

Health and Disability Kaiawhina Worker Workforce

2013 Profile

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Background

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1 Introduction

1.1 Purpose

This report, prepared for Careerforce, provides a profile of the unregulated Health and Disability Kaiawhina workforce (Action Plan Workforce) using official statistics from the 2013 Census. The information contained in this report has been prepared to inform the development of the Health and Disability Kaiawhina Worker Workforce Action Plan 2014 that is being developed by Careerforce and Health Workforce New Zealand.

1.2 Health and Disability Kaiawhina Worker Workforce Action Plan 2014

Careerforce and Health Workforce New Zealand are jointly developing the Health and Disability Kaiawhina Worker Workforce Action Plan 2014. This Action Plan will describe the current workforce and identify the priority gaps that need responding to between 2014 and 2019. This includes building the demographic picture of both the client base and the workforce; describing the emerging models of care along with the required knowledge and skills to respond to these models; and defining the kaiawhina/support worker career pathway.

1.3 Defining the Action Plan Workforce

Official employment data sources can be either defined in term of industry or occupation classifications:

- Industry – each business is classified as belonging to a particular industry based on the main activity that business is engaged in. This is usually the main product a business makes or the main service a business provides.
- Occupation – each person is classified as working in a particular occupation based on the main tasks they perform in their job.

Defining the Action Plan Workforce using official classifications is part of a wider project that BERL is currently undertaking for Careerforce to profile their 2013 workforce using 2013 Census data.

To define the paid workforce covered by Careerforce, BERL worked with Careerforce to identify that, while neither classification was ideal for capturing the work undertaken in Careerforce's gazetted coverage area, occupation classifications were more appropriate than industry classifications.

Having identified that occupations were the most appropriate way of defining Careerforce's gazetted coverage, BERL and Careerforce used Australian and New Zealand Standard Classification of Occupations 2006 (ANZSCO06) to identify Careerforce's coverage area of:

aged care, addiction, allied health, core health, dental support, intellectual, physical and sensory disability, health care orderlies, health support, mental health, primary and secondary health care, public health and whanau ora, except where the workforce is covered by the Health Practitioners Competence Assurance Act 2003.

This process resulted in the identification of the detailed ANZSCO06 occupations covered by Careerforce. These occupations are outlined in Appendix A.

The Action Plan Workforce is a subset of Careerforce’s workforce. BERL therefore used the same process as above to work with Careerforce to identify the ANZSCO classifications covered by the Action Plan workforce.

In this profile we have defined the Action Plan Workforce as persons employed 15 years and over in the ANZSCO06 occupations detailed in Table 1.1. These occupations can be broadly categorised into four core groups based on their skill level and the types of roles they perform: Professionals, Technicians, Support Workers and Carers.

Table 1.1 Action Plan Workforce using ANZCO06 level 6 classifications

<p>Professionals</p> <p>251911 Health Promotion Officer 252215 Traditional Māori Health Practitioner Social and Welfare Professionals 272112 Drug and Alcohol Counsellor 272114 Rehabilitation Counsellor 272199 Counsellors nec 272613 Welfare Worker</p> <p>Technicians</p> <p>311212 Cardiac Technician 311213 Medical Laboratory Technician 311214 Operating Theatre Technician 311216 Phlebotomist (NZ) 311299 Medical Technicians nec</p> <p>Support Workers</p> <p>411213 Dental Technician 411311 Diversional Therapist 411512 Kaiāw hina (Hauora) (Māori Health Assistant) 411711 Community Worker 411712 Disabilities Services Officer 411713 Family Support Worker 411715 Residential Care Officer</p> <p>Carers</p> <p>423111 Aged or Disabled Carer 423211 Dental Assistant 423311 Hospital Orderly 423312 Nursing Support Worker 423313 Personal Care Assistant 423314 Therapy Aide 423411 Child or Youth Residential Care Assistant</p>
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1.4 Limitations and data treatment

This report is based solely on Census data. The Census relies on information provided by individual respondents. Quality of data in the Census is therefore dependent on how well people identified their characteristics and key information in the Census. For this report, the most important question is about occupation. All individuals 15 years and over are required to fill out this question. Unfortunately this is also one of the most subjective questions as it is more subjective than questions about things like age or country of birth.

Further, while the Census does provide a rich source of information on a wide range of variables, it collects and reports little information on voluntary behaviour and does not specifically collect information on multiple jobs held by individuals. As a result, the occupation data and analysis presented in this report is for main occupation of people aged 15 years and over in the paid Action Plan Workforce.

Totals provided for the Action Plan Workforce and Total New Zealand Occupations in this report are based on 'Total Stated Responses' and exclude residual or not elsewhere classified responses (e.g. an occupation that is not stated). As a result, totals provided in tables in this report may not always be the same.

1.5 Report structure

This report has three main sections:

- Section 2 provides an overview of all occupations covered by the Action Plan Workforce;
- Section 3 outlines the demographic profile of the Action Plan Workforce; and
- Section 4 looks at employment characteristics and outcomes of the Action Plan Workforce.

2 Overview

2.1 The makeup of the Action Plan Workforce

There were 62,910 people employed in the Action Plan Workforce in 2013. This equates to 3.3 percent of the total New Zealand Workforce with a stated occupation.

The Action Plan Workforce grew by a total of 13.5 percent (7,520 people) between the 2006 and 2013 Censuses. Over the same period, the New Zealand workforce grew by 1.5 percent. As a result, the share of people working in the Action Plan Workforce increased from 3.0 percent to 3.3 percent.

Table 2.1 shows employment in occupations within the Action Plan Workforce in 2006 and 2013.

Table 2.1 Action Plan Workforce, 2006 and 2013

Occupation	Count		Change	
	2006	2013	Number	%
Professionals				
Health Promotion Officer	1,146	1,263	117	10.2%
Traditional Māori Health Practitioner	6	3	-3	-50.0%
Drug and Alcohol Counsellor	225	312	87	38.7%
Rehabilitation Counsellor	15	36	21	140.0%
Counsellors nec	2,079	2,580	501	24.1%
Welfare Worker	3,687	4,938	1,251	33.9%
Total	7,158	9,132	1,974	27.6%
Technicians				
Cardiac Technician	189	138	-51	-27.0%
Medical Laboratory Technician and Phebotomist *	3,063	2,454	-609	-19.9%
Operating Theatre Technician	99	90	-9	-9.1%
Medical Technicians nec	552	675	123	22.3%
Total	3,903	3,357	-546	-14.0%
Support Workers				
Dental Technician	387	399	12	3.1%
Diversional Therapist	819	1,008	189	23.1%
Kaiāwhina (Hauora) (Māori Health Assistant)	48	42	-6	-12.5%
Community Worker	5,163	7,200	2,037	39.5%
Disabilities Services Officer	75	96	21	28.0%
Family Support Worker	246	396	150	61.0%
Residential Care Officer	15	48	33	220.0%
Total	6,753	9,189	2,436	36.1%
Carers				
Aged or Disabled Carer	3,447	5,772	2,325	67.4%
Dental Assistant	1,887	2,523	636	33.7%
Hospital Orderly	792	807	15	1.9%
Nursing Support Worker	2,457	1,593	-864	-35.2%
Personal Care Assistant	28,239	29,859	1,620	5.7%
Therapy Aide	480	402	-78	-16.3%
Child or Youth Residential Care Assistant	273	276	3	1.1%
Total	37,575	41,232	3,657	9.7%
Action Plan Workforce	55,389	62,910	7,521	13.6%
Total New Zealand Workforce	1,873,371	1,900,599	27,228	1.5%
Action Plan Workforce share of Total New Zealand Workforce	3.0%	3.3%		

Source: Statistics New Zealand, 2006 and 2013 Censuses; BERL Calculations

* The Occupation Code Phebotomist was added after the 2006 Census. To enable comparison with 2006 data to be made, this occupation has been added to Medical Laboratory Technician which is where it was included in 2006

In 2013, the share of workers in each broad occupation group was:

- Carers occupations – 66 percent
- Support Workers occupations – 15 percent
- Professionals occupations – 15 percent

- Technicians occupations – 4 percent

The largest detailed occupations in 2013 were:

- Personal Care Assistant – 29,860 people (47 percent of workers)
- Community Worker – 7,200 people (11 percent of workers)
- Aged or Disabled Carer – 5,770 people (9 percent of workers)
- Welfare Worker – 4,940 (8 percent of workers)

The Action Plan Workforce grew by 13 percent or 7,520 people between the 2006 and 2013 Censuses. The top five growth occupations within the Action Plan Workforce in terms of absolute growth between 2006 and 2013 were:

- Health and Welfare Support Workers (up 2,440 people or 36 percent)
- Aged or Disabled Carer (up 2,324 people or 67 percent)
- Community Worker (up 2,040 people or 40 percent)
- Social and Welfare Professionals (up 1,860 or 31 percent)
- Personal Care Assistant (up 1,620 or 6 percent)

The growth in many of these occupations, particularly Aged or Disabled Carers, is likely to be driven by the ageing of New Zealand's population and the associated need for increased care and support. People aged 65 years and over grew by a total of 22 percent between the 2006 and 2013 Censuses compared to overall population growth of 5 percent over the same period.

Two occupations with the Action Plan Workforce coverage had noticeable declines between the 2006 and 2013 Censuses. These occupations were Nursing Support Worker (down 35 percent or 860 people) and Medical Laboratory Technicians and Phlebotomist (down 20 percent or 610 people). In the case of Nursing Support Workers, the decline between 2006 and 2013 could be explained by the increase in people in the Personal Care Assistant occupation (up 6 percent or 1,620 people). These occupations are similar and it is possible that the change in terminology and the way people perceive their jobs explains the decline in employment for Nursing Support Workers and partially explain the increase in employment in Personal Care Assistants.

For Medical Laboratory Technicians, the large decline in employment between 2006 and 2013 is in contrast to information from the Medical Science Council of New Zealand, which shows that the number of people employed in this occupation group grew by 18.5 percent between 2006 and 2011. This either indicates a dramatic decline in employment of this occupation between 2011 and 2013 or, more likely, that people undertaking the same/similar job in 2006 and 2013 were less likely to identify their job as being 'Medical Laboratory Technician'.

2.2 Profile of the Action Plan Workforce

Compared to the total New Zealand workforce, the 2013 Action Plan Workforce:

- had an older age profile
- was female dominated
- was more ethnically diverse (more Maori, Pacific Peoples and Asians)
- had slightly more migrants (overseas born)
- had lower qualification levels

- had lower incomes.

In addition, the Residential Care Services industry was the largest employer of the 2013 Action Plan Workforce, followed by Medical and Other Health Care Services.

The above are examined in detail in the following sections.

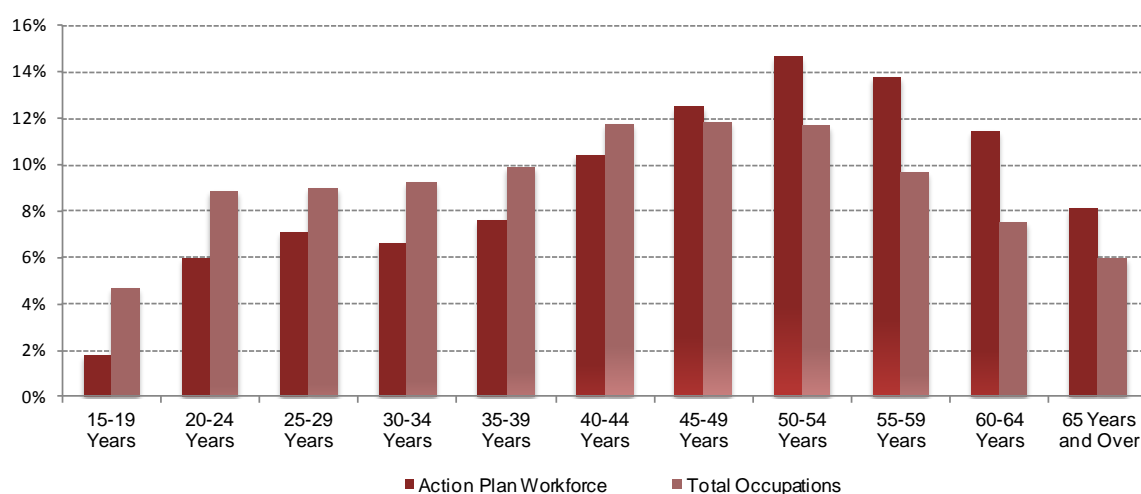
3 2013 Demographic profile

This section provides a demographic profile of people employed in the Action Plan Workforce in 2013 in terms of age, sex, ethnicity, and migrant status.

3.1 Age

The Action Plan Workforce has an older age profile than the New Zealand workforce. Figure 3.1 shows that a greater share of people employed in the Action Plan Workforce were over 45 years compared to the share of people employed across all occupations.

Figure 3.1 Age profile of the Action Plan Workforce, 2013



Source: Statistics New Zealand, 2013 Census; BERL Calculations

In 2013, 61 percent of the Action Plan Workforce was 45 years or older compared to 47 percent of people across all occupations. This older age profile could be related to the tasks and interpersonal skills required in the Action Plan Workforce, which tend to be more suited to workers who are mature and are able to relate to a range of different ages and population groups.

Table 3.1 shows that within the Action Plan Workforce, the age profile is relatively similar for Professionals, Support Workers and Carers occupations, where around 60 percent of people employed in these occupation groups were 45 years or older. The age profile for Technicians is more similar to that of all New Zealand Occupations, with 50 percent of people employed 45 years and older (47 percent for all occupations).

Table 3.1 Age profile of the Action Plan Workforce, 2013

Age	2013 Employment					Percentage					
	Professionals	Technicians	Support Workers	Carers	Action Plan	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Total NZ Occupations
15-19 Years	39	36	57	978	1,110	0%	1%	1%	2%	2%	5%
20-24 Years	417	213	480	2,655	3,765	5%	6%	5%	6%	6%	9%
25-29 Years	648	375	549	2,880	4,452	7%	11%	6%	7%	7%	9%
30-34 Years	714	348	621	2,502	4,185	8%	10%	7%	6%	7%	9%
35-39 Years	849	324	756	2,835	4,764	9%	10%	8%	7%	8%	10%
40-44 Years	1,053	369	999	4,149	6,570	12%	11%	11%	10%	10%	12%
45-49 Years	1,227	402	1,248	4,962	7,839	13%	12%	14%	12%	12%	12%
50-54 Years	1,365	492	1,419	5,958	9,234	15%	15%	15%	14%	15%	12%
55-59 Years	1,158	381	1,338	5,787	8,664	13%	11%	15%	14%	14%	10%
60-64 Years	984	273	1,080	4,878	7,215	11%	8%	12%	12%	11%	8%
65 Years and Over	675	141	648	3,657	5,121	7%	4%	7%	9%	8%	6%
Total	9,188	3,357	9,192	41,232	62,919	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Employment growth in the Action Plan Workforce was larger than all New Zealand occupations between the 2006 and 2013 Censuses. Over this period the Action Plan Workforce grew by a total of 14 percent compared to 1 percent for all occupation groups. Table 3.2 shows the change in employment by age group of the Action Plan Workforce between the 2006 and 2013 Censuses.

Between the 2006 and 2013, the Action Plan Workforce, had strong employment growth in people aged 50 years and over while employment of young age groups declined. This pattern reflected the trend for all occupations over the period.

The Global Financial Crisis, which occurred between the two censuses, is likely to explain part of the decline in employment of people age 15-19 years in the Action Plan Workforce. Younger people are more likely to be impacted by economic downturns and are also more likely to stay in education longer before entering the workforce.

Table 3.2 Change in the age profile of the Action Plan Workforce, 2006 to 2013

Age	Numerical growth 2006-2013					Percentage Change 2006 - 2013					
	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Total NZ Occupations
15-19 Years	-21	-51	-18	-381	-471	-35%	-59%	-24%	-28%	-30%	-30%
20-24 Years	72	-192	159	471	510	21%	-47%	50%	22%	16%	-1%
25-29 Years	84	-39	129	912	1,086	15%	-9%	31%	46%	32%	1%
30-34 Years	42	-96	114	-96	-36	6%	-22%	22%	-4%	-1%	-11%
35-39 Years	-21	-150	6	-678	-843	-2%	-32%	1%	-19%	-15%	-14%
40-44 Years	60	-135	72	-543	-546	6%	-27%	8%	-12%	-8%	-6%
45-49 Years	126	-129	153	-504	-354	11%	-24%	14%	-9%	-4%	-1%
50-54 Years	366	33	426	639	1,464	37%	7%	43%	12%	19%	15%
55-59 Years	315	36	420	627	1,398	37%	10%	46%	12%	19%	11%
60-64 Years	531	105	546	1,386	2,568	117%	63%	102%	40%	55%	43%
65 Years and Over	426	84	438	1,818	2,766	171%	147%	209%	99%	117%	74%
Total	1,980	-540	2,442	3,651	7,533	28%	-14%	36%	10%	14%	1%

Source: Statistics New Zealand, 2006 and 2013 Censuses; BERL Calculations

3.2 Sex

The Action Plan Workforce is female dominated. Table 3.3 shows employment by sex for the Action Plan Workforce in 2013.

Table 3.3 Sex profile of the Action Plan Workforce, 2013

Sex	2013 Employment					Percentage					
	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Total NZ Occupations
Female	6,777	2,331	7,002	36,591	52,701	74%	69%	76%	89%	84%	48%
Male	2,358	1,020	2,187	4,635	10,200	26%	30%	24%	11%	16%	52%
Total	9,138	3,357	9,192	41,232	62,919	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

In 2013 females made up 84 percent of employment in the Action Plan Workforce compared to 48 percent across all occupations. Within the Action Plan Workforce, all occupations had a greater share of female employment – ranging from 69 percent for Technician occupations to 89 percent for Carers occupations.

Table 3.4 shows that despite the Action Plan Workforce being female dominated, employment growth in percentage terms was strong for males than females between 2006 and 2013.

Table 3.4 Change in the sex profile of the Action Plan Workforce, 2006 to 2013

Sex	Numerical growth 2006-2013					Percentage Change 2006 - 2013					
	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Total NZ Occupations
Female	1,302	-561	1,845	2,457	5,043	24%	-19%	36%	7%	11%	3%
Male	681	12	594	1,911	2,478	4%	1%	37%	35%	32%	0%
Total	1,980	-540	2,442	3,651	7,533	28%	-14%	36%	10%	14%	1%

Source: Statistics New Zealand, 2006 and 2013 Censuses; BERL Calculations

Stronger percentage growth in male employment occurred across the four broad occupation groups in the Action Plan Workforce between 2006 and 2013. In absolute terms, growth in female employment was larger than growth in male employment between 2006 and 2013 (5,040 compared to 2,480). While in percentage terms employment growth was stronger for males. Female employment fell sharply in Technicians occupations, down 19 percent over the period.

Stronger employment growth for males in the Action Plan Workforce goes against the national trend for all occupations between 2006 and 2013, where female employment had a greater rate of growth than male employment (3 percent compared to 0 percent). This could be explained by impacts of the Global Financial Crisis which occurred between the 2006 and 2013 Censuses. These economic conditions made it harder for people to attain work and it is possible that this led to males displaced in traditional 'male dominated' occupations to seek and find employment in areas that are not male dominated, such as in the Action Plan Workforce.

3.3 Ethnicity

The Action Plan Workforce is more ethnically diverse than all New Zealand occupations. In 2013 69 percent of people in the Action Plan Workforce identified as European, 15 percent Maori, 13 percent as Asian and 8 percent as Pacific Peoples. Table 3.5 shows the detailed ethnic makeup of the Action Plan Workforce and all occupations in New Zealand in 2013.

Table 3.5 Ethnicity profile of the Action Plan Workforce, 2013

Sex	2013 Employment					Percentage					
	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Total NZ Occupations
European	6,546	2,379	6,312	27,951	43,188	72%	7%	69%	68%	69%	77%
Māori	2,016	186	1,593	5,901	9,696	22%	6%	17%	14%	15%	11%
Pacific Peoples	858	111	735	3,522	5,226	9%	3%	8%	9%	8%	5%
Asian	564	717	1,011	5,622	7,914	6%	2%	1%	14%	13%	11%
Other*	243	120	117	507	987	3%	4%	1%	1%	2%	3%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

* Includes Middle Eastern/Latin American/African and New Zealander

People can identify with more than one ethnicity. Percentages therefore sum to more than 100 percent

In 2013, a smaller percentage of people employed in the Action Plan Workforce identified as European than was the case for all occupations (69 percent compared to 77 percent for all occupations). A larger share of the Action Plan Workforce identified themselves as Maori (15

percent compared to 11 percent nationally), Pacific Peoples (8 percent compared to 5 percent) and Asian (13 percent compared to 11 percent).

3.4 Migrants

The share of people born overseas in the Action Plan Workforce is larger than the share of people born overseas across all occupations. Table 3.6 shows that in 2013, 31 percent of the Action Plan Workforce (19,260 people) was born overseas, which is higher than the 28 percent of people born overseas for all occupations.

Table 3.6 Action Plan Workforce by birthplace, 2013

	2013 Employment					Percentage					
	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Total NZ Occupations
Born Overseas	2,274	1,275	2,742	12,969	19,260	25%	39%	30%	32%	31%	28%
Born in NZ	6,786	2,034	6,336	27,729	42,885	75%	61%	70%	68%	69%	72%
Total Stated	9,060	3,309	9,078	40,698	62,145	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Within the Action Plan Workforce, Table 3.6 shows that Support Workers, Carers and, notably, Technicians, all had a higher share of people who were born overseas. A smaller share of Professionals occupations were born overseas compared to all occupation groups.

Larger shares of people born overseas in the Action Plan Workforce have been in New Zealand for less than five years compared to all New Zealand occupations. Table 3.7 provides a breakdown of how long people born overseas in the Action Plan Workforce and in all occupation have been in New Zealand in 2013.¹

Table 3.7 Years since arrival in New Zealand for people employed in the Action Plan Workforce, 2013²

	2013 Employment					Percentage					
	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Total NZ Occupations
Less than 1 Year	27	36	75	555	693	1%	3%	3%	4%	4%	3%
1-4 Years	243	291	540	2,880	3,954	11%	23%	20%	23%	21%	16%
5-9 Years	342	306	537	2,607	3,792	15%	24%	19%	21%	20%	21%
10-15 Years	411	279	390	1,644	2,724	18%	22%	14%	13%	14%	19%
16 Years or More	1,203	372	1,215	4,917	7,707	54%	29%	44%	39%	41%	41%
Total Stated	2,226	1,284	2,757	12,603	18,870	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Note: This Table only includes people born overseas that stated their year since arrival in New Zealand

In 2013, 25 percent of the Action Plan workforce born overseas (4,650 people) had been in New Zealand for less than five years. This compares with 19 percent of people across all occupations.

Within the Action Plan Workforce, people born overseas in Support Worker and Carer occupations were more likely to have been in New Zealand for less than 5 years in 2013 (27 percent and 26 percent respectively). People born overseas and working in Technicians occupations were most likely to have been in New Zealand for less than 16 years (71 percent compared to 59 percent across

¹ This table does not include people who were born overseas but did not specify the number of years since they arrived in New Zealand. Of the Action Plan Workforce born overseas, 4,420 people did not specify their year since arrival in the 2013 Census.

² This table does not include people who were born overseas but did not specify the number of years since they arrived in New Zealand. Of the Action Plan Workforce born overseas, 4,420 people did not specify their year since arrival in the 2013 Census.

all occupation groups). People born overseas in Professional occupations were more likely to have been in New Zealand for 16 years or more compared to the New Zealand workforce (54 percent compared to 41 percent across all occupation groups).

Table 3.8 shows the broad area of birthplace for people in the Action Workforce that was born overseas in 2013. It shows that the Action Plan Workforce has a larger proportion of people born in Oceania (but not in New Zealand) and South East Asia and a smaller proportion of people born in Europe than the New Zealand workforce.

Table 3.8 Birthplace for people employed in the Action Plan Workforce born overseas, 2013³

	2013 Employment					Percentage					
	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Total NZ Occupations
Oceania	576	177	750	4,479	5,982	25%	14%	27%	35%	31%	25%
Europe	918	369	882	3,090	5,259	40%	29%	32%	24%	27%	40%
North Africa and the Middle East	27	15	21	120	183	1%	1%	1%	1%	1%	1%
South-East Asia	120	297	339	2,226	2,982	5%	23%	12%	17%	15%	5%
North-East Asia	120	105	207	654	1,086	5%	8%	8%	5%	6%	5%
Southern and Central Asia	159	174	225	1,176	1,734	7%	14%	8%	9%	9%	7%
The Americas	153	42	87	324	606	7%	3%	3%	2%	3%	7%
Sub-Saharan Africa	201	96	231	900	1,428	9%	8%	8%	7%	7%	9%
Total Stated	2,274	1,275	2,742	12,969	19,260	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

³ This table does not include people who were born overseas but did not specify the number of years since they arrived in New Zealand. Of the Action Plan Workforce born overseas, 4,420 people did not specify their year since arrival in the 2013 Census.

4 Employment characteristics profile: 2013

This section outlines employment characteristics and outcomes of the Action Plan Workforce in 2013. It covers qualifications, industry employment, location of employment, hours worked, income, status in employment and unpaid work.

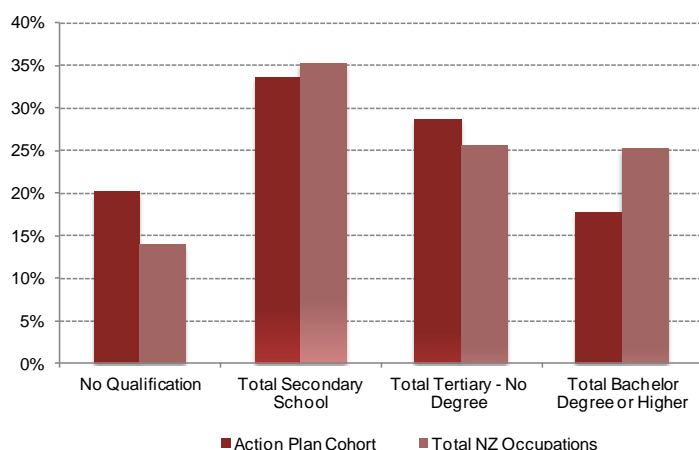
4.1 Qualifications

The Census asks people to state their highest qualification level. Here we look at the highest qualification profile of the Action Plan Workforce in 2013.

4.1.1 Highest qualification

People employed in the Action Plan Workforce are more likely to have no qualification or lower qualifications, including a tertiary qualification that is not at Degree Level, than people employed across all occupations in New Zealand. Figure 4.1 shows the proportion of people employed in the Action Plan Workforce and all occupations in 2013 by the highest broad qualification level.

Figure 4.1 Highest qualification held by people in the Action Plan Workforce and all occupations, 2013



Source: Statistics New Zealand, 2013 Census; BERL Calculations

The age profile and the jobs undertaken in the Action Plan Workforce could explain some of the difference outlined in Figure 4.1. Table 3.1 showed that 61 percent of the Action Plan Workforce were aged 45 years or over compared to 47 percent across all occupations. For this age cohort, there was less of a focus on obtaining a qualification, be it a secondary school qualification or higher, than later age cohorts. Further, the occupations in the Action Plan Workforce are typically low skilled (particularly in Support Workers and Carers occupations, which collectively make up 81 percent of the Action Plan Workforce) and thus, require lower qualification levels.

Table 4.1 provides a detailed breakdown of the broad Highest Qualification level categories outlined in Figure 4.1 for the Action Plan Workforce and all occupations in 2013. Professionals and Technicians occupations have a larger share of people with a Diploma level qualification or higher than all occupations while the opposite is the case for Support Workers and Carers occupations. This supports the hypothesis outlined above regarding reasons for why the Action Plan Workforce has a larger proportion of people with lower qualification levels than all occupation groups.

Table 4.1 Highest qualification held by people in the Action Plan Workforce and all occupations, 2013

Age	2013 Employment					Percentage					
	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	New Zealand
No Qualification	498	153	1,452	9,744	11,847	6%	5%	17%	25%	20%	14%
Level 1 Certificate Gained at School	735	237	1,032	5,712	7,716	8%	7%	12%	15%	13%	12%
Level 2 Certificate Gained at School	657	297	639	3,099	4,692	7%	9%	7%	8%	8%	10%
Level 3 or 4 Certificate Gained at School	516	183	474	2,181	3,354	6%	6%	5%	6%	6%	7%
Overseas Secondary School Qualification	234	198	441	3,222	4,095	3%	6%	5%	8%	7%	6%
Level 1, 2 or 3 Certificate Gained Post-school	282	99	630	3,174	4,185	3%	3%	7%	8%	7%	4%
Level 4 Certificate Gained Post-school	924	408	1,227	4,113	6,672	10%	12%	14%	11%	11%	12%
Level 5 Diploma	714	378	507	1,335	2,934	8%	11%	6%	3%	5%	5%
Level 6 Diploma	714	288	549	1,680	3,231	8%	9%	6%	4%	5%	5%
Bachelor Degree and Level 7 Qualifications	2,067	744	1,233	3,309	7,353	23%	23%	14%	9%	12%	17%
Post-Graduate and Honours Degree	864	171	282	384	1,701	10%	5%	3%	1%	3%	4%
Masters Degree	687	123	213	309	1,332	8%	4%	2%	1%	2%	3%
Doctorate Degree	48	27	15	30	120	1%	1%	0%	0%	0%	1%
Total Stated	8,940	3,306	8,694	38,292	59,232	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

4.2 Industry employment

Census data also enables us to examine the broad industry groups where people in different occupation groups work in. This section looks at the most common industries that people in the Action Plan workforce work in. Table 4.2 shows that top five industries where people employed in the Action Plan Workforce worked in 2013:

- Around a third of people in the Action Plan Workforce (31.4 percent or 19,290 people) were employed in the residential care services industry. This industry includes the aged care industry.
- Just over a fifth of people in the Action Plain Workforce (22.8 percent or 13,970 people) were employed in the medical and other health care services industries. This industry includes general practitioner services, allied health services, and pathology and diagnostic imaging services.
- Around a quarter of people in the Action Plan Workforce were employed in the other social assistance services industry (13.3 percent or 8,130 people). This industry is primarily engaged in providing a wide variety of social support services.

Table 4.2 Top five industries for people employed in the Action Plan Workforce, 2013

Rank	Industry	2013 Employment	
		Count	% of Total industry employment
1	Residential Care Services	19,287	31.4%
2	Medical and Other Health Care Services	13,968	22.8%
3	Other Social Assistance Services	8,133	13.3%
4	Hospitals	6,213	10.1%
5	Public Administration	3,003	4.9%
Total (including those not included in the above industries)		61,332	100.0%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 4.3 shows that top five industries that people employed in Professionals occupations the Action Plan Workforce worked in 2013. The public administration industry includes Central and Local Government administration.

Table 4.3 Top five industries for people employed in Professionals occupations in the Action Plan Workforce, 2013

Rank	Industry	2013 Employment	
		Count	% of Total industry employment
1	O75 Public Administration	2,331	26.0%
2	Q879 Other Social Assistance Services	1,800	20.0%
3	Q85 Medical and Other Health Care Services	1,377	15.3%
4	Q84 Hospitals	615	6.8%
5	Q86 Residential Care Services	597	6.6%
Total (including those not included in the above industries)		8,982	100.0%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 4.4 shows that top five industries that people employed in Technicians occupations the Action Plan Workforce worked in 2013. The professional, scientific and technical services industry includes scientific research services and scientific testing and analysis.

Table 4.4 Top five industries for people employed in Technicians occupations in the Action Plan Workforce, 2013

Rank	Industry	2013 Employment	
		Count	% of Total industry employment
1	Q85 Medical and Other Health Care Services	1,458	43.4%
2	Q84 Hospitals	639	19.0%
3	M69 Professional, Scientific and Technical Services (excl)	312	9.3%
4	P81 Tertiary Education	111	3.3%
5	E32 Construction Services	63	1.9%
Total (including those not included in the above industries)		3,363	100.0%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 4.5 shows that top five industries that people employed in Support Workers occupations the Action Plan Workforce worked in 2013.

Table 4.5 Top five industries for people employed in Support Workers occupations in the Action Plan Workforce, 2013

Rank	Industry	2013 Employment	
		Count	% of Total industry employment
1	Q86 Residential Care Services	3,318	36.7%
2	Q879 Other Social Assistance Services	1,866	20.6%
3	Q85 Medical and Other Health Care Services	1,536	17.0%
4	S95 Personal and Other Services	459	5.1%
5	Q84 Hospitals	279	3.1%
Total (including those not included in the above industries)		9,048	100.0%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 4.6 shows that top five industries that people employed in Carers occupations the Action Plan Workforce worked in 2013.

Table 4.6 Top five industries for people employed in Carers occupations in the Action Plan Workforce, 2013

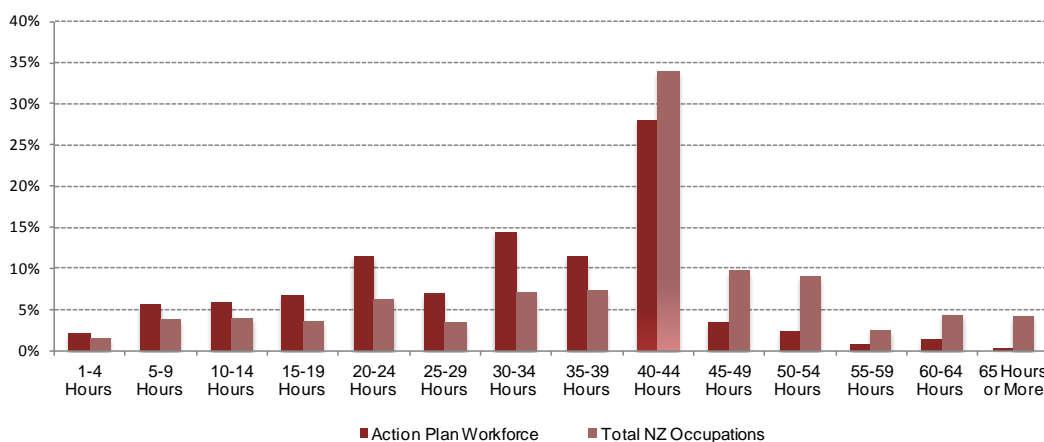
Rank	Industry	2013 Employment	
		Count	% of Total industry employment
1	Q86 Residential Care Services	15,369	38.5%
2	Q85 Medical and Other Health Care Services	9,597	24.0%
3	Q84 Hospitals	4,680	11.7%
4	Q879 Other Social Assistance Services	4,458	11.2%
5	N72 Administrative Services	684	1.7%
Total (including those not included in the above industries)		39,939	100.0%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

4.3 Total Hours worked

People in the Action Plan Workforce tend to work fewer hours compared to people in all occupation groups in New Zealand. In 2013, 37 percent of people in the Action Plan Workforce worked a part-time (less than 30 hours per week) compared to 22 percent of people working across all occupations. Further, a very small share of people in the Action Plan Workforce worked long hours (more than 50 hours) compared to all occupations. Figure 4.2 shows total hours worked in employment for people in the Action Plan Workforce and across all occupation groups in New Zealand in 2013.

Figure 4.2 Total hours worked in employment each week for people in the Action Plan Workforce and all occupation groups, 2013



Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 4.7 shows that within the Action Plan Workforce, there is a difference in total hours worked between the more skilled Professionals and Technicians occupations and the less skilled occupations of Support Workers and Carers.

Table 4.7 Total hours worked in employment each week for people in the Action Plan Workforce and all occupation groups, 2013

	2013 Employment					Percentage					
	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Total NZ Occupations
1-9 Hours	513	111	432	3,549	4,605	6%	3%	5%	9%	8%	5%
10-19 Hours	555	198	891	5,799	7,443	6%	6%	10%	15%	12%	7%
20-29 Hours	939	471	1,452	7,872	10,734	10%	13%	16%	20%	18%	10%
30-39 Hours	1,899	588	2,346	10,305	15,138	21%	16%	26%	26%	25%	14%
40-49 Hours	4,458	1,680	3,105	9,159	18,402	50%	47%	35%	23%	30%	44%
50 Hours or More	606	543	720	2,604	4,473	7%	15%	8%	7%	7%	20%
Total Stated	8,970	3,591	8,946	39,288	60,795	100%	100%	100%	100%	100%	100%
40 Hours a Week	3,801	1,410	2,625	7,407	15,243	42%	39%	29%	19%	25%	31%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

In 2013, 70 percent of people working in Carers occupations and 57 percent of people working in Support Workers occupations worked less than a total of 40 hours a week. Conversely a larger share of people in Technicians and Professionals occupations worked more than 40 hours per week in 2013 (62 percent and 57 percent respectively).

Anecdotal information suggests that people employed within the Action Plan Workforce, particularly in the Support Workers and Carers occupations, are more likely to work in more than one job (typically more than 1 within in the Action Plan Workforce) than is the case across all occupations. This information is supported by high level Annual Linked Employer Employee data from Statistics New Zealand for the 'Health Care and Social Assistance' industry showing a high level of multiple jobs in this industry.⁴

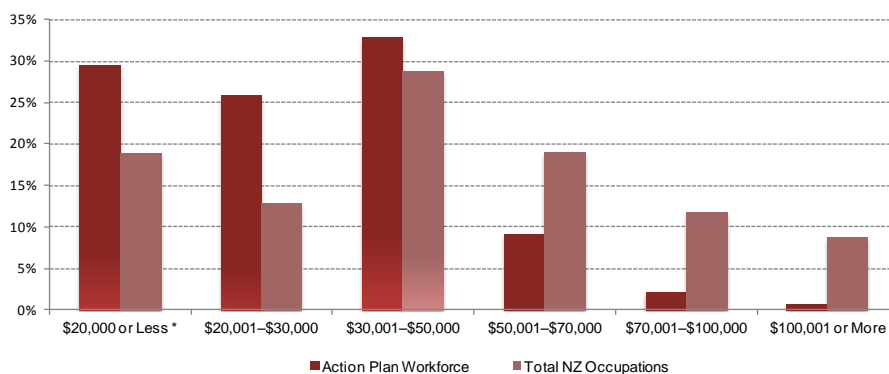
Unfortunately the Census only asks information about employment in individuals' main job. The Census does however ask for information about Total Hours worked and Hours Worked in Main job. This information can be used as a proxy for multiple job holdings. BERL has ordered this data from Statistics New Zealand for the 2013 Census and will share analysis with Careerforce when we receive this data.

4.4 Income

People in the Action Plan Workforce have relative low levels of income. Figure 4.3 shows that in 2013, a larger percentage of people in the Action Plan Workforce had annual incomes less than \$50,000 compared to all occupation groups.

⁴ The Health Care and Social Assistance industry also includes 'Child Care Services', which is not part of the Action Plan Workforce coverage and could explain the high number of multiple job holdings in the industry.

Figure 4.3 Annual Income levels of people in the Action Plan Workforce and all occupations, 2013



Source: Statistics New Zealand, 2013 Census; BERL Calculations
* Includes people who specified 'an income Loss'

In 2013, 88 percent of people in the Action Plan Workforce (54,260 people) had an annual income of less than \$50,000. This compares with 61 percent of all New Zealand workers having an income of less than \$50,000. Only 1 percent of people in the Action Plan Workforce had an annual income of greater than \$100,000 compared to 9 percent of people across all occupation groups.

Table 4.8 shows annual incomes of people in the four broad occupation groupings in the Action Plan Workforce and all occupations in 2013.

Table 4.8 Annual Income levels of people in the Action Plan Workforce and all occupations, 2013

	2013 Employment					Percentage					
	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Total NZ Occupations
\$20,000 or Less *	1,002	390	1,971	14,790	18,153	1%	12%	22%	37%	30%	19%
\$20,001-\$30,000	966	423	2,316	12,222	15,927	1%	13%	26%	30%	26%	13%
\$30,001-\$50,000	3,285	1,620	3,804	11,469	20,178	36%	49%	42%	29%	33%	29%
\$50,001-\$70,000	2,979	669	708	1,230	5,586	33%	20%	8%	3%	9%	19%
\$70,001-\$100,000	717	165	165	276	1,323	8%	5%	2%	1%	2%	12%
\$100,001 or More	105	63	66	114	348	1%	2%	1%	0%	1%	9%
Total Stated	9,054	3,330	9,030	40,101	61,515	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations
* Includes people who reported a loss

Within the Action Plan Workforce, a large share of people in Carers and Support Workers occupations had annual income of less than \$50,000 in 2013 (96 percent and 90 percent respectively). A smaller proportion of people in Technicians and Professionals occupations had annual income of less than \$50,000 (74 percent and 58 percent).

People in Professionals and Technicians are more likely to have annual incomes between \$30,000 and \$70,000 (both 69 percent) compared to Support Workers and Carers (50 percent and 32 percent respectively).

The differences in income levels within the Action Plan Working Group can largely be explained by the higher level of skill and qualifications required to perform tasks in Professionals and Technicians occupations compared to Support Workers and Carers.

4.5 Status in Employment

The Census captures information about the employment status of workers – that is, whether they are employees, employers or self employed.

People in the Action Plan Workforce are more likely to be Paid Employment than people in employment across all occupation groups in New Zealand. In 2013, 94 percent of people in the Action Plan Workforce were Paid Employees (58,940 people) compared to 80 percent across all occupation groups. Table 4.9 shows the employment status of people in the Action Plan Workforce and all occupations in 2013.

Table 4.9 Status in Employment of the Action Plan Workforce and all occupations, 2013

	2013 Employment					Percentage					
	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Total NZ Occupations
Paid Employee	7,857	3,198	8,823	39,060	58,938	86%	95%	97%	96%	94%	80%
Employer	57	33	81	156	327	1%	1%	1%	0%	1%	7%
Self-Employed and Without Employees	1,164	117	195	1,275	2,751	13%	3%	2%	3%	4%	12%
Unpaid Family Worker	18	6	30	330	384	0%	0%	0%	1%	1%	2%
Total Stated	9,096	3,354	9,129	40,821	62,400	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

People within the four broad occupation groups in the Action Plan Workforce are more likely to be Paid Employees than people employed across all occupation groups. This is particularly the case for Technicians, Support Workers and Carers occupations. With the exception of Self-Employed and Without Employees in Professionals occupations, which is similar to the all occupation groups, a smaller share of people had other employment arrangements compared to all other occupation groups.

The high proportion of paid employees in the Action Plan Workforce can be explained by a small number of large Government agencies and private companies operating in the health, disability, community support and aged care areas.

Professional occupations within the Action Plan Workforce having a similar percentage of people who are Self-Employed without Employees can be explained by the fact that many of these occupations, such as counsellors and welfare workers and health promotion officers are people who work in the community on a contractual basis with Government agencies.

4.6 Unpaid activities

In the 2013 Census, 60,870 people in the Action Plan Workforce (97 percent) stated that they had undertaken some form of unpaid activity in the past 4 weeks. Table 4.10 outlines the activities that people in the Action Plan Workforce and across all occupations stated they undertook in the past four weeks.

Table 4.10 Unpaid activities undertaken by the Action Plan Working Group and all occupation groups, 2013

	Employment	Percentage	
	Action Plan Workforce	Action Plan Workforce	Total NZ Occupations
No Activities	3,513	6%	7%
Household Work, Cooking, Repairs, Gardening, etc, for Own Household	55,665	91%	91%
Looking After a Child Who is a Member of Own Household	19,596	32%	34%
Looking After a Member of Own Household Who is Ill or Has a Disability	7,302	12%	7%
Looking After a Child Who Does Not Live in Own Household	13,317	22%	16%
Helping Someone Who is Ill or Has a Disability Who Does Not Live in Own Household	13,593	22%	9%
Other Helping or Voluntary Work for or Through Any Organisation, Group or Marae	10,737	18%	15%
Total Stated *	60,867	203%	179%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

* Totals do not sum to 100 as people could identify more than one activity undertaken in the past four weeks

Of particular interest to this workforce profile is that a larger percentage of people in the Action Plan Workforce performed unpaid activities that involved looking after someone who was ill or has a disability or looking after a child who does not live in their own household compared to all occupation groups (56 percent compared to 36 percent across all occupation groups).

The older age profile of the Action Plan Workforce could explain part of the above phenomenon, with older age groups more likely to look after elderly relatives and/or increasingly taking an active role in caring for grandchildren. A further explanation could be that people within the Action Plan Workforce like to use their skills in both paid and unpaid activities.

4.7 Regional workforce

To examine regional Action Plan Workforce, BERL grouped occupational classifications from the 2013 Census by Territorial Authority areas to create areas similar to District Health Board (DHB) areas. These groupings, while exact matches in most cases, should be treated as indicative of DHB Coverage.

Table 4.11 shows that in 2013 the geographic distribution of the Action Plan Workforce was largely similar to that of the New Zealand with the exception of the three metropolitan areas of Waitemata/Counties Manakau, Capital and Coast and Canterbury. These metropolitan areas, notably Waitemata/Counties Manakau, had a slightly smaller share of workers than the New Zealand workforce.

Table 4.11 Regional Employment in the Action Plan Workforce and all occupations, 2013

	2013 Employment					Percentage					
	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Professionals	Technicians	Support Workers	Carers	Action Plan Workforce	Total NZ Occupations
Northland	441	75	327	1,818	2,661	5%	2%	4%	4%	4%	3%
Waitemata/Counties Manakau	2,703	1,209	2,292	10,236	16,440	29%	37%	25%	25%	26%	33%
Waikato	816	378	726	3,672	5,592	9%	11%	8%	9%	9%	8%
Lakes	234	69	186	897	1,386	3%	2%	2%	2%	2%	2%
Bay of Plenty	429	132	423	2,604	3,588	5%	4%	5%	6%	6%	4%
Tairāwhiti	108	21	105	432	666	1%	1%	1%	1%	1%	1%
Hawke's Bay	333	75	375	1,974	2,757	4%	2%	4%	5%	4%	3%
Taranaki	204	51	249	1,311	1,815	2%	2%	3%	3%	3%	3%
Whanganui	210	15	198	882	1,305	2%	0%	2%	2%	2%	1%
Mid Central	330	126	558	2,022	3,036	4%	4%	6%	5%	5%	4%
Capital and Coast	1,098	315	903	3,549	5,865	12%	10%	10%	9%	9%	11%
Wairarapa	96	30	144	504	774	1%	1%	2%	1%	1%	1%
Nelson Marlborough	327	93	438	1,704	2,562	4%	3%	5%	4%	4%	3%
Canterbury	1,074	396	1,311	5,022	7,803	12%	12%	14%	12%	12%	13%
West Coast	63	21	87	357	528	1%	1%	1%	1%	1%	1%
South Canterbury	93	30	141	771	1,035	1%	1%	2%	2%	2%	1%
Southern	609	264	705	3,465	5,043	7%	8%	8%	8%	8%	8%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Note: Coverage areas outlined in the table to not directly align with District Health Board Areas and should be treated as indicative only

Appendix A Defining Careerforce's Workforce

The following table outlined the detailed ANSCO06 occupation classifications that have been identified by BERL and Careerforce as being within the gazetted coverage of Careerforce.

Detailed occupation classifications (ANZSCO06) covered by Careerforce

Code	Occupation Title
251911	Health Promotion Officer
251912	Orthotist or Prosthetist
251999	Health Diagnostic and Promotion Professionals nec
252215	Traditional Māori Health Practitioner
252711	Audiologist
272112	Drug and Alcohol Counsellor
272113	Family and Marriage Counsellor
272114	Rehabilitation Counsellor
272199	Counsellors nec
272511	Social Worker
272612	Recreation Officer (Aus) / Recreation Coordinator (NZ)
272613	Welfare Worker
311212	Cardiac Technician
311213	Medical Laboratory Technician
311214	Operating Theatre Technician
311299	Medical Technicians nec
411213	Dental Technician
411311	Diversional Therapist
411512	Kaiāwhina (Hauora) (Māori Health Assistant)
411711	Community Worker
411712	Disabilities Services Officer
411713	Family Support Worker
411715	Residential Care Officer
411716	Youth Worker
423111	Aged or Disabled Carer
423211	Dental Assistant
423311	Hospital Orderly
423312	Nursing Support Worker
423313	Personal Care Assistant
423314	Therapy Aide
423411	Child or Youth Residential Care Assistant
811211	Commercial Cleaner
811311	Domestic Cleaner
811412	Domestic Housekeeper
811611	Carpet Cleaner
811612	Window Cleaner
811699	Cleaners nec
841913	Pest Controller

