Skills in the Labour Market Outlook

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Department of Labour
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1. SUMMARY

Demand: After several years of strong economic and employment growth, the New Zealand economy entered recession in 2008 and this has significantly softened the demand for labour across different industries. Overall, employment in many sectors, including manufacturing; agriculture, forestry and fishing; health and community services; finance and insurance; wholesale trade; and personal and other services has declined. The largest falls in employment by occupation have been for managers and technicians and trades workers. However, employment in some occupations within these industries is still increasing. In a few industries – education, property and business services, construction and accommodation cafes and restaurants and retail trade– employment has actually increased.

Supply: The labour supply for a range of occupations and industries is increasing as both net migration and unemployment rises. More recently, labour force growth has slowed due to a fall in the labour force participation rate. It appears that many people are moving into, or remaining longer in, study, similar to the trend seen in the 1991/92 recession. The number of unemployed people has also been rising, for occupations at both ends of the skills spectrum. The occupational group that has experienced the biggest increase in the net inflow of migrants is teaching professionals.

Skill shortage indicators: With the labour market softening and the demand for labour falling, skill shortages have eased across all industries. However, this easing appears to be slowing down. The *Quarterly Survey of Business Opinion* reported that an overall easing of skills shortages has continued right through the 2009 year, but the September quarter saw the first signs of increased difficulty in finding skilled and unskilled labour. The proportion of firms reporting labour as the main constraint on expansion is still declining. The *Skilled Vacancies Index* shows that the number of vacancies per employed person has been falling since March 2008, but has levelled off over the last three months and has had a slight increase for managers and technicians and trades workers.

2. PURPOSE

The *Skills in the Labour Market Outlook* gives an overview of the demand and supply of skills by examining industry and occupational employment trends. This report will be released bi-annually in July and December.

Data Sources

Information is drawn primarily from the following sources:

- Household Labour Force Survey (September 2009). Annual averages are used for any non-seasonally adjusted data.
- Department of Labour Employment Estimates by detailed occupation and industry (June 2009).

Note: Estimations of occupations are of people employed across all industries (e.g. Trades workers are employed across all industries, not only in the construction industry).

- Department of Labour forecasts of employment, based on NZIER GDP growth forecasts along with productivity assumptions, both at the industry level.
- Quarterly Survey of Business Opinion (September 2009)

3. WHAT ARE SKILLS SHORTAGES?

A genuine skill shortage occurs when employers are unable to fill or have considerable difficulty in filling vacancies in recognised occupations or specialisations where pay, conditions and location are reasonable. If the pay, conditions or location are not reasonable, this is referred to as a recruitment or retention difficulty.

Skills shortages may relate to specialised skills or to generic or "employability skills" such as IT literacy, customer service, communications skills and team work or the ability to adapt to a firms evolving organisational challenges and vision.

For this reason, skills shortages are difficult to measure using any single labour market indicator. It is important to look at the demand and supply of skills as well as overall indicators of tightness in occupations to get a full picture. The following sections present the employment trends in occupations, the supply and demand for labour and indicators of skill shortages.

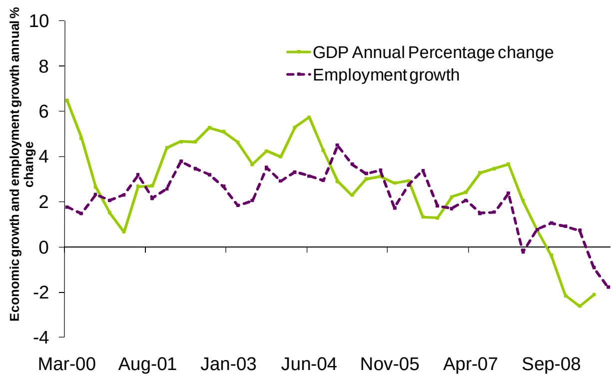
4. DEMAND FOR LABOUR

The recession has lowered labour demand

As a result of the economic downturn, the labour market has softened over the past year. According to the Household Labour Force Survey (HLFS) the number of people in employment fell by 0.8%, or 17,000 over the September 2009 quarter (seasonally adjusted). Annual employment growth was negative in the year to September 2009 (down by 1.8%).

Figure 1 shows annual GDP growth to June 2009 and employment growth up until September 2009. New Zealand GDP data for the June 2009 quarter shows real GDP decreased by 1.8%, the largest fall in the currently published GDP series which began in 1987 (Figure 2).

Figure 1: Economic growth (March 2000-June 2009) and employment growth (March 2000-September 2009)



Sources: GDP and HLFS, Statistics New Zealand. GDP data for the September 2009 quarter will be released in December 2009

Firms have improving hiring intentions

In September 2009, both the Quarterly Survey of Business Opinion (QSBO) and the National Bank Business Outlook indicated that a net 0% of respondents expected to decrease staffing levels over the next three months, the first non-negative result in both series since December 2007. With employment intentions improving, it is a positive sign that the decline in employment will slow.

Medium term forecasts remain positive

Looking further ahead, the Department forecasts that overall employment will increase by an average of 0.7% per annum over the next five years, as the economy recovers and employment stabilises. It is expected that employment will continue to fall into 2010 before moderate growth resumes out to 2013.

Industries where employment has fallen

Table 1: Industry employment growth, June 2008 - June 2009

Industry	Average % Change	Number Change
Manufacturing	-4%	-10,700
Agriculture, Forestry and Fishing	-6%	-10,200
Health and Community Services	-3%	-4,600
Finance and Insurance	-6%	-3,600
Wholesale Trade	-2%	-2,600
Personal and Other Services	-2%	-1,300
Communication Services	-5%	-1,300
Electricity, Gas and Water Supply	-17%	-1,100
Transport and Storage	-1%	-500
Government Administration and Defence	-1%	-400
Mining	-6%	-300

Source: Department of Labour Employment Estimates

Over the past year, there has been a decline in employment within several key industries such as manufacturing; agriculture, forestry and fishing; health and community services; finance and insurance; wholesale trade; and personal and other services (Table 1). Industry and detailed occupational employment numbers are sourced from the Department of Labour Employment Estimates.

Manufacturing

Continuing deterioration in the economies of New Zealand's trading partners has resulted in a fall in demand for New Zealand-made manufactured goods and this has filtered into the labour market even more in recent months. Manufacturing employment declined by 10,700 workers in the year to June 2009 – the largest decline out of sixteen industries, although it is proportionally smaller because manufacturing has the third largest share of employment. From an occupational perspective, it appears that the biggest falls were for lower skilled jobs. The second biggest occupation within this industry, food and related products processing machine operators, lost over 1,500 workers in the year to June 2009. Department of Labour forecasts indicate that employment in all manufacturing sub-sectors is likely to decline in the next five years, aside from growth in machinery and equipment manufacturing (1.2%). For the immediate future, evidence from the National Bank Business Outlook survey for November 2009 indicates that employers expect activity to pick up in the short run with a net 42% of employers surveyed expecting activity to rise.

Agriculture, Forestry and Fishing

Commodity prices appear to be picking up after previously weak demand during 2008, which could mean an improving environment for the agriculture, forestry and fishing industry. However, employment in this industry has fallen significantly (down by 6%) in the year to June 2009. The two key occupations in this industry that had the largest falls in employment were market oriented animal producers (mostly includes livestock and crop farm workers and shearers), which lost 2,300 workers, and market farmers and crop growers (mostly including fruit and nursery growers and market gardeners), which lost 1,700 workers in the year to June 2009. Forestry and related workers also shed 700 jobs over this period. Employment in all three of these occupations is projected to fall in the next five years. According to the 2006 Census, this industry has the highest percentage of elementary level jobs, which means that displaced workers are likely to have restricted skill sets that could impinge on their capacity to find new jobs. Both agriculture and fishing are forecast to have declines in employment in the five years to 2013. Forestry and Logging however, is expected to have above average growth in employment.

Health and Community Services

Employment in the health and community services industry decreased by 3% in the year to June 2009. The two biggest occupations in this sector - Health Professionals (excluding nursing) and nursing and midwifery professionals - saw employment fall by 1% and 2% respectively in the year to June 2009. In the health sector, growth is expected to remain strong in the future due to factors such as an ageing population, and the ongoing growth of residential, community and home-based aged care services. It is projected that employment for both health professionals and associate health professionals will increase significantly over the next five years. Employment growth for nursing and midwifery professionals is projected to be limited, although this is linked to retention and supply difficulties rather than weak demand.

Finance and Insurance

With turbulence in world financial markets, it is no surprise that the finance and insurance industry lost around 3,600 workers (6%) in the year to June 2009. This follows a 0.9% fall in GDP in the finance and insurance industry in the June 2009 quarter, following the trend in international financial markets. Employment in the biggest occupation of finance and sales associates remained stable, while employment of cashiers, tellers and related clerks increased by 1%. Department of Labour forecasts modest growth in employment in the finance and insurance industry over the next five years.

Wholesale Trade

Overall, total employment in wholesale trade fell by 2% in the year to June 2009. In the year to June 2009, employment fell in both personal and household goods wholesaling and machinery and motor vehicle wholesaling (both down 3%). Looking at the largest occupations in the industry, salespersons and demonstrators employment fell by 3% in the year to June 2009 while at the same time employment rose by 3% for material recording and transport clerks (a smaller occupation). Over the five years to 2013, employment is forecast to grow slightly in the wholesale trade industry.

Personal and Other Services

It is difficult to predict how this industry will be affected in a recession due to the fact that it is publicly funded and supported by a large workforce of volunteers (who are not included in these numbers). This industry includes the provision of policing services and fire brigade services. In the year to June 2009, employment in this industry fell by 2%. Employment within the main occupation of personal and other services industry and in the second biggest occupation, protective service workers both fell by 2%. Employment within the sector is currently projected to increase over the five years to 2013, and this is at a faster rate than total employment.

Communication Services

The communication services industry includes employment for postal, courier and telecommunication services. The industry accounts for only 1% of total employment but shed 1,300 workers in the year to June 2009. The second largest occupation in the industry is messengers and doorkeepers (an elementary skill-level occupation that includes couriers and deliverers) which has experienced a large fall of 5% in employment. At the same time, the main occupation of library, mail and related clerks experienced a 3% increase in employment. Department of Labour projections show that employment within the industry is expected to grow at a strong rate over the next five years, in contrast to the recent losses.

Electricity, Gas and Water Supply

Employment within the electricity, gas and water supply industry has experienced heavy losses over the last year, with the industry shedding 1,100 workers or 17% of its total workforce. Employment for the second biggest occupation of architects, engineers and related professionals has fallen by 1%, while employment for the two smaller occupations of physical science and engineering technicians and assemblers have each fallen by 3% in the year to June 2009. The industry is forecast to have modest growth prospects over the five years to 2013.

Transport and Storage

The transport and storage industry has seen flat employment growth between June 2008 and June 2009, with employment falling by 1%. This was driven by falling employment for the biggest occupation of motor vehicle drivers, down 3% over this period. However, employment in the fourth biggest occupation of material recording and transport clerks increased by about 900 in the year to June 2009. Department of labour employment forecasts suggest that employment is likely to increase slightly over the five years to 2013.

Government Administration and Defence

Currently, employment within the government administration and defence industry appears relatively stable. Between June 2008 and June 2009, total employment fell by only 1%. This is in contrast to strong falls within other industries. Employment for the biggest occupation in this industry, protective service workers, fell by 2%, compared with an increase of 3% for the fourth biggest occupation of business professionals in the year to June 2009. Employment within the industry is also forecast to grow over the next five years.

Mining

Mining's share of total employment is relatively small in New Zealand, representing around 0.25% of total employment in the June 2009 quarter. Recently a report published by the Department of Labour[1] has indicated that future skills shortages may

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[1] Producing the Talent – New Zealand Oil and Gas Skills Action Plan

exist in the Taranaki region over the coming years which could lead to constraints on production and growth. Employment of the main occupation of mining and mineral processing plant operators, and the third occupation of motor vehicle drivers fell by 3% each in the year to June 2009. Department of Labour forecasts also indicate employment is likely to grow over the coming years.

Industries with rising demand

Despite economic conditions, there are still key industries in which employment has increased over the past year (see Table 2). The increases were for education; property and business services; construction and accommodation, cafes and restaurants and retail trade.

Table 2: Industry employment growth, June 2008 – June 2009

Industry	Average % Change	Number Change
Education	3%	6,200
Property and Business Services	2%	5,900
Construction	2%	3,800
Accommodation, Cafes and Restaurants	2%	2,900
Retail Trade	0%	1,100

Source: Department of Labour Employment Estimates

Education

The education sector is largely publically funded and is less susceptible to sudden changes in market conditions. In addition, weak job prospects for many people, especially youth, may encourage them into education thereby increasing demand in the sector. Employment in education rose by 3% over the year to June 2009, well above total employment growth. Employment grew for the three largest occupations within the industry – 2% for primary and early childhood teachers, 8% for secondary teachers and 5% for tertiary teachers in the year to June 2009. Employment for special education teachers is forecast to increase significantly over the next five years. Employment for primary teachers is also expected to increase, however, this is below overall forecast employment growth. Employment for both secondary teachers and tertiary teachers is forecast to fall over the next five years. These negative future projections are largely related to the ageing of the population. However, they could be offset to some degree by a lower exchange rate that could improve the competitiveness of our education export sector and increase the number of foreign students coming to New Zealand.

Property and Business Services

The property and business services industry is the largest employing industry in New Zealand, accounting for over 15% of total employment. In the year to June 2009, total employment in the industry grew by 2%. In particular the employment of two main occupations of finance and sales associate professionals (which includes real estate agents) and business professionals increased by 3% each in the year to June 2009 . Over the five years to 2013, the industry is also forecast to experience moderate growth in employment.

Accommodation, Cafes and Restaurants

After several years of strong growth in employment, the accommodation, cafes and restaurants industry has been one of the sectors still experiencing growth in employment, however, this growth has slowed. Between June 2008 and June 2009, total employment in the industry grew by 2%. The main occupation within the industry, housekeeping and restaurant service workers, also saw total employment grow by 1,300 over the same period. The fifth main occupation of salespersons and demonstrators fell by 3% in the year to June 2009. Total employment within the industry, however, is forecast to decline over the five years to 2013.

Construction

During the recession, the construction sector was one of the hardest hit industries. A recently published report by the Department of Labour suggests the construction industry reached a trough in building activity in the September 2009 quarter, and is believed to turn upwards after this quarter. However, total employment within construction did increase by 2% in the year to June 2009. The main occupation of building frame and related trades workers experienced a 3% increase in employment in the year to June 2009, after a decline in the previous quarter. Employment for the next main occupations, building finishers and related trades workers and labourers fell by 1% and 2% respectively in the year to June 2009. According to Department of Labour forecasts, construction industry employment is expected to decline over the coming five years.

Retail Trade

In the year to June 2009, total employment within the retail trade industry grew by 0.4%. The industry also accounts for a high share of employment in New Zealand, at 12%. The main occupation of salespersons and demonstrators fell by 3%, while the third key occupation of cashiers, tellers and related clerks increased by 1% in the year to June 2009. Over the next five years, Department of Labour employment forecasts indicate a slight increase in employment.

5. SUPPLY OF LABOUR

The three sources of potential supply of workers into the labour market are the unemployed, New Zealanders entering (or re-entering) the labour force and migrants.

Population and labour force growth

The working age population (everyone aged 15 years and over) grew by around 1.4% in the year to September 2009, slowing from a peak of 1.7% annual growth in December 2006. Although the labour force (those with a job or actively seeking a job) grew by 0.6% in the year to September 2009, a fall in the rate (driven mostly by males) at which people participate in the labour force saw a large rise in the number of working-age people not in the labour force. In the year to September 2009, those not in the labour force grew by 3.2%.

Movement into study

Over the past year there has been a large increase in the number of people studying, however, this growth has slowed in recent months. In the year to September 2009, those not in the labour force due to being engaged in study increased by 3%. This pattern of workers leaving the labour force to study also occurred in past recessions. The movement of workers out of the labour force during a recession, is because of what is referred to as the 'discouraged worker effect' - as individuals find it increasingly difficult to find employment, they exit the labour force.

Over time, the proportion of the population with post-school qualifications is increasing and this is expected to continue. Between the 2001 and 2006 census, the growth in the number of people with post-school qualifications was 4.8%.

Department of Labour projections indicate that the average qualification level in occupations will increase for all skill levels[2] in the future. The percentage of highly skilled workers with degree or higher qualifications is forecast to increase from 47% in the 2006 census to 55% in 2013. The percentage of skilled with vocational qualifications is expected to increase from 41% to 48%. The share of elementary level workers holding vocational or higher qualifications is expected to increase from 31% to 35%.

Training rates

In 2008, the occupation groups with the highest training rate (percent of new graduates relative to current employment) were forestry workers (22%), special education teaching professionals (17%), and safety and health inspectors (16%). In contrast, the groups with the lowest training rates for 2008 were leather goods makers (2.7%), electricians (2.6%), and glass cutters (2.6%). Most occupations experienced a decline in training rates between the 2007 and 2008 school years, with food products machine and trades workers seeing the largest declines followed, interestingly, by safety and health inspectors. This decline in occupational training rates reflects a twenty-two percent decline in level 1 and above completions overall from a five year peak in 2006 (driven by a recent decline in level 1-6 qualifications).

Unemployed workers

The unemployment rate rose to 6.5% in September 2009, up from 3.5% in December 2007. As a result of the economic downturn, the unemployment rate is expected to continue rising to mid-2010.

Unemployment and qualifications

In September 2009 the unemployment rate for those with no qualifications (10.7%) was well above the total unemployment rate and had risen strongly from 7.5% in September 2008. While the rate for those with school qualifications rose by only 3.9 percentage points (to 8.1%) in the year to September 2009, the post-school qualifications rate increased by only 1.3 percentage points (to 6.4%). The unemployment rate was much lower (4.0%) for the most qualified workers – those with both post-school and school

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2. Skill levels are defined by the New Zealand Standard Classifications of Occupations, which classifies all occupations into highly skilled, skilled and semi-skilled/elementary.

qualifications. This shows that those with higher qualifications are retaining employment better in the current economic climate. Table 3 summarises this information.

Table 3: Unemployment rate by qualification level, March 2009

Qualifications	Unemployment rate, March 2009	Unemployment rate, March 2008
No Qualifications	10.7%	7.5%
School Qualifications	8.1%	4.2%
Post-school Quals Only	6.4%	5.1%
Post-school & School Quals	4.0%	2.6%

Source: HLFS, Statistics New Zealand

Unemployment and occupations

The number of people unemployed rose for all broad occupations in the year to September 2009. This is the number of people seeking employment in an occupation and so is an indicator of labour market supply, but does not indicate the suitability of this supply. The biggest rise in unemployment was for those seeking plant and machine operator positions followed by legislators and professional positions (occupations at both ends of the skills spectrum). The smallest increases were for sales and service workers, however, this occupation had the highest unemployment rate which could indicate that the unemployed seeking other occupations after being unable to find a job in their preferred area.

Net migration is increasing

Immigration is a key source of future supply to the labour market and to the skills pool. The 2006 Census tells us that 60% of the workforce growth from 2001 to 2006 came from people born overseas. Almost all workforce growth for 30 to 49 year olds over this period was due to those born overseas.

The current economic climate is expected to encourage migration of highly skilled professionals back into New Zealand. There has also been a noticeable slow down in the number of New Zealanders leaving. There is a large pool of kiwi skilled workers overseas – according to the OECD in 2006, 25% of NZ born graduates were overseas.

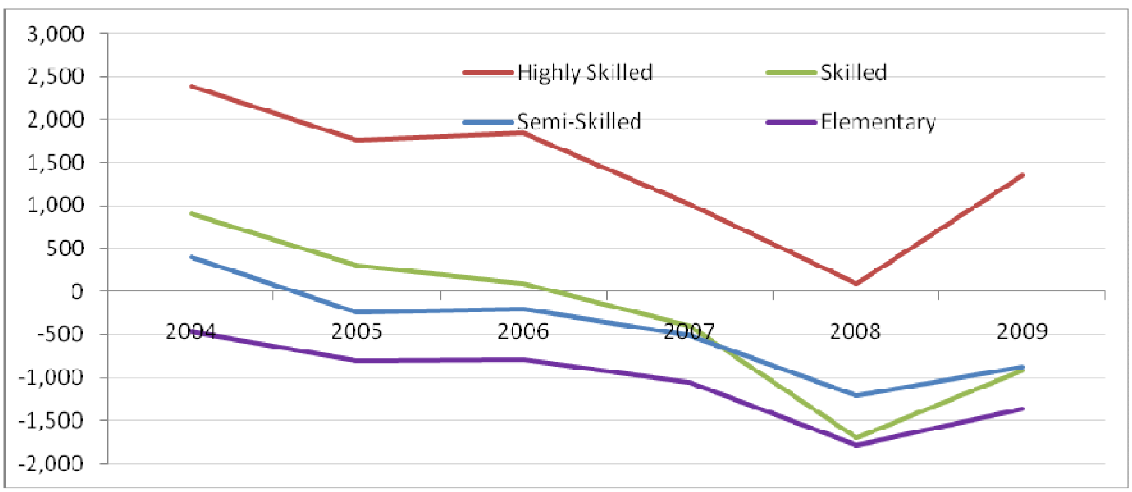
Recent research by the Department of Labour also suggests that New Zealand has less potential to use highly skilled migration compared with Australia. By using historical employment growth and the data we have on migration into New Zealand, it appears that one in six highly skilled workers could potentially have been filled by migrants, compared with one in three for Australia. This potential for migrants to fill skilled jobs is also lower in New Zealand, however, for semi-skilled and elementary level positions this number is lower.

Between 2001 and 2006 there was a large increase in the percentage of migrants holding managerial and professional positions (up from 12.4% in 1996 to 19.6% in 2006 in comparison to New Zealand born which increased from 14.0% to 16.3%). The percentage of migrants in managerial or professional occupations was therefore higher than the New Zealand born equivalent in 2006. Migrants were also less likely to be employed in technical or trades occupations in 2006. Some of this can be explained by New Zealand's selection of migrants, and it has also been found that earlier migrants were more likely to fill these managerial and professional roles.

Overall, there were 18,600 more permanent and long term arrivals than departures in the year to October 2009, up strongly from a net inflow of 4,700 in the year to April 2008. Most of the increase in net migration has been due to a decrease in departures from New Zealand.

There was a large increase in net migration for professionals in the year to October 2009. Migration data indicates that this has been driven by a larger inflow of teaching professionals. Net migration for semi-skilled workers also grew in the year to October 2009. In general, there has continued to be positive highly skilled net migration (arrivals-departures), as demonstrated in figure 2 below.

Figure 2: Net migration by skill level, 2004-2009



Source: PLT data (Statistics New Zealand) and Employment Estimates (Department of Labour)

Supply is needed to fill the gap left by retiring workers

One factor that lowers supply of workers (particularly skilled workers) is the effect of retirement and movement out of occupations into other occupations or out of the labour force.

The Department of Labour uses a measure called 'net replacement demand' to measure this effect by occupation. Net replacement demand calculates the percentage of workers in an occupation that will need to be replaced per year due to movements out of an occupation (due to retirement or occupational shifts).

Occupations with the highest net replacement demand rates and forecast positive employment growth include physicists, chemists and related professionals, legislators and secondary teaching professionals. These occupations are the ones that will require additional supply to keep employment at the same level in the future, and on top of this will require supply to fill the additional demand.

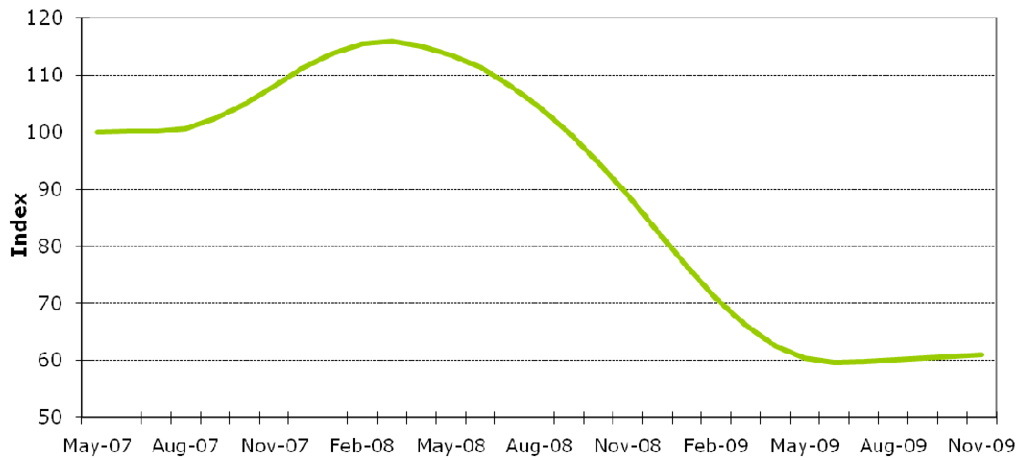
6. INDICATORS OF SKILL SHORTAGES

As a result of easing demand and an increasing supply of skills into the labour market, skill shortage indicators have softened significantly over the past year. However all the data indicates that this softening has slowed down.

Skilled Vacancies Index

Figure 3 below shows that the Skilled Vacancies Index (SVI) increased from the beginning of the series in May 2007 till around March 2008. The index fell by 48% between March 2008 and May 2009. However, the trend has leveled off since June 2009 and has begun to rise slightly in recent months.

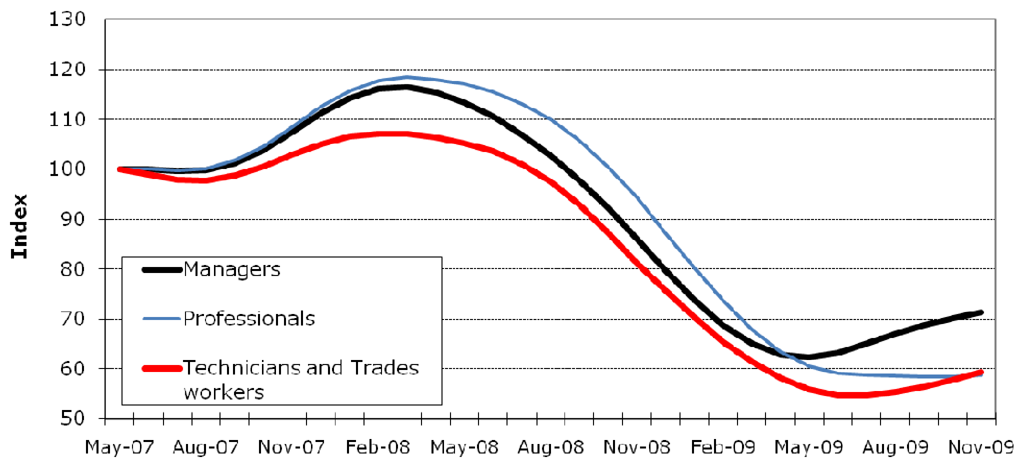
Figure 3: Skilled Vacancies Index – Trend series (May 2007=100)



Source: Department of Labour (SVI trend series)

Growth in vacancies was particularly strong for managers and professionals between the start of the series in May 2007 and around February 2008, both rising by just under 20%. Vacancies for technicians and trades workers also peaked in February 2008, but had risen by only 6% since May 2007.

Figure 4: Skilled Vacancies Index by occupation group (May 2007 = 100)



Source: Department of Labour (SVI trend series)

Quarterly Survey of Business Opinion (QSBO)

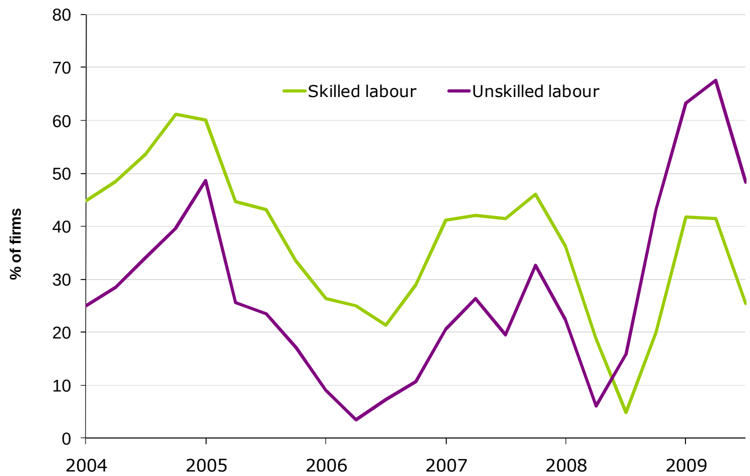
The QSBO is a quarterly survey of around 900 large firms. In the survey, firms are asked to comment on business activity and the current economic climate, as well as intentions for the year ahead.

Overall the easing of skills shortages has continued right throughout the 2009 year, but the September quarter saw the first signs of increased difficulty in finding skilled and unskilled labour. The proportion of firms reporting labour as the main constraint on expansion is still declining.

The QSBO indicates that in September 2009 a net 25% of firms reported it easier to find skilled labour and a net 48% of firms reported it easier finding unskilled labour[3], (*Figure 3*). In September 2009, only 2% of firms reported having difficulty recruiting unskilled labour, which is much lower than 33% of firms finding it difficult in December 2007.

[3] In the QSBO, the definition of 'skilled' and 'unskilled' labour is defined by the employer, and so this is different to other areas of the report (refer to footnote 2).

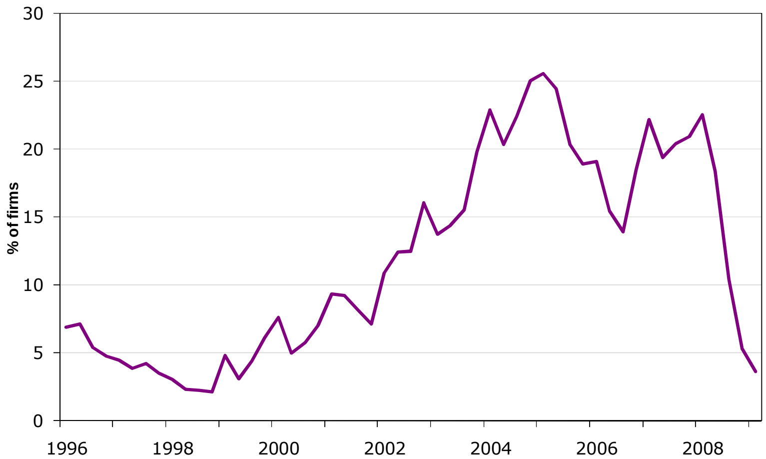
Figure 5: Difficulty of finding skilled and unskilled staff, 2004-2009



Source: Quarterly Survey of Business Opinion, NZIER

A shortage of labour was the main constraint on expansion for only 4% of firms in September 2009 (*Figure 4*), the lowest proportion since 1999. The building sector had the highest percentage of firms (6%) reporting labour as their main constraint on expansion.

Figure 6: % Firms that considered a shortage of labour as main constraint on expansion, 1996- 2009



Source: Quarterly Survey of Business Opinion, NZIER

The QSBO indicated that skills shortages had eased across all four main sectors covered in the survey in the year to September 2009 (building, manufacturing, merchants and services). A net 31% of building firms found it easier to find skilled staff in the September 2009 quarter; a large decrease from a net 59% finding it easier in the March 2009 quarter. Fewer firms perceived difficulty in finding unskilled labour across merchants and services in September 2009 when compared with the March 2009.

If we look at the data regionally, the South Island stood out with a net 32% of firms finding it easier to find skilled staff and a net 48% finding it easier to find unskilled staff in September 2009, the highest of the three regions surveyed (South Island, Lower North Island and Upper North Island).

Pockets of skill shortages persist and skills shortages are likely to emerge as employment rises

Despite the easing in skill shortage indicators, there are still a number of firms indicating that they are experiencing shortages and this has continued throughout the recession. In the middle of the recessionary period in February 2009, a Business New Zealand Survey reported that 39% of firms stated they still had a skill shortage. In the September 2009 QSBO, 7% reported that it was more difficult than in June 2009 to find skilled labour.

Given that there is increasing demand in some industries such as health and community care services; property and business services; and education, we suspect significant pockets of skill shortages may emerge in key occupations within these industries.

The most recent evidence of increasing vacancies in managerial and technicians and trades occupations suggests that there is emerging demand that will need to be met in the immediate future. At the moment, a pool of unemployed workers is available (including the increase in unemployed for those seeking managerial and trades occupations). However, economic commentators are already warning employers to acquire skilled workers before the rise in employment creates competition for skills.

7. LEARNING MORE

Other products available from the Labour Market Dynamics team

SkillsInsight

SkillsInsight represents an analysis tool and series of reports that strive to provide clear and concise occupational labour market information from both official and non-governmental sources. *SkillsInsight* reports on individual sectors and occupations that provide more detailed information are now available.

The *SkillsInsight* tool has been designed to provide quantitative evidence about the supply of, and demand for, labour in New Zealand. In addition to supply and demand indicators, the tool displays demographic characteristics and industry compositions for all ninety-six 3-digit occupation groups.

Labour Market Analysis reports

The Department of Labour offers a range of labour market reports that analyse trends in employment, unemployment, participation and workforce growth for different ethnic and social groups. These reports are regularly updated and available on our website.

Jobs Online

Jobs Online is a monthly measure of changes in job advertisements drawn from the major internet job boards. It includes both the Skilled Vacancies Index and the All Vacancies Index, as well as a regional and detailed occupational breakdown. This information is updated monthly and is available on our website.

Workforce 2020

Workforce 2020 is the name of the Department's Labour Market Futures work programme. The current Workforce 2020 programme includes the following future labour market issues:

- Understanding workforce resilience in a recession
- The impact of demographic shift - population ageing:
    - i. The employability and job mobility of older workers
    - ii. Workforce implications of the future demand for caregivers for the elderly
    - iii Analysing the expatriate workforce of New Zealanders in Australia
- Investigating the contribution of skills to increased productivity
- Globalisation: The importance to NZ of the off shoring of ICT enabled services
- Globalisation: The impact of global remoteness on the productivity of the NZ labour market
    - Analysing future workforce changes as a result of resource pressures.

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