

Primary industries workforce



The primary industries are changing. To meet the challenges and opportunities of today – and tomorrow – we will need to attract people from diverse backgrounds, who bring different capabilities to the sector.

Recently, MPI took a closer look at how the primary industries workforce is changing in terms of numbers, qualifications and diversity. MPI also looked at new entrants to the industry, who are they, where they came from, and how long they stayed in the industry. In this fact sheet we share some of the key findings from this analysis.

350,560 people

Employed in the primary industries in 2016

130,073 people in production

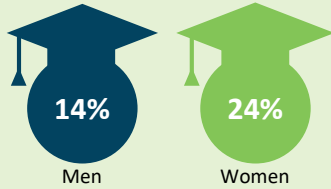
220,487 people in processing / commercialisation

Between **2012 and 2016** there was a **4.3 percent** increase in worker counts in the primary industries



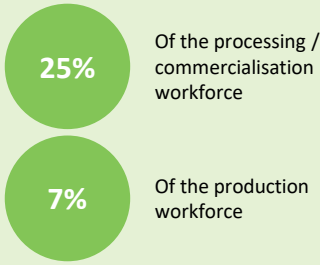
Education

The qualification levels for 15-29 year olds who hold a formal qualification in the primary industries workforce are similar to the national population. Of this group:



Hold a degree-level qualification or higher. There is an **upward trend** in numbers holding a qualification.

Of the 15-29 year old formally qualified primary industries workforce:



Hold a **degree-level** qualification or higher.

In the Auckland and Wellington regions the proportion of primary industries workers with a degree or above qualification is **slightly higher** than the corresponding regional population. In other regions, the primary industries workforce has a **slightly lower** proportion of degree or above qualifications than the corresponding regional population.

Reference: Human capability in the primary industries: Parts 1 and 2.

Data source: Anonymised data from the integrated Data Infrastructure, which is managed by Statistics New Zealand. The datasets include Census data, tertiary education data, tax data and industry training organisation data.

Employment

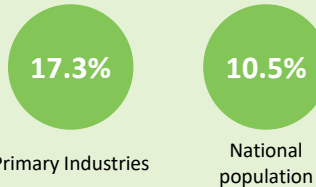
The median age for **employees**

36 – 43 years

Is lower than for **self-employed and business owners**

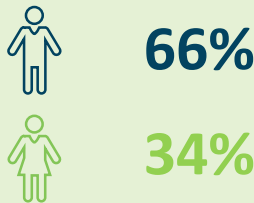
46 – 57 years

Self-employment is high in the primary industries compared to the national average.



Gender

In 2016, the composition of the primary industries workforce was:



Ethnicity

Ethnic composition within the primary industries differs significantly depending on the type of work and where the work sits within the value chain.

The two most ethnically diverse sectors are horticulture and arable.

The least ethnically diverse sector is dairy.



New Entrants in 2013

There were **42,800 new entrants** to the primary industries in 2013. The largest source of new entrants was other industries including accommodation and food services, retail trade, and administrative and support services.

New entrants to the primary industries were young:



More men than women entered the primary industries. The composition of the new entrants to the primary industries was:



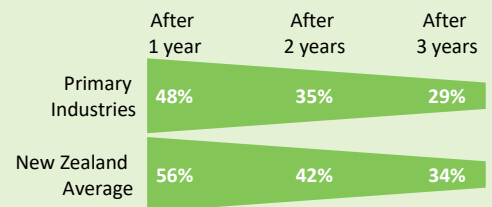
Temporary Migrants

One fifth of new entrants to the primary industries were temporary migrants:



Retention rate

The primary industries have a lower retention rate than the national average.



Arable industry workforce



The arable industry is changing. To meet the challenges and opportunities of today – and tomorrow – we will need to attract people from diverse backgrounds, who bring different capabilities to the sector.

Recently, MPI took a closer look at how the arable workforce is changing in terms of numbers, qualifications and diversity. MPI also looked at new entrants to the industry, who are they, where they came from, and how long they stayed in the industry. In this fact sheet we share some of the key findings from this analysis.

23,160 people

Employed in the arable industry in 2016

3,000 people in production
20,160 people in processing / commercialisation

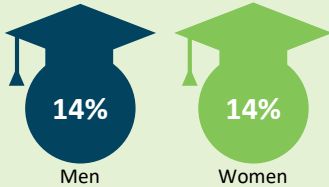
Between **2012 and 2016** there was a **5.9 percent** increase in worker counts in arable



1,291 people

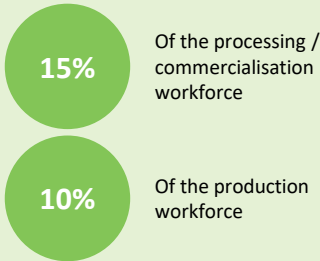
Education

The qualification levels for 15-29 year olds who hold a formal qualification in the arable workforce are lower than the national population. Of this group:



Hold a degree-level qualification or higher. There is an **upward trend** in numbers holding a qualification.

Of the 15-29 year old formally qualified arable workforce:



Hold a **degree-level** qualification or higher.

Reference: Human capability in the primary industries: Parts 1 and 2.

Data source: Anonymised data from the integrated Data Infrastructure, which is managed by Statistics New Zealand. The datasets include Census data, tertiary education data, tax data and industry training organisation data.

Employment

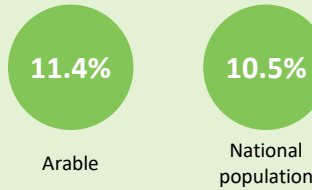
The median age for **employees**

39 years

Is lower than for **self-employed**

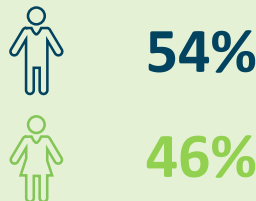
50 years

Self-employment is high in the primary industries, however, self-employment in the arable industry is similar to the national average.



Gender

In 2016, the composition of the arable workforce was:



Ethnicity

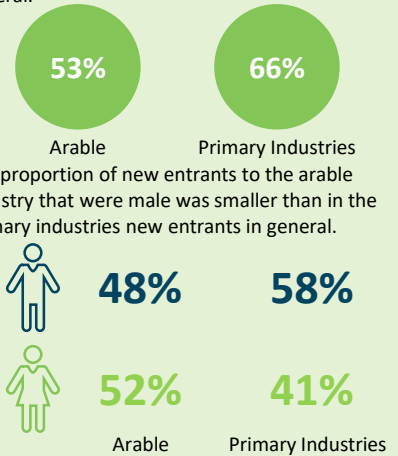


Arable has the highest proportion of workers identifying as Asian, relative to other primary industries.

New Entrants in 2013

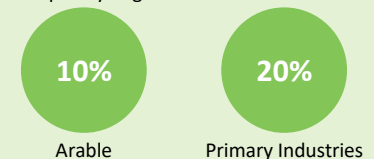
There were **7,000 new entrants** to the arable industry in 2013. The largest source of new entrants was other industries including accommodation and food services, wholesale trade and retail trade.

The proportion of new entrants to the arable industry that were under 30 was smaller than the proportion in primary industries new entrants in general.



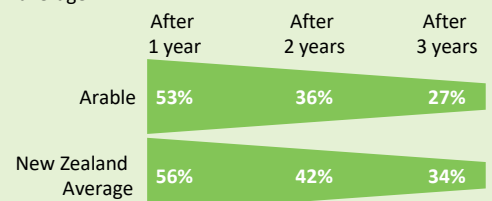
Temporary Migrants

One-tenth of new entrants to the arable industry were temporary migrants:



Retention rate

Arable has a lower retention rate than the national average.



Dairy industry workforce



The dairy industry is changing. To meet the challenges and opportunities of today – and tomorrow – we will need to attract people from diverse backgrounds, who bring different capabilities to the sector.

Recently, MPI took a closer look at how the dairy workforce is changing in terms of numbers, qualifications and diversity. MPI also looked at new entrants to the industry, who are they, where they came from, and how long they stayed in the industry. In this fact sheet we share some of the key findings from this analysis.

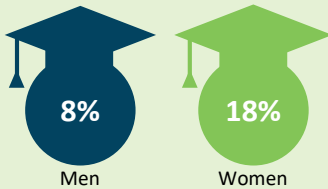
48,750 people
Employed in the dairy industry in 2016

33,700 people in production
15,050 people in processing / commercialisation

Between **2012 and 2016** there was a **0.3% percent** decrease in worker counts in dairy **140** people

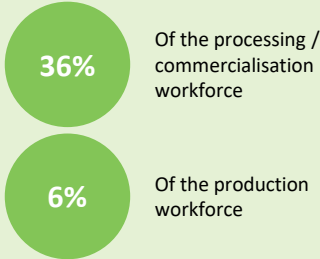
Education

The qualification levels for 15-29 year olds who hold a formal qualification in the dairy workforce are lower than the national population. Of this group:



Hold a degree-level qualification or higher. There is an **upward trend** in numbers of women holding a qualification.

Of the 15-29 year old formally qualified dairy workforce:



Hold a **degree-level** qualification or higher.

Reference: Human capability in the primary industries: Parts 1 and 2.

Data source: Anonymised data from the integrated Data Infrastructure, which is managed by Statistics New Zealand. The datasets include Census data, tertiary education data, tax data and industry training organisation data.

Employment

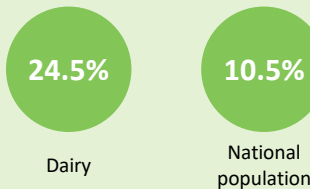
The median age for **employees**

36 years

Is lower than for **self-employed**

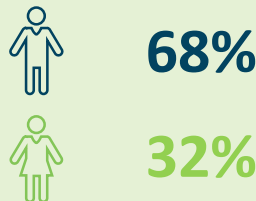
46 years

Self-employment is high in the primary industries, and self-employment in the dairy industry is higher than the national average.



Gender

In 2016, the composition of the dairy workforce was:



Ethnicity

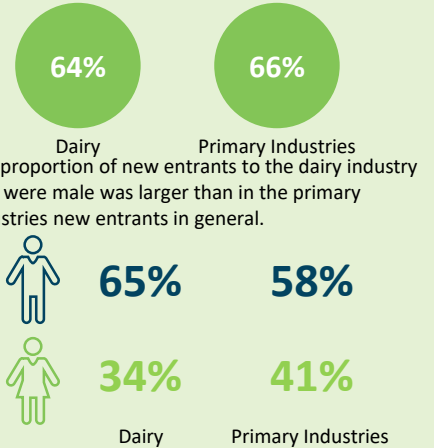


Dairy has a high proportion of workers identifying as European relative to other primary industries.

New Entrants in 2013

There were **8,600 new entrants** to the dairy industry in 2013. The largest source of new entrants was other industries including retail trade, accommodation and food services, and transport, postal and warehousing.

The proportion of new entrants to the dairy industry that were under 30 was similar to the proportion in primary industries new entrants in general.



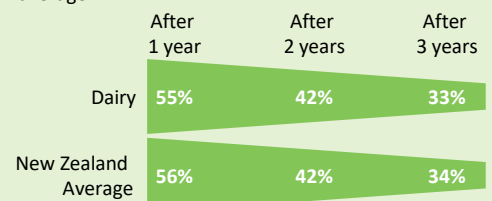
Temporary Migrants

A small proportion of new entrants to the dairy industry were temporary migrants:



Retention rate

Dairy has a similar retention rate to the national average.



Forestry industry workforce



The forestry industry is changing. To meet the challenges and opportunities of today – and tomorrow – we will need to attract people from diverse backgrounds, who bring different capabilities to the sector.

Recently, MPI took a closer look at how the forestry workforce is changing in terms of numbers, qualifications and diversity. MPI also looked at new entrants to the industry, who are they, where they came from, and how long they stayed in the industry. In this fact sheet we share some of the key findings from this analysis.

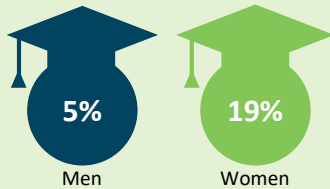
37,500 people
Employed in the forestry industry in 2016

7,500 people in production
30,000 people in processing / commercialisation

Between **2012 and 2016** there was a **1.9 percent** decrease in worker counts in forestry **7,200** people

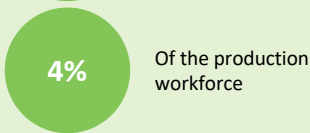
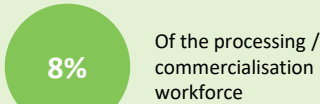
Education

The qualification levels for 15-29 year olds who hold a formal qualification in the forestry workforce are lower than the national population. Of this group:



Hold a **degree-level** qualification or higher.

Of the 15-29 year old formally qualified forestry workforce:



Hold a **degree-level** qualification or higher.

Employment

The median age for **employees**

43 years

Is lower than for **self-employed**

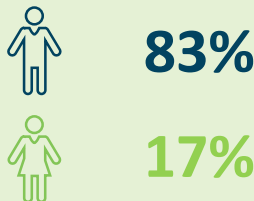
53 years

Self-employment is high in the primary industries, however, self-employment in the forestry industry is similar to the national average.



Gender

In 2016, the composition of the forestry workforce was:



Ethnicity



Forestry has a high proportion of workers identifying as Māori relative to other primary industries, particularly in the production part of the value chain.

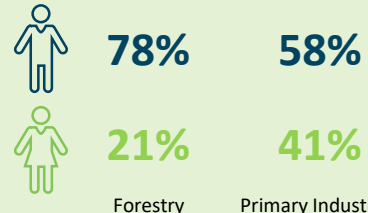
New Entrants in 2013

There were **6,100 new entrants** to the forestry industry in 2013. The largest source of new entrants was other industries including administrative and support services, manufacturing, and construction.

The proportion of new entrants to the forestry industry that were under 30 was smaller than the proportion in primary industries new entrants in general.



The proportion of new entrants to the forestry industry that were male was larger than in the primary industries new entrants in general.



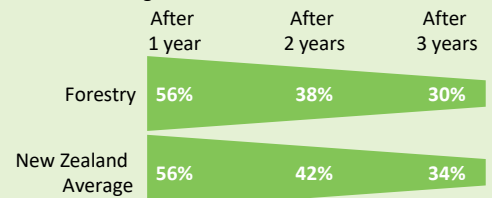
Temporary Migrants

A small proportion of new entrants to the forestry industry were temporary migrants:



Retention rate

Forestry has a slightly lower retention rate than the national average.



Reference: Human capability in the primary industries: Parts 1 and 2.

Data source: Anonymised data from the integrated Data Infrastructure, which is managed by Statistics New Zealand. The datasets include Census data, tertiary education data, tax data and industry training organisation data.

Horticulture industry workforce



The horticulture industry is changing. To meet the challenges and opportunities of today – and tomorrow – we will need to attract people from diverse backgrounds, who bring different capabilities to the sector.

Recently, MPI took a closer look at how the horticulture workforce is changing in terms of numbers, qualifications and diversity. MPI also looked at new entrants to the industry, who are they, where they came from, and how long they stayed in the industry. In this fact sheet we share some of the key findings from this analysis.

37,865 people
Employed in the horticulture industry in 2016

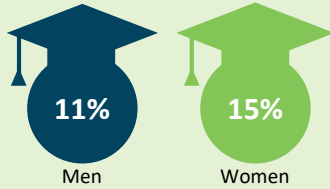
24,765 people in production
13,100 people in processing / commercialisation

Between **2012 and 2016** there was a **5.4 percent** increase in worker counts in horticulture

1930 people

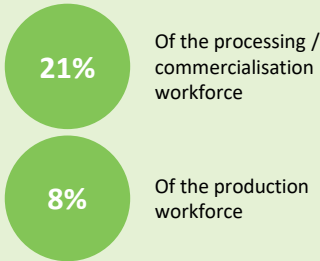
Education

The qualification levels for 15-29 year olds who hold a formal qualification in the horticulture workforce are lower than the national population. Of this group:



Hold a degree-level qualification or higher. There is an **upward trend** in numbers of men and women holding a qualification.

Of the 15-29 year old formally qualified horticulture workforce:



Hold a **degree-level** qualification or higher.

Reference: Human capability in the primary industries: Parts 1 and 2.

Data source: Anonymised data from the integrated Data Infrastructure, which is managed by Statistics New Zealand. The datasets include Census data, tertiary education data, tax data and industry training organisation data.

Employment

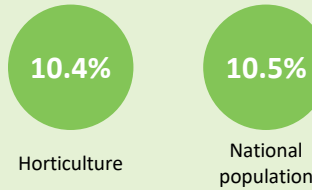
The median age for **employees**

39 years

Is lower than for **self-employed**

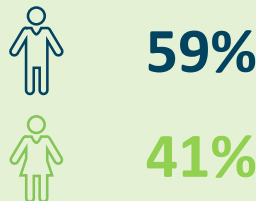
57 years

Self-employment is high in the primary industries, however, self-employment in the horticulture industry is similar to the national average.



Gender

In 2016, the composition of the horticulture workforce was:



Ethnicity

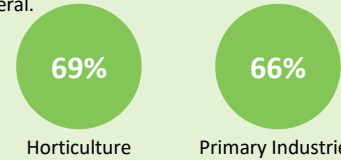


Horticulture has the largest proportion of workers identifying as Pacific relative to other primary industries.

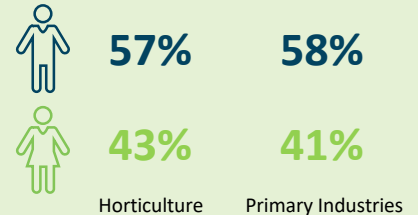
New Entrants in 2013

There were **16,200 new entrants** to the horticulture industry in 2013. The largest source of new entrants was "other" sources which includes migrants and those that have taken time out of the workforce.

The proportion of new entrants to the horticulture industry that were under 30 was similar to the proportion in primary industries new entrants in general.

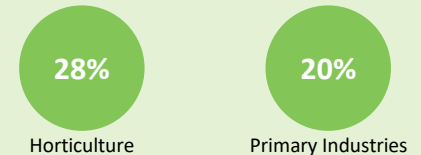


The proportion of new entrants to the horticulture industry that were male was similar to the primary industries new entrants in general.



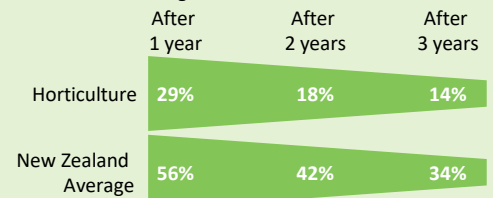
Temporary Migrants

A large proportion of new entrants to the horticulture industry were temporary migrants:



Retention rate

Horticulture has a much lower retention rate than the national average.



Red Meat and Wool industry workforce



The red meat and wool industry is changing. To meet the challenges and opportunities of today – and tomorrow – we will need to attract people from diverse backgrounds, who bring different capabilities to the sector.

Recently, MPI took a closer look at how the red meat and wool workforce is changing in terms of numbers, qualifications and diversity. MPI also looked at new entrants to the industry, who are they, where they came from, and how long they stayed in the industry. In this fact sheet we share some of the key findings from this analysis.

66,405 people

Employed in the red meat and wool industry in 2016

30,890 people in production

35,515 people in processing / commercialisation

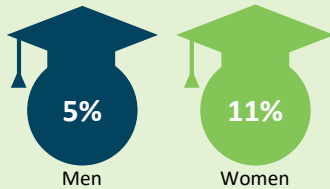
Between **2012 and 2016** there was a **3.6 percent** decrease in worker counts in red meat and wool



2,450 people

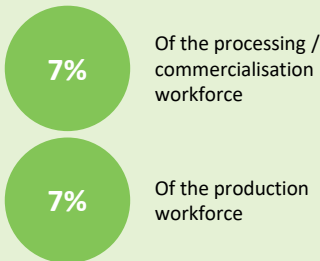
Education

The qualification levels for 15-29 year olds who hold a formal qualification in the red meat and wool workforce are lower than the national population. Of this group:



Hold a **degree-level** qualification or higher.

Of the 15-29 year old formally qualified red meat and wool workforce:



Hold a **degree-level** qualification or higher.

Reference: Human capability in the primary industries: Parts 1 and 2.

Data source: Anonymised data from the integrated Data Infrastructure, which is managed by Statistics New Zealand. The datasets include Census data, tertiary education data, tax data and industry training organisation data.

Employment

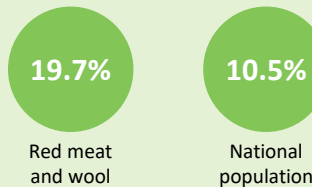
The median age for **employees**

40 years

Is lower than for **self-employed**

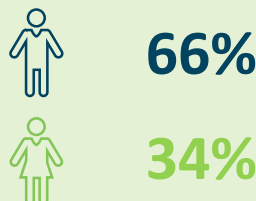
55 years

Self-employment is high in the primary industries, and self-employment in the red meat and wool industry is higher than the national average.



Gender

In 2016, the composition of the red meat and wool workforce was:



Ethnicity



Red meat and wool has a high proportion of workers identifying as Māori, relative to other primary industries, particularly in the processing / commercialisation part of the value chain.

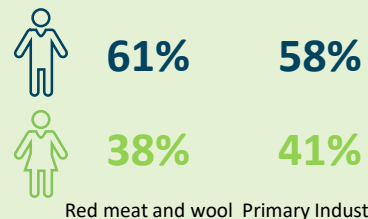
New Entrants in 2013

There were **12,200 new entrants** to the red meat and wool industry in 2013. The largest source of new entrants was other industries including retail trade, administrative and support services, and accommodation and food services.

The proportion of new entrants to the red meat and wool industry that were under 30 was lower than the proportion in primary industries new entrants in general.

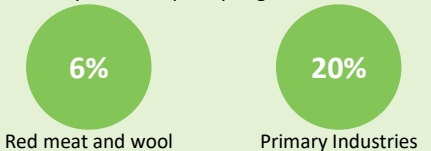


The proportion of new entrants to the red meat and wool industry that were male was similar to the primary industries new entrants in general.



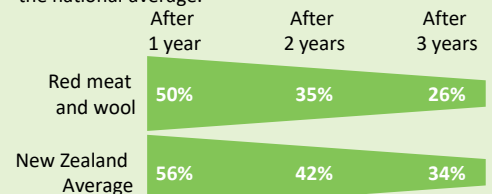
Temporary Migrants

A small proportion of new entrants to the red meat and wool industry were temporary migrants:



Retention rate

Red meat and wool has a lower retention rate than the national average.



Seafood industry workforce



The seafood industry is changing. To meet the challenges and opportunities of today – and tomorrow – we will need to attract people from diverse backgrounds, who bring different capabilities to the sector.

Recently, MPI took a closer look at how the seafood workforce is changing in terms of numbers, qualifications and diversity. MPI also looked at new entrants to the industry, who are they, where they came from, and how long they stayed in the industry. In this fact sheet we share some of the key findings from this analysis.

12,338 people

Employed in the seafood industry in 2016

2,948 people in production

9,390 people in processing / commercialisation

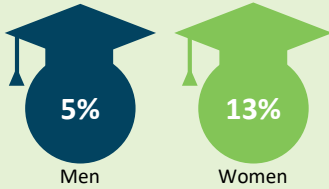
Between **2012 and 2016** there was a **5.3 percent** decrease in worker counts in seafood



692 people

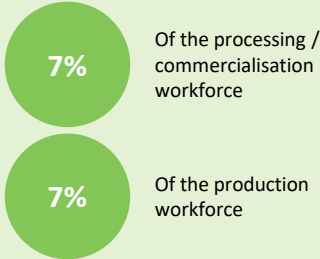
Education

The qualification levels for 15-29 year olds who hold a formal qualification in the seafood workforce are lower than the national population. Of this group:



Hold a degree-level qualification or higher. There is an **upward trend** in numbers of men and women holding a qualification.

Of the 15-29 year old formally qualified seafood workforce:



Hold a **degree-level** qualification or higher.

Reference: Human capability in the primary industries: Parts 1 and 2.

Data source: Anonymised data from the integrated Data Infrastructure, which is managed by Statistics New Zealand. The datasets include Census data, tertiary education data, tax data and industry training organisation data.

Employment

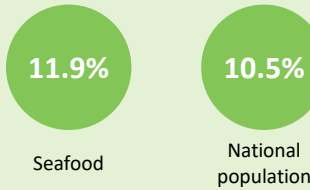
The median age for **employees**

41 years

Is lower than for **self-employed**

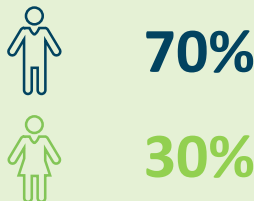
52 years

Self-employment is high in the primary industries, however, self-employment in the seafood industry is similar to the national average.



Gender

In 2016, the composition of the seafood workforce was:



Ethnicity

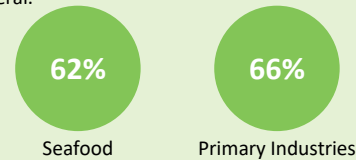
Seafood has a large proportion of workers identifying as Māori relative to other primary industries, particularly in the production part of the value chain.



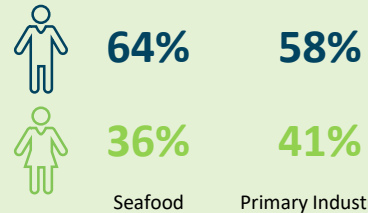
New Entrants in 2013

There were **3,000 new entrants** to the seafood industry in 2013. The largest source of new entrants was other industries including administrative and support services, accommodation and food services, and manufacturing.

The proportion of new entrants to the seafood industry that were under 30 was similar to the proportion in primary industries new entrants in general.

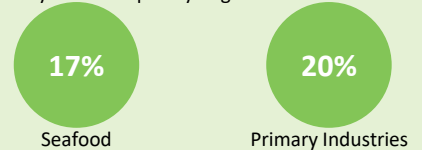


The proportion of new entrants to the seafood industry that were male was higher than the primary industries new entrants in general.



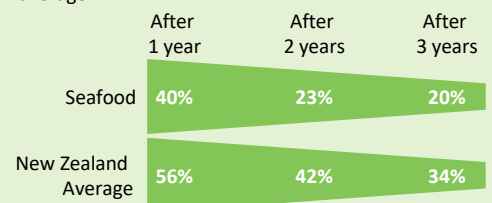
Temporary Migrants

A large proportion of new entrants to the seafood industry were temporary migrants:



Retention rate

Seafood has a lower retention rate than the national average.



Other primary industry workforce



The other primary industry (which includes industries that are primarily focused on the domestic market such as poultry and pig farming), industry is changing. To meet the challenges and opportunities of today – and tomorrow – we will need to attract people from diverse backgrounds, who bring different capabilities to the sector.

Recently, MPI took a closer look at how the other primary workforce is changing in terms of numbers, qualifications and diversity. MPI also looked at new entrants to the industry, who are they, where they came from, and how long they stayed in the industry. In this fact sheet we share some of the key findings from this analysis.

21,970 people

Employed in the other primary industry in 2016

5,970 people in production

16,000 people in processing / commercialisation

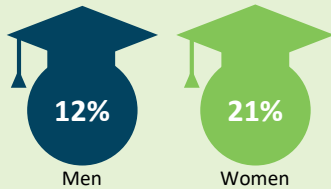
Between **2012 and 2016** there was a **16.9 percent** increase in worker counts in other primary



3,180 people

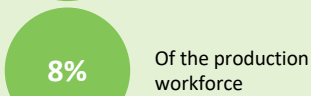
Education

The qualification levels for 15-29 year olds who hold a formal qualification in the other primary workforce are similar to the national population. Of this group:



Hold a degree-level qualification or higher. There is an **upward trend** in numbers of women holding a qualification.

Of the 15-29 year old formally qualified other primary workforce:



Hold a **degree-level** qualification or higher.

Employment

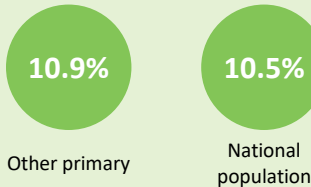
The median age for **employees**

41 years

Is lower than for **self-employed**

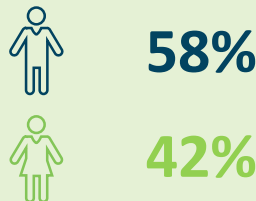
53 years

Self-employment is high in the primary industries, however, self-employment in the other primary industry is similar to the national average.



Gender

In 2016, the composition of the other primary workforce was:



Ethnicity

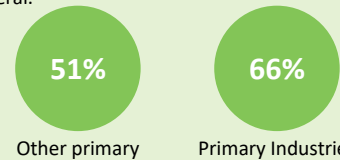


Other primary has an ethnic composition similar to the national population.

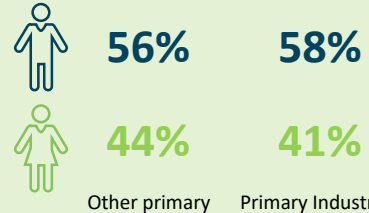
New Entrants in 2013

There were **5,600 new entrants** to the other primary industry in 2013. The largest source of new entrants was other industries including administrative and support services, accommodation and food services, and retail trade

The proportion of new entrants to the other primary industry that were under 30 was smaller than the proportion in primary industries new entrants in general.

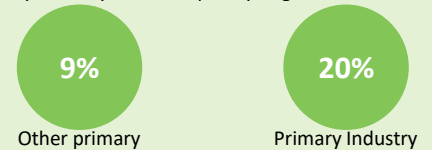


The proportion of new entrants to the other primary industry that were male was similar to the primary industries new entrants in general.



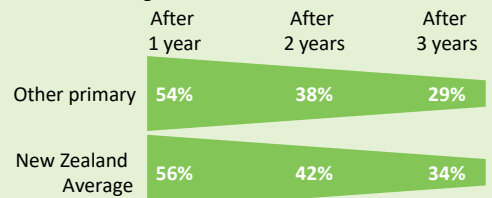
Temporary Migrants

A small proportion of new entrants to the other primary industry were temporary migrants:



Retention rate

Other primary has a lower retention rate than the national average.



Reference: Human capability in the primary industries: Parts 1 and 2.

Data source: Anonymised data from the integrated Data Infrastructure, which is managed by Statistics New Zealand. The datasets include Census data, tertiary education data, tax data and industry training organisation data.

New entrants to the primary industries workforce in 2013



The primary industries are changing. To meet the challenges and opportunities of today – and tomorrow – we will need to attract people from diverse backgrounds, who bring different capabilities to the sector.

Recently, MPI took a closer look at new entrants to the industry, who are they, where they came from, and how long they stayed in the industry. In this fact sheet we share some of the key findings from this analysis.

42,800 new entrants to the primary industries in 2013

Who are they?

There were **42,800 new entrants** to the primary industries in 2013. The largest source of new entrants was other industries including accommodation and food services, retail trade, and administrative and support services.

New entrants to the primary industries were young:



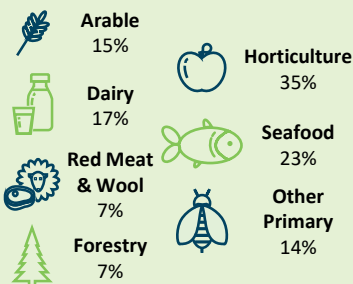
Were under 30 years old

More men than women entered the primary industries. The composition of the new entrants to the primary industries was:



Temporary Migrants

Of the new entrants to the primary industries in 2013, **20 percent were temporary migrants**. The vast majority of temporary migrants went into the Horticulture sector

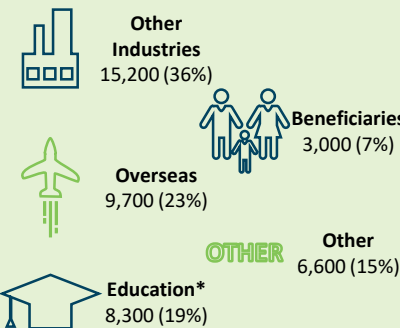


Reference: Human capability in the primary industries: Parts 1 and 2.

Data source: Anonymised data from the integrated Data Infrastructure, which is managed by Statistics New Zealand. The datasets include Census data, tertiary education data, tax data and industry training organisation data.

Where did they come from?

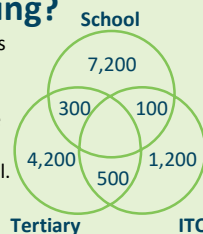
Highest number of new entrants came from other industries.



*This number includes only those that were in education exclusively in 2012. The total number in some form of education is discussed below

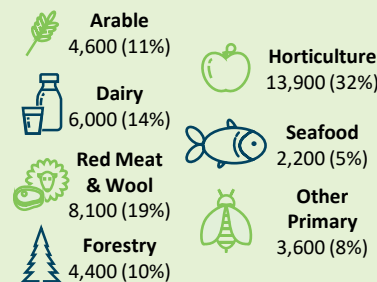
Where were they studying?

Of the new entrants that were in some form of education before entering the primary industries, most were in school.



Where did they work?

Horticulture and red meat & wool were the most popular sector for new entrants.



Retention Rates

After One Year

48% remained in the primary industries, 21% went overseas, and 19% left for other industries

After Two Years

35% remained in the primary industries, 25% left for other industries, and 24% left for other countries.

After Three Years

29% of new entrants were in the primary industries after 3 years.

This is a **lower retention rate** than the national average of 34%.

Where did they go?

A total of 9,400 (22%) new entrants stayed in the same primary industry. Of those that left the primary industries, the largest proportion of new entrants moved to other industries. The most popular sectors they departed for were:

1. Retail Trade,
2. Construction, and
3. Accommodation and Food Services.

