



Review of Essential Skills in Demand Lists Occupation Nomination Form

All occupation nominations must be submitted on the attached form. The nominated occupation must have an occupation code which can be found from the Australian and New Zealand Standard Classification of Occupations (ANZSCO). You can link to ANZSCO information at www.immigration.govt.nz/anzsco.

Key dates

16 April 2014	Occupation nominations invited
16 May 2014	Occupation nominations close at 5pm

Enquiries and nominations

All enquiries and occupation nominations should be directed to:

Email: shortages.review@mbie.govt.nz

Telephone: 04 896 5967 (Sarah Blackburn)

Background

The Ministry of Business, Innovation and Employment (the Ministry) maintains the Essential Skills in Demand (ESID) Lists: the Immediate Skill Shortage List (ISSL), and the Long Term Skill Shortage List (LTSSL). Each list performs a particular immigration policy function, and potential migrants use both lists to understand where the opportunities for work lie in New Zealand.

You can test whether an occupation is on a shortage list, or the list of occupations recognised for residence applications under the Skilled Migrant Category, by using the [skill shortage list checker](#). This provides information and the requirements for each of the lists. Information on the review process can be found [here](#).

Please note: An Occupation Nomination is not used for the Canterbury Skill Shortage List (CSSL), which was created to meet demands for the Canterbury rebuild and economic recovery following the earthquakes. The CSSL is reviewed quarterly, and follows a different process for review.

Objectives of the Essential Skills in Demand Lists

The Essential Skills in Demand Lists aim to facilitate the entry of appropriately skilled migrants to fill skill shortages and to reduce costs and time delays for employers seeking staff. However, this objective must be balanced by the need to ensure that there are no suitably skilled or qualified New Zealand citizens or resident workers available to undertake the work, and that the shortage is 'genuine'.

In general, the government expects that New Zealand industry, employers and the education sector will work together to train or upskill New Zealand workers to fill roles created by turnover and/or by anticipated growth and to pay workers appropriately according to their skills. It views succession planning as part of core business.

However, the government also recognises there are circumstances where the supply of New Zealanders in a particular field may be limited in the short term while New Zealanders are being trained into these roles, or likely to continue to be limited in the longer term while core capacity is developed, or where there are global shortages. Examples might be in a very new technological area where the number of New Zealanders trained in an area is still very limited or alternatively in an area of rapid growth where New Zealand based training simply cannot keep up with demand.

The lists are reviewed every year to ensure they meet the needs of the changing labour market. To justify inclusion on one of the skill shortage lists there must be a significant shortage that may reasonably be met by migrants. A significant shortage is generally measured as at least 50 work visas per annum.

An occupation may be considered for inclusion on the ISSL or LTSSL provided that:

- the skill level of the occupation falls within Levels 1, 2 or 3 on the ANZSCO classification
- there are no suitable New Zealand citizens or resident workers available to undertake the work

- the skill shortage is genuine, non-seasonal in nature and industry-wide – it is not due to difficulties experienced by particular employers in recruiting or retaining New Zealanders because of unattractive working conditions, and there must be a demonstrated attempt to train and attract New Zealanders to available jobs
- terms and conditions in the New Zealand labour market are not undermined, including the training, education and development opportunities of New Zealanders
- the government's education, training, employment and economic development policies are supported, and
- prevailing and anticipated labour market conditions are taken into account (for example levels of unemployment).

The ESID lists are **not** designed to cater for lower skilled labour shortages or seasonal labour shortages. Nor are they intended to address recruitment and retention problems arising because the industry cannot, or does not, meet the terms and conditions necessary to recruit sufficient numbers of suitably qualified workers from within the New Zealand workforce.

The Immediate Skill Shortage List

The Immediate Skill Shortage List (ISSL) includes occupations where skilled workers are immediately required either throughout New Zealand or in certain regions. It facilitates the approval of temporary work visa applications. If an applicant has an offer of employment and meets qualification and work experience requirements for an occupation that is included on the current ISSL, immigration officers will accept that no suitably qualified New Zealand citizens or residents are available.

The ISSL is grouped by the following regions:

- Auckland/Upper North Island
- Waikato/Bay of Plenty
- Central North Island (including Taranaki, Manawatu and Hawkes Bay)
- Wellington (including Wairarapa)
- Canterbury/Upper South Island
- Otago and Southland.

The Long Term Skill Shortage List

The Long Term Skill Shortage List (LTSSL) identifies those skilled occupations where there is an **absolute** (sustained and ongoing) shortage of workers in New Zealand and globally.

People who gain employment in one of these areas may be granted a work visa under the LTSSL Work to Residence policy. The Work to Residence policy enables an applicant to apply for residence after two years provided they have remained working in a LTSSL occupation with a base salary of at least NZ\$45,000 and meet standard policy requirements.

Applicants for residence under the Skilled Migrant Category, who have an offer of employment, work experience or qualifications in an area of absolute skill shortage identified on the LTSSL, can gain bonus points towards their application for residence.

Alternative work visa policies

The ESID lists offer one avenue through which employers may recruit skilled migrants¹ to work in New Zealand. Employers may bring in migrant workers for temporary work visas under the Essential Skills Policy for occupations not listed on the ISSL or LTSSL, provided they demonstrate that suitable New Zealanders are not available. Other policies that may be used include Talent (Accredited Employers) Policy, and the Skilled Migrant Category for permanent residence.

Employers wanting to recruit from overseas are encouraged to visit the Immigration New Zealand website www.immigration.govt.nz/employers.

¹ A skilled occupation is defined as having an ANZSCO skill classification at levels 1, 2 or 3. More information on ANZSCO can be found here: www.immigration.govt.nz/anzsco.

ESID review process

The Ministry has a process for reviewing the ESID lists. The process is summarised below:

1) Call for Occupation Nominations

The Ministry calls for industry stakeholder proposals for occupations to be reviewed. Occupation Nominations must be made on the attached form and submitted to the Ministry by 5pm on 16 May 2014.

2) Selection of occupations to be reviewed

The Ministry assesses the Occupation Nomination proposals and selects occupations to be reviewed. The Ministry may also identify occupations that it wishes to review as a result of its own intelligence gathering. As a general rule, occupations identified by industry stakeholders will take precedence, and the Ministry will provide the balance of occupations for review.

3) Publication of Preliminary Indicator Evidence Reports (PIERs)

The Ministry prepares a Preliminary Indicator Evidence Report (PIER) for each occupation selected to be part of the review. The PIER collates relevant statistical data about the occupation and provides a **preliminary view** on the status of the occupation. The PIERs will be published on the Immigration New Zealand website by about 27 June 2014.

4) Call for submissions on occupations selected for review

Submissions will be sought from industry groups and others about the nature and extent of skill shortages in the occupations selected for review. A submission form will be available on the Ministry's website www.immigration.govt.nz by 27 June 2014. The submission stage will begin on 27 June 2014 and conclude on 18 July 2014.

5) Wider sector consultation on occupations

The Ministry will undertake any further follow-up with submitters, consultation with government agencies and industry, and additional data analysis that may be required to inform decisions on any changes to the ISSL and LTSSL. The consultation process will conclude about September 2014.

6) Decisions made and published

Consistent with past practice, where there is consensus that an immediate skill shortage exists, the Ministry will recommend that the occupation be added to the ISSL. Where there is a demonstrated absolute (sustained and ongoing) and global long term skill shortage, the Ministry will recommend that the occupation is added to the LTSSL. Occupations may be removed from a list where a shortage no longer exists. There may be cases where the Ministry does not consider the lists to be the most appropriate response to the shortage, and may recommend an alternative solution.

It is expected that final decisions will be published on the Immigration New Zealand website about December 2014.

The Occupation Nomination process

What is an Occupation Nomination for?

The Occupation Nomination process provides an opportunity for industry representatives to request a change to the ESID list status of an occupation.

The completion of an Occupation Nomination Form is **the first step** in requesting that an occupation be:

- added to one of the ESID lists, or
- removed from one of the ESID lists, or
- moved from one list to the other.

Please note: Occupations will not be considered for review unless an Occupation Nomination Form has been completed and submitted to the Ministry within the specified timeframes.

What initial criteria must be met?

Occupation Nominations will generally only be considered by the Ministry where:

- the occupation has an ANZSCO skill classification at level 1, 2 or 3, and has a specific, recognised qualification requirement, **and**
- the occupation has not been reviewed by the Ministry within the last review period ² (or, if it has, the submitter can demonstrate a **significant change** in labour market conditions that warrants a further review), **and**
- the Occupation Nomination has the support of at least one industry body or professional association (for example, an employers' group, trade union, or industry training body).

Information requirements

The Occupation Nomination process requires submitters to make a case for an occupation to be reviewed.

Occupation Nominations must **provide evidence** in support of the proposed change in ESID list status, and/or a clear **commitment to obtain the necessary standard of evidence** within the submission timeframes.

The Ministry will provide advice to assist groups to meet the required information standards. However, the tight timeframe for the review process means that the Ministry will not accept new or revised Occupation Nominations beyond the close-off date.

If the Occupation Nomination is successful, you will be required to provide additional information through the submission process. This information may add to the Occupation Nomination and/or respond to the Preliminary Indicator Evidence Report prepared by the Ministry.

² A list of occupations reviewed in the last review period is attached to the Occupation Nomination Form.

How will the Occupation Nomination be assessed?

The Ministry will assess each of the Occupation Nominations received. Submissions must, in the first instance, meet the three initial criteria listed above.

Where the Occupation Nomination meets the initial criteria, the Ministry will collate relevant statistical data on the occupation, including:

- vacancy rates for the occupation
- estimated jobseekers available
- numbers of visa approvals in the last two years
- number of visa approvals as a percentage of total employed in the occupation, and
- employment growth in the occupation.

The Ministry will decide whether to review an occupation based on an assessment of this data, **together** with the information/evidence provided through the Occupation Nomination process. Where **neither** the data analysis nor the evidence provided through the Occupation Nomination is sufficient to support a case for review, the occupation will not be included in the review process.

If the Ministry decides not to review an occupation, the submitter will be informed of the decision and the reasons for the Ministry's decision.

Please note: Acceptance of an Occupation Nomination for review will not automatically lead to changes to the ESID list status of an occupation. This is the first step in the review process. At the submission stage other industry representatives may submit further evidence and the Ministry will consider all submissions alongside analysis of economic, labour market, training and immigration data.

Occupation Nomination Form

Please complete this form if you would like to propose an amendment to either the Immediate Skill Shortage List or the Long Term Skill Shortage List.

The proposal may refer to the addition or removal of an occupation from one of the lists, or a transfer of an occupation from one list to the other.

You must complete a separate Occupation Nomination Form for each occupation you would like to have considered.

Please answer all questions. Incomplete submissions will not be processed.

Please note the boxes will auto-extend to accommodate your responses or, if you are providing documents, you may attach additional pages.

Disclosure

Please note that if this Occupation Nomination is successful, the information provided may be made available to interested parties as part of the review. This is to promote maximum transparency and to encourage the exchange of information between all stakeholders who contribute to the review process. If the Occupation Nomination, or some of its content, is provided to others for the purposes of information sharing and/or consultation, personal contact details will be treated as confidential.

Information held by the Ministry, including the information provided in this form, is official information under the Official Information Act 1982. Accordingly, if a request is made for information under that Act, the Ministry may be required to release this information.

Occupational statistics collected during the course of the review may be used by the Ministry for other research purposes, but individual employers will not be identified.

All enquiries and occupation nominations should be directed to:

Email: shortages.review@mbie.govt.nz

Telephone: 04 896 5967 (Sarah Blackburn)

1. Contact information

Who should the Ministry contact if more detail is required about your nomination?

Include name, job title, organisation, phone, email and postal addresses.

———[John Walley](#)

[Chief Executive](#)

[New Zealand Manufacturers and Exporters Association](#)

[PO Box 13-152 Armagh, Christchurch 8141](#)

[Phone: 03 353 2540 | 021 809 631](#)

[Email: \[johnwalley@clear.net.nz\]\(mailto:johnwalley@clear.net.nz\) and \[trudydiggs@nzmea.org.nz\]\(mailto:trudydiggs@nzmea.org.nz\)](#)

2. Disclosure

Please confirm that you have read and agree to the terms of the disclosure statement, below.

Disclosure statement:

- The information contained in this Occupation Nomination, or some of its content, may be provided to others for the purpose of information sharing and/or consultation. In this event, personal contact details (individual names, telephone numbers and email addresses) will be treated as confidential.
- The information provided in this form is official information under the Official Information Act 1982 and, accordingly, the Ministry may be required to release this information if a request is made under that Act.
- Occupational statistics collected during the course of the review may be used by the Ministry for other research purposes, but individual employers will not be identified.

I have read and agree to the terms of this disclosure statement.

Name: ———[John Walley](#)

3. Initial criteria for Occupation Nomination

Occupation Nomination must meet three criteria in order to be considered by the Ministry of Business, Innovation and Employment:

- the occupation must have an ANZSCO skill classification at level 1, 2 or 3, and a specific, recognised qualification requirement, **and**
- the occupation must not have been reviewed by the Ministry within the last review period ³ (or, if it has, the submitter must demonstrate a **significant change** in labour market conditions that warrants a further review), **and**
- the Occupation Nomination must have the support of at least one industry body or professional association.

(Where the submitter is **not** preparing the Occupation Nomination on behalf of an industry body or professional association, a letter of support from an appropriate industry or professional body must be attached to or forwarded with this form).

Skills and qualifications

3a) State the occupation and ANZSCO code at the 6 digit level.

Ensure that the occupation name is specific and appears on the Australian and New Zealand Standard Classification of Occupations (ANZSCO). If you cannot find a code for the occupation please contact Statistics New Zealand. The link to ANZSCO is www.immigration.govt.nz/anzsco

——322311 - Metal Fabricator (Welders).

3b) What are the recognised New Zealand qualification and work experience requirements for the occupation in shortage? (i.e. what qualifications and experience are required to work in the occupation in New Zealand? Please note any applicable registration requirements).

e.g. National Diploma in Engineering (NZQF Level 6) and a minimum of three years' relevant post-qualification work experience

——Level 4 qualification and 3-4 years experience.

ESID review history

3c) Is the occupation currently on the Immediate Skill Shortage List or the Long Term Skill Shortage List? (This can be checked at <http://skillshortages.immigration.govt.nz/>).

ISSL

LTSSL

³ A list of occupations reviewed in the last review period is attached to this form.

Neither

3d) Was the occupation reviewed by the Ministry in 2013?

Refer to list of occupations reviewed in the last review period – attached at back of this form.

Yes

No. Go to 3f

3e) Please describe why you consider that a further review of this occupation is necessary.

Ensure that your explanation clearly states how the current labour market conditions for the occupation differ from those at the last review (e.g. change in demand for labour as a result of a particular strategy or project). Why is the change significant?

Please note: Occupation Nominations will not be considered where there is no significant change in labour market conditions for an occupation specified, or where explanations are generic, rather than specific.

We request that the Panel reconsider that this is a critical skill shortage. The lack of skilled Metal Fabricators (Welders) is stifling growth and the ongoing viability for New Zealand companies. We refer you to the attached paper of industry comments.

It is important to note that companies are still reporting they have a demand for skilled and experienced Metal Fabricators (Welders) that is not being met, therefore the occupation shortage still exists and should be addressed.

From the MBIE Jobs Online Monthly Report March 2014 there has been an increase of 36% in the number of advertisements for Metal Fabricators (Welders) from March 2013 to March 2014.

The growth in job advertisements demonstrates that companies have ongoing difficulties recruiting for this occupation, particularly trade qualified with 3-4 years experience.

We are continuing to gather evidence in support of this review of occupation request to the Immediate Skills Shortages List.

We would also refer you to our attached Industry Comment paper for feedback provided by Steel Construction New Zealand Inc, which illustrates the ongoing shortages faced by their members. This organisation represents 80 steel fabrication companies.

Nationally there continues to be a shortages for employers in recruiting skilled labour, and this would include trade qualified Metal Fabricators (Welders). We refer to the commentary in the Quarterly Labour Market Scorecard - February 2014 which quotes the New Zealand Institute of Economic Research's Quarterly Survey of Business Opinion: "A net 30 per cent of

firms reported that they had difficulty in finding skilled labour in the December 2013 quarter. The proportion of firms noting difficulty in finding labour has been increasing since December 2012 quarter. This suggests that there may be persistent mismatches between employers' skills demands and employees' skills, contributing to capacity constraints."

We also refer to the same report quoting "The Ministry's Jobs Online index shows that online skilled vacancies increased by 11.7 per cent in the year to December 2013."

Jobs Online monthly report – March 2014 - Detailed Occupation Data table
Annual Percentage Change in Advertised Job Vacancies, March 2013 to March 2014

Quarters

<u>4-digit ANZSCO</u>	<u>4-digit ANZSCO title</u>	<u>% change Mar 13 to Mar 14</u>
<u>3222</u>	<u>*Sheetmetal Trades Workers</u>	<u>25%</u>
<u>3223</u>	<u>*Structural Steel and Welding Trades Workers</u>	<u>36%</u>
<u>3232</u>	<u>*Metal Fitters and Machinists</u>	<u>24%</u>

Weblink: <http://www.dol.govt.nz/publications/jol/reports/jol-mar-14/jol-fig-occupation-data.asp>

Industry support

3f) Please provide details of the industry body or professional association(s) that support this Occupation Nomination?

Industry bodies and professional associations include employer groups, trade unions and industry training groups.

Competenz

Heavy Engineering Research Association (HERA)

Steel Construction New Zealand Inc

Attach a letter of support if the submitter is NOT representing an industry body or a professional association.

From Steel Construction New Zealand Inc - Alistair Fussell:

Steel Construction New Zealand is the industry association representing the local structural steel industry. Our core membership comprises 80 structural steel fabrication companies who manufacture steel buildings and infra-structure projects locally and overseas. These companies employ many Welders. Our total membership is 230 including fabricators, steel importers, steel detailers, structural engineers and builders. We would be happy to be named as a supporting contact organisation to be noted in your submission.

From Wolfgang Scholz – Hera:

I surveyed some of the key fabrication members and can state that there is majority support for putting the level 4 welders on the skills shortage list.

From Competenz:

Yes – approval given to note Competenz as a stakeholder and list John as the contact.

3g) Please provide details of key stakeholders in this industry who will also have views about this occupation.

For example, government agencies, training organisations, unions, industry bodies, registration bodies and employer groups. Please provide names of contact people.

_____ [Competenz - John Blakey - CEO, j.blakey@competenz.org.nz](mailto:j.blakey@competenz.org.nz)

[HERA - Wolfgang Scholz - CEO, exec@hera.org.nz](mailto:exec@hera.org.nz)

[Steel Construction New Zealand Inc – Alistair Fussell – Manager, Alistair.fussell@scnz.org](mailto:Alistair.fussell@scnz.org)

4. Case for review

Submitters are required to make a case for an occupation to be reviewed.

You **must provide evidence** in support of the proposed change in ESID status, and/or a clear **commitment to obtain the necessary standard of evidence** within the submissions timeframe (by 18 July 2014).

Please outline why you think the occupation should be reviewed. List the **key points** and provide any evidence that you have (additional material may be attached).

If the Occupation Nomination is successful, you may be required to provide additional information to support your case and/or to respond to the PIER prepared by the Ministry, through the submission process.

Proposal

4a) For the occupation, do you want to:

- Add to a list (please state ISSL or LTSSL) ——— [Immediate Skill Shortage List \(ISSL\)](#)
- Remove from a list
- Change lists (e.g. move from the ISSL to the LTSSL)

Note: It is not normally necessary to make a submission to add an occupation to the ISSL if it is already on the LTSSL. If an applicant produces an offer of employment in an occupation that is included on the current LTSSL, immigration officers will accept that no suitably qualified New Zealand citizens or residents are available, as if the occupation is on the ISSL.

4b) **ISSL only** - Does your proposal relate to the whole of New Zealand or only some regions?

Please tick all that apply.

Certain regions only:

- Auckland/Upper North Island
- Waikato/Bay of Plenty
- Central North Island (including Taranaki, Manawatu and Hawkes Bay)
- Wellington (including Wairarapa)
- Canterbury/Upper South Island
- Otago and Southland

Or:

- All of New Zealand**

4c) Give reasons for your proposed change to the ESID lists:

Describe the nature of the issue – list the key points. For example, please provide details of any change in demand for this occupation, the availability of New Zealanders to fill positions and training available (both on the job and through education providers).

Why is there a shortage or no longer a shortage?

We would like to bring to the Panel's attention that companies are seeking trade qualified applicants with 3-4 years experience behind them, not those about to finish their training.

There is an ongoing skill shortage of qualified Welders of all types, e.g. aluminium, structural steel welders, etc. While this occupation is on the Canterbury Skills Shortage List, we have included responses from this region to illustrate the ongoing recruitment difficulties for this occupation.

Companies are increasing the number of apprentices they train but it takes four years to train as a qualified Metal Fabricator (Welder), then another 3-4 years of work experience is needed by employers. Therefore finding the level of experience required can be up to 7-8 years away. The demand for experienced Metal Fabricators (Welders) has an urgent and immediate need.

Many companies continue to see a lot of skilled trades people will leave after completing their apprenticeship to go to Australia. Companies continue to train people but don't know if or when people may leave so having a supply of labour from New Zealand is very difficult.

Respondents find that recruiting for work in shifts is especially difficult. It continues to be extremely difficult to find skilled employees willing to work outside the Monday-Friday 7:30am - 5:00pm routine. In some instances this is stifling growth for a company or without moving to shifts, the company has to reconsider taking on contracts as they cannot complete or deliver the work within the required timeframes.

From the evidence gathered so far, many respondents are training apprentices and endeavour to take on average one apprentice a year. Training apprentices depends on the circumstances of the company as to whether with the existing workforce if they are able to support and train apprentices to the level required.

The salary range for this occupation ranges from \$55,000 to \$70,000 per annum from industry comments noted in the attached paper.

A sample of industry comments are attached and we continue to gather industry evidence.

The Occupation Nomination is unlikely to succeed where there is no evidence supporting a request for review.

4d) Do you have evidence that supports your case?

Yes – please detail below

No – go to 4e

Evidence is required to demonstrate that the issues outlined (above) can be substantiated. Evidence may be gathered in a range of ways, for example through industry surveys, feedback collated from industry bodies or employers, and any data collated from administrative records. In each case it will be important to demonstrate that the 'issue' has some breadth i.e. that it relates to an occupation as a whole, rather than to one or two employers, or a small group.

Please find attached:

1. Emails circulated seeking input occupations to be listed for the Review.
2. Industry comments.
3. Wage and Salary Survey - November 2013
4. Samples of Job Advertisements.

Occupations will not be reviewed unless the Ministry is assured that there will be a reasonable evidence base to support the review process

4e) Are you aware of, or will you be able to collate, evidence and provide it within the timeframe for submissions (by 18 July 2014)?

Yes – please detail below

No

Please provide full details of:

- a) *the proposed process* ——— Reports, emails and survey attached to this form..
- b) *the timeframes over which you will be collecting evidence* ——— Between May and mid-July.
- c) *the nature of the information you are seeking.* ——— supporting evidence from effected responders, e.g. wage and salary information, job advertisements, response rates, number of apprentices, and training to encourage development of occupation,

Next steps

The Ministry will assess all Occupation Nominations received within the set timeframe. Results of the assessment process will be communicated to your key contact person listed above about 13 June 2014.

Where an Occupation Nomination does not meet the required standard, the Ministry will write to the contact person explaining the reasons for the decision.

Where an occupation has been accepted for review, the Ministry will advise the contact person of the outcomes and prepare a Preliminary Indicator Evidence Report (PIER), which will be published on its website by about 27 June 2014.

The formal submission process is expected to begin on 27 June 2014. You will be required to make a full submission in support of the case that you have put forward and/or in response to the PIER report.

The Ministry would like to thank you for contributing to this review.

OCCUPATIONS REVIEWED BY THE MINISTRY IN 2013

Agriculture and Forestry

- Winemaker

Construction

- Urban and Regional Planner

Education

- Special Education Teachers not elsewhere classified (Conductive Education Practitioner)

Finance/Business

- Internal Auditor

Health and Social Services

- Audiologist
- Dietitian
- Dispensing Optician
- Hospital Pharmacist
- Industrial Pharmacist
- Medical Diagnostic Radiographer
- Midwife
- Occupational Therapist
- Osteopath
- Physiotherapist
- Registered Nurse (Mental Health)
- Retail Pharmacist
- Speech Language Therapist

ICT, Electronics and Telecommunications

- Specialist Managers not elsewhere classified (Management and Project Management Staff)

Recreation, Hospitality and Tourism

- Horse Trainer (Stallion Master)
- Horse Trainer (Stud Groom)

Trades

- Fitter and Turner
- Metal Fabricator
- Bakery Manager

Transport

- Aeroplane Pilot