



Nursing ACE Comprehensive Statistical Analysis Report Mid-Year 2015

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Overall mid-year 2015 intake statistics

Statistics within this report relate to the total number of employed applicants (employed from both the initial match and subsequently from the talent pool).

The total number employed **337** relates to the number of applicants that have accepted an offer and have since begun work within the NETP or NESP programmes. It excludes those applicants that were initially matched within the ACE system but who subsequently declined their offer or failed their State Final and were unable to accept their offers as a result.

The ACE Nursing Mid-Year 2015 intake attracted **713** applications between 15th April and 12th of May 2015. Of these applications, **662** were complete by the time of the application close date. During the 8 weeks before the electronic match was conducted on the 6th of July, **21** candidates withdrew their applications for various reasons and subsequently **641** applications were included in the electronic match. For the purposes of this statistics report, the total of **641** applications will be used as the benchmark for all subsequent statistics in this report.

279 positions were submitted by the 20 DHB's nationwide to be included in the match. **246** candidates were matched electronically on the 10th of July and a further **22** candidates were manually matched from the early talent pool on the 17th of July which was open only to employers who were short of their quotas. **268** candidates were sent offers of employment on the 22nd of July of these, **2** candidates declined their offers and therefore **266** candidates accepted their offers. **71** candidates were subsequently employed from the national talent pool bringing the total employed from the mid-year 2015 intake to **337**.

373 applicants were not matched to a position and were placed into the national talent pool which went live on the 23rd of July 2015. Subsequently **71** candidates were hired from the national talent pool between the 23rd of July and October 31st 2015. **12** candidates withdrew their applications from the talent pool during the same period.

At the time that the mid-year 2015 intake closed, **337** candidates in total were hired from the initial match, the early talent pool and the subsequent national talent pool combined and there were **290** applicants who remain on the national talent pool who were not employed.

Total Applications Submitted to ACE	
Total number of applications	713
Total number of completed applications prior to the match	662
Total number of completed applications included in the match	641

Total Applications Matched & Employed	
Total number positions submitted to ACE by employers	279
Total number applicants matched electronically	246
Total number of applicants matched manually via early talent pool	22
Total number matched (electronic match + early talent pool)	268
Total number who declined their offer	2
Total number of applicants who accepted offer	266
Total number subsequently employed from the national talent pool	71
Total number employed (electronic match + early talent pool + national talent pool + declined)	337

Total Talent Pool Applications	
Total number applicants neither matched electronically or via the early talent pool	373
Total number subsequently employed from national talent pool	71
Total number applicants withdrew from national talent pool (reasons vary)	12
Total number applicants remaining on national talent pool	290

Overall Mid-Year 2015 Intake Percentages

- **53%** of the Mid-Year 2015 applicants have successfully been employed within New Zealand
- **45%** of the Mid-Year 2015 applicants remain on the national talent pool
- **2%** of the Mid-Year 2015 applicants have either withdrawn their application, failed state or declined their offers and no longer seek employment in the mid-year 2015 intake

DHB Preference Statistics

- **79%** of successful applicants were employed into their 1st choice DHB
- **12%** of successful applicants were employed into their 2nd choice DHB
- **5%** of successful applicants were employed into their 3rd choice DHB
- **4%** of successful applicants were employed into DHBs they have not originally ranked as a preference

Spread of successful applicants

Based on the **337** successfully employed applicants from both the initial match and the early and subsequent national talent pools

	Number Employed 1st Preference	Number Employed 2nd Preference	Number Employed 3rd Preference	Number Employed Not Originally Ranked by the DHB	Total Employed by DHB	Percentage Successful Obtaining 1st Choice DHB	Percentage Successful Obtaining 2nd Choice DHB	Percentage Successful Obtaining 3rd Choice DHB
Auckland	50	14	4	0	68	74%	21%	6%
Bay of Plenty	0	0	0	4	4	0%	0%	0%
Canterbury	71	2	2	2	77	92%	3%	3%
Capital & Coast	16	1	1	0	18	89%	6%	6%
Counties Manukau	38	7	4	6	56	68%	14%	7%
Hawkes Bay	11	1	0	0	12	92%	8%	0%
Hutt Valley	5	1	0	0	6	83%	17%	0%
Mid Central	7	0	0	0	7	100%	0%	0%
Nelson/Marlborough	0	0	0	2	2	0%	0%	0%
Northland	16	0	0	0	16	100%	0%	0%
South Canterbury	3	0	0	0	3	100%	0%	0%
Waikato	27	1	1	0	29	93%	3%	3%
Waitemata	22	12	5	0	39	56%	31%	13%
Total	267	39	17	14	337	79%	12%	5%

Percentage of applicants matched to first preferred employer

Based on the **268** total applicants who were matched electronically, including the early talent pool and the applicants who declined their offers

	Number Matched to 1st DHB Preference	Number Matched to 2nd DHB Preference	Number Matched to 3rd DHB Preference	Total Matched to DHB	% Successfully Matched to 1st DHB Preference
Auckland	40	7	2	49	82%
Canterbury	68	2	2	72	94%
Capital Coast	13	1	1	15	87%
Counties Manukau	36	6	2	44	82%
Hawkes Bay	9	0	0	9	100%
Hutt Valley	2	1	0	3	67%
Mid Central	4	0	0	4	100%
Northland	12	0	0	12	100%
South Canterbury	3	0	0	3	100%
Waikato	18	1	2	21	86%
Waitemata	20	11	5	36	56%
Total	225	29	14	268	84%

Breakdown of position numbers

Number of positions initially identified compared to the number of applicants filled by employers

	No of Vacancies Initially Submitted to ACE	Total Positions Filled	# Positions Filled Over the # Vacancies Initially Identified	% Positions Filled Over # of Vacancies Initially Identified
Auckland	51	68	17	133%
Bay of Plenty	0	4	4	-
Canterbury	72	77	5	107%
Capital & Coast	15	18	3	120%
Counties Manukau	50	56	6	110%
Hawkes Bay	9	12	3	133%
Hutt Valley	3	6	3	200%
Mid Central	4	7	3	175%
Nelson/Marlborough	0	2	2	-
Northland	12	16	4	133%
South Canterbury	3	3	0	100%
Waikato	21	29	8	138%
Waitemata	39	39	0	100%
Total	279	337	58	121%

Please note that Bay of Plenty DHB and Nelson/Marlborough DHB did not participate in the mid-year 2015 intake but did hire four and two positions respectively from the national talent pool

Please refer to appendix 1 for graph information

Ratio of positions to applicants' first choice of employer

First Choice DHB	Preference 1	Total Number of Vacancies Filled	Ratio of Positions to Applicants First Choice of Employer
Auckland	118	68	0.58
Bay of Plenty	0	4	0.00
Canterbury	122	77	0.63
Capital Coast	50	18	0.36
Counties Manukau	95	56	0.59
Hawkes Bay	39	12	0.31
Hutt Valley	9	6	0.67
Lakes	12	0	0.00
Mid Central	31	7	0.23
Nelson/Marlborough	0	2	0.00
Northland	31	16	0.52
South Canterbury	7	3	0.43
Waikato	81	29	0.36
Waitemata	67	39	0.58
Total	662	337	0.51

The 'Preference 1' stats include all applications that were completed prior to the electronic match. Please note that Bay of Plenty DHB and Nelson/Marlborough DHB did not participate in the mid-year 2015 intake but did hire four and two positions respectively from the national talent pool.

Relative size of the graduate intake by DHB

	No of Positions Available	Registered Nurse FTE (at 31 st December 2015)	Ratio of Graduate Positions to Registered Nurse FTE
Auckland	51	2800.4	0.018
Bay of Plenty	0	896.1	0.00
Canterbury	72	2765.8	0.026
Capital Coast	15	1629.5	0.009
Counties Manukau	50	2053.1	0.024
Hawkes Bay	9	681.1	0.013
Hutt Valley	3	585.3	0.005
Mid Central	4	831.9	0.005
Northland	12	800.2	0.015
South Canterbury	3	239.5	0.013
Waikato	21	1959.1	0.011
Waitemata	39	2051.9	0.019
Total	279		

Breakdown of employment results

Applicant DHB ranking preferences

Based on the **662** applicants submitted prior to the match

	Preference 1	Preference 2	Preference 3	Total
Auckland	118	136	54	308
Canterbury	122	20	10	152
Capital Coast	50	24	19	93
Counties Manukau	95	80	83	258
Hawkes Bay	39	13	14	66
Hutt Valley	9	39	12	60
Lakes	12	21	10	43
Mid Central	31	9	19	59
Northland	31	4	5	40
South Canterbury	7	23	8	38
Waikato	81	34	34	149
Waitemata	67	87	102	256
Total	662	490	370	1522

The 'Preference 1' stats include all applications that were completed prior to the electronic match. Please note that a few applicants did change their DHB preference orders prior to the match however these changes are not reflected in these tables. These tables show only the preference rankings initially submitted by candidates up to the closing date for submissions

Please refer to appendix 2 for graph information

Tertiary Institute Statistics

Vacancies influence graduates' success in obtaining a position by tertiary institute

Based on applications of the **337** employed from both the Initial Match and Subsequent Talent Pools

Tertiary Institute	No. of Initial Applications	No. of Completed Applications Sent to Employers	Total No. Successful (match & talent pools)	% Successful	# Vacancies in Associated Employers	Employer Region	Ratio of Applicants in DHBs Linked to the Tertiary Institute
Auckland University of Technology	107	98	68	64%	90	Auckland + Waitemata	0.84
Christchurch Polytechnic Institute of Technology	111	108	73	66%	72	Canterbury + West Coast	0.65
Eastern Institute of Technology	49	47	17	35%	9	Hawkes Bay + Tairāwhiti	0.18
Manukau Institute of Technology	118	115	55	47%	50	Counties Manukau	0.42
Massey University (Albany)	2	2	0	0%	90	Auckland + Waitemata	45.00
Massey University (Manawatu)	4	4	3	75%	4	Mid Central	1.00
Massey University (Wellington)	10	7	3	30%	18	Capital Coast + Hutt Valley	1.80
Nelson Marlborough Institute of Technology	4	4	3	75%	0	Nelson/ Marlborough	0.00
NorthTec	36	34	17	47%	12	Northland	0.33
Otago Polytechnic	9	8	2	22%	3	Southern Invercargill + South Canterbury	0.33
Southern Institute of Technology	13	10	3	23%	3	Southern Invercargill + South Canterbury	0.23
Unitec Institute of Technology	35	33	19	54%	90	Auckland + Waitemata	2.57
Universal College of Learning	48	42	11	23%	4	Mid Central	0.08
University of Auckland	19	18	8	42%	140	Auckland + Counties Manukau + Waitemata	7.37
Waiariki Institute of Technology	23	19	5	22%	0	BOP + Lakes	0.00
Waikato Institute of Technology	83	77	32	39%	21	Waikato	0.25
Western Institute of Technology at Taranaki	1	1	0	0%	0	Taranaki	0.00
Whitireia NZ	36	35	18	50%	18	Capital Coast + Hutt Valley + Wairarapa	0.50
Total	708	662	337	48%	624		

Please refer Appendix 3 for graph information

Number of employed applicants per tertiary institute and region

Successful applications by region

Tertiary Institute	Total Matched per Institute	Total Employed per Institute	Employer Location			# Applicants Employed in their DHB Region	% Applicants Employed in their DHB Region	% of Applicants Employed Nationally	# Applicants per Institute
Auckland Region									
AUT	57	68	Auckland	Waitemata	Counties	66	97%	69.39%	98
MIT	47	55	Auckland	Waitemata	Counties	58	104%	48.70%	115
Massey Albany	0	0	Auckland	Waitemata	Counties	0	-	0.00%	2
Unitec	11	19	Auckland	Waitemata	Counties	19	100%	57.58%	33
University of Auckland	7	8	Auckland	Waitemata	Counties	9	113%	44.44%	18
Other Regions									
CPIT	69	73	Canterbury	South Canterbury	West Coast	70	96%	67.59%	108
EIT	12	17	Hawkes Bay	Tairāwhiti		12	71%	36.17%	47
Massey Manawatu	1	3	Mid Central			2	67%	75.00%	4
Massey Wellington	1	3	Capital Coast	Hutt Valley		2	67%	42.86%	7
NMIT	2	3	Nelson Marlborough			1	33%	75.00%	4
NorthTec	13	17	Northland			16	94%	50.00%	34
Otago Polytechnic	1	2	Southern	South Canterbury		4	200%	25.00%	8
SIT	2	3	Southern	South Canterbury		3	100%	30.00%	10
UCOL	9	11	Mid Central	Whanganui	Wairarapa	6	55%	26.19%	42
Waiariki Institute	2	5	Lakes	Bay of Plenty		4	80%	26.32%	19
Waikato Institute	20	32	Waikato			24	75%	41.56%	77
WITT	0	0	Taranaki			0	-	0.00%	1
Whitireia NZ	12	18	Capital Coast	Hutt Valley		16	89%	51.43%	35
Total	266	337				312	92%	51.06%	662

Breakdown of applicants from local and non-local tertiary institutes

Number of applicants from local and non-local education institutes who identified each DHB as their most preferred employer

Employer	Local Tertiary Providers	# Applicants from Local Tertiary Institutes who Identified their DHB as 1st Preference	% Applicants from Local Tertiary Institutes who Identified their DHB as 1st Preference
Auckland	Auckland University of Technology, Unitec Institute of Technology, University of Auckland, Massey University Albany	89	29
Canterbury	Christchurch Polytechnic Institute of Technology	102	20
Capital Coast	Massey University Wellington, Whitireia New Zealand	33	17
Counties Manukau	Manukau Institute of Technology, University of Auckland	84	11
Hawkes Bay	Eastern Institute of Technology	34	5
Hutt Valley	Whitireia New Zealand, Massey University Wellington	5	4
Lakes	Waiariki Institute of Technology	9	3
Mid Central	Massey University Palmerston North, Universal College of Learning	27	4
Northland	NorthTec	29	2
South Canterbury	Otago Polytechnic, Southern Institute of Technology	4	3
Waikato	Waikato Institute of Technology	67	14
Waitemata	Auckland University of Technology, Unitec Institute of Technology, University of Auckland, Massey University Albany	51	16

Percent of matched applicants per transition to practice placement location or region

Transition to Practice Placement Region	No. of Matched Applicants who did their TTP in that DHB	No. of Positions	% of Applicants Matched to a Job in their TTP Location
Auckland	31	51	61%
Canterbury	65	72	90%
Capital Coast	7	15	47%
Counties Manukau	34	50	68%
Hawkes Bay	7	9	78%
Hutt Valley	0	3	0%
Mid Central	4	4	100%
Northland	11	12	92%
South Canterbury	1	3	33%
Waikato	16	21	76%
Waitemata	11	39	28%
Total	187	279	67%

DHB's preference for graduates from local education institutes that also did transition to practice within their DHB location

DHB Location	No. of Successful Candidates that did their TTP and went to a Tertiary Institute in that Region	Compared to Total Number Employed	% of Successful Candidates that did their TTP and Studied at a Tertiary Institute in that Region
Auckland	31	68	46%
Bay of Plenty	0	4	0%
Canterbury	65	77	84%
Capital Coast	6	18	33%
Counties	34	56	61%
Hawkes Bay	7	12	58%
Hutt Valley	0	6	0%
Mid Central	4	7	57%
Nelson Marlborough	0	2	0%
Northland	11	16	69%
South Canterbury	1	3	33%
Waikato	15	29	52%
Waitemata	11	39	28%
Total	185	337	55%

Please note that Bay of Plenty DHB and Nelson/Marlborough DHB did not participate in the mid-year 2015 intake but did hire four and two positions respectively from the national talent pool

Clinical Practice Setting Statistics

Preferred clinical practice settings of new graduates

Based on the **337** candidates who were successfully employed by DHB's. Two applicants subsequently declined their offers or failed state and were never allocated to a practice setting and therefore they could not be included in these statistics.

Clinical Practice Setting (CPS)	1st Choice	2nd Choice	3rd Choice	Total	% of all Applicants who Chose CPS as 1st Preference	% of all Applicants who Chose CPS as a Setting	Total Number of Applicants Successful in Gaining a Position	% Successful in Gaining a Position
Aged Residential Care	9	16	30	55	1.36%	8.31%	11	20.00%
Assessment, Treatment & Rehabilitation	27	32	35	94	4.08%	14.20%	23	24.47%
Cardiac Care includes Coronary Care Units and Cardiothoracic	18	29	26	73	2.72%	11.03%	4	5.48%
District Nursing	8	21	27	56	1.21%	8.46%	1	1.79%
Emergency & Trauma	42	27	30	99	6.34%	14.95%	6	6.06%
Health of Older People within the DHB	15	27	41	83	2.27%	12.54%	5	6.02%
Intensive Care and High Dependency	9	11	18	38	1.36%	5.74%	8	21.05%
Medical	114	156	107	377	17.22%	56.95%	55	14.59%
Mental Health and Addictions	57	17	32	106	8.61%	16.01%	31	29.25%
Neonatal	12	14	7	33	1.81%	4.98%	1	3.03%
Oncology	17	11	21	49	2.57%	7.40%	4	8.16%
Paediatrics/ Child Health/ Youth Health	46	49	36	131	6.95%	19.79%	27	20.61%
Perioperative Care (Theatre)	61	29	35	125	9.21%	18.88%	17	13.60%
Primary Health Care including Practice Nursing, Iwi Providers, School Nursing and Hospice	68	44	72	184	10.27%	27.79%	23	13.04%
Public Health Nursing	4	22	21	47	0.60%	7.10%	0	0.00%
Surgery	155	144	88	387	23.41%	58.46%	66	17.05%
Other							55	
Total	662	649	626				337	

Applicants' preference for Aged Residential Care (ARC) as preferred practice setting by tertiary institute

Tertiary Provider	Total Applicants per Tertiary Provider	Number who Ranked ARC as 1st, 2nd or 3rd Preference			Total Number of ARC Applicants per Tertiary Provider	Total Percentage ARC Applicants per Tertiary Provider
Auckland University of Technology	98	0	2	2	4	4.08%
Christchurch Polytechnic Institute of Technology	108	0	1	2	3	2.78%
Eastern Institute of Technology	47	2	3	2	7	14.89%
Manukau Institute of Technology	115	1	5	11	17	14.78%
Massey University Albany	2	0	0	0	0	0.00%
Massey University Manawatu	4	0	0	0	0	0.00%
Massey University Wellington	7	0	0	1	1	14.29%
Nelson Marlborough Institute of Technology	4	0	0	0	0	0.00%
NorthTec	34	0	0	2	2	5.88%
Otago Polytechnic	8	0	0	0	0	0.00%
Southern Institute of Technology	10	0	0	1	1	10.00%
Unitec Institute of Technology	33	1	1	2	4	12.12%
Universal College of Learning	42	1	0	0	1	2.38%
University of Auckland	18	0	0	1	1	5.56%
Waiariki Institute of Technology	19	0	0	0	0	0.00%
Waikato Institute of Technology	77	1	3	6	10	12.99%
Western Institute of Technology Taranaki	1	0	0	0	0	0.00%
Whitireia New Zealand	35	3	1	0	4	11.43%
Total	662	9	16	30	55	8.31%

Please refer appendix 4 for graph information

Applicants' preference for Mental Health & Addictions (MH&A) as preferred practice setting by tertiary institute

Tertiary Provider	Total Applicants per Tertiary Provider	Number who Ranked MH&A as 1st, 2nd or 3rd Preference			Total Number of ARC Applicants per Tertiary Provider	Total Percentage MH&A Applicants per Tertiary Provider
Auckland University of Technology	98	5	2	1	8	8.16%
Christchurch Polytechnic Institute of Technology	108	4	1	6	11	10.19%
Eastern Institute of Technology	47	3	0	1	4	8.51%
Manukau Institute of Technology	115	20	5	5	30	26.09%
Massey University Albany	2	0	0	0	0	0.00%
Massey University Manawatu	4	0	0	0	0	0.00%
Massey University Wellington	7	1	0	0	1	14.29%
Nelson Marlborough Institute of Technology	4	0	0	1	1	25.00%
NorthTec	34	3	2	2	7	20.59%
Otago Polytechnic	8	0	0	0	0	0.00%
Southern Institute of Technology	10	0	0	3	3	30.00%
Unitec Institute of Technology	33	3	1	2	6	18.18%
Universal College of Learning	42	3	0	3	6	14.29%
University of Auckland	18	1	0	0	1	5.56%
Waiariki Institute of Technology	19	0	1	1	2	10.53%
Waikato Institute of Technology	77	10	3	3	16	20.78%
Western Institute of Technology Taranaki	1	0	0	0	0	0.00%
Whitireia New Zealand	35	4	2	4	10	28.57%
Total	662	57	17	32	106	16.01%

Please refer appendix 5 for graph information

Applicants' preference for Primary Health Care as preferred practice setting by tertiary institute

Tertiary Provider	Total Applicants per Tertiary Provider	Number who Ranked Primary Health Care as 1st, 2nd or 3rd Preference			Total Number of ARC Applicants per Tertiary Provider	Total Percentage PHC Applicants per Tertiary Provider
Auckland University of Technology	98	9	2	9	20	20.41%
Christchurch Polytechnic Institute of Technology	108	10	8	5	23	21.30%
Eastern Institute of Technology	47	7	7	6	20	42.55%
Manukau Institute of Technology	115	9	9	16	34	29.57%
Massey University Albany	2	2	0	0	2	100.00%
Massey University Manawatu	4	0	0	0	0	0.00%
Massey University Wellington	7	2	0	3	5	71.43%
Nelson Marlborough Institute of Technology	4	1	0	0	1	25.00%
NorthTec	34	6	1	8	15	44.12%
Otago Polytechnic	8	0	1	1	2	25.00%
Southern Institute of Technology	10	2	2	0	4	40.00%
Unitec Institute of Technology	33	4	2	7	13	39.39%
Universal College of Learning	42	5	3	4	12	28.57%
University of Auckland	18	1	3	0	4	22.22%
Waiariki Institute of Technology	19	2	2	2	6	31.58%
Waikato Institute of Technology	77	4	3	7	14	18.18%
Western Institute of Technology Taranaki	1	0	0	0	0	0.00%
Whitireia New Zealand	35	4	1	4	9	25.71%
Total	662	68	44	72	184	27.79%

Please refer appendix 6 for graph information

Percent of successful applicants for each practice setting who listed as their first choice practice setting preference

	% of Successful Applicants Matched to their 1st Practice Setting Preference	Number Matched to their 1st Practice Setting Preference	Total Number Applicants Who Chose their Practice Setting as 1st Preference	Total Number Matched to this Practice Setting
Aged Residential Care	9.1%	1	9	11
Assessment, Treatment & Rehabilitation	30.4%	7	27	23
Cardiac Care includes Coronary Care Units and Cardiothoracic	25.0%	1	18	4
District Nursing	0.0%	0	8	1
Emergency & Trauma	83.3%	5	42	6
Health of Older People within the DHB	0.0%	0	15	5
Intensive Care and High Dependency	50.0%	4	9	8
Medical	50.9%	28	114	55
Mental Health and Addictions	67.7%	21	57	31
Neonatal	100.0%	1	12	1
Oncology	50.0%	2	17	4
Paediatrics/ Child Health/ Youth Health	70.4%	19	46	27
Perioperative Care (Theatre)	70.6%	12	61	17
Primary Health Care including Practice Nursing, Iwi Providers, School Nursing and Hospice	12.5%	3	68	23
Public Health Nursing	0.0%	0	4	0
Surgery	59.1%	39	155	66
Other	0.0%	0	0	55
Total	42.3%	143	662	337

Percent of successful applicants for each practice setting who listed as their second choice practice setting preference

	% of Successful Applicants Matched to their 2nd Practice Setting Preference	Number Matched to their 2nd Practice Setting Preference	Total Number Applicants Who Chose their Practice Setting as 2nd Preference	Total Number Matched to this Practice Setting
Aged Residential Care	0.0%	0	16	11
Assessment, Treatment & Rehabilitation	26.1%	6	32	23
Cardiac Care includes Coronary Care Units and Cardiothoracic	0.0%	0	29	4
District Nursing	0.0%	0	21	1
Emergency & Trauma	0.0%	0	27	6
Health of Older People within the DHB	0.0%	0	27	5
Intensive Care and High Dependency	0.0%	0	11	8
Medical	20.0%	11	156	55
Mental Health and Addictions	6.5%	2	17	31
Neonatal	0.0%	0	14	1
Oncology	0.0%	0	11	4
Paediatrics/ Child Health/ Youth Health	22.2%	6	49	27
Perioperative Care (Theatre)	5.9%	1	29	17
Primary Health Care including Practice Nursing, Iwi Providers, School Nursing and Hospice	4.2%	1	44	23
Public Health Nursing	0.0%	0	22	0
Surgery	10.6%	7	144	66
Other	1.8%	1	1	55
Total	10.4%	35	650	337

Chance of obtaining a position based on graduates' preferred practice setting

This does not include 'subsequent positions' filled from the Talent Pool

	Total Number of Applicants who choose Practice Setting as a Preference	Total Number Employed in a Position in that Practice Setting	Chance of Obtaining a Position in that Practice Setting
Aged Residential Care	55	1	1.8%
Assessment, Treatment & Rehabilitation	94	21	22.3%
Cardiac Care includes Coronary Care Units and Cardiothoracic	73	2	2.7%
District Nursing	56	0	0.0%
Emergency & Trauma	99	6	6.1%
Health of Older People within the DHB	83	1	1.2%
Intensive Care and High Dependency	38	7	18.4%
Medical	377	49	13.0%
Mental Health and Addictions	106	28	26.4%
Neonatal	33	0	0.0%
Oncology	49	3	6.1%
Paediatrics/ Child Health/ Youth Health	131	25	19.1%
Perioperative Care (Theatre)	125	13	10.4%
Primary Health Care including Practice Nursing, Iwi Providers, School Nursing and Hospice	184	10	5.4%
Public Health Nursing	47	0	0.0%
Surgery	387	49	12.7%
Total		215	9.1%

Please refer appendix 7 for graph information

Match Overview Breakdown of Practice Settings

Breakdown of match data into first preferred practice setting

- The initial match data (which excludes any applicants employed from the final talent pool) shows that **54%** of the **268** electronically matched candidates were placed into their first preferred practice setting. When taking into account applicants who were subsequently employed from the talent pool, this increases **7%** to **61%** of the **337** overall successful graduates who obtained a position in their first preferred practice setting.
- This tells us that employers do place the same level of priority on an applicant's first preferred practice setting as they do when considering applicants for the ACE match.
- Also at this stage it must be noted that if offered, applicants in the national talent pool are likely to accept any position regardless of practice setting.
- The Mid-Year 2015 intake saw a **14%** decrease in the percentage of applicants employed into their first preferred practice setting compared to the End of Year 2014 intake where **68%** of initially matched candidates were matched to their first preferred practice setting.

Breakdown of match data into second preferred practice setting

- When reviewing the initial match data only (excluding any applicants employed from the talent pool) **14%** of the **268** matched graduates obtained a position in their second choice practice setting. However, when taking into account applicants who were subsequently employed from the talent pool, **15%** of the **337** successful graduates obtained a position in their second choice practice setting.
- This continues to show that DHBs, where possible, are bearing in mind applicant preferences when considering them for employment.

Please note that the **268** applicants mentioned, refers only to the applicants initially matched by the ACE electronic match and the early talent pool, whereas the **337** total refers to all applicants employed, including both the **268** initially matched and any further applicants subsequently employed from the talent pool.

Breakdown of Ethnicity Data

Ethnicity of applicants

Ethnicity Group	No. of Applications by Ethnicity	No. of Successful Applicants by Ethnicity	Percentage Successful
New Zealand Maori - Iwi/Hapu	91	51	56%
Pacific	48	23	48%
Asian	131	53	40%
Other	54	16	30%
New Zealand European	324	187	58%
Blank (Did not respond)	14	7	50%
Total	662	337	47%

Ethnicity data was collected using the previously agreed method of prioritising ethnic groups in the order of Maori, Pacific, Other and NZ European made available in the Ethnicity Data Protocol document released by the Ministry of Health.

The potential for the nursing workforce to better reflect the Maori population

	Total Applicants	Number of Maori Applicants	Number of Maori Applicants who Identified DHB as 1st Preference	% of Maori Applicants who Identified DHB as 1st Preference	Number of Graduates Employed by DHB	Number of Maori Employed by DHB	% of Maori Graduates Employed by DHB
Auckland	308	27	10	3.25%	68	4	5.88%
Bay of Plenty	0	0	0	-	4	0	0.00%
Canterbury	152	15	11	7.24%	77	7	7.79%
Capital Coast	93	23	15	16.13%	18	6	38.89%
Counties Manukau	258	18	11	4.26%	56	9	15.79%
Hawkes Bay	66	19	13	19.70%	12	6	50.00%
Hutt Valley	60	15	0	0.00%	6	0	0.00%
Lakes	43	9	3	6.98%	0	0	0.00%
Mid Central	31	10	5	16.13%	7	0	0.00%
Nelson/Marlborough	0	0	0	-	2	1	50.00%
Northland	40	12	10	25.00%	16	4	25.00%
South Canterbury	38	2	0	0.00%	3	0	0.00%
Waikato	149	14	9	6.04%	29	6	20.69%
Waitemata	256	19	4	1.56%	39	8	20.51%
Total	1494	183	91	6.09%	337	51	15.09%

Maori Population includes all Maori, NZ European Maori and all Maori sub categories. This excludes Cook Island Pacific Maori who are reported in the Pacific Peoples statistics.

Please refer appendix 8 for graph information

The potential for the nursing workforce to better reflect the Pacific Peoples population

	Total Applicants	Number of Pacific Applicants	Number of Pacific Applicants who Identified DHB as 1st Preference	% of Pacific Applicants who Identified DHB as 1st Preference	Number of Graduates Employed by DHB	Number of Pacific Employed by DHB	% of Pacific Graduates Employed by DHB
Auckland	308	31	9	2.92%	68	9	13.24%
Bay of Plenty	0	0	0	0.00%	4	0	0.00%
Canterbury	152	6	4	2.63%	77	2	2.60%
Capital Coast	93	8	7	7.53%	18	3	16.67%
Counties Manukau	258	34	20	7.75%	56	7	12.28%
Hawkes Bay	66	2	1	1.52%	12	0	0.00%
Hutt Valley	60	8	1	1.67%	6	0	0.00%
Lakes	43	2	2	4.65%	0	0	0.00%
Mid Central	31	2	0	0.00%	7	0	0.00%
Nelson/Marlborough	0	0	0	0.00%	2	0	0.00%
Northland	40	1	1	2.50%	16	1	6.25%
South Canterbury	38	1	0	0.00%	3	0	0.00%
Waikato	149	5	1	0.67%	29	0	0.00%
Waitemata	256	27	2	0.78%	39	1	2.56%
Total	1494	127	48	3.21%	337	23	6.80%

Pacific Peoples Population includes all Cook Island Maori, Fijian, Niuean, Samoan, Tokelauan, Tongan and Other sub categories of Pacific Island Peoples.

Please refer appendix 9 for graph information

The potential for the nursing workforce to better reflect the Asian population

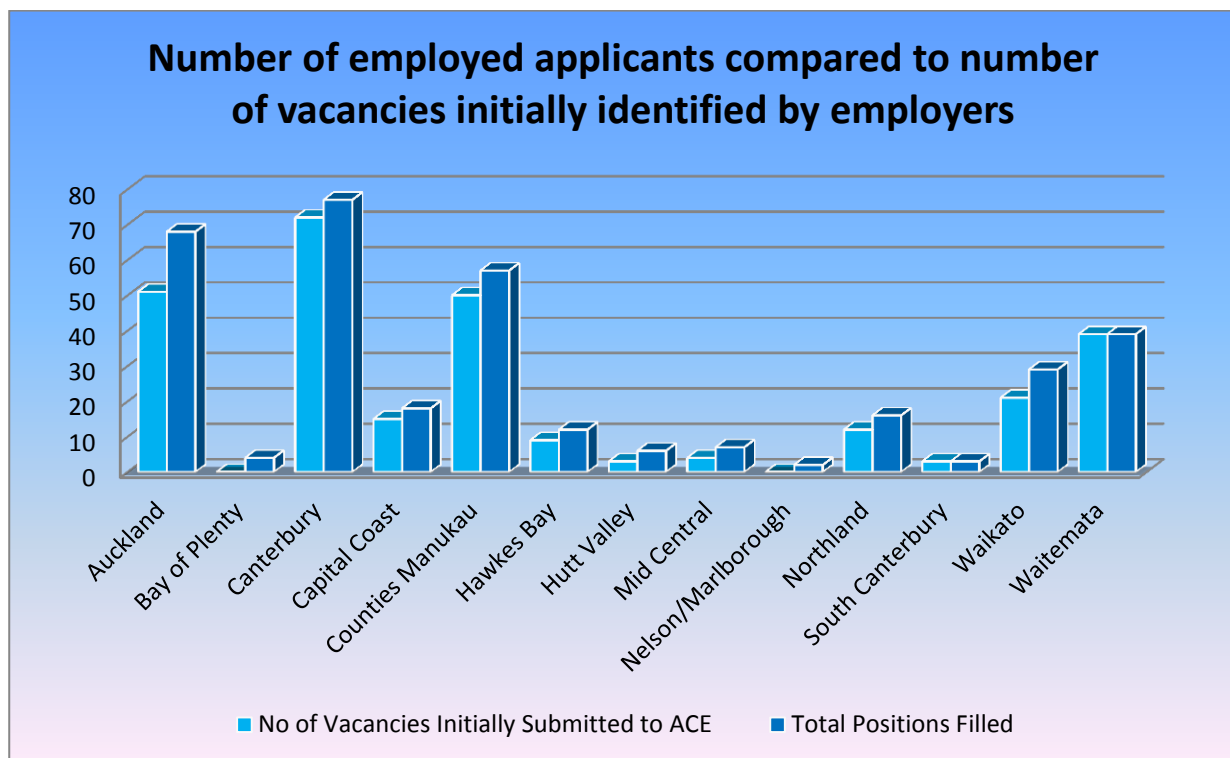
	Total Applicants	Number of Asian Applicants	Number of Asian Applicants who Identified DHB as 1st Preference	% of Asian Applicants who Identified DHB as 1st Preference	Number of Graduates Employed by DHB	Number of Asian Employed by DHB	% of Asian Graduates Employed by DHB
Auckland	308	98	28	9.09%	68	19	27.94%
Bay of Plenty	0	0	0	-	4	0	0.00%
Canterbury	152	8	7	4.61%	77	5	6.49%
Capital Coast	93	6	4	4.30%	18	0	0.00%
Counties Manukau	258	90	37	14.34%	56	17	29.82%
Hawkes Bay	66	3	0	0.00%	12	0	0.00%
Hutt Valley	60	2	0	0.00%	6	0	0.00%
Lakes	43	11	2	4.65%	0	0	0.00%
Mid Central	31	4	2	6.45%	7	1	14.29%
Nelson/Marlborough	0	0	0	-	2	0	0.00%
Northland	40	5	5	12.50%	16	3	18.75%
South Canterbury	38	4	0	0.00%	3	0	0.00%
Waikato	149	37	22	14.77%	29	2	6.90%
Waitemata	256	80	24	9.38%	39	6	15.38%
Total	1494	348	131		337	53	15.68%

Asian population includes all Bhutanese, Cambodian, Chinese, Filipino, Indian, Indo Fijian, Korean, Malaysian, Nepalese, South East Asian, South Korean, Sri Lankan, Thai, Taiwanese and Other sub categories of Asian Peoples anywhere within the Asian Continent.

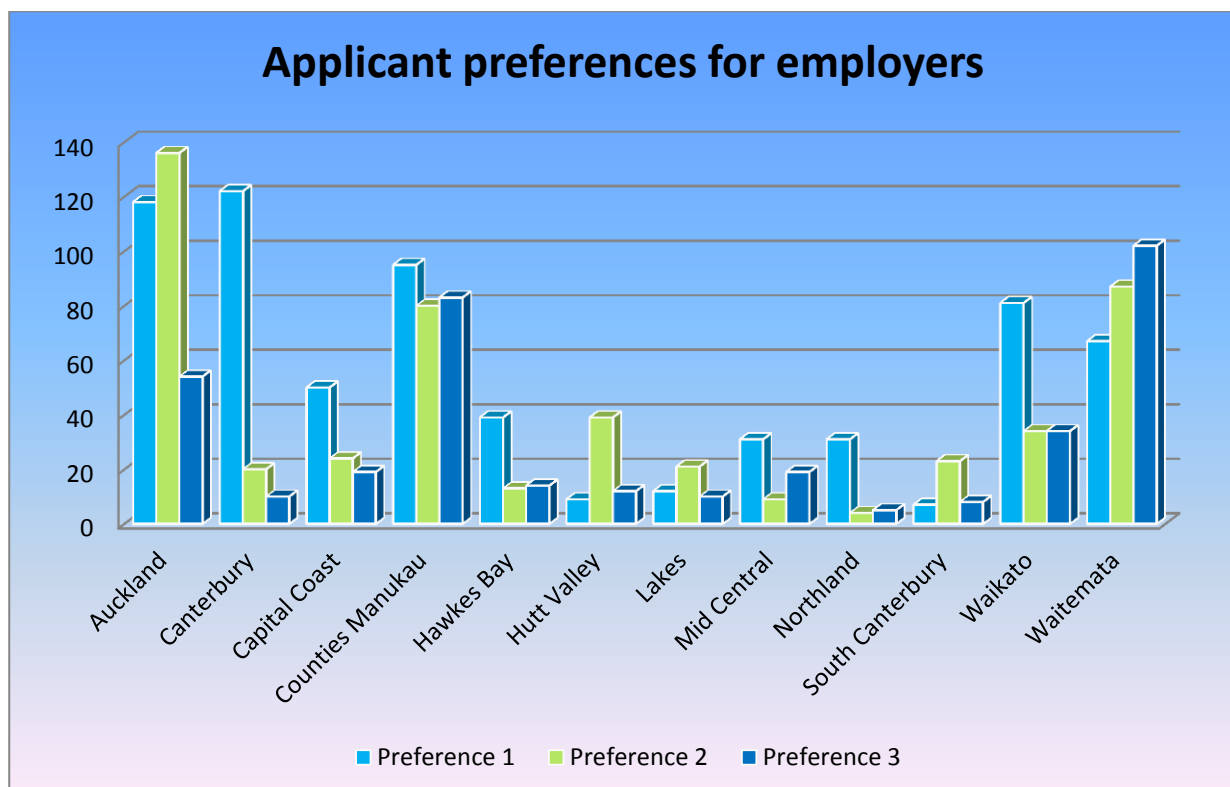
Please refer appendix 10 for graph information

Appendices

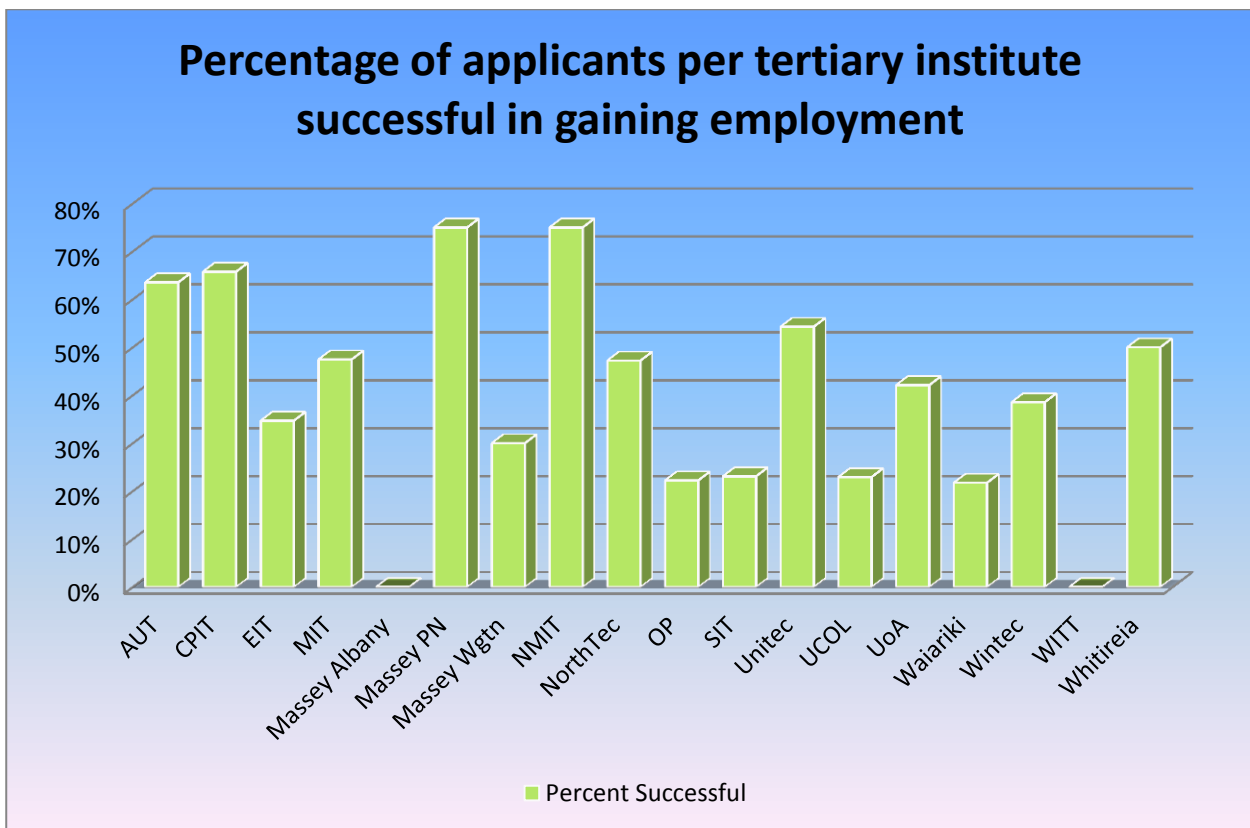
1. Number of employed applicants compared to number of vacancies initially identified



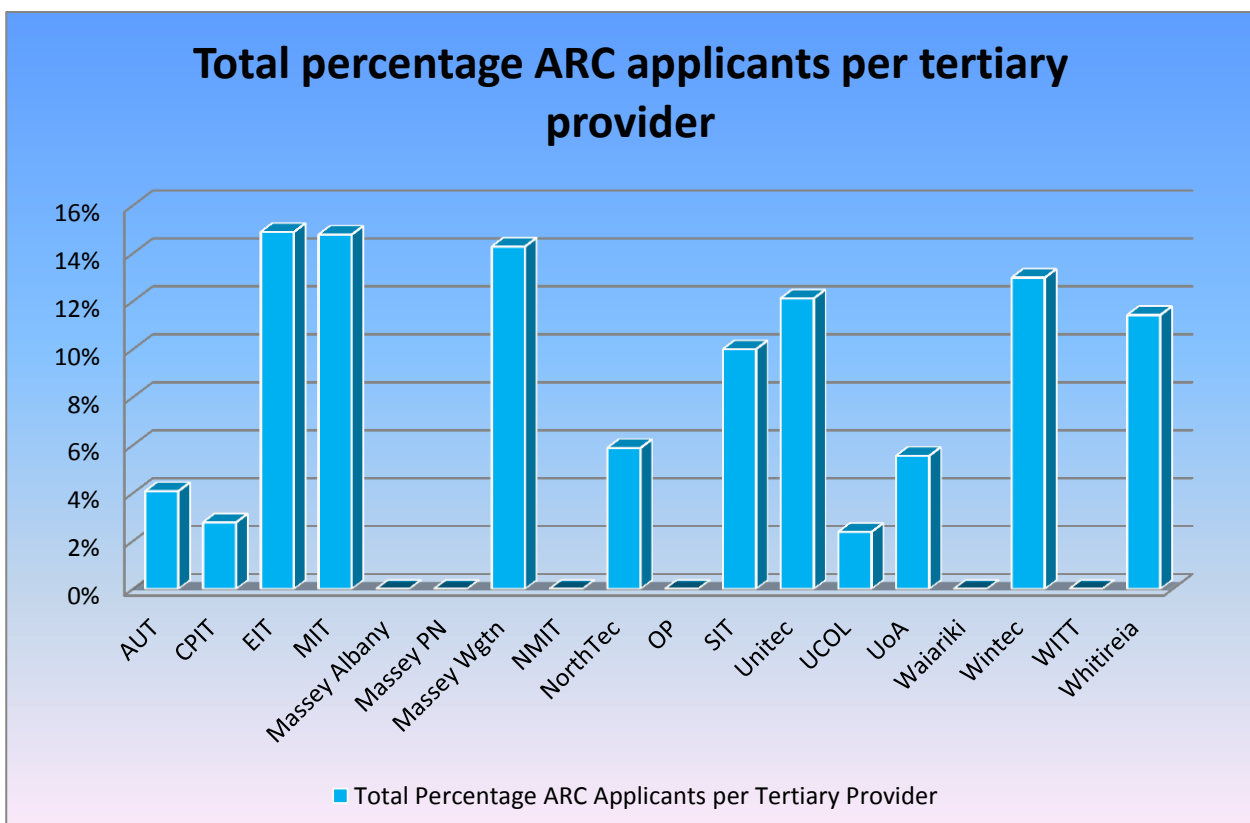
2. Applicant preference for DHB



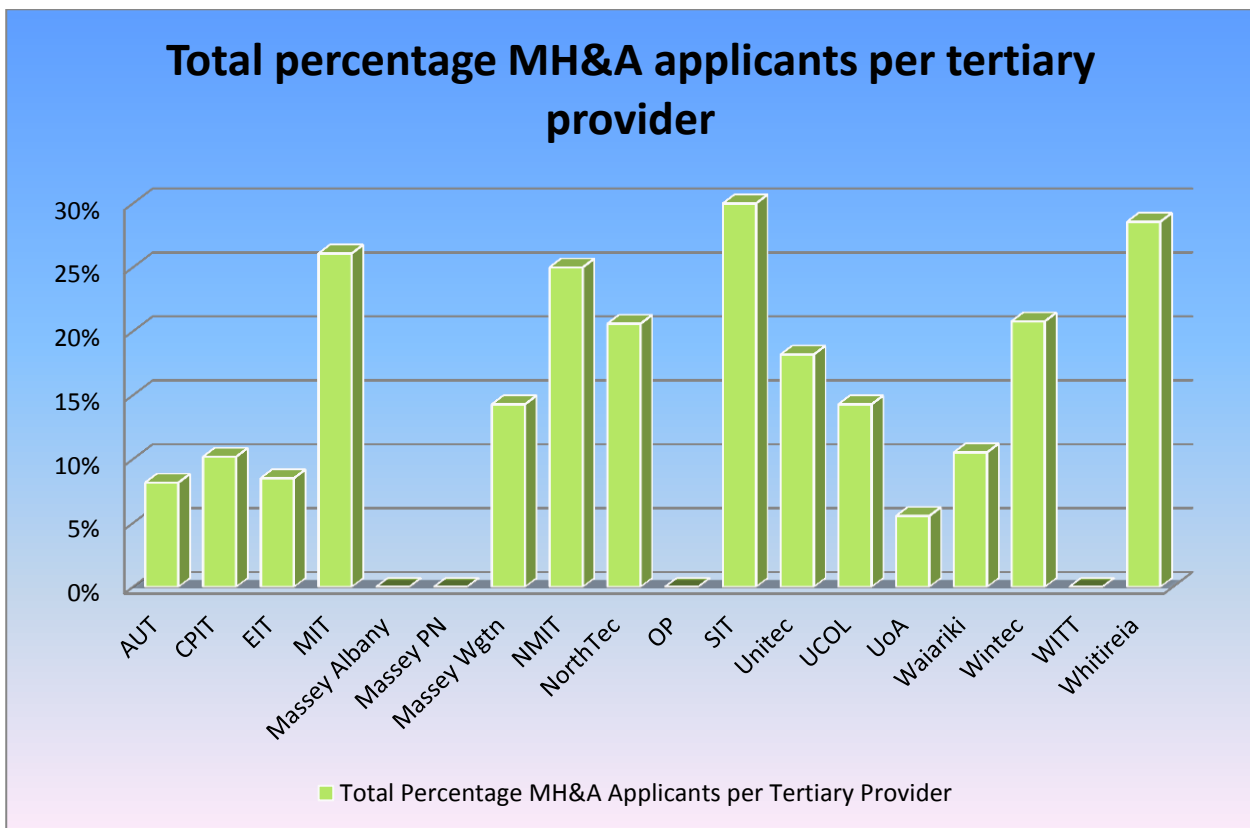
3. Percentage of applicants per tertiary institute successful in gaining employment



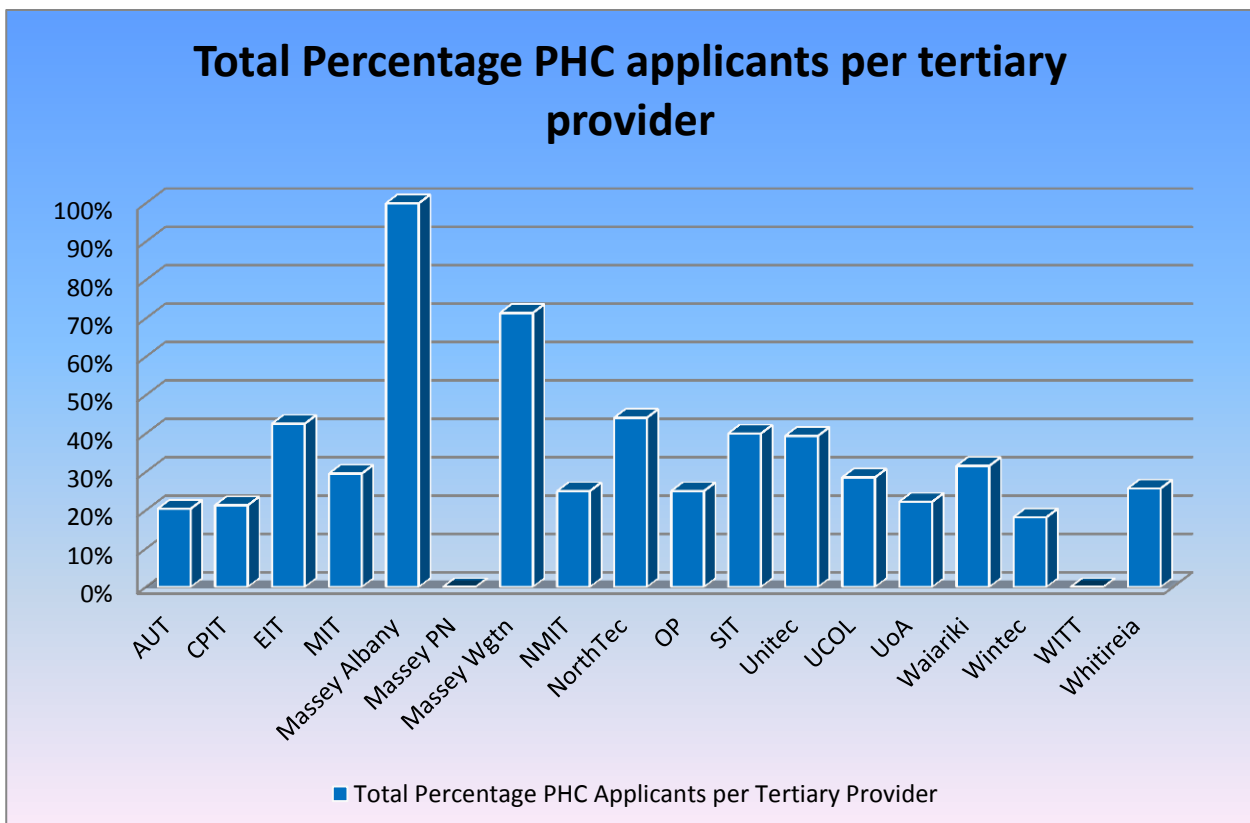
4. Total percentage who ranked aged residential care per tertiary provider



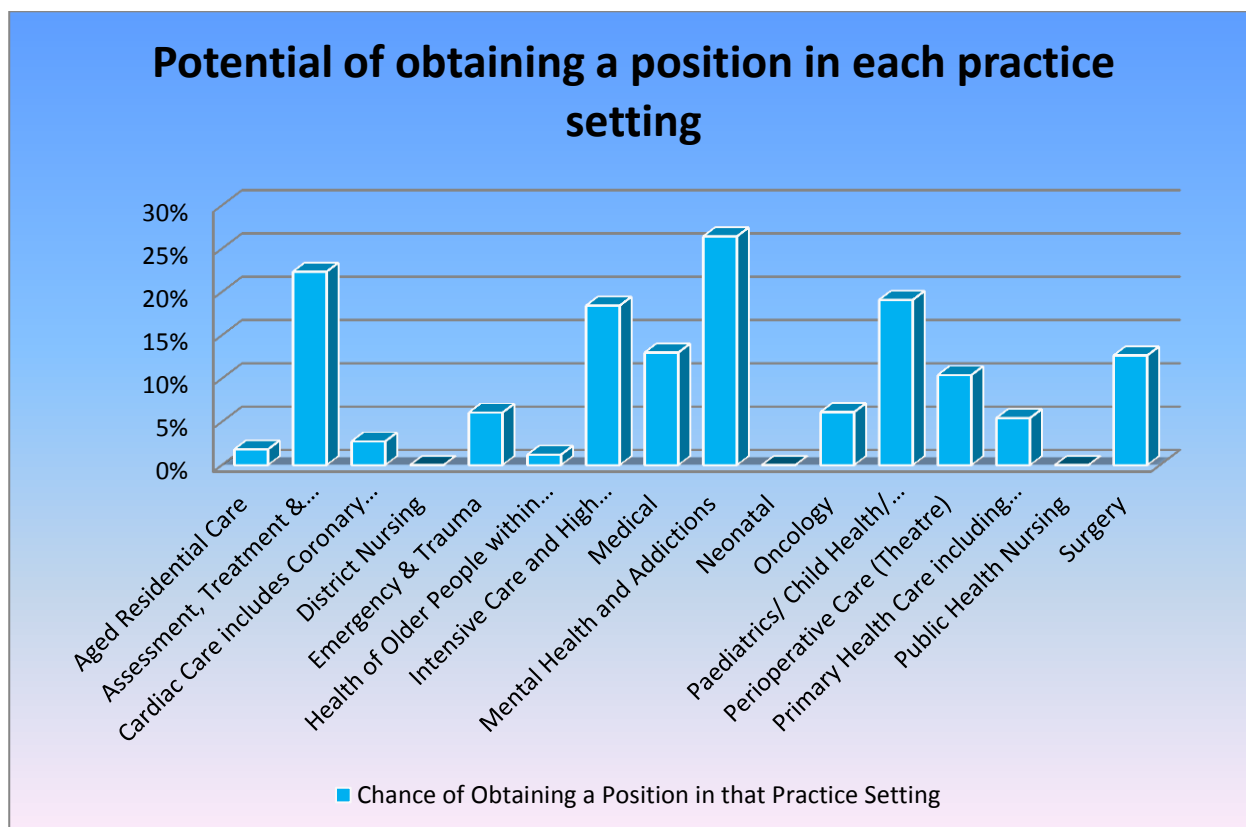
5. Total percentage who ranked MH&A per tertiary provider



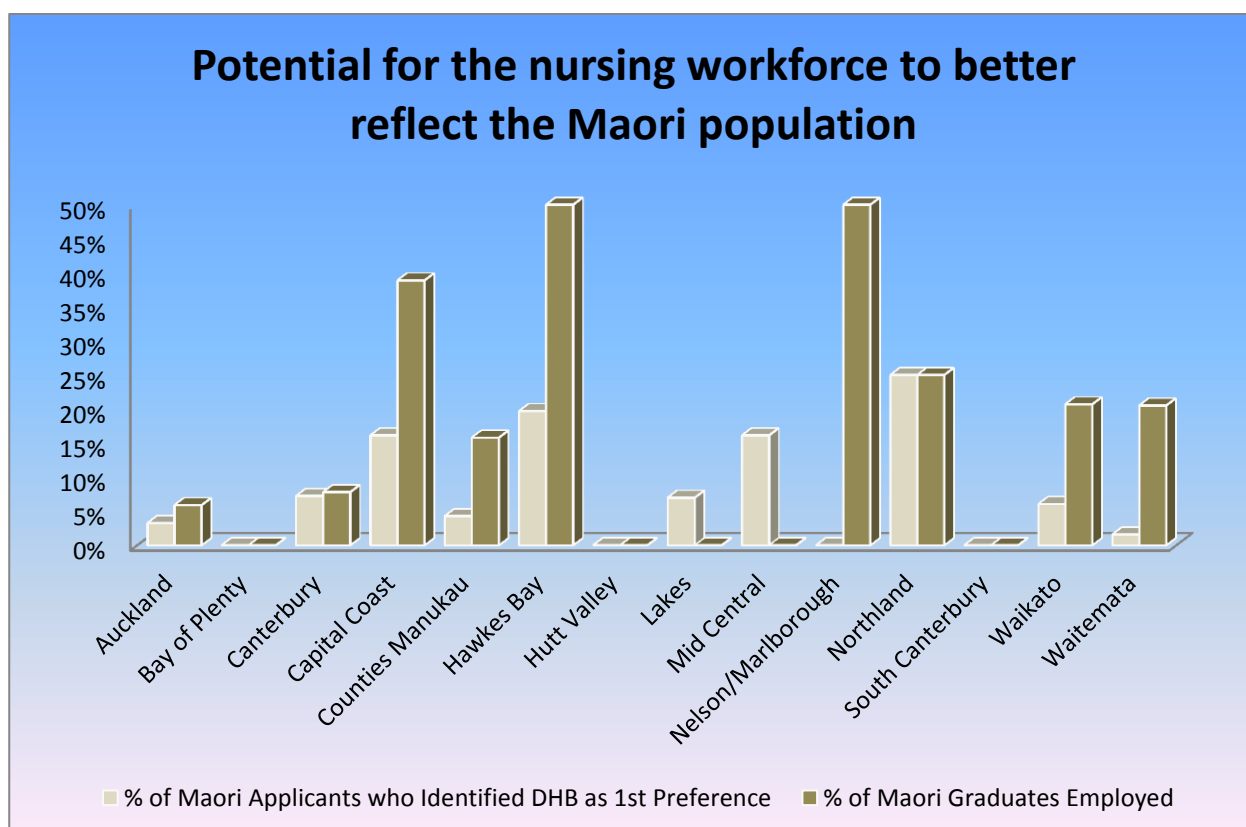
6. Total percentage who ranked primary health care per tertiary provider



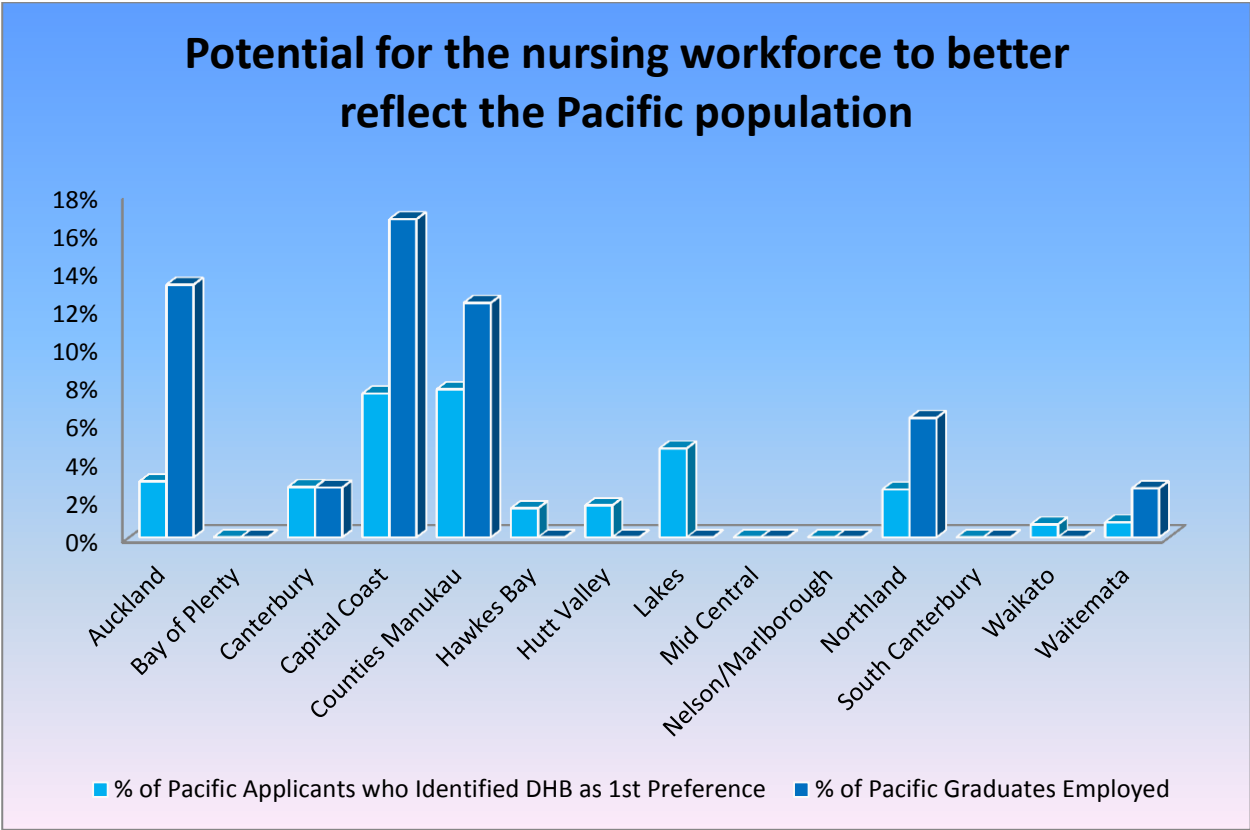
7. Potential for obtaining a position in each practice setting specialty



8. Potential for the nursing workforce to better reflect the Maori population



9. Potential for the nursing workforce to better reflect the Pacific population



10. Potential for the nursing workforce to better reflect the Asian population

