



ACE Nursing Intake Summary Report

2017 End of Year Graduate Intake



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Document History

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Contents

Introduction.....	6
Background.....	6
Overview of the ACE Nursing 2017 End of Year Intake	7
Profile of Applicants Included in the Algorithmic Match	8
1. Ethnicity of Applicants.....	8
2. Applicants by Tertiary Education Provider.....	8
3. Applicant Preferences	9
Outcome of the Algorithmic Match.....	10
1. Applicants Matched by Employer Preferences	10
2. Applicants Matched by Clinical Practice Setting Preferences.....	11
The National Talent Pool	12
1. Applicants Employed from the National Talent Pool between 23 November 2017 and 29 June 2018	12
2. Applicants remaining in the National Talent Pool at the time the intake closed on 29 June 2018	13
Profile of Successfully Employed Graduates	14
1. Distribution of Employed Graduates by Employer Preference	14
2. Graduate Uptake by Clinical Practice Setting.....	15
3. Tertiary Provider Outcomes	16
4. Vacancies vs Graduates Employed.....	17
5. Ethnicity of Graduates Employed.....	18
6. Potential for the Nursing Workforce to better reflect the Māori Population by Employer	19
7. Potential for the Nursing Workforce to better reflect the Māori Population by DHB Region.....	20
8. Potential for the Nursing Workforce to better reflect the Pacific Peoples Population by Employer ...	21
9. Potential for the Nursing Workforce to better reflect the Pacific Peoples Population by DHB Region	22
Appendix A	23

Intake Overview **Nursing**

2017 End of Year Intake



1357

Applications

Included in the match

1124 82.8%

Employed

Via electronic match, manual match and Talent Pool

176 13%

Applicants remaining
in the National Talent
Pool

58 4.2%

Declined Offer, Failed
State Exam or Withdrew
After the match

Graduates employed through intake stages



754

Electronic
Match



76

Manual
Match
(Early Talent Pool)



294

National
Talent Pool

Profile of graduates employed

DHB Preference Outcomes

- 76.7% of successful applicants were employed by their 1st choice DHB
- 13.7% of successful applicants were employed by their 2nd choice DHB
- 3.6% of successful applicants were employed by their 3rd choice DHB
- 6% of successful applicants were employed by DHBs they had not originally ranked as a preference



Practice settings with the highest graduate uptake:

Surgical (249)
Medical (183)
Mental Health and Addictions (158)
Perioperative Care (Theatre) (103)
Paediatrics/ Child Health/ Youth Health (85)



85.9%

of Māori applicants were
employed (177)
[15.7% of all graduates employed]



88.2%

of Pacific People applicants
were employed (75)
[6.7% of all graduates employed]

Tertiary Providers

Providers with the highest % of
graduates employed:

University Of Otago
University of Auckland
Otago Polytechnic
Massey University
ARA Institute of Canterbury



Providers with the highest number
of graduates employed:

Massey University
Manukau Institute of Technology
ARA Institute of Canterbury
Auckland University of Technology
Whitireia New Zealand

Produced by Strategic Workforce Services (TAS) July 2018

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 summary information relating to the ACE Nursing 2017 end of year intake, which opened on 16 August 2017 and closed on 29 June 2018.

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.

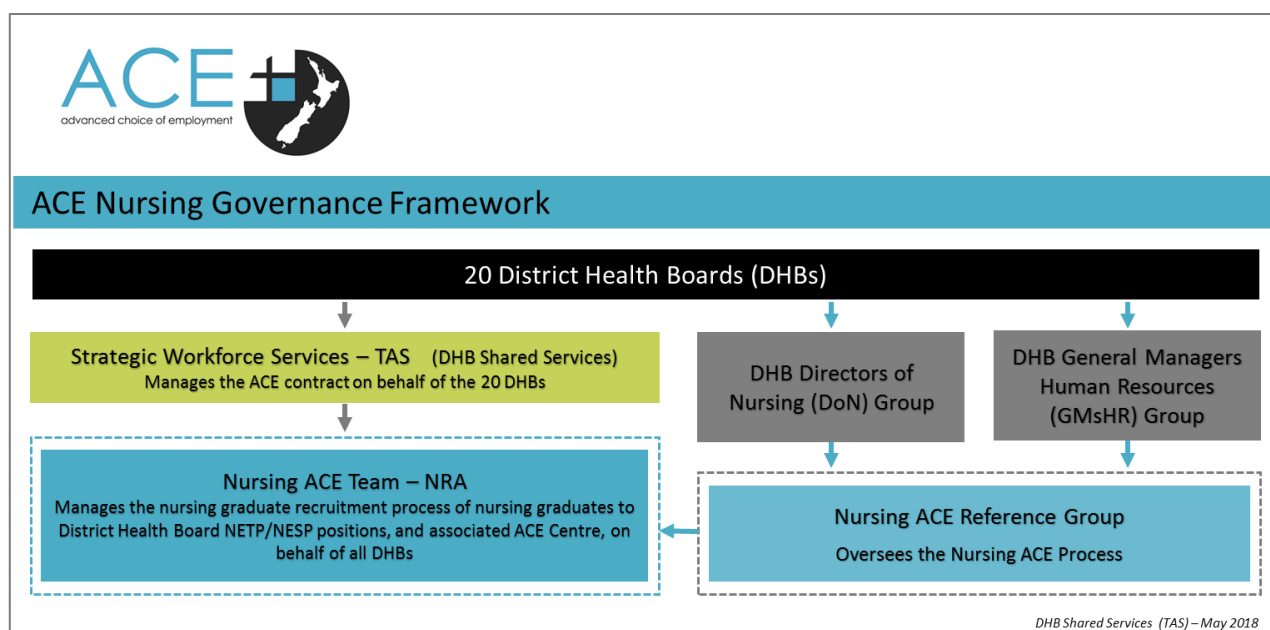
There are only two points in an intake at which stable and reliable data can be extracted - at the time of the electronic match and once the intake closes. Data extracted at all other points during an intake, is not considered accurate or reliable and may only valid at the time it is extracted.

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.

Strategic Workforce 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.



Overview of the ACE Nursing 2017 End of Year Intake

The ACE Nursing 2017 End of Year intake opened on 16 August 2017 and closed on 29 June 2018. The intake resulted in 1,357 applications being included in the electronic algorithmic match conducted on 10 November 2017.

913 positions were submitted by employers to be included in the electronic match. 760 were NEtP positions and 153 were NESP positions for Mental Health & Addiction roles. 775 candidates were electronically matched and a further 80 candidates were manually matched via the Early Talent Pool, which closed on 17 November 2017. 830 candidates accepted employment offers as an outcome of the electronic or manual match.

507 applicants were not matched to a position and were placed into the National Talent Pool which went live on 23 November 2017. 294 candidates were hired from the National Talent Pool between 23 November 2017 and 29 June 2018. 37 candidates withdrew their applications from the pool during the same period, with varying reasons.

At the time that the ACE Nursing 2017 End of Year intake closed, 1,124 candidates in total were successfully employed via the electronic match, the manual match and the National Talent Pool. There were 176 applicants who remained unemployed when the intake closed on 29 June 2018.

The total number employed through the ACE Nursing 2017 End of Year intake (1,124) 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 who declined their offer of employment or failed the state final exam.

Key ACE Nursing status definitions and the intake timeline are included at Appendix A.

ACE Nursing 2017 End of Year Intake Summary as at 29 June 2018	
Number of completed applications received	1389
Number of applications withdrawn prior to the match	31
Number of applications included in the match	1357
Number of Positions submitted to ACE by employers at the time of the match	913
Number of applicants matched electronically	775
Number of applicants matched electronically who Declined Offer (10) or Failed State (7)	17
Number of applicants placed in the National Talent Pool	507
Number of applicants withdrawn from the National Talent Pool	37
Number of applicants remaining in the National Talent Pool at the time the intake closed	176
Number of graduates employed from the electronic match	754
Number of graduates employed from the manual match	76
Number of graduates employed from the National Talent Pool	294
Total number of graduates employed through this intake	1124
Number of graduates employed in NEtP roles	966
Number of graduates employed in NESP roles	158

Profile of Applicants Included in the Algorithmic Match

Applicants included in the ACE Nursing 2017 End of Year Algorithmic Match as at 10 November 2017	
Number of first time applicants	1193
Number of second time applicants	115
Number of applicants applying for their third round or more	49
Total number of applications included in the match	1357

1. Ethnicity of Applicants

Ethnicity Category	Number of Applicants	% of Total
Māori	206	15.2%
Pacific Peoples	85	6.3%
Asian	220	16.2%
Other	846	62.3%
Total	1357	100.0%

2. Applicants by Tertiary Education Provider

Tertiary Education Provider	Number of Applicants
ARA Institute of Canterbury	121
Auckland University of Technology	115
Eastern Institute of Technology	41
Eastern Institute of Technology Gisborne	20
Manukau Institute of Technology	131
Massey University Albany	27
Massey University Manawatu	35
Massey University Wellington	77
Nelson Marlborough Institute of Technology	42
NorthTec	45
Otago Polytechnic	93
Southern Institute of Technology	43
Te Whare Wānanga o Awanuiārangi Whakatāne	18
Toi-Ohomai Institute of Technology Rotorua (Mokoia)	35
Toi-Ohomai Institute of Technology Tauranga (Windermere)	56
Unitec Institute of Technology	64
Universal College of Learning Palmerston North	48
Universal College of Learning Wairarapa	12
Universal College of Learning Whanganui	29
University of Auckland	75
University of Otago	3
Waikato Institute of Technology	99
Western Institute of Technology at Taranaki	26
Whitireia New Zealand	102
Total	1357

3. Applicant Preferences

Employer	Employer Preference 1	Employer Preference 2	Employer Preference 3	Number of applicants who indicated a preference for this employer
Auckland DHB	171	227	58	457
Bay of Plenty DHB	74	51	43	167
Canterbury DHB	140	58	49	247
Capital & Coast DHB	143	76	44	263
Counties Manukau DHB	130	76	115	321
Hawke's Bay DHB	43	11	12	66
Hutt Valley DHB	34	83	25	142
Lakes DHB	31	19	17	67
MidCentral DHB	42	19	27	88
Nelson Marlborough DHB	37	16	7	60
Northland DHB	40	5	3	48
South Canterbury DHB	11	21	13	45
Southern DHB	93	32	29	132
Tairāwhiti DHB	20	0	1	21
Taranaki DHB	35	12	14	61
Waikato DHB	117	69	43	229
Wairarapa DHB	15	4	11	30
Waitemata DHB	130	112	110	352
West Coast DHB	3	8	7	18
Whanganui DHB	31	18	10	59
Southern Cross Hospitals - Auckland	3	18	40	61
Southern Cross Hospitals - Midland (Waikato & BoP)	4	25	11	40
Southern Cross Hospitals - Southern (Christchurch)	10	28	10	48

Clinical Practice Setting (CPS)	Applicants who indicated a preference
NEtP	1310
Aged Residential Care	39
Assessment, Treatment & Rehabilitation	135
Cardiac Care includes Coronary Care Units and Cardiothoracic	160
District Nursing	94
Emergency & Trauma	288
Health of Older People within the DHB	115
Intensive Care and High Dependency	144
Medical	704
Neonatal	92
Oncology	74
Paediatrics/ Child Health/ Youth Health	302
Perioperative Care (Theatre)	249
Primary Health Care	359
Public Health Nursing	62
Surgical	803
NESP	210
Mental Health and Addictions	210
Total	1357

*** Applicants are able to preference multiple employers and clinical practice settings, so applicants will be counted multiple times in terms of preferences.

Outcome of the Algorithmic Match

ACE Nursing 2017 End of Year Match Outcome Summary as at 10 November 2017	
Number of applications included in the match	1357
Number of Positions submitted to ACE by employers at the time of the match	913
Total number of applicants matched electronically	775
Number of applicants matched electronically to NEtP roles	649
Number of applicants matched electronically to NESP roles	126

1. Applicants Matched by Employer Preferences

Employer	Applicants Matched to 1 st Employer Preference	Applicants Matched to 2 nd Employer Preference	Applicants Matched to 3 rd Employer Preference	Total Applicants Matched to Employer	% Successfully Matched to 1 st Employer Preference
Auckland DHB	65	12	2	79	38.0%
Bay of Plenty DHB	41	6	2	49	55.4%
Canterbury DHB	89	8	3	100	63.6%
Capital & Coast DHB	50	6	0	56	35.0%
Counties Manukau DHB	70	10	0	80	53.8%
Hawke's Bay DHB	28	1	0	29	65.1%
Hutt Valley DHB	10	4	0	14	29.4%
Lakes DHB	15	2	0	17	48.4%
MidCentral DHB	12	1	1	14	28.6%
Nelson Marlborough DHB	29	5	3	37	78.4%
Northland DHB	20	2	0	22	50.0%
South Canterbury DHB	8	4	1	13	72.7%
Southern DHB	49	9	5	53	52.7%
Tairāwhiti DHB	10	0	0	10	50.0%
Taranaki DHB	20	1	0	21	57.1%
Waikato DHB	50	13	3	66	42.7%
Wairarapa DHB	4	0	0	4	26.7%
Waitemata DHB	65	10	3	78	50.0%
West Coast DHB	3	1	0	4	100.0%
Whanganui DHB	15	3	0	18	48.4%
Southern Cross Hospitals - Auckland	1	0	2	3	33.3%
Southern Cross Hospitals - Midland (Waikato & BoP)	1	2	0	3	25.0%
Southern Cross Hospitals - Southern (Christchurch)	4	1	0	5	40.0%
Total	659	101	25	775	48.6%

*** Applicants are able to preference multiple employers and clinical practice settings, so applicants will be counted multiple times in terms of preferences.

2. Applicants Matched by Clinical Practice Setting Preferences

Clinical Practice Setting (CPS)	Applicants who indicated a preference	Total Applicants Matched to CPS	% Successfully Matched to CPS Preference
NEtP	1309	641	49.0%
Aged Residential Care	39	9	17.9%
Assessment, Treatment & Rehabilitation	135	25	13.3%
Cardiac Care includes Coronary Care Units and Cardiothoracic	160	26	13.1%
District Nursing	94	12	10.6%
Emergency & Trauma	288	48	15.6%
Health of Older People within the DHB	115	22	10.4%
Intensive Care and High Dependency	144	14	9.0%
Medical	704	122	15.5%
Neonatal	92	15	14.1%
Oncology	74	10	12.2%
Paediatrics/ Child Health/ Youth Health	302	61	19.2%
Perioperative Care (Theatre)	249	79	28.9%
Primary Health Care	359	28	7.2%
Public Health Nursing	62	3	1.6%
Surgical	803	167	19.4%
NESP	210	126	60.0%
Mental Health and Addictions	210	126	60.0%
Total	1357	775	57.1%

*** Applicants are able to preference multiple employers and clinical practice settings, so applicants will be counted multiple times in terms of preferences.

The National Talent Pool

The National Talent Pool opened on 23 November 2017 and closed on 29 June 2018. It comprised applicants who were not employed via the electronic match or the manual match.

Summary of the National Talent Pool at the time it closed - 29 June 2018.	
Number of applicants placed in the National Talent Pool	507
Number of applicants withdrawn from the National Talent Pool	37
Number applicants remaining in the National Talent Pool at the time the intake closed	176
Total number of graduates employed through the National Talent Pool	294

1. Applicants Employed from the National Talent Pool between 23 November 2017 and 29 June 2018

Employer	Number of Applicants Employed
Auckland DHB	55
Bay of Plenty DHB	3
Canterbury DHB	27
Capital & Coast DHB	33
Counties Manukau DHB	31
Hawke's Bay DHB	5
Hutt Valley DHB	6
Lakes DHB	4
MidCentral DHB	10
Nelson Marlborough DHB	2
Northland DHB	13
South Canterbury DHB	2
Southern DHB	17
Taranaki DHB	11
Waikato DHB	35
Wairarapa DHB	3
Waitemata DHB	27
West Coast DHB	2
Whanganui DHB	1
Southern Cross Hospitals - Auckland	6
Southern Cross Hospitals - Southern (Christchurch)	1
Total	294

Clinical Practice Setting (CPS)	Number of Applicants Employed
NEtP	262
Aged Residential Care	23
Assessment, Treatment & Rehabilitation	10
Cardiac Care includes Coronary Care Units and Cardiothoracic	8
District Nursing	4
Emergency & Trauma	4
Health of Older People within the DHB	23
Intensive Care and High Dependency	1
Medical	49
Oncology	1
Paediatrics/ Child Health/ Youth Health	16
Perioperative Care (Theatre)	18
Primary Health Care	38
Public Health Nursing	1
Surgical	66
NESP	32
Mental Health and Addictions	32
Total	294

2. Applicants remaining in the National Talent Pool at the time the intake closed on 29 June 2018

Ethnicity Category	Applicants Remaining in the National Talent Pool	% of Total
Māori	21	11.9%
Pacific Peoples	5	2.8%
Asian	51	29.0%
Other	99	56.2%
Total	176	100.0%

1st Preference Employer	Applicants Remaining in the National Talent Pool
Auckland DHB	18
Bay of Plenty DHB	12
Canterbury DHB	12
Capital & Coast DHB	14
Counties Manukau DHB	19
Hawke's Bay DHB	3
Hutt Valley DHB	4
Lakes DHB	6
MidCentral DHB	12
Nelson Marlborough DHB	1
Northland DHB	9
Southern DHB	7
Tairāwhiti DHB	4
Taranaki DHB	5
Waikato DHB	19
Wairarapa DHB	3
Waitemata DHB	11
Whanganui DHB	12
Southern Cross Hospitals - Auckland	1
Southern Cross Hospitals - Midland (Waikato & BoP)	3
Southern Cross Hospitals - Southern (Christchurch)	1
Total	176

Clinical Practice Setting (CPS) Preference	Applicants Remaining in the National Talent Pool
NETP	172
Aged Residential Care	6
Assessment, Treatment & Rehabilitation	16
Cardiac Care includes Coronary Care Units and Cardiothoracic	11
District Nursing	17
Emergency & Trauma	22
Health of Older People within the DHB	28
Intensive Care and High Dependency	12
Medical	85
Neonatal	8
Oncology	6
Paediatrics/ Child Health/ Youth Health	37
Perioperative Care (Theatre)	34
Primary Health Care	78
Public Health Nursing	17
Surgical	91
NESP	23
Mental Health and Addictions	23
Total	176

*** Applicants are able to preference multiple employers and clinical practice settings, so applicants will be counted multiple times in terms of preferences.

Profile of Successfully Employed Graduates

ACE Nursing 2017 End of Year Summary of Employed Graduates as at 29 June 2018	
Number of graduates employed from the electronic match	754
Number of graduates employed from the manual match	76
Number of graduates employed from the National Talent Pool	294
Total number of graduates employed through this intake	1124
Number of graduates employed in NETP roles	966
Number of graduates employed in NESP roles	158

1. Distribution of Employed Graduates by Employer Preference

Employer	Number Employed in 1 st Employer Preference	Number Employed in 2 nd Employer Preference	Number Employed in 3 rd Employer Preference	Number Employed Who Did Not Rank Employer	Total Employed by Employer
Auckland DHB	98	30	4	12	144
Bay of Plenty DHB	43	6	2	0	51
Canterbury DHB	108	9	5	8	130
Capital & Coast DHB	82	13	1	1	97
Counties Manukau DHB	89	17	3	2	111
Hawke's Bay DHB	35	1	1	0	37
Hutt Valley DHB	13	7	0	0	20
Lakes DHB	18	2	0	1	21
MidCentral DHB	21	5	2	0	28
Nelson Marlborough DHB	29	5	3	0	37
Northland DHB	30	1	0	3	34
South Canterbury DHB	8	5	1	1	15
Southern DHB	65	6	1	1	73
Tairāwhiti DHB	11	0	0	0	11
Taranaki DHB	23	1	0	8	32
Waikato DHB	75	15	9	20	119
Wairarapa DHB	7	0	0	0	7
Waitemata DHB	83	22	7	3	115
West Coast DHB	3	2	0	1	6
Whanganui DHB	15	3	0	0	18
Southern Cross Hospitals - Auckland	1	1	2	5	9
Southern Cross Hospitals - Midland (Waikato & BoP)	1	2	0	0	3
Southern Cross Hospitals - Southern (Christchurch)	4	1	0	1	6
Total	862	154	41	67	1124

*** Applicants are able to preference multiple employers and clinical practice settings, so applicants will be counted multiple times in terms of preferences.

2. Graduate Uptake by Clinical Practice Setting

Clinical Practice Setting (CPS)	Applicants who indicated a preference	Number employed in CPS	% Successfully Employed in CPS Preference
NEtP	1310	966	73.7%
Aged Residential Care	39	33	28.2%
Assessment, Treatment & Rehabilitation	135	39	17.8%
Cardiac Care includes Coronary Care Units and Cardiothoracic	160	36	15.6%
District Nursing	94	16	11.7%
Emergency & Trauma	289	58	18.3%
Health of Older People within the DHB	115	47	14.8%
Intensive Care and High Dependency	144	17	9.7%
Medical	705	183	22.4%
Neonatal	92	17	16.3%
Oncology	74	11	13.5%
Paediatrics/ Child Health/ Youth Health	302	85	26.5%
Perioperative Care (Theatre)	249	103	34.9%
Primary Health Care	359	68	15.0%
Public Health Nursing	62	4	1.6%
Surgical	804	249	28.4%
NESP	210	158	68.1%
Mental Health and Addictions	210	158	68.1%
Total	1358	1124	82.8%

*** Applicants are able to preference multiple employers and clinical practice settings, so applicants will be counted multiple times in terms of preferences.

3. Tertiary Provider Outcomes

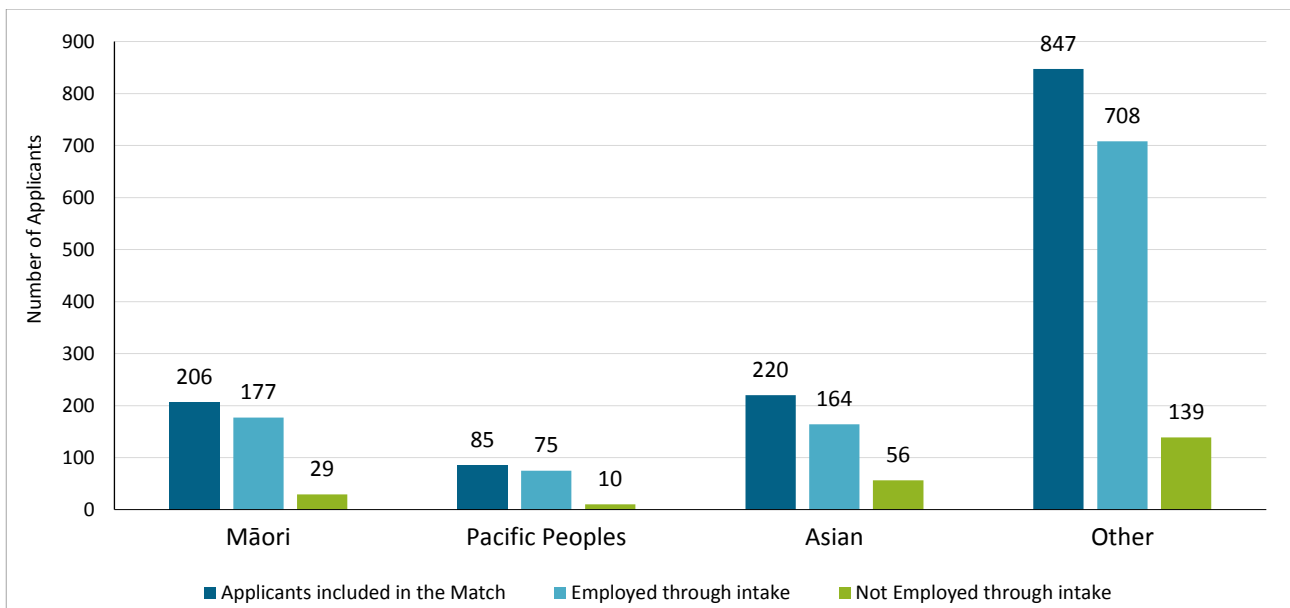
Tertiary Education Provider	Number of Applicants included in the Match	Number of Applicants Employed	% of Applicants Employed
ARA Institute of Canterbury	121	108	89.3%
Auckland University of Technology	116	101	87.1%
Eastern Institute of Technology	41	34	82.9%
Eastern Institute of Technology Gisborne	20	15	75.0%
Manukau Institute of Technology	131	104	79.4%
Massey University Albany	27	27	100.0%
Massey University Manawatu	35	31	88.6%
Massey University Wellington	77	72	93.5%
Nelson Marlborough Institute of Technology	42	36	85.7%
NorthTec	45	33	73.3%
Otago Polytechnic	93	87	93.5%
Southern Institute of Technology	43	35	81.4%
Te Whare Wānanga o Awanuiārangi Whakatāne	18	14	77.8%
Toi-Ohomai Institute of Technology Rotorua (Mokoia)	35	27	77.1%
Toi-Ohomai Institute of Technology Tauranga (Windermere)	56	45	80.4%
Unitec Institute of Technology	64	47	73.4%
Universal College of Learning Palmerston North	48	35	72.9%
Universal College of Learning Wairarapa	12	8	66.7%
Universal College of Learning Whanganui	29	15	51.7%
University of Auckland	75	71	94.7%
University of Otago	3	3	100.0%
Waikato Institute of Technology	99	77	77.8%
Western Institute of Technology at Taranaki	26	20	76.9%
Whitireia New Zealand	102	79	77.5%
Total	1358	1124	82.8%

4. Vacancies vs Graduates Employed

Employer	Number of vacancies submitted to ACE Nursing at the Match	Number Employed	Number Employed in excess of vacancies initially identified	% of Vacancies Filled (Based on vacancies submitted at the time of the Match)
Auckland DHB	107	144	37	134.6%
Bay of Plenty DHB	49	51	2	104.1%
Canterbury DHB	112	130	18	116.1%
Capital & Coast DHB	65	97	32	149.2%
Counties Manukau DHB	97	111	14	114.4%
Hawke's Bay DHB	32	37	5	115.6%
Hutt Valley DHB	14	20	6	142.9%
Lakes DHB	17	21	4	123.5%
MidCentral DHB	19	28	9	147.4%
Nelson Marlborough DHB	37	37	0	100.0%
Northland DHB	24	34	10	141.7%
South Canterbury DHB	15	15	0	100.0%
Southern DHB	58	73	15	125.9%
Tairāwhiti DHB	10	11	1	110.0%
Taranaki DHB	23	32	9	139.1%
Waikato DHB	94	119	25	126.6%
Wairarapa DHB	4	7	3	175.0%
Waitemata DHB	97	115	18	118.6%
West Coast DHB	5	6	1	120.0%
Whanganui DHB	18	18	0	100.0%
Southern Cross Hospitals - Auckland	7	9	2	128.6%
Southern Cross Hospitals - Midland (Waikato & BoP)	3	3	0	100.0%
Southern Cross Hospitals - Southern (Christchurch)	6	6	0	100.0%
Total	913	1124	211	123.1%

5. Ethnicity of Graduates Employed

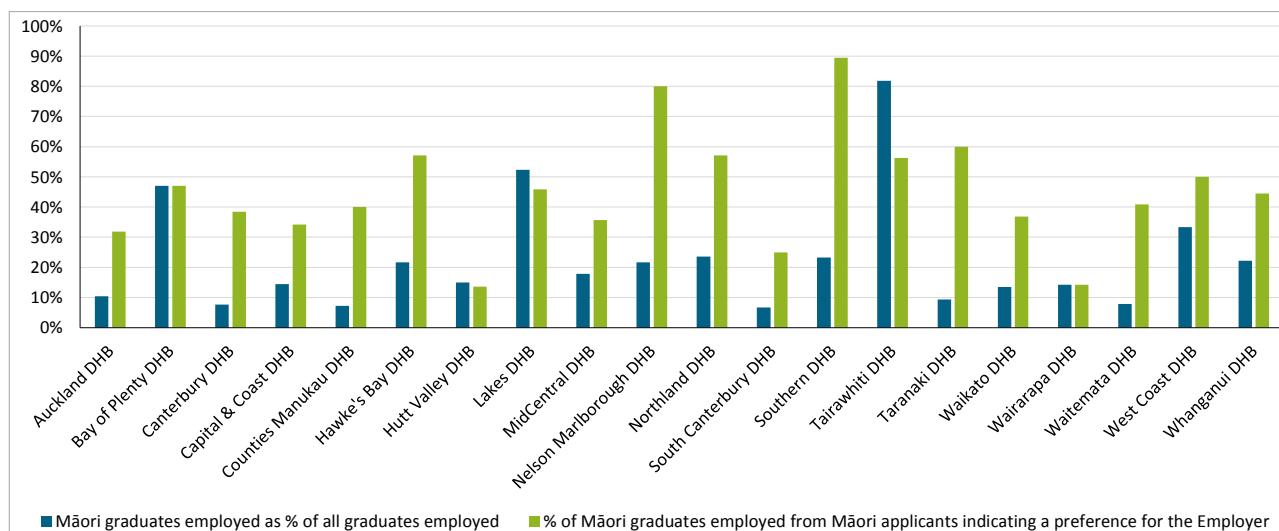
Ethnicity Category	Number of Applicants included in the Match	% of Total Applicants included in the Match	Number Employed through intake	% of Ethnic Category Successfully Employed	% of Overall Graduates Employed
Māori	206	15.2%	177	85.9%	15.7%
Pacific Peoples	85	6.3%	75	88.2%	6.7%
Asian	220	16.2%	164	74.5%	14.6%
Other	847	62.4%	708	83.6%	63.0%
Total	1358	100.0%	1124	82.8%	100.0%



6. Potential for the Nursing Workforce to better reflect the Māori Population by Employer

Employer	Number of graduates employed	Number of Māori graduates employed	Māori graduates employed as % of all graduates employed	Number of Māori applicants indicating a preference for the employer	% of Māori graduates employed from all Māori applicants indicating a preference for the employer †
Auckland DHB	144	15	10.4%	22	31.8%
Bay of Plenty DHB	51	24	47.1%	51	47.1%
Canterbury DHB	130	10	7.7%	26	38.5%
Capital & Coast DHB	97	14	14.4%	41	34.1%
Counties Manukau DHB	111	8	7.2%	20	40.0%
Hawke's Bay DHB	37	8	21.6%	14	57.1%
Hutt Valley DHB	20	3	15.0%	22	13.6%
Lakes DHB	21	11	52.4%	24	45.8%
MidCentral DHB	28	5	17.9%	14	35.7%
Nelson Marlborough DHB	37	8	21.6%	10	80.0%
Northland DHB	34	8	23.5%	14	57.1%
South Canterbury DHB	15	1	6.7%	4	25.0%
Southern DHB	73	17	23.3%	19	89.5%
Tairāwhiti DHB	11	9	81.8%	16	56.2%
Taranaki DHB	32	3	9.4%	5	60.0%
Waikato DHB	119	16	13.4%	38	36.8%
Wairarapa DHB	7	1	14.3%	7	14.3%
Waitemata DHB	115	9	7.8%	22	40.9%
West Coast DHB	6	2	33.3%	2	50.0%
Whanganui DHB	18	4	22.2%	9	44.4%
Southern Cross Hospitals - Auckland	9	0	0.0%	1	0.0%
Southern Cross Hospitals - Midland (Waikato & BoP)	3	0	0.0%	3	0.0%
Southern Cross Hospitals - Southern (Christchurch)	6	1	16.7%	6	16.7%
Total	1124	177	15.7%	206	85.9%

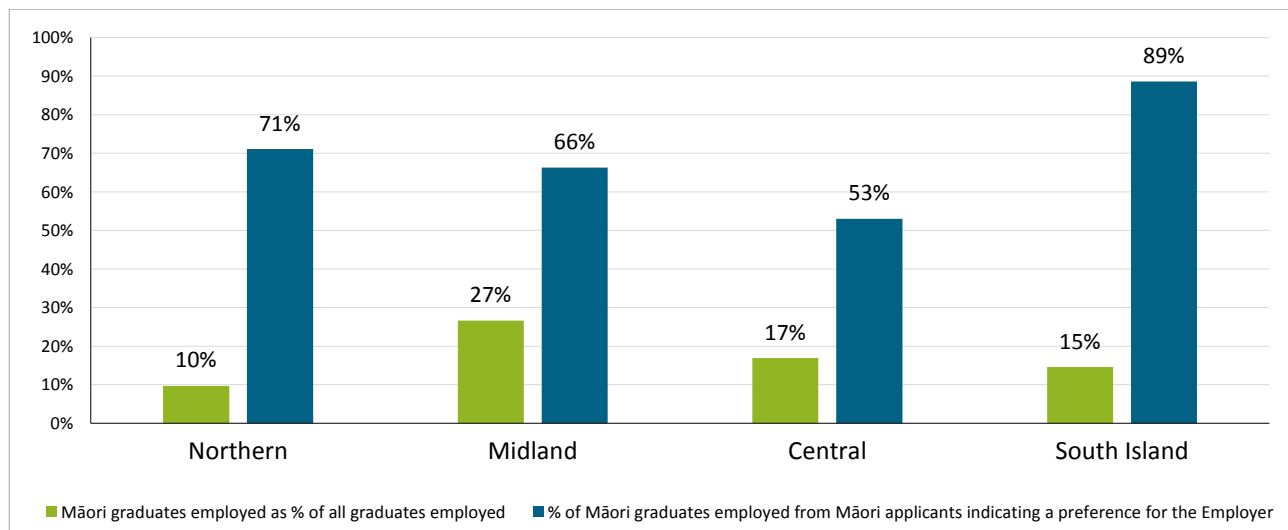
† Graduates may preference multiple employers, and could be employed from the National Talent Pool by a DHB they did not preference



7. Potential for the Nursing Workforce to better reflect the Māori Population by DHB Region

DHB Region	Number of graduates employed	Number of Māori graduates employed	Māori graduates employed as % of all graduates employed	Number of Māori applicants indicating a preference for DHBs in this region	% of Māori graduates employed from Māori applicants indicating a preference for DHBs in this region †
Northern	413	40	9.7%	45	71.1%
Midland	237	63	26.6%	95	66.3%
Central	207	35	16.9%	66	53.0%
South Island	267	39	14.6%	44	88.6%

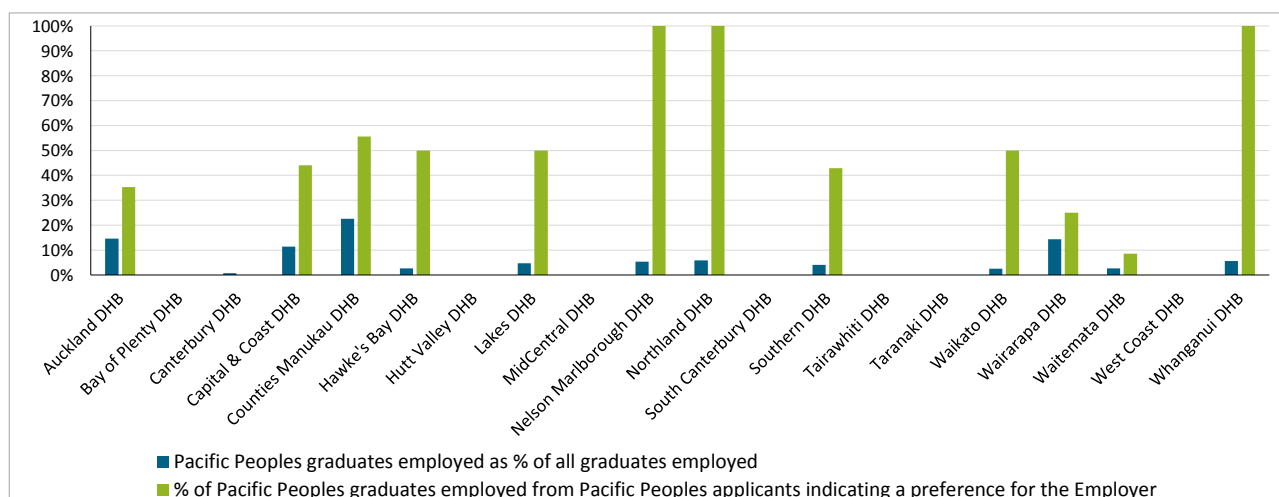
† Graduates may preference multiple employers, and could be employed from the National Talent Pool by a DHB they did not preference



8. Potential for the Nursing Workforce to better reflect the Pacific Peoples Population by Employer

Employer	Number of graduates employed	Number of Pacific Peoples graduates employed	Pacific Peoples graduates employed as % of all graduates employed	Number of Pacific Peoples applications indicating a preference for the employer	% of Pacific Peoples graduates employed from all Pacific Peoples applicants indicating a preference for the employer †
Auckland DHB	144	21	14.6%	51	35.3%
Bay of Plenty DHB	51	0	0.0%	1	0%
Canterbury DHB	130	1	0.8%	4	0%
Capital & Coast DHB	97	11	11.3%	25	44%
Counties Manukau DHB	111	25	22.5%	45	55.6%
Hawke's Bay DHB	37	1	2.7%	2	50%
Hutt Valley DHB	20	0	0.0%	22	0%
Lakes DHB	21	1	4.8%	2	50%
MidCentral DHB	28	0	0.0%	0	N/A
Nelson Marlborough DHB	37	2	5.4%	2	100%
Northland DHB	34	2	5.9%	2	100%
South Canterbury DHB	15	0	0.0%	1	0%
Southern DHB	73	3	4.1%	7	42.9%
Tairāwhiti DHB	11	0	0.0%	0	N/A
Taranaki DHB	32	0	0.0%	1	0%
Waikato DHB	119	3	2.5%	6	50%
Wairarapa DHB	7	1	14.3%	4	25%
Waitemata DHB	115	3	2.6%	35	8.6%
West Coast DHB	6	0	0.0%	0	N/A
Whanganui DHB	18	1	5.6%	1	100%
Southern Cross Hospitals - Auckland	9	0	0.0%	1	0%
Southern Cross Hospitals - Midland (Waikato & BoP)	3	0	0.0%	0	N/A
Southern Cross Hospitals - Southern (Christchurch)	6	0	0.0%	1	0%
Total	1124	75	6.7%	85	88.2%

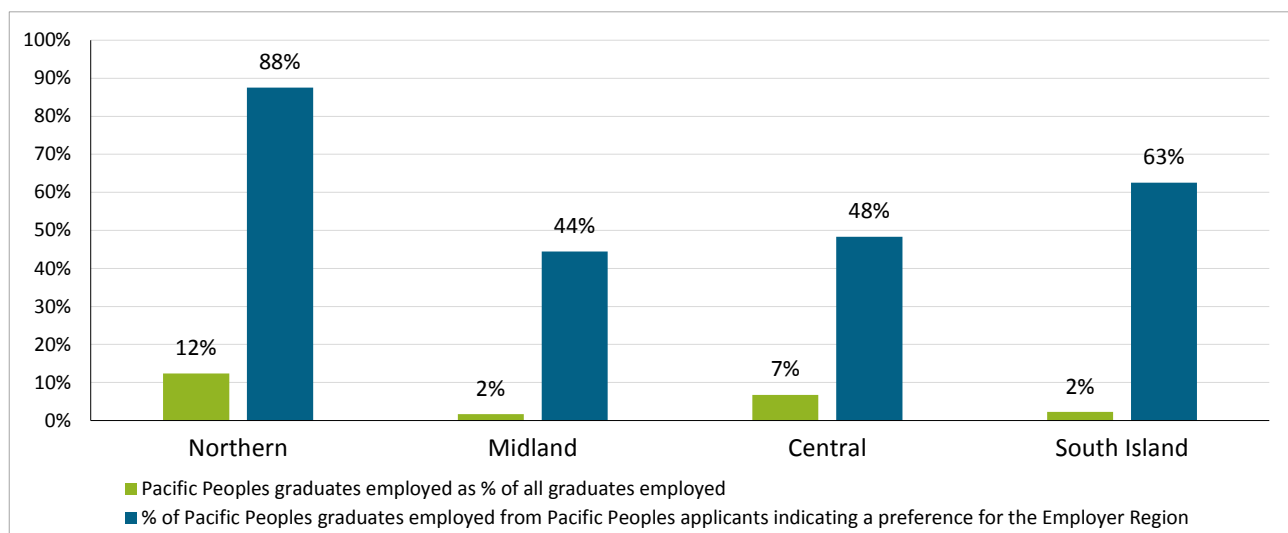
† Graduates may preference multiple employers, and could be employed from the National Talent Pool by a DHB they did not preference



9. Potential for the Nursing Workforce to better reflect the Pacific Peoples Population by DHB Region

DHB Region	Number of graduates employed	Number of Pacific Peoples graduates employed	Pacific Peoples graduates employed as % of all graduates employed	Number of Pacific Peoples applications indicating a preference for the DHB Region	% of Pacific Peoples graduates employed from Pacific Peoples applicants indicating a preference for the DHB Region †
Northern	413	51	12.3%	56	87.5%
Midland	237	4	1.7%	9	44.4%
Central	207	14	6.8%	29	48.3%
South Island	267	6	2.2%	8	62.5%

† Graduates may preference multiple employers, and could be employed from the National Talent Pool by a DHB they did not preference



Appendix A

ACE Nursing Status Definitions	
Application Complete	Applicants who submitted their completed ACE Nursing applications.
Employed Electronic Match	Applicants who were employed following the electronic match.
Employed Manual Match (Early Talent Pool)	Applicants who were employed following the manual match via the Early Talent Pool process. The Early Talent Pool is open for 48 hours to employers who have vacancies remaining after the Electronic Match has been completed.
Employed National Talent Pool	Applicants who have been employed from the National Talent Pool for the duration of the intake.
Declined Offer	Applicants who were either matched electronically or manually and declined their offer of employment.
Withdrawn - Failed State	Applicants who have advised ACE Nursing that they have failed their state exam and are not eligible to participate in the process.
Withdrawn	Any applicants who have indicated to ACE that they withdrew their application for various reasons.



DATE	MILESTONE
16 August 2017	2017 End of Year Intake Opened
12 September 2017	Applications Closed
10 November 2017	Electronic Algorithmic Match Conducted
14 November 2017	Early Talent Pool Opened (Manual Match)
17 November 2017	Early Talent Pool Closed (Manual Match)
23 November 2017	National Talent Pool Opened
29 June 2018	National Talent Pool Closed
29 June 2018	2017 End of Year Intake Closed
27 July 2018	Intake Summary Report Finalised