

Profile of Careerforce's 2013 workforce

September 2014

www.berl.co.nz





Background

Authors: Dr Ganesh Nana, Fiona Stokes and Masrur Khan

DISCLAIMER

All work is done, and services rendered at the request of, and for the purposes of the client only. Neither BERL nor any of its employees accepts any responsibility on any grounds whatsoever, including negligence, to any other person.

While every effort is made by BERL to ensure that the information, opinions and forecasts provided to the client are accurate and reliable, BERL shall not be liable for any adverse consequences of the client's decisions made in reliance of any report provided by BERL, nor shall BERL be held to have given or implied any warranty as to whether any report provided by BERL will assist in the performance of the client's functions.

Careerforce's workforce in 2013

There were 105,390 people employed in Careerforce's workforce in 2013, which equates to 5.5 percent of the overall New Zealand workforce.

As outlined Table 1.1, Careerforce's workforce is made up of five broad occupational groupings. The two largest occupations are Carers, at 39 percent of Careerforce's 2013 workforce, and Building Services, at 32 percent.

Table 1.1 Careerforce's workforce by broad occupation grouping, 2013

	Employment	
	2013	% of Careerforce's
Professionals	16,227	15%
Technicians	3,354	3%
Support Workers	11,184	11%
Carers	41,241	39%
Building Services	33,381	32%
Total Careerforce	105,387	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Careerforce's workforce grew by 10 percent (9,230 people) between the 2006 and 2013 Censuses. Over the same period, the New Zealand workforce grew by just over one percent. As a result, Careerforce's share of New Zealand's overall workforce increased from 5.3 to 5.5 percent.

Compared to the total New Zealand workforce, Careerforce's workforce in 2013:

- had an older age profile
- was female dominated
- was more ethnically diverse (more people who identified as Māori, Pacific Peoples or Asian)
- had a higher proportion of migrants (people born overseas)
- had lower qualification levels
- had more people working fewer hours
- had lower incomes.

Table 1.2 summarises key differences between Careerforce's workforce and the New Zealand workforce in 2013. Differences within Careerforce's workforce are also provided.

Table 1.2 Key profile characteristics, Careerforce & NZ workforce, 2013

	Careerforce Workforce						New Zealand workforce
	Professionals	Technicians	Support Workers	Carers	Building Services	Total	
Employment							
Employment level	16,227	3,354	11,184	41,241	33,381	105,387	1,900,599
Employment growth 2006-2013 (% change)	23.5%	-13.7%	39.1%	9.7%	-0.4%	9.6%	1.5%
Sex							
% of female workers	76%	69%	72%	89%	67%	77%	48%
Age							
% of workers under 30 years	12%	19%	16%	16%	21%	17%	22%
% of workers over 50 years	45%	38%	43%	49%	43%	46%	35%
Ethnicity							
% of workers identifying as Māori	23%	6%	20%	14%	17%	17%	11%
% of workers identifying as Pacific Peoples	9%	3%	10%	9%	9%	9%	5%
% of workers identifying as Asian	6%	21%	10%	14%	15%	13%	11%
Migrants							
% of workers born overseas	26%	39%	28%	32%	31%	30%	27%
Highest Qualifications							
% of workers with No Qualification	5%	5%	15%	25%	39%	25%	14%
% of workers with only a Secondary School Qualification	19%	28%	30%	37%	40%	34%	35%
% of workers with a Bachelor Degree or Higher	48%	32%	21%	11%	6%	17%	25%
Total hours worked							
% of working working less than 30 hours a week	21%	24%	30%	44%	63%	44%	22%
% of working working 50 hours or more a week	7%	7%	8%	7%	6%	7%	20%
Annual Income							
% of workers with income of \$30,000 or less	21%	24%	45%	67%	78%	60%	32%
% of workers with income of \$70,000 or more	11%	7%	3%	1%	1%	3%	20%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Careerforce's trainees in 2013

Careerforce had 12,731 trainees in the 2013 calendar year. Expressed as a percentage of Careerforce's 2013 workforce, 12 percent of the workforce undertook industry training in 2013.

The majority of Careerforce's trainees in 2013 were in Technicians, Support Workers and Carers occupations (93 percent). Approximately four percent of trainees were in Professionals occupations, followed by one percent in Building Services occupations.

Compared to Careerforce's workforce, Careerforce's trainees in 2013 were more likely to:

- be female
- have a younger age profile
- be more ethnically diverse
- have lower qualification levels.

Table 1.3 summarises key differences between Careerforce's workforce and trainees in 2013.

Table 1.3 Differences between Careerforce workers and trainees, 2013

	Professionals		Technicians, Support Workers and Carers		Building Services		Total Careerforce	
	Workers	Trainees	Workers	Trainees	Workers	Trainees	Workers	Trainees
Sex								
% who are female	76%	81%	84%	86%	67%	30%	77%	85%
Age								
% under 30 years	11%	12%	16%	16%	21%	21%	17%	22%
% over 50 years	45%	45%	47%	47%	44%	43%	46%	35%
Ethnicity								
% identifying as Maori	9%	8%	9%	10%	9%	17%	9%	10%
% identifying as Pacific Peoples	6%	6%	12%	13%	15%	41%	13%	13%
% identifying as Asian	12%	26%	15%	19%	17%	8%	17%	19%
Highest Qualifications								
% with No Qualification	5%	33%	22%	38%	39%	37%	25%	38%
% with a Level 1 to 4 Diploma	29%	29%	54%	32%	50%	22%	49%	32%
% with a Bachelor Degree or Higher	48%	20%	14%	18%	6%	14%	17%	18%

Source: Statistics New Zealand, 2013 Census; Careerforce; BERL Calculations

Of Careerforce's overall workforce in 2013, 12 percent were involved with Careerforce led industry training in 2013. At 21 percent, a relatively high proportion of Technicians, Support Workers and Carers were involved in industry training in 2013. This high penetration rate is largely due to the strong history of industry training in this sector.

The proportion of workers engaged in industry training in 2013 was much lower for Professionals (4 percent) and Building Services workers (0.4 percent). A contributing factor may be the limited level of training and promotion this sector has had prior to merging with Careerforce in late 2012.

Table 1.4 Number of trainees by broad sector, 2013

Careerforce grouped sector	Careerforce workforce		Careerforce trainees		Careerforce trainees as a percentage of the Careerforce workforce
	Number	Percentage	Number	Percentage	
Professionals	16,233	15%	704	6%	4%
Technicians, Support Workers & Carers	55,764	53%	11,875	93%	21%
Building Services	33,390	32%	138	1%	0.4%
Total Stated	105,387	100%	12,717	100%	12%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Contents

1	An overview of Careerforce's workforce in 2013	1
1.1	Background information	1
1.2	Careerforce's workforce in 2013	4
1.3	Demographic characteristics of this workforce	5
1.4	Employment characteristics of this workforce.....	8
1.5	Careerforce's trainees.....	14
1.6	Demographic characteristics of trainees.....	16
2	The Professional workforce	21
2.1	Careerforce's Professional workforce.....	22
2.2	Demographic characteristics.....	23
2.3	Employment characteristics	27
3	The Support Workers workforce	34
3.1	Careerforce's Support Workers workforce.....	34
3.2	Demographic characteristics.....	36
3.3	Employment characteristics	40
4	The Carers workforce	48
4.1	Careerforce's Carers workforce	49
4.2	Demographic characteristics.....	50
4.3	Employment characteristics	55
5	The Building Services workforce.....	63
5.1	Careerforce's Building Services workforce	64
5.2	Demographic characteristics.....	65
5.3	Employment characteristics	70

Tables

Table 1.1 Careerforce's workforce by broad occupation grouping, 2013	3
Table 1.2 Key profile characteristics, Careerforce & NZ workforce, 2013	3
Table 1.3 Differences between Careerforce workers and trainees, 2013	4
Table 1.4 Number of trainees by broad sector, 2013	4
Table 1.1 Careerforce's workforce using ANZCO06 classifications	2
Table 1.2 Changes in workforce, 2006 and 2013	5
Table 1.3 Age profile of Careerforce's workforce, 2013	6
Table 1.4 Change in age profile, 2006-2013	6
Table 1.5 Sex profile of Careerforce's workforce, 2013	6
Table 1.6 Change in sex profile, 2006-2013	7
Table 1.7 Ethnic profile of Careerforce's workforce, 2013	7
Table 1.8 Careerforce's workforce by birthplace, 2013	7
Table 1.9 Years since arrival in New Zealand, 2013	8
Table 1.10 Careerforce's workforce born overseas by birthplace, 2013	8
Table 1.11 Highest qualification held, Careerforce's workforce and all occupations, 2013	9
Table 1.12 Top 10 industries for people employed in Careerforce's workforce, 2013	10
Table 1.13 Total hours in employment, weekly, Careerforce's workforce, 2013	11
Table 1.14 Annual income, Careerforce's workforce, 2013	12
Table 1.15 Employment status, Careerforce's workforce, 2013	12
Table 1.16 Unpaid activities, Careerforce and NZ workforce, 2013	13
Table 1.17 Regional employment, Careerforce's workforce, 2013	14
Table 1.18 Careerforce Trainees, 2013	15
Table 1.19 Careerforce sectors aligned with Careerforce's workforce industry groupings	15
Table 1.20 Careerforce trainee penetration of the Careerforce workforce by broad sector, 2013	16
Table 1.21 Age profile of Careerforce's workforce and trainees by broad sector, 2013 (%)	17
Table 1.22 Sex profile of Careerforce's workforce and trainees by broad sector, 2013 (%)	18
Table 1.23 Ethnic profile of Careerforce's workforce and trainees by broad sector, 2013 (%)	19
Table 1.24 Highest qualification of Careerforce's workforce and trainees by broad sector, 2013	20
Table 2.1 Occupations within Careerforce's Professional workforce	21
Table 2.2 Change in Professional workforce, 2006-2013	22
Table 2.3 Change in age profile, Professionals workforce, 2006-2013	23
Table 2.4 Age profile of Professionals workforce, 2013	24
Table 2.5 Sex profile of Professionals workforce, 2013	25
Table 2.6 Change in sex profile, Professionals workforce, 2006-2013	25
Table 2.7 Ethnic profile of Professionals Workforce, 2013	25
Table 2.8 Professionals workforce by birthplace, 2013	26

Table 2.9 Years since arrival in New Zealand, Professionals workforce, 2013	26
Table 2.10 Professionals workforce born overseas by birthplace, 2013.....	26
Table 2.11 Highest qualification held, Professionals workforce, 2013	28
Table 2.12 Top 10 areas of employment, Professionals workforce, 2013	28
Table 2.13 Top 10 areas of employment, Health Professionals, 2013	29
Table 2.14 Top 10 areas of employment, Counsellors, 2013	29
Table 2.15 Top 10 areas of employment, Social Workers, 2013	29
Table 2.16 Total hours worked weekly, Careerforce's Professionals workforce, 2013.....	30
Table 2.17 Annual income, Professionals workforce, 2013	31
Table 2.18 Employment status, Professionals workforce, 2013	32
Table 2.19 Unpaid activities, Professionals & NZ workforce, 2013.....	32
Table 2.20 Unpaid activities, Professionals workforce by broad occupation, 2013	33
Table 2.21 Regional employment, Careerforce's Professionals workforce, 2013	33
Table 3.1 Occupations within Careerforce's Support Workers workforce.....	34
Table 3.2 Careerforce's Support Workers workforce, 2006 and 2013	35
Table 3.3 Age profile of Careerforce's Support Workers workforce, 2013.....	37
Table 3.4 Change in age profile, Support Workers workforce, 2006-2013	37
Table 3.5 Sex profile of Careerforce's Support Workers workforce, 2013	38
Table 3.6 Change in sex profile, Support Workers workforce, 2006-2013	38
Table 3.7 Ethnic profile of Careerforce's Support Workers workforce, 2013	38
Table 3.8 Careerforce's Support Workers workforce by birthplace, 2013	39
Table 3.9 Years since arrival in New Zealand, Careerforce's Support Workers workforce	39
Table 3.10 Careerforce's Support Workers workforce born overseas by birthplace, 2013	40
Table 3.11 Highest qualification held, Support Workers workforce, 2013	41
Table 3.12 Top 10 areas of employment, Careerforce's Support Workers workforce, 2013	42
Table 3.13 Top 10 areas of employment, Health Support Workers, 2013.....	42
Table 3.14 Top 10 areas of employment, Community Workers, 2013.....	43
Table 3.15 Top 10 areas of employment, Support Workers, 2013	43
Table 3.16 Top 10 areas of employment, Youth Workers, 2013.....	43
Table 3.17 Total hours worked, weekly, Careerforce's Support Workers workforce, 2013	44
Table 3.18 Annual income, Careerforce's Support Workers workforce, 2013	45
Table 3.19 Employment status, Careerforce's Support Workers workforce, 2013	46
Table 3.20 Unpaid activities, Support Workers and NZ workforce, 2013	46
Table 3.21 Unpaid activities, Support Workers workforce, 2013	47
Table 3.22 Regional employment, Careerforce's Support Workers workforce, 2013.....	47
Table 4.1 Occupations within Careerforce's Carers workforce	48
Table 4.2 Careerforce's Carers workforce, 2006 and 2013	49
Table 4.3 Age profile of Careerforce's Carers workforce, 2013	51

Table 4.4 Change in age profile, Carers workforce, 2006-2013	51
Table 4.5 Sex profile of Careerforce's Carers workforce, 2013	52
Table 4.6 Change in sex profile, Carers workforce, 2006-2013.....	52
Table 4.7 Ethnic profile of Careerforce's Carers workforce, 2013	53
Table 4.8 Careerforce's Carers workforce by birthplace, 2013.....	54
Table 4.9 Years since arrival in New Zealand, Careerforce's Carers workforce, 2013	54
Table 4.10 Careerforce's Carers workforce by birthplace, 2013.....	55
Table 4.11 Highest qualification held, Careerforce's Carers workforce, 2013.....	56
Table 4.12 Top 10 areas of employment, Careerforce's Carers workforce, 2013	57
Table 4.13 Top 10 areas of employment, Aged or Disabled Carers occupations, 2013	58
Table 4.14 Top 10 areas of employment, Assistants and Support Workers occupations, 2013	58
Table 4.15 Top 10 areas of employment, Personal Support Assistants occupations, 2013.....	58
Table 4.16 Total hours worked weekly, Careerforce's Carers workforce, 2013	59
Table 4.17 Annual income, Careerforce's Carers workforce, 2013	60
Table 4.18 Employment status, Careerforce's Carers workforce, 2013	61
Table 4.19 Unpaid activities, Careerforce's Carers and NZ workforce, 2013	61
Table 4.20 Unpaid activities, Careerforce's Carers workforce, 2013	61
Table 4.21 Regional employment, Careerforce's Carers workforce, 2013	62
Table 5.1 Occupations within Careerforce's Building Services workforce.....	63
Table 5.2 Careerforce's Building Services workforce, 2006 and 2013	64
Table 5.3 Age profile of Careerforce's Building Services workforce, 2013	66
Table 5.4 Change in age profile, Building Services workforce, 2006-2013	66
Table 5.5 Sex profile of Building Services workforce, 2013.....	67
Table 5.6 Change in sex profile, Building Services workforce, 2006-2013.....	67
Table 5.7 Ethnic profile of Building Services workforce, 2013	67
Table 5.8 Building Services workforce by birthplace, 2013.....	68
Table 5.9 Years since arrival in New Zealand, Building Services workforce, 2013	68
Table 5.10 Building Services workforce born overseas by birthplace, 2013.....	69
Table 5.11 Highest qualification held, Building Services workforce, 2013.....	70
Table 5.12 Top 10 areas of employment, Building Services workforce, 2013.....	71
Table 5.13 Top 10 areas of employment, Commercial Cleaners, 2013.....	72
Table 5.14 Top 10 areas of employment, Domestic Cleaners & Housekeepers, 2013	72
Table 5.15 Top 10 areas of employment, Specialist Cleaners, 2013	72
Table 5.16 Top 10 areas of employment, Pest Controllers, 2013.....	73
Table 5.17 Total hours worked weekly, Careerforce's Building Services workforce, 2013	74
Table 5.18 Annual income, Careerforce's Building Services workforce, 2013	75
Table 5.19 Employment status, Careerforce's Building Services workforce, 2013.....	75
Table 5.20 Unpaid activities, Careerforce's Business services workforce, 2013.....	76

Table 5.21 Unpaid activities, Building Services workforce by broad occupation, 2013	76
Table 5.22 Regional employment, Careerforce's Building Services workforce, 2013	77

Figures

Figure 1.1 Careerforce's workforce, 2013	4
Figure 1.2 Age profile, 2013	5
Figure 1.3 Highest qualification held, Careerforce's workforce, 2013.....	9
Figure 1.4 Total hours in employment, weekly, Careerforce and NZ workforce, 2013.....	11
Figure 1.5 Annual income, Careerforce's workforce, 2013	12
Figure 1.6 Age profile of Careerforce's workforce and trainees, 2013 (%)	17
Figure 1.7 Sex profile of Careerforce's workforce and trainees, 2013 (%)	18
Figure 1.8 Ethnic profile of Careerforce's workforce and trainees, 2013 (%)	18
Figure 1.9 Highest qualification held, Careerforce's workforce and trainees, 2013 (%)	20
Figure 2.1 Careerforce's Professional workforce, 2013	22
Figure 2.2 Age profile, Professionals, Careerforce and NZ workforce, 2013.....	24
Figure 2.3 Highest qualification held, Professionals and NZ workforce, 2013.....	27
Figure 2.4 Total hours worked weekly, Professionals and NZ workforce, 2013	30
Figure 2.5 Annual income, Professionals and NZ workforce, 2013	31
Figure 3.1 Careerforce's Support Workers workforce	35
Figure 3.2 Age profile, Support Workers, Careerforce and NZ workforce, 2013	36
Figure 3.3 Highest qualification held, Support Workers and NZ workforce, 2013	41
Figure 3.4 Total hours worked weekly, Support Workers and NZ workforce, 2013.....	44
Figure 3.5 Annual income, Support Workers and NZ workforce, 2013.....	45
Figure 4.1 Careerforce's Carers workforce	49
Figure 4.2 Age profile, Carers, Careerforce and NZ workforce, 2013	50
Figure 4.3 Highest qualification held, Carers and NZ workforce, 2013.....	56
Figure 4.4 Total hours worked weekly, Carers and NZ workforce, 2013	59
Figure 4.5 Annual income, Carers and NZ workforce, 2013	60
Figure 5.1 Careerforce's Building Services workforce	64
Figure 5.2 Age profile, Building Services, Careerforce and NZ workforce, 2013.....	65
Figure 5.3 Highest qualification held, Building Services and NZ workforce, 2013.....	70
Figure 5.4 Total hours worked weekly, Building Services and NZ workforce, 2013	73
Figure 5.5 Annual income, Building Services and NZ workforce, 2013	74

1 An overview of Careerforce's workforce in 2013

This report provides a profile of the workforce that Careerforce has coverage for using official statistics from the 2013 Census. The information contained in this report has been prepared to inform Careerforce's internal planning and wider workforce development and skill leadership functions.

1.1 Background information

1.1.1 Careerforce's coverage

Careerforce is the industry training organisation for the non-regulated health, mental health, aged support, disability, social services, youth work, cleaning and pest management industries. More specifically, Careerforce has been recognised by the Government since November 2012 to set standards at Levels 1 to 8 on the New Zealand Qualifications Framework for the following sectors:

- Aged care, addiction, allied health, core health, dental support, intellectual, physical and sensory disability, mental health, orderlies, primary and secondary health care, public health and whānau ora, except where the workforce is covered by the Health Practitioners Competence Assurance Act 2003.
- Community work, counselling, employment support, Iwi/Māori social services, Pacific Island social services, social work - including suicide intervention, abuse, neglect and violence, Tamariki Ora - Well Child Services, whānau/family and foster care, and youth work.¹
- Contract cleaning and urban pest management (including service technicians working in the industry).²

Explicitly excluded from Careerforce's coverage are the ambulance, first aid, injury prevention, pre-hospital emergency care, occupational health and safety, pharmacy, State services-related public administration and management sectors. These sectors lie within the coverage of other standard setting bodies.

1.1.2 Aligning official statistics to Careerforce's coverage areas

Official employment data sources are defined in two dimensions:

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

To define the paid workforce covered by Careerforce, BERL worked with staff from Careerforce to examine the feasibility of using industry and occupation classifications. It was during this process that we decided, while neither classification was ideal for capturing the work undertaken in Careerforce's gazetted coverage areas, occupation classifications were the most appropriate in terms of capturing the roles that Careerforce provides training in.

¹ Careerforce received this coverage from the Social Services ITO in August 2011.

² Careerforce received this coverage from the Building Services Contractors ITO in November 2012.

BERL and Careerforce staff then used the Australian and New Zealand Standard Classification of Occupations 2006 (ANZSCO06) to identify which occupation classifications fall within Careerforce's coverage. This process identified 39 detailed ANZSCO06 occupations. These occupations, outlined in Table 1.1 can be broadly grouped into five areas based on the level of skill required and the types of roles performed. These are Professionals, Technicians, Support Workers, Carers and Building Services Workers.

Table 1.1 Careerforce's workforce using ANZCO06 classifications

Occupation Grouping	ANZSCO 2006 Level 6 Occupations	
	Code	Title
Professionals	251911	Health Promotion Officer
	251912	Orthotist or Prosthetist
	251999	Health Diagnostic and Promotion Professionals nec
	252215	Traditional Māori Health Practitioner
	252711	Audiologist
	272112	Drug and Alcohol Counsellor
	272113	Family and Marriage Counsellor
	272114	Rehabilitation Counsellor
	272199	Counsellors nec
	272511	Social Worker
	272612	Recreation Coordinator
	272613	Welfare Worker
Technicians	311212	Cardiac Technician
	311213	Medical Laboratory Technician
	311214	Operating Theatre Technician
	311216	Pathology Collector (Aus)/Phlebotomist (NZ)
	311299	Medical Technicians nec
Support Workers	411213	Dental Technician
	411311	Diversional Therapist
	411512	Kaiāw hina (Hauora) (Māori Health Assistant)
	411711	Community Worker
	411712	Disabilities Services Officer
	411713	Family Support Worker
	411715	Residential Care Officer
	411716	Youth Worker
Carers	423111	Aged or Disabled Carer
	423211	Dental Assistant
	423311	Hospital Orderly
	423312	Nursing Support Worker
	423313	Personal Care Assistant
	423314	Therapy Aide
	423411	Child or Youth Residential Care Assistant
Building Services Workers	811211	Commercial Cleaner
	811311	Domestic Cleaner
	811412	Domestic Housekeeper
	811611	Carpet Cleaner
	811612	Window Cleaner
	811699	Cleaners nec
	841913	Pest Controller

1.1.3 Limitations and data treatment

This report is largely based on Census data, which relies on information provided by individual respondents. The quality of the data is therefore dependent on how well people reported key information in the Census.

For this report, the most important Census question is about occupation. All individuals 15 years and over in employment are required to state their occupation. Unfortunately this is also one of the most subjective questions and has a much larger number of potential responses than something like age or country of birth.

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

Totals provided for the workforce covered by Careerforce and the total number of New Zealand occupations in this report are based on 'Total Stated Responses' and exclude residual or not elsewhere classified responses (e.g. an occupation that is not stated). As a result, totals provided in the tables in this report may not always be the same.

1.1.4 Report structure

Sections two to five of this report take a closer look at four of the five groups within Careerforce's 2013 workforce: Professionals, Support Workers, Carers and Building Services Workers. This report does not provide a detailed look at Careerforce's Technicians workforce as the number of people in these occupations is small and they only made up three percent of Careerforce's overall workforce in 2013. Data and an overview of Careerforce's Technicians workforce are provided in Section 1.2.

1.2 Careerforce's workforce in 2013

At a glance: Careerforce's workforce in 2013

Employment: 105,390 people employed. This is 5.5 percent of New Zealand's overall workforce.

Employment growth: 10 percent growth between 2006 and 2013 (9,220 people) compared to just over one percent growth in the New Zealand workforce during the same period.

Age: 58 percent of workers were aged 45 years old or older, compared to 47 percent of the New Zealand workforce.

Sex: 77 percent of workers are female, compared to 48 percent of the New Zealand workforce.

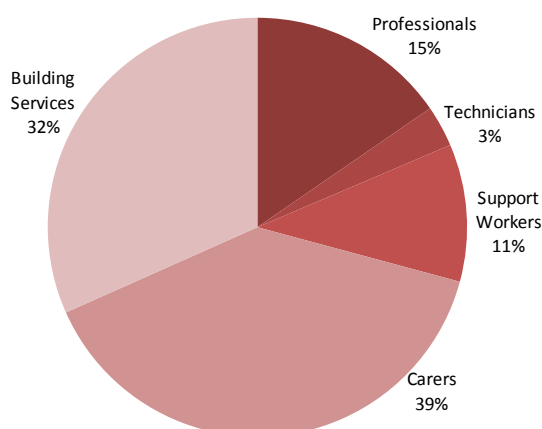
Ethnicity: A larger proportion of workers identified themselves as Māori (17 percent), Pacific Peoples (nine percent), and Asian (13 percent) compared to the New Zealand workforce (11, five and 11 percent respectively).

Migrants: A larger proportion of workers were born overseas (31 percent) compared to the New Zealand workforce (27 percent). Careerforce workers born overseas were more likely to be born in Oceania (excluding New Zealand) and have been in New Zealand for less than five years (39 and 25 percent respectively) than the overall overseas-born New Zealand workforce (19 and 20 percent respectively).

Qualifications: A larger proportion of workers had no qualification (25 percent) than the overall New Zealand workforce (14 percent). A smaller proportion had a bachelor degree.

In 2013, 105,390 people were employed in Careerforce's workforce. Figure 1.1 shows that 39 percent of these people were employed as Carers, while a further 32 percent were Building Services Workers. Professionals made up a further 15 percent of Careerforce's workforce while Support Workers made up 11 percent of the workforce. Technician occupations were the smallest area of employment, with just three percent of Careerforce's workforce in 2013.

Figure 1.1 Careerforce's workforce, 2013



Source: Statistics New Zealand, 2013 Census; BERL Calculations

Between 2006 and 2013 Careerforce's workforce grew by 10 percent while the total New Zealand workforce grew by just over one percent. The strongest areas of growth were in Support Worker and Professional occupations, up 39 and 24 percent respectively, while the number of people employed as Technicians declined by 14 percent.

Table 1.2 Changes in workforce, 2006 and 2013

	Employment		Growth 2006-2013	
	2006	2013	Numerical	Percentage
Professionals	13,134	16,227	3,093	24%
Technicians	3,888	3,354	-534	-14%
Support Workers	8,040	11,184	3,144	39%
Carers	37,590	41,241	3,651	10%
Building Services	33,519	33,381	-138	0%
Careeforce	96,171	105,387	9,216	10%
New Zealand	1,873,368	1,900,602	27,234	1%

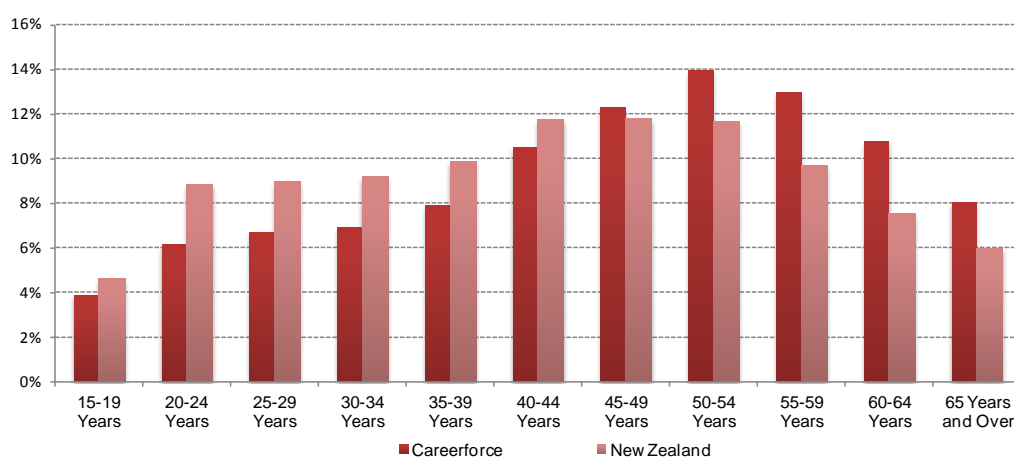
Source: Statistics New Zealand, 2006 and 2013 Censuses; BERL Calculations

1.3 Demographic characteristics of this workforce

1.3.1 Age

Careeforce has an older age profile than the New Zealand workforce, as shown in Figure 1.2. In 2013, 58 percent of Careerforce's workforce were aged 45 years old or older, compared with 47 percent of the New Zealand workforce. This older age profile may be related to the tasks and interpersonal skills required within Careerforce's workforce. Many of these tasks and skills are more suited to workers who are mature, have practical real-life experience, and are able to relate to a range of different ages and population groups.

Figure 1.2 Age profile, 2013



Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 1.3 shows that the five broad occupation groups within Careerforce's coverage area all have an older age profile than the total New Zealand workforce. This is particularly the case for the Professionals and Carers occupations, where close to 60 percent of people are aged 45 years old and older, compared to 47 percent of the New Zealand workforce. For the Technicians occupation group, 50 percent of people are 45 years old or older.

Table 1.3 Age profile of Careerforce's workforce, 2013

Age	2013 Employment						Percentage						
	Professionals	Technicians	Support Workers	Carers	Building Services	Careeforce	Professionals	Technicians	Support Workers	Carers	Building Services	Careeforce	New Zealand
15-24 Years	744	249	888	3,633	5,031	10,545	5%	7%	8%	9%	15%	10%	14%
25-34 Years	2,493	723	1,770	5,382	4,008	14,376	15%	22%	16%	13%	12%	14%	18%
35-44 Years	3,513	693	2,226	6,984	5,946	19,362	22%	21%	20%	17%	18%	18%	22%
45-54 Years	4,638	894	3,030	10,920	8,145	27,627	29%	27%	27%	26%	24%	26%	24%
55-64 Years	3,774	654	2,592	10,665	7,365	25,050	23%	19%	23%	26%	22%	24%	17%
65 Years and Over	1,065	141	678	3,657	2,886	8,427	7%	4%	6%	9%	9%	8%	6%
Total	16,227	3,354	11,164	41,241	33,381	105,387	100%	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Between 2006 and 2013, the number of people aged 45 and over in employment grew while there was a decline in the number of 15 to 24 year olds in employment. Table 1.4 shows the change in employment by broad age group within Careerforce's workforce between the 2006 and 2013 censuses.

In Careerforce's workforce, the number of people aged 45 year and over increased by 23 percent (18 percent for the New Zealand workforce), while the number of 15 to 24 year olds fell by six percent (14 percent nationally).

Table 1.4 Change in age profile, 2006-2013

Age	Numerical growth 2006-2013						Percentage Change 2006 - 2013						
	Professionals	Technicians	Support Workers	Carers	Building Services	Careeforce	Professionals	Technicians	Support Workers	Carers	Building Services	Careeforce	New Zealand
15-24 Years	54	-243	213	90	-825	-711	8%	-49%	32%	3%	-14%	-6%	-14%
25-34 Years	135	-135	396	816	-537	675	6%	-16%	29%	18%	-12%	5%	-6%
35-44 Years	117	-285	240	-1,221	-1,131	-2,280	3%	-29%	12%	-16%	-16%	-11%	-10%
45-54 Years	690	-96	756	135	258	1,743	17%	-10%	33%	1%	3%	7%	6%
55-64 Years	1,419	141	1,077	2,013	1,068	5,718	60%	27%	71%	23%	17%	30%	23%
65 Years and Over	678	84	462	1,818	1,029	4,071	175%	147%	214%	99%	55%	93%	74%
Total	3,093	-534	3,144	3,651	-138	9,216	24%	-14%	39%	10%	0%	10%	1%

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

The Global Financial Crisis, which occurred between the two censuses, is likely to explain part of the decline in employment of people aged 15-24 years old. Younger people are more likely to be impacted by economic downturns and are also more likely to stay in education longer before entering the workforce.

1.3.2 Sex

Careerforce's workforce is female dominated, at 77 percent of the workforce, compared to 48 percent across all occupations. Within Careerforce's workforce, all broad occupation groups had a greater share of female employment – ranging from 67 percent for Building Services Workers to 89 percent in Carers occupations.

Table 1.5 Sex profile of Careerforce's workforce, 2013

Sex	2013 Employment						Percentage						
	Professionals	Technicians	Support Workers	Carers	Building Services	Careeforce	Professionals	Technicians	Support Workers	Carers	Building Services	Careeforce	New Zealand
Female	12,330	2,331	8,028	36,591	22,389	81,669	76%	69%	72%	89%	67%	77%	48%
Male	3,897	1,020	3,144	4,635	10,998	23,694	24%	30%	28%	11%	33%	22%	52%
Total	16,233	3,357	11,175	41,232	33,390	105,387	100%	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 1.6 shows that despite Careerforce's workforce being female dominated, employment growth in percentage terms was stronger for males than females between 2006 and 2013, at 17 percent compared to eight percent. However, in absolute terms, the growth in female employment was larger than male employment (5,720 compared to 3,500). Female employment fell in the Technicians and Building Services occupations (down 19 and three percent respectively) while male employment increased (up one and five percent respectively).

Table 1.6 Change in sex profile, 2006-2013

Sex	Numerical growth 2006-2013						Percentage Change 2006 - 2013						
	Professionals	Technicians	Support Workers	Carers	Building Services	Careeforce	Professionals	Technicians	Support Workers	Carers	Building Services	Careeforce	New Zealand
Female	2,301	-561	2,199	2,457	-678	5,718	23%	-19%	38%	7%	-3%	8%	3%
Male	810	12	936	1,191	555	3,504	26%	1%	42%	35%	5%	17%	0%
Total	3,117	-540	3,138	3,651	-117	9,249	24%	-14%	39%	10%	0%	10%	1%

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

1.3.3 Ethnicity

Careerforce's workforce is more ethnically diverse than the New Zealand workforce.

Table 1.7 Ethnic profile of Careerforce's workforce, 2013

Ethnicity	2013 Employment						Percentage						
	Professionals	Technicians	Support Workers	Carers	Building Services	Careeforce	Professionals	Technicians	Support Workers	Carers	Building Services	Careeforce	New Zealand
European	11,424	2,379	7,548	27,951	21,450	70,752	71%	71%	68%	68%	65%	67%	78%
Māori	3,684	186	2,193	5,901	5,769	17,733	23%	6%	20%	14%	17%	17%	11%
Pacific Peoples	1,458	111	1,113	3,522	2,883	9,087	9%	3%	10%	9%	9%	9%	5%
Asian	1,050	717	1,080	5,622	4,920	13,389	6%	21%	10%	14%	5%	13%	11%
Other *	471	120	327	1,065	954	2,937	3%	4%	3%	3%	3%	3%	3%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

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

In 2013, 67 percent of people in Careerforce's workforce identified as European, 17 percent as Māori, 13 percent as Asian and nine percent as Pacific Peoples. This compares to 78 percent of the New Zealand workforce that identified as European, 11 percent that identified as Māori, five percent that identified as Pacific Peoples, and 11 percent that identified as Asian.

1.3.4 Migrants

Approximately 30 percent of Careerforce's workforce (31,680 people) was born overseas compared to 27 percent of the total New Zealand workforce.

Table 1.8 Careerforce's workforce by birthplace, 2013

Birthplace	2013 Employment						Percentage						
	Professionals	Technicians	Support Workers	Carers	Building Services	Careeforce	Professionals	Technicians	Support Workers	Carers	Building Services	Careeforce	New Zealand
Born Overseas	4,200	1,275	3,135	12,969	10,101	31,680	26%	39%	28%	32%	31%	30%	27%
Born in NZ	11,895	2,034	7,920	27,729	22,845	72,423	74%	61%	72%	68%	69%	70%	73%
Total Stated	16,095	3,309	11,055	40,698	32,946	104,103	100%	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Within Careerforce's workforce, Technicians, Carers and Building Services Workers all had a larger share of people born overseas than the total New Zealand workforce in 2013. This was notably the case for Technicians with 39 percent of workers in this occupation born overseas. A similar share of workers in the Support Workers (28 percent) and Professionals (26 percent) occupation groups were born overseas when compared to the total New Zealand workforce (27 percent).

In 2013, 25 percent of Careerforce's workforce that was born overseas (7,580 people) stated they had been in New Zealand for less than five years. This compares with 20 percent of the total New Zealand workforce.

Table 1.9 Years since arrival in New Zealand, 2013³

Years Since Arrival	2013 Employment						Percentage						
	Professionals	Technicians	Support Workers	Carers	Building Services	Careforce	Professionals	Technicians	Support Workers	Carers	Building Services	Careforce	New Zealand
Less than 5 years	633	327	684	3,435	2,499	7,578	16%	25%	22%	27%	26%	25%	20%
5-15 Years	1,362	585	1,059	4,251	3,627	10,884	33%	46%	35%	34%	37%	35%	40%
16 Years or More	2,088	372	1,302	4,917	3,603	12,282	51%	29%	43%	39%	37%	40%	41%
Total Stated	4,083	1,284	3,045	12,603	9,729	30,744	100%	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

Within Careerforce's workforce, people born overseas in Technicians, Support Workers, Carers and Building Services occupations were more likely to have been in New Zealand for less than five years compared to the overall New Zealand workforce. People born overseas in Professional occupations were more likely to have been in New Zealand for 16 years or more compared to the New Zealand workforce (51 percent compared to 41 percent across all occupation groups).

Table 1.10 shows the birthplace of people born overseas. It indicates that Careerforce's workforce has a larger proportion of people born in Oceania (excluding New Zealand) compared to the New Zealand workforce. The proportion of the workforce born in Asia is similar to the New Zealand workforce.

Table 1.10 Careerforce's workforce born overseas by birthplace, 2013

Birthplace	2013 Employment						Foreign Born Percentage						
	Professionals	Technicians	Support Workers	Carers	Building Services	Careforce	Professionals	Technicians	Support Workers	Carers	Building Services	Careforce	New Zealand
Oceania	1,035	177	891	4,479	3,249	9,831	25%	14%	28%	35%	32%	31%	19%
Europe	1,638	369	1,017	3,090	1,938	8,052	39%	29%	32%	24%	19%	25%	35%
Asia	783	576	810	4,056	3,921	10,146	19%	45%	26%	31%	39%	32%	31%
Africa & the Middle East	444	111	300	1,020	648	2,523	11%	9%	10%	8%	6%	8%	10%
America	303	42	117	324	345	1,131	7%	3%	4%	2%	3%	4%	5%
Total Stated	4,203	1,275	3,135	12,969	10,101	31,683	100%	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Within Careerforce's workforce, a larger proportion of people in Professionals, Support Workers, Carers and Building Services occupations that were born overseas were born in Oceania (excluding New Zealand). A larger share of people in Technicians and Building Services occupations were born in Asia relative to the New Zealand workforce (45 percent and 39 percent respectively compared to 31 percent).

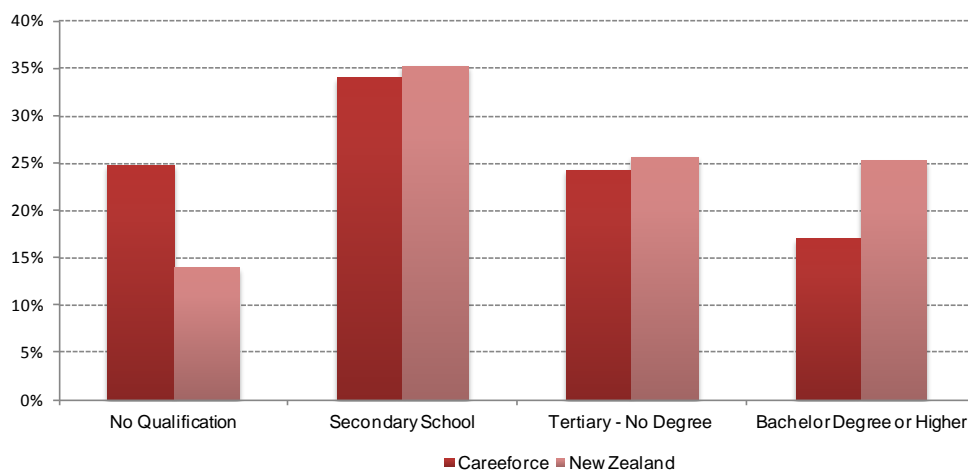
1.4 Employment characteristics of this workforce

This section discusses highest qualification held, industry employment, location of employment, hours worked, income, employment status, and unpaid work.

1.4.1 Highest qualification held

The Census asks people to state the highest qualification they hold. People employed in Careerforce's workforce are more likely to have no qualification and less likely to have a bachelor degree or higher qualification.

³ This table does not include people who were born overseas but did not specify the number of years since they arrived in New Zealand. Of Careerforce's workforce, 912 people did not specify their year since arrival in the 2013 Census.

Figure 1.3 Highest qualification held, Careerforce's workforce, 2013

Source: Statistics New Zealand, 2013 Census; BERL Calculations

The age profile and jobs undertaken in Careerforce's workforce could explain some of the difference outlined in Figure 1.3. Table 1.3 showed that 55 percent of Careerforce's workforce was aged 45 years old or older, compared to 47 percent of the New Zealand workforce. This age cohort typically did not gain a qualification prior to entering the workforce, be it a secondary school qualification or higher. Further, the occupations in Careerforce's workforce are typically low skilled (particularly in Support Workers, Carers and Building Services occupations, which collectively make up 81 percent of Careerforce's workforce) and thus require lower qualification levels.

Professionals and Technicians occupations had a larger share of people with a Diploma level qualification or higher than all occupations, while the opposite is the case for Support Workers and Carers occupations, as shown in Table 1.11.

Table 1.11 Highest qualification held, Careerforce's workforce and all occupations, 2013

Highest Qualification	2013 Employment						Percentage					
	Professionals	Technicians	Support Workers	Carers	Building Services	Careerforce	Professionals	Technicians	Support Workers	Carers	Building Services	Careerforce
No Qualification	819	53	1620	9,744	12,213	24,549	5%	5%	15%	25%	39%	25%
Level 1 Certificate Gained at School	1008	237	1200	5,712	5,040	13,197	6%	7%	11%	15%	16%	13%
Level 2 Certificate Gained at School	849	297	822	3,099	2,739	7,806	5%	9%	8%	8%	9%	8%
Level 3 or 4 Certificate Gained at School	726	183	666	2,181	1,500	5,256	5%	6%	6%	6%	5%	5%
Overseas Secondary School Qualification	360	198	489	3,222	3,180	7,449	2%	6%	5%	8%	10%	8%
Level 1, 2 or 3 Certificate Gained Post-school	399	99	717	3,174	1,197	5,586	3%	3%	7%	8%	4%	6%
Level 4 Certificate Gained Post-school	1308	408	1,422	4,113	1,857	9,108	8%	12%	13%	11%	6%	9%
Level 5 Diploma	1047	378	696	1,335	846	4,302	7%	11%	7%	3%	3%	4%
Level 6 Diploma	1680	288	711	1,680	690	5,049	11%	9%	7%	4%	2%	5%
Bachelor Degree and Level 7 Qualifications	4,458	744	1,635	3,309	1,512	11,658	28%	23%	15%	9%	5%	12%
Post-Graduate and Honours Degree	1575	171	375	384	156	2,661	10%	5%	4%	1%	1%	3%
Masters Degree	1521	123	249	309	189	2,391	10%	4%	2%	1%	1%	2%
Doctorate Degree	102	27	15	30	18	192	1%	1%	0%	0%	0%	1%
Total Stated	15,843	3,288	10,641	38,277	31,125	99,174	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

1.4.2 Industry employment

Census data also enables us to examine the broad industry groups where people in different occupations work. Table 1.12 shows the top 10 industries where people employed in Careerforce's workforce worked in 2013.

- 14 percent were employed in the Aged Care and Residential Services industry (14,430 people). The primary activities in this industry include the operation of accommodation for the aged, aged care hospitals, nursing homes and residential care for the aged.

- 12 percent of people were employed in the Building and Other Industrial Cleaning Services industry (12,080 people). This industry includes firms engaged in the interior cleaning of buildings or transportation equipment, and the exterior cleaning of buildings (except steam, sand and other abrasive blasting). It also includes firms engaged in providing other industrial cleaning services such as street cleaning or road sweeping.
- 10 percent of people were employed in the Other Social Assistance Services industry (10,100 people). This industry consists of firms mainly engaged in providing a wide variety of social support services directly to their clients. These services do not include accommodation services, except on a short-stay basis. Primary activities include the operation of adult day care centres, disabilities assistance services, marriage guidance services, welfare counselling services and youth welfare services.
- 10 percent of people were employed in the Other Allied Health Services industry (9,720 people). This industry includes independent allied health practitioners not elsewhere classified that are mainly engaged in providing health care and treatment services. Primary activities include dental hygiene services, nursing services and occupational therapy services.

Table 1.12 Top 10 industries for people employed in Careerforce's workforce, 2013

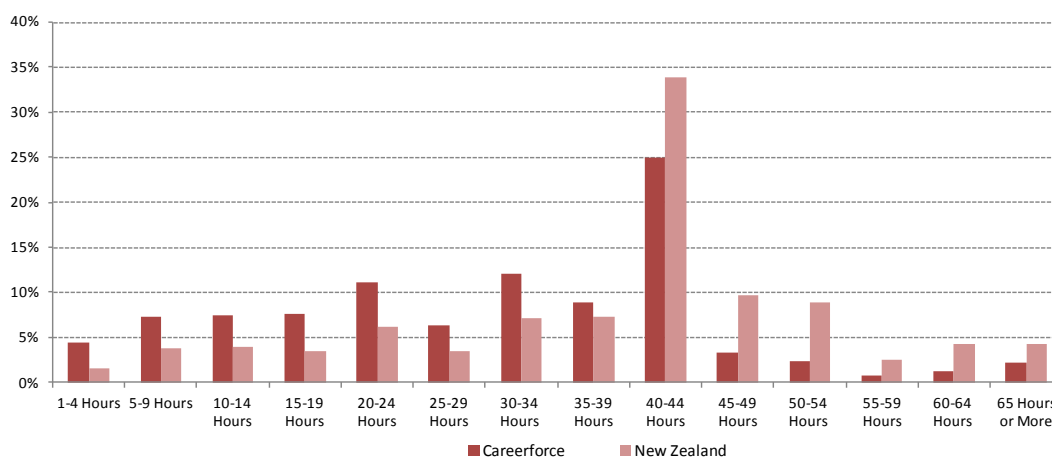
Rank	Industry (ANZSIC 2006 Level 6)	Employment	
		Count	% of Total Industry employment
1	Aged Care Residential Services	14,433	14.1%
2	Building and Other Industrial Cleaning Services	12,081	11.8%
3	Other Social Assistance Services	10,107	9.9%
4	Other Allied Health Services	9,720	9.5%
5	Hospitals (Except Psychiatric Hospitals)	7,272	7.1%
6	Other Residential Care Services	7,047	6.9%
7	Central Government Administration	4,302	4.2%
8	Accommodation	4,203	4.1%
9	Dental Services	2,049	2.0%
10	Other Interest Group Services n.e.c.	1,932	1.9%
Total stated (all industries)		102,366	100.0%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Further information on the industries that people within Careerforce's workforce work in are provided in Sections 2 to 5 of this report.

1.4.3 Total hours worked

People in Careerforce's workforce typically work fewer hours in paid employment each week than the overall New Zealand workforce. In 2013, 44 percent of people in Careerforce's workforce worked part-time (less than 30 hours per week) compared to 22 percent of the national workforce. Further, only a very small proportion of people worked more than 50 hours (seven percent compared to 20 percent of the national workforce). Figure 1.4 compares the total hours worked by Careerforce's workforce and all occupation groups in New Zealand in 2013.

Figure 1.4 Total hours in employment, weekly, Careerforce and NZ workforce, 2013

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 1.13 shows the variation in the number of hours worked across the five broad occupation groups.

Table 1.13 Total hours in employment, weekly, Careerforce's workforce, 2013

Total hours worked in employment per week	2013 Employment						Percentage						
	Professionals	Technicians	Support Workers	Carers	Building Services	Careforce	Professionals	Technicians	Support Workers	Carers	Building Services	Careforce	New Zealand
1-9 Hours	741	111	543	3,549	6,774	11,718	5%	3%	5%	9%	2%	12%	5%
10-19 Hours	858	98	1,068	5,799	7,206	15,129	5%	6%	10%	15%	23%	15%	7%
20-29 Hours	1,689	471	1,629	7,872	6,012	17,673	11%	14%	15%	20%	19%	17%	10%
30-39 Hours	3,108	588	2,664	10,305	4,443	21,108	19%	18%	24%	26%	14%	21%	14%
40-49 Hours	8,397	1,680	4,092	9,159	5,292	28,620	53%	51%	38%	23%	17%	28%	44%
50 Hours or More	1,149	234	897	2,604	1,842	6,726	7%	7%	8%	7%	6%	7%	20%
Total Stated	15,954	3,300	10,896	39,300	31,596	101,046	100%	99%	100%	100%	100%	100%	100%
40 Hours a Week	7,191	1,410	3,462	7,407	3,927	23,397	45%	43%	32%	19%	12%	23%	30%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

In 2013, 77 percent of people working in Building Services occupations and 70 percent of people working in Carers occupations worked less than 40 hours a week. Conversely a larger share of people in Professionals and Technicians occupations worked 40 hours or more per week (60 and 58 percent respectively).

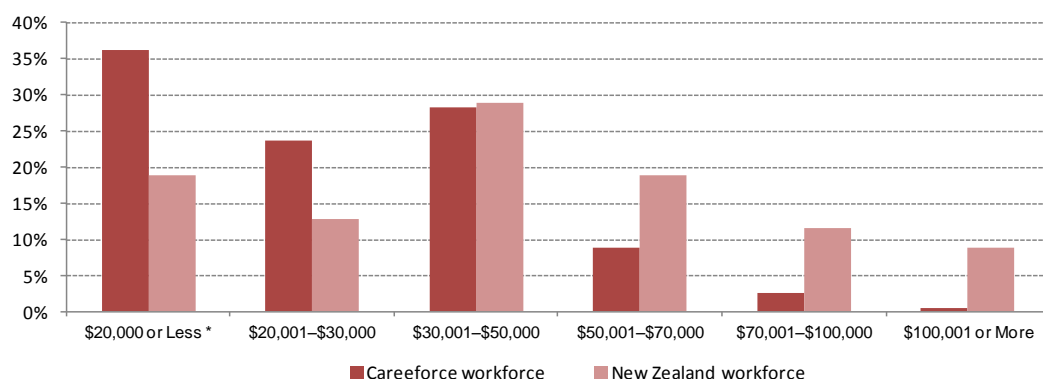
Anecdotal information suggests that people employed within Careerforce's workforce, particularly in the Support Workers and Carers occupations, are more likely to work in more than one job. This information is supported by high level Annual Linked Employer Employee data from Statistics New Zealand for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

1.4.4 Annual personal income

In 2013, 60 percent of people in Careerforce's workforce (61,380 people) had an annual income of \$30,000 or less. This compares with 32 percent of all New Zealand workers. Only one percent of Careerforce's workforce had an annual income greater than \$100,000 in 2013, compared to nine percent of the New Zealand workforce.

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

Figure 1.5 Annual income, Careerforce's workforce, 2013



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

Table 1.14 shows annual income across the five broad occupation groups. Within Careerforce's workforce, 78 percent of people in Building Services occupations and 67 percent of people in Carer occupations had an annual income of less than \$30,000 in 2013. This compares with 32 percent of the New Zealand workforce.

A large proportion of Professionals and Technicians had annual incomes between \$30,000 and \$70,000 (68 and 69 percent respectively, compared with 48 percent nationally). The proportion of Support Workers with an annual income between \$30,000 and \$70,000, at 51 percent, was similar to the national average.

Table 1.14 Annual income, Careerforce's workforce, 2013

Income	2013 Employment						Percentage						
	Professionals	Technicians	Support Workers	Carers	Building Services	Careforce	Professionals	Technicians	Support Workers	Carers	Building Services	Careforce	New Zealand
\$20,000 or Less *	1,659	390	2,394	14,790	17,922	37,155	10%	12%	22%	37%	56%	36%	19%
\$20,001–\$30,000	1,671	423	2,595	12,222	7,314	24,225	10%	13%	24%	30%	23%	24%	13%
\$30,001–\$50,000	5,796	1,620	4,611	11,469	5,487	28,983	36%	49%	42%	29%	17%	28%	29%
\$50,001–\$70,000	5,112	669	1,032	12,301	1,089	9,132	32%	20%	9%	3%	3%	9%	19%
\$70,001–\$100,000	1,596	165	282	276	318	2,637	10%	5%	3%	1%	1%	3%	12%
\$100,001 or More	240	63	75	114	135	627	1%	2%	1%	0%	0%	1%	9%
Total Stated	16,071	3,321	10,974	40,104	32,262	112,732	100%	100%	100%	100%	100%	100%	100%

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

The differences in income levels can largely be explained by the higher level of skill and qualifications required to perform tasks in Professionals and Technicians occupations compared to other occupations, such as Building Services Workers and Carers.

1.4.5 Employment status

The Census captures information about the employment status of workers – that is, whether they are employees, employers or self-employed. In 2013, 95 percent of Careerforce's workforce were paid employees (67,600 people) compared to 80 percent of the New Zealand workforce.

Table 1.15 Employment status, Careerforce's workforce, 2013

Status in employment	2013 Employment						Percentage						
	Professionals	Technicians	Support Workers	Carers	Building Services	Careforce	Professionals	Technicians	Support Workers	Carers	Building Services	Careforce	New Zealand
Paid Employee	14,592	3,188	10,752	39,060	26,490	67,602	90%	96%	97%	96%	80%	95%	80%
Employer	105	33	87	156	1,020	381	1%	1%	1%	0%	3%	1%	7%
Self-Employed	1,407	117	222	1,275	4,716	3,021	9%	3%	2%	3%	14%	4%	12%
Unpaid Family Worker	51	6	36	330	795	423	0%	0%	0%	1%	2%	1%	2%
Total Stated	16,161	3,345	11,109	40,824	33,030	71,439	100%	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

People working as Professionals, Technicians, Support Workers and Carers were more likely to be paid employees, as they tend to work for a small number of large government agencies and private companies operating in the health, disability, community support and aged care areas.

A slightly higher proportion of Building Services Workers are self-employed than is the case for the New Zealand workforce (14 percent compared to 12 percent). A large proportion of the work undertaken in the building services industry is contract related.

1.4.6 Unpaid activities

In the 2013 Census, 81,440 people or 82 percent of Careerforce's workforce stated that they had undertaken some form of unpaid activity in the past four weeks.

Table 1.16 Unpaid activities, Careerforce and NZ workforce, 2013

Unpaid activities by people in paid employment	Employed and undertaking unpaid activities		
	Number	Percentage	
	Careerforce Workforce	Careerforce Workforce	New Zealand
No Activities	18,369	18%	9%
Household Work, Cooking, Repairs, Gardening, etc, for Own Household	90,474	91%	91%
Looking After a Child Who is a Member of Own Household	21,048	21%	16%
Looking After a Member of Own Household Who is Ill or Has a Disability	32,766	33%	34%
Looking After a Child Who Does Not Live in Own Household	10,824	11%	7%
Helping Someone Who is Ill or Has a Disability Who Does Not Live in Own Household	6,735	7%	7%
Other Helping or Voluntary Work for or Through Any Organisation, Group or Marae	17,715	18%	15%
Total Stated *	99,807	100%	179%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

Of particular interest to this workforce profile is the higher percentage of people in Careerforce's workforce:

- looking after a child in their household (21 percent compared to 16 percent of the New Zealand workforce)
- looking after a child that does not live in their own household (11 percent compared to seven percent)
- undertaking other forms of help or voluntary work (18 percent compared to 15 percent).

The older age profile of Careerforce's workforce could partly explain this, with older age groups increasingly taking an active role in caring for grandchildren. A further explanation could be that people within Careerforce's workforce like to use their skills in both paid and unpaid activities.

1.4.7 Regional workforce

To examine Careerforce's regional workforce, BERL grouped data from the 2013 Census by Territorial Authority areas to create areas similar to District Health Board (DHB) areas. While these groupings are exact matches in most cases, they are not for all and should be treated as indicative of DHB coverage rather than best fit.

Table 1.17 shows the geographic distribution of Careerforce's workforce was largely similar to that of the New Zealand workforce with the exception of the three metropolitan areas of Waitemata, Capital and Coast, and Canterbury. These metropolitan areas, notably Waitemata, had a slightly smaller share of Careerforce's workers than the New Zealand workforce.

Table 1.17 Regional employment, Careerforce's workforce, 2013

Region	2013 Employment						Percentage						
	Professionals	Technicians	Support Workers	Carers	Building Services	Careforce	Professionals	Technicians	Support Workers	Carers	Building Services	Careforce	New Zealand
Northland	747	75	402	1818	1,118	4,155	5%	2%	4%	4%	3%	4%	3%
Waitemata	4,848	1,209	2,913	10,236	8,544	27,750	30%	37%	26%	25%	26%	26%	33%
Waikato	1,386	378	885	3,672	2,904	9,225	9%	11%	8%	9%	9%	9%	8%
Lakes	438	69	252	897	1,071	2,727	3%	2%	2%	2%	3%	3%	2%
Bay of Plenty	795	132	480	2,604	1,686	5,697	5%	4%	4%	6%	5%	5%	4%
Tairāwhiti	219	21	138	432	342	1,152	1%	1%	1%	1%	1%	1%	1%
Hawke's Bay	624	75	447	1,974	1,320	4,440	4%	2%	4%	5%	4%	4%	3%
Taranaki	336	51	285	1,311	1,002	2,985	2%	2%	3%	3%	3%	3%	3%
Whanganui	357	15	222	882	651	2,127	2%	0%	2%	2%	2%	2%	1%
Mid Central	639	126	663	2,022	1,278	4,728	4%	4%	6%	5%	4%	4%	4%
Capital and Coast	1,815	315	1,086	3,549	3,132	9,897	11%	10%	10%	9%	9%	9%	11%
Wairarapa	174	30	156	504	360	1,224	1%	1%	1%	1%	1%	1%	1%
Nelson Marlborough	564	93	501	1,704	1,602	4,464	3%	3%	4%	4%	5%	4%	3%
Canterbury	1,968	396	1,635	5,022	4,260	13,281	12%	12%	15%	12%	13%	13%	13%
West Coast	120	21	99	357	438	1,035	1%	1%	1%	1%	1%	1%	1%
South Canterbury	168	30	156	771	651	1,776	1%	1%	1%	2%	2%	2%	1%
Southern	1,083	264	822	3,465	3,015	8,649	7%	8%	7%	8%	9%	8%	8%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

1.5 Careerforce's trainees

As part of its funding arrangements with the Tertiary Education Commission, Careerforce is required to collect information on its trainees and their progress towards completion of their qualification. This section looks at Careerforce trainee data for the 2013 calendar year and how it aligns with the 2013 Census data.

1.5.1 Careerforce trainee data

Careerforce captures a range of demographic information about its trainees, such as age, sex and ethnicity. They also capture information about the prior qualifications of trainees, and their progress towards the completion of the qualification they are enrolled in.

For internal reporting purposes Careerforce asks trainees when completing a Training Agreement (signed at the beginning of training) to identify which of the following sectors they are currently employed in.

- Public Health and Primary Care
- Social Services
- Employment Support
- Mental Health and Addiction
- Aged Care Home-based
- Aged Residential Care
- Whānau Ora
- Disability
- Disability Home Based
- Secondary Care
- Youth Work
- Whānau/Family and Foster Care
- Building Services.

It is important to note that the sectors that Careerforce trainees identify that they work in at the beginning of their training may change during the course of their training. For example, a trainee who was working in the Aged Care Home-Base sector may move into the Aged Residential Care sector after a period of time. In the majority of such cases, Careerforce currently does not have a mechanism for capturing these movements.

Careerforce had 12,730 trainees during 2013. These trainees were either new trainees or existing trainees from 2012. Some of the trainees completed their training during 2013, or withdrew, while others were still in training at the end of the year. Table 1.18 shows that within the sectors that Careerforce uses for internal reporting purposes, 86 percent of trainees were working in the Aged Care and Disability sectors.

Table 1.18 Careerforce Trainees, 2013

ITO Sector	2013 Trainees	
	Number	Percentage
Aged Care Home-based	2,963	23.3%
Aged Residential Care	2,813	22.1%
Disability	2,656	20.9%
Disability Home-based	2,554	20.1%
Youth Work	472	3.7%
Secondary Care	279	2.2%
Public Health and Primary Care	258	2.0%
Mental Health and Addiction	230	1.8%
Building Services	138	1.1%
Social Services	135	1.1%
Allied Health	113	0.9%
Employment Support	81	0.6%
Whanau Ora	13	0.1%
Whanau/Family and Foster Care	12	0.1%
Not Stated	14	0.1%
Total	12,731	100%

Source: Careerforce; BERL calculations

1.5.2 Aligning 2013 Careerforce trainee data with 2013 Census data

BERL undertook a mapping exercise to examine how it could group and align Careerforce's workforce, as defined in this report using detailed ANZSCO classifications, with the sectors used by Careerforce for internal reporting purposes. This mapping exercise would allow us to compare Census and trainee data. This process resulted in the five occupation groupings in Table 1.1 being reduced to three groups. The Professionals and Business Services groupings remained unchanged while the Technicians, Support Workers and Careers occupation groupings were combined. Table 1.19 summarises how the three groupings align with Careerforce sectors.

Table 1.19 Careerforce sectors aligned with Careerforce's workforce industry groupings

Careerforce grouped sector	ITO Sector	2013 Trainees	
		Number	Percentage
Professionals	Public Health and Primary Care Social Services Employment Support Mental Health and Addiction	704	6%
Technicians, Support Workers & Carers	Allied Health Aged Care Home-based Aged Residential Care Whanau Ora Disability Disability Home-based Secondary Care Youth Work Whanau/Family and Foster Care	11,875	93%
Building Services	Building Services	138	1%
Not stated	Not Stated	14	0%
Total		12,731	100%

Source: Careerforce; BERL calculations

1.5.3 Limitations of comparing Careerforce trainee data with Census data

Comparing data collected largely for funding and tracking purposes with official statistics is not always straightforward, as information is captured in different ways to suit the relevant need. The two main limitations are:

- Information from both sources is self-reported and some variables can be reported differently based on the questions asked, and people's understanding and engagement with the questions. For example, a trainee may identify themselves as European with Careerforce but as Maori in the Census. Care has therefore been taken when comparing groups with small numbers of people.
- We have compared the total number of trainees in the calendar year with a point in time, March 2013. Comparing annual data with point in time data means that penetration rates provided are likely to be higher than if a point in time snapshot of trainee data had been used. However, even with this issue we have chosen to use annual Careerforce data as it is the most robust data available and removes seasonal impacts which are greater in training than in employment.

1.5.4 Careerforce's penetration of the workforce

In 2013, approximately 12 percent of Careerforce's workforce was involved in industry training arranged by Careerforce. Table 1.20 shows Careerforce's workforce and trainees by broad sector in 2013.

Table 1.20 Careerforce trainee penetration of the Careerforce workforce by broad sector, 2013

Careerforce grouped sector	Careerforce workforce		Careerforce trainees		Careerforce trainees as a percentage of the Careerforce workforce
	Number	Percentage	Number	Percentage	
Professionals	16,233	15%	704	6%	4%
Technicians, Support Workers & Carers	55,764	53%	11,875	93%	21%
Building Services	33,390	32%	138	1%	0.4%
Total Stated	105,387	100%	12,717	100%	12%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Of Careerforce's Technicians, Support Workers and Carers sector, 21 percent of the workforce was involved in Careerforce led industry training. The penetration rate of professionals in industry training was much lower at four percent, and 0.4 percent for Building Services workers.

The higher penetration rate in the Technicians, Support Workers and Carers sectors is largely due to a strong history of industry training in this sector. Careerforce is well established in these sectors, and many workplaces link pay rates to attainment of certain qualifications on the New Zealand qualification framework.

The low penetration rate of training in the Building Services sector is not surprising given the limited level of training support and promotion this sector has had in recent years. Prior to Careerforce taking on the coverage for the Building Services sector in late 2012, the sector was serviced by the Building Services Contractors ITO, which had less than two full-time equivalent employees.

1.6 Demographic characteristics of trainees

This section looks at the age, sex, ethnicity and highest qualification profile of Careerforce trainees and the wider Careerforce workforce in 2013.

1.6.1 Age

Careerforce trainees have a younger age profile than the overall Careerforce workforce. Figure 1.6 shows that 75 percent of Careerforce's trainees were under the age of 55 in 2013, compared with 63 percent of Careerforce's workforce.

Figure 1.6 Age profile of Careerforce's workforce and trainees, 2013 (%)



Source: Statistics New Zealand, 2013 Census; Careerforce; BERL calculations

The younger age profile of Careerforce trainees relative to the overall Careerforce workforce is not surprising for two main reasons:

- Older workers are typically less likely to undertake industry training compared to younger trainees.
- Older workers are more likely to have completed relevant training or gained practical experience in the past that is recognised by employers.

Table 1.21 shows that across Careerforce's three broad sectors, trainees had a younger age profile than their respective workforce in 2013. This was particularly the case in Building Services, where 94 percent of trainees were under the age of 55 in 2013 compared with 69 percent of the Building Services workforce.

Table 1.21 Age profile of Careerforce's workforce and trainees by broad sector, 2013 (%)

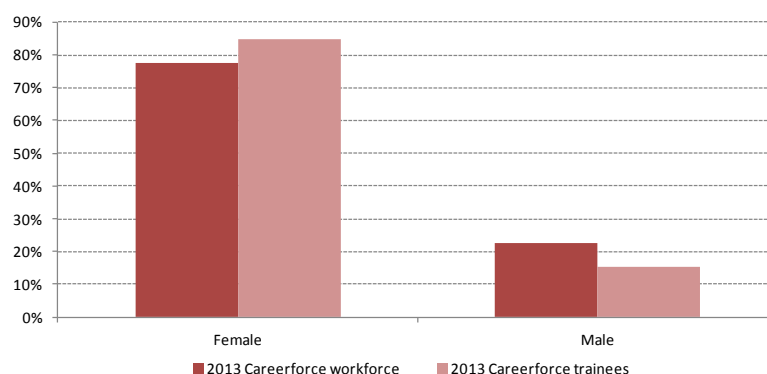
Age	Professionals		Technicians, Support Workers and Carers		Building Services		Careerforce	
	Workforce	Trainees	Workforce	Trainees	Workforce	Trainees	Workforce	Trainees
15-19 Years	0%	0%	2%	2%	9%	2%	4%	2%
20-24 Years	4%	4%	7%	7%	6%	9%	6%	7%
25-29 Years	7%	9%	7%	9%	6%	14%	7%	9%
30-34 Years	8%	7%	7%	8%	6%	18%	7%	8%
35-39 Years	10%	11%	7%	9%	8%	14%	8%	9%
40-44 Years	12%	15%	10%	12%	10%	12%	11%	12%
45-49 Years	13%	13%	12%	13%	12%	11%	12%	13%
50-54 Years	15%	15%	14%	15%	13%	13%	14%	15%
55-59 Years	13%	15%	14%	12%	12%	4%	13%	13%
60-64 Years	10%	8%	11%	8%	10%	2%	11%	8%
65 Years and Over	7%	4%	8%	4%	9%	0%	8%	4%
Total stated	16,227	704	55,779	11,874	33,381	138	105,387	12,716

Source: Statistics New Zealand, 2013 Census; Careerforce; BERL calculations

1.6.2 Sex

Careerforce trainees are more likely to be female than the overall Careerforce workforce. Figure 1.7 shows that 85 percent of Careerforce trainees were female in 2013 compared with 77 percent of people in Careerforce's workforce.

Figure 1.7 Sex profile of Careerforce's workforce and trainees, 2013 (%)



Source: Statistics New Zealand, 2013 Census; Careerforce; BERL calculations

Table 1.22 shows that a slightly larger proportion of Careerforce's trainees in the Professions and Technicians, Support Workers and Carers sectors were female compared to Careerforce's overall workforce in 2013. A larger proportion of Building Services trainees were male (70 percent) compared to Careerforce's Building Services workforce (33 percent).

Table 1.22 Sex profile of Careerforce's workforce and trainees by broad sector, 2013 (%)

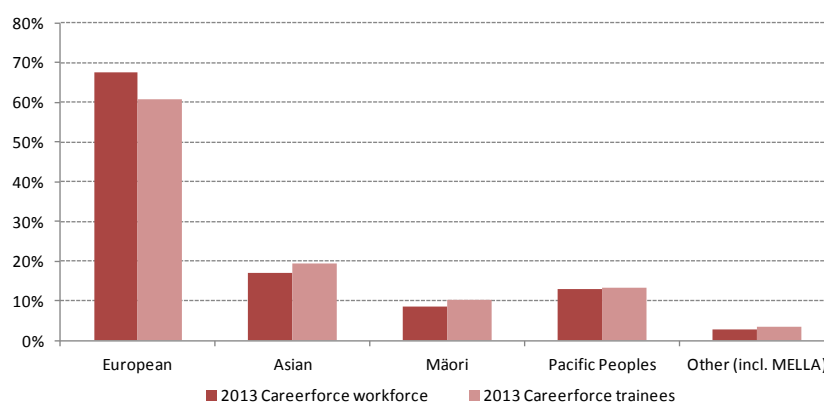
Sex	Professionals		Technicians, Support Workers and Carers		Building Services		Careerforce	
	Workforce	Trainees	Workforce	Trainees	Workforce	Trainees	Workforce	Trainees
Female	76%	81%	84%	86%	67%	30%	77%	85%
Male	24%	19%	16%	14%	33%	70%	22%	15%
Total	16,233	704	89,154	11,875	33,390	138	1,900,602	12,717

Source: Statistics New Zealand, 2013 Census; Careerforce; BERL calculations

1.6.3 Ethnicity

Careerforce's trainees are more ethnically diverse than Careerforce's workforce. Figure 1.8 shows that a smaller proportion of trainees were European (61 percent) compared to Careerforce's workforce (67 percent) in 2013. A slightly larger proportion of Careerforce's trainees were Asian (19 percent compared with 17 percent) and Māori (10 percent compared with nine percent).

Figure 1.8 Ethnic profile of Careerforce's workforce and trainees, 2013 (%)



Source: Statistics New Zealand, 2013 Census; Careerforce; BERL calculations

Table 1.23 shows that Careerforce trainees in the Professionals, and Technicians, Support Workers and Carers sectors were less likely to identify as European and more likely to identify as Asian than people in the overall workforce in these sectors in 2013. A much smaller proportion of trainees in the Building Services sector identified as European and Asian and a larger proportion identified as Māori and Pacific Peoples relative to people in the Building Services workforce.

Table 1.23 Ethnic profile of Careerforce's workforce and trainees by broad sector, 2013 (%)

Ethnicity	Professionals		Technicians, Support Workers and Carers		Building Services		Careerforce	
	Workforce	Trainees	Workforce	Trainees	Workforce	Trainees	Workforce	Trainees
European	71%	66%	68%	61%	65%	36%	67%	61%
Asian	23%	26%	15%	19%	17%	8%	17%	19%
Māori	9%	8%	9%	10%	9%	17%	9%	10%
Pacific Peoples	6%	6%	13%	13%	15%	41%	13%	13%
Other (incl. MELLA)	3%	4%	3%	3%	3%	6%	3%	3%
Total stated	16,164	698	55,524	11,814	33,216	138	104,904	12,650

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

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

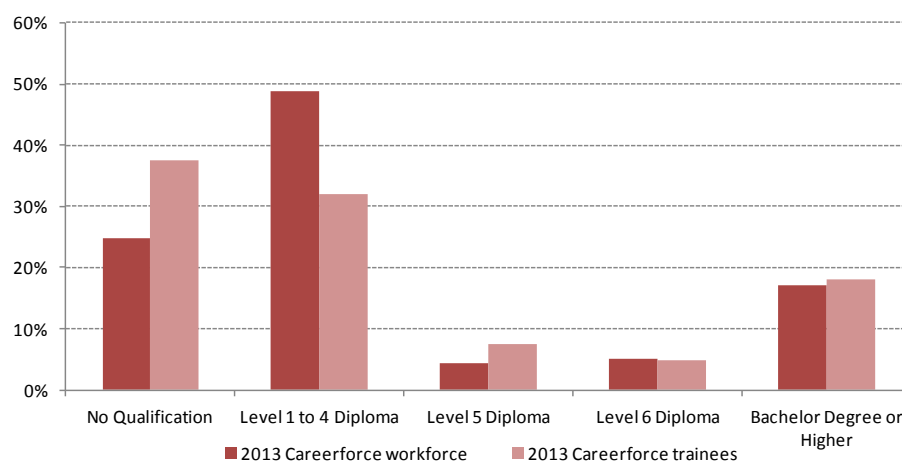
It is likely that the higher proportion of Asian trainees in the Professionals and Technicians, Support Workers and Carers sectors is due to the higher proportion of recent migrants from South-East Asia with no or low qualifications requiring qualifications to carry out their role.

The ethnic profile of Building Services trainees may be skewed by small numbers (138 trainee records); however, it is likely that a higher proportion of trainees identifying as Pacific Peoples (41 percent) compared to the Building Services workforce (15 percent) is due to the higher proportion of workers born overseas, the higher proportion of overseas-born workers born in Oceania (excluding New Zealand), and the higher proportion of overseas-born workers who have been in New Zealand for less five years (see tables Table 1.8 to Table 1.10).

1.6.4 Highest qualification held

Careerforce trainees are more likely to have no qualification than people in Careerforce's workforce. Figure 1.9 shows that 38 percent of Careerforce trainees had no qualification compared to 25 percent of the workforce. A smaller proportion of Careerforce trainees had a Level 1 to 4 diploma as their highest qualification (32 percent), compared to Careerforce's workforce (49 percent).

Figure 1.9 Highest qualification held, Careerforce's workforce and trainees, 2013 (%)



Source: Statistics New Zealand, 2013 Census; Careerforce; BERL calculations

Table 1.24 shows large variation between the highest qualification held by Careerforce trainees and the overall Careerforce workforce across the three broad sectors.

Table 1.24 Highest qualification of Careerforce's workforce and trainees by broad sector, 2013

Highest Qualification	Professionals		Technicians, Support Workers and Carers		Building Services		Careerforce	
	Workforce	Trainees	Workforce	Trainees	Workforce	Trainees	Workforce	Trainees
No Qualification	5%	33%	22%	38%	39%	37%	25%	38%
Level 1 to 4 Diploma	29%	29%	54%	32%	50%	22%	49%	32%
Level 5 Diploma	7%	9%	5%	7%	3%	19%	4%	8%
Level 6 Diploma	11%	8%	5%	5%	2%	8%	5%	5%
Bachelor Degree or Higher	48%	20%	14%	18%	6%	14%	17%	18%
Total	15,852	580	52,215	9,897	31,137	105	99,204	10,582

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Trainees in the Professionals sector were more likely to have no qualification (33 percent) and less likely to have a bachelor degree or higher qualification (20 percent) in 2013, than Careerforce's Professionals workforce (five and 48 percent respectively).

Technicians, Support Workers and Carers trainees were more likely to have no qualifications (38 percent) or a Level 5 diploma or higher (30 percent) than the Technicians, Support Workers and Carers in Careerforce's workforce (22 and 24 percent respectively). This can be largely explained by the higher proportion of workers in this sector born overseas (32 percent) and the older age profile of workers.

Building Services trainees were more likely to have a Level 5 Diploma or higher (41 percent) than Careerforce Building Services workforce (11 percent) in 2013.

2 The Professional workforce

At a glance: Careerforce's Professional workforce in 2013

Employment: 16,230 people employed. This is 15 percent of Careerforce's overall workforce.

Employment growth: 24 percent growth between 2006 and 2013 (3,110 people) compared to just over one percent growth in the overall New Zealand workforce during this period.

Age: 45 percent of people were aged 50 years old or older compared to 35 percent of the overall New Zealand workforce.

Sex: 76 percent of Professionals were female compared to 48 percent of the overall New Zealand workforce.

Ethnicity: A larger proportion of Professionals identified as Māori (23 percent) and as Pacific Peoples (11 percent) than the overall New Zealand workforce (11 percent and five percent respectively). A smaller proportion of Professionals identified as Asian (six percent compared to 11 percent of the New Zealand workforce).

Migrants: A similar proportion of Professionals were born overseas (26 percent) as the overall New Zealand workforce (27 percent). Professionals born overseas were more likely to have been in New Zealand for 16 years or more (51 percent) than the overall overseas-born New Zealand workforce (41 percent).

Qualifications: Professionals were less likely to have no qualification or a secondary school qualification (24 percent) and more likely to have a bachelor degree or higher (48 percent) than the overall New Zealand workforce (49 and 25 percent respectively).

Hours worked: 78 percent of Professionals worked between 20 and 44 hours a week, compared to 58 percent of the overall New Zealand workforce.

Income: 68 percent of Professionals had an annual income of between \$30,000 and \$70,000, compared to 48 percent of all New Zealand workers.

There are 12 ANZSCO06 occupations that are classified as 'Professional' occupations in Careerforce's workforce. We have grouped these 12 occupations into three broad categories – Health Professionals, Counsellors, and Social and Welfare Workers. Table 2.1 outlines how the 12 occupations in Careerforce's Professionals workforce align with these three broad categories.

Table 2.1 Occupations within Careerforce's Professional workforce

Professionals grouping	ANZSCO 06 Occupation Title
Health Professionals	Health Promotion Officer Orthotist or Prosthetist Health Diagnostic and Promotion Professionals nec Traditional Māori Health Practitioner Audiologist
Counsellors	Drug and Alcohol Counsellor Family and Marriage Counsellor Rehabilitation Counsellor Counsellors nec
Social and Welfare Workers	Social Worker Recreation Coordinator Welfare Worker

2.1 Careerforce's Professional workforce

There were 16,230 people employed in 'Professional' occupations within Careerforce's workforce in 2013. Figure 2.1 shows that 70 percent were Social and Welfare Workers (11,280 people), 19 percent were Counsellors (3,100 people), and 11 percent were Health Professionals (1,840 people).

Figure 2.1 Careerforce's Professional workforce, 2013

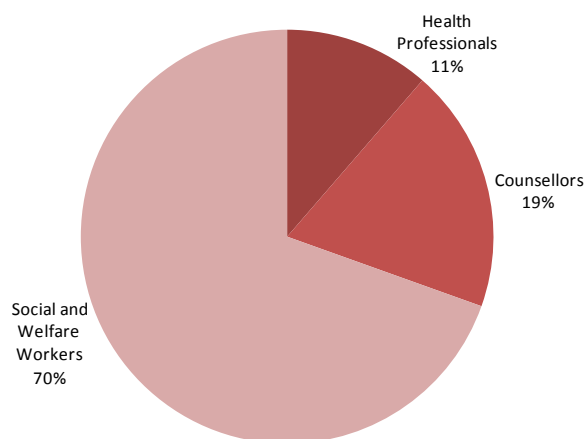


Table 2.2 shows the change in employment between 2006 and 2013 within these broad occupation groups.

Table 2.2 Change in Professional workforce, 2006-2013

Professionals	Employment		Growth 2006-2013	
	2006	2013	Numerical	Percentage
Health Professionals				
Health Promotion Officer	1,146	1,263	117	10%
Orthotist or Prosthetist	129	87	-42	-33%
Health Diagnostic and Promotion Professionals nec	153	174	21	14%
Traditional Māori Health Practitioner	6	3	-3	-50%
Audio logist	213	315	102	48%
Total	1,647	1,842	195	12%
Counsellors				
Drug and Alcohol Counsellor	225	312	87	39%
Family and Marriage Counsellor	192	174	-18	-9%
Rehabilitation Counsellor	15	36	21	140%
Counsellors nec	2,079	2,580	501	24%
Total	2,511	3,102	591	24%
Social and Welfare Workers				
Social Worker	4,974	6,129	1,155	23%
Recreation Coordinator	300	213	-87	-29%
Welfare Worker	3,687	4,938	1,251	34%
Total	8,961	11,280	2,319	26%
Total Professionals in Careerforce's workforce	13,119	16,227	3,108	24%
Total Careerforce workforce	96,171	105,387	9,216	10%
Professionals as a percentage of Careerforce's workforce	14%	15%		

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

Large occupations within the Professional workforce include:

- Social Workers, at six percent of the Professionals workforce (6,130 people). Social Workers assess the social needs of individuals, families and groups, assist and empower people to develop and use the skills and resources needed to resolve social and other problems, and further human well-being and human rights, social justice and social development.
- Welfare Workers, at five percent of this workforce (4,940 people). Welfare Workers assist individuals, families and groups with social, emotional or financial difficulties to improve their quality of life, by educating and supporting them, and working towards change in their social environment.
- Counsellors not elsewhere classified ('n.e.c.') at two percent of the workforce (2,580 people) includes people employed as gambling counsellors, grief counsellors, life coaches, sexual abuse counsellors and trauma counsellors.

Between 2006 and 2013, employment in these three broad occupation groups grew by 10 percent. There was particularly strong employment growth among Social and Welfare Workers (up 26 percent) and Counsellors (up 24 percent). At a detailed level, strong absolute employment growth occurred for Welfare Workers (up 1,250 people or 34 percent) and Social Workers (up 1,155 people or 23 percent).

The number of people working as Recreational Coordinators fell by 29 percent (90 people) over the period. This may be due to workers identifying their occupation differently in the two censuses; for example, a Recreational Coordinator in 2006 may self-identify as a Welfare Worker or Social Worker in 2013.

Table 2.3 Change in age profile, Professionals workforce, 2006-2013

Age	Numerical growth 2006-2013				Percentage Change 2006 - 2013				
	Health Professionals	Counsellors	Social & Welfare Workers	Professionals	Health Professional	Counsellors	Social & Welfare Workers	Professionals	New Zealand
15-19 Years	3	3	-21	-15	50%	33%	-26%	-16%	-30%
20-24 Years	-15	30	54	69	-20%	11%	1%	12%	-1%
25-29 Years	51	0	39	90	46%	-	5%	8%	1%
30-34 Years	45	6	-6	45	29%	4%	-1%	3%	-1%
35-39 Years	-18	3	63	48	-8%	2%	6%	3%	-14%
40-44 Years	9	12	48	69	4%	4%	4%	4%	-6%
45-49 Years	-69	-60	234	105	-25%	-14%	17%	5%	-1%
50-54 Years	57	39	489	585	25%	8%	41%	31%	15%
55-59 Years	24	48	543	615	12%	1%	62%	40%	11%
60-64 Years	66	264	474	804	61%	119%	96%	98%	43%
65 Years and Over	42	240	396	678	70%	151%	236%	175%	74%
Total	198	597	2,322	3,117	12%	24%	26%	24%	1%

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

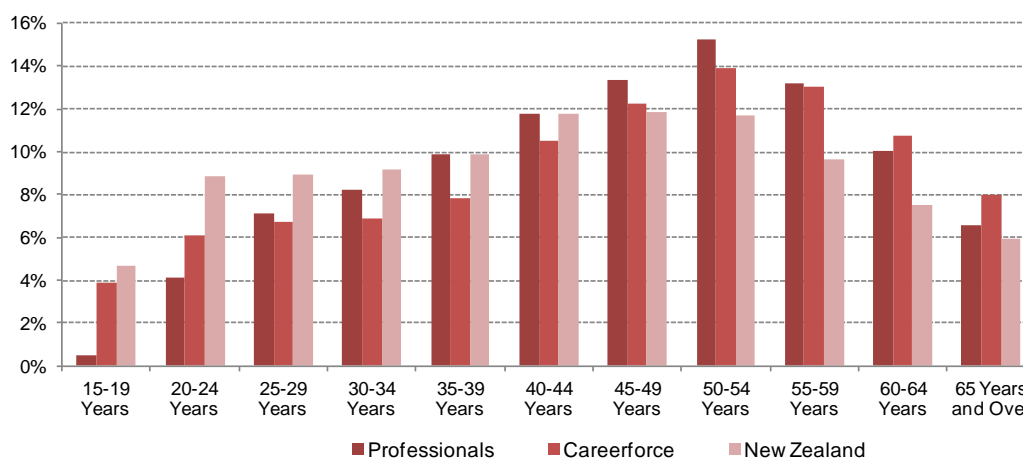
The number of people aged 50 and over in Careerforce's Professionals workforce grew by 58 percent (2,680 people) between 2006 and 2013, compared with 26 percent growth in this age group in the New Zealand workforce. As shown in Table 2.3 above, employment growth was not evenly spread across the different age groups within the Professionals occupations.

2.2 Demographic characteristics

2.2.1 Age

Like the wider Careerforce workforce, people working in Professional occupations have an older age profile compared to the New Zealand workforce. Figure 2.2 shows that while this is the case, Professionals in Careerforce's workforce are more likely to be 35 to 54 years old than the wider Careerforce workforce (58 percent compared to 51 percent).

Figure 2.2 Age profile, Professionals, Careerforce and NZ workforce, 2013



Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 2.4 shows that the age profile of Health Professionals and Social and Welfare Workers are similar. In 2013 a larger proportion of people in these occupations were aged between 35 and 64 years old (72 and 73 percent respectively) compared to the New Zealand workforce (62 percent). Also, a smaller proportion of people in these occupations were aged between 15 and 24 years old (four and five percent respectively), compared to the New Zealand workforce (14 percent).

Counsellors have a much older age profile. In 2013, 61 percent of Counsellors were over the age of 50 compared to 31 percent of the New Zealand workforce. Only 10 percent of Counsellors were under the age of 35 in 2013.

Table 2.4 Age profile of Professionals workforce, 2013

Age	2013 Employment				Percentage				
	Health Professionals	Counsellors	Social & Welfare Workers	Professionals	Health Professional	Counsellors	Social & Welfare Workers	Professionals	New Zealand
15-19 Years	9	12	60	81	0%	0%	1%	0%	5%
20-24 Years	60	57	546	663	3%	2%	5%	4%	9%
25-29 Years	162	87	903	1,152	9%	3%	8%	7%	9%
30-34 Years	198	150	993	1,341	11%	5%	9%	8%	9%
35-39 Years	195	201	1,206	1,602	11%	6%	11%	10%	10%
40-44 Years	237	306	1,368	1,911	13%	10%	12%	12%	12%
45-49 Years	210	384	1,572	2,166	11%	12%	14%	13%	12%
50-54 Years	285	513	1,674	2,472	15%	17%	15%	15%	12%
55-59 Years	222	501	1,425	2,148	12%	16%	13%	13%	10%
60-64 Years	174	486	966	1,626	9%	16%	9%	10%	8%
65 Years and Over	102	399	564	1,065	6%	13%	5%	7%	6%
Total	1,854	3,096	11,277	16,227	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

2.2.2 Sex

Table 2.5 shows employment by sex for Careerforce's Professionals workforce in 2013. Over three-quarters of the Professionals workforce is female, with 74 percent of Counsellors and 78 percent of Health Professionals being women.

Table 2.5 Sex profile of Professionals workforce, 2013

Sex	2013 Employment				Percentage				
	Health Professionals	Counsellors	Social & Welfare Workers	Professionals	Health Professional	Counsellors	Social & Welfare Workers	Professionals	New Zealand
Female	1,437	2,280	8,613	12,330	78%	74%	76%	76%	48%
Male	408	822	2,667	3,897	22%	26%	24%	24%	52%
Total	1,845	3,102	11,280	16,227	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Between 2006 and 2013 the share of females in the New Zealand workforce and Careerforce's Professionals workforce remained stable at 48 percent and 76 percent respectively.

Table 2.6 Change in sex profile, Professionals workforce, 2006-2013

Sex	Numerical growth 2006-2013				Percentage Change 2006 - 2013				
	Health Professionals	Counsellors	Social & Welfare Workers	Professionals	Health Professional	Counsellors	Social & Welfare Workers	Professionals	New Zealand
Female	243	429	1,629	2,301	20%	23%	23%	23%	3%
Male	-42	165	687	810	-9%	25%	35%	26%	0%
Total	201	594	2,316	3,111	12%	24%	26%	24%	1%

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

There was an increase in the number of males employed as Counsellors and Social and Welfare Workers between 2006 and 2013. However, the number of males employed as Health Professionals declined by nine percent. In contrast, the number of females employed as health professionals increased by 20 percent.

2.2.3 Ethnicity

Careerforce's Professionals workforce is more ethnically diverse than the New Zealand workforce. In 2013, 71 percent of the Professionals workforce identified as European, 23 percent as Māori, nine percent as Pacific Peoples, and six percent as Asian. Table 2.7 shows the ethnic profile of Careerforce's Professionals workforce and all occupations in New Zealand in 2013.

Table 2.7 Ethnic profile of Professionals Workforce, 2013

Ethnicity	2013 Employment				Percentage				
	Health Professionals	Counsellors	Social & Welfare Workers	Professionals	Health Professional	Counsellors	Social & Welfare Workers	Professionals	New Zealand
European	1,224	2,535	7,665	11,424	67%	82%	68%	71%	78%
Māori	450	486	2,748	3,684	25%	16%	24%	23%	11%
Pacific Peoples	159	159	1,140	1,458	9%	5%	10%	9%	5%
Asian	141	120	789	1,050	8%	4%	7%	6%	11%
Other *	48	72	351	471	3%	2%	3%	3%	3%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

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

Counsellors were more likely to identify as European (82 percent) and Māori (16 percent) than the New Zealand workforce (78 and 11 percent respectively) in 2013. In contrast, a smaller proportion of Counsellors identified as Asian compared to the national workforce (four percent compared with 11 percent).

The ethnic profile of Health Professionals and Social and Welfare Professionals is similar to the New Zealand workforce; with fewer people identifying as European or Asian and more people identifying as Māori or Pacific Peoples.

2.2.4 Migrants

A similar proportion of the Professionals workforce was born overseas as the total New Zealand workforce, as shown in Table 2.8.

Approximately 28 percent of Health Professionals and Counsellors were born overseas, while Social and Welfare Workers were more likely to have been born in New Zealand.

Table 2.8 Professionals workforce by birthplace, 2013

Birthplace	2013 Employment				Percentage				
	Health Professionals	Counsellors	Social & Welfare Workers	Professionals	Health Professional	Counsellors	Social & Welfare Workers	Professionals	New Zealand
Born Overseas	516	852	2,835	4,203	28%	28%	25%	26%	27%
Born in NZ	1,320	2,232	8,343	11,895	72%	72%	75%	74%	73%
Total Stated	1,836	3,084	11,178	16,098	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

People in Professionals occupations that were born overseas were more likely to have been in New Zealand for a longer period than the overall New Zealand workforce, as shown in Table 2.9.⁵

Table 2.9 Years since arrival in New Zealand, Professionals workforce, 2013

Years Since Arrival	2013 Employment				Percentage				
	Health Professionals	Counsellors	Social & Welfare Workers	Professionals	Health Professional	Counsellors	Social & Welfare Workers	Professionals	New Zealand
Less than 1 Year	9	51	15	75	2%	2%	2%	2%	3%
1-4 Years	81	318	159	558	17%	14%	22%	16%	16%
5-9 Years	93	354	180	627	19%	15%	25%	18%	21%
10-15 Years	78	360	171	609	16%	16%	24%	17%	19%
16 Years or More	225	1,224	198	1,647	46%	53%	27%	47%	41%
Total Stated	486	2,307	723	3,516	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

In 2013:

- 47 percent of Professionals that were born overseas had been in New Zealand for 16 years or more. This compared with 41 percent of the New Zealand workforce.
- Approximately 53 percent of Health Professionals and 46 percent of Counsellors born overseas had been in New Zealand for 16 years or more in 2013, compared to 41 percent of the New Zealand workforce.
- A larger proportion of Social and Welfare Workers born overseas had been in New Zealand for between one and 15 years than the overseas born New Zealand workforce (73 and 59 percent respectively).
- 39 percent of Professionals born overseas were born in Europe, while 25 percent were born in Oceania.

Table 2.10 Professionals workforce born overseas by birthplace, 2013

Birthplace	2013 Employment				Foreign Born Percentage				
	Health Professionals	Counsellors	Social & Welfare Workers	Professionals	Health Professional	Counsellors	Social & Welfare Workers	Professionals	New Zealand
Oceania	126	141	768	1,035	24%	17%	27%	25%	19%
Europe	177	411	1,050	1,638	34%	48%	37%	39%	35%
North Africa and the Middle East	3	15	33	51	1%	2%	1%	1%	1%
South-East Asia	42	33	189	264	8%	4%	7%	6%	9%
North-East Asia	30	45	141	216	6%	5%	5%	5%	12%
Southern and Central Asia	33	24	246	303	6%	3%	9%	7%	10%
North and South America	60	96	147	303	12%	11%	5%	7%	5%
Central and Southern Africa	45	87	261	393	9%	10%	9%	9%	9%
Total Stated	516	852	2,835	4,203	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

⁵ This table does not include people who were born overseas but did not specify the number of years since they arrived in New Zealand. Of Careerforce's Professionals Workforce born overseas, 78 people did not specify the number of years since their arrival in the 2013 Census.

Within Careerforce's Professionals workforce, a larger proportion of people in Health Professionals and Social and Welfare Workers occupations were born in Oceania (24 and 27 percent respectively) and Europe (34 and 37 percent respectively) than the overall New Zealand workforce (19 and 35 percent respectively). Almost half of all Counsellors born overseas were born in Europe (48 percent) while a slighter lower proportion were born in Oceania (17 percent).

Fewer people across the professionals occupations that were born overseas were born in Asia and compared to the total New Zealand workforce. A larger proportion of people born overseas in Health Professionals and Counsellors occupations were born in the Americas (12 and 11 percent respectively) compared to the New Zealand workforce (five percent).

2.3 Employment characteristics

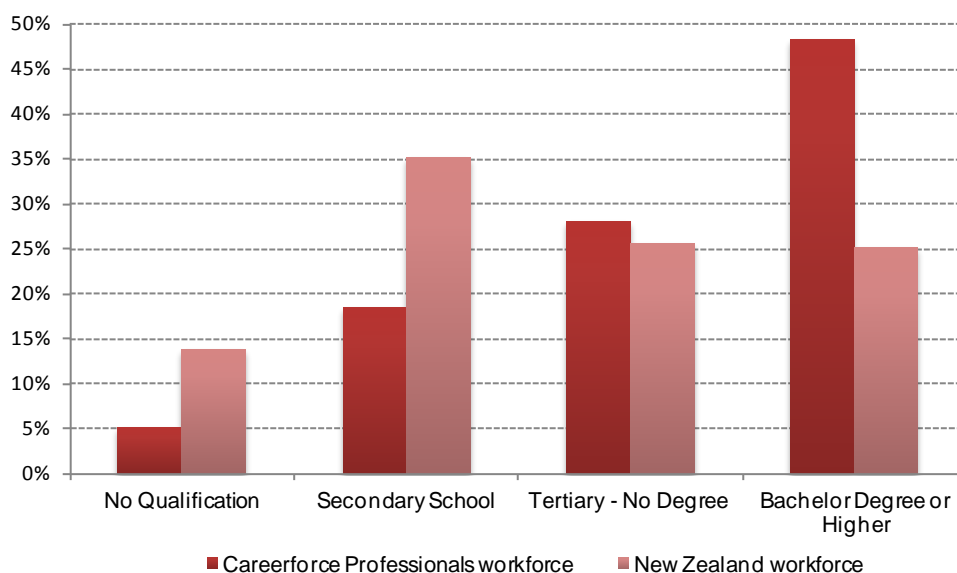
This section outlines the employment characteristics of Careerforce's Professionals workforce in 2013. It includes a discussion on highest qualification held, industry employment, location of employment, hours worked, income, employment status, and unpaid work.

2.3.1 Highest qualification held

People employed in Careerforce's Professionals workforce are more likely to have a higher level qualification than the total New Zealand workforce.

- 48 percent of Careerforce's Professional workforce had a bachelor degree or higher in 2013 compared to 25 percent of the New Zealand workforce.
- The roles performed by Professionals require higher levels of skills, which are usually obtained through a bachelor degree or post-graduate study.

Figure 2.3 Highest qualification held, Professionals and NZ workforce, 2013



Source: Statistics New Zealand, 2013 Census; BERL Calculations

People working as Health Professionals, Counsellors, and Social and Welfare Workers have higher qualifications than the overall New Zealand workforce.

Table 2.11 Highest qualification held, Professionals workforce, 2013

Highest Qualification	2013 Employment				Percentage				
	Health Professionals	Counsellors	Social & Welfare Workers	Professionals	Health Professionals	Counsellors	Social & Welfare Workers	Professionals	New Zealand
No Qualification	114	72	633	819	6%	2%	6%	5%	14%
Level 1 Certificate Gained at School	120	87	801	1,008	7%	3%	7%	6%	12%
Level 2 Certificate Gained at School	84	72	693	849	5%	2%	6%	5%	10%
Level 3 or 4 Certificate Gained at School	78	75	573	726	4%	2%	5%	5%	7%
Overseas Secondary School Qualification	45	54	261	360	3%	2%	2%	2%	6%
Level 1, 2 or 3 Certificate Gained Post-school	39	27	333	399	2%	1%	3%	3%	4%
Level 4 Certificate Gained Post-school	132	144	1,032	1,308	7%	5%	9%	8%	12%
Level 5 Diploma	120	333	594	1,047	7%	11%	5%	7%	5%
Level 6 Diploma	153	348	1,179	1,680	9%	11%	11%	11%	5%
Bachelor Degree and Level 7 Qualifications	348	912	3,198	4,458	19%	30%	29%	28%	17%
Post-Graduate and Honours Degree	210	420	945	1,575	12%	14%	9%	10%	4%
Masters Degree	309	474	738	1,521	17%	16%	7%	10%	3%
Doctorate Degree	39	36	27	102	2%	1%	0%	1%	1%
Total Stated	1,791	3,054	11,007	15,852	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

2.3.2 Industry employment

Table 2.12 Top 10 areas of employment, Professionals workforce, 2013

Rank	Industry (ANZSIC 2006 Level 6)	Employment	
		Count	% of Total Industry employment
1	Central Government Administration	3,507	21.9%
2	Other Social Assistance Services	3,117	19.5%
3	Other Allied Health Services	1,821	11.4%
4	Hospitals (Except Psychiatric Hospitals)	1,263	7.9%
5	Other Residential Care Services	1,221	7.6%
6	Other Interest Group Services n.e.c.	870	5.4%
7	Other Health Care Services n.e.c.	378	2.4%
8	Adult, Community and Other Education n.e.c.	237	1.5%
9	Secondary Education	231	1.4%
10	Correctional and Detention Services	207	1.3%
Total stated (all industries)		16,017	100.0%

- 22 percent were employed in the Central Government Administration industry (3,510 people). This industry involves the setting of central government policy, the oversight of central government programmes, collecting revenue to fund central government programmes, and distributing central government funds.
- 20 percent were employed in the Other Social Assistance Services industry (3,120 people). The primary activities of this industry include the operation of adult day care centres, disabilities assistance services, marriage guidance services, welfare counselling services and youth welfare services.
- 11 percent were employed in the Other Allied Health Services industry (1,820 people). This industry consists of independent allied health practitioners not elsewhere classified that are mainly engaged in providing health care and treatment services. Primary activities include dental hygiene services, nursing services and occupational therapy services.

The following tables show the top 10 industries where people in Careerforce's Health Professionals, Counsellors and Social Workers occupations worked in 2013.

Table 2.13 Top 10 areas of employment, Health Professionals, 2013

Rank	Industry (ANZSIC 2006 Level 6)	Employment	
		Count	% of Total Industry employment
1	Other Allied Health Services	633	34.5%
2	Hospitals (Except Psychiatric Hospitals)	324	17.7%
3	Other Social Assistance Services	165	9.0%
4	Other Health Care Services n.e.c.	99	5.4%
5	Other Interest Group Services n.e.c.	75	4.1%
6	General Practice Medical Services	66	3.6%
7	Adult, Community and Other Education n.e.c.	57	3.1%
8	Central Government Administration	42	2.3%
9	Other Residential Care Services	39	2.1%
10	Medical and Surgical Equipment Manufacturing	36	2.0%
Total stated (all industries)		1,833	100.0%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 2.14 Top 10 areas of employment, Counsellors, 2013

Rank	Industry (ANZSIC 2006 Level 6)	Employment	
		Count	% of Total Industry employment
1	Other Social Assistance Services	1,242	41.2%
2	Other Allied Health Services	282	9.4%
3	Secondary Education	192	6.4%
4	Other Interest Group Services n.e.c.	183	6.1%
5	Other Residential Care Services	120	4.0%
6	Higher Education	99	3.3%
7	Adult, Community and Other Education n.e.c.	87	2.9%
8	Hospitals (Except Psychiatric Hospitals)	78	2.6%
9	Management Advice and Related Consulting Services	69	2.3%
10	Other Health Care Services n.e.c.	63	2.1%
Total stated (all industries)		3,015	100.0%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

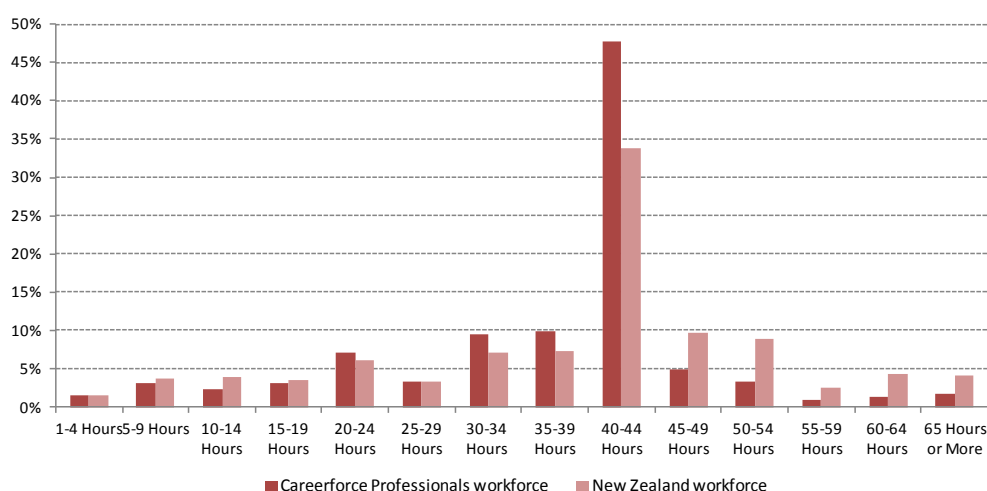
Table 2.15 Top 10 areas of employment, Social Workers, 2013

Rank	Industry (ANZSIC 2006 Level 6)	Employment	
		Count	% of Total Industry employment
1	Central Government Administration	3,441	30.8%
2	Other Social Assistance Services	1,710	15.3%
3	Other Residential Care Services	1,062	9.5%
4	Other Allied Health Services	906	8.1%
5	Hospitals (Except Psychiatric Hospitals)	861	7.7%
6	Other Interest Group Services n.e.c.	612	5.5%
7	Other Health Care Services n.e.c.	216	1.9%
8	Correctional and Detention Services	198	1.8%
9	Psychiatric Hospitals	177	1.6%
10	Aged Care Residential Services	129	1.2%
Total stated (all industries)		11,169	100.0%

2.3.3 Total hours worked

Approximately 78 percent of Professionals worked between 20 and 44 hours a week compared to 58 percent of the New Zealand workforce in 2013. Only 12 percent of Careerforce Professionals worked more than 45 hours a week compared to 29 percent of the New Zealand workforce.

Figure 2.4 Total hours worked weekly, Professionals and NZ workforce, 2013



Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 2.16 shows the total hours worked for the three broad occupation groups within the Professional workforce and the total New Zealand workforce in 2013.

Table 2.16 Total hours worked weekly, Careerforce's Professionals workforce, 2013

Total hours worked in employment per week	2013 Employment				Percentage				
	Health Professionals	Counsellors	Social & Welfare Workers	Professionals	Health Professionals	Counsellors	Social & Welfare Workers	Professionals	New Zealand
1-4 Hours	36	123	72	231	2%	4%	1%	1%	2%
5-9 Hours	57	198	255	510	3%	6%	2%	3%	4%
10-14 Hours	48	177	135	360	3%	6%	1%	2%	4%
15-19 Hours	63	177	258	498	3%	6%	2%	3%	4%
20-24 Hours	165	345	636	1,146	9%	11%	6%	7%	6%
25-29 Hours	78	171	294	543	4%	6%	3%	3%	3%
30-34 Hours	231	408	885	1,524	13%	13%	8%	10%	7%
35-39 Hours	153	216	1,215	1,584	8%	7%	11%	10%	7%
40-44 Hours	765	903	5,952	7,620	42%	29%	54%	48%	34%
45-49 Hours	81	114	582	777	4%	4%	5%	5%	10%
50-54 Hours	51	111	357	519	3%	4%	3%	3%	9%
55-59 Hours	9	36	96	141	0%	1%	1%	1%	2%
60-64 Hours	30	39	150	219	2%	1%	1%	1%	4%
65 Hours or More	39	45	186	270	2%	1%	2%	2%	4%
Total stated	1,806	3,063	11,073	15,942	100%	100%	100%	100%	100%

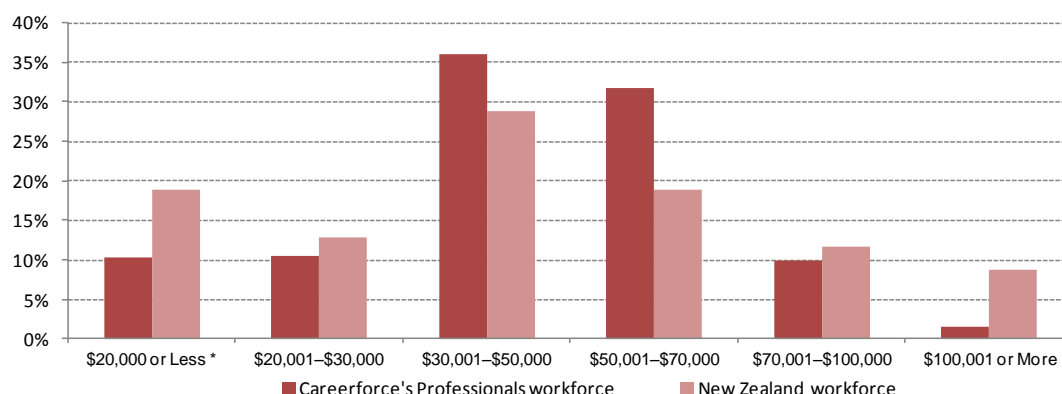
Source: Statistics New Zealand, 2013 Census; BERL Calculations

In 2013:

- 77 percent of Health Professionals and 81 percent of Social and Welfare Workers worked between 20 and 44 hours a week compared with 58 percent of the New Zealand workforce.
- 67 percent of Counsellors worked between 20 and 44 hours a week.
- A larger proportion of Counsellors worked less than 20 hours a week (22 percent) in 2013 than Health Professionals (11 percent) and Social and Welfare Workers (seven percent).

2.3.4 Income

Figure 2.5 shows that a larger proportion of the Professionals workforce earned between \$30,000 and \$70,000 per annum than the total New Zealand workforce in 2013.

Figure 2.5 Annual income, Professionals and NZ workforce, 2013

Source: Statistics New Zealand, 2013 Census; BERL Calculations

In 2013, 68 percent of the Professionals workforce (6,710 people) had an annual income between \$30,000 and \$70,000. This compares with 48 percent of all New Zealand workers. A smaller proportion of Professionals had annual incomes of less than \$30,000 compared with the overall New Zealand workforce (20 percent compared to 32 percent). And only one percent of the Professionals workforce had an annual income greater than \$100,000 compared with nine percent of the New Zealand workforce.

Table 2.17 Annual income, Professionals workforce, 2013

Income	2013 Employment				Percentage				
	Health Professionals	Counsellors	Social & Welfare Workers	Professionals	Health Professionals	Counsellors	Social & Welfare Workers	Professionals	New Zealand
\$20,000 or Less *	228	528	903	1,659	12%	17%	8%	10%	19%
\$20,001-\$30,000	222	423	1,026	1,671	12%	14%	9%	10%	13%
\$30,001-\$50,000	591	999	4,206	5,796	32%	32%	38%	36%	29%
\$50,001-\$70,000	471	834	3,807	5,112	26%	27%	34%	32%	19%
\$70,001-\$100,000	225	252	1,119	1,596	12%	8%	10%	10%	12%
\$100,001 or More	93	45	102	240	5%	1%	1%	1%	9%
Total Stated	1,830	3,081	11,163	16,074	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

* Includes people who reported a loss

The income levels of Health Counsellors and Social and Welfare Workers are similar to the overall Professionals workforce. A similar proportion of people in Health Professionals occupations earn between \$70,000 and \$100,000 a year as the overall New Zealand workforce (12 percent). While fewer Health Professionals earn more than \$100,000 a year than the overall New Zealand workforce (five and nine percent respectively), this is a higher proportion than the number of Counsellors and Social and Welfare Workers that earn this amount (one percent).

2.3.5 Employment status

In 2013, 90 percent of Careerforce's workforce were paid employees (14,590 people) compared to 80 percent of the New Zealand workforce. Table 2.18 shows the employment status of people in Careerforce's Professionals workforce in 2013.

Table 2.18 Employment status, Professionals workforce, 2013

Status in employment	2013 Employment				Percentage				
	Health Professionals	Counsellors	Social & Welfare Workers	Professionals	Health Professionals	Counsellors	Social & Welfare Workers	Professionals	New Zealand
Paid Employee	1,626	1,998	10,968	14,592	89%	64%	98%	90%	80%
Employer	30	42	33	105	2%	1%	0%	1%	7%
Self-Employed	168	1,044	195	1,407	9%	34%	2%	9%	12%
Unpaid Family Worker	3	15	33	51	0%	0%	0%	0%	2%
Total Stated	1,827	3,099	11,229	16,155	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

People working as Social and Welfare Workers and Health Professionals are more likely to be paid employees (98 and 89 percent respectively) than people in the overall New Zealand workforce (80 percent). This is due to the types of employers and companies that employ Health Professionals and Social and Welfare Workers.

Counsellors are less likely to be paid employees (64 percent) and more likely to be self-employed (34 percent) than the overall New Zealand workforce (80 percent and 12 percent respectively). A number of counsellors in New Zealand work for a large service provider for a few years before starting their own practice.

2.3.6 Unpaid activities

Approximately 79 percent of Careerforce's Professionals workforce (12,819 people) stated they had undertaken some form of unpaid activity in the past four weeks, compared to 91 percent of people in the New Zealand workforce. Table 2.19 outlines the types of activities they engaged in.

Table 2.19 Unpaid activities, Professionals & NZ workforce, 2013

Unpaid activities by people in paid employment	Careerforce's Professionals Workforce		New Zealand
	Employment	Percentage	Percentage
No Activities	3,261	21%	9%
Household Work, Cooking, Repairs, Gardening, etc, for Own Household	15,066	95%	91%
Looking After a Child Who is a Member of Own Household	4,227	27%	16%
Looking After a Member of Own Household Who is Ill or Has a Disability	6,129	39%	34%
Looking After a Child Who Does Not Live in Own Household	1,965	12%	7%
Helping Someone Who is Ill or Has a Disability Who Does Not Live in Own Household	498	3%	7%
Other Helping or Voluntary Work for or Through Any Organisation, Group or Marae	4,500	28%	15%
Total Stated *	15,819	225%	179%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

Of particular interest is the higher percentage of people in Careerforce's Professionals workforce that:

- Looked after a member of their own household who is ill or has a disability (39 percent compared to 34 percent of people in the New Zealand workforce).
- Looked after a child that does not live in their own household (12 percent compared to seven percent).
- Undertook other forms of help or voluntary work (28 percent compared to 15 percent).

Table 2.20 Unpaid activities, Professionals workforce by broad occupation, 2013

Unpaid activities by people in paid employment	Health Professionals		Counsellors		Social & Welfare Workers	
	Employment	Percentage	Employment	Percentage	Employment	Percentage
No Activities	363	20%	633	21%	2,265	21%
Household Work, Cooking, Repairs, Gardening, etc, for Own Household	1,707	95%	2,922	96%	10,437	95%
Looking After a Child Who is a Member of Own Household	453	25%	822	27%	2,952	27%
Looking After a Member of Own Household Who is Ill or Has a Disability	762	42%	1,023	34%	4,344	40%
Looking After a Child Who Does Not Live in Own Household	228	13%	330	11%	1,407	13%
Helping Someone Who is Ill or Has a Disability Who Does Not Live in Own Household	66	4%	66	2%	366	3%
Other Helping or Voluntary Work for or Through Any Organisation, Group or Marae	585	33%	1,104	36%	2,811	26%
Total Stated *	1,797	232%	3,030	228%	10,992	224%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

Across all three broad occupation groups, the Professionals workforce undertook similar unpaid activities relative to the overall New Zealand workforce. However, it is worth noting that:

- A large proportion of Health Professionals and Social and Welfare Workers look after a member of their own household who is ill or has a disability (42 and 40 percent respectively).
- A third of Health Professionals and 36 percent of Counsellors undertook other forms of help or voluntary work.

2.3.7 Regional workforce

Table 2.21 shows the geographic distribution of Careerforce's Professionals workforce. There are similarities with the New Zealand workforce, with the exception of Northland where there were slightly more Professionals (five percent compared with three percent), and Waitemata where there were slightly less professionals (30 percent compared with 33 percent).

Table 2.21 Regional employment, Careerforce's Professionals workforce, 2013

Region	2013 Employment				Percentage				
	Health Professionals	Counsellors	Social & Welfare Workers	Professionals	Health Professionals	Counsellors	Social & Welfare Workers	Professionals	New Zealand
Northland	96	132	519	747	5%	4%	5%	5%	3%
Waitemata	540	996	3,312	4,848	29%	32%	29%	30%	33%
Waikato	147	264	975	1,386	8%	8%	9%	9%	8%
Lakes	57	84	297	438	3%	3%	3%	3%	2%
Bay of Plenty	102	153	540	795	5%	5%	5%	5%	4%
Tairāwhiti	36	27	156	219	2%	1%	1%	1%	1%
Hawke's Bay	75	117	432	624	4%	4%	4%	4%	3%
Taranaki	45	66	225	336	2%	2%	2%	2%	3%
Whanganui	54	57	246	357	3%	2%	2%	2%	1%
Mid Central	75	120	444	639	4%	4%	4%	4%	4%
Capital and Coast	234	357	1,224	1,815	12%	11%	11%	11%	11%
Wairarapa	21	45	108	174	1%	1%	1%	1%	1%
Nelson Marlborough	51	117	396	564	3%	4%	4%	3%	3%
Canterbury	201	345	1,422	1,968	11%	11%	13%	12%	13%
West Coast	15	18	87	120	1%	1%	1%	1%	1%
South Canterbury	21	18	129	168	1%	1%	1%	1%	1%
Southern	105	204	774	1,083	6%	7%	7%	7%	8%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

3 The Support Workers workforce

At a glance: Careerforce's Support Workers workforce in 2013

Employment: 11,170 people employed. This is 11 percent of Careerforce's overall workforce.

Employment growth: 39 percent growth between 2006 and 2013 (3,130 people) compared to just over one percent growth in the overall New Zealand workforce during the same period.

Age: 70 percent of workers were between 20 and 54 years old, compared to 64 percent of the overall New Zealand workforce.

Sex: 72 percent of Support Workers were female compared to 48 percent of the New Zealand workforce.

Ethnicity: A larger proportion of Support Workers identified as Māori (20 percent) and Pacific Peoples (11 percent) than the overall New Zealand workforce (11 and five percent respectively).

Migrants: A similar proportion of Support Workers were born overseas (28 percent) as the overall New Zealand workforce (27 percent). A larger proportion of overseas born Support Workers were born in Oceania (excluding NZ) than people in the overall overseas born New Zealand workforce (28 percent compared to 19 percent).

Qualifications: 33 percent of Support Workers had a level 1 to 6 qualification gained post-school compared with 26 percent of the New Zealand workforce. A smaller proportion of Support Workers had a bachelor degree or higher (21 percent compared to 25 percent of the New Zealand workforce).

Hours worked: 54 percent of Support Workers worked less than 40 hours a week, compared with 37 percent of the New Zealand workforce.

Income: 87 percent of Support Workers earned less than \$50,000 annually, compared with 61 percent of the New Zealand workforce.

There are eight ANZSCO06 occupations that are classified as Support Workers occupations in Careerforce's workforce. In this section we group these eight occupations into four broad categories – Health Support Workers, Community Workers, Welfare Support Workers and Youth Workers. Table 3.1 outlines how these eight occupations align with the four broad categories.

Table 3.1 Occupations within Careerforce's Support Workers workforce

Support Workers grouping	ANZSCO 06 Occupation Title
Health Support Workers	Dental Technician
	Diversional Therapist
	Kaiāw hina (Hauora) (Māori Health Assistant)
Community Workers	Community Worker
Welfare Support Workers	Disabilities Services Officer
	Family Support Worker
	Residential Care Officer
Youth Workers	Youth Worker

3.1 Careerforce's Support Workers workforce

There were 11,170 people who worked in 'Support Workers' occupations in Careerforce's workforce in 2013.

Figure 3.1 shows that in 2013, 64 percent of Support Workers were Community Workers (7,200 people), 18 percent were Youth Workers (1,980 people), 13 percent were Health Support Workers (1,500 people), and five percent were Welfare Support Workers (540 people).

Figure 3.1 Careerforce's Support Workers workforce

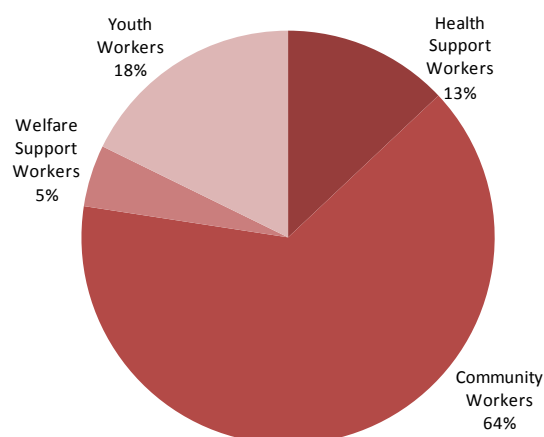


Table 3.2 breaks down employment within the broad occupation groups in 2006 and 2013.

Table 3.2 Careerforce's Support Workers workforce, 2006 and 2013

Support Workers Workforce	Employment		Growth 2006-2013	
	2006	2013	Numerical	Percentage
Health Support Workers				
Dental Technician	387	399	12	3%
Diversional Therapist	819	1,008	189	23%
Kaiāwhina (Hauora) (Māori Health Assistant)	48	42	-6	-13%
Total	1,254	1,449	195	16%
Community Workers				
Community Worker	5,163	7,200	2,037	39%
Total	5,163	7,200	2,037	39%
Welfare Support Workers				
Disabilities Services Officer	75	96	21	28%
Family Support Worker	246	396	150	61%
Residential Care Officer	15	48	33	220%
Total	336	540	204	61%
Youth Workers				
Youth Worker	1,287	1,983	696	54%
Total	1,287	1,983	696	54%
Total Support Workers in Careerforce's workforce	8,040	11,172	3,132	39%
Total Careerforce workforce	96,171	105,387	9,216	10%
Support Workers as a percentage of Careerforce's workforce	8%	11%		

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

Employment grew across all four broad occupation groups between 2006 and 2013. The number of Welfare Workers increased by 61 percent or 204 people, while the number of Youth Workers grew by 54 percent or 696 people. Only the Kaiāwhina Maori Health Assistant occupation had a decline in employment between 2006 and 2013. This decline was small, six people, and came off a low base - 48 people in 2006.

In 2013, large occupation groups within Careerforce's Support Workers workforce were:

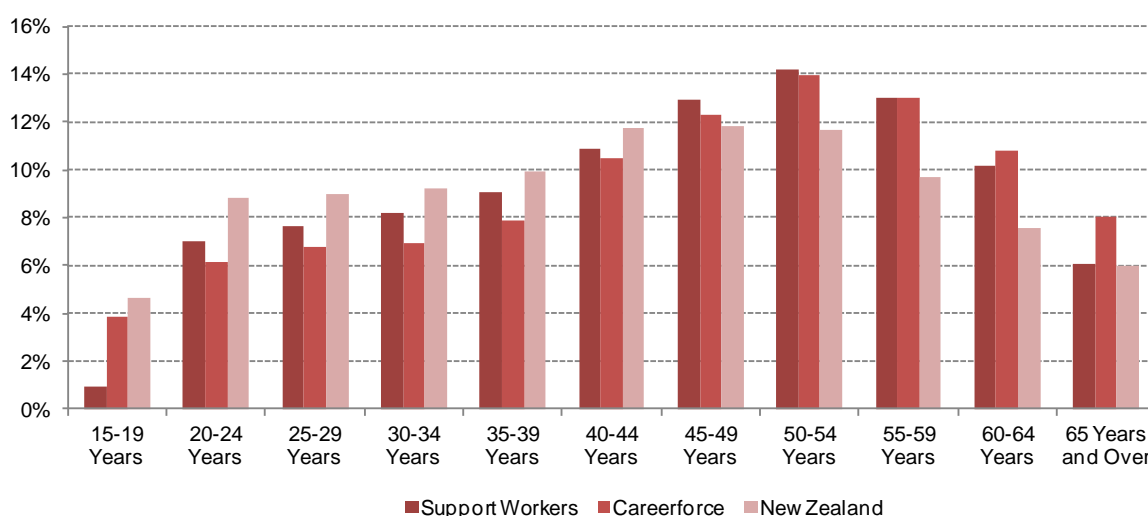
- Community Workers with 64 percent of Careerforce's Support Workers workforce (7,200 people). Community Workers facilitates community development initiatives and collective solutions within a community to address issues, needs and problems associated with recreational, health, housing, employment and other welfare matters.
- Youth Workers with 18 percent of Careerforce's Support Workers workforce (1,980 people). Youth Workers assist young people as individuals or groups to solve social, emotional and financial problems in an agency framework.
- Diversional Therapists with nine percent of Careerforce's Support Workers workforce (1,010 people). People in this occupation plan, design, coordinate and implement recreation and leisure-based activity programmes to support, challenge and enhance the psychological, spiritual, social, emotional and physical well-being of individuals.

3.2 Demographic characteristics

3.2.1 Age

The Support Workers workforce has an older age profile than the overall New Zealand workforce. In addition, people who are Support Workers are more likely to be aged between 20 and 54 years old than the wider Careerforce workforce (70 percent compared to 68 percent).

Figure 3.2 Age profile, Support Workers, Careerforce and NZ workforce, 2013



Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 3.3 shows the age profile of people across the four broad occupations within the Support Workers workforce. Youth Workers have a very different age profile than the rest of the Support Workers workforce, with 61 percent of Youth Workers being under the age of 40.

Table 3.3 Age profile of Careerforce's Support Workers workforce, 2013

Age	2013 Employment					Percentage					
	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	New Zealand
15-19 Years	6	51	0	45	102	0%	1%	0%	2%	1%	5%
20-24 Years	63	390	27	306	786	4%	5%	5%	15%	7%	9%
25-29 Years	75	438	36	309	858	5%	6%	7%	16%	8%	9%
30-34 Years	87	492	42	291	912	6%	7%	8%	15%	8%	9%
35-39 Years	117	597	42	255	1,011	8%	8%	8%	13%	9%	10%
40-44 Years	138	807	54	216	1,215	10%	11%	10%	11%	11%	12%
45-49 Years	183	981	84	195	1,443	13%	14%	15%	10%	13%	12%
50-54 Years	213	1,113	93	168	1,587	15%	15%	17%	8%	14%	12%
55-59 Years	237	1,020	81	114	1,452	16%	14%	15%	6%	13%	10%
60-64 Years	210	819	51	60	1,140	14%	11%	9%	3%	10%	8%
65 Years and Over	123	492	33	30	678	8%	7%	6%	2%	6%	6%
Total	1,452	7,200	543	1,989	11,184	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 3.4 shows the change in employment between 2006 and 2013 by broad occupation group and age. There was an increase in the number of people aged over 50 working in Support Worker roles, up 73 percent compared to an increase of 26 percent in the overall New Zealand workforce.

Table 3.4 Change in age profile, Support Workers workforce, 2006-2013

Age	Numerical growth 2006-2013					Percentage Change 2006 - 2013					
	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	New Zealand
15-19 Years	-6	-6	-6	-18	-36	-50%	-11%	-100%	-29%	-26%	-30%
20-24 Years	6	141	12	90	249	11%	57%	80%	42%	46%	-1%
25-29 Years	12	105	12	51	180	19%	32%	50%	20%	27%	1%
30-34 Years	-18	114	18	102	216	-17%	30%	75%	54%	31%	-11%
35-39 Years	-15	18	3	99	105	-11%	3%	8%	63%	12%	-14%
40-44 Years	-24	102	-6	63	135	-15%	14%	-10%	41%	13%	-6%
45-49 Years	-18	138	33	87	240	-9%	16%	65%	81%	20%	-1%
50-54 Years	24	351	51	90	516	13%	46%	121%	115%	48%	15%
55-59 Years	69	312	39	66	486	41%	44%	93%	138%	50%	11%
60-64 Years	96	429	21	45	591	84%	110%	70%	300%	108%	43%
65 Years and Over	72	339	27	24	462	141%	222%	450%	400%	214%	74%
Total	198	2,043	204	699	3,144	16%	40%	60%	54%	39%	1%

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

Within the Support Workers workforce there were noticeable differences in employment among 30 to 49 year olds between 2006 and 2013.

- The number of Health Support Workers declined at a greater rate than the overall New Zealand workforce, down 75 people or 18 percent compared to eight percent nationally, between 2006 and 2013.
- Employment growth was strong across the other three occupation groups for people aged 30 to 49 years old; but it was particularly strong for Youth Workers (up 351 people or 58 percent).

3.2.2 Sex

In 2013, 72 percent of Careerforce's Support Workers workforce was female, compared to 48 percent of the New Zealand workforce. Females were a much higher proportion of workers across all occupation groups, with the exception of Youth Workers. There is a similar share of females and males working as Youth Workers (52 and 48 percent respectively).

Table 3.5 Sex profile of Careerforce's Support Workers workforce, 2013

Sex	2013 Employment					Percentage					
	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	New Zealand
Female	1,149	5,388	465	1,026	8,028	79%	75%	86%	52%	72%	48%
Male	300	1,812	75	957	3,144	21%	25%	14%	48%	28%	52%
Total	1,449	7,200	543	1,983	11,175	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 3.6 shows that overall employment growth was stronger for females than males in absolute terms between 2006 and 2013 (2,200 females compared to 940 males), but employment growth as a percentage was stronger for males (42 percent growth for males compared to 38 percent growth for females). Over this period, the employment of males in the New Zealand workforce remained relatively unchanged while female employment increased slightly (up three percent).

Table 3.6 Change in sex profile, Support Workers workforce, 2006-2013

Sex	Numerical growth 2006-2013					Percentage Change 2006 - 2013					
	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	New Zealand
Female	207	1,461	177	354	2,199	22%	37%	61%	53%	38%	3%
Male	-12	576	30	342	936	-4%	47%	67%	56%	42%	0%
Total	192	2,037	213	696	3,138	15%	39%	65%	54%	39%	1%

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

Within Careerforce's Support Workers workforce, male employment growth was stronger than female employment growth across all broad occupation groups except Health Support Workers between 2006 and 2013. In the Health Support Workers occupation group, female employment grew by 22 percent while male employment remained relatively unchanged (down four percent or 12 males).

3.2.3 Ethnicity

Careerforce's Support Workers workforce is more ethnically diverse than the New Zealand workforce. In 2013, 67 percent of Support Workers identified as European, 20 percent as Māori, 11 percent as Pacific Peoples, and 10 percent as Asian. All broad occupation groups had a lower proportion of people who identified as European compared to the total New Zealand workforce. This was particularly the case for Welfare Workers, where 63 percent of people identified as European compared with 78 percent of the New Zealand workforce. Table 3.7 shows the detailed breakdown.

Table 3.7 Ethnic profile of Careerforce's Support Workers workforce, 2013

Ethnicity	2013 Employment					Percentage					
	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	New Zealand
European	4,743	372	1,236	7,548	13,899	66%	70%	63%	68%	67%	78%
Māori	1,368	102	600	2,193	4,263	19%	19%	30%	20%	20%	11%
Pacific Peoples	648	51	378	1,113	2,190	9%	10%	19%	10%	11%	5%
Asian	831	54	69	1,080	2,034	12%	10%	3%	10%	10%	11%
Other *	108	0	21	138	267	2%	0%	1%	1%	1%	3%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

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

All four occupation groups had a larger proportion of people who identified as Māori and Pacific Peoples than the New Zealand workforce. The proportion of people identifying as Māori and Pacific Peoples was the highest in Welfare Support occupations, where 30 percent of people identified as Māori (11 percent of the New Zealand workforce) and 19 percent identified as Pacific Peoples (five percent of the New Zealand workforce).

A similar proportion of people in Health Support Worker, Community Worker and Youth Worker occupations identified as Asian (10 to 12 percent) as was the case in the New Zealand workforce (11 percent). In contrast, only three percent of people in Welfare Support Workers occupations identified as Asian.

3.2.4 Migrants

The proportion of people born overseas is broadly similar to that of the New Zealand workforce. In 2013, 28 percent of Careerforce's Support Workers (3,135 people) were born overseas, compared with 27 percent of the total New Zealand workforce.

Table 3.8 Careerforce's Support Workers workforce by birthplace, 2013

Birthplace	2013 Employment					Percentage					
	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	New Zealand
Born Overseas	417	2,160	165	393	3,135	29%	30%	31%	20%	28%	27%
Born in NZ	1,008	4,956	372	1,584	7,920	71%	70%	69%	80%	72%	73%
Total Stated	1,425	7,116	537	1,977	11,055	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

In Health Support Worker, Community Worker and Welfare Support Worker occupations the proportion of people born overseas ranges from 29 to 31 percent, which is slightly higher than the overall New Zealand workforce, at 27 percent. A smaller proportion of people working as Youth Workers were born overseas (20 percent).

The length of time people working as Support Workers have been in New Zealand is broadly consistent with that of the overall New Zealand workforce. Table 3.9 provides these details across the broad occupation groups.⁶

Table 3.9 Years since arrival in New Zealand, Careerforce's Support Workers workforce

Years Since Arrival	2013 Employment					Percentage					
	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	New Zealand
Less than 1 Year	12	60	3	12	87	3%	3%	2%	3%	3%	3%
1-4 Years	48	450	42	57	597	11%	21%	29%	16%	20%	16%
5-9 Years	96	420	21	78	615	23%	20%	14%	21%	20%	21%
10-15 Years	81	288	21	54	444	19%	14%	14%	15%	15%	19%
16 Years or More	189	888	60	165	1,302	44%	42%	41%	45%	43%	41%
Total Stated	426	2,106	147	366	3,045	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

- A larger proportion of Community Workers and Welfare Support Workers have been in New Zealand for one to four years (21 and 29 percent respectively) than the overall overseas-born New Zealand workforce (16 percent).
- A smaller proportion of Health Support Workers born overseas have been in New Zealand for one to four years (11 percent).
- A higher proportion of Health Support Workers and Youth Workers born overseas have been in New Zealand for 16 years or more (44 and 45 percent respectively) compared with the overall New Zealand workforce (41 percent).

Table 3.10 shows the birthplaces of Careerforce's Support Workers workforce who were born overseas.

⁶ This table does not include people who were born overseas but did not specify the number of years since they arrived in New Zealand. Of Careerforce's Support Workers workforce born overseas, 78 people did not specify the number of years since their arrival in New Zealand in the 2013 Census.

Table 3.10 Careerforce's Support Workers workforce born overseas by birthplace, 2013

Birthplace	2013 Employment					Foreign Born Percentage					
	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	New Zealand
Oceania	48	651	51	141	891	12%	30%	31%	36%	28%	19%
Europe	210	612	60	135	1,017	50%	28%	36%	34%	32%	35%
North Africa and the Middle East	6	15	0	6	27	1%	1%	0%	2%	1%	1%
South-East Asia	21	297	21	12	351	5%	14%	13%	3%	11%	9%
North-East Asia	60	138	9	12	219	14%	6%	5%	3%	7%	12%
Southern and Central Asia	9	207	9	15	240	2%	10%	5%	4%	8%	10%
North and South America	15	63	9	30	117	4%	3%	5%	8%	4%	5%
Central and Southern Africa	48	177	6	42	273	12%	8%	4%	11%	9%	9%
Total Stated	417	2,160	165	393	3,165	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

In 2013, 32 percent of Support Workers born overseas were born in Europe (compared to 35 percent of people born overseas in the New Zealand workforce) and 28 percent were born in Oceania (compared to 19 percent of the New Zealand workforce).

- A large proportion of Youth Workers (36 percent), Welfare Workers (31 percent), and Community Workers (30 percent) were born in Oceania (excluding New Zealand) compared to the overall New Zealand workforce (19 percent).
- Half of all Health Support Workers born overseas were born in Europe, compared to 35 percent of the overall New Zealand workforce (35 percent).
- A smaller proportion of Community Workers born overseas were born in Europe (28 percent) compared to the overall New Zealand workforce.
- A larger proportion of Health Support and Community Workers born overseas were born in South East Asia (14 and 13 percent respectively) compared to the New Zealand workforce (nine percent).
- Youth Workers born overseas were more likely to come from North America (eight percent) and Central and Southern America (11 percent) than the New Zealand workforce average (five and nine percent respectively).

3.3 Employment characteristics

This section discusses highest qualification held, industry employment, location of employment, hours worked, income, employment status and unpaid work.

3.3.1 Highest qualification

The Support Workers workforce is more likely to have a level 1 to 6 qualification gained post-school, and less likely to have a secondary school qualification or bachelors degree as their highest qualification. Figure 3.3 shows that 33 percent of Careerforce's Support Workers workforce had a level 1 to 6 qualification gained post-school, compared to 26 percent of the New Zealand workforce, while only 21 percent had a bachelor degree or higher, compared to 25 percent of the New Zealand workforce.

Figure 3.3 Highest qualification held, Support Workers and NZ workforce, 2013

Source: Statistics New Zealand, 2013 Census; BERL Calculations

As shown in Table 3.3, 56 percent of Careerforce's Support Workers workforce was aged 45 or older in 2013, compared to 47 percent of the New Zealand workforce. For this age cohort, historically there was less focus on obtaining a qualification, be it a secondary school qualification or higher, than later age cohorts. Further, some occupations in the Support Worker workforce are lower skill, particularly Community Workers who make up 64 percent of Careerforce's Support Workers workforce, and thus require lower qualification levels.

Table 3.11 provides a detailed breakdown of the highest qualification held by broad occupation area.

Table 3.11 Highest qualification held, Support Workers workforce, 2013

Highest Qualification	2013 Employment					Percentage					
	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	New Zealand
No Qualification	159	1230	63	168	1620	12%	18%	13%	9%	15%	14%
Level 1 Certificate Gained at School	150	831	51	168	1200	11%	12%	10%	9%	11%	12%
Level 2 Certificate Gained at School	87	516	36	183	822	6%	8%	7%	10%	8%	10%
Level 3 or 4 Certificate Gained at School	57	393	24	192	666	4%	6%	5%	10%	6%	7%
Overseas Secondary School Qualification	63	354	24	48	489	5%	5%	5%	2%	5%	6%
Level 1, 2 or 3 Certificate Gained Post-school	75	531	24	87	717	5%	8%	5%	5%	7%	4%
Level 4 Certificate Gained Post-school	318	855	54	195	1422	23%	13%	11%	10%	13%	12%
Level 5 Diploma	63	402	42	189	696	5%	6%	8%	10%	7%	5%
Level 6 Diploma	114	375	60	162	711	8%	5%	12%	8%	7%	5%
Bachelor Degree and Level 7 Qualifications	237	903	93	402	1635	17%	13%	18%	21%	15%	17%
Post-Graduate and Honours Degree	33	231	18	93	375	2%	3%	4%	5%	4%	4%
Masters Degree	12	186	15	36	249	1%	3%	3%	2%	2%	3%
Doctorate Degree	0	15	0	0	15	0%	0%	0%	0%	0%	1%
Total Stated	1377	6,822	504	1923	10,626	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

In 2013, 23 percent of people working in Health Support occupations had a Level 4 Certificate that they had gained post-school, compared with 12 percent of the New Zealand workforce. Approximately 20 percent of Welfare Support Workers and 18 percent of Youth Workers had a Level 5 or 6 Diploma, compared with 10 percent of the New Zealand workforce. Eighteen percent of Community Workers had no qualification in 2013, compared with 14 percent of the New Zealand workforce.

3.3.2 Industry employment

Table 3.12 shows the 10 largest areas of employment for people employed in Careerforce's Support Workers occupations in 2013.

Table 3.12 Top 10 areas of employment, Careerforce's Support Workers workforce, 2013

Rank	Industry (ANZSIC 2006 Level 6)	Employment	
		Count	% of Total Industry employment
1	Other Residential Care Services	2,718	24.7%
2	Other Social Assistance Services	2,295	20.9%
3	Other Allied Health Services	1,143	10.4%
4	Aged Care Residential Services	864	7.9%
5	Other Interest Group Services n.e.c.	621	5.6%
6	Central Government Administration	264	2.4%
7	Other Health Care Services n.e.c.	264	2.4%
8	Religious Services	246	2.2%
9	Medical and Surgical Equipment Manufacturing	231	2.1%
10	Hospitals (Except Psychiatric Hospitals)	210	1.9%
Total stated (all industries)		10,992	100.0%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

- 25 percent were employed in the Other Residential Care Services industry (2,720 people). This industry includes firms engaged in providing residential care (except aged care) combined with either nursing supervisory or other types of care as required (including medical). Primary activities include the operation of children's homes, community mental health hostels, hospices and respite residential care.
- 21 percent were employed in the Other Social Assistance Services industry (2,300 people). This industry consists of firms engaged in social support services. These services do not include accommodation services, except on a short-stay basis. Primary activities include the operation of adult day care centres, disabilities assistance services, marriage guidance services, welfare counselling services and youth welfare services.
- 10 percent were employed in the Other Allied Health Services industry (1,143 people). This industry primarily consists of independent allied health practitioners not elsewhere classified that are mainly engaged in providing health care and treatment services. Primary activities include dental hygiene services, nursing services and occupational therapy services.

The following tables show the top 10 industries where Health Support Workers, Community Workers, Welfare Support Workers and Youth Workers worked in 2013.

Table 3.13 Top 10 areas of employment, Health Support Workers, 2013

Rank	Industry (ANZSIC 2006 Level 6)	Employment	
		Count	% of Total Industry employment
1	Aged Care Residential Services	699	48.2%
2	Medical and Surgical Equipment Manufacturing	228	15.7%
3	Dental Services	117	8.1%
4	Hospitals (Except Psychiatric Hospitals)	102	7.0%
5	Other Social Assistance Services	51	3.5%
6	Other Allied Health Services	30	2.1%
7	Other Residential Care Services	27	1.9%
8	Non-Residential Property Operators	21	1.4%
9	Other Interest Group Services n.e.c.	21	1.4%
10	Higher Education	15	1.0%
Total stated (all industries)		1,449	100.0%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 3.14 Top 10 areas of employment, Community Workers, 2013

Rank	Industry (ANZSIC 2006 Level 6)	Employment	
		Count	% of Total Industry employment
1	Other Residential Care Services	2,352	33.3%
2	Other Social Assistance Services	1,653	23.4%
3	Other Allied Health Services	969	13.7%
4	Other Interest Group Services n.e.c.	306	4.3%
5	Other Health Care Services n.e.c.	228	3.2%
6	Aged Care Residential Services	132	1.9%
7	Local Government Administration	102	1.4%
8	Correctional and Detention Services	99	1.4%
9	Hospitals (Except Psychiatric Hospitals)	96	1.4%
10	Adult, Community and Other Education n.e.c.	78	1.1%
Total stated (all industries)		7,065	100.0%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 3.15 Top 10 areas of employment, Support Workers, 2013

Rank	Industry (ANZSIC 2006 Level 6)	Employment	
		Count	% of Total Industry employment
1	Other Social Assistance Services	165	31.8%
2	Other Allied Health Services	81	15.6%
3	Other Residential Care Services	78	15.0%
4	Other Interest Group Services n.e.c.	36	6.9%
5	Aged Care Residential Services	30	5.8%
6	Other Health Care Services n.e.c.	18	3.5%
7	Preschool Education	15	2.9%
8	Central Government Administration	12	2.3%
9	Religious Services	12	2.3%
10	Special School Education	6	1.2%
Total stated (all industries)		519	100.0%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 3.16 Top 10 areas of employment, Youth Workers, 2013

Rank	Industry (ANZSIC 2006 Level 6)	Employment	
		Count	% of Total Industry employment
1	Other Social Assistance Services	426	21.7%
2	Other Residential Care Services	261	13.3%
3	Other Interest Group Services n.e.c.	258	13.2%
4	Central Government Administration	222	11.3%
5	Religious Services	174	8.9%
6	Adult, Community and Other Education n.e.c.	99	5.1%
7	Other Allied Health Services	63	3.2%
8	Secondary Education	36	1.8%
9	Technical and Vocational Education and Training	33	1.7%
10	Police Services	30	1.5%
Total stated (all industries)		1,959	100.0%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

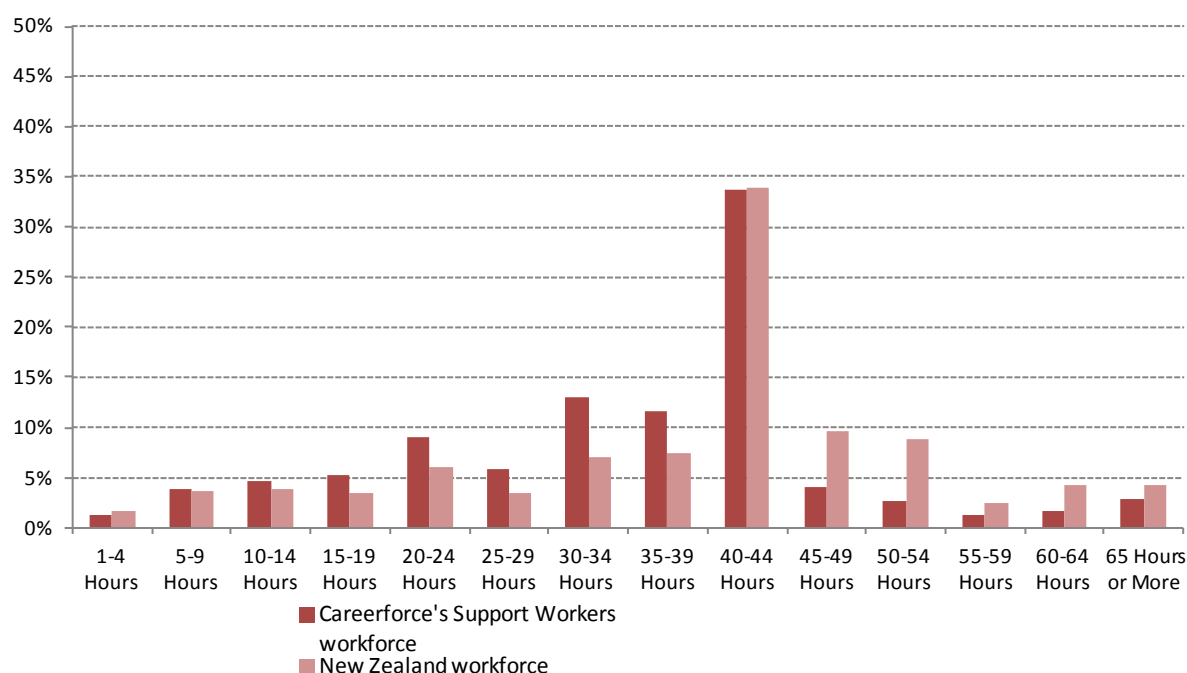
3.3.3 Total hours worked

Careerforce's Support Workers are less likely to work long hours compared to the total New Zealand workforce.

- In 2013, 54 percent of Careerforce's Support Workers worked less than 40 hours a week compared with 37 percent of the New Zealand workforce.

Figure 3.4 shows there is a notable difference between the number of Support Workers working between 20 and 39 hours a week (39 percent) and the overall New Zealand workforce (24 percent).

Figure 3.4 Total hours worked weekly, Support Workers and NZ workforce, 2013



Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 3.17 shows the total hours worked across the four broad occupation groups and the total New Zealand workforce in 2013.

Table 3.17 Total hours worked, weekly, Careerforce's Support Workers workforce, 2013

Total hours worked in employment per week	2013 Employment					Percentage					
	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	New Zealand
1-4 Hours	18	78	9	30	135	1%	1%	2%	2%	1%	2%
5-9 Hours	42	255	30	81	408	3%	4%	6%	4%	4%	4%
10-14 Hours	63	315	27	93	498	4%	5%	5%	5%	5%	4%
15-19 Hours	72	378	36	84	570	5%	5%	7%	4%	5%	4%
20-24 Hours	135	678	51	126	990	9%	10%	10%	6%	9%	6%
25-29 Hours	135	414	39	51	639	9%	6%	7%	3%	6%	3%
30-34 Hours	255	900	78	177	1410	18%	13%	15%	9%	13%	7%
35-39 Hours	198	861	54	141	1254	14%	12%	10%	7%	12%	7%
40-44 Hours	351	2,253	171	885	3,660	25%	32%	32%	45%	34%	34%
45-49 Hours	48	270	12	102	432	3%	4%	2%	5%	4%	10%
50-54 Hours	39	171	6	78	294	3%	2%	1%	4%	3%	9%
55-59 Hours	15	84	6	24	129	1%	1%	1%	1%	1%	2%
60-64 Hours	27	111	0	33	171	2%	2%	0%	2%	2%	4%
65 Hours or More	24	228	9	42	303	2%	3%	2%	2%	3%	4%
Total stated	1428	6,996	528	1,947	10,893	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

A larger proportion of Health Support Workers, Community Workers and Welfare Workers worked between 20 and 39 hours a week (51, 41 and 42 percent respectively) compared to the New Zealand workforce (24 percent).

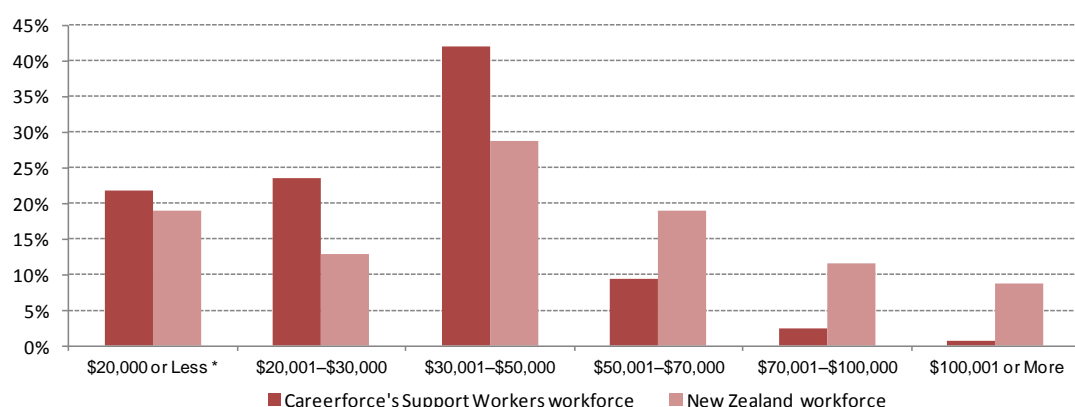
- A similar proportion of Youth Workers worked between 20 and 39 hours a week (25 percent) as the overall New Zealand workforce. Also a similar proportion of Youth Workers worked 40 hours or more per week as the overall New Zealand workforce (60 and 63 percent respectively).

- A smaller proportion of people across the other three occupation groups worked 40 hours or more per week compared to the New Zealand workforce. These numbers ranged from 35 percent of Health Support Professionals to 45 percent of Community Workers.

3.3.4 Income

In 2013, 87 percent of Careerforce's Support Workers (9,600 people) had an annual income of less than \$50,000 compared with 61 percent of the overall New Zealand workforce.

Figure 3.5 Annual income, Support Workers and NZ workforce, 2013



Source: Statistics New Zealand, 2013 Census; BERL Calculations

While the proportion of Careerforce's Support Workers earning \$20,000 or less was broadly similar to the overall New Zealand workforce (22 percent and 19 percent respectively), significantly more Support Workers earned between \$20,000 and \$50,000 than the overall New Zealand workforce (66 percent and 42 percent respectively). Only one percent of the Support Workers workforce had an annual income of more than \$100,000, compared with nine percent of people in the total New Zealand workforce.

Table 3.18 shows the annual income of Support Workers across the four broad occupation groupings.

Table 3.18 Annual income, Careerforce's Support Workers workforce, 2013

Income	2013 Employment					Percentage					
	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	New Zealand
\$20,000 or Less *	327	1,497	147	423	2,394	23%	21%	27%	22%	22%	19%
\$20,001–\$30,000	402	1,797	117	279	2,595	28%	25%	22%	14%	24%	13%
\$30,001–\$50,000	456	3,126	222	807	4,611	32%	44%	41%	41%	42%	29%
\$50,001–\$70,000	150	519	39	324	1,032	10%	7%	7%	17%	9%	19%
\$70,001–\$100,000	57	96	12	117	282	4%	1%	2%	6%	3%	12%
\$100,001 or More	42	21	3	9	75	3%	0%	1%	0%	1%	9%
Total Stated	1,434	7,056	540	1,959	10,989	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

* Includes people who reported a loss

3.3.5 Employment status

In 2013, 98 percent of the Support Workers workforce were paid employees (10,750 people) compared to 80 percent of New Zealand workforce. Table 3.19 shows this employment status across the broad occupation groupings.

Table 3.19 Employment status, Careerforce's Support Workers workforce, 2013

Status in employment	2013 Employment					Percentage					
	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	New Zealand
Paid Employee	1284	7,026	513	1,929	10,752	89%	98%	96%	98%	97%	80%
Employer	66	15	0	6	87	5%	0%	0%	0%	1%	7%
Self-Employed	87	96	12	27	222	6%	1%	2%	1%	2%	12%
Unpaid Family Worker	3	18	9	6	36	0%	0%	2%	0%	0%	2%
Total Stated	1440	7,155	534	1,968	11,097	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Within the Support Workers workforce, a high proportion of Community Workers, Welfare Support Workers and Youth Workers are paid employees (ranging from 96 percent to 98 percent). Most people working in these occupations are employed by government organisations or large health care companies.

While a large proportion of Health Support Workers are paid employees (89 percent), five percent are employers and six percent are self-employed. This is due to the high proportion of dental technicians who are employers (17 percent) or self-employed (18 percent).

3.3.6 Unpaid activities

In 2013, 75 percent of Careerforce's Support Workers workforce (8,060 people) stated they had undertaken some form of unpaid activity in the past four weeks compared to 91 percent of the New Zealand workforce.

Table 3.20 Unpaid activities, Support Workers and NZ workforce, 2013

Unpaid activities by people in paid employment	Careerforce's Support Workers workforce		New Zealand
	Employment	Percentage	Percentage
No Activities	2,736	25%	9%
Household Work, Cooking, Repairs, Gardening, etc, for Own Household	10,005	93%	91%
Looking After a Child Who is a Member of Own Household	2,769	26%	16%
Looking After a Member of Own Household Who is Ill or Has a Disability	3,777	35%	34%
Looking After a Child Who Does Not Live in Own Household	1,380	13%	7%
Helping Someone Who is Ill or Has a Disability Who Does Not Live in Own Household	483	4%	7%
Other Helping or Voluntary Work for or Through Any Organisation, Group or Marae	3,072	28%	15%
Total Stated *	10,800	100%	179%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

Of particular interest is the higher percentage of people in Careerforce's Support Workers workforce that:

- Looked after a child that does not live in their own household (13 percent compared to seven percent)
- Undertook other forms of help or voluntary work (28 percent compared to 15 percent).

Table 3.21 provides a breakdown of unpaid activities across the four broad occupation groups.

Table 3.21 Unpaid activities, Support Workers workforce, 2013

Unpaid activities by people in paid employment	Health Support Workers		Community Workers		Welfare Support Workers		Youth Workers	
	Employment	Percentage	Employment	Percentage	Employment	Percentage	Employment	Percentage
No Activities	267	19%	1,962	28%	166	30%	351	18%
Household Work, Cooking, Repairs, Gardening, etc, for Own Household	1,329	94%	6,396	92%	489	95%	1,791	93%
Looking After a Child Who is a Member of Own Household	291	21%	1,671	24%	147	29%	660	34%
Looking After a Member of Own Household Who is Ill or Has a Disability	432	31%	2,268	33%	201	39%	876	45%
Looking After a Child Who Does Not Live in Own Household	135	10%	885	13%	78	15%	282	15%
Helping Someone Who is Ill or Has a Disability Who Does Not Live in Own Household	57	4%	339	5%	21	4%	66	3%
Other Helping or Voluntary Work for or Through Any Organisation, Group or Mārae	276	19%	1,731	25%	153	30%	912	47%
Total Stated *	1,416	197%	6,942	220%	513	243%	1,929	256%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

People in these four broad occupation groupings undertook similar unpaid activities compared to the New Zealand workforce. However, a larger proportion of Welfare Workers and Youth Workers undertook the following unpaid activities compared to Health Support Workers and Community Workers:

- looked after a member of their own household who is ill or has a disability
- looked after a child who does not live in their household
- undertook other forms of help or voluntary work.

3.3.7 Regional workforce

Table 3.22 shows that in 2013 a smaller proportion of Careerforce's Support Workers worked in the Waitemata DHB (26 percent) compared to the overall New Zealand workforce (33 percent). A larger proportion of Support Workers worked in the Canterbury and MidCentral DHBs (15 and six percent respectively) compared to the overall New Zealand workforce (13 percent and four percent respectively).

Table 3.22 Regional employment, Careerforce's Support Workers workforce, 2013

Region	2013 Employment					Percentage					New Zealand
	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	Health Support Workers	Community Workers	Welfare Support Workers	Youth Workers	Support Workers	
Northland	45	258	24	75	402	3%	4%	4%	4%	4%	3%
Waitemata	348	1,800	144	621	2,913	24%	25%	27%	31%	26%	33%
Waikato	108	564	54	159	885	8%	8%	10%	8%	8%	8%
Lakes	48	117	21	66	252	3%	2%	4%	3%	2%	2%
Bay of Plenty	84	309	30	57	480	6%	4%	6%	3%	4%	4%
Tairāwhiti	21	81	3	33	138	1%	1%	1%	2%	1%	1%
Hawke's Bay	63	297	15	72	447	4%	4%	3%	4%	4%	3%
Taranaki	30	204	15	36	285	2%	3%	3%	2%	3%	3%
Whanganui	33	156	9	24	222	2%	2%	2%	1%	2%	1%
Mid Central	63	474	21	105	663	4%	7%	4%	5%	6%	4%
Capital and Coast	108	765	30	183	1,086	8%	11%	6%	9%	10%	11%
Wairarapa	9	123	12	12	156	1%	2%	2%	1%	1%	1%
Nelson Marlborough	66	354	18	63	501	5%	5%	3%	3%	4%	3%
Canterbury	222	1,011	78	324	1,635	15%	14%	14%	16%	15%	13%
West Coast	12	66	9	12	99	1%	1%	2%	1%	1%	1%
South Canterbury	27	96	18	15	156	2%	1%	3%	1%	1%	1%
Southern	153	513	39	117	822	11%	7%	7%	6%	7%	8%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

- A higher proportion of workers in all four occupation groups worked in the Canterbury DHB (ranging from 14 percent of Community Workers to 16 percent of Youth Workers) compared with the overall New Zealand workforce (13 percent).
- The Bay of Plenty DHB had a higher proportion of Health Support Workers and Welfare Support Workers (six percent) compared with the overall New Zealand workforce (four percent).
- A larger proportion of Health Support Workers were in the Southern DHB (11 percent) relative to the overall New Zealand workforce (eight percent).

4 The Carers workforce

At a glance: Careerforce's Carers workforce in 2013

Employment: 41,240 people employed. This is 39 percent of Careerforce's overall workforce.

Employment growth: 10 percent growth between 2006 and 2013 (3,670 people), compared to just over one percent growth in the overall New Zealand workforce during the same period.

Age: 49 percent of Carers were 50 years old or older, compared to 35 percent of the total New Zealand workforce.

Sex: 89 percent of Carers were female, compared to 48 percent of the New Zealand workforce.

Ethnicity: A larger proportion of Carers identified as Māori (14 percent), Pacific Peoples (nine percent) or Asian (14 percent), compared to the New Zealand workforce (11, five, and 11 percent respectively).

Migrants: A larger proportion of Carers were born overseas (33 percent) compared to the New Zealand workforce (27 percent). A larger proportion of overseas born Carers were born in Oceania (excluding NZ) and South-East Asia (35 and 17 percent respectively) than the overall overseas-born New Zealand workforce (19 and nine percent respectively).

Qualifications: 25 percent of Carers had no qualification, compared to 14 percent of the New Zealand workforce, while 11 percent had a bachelor degree or higher (25 percent of the overall New Zealand workforce).

Hours worked: 70 percent of Carers worked less than 40 hours a week, compared with 37 percent of the New Zealand workforce.

Income: 87 percent of Carers had an annual income of less than \$50,000, compared with 61 percent of the New Zealand workforce.

There are seven ANZSCO06 occupations that can be broadly categorised as 'Carers' occupations in Careerforce's workforce. In this section we group these occupations into three broad categories – Aged or Disabled Carers, Assistants and Support Workers, and Personal Support Assistants. Table 4.1 outlines how the seven occupations within Careerforce's Carers Workers workforce align with the three broad categories.

Table 4.1 Occupations within Careerforce's Carers workforce

Carers Workers grouping	ANZSCO 06 Occupation Title
Aged or Disabled Carers	Aged or Disabled Carer
Assistants and Support Workers	Dental Assistant
	Hospital Orderly
	Nursing Support Worker
	Therapy Aide
	Child or Youth Residential Care Assistant
Personal Support Assistants	Personal Care Assistant

4.1 Careerforce's Carers workforce

There were 41,240 people employed in 'Carer' occupations in Careerforce's workforce in 2013. Figure 4.1 shows that 72 percent were employed as Personal Support Assistants (29,868 people), 14 percent were employed as Aged or Disabled Carers (5,772 people), and 14 percent were Assistants and Support Workers (5,601 people).

Figure 4.1 Careerforce's Carers workforce

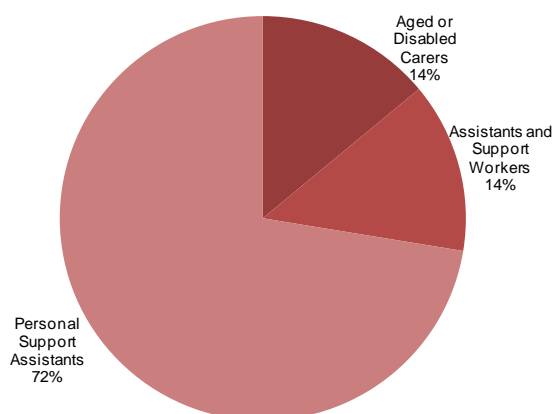


Table 4.2 provides a breakdown of employment across these broad occupations in 2006 and 2013.

Table 4.2 Careerforce's Carers workforce, 2006 and 2013

Carers Workforce	Employment		Growth 2006-2013	
	2006	2013	Numerical	Percentage
Aged or Disabled Carers				
Aged or Disabled Carer	3,447	5,772	2,325	67%
Total	3,447	5,772	2,325	67%
Assistants and Support Workers				
Dental Assistant	1,887	2,523	636	34%
Hospital Orderly	792	807	15	2%
Nursing Support Worker	2,457	1,593	-864	-35%
Therapy Aide	480	402	-78	-16%
Child or Youth Residential Care Assistant	273	276	3	1%
Total	5,889	5,601	-288	-5%
Personal Support Assistants				
Personal Care Assistant	28,239	29,868	1,629	6%
Total	28,239	29,868	1,629	6%
Total Carers in Careerforce's workforce	37,575	41,241	3,666	10%
Total Careerforce workforce	96,171	105,387	9,216	10%
Carers as a percentage of Careerforce's workforce	39%	39%		

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

In 2013, large occupations within Careerforce's Carers workforce were:

- Personal Care Assistants, with 72 percent of Careerforce's Carers workforce (29,868 people). Personal Care Assistants provide routine personal care services to people in a range of health care facilities or in a person's home.
- Aged or Disabled Carers, with 14 percent of the Carers workforce (5,772 people). This occupation provides general household assistance, emotional support, care and companionship for aged or disabled people in their own homes.

- Dental Assistants, with six percent of the Carers workforce (2,523 people). Dental Assistants prepare patients for dental examinations and assist Dental Practitioners, Hygienists and Therapists in providing care and treatment.
- Nursing Support Workers with four percent of the Carers workforce (1,593 people). Nursing Support Workers provide limited patient care under the direction of nursing staff.

Careerforce's Carers workforce grew by 10 percent between the 2006 and 2013 Census, the same rate of growth as overall employment growth in Careerforce's workforce. The three occupations that had the strongest absolute employment growth were:

- Aged or Disabled Carers
- Personal Care Assistants
- Dental Assistants.

The ageing of New Zealand's population and the increase in the number of aged care facilities have created a greater number of employment opportunities for Aged and Disabled Carers and Personal Care Assistants.

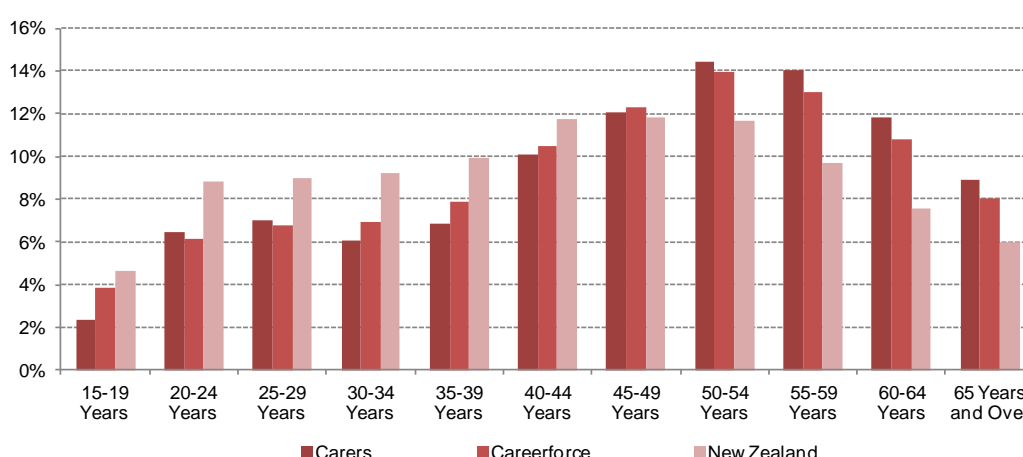
The number of people employed as Nursing Support Workers declined by 35 percent (860 people) between 2006 and 2013. This decline could be explained by the increase in the number of people in the Personal Care Assistant occupation. These occupations are similar and it is possible that the change in terminology and the way people perceive their jobs may partly explain this change.

4.2 Demographic characteristics

4.2.1 Age

The Carers workforce has an older age profile, as shown in Figure 4.2. In 2013, 49 percent of Carers in Careerforce's workforce were over the age of 50, compared to 46 percent of the overall Careerforce workforce, and 35 percent of the total New Zealand workforce.

Figure 4.2 Age profile, Carers, Careerforce and NZ workforce, 2013



Source: Statistics New Zealand, 2013 Census; BERL Calculations

The range of tasks and interpersonal skills required to be a Carer tend to be more suited to workers who are mature, and are able to relate to a range of different ages and population groups.

Among the younger age groups, the greatest difference in the age profile of Careers and the overall Careerforce and New Zealand workforces was among people aged 15 to 19 years (two percent compared with four percent and five percent respectively), and among 30 to 39 year olds (13 percent compared with 15 percent and 19 percent respectively).

The age profile of Aged or Disabled Carers and Personal Support Carers was slightly higher again than the age profile the overall Carers workforce, as shown in Table 4.3. For example, in 2013, 54 percent of Aged or Disabled Carers and 50 percent of Personal Support Workers were 50 years old or older, compared with 49 percent of the Carers workforce.

Table 4.3 Age profile of Careerforce's Carers workforce, 2013

Age	2013 Employment				Percentage				
	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	New Zealand
15-19 Years	117	171	690	978	2%	3%	2%	2%	5%
20-24 Years	336	486	1,833	2,655	6%	9%	6%	6%	9%
25-29 Years	291	480	2,109	2,880	5%	9%	7%	7%	9%
30-34 Years	270	411	1,821	2,502	5%	7%	6%	6%	9%
35-39 Years	384	438	2,013	2,835	7%	8%	7%	7%	10%
40-44 Years	531	657	2,961	4,149	9%	12%	10%	10%	12%
45-49 Years	708	702	3,552	4,962	12%	13%	12%	12%	12%
50-54 Years	849	807	4,302	5,958	15%	14%	14%	14%	12%
55-59 Years	888	693	4,206	5,787	15%	12%	14%	14%	10%
60-64 Years	783	456	3,639	4,878	14%	8%	12%	12%	8%
65 Years and Over	618	303	2,736	3,657	11%	5%	9%	9%	6%
Total	5,772	5,601	29,859	41,232	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

The age profile of Assistants and Support Workers is older than the overall New Zealand workforce, but more youthful than Aged or Disabled Carers and Personal Support Assistants.

- 40 percent of people in these occupations were aged 50 years old or older in 2013, compared with 35 percent of the overall New Zealand workforce.

This is largely due to the number of Assistants and Support Workers aged 20 to 29 years. In 2013, 17 percent of Assistants and Support Workers were aged 20 to 29 years, similar to the overall New Zealand workforce (18 percent) but higher than overall Carers workforce (13 percent).

Table 4.4 shows that employment in Careerforce's Carers workforce grew by 22,550 people. This employment growth was noticeably stronger in older age groups.

Table 4.4 Change in age profile, Carers workforce, 2006-2013

Age	Numerical growth 2006-2013				Percentage Change 2006 - 2013				
	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	New Zealand
15-19 Years	-39	-72	291	180	-25%	-30%	73%	23%	-30%
20-24 Years	120	-21	1,110	1,209	56%	-4%	154%	84%	-1%
25-29 Years	123	21	1,482	1,626	73%	5%	236%	130%	1%
30-34 Years	84	-105	1,119	1,098	45%	-20%	159%	78%	-11%
35-39 Years	87	-192	1,086	981	29%	-30%	117%	53%	-14%
40-44 Years	120	-150	1,743	1,713	29%	-19%	143%	70%	-6%
45-49 Years	189	-153	2,178	2,214	36%	-18%	159%	81%	-1%
50-54 Years	402	69	3,117	3,588	90%	9%	263%	151%	15%
55-59 Years	375	63	3,063	3,501	73%	1%	268%	153%	11%
60-64 Years	441	87	2,928	3,456	129%	24%	412%	243%	43%
65 Years and Over	423	156	2,394	2,973	217%	106%	700%	435%	74%
Total	2,322	-291	20,517	22,548	67%	-5%	220%	121%	1%

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

Between 2006 and 2013 there was strong employment growth for Personal Support Assistants, which make up 72 percent of Careerforce's Carers workforce, across all age groups.

Employment growth was particularly strong in people aged 50 years old and over, increasing by 340 percent (11,500 people) compared with growth of 26 percent in the overall New Zealand workforce for this age group.

While growth in the 50 years and over age group was also strong for Aged or Disabled Carers (up 110 percent or 1,640 people) employment of Aged or Disabled Carers declined in the 15 to 19 year age group (down 25 percent or 39 people compared with a decline of 30 percent in the overall New Zealand workforce).

Between 2006 and 2013 employment of Assistants and Support Workers declined by five percent (290 people). This overall decline was driven by a strong decline in employment of people aged 15 to 49 years old, of 17 percent (670 people), which was greater than the decline in the overall New Zealand workforce in this age group of eight percent. While employment of Assistants and Support Workers aged 50 years old and over grew by 20 percent (375 people), overall growth in this age group was unable to counteract the decline in employment in younger age groups as was the case for the overall New Zealand workforce.

4.2.2 Sex

In 2013, females were 89 percent of Careerforce's Carers workforce, compared with 48 percent of the overall New Zealand workforce. Females dominate all of the occupation groups within the Carers workforce, particularly as Aged or Disabled Carers or Personal Support Assistants (90 and 89 percent respectively).

Table 4.5 Sex profile of Careerforce's Carers workforce, 2013

Sex	2013 Employment				Percentage				
	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	New Zealand
Female	5,208	4,674	26,709	36,591	90%	83%	89%	89%	48%
Male	567	921	3,147	4,635	10%	16%	11%	11%	52%
Total	5,772	5,601	29,859	41,226	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 4.6 shows that while overall employment growth in Careerforce's Carers workforce was stronger for female than males in absolute terms between 2006 and 2013 (2,460 females compared to 1,190 males), growth as a percentage of employment was stronger for males (35 percent growth for males compared to 7 percent growth for females). Over this period employment of males in the overall New Zealand workforce remained relatively unchanged while female employment increased slightly (up 3 percent).

Table 4.6 Change in sex profile, Carers workforce, 2006-2013

Sex	Numerical growth 2006-2013				Percentage Change 2006 - 2013				
	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	New Zealand
Female	2,034	-282	705	2,457	64%	-6%	3%	7%	3%
Male	291	-12	912	1,191	105%	-1%	41%	35%	0%
Total	2,322	-288	1,620	3,648	67%	-5%	6%	10%	1%

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

Within Careerforce's Support Workers workforce, absolute and percentage employment growth of Personal Support Assistants occupations was greater for males than females between 2006 and 2013. While employment growth of male Aged and Disabled Carers was lower than that of females (2,030 females and 290 males), male employment growth was stronger than female employment growth (105 percent for males compared with 64 percent for females).

The decline in employment of Assistants and Support workers was stronger (in absolute and percentage terms) for females than males.

Stronger employment growth for males in the Aged or Disabled Carers and Personal Support Assistants goes against the national trend for all occupations between 2006 and 2013, where female employment growth was greater than that of males.

4.2.3 Ethnicity

Careerforce's Carers workforce is more ethnically diverse than the New Zealand workforce. In 2013, 68 percent of the Carers workforce identified as European, 14 percent as Māori, nine percent as Pacific Peoples, and 14 percent as Asian. Table 3.7 shows the ethnic profile of Careerforce's Carers workforce and the New Zealand workforce in 2013.

Table 4.7 Ethnic profile of Careerforce's Carers workforce, 2013

Ethnicity	2013 Employment				Percentage				
	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	New Zealand
European	4,413	4,278	19,260	27,951	77%	77%	65%	68%	78%
Māori	753	564	4,584	5,901	13%	10%	15%	14%	11%
Pacific Peoples	366	360	2,796	3,522	6%	6%	9%	9%	5%
Asian	474	600	4,548	5,622	8%	11%	15%	14%	11%
Other*	63	87	357	507	1%	2%	1%	1%	3%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

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

- The ethnic profile of Assistants and Support Workers was similar to the New Zealand workforce in 2013.
- A similar proportion of Aged or Disabled Carers identified as European as the New Zealand workforce (77 percent), but a larger proportion identified as Māori (13 percent compared to 11 percent), and a smaller proportion identified as Asian (eight percent compared to 11 percent).
- For Personal Support Assistants, who are over two-thirds of Careerforce's Carers workforce, a smaller proportion of people identified as European (65 percent), while a larger proportion identified as Māori (15 percent), Pacific Peoples (nine percent), and Asian (15 percent).

A significant contributor to the large proportion of Personal Support Assistants identifying as Asian is the comparatively large number of overseas-born Personal Support Assistants that were born in South-East Asia.

In 2013:

- 35 percent of overseas-born Carers were born in Oceania (excluding New Zealand) compared with 19 percent of the overseas-born New Zealand workforce.
- 24 percent of overseas-born Carers were born in Europe compared with 35 percent of the overseas-born New Zealand workforce.
- 17 percent of overseas-born Carers were born in South East Asia compared with nine percent of the overseas-born New Zealand workforce.

4.2.4 Migrants

The proportion of people born overseas is higher in Careerforce's Carers workforce than the overall New Zealand workforce. Table 4.8 shows that 32 percent of the Carers workforce (12,970 people) was born overseas, compared with 27 percent of people in the New Zealand workforce.

Table 4.8 Careerforce's Carers workforce by birthplace, 2013

Birthplace	2013 Employment				Percentage				
	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	New Zealand
Born Overseas	1,455	1,683	9,831	12,969	25%	30%	33%	32%	27%
Born in NZ	4,266	3,867	19,596	27,729	75%	70%	67%	68%	73%
Total Stated	5,721	5,550	29,427	40,698	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

The higher proportion of people born overseas is largely driven by Personal Support Assistants, with 33 percent or 9,830 people working in this occupation born overseas, along with 30 percent of Assistants and Support Workers. A slightly smaller proportion of Aged or Disabled Carers were born overseas (25 percent) compared to the overall New Zealand workforce.

Table 4.9 provides a breakdown of how long people born overseas have been in New Zealand, as at 2013.⁷

Table 4.9 Years since arrival in New Zealand, Careerforce's Carers workforce, 2013

Years Since Arrival	2013 Employment				Percentage				
	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	New Zealand
Less than 1 Year	36	51	468	555	3%	3%	5%	4%	3%
1-4 Years	240	294	2,346	2,880	17%	18%	25%	23%	16%
5-9 Years	276	387	1,944	2,607	20%	23%	20%	21%	21%
10-15 Years	189	267	1,188	1,644	13%	16%	12%	13%	19%
16 Years or More	669	654	3,594	4,917	47%	40%	38%	39%	41%
Total Stated	1,410	1,653	9,540	12,603	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

Approximately 27 percent of Carers born overseas have been in New Zealand for less than five years compared with 19 percent of the overall New Zealand workforce. This is largely driven by Personal Support Assistants. In 2013, 30 percent of Personal Support Assistants (2,810 people) born overseas had been in New Zealand for less than five years, while 50 percent (4,780 people) had been in New Zealand for more than 10 years.

In 2013, a larger proportion of Aged or Disabled Carers born overseas had been in the country for 16 years or more (47 percent or 3,590 people), compared to the overall New Zealand workforce (41 percent). Fewer Aged or Disabled Carers born overseas had been in the country for between 10 and 15 years (13 percent compared with 19 percent of the overall New Zealand workforce).

⁷ This table does not include people who were born overseas but did not specify the number of years since they arrived in New Zealand. Of Careerforce's Carers workforce born overseas, 336 people did not specify the number of years since their arrival in New Zealand in the 2013 Census.

In 2013:

- 35 percent of overseas-born Carers were born in Oceania (excluding New Zealand) compared with 19 percent of the overseas-born New Zealand workforce.
- 24 percent of overseas-born Carers were born in Europe compared with 35 percent of the overseas-born New Zealand workforce.
- 17 percent of overseas-born Carers were born in South East Asia compared with nine percent of the overseas-born New Zealand workforce.

Table 4.10 Careerforce's Carers workforce by birthplace, 2013

Birthplace	2013 Employment				Foreign Born Percentage				
	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	New Zealand
Oceania	438	462	3,579	4,479	30%	27%	36%	35%	19%
Europe	465	567	2,058	3,090	32%	34%	21%	24%	35%
North Africa and the Middle East	12	45	63	120	1%	3%	1%	1%	1%
South-East Asia	168	213	1,845	2,226	12%	13%	19%	17%	9%
North-East Asia	81	102	471	654	6%	6%	5%	5%	12%
Southern and Central Asia	105	117	954	1,176	7%	7%	10%	9%	10%
North and South America	45	63	216	324	3%	4%	2%	2%	5%
Central and Southern Africa	141	114	645	900	10%	7%	7%	7%	9%
Total Stated	1,455	1,683	9,831	12,969	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

The profile of overseas-born Aged or Disabled Carers, Assistants and Support Workers, and Personal Support Workers by country of birth is broadly similar. A large proportion of these overseas born workers were born in Europe and South East Asia, while a smaller proportion was born in Oceania and North-East Asia. This is particularly the case for Personal and Support Workers, where 36 percent of overseas-born workers were born in Oceania, 21 percent were born in Europe, 19 percent were born in South-East Asia, and five percent were born in North-East Asia.

The large number of overseas-born Personal and Support Workers from Oceania helps to explain the higher proportion of Personal Support Workers that identify as Pacific Peoples, nine percent compared to five percent of the total New Zealand workforce. Similarly, the high proportion of Personal Support Workers born in South-East Asia is likely to contribute to the large number of workers who identify as Asian (15 percent compared with 11 percent of the total New Zealand workforce).

4.3 Employment characteristics

This section discusses highest qualification held, industry employment, location of employment, hours worked, income, employment status, and unpaid work.

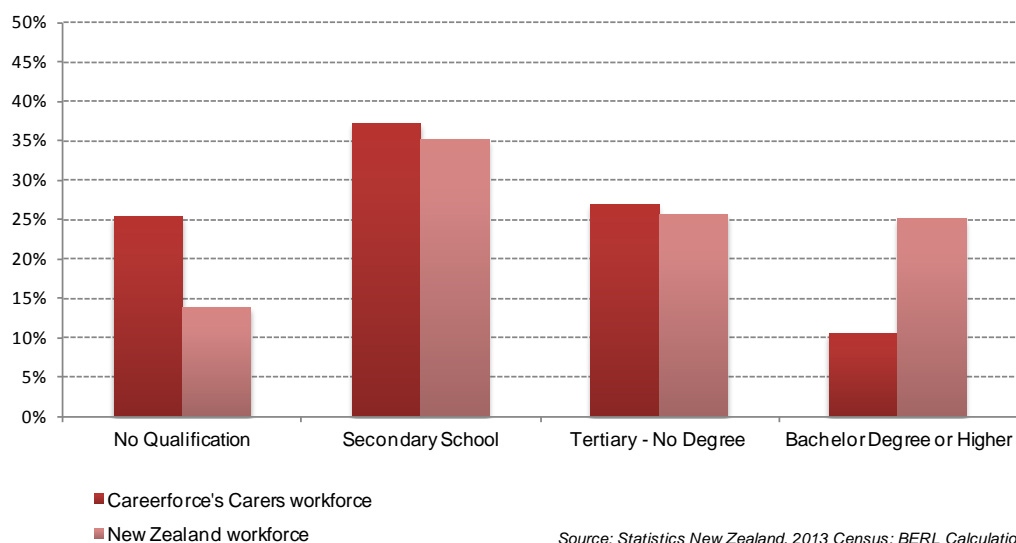
4.3.1 Highest qualification held

People employed in Careerforce's Carers workforce are more likely to have no formal qualification or a lower level qualification than the overall New Zealand workforce.

- Figure 4.3 shows that 25 percent of Careerforce's Carers workforce had no qualification in 2013, compared to 14 percent of the overall New Zealand workforce.
- Approximately, 11 percent of Carers had a bachelor degree or higher qualification, compared to 25 percent of the overall New Zealand workforce.
- A slightly higher proportion of Carers had a secondary school or Level 1 to 6 qualification as their highest qualification.

The age profile and types of jobs undertaken could partly explain some of the differences outlined in Figure 4.3.

Figure 4.3 Highest qualification held, Carers and NZ workforce, 2013



Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 4.11 provides a detailed breakdown of the highest qualification held across the broad occupation groups.

Table 4.11 Highest qualification held, Careerforce's Carers workforce, 2013

Highest Qualification	2013 Employment				Percentage				
	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	New Zealand
No Qualification	1,389	915	7,440	9,744	26%	17%	27%	25%	14%
Level 1 Certificate Gained at School	801	783	4,128	5,712	15%	15%	15%	15%	12%
Level 2 Certificate Gained at School	456	576	2,067	3,099	8%	11%	8%	8%	10%
Level 3 or 4 Certificate Gained at School	297	339	1,545	2,181	6%	6%	6%	6%	7%
Overseas Secondary School Qualification	351	435	2,436	3,222	7%	8%	9%	8%	6%
Level 1, 2 or 3 Certificate Gained Post-school	549	261	2,364	3,174	10%	5%	9%	8%	4%
Level 4 Certificate Gained Post-school	558	924	2,631	4,113	10%	17%	10%	11%	12%
Level 5 Diploma	189	201	945	1,335	4%	4%	3%	3%	5%
Level 6 Diploma	288	243	1,149	1,680	5%	5%	4%	4%	5%
Bachelor Degree and Level 7 Qualifications	399	555	2,355	3,309	7%	10%	9%	9%	17%
Post-Graduate and Honours Degree	60	81	243	384	1%	2%	1%	1%	4%
Masters Degree	45	54	210	309	1%	1%	1%	1%	3%
Doctorate Degree	6	9	15	30	0%	0%	0%	0%	1%
Total Stated	5,388	5,376	27,528	38,292	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

In 2013, one-quarter of Aged or Disabled Carers and Personal Support Assistants had no qualification compared to 14 percent of the New Zealand workforce. The proportion of Assistants and Support Workers with no qualifications was slightly higher than the overall New Zealand workforce, at 17 percent.

- Approximately one-third of Aged or Disability Carers and Assistants and Support Workers had a level 1 to 6 qualification gained post-school. This is a similar proportion to the overall New Zealand workforce
- Nine percent of Aged or Disabled Carers had a bachelor degree or higher in 2013, while 10 percent of Personal Support Assistants and 13 percent of Assistants and Support workers also held this qualification. This compares with 25 percent of the New Zealand workforce.
- Assistants and Support Workers were more likely to have a secondary school qualification as their highest qualification, at 40 percent compared with 35 percent of the New Zealand workforce.

4.3.2 Industry employment

Table 4.12 shows the top 10 industries where people were employed in Carer occupations in 2013.

Table 4.12 Top 10 areas of employment, Careerforce's Carers workforce, 2013

Rank	Industry (ANZSIC 2006 Level 6)	Employment	
		Count	% of Total Industry employment
1	Aged Care Residential Services	12,372	30.9%
2	Other Allied Health Services	6,279	15.7%
3	Hospitals (Except Psychiatric Hospitals)	4,611	11.5%
4	Other Social Assistance Services	4,470	11.2%
5	Other Residential Care Services	3,003	7.5%
6	Dental Services	1,887	4.7%
7	Other Health Care Services n.e.c.	876	2.2%
8	Labour Supply Services	528	1.3%
9	Child Care Services	519	1.3%
10	Central Government Administration	492	1.2%
Total stated (all industries)		39,987	100.0%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

In 2013:

- 31 percent of the Carer workforce was employed in the Aged Care Residential Services industry (12,380 people). This industry consists of firms engaged in providing residential aged care combined with either nursing, supervisory or other types of care as required (including medical). Primary activities include the operation of accommodation for the aged, aged care hostels, nursing homes, and residential care for the aged.
- 16 percent were employed in the Other Allied Health Services industry (6,780 people). This industry includes independent allied health practitioners not elsewhere classified that provide health care and treatment services. Their primary activities include dental hygiene services, nursing services and occupational therapy services.
- 12 percent were employed in Hospitals (except psychiatric hospitals) (4,610 people). This industry includes hospitals that provide facilities and services such as diagnostic, medical or surgical services, as well as continuous in-patient medical care in specialised accommodation.
- 11 percent were employed in the Other Social Assistance Services industry (4,470 people). This industry provides a wide range of social support services directly to their clients. These services do not include accommodation services, except on a short-stay basis. Primary activities include the operation of adult day care centres, disabilities assistance services, marriage guidance services, welfare counselling services, and youth welfare services.
- Eight percent were employed in the Other Residential Care Services industry (3,000 people). This industry includes firms engaged in providing residential care (except aged care) combined with either nursing supervisory or other types of care as required (including medical). Primary activities include the operation of children's homes, community mental health hostels, hospices and respite residential care.
- Five percent were employed in the Dental Services industry (1,890 people). These firms are mainly engaged in the practise of general or specialised dentistry.

The following tables show the top 10 industries where people in Careerforce's Aged or Disabled Care, Assistants and Support Workers, and Personal Support Workers occupations worked in 2013.

Table 4.13 Top 10 areas of employment, Aged or Disabled Carers occupations, 2013

Rank	Industry (ANZSIC 2006 Level 6)	Employment	
		Count	% of Total Industry employment
1	Other Allied Health Services	1,371	24.3%
2	Aged Care Residential Services	1,209	21.5%
3	Other Social Assistance Services	1,206	21.4%
4	Other Residential Care Services	696	12.4%
5	Other Health Care Services n.e.c.	192	3.4%
6	Hospitals (Except Psychiatric Hospitals)	156	2.8%
7	Other Interest Group Services n.e.c.	66	1.2%
8	Child Care Services	45	0.8%
9	Labour Supply Services	42	0.7%
10	Antique and Used Goods Retailing	39	0.7%
Total stated (all industries)		5,634	100.0%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 4.14 Top 10 areas of employment, Assistants and Support Workers occupations, 2013

Rank	Industry (ANZSIC 2006 Level 6)	Employment	
		Count	% of Total Industry employment
1	Dental Services	1,872	33.6%
2	Hospitals (Except Psychiatric Hospitals)	1,524	27.4%
3	Other Allied Health Services	540	9.7%
4	Aged Care Residential Services	375	6.7%
5	Other Residential Care Services	192	3.5%
6	Other Social Assistance Services	135	2.4%
7	Building and Other Industrial Cleaning Services	84	1.5%
8	Chiropractic and Osteopathic Services	81	1.5%
9	General Practice Medical Services	63	1.1%
10	Medical and Surgical Equipment Manufacturing	48	0.9%
Total stated (all industries)		5,565	100.0%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

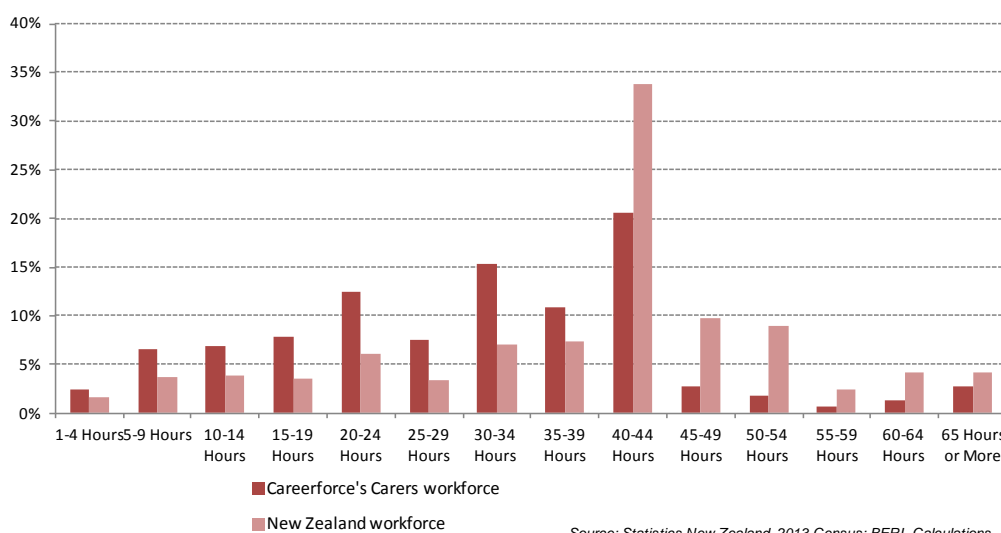
Table 4.15 Top 10 areas of employment, Personal Support Assistants occupations, 2013

Rank	Industry (ANZSIC 2006 Level 6)	Employment	
		Count	% of Total Industry employment
1	Aged Care Residential Services	10,788	37.5%
2	Other Allied Health Services	4,368	15.2%
3	Other Social Assistance Services	3,129	10.9%
4	Hospitals (Except Psychiatric Hospitals)	2,931	10.2%
5	Other Residential Care Services	2,115	7.3%
6	Other Health Care Services n.e.c.	639	2.2%
7	Child Care Services	459	1.6%
8	Central Government Administration	453	1.6%
9	Labour Supply Services	444	1.5%
10	Non-Residential Property Operators	285	1.0%
Total stated (all industries)		28,788	100.0%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

4.3.3 Total hours worked

People in Careerforce's Carers workforce are more likely to work part-time than the overall New Zealand workforce, as shown in Figure 4.4 below.

Figure 4.4 Total hours worked weekly, Carers and NZ workforce, 2013

In 2013, 70 percent of the Carers workforce worked less than 40 hours a week, compared with 37 percent of the New Zealand workforce. Notably, only 21 percent of Careerforce's Carers workforce worked between 40 and 44 hours a week compared with 34 percent of the overall New Zealand workforce.

Table 4.16 shows total hours worked in 2013 across the broad occupation groups.

Table 4.16 Total hours worked weekly, Careerforce's Carers workforce, 2013

Total hours worked in employment per week	2013 Employment				Percentage				
	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	New Zealand
1-4 Hours	195	36	744	975	4%	1%	3%	2%	2%
5-9 Hours	477	204	1,893	2,574	9%	4%	7%	7%	4%
10-14 Hours	558	189	1,980	2,727	10%	3%	7%	7%	4%
15-19 Hours	585	345	2,142	3,072	11%	6%	8%	8%	4%
20-24 Hours	741	639	3,507	4,887	13%	12%	12%	12%	6%
25-29 Hours	480	351	2,154	2,985	9%	6%	8%	8%	3%
30-34 Hours	738	834	4,437	6,009	13%	15%	16%	15%	7%
35-39 Hours	519	603	3,174	4,296	9%	11%	11%	11%	7%
40-44 Hours	777	1,905	5,403	8,085	14%	35%	19%	21%	34%
45-49 Hours	147	144	783	1,074	3%	3%	3%	3%	10%
50-54 Hours	111	60	555	726	2%	1%	2%	2%	9%
55-59 Hours	27	27	234	288	0%	0%	1%	1%	2%
60-64 Hours	60	45	381	486	1%	1%	1%	1%	4%
65 Hours or More	138	75	891	1,104	2%	1%	3%	3%	4%
Total stated	5,553	5,457	28,278	39,288	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

A key point is that 77 percent of Aged or Disabled Carers, 71 percent of Personal Support Assistants, and 59 percent of Assistants and Support Workers worked less than 40 hours a week in 2013. While a similar proportion of Assistants and Support Workers worked 40 to 44 hours a week, compared to the overall New Zealand workforce, the proportion of Aged or Disabled Carers and Personal Support Assistants working between 40 and 44 hours a week was much smaller (14 and 19 percent respectively).

4.3.4 Income

In 2013, 67 percent of people in Careerforce's Carers workforce (27,010 people) had an annual income of less than \$30,000 compared with 32 percent of the overall New Zealand workforce.

Figure 4.5 also indicates that only four percent of Carers had an annual income in excess of \$50,000 compared with 39 percent of the overall New Zealand workforce.

Figure 4.5 Annual income, Carers and NZ workforce, 2013

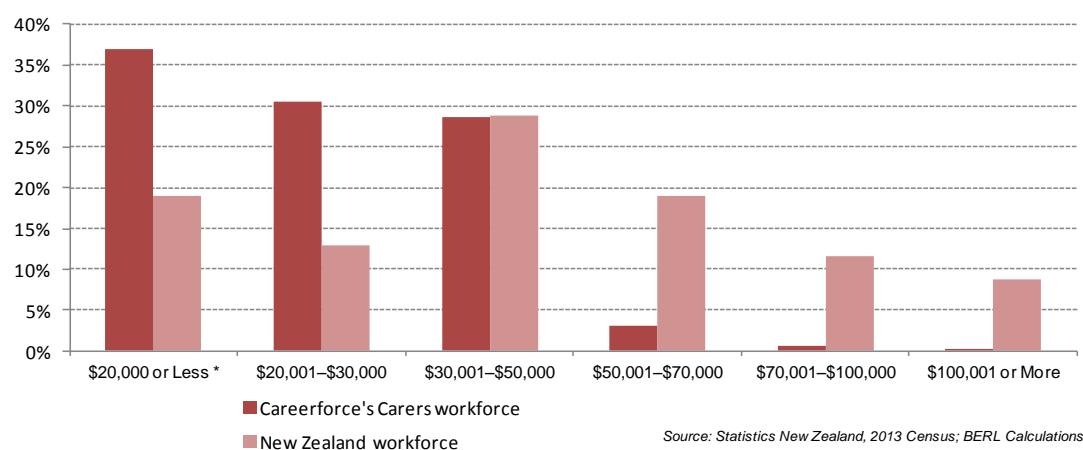


Table 4.17 shows the annual incomes of people employed across the broad occupation groupings in 2013.

Table 4.17 Annual income, Careerforce's Carers workforce, 2013

Income	2013 Employment				Percentage				
	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	New Zealand
\$20,000 or Less *	2,448	1,077	11,285	14,790	43%	20%	39%	37%	19%
\$20,001–\$30,000	1,713	1,287	9,222	12,222	30%	23%	32%	30%	13%
\$30,001–\$50,000	1,293	2,751	7,425	11,469	23%	50%	26%	29%	29%
\$50,001–\$70,000	135	318	777	1,230	2%	6%	3%	3%	19%
\$70,001–\$100,000	30	60	186	276	1%	1%	1%	1%	12%
\$100,001 or More	12	15	87	114	0%	0%	0%	0%	9%
Total Stated	5,631	5,508	28,962	40,101	100%	100%	100%	100%	100%

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

The proportion of Aged or Disabled Carers and Personal Support Assistants with lower income levels is broadly similar, with 74 percent of Aged or Disabled Carers and 71 percent of Personal Support Assistants having an annual income of \$30,000 or less in 2013. These lower income levels may be due to the large number of people who work part-time.

A smaller proportion of Assistants and Support Workers had incomes of less than \$30,000 per annum (43 percent) relative to Aged or Disabled Carers and Personal Support Assistants; however this proportion was still larger than the overall New Zealand workforce (32 percent). Half of those employed as Assistant Support Workers had an income of between \$30,000 and \$50,000 in 2013 compared to 19 percent of people in the total New Zealand workforce. The higher proportion of Assistants and Support Workers with incomes of \$30,000 to \$50,000 relative to other Carers occupations is mainly due to these workers having higher qualification levels and working slightly longer hours.

4.3.5 Employment status

In 2013, 96 percent of Careerforce's Carers workforce were paid employees (39,060 people) compared to 80 percent of people in the New Zealand workforce.

Table 4.18 Employment status, Careerforce's Carers workforce, 2013

Status in employment	2013 Employment				Percentage				
	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	New Zealand
Paid Employee	5,508	5,481	28,071	39,060	96%	98%	95%	96%	80%
Employer	24	18	114	156	0%	0%	0%	0%	7%
Self-Employed	156	75	1,044	1,275	3%	1%	4%	3%	12%
Unpaid Family Worker	33	3	294	330	1%	0%	1%	1%	2%
Total Stated	5,721	5,577	29,523	40,821	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

The proportion of Carers who were paid employees was broadly similar across the occupation groups: ranging from 95 percent of Personal Support Assistants to 98 percent of Assistants and Support Workers. Most people working in these occupations are employed by government organisations or large health care companies.

4.3.6 Unpaid activities

In the 2013 Census, 77 percent of Careerforce's Carers workforce (30,140 people) stated that they had undertaken some form of unpaid activity in the past 4 weeks compared to 91 percent of people in the overall New Zealand workforce. Table 4.19 outlines these activities.

Table 4.19 Unpaid activities, Careerforce's Carers and NZ workforce, 2013

Unpaid activities by people in paid employment	Careerforce's Carers workforce		New Zealand
	Employment	Percentage	Percentage
No Activities	8,853	23%	9%
Household Work, Cooking, Repairs, Gardening, etc, for Own Household	35,172	90%	91%
Looking After a Child Who is a Member of Own Household	8,250	21%	16%
Looking After a Member of Own Household Who is Ill or Has a Disability	12,087	31%	34%
Looking After a Child Who Does Not Live in Own Household	4,641	12%	7%
Helping Someone Who is Ill or Has a Disability Who Does Not Live in Own Household	2,634	7%	7%
Other Helping or Voluntary Work for or Through Any Organisation, Group or Marae	5,538	14%	15%
Total Stated *	38,997	198%	179%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

Table 4.20 provides a breakdown of unpaid activities across the three broad occupation groups. It illustrates that all three broad occupation groups undertook similar unpaid activities relative to the overall New Zealand workforce. However, a larger proportion of Aged or Disabled Carers and Personal Support Assistants stated they looked after a child who does not live in their household (both 13 percent) compared to Assistants and Support Workers (eight percent).

Table 4.20 Unpaid activities, Careerforce's Carers workforce, 2013

Unpaid activities by people in paid employment	Aged or Disabled Carers		Assistants & Support Workers		Personal Support Assistants	
	Employment	Percentage	Employment	Percentage	Employment	Percentage
No Activities	1,611	29%	741	14%	6,501	23%
Household Work, Cooking, Repairs, Gardening, etc, for Own Household	5,007	91%	5,037	93%	25,128	90%
Looking After a Child Who is a Member of Own Household	1,284	23%	1,056	19%	5,910	21%
Looking After a Member of Own Household Who is Ill or Has a Disability	1,656	30%	1,728	32%	8,703	31%
Looking After a Child Who Does Not Live in Own Household	690	13%	432	8%	3,519	13%
Helping Someone Who is Ill or Has a Disability Who Does Not Live in Own Household	309	6%	312	6%	2,013	7%
Other Helping or Voluntary Work for or Through Any Organisation, Group or Marae	990	18%	591	11%	3,957	14%
Total Stated *	5,508	210%	5,424	162%	28,065	199%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

4.3.7 Regional workforce

Table 4.21 shows that in 2013 a larger proportion of the Carers workforce worked outside of the three main metropolitan areas of Waitemata, Capital and Coast, and Canterbury DHB relative to the overall New Zealand workforce.

Table 4.21 Regional employment, Careerforce's Carers workforce, 2013

Region	2013 Employment				Percentage				
	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	Aged or Disabled Carers	Assistants & Support Workers	Personal Support Assistants	Carers	New Zealand
Northland	303	447	1,368	1,818	5%	3%	5%	4%	3%
Waitemata	1,170	1,551	7,515	10,236	20%	28%	25%	25%	33%
Waikato	432	420	2,820	3,672	7%	8%	9%	9%	8%
Lakes	135	99	663	897	2%	2%	2%	2%	2%
Bay of Plenty	435	243	1,926	2,604	8%	4%	6%	6%	4%
Tairāwhiti	42	45	345	432	1%	1%	1%	1%	1%
Hawke's Bay	234	189	1,551	1,974	4%	3%	5%	5%	3%
Taranaki	219	135	957	1,311	4%	2%	3%	3%	3%
Whanganui	138	105	639	882	2%	2%	2%	2%	1%
Mid Central	303	210	1,509	2,022	5%	4%	5%	5%	4%
Capital and Coast	432	486	2,631	3,549	7%	9%	9%	9%	11%
Wairarapa	66	33	405	504	1%	1%	1%	1%	1%
Nelson Marlborough	279	192	1,233	1,704	5%	3%	4%	4%	3%
Canterbury	807	1,038	3,177	5,022	14%	19%	11%	12%	13%
West Coast	66	54	237	357	1%	1%	1%	1%	1%
South Canterbury	126	126	519	771	2%	2%	2%	2%	1%
Southern	585	516	2,364	3,465	10%	9%	8%	8%	8%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

A lower proportion of Aged or Disabled Carers worked in the Waitemata (20 percent) and Capital and Coast (seven percent) DHBs compared to the overall New Zealand workforce (33 percent and 11 percent respectively). Aged or Disabled Carers were more likely to work in the Bay of Plenty (eight percent), Northland (five percent) and Southern (10 percent) DHBs compared to the overall New Zealand workforce (four, three and eight percent respectively). The larger proportion of Aged or Disabled Workers in the Northland, Bay of Plenty and Southern DHBs is largely a result of the relatively older age profiles of these regions.

A larger proportion of Assistants and Support Workers were in the Canterbury DHB region in 2013 (19 percent compared with 13 percent), with a smaller proportion in the Waitemata (28 percent compared with 33 percent) and Capital and Coast (nine percent compared with 11 percent) DHB regions.

Personal Support Assistants were less likely to be employed in Waitemata (25 percent), Capital and Coast (11 percent) and Canterbury (11 percent) DHBs and more likely to be employed in the Bay of Plenty (six percent) and Northland (five percent) DHBs.

5 The Building Services workforce

At a glance: Careerforce's Building Services workforce in 2013

Employment: 33,390 people employed. This is 32 percent of Careerforce's overall workforce.

Employment growth: Employment remained flat between 2006 and 2013, declining by 120 people (0.4 percent). The overall New Zealand workforce grew by just over one percent over the same period.

Age: People aged 50 years old and over were 43 percent of the Building Services workforce compared with 35 percent of people in the New Zealand workforce. Approximately 36 percent of Building Services workers were between 20 and 44 years old, compared with 49 percent of the overall New Zealand workforce.

Sex: 67 percent of Building Services workers were female compared with 48 percent of the New Zealand workforce.

Ethnicity: A larger proportion of Building Services workers identified as Māori (17 percent) Pacific Peoples (nine percent) and Asian (15 percent) than the overall New Zealand workforce (11, five and 11 percent respectively).

Migrants: A larger proportion of Building Services workers were born overseas (31 percent) than the overall New Zealand workforce (27 percent). Of those overseas-born Building Services workers the majority were born in Oceania (excluding NZ) and East-Asia (32 percent and 30 percent respectively). This is a higher proportion than the New Zealand workforce that was born overseas, 19 and 21 percent respectively.

Qualifications: 39 percent of Building Services workers had no qualification compared to 14 percent of the New Zealand workforce. Approximately 21 percent of Building Services workers had a level 1 to 6 qualification gained post-school, compared with 51 percent of the New Zealand workforce.

Hours worked: 72 percent of the Building Services workforce worked less than 30 hours per week, compared with 29 percent of the New Zealand workforce.

Income: 78 percent of Building Services workers had an annual income of less than \$30,000 compared with 32 percent of the overall New Zealand workforce. Notably, 56 percent of Building Services workers had an annual income of \$20,000 or less compared with 19 percent of the New Zealand workforce.

There are seven ANZSCO06 occupations that can be broadly categorised as 'Building Services' occupations. We have grouped these seven occupations into four broad categories – Commercial Cleaners, Domestic Cleaners and Housekeepers, Specialist Cleaners, and Pest Controllers. Table 5.1 outlines how the seven occupations in Careerforce's Building Services workforce align with these broad categories.

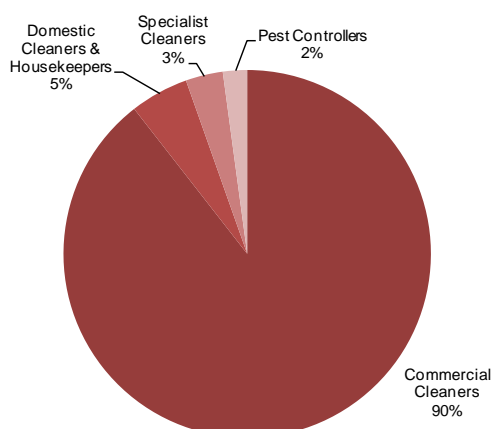
Table 5.1 Occupations within Careerforce's Building Services workforce

Building Services grouping	ANZSCO 06 Occupation Title
Commercial Cleaners	Commercial Cleaner
Domestic Cleaners & Housekeepers	Domestic Cleaner Domestic Housekeeper
Specialist Cleaners	Carpet Cleaner Window Cleaner Cleaners nec
Pest Controllers	Pest Controller

5.1 Careerforce's Building Services workforce

In 2013, 33,390 people worked in what we term 'Building Services' occupations in Careerforce's workforce. Figure 2.1 shows that 90 percent of the Building Services workforce were Commercial Cleaners. The remaining 10 percent were Domestic Cleaners and Housekeepers (five percent), Specialist Cleaners (three percent) and Pest Controllers (two percent).

Figure 5.1 Careerforce's Building Services workforce



Commercial Cleaners clean offices, residential complexes, hospitals, schools, industrial work areas, industrial machines, construction sites and other commercial premises using heavy duty cleaning equipment. Domestic Cleaners and Housekeepers clean and tidy private dwellings such as houses, units, flats, apartments and townhouses.

Table 5.2 provides a breakdown of employment within the broad occupation groups in 2006 and 2013.

Table 5.2 Careerforce's Building Services workforce, 2006 and 2013

Building Services Workforce	Employment		Growth 2006-2013	
	2006	2013	Numerical	Percentage
Commercial Cleaners				
Commercial Cleaner	30,126	29,868	-258	-1%
Total	30,126	29,868	-258	-1%
Domestic Cleaners & Housekeepers				
Domestic Cleaner	1,290	1,167	-123	-10%
Domestic Housekeeper	408	549	141	35%
Total	1,698	1,716	18	1%
Specialist Cleaners				
Carpet Cleaner	393	387	-6	-2%
Window Cleaner	471	519	48	10%
Cleaners nec	93	189	96	103%
Total	957	1,095	138	14%
Pest Controllers				
Pest Controller	729	711	-18	-2%
Total	729	711	-18	-2%
Total Building Services in Careerforce's workforce	33,510	33,390	-120	0%
Total Careerforce workforce	96,171	105,387	9,216	10%
Building Services as a percentage of Careerforce's workforce	35%	32%		

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

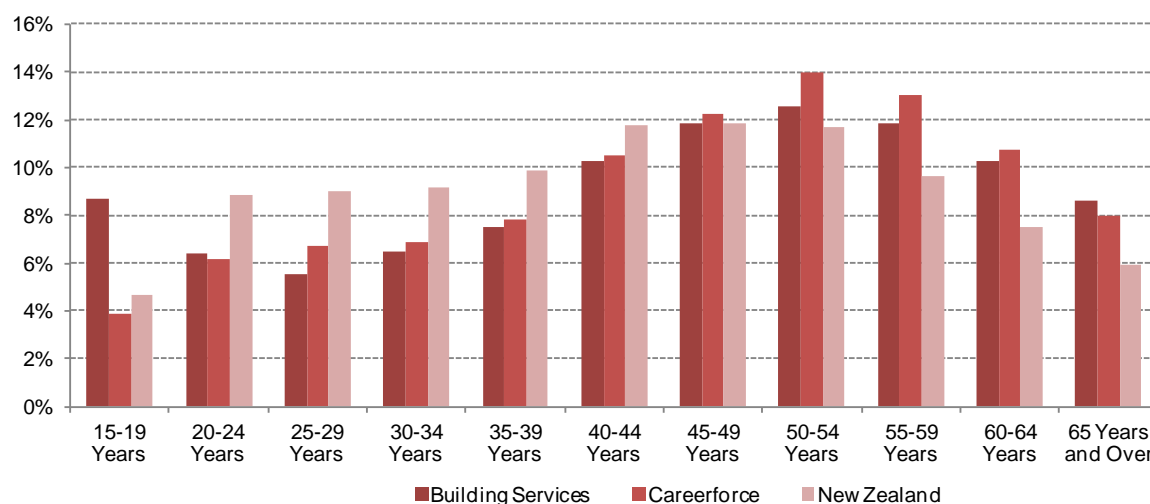
Between 2006 and 2013, the Building Services workforce declined by 120 people or less than one percent. This decline was predominantly due to a decline in the number of Commercial Cleaners (down 260 people or one percent) and Domestic Cleaners (down 120 people or 10 percent). The number of people employed as Domestic Housekeepers increased by 140 people or 35 percent, while Specialist Cleaners employed increased by 140 people or 14 percent.

5.2 Demographic characteristics

5.2.1 Age

People working in Careerforce's Building Services workforce are more likely to be aged between 15 and 19 years or over 50 years old, than to the overall New Zealand workforce.

Figure 5.2 Age profile, Building Services, Careerforce and NZ workforce, 2013



Source: Statistics New Zealand, 2013 Census; BERL Calculations

In 2013:

- Nine percent of the Building Services workforce was aged between 15 and 19, compared to five percent of the New Zealand workforce.
- Approximately 36 percent of the Building Services workforce was aged between 20 and 44 years old, compared with 49 percent of the New Zealand workforce.
- People aged 50 and over made up 43 percent of the Building Services workforce, compared with 35 percent of the New Zealand workforce.

Table 5.3 shows the age profile across the four broad occupation groups within Careerforce's Building Services workforce.

Table 5.3 Age profile of Careerforce's Building Services workforce, 2013

Age	2013 Employment					Percentage					
	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	New Zealand
15-19 Years	2,769	66	33	24	2,892	9%	4%	3%	3%	9%	5%
20-24 Years	1,896	84	99	60	2,139	6%	5%	9%	8%	6%	9%
25-29 Years	1,641	81	66	54	1,842	5%	5%	6%	8%	6%	9%
30-34 Years	1,923	93	96	54	2,166	6%	5%	9%	8%	6%	9%
35-39 Years	2,253	114	84	57	2,508	8%	7%	8%	8%	8%	10%
40-44 Years	3,048	189	129	72	3,438	10%	11%	12%	10%	10%	12%
45-49 Years	3,486	246	144	81	3,957	12%	14%	13%	11%	12%	12%
50-54 Years	3,744	216	135	93	4,188	13%	13%	12%	13%	13%	12%
55-59 Years	3,486	222	144	90	3,942	12%	13%	13%	13%	12%	10%
60-64 Years	3,057	207	96	63	3,423	10%	12%	9%	9%	10%	8%
65 Years and Over	2,559	189	78	60	2,886	9%	11%	7%	8%	9%	6%
Total	29,868	1,716	1,095	711	33,390	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

While the age profile across the four occupation groups is broadly similar, there are some differences. A larger proportion of Commercial Cleaners are 15 to 19 years old, compared to the total New Zealand workforce (nine percent compared to five percent) and other Building Services occupations (three to four percent respectively). A larger proportion of Domestic Cleaners and Housekeepers are over 60 years old (23 percent) compared with other Building Services occupations (16 to 19 percent respectively), and the overall New Zealand workforce (13 percent).

Possible reasons why a large number of Commercial Cleaners are aged between 15 and 19 years old are because this work is unskilled, and it can be undertaken outside of normal school or tertiary education hours, making it suitable for young people.

As discussed earlier, the number of people employed in the Building Services workforce declined between 2006 and 2013. This decline resulted in fewer people between the ages of 15 and 49 in employment, and an increase in the number of people over the age of 50 in this workforce.

Table 5.4 shows that:

- The number of people aged 15 to 49 years old employed in the Building Services workforce fell by 12 percent (2,640 people) between 2006 and 2013, while national employment for this age group fell by eight percent over the same period.
- The number of people aged 50 years old and over in employment grew by 21 percent (2,500 people), compared with national employment growth for this age group of 26 percent.

Table 5.4 Change in age profile, Building Services workforce, 2006-2013

Age	Numerical growth 2006-2013					Percentage Change 2006 - 2013					
	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	New Zealand
15-19 Years	-615	-9	-12	-12	-648	-18%	-12%	-27%	-33%	-18%	-30%
20-24 Years	-174	-6	0	3	-177	-8%	-7%	0%	5%	-8%	-1%
25-29 Years	-75	-9	3	0	-81	-4%	-10%	5%	0%	-4%	1%
30-34 Years	-384	-39	-3	-30	-456	-17%	-30%	-3%	-36%	-17%	-11%
35-39 Years	-639	-39	-27	-42	-747	-22%	-25%	-24%	-42%	-23%	-14%
40-44 Years	-351	-15	-6	-12	-384	-10%	-7%	-4%	-14%	-10%	-6%
45-49 Years	-177	24	18	-15	-150	-5%	1%	14%	-16%	-4%	-1%
50-54 Years	366	-3	30	15	408	11%	-1%	29%	19%	11%	15%
55-59 Years	126	0	48	24	198	4%	0%	50%	36%	5%	11%
60-64 Years	765	42	39	24	870	33%	25%	68%	62%	34%	43%
65 Years and Over	894	63	48	24	1,029	54%	50%	160%	67%	55%	74%
Total	-255	18	138	-18	-117	-1%	1%	14%	-2%	-0.3%	1%

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

5.2.2 Sex

In 2013, females were 67 percent of Careerforce's Building Services workforce compared with 48 percent of the overall New Zealand workforce, as shown in Table 5.5.

Table 5.5 Sex profile of Building Services workforce, 2013

Sex	2013 Employment					Percentage					
	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	New Zealand
Female	20,733	1,485	123	48	22,389	69%	87%	11%	7%	67%	48%
Male	9,132	231	972	663	10,998	31%	13%	89%	93%	33%	52%
Total	29,868	1,716	1,095	711	33,390	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

A large proportion of females are employed as Domestic Cleaners and Housekeepers (87 percent) and Commercial Cleaners (69 percent), while a large proportion of males are employed as Pest Controllers (93 percent) and Specialist Cleaners (89 percent). The dominance of females and males employed in these respective occupations is partially historical, and partially due to many females fitting employment as Commercial Cleaners and Domestic Cleaners and Housekeepers around family responsibilities.

Table 5.6 shows how employment in Careerforce's Building Services workforce changed for males and females between 2006 and 2013 relative to the New Zealand workforce. Employment among males grew by five percent (555 people) during this period, while employment among females declined by three percent (680 people).

Table 5.6 Change in sex profile, Building Services workforce, 2006-2013

Sex	Numerical growth 2006-2013					Percentage Change 2006 - 2013					
	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	New Zealand
Female	-693	0	24	-9	-678	-3%	0%	24%	-16%	-3%	3%
Male	435	18	114	-12	555	5%	8%	13%	-2%	5%	0%
Total	-255	18	138	-21	-120	-1%	1%	14%	-3%	0%	1%

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

Within Careerforce's Commercial Cleaners workforce, employment among males grew by five percent, or 435 people, while employment among females declined by three percent, or 690 people. In Specialist Cleaners occupations, employment growth was stronger for females (24 percent) than males (13 percent), but absolute female employment growth was small, at 24 people, and was off a very low base.

Strong employment growth for males in the Commercial Cleaners and Specialist Cleaners occupations goes against national trends between 2006 and 2013. During this period, employment among females was greater than that among males.

5.2.3 Ethnicity

In 2013, 65 percent of the Building Services workforce identified as European, 17 percent as Māori, nine percent as Pacific Peoples, and 15 percent as Asian. Table 3.7 shows the detailed ethnic profile of Careerforce's Building Services workforce and the New Zealand workforce in 2013.

Table 5.7 Ethnic profile of Building Services workforce, 2013

Ethnicity	2013 Employment					Percentage					
	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	New Zealand
European	18,756	1,155	912	627	21,450	63%	68%	84%	89%	65%	78%
Māori	5,286	246	150	87	5,769	18%	14%	14%	12%	17%	11%
Pacific Peoples	2,712	105	54	12	2,883	9%	6%	5%	2%	9%	5%
Asian	4,587	264	57	12	4,920	15%	15%	5%	2%	15%	11%
Other *	456	30	9	3	498	2%	2%	1%	0%	1%	3%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

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

Within Careerforce's Building Services workforce, Commercial Cleaners and Domestic Housekeepers are less likely to identify as European (63 percent and 68 percent respectively) than the overall New Zealand workforce (78 percent). Commercial Cleaners were more likely to identify as Māori (18 percent), Pacific Peoples (nine percent) and Asian (15 percent) than the overall New Zealand workforce (11, five and 11 percent respectively). Domestic Cleaners and Housekeepers were also more likely to identify as Māori and Asian (14 and 15 percent).

A larger proportion of Pest Controllers and Specialist Cleaners identified as European (89 and 84 percent respectively) than the overall New Zealand workforce in 2013. A slightly larger proportion of workers in these occupations identified as Māori than the overall New Zealand workforce (14 and 12 percent respectively). A smaller proportion of these workers identified as Asian (15 and 11 percent respectively).

A significant contributor to the large proportion of Commercial Cleaners identifying as Pacific People or Asian is the large number of people in these occupations that are born overseas. Likewise, a large proportion of Domestic Cleaners and Housekeepers were born in Asia.

5.2.4 Migrants

Table 5.8 shows that 31 percent of the Building Services workforce (10,100 people) was born overseas, compared with 27 percent of the New Zealand workforce.

Table 5.8 Building Services workforce by birthplace, 2013

Birthplace	2013 Employment					Percentage					
	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	New Zealand
Born Overseas	9,168	564	252	117	10,101	31%	33%	23%	16%	31%	27%
Born in NZ	20,292	1,128	828	597	22,845	69%	67%	77%	84%	69%	73%
Total Stated	29,460	1,692	1,080	714	32,946	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

In 2013, 31 percent of Commercial Cleaners were born overseas (9,170 people) and 33 percent of Domestic Cleaners and Housekeepers (560 people) were born overseas. Approximately 23 percent of Specialist Cleaners (250 people) and 16 percent of Pest Controllers (120 people) were also born overseas.

Table 5.9 shows that approximately one-quarter of those Building Services workers born overseas had been in New Zealand for less than five years in 2013 (2,500 people). This compares with 19 percent of the overall New Zealand workforce born overseas.⁸

Table 5.9 Years since arrival in New Zealand, Building Services workforce, 2013

Years Since Arrival	2013 Employment					Percentage					
	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	New Zealand
Less than 1 Year	444	15	6	0	465	5%	3%	2%	0%	5%	3%
1-4 Years	1,878	105	36	15	2,034	21%	19%	14%	14%	21%	16%
5-9 Years	1,662	108	42	21	1,833	19%	20%	17%	19%	19%	21%
10-15 Years	1,629	117	30	18	1,794	18%	21%	12%	16%	18%	19%
16 Years or More	3,204	207	135	57	3,603	36%	38%	54%	51%	37%	41%
Total Stated	8,817	552	249	111	9,729	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

⁸ This table does not include people who were born overseas but did not specify the number of years since they arrived in New Zealand. Of Careerforce's Building Services workforce born overseas, 384 people did not specify the number of years since they arrived in New Zealand in the 2013 Census.

The Census data shows that overseas-born Commercial Cleaners and Domestic Cleaners and Housekeepers were more likely to have been in New Zealand for less than five years than Specialist Cleaners and Pest Controllers. Overseas-born Specialist Cleaners and Pest Controllers were more likely to have been in New Zealand for 16 years or more.

- 26 percent of overseas-born Commercial Cleaners and 22 percent of Domestic Cleaners and Housekeepers had been in New Zealand for less than five years compared to 19 percent of the overseas-born New Zealand workforce.
- 16 percent of overseas-born Specialist Cleaners and 14 percent of Pest Controllers had been in New Zealand for less than five years, while 54 percent of overseas-born Specialist Cleaners and 51 percent of Pest Controllers had been in New Zealand for 16 years or more, compared with 41 percent of the overseas-born New Zealand workforce.

A larger proportion of Careerforce's Building Services workforce was born in Oceania (excluding New Zealand) and North-East Asia than the overall New Zealand workforce, while a smaller proportion were born in Europe, as shown in Table 5.10.

In 2013:

- 32 percent of overseas-born Building Services workers were born in Oceania (excluding New Zealand) compared with 19 percent of the overseas-born New Zealand workforce.
- 19 percent of overseas-born Building Services workers were born in North-East Asia compared with 12 percent of the overseas-born New Zealand workforce.
- 19 percent of overseas-born Building Services workers were born in Europe compared with 35 percent of the overseas-born New Zealand workforce.

Table 5.10 Building Services workforce born overseas by birthplace, 2013

Birthplace	2013 Employment					Foreign Born Percentage					
	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	New Zealand
Oceania	3,039	138	51	21	3,249	33%	24%	20%	18%	32%	19%
Europe	1,614	135	129	60	1,938	16%	24%	51%	51%	19%	35%
North Africa and the Middle East	81	6	6	3	96	1%	1%	2%	3%	1%	1%
South-East Asia	1,014	96	9	6	1,125	11%	17%	4%	5%	11%	9%
North-East Asia	1,821	90	27	3	1,941	20%	16%	11%	3%	19%	12%
Southern and Central Asia	816	30	6	3	855	9%	5%	2%	3%	8%	10%
North and South America	303	30	6	6	345	3%	5%	2%	5%	3%	5%
Central and Southern Africa	480	39	18	15	552	5%	7%	7%	13%	5%	9%
Total Stated	9,168	564	252	117	10,101	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

- In 2013, a smaller proportion of overseas-born Commercial Cleaners, and Domestic Cleaners and Housekeepers were born in Europe (18 and 24 percent respectively) compared to the overseas-born New Zealand workforce (35 percent).
- A larger proportion of overseas-born Commercial Cleaners, and Domestic Cleaners and Housekeepers were born in Oceania (33 and 24 percent respectively) compared to the overseas-born New Zealand workforce (19 percent).
- A larger percentage of overseas workers in these occupation groups were born in North and South-East Asia (31 and 33 percent respectively) than the New Zealand workforce (21 percent).
- Specialist Cleaners and Pest Controllers born in Europe were 51 percent of the overseas-born workforce in these occupations, compared to 35 percent of the overseas-born New Zealand workforce.

- A similar proportion of overseas-born Specialist Cleaners and Pest Controllers were born in Oceania, the Americas, Asia, Africa and the Middle East compared to the overseas-born New Zealand workforce.

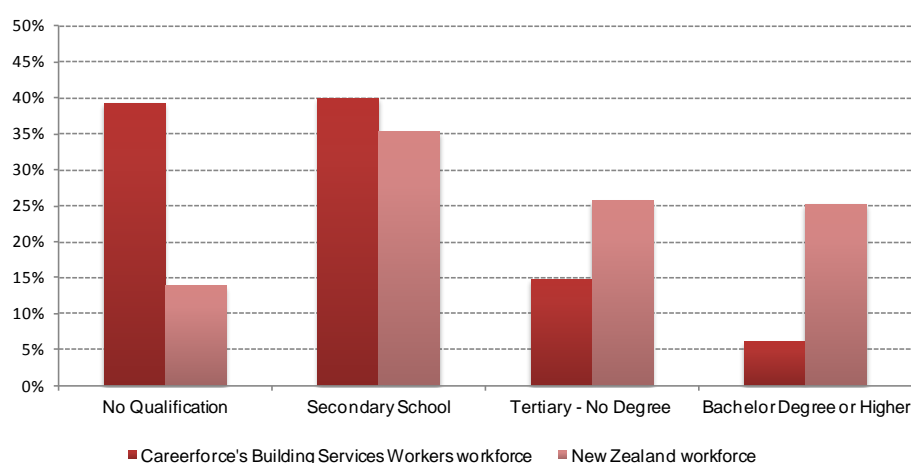
5.3 Employment characteristics

This section outlines the employment characteristics of the Building Services workforce in 2013. It includes a discussion on qualifications, industry employment, location of employment, hours worked, income, employment status, and unpaid work.

5.3.1 Highest qualification held

People employed in Careerforce's Building Services workforce are more likely to have no formal qualification than the overall New Zealand workforce.

Figure 5.3 Highest qualification held, Building Services and NZ workforce, 2013



Source: Statistics New Zealand, 2013 Census; BERL Calculations

Figure 5.3 shows that 39 percent of Careerforce's Building Services workforce had no qualification compared to 14 percent of the New Zealand workforce. In addition, approximately 21 percent of Building Services workers had a level 1 to 6 qualification gained post-school, compared with 51 percent of the New Zealand workforce.

Table 5.11 provides a detailed breakdown of the highest qualification held across the various occupation groups in 2013.

Table 5.11 Highest qualification held, Building Services workforce, 2013

Highest Qualification	2013 Employment					Percentage					
	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	New Zealand
No Qualification	11,175	561	303	174	12,213	40%	35%	29%	26%	39%	14%
Level 1 Certificate Gained at School	4,473	276	174	117	5,040	16%	17%	17%	17%	16%	12%
Level 2 Certificate Gained at School	2,424	105	123	87	2,739	9%	7%	12%	13%	9%	10%
Level 3 or 4 Certificate Gained at School	1,344	60	60	36	1,500	5%	4%	6%	5%	5%	7%
Overseas Secondary School Qualification	2,853	225	78	24	3,180	10%	14%	7%	4%	10%	6%
Level 1, 2 or 3 Certificate Gained Post-school	1,041	51	48	57	1,197	4%	3%	5%	8%	4%	4%
Level 4 Certificate Gained Post-school	1,527	102	129	99	1,857	5%	6%	12%	15%	6%	12%
Level 5 Diploma	744	45	36	21	846	3%	3%	3%	3%	3%	5%
Level 6 Diploma	594	54	27	15	690	2%	3%	3%	2%	2%	5%
Bachelor Degree and Level 7 Qualifications	1,338	87	54	33	1,512	5%	5%	5%	5%	5%	17%
Post-Graduate and Honours Degree	132	12	3	9	156	0%	1%	0%	1%	1%	4%
Masters Degree	159	12	12	6	189	1%	1%	1%	1%	1%	3%
Doctorate Degree	9	6	0	3	18	0%	0%	0%	0%	0%	1%
Total Stated	27,813	1,596	1,047	681	31,117	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

In 2013, all Building Services occupations had a higher proportion of workers with no qualifications compared with the overall New Zealand workforce (14 percent). This was particularly the case for Commercial Cleaners, where 40 percent of workers had no qualification (11,175 people), and Domestic Cleaners and Housekeepers, where 35 percent of workers had no qualification (560 people). Around 40 percent of people in the four Building Services broad occupation groups had a secondary school qualification only, compared with 35 percent of the overall New Zealand workforce.

Specialist Cleaners and Pest Controllers had a similar proportion of workers with a level 1 to 6 tertiary qualification gained post-school as the overall New Zealand workforce, 23 and 28 percent respectively, compared with 26 percent. For Commercial Cleaners and Domestic Cleaners and Housekeepers this proportion was much lower, at 14 and 15 percent respectively.

All occupation groups within Careerforce's Building Services workforce had a much lower proportion of people with a bachelors degree or higher, compared to the New Zealand workforce.

5.3.2 Industry employment

Census data also enables us to examine the broad industry groups where people in different occupations work. Table 5.2 shows the top 10 areas of employment for people in Building Services occupations in 2013.

Table 5.12 Top 10 areas of employment, Building Services workforce, 2013

Rank	Industry (ANZSIC 2006 Level 6)	Employment	
		Count	% of Total Industry employment
1	Building and Other Industrial Cleaning Services	11,787	36.8%
2	Accommodation	4,002	12.5%
3	Aged Care Residential Services	1,032	3.2%
4	Primary Education	990	3.1%
5	Secondary Education	711	2.2%
6	Hospitals (Except Psychiatric Hospitals)	564	1.8%
7	Laundry and Dry-Cleaning Services	459	1.4%
8	Catering Services	345	1.1%
9	Preschool Education	339	1.1%
10	Building Pest Control Services	330	1.0%
Total stated (all industries)		32,007	100.0%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 5.12 shows that in 2013:

- 37 percent were employed in the Building and Other Industrial Cleaning Services industry (11,780 people). This industry consists of firms mainly engaged in the interior cleaning of buildings or transportation equipment, and the exterior cleaning of buildings (except steam, sand and other abrasive blasting).
- 13 percent were employed in the Accommodation industry (4,000 people). This industry provides accommodation for visitors, and includes hotels, motels and similar units.
- Three percent were employed in the Aged Care Residential Services industry (1,030 people). This industry consists of firms mainly engaged in providing residential aged care combined with either nursing, supervisory or other types of care as required (including medical). Primary activities include the operation of accommodation for the aged, aged care hostels, nursing homes, and residential care for the aged.
- Three percent were employed in the Primary Education industry (990 people).

The following tables show the top 10 industries where people employed in Commercial Cleaners, Domestic Cleaners and Housekeepers, Specialist Cleaners and Pest Controllers occupations worked in 2013.

Table 5.13 Top 10 areas of employment, Commercial Cleaners, 2013

Rank	Industry (ANZSIC 2006 Level 6)	Employment	
		Count	% of Total Industry employment
1	Building and Other Industrial Cleaning Services	10,665	37.1%
2	Accommodation	3,795	13.2%
3	Primary Education	984	3.4%
4	Aged Care Residential Services	861	3.0%
5	Secondary Education	699	2.4%
6	Hospitals (Except Psychiatric Hospitals)	495	1.7%
7	Catering Services	336	1.2%
8	Preschool Education	330	1.1%
9	Meat Processing	315	1.1%
10	Cafes and Restaurants	315	1.1%
Total stated (all industries)		28,725	100.0%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 5.14 Top 10 areas of employment, Domestic Cleaners & Housekeepers, 2013

Rank	Industry (ANZSIC 2006 Level 6)	Employment	
		Count	% of Total Industry employment
1	Building and Other Industrial Cleaning Services	501	32.9%
2	Accommodation	204	13.4%
3	Aged Care Residential Services	165	10.8%
4	Hospitals (Except Psychiatric Hospitals)	69	4.5%
5	Other Allied Health Services	51	3.3%
6	Non-Residential Property Operators	27	1.8%
7	Other Social Assistance Services	27	1.8%
8	Gardening Services	21	1.4%
9	Dairy Cattle Farming	18	1.2%
10	Sheep Farming (Specialised)	15	1.0%
Total stated (all industries)		1,524	100.0%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

Table 5.15 Top 10 areas of employment, Specialist Cleaners, 2013

Rank	Industry (ANZSIC 2006 Level 6)	Employment	
		Count	% of Total Industry employment
1	Building and Other Industrial Cleaning Services	597	56.9%
2	Laundry and Dry-Cleaning Services	231	22.0%
3	Other Construction Services n.e.c.	24	2.3%
4	Waste Treatment and Disposal Services	21	2.0%
5	Gardening Services	9	0.9%
6	Architectural Aluminium Product Manufacturing	6	0.6%
7	Wooden Furniture and Upholstered Seat Manufacturing	6	0.6%
8	Other Waste Collection Services	6	0.6%
9	House Construction	6	0.6%
10	Air Conditioning and Heating Services	6	0.6%
Total stated (all industries)		1,050	100.0%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

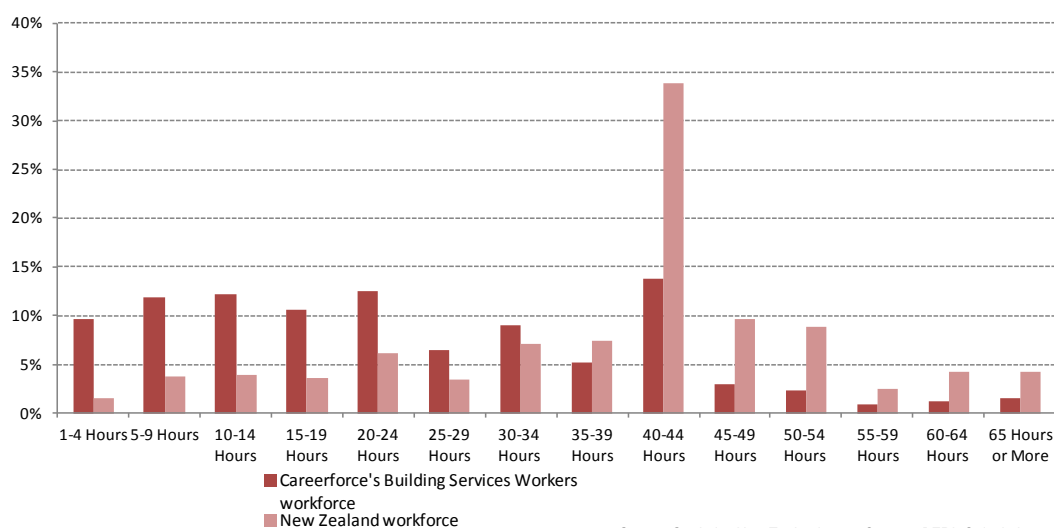
Table 5.16 Top 10 areas of employment, Pest Controllers, 2013

Rank	Industry (ANZSIC 2006 Level 6)	Employment	
		Count	% of Total Industry employment
1	Building Pest Control Services	276	39.0%
2	Other Agriculture and Fishing Support Services	72	10.2%
3	Hunting and Trapping	57	8.1%
4	Forestry Support Services	39	5.5%
5	Building and Other Industrial Cleaning Services	24	3.4%
6	Local Government Administration	24	3.4%
7	Pesticide Manufacturing	18	2.5%
8	Industrial and Agricultural Chemical Product Wholesaling	15	2.1%
9	Grape Growing	12	1.7%
10	Nature Reserves and Conservation Parks Operation	12	1.7%
Total stated (all industries)		708	100.0%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

5.3.3 Total hours worked

People in Careerforce's Building Services workforce are more likely to work part-time than people in the national workforce. Figure 5.4 shows the proportion of total hours worked by people in the Building Services workforce compared to the overall New Zealand workforce in 2013.

Figure 5.4 Total hours worked weekly, Building Services and NZ workforce, 2013

Source: Statistics New Zealand, 2013 Census; BERL Calculations

In 2013, 72 percent of people in Careerforce's Building Services workforce worked less than 30 hours per week compared with 29 percent of people in the overall New Zealand workforce.

- Building Services workers were more likely to work fewer than 25 hours a week, 57 percent compared with 19 percent of the New Zealand workforce.
- Only six percent of Building Services workers worked more than 50 hours a week in 2013 compared with 20 percent of the overall New Zealand workforce.

Table 5.17 shows the total hours worked each week across the four broad occupation groups within the Building Services workforce, and compares this with the total New Zealand workforce in 2013.

Table 5.17 Total hours worked weekly, Careerforce's Building Services workforce, 2013

Total hours worked in employment per week	2013 Employment					Percentage					
	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	New Zealand
1-4 Hours	2,874	135	18	3	3,030	10%	8%	2%	0%	10%	2%
5-9 Hours	3,525	162	42	15	3,744	12%	10%	4%	2%	12%	4%
10-14 Hours	3,606	189	42	15	3,852	13%	12%	4%	2%	12%	4%
15-19 Hours	3,141	171	33	9	3,354	11%	11%	3%	1%	11%	4%
20-24 Hours	3,594	228	96	33	3,951	13%	14%	9%	5%	13%	6%
25-29 Hours	1,863	126	57	15	2,061	7%	8%	5%	2%	7%	3%
30-34 Hours	2,436	195	150	48	2,829	9%	12%	14%	7%	9%	7%
35-39 Hours	1,395	99	90	30	1,614	5%	6%	9%	4%	5%	7%
40-44 Hours	3,573	207	324	243	4,347	13%	13%	31%	35%	14%	34%
45-49 Hours	759	36	66	84	945	3%	2%	6%	12%	3%	10%
50-54 Hours	558	27	75	87	747	2%	2%	7%	13%	2%	9%
55-59 Hours	225	9	9	18	261	1%	1%	1%	3%	1%	2%
60-64 Hours	282	15	27	54	378	1%	1%	3%	8%	1%	4%
65 Hours or More	393	12	18	33	456	1%	1%	2%	5%	1%	4%
Total stated	28,230	1,611	1,047	687	31,569	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

In 2013, Commercial Cleaners (75 percent), Domestic Housekeepers (75 percent) and Specialist Cleaners (45 percent) were more likely to work less than 35 hours a week than people in the New Zealand workforce (29 percent). In contrast, Pest Controllers were more likely to work 40 hours or more per week than people in the overall New Zealand workforce (76 percent compared to 63 percent).

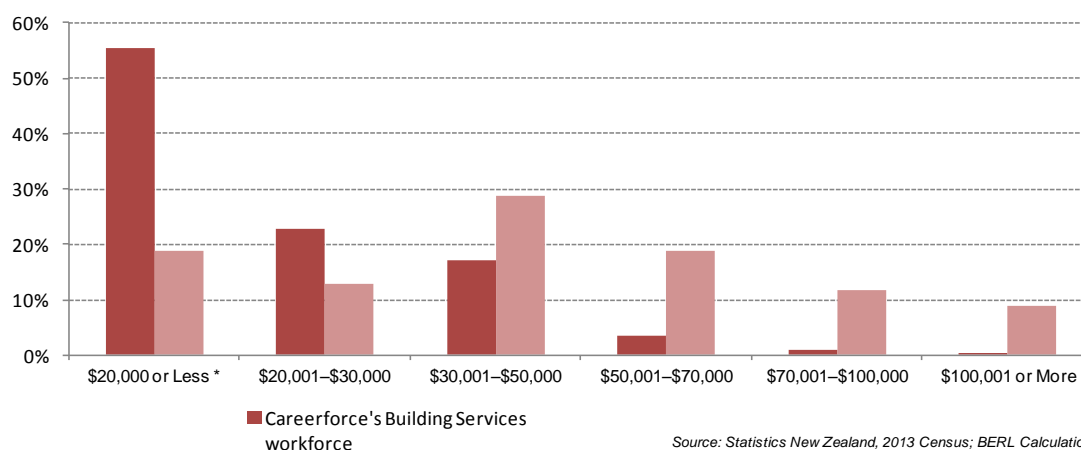
The number of Commercial Cleaners and Domestic Cleaners and Housekeepers working less than 35 hours a week is largely due to the nature of cleaning roles. Many people, for example, work in these occupations and clean one or two premises on a regular basis. The high proportion of Pest Controllers working long hours can also be explained by the nature of the work, which can include after-hours callouts.

5.3.4 Income

In 2013:

- 78 percent of people in Careerforce's Building Services workforce (25,240 people) had an annual income of less than \$30,000 compared with 32 percent of the New Zealand workforce.
- 56 percent of Careerforce's Building Services workforce had an annual income of \$20,000 or less compared with 19 percent of the New Zealand workforce.

Figure 5.5 Annual income, Building Services and NZ workforce, 2013



The lower annual incomes of Building Services workers can largely be explained by the lower skill levels required by people in these occupations, and the high proportion of Building Services workers working only a few hours per week.

Table 5.18 shows annual incomes across the four broad occupation groups within the Building Services workforce in 2013.

Table 5.18 Annual income, Careerforce's Building Services workforce, 2013

Income	2013 Employment					Percentage					
	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	New Zealand
\$20,000 or Less *	16,629	897	282	114	17,922	58%	54%	26%	17%	56%	19%
\$20,001-\$30,000	6,522	441	258	93	7,314	23%	27%	24%	13%	23%	13%
\$30,001-\$50,000	4,590	255	375	267	5,487	16%	15%	35%	39%	17%	29%
\$50,001-\$70,000	774	45	120	150	1,089	3%	3%	11%	22%	3%	19%
\$70,001-\$100,000	219	18	27	54	318	1%	1%	3%	8%	1%	12%
\$100,001 or More	111	0	12	12	135	0%	0%	1%	2%	0%	9%
Total Stated	28,845	1,656	1,074	690	32,265	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

* Includes people who reported a loss

Within the Building Services workforce, a larger proportion of Commercial Cleaners and Domestic Cleaners and Housekeepers had lower income levels than people in the New Zealand workforce. Pest Controllers, while more likely to have an annual income of less than \$30,000 (60 percent compared to 32 percent of the New Zealand workforce), were also more likely to earn between \$30,000 and \$50,000 per annum (35 percent compared to 29 percent). At eight percent of the workforce, a larger proportion of Pest Controllers had an annual income in excess of \$70,000 per annum compared to other Building Services occupations (ranging from one to four percent). This however was lower than the proportion of people in the New Zealand Workforce that earn \$70,000 or more per annum, (21 percent).

5.3.5 Employment status

The Census captures information about the employment status of workers – that is, whether they are employees, employers or self-employed. Overall, a similar proportion of workers in Careerforce's Building Services workforce are paid employees, compared to the New Zealand workforce, while a slightly higher proportion are self-employed. Table 2.18 shows this employment status.

Table 5.19 Employment status, Careerforce's Building Services workforce, 2013

Status in employment	2013 Employment					Percentage					
	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	New Zealand
Paid Employee	24,555	1,089	447	399	26,490	83%	65%	41%	56%	80%	80%
Employer	834	33	90	63	1,020	3%	2%	8%	9%	3%	7%
Self-Employed	3,498	441	543	234	4,716	12%	26%	50%	33%	14%	12%
Unpaid Family Worker	657	117	9	12	795	2%	7%	1%	2%	2%	2%
Total Stated	29,544	1,680	1,089	708	33,021	100%	100%	100%	100%	100%	100%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

However, within the occupation groups in the Building Services workforce there is wide variation in employment status.

- A similar proportion of Commercial Cleaners were paid employees (83 percent) and self-employed (12 percent) as the overall New Zealand workforce (80 and 12 percent respectively). However, a smaller proportion of Commercial Cleaners were employers compared to the overall New Zealand workforce (three percent compared with seven percent). Many Commercial Cleaners work for one of a small number of large commercial cleaning companies in New Zealand.

- A smaller proportion of Domestic Cleaners and Housekeepers were paid employees compared to the New Zealand workforce (65 percent compared to 80 percent), while a larger proportion were self-employed (26 percent compared to 12 percent). A much larger proportion of Domestic Cleaners and Housekeepers also stated they were unpaid family workers, seven percent compared with two percent of the New Zealand workforce.
- A smaller proportion of Specialist Cleaners and Pest Controllers were paid employees (41 and 56 percent respectively), compared to the New Zealand workforce (80 percent).
- A larger proportion of Specialist Cleaners and Pest Controllers were self-employed (50 and 33 percent respectively) and employers (eight and nine percent respectively) compared to the overall New Zealand workforce (12 and seven percent respectively). This is because Specialist Cleaners and Pest Controllers are more likely to work for themselves or in a small firm.

5.3.6 Unpaid activities

In the 2013 Census, 90 percent of Careerforce's Building Services workforce (30,140 people) stated that they had undertaken some form of unpaid activity in the past four weeks. Table 5.20 outlines these activities. Of particular interest, is the higher percentage of people looking after someone who is ill or has a disability that does not live in their household (10 percent compared to seven percent).

Table 5.20 Unpaid activities, Careerforce's Business services workforce, 2013

Unpaid activities by people in paid employment	Careerforce's Business Services workforce		New Zealand
	Employment	Percentage	Percentage
No Activities	3,159	10%	9%
Household Work, Cooking, Repairs, Gardening, etc, for Own Household	27,126	88%	91%
Looking After a Child Who is a Member of Own Household	5,301	17%	16%
Looking After a Member of Own Household Who is Ill or Has a Disability	9,765	32%	34%
Looking After a Child Who Does Not Live in Own Household	2,625	8%	7%
Helping Someone Who is Ill or Has a Disability Who Does Not Live in Own Household	2,979	10%	7%
Other Helping or Voluntary Work for or Through Any Organisation, Group or Marae	4,224	14%	15%
Total Stated *	30,903	179%	179%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

Table 5.21 provides a breakdown of unpaid activities across the broad occupation groups.

Table 5.21 Unpaid activities, Building Services workforce by broad occupation, 2013

Unpaid activities by people in paid employment	Commercial Cleaners		Domestic Cleaners & Housekeepers		Specialist Cleaners		Pest Controllers	
	Employment	Percentage	Employment	Percentage	Employment	Percentage	Employment	Percentage
No Activities	2,829	10%	201	13%	81	8%	48	7%
Household Work, Cooking, Repairs, Gardening, etc, for Own Household	24,252	88%	1,329	89%	945	89%	600	89%
Looking After a Child Who is a Member of Own Household	4,800	17%	297	20%	129	12%	75	11%
Looking After a Member of Own Household Who is Ill or Has a Disability	8,757	32%	483	32%	306	29%	219	32%
Looking After a Child Who Does Not Live in Own Household	2,403	9%	123	8%	60	6%	39	6%
Helping Someone Who is Ill or Has a Disability Who Does Not Live in Own Household	2,694	10%	123	8%	102	10%	60	9%
Other Helping or Voluntary Work for or Through Any Organisation, Group or Marae	3,675	13%	219	15%	240	23%	90	13%
Total Stated *	27,666	179%	1,500	165%	1,062	175%	675	168%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

Domestic Cleaners and Housekeepers were more likely to be looking after a child who is a member of their own household than the overall New Zealand workforce (20 percent compared with 17 percent). This aligns with the view that Domestic Cleaners and Housekeepers fit their work around their family life.

Commercial Cleaners were more likely to be looking after a child or someone that is ill or has a disability than the overall New Zealand workforce (19 percent compared with 14 percent).

Specialist Cleaners were more likely to undertake volunteer work or similar, at 23 percent compared with 15 percent of the New Zealand workforce.

5.3.7 Regional workforce

Table 5.22 shows the geographic distribution of the Building Services workforce was largely similar to the New Zealand workforce, with the exception of the three metropolitan areas of Waitemata, Capital and Coast, and Canterbury DHB. These metropolitan areas had a slightly smaller share of workers than the New Zealand workforce.

Table 5.22 Regional employment, Careerforce's Building Services workforce, 2013

Region	2013 Employment					Percentage					
	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	Commercial Cleaners	Domestic Cleaners & Housekeepers	Specialist Cleaners	Pest Controllers	Building Services	New Zealand
Northland	960	81	42	30	113	3%	5%	4%	4%	3%	3%
Waitemata	7,587	531	309	17	8,544	25%	31%	28%	17%	26%	33%
Waikato	2,643	141	75	45	2,904	9%	8%	7%	6%	9%	8%
Lakes	984	48	21	18	1,071	3%	3%	2%	3%	3%	2%
Bay of Plenty	1,467	99	63	57	1,686	5%	6%	6%	8%	5%	4%
Tairāwhiti	303	24	9	6	342	1%	1%	1%	1%	1%	1%
Hawke's Bay	1,155	57	54	54	1,320	4%	3%	5%	8%	4%	3%
Taranaki	930	30	33	9	1,002	3%	2%	3%	1%	3%	3%
Whanganui	585	33	9	24	651	2%	2%	1%	3%	2%	1%
Mid Central	1,158	69	36	15	1,278	4%	4%	3%	2%	4%	4%
Capital and Coast	2,826	162	108	36	3,132	9%	9%	10%	5%	9%	11%
Wairarapa	312	15	12	21	360	1%	1%	1%	3%	1%	1%
Nelson Marlborough	1,440	51	57	54	1,602	5%	3%	5%	8%	5%	3%
Canterbury	3,810	210	174	66	4,260	13%	12%	16%	10%	13%	13%
West Coast	387	21	3	27	438	1%	1%	0%	4%	1%	1%
South Canterbury	594	33	6	18	651	2%	2%	1%	3%	2%	1%
Southern	2,712	108	99	96	3,015	9%	6%	9%	14%	9%	8%

Source: Statistics New Zealand, 2013 Census; BERL Calculations

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

Regional employment is broadly similar for Commercial Cleaners, Domestic Cleaners and Housekeepers, and Specialist Cleaners with the exception of the three metropolitan areas of Waitemata, Capital and Coast, and Canterbury, where there is a slightly lower proportion of employment.

Pest Controllers tend to work outside the large metropolitan areas due to the nature of their work and the services they provide.



