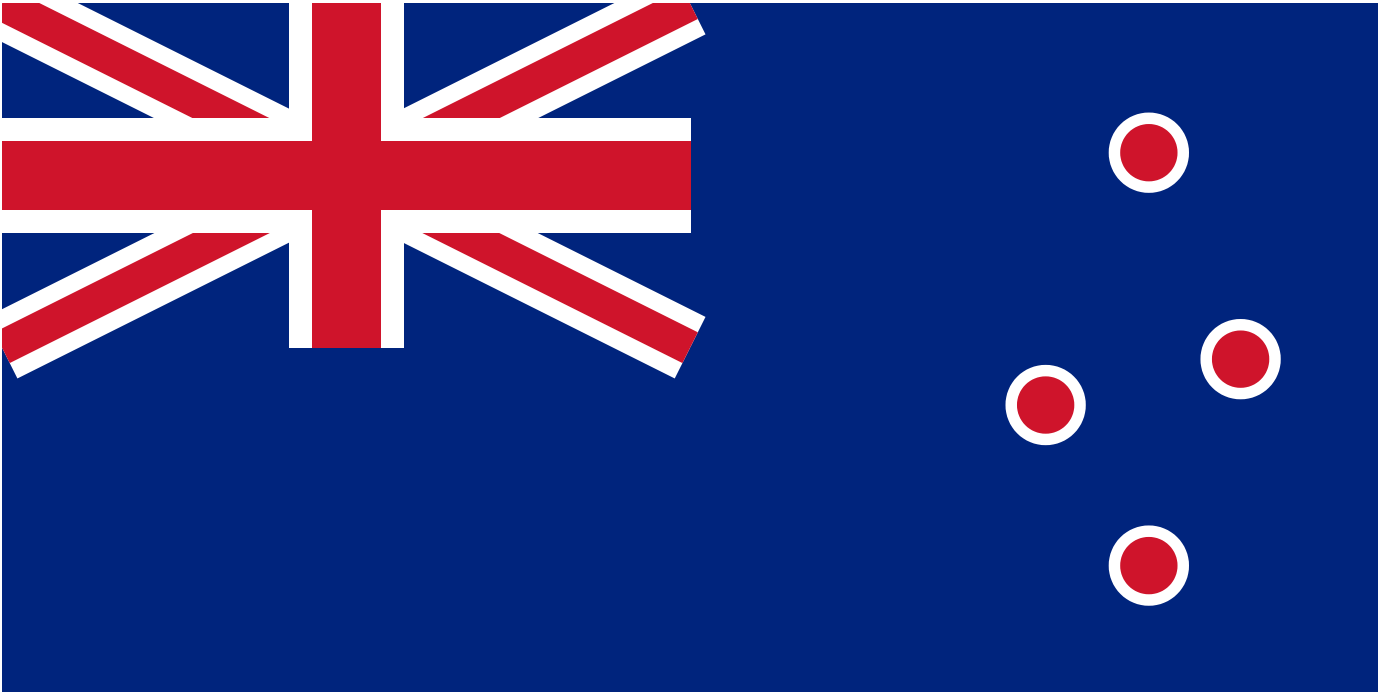




AI Job Risk Report New Zealand

Which occupations AI is reshaping — and which stay human

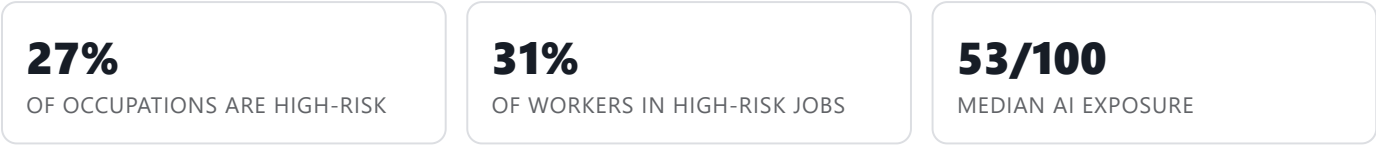
31% of New Zealand's covered workforce is employed in occupations with high AI task exposure.

528 OCCUPATIONS	3.1M WORKFORCE COVERED	53/100 MEDIAN AI EXPOSURE	27% HIGH-RISK OCCUPATIONS
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Published: 2026-08-10 · Data cutoff: 2025 · Web: <https://aijobriskmap.com/reports/new-zealand/>

Executive summary

Across 528 occupations covering 3.1M workers in New Zealand, median AI exposure is 53/100. 27% of occupations — and 31% of workers — fall in the high-exposure band.



Most exposed areas

- IT & Digital
- Business, Finance & Legal
- Government & Public Sector

Most resilient areas

- Trades & Construction
- Transport, Logistics & Mining
- Agriculture & Environment

Risk & pay: Higher-paid, judgement-heavy roles cluster at lower risk, while many mid-pay administrative roles carry the highest exposure.

What to watch: Entry-level and routine administrative tasks are narrowing fastest; client-facing, accountability and hands-on work remain the human moat.

How to read this report

Every occupation is scored on how much of its work generative AI can touch, and how much of it stays hard for AI to do. Four ideas run through the report:

- **AI exposure** — how much of the day-to-day tasks AI can already perform.
- **Automation pressure** — how likely those tasks are to be automated in practice.
- **AI augmentation** — where AI makes the worker faster rather than redundant.
- **Job displacement risk** — the combined pressure on the *number* of jobs.

A risk score is not a probability that a job disappears. It is a composite of the occupation's task structure, how automatable those tasks are, workforce demand, and the human moat. High exposure often means AI *augments* the role, not that it vanishes.

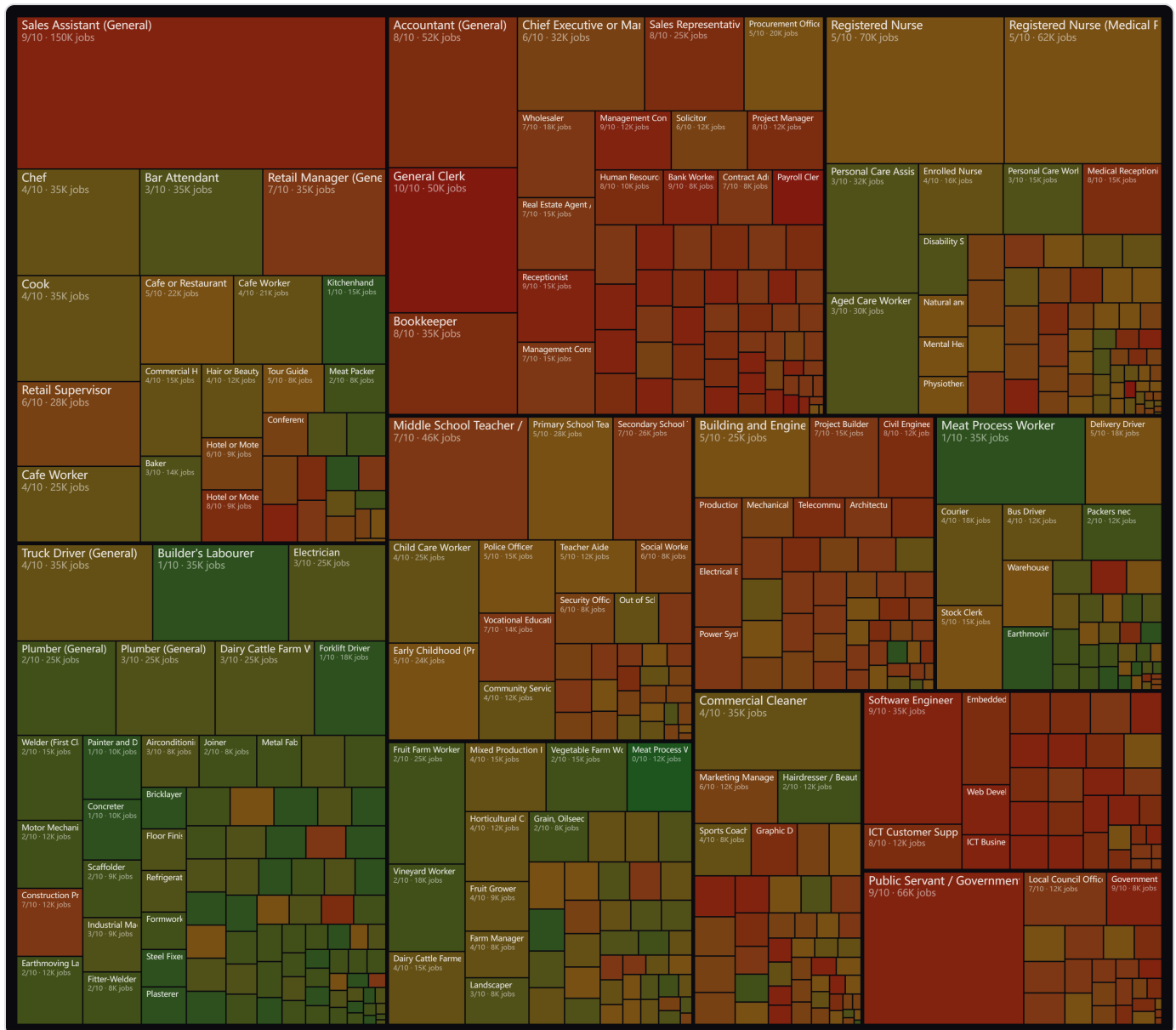
New Zealand labour-market snapshot

Occupations analysed	528
Workforce covered	3.1M
Median AI exposure	53/100
High-risk occupations	27%
High-risk workforce	31%
Typical annual pay (median)	\$69,160
Data year	2025

New Zealand has a median AI exposure of 53/100. High-exposure work is concentrated in it & digital and adjacent groups, while trades & construction stays most resilient.

National AI job risk map

Each tile is an occupation; tile area is proportional to the number of people employed, colour is AI task exposure.



■ Low exposure (<40) ■ Medium (40–69) ■ High (70+)

Three things this map shows

- The largest tiles — IT & Digital and related groups — carry above-median exposure.
- 31% of employment sits in the high-exposure (red) band.
- Trades & Construction forms the biggest low-exposure (green) cluster.

Explore the interactive version at <https://aijobriskmap.com/country/new-zealand/>.

Risk distribution

Two views tell different stories: how risk spreads across *occupations*, and across *people employed*.

By occupation count

High	27%
Medium	43%
Low	30%

By workforce

High	31%
Medium	36%
Low	33%

Median exposure 53/100 · quartiles Q1 34 / Q3 70. Occupation-count and workforce shares differ because high-employment jobs are not evenly spread across risk bands.

Highest-risk occupations

Ranked by AI task exposure. The right column shows tasks AI is most likely to take over.

#	Occupation	Risk	Workforce	Pay	Main exposed tasks
1	General Clerk	98	50,000	\$67,392	Data entry and table sorting (manual review only required); Standard email and basic document drafting
2	Payroll Clerk	95	7,500	\$67,392	Attendance data entry and work hour calculation; Single Touch Payroll (STP) data auto-reporting
3	Money Market Clerk	95	800	\$67,392	Enter and verify money market transaction data; Automatically generate daily fund flow reports
4	NDIS Plan Manager	95	500	\$67,392	Automatically review invoices and match NDIS categories with budget items; Automatically track budget usage and generate real-time reports
5	Financial Investment Advisers and Managers nec	94	3,500	\$92,768	Automated data collection and cleaning (e.g., batch processing of financial reports); Basic financial modeling and template report generation
6	Training and Development Manager	94	2,500	\$92,768	Routine courseware creation (using AI to generate PPTs, video scripts); Training data recording and report generation (via automated tracking systems)
7	Industrial Relations Officer	94	1,200	\$92,768	Automatically generate draft labor agreements and policy documents; Analyze employee satisfaction surveys and industry salary data to generate reports
8	Credit Analyst	94	800	\$92,768	Automatically extracting financial data from systems and generating preliminary credit reports; Using machine learning models to automatically calculate credit scores and risk levels
9	Legal Secretary	93	4,500	\$67,392	Formatting and auto-proofreading of legal documents (e.g., CM/ECF system and AI proofreading tools); Keyword-based preliminary legal and case law search (e.g., AI legal knowledge base)
10	Credit or Loans Officer (Aus) / Finance Clerk (NZ)	93	3,200	\$67,392	Automates data entry and validation for loan applications; Using algorithms for basic credit scoring and risk assessment
11	Public Servant / Government Administration Officer	93	66,000	\$67,392	Data entry and file archiving; Standard email replies and customer inquiries
12	Web Developer	93	6,500	\$92,768	Repetitive UI component writing and style debugging; CRUD code generation for standard REST APIs
13	Public Relations Manager	92	2,500	\$89,752	Daily bidding and budget adjustments for advertising placements; Basic social media content scheduling and posting
14	Interpreter	92	1,200	\$92,768	Standard conference interpreting (e.g., business negotiations); Simple telephone interpreting or community interpreting
15	Bank Worker	91	8,000	\$67,392	Daily cash deposit, withdrawal and transfer operations; Standardized customer inquiry responses (e.g., account balance, transaction queries)

#	Occupation	Risk	Workforce	Pay	Main exposed tasks
16	Credit and Loans Officer	91	3,500	\$67,392	Automatically extract and verify income and asset information from loan applications; Rule engine-based preliminary credit scoring and risk classification
17	Government Customer Service Officer	91	8,000	\$67,392	Answer common policy questions (e.g., benefit eligibility, application steps) replaced by AI chatbots; Filling and Submitting Standard Forms (e.g., benefit applications, address changes) via self-service portals
18	Sales Assistant (General)	91	150,000	\$49,400	Self-checkout machines replace cashier and scanning tasks; AI chatbots handling common product inquiries and returns

Most AI-resilient occupations

Lower task exposure and a stronger human moat. Resilient, not "AI-proof".

Occupation	Risk	Workforce	Pay	Human moat
Meat Process Worker	4	12,000	\$69,160	Exception handling: manual judgment needed for impurities or deformed parts misidentified by the machine; Fine detailing: premium steak cutting, special customer customization requests
Painter and Decorator	6	10,000	\$69,160	Hand-painting of complex curves, irregular shapes, or fine decorations; On-site flexible judgement for unexpected situations (e.g. uneven walls, substrate treatment)
Bricklayer	6	5,000	\$69,160	Handcrafted aesthetics and customization of complex curved walls, arches, and other fine masonry; Flexible judgment and adjustment under changing field conditions (e.g., bad weather, irregular foundations)
Kitchenhand	7	15,000	\$54,080	Flexible response to complex kitchen emergencies; Sensory evaluation of food freshness and quality
Concreter	7	9,500	\$54,080	Flexible handling of on-site unexpected issues (e.g., crack repair); Tactile and experiential judgment of concrete materials
Forklift Driver	9	18,000	\$67,548	Precision handling of unstable cargo or non-standard items; Manual Judgment and Adjustment in Confined or Cluttered Environments
Water Treatment Operator	10	4,000	\$67,548	On-site emergency response and complex fault troubleshooting; Manual review of regulatory compliance and emission standards
Stonemason	10	3,500	\$69,160	Artistic judgment for complex stone carving and hand modeling; Adaptive skills for integrated on-site stone and structure installation
Asbestos Removalist	10	1,200	\$54,080	Manual skills for physical demolition and sealing operations; On-site Emergency Judgment and Unforeseen Situation Handling
Clay, Concrete, Glass and Stone Processing Machine Operators nec	10	1,200	\$67,548	Non-standard material characteristics and process experience judgment; Complex fault diagnosis and on-site repair
Cement Production Plant Operator	10	500	\$67,548	On-site diagnosis and mechanical repair of complex equipment faults; Cross-departmental coordination and emergency decision-making (e.g., resuming after furnace shutdown)
Seafood Process Worker	12	3,000	\$54,080	Complex manual shelling and cutting techniques (e.g., handling fragile shrimp and crabs); On-site judgment of seafood freshness and hygiene risks (sensory experience)
Plasterer	12	4,500	\$69,160	Adaptability and experience-based intuition for humid, low-temperature, high-dust environments; Manual techniques and aesthetic judgment for non-standard shapes (curved surfaces, reliefs, artistic plaster)
Metal Engineering Process Worker	12	4,500	\$54,080	Fast tool change and setup for high-mix, low-volume production; Manual finishing and rework of non-standard workpieces
Meat Boner and Slicer	12	3,500	\$54,080	Hand-finishing special parts and custom cutting according to client requirements; Sensory judgment of meat freshness, texture, and

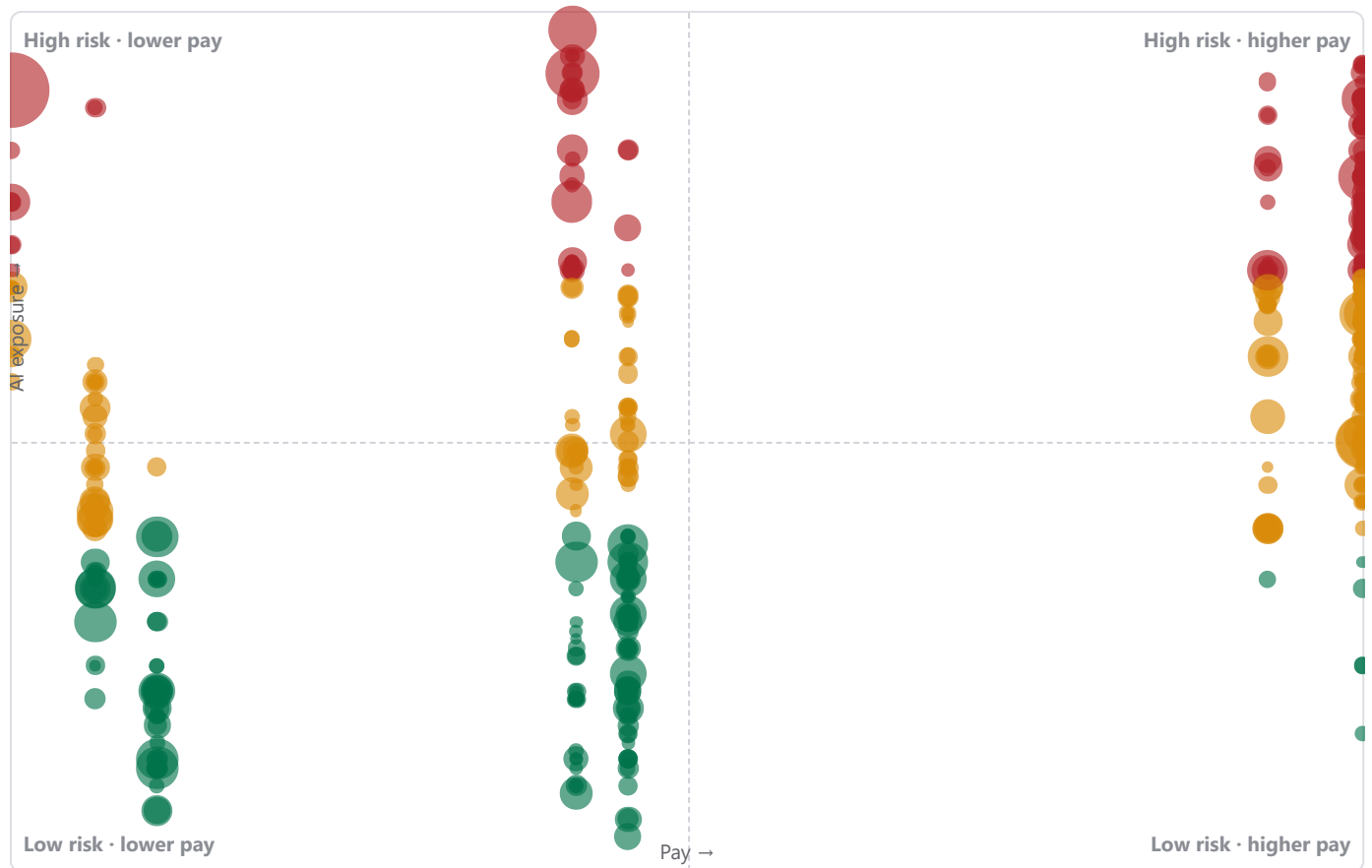
Occupation	Risk	Workforce	Pay	Human moat
				abnormalities
Wood and Wood Products Factory Worker	12	3,000	\$54,080	Experience-based judgment when handling natural wood defects (knots, cracks); On-site emergency handling of mechanical faults or abnormal conditions (e.g., jamming, breakage)
Glass Processing Worker	12	3,000	\$54,080	On-site measurement of non-standard irregular glass dimensions and curvature; On-the-spot judgment and coordination in complex installation environments
Renderer (Solid Plaster)	12	1,800	\$69,160	Handcrafting and Restoration of Complex Finish Textures; Judgment of on-site emergencies (substrate defects, structural deviations)

Risk by occupational group

Group	Median risk	High-risk %	Workforce	Median pay
IT & Digital	81	79%	142,600	\$92,768
Business, Finance & Legal	78	72%	462,170	\$91,260
Government & Public Sector	71	60%	122,920	\$67,392
Engineering & Infrastructure	67	35%	175,600	\$92,768
Creative, Media & Personal Services	62	21%	149,280	\$92,768
Education & Community	55	17%	262,850	\$92,768
Healthcare & Care	51	12%	355,400	\$92,768
Hospitality, Retail & Tourism	47	22%	517,500	\$52,104
Agriculture & Environment	40	4%	229,550	\$69,160
Transport, Logistics & Mining	37	8%	165,550	\$67,548
Trades & Construction	21	2%	469,350	\$69,160

Salary vs AI risk

Each bubble is an occupation: horizontal = pay, vertical = AI exposure, area = workforce.



Priority now: high pay · high risk

- Wine Maker
- Park Ranger
- Accountant (General)
- Management Consultant
- Management Consultant
- Financial Adviser

Most exposed: lower pay · high risk

- General Clerk
- Bookkeeper
- Receptionist
- Bank Worker
- Contract Administrator
- Payroll Clerk

Tasks AI is likely to automate

Representative automatable tasks drawn from the most-exposed occupations. Tasks are an occupation-level characteristic, shared across countries.

General Clerk

Payroll Clerk

Money Market Clerk

NDIS Plan Manager

Financial Investment Advisers and Managers nec

Training and Development Manager

Industrial Relations Officer

Credit Analyst

Legal Secretary

Credit or Loans Officer (Aus) / Finance Clerk (NZ)

Human advantages

What still needs people, even in the most-exposed occupations — the balance to the risk numbers above.

General Clerk

Payroll Clerk

Money Market Clerk

NDIS Plan Manager

Financial Investment Advisers and Managers nec

Training and Development Manager

Industrial Relations Officer

Credit Analyst

Legal Secretary

Credit or Loans Officer (Aus) / Finance Clerk (NZ)

Career transition opportunities

Adjacent, more-resilient roles for people in exposed occupations. Detailed transition plans live on the occupation pages.

Exposed occupation	Adjacent, more-resilient roles
Money Market Clerk	Financial Investment Advisers and Managers nec · Finance Broker · Credit and Loans Officer
Import-Export Clerk	Transport Operations Inspector · Warehouse Supervisor · Stock Clerk
Mathematician	Data Scientist · ICT Business Analyst · Software Engineer
Primary Health Organisation Manager	Health and Welfare Services Manager · Practice Manager · Registered Nurse
Advertising Specialist	Marketing Manager · Public Relations Professional · Technical Writer
Book or Script Editor	Technical Writer · Print Journalist · Video Producer
Content Creator (Marketing)	ICT Business Analyst · Data Scientist · Web Designer
Clinical Coder	Registered Nurse · General Medical Practitioner · Pharmacist
Music Teacher (Private Tuition)	Art Teacher (Private Tuition) · Gymnastics Coach or Instructor · Teacher Aide
Policy and Planning Manager	Public Servant / Government Administration Officer · Program / Project Officer (Government) · Electorate Officer
ICT Account Manager	ICT Business Analyst · ICT Managers · ICT Business Development Manager
Electorate Officer	Public Servant / Government Administration Officer · Local Council Officer · Program / Project Officer (Government)

What workers can do

Next 30 days

- Map which of your weekly tasks are most exposed to AI.
- Start using an AI assistant on one recurring task and measure the time saved.

Next 6 months

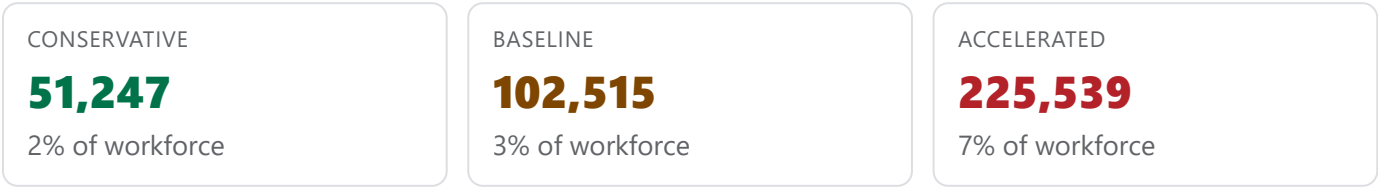
- Shift effort toward client-facing, judgement and accountability work.
- Earn a recognised credential in your field or an adjacent one.

Next 2 years

- Move toward an adjacent, more-resilient role (see chapter 13).
- Build a verifiable portfolio of outcomes AI cannot claim on its own.

Outlook & scenarios

Rather than a single prediction, we model three AI-adoption scenarios for job displacement by 2030 across New Zealand's covered workforce.



Scenario estimates, not forecasts. They express how much of the theoretically-automatable exposure converts to job loss under slow, central and fast adoption — the true path depends on policy, investment and job creation this figure does not net out.

Methodology

- **AI exposure** — generative-AI task-exposure percentile (ILO Working Paper 140, calibrated with Eloundou et al.), mapped to occupations.
- **Occupation classification** — ISCO-08.
- **Workforce & pay** — New Zealand official statistics office; median annual pay, 2025 basis (the more granular of the source's average/median measures is used).
- **Displacement scenarios** — workforce × exposure × automation share × realisation rate (low/mid/high).
- **Tasks, human moat & adjacent roles** — occupation-level AI analysis, shared across countries by occupation code.
- **Cross-country comparability** — classification and pay years differ by country; compare within a country first.

Version 2026.1 · missing values are left blank rather than imputed.

Sources & citation

- New Zealand official statistics office
- ILO Working Paper 140 — Generative AI and Jobs: A Refined Global Index of Occupational Exposure.
- Eloundou et al. (2023) — GPTs are GPTs: labor-market impact potential of LLMs. arxiv.org/abs/2303.10130

Suggested citation

AI Job Risk Map (2026). AI Job Risk Report: New Zealand 2026. <https://aijobriskmap.com/reports/new-zealand/>

Appendix

The full occupation-level dataset for all countries — one row per occupation with exposure, pay, workforce and displacement scenarios — is available for download:

<https://aijobriskmap.com/dataset.csv> (CSV, CC BY 4.0)

Risk bands

- High: exposure 70–100
- Medium: 40–69
- Low: 0–39

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