



HIRING MIGRANT WORKERS

ATTRACTION RETENTION ACCREDITATION

IMMIGRATION REQUIREMENTS FOR KIWI
EMPLOYERS & PROSPECTIVE MIGRANTS

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ATTRACTION

The current immigration framework is evolving at a fast pace, and ever-shifting policies make it difficult for a bustling business to keep track of multiple changes.

Immigration policy amendments can open new opportunities for your current and forecasted staff, or conversely, minor changes could severely impact your ability to grow. It is important to connect with a reliable immigration partner to ensure you are making the best decisions on the basis of visa options available to your staff.

Timely and accurate immigration advice is key to your success. New Zealand Shores' experts are well positioned to advise on immigration matters for all your staff.



RETENTION

Have you ever wondered how to retain and attract the skillsets you need to run your business efficiently and effectively?

Have you carefully considered your current staff's long term prospects to settle in New Zealand, and the consequences of losing them to the competition? Their current terms of employment may hinder their ability to secure a future in New Zealand for themselves and their family. Or you may be able to offer opportunities that would fast-track the residence process or open new pathways to achieve their migration goals.

Supporting your staff's professional development or growing their responsibilities may be necessary steps to secure their commitment to your business.

RETAIN YOU KEY STAFF

01
DO THEY HAVE LONG-TERM SETTLEMENT PROSPECTS?

02
HOW CAN YOU SUPPORT THEIR MIGRATION ENDEAVOURS?

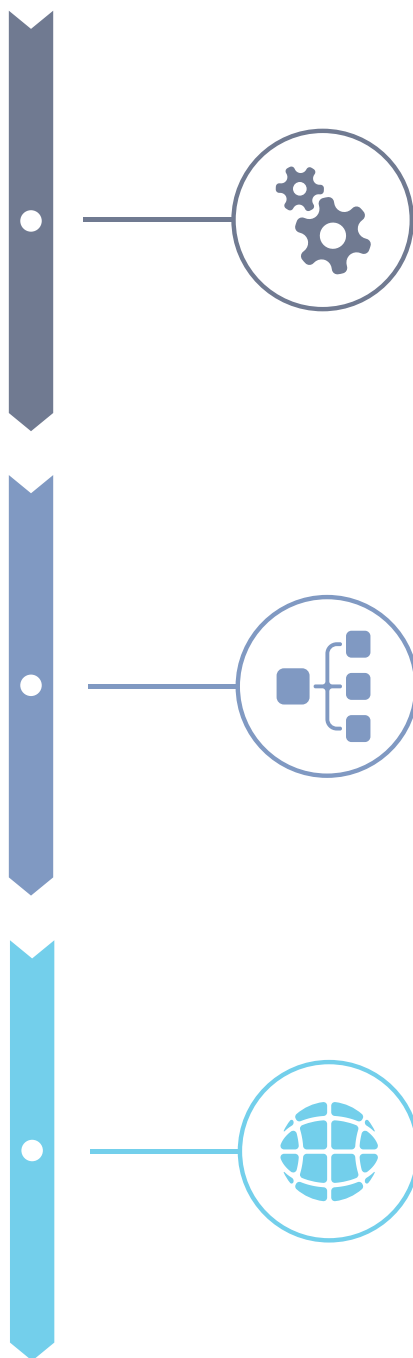
03
HOW CAN YOU MAKE A DIFFERENCE?

A NEW PATHWAY

EMPLOYER-LED VISA PROCESS

The Accredited Employer Work Visa (AEWV) pathway is a radical shift from previous immigration policy.

It makes it mandatory for New Zealand employers to submit themselves to several rounds of checks before they can recruit migrant workers



1. BECOMING ACCREDITED

The employer accreditation process is meant to ensure that only registered employers who are in a good financial position and have good workplace practices can hire skilled migrant workers.

2. REQUESTING JOB CHECKS

Accredited Employers may request Job Checks to meet their staffing requirements. The goal is not only to check that no New Zealanders are available to do the job, but also to ensure the validity of the terms of employment. These include, for example, pay rates, hours per week, or minimum competency requirements.

3. APPLYING FOR A WORK VISA

With a Job Check approved, an Accredited Employer has access to a global pool of talents and may invite selected candidates to apply for an Accredited Employer Work visa. They will need to have the skills and experience required to do the job, and meet health, character, and identity requirements.



1. MANDATORY ACCREDITATION

Immigration New Zealand is mandating compulsory accreditation for all New Zealand employers with migrant workers.

Immigration New Zealand's aim is to ensure temporary migrant workers are only recruited for genuine shortages whilst also endeavouring to ensure employers can still access the skills and labour they need.

This change essentially shifts the immigration process from being employee-led to being employer-led. Immigration New Zealand will place significant emphasis onto employers to prove commitment to hiring and training New Zealanders, financial sustainability, compliance with employment law practices and sound HR and recruiting processes. This includes employment documentation, health and safety practices, employee well-being, but also training and career progression.

Our expert consultants will determine the type of accreditation required, work through your documentation and ensure the INZ thresholds can be met for the applicable category.

ACCREDITATION LEVELS

There are two main accreditation levels each with specific requirements. These are determined by the current or forecasted need for migrant talents, and the structure of the company. Additional requirements apply to triangular arrangements and franchisees.



STANDARD ACCREDITATION

12 months initial accreditation - 24 months renewal

For employers recruiting five or fewer employer-assisted migrants in a year. Streamlined process for low-risk, standard employers (including small businesses). Checks to ensure business is compliant with minimum employment standards before being able to hire migrant workers.



HIGH VOLUME ACCREDITATION

12 months initial accreditation - 24 months renewal

For employers recruiting six or more employer-assisted migrants in a year. The checks to ensure compliance with employment standards are the same as for Standard Accreditation but the accreditation fee is higher



LABOUR HIRE & FRANCHISEES

12 months initial accreditation - 12 months renewal

For labour hire companies or for employers who have limited control over cost pressures (e.g. franchises), there are higher standards to meet and more checks involved. These checks are typically focused on recruitment practices, training New Zealanders, more detailed up-front verification checks, and they potentially include site visits.



2. JOB CHECK

Accredited Employers must seek, and get approved, a job check, before they can recruit a migrant worker.

The Job Check is an application submitted to INZ that essentially pre-vets the recruitment of migrant workers. It ensures the employment of New Zealanders is prioritised whenever possible, while also checking that your terms of employment are compliant with employment and immigration law. A new Job Check application is required for each position you wish to hire a migrant for. Employers are expected to become familiar with ANZSCO (Australia & New Zealand Standard Classification of Occupations), market rates for their industry, and commit to terms of employment that fit within the new Immigration requirements.

As part of our Job Check service, your personal adviser will ensure all these requirements are met, suggest updates as needed, and prepare/submit the application.

ASSESSMENT CRITERIA

01 LABOUR MARKET TEST

- In most cases, the employer must demonstrate their attempts to recruit a New Zealander for the position, before they hire a migrant for the role.
- This may be waived for certain occupations.

02 EMPLOYMENT TERMS & CONDITIONS

- Immigration New Zealand will determine if the terms and conditions of employment comply with employment law and immigration requirements.

03 POSITION DESCRIPTION

- The employer must indicate their expectations for the minimum qualification and/or requirements for the role offered.

3. AEWV

The Accredited Employer Work Visa (AEWV) is now the only mid- to long-term work visa option available to recruit a migrant worker. Employers must offer at least median wage, though exemptions apply for certain occupations in critical shortage.

Granted for a maximum of 3 years, it allows a candidate to work for an Accredited Employer in a specific occupation and location.

Only Accredited Employers with an approved Job Check may support candidates under this work visa category.



VISA ELIGIBILITY

As part of an Accredited Employer Work Visa application, it is important to ensure that the candidate meets all the requirements. This not only means complying with immigration policy, but also meeting an expected threshold of competency for the role, as well as any specific requirements specified in the Job Check application.

APPLICATION PREPARATION

Upon capturing some initial information through our smart and secure online systems, your licensed immigration adviser will review all the information provided by your candidate, and prepare instructions on the exact documentation required for the worker (and their family) to be successful in obtaining their visa.

EMPLOYEE RETENTION

New Zealand is an attractive destination. In most cases, migrant candidates are interested in options to settle permanently, ie residence, permanent residence, citizenship.

Beyond the initial Accredited Employer Work Visa application, our expert immigration consultants can plan ahead and advise on **residence pathways** for your current and forecasted migrant candidates. It is important to determine the steps required to achieve their migration goals, from the outset, to ensure a successful relocation and maximise employee retention for your business.

TRUSTED

IMMIGRATION CONSULTANTS

We are one of the largest immigration consultancies in New Zealand, and we have been working with many Kiwi businesses across all regions and sectors for over 13 years.

Our corporate immigration team is well positioned to ensure you company's smooth transition in obtaining accreditation.

THE NEW ZEALAND SHORES

DIFFERENCE

PROVEN



Proven consultancy with 8 highly skilled licensed immigration advisers.

FRIENDLY



Friendly, professional and personalised service.

END-TO-END



End-to-end management of the accreditation process.

SMART



Smart online systems for fast efficient engagement.

FAIR



Fair pricing, fixed fees, no extra charges.

GLOBAL



Extensive reach to offshore skilled staff.

UNLIMITED SUPPORT



12 months unlimited phone support.

HAPPY CUSTOMERS



Second to none reputation.

SEE WHAT OUR CLIENTS SAY

CHECK OUR REVIEWS ON FACEBOOK AND GOOGLE



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New Zealand Shores is a company specialising in New Zealand Immigration policy and advice. We offer a customer focused, quick and responsive service that provides our clients with clear, accurate and impartial New Zealand immigration advice.

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