



# Annual in-depth Regional Report

➤ **NORTHLAND REGION**



15 July 2008

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## CONTENTS

CONTENTS .....	3
EXECUTIVE SUMMARY .....	4
INTRODUCTION .....	6
Purpose of the reports .....	6
Why choose youth? .....	8
Jobs for Youth – OECD New Zealand Report 2008.....	8
Definition of youth .....	9
Role of the Labour Market Knowledge Managers.....	9
How to contact our Labour Market Knowledge Managers.....	10
Understanding the youth labour market in Northland Region.....	10
BOUNDARIES: NORTHLAND REGION.....	11
1.    REGIONAL POPULATION COMPOSITION.....	12
1.1    Northland Region’s population.....	12
1.2    Migration .....	17
2.    EDUCATIONAL QUALIFICATIONS AND TRAINING .....	20
2.1    School-based qualifications .....	20
2.2    Study and labour force status .....	24
2.3    Highest qualifications.....	28
3.    LABOUR MARKET OUTCOMES.....	32
3.1    Labour force participation.....	32
3.2    Employment.....	35
3.3    Unemployment.....	45
3.4    Earnings .....	47
GLOSSARY OF TERMS .....	50
DATA DICTIONARY .....	53
APPENDIX 1: CHART AND TABLE INDEX .....	56
APPENDIX 2: POPULATION SUMMARY STATISTICS.....	57
APPENDIX 3: REGIONAL LABOUR MARKET KNOWLEDGE MANAGERS CONTACT DETAILS .....	61

## EXECUTIVE SUMMARY

**In 2006, there were just over 17,000 young people living in Northland Region or 3% of the total number of young New Zealanders.** Northland Region had a marginally lower share of New Zealand youth (at 3%) than their share of the total population in 2006. The number of youth in the region grew by 11% between 2001 and 2006.

**The proportion of young people in Northland Region who identified themselves as of Māori ethnicity was significantly larger than the proportion of the total population in Northland Region.** Nearly 44% of young people in Northland Region identified themselves as Māori, compared to 19% nationally.

**The youth population in Northland Region is projected to marginally decline between 2006 and 2031.** This picture does, however, vary across the TAs, with Whangarei District expected to see an increase in the number of young people living in the district while Far North District and Kaipara District are projected to see declines in the number of young people in their districts.

**There were around 2,000 school leavers in Northland Region in 2006.** In 2006, substantially fewer Northland Region school leavers left with a Level 3 NCEA qualification or higher compared with the national average.

**Nearly 20% of 15–24 year olds in Northland Region in 2006 were classified as not engaged in employment, education or training (NEET).** In Far North District, nearly a quarter of young people were categorised as NEET. This was the third highest NEET rate for young people in the country.

**A higher proportion (25%) of 20–24 year olds in Northland Region fell into the NEET category in 2006.** The proportion of 20–24 year olds in Far North District who were categorised as NEET was double the national average rate for that cohort, while in both Kaipara District and Whangarei District, the proportions were also significantly above the national average.

**Northland Region had a much lower proportion of young people with bachelor degree or higher qualifications and a significantly higher proportion of young people with no qualifications compared to the national youth average.** Over a quarter of youth in the region in 2006 had no qualifications, and this figure rose to over 30% in Kaipara District.

**The youth labour force participation rate in Northland Region in 2006 was below the New Zealand average for youth.**

**The pattern of youth employment in Northland Region working in different business sizes was very different to that of New Zealand as a whole.** Nearly half of employees aged 15–24 worked in businesses that employed fewer than 20 people, while around a third of 15–24 year old workers worked in firms employing 100 or more people.

**The most common occupation for 15–24 year olds was Service and Sales Workers, with Trade Workers being the next largest occupational grouping.**

**The Construction industry showed the largest increase in the employment of 15–24 year olds between 2001 and 2006, with a doubling of the number of young people employed in that industry.**

**For most industries in Northland Region, the proportion of young people employed in those industries was less than the national average.**

**The youth employment rate in Northland Region increased from 49% to 55% between 2001 and 2006, well above the increase for New Zealand as a whole.**

**Far North District had the lowest youth employment rate in the region at 50%. This rate was the fourth lowest rate across the whole of New Zealand.**

**The youth unemployment rate in Northland Region, at 16.4%, was the second highest rate in the country.** Far North District and Whangarei District both had some of the highest youth unemployment rates in the country.

## **INTRODUCTION**

The 2008 Annual In-Depth Regional reports present an analysis of regional and sub-regional labour market characteristics, specifically focusing on youth. Much of the content of this report comes from data collected in the 2006 Population Census but is supplemented by qualitative regional information. As the 2008 reports will not generally present tables/charts previously included in the 2007 reports, the reader can refer to the 2007 reports on the Department of Labour website, see <http://dol.govt.nz/publications/lmr/archive/regional-indepth-2007/index.asp>. Summary tables showing total population and total employment are included in Appendix 2.

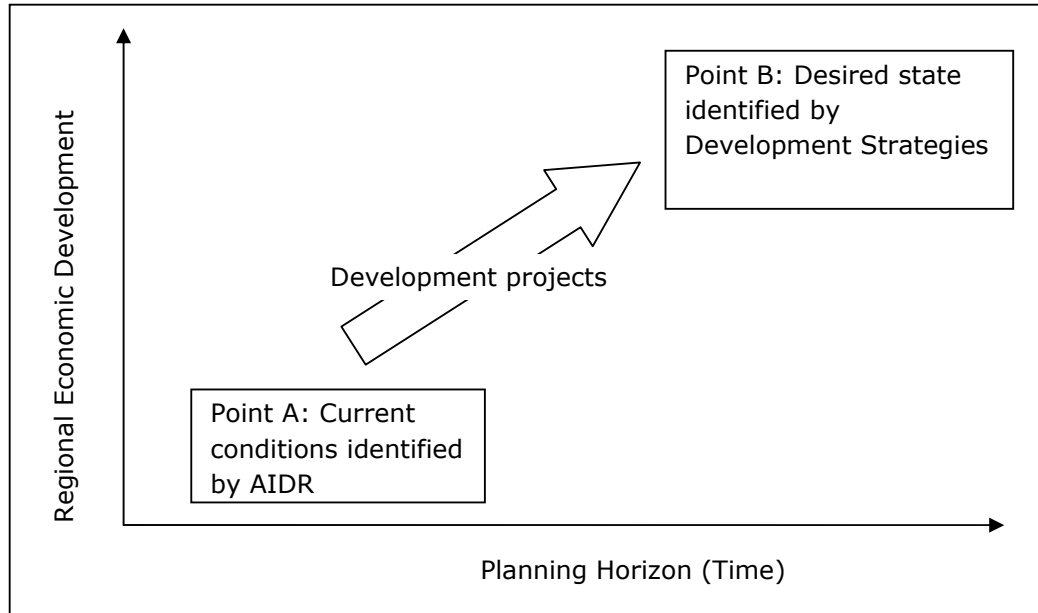
### **Purpose of the reports**

The Annual In-Depth Regional reports (AIDRs) are designed to act as a benchmark for people who make strategic decisions at a regional level. These reports, first produced in 2007, present a range of high-quality data and interpretation, which describe the current labour market by regions and their constituent Territorial Authorities (TAs). The AIDRs are intended to be used in association with development strategies (including Long Term Council Community Plans, Labour Market Development Strategies and Economic Development Strategies<sup>1</sup>) to assist decision makers to identify and achieve long-term development goals for regions. This process is outlined in Box 1. By having clear, current and reliable labour market information (provided through the AIDRs, Point A), and clear target goals (through the Development Plans, Point B), communities can develop processes to enhance labour market performance to achieve regional and community development over time.

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1 A list of all local government Annual and Long Term Community Plans can be found on the Local Government New Zealand website – <http://access.localgovt.co.nz/LocalGovernment/CouncilPlansStrategies.htm?DocumentGroup=1>.

### Box 1: Outline of role of AIDR



An example of how the development projects can be framed is the 'buy, make, fix' approach. Inward migration (**buying** the skills into the region), training (**making** the skills within the region) and reconfiguring the industry (**fixing** the problem by redesigning business processes or productivity improvements) are all ways in which skill shortfalls can be addressed.

The 'buy, make, fix' approach is central to the Northland Labour Market Forum's (NLMF) labour market development plan<sup>2</sup>. Made up of heads and representatives of agencies from the Tertiary Education Commission (TEC), Department of Labour (DoL), Ministry of Social Development (MSD), Enterprise Northland (EN), Te Puni Kōkiri (TPK), and the Northland Chamber of Commerce (NCoC), the NLMF provides an emphasis across all three labour market themes – buy, make and fix. In addition, the NLMF has incorporated in the plan, an active labour market knowledge function as key to maintaining ongoing insights and strategic direction.

In addition to the Northland Labour Market Forum, the Northland Intersectoral Forum (NIF) – a collaborative group made up of regional leaders from 25 central and local government agencies, including the Department of Labour – also operates in Northland Region. The NIF's priority framework incorporates the Government's priorities the priorities for the region. Recently, the NIF agreed to undertake an additional three projects:

- to identify ways to engage rangatahi (youth), particularly Māori boys, in learning
- to work with the community of Otangarei to strengthen their community
- to address the risks associated with groups of youth in Northland

<sup>2</sup> [http://www.enterprisenorthland.co.nz/dev\\_groups/regional/background.htm](http://www.enterprisenorthland.co.nz/dev_groups/regional/background.htm)

## Why choose youth?

The theme of 'youth' was chosen after careful evaluation of the feedback from the 2007 AIDRs as well as comments received from stakeholders over recent months. Earlier this year, the government released a discussion document on Schools Plus. Schools Plus is the policy being developed to achieve the government's goal that "all young people are in education, skills, or other structured learning, relevant to their needs and abilities, until the age of 18".

As part of Schools Plus, there will be a strong focus on:

- developing a highly skilled and well-prepared youth workforce to meet current and future workforce needs
- opening up high-quality, well-planned, 'real world' pathways into skilled employment and on-going training and learning.

Schools Plus complements the Unified Skills Strategy<sup>3</sup>, which focuses on the whole working-age population and aims to ensure that individuals and organisations develop and use the skills that the workplaces of the future will need.<sup>4</sup>

Both Schools Plus and the Unified Skills Strategy also complement the Mayors Taskforce For Jobs (MTFJ) goal "that all young people under 25 years be in paid work, in training or education, or in productive activities in our communities"<sup>5</sup>. Additionally, a recently released OECD report<sup>6</sup> on young people in New Zealand highlights that, although most young people are engaged in employment, education and training, there are a number who are at risk of poor long-term life outcomes. Therefore, by making youth 2008's theme, we intend these reports to help regional decision makers identify key challenges for their regions' young people. We will investigate focusing future reports on other themes.

## Jobs for Youth – OECD New Zealand Report 2008

The Organisation for Economic Co-operation and Development (OECD) has designed a '...thematic review of policies to facilitate the transition from school to work to improve the career perspectives of youth.'<sup>7</sup> This review is to be conducted in 16 OECD countries between 2006 and 2009 – the New Zealand review was completed and published in early 2008. Amongst the findings of the New Zealand report were the following major recommendations for the further development of youth career perspectives:

- Improving retention rates in secondary education.

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<sup>3</sup> See the New Zealand Skills Strategy website for further information – <http://www.skillsstrategy.govt.nz/>.

<sup>4</sup> Opportunities for New Zealand's Future: Realising Youth Potential – <http://www.beehive.govt.nz/speech/opportunities+new+zealand%e2%80%99s+future+realising+youth+potential>.

<sup>5</sup> Mayors Taskforce For Jobs – <http://www.mayorstaskforceforjobs.co.nz>.

<sup>6</sup> *Jobs for Youth: New Zealand*, OECD 2008 – [http://www.oecd.org/document/32/0,3343,en\\_2649\\_201185\\_40045280\\_1\\_1\\_1\\_1,00.html](http://www.oecd.org/document/32/0,3343,en_2649_201185_40045280_1_1_1_1,00.html).

<sup>7</sup> Ibid, p3.

- Ensuring that tertiary education provides the skills required in the labour market and improving the quality and scope of vocational education at the tertiary level.
- Monitoring potential demand-side barriers to youth employment.
- Improving the design and coherence of the current activation strategy for disadvantaged youth<sup>8</sup>.

### **Definition of youth**

The definition of 'youth' can differ, generally based upon age groupings. Data available to the Department of Labour (DoL) is generally disaggregated into five-year age groups. On this basis, the definition of youth used in this report is 'people aged 15 to 24'. This definition of 'youth' is consistent with international standards and those used by DoL. Those aged 15–24 are undergoing a major developmental phase, with young people generally transitioning from living at home and attending school to adulthood and employment. A 15 year old generally has quite different characteristics to someone aged 24 and so, where available and appropriate, data will be presented separately for 15–19 year olds and 20–24 year olds. Data from the Census shows that 79% of all 15–19 year olds lived with their families, while the corresponding figure for 20–24 year olds was 32%. This difference has major effects on a variety of the results in this report, including migration, work and labour force participation decisions.

Data within this report is primarily based upon the residential address of the person. Analysis within this report reflects the characteristics of youth who live in that region. In the 2007 reports, data was frequently based upon the workplace address of the person. In the 2006 Population Census, some of the workplace addresses provided were incomplete, which causes difficulty in interpreting data on a workplace address basis.

The analysis of the labour market information in the AIDRs is also supported and informed by contextual knowledge of the region itself provided by staff working in the regions. This has been provided by the Department of Labour's regionally-based Labour Market Knowledge Managers. Input from regional stakeholders is acknowledged with appreciation.

### **Role of the Labour Market Knowledge Managers**

The Department of Labour's Labour Market Knowledge Managers (LMKMs) work with regional partners (economic development agencies, industry and business groups, other central government agencies, educational institutions, local government, iwi, other parts of DoL present in the regions and others) to develop and implement regional labour market strategies.

LMKMs contribute:

- specialist applied and anecdotal labour market information
- strategic skills for labour market development
- knowledge of what works and what does not

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<sup>8</sup> Ibid, p11.

- whole-of-DoL engagement (workforce policy, immigration, workplace best practice and so on)
- wider government connections.

### **How to contact our Labour Market Knowledge Managers**

We have 16 LMKMs located around New Zealand. If you have any queries regarding this document, or if you wish to discuss regional labour market issues, constraints or opportunities, please contact:

Ken Kawiti

Email: ken.kawiti@dol.govt.nz

Phone: 09 438 0769

Mobile: 027 281 1942

A contact list of all LMKMs can be viewed in Appendix 3.

### **Understanding the youth labour market in Northland Region**

Every region is unique, combining different histories, and differing climate, infrastructure, industry and population characteristics.

Section 1 of this report looks at:

- the supply of labour
- identifying youth population
- projections of this population in 2031.

Section 2 looks at the skills of youth in the regions including:

- education
- training
- highest qualification data.

Section 3 looks at the employment of young people, including:

- industries and occupations of their employment
- unemployment rates
- income levels.

A Data Dictionary is included at the end of this report. This dictionary gives an introduction to the different labour market information that has been used in the production of these reports.

## **BOUNDARIES: NORTHLAND REGION**

Northland Region covers 30,000 square kilometres and is the sixth largest region by land area in New Zealand. Northland Region has three Territorial Authorities (TAs): Far North District, Whangarei District and Kaipara District. These are shown in Map 1.

**Map 1: Boundaries of Northland Region**



## 1. REGIONAL POPULATION COMPOSITION

The foundation for any labour market analysis is the supply of labour that is available for use within an area. Broadly speaking, the supply of labour in an area consists of a combination of people from the existing population base, migration of people from other regional councils in New Zealand, and overseas migrants.

### 1.1 Northland Region's population

As shown in Appendix 2, the Northland Region population has grown consistently across the more recent Census periods (2001–2006). As a whole, the population of Northland Region grew by just over 8,300 people or 6% between 2001 and 2006 to stand at just under 150,000. This growth rate was slower than the national growth rate of 8%. Half of the region's population in 2006 lived in Whangarei District (74,463 residents) with 38% living in Far North District (55,845 residents) and the remaining 12% living in Kaipara District.

The population of Whangarei District grew 9% between 2001 and 2006, while the growth rates in Kaipara and Far North Districts were 4% and 2% respectively. All districts grew more slowly in the period 1996–01.

In New Zealand, there were 571,176 people aged between 15 and 24 at the time of the 2006 Population Census, up 13.1% from 2001. In 2006, there were just over 17,000 young people living in Northland Region or 3% of the total number of youth in New Zealand. The number of young people in the region grew at 11%, which was a faster rate than the total Northland Region population. As with the total population, Whangarei District had the largest growth rate of young people at 16%. The other two districts in the region had well below average increases in the number of young people over the period.

**Table 1: Northland Region youth population and change 2001 to 2006**

	2001	2006	Change 2001–2006	
			Number	Percentage
<b>New Zealand</b>	505,071	571,176	66,105	13.1%
<b>Northland Region</b>	15,414	17,160	1,746	11.3%
<b>Far North District</b>	5,739	6,171	432	7.5%
<b>Whangarei District</b>	7,863	9,096	1,233	15.7%
<b>Kaipara District</b>	1,815	1,890	75	4.1%

Source: 2006 Census of Population and Dwellings, Statistics New Zealand

**Does this pattern of population growth match what you have seen? If not, what differences have you seen? What are the implications of these changes?**

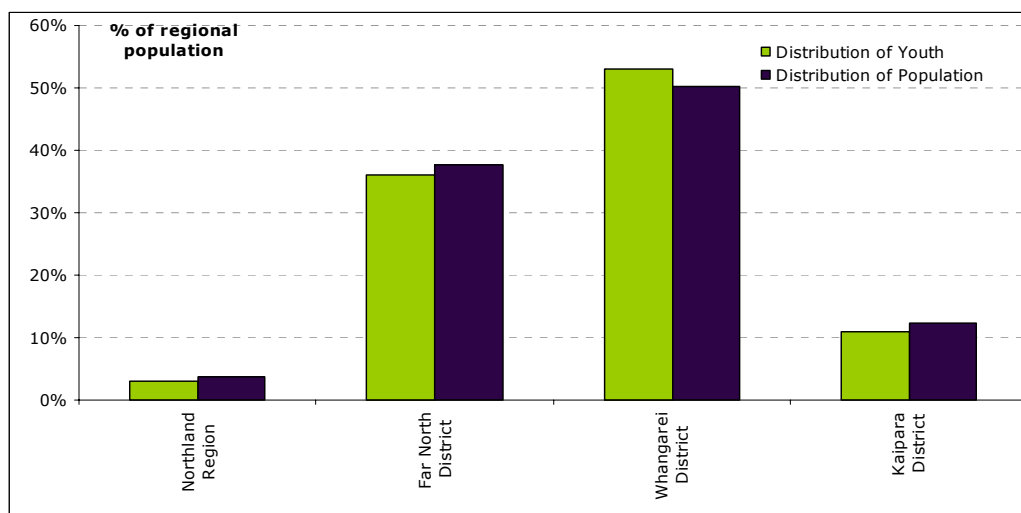
Northland Region had a marginally lower share of New Zealand youth at 3% than their share of the total population, which was around 3.7% in 2006. Chart 1 shows that, within the region, Whangarei District had a slightly higher share of

youth than their share of the total population. Around half of all youth in Northland Region in 2006 lived in Whangarei District. Far North and Kaipara Districts had marginally smaller shares of youth than their share of the total regional population.

Reflecting the importance of youth to local communities, local government across New Zealand has a range of programmes underway with the aim of integrating young people into council decision making. A list of these programmes is available from the LGNZ website –

<http://www.lgnz.co.nz/projects/archive/toolkit/examples/>.

**Chart 1: Distribution of youth and the total population in 2006**

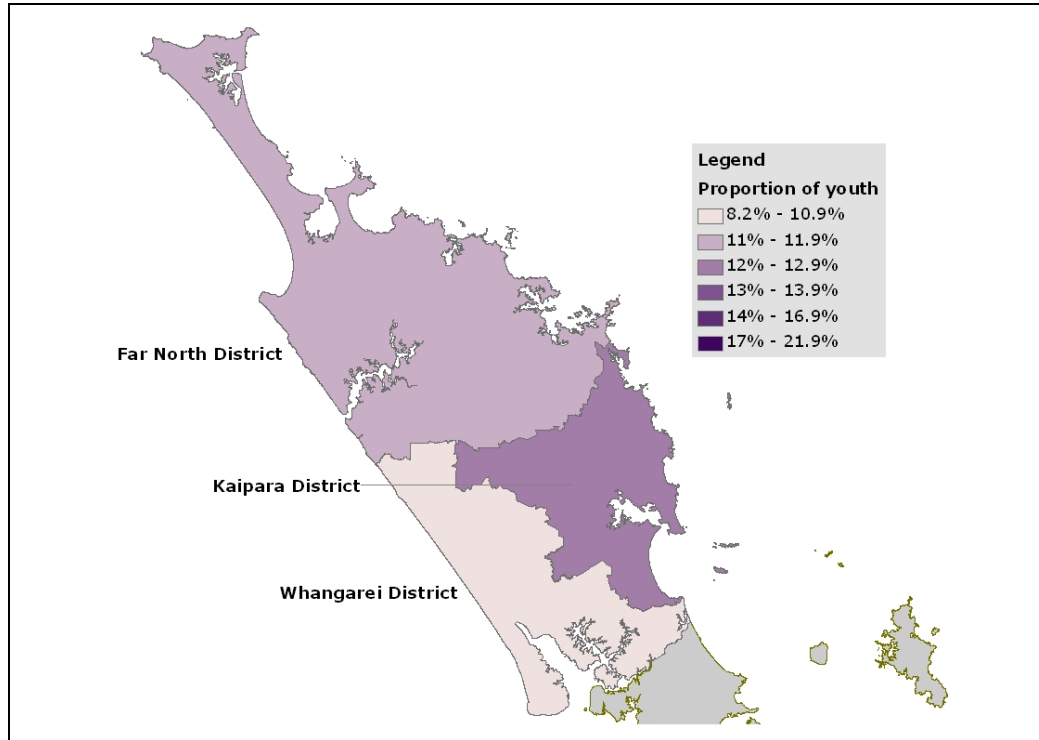


Source: 2006 Census of Population and Dwellings, Statistics New Zealand

Note: This data shows the number of youth within an area divided by the number of youth in all of the Northland Region TAs.

Another way of analysing the youth population is to look at the proportion of each TA's population that were youth in 2006. Within the TAs of Northland Region, the concentration of youth was not particularly varied. As can be seen in Map 2, Whangarei District had the highest concentration at around 12%, while Far North District had a concentration rate of 11%, and Kaipara District had the lowest proportion of youth in its population at around 10%.

**Map 2: Concentration of youth in Northland Region**



The tables in Appendix 2 show that Northland had a relatively large Māori population. In 2006, the percentage of people in Northland Region identifying themselves as Māori, at 32%, was notably larger than the national average of 15%. Table 2 shows that the proportion of young people in Northland Region who identified themselves as of Māori ethnicity was significantly larger than the proportion of the total population in Northland who identified themselves as of Māori ethnicity<sup>9</sup>. Nearly 44% of young people in Northland Region identified themselves as Māori.

In Far North District, the percentage of young people who identified themselves as of Māori ethnicity was nearly 60%, while in the other two districts, it was closer to a third. In each of the three TAs, the proportion of youth who identified themselves as Māori was above the proportion of the total population.

The proportion of young people who identified themselves as European in Northland was slightly above the average result for young people in New Zealand. The number of young Asian and Pacific peoples in the region was substantially lower than the national average, and this was consistent across the three TAs within the region.

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<sup>9</sup> See Appendix 2.

**Table 2: Ethnicity of youth in Northland Region in 2006**

	<b>European</b>	<b>Māori</b>	<b>Asian</b>	<b>Pacific Peoples</b>	<b>New Zealander<sup>10</sup></b>	<b>Other</b>
<b>New Zealand</b>	63.0%	18.6%	14.3%	8.9%	7.5%	1.3%
<b>Northland Region</b>	64.7%	43.9%	2.4%	3.9%	7.0%	0.3%
<b>Far North District</b>	54.4%	59.2%	1.9%	4.6%	5.2%	0.4%
<b>Whangarei District</b>	69.1%	36.4%	3.0%	3.5%	8.1%	0.3%
<b>Kaipara District</b>	75.5%	33.0%	1.2%	2.7%	6.9%	0.2%

Source: 2006 Census of Population and Dwellings, Statistics New Zealand

Note: This profile is based on people's own perceptions of their ethnicity. A number of people identified themselves as having multiple ethnicities, therefore, the percentages sum to more than 100%.

Table 3 shows that the youth population of Northland Region is projected to decline slightly between 2006 and 2031. This picture does, however, vary across the TAs. Similar tables showing population projections for both the entire Northland Region population and youth nationally are provided in Appendix 2.

The number of young people in Whangarei District is projected to increase by around 10% over the period, while the number of young people in Far North District is projected to decrease by 7% and Kaipara District by nearly 30%. By 2031, it is projected that nearly 60% of young people living in the region will be living in Whangarei District. While the population of young people in the region is projected to decline, the total population of the Northland Region is projected to increase by around 17%, nearly 10% slower than the growth for New Zealand overall.

<sup>10</sup> 'New Zealander' was included in the ethnicity data for the first time in the 2006 Census output. For more information, see the Glossary of Terms.

**Table 3: Northland Region population and population projections 2006 to 2031**

	2006		2031		Percentage Change	
	15–24 Years	Total Population	15–24 Years	Total Population	15–24 Years	Total Population
<b>New Zealand</b>	571,176	4,027,947	639,810	5,089,470	12.0%	26.4%
<b>Northland Region</b>	17,160	148,470	17,140	173,000	-0.1%	16.5%
<b>Far North District</b>	6,171	55,842	5,740	63,500	-7.0%	13.7%
<b>Whangarei District</b>	9,096	74,463	10,050	91,600	10.5%	23.0%
<b>Kaipara District</b>	1,890	18,135	1,350	17,900	-28.6%	-1.3%

Source: Population Projections 2007 (2006 base), Statistics New Zealand

Note: For more information about the population projections data, see the Data Dictionary.

**What are the implications for regional development plans if this forecast of youth population growth occurs? Do current plans reflect these population changes? Do they need to?**

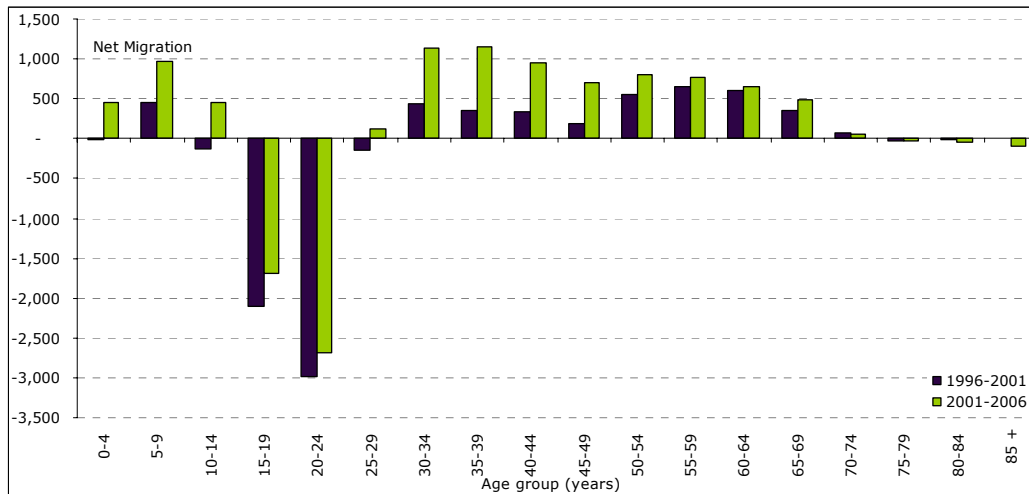
## 1.2 Migration

People moving to and from a region can have a large impact on the labour force characteristics of the area. This section looks at how migration (inter-regional and overseas) affects the labour supply in Northland Region.

Chart 2 shows net overseas and inter-regional migration (inflows less outflows) for Northland Region over the past 10 years. Over the past 10 years, the region had significant net outflows of people aged 15–24. The region has, however, seen a net inflow of 30–75 year olds<sup>11</sup>.

Anecdotal evidence from Northland Region supports the above data, suggesting that a number of youth and young families in the Northland Region tend to migrate out of the region, particularly to Auckland. Young people migrating from Northland Region tend to come from isolated rural communities. Reasons for migrating vary; however, a large factor in the outward migration of young people is the desire of parents to ensure that the scope of tertiary and other learning opportunities for young people is as wide as possible.

**Chart 2: Net migration (overseas and inter-regional) in Northland Region by age 1996–2001 and 2001–2006**



Source: 1996, 2001 and 2006 Population Estimates, Statistics New Zealand

### *Inter-regional migrants*

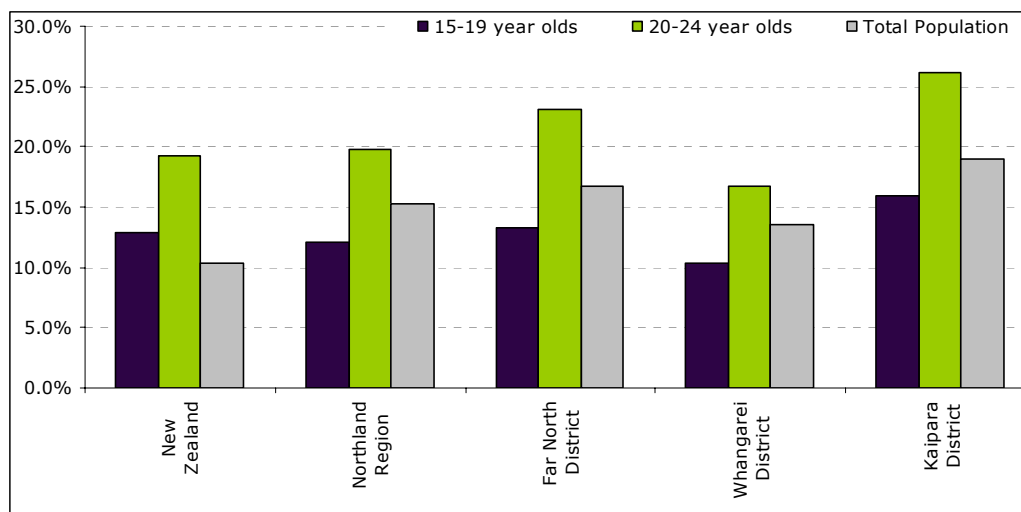
One source of labour supply is people moving to the region from other regions of New Zealand. Young people tend to be highly mobile and are more likely to

<sup>11</sup> For more information about net migration at a Territorial Authority level, check out local population trends on the Statistics New Zealand website – <http://www.stats.govt.nz/products-and-services/Articles/local-population-trends.htm>.

migrate for work or study than older people. Young people can move regions for a range of reasons, such as to seek employment and education or for family reasons. Regions that are largely urban and offer a range of educational opportunities, such as Auckland and Wellington, generally have a net inflow of young people, while regions that are more rural, such as Northland, tend to have net outflows of young people.

In 2006, youth who migrated into Northland Region over the previous five years made up 15% of the Northland Region youth population. Chart 3 shows that the proportion of inter-regional migrants of the 2006 population aged 15–19 years and 20–24 years in Kaipara District was noticeably higher than the regional average. Nearly 20% of all young people in that district lived in another region in 2001.

**Chart 3: Proportion of the 2006 population in Northland Region that lived in another region in 2001**



Source: 2006 Census of Population and Dwellings, Statistics New Zealand

### ***Overseas migrants***

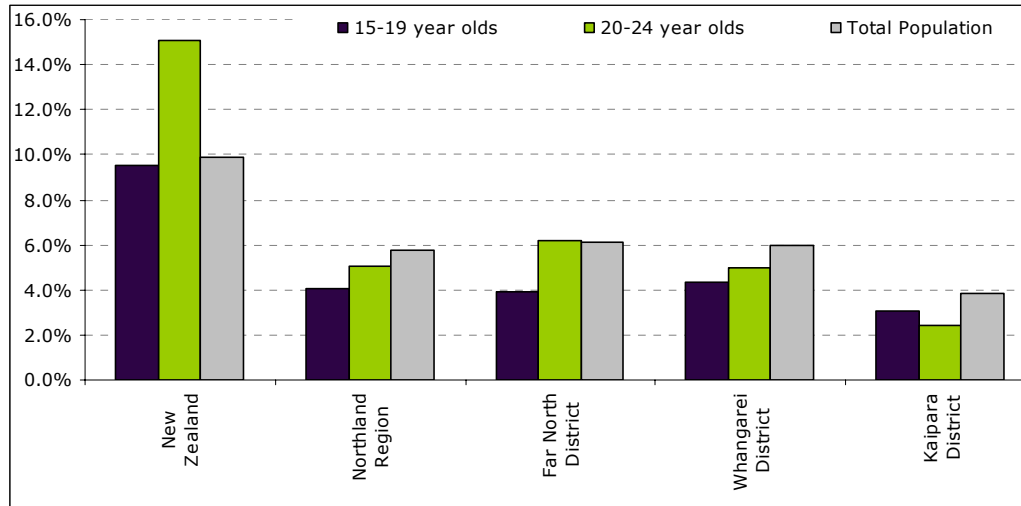
Another source of young people for a region is those who migrate into the region from overseas. Not only are these youth a valuable new resource for a region, they frequently have different characteristics. By identifying the number and characteristics of migrant youth, an area can identify how best to make the most of this valuable resource.

Northland Region had a smaller number of youth who were born overseas than the rest of New Zealand. Only 8% of the region’s youth population were born overseas compared with 22% in New Zealand. This proportion was relatively consistent across the TAs.

In addition to having a smaller number of young people who were born overseas, a significantly smaller proportion of the population in Northland Region were overseas in 2001 compared to the national average (see Chart 4). In 2006, around 6% of the total Northland Region population were living overseas in 2001 while around 4% of young people living in Northland in 2006 were living overseas

in 2001. There was not much variation across the region. Kaipara District had the lowest proportion of people (both young and for all ages) who were living in that region in 2006 but overseas in 2001.

**Chart 4: Proportion of the 2006 population that lived overseas in 2001**



Source: 2006 Census of Population and Dwellings, Statistics New Zealand

Anecdotal evidence suggests that Northland youth learn many new skills from their migration to larger centres. While it is desirable on one hand for this to happen, it is only of direct value to the development of Northland if people return to the region in the future to impart the wider experience and networks they will have gained.

**Does this pattern of inter-regional and international migration match your understanding of what is happening? Are there any active policies in place to address this pattern? If so, how have these policies been chosen?**

## **2. EDUCATIONAL QUALIFICATIONS AND TRAINING**

Section 1 looked at the total number of youth within Northland Region in 2006 and projections for 2031. It also showed some of the demographic and migration characteristics of youth in Northland Region. While the absolute number of youth in the population is important in evaluating labour markets, it does not provide a complete picture. Just as important as the volume of youth is the level of skills young people have attained – the topic of analysis in this section.

By identifying which skills are available within a region, it can be determined whether those available are sufficient to meet employer demands. Where skill levels are not sufficient, interventions may be needed.

The development of skills in New Zealand is a core requirement for the New Zealand economy to continue to compete internationally. The New Zealand Skills Strategy was launched in April 2008. The strategy "...propose(s) to prioritise work in the following areas:

- Literacy and numeracy
- Building firm capability
- Skills supply and demand
- Young workers."

The "...priorities are designed to help us reach our goals:

Goal 1: Use and retain skills in the workplace.

Goal 2: Increase the quality of demand from employers and workers.

Goal 3: Create a more responsive education and training system.

Goal 4: A unified approach to defining, valuing and measuring skills."

A workforce with a greater range of skills, experience and knowledge can contribute more effectively to lifting the value of all forms of work. Possession of qualifications means someone has been through a formal learning process. The sorts of skills acquired may include improved literacy and numeracy as well as softer skills such as team-work and working to deadlines. All these skills tend to make employees more productive and, hence, more valuable to employers.

There is no single measure of skills availability, although there are a range of measures that indicate areas of skill shortages (or otherwise) in a region. Section 2.1 reviews these measures to show the skills of youth available within Northland Region. Section 2.2 looks at the study and labour force status of youth, with a particular focus on youth who are not in employment, education or training (NEET). Section 2.3 looks at the highest qualifications held by youth as well as the subject area (or field of study) of this qualification.

### **2.1 School-based qualifications**

Information on the qualifications achieved by school leavers is important in identifying both current skills and indicating the level of skills likely to be available in the future. Data made available by the Ministry of Education shows the

qualification levels of school leavers. This data shows the proportions of school leavers with little or no qualifications, partial qualifications and those leaving school with NCEA Level 3 and above.

While at school, in addition to core study, the Gateway programme "...offers senior secondary students structured workplace learning across more than 50 industries and hundreds of businesses around New Zealand".

"Students pursue individual learning programmes, which allow them to gain new skills and knowledge in a workplace in their local community. The learning is hands-on and practical. Students are assessed in the workplace for unit and achievement standards, which contribute to the National Certificate of Educational Achievement (NCEA), as well as industry specific qualifications."<sup>12</sup>

In addition to the Gateway programme, the Ministry of Education runs the Creating Pathways and Building Lives (CPaBL) programme. "Creating Pathways and Building Lives (CPaBL) is an initiative for building a school-wide approach to career education, to take place in 100 secondary schools nationwide during the 2007 and 2008 school years. Based on evidence from the successful Designing Careers pilot, the aim of CPaBL is to embed sustainable systems and practices that allow effective careers advice to occur, via a whole-school approach."<sup>13</sup>

Nine schools in Northland Region are participating in CPaBL. The schools are:

- Broadwood Area School
- Dargaville High School
- Kaipara College
- Kaitaia College
- Northland College
- Pompallier Catholic College
- Taipa Area School
- Te Kura Taumata o Panguru
- Whangaroa College.

People leaving school with little or no qualifications can, of course, still find employment, although these jobs are likely to be in lower-skilled occupations. These people are also more likely to demand further education and training from regional education providers. School leavers with partial qualifications are also likely to be a group that seeks post-school training, especially in trades occupations. School leavers with NCEA Level 3 and above qualifications are particularly mobile, and are most likely to continue in education. In areas with few/no tertiary providers, it is these residents that are most likely to leave and potentially not return. The Ministry of Education has published a range of studies into the relationship between study and youth outcomes. For more information,

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12 Taken from the TEC website, 19 May 2008 –  
<http://www.tec.govt.nz/templates/standard.aspx?id=469>.

13 Taken from the Ministry of Education website, 19 May 2008 –  
<http://www.minedu.govt.nz/index.cfm?layout=index&indexID=11720&indexparentid=1004>.

see the Ministry of Education website – [http://www.educationcounts.govt.nz/themes/education\\_and\\_the\\_labour\\_market](http://www.educationcounts.govt.nz/themes/education_and_the_labour_market).

In some of these regions, projects are currently in place to attract university graduates to return to their source region. This might be of particular relevance for Northland Region with a large outflow of young people.

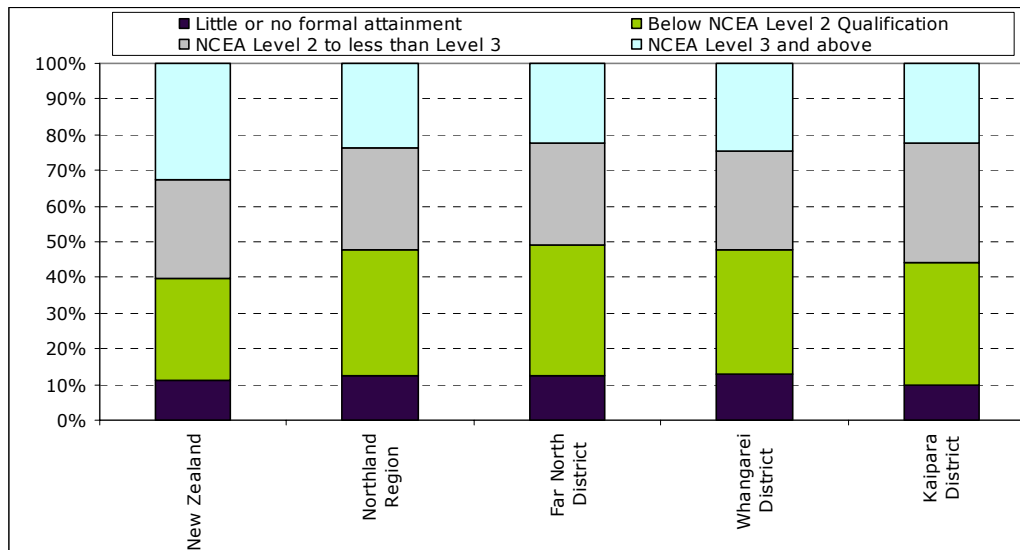
In an attempt to upskill and retain young Māori in Northland Region, a number of iwi offer funding and scholarships to school leavers to study at a higher level. Along with these scholarships, recipients are also offered support by iwi members. While such scholarships often lead to young people leaving the region to study, it is hoped that they will return to the region at some point. In many cases, young Māori scholarship recipients have returned and provided active support to either iwi initiatives or become members on funding boards. While this is seen as a good return on investment, there are no deliberate bonding arrangements, and it is more likely that other bonds such as marae, familial or whenua-based bonds provide strong incentives for iwi members to return.

There were around 2,000 school leavers in Northland Region in 2006. Around half of school leavers in the region were in Whangarei District, with another 40% in Far North District and only 10% in Kaipara District.

Across New Zealand, 56% of school leavers in 2006 left school with Level 1 and Level 2 NCEA qualifications (see Chart 5). In Northland, nearly two-thirds of students left school with Level 1 and Level 2 NCEA qualifications, as the region had slightly more students who left with no qualifications and substantially less left with a Level 3 NCEA qualification or higher. There was not too much variation across the region, Kaipara District had a significantly lower proportion of school leavers who left school with no qualifications (although it should also be noted that this district had a relatively small number of school leavers in 2006).

Throughout New Zealand, TAs with universities had a higher than average share of school leavers with higher school leaver qualifications. It is reasonable to assume that the factors outlined above are at least partially responsible for this pattern.

**Chart 5: School leavers in Northland Region in 2006**



Source: School Leaver Statistics, Ministry of Education

In 2007, Enterprise Northland undertook a survey of employers (the 2007 Northland Employers Survey). Outlined below are a summary of the findings:

- Of the employers who responded to the survey, 31% stated that they had employed recent school leavers in the last two years. Employers stating that they had employed recent school leavers were more likely to come from the engineering, tourism and construction/trades industries. Additionally, the findings showed that large businesses were more likely to employ school leavers than small to medium-sized businesses.
- Employers were also asked about their attitudes towards employing school leavers in the future. Around 40% of employers stated that they were either very or quite likely to employ recent school leavers in the future, up from 33% in 2004, when a similar survey was undertaken. The proportion of employers stating they were somewhat unlikely to employ recent school leavers fell from 27% in 2007 to 22% in 2004.
- For employers that stated they had employed school leavers in the past two years, the likelihood of employing school leavers in the future was much higher.
- The majority of employers expressing an opinion about how schools prepare students for the workforce stated that they felt Northland schools do not prepare people well for the workplace. Employers tended to be harsher on their own industry compared to across all industries.
- Opinions expressed by employers were relatively consistent. Employers who identified that Northland schools did not prepare students very well for the workplace were more likely to work in the engineering, construction/trades and marine construction industries or work in the Whangarei area. Conversely, employers that stated Northland schools did

prepare students well for the workplace were more likely to work in the retail industry or work in the Whangarei urban area.

- When asked what needed to be emphasised more by secondary schools, a large number of employers identified work readiness skills. Over 50% of people also identified basic literacy, numeracy and work experiences as areas that also needed to be emphasised more in schools. Employers identifying the areas of basic literacy and numeracy were more likely to work in engineering, horticulture and food processing-related industries or work in Whangarei District.

There are a number of programmes for school leavers who do not go on to polytechnic or full-time study and are not yet work ready. These programmes aim to connect the learner to the workforce as seamlessly as possible, intending to build the skills and maturity to enable engagement in further opportunities, These include:

- Youth Training
- Nga Kaiarataki Pathfinders – focused on transition to higher level learning for those that experience barriers to realising their potential
- Gateway
- STAR.

**What is your view of the TA-based school leaver statistics – do local school leavers need higher qualifications? Are the school leaver qualification results adequate for youth in Northland Region and the employers in the region? Are there any projects in place with school leavers to ease transition into the workforce and/or into further education?**

## 2.2 Study and labour force status

While the qualifications of school leavers is an important variable, the ongoing levels of training are a better indicator of the skills most immediately available to employers in a region. Young people can be working, in education, doing a mixture of both or doing neither. This analysis identifies, at a TA level, the labour force status of young people in Northland Region.

The quality of youth transitions into the labour force is a topic receiving much attention, both in New Zealand and internationally. Recently, the government released the Schools Plus strategy<sup>14</sup>. Amongst other targets, it includes the requirement for all young people up to the age of 18 to be in some form of recognised training, whether or not they are also in employment. This programme will be targeting young people who are not in education or employment as well as those solely in employment. These groups are shown in Charts 7 and 8.

Because of the importance of this transitional phase, the Ministry of Social Development has developed the Youth Transition Services programme. "Youth

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<sup>14</sup> <http://www.beehive.govt.nz/release/significant+benefits+schools+plus>.

Transition Services (YTS) assists young people as they transition from school to further education, training, work or other activities that contribute to their long-term independence and wellbeing. YTS works with local providers giving support to young people through further education, training or other activities. Each Youth Transition Services provider has experience in working with young people and helping them make good choices for the future.”<sup>15</sup>

There are two YTS sites in Northland Region – in Far North District and Whangarei District.

The Ministry of Social Development supports Dargaville High School to run a similar programme to YTS, based in the school, and also supports Te Uri o Hau Settlement Trust to work with youth in a social service provider setting.

Over recent years, the share of young people in New Zealand who are not engaged in employment, education or training (generally referred to as NEET) has been monitored as an indicator of youth engagement in training and employment. Those youth who are categorised as NEET are disengaged from both formal learning and work and, as such, are considered to be missing the opportunity to develop their potential at an age that heavily influences future outcomes.

“Not all young people who experience a period of inactivity are at risk of adverse outcomes. However, those who are inactive for prolonged periods of time have a heightened risk of poor outcomes, including: lower earnings; greater reliance on social assistance; and higher rates of unemployment, criminal offending, substance abuse, teenage fertility, suicide, homelessness and mental or physical ill health.”<sup>16</sup>

The NEET measure has had a particular focus within the Mayors Taskforce For Jobs<sup>17</sup> (MTFJ) programmes. The MTFJ has a target “...that all young people under 25 years be in paid work, in training or education, or in productive activities in our communities...”<sup>18</sup>

NEET can be calculated from both the Population Census and from the Household Labour Force Survey (HLFS). Results from these two sources can vary. For more information about these differences, refer to the Data Dictionary.

Data for Northland shows that the proportion of youth who were NEET was substantially above the national average of 12.5% in 2006 (see the grey bars in Chart 6). Nearly 20% of 15–24 year olds in Northland were classified as not engaged in employment, education or training. The darkest purple shading in Chart 6 identifies that the NEET rates of young people in Northland were highest

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15 <http://www.winz.govt.nz/get-assistance/youth-transition-services.html>.

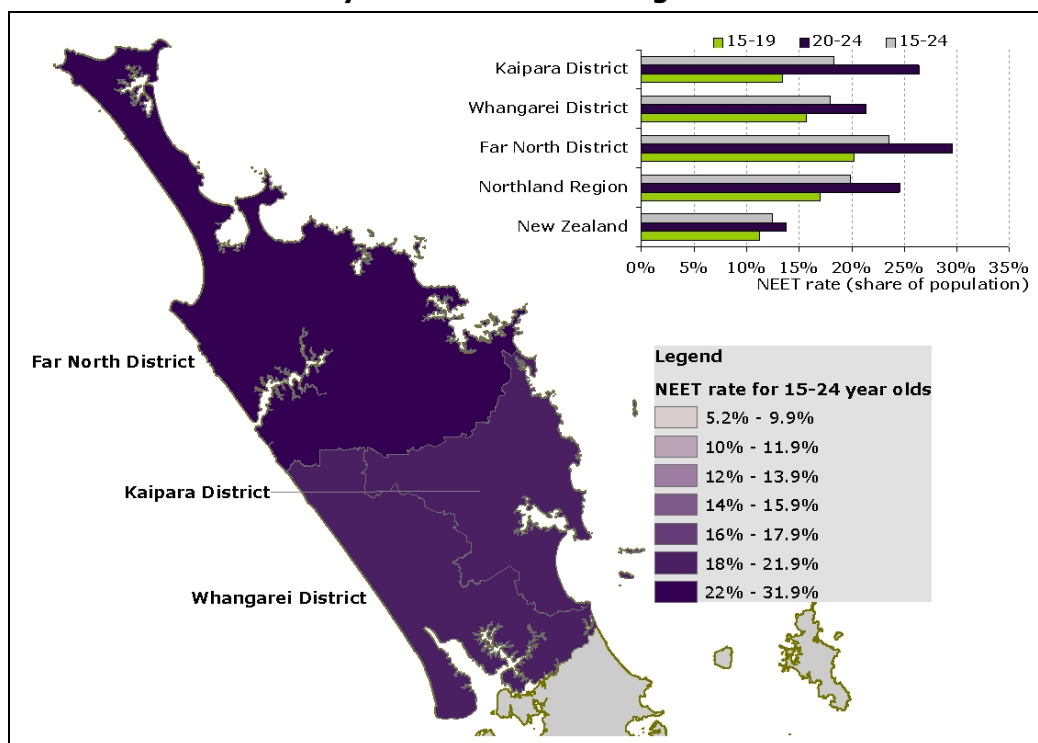
16 Youth Transitions Report Series 2003 – Executive Summary, *Key Findings on Youth Transitions*, Ministry of Social Development, p3.

17 See the Mayors Taskforce For Jobs website – <http://www.mayorstaskforceforjobs.co.nz>.

18 [http://www.mayorstaskforceforjobs.co.nz/background/mtfj\\_objectives.php](http://www.mayorstaskforceforjobs.co.nz/background/mtfj_objectives.php).

in Far North District, where nearly a quarter of young people were categorised as NEET, which means it had the third highest youth NEET rate in the country.

**Chart 6: NEET rates for youth in Northland Region in 2006**



Source: 2006 Census of Population and Dwellings, Statistics New Zealand

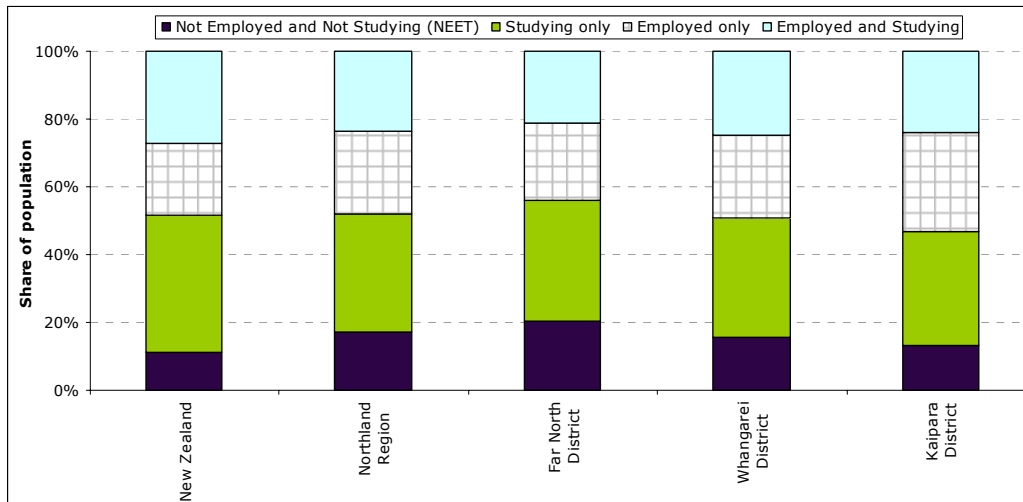
Chart 7 and Chart 8 show the study and labour force status of youth, disaggregated into two age groups. As can be seen from a comparison of the two charts, there were major differences between the labour force status of those aged 15–19 and those aged 20–24.

As shown by Chart 7, just over 10% of 15–19 year olds in New Zealand in 2006 were categorised as NEET, with around another 40% in study only. Almost half of all people aged 15–19 were working either with or without studying. A larger proportion of 15–19 year olds were categorised as NEET (17%) in Northland Region, with a smaller proportion purely in study and a similar proportion working either with or without studying. The proportion of those 15–19 year olds studying across the region and the proportion working was broadly similar across the TAs in the region. However, one-fifth of 15–19 year olds in Far North District were not engaged in any form of employment, education or training compared with 13% in Kaipara District and 16% in Whangarei District.

Chart 8 shows that a much higher proportion of people aged 20–24, compared with 15–19 year olds, in both New Zealand and Northland Region were categorised as NEET. Almost a quarter of 20–24 year olds in Northland Region fell into the NEET category in 2006, while a much smaller proportion of 20–24 year olds, compared with the younger age cohort, were only studying (which can

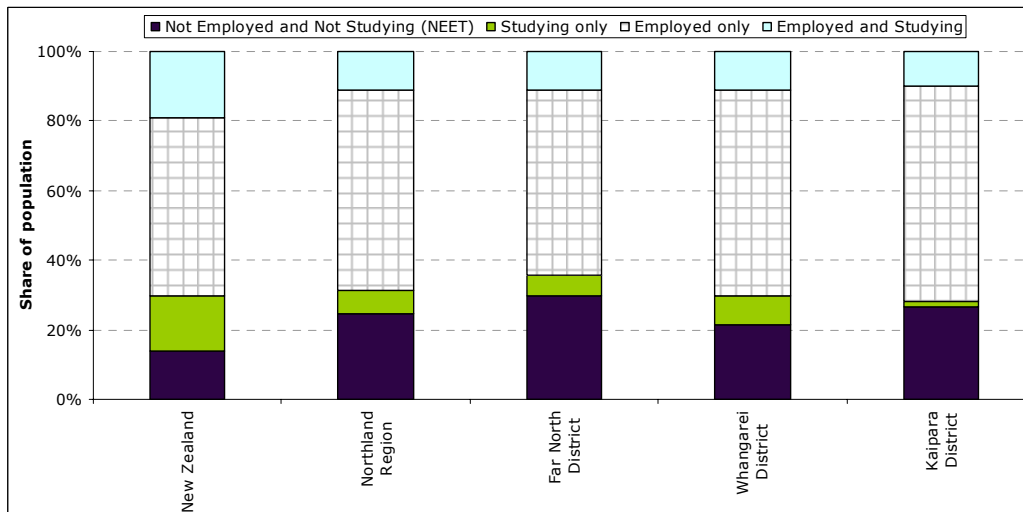
mainly be explained by the requirement for people aged 15–17 to be enrolled in school). Looking at the TAs within the region shows that the proportion of 20–24 year olds in Far North District who were categorised as NEET was double the national average, while, in Kaipara District and Whangarei District, the proportions are 26% and 21% respectively. Only 7% of 20–24 year olds in Northland were solely studying, which was less than half the national average.

**Chart 7: Study and labour force status of 15–19 year olds in 2006**



Source: 2006 Census of Population and Dwellings, Statistics New Zealand

**Chart 8: Study and labour force status of 20–24 year olds in 2006**



Source: 2006 Census of Population and Dwellings, Statistics New Zealand

It is important to note that results from the Census frequently differ from similar analysis conducted using data from the Household Labour Force Survey (HLFS). For more information about these differences, refer to the Data Dictionary.

Employment and education status differed considerably by ethnic group in New Zealand. Nationally, Māori and Pacific youth were much more likely than European and Asian youth to not be engaged in education or employment – 20% of Pacific peoples aged 15–17 were not engaged in education or employment compared to 18% of Māori, 8% of Europeans and 7% of Asians. Rates of those not engaged in education or employment increased substantially by age for both Māori and Pacific youth but remained relatively stable for European and Asian youth.

The rate of inactivity of young people is seen as an issue for Northland Region. Programmes that target groups who are inactive are seen to have a high value, as Northland Region's unemployment rate has fallen sharply over recent years. Programmes to reduce youth inactivity include STAR, Gateway, School Plus and Modern Apprenticeships, as well as targeted interventions such as the Engaging Taitamariki in Learning. The Engaging Taitamariki in Learning programme targets Māori male youth to leverage the learning potential from a holistic pastoral care approach.

**Is the rate of young people not in employment, education or training a significant issue in your area? If so, what projects are underway to address it? Are local projects targeted at the younger age group (15–19 years) or the older cohort (20–24 years)?**

### 2.3 Highest qualifications

The highest qualification gained is another indicator of the skills available in the labour market. The highest qualification data for young people is subject to change as many of these people are still in training. This means that, over time, the highest qualification is likely to increase, moving from the Total School<sup>19</sup> category in Table 4 and into higher qualifications. Although this data cannot be readily compared to the total population because youth qualifications are still being attained, interesting differences for youth can be observed within each region when compared to the national average. A table summarising highest qualification levels of the working age population in Northland Region is provided in Appendix 2.

Northland Region had a significantly higher proportion of young people with no qualifications and a much lower proportion of young people with bachelor degree or higher qualifications compared to the national youth average. Just over a quarter of youth in Northland left school in 2006 with no qualifications. Within Northland, this rate was highest, in Kaipara District with over 30% of local school leavers having no formal qualifications (which puts it in the bottom five of districts in the country for this particular indicator).

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<sup>19</sup> For more information about the contents of these categories, please see the Glossary of Terms.

**Table 4: Highest qualification of youth in Northland Region in 2006**

	<b>No Qualification</b>	<b>Total School</b>	<b>Total Post-School (Vocational)</b>	<b>Total Bachelor Degree or Higher</b>
<b>New Zealand</b>	17.0%	54.6%	17.8%	10.7%
<b>Northland Region</b>	25.5%	52.5%	17.7%	4.3%
<b>Far North District</b>	26.4%	53.6%	16.3%	3.6%
<b>Whangarei District</b>	23.9%	51.5%	19.5%	5.1%
<b>Kaipara District</b>	31.0%	54.2%	12.5%	2.4%

Source: 2006 Census of Population and Dwellings, Statistics New Zealand

The subject area of study (generally referred to as 'field of study') for youth is another important indicator of the skills recently made available or soon to be added to a labour market and indicates the discipline in which qualifications have been achieved. Population Census data shows the field of study of youth who have entered post-secondary study and allows a comparison to be made of studying patterns of youth in Northland Region against the studying patterns of youth in New Zealand in general. Nationally, 58.5% of 20–24 year olds had no post-school qualifications as measured by the Population Census in 2006. Table 5 shows the distribution of qualification gathering by 20–24 year olds who reported a post-school qualification. Data for 15–19 year olds is excluded from the table as they are far less likely to have participated in post-school study.

The distribution of qualifications reflects the nature of education provided by local providers as well as the preferences of young people for particular employment opportunities. Regional facilitation as required by the Tertiary Education Commission, and improved labour market information tools soon to be made available by the Department of Labour, are intended to more closely match supply and demand of qualifications. The recently released Unified Skills Strategy will address the ongoing training required by employees during their working lives. In particular, the improvement of literacy, language and numeracy skills is a priority for government action.

In addition to Northland having a much lower proportion of young people with bachelor degree or higher qualifications, it can be seen that the pattern of post-secondary study in Northland was relatively different to that of 20–24 year olds across New Zealand. A higher proportion studied Agriculture, Environmental and Related Studies, Engineering and Related Technologies, and Food, Hospitality and Personal Services courses, while lower proportions studied Management and Commerce, Society and Culture, and Creative Arts courses.

The impacts of wānanga should not be underestimated in increasing qualification levels of young Māori. Educational attainment of Māori was notably less than other groups. Anecdotal evidence suggests mature students entering into tertiary study via wānanga indirectly model positive tertiary study pathways for Māori youth. Not only is this seen as an opportunity to transition Māori educational achievement to 'mainstream' tertiary level study beyond Level 4, it also provides a platform for normalising tertiary level study for Māori youth who would have otherwise not had the opportunity.

**Table 5: Distribution of post-school qualifications of 20–24 year olds in 2006**

	Proportion of each field of study for 20–24 year olds	
	Northland Region	New Zealand
<b>Natural and Physical Sciences</b>	2.6%	4.8%
<b>Information Technology</b>	6.7%	7.3%
<b>Engineering and Related Technologies</b>	15.6%	11.4%
<b>Architecture and Building</b>	6.8%	4.8%
<b>Agriculture, Environmental and Related Studies</b>	7.5%	3.2%
<b>Health</b>	6.8%	6.2%
<b>Education</b>	6.2%	5.1%
<b>Management and Commerce</b>	17.7%	23.6%
<b>Society and Culture</b>	11.4%	14.3%
<b>Creative Arts</b>	7.0%	10.6%
<b>Food, Hospitality and Personal Services</b>	11.7%	8.7%
<b>Total</b>	100.0%	100.0%

Source: 2006 Census of Population and Dwellings, Statistics New Zealand

The 2007 Northland Employers Survey asked employers if they had employed recent tertiary graduates over the last two years.

- Around 13% stated that they had employed recent tertiary graduates in the last two years. Employers in the tourism and marine construction industries, as well as employers in the Whangarei urban area, were more likely to have employed recent tertiary graduates.
- When asked about their attitudes towards employing recent tertiary graduates in the future, employers stated that they were less likely to employ recent tertiary graduates than school leavers (9% compared with 13%). For employers that stated they had employed recent tertiary graduates in the past two years, the likelihood of employing school leavers in the future was much higher.
- Employers were also asked how well they thought tertiary institutions prepare people for the workforce in general and for their industry. The majority of employers stated that tertiary institutions prepare people well (in general, 51% quite well and 7% very well). Employers tended to be harsher on their own industry compared to across all industries.
- Employers that stated that they had recruited tertiary graduates were more positive about the preparation for the workforce by tertiary institutions, as were those who were likely (very or quite) to employ tertiary graduates in the future. There was no significant variation across industries about the preparation of people for work by tertiary institutions.

**Does the highest qualification and field of study data for young people in the region match what is needed by industry? If not, where are the mismatches, and what is being done to better align qualifications with industry needs?**

### **3. LABOUR MARKET OUTCOMES**

In the previous section we outlined the skill development of youth in Northland Region. This section looks at the labour market outcomes for youth in Northland Region.

Section 3.1 looks at the rate of labour force participation for youth as well as identifying causes for the change in participation over time. Section 3.2 identifies the industries and occupations in which youth are employed, as well as how this has changed over time. It also looks at the size of businesses that youth are employed in and how the pattern of full-time and part-time employment changes for youth. Section 3.3 looks at youth unemployment across the region, and Section 3.4 looks at the income of youth.

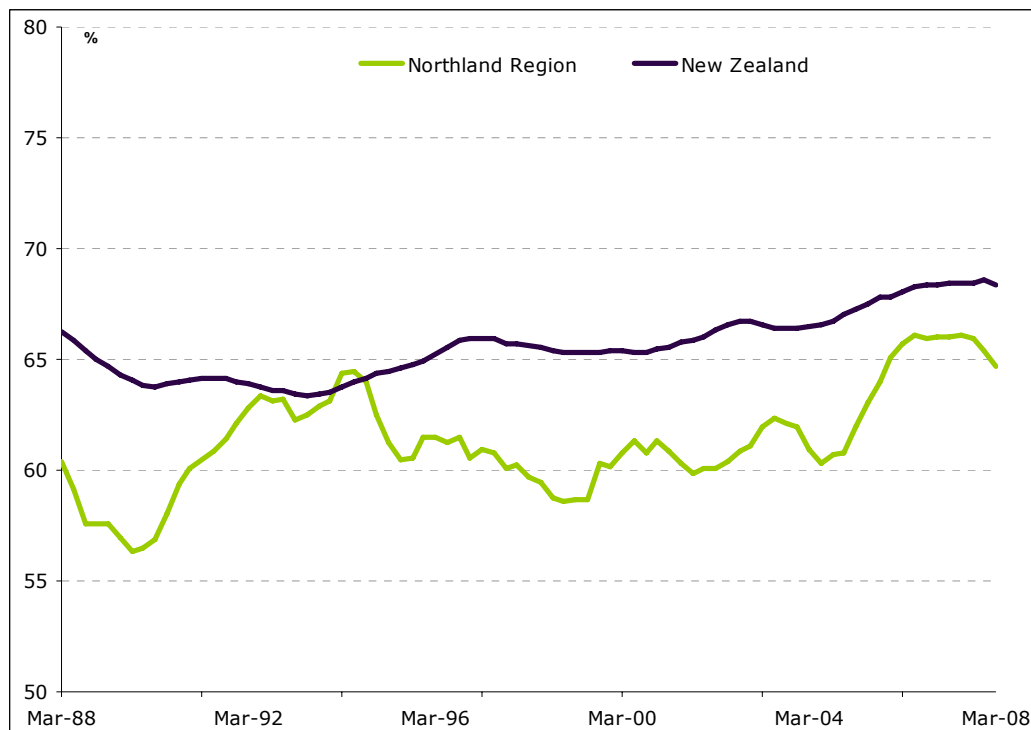
#### **3.1 Labour force participation**

The labour force participation rate is the proportion of the working-age population (people 15 years old and above) who are working or are actively looking for work. As it is common for many 15–24 year olds to be involved either in school education or further education, the participation rate for this age group tends to be lower than for other age groups. Over the past decade, there has been a national trend towards lower participation among 15–24 year olds, as increasing proportions engage in further study. This is positive over the longer term as those furthering their education are investing in skills to bring to the labour market in future.

The annual average labour force participation rate for all ages in Northland Region has been below the New Zealand average, apart from a short period in the mid 1990s (see Chart 9). The difference between the Northland Region labour force participation rate has been as great as 8 percentage points, but over the last few years, the difference has narrowed to lie between 2–3 percentage points. At March 2008, the Northland Region labour force participation rate stood at 64.7% compared to the national average of 68.4%.

For information about the latest labour force participation rate in Northland Region, check out the Joint MSD/DoL Quarterly Regional Reports – <http://www.dol.govt.nz/publications/lmr/regional/joint/Northland.pdf>.

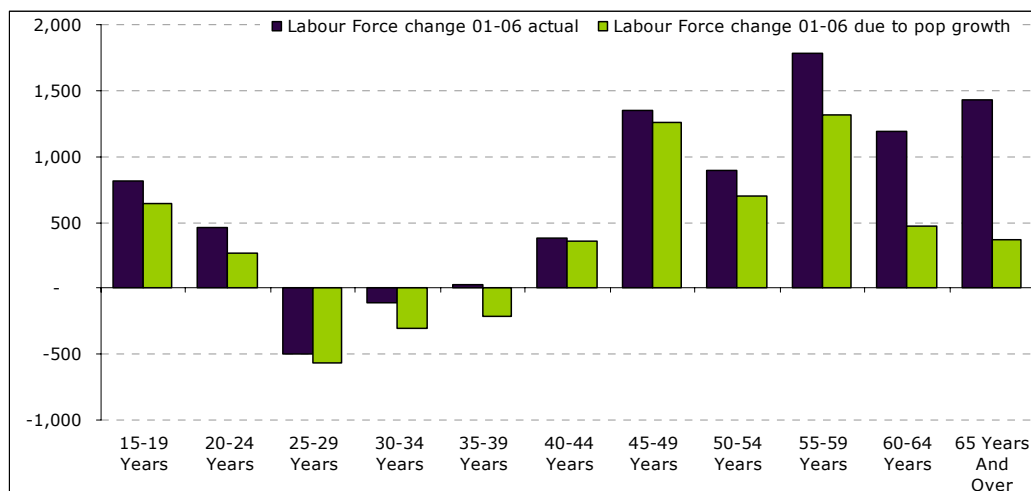
**Chart 9: Labour force participation rate for the working-age population from 1988 to 2008 (12-month moving average)**



Source: Household Labour Force Survey, Statistics New Zealand

Chart 10 shows the change in the actual number of people in the labour force between 2001 and 2006 and the influence that population growth and participation ages has had. Where the two bars for each age group are at different levels, the difference is caused by a change in the rate of labour force participation. It can be seen that the increase in the number of 15–24 year olds in the labour force over the period was actually greater than would be expected when looking at the overall increase in numbers of 15–24 year olds in Northland Region (the blue bar is greater than the green bar). While not the subject of this report, Chart 10 shows that the growth in the Northland Region labour force participation rate (seen in Chart 9) was caused by more older people participating in the labour force.

**Chart 10: Labour force change in Northland Region**



Source: 2006 Census of Population and Dwellings, Statistics New Zealand

Table 6 shows how changes in the youth population and youth labour force combined to determine the youth participation rate. As can be seen from Table 6, the youth labour force increased at a rate greater than the youth population across all TAs within the region, with the largest increase in the youth participation rate occurring in Whangarei District.

The youth participation rate for Northland Region in 2006 was below the New Zealand average for youth but by a smaller margin than for the overall population. Whangarei District had a youth participation rate above the youth national average while Kaipara District had a rate similar to that for New Zealand, and Far North District had a rate significantly below the national average.

**Table 6: Change in the regional youth labour force 2001 to 2006**

	Change in 15-24 year olds (2001-2006) <sup>20</sup>	Participation rate (%)		Change in the 15-24 year old labour force population (2001-2006)
		2001	2006	
<b>New Zealand</b>	11.9%	66.7%	66.4%	11.4%
<b>Northland Region</b>	10.4%	63.4%	65.3%	13.8%
<b>Far North District</b>	7.3%	60.0%	61.2%	9.4%
<b>Whangarei District</b>	14.1%	65.6%	67.8%	18.0%
<b>Kaipara District</b>	3.5%	63.7%	66.6%	8.2%

Source: 2006 Census of Population and Dwellings, Statistics New Zealand

**What is your view of the level of the participation rate – do you think it should be lower as long as the people are engaged in education and furthering their skill development?**

<sup>20</sup> Note that the change between 2001 and 2006 shown here will differ from that shown in Table 1. In Table 6, the calculation excludes any people who did not define their labour force status.

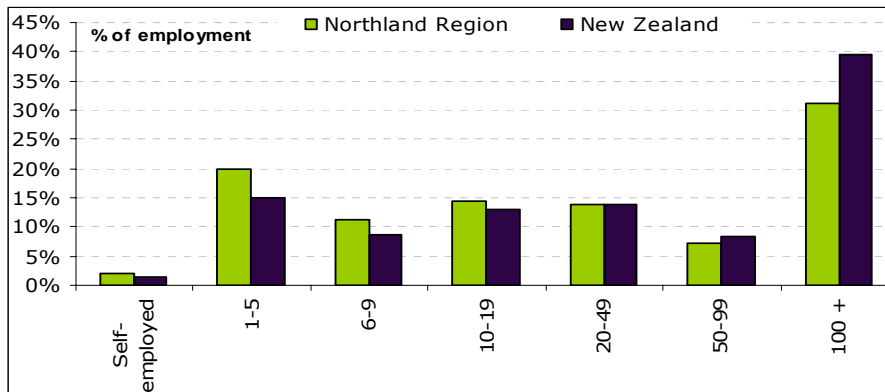
## 3.2 Employment

### *Employment by business size*

This section looks at the proportion of young people working in varying sizes of businesses in the regional economy (in terms of the number of people they employ). By looking at employment disaggregated by business size, we can identify important characteristics. For example, if youth are heavily clustered in large businesses, one-off closures can cause significant numbers to be potentially unemployed. Conversely employment in major businesses may have more funding available for formalised training opportunities for staff than small businesses. The OECD report that "...employees from small and medium enterprises (SMEs) are less likely to participate in training programmes than employees in large enterprise."<sup>21</sup>

The pattern of those aged 15–24 in Northland Region was fairly similar to the general picture for everyone employed in Northland Region, although a significantly lower proportion of young people were self-employed and a higher proportion worked in firms employing 10–49 people. Chart 11 shows that the pattern of youth employment working in different business sizes in Northland Region was very different to that of New Zealand as a whole. Nearly half of employees aged 15–24 worked in businesses that employed fewer than 20 people (well above the average for all 15–24 year olds in New Zealand at 38%), while 31% of 15–24 year old workers worked in firms employing 100 or more people (below the average for all 15–24 year olds in New Zealand at 39%). The proportion of young people in Northland Region working in firms employing 100 or more people has been increasing steadily since 2000.

**Chart 11: Share of employment (15– 24 years) in Northland Region and New Zealand by business size in 2006**



Source: Linked Employer-Employee Dataset (annual tables), Statistics New Zealand, 2006 tax year

Variation in the proportion of young people who worked in different business sizes can also be seen at TA level (see Table 7), with a significantly larger proportion of young people who worked in firms employing fewer people in Kaipara District. Whangarei District had proportions that were not too dissimilar from the average for youth in New Zealand.

<sup>21</sup> See "Leveraging Training and Skills Development in SMEs", 52nd Session, 9–10 June 2008, OECD, Paris.

**Table 7: Employment (15–24 year olds) by business size in 2006**

	<b>Self-employed</b>	<b>1–5</b>	<b>6–9</b>	<b>10–19</b>	<b>20–49</b>	<b>50–99</b>	<b>100 +</b>
<b>New Zealand</b>	1.5%	14.9%	8.7%	13.0%	14.0%	8.5%	39.4%
<b>Northland Region</b>	2.0%	20.0%	11.1%	14.6%	13.9%	7.1%	31.3%
<b>Far North District</b>	2.2%	19.7%	12.0%	14.7%	15.0%	7.9%	28.4%
<b>Whangarei District</b>	1.9%	17.9%	10.4%	14.3%	13.3%	7.1%	35.1%
<b>Kaipara District</b>	2.6%	32.1%	11.4%	14.6%	11.2%	5.8%	22.3%

Source: Linked Employer-Employee Dataset (unpublished annual tables), Statistics New Zealand, 2006 tax year

### ***Number of jobs held***

Across New Zealand, around 6% of 15–24 year olds had more than one job<sup>22</sup> in 2006. This was slightly above the proportion for all age groups, which stood at 5%. The proportion of 15–24 year olds in Northland with more than one job was slightly below the national average at 4%. Because of the similarity of the data to the total population, it is not presented here.

### ***Employment by industry and occupations***

This section looks at the number of young people working across the various industries and in occupations in Northland Region and the changes that have occurred since 2001. This shows in which industries and occupations 15–24 year old employees were mainly employed and identifies the changing areas of employment in different industries and occupations.

Between 2001 and 2006, 23% more 15–24 year olds were in employment in Northland Region compared with an increase in the number of young people of 11% over the period.

The Construction industry showed the largest increase in the employment of 15–24 year olds (excluding industries with low numbers of 15–24 year old employees), with a doubling of the number of young people employed in that industry between 2001 and 2006. Property and Business Services showed the next highest increase at 56%. The Accommodation, Cafés and Restaurants industry also showed a significant increase in the number of young people employed at 42%. Both the Construction, and Property and Business Services industries also showed the largest percentage increase in youth employment across New Zealand as a whole (again excluding the small industries), with the percentage of Construction workers aged 15–24 increasing by over 75% over the period and the percentage of youth employed in Property and Business Services increasing by a quarter.

While youth employment in retail trade and accommodation, cafes and restaurants is consistently high across New Zealand and in Auckland region, the majority of youth employment in these two industries was part time. Contrasting this, youth employed in Agriculture and Construction were almost entirely working full time in 2006.

A detailed version of Table 8 which shows industry employment for 15-19 and 20-24 year olds residing in Northland Region is provided in Appendix 2. Additionally, a table showing national youth industry employment is also provided.

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22 Source: Linked Employer-Employee Dataset (unpublished annual tables), Statistics New Zealand.

**Table 8: Industry employment of those living in Northland Region in 2006, and change from 2001**

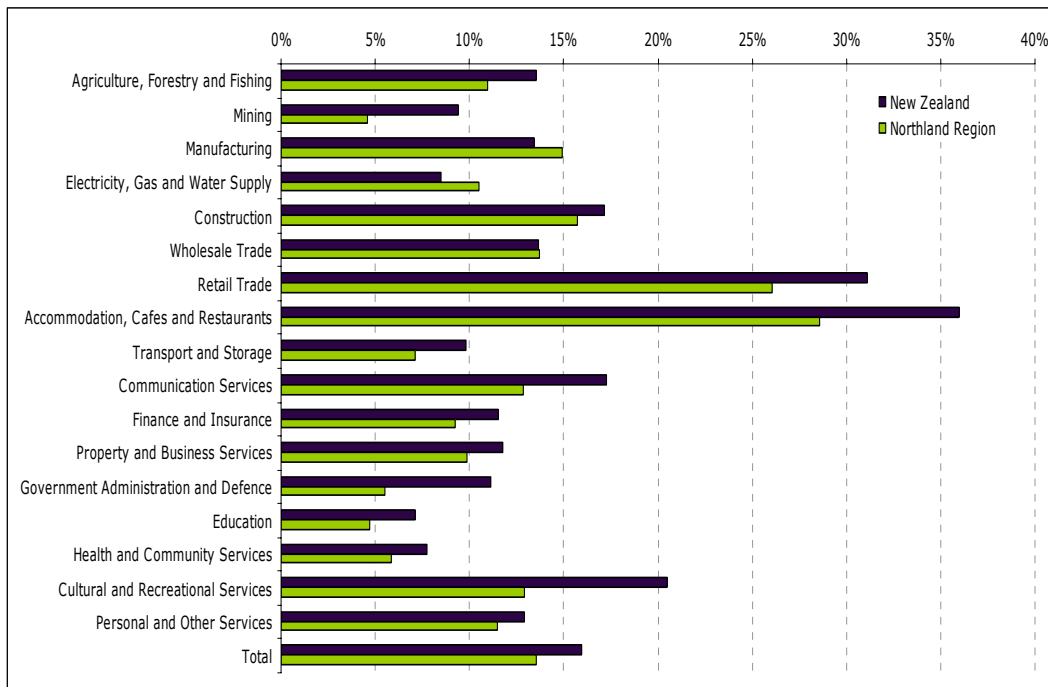
	2006		Change since 2001	
	15–24 Years	15 Years and Over	15–24 Years	15 Years and Over
<b>Agriculture, Forestry and Fishing</b>	927	8,469	-17.8%	-9.4%
<b>Mining</b>	9	195	-25.0%	1.6%
<b>Manufacturing</b>	894	5,997	27.4%	10.1%
<b>Electricity, Gas and Water Supply</b>	39	372	225.0%	39.3%
<b>Construction</b>	912	5,799	108.2%	56.9%
<b>Wholesale Trade</b>	318	2,316	27.7%	12.5%
<b>Retail Trade</b>	2,055	7,881	12.3%	12.3%
<b>Accommodation, Cafés and Restaurants</b>	963	3,372	42.0%	22.8%
<b>Transport and Storage</b>	138	1,938	17.9%	8.9%
<b>Communication Services</b>	54	420	12.5%	-0.7%
<b>Finance and Insurance</b>	114	1,233	72.7%	33.4%
<b>Property and Business Services</b>	591	5,997	56.3%	53.9%
<b>Government Administration and Defence</b>	87	1,587	16.0%	19.4%
<b>Education</b>	225	4,785	-8.5%	7.7%
<b>Health and Community Services</b>	348	5,940	33.3%	22.8%
<b>Cultural and Recreational Services</b>	159	1,233	12.8%	24.9%
<b>Personal and Other Services</b>	270	2,349	30.4%	20.8%
<b>Not Elsewhere Included</b>	603	4,503	18.9%	24.3%
<b>Total</b>	8,706	64,398	22.7%	17.2%

Source: 2006 Census of Population and Dwellings, Statistics New Zealand

Just over 13% of people employed in Northland Region in 2006 were aged between 15–24 years old, marginally greater than their 12% share of the regional population. Retail Trade was the industry that the most 15–24 year olds in Northland Region were employed in, with a quarter of all young people in employment employed in that industry. The next three industries that had the largest shares of 15–24 year olds were Agriculture, Forestry and Fishing, Construction, and Manufacturing. In total, 59% of all 15–24 year olds worked in one of these top four industries.

Chart 12 shows the distribution of 15–24 year olds employed across industries in Northland Region and compares it with the distribution for young people in New Zealand as a whole. For most industries in Northland Region, the proportion of young people employed was less than the national average. Indeed, the only industries in which the proportion of young people employed in Northland Region was higher than the national average were Manufacturing, and Electricity, Gas and Water Supply.

**Chart 12: Youth share of industries in 2006**



Source: 2006 Census of Population and Dwellings, Statistics New Zealand

The most common occupation for 15–24 year olds was Service and Sales Workers, as might be expected with nearly 25% of 15–24 year olds employed in the Retail Trade industry. Trade Workers was the next largest occupational grouping. Table 9 shows that the only occupation to show a decline in numbers of 15–24 year olds working in it between 2001 and 2006 was Agriculture and Fishery Workers. Nationally, the number of young Agriculture and Fishery Workers also declined by over 12% over the period. Legislators, Administrators and Managers, and Trades Workers showed the largest increases over the period in Northland Region at 64% and 63% respectively, which were substantially larger increases than for the total population in Northland Region.

A detailed version of Table 9 which shows employment by occupation for 15-19 and 20-24 year olds residing in Northland Region is provided in Appendix 2. Additionally, a table showing national youth employment by occupation is also provided.

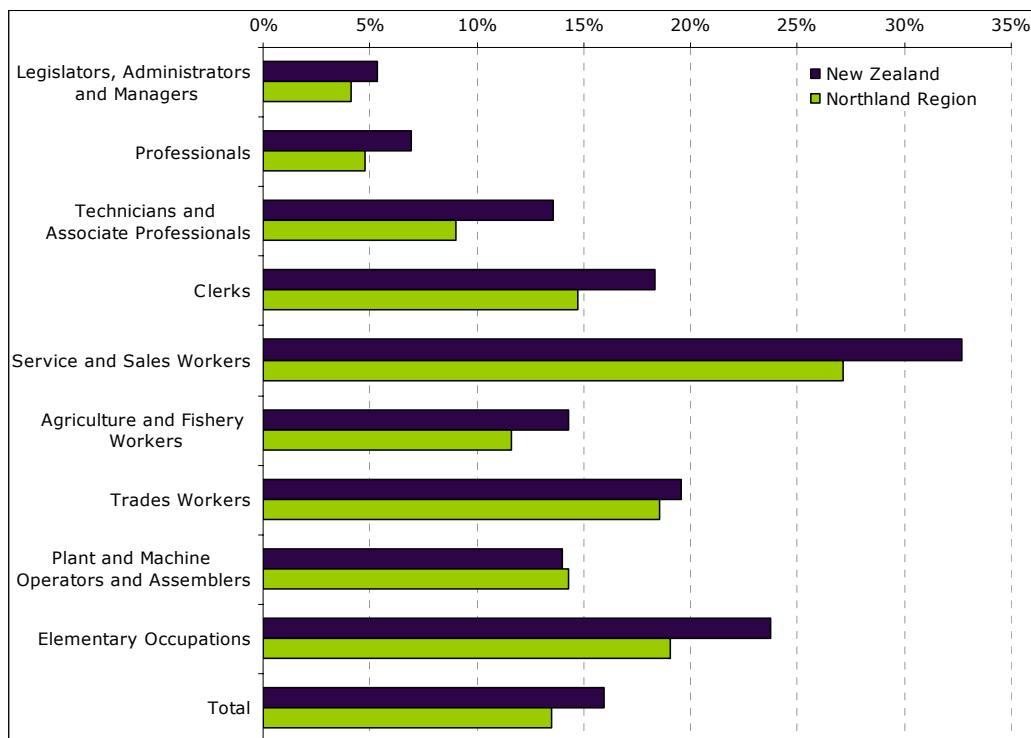
**Table 9: Employment by age and occupation in Northland Region in 2006**

	2006		Change from 2001	
	15–24 Years	15 Years and Over	15–24 Years	15 Years and Over
<b>Legislators, Administrators and Managers</b>	330	7,986	64.2%	34.3%
<b>Professionals</b>	366	7,689	9.9%	22.4%
<b>Technicians and Associate Professionals</b>	567	6,306	58.8%	33.0%
<b>Clerks</b>	876	5,952	13.2%	11.3%
<b>Service and Sales Workers</b>	2,373	8,754	21.9%	17.9%
<b>Agriculture and Fishery Workers</b>	918	7,911	-17.5%	-8.6%
<b>Trades Workers</b>	1,170	6,300	63.2%	25.4%
<b>Plant and Machine Operators and Assemblers</b>	774	5,418	38.0%	13.7%
<b>Elementary Occupations</b>	759	3,987	29.7%	31.8%
<b>Not Elsewhere Included</b>	564	4,092	9.9%	8.9%
<b>Total</b>	<b>8,706</b>	<b>64,398</b>	<b>22.7%</b>	<b>17.2%</b>

Source: 2006 Census of Population and Dwellings, Statistics New Zealand

Chart 13 shows the proportion of each occupation’s employees that were aged 15–24 in 2006. For example, 19% of Trades Workers in Northland Region were aged 15–24. In all occupations except for Plant and Machine Operators, the proportion of workers in Northland Region provided by 15–24 year olds was less than the national average. This reflects a workforce that is older than average.

**Chart 13 Youth share of occupations in 2006**



Source: 2006 Census of Population and Dwellings, Statistics New Zealand

Young Māori made up a larger proportion of the population in Northland Region the national average. The 2007 Northland Employers Survey asked employers if they had employed young Māori (up to the age of 20) in the last two years. Of the employers who responded to the survey, 35% stated that they had employed young Māori in the last two years. Employers that stated they had employed young Māori in the last two years were more likely to come from tourism and horticulture- related industries as well as large businesses.

**Does the occupations of youth data match your experience? Do you think the pattern of employment could be improved – would intervention help? Are there any current interventions in place in Northland Region?**

One of the ways in which employment patterns of youth vary from that of the working-age population is the rate at which young people work in part-time employment. This characteristic is also one that changes markedly between 15–19 year olds and 20–24 year olds, as shown in Table 10.

For young people aged 15–19 in Northland, part-time employment accounted for around 50% of all employment (slightly below the national average for this age group). With young people currently required to be in education until the age of 16, the low incidence of full-time employment is expected. This links in with the industry and occupation data above, which shows employment tended to be in areas with a high incidence of part-time employment (such as Retail Trade).

The pattern of 20–24 year olds was quite different. In this age group in Northland Region, full-time employment accounted for around 85% of all employment (slightly above the national average for this age group). For 20–24 year olds, much of the formal training is completed, and young people are moving into careers. It can be seen from Table 10 that the share of full-time employment for 20–24 year olds in Northland Region was significantly above the working-age population in Northland Region as a whole, and the pattern of high rates of full-time employment for 20–24 year olds was fairly consistent across all the TAs in Northland Region.

**Table 10: Employment status by age in Northland Region**

	<b>15-19 Years</b>		<b>20-24 Years</b>		<b>15 Years and Over</b>	
	<b>Percentage working full time</b>	<b>Percentage working part time</b>	<b>Percentage working full time</b>	<b>Percentage working part time</b>	<b>Share of Full Time Employment</b>	<b>Percentage working part time</b>
<b>New Zealand</b>	44.5%	55.5%	76.7%	23.3%	77.1%	22.9%
<b>Northland Region</b>	50.2%	49.8%	84.0%	16.0%	75.3%	24.7%
<b>Far North District</b>	49.2%	50.8%	81.9%	18.1%	74.1%	25.9%
<b>Whangarei District</b>	49.8%	50.2%	84.8%	15.2%	76.3%	23.7%
<b>Kaipara District</b>	54.3%	45.7%	84.4%	15.6%	74.2%	25.8%

Source: 2006 Census of Population and Dwellings, Statistics New Zealand

**What is driving the pattern of full-time/part-time youth employment in your region? Do you believe this pattern has changed/will change over time? Is this a good thing?**

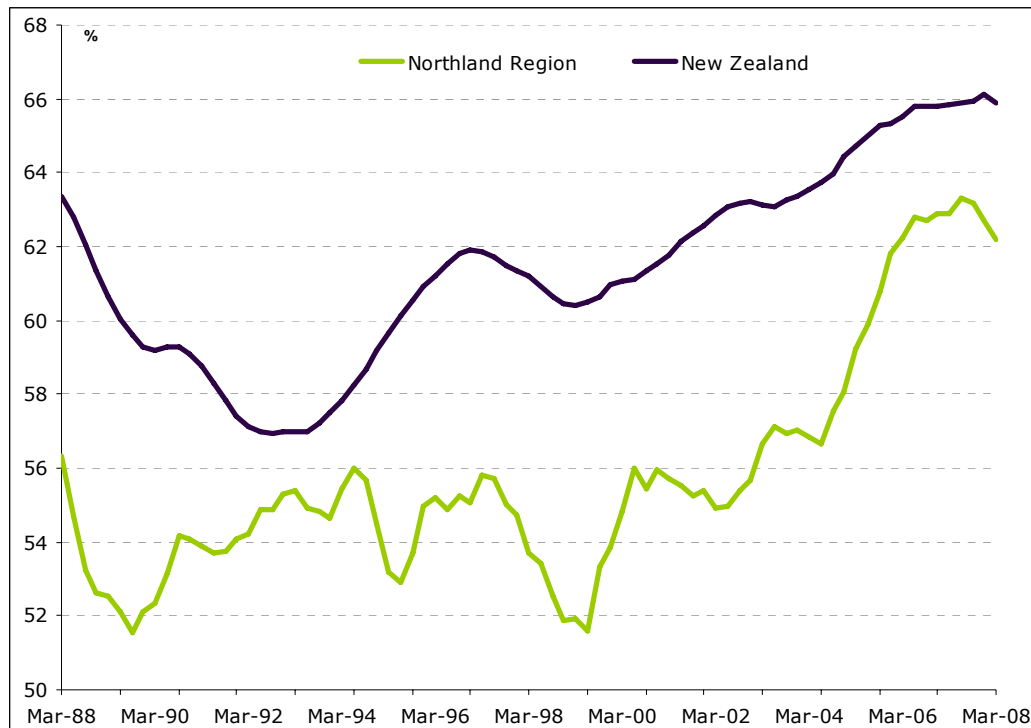
The employment rate<sup>23</sup> is an important indicator of the economic welfare of the country. Work leads to higher income, which, over time, can bring financial independence and a better standard of living and associated social benefits for the individual and wider community. While the employment rate reflects the number of jobs, there are other things to consider such as the quality and sustainability of jobs. Rising employment is one of the clearest indications that the labour market is working successfully. Over time, as labour shortages increase and participation and employment rates stabilise, labour productivity improvements become increasingly important.

As with the labour force participation rate, the employment of the working-age population in Northland Region has consistently been below the New Zealand average since the HLFS series began in 1986. The employment rate for Northland Region in the March 2008 quarter stood at 62.2%, compared to the national average of 65.9%.

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23 The employment rate is the proportion of the working-age population that is employed.

**Chart 14: Employment rate of the working-age population from 1989 to 2007 (12-month moving average)<sup>24</sup>**



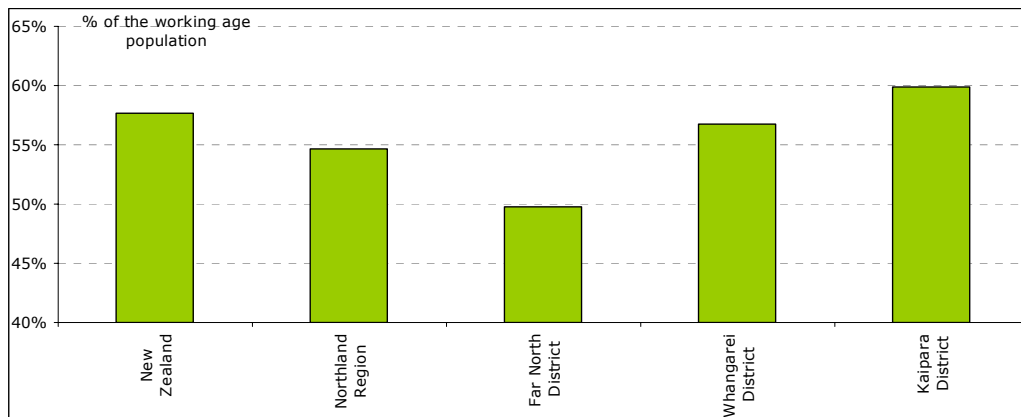
Source: Household Labour Force Survey, Statistics New Zealand

Chart 15 shows that the youth employment rate in Northland Region in 2006 was also below the New Zealand average for youth, though there was some notable variation throughout the region. The youth employment rate in Far North District at 50% was the lowest in the region and the fourth lowest rate across New Zealand. This is consistent with the relatively high NEET rates in that district. Whangarei District's youth employment rate was 57%, while Kaipara District had the highest youth employment rate at 60%.

The youth employment rate for Northland Region increased from 49% to 55% between 2001 and 2006. This compared with an increase from 55% to 58% youth employment across New Zealand between 2001 and 2006. The rate of increase was fairly consistent across the TAs at between 5 and 6 percentage points. Far North District had the largest increase over the period (albeit from a relatively low base).

<sup>24</sup> Employment rates from the Household Labour Force Survey and Population Census differ. This is a result of the different scope and coverage of the two surveys. For more information, see the Data Dictionary.

**Chart 15: Employment rates of youth in Northland Region in 2006**



Source: 2006 Census of Population and Dwellings, Statistics New Zealand

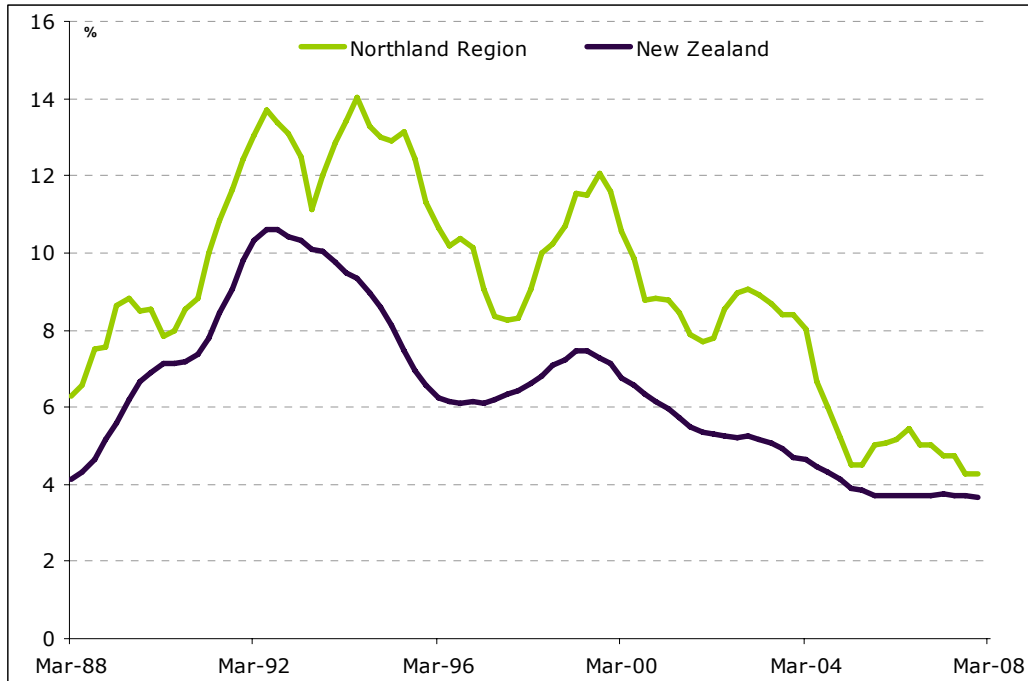
### 3.3 Unemployment

The unemployment rate is the proportion of the labour force that is unemployed. To be counted as unemployed, a person must be without a paid job, be available for work, and have actively sought work in the past four weeks or have a new job to start within the next four weeks.

The Northland Region unemployment rate has been consistently above the New Zealand average since the HLFS series began (and, in some years, by a considerable margin). However, in recent times, the difference has narrowed to such a degree that the difference between the Northland Region unemployment rate and the national average has fallen to around 0.5 percentage points. The unemployment rate for Northland Region stood at 3.9% in the March 2008 quarter compared to the national average of 3.6%.

Unemployment affects the rate at which young people learn work skills such as timeliness, team work and so on that are needed throughout a person's working life. This makes unemployment of youth perhaps even more negative than for the overall population.

**Chart 16: Unemployment rate of the working-age population from 1988 to 2008 (12-month moving average)**

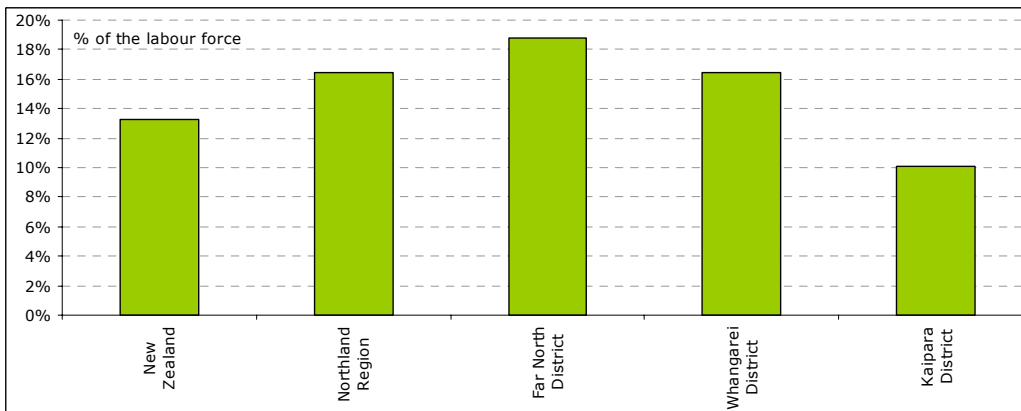


Source: Household Labour Force Survey, Statistics New Zealand

Chart 17 shows that the youth unemployment rate in Northland Region was significantly above the New Zealand average for youth in 2006. Indeed, the youth unemployment rate in Northland Region at 16% was the second highest regional rate in the country. Far North District and Whangarei District both had some of the highest TA youth unemployment rates in the country.

The overall youth unemployment rate in Northland Region fell by 6 percentage points between 2001 and 2006, above the 4 percentage point fall that occurred across New Zealand for those aged 15–24.

**Chart 17: Unemployment rate in Northland Region by age in 2006**



Source: 2006 Census of Population and Dwellings, Statistics New Zealand

Around 8.5% of all those who receive unemployment benefits in New Zealand (around 1,600 people in March 2008) live in Northland Region. Of those unemployment beneficiaries in Northland, around 15.2% were under the age of 24.

For information about the latest unemployment rate in Northland Region, check out the Joint MSD/DoL Quarterly Regional Reports – <http://www.dol.govt.nz/publications/lmr/regional/joint/Northland.pdf>.

**Does the unemployment pattern match what you have seen in the region? If not, why not? What do you think is likely to happen to youth unemployment in the next few years?**

### 3.4 Earnings

Earnings (and, to a smaller extent, total income) are influenced by both the labour market conditions and the productivity of workers. Wages (and earnings) are the result of interactions between employers and workers and are influenced by such things as the skills and experience the workers possess and the value that workers add. It should be noted that low skill jobs generally tend to have low median hourly earnings while high skills jobs generally have higher median earnings.

Across New Zealand, a slightly higher proportion of youth received some income<sup>25</sup> from benefits than other groups, whilst those receiving income from self-employment was significantly lower than the New Zealand average. Looking at data for Northland Region's 15–24 year olds shows that Northland Region youth were significantly more likely to receive a benefit and slightly less likely to be paid a wage and salary<sup>26</sup>.

As reported in the 2007 AIDR, the median hourly wage rate within Northland Region has been consistently below the national average (although it must be remembered that only Wellington and Auckland tend to have higher than the national median wage rates) and that Northland Region's rate was around 90% of the national average.

From the Population Census, over 40% of all 15–24 year olds employed in New Zealand had income of \$5,000 or less in 2006, while nearly 30% had income between \$5,000 and \$20,000, and nearly 30% had income over \$20,000<sup>27</sup>. The profile of young people's earning in Northland Region was virtually identical to that of New Zealand.

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<sup>25</sup> It is important to recognise that income can be influenced by other things than salaries and wages. For many people, rental or investment income can contribute a significant share of their income. It is likely that youth are likely to earn less from these other income sources than the rest of the population.

<sup>26</sup> The data is based on 15–24 year olds who provided their income in the 2006 Population Census.

<sup>27</sup> The data is based on 15–24 year olds who provided their income in the 2006 Population Census.

The Linked Employer-Employee Dataset (LEED) captures data on income from salaries and wages, which shows marked differences by age. Overall, young people tend to have significantly lower incomes than the rest of the working-age population, influenced in part by the high share of part-time youth employment described in Section 3.1. Other reasons for lower than average earnings are:

- less time on average in the job
- less seniority
- lower workplace skills.

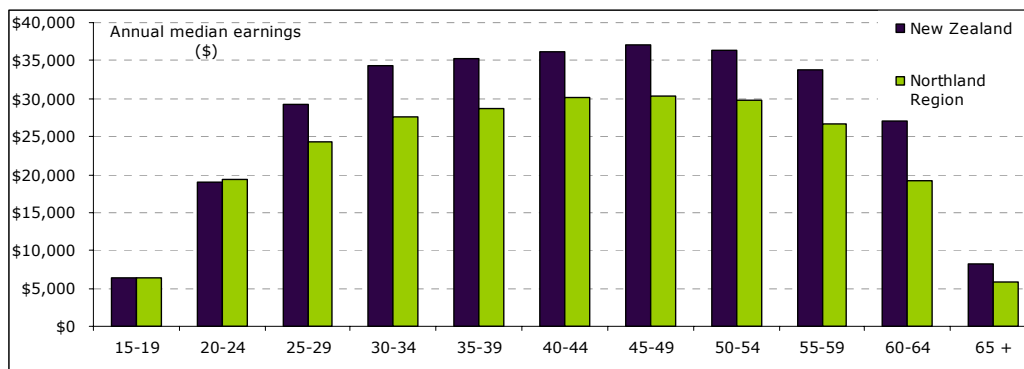
Further information on low youth earnings can be found in the OECD Youth report<sup>28</sup>, including findings that youth:

- stay in their early post education jobs for a much shorter tenure
- have a particularly high turnover in jobs
- have 'entry' jobs that have little relationship to training.

Chart 18 compares Northland Region and national annual median earnings from wages and salaries by age group. Overall, those living in Northland Region had median earnings from wages and salaries below the New Zealand average. However, looking at annual median earnings for different age groupings shows that the only age group in which Northland Region had higher earnings was in the 20–24 years old age band, while 15-19 year olds were very similar to the national rate<sup>29</sup>.

Anecdotal evidence from Northland Region suggests that annual median earnings for youth tend to be slightly higher than the national average, as they tend to engage in the workforce early in Northland (while other regions engage in training, education and so on for longer). Annual median earnings of people in older age groups tend to level out or taper off as more highly qualified people enter the workforce.

**Chart 18: Annual median earnings from wages and salaries by age (5-year grouping) for the 2006 tax year**



Source: Linked Employer-Employee Dataset, Statistics New Zealand

<sup>28</sup> *Jobs for Youth – New Zealand, 2008*, p54 and p59.

<sup>29</sup> Due to confidentiality issues, Statistics NZ are unable to provide median annual earnings by TA.

**What is driving the pattern of earnings for youth in your region? What are the impacts for youth? Is this likely to have any impact on migration patterns? Is the pattern of earnings likely to change over the next few years?**

## GLOSSARY OF TERMS

**Employment:** The number of people in work for one hour or more per week.

**Employment rate:** The proportion of the working-age population that is employed.

**Ethnicity:** Ethnic group or groups that people identify with or feel they belong to. Ethnicity is a measure of cultural affiliation, as opposed to race, ancestry, nationality or citizenship. Ethnicity is self-assigned, and people can belong to more than one ethnic group.

As part of the 2006 Census, the ethnicity of 'New Zealander' appeared first as a standard output. In 2006, 11.1% of respondents listed New Zealander as one of their ethnicities. In previous Censuses, responses identifying New Zealander as the only ethnicity were coded within the New Zealand European category.

Statistics New Zealand has analysed the characteristics of respondents who classify themselves as a New Zealander. Their analysis suggests that people who list their ethnicity as New Zealander are more likely to be aged between 30–59, and more likely to be male than female. The complete report is available from the Statistics New Zealand website - <http://www.stats.govt.nz/analytical-reports/Profile+of+New+Zealander+responses+ethnicity+question+2006+Census.htm>.

**Highest qualification:** Combines highest secondary school qualification and post-school qualification to derive a single highest qualification by category of attainment for people aged 15 years and over. Qualifications are registered at one of ten levels, with the level depending on the complexity of the skills and knowledge that are being recognised. Level 1 qualifications are the least complex and are open-ended downward to capture all learning. Level 10 is the most complex. The levels do not equate to 'years spent learning' but reflect the content of the qualification. A brief description of the contents of the qualifications is:

- Level 1 to 3: senior secondary school learning (NCEA), foundation skills and introductory trades training
- Level 3 to 4: initial trade certificates
- Level 5 to 7: advanced trades, technical and business qualifications
- Level 7 and above: graduate and post-graduate qualifications.

Table 8 includes the four categories:

- No Qualification – this includes people with little or no qualifications obtained
- Total School – this includes people whose highest qualification was gained while attending school
- Total Post-School (Vocational) – this includes people whose highest qualification was gained from a post-school non-university establishment
- Total Bachelor Degree or Higher – this includes people whose highest qualification was a bachelor degree or higher.

**Hours worked per week:** Total number of hours usually worked in employment per week by the working-age population.

**Income:** Before-tax income from a range of sources such as labour, entrepreneurial skills and assets, and transfers received. Tax credits and money received by borrowing, making withdrawals from savings and receiving repayments of loan principal are excluded.

**Industry:** The type of activity undertaken by the organisation, enterprise or business within which a person aged 15 years and over is employed. Based on a classification managed by Statistics New Zealand.

**Labour demand:** People who employers are willing to have work for them, the number of hours they want them to work and the skills and attributes employers desire from these people to perform their jobs.

**Labour force:** The labour force consists of members of the working-age population who are classified as employed or unemployed (people in the labour force).

**Labour force participation rate:** The proportion of the working-age population who are either employed or unemployed. The terms 'labour force participation rate' and 'participation rate' are often used interchangeably. The adjusted labour force participation rate is a hypothetical rate showing what the regional labour force participation is likely to be if the age and gender structure of the region was the same as the national average.

**Labour supply:** People that make themselves available for work, and the attributes and skills these people bring to the workplace.

**Not in employment, education or training (NEET):** Generally used in relation to youth. Identifies the group who are unengaged with either work or training. NEET data is generally expressed as a rate of the youth population.

**Not in the labour force:** Any person in the working-age population who is neither employed nor unemployed. This includes, for example, retired people, students and people at home with children.

**Occupation:** A set of jobs that require the performance of similar or identical tasks, and collected for employed people aged 15 years and over. Based on a classification managed by Statistics New Zealand.

**Population:** Unless explicitly stated, 'population' in this report refers to the usually resident population of an area.

**School leaver attainment:** Highest qualification held by school leavers.

**Statistics New Zealand (SNZ):** New Zealand's national statistical office.

**Unemployment:** The number of people in the working-age population who are without a paid job, are available for work and have actively sought work in the past four weeks or have a new job to start within the next four weeks.

**Unemployment rate:** The number of unemployed people expressed as a percentage of the labour force.

**Wage and salary earnings:** Earnings received for paid employment that is undertaken. Earnings consist of wages and salaries, back pay, commissions, allowances, bonuses (regular and non-regular), gratuities (tips), fees, piece rates, retainers, honoraria and paid leave.

**Working-age population:** Usually resident population aged 15 years and over.

## **DATA DICTIONARY**

### **Census of Population and Dwellings 1996, 2001, 2006**

Conducted by Statistics New Zealand, the Census of Population and Dwellings is the primary source of information on the size, composition, distribution and economic activities of the population. Census data is used for analysing trends, planning public services and allocating public funds in the areas of health, housing, transport, education, income, and law and order. The Census is run every five years. The Census data used in this report is for the years 1996, 2001 and 2006.

Because of the 'full coverage' nature of the Population Census, data for small areas such as TAs can be analysed. Data provided by Statistics New Zealand has been rounded to Base 3, as well as having some results suppressed. For the purposes of this report, any data that has been suppressed has been considered as equal to zero. The impact of this treatment is unlikely to be significant.

### **Household Labour Force Survey**

Produced by Statistics New Zealand, the Household Labour Force Survey (HLFS) collects information relating to the employed, the unemployed and those not in the labour force who comprise New Zealand's working-age (15 years and over) population. It provides a regular, timely and comprehensive portrayal of New Zealand's labour force and Statistics New Zealand's official employment measure. The HLFS is produced quarterly and available from the December quarter 1985.

### **Differences between the Household Labour Force Survey and the Population Census**

The HLFS and the Census of Population both produce estimates of labour force statistics such as unemployment, participation and NEET. Because these two sources are gathered differently, they can produce different estimates. The HLFS is the official measure of labour market information for New Zealand.

The biggest difference in the context of youth engagement is that, in the Census, youth that are acting as caregivers cannot be separated from others who are not engaged in employment or education. This difference, as well as the general differences, leads to higher rates of youth not engaged in employment or education (NEET) in the Census.

Within the Annual In-Depth Regional reports, Population Census calculations of labour market variables have been used in many instances, as estimates from this source are more robust for small areas, especially at the Territorial Authority level.

### **Department of Labour analysis tools**

The Department of Labour has developed a series of online, labour market 'tools'. The tools are interactive, updatable and based on the latest official statistics. They enable the user to select a particular industry, occupation or region and compare information with other sectors, regions or the national average. The four labour market analysis tools currently available are:

- Key information tool
- Occupational indicators
- Regional industry snapshot
- Regional industry trends
- Jobs and tertiary education indicator.

These tools are stored on the Department of Labour website – <http://www.dol.govt.nz/services/LMI/tools/index.asp>.

### **Linked Employer-Employee Dataset (LEED)**

Produced by Statistics New Zealand, annual statistics produced from the Linked Employer-Employee Dataset (LEED) measure labour market dynamics, providing an insight into the operation of New Zealand's labour market and its relationship to business performance. LEED uses existing administrative data drawn from the Inland Revenue Department (IRD), together with business data from Statistics New Zealand's Business Frame (BF).

### **National and subnational population projections**

Population projections are estimates of the size and composition of the population at a future date. Projections are available for the total New Zealand population, local and regional populations, various ethnic populations, families and households, and the labour force. A number of alternative series are produced in each set of projections. These use different combinations of appropriate assumptions about future fertility, mortality, net migration, inter-ethnic mobility, living arrangement type and labour force participation patterns of the population. Projections are updated every two to three years.

The data used in this report is the Subnational Population Projection 2006-base to 2031. These projections have as a base the estimated resident population of each area at 30 June 2006.

### **School leavers data**

Produced by the Ministry of Education, the monitoring of the highest attainment of school leavers is based on the annual 1st March survey of secondary and composite schools. These statistics include all full-time regular students, full-time adult students and special education class students who left school during the period 1 March 2005–28 February 2006, to go on to further education, training, the workforce or other activities.

### **Unemployment**

There are a number of differences between people counted as 'officially unemployed' (measured in the Household Labour Force survey) and counts of people receiving the MSD Unemployment Benefit (UB recipients). These differences mean that the two measures of unemployment are not comparable although they tend to move in the same direction over time. The Household Labour Force Survey (HLFS) measure of unemployment is the official measure, follows consistent rules and is internationally comparable. The count of UB recipients is an administrative measure and is affected by administration procedures and adjustments (such as changes in work-testing rules).

The officially unemployed are people aged 15 years and older who:

- are without any paid work and without unpaid work in a relative's business
- have actively sought work in the previous four weeks (i.e. done more than check newspaper advertisements)
- are available to take up work
- had a new job to start within the next four weeks.

## APPENDIX 1: CHART AND TABLE INDEX

Box 1: Outline of role of AIDR.....	7
Map 1: Boundaries of Northland Region.....	11
Table 1: Northland Region youth population and change 2001 to 2006 .....	12
Chart 1: Distribution of youth and the total population in 2006 .....	13
Map 2: Concentration of youth in Northland Region.....	14
Table 2: Ethnicity of youth in Northland Region in 2006.....	15
Table 3: Northland Region population and population projections 2006 to 2031	16
Chart 2: Net migration (overseas and inter-regional) in Northland Region by age 1996–2001 and 2001–2006.....	17
Chart 3: Proportion of the 2006 population in Northland Region that lived in another region in 2001 .....	18
Chart 4: Proportion of the 2006 population that lived overseas in 2001.....	19
Chart 5: School leavers in Northland Region in 2006 .....	23
Chart 6: NEET rates for youth in Northland Region in 2006 .....	26
Chart 7: Study and labour force status of 15–19 year olds in 2006.....	27
Chart 8: Study and labour force status of 20–24 year olds in 2006.....	27
Table 4: Highest qualification of youth in Northland Region in 2006.....	29
Table 5: Distribution of post-school qualifications of 20–24 year olds in 2006 ...	30
Chart 9: Labour force participation rate for the working-age population from 1988 to 2008 (12-month moving average) .....	33
Chart 10: Labour force change in Northland Region.....	34
Table 6: Change in the regional youth labour force 2001 to 2006.....	34
Chart 11: Share of employment (15– 24 years) in Northland Region and New Zealand by business size in 2006 .....	35
Table 7: Employment (15–24 year olds) by business size in 2006 .....	36
Table 8: Industry employment of those living in Northland Region in 2006, and change from 2001.....	38
Chart 12: Youth share of industries in 2006 .....	39
Table 9: Employment by age and occupation in Northland Region in 2006.....	40
Chart 13 Youth share of occupations in 2006.....	40
Table 10: Employment status by age in Northland Region .....	42
Chart 14: Employment rate of the working-age population from 1989 to 2007 (12-month moving average).....	44
Chart 15: Employment rates of youth in Northland Region in 2006.....	45
Chart 16: Unemployment rate of the working-age population from 1988 to 2008 (12-month moving average).....	46
Chart 17: Unemployment rate in Northland Region by age in 2006.....	46
Chart 18: Annual median earnings from wages and salaries by age (5-year grouping) for the 2006 tax year .....	48

## APPENDIX 2: POPULATION SUMMARY STATISTICS

The following tables provide additional context for the youth labour market in Northland Region.

### Total population of New Zealand, Northland Region and relevant Territorial Authorities

	2006	Change from 2001	
		Number	Percentage
<b>New Zealand</b>	4,027,947	290,661	7.8%
<b>Northland Region</b>	148,470	8,337	5.9%
<b>Far North District</b>	55,842	1,266	2.3%
<b>Whangarei District</b>	74,463	6,369	9.4%
<b>Kaipara District</b>	18,135	678	3.9%

Source: 2006 Census of Population and Dwellings, Statistics New Zealand

### Northland Region population and population projections 2006 to 2031

	2006		2031		Percentage Change	
	15-19	20-24	15-19	20-24	15-19	20-24
	Years	Years	Years	Years	Years	Years
<b>New Zealand</b>	300,198	270,978	316,400	323,410	5.4%	19.3%
<b>Northland Region</b>	10,560	6,600	9,660	7,480	-8.5%	13.3%
<b>Far North District</b>	3,909	2,262	3,340	2,400	-14.6%	6.1%
<b>Whangarei District</b>	5,466	3,630	5,500	4,550	0.6%	25.3%
<b>Kaipara District</b>	1,185	705	820	530	-30.8%	-24.8%

Source: 2006 Census of Population and Dwellings, Statistics New Zealand

### Ethnicity of Northland Region residents in 2006

	Population Composition (%) in 2006					
	European	Māori	Asian	Pacific Peoples	New Zealander	Other
<b>New Zealand</b>	67.6%	14.6%	9.2%	6.9%	11.1%	0.9%
<b>Northland Region</b>	68.0%	31.7%	1.9%	2.7%	10.7%	0.3%
<b>Far North District</b>	59.5%	43.9%	1.6%	3.1%	9.3%	0.3%
<b>Whangarei District</b>	71.9%	25.2%	2.3%	2.4%	11.8%	0.3%
<b>Kaipara District</b>	76.7%	22.2%	1.0%	2.6%	10.2%	0.2%

Source: 2006 Census of Population and Dwellings, Statistics New Zealand

**Highest qualification of the working-age population in Northland Region in 2006**

	<b>No Qualification</b>	<b>Total School</b>	<b>Total Post-School (Vocational)</b>	<b>Total Bachelor Degree or Higher</b>
<b>New Zealand</b>	18.7%	34.8%	27.2%	19.4%
<b>Northland Region</b>	24.0%	34.4%	29.9%	11.7%
<b>Far North District</b>	25.7%	34.6%	28.7%	11.0%
<b>Whangarei District</b>	21.6%	33.9%	31.4%	13.1%
<b>Kaipara District</b>	29.1%	36.0%	27.3%	7.5%

Source: 2006 Census of Population and Dwellings, Statistics New Zealand

**Industry employment of people living in Northland Region for 15–19 and 20–24 year olds in 2006, and change from 2001**

	<b>2006</b>		<b>Change since 2001</b>	
	<b>15–19 Years</b>	<b>20–24 Years</b>	<b>15–19 Years</b>	<b>20–24 Years</b>
<b>Agriculture, Forestry and Fishing</b>	495	432	-25.3%	-7.1%
<b>Mining</b>	3	6	0.0%	-33.3%
<b>Manufacturing</b>	381	513	29.6%	25.7%
<b>Electricity, Gas and Water Supply</b>	12	27	300.0%	200.0%
<b>Construction</b>	426	486	118.5%	100.0%
<b>Wholesale Trade</b>	156	162	26.8%	28.6%
<b>Retail Trade</b>	1,392	663	14.6%	7.8%
<b>Accommodation, Cafés and Restaurants</b>	597	366	47.4%	34.1%
<b>Transport and Storage</b>	60	78	100.0%	-10.3%
<b>Communication Services</b>	33	21	0.0%	40.0%
<b>Finance and Insurance</b>	33	81	175.0%	50.0%
<b>Property and Business Services</b>	246	345	67.3%	49.4%
<b>Government Administration and Defence</b>	30	57	100.0%	-5.0%
<b>Education</b>	66	159	4.8%	-13.1%
<b>Health and Community Services</b>	126	222	68.0%	19.4%
<b>Cultural and Recreational Services</b>	87	72	31.8%	-4.0%
<b>Personal and Other Services</b>	111	159	15.6%	43.2%
<b>Not Elsewhere Included</b>	333	270	18.1%	20.0%
<b>Total</b>	<b>4,587</b>	<b>4,119</b>	<b>23.2%</b>	<b>22.2%</b>

Source: 2006 Census of Population and Dwellings, Statistics New Zealand

**Industry employment of people living in New Zealand in 2006, and change from 2001**

	<b>2006</b>		<b>Change since 2001</b>	
	<b>15-24 Years</b>	<b>15 Years and Over</b>	<b>15-24 Years</b>	<b>15 Years and Over</b>
<b>Agriculture, Forestry and Fishing</b>	18,651	137,808	-11.2%	-3.5%
<b>Mining</b>	390	4,152	94.0%	23.7%
<b>Manufacturing</b>	30,315	226,152	2.0%	1.0%
<b>Electricity, Gas and Water Supply</b>	516	6,093	-5.0%	2.0%
<b>Construction</b>	25,299	147,549	76.4%	42.0%
<b>Wholesale Trade</b>	14,679	107,664	14.9%	8.3%
<b>Retail Trade</b>	74,067	238,107	15.9%	14.3%
<b>Accommodation, Cafés and Restaurants</b>	34,023	94,587	19.7%	17.7%
<b>Transport and Storage</b>	7,386	75,249	11.4%	13.2%
<b>Communication Services</b>	4,203	24,333	1.3%	5.1%
<b>Finance and Insurance</b>	7,386	64,134	21.0%	23.5%
<b>Property and Business Services</b>	29,907	253,734	26.1%	30.4%
<b>Government Administration and Defence</b>	7,476	67,098	13.1%	12.5%
<b>Education</b>	9,870	139,134	7.7%	9.9%
<b>Health and Community Services</b>	12,480	161,127	15.5%	14.6%
<b>Cultural and Recreational Services</b>	10,587	51,666	18.9%	25.2%
<b>Personal and Other Services</b>	9,819	76,077	10.9%	18.3%
<b>Not Elsewhere Included</b>	19,410	111,111	28.1%	22.3%
<b>Total</b>	<b>316,455</b>	<b>1,985,778</b>	<b>16.8%</b>	<b>15.0%</b>

Source: 2006 Census of Population and Dwellings, Statistics New Zealand

**Employment by age and occupation in Northland Region for 15-19 and 20-24 year olds in 2006**

	<b>2006</b>		<b>Change from 2001</b>	
	<b>15-19 Years</b>	<b>20-24 Years</b>	<b>15-19 Years</b>	<b>20-24 Years</b>
<b>Legislators, Administrators and Managers</b>	108	222	140.0%	42.3%
<b>Professionals</b>	57	309	46.2%	5.1%
<b>Technicians and Associate Professionals</b>	210	357	133.3%	33.7%
<b>Clerks</b>	534	342	26.2%	-2.6%
<b>Service and Sales Workers</b>	1,554	819	25.7%	15.2%
<b>Agriculture and Fishery Workers</b>	498	420	-24.5%	-7.3%
<b>Trades Workers</b>	513	657	69.3%	58.7%
<b>Plant and Machine Operators and Assemblers</b>	309	465	30.4%	43.5%
<b>Elementary Occupations</b>	474	285	20.6%	48.4%
<b>Not Elsewhere Included</b>	324	240	9.1%	11.1%
<b>Total</b>	<b>4,590</b>	<b>4,116</b>	<b>23.3%</b>	<b>22.0%</b>

Source: 2006 Census of Population and Dwellings, Statistics New Zealand

**Employment by age and occupation in New Zealand in 2006**

	2006		Change from 2001	
	15-24 Years	15 Years and Over	15-24 Years	15 Years and Over
<b>Legislators, Administrators and Managers</b>	15,087	283,257	51.1%	30.9%
<b>Professionals</b>	20,292	292,101	21.3%	21.9%
<b>Technicians and Associate Professionals</b>	32,610	240,081	41.3%	25.9%
<b>Clerks</b>	39,981	218,061	1.2%	0.7%
<b>Service and Sales Workers</b>	87,933	269,232	12.0%	11.0%
<b>Agriculture and Fishery Workers</b>	18,564	129,654	-12.5%	-5.7%
<b>Trades Workers</b>	32,883	168,135	45.1%	15.7%
<b>Plant and Machine Operators and Assemblers</b>	21,072	150,324	9.1%	4.4%
<b>Elementary Occupations</b>	28,998	122,220	19.3%	21.4%
<b>Not Elsewhere Included</b>	19,041	112,710	21.6%	19.6%
<b>Total</b>	<b>316,458</b>	<b>1,985,778</b>	<b>16.8%</b>	<b>15.0%</b>

Source: 2006 Census of Population and Dwellings, Statistics New Zealand

### APPENDIX 3: REGIONAL LABOUR MARKET KNOWLEDGE MANAGERS CONTACT DETAILS

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