



ACE Nursing

Algorithmic Match Report

2018 Mid-Year Graduate Intake



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Document History

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Introduction

The Advanced Choice of Employment (ACE) Nursing process has been successfully operating since 2012, and is the national electronic matching process for recruiting graduate nurses entering into Nurse Entry to Practice (NEtP) and Nurse Entry to Specialist Practice (NESP) programmes in New Zealand.

There are two ACE Nursing intakes each year - a mid-year intake and an end of year intake. This report presents a subset of information relating to the ACE Nursing 2018 mid-year intake, which opened on 11 April 2018 and will close on 2 November 2018. The report comprises a summary of the immediate outcome of the electronic algorithmic match conducted on 6 July 2018; as well as profiles of applicants included in the match and those applicants who were not matched.

While an ACE Nursing intake is underway, a lot of dynamic change occurs to the data captured in the ACE system. Applicants change preferences and withdraw throughout the intake period. Additionally, job offers are made and accepted unpredictably after the electronic match is complete. As a result ACE Nursing data can change on a daily basis.

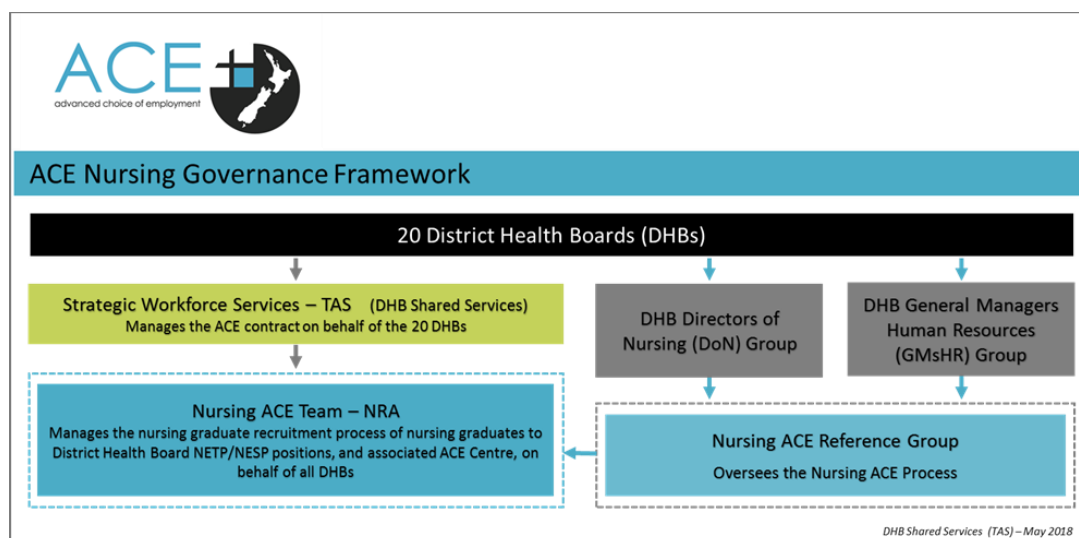
There are only two points in the recruitment process at which stable and reliable data can be extracted - at the time of the electronic match and once the intake closes. Data extracted at all other points during an intake, is not considered accurate or reliable and is only valid on the day it is extracted.

Background

The Advanced Choice of Employment (ACE) process was initially developed as a system for placing medical graduates within District Health Boards (DHBs), and has subsequently been adapted for the recruitment of new graduate nurses.

The ACE online process is intended to simplify the application process for positions associated with Nurse Entry to Practice (NEtP) and Nurse Entry to Specialist Practice (NESP) programmes, and to streamline the recruitment of graduate nurses.

DHB Shared Services (TAS) manages ACE on behalf of the 20 District Health Boards (DHBs); and it contracts the Northern Regional Alliance (NRA) as providers of the ACE services.



The ACE Nursing 2018 Mid-Year Match Summary

The ACE Nursing 2018 Mid-Year intake is currently underway. The intake opened on 11 April 2018 and is due to close on 2 November 2018.

The intake attracted **468** complete applications and resulted in **467** applications being included in the electronic algorithmic match conducted on 6 July 2018.

400 positions were submitted by employers to be included in the electronic match. **346** were NEtP positions and **54** were NESP positions for Mental Health & Addiction roles.

321 candidates were electronically matched on 6 July 2018. 146 applicants were not matched to a position. These applicants will initially be considered for the manual match (Early Talent Pool) and the remaining unmatched applicants will subsequently move to the National Talent Pool.

ACE Nursing 2018 Mid-Year Match Summary as at 6 July 2018	
Number of completed applications received	468
Number of applications withdrawn prior to the match	1
Number of applications included in the match	467
Number of Positions submitted to ACE by Employers at the time of the match	400
Number of applicants not matched	146
Number of applicants matched electronically	321
Number of graduates matched to NEtP roles	280
Number of graduates matched to NESP roles	41

ACE Nursing 2018 Mid-Year Intake Timeline

DATE	MILESTONE
11 April 2018	2018 Mid-Year Intake opened
8 May 2018	Applications closed
6 July 2018	Electronic Algorithmic Match conducted
9 July 2018	Early Talent Pool due to open (Manual Match)
11 July 2018	Early Talent Pool due to close (Manual Match)
19 July 2018	National Talent Pool due to open
26 October 2018	National Talent Pool due to close
26 October 2018	2018 Mid-Year due to close
23 November 2018	Intake Summary Report due to be finalised

Profile of Applicants Included in the Algorithmic Match

Applicants included in the ACE Nursing 2018 Mid-Year Algorithmic Match as at 6 July 2018	
Number of first time applicants	388
Number of second time applicants	61
Number of applicants applying for their third round or more	18
Total number of applicants included in the match	467

1. Ethnicity of Applicants

Ethnicity Category	Number of Applicants	% of Total
Māori	74	15.8%
Pacific Peoples	39	8.4%
Asian	114	24.4%
Other	240	51.4%
Total	467	100.0%

2. Applicants by Tertiary Education Provider

Tertiary Education Provider	Number of Applicants
ARA Institute of Canterbury	95
Auckland University of Technology	73
Eastern Institute of Technology	30
Manukau Institute of Technology	77
Massey University Manawatu	2
Massey University Wellington	1
Nelson Marlborough Institute of Technology	1
NorthTec	30
Otago Polytechnic	1
Unitec Institute of Technology	49
Universal College of Learning Palmerston North	27
Universal College of Learning Wairarapa	3
Universal College of Learning Whanganui	7
University of Auckland	5
Waikato Institute of Technology	55
Western Institute of Technology at Taranaki	1
Whitireia New Zealand	10
Total	467

3. Applicant Employer Preferences

Employer	Employer Preference 1	Employer Preference 2	Employer Preference 3	Number of applicants who indicated a preference for this employer
Auckland DHB	82	99	20	201
Canterbury DHB	94	14	9	117
Capital & Coast DHB	18	12	4	34
Counties Manukau DHB	66	29	39	134
Hawke's Bay DHB	25	11	6	42
Hutt Valley DHB	6	8	4	18
MidCentral DHB	24	5	4	33
Northland DHB	34	1	3	38
South Canterbury DHB	3	3	1	7
Taranaki DHB	3	2	1	6
Waikato DHB	54	9	12	75
Waitemata DHB	53	57	49	159
West Coast DHB	2	2	2	6
Southern Cross Hospitals - Midland (Waikato & BoP)	2	14	3	19
Southern Cross Hospitals - New Plymouth	0	2	0	2
Southern Cross Hospitals - Southern (Christchurch)	1	11	0	12

4. Applicant Clinical Practice Setting Preferences

Clinical Practice Setting (CPS)	Applicants who indicated a preference
NEtP	
Aged Residential Care	35
Assessment, Treatment & Rehabilitation	54
Cardiac Care includes Coronary Care Units and Cardiothoracic	95
District Nursing	73
Emergency & Trauma	137
Health of Older People within the DHB	75
Intensive Care and High Dependency	81
Medical	288
Neonatal	44
Oncology	62
Paediatrics/ Child Health/ Youth Health	112
Perioperative Care (Theatre)	147
Primary Health Care	205
Public Health Nursing	60
Surgical	311
NESP	
Mental Health and Addictions	103

*** Applicants are able to preference multiple employers and clinical practice settings, so applicants will be counted multiple times in terms of preferences. From 2018, the number of practice settings that applicants are able to preference increased from 3 to 5.

Immediate Outcome of the Algorithmic Match

ACE Nursing 2018 Mid-Year Match Outcome Summary as at 6 July 2018	
Number of applications included in the match	467
Number of positions submitted to ACE by employers at the time of the match	400
Total number of applicants matched electronically	321
Number of applicants matched electronically to NEtP roles	280
Number of applicants matched electronically to NESP roles	41

1. Ethnicity of Applicants Matched

Ethnicity Category	Number of Applicants	% of Total
Māori	62	19.3%
Pacific Peoples	28	8.7%
Asian	56	17.4%
Other	175	54.5%
Total	321	100.0%

2. Positions submitted to ACE by Employers as at 6 July 2018

Employer	Positions submitted to ACE Nursing for the Match
Auckland DHB	86
Canterbury DHB	91
Capital & Coast DHB	18
Counties Manukau DHB	33
Hawke's Bay DHB	18
Hutt Valley DHB	3
MidCentral DHB	19
Northland DHB	23
South Canterbury DHB	5
Taranaki DHB	1
Waikato DHB	54
Wairarapa DHB	1
Waitemata DHB	43
West Coast DHB	3
Southern Cross Hospitals - Midland (Waikato & BoP)	2
Total	400

3. Applicants Matched by Employer Preferences

Employer	Applicants Matched to 1 st Preference	Applicants Matched to 2 nd Preference	Applicants Matched to 3 rd Preference	Total Applicants Matched to Employer	% Successfully Matched to 1 st Preference
Auckland DHB	41	17	0	58	50.0%
Canterbury DHB	77	1	1	79	81.9%
Capital & Coast DHB	9	2	0	11	50.0%
Counties Manukau DHB	25	2	2	29	37.9%
Hawke's Bay DHB	14	1	0	15	56.0%
Hutt Valley DHB	2	1	0	3	33.3%
MidCentral DHB	15	2	0	17	62.5%
Northland DHB	23	0	0	23	67.6%
South Canterbury DHB	2	1	0	3	66.7%
Waikato DHB	43	4	1	48	79.6%
Waitemata DHB	26	5	0	31	49.1%
West Coast DHB	2	1	0	3	100.0%
Southern Cross Hospitals - Midland (Waikato & BoP)	0	1	0	1	0.0%
Total	279	38	4	321	59.7%

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Profile of Unmatched Applicants

Unmatched Applicants as at 6 July 2018	
Number of first time applicants	104
Number of second time applicants	30
Number of applicants applying for their third round or more	12
Total number of unmatched applicants	146

1. Ethnicity of Unmatched Applicants

Ethnicity Category	Number of Applicants	% of Total
Māori	12	8.2%
Pacific Peoples	11	7.5%
Asian	58	39.7%
Other	65	44.5%
Total	146	100.0%

2. Unmatched Applicants by Tertiary Education Provider

Tertiary Education Provider	Number of Applicants
ARA Institute of Canterbury	12
Auckland University of Technology	22
Eastern Institute of Technology	9
Manukau Institute of Technology	38
NorthTec	9
Otago Polytechnic	1
Unitec Institute of Technology	21
Universal College of Learning Palmerston North	10
Universal College of Learning Wairarapa	2
Universal College of Learning Whanganui	4
University of Auckland	2
Waikato Institute of Technology	10
Western Institute of Technology at Taranaki	1
Whitireia New Zealand	5
Total	146

3. Unmatched Applicants by Employer Preferences

Employer	Employer Preference 1	Employer Preference 2	Employer Preference 3	Number of applicants who indicated a preference for this employer
Auckland DHB	31	45	6	82
Canterbury DHB	14	2	1	17
Capital & Coast DHB	6	4	1	11
Counties Manukau DHB	32	11	17	60
Hawke's Bay DHB	9	3	1	13
Hutt Valley DHB	2	4	0	6
MidCentral DHB	8	0	2	10
Northland DHB	10	0	1	11
South Canterbury DHB	1	0	1	2
Taranaki DHB	3	0	0	3
Waikato DHB	10	2	1	13
Waitemata DHB	18	23	24	65
West Coast DHB	0	0	1	1
Southern Cross Hospitals - Midland (Waikato & BoP)	1	3	1	5
Southern Cross Hospitals - New Plymouth	0	2	0	2
Southern Cross Hospitals - Southern (Christchurch)	1	2	0	3

4. Unmatched Applicants by Clinical Practice Setting Preferences

Clinical Practice Setting (CPS)	Applicants who indicated a preference
NEtP	
Aged Residential Care	18
Assessment, Treatment & Rehabilitation	18
Cardiac Care includes Coronary Care Units and Cardiothoracic	24
District Nursing	33
Emergency & Trauma	34
Health of Older People within the DHB	31
Intensive Care and High Dependency	19
Medical	89
Neonatal	11
Oncology	15
Paediatrics/ Child Health/ Youth Health	22
Perioperative Care (Theatre)	48
Primary Health Care	76
Public Health Nursing	25
Surgical	90
NESP	
Mental Health and Addictions	31

*** Applicants are able to preference multiple employers and clinical practice settings, so applicants will be counted multiple times in terms of preferences. From 2018, the number of practice settings that applicants are able to preference increased from 3 to 5.