



**NEW ZEALAND
IMMIGRATION**

Kia ora!

AEWV Policy Implementation

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MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT
HĪKINA WHAKATUTUKI

New Zealand Government

Course Outline

Welcome and introduction

Overview of what's changing

Manual Assessment

Job Check (ANZSCO, job inflation, scenarios)

AEWV (minimum skills, English language requirement)

Q&A and Workshop close

Overview

These targeted changes to immigration instructions support the Government's goal of attracting the workers the country needs to address genuine skill and labour shortages, while introducing further checks and balances to strengthen the integrity of the system.

Key Changes

Unless the role is on the Green List and meets the Green List role requirements, **or** is paid 2x median wage, must now have:
at least 3 years' relevant work experience, **or**
a relevant qualification of at least level 4.



**MINIMUM SKILL
REQUIREMENT**

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Manual Assessment

Job Check VAT

OCCUPATION AND SKILL LEVEL (WA3.16)	
Claimed ANZSCO occupation:	Click or tap here to enter text.
ANZSCO skill level:	Choose an item.
Substantially consistent to claimed ANZSCO:	Choose an item.
Assessed ANZSCO code and occupation:	Choose an item.
ANZSCO skill level of alternate occupation:	Choose an item.
Reason:	Click or tap here to enter text.

GENERAL JOB CHECK – SUPPLEMENTARY ASSESSMENT (WA3.10)	
Employer agrees to check AEWV applicants are suitably qualified?	Choose an item.
If Triangular and employing in the construction industry, is the 35% threshold met?	Choose an item.
Checked ADEPT for employer warnings prior to making a decision?	Choose an item.
Reason:	Click or tap here to enter text.

EMPLOYER HAS ADVERTISED - SUPPLEMENTARY ASSESSMENT (WA3.20)	
<i>ANZSCO skill level 4-5 ONLY, and where Employer has Advertised criteria has generated</i>	
Advertised on a general job listing website for 21 days?	Choose an item.
Listed with WINZ for 21 days?	Choose an item.
WINZ listing contained JD and key terms/conditions?	Choose an item.
If NZers applied, were any suitable and available?	Choose an item.
Reason:	Click or tap here to enter text.

Manual Assessment

- Additional forms for the Job Check and AEWV gateways
- Employer accreditation gateway will have an 'Additional requirements' page that will include employer declarations
- A new visa condition: 'Your job must be full-time, providing at least 30 hours of work each week'
- Custom assessment concern

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Manual Assessment

- Instructions will not be updated in the system – no new assessment criteria/some might be redundant
- Have to use “custom assessment concern” for any concerns that relate to the new instructions
- No RFI/PPI/Decline blurbs relating to new instructions

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ANZSCO

“The Australian and New Zealand Standard Classification of Occupations (ANZSCO) is a skill-based classification used to classify all occupations and jobs in the Australian and New Zealand labour markets.”

- Determine ANZSCO skill level
- Additional requirements for level 4 or 5

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Open the Operational Manual

- Go to: *WA3.16 Determining the occupation and skill level of the job.*
- **In assessing the occupation and skill level of the proposed role using the ANZSCO, what will an IO always do?**
- **Can an immigration officer determine a job is at a different skill level to the one declared by the employer?**

Finding the ANZSCO code in ADEPT

JC000 [REDACTED] Food Preparation Assistant/Cook - Sav
Job Check

General **Additional Details** Assessment Activities and RFI

Job Details

Job Title  Food Preparation Assistant/Cook

ANZSCO code  **851111 - Fast Food Cook**

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ANZSCO 1.3

Classifications

Info

Abbreviation	INZ_ANZSCO
Audience	OSS
Lifecycle	Released
Version	1.0.0
Valid from	01-Aug-2020
Last update	02-03-2021 11:13:21

Levels

Levels	5 (1548 Codes)
Major Group	9
Sub-Major Group	44
Minor Group	99
Unit Group	361
Occupation	1035

Codefile headers

None

Related classifications

Reference classification

Immigration NZ View of Australian and New Zealand Standard Classification of Occupations V1.0.0

Overview **Browse** Advanced Usage Discussion

- 2531 General Practitioners and Resident Medical Officers [2]
 - 253111 General Practitioner
 - 253112 Resident Medical Officer
- 2532 Anaesthetists [1]
- 2533 Specialist Physicians [13]
- 2534 Psychiatrists [1]
- 2535 Surgeons [9]
- 2539 Other Medical Practitioners [9]
 - 253911 Dermatologist
 - 253912 Emergency Medicine Specialist
 - 253913 Obstetrician and Gynaecologist
 - 253914 Ophthalmologist
 - 253915 Pathologist
 - 253916 Code retired
 - 253917 Diagnostic and Interventional Radiologist

2539. Other Medical Practitioners

Labels Synonyms Mappings Definition

Ophthalmologists, Pathologists, Diagnostic and Interventional Radiologists, and Radiation Oncologists. Medical Registrars training in these specialties are included in this unit group.

Indicative Skill Level:

In Australia and New Zealand:
Occupations in this unit group have a level of skill commensurate with a bachelor degree or higher qualification, two years hospital-based training, and at least five years specialist study and training (ANZSCO Skill Level 1).

Registration or licensing is required.

Tasks Include:

Risk considerations



- Any relevant risk rules
- Active employer alerts/warnings (check ADEPT **and** AMS)
- Information indicating role is inflated or not genuine

Verification Toolkit Resources:

- *General work-related risk and advice*
- *Commonly inflated roles*
- *Industry specific resources*

Job inflation



Job inflation or role inflation is where an applicant's duties are claimed to be a match to an ANZSCO occupation that has a higher skill level than the role they are truly carrying out.

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Minimum skills threshold

At least three years of relevant work experience, **or** a relevant qualification at level 4 of the New Zealand Qualifications and Credentials Framework.

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Relevant work experience



REFERENCE
LETTER



CERTIFICATE OF
EMPLOYMENT



PAYSLIP



TAX CERTIFICATE



CV

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Document verification



Guidance:

- Refer to the Employment sections of the Country Information pages in the Verification Toolkit

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English language requirements (WA4.12)

ANZSCO Skill Level 4 and 5 only



What are the English language requirements?

- Acceptable English language test results (less than two years old)
- Citizen of Canada, Republic of Ireland, UK or USA, with at least five years in work or education in one or more of those countries or Australia or NZ; or
- a recognised qualification comparable to a NZ level 7 bachelor's degree (or level 8 and above) and gained in Australia, Canada, NZ, Republic of Ireland, UK or USA as a result of study undertaken for at least two academic years (one academic year for level 8 and above) in one or more of those countries.

English language requirements

ANZSCO Skill Level 4 and 5 only



Aleksander provides evidence of an English language test from PTE Academic with a score of 40 from last year. Does this meet the minimum standard?

- Yes. Overall score of 29 or more.

Mei does not meet the minimum standard of English. Can she continue with her application?

- No. Accredited Employer work visa applications for a role assessed at the Job Check as ANZSCO skill level 4 or 5 must be declined if the applicant has not met the minimum standard of English.

Questions and key takeaways



AEWV Policy Implementation

This module introduces you to the key changes that have been made to the Accredited Employer Work Visa pathway.

All INZ audiences who need to know about the changes to the Accredited Employer Work Visa should complete this short 20 minute module.

Let's begin!

 Background

 Employer Accreditation gateway

 Job Check gateway

 Work Visa gateway

 Knowledge check

 Wrap up

Background

The Government has decided to tighten the AEWV settings to manage net migration and strengthen the integrity of the AEWV.

New Zealand benefits from and relies on migration for labour, skills and economic growth. However, current levels of net migration are at a record high, as part of an increasing trend since the mid-2000s.

Despite changes made by the previous Government, the levels of lower-skilled workers coming through the AEWV remain very high. Relying on the median wage as a proxy for skill is not working as intended.

These changes support the Government's goal of having immigration settings that attract the workers the country needs to address genuine skill and labour shortages. These changes will also introduce further checks and balances in the AEWV to ensure we are strengthening the integrity of the system.

Requiring lower-skilled migrants to meet some basic skills or experience, and language requirements ensures they can immediately contribute to New Zealand's economy and reduces the vulnerability of migrants to exploitation.

Some employers and affected migrants may be concerned about the additional requirements, but these changes are critical to restore checks and balances and work towards a more sustainable level of net migration.

CONTINUE

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Employer Accreditation gateway

Under the new immigration instructions, employers must meet several **new requirements** in order to gain and maintain accreditation.

Minimum skills threshold

Employers must now **take reasonable steps** to check that their workers meet **the minimum skills threshold**.

What is the minimum skills threshold?

- 1 At least **three years of relevant work experience**
- OR**
- 2 A qualification at **level 4** of the New Zealand Qualifications and Credentials Framework (NZQCF).

The minimum skills threshold does not apply to roles paid **at least twice the median wage or Green List roles.**

The obligation to ensure the minimum skills threshold is met will only apply for employers who become accredited or re-accredited after the instructions go into effect.

This means we cannot revoke accreditation under these instructions from employers whose accreditation was granted earlier. However,

the **majority of existing accredited employers are due to renew their accreditation from July this year.**

What does this mean for employers and migrants?

Sub-degree qualifications

When a prospective employee intends to rely on a sub-degree qualification, they will need to get an International Qualification Assessment (IQA) from NZQA to demonstrate that their qualification is equivalent to level 4 or above.

This additional requirement may impact recruitment timeframes for employers. Also, if the qualification is deemed insufficient, the employer will have to rescind the job offer.

Verifying work experience

There will be a range of cases where it is difficult for INZ to verify work experience - for example where the previous employer is no longer operating as a business. These challenges may impact timelines and add to uncertainty for migrants and employers.

Smaller employers

For smaller employers, verifying work experience and qualifications is less likely to be a part of their existing processes and therefore could be perceived as a significant additional burden.

Click on the button to see how the changes are being communicated to employers and migrants on our website.

[INZ WEBSITE](#)

Now let's look at the reasonable steps an employer can take to confirm that an applicant meets the minimum skills threshold.

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Work experience

To meet the work experience requirement, an employee would need to **provide evidence of at least three years' relevant work experience.**

Relevant work experience is defined as 'within the same field or industry'. This allows experience within different roles to be considered relevant e.g. kitchenhand experience is relevant to a cook, as they are in the same industry.

The employer must sight supporting documentation from a third party (i.e. not authored by the applicant themselves) that demonstrates this.

Examples include: reference letters, payslips, tax records or employment certificates.

Qualification

To meet the qualification requirement, an employee needs to provide evidence of **at least a level 4 NZQCF qualification.**

An employer must sight a certificate awarded to the applicant specifying the qualification type and the awarding institution.

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Record keeping

Employers must keep records of the reasonable steps that they (or a third party acting on their behalf) have undertaken.

These records allow INZ to check that employers are meeting the requirements with subsequent accreditation applications or during post-decision risk monitoring and review.

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Third parties

Employers might use recruitment agencies or other third parties to hire employees and conduct pre-employment checks.

Employers must ensure that third parties acting on their behalf take the reasonable steps required. Any failure by a third party to take those steps is considered a failure by the employer to meet their obligations.

CONTINUE

Clarification of threshold for suspending accreditation

Immigration instructions previously only allowed for accreditation to be suspended for breaches relating directly to regulatory compliance (i.e. employment

offences, Immigration and Crimes Act offences, and offending that may lead to being banned as a director).

INZ can now suspend an employer's accreditation

where there is evidence that an employer or its key people may not meet accreditation standards (e.g. an employer is no longer a viable and genuinely operating business), and INZ or another regulator is taking active steps to confirm whether they meet the standards.

Requiring employers to notify INZ when an AEWV holder's employment ends

A new accreditation requirement has been introduced that requires employers to notify INZ **within 10 working days** if an AEWV holder's employment ends. This ensures that we have up to date information about AEWV holders who are no longer employed.

Employers who fail to meet this requirement may have their accreditation suspended or revoked.

 This notification is **not required when an AEWV is coming to an end**. When there is less than one month remaining on an AEWV, the employer will not be required to notify INZ. The existing compliance notification system for expired visas will provide notification of this cohort.

The notification process will initially be implemented manually, with the intent to move to an automated system long-term.

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Employer

The employer downloads a PDF form on the INZ website.

After filling in the form, they email it to a dedicated inbox managed by the Allocation and Triage (A&T) team in Immigration Compliance and Investigations.

Click on the arrow to move through the process.



CONTINUE

Introducing a full-time employment visa condition

To ensure that employers are offering sustainable employment to migrants, a **new AEWV condition**

requires visa holders to be employed “full-time” i.e. at least 30 hours per week.

Employers are already required to guarantee at least 30 hours per week in the migrant's job offer, but this change will ensure INZ can sanction employers who do not continue to provide the guaranteed 30 hours after the visa is issued.

If employers do not provide the required 30 hours of work each week to AEWV employees:

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- They may have their employer accreditation revoked under existing immigration instructions
- They may be issued an infringement notice for employing an AEWV holder in a manner inconsistent with a listed condition of their visa. An infringement notice would result in the employer being stood down from supporting work visas for six months and their name would be included in a published stand-down list.

Next, let's look at the key changes for the Job Check gateway.

CONTINUE

Job Check gateway

The introduction of the ANZSCO skill level into the assessment of AEWV applications will allow us to apply different policy settings for lower and higher-skilled occupations.

The Australian and New Zealand Standard Classification of Occupations (ANZSCO) is a skill-based classification used to classify all occupations and jobs in the Australian and New Zealand labour markets.

Skill Levels

ANZSCO skill levels measure the range and complexity of tasks in particular occupations.

For example:

- Level 1 roles have a level of skill that corresponds to a bachelor degree or higher, or five years of relevant experience
- Level 5 roles may require no formal qualification or experience.

Immigration officers now need to assess proposed employment against the ANZSCO descriptions when assessing Job Check applications to determine which policy settings apply.

An employer may submit a Job Check application for a level 1-3 role but after assessment INZ may find the role sits at level 4 or 5.

For these lower skilled roles (level 4 and 5), there are additional requirements.

Advertising with Work and Income

For ANZSCO Level 4 and 5 roles only:



Increased advertising timeframe

To provide sufficient time for New Zealanders to apply for ANZSCO level 4 and 5 roles, the required advertising timeframe has increased from 14 calendar days to 21 calendar days.



Roles classified as ANZSCO 1-3 must continue to be advertised on a national job listing website for 14 calendar days.

Providing reasons why no New Zealand workers are available

Under the new immigration instructions, employers are required to provide reasons why no New Zealand worker was hired for ANZSCO level 4 and 5 roles.

Employers must declare that no suitable and available New Zealand worker applied for the role. Under the instructions, this is defined as meeting all of the following:

- having qualifications, work experience or skills identified by the employer as being necessary to perform the role, or in the absence of this, could do the work after on-the-job training
- having other competencies identified by the employer as necessary for the performance of the work (such as having a driver's licence)
- residing in the location of the job and able to transport themselves to the job
- being available for work at the hours required by the employer.

On the application form, employers will be required to select a reason for not hiring a New Zealand worker for the role. If the employer provides a valid reason, it will be accepted at face value.

Next, let's see the changes for migrants applying for Accredited Employer Work Visas.

CONTINUE

Work Visa gateway



Requiring lower-skilled migrants to meet minimum skills and language requirements ensures they can immediately contribute to New Zealand's economy and reduces the vulnerability of migrants to exploitation.

AEWV Key Changes

Click each topic to learn more.

Minimum skills threshold

Reductions in visa duration

English language

Job Change restriction

Review the tables below to see the new settings for maximum continuous stay and visa durations.

Maximum continuous stay (5 years)





Anyone issued a visa under the former settings will continue to have the full duration of their visa honoured , but they will be subject to the new criteria if they apply for a new AEWV

Maximum continuous stay (3 years or less)

CONTINUE

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Knowledge check

Now that you've completed the AEWV Policy Implementation, here are some questions you can use to check you've understood the key learning.

You're welcome to revisit earlier sections of the module if you'd like to further increase your understanding before you start.

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Question

01/05

Sara has 6 months of experience working as a kitchenhand, 2 years as a cook and 6 months as a sous chef. How much relevant work experience does she have to apply for an AEWV as a chef?

- 6 months
- 2 years and 6 months
- 3 years

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Question

02/05

TRUE/FALSE: Pics Purple Delights vineyard has used an agent to complete their pre-employment checks. Pics is not liable if the agent does not take the reasonable steps required.

True

False

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Question

03/05

The minimum skills threshold does not apply to...

- Roles paid at least twice the median wage or on the Green List
- Roles paid at least 1.5x the median wage or on the Green List
- Migrants with qualifications at Bachelor's level or higher
- Migrants who have provided an IQA

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Question

04/05

When do migrants need to provide an IQA certificate?

- When the role is for at least 30 hours per week
- When relying on a sub-degree qualification
- As part of the Job Check

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Question

05/05

Blue Sky Windows have put in a Job Check application for a new tradesman claiming an ANZSCO skill level 3. What should you do?

- Accept it at face value
- Assess the proposed employment against the ANZSCO skill level
- Nothing. The ANZSCO assessment occurs at the AEWV gateway.

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Wrap up

Ka pai...Good job!

Now that you've reached the end of this module, you can ...

A photograph showing three people standing on a rocky shore, silhouetted against a sunset sky. They have their arms raised in celebration. The background shows the ocean and distant land.

You have now completed the AEWV Policy Implementation module.

Click the Exit Course button to return to Learn@INZ

EXIT COURSE

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