

CONSTRUCTION & INFRASTRUCTURE
MANUFACTURING & TECHNOLOGY
PRIMARY INDUSTRIES
SERVICE INDUSTRIES
CREATIVE INDUSTRIES
SOCIAL & COMMUNITY SERVICES



OCCUPATION OUTLOOK 2016



**MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT**
HĪKINA WHAKATUTUKI



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OCCUPATION OUTLOOK 2016

First stop: Outlook.

Occupation Outlook is designed to be one of the first places for young people to look when making a decision on career options.

Occupation Outlook presents good occupation-level information for students and parents about where the best opportunities are and what study options present the greatest prospects for young people. Occupation Outlook contains current and relevant labour market information, bringing together a range of labour demand-side information, such as employment forecasts, to provide a clearer picture for job seekers and students.

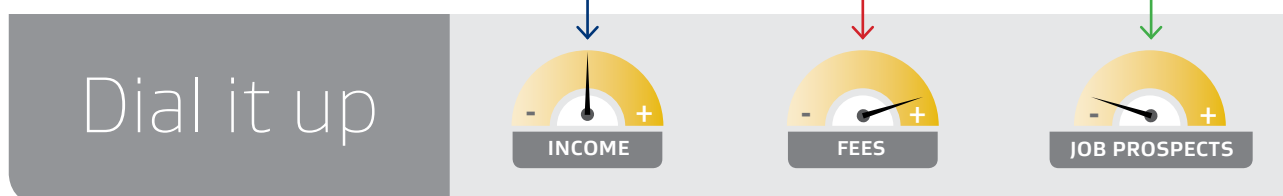
60 KEY OCCUPATIONS

Occupation Outlook gives you the lowdown on 60 key occupations in New Zealand

These occupations were chosen for a range of factors, including their size, popularity, and potential for future growth. Each occupation report provides a summary on career prospects, bringing together information on:



EXAMPLE: *medium income* *high study fees* *limited job prospects*

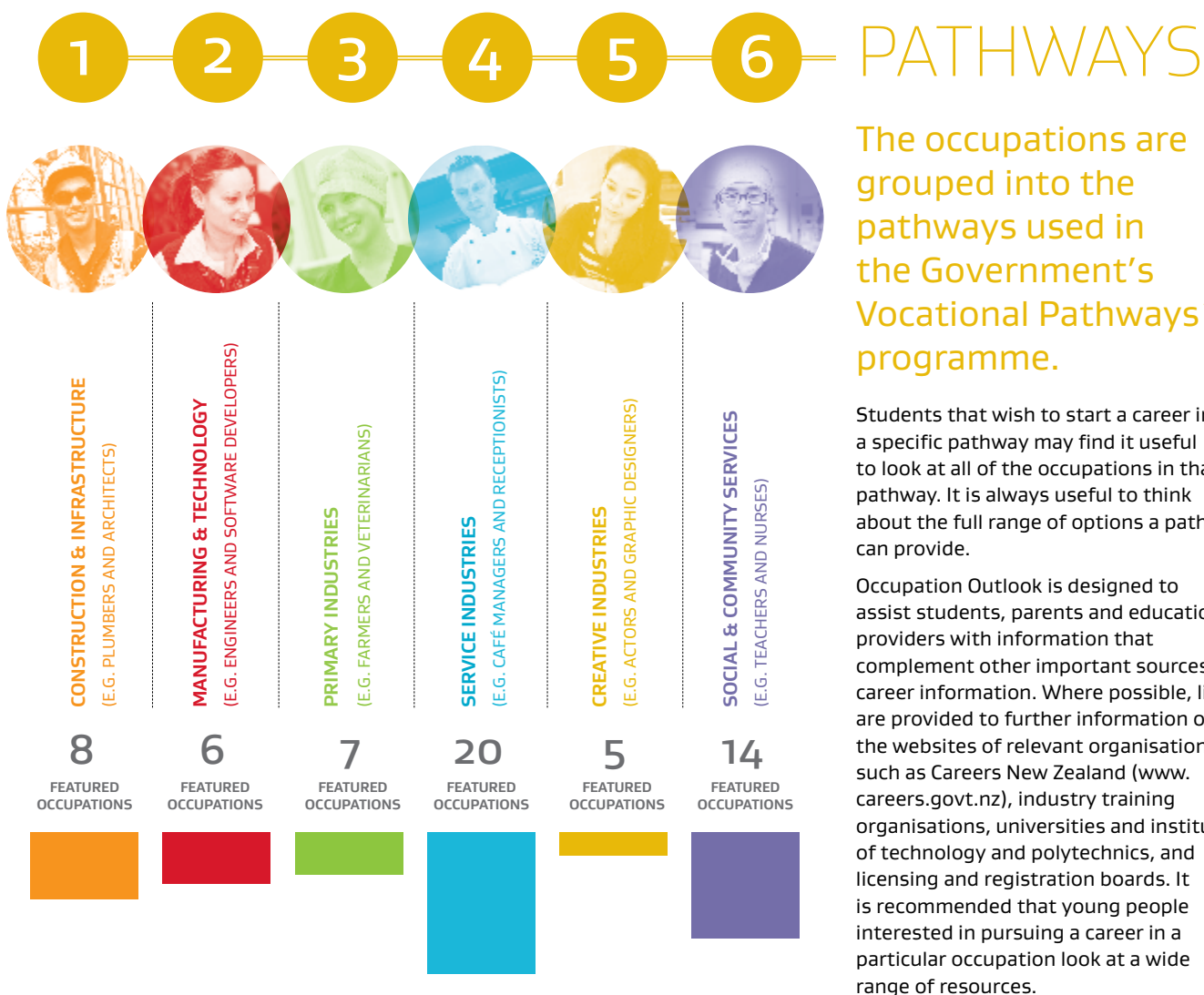


Each occupation has three dials. They indicate likely income, fees and job prospects for young people entering the occupation. The dials have three possible settings – for income and fees: low, medium and high; and for job prospects: limited, fair and good.

The job prospects dial typically looks at opportunities for a young person entering the occupation in approximately five years' time (e.g. after their study is complete). Please note that this is a best estimate given current economic information. Over the next five years, changes in the economic situation may alter the job prospects.

Often, there is a strong demand for experienced people, but this does not translate into jobs for people just entering the workforce. For all occupations, work and life experience will improve the chances of employment.

Occupation Outlook is informed by:



* The Vocational Pathways programme helps young people map their career options, starting with the NCEA levels they obtained at school. More information is available on the website (youthguarantee.net.nz/vocational-pathways).



TOP 10 SKILLS

ACCORDING TO
BUSINESS NEW ZEALAND,
THE TOP 10 SKILLS
EMPLOYERS LOOK FOR ARE:

communication skills

customer service skills –
in person, on the phone, and online

ability to work well in a team

literacy and numeracy skills

confidence in learning about and
using computers and technology

planning and organisational skills

initiative and a can-do attitude

problem-solving skills

good work habits
and independence

understanding of
health and safety

Important skills

Literacy (being able to read and write) and numeracy (being able to do simple calculations and make sense of numbers) are the two most basic skills that employers look for. Having a driver's licence can also give an edge over candidates who do not have a licence.

Many of the skills employers look for in a candidate are transferable skills or skills that can be used in a variety of jobs.

The skills in the Top 10 list are all transferable, which means they are useful in a wide range of jobs and are not specific to any one occupation or field. So young people who do not have a lot of job-specific skills may already have transferable skills that can be used to market themselves to employers.

Further information



Making a decision on which career to choose is only one step in the journey towards employment. Other important decisions you will make, and information you will need, includes:

- where to study (whether to stay at home or go flatting somewhere else in New Zealand)
- how to apply for jobs (including writing a CV)
- how to prepare for job interviews
- how to negotiate job offers.

Information on these and more is available on the Internet, with a very useful source being the Careers New Zealand website (www.careers.govt.nz/how-to-get-a-job/). There is also a useful tool for comparing earning and employment information for different study areas (www.careers.govt.nz/tools/compare-study-options).

Occupation Outlook 2016 at your fingertips



Download the
Occupation Outlook
16 app here.





SPECIAL FEATURE

A career in the creative industries

Creative Industries have their origin in individual or collective creativity, skill, and talent. New Zealand's creative industries enjoy a great deal of international success, and a career in creative industries can offer many specialisations and rewards.

As officially defined, the creative industries do not employ a huge number of people. Creative skills of one form or another are also needed across an extremely wide range of sectors – construction, manufacturing, technology, design, architecture, and the services sectors to name just a few. But, to take advantage of these opportunities and make a good living, you will need to be resourceful and determined, and understand where the market and audience are for your creative ideas and unique set of skills.

It's not always easy to get into creative roles, and some roles might end up being part-time. Elsewhere in this report you can find more detailed advice on some specific creative occupations: Actors, film directors, graphic and industrial designers.

The creative industries

Creative Industries is a specific term we use to define industries that have their origin in individual or collective creativity, skill, and talent. Creative industries lie at the crossroads of arts, culture, business and technology. The activities in this sector trade with creativity, knowledge and information. What unifies these activities is that they all trade with creative assets in the form of intellectual property (IP). IP is the framework through which creativity translates into economic value (that is, creating wealth and jobs).

New Zealand's 'measured creative industries' (games, music, books, and film and television) made up around 3%

of gross domestic product (GDP) in 2014¹. These measured creative industries are similar in size to the forestry sector, double the size of the printing sector, and half the size of sheep, beef cattle and grain farming. But it's fair to say these industries give New Zealanders a greater international recognition than the GDP figures would suggest.

Who will need your skills

All organisations and businesses need effective communications to market and support their services so promotion, marketing, public relations, and advertising are essential across most industries. High quality verbal, visual, written, graphic, and web-related design and communications skills are needed by all sectors. Many arts-related businesses are connected with large industries in film, television, or design.

Creative jobs such as those in architectural, graphic, interior, landscape, environmental, furniture, and industrial design are found in diverse sectors such as construction, infrastructure, manufacturing, and technology. Creative communications roles are also in demand across the Services and Social Services sectors.

You need to be creative and imaginative

The Creative Industries is for people who work or study in visual and performing arts as artists or technicians, or in the design and development of products, including communications. These industries also include those who work in film and digital technologies and in events development and management, including heritage and cultural advice.

To work in creative roles, you will need to be able to use your creative skills and imagination to come up with new ideas that help people see the world differently. Sometimes you

will need to analyse problems and come up with solutions and at other times fresh ways to express existing concepts or ideas.

Roles and jobs often call for both big-picture thinking and attention to detail. Your chances of working in one of these roles will be strengthened by your design skills, your cultural awareness and knowledge, and your understanding of what gets through to people using music, visual imagery, and words, drama, humour, and movement.

Your job prospects

Most people who have creative talents are in small businesses where using their imagination while being adaptable and responsive to others is the key to success. You may work or practise your creative skills by yourself, although more often you'll be part of a team.

Your career is likely to be varied. Successful people in this sector apply their talents across different fields, because to thrive, you will need to make sure there is a market or an audience for your creative ideas and unique skills. To make a living in this sector you will need to be resourceful and determined, and strong when it comes to dealing with change or disappointment.

Purely creative roles are not always easy to get into, and some roles might end up being part-time. You may need to have an alternative occupation to augment your creative work.

¹ October PwC report, "Employment and National GDP impacts of music, publishing and film and television in New Zealand"



SPECIAL
FEATURE

Career prospects as a manager

‘Managers’ are the second largest occupation by employment, comprising about 18% (more than 300,000 jobs) of the labour market. There are managers in all industries and fields. There can be several levels of managers in an organisation, depending on its size. Not surprisingly, the range of managers’ roles is huge.

Nevertheless, in general, the demand for managers is expected to grow moderately well, and the chances of getting a job are good for those who already have management experience. Promotion within a business is the most likely path to management. So, crucially, management is not a career people generally enter directly after completing studies, but one they enter after gaining some experience in other roles. That experience can also come from different fields and industries, which means experienced managers can readily move from one organisation to another.

What a manager does

Managers plan and organise the operations of private and public sector organisations. They are often responsible for staff, managing the performance review process, and setting tasks. They may also be responsible, however, for particular projects or products with few or no directly reporting staff.

Managers usually have budget approval responsibilities and lead meetings with their own staff or project teams. Managers are also called on to provide day-to-day leadership and decision-making, as well as have a vision for where their area should be heading.

Managers are often involved in recruiting staff and in representing their organisation at external meetings and other events.

A huge range of roles

Managers operate at all levels, from, say, managing a local takeaway through to being chief executive of a multinational company. There are managers in all industries and fields, and there can be several levels of more senior and less senior managers, depending on the size of the organisation. There is a huge range of different management roles. That is why you will find many of the occupations covered in this guide will have a comment along the lines of how success and experience in a job can lead to management. Here is a sample of managers’ roles that are available:

- › Chief Executives, General Managers and Legislators
- › Farmers and Farm Managers
- › Advertising, Public Relations and Sales Managers
- › Business Administration Managers
- › Construction, Distribution and Production Managers
- › Education, Health and Welfare Services Managers
- › ICT Managers
- › Miscellaneous Specialist Managers
- › Accommodation and Hospitality Managers
- › Retail Managers
- › Miscellaneous Hospitality, Retail and Service Managers.

Talent plus experience...

Most managers enter management by being really good in their non-management field. For instance, a policy analyst

may become a policy manager through exceptionally high performance at policy analysis, or a finance manager through high performance as an accountant. High performance in one field is often expected to translate into high performance as a manager. Regardless of the field one is in, most people wishing to become managers will need to demonstrate very good communication and leadership skills.

A career path to becoming a manager may start from the most junior of roles. People do not usually become managers until they have had several years of experience in other senior roles.

... although qualifications are becoming increasingly important

In general, most occupations are increasingly requiring higher qualifications, and higher qualifications in whatever

field will help you get more senior roles, including management roles.

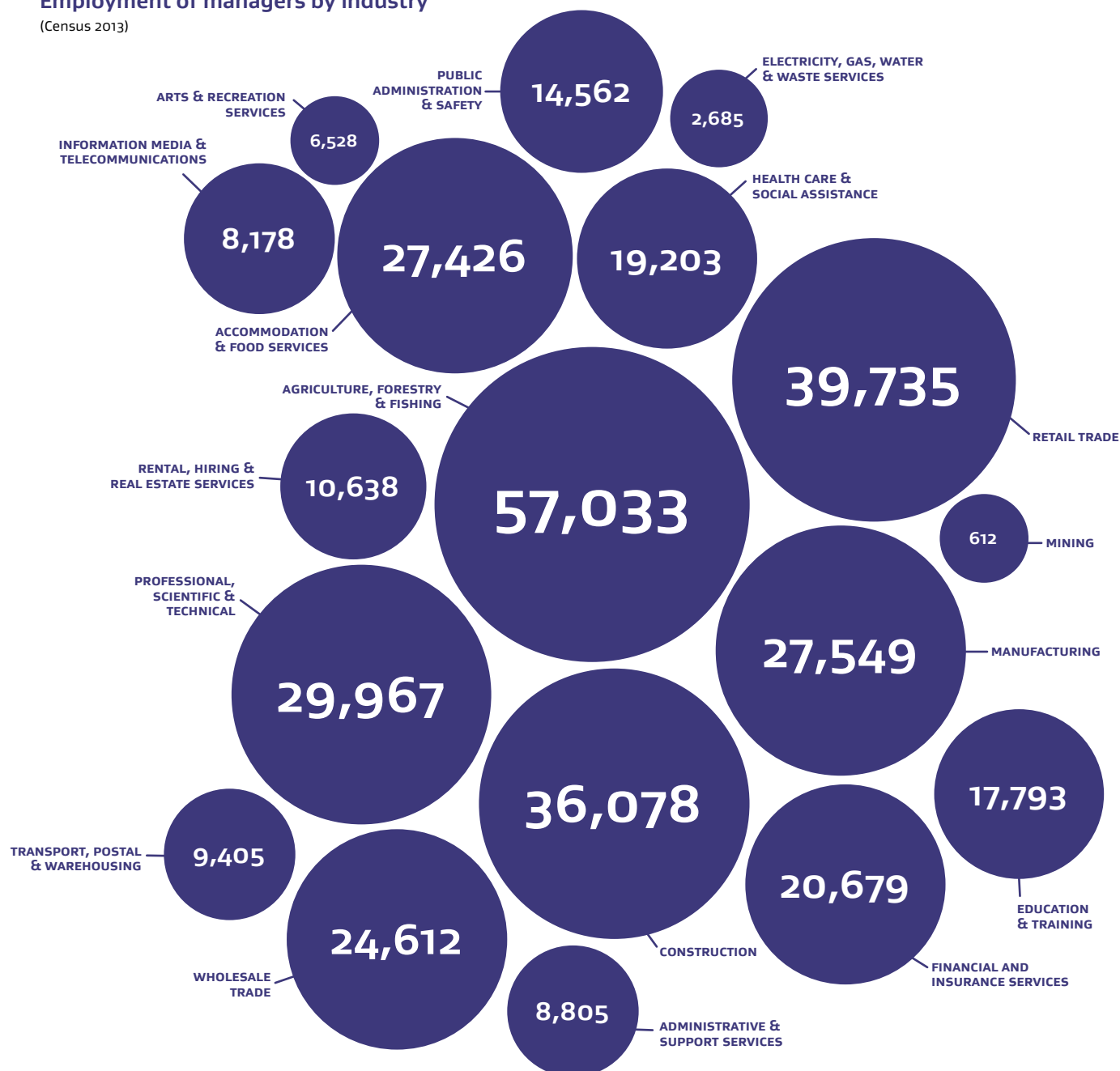
Useful qualifications specifically for management include a Bachelor of Applied Management or a Master of Business Administration (MBA). But, these are not a requirement for management, and MBAs, for example, generally require applicants to already be a manager for several years before entering the course. Short courses in management are also available and these are popular with new managers.

High Turnover

The demand for managers, especially experienced managers, is high. This can result in high remuneration (in 2015, the average income for managers, in general, was \$92,800 per year, but the range is very wide).

Employment of managers by industry

(Census 2013)



A male worker wearing a dark cap, earplugs, and blue overalls over a grey t-shirt is working in a warehouse. He is wearing yellow and black gloves and is focused on a task. In the background, there are wooden pallets and metal shelving units.

SPECIAL FEATURE

Training while working

Workplace training, also known as trade or industry training, involves learning and earning money while you work. Apprenticeships are one type of workplace training. You can do workplace training in a range of hands-on industries. Many of the occupation descriptions elsewhere in this document contain useful links to training/education providers of one sort or another.

Workplace training usually combines on-the-job and off-the-job training. You'll have to:

- › attend all courses that are part of the industry training – these may be block courses, evening courses or day release classes, and are offered by a polytechnic or other education provider
- › complete on-the-job assessments to show you are competent doing practical tasks, and to work towards your national certificate
- › complete off-the-job assessments to work towards completing your qualification.

There may also be some formal off the job training at training organisations like polytechnics and private training establishments.

Linked to worker, workplace, and industry needs

Workplace training is learning and skill development linked to the needs of workers, workplaces and industry. It provides employees with structured training, both on-job and off-job and is linked to the New Zealand Qualifications Framework (NZQF). This means employees can earn while they learn.

Industry training is co-ordinated by the ITOs (Industry Training Organisations) around New Zealand. These are set up by industries and are recognised by the government. ITOs receive funding from both the government and industry.

The system covers most of New Zealand's industries from traditional trades like building and plumbing, the primary industries, and manufacturing and retail, through to government and community services.

On-the-job training

On-the-job training is training that takes place while employees are actually working. It means that skills can be gained while trainees are carrying out their jobs. This benefits both employees and the business. Employees learn in the real work environment and gain experience dealing with the tasks and challenges that they will meet during a normal working day, while getting paid. The business benefits by ensuring that the training is specific to the job.

Many occupations provide on the job training. These occupations provide an excellent start for many who are entering the workforce because of the opportunity to start earning right away and therefore not having to have a student loan. Also, the training is specific to the occupation. Industry training fees do vary and it is best to talk to your ITO or employer.

Occupations in this report that involve on-the-job training for the main qualification include:

- › Electricians
- › Plumbers
- › Carpenters and joiners
- › Hospitality workers
- › Health care workers
- › Café managers
- › Chefs
- › Bus and Coach Drivers
- › Farmers
- › Firefighters
- › Hairdressers
- › Truck Drivers
- › Welders

Occupations that involve some form of professional practice as part of gaining a formal qualification include

- › Doctors
- › Dentists
- › Early Childhood Teachers
- › School Teachers
- › Physiotherapists
- › Psychologists
- › Pharmacists

Many occupations, though, set a minimum qualification as the entry point. That minimum qualification may be NCEA level 1 – 3 or a Tertiary degree, or post-graduate degree. Check with Careers New Zealand for more details for the qualifications required to enter a job.

Apprenticeships

New Zealand Apprenticeships provide a premier vocational pathway and quality support for all apprentices regardless of age. New Zealand Apprenticeships provide an entry point into an occupation setting a person up for a career in an industry and contain a strong theoretical component to support further learning, as well as a practical element.

An apprentice must be employed in the occupation for which they are training, and all New Zealand Apprenticeships will result in (at least) a level 4 New Zealand qualification comprising a minimum of 120 credits (ensuring a strong theoretical component).

It is expected that on completing a New Zealand Apprenticeship, the apprentice will be 'work competent' for the occupation in which they have been training, and that industry will determine the standard of competency to be met.

ITOs

Industry Training Organisations (ITOs):

- › help people get NZQA-recognised qualifications on the job;
- › provide information and advice to trainees and their employers;
- › develop and arrange education and training for their industry;
- › arrange your assessments when you are training, and ensure you are getting high quality training.

The ITOs currently in New Zealand¹ are:

Building and Construction ITO (BCITO)

→ bcito.org.nz

building and construction, fibrous plastering, solid plastering, tiling, cement and concrete, architectural technology, quantity surveying and construction technology, blocklaying, bricklaying, masonry, monumental masonry and stonemasonry industries.

Careerforce

→ careerforce.org.nz

health, disability, aged care, mental health, social services, contract cleaning, caretaking and urban pest management sectors.

¹ The last few years have seen consolidation amongst ITOs. See www.tec.govt.nz/Resource-Centre/Directorates/Industry-Training-Organisations/ for a list of historic ITOs and what happened to them.

Competenz

→ competenz.org.nz

engineering, manufacturing, food and beverage manufacturing, forestry, baking, butchery, refrigeration, heating, ventilating and air-conditioning, rail, maritime, locksmithing and fire alarms and protection systems industries.

also the print, packaging, journalism, signmaking, plastics production, glass container manufacturing, pharmaceutical manufacturing (excluding medicines), and paint, ink and resin manufacturing industries.

Connexis

→ connexis.org.nz

electricity supply and infrastructure roles.

electricity supply includes: cable work, electrical, engineering practice, line mechanic distribution, line mechanic transmission, network/hydro operation, and telecommunications.

Infrastructure includes: civil construction, civil engineering, civil engineering laboratory testing, contract management, first-line management, infrastructure asset management, horizontal directional drilling, pavement surfacing, procurement, roadmarking, rural contracting, surveying, and utilities.

also contact centre, agrichemical application, health and safety, and rural contracting roles.

Funeral Services Training Trust (FSTT)

→ fstt.org.nz

embalming, funeral directing, and services industries.

Hairdressing ITO (HITO)

→ hito.org.nz

hairdressing, barbering, beauty services and salon management sectors.

Infrastructure ITO

→ infrastructureito.org.nz

road construction and maintenance, civil engineering works, demolition, agricultural contracting and spraying, roadmarking, and bitumen industries, as well as surveying, planning and associated activities in an infrastructure construction process.

Motor ITO (MITO)

→ mito.org.nz

motor, transport, logistics and extractives (gas, petrochemical, drilling) industries.

NZ Marine & Composites ITO

→ nzmarine.com

boat building and marine sales industries.

Pharmacy ITO (PITO)

→ pito.org.nz

community and hospital pharmacy industry.

Primary ITO

→ primaryito.ac.nz

agriculture, horticulture, equine, water and sports turf, dairy manufacturing, meat processing (excluding poultry) and seafood industries.

ServiceIQ

→ serviceiq.org.nz

aviation, travel, tourism, museums, hospitality, retail and wholesale sectors of New Zealand's service industry.

Skills Active Aotearoa

→ skillsactive.org.nz

community recreation, snow sports, and coaching and fitness sectors.

The Skills Organisation ITO

→ skills.org.nz

ambulance, contact centre, financial services, offender management, health and safety, public sector and local government, and real estate and security sectors.

also specialist trades including electrical, plumbing, roofing, drainlaying, gasfitting, telecommunications, cranes, scaffolding, rigging, elevating platforms, and industrial rope access.



SPECIAL
FEATURE

Training through the Defence Forces

There is an alternative to the learning pathways described elsewhere in this report – training through the New Zealand Defence Force (NZDF – comprising the Navy, Army, and Air Force). There are currently 14,000 service personnel in the Defence Force. Training, equipping and preparing their people is the Defence Force’s highest priority, and to build a diverse and sustainable force for the future, they want people with a range of ambitions and skills.

You can choose from over 80 trades (the NZDF calls its roles ‘trades’). This encompasses all jobs from technical and service trades, through to specialist Officer and combat trades. There is training at all levels, including university. Trade specific training can sometimes begin with attending courses at civilian institutions, particularly with technical trades, before progressing to the skills you need to perform

your role within the military operational environment. The qualifications you will gain through the NZDF are industry standard. Added to that will be your unique military experience. There are also civilian roles available, where you can use your specialist area of expertise to contribute to the overall Defence Forces’ mission without having to enlist.

In Defence Force training, you will be constantly learning and gaining valuable skills, through both on-the-job and formal education. You may gain NZQA qualifications, be granted funding to study, and select from many courses and training exercises throughout your career. You will get paid as you learn, and learning may occur within New Zealand or overseas, at both military and civilian training institutions. There are career managers to guide your individual career development, who will balance your personal preferences with organisational needs.

Being in the military is not like a regular job: ensuring their people are well prepared and ready to be deployed is crucial for the Defence Force. This means a commitment on your part to be fit and ready for operational duties if and when you are needed. Like other jobs, you can resign from the Defence Force, and you can also apply to re-enlist. Some technical trade or degree courses carry a Return of Service Obligation (ROSO), which requires you to complete your service period.

Joining up & initial training

To join the Navy, Army, or Air Force you are required to be medically and physically fit, a New Zealand citizen or resident, have no criminal convictions, and be at least 17 years of age. There are additional requirements for some trades within the Defence Forces as well.

Where you'll do your initial training depends on your chosen trade and Service – on the North Shore in Auckland, if you join the Navy; in Waiouru, in the central North Island, if you join the Army; and in Woodbourne, near Blenheim, if you join the Air Force. Specialist training can happen in any number of bases and places in New Zealand or overseas.

Available training

The Defence Force has two main career streams: Officers and Other Ranks (Soldiers/Sailors/Airmen and Airwomen). Both are available within the main job categories: Combat and Security, Aviation, Officers and Management, Medical and Health, Engineering, Intelligence, IT and Communications, Hospitality and Logistics and Administration. The Regular Force within the Navy, Army and Air Force are the full-time components of the Defence Force. Normally, you will work the same hours as in a civilian career, except when you're deployed on missions when you can expect increased intensity for extended periods. In addition, there is the Navy and Army Reserve Forces, which requires a much reduced time commitment – usually training and courses occur over weekends and holiday periods. This allows you to continue developing your civilian career whilst gaining Defence Force experience.

There is also training offered for specific civilian roles, including: Administration & Support Services, Healthcare & Medical, Transport & Logistics, ICT & Technology, and Learning/Training & Development.

Initial Service and trade selection is really important, and it pays to do your homework so that you make an informed decision and find the right fit. In some circumstances it is possible to change trade once you're in the Defence Force, but it can be a lengthy process and it is not always guaranteed.

If you want to pursue further education in your free time, you can. If the study is related to your trade, the Defence Force may pay for it or subsidise your course fees. You may even be allowed to spend some work time studying, depending on the course and the demands of your job.

Personal Development

The Defence Force offers a variety of both civilian and military-based skills for each trade. For example, if you joined the Army as a plumber you would first learn how to complete domestic trade work within a camp environment, just as a civilian plumber would, before learning how to provide the same services in a field or operational situation. The same could be said of a chef in the Navy or an avionics technician in the Air Force.

Due to career progression and regular posting cycles (normally 2-3 years), you will be changing jobs every couple of years so there are always opportunities for new challenges, to gain new skills, and to live and work in different places with different people.

If you're playing top-level sports of any kind, the NZDF will usually be able to ensure you get the opportunity to compete. NZDF has sportsmen and women who compete at national and international level, as well as fulfilling their regular duties. Because fitness and teamwork is a core component of life in the Defence Force, personnel are encouraged to get involved in team sports whenever they can.

Expectations

You're not signing up for life. Like any other job you can resign. Typically NZDF asks for three months' notice, with the exception of those who are required to complete a Return of Service Obligation (ROSO). Some jobs and some training incurs a ROSO, which generally means once you've completed your training you must remain in the Defence Force for a period of time afterwards.

The civilian and military worlds are quite different in key respects, especially in terms of structure and culture. Some people fit in very easily, others find it difficult. It pays to think carefully about whether you are suited to military life. Aside from personal reasons, both you and the Defence Force will be investing a lot of time, energy and money in you over the course of your career.

Occupations

In the Defence Forces, you can train for:

OTHER RANKS (SAILORS)

- › Combat Systems Specialist
- › Communications Warfare Specialist
- › Diver
- › Electronic Warfare Specialist
- › Hydrographic Systems Operator
- › Seamanship Combat Specialist
- › Electronic Technician
- › Marine Technician
- › Chef
- › Medic
- › Musician
- › Stores Accountant
- › Steward
- › Operational Administrator (Writer)

OTHER RANKS (SOLDIERS)

- › Armoured Combat Specialist
- › Rifleman
- › Gunner
- › Chef
- › Steward
- › Driver (Combat Driver)
- › Movements Operator
- › Supply Technician
- › Intelligence Operator
- › Ammunition Technician
- › Armourer
- › Electrical Fitter
- › Electronics Technician
- › Maintenance Fitter
- › Vehicle Mechanic
- › Carpenter
- › Electrician
- › Plumber

- › Field Engineer
- › Plant Operator
- › Fire Fighter
- › Communications Systems Operator
- › Electronic warfare operator
- › Information Systems Operator
- › Operational Support and Information Specialist
- › Systems Engineer
- › Medic
- › Explosive Ordnance Disposals operator
- › Physical Training Instructor

OTHER RANKS (AIRMEN & AIRWOMEN)

- › Aviation Refueller
- › Communications and Information Systems Technician
- › Firefighter
- › Force Protection Specialist
- › Intelligence Specialist
- › Logistics Specialist
- › Medic
- › Aircraft Technician
- › Armament Technician
- › Electronics Technician (Aviation)
- › Ground Support Equipment Technician
- › Machinist
- › Safety and Surface Technician
- › Air Engineer
- › Air Loadmaster
- › Air Warfare Specialist
- › Flight Steward
- › Helicopter Loadmaster

OFFICERS (NAVY)

- › Warfare Officer
- › Marine Engineer
- › Weapons Engineer
- › Medical Officer
- › Airborne Tactical Officer
- › Helicopter Pilot
- › Supply Officer

OFFICERS (ARMY)

- › General List Officer (Infantry, Armoured, Artillery, Engineering, Signals (Communications), Intelligence, Logistics, or Medical)

OFFICERS (AIR FORCE)

- › Air Engineer Officer
- › Air Warfare Officer (Information Management)
- › Air Warfare Officer (Sensor Employment Management)
- › Communications and Information Systems Officer
- › Engineer
- › Force Health Protection Officer
- › Force Protection Officer
- › Pilot
- › Intelligence Officer
- › Supply Officer

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ARCHITECTS AND LANDSCAPE ARCHITECTS



JOB PROSPECTS

At a glance



With the Canterbury rebuild continuing, and the growth in Auckland, the construction industry will continue to require architects and landscape architects. Increasing building activity in other New Zealand regions, also contribute to improved job prospects over the next few years for both professions.

How to become an architect or landscape architect

Architects design buildings and oversee and provide advice on their construction. They may also advise on urban design projects.

Landscape architects design and oversee the construction of outdoor spaces such as parks, gardens, urban plazas, coastal and waterfront areas. They also manage, conserve and restore natural or heritage landscapes and public open spaces.

Qualifications needed

Secondary school subjects that can give a good background to studying architecture and landscape architecture include: physics, mathematics, art, design, graphics, computer studies, environmental studies, history, biology, geography, communications, and technology.

Architects and landscape architects must complete a degree programme. To become a registered architect, students must complete:

- Bachelor of Architectural Studies (3 years), and
- Master of Architecture (Professional) (2 years).

Landscape architects must complete one of the following accredited programmes:

- Bachelor of Landscape Architecture (4 years)
- Bachelor of Architectural Studies in Landscape Architecture (3 years) together with a Master of Landscape Architecture (2 years), or
- Approved Undergraduate degree and post graduate Masters of Landscape Architecture (2.5 years).

Cost of study

Bachelor of Architectural Studies + Master of Architecture	Bachelor of Landscape Architecture
\$36,250 over 5 years	\$26,800 over 4 years

Average costs in 2016 for a domestic student. Costs vary between institutions. Further costs include materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

- Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills
- StudyLink: www.studylink.govt.nz
- Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

Both architecture and landscape architecture have three accredited programmes offered in New Zealand.

Architecture programmes:

University of Auckland:

- www.creative.auckland.ac.nz/uoa/home/about/our-faculty/schools-programmes-and-centres/architecture-and-planning

Victoria University of Wellington:

- www.victoria.ac.nz/architecture

Unitec, Auckland:

- www.unitec.ac.nz/career-and-study-options/architecture-and-architectural-technology

Landscape architecture programmes:

Lincoln University, Canterbury:

- www.lincoln.ac.nz/sola

Victoria University, Wellington:

- www.victoria.ac.nz/architecture/study/subjects/land

Unitec, Auckland:

- www.unitec.ac.nz/career-and-study-options/landscape-architecture

The New Zealand Institute of Landscape Architects (NZILA) has details of all accredited landscape architecture programmes.

NZILA-accredited Landscape architecture programmes:

- www.nzila.co.nz/become-a-landscape-architect

Registration

After completing 2 to 3 years of practical work experience, an architecture graduate can apply to become a registered architect. The New Zealand Registered Architects Board oversees registration and monitoring of architects in New Zealand.

- NZRAB: www.nzrab.org.nz

A landscape architecture graduate can apply to NZILA to become a registered landscape architect after 2 to 3 years of practical work experience, and the passing of an examination

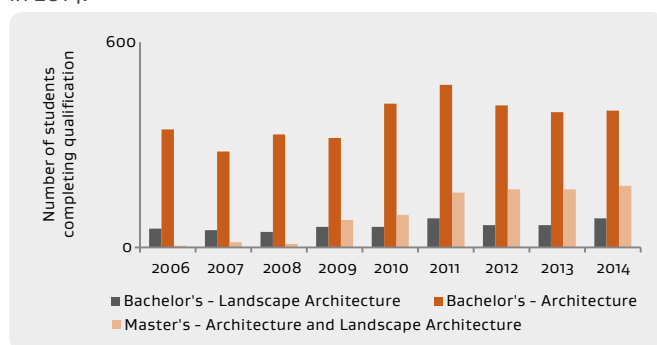
ARCHITECTS AND LANDSCAPE ARCHITECTS

in professional practice. NZILA is the internationally recognised professional body representing qualified landscape architects in New Zealand.

→ NZILA: www.nzila.co.nz

Completed qualifications

The number of completed bachelor's degree qualifications in architecture has fallen from the peak 475 in 2011, down 16% to 400 in 2014. Over the last few years, master's degrees have become more common, increasing from just 10 in 2008 to 180 in 2014.



Source: Ministry of Education

Income and employment prospects**Income**

The average income for architects and landscape architects is \$67,200, although it is possible for them to earn up to \$110,000.

Estimated Average income

\$67,200

Average income from the New Zealand Income Survey 2015.

Graduates with master's degrees in architecture and urban environment earned \$36,300 one year after their study ended. After five years, their income had increased to \$66,500.

Median earnings after Master's degree completion

One year	Two years	Five years
\$36,300	\$43,200	\$65,000

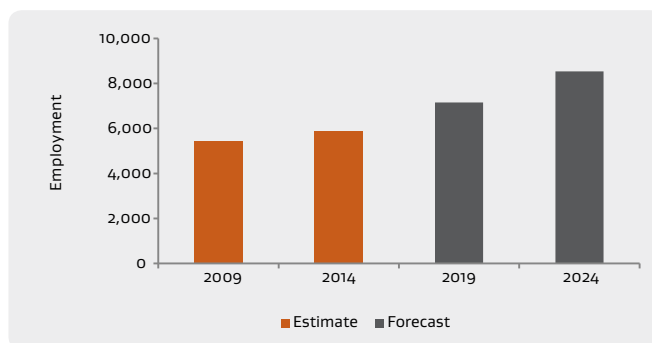
Source: Ministry of Education

Employment and skill shortages**Architects and landscape architects' employment**

Current		Projected growth	
2013	2014	2014–19	2019–24
5,500	5,900 up 6.8%	4.0% per year	3.6% per year

*Growth projections are for the broader category "Architects, Designers, Planners and Surveyors."

Over recent years, the number of architects and landscape architects employed has remained relatively stable. Employment growth of about 4.0% per year is projected until 2019 and 3.6% from 2019 to 2024.

**Where to find job vacancies**

The number of online job vacancies for architects and landscape architects increased by 16% from September 2014 to September 2015, suggesting that opportunities continue to grow, but at a slower pace than that seen previously. This compares with an overall increase of 1.9% for all vacancies over the same period.

Architects and landscape architects vacancies are advertised on websites such as Trade Me Jobs and Seek. The NZIA (New Zealand Institute of Architects – a professional body representing over 90% of registered architects in New Zealand) and NZILA websites also advertise vacancies. Architecture Now also has vacancies.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

→ NZIA: www.nzia.co.nz

→ NZILA: www.nzila.co.nz

→ Architecture Now: architecturenow.co.nz/careers

Career path

Career paths vary depending on the size and structure of the firm you work for. Some people will eventually end up running their own businesses.

Architecture can lead to a wide variety of career choices. Although some architects focus on residential or commercial architecture, there are many other areas available to architects, such as urban planning or conserving heritage buildings.

Landscape architects can work in councils or in private practice. Some choose to specialise in landscape planning, whereas others work as designers – creating areas for private, commercial, or public use in rural or urban areas. Landscape architects are increasingly using the principles of green infrastructure in their work.

Other information**Links**

More information on architects and landscape architects is available on the Careers New Zealand and Portico websites.

→ Careers New Zealand: www.careers.govt.nz

→ Portico: portico.space/home

CARPENTERS AND JOINERS



JOB PROSPECTS

At a glance



There is steady work for carpenters and joiners over the next few years, throughout the country. Although a large proportion of the work will be in Auckland and Christchurch, work is also picking up in other regions such as Waikato, bay of Plenty, Wellington, and Nelson.

How to become a carpenter or joiner

Carpenters work on-site constructing large and small buildings, and repairing and installing structures such as foundations, walls, roofs, windows, and doors.

Joiners measure, cut, prepare and assemble timber and timber board products to make fittings and other products such as kitchen cabinets, shop fittings, laminate bench tops, timber doors, window frames, and stairs.

Qualifications

There is no entry requirement to work as a carpenter. But, employers are increasingly looking for people with (or willing to work towards) a National Certificate in Carpentry (Level 4), which is mainly done as part of an apprenticeship.

The National Certificate in Carpentry (Level 4) typically takes about four years. You need this qualification, or its equivalent, if you want to become a licensed building contractor under the government's 'streamline' licensed building practitioner process. It is still possible for you to become a licensed building practitioner without being qualified. This is done by undergoing a more extensive assessment.

Although other qualifications and other licence classes are available in specialised building areas (for example, roofing, and brick & block-laying), licensed building practitioners are able to work across a wider range of building tasks without supervision.

For joinery there is no entry requirement to start the qualification. Employers are increasingly looking for those who have at least NCEA Level 2 to enter into the trade (entry can be through a pre-trade Level 2-3 joinery qualification).

Alternatively, a common pathway is to complete a Level 4 qualification, then gain employment with a joinery company that offers an apprenticeship. More often, a three-to-four-year apprenticeship is offered to gain the qualification while working.

The New Zealand Apprenticeships scheme is available for people over the age of 16, and is subsidised by the government. More information on the scheme is on the Tertiary Education Commission (TEC) website.

→ TEC: www.tec.govt.nz/learners-organisations/learners/learn-about/apprenticeships

Cost of study

National Certificate in Carpentry (Level 4) (Apprenticeship)	National Certificate in Joinery –Craftsperson (Level 4) (Apprenticeship)
\$3,100 – \$4,000 Over 3 to 4 years	\$3,000 – \$6,500 over 4 years

Average costs in 2014 for a domestic student. Costs vary between institutions. Some polytechnics may have a zero-fees scheme. Further costs include materials, textbooks, and accommodation.

The least expensive way to train as a carpenter or joiner is to become an apprentice. If you become an apprentice you can earn while gaining a qualification.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

Apprenticeship training is arranged nationwide by the Building and Construction ITO (BCITO), which looks after training for carpentry and joinery as well as glass and glazing, architectural aluminium joinery, stonemasonry, concrete, frame and truss, flooring, exterior plastering, interior systems, painting and decorating, brick and block laying, and tiling.

The Industry Training Association for Building (ITAB) operates its own scheme of managed apprenticeships through a few polytechnics around New Zealand.

→ BCITO: www.bcito.org.nz/apprentices

→ ITAB: www.certified.co.nz/about-certified-builders/apprentice-training

Pre-trade Level 2-3 joinery qualifications are offered at the Christchurch Polytechnic Institute of Technology (CPIT) and the Southern Institute of Technology (SIT).

Note that some polytechnics may charge zero fees.

Licensing

Carpenters with the right qualifications or experience can apply to become licensed building practitioners. This is done through

CARPENTERS AND JOINERS

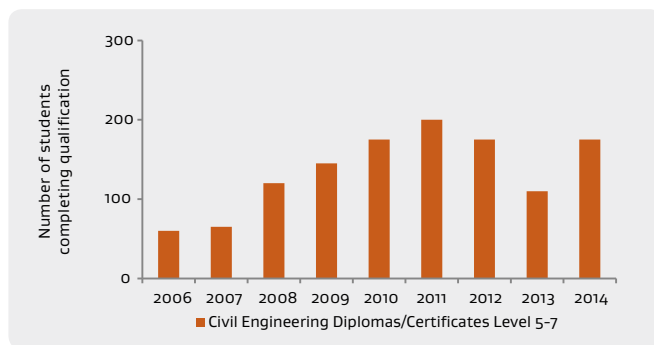
the Ministry of Business Innovation and Employment (MBIE). Licensing may be approved once an assessor has reviewed the application, called referees about prior work history, and conducted a phone interview with the applicant.

Joiners are not licensed.

→ MBIE Building and Housing: www.business.govt.nz/lbp

Completed qualifications

The number of students completing Level 4 carpentry and joinery qualifications has fallen over the last 3 years, from 3,065 in 2011 to 2,180 in 2014 (down 29%).



Source: BCITO, JITO

In June 2014 there were 23,700 licensed building practitioners across NZ.

Income and employment prospects**Income**

According to the Certified Builders Association, carpenters and joiners usually earn between \$16 to \$30 per hour. Over a year, the average income earned is estimated to be \$49,800. Carpentry and joinery apprentices are likely to enter the trade on the training wage or on the minimum wage.

Estimated average income

\$49,800

Average income from the New Zealand Income Survey 2015.

Graduates with Certificate Level 4 qualifications in building earned \$30,300 one year after their study ended. After five years, income had increased to \$40,400.

Median earnings after qualification completion

One year	Two years	Five years
\$30,300	\$33,400	\$40,400

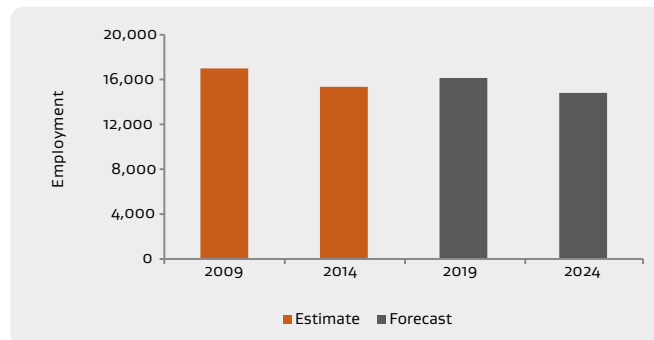
Source: Ministry of Education

Employment and skill shortages**Carpenters and joiners' employment**

Current		Projected growth*	
2013	2014	2014-19	2019-24
14,800	15,400 up 4.2%	1.1% per year	-1.7% per year

*Growth projections are for the broader category "Bricklayers, Carpenters and Joiners".

Over the next five years, we expect there will be continued demand for carpenters and joiners in Auckland due to the increasing building activity there. The Canterbury Rebuild will continue to demand workers for the next few years. Work will eventually slow, and, past 2019, a fall is expected.



Carpenters and joiners are on Immigration New Zealand's Canterbury skill shortage list. If a job appears on the list, it means the government is actively encouraging skilled people in the role to come and work in Canterbury. A full list is available on the Immigration New Zealand website.

→ Immigration NZ, skill shortage list: skillshortages.immigration.govt.nz

Where to find job vacancies

The number of online job vacancies for carpenters and joiners increased by 18% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period.

Carpenter and joiner vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

After several years of experience, many carpenters become building contractors, running their own businesses. Building contractors may plan, supervise or work on the construction and alteration of buildings.

Many carpenters and joiners also establish their own businesses.

BCITO provides an overview of the potential career path of someone starting out in carpentry.

→ BCITO, Career progression: www.bcito.org.nz/get-career/career-options

Other information**Links**

More information on carpenters and joiners is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

CIVIL ENGINEERING TECHNICIANS



JOB PROSPECTS

At a glance



Prospects are good for qualified civil engineering technicians. The Canterbury rebuild, Auckland's rapid growth and government investment in infrastructure and roading continues to generate demand for engineering skills, and there is currently a shortage of skilled civil engineering technicians. Falling student numbers should also push up demand in the future. This occupation is a viable option for those wanting to enter the field

How to become a civil engineering technician

Civil engineering technicians plan and draw the technical details for building and repairing roads, bridges, buildings and other structures.

Qualifications needed

To become a civil engineering technician you must first complete the New Zealand Diploma in Engineering. This is an academically-based qualification provided at 11 polytechnics throughout New Zealand. Following this, you need to get work in an engineering environment, and then complete the New Zealand Diploma in Engineering Practice. This covers the practical elements of the role and is gained on the job while you work.

To become a civil engineering draughtsperson, ideally you need experience in a specific CAD (computer-aided design) software. A Diploma in Engineering is not necessary to become a draughtsperson, but it is useful.

Some companies offer cadetships, where you can train on the job and study part-time towards these diplomas.

- WelTec website, information on cadetships in engineering: www.weltec.ac.nz/ABOUTWELTEC/TechnologyCadetships.aspx
- Infratrains website, information on the National Diploma in Civil Engineering: www.infratrains.co.nz/Civil_engineering.htm

Cost of study

NZ Diploma in Engineering Level 6

\$12,500 over two years

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

- Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills
- StudyLink: www.studylink.govt.nz
- Sorted: www.sorted.org.nz/calculators/money-planner

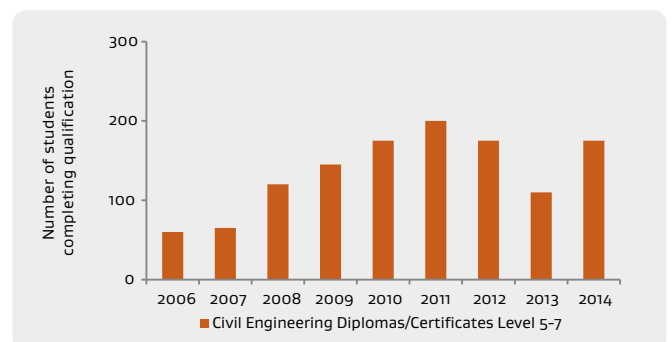
Registration

Civil engineering technicians can be registered as Certified Engineering Technicians (CertETn) through the Institution of Professional Engineers New Zealand (IPENZ). This certification requires demonstrating competence to the required standard (to gain entry to the register); undertaking competence assessments at regular intervals (not exceeding 6 years); and complying with a Code of Ethical Conduct (to retain registration).

- IPENZ – information on becoming a Certified Engineering Technician: www.ipenz.org.nz/ipenz/registration/Engineering-Technician/Certified_Engineering_Technician.cfm

Completed qualifications

The number of students completing civil engineering diplomas level 5 to 7 has grown to 175 in 2014, following a drop in 2013.



Source: Ministry of Education

Income and employment prospects

Income

In 2015, the estimated average income for civil engineering draftspersons and technicians was \$68,000.

Estimated average income

\$68,000

Average income estimated from the New Zealand Income Survey 2015.

CIVIL ENGINEERING TECHNICIANS

Pay for a civil engineering technician depends on where they work and how much experience they have:

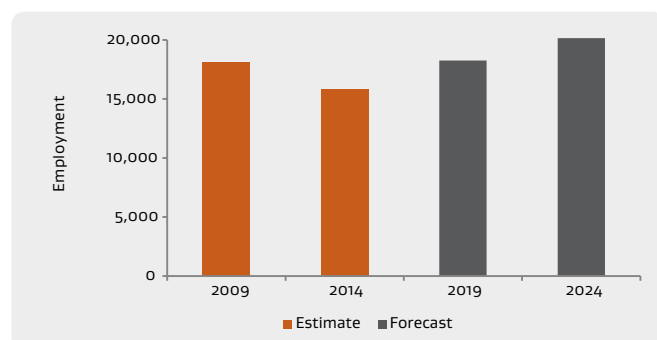
- civil engineering cadets may start on the minimum wage or a little more
- junior civil engineering technicians usually earn between \$30,000 and \$50,000 a year
- intermediate civil engineering technicians usually earn between \$50,000 and \$70,000 a year
- senior civil engineering technicians may earn up to \$80,000 a year

Employment and skill shortages*Engineering technicians' employment*

Current		Projected growth*	
2013	2014	2014–19	2019–24
15,800	15,800 0.3%	2.9% per year	2.0% per year

Projected growth is for the broader category of "Building and Engineering Technicians".

The number of civil engineering technicians has fallen slightly in recent years, but is expected to grow by 2.9 % until 2019.



Source: MBIE estimates

Civil engineering technicians and draughtspersons appear on Immigration New Zealand's long-term skill shortage list, indicating the government is actively encouraging skilled workers in those occupations to work in New Zealand. A full list is available on the Immigration New Zealand website.

- Immigration NZ, skill shortage list: skillshortages.immigration.govt.nz

Where to find job vacancies

Online vacancies for civil engineering draftspersons and technicians increased by 14% between September 2014 and September 2015. This is well above the overall increase of 1.9% in all vacancies. Civil engineering technician vacancies are advertised through public media such as the Trade Me Jobs and Seek websites, as well as the IPENZ JobHunt website.

- Trade Me Jobs: www.trademe.co.nz/jobs
- Seek: www.seek.co.nz
- IPENZ JobHunt: www.jobhunt.co.nz

Career path

A common career pathway is to gain employment with a company that offers cadetships to young men or women wishing to become civil engineering technicians. Cadets complete their diploma while working in industry. Once cadets have finished their tertiary qualification they are often promoted into higher-level full-time positions within the company.

Cadetships are offered by a variety of organisations including engineering and construction companies, local authorities and utility companies.

Civil engineering technicians can progress within an engineering firm up to partner level. Some become engineering technologists by completing a Bachelor of Engineering Technology (BEngTech) degree or professional engineers by completing a Bachelor of Engineering degree.

Other information**Links**

More information on civil engineering technicians is available on the Careers New Zealand website.

- Careers New Zealand: www.careers.govt.nz

CONSTRUCTION PROJECT MANAGERS



JOB PROSPECTS

At a glance



Prospects for construction project managers are strong. Increased demand for skilled workers continues to be led by the Canterbury rebuild, and Auckland. Other regions also have demand with an improving commercial building sector, and large roading and infrastructure projects.

How to become a construction project manager

Construction project managers plan, organise, direct, control and co-ordinate the construction of civil engineering projects, buildings and dwellings, and the physical and human resources involved in building and construction.

Qualifications needed

Construction project managers require extensive experience in the construction industry. The job typically also requires one of the following qualifications:

- a civil engineering degree
- a building qualification
- a construction management diploma
- a quantity surveying qualification.

Useful secondary school subjects include English, maths and technical drawing. Year 11 and 12 students can learn about the construction industry and gain relevant skills by doing a National Certificate in Building, Construction and Allied Trades (Levels 1 and 2) through the BConstructive programme.

For Year 11 to 13 students, the Gateway programme is also a good way to gain industry experience.

→ BConstructive website: bconstructive.co.nz/

→ Information on Gateway programme:
www.bcito.org.nz/schools/gateway-programme

Cost of study

National Diploma of Construction Management (Level 6)

\$13,300 over two years (full-time)

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz/

→ Sorted: www.sorted.org.nz/calculators/money-planner

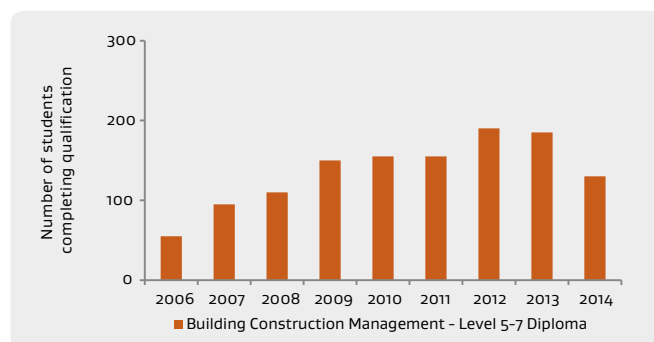
Licensing

As part of the Ministry of Business, Innovation and Employment's Licensed Building Practitioners Scheme (and since March 2012), certain building work has had to be carried out or overseen by a licensed building and construction manager. To get a licence, building or construction managers have to prove their experience and/or have appropriate qualifications.

→ Licensed Building Practitioners Rules:
www.business.govt.nz/lbp

Completed qualifications

Completions of Level 5 to 7 diplomas in building construction management have fallen in the latest year, from 185 in 2013 to 130 in 2014 (down 30%).



Source: Ministry of Education

Income and employment prospects

Income

In 2014, the average income for construction project manager was \$68,800.

Estimated average income

\$68,800

Average income estimated from Statistics New Zealand's Census 2013.

Graduates with diplomas in building earned \$34,900 one year after their study ended. After five years, income had increased to \$50,500.

CONSTRUCTION PROJECT MANAGERS

Median earnings after qualification completion

One year	Two years	Five years
\$34,900	\$39,100	\$50,500

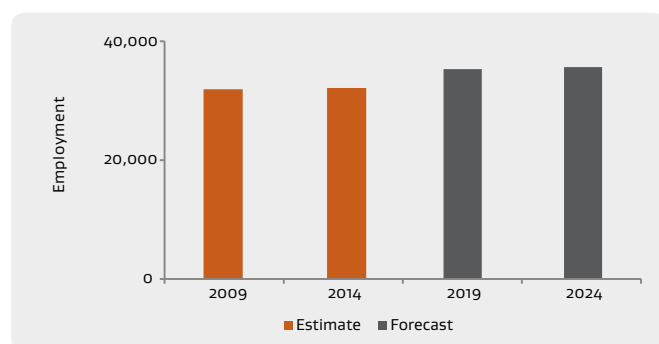
Source: Ministry of Education

Employment and skill shortages

Construction project managers' employment

Current		Projected growth*	
2013	2014	2014-19	2019-24
30,000	32,100 up 7.0%	1.9% per year	0.2% per year

* Growth projections are for the broader category of "Construction, Distribution and Production Managers".



Source: MBIE Estimates

Construction project manager (roading and infrastructure), with a minimum of five years' experience, appears on Immigration New Zealand's intermediate skill shortage list, indicating the government is actively encouraging skilled workers in those occupations to work in New Zealand. A full skill shortage list is available on the Immigration New Zealand website.

→ Immigration NZ, skill shortage list:
skillshortages.immigration.govt.nz

Where to find job vacancies

The number of online job vacancies for construction managers increased slightly from September 2014 to September 2015 - up by 2%. This compares with an overall increase of 1.9% for all vacancies over the same period.

Vacancies for construction project managers are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

Construction project managers need extensive experience in the construction industry. Some experienced project managers also start up their own building and construction companies.

Other information

Links

More information on construction managers is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

ELECTRICIANS



JOB PROSPECTS

At a glance



New Zealand has a shortage of trained, qualified electricians, so the employment prospects in this occupation are good. Demand will be greater in Auckland and Christchurch, where electricians are needed for house building and commercial work. All regions have opportunities for electricians and apprenticeships are available throughout the country.

How to become an electrician

Electricians install, maintain and repair electrical systems and equipment.

Electricity supply electricians are a specialist type of electrician who work with large pieces of equipment – such as generators, circuit-breakers and transformers – at power stations, substations and other high-voltage installations.

Qualifications needed

To become an electrician you need to complete a National Certificate in Electrical Engineering (Level 4) or, for electricity supply electricians, a National Certificate in Electricity Supply (Level 4). You can complete these qualifications as part of an apprenticeship with a registered electrician. An apprenticeship usually takes three to four years to complete.

The New Zealand Apprenticeships scheme is available for people over the age of 16, and is subsidised by the government. More information on the scheme is on the Tertiary Education Commission (TEC) website.

→ TEC: www.tec.govt.nz/learners-organisations/learners/learn-about/apprenticeships

Cost of study

National Certificate in Electrical Engineering/ Electricity Supply Level 4 (apprenticeship)

\$4,000–\$6,500 over 3 years

Average costs in 2015 for a domestic student. Costs vary between institutions. Some polytechnics may have a zero-fees scheme. Further costs include materials, tools, textbooks and accommodation.

Costs may be subsidised or fully paid when done as part of an apprenticeship.

More information on apprenticeships is available on the Skills Organisation website. This site also outlines the path students can take to become a registered electrician. Connexis, the Infrastructure Industry Trade Organisation (ITO), provides information on electricity supply electricians. The Electrical Workers Registration Board (EWRB) provides work requirements for different careers in the electrical trade.

→ Skills Organisation: www.skills.org.nz/industries/specialist-trades/electrical/electrical-engineering

→ Connexis: www.infrastructureito.org.nz/qualifications/electricity-supply/electrical

→ Electrical Workers Registration Board – Careers: www.e wrb.govt.nz/training-and-qualifications/careers/

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

Electrician courses are available around the country, but you will most likely study in a region close to where you are completing your apprenticeship.

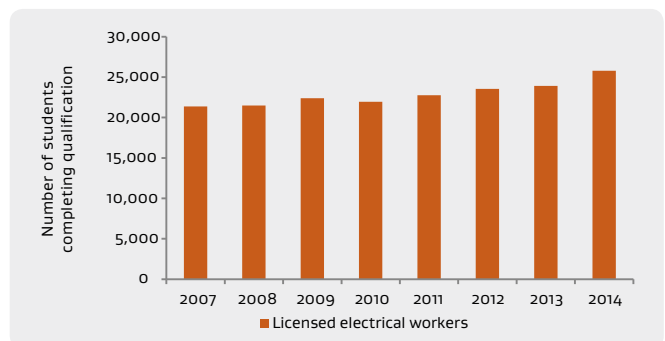
The EWRB has a comprehensive list of electrician training providers.

→ Electrical Workers Registration Board: www.e wrb.govt.nz/training-and-qualifications/training-providers/

Registration

Electricians need to be registered with the EWRB. To apply for registration you need to have a National Certificate in Electrical Engineering and you must pass an electrical regulations exam.

In June 2015, there were 25,781 registered electrical workers, up 7.8% on the previous year.



Source: Electrical Workers Registration Board

ELECTRICIANS

Income and employment prospects

Income

In 2015, the average income for electricians was estimated to be \$60,000. Most electricians earn between \$40,000 and \$70,000 a year.

Estimated average income

\$60,000

Average income from Statistics New Zealand's June 2015 New Zealand Income Survey. Estimated from average hourly earnings.

Graduates with Certificate Level 4 qualifications in electrical and electronic engineering and technology earned \$30,300 one year after their study ended. After two years, income had increased to \$33,650.

Median earnings after qualification completion

One year	Two years
\$30,300	\$33,650

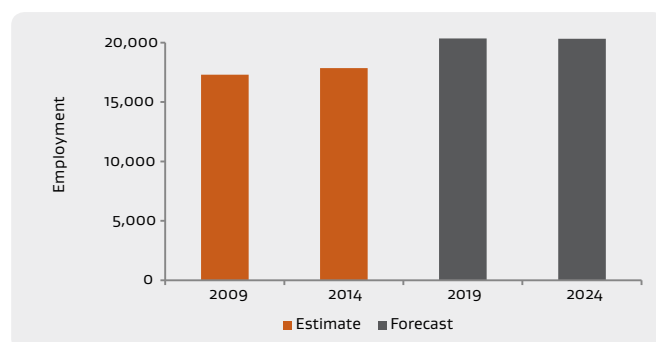
Source: Ministry of Education

Employment and skill shortages

Electricians' employment

Current		Projected growth	
2013	2014	2014–19	2019–24
17,500	17,900 Up 2.3%	4.2% per year	2.5% per year

The number of employed electrical workers has remained steady for the last several years, because of the continuing opportunities available in the construction sector.



Source: Electrical Workers Registration Board

There are a large number of registered electricians that are not currently working as electricians (around 5,000). This might be because they are working in related fields.

Electricians are on Immigration New Zealand's Canterbury and long-term skill shortage lists. If a job appears on the list, it means the government is actively encouraging skilled people in the role to come and work in New Zealand. A full list is available on the Immigration New Zealand website.

→ Immigration NZ, skill shortage list:
skillshortages.immigration.govt.nz

Where to find job vacancies

The number of online job vacancies for electricians increased by 34% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period.

Career path

After several years of experience, many electricians become contractors, running their own business. Electrical contractors may plan, supervise or work on electrical systems or equipment.

Most electricians work for or operate a small business. Often these businesses provide electrical services to homes and other small businesses. Industrial and specialist electricians may work in a wide range of areas, including:

- the dairy industry
- boat building
- the petrochemical industry (oil rigs and refineries)
- electricity supply and manufacturing.

Other information

Links

More information on electricians is available on the Careers NZ website.

→ Careers NZ: www.careers.govt.nz

PLUMBERS



JOB PROSPECTS

At a glance



With a very strong residential building sector, led by Auckland and Christchurch and a strengthening non-residential building sector, job prospects for plumbers, drainlayers and gasfitters will remain good for the foreseeable future.

■ How to become a plumber

Plumbers assemble, install and repair pipes, drains, fixtures and fittings that are used to supply water or remove waste.

Qualifications needed

Plumbers generally complete an apprenticeship. Apprentices are required to complete a National Certificate in Plumbing, a four-year programme. The Skills Organisation provides detailed information on plumbing apprenticeships.

→ The Skills Organisation: www.skills.org.nz

Master Plumbers operates a mentored apprenticeship programme called Masterlink, placing apprentices into 'host' plumbing firms.

→ Masterlink: https://www.masterlink.co.nz/Masterlink/About_Us/The_Masterlink_programme.htm

If you are looking at doing a plumbing apprenticeship it is a good idea to have completed English, mathematics and hard materials technology subjects up to NCEA level 2.

The practical work tasks, hours worked, and pay rate for an apprentice are determined by the employer providing the apprenticeship.

Apprenticeships are available in the construction industry. These provide workplace-based learning, and allow employees to gain Level 4 qualifications.

The New Zealand Apprenticeships scheme is available for people over the age of 16, and is subsidised by the government. More information on the scheme is on the Tertiary Education Commission (TEC) website.

→ TEC: www.tec.govt.nz/learners-organisations/learners/learn-about/apprenticeships

→ Master Plumbers, Gasfitters & Drainlayers: www.masterplumbers.org.nz

Cost of study

The cost during a plumbing apprenticeship varies depending on the pathway taken and on whether the employer contributes.

National Certificate in Plumbing (Apprenticeship, The Skills Organisation)

\$8,000 - \$11,000 over four years

Apprenticeship costs in 2015. Costs may be further subsidised by your employer. An apprentice must purchase their own tools. Other costs may apply.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ MBIE Tenancy Services: www.tenancy.govt.nz

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

There are plumbing training providers throughout New Zealand. Many polytechnics run plumbing courses. If you complete your apprenticeship with an employer, you may be expected to remain with that employer for a period.

Licensing

Legally, plumbers are required to hold a form of authorisation, usually an identity card, before they can do plumbing work. People in training hold an authorisation called a limited certificate. Once a person has met registration requirements they become a licensed plumber.

The registration process is run by the Plumbers, Gasfitters and Drainlayers Board (PGDB). To become registered as a licensed plumber you must have:

- completed a National Certificate in Plumbing, and sat and passed the PGDB examination, or
- held a limited certificate in plumbing for a continuous period of five years and passed the PGDB examination.

More information on this process is outlined on the PGDB website.

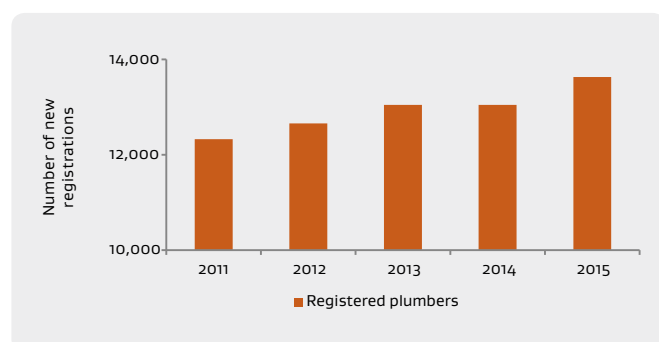
→ PGDB: www.pgdb.co.nz/trade/registration.html

The total number of plumber registrations has grown steadily during the last few years, and now stands at about 13,600.

Completed qualifications

The number of students completing the Level 4 National Certificate in Plumbing (as part of an apprenticeship) grew strongly up to 2010. Since then the number has fallen, with 110 completions in 2013.

PLUMBERS



Source: Ministry of Education

Income and employment prospects

Income

Apprentice or trainee plumbers may start on the training minimum wage or a little more. Their wages increase as they progress through their apprenticeship and gain skills.

Once registered, you can expect to get a wage of \$45,000 to \$50,000. A more experienced plumber may become a certifying plumber and earn around \$65,000 to \$75,000.

Experienced, self-employed plumbers can earn between \$80,000 and \$100,000 a year, or even more.

In 2015, the average income for plumbers was \$51,000.

Estimated Average income

\$51,000

Average income from 2014 Statistics New Zealand Income Survey. Estimated from hourly rate.

Employment and skill shortages

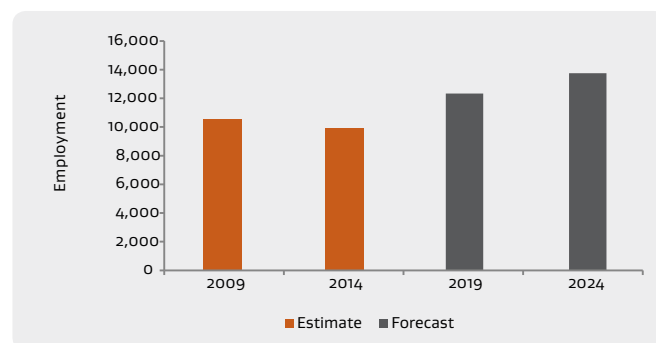
Plumbers' employment

Current		Projected growth	
2013	2014	2014–19	2019–24
9,950	10,050 up 1.2%	4.4% per year	2.2% per year

Plumbers are on the Canterbury Skill Shortage List, meaning that New Zealand is actively looking for people from overseas to fill these jobs. Anyone looking to become a plumber in Canterbury is more likely to get a position. A full list is available on the Immigration New Zealand website.

→ Immigration NZ, skill shortage list: skillshortages.immigration.govt.nz

The employment forecast appears to be for solid growth over the 2014–19 period, largely fuelled by the Canterbury rebuild and Auckland construction. In other regions, employment growth is likely to remain stable. Beyond 2019, growth is forecast to weaken. But, there will always be a demand for plumbers.



Source: MBIE estimates and forecasts

Where to find job vacancies

The number of online job vacancies for plumbers increased by 14% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period.

Plumber vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

Work as a plumbers labourer is usually available on larger construction sites. This gives you a chance to get a look at what the industry is about and prove that you can be and want to become a plumber.

After finishing their apprenticeships, and after gaining several years of experience, many plumbers start their own business. Certifying plumbers may plan, supervise or work on plumbing installations.

Other information

Links

More information about plumbers is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

QUANTITY SURVEYORS



JOB PROSPECTS

At a glance



Prospects are good for quantity surveyors, particularly in Auckland and Christchurch. Opportunities for quantity surveyors are good due to a strong residential building sector, a stable commercial (non-residential) building sector, and too few people training for the role to meet demand.

How to become a Quantity surveyor

Quantity surveyors manage construction project finances. They calculate a budget based on their client's requirements, and prepare detailed estimates to ensure the budget is sufficient for each stage of construction as the project develops.

Qualifications needed

To become a quantity surveyor you need to have a National Diploma in Quantity Surveying or a Bachelor of Construction (Economics or Quantity Surveying).

Although both qualifications allow graduates to take on entry-level roles, those with a Bachelor of Construction learn additional management skills.

There are two Bachelor of Construction degrees accredited by the New Zealand Institute of Quantity Surveyors. Both are based in Auckland, and require students to study full time for three years. The two-year National Diploma in Quantity Surveying is offered by many polytechnics. The Open Polytechnic also offers distance learning for the National Diploma. Some students combine working in the construction industry with study.

Cost of study

Bachelor of Construction

\$22,300 over three years

Average costs in 2016 for a domestic student. Costs vary between institutions. Further costs include student levies, administrative fees, materials, textbooks and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

- Tenancy Services: www.tenancy.govt.nz
- StudyLink: www.studylink.govt.nz
- Sorted: www.sorted.org.nz/calculators/money-planner

Registration

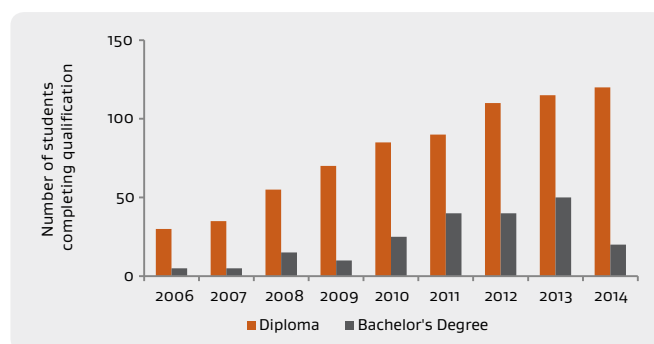
Students and graduates can become members of the New Zealand Institute of Quantity Surveyors (NZIQS). With experience

you can gain higher levels of membership, including becoming a Registered Quantity Surveyor.

→ NZIQS- information on becoming a member of NZIQS: www.nziqs.co.nz/

Completed qualifications

The number of students completing quantity surveying qualifications has increased. The number of bachelor level completions rose from 10 to 50 between 2009 and 2013.



Source: Ministry of Education
Data is for the wider category Building Construction Economics (including Quantity Surveying).

Income and employment prospects

Income

In 2015, the average income for quantity surveyors was estimated to be \$83,000.

Estimated Average income

\$83,000

Average income from Statistics New Zealand Income Survey 2015.
Estimated from hourly rates

Pay for a quantity surveyor varies with their experience and level of responsibility. New quantity surveyors earn \$35,000 to \$70,000 a year. Fully qualified quantity surveyors, with some experience, usually earn about \$75,000 to \$150,000 a year. Some quantity surveyors own a practice and their income depends on the profitability of the practice.

QUANTITY SURVEYORS

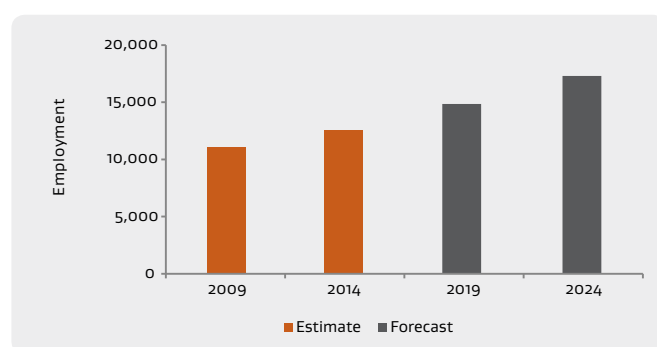
Employment and skill shortages

Quantity surveyor employment

Current		Projected growth*	
2013	2014	2014–19	2019–24
11,750	12,500 up 6.5%	3.5% per year	3.1% per year

Employment estimates and projected growth is for the broader category of "Engineering Professionals".

There has been a significant rise in the number of quantity surveyors in recent years. Employment is forecast to grow 3.5% per year out to 2019, and then 3.1% per year to 2024.



Source: MBIE estimates and forecasts

Quantity surveyors appear on Immigration New Zealand's long-term skill shortage list, indicating the government is actively encouraging skilled workers in those occupations to work in New Zealand. A full list is available on the Immigration New Zealand website.

→ Immigration NZ, skill shortage list:
skillshortages.immigration.govt.nz

Where to find job vacancies

Vacancies for the broader category 'engineering professionals' decreased by 8% between September 2014 and September 2015. This compares with an overall increase of 1.9% in all vacancies over the same period. Quantity surveyor vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

The main employers of quantity surveyors are property developers and construction companies. The building and construction industry is expected to continue to grow, particularly in Auckland and Christchurch.

Other information

Links

More information on quantity surveyors is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

WELDERS



JOB PROSPECTS

At a glance



Prospects for welders are good. Many existing welders are nearing retirement, and rebuilding work in Canterbury has increased demand. There are also opportunities for welders in the manufacturing industry boat-building, machinery and equipment manufacturing and other specialised industries.

How to become a welder

Welders make, join and repair metal parts for machinery and equipment using welding techniques.

Welders can work for businesses in a wide range of industries, including:

- automotive engineering
- marine construction
- building and construction
- machinery and equipment manufacturing
- specialised craft and equipment making and repair.

Qualifications needed

To become a fully qualified welder you need to complete a National Certificate in Welding (Level 3), or a similar qualification. This can be completed by studying full-time for six to nine months, or as part of an industry traineeship where skills are learnt on the job. A pre-apprenticeship course may be useful for gaining a welding traineeship.

Welders who have completed the Level 3 qualification can go on to complete the National Certificate in Welding (Level 4), which covers more complex welding skills and techniques.

The New Zealand Apprenticeships scheme is available for people over the age of 16, and is subsidised by the government. More information on the scheme is on the Tertiary Education Commission (TEC) website.

→ TEC: www.tec.govt.nz/learners-organisations/learners/learn-about/apprenticeships

Cost of study

National Certificate in Welding (Level 3)

\$4,800-5,400 over 18 to 26 weeks

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

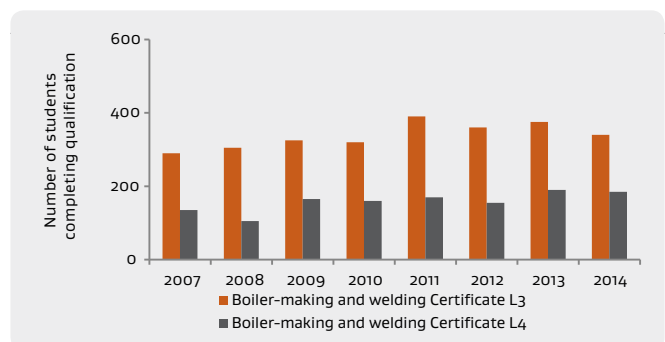
Welding courses are available throughout the country, but you will most likely study in a region close to where you are completing your apprenticeship.

Competenz is the Industry Training Organisation that deals with welders. More information about how to become an apprentice welder is available on their website.

→ Competenz: www.competenz.org.nz/apprentices/want-to-be-an-apprentice

Completed qualifications

The number of students completing boiler-making and welding qualifications is steady at around 550 per year.



Source: Ministry of Education

Income and employment prospects

Income

In 2014, the average income for welders was estimated to be \$52,800.

Estimated average income

\$52,800

Average income estimated from Statistics New Zealand's June 2015 New Zealand Income Survey for "Fabrication Engineering Trades Workers".

WELDERS

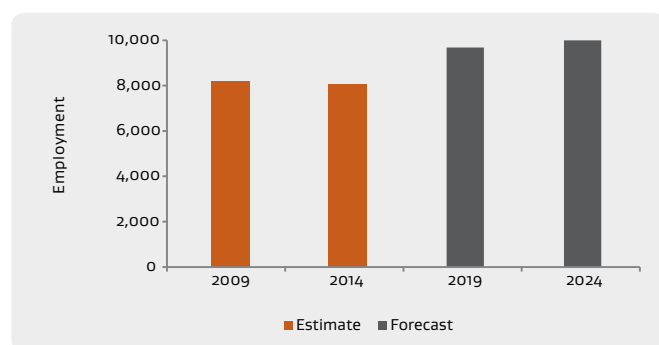
According to Careers New Zealand, a fabricator (which includes welders) with one to two years' experience could earn between \$28,000 and \$40,000 per year, and this increases with experience. More experienced welders can earn up to \$70,000 per year.

Employment and skill shortages*Welders' employment*

Current		Projected growth*	
2013	2014	2014–19	2019–24
7,800	8,100 up 3.7%	3.7% per year	3.0% per year

* Projected growth is for the broader category of "Fabrication Engineering Trades Workers".

There has been growth in the number of welders in recent years, and employment is forecast to grow 3.7% per year to 2019, and 3.0% per year to 2024.



Source: MBIE Estimates

Where to find job vacancies

The number of online job vacancies for structural steel and welding trades workers fell by 16% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period.

Welding vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

Welders can advance into supervisory roles, take up training responsibilities, or start up their own business.

They may also specialise in a particular industry, such as building and construction, oil and gas, or marine construction.

■ **Other information****Links**

More information on welding is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

AUTOMOTIVE TECHNICIANS AND ELECTRICIANS



JOB PROSPECTS

At a glance



Prospects for automotive technicians and electricians are stable. Demand for skilled mechanics is increasing due to increasingly complex electronics in newer cars.

Opportunities are particularly good for heavy-vehicle technicians. They are needed to service the freight industry and the large earthmoving equipment and trucks of the mining and forestry industries. Those willing and able to work with computer diagnostic equipment are also in demand.

■ How to become an automotive technician or an automotive electrician

Automotive technicians service and repair light or heavy vehicles, contracting and agricultural machines, and their parts and systems. Automotive electricians install, maintain and repair electrical wiring, parts, and electrical and electronic systems in vehicles and marine equipment. Modern vehicle technology has seen these trades begin to merge.

The NZ Motor Industry Training Organisation (MITO) offers apprenticeships through industry-based training. Generally, that training takes between three and four-and-a-half years to complete.

MITO offers a range of Level 3 and Level 4 qualifications that can be taken as a part of an apprenticeship. Programmes offered relate to either heavy or light vehicles, as well as more specialised areas such as automotive machining (engine repair), motorcycles, and advanced Level 5 programmes for supervisory or diagnostic technicians.

Qualifications

Qualifications include the National Certificate in Motor Industry (Automotive Electrical and Mechanical Engineering), the National Certificate in Motor Industry (Automotive Heavy Engineering), and the National Certificate in Motor Industry (Vehicle Servicing). The qualifications are registered at Level 3 or 4 on the New Zealand Qualifications Framework.

At least three years secondary education is useful for entry to these qualifications, with a good standard in English and mathematics. MITO also offers StartUp® to secondary school students; this allows them to achieve the National Certificate in Motor Industry (Foundation Skills) Level 1.

Where to study

MITO apprenticeships are achieved while working full-time in the industry. As part of the apprenticeship, MITO apprentices will get up to 80 hours of off-the-job training every year through a local polytechnic. Polytechnics throughout New Zealand also provide automotive engineering courses.

Cost of study

Current fees for a MITO apprenticeship are \$1,090 (GST exclusive) per year, which includes all training, training resources and learner support. For more information visit: mito.org.nz/getting-started/apprenticeships/cost-funding

The StudyLink website provides general budget advice for students who are studying through polytechnics, and the Sorted website provides help with detailed budget planning.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy services website.

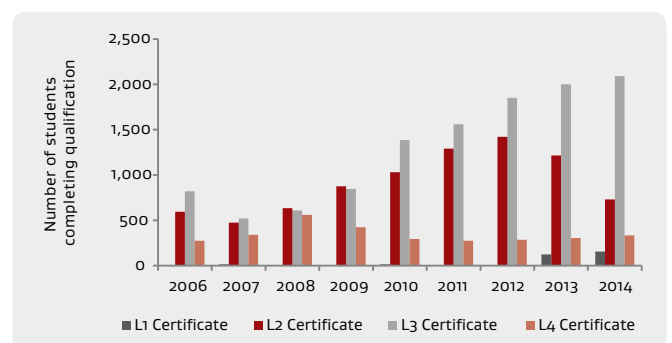
→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Completed qualifications

The total number of learners completing Level 3 certification in automotive engineering and technology more than tripled between 2007 and 2014.



Source: Ministry of Education

AUTOMOTIVE TECHNICIANS AND ELECTRICIANS

Income and employment prospects

Income

In 2015, the average income for automotive technicians and electricians was estimated to be \$49,700.

Estimated average income

\$49,700

Source: 2015 New Zealand Income Survey

Pay varies, but usually automotive technicians and electricians earn between \$16 and \$35 an hour. A 2013 MTA Survey found that:

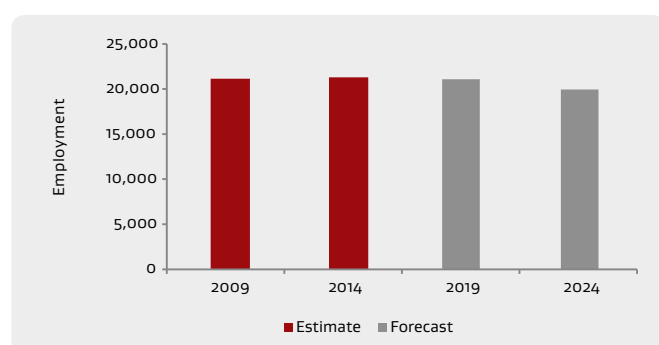
- apprentice automotive technicians and electricians, and those with less than two years' experience, usually start out on about \$13.50 to \$20 an hour
- those with three to five years' experience can earn between \$14 and \$35 an hour
- the average annual wage for qualified light vehicle technicians was \$50,500
- senior automotive technicians and electricians, or those working in supervisory positions, can earn between \$34,000 and \$80,000 a year.

Employment and skill shortages

Automotive technicians and electricians' employment

Current		Projected growth	
2013	2014	2014–19	2019–24
20,715	21,284 up 32.7%	-0.2% per year	-1.1% per year

The employment level for automotive technicians and electricians has remained relatively steady during the last few years. Employment is expected to decline by about 0.2% a year to 2019, and by 1.1% a year from 2019 to 2024.



Automotive electricians and motor mechanics are on Immigration New Zealand's long-term skill shortage list. If a job appears on the list, it means the government is actively encouraging skilled people in the role to come and work in New Zealand. A full list is available on the Immigration New Zealand website.

- Immigration NZ, skill shortage list: skillshortages.immigration.govt.nz

Automotive technicians with electrical and mechanical skills are especially in demand. Another area where there is often strong demand is heavy-vehicle technicians in the transportation industries.

Where to find job vacancies

Automotive electrician and automotive technician vacancies are advertised through public media such as the Trade Me Jobs and Seek websites. There are specialist recruitment agencies for the automotive industry, such as Automotive Employment NZ and Automotive and Technical Personnel. Many jobs can also be found via word-of-mouth or by approaching employers proactively.

- Trade Me Jobs: www.trademe.co.nz/jobs
- Seek: www.seek.co.nz
- Automotive Employment NZ: www.automotiveemployment.co.nz
- Automotive and Technical Personnel: www.helpme.co.nz/positions-available

Career path

Experienced automotive technicians and electricians often start their own businesses.

Trained technicians can move to related areas in the automotive industry, such as sales, marketing, parts and accessories, and management.

Other information

Links

More information on automotive technicians and electricians is available on the following websites.

- Careers New Zealand: www.careers.govt.nz
- Vocational Pathway: www.youthguarantee.net.nz
- Just The Job: www.justthejob.co.nz

ENGINEERING PROFESSIONALS



JOB PROSPECTS

At a glance



There is a shortage of engineering professionals in New Zealand, and new graduates are in high demand. Many engineering jobs are on Immigration New Zealand's skill shortage lists; this means the government is encouraging engineering professionals to migrate to New Zealand. IPENZ particularly encourages women to consider a career as an engineer. Engineering provides exciting career opportunities.

Civil, geotechnical and structural engineers are still in high demand in Christchurch and Auckland.

■ How to become an engineering professional

An engineering professional designs, builds, or maintains structures, machines, devices, systems, materials and processes.

Engineering professionals specialise in a particular sub-discipline. For instance, electronics engineers study, design and oversee production of electronic equipment, whereas civil engineers design, plan, organise and oversee the building of infrastructure. Other sub-disciplines include electrical, industrial, mechanical and chemical engineering.

Qualifications

The Institution of Professional Engineers New Zealand (IPENZ) is the professional body and registration authority for engineers in New Zealand.

There are several pathways to becoming a professional engineer. The most common way is to complete a four-year Bachelor of Engineering (BE) degree and seek employment as a BE-graduate. After typically five or six years work experience, graduates are often able to demonstrate competence as professional engineers and gain registration as a Chartered Professional Engineer (CPEng registration).

Other alternatives are to complete a Bachelor of Engineering Technology (BEngTech) degree as an engineering technologist, or a Diploma of Engineering as an engineering technician; and then develop higher levels of knowledge (usually with additional tertiary study) and skill while working.

After several years' employment with appropriate supervision, mentoring and suitable work experience, engineering technologists or engineering technicians may undertake competence assessment for professional engineer quality marks (such as CPEng registration). This pathway takes much longer to acquire the levels of competence required of a professional engineer, but is an option if opportunities for university study are not available or affordable early in a person's career.

Often, professional engineering qualifications have strict academic prerequisites for entry, and a limited number of places.

IPENZ accreditation provides graduates with the added benefit of enhanced international recognition of their engineering qualification.

The Futureintech website (operated by IPENZ) is designed to promote careers in engineering. It has a great deal of information about engineering, including: qualification pathways for engineering students, subjects that should be taken in school to prepare for a qualification in engineering, and information on scholarships and cadetships.

→ Futureintech: www.futureintech.org.nz/index.cfm

Cost of study

Bachelor's Degree in Engineering

\$20,200-\$30,800 over 3-4 years

Average costs in 2014 for a domestic student. Costs vary between institutions. Further costs include materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

The Futureintech website provides a comprehensive list of all professional engineering courses in New Zealand. The IPENZ website provides a list of qualifications that have been accredited as meeting internationally benchmarked standards.

→ Futureintech: www.futureintech.org.nz/search.cfm

→ IPENZ: www.ipenz.org.nz

ENGINEERING PROFESSIONALS

Chartered Professional Engineer

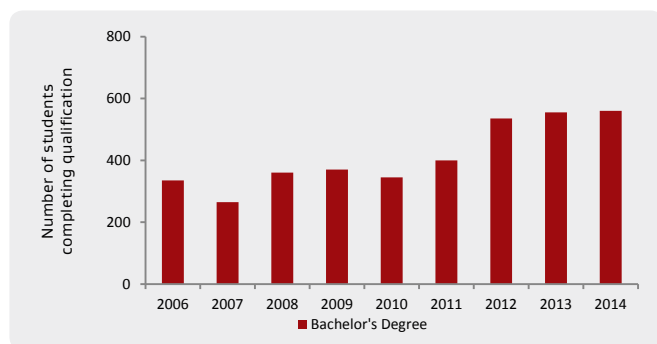
A qualified professional engineer may choose to become a Chartered Professional Engineer (CPEng), which is recognised as a quality mark for independent practice as a professional engineer.

To be registered as a CPEng, a professional engineer must:

- undertake an assessment of competence by the Registration Authority to gain initial registration; then undertake additional assessments at least every six years to retain registration
- agree to be bound by the CPEng Code of Ethical Conduct.

Completed qualifications

The number of students completing a bachelor's degree in engineering or related technologies has shown a slow upwards trend in recent years.



Source: Ministry of Education

Income and employment prospects

Income

The median salary for graduate engineers was \$60,000 base salary. For engineers with an independent practice, the median was \$87,100 (\$92,000 total remuneration).

The salary increases with responsibility and seniority.

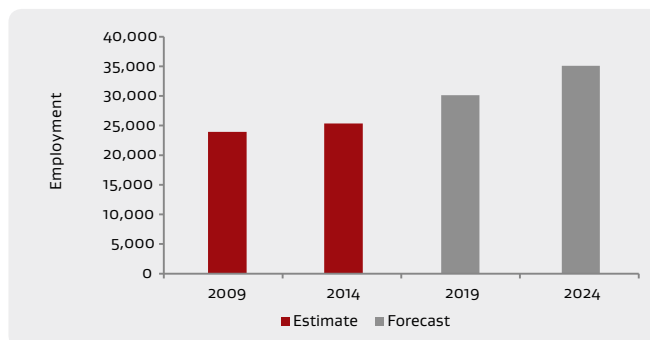
Estimated median base income by career stage	
Graduate	\$60,000
Independent Practice	\$85,000
Team Leader	\$110,000
Technical Manager	\$140,000
General Manager	\$180,000

Median base income for IPENZ member employees. From IPENZ Remuneration Survey 2015.

Employment and skill shortages

Professional engineers' employment

Current		Projected growth	
2013	2014	2014-19	2019-24
24,400	25,400 up 4.1%	3.5% per year	3.1% per year



Source: MBIE estimates

If a job appears on Immigration New Zealand's long-term skill short- age list, it means the government is actively encouraging skilled people in the role to come and work in New Zealand. There are a large number of specific occupations in professional engineering on the list and the Canterbury skilled shortage list, including civil engineer, structural engineer and electrical engineer. A full list is available on the Immigration New Zealand website.

→ Immigration NZ, skill shortage list:
skillshortages.immigration.govt.nz

We expect there to be continued demand for civil, electrical, and structural engineers in the Canterbury region as the rebuild of Christchurch continues.

Where to find job vacancies

The number of online job vacancies for civil engineers decreased by 8.0% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period.

Engineering professionals' vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

Most engineering professionals start out as graduate engineers. They work under more senior engineers to gain experience and an understanding of the job.

With greater seniority, engineers may become part of, or gain responsibility for, larger and more complex projects. They may also take leadership and supervisory roles.

Other information

Links

More information on engineering professionals is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

→ Institution of Professional Engineers New Zealand:
www.ipenz.org.nz/ipenz

ICT BUSINESS AND SYSTEMS ANALYSTS



JOB PROSPECTS

At a glance



Job prospects for ICT business and systems analysts are good.

Demand for employees in these fields has been growing, and there are not enough graduates to meet this demand.

Both of these occupations are on Immigration New Zealand's long-term skill shortage list, reflecting the fact there are currently not enough graduates to meet demand.

Job prospects are likely to remain strong in coming years.

■ How to become an ICT business or systems analyst

A business analyst (BA) examines the structure and functions of organisations in order to match them with business goals. An ICT business analyst looks primarily at how business goals can be met through the use of information technology.

An ICT systems analyst examines the systems and procedures an organisation uses, and decides if and how computer applications could be used to improve business efficiency and productivity.

Business analysts tend to look at an organisation's functions from a high-level, broad conceptual perspective, whereas system analysts are more detailed, and focus on how systems and processes are put into action in the organisation.

Qualifications needed

ICT business and systems analysts usually require a bachelor's degree in one of the following subjects or similar:

- information systems
- information technology
- computer science.

Cost of study

Bachelor's Degree in Computer Science

\$20,000 over 3 years

Average costs in 2014 for a domestic student. Costs vary between institutions. Further costs include materials and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

- Tenancy Services: www.tenancy.govt.nz
- StudyLink: www.studylink.govt.nz
- Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

Most universities and polytechnics across the country offer degrees in information systems, information technology or computer science. Many other courses at different levels (such as certificates and diplomas) are available through polytechnics and other IT training organisations.

Professional organisations and certification

Intermediate-level business analysts may apply for a Certification in Competency in Business Analysis through the International Institute of Business Analysts (IIBA). The IIBA is a professional association for business analysts, and has a chapter in New Zealand.

To get certification, an applicant must have worked for at least 3,750 hours as a business analyst, and then pass an exam.

The Institute of IT Professionals (IITP) is the professional organisation for ICT professionals. Its services for members include mentoring and training workshops. It also operates the Information Technology Certified Professional (ITCP) programme, which provides internationally recognised professional certification for experienced ICT workers. You can find details about this scheme on the ITCP website.

→ IIBA, Certification: newzealand.iiba.org/certification

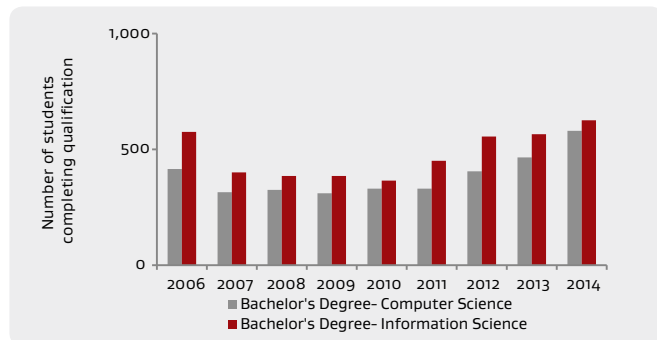
→ IITP: www.iitp.org.nz

→ ITCP: www.itcp.org.nz/detail

ICT BUSINESS AND SYSTEMS ANALYSTS

Completed qualifications

The number of students completing computer science or information systems degrees grew from 715 in 2007 to 1,250 in 2014 (up 69%).



Source: Ministry of Education

Income and employment prospects

Income

In 2015, the average income for ICT business and systems analysts was \$84,700.

Estimated average income
\$84,700

Average income from Statistics New Zealand Income Survey

Graduates with a bachelor's degree in information systems earned \$41,600 one year after their study ended. After five years, income had increased to \$58,750.

Median earnings after qualification completion		
One year	Two years	Three years
\$41,600	\$47,000	\$58,750

Source: Ministry of Education

The Absolute IT recruitment company publishes a report of median salaries for different roles in the IT sector.

→ Absolute IT: www.absoluteit.co.nz

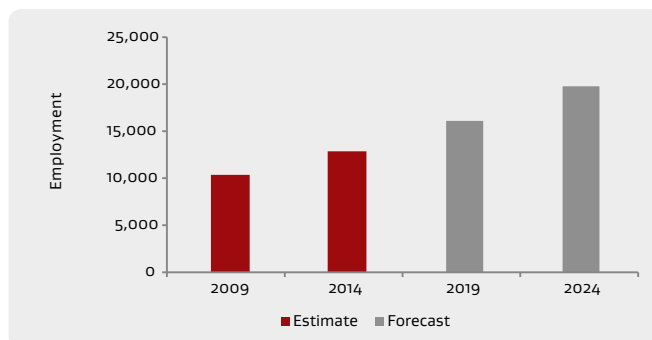
Employment and skill shortages

ICT Business and Systems Analysts' employment

Current		Projected growth*	
2013	2014	2014–19	2019–24
12,070	12,860 up 6.5%	4.6% per year	4.2% per year

* For the broader category of "Business and System Analysts and Programmers".

Employment has grown over the past several years, with employment in ICT business and systems analysis increasing from 9,000 in 2007 to almost 13,000 in 2014. Strong growth is expected in the medium term.



Source: MBIE Estimates

Both ICT business and systems analysts appear on Immigration New Zealand's long-term skill shortage list. If a job appears on the list, it means the government is actively encouraging skilled people in the role to come and work in New Zealand. A full list is available on the Immigration New Zealand website.

→ Immigration NZ, skill shortage list:
skillsshortages.immigration.govt.nz

Where to find job vacancies

ICT business and systems analysts vacancies are advertised through public media such as the Trade Me Jobs and Seek websites, and also through many IT-specific recruitment agencies.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

ICT business and systems analysts often work their way into senior analyst positions. Many take a project management role, and these jobs are often seen as a route to enter higher management-level positions, such as an ICT manager.

Other related occupations include systems administrators and web designers.

Other information

Links

More information on ICT business and systems analysts is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

→ The Skills Organisation: www.skills.org.nz

ICT AND TELECOMMUNICATIONS TECHNICIANS



JOB PROSPECTS

At a glance



Job prospects for ICT technicians are good. Continual increases in computer use means there is strong demand for ICT professionals.

The chances of getting a job as a telecommunications technician are limited due to declining job numbers. There is still some demand as the ultra-fast broadband programme continues for the next several years.

How to become an ICT or telecommunications technician

ICT technicians assemble, install, maintain and repair computer hardware, software and related equipment.

Telecommunications technicians install, maintain and repair electronic communications equipment in telecommunication networks and internet supply systems.

Qualifications needed

ICT technicians usually require a bachelor's degree or other qualification in computer science or information technology. Depending on the field in which they work, they may require certification in a specific technology or platform, usually from a recognised software or hardware company such as Microsoft, Cisco or Linux.

- Microsoft, Certifications: www.microsoft.com/learning/en/us/certification/cert-overview.aspx
- Cisco, Certifications: www.cisco.com/web/learning/le3/le2/le37/le10/learning_certification_type_home.html
- Linux, Certifications: certification.comptia.org/getCertified/certifications/linux.aspx

To become a telecommunications technician you need to complete a telecommunications apprenticeship and gain a National Certificate in Telecommunications (Level 3 or 4).

Cost of study

Bachelor of Science in Computer Science/IT	National Certificate in Telecommunications - Level 3 (apprenticeship)
\$20,000 over 3 years	\$3,000 – \$5,000 over 2-3 years

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include materials, textbooks, off-job training and accommodation.

Telecommunications apprenticeships can be done through the Infrastructure Industry Training Organisation (Connexis) and The Skills Organisation.

Under the government-subsidised New Zealand Apprenticeships Scheme, apprenticeships are available for anyone over the age of 16. More information on the Scheme is on the Tertiary Education Commission (TEC) website.

→ TEC: www.tec.govt.nz/Learners-Organisations/Learners/Learn-about/Apprenticeships

→ The Skills Organisation: skills.org.nz

→ Connexis: www.connexis.org.nz

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website. The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz/

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

Most of New Zealand's universities and polytechnics offer degrees in computer science, information systems or information technology. Many other courses at different levels (for example, certificates and diplomas) are available through polytechnics and IT training organisations.

The Futureintech website provides a comprehensive list of all IT courses in New Zealand. Telecommunications training providers are listed on The Skills Organisation website.

→ Futureintech: www.futureintech.org.nz/search.cfm

→ The Skills Organisation, Training providers: www.skills.org.nz/specialist-trades/electrotechnology-employers/off-job-training-providers/

Certification and registration

The Institute of IT Professionals (IITP) is the professional organisation for ICT professionals. Its services for members include mentoring and training workshops. It also operates the Information Technology Certified Professional (ITCP) programme, which provides internationally recognised professional certification for experienced ICT workers. You can find details about this programme on the ITCP website, under 'ITCP certification'.

Employers may require telecommunications technicians to become registered electrical service technicians with the Electrical Workers Registration Board.

→ IITP: www.iitp.org.nz

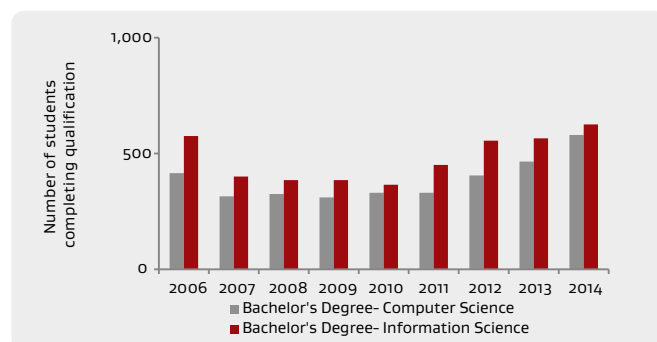
→ ITCP: www.itcp.org.nz/detail

→ Electrical Workers Registration Board: www.ewrb.govt.nz

ICT AND TELECOMMUNICATIONS TECHNICIANS

Completed qualifications

The number of students completing computer science or information systems degrees grew from 715 in 2007 to 1,250 in 2014 (up 69%).



Source: Ministry of Education

Income and employment prospects

Income

In 2015, the average income for ICT and telecommunications technicians was \$68,600. Income is highly variable, and depends on qualifications and area of specialisation:

- new telecommunications technicians can expect to start on about \$30,000 a year
- technicians with more than five years' experience usually earn between \$35,000 and \$50,000 a year
- senior technicians and those in supervisory positions usually earn between \$50,000 and \$70,000 a year, but may earn more.

Estimated average income

\$68,600

Source: New Zealand Income Survey 2015

Graduates with a bachelor's degree in information systems earned \$41,600 one year after their study ended. After five years, income had increased to \$58,750.

Median earnings after qualification completion

One year	Two years	Three years
\$41,600	\$47,000	\$58,750

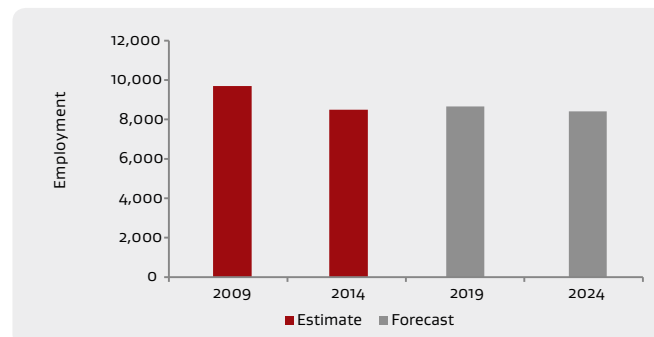
Source: Ministry of Education

Employment and skill shortages

ICT and telecommunications technicians' employment

Current		Projected growth	
2013	2014	2014-19	2019-24
8,600	8,500 down 1.5%	0.4% per year	-0.6% per year

During the recession, employment of ICT and telecommunication technicians has been relatively flat. We expect growth to be weak for telecommunications technicians, but better for ICT technicians.



Source: MBIE Estimates

The job of ICT customer support officer appears on Immigration New Zealand's long-term skill shortage list, which means the government is actively encouraging skilled from overseas to work in New Zealand. A full list is available on the Immigration New Zealand website.

- Immigration NZ, skill shortage list:
skillshortages.immigration.govt.nz

Where to find job vacancies

Vacancies for ICT and telecommunications technicians are advertised through public media such as the Trade Me Jobs and Seek websites.

- Trade Me Jobs: www.trademe.co.nz/jobs
→ Seek: www.seek.co.nz

Career path

Computer systems and telecommunication technicians may be promoted to senior technician or management roles. Computer systems technicians may take on other roles such as programmer or systems analyst.

Other information

More information on ICT and telecommunications technicians is available on the Careers New Zealand website.

- Careers New Zealand: www.careers.govt.nz

SCIENCE TECHNICIANS



JOB PROSPECTS

At a glance



Prospects for science technicians are improving as research funding increases. The best opportunities lie in the applied sciences, and in fields that the government has prioritised for funding: biological industries, health, environment, and high-value manufacturing and services.

How to become a science technician

Science technicians help scientists carry out research, testing and experiments in areas of science such as chemistry, earth sciences, life sciences, and physical sciences.

Science technicians usually specialise in a particular scientific discipline, such as:

- **Chemistry:** help chemists and chemical engineers carry out research, testing and experiments on organic and inorganic chemicals. They work with a wide variety of products including fuels, food, pharmaceuticals, paints, metals, plastics, and cosmetics.
- **Earth Sciences:** collect and test earth and water samples, record observations, and analyse data in support of geologists or geophysicists.
- **Life Sciences:** identify and collect living organisms, and conduct field and laboratory studies in support of environmental scientists and life scientists such as physiologists, biologists, botanists, or zoologists.

Qualifications needed

Science technicians generally require a relevant degree in science or technology. Some employers require a National Diploma in Science (Level 5 or 6), whereas others require a Bachelor of Science or a master's degree in the relevant area of specialisation.

Cost of study

National Diploma in Science	Bachelor of Science
\$11,000 over 2 years	\$18,600 over 3 years

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz

→ StudyLink: www.studylink.govt.nz

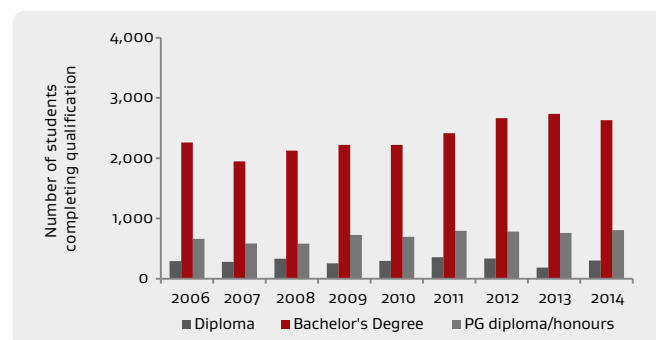
→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

Bachelor and postgraduate degrees in science are available from all universities. The National Diploma in Science is offered at a number of polytechnics.

Completed qualifications

The number of students completing qualifications in science has increased by a small amount in recent years. The number of completed bachelor degrees rose from 2,290 to 3,020 between 2007 and 2013 (up 35%).



Source: Ministry of Education

Income and employment prospects

Income

In 2015, the average income for science technicians was \$53,800.

Estimated Average income
\$53,800

Average income from Statistics New Zealand Income Survey 2015.

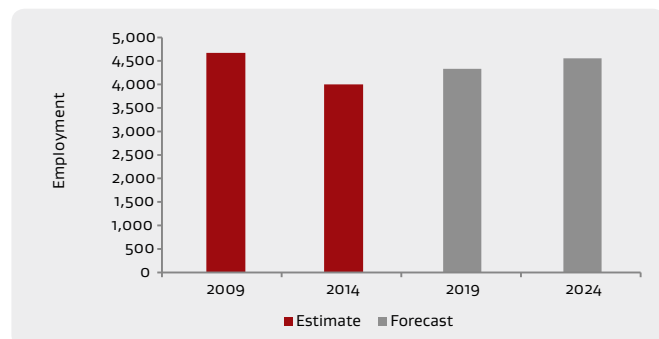
Employment and skill shortages

Science technicians' employment

Current		Projected growth	
2013	2014	2014-19	2019-24
4,100	4,100 down 1.6%	1.6% per year	1.0% per year

SCIENCE TECHNICIANS

There has been little growth in the number of science technicians employed in recent years. Forecasts are for stable growth in the number of science technicians over the 2013 to 2023 period.



Source: MBIE Estimates

Where to find job vacancies

The number of online job vacancies for science technicians declined by 15.0% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period.

Science technician vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

Science technicians may be employed by crown research institutes (CRIs), universities and polytechnics, or private-sector companies.

With experience, science technicians may move into more senior roles, including management. Those who gain postgraduate qualifications may go on to work as research scientists.

Other information

Links

More information on science technicians is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

SOFTWARE DEVELOPERS



JOB PROSPECTS

At a glance



New software developer graduates are in high demand. There is a shortage of software developers in New Zealand, and continuing growth in job vacancies.

The number of developers has grown steadily over recent years, but demand is expected to continue increasing in the fast-developing ICT industry.

How to become a software developer

Software developers write, test, develop and maintain computer software.

Qualifications needed

Software developers require a strong understanding of the underlying concepts and principles of software development, and some experience with development environments and languages. This knowledge can be gained through informal practical experience, but programmers usually have one or both of the following:

- a tertiary qualification in computing, information systems, or related field, or
- in some instances, specialist certification in security, testing or other standards.

Cost of study

Bachelor's Degree in Computer Science

\$20,000 over 3 years

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

Software developers gain many skills on the job and attend a wide range of courses to update their knowledge and techniques. Most tertiary institutions in New Zealand provide training in computer science, information systems, ICT and other related fields.

Registration

The Institute of IT Professionals (IITP) is the ICT sector's professional body. It works to improve education and professional standards in the ICT industry in New Zealand and around the world. Although there are many ICT-related organisations and groups in New Zealand, IITP is the only professional body. It also offers accreditation for IT professionals through its International Technology Certified Professional (ITCP) programme.

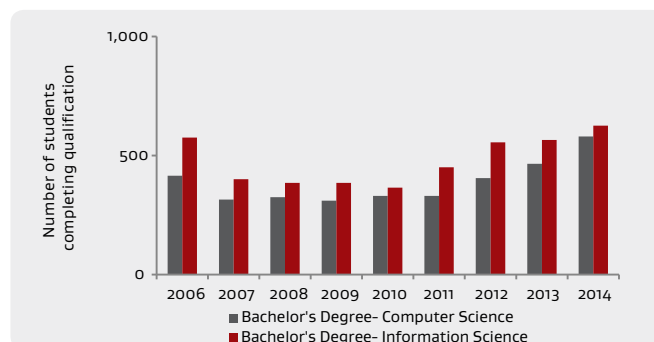
It is expected that software developers who hold professional accreditation will have a significant advantage in the job market; they will command a higher level of pay than those without professional accreditation.

Further information on certification can be found in the ITCP website.

→ ITCP: www.itcp.org.nz

Completed qualifications

The number of students completing computer science or information systems degrees grew from 715 in 2007 to 1,250 in 2014 (up 69%).



Source: Ministry of Education

SOFTWARE DEVELOPERS

Income and employment prospects

Income

In 2015, the average income for software and applications programmers was \$84,700. Average income for programmers varies widely – depending on their responsibilities, the type of programming work they do, and geographic location.

Estimated average income
\$84,700

Average income from Statistics New Zealand Income Survey

Graduates with a bachelor's degree in the field of computer science earned \$41,800 one year after their study ended. After five years, income had increased to \$62,450.

Median earnings after qualification completion		
One year	Two years	Three years
\$41,800	\$46,800	\$62,450

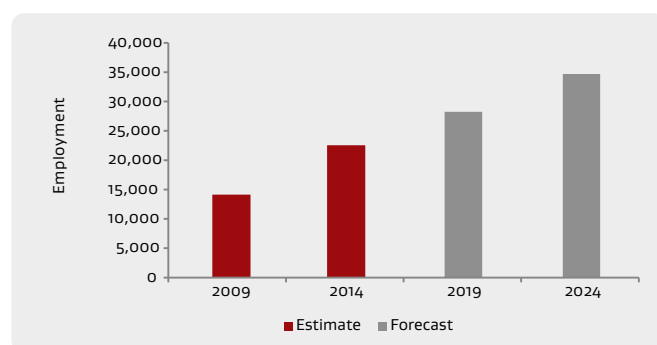
Source: Ministry of Education

Employment and skill shortages

Software developers' employment

Current		Projected growth	
2013	2014	2014–19	2019–24
20,300	22,550 up 11.1%	4.6% per year	4.2% per year

There has been steady growth in the number of software developers employed in recent years. There is also strong projected employment growth of around 4.6% per year from 2014–19 and 4.2% per year to 2023.



Source: MBIE Estimates

A number of specific occupations for software developers appear on Immigration New Zealand's long-term skill shortage list, which means the government is actively encouraging skilled people in these jobs from overseas to work in New Zealand. These in-demand software occupations include analyst programmer, developer programmer, software engineer, and software tester. A full list is available on the Immigration New Zealand website.

→ Immigration NZ, skill shortage list:
skillshortages.immigration.govt.nz

Where to find job vacancies

The number of online job vacancies for software developers decreased by 15.1% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all skilled vacancies over the same period.

Vacancies for software developers are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

Once a software developer has learnt the required fundamental skills, they may progress to become senior programmers, software architects, or chief information officers.

Other information

Links

More information on software developers is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

AGRICULTURAL AND FORESTRY SCIENTISTS



JOB PROSPECTS

At a glance



Agricultural and forestry scientists are in demand in New Zealand, with a shortage of skilled and qualified people. Farmers and foresters increasingly need independent advice so that New Zealand's primary industries maintain their international competitiveness.

How to become an agriculture or forestry scientist

Agricultural/forestry scientists study farm animals, soils, pastures, trees and forests to improve yield, health and quality, reduce negative environmental impacts, and prevent or control pests and disease.

Qualifications needed

Agricultural/forestry scientists usually have a high level of qualification and generally need a master's degree or PhD in a relevant science area, such as agricultural or forestry science, microbiology, biochemistry or other similar science discipline.

Cost of study

Bachelor of Science (Agricultural Science)	Bachelor of Forestry Science
\$18,600 over three years	\$27,200 over four years

Average costs in 2014 for a domestic student. Costs vary between institutions. Further costs include materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

- Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills
- StudyLink: www.studylink.govt.nz
- Sorted: www.sorted.org.nz/calculators/money-planner

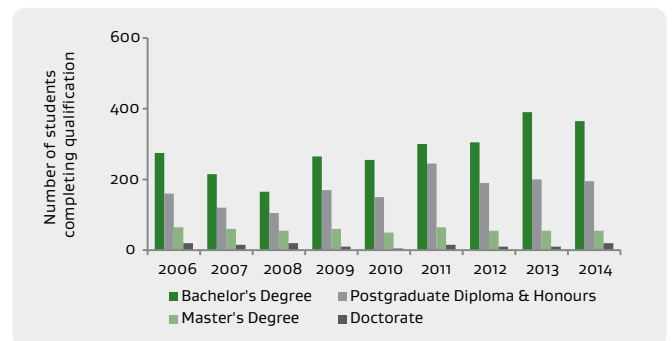
Where to study

Agricultural science can be studied at Lincoln and Massey Universities, and forestry science can be studied at Canterbury University.

- www.massey.ac.nz
- www.lincoln.ac.nz
- www.canterbury.ac.nz

Completed qualifications

The number of students completing agricultural, environmental and related qualifications has increased. The number of bachelor's degree completions rose from 215 to 365 between 2007 and 2014 (up 70%).



Source: Ministry of Education

Income and employment prospects

Income

In 2015, the average income for agricultural/forestry scientists was \$74,700.

Estimated average income
\$74,700

2015 Income Survey estimate

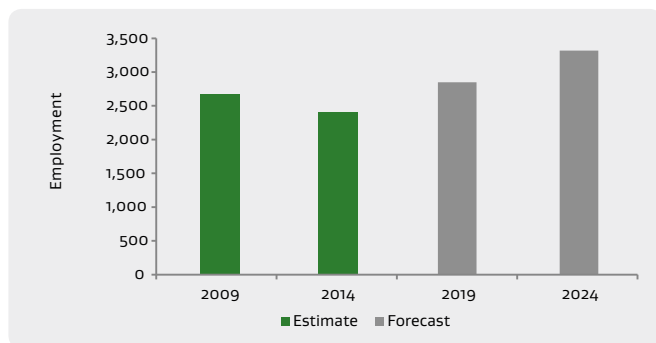
Employment and skill shortages

Agricultural/forestry scientists' employment

Current		Projected growth	
2013	2014	2014-19	2019-24
2,440	2,400 Down 1.3%	3.4% per year	3.1% per year

Agricultural/forestry scientist numbers have decreased over the past decade.

AGRICULTURAL AND FORESTRY SCIENTISTS



Source: MBIE Estimates

Agricultural/forestry scientists are on Immigration New Zealand's long-term skill shortage list. This means the government is actively encouraging skilled people in the role to come and work in New Zealand, and reflects the fact that graduates and current migrants are not meeting employment demand. A full list is available on the Immigration New Zealand website.

→ Immigration NZ, skill shortage list:
skillshortages.immigration.govt.nz

Where to find job vacancies

Agricultural/forestry scientists' vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs
 → Seek: www.seek.co.nz

Career path

Agricultural/forestry scientists in research positions usually apply for a postdoctoral fellowship after getting their PhD. You may need to do two or three postdoctoral fellowships (usually lasting two or three years each) before getting a permanent scientist position.

After about 15 years' experience, agricultural/ forestry scientists can progress into senior research scientist, team leader or management roles.

Scientists working in agriculture and forestry may specialise in various branches of science, including agronomy, farm systems (such as irrigation), microbiology, plant and animal physiology, genetics, animal nutrition, or animal reproduction.

■ Other information

Links

More information on agricultural/forestry scientists is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz
 → Vocational pathways in primary industries: youthguarantee.net.nz/assets/Uploads/VP-Primary-RD2-final2.pdf

ENVIRONMENTAL SCIENTISTS



JOB PROSPECTS

At a glance



There is a shortage of environmental scientists, and job prospects are good. New Zealand's primary industries are growing, increasing demand for scientists to investigate their environmental impact.

The exception to this trend is ecologists. There are more ecology graduates than vacancies, and competition for positions is strong.

How to become an environmental scientist

Environmental scientists study the environment, and how plants, animals and other organisms are affected by it. They may be employed by universities, research organisations, central or local government, or private firms.

Qualifications needed

Environmental scientists require a bachelor's or master's degree in a relevant field, such as environmental science, ecology or soil science. A doctorate is usually required for research roles.

Cost of study

Bachelor of Science	Doctorate in Science
\$18,600 per 3 years	\$24,000-\$32,000 per 3-4 years

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

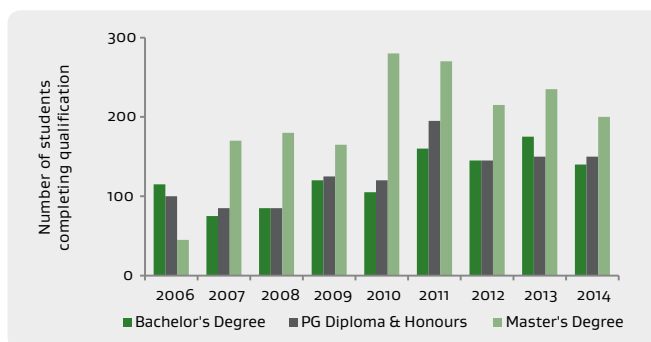
- Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills
- StudyLink: www.studylink.govt.nz
- Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

Most New Zealand universities offer either a degree in environmental science, or degrees in related fields.

Completed qualifications

The number of students completing environmental science qualifications has risen sharply in recent years. Completions of a bachelor's degree, postgraduate diploma or honour's qualification rose from 206 to 371 between 2007 and 2013 (up 80%). The number of completed masters' qualifications remained fairly steady over the same period.



Source: Ministry of Education

Income and employment prospects

Income

In 2015, the average income for natural and physical science professionals (which include environmental scientists) was \$74,700.

Estimated average income
\$74,700

Average income estimated from Statistics New Zealand Census 2013 and Labour Cost Index.

Graduates with a Bachelor's degree in environmental studies earned \$37,300 one year after their study ended. After three years, income had increased to \$59,900.

Median earnings after qualification completion		
One year	Two years	Three years
\$37,300	\$42,450	\$59,900

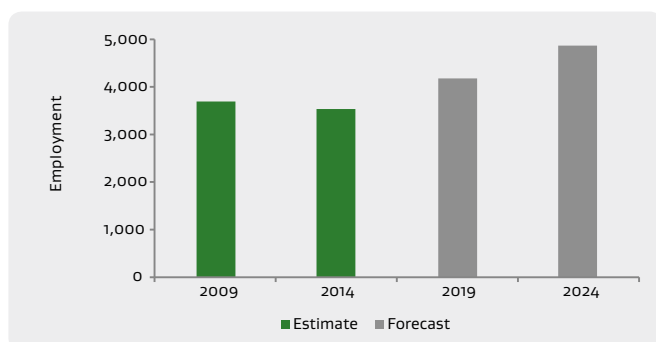
ENVIRONMENTAL SCIENTISTS

Employment and skill shortages

Environmental scientists' employment

Current		Projected growth	
2013	2014	2014–19	2019–24
3,200	3,540 1.0%	3% per year	3.1% per year

There has been a slow decline in the number of environmental scientists in recent years.



Source: MBIE Estimates

Environmental science occupations appear on Immigration New Zealand's long-term skill shortage list, indicating the government is actively encouraging skilled workers in those occupations to work in New Zealand. Occupations on the list are environmental research scientist, and water quality analyst. A full skill shortage list is available on the Immigration New Zealand website.

→ Immigration NZ, skill shortage list:
skillshortages.immigration.govt.nz

Where to find job vacancies

The number of online job vacancies for environmental scientists increased by 129.1% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period.

Environmental science vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs
→ Seek: www.seek.co.nz

Career path

Environmental scientists specialising in academic research mainly work for Crown research institutes (CRIs) or universities. Those scientists with a policy or evaluation focus may be employed by local or central government, or private consultancies.

Those choosing an academic research path will require a PhD, after which they can apply for postdoctoral positions at research organisations or universities. They may need to do two or three postdoctoral fellowships (usually lasting two to three years each) before finding a permanent position. After about 15 years' experience, scientists can progress into senior positions, including management roles.

Other information

Links

More information on environmental scientists is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

FARMERS AND FARM MANAGERS



JOB PROSPECTS

At a glance



Job prospects are good for new entrants who like an outdoor lifestyle and rural locations. Farming also offers numerous opportunities to gain skills and qualifications as you work. Demand will grow as the current ageing workforce retires.

Farm manager positions are limited for those without substantial work experience, but opportunities are good for farmers and farm managers with qualifications and experience, particularly because of the increasing technological and data-based nature of the role.

How to become a farm manager

Farmers and farm managers are responsible for planning, management and day-to-day running of the farms. Farmers own the land they farm, whereas farm managers manage farms for farm owners.

There are many types of farmers and farm managers growing and raising many types of crops and animals, including aquaculture, fruit, grapes, vegetables, beef, dairy, sheep and other livestock.

Qualifications needed

Aside from experience, there are no formal entry requirements for farming. However, farmers are increasingly completing post-school qualifications. This is because farmers increasingly need good technical and business skills.

Types of farming qualifications vary greatly across the industry, depending on a person's chosen field, (eg sheep and beef or dairy farming). All forms of study are likely to improve employment chances. A growing number of farmers and farm managers are completing degree courses such as a Bachelor of Agricultural Science or Bachelor of AgriCommerce at Massey and Lincoln Universities, and a mix of private training establishments and some polytechnics provide training across the range of levels

The National Certificate in Agriculture (Level 4), Diploma in Agribusiness Management (Level 5), and Diploma in Agriculture (Level 5) are also useful qualifications.

Once you are employed in agriculture, a wide range of qualifications and pathways to learning are offered through the Primary ITO, from entry-level courses for those just starting out, to high-level management courses.

Farm-related courses tend to involve both practical skills and theory. Further information on qualifications pathways is found on the Primary ITO website.

→ Primary ITO: www.primaryito.ac.nz

Cost of study

National Certificate in Agriculture (Level 4)	Diploma in Agriculture (Level 5)
\$2,900 over 27–47 weeks	\$5,500 over 1–2 years

Average course fees for a domestic student in 2015/16. Costs vary between institutions. Further costs can include student levies, administration fees, materials, textbooks/tools, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

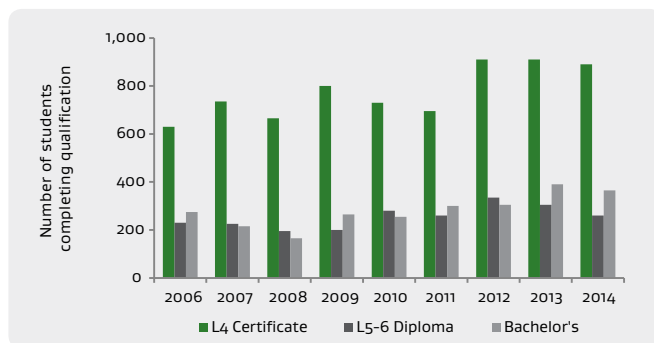
There are a number of training providers across New Zealand offering courses in farm-related work, such as Massey and Lincoln Universities. To see the range of courses available, see the Careers NZ website.

→ Careers NZ: www.careers.govt.nz

Completed qualifications

The number of students completing agricultural Level 4 Certificates in Agriculture has floated between 200 and 300 per year since 2008. The number completing a bachelor's degree in farm management and agribusiness has been steady at just under 100 a year for the last 5 years.

FARMERS AND FARM MANAGERS



Source: Ministry of Education

Income and employment prospects

Income

According to the 2015 Federated Farmers/Rabobank Farm Employee Remuneration Survey, the following average incomes apply for a variety of farm management roles in the primary sector:

Dairy farm manager - \$70,670

Sheep/Beef farm manager - \$66,300

Grain farm manager - \$69,300.

Farm managers may also be offered other benefits as part of an employment package, such as free or subsidised accommodation or housing.

Estimated average income

\$68,800

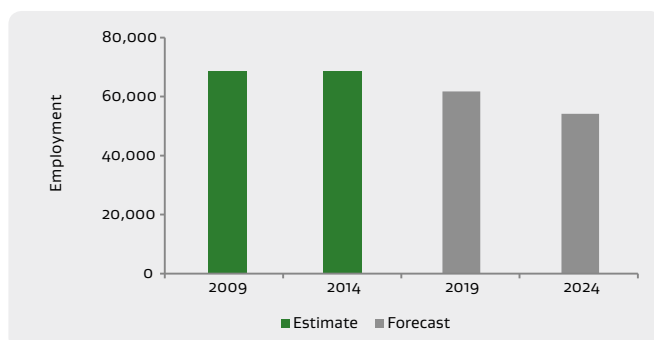
Estimated average income for farm manager roles in dairy, sheep/beef and grains, from Federated Farmers/Rabobank Farm Employee Remuneration Survey 2015.

Employment and skill shortages

Farmers and farm managers' employment

Current		Projected growth	
2013	2014	2014-19	2019-24
66,900	68,700 up 2.7%	-2.1% per year	-2.6% per year

Employment levels for farmers and farm managers have varied over the past nine years. Due to job turnover and retirement, job opportunities are currently good for farmers and farm managers with qualifications and experience. However, total employment growth for farmers and farm managers is forecast to decline moderately.



Source: MBIE Estimates

A variety of farmer/farm manager roles appear on Immigration New Zealand's immediate skill shortage list, including:

- Mixed crop farmer (grower manager)
- Pig farmer (farm manager)
- Beef cattle farmer (farm manager)
- Dairy cattle farmer (farm manager)
- Poultry farmer.

If a job appears on the skill shortage list, it means the government is actively encouraging skilled people in the role to come and work in New Zealand. A full list is available on the Immigration New Zealand website:

→ Immigration NZ, skill shortage list:
skillshortages.immigration.govt.nz

The average age of farmers is increasing, so retirements provide one source of job openings for young farmers.

Where to find job vacancies

The number of online job vacancies for livestock farmers decreased by 16% from September 2014 to September 2015 (data is not available for all farmer roles). This compares to an overall increase of 1.9% for all vacancies over the same period.

Farming vacancies are advertised through websites such as Trade Me Jobs, Seek, Federated Farmers or Farmers Weekly.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

→ Federated Farmers: www.fedfarm.org.nz/services/Rural-Jobs

→ Farmers Weekly: www.farmersweeklyjobs.co.nz

Career path

Farming offers good long-term career progression. There are many pathways in farming, with specialisation in areas like breeding, raising and caring for livestock, growing crops, and managing staff, equipment and machinery. As well, there are good prospects for farm managers, as they can work towards owning their own farm.

Other information

Links

More information on farm managers is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

The following websites also have useful information on working in the primary sector:

→ Land Your Dream Job:
youngcountry.farmersweekly.co.nz/?cat=216

→ DairyNZ: www.dairynz.co.nz

→ PICA: pica.org.nz

→ NZ Young Farmers: www.youngfarmers.co.nz

FOOD TECHNOLOGISTS



JOB PROSPECTS

At a glance



Prospects for food technologists are generally good. There is a shortage of skilled food technologists in New Zealand and growing industry demand.

Some of the larger food companies may prefer those with a few years' experience, but that can be achieved by working in other areas of the food manufacturing industry.

How to become a food technologist

Food technologists work on the development, processing and packaging of food and beverage products. They may also work on food marketing, intellectual property management, food safety (microbiology and toxins), consumer issues (flavour, texture, appearance of food), food engineering, and food regulations.

Qualifications needed

Food technologists usually require a bachelor's degree in food technology, food science, food engineering or a related field. Food technologists may also be required to complete on-the-job training programmes once hired.

For senior positions, a master's degree is preferred, and a PhD is a requirement for entry into university roles or more research-focused careers.

The New Zealand Institute of Food Science and Technology (NZIFST) has useful information on pathways and qualifications for a career in food science.

→ New Zealand Institute of Food Science and Technology: www.nzifst.org.nz/careers/default.asp

Cost of study

Bachelor of Science	PhD in Science
\$18,600 per 3-4 years	\$24,000 - \$32,000 per 3-4 years

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

- Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills
- StudyLink: www.studylink.govt.nz
- Sorted: www.sorted.org.nz/calculators/money-planner

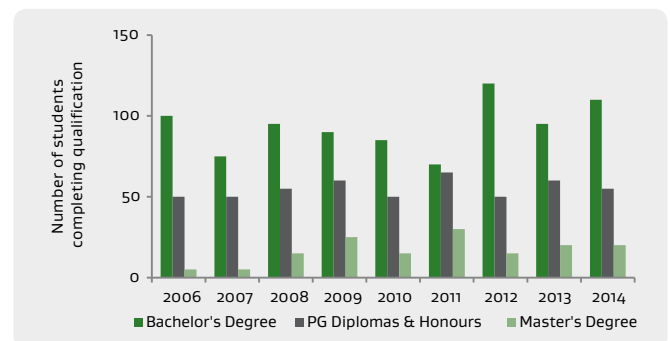
Where to study

Most New Zealand universities offer either a degree in food science, food technology, or food engineering. NZIFST has a list of relevant tertiary courses.

- New Zealand Institute of Food Science and Technology: www.nzifst.org.nz/careers/tertiarycourses.asp

Completed qualifications

The number of students completing postgraduate degrees in food science and biotechnology has been variable over the years.



Source: Ministry of Education

Income and employment prospects

Income

In 2014, the median income for food technologists was estimated to be \$63,000.

Estimated average income
\$63,000

FMCG Industry Remuneration Survey

Employment and skill shortages

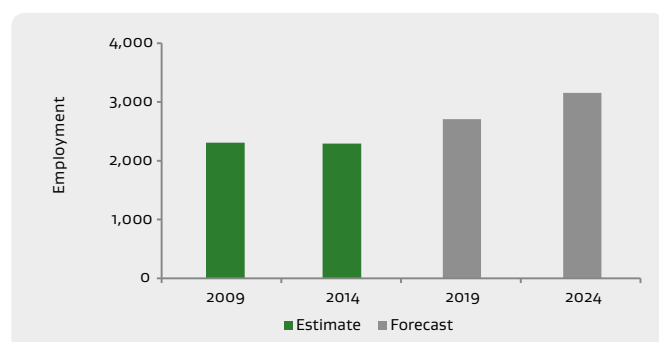
Food technologist's employment

Current		Projected growth*	
2013	2014	2014-19	2019-24
825	824 down 0.6%	3.4% per year	3.1% per year

* Projections apply to the broader category, "Natural and Physical Science Professionals".

The number of Food Technologists has remained steady for several years, and is forecast to grow over the next ten years.

FOOD TECHNOLOGISTS



Source: MBIE Estimates – Employment numbers are for the broader category of “Chemists, and Food and Wine Scientists”.

Food technologists appear on Immigration New Zealand’s long-term skill shortage list, indicating the government is actively encouraging skilled workers in that occupation to work in New Zealand.

→ Immigration NZ, skill shortage list:
skillshortages.immigration.govt.nz

Where to find job vacancies

The number of online job vacancies for chemists and food and wine scientists (a category that includes food technologists) remained unchanged between September 2014 and September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period.

Food technologist vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

Career paths may lead to research and development (R&D) management, technical management, consumer research, or general management.

As well as industry pathways, there are more research-focused opportunities available in universities and other research institutions.

Other information

Links

More information on food technologists is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

→ New Zealand Institute of Food Science and Technology:
www.nzifst.org.nz/careers/default.asp

MARINE BIOLOGISTS



JOB PROSPECTS

At a glance



Job prospects for Marine biologists are average. There are only a small number of marine biologists in New Zealand, although some specialist areas may have greater demand.

In particular, the best areas to look for work are in population modelling for fish quotas, assessing toxic levels in rivers and seas, and in aquaculture.

How to become a marine biologist

Marine biologists study animals and plants that grow in the sea.

Qualifications needed

To become a marine biologist you usually need to have a masters or PhD majoring in marine biology, marine ecology, marine conservation, zoology or a related science.

Cost of study

Bachelor of Science	Master of Science
\$18,600 over three years	\$27,200 over four years

Average costs in 2016 for a domestic student. Costs vary between institutions. Further costs include student levies, administrative fees, materials, textbooks and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

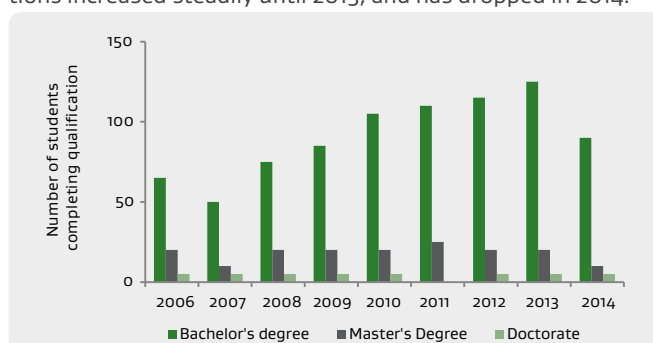
- Tenancy Services: www.tenancy.govt.nz
- StudyLink: www.studylink.govt.nz
- Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

Marine biology can be studied at most universities in New Zealand.

Completed qualifications

The number of students completing biological science qualifications increased steadily until 2013, and has dropped in 2014.



Source: Ministry of Education

Income and employment prospects

Income

In 2015, the average income for marine biologists was \$74,700.

Estimated average income
\$74,700

Average income from Statistics New Zealand's Income Survey 2015.

Employment and skill shortages

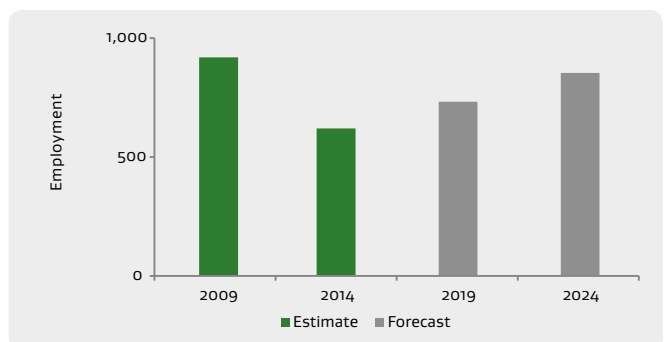
Marine biologists' employment

Current		Projected growth*	
2013	2014	2014-19	2019-24
680	620 Down 5.2%	3.4% per year	3.1% per year

*Employment data based on broader category of "Life Scientists".

**Projected employment based on broader category of "Natural and Physical Scientists".

Marine biologist numbers, along with all life scientists, have decreased over the past decade.



Source: MBIE Estimates

Where to find job vacancies

Marine biologists' vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

- Trade Me Jobs: www.trademe.co.nz/jobs
- Seek: www.seek.co.nz

MARINE BIOLOGISTS

Career path

Marine biologists in research positions usually apply for a post-doctoral fellowship after getting their PhD. You may need to do two or three postdoctoral fellowships (usually lasting two or three years each) before getting a permanent scientist position.

After about 15 years' experience, marine biologists can progress into senior research scientist, team leader or management roles.

■ Other information

Links

More information on marine biologists is available on the Careers New Zealand website.

- Careers New Zealand: www.careers.govt.nz
- Vocational pathways in primary industries: youthguarantee.net.nz/assets/Uploads/VP-Primary-RD2-final2.pdf

VETERINARIANS



JOB PROSPECTS

At a glance



Job prospects are generally good, particularly in the rural sector where veterinarians make a real difference to the health and wellbeing of animal, humans and the environment we share. There is high demand for veterinarians in mixed animal practices. Entry requirements to study to become a veterinarian are high and there is a cap on student intakes. This reflects the breadth and depth of the study and the opportunities to work in a range of roles over the course of a veterinary career.

How to become a veterinarian

Veterinarians are the stewards of animal health and welfare. They provide advice and treatment that prevents illness and injury as well as advice and treatment on treating sick and injured animals. This is across all species, from pets to farm animals, to animals in zoos. Other roles for veterinarians include ensuring that standards are maintained in the import and export of animals and animal products, and in research testing and teaching. Many veterinarians also work in industry (providing essential medicines to maintain healthy animals).

Qualifications needed

To become a veterinarian, you need to complete a five-year Bachelor of Veterinary Science. Entry requirements are strict – about 300 students apply for selection into the professional phase of the degree each year, but only 100 places are available for domestic students and 24 for international students.

The following subjects are recommended:

- 14-20 credits of NCEA Level 3 chemistry, biology and physics
- At least one mathematics subject to NCEA Level 3 (calculus, statistics or modelling)
- NCEA Level 2 English to meet the university admission requirements.

See Massey University website for further details:

→ www.massey.ac.nz/massey/learning/programme-course-paper/programme.cfm?prog_id=92611&tab=plan

Cost of study

Bachelor of Veterinary Science

\$58,000 over five years

Approximate course fees in 2016 for a domestic student. Further costs can include materials, textbooks, and accommodation.

Estimated market rents for Palmerston North, where veterinary science is taught, are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

- Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills
- StudyLink: www.studylink.govt.nz
- Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

Massey University in Palmerston North is the only university in New Zealand offering veterinary science degrees.

- Massey University, Bachelor of Veterinary Science: www.massey.ac.nz/massey/learning/programme-course-paper/programme.cfm?prog_id=92611

Registration

To practise as a veterinarian in New Zealand you must be registered with the Veterinary Council of New Zealand, and have an annual practising certificate.

Information and applications for registration and practising certificates are available on the Council website.

- Veterinary Council of New Zealand: www.vetcouncil.org.nz/gainReg.php

Completed qualifications

The number of students completing degrees in veterinary science has climbed back slowly after fall in 2007. There were around 100 graduates in 2014.



Source: Ministry of Education

VETERINARIANS

Income and employment prospects

Income

In 2015, the average income for veterinarians was estimated to be \$92,400.

Estimated average income

\$92,400

Average income from Statistics New Zealand's Census 2013 and Labour Cost Index data.

Depending on experience, responsibilities and location, veterinarians can earn between \$45,000 and \$150,000 a year.

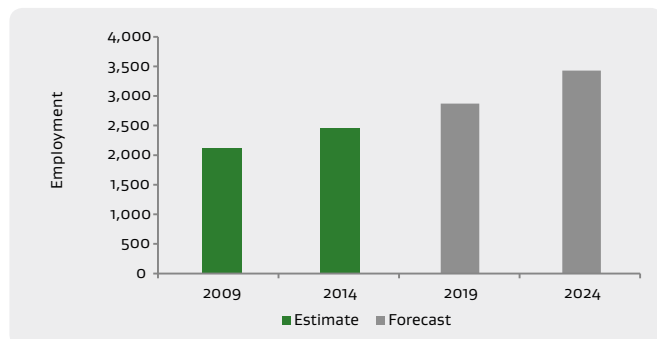
Employment and skill shortages

Veterinarians' employment

Current		Projected growth*	
2013	2014	2014–19	2019–24
2,360	2,470 up 4.5%	3.4% per year	3.1% per year

*Projections are for the broader category, "Natural and Physical Science Professionals".

Employment opportunities for veterinarians have grown over the past several years, from 1,500 in 2006 to more than 2,000 in 2014. The broader occupation group is expected to grow at around 3-4% per year until 2024.



Source: MBIE Estimates

Veterinarians are on Immigration New Zealand's long-term skill shortage list. This means the government is actively encouraging skilled people in the role to come and work in New Zealand, reflecting the fact that graduates and current migrants are not meeting employment demand. A full skill shortage list is available on the Immigration New Zealand website.

→ Immigration NZ, skill shortage list:
skillshortages.immigration.govt.nz

Where to find job vacancies

Veterinarian vacancies are advertised through websites such as Trade Me Jobs and Seek. Vacancies are also to be found in the New Zealand Veterinary Association (NZVA) publication 'VetScript'.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

Most veterinarians in New Zealand are involved in caring for pets or livestock (and activities and services). Many also work as animal scientists or work in export industries ensuring animal welfare. Veterinarians can become business owners, professional advisors to industry, senior veterinarians or managers of large group-veterinary practices.

Other information

Links

More information on veterinarians is available on the Careers New Zealand and NZVA websites.

→ Careers New Zealand: www.careers.govt.nz

→ New Zealand Veterinary Association: www.nzva.org.nz

VETERINARY NURSES



JOB PROSPECTS

At a glance



Job opportunities are available for qualified veterinary nurses.

However, experience is often preferred and candidates may need to be prepared to move regions to gain employment. There are about 400 veterinary practices throughout New Zealand and all require veterinary nurses, some on a part-time basis.

How to become a registered nurse

Veterinary nurses may do some or all of these:

- Administration and reception
- Provide telephone advice
- Feed and exercise animals
- Take and process radiographs
- Collect diagnostic samples
- Clean, sterilise and prepare surgical instruments and other equipment
- Assist during surgical procedures
- Perform diagnostic tests
- Maintain records
- Clean cages and surgery areas
- Accompany veterinarians on house- or farm-calls.

Entry requirements

Veterinary nurses need to be capable of handling stressful and emergency situations; be empathetic, patient with and genuinely concerned for animals; be excellent communicators; and be highly organised.

Qualifications needed

Entry to the veterinary nursing profession requires the two-year New Zealand Diploma in Veterinary Nursing (Level 6). The New Zealand Certificate in Animal Technology (Level 5) with the veterinary nursing strand is available to those aspiring to become veterinary nurse assistants.

→ www.massey.ac.nz/massey/learning/programme-course-paper/programme.cfm?prog_id=92611&tab=plan

Cost of study

National Diploma in Veterinary Nursing

\$6,600

Average costs in 2016 for a domestic student. Costs vary between institutions. Further costs include student levies, administrative fees, materials, textbooks and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

Training in veterinary nursing is provided throughout New Zealand.

Further details of where to study veterinary nursing are available on the New Zealand Veterinary Nursing Association (NZVNA) website.

→ NZVNA: www.nzvna.org.nz/site/nzvna/files/Documents/Providers_1.pdf

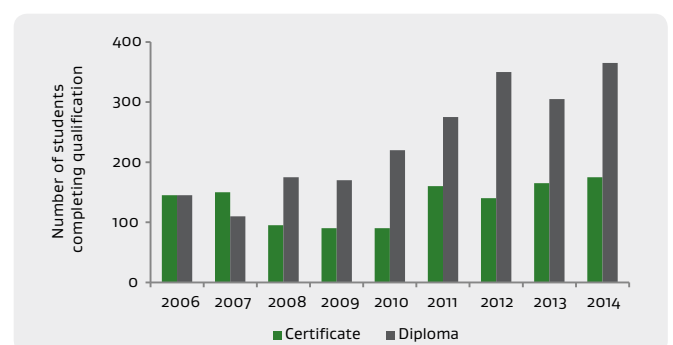
Registration

Veterinary nurses meeting the eligibility criteria are able to enter their names on the voluntary register of veterinary nurses maintained by the NZVNA.

→ New Zealand Veterinary Nursing Association, registration: www.nzvna.org.nz/regulation.html

Completed qualifications

In 2014, 365 students completed their Diploma in Veterinary Nursing.



Source: Ministry of Education

VETERINARY NURSES

Income and employment prospects

Income

The NZVNA recommends the following rates:

- A new graduate with the Diploma of Veterinary Nursing earns \$22 an hour.
- Those with one to three years' experience earn between \$24 and \$26 an hour.
- Those with more than five years' experience earn \$28 an hour or more.

Graduates with a diploma in veterinary studies earned \$31,200 one year after their study ended. After five years, income had increased to \$37,300.

Median earnings after qualification completion		
One year	Two years	Three years
\$31,200	\$32,950	\$37,300

Source: Ministry of Education

Income of veterinary nurses with one to five years' experience
\$31,000 to \$50,000

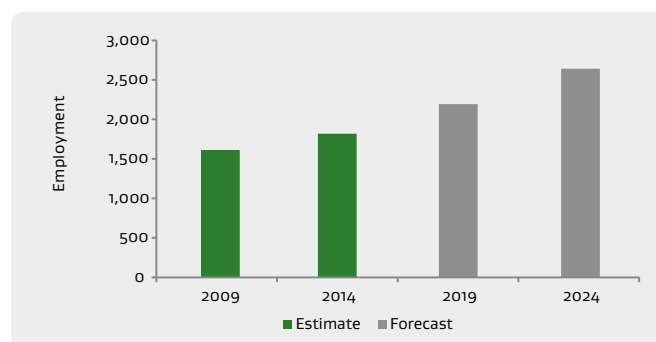
Source: New Zealand Veterinary Nursing Association, 'Wage Guideline 2015', 2015.

Employment and skill shortages

Nursing employment

Current		Projected growth	
2013	2014	2014-19	2019-24
1,750	1,820 up 40%	3.8% per year	3.8% per year

The supply of veterinary nursing graduates is expected to increase in response to the new qualification requirement.



Source: MBIE Estimates

Where to find job vacancies

Nursing vacancies are advertised through public media such as the Trade Me Jobs and Seek websites and on the NZVNA website.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

→ NZVNA www.nzvna.org.nz

Career path

Work opportunities for veterinary nurses are best in large urban areas, such as Auckland, while rural animal technicians have more opportunities in rural areas.

Other information

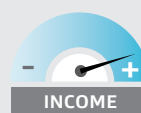
Links

More information on veterinary nursing is available on the Careers New Zealand website and on the NZVNA website.

→ Careers New Zealand: www.careers.govt.nz

→ NZVNA www.nzvna.org.nz

ACCOUNTANTS



JOB PROSPECTS

At a glance



The outlook for a career in accounting is good, and should remain so because of growing demand for accounting services.

This career usually requires a degree, but your job prospects are better with membership of the New Zealand Institute of Chartered Accountants. Becoming a chartered accountant requires work experience and some further study.

Accounting software has yet to impact on demand for experienced chartered accountants with well-developed skills.

There are also opportunities to work in accounting at more junior levels and progress by undergoing further education while working.

How to become an accountant

Accountants prepare financial accounts for businesses and individuals. They also advise on financial matters, such as tax and reporting compliance requirements.

Being a chartered accountant gives you a base of knowledge to have a successful career in commerce, business and finance. Many of New Zealand's largest companies have chartered accountants as chief financial officers, and some chartered accountants are chief executives.

Qualifications needed

Accountants usually require a commerce degree majoring in accounting or finance.

Most people working as accountants are also members of the New Zealand Institute of Chartered Accountants (NZICA), as employers prefer this.

To become a chartered accountant you need to:

- complete a three-year degree at an NZICA-approved tertiary institution AND
- undertake the Chartered Accountants Program, which includes five modules of further study, plus practical experience OR
- complete the Master of Professional Accounting (Accountancy) offered by universities (this is done after completing a bachelor's degree – which need not be in commerce).

Cost of study

Bachelor of Commerce	Chartered Accountants Program
\$18,600 over three years	\$7,400 (\$1,480 per module)

Average costs in 2015/2016 for a domestic student. Costs vary between institutions. Further costs include materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

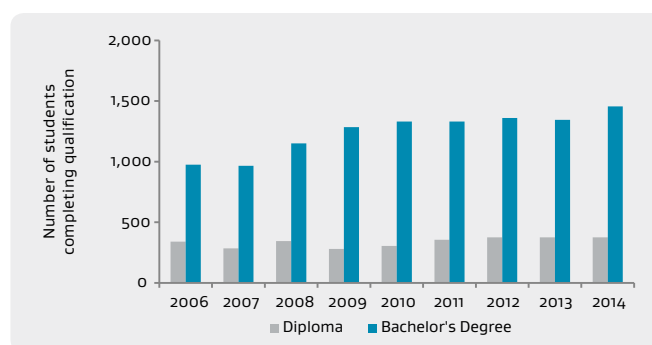
Where to study

Accounting and finance can be studied at tertiary institutions throughout New Zealand. If you are looking to become a chartered accountant, you'll need to study at an approved tertiary institution. A list of these can be found on the NZICA website.

→ NZICA-approved accountancy programmes: www.nzica.com/Students/Tertiary-study/Where-to-study-to-become-a-member.aspx

Completed qualifications

The number of students completing accountancy qualifications has been relatively steady over the past few years, increasing from 1,360 to 1,455 between 2012 and 2014 (up 7.0%).



Source: Ministry of Education

ACCOUNTANTS

Income and employment prospects

Income

In 2015, the average income for accountants was estimated to be \$79,700, but not all of these people will be chartered accountants. The average salary for registered chartered accountants is \$140,700.

Estimated average income
\$79,700

Average income from Statistics New Zealand's June 2015 New Zealand Income Survey. Estimated from average hourly earnings.

Graduates with a bachelor's degree in accountancy earned \$42,150 one year after their study ended. After five years, income had increased to \$61,600.

→ www.universitiesnz.ac.nz/studying-in-nz/fees

→ www.nzica.com/CAtimetable.aspx

Median earnings after qualification completion		
One year	Two years	Five years
\$42,150	\$45,800	\$61,600

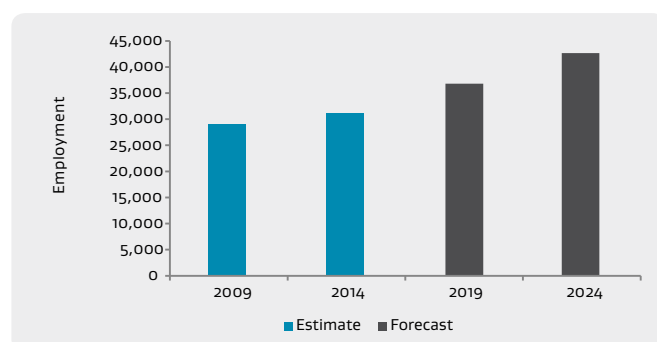
Source: Ministry of Education

Employment and skill shortages

Accountants' employment

Current		Projected growth	
2013	2014	2014–19	2019–24
30,100	31,100 up 3.5%	3.4%	3.0%

Demand for accountants is expected to keep rising as the economy continues to improve. Many accountants leave New Zealand to work overseas, which also creates vacancies.



Source: MBIE Estimates

Accountants are on Immigration New Zealand's immediate skill shortage list. If a job appears on the list, it means the government is actively encouraging skilled people in the role to come and work in New Zealand. A full list is available on the Immigration New Zealand website.

→ Immigration NZ, skill shortage list:
skillshortages.immigration.govt.nz

Where to find job vacancies

The number of online job vacancies for accountants increased by 1.9% from September 2014 to September 2015, compared to an overall increase of 1.9% for all vacancies over the same period.

Accountancy vacancies are advertised through public media such as the Trade Me Jobs, and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

A career in accountancy is more diverse than many people think. Accountants work in a range of industries including government, law, fashion, entertainment and advertising.

After fundamental skills are learned, accountants often look to specialise into roles such as:

- Financial planner
- Auditor
- Chief financial officer
- Tax specialist
- Forensic accountant.

Other information

Links

More information on accountancy is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

More information on becoming a chartered accountant is available on the NZICA website.

→ NZICA: www.nzica.com

BUS AND COACH DRIVERS



JOB PROSPECTS

At a glance



The number of bus and coach driving jobs has increased strongly over the past several years, due to greater use of public transport. There is a high turnover of bus drivers and many in this occupation are nearing retirement, which means more jobs will open up in coming years.

As the cost of entry is relatively low and bus driving does not require post-school qualifications, it offers good prospects for people without strong academic backgrounds, although drivers must have held a car driver's licence for at least two years.

Due to licencing requirements, generally the youngest someone can enter the sector is 20.

How to become a bus driver

To become a bus driver you do not need a specific qualification, but you do need to hold the correct vehicle licence. The requirements for licensing are set out by the New Zealand Transport Agency (NZTA).

→ NZTA, commercial driving licensing:
www.nzta.govt.nz/commercial/passenger/driving.html

You will first need to have held a Class 1 licence (car licence) for two years.

Bus and coach drivers then require the following:

- a Class 2 (Heavy Vehicle) driver licence
- a passenger endorsement on your driver's licence (which has to be renewed regularly).

Once you have obtained a Class 2 licence, you can apply for a Class 4 licence, which allows you to drive a larger sized (3 axle) passenger vehicle.

You can find information about how to obtain the licences on the NZTA website.

→ NZTA, getting bus licences:
www.nzta.govt.nz/licence/getting/buses-taxis.html

→ NZTA, endorsements:
www.nzta.govt.nz/resources/factsheets/42/

The NZ Motor Industry Training Organisation (MITO) facilitates training for the passenger services sector. Specifically MITO offers a National Certificate in Passenger Services – School Bus Driver (Level 2) and a National Certificate in Passenger Services – Urban Bus Driver (Level 3).

The annual cost of training towards a MITO National Certificate in 2015 was \$1090. This fee includes all learning and assessment material, pastoral care and support, and any off-job-training.

→ MITO, programmes: mito.org.nz/transport-and-logistics

Cost of study

National Certificate in Passenger Services (Level 2 or 3)

\$1090 over one year

Average costs in 2015 for a domestic student. Costs vary between institutions.

Some companies provide training modules for their employees, for example NZ Bus.

→ NZ Bus, operator training:
www.nzbus.co.nz/bus-operator-training

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

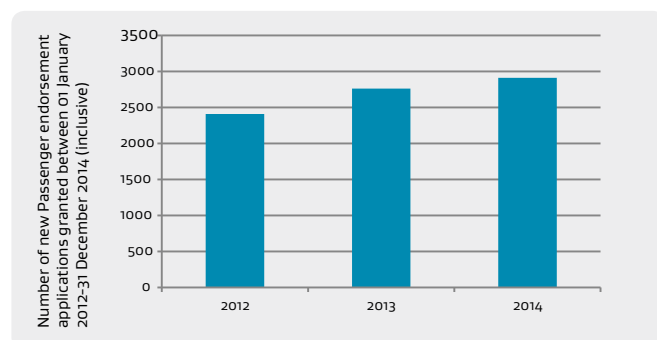
A range of organisations can help you to obtain the relevant licence and endorsement. These are outlined on the NZTA website.

→ NZTA, course providers: www.nzta.govt.nz/driver-licences/getting-a-licence/driver-licensing-agents-and-course-providers/course-providers

Completed qualifications

Over the last three years, the number of applications granted for medium rigid vehicle (Class 2) licences and heavy rigid vehicle (Class 4) licences has remained relatively static.

BUS AND COACH DRIVERS



Income and employment prospects

Income

In 2015, the average income for the automobile, bus and rail drivers occupation group was estimated to be \$42,300.

Estimated average income
\$42,300

Average income from Statistics New Zealand's June 2015 New Zealand Income Survey. Estimated from average hourly earnings.

School bus drivers (who work part-time, 40 weeks a year) earn considerably less – about \$12,000 to \$15,000. Some part-time or seasonal (ie some tourism) drivers may face periods without work.

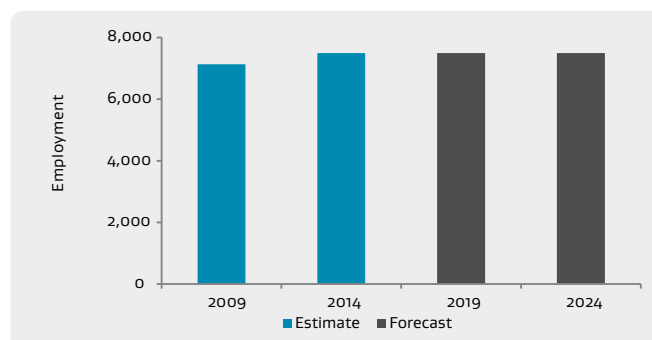
Employment and skill shortages

Bus and coach drivers' employment

Current		Projected growth*	
2013	2014	2014–19	2019–24
7,280	7,500 up 2.9%	2.9% per year	2.8% per year

*Growth projections are for the broader category "Automobile, Bus and Rail Drivers".

Employment of bus drivers has been growing moderately over the past couple of years. This growth is probably due to increased use of public transport in the main centres and a slow recovery in the economy. In addition, many older drivers may be starting to retire, which will open up opportunities for new drivers. Employment is projected to grow by around 2.8% per year for the next ten years.



Source: MBIE Estimates

Where to find job vacancies

There are frequent opportunities, especially in the cities, to become a bus driver. Bus and coach driver vacancies are advertised through public media such as the Trade Me and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

Bus and coach drivers need to be flexible and often work shifts and rosters. Part-time work is also common (around 40% work part-time) as is work on weekends and public holidays. For tourist coach drivers, the job is busiest in the peak tourist season though work is slow or non-existent in the off-season.

Over time, you may end up managing other drivers or becoming self-employed and running your own business. There is also a role for experienced drivers in mentoring and assessing new drivers who are applying for different levels or classes of driving licence, or gaining work experience.

Other information

Links

More information on bus and coach drivers is available on the Careers NZ website.

→ Careers NZ: www.careers.govt.nz

→ Bus and Coach Association: www.busandcoach.co.nz/index.html

CAFÉ MANAGERS



JOB PROSPECTS

At a glance



Café and restaurant managers are in demand because New Zealanders are eating out more and there is growth in the number of tourists.

This work provides an accessible career option because entry qualifications are low, and there are good career prospects if you like working with people and are willing to work long hours.

How to become a café manager

Café/restaurant managers are in charge of running restaurants and cafés. They may also run catering businesses.

Qualifications needed

There are no specific secondary educational requirements, but NCEA Level 2 hospitality, accounting, economics and food and nutrition are useful.

If the establishment sells alcohol, you also need to be at least 18 years old with a licensed premises general manager's certificate, and a licensed controller qualification administered by the Hospitality Standards Institute (HSI).

Relevant polytechnic courses, on the job training programmes offered by the HSI, and short courses such as KiwiHost training, are available for people wanting to become café/restaurant managers. HSI offers a year-long 'step forward' programme, a mixture of on-job and off-job training leading to a National Certificate of Hospitality – Level 4 (Operations Supervision).

Other than suitable experience and relevant certificates for selling alcohol, there are no specific requirements to become a café/restaurant manager.

However, a range of qualifications from NCEA Levels 3 to 5 are offered to improve your ability to advance in this career. A Level 5 Diploma in Hospitality Management is the main professional New Zealand qualification for a café manager, and is offered by all the major training organisations. A three-year bachelor's degree course (AUT Bachelor of International Hospitality Management) is also available.

- HSI, qualifications: www.hsi.co.nz/national-qualifications
- HSI, programmes: www.hsi.co.nz/products/itp
- KiwiHost, courses: www.kiwhihost.co.nz/net/products/course-profiles.aspx
- AUT, Bachelor of International Hospitality Management: www.aut.ac.nz/study-at-aut/study-areas/hospitality--tourism/undergraduate-courses/bachelor-of-international-hospitality-management-overview

Licensing

If serving in alcohol licensed premises, you need to:

- gain a licensed controller qualification offered by a variety of private and public course providers, (usually a 1-day course covering two unit standards)
- apply to the District Licensing Agency – the liquor licensing division of your local city council – for a general manager's certificate.

Cost of study

The cost of obtaining the licensed controller qualification and general manager's certificate varies, but each step costs on average around \$200 (\$400 in total).

National Certificate in Hospitality (Level 4) – Operations Supervision	Bachelor's Degree in International Hospitality Management
\$5,800 over one year	\$18,100 over three years

Average costs in 2016 for a domestic student. Costs vary between institutions. Some polytechnics may have a zero-fees scheme. Further costs include materials, and accommodation.

Rents vary from city to city. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

- Tenancy Services: www.tenancy.govt.nz
- StudyLink: www.studylink.govt.nz
- Sorted: www.sorted.org.nz/calculators/money-planner

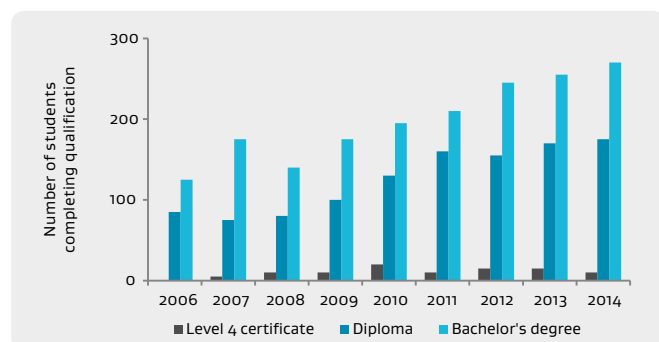
Where to study

Careers New Zealand provides a range of information on where to find relevant courses, mostly at certificate and diploma level (Levels 2 to 5).

CAFÉ MANAGERS

Completed qualifications

The number of students completing hospitality management qualifications at or above Level 4 has been growing steadily, from 345 in 2010 to 455 in 2014.



Source: Ministry of Education

Income and employment prospects

Income

A 2015 survey indicated the annual average income for a café manager was \$49,800.

Estimated average income
\$49,800

2015 Household Labour Force Income Survey, Statistics New Zealand. Based on hourly earnings.

In 2015, hourly average earnings for café and restaurant managers were \$23.95.

Employment and skill shortages

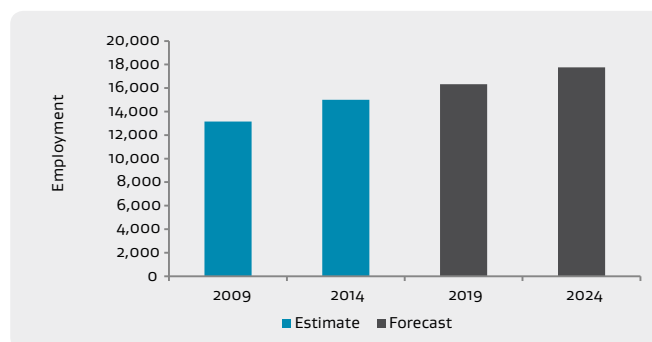
Café managers' employment

Current		Projected growth*	
2013	2014	2014-19	2019-24
14,400	15,000 up 4.2%	1.7% per year	1.7% per year

*Growth projections are for the broader category "Accommodation and Hospitality Managers".

Demand for café and restaurant managers has grown because

- spending and eating out by New Zealanders rose by nearly 7% between 2011 and 2015
- an 38% increase in overseas visitor expenditure between 2014 and 2015.



Source: MBIE Estimates

Where to find job vacancies

The number of online job vacancies for café managers increased by 26% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period.

Café manager vacancies are advertised through public media such as the Trade Me and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

There are many career pathways and opportunities in the New Zealand hospitality industry, although staff turnover tends to be high. People who stay in the job find it possible to work their way from waiter jobs to managing restaurants. To advance in this career often requires long work hours, including evenings and weekends, requiring a lot of shift work.

Training is available either on the job with an employer, or through training providers such as institutes of technology, and polytechnics. There is one degree-level course.

There are also short programmes available that meet specific needs, such as customer service and food safety, through to nationally recognised qualifications such as HSI Modern Apprenticeship programmes, National Certificates and National Diploma traineeships.

HSI has a career pathways website for school leavers and those already working in the industry.

→ HSI training: www.hsi.co.nz/products/itp

Other information

Links

More information on becoming a café manager is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

CHEFS



JOB PROSPECTS

At a glance



Chefs work in a dynamic environment preparing menus and food in a variety of establishments. The employment outlook for chefs is good, particularly for experienced chefs. There has always been a high turnover of staff in the hospitality industry.

How to become a chef

Chefs prepare and cook food in hotels, restaurants, cafes, catering operations/institutions and bars. Most chefs work across all food areas. However, a small number specialise in a particular food type, for example, as a pastry chef.

Qualifications needed

Chefs train by completing a full-time Level 3 and 4 New Zealand Certificate in Cookery. This can be done either with a training provider, or in a workplace as an apprentice working while gaining qualifications.

This combination of work and study usually takes two to three years to complete. This is seen by the industry as a pathway for 'future stars'.

There are generally no entrance requirements for a New Zealand Certificate in Cookery (Level 3). NCEA Level 1 and hospitality subjects or the Tertiary Education Commission's Gateway programme may be useful.

Apprenticeships

Under the government-subsidised New Zealand Apprenticeships Scheme, apprenticeships are available for anyone over the age of 16. If you want to buy tools or get off-site training you may be able to get an 'apprentice reboot' of \$1,000. More information on the Scheme is on the Tertiary Education Commission (TEC) website.

→ TEC: www.tec.govt.nz/Learners-Organisations/Learners/Learn-about/Apprenticeships

If you want to become a fully qualified chef you will need to do an apprenticeship and gain the two national certificates: the New Zealand Certificate in Cookery - Level 3, and the New Zealand Certificate in Cookery - Level 4.

Together, the two make the apprentice a 'trade qualified chef'.

Cost of study

New Zealand Certificate in Cookery – Level 4	New Zealand Apprenticeship in Cooking – Levels 3 & 4
\$6,500 over 1 year approx.	\$3,000 over 30–36 months

Average costs in 2015/16 for a domestic student. Some polytechnics may have a zero-fees scheme. Costs vary between institutions. Further costs can include materials, textbooks, equipment and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

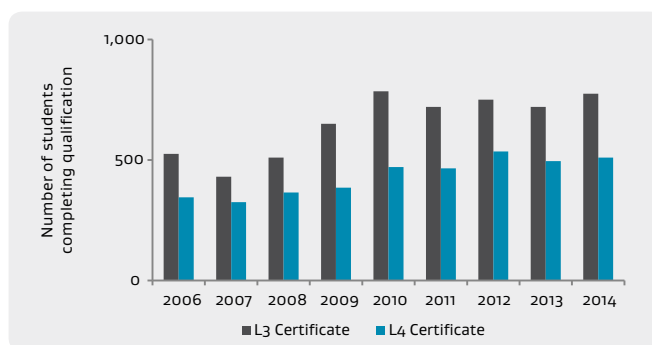
→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

Almost all major training providers across New Zealand offer Certificates in Cookery.

Completed qualifications

From 2009 to 2014, the number of students completing a Level 3 Certificate in Cookery increased to about 800 a year. From 2010 to 2014, about 600 to 700 students per year completed a Level 4 Certificate.



Source: Ministry of Education

Income and employment prospects

Income

Chefs' pay depends on the size, type and location of the establishment they work in, and the position they hold.

Most chefs earn an hourly rate. The estimated average income of chefs was \$44,500 in 2015, with incomes generally ranging between \$27,000 and \$55,000. Some typical national average pay rates for different types of chefs are outlined below:

CHEFS

Position	Hourly rate	Salary
Commis chef	\$15.80	\$34,417
Sous chef	\$19.51	\$47,500
Pastry chef	\$17.82	\$36,800
Head chef	\$21.71	\$55,844
Executive chef	\$24.52	\$63,567

Source: 2013 Restaurant Association Hospitality Industry Remuneration Survey.

Estimated average income

\$44,500

Average income from Statistics New Zealand's June 2015 New Zealand Income Survey for Food Trades Workers. Estimated from average hourly earnings.

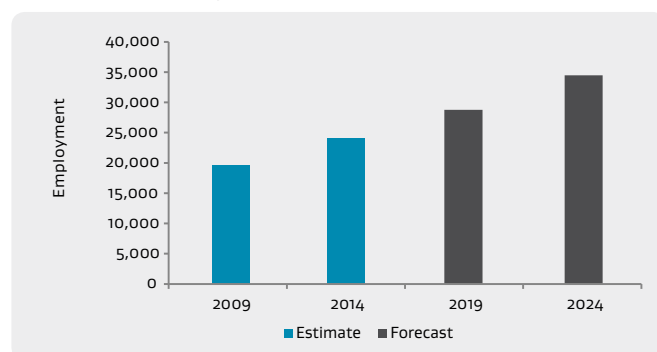
Employment and skill shortages

Chefs' employment

Current		Projected growth*	
2013	June 2013	2014–19	2019–24
22,700	24,400 up 6.3%	3.6% per year	3.7% per year

*Projected growth is for the broader category of "Food Trades Workers".

Employment for chefs has growing steadily, and the number should continue to grow over the next few years.



Source: MBIE Estimates

The job prospects for qualified chefs are pretty good, due to a shortage of qualified chefs in New Zealand and increasing tourism. The shortage is largely due to:

- too few people completing chef training
- many chefs going overseas for work
- a high number of cooking graduates not staying as chefs - only about 40 out of every 100 are still in the occupation after five years.

Chefs are on Immigration New Zealand's long-term skill shortage list, which means that the government is actively encouraging chefs from overseas to work in New Zealand. The demand is for chefs who have a Level 4 qualification and a minimum of 5 years' experience offering a la carte/banqueting or commercial catering, with a minimum of 2 years at chef de partie level.

→ Immigration NZ, skill shortage list: skillshortages.immigration.govt.nz

Where to find job vacancies

The number of online job vacancies for chefs increased by 9.3% from September 2013 to September 2014. This compares well with an overall increase of 1.9% for all vacancies over the same period.

Some chef vacancies are advertised through public media such as local newspapers and the Trade Me Jobs and Seek websites, though many are offered through industry contacts and word-of-mouth.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

On-the-job experience and further training open up various options for qualified chefs to move into different roles in the kitchen.

Most chefs start at an apprentice level as a commis chef, before progressing to a demi chef, chef de partie, sous chef, and then head/executive chef.

Some chefs choose to open their own restaurant or work in restaurant management. You could choose to specialise in a particular type of food, for example, pastry. There are opportunities to be gained by competing in local and international competitions.

Other information

Links

More information on chefs is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

The ServiceIQ is the industry training organisation for hospitality in New Zealand; their website is a good place to find information on industry and training options.

→ ServiceIQ: www.ServiceIQ.co.nz

NZ Skills Connect has useful information about careers, training and qualifications in the hospitality industry.

→ NZ Skills Connect: www.nzskillsconnect.co.nz

The Restaurant Association of New Zealand website is a useful source of restaurant industry news and events.

→ Restaurant Association of New Zealand: www.restaurantnz.co.nz/MainMenu

The New Zealand Chefs Association (NZChefs) represents and promotes the chef profession, offering memberships for secondary school students, tertiary students and apprentices, as well as managing all the regional and national hospitality competitions.

NZChefs gives members opportunities to network with fully qualified chefs to assist and mentor their careers.

→ NZCA: www.nzchefs.org.nz

CONFERENCE AND EVENT ORGANISERS



JOB PROSPECTS

At a glance



The outlook for a career as a conference and event organiser is good. Demand is strong and job opportunities are expected to continue increasing over the next ten years.

How to become a conference and event organiser

Conference and event organisers may do some or all of these tasks:

- develop concepts for an event
- create plans and documentation for the event
- work out a budget for the event
- find and organise event contractors, staff and volunteers
- book the venue or venues, and event equipment
- promote and market the event to media and relevant groups
- oversee the running of the event
- deal with enquiries about the event
- organise funding, sponsorship and ticketing for the event.

Qualifications needed

Conference and event organisers usually require a graduate diploma in event management.

To become a conference and event organiser you need to have prior experience in running events and/or a relevant qualification such as:

- a tertiary diploma or certificate in event and/or conference management
- a degree in management, marketing, tourism and hospitality, communications or media studies.

Cost of study

Graduate Diploma in Event Management	Bachelor of Arts in Event Management
\$6,000 for one year	\$18,600 Over three years

Average costs in 2014 for a domestic student. Some polytechnics may have a zero-fees scheme. Costs vary between institutions. Further costs include materials, textbooks, equipment and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Professional organisations

Registration with the NZ Association of Event Professionals (NZAEP) is useful. Membership fees are based on the number of staff employed in events within your organisation (there are also individual or sole-trader memberships available).

→ NZAEP: www.nzaep.co.nz

Where to study

A Bachelor of Arts in Event Management can be studied at universities. The Graduate Diploma in Event Management can be studied at polytechnics.

Income and employment prospects

Income

In 2015, the average income for conference and event organisers was \$49,600.

Estimated Average income

\$49,600

Average income from Statistics New Zealand's Census and Labour Cost Index.

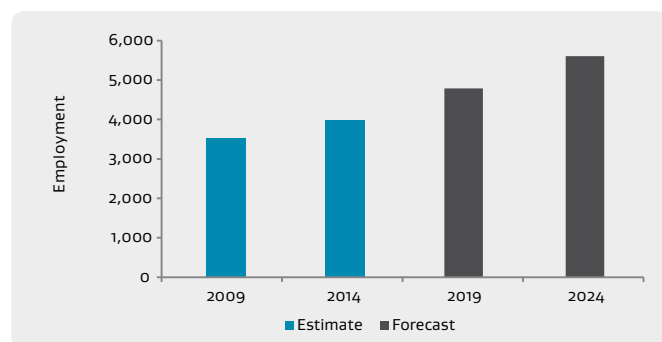
Employment and skill shortages

Conference and event organisers' employment

Current		Projected growth	
2013	2014	2014–19	2019–24
3,800	4,000 up 4.2%	3.8% per year	3.2% per year

Employment of conference and event organisers grew from June 2013 to June 2014. Future growth is projected to be around 3.8% per year until 2019, and 3.2% per year until 2024.

CONFERENCE AND EVENT ORGANISERS



Source: MBIE Estimates

Where to find job vacancies

The number of online job vacancies for conference and event organisers increased by 18.9% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period.

Conference and event organiser vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

Conference and event organisers may work on short-term projects or be permanent employees. The organisations they may work for include:

- events management and conference management companies
- large corporate organisations
- local government bodies such as city and district councils
- charities and not-for-profit organisations
- sporting organisations
- educational institutions such as universities.

Some events managers are self-employed.

Other information

Links

More information on conference and event organisers is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

FINANCIAL ADVISERS



JOB PROSPECTS

At a glance



Job prospects for financial advisers are generally good as many workers in these occupations are likely to retire over the next decade. However, prospects are limited for school leavers as people in these jobs are expected to have established lists of clients, which often take years to build up.

These jobs now require registration with the Financial Markets Authority, making entry more difficult, but providing more opportunities for those who are registered.

■ How to become a financial adviser

Financial advisers give advice about financial planning, insurance, investing and other financial services and products. The general term 'financial advisor' includes the likes of financial planners, mortgage and insurance brokers; as well as people working for insurance companies, banks and building societies that provide advice about money, financial products and investing.

An adviser receives, holds, pays or transfers client money or property on their behalf.

Financial advisers need a thorough understanding of how financial markets work so they can give good advice to clients. Having qualifications at Level 5 or above is preferable for all jobs in these occupations.

Qualifications needed

A variety of certificate and degree qualifications are available. At a minimum, you would require a National Certificate in Financial Services (Level 5) to become an authorised financial advisor. There is a Diploma in Personal Financial Planning. For more information about the skills needed to enter financial services work, see the Skills Organisation website.

→ Skills Organisation, financial services:
www.skills.org.nz/financial-services-sector/

→ Skills Organisation, Certificate in Financial Services:
skills.org.nz/industries/financial-services/learning-pathways

Cost of study

Bachelor of Commerce in Finance	Graduate Diploma in Business Studies (Personal Financial Planning)
18,600 over three years	\$5,800 over one year

Average costs in 2014 for a domestic student. Costs vary between institutions. Further costs include materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

Relevant qualifications are available across New Zealand, at polytechnics, private training organisations (PTOs) and universities.

Registration

Under the Financial Advisers Act (2008) licensing is now required for financial advisors. To do this, they need to:

- complete the National Certificate in Financial Services (Financial Advice) – NZQA Level 5, or equivalent qualification
- get authorisation to practise from the Financial Markets Authority (FMA)
- be registered on the Financial Service Providers Register
- belong to one of four approved dispute resolution schemes.

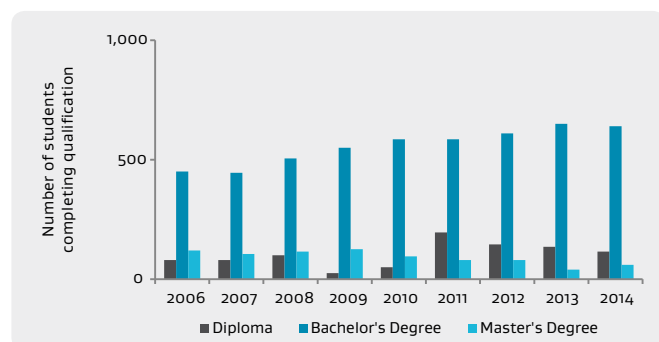
For more detail on licensing, see the FMA website.

→ FMA, licensing: fma.govt.nz/compliance/role/afas/#e2037

Completed qualifications

The number of students completing relevant qualifications rose from 950 in 2011 to 1,140 in 2013. Since 2010 there has been a rise of about 20.0% in the number of students completing a Bachelor's degree in banking and finance.

FINANCIAL ADVISERS



Source: Ministry of Education

Income and employment prospects

Income

In 2014, the average income for financial advisers was estimated to be \$90,000.

Estimated average income
\$90,000

Average Income from Statistics New Zealand June 2015 New Zealand Income Survey. Estimated from average hourly earnings.

Graduates with a bachelor's degree in the fields of banking and finance earned \$41,600 one year after their study ended. After five years, earnings had increased to about \$64,700.

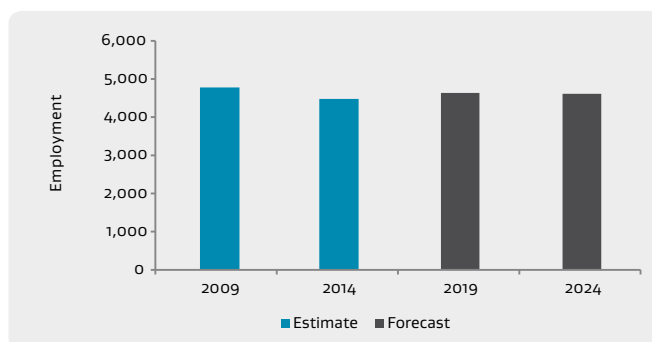
Median earnings after qualification completion		
One year	Two years	Five years
\$41,600	\$47,000	\$64,700

Employment and skill shortages

Financial advisers employment

Current		Projected growth	
2013	2014	2014-19	2019-24
4,570	4,480 down 2.0%	0.7% per year	-0.1% per year

Employment is expected to grow by about 0.7% per year from 2014 to 2019, and remain flat (down by 0.1%) from 2019 to 2024. Demand for new financial advisers may rise more strongly if a number of people leave the profession due to non-compliance with the requirements of the Financial Advisers Act 2008. In addition, many financial advisers are expected to retire in the next 10 to 15 years.



Source: MBIE Estimates

Where to find job vacancies

The number of online job vacancies for financial advisers increased by 48.9% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period.

Vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

Most financial advisers need to establish a list of clients, which takes time. Many begin their careers in junior positions within financial firms or banks and work their way up from there.

Other information

Links

More information about financial advisers is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

FLIGHT ATTENDANT



JOB PROSPECTS

At a glance



Flight attendants work on passenger aircraft, looking after passengers during the flights. There are many duties that they have to be able to perform, including operating emergency equipment, assisting people with special needs on board and serving food and drinks.

Opportunities are heavily influenced by the number of international visitors to New Zealand. Visitor numbers have been increasing.

How to become a flight attendant

To become a flight attendant in New Zealand you must:

- Be a New Zealand resident
- Be at least 18 years old
- Hold a current first aid certificate
- Hold a current passport without restrictions
- Pass aviation security clearance checks.

Individual airlines may have additional requirements including

- be between 160cm and 187cm tall
- pass a reach test and medical exam
- have a certain standard of eyesight in order to carry out emergency procedures without glasses
- be able to swim 50m unaided
- be reasonably strong because they may have to lift heavy bags and emergency equipment.

There are also some personal grooming aspects to consider. The airlines tend not to want visible tattoos or piercings.

Qualifications needed

There are no specific secondary educational requirements, but a minimum of three years' secondary education is required. Fluency in a second language is also an advantage, particularly Cantonese, Fijian, French, German, Japanese, Mandarin, Samoan or Tongan.

Each airline has its own training programme. Once accepted, trainee flight attendants complete a training course and relevant assessments before starting work aboard an aircraft. Ongoing training or refresher courses also help to maintain and develop skills.

The three main airlines that operate within and from New Zealand are Air New Zealand, Qantas and Jetstar.

- Air New Zealand: careers.airnz.co.nz/explore-our-careers/career-areas/more-about-becoming-a-flight-attendant
- Qantas: www.qantas.com.au/travel/airlines/flight-attendants/global/en#international-from-new-zealand
- Jetstar: www.jetstar.com/nz/en/about-us/careers

Cost of study

The cost of the study is usually borne by the airline, and your employment is conditional upon your successful completion of the training programme.

Income and employment prospects

Income

A 2015 survey indicated the annual average income for a flight attendant was \$46,600.

Estimated average income
\$46,600

2015 Household Labour Force Income Survey, Statistics New Zealand. Based on hourly earnings.

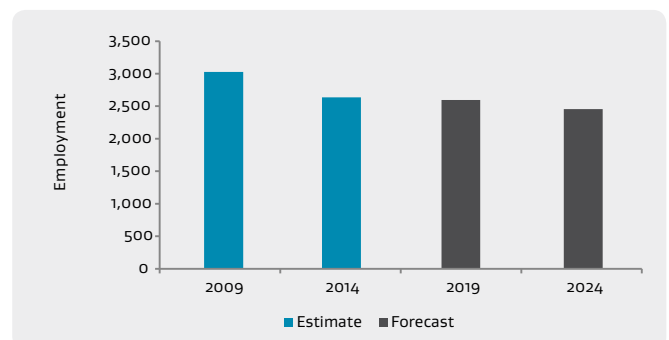
Employment and skill shortages

Flight attendants' employment

Current		Projected growth	
2013	2014	2014–19	2019–24
3,000	2,640 down 13.1%	-0.3% per year	-1.1% per year

* Growth projections are for the broader category "Personal Services and Travel Workers".

Demand for flight attendants has grown because of the more travel to, from and within New Zealand.



Source: MBIE Estimates

FLIGHT ATTENDANT

Where to find job vacancies

The number of online job vacancies for flight attendants increased by 26% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period.

The biggest single employer of flight attendants in this country is Air New Zealand. Most years, the airline conducts recruitment drives and takes on new staff.

Flight attendant vacancies are advertised through the airlines.

- Air New Zealand: careers.airnz.co.nz/explore-our-careers/home
- Qantas: www.qantas.com.au/travel/airlines/job-search-current-vacancies/global/en
- JetStar: www.jetstar.com/nz/en/about-us/careers
- Virgin Pacific www.virginaustralia.com/nz/en/about-us/careers/cabin-crew-recruitment/

Or you may find vacancies on the Seek or TradeMe Jobs websites.

- Trade Me Jobs: www.trademe.co.nz/jobs
- Seek: www.seek.co.nz

Career path

Flight attendants can work on short-haul (destinations no more than four hours away) or long-haul (international) flights. There are opportunities to progress to senior roles such as senior flight attendant or purser. There are also opportunities to transfer to ground-based jobs such as check-in agent or customer service.

■ Other information

Links

More information on becoming a flight attendant is available on the Careers New Zealand website.

- Careers New Zealand: www.careers.govt.nz

HAIRDRESSERS



JOB PROSPECTS

At a glance



The number of hairdressers has increased in recent years.

There is always demand for the service hairdressers provide, and employment prospects are more positive for those who are fully qualified and experienced.

How to become a hairdresser

Hairdressers cut, colour, style and care for clients' hair and scalps. Most hairdressing skills are learnt on the job.

Qualifications needed

Some people complete full-time training over one or two years in hairdressing at a polytechnic or other training provider.

In the first year of a full-time course, trainees usually gain the Certificate in Hairdressing (Salon Support) (Level 3).

This qualification includes some unit standards towards a Level 4 Certificate in Hairdressing (Professional Stylist). To complete this Level 4 qualification, hairdressers need to be employed in the industry and do an apprenticeship.

To be eligible for entry to most hairdressing qualifications, you will need at least 3 years of secondary education. Good maths, art, English and communication skills are also useful.

Apprenticeship

Under the government-subsidised New Zealand Apprenticeships Scheme, apprenticeships are available for anyone over the age of 16. If you want to buy tools or get off-site training you may be able to get an 'apprentice reboot' of \$1,000. More information on the scheme is on the Tertiary Education Commission (TEC) website.

→ TEC: www.tec.govt.nz/Learners-Organisations/Learners/Learn-about/Apprenticeships

The Certificate in Hairdressing (Professional Stylist) (Level 4) is usually gained after four years working as an apprentice.

Apprentices are employees of a salon and gain on-the-job experience while also undertaking training at a polytechnic or other training provider. After the first year of an apprenticeship, a Certificate in Hairdressing (Salon Support) (Level 3) is automatically gained.

Cost of study

Certificate in Hairdressing (Salon Support) – Level 3	Hairdressing Apprenticeship (HITO)
\$6,800 over 34 weeks	\$2,500 over four years

Average course fees in 2016 for a domestic student. Some polytechnics may have a zero-fees scheme. Costs vary between institutions. Further costs can include materials, textbooks, scissors and other equipment, exams and accommodation.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Other programmes

If you are a secondary school student interested in becoming a hairdresser, you can apply for the Gateway programme. This allows you to spend up to two days a week in a salon, so you can learn about the industry and a potential career in hairdressing. In the process, you can also gain unit standards towards the Certificate in Hairdressing (Salon Support) (Level 3).

→ Gateway programme: www.hito.org.nz/qualifications/gateway

Where to study

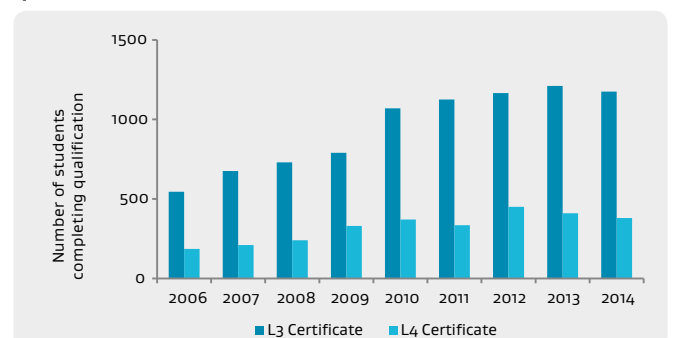
About 26 organisations offer Level 3 certificates in hairdressing. There are 14 organisations throughout New Zealand who offer local hairdressing qualifications at Level 4.

→ NZQA, hairdressing organisations. Level 4: www.nzqa.govt.nz/nzqf/search/viewQualification.do?selectedItemKey=0022

Completed qualifications

The number of students completing a Level 3 Certificate in Hairdressing increased from 560 in 2006 to over 1,100 a year from 2010 to 2013. More people are also completing the Level 4 Certificate in Hairdressing (for example, 440 in 2013).

Number of students completing a hairdressing qualification



Source: Ministry of Education

HAIRDRESSERS

Income and employment prospects

Income

In 2015, the average income for hairdressers was estimated to be \$31,500, which partly reflects the number of hairdressers who work part-time.

Estimated average income
\$31,500

Average income from Statistics New Zealand's Census 2013 and Labour Cost Index data.

A hairdresser's pay depends on their experience and the number of clients they have. Once qualified, an experienced hairdresser can earn up to \$50,000 or more.

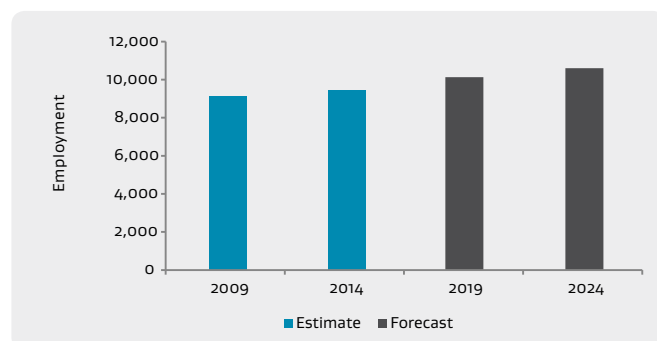
Employment and skill shortages

Hairdressers' employment

Current		Projected growth*	
2013	2014	2014–19	2019–24
9,260	9,270 0.0%	1.8% per year	0.9% per year

*Growth projections are for the broader category "Other Personal Services Workers".

Employment prospects within the hairdressing industry are relatively good. This is because demand for the service remains relatively stable, even in times of economic recession. However, demand is likely to be higher at senior levels.



Source: MBIE Estimates

The number of apprenticeships has decreased over the past few years, making the industry more difficult to move into.

Where to find job vacancies

The number of online job vacancies for hairdressers increased by 3.2% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period.

Hairdresser vacancies are advertised through websites such as Trade Me Jobs and Seek.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

Once fully qualified and experienced, hairdressers can work in a variety of areas like film, TV, magazines or fashion shows, and in different locations such as cruise ships or resorts.

Some hairdressers choose to move into salon management or open their own business, whereas others move into training. Local, national and international competitions offer opportunities for talented hairdressers.

Other information

Links

More information on a career in hairdressing is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

The Hair and Beauty Industry Training Organisation (HITO) provides comprehensive information on the industry, qualifications, apprenticeships and job vacancies.

→ HITO: www.hito.org.nz

HOSPITALITY WORKERS



JOB PROSPECTS

At a glance



The outlook for hospitality workers is good. Opportunities are expected to increase as the global economy and tourism strengthen.

There are always opportunities to expand your skill level and move into more specialised jobs within the hospitality industry.

How to become a hospitality worker

A hospitality worker provides services to patrons of hotels, bars, cafes, restaurants, clubs, quick-service restaurants, catering companies, casinos, or similar businesses. Work as a hospitality worker can include:

- customer service
- serving and providing bar service
- providing restaurant table service
- cafe and counter service
- clearing used dishes, cutlery and glassware from dining and drinking areas
- supervising and coordinating the activities of hotel porters and other staff
- explaining and enforcing safety regulations in hotels
- carrying luggage and escorting guests
- housekeeping work in hotels
- booking tours, taxis and restaurants for guests.

There are varied roles for hospitality workers, for instance: bar attendant, barista, café worker, café manager, gaming worker, hotel service manager, waiter, busser, housekeeper, front-office receptionist, doorman, or luggage porter.

Qualifications needed

You don't need any specific qualifications to enter the hospitality industry. However, if you are interested, there are National Certificates in Hospitality (Levels 2 to 5), with specialisations in accommodation, cookery, food and beverage service, catering services, or quick-service restaurants.

If you want to be a manager in the hospitality industry, you must get a general manager's licence and licence controller qualification. Apprenticeships are available in the hospitality industry. These provide workplace-based learning, and allow students to gain Level 3 and Level 4 qualifications.

New Zealand's current apprenticeship scheme is called New Zealand Apprenticeships. This is available for anyone over the age of 16, and is subsidised by the government.

More information on qualification pathways and apprenticeships can be found through the ServiceIQ website and the Tertiary Education Commission (TEC) website.

→ ServiceIQ: www.serviceiq.org.nz

→ TEC: www.tec.govt.nz/Learners-Organisations/Learners/Learn-about/Apprenticeships/

Cost of study

National Certificate in Hospitality – Level 4

\$6,500 per year

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

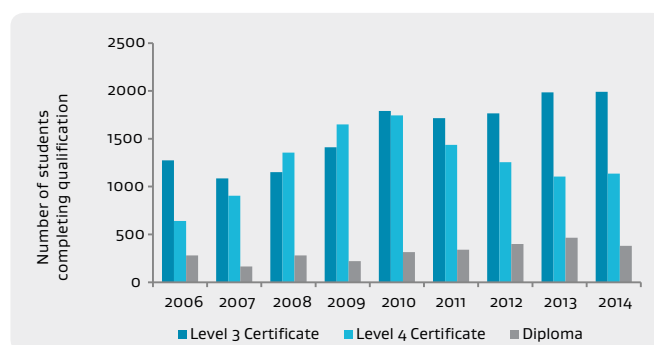
→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

Qualifications in hospitality can be obtained at a range of polytechnics and private training providers (PTOs).

Completed qualifications

The number of students completing a Level 3 certificate has been steadily increasing over the last few years.



Source: Ministry of Education

HOSPITALITY WORKERS

Income and employment prospects

Income

In 2014, the average income for hospitality workers was \$20,000. This figure reflects the high proportion of part-time employment in the industry. The national average hourly rate for hospitality workers was \$16.09 per hour.

Estimated Average income
\$20,000

Average income from Statistics New Zealand's Census and Labour Cost Index.

Students completing a Level 4 Certificate in Food and Hospitality were earning \$25,500 one year after completion, and \$34,800 after five years.

Median earnings after qualification completion		
One year	Two years	Five years
\$25,500	\$28,500	\$34,800

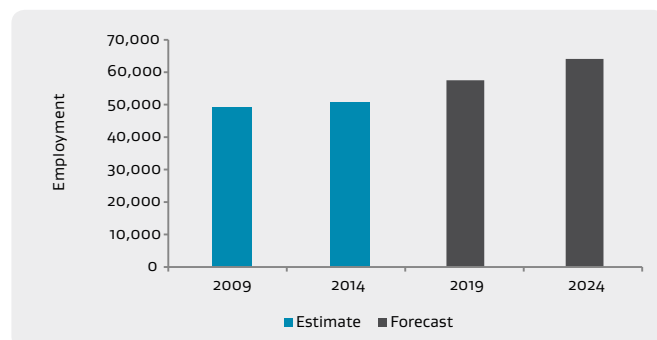
Employment and skill shortages

Hospitality Workers' employment

Current		Projected growth*	
2013	2014	2014–19	2019–24
49,500	50,800 up 2.8%	2.5% per year	2.2% per year

*Employment figures are for the broader category of "Hospitality workers".

Employment of hospitality workers rose slightly from March 2013 to March 2014. Longer-term, demand for hospitality workers is expected to rise as the economy continues to improve, with employment growth of about 2.5% per year expected until 2019, and 2.2% from 2019 to 2024.



Source: MBIE Estimates

Demand is high for café and restaurant managers (including bar managers). If you get experience and show your ability, you can rise into these more senior roles, which have greater job security and higher incomes.

Where to find job vacancies

Vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

Many people doing many jobs are employed in hospitality – 44,000 at latest count. The chances of getting a job are generally fair, as staff turnover is high.

Starting out in the hospitality industry will see you working in roles like bar attendant, café worker and luggage worker. If you show a willingness to learn and show that you have ability, you can go on to more senior roles, including management.

Other information

Links

More information about a career as a hospitality worker is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

HUMAN RESOURCE PROFESSIONALS



JOB PROSPECTS

At a glance



The demand for human resource (HR) professionals is expected to grow slightly in the next decade. The chances of getting a job are fair, especially for those with experience in specialist fields such as remuneration, learning and development, change management, diversity, and health and safety.

How to become a human resource professional

HR professionals are responsible for people and capability management in an organisation. This work includes recruitment and selection, health and safety and wellbeing, employment relations, organisational development, using human resource management information systems (HRMIS), remuneration and rewards, and learning and development.

Qualifications needed

Employers seek HR professionals with experience and tertiary qualifications in subjects related to human resource management, including:

- human resources
- psychology
- management
- industrial relations
- employment law.

Useful qualifications include a Bachelor of Commerce, Bachelor of Business Studies, Bachelor of Applied Management (majoring in human resource management or psychology), Bachelor of Law, and a Bachelor of Human Resource Management or a Graduate Diploma in Human Resource Management.

Cost of study

Bachelor of Business Studies (HR)

\$18,600 over three years

Average costs in 2016 for a domestic student. Costs vary between institutions. Further costs include materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Building and Housing website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

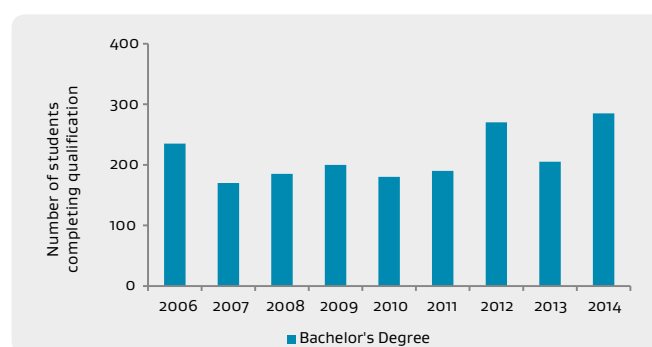
- Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills
- StudyLink: www.studylink.govt.nz
- Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

Many universities and polytechnics offer relevant courses.

Completed qualifications

The number of students completing a Bachelor's in Human Resource Management is generally between 200 and 300 per year.



Source: Ministry of Education

Professional organisation

HR practitioners can join the membership-based Human Resources Institute of New Zealand (HRINZ). Members must uphold a Code of Professional and Ethical Behaviour and are entitled to professional development and a range of helpful information.

→ HRINZ, membership: www.hrinz.org.nz/Site/My_Membership/benefits.aspx

Income and employment prospects

Income

In 2014, the estimated average income for HR practitioners was \$72,000 according to a survey of members of the Human Resources Institute of New Zealand (HRINZ).

Estimated Average income

\$72,000

Estimated average income from Human Resources Institute of New Zealand (HRINZ) January 2014 annual salary survey.

The salary range for an HR practitioner starts at around \$49,000 for new graduates, and can go to about \$150,000 for senior roles (such as HR general managers).

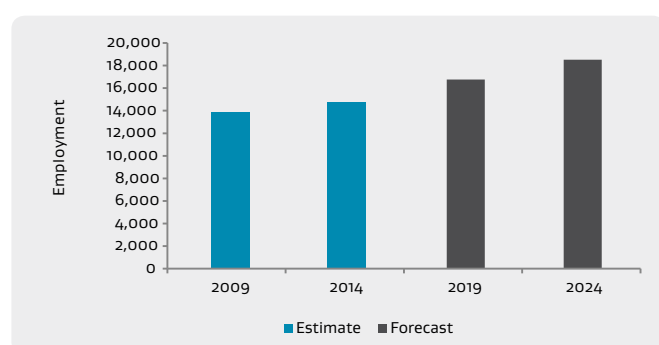
HUMAN RESOURCE PROFESSIONALS

Employment and skill shortages

Human resource professionals' employment

Current		Projected growth	
2013	2014	2014-19	2019-24
14,000	14,500 up 5.5%	2.6% per year	2.0% per year

There is strong competition for generalist and entry-level jobs. In addition, HR practitioners with experience and expertise in internal recruitment, change management, learning and development, culture and diversity management, remuneration and rewards, and employment relations are in high demand for permanent and contract positions.



Source: MBIE Estimates

In New Zealand as a whole, there are fewer vacancies in the public sector and local bodies, and fewer vacancies in the manufacturing, construction and retail industries.

Over the last years, employment in HR grown steadily. HR practitioners are not on the government's skills shortage lists.

Where to find job vacancies

The number of online job vacancies for HR professionals decreased by -1.0% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies for the same period.

HR practitioners vacancies are advertised through websites such as Trade Me Jobs and Seek and, increasingly, through social media like LinkedIn.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

→ LinkedIn: nz.linkedin.com

Career path

HR practitioners may move into management positions such as human resources manager, training and development manager, or general manager.

They may also move into specialist human resources roles such as:

Employee relations adviser/manager

Employee relations advisers help management, staff and union members to work co-operatively, and manage the negotiation of employment agreements, personal grievances or disputes, and other employment issues.

Recruitment consultant

Recruitment consultants work with candidates (people looking for work) and clients (employers looking for people to hire) to help match candidates to jobs.

Learning and development adviser/manager

Learning and development advisers identify the learning needs of organisations and plan training based on these needs.

Employment relations adviser/manager

Employment relations advisers help resolve workplace disputes by advising on workplace relations policies and representing industrial, commercial, union, employer or other parties in negotiations on rates of pay and conditions of employment.

Other information

Links

More information on HR practitioners is available on the Careers New Zealand and HRINZ websites.

→ Careers New Zealand: www.careers.govt.nz

→ Human Resources Institute of NZ: www.hrinz.org.nz

LAWYERS



JOB PROSPECTS

At a glance



With a very large number of law students graduating each year, and a limited number of entry-level lawyer positions, it is difficult for a new graduate to get work as a lawyer. Many recent graduates are getting jobs in other industries instead. Although average income is very high for lawyers, it is skewed by a few high earners, and not representative of the income new graduates are likely to get.

How to become a lawyer

Work as a lawyer may include:

- providing legal advice
- preparing and drafting legal documents
- conducting negotiations on behalf of clients
- pleading cases in courts and tribunals
- hearing legal and other matters in courts and tribunals
- interpreting, analysing, administering and reviewing the law.

Lawyers may work in courts, tribunals, for law practices, or for government agencies or other organisations such as businesses.

Qualifications needed

To work as a barrister and solicitor, you must:

- complete an approved Bachelor of Laws degree (LL.B.)
- complete the Professional Legal Studies Course (around 19 weeks)
- obtain a certificate of character from the New Zealand Law Society (a person must be assessed as having a good character)
- be admitted to the roll of barristers and solicitors of the High Court of New Zealand
- hold a current practising certificate issued by the Law Society.

Cost of study

Bachelor of Laws	Professional Legal Studies Course
\$24,200 over four years	\$6,100 over a half year

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include materials, legal professional training fees, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

- Tenancy Services: <https://www.tenancy.govt.nz/rent-bond-and-bills/>
- StudyLink: www.studylink.govt.nz
- Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

A Bachelor of Laws degree can be studied at the University of Auckland, Auckland University of Technology, University of Waikato, Victoria University of Wellington, University of Canterbury, and University of Otago.

The Professional Legal Studies Course is run in a number of centres by the Institute of Professional Legal Studies or the College of Law New Zealand. It is seen as the stepping stone between tertiary study and professional practice.

- Institute of Professional Legal Studies: www.ipls.org.nz
- College of Law: www.collaw.ac.nz

Registration

To work as a barrister or solicitor, you must hold a current practising certificate from the Law Society. Information on how to obtain this is on their website.

- The Law Society, Practising Certificate: www.lawsociety.org.nz/home/for_lawyers/registry/practising_certificates

Completed qualifications

The number of students completing a Bachelor of Laws degree fell from 1,470 in 2013 to 1,390 in 2014 (down 5.4%).



Source: Ministry of Education

LAWYERS

Income and employment prospects

Income

In 2015, the average income for legal professionals was \$97,500 – but this is skewed by very high incomes at the top of the industry.

Estimated average income
\$97,500

Average income from New Zealand Income Survey 2015.

In the first two years of employment after admission, a lawyer earns an average of \$45,090, according to the New Zealand Law Society Momentum Legal Salary Survey 2012.

Graduates with a bachelor's degree in the field of law earned \$42,900 one year after their study ended. After five years, income had increased to \$62,200.

Median earnings after qualification completion		
One year	Two years	Five years
\$42,900	\$47,500	\$62,200

Source: Ministry of Education

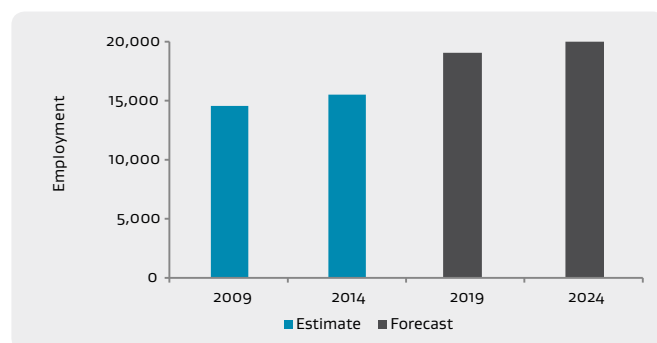
Employment and skill shortages

Lawyers' employment

Current		Projected growth	
2013	2014	2014–19	2019–24
15,000	15,500 up 3.7%	4.2% per year	3.7% per year

Employment figures are for the broader category of "Legal Professionals".

Employment of lawyers grew slightly from 2013 to 2014, following a five-year period with no growth. Employment growth of around 4.2% per year is expected until 2019.



Source: MBIE Estimates

Where to find job vacancies

The number of online job vacancies for judicial and other legal professionals grew by 6.6% from September 2014 to September 2015. In addition, the number of online job vacancies for solicitors grew by 46.7% over this period (but from a very small base). This compares with an overall increase of 1.9% for all vacancies over the same period.

Legal vacancies are advertised through public media such as the Trade Me Jobs, Seek and NZ Law Society websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

→ NZ Law Society: www.lawsociety.org.nz

Career path

People entering a law firm may start as a staff solicitor before progressing to associate and partnership roles. A staff solicitor may work in conveyancing, write legal opinions, or appear in court.

Other information

Links

More information about a career as a lawyer is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

→ Law Society: www.lawsociety.org.nz

MARKETING & ADVERTISING PROFESSIONALS



JOB PROSPECTS

At a glance



The opportunities in advertising and marketing are good. Demand for people with digital marketing skills is strong, while demand for general marketing skills is decreasing. The number of positions in the industry is rising, but the competition for entry-level jobs is strong.

How to become a Marketing or Advertising professional

The primary function of marketing is to identify and satisfy customer needs efficiently and profitably. Marketers can have a range of roles when it comes to identifying opportunities for a product to meet the needs and wants of potential customers. There are further roles around developing and marketing that product to a specific customer group. In addition, marketing professionals use many and varied communication tools to create awareness and trial products; they can then measure the success of their marketing activities.

In doing this kind of work, marketing professionals need to be insightful, be able to think strategically, be able to put themselves into the position of the customer, and be able to champion the needs of those customers.

Qualifications needed

Many employers require a relevant tertiary qualification, such as a degree or diploma in marketing and advertising. Related qualifications are also accepted, such as communications, media studies or psychology.

Conjoint degrees (doing a double-degree, that is, a marketing degree plus one other) can be very useful. A double-degree enables you to gain skills in disciplines that you can use alongside your marketing skills. Other disciplines that are very relevant to the work of marketing include finance, logistics, statistics, and information technology.

For advertising creative roles (such as graphic design and copywriting) most employers will require a portfolio of work or proven advertising experience.

Cost of study

Bachelor of Commerce/ Business/ Data Analytics	Diploma in Advertising/ Marketing
\$18,600 over three years	\$11,400 over 2 years

Average costs in 2015/16 for a domestic student. Costs vary between institutions. Further costs include materials, textbooks, and accommodation.

The Communication Agencies Association of New Zealand (CAANZ) and the Marketing Association (MA) offers internships for students looking to enter the marketing/ advertising

profession. They mainly focus on marketing assistants, digital/ CRM (customer relationship management) specialists, and account management and media roles. CAANZ also provides a useful overview of the types of jobs available in advertising. The MA also offers certificate programmes in marketing, mentoring opportunities and professional accreditation that has international recognition.

→ The Marketing Association: www.marketing.org.nz

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

Most universities and polytechnics provide courses in marketing and/or advertising. Correspondence courses are available for people living outside of the main centres. Industry associations like the Marketing Association offer professional certificate and diploma programmes.

Professional accreditation

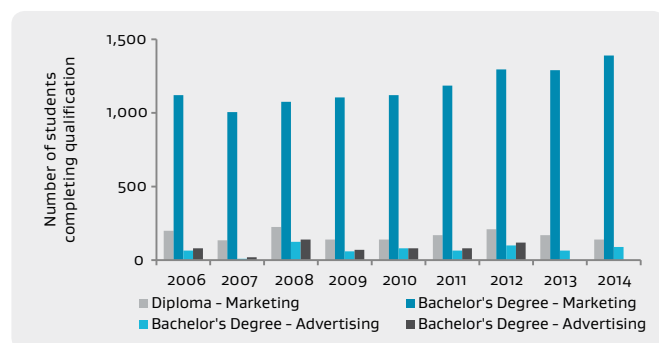
Marketing professionals may get professional accreditation through the Marketing Association, the professional body for marketers in New Zealand. To become an associate you must have completed a qualification in marketing, and commit to do 35 hours work of professional development in marketing each year.

Those accredited at either MCIM (Full member) or FCIM level (Fellow) can become chartered marketers by joining the Chartered CPD programme and committing to 35 hours of CPD for two consecutive years. CPD submissions to gain or retain chartered status can be made in July of each year. There is no extra fee to gain chartered status, only an annual commitment to undertake professional development hours. There are more than 300 professionally accredited marketers in New Zealand and 140 Chartered Marketers.

MARKETING AND ADVERTISING PROFESSIONALS

Completed qualifications

The number of students completing advertising and marketing professional qualifications grew slightly from 1,605 in 2012 to 1,620 in 2014 (up 0.9%). The most common qualification remains a bachelor's degree in the field of marketing (1,390 students completed this degree in 2014).



Source: Ministry of Education

Income and employment prospects

Income

In 2014, the average income for marketing and advertising professionals was estimated to be \$82,500.

Estimated average income
\$82,500

Average income from Statistics New Zealand's June 2014 New Zealand Income Survey. Estimated from average hourly earnings.

Graduates with a bachelor's degree in the field of marketing and sales earned \$37,900 one year after their study ended. After five years, their income had increased to \$54,650.

Median earnings after qualification completion		
One year	Two years	Five years
\$37,900	\$42,900	\$54,650

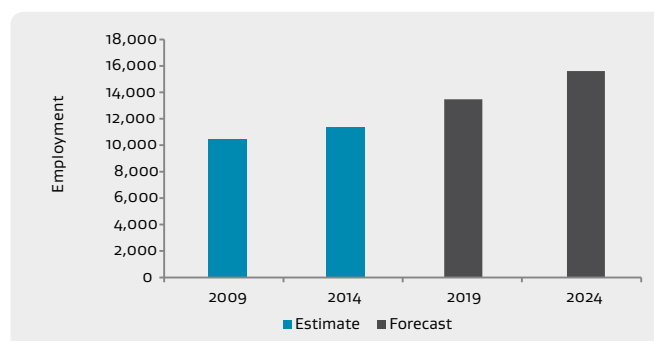
Source: Ministry of Education

Employment and skill shortages

Marketing and advertising and professionals' employment

Current		Projected growth	
2013	2014	2014-19	2019-24
11,050	11,400 up 3.2%	3.4% per year	3.0% per year

Employment in marketing and advertising is growing, and is expected to continue to grow over the next five to ten years.



Source: MBIE Estimates

Where to find job vacancies

The number of online job vacancies for marketing and advertising professionals increased by 0.5% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period.

Marketing and advertising vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

Your career progression will be largely determined by the experience you gain. Promotion to Marketing Manager usually comes after gaining 3 to 10 years of experience. Even more senior positions like Marketing Director and Chief Marketing Officer (CMO) often need 10-15 years of experience.

Marketing Managers need to get experience across a number of areas, for example, digital marketing, event management, direct marketing, advertising, and public relations.

How do you get this experience? One way is by working in a marketing agency/consultancy that works with several different clients; this can help you get a broad skill set in a fairly short time. Another way to get a broad skill set is to move within in-house departments.

Other information

Links

More information on advertising and marketing professionals is available on the Careers New Zealand website.

→ Careers NZ: www.careers.govt.nz

→ CAANZ: www.caanz.co.nz/index.php

→ Public Relations Institute: www.prinz.org.nz/About/About_PRINZ

→ ITO for Communications and Media: www.competenz.org.nz

PILOTS AND AIR TRAFFIC CONTROLLERS



JOB PROSPECTS

At a glance



Entry for graduates into this occupation is difficult and initial income is low in relation to the cost of training. Although experienced commercial pilots command high incomes and have good job opportunities, the work is demanding and training costs are high.

Job growth is limited for air traffic controllers, as only a small number are needed in New Zealand.

How to become a pilot or air traffic controller

There are three main groups in this occupation: fixed-wing aircraft and helicopter pilots who fly and navigate; air traffic controllers who control and direct aircraft in flight and on the ground; and flying instructors who instruct students in flying aircraft. All require extensive training.

The Civil Aviation Authority (CAA) requires these occupations to hold particular aviation licences.

Qualifications needed

To become a fixed-wing commercial aeroplane or helicopter pilot you need a Commercial Pilot Licence. To get this you must:

- be at least 18 years old
- pass a Class 1 Medical Examination
- hold a current NZ Private Pilot Licence (which you can get when you are 17)
- pass written exams
- complete 150 to 200 hours' flying time
- satisfy the CAA's 'fit and proper person' requirements
- pass an English Language Proficiency test.

Helicopter pilots require additional study on topics such as the principles of helicopter flight.

To become a CAA-licensed air traffic controller you need a Diploma in Air Traffic Control (Level 7), involving a six-month course and on-the-job training. The diploma course is run by Airways New Zealand. To get into the course you must pass aptitude tests, interviews and group exercises, and be at least 20 years old at the start of your training. Entry into the diploma course is very competitive.

→ Airways NZ, air traffic control training: www.airways.co.nz/careers/train-to-be-an-air-traffic-controller

Cost of study

Graduate Diploma in Aviation	Diploma in Air Traffic Control
\$46,800 one year	\$13,500 for six months

Average costs in 2014 for a domestic student. Costs vary between institutions. Further costs include materials, fuel, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

A variety of flight training organisations offer training as a pilot or instructor. These are outlined on the Careers New Zealand website. Massey University also offers flight training as part of a university undergraduate degree under a special Equivalence Approval from CAA. You can study for a Diploma in Air Traffic Control at Airways NZ in Christchurch.

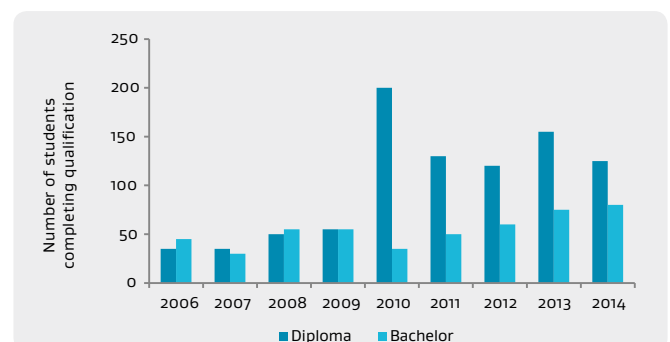
→ Careers New Zealand: www.careers.govt.nz

→ Massey University: aviation.massey.ac.nz/

→ Airways NZ: www.airways.co.nz/careers/index.asp

Completed qualifications

There was an increase in the number of students who completed aircraft operation and air traffic control qualifications in 2014. The number of completed diploma qualifications rose to 125 in 2014, from 115 in 2012 (up 9%).



Source: Ministry of Education

PILOTS AND AIR TRAFFIC CONTROLLERS

Income and employment prospects

Income

In 2014, the average income for air transport professionals was \$107,200.

Estimated average income
\$107,200

Average income from Statistics New Zealand's Income Survey 2014.

Pilots' pay varies greatly depending on experience; from about \$40,000 a year for entry-level domestic first officers to over \$300,000 for captains on international flights.

For helicopter pilots, salaries range from \$40,000 to \$100,000.

Flying instructors' pay varies depending on qualifications and experience; from a C-Category flying instructor who can expect to earn about \$28,000 to \$30,000 a year, to A-Category instructors who can earn about \$60,000 to \$80,000, and possibly up to \$100,000 after many years of work.

Many flight instructors are employed on casual and part-time contracts or are paid only for 'flight hours'. This can lead to them being paid much less than \$28,000 a year.

Air traffic controllers earn between \$75,000 and \$150,000.

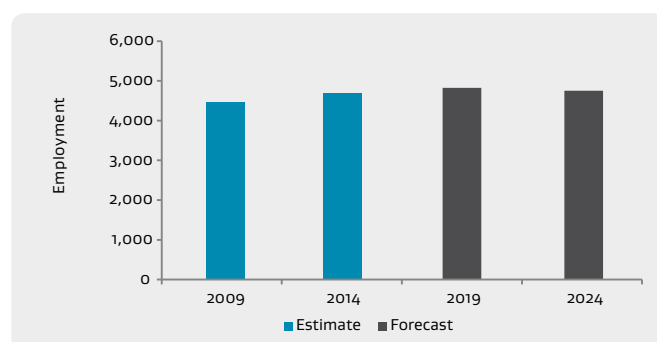
Employment and skill shortages

Air Transport Professionals' employment

Current		Projected growth*	
2013	2014	2014-19	2019-24
4,800	4,700 down 2.4%	0.5% per year	-0.3% per year

*Growth projections are for the broader category "Air Transport Professionals".

Employment of air transport professionals has decreased during the last few years. Employment growth for the air and marine transport professionals is expected to grow by 0.5% each year until 2019, but fall to -0.3% from then to 2024.



Source: MBIE Estimates

Flying instructors are on Immigration New Zealand's immediate skill shortage list. If a job appears on the list, it means the government is actively encouraging skilled people in the role to come and work in New Zealand. A full list is available on the Immigration New Zealand website.

→ Immigration NZ, skill shortage list:
skillshortages.immigration.govt.nz

The employment outlook for experienced airline and helicopter pilots is good, but entry is difficult and initial income is low in relation to the cost of training. Many pilots leave to work overseas, creating domestic opportunities for pilots. In addition, the workforce is ageing and retirement rates are likely to increase.

Demand for air traffic controllers (who comprise about 10% of the total occupation) is static, with only a limited amount of job openings each year.

Where to find job vacancies

Pilots and air traffic controller vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

Pilot or air traffic controller roles require a substantial investment in education and training.

Entry-level pilot jobs earn modest incomes but there are high rewards and opportunities for experienced pilots. You need to greatly enjoy flying to progress and succeed in this work. Normally, airline pilots begin their career as flight instructors.

People with commercial pilot licences take a minimum of three years to progress to operational flying roles in major companies. In the interim they build up hours flying for smaller operations or instructing other pilots.

Qualified pilots can work as scenic pilots, or as flying instructors (on the same type of planes learned on). You need additional hours and/or qualifications to fly a helicopter, or as an agricultural pilot, or to fly bigger types of aircraft such as turboprops or jet-engined planes.

Other information

Links

More information on pilots and air traffic controllers is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

PUBLIC RELATIONS PROFESSIONALS



JOB PROSPECTS

At a glance



Opportunities in this occupation are good for those with digital skills. The number of available jobs has been steady over the last several years. A strong growth area is for public relations professionals experienced in new media, such as social networking websites and other forms of digital communications. Someone with experience or qualifications in this area will be more likely to find a job.

How to become a public relations professional

Public relations professionals plan and develop information, media and communication strategies that promote the reputation of an organisation to the public, shareholders and employees.

Qualifications needed

Public relations professionals usually require a tertiary qualification in a relevant subject, including:

- Public relations
- Communications
- Media studies
- Journalism.

According to a 2012 PRINZ (Public Relations Institute of New Zealand) survey, about three out of four public relations professionals have a tertiary degree. Courses offered in public relations include bachelors' degrees and graduate diplomas.

Cost of study

Bachelor of Communications	Graduate Diploma in Public Relations
\$18,100 over 3 years	\$6,000-\$8,000 over one year

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

- Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills
- StudyLink: www.studylink.govt.nz
- Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

PRINZ is dedicated to promoting public relations in New Zealand, and to providing resources, training, and networking services for its members. It is a useful source of information for students and new graduates.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

- Tenancy Services: www.tenancy.govt.nz
- StudyLink: www.studylink.govt.nz
- Sorted: www.sorted.org.nz/calculators/money-planner
- PRINZ: www.prinz.org.nz

Where to study

Relevant qualifications are offered at a range of tertiary providers throughout New Zealand. PRINZ has a comprehensive list of all available public relations qualifications available in the country, and where they are located.

- PRINZ, qualifications: www.prinz.org.nz/Category?Action=View&Category_id=130

Accreditation

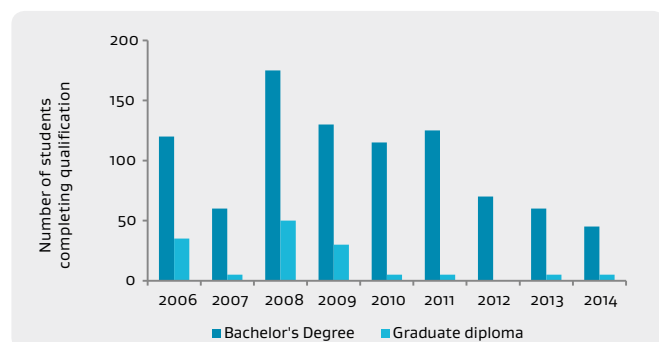
PRINZ offers an Accreditation in Public Relations (APR), an internationally recognised qualification. Entry into the APR programme requires five years' experience (and working at a project management level).

- PRINZ, accreditation: www.prinz.org.nz/Category?Action=View&Category_id=104

Completed qualifications

The number of students completing public relations qualifications has been falling over the last few years.

PUBLIC RELATIONS PROFESSIONALS



Source: Ministry of Education

Income and employment prospects

Income

In June 2015, the average income for public relations professionals was estimated to be \$82,300.

Estimated average income
\$82,300

Average income from Statistics New Zealand's June 2015 New Zealand Income Survey. Estimated from average hourly earnings.

Graduates with a bachelor's degree in the field of communication and media studies earned \$35,000 one year after their study ended. After five years, income had increased to \$48,150.

Median earnings after qualification completion		
One year	Two years	Five years
\$35,000	\$40,400	\$48,150

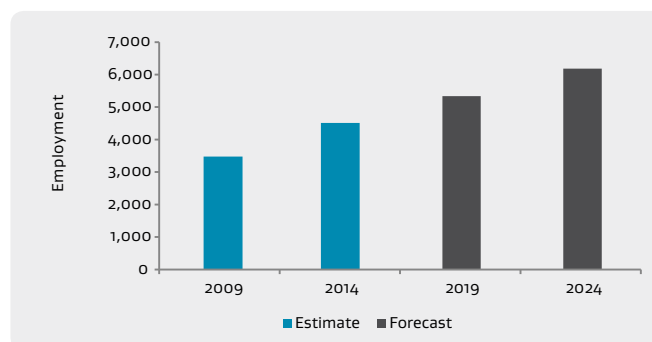
Source: Ministry of Education

Employment and skill shortages

Public relations professionals' employment

Current		Projected growth	
2013	2014	2014–19	2019–24
4,220	4,510 up 6.6%	3.4% per year	3.0% per year

The number of jobs in this occupation has been growing steadily over the last several years, to around 4,500. The occupation is expected to grow by around 3.4% per year until 2019.



Source: MBIE Estimates

Where to find job vacancies

The number of online job vacancies for public relations professionals increased by 20.7% from June 2012 to June 2013. This compares with an overall increase of 1.9% for all vacancies over the same period.

Public relations professionals' vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

After several years on the job, many public relations professionals get jobs as public relations managers, planning and organising public relation strategies for companies and organisations.

Many public relations professionals begin their careers as journalists or communications specialists.

Other information

Links

More information on public relations professionals is available on the Careers New Zealand and PRINZ websites.

→ Careers New Zealand: www.careers.govt.nz

→ PRINZ: www.prinz.org.nz

REAL ESTATE AGENT



JOB PROSPECTS

At a glance



The chances of getting a job as a real estate agent are average as there is a shortage of homes for sale. It may also be difficult for a school leaver to enter this industry, as real estate agents often rely on a reputation and established network of contacts.

As the housing market improves, we expect that opportunities will expand.

How to become a real estate agent

Real estate agents arrange the sale of properties and help buyers to find suitable properties.

Real estate is a challenging industry to work in, as the hours are long, clients expect you to be available after hours, and it takes time, hard work and patience to build a reputation.

Qualifications needed

Real estate agents must complete a National Certificate in Real Estate (Agent) (Level 5) before applying for a licence from the Real Estate Agents Authority (REAA). This course takes three to eight months to complete if done full-time.

Cost of study

National Certificate in Real Estate (Agent) (Level 5)

\$2,990 over 3-8 months

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include materials, textbooks, and accommodation.

The Skills Organisation (the industry training organisation for real estate and other industries) provides information on available training courses.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

- Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills
- StudyLink: www.studylink.govt.nz
- Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

Study for real estate qualifications can take place through The Skills Organisation, TAFE College NZ, The Open Polytechnic, Unitec, and the Bay of Plenty Polytechnic.

Some tertiary institutions allow distance learning.

Licensing

To become a real estate agent you must be licensed with the REAA. To become licensed, you must first complete the National Certificate in Real Estate (Agent) (Level 4), then advertise your intention to apply for a real estate licence, and then fill in the application form.

A licensed real estate agent is required to complete 20 hours of continuing education each year – 10 hours of 'verifiable' professional development and 10 hours of 'non-verifiable' professional development. More information is available on the REAA website.

According to the REAA, there were 12,436 active real estate licences in New Zealand as of 31 October 2012.

- REAA, Licensing: www.reaa.govt.nz/ForLicensees/ApplyingForYourLicence/Criteria-for-licensees/Pages/Criteria-for-licensees.aspx
- REAA, continuing education: www.reaa.govt.nz/ForLicensees/MaintainingYourLicence/Continuing-education/Pages/Continuing-education.aspx

Completed qualifications

In 2014, there were 725 students who completed a National Certificate in Real Estate (Level 4) through The Skills Organisation (where the majority of real estate qualifications are completed). In general, the number of people completing real estate qualifications have fallen in the last few years, but numbers are expected to recover as the housing market improves.

Income and employment prospects

Income

In 2015, the average income for real estate agent is estimated to be \$87,000.

Estimated average income

\$87,000

Average income estimated from Statistics New Zealand's Census 2013 and Labour Cost Index data.

Real estate agents are paid on commission (a percentage of the sale price). The more sales an agent makes, the more he or she is paid. If there is no sale, the agent is paid nothing. For this reason, real estate agent incomes are highly variable, and depend on how successful the agent is.

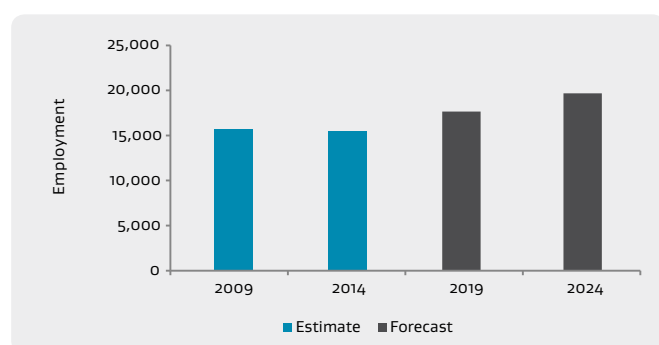
REAL ESTATE SALESPEOPLE

Employment and skill shortages

Real estate agent's employment

Current		Projected growth	
June 2011	June 2012	2014–19	2019–24
14,900	15,200 up 4.0%	3.4% per year	2.9% per year

Employment in the occupation has been rising for the last few years. We expect employment to grow at around 3.4% per year until 2019, as more houses begin to be sold – leading to better incomes for real estate agents.



Source: MBIE Estimates

Where to find job vacancies

The number of online job vacancies for real estate agents increased by 46% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period.

Real estate vacancies are advertised through public media such as the Trade Me Jobs and Seek websites, and on specialist sites such as NZ Real Estate Jobs.

- Trade Me Jobs: www.trademe.co.nz/jobs
- Seek: www.seek.co.nz
- NZ Real Estate Jobs: www.nzrealestatejobs.co.nz

Career path

Real estate agents have the opportunity to gain experience in speciality areas, such as commercial property, apartments, lifestyle and rural properties, business sales, or residences in a specific region or district. Some real estate agents open their own businesses. However, further education and licensing is required to do this.

Other related occupations for a real estate agents include auctioneer or property manager.

Other information

Links

More information on real estate agents is available on the Careers New Zealand website.

- Careers New Zealand: www.careers.govt.nz
- REAA: www.reaa.govt.nz
- The Skills Organisation: www.skills.org.nz

RECEPTIONISTS



JOB PROSPECTS

At a glance



The chances of getting a job as a receptionist are fair. Although there are many jobs available and vacancies open up regularly, there is strong competition for these positions.

How to become a receptionist

Receptionists greet visitors and clients, and deal with enquiries and requests. They need to have a sound knowledge of their organisation's services, structure and people, along with good interpersonal and customer-service skills. Their work includes scheduling appointments, keeping records, answering phones, and doing other administrative tasks.

Qualifications needed

There are no specific entry requirements to become a receptionist, as the skills you need are usually learned on the job. But, a minimum of NCEA Level 1 maths, English and information management is recommended. Previous customer service experience, such as work in a store or cafe, is also useful for receptionists.

A National Certificate in Business Administration and Computing (Level 3) is sought after and would improve job prospects. You could study for the more advanced National Certificate in Business Administration (Level 4) part-time over 1–2 years while working.

Receptionists need to have computer and word-processing skills, clerical skills (including telephone skills), and knowledge of administration policies, systems and procedures.

Medical receptionists and admissions officers may also need to know about hospital and staff routines, medical services, booking procedures and timetables, and have an understanding of medical terms.

Cost of study

National Certificate in Business Administration (Level 4)

\$3,800 over 1–2 years

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include materials and textbooks.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

A number of providers and polytechnics offer relevant courses.

Registration

Receptionists may register with the Association of Administration Professionals NZ (AAPNZ).

Registration is voluntary but members can work towards AAPNZ certification, which can improve skills and work prospects. Achievement of AAPNZ certification requires a Level 5 diploma or above, plus other criteria.

Further information on this can be found on the AAPNZ website.

→ AAPNZ, certification: aapnz.org.nz/certification.aspx

Completed qualifications

The number of students completing Level 4 Certificates in Office Studies has decreased by about 52% from 2011 (1,300) to 2014 (600).



Source: Ministry of Education

Income and employment prospects

Income

In 2015, the average income for receptionists was estimated to be \$48,700.

Estimated average income

\$48,700

Average income from Statistics New Zealand's June 2015 New Zealand Income Survey. Estimated from average hourly earnings.

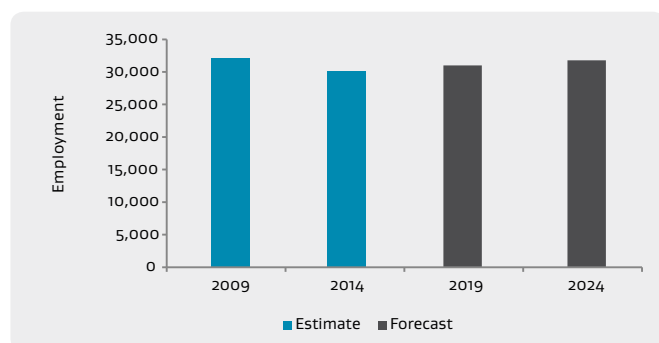
RECEPTIONISTS

Employment and skill shortages

Receptionists' employment

Current		Projected growth	
2013	2014	2014–19	2019–24
30,000	30,100 up 0.3%	0.6% per year	0.5% per year

There are opportunities for job seekers, but positions are highly contested. As the economy continues to improve, receptionist numbers are expected to grow steadily.



Source: MBIE Estimates

Where to find job vacancies

Receptionist vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

With the broad knowledge of an organisation that receptionists gain, there are often opportunities to move into different roles. The service, interpersonal and administration skills receptionists gained are transferable across all industries. Some career options include:

- administration officer
- clinical coder
- personal assistant
- medical records officer
- medical typist.

Receptionists may specialise in working in a particular type of role such as:

Admissions officer

Admissions officers greet hospital patients and organise their admission and discharge.

Hotel/motel receptionist

Hotel and motel receptionists greet and assist guests.

Medical/dental receptionist

Medical and dental receptionists work in doctors' or dental surgeries, hospitals, or private clinics.

Other information

Links

More information on receptionists is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

→ Association of Administration Professionals New Zealand: www.aapnz.org.nz

RETAIL SALES ASSISTANTS



JOB PROSPECTS

At a glance



The outlook for retail sales assistants is good. In the year to June 2014 the number of employed retail sales assistants grew. Turnover among retail workers is high, so vacancies come up often.

With more than 104,000 people employed as retail sales assistants, it is one of New Zealand's largest occupations.

How to become a retail sales assistant

Retail sales assistants help customers pick out goods, and collect payment for purchases. Over half of those employed in the retail sector work in supermarkets and grocery stores. Other sources of work include department stores, clothing shops, hardware, building and garden suppliers, and electronics goods stores.

Qualifications needed

You don't need any specific requirements to become a retail sales assistant. If you have a job as a retail sales assistant, you can study towards a National Certificate in Retail.

Cost of study

Many of the polytechnics with a National Certificate in Retail offer zero fees. Costs could include materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

- Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills
- StudyLink: www.studylink.govt.nz/
- Sorted: www.sorted.org.nz/calculators/money-planner

Industry Training Organisation

The ServiceIQ, is the relevant Industry Training Organisation (ITO); its coverage includes the retail and wholesale sectors of New Zealand's service industry.

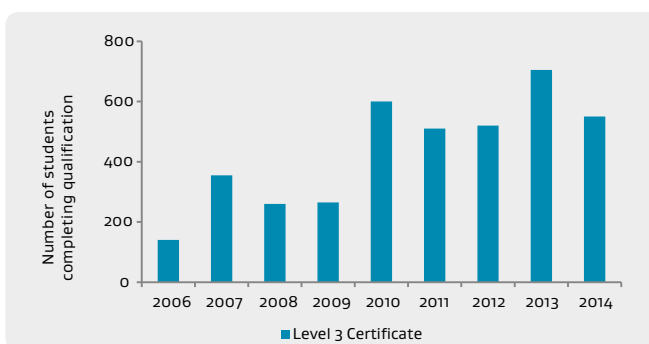
- ServiceIQ: www.serviceiq.org.nz/our-programmes/retail-supply-chain

Where to study

A National Certificate of Retail can be studied at a number of polytechnics and at the industry training organisation, ServiceIQ.

Completed qualifications

The number of students completing Level 3 sales qualifications is usually between 500 and 600.



Source: Ministry of Education

Income and employment prospects

Income

In 2015, the average income for retail sales assistants was \$28,600, but this figure reflects the fact that many retail assistants work part-time.

Estimated average income

\$28,600

Average income from Statistics New Zealand Census and Labour Cost Index.

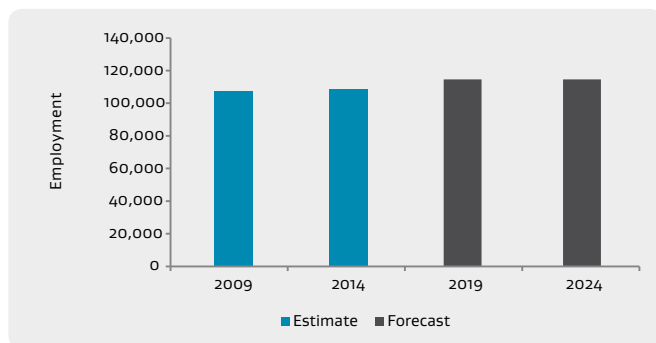
Employment and skill shortages

Retail Sales Assistants' employment

Current		Projected growth	
2013	2014	2014–19	2019–24
106,300	108,500 up 2.1%	1.1% per year	0.0% per year

The number of retail sales assistants grew from June 2013 to June 2014. The number of retail sales assistants employed is expected to keep rising as the economy continues to improve, with employment growth of around 1.1% per year expected until 2019. From 2019 to 2024 growth is expected to be flat (0%).

RETAIL SALES ASSISTANTS



Source: MBIE Estimates

Retail sales grew by 7.1% from June 2012 to June 2014. This should lead to increased numbers of jobs for retail sales assistants. But, changes in the retail sector (for example, self-service in supermarkets and on-line shopping) might affect the number of jobs available.

Where to find job vacancies

Retail sales assistant job vacancies are advertised through public media such as the Trade Me Jobs and Seek websites. Retailworld Resourcing also advertises retail positions, and some large retail stores recruit directly through their websites.

Many jobs are advertised informally, and if you actively seek work with retailers, your chances of getting a job are improved.

- Trade Me Jobs: www.trademe.co.nz/jobs
- Seek: www.seek.co.nz
- Retailworld Resourcing: www.rwr.co.nz/hot-jobs

Career path

Vacancies come up regularly, as people move on to other positions. Experienced retail sales assistants can progress to senior sales, supervisory, shop management or regional management positions.

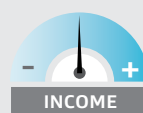
Other information

Links

More information on retail sales assistant is available on the Careers New Zealand website.

- Careers New Zealand: www.careers.govt.nz
- New Zealand Retailers Association: www.retail.org.nz

SALES REPRESENTATIVES



JOB PROSPECTS

At a glance



More than 50,000 people are employed as sales representatives, making it one of the most common jobs in New Zealand. The chances of getting a job are good and improving as retail sales recover.

How to become a sales representative

Sales representatives promote market and sell products or services to businesses, professional establishments, and wholesale or retail outlets.

Qualifications needed

There are no specific requirements for becoming a sales representative. Many employers do, however, prefer a tertiary qualification in sales or marketing, and/or a background working with the products sold.

The National Certificate in Sales (Level 3) is the entry-level qualification you need to become a junior sales professional in the sales industry. It can be done part-time over one year.

A driver's licence is also usually required.

Cost of study

National Certificate in Sales (Level 3)

\$145 over one year

Average costs in 2014 for a domestic student. Costs vary between institutions. Further costs include materials and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

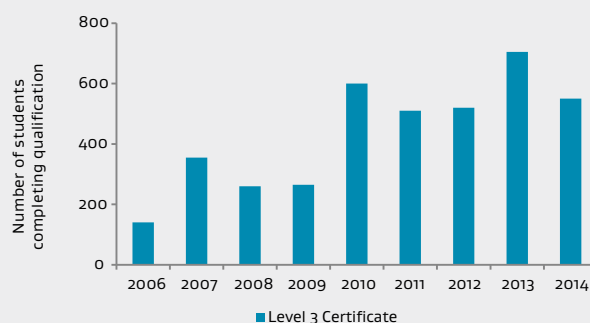
- National Certificate in Sales Level 3: www.serviceiq.org.nz
- Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills
- StudyLink: www.studylink.govt.nz
- Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

The National Certificate in Sales is available at ServiceIQ, Competenz, and Skills Active.

Completed qualifications

The number of students completing Level 3 sales qualifications is usually between 500 and 600.



Source: Ministry of Education

Income and employment prospects

Income

In 2015, the average income for sales representatives was \$56,100.

Estimated average income

\$56,100

Average income from Statistics New Zealand's Income Survey, based on average hourly earnings

Your income as a sales representative depends on several factors, including the product range that you are selling, the number of customers, the size of the company you work for. Sales representatives may also earn bonuses linked to meeting sales targets.

Some sales representatives work on a partial-commission basis, meaning their income is directly related to the number of sales they make.

Graduates with a Level 3 certificate in the field of sales and marketing earned \$25,800 one year after their study ended. After five years, income had increased to \$38,300.

Median earnings after qualification completion

One year	Two years	Five years
\$25,800	\$30,050	\$38,300

Source: Ministry of Education

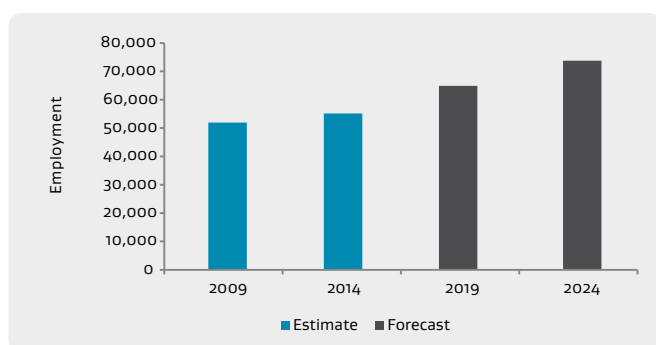
SALES REPRESENTATIVES

Employment and skill shortages

Sales Representatives' employment

Current		Projected growth	
2013	2014	2014–19	2019–24
53,650	55,150 up 2.8%	3.3% per year	2.6% per year

More than 50,000 people are employed as sales representatives, making it one of the largest occupation groups in New Zealand. The number of workers is expected to grow at around 3.3% per year until 2019, and 2.6% per year to 2024.



Source: MBIE Estimates

Retail sales grew by 7.1% from June 2012 to June 2014. This should lead to increased numbers of jobs for sales representatives.

Where to find job vacancies

Sales representative vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

Sales representatives often specialise in particular types of products in various retail or wholesale firms. Sales representatives may move into related fields, such as advertising and marketing.

After some experience, some sales representatives start their own businesses selling products.

Other information

Links

More information on sales representatives is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

TRAVEL AGENTS



JOB PROSPECTS

At a glance



The travel industry has improved since the recession with greater international departures. But, employment is tight due to changes in the structure of the industry, including the rise of online travel booking. The chances of getting a job as a travel agent are fair, as the industry recovers and worker turnover continues to create openings for new and experienced travel agents.

How to become a travel agent

Travel agents make travel arrangements and bookings for clients, and provide information about tourism attractions in the country of destination. They may sell airline tickets; book accommodation, tours and attractions; do ticketing; and process payments.

Travel agents can work in a range of areas, including retail (in a 'high street' travel agency), corporate (arranging travel for business customers) and online (using web tools and services).

Qualifications needed

Most employers want applicants to have a qualification. The National Certificate in Travel (Level 4) is the minimum qualification accepted by the Travel Agents' Association of New Zealand (TAANZ) member employers. Qualifications are designed to provide the applicant with all the skills required to be ready for work. Generally, when a person is hired their induction process will put the practical finishing touches on the qualifications.

Travel wholesalers and travel consolidators generally need some further specific training. In addition, those seeking to work on meetings and events, and conference and incentive arrangements, would benefit from some specific training.

If you are a secondary student you may be able to take part in the ServiceIQ 'Travel Gateway' programme. This programme allows you to earn NCEA credits while working in the travel industry. ServiceIQ also offers trainee schemes at reduced cost for gaining national certificates.

→ ServiceIQ: www.serviceiq.org.nz

→ ATTO Gateway travel programme:
www.attto.org.nz/tourism-gateway

Cost of study

National Certificate in Travel – Level 4 (polytechnic)	Bachelor of Tourism Management
\$3,000 one year	\$18,600 over three years

Average costs in 2014 for a domestic student. Costs vary between institutions. Some polytechnics may have a zero-fees scheme. Further costs include materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

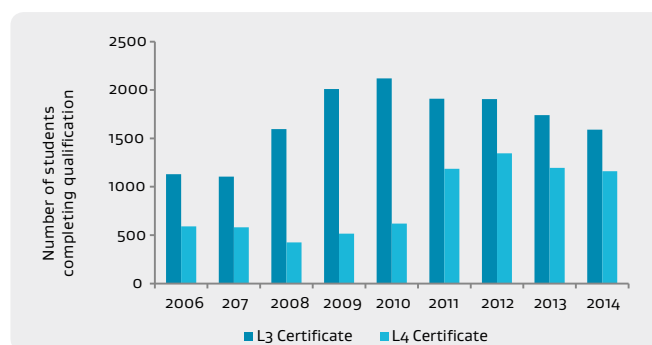
→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

A number of tertiary institutions offer courses in travel and tourism. There are also universities offering courses.

Completed qualifications

The number of students completing Level 4 tourism studies certificates has fallen slightly in the last few years.



Source: Ministry of Education

Income and employment prospects

Income

In 2015, the average income for travel agents was \$46,300. Travel agents are salaried, but they also receive commissions or bonuses depending on their sales. They can often earn sales incentive bonuses if they meet set targets.

TRAVEL AGENTS

Estimated average income

\$46,600

Average income from Statistics New Zealand's Income Survey 2015.

Salaries for travel consolidators go up to \$100,000 or more (including commission and bonuses).

Graduates with a bachelor's degree in the field of tourism earned \$34,200 one year after their study ended. After five years, income had increased to \$46,300.

Senior managers and owners of agencies may make considerably more in salaried earnings and bonus payments.

Median earnings after qualification completion

One year	Two years	Five years
\$34,200	\$38,100	\$44,300

Source: Ministry of Education

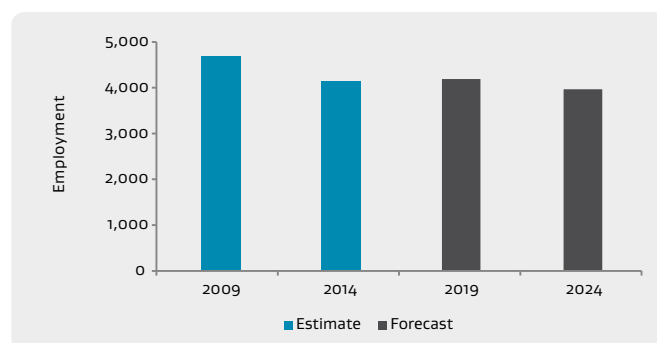
Employment and skill shortages

Travel agents' employment

Current		Projected growth	
2013	2014	2014-19	2019-24
4,200	4,300 down 1.4%	0.3% per year	-1.1% per year

Source: MBIE Estimates. The projection figures are for the broader category of "Personal Service and Travel Workers"; this may differ from the results for tourism and travel advisers.

Overall employment in this occupation is showing a slow decline in numbers, with forecast growth of 0.3% per year until 2019, and a 1.1% fall per year to 2024.



Source: MBIE Estimates

More agents are using technology (increasing their productivity); and many people are booking their travel online. This means the demand for labour lags behind the expansion of the market. Ongoing staff turnover, however, means that qualified staff are needed at entry level and for people with specific and advanced skill sets.

Where to find job vacancies

Travel agents vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

Travel agents may progress into management roles or may start their own businesses.

They may also specialise in specific roles such as a travel wholesaler (selling airline tickets, accommodation, and tours to retail travel agents) or become travel brokers.

Other information

Links

More information on travel agents is available on the Careers New Zealand and TAAZ websites.

→ Careers New Zealand: www.careers.govt.nz

→ Travel Agents' Association of New Zealand: www.taanz.org.nz

TRUCK DRIVERS



JOB PROSPECTS

At a glance



Opportunities to become truck drivers are fair. Road freight movement accounts for 80% of all freight moved within New Zealand, and demand is increasing for experienced heavy vehicle drivers. A range of licences must be gained before people can work in this occupation.

How to become a truck driver

Truck drivers are required to hold the appropriate class vehicle licence. The licence might need endorsements for particular types of work (for example, transporting dangerous or hazardous goods) or vehicles (such as tow trucks, fork lifts, cranes and other special type vehicles).

Licences needed

To become a heavy truck driver you need to hold a licence for the class of vehicle you intend to drive. The first step is to get a Class 2 learner licence. To get this licence you must have had a full car licence for at least six months.

To get a full Class 2 licence, you must either:

- practice driving under supervision for at least six months before applying for a full licence and sitting a practical test in a vehicle covered by that class, or
- complete an approved industry-based course for that class. You can take the course any time after you gain your learner licence.

Once you have a Class 2 licence you can work toward other licence classes (3, 4, and 5). Most drivers progress through licence classes while on the job.

The New Zealand Transport Agency (NZTA) has more information on licensing requirements.

→ NZTA, Licensing requirements: www.nzta.govt.nz/licence/getting/trucks-heavy/licences.html

To progress to a full licence it is helpful to complete an approved industry-based course.

→ NZTA, Heavy Vehicle courses: www.nzta.govt.nz/resources/factsheets/66/driver-licensing-courses.html#heavy

Drivers can also obtain specific endorsements to their licences, allowing them to deal with special conditions. In most instances, an employer will meet the cost of a truck driver gaining endorsements.

Qualifications

Qualifications beyond the appropriate licences are not a requirement, but there are several that could be useful for working in the road transport sector, including:

- Certificate in Commercial Road Transport (Level 3)
- Certificate in Goods Service (Heavy Vehicle Driver) (Level 3).
- National Certificate in Road Transport Management (Level 4)

Most national certificates also help students meet the relevant vehicle licensing requirements.

The Motor Industry Training Organisation (MITO) provides unit standards for this sector. Its website has a list of available qualifications.

→ MITO qualifications and programmes:
mito.org.nz/transport-and-logistics

Polytechnics and Private Training Establishments (PTOs) across New Zealand also provide courses for the road transport industry.

Cost of study

Certificate in Commercial Road Transport – Level 3	National Certificate by apprenticeship – Level 3
\$3,500 Over 12–25 weeks	\$1,090 per year

Average course costs in 2016 for a domestic student. Some polytechnics may have a zero-fees scheme. Costs vary between institutions. Further costs can include materials, textbooks and accommodation.

Employers may cover some or all of this cost.

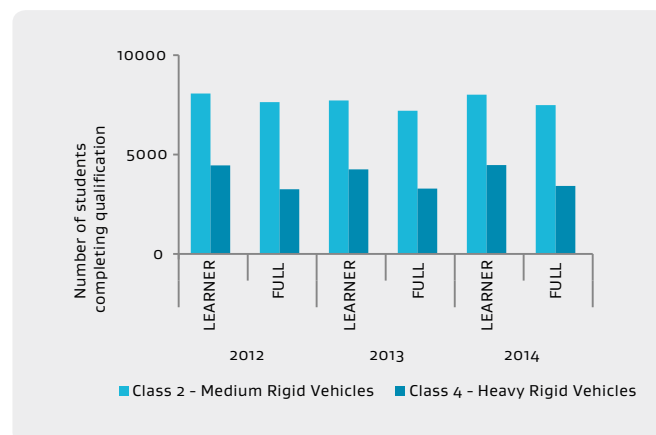
The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ StudyLink: www.studylink.govt.nz/

→ Sorted: www.sorted.org.nz/calculators/money-planner

Licences granted

The number of applications granted for medium rigid vehicle (Class 2) licences ranges between 7,000 and 8,500 per year. About 2,500 to 4,500 heavy rigid vehicle (Class 4) licences are granted each year.



TRUCK DRIVERS

Income and employment prospects

Income

Truck drivers can earn between \$32,000 and \$67,000 or higher. Pay varies depending on the type of vehicle and the hours worked. Self-employed truck drivers have the potential to earn higher than the industry average.

In 2015, the estimated average income for truck drivers was \$51,200.

Estimated average income
\$51,200

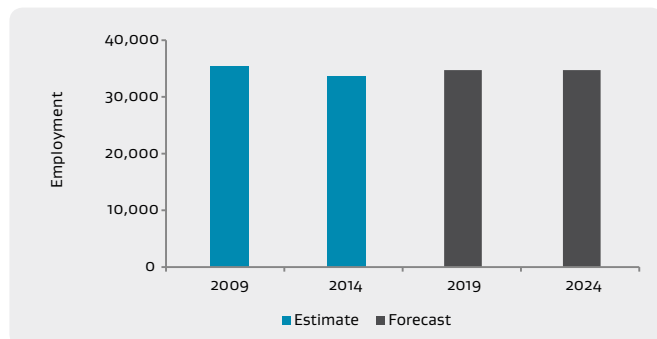
Average income estimated from Statistics New Zealand's Census 2013 and Labour Cost Index data.

Employment and skill shortages

Truck drivers' employment

Current		Projected growth	
2013	2014	2014–19	2019–24
32,500	33,500 up 3.1%	0.7% per year	0.0% per year

The number of employed truck drivers has remained steady in recent years, but is projected to grow by 0.7% per year up to 2019 before slowing to 0.0% to 2024.



Source: MBIE Estimates

With fewer young people going into this occupation, the average age of truck drivers has increased over recent years. This may mean more opportunities for new drivers as older ones retire. There are many opportunities available to young people with an interest in road transport, logistics and heavy vehicle mechanics.

Truck drivers are on Immigration New Zealand's Canterbury skill shortage list, which means that the government is actively encouraging truck drivers from overseas to work in the Canterbury region. The demand is for truck drivers who have a Full Class 4 or 5 Driver Licence and at least three years' experience driving heavy combination vehicles.

→ Immigration NZ, skill shortage list: skillshortages.immigration.govt.nz

Where to find job vacancies

Truck driver vacancies are advertised through websites such as Trade Me Jobs and Seek.

Positions are also advertised with the Road Transport Association New Zealand, National Road Carriers Inc, and the New Zealand Trucking Association.

- Trade Me Jobs: www.trademe.co.nz/jobs
- Seek: www.seek.co.nz
- Road Transport Association NZ: www.rtanx.co.nz
- National Road Carriers Inc.: www.natroad.co.nz
- New Zealand Trucking Association: www.nztruckingassn.co.nz

Career path

Truck drivers may transport a huge variety of things, such as freight, logs, dairy products, fuels and chemicals. They may work for companies or for local and regional councils.

Many heavy truck drivers are self-employed contractors who own their own vehicles and operate on long-term or short-term contracts with companies that need their services.

NZTA's website has a how-to guide on becoming a self-employed truck driver.

- NZTA, Becoming a truck operator or operating a trucking business in New Zealand: www.nzta.govt.nz/resources/getting-started

Other information

Links

More information on truck drivers is available on the Careers New Zealand website and the Motor Industry Training Organisation's website.

- Careers New Zealand: www.careers.govt.nz
- MITO: mito.org.nz/transport-and-logistics

ACTORS



JOB PROSPECTS

At a glance



The chances of getting work as an actor are limited because the performing arts industry in New Zealand is small and competition for roles is high. The size of the industry also makes it difficult to sustain a career as a full-time actor. Many actors supplement their income with other jobs.

How to become an actor

Actors entertain people by acting out a role using body movement and speech. They may act live in the theatre or act in recorded television shows, advertisements or movies.

Qualifications needed

There are no specific entry requirements to become an actor. However, there are a number of workshops, courses and qualifications that can help develop your skills. These include acting, singing or movement workshops, and certificate, diploma or degree programmes in performing arts.

Amateur acting experience, such as in school productions or amateur theatre, is also very useful. Many communities have Repertory or Little Theatre societies.

Although there are shorter courses in performing arts and drama and theatre studies, the bachelor's degree is popular.

Cost of study

Bachelor in Drama & Theatre or Performing Arts

\$19,300 over three years

Average fees in 2015/16 for a domestic student. Costs vary between institutions. Further costs can include student levies, administrative fees, materials, textbooks and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

- Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills
- StudyLink: www.studylink.govt.nz
- Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

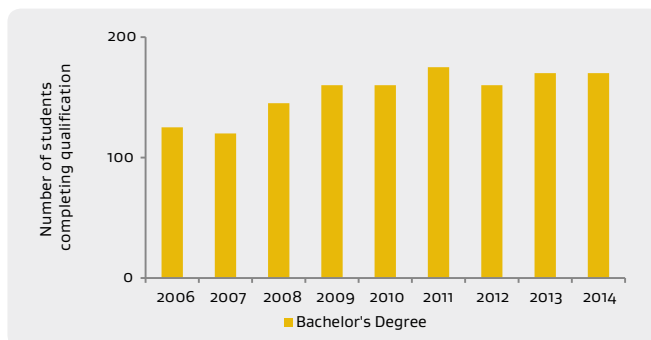
The specialist provider of performing arts qualifications in New Zealand is Toi Whakaari – the New Zealand Drama School. Unitec, the National Academy of Singing and Dramatic Art, South Seas, and The Actors Program all provide training for acting and other performing arts. You can also study performing arts, or drama and theatre, at various universities, wānanga and polytechnics throughout the country. Careers New Zealand's website has a searchable database of NZQA-registered courses.

- Unitec: www.unitec.ac.nz/career-and-study-options/acting

- NASDA: www.nasda.co.nz
- South Seas: www.southseas.co.nz
- The Actors Program: www.theactorsprogram.co.nz
- Toi Whakaari (New Zealand Drama School): www.toiwhakaari.ac.nz
- Careers NZ, Education and training: www.careers.govt.nz/education-and-training

Completed qualifications

The number of students completing a bachelor's degree in drama and theatre studies is almost 200 a year. Drama qualifications at other levels are also available.



Source: Ministry of Education

Professional organisations

Equity New Zealand represents performers in contracts, disputes, training and other professional issues.

- Equity New Zealand: actorsequity.org.nz

Income and employment prospects

Income

In 2015, the estimated average income for actors was \$32,000.

Estimated average income

\$32,200

Average income estimated from Statistics New Zealand's Census 2013 and Labour Cost Index data.

Graduates with a bachelor's degree in the field of performing arts earned \$23,800 one year after their study ended. After five years, earnings had increased to \$40,400. Some actors, however, earn considerably more.

ACTORS

Median earnings after qualification completion

One year	Two years	Five years
\$23,800	\$27,500	\$40,400

After training, it can take a while to build a career in acting. However, there are other rewards to the occupation, including working in what can be a dynamic and exciting industry.

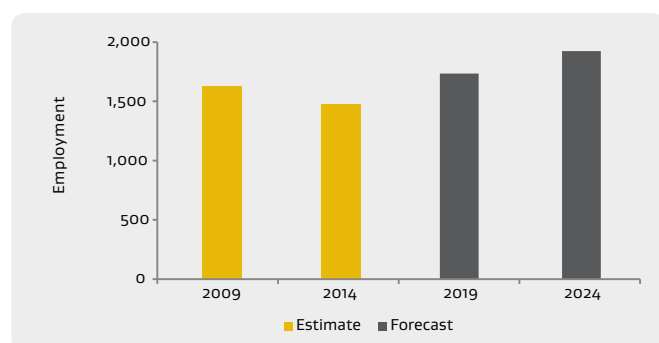
Employment and skill shortages

Actors' employment

Current		Projected growth*	
2013	2014	2014–19	2019–24
1,500	1,500 -1.2%	3.3% per year	2.1% per year

*Projected growth is for the broader category of "Arts Professionals".

The number of actors employed in New Zealand fell over the period from 2006 to 2013. Future growth for the wider category of 'Arts Professionals' looks reasonably good, above the average for all occupations.



Source: MBIE Estimates

There is, however, plenty of competition for acting roles, which means it can be hard to find work. Acting employment is also often characterised by fixed-term roles, which can feel less secure than permanent roles.

Actors are not on Immigration New Zealand's skills shortage lists. If a job appears on these lists, it means the government is actively encouraging skilled people in the role to come and work in New Zealand. Full lists are available on the Immigration New Zealand website.

→ Immigration NZ, skill shortage list:
skillshortages.immigration.govt.nz

Where to find job vacancies

The number of online job vacancies for actors increased by 14.6% from September 2014 to September 2015. This compares favourably with the overall increase for all vacancies of 1.9% over the same period.

Although some actor vacancies are advertised through talent agencies and websites such as Trade Me Jobs and Seek, professional actors work with their agents, who receive confidential casting briefs (audition calls) from casting directors. Employment can also be found through proactive job-seeking with potential employers.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

There is not a clear career path for actors. Pay rates vary depending on your ability and experience, location, and the type of work. Acting can also be a pathway into other roles in the performing arts industry, such as writing, directing, and producing, and into teaching roles in the education sector.

Other information

Links

More information on actors is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

→ Equity New Zealand: www.actorsequity.org.nz

FILM, TELEVISION, RADIO AND STAGE DIRECTORS



JOB PROSPECTS

At a glance



Chances of getting a job as a director are limited because the film, television, radio and stage industry in New Zealand is small, and few paid, full-time jobs are available.

Competition for jobs is strong. An oversupply of students graduating with film, television, radio or stage qualifications means it's difficult for people to establish themselves in the industry.

■ How to become a film, television, radio or stage director

Directors oversee the artistic and production aspects of film, television, radio and stage creations.

Qualifications needed

There are no specific entry requirements to become a director. However, many employers prefer you to have completed a relevant production course. A media communications or journalism qualification is useful if you want to become a radio producer.

A portfolio of previous work or experience is useful when applying for jobs.

Some qualifications that aspiring directors can take include:

- Bachelor of Screen Arts or Arts (majoring in film)
- Diploma in Film and TV production
- Master of Theatre Arts in Directing.

Cost of study

Bachelor of Screen Arts/Film	Diploma in Film and TV production
\$15,000 - \$24,000 over 3 years	\$11,500 1 year

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

There are a number of film schools operating in New Zealand, including:

- New Zealand Film Academy, Auckland

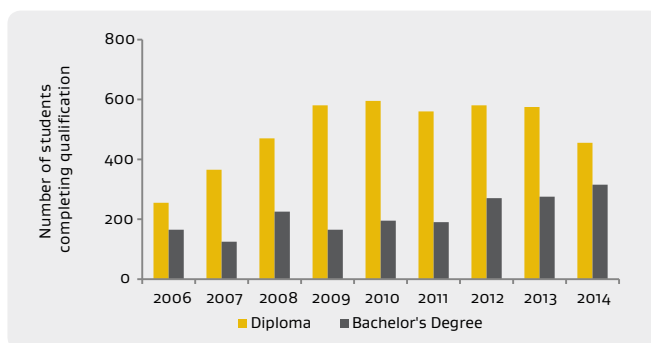
- Auckland University of Technology, School of Communication Studies, Auckland
- South Seas Film and Television School, Auckland
- Unitec New Zealand, School of Performing and Screen Arts, Auckland
- New Zealand School of Film and Television, Wellington.

Some universities also offer a Bachelor of Arts majoring in film. The Master of Theatre Arts in Directing is offered at Toi Whakaari – the New Zealand Drama School in Wellington.

Completed qualifications

The number of students completing bachelor or diploma qualifications grew from 520 in 2007 to 850 in 2013 (up 63%). Please note that this information is for diplomas and bachelor's degrees in audio-visual studies, which is specific to film.

The number of graduates in audio-visual studies far outstrips available employment opportunities.



Source: Ministry of Education

■ Income and employment prospects

Income

Pay varies widely. Aspiring directors often work for little or no pay, while even established directors may experience long periods between projects. In order to make a living, it is common for directors to also work in other roles, such as film or television editing or production.

In 2015, the average income for directors was estimated to be \$67,850.

FILM, TELEVISION, RADIO AND STAGE DIRECTORS

Estimated average income

\$67,850

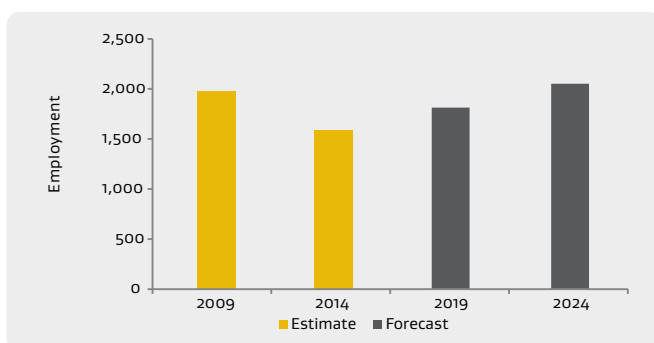
Employment and skill shortages

Directors' employment

Current		Projected growth*	
2013	2014	2014-19	2019-24
1,750	1,600 -8.7%	2.7% per year	2.5% per year

*Growth projections are for the broader category "Media Professionals".

The number of people employed as directors has stayed relatively flat, at around 480, over the past several years. Lack of change in employment levels in this industry suggests that new graduates may struggle to get jobs as directors.



Source: MBIE estimates

Where to find job vacancies

Directors' vacancies are advertised through public media such as the websites Trade Me Jobs and Seek.

- Trade Me Jobs: www.trademe.co.nz/jobs
- Seek: www.seek.co.nz

Career path

Many directors are self-employed and work as contractors. Once established, directors may get a permanent job at a film or media company.

Directors may also specialise in one type of directing such as working as a radio or theatre producer.

Victoria University of Wellington provides information on potential careers in film on their website.

- Victoria University, Film Careers: www.victoria.ac.nz/st_services/careers/resources/career_publications/career_view/film.pdf

Other information

Links

More information on directors is available on the Careers New Zealand website.

- Careers New Zealand: www.careers.govt.nz
- South Seas Film School: www.southseas.co.nz/index.php
- New Zealand School of Film: www.filmschool.org.nz
- New Zealand Film Academy: www.nzfilmacademy.com
- Newton College of Business and Technology: www.ncbt.ac.nz
- Unitec: www.unitec.ac.nz
- Auckland University of Technology: www.aut.ac.nz
- Toi Whakaari: www.toiwhakaari.ac.nz

GRAPHIC AND WEB DESIGNERS



JOB PROSPECTS

At a glance



The chances of getting a job as a graphic designer are moderate. More people are graduating each year with graphic design qualifications so there is more competition for work. However, the number of roles is also projected to rise. Website-designer opportunities are growing as employers increasingly recognise the need for dedicated designers to work alongside website developers. Websites also continue to grow in numbers and sophistication.

How to become a graphic or web designer

Graphic designers create artwork for the promotion or development of goods, services and ideas. They may also design artwork and/ or layout for fabrics, websites, magazines and other publications, or help to develop television advertisements.

Web designers plan, design, develop and prepare information for websites. They work on the navigation and presentation of websites to deliver information that is easy to use and appealing to the intended audience.

Qualifications needed

There are no specific requirements to become a graphic designer, but you are more likely to get work with a tertiary qualification in graphic design, media arts or visual communication. In addition, you usually require a portfolio of work to show prospective employers.

To become a web designer it is useful to have a tertiary qualification in graphic or media design, or web or digital design. Self-taught skills and experience in website design and development are also useful.

The most commonly completed form of qualification in graphic arts and design is a diploma. However, the bachelor's degree is still popular. The bachelor's degree is the most commonly held qualification for people employed as graphic designers.

Cost of study

Bachelor of Design

\$19,000 over three years

Average course fees in 2016 for a domestic student. Costs vary between institutions. Some polytechnics may have a zero-fees scheme. Further costs can include student levies, administration fees, materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Professional organisations

The Designers Institute of New Zealand (DINZ) is the professional organisation representing the interests of graphic and web designers. It also helps with professional development and lists job advertisements, so is a useful resource for new graduates.

The Institute of IT Professionals (IITP) is the professional organisation for IT professionals (it deals with all aspects of computer science), although it focuses more on website development than website design. It provides useful services to its members, including mentoring and training workshops. It also offers internationally recognised certification for experienced IT workers.

→ DINZ: www.dinz.org.nz

→ IITP: www.iitp.org.nz

Where to study

It is best to study at accredited institutions. This ensures that any completed qualification will be recognised by any future employer. There is a range of web and graphic design courses available throughout New Zealand; in universities and polytechnics, as well as in specialised graphics and web-design schools.

Careers New Zealand's website has a searchable database of NZQA-registered courses.

→ Careers NZ, Education and training:
www.careers.govt.nz/education-and-training

Completed qualifications

The number of students completing Bachelor's degrees has been a steady 500-600 per year over 2010-14.

GRAPHIC AND WEB DESIGNERS



Source: Ministry of Education

Income and employment prospects

Income

In 2015, the estimated average income for graphic and web designers was \$51,700 per year.

Estimated average income
\$51,700

Average income estimated from Statistics New Zealand's Census 2013 and Labour Cost Index data.

Graduates with a bachelor's degree in the field of graphic and design studies earned \$34,200 two years after their study ended. After five years, their income had increased to \$44,150.

Median earnings after qualification completion		
One year	Two years	Five years
\$30,050	\$34,200	\$44,150

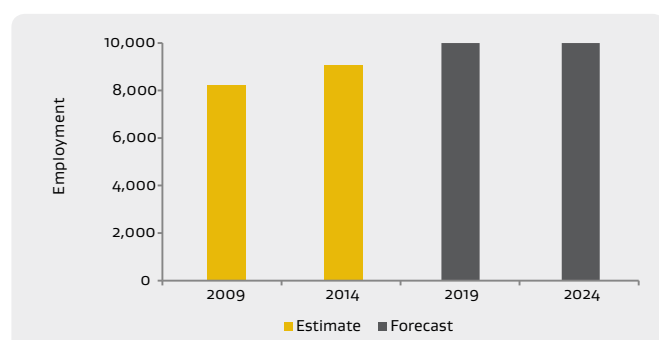
Source: Ministry of Education

Employment and skill shortages

Graphic and web designers' employment

Current		Projected growth*	
2013	2014	2014-19	2019-24
8,700	9,100 up 4.4%	4.0% per year	3.6% per year

*Projected growth is for the broader category of "Architects, Designers, Planners and Surveyors".



Multimedia designers (film animation) with a minimum of three years film experience are on Immigration New Zealand's long-term skill shortage list. However, this is very much a specialist role within the wider occupation of graphic and web designers. If a job appears on the list, it means the government is actively encouraging skilled people in the role to come and work in New Zealand. A full list is available on the Immigration New Zealand website.

→ Immigration NZ, skill shortage list:
skillshortages.immigration.govt.nz

Where to find job vacancies

The number of online job vacancies for graphic and web designers increased by a healthy 14.1% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period.

Graphic and web designers vacancies are advertised through websites such as Trade Me Jobs and Seek.

The DINZ website also lists job vacancies in design.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

→ DINZ: www.dinz.org.nz

Career path

New graduates often need to be flexible to find work. Working as a freelancer on short-term graphic or web design contracts, or undertaking unpaid graphic or web design work to build a portfolio, are good ways for you to gain experience.

More graphic design and advertising firms are choosing to hire freelancers, so being able to promote yourself and build a network within the industry is beneficial.

Senior graphic and web designers may have the opportunity to manage or lead graphic or web design projects.

Other information

Links

More information on graphic and web designers is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

INDUSTRIAL DESIGNERS



JOB PROSPECTS

At a glance



The opportunities for finding work as an industrial designer are fair.

The number employed has been quite stable, but is expected to increase as demand for their services increases and the scope of industrial design broadens.

This occupation requires a degree. Job prospects can be improved further by gaining business experience and skills in engineering and computer-aided design software.

How to become an industrial designer

Industrial designers design and develop the concepts for products and services used in homes, businesses and industry. They combine art, business and engineering to design innovative products and gadgets that people use every day.

Qualifications needed

A bachelor's degree in industrial or product design is needed to become an industrial designer. You may also complete a bachelor's degree in architecture. A good portfolio of design work is also necessary.

Most people working as industrial designers have knowledge and/or experience in drawing, computer-aided design software (CAD), architecture or interior design work, industrial materials and processes, manufacturing methods, and a passion for design in general.

Useful subjects at the secondary school level include art, design technology, graphics, computer studies, English, and mathematics.

Cost of study

Bachelor of Design

\$19,500 over three years

Average course fees in 2016 for a domestic student. Costs vary between institutions. Further costs can include student levies, administration fees, materials, textbooks, field trips and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

- Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills
- StudyLink: www.studylink.govt.nz
- Sorted: www.sorted.org.nz/calculators/money-planner

Professional organisation

The Designers Institute of New Zealand (DINZ) represents the interests of industrial designers. It helps with professional development and lists job advertisements – a useful resource for new graduates.

- Designers Institute of New Zealand: www.dinz.org.nz

Where to study

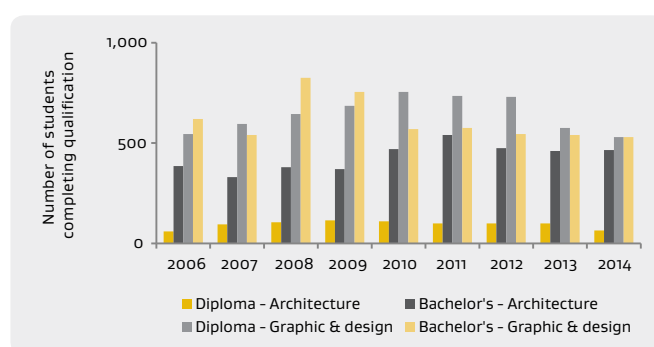
Industrial or product design can be studied at institutes of technology and polytechnics, universities and other tertiary institutions throughout New Zealand.

The Careers New Zealand website has a searchable database of NZQA-registered courses.

- Careers NZ, Education and training: www.careers.govt.nz/education-and-training

Completed qualifications

The number of students completing industrial design-related qualifications in architecture and urban environment, and graphic and design studies, rose in 2010/11, but dropped off in 2013 and 2014.



Source: Ministry of Education

INDUSTRIAL DESIGNERS

Income and employment prospects

Income

In 2015, the estimated average income for industrial designers was \$67,200. Pay for industrial designers varies depending significantly on experience.

Estimated average income

\$67,200

Average income estimated from Statistics New Zealand's Census 2013 and Labour Cost Index.

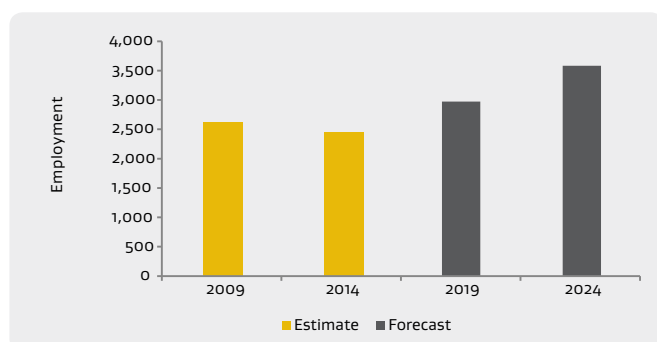
Employment and skill shortages

Industrial designers' employment

Current		Projected growth*	
2013	2014	2014–19	2019–24
2,390	2,440 up 2.4%	4.0% per year	3.8% per year

*Growth projections are for the broader category "Fashion, Industrial and Jewellery Designers".

Employment growth will improve over the next few years, coming from increasing consumer demand for new products and product design services. It is forecast that growth will be 4.0% per year to 2019, and 3.8% per year to 2024.



Source: MBIE Estimates

The government's continuing focus on innovation, research and development may also create opportunities for new industrial designers. Moreover, in a competitive environment, the business sector is always looking to strengthen its capabilities in technology innovation and new product development. New opportunities will also be created as the economy strengthens.

Where to find job vacancies

The number of online job vacancies for fashion, industrial and jewellery designers decreased by -2.8% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period.

Industrial or product design vacancies are advertised through websites such as Trade Me Jobs and Seek.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

A career in industrial or product design is more diverse than many people think. Industrial designers work in a range of industries including advertising, manufacturing, architectural practices, industrial policy development in the public and private sectors, and engineering consultancies.

New industrial designers usually receive on-the-job training. A few years' experience at entry level is usually required before they can advance to higher positions.

Industrial designers often look to specialise. They may work as:

- Computer-aided designers
- Furniture designers
- Ergonomic medical equipment designers
- Marine or aircraft interior designers
- Textile designers
- Glass designers
- Ceramic designers
- Packaging designers
- Retail space designers
- Stage and tourism designers
- Service/experience designers
- Technology teachers (upon completion of teaching qualifications).

Industrial designers in large firms may advance to roles such as chief designer. Some experienced designers open their own design firms, operate a design studio, and consult privately.

Other information

Links

More information on industrial designers is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

PHOTOGRAPHERS



JOB PROSPECTS

At a glance



Chances of getting a job as a photographer are average due to a stable number of people graduating with photography qualifications each year competing for stable number of jobs.

Photographers tend to be self-employed, so income depends on how successful the photographer's business is, and how many hours they work.

Increasing numbers of people are employed as photographers on a part-time basis while working at another job, at least at the start of their career.

How to become a photographer

Photographers take photographs of people, places, products or events.

Qualifications needed

Photographers do not need qualifications to succeed, although they can be useful as a stepping stone into the industry.

Many tertiary institutions offer qualifications that can provide you with photography skills – for example, certificates or diplomas in photography, or degrees in graphic design specialising in photography. Note that gaining a qualification in photography will not guarantee you a job in the occupation.

Business skills are also seen as being key to successful self-employment as a photographer.

Cost of study

Bachelor of Fine Arts in Photography	Diploma in Photography
\$21,800 over three years	\$7,000 over one year

Average costs in 2016 for a domestic student. Costs vary between institutions. Some polytechnics may have a zero-fees scheme. Further costs include materials, textbooks, camera and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Professional organisation

One way to improve your chances of being employed as a photographer is to join a professional body such as the New Zealand Institute of Professional Photography (NZIPP).

To apply for qualified professional status at NZIPP, you must submit a body of work for assessment. The NZIPP website provides more details.

→ NZIPP: www.nzipp.org.nz/nzippweb/Default.aspx?tabid=61

Where to study

Photography courses are available at a range of tertiary institutions throughout New Zealand. Evening classes are also run at some community education centres.

Completed qualifications

The number of students completing photography qualifications fell from 330 in 2012 to 240 in 2014 (down 27%). The number of graduates has continually outstripped the number of new jobs in this occupation, meaning that many graduate photographers find work in other areas or travel overseas to find work.



Source: Ministry of Education

PHOTOGRAPHERS

Income and employment prospects

Income

Photographers are often self-employed, and can work on a pay per-photograph or per-day basis. Their incomes depend on the success of their businesses as well as how many hours they work.

In 2015, the average income for photographers is estimated to be \$40,700.

Estimated average income

\$40,700

Average income estimated from Statistics New Zealand's Census 2013 and Labour Cost Index data.

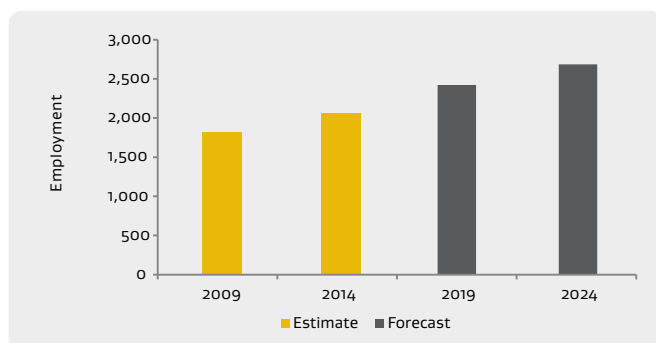
Employment and skill shortages

Photographers' employment

Current		Projected growth*	
2013	2014	2014–19	2019–24
1,950	2,100 up 5.6%	3.3% per year	2.1% per year

*Growth projections are for the broader category "Arts Professionals".

The number of people employed in photography has remained relatively stable over recent years. Because of the lack of movement in the occupation, many graduates may find it difficult to find jobs.



Source: MBIE Estimates

Medical photographers are on Immigration New Zealand's long-term skill shortage list. Medical photography is a specialised form of photography that is used to document patients and procedures in hospitals. It requires a high amount of technical knowledge and usually needs a photography degree.

If a job appears on the skill shortage list, it means the government is actively encouraging skilled people in the role to come and work in New Zealand. A full list is available on the Immigration New Zealand website.

→ Immigration NZ, skill shortage list: skillshortages.immigration.govt.nz

Where to find job vacancies

Photographer vacancies are advertised through public media such as the Trade Me Jobs and Seek websites, as well as The Big Idea website, which specialises in jobs in the creative industries.

However, many photography jobs are not advertised and are filled through a photographer's contacts.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

→ The Big Idea: www.thebigidea.co.nz/work/jobs-opportunities

Career path

One way to start as a photographer is to work as a photographer's assistant (usually at minimum or close to minimum wage).

Photographers may start their own photography business. They often specialise in a specific type of photography, such as weddings, portraits, or commercial.

People with experience in photography can move into many other occupations, such as a graphics designer, digital film technician, photojournalist, fine art photographer, photo retoucher, event photographer or gallery curator.

Other information

Links

More information on photographers is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

DENTISTS



JOB PROSPECTS

At a glance



The market for dentists in New Zealand is getting more competitive. In recent years, there has been a relative increase in the number of dentists; some have returned to New Zealand from limited opportunities overseas. Entry into dental school is restricted, with only a limited number of people accepted each year.

On the other hand, there are opportunities in provincial areas where there is a particular need for dentists. Looking out further, New Zealand's ageing population is likely to increase future demand for dentists.

How to become a dentist

Dentists treat problems (including diseases and injuries) with teeth, mouth, gums and jaw. They also educate patients on how to avoid oral health problems.

To become a dentist, you need to have a Bachelor of Dental Surgery or an equivalent overseas qualification that is recognised by the New Zealand Dental Council.

→ Dental Council, Dentistry Scope of Practice: www.dcnz.org.nz/assets/Uploads/Scopes-of-Practice/Scope-of-practice-dentists.pdf

Qualifications needed

You need to have NCEA Level 3 to begin relevant tertiary training. Useful subjects include maths with calculus and/or statistics, chemistry, physics, biology and English.

Entry requirements to the Bachelor of Dental Surgery are high, with only a limited number of people accepted each year.

Entry into the dentistry degree is based on:

- academic performance in the Health Sciences First Year programme at the University of Otago
- an interview and tests with the University of Otago's Dental Admissions Committee.

Cost of study

Bachelor of Dental Surgery

\$66,900 over five years

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include student levies, administrative fees, materials, textbooks and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

The University of Otago is the only institution in New Zealand that offers the Bachelor of Dental Surgery.

→ University of Otago, Bachelor of Dental Surgery: www.otago.ac.nz/courses/qualifications/bds.html

Registration

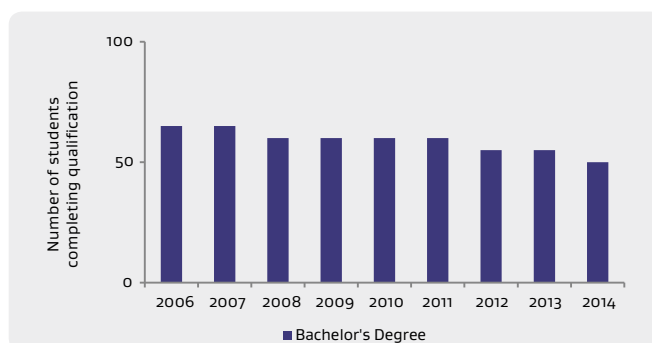
Dentists need to be registered with the Dental Council of New Zealand and have a current Annual Practising Certificate.

→ Dental Council, Registration: [www.dcnz.org.nz/Information on registration](http://www.dcnz.org.nz/Information%20on%20registration)

→ Dental Council, Annual Practising Certificate: www.dcnz.org.nz/i-practise-in-new-zealand

Completed qualifications

The number of students who completed a bachelor's degree in dentistry has decreased from 65 in 2007 to 50 in 2014.



Source: Ministry of Education

DENTISTS

Income and employment prospects

Income

Dentist incomes vary depending on experience, location, and size of their practice. Dentist with one to two years' experience usually earn between \$65,000 and \$80,000. Those with three to five years' experience have incomes ranging between \$80,000 and \$120,000. Dentists with more than five years' experience have incomes of up to \$150,000.

Qualified dental specialists working for a district health board have incomes ranging between \$150,000 and \$212,000.

Sources: Emigrate New Zealand; Association of Salaried Medical Specialists (ASMS), '2013 to 2016 National DHB Collective Agreement (MECA)', 2013.

In 2015, the average income for dentists was estimated to be \$127,900.

Estimated average income
\$127,900

Average income from Statistics New Zealand's June 2015 New Zealand Income Survey. Estimated from average hourly earnings.

Employment and skill shortages

Dentists' employment

Total practising dentists*		Projected growth**	
2013	2014	2014-19	2019-24
2,741	2,787 up 1.7%	2.6% per year	2.7% per year

*Dental Council of New Zealand Annual Report (includes junior and senior dentists), 2015.

**Growth projections are for broader category of "Health Therapy Professionals".

According to the Dental Council, the number of practising dentists rose steadily between 2014 and 2015 - from 2,741 to 2,787 or by 1.7%. The number of dentists is projected to grow by around 2.6% per year until 2019. Employment growth in this occupation depends on the demand for the services offered by dentists and the supply of dentists.

The job of dentist appears on Immigration New Zealand's immediate skill shortage list, which means the government is actively encouraging skilled and experienced dentists from overseas to work in New Zealand. There is a particular need for dentists in the provincial areas of New Zealand.

→ Immigration NZ, skill shortage list: skillshortages.immigration.govt.nz

Where to find job vacancies

Dentist vacancies are advertised through public media such as the Trade Me Jobs, Seek, and Kiwi Health Jobs websites, and through the New Zealand Dental Association (NZDA - the professional association representing most dentists in New Zealand).

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

→ NZDA: www.nzda.org.nz

→ Kiwi Health Jobs: www.kiwihealthjobs.com

Career path

Many dentists start their own practice once their training is complete. As dentists gain experience and seniority, they may be given managerial responsibility, or be responsible for more difficult procedures.

Dentists may specialise in a range of specialties, such as orthodontists, periodontists, and endodontists, which require further postgraduate training. To specialise in an area, you need to complete postgraduate study at the University of Otago. You will also need to be registered with the Dental Council of New Zealand.

Other information

Links

More information on dentists is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

→ Dental Council: www.dentalcouncil.org.nz

DOCTORS



JOB PROSPECTS

At a glance



People who complete medical training have very strong employment prospects, as demand continues to grow for doctors in New Zealand and internationally.

In New Zealand, demand for general and specialist medical care will continue to grow because of the ageing population, and because about one-third of doctors in general practice are retiring over the next decade.

On the other hand, it is hard to get into medical school due to high entry requirements, with only a limited number of people being accepted each year.

How to become a doctor

Doctors work to prevent, diagnose and treat disease, and physical or mental illness. They may also do research, teach, or work in medical management roles. They can specialise in a vast range of areas and may work in hospitals, clinics, medical surgeries, or research and tertiary institutes.

Qualifications needed

To begin relevant tertiary training, University Entrance is required. Useful subjects include maths with calculus and/or statistics, chemistry, physics, biology, and English.

To become a doctor you need to:

- complete the first year of the Bachelor of Health Sciences, or the first year of the Bachelor of Science, majoring in Biomedical Science
- achieve good grades at the end of this first year, then sit a test and have an interview to gain entry into a Bachelor of Medicine and Bachelor of Surgery (MBChB), which takes five years to complete.

In the sixth year of MBChB, students are based in hospital as trainee interns.

Cost of study

Undergraduate Health Sciences	Medical School
\$7,700 first year	\$73,950 over five years

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include student levies, administrative fees, materials, textbooks and accommodation.

Rents vary from place to place. Estimated market rents by region, city, and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

Undergraduate health science and medical training is only available at the University of Otago or the University of Auckland.

→ University of Otago: www.otago.ac.nz/courses/qualifications/mbchb.html

→ University of Auckland: www.fmhs.auckland.ac.nz/en/faculty-for/future-undergraduates

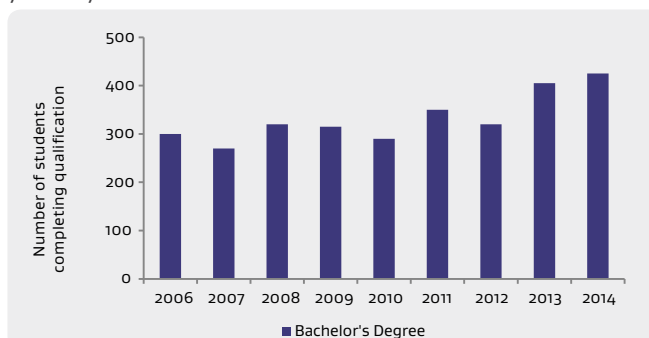
Registration

Every doctor must hold a current practising certificate to practise medicine in New Zealand. The Medical Council of New Zealand regulates the medical profession and maintains a register of practising medical practitioners, including general practitioners, house officers, registrars and specialists.

→ Medical Council of New Zealand: <https://www.mcnz.org.nz>

Completed qualifications

The number of students who completed medical studies at the bachelor's degree level increased from 270 in 2007 to 425 in 2014 (up 57.4%). There is variability in the number of graduates from year to year.



Source: Ministry of Education

DOCTORS

Income and employment prospects

Income

Doctors' incomes vary depending on the specialty/area, location, number of patients and work done. House officers' salaries at a district health board (DHB) range between \$70,000 to \$102,000 (depending on seniority and working hours) a year¹.

Registrars' incomes range between \$70,000 and \$175,000. Senior doctors earn even more, with incomes ranging from \$112,000 to \$212,000. Senior doctors also work in private practice where rates of pay vary.

In 2015, the average income for doctors is estimated to be \$127,000.

Estimated average income

\$127,000

Average income from Statistics New Zealand's June 2015 New Zealand Income Survey. Estimated from average hourly earnings.

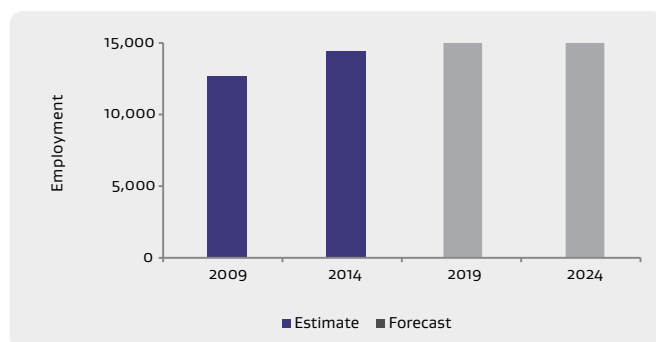
Employment and skill shortages

Doctors' employment

Total practising doctors*		Projected growth	
2012	2013	2014–19	2019–24
14,150	14,381 up 1.6%	2.6% per year	2.6% per year

*Medical Council of New Zealand Annual Reports (includes junior and senior doctors).

The number of practising doctors increased from 14,150 in 2013 to 14,381 in 2014. Since 2007, there is an upward trend in the number of practising doctors in New Zealand.



Source: Medical Council of New Zealand Annual Report (various years)

If a job appears on Immigration New Zealand's immediate or long-term skill shortage list, it means the government is actively encouraging skilled people in the role to come and work in New Zealand. There are several medical specialties on the list, including anaesthetist, intensive care specialist, medical oncologist,

obstetrician and gynaecologist, psychiatrist, radiation oncologist, renal medicine specialist, palliative medicine physician, and general surgeon. A full list is available on the Immigration New Zealand website.

→ Immigration NZ, skill shortage list:
skillshortages.immigration.govt.nz

Where to find job vacancies

Doctors' vacancies are advertised through public media such as the Trade Me Jobs, Seek, and Kiwi Health Jobs websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

→ Kiwi Health Jobs: www.kiwihealthjobs.com

Career path

Upon graduating, people then become employed by a DHB as a house officer (also known as house surgeon). House officers do two years of rotations through different parts of the hospital. These are called clinical attachments and last three months each (in a wide range of medical and surgical matters). It is during this time that doctors usually decide what they want to specialise in.

After successfully completing two years as a house officer, doctors can apply for a job as a registrar and enter into a training programme. Further details about specialisations are available via the KiwiHealth website:

→ www.kiwihealthjobs.com/rmo/fact-sheets

Registrar training programmes last a minimum of three to seven years. During training, registrars work towards vocational (specialist) qualifications. Registrars need to complete exams. In the training programme a registrar can work either in a hospital or in the community (for example, in a general practice). On completion, a person can become a specialist, surgeon, physician or general practitioner. Many doctors start their own practice once their training is complete. As doctors gain experience and seniority, they may be given managerial responsibility, or be responsible for more difficult procedures.

The Health Careers website provides assistance for those looking to become a doctor.

→ Health Careers: www.healthcareers.org.nz

Other information

The Ministry of Health runs a voluntary bonding scheme, with additional payments to help repay student loans. This is aimed at recruiting more graduate doctors to work in hard-to-staff locations (such as rural areas) and in hard-to-staff specialist roles.

Links

More information on doctors is available on the Careers NZ, the Medical Council, and the National Māori Health Workforce Development Organisation websites.

→ Careers NZ: www.careers.govt.nz

→ National Māori Health Workforce Development Organisation:
www.kiaorahauora.co.nz

¹ Association of Salaried Medical Specialists (ASMS), '2013 to 2016 National DHB Collective Agreement (MECA)'; Resident Doctors' Association, '2012 to 2013 DHB Collective Agreement'; and Ian Powell, executive director, ASMS.

EARLY CHILDHOOD TEACHERS



JOB PROSPECTS

At a glance



The increasing focus on the value of early childhood education, and the increasing participation of women in the workforce, make job prospects for this occupation good.

In recent years, the entry to this profession has become competitive with supply outstripping demand.

But, with the population of people aged 15 years or under projected to rise, the long-term demand for early childhood teachers will be stable. The demand for early childhood teachers who are speakers of Māori and Pasifika languages is particularly strong.

How to become an early childhood teacher

Early childhood teachers teach the basics of numeracy, literacy, music, art and literature to pre-primary students. They also help their students' social, emotional, and physical development. These teachers work in early childhood education (ECE) services such as kindergartens, kōhanga reo or education and care centres.

Qualifications needed

To become a qualified early childhood teacher, you need one of the following:

- Bachelor of Education/Teaching (Early Childhood Education)
- Graduate Diploma of Teaching (Early Childhood Education), or
- Diploma of Teaching (Early Childhood Education).

You also need to be registered with the Education Council of Aotearoa New Zealand.

To become a qualified kōhanga reo kaiako, you need:

- a Tino Rangatiratanga Whakapakari Tohu (kōhanga reo teaching qualification) and
- a Bachelor of Education (Whakaako) Early Childhood Education Whāriki Papatipu from Victoria University in Wellington.

To enter the Tino Rangatiratanga Whakapakari Tohu you will also need the National Certificate in te Reo Māori (Level 4) or equivalent. The Bachelor of Education qualification is the only kōhanga reo teaching qualification that leads to registration by the Education Council of Aotearoa New Zealand.

Cost of study

Bachelor's Degree in Teaching	Graduate Diploma
\$7,200 over one year	\$16,700 over three years

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include student levies, administrative fees, materials, textbooks and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

There is a good number of teaching training providers throughout New Zealand. Many of these provide distance learning. TeachNZ publishes a summary of providers.

→ TeachNZ www.teachnz.govt.nz/teaching-in-new-zealand/getting-qualified

The Ministry of Education grants a number of scholarships to those who would like to train as early childhood teachers.

→ TeachNZ: www.teachnz.govt.nz/scholarships

Registration

First-year early childhood teachers must become provisionally registered with the Education Council of Aotearoa New Zealand and issued with a practising certificate. They gain full registration after two years' satisfactory work as a teacher.

→ Education Council of Aotearoa New Zealand: www.educationcouncil.org.nz/

Completed qualifications

The number of students completing a Bachelor's degree has increased. The number of completions in teacher education (early childhood) more than doubled from 560 in 2007 to 1,190 in 2014.

EARLY CHILDHOOD TEACHERS



Source: Ministry of Education

Income and employment prospects

Income

The average income for early education teachers was estimated to be \$62,500 in 2015.

Estimated average income
\$62,500

Average income from Statistics New Zealand's June 2015 New Zealand Income Survey. Estimated from average hourly earnings.

Pay for early childhood teachers varies depending on qualification, experience and place of work. Often, pay is individually negotiated with the private or independent education and care centres. Those with a Diploma in Early Childhood Teaching start on about \$35,000 and can reach about \$54,000 a year.

Early childhood teachers with a three-year degree earn between \$44,000 and \$69,000. Those with a four-year degree can start at about \$45,000 and progress to a maximum of about \$73,000 after seven years. Early childhood teachers with leadership roles (such as head teachers) earn around \$75,000 a year.

Earnings after qualification completion	
Three-year degree	Four-year degree
\$44,000 to \$69,000 per year	\$45,000 to \$73,000 per year

Source: Ministry of Education, 'Kindergarten Teachers, Head Teachers and Senior Teachers' Collective Agreement, 2013 to 2016'; New Zealand Educational Institute, 'The Early Childhood Education Collective Agreement, 2013 to 2015'.

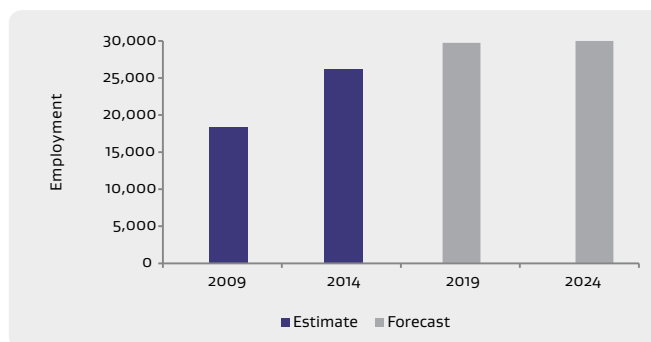
Employment and skill shortages

Early childhood teachers' employment

Current		Projected growth	
March 2013	March 2014	2014-19	2019-24
26,150	27,650 up 5.7%	1.3% per year	1.3% per year

Source: Ministry of Education; Ministry of Business, Innovation and Employment

Over the past few years, the number of employed early childhood teachers has increased to an estimated 27,650 in March 2014. This trend is expected to continue over the next few years, growing by 1.3% per year to 2024.



Source: MBIE Estimates

Where to find job vacancies

The number of online job vacancies for early childhood teachers increased by 35.8% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period.

Most public teaching vacancies are advertised through the Education Gazette. Private teaching vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Education Gazette: www.edgazette.govt.nz

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

Careers that can be followed outside the early childhood education (ECE) system include:

- teaching trainee teachers in tertiary institutions
- doing research, policy or advisory work in the education sector
- working in training and education roles in business.

Careers inside the ECE system include leadership roles of kindergartens or ECE centres (for example, head teachers), or management roles across several kindergartens or ECE centres, or within associations or private providers. ECE teachers may also move into youth/community work, policy work and teacher education.

Other information

Links

More information on teachers is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

The recently launched education.govt.nz is the new website for the Ministry of Education, and it replaces minedu.govt.nz, lead.ece.govt.nz, and educate.ece.govt.nz

FIRE FIGHTERS



JOB PROSPECTS

At a glance



The chances of getting a job as a fire fighter are limited, due to the large number of applicants for the relatively small number of vacancies. The New Zealand Fire Service (NZFS) recruits twice a year, filling 48 positions each time. NZFS receives up to 600 applications each intake.

Many fire fighters have had a previous career before being accepted for training, so prospects are limited for school leavers.

■ How to become a fire fighter

Fire fighters work to reduce the number and consequences of fires. They educate the public about fire safety and prevention. They also respond to emergency calls, controlling and putting out fires to protect life and property.

They may also respond to vehicle crashes and hazardous substance spills, and urban search and rescue callouts.

Fire fighters do not only work for the New Zealand Fire Service. They also work for the New Zealand Defence Force, the Department of Conservation, the Rural Fire Force, the Airport Fire Brigade, and the Industrial Fire Brigade.

Qualifications needed

For entry into the New Zealand Fire Service, NCEA Level 1 English and Mathematics may be helpful to pass pre-entry testing to become a fire fighter. Applicants will also need to pass:

- literacy, numeracy, and abstract reasoning assessments
- fitness tests
- a medical exam
- a practical skills test.

They must also undergo an interview, and reference and Police background checks.

Once accepted into the New Zealand Fire Service, entrants complete a 12-week training course, which involves theory and practical training. Regular training sessions are provided for fire fighters, and many Fire Service courses are linked to NZQA unit standards. Qualifications that have been available through EMQUAL – the Emergency Management Qualifications Industry Training Organisation are now available through The Skills Organisation. The Royal NZ Air Force also provides training as a fire fighter, which requires you to enter basic military training before being accepted onto their fire fighter training programme.

→ See The Skills Organisation: skills.org.nz

■ Income and employment prospects

Income

In 2015, the average income for fire and emergency workers was estimated to be \$69,500.

Estimated average income

\$69,500

Average income from Statistics New Zealand's June 2015 New Zealand Income Survey. Estimated from average hourly earnings.

Fire fighters' pay varies with experience, responsibilities and performance. New fire fighters usually earn about \$43,000 a year. Fire fighters with more than two years' experience can earn from \$52,000 to \$61,000. Senior station officers can earn from \$62,000 to \$77,000 per year. Fire fighters also receive allowances for doing overtime.

→ Source: www.fire.org.nz

Employment and skill shortages

Fire fighters' employment

Current		Projected growth	
2013	2014	2014–19	2019–24
2,800	2,830 up 0.3%	2.8% per year	3.0% per year

Growth forecast are for the broader category of "Defence Force Members, Fire Fighters and Police"

The number of fire fighters was steady between 2013 and 2014. It is expected that the number will grow in the years ahead, with projected growth of around 3.0% per year until 2024.

The number of New Zealand Fire Service fire fighters is maintained at around 1,700, as retired or promoted personnel get replaced by new fire fighters.

FIRE FIGHTERS

Where to find job vacancies

Usually, fire fighter positions are not advertised. Applicants must register online and are notified when vacancies are being filled. The New Zealand Fire Service accepts applications through their website (www.fire.org.nz) and has two intakes each year (March and September)

Career path

There are good prospects for career progression. Fire fighters have opportunities to move into managerial positions.

■ Other information

Links

More information on fire fighters is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

→ New Zealand Fire Service: www.fire.org.nz

FITNESS INSTRUCTORS



JOB PROSPECTS

At a glance



The fitness industry has expanded as more New Zealanders pursue the health benefits of an active lifestyle. The growth in exercise and lifestyle goals as health treatment has also led to an increase in the work for personal trainers.

There has been an increase in employment for fitness instructors over the last year. This job appeals to many young people, but it has relatively low entry-level earnings. To achieve high earnings it is usually necessary to set up your own business as a personal trainer.

■ How to become a fitness instructor

Fitness instructors help people to improve their general fitness or train for special events through individual programmes or classes. Typical roles include personal trainers, gym instructors, group exercise instructors, and fitness managers.

Qualifications needed

People working in the fitness industry have a mix of qualifications and skills learnt on the job.

A minimum of NCEA Level 2 biology, science and physical education is recommended for those wanting to become a fitness instructor. Currently there are no mandatory post-school qualification requirements, but you usually need to have a certificate, diploma or degree in exercise science, leadership, or physical education.

At least one year of relevant experience may substitute for one of these qualifications. In some instances relevant experience may be required in addition to the formal qualification.

Some employers now require new staff to register with the New Zealand Register of Exercise Professionals.

Cost of study

Level 4-5 certificate or diploma courses	Bachelor level courses
\$5,500 - \$5,800 over 1-2 years	\$16,200 - \$19,800 over three years

Average costs in 2015 for a domestic student. Costs vary between institutions. Some polytechnics have a zero-fees scheme. Further costs include materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

People can study throughout the country, at universities, polytechnics, private institutes, or Skills Active Aotearoa (New Zealand's Industry Training Organisation for the recreation, sports, and fitness industries). The Register of Exercise Professionals has a guide for those who wish to work in the industry.

→ Skills Active Aotearoa: www.skillsactive.org.nz

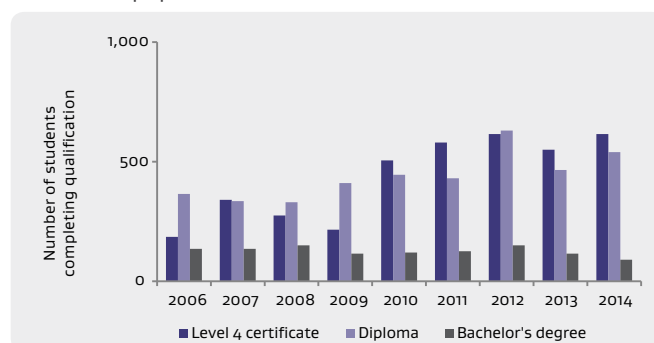
→ Register of Exercise Professionals: www.reps.org.nz/wp-content/uploads/2015/03/R1700-Guide-to-Working_web2-1.pdf

Registration

Completion of an appropriate qualification at a registered education provider, along with the payment of an annual fee, allows you to join the Register of Exercise Professionals. Many employers in the fitness industry only employ registered fitness instructors.

Completed qualifications

Over the past five years, diploma level qualifications have become more popular.



Source: Ministry of Education

FITNESS INSTRUCTORS

Income and employment prospects

Income

In 2015, the average income per hour for fitness instructors was estimated to be \$21.90, with many operating on a part-time basis. Those fitness instructors who go on to become personal trainers can expect to earn between \$25 and \$35 per hour. Many personal trainers are self-employed.

Estimated average income

\$21.90 per hour

Average income from Statistics New Zealand's June 2015 New Zealand Income Survey.

Employment and skill shortages

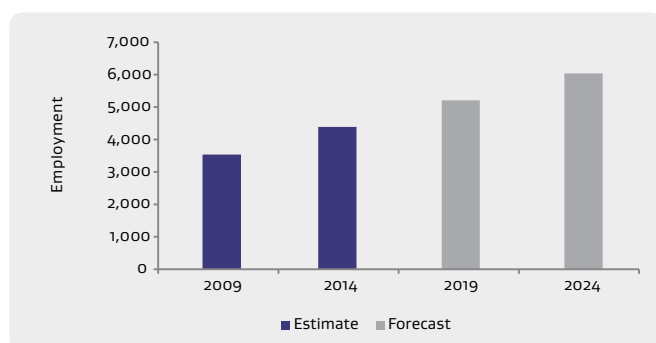
Fitness instructors' employment

Current		Projected growth*	
June 2013	June 2014	2014–19	2019–24
4,130	4,400 up 6.2%	3.5% per year	3.0% per year

*Growth projections are for the broader category "Sports and Fitness Workers".

There are about 2,000 fitness instructors on the Register of Exercise Professionals. Half of these are personal trainers, most of whom are operating their own businesses.

Fitness instructors do not typically work a standard 9am–5pm day. Instead they usually work during mornings, evenings (split shifts are common) and weekends, when their clients are available.



Source: MBIE Estimates

Where to find job vacancies

Fitness instructor vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

Entrants into the personal training occupation are likely to start as gym instructors, employed at a fitness facility. Over time they can look to specialise in a particular type of activity (eg weightlifting) and move into running intensive health and fitness programmes for individual clients.

Personal trainers can either continue to be employees of a fitness facility or look to set up their own businesses.

Entrants into the group exercise occupation can start working straight after becoming qualified. Many large employers require instructors to complete further in-house training before they are allowed to lead fitness classes.

Other information

Links

More information on fitness instructors is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

The Exercise Association of New Zealand (Exercise NZ) is the industry association for the health and fitness industry. Their website has useful information for those wanting to work in the industry.

→ Fitness New Zealand: exercisenz.org.nz/

Exercise NZ also publishes a guide to starting out as an exercise professional.

→ Fitness New Zealand, starting out guide: issuu.com/fitnessnz/docs/2012_your_guide_to_starting_out_as_an_exercise_pro

AGED AND DISABILITY CARE: HEALTHCARE ASSISTANTS



JOB PROSPECTS

At a glance



Employment opportunities for healthcare assistants are good due to increasing demand for their services from an ageing population. Work opportunities can be found in both the public and the private sectors.

How to become a healthcare assistant

Healthcare assistants are sometimes also called caregivers or support workers. They provide assistance, support and care to aged and disabled people in their homes, in residential facilities and hospitals.

Qualifications needed

At least three years of secondary education and/or New Zealand Level 2 or 3 qualifications are needed to become a healthcare assistant. Formal qualifications may be substituted by at least one year of relevant experience. Many employers encourage and support healthcare assistants to complete formal qualifications as part of their role.

Many healthcare assistants are also required to complete an in-house training programme provided by employers. This may involve basic nursing, health and safety procedures, and training on how to handle medical equipment. They may also need a first-aid certificate and/or a driver's licence.

Healthcare assistants in aged and disabled care can obtain qualifications such as:

- Certificate in Health Care Assistance/Support
- Certificate in Aged Care
- Diploma in Enrolled Nursing.

Cost of study

Certificate in Healthcare Assistance/Support	Certificate in Health, Disability, and Aged Support*
\$1,650 17 to 18 weeks	\$650 17 weeks

*This course can be free for students that meet Youth Guarantee criteria. National certificates can cost up to \$4,000 in fees for 22 weeks. Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include student levies, administrative fees, materials, textbooks and accommodation.

The StudyLink website provides general budget advice for students, and the Sorted website provides helps with detailed budget planning.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

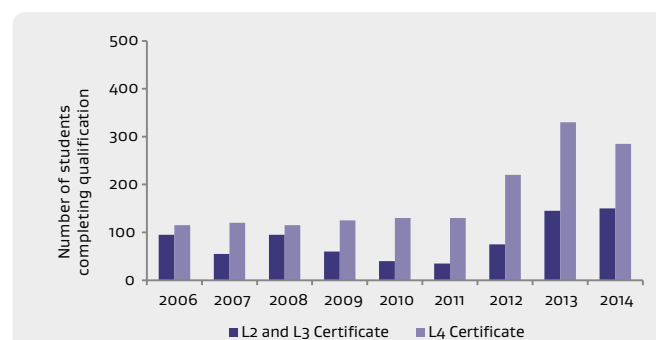
- Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills
- StudyLink: www.studylink.govt.nz
- Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

There are a number of polytechnics, institutes and private teaching establishments that provide Level 3 or 4 qualifications relevant to this occupation. A list of schools providing relevant qualifications is available at Careers New Zealand.

Completed qualifications

The number of students completing L4 certificates related to healthcare assistance decreased from 475 in 2013 to 435 in 2014 (a drop of 8.4%). Of the 4350 students who completed their certificate, 285 were in Level 4 certificates.



Source: Ministry of Education

Income and employment prospects

Income

Pay for healthcare assistants employed by district health boards depends on experience. Those new to the occupation earn about \$35,000 a year, whereas those who have gained two to three years' experience can earn between \$39,000 and \$40,000 a year.

Average earnings	
First year	Two to three years
\$35,000	\$39,000-\$40,000

Source: District Health Boards/New Zealand Nurses Organisation, 'Nursing and Midwifery Multi-Employer Collective Agreement (MECA)', 1 March 2012 - 28 February 2015.

Pay rates for healthcare assistants working in private and non-profit sectors vary from organisation to organisation.

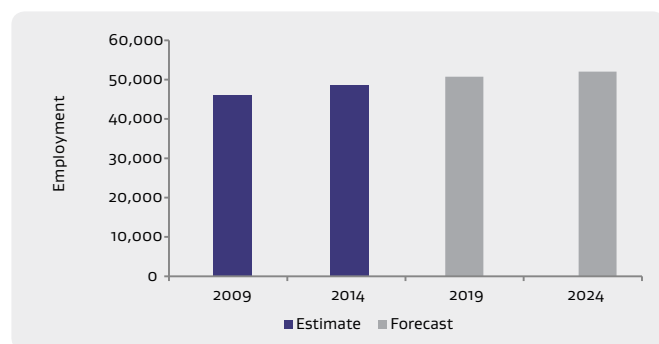
HEALTHCARE ASSISTANTS

Employment and skill shortages

Healthcare Assistants' employment

Current		Projected growth	
2013	2014	2014–19	2019–24
47,900	48,500 up 1.2%	0.9% per year	0.5% per year

Employment is expected to grow by 0.9% per year to 2019, and then 0.5% per year to 2024.



Source: MBIE Estimates

Where to find job vacancies

Healthcare assistant vacancies are advertised through public media such as the Trade Me Jobs, Seek, and NZ Indeed websites.

- Trade Me Jobs: www.trademe.co.nz/jobs
- Seek: www.seek.co.nz
- Indeed NZ: www.nz.indeed.com

Career path

Health care assistants in aged and disabled care who have not had the opportunity to gain formal qualifications and would like to grow in a health support role can obtain further training and higher qualification. Further study increases opportunities for healthcare assistants to work with the elderly and people with disabilities in the public or private sector, or in hospitals.

Other information

Links

More information for healthcare assistants is available on the Careers New Zealand website.

- Careers New Zealand: www.careers.govt.nz

JOURNALISTS



JOB PROSPECTS

At a glance



Chances of getting a job as a journalist have improved, due to higher turnover in the industry and major changes in the way the industry is structured, but there is high competition for vacancies. Chances of promotion have also improved, with many more senior positions available than used to be the case. Online work is increasing for journalists rather than the more traditional print and broadcast media.

How to become a journalist

Journalists research and produce stories or reviews about a variety of topics. Their work may be published in newspapers, magazines or on websites, or presented on radio or television.

Qualifications needed

Most employers look for journalists with a one-year National Diploma in Journalism, Graduate or Post-Graduate Diploma in Journalism, or with proven experience in the field. Students may also complete a Bachelor of Communications specialising in journalism, or gain a degree in broadcasting. Employers may also require a driver's licence.

Cost of study

National Diploma in Journalism	Bachelor of Communications
\$5,900 over one year	\$18,600 over three years

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include student levies, administrative fees, materials, textbooks and accommodation.

Some scholarships are available for journalism students, such as the Science Journalism Fellowship:

→ www.sciencemediacentre.co.nz

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

Several universities and polytechnics offer training in journalism. There are seven journalism schools that offer industry-approved journalism courses across the country.

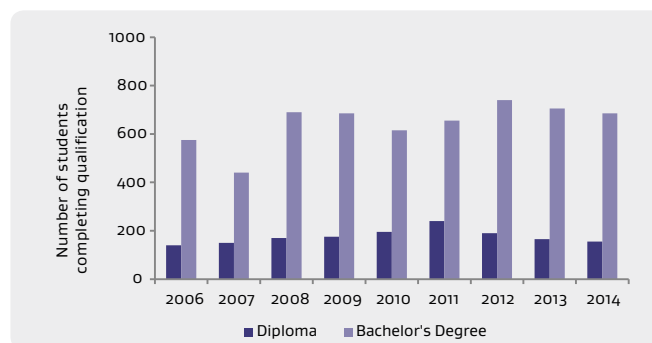
For a list of journalist schools offering industry-approved journalism courses, go to:

→ www.competenz.org.nz/industry/communications-and-media/journalism

Competenz (an Industry Training Organisation) also offers a National Diploma in Applied Journalism that can be completed on the job.

Completed qualifications

There were 155 completions in national or graduate diplomas in journalism in 2014, and 685 completions with a bachelor's degree.



Source: Ministry of Education

Income and employment prospects

Income

Pay for journalists depend on their level of experience, the media they work in, and the size of the business they are working in. Print and radio journalists can receive \$30,000-\$80,000 a year, depending on the size of the organisation. Television journalists can start on \$30,000 to \$45,000 a year, and those with experience can earn more than \$80,000 a year.

Many journalists start out by writing articles for community or student newspapers for little or no money, to build up a portfolio of published work. Journalists can also be paid per article on a contract basis, and may not be a member of staff, at least initially. This is one way for media companies to determine the quality of their work.

In 2015, the average income for journalists was \$67,850.

Estimated average income

\$67,850

Average income from Statistics New Zealand's June 2015 New Zealand Income Survey. Estimated from average hourly earnings.

JOURNALISTS

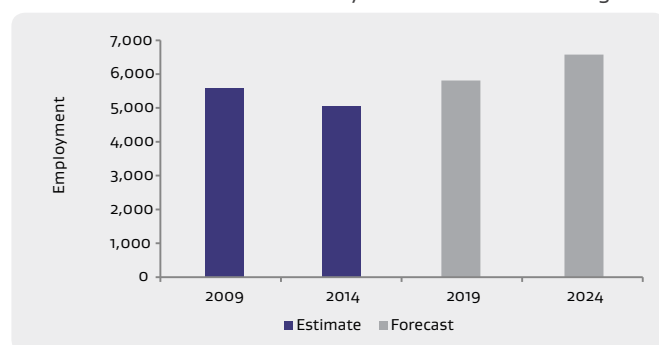
Employment and skill shortages

Journalism employment

Current		Projected growth*	
2013	2014	2014–19	2019–24
5,020	5,060 up 0.7%	2.8% per year	2.5% per year

*Growth projections are for the broader category "Media Professionals".

The chances of work in print journalism are better at smaller regional and community newspapers, where turnover is higher and supply is lower. Employers can struggle to attract staff to smaller towns but income is likely to be lower in these regions.



Source: MBIE Estimates

Getting into radio or television journalism is much harder, as there are fewer opportunities and lower turnover.

Two years after completing a bachelor's degree in communications and media studies, 66% of graduates in New Zealand were in employment and 28% in further study. This compares with 54% and 40% of all graduates with Bachelor's degrees.

Where to find job vacancies

The number of online job vacancies for journalists increased by 2.3% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period. Journalist vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

Many journalists are expected to work across a variety of media these days, including the web and/or broadcasting, as well as print, giving more flexibility for career options. Alternative and independent media are also growing.

The internet offers a growing range of new work areas, such as technical or web content writing, which is becoming a more popular career option for journalists.

Some journalists also move into communications or public relations roles.

Other information

Links

More information on journalists is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

→ Journalism Education Association (JEANZ): www.jeanz.org.nz

PHARMACISTS



JOB PROSPECTS

At a glance



Pharmacists have roles ranging from dispensing medicines, reviewing medications for safety and effectiveness, providing advice to patients on their medicines, providing advice on minor ailments and vaccinations.

They also develop careers in non-clinical roles in the public and private sectors. In their first five years, fully qualified pharmacists usually receive \$70,000 to \$80,000 a year.

Employment opportunities for pharmacists are good due to increasing demand for their services.

How to become a pharmacist

Pharmacists, who are sometimes called chemists in New Zealand, prepare, compound and dispense prescribed medicines. They also advise patients about their medications and medical conditions, and help ensure safe and effective use of medicines.

Qualifications needed

To become a pharmacist, you need to:

- have a Bachelor of Pharmacy degree from the University of Auckland or University of Otago
- register as an Intern Pharmacist with the Pharmacy Council of New Zealand, complete an internship of one year working in a hospital or community pharmacy, and complete Pharmacy Council assessments
- register in the Pharmacist Scope of Practice
- have an Annual Practising Certificate, which requires continuing professional development.

Useful experience before studying pharmacy includes pharmacy assistant work, customer service experience and work in the health industry.

Cost of study

Bachelor of Pharmacy

\$30,350 over four years

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include student levies, administrative fees, materials, textbooks and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

A Bachelor of Pharmacy is available only at the University of Auckland and University of Otago.

→ University of Otago:

www.otago.ac.nz/courses/qualifications/bpharm.html

→ University of Auckland: <https://www.fmhs.auckland.ac.nz/en/faculty/for/future-undergraduates/undergraduate-study-options/bpharm.html>

Registration

The Health Practitioners Competence Assurance Act 2003 governs admission to the practice of pharmacy in New Zealand. It requires special practical training carried out under conditions set down by the Pharmacy Council. The training must be carried out after the candidate has passed the fourth-year examination for their Bachelor of Pharmacy degree.

→ Pharmacy Council of New Zealand:

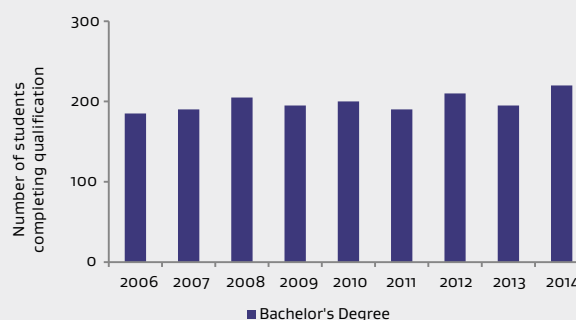
www.pharmacycouncil.org.nz

→ Pharmaceutical Society of New Zealand:

www.psnz.org.nz/?oldsiteredir=true

Completed qualifications

The number of students completing a Bachelor of Pharmacy degree has ranged between 190 (in 2007) and 220 graduates (in 2014).



Source: Ministry of Education

PHARMACISTS

Income and employment prospects

Income

In 2015, the average income for pharmacists was estimated to be \$76,600.

Estimated average income
\$76,600

Average income estimated using census information and labour cost index change.

Pay for pharmacists varies with experience and level of responsibility. During the internship year, interns earn about \$35,000 a year. Fully qualified pharmacists usually earn about \$70,000 a year. Those who manage a pharmacy earn between \$80,000 and \$90,000 a year. Some pharmacists own a pharmacy or pharmacies and their income depends on the profitability of the pharmacy.

Median earnings by level of responsibility	
Fully qualified	Five years
\$70,000	\$80,000 - 90,000

Source: The Pharmacy Guild of New Zealand; Careers New Zealand

Employment and skill shortages

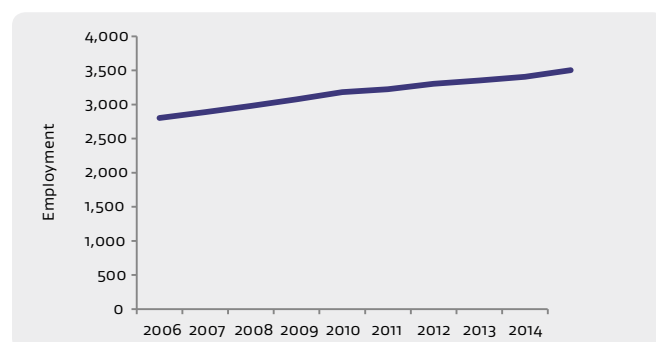
According to the Pharmacy Council of New Zealand 2015 Workforce Demographics Report, the number of practising pharmacists increased to 3,502 in June 2015, up by 2.8% from June 2014. The demand for pharmacists is expected to increase due to increasing demand for health care services from New Zealand's ageing population.

Practising Pharmacists

Practising Pharmacists		Projected growth *	
2013	2014	2014-19	2019-24
3,406	3,502 up 2.8%	3.7% per year	3.4% per year

Source: Pharmacy Council of New Zealand, 2015 Workforce Demographics Report

*Growth projections are for broader category of "Health Diagnostic and Promotion Professionals".



Source: Pharmacy Council of New Zealand, 2015 Workforce Demographics Report

Employment growth in this occupation depends on prescription drug use, advances in the field of pharmacy, and the labour supply. There is a particular need for pharmacists in rural and provincial regions in New Zealand.

Two years after completing a Bachelor of Pharmacy degree, 88% of graduates were employed. This compares with 54% of all graduates with bachelor's degrees.

Where to find job vacancies

Pharmacist vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

Pharmacists can develop careers in community and hospital pharmacy as well as the pharmaceutical industry. They can also work in corporate jobs around pharmaceutical benefit management, in some non-clinical industry job options in regulation, education, medical sales or medical writing, and in government organisations such as PHARMAC, Medsafe and Ministry of Health.

Pharmacists may also choose to continue their education and gain postgraduate qualifications in pharmacy.

Other information

Links

More information on pharmacists is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

→ Pharmacy Council of New Zealand: www.pharmacycouncil.org.nz

→ Pharmaceutical Society of New Zealand Inc: www.psnz.org.nz

→ Health Careers: www.healthcareers.org.nz

PHYSIOTHERAPISTS



JOB PROSPECTS

At a glance



In general, job prospects for physiotherapists are good. Physiotherapists are in demand to treat a growing and ageing population.

Around a third of physiotherapists are self-employed working in private practice.

How to become a physiotherapist

Physiotherapists work to maintain and promote people's health, particularly when there is a disability or problem caused by some kind of physical, neurological (related to the brain or nervous system) or other disorder. Their work covers all ages from premature babies to the elderly.

Qualifications needed

To practise as a physiotherapist, you will need:

- a Bachelor's degree in physiotherapy
- to be registered with the Physiotherapy Board of New Zealand
- a current practising certificate.

Cost of study

Bachelor of Health Science (Physiotherapy)

\$26,500 over 4 years

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

- Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills
- StudyLink: www.studylink.govt.nz
- Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

Physiotherapy courses are available at:

- University of Auckland University of Technology (AUT)
- University of Otago.

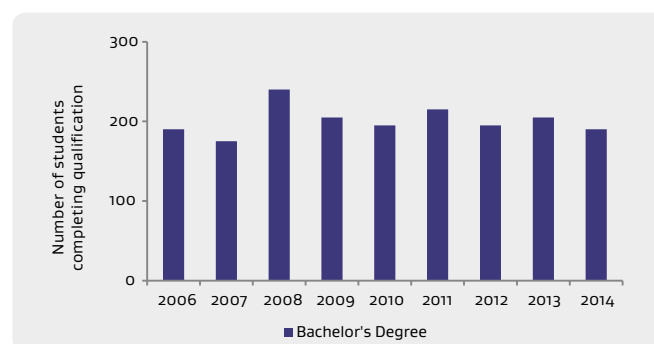
Registration

Practising physiotherapists need to be registered with the Board, and have a current annual practising certificate. For more information, see the Physiotherapy Board of New Zealand's website.

- Physiotherapy Board of New Zealand: www.physioboard.org.nz/

Completed qualifications

The number of students completing a Bachelor's degree in physiotherapy has remained about 200 per year since 2009.



Source: Ministry of Education

Income and employment prospects

Income

The average income of physiotherapists is estimated to be \$71,843.

Estimated average income

\$71,843

Pay rates based on the Statistics New Zealand Income Survey 2015. Note that the average is for the broader category of Health Therapy Professionals. Estimated from average hourly earnings.

Pay for physiotherapists varies with experience and level of responsibility. New physiotherapists earn about \$46,000 a year. Fully qualified physiotherapists usually earn about \$66,000 a year. With additional duties and responsibilities, physiotherapists can earn from \$69,000 to \$95,000 a year. Some physiotherapists own a physiotherapy practice and their income depends on the profitability of the practice.

Employment and skill shortages

Physiotherapists' employment

Current		Projected growth	
2013	2014	2014-19	2019-24
3,300	3,400 up 2.4%	2.6% per year	2.7% per year

Source: Ministry of Business, Employment and Innovation. Note that the projected growth is for the broader category Health Therapy Professionals

PHYSIOTHERAPISTS

The number of physiotherapists is expected to grow by 2.7% per year until 2024.



Source: Physiotherapy Board of New Zealand

Demand for physiotherapists is greater than the current supply. Physiotherapists appear on Immigration New Zealand's long-term skill shortage list. If a job appears on the list, it means the government is actively encouraging skilled people in these jobs to come and work in New Zealand. A full list is available on the Immigration New Zealand website.

→ Immigration NZ, skill shortage list: skillshortages.immigration.govt.nz

Where to find job vacancies

The number of online job vacancies for physiotherapists increased by 8% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period.

Physiotherapist vacancies are advertised through public media such as the Trade Me Jobs, Seek, and Kiwi Health Jobs websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

→ Kiwi Health Jobs: www.kiwihealthjobs.com

Career path

Physiotherapists can do postgraduate training and go on to specialise in many different fields of physiotherapy. They can also move into teaching and research roles, progress into management positions, or set up their own clinics.

Physiotherapists may specialise in a specific area of physiotherapy, such as:

- working with children with disabilities
- sports physiotherapy
- acupuncture
- working with people who are recovering from injuries in accidents
- women's health
- occupational health
- neurorehabilitation (related to the brain and nervous system)
- working with people with breathing difficulties.

Physiotherapists who meet defined criteria can apply to the Physiotherapy Board for registration as a Physiotherapy Specialist in a defined area of practice.

Other information

Links

More information on physiotherapists is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

POLICE



JOB PROSPECTS

At a glance



The prospects of becoming a police officer are fair. The selection process for NZ Police is competitive and opportunities are limited for school leavers.

There are multiple intakes every year at the Royal NZ Police College, with about 40 to 80 recruits per intake.

The new recruits will replace serving police officers who are expected to leave through natural attrition (for example, through retirement or to take up other opportunities). The best chances of getting a job as a police officer are in Auckland, where there has been a rise in police numbers due to strong population growth.

■ How to become a police officer

Police officers maintain law and order in the community. They work to prevent and solve crime, keep the peace, and respond to criminal activities and emergencies.

Police officers may do some or all of the following, depending on their area of specialisation:

- patrol selected areas on foot or by car
- help people in a wide range of emergencies
- investigate crimes, domestic disturbances, serious vehicle crashes and sudden deaths
- interview people and take statements
- search for and arrest suspected criminals
- write reports
- give evidence in court
- direct traffic and help drivers
- give talks at schools.

Qualifications needed

To become a police officer a recruit needs to complete the police training course, which involves:

- 16 weeks of training at the Royal New Zealand Police College in Porirua, Wellington
- two years of supervised frontline police work, during which a trainee officer undertakes a series of workplace assessments
- a compulsory university distance-learning course.

To enter police training a recruit must:

- be a New Zealand citizen or have permanent residency status, and be living in New Zealand permanently
- pass psychological, numeracy, spoken English and abstract reasoning assessments

- pass physical fitness and eyesight tests
- be at least 18 years old and hold a full driver's licence when the recruit graduates from the Royal New Zealand Police College
- attend an interview
- notify police of any convictions – some convictions, such as for drink driving, violence, drugs or dishonesty offences, will result in an application being automatically rejected.

Although it is not a requirement, a demonstrated understanding of a different language or culture is likely to be an advantage for an applicant. Demographic trends show that New Zealand's communities are increasingly diverse. Police are looking to build on their cultural capability to maintain responsiveness to all New Zealanders.

Police officers are also required to maintain skills and qualifications, including first aid and firearms training, and pass a physical competency fitness test every two years.

Cost of study

During the 16 weeks of training at the Royal New Zealand Police College, candidates are paid a salary of \$1,376 per fortnight (gross) during the training. NZ Police will also pay for the cost of getting to the college at the start of the 16 weeks and getting home at the end. For details, see

→ www.police.govt.nz.

Where to study

Police training is only available at the Royal New Zealand Police College in Porirua, Wellington.

■ Income and employment prospects

Income

The salary for police officers depends on their skills, experience and rank.

POLICE

During training, a candidate's gross salary is \$36,100 per annum. After graduating, police officers start on about \$52,800, with total remuneration of about \$59,200 a year. Remuneration includes salary, superannuation, a two-yearly physical competency test allowance and a life insurance premium.

Estimated average income (fourth year out of college)

\$64,500

Source: New Zealand Police

Further pay increases will depend on the role, shift patterns and promotion. The total remuneration for a constable with four years' service is \$64,500. After ten years, police officers can earn about \$72,500. Further income can be earned for shift work and additional responsibilities such as promotion or appointment to specialist groups such as CIB or Dog Section. Overtime is compensated by time off in lieu (as opposed to paid overtime)..

Employment and skill shortages

Police employment

Current		Projected growth*	
2014	2015	2014–19	2019–24
12,032 employees	11,980 employees	2.6% per year	2.3% per year
9,063 constabulary employees	9,048 constabulary employees		

Source: New Zealand Police Annual Reports

* Growth forecasts are for the broader category of "Defence Force, Fire Fighters and Police".

Police employment is expected to grow by about 2.3% per year from 2019 until 2024. For the foreseeable future, police will be looking to maintain numbers of frontline staff.

Where to look for job vacancies

Police vacancies are advertised through public media such as the Trade Me Jobs and Seek websites. They are also advertised on the NZ Police and New Cops websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

→ NZ Police: www.police.govt.nz

→ New Cops: www.newcops.co.nz

Career path

There are over 30 different career pathways within police, ranging from general duties through to youth education, criminal investigations, and search and rescue.

After the initial two years, police officers can apply for other specialist roles. As they specialise and get promoted through the organisation, they can expect a significant amount of professional development and training relevant to their role.

After completing two years of supervised frontline work, police officers may continue to work as beat or patrol constables, study for promotion, or specialise in a role such as:

- Armed Offenders Squad officer
- criminal investigation officer
- detective
- dog handler
- e-crime
- family violence team member
- forensic services officer
- road policing officer
- air observation support
- iwi liaison officer
- financial crime unit member
- search and rescue officer
- youth education officer.

Other information

Links

More information on police officers is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

→ New Zealand Police: www.newcops.co.nz

POLICY ANALYSTS



JOB PROSPECTS

At a glance



The outlook for policy analysts is fair. In 2015 the number of employed policy analysts grew, along with the supply of graduates. Job opportunities are constrained by the cap on total public service employment.

■ How to become a policy analyst

Policy analysts gather and analyse information to assist in the development, implementation (putting into action) and evaluation of government policy.

Qualifications needed

There are no specific requirements to become a policy analyst, although most roles require at least a bachelor's degree in a subject such as public policy, political science, social science, history, economics, resource management, or law. Employers often prefer candidates to have completed a postgraduate qualification, such as honours or a masters.

Cost of study

Bachelor of Arts in Public Policy

\$17,300 over three years

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz/

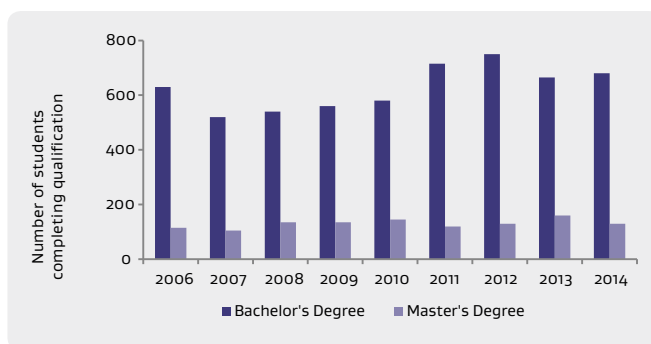
→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

A Bachelor of Arts degree in political science or public policy can be studied at various New Zealand universities.

Completed qualifications

Overall, the number of students completing degrees in political science or policy studies in 2014 has decreased, following rises in 2012 and 2013. But, it is worth noting that people may enter this occupation with degrees in a range of subjects other than public policy or political science.



Source: Ministry of Education

■ Income and employment prospects

Income

In 2015, the average income for policy analysts was \$77,000.

Estimated average income

\$77,000

Average income from New Zealand Income Survey 2015.

Students completing a Bachelor's degree in political science and policy studies were earning \$37,900 one year after completion and \$51,100 five years after.

Median earnings after qualification completion

One year	Two years	Five years
\$37,900	\$41,700	\$51,100

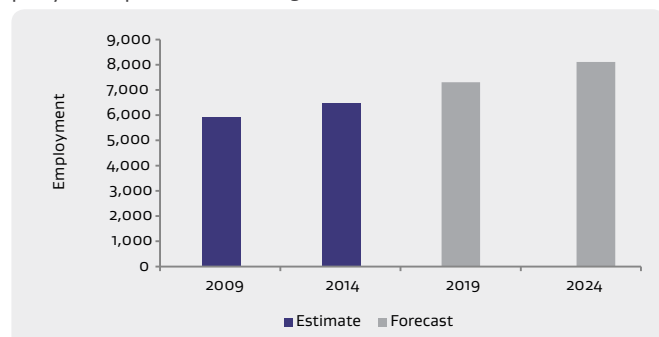
Employment and skill shortages

Policy analysts' employment

Current		Projected growth	
2013	2014	2014–19	2019–24
6,200	6,500 up 4.3%	2.4% per year	2.1% per year

POLICY ANALYSTS

Employment of policy analysts grew from 2013 to 2014. Demand for policy analysts is expected to keep rising as the economy continues to improve, with employment growth of around 2.4% per year expected until 2019.



Source: MBIE Estimates

Where to find job vacancies

The number of online job vacancies for policy analysts fell by 13.0% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period.

Policy analyst vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

Job openings for policy analysts are fair due to moderate job turnover, and a cap on total public sector employment.

Many policy analysts are employed by central government. Other employers include local authorities, private organisations, unions, business or interest groups.

Other information

Links

More information on policy analysts is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

→ Public Service Association: www.psa.co.nz

→ Aotearoa New Zealand Evaluation Association: www.anzea.org.nz/

PSYCHOLOGISTS



JOB PROSPECTS

At a glance



In general, job prospects for psychologists are good, as there are more positions available than psychologists to fill them. In particular, there are shortages of educational psychologists and clinical psychologists.

On the other hand, it is hard to get into psychology courses due to high entry requirements, with only a limited number of people being accepted each year. And with only about ten postgraduate psychology students taken in each year, it may take some time to obtain a full training as a psychologist.

How to become a psychologist

Psychologists are trained to understand the human mind and behaviour. Most psychologists work with people to help them function more effectively in life – for example, by dealing with stress or depression, improving relationships, or improving work performance. Psychologists' clients may include individuals, families, organisations and communities.

Psychologists may work in a range of areas, including schools, health centres and hospitals, community and sports organisations, the workplace, non-governmental organisations, Police and defence services, research institutes, as well as private clinics. A number of psychologists also provide kaupapa Māori psychology services support to individuals and communities.

Qualifications needed

To practise as a psychologist, you will need:

- a master's degree (or higher) in psychology
- at least 1500 hours of practical training accredited by the New Zealand Psychologists Board (an internship, usually in the form of a postgraduate diploma)
- to be registered with the Board
- to have a current Annual Practising Certificate.

Cost of study

Bachelor of Arts or Science majoring in psychology	Master's degree majoring in psychology	Postgraduate Diploma in Psychology
\$18,600 over three years	\$16,000 over two years	\$24,000 over three years

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include student levies, administrative fees, materials, textbooks and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

- Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills
- StudyLink: www.studylink.govt.nz
- Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

Psychology courses are available at most New Zealand universities, including:

- University of Auckland
- Auckland University of Technology
- Massey University
- Victoria University of Wellington
- Otago University
- Canterbury University
- University of Waikato.

Registration

Practising psychologists need to be registered with the New Zealand Psychologists Board, and have a current annual practising certificate. For more information, see the Board's website.

→ New Zealand Psychologists Board:
www.psychologistsboard.org.nz

Completed qualifications

The number of students who completed a master's degree in psychology was 170 in 2014, an increase from 160 in 2013.



Source: Ministry of Education

Income and employment prospects

Income

The salary of psychologists depends on specialisation, experience and employer. In general, the salary of a psychologist covered by the District Health Board Multi-Employment Collective Agreement ranges from \$66,565 to \$109,971 (2013) or more if they own their own business.

PSYCHOLOGISTS

Graduate psychologists can earn between \$61,000 and \$64,000 a year, while those with three to 10 years' experience can earn up to \$97,000 a year. Psychologists with senior management or advisory positions can receive up to \$120,000 a year.

Source: New Zealand Psychological Society

The hourly rate of those in private practice, depending on their area of specialty and seniority, ranges from \$85 to \$180.

Estimated income*
\$86,700

*Incomes for psychologists in non-DHB positions may differ from this estimate

Source: Pay rates, District Health Board Collective Agreement

Employment and skill shortages

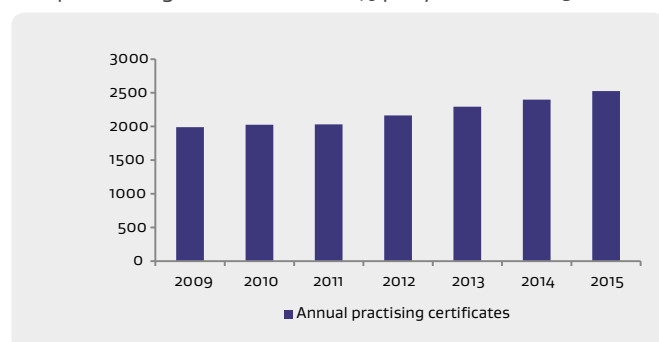
Psychologists' employment

Current		Projected growth*	
2013/2014	2014/2015	2014-19	2019-24
2,398	2,527 up 10.2%	2.6% per year	2.2% per year

Source: New Zealand Psychologists Board

*Growth projections are for broader category of "Social and Welfare Professionals."

In 2015, the New Zealand Psychologists Board issued 2,527 annual practising certificates to registered psychologists, up from 2,398 in 2014. Psychologists' employment has grown steadily and is expected to grow at around 2.2% per year until 2019.



Source: New Zealand Psychologists Board Annual Reports to the Minister of Health

Demand for psychologists is greater than the current supply, particularly in clinical and educational psychology. These two specialisations appear on Immigration New Zealand's long-term skill shortage list. If a job appears on the list, it means the government is actively encouraging skilled people in these jobs to come and work in New Zealand. A full list is available on the Immigration New Zealand website.

→ Immigration NZ, skill shortage list:
skillshortages.immigration.govt.nz

Where to find job vacancies

The number of online job vacancies for psychologists decreased by 26% from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period.

Psychologist vacancies are advertised through public media such as the Trade Me Jobs, Seek, Kiwi Health Jobs and Psych Recruitment websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

→ Kiwi Health Jobs: www.kiwihealthjobs.com

Career path

Psychologists can move into, amongst other areas, research, teaching, policy development, clinical work, advisory and management roles. Some psychologists go into private practice after some years in the government sector.

Psychologists usually specialise in an area such as:

Clinical psychology

Clinical psychologists assess and treat people's behavioural and mental health problems. They may work in primary or secondary health care, in other welfare agencies, or in private practice.

Counselling psychology

Counselling psychologists assess and help children, young persons, adults and their families in areas related to emotional or mental health, or developmental or behavioural problems.

Forensic psychology

Criminal justice psychologists work with offenders to help them make changes in their lives and reduce the risk of reoffending.

Educational psychology

Educational psychologists work with students, parents, educators and mental health services to develop supportive environments for students with difficulties that affect their learning and well-being.

Organisational psychology

Organisational psychologists investigate workplaces and recommend ways to improve workers' effectiveness and efficiency.

Health psychology

Health psychologists work to understand how biological, social and psychological factors influence health and illness. They use psychological theory and research to help patients manage chronic disease, avoid preventable diseases, and maintain healthy lifestyles.

Community psychology

Community psychologists seek to understand the quality of life of individuals, communities and societies through research and action. They may develop, put in place, and evaluate action-oriented, community-based programmes, and in build relationships between individuals and communities.

Child and family psychology

Child and family psychologists work with children and families to diagnose and help resolve issues causing emotional or behavioural problems. They can work in research or policy, or engage in behavioural support work, and provide counselling and therapy.

Other information

Links

More information on psychologists is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

→ New Zealand Psychological Society: www.psychology.org.nz

→ New Zealand College of Clinical Psychologists:
www.nzccp.co.nz

REGISTERED NURSES



JOB PROSPECTS

At a glance



New Zealand has a growing nursing workforce. Most nursing graduates get a nursing job in New Zealand within one year of graduating. There is also strong demand for mid-level registered nurses, and for registered nurses in specialty areas.

Longer term, the prospects for this occupation are looking better given the increased life expectancy of the general population and ageing nursing workforce in New Zealand.

How to become a registered nurse

Registered nurses use nursing knowledge and judgement to:

- assess health needs;
- provide care for health consumers in a range of settings from hospitals to communities; and
- advise and support people to manage their health.

Registered nurses work independently and in collaboration with other health professionals, families, whānau, Māori and Pacific health care providers, and communities. They practise in a wide range of places including hospitals, communities, primary health organisations, patients' homes, and aged residential care. They also perform general nursing functions, and delegate to and direct enrolled nurses, healthcare assistants and others.

Registered nurses may practise in a variety of clinical contexts depending on their educational preparation and experience. They may also use this expertise to manage, teach, evaluate and research nursing practise. Registered nurses are accountable for ensuring that all the health services they provide are consistent with their education and assessed competence, meet legislative requirements, and are supported by appropriate standards.

Entry requirements

To study to become a registered nurse people need to meet university entrance requirements, and have a certain number of credits – usually in English, mathematics, and science (biology, physics or chemistry).

Qualifications needed

Entry to the nursing professions requires a Nursing Council-approved Bachelor in Nursing (NZQA Level 7 programme) from a polytechnic, institute of technology or university. To work as a registered nurse you also need to have a:

- Registration with the Nursing Council of New Zealand
- Current Annual Practising Certificate.

Registered nurses are also required to take part in continuing professional development to maintain their competence.

Cost of study

Bachelor of Nursing

\$21,000 over three years

Average costs in 2015 for a domestic student. Costs vary between institutions. Further costs include student levies, administrative fees,

materials, textbooks, accommodation, clinical experience costs (including additional travel and accommodation, indemnity insurance, uniforms, and vaccinations), and Nursing Council state final exams.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz/rent-bond-and-bills

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

There are 17 schools in New Zealand offering a bachelor's degree in nursing. A list of providers can be found on the Ministry of Health website.

→ Ministry of Health, nursing: www.health.govt.nz/our-work/nursing/studying-nursing-new-zealand/schools-nursing

There are also schools with bachelor's degrees in nursing designed for Māori and Pacific students (eg Whitireia Community Polytechnic, Manukau Institute of Technology, Te Whare Wananga o Awanuiarangi). Information on scholarships and support for Māori and Pacific students and current health workers wanting to develop a career in the health sector is available at:

→ Kia Ora Hauora: www.kiaorahauora.co.nz

Registration

Registered nurses need to be registered with the Nursing Council of New Zealand (NCNZ) and have a current annual practising certificate.

→ The Nursing Council of New Zealand, registration: www.nursingcouncil.org.nz/Nurses/Register-as-a-nurse

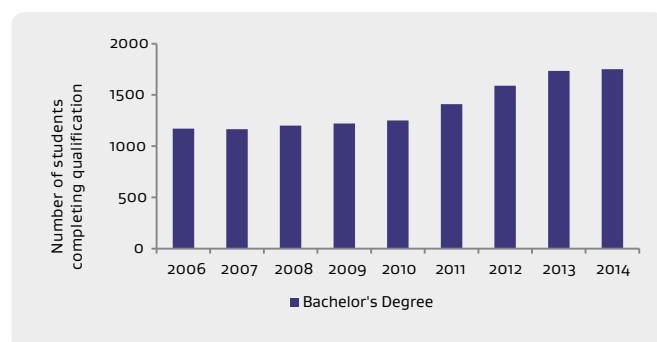
Completed qualifications

In 2014, 1,750 students completed a bachelor's degree in nursing, a 0.9% drop from 2013. Overall, the number of students who completed a bachelor's degree qualification in nursing has increased steadily from its level in 2007.

In the year ending March 2015, 1,832 of 1,975 candidates with Bachelor's degrees in nursing passed the state final registration for the Registered Nurse Scope of Practice¹.

¹ Nursing Council of New Zealand Annual Report 2015

REGISTERED NURSES



Source: Ministry of Education

Income and employment prospects

Income

New graduates with a bachelor's degree in nursing earn about \$47,000 a year. Those with three to five years' experience can earn between \$54,000 and \$64,000. Senior nurses with more responsibilities can earn from \$67,000 to \$110,000.

Median earnings after qualification completion	
One year	Three to five years
\$47,000	\$54,000 to \$64,000

Source: Careers New Zealand ; District Health Boards/New Zealand Nurses Organisation Collective Agreement

New graduate registered nurses in a district health board (DHB) start on a salary of \$47,000 per year, and can earn up to \$64,000 after three to five years. Designated senior registered nurses (Levels 1 to 8) can earn between \$67,000 and \$110,000, depending on position, seniority and experience.

Income of registered nurses in DHBs with one to five years' experience
\$47,000 to \$64,000

Source: District Health Boards/New Zealand Nurses Organisation, 'Multi-Employer Collective Agreement 1 March 2012-28 February 2015', 2014.

Voluntary bonding scheme

The Ministry of Health runs a voluntary bonding scheme for nursing graduates who agree to work in hard-to-staff communities and/or specialities. Graduates who are part of the scheme are eligible for incentive payments for up to five years, intended to help them repay their student loans. For more information see:

→ www.health.govt.nz/our-work/health-workforce/voluntary-bonding

Employment and skill shortages

Nursing employment

Current number of registered nurses*		Projected number of registered nurses by 2035**	
2013	2014	Population growth scenario	Ageing Population scenario
48,406	49,769 up 2.8%	54,660	63,960

*Nursing Council of New Zealand Annual Reports 2014 and 2015

**BERL (2013), New Zealand Nurses: workforce planning 2010-2035, Wellington.

From 2013 to 2014, the number of registered nurses rose by 2.8% to 49,769. The demand for registered nurses is likely to continue to grow, as older nurses retire and the New Zealand population increases. According to an analysis of the nursing workforce from 2010-2035 commissioned by the Nursing Council of New Zealand, the changes in New Zealand's population size and structure will see a nursing shortage of 15,000 nurses by 2035.

Some specialist registered nurses are on Immigration New Zealand's long-term skill shortage list, including those specialising in aged care, critical care, and emergency, medical, and perioperative care. If a job appears on the skill shortage list, it means the government is actively encouraging skilled people in the role to come and work in New Zealand. A full list is available on the Immigration New Zealand website.

→ Immigration NZ, skill shortage list: skillshortages.immigration.govt.nz

Where to find job vacancies

The number of online job vacancies for registered nurses increased (up 13.4%) from September 2014 to September 2015. This compares with an overall increase of 1.9% for all vacancies over the same period.

New nursing graduates can apply for positions through the Advanced Choice of Employment (ACE) system on the nursing entry practice (NETP) or mental health (NSEP) programmes in public hospitals or community settings.

Nursing vacancies are advertised through public media such as the Trade Me Jobs, Kiwihealthjobs and Seek websites. Positions are also advertised on individual DHB websites.

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

→ Health vacancies www.kiwihealthjobs.com/

Career path

There are many areas for registered nurses to specialise in. Examples include aged care, primary care, mental health and addiction, intensive care, and child and adolescent nursing. Registered nurses can also choose to develop careers in nursing practice, health management, research, and teaching.

Experienced registered nurses may progress within an expanded scope of practices and to positions such as clinical nurse specialist or clinical nurse manager. There are also options to continue with postgraduate study up to and including doctorate level.

A further level of registered nurse is nurse practitioner, requiring at least four years' experience in a specific area of practice and the completion of a clinically-focused master's degree.

Other information

Links

More information on registered nursing professionals is available on the Careers New Zealand website.

→ Careers New Zealand: www.careers.govt.nz

→ Ministry of Health, studying nursing: www.health.govt.nz/our-work/nursing/studying-nursing-new-zealand

→ The Nursing Council: www.nursingcouncil.org.nz

→ Plunket Society: www.plunket.org.nz

SCHOOL TEACHERS



JOB PROSPECTS

At a glance



In recent years, entry to this profession has become very competitive with supply outstripping demand. That situation is unlikely to change significantly over the next five years. The chances of getting work as a primary teacher will remain limited, but better for those who choose to teach in certain types of schools for example in kura kaupapa Maori or in isolated rural schools. The chances of getting a job as a secondary school teacher are also limited, but better for those who teach a shortage subject, work in isolated rural schools or low socio-economic locations. As the population continues to grow, the long-term demand for teachers is expected to grow slowly but steadily.

How to become a school teacher

Primary school teachers teach children between the ages of 5 and 13 at primary or intermediate schools.

Secondary school teachers teach one or more curriculum subject areas to students of about 12 to 18 years of age at secondary schools.

Qualifications needed

Primary teachers require one of these:

- a three-year Bachelor of Education (Teaching)
- a bachelor's degree and a one-year Graduate Diploma of Teaching.

Secondary school teachers require either:

- a specialist subject degree followed by a one-year Graduate Diploma of Teaching (Secondary)
- a combined specialist subject degree and secondary teaching qualification.

Secondary teachers also need to train to teach in at least two curriculum areas.

Cost of study

Bachelor of Teaching	Graduate Diploma of Teaching
\$18,100 over 3 years	\$7,000 – 8,700 over one year

Average costs in 2014 for a domestic student. Costs vary between institutions. Further costs include materials, textbooks, and accommodation.

Rents vary from place to place. Estimated market rents by region, city and suburb are available on the MBIE Tenancy Services website.

The StudyLink website provides general budget advice for students, and the Sorted website provides help with detailed budget planning.

→ Tenancy Services: www.tenancy.govt.nz

→ StudyLink: www.studylink.govt.nz

→ Sorted: www.sorted.org.nz/calculators/money-planner

Where to study

There are a number of teacher-training providers throughout New Zealand. Many provide distance learning. TeachNZ publishes a summary of providers.

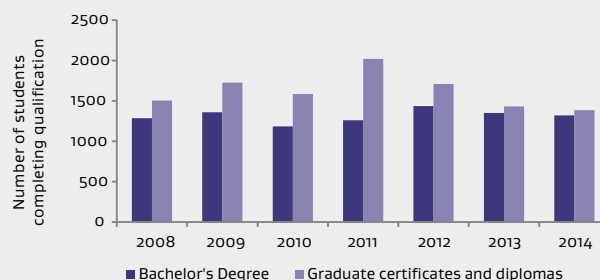
→ TeachNZ: www.teachnz.govt.nz/teaching-in-new-zealand/getting-qualified

Registration

Newly qualified teachers must become provisionally registered with the Education Council of Aotearoa New Zealand. They gain full registration after at least two years' satisfactory work as a teacher. Once fully registered, teachers are issued with a practising certificate, renewable every three years.

Completed qualifications

The number of students completing teaching qualifications (primary and secondary) has fallen steadily since 2011.



Source: Ministry of Education

SCHOOL TEACHERS

■ Income and employment prospects

Base salaries

	Starting	Maximum
Primary	\$47,626 with bachelor's teaching degree	\$70,481 after seven years' service
Secondary	\$49,282 Registered teacher with specialist/subject Level 7 qualification	\$74,460 after seven years' service

The table outlines the 2015 base salary rates; these rates will increase in 2016.

Teachers may take on management or specialist roles, such as head of department, curriculum specialist, or leading teachers of a particular year-group. These roles are paid additional remuneration - often through one or more "units" (these are allowances worth \$4,000 per year).

Secondary school teachers who teach in schools that are hard to staff may earn an extra \$3,500 in their third, fourth and fifth years under the government's voluntary bonding Scheme¹.

Employment and skill shortages

Teachers' employment

Current		Projected growth*	
2013	2014	2014-19	2019-24
88,657	90,623 up 2.2%	Up 1.3% per year	Up 1.3% per year

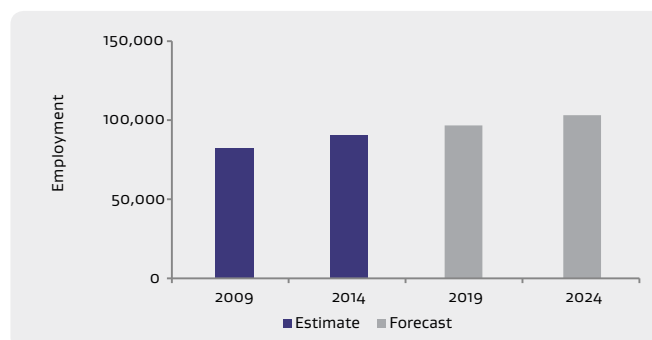
*Forecast includes early childhood teachers

Teacher employment is expected to increase steadily by 1.3% for the next ten years.

Although there is a steady supply of teachers overall, there are shortages in Māori language education and some areas of special education. There are also shortages in some other subject areas, and in some rural and low socio-economic locations.

Demand for specialist secondary teachers fluctuates with changes in student demand. However, all secondary schools employ a number of teachers in core subjects like English, maths and science.

Secondary teachers improve their job prospects if they teach a core subject along with one or two specialist topics.



Where to find job vacancies

Most public teaching vacancies are advertised through the Education Gazette. Private teaching vacancies are advertised through public media such as the Trade Me Jobs and Seek websites.

→ Education Gazette: www.edgazette.govt.nz

→ Trade Me Jobs: www.trademe.co.nz/jobs

→ Seek: www.seek.co.nz

Career path

School teachers may progress up to senior and management roles, for example:

- school/college principal
- dean
- syndicate leader or head of department.

Other teaching roles include:

- early childhood teacher
- kaiwhakaako Māori (Māori language teacher).

Careers that can be followed outside the school system include:

- teaching trainee teachers in tertiary institutions
- doing research, policy or advisory work in the education sector
- working in training and education roles in business.

■ Other information

Links

More information on teachers is available on the Careers New Zealand website.

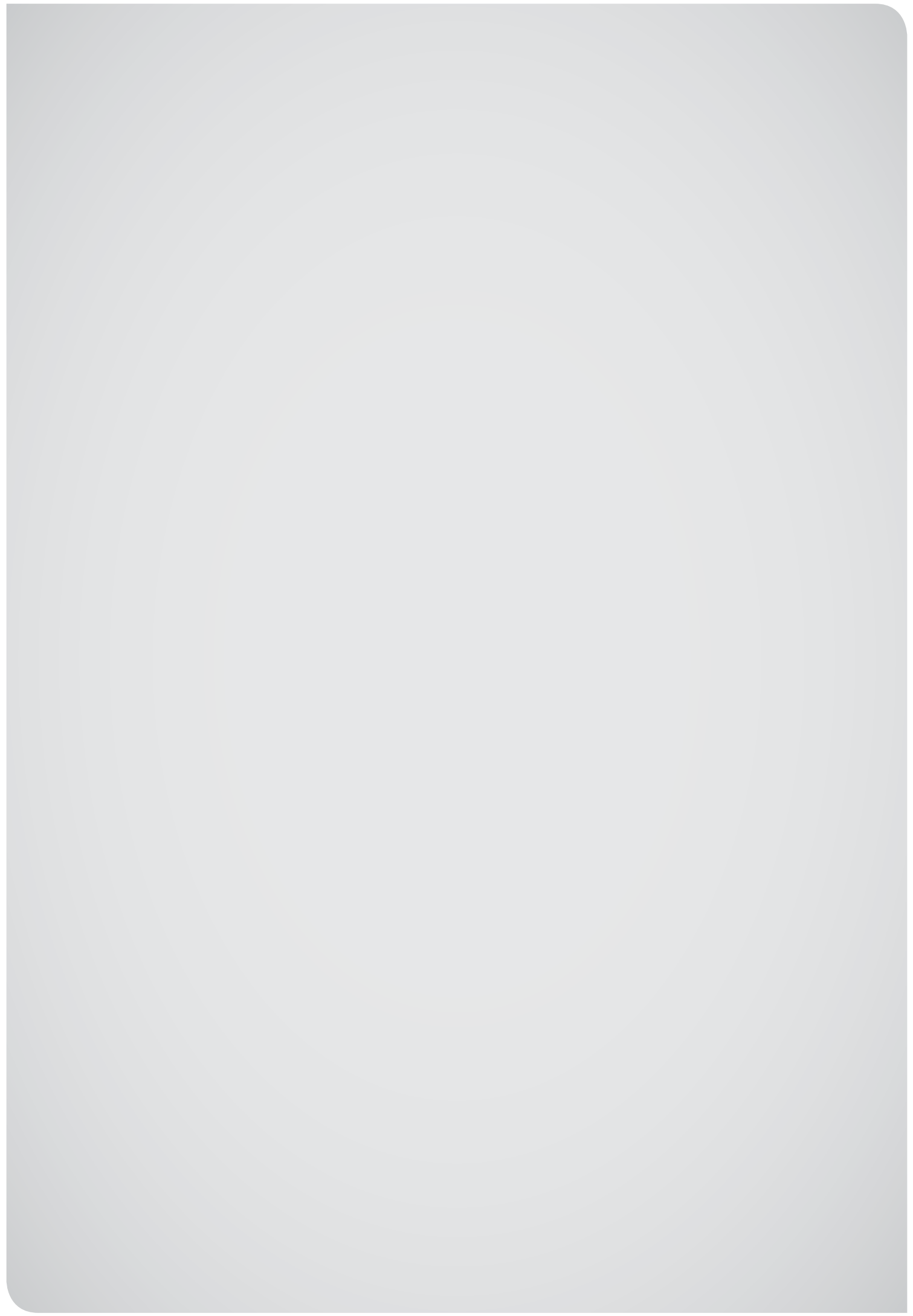
→ Careers New Zealand: www.careers.govt.nz

More detail on teacher pay and qualifications is available from the Ministry of Education.

→ Ministry of Education, teacher salary and allowances: www.education.govt.nz/school/working-in-a-school/teachers

¹ Ministry of Education, www.teachnz.govt.nz/teacher-awards/voluntary-bonding-scheme

 JUST THE JOB



OCCUPATION OUTLOOK 2016 AT YOUR FINGERTIPS



Individual occupation reports

Download the individual reports on our website:



www.mbie.govt.nz/occupation-outlook



Just the Job videos

The Just the Job video series is featured in the Occupation Outlook app.

These videos feature many aspects of many jobs, including some of the 50 occupations here.

There are 9 annual series so far, covering more than 30 jobs in each series.

You can also see the videos on their website:



www.justthejob.co.nz

