



Immediate Skill Shortage List

This is the revised Immediate Skill Shortage List, effective from 27 February 2017.

Occupational Group	Occupation and ANZSCO number	Required standard for work visa applicants with an offer of employment Qualifications must be comparable to the standard of the New Zealand qualification listed. Also see Note 1 at the end of this list.	Regions
Agriculture and Forestry	Apiarist (121311)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Apiculture (Level 4) AND a minimum of two years' relevant post-qualification work experience in a commercial environment OR a minimum of five years' work experience as an apiarist in a commercial environment	All regions
Agriculture and Forestry	Arborist (362212)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the Arboriculture strand of the New Zealand Certificate in Horticulture Services (Level 4) AND a minimum of two years' relevant post-qualification work experience	All regions
Agriculture and Forestry	Beef Cattle Farmer (Farm Manager) (121312), Dairy Cattle Farmer (Farm Manager) (121313)	One of the following qualifications: - A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the Dairy Farming or Livestock Farming strands of the New Zealand Certificate in Agriculture (Level 4) - A diploma at NZQF Level 5, or a higher qualification, in the focus areas of Farm Management, Agriculture or Dairy Technology AND a minimum of three years' relevant work experience	All regions
Agriculture and Forestry	Dairy Cattle Farmer (Assistant Farm Manager) (121313)	One of the following qualifications: - A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the Dairy Farming or Livestock Farming strands of the New Zealand Certificate in Agriculture (Level 4) - A diploma at NZQF Level 5, or a higher qualification, in the focus areas of Farm Management, Agriculture or Dairy Technology AND a minimum of two years' relevant work experience	All regions

Agriculture and Forestry	Poultry Farmer (121321)	<p>One of the following qualifications:</p> <ul style="list-style-type: none"> - A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Poultry Management (Level 4) - A diploma at NZQF Level 5, or a higher qualification, in the focus areas of Farm Management or Agriculture <p>AND</p> <p>a minimum of three years' work experience in a management role on chicken farms</p> <p>OR</p> <p>a minimum of five years' work experience in a management role on chicken farms</p>	Auckland/Upper North Island, Waikato/Bay of Plenty, Central North Island, Canterbury/ Upper South Island
Agriculture and Forestry	Market Gardener (Crop Production/ Agronomist Manager) (121221)	<p>One of the following qualifications:</p> <ul style="list-style-type: none"> - A bachelor's degree at NZQF Level 7, or a higher qualification, with the minimum equivalent of 360 credits, which includes the requirements of a New Zealand major in the focus area of Agriculture or Horticulture - A certificate or diploma at NZQF Level 5, or a higher qualification, in the focus areas of Crop Production or Horticulture - A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one of the strands of Fruit Production, Indoor Production, Nursery Production, or Outdoor Vegetable Production, in the New Zealand Certificate in Horticulture Production (Level 4) <p>AND</p> <p>a minimum of three years' relevant post-qualification work experience</p>	All regions
Agriculture and Forestry	Pig Farmer (Farm Manager or Assistant Farm Manager) (121318)	<p>One of the following qualifications:</p> <ul style="list-style-type: none"> - A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Pork Production (Advanced Husbandry) (NZQF Level 4), or the credit and knowledge requirements of the New Zealand Certificate in Pork Production (Section Management) (NZQF Level 4) - A diploma at NZQF Level 5, or a higher qualification, in the focus area of Farm Management <p>AND</p> <p>a minimum of two years' relevant on-farm work experience</p>	All regions
Agriculture and Forestry	Winemaker (Viticulturist/Specialist positions – not pickers) (234213)	<p>One of the following qualifications:</p> <ul style="list-style-type: none"> - A bachelor's degree at NZQF Level 7, or a higher qualification with the minimum equivalent of 360 credits, which includes the requirements of a New Zealand major in the focus areas of Viticulture, Oenology, Wine Science or wine making - A Graduate Diploma at NZQF Level 7, or a higher qualification which includes the knowledge requirements of a New Zealand Graduate Diploma in the focus areas of 	Canterbury/ Upper South Island, Otago/Southland

		Viticulture, Oenology, Wine Science or wine making OR a minimum of five years' relevant work experience	
Construction	Building Inspector/Building Surveyor (312113)	One of the following qualifications: - A bachelor's degree at NZQF Level 7, or a higher qualification with the minimum equivalent of 360 credits, which includes the requirements of a New Zealand major in quantity surveying or construction economics - A Graduate Diploma at NZQF Level 7, or a higher qualification, which includes the knowledge requirements of a New Zealand Graduate Diploma in the focus areas of construction, construction management, or construction project management - A diploma at NZQF Level 6, or a higher qualification, which includes the credit and knowledge requirements of a New Zealand Diploma (Level 6) in the focus areas of building surveying, architectural technology, construction management, or quantity surveying AND a minimum of two years' relevant post-qualification work experience	All regions
Construction	Construction Project Manager (Foreman) (Roading and Infrastructure) (133111)	A minimum of five years' experience in building or maintaining roads AND staff management experience AND appropriate driver licence	All regions
Construction	Surveying or Spatial Science Technician (Building Information Modelling Professional) (312116)	A bachelor's degree at NZQF Level 7, or a higher qualification with the minimum equivalent of 360 credits, which includes the requirements of a New Zealand major in the focus areas of architecture, construction management or engineering AND a minimum of five years' work experience in the construction industry including at least two years in Building Information Modelling related positions	All regions
Construction	Surveying Technician (Spatial Science Technician/Hydrographic Technician) (312116)	One of the following: - A New Zealand Bachelor of Surveying (NZQF Level 7)- A New Zealand Bachelor of Surveying with Honours (NZQF Level 8) - A diploma at NZQF Level 6, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Diploma in Surveying (Level 6) - Professional Associate Membership of the New Zealand Institute of Surveyors	Auckland/Upper North Island

Construction	Surveying Technician (Spatial Science Technician/ Land Surveyor's Technician) (312116)	One of the following: - A New Zealand Bachelor of Surveying (NZQF Level 7) - A New Zealand Bachelor of Surveying with Honours (NZQF Level 8) - A diploma at NZQF Level 6, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Diploma in Surveying (Level 6) - Professional Associate Membership of the New Zealand Institute of Surveyors AND a minimum of two years' relevant post-qualification work experience	All regions
Education	Post-Doctoral Fellow (classified under 242111 University Lecturer)	Doctor of Philosophy or a Doctoral degree at NZQF Level 10 with evidence of a thesis	All regions
Education	University Lecturer (242111)	A master degree at NZQF Level 9, or a higher qualification, with a minimum equivalent of 240 credits, which includes substantive research, dissertation or a thesis	All regions
Engineering	Civil Engineering Draughtsperson (312211)	A diploma at NZQF Level 6, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Diploma in Engineering (Civil) (Level 6)	All regions
Engineering	Electrical Engineering Draughtsperson (312311)	A diploma at NZQF Level 6, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Diploma in Engineering (Electrical) (Level 6)	All regions
Engineering	Mechanical Engineering Draughtsperson (312511)	A diploma at NZQF Level 6, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Diploma in Engineering (Mechanical) (Level 6)	All regions
Engineering	Mechanical Engineering Technician (312512)	One of the following: - Bachelor of Engineering with Honours (Mechanical Engineering) (NZQF Level 8) - Bachelor of Engineering Technology (Mechanical Engineering) (NZQF Level 7) - A Washington Accord or Sydney Accord accredited undergraduate (initial) engineering degree in Mechanical Engineering (listed - see Note 3) - A qualification at NZQF Level 7 or higher, with a letter from IPENZ certifying that the degree and any further learning meet the benchmark requirements towards Chartered Professional Engineer professional status in New Zealand - NZ registration in the field of Mechanical Engineering as a Chartered Professional Engineer or as an Engineering Technologist by the Institution of Professional Engineers New Zealand AND a minimum of three years' relevant post-qualification work experience	Canterbury/Upper South Island, Otago/Southland

Health and Social Services	Anaesthetic Technician (311211)	NZ registration in the Anaesthetic Technician scope of practice with the Medical Sciences Council of New Zealand AND a minimum of two years' post-qualification work experience in anaesthesia	All regions
Health and Social Services	Dental Technician (411213)	NZ registration as a Dental Technician with the Dental Council of New Zealand	All regions
Health and Social Services	Dentist (252312)	NZ registration as a Dentist or Dental Specialist with the Dental Council of New Zealand	Waikato/Bay of Plenty, Central North Island, Wellington, Canterbury/ Upper South Island, Otago/Southland
Health and Social Services	Medical Laboratory Technician (Phlebotomy and Histology Technicians) (311213)	NZ registration in the Medical Laboratory Technician scope of practice with the Medical Sciences Council of New Zealand AND a minimum of 12 months' relevant post-qualification work experience in a medical laboratory or a blood donor centre	All regions
Health and Social Services	Registered Nurse Aged Care (254412)	NZ registration in the scope of practice as a Registered Nurse with the Nursing Council of New Zealand AND a minimum of three years' work experience in adult hospital care	All regions
Health and Social Services	Resident Medical Officer (excluding First and Second Year Resident Medical Officers) (253112), Specialist Physician (General Medicine) (253311), Cardiologist (253312), Paediatrician (253321), Specialist Physicians nec (253399), Emergency Medicine Specialist (253912), Ophthalmologist (253914), Medical Practitioners nec (253999)	NZ registration within a relevant provisional vocational or vocational scope of specialist practice with the Medical Council of New Zealand	All regions
Health and Social Services	Medical Technicians nec (Dialysis Technician) (311299)	NZ registration as a Clinical Physiologist (Dialysis) with the Clinical Physiologist Registration Board AND a minimum of two years' relevant post-qualification work experience	All regions

Health and Social Services	Pharmacy Technician (311215)	A certificate at NZQF Level 5, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Pharmacy (Pharmacy Technician) (Level 5)	Auckland/Upper North Island, Wellington
ICT, Electronics and Telecommunications	Cabler (Data and Telecommunications) (342411)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one of the following strands of the New Zealand Certificate in Telecommunications (Level 4): Access Network Technologies, Building and Data Cabling, Customer Access Network, Customer Premises Equipment or Telecommunications	All regions
ICT, Electronics and Telecommunications	Telecommunications Cable Joiner (342412)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one of the following strands of the New Zealand Certificate in Telecommunications (Level 4): Access Network Technologies, Building and Data Cabling, Customer Access Network, Customer Premises Equipment or Telecommunications	All regions
ICT, Electronics and Telecommunications	Telecommunications Technician (342414)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one of the following strands of the New Zealand Certificate in Telecommunications (Level 4): Access Network Technologies, Core Network Technologies, Radio, Radio/Wireless Technologies, Signals and Communications, or Telecommunications	All regions
Recreation, Hospitality and Tourism	Horse Trainer (Stallion Master) (361112)	A minimum of four years' relevant work experience	Waikato/Bay of Plenty
Recreation, Hospitality and Tourism	Horse Trainer (Stud Groom) (361112)	A minimum of three years' relevant work experience, including at least one year's experience as a stud groom and one year's yearling preparation experience	Waikato/Bay of Plenty
Recreation, Hospitality and Tourism	Jockey (452413)	Completed an Apprenticeship under the Rules of Racing in their country of origin AND clearance from that authority	Waikato/Bay of Plenty, Central North Island, Canterbury/Upper South Island, Otago/Southland
Recreation, Hospitality and Tourism	Jockey (Trackwork Rider) (452413)	Completed an Apprenticeship under the Rules of Racing in their country of origin OR a minimum of three years' relevant work experience	All regions
Recreation, Hospitality and Tourism	Outdoor Adventure Guide (Skydive Tandem Master) (452299)	Tandem Master Rating AND a minimum of 1000 jumps	Auckland/Upper North Island, Central North Island, Canterbury/Upper South Island, Otago/Southland

Recreation, Hospitality and Tourism	Snowsport Instructor (452314)	One of the following qualifications: - A certificate at NZQF Level 5, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Advanced Snowschool Instruction (Applied) (Level 5) - PSIA (USA) - CSIA (Canada) Level 1 - NZSIA (Stage I) - equivalent internationally recognised qualification AND a minimum of two years' relevant post-qualification work experience	Central North Island, Canterbury/ Upper South Island, Otago/Southland
Recreation, Hospitality and Tourism	Snowsport Instructor (including Technicians) (452314)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Snowsport Equipment (Level 4) AND a minimum of two years' relevant post-qualification work experience in a ski/snowboard repair workshop	All regions
Trades	Baker (351111)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Baking (Generalist) or the New Zealand Certificate in Trade Baking (Plant or Craft) (Level 4) AND a minimum of two years' relevant post-qualification work experience	All regions
Trades	Bricklayer (331111)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the Brick and Block Laying strand of the New Zealand Certificate in Trowel Trades (Level 4) AND Licensed Building Practitioner (LBP) licence to do Restricted Building Work (RBW) within the scope of the Bricklaying and Blocklaying Licence Class, EXCEPT IF the work will be done under the supervision of an appropriately LBP who is licensed to supervise RBW done within the scope of a Bricklaying and Blocklaying Licence Class OR the duties of the Bricklayer will not include RBW	Auckland/ Upper North Island
Trades	Composite Technician (399999)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Composites (Level 4)	All regions
Trades	Electronic Equipment Trades Worker (342313)	NZ registration as an Electrical Service Technician or Electrical Appliance Serviceperson with the Electrical Workers Registration Board	All regions
Trades	Floor Finisher (332111)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand in the National Certificate in Flooring (Level 4)	Auckland/ Upper North Island, Waikato/ Bay of Plenty

Trades	Glazier (333111)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand in the New Zealand Certificate in Glazing (Level 4) AND a minimum of two years' relevant post-qualification work experience AND Licensed Building Practitioner (LBP) licence to do relevant Restricted Building Work (RBW), EXCEPT IF the work will be done under the supervision of an appropriately LBP who is licensed to supervise relevant RBW, OR the duties of the Glazier will not include RBW	Auckland/ Upper North Island, Canterbury/ Upper South Island
Trades	Metal Casting Trades Worker (Foundry Moulder) (322114)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the metal forming strand in the New Zealand Certificate in Mechanical Engineering (Trade) (Level 4) AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Metal Fabricator (322311)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand in the New Zealand Certificate in Engineering Fabrication (Trade) (Level 4) AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Metal Machinist (First Class) (CNC Machinist) (323214)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the Fitting and Machining or the Machining strands in the New Zealand Certificate in Mechanical Engineering (Trade) (Level 4) AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Motor Mechanic (General) (Automotive Air Conditioning Technician) (321211)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the Automotive Heating, Ventilation or Air Conditioning strands in the National Certificate in Motor Industry (Automotive Specialist Engineering) (Level 4) or the credit and knowledge requirements of the New Zealand Certificate in Automotive Diesel Fuel Technology (Level 4) AND a minimum of three years' relevant post-qualification work experience	All regions

Trades	Plastics Technician (399916)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Plastics Engineering (Level 4) AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Plastics Technician (Plastics Engineer) (399916)	A certificate at NZQF Level 5, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Plastics Engineering (Level 5) AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Scaffolder (821712)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Scaffolding (Level 4) AND a minimum of two years' relevant post-qualification work experience	All regions
Trades	Sheetmetal Trades Worker (322211)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one of the strands of the New Zealand Certificate in Engineering Fabrication (Trade) (Level 4) AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Stonemason (331112)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one of the strands of the New Zealand Certificate in Stonemasonry (Level 4)	Auckland/ Upper North Island

Note 1: Qualifications listed (unless an exception is stated) are New Zealand awarded qualifications on the New Zealand Qualifications Framework (NZQF). Overseas qualifications must be comparable to the standard of the New Zealand qualification listed. Overseas qualifications therefore require an International Qualification Assessment (IQA) from the New Zealand Qualifications Authority stating the comparable NZQF qualification.

Note 2: Where post-qualification work experience is included as a requirement it applies to all qualifications listed for the occupation (unless otherwise indicated).

Note 3: Where a Washington Accord accredited undergraduate engineering degree is a requirement, the engineering degree has to be awarded from or after the date the country became a signatory, and must be on the list of accredited programmes of the signatory country. To determine if an engineering degree awarded is Washington Accord accredited, please refer to the links from the International Engineering Alliance on their website:
<http://www.ieagreements.org/Washington-Accord/Accredited.cfm>.

Where a Sydney Accord accredited undergraduate engineering degree is a requirement, the engineering technology degree has to be awarded from or after the date the country became a signatory, and must be on the list of accredited programmes of the signatory country. To determine if an engineering technology degree awarded is Sydney Accord accredited, please refer to the links from the International Engineering Alliance on their website:
<http://www.ieagreements.org/Sydney/signatories.cfm>.