



COVERSHEET

Minister	Hon Erica Stanford	Portfolio	Immigration
Title of Cabinet paper	Amendments to the Green List	Date to be published	24 April 2024

List of documents that have been proactively released		
Date	Title	Author
March 2024	Amendments to the Green List	Office of Minister of Immigration
20 March 2024	Amendments to the Green List ECO-24-MIN-0024 Minute	Cabinet Office

Information redacted

NO

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Office of the Minister of Immigration

Cabinet Economic Policy Committee

Amendments to the Green List

Proposal

- 1 This paper seeks Cabinet agreement to:
 - 1.1 pause the planned addition of eleven occupations to the Green List (previously agreed and announced by the previous Government); and
 - 1.2 add secondary school teachers to the Straight to Residence pathway under the Green List

Relation to government priorities

- 2 This change supports the Government's priority of focusing the immigration system on attracting and retaining the skills and talent that New Zealand needs. Pausing the planned addition of eleven occupations to the Green List, whilst strengthening the residence offerings for secondary school teachers will both support the immigration system to manage net migration and help to fill genuine workforce needs.

Executive Summary

- 3 New Zealand has always relied on and benefitted from migration. While the current record high levels of net migration are not sustainable and pose potential short- and long-term issues it is important to respond in a measured way [see companion paper *Responding to high net migration*]. In this context, it is important that our immigration settings are focused on facilitating the right mix of skilled migrants.

Pausing the planned addition of several occupations to the Green List

- 4 The previous Government agreed to add eleven occupations to the Green List in 2023. The planned additions were announced with implementation scheduled this month. At the time, these occupations were considered to be of national significance and adding them to the Green List was intended to help to address workforce shortages.
- 5 Since the decision to add these occupations last year, the economic and labour market context has shifted. We now have record high levels of net migration, primarily driven by high numbers of migrant arrivals through the AEWV pathway. I am concerned about the composition of this growth and the high volumes of lower-skilled workers arriving in New Zealand.
- 6 In this context, I am also separately seeking Cabinet agreement to a package of short-term changes to tighten immigration settings for lower-skilled migrants [see companion paper *Responding to high net migration*]. These changes will improve the integrity of

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the scheme and reduce the risks of displacing New Zealanders in a softening labour market. I expect the cumulative impact of these changes over time to complement the slowing arrivals of migrants already evident as the period of catch-up ends and the labour market softens.

- 7 To further support these changes, I have reconsidered the planned addition of the previously agreed occupations to the Green List in the current context and seek Cabinet agreement to pause the planned addition of eleven of those roles. Six roles will still be added, to continue to attract and retain the talent and skills we need.
- 8 I am also making a technical change to the decisions made by Cabinet last year, to shift Licensed Aircraft Maintenance Engineers from the Work to Residence to the Straight to Residence pathway under the Green List.

Adding secondary school teachers to the Straight to Residence pathway under the Green List

- 9 Shortages in secondary teachers, especially those with specific subject skills, have been an ongoing challenge for the New Zealand education workforce.
- 10 Despite the intention to grow a sustainable domestic supply of teachers through Initial Teacher Education (ITE) provision and initiatives to attract New Zealand based teachers back into teaching, current ITE enrolment numbers and growing secondary school student numbers mean that it is likely that there will be a shortage of secondary teachers in the short to medium term for certain subject areas and regions.
- 11 Ministry of Education modelling shows the education workforce with insufficient secondary school teachers to meet the strong and growing roll demand. As we are currently in a “low supply” scenario, we can expect to see an undersupply of 227 teachers in 2024, with the shortage increasing to 546 in 2025 and to 679 in 2026. Such shortages need to be supplemented through overseas recruitment while continuing to invest in the domestic supply of teachers through ITE.
- 12 It is important that immigration settings facilitate access to overseas supply as much as possible, so that we can ensure our schools do not face any such shortages and mitigate the risk of ongoing undersupply scenarios for the foreseeable future. While both temporary and residence immigration pathways are already available to overseas teachers, I am seeking agreement to add secondary school teachers to the Straight to Residence pathway under the Green List. This will ensure the most competitive residence offer is available to secondary school teachers with an interest in teaching in New Zealand.
- 13 This change will allow qualified overseas secondary school teachers with registration and a job offer in New Zealand to apply for residence from offshore and does not require them to have accumulated 1-3 years of work experience (depending on the residence pathway) in New Zealand.
- 14 This proposal has the following key benefits:
 - 14.1 It will provide some attraction benefits by using the Straight to Residence pathway under the Green List which is considered a desirable attraction tool in a globally competitive market.

- 14.2 It will support existing overseas recruitment and overseas and domestic teacher retention initiatives being led by the Ministry of Education.
- 14.3 It will provide increased certainty and a more streamlined residency application process for both applicants and Immigration New Zealand (INZ) by enabling overseas teachers to apply for residence from outside New Zealand without having to accumulate work experience in New Zealand first.

Next steps

- 15 If Cabinet agrees to these proposals, I will announce the decision to pause the addition of eleven occupations to the Green List alongside the package of AEWV changes [see companion *Responding to high net migration* paper]. The remaining six roles will be added to the Green List from 7 April 2024.
- 16 The changes regarding secondary school teachers will be announced and implemented in May to allow secondary school teachers to arrive in New Zealand and start teaching in Term 3 at the earliest. Alongside this change, I have directed officials to continue work to ensure the process for recruiting offshore teachers is as streamlined as possible.

Background

The Green List is one lever which can be used to address labour and skills shortages

- 17 A key function of the immigration system is to address both short-term labour and longer-term structural skills shortages in the economy by providing access to offshore labour.
- 18 The Green List helps to address ongoing skill shortages by providing a clear, occupation-based offer of residence where it is particularly important to attract people in the current labour market context. It complements the Skilled Migrant Category, which is New Zealand's main residence visa category based on skills and employment.
- 19 The Green List facilitates easier entry for specified highly skilled or hard to fill and high national importance roles¹, through two residence pathways:
 - 19.1 A fast-tracked 'straight to residence' pathway that can be accessed from offshore after a relevant job offer, or
 - 19.2 A work to residence pathway which requires the migrant to work in a job for two years on a temporary work visa before being eligible for residence (noting that teachers are currently on this pathway).
- 20 The Green List offers other favourable immigration settings including:
 - 20.1 No labour market test is required meaning employers do not need to show that they have advertised the position domestically, and

¹ All occupations on the Green List require a job offer paying median wage or higher, and for applicants to meet health, character, and English language requirements, as well as be aged 55 or younger.

20.2 Immigration New Zealand prioritises processing of Green List straight to residence applications.

Immigration settings provide temporary and residence pathways for teachers

21 There are several existing temporary and residence immigration pathways to New Zealand for teachers based on individual skills rather than the job someone is working in, including:

21.1 *The Accredited Employer Work Visa (AEWV)* - New Zealand’s main temporary skilled work visa. Under these settings, migrants can work in New Zealand for up to five years if they have a job or job offer from an Accredited Employer. INZ data indicates that as at 6 November 2023, 306 secondary school teachers had their AEWV applications approved meaning they are likely to be eligible for residence under the Green List Work to Residence pathway after two years working in New Zealand.

21.2 *The Skilled Migrant Category (SMC)* - New Zealand’s main skilled residence policy. Under these settings, migrants can demonstrate human capital through pay, qualifications, or professional registration. Most teachers would be eligible for residence under the Skilled Migrant Category. Depending on their qualifications, they are likely to have a 1 – 3 years residence pathway. INZ data from the pre-COVID period (2017-2019) indicates that 228 secondary school teachers used this residence pathway².

22 While I propose adding secondary school teachers to the Straight to Residence Pathway under the Green List, all other overseas based teachers considering teaching in New Zealand will continue to be on the Work to Residence pathway, and eligible under the SMC with 1-3 years’ work experience in New Zealand.

Analysis

Not progressing the planned addition of eleven occupations to the Green List in the current context

23 In August 2023, the previous Government agreed to add a number of roles to the Green List following the planned review after one year of the List’s operation [CAB-23-0413]. The following occupations were previously agreed to be added to the Green List with a scheduled go live from March 2024:

Table One: Occupations agreed to go on a Straight to Residence pathway

ANZSCO skill level 1	Aviation Engineer (Avionics, Aeronautical, Aerospace Engineer) Naval Architects (aka Marine Designer) ICT Database and System Administrator	Straight to Residence pathway
ANZSCO skill level 2	Mechanical Engineering Technician	

² The new SMC skilled residence policy settings have only been in place since 9 October 2023. Consequently, this historical data only provides an indication of overseas secondary school teacher flows into New Zealand.

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Table Two: Occupations agreed to go on a Work to Residence pathway

ANZSCO skill level 3	Aircraft Maintenance Engineer Paving Plant Operator Metal Fabricator Pressure Welder Welder Fitter (General) Fitter and Turner Fitter-Welder Metal Machinist (First Class) Panel Beater Vehicle Painter	Work to Residence pathway
ANZSCO skill level 4	Road Roller Operator Corrections Officer	

24 Since the decisions to add these occupations, the economic and labour market context has shifted. Recent engagement with employers from the construction sector has revealed that demand for workers in this sector is softening. While proceeding with the addition of all these occupations to the Green List is unlikely to result in a significant increase in volumes, I am concerned about the composition of this growth and the high volumes of lower-skilled workers arriving in New Zealand.

25 In addition, for a number of these occupations we have seen a large number of migrants arriving through the existing pathways which indicates these settings are sufficiently attractive without a residence pathway through the Green List.

Occupation	Skill Level	Visa Type	Year					Total
			2020	2021	2022	2023	2024	
Paving Plant Operator	3	Residence	0	0	1	0	0	1
		Work	1	4	2	15	0	22
Metal Fabricator	3	Residence	4	13	10	4	0	31
		Work	49	87	443	513	9	1101
Pressure Welder	3	Residence	0	1	0	0	0	1
		Work	2	2	13	26	0	43
Welder	3	Residence	7	7	3	2	0	19
		Work	0	0	298	373	8	679
Fitter (General)	3	Residence	4	4	6	1	0	15
		Work	17	29	116	296	13	471
Fitter and Turner	3	Residence	1	0	1	1	0	3
		Work	5	6	35	72	5	123
Fitter-Welder	3	Residence	1	8	3	1	0	13
		Work	25	40	232	507	6	810

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Occupation	Skill Level	Visa Type	Year					Total
			2020	2021	2022	2023	2024	
Metal Machinist	3	Residence	5	6	2	8	0	21
		Work	11	15	80	78	1	185
Panelbeater	3	Residence	0	0	4	1	0	5
		Work	45	36	138	234	6	459
Vehicle Painter	3	Residence	1	2	2	1	0	6
		Work	23	25	108	223	5	384
Road Roller Operator	4	Work	0	0	0	1	0	1

26 Consequently, I am proposing to pause the addition of the following occupations at this time:

- Paving Plant Operator
- Metal Fabricator
- Pressure Welder
- Welder
- Fitter (General)
- Fitter and Turner
- Fitter-Welder
- Metal Machinist (First Class)
- Panel Beater
- Vehicle Painter
- Road Roller Operator

27 I acknowledge this is a finely balanced decision and if Cabinet do not agree to this proposal and wish to proceed with adding these occupations they will be added to the Green List in May.

28 I will progress with adding the remaining six occupations to the Green List in early April.

Aviation Engineer (Avionics, Aeronautical, Aerospace Engineer)	Straight to Residence pathway
Naval Architects (aka Marine Designer)	
ICT Database and System Administrator	
Mechanical Engineering Technician	
Aircraft Maintenance Engineer	Work to Residence pathway
Corrections Officer	

Shifting Licensed Aircraft Engineers from the Work to Residence to the Straight to Residence pathway under the Green List

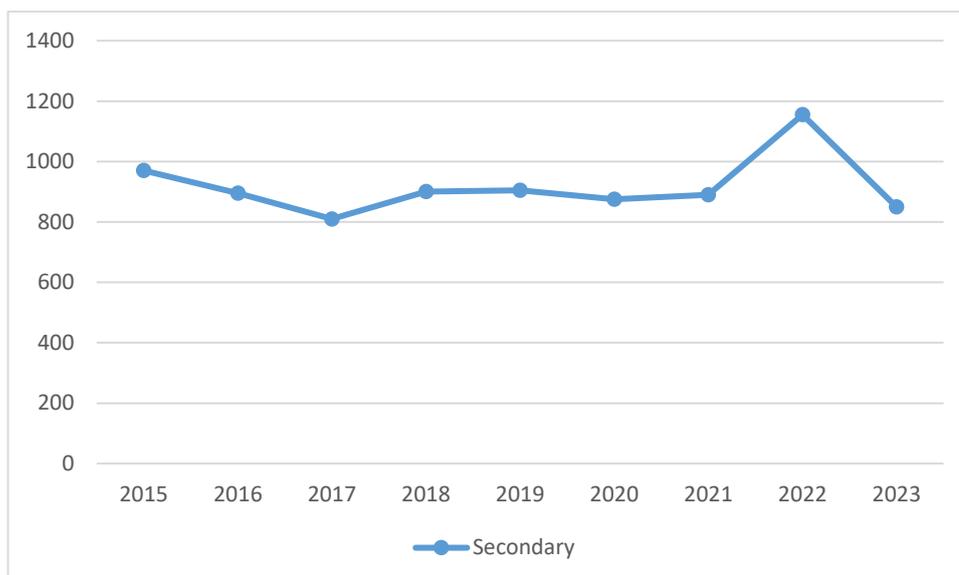
29 Since the decisions to add these above occupations to the Green List with, I have received information that licenced engineers effectively already have a work to residence pathway under the highly-paid Skilled Migrant Category.

- 30 I have also heard from the industry about the criticality of Licenced Aircraft Maintenance Engineers, where shortages are leading to flight cancellations and delays.
- 31 I am therefore also making a technical change to the decisions made by Cabinet last year, to shift Licensed Aircraft Maintenance Engineers from the Work to Residence to the Straight to Residence pathway under the Green List.
- 32 This will ensure the most competitive residence offer is available to Licenced Aircraft Maintenance Engineers.

Domestic teacher training enrolments are still low compared with pre-COVID...

- 33 Despite the intention to grow a sustainable domestic supply of teachers through Initial Teacher Education (ITE) provision and initiatives to attract New Zealand based teachers back into teaching, current ITE enrolment numbers are low compared to pre-COVID levels, as outlined in Figure One below.

Figure One: The number of domestic students enrolling in ITE for the first time, in the secondary school sector, as at August 2023



- 34 Of key concern is the number of enrolments and graduates in particular secondary subjects, notably Science, Technology and Mathematics (STM), given they are areas globally competitive subject areas and therefore often harder to recruit for. In 2022, there were 815 ITE graduates in secondary school subjects as follows:

Broad subject area	Number of 2022 ITE graduates
Science	155
Mathematics and statistics	105
Technology	80
English	120
Social Sciences	260
Health and physical education	130
Languages	65
The Arts	130
Total	815

... and the demand for secondary school teachers is increasing, which may lead to supply challenges

- 35 With real and projected secondary roll numbers having increased, the demand for secondary teachers is projected to grow steadily from 2023 to 2027 (28,080 teachers to 29,311 teachers), before declining steadily year-on-year to 2033 (28,357 teachers)³.
- 36 To understand whether there will be a sufficient supply of teachers to manage the projected demand, the Ministry of Education Teacher Demand and Supply tool modelling projects possible supply of teachers by considering a range of factors including the number of people undertaking teacher training (as noted above), retention rates of teachers and projecting the impact of teacher supply initiatives and investments aimed at growing the workforce.
- 37 This modelling highlights that at a national level there are concerns about the supply of secondary school teachers. Under a “low supply⁴” scenario this would see an undersupply of 227 teachers in 2024, with the gap increasing to 546 in 2025 and to 679 in 2026⁵.

These factors are likely to intensify ongoing shortages in particular subjects and schools

- 38 While there are fewer concerns about the national supply of secondary teachers under medium⁶ and high⁷ supply scenarios, there are limitations to the modelling based on region and subject matter⁸.
- 39 Shortages in secondary teachers, especially those with specific subject skills, has been an ongoing challenge for the New Zealand education workforce. The Ministry of Education reports persistent shortages across secondary subjects that are also challenging to recruit globally. As reported by many countries teachers in Science, Technology and Maths subjects are in shortage. Education sector feedback shows that some subjects such as physical education, health, music, and English are also challenging to recruit for⁹.
- 40 I have also seen and heard concerns about shortages raised by:

- 40.1 Secondary Principals’ Association of New Zealand – who commented earlier this year:

“As the 2024 school year commences, we find ourselves continuing to grapple with significant challenge of quality teacher supply. The recruitment and retention of quality teaching staff remains one of our single greatest concerns. The issue is forcing school leaders to repeatedly advertise to fill vacancies,

³ Based on work done in the Teacher Demand and Supply Planning Projection – December 2023.

⁴ Assumes low (30%) uptake of funded initiatives and retention rates similar to 2018/19 (88-89%).

⁵ Based on work done in the Teacher Demand and Supply Planning Projection – December 2023.

⁶ Assumes medium (80%) uptake of funded initiatives (rate based on average uptake of initiatives in 2023) and retention rates similar to 2018/19 (88-89%).

⁷ Assumes full (100%) uptake of funded initiatives and retention rates similar to 2018/19 (88-89%).

⁸ The Ministry of Education is improving access to regional supply data so that it can be used in the preparation of the 2024 Teacher Demand and Supply report.

⁹ Post-Primary Teachers’ Association survey – 2023: <https://www.ppta.org.nz/assets/DMSDocuments/Secondary-School-Staffing-Survey-report-2023.pdf>

cancel course offerings, increasing class sizes, or resort to other temporary solutions, all of which are having a profound impact on our students learning and staff capacity.”

- 40.2 The New Zealand Centre for Educational Research – whose 2023 report on the perspectives of secondary principals (following a 2022 survey) showed that 71 percent of secondary principals identified recruiting quality teachers as an issue for their school. Specific learning areas which proved difficult included mathematics teachers who were most difficult to recruit (72 percent), sciences (47 percent) and technology (33 percent)¹⁰.
- 40.3 The Education Review Office (ERO) – which reported in 2022 that ninety-eight percent of principals who responded to the survey chose to hire their overseas teachers due to a shortage of applicants from New Zealand¹¹.
- 41 There are also ongoing difficulties attracting teachers to selected regions and schools, typically to more remote schools or schools with challenging contexts¹².
- 42 In this context, there may be an ongoing need to increase supply in specific secondary subjects to meet the strong demand and fill vacancies particularly through the recruitment of offshore teachers.

The Straight to Residence pathway will ensure the most competitive immigration offering for secondary school teachers to support overseas recruitment

- 43 There is a case to strengthen immigration offerings for secondary school teachers based on the evidence of persistent shortages and recruitment challenges in particular subjects and given that teaching is an occupation of national significance.
- 44 Moving secondary school teachers from a Work to Residence to the Straight to Residence pathway under the Green List will offer some additional attraction benefits. This change will:
- 44.1 Provide increased certainty and a more streamlined immigration pathway for eligible overseas teachers by enabling application for residence from outside New Zealand without needing to accumulate work experience in New Zealand first.
- 44.2 Allow for faster immigration processing than under the Work to Residence pathway, given there are fewer requirements to meet.

¹⁰ Secondary principals’ perspectives from NZCER’s 2022 National Survey of Schools, NZCER (2023) <https://www.nzcer.org.nz/system/files/Secondary%20principals%E2%80%99%20perspectives%20from%20NZCER%27s%202022%20National%20%20Survey%20of%20Schools%20%28Full%20Report%29.pdf>

¹¹ Overseas Trained Teachers: Adjusting to living and working in New Zealand, Education Review Office (2020): [Overseas Trained Teachers: Adjusting to living and working in New Zealand | Education Review Office \(ero.govt.nz\)](#)

¹² This was also highlighted in a recent ERO study, which found that those principals who reported ongoing difficulties filling vacancies in 2023 were typically in regions and schools which are more remote or have challenging contexts.

- 44.3 Reduce the immigration costs for those coming directly from offshore who would no longer have to pay the costs associated with an initial work visa (i.e. the Accredited Employer Work Visa) and subsequent residence visa.
- 45 There are some minor risks associated with this change, including:
- 45.1 It may create pressure and encourage stakeholders to request other occupations currently on the Work to Residence pathway be moved to the Straight to Residence pathway, where concerns around retention may be greater¹³. I intend to consider this as part of the scoping of any future Green List review.
- 45.2 It may be perceived to be unfair to provide overseas secondary school teachers with a Straight to Residence pathway while other overseas teachers may take between 1 – 3 years to gain residence in New Zealand. Notably, despite greater concerns about shortages in secondary school teachers, there is a minor risk of reaction to the change from primary sector unions and schools who are also facing some regional recruitment challenges. In my view, this differential treatment is justified given the specific shortage of secondary school teachers in New Zealand¹⁴.

Education initiatives also support overseas teacher recruitment

- 46 Immigration is not the only lever to address supply challenges in the domestic teacher workforce. The Ministry of Education has been progressing the following mix of ongoing and time-limited initiatives to support overseas teacher recruitment:
- 46.1 a dedicated navigator service to help interested teachers and schools navigate the steps required and answer questions or concerns;
- 46.2 schools and early learning services who successfully recruit an overseas teacher can apply for the Overseas Finders Fee of \$3,450 to help meet recruitment costs;
- 46.3 overseas and returning New Zealand teachers can apply for the Overseas Relocation Grant (ORG) of up to \$10,000 towards the cost of relocating to New Zealand;
- 46.4 processing times for overseas teachers' assessments have significantly reduced and overseas teacher recruitment experience have improved with additional roles funded at the New Zealand Qualifications Authority (NZQA), Teaching Council and Education Payroll Limited (EPL);
- 46.5 the Ministry of Education have funded a further 1,200 teaching International Qualification Assessment (IQA) packages in the 2023/24 financial year after funding 2,400 places in 2022/23. Suitable secondary applicants who meet the

¹³ Generally, occupations were selected for the Work to Residence pathway where there is a globally competitive market, but some risk that migrants will leave the occupation after gaining residence owing to conditions or other factors. This was intended to ensure skills shortages we are seeking to fill will be addressed for at least two years by all migrant workers in these roles. I do not consider this risk material for moving trained Secondary Teachers on the Straight to Residence pathway.

¹⁴ For the primary sector, supply is projected to exceed demand at a national level, although there are still likely to be distributional challenges in primary schools that have greater, more persistent difficulty recruiting teachers than others - based on work done in the Teacher Demand and Supply Planning Projection – December 2023.

criteria do not have to pay for their overseas teaching qualifications to be evaluated by NZQA if they plan to register as a teacher and work in New Zealand. The 1,200 free teaching IQA packages are capped at 200 places each month so the NZQA can provide timely evaluation. There has been significant interest in the free teaching IQAs;

- 46.6 an updated website explaining the steps involved in relocating to teach in New Zealand has been launched.

Implementation timeframes

Not progressing the planned addition of eleven occupations to the Green List

- 47 Subject to Cabinet agreement, INZ will pause the implementation of adding these eleven occupations to the Green List. If Cabinet decides to proceed with adding them to the Green List this will be implemented in May.

Adding secondary school teachers to the Straight to Residence pathway under the Green List

- 48 Subject to Cabinet agreement, INZ will implement this change as soon as possible. This will allow secondary school teachers to start teaching in Term 3 at the earliest. However, given the timing of the school year and the longer lead in required for people to relocate countries it is more likely most teachers will arrive to start teaching from Term 1, 2025.

Cost-of-living Implications

- 49 As immigration fees apply for these residence applications, there is a cost to applicants of up to \$4,290 per application, in line with other skilled residence application fees. This proposal may reduce costs for secondary teachers who no longer need to pay a fee for a temporary work visa to accrue New Zealand work experience prior to applying and paying a fee for a residence visa.
- 50 I do not expect the proposals in this paper to have cost of living implications for other New Zealanders.

Financial Implications

- 51 There are no direct financial implications of these proposals.

Legislative Implications

- 52 There are no legislative implications of these proposals. However, the proposals in this paper do require amendments to immigration instructions.
- 53 Immigration instructions are the rules and criteria for the grant of visas and entry permission to New Zealand and are set out in the Immigration New Zealand Operational Manual. Section 22 of the Immigration Act 2009 authorises the Minister of Immigration to certify immigration instructions. Subject to Cabinet's agreement, I will certify new immigration instructions in line with the decisions taken.

Impact Analysis

Regulatory Impact Statement

- 54 These proposals do not require a Regulatory Impact Assessment as they have no direct legislative implications.

Climate Implications of Policy Assessment

- 55 There are no direct climate implications of these proposals.

Population Implications

- 56 These proposals are intended to supplement employers looking to the domestic labour market, and training and developing the existing workforce where possible. Given this, the skill level required to be eligible for the Green List, and existing pathways available to migrant workers in these occupations, these changes are not expected to displace New Zealand workers.

Human Rights

- 57 The proposals in this paper do not have direct implications for the New Zealand Bill of Rights Act 1990 and the Human Rights Act 1993.

Use of external Resources

- 58 There has been no use of external resources in the context of these proposals.

Consultation

- 59 The following agencies and departments have been consulted on and/or informed of the proposals in this paper: The Ministry of Education, the New Zealand Qualifications Authority, the Teaching Council of Aotearoa New Zealand, the Treasury, the Ministry of Social Development, and Immigration New Zealand.

Communications

- 60 I intend to communicate these changes shortly after Cabinet decisions. Updated information on Green List occupations will be available on the INZ website, to give migrants and employers certainty about residence pathways and enable them to plan accordingly.
- 61 The planned addition of several occupations to the Green List and implementation timeframes have already been communicated to key stakeholders. I therefore intend to communicate this change as soon as possible.

Proactive Release

- 62 This paper will be proactively released subject to redactions as appropriate under the Official Information Act 1982 after announcements are made. Depending on the timing of announcements, this may be beyond the normal 30 business days.

Recommendations

The Minister of Immigration recommends that the Committee:

Not progressing the addition of several occupations to the Green List

- 1 **Note** that the previous Government agreed to add eleven occupations to the Green List as a result of a Green List review conducted after one year of the List's operation;
- 2 **Note** that these planned additions to the Green List were announced and originally scheduled to go live this month;
- 3 **Note** that since these decisions New Zealand's economic and labour market context has shifted, including high net migration and a softening of the labour market;
- 4 **Agree** to pause the addition of the following roles to the Green List:

Paving Plant Operator;
Metal Fabricator;
Pressure Welder;
Welder;
Fitter (General);
Fitter and Turner;
Fitter-Welder;
Metal Machinist (First Class);
Panel Beater;
Vehicle Painter; and
Road Roller Operator;

- 5 **Note** that if Cabinet do not agree to recommendation 4, implementation of these eleven occupations to the Green List will occur in May 2024;
- 6 **Note** I will progress with adding the remaining six occupations to the Green List in early April;

Aviation Engineer (Avionics, Aeronautical, Aerospace Engineer)
Naval Architects (aka Marine Designer)
ICT Database and System Administrator
Mechanical Engineering Technician
Aircraft Maintenance Engineer
Corrections Officer

- 7 **Note** I am shifting Licensed Aircraft Maintenance Engineers from the Work to Residence to the Straight to Residence pathway under the Green List;

Adding secondary school teachers to the Straight to Residence pathway under the Green List

- 8 **Note** that shortages in secondary teachers, especially those with specific subject skills, have been an ongoing challenge for the New Zealand education workforce;
- 9 **Note** that secondary school teachers are currently on the Work to Residence pathway under the Green List;

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- 10 **Note** that adding secondary school teachers to the Straight to Residence Pathway under the Green List is intended to provide the following key benefits;
 - 10.1 It will provide some attraction benefits by using the Straight to Residence pathway Green List which is considered a desirable attraction tool in a globally competitive market;
 - 10.2 It will support existing overseas recruitment initiatives being led by the Ministry of Education;
 - 10.3 It will provide increased certainty and a more streamlined residency application process for both applicants and Immigration New Zealand by enabling overseas teachers to apply for residence from outside New Zealand without having to accumulate work experience in New Zealand first;
- 11 **Note** that given the existing residence pathways available to overseas teachers, officials do not expect this change to have a significant impact on the volumes of overseas teachers who choose to come to New Zealand and note the risk of making this change is likely to be low;
- 12 **Agree** to add secondary school teachers to the Straight to Residence Pathway under the Green List;
- 13 **Note** that I will certify new immigration instructions under Section 22 of the immigration Act 2009 to give effect to the decisions in this paper;
- 14 **Note** that following Cabinet decisions, Immigration New Zealand will implement this change in May.

Authorised for lodgement

Hon Erica Stanford

Minister of Immigration