	52,306	6.4%	1.7%	822,113	1.8%

How many job openings are forecast in the sector?

Job openings typically arise for two key reasons - business expansion or contraction and people leaving their job. This section draws on Infometrics forecasts (revised in April 2020) to look at job openings arising from new job openings and replacement job openings. Both concepts, along with total job openings are discussed below.

New job openings are created when businesses are expanding and are positive about their economic outlook. Conversely job destruction occurs when businesses contract and have a negative perspective of their economic outlook.

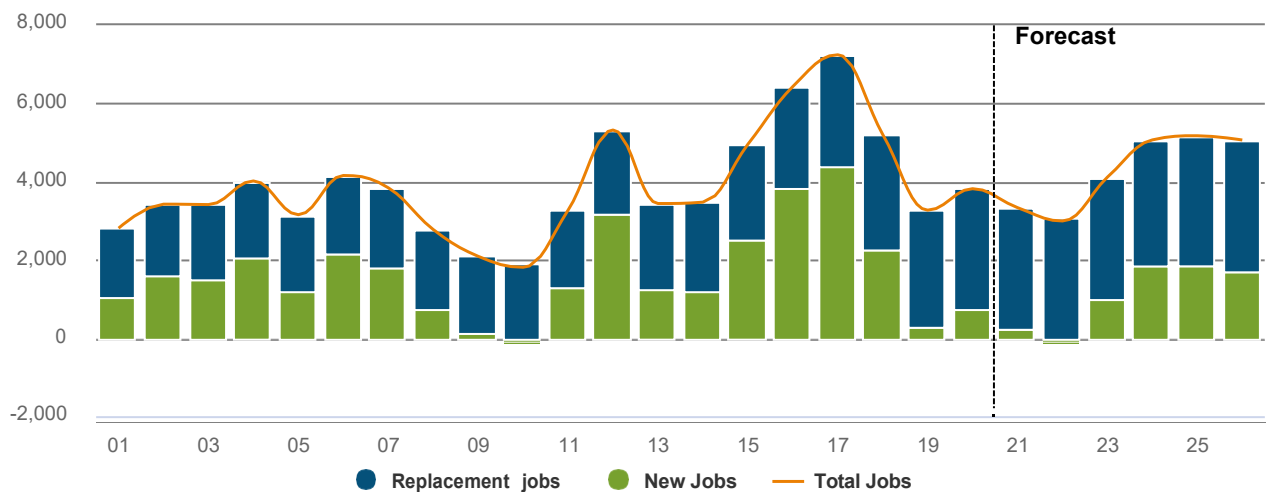
Replacement job openings provide an estimate of the net number of job openings in the sector that arise from individuals leaving an occupation (eg, retirement, or migration), net of jobs taken by individuals entering an occupation (eg, returning to the workforce from parental leave).

Total job openings estimate overall workers required in a sector as a result of job creation and replacement demand. They are the sum of new job openings and replacement job openings in a given year.

Total job openings

Forecasts show 25,731 total job openings in the Hospitality sector in Auckland between 2021 and 2026. Of the forecast 25,731 total job openings, 6,503 are forecast to be new job openings while 19,228 are expected to be due to net replacement job openings.

Figure 5: Job openings in the Hospitality sector in Auckland



The following table shows total job openings in the Hospitality Sector in Auckland for selected years. The following provides a complete time series of total job openings from 2001 onwards.

Table 5: Job openings in the Hospitality Sector in Auckland

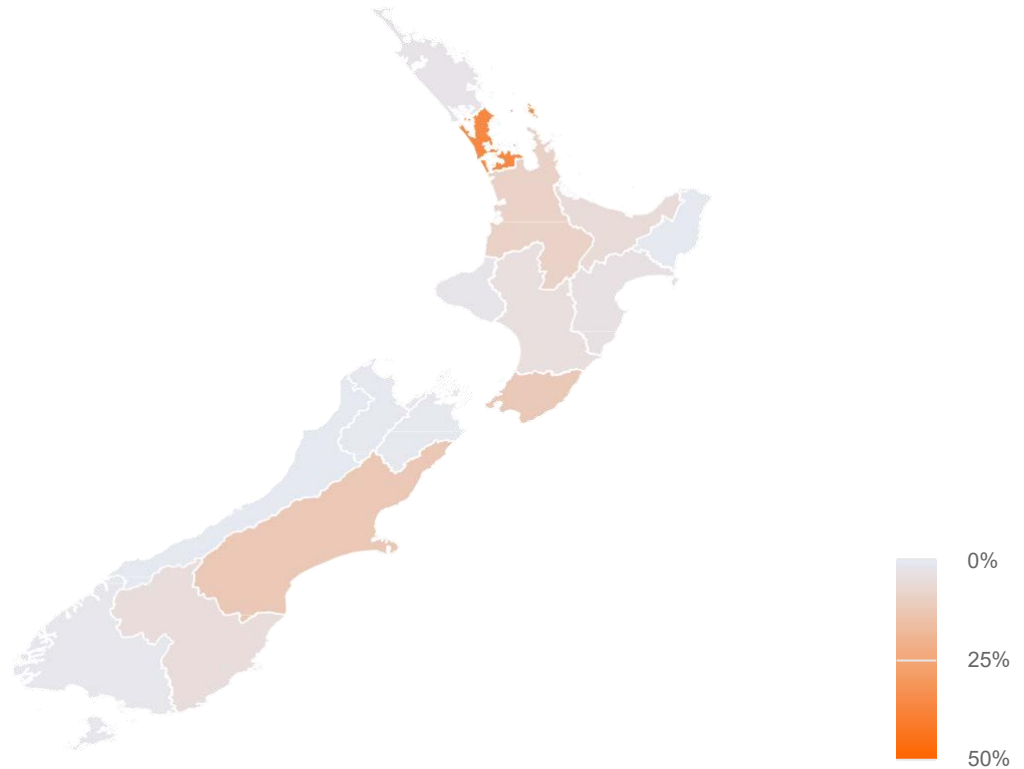
	Hospitality Sector				Total Auckland	
	New jobs	Replacement jobs	Total Job Openings	% change	Total Job Openings	% change
2005	1,182	1,968	3,150	-21.5%	44,695	-6.4%
2010	-112	1,919	1,808	-13.4%	1,788	-93.3%
2015	2,535	2,418	4,953	42.7%	55,833	25.5%
2016	3,818	2,612	6,430	29.8%	62,027	11.1%
2017	4,406	2,837	7,243	12.6%	67,168	8.3%
2018	2,242	2,964	5,206	-28.1%	66,118	-1.6%
2019	269	2,999	3,268	-37.2%	56,601	-14.4%
2020	757	3,058	3,815	16.7%	49,945	-11.8%
2021 (f)	240	3,091	3,330	-12.7%	39,373	-21.2%
2022 (f)	-104	3,093	2,990	-10.2%	53,205	35.1%
2023 (f)	973	3,139	4,112	37.5%	61,546	15.7%
2024 (f)	1,845	3,222	5,067	23.2%	60,746	-1.3%
2025 (f)	1,867	3,305	5,172	2.1%	58,190	-4.2%
2026 (f)	1,682	3,379	5,061	-2.1%	58,013	-0.3%

Job openings by region

Forecast total job opening growth is likely to be stronger in some regions than others. Factors contributing to the variation in job opening growth by region include different economic drivers, population growth and age structures as well as resources available.

Auckland is expected to account for 100% of all total job openings in the Hospitality sector between 2021 and 2026.

Figure 6: Regional forecast job openings in the Hospitality Sector, 2021–2026



The following table shows forecast regional total job openings in the Hospitality Sector between 2021 and 2026.

Table 6: Forecast job openings by region in the Hospitality Sector 2021–2026

	Hospitality Sector			Total economy		
	New Jobs	Replacement Jobs	Total job openings	New Jobs	Replacement Jobs	Total job openings
Auckland	6,503	19,228	25,731	87,458	243,614	331,072
Canterbury Region	2,310	6,674	8,985	35,292	91,223	126,514
Wellington Region	2,307	6,350	8,656	38,088	79,818	117,906
Waikato Region	1,807	4,530	6,337	25,301	62,275	87,576
Bay of Plenty Region	1,062	3,181	4,242	17,341	44,061	61,402
Otago Region	424	3,230	3,654	9,157	35,295	44,451
Manawatu-Whanganui Region	803	2,270	3,072	11,674	32,645	44,319
Hawke's Bay Region	620	1,677	2,296	11,007	24,215	35,222
Northland Region	447	1,336	1,783	7,192	20,815	28,007
Taranaki Region	392	1,144	1,536	5,377	16,085	21,463
Southland Region	200	974	1,175	2,544	14,868	17,412
Marlborough Region	228	632	860	3,450	8,069	11,519
Nelson Region	225	600	825	4,242	8,426	12,668
Tasman Region	246	527	773	2,635	7,268	9,903
Gisborne Region	185	399	584	2,615	6,555	9,171
West Coast Region	101	347	448	1,567	4,500	6,067
New Zealand	17,860	53,097	70,957	264,941	699,732	964,673

What is the contribution of the sector to GDP?

Gross Domestic Product (GDP) is a fundamental indicator of a country or sector's economic wellbeing. GDP measures the value added in an industry or sector from the production of goods and services. It essentially measures the value of the land, labour, and capital used in the production process.

Gross Domestic Product

In 2020 the Hospitality Sector contributed \$3,270m (in 2020 prices) to GDP in Auckland. This equates to 2.7% of total Auckland GDP. Key trends in the Hospitality Sector in Auckland include:

- GDP in 2020 was down -0.2% from a year earlier. Overall Auckland GDP grew by 1.5% over the period.
- GDP grew by 4.3%pa over the last 10 years compared with overall Auckland GDP growth of 3.7%pa.

We can express GDP as a proportion of FTE employment in the Hospitality sector to provide an estimate of labour productivity. Growth in labour productivity over time can imply an increase in efficiency and competitiveness.

In 2020 GDP per FTE in the Hospitality Sector in Auckland was \$62,523 compared to \$149,342 in the Total Auckland. GDP per FTE growth in the Hospitality Sector in the past 10 years has been weaker than overall GDP growth in Auckland.

Figure 7: Productivity (GDP/FTE) in Auckland



The following table shows GDP (in 2019 prices) and productivity (GDP/FTE) in the Hospitality Sector in Auckland for selected years. The following provides a complete time series of GDP from 2000 onwards.

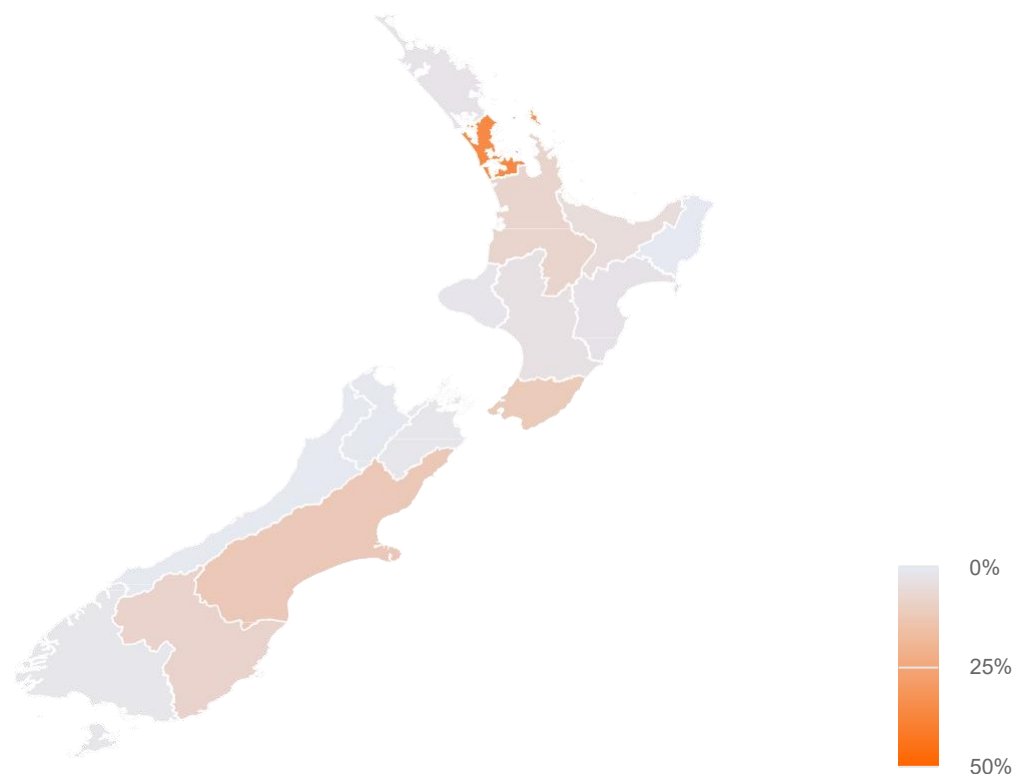
Table 7: GDP in the Hospitality Sector in Auckland

	Hospitality Sector			Total Auckland		
	GDP (\$m)	% change	GDP/FTE	GDP (\$m)	% change	GDP/FTE
2000	\$1,585m		\$64,370	\$64,065m		\$130,766
2005	\$1,960m	3.4%	\$64,356	\$80,438m	4.9%	\$138,735
2010	\$2,139m	1.0%	\$62,597	\$85,259m	-1.2%	\$140,610
2015	\$2,696m	6.7%	\$63,819	\$101,469m	4.2%	\$146,031
2016	\$2,889m	7.2%	\$63,628	\$106,355m	4.8%	\$146,899
2017	\$3,092m	7.0%	\$63,161	\$111,474m	4.8%	\$147,779
2018	\$3,250m	5.1%	\$63,952	\$116,777m	4.8%	\$149,119
2019	\$3,277m	0.8%	\$63,717	\$120,938m	3.6%	\$149,825
2020	\$3,270m	-0.2%	\$62,523	\$122,776m	1.5%	\$149,342

Regional GDP

GDP varies by region due to a number of factors including the size of the workforce, resources available and technology used. In the Hospitality Sector, Auckland accounted for 35.9% of overall GDP in 2020.

Figure 8: Regional share of GDP in the Hospitality Sector, 2020



The following table shows regional distribution of GDP (in 2020 prices) in the Hospitality Sector in 2020.

Table 8: GDP by region in the Hospitality Sector, 2020

	Hospitality Sector		Total economy	
	GDP	% of NZ	GDP	% of NZ
Auckland	\$3,270m	35.9%	\$122,776m	37.9%
Canterbury Region	\$1,147m	12.6%	\$39,864m	12.3%
Wellington Region	\$1,062m	11.7%	\$43,426m	13.4%
Otago Region	\$767m	8.4%	\$14,550m	4.5%
Waikato Region	\$720m	7.9%	\$27,335m	8.4%
Bay of Plenty Region	\$491m	5.4%	\$16,684m	5.1%
Manawatu-Whanganui Region	\$308m	3.4%	\$12,096m	3.7%
Hawke's Bay Region	\$259m	2.8%	\$8,456m	2.6%
Northland Region	\$222m	2.4%	\$8,532m	2.6%
Taranaki Region	\$189m	2.1%	\$9,762m	3.0%
Southland Region	\$183m	2.0%	\$6,714m	2.1%
Marlborough Region	\$164m	1.8%	\$3,345m	1.0%
Nelson Region	\$90.3m	1.0%	\$2,880m	0.9%
Tasman Region	\$85.6m	0.9%	\$2,425m	0.7%
West Coast Region	\$78.9m	0.9%	\$2,142m	0.7%
Gisborne Region	\$53.0m	0.6%	\$2,155m	0.7%
New Zealand	\$9,113m		\$324,019m	

How large are businesses in the sector?

The majority of businesses in New Zealand are small to medium enterprises (SMEs). The number and size of business units in a sector is largely influenced by both the sector's direct economic exposure as well as the typical size of business units within that sector. This section looks the number and size of businesses in the Hospitality Sector in Auckland.

Growth in the number of businesses is an indicator of entrepreneurial activity. It indicates an environment in which entrepreneurs are prepared to take risks to start new ventures. For example, positive growth in the number of businesses in a sector reflects increased entrepreneurial activity and economic activity as entrepreneurs are prepared to take risks and start new ventures. Conversely, a decline in the number of businesses indicates that firms have a pessimistic future outlook.

In 2020 there were 11,219 businesses in the Hospitality Sector sector in Auckland. Key trends include:

- The number of businesses in the sector grew by 2.2% in 2020 compared with a growth of 2.2% in the total economy.
- Average business growth in the sector over the past 10 years was 3.3%pa. Over the same period the overall number of businesses in Auckland grew by 2.5%pa.

Figure 9: Business growth in Auckland



The following table shows the number of businesses in the Hospitality Sector in Auckland for selected years. The following provides a complete time series of businesses from 2000 onwards.

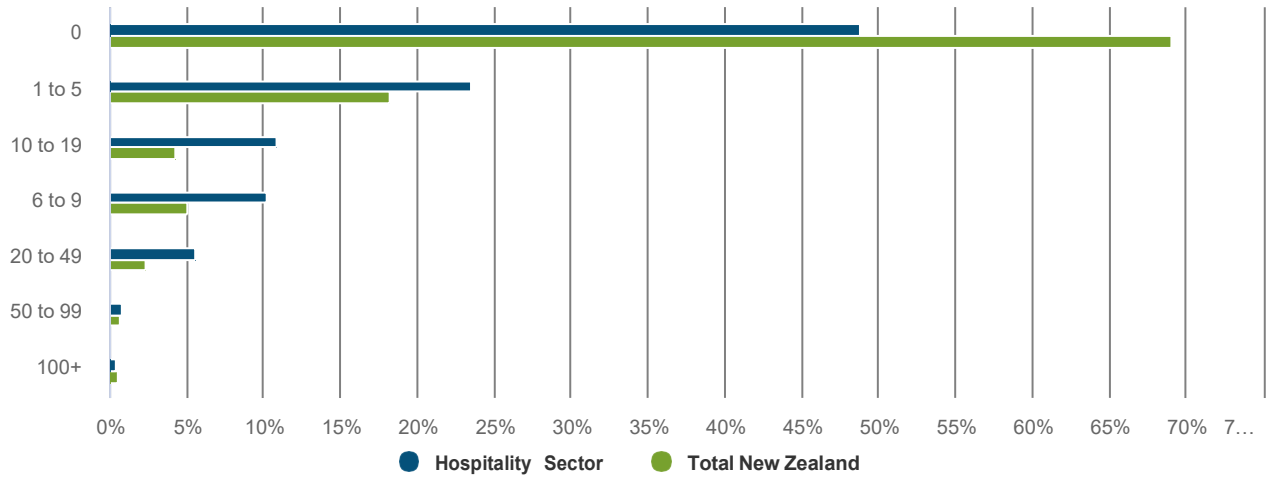
Table 9: Businesses in the Hospitality Sector in Auckland

	Hospitality Sector		Total Auckland	
	Business Units	% change	Business Units	% change
2000	5,221		123,153	
2005	7,167	5.7%	149,550	5.1%
2010	8,072	0.2%	160,995	-1.4%
2015	9,498	3.2%	179,448	3.5%
2016	9,961	4.9%	185,874	3.6%
2017	10,382	4.2%	193,740	4.2%
2018	10,728	3.3%	196,797	1.6%
2019	10,978	2.3%	201,648	2.5%
2020	11,219	2.2%	206,001	2.2%

As well as being a contributor to the economic performance of a sector, the size of businesses is also considered to be an indicator of innovation with larger firms having the capacity and structures to better support innovation.

In 2020 SMEs accounted for 93.3% of all employment in the Hospitality Sector in New Zealand.

Figure 10: Businesses by number of employees in New Zealand, 2020/21



OCCUPATIONS AND SKILLS

Occupations are a set of jobs whose main tasks are characterised by a high degree of similarity. Occupations provide the basis for understanding the broad skill level of the workforce. In this section we examine the current, historical and future occupation and skill makeup of workers in the Hospitality Sector in Auckland. To do this we draw on the Australian and New Zealand Standard Classification of Occupations (ANZSCO). An outline of ANZSCO is provided at the end of this report.

What is the broad occupational makeup of workers in the industry?

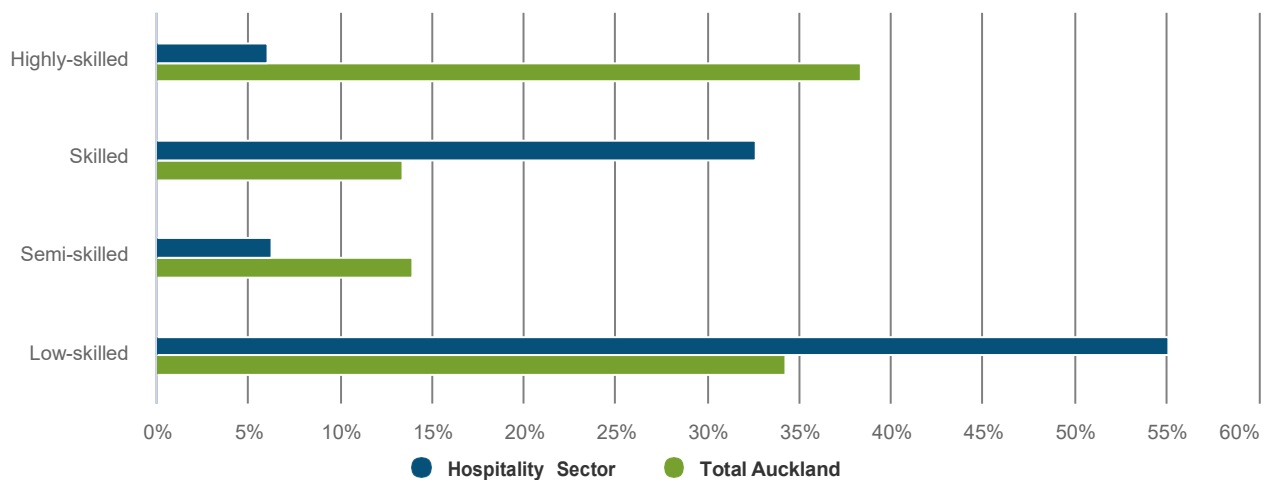
Within a sector, people can perform a diverse range of tasks as part of their job. Occupation categories group the main tasks associated with similar jobs to enable analysis, and can provide a good indication of the broad skill level required to perform these tasks.

Employment by skill level

Each occupation classification has an ideal skill level that industry have identified as desirable for people to competently carry out the tasks in their role. Grouping occupational classifications by desired skill level provides a high level overview of the skills required across different sectors.

Approximately 6.1% of the Hospitality Sector workforce in Auckland were employed in Highly-skilled occupations in 2020. This is lower than for all occupations in Auckland (38.4%).

Figure 11: Employment by skill level in Auckland, 2020



The following table shows how Highly-skilled employment in the Hospitality Sector in Auckland has changed over time. The following provides a complete time series of employment by all broad skill levels from 2000 onwards.

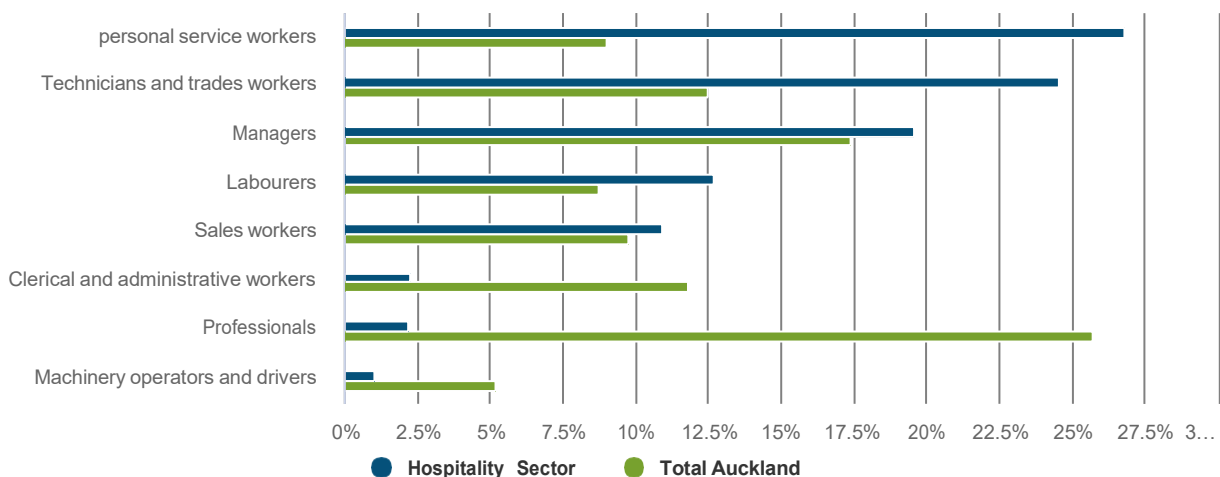
Table 10: Highly-skilled employment in the Hospitality Sector in Auckland

	Hospitality Sector			Total Auckland		
	Employment	% change	% of total	Employment	% change	% of total
2000	1,171		3.7%	175,329		30.4%
2005	1,787	8.7%	4.5%	227,353	5.9%	33.5%
2010	2,324	2.7%	5.3%	257,050	-1.1%	36.4%
2015	3,051	6.4%	5.7%	302,022	3.9%	38.1%
2016	3,340	9.5%	5.8%	313,164	3.7%	38.0%
2017	3,672	10.0%	6.0%	325,556	4.0%	38.0%
2018	3,835	4.4%	6.0%	337,889	3.8%	38.1%
2019	3,856	0.6%	6.0%	347,364	2.8%	38.3%
2020	3,940	2.2%	6.1%	353,201	1.7%	38.4%

Employment by broad occupation

The ANZSCO classification of occupations is broken into five levels. The one-digit occupation classification groups employment into eight broad occupations. The largest broad (one-digit) occupation in the Hospitality Sector in Auckland in 2020 was personal service workers, with 17,417 jobs (26.8% of all employment in the sector). In 2020 the Hospitality Sector accounted for 9.0% of all personal service workers employed in Auckland.

Figure 12: Employment by broad occupation in Auckland, 2020



There are 43 two-digit occupations in occupational classifications. The following table looks at employment in the key two-digit occupations in the Hospitality Sector in 2020.

Table 11: Employment by 2-digit occupation in the Hospitality Sector in Auckland, 2020

	Hospitality Sector		Total Auckland	
	Employment	% of total	Employment	% of total
Hospitality Workers	16,875	26.0%	18,343	2.0%
Food Trades Workers	15,528	23.9%	15,528	1.7%
Hospitality, Retail & Service Managers	10,138	15.6%	33,991	3.7%
Food Preparation Assistants	6,736	10.4%	7,357	0.8%
Sales Assistants & Salespersons	4,939	7.6%	45,822	5.0%
All Others	10,741	16.5%	797,997	86.8%
Total	64,956	100%	919,037	100%

What are the top detailed occupations in the sector?

At the most detailed level there are around 1,000 occupational classifications. These classifications capture the specific roles undertaken in the economy. Understanding the detailed occupational makeup of a sector provides valuable insights into the key roles and activities performed.

The top five occupations in the Hospitality Sector in Auckland accounted for 50.1% of overall employment in the sector in 2020. Employment in all five of the top five occupations grew between 2015 and 2020.

The following table provides a breakdown of occupational employment in the Hospitality Sector in Auckland in 2020. The following provides a complete time series of employment by detailed occupation from 2000 onwards.

Table 12: Employment by 6-digit occupation in the Hospitality Sector in Auckland, 2020

	Hospitality Sector		Total Auckland	
	Employment	% of total	Employment	% of total
Chef	9,292	14.3%	9,292	1.0%
Waiter	6,726	10.4%	6,726	0.7%
Cafe or Restaurant Manager	6,058	9.3%	6,058	0.7%
Kitchenhand	5,695	8.8%	5,695	0.6%
Sales Assistant (General)	4,788	7.4%	40,162	4.4%
All Others	32,398	49.9%	851,104	92.6%
Total	64,956	100%	919,037	100%

What qualifications do workers entering the sector need?

Gaining insights into the types of qualifications in demand in a sector and how they relate to skill levels can be useful in identifying and addressing skills gaps.

The estimates of qualifications are derived from our occupational estimates by using information by industry (via occupational classifications) about the types of qualifications that are ideally required in each occupation. Our estimates therefore do not describe the educational profile of the sector's actual workforce and instead highlight the type of qualifications that are ideally required. For information about the qualification makeup of workers in the Hospitality Sector refer to the Demographics section of this report.

Employers in the Hospitality Sector in Auckland ideally require people with a Certificate (level 1-3).

Figure 13: Qualifications of workers in Auckland, 2020/21



The following table shows the ideal qualification level and field of study of workers in the Hospitality Sector in Auckland in 2020 is a Certificate (level 4) in Food, Hospitality and Personal Services.

Table 13: Employment by qualification required and field of study in the Hospitality Sector in Auckland, 2020

	Hospitality Sector					Total Auckland				
	Certificate (level 1-3)	Certificate (level 4)	Diploma (level 5-6)	Degree (level 7+)	Total	Certificate (level 1-3)	Certificate (level 4)	Diploma (level 5-6)	Degree (level 7+)	Total
Natural and Physical Sciences	1,524	288	507	225	2,543	14,222	2,660	5,973	20,345	43,200
Information	1,411	201	289	132	2,032	13,549	1,432	4,094	17,967	37,043
Engineering and Related Technologies	3,163	621	988	619	5,391	58,526	46,975	18,568	43,536	167,605
Architecture and Building	1,109	252	316	172	1,849	19,974	35,120	6,451	11,949	73,493
Agriculture, Environmental and Related Studies	883	162	224	101	1,370	14,373	5,965	2,300	6,016	28,653
Health	2,219	252	721	209	3,401	24,341	4,863	9,448	43,467	82,119
Education	1,715	228	518	274	2,734	17,411	2,527	4,572	39,443	63,953
Management and Commerce	8,592	1,480	3,307	1,034	14,414	78,457	13,817	26,435	73,451	192,160
Society and Culture	4,807	694	1,413	682	7,596	45,319	9,039	15,429	51,368	121,156
Creative Arts	4,168	708	684	270	5,830	23,728	5,469	5,560	21,887	56,644
Food, Hospitality and Personal Services	6,312	9,604	1,802	78	17,796	26,730	16,725	5,635	3,921	53,012
Total	35,904	14,488	10,768	3,796	64,956	336,630	144,592	104,464	333,351	919,037

What jobs are forecast in the sector between 2021 and 2026?

Job openings typically arise for two key reasons - business expansion or contraction and people leaving their job. This section draws on Infometrics forecasts (revised in April 2020) to look at job openings arising from new job openings and replacement job openings. Both concepts, along with total job openings are discussed below.

New job openings are created when businesses are expanding and are positive about their economic outlook. Conversely job destruction occurs when businesses contract and have a negative perspective of their economic outlook.

Replacement job openings provide an estimate of the net number of job openings in the sector that arise from individuals leaving an occupation (eg, retirement, or migration), net of jobs taken by individuals entering an occupation (eg, returning to the workforce from parental leave).

Total job openings estimate overall workers required in a sector as a result of job creation and replacement demand. They are the sum of new job openings and replacement job openings in a given year.

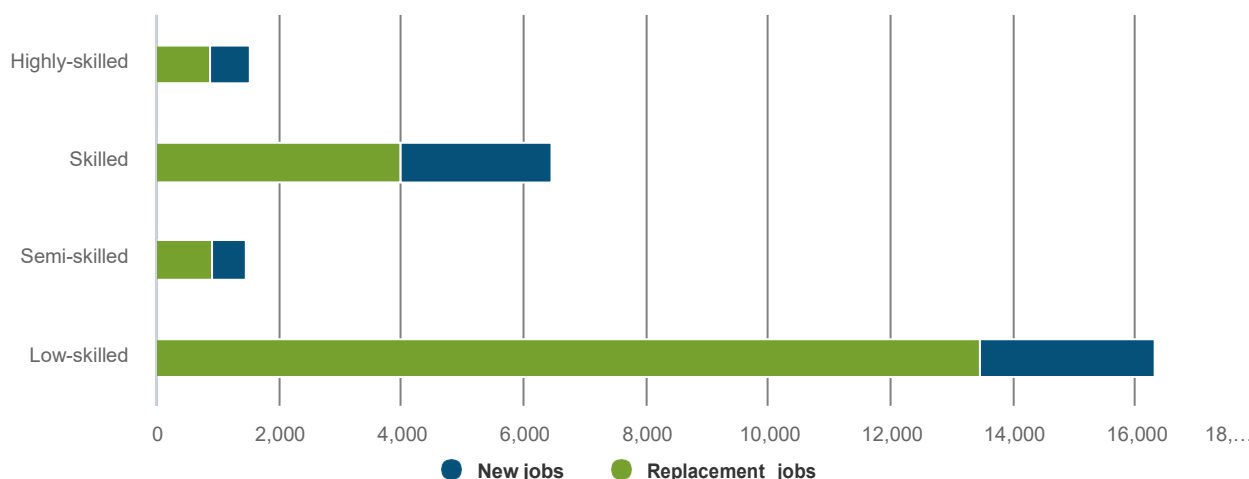
Forecasts estimate that there will be 25,731 total job openings in the Hospitality Sector between 2021 and 2026. Of these job openings:

- 25.3% are likely to be due to new job growth
- 74.7% are likely to be due to net replace demand.

Forecast job openings

Of the estimated 25,731 job openings between 2021 and 2026, forecasts estimate that 63.4% are likely to be Low-skilled jobs.

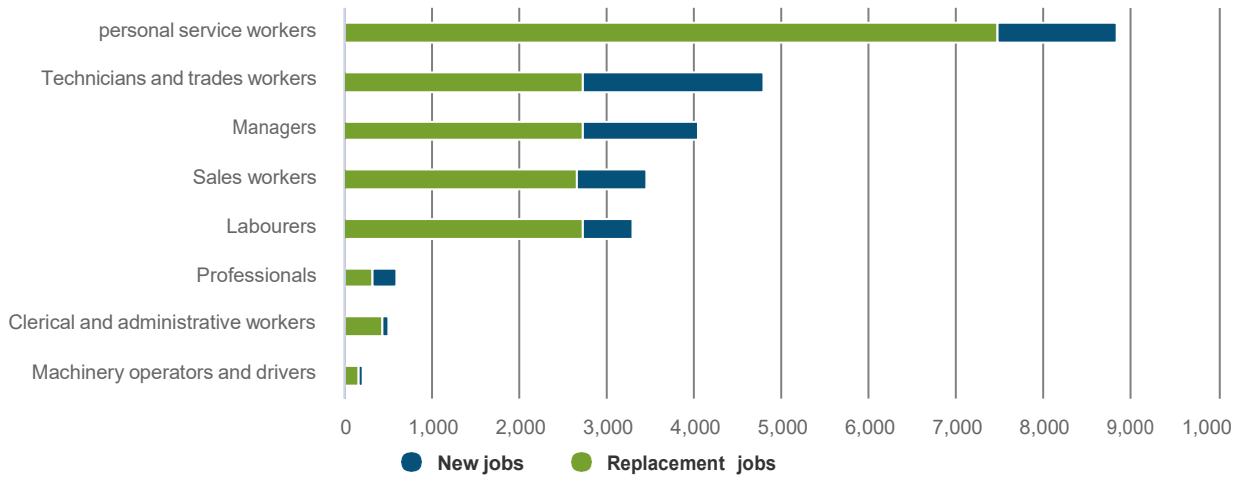
Figure 14: Forecast job openings by skill level in the Hospitality Sector in Auckland, 2021-2026



Job openings by broad occupation

The largest broad (level 1) occupation with job openings in the Hospitality Sector between 2021 and 2026 is likely to be personal service workers, accounting for 34.4% of job openings in the sector. The majority (84.5% of personal service workers job openings are expected to be replacement job openings.

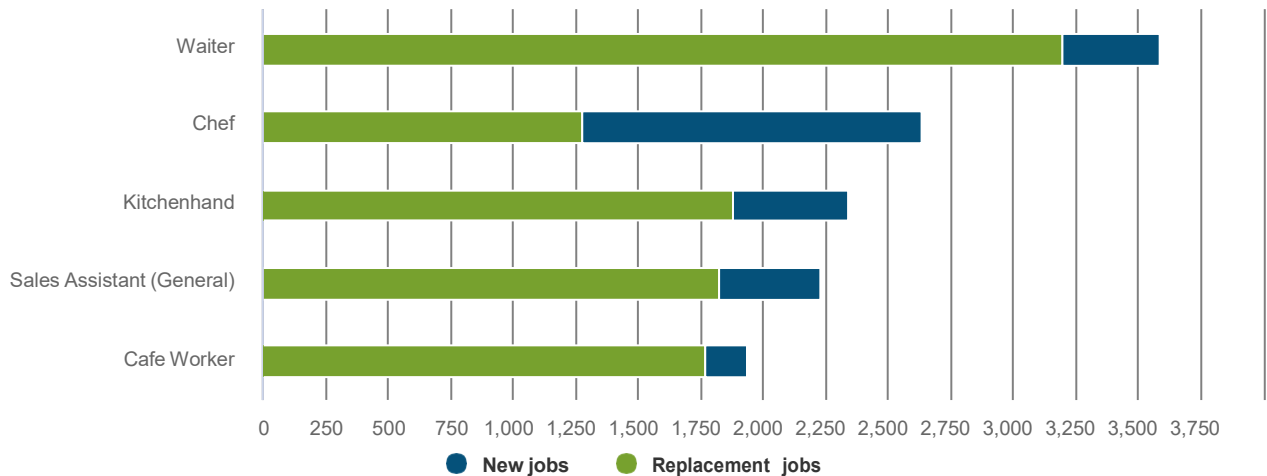
Figure 15: Forecast job openings by broad occupation in the Hospitality Sector in Auckland, 2021–2026



Forecast job openings by detailed occupation

The top five detailed occupations in the Hospitality Sector in Auckland are expected to account for 48.7% of all job openings between 2021 and 2026. Replacement job openings for these are expected to make up 36.0% of overall job openings in this sector.

Figure 16: Forecast job openings by detailed occupation in the Hospitality Sector in Auckland, 2021–2026



The following table shows forecast total job openings by detailed occupation in the Hospitality Sector in Auckland between 2021 and 2026.

Table 14: Forecast employment and job openings in the Hospitality Sector in Auckland by detailed occupation, 2021–2026

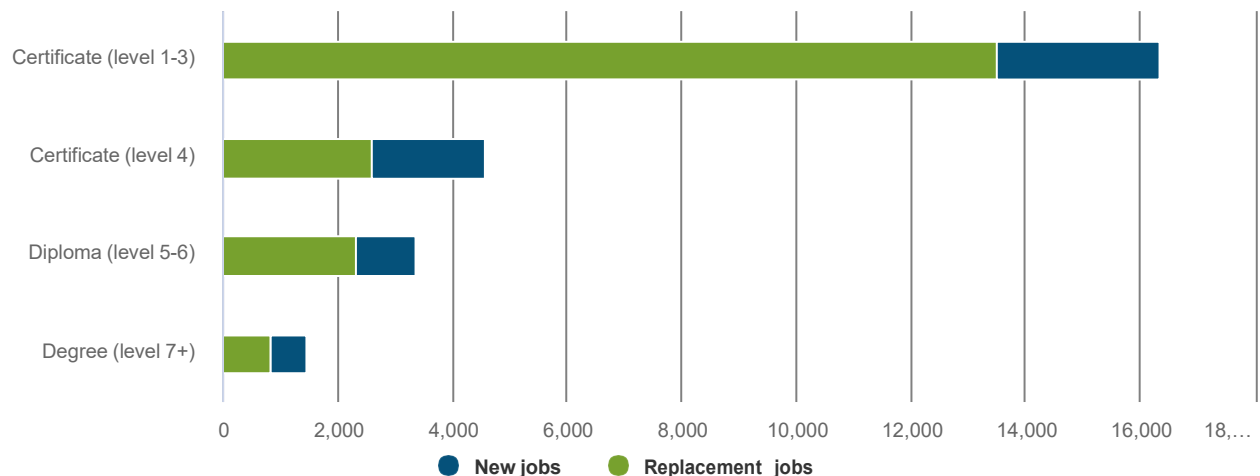
	Hospitality Sector					Total Auckland
	Employment		New Jobs	Replacement Jobs	Total Job Openings	Total Job Openings
	2020	2026				
Chef	9,292	10,648	1,356	1,281	2,637	2,637
Waiter	6,726	7,116	390	3,200	3,590	3,590
Cafe or Restaurant Manager	6,058	6,708	650	1,077	1,727	1,727
Kitchenhand	5,695	6,153	459	1,879	2,337	2,337
Sales Assistant (General)	4,788	5,195	407	1,827	2,234	16,340
All others	32,398	35,640	3,242	9,965	13,207	260,104

What qualifications are workers in the sector likely to require in the future?

It is useful for learners, prospective employees and employers to know about the types of qualifications that are going to be in demand through job openings in their area of interest.

In the Hospitality Sector in Auckland there are likely to be 16,347 Certificate (level 1-3) between 2021 and 2026. Job openings at Certificate (level 1-3) account for 63.5% of all job openings in the sector over the period. Most of these job openings are expected to be replacement job openings (13,501 jobs).

Figure 17: Forecast job openings by qualification level in the Hospitality Sector in Auckland, 2021–2026



The following table shows the ideal qualifications and fields of study that employers are likely to require in the Hospitality Sector in Auckland between 2021 and 2026.

Table 15: Job openings by qualification required and field of study in the Hospitality Sector in Auckland, 2021–2026

	Hospitality Sector					Total Auckland				
	Certificate (level 1-3)	Certificate (level 4)	Diploma (level 5-6)	Degree (level 7+)	Total	Certificate (level 1-3)	Certificate (level 4)	Diploma (level 5-6)	Degree (level 7+)	Total
Natural and Physical Sciences	119	38	53	34	244	619	226	709	2,723	4,276
Information Technology	115	26	27	26	193	629	106	362	3,175	4,273
Engineering and Related Technologies	262	90	96	96	543	3,419	3,261	1,913	5,970	14,563
Architecture and Building	87	38	32	27	183	1,430	4,469	1,012	1,679	8,591
Agriculture, Environmental and Related Studies	77	21	23	15	136	992	613	287	666	2,557
Health	157	31	79	39	307	1,888	532	1,397	7,387	11,204
Education	129	28	56	42	255	1,120	168	660	3,799	5,748
Management and Commerce	690	182	311	157	1,340	2,258	848	2,875	8,746	14,727
Society and Culture	377	89	153	114	733	2,736	814	2,310	6,630	12,490
Creative Arts	344	95	61	45	545	999	316	575	2,070	3,961
Food, Hospitality and Personal Services	490	1,346	175	12	2,023	1,743	2,568	539	418	5,268
Total	2,846	1,985	1,066	606	6,503	17,833	13,921	12,639	43,264	87,458

DEMOGRAPHIC PROFILE OF WORKERS

A workforce that has a diverse makeup, experience, and opinions is likely to have the ability to make higher quality decisions. This section looks at diversity in the Hospitality Sector in Auckland by examining the demographic makeup of the workforce in terms of age, ethnicity, gender, country of birth, hours worked and highest qualifications.

What is the age profile of workers in the sector?

The age profile of a sector can provide valuable insights into the current and future skill needs of a sector.

For example, a sector with an older age profile can indicate that the workforce is more likely to have fewer formal qualifications and more on-job experience than a sector with a more youthful age profile. An older age profile could also indicate a more immediate need to replace workers who may retire or are more likely to leave the workforce in the coming years.

Workers in the Hospitality Sector in Auckland have a slightly younger average age profile than all workers in Auckland. In 2018 the average of Hospitality Sector workers was 33.8 years, compared with 41.2 years for all workers in Auckland.

Figure 18: Age of workers in Auckland, 2018



The average age of workers in the Hospitality Sector in Auckland fell by 0.8 years between 2013 and 2018. Over the same period the overall average age of workers in Auckland fell by 0.7 years.

The following table shows the age profile of workers in the Hospitality Sector in Auckland in 2013 and 2018.

Table 16: Employment by age in the Hospitality Sector in Auckland

	Hospitality Sector				Total Auckland		
	Employment		Share Of Total		Share Of Total		
	2013	2018	2013	2018	2013	2018	
15-19 Years	7,275	9,896	14.6%	15.5%	3.9%	4.5%	
20-24 Years	9,507	12,383	19.1%	19.4%	9.6%	10.3%	
25-29 Years	6,559	9,895	13.2%	15.5%	10.6%	12.6%	
30-34 Years	5,247	6,885	10.5%	10.8%	10.8%	11.6%	
35-39 Years	4,089	5,456	8.2%	8.5%	10.7%	10.7%	
40-44 Years	4,429	4,572	8.9%	7.2%	12.2%	10.0%	
45-49 Years	4,177	4,514	8.4%	7.1%	12.0%	10.9%	
50-54 Years	3,556	3,946	7.1%	6.2%	10.9%	9.9%	
55-59 Years	2,399	3,040	4.8%	4.8%	8.4%	8.5%	
60-64 Years	1,504	1,915	3.0%	3.0%	6.2%	6.0%	
65 years and over	1,020	1,428	2.1%	2.2%	4.8%	5.2%	

What is the ethnic makeup of workers in the sector?

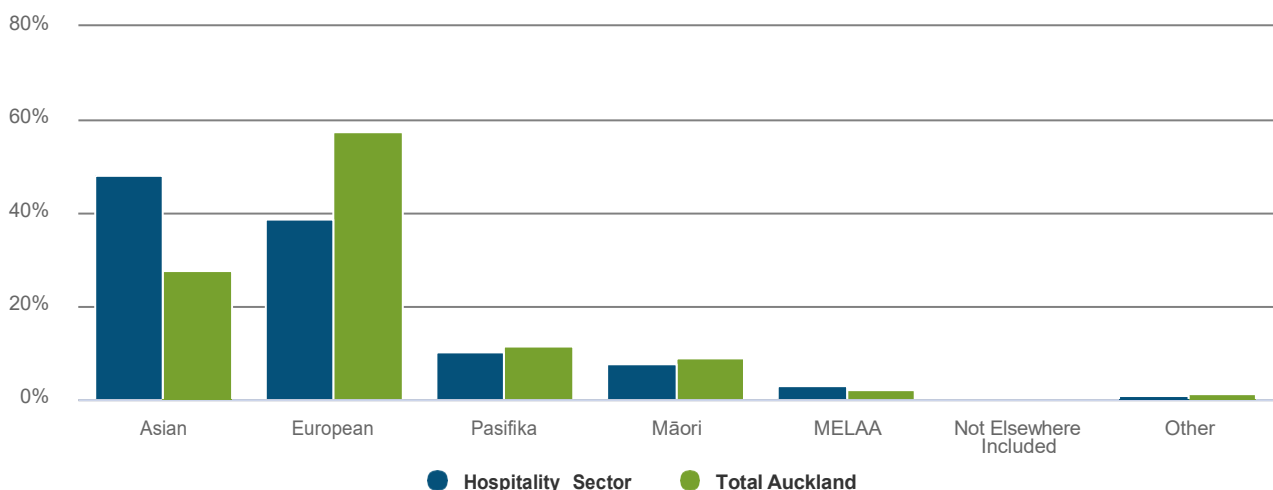
Understanding the ethnic composition of a workforce can be important in terms of improving innovation and productivity levels.

Different ethnic groups can bring diverse perspectives to employment, which when supported, can help support innovation. Similarly, workers from different ethnicities may require different types of in-work support to achieve their productive potential.

In 2018, workers in the Hospitality Sector in Auckland were:

- likely to be Maori than workers overall
- less likely to be Pasifika than workers overall
- more likely to be Asian than workers overall

Figure 19: Ethnicity of workers in Auckland, 2018



The share of Asian ethnicity in the Hospitality Sector in Auckland grew from 42.3% in 2013 to 48.0% in 2018. The following table shows the broad ethnicity of workers in the Hospitality Sector in Auckland in 2013 and 2018.

Table 17: Employment by ethnicity in the Hospitality Sector in Auckland

	Hospitality Sector				Total Auckland	
	Employment		Share Of Total		Share Of Total	
	2013	2018	2013	2018	2013	2018
Asian	21,051	30,688	42.3%	48.0%	21.2%	27.5%
European	22,680	24,666	45.6%	38.6%	65.6%	57.3%
Pasifika	4,459	6,665	9.0%	10.4%	9.2%	11.6%
Māori	3,607	4,920	7.3%	7.7%	8.1%	9.0%
MELAA	1,218	1,996	2.4%	3.1%	1.5%	2.0%
Not Elsewhere Included	204	0	0.4%	0%	0.3%	0%
Other	391	530	0.8%	0.8%	1.4%	1.2%

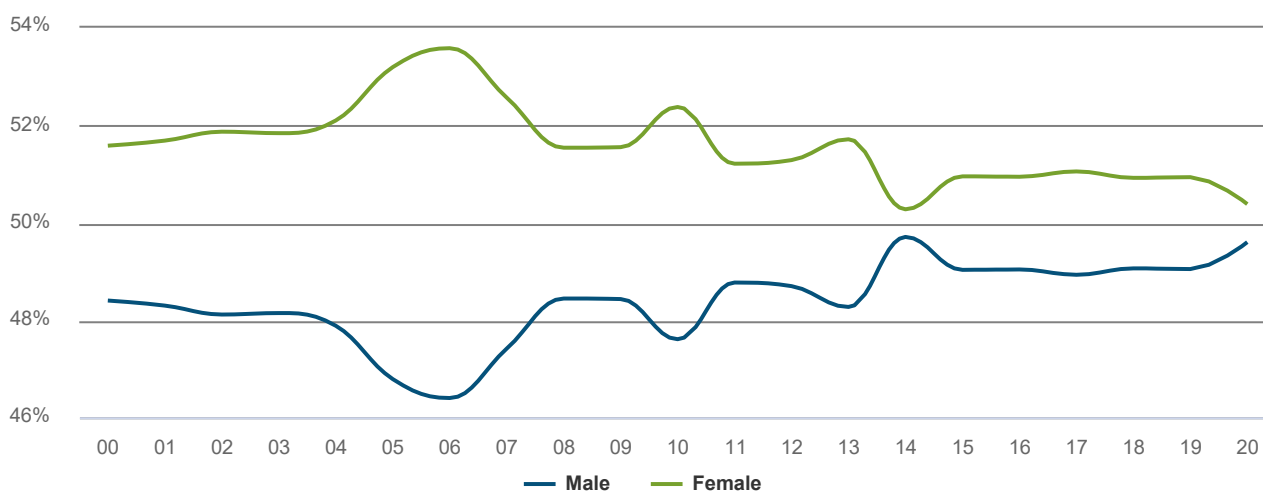
What is the gender balance of the sector?

Males and females can bring different approaches and insights to the workforce.

Share of employment by gender

This section looks at how the gender profile of the Hospitality Sector in Auckland has changed over time. The share of female employment in the Hospitality Sector in Auckland decreased from 53.2% in 2005 to 50.4% in 2020.

Figure 20: Employment by gender in the Hospitality Sector in Auckland



The following table shows the gender makeup of workers in the Hospitality Sector in Auckland for selected years.

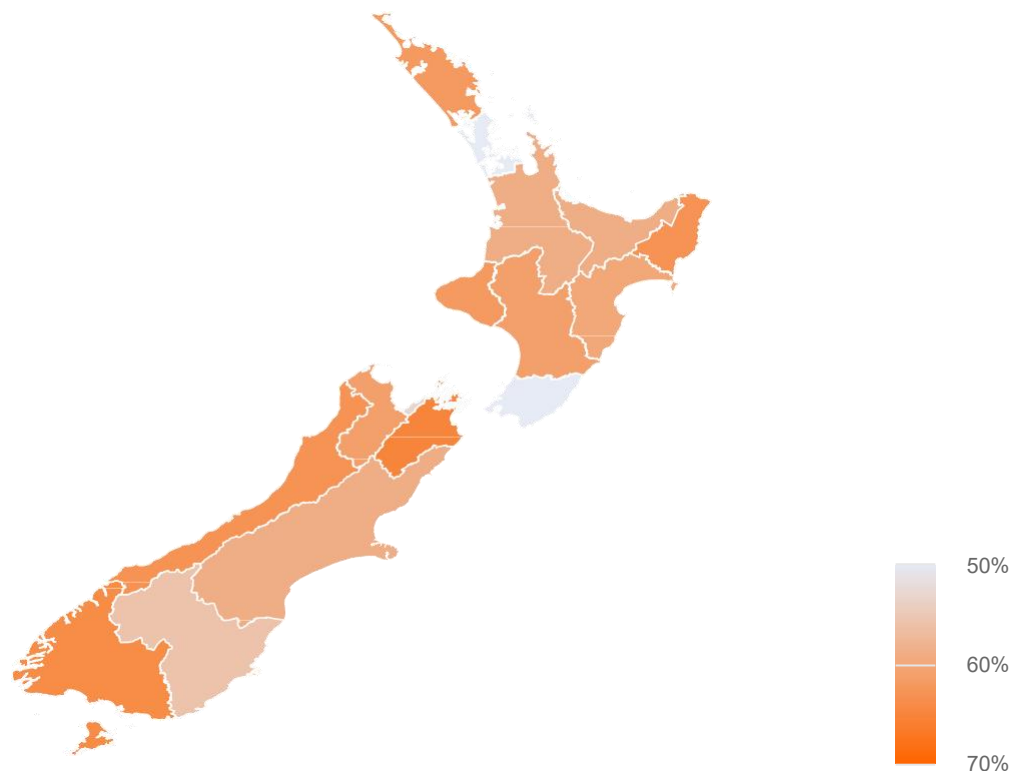
Table 18: Change in employment by gender in the Hospitality Sector in Auckland

	Hospitality Sector				Total Auckland	
	Employment		% share		Male	Female
	Male	Female	Male	Female		
2000	15,507	16,523	48.4%	51.6%	54.0%	46.0%
2005	18,439	20,953	46.8%	53.2%	53.3%	46.7%
2010	20,985	23,080	47.6%	52.4%	52.4%	47.6%
2015	26,221	27,243	49.0%	51.0%	52.5%	47.5%
2016	28,097	29,185	49.1%	50.9%	52.6%	47.4%
2017	30,192	31,496	48.9%	51.1%	52.8%	47.2%
2018	31,373	32,557	49.1%	50.9%	53.0%	47.0%
2019	31,496	32,703	49.1%	50.9%	53.0%	47.0%
2020	32,225	32,731	49.6%	50.4%	53.1%	46.9%

Regional employment by gender

Female employment in the Hospitality Sector is highest in Auckland. The following map shows how the percentage of female workers in the Hospitality Sector varies by region.

Figure 21: Female share of employment in the Hospitality Sector, 2020



The following table provides supporting information on the gender balance of workers in the Hospitality Sector in 2020.

Table 19: Regional employment by gender in the Hospitality Sector, 2020

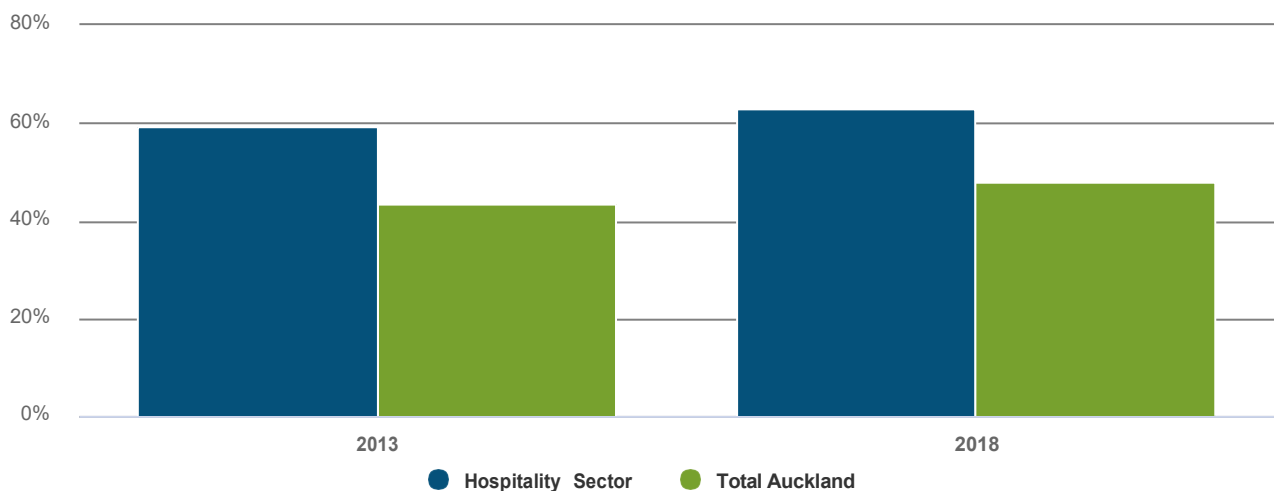
	Hospitality Sector				Total economy	
	Employment		% share		% share	
	Male	Female	Male	Female	Male	Female
Auckland	32,225	32,731	50.0%	50.0%	53.0%	47.0%
Bay of Plenty Region	4,339	6,276	41.0%	59.0%	52.0%	48.0%
Canterbury Region	9,266	13,156	41.0%	59.0%	53.0%	47.0%
Gisborne Region	471	806	37.0%	63.0%	52.0%	48.0%
Hawke's Bay Region	2,207	3,279	40.0%	60.0%	52.0%	48.0%
Manawatu-Whanganui Region	2,893	4,611	39.0%	61.0%	52.0%	48.0%
Marlborough Region	735	1,375	35.0%	65.0%	54.0%	46.0%
Nelson Region	940	1,052	47.0%	53.0%	52.0%	48.0%
Northland Region	1,700	2,723	38.0%	62.0%	52.0%	48.0%
Otago Region	5,102	6,536	44.0%	56.0%	53.0%	47.0%
Southland Region	1,198	2,173	36.0%	64.0%	54.0%	46.0%
Taranaki Region	1,459	2,363	38.0%	62.0%	53.0%	47.0%
Tasman Region	677	1,046	39.0%	61.0%	54.0%	46.0%
Waikato Region	6,018	8,806	41.0%	59.0%	52.0%	48.0%
Wellington Region	10,431	10,565	50.0%	50.0%	52.0%	48.0%
West Coast Region	435	746	37.0%	63.0%	52.0%	48.0%

Where were workers in the industry born?

Migrant workers can bring valuable skills and experience to a sector. Additionally, migrant workers may also require additional levels of support in the workplace including literacy training and cultural integration. Improved support can help advance migrants' feelings of self-worth and belonging as well improve productivity. This can also have an impact on the likelihood of migrants remaining in the sector.

Census data shows that the migrant Hospitality Sector workforce in Auckland comprises 63.1% of workers. This compares to 48.1% of all workers in Auckland. The share of Hospitality Sector workers born overseas increased from 59.2% to 63.1% between 2013 and 2018. The share of all workers born overseas in Auckland increased 4.8% over the period.

Figure 22: Share of workers in Auckland born abroad



The most common origin for workers in the Hospitality Sector outside New Zealand is Asia. The following table shows the country of birth of workers in the Hospitality Sector in Auckland from recent censuses.

Table 20: Employment by country of birth in the Hospitality Sector in Auckland

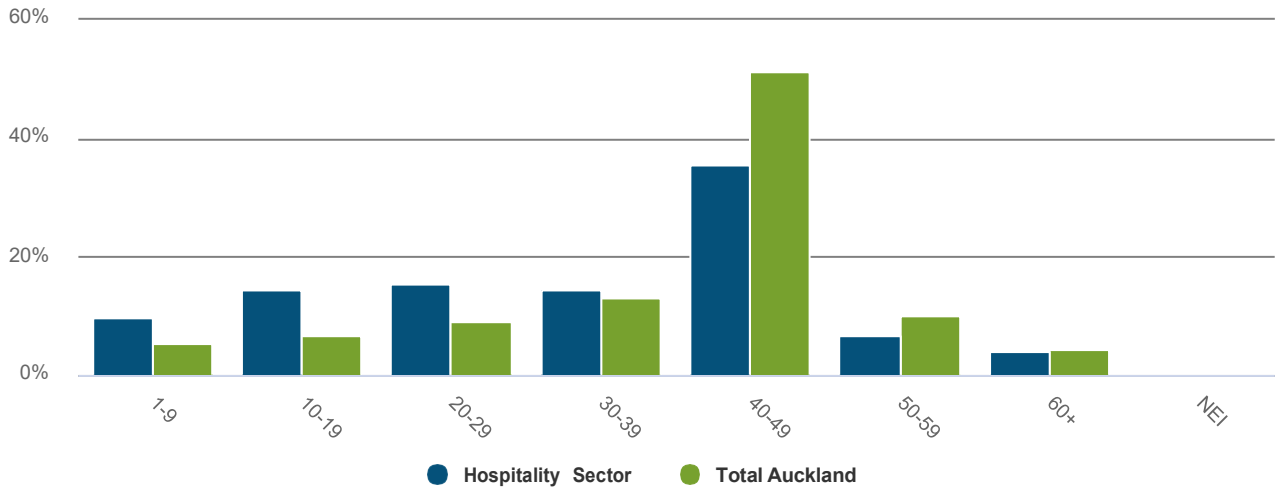
	Hospitality Sector				Total Auckland	
	Employment		Share Of Total		Share Of Total	
	2013	2018	2013	2018	2013	2018
Asia	18,166	26,449	36.5%	41.4%	16.1%	21.6%
New Zealand	20,315	23,577	40.8%	36.9%	56.7%	51.9%
Europe	3,845	4,502	7.7%	7.0%	10.8%	9.4%
Rest of Oceania	3,604	4,437	7.2%	6.9%	7.8%	8.3%
Sub-Saharan Africa	1,282	1,491	2.6%	2.3%	4.0%	4.0%
Australia	659	696	1.3%	1.1%	1.6%	1.4%
North Africa and the Middle East	530	630	1.1%	1.0%	0.7%	0.8%
Not Elsewhere Included	394	511	0.8%	0.8%	0.8%	0.5%
Northern America	367	498	0.7%	0.8%	1.0%	0.9%
Other	590	1,105	1.2%	1.7%	0.5%	0.8%

How many hours do people work in the industry?

The number of hours worked in a sector can be an indicator of worker attachment to the industry. Hours worked in a sector can provide an indication of how much employers could meet growth by utilising their existing workforce without taking on additional labour, and can also highlight how likely people in employment are likely to undertake training.

People may have more than one job, though in New Zealand most people have only one. Here we look at people whose main job is in the Hospitality Sector.

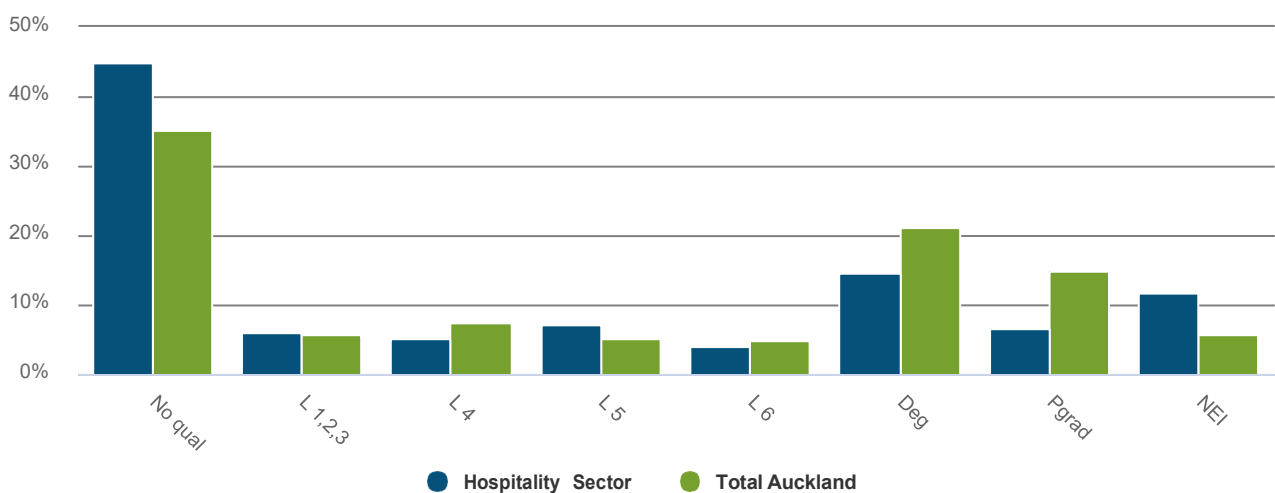
Figure 23: Hours worked (main job) in Auckland, 2018



How qualified are workers in the industry?

Higher educational attainment, in terms of recognised qualifications, is associated with a range of positive outcomes, including better income and workplace productivity.

Figure 24: Highest qualification (post school) of workers in Auckland, 2018



DATA NOTES

Broad Industry classifications for Hospitality

How have we defined the Hospitality Industry – We have taken the Accommodation and Food Services classification with consists of the following using detailed (6 digit) ANZSIC06 industry classifications and detailed (6 digit) ANZSCO06 occupation classifications

- 44 Accommodation
- 45 Food and Beverage Services

We have selected all ones under the Food and Beverage Services categories highlighted below:

All persons employed in the following **industries**:

- H453000: Clubs (Hospitality)
- H452000: Pubs, Taverns and Bars
- H451300: Catering Services
- H451200: Takeaway Food Services
- H451100: Cafes and Restaurants

All persons employed in the following **occupations**:

- 851311: Kitchenhand
- 851111: Fast Food Cook
- 431999: Hospitality Workers nec
- 431911: Bar Useful or Busser
- 431511: Waiter
- 431211: Cafe Worker
- 431112: Barista
- 431111: Bar Attendant
- 351411: Cook
- 351311: Chef
- 351211: Butcher or Smallgoods Maker
- 351112: Pastrycook
- 351111: Baker
- 149999: Hospitality, Retail and Service Managers nec
- 141999: Accommodation and Hospitality Managers nec
- 141411: Licensed Club Manager
- 141111: Cafe or Restaurant Manager

Broad skill level

Highly-skilled occupations typically require a bachelor degree or higher qualification and include professionals such as accountants, teachers, and engineers, as well as most managers such as chief executives. This category is consistent with skill level one of the Australia New Zealand Standard Classification of Occupations (ANZSCO).

Skilled occupations typically require a level 5-6 Certificate or Diploma on the New Zealand Qualifications Framework (NZQF). The category includes some managers (such as retail managers) and technicians (such as architectural draftspersons, ICT support technicians and dental hygienists). This category is consistent with skill level two of the ANZSCO classification.

Semi-skilled occupations typically require an Level 4 qualification on the NZQF. The category includes tradespersons (such as motor mechanics), skilled service workers (such as firefighters), as well as skilled clerical and sales workers (such as legal secretaries and estate agents). This category is consistent with skill level three of the ANZSCO classification.

Low-skilled occupations typically require a Level 3 qualification or lower on the NZQF. The category includes a range of lower skilled occupations from general clerks, caregivers, and sales assistants, through to cleaners and labourers. This category is consistent with skill level three and four of the ANZSCO classification.

Businesses

Data on the number of businesses is sourced from the Business Demography statistics from Statistics New Zealand. Businesses are measured by geographic units, which represent a business location engaged in one, or predominantly one, kind of economic activity at a single physical site or base (eg. a factory, a farm, a shop, an office, etc). All non-trading or dormant enterprises, as well as enterprises outside of New Zealand, are excluded from business demography statistics.

A significant number of enterprises are recorded as having zero employment. Enterprises in the zero employee count size category may have:

- working owners who don't draw a wage from their business
- labour provided by other businesses or contractors
- business activity that requires no labour (eg. holding company).

Only businesses that are economically significant enterprises are included. To be regarded as economically significant they must meet at least one of the following criteria:

- annual expenses or sales subject to GST of more than \$30,000
- 12-month rolling mean employee count of greater than three
- part of a group of enterprises
- registered for GST and involved in agriculture or forestry
- over \$40,000 of income recorded in the IR10 annual tax return (this includes some units in residential property leasing and rental).

Demographic characteristics of people in employment

The demographic characteristics of workers in each sector are sourced from recent Stats NZ Population Censuses.

Employment in each sector is defined in terms of both industries and occupations using an industry-occupation employment matrix. After defining the sector on the matrix we sum employment across all occupations in each industry. We measure the demographic characteristics of employees in individual industries using data from recent Population Censuses and aggregate across industries to arrive at an estimate for the sector as a whole.

Employment

Industry employment numbers are from Infometrics' Regional Industry Occupation Employment Model (RIOEM). The model draws heavily on quarterly and annual Linked Employer Employee Data (LEED) published by Stats NZ. RIEM differs from Stats NZ's Business Demography data in that it is a quarterly series (BD is annual), and LEED includes both employees and the self-employed (BD only includes employees).

Employment is measured as an average of the four quarters making up each year. The unit of measurement is filled jobs.

Forecasts

The employment forecasts in this profile have been generated from the Infometrics Industry Model. This model produces forecasts of employment for 54 industries using a mix of principal component and regression techniques to link macroeconomic key indicators (eg inflation, interest rates, unemployment, the exchange rate, business profitability etc.) to prospects for each industry. A key aspect of this approach is that it produces an outlook for an industry that takes into account the recent performance of that industry, the impact of key influences on business performance in that industry, and is also constrained to ensure that the sum of production in all industries equals our forecasts of overall economic activity. That is, an industry can only grow faster than overall economic growth if past industrial performance and business conditions indicate that it will increase its share of national output.

Infometrics then decomposes these forecasts to a detailed industry level and uses industry-occupation employment matrices for New Zealand in order to measure total employment in a defined sector.

Full-time equivalent

Full-time equivalent (FTE) employment is a way of looking at employment that takes into account the work-load of people into employment. FTE employment is the sum of all full-time jobs plus half the number of part-time jobs. Two people who are employed part-time are measured as one FTE.

GDP

Gross domestic product (GDP) presented in this sector is estimated by Infometrics. GDP is measured in constant 2020 prices. GDP presented in constant prices is sometimes referred to as real GDP. By using constant prices we remove the distractionary effect of inflation, which enables us to meaningfully compare GDP from one year to the next.

GDP estimates are calculated by using earning and employment from Linked Employer Employee Data (LEED) to break down national production-based GDP published by Stats NZ.

A top down approach approach is used to break Statistics New Zealand National Production based GDP.

Job openings

New job openings are created when businesses are expanding and are positive about their economic outlook. Conversely job destruction occurs when businesses contract and have a negative perspective of their economic outlook.

Replacement job openings provides an estimate of the net number of job openings in the sector that arise from individuals leaving an occupation (eg, retirement, or migration), net of jobs taken by individuals entering an occupation (eg, returning to the workforce from parental leave).

Total job openings estimate overall workers required in a sector as a result of job creation and replacement demand. They are the sum of new job openings and replacement job openings in a given year.

Occupation definitions

Infometrics uses the Australian and New Zealand Standard Classification of Occupations (ANZSCO), which provides a basis for the standardised collection, analysis and dissemination of occupation data for Australia and New Zealand.

ANZSCO identifies a set of occupations covering all jobs in the labour market, defines these occupations according to their attributes and groups them based on their similarity into successively broader categories for statistical and other types of analysis. The individual objects classified in ANZSCO are jobs. In ANZSCO, occupations are organised into progressively larger groups based on their similarities in terms of both skill level and skill specialisation.

ANZSCO is structured into five hierarchical levels. These are around 1,000 occupations at "level 5" of the hierarchy, where occupations are defined in terms of sets of jobs which involve the performance of a common set of tasks. These occupations can be progressively grouped up through the classification hierarchy to come up with eight "level 1" occupations that are based on combinations of skill level and skill specialisation.

More information is available from ABS and Stats NZ: <https://www.abs.govt.nz/ANZSCO>.

Occupational employment

Occupation employment numbers are from Infometrics' Regional Industry Occupation Employment Model (RIOEM) which have been taken from Stats NZ. Employment in each industry is converted to occupational employment using the relationship between industry and occupational employment observed in various Population Censuses. Population Censuses measure the occupational composition of employment in each industry and how this changes over time. Occupations conform to the categories used in the Australian New Zealand Standard Classification of Occupations (ANZSCO).

Self-employment

Self-employment rates are from Annual Linked Employer Employee Data (LEED).

Hospitality Industry

in Tāmaki Makaurau

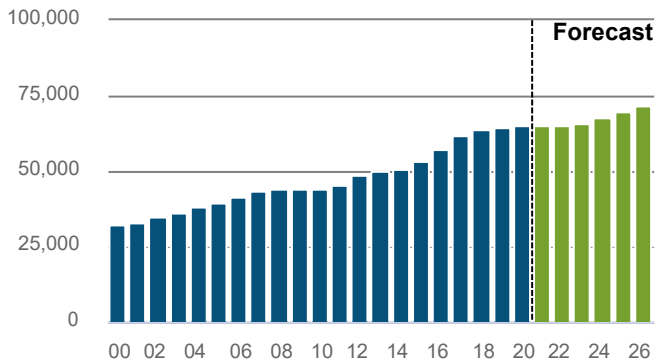
from Infometrics Regional Skills Outlook Tool

Hospitality Industry

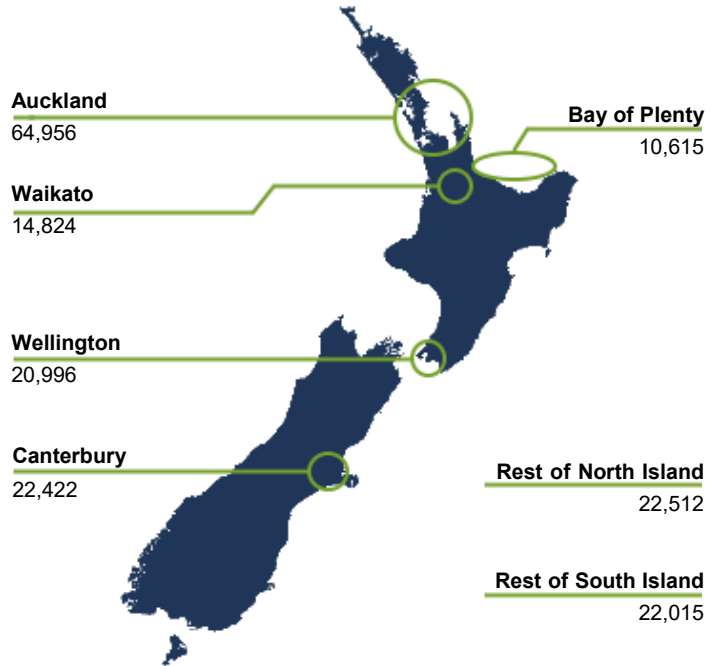
Tāmaki Makaurau

How many people worked in the sector in 2020?

64,956 filled jobs
7.1% of 919,037 in Auckland



What regions do people work in?



CHANGE P.A

Hospitality Sector
Total Auckland

2015-2020

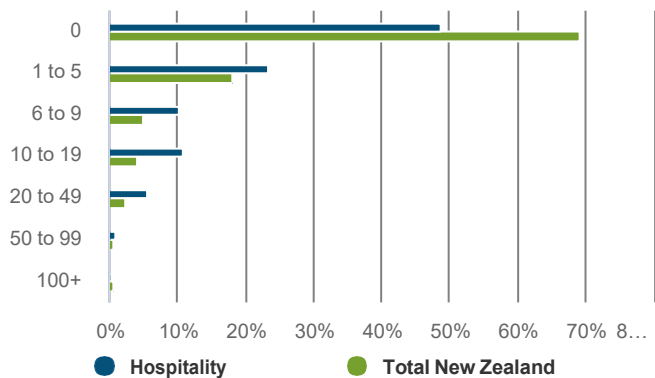
4.0%
3.0%

2021-2026

1.9%
1.8%

How many businesses were in the sector in 2020?

29,853 business units
5.0% of 593,574 in New Zealand



What were the top 5 occupations in 2020?

32,559 jobs: top 5 occupations
50.1% of total Hospitality in Auckland

OCCUPATION	LEVEL 2020	CHANGE	
		15-20	21-26 (F)
Chef	9,292	4.9%	2.7%
Waiter	6,726	3.7%	1.4%
Cafe or Restaurant Manager	6,058	4.4%	2.0%
Kitchenhand	5,695	3.5%	1.5%
Sales Assistant (General)	4,788	4.1%	1.1%

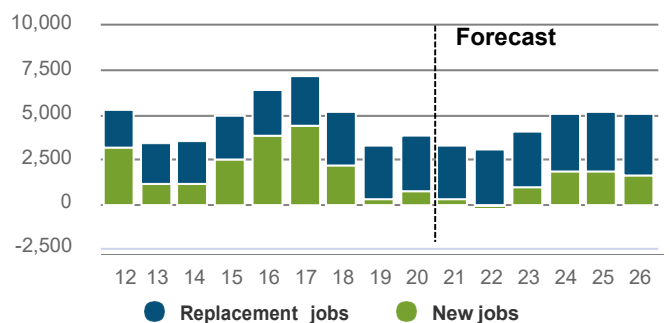
How many people are likely to be in new roles in the sector between now and 2026?

25,731 Total job openings
Total Auckland: 331,072

Total job openings (2021-2026) consists of:

- New jobs: 6,503
- Net Replacement job openings: 19,228

New job openings come from growth in total employment. Replacement job openings estimate individuals leaving an occupation (eg, retirement), net of individuals entering an occupation (eg, returning from parental leave).



Hospitality Industry

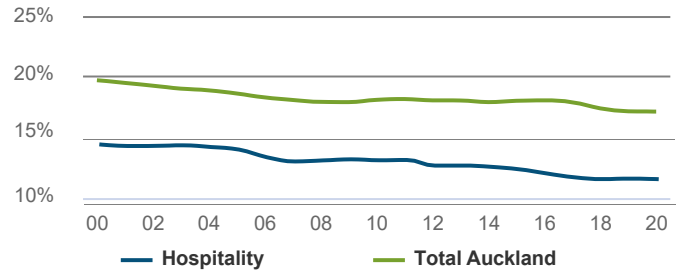
Tāmaki Makaurau

How many people were self-employed in 2020?

7,213 Self-employed

Workers in the Hospitality industry are less likely to be self-employed than workers in Auckland as a whole.

11.1% self-employment rate
Total Auckland: 16.9%



How productive was the sector in 2020?

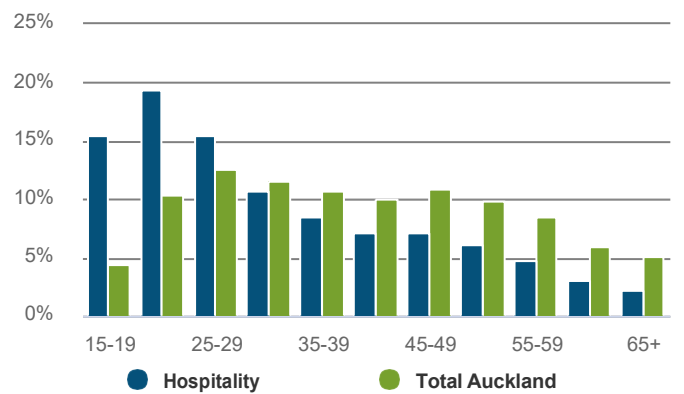
\$3,270m GDP
2.7% of Auckland GDP

CHANGE P.A	2015-2020	2010-2020
Hospitality Sector	3.9%	4.3%
Total Auckland	3.9%	3.7%

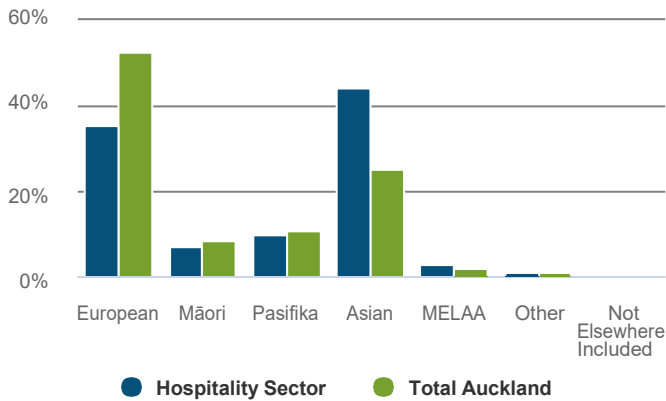
\$62,523 GDP/FTE
Total Auckland: \$149,342

-0.4% P.A. change from 2015-2020.
Total Auckland: 0.4%.

What was the age profile of workers in 2018?

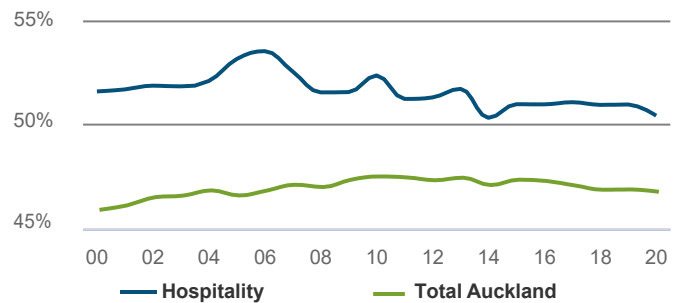


What was the ethnicity of workers in 2018?

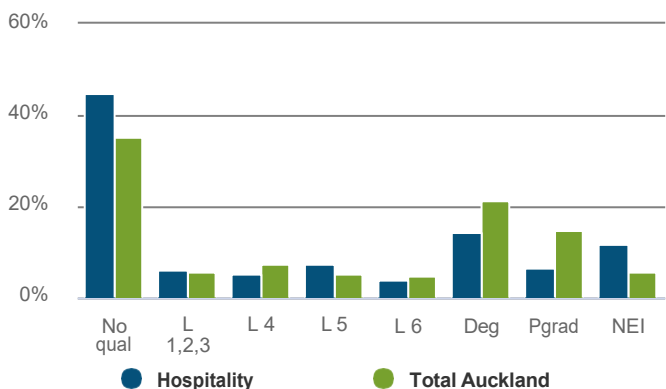


How many workers were female in 2020?

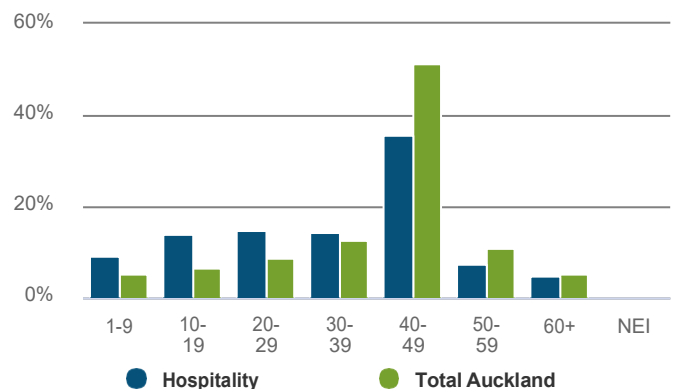
50.4% female
Total Auckland: 46.9%



What were the workers highest quals in 2018?



How many hours were spent working in 2018?



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EMPLOYMENT AND ECONOMY

Growth in an industry or a sector is typically underpinned by expanding employment and growth in employment and gross domestic product (GDP). This section looks at current and historic trends in GDP in the Hospitality industry in Auckland as well forecast growth in employment.

How many people work in the industry?

This section looks at the number of people employed in the Hospitality industry and how employment has changed over time. Employment is presented in terms of filled jobs as well as full-time equivalent employment. Forecast employment growth in filled jobs is also provided. For Hospitality industry and sector definitions please refer to the data notes on page 35. We also use industry and sector interchangeably, however the industry and/or sector definition remains the same as on page 35.

Employment growth

Employment growth in a sector is driven by a range of factors, including the level of confidence businesses have in their activity outlook. For example, positive employment growth shows that businesses in a sector are confident enough in their activity and outlook to expand their workforce.

The number of filled jobs in the Hospitality industry in Auckland averaged 64,956 in the year to March 2020. The Hospitality Sector industry accounts for 7.1% of overall filled jobs in Auckland. In terms of historical and forecast trends for the Hospitality in Auckland are as follows:

- Employment grew by 1.2% in 2020 compared with overall growth of 1.3% in Auckland.
- Employment growth averaged 4.0%pa over the past 10 years compared with overall growth of 2.7%pa on Auckland.
- Employment is forecast to grow by 1.6%pa between 2020 and 2026. Overall employment in Auckland is forecast to grow by 1.5%pa over the period.

Figure 1: Employment growth in Auckland



The following table shows filled job employment in the Hospitality Sector in Auckland for selected historic and forecast years. The following provides a complete time series of annual employment from 2000 onwards as below:

Table 1: Employment in the Hospitality in Auckland

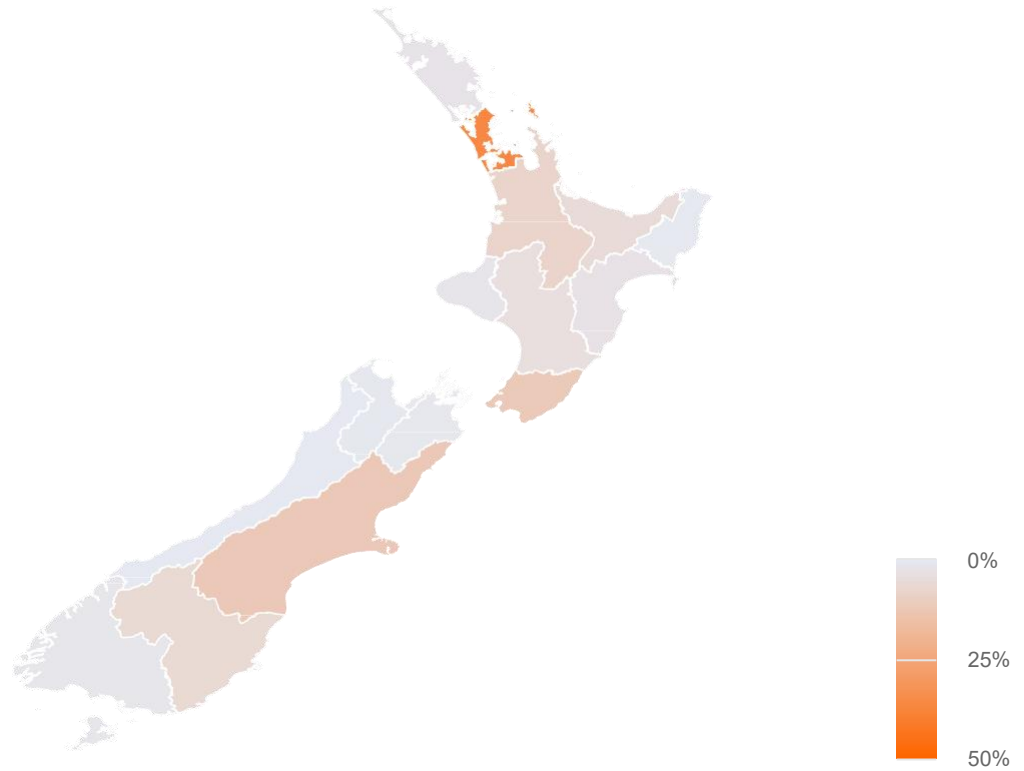
	Hospitality			Total Auckland	
	Employment	% of total	% change	Employment	% change
2000	32,030	5.6%		576,261	
2005	39,392	5.8%	3.1%	678,012	3.7%
2010	44,065	6.2%	-0.3%	707,065	-3.0%
2015	53,463	6.7%	5.0%	792,981	3.4%
2016	57,282	7.0%	7.1%	823,324	3.8%
2017	61,688	7.2%	7.7%	856,833	4.1%
2018	63,930	7.2%	3.6%	887,443	3.6%
2019	64,199	7.1%	0.4%	907,132	2.2%
2020	64,956	7.1%	1.2%	919,037	1.3%
2021 (f)	65,196	7.1%	0.4%	919,757	0.08%
2022 (f)	65,092	7.0%	-0.2%	933,483	1.5%
2023 (f)	66,066	6.9%	1.5%	954,655	2.3%
2024 (f)	67,910	7.0%	2.8%	974,281	2.1%
2025 (f)	69,777	7.0%	2.7%	990,761	1.7%
2026 (f)	71,459	7.1%	2.4%	1,006,495	1.6%

Regional employment

Employment can vary across regions and is largely determined by economic conditions in the area, the makeup of the population and the types of resources available.

This section shows the regional distribution of employment in the Hospitality in 2020/2021.

Figure 2: Regional employment in the Hospitality - 2020/21



The following table shows employment in the Hospitality by region in 2020/21.

Table 2: Employment by region in the Hospitality industry in 2020/21

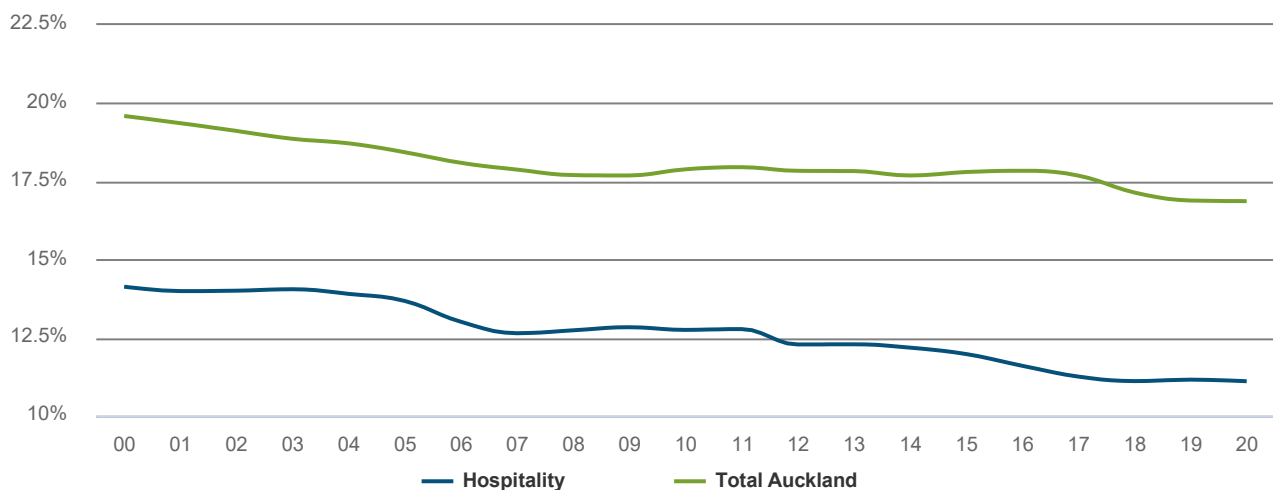
	Hospitality Sector		Total economy	
	Employment	% of NZ	Employment	% of NZ
Auckland	64,956	36.4%	919,037	35.5%
Canterbury Region	22,422	12.6%	338,529	13.1%
Wellington Region	20,996	11.8%	298,894	11.5%
Waikato Region	14,824	8.3%	226,697	8.7%
Otago Region	11,638	6.5%	132,566	5.1%
Bay of Plenty Region	10,615	6.0%	160,168	6.2%
Manawatu-Whanganui Region	7,504	4.2%	117,796	4.5%
Hawke's Bay Region	5,486	3.1%	84,744	3.3%
Northland Region	4,423	2.5%	76,175	2.9%
Taranaki Region	3,822	2.1%	59,953	2.3%
Southland Region	3,371	1.9%	54,237	2.1%
Marlborough Region	2,111	1.2%	28,241	1.1%
Nelson Region	1,992	1.1%	30,148	1.2%
Tasman Region	1,723	1.0%	25,633	1.0%
Gisborne Region	1,277	0.7%	23,059	0.9%
West Coast Region	1,181	0.7%	16,512	0.6%
New Zealand	178,341		2,592,389	

Self-employment

Approximately one in six people in employment in New Zealand are self-employed. The rate of self-employment varies by sector and is influenced by things such as the types of roles and functions performed by each sector.

In 2020 there were 7,213 people working in the Hospitality in Auckland who were self-employed. This equates to 11.1% of the Hospitality workforce and is lesser than the overall self-employment rate in Auckland of 16.9%. The self-employment rate in the Hospitality industry in Auckland has decreased by 2.6 percentage points over the past 15 years compared to overall self-employment rate in Auckland which has decreased by 1.6 percentage points.

Figure 3: Self employment rate in Auckland



The following table shows the level of self-employment in the Hospitality industry in Auckland for selected years. The following provides a complete time series of self-employment from 2000 onwards as below:

Table 3: Self employment in the Hospitality Sector in Auckland

	Hospitality Sector			Total Auckland		
	Self-employed	% change	self-employment rate	Self-employed	% change	self-employment rate
2000	4,526		14.1%	112,875		19.6%
2005	5,386	1.4%	13.7%	124,939	2.1%	18.4%
2010	5,618	-0.9%	12.7%	126,434	-1.9%	17.9%
2015	6,402	3.2%	12.0%	141,091	4.0%	17.8%
2016	6,645	3.8%	11.6%	146,826	4.1%	17.8%
2017	6,943	4.5%	11.3%	151,490	3.2%	17.7%
2018	7,103	2.3%	11.1%	152,100	0.4%	17.1%
2019	7,161	0.8%	11.2%	153,155	0.7%	16.9%
2020	7,213	0.7%	11.1%	154,969	1.2%	16.9%

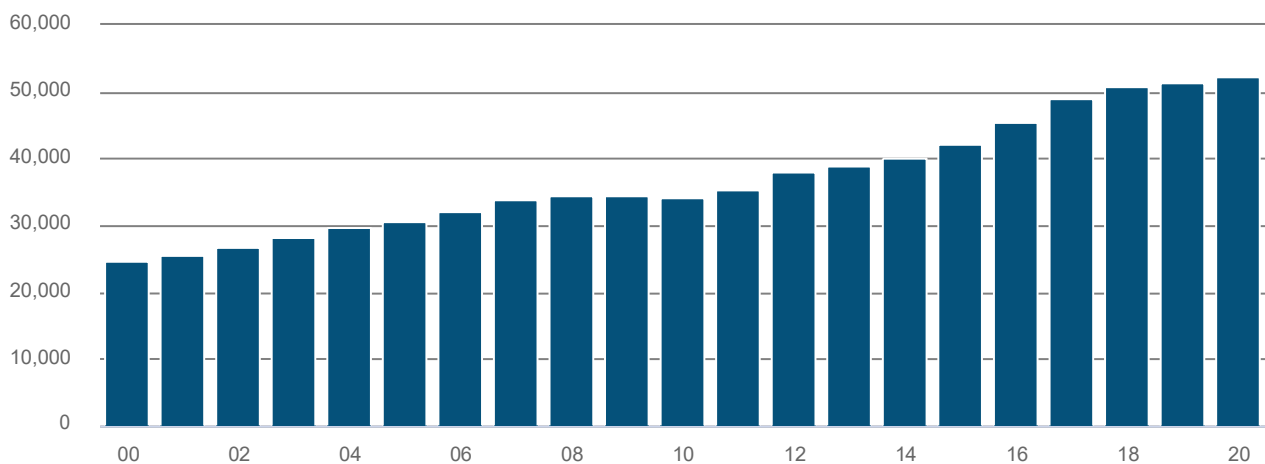
Full-time equivalent employment

Full-time equivalent (FTE) employment provides a way of looking at the number of filled jobs that takes into account the work-load of people into employment. FTE employment uses full and part-time employment to estimate the equivalent number of full-time employees. Two people who are employed part-time are measured as one FTE.

Using FTEs instead of employment to look at change over time can provide a more consistent comparison of labour resources used in employment over time.

In 2020 there were 52,306 FTEs in the Hospitality Sector in Auckland, up 3.7% pa from 15 years ago. Overall FTE employment in Auckland grew by 2.4%pa over the same period.

Figure 4: FTE employment in the Hospitality Sector in Auckland



The following table shows FTE employment in the Hospitality Sector in Auckland for selected years. The following provides a complete time series of FTE employment from 2000 onwards as below:

Table 4: FTE employment in the Hospitality sector in Auckland

	Hospitality Sector			Total Auckland	
	FTEs	% of total	% change	FTEs	% change
2000	24,620	5.0%		489,925	
2005	30,462	5.3%	2.6%	579,795	3.3%
2010	34,168	5.6%	-0.8%	606,351	-3.6%
2015	42,252	6.1%	5.7%	694,842	4.2%
2016	45,412	6.3%	7.5%	724,001	4.2%
2017	48,950	6.5%	7.8%	754,330	4.2%
2018	50,815	6.5%	3.8%	783,112	3.8%
2019	51,435	6.4%	1.2%	807,192	3.1%
2020	52,306	6.4%	1.7%	822,113	1.8%

How many job openings are forecast in the sector?

Job openings typically arise for two key reasons - business expansion or contraction and people leaving their job. This section draws on Infometrics forecasts (revised in April 2020) to look at job openings arising from new job openings and replacement job openings. Both concepts, along with total job openings are discussed below.

New job openings are created when businesses are expanding and are positive about their economic outlook. Conversely job destruction occurs when businesses contract and have a negative perspective of their economic outlook.

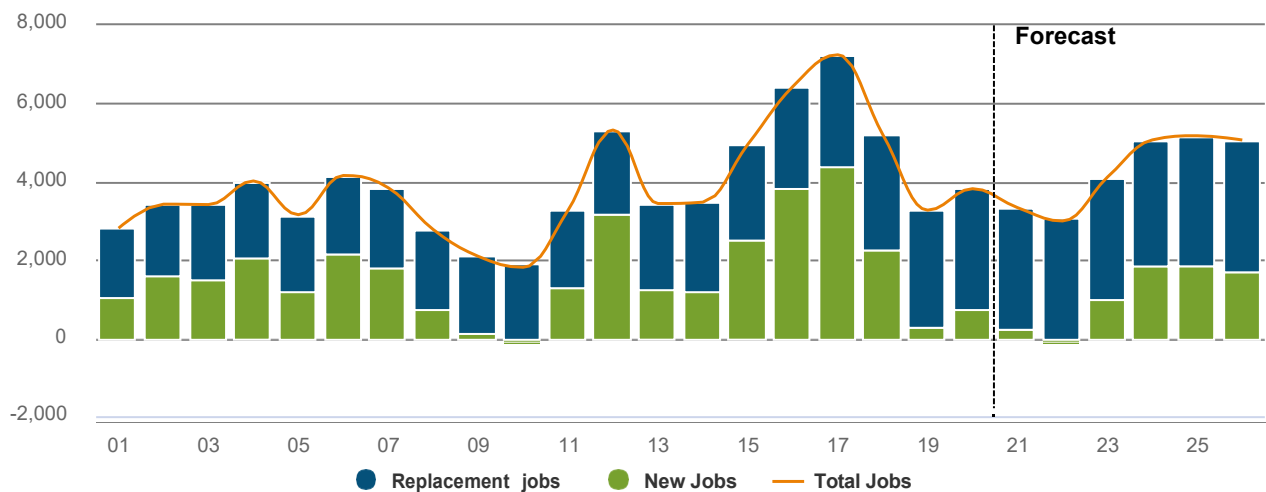
Replacement job openings provide an estimate of the net number of job openings in the sector that arise from individuals leaving an occupation (eg, retirement, or migration), net of jobs taken by individuals entering an occupation (eg, returning to the workforce from parental leave).

Total job openings estimate overall workers required in a sector as a result of job creation and replacement demand. They are the sum of new job openings and replacement job openings in a given year.

Total job openings

Forecasts show 25,731 total job openings in the Hospitality sector in Auckland between 2021 and 2026. Of the forecast 25,731 total job openings, 6,503 are forecast to be new job openings while 19,228 are expected to be due to net replacement job openings.

Figure 5: Job openings in the Hospitality sector in Auckland



The following table shows total job openings in the Hospitality Sector in Auckland for selected years. The following provides a complete time series of total job openings from 2001 onwards.

Table 5: Job openings in the Hospitality Sector in Auckland

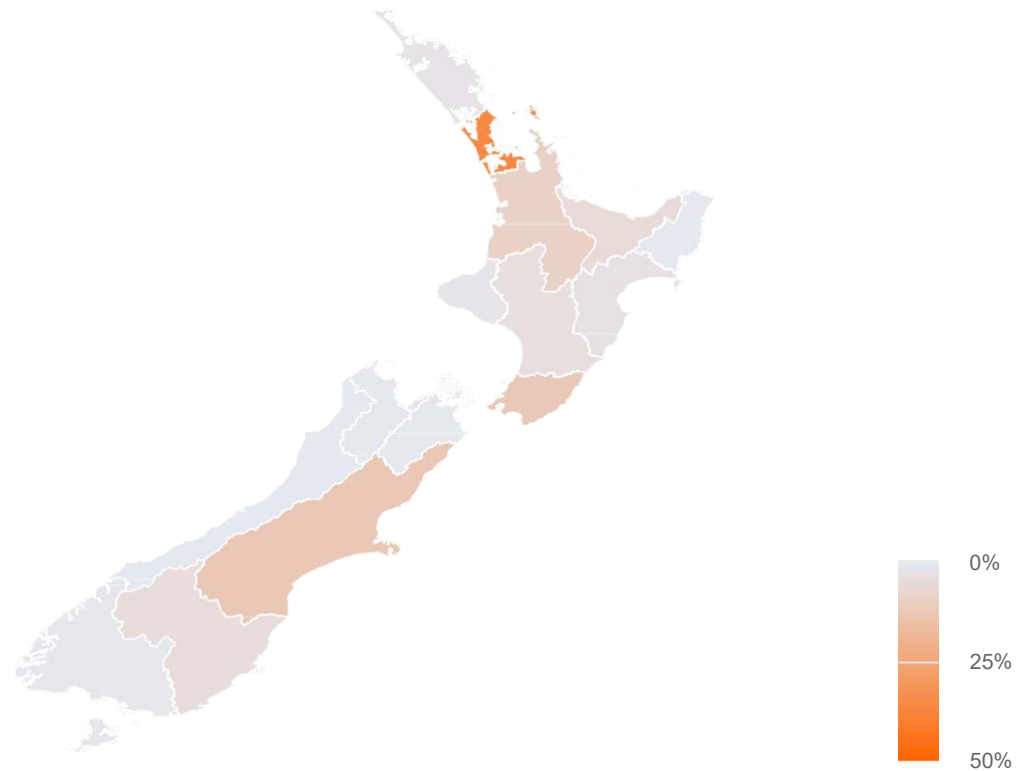
	Hospitality Sector				Total Auckland	
	New jobs	Replacement jobs	Total Job Openings	% change	Total Job Openings	% change
2005	1,182	1,968	3,150	-21.5%	44,695	-6.4%
2010	-112	1,919	1,808	-13.4%	1,788	-93.3%
2015	2,535	2,418	4,953	42.7%	55,833	25.5%
2016	3,818	2,612	6,430	29.8%	62,027	11.1%
2017	4,406	2,837	7,243	12.6%	67,168	8.3%
2018	2,242	2,964	5,206	-28.1%	66,118	-1.6%
2019	269	2,999	3,268	-37.2%	56,601	-14.4%
2020	757	3,058	3,815	16.7%	49,945	-11.8%
2021 (f)	240	3,091	3,330	-12.7%	39,373	-21.2%
2022 (f)	-104	3,093	2,990	-10.2%	53,205	35.1%
2023 (f)	973	3,139	4,112	37.5%	61,546	15.7%
2024 (f)	1,845	3,222	5,067	23.2%	60,746	-1.3%
2025 (f)	1,867	3,305	5,172	2.1%	58,190	-4.2%
2026 (f)	1,682	3,379	5,061	-2.1%	58,013	-0.3%

Job openings by region

Forecast total job opening growth is likely to be stronger in some regions than others. Factors contributing to the variation in job opening growth by region include different economic drivers, population growth and age structures as well as resources available.

Auckland is expected to account for 100% of all total job openings in the Hospitality sector between 2021 and 2026.

Figure 6: Regional forecast job openings in the Hospitality Sector, 2021–2026



The following table shows forecast regional total job openings in the Hospitality Sector between 2021 and 2026.

Table 6: Forecast job openings by region in the Hospitality Sector 2021–2026

	Hospitality Sector			Total economy		
	New Jobs	Replacement Jobs	Total job openings	New Jobs	Replacement Jobs	Total job openings
Auckland	6,503	19,228	25,731	87,458	243,614	331,072
Canterbury Region	2,310	6,674	8,985	35,292	91,223	126,514
Wellington Region	2,307	6,350	8,656	38,088	79,818	117,906
Waikato Region	1,807	4,530	6,337	25,301	62,275	87,576
Bay of Plenty Region	1,062	3,181	4,242	17,341	44,061	61,402
Otago Region	424	3,230	3,654	9,157	35,295	44,451
Manawatu-Whanganui Region	803	2,270	3,072	11,674	32,645	44,319
Hawke's Bay Region	620	1,677	2,296	11,007	24,215	35,222
Northland Region	447	1,336	1,783	7,192	20,815	28,007
Taranaki Region	392	1,144	1,536	5,377	16,085	21,463
Southland Region	200	974	1,175	2,544	14,868	17,412
Marlborough Region	228	632	860	3,450	8,069	11,519
Nelson Region	225	600	825	4,242	8,426	12,668
Tasman Region	246	527	773	2,635	7,268	9,903
Gisborne Region	185	399	584	2,615	6,555	9,171
West Coast Region	101	347	448	1,567	4,500	6,067
New Zealand	17,860	53,097	70,957	264,941	699,732	964,673

What is the contribution of the sector to GDP?

Gross Domestic Product (GDP) is a fundamental indicator of a country or sector's economic wellbeing. GDP measures the value added in an industry or sector from the production of goods and services. It essentially measures the value of the land, labour, and capital used in the production process.

Gross Domestic Product

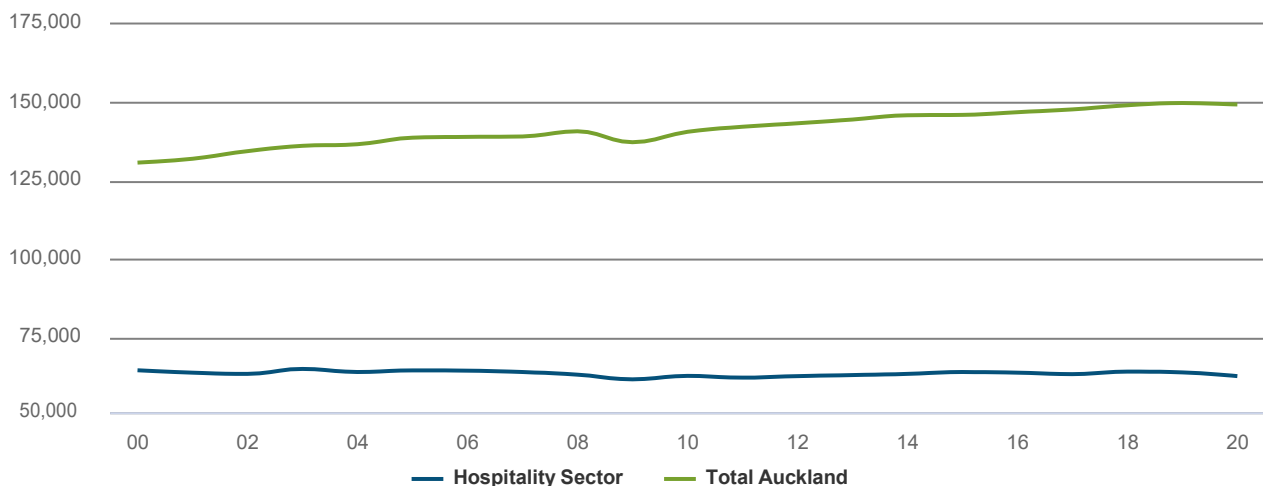
In 2020 the Hospitality Sector contributed \$3,270m (in 2020 prices) to GDP in Auckland. This equates to 2.7% of total Auckland GDP. Key trends in the Hospitality Sector in Auckland include:

- GDP in 2020 was down -0.2% from a year earlier. Overall Auckland GDP grew by 1.5% over the period.
- GDP grew by 4.3%pa over the last 10 years compared with overall Auckland GDP growth of 3.7%pa.

We can express GDP as a proportion of FTE employment in the Hospitality sector to provide an estimate of labour productivity. Growth in labour productivity over time can imply an increase in efficiency and competitiveness.

In 2020 GDP per FTE in the Hospitality Sector in Auckland was \$62,523 compared to \$149,342 in the Total Auckland. GDP per FTE growth in the Hospitality Sector in the past 10 years has been weaker than overall GDP growth in Auckland.

Figure 7: Productivity (GDP/FTE) in Auckland



The following table shows GDP (in 2019 prices) and productivity (GDP/FTE) in the Hospitality Sector in Auckland for selected years. The following provides a complete time series of GDP from 2000 onwards.

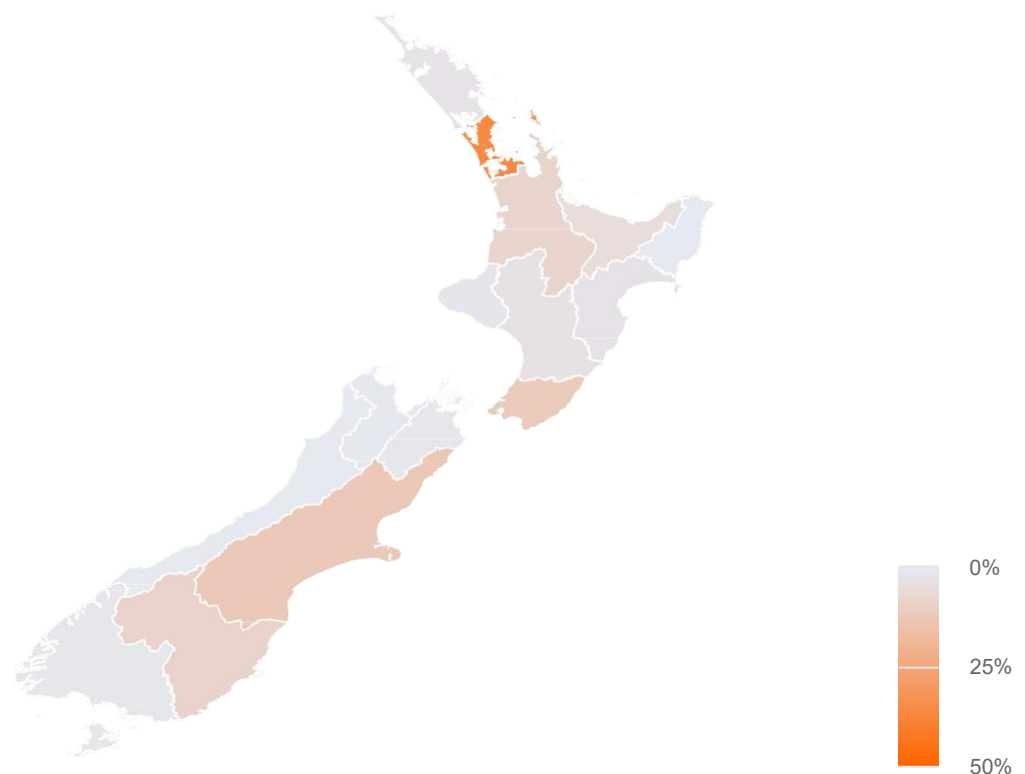
Table 7: GDP in the Hospitality Sector in Auckland

	Hospitality Sector			Total Auckland		
	GDP (\$m)	% change	GDP/FTE	GDP (\$m)	% change	GDP/FTE
2000	\$1,585m		\$64,370	\$64,065m		\$130,766
2005	\$1,960m	3.4%	\$64,356	\$80,438m	4.9%	\$138,735
2010	\$2,139m	1.0%	\$62,597	\$85,259m	-1.2%	\$140,610
2015	\$2,696m	6.7%	\$63,819	\$101,469m	4.2%	\$146,031
2016	\$2,889m	7.2%	\$63,628	\$106,355m	4.8%	\$146,899
2017	\$3,092m	7.0%	\$63,161	\$111,474m	4.8%	\$147,779
2018	\$3,250m	5.1%	\$63,952	\$116,777m	4.8%	\$149,119
2019	\$3,277m	0.8%	\$63,717	\$120,938m	3.6%	\$149,825
2020	\$3,270m	-0.2%	\$62,523	\$122,776m	1.5%	\$149,342

Regional GDP

GDP varies by region due to a number of factors including the size of the workforce, resources available and technology used. In the Hospitality Sector, Auckland accounted for 35.9% of overall GDP in 2020.

Figure 8: Regional share of GDP in the Hospitality Sector, 2020



The following table shows regional distribution of GDP (in 2020 prices) in the Hospitality Sector in 2020.

Table 8: GDP by region in the Hospitality Sector, 2020

	Hospitality Sector		Total economy	
	GDP	% of NZ	GDP	% of NZ
Auckland	\$3,270m	35.9%	\$122,776m	37.9%
Canterbury Region	\$1,147m	12.6%	\$39,864m	12.3%
Wellington Region	\$1,062m	11.7%	\$43,426m	13.4%
Otago Region	\$767m	8.4%	\$14,550m	4.5%
Waikato Region	\$720m	7.9%	\$27,335m	8.4%
Bay of Plenty Region	\$491m	5.4%	\$16,684m	5.1%
Manawatu-Whanganui Region	\$308m	3.4%	\$12,096m	3.7%
Hawke's Bay Region	\$259m	2.8%	\$8,456m	2.6%
Northland Region	\$222m	2.4%	\$8,532m	2.6%
Taranaki Region	\$189m	2.1%	\$9,762m	3.0%
Southland Region	\$183m	2.0%	\$6,714m	2.1%
Marlborough Region	\$164m	1.8%	\$3,345m	1.0%
Nelson Region	\$90.3m	1.0%	\$2,880m	0.9%
Tasman Region	\$85.6m	0.9%	\$2,425m	0.7%
West Coast Region	\$78.9m	0.9%	\$2,142m	0.7%
Gisborne Region	\$53.0m	0.6%	\$2,155m	0.7%
New Zealand	\$9,113m		\$324,019m	

How large are businesses in the sector?

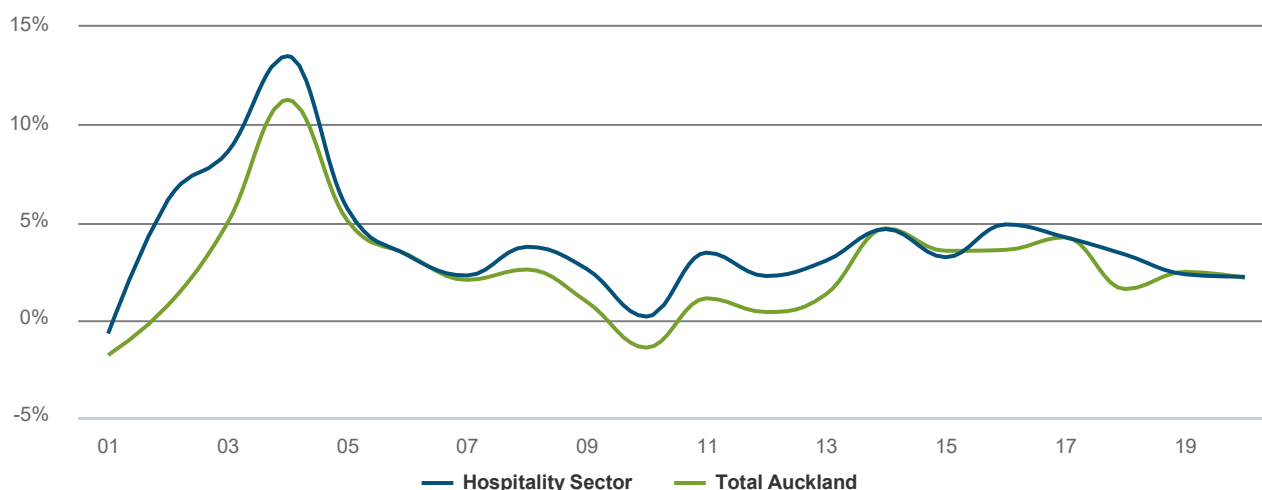
The majority of businesses in New Zealand are small to medium enterprises (SMEs). The number and size of business units in a sector is largely influenced by both the sector's direct economic exposure as well as the typical size of business units within that sector. This section looks the number and size of businesses in the Hospitality Sector in Auckland.

Growth in the number of businesses is an indicator of entrepreneurial activity. It indicates an environment in which entrepreneurs are prepared to take risks to start new ventures. For example, positive growth in the number of businesses in a sector reflects increased entrepreneurial activity and economic activity as entrepreneurs are prepared to take risks and start new ventures. Conversely, a decline in the number of businesses indicates that firms have a pessimistic future outlook.

In 2020 there were 11,219 businesses in the Hospitality Sector sector in Auckland. Key trends include:

- The number of businesses in the sector grew by 2.2% in 2020 compared with a growth of 2.2% in the total economy.
- Average business growth in the sector over the past 10 years was 3.3%pa. Over the same period the overall number of businesses in Auckland grew by 2.5%pa.

Figure 9: Business growth in Auckland



The following table shows the number of businesses in the Hospitality Sector in Auckland for selected years. The following provides a complete time series of businesses from 2000 onwards.

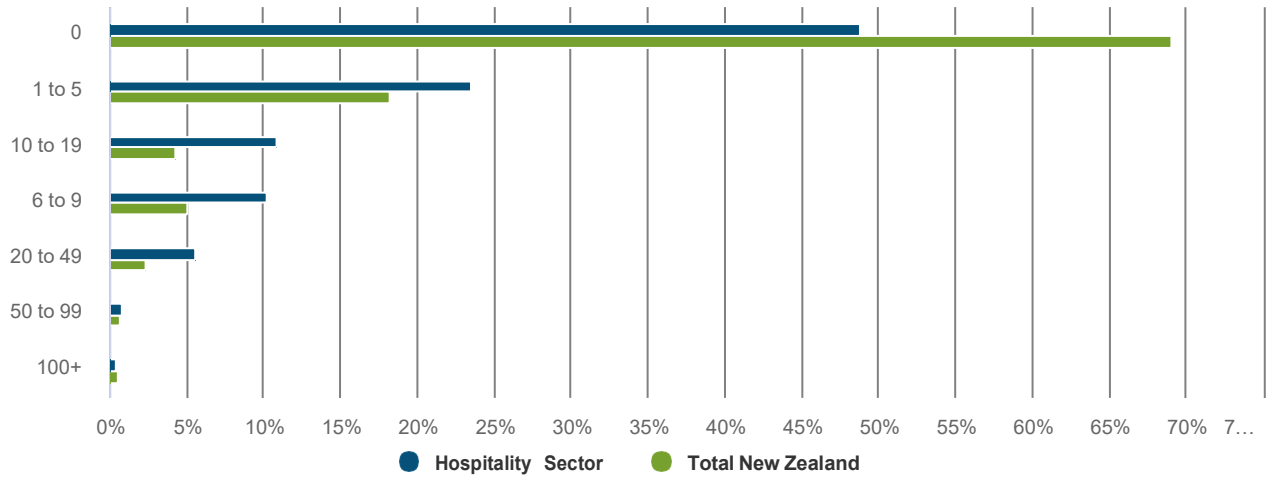
Table 9: Businesses in the Hospitality Sector in Auckland

	Hospitality Sector		Total Auckland	
	Business Units	% change	Business Units	% change
2000	5,221		123,153	
2005	7,167	5.7%	149,550	5.1%
2010	8,072	0.2%	160,995	-1.4%
2015	9,498	3.2%	179,448	3.5%
2016	9,961	4.9%	185,874	3.6%
2017	10,382	4.2%	193,740	4.2%
2018	10,728	3.3%	196,797	1.6%
2019	10,978	2.3%	201,648	2.5%
2020	11,219	2.2%	206,001	2.2%

As well as being a contributor to the economic performance of a sector, the size of businesses is also considered to be an indicator of innovation with larger firms having the capacity and structures to better support innovation.

In 2020 SMEs accounted for 93.3% of all employment in the Hospitality Sector in New Zealand.

Figure 10: Businesses by number of employees in New Zealand, 2020/21



OCCUPATIONS AND SKILLS

Occupations are a set of jobs whose main tasks are characterised by a high degree of similarity. Occupations provide the basis for understanding the broad skill level of the workforce. In this section we examine the current, historical and future occupation and skill makeup of workers in the Hospitality Sector in Auckland. To do this we draw on the Australian and New Zealand Standard Classification of Occupations (ANZSCO). An outline of ANZSCO is provided at the end of this report.

What is the broad occupational makeup of workers in the industry?

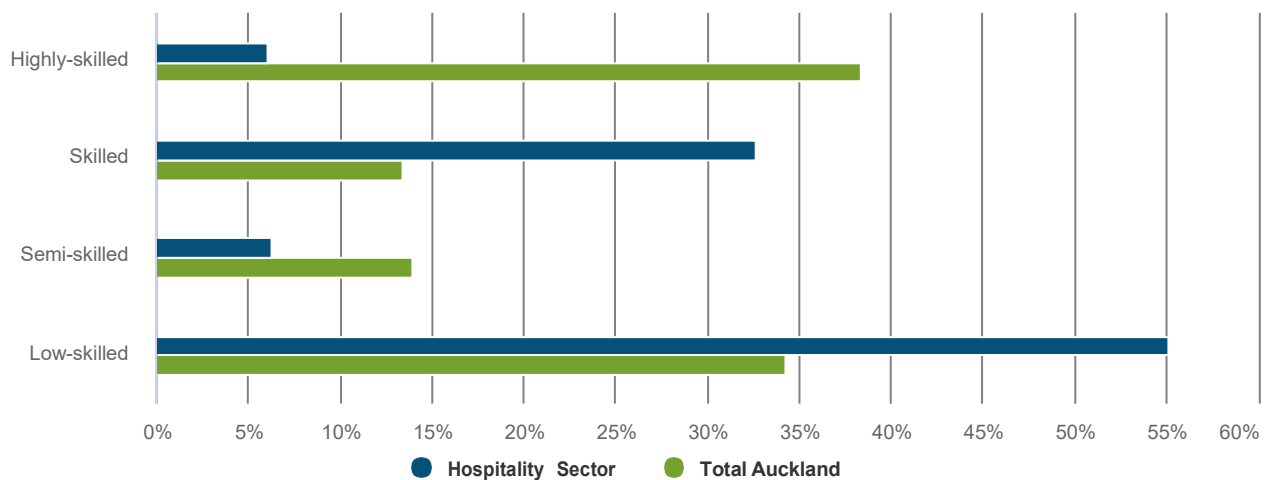
Within a sector, people can perform a diverse range of tasks as part of their job. Occupation categories group the main tasks associated with similar jobs to enable analysis, and can provide a good indication of the broad skill level required to perform these tasks.

Employment by skill level

Each occupation classification has an ideal skill level that industry have identified as desirable for people to competently carry out the tasks in their role. Grouping occupational classifications by desired skill level provides a high level overview of the skills required across different sectors.

Approximately 6.1% of the Hospitality Sector workforce in Auckland were employed in Highly-skilled occupations in 2020. This is lower than for all occupations in Auckland (38.4%).

Figure 11: Employment by skill level in Auckland, 2020



The following table shows how Highly-skilled employment in the Hospitality Sector in Auckland has changed over time. The following provides a complete time series of employment by all broad skill levels from 2000 onwards.

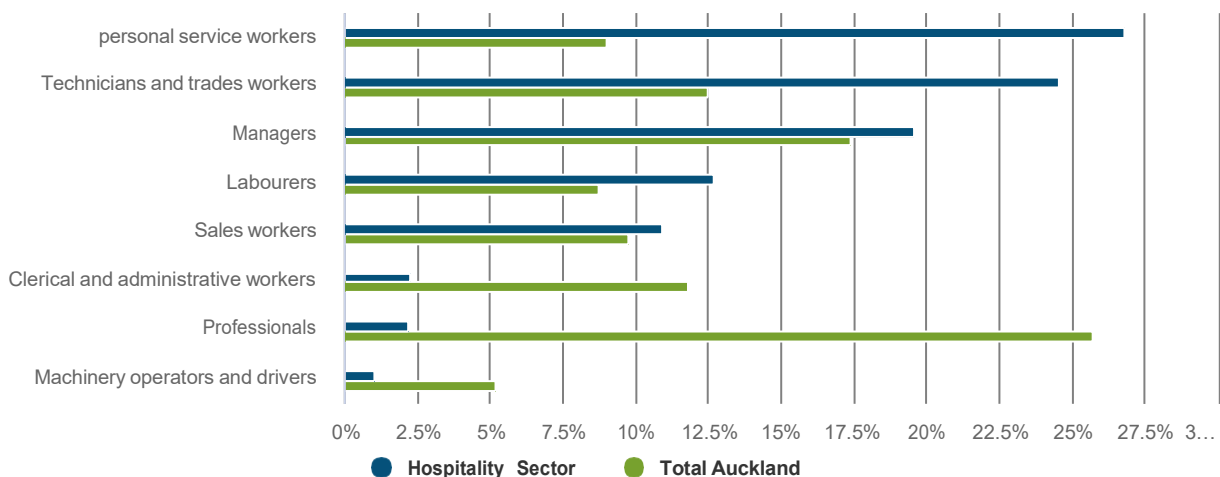
Table 10: Highly-skilled employment in the Hospitality Sector in Auckland

	Hospitality Sector			Total Auckland		
	Employment	% change	% of total	Employment	% change	% of total
2000	1,171		3.7%	175,329		30.4%
2005	1,787	8.7%	4.5%	227,353	5.9%	33.5%
2010	2,324	2.7%	5.3%	257,050	-1.1%	36.4%
2015	3,051	6.4%	5.7%	302,022	3.9%	38.1%
2016	3,340	9.5%	5.8%	313,164	3.7%	38.0%
2017	3,672	10.0%	6.0%	325,556	4.0%	38.0%
2018	3,835	4.4%	6.0%	337,889	3.8%	38.1%
2019	3,856	0.6%	6.0%	347,364	2.8%	38.3%
2020	3,940	2.2%	6.1%	353,201	1.7%	38.4%

Employment by broad occupation

The ANZSCO classification of occupations is broken into five levels. The one-digit occupation classification groups employment into eight broad occupations. The largest broad (one-digit) occupation in the Hospitality Sector in Auckland in 2020 was personal service workers, with 17,417 jobs (26.8% of all employment in the sector). In 2020 the Hospitality Sector accounted for 9.0% of all personal service workers employed in Auckland.

Figure 12: Employment by broad occupation in Auckland, 2020



There are 43 two-digit occupations in occupational classifications. The following table looks at employment in the key two-digit occupations in the Hospitality Sector in 2020.

Table 11: Employment by 2-digit occupation in the Hospitality Sector in Auckland, 2020

	Hospitality Sector		Total Auckland	
	Employment	% of total	Employment	% of total
Hospitality Workers	16,875	26.0%	18,343	2.0%
Food Trades Workers	15,528	23.9%	15,528	1.7%
Hospitality, Retail & Service Managers	10,138	15.6%	33,991	3.7%
Food Preparation Assistants	6,736	10.4%	7,357	0.8%
Sales Assistants & Salespersons	4,939	7.6%	45,822	5.0%
All Others	10,741	16.5%	797,997	86.8%
Total	64,956	100%	919,037	100%

What are the top detailed occupations in the sector?

At the most detailed level there are around 1,000 occupational classifications. These classifications capture the specific roles undertaken in the economy. Understanding the detailed occupational makeup of a sector provides valuable insights into the key roles and activities performed.

The top five occupations in the Hospitality Sector in Auckland accounted for 50.1% of overall employment in the sector in 2020. Employment in all five of the top five occupations grew between 2015 and 2020.

The following table provides a breakdown of occupational employment in the Hospitality Sector in Auckland in 2020. The following provides a complete time series of employment by detailed occupation from 2000 onwards.

Table 12: Employment by 6-digit occupation in the Hospitality Sector in Auckland, 2020

	Hospitality Sector		Total Auckland	
	Employment	% of total	Employment	% of total
Chef	9,292	14.3%	9,292	1.0%
Waiter	6,726	10.4%	6,726	0.7%
Cafe or Restaurant Manager	6,058	9.3%	6,058	0.7%
Kitchenhand	5,695	8.8%	5,695	0.6%
Sales Assistant (General)	4,788	7.4%	40,162	4.4%
All Others	32,398	49.9%	851,104	92.6%
Total	64,956	100%	919,037	100%

What qualifications do workers entering the sector need?

Gaining insights into the types of qualifications in demand in a sector and how they relate to skill levels can be useful in identifying and addressing skills gaps.

The estimates of qualifications are derived from our occupational estimates by using information by industry (via occupational classifications) about the types of qualifications that are ideally required in each occupation. Our estimates therefore do not describe the educational profile of the sector's actual workforce and instead highlight the type of qualifications that are ideally required. For information about the qualification makeup of workers in the Hospitality Sector refer to the Demographics section of this report.

Employers in the Hospitality Sector in Auckland ideally require people with a Certificate (level 1-3).

Figure 13: Qualifications of workers in Auckland, 2020/21



The following table shows the ideal qualification level and field of study of workers in the Hospitality Sector in Auckland in 2020 is a Certificate (level 4) in Food, Hospitality and Personal Services.

Table 13: Employment by qualification required and field of study in the Hospitality Sector in Auckland, 2020

	Hospitality Sector					Total Auckland				
	Certificate (level 1-3)	Certificate (level 4)	Diploma (level 5-6)	Degree (level 7+)	Total	Certificate (level 1-3)	Certificate (level 4)	Diploma (level 5-6)	Degree (level 7+)	Total
Natural and Physical Sciences	1,524	288	507	225	2,543	14,222	2,660	5,973	20,345	43,200
Information	1,411	201	289	132	2,032	13,549	1,432	4,094	17,967	37,043
Engineering and Related Technologies	3,163	621	988	619	5,391	58,526	46,975	18,568	43,536	167,605
Architecture and Building	1,109	252	316	172	1,849	19,974	35,120	6,451	11,949	73,493
Agriculture, Environmental and Related Studies	883	162	224	101	1,370	14,373	5,965	2,300	6,016	28,653
Health	2,219	252	721	209	3,401	24,341	4,863	9,448	43,467	82,119
Education	1,715	228	518	274	2,734	17,411	2,527	4,572	39,443	63,953
Management and Commerce	8,592	1,480	3,307	1,034	14,414	78,457	13,817	26,435	73,451	192,160
Society and Culture	4,807	694	1,413	682	7,596	45,319	9,039	15,429	51,368	121,156
Creative Arts	4,168	708	684	270	5,830	23,728	5,469	5,560	21,887	56,644
Food, Hospitality and Personal Services	6,312	9,604	1,802	78	17,796	26,730	16,725	5,635	3,921	53,012
Total	35,904	14,488	10,768	3,796	64,956	336,630	144,592	104,464	333,351	919,037

What jobs are forecast in the sector between 2021 and 2026?

Job openings typically arise for two key reasons - business expansion or contraction and people leaving their job. This section draws on Infometrics forecasts (revised in April 2020) to look at job openings arising from new job openings and replacement job openings. Both concepts, along with total job openings are discussed below.

New job openings are created when businesses are expanding and are positive about their economic outlook. Conversely job destruction occurs when businesses contract and have a negative perspective of their economic outlook.

Replacement job openings provide an estimate of the net number of job openings in the sector that arise from individuals leaving an occupation (eg, retirement, or migration), net of jobs taken by individuals entering an occupation (eg, returning to the workforce from parental leave).

Total job openings estimate overall workers required in a sector as a result of job creation and replacement demand. They are the sum of new job openings and replacement job openings in a given year.

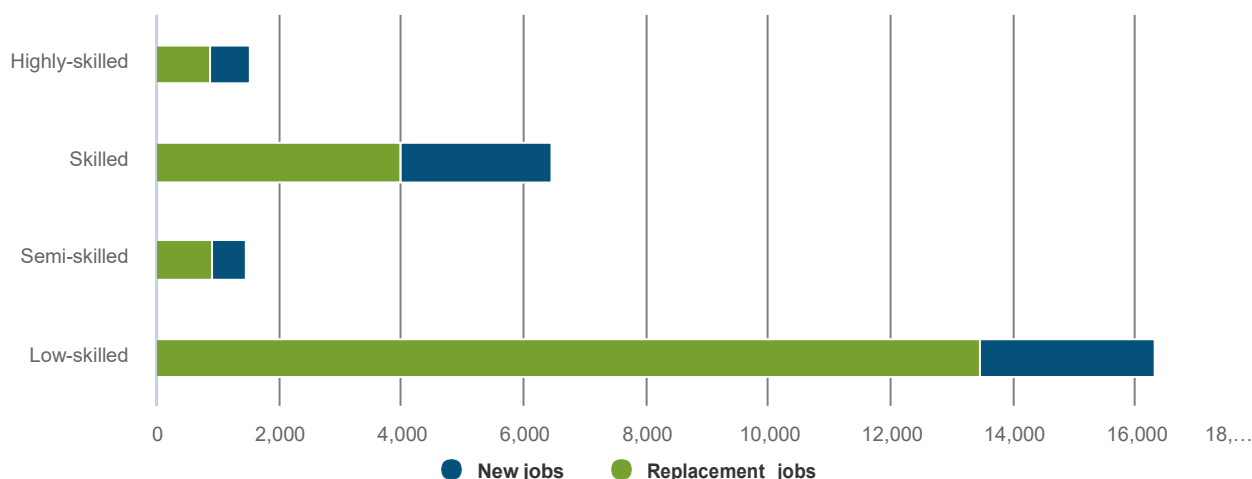
Forecasts estimate that there will be 25,731 total job openings in the Hospitality Sector between 2021 and 2026. Of these job openings:

- 25.3% are likely to be due to new job growth
- 74.7% are likely to be due to net replace demand.

Forecast job openings

Of the estimated 25,731 job openings between 2021 and 2026, forecasts estimate that 63.4% are likely to be Low-skilled jobs.

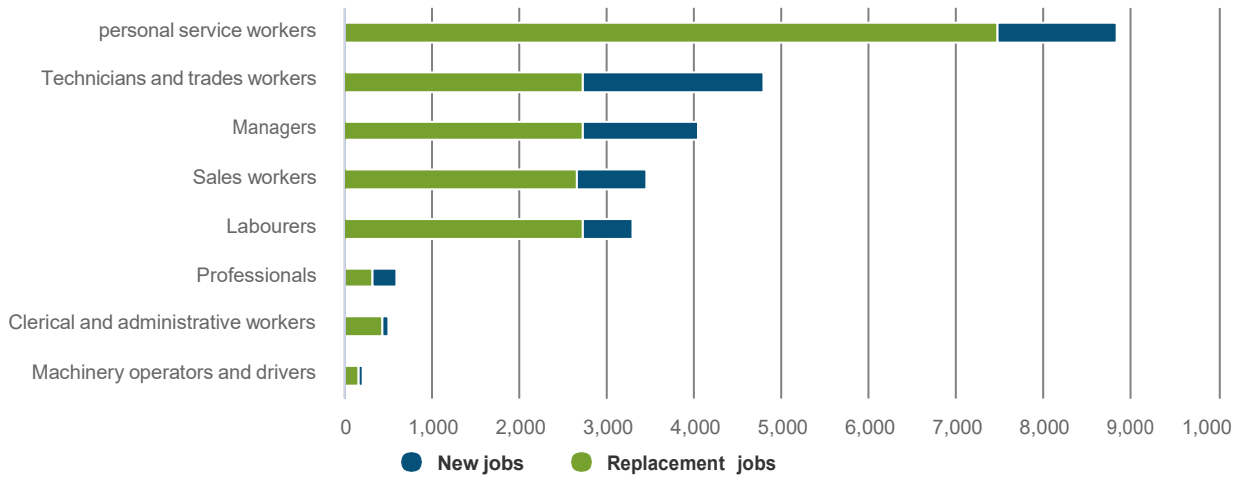
Figure 14: Forecast job openings by skill level in the Hospitality Sector in Auckland, 2021-2026



Job openings by broad occupation

The largest broad (level 1) occupation with job openings in the Hospitality Sector between 2021 and 2026 is likely to be personal service workers, accounting for 34.4% of job openings in the sector. The majority (84.5% of personal service workers job openings are expected to be replacement job openings.

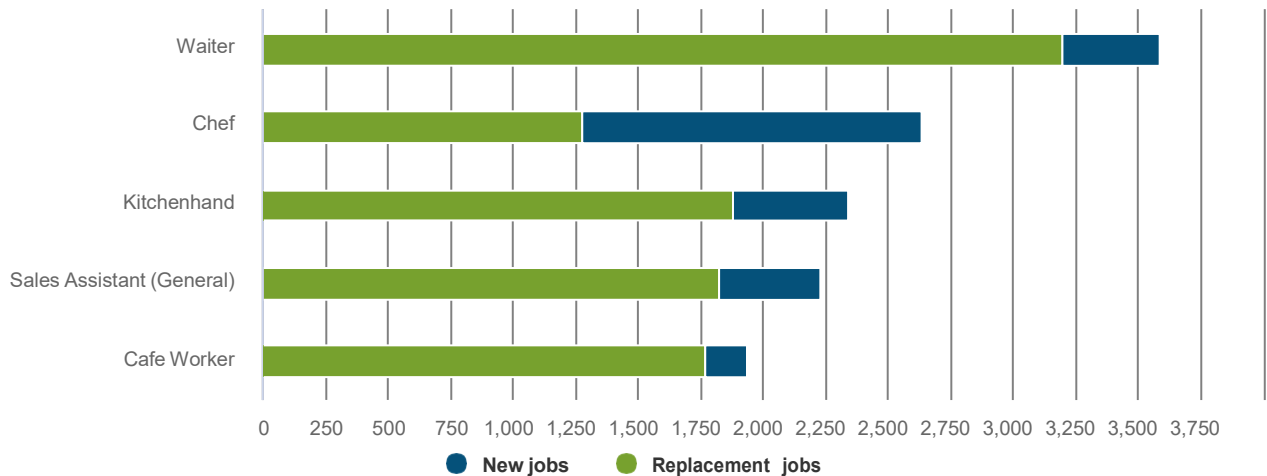
Figure 15: Forecast job openings by broad occupation in the Hospitality Sector in Auckland, 2021–2026



Forecast job openings by detailed occupation

The top five detailed occupations in the Hospitality Sector in Auckland are expected to account for 48.7% of all job openings between 2021 and 2026. Replacement job openings for these are expected to make up 36.0% of overall job openings in this sector.

Figure 16: Forecast job openings by detailed occupation in the Hospitality Sector in Auckland, 2021–2026



The following table shows forecast total job openings by detailed occupation in the Hospitality Sector in Auckland between 2021 and 2026.

Table 14: Forecast employment and job openings in the Hospitality Sector in Auckland by detailed occupation, 2021–2026

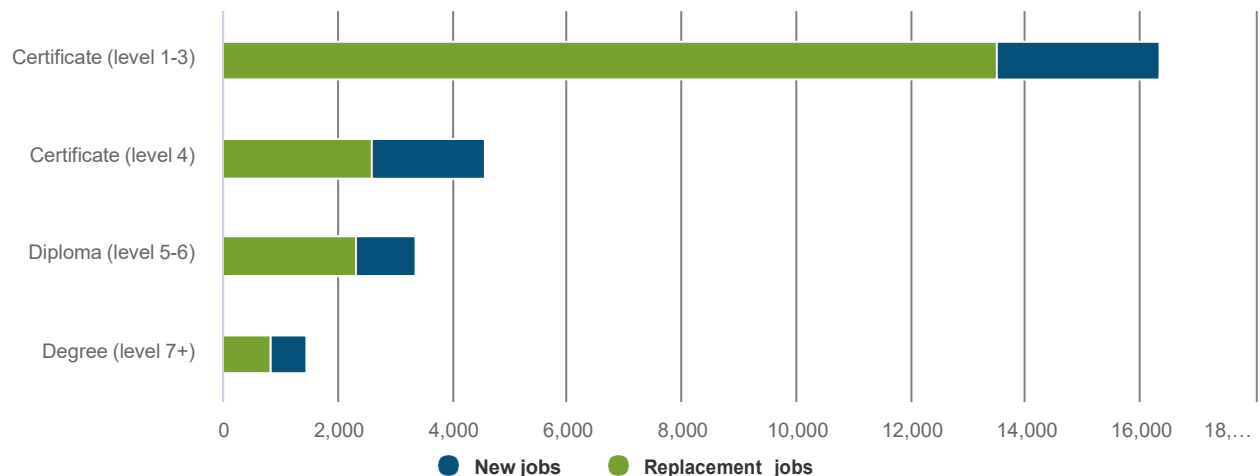
	Hospitality Sector					Total Auckland
	Employment		New Jobs	Replacement jobs	Total job openings	Total job openings
	2020	2026				
Chef	9,292	10,648	1,356	1,281	2,637	2,637
Waiter	6,726	7,116	390	3,200	3,590	3,590
Cafe or Restaurant Manager	6,058	6,708	650	1,077	1,727	1,727
Kitchenhand	5,695	6,153	459	1,879	2,337	2,337
Sales Assistant (General)	4,788	5,195	407	1,827	2,234	16,340
All others	32,398	35,640	3,242	9,965	13,207	260,104

What qualifications are workers in the sector likely to require in the future?

It is useful for learners, prospective employees and employers to know about the types of qualifications that are going to be in demand through job openings in their area of interest.

In the Hospitality Sector in Auckland there are likely to be 16,347 Certificate (level 1-3) between 2021 and 2026. Job openings at Certificate (level 1-3) account for 63.5% of all job openings in the sector over the period. Most of these job openings are expected to be replacement job openings (13,501 jobs).

Figure 17: Forecast job openings by qualification level in the Hospitality Sector in Auckland, 2021–2026



The following table shows the ideal qualifications and fields of study that employers are likely to require in the Hospitality Sector in Auckland between 2021 and 2026.

Table 15: Job openings by qualification required and field of study in the Hospitality Sector in Auckland, 2021–2026

	Hospitality Sector					Total Auckland				
	Certificate (level 1-3)	Certificate (level 4)	Diploma (level 5-6)	Degree (level 7+)	Total	Certificate (level 1-3)	Certificate (level 4)	Diploma (level 5-6)	Degree (level 7+)	Total
Natural and Physical Sciences	119	38	53	34	244	619	226	709	2,723	4,276
Information Technology	115	26	27	26	193	629	106	362	3,175	4,273
Engineering and Related Technologies	262	90	96	96	543	3,419	3,261	1,913	5,970	14,563
Architecture and Building	87	38	32	27	183	1,430	4,469	1,012	1,679	8,591
Agriculture, Environmental and Related Studies	77	21	23	15	136	992	613	287	666	2,557
Health	157	31	79	39	307	1,888	532	1,397	7,387	11,204
Education	129	28	56	42	255	1,120	168	660	3,799	5,748
Management and Commerce	690	182	311	157	1,340	2,258	848	2,875	8,746	14,727
Society and Culture	377	89	153	114	733	2,736	814	2,310	6,630	12,490
Creative Arts	344	95	61	45	545	999	316	575	2,070	3,961
Food, Hospitality and Personal Services	490	1,346	175	12	2,023	1,743	2,568	539	418	5,268
Total	2,846	1,985	1,066	606	6,503	17,833	13,921	12,639	43,264	87,458

DEMOGRAPHIC PROFILE OF WORKERS

A workforce that has a diverse makeup, experience, and opinions is likely to have the ability to make higher quality decisions. This section looks at diversity in the Hospitality Sector in Auckland by examining the demographic makeup of the workforce in terms of age, ethnicity, gender, country of birth, hours worked and highest qualifications.

What is the age profile of workers in the sector?

The age profile of a sector can provide valuable insights into the current and future skill needs of a sector.

For example, a sector with an older age profile can indicate that the workforce is more likely to have fewer formal qualifications and more on-job experience than a sector with a more youthful age profile. An older age profile could also indicate a more immediate need to replace workers who may retire or are more likely to leave the workforce in the coming years.

Workers in the Hospitality Sector in Auckland have a slightly younger average age profile than all workers in Auckland. In 2018 the average of Hospitality Sector workers was 33.8 years, compared with 41.2 years for all workers in Auckland.

Figure 18: Age of workers in Auckland, 2018



The average age of workers in the Hospitality Sector in Auckland fell by 0.8 years between 2013 and 2018. Over the same period the overall average age of workers in Auckland fell by 0.7 years.

The following table shows the age profile of workers in the Hospitality Sector in Auckland in 2013 and 2018.

Table 16: Employment by age in the Hospitality Sector in Auckland

	Hospitality Sector				Total Auckland	
	Employment		Share Of Total		Share Of Total	
	2013	2018	2013	2018	2013	2018
15-19 Years	7,275	9,896	14.6%	15.5%	3.9%	4.5%
20-24 Years	9,507	12,383	19.1%	19.4%	9.6%	10.3%
25-29 Years	6,559	9,895	13.2%	15.5%	10.6%	12.6%
30-34 Years	5,247	6,885	10.5%	10.8%	10.8%	11.6%
35-39 Years	4,089	5,456	8.2%	8.5%	10.7%	10.7%
40-44 Years	4,429	4,572	8.9%	7.2%	12.2%	10.0%
45-49 Years	4,177	4,514	8.4%	7.1%	12.0%	10.9%
50-54 Years	3,556	3,946	7.1%	6.2%	10.9%	9.9%
55-59 Years	2,399	3,040	4.8%	4.8%	8.4%	8.5%
60-64 Years	1,504	1,915	3.0%	3.0%	6.2%	6.0%
65 years and over	1,020	1,428	2.1%	2.2%	4.8%	5.2%

What is the ethnic makeup of workers in the sector?

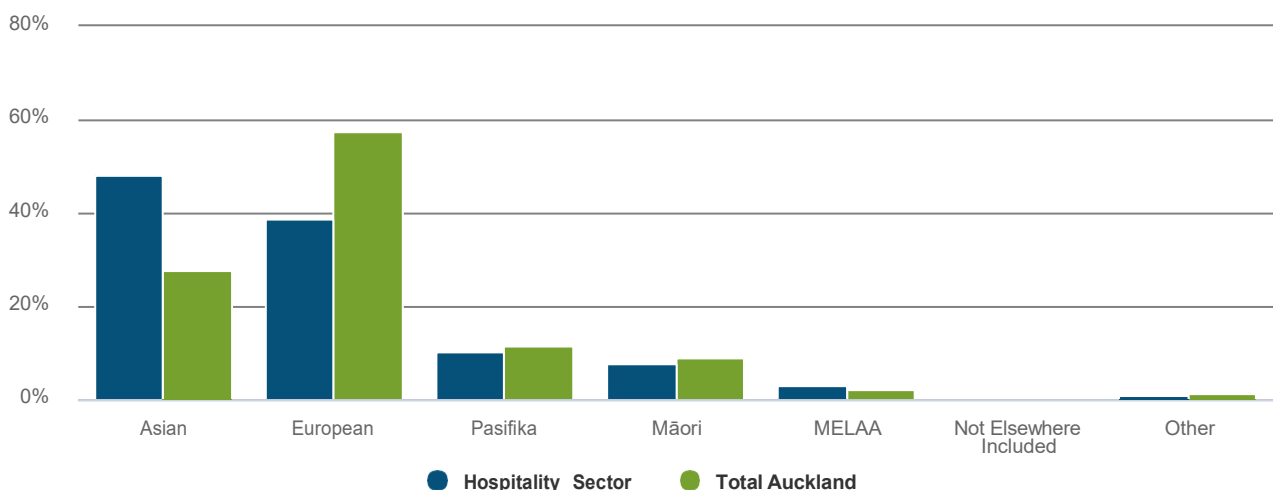
Understanding the ethnic composition of a workforce can be important in terms of improving innovation and productivity levels.

Different ethnic groups can bring diverse perspectives to employment, which when supported, can help support innovation. Similarly, workers from different ethnicities may require different types of in-work support to achieve their productive potential.

In 2018, workers in the Hospitality Sector in Auckland were:

- likely to be Maori than workers overall
- less likely to be Pasifika than workers overall
- more likely to be Asian than workers overall

Figure 19: Ethnicity of workers in Auckland, 2018



The share of Asian ethnicity in the Hospitality Sector in Auckland grew from 42.3% in 2013 to 48.0% in 2018. The following table shows the broad ethnicity of workers in the Hospitality Sector in Auckland in 2013 and 2018.

Table 17: Employment by ethnicity in the Hospitality Sector in Auckland

	Hospitality Sector				Total Auckland	
	Employment		Share Of Total		Share Of Total	
	2013	2018	2013	2018	2013	2018
Asian	21,051	30,688	42.3%	48.0%	21.2%	27.5%
European	22,680	24,666	45.6%	38.6%	65.6%	57.3%
Pasifika	4,459	6,665	9.0%	10.4%	9.2%	11.6%
Māori	3,607	4,920	7.3%	7.7%	8.1%	9.0%
MELAA	1,218	1,996	2.4%	3.1%	1.5%	2.0%
Not Elsewhere Included	204	0	0.4%	0%	0.3%	0%
Other	391	530	0.8%	0.8%	1.4%	1.2%

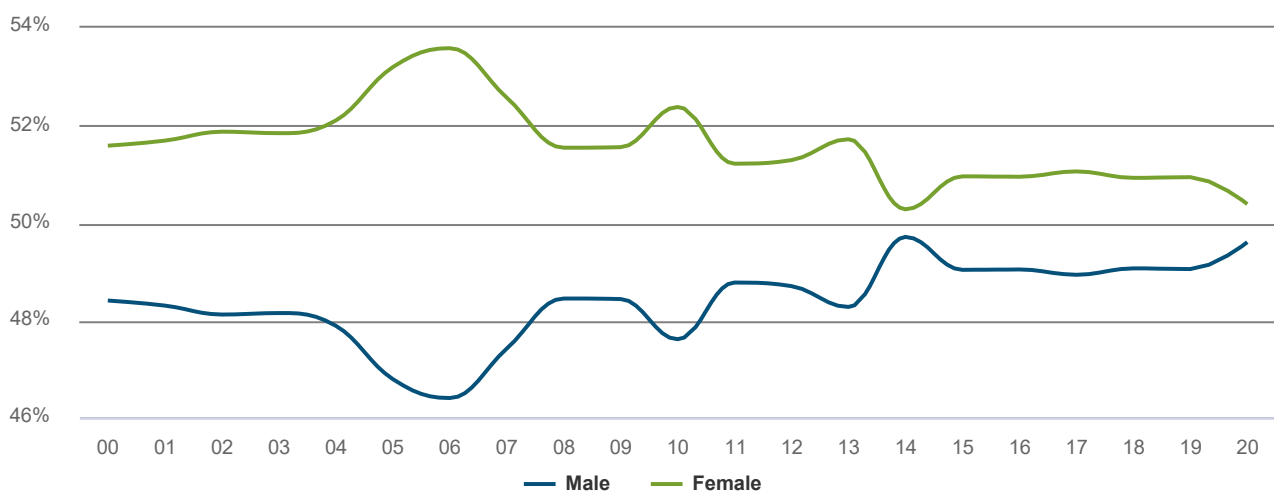
What is the gender balance of the sector?

Males and females can bring different approaches and insights to the workforce.

Share of employment by gender

This section looks at how the gender profile of the Hospitality Sector in Auckland has changed over time. The share of female employment in the Hospitality Sector in Auckland decreased from 53.2% in 2005 to 50.4% in 2020.

Figure 20: Employment by gender in the Hospitality Sector in Auckland



The following table shows the gender makeup of workers in the Hospitality Sector in Auckland for selected years.

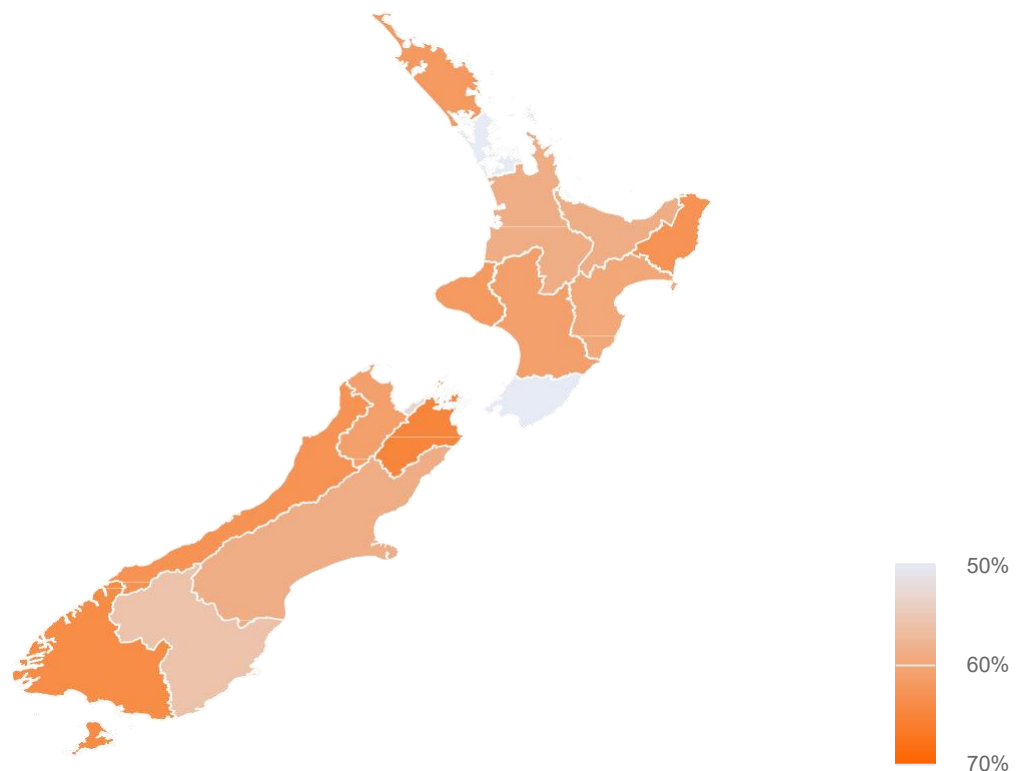
Table 18: Change in employment by gender in the Hospitality Sector in Auckland

	Hospitality Sector				Total Auckland	
	Employment		% share		Male	Female
	Male	Female	Male	Female		
2000	15,507	16,523	48.4%	51.6%	54.0%	46.0%
2005	18,439	20,953	46.8%	53.2%	53.3%	46.7%
2010	20,985	23,080	47.6%	52.4%	52.4%	47.6%
2015	26,221	27,243	49.0%	51.0%	52.5%	47.5%
2016	28,097	29,185	49.1%	50.9%	52.6%	47.4%
2017	30,192	31,496	48.9%	51.1%	52.8%	47.2%
2018	31,373	32,557	49.1%	50.9%	53.0%	47.0%
2019	31,496	32,703	49.1%	50.9%	53.0%	47.0%
2020	32,225	32,731	49.6%	50.4%	53.1%	46.9%

Regional employment by gender

Female employment in the Hospitality Sector is highest in Auckland. The following map shows how the percentage of female workers in the Hospitality Sector varies by region.

Figure 21: Female share of employment in the Hospitality Sector, 2020



The following table provides supporting information on the gender balance of workers in the Hospitality Sector in 2020.

Table 19: Regional employment by gender in the Hospitality Sector, 2020

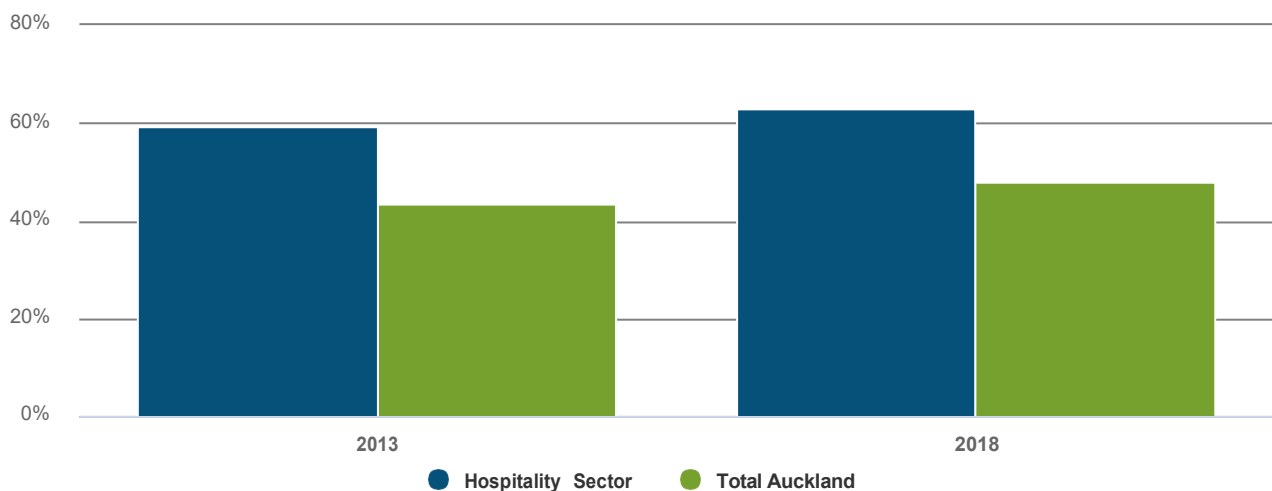
	Hospitality Sector				Total economy	
	Employment		% share		% share	
	Male	Female	Male	Female	Male	Female
Auckland	32,225	32,731	50.0%	50.0%	53.0%	47.0%
Bay of Plenty Region	4,339	6,276	41.0%	59.0%	52.0%	48.0%
Canterbury Region	9,266	13,156	41.0%	59.0%	53.0%	47.0%
Gisborne Region	471	806	37.0%	63.0%	52.0%	48.0%
Hawke's Bay Region	2,207	3,279	40.0%	60.0%	52.0%	48.0%
Manawatu-Whanganui Region	2,893	4,611	39.0%	61.0%	52.0%	48.0%
Marlborough Region	735	1,375	35.0%	65.0%	54.0%	46.0%
Nelson Region	940	1,052	47.0%	53.0%	52.0%	48.0%
Northland Region	1,700	2,723	38.0%	62.0%	52.0%	48.0%
Otago Region	5,102	6,536	44.0%	56.0%	53.0%	47.0%
Southland Region	1,198	2,173	36.0%	64.0%	54.0%	46.0%
Taranaki Region	1,459	2,363	38.0%	62.0%	53.0%	47.0%
Tasman Region	677	1,046	39.0%	61.0%	54.0%	46.0%
Waikato Region	6,018	8,806	41.0%	59.0%	52.0%	48.0%
Wellington Region	10,431	10,565	50.0%	50.0%	52.0%	48.0%
West Coast Region	435	746	37.0%	63.0%	52.0%	48.0%

Where were workers in the industry born?

Migrant workers can bring valuable skills and experience to a sector. Additionally, migrant workers may also require additional levels of support in the workplace including literacy training and cultural integration. Improved support can help advance migrants' feelings of self-worth and belonging as well improve productivity. This can also have an impact on the likelihood of migrants remaining in the sector.

Census data shows that the migrant Hospitality Sector workforce in Auckland comprises 63.1% of workers. This compares to 48.1% of all workers in Auckland. The share of Hospitality Sector workers born overseas increased from 59.2% to 63.1% between 2013 and 2018. The share of all workers born overseas in Auckland increased 4.8% over the period.

Figure 22: Share of workers in Auckland born abroad



The most common origin for workers in the Hospitality Sector outside New Zealand is Asia. The following table shows the country of birth of workers in the Hospitality Sector in Auckland from recent censuses.

Table 20: Employment by country of birth in the Hospitality Sector in Auckland

	Hospitality Sector				Total Auckland	
	Employment		Share Of Total		Share Of Total	
	2013	2018	2013	2018	2013	2018
Asia	18,166	26,449	36.5%	41.4%	16.1%	21.6%
New Zealand	20,315	23,577	40.8%	36.9%	56.7%	51.9%
Europe	3,845	4,502	7.7%	7.0%	10.8%	9.4%
Rest of Oceania	3,604	4,437	7.2%	6.9%	7.8%	8.3%
Sub-Saharan Africa	1,282	1,491	2.6%	2.3%	4.0%	4.0%
Australia	659	696	1.3%	1.1%	1.6%	1.4%
North Africa and the Middle East	530	630	1.1%	1.0%	0.7%	0.8%
Not Elsewhere Included	394	511	0.8%	0.8%	0.8%	0.5%
Northern America	367	498	0.7%	0.8%	1.0%	0.9%
Other	590	1,105	1.2%	1.7%	0.5%	0.8%

How many hours do people work in the industry?

The number of hours worked in a sector can be an indicator of worker attachment to the industry. Hours worked in a sector can provide an indication of how much employers could meet growth by utilising their existing workforce without taking on additional labour, and can also highlight how likely people in employment are likely to undertake training.

People may have more than one job, though in New Zealand most people have only one. Here we look at people whose main job is in the Hospitality Sector.

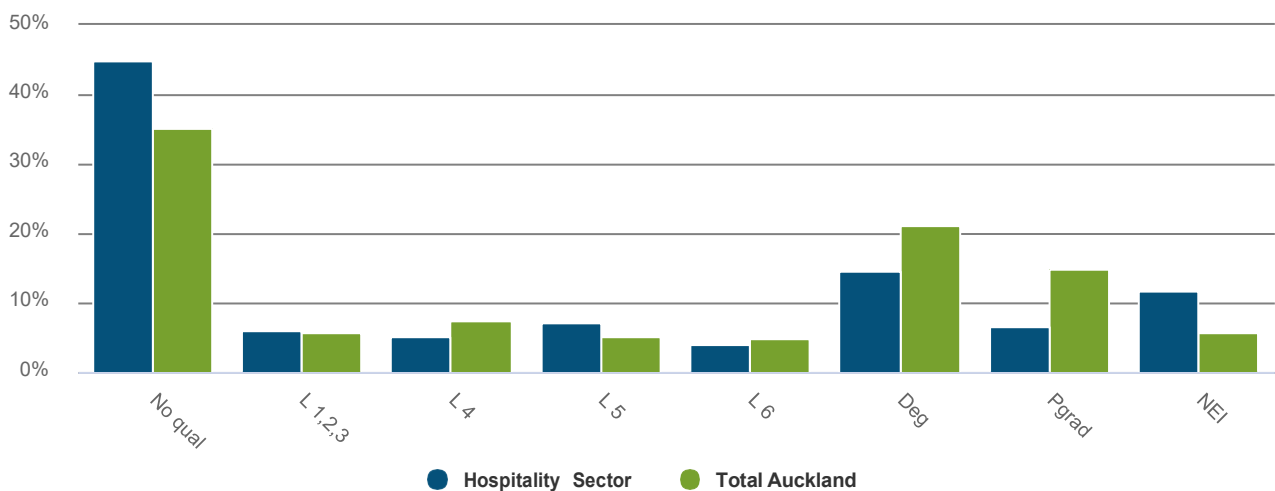
Figure 23: Hours worked (main job) in Auckland, 2018



How qualified are workers in the industry?

Higher educational attainment, in terms of recognised qualifications, is associated with a range of positive outcomes, including better income and workplace productivity.

Figure 24: Highest qualification (post school) of workers in Auckland, 2018



DATA NOTES

Broad Industry classifications for Hospitality

How have we defined the Hospitality Industry – We have taken the Accommodation and Food Services classification which consists of the following using detailed (6 digit) ANZSIC06 industry classifications and detailed (6 digit) ANZSCO06 occupation classifications

- 44 Accommodation
- 45 Food and Beverage Services

We have selected all ones under the Food and Beverage Services categories highlighted below:

All persons employed in the following **industries**:

- H453000: Clubs (Hospitality)
- H452000: Pubs, Taverns and Bars
- H451300: Catering Services
- H451200: Takeaway Food Services
- H451100: Cafes and Restaurants

All persons employed in the following **occupations**:

- 851311: Kitchenhand
- 851111: Fast Food Cook
- 431999: Hospitality Workers nec
- 431911: Bar Useful or Busser
- 431511: Waiter
- 431211: Cafe Worker
- 431112: Barista
- 431111: Bar Attendant
- 351411: Cook
- 351311: Chef
- 351211: Butcher or Smallgoods Maker
- 351112: Pastrycook
- 351111: Baker
- 149999: Hospitality, Retail and Service Managers nec
- 141999: Accommodation and Hospitality Managers nec
- 141411: Licensed Club Manager
- 141111: Cafe or Restaurant Manager

Broad skill level

Highly-skilled occupations typically require a bachelor degree or higher qualification and include professionals such as accountants, teachers, and engineers, as well as most managers such as chief executives. This category is consistent with skill level one of the Australia New Zealand Standard Classification of Occupations (ANZSCO).

Skilled occupations typically require a level 5-6 Certificate or Diploma on the New Zealand Qualifications Framework (NZQF). The category includes some managers (such as retail managers) and technicians (such as architectural draftspersons, ICT support technicians and dental hygienists). This category is consistent with skill level two of the ANZSCO classification.

Semi-skilled occupations typically require an Level 4 qualification on the NZQF. The category includes tradespersons (such as motor mechanics), skilled service workers (such as firefighters), as well as skilled clerical and sales workers (such as legal secretaries and estate agents). This category is consistent with skill level three of the ANZSCO classification.

Low-skilled occupations typically require a Level 3 qualification or lower on the NZQF. The category includes a range of lower skilled occupations from general clerks, caregivers, and sales assistants, through to cleaners and labourers. This category is consistent with skill level three and four of the ANZSCO classification.

Businesses

Data on the number of businesses is sourced from the Business Demography statistics from Statistics New Zealand. Businesses are measured by geographic units, which represent a business location engaged in one, or predominantly one, kind of economic activity at a single physical site or base (eg. a factory, a farm, a shop, an office, etc). All non-trading or dormant enterprises, as well as enterprises outside of New Zealand, are excluded from business demography statistics.

A significant number of enterprises are recorded as having zero employment. Enterprises in the zero employee count size category may have:

- working owners who don't draw a wage from their business
- labour provided by other businesses or contractors
- business activity that requires no labour (eg. holding company).

Only businesses that are economically significant enterprises are included. To be regarded as economically significant they must meet at least one of the following criteria:

- annual expenses or sales subject to GST of more than \$30,000
- 12-month rolling mean employee count of greater than three
- part of a group of enterprises
- registered for GST and involved in agriculture or forestry
- over \$40,000 of income recorded in the IR10 annual tax return (this includes some units in residential property leasing and rental).

Demographic characteristics of people in employment

The demographic characteristics of workers in each sector are sourced from recent Stats NZ Population Censuses.

Employment in each sector is defined in terms of both industries and occupations using an industry-occupation employment matrix. After defining the sector on the matrix we sum employment across all occupations in each industry. We measure the demographic characteristics of employees in individual industries using data from recent Population Censuses and aggregate across industries to arrive at an estimate for the sector as a whole.

Employment

Industry employment numbers are from Infometrics' Regional Industry Occupation Employment Model (RIOEM). The model draws heavily on quarterly and annual Linked Employer Employee Data (LEED) published by Stats NZ. RIEM differs from Stats NZ's Business Demography data in that it is a quarterly series (BD is annual), and LEED includes both employees and the self-employed (BD only includes employees).

Employment is measured as an average of the four quarters making up each year. The unit of measurement is filled jobs.

Forecasts

The employment forecasts in this profile have been generated from the Infometrics Industry Model. This model produces forecasts of employment for 54 industries using a mix of principal component and regression techniques to link macroeconomic key indicators (eg inflation, interest rates, unemployment, the exchange rate, business profitability etc.) to prospects for each industry. A key aspect of this approach is that it produces an outlook for an industry that takes into account the recent performance of that industry, the impact of key influences on business performance in that industry, and is also constrained to ensure that the sum of production in all industries equals our forecasts of overall economic activity. That is, an industry can only grow faster than overall economic growth if past industrial performance and business conditions indicate that it will increase its share of national output.

Infometrics then decomposes these forecasts to a detailed industry level and uses industry-occupation employment matrices for New Zealand in order to measure total employment in a defined sector.

Full-time equivalent

Full-time equivalent (FTE) employment is a way of looking at employment that takes into account the work-load of people into employment. FTE employment is the sum of all full-time jobs plus half the number of part-time jobs. Two people who are employed part-time are measured as one FTE.

GDP

Gross domestic product (GDP) presented in this sector is estimated by Infometrics. GDP is measured in constant 2020 prices. GDP presented in constant prices is sometimes referred to as real GDP. By using constant prices we remove the distractionary effect of inflation, which enables us to meaningfully compare GDP from one year to the next.

GDP estimates are calculated by using earning and employment from Linked Employer Employee Data (LEED) to break down national production-based GDP published by Stats NZ.

A top down approach approach is used to break Statistics New Zealand National Production based GDP.

Job openings

New job openings are created when businesses are expanding and are positive about their economic outlook. Conversely job destruction occurs when businesses contract and have a negative perspective of their economic outlook.

Replacement job openings provides an estimate of the net number of job openings in the sector that arise from individuals leaving an occupation (eg, retirement, or migration), net of jobs taken by individuals entering an occupation (eg, returning to the workforce from parental leave).

Total job openings estimate overall workers required in a sector as a result of job creation and replacement demand. They are the sum of new job openings and replacement job openings in a given year.

Occupation definitions

Infometrics uses the Australian and New Zealand Standard Classification of Occupations (ANZSCO), which provides a basis for the standardised collection, analysis and dissemination of occupation data for Australia and New Zealand.

ANZSCO identifies a set of occupations covering all jobs in the labour market, defines these occupations according to their attributes and groups them based on their similarity into successively broader categories for statistical and other types of analysis. The individual objects classified in ANZSCO are jobs. In ANZSCO, occupations are organised into progressively larger groups based on their similarities in terms of both skill level and skill specialisation.

ANZSCO is structured into five hierarchical levels. These are around 1,000 occupations at "level 5" of the hierarchy, where occupations are defined in terms of sets of jobs which involve the performance of a common set of tasks. These occupations can be progressively grouped up through the classification hierarchy to come up with eight "level 1" occupations that are based on combinations of skill level and skill specialisation.

More information is available from ABS and Stats NZ: <https://www.abs.govt.nz/ANZSCO>.

Occupational employment

Occupation employment numbers are from Infometrics' Regional Industry Occupation Employment Model (RIOEM) which have been taken from Stats NZ. Employment in each industry is converted to occupational employment using the relationship between industry and occupational employment observed in various Population Censuses. Population Censuses measure the occupational composition of employment in each industry and how this changes over time. Occupations conform to the categories used in the Australian New Zealand Standard Classification of Occupations (ANZSCO).

Self-employment

Self-employment rates are from Annual Linked Employer Employee Data (LEED).

Hospitality Industry Workforce



SUPPORTING THE HOSPITALITY INDUSTRY TO ACCESS PROFESSIONAL, ENGAGED, STABLE AND COMMITTED WORKFORCE

1. Responding to the workforce challenge in hospitality



Responding to this challenge will require the joint efforts of stakeholders from industry, employers, schools, tertiary education providers and government to deliver a strategic approach to workforce planning for the hospitality industry of Tāmaki Makaurau

Recognising that the hospitality businesses face extremely challenging conditions as a result of the global pandemic

Understanding the workforce challenges, and the broader structural and demographic trends that will drive further industry change and workforce demand

2. Approach for understanding workforce issues

INTRODUCTION

Our Approach: In order to gain genuine industry engagement and insights, we will take a consultation-driven approach, validated through data analysis and strategic context, to understand the current state, ideal future state, and gaps by engaging with industry and regional stakeholders to gain insights into:

- The key issues faced by each industry in relation to their existing workforce
- The skills and capacity analysis required for the future
- Cross-industry system wide engagement and issues that need to be addressed across the region
- The actions that will best respond in this environment.

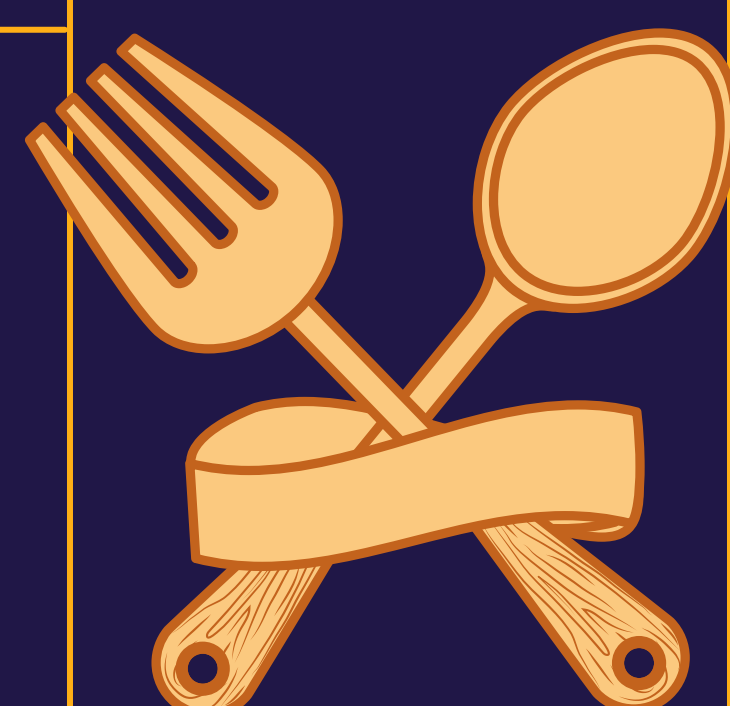
FRAMEWORK FOR ANALYSIS

- Is situations faced by hospitality industry a result of the pandemic or an amplification of the "past normal"
- How to manage the ongoing change, fluidity and workforce uncertainty and lack of skilled workforce in the to address the precarious nature of employment

METHODOLOGY

The methodology used will be a systems wide review to better understand the current issues faced by the industry and what an ideal future state could mean for the industry in addressing the current workforce challenges. The review will be three tiered which will be supported by survey's, interviews, cases studies and sector wide economic and workforce analysis.

- Macro - Industry Wide regionally and global impacts
- Meso – Businesses and employers wide talent and people retention challenges
- Micro –employee and workforce issues

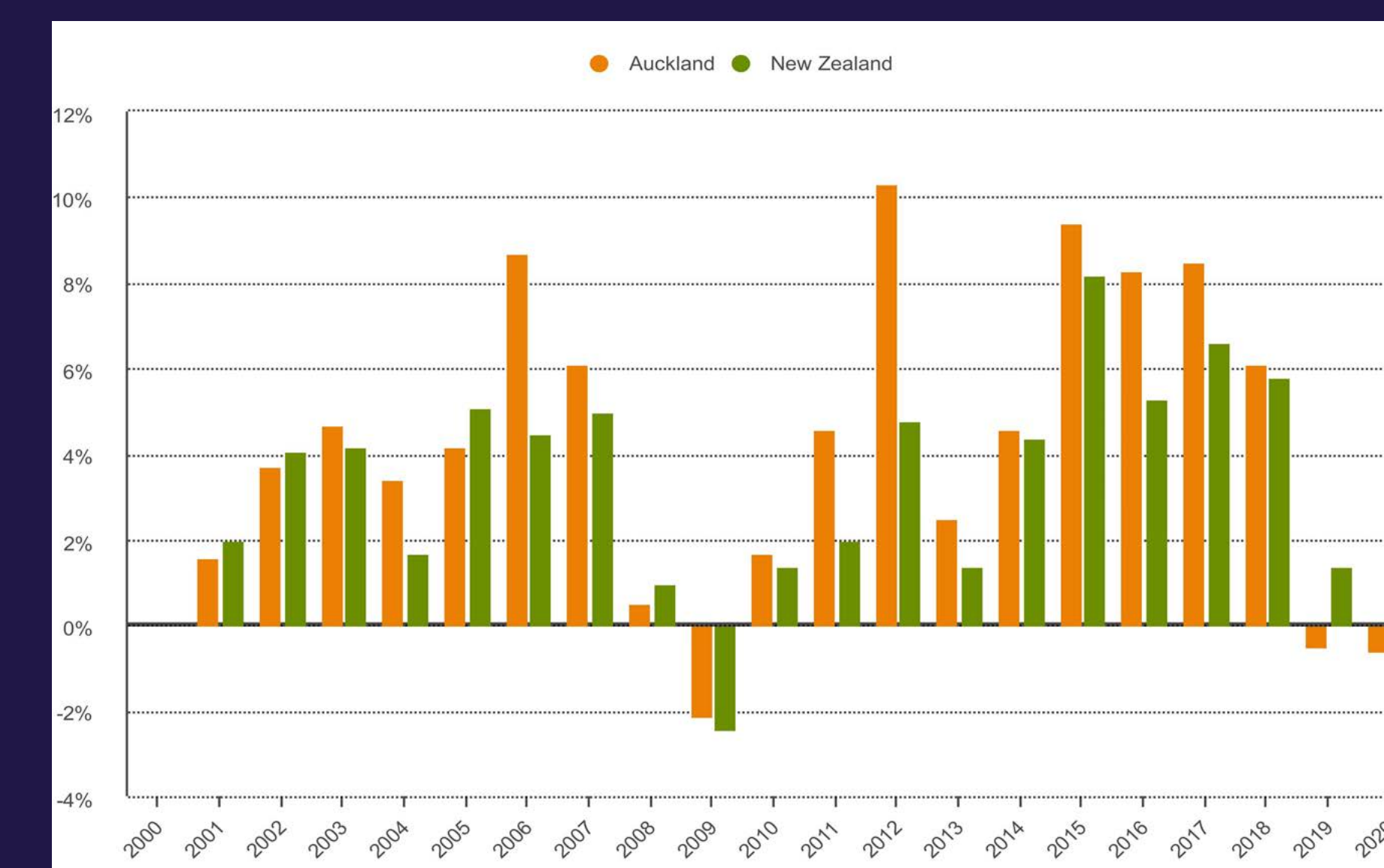


3. Size and scale of industry



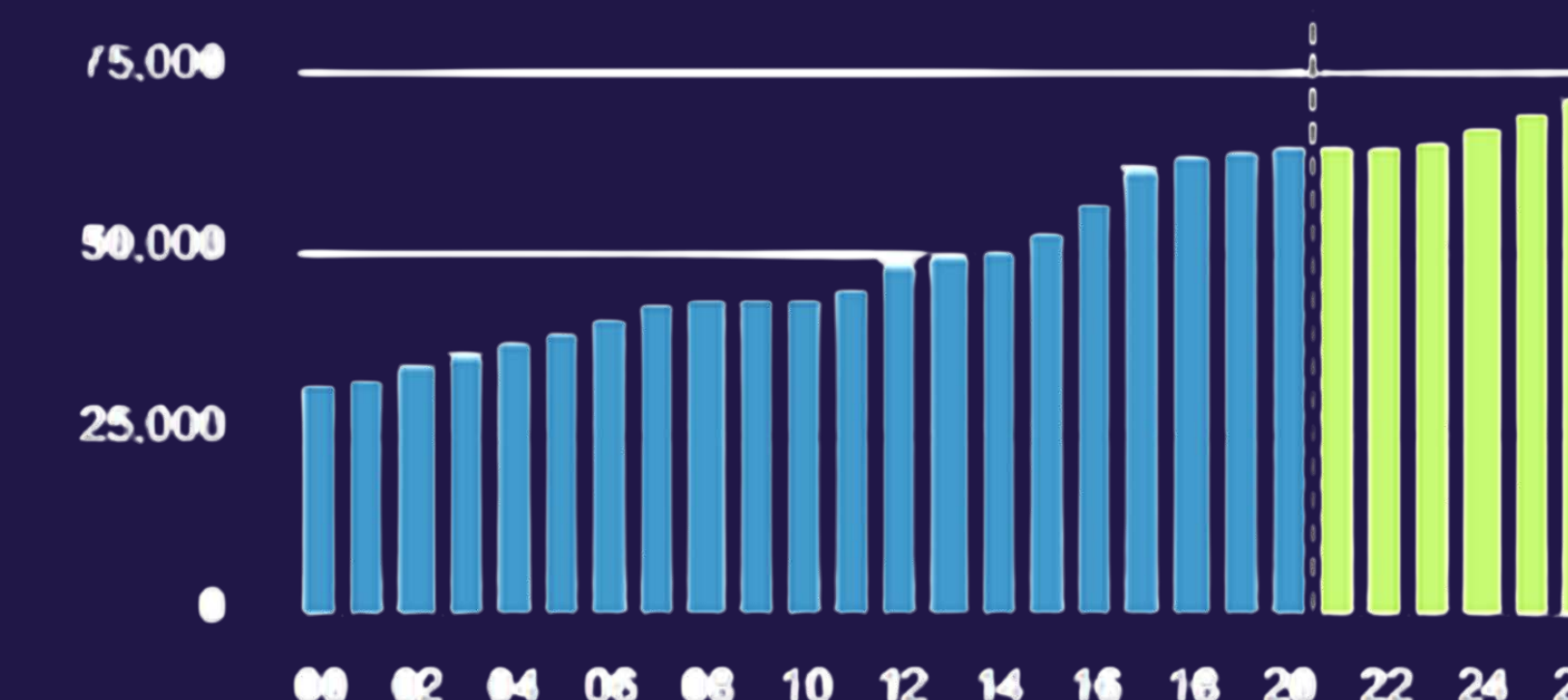
36% economic activity

of the hospitality industry generated in Tāmaki Makaurau



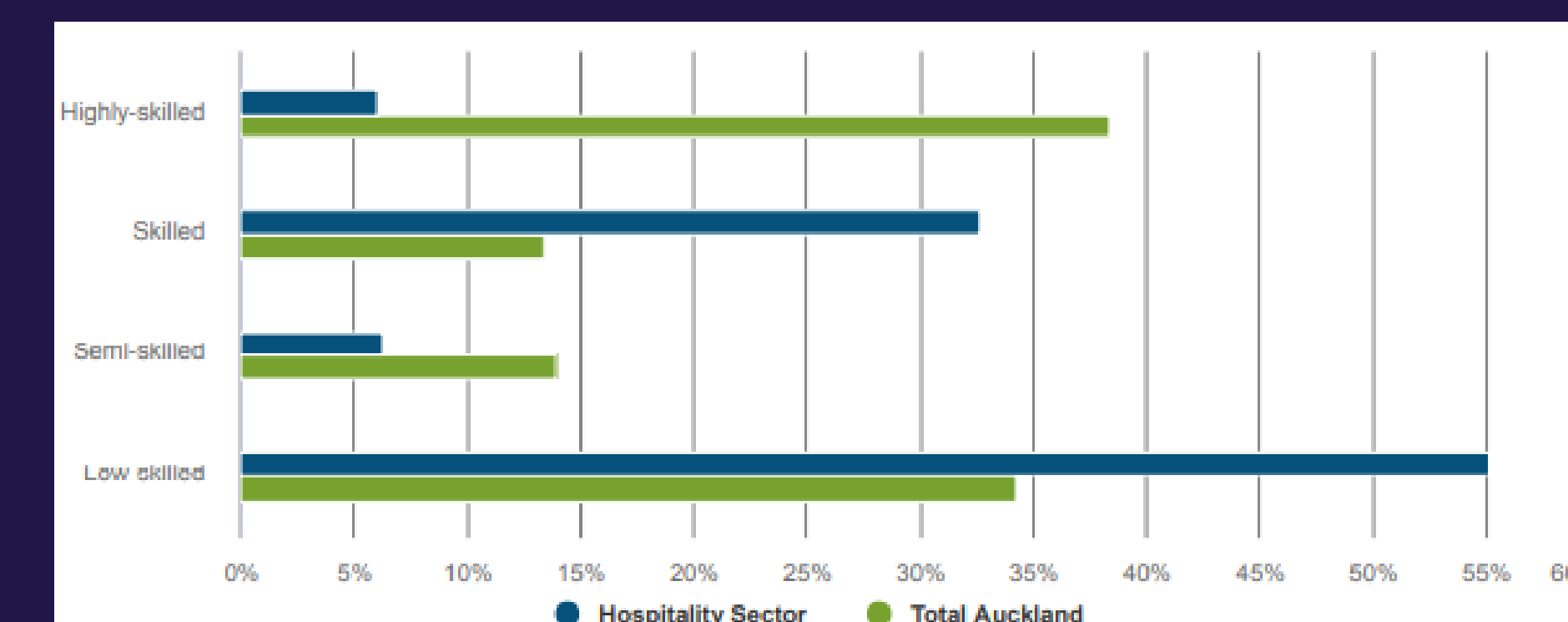
4. Overview of industry jobs and skills

7.1% filled jobs in Tāmaki Makaurau



The Hospitality Industry in Tāmaki Makaurau averaged **64,956 jobs** in the industry accounts for 7.1% of overall filled jobs in Auckland Tāmaki Makaurau

Employment by skill level - what is the broad occupational makeup of workers in the sector?



Approximately 6.1% of Hospo workforce in Auckland are employed in Highly skilled occupations

5. Hospitality industry workforce issues

EMPLOYER DRIVEN CHALLENGES

- TURNOVER
- SKILLS SHORTAGE
- PRODUCTIVITY
- LOW MARGIN

EMPLOYEE DRIVEN CHALLENGES

- REMUNERATION
- WORKPLACE CONDITIONS
- TRAINING AND GROWTH



SYSTEM WIDE SECTOR ANALYSIS

Highly exposed to Covid-19 restrictions

- Dependence on international visitors and workers which has greatly increased the exposure of the industry due to the pandemic
- Hospitality industry dependence on the wider international workers and migrants for employment

Competitive Industry

- Hospitality industry puts in a lot of hours but productivity is a challenge because of the sector's low margins, and the way businesses are structured.
- The industry is very competitive and as a result margins are tight and susceptible to fluctuations in the economy

Labour market challenges

- Hospitality workers are among the lowest wage earners in all industry comparisons
- As COVID-19 unfolded the alternative employment options for hospitality workers, due to their lower education, was limited

CONSULTATION AND NEXT STEPS

Current State Industry Issues:

Validation for current challenges for industry and employees

- retention rates
- current skill shortages
- employment types
- availability of local vocational and further education and training
- current workforce development activities

FUTURE STATE ISSUES AND VALIDATION FOR THE INDUSTRY AND EMPLOYEES

- stakeholder consultation and feedback
- identify the initial workforce gaps
- estimate the potential level of activity and effort required to fill these gaps
- how to ensure a stable and committed workforce profile of the key opportunities for the industry

**Year WDC
Services
final**

	Employment	New job openings	Replacement job openings	Total job openings
2000	220,125			
2001	225,553	5,428	7,951	13,379
2002	231,769	6,215	8,037	14,253
2003	238,937	7,169	8,111	15,280
2004	252,740	13,803	8,586	22,389
2005	263,164	10,424	8,965	19,389
2006	271,477	8,313	9,310	17,623
2007	279,035	7,558	9,656	17,214
2008	285,286	6,251	9,971	16,222
2009	285,393	107	10,069	10,176
2010	275,530	-9,864	9,823	-40
2011	281,104	5,574	10,233	15,807
2012	291,471	10,367	10,823	21,190
2013	299,418	7,947	11,311	19,258
2014	307,290	7,873	11,829	19,702
2015	316,818	9,528	12,432	21,960
2016	329,394	12,576	13,186	25,762
2017	343,001	13,607	13,990	27,598
2018	355,341	12,339	14,719	27,059
2019	361,794	6,454	15,189	21,643
2020	367,295	5,501	15,662	21,163
2021	362,631	-4,664	15,686	11,021
2022	369,189	6,559	16,051	22,609
2023	374,716	5,526	16,284	21,810
2024	382,171	7,456	16,596	24,052
2025	390,519	8,348	16,931	25,279
2026	397,043	6,523	17,178	23,701
2027	403,425	6,383	17,409	23,791

Year WDC People food & fibre final

	Employment	New job openings	Replacement job openings	Total job openings
2000	17,224			
2001	17,478	254	480	734
2002	18,092	614	491	1,105
2003	18,234	142	487	628
2004	18,078	-156	493	338
2005	17,618	-460	493	33
2006	17,119	-499	490	-9
2007	17,521	403	515	918
2008	17,471	-51	525	474
2009	17,436	-35	538	503
2010	17,346	-89	550	460
2011	17,113	-233	567	334
2012	17,797	683	613	1,297
2013	18,207	410	652	1,061
2014	18,573	367	688	1,055
2015	18,945	371	725	1,096
2016	19,455	511	769	1,280
2017	19,875	419	807	1,226
2018	20,196	322	843	1,164
2019	20,358	162	871	1,033
2020	20,253	-105	888	784
2021	20,207	-46	906	860
2022	20,800	593	943	1,536
2023	21,108	308	959	1,266
2024	21,236	128	964	1,091
2025	21,335	100	966	1,066
2026	21,505	170	972	1,142
2027	21,809	304	984	1,288

**Year WDC
Creative
Cultural
Recreation
&
Technology
final**

	Employment	New job openings	Replacement job openings	Total job openings
2000	31,613			
2001	33,011	1,398	958	2,356
2002	34,734	1,723	990	2,713
2003	37,374	2,640	1,053	3,693
2004	38,810	1,436	1,112	2,548
2005	40,506	1,696	1,182	2,878
2006	42,648	2,142	1,264	3,406
2007	44,391	1,743	1,345	3,088
2008	46,133	1,742	1,429	3,171
2009	47,015	881	1,490	2,372
2010	45,329	-1,685	1,478	-208
2011	45,735	406	1,517	1,922
2012	48,704	2,969	1,642	4,611
2013	49,401	697	1,681	2,379
2014	50,543	1,141	1,741	2,882
2015	52,741	2,199	1,837	4,036
2016	54,583	1,842	1,918	3,760
2017	56,533	1,950	2,020	3,970
2018	57,645	1,112	2,085	3,196
2019	59,537	1,893	2,172	4,065
2020	61,168	1,631	2,268	3,898
2021	61,484	316	2,280	2,596
2022	63,893	2,409	2,369	4,778
2023	66,108	2,214	2,442	4,656
2024	67,822	1,714	2,494	4,208
2025	69,746	1,924	2,556	4,480
2026	71,296	1,550	2,606	4,156
2027	73,161	1,864	2,667	4,532

**Year WDC
Manufacturing
, Engineering
& Logistics
final**

	Employment	New job openings	Replacement job openings	Total job openings
2000	167,960			
2001	169,562	1,603	4,650	6,253
2002	171,097	1,535	4,552	6,087
2003	175,906	4,809	4,532	9,341
2004	181,115	5,209	4,782	9,991
2005	185,088	3,973	5,008	8,981
2006	187,269	2,180	5,203	7,384
2007	186,476	-792	5,325	4,532
2008	187,647	1,170	5,502	6,672
2009	185,612	-2,035	5,591	3,556
2010	175,471	-10,141	5,431	-4,710
2011	175,413	-58	5,677	5,619
2012	177,380	1,968	5,976	7,944
2013	177,976	596	6,218	6,814
2014	178,971	995	6,479	7,474
2015	183,385	4,414	6,859	11,273
2016	189,376	5,992	7,305	13,296
2017	195,036	5,660	7,741	13,401
2018	200,254	5,218	8,157	13,376
2019	204,553	4,300	8,545	12,845
2020	206,878	2,325	8,843	11,168
2021	203,867	-3,011	8,911	5,901
2022	205,955	2,088	9,086	11,175
2023	208,592	2,637	9,211	11,847
2024	211,317	2,725	9,315	12,040
2025	214,768	3,451	9,444	12,894
2026	218,082	3,314	9,564	12,878
2027	222,130	4,048	9,715	13,763