



ACE Nursing

Algorithmic Match Report

2018 End of Year Graduate Intake



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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 end of year intake, which opened on 15 August 2018 and will close on 28 July 2019. The report comprises a summary of the immediate outcome of the electronic algorithmic match conducted on 9 November 2018, as well as profiles of all applicants included in the match and those applicants who were not matched at the time.

While an ACE Nursing intake is underway, a lot of dynamic change occurs to the data captured in the ACE system. Applicants may 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.

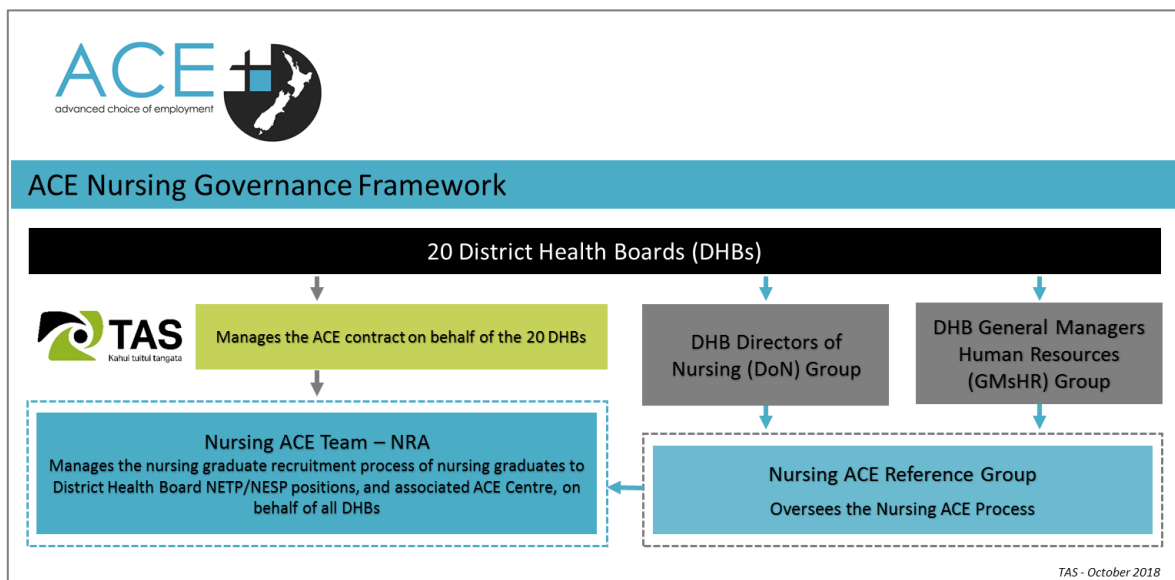
There are only two points in the recruitment process at which stable and reliable data can be extracted - at the time of the electronic match and once the intake closes. Data extracted at all other points during an intake, is not considered accurate or reliable and is only valid on the day it is extracted.

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.

TAS manages ACE on behalf of the 20 DHBs; and it contracts the Northern Regional Alliance (NRA) as providers of the ACE services.



The ACE Nursing 2018 End of Year Match Summary

The ACE Nursing 2018 End of Year intake is currently underway. The intake opened on 15 August 2018 and is due to close on 28 July 2019.

The intake attracted **1,258** complete applications and resulted in **1,253** applications being included in the electronic algorithmic match conducted on 9 November 2018.

1,075 positions were submitted by employers to be included in the electronic match. **914** were NETP positions and **161** were NESP positions for Mental Health & Addiction roles.

894 candidates were electronically matched on 9 November 2018. 359 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 End of Year Match Summary as at 9 November 2018	
Number of completed applications received	1,258
Number of applications withdrawn prior to the match	5
Number of applications included in the match	1,253
Number of Positions submitted to ACE by Employers at the time of the match	1,075
Number of applicants not matched	359
Number of applicants matched electronically	894
Number of graduates matched to NETP roles	766
Number of graduates matched to NESP roles	128

ACE Nursing 2018 End of Year Intake Timeline

DATE	MILESTONE
15 August 2018	2018 End of Year Intake opened
11 September 2018	Applications closed
9 November 2018	Electronic Algorithmic Match conducted
12 November 2018	Early Talent Pool due to open (Manual Match)
12 November 2018	Early Talent Pool due to close (Manual Match)
14 November 2018	National Talent Pool due to open
22 November 2018	National Talent Pool due to close
21 June 2019	2018 End of Year due to close
22 July 2019	Intake Summary Report due to be finalised

Profile of Applicants Included in the Algorithmic Match

Applicants included in the ACE Nursing 2018 End of Year Algorithmic Match as at 9 November 2018	
Number of first time applicants	1,216
Number of second time applicants	36
Number of applicants applying for their third round or more	1
Total number of applicants included in the match	1,253

1. Ethnicity of Applicants

Ethnicity Category	Number of Applicants	% of Total
Māori	211	16.8%
Pacific Peoples	84	6.7%
Asian	187	14.9%
Other	771	61.5%
Total	1,253	100.0%

2. Applicants by Tertiary Education Provider

Tertiary Education Provider	Number of Applicants
ARA Institute of Canterbury	118
Auckland University of Technology	83
Eastern Institute of Technology	38
Eastern Institute of Technology Gisborne	13
Manukau Institute of Technology	114
Massey University Albany	32
Massey University Manawatu	36
Massey University Wellington	65
Nelson Marlborough Institute of Technology	51
NorthTec	28
Otago Polytechnic	95
Southern Institute of Technology	48
Te Whare Wānanga o Awanuiārangi Whakatāne	20
Toi-Ohomai Institute of Technology Rotorua (Mokoia)	31
Toi-Ohomai Institute of Technology Tauranga (Windermere)	69
Unitec Institute of Technology	47
Universal College of Learning Palmerston North	32
Universal College of Learning Wairarapa	15
Universal College of Learning Whanganui	18
University of Auckland	84
University Of Otago	10
Waikato Institute of Technology	88

Western Institute of Technology at Taranaki	26
Whitireia New Zealand	92
Total	1,253

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	158	158	49	365
Bay of Plenty DHB	87	28	23	138
Canterbury DHB	149	39	19	207
Capital & Coast DHB	127	55	28	210
Counties Manukau DHB	116	62	65	243
Hawke's Bay DHB	38	8	6	52
Hutt Valley DHB	29	76	30	135
Lakes DHB	25	29	14	68
MidCentral DHB	47	18	9	74
Nelson Marlborough DHB	40	10	12	62
Northland DHB	29	4	4	37
South Canterbury DHB	16	19	12	47
Southern DHB	96	28	14	138
Tairāwhiti DHB	15	2	1	18
Taranaki DHB	29	16	5	50
Waikato DHB	100	34	29	163
Wairarapa DHB	15	4	6	25
Waitemata DHB	90	99	84	273
West Coast DHB	2	8	5	15
Whanganui DHB	20	9	2	31
Southern Cross Hospitals - Auckland	13	27	29	69
Southern Cross Hospitals - Midland (Waikato & BoP)	5	26	6	37
Southern Cross Hospitals - New Plymouth	1	5	4	10
Southern Cross Hospitals - Southern (Christchurch)	6	46	5	57

4. Applicant Clinical Practice Setting Preferences

Clinical Practice Setting (CPS)	Applicants who indicated a preference
NEtP	1,207
Aged Residential Care	59
Assessment, Treatment & Rehabilitation	195
Cardiac Care includes Coronary Care Units and Cardiothoracic	308
District Nursing	181
Emergency & Trauma	441
Health of Older People within the DHB	131
Intensive Care and High Dependency	292
Medical	749
Neonatal	171

Oncology	174
Paediatrics/ Child Health/ Youth Health	392
Perioperative Care (Theatre)	395
Primary Health Care	483
Public Health Nursing	141
Surgical	856
NESP	227
Mental Health and Addictions	227
Total	1,253

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

Immediate Outcome of the Algorithmic Match

ACE Nursing 2018 End of Year Match Outcome Summary as at 9 November 2018	
Number of applications included in the match	1,253
Number of positions submitted to ACE by employers at the time of the match	1,075
Total number of applicants matched electronically	894
Number of applicants matched electronically to NESP roles	766
Number of applicants matched electronically to NESP roles	128

1. Ethnicity of Applicants Matched

Ethnicity Category	Number of Applicants	% of Total
Māori	162	18.1%
Pacific Peoples	73	8.2%
Asian	109	12.2%
Other	550	61.5%
Total	894	100.0%

2. Positions submitted to ACE by Employers as at 9 November 2018

Employer	Positions submitted to ACE Nursing for the Match
Auckland DHB	128
Bay of Plenty DHB	62
Canterbury DHB	122
Capital & Coast DHB	72
Counties Manukau DHB	98
Hawke's Bay DHB	25
Hutt Valley DHB	14
Lakes DHB	26
MidCentral DHB	21
Nelson Marlborough DHB	37
Northland DHB	24
South Canterbury DHB	13
Southern DHB	89
Tairāwhiti DHB	17
Taranaki DHB	38
Waikato DHB	110
Wairarapa DHB	7
Waitemata DHB	127
West Coast DHB	9
Whanganui DHB	11
Southern Cross Hospitals - Auckland	12
Southern Cross Hospitals - Midland (Waikato & BoP)	4

Southern Cross Hospitals - New Plymouth	3
Southern Cross Hospitals - Southern (Christchurch)	6
Total	1,075

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	81	21	2	104	51.3%
Bay of Plenty DHB	58	1	3	62	66.7%
Canterbury DHB	101	4	0	105	67.8%
Capital & Coast DHB	57	4	0	61	44.9%
Counties Manukau DHB	69	5	1	75	59.5%
Hawke's Bay DHB	23	0	1	24	60.5%
Hutt Valley DHB	9	5	0	14	31.0%
Lakes DHB	19	3	1	23	76.0%
MidCentral DHB	13	2	0	15	27.7%
Nelson Marlborough DHB	31	4	1	36	77.5%
Northland DHB	18	0	0	18	62.1%
South Canterbury DHB	10	1	1	12	62.5%
Southern DHB	65	9	1	75	67.7%
Tairāwhiti DHB	15	0	0	15	100.0%
Taranaki DHB	23	3	1	27	79.3%
Waikato DHB	89	10	6	105	89.0%
Wairarapa DHB	6	1	0	7	40.0%
Waitemata DHB	63	13	8	84	70.0%
West Coast DHB	2	3	1	6	100.0%
Whanganui DHB	11	0	0	11	55.0%
Southern Cross Hospitals - Auckland	6	1	1	8	46.2%
Southern Cross Hospitals - Midland (Waikato & BoP)	2	0	0	2	40.0%
Southern Cross Hospitals - Southern (Christchurch)	3	2	0	5	50.0%
Total	774	92	28	894	61.8%

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

Profile of Unmatched Applicants

Unmatched Applicants as at 9 November 2018	
Number of first time applicants	337
Number of second time applicants	21
Number of applicants applying for their third round or more	1
Total number of unmatched applicants	359

1. Ethnicity of Unmatched Applicants

Ethnicity Category	Number of Applicants	% of Total
Māori	49	13.6%
Pacific Peoples	11	3.1%
Asian	78	21.7%
Other	221	61.6%
Total	359	100.0%

2. Unmatched Applicants by Tertiary Education Provider

Tertiary Education Provider	Number of Applicants
ARA Institute of Canterbury	37
Auckland University of Technology	27
Eastern Institute of Technology	12
Manukau Institute of Technology	30
Massey University Albany	4
Massey University Manawatu	14
Massey University Wellington	23
Nelson Marlborough Institute of Technology	10
NorthTec	11
Otago Polytechnic	18
Southern Institute of Technology	18
Te Whare Wānanga o Awanuiārangi Whakatāne	2
Toi-Ohomai Institute of Technology Rotorua (Mokoia)	5
Toi-Ohomai Institute of Technology Tauranga (Windermere)	19
Unitec Institute of Technology	13
Universal College of Learning Palmerston North	20
Universal College of Learning Wairarapa	10
Universal College of Learning Whanganui	8
University of Auckland	23
University Of Otago	2
Waikato Institute of Technology	8
Western Institute of Technology at Taranaki	4

Whitireia New Zealand	41
Total	359

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	50	37	11	98
Bay of Plenty DHB	21	2	3	26
Canterbury DHB	37	9	6	52
Capital & Coast DHB	53	23	6	82
Counties Manukau DHB	30	22	17	69
Hawke's Bay DHB	10	3	0	13
Hutt Valley DHB	17	40	6	63
Lakes DHB	3	3	1	7
MidCentral DHB	31	4	3	38
Nelson Marlborough DHB	8	0	2	10
Northland DHB	11	1	0	12
South Canterbury DHB	5	2	1	8
Southern DHB	28	6	2	36
Taranaki DHB	5	3	1	9
Waikato DHB	7	2	4	13
Wairarapa DHB	9	1	5	15
Waitemata DHB	19	26	23	68
West Coast DHB	0	2	1	3
Whanganui DHB	8	6	1	15
Southern Cross Hospitals - Auckland	3	7	13	23
Southern Cross Hospitals - Midland (Waikato & BoP)	2	6	0	8
Southern Cross Hospitals - New Plymouth	0	2	1	3
Southern Cross Hospitals - Southern (Christchurch)	2	13	0	15

4. Unmatched Applicants by Clinical Practice Setting Preferences

Clinical Practice Setting (CPS)	Applicants who indicated a preference
NEtP	356
Aged Residential Care	20
Assessment, Treatment & Rehabilitation	44
Cardiac Care includes Coronary Care Units and Cardiothoracic	80
District Nursing	71
Emergency & Trauma	122
Health of Older People within the DHB	30
Intensive Care and High Dependency	76
Medical	212
Neonatal	57

Oncology	50
Paediatrics/ Child Health/ Youth Health	129
Perioperative Care (Theatre)	110
Primary Health Care	176
Public Health Nursing	55
Surgical	239
NESP	44
Mental Health and Addictions	44
Total	359

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