

## Submitter information

Please provide your name and phone number, and preferred email address for contact if it is different from the one used to send this form:

Bruce Kohn; 9(2)(a) [REDACTED]

In what capacity are you providing feedback?  
e.g. on behalf of: your company, the company you work for, an industry organisation, a union, a licensed immigration adviser etc.

Construction Industry Organisations

If you are representing a company or group, what is the name of that group?

Construction Strategy Group; NZ Building Industry Federation

What industry or industries does that group work in?

Building and Construction

In your company or industry, what are the most common occupations for migrant workers?

Building site construction work – commercial and residential; professional construction occupations.

What visa categories are commonly used by those workers?

i.e. resident visa, Essential Skills work visa, Work-to-Residence work visa (under the Talent or Long Term Skill Shortage List categories), Post-Study work visa (open or employer assisted), open work visa.

Essential Skills work visa; long term skills shortage list categories

**Only answer the following questions if you directly employ migrant workers:**

How many migrant workers do you currently employ? (Refer to the visa categories in the question above)

N/A

Have you supported an Essential Skills visa application for any of these workers?

No

## Using wage or salary information to help determine skill level and access to Essential Skills migrants

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*Proposal 1: Introduction of remuneration thresholds to determine skill levels and associated visa conditions for Essential Skills visas*

Consider the proposal of aligning the remuneration thresholds for the Essential Skills visa with the remuneration thresholds for the Skilled Migrant Category.

What impacts or implications do you foresee from defining lower-, mid- and higher-skilled Essential Skills migrants in this way?

Give details of the occupations or sectors and wage or salary levels you are thinking of.

Not in the areas of most shortages of labour in the building and construction industry. Urgently needed mid-higher skills workers and professionals required in the building and construction industry are: Project Managers; Quantity Surveyors; Civil and Structural Engineers; Carpenters; Scaffolders; Reinforcing Steel Tie hands; Reinforcing Steel Tie Foremen; Concrete construction hammer-hands; Concrete form workers; machine operators; and heavy duty truck drivers (eg heavy concrete mixing trucks). Wage or salary levels in all of these categories would well meet or at worst be on the verge of exceeding wage and salary levels envisaged.

## Reinforcing the temporary nature of the Essential Skills visa and managing the settlement expectations of temporary migrants

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*Proposal 2a: Introduction of a maximum duration for lower-skilled Essential Skills migrants*

Consider the option of a three years for a maximum duration for lower-skilled Essential Skills visas.

What impacts or implications do you foresee from the proposed maximum duration for lower-skilled Essential Skills visa holders?

Give details of the occupations and industries you are thinking of.

The impact or implications of such a change will depend on the extent to which the current "boom" business cycle in the building and construction industry continues. This comment applies to all areas of skills shortages in the industry, including lower-skilled areas.

*Proposal 2b: Introduction of stand down period for lower-skilled Essential Skills migrants*

Consider the option for a year-long stand down period following the maximum duration for lower-skilled Essential Skills visas.

What impacts or implications do you foresee from these proposed changes?

Give details of the occupations and industries you are thinking of.

In respect of building and construction this question is difficult to answer because much depends on the length of time the current strong business cycle for the industry continues. Increased domestic efforts to lift both skill levels and attract unskilled labour will have an impact over time. But if the current boom continues beyond a three to four year period the stand down period might well impact on labour availability. This will be offset to an extent by the incentive for unskilled labour to "skill-up". I have in mind unskilled labour required for commercial construction and infrastructure development.

*Proposal 3: Require the partners of lower-skilled Essential Skills visa holders to meet the requirements for a visa in their own right*

Consider the proposal to require the partners of lower-skilled Essential Skills visa holders to meet the requirements for a visa in their own right.

What impacts or implications do you foresee from these proposed changes?

Give details of the occupations and industries you are thinking of.

I suspect this will skew applications toward low-wage developing countries where, what some may call, desperation for higher paid work will make entry to New Zealand continue to be desirable but be of a lesser attraction to workers from more economically advanced nations. Occupations affected would be commercial and infrastructure construction.

*Proposal 4: Require the children of lower-skilled Essential Skills visa holders to meet the requirements for a visa in their own right*

Consider the proposal to require the children of lower-skilled Essential Skills visa holders to meet the requirements for a visa in their own right.

What impacts or implications do you foresee from these proposed changes?

Give details of the occupations and industries you are thinking of.

As in 3.

## Reinforce that Essential Skills visas should only be granted for the period for which the employment is offered

*Proposal 5: Make it explicit how the 'period of employment' condition applies to seasonal work*

Consider the option to reinforce that Essential Skills visas for seasonal work are only for the length of the season and that the offer of employment must match the length of the season.

What impacts or implications do you foresee from these options?

Give details of the occupations or sectors you think are likely to be affected.

From the perspective of the building and construction industry this would have little impact.

Consider the list of seasonal occupations being considered.

Are there any seasonal occupations that should be added or removed from this list? Why?

N/A

Consider the list of seasonal occupations being considered.

If you employ seasonal staff, or represent a sector with seasonal staff:

- What are the occupations of the seasonal staff within the sector that you are commenting on?
- For each of the occupations that you have identified, what is the typical period that you require seasonal staff to cover (e.g the peak of the season)?

N/A