



Review of Essential Skills in Demand Lists Submissions – Second 2009 Review

Key dates

15 June 2009:	Submission document sent out
15 July 2009, 5 pm:	Submissions close

Enquiries and submissions

All enquiries and submissions should be directed to:

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Background

The Department of Labour Workforce Group currently maintains the Essential Skills in Demand Lists which comprise the Long Term Skill Shortage List (LTSSL) and the Immediate Skill Shortage List (ISSL). 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.

An updated Immediate Skill Shortage List that reflects changes arising from the First 2009 Review came into effect from **15 June 2009**. The updated Long Term Skills Shortage List will be released on **2 July 2009** and will come into effect from that date. The lists can be accessed from the Immigration New Zealand website - www.immigration.govt.nz/essentialskills. Please note that the lists on the website will be current to the date on which they are viewed, so if you wish to access the new lists, you will need to check on or after the date of their release.

The Immediate Skill Shortage List

The Immediate Skill Shortage List (ISSL) is for occupations that have an immediate shortage of skilled workers in New Zealand. It is designed to facilitate the approval of temporary work visa and permit applications. If an applicant produces an offer of employment and meets qualification requirements for an occupation that is included on the current ISSL, visa and 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 and Manawatu);
- Wellington;
- Canterbury/Upper South Island
- Otago and Southland.

The Long Term Skill Shortage List

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

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

Candidates 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 will gain bonus points towards their application for residence.

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How does the Department of Labour decide what will be included on the ISSL and LTSSL?

A biannual review is carried out on each of the lists by the Department of Labour (the Department). During the review, submissions are sought from industry groups about both the nature and extent of skill shortages in their area.

In assessing the merit of these submissions the Department consults with employer, collective employee and industry bodies, as well as relevant government agencies such as the Ministry of Social Development. The Department will also refer to its own data on the number of work and residence permits issued for individual occupations and the Department's labour market monitoring reports.

Where there is consensus that there is an immediate skill shortage (rather than a recruitment problem), the Department will recommend that the occupation be added to the ISSL.

Where there is a demonstrated absolute (sustained and ongoing) long term skill shortage, the Department will recommend that the occupation is added to the LTSSL.

Periodically, the Department will review the status of occupations already on the lists. This may be prompted by an external submission. As stated above, the Department will carry out a round of consultation with relevant parties to assess whether the shortage still exists. At that time, consideration will be given to what training and effort has been put in to the recruitment of New Zealanders to meet the employer needs. The Department will also refer to immigration and labour force monitoring data.

Once submissions are received, the Department will undertake any further follow-up with submitters, consultation with government agencies and industry, and data analysis that may be required to inform decisions on any changes to the LTSSL and ISSL to take effect in October 2009.

Important

- There are strict criteria for occupations to get listed on either the ISSL or LTSSL; submissions will not automatically lead to acceptance.
- The ISSL and LTSSL are not designed to cater for unskilled labour shortages, seasonal labour shortages or 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 worker within the New Zealand workforce.
- Employers may bring in migrant workers for occupations not listed on the ISSL and LTSSL provided suitable New Zealanders are not available. Other policies which may be used are the Skilled Migrant Category for permanent residence, and temporary work policies such as General Work Policy and Talent (Accredited Employers) Work Policy.

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Review of specific occupations

In order to ensure the lists remain up-to-date and relevant, the Department is undertaking specific reviews of all entries on the ISSL and LTSSL over the course of the next few reviews. The First 2009 Review assessed the suitability of occupations listed at ANZSCO skill levels four and five remaining on the ISSL.

In addition to any occupations identified for review by individual submitters, the Department is initiating a review of occupations in the following sectors:

- Agriculture, Forestry and Fishing
- Manufacturing
- Construction

Three additional occupations (Senior Policy Analyst, Mining Engineers and Medical Laboratory Technician (Phlebotomy and Histology Technicians)) have been identified for specific review.

If your organisation has an interest in any of the occupations listed below either remaining on the relevant list or being removed, it is important that you make a submission or check whether your industry body (e.g. industry association, union, ITO, professional association etc) intends to make a submission.

Remaining sectors will be addressed in subsequent reviews. **Submissions for change in the current review are not limited to the occupations listed below. You can also make a submission for other occupations to be removed, amended, or added to the lists.**

ISSL occupations to be reviewed

ISSL : Agriculture, Forestry and Fishing	
ANZSCO Code	Occupation
121311	Apiarist;
121322	Sheep Farmer (Farm Manager);
121214	Field Crop Grower (Crop Foreman);
121213	Fruit or Nut Grower (Orchard Foreman);
121318	Pig Farmer (Farm Manager or Stock/Herd Manager);
121321	Poultry Farmer (Hatchery Manager);
121321	Poultry Farmer (Farm Manager);
361211	Shearer (Wool Harvester);
234213	Winemaker (Viticulturist/Specialist positions - not pickers)
ISSL : Manufacturing	
ANZSCO Code	Occupation
399111	Boat Builder and Repairer (Yacht Rigger);
234211	Chemist (including Analytical Chemist);
311499	Flat Weaving Specialist/Technologist;
332111	Floor Finisher;
394211	Furniture Finisher (including Polisher);
312512	Mechanical Engineering Technician;
321213	Motor Cycle Mechanic;
321211	Motor Mechanic (Automotive Technician);
324111	Panel Beater;
233612	Petroleum Engineer (including Petroleum Industry Specialist);

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399916	Plastics Technician;
399916	Plastics Technician (Plastics Engineer);
231212	Ship's Engineer;
321214	Small Engine Mechanic;
323215	Textile, Clothing and Footwear Mechanic (Sewing Machine Technician - Industrial)
ISSL : Construction	
ANZSCO Code	Occupation
133111	Construction Project Manager (Chip sealing, Asphalt or other Technical Manager) (Roading and Infrastructure);
133111	Construction Project Manager (Foreman) (Roading and Infrastructure);
133111	Construction Project Manager (Roading and Infrastructure);
333111	Glazier;
312116	Surveying or Cartographic Technician (Hydrographic Technician);
312116	Surveying or Cartographic Technician (Land Surveyor's Technician);
511112	Program or Project Administrator (Building Control Officials (Inspectors));
232212	Surveyor (Licensed Cadastral Surveyor);
232212	Surveyor (Hydrographic Engineer)
ISSL : Other	
ANZSCO Code	Occupation
233611	Mining Engineer;
224412	Policy Analyst (senior);
311213	Medical Laboratory Technician (Phlebotomy and Histology Technicians)

LTSSL occupations to be reviewed

LTSSL : Agriculture, Forestry and Fishing	
ANZSCO Code	Occupation
121213	Fruit or Nut Grower (Orchard Manager);
121221	Market Gardener (Crop Production/Agronomist Manager);
121216	Mixed Crop Farmer (Grower Manager);
234711	Veterinarian
LTSSL : Manufacturing	
ANZSCO Code	Occupation
399111	Boat builder and Repairer;
233111 - 233999	Engineering Professionals;
263311, 263312	Telecommunications Engineering Professionals;
323212	Fitter & Turner;
342111	Air-conditioning and Refrigeration Mechanic
LTSSL : Construction	
ANZSCO Code	Occupation
331211	Carpenter/Joiner;
312212	Civil Engineering Technician;
133112	Project Builder (including Building Project Manager and Site Foreman);
233213	Quantity Surveyor;
232212	Surveyors

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Who can make a submission?

Coordinated group and industry submissions are required that represent the shared views of the key players within your industry. Where possible, you must show evidence of consultation as part of your submission.

Information requirements

The information that you provide is important to our assessment process. You need to provide sufficient detail and evidence for us to assess whether the occupation should be included on the list.

Your submission needs to provide as much relevant detail as possible

Confidentiality

The consultation process may require sharing the information you provide with other organisations with an interest in the Review. If your submission, or some of its content, is provided to others for the purposes of consultation, personal contact details will be withheld (unless your agreement to share these details is obtained). You may also specify that you wish some content to remain confidential.

Note that occupational statistics collected during the course of the review may be used by the Department for other research purposes but individual employers will not be identified.

Submission Questionnaire

Please answer all questions, incomplete submissions may not be processed.

The Department recognises that, in some cases, you may need to provide extra information for the purposes of demonstrating the skill shortage in your industry.

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

1. Your industry

1a) Which industry does this submission represent?

Please describe the process used to ensure the submission reflects the shared views of your industry.

1b) Who should the Department contact if more detail is required?

1c) Contact details. Please include phone, fax, email and postal address.

1d) Who are the key stakeholders? eg government agencies, training organisations, unions, industry bodies, registration bodies, employer groups

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2. Occupations

2a) State the occupation and ANZSCO code at the 6 digit level.

Ensure that the occupation is specific and appears on the Australian and New Zealand Standard Classification of Occupations (ANZSCO). If you cannot find a code for your occupation please contact Statistics New Zealand.

The link to the ANZSCO list is: www.immigration.govt.nz/anzsco.

2b) Is it a sub-group within this occupation that is in shortage?

Yes

No. Go to 2d

2c) Define the subgroup that is in shortage

e.g. Chefs with a minimum of 2 years at chef de partie level or higher.

2d) Is the occupation currently on the ISSL or LTSSL?

ISSL

LTSSL

Neither. Go to 3a

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2e) For the occupation, do you want to:

- Change lists (e.g. move from the ISSL to the LTSSL). Go to 3a.

NOTE: It is not normally necessary to make 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, visa and immigration officers will accept that no suitably qualified New Zealand citizens are available, as if the occupation is on the ISSL.

- Change details (e.g. qualifications required). Go to 3a.

- Remove from a list. Go to 2f.

- Retain the current listing.

- For occupations being reviewed in the Second 2009 Review (pages 4 and 5), go to 3a.
- For other occupations – thank you, no further information is required at this stage, but you will be contacted for further information if changes to the entry for this occupation are being considered.

2f) To have an occupation removed from a list please provide detailed evidence on why the occupation is no longer in shortage.

Thank you. No further information is required.

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3. Qualifications and experience

The Department requires a clear profile of the qualification and experience levels required for an overseas worker to be able to competently undertake the work required of the occupation.

That is, it must be clear how the Department can distinguish between a skilled tradesperson and a semi or unskilled labourer working in the same field. An example of this is the ability to distinguish between a builder and a hammer hand.

3a) What qualifications and/or level of experience are required to work in New Zealand?

For example: (LTSSL) Social Workers require a Bachelor degree or Graduate Diploma in Social Work.

3b) Are there any additional skills that are required? If so, please specify.

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4. Nature of the shortage

In this section describe and provide evidence on the shortage.

Your submission should include the following:

- Evidence of employers having difficulty recruiting staff (depending on the occupation, difficulty for a single employer is unlikely to be sufficient)
- Estimated apprentice or graduate trainee numbers and the number of workers leaving or retiring from the industry
- Forecasts and reports on the growth of the industry.

For many occupations, useful data can be obtained from the Department of Labour's website: <http://www.dol.govt.nz/services/LMI/index.asp>

For some occupations, however, departmental data will not be available (for example because the occupational group is too small to generate sufficient data for national surveys). In these cases it will be particularly important to provide alternative data (such as industry surveys) to provide a basis for analysis.

4a) Which list are you requesting that the occupation be added to/ retained on?

- Immediate Skill Shortage List (ISSL)
 Long Term Skill Shortage List (LTSSL)

See page 2 for definitions

4b) The occupational shortage is due to:

4c) Provide detailed evidence supporting your response in 4b).

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4d) Is the shortage confined to a particular region/s, or is it nationwide?
Describe the extent of the shortage in each region.

Auckland/Upper North Island:

Waikato/Bay of Plenty:

Central North Island (including Taranaki and Manawatu):

Wellington:

Canterbury/Upper South Island:

Otago/Southland:

OR

Nationwide:

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5. Training and industry initiatives

Your submission should include the following:

- Industry initiatives put in place to enhance domestic recruitment
- Industry demonstrated commitment to training. The Department must be satisfied that the industry has a commitment to fully utilising the domestic labour market before the industry considers employing overseas workers.

5a) What steps are being taken by the industry and employers to address this shortage in the short-term?

Include examples of training and industry initiatives.

5b) If applicable:

What steps are being taken by the industry and employers to address this long-term skill shortage?

Include examples of training and industry initiatives.

6. Registration in New Zealand

A significant number of occupations on the shortages lists require registration. The Department needs to ensure that migrants will be able to achieve registration in New Zealand.

6a) Does the occupation require registration in New Zealand?

Yes

No, go to 7a

6b) What is the registration requirement in New Zealand?

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7. Appropriate employment terms and conditions

The Department must be satisfied that the industry has a commitment to the provisions of New Zealand employment legislation available to workers. It is important that the hiring of overseas workers is not being used as a strategy to keep wages or terms and conditions of employment to a minimum.

7a) Generally, describe the policies and practices your organisation, or the organisations this submission represents, have in place to ensure the industry meets New Zealand employment legislation (e.g. The Human Rights Amendment Act 2004, Health and Safety in Employment Act 1992).

7b) Provide detailed information on wage **ranges** applicable to this occupation.

7c) Provide information on employment conditions which are applicable to this occupation (e.g. working hours, perks).

The Department of Labour would like to thank you for contributing to this review.