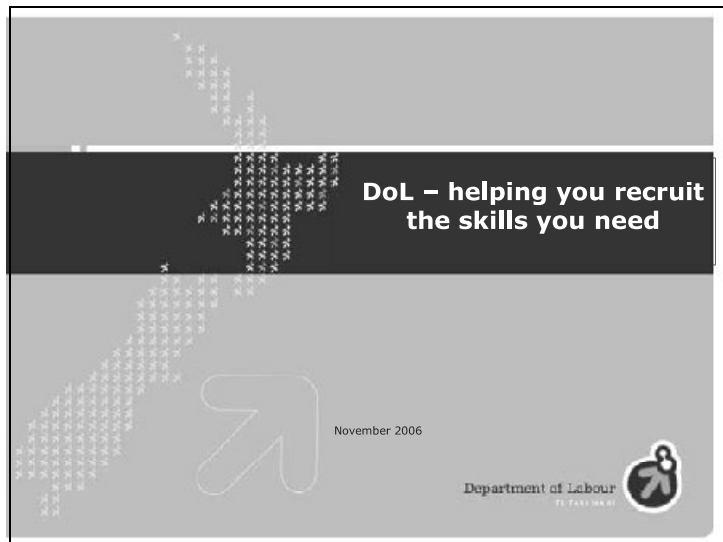


IMMIGRATION: FIND AND KEEP THE SKILLED MIGRANTS YOU NEED

Matt Hoskin



Connecting our customers

- The Relationship Managers - accessing the knowledge you need to acquire the skills you seek
- DoL's role in connecting with skills & talent
- Some food for thought when competing for talent
- Policy overview – a beginners guide

Department of Labour
TE TĀHĀMĀHĀRI



Who are we targeting & why?

- Global talent – skilled migrants & expats because **“If we think the current competition is stiff then we have a major surprise waiting for us in the future”** – *Richard Bedford & Elsie Ho, Immigration Futures: NZ in a Global Context.*
- Demographic change in NZ and across the world
- Fierce & growing global competition for skills & talent



Supporting you onshore & offshore

Relationship Managers

- Maintain relationships with a wide range of stakeholders, providing a link between the department, employers and migrants.
- Sector and regional focus including Health, ICT, Creative, Engineering, Education, Biotechnology, Construction.
- Activities include policy advice, updates on migration related opportunities, market development & employer support.
- Can assist your recruitment activities by arranging on-the-ground support in NZ and offshore markets, including policy advice, local Immigration NZ branch contacts, and support at events and seminars.



Relationship Managers

Relationship Manager	Sector	Region
Teena Abbey	Creative, Local Government	Auckland, Waikato – Far North
Carl Andrews	Engineering, Construction, Biotechnology	Auckland
Paul M Millar	Education	Auckland/Bay of Plenty
Rachel Lishman	Health	Lower/Central North Island
Craig Walsh	ICT	South Island



Opportunities to connect with talent

Immigration New Zealand attends and hosts events each year to connect with potential migrants and promote NZ as a destination for those with the skills NZ needs;

- Immigration and Employment expos in the UK
- CeBit (the worlds largest ICT tradeshow) in Germany
- Sector-specific events and career expos onshore and offshore, partnering with or accompanied by other NZ organisations
- Targeted “upsells” to work permit holders, working holiday makers, and tertiary students.



Finding, recruiting & keeping

- The first step is to tell potential migrants that you are out there – establish a presence in the market & their minds
- Get out there and meet the market, with real jobs
- Paint a realistic picture & manage expectations
- Overlay your offering with the NZ ‘story’ or brand
- Follow up, follow up, follow up
- Settlement is EVERYTHING – develop a strategy



Notes:

Settlement



An initiative led by DoL to develop a national network of 19 local Settlement Support New Zealand initiatives.

Designed to provide access to appropriate information and responsive services available in the wider community - for migrants, refugees and their families.

Focusing on strengthening support for new migrants and refugees in their local communities.

Link on www.immigration.govt.nz to Settlement Support Services information and regional contacts.



Skilled Migrant Category

- SMC approvals made up 54% of all approvals
 - 27,534 people in 05/06
- 75% of principal applicants had a job or job offer
 - 39% had a job offer in an occupation on the LTSSL
- Growing spread throughout the regions – approx 56% outside Auckland region.

Region	n	%
Auckland	4,092	44%
Canterbury	1,420	15%
Wellington	1,248	13%
Waikato	659	7%
Otago	440	5%
Bay of Plenty	309	3%
Southland	120	1%
Nelson	96	1%
Total	9,366	100%



The New Zealand Residence Programme (NZRP)

The 2006-2007 New Zealand Residence Programme has places for 47,000 to 52,000 people, within 3 streams;

- Skilled/Business: 60% (28,200 to 31,000 people)
- Family Sponsored: 30% (14,100 to 15,000 people)
- International/Humanitarian: 10% (4,700 to 6000 people)



Strong link between temporary entry and permanent residence

- Over 1.5 million people granted temporary entry in 2005/06 (plus almost 700,000 arrivals from Australia)
- About 80% of principal applicants approved for residence in 05/06 had previously held a work, student, or visitor permit
- Work Permit holders - 99,700 in 05/06. Over 30% of work permit holders go on to gain residence
- Student Permit holders - 69,200 in 05/06, to students from over 160 nationalities. About 25% of students go on to gain permanent residence



Pathways to Residence in the Skilled/Business Stream

Policies for the Skilled/Business stream of the NZRP are designed to attract migrants with the skills and talent New Zealand needs.

Key policies for long-term migrants with skilled job offers are;

- Skilled Migrant Category (SMC)
- Work to Residence

Other work policies enable skilled workers to work in New Zealand temporarily.



Notes:

Skilled Migrant Category (SMC)

The Skilled Migrant Category is the main residence pathway for skilled applicants.

SMC is a points-based application system, with the main points being awarded for qualifications, skilled employment, work experience, and age.

Immigration New Zealand invites applicants to apply for residence if they have enough points to be selected from a 'pool' of interested candidates.

A job offer can make the difference between someone being invited to apply for residence or remaining in the 'pool'.



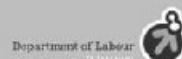
Work to Residence

Work to residence policy enables the approval of work permits to skilled applicants who have a permanent or long term job offer. There are two main categories;

Long Term Skill Shortage List (LTSSL) - for applicants whose occupation and qualifications are listed on the LTSSL. The LTSSL is a list of skilled occupations in shortage nationally.

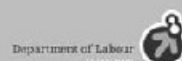
"Talent" work permits - for applicants employed by accredited employers who have applied for accreditation, showing that they have a need to supplement their workforce with talented workers from offshore.

After working for 2 years the employee can apply for residence.



What Helps the Immigration Process?

- Submitting a complete application. Please refer to checklists on the application forms.
- If you offer someone a permanent or long-term position, encourage them to apply for police certificates as soon as possible. E.g. UK police certificates currently take approx 40 days to receive, Canadian police certs take up to 6 months.
- For work applications (except Accredited Employer 'Talent' visas) remember to supply a completed Employer Supplementary Form. The form can be downloaded from www.immigration.govt.nz.
- If an applicant would like you to communicate with Immigration about their application, they will need to give permission in their application form.



Other work categories

The **Immediate Skill Shortage List** is a list of skilled occupations in current shortage by region.

- Applicants whose occupations and qualifications are on this list may be granted work permits for the length of their contract, up to 3 years.
- There is no requirement for the employer to show no NZ workers are available.

More information about other work policies, and other application types such as business and family categories can be found in the [Immigration Guide for Employers](#) , or on our website www.immigration.govt.nz.



Immigration NZ Contacts

Our website www.immigration.govt.nz has forms, information about policy & processes, and our activities.

For policy & application enquiries please call our Contact Centre on 914 4100 if calling from Auckland, or 0508 558 855 if calling from outside Auckland.

Your customers offshore can contact their local Immigration New Zealand branch. Contact details are on our website.

If going offshore to recruit, let us know your plans. We can arrange a contact in a local branch office & sometimes other support. Our Contact Centre can put you in touch with your regional Relationship Manager.



Notes: