

New Zealand Sport & Recreation Sector

An overview of the labour market test and when it is needed under the Essential Skills instructions



Essential Skills

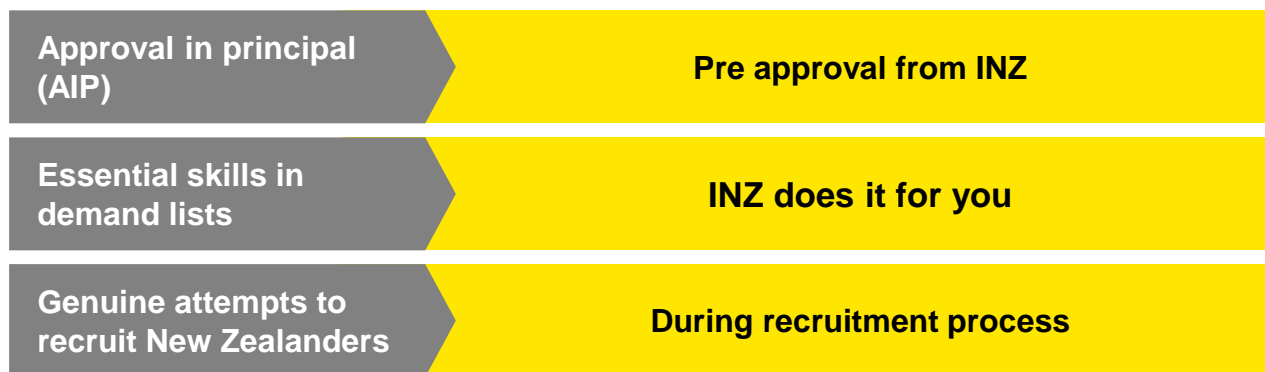
Applicants in need of a work visa for a job from a New Zealand sport or recreation organisation will most likely utilise the Essential Skills work visa instructions.

Essential Skills Objective

- ▶ to facilitate entry of skilled migrants to meet skill demands in the labour market that cannot be met by New Zealanders

Labour Market Test

- ▶ When assessing an application Immigration New Zealand (INZ) must be satisfied that there are no suitably qualified New Zealand citizens (or residence class visa holders) available to do the work. There are 3 ways to satisfy this test:

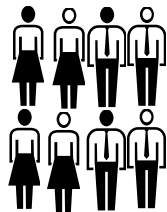


Essential Skills – The Labour Market Test

Approval In Principle

What is it? Valid for 6 to 12 months and must be reapplied for at expiry or use of pre-approved positions

When would you use it? When **one employer** requires a large number of employees in a short space of time



The labour market test is performed by the employer before they recruit instead of on an individual basis for each application

Essential Skills in Demand lists

What is it? A list of positions created by INZ. If a position is on the lists, INZ accepts that there are no suitable New Zealand citizens or residence class visa holders available. Thus, no labour market test is required.

When can you use it? When the position description substantially meets the description of the role featured on the list and the applicant holds the experience and/or qualifications stipulated on the list

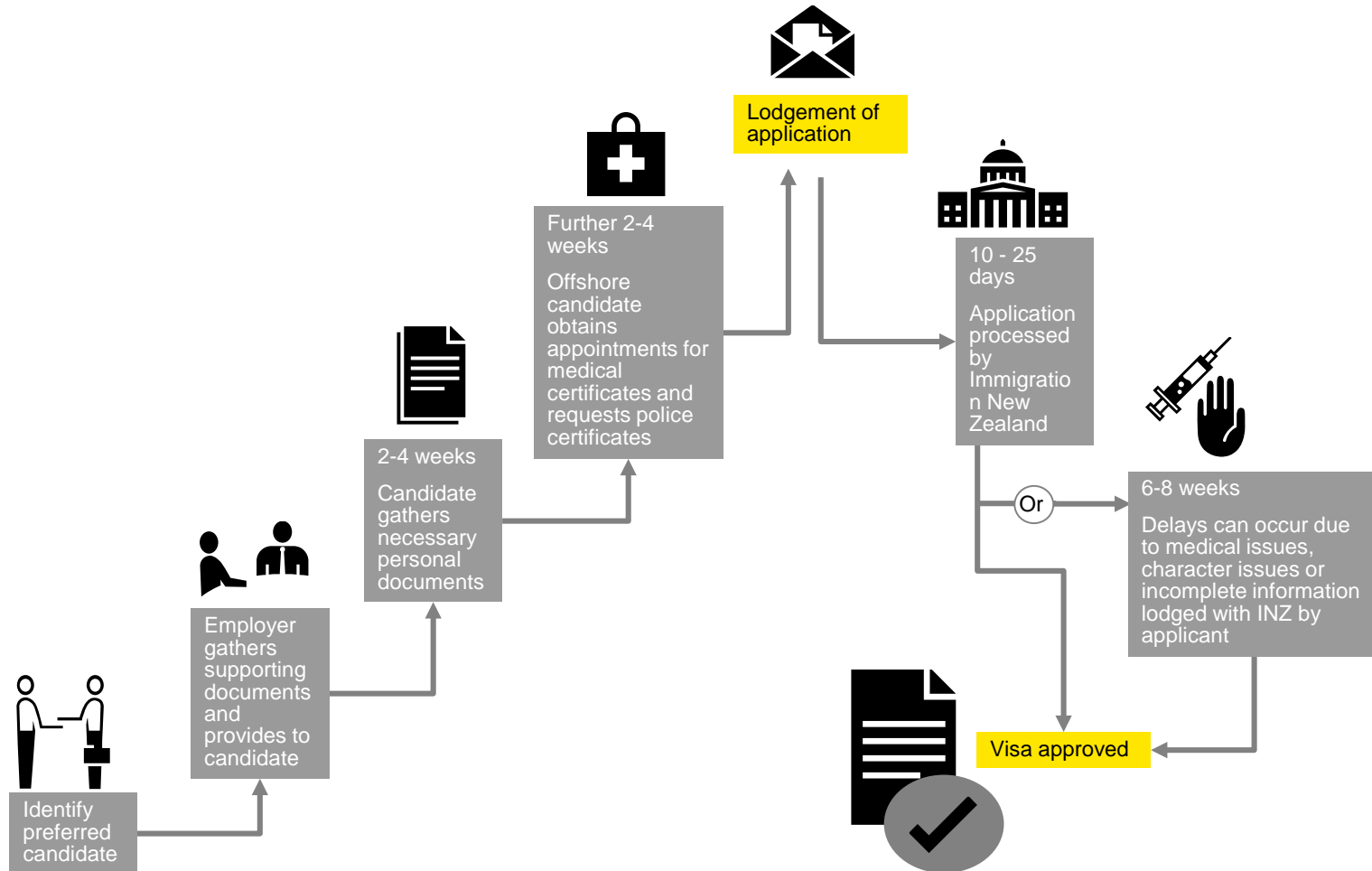


Meeting the Labour Market Test

An employer must demonstrate genuine attempts to recruit New Zealand citizens (or residence class visa holders) to support the work visa application.

- ▶ Evidence of genuine attempts to recruit can include:
 - ▶ Engaging with Work and Income if the position's [ANZSCO](#) skill level is classified as a 4 or 5
 - ▶ Copies of advertisements published in newspapers, magazines, employer's website and recruitment sites
 - ▶ Receipts for paid advertising
 - ▶ Written confirmation from recruitment agencies (if used)
- ▶ Advertising evidence should be accompanied by details of:
 - ▶ The duration of advertising campaigns and when/where it ran
 - ▶ The applications received and the interviews conducted (i.e. How many New Zealanders and Non-New Zealanders applied?)
 - ▶ Reasons why applicants who responded were not suitable (i.e. What required skills, qualifications or experience did they lack?)
- ▶ Tips:
 - ▶ Advertising campaigns for skilled positions should be run for at least 2 weeks (1 week for lower skilled roles)
 - ▶ Advertising can be used to support a visa application within 3 months of when the advertisement ran
 - ▶ The same advertisement can be used to support more than one visa application for the same position
 - ▶ The contents of the advertisement must accurately describe the job and the skills required as per the job description

Application timeline



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