Understanding our workforce Thames-Coromandel District

Contents

This report contains the following key information.

Preface

Report purpose| This workforce baseline provides a shared understanding of what our current and future workforce looks like

We have developed this baseline report to provide an overview of:
- Our current, and likely future workforce – demographics and key sectors
- Some factors that influence workforce development in our district – education and training

This helps readers to fully understand the key characteristics of our current and future workforce, as a basis for workforce development planning.

For simplicity the 'Thames-Coromandel District workforce' is referred to as 'our workforce' throughout this report.

Key questions we asked to provide this baseline:
- What does our workforce look like currently?
- What might our workforce look like in future?

Information mainly draws from national databases including the Ministry of Education (via Education Counts), the Ministry for Business, Innovation, and Employment (MBIE), and Ministry for Social Development (MSD), Statistics New Zealand (Stats NZ), and Infometrics.

Disclaimer: Reasonable measures have been taken to ensure the accuracy of the information, content and insights provided in this report. However, datasets at a territory authority level are small which could lead to a large margin of error in calculations. Figures produced in this report are intended as estimates only.

Readers who rely on the information provided in this report do so at their own risk. Thames-Coromandel District Council cannot accept any liability for the impacts of any actions that a reader may take on the basis of this report.

Next steps | This baseline can be used to identify workforce needs

This report will primarily be used by those who are working to implement workforce actions as part of the Thames-Coromandel District Council Recovery Plan. The data and insights we present in this report will serve as a baseline for workforce related actions.

The report helps to identify key implications for workforce development in the Thames-Coromandel District. We outline what observations can be drawn from the data and what these tell us about our district and our workforce.

However, we note, this baseline report, is not:
- A current nor future workforce needs assessment.
- A product which outlines *how* we might address workforce issues and limitations.

This baseline does not attempt to bring together projected workforce demands, for example labour force need projections from NZ Transport Agency/Waka Kotahi, to identify gaps in workforce supply nor development. We anticipate any 'needs assessment' being a separate piece of work.

Executive summary

What does our workforce look like now, what might it look like in future?

Demographics

- 10,400 residents in our district are employed, one third of the adult resident population.

- 13,900 jobs are filled in the district – filled by people living in and also outside the district.

- Our employed workforce is:

    - Ethnically reflective of our population; 85-90% NZ European, 15-20% Māori.

    - Roughly 90% 15–64-year-olds, and 10% aged 65 years and over.

    - Mainly working full time, with 70% employed full time, and 30% employed part time – higher than the New Zealand part time rate of 23%.

- Our part time workforce, of roughly 3,000 is:

    - Mainly women, in fact 70% female.

    - Age diverse, with more 65-year-olds in part time work than full time work.

    - Ethnically very similar to our full-time work force.

- An estimated 8,000 residents aged 15–64-year-olds do not work. Of these we know:

    - Some are not in the labour force – they are studying, caring for dependents, retired, or medically unable to work.

    - Some are actively seeking work – estimated 300-700 people at any one time, based on the unemployment rate, and 660 recipients of Jobseeker Work Ready Support.

    - Some (11% of) 15–24-year-olds, are likely to need support to enter employment, education, or training opportunities, with around 280 NEETs in our district.

- In the future, without intervention, our workforce is projected to be:

    - Older and potentially smaller – reflective of slow population growth, a higher proportion of over 65s, and less young people in our community.

    - More ethnically diverse – with growth in young Māori, Pacific, and Asian populations.

Skills

- Around 40% of jobs filled in our district are classed as low-skilled, with a similar number of highly skilled jobs - around 35% of all jobs are classed as highly skilled.

- Almost a quarter, around 3,000 of our jobs, are in knowledge intensive industries – industries like education, health care, local government, and engineering.

- 540 apprentices and 440 trainees are learning on the job in our district. Around 130 students sign up for apprenticeships each year, with the same number becoming trainees.

- Around 260 school leavers leave schools in our district each year. About 35 leave with no qualification, and a year after leaving over half of all leavers are not enrolled in further public, tertiary education, or industry training.

- In future, without intervention, our workforce is likely to still be:
  - Split relatively evenly between highly skilled and low-skilled jobs.
  - Reliant on attracting talent to our district for highly skilled jobs, which require bachelor's and above degrees, while also drawing from local students engaged in industry training.

Location

- Almost 97% of working residents in our district work within their ward of residence. 30% of residents work from home (pre-covid figures). Workplace proximity to home matters.

- 30% of our workforce is self-employed - almost double the national self-employment rate.

- Our workforce work across a range of sectors, with the largest portions being employed in the Construction, Retail Trade, and Accommodation and Food Services industries.

- Our Rental, Hiring and Real Estate Services and Owner-Occupied Property industries generate 20% of our economic activity, but provide very low direct employment potential.

- 45% of all filled jobs across the district are in the Thames ward (approximately 6,180 jobs).
  - This is disproportionate to the ward's share of the district population – 34%.
  - At least 15% of the jobs in Thames are filled by residents from outside the district.

- Around 5% of jobs in our district are filled by residents from outside the district. They mainly commute to Thames for work, but a small number also commute to Whangamatā for work.

Ward map of Thames-Coromandel District

What do these insights mean for our district?

With support, our workforce could grow from existing unemployed and underemployed groups

- There are around 300-700 residents at any one-time seeking employment (by definition). These are an immediate workforce pool that could be drawn from, given the right job-matching and support.

- There are around 300, 15–24-year-olds that could be brought into our workforce, by supporting them into training, education, and employment opportunities.

- Around 1,200 over 65-year-olds in our district are employed. Further workforce opportunities, and interest of this, for our over 65-year-old population could be explored.

- Around 30% of our workforce are employed part time. The mix of part- and full-time work opportunities in the district, and whether these meet employers and employees needs could be further explored.

Workforce development initiatives will be most effective if location, flexible working arrangements, and skills development are well thought out

- Local jobs matter. Workers in our district seek jobs at workplaces close to where they live, in their ward (typically anytime less than a 45-minute commute).

- Local skills development and education provision matters. Given over half of our school leavers are not continuing to higher education, and 12% of students are leaving school with no qualification at all, it could be worth further exploring:

    o Where these school leavers end up – do they find jobs easily? Do they pursue further education in later years?

    o The outcomes of current interventions developed to prevent students leaving school without qualifications, and how effective initiatives could be built on.

    o What opportunities and barriers exist in attracting students back to the district post studies (after they have attended tertiary education provision outside the district).

    o What additional local skills development and education provision could be provided.

- Flexible working arrangements appear to matter – further exploration is needed on the value our people place on the ability to have part and full-time work opportunities that reflect their lifestyles.

- Tailored workforce initiatives and policies that reflect generational and cultural differences matter. A younger more diverse population is set to enter the workforce, while those over 65+ years continue to work beyond 'retirement age'.

Further workforce growth likely requires attracting more young people, and families to the district, and strengthening industries which create meaningful job opportunities

- Maintaining, let alone growing, our workforce is highly reliant on our ability to attract workers to our district. Local employment, training, and education provision, coupled with reducing barriers for relocation (like housing and access to services) is key.

- Facilitating workforce opportunities in key areas and industries which will help our district to grow, support our population, and maintain what we love about our district is also key.

Current state | Demographics of our workforce

## Only half of our population is of typical working age

Our current (2023) estimated resident population is just under 33,700.

We have an ageing population and one of the highest dependency ratios in the country, at 93.7%. This means there is only 1 working age person in our district for each person that is under 15 years old or over 65 and presumably not working[1].

Approximately:

- 14% of our district's population is under 15 years old.
- 52% of residents are 15-64 years old (typical working age).
- 35% of residents are aged 65 and over.

District resident population 2023 – breakdown by age, total population of 33,700
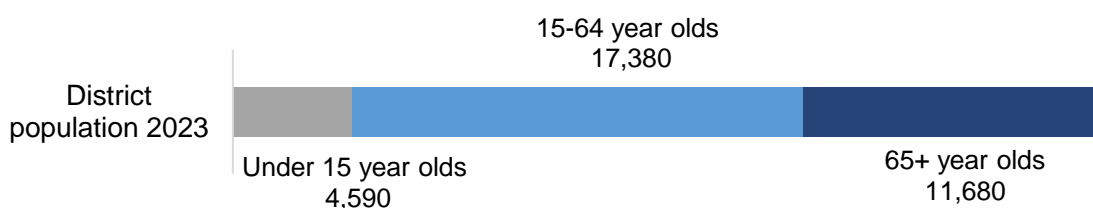
Source: Infometrics. Estimated resident population, age composition, Thames-Coromandel District, 2023.

People moving from other parts of New Zealand to live in our district[2] are the key source of our population growth, with the number of deaths in our district being greater than births.[3] This means maintaining and growing our workforce is highly reliant on our ability to attract workers to our district.

Over half of our working age population is employed, a small amount of over 65-year-olds remain part of our workforce

Around 10,400 of our Thames-Coromandel District residents are employed[4], this is equivalent to around 30% of our population aged 15 years and over, and 60% of the typical working age population (aged 15-64 years).

While the majority of those employed are 15–64-year-olds, we estimate around 10-13% of our workforce, or between 1,000 – 1,400 over 65-year-olds, are also a part of our employed workforce.

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[1] Statistically defined as not-of-working-age, though we acknowledge under 15-year-olds and over 65s can and do work.
[2] Officially termed as 'internal net migration'
[3] Source of population growth, Infometrics, 2023, Thames-Coromandel District Regional Economic Profile
[4] Using employment (place of residence) measures (not filled jobs) to more accurately reflect the resident population that is employed. Sourced from Infometrics Quarterly Economic Monitor, to year end March 2023 (10,402 people).

District population, working age population, and employed population estimates, 2023
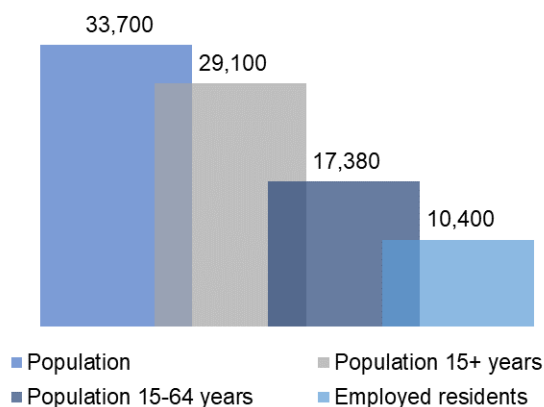
Source: Infometrics. Estimated resident population, age composition, and employment (place of residence). Thames-Coromandel District, to year end March 2023.

The 10,400 employed residents could be working in or outside the district, but commuting statistics and filled job numbers suggest that there aren't many residents that live in our district and work outside of it.

Around 13,900 jobs are filled in our district. While employed residents and filled jobs aren't directly comparable measures, the fact there are roughly 3,500 more filled jobs in the district than there are employed residents suggests two things:

1. Some jobs are filled by those who live outside our district. We know this to be true from 2018 commuter data, which allows us to estimate that around 5% of jobs in our district are filled by residents from outside the district.
2. Some people fill more than one job.

Our not-employed resident workforce

Current official figures for the age composition of our resident employed and not employed workforce are unavailable, so we have produced estimates of these.

Estimates are based on 2018 Census data on labour force status and age, the age composition of our current estimated resident population, and the current total *employed residents*[5]. These estimates assume the age composition of our employed workforce has remained the same since 2018. This may or may not be true, so caution is needed when drawing conclusions from the following figures.

For the purposes of this baseline, we assume under 15-year-olds are not in paid employment, noted here as 'not working'.

Drawing on 2018 Census labour force status and age information we estimate that around 87-90% of residents employed are between the ages of 15 and 64 years old, suggesting that 9,000 – 9,400 people of our currently employed residents are in this age group. We estimate that around 1,000 – 1,400 of our employed residents are aged 65 or over.

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[5] Estimates are calculated by drawing from the age composition of those employed in 2018 Census data (employed full time and part time by work and labour force status) and combining this with current population figures sourced from Infometrics, 2023, Thames-Coromandel District Regional Economic Profile. We take the proportion of 15–64-year-olds, and 65+ year olds, as a total of employed full-time and employed part-time respondents for the usually resident population aged 15+ (work and labour force status) from 2018, and multiply each age proportion by the current number of currently employed residents to get an estimated employed figure for each age range in 2023. This assumes the age composition of our resident employed workforce has remained the same since 2018, which may or may not be true. Under 15-year-olds are assumed to not work. The non-working population for each age is the total population for that age range in 2023 less the estimated working population for that age range.

As our employment numbers are small, estimates for each age group are highly sensitive to underlying assumptions derived from 2018 labour force status data.

Understandably, most (around 90%) of our 65+ year population are not in paid employment (they are 'not working', by our definition). We hope they are happily retired, especially the estimated[6] 400 residents who are over 90 years old!

Mid-range estimates of working and not working population, by age range, 2023
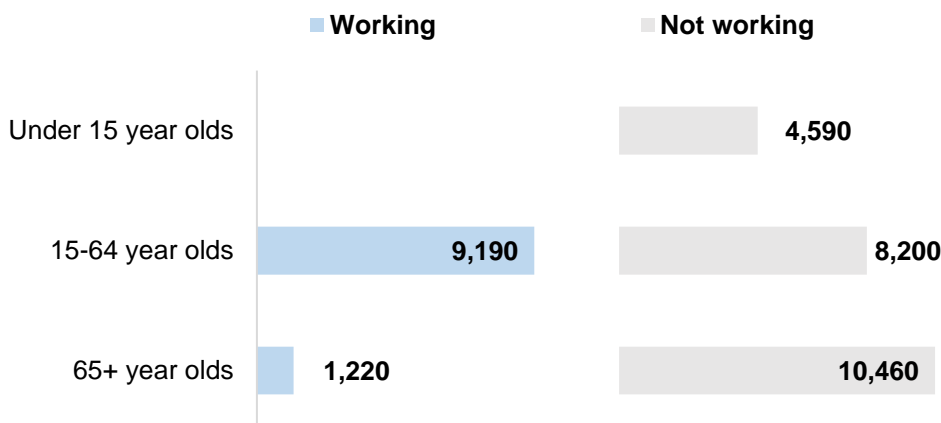
Source: TCDC calculations, using Thames-Coromandel District data. Estimated resident population by age composition, and employment (place of residence), from Infometrics regional economic profile and quarterly economic monitor, 2023. Work and labour force status and ethnic group (grouped total responses) by age group and sex, for the census usually resident population count aged 15 years and over, 2018 Census. Method in footnote 5.

For our typical working age population, our estimates show that approximately:

- 53% of 15–64-year-olds in our district are working in paid employment.
- 47% are not working in paid employment in our district (at least not from what we can see captured in our district statistics).

Here, 'not working' includes:

- Those who choose not to or are unable to work – they are not in the labour force at all – and these people could be:
  - studying,
  - retired,
  - caring for dependents/whānau members,
  - medically unable to work.
- Our unemployed labour force – those who are actively seeking work and are work ready but are not yet employed, or are between jobs, including those on a Jobseekers benefit.
- Young people who are not in education, employment, or training (NEETs).

So, while some of the 8,000 odd 15–64-year-olds not working could be still at school, looking after dependents, retired, or medically unable to work, there are also many working age residents that could become employed in our district if they were to be equipped and supported to do so.

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[6] Estimated population for 2023, Infometrics, age composition of the population.

Of the 'not working' 15-64 year olds we do know that approximately:

- 680 are 15-18 year olds still enrolled in schools in our district[7]
- 280 are NEETs – 10.9% of young people aged 15-24 are not in education or employment[8]
- 1,280 are Jobseekers – on either Work Ready, or a Health Condition and Disability support.

By definition there may be some overlap between NEETs and Jobseekers. Those who are aged 18-24 years old and are not in full time employment but are looking for work or have a health condition or disability that affects their ability to work for a while could be classed at NEETs and also be on a Jobseekers benefit[9].

Our NEET rate of around 11% is similar to the wider Waikato and New Zealand NEET rates of 12% and 11% respectively. However, anecdotally we know engagement of our young people is low, and rough mathematical analysis of other measures which capture the activity of 15–24-year-olds in our district, also back this observation.

Some of our NEETs and Jobseekers could be work-ready. Others are likely to need assistance to enter education or employment opportunities. Just over 52% of all Jobseekers – around 660 people - are on Work Ready Jobseekers Support, while the remaining 620 are on Health Condition or Disability Jobseekers Support[10].

Jobseeker Support Health and Disability is a weekly payment for people who cannot work, or are working fewer hours because of a health condition, injury, or disability. Roughly half of those who are receiving this support in the district have psychological or psychiatric conditions, a further 20% have musculoskeletal system disorders, 3% have a cardiovascular disorder, and 10% are classified as 'accidents'.

Jobseekers Thames-Coromandel District – by support type, December quarter 2023
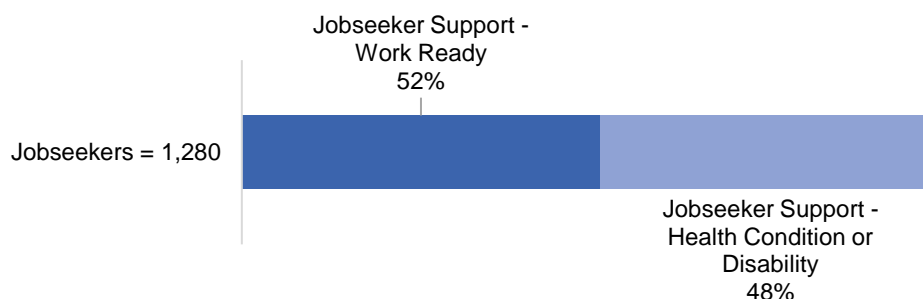
Source: Ministry of Social Development Quarterly Benefit Fact Sheet – Territorial Authorities (TA) data tables - December 2023 - Thames-Coromandel. Notes: Jobseekers are typically; over 18 years old, or older than 20 if the person has dependent children, are not in employment and are looking for a job, are in part-time employment and looking for more work, or have a health condition or disability which affects their ability to work (meaning they have to reduce their hours or stop work for a while).

For comparison 58% of all Jobseekers in New Zealand are receiving Work Ready Support, with 42% on a Health Condition or Disability support.

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[7] As at 1 July 2023, EducationCounts, Student Roll by School (filtered for Thames-Coromandel District). Accessed here (time series data, student rolls by school 2010-2023)

[8] Informetrics regional economic profile, Thames-Coromandel District, NEET rate to year end March, 2023.

[9] NEET includes 15-24 year olds who are unemployed (part of the labour force); and those who are not in the labour force, and at the same time, not in education or training. Jobseekers are typically over 18 years old, or older than 20 if the person has dependent children, not be in employment and are looking for a job, be in part-time employment and looking for more work, or have a health condition or disability which affects their ability to work (meaning they have to reduce their hours or stop work for a while). More on the official definition of NEETs here. And of the Jobseekers here.

[10] MSD Quarterly Benefit Fact Sheet TA Tables December 2023 - Thames-Coromandel. Accessed here.

We can also see that 800 people in the district have been receiving Jobseekers Support for more than one year. Around 135 18–24-year-olds are on Jobseekers, with 840 over 40-year-olds on Jobseekers. Almost 78% of Jobseekers are ethnically European.

Characteristics of working-age recipients of Jobseeker Support - Thames-Coromandel District, December quarter 2023
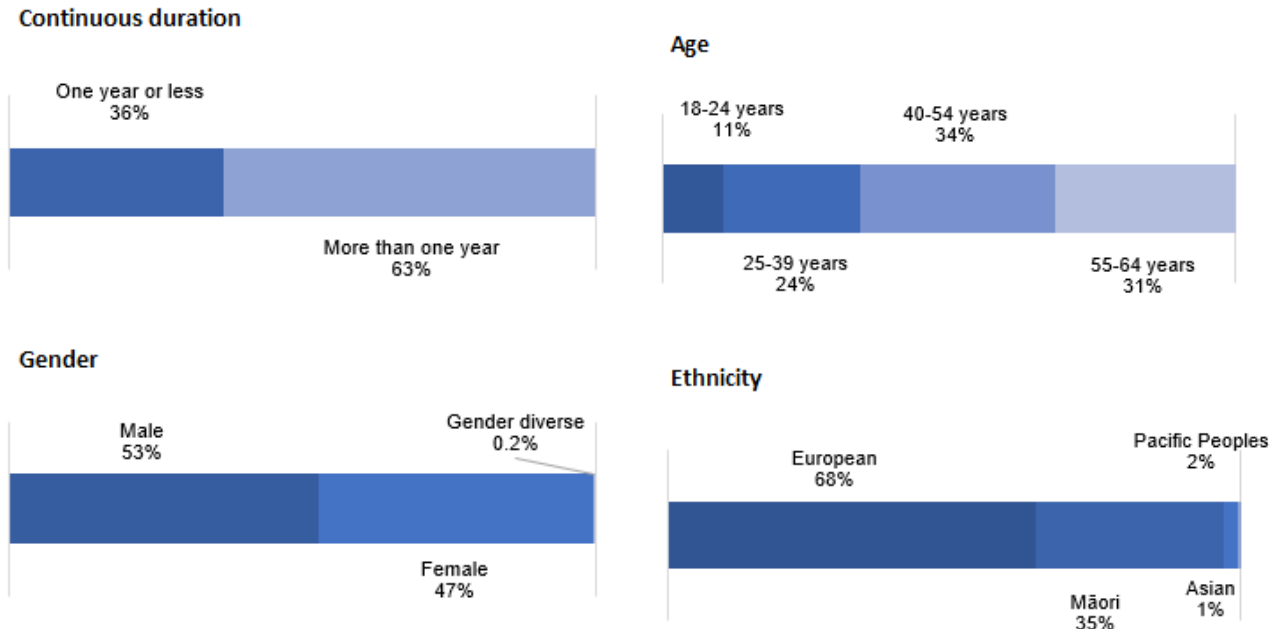
Continuous duration

One year or less
36%

More than one year
63%

Age

18-24 years
11%

40-54 years
34%

25-39 years
24%

55-64 years
31%

Gender

Male
53%

Gender diverse
0.2%

Female
47%

Ethnicity

European
68%

Pacific Peoples
2%

Māori
35%

Asian
1%

Source: Ministry of Social Development Quarterly Benefit Fact Sheet – Territorial Authorities (TA) data tables - December 2023. Characteristics of working-age recipients of Jobseeker Support by Territorial Authority - Thames-Coromandel.

For comparison, across New Zealand 57% of Jobseekers have continuously received Jobseekers Support for more than one year, 56% of recipients are male, 20% are 18-24 years of age, and 49% of those receiving support identify as NZ European by ethnicity.

Our official unemployment rate of 3.4% in the year end March 2023 captures those who are in the labour force but do not have a paid job and are available and actively seeking paid work[11]. From this rate we estimate that at least 300 people in our district are available and actively seeking employment at any one time. These people may or may not be captured in Jobseeker numbers.

Considering all of these figures, we estimate there are around 300-700 residents at any one time that are not working but are seeking employment and are able to take up work opportunities. There are also[12] a few hundred 15–24-year-olds that could be encouraged to become a part of our district's workforce. Various initiatives including the Mayor's Taskforce for Jobs (MTFJ) programme and Te Huarahi are already supporting some of these young people.

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[11] Unemployment rate to March 2023, Infometrics, Thames-Coromandel District Regional Economic Profile
[12] It is unclear whether there are any overlaps in the NEET, Unemployment and Jobseeker figures.

Our employed resident workforce

Our employed resident workforce reflects our population demographics

Based on 2018 Census data, we can see that the ethnic breakdown of our districts' employed workforce is broadly reflective of the ethnic breakdown of our overall population. Almost 90% of our workforce and population identifies as NZ European, with almost 20% identifying as Māori.

Note: percentages add to more than 100% as respondents can identify with more than one ethnicity.

Ethnicity identified – estimated percentage of employed workforce, and percentage of population – Thames-Coromandel District, 2018

Ethnicity	Percentage of the employed workforce	Percentage of population
NZ European	88%	88%
Māori	17%	18%
Pacific Peoples	2%	2%
Asian	4%	3%
Middle Eastern/Latin American/African	0%	0%
Other ethnicity	1%	1%

Source: TCDC calculations, derived from 2018 Census data downloaded Dec 2023 from Statistics New Zealand InfoShare, specifically work and labour force status and ethnic group (grouped total responses), for the census usually resident population count aged 15 years and over 2018 Census (TA). Note these can add to more than 100% as respondents can identify with more than one ethnicity.

When adding age into workforce demographics we can see that:

- Our employed workforce is predominantly NZ Europeans aged 30-64 years (54%).
- Māori aged 30-64 years, make up 10% of our employed workforce.
- Young people, aged 15-29 years, make up roughly 18% of our workforce.
- Older people, aged 65+ years, make up roughly 13% of our workforce.

Age and ethnicity breakdown as percentage of employed workforce – Thames-Coromandel 2018
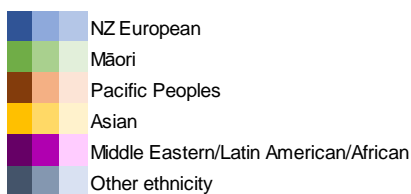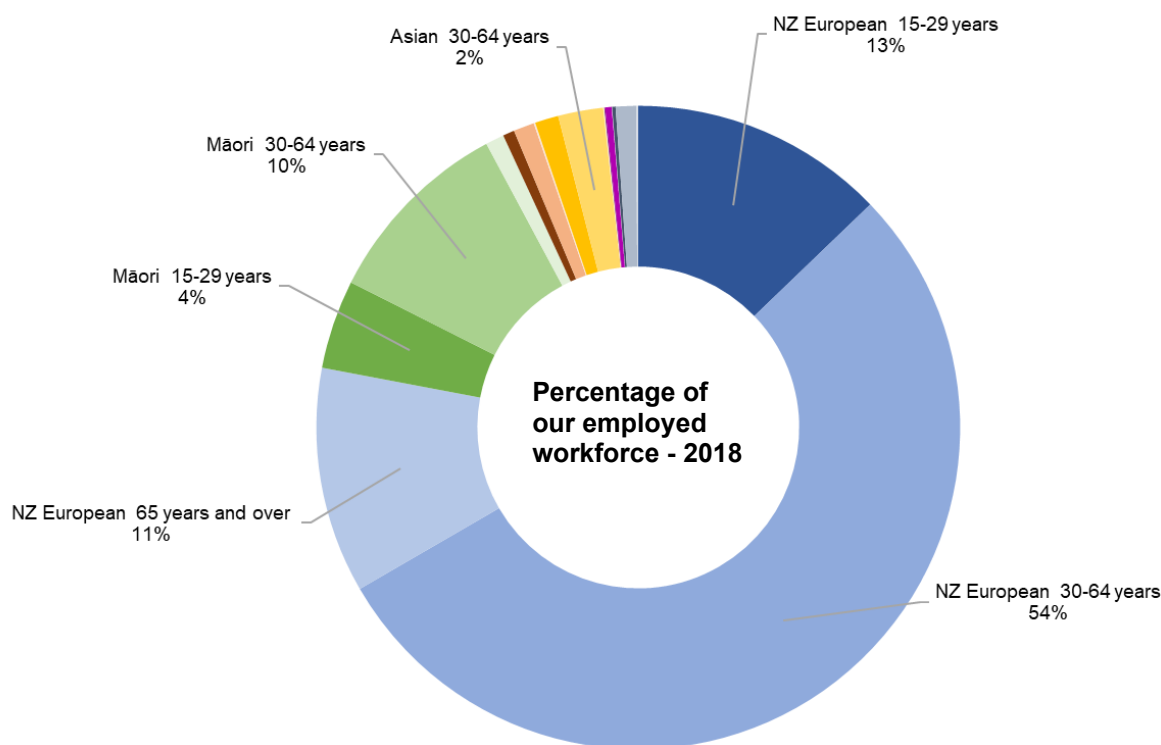
Source: TCDC calculations, derived from 2018 Census data downloaded Dec 2023 from Statistics New Zealand InfoShare, specifically work and labour force status and ethnic group (grouped total responses) by age group and sex, for the census usually resident population count aged 15 years and over 2018 Census (TA).

These breakdowns are reflective of the demographics of our current overall population.

Population characteristics will not always dictate workforce demographics, but population is the key input for workforce, so we need to pay special attention to how our population changes over time and how this translates into a productive, inclusive, and sustainable workforce for our district. We discuss this in more detail in the 'Future State' section of this baseline report.

2023 Census data would provide a more current, accurate view of the demographics of our workforce – age, sex, ethnicity – especially when it comes to part- and full-time employment. However, the sections below continue to provide workforce insights based on what we can draw from at present, using 2018 Census data.

30 percent of our employed residents work part time

Of the roughly 10,400 residents that are employed[13], approximately 70% work full time. The remaining 30% are employed part time. This suggests around 3,120 people work in part time roles.

A greater percentage of our employed residents work part time compared to other parts of the country. While 32% of our resident workforce is employed part time, only 23% of the overall New Zealand workforce, and 23% of the Waikato Region's workforce is employed part time[14].

Percentage of employed resident workforce working full time and part time 2018
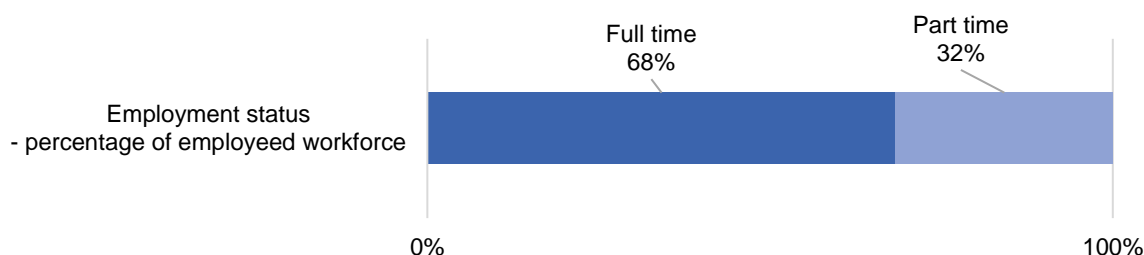
Full time
68%

Part time
32%

Employment status
- percentage of employeed workforce

0%   100%

Source: TCDC calculations, derived from 2018 Census data downloaded Dec 2023 from Statistics New Zealand InfoShare, specifically work and labour force status, for the census usually resident population count aged 15 years and over 2018 Census (TA).

Our part time workforce is 70% female

By sex, our overall resident employed workforce is split 50/50 male and female. However, our part and full time workforce is more nuanced. Males make up a greater proportion of the full time workforce, and females the more significant proportion of the part time work force. This is not dissimilar to broader workforce trends.

Percentage of full time and part time workers by sex, Thames-Coromandel, 2018

Male
60%

Female
40%

Full time
workforce

Male
32%
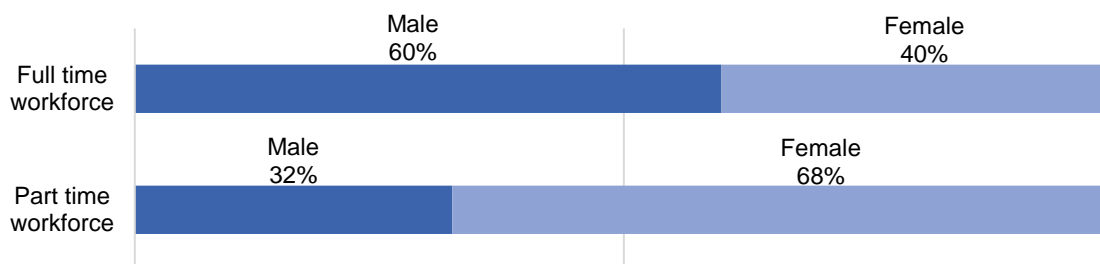
Female
68%

Part time
workforce

Source: TCDC calculations, derived from 2018 Census data downloaded Dec 2023 from Statistics New Zealand InfoShare, specifically work and labour force status and ethnic group (grouped total responses) by age group and sex, for the census usually resident population count aged 15 years and over 2018 Census (TA).

There is also a greater proportion of over 65s in our part time workforce

Our overall resident employed workforce is predominantly (70%) 30-64 year olds, with around 20% being under 30 year olds.

Age is a factor in part time workforce, with a greater proportion of the part time workforce being aged 65 years and over, compared to the full time workforce.

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[13] Infometrics. Estimated employment (place of residence). Thames-Coromandel District, to year end March 2023
[14] TCDC calculations, derived from 2018 Census data downloaded Dec 2023 from Statistics New Zealand InfoShare, work and labour force status, for the census usually resident population count aged 15 years and over 2018 Census.

Percentage of full time and part time workforce status, by age, Thames-Coromandel 2018
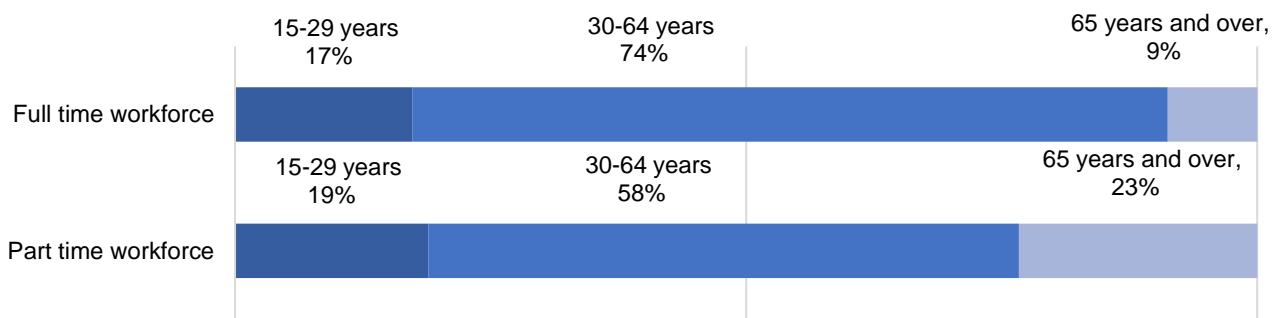
Source: TCDC calculations, dervied from 2018 Census data downloaded Dec 2023 from Statistics New Zealand InfoShare, specifically work and labour force status and ethnic group (grouped total responses) by age group and sex, for the census usually resident population count aged 15 years and over 2018 Census (TA).

Our part-time and full-time workforce is similar ethnically

NZ Europeans appear to make up a slightly higher percentage of the part time workforce than the full-time workforce. This could be linked to age, as we know there are also a higher proportion of those 65 and over in the part time workforce than the full-time workforce.

Percentage of full time and part time workers by ethnicity, Thames-Coromandel 2018
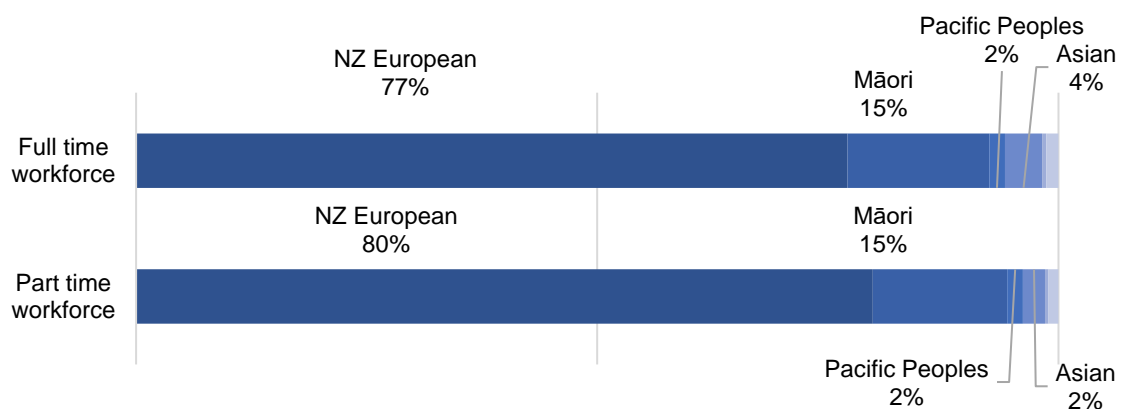

Source: TCDC calculations, derived from 2018 Census data downloaded Dec 2023 from Statistics New Zealand InfoShare, specifically work and labour force status and ethnic group (grouped total responses) by age group and sex, for the census usually resident population count aged 15 years and over 2018 Census (TA).

Seasonal changes in our workforce are difficult to identify

The seasonality story of our district's workforce is difficult to see in national statistics. NEET, employment, and unemployment rates for our district appear to be cyclical rather than seasonal[15]. They reflect broader economic trends at an aggregate workforce level.

It is very possible that specific sectors experience seasonal changes in employment, but data to this level of detail is not readily available at a district level. Key sectors in our district that are likely to experience seasonality impacts include tourism, hospitality, horticulture (kiwifruit), and building construction. These sectors account for around 3,500 (or 25%) of filled jobs in our district.

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[15] Data are also often seasonality adjusted so broader trends can be more easily identified.
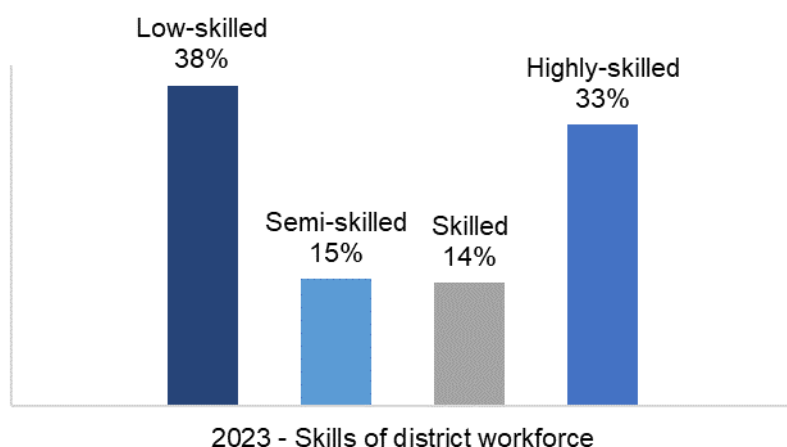
Current state | Skills of our workforce

There are a total of 13,900 filled jobs in our district. This section analyses the skill levels of these jobs.

In our district, employment is the highest in the low-skilled occupation category, with 38% (or 5,300) of total filled jobs in our district classed as low-skilled. 33% (or 4,600) of total filled jobs are classed as highly skilled.

Employment by broad skill level is a function of both the types of jobs available and the skills of our workforce. It is a useful proxy of how skilled our workforce is, but it is also possible that some who are currently employed in lower skilled jobs are capable of filling higher skilled jobs, but currently do not.

Employment by broad skill level – Thames Coromandel District, 2023

Source: Employment by broad skill level, year to March 2023. Infometrics, Thames-Coromandel Regional Economic Profile.
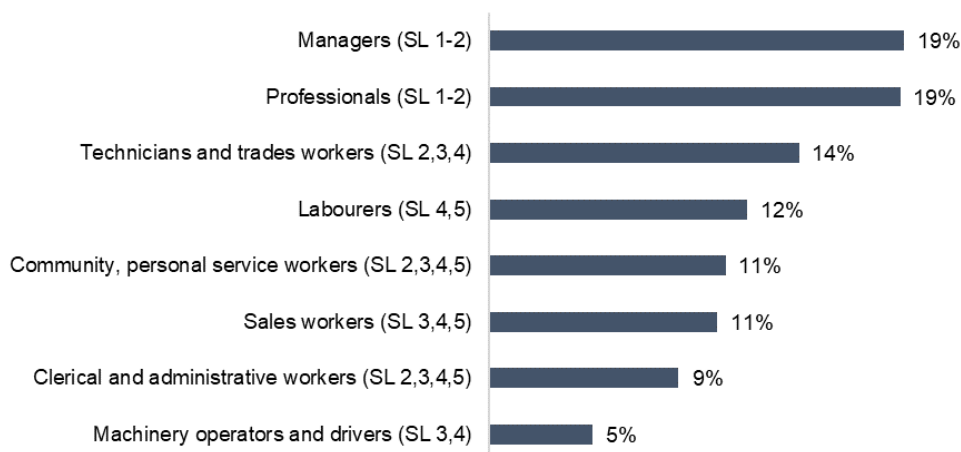
We can also view the skills of our workforce by viewing employment by broad occupation. Broad occupations have an associated skill level based on "the level or amount of formal education and training, the amount of previous experience in a related occupation, and the amount of on-the-job training required to competently perform the set of tasks required for that occupation"[16].

Skill levels range from 1 to 5. One being the highest skill level, requiring a level of skill in line with a bachelor degree or higher qualification, and/or at least 5 years of relevant experience, while 5 is the lowest skill level equivalent to NCEA level 1 and/or a short period of on-the-job training, or in some cases no qualification or training at all.

Around 35-40% of those employed in our district are employed in highly skilled occupations, working as managers - specialist managers, chief executives, general managers, legislators, and farm managers – and professionals covering business, design, engineering, science, health, education, legal, welfare, ICT and arts and media.

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[16] ANZSCO - Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1. Accessed here. See 'the concept of skill level'.

Employment by broad occupation – Thames Coromandel District, 2023

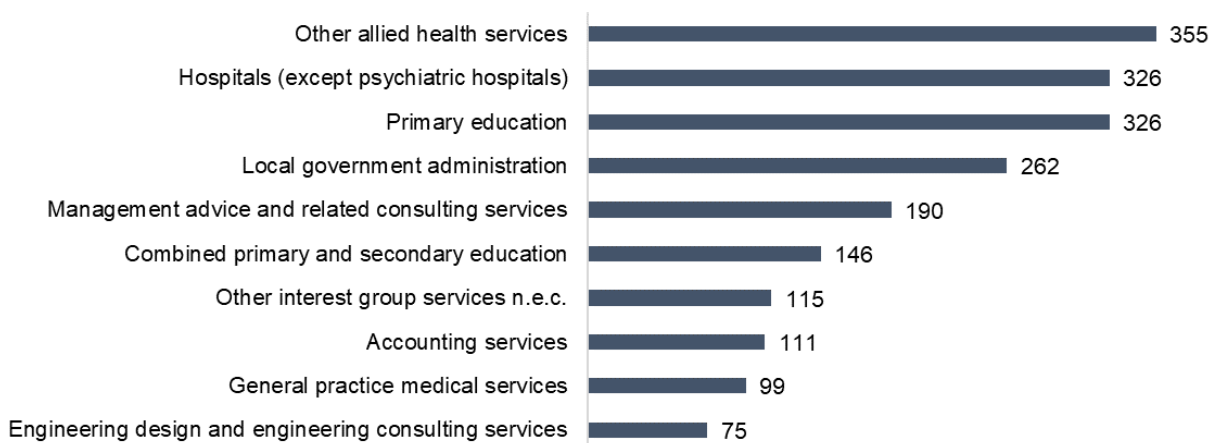| Occupation	Percentage
Managers (SL 1-2)	19%
Professionals (SL 1-2)	19%
Technicians and trades workers (SL 2,3,4)	14%
Labourers (SL 4,5)	12%
Community, personal service workers (SL 2,3,4,5)	11%
Sales workers (SL 3,4,5)	11%
Clerical and administrative workers (SL 2,3,4,5)	9%
Machinery operators and drivers (SL 3,4)	5%

Source: Employment by broad occupation, year to March 2023. Infometrics, Thames-Coromandel Regional Economic Profile.

The number of those employed in highly skilled occupations, is also reflective of the number of those employed in knowledge intensive industries – "those in which the generation and utilisation of knowledge play the predominant part in the creation of economic activity"[17].

Around 22%, or 3,000 of filled jobs in our district are employed in knowledge intensive industries. These link to some of our key employers across health (like the Thames hospital), education, local government, consulting services, and engineering design and consulting services.

Employment in largest knowledge intensive industries – Thames Coromandel District, 2023

Industry	Employment
Other allied health services	355
Hospitals (except psychiatric hospitals)	326
Primary education	326
Local government administration	262
Management advice and related consulting services	190
Combined primary and secondary education	146
Other interest group services n.e.c.	115
Accounting services	111
General practice medical services	99
Engineering design and engineering consulting services	75

Source: Filled jobs in knowledge intensive industries, year to March 2023. Infometrics, Thames-Coromandel Regional Economic Profile.

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[17] Infometrics definition of knowledge intensive industries

540 apprentices and 440 trainees are developing their skills working in our district

Apprentices and trainees[18] form an important part of our workforce. As of 2022, 540 people were employed in our district and undertaking an apprenticeship (up from 425 in 2018). Around 130 new apprentices have been registered to undertake an apprenticeship each year over the past three years. These enrolment numbers are almost double pre-covid numbers. We suspect central government policy has been a contributing factor to this uptake in apprenticeships.

Registered Apprentices – Thames Coromandel District and Waikato, 2018-2022

Area	2018	2019	2020	2021	2022
Thames-Coromandel	**425**	**400**	**450**	**530**	**540**
Waikato	5,165	5,530	6,300	7,725	7,925

Source: Apprentices by location of employment, 2018-2022. EducationCounts, Participation in industry training, sheet ITP.13. Accessed here.

We are unable to view what field of study these apprenticeships are being completed in, at a district level. However, in the broader Waikato region, we can see that 41% of 2022 apprenticeships were in Architecture and Building, followed by 32% in Engineering and Related Technologies, and 12% in Agriculture, Environmental and Related Studies[19].

There are a further 440 trainees (non-apprentice industry training learners), in our districts workforce (as of 2022). These trainee numbers appear to have dropped from pre-covid levels, but it is possible that learners of this type are instead completing apprentices or other more formally recognised qualifications. Around 140 new trainees started this form of training in the district each year, over the past three years.

In total there are around 980 trainees and apprentices working and upskilling through these learnings. This is around 7% of our employed workforce. It is also 7% of the total number of trainees and apprentices in the wider Waikato region.

Registered Trainees – Thames Coromandel District and Waikato, 2018-2022

Area	2018	2019	2020	2021	2022
Thames-Coromandel	**475**	**480**	**420**	**440**	**440**
Waikato	7,305	6,985	6,760	6,585	7,125

Source: Trainees by location of employment, 2018-2022. EducationCounts, Participation in industry training, sheet ITP.4. Accessed here.

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[18] Trainees are defined as non-apprentice industry training learners. They are industry training learners whose programme does not meet the New Zealand Apprenticeship level and credit criteria. Trainee counts exclude apprentices, who are defined as Modern Apprentices, New Zealand Apprentices and trainees whose programme meets or exceeds the NZ Apprenticeships level and credit criteria.

[19] Apprentices by organisation, field of study and location of employment in 2022. EducationCounts, Participation in industry training, sheet ITP.13. Accessed here.

Current state | Industry location of our workforce

There are 13,900 filled jobs in our district. This section analyses the industries these jobs are in.

Construction and retail trade employ the largest proportion of our district's workforce

In 2023, the construction and retail trade industries employed the largest proportion of our district's workforce (each accounting for 14% of filled jobs). 12% of filled jobs in our district are within the health care and social assistance sectors, with a further 10% of employment being in the accommodation and food services sectors.

District employment – filled jobs – by industry – Thames Coromandel District, 2023
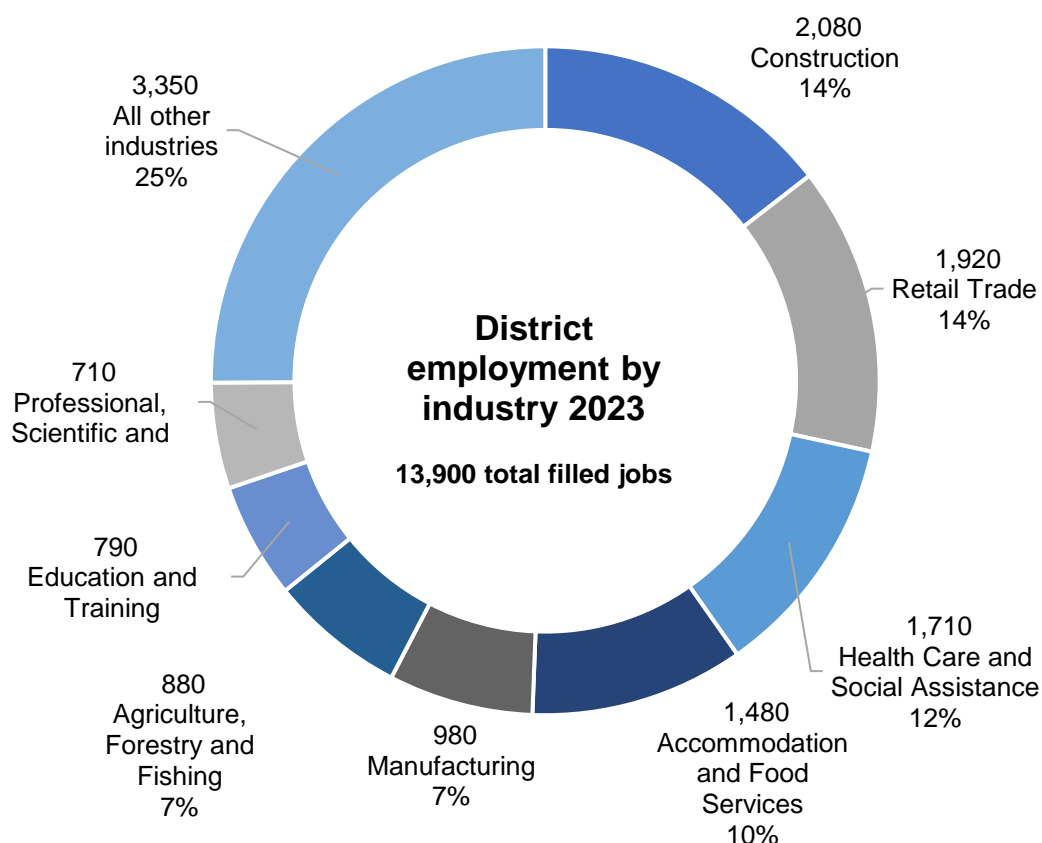
Source: Employment by ANZSIC 1-digit Industries, and 54 Industries, Thames-Coromandel District, 2023, sourced from Infometrics.

The industries that are our largest employers also tend to be the industries that contribute the most to our districts Gross Domestic Product (GDP).

The exception to this is the Rental, Hiring and Real Estate Services sector. 20% of all business units in the district are in this sector[20]. Rental, Hiring, and Real Estate Service businesses employ

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[20] 981, of a total of 4,902. Number of business units by ANZSIC 1-digit industry 2023, Infometrics Thames-Coromandel District Regional Profile

only 3% of our total workforce (457 filled jobs), but generate a large amount of economic activity in our district, accounting for 11% of our districts GDP in 2023.

Similarly, the Owner-Occupied Property Operation industry accounts for 8.8% of our GDP, but is not a direct employer. This means around 20% of our total economic activity provides very low employment potential, especially relative to the activity these sectors generate.

Tourism is not classified here in this industry breakdown, as it is a sector comprised of part of various industries. However, we know that there are around 2,000 people employed in the Tourism sector[21], approximately 15% of filled jobs in the district.

Below we provide a further breakdown of the filled jobs in our largest employing industries.

Over half of our construction filled jobs are in construction services, like electrical and plumbing; less than 10% are in heavy and civil construction

- 54% of filled jobs in the construction industry are in construction services, working across 483 business units. 30% of these businesses are electricians and plumbers.

- 37% jobs are in the building construction sector, across 381 businesses, almost these filled jobs are in the house and other residential construction sub-industries.

- 9% of our construction industry is employed in the heavy and civil construction engineering across 18 business units. 30% of filled jobs are focused on road and bridge construction, and the remaining on other heavy and civil works such as pipelines, railways, dams, harbour or river works.

- In terms of location, the Thames and Mercury Bay wards each employ around 35% of the construction workforce in our district, with 20% of the construction workforce in Whangamatā.[22]

Construction – employment (filled jobs) breakdown by sub-industry 2023
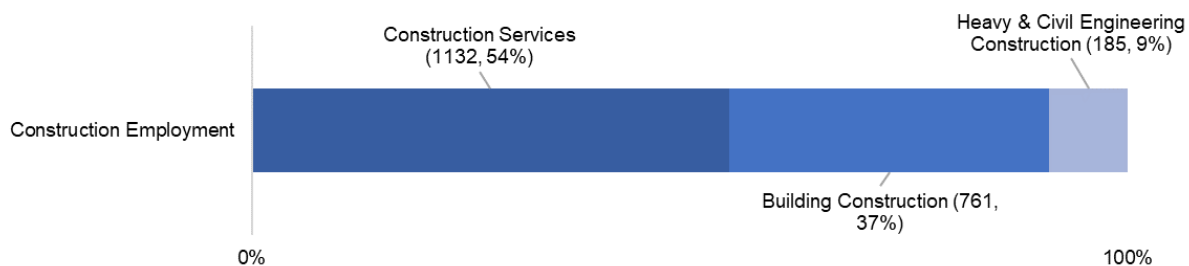
Construction Services (1132, 54%) — Building Construction (761, 37%) — Heavy & Civil Engineering Construction (185, 9%)

Source: Employment by ANZSIC 1-digit Industries, and 54 Industries, Thames-Coromandel District, 2023, downloaded from Infometrics. Also TCDC Calculations derived from 2023, Infometrics industry profiler data for sub-industries of construction services, building construction, and heavy and civil engineering.

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[21] The sector comprises parts of various industries including accommodation and food services, retail, arts and recreation services and transport. 2,103 jobs filled in tourism to year end March 2022. The sector also generates around 9% of the districts GDP, $144 million in 2022. Infometrics regional economic profile, Thames-Coromandel District.
[22] Sourced from Infometrics Regional Economic Profile small areas (type: community board), focus on an industry (construction) 2023.

Over half of our retail trade filled jobs are in store-based retailing like hardware and clothing stores; less than 10% are in motor vehicle parts and retailing

- 54% of the filled jobs in the retail trade industry are in retailing like hardware, clothing, department, gift, home goods, pharmaceutical, and sporting stores, across 222 business units. 25%, or around 270 filled jobs in this sub-industry are in hardware and building supplies retailing.

- 37% of filled jobs are in the supermarket and grocery sector, across 72 businesses in grocery, liquor, fruit and vegetables, meat and fish, and specialised food stores. 80%, or 580, of these jobs are filled across 33 supermarket and grocery stores.

- 9% of our retail trade industry are filled jobs in motor vehicle and motor vehicle parts and fuel retailing, across 33 business units. Around 70 filled jobs are in car retailing, with a further 70 in fuel retailing as part of this motor vehicle sub-industry.

- Around 40% of the retail trade filled jobs in our district are located in the Thames ward.[23]

Retail trade – employment breakdown by sub-industry 2023
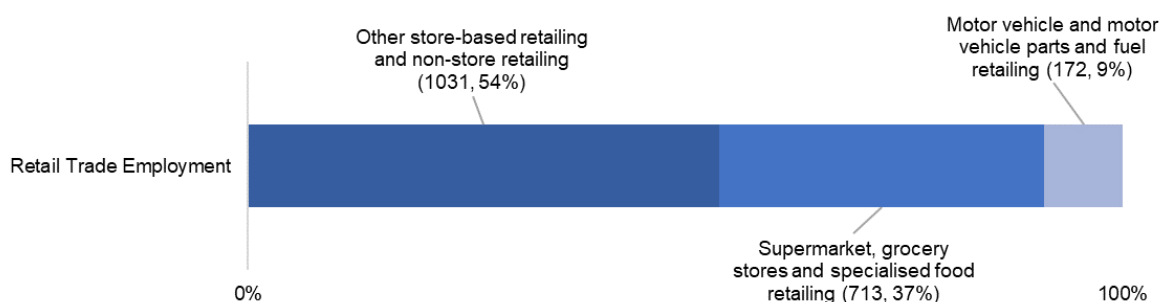
Source: Employment by ANZSIC 1-digit Industries, and 54 Industries, Thames-Coromandel District, 2023, downloaded from Infometrics. Also TCDC Calculations derived from 2023, Infometrics industry profiler data for sub-industries of Retail Trade – Other store-based retailing and non-store retailing, Supermarket, grocery stores and specialised food retailing, and Motor vehicle and motor vehicle parts and fuel retailing.

Almost half of our accommodation and food services filled jobs are in cafes and restaurants; a quarter are in accommodation

- 43% of filled jobs in accommodation and food services are jobs in cafes and restaurants. This is around 635 people, working across 150 café and restaurant business units.

- 26% of filled jobs are in the accommodation sub-industry, where 87 business units operate.

- 31% of filled jobs are in the remaining sub-industries of takeaway food services, pubs, taverns and bars, and clubs, and catering services, across 78 business units.

- Around 45% of the accommodation and food services workforce in our district is employed in the Mercury Bay ward.[24]

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[23] Sourced from Infometrics Regional Economic Profile small areas (type: community board), focus on an industry (retail trade) 2023.

[24] Sourced from Infometrics Regional Economic Profile small areas (type: community board), focus on an industry (accommodation and food services) 2023.

Accommodation and food services – employment breakdown by sub-industry 2023
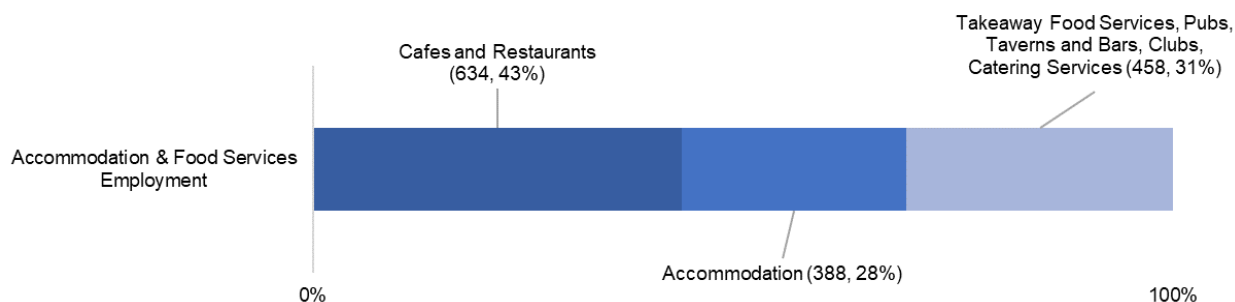
Source: Employment by ANZSIC 1-digit Industries, and 54 Industries, Thames-Coromandel District, 2023, downloaded from Infometrics. Also TCDC Calculations derived from 2023, Infometrics industry profiler data for sub-industries of accommodation and food services.

Deep dive | Attempts to quantify our roading workforce

Industries and occupations that contribute to our roading workforce play a significant part in recovery and resilience in our district. As roading is such a critical piece of current and future investment in our district we include this section, which looks more deeply at the local workforce for our roading sector.

There is no single statistical industry nor occupational code which can define our roading sector. However, we can provide a statistical picture of those employed in occupations that are required for roading projects.

Waka Kotahi notes roading works require a range of professional services, such as surveyors, planners, designers, engineers, and project managers, as well as traffic management crew, managers, quality assurance managers, and other labourers to carry out physical works[25].
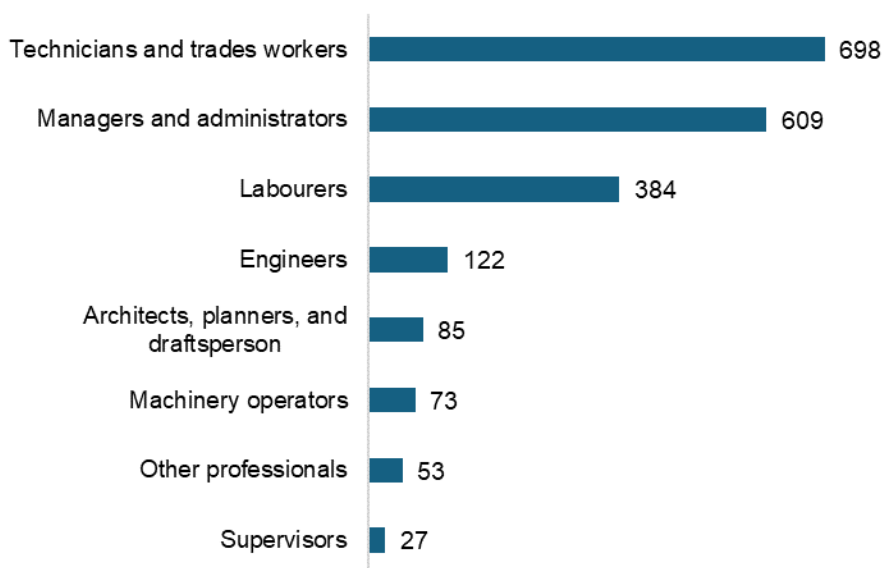
The Infrastructure Commission/Te Waihanga has developed a model to project workforce demand for occupations based on infrastructure and construction project information received by the Commission. This modelling notes occupations required for roading projects. These occupations tend to range from high skilled occupations such engineers, technicians, planners, and consultants, to labourers, digger operators, and surveying assistants[26].

We have provided a view of our existing employment by occupation in line with Te Waihanga classifications of the occupations that contribute to roading projects. This provides an indication of the workforce which could support roading projects, but it is not our roading workforce. Some of those employed in these occupations will be employed in industries not linked to our roading workforce. Information from key infrastructure entities active in the District may further clarify this.

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[25] Waka Kotahi Estimated FTE Requirements: Rebuild, provided in confidence to Thames-Coromandel District Council 2023. Also notes the rebuild will require skills suitable to undertake the likes of: seawall construction and maintenance, earthworks, drainage/general civil construction, traffic management and one crew set for supply services such as logistics, warehouse skills etc.

[26] More available on ANZSCO skill levels here: Conceptual Basis of ANZSCO

Employment in roading-related workforce by occupation, Thames Coromandel District, 2023

| Occupation	Count
Technicians and trades workers	698
Managers and administrators	609
Labourers	384
Engineers	122
Architects, planners, and draftsperson	85
Machinery operators	73
Other professionals	53
Supervisors	27

Source: TCDC calculations, taking Infrastructure Commission/Te Waihanga roading project workforce breakdown, number of workers by occupation (from their explored project workforce demand model), and use the occupation list to drawn relevant occupation numbers from Employment by 6-digit occupation ANZSCO sourced from Infometrics, Regional Economic Profile for Thames-Coromandel District 2023.

Another view is to look at employment in the industry which most closely supports roading activities – the Heavy and Civil Engineering industry. As of March 2023, 185 jobs were filled in our district in the industry. The number employed in the industry grew by 60 jobs between 2022 and 2023, and this could be fairly attributed to the increase in roading and other storm recovery works.

Around 150 people, or roughly 80% of this workforce is based in Thames. Around 20 jobs are based in Coromandel-Colville. Job growth for the industry over the past couple of years was also concentrated in Thames[27].

Filled jobs Heavy and Civil Engineering Construction, Thames-Coromandel, 2018-2023

Year	Filled jobs
2018	119
2019	120
2020	128
2021	134
2022	125
2023	185
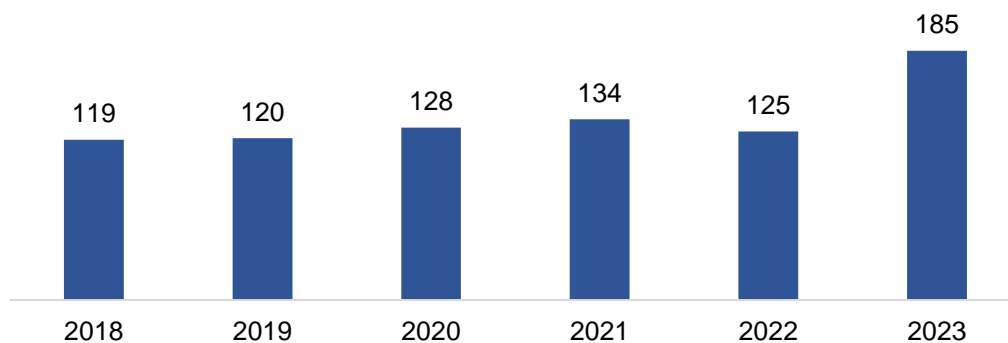
Source: Infometrics, Regional Economic Profile for Thames-Coromandel District 2023. Employment by industry – Heavy and civil engineering construction (to year end March for year 2018-2023).

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[27] Infometrics, regional economic profile, Thames-Coromandel District, 2023, focus on an industry – heavy and civil engineering construction, employment by small area.

Roading-related workforce occupations

Occupation type	Occupation classifications
Technicians and trades workers	Airconditioning and Mechanical Services Plumber; Airconditioning and Refrigeration Mechanic; Bricklayer; Cabler (Data and Telecommunications); Carpenter; Carpenter and Joiner; Civil Engineering Technician; Drainer; Electrical Engineering Technician; Electrician (General); Electrician (Special Class); Fire Protection Plumber; Floor Finisher; Glazier; Joiner; Lift Mechanic; Mechanical Engineering Technician; Painting Trades Worker; Plasterer (Wall and Ceiling); Plumber (General); Renderer (Solid Plaster); Roof Tiler; Surveying or Spatial Science Technician; Telecommunications Technical Officer or Technologist; Tree Worker; Wall and Floor Tiler; Welder
Managers and administrators	Chief Executive or Managing Director**; Construction Project Manager; Project Builder; Contract Administrator; Program or Project Administrator; Engineering Manager; Environmental Manager; Fleet Manager; Procurement Manager; Quality Assurance Manager
Labourers	Builder's Labourer; Building Insulation Installer; Concreter; Construction Rigger; Crane Chaser; Drainage, Sewerage and Stormwater Labourer; Earthmoving Labourer; Labourers nec; Lagger; Paving and Surfacing Labourer; Plumber's Assistant; Road Traffic Controller; Scaffolder; Steel Fixer; Structural; Steel Erector; Surveyor's Assistant
Engineers	Civil Engineer; Electrical Engineer; Engineering Professionals nec; Engineering Technologist; Environmental Engineer; Geotechnical Engineer; Mechanical Engineer; Quantity Surveyor; Structural Engineer; Telecommunications Engineer; Telecommunications Network Engineer; Transport Engineer
Architects, planners, and draftsperson	Architect; Architectural Draftsperson; Civil Engineering Draftsperson; Electrical Engineering Draftsperson; Landscape Architect; Mechanical Engineering Draftsperson; Surveyor; Telecommunications Network Planner; Urban and Regional Planner
Machinery operators	Backhoe Operator; Bulldozer Operator; Concrete Pump Operator; Crane, Hoist or Lift Operator; Earthmoving Plant Operator (General); Excavator Operator; Grader Operator; Loader Operator; Mobile Plant Operators nec; Paving Plant Operator; Road Roller Operator
Other professionals	Building Inspector; Construction Estimator; Environmental; Consultant; Land Economist; Occupational Health and Safety Adviser; Plumbing Inspector; Safety Inspector; Valuer
Supervisors	Building Associate

** CEs and Managing Directors are analysis of those employed in the roading-related workforce by occupation, as they skew the data – we know that not all 247 CEs and Managing directors across the district are part of the roading workforce.

Current state | Location of our workforce

There are 13,900 filled jobs in our district. This section analyses where these jobs are located in the district.

Right: **Ward map of Thames Coromandel District**

Jobs are predominantly based in Whitianga and Thames

Whitianga and Thames are our largest population and business centres. As expected, these wards are also where the largest proportion of our filled jobs are.

The Thames ward provides a significant number of jobs, proportionately more so than its population and business base, of around 35% of the district population, and 30% of the businesses in the district. Around 45% of all jobs filled in the district are based in the Thames ward.

Filled jobs by ward – Thames-Coromandel, 2023

	Coromandel-Colville	Mercury Bay/Whitianga	Thames	Tairua-Pauanui	Whangamatā
Jobs	**1,190**	**3,950**	**6,180**	**690**	**1,870**
Major employing industries, in order of highest number of jobs	Fishing & aquaculture (200 jobs) Accommodation & food services (145) Other services Education & training Health care & social assistance	Accommodation & food services (640 jobs) Construction services (470) Other store-based retailing & non-store retailing Building construction Supermarket, grocery stores & specialised food retailing	Health care & social assistance (1,300 jobs) Other store-based retailing & non-store retailing (450) Professional, scientific & technical services Construction services Accommodation & food services	Accommodation & food services (155 jobs) Construction services (50) Professional, scientific & technical services Education & training Health care & social assistance	Accommodation & food services (260 jobs) Building construction (230) Other store-based retailing & non-store retailing Construction services Professional, scientific & technical services

Source: Infometrics regional economic profile, Thames-Coromandel District, 2023. Filled jobs, ward areas to year end March 2023.

It appears workforce mobility across the district is very low

Almost 97% of working residents in our district work within their ward of residence. Workplace proximity to home appears to matter to our residents.

Those seeking employment could move around our district to take up a job, but it's more likely that our current residents look for workplaces close to where they already live. This has implications for workforce development at place, housing availability, community integration, energy consumption, and general living mobility.

Approximate percentage of total district workforce - working from home and commuting

Works from home	Commutes to work based in their ward	Commutes to work based in other wards	Commutes to work outside the district
30%	67%	2%	1%

Source: TCDC Calculations derived from 2018 Census main means of travel data, SA2 level. Downloaded from StatsNZ datafinder.

Working from home is a strong feature of our workforce make up, with 30% of our total workforce in 2018 working from home. It is possible this number is higher now, given the uptake in remote and flexible working arrangements in the past 3-5 years.

The percentage of our workforce working from home aligns with self-employment levels across our district. 29.6% of the workforce in our district are self-employed workers, equating to around 4,120 filled jobs[28]. This rate of self-employment is much higher than in New Zealand overall, where 15.9% of workers are self-employed, and in the Waikato Region where 17% of workers are self-employed.

Those working from home could be a combination of those who are self-employed and others who have the ability or requirement to work from home built into their job.

Of those who commute to work, a very small number of residents commute to other, adjacent wards. There is no data showing commutes from the Eastern Southern parts of our district (Whangamatā) to the Northwest (Coromandel-Colville) and vice versa. Based on these numbers, acceptable commute times appear to be no more than 45 minutes – 1 hour.

Around 1% of our resident workers commute to work outside the district (100 people, in 2018). These are residents from Thames and Whangamatā. Conversely, over four times this number of people (around 420 total, in 2018) live outside our district but commute to work in Thames, with a small number commuting from outside the district to Whangamatā.

In 2018, 5% of our total district workforce was out-of-district commuters. Around 15% of the workforce in the Thames ward alone, was out-of-district commuters[29].

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[28] Self-employment filled jobs March 2023. Infometrics, regional economic profile Thames-Coromandel District.
[29] TCDC Calculations of commuter flows derived from 2018 Census main means of travel data, SA2 level. Downloaded from StatsNZ datafinder.

Future state | Demographics, education and thinking future state

This section provides an overview of likely characteristics of our future workforce. We conclude that **our workforce is likely to shrink if we don't intervene.**

Our population growth is driven by older migrants and is projected to slow

For the past decade our population has grown at an average of 590 people per year, for a net gain of around 6,400 people. This has been driven by domestic migration, with those from outside the district coming to reside in the Thames-Coromandel.

Those who move to our region tend to be older. We attract a noticeable proportion of the over 50s who migrate within New Zealand. The 65 years and older age group has also been the fastest growing age group in our district over the past two decades[30].

Natural growth has been consistently negative, in other words deaths are greater than births in our district. This is in part because older demographics continue to move to our district.

International migration to our district has been on the decline in the past couple of years, but prior to this it was a reasonable contributor to our population growth. It appears that when the pandemic struck many people previously living overseas decided to make the move to the Thames-Coromandel.

Post-Covid, New Zealand has experienced record levels of net migration, and this is anticipated to continue[31]. Strong inward migration like this provides opportunities to attract new residents and workforce participants to our district.

Net population growth, Thames-Coromandel, 2013-2023
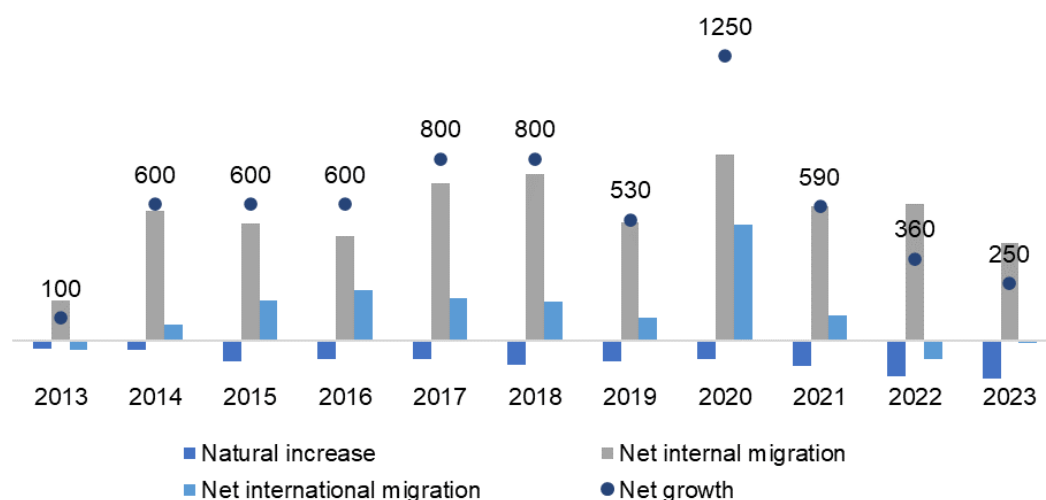
Source: Infometrics, Regional Economic Profile, Thames Coromandel District, Population Source of Growth 2013-2023.

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[30] Infometrics, Thames-Coromandel District population projections – August 2023 (Report for TCDC).
[31] See Infometrics 2024 - Migration boosts spending and confidence around nzs growth outlook

Population projections by Infometrics project that over the next decade (to 2034):

- Our district population will grow by a net 1,700 people (about a third of actual net growth over the past decade).
- Growth will be driven by those aged 65 and over (with an additional 3,200 residents in this age range in 2034 than what there are today).
- Growth is projected to be strongest in Whitianga, Matarangi, and Whangamatā.
- Our Māori, Asian and Pacific population is expected to rise as a share of the population, with 26% of the population in 2043 projected to identify as Māori, 8% as Asian and 4% as Pacific. This represents a 63% increase in the Māori population, and more than doubling of the Asian and Pacific population.

These projections estimate that our population will continue to age and grow in the 65+ year age range, while all other age groups slowly decline. This has serious implications for sustaining and growing a workforce which is of traditional working age (15-64 years).

It also means that key workforce sectors that support our older population such health, housing, and facilities are likely to be under additional pressure over the next decade.

These are only projections. We do have the ability to influence these estimates in practice.

It must also be noted that these population projections assume that labour shortfalls (which are themselves estimated) will result in inward migration. The ability to attract people to our district to fill labour shortfalls is not a given. Housing and other related constraints can influence the true number, and also the demographics of those we are able to attract to our district to grow our population, and workforce as a result.

The pipeline of young people in our workforce is likely to decline while becoming more ethnically diverse; over 65s, and NEETs need consideration

Exiting the workforce – from within our district

Retirement flows can act as a proxy for the number of people exiting our district workforce.

We know that some of our 65+ year old population continue to work beyond the 'retirement' age (when they become eligible to receive Government Superannuation). We estimate around 10-13%, or 1,000 – 1,400 people in our currently employed workforce are aged 65 and over. This suggests that around 85% of all 65+ year olds in our district don't work (or at least don't work in our district), where 15% do.

It is likely that this demographic continues to work throughout their 60s with small numbers working into their 70s and 80s. Unfortunately, we don't have the granularity of data to see at what point people begin to fully retire. We also don't know whether this trend of some over 65-year-olds continuing to work (mostly part time) will hold into the future.

What we do know is that over the next 20 years those currently 45 years and over will start to reach the currently defined retirement age. This will be coupled with migration projections which add to this older population age range.

Through these static and project snapshots we can see that factoring our older population into our workforce development considerations is critical. Our population of over 65-year-olds is estimated to grow, while our working age population is estimated to fall.
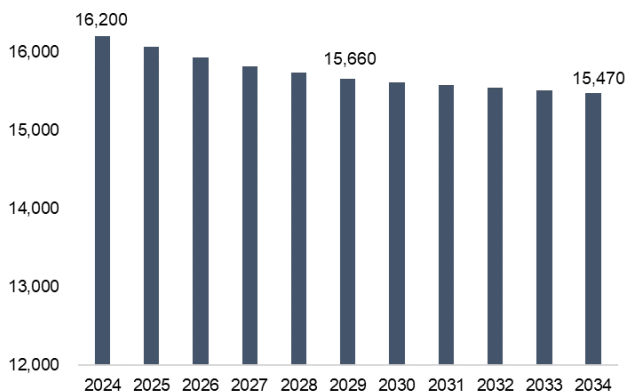
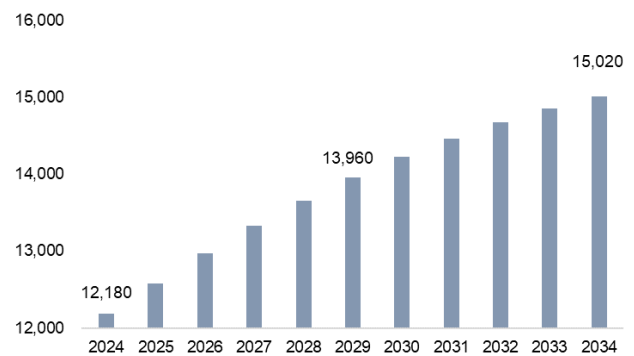## Current population by age breakdown 45-90+ years - Thames-Coromandel, 2023
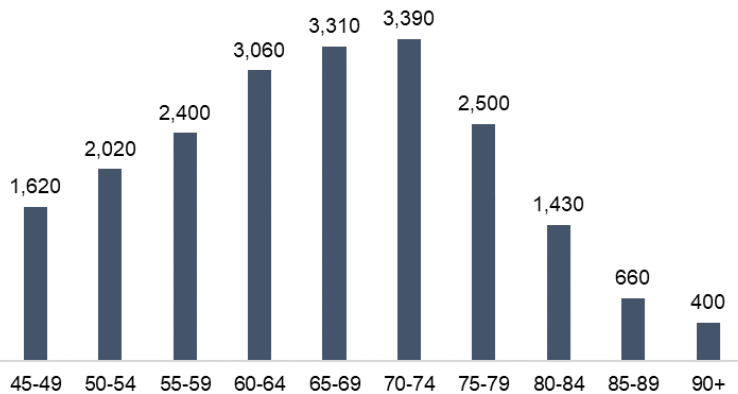
Source: Infometrics, Regional Economic Profile, Thames Coromandel District, Population (estimated) to year end March 2023, by age.

Working age, 19–64-year-old, population vs over 65-year-old population, 2024 – 2034 estimates

19–64-year-olds

65+ year olds

Source: Infometrics, Thames Coromandel District population projections dated August 2023 – medium scenario.

Joining the workforce – from within our district

Obvious pipelines for our workforce are our school leavers and tertiary students, especially if we can support them to stay in our district or attract them here in the first place.

Around 1,200 students are enrolled in secondary schools across the district (years 9-13). On average, each year over the past decade, 260 of our district's students have left the secondary schooling system. These students finish up secondary school with varying qualifications and at varying ages, typically between the ages of 16 and 19.

The Ministry of Education projects student roll numbers will decrease nationwide, reflective of New Zealand's aging population and declining birth rate. It's fair to assume that our school rolls, and our pipeline of young people leaving school will also decline too. What we can do is best equip our young people to be fit for further education, training, or employment. Understanding them better is the first step.

Over the past 10 years 34% of school leavers were Māori, 73% were European/Pākehā, 3% were Pacific, 3% were Asian[32]. We know that in the future a greater proportion of our young people will be of Māori, Asian, and Pacific ethnicity.

Of the almost 3,000 total school leavers in our district over the past 10 years:

- 13% left with no NCEA qualification
- 11% left with a Level 1 qualification
- 34% left with a Level 2 qualification
- 12% left with a Level 3 or above qualification
- 30% left with University Entrance

We can see across different ethnicities that Māori and Pacific youth leave school with disproportionately lower attainment rates for higher level qualifications.

School Leaver Qualification: Highest Attainment, by ethnicity - Thames-Coromandel, 2012-2022
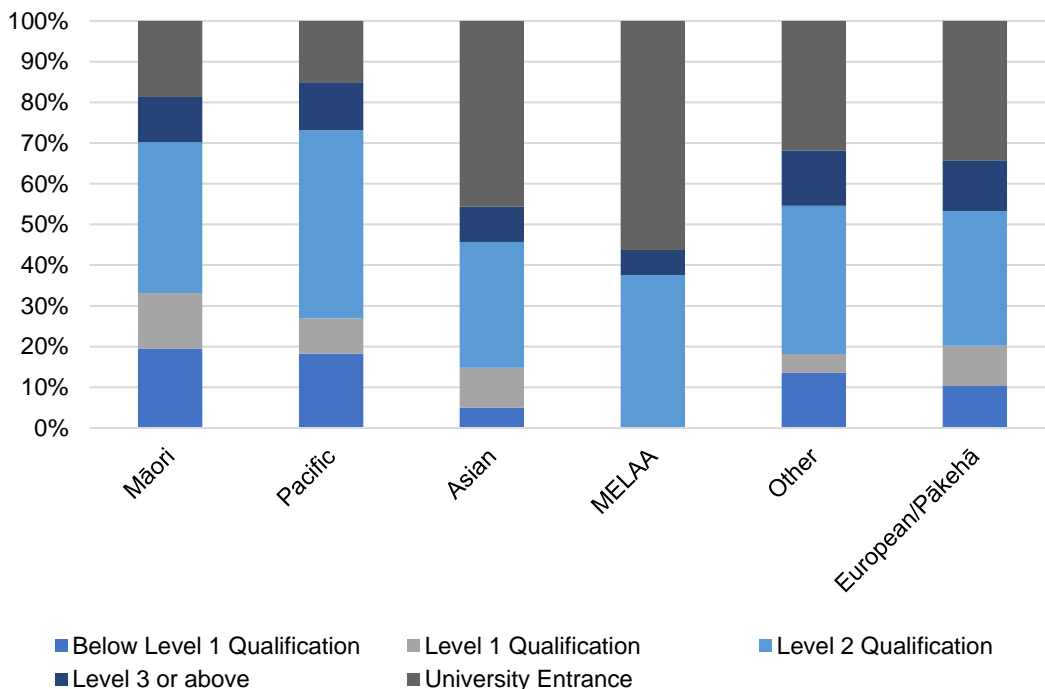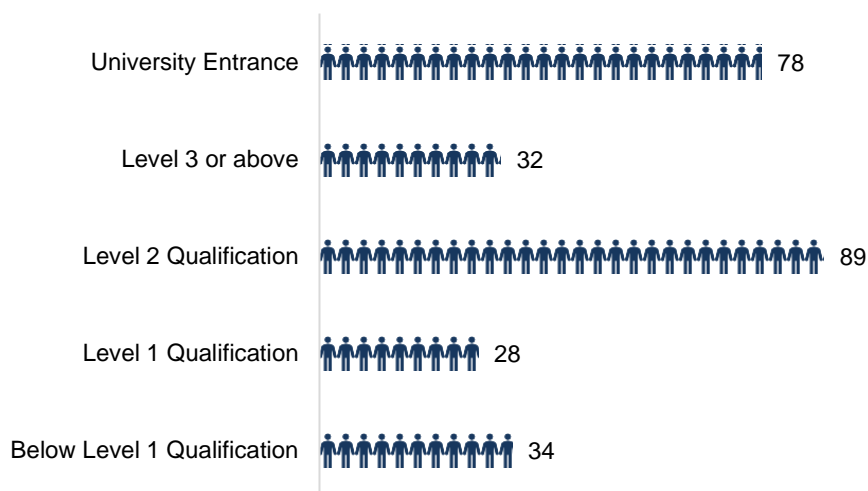

Source: EducationCounts, School Leavers Attainment, Thames Coromandel District. Accessed here. See Pivot Tables: School Leavers (2012-2022). MELAA – Middle Eastern/Latin American/African.

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[32] These percentages add to more than 100% as leavers can identify with more than one ethnic group

To translate this into what this might mean in future, if these school leaver and attainment rates continue each year, that of the 260 or so students that leave school; 34 leave without any qualification, 149 have a level 1-3 or above qualification, and 78 are set to go to university if they wish.

School Leaver numbers Highest Attainment – example of average year breakdown

Source: TCDC Calculations based on EducationCounts school leaver and attainment rate data 2012-2022.

This shows that in an average year 30-50 students leave school without any qualification or with simply a Level 1 qualification. As students leave school, it is desirable that they become employed and/or enrolled in further education or training, but we know this is harder without underlying qualifications or structured support to connect them with local opportunities.

Students that leave with qualifications beyond Level 1 have a higher potential to pursue further study, but this doesn't always translate into them doing so. In fact, it looks like over half of our students don't pursue further education or training, at least not immediately after leaving school.
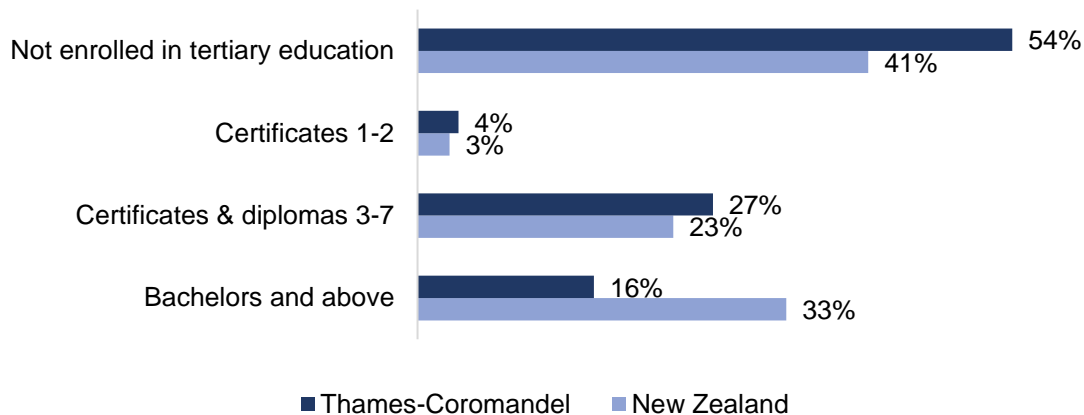
In 2020, 270 students left school in our district. In the following year under half of these students were enrolled in further public, tertiary education, or industry training[33]. 10 students were enrolled to complete level 1-2 certificates, 72 to complete level 3-7 certificates and diplomas, and 43 to complete bachelor's degree.

Over half, 145 students, were not enrolled in tertiary education. This rate is much higher than the New Zealand total (at least for this particular cohort). Some of these students may have gone straight into the workforce, some to private training establishments, while others we would classify as NEETs.

Knowing Covid-19 had a large impact on the education system and enrolments, these figures may have been impacted by Covid-19. However, we outline them here as insights to consider in workforce development planning, and as important statistics to observe into the future.

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[33] Industry training excludes those Private Training Establishments (PTEs) which neither received tuition subsidies/targeted training funding nor were approved for student loans or allowances.

School leavers in their first year after leaving, by qualification – Thames-Coromandel compared to New Zealand total, 2021

Source: EducationCounts, School Leavers Attainment, Thames Coromandel District. Accessed here. See Time Series Data: School Leaver Destination (2021), sheet '8 qual level by TA.' These students left school in 2020.

Ideally, those who leave school and undertake tertiary education would have every opportunity to not only gain skills and experiences but to also apply and grow these learned skills within our district if they wish to. Students may wish to undertake studies elsewhere for varying reasons, but the ability to undertake further education close to home is important – for students who wish to remain close to home and more broadly for workforce attraction and retention.

Most tertiary education and training provided in the Thames-Coromandel is provided by Industry Training Organisations (ITOs). Each year around 300 learners in our district are studying with an ITO, able to complete training on the job. A further 200 or so learners of all ages are studying with private training organisations, polytechnics, and wānanga.

Students in tertiary training by provider type - Thames-Coromandel

Tertiary Provider	2019	2020	2021	2022
Industry Training Organisation	295	287	328	344
Private Training Establishment	90	93	106	93
Polytechnic	30	11	60	4
Wānanga	20	21	17	15
Total Students	**435**	**412**	**511**	**456**

Source: MBIE regional economic activity web tool (accessed here). Tertiary provision (number of students – EFTS, Equivalent full-time students, and STMs, Standard training measure), by all provider sub-sectors in Thames-Coromandel, years end December. Underlying data source as Tertiary Education Commission.

From these numbers we estimate around 300-400 learners in our district are completing qualifications in our district each year. Practical tertiary training is a clear avenue for targeted, localised workforce development initiatives in our district.

There is no university provision in our district. Around 15% of our school leavers (43 students each year), head to university, outside of our district. We could consider what opportunities exist for them in the district for them to bring their skills and experiences to, and what barriers exist for them to move back to the area post-studies.

Other sources of workforce flows

We don't have data on these factors, but the number of those joining and exiting our workforce are also influenced by:

- Migration flows
  - Domestic and international migration – as people move to and leave the district.
  - Young people entering and leaving the district – to seek education, training, or employment opportunities.
- Parental leave patterns and decisions
  - Deciding to enter and exit the workforce as you have children.
- Health and financial situations
  - Personal and generalised economic, health, and family circumstances.
- General workforce trends and values
  - Such as requiring flexible working arrangements, or valuing being able to work in areas you care about.

It's important to consider all these factors when looking at workforce development.