



## **Review of Essential Skills in Demand Lists Occupation Nomination Form**

**All occupation nominations must be submitted using 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](http://www.immigration.govt.nz/anzsco).**

### **Key dates**

25 June 2018

Occupation nominations open

23 July 2018

Occupation nominations close at 5pm

### **Enquiries and nominations**

All enquiries and occupation nominations should be directed to:

Email: [shortages.review@mbie.govt.nz](mailto:shortages.review@mbie.govt.nz)

## 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 help understand where opportunities for work lie in New Zealand.

You can check whether an occupation is on a shortage list, or can be classified as skilled 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 process 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 about three times each year, and follows a different process for review.

## Use of ESID lists in immigration

It is **not** necessary for an occupation to be listed on one of the ESID lists in order for a person to obtain a visa to work in that occupation. Employers may bring in migrant workers on temporary work visas under the [Essential Skills](#) work visa 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 [Approval in Principle](#), [Talent \(Accredited Employers\) Policy](#), and the [Skilled Migrant Category](#) for residence.

Employers wanting to recruit from overseas are encouraged to visit the Immigration New Zealand website <https://www.immigration.govt.nz/employ-migrants>.

## 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 for these roles, or likely to continue to be limited in the longer term while core capacity is developed, or where there are global shortages. An example might be a new technological area where the number of New Zealanders trained in the area is still very

limited, or alternatively in an area of rapid growth where New Zealand based training cannot keep up with demand.

The lists are reviewed every year to ensure they meet the needs of the changing labour market. An occupation may be considered for inclusion on the ISSL or LTSSL provided that:

- the skill level of the occupation is 1, 2 or 3 on the ANZSCO
- the skill shortage is genuine, non-seasonal in nature and industry-wide, e.g. it is not due to difficulties experienced by particular employers in recruiting or retaining New Zealanders because of unattractive working conditions
- there has been 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
- prevailing and anticipated labour market conditions are taken into account (for example levels of unemployment), and
- there is a significant shortage of suitable New Zealand citizens or resident workers available to undertake the work, and the shortage may reasonably be met by migrants. (this is generally measured as at least 50 work visas per annum, for migrants in that occupation.)

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 both in New Zealand and globally.

People who gain employment in one of these occupations may be granted a work visa under the LTSSL Work to Residence Visa policy. They may 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 or work experience in an area of absolute skill shortage on the LTSSL, can gain bonus points for their application for residence.

## ESID review process

The process for reviewing the ESID lists 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 23 July 2018**.

### 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

The Ministry prepares a Preliminary Indicator Evidence Report (PIER) for each occupation selected for 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 **mid-August 2018**.

### 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](http://www.immigration.govt.nz) by **3 September 2018**. The submission stage will conclude on **8 October 2018**.

### 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 **late January 2019**.

### 6) Decisions made and published

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 changes to 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 **29 March 2019**.

## 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 timeframe.

### 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 <sup>1</sup> (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,

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.**

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<sup>1</sup> A list of occupations reviewed in the last review period is at the end of this form.

## How will Occupation Nominations be assessed?

The Ministry will assess each Occupation Nomination 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. Also, there may be cases where the Ministry does not consider changes to the lists to be the most appropriate response to the shortage, and may recommend an alternative solution.

If the Ministry decides not to review an occupation, the submitter will be informed of the decision and the reasons for the 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, immigration and other relevant 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.**

**You may propose the addition or removal of an occupation from one of the lists, or the 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 answer fields will auto-extend to accommodate your responses. If you are providing documents, you may attach these separately.

### **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](mailto:shortages.review@mbie.govt.nz)



## 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.*

Kathy Wolfe

Chief Executive, Te Rito Maioha Early Childhood New Zealand

kathy.wolfe@ecnz.ac.nz

021 448 626

PO Box 12 725, Thorndon, Wellington 6011

## 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 individuals and employers will not be identified.

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

Name: Kathy Wolfe

Chief Executive, Te Rito Maioha Early Childhood New Zealand

### 3. Initial criteria for Occupation Nomination

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

- the occupation must have an ANZSCO skill level of 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 <sup>2</sup> (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.

If you are **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 forwarded with this form.

#### Nomination details

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

*Ensure that the occupation 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](http://www.immigration.govt.nz/anzsco)*

Occupation 241111: Early Childhood (Pre-primary School) Teacher

3b) Do you want to:

- add this occupation to a list (please state ISSL or LTSSL) - [ISSL](#)
- remove this occupation from a list
- move this occupation from one list to another (e.g. 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.*

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<sup>2</sup> A list of occupations reviewed in the last review period is attached to this form.

## 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
- Neither

3d) Was the occupation reviewed by the Ministry in 2017?

*Refer to list of occupations at the end 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 again where there is no significant change in labour market conditions for the occupation specified, or where explanations are generic, rather than specific.

## 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.*

Te Rito Maioha is a membership organisation. We submit this nomination on behalf of the 400+ early childhood education centres and 200+ early childhood teachers we represent.

We also understand that the Early Childhood Council (ECC) has submitted a nomination on behalf of its membership.

*You must attach a letter/s of support if you are NOT representing an industry body or a professional association.*

N/A

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

*For example, government agencies, training organisations, unions, industry bodies, registration bodies and employer groups. Please provide the name and email address of each contact person.*

Early Childhood Council: Peter Reynolds (Chief Executive), [ceo@ecc.org.nz](mailto:ceo@ecc.org.nz)

Montessori Aotearoa New Zealand: Cathy Wilson (Executive Officer), [eo@montessori.org.nz](mailto:eo@montessori.org.nz)

NZEI Te Roa Riu: Lynda Stuart (President), [lynda.stuart@nzei.org.nz](mailto:lynda.stuart@nzei.org.nz)

Education Council of Aotearoa New Zealand: Dr Graham Stoop (Chief Executive), [chief.executive@educationcouncil.org.nz](mailto:chief.executive@educationcouncil.org.nz)

Ministry of Education: Iona Holsted (Secretary for Education), [iona.holsted@educaton.govt.nz](mailto:iona.holsted@educaton.govt.nz)

Minister of Education, Hon Chris Hipkins: [chris.hipkins@parliament.govt.nz](mailto:chris.hipkins@parliament.govt.nz)

## Skills and qualifications

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

*e.g. Bachelor of Engineering (NZQF Level 7) and a minimum of three years' relevant post-qualification work experience*

Early childhood education teachers in New Zealand need to hold a qualification at level 7 on the NZQA Register of Quality Assured Qualification. Their initial teacher education qualification might be:

- \* an undergraduate degree for three or four years (eg, Bachelor of Teaching (ECE))
- \* an undergraduate diploma of three years (in early childhood education)
- \* a one-year graduate diploma, if they already have a relevant qualification at level 7 or above (eg, Graduate Diploma of Teaching (ECE)).

These qualification requirements are commensurate with ANZSCO Skill Level 1.

In addition to the qualification, teachers must be registered by the Education Council of Aotearoa New Zealand, a process which can take an additional 18 months to two years. Registration with the Council shows teachers have meet the requirements to join the teaching profession. Teachers also need a current practising certificate from the Council.

#### 4. Case for review

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

Please outline why you think the occupation should be reviewed. List the **key points** and provide any relevant supporting evidence (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) **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**

4b) Give reasons for your proposal:

*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?**

NB: Evidence in support of the statements below is provided in our response at 4c).

The current early childhood teacher shortage reflects the outstripping of supply by demand. The previous government worked hard to increase the numbers of children participating in ECE, and there was rapid growth across the sector with many new ECE services opening. However, teacher supply (both existing workforce and graduating ECE teachers) has not kept pace with demand.

We know from our members that current pay and conditions for ECE teachers are barriers to students undertaking study to enter the profession, and for qualified teachers to remain. Attrition is at a rate of 4% annually (around 1200 ECE teachers). And this does not take into account the volume growth projected by the government in Budget 2018.

We are lobbying government for parity for ECE teachers with their compulsory schooling peers, and working closely with the Ministry of Education as it develops its Education Workforce Strategy. In the meantime, we are a sector under considerable pressure.

We consider the government needs to take urgent action to help increase qualified early childhood teacher numbers. Otherwise, increasing numbers of children will be cared for and taught by unqualified teachers, and current concerns about quality and teacher stress will be further amplified.

*The Occupation Nomination is unlikely to succeed if no supporting evidence is provided.*

4c) Please detail your supporting evidence below. (supporting material may be attached).

*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 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.*

- There are approximately 30,000\* early childhood teachers in New Zealand of which approximately 20,500 are registered – two in every three teachers (\*2017 Ministry of Education figures).
- There is an annual attrition rate of about 4%. That is, about 1200 early childhood teachers leave the profession a year, of which around 800 are qualified.
- Per Tertiary Education Commission Ngā Kete figures, ECE teachers in study have dropped from 5,325 Equivalent Fulltime Students in 2011 to 1,765 currently in study in 2018.
- Estimating that one-third of these are in year three with a 75% qualification completion rate per Ngā Kete, approximately 441 of these people will graduate in any one year.
- This means that on attrition alone, New Zealand is approximately 359 qualified teachers short of meeting attrition for the current year.
- This does not take into account the number of new teachers needed to cater for the forecast growth in children entering early childhood education and care. Budget 2018 allows for volume growth of 8,656 children in ECE, which requires 1,305 more teachers, at least 875 of whom must be qualified to meet regulated ratio requirements.
  - Teaching recruitment advertisers, such as SEEK, Trade Me Jobs and the Education Gazette, show that there are around 400 listed vacancies across the country for ECE-qualified teachers, with the greatest concentration in Auckland, and then Wellington and Christchurch. There are also supply issues in rural areas.
  - Even the Minister's initiative to subsidise Teacher Education Refresh in 2018 - which we support and which has been well received in that 100 have registered (which is higher than usual) - still won't address attrition, let alone projected volume growth.

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

4d) Are you aware of, or will you be able to collate, evidence and provide it within the timeframe for submissions (by **8 October 2018**)?

- Yes – please detail below
- No

*Please provide full details of:*

- a) *the proposed process -*
- b) *the timeframes over which you will be collecting evidence -*
- c) *the nature of the information you are seeking -* We recommend the MBIE work with Ministry of Education and other Education agencies to corroborate the evidence we have provided above.

## **Next steps**

The Ministry will assess all Occupation Nominations received within the set timeframe (i.e. by **5pm on 23 July 2018**). Results of the assessment process will be communicated to your key contact person listed above in August 2018.

Where an occupation has been accepted for review, the Ministry will advise your contact person of the outcome and prepare a Preliminary Indicator Evidence Report (PIER), which will be published on its website in August 2018.

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

The formal submission process is expected to begin on **3 September 2018**. 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 2017

- Accountant
- Anaesthetist
- Cardiac Physiologist
- Cardiologist
- Carpenter
- Chemical Engineer
- Dental Technician
- Dentist
- Fibrous Plasterer
- Forest Scientist
- Hair or Beauty Salon Manager
- Hairdresser
- Joiner
- Materials Engineer
- Medical Laboratory Technician (Phlebotomy and Histology Technicians)
- Metal Casting Trades Worker (Foundry Moulder)
- Midwife
- Motor Mechanic (General)
- Motorcycle Mechanic
- Ophthalmologist
- Other Sports Coach or Instructor
- Panelbeater/ Collision Repair Technician
- Pathologist
- Petroleum Engineer
- Pharmacy Technician
- Poultry Farmer
- Registered Nurse (Aged Care)
- Registered Nurse (Mental Health)
- Renal Medicine Specialist
- Resident Medical Officer
- Roof Plumber
- Roof Tiler
- Solid Plasterer
- Vehicle Painter/ Automotive Refinish Technician