



Immediate Skill Shortage List

This is the revised Immediate Skill Shortage List, effective from 19 February 2018.

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)	<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 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 <p>AND</p> <p>a minimum of two years' relevant work experience</p>	All regions
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 areas 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 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 Viticulture, Oenology, Wine Science or wine making <p>OR</p> <p>a minimum of five years' relevant work experience</p>	Canterbury/ Upper South Island, Otago/ Southland
Construction	Building Inspector/Building Surveyor (312113)	<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 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 <p>AND</p> <p>a minimum of two years' relevant post-qualification work experience</p>	All regions
Construction	Construction Project Manager (Foreman) (Roading and Infrastructure) (133111)	<p>A minimum of five years' experience in building or maintaining roads</p> <p>AND</p> <p>staff management experience</p> <p>AND</p> <p>appropriate driver licence</p>	All regions
Construction	Surveying or Spatial Science Technician (Building Information Modelling Professional) (312116)	<p>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</p> <p>AND</p> <p>a minimum of five years' work experience in the construction industry including at least two years in Building Information Modelling related positions</p>	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)	<p>One of the following:</p> <ul style="list-style-type: none"> - 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 Engineering New Zealand 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 Engineering New Zealand <p>AND</p> <p>a minimum of three years' relevant post-qualification work experience</p>	Canterbury/ Upper South Island, Otago/ Southland
Finance/ Business	Accountant (221111)	<p>A qualification at NZQF Level 7 or higher, with a letter from Chartered Accountants Australia and New Zealand or CPA Australia certifying that the degree and any further learning meet the benchmark requirements towards CAANZ professional status in New Zealand or CPA Australia membership</p> <p>AND</p> <p>a minimum of three years' relevant post-qualification work experience</p>	Auckland/ Upper North Island, Wellington, Canterbury/ Upper South Island
Health and Social Services	Anaesthetic Technician (311211)	<p>NZ registration in the Anaesthetic Technician scope of practice with the Medical Sciences Council of New Zealand</p> <p>AND</p> <p>a minimum of two years' post-qualification work experience in anaesthesia</p>	All regions
Health and Social Services	Medical Technicians nec (Dialysis Technician) (311299)	<p>NZ registration as a Clinical Physiologist (Dialysis) with the Clinical Physiologist Registration Board</p> <p>AND</p> <p>a minimum of two years' relevant post-qualification work experience</p>	All regions
Health and Social Services	Midwife (254111)	<p>NZ registration in the midwifery scope of practice with the Midwifery Council of New Zealand</p> <p>AND</p> <p>a minimum of three years' relevant post-qualification work experience</p>	All regions
Health and Social Services	Registered Nurse (Aged Care) (254412)	<p>NZ registration in the scope of practice as a Registered Nurse with the Nursing Council of New Zealand</p> <p>AND</p> <p>a minimum of three years' work experience in adult hospital care</p>	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
ICT, Electronics and Telecommunications	Cabler (Data and Telecommunications) (342411), Telecommunications Cable Joints (342412), Telecommunications Technician (342414)	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 Telecommunications (Level 4)	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)	<p>One of the following qualifications:</p> <ul style="list-style-type: none"> - 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 <p>AND</p> <p>a minimum of two years' relevant post-qualification work experience</p>	Central North Island, Canterbury/ Upper South Island, Otago/ Southland
Recreation, Hospitality and Tourism	Snowsport Instructor (including Technicians) (452314)	<p>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 Snowsport Equipment (Level 4)</p> <p>AND</p> <p>a minimum of two years' relevant post-qualification work experience in a ski/snowboard repair workshop</p>	All regions
Trades	Baker (351111)	<p>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)</p> <p>AND</p> <p>a minimum of two years' relevant post-qualification work experience</p>	All regions
Trades	Bricklayer (331111)	<p>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)</p> <p>AND</p> <p>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</p>	Auckland/ Upper North Island

Trades	Carpenter (331212)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Carpentry (Level 4) AND Licensed Building Practitioner (LBP) licence to do Restricted Building Work (RBW) within the scope of the Carpentry Licence Class, EXCEPT IF the work will be done under the supervision of an appropriately LBP who is licensed to supervise RBW work done within the scope of the Carpentry Licence Class OR the duties of the Carpenter will not include RBW	All regions
Trades	Carpenter and Joiner (331211)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of the New Zealand Certificate in Carpentry (NZQF Level 4) AND A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand of the New Zealand Certificate in Joinery (Level 4) AND Licensed Building Practitioner (LBP) licence to do Restricted Building Work (RBW) within the scope of the Carpentry Licence Class, EXCEPT IF the work will be done under the supervision of an appropriately LBP who is licensed to supervise RBW work done within the scope of the Carpentry Licence Class OR the duties of the Carpenter will not include RBW	All regions
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	Fibrous Plasterer (333211)	A minimum of three years' relevant work experience AND Licensed Building Practitioner (LBP) licence to do Restricted Building Work (RBW) within the scope of the External Plastering Licence Class, EXCEPT IF the work will be done under the supervision of an appropriately LBP who is licensed to supervise RBW work done within the scope of the External Plastering Licence Class OR the duties of the Fibrous Plasterer will not include RBW	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	Joiner (331213)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand of the New Zealand Certificate in Joinery (Level 4)	All regions
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 (32311)	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) (321211)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of a New Zealand Certificate in Light Automotive Engineering (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) AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Panelbeater (324111)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of a New Zealand Certificate in Collision Repair (Non-structural Repair) (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 Technology (Level 5) AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Roof Tiler (333311), Roof Plumber (334115)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of one strand of the New Zealand Certificate in Roofing (Installation) (Level 4) AND a minimum of three years' relevant work experience AND Licensed Building Practitioner (LBP) licence to do Restricted Building Work (RBW) within the scope of the Roofing Licence Class, EXCEPT IF the work will be done under the supervision of an appropriately LBP who is licensed to supervise RBW work done within the scope of the Roofing Licence Class OR the duties of the Roof Tiler will not include RBW	Auckland/ Upper North Island, Waikato/ Bay of Plenty, Canterbury/ Upper South Island, Otago/ Southland

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 (Trade) (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	Solid Plasterer (333212)	A minimum of three years' relevant work experience AND Licensed Building Practitioner (LBP) licence to do Restricted Building Work (RBW) within the scope of the External Plastering Licence Class, EXCEPT IF the work will be done under the supervision of an appropriately LBP who is licensed to supervise RBW work done within the scope of the External Plastering Licence Class OR the duties of the Solid Plasterer will not include RBW	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
Trades	Vehicle Painter (324311)	A certificate at NZQF Level 4, or a higher qualification, which includes the credit and knowledge requirements of a New Zealand Certificate in Automotive Refinishing (Level 4) AND a minimum of three years' relevant post-qualification work experience	All regions

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>.

Note 4: A letter, certificate or registration from the Institution of Professional Engineers New Zealand Incorporated (IPENZ), as Engineering New Zealand was formerly known, may be used to meet the requirement for a letter, certificate or registration from Engineering New Zealand. A letter from IPENZ may also be used to meet an applicable requirement instead of a letter from IT Professionals New Zealand. IPENZ's name changed to Engineering New Zealand in October 2017.