



Immediate Skill Shortage List

This is the revised Immediate Skill Shortage List, effective from 30 May 2016.

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)	New Zealand Certificate in Apiculture (NZQF 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)	One of the following qualifications: - Diploma in Arboriculture (NZQF Level 6) - National Certificate in Horticulture (Arboriculture) (NZQF Level 4) - Certificate in Arboriculture (NZQF Level 4) - New Zealand Certificate in Horticulture Services (NZQF Level 4) (Relevant strand is Arboriculture) 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: - National Certificate in Agriculture (NZQF Level 4) (Relevant strands are Beef Cattle Farming or Dairy Farming) - New Zealand Certificate in Agriculture (NZQF Level 4) (Relevant strands are Dairy Farming or Livestock Farming) - National Certificate in Agriculture (Production Management) (NZQF Level 4 or 5) (Relevant strands are Cattle Farming or Dairy Farming) - New Zealand Certificate in Primary Industry Production Management (NZQF Level 5) (Relevant strand is Livestock Production) - Diploma in Agriculture (NZQF Level 5) - Diploma in Farm Management (NZQF Level 6) 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"> - National Certificate in Agriculture (NZQF Level 4) (Relevant strands are Beef Cattle Farming or Dairy Farming) - New Zealand Certificate in Agriculture (NZQF Level 4) (Relevant strands are Dairy Farming or Livestock Farming) - National Certificate in Agriculture (Production Management) (NZQF Level 4 or 5) (Relevant strands are Cattle Farming or Dairy Farming) - New Zealand Certificate in Primary Industry Production Management (NZQF Level 5) (Relevant strand is Livestock Production) - Diploma in Dairy Technology (NZQF Level 5) - Diploma in Agriculture (NZQF Level 5) - Diploma in Farm Management (NZQF Level 6) <p>AND a minimum of two years' relevant work experience</p>	All regions
Agriculture and Forestry	Poultry Farmer (121321)	<p>One of the following qualifications:</p> <ul style="list-style-type: none"> - Diploma in Agriculture (NZQF Level 5) - Diploma in Farm Management (NZQF Level 6) - National Certificate in Poultry Management (NZQF Level 4) - New Zealand Certificate in Poultry Management (NZQF Level 4) <p>AND a minimum of three years' work experience in a management role on chicken farms</p> <p>OR 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"> - Bachelor of AgriScience (Agriculture) (NZQF Level 7) - Bachelor of AgriScience (Horticulture) (NZQF Level 7) - Bachelor of Agriculture (NZQF Level 7) (with relevant papers) - Bachelor of Agricultural Science (NZQF Level 7) (with relevant papers) - Diploma in Horticulture Management (NZQF Level 6) - Diploma in Horticulture (NZQF Level 5) - MIT Diploma in Horticulture (NZQF Level 5) - RBC Diploma in Horticulture (NZQF Level 5) - New Zealand Certificate in Horticulture Production (NZQF Level 4) (Relevant strands are Fruit Production, Indoor Production, Outdoor Vegetable Production or Nursery Production) - National Certificate in Horticulture (NZQF Level 4) (Relevant strands are Fruit Production, Nursery Production, Production Horticulture or Vegetable Production) - National Certificate in Horticulture (Advanced) (NZQF Level 4) (Relevant strands are Fruit Production, Nursery Production, Production Horticulture or Vegetable Production) <p>AND a minimum of three years' relevant post-qualification work experience</p>	All regions

Agriculture and Forestry	Pig Farmer (Farm Manager) (121318), Pig Farmer (Stock/Herd Manager) (121318), Pig Farmer (Department/Unit Manager) (121318)	One of the following qualifications: - National Certificate in Pork Production (Husbandry) (NZQF Level 4) - New Zealand Certificate in Pork Production (Advanced Husbandry) (NZQF Level 4) AND a minimum of three years' relevant on-farm work experience	All regions
Agriculture and Forestry	Winemaker (Viticulturist/Specialist positions – not pickers) (234213)	One of the following qualifications: - Bachelor of Viticulture and Oenology (NZQF Level 7) - Graduate Diploma in Viticulture and Oenology (NZQF Level 7) - Bachelor of Wine Science (NZQF Level 7) - Bachelor of Viticulture (NZQF Level 7) - Graduate Diploma in Oenology (NZQF Level 7) - Graduate Diploma in Viticulture (NZQF Level 7) OR a minimum of five years' relevant work experience	Canterbury/ Upper South Island, Otago/Southland
Construction	Building Inspector/Building Surveyor (312113)	One of the following qualifications: - Bachelor of Applied Technology – Building (NZQF Level 7) - Bachelor of Building Science (NZQF Level 7) - Bachelor of Construction (Construction Management) (NZQF Level 7) - Bachelor of Construction (Construction Economics) (NZQF Level 7) - Bachelor of Construction (Quantity Surveying) (NZQF Level 7) - Graduate Diploma in Construction Project Management (NZQF Level 7) - National Diploma in Building Control Surveying (Medium and Large Buildings) (NZQF Level 6) - New Zealand Diploma in Building Surveying (NZQF Level 6) - National Diploma in Architectural Technology (NZQF Level 6) - New Zealand Diploma in Architectural Technology (NZQF Level 6) - National Diploma in Construction Management (NZQF Level 6) - National Diploma in Quantity Surveying (NZQF Level 6) - New Zealand Diploma in Construction (NZQF Level 6) (Relevant strands are 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)	Bachelor's degree in engineering, construction management or architecture 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 qualifications: - Bachelor of Surveying (NZQF Level 7) - Bachelor of Surveying with Honours (NZQF Level 8) - National Diploma in Surveying (NZQF Level 6) - New Zealand Diploma in Building Surveying (NZQF Level 6) OR 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: - Bachelor of Surveying (NZQF Level 7) - Bachelor of Surveying with Honours (NZQF Level 8) - National Diploma in Surveying (NZQF Level 6) - New Zealand Diploma in Building Surveying (NZQF 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 (NZQF Level 10)	All regions
Education	University Lecturer (242111)	Doctor of Philosophy (NZQF Level 10) or a Research Masters Degree (NZQF Level 9)	All regions
Engineering	Civil Engineering Draughtsperson (312211), Electrical Engineering Draughtsperson (312311), Mechanical Engineering Draughtsperson (312511)	One of the following qualifications in the relevant occupation speciality: - National Diploma in Engineering (NZQF Level 6) (strand in Mechanical Engineering) - National Diploma in Engineering (Electrotechnology) (NZQF Level 6) - National Diploma in Civil Engineering (Applied) (NZQF Level 6) - New Zealand Diploma in Engineering (specialities are Civil, Electrical or Mechanical Engineering) (NZQF Level 6) - New Zealand Diploma in Engineering (Civil) (NZQF 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 a 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 in the field of Mechanical Engineering - 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 (Mental Health) (254422)	NZ registration in the scope of practice as a Registered Nurse with the Nursing Council of New Zealand AND three years' experience working as a Registered Nurse in Mental Health nursing	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)	One of the following qualifications: - National Certificate in Pharmacy (Technician) with strands in Hospital and Community (NZQF Level 5) - New Zealand Certificate in Pharmacy (Pharmacy Technician) (NZQF Level 5)	Auckland/Upper North Island, Wellington

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: - National Certificate in Snowsport (Snowschool) (NZQF 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)	National Certificate in Snowsport Equipment (NZQF Level 4) AND a minimum of two years' relevant post-qualification work experience in a ski/snowboard repair workshop	All regions
Trades	Baker (351111)	One of the following qualifications: - National Certificate in Baking (Craft Baking) (Qualification Number 0590) (NZQF Level 4) - National Certificate in Baking (Instore/Franchise) (NZQF Level 4) - New Zealand Certificate in Baking (Generalist) (NZQF Level 4) - New Zealand Certificate in Baking (Plant Baking) (NZQF Level 4) - New Zealand Certificate in Trade Baking (Plant) (NZQF Level 4) - New Zealand Certificate in Trade Baking (Craft) (NZQF Level 4) - New Zealand Diploma in Baking (NZQF Level 5) AND a minimum of two years' relevant post-qualification work experience	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	Glazier (333111)	<p>One of the following qualifications:</p> <ul style="list-style-type: none"> - National Certificate in Glazing (NZQF Level 4) - National Certificate in Glass and Glazing (NZQF Level 4) <p>AND</p> <p>a minimum of two years' relevant post-qualification work experience</p> <p>AND</p> <p>evidence that the work will be done under the supervision of an appropriately Licensed Building Practitioner (LBP) who is licensed to supervise relevant Restricted Building Work (RBW) OR that the duties of the Glazier will not include RBW</p>	Auckland/ Upper North Island, Canterbury/ Upper South Island
Trades	Metal Casting Trades Worker (Foundry Moulder) (322114)	<p>One of the following qualifications:</p> <ul style="list-style-type: none"> - National Certificate in Metal Casting (Technology) (NZQF Level 4) - New Zealand Certificate in Mechanical Engineering (Trade) (NZQF Level 4) (relevant strand is metal forming) <p>AND</p> <p>a minimum of three years' relevant post-qualification work experience</p>	All regions
Trades	Metal Fabricator (322311)	<p>One of the following qualifications:</p> <ul style="list-style-type: none"> - National Certificate in Engineering Fabrication (NZQF Level 4) - New Zealand Certificate in Engineering Fabrication (Trade) (NZQF Level 4) <p>AND</p> <p>a minimum of three years' relevant post-qualification work experience</p>	All regions
Trades	Metal Machinist (First Class) (CNC Machinist) (323214)	<p>One of the following qualifications:</p> <ul style="list-style-type: none"> - National Certificate in Mechanical Engineering (NZQF Level 4) (Relevant strands are Fitting and Machining, and Machining) - New Zealand Certificate in Mechanical Engineering (Trade) (NZQF Level 4) (Relevant strands are Fitting and Machining, and Machining) <p>AND</p> <p>a minimum of three years' relevant post-qualification work experience</p>	All regions
Trades	Motor Mechanic (General) (Automotive Air Conditioning Technician) (321211)	<p>One of the following qualifications:</p> <ul style="list-style-type: none"> - National Certificate in Motor Industry (Automotive Specialist Engineering) (NZQF Level 4) relevant strand is Automotive Heating, Ventilation, and Air Conditioning - National Certificate in Motor Industry (Automotive Air Conditioning) (NZQF Level 4) <p>AND</p> <p>a minimum of three years' relevant post-qualification work experience</p>	All regions
Trades	Plastics Technician (399916)	<p>One of the following qualifications:</p> <ul style="list-style-type: none"> - National Certificate in Plastics Processing Technology (Technical) (NZQF Level 4) - New Zealand Certificate in Plastics Engineering (NZQF Level 4) - National Diploma in Plastics Processing Technology (NZQF Level 5) - National Certificate in Plastics Materials (NZQF Level 5) - New Zealand Certificate in Plastics Engineering Technology (NZQF Level 5) <p>AND</p> <p>a minimum of three years' relevant post-qualification work experience</p>	All regions

Trades	Plastics Technician (Plastics Engineer) (399916)	One of the following qualifications: - National Diploma in Plastics Processing Technology (NZQF Level 5) - National Certificate in Plastics Materials (NZQF Level 5) - New Zealand Certificate in Plastics Engineering Technology (NZQF Level 5) AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Scaffolder (821712)	One of the following qualifications: - National Certificate in Intermediate Scaffolding (NZQF Level 4) - National Certificate in Advanced Scaffolding (NZQF Level 5) - New Zealand Certificate in Scaffolding (NZQF Level 4) - New Zealand Certificate in Scaffolding (NZQF Level 5) AND a minimum of two years' relevant post-qualification work experience	All regions
Trades	Sheetmetal Trades Worker (322211)	One of the following qualifications: - National Certificate in Engineering Fabrication (NZQF Level 4) - New Zealand Certificate in Engineering Fabrication (Trade) (NZQF Level 4) AND a minimum of three years' relevant post-qualification work experience	All regions
Trades	Upholsterer (393311)	One of the following qualifications: - National Certificate in Furniture (NZQF Level 4) with strand in Advanced Upholstery - New Zealand Certificate in Furniture (NZQF Level 4) with strand in Upholstery AND a minimum of two 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 or a qualification listed in the New Zealand Standard Classification of Education. 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> .