

In early 2025, NZGP conducted a cross-agency survey to understand the composition and capability of the procurement workforce across the public sector. This summary presents key findings from the 153 responses received, offering a snapshot of current workforce dynamics and emerging challenges. While the level of participation is encouraging, it is important to note that broader engagement would enable a more comprehensive picture of the workforce.

Participation and coverage	Workforce composition and tenure	Experience and qualifications
<ul style="list-style-type: none"> 153 responses were received from 76 organisations 63% of respondents were from public service agencies and crown entities 48% of respondents were managers, with 21% multi-level managers and 27% single-level managers of staff 63% of respondents were female and 33% male (4% did not specify) 	<h3>Current role tenure</h3> <ul style="list-style-type: none"> 36% have been in their current roles between 1 to 3 years 69% entered procurement mid-career, with 71% of respondents aged over 40y 37% of respondents have held between 2 to 5 different procurement roles 40% have only worked in the public sector, compared to 30% with procurement experience in both public and private sectors 	<ul style="list-style-type: none"> 54% of respondents hold NZQF Level 7 or higher qualifications 39% of respondents hold procurement specific qualifications 56% have five or more years of experience in procurement, indicating a mature and knowledgeable workforce
Capability and learning needs	Training	Staffing needs and shortages
<h3>Skills gaps identified by managers</h3> <ul style="list-style-type: none"> 53% of managers identified skills gaps with the top two being in procurement practices, and digital and technology The top three areas identified by both managers and staff for further development were market analysis & supplier research, dispute resolution, and procurement software 	<ul style="list-style-type: none"> 34.6% of respondents have undertaken training in last 12 months 27% of managers used external providers for their team's training with CIPS and World Commerce and Contracting being the most commonly used 48% of respondents either used Hikina training materials or attended workshops and 93% of those found the training useful 42% of managers have at least one team member enrolled in formal procurement training or working towards procurement accreditation 	<h3>Near-term staffing demand</h3> <ul style="list-style-type: none"> 55% of participating managers reported no current shortages 38% of managers had 1–4 direct reports leave in the past 12 months, and just over 1% had 5–10 staff leave 70% of hires were made through external recruitment
Contractor use	Satisfaction and culture	Survey participation and diversity
<h3>Reasons for hiring a contractor</h3> <ul style="list-style-type: none"> 39% of managers hired contractors in the past year Of those, 62% were due to skill shortages and 45% for limited staff availability 76% were hired on contracts shorter than 12 months and 41% on contracts shorter than 6 months 	<h3>Average importance ranking (all respondents)</h3> <ul style="list-style-type: none"> 58% of respondents reported being satisfied with their job The top work benefit for respondents was remuneration (ranked 7.59/10) The next most important benefits were a supportive manager, positive work culture, and work-life balance 	<h3>Comparison of ethnicity</h3> <ul style="list-style-type: none"> The majority of survey respondents were European Procurement profession is underrepresented in all the other ethnicities, particularly Māori and Pacific Peoples