
INZ Hospitality Data and Insights

June 2019

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Work and Residence Visas: Key Occupations

Chefs

	Visa	Jun-18		Jun-19		YOY decided	Year to June 2019
		# decided	% approved	# decided	% approved	% change	# decided
work visa	Essential Skills	205	84%	171	79%	-17%	2,291
	Long Term Skill Shortage	48	63%	36	67%	-25%	479
	Variation of Conditions	127	90%	56	91%	-56%	1,349
	Approved In Principle	3	67%	4	100%	33%	58
	TOTAL:	383	83%	267	80%	-30%	4,177
residence visa	Skilled migrant	13	100%	5	100%	-62%	66

Café/Restaurant Managers

	Visa	Jun-18		Jun-19		YOY decided	Year to June 2019
		# decided	% approved	# decided	% approved	% change	# decided
work visa	Essential skills	129	92%	102	78%	-21%	1,097
	Variation of conditions	42	88%	10	100%	-76%	401
	TOTAL:	171	91%	112	80%	-35%	1,498
residence visa	Skilled migrant	27	67%	8	63%	-70%	133

Cooks

	Visa	Jun-18		Jun-19		YOY decided	Year to June 2019
		# decided	% approved	# decided	% approved	% change	# decided
work visa	Essential Skills	79	90%	126	86%	59%	1,065
	Variation of Conditions	8	100%	9	100%	13%	122
	Approved In Principle	6	67%	1	100%	-83%	26
	TOTAL:	93	89%	136	87%	46%	1,213
residence visa	Skilled migrant	0	--	2	100%	--	16

Key Insights

- **Chefs:** increase in work visa volumes for Approved in Principle. Decent decrease for Essential Skills, Long Term Skill Shortage and Variation of Conditions visas. Overall, work visas are down **-30%** YOY. Large reduction in the number of Skilled Migrant residence visa applications. Overall, approval rates remain relatively the same YOY.
- **Café and Restaurant Managers:** total work visa application volumes are down **-35%** compared to last year. Both Essential Skills and Variation of Conditions visa volumes have seen large drops. Approval rates decreased compared to last year. Large drop in Skilled Migrant application volumes and approval rate is down.
- **Cooks:** Essential Skills and Variation of Conditions visa application volumes are up compared to last year. Volumes of Approved in Principle visa applications remain low and is also down. Total work visa application volumes are up by **46%** YOY. Work visa approval rates have decreased slightly YOY overall. Skilled Migrant residence visa applications remain low.

Work and Residence Visas: Key Occupations

Key Insights

Hotel Service Managers

	Visa	Jun-18		Jun-19		YOY decided	Year to June 2019
		# decided	% approved	# decided	% approved	% change	# decided
work visa	Essential skills	21	100%	24	100%	14%	288
	Variation of conditions	6	100%	3	67%	-50%	41
	TOTAL:	27	100%	27	96%	NC	329
residence visa	Skilled migrant	4	50%	1	0%	-75%	16

Hotel/Motel Managers

	Visa	Jun-18		Jun-19		YOY decided	Year to June 2019
		# decided	% approved	# decided	% approved	% change	# decided
work visa	Essential skills	6	100%	12	92%	100%	112
	Variation of conditions	3	100%	3	100%	NC	35
	TOTAL:	9	100%	15	93%	67%	147
residence visa	Skilled migrant	3	100%	3	67%	NC	28

Retail Supervisors

	Visa	Jun-18		Jun-19		YOY decided	Year to June 2019
		# decided	% approved	# decided	% approved	% change	# decided
work visa	Essential skills	167	88%	317	95%	90%	2,225
	Variation of conditions	73	93%	13	100%	-82%	303
	Approved in principle	2	100%	0	--	--	43
	TOTAL:	242	90%	330	95%	36%	2,571

- **Hotel Service Managers:** work visa volumes are up YOY for Essential Skills. Total work visa volumes have seen no change YOY. Approval rates have decreased slightly YOY. Number of Skilled Migrant residence visa applications remain low and there was only one this June.
- **Hotel/Motel Managers:** increase in application volumes for Essential Skills and Variation of Conditions visas has seen no change YOY. Total work visa volumes have seen no change YOY. Approval rates for work visas have decreased. Skilled Migrant residence visa applications remain low and there is no change this June.
- **Retail Supervisors:** a decent increase in volumes for Essential Skills visas. Variation of Conditions visa applications have dropped significantly this June. Approved in Principle visa applications are down YOY and volumes remain low. Overall, work visa volumes are up **36%** YOY. Approval rates are up overall.

THEMES

Work visas

- Overall, work visa application volumes have increased for most YoY:
- **Essential Skills** volumes stronger for: *Cooks, Hotel Service Managers, Hotel/Motel Managers and Retail Supervisors*. Volumes weaker for: *Cooks and Café/Restaurant Managers*.
- **Variation of Conditions** volumes weaker for: *All occupations apart from Cooks and Hotel/Motel Managers*
- **Long Term Skill Shortage** is only available for *Chefs* and volumes are weaker YoY.
- **Approved in Principle** volumes remain low overall.
- Overall, approval rates have decreased across all work visa categories YOY apart from *Retail Supervisors*.

Residence visas

- YOY reductions across most occupations in terms of application volumes re Skilled Migrant category. These volumes also remain very low.

Essential Skills 2018/19

- INZ made a record number of Essential Skills decisions during the previous financial year – going from 44,000 decided applications in 2017/18 to **48,000** decided applications in 2018/19 (July to June). Overall, the number of Essential Skills applications decided by INZ annually has increased by more than **10,000** over the past two years.
- 12,000 ES applications related to **tourism** and **hospitality-relevant** occupations were processed over the past year, 700 more than for the previous year, and with an overall approval rate of 90%.
- However, at the same time, INZ received an unprecedented number of ES applications in 2018/19 – more than 53,000. This is the first time that ES visa volumes have topped 50,000 annually.
- As a result, INZ is taking a number of steps to reduce the volume of undecided ES applications currently to hand. These include:

Short Term

- Establishing a cross-INZ team to drive a system wide focus on improving decision making timeliness while maintaining decision quality
- Redirecting Immigration Officers to focus on processing the visa categories under the most pressure
- Recruiting more Immigration Officers to assist with volume growth (noting it takes time for them to become fully productive)
- Engaging with key sectors to respond to the changing environment, to better understand their needs and to provide guidance on providing decision-ready applications

Longer Term

- Changing the way we are organised to ensure we can strike the balance the right between facilitating the migrants New Zealand needs and protecting migrants and New Zealand from harm
- Exploring options for policy change to remove complexity from the system

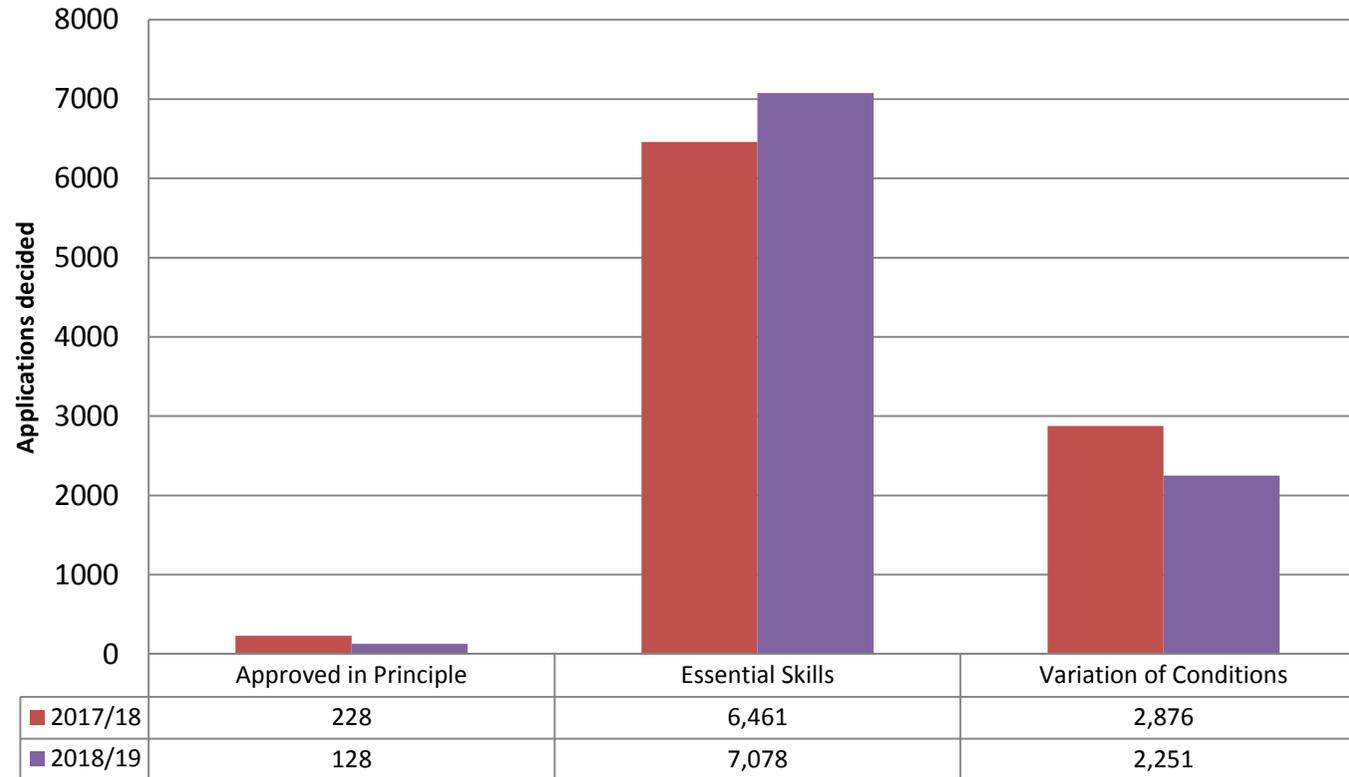
How you can help

- Ensure future applications are ‘decision-ready’ and contain all the necessary information for us to make a decision
- There are a number of common mistakes made in applications:
 - Incorrect ANZSCO codes,
 - Employment agreements not meeting minimum terms and conditions,
 - Hours of work are not full time, or
 - Insufficient evidence that the employer has previously tried to hire a New Zealander.
- We ask for your patience and cooperation during this time and we are doing everything we can to address these unprecedented visa volumes.
- Don't forget to sign up for our [Employer Nurture Series](#)

Spotlight on... Year End

Visa Types Decided Across All Occupations

(Chefs, Café/Restaurant Managers, Cooks, Hotel/Motel Managers, Hotel Service Managers, Retail Supervisors)



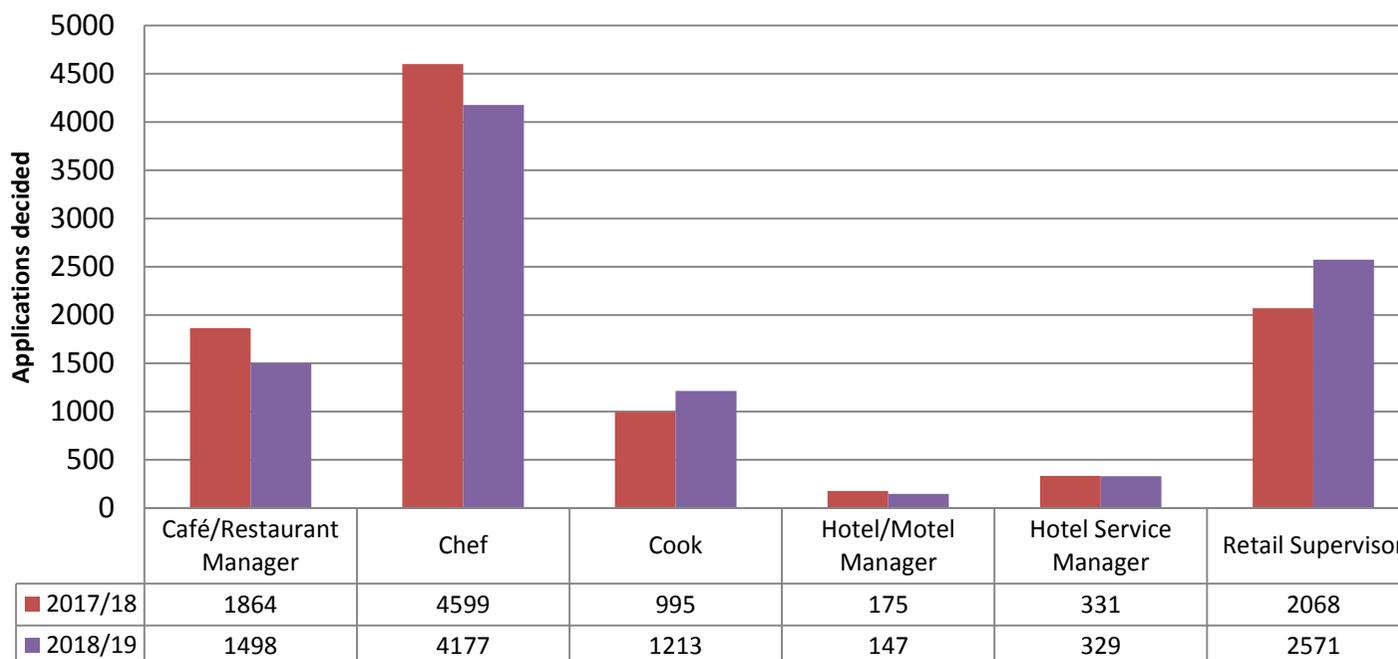
Key Insights

- **Essential Skills visa** volumes has seen an increase of **10% YoY**, with approval rates of 84% for 2017/18 and 88% for 2018/19.
- **Approved in Principle** visa volumes are low overall with a **-44% decrease YOY**. Approval rates were 79% for 2017/18 and 92% for 2018/19.
- **Variation of Conditions** visa volumes have seen a decrease of **-22% YOY** for 2018/19. Approval rates have increased with 89% for 2017/18 and 94% in 2018/19.

Spotlight on... Year End (cont.)

Occupations Decided Across All Visa Types

(Essential Skills, Variation of Conditions, Approved in Principle, Long Term Skill Shortage (Chefs only))



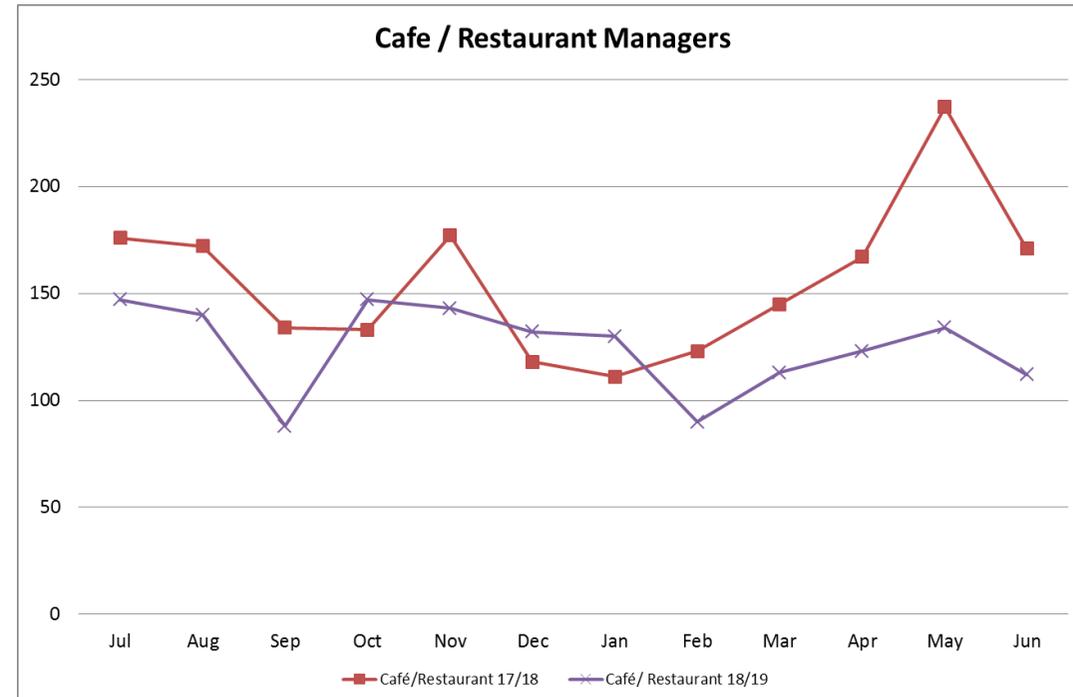
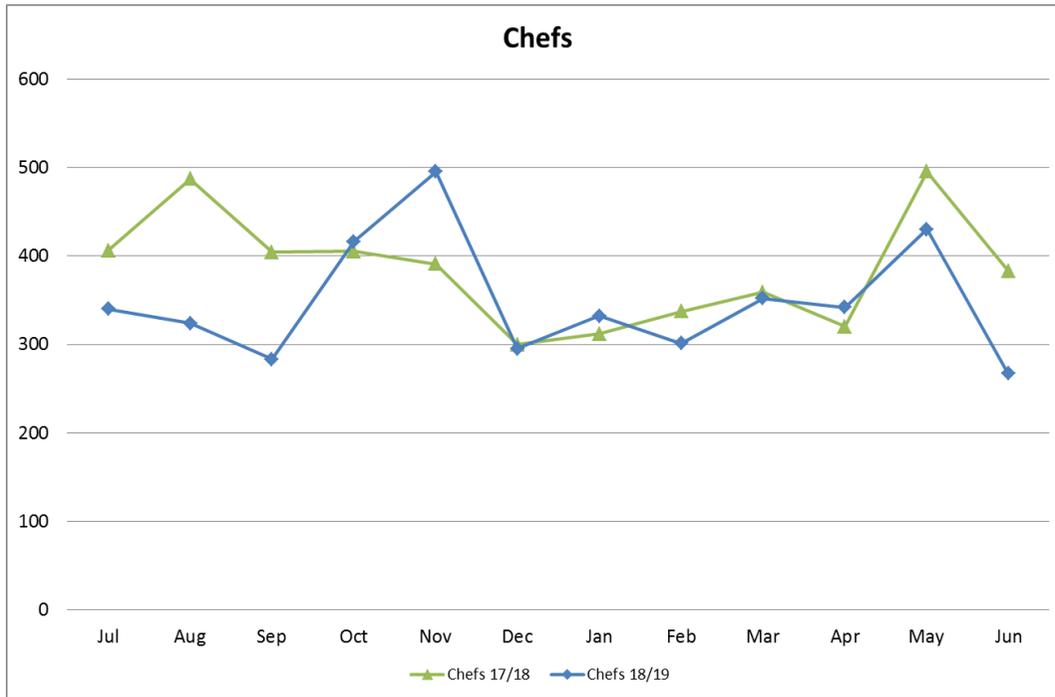
Key Insights

- **Café/Restaurant Managers** have seen a YOY decrease of **-20%** for 2018/19 compared to last year. Approval rates remain high at 87% for 2017/18 and 88% for 2018/19.
- **Chefs** have seen a decrease this year as well, with **-9%** decrease YOY. Approval rates remain relatively high with 83% approved in 2017/18 and 86% in 2018/19.
- **Cooks** have increased in 2018/19 with a YOY increase of **22%**. Approval rates have increased from 81% in 2017/18 to 87% in 2018/19.
- **Hotel/Motel Manager** volumes remain low but also with a **-16%** decrease YOY. Approval rates are high 89% for 2017/18 and 93% in 2018/19.
- **Hotel Service Manager** volumes are also relatively low and there is a **-1%** decrease YOY for 2018/19. Approval rates are high at 92% for 2017/18 and 94% in 2018/19.
- **Retail Supervisor** volumes have seen a **24%** increase YOY for 2018/19. Approval rates have increased from 90% in 2017/18 to 94% in 2018/19.

Spotlight on... Year End (cont.)

Visa applications by occupation: month-on-month trend (2017/18 vs 2018/19)

(Essential Skills, Approved in Principle, Variation of Conditions, Long Term Skill Shortage (Chefs only))



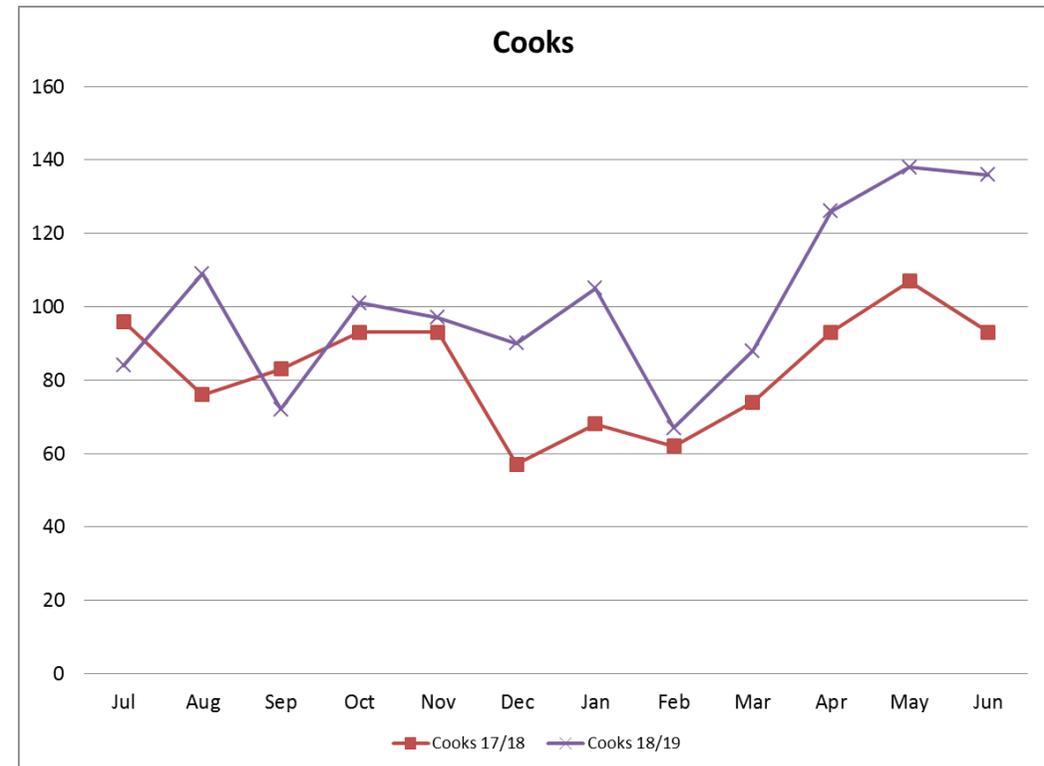
Key Insights

- **Chefs** have generally followed the same trend YOY with a noticeable peak in applications around the month of May and a delayed peak in November 2018 as opposed to August when it occurred in 2017. Increase YOY over the summer peak season (Oct-Apr) apart from February where 2018/19 numbers fell below 2017/18 numbers. A decrease YOY over the winter season (May-Sep).
- **Café/Restaurant Managers** have seen a noticeable decrease in trend YOY with the “peak” in October with numbers almost at 150. This decrease is most likely associated with some applications being re-assessed as “retail supervisors”.

Spotlight on... Year End (cont.)

Visa applications by occupation: month-on-month trend (2017/18 vs 2018/19)

(Essential Skills, Approved in Principle, Variation of Conditions)



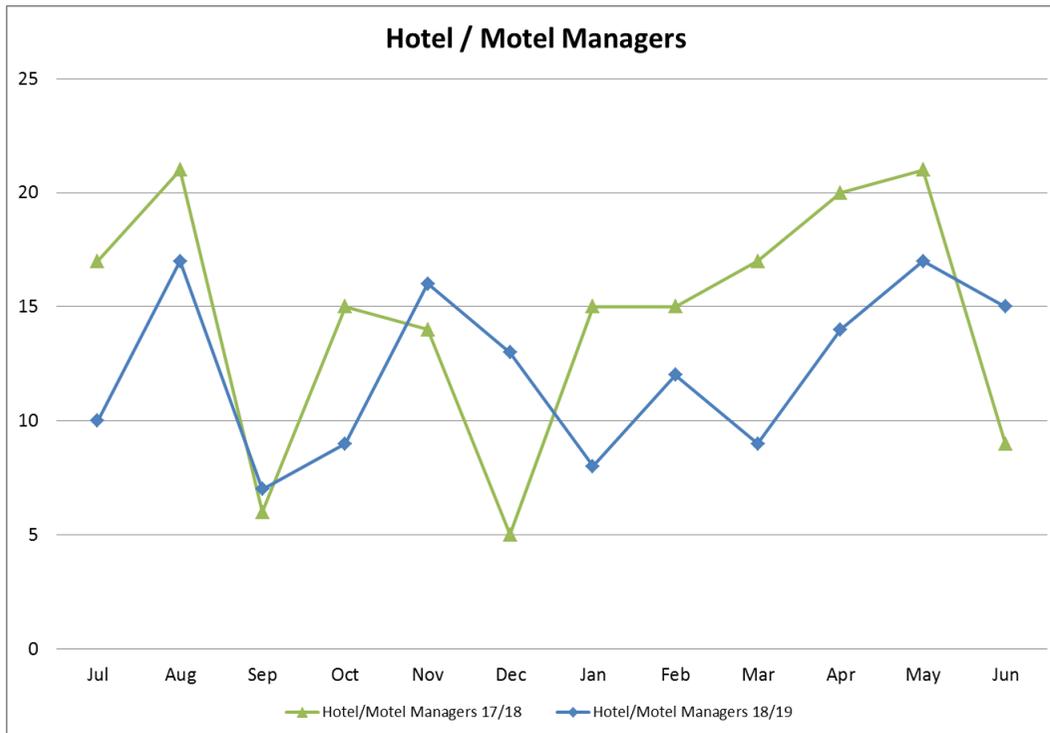
Key Insights

- **Retail Supervisors** have also seen a consistent trend YOY, with slightly bigger peaks and troughs. The main variance is over the months of October, January and June with strong YoY increases, with the June 2019 peak seeing almost 350 applications. Overall, volumes for 2018/19 have been significantly larger than for the previous year.
- **Cooks** have seen a large increase in volumes throughout the year of 2018/19, with volumes significantly higher YOY in certain months. 2018/19 saw more peaks and troughs than for 2017/18, when there was less fluctuation in application volumes.

Spotlight on... Year End (cont.)

Visa applications by occupation: month-on-month trend (2016/17 vs 2017/18)

(Essential Skills, Approved in Principle, Post Study – Employer Assisted, Variation of Conditions)



Key Insights

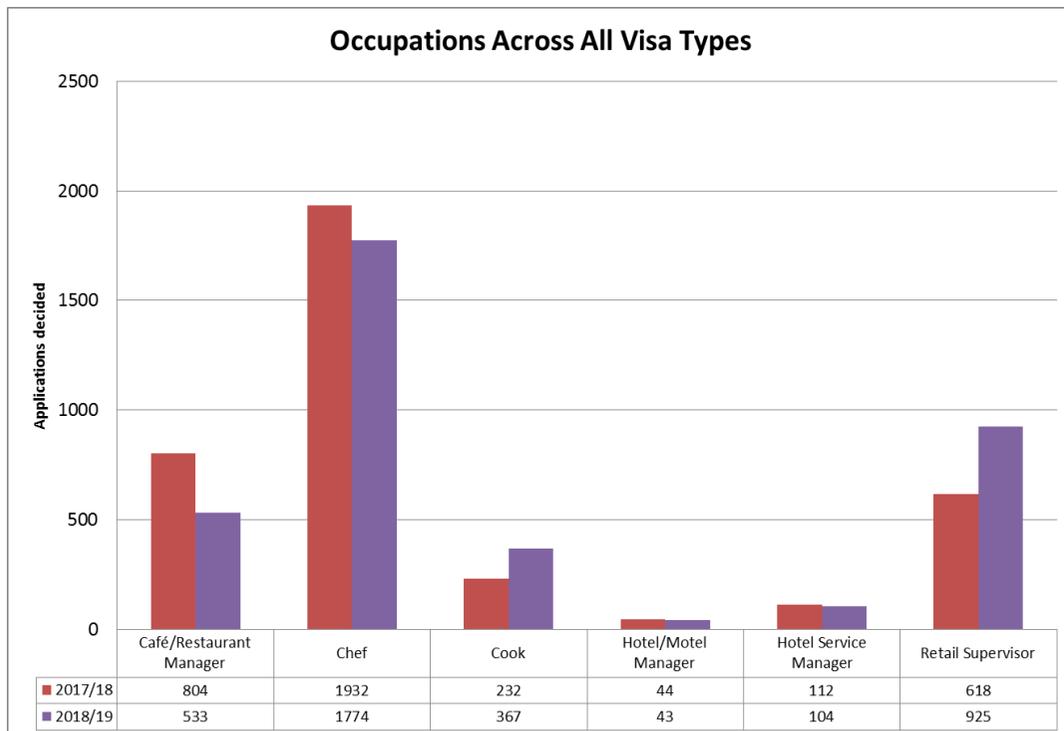
- **Hotel/Motel Managers** look to have had similar trend YOY but with slightly delayed peaks and troughs over the summer period of 2018/19. Volumes remain low overall.
- **Hotel Service Managers** this year have seen fluctuations on a slightly larger scale than in 2017/18. Volumes also remain low overall.

Spotlight on... Year End (cont.)

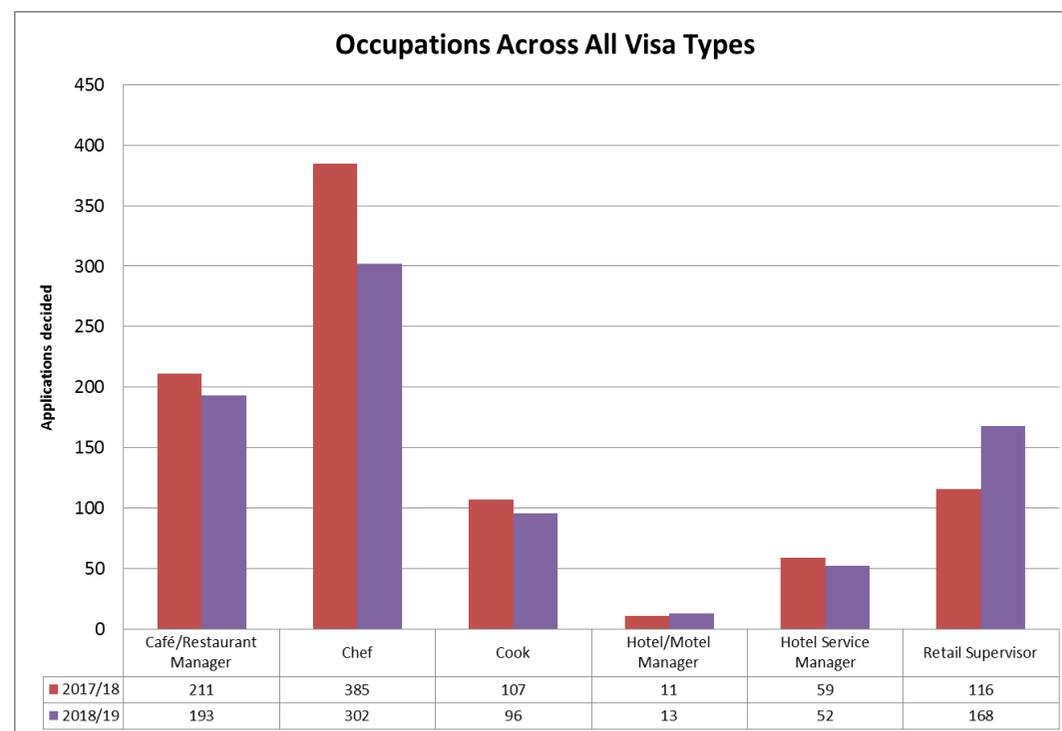
Regional view: occupations across all visa types

(Essential Skills, Approved in Principle, Variation of Conditions, Long Term Skill Shortage (Chefs only))

Auckland



Wellington



Key Insights

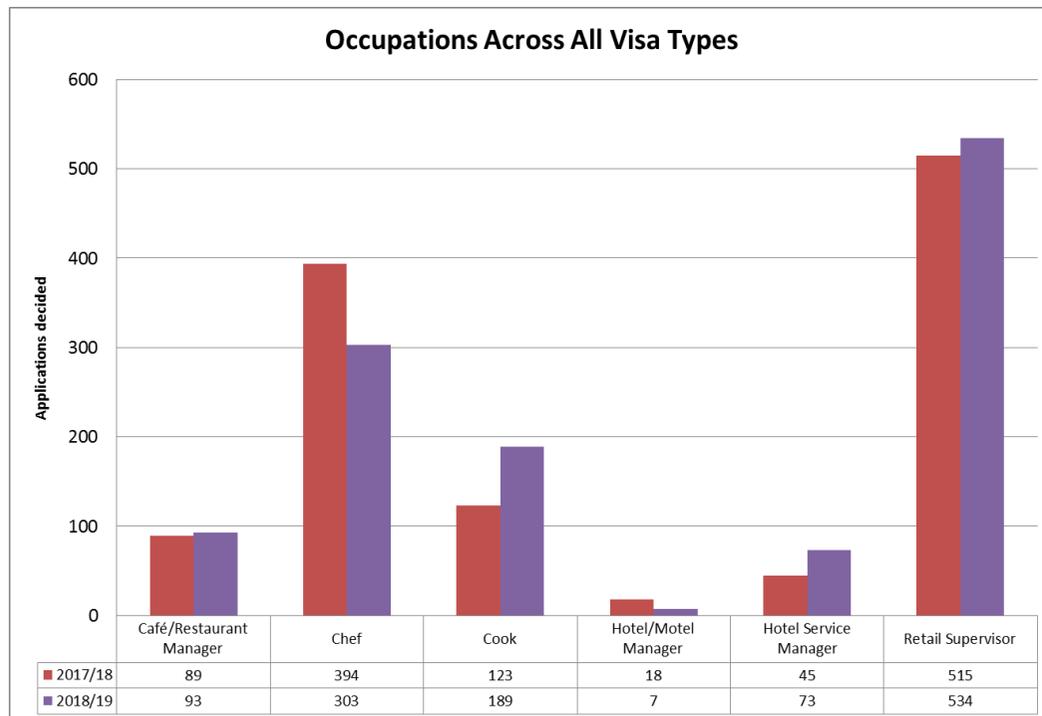
- Overall there has been an increase across most occupations in Otago and Canterbury in 2018/19 compared to 2017/18, whereas there has been mostly declines across most occupations in Auckland and Wellington.
- **Hotel/Motel Manager** and **Hotel Service Manager** volumes are relatively low across all regions.
- **Chefs** and **Retail Supervisors** are the main occupations for applicants across all regions.
- Overall, volumes for **Chef** and **Café/Restaurant Managers** have generally declined in 2018/19 compared to last year, with **Cooks** and **Retail Supervisors** on the rise.

Spotlight on... Year End (cont.)

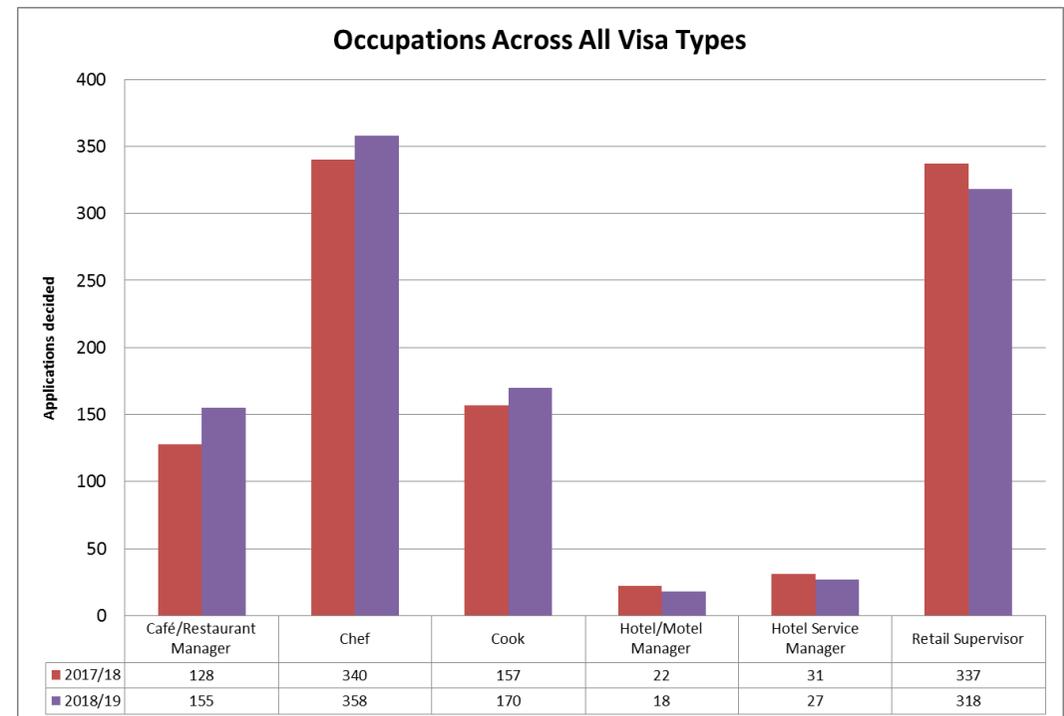
Regional view: occupations across all visa types

(Essential Skills, Approved in Principle, Variation of Conditions, Long Term Skill Shortage (Chefs only))

Otago



Canterbury



Working Holiday Visa

Approved

	Month of June 2019	% change	Year to June 2019	% change
United Kingdom	714	-13%	12,177	-8%
Germany	756	-34%	11,697	-14%
France	609	-10%	9,474	-6%
United States	276	-19%	4,641	-8%
Canada	165	-11%	3,183	1%
Japan	219	22%	2,595	4%
Korea	1,845	25%	2,847	-4%
Italy	84	-15%	2,073	-1%
Ireland	105	-34%	1,707	3%
Netherlands	108	-20%	1,632	-5%
Other	186	-6%	11,157	-2%
Total	5,067	-6%	63,183	-6%

Key Insights

- A drop of **-6%** in the number of WHV applicants YTD and a decrease this month of **-6%** for the month of June 2019.
- A decent increase in WHV applications in June for *Japan* scheme.
- Decent decreases in WHV applications in June particularly for the *Ireland*, *Germany* and *Netherlands* schemes.
- *Korea* scheme is capped and due to a phasing glitch in the system last year, it shows a large increase in June this year. However, *Korea* scheme is also down **-4%** YOY.
- Only *Japan*, *Ireland* and *Canada* schemes have small YTD increases. However, decent YTD decrease for *Germany* (**-14%**).

Glossary of terms – work visa categories

- [Essential skills work visa](#)
 - The Essential Skills category is a temporary work visa category designed to allow employers to recruit overseas workers where shortages mean that no suitable New Zealanders are available or trainable. The length of the visa depends on whether the job is lower-skilled, mid-skilled or higher-skilled.
- [Variation of conditions visa](#)
 - Temporary visas such as work, student or visitor visas are granted with conditions telling the candidate what they are allowed to do while on the visa. These conditions can be things like working in a particular job or studying at a particular education provider. If the visa conditions no longer match their circumstances, the migrant may apply to change their conditions. This is called a variation of conditions. However, in some situations, a new visa may need to be applied for instead.
- [Long term skill shortage visa](#)
 - This visa offers a pathway to New Zealand residence. To apply, the candidate will need to have the specified work experience, qualifications and occupational registration to work in an occupation on NZ's Long Term Skill Shortage List, and an offer for work in that occupation. If the migrant continues working in that occupation in New Zealand for 2 years, they can apply for residence.
- [Approved in principle](#)
 - Being approved in principle means an employer can hire multiple migrant workers without repeating the labour market test. Employers can employ as many migrants as approved in their approval in principle. Employers can employ migrants for between 12 months and 5 years, depending on skill level, making recruitment planning easier.