



**NEW ZEALAND  
IMMIGRATION**

# **New Zealand Migrant Settlement and Integration Strategy:** Outcome Indicators 2019

> Supplementary Report



**MINISTRY OF BUSINESS,  
INNOVATION & EMPLOYMENT**  
HĪKINA WHAKATUTUKI

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#### **Acknowledgements**

The Ministry of Business, Innovation and Employment is grateful to the following agencies for their contribution to this report:

- › Ministry of Education
- › Tertiary Education Commission

Publishing date: October 2021

ISSN 2537-8775

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## Executive summary

This report supplements the 2019 New Zealand Migrant Settlement and Integration Strategy (the Strategy) outcomes dashboard report. It uses data from multiple sources to measure and monitor progress towards the Strategy's key outcome areas. The report does not show the impact of the COVID-19 pandemic on the recent migrant population given the time period of the data reported. Notes on the data sources used are listed in the Appendix of the report.

### Migration trends

Good settlement outcomes support high migrant retention rates. Most migrants who are granted residence stay on in New Zealand and their retention rate has been steadily increasing. However, residence approvals have decreased in recent years due to changes in immigration policy. Temporary work visa approvals have continued to increase but slowed down during 2018.

### Employment

Employment is a key indicator of successful settlement and an important means of integration. Overall, the success indicators within the Employment outcome area remained positive and stable.

It is important for recent migrants (i.e. those who have been living in New Zealand for five years or less) to be able to use their skills and qualifications productively in New Zealand. Eight out of ten of employed skilled principal applicants reported that their occupation matched their skills and qualification. The rate has remained high and consistent over time. The proportion of employed secondary applicants in jobs that match their skills and qualifications has continued to show progress but it has remained at a lower rate than for employed principal applicants (six out of ten).

The employment rate of recent migrants has continued to show an upward trend over the past year. In the year to December 2019, 73 percent of recent migrants aged 15 years and above were in employment, the highest recorded in recent years, and is broadly similar to the New Zealand-born population (67 percent).

While the majority of international students leave New Zealand after their studies, the proportion of those who transition to resident visa has continued to increase. Twenty-seven percent of all full-fee paying international students who completed a bachelor's level or above qualification in 2016 transitioned to residence within three years (2019) of their last student visa. This rate is lower than the previous cohort (31 percent).

### Education and training

Education and training provide migrants with the knowledge and skills needed to participate fully in society. Qualification attainment of migrant school leavers and the adult migrant population show moderate progress over the last period.

Higher school qualifications serve as a foundation for tertiary study, as well as preparation for entry into the workforce. In 2019, 89 percent of overseas-born (non-refugee) migrant school leavers gained at least National Certificate of Educational Attainment (NCEA) Level 2 qualification. The rate has been steadily increasing over time and is higher than the national average (79 percent).

Adult recent migrants (aged 25-64 years) are more likely to have a Level 4 or above qualification compared with the New Zealand-born population. In the year ended December 2019, 63 percent of adult recent migrants have at least Level 4 qualification compared with 48 percent for the New Zealand-born population.

### **English Language**

English language confidence and competence are keys to successful settlement. Overall, most of the indicators within the English language outcome area show improvement over the last period.

Most recent migrants can speak English, with 93 percent of recent migrants reporting that they could have a conversation about everyday things in English well. However, recent migrants from North Asia are less likely to speak English well (67 percent) compared with migrants from other parts of the world (with at least 92 percent).

Children with the highest English language needs are entitled to ESOL (English for Speakers of Other Languages) funding. In 2019, 49,112 school children with a migrant background<sup>1</sup> received ESOL support in the first half of the school period. Overseas-born migrant children (non-refugee) make up just over half of those who receive English language support.

The rate of uptake by recent migrants with Pre-purchased English Language Tuition (PELT) entitlements show steady improvement. Fifty-eight percent of recent migrants with PELT entitlement ending in 2019 have used all or part of their tuition by the end of 2019. This is similar to the previous cohort (59 percent). There has been an improvement in the rate of uptake of migrants who fully used their tuition entitlements (54 percent, up from 50 percent for the previous cohort).

The Tertiary Education Commission (TEC) funds ESOL learning opportunities, particularly for migrants with poor English language skills. In 2018, 76 percent of TEC-funded ESOL went to migrant enrolments in ESOL courses and the remaining 24 percent went to refugee enrolments.

### **Inclusion**

Social interaction and participation helps facilitate successful settlement. Most of the indicators within the Inclusion outcome area show a moderate improvement over the last period.

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<sup>1</sup> This includes overseas-born migrants, former refugees or New Zealand-born children of migrants.



The majority of recent migrants feel they belong in New Zealand. In 2018, 8 out of 10 recent migrants felt that New Zealand was their home. This rate has remained high and consistent over time.

Being part of a social network provides migrants with support and a sense of belonging. In 2018, 58 percent of recent migrants belonged to at least one social group or club, mainly in sports clubs or groups (25 percent) and job-related association groups (19 percent).

Migrants' participation through voting in the national elections is another way to demonstrate commitment and belonging to New Zealand. Seventy-one percent of eligible recent migrants voted in the 2017 general election, very close to the same result for the 2014 general election (70 percent). The rate, however, is still lower than the national average (79 percent) but the gap in voter participation is common in other migrant receiving countries.

Discrimination can prevent migrants from participating fully in society. The share of recent migrants who experienced discrimination has decreased compared with the last period (21 percent in 2018, down from 26 percent in 2016). However, data still shows that recent migrants were more likely to have experienced discrimination than the New Zealand-born population (17 percent).

### **Health and wellbeing**

Good health is fundamental to migrants' settlement and wellbeing so they can participate in society and the economy. Most of the indicators within the Health and Wellbeing outcome area have remained broadly positive and stable over the last period.

Feeling safe in a new environment may affect how quickly migrants settle and whether they decide to stay. Compared with the New Zealand-born population, recent migrants feel safer in New Zealand (77 percent of recent migrants versus 60 percent of the New Zealand-born population) and are less likely to have had a crime committed against them over the last year (8 percent versus 13 percent of the overall population).

Primary health organisation (PHO) enrolment of migrants is used as a proxy for access to primary health care. Most migrants with residence (9 out of 10) enrol in a PHO within their first five years of arrival in New Zealand. However, migrants from North Asia (especially from South Korea and China) have lower than average PHO enrolment rates.

## Summary table of indicators

The following is a summary table of the New Zealand Migrant Settlement and Integration Strategy outcome indicator measures. The current levels, changes over time and performance of each indicator are shown.

### Trend key

● Good
 ● Moderate
 ● Needs attention

Success indicators	Measure		Trend		Overall progress
	Previous period	Latest period <sup>2</sup>	Actual	Target	
Outcome 1: Employment					
Working-age migrants have work that matches their skills and New Zealand-ready qualifications.					
Increased proportion of employed principal applicants whose occupation in New Zealand match their skills and NZ-ready qualifications.	85%	88%	▲3pp	↑	<div></div>
Increased proportion of employed secondary applicants whose occupation in New Zealand match their skills and NZ-ready qualifications.	52%	60%	▲8pp	↑	<div></div>
Employment rates for recent migrants are similar to those for New Zealanders.	70%	73%	▲3pp	↑	<div></div>
Increased transition rate from study to residence for international students with bachelor’s level qualifications and above, three years post study.	31%	27%	▼4pp	↑	<div></div>
Outcome 2: Education and Training					
Migrants achieve educational and vocational qualifications.					
Increased proportion of migrant school leavers who achieve NCEA Level 2 or higher after five years in the New Zealand education system.	90%	89%	▼1pp	↑	<div></div>
Increased proportion of 25–64 year old recent migrants who have completed a Level 4 or above qualification on the NZ Qualifications Framework.	68%	63%	▼5pp	↑	<div></div>

<sup>2</sup> A range of data sources underpin the indicators, collected over different time periods. Available data which is closest to 2019 has been used. Please refer to the Appendix for more information on the data sources.

<b>Outcome 3: English Language</b> <b><i>Migrants confidently use English in their daily lives.</i></b>					
Increased proportion of recent migrants who can have a conversation about everyday things in English.	91%	93%	▲ 2pp	↑	●
Utilisation of school-funded ESOL support by migrant children.	45,233	49,112	▲ 9%	↑	●
Increased uptake of pre-paid ESOL tuition.	59%	58%	▼ 1pp	↑	●
Utilisation of TEC-funded English language support by migrants with English language needs.	76%	76%	n/c	↑	●
<b>Outcome 4: Inclusion</b> <b><i>Migrants participate in and have a sense of belonging to their community and to New Zealand.</i></b>					
Increased proportion of recent migrants who feel a sense of belonging to New Zealand.	82%	84%	▲ 2pp	↑	●
Increased proportion of recent migrants who belong to social networks and groups (including sports groups).	61%	58%	▼ 3pp	↑	●
Increased proportion of recent migrants with residence who voted in general elections.	70%	71%	▲ 1pp*	↑	●
Reduced proportion of recent migrants who have experienced discrimination in New Zealand.	26%	21%	▼ 5pp	↓	●
<b>Outcome 5: Health and Wellbeing</b> <b><i>Migrants enjoy healthy lives and feel confident and safe.</i></b>					
Increased proportion of recent migrants who feel safe in New Zealand.	72%	77%	▲ 5pp	↑	●
Fewer recent migrants are victims of crime.	11%	8%	▼ 3pp	↓	●
Increased proportion of recent migrants enrolled in a primary health organisation.	91.9%	91.8%	▼ 0.1pp	↑	●

\* No new data available for this indicator.

## Glossary of terms

Term	Definition
Recent migrant	A migrant who has been living in New Zealand for five years or less.
New Zealand Resident	A migrant who holds a New Zealand resident visa. Residents can live and work in New Zealand permanently.
Principal applicant	The primary applicant for a resident visa.
Secondary applicant	The partner and/or dependent children (if any) included in a principal applicant's residence application.
Working-age population	The usually resident (i.e. living in New Zealand for more than 12 months) population aged 15 years and over.
New Zealand-born	Individual who was born in New Zealand.
Employment rate	The number of people, aged 15 years and over, who were employed for at least one hour per week, expressed as a percentage of the working-age population.
Unemployment rate	The number of people aged 15 years and over, who were not employed and who were actively seeking and available for paid work, expressed as a percentage of the total labour force.

## Acronyms

Term	Definition
ESOL	English for Speakers of Other Languages
NCEA	National Certificate of Educational Attainment
NZQA	New Zealand Qualification Authority
NZQF	New Zealand Qualification Framework
PELT	Pre-purchased English Language Tuition
PHO	Primary Health Organisation
SMC	Skilled Migrant Category

## The NZ Migrant Settlement and Integration Strategy

The New Zealand Migrant Settlement and Integration Strategy (the Strategy), approved by Cabinet in 2014, is the government's approach to successfully settle and integrate migrants in New Zealand so that they *"make New Zealand their home, participate fully and contribute to all aspects of New Zealand life"*.

The Strategy identifies five measurable outcome areas integral to the successful settlement and integration of recent migrants (see Figure 1): Employment, Education and Training, English Language, Inclusion, and Health and Wellbeing.

**Figure 1: Outcomes framework for migrant settlement and integration**



All five outcome areas are strongly interconnected and contribute to the Strategy's aim, as well as to each other. For example, good English language skills and good health support migrants' participation in employment, while education and training help them to make social connections that support their wellbeing and inclusion.

Immigration NZ leads the work to implement the Strategy and achieve good settlement outcomes for migrants. Immigration NZ collaborates with its partner government agencies on a work programme that supports the Strategy outcomes.

The priority groups of the Strategy are recent migrants in New Zealand; this includes migrants with New Zealand residence and some work visa holders such as Essential Skills visa holders and former student visa holders with Level 7 or above qualification.

Cabinet approved the monitoring and outcome reporting framework for the Strategy in 2014. The framework comprises of sixteen outcome indicators that measure progress on the Strategy's five key outcome areas. Immigration NZ measures the settlement information and services provided to ensure they are helping to achieve good settlement outcomes for recent migrants. This is measured through an annual dashboard report which updates on progress against the Strategy's success indicators. The dashboard report of the Strategy's outcome indicators has been produced annually since 2015 (baseline) using survey and administrative data to measure and monitor trends across the Strategy outcomes.

This report supplements the dashboard report and provides more context and detailed information on how recent migrants are faring in New Zealand and how this has changed over time. The trends illustrated in this report will help direct cross-government settlement activity and support planning and decision-making, including for those outcome areas where further settlement interventions and activities may be required.

## Migration in New Zealand

New Zealand is becoming more diverse after experiencing high population growth in the last five years. The share of the overseas-born population in New Zealand has been steadily increasing. Results from the 2018 Census showed that 27 percent (or 1.27 million) of people counted were born overseas, an increase from 25 percent (or 1 million) in 2013.

New Zealand's population is affected by migration flows. A provisional estimate suggests that New Zealand experienced an annual net<sup>3</sup> permanent and long-term migration<sup>4</sup> gain of 43,800 ( $\pm 2,100$ )<sup>5</sup> in the year ended December 2019. This is lower than a year earlier, when it was estimated to be 49,400 ( $\pm 200$ ). The annual net migration has gradually fallen from the record peak of 63,000 in the year ended July 2016 but remains at a historically high level (see Figure 2).

*Annual net migration has been decreasing but remained high.*

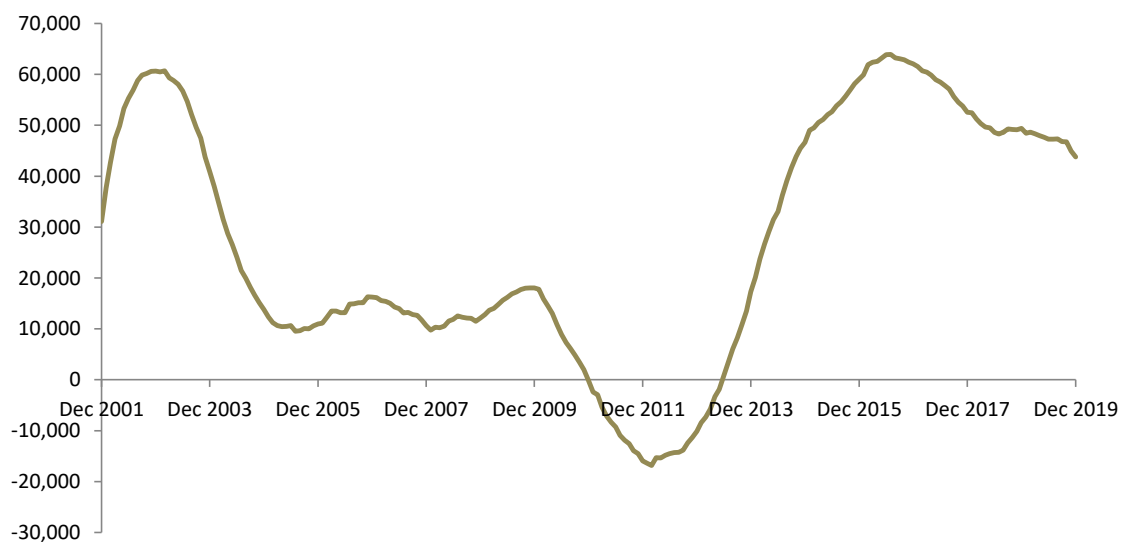


Figure 2: Annual net migration December 2001 – December 2019

Source: International travel and migration statistics, Stats NZ

### Recent migrants in New Zealand

Recent migrants are those who have been living in New Zealand for five years or less. This includes migrants approved for residence within the last five years, temporary work visa holders and international students. This report will mainly focus on the settlement outcomes of recent migrants with New Zealand residence.

<sup>3</sup> Net migration rate is the difference between the number of arrivals and the number of departures throughout the year.

<sup>4</sup> An arrival or departure is 'permanent and long-term' if the intended length of stay or absence is 12 months or more. This includes new migrants (such as those with New Zealand residence and temporary migrants on work and student visas), Australian and New Zealand residents and citizens.

<sup>5</sup> The provisional estimates have 95 percent confidence intervals ( $\pm$ ) beside them - the wider the interval, the greater the uncertainty about the estimate.

The number of recent migrants in New Zealand has been steadily increasing, mostly driven by temporary migrant workers coming in recent years (see Figure 3).

*Recent migrant population in New Zealand has been steadily increasing.*

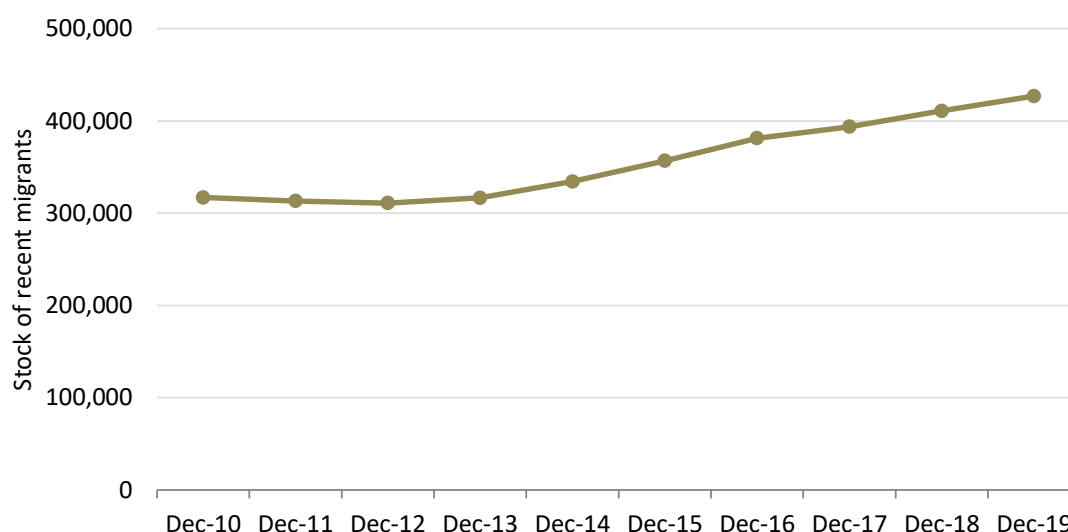


Figure 3: Recent migrant population in New Zealand over the last ten years (as at 31 December 2010 to 2019)

Source: MBIE's Migration Data Explorer

The table below shows a breakdown of the migrant population into three groups: migrants approved for residence within the last five years, temporary migrant workers and international students. In December 2019, recent resident migrants comprised 40 percent of the recent migrant population while 46 percent are temporary workers.

The recent migrant population rose by 20 percent (or 70,600 people) between 2015 and 2019. Most of the growth came from temporary workers, reflecting the increase in temporary migration in recent years.

Visa type	2015	2016	2017	2018	2019	% change 2015-2019
Recent resident migrants	170,091	175,782	176,073	176,316	170,415	0.2%
Temporary workers	128,577	149,676	162,648	178,278	196,524	53%
International students	55,980	53,424	53,400	54,774	58,335	4%
<b>Total</b>	<b>354,648</b>	<b>378,882</b>	<b>392,121</b>	<b>409,368</b>	<b>425,274</b>	<b>20%</b>

Table 1: Stock of the recent migrant population in New Zealand, as at 31 December 2015 to 2019

Source: MBIE's Migration Data Explorer

Note: Figures have been randomly rounded to base 3, therefore some figures may not sum to stated totals.

### Residence approvals

Migrants who are granted New Zealand residence have the right to live in New Zealand and have access to all the work, education, property ownership and health privileges available to New Zealanders.

The number of migrants approved for New Zealand residence has been decreasing in recent years. In 2018/19, residence approvals fell nine percent to 34,500 following a 20 percent



decrease the year before. The decrease was driven by the Business/Skilled visa stream approvals which fell 11 percent and the Family visa stream approvals which fell 10 percent. Immigration policy changes in late 2016 to the Skilled Migrant Category (SMC) and the temporary closure of the Parent Category have driven the decrease in residence approvals in the last three years.

*Resident visa approvals continued to decrease in recent years.*

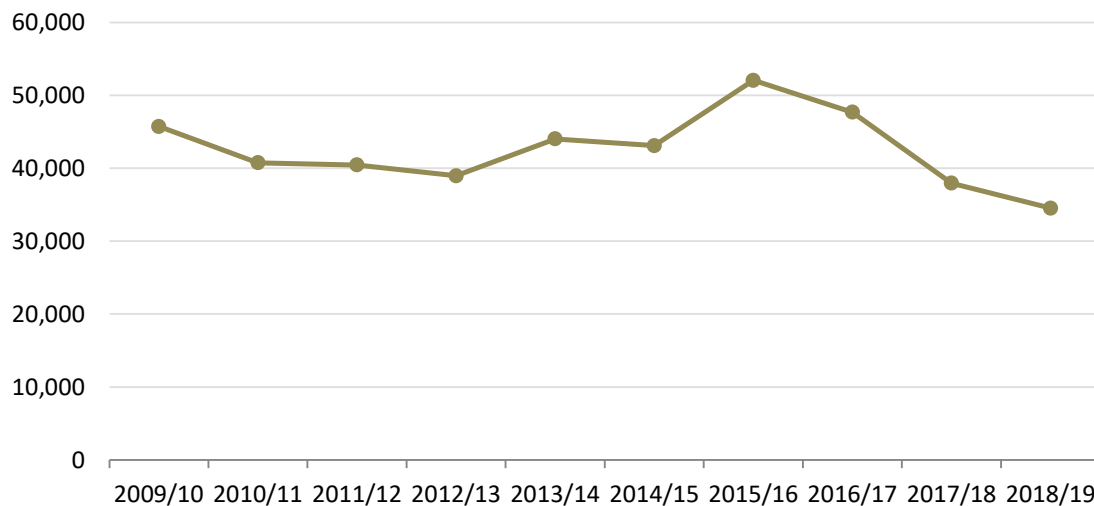


Figure 4: New Zealand Residence Programme approvals 2009/10 to 2018/19.

Source: MBIE's Migration Data Explorer

### Temporary work visa approvals

In 2018/19, there were 242,400 people approved for temporary work visas, a five percent increase from the year before. Essential Skills and Partnership visa holders combined to make up over a third (34 percent) of all temporary work visa approvals and the numbers approved have been slowly but steadily increasing each year as shown in Figure 5 below.

*Temporary work visa approvals continue to grow steadily in the last year.*

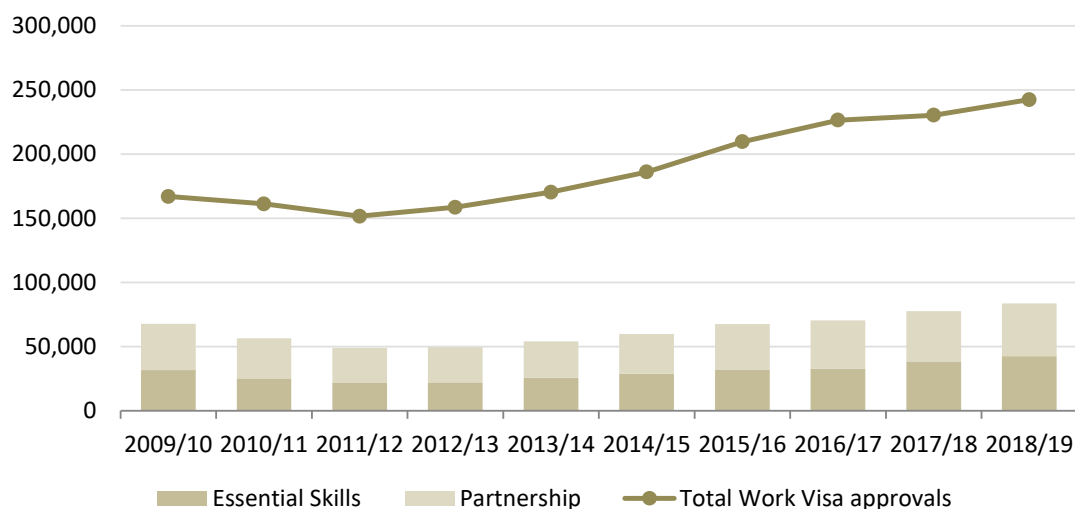


Figure 5: Temporary work visa approvals 2009/10 to 2018/19

Source: MBIE

Essentials Skills visa holders fill skill shortages where suitable New Zealand residents/citizens are not available for the work offered. Partnership visas allow migrants in a genuine and stable relationship with a New Zealand citizen, resident or work visa holder to work and live in New Zealand for a specific duration. Migrants on these visas are more likely to stay in New Zealand and transition to New Zealand residence compared with other temporary visa holders. The proportion transitioning to residence at the end of their final work visa was highest for people on a Partnership visa (75 percent in 2016/17) and relatively high for people on an Essential Skills visa (52 percent in 2016/17).<sup>6</sup>

### Retention rate

Good settlement outcomes support high migrant retention rates. Most migrants with New Zealand residence stay on in New Zealand on a long-term basis and their retention rate has been steadily increasing (Figure 6). Eighty-eight percent of migrants who were granted residence in 2013/14 were still in New Zealand five years later (2018/19), compared with the 83 percent retention rate for those who were granted residence in 2004/05.

*Retention rate of residents is high and has been gradually improving.*

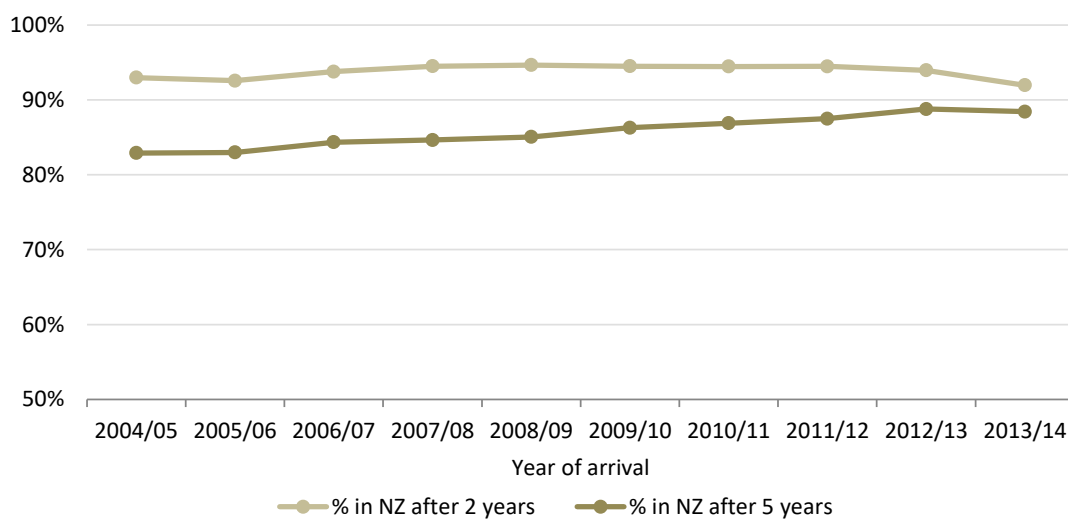


Figure 6: Proportion of migrants still resident in New Zealand for those approved residence in 2004/05 to 2013/14

Notes: In this analysis, all migrants were considered including those who have been out of New Zealand for six months or longer.

Source: MBIE

<sup>6</sup> MBIE. (2018). *Migration Trends and Outlook 2016/17*.

## Employment

***Outcome: Working-age migrants have work that matches their skills and New Zealand-ready qualifications.***

Migration can be a means for responding timely and effectively to New Zealand's labour supply and demand needs. Migrants have been shown to make important contributions to New Zealand's economic development and to a diverse workforce.

Employment is a key indicator of successful migrant settlement and an important means of integration. It provides migrants with a sense of satisfaction and self-worth. Migrants who integrate successfully into the labour market and are in work that fits their skills and New Zealand-ready qualifications is a significant indicator of settlement success.

Employment was identified as the most challenging aspect by recent migrants in the 2018 National Migrant Consultations<sup>7</sup>. Participants who were partners of resident visa and work visa holders were much more likely than other participants to identify employment-related challenges.

As at 31 December 2019, 83 percent of recent migrants on residents visa are from the working-age population (i.e. aged 15 years or over)<sup>8</sup>.

**Overall progress: GOOD**



Overall, the indicators within the *Employment* outcome area remained positive and stable. Key highlights include:

- The majority of employed skilled principal applicants are in jobs that match their skills and qualifications. In 2018, 88 percent of employed skilled principal applicants reported that their current job matched their skills and qualifications. This continues to remain high and stable over time. The proportion of employed skilled secondary applicants whose job matches their skills is much lower in comparison (60 percent), although this has improved over the last year.
- The employment rate of recent migrants continues to show an upward trend. In the year to December 2019, 73 percent of the recent migrant working-age population were in employment – the highest proportion recorded in recent years – and is higher than the New Zealand-born working-age population (67 percent).
- Around a quarter (27 percent) of former international students who completed a bachelor's level or higher qualification in 2016 transitioned to a resident visa within three years of their last student visa (2019). This is a decrease from 31 percent for the previous cohort.

<sup>7</sup> MBIE and MartinJenkins. (2018). *National Migrant Consultations 2018*.

<sup>8</sup> MBIE Migration Data Explorer: [https://mbienz.shinyapps.io/migration\\_data\\_explorer/](https://mbienz.shinyapps.io/migration_data_explorer/)

## Employment success indicator 1: Increased proportion of employed principal and secondary applicants whose occupations in New Zealand match their skills and New Zealand-ready qualifications.

How it is progressing: **GOOD**



New Zealand needs to attract and retain migrants who will contribute to the skills needs of a changing economy. Migrants who use their skills and New Zealand-ready qualifications productively are more likely to settle and maximise their social and economic contribution to New Zealand. Not being able to use their skills and qualifications productively may negatively affect a migrant's feeling of being settled.

### Principal applicants

Migrants who were granted residence under the Skilled/Business visa stream have a New Zealand-recognised qualification and are recognised to have the skills and work experience that New Zealand needs. Most of these migrants either have a skilled job in New Zealand or have a job offer in skilled employment. Skilled migrants make up the majority of the migrant population. Migrants approved under the Skilled/Business visa stream make up just over half (54 percent) of residents visa approvals in 2018/19.

This indicator measures the share of skilled migrants who are in jobs that match their skills and qualifications. According to the 2018 Migrant Survey, 88 percent of employed principal applicants who entered New Zealand through the Skilled/Business visa stream said that their current occupation matched their skills and qualification. This is an increase from 85 percent in 2017 and the rate has remained high and has been steadily increasing over time (see Figure 7).

*Most employed skilled principal applicants are in jobs that match their skills and qualifications.*

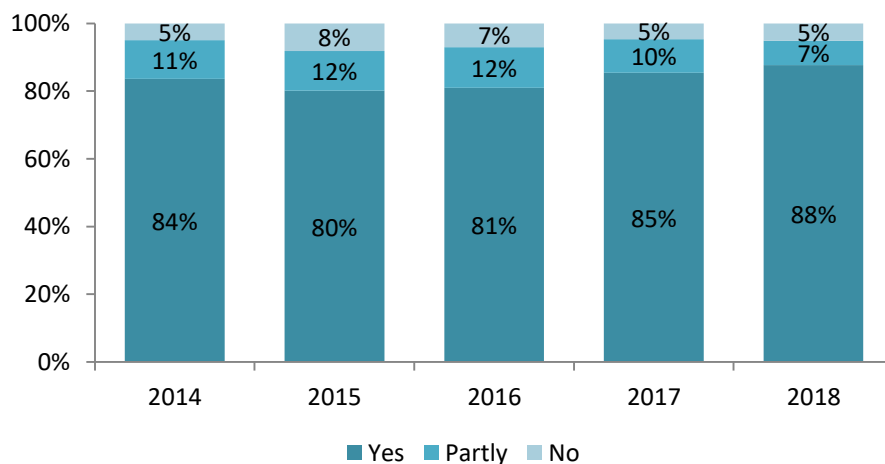


Figure 7: Proportion of employed Skilled/Business stream principal applicants whose current job matches their skills and qualifications.

Source: Migrants Survey 2014-2018, MBIE

The difference by gender is small. In 2018, 92 percent of female principal applicants and 86 percent of male principal applicants were in jobs that matched their skills and qualification (see Figure 9).

Only five percent said their job did not match their skills and qualifications. The most common reasons of those who said their job does not match their skills and qualification are that they decided to pursue a different career or job in New Zealand (55 percent), they were over-qualified for their current job (35 percent) or that they could not get a job in the area of their qualifications and skills (16 percent).

### Secondary applicants

Some migrants, secondary applicants in particular, can find it difficult to enter the New Zealand workforce. Secondary applicants under the Skilled/Business visa stream include partners and/or dependent children (under the age of 25) of principal applicants. They are not assessed for their skills and qualifications on entry to New Zealand and generally do not have a job to come to.

Among the employed secondary applicants, 60 percent said in 2018 that their current job matched their skills and qualifications, an increase from 52 percent in 2017. The rate is lower compared with principal applicants but it has been increasing since 2016 (see Figure 8).

*Share of secondary applicants in jobs that match their skills and qualifications remains lower than principal applicants but improved over the year.*

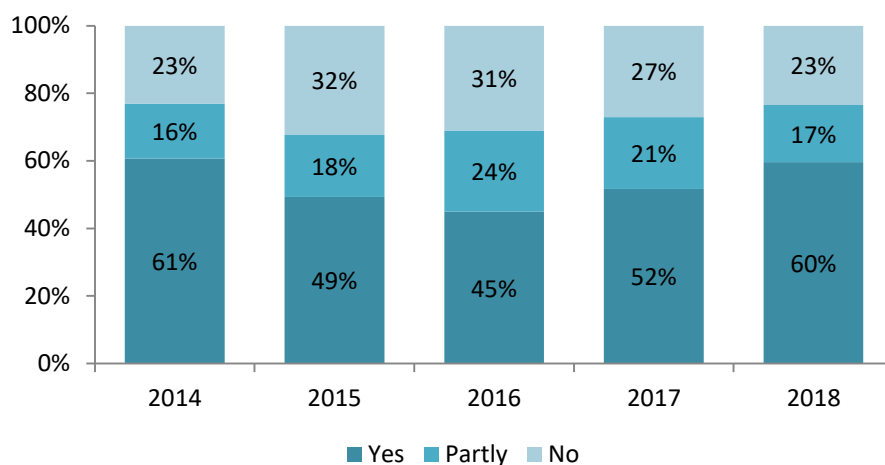


Figure 8: Proportion of employed Skilled/Business stream secondary applicants whose current job matches their skills and qualifications.

Source: Migrants Survey 2014-2018, MBIE

Secondary applicants were more likely to identify employment-related challenges according to the findings from the 2018 National Migrant Consultations<sup>9</sup>. More than half (52 percent) of partners of resident visa holders who participated reported finding it difficult to get their qualifications and/or work experience recognised in New Zealand (compared with 37 percent

<sup>9</sup> MBIE and MartinJenkins. (2018). *National Migrant Consultations 2018*.

of principal resident visa holders). Fifty-eight percent found it difficult to get New Zealand work experience compared with 38 percent for principal resident visa holders.

The difference by gender varies per year (see Figure 9). In 2018, the share of male secondary applicants who say their job matches their skills and qualifications is higher (65 percent) than for female secondary applicants (57 percent).

*The difference by gender is small.*

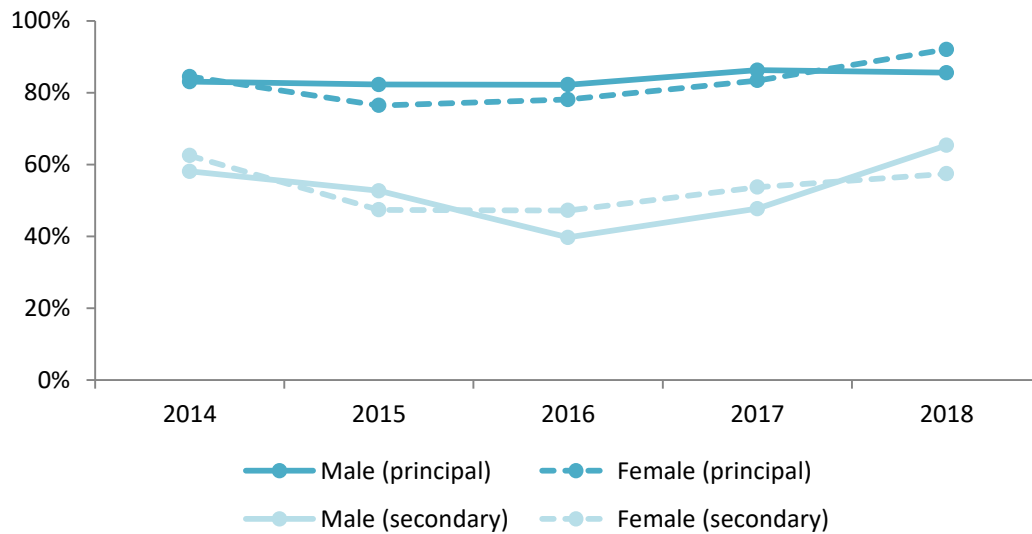


Figure 9: Proportion of employed Skilled/Business stream principal and secondary applicants, by gender, whose current job matches their skills and qualifications.

Source: Migrants Survey 2014-2018, MBIE

## Employment success indicator 2: Employment rates for recent migrants are similar to those for New Zealanders.

How it is progressing: **GOOD**



Participation in New Zealand's labour market is an essential factor for new migrants' settlement in New Zealand, for both financial and social reasons. For migrants, getting a job is a crucial step in successfully settling into New Zealand.

Employment is often considered to be the single most important indicator of integration. Employment is the main source of income for migrants. It helps them integrate into society by interacting with others in the workplace and help improve their English (if English is not their first language).<sup>10</sup>

The employment rate of recent migrants has continued to show an upward trend. The employment rate measures the actual engagement in work among the working-age population. In the year ended December 2019, 73 percent of recent migrants were in employment, the highest rate recorded in recent years. This is an increase from 70 percent in the year ended December 2018.

*Recent migrants are more likely to be in employment than New Zealanders and their employment rate has been increasing over time.*

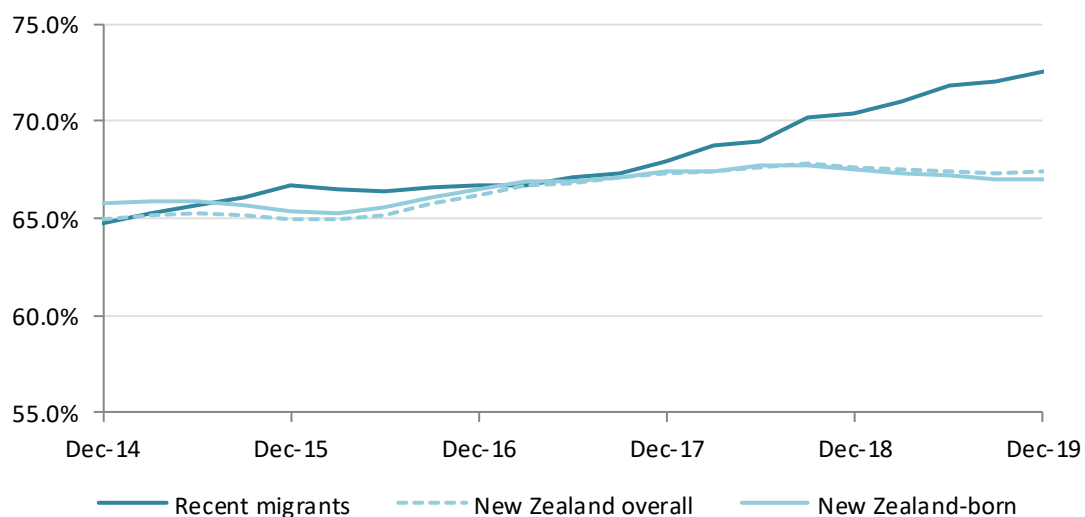


Figure 10: Employment rate, year to December 2014–year to December 2019

Source: Household Labour Force Survey, Stats NZ

In the past, employment rates of recent migrants have generally been lower compared with the New Zealand-born population. However, this has reversed in the last five years. This is likely to be driven by changes in immigration policy over that period, which requires principal

<sup>10</sup> OECD. (2018). *Settling In 2018: Indicators of Immigrant Integration*.

applicants for New Zealand residence to have a job or a job offer when they arrive in New Zealand.

Comparing by gender, in general males have a higher employment rate than females and both show a steadily increasing employment rate over time (see Figure 11). In the year ended December 2019, recent migrant males had a higher employment rate (80 percent) compared with New Zealand-born males (71 percent). Female recent migrants had a lower employment rate (65 percent) than recent migrant males and New Zealand-born males, and a slightly higher rate than New Zealand-born females (63 percent). Female recent migrants are more likely to be secondary applicants which is likely to have influenced the lower employment rate.

*Recent migrant males are more likely to be in employment than female recent migrants, driving the high employment rates for recent migrants.*

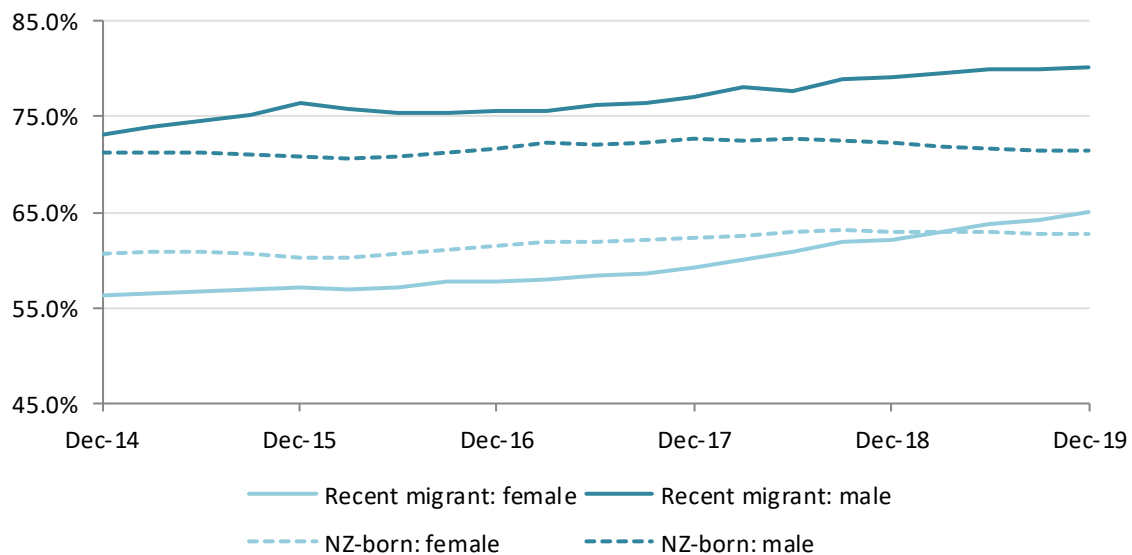


Figure 11: Employment rates by gender, year to December 2014 – year to December 2019

Source: Household Labour Force Survey, Stats NZ

While the recent migrants' employment rate is higher than New Zealanders' employment rate, the quality of employment can be different. Full migrant labour market integration would mean equal quality of employment, conditions and pay, not just employment status. Quality of work can be explored in the next report, such as wages and average number of hours worked of recent migrants compared with New Zealanders.

### Unemployment rate

The unemployment rate is also a key indicator of labour market outcomes and access to employment. To be counted as unemployed, a person must not only be out of work, they must also be available for work and have actively sought work in the past four weeks.

While recent migrants have higher employment rates than New Zealanders, they also have higher unemployment rates. However, there has been a decreasing trend in the unemployment rate over time (see Figure 12). In the year ended December 2019, 4.5 percent of recent migrants in the labour force were unemployed and actively seeking work. This is a



## Outcome 1: Employment

decrease from 5.3 percent in the year ended December 2018 and is similar with the New Zealand-born population (4.3 percent).

*Recent migrants' unemployment rates remain higher than the New Zealand-born population.*

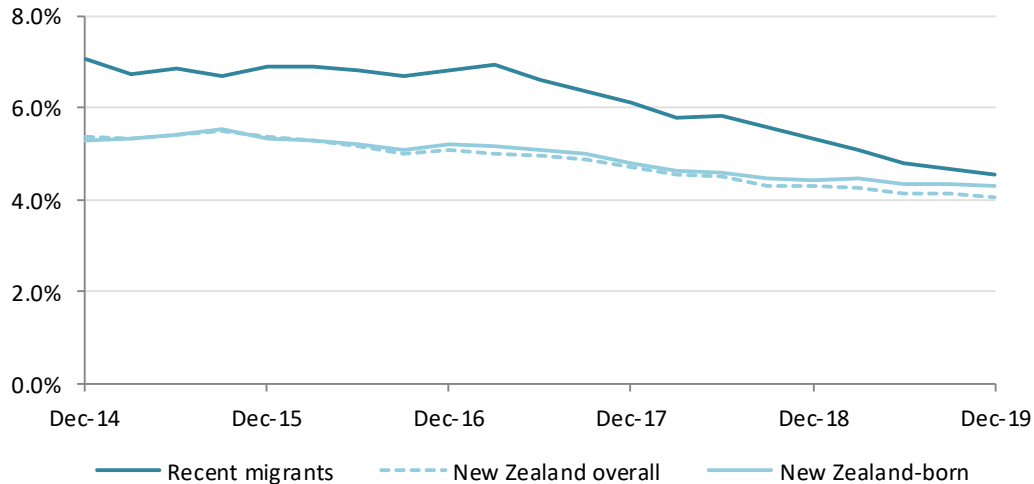


Figure 12: Unemployment rates, year to December 2014 – year to December 2019

Source: Household Labour Force Survey, Stats NZ

Female recent migrants are more likely to be unemployed (see Figure 13). They have the highest unemployment rates and the gap between the unemployment rate of female recent migrants (6.4 percent) and of New Zealand-born females (4.5 percent) is quite wide. Interestingly, the unemployment rate of male recent migrants is historically higher than the New Zealand-born males but has reversed over recent years (3 percent for male recent migrants and 4.1 percent for New Zealand-born males).

*Recent migrant females are more likely to be unemployed than recent migrant males.*

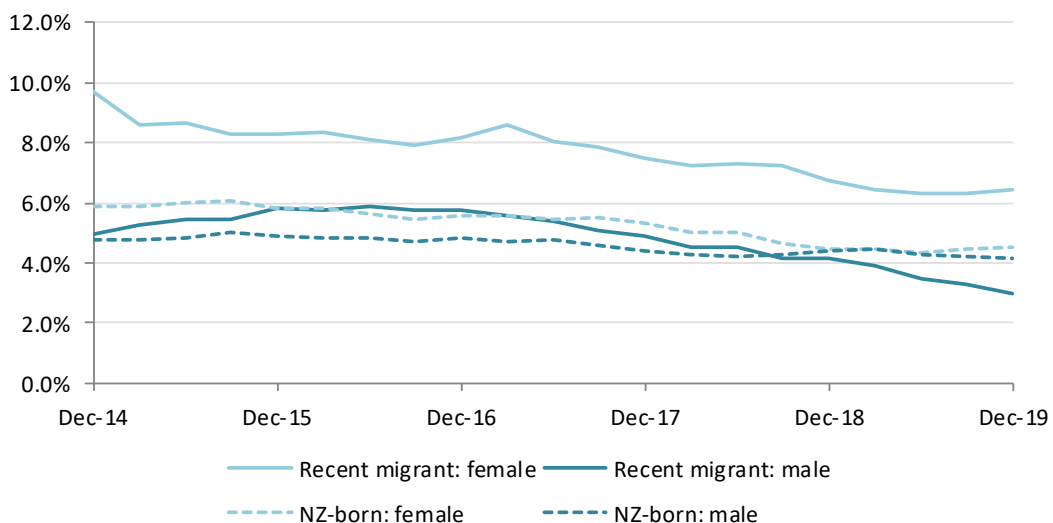


Figure 13: Unemployment rates by gender, year to December 2014 – year to December 2019

Source: Household Labour Force Survey, Stats NZ

### Employment success indicator 3: Increased transition rate from study to residence for international students with bachelor's level qualifications and above.

How it is progressing: **MODERATE**



International students make a positive contribution to the economic and social fabric of New Zealand. International education is New Zealand's fifth largest export earner for the year ended December 2019 and it contributed \$5.23 billion to the New Zealand economy in 2019<sup>11</sup>. While tuition is a big part of the equation, their contribution to the economy does not end there. These students are an important source of skills for New Zealand's labour market as they have work experience and New Zealand qualifications that employers recognise.<sup>12</sup> They are a key pool of future skilled migrants who may adapt more quickly to local opportunities and conditions because of their experience while studying here.

Twenty-seven percent of former student visa holders<sup>13</sup> with a Bachelor's degree or higher, whose last student visa ended in 2016, transitioned to a resident visa by the end of 2019 (see Figure 14). This is lower than the previous cohort (31 percent) which possibly due to changes in the post-study work visa requirements in November 2018.

*Drop in the share of former international students with at least a Bachelor's degree who transitioned to a resident visa within three years.*

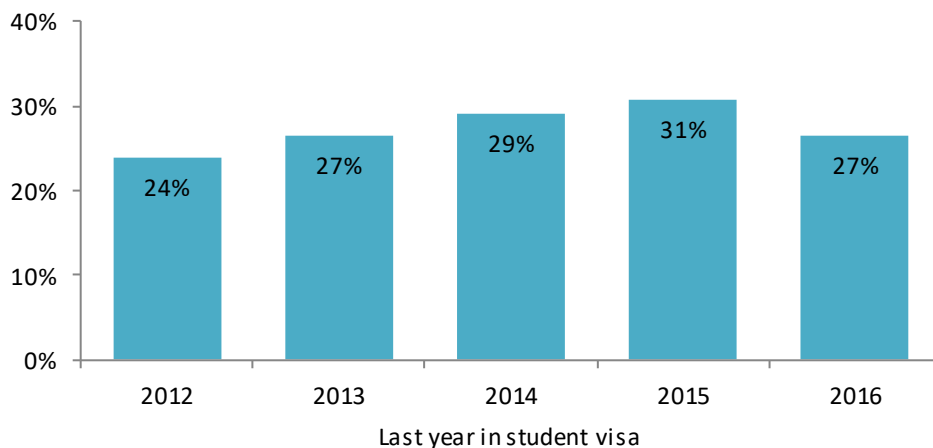


Figure 14: Full-fee paying students, with a Bachelor's degree or higher, who transitioned to New Zealand residence within three years of their last student visa, 2012-2016 cohort

Source: Integrated Data Infrastructure, Stats NZ

Note: The year in the chart refers to the year of the migrant's last student visa, and not the year they were granted residence.

<sup>11</sup> Education New Zealand. (2021). *2019 Economic Contribution and Enrolments Infographic*.

<sup>12</sup> Department of Labour. (2010). *Life after study: International students' settlement experiences in New Zealand*.

<sup>13</sup> This is all former full fee-paying international students who had their last student visa in 2016 and completed a Bachelor's level qualification or above. This includes those who left New Zealand permanently after their studies.

Just over half (53 percent) left New Zealand within three years of completing their studies and the rest transitioned to a work visa (see Figure 15). The proportion that moved onto a work visa has almost doubled over the last year (from 12 percent of the 2015 cohort to 20 percent of the 2016 cohort).

*The share of former student visa holders, with a Bachelor's degree or higher, staying in New Zealand after study has been steadily increasing.*

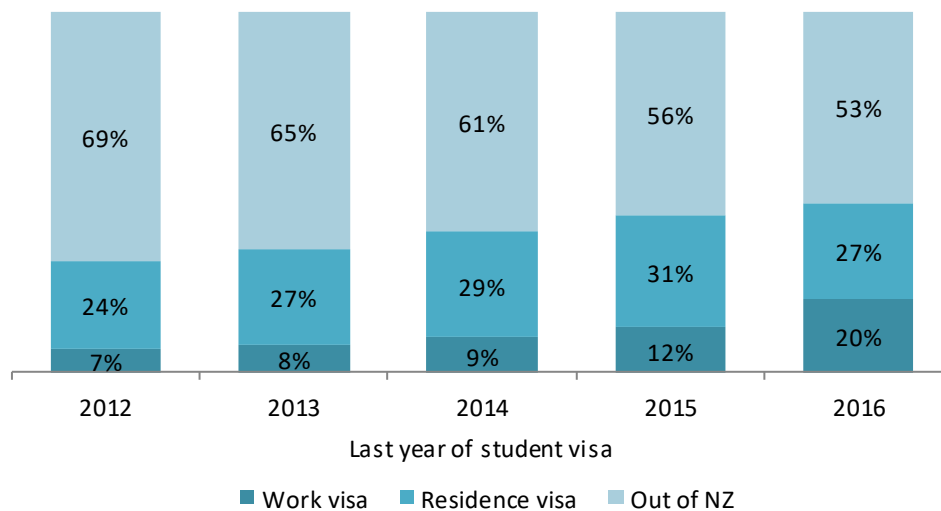


Figure 15: Visa status three years after leaving study of full-fee paying international students, with a Bachelor's degree or higher, 2012-2016 cohorts

Source: Integrated Data Infrastructure, Stats NZ

Note: The year in the chart refers to the year of the migrant's last student visa, not the year they were granted residence.

Studies have shown that former student visa holders who attained at least a Bachelor's degree and remained in New Zealand have better labour market outcomes (i.e. they earned more money, worked in higher skilled jobs, and reported a higher level of job satisfaction) than those with lower level qualifications<sup>14</sup>. However, compared to their domestic counterparts, former student visa holders with a Bachelor's degree who remain in New Zealand and find employment tend to earn less, except those who have studied 'nursing' or 'medical studies'.<sup>15</sup>

<sup>14</sup> Department of Labour. (2010). *Life after study: International students' settlement experiences in New Zealand*.

<sup>15</sup> Ministry of Education. (2017). *Moving places: Destinations and earnings of international graduates*.

## Education and Training

### *Outcome: Migrants achieve educational and vocational qualifications.*

It is important for migrants to have the required knowledge and skills, developed through education and training, to participate fully in society. Knowledge and skills relate directly to employment decisions and to career choices. Educational attainment is also important for participation in society.

Access to formal, high-quality education services is important for migrants and their children. Migrant children who achieve higher-level school qualifications have more options for further study and for future employment.

The educational attainment of the adult population is an indicator of the skills available in the economy. While skilled migrants are generally well educated when they arrive in New Zealand, some reported they had done further education since arriving. Getting their qualifications upgraded or recognised was the main reason for skilled migrants undertaking further education.<sup>16</sup>

**Overall progress: MODERATE**



Overall, the indicators within the *Education and Training* outcome area show moderate progress over the last period. Key highlights for this outcome area include:

- In 2019, 89 percent of overseas-born migrant (non-refugee) school leavers attained at least the National Certificate of Education Attainment (NCEA) Level 2 qualification. This is higher than the average of 79 percent for all school leavers. Despite the small decrease over the last year, the proportion has remained high and has been steadily increasing over time.
- Adult (aged 25-64 years) recent migrants are more likely to have a Level 4 or above qualification compared with the New Zealand-born population. In the year ended December 2019, 63 percent of adult recent migrants have at least a Level 4 qualification compared with 48 percent for the New Zealand-born population.

<sup>16</sup> Department of Labour. (2009). *Life in New Zealand: Settlement Experiences of Skilled Migrants Results from the 2008 Survey* (Settlement Experience Feedback Survey 2008).

## Education and Training success indicator 1: Increased proportion of migrant school leavers who achieve NCEA level 2 or higher after five years in the New Zealand education system.

How it is progressing: **GOOD**



Higher secondary school qualifications serve as the foundation for higher education and training opportunities and are often necessary for entry level jobs. The attainment of a higher secondary school qualification, such as NCEA Level 2 and above, is linked to better labour force status and income.

NCEA Level 2 has become an important and well regarded qualification. Further education and job prospects are limited for those who leave school without at least an NCEA Level 2 qualification. In 2019, 89 percent of overseas-born migrant (non-refugee) school leavers<sup>17</sup> achieved at least an NCEA Level 2 qualification. This is higher compared to the average of 79 percent for all school leavers. Figure 16 shows that the rate for migrant school leavers has remained steadily above all school leavers.

*Proportion of migrant school leavers with an educational attainment of at least NCEA Level 2 remained high.*

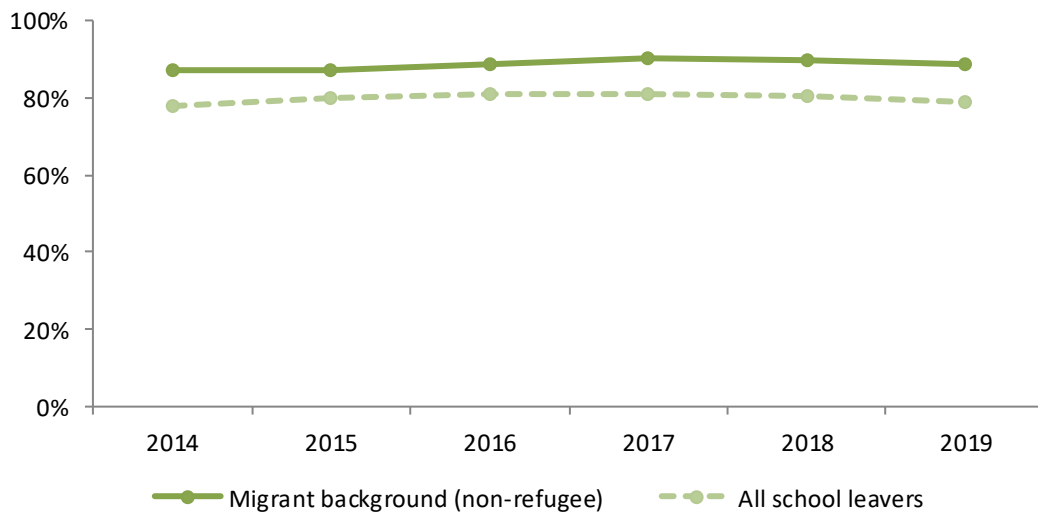


Figure 16: Percentage of overseas-born migrant school leavers (non-refugee) and total school leavers with at least an NCEA Level 2 qualification, 2014-2019

Note: These are migrant school children who have been in the New Zealand education system for five years or more, as defined by their enrolment in English for Speakers of Other Languages (ESOL).

Source: ESOL database, Ministry of Education

<sup>17</sup> This refers to migrant school leavers who have been in the New Zealand education system for five years or more, as defined by their enrolment in ESOL. All migrant children attending New Zealand schools cannot be identified in the data, only those who participate in ESOL. Enrolment in ESOL is used as the initial identifier of migrant children.

Figure 17 below shows that overseas-born migrant (non-refugee) children have a higher NCEA Level 2 or above attainment rate (89 percent) compared with refugee background migrant children (87 percent) and New Zealand-born children of migrants<sup>18</sup> (81 percent).

*Migrant (non-refugee) school leavers have higher NCEA Level 2 or above attainment rate than other groups.*

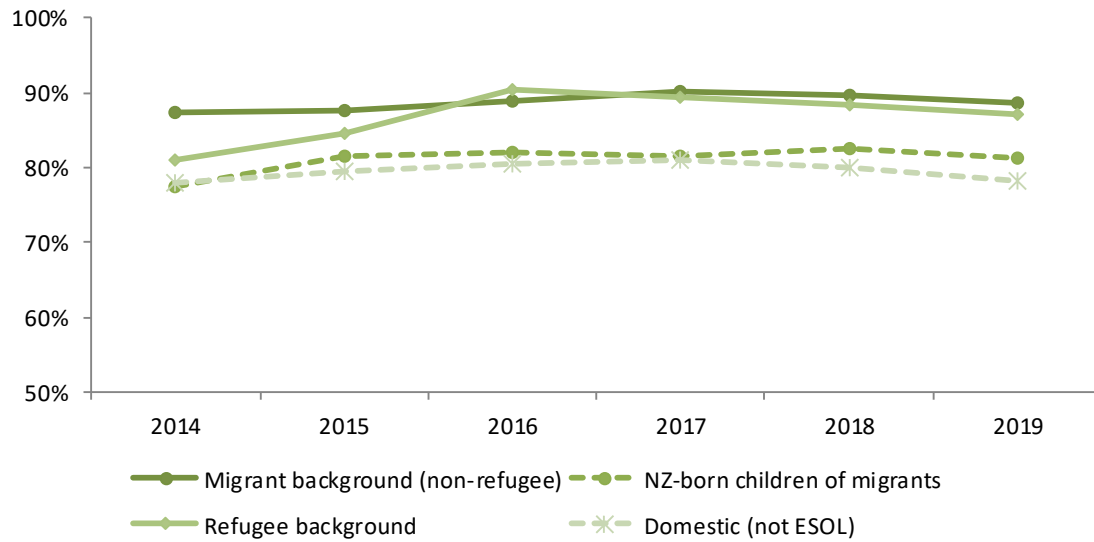


Figure 17: Share of school leavers with at least a NCEA Level 2 qualification, 2014-2019

Note: These are migrant school children who have been in the New Zealand education system for five years or more, as defined by their enrolment in ESOL.

Source: ESOL database, Ministry of Education

<sup>18</sup> These are children of migrants who are eligible for enrolment in ESOL.

## Education and Training success indicator 2: Increased proportion of 25-64 year old recent migrants who have a level 4 or above qualification on the New Zealand Qualification Framework.

How it is progressing: **MODERATE**

The educational attainment of the adult population (25-64 years) is an indicator of the skills available in the economy. Educational attainment is important for participation in society and is used as an indirect measure of human capital (i.e. the skills, knowledge and experience available in the population). This indicator measures the educational attainment of adult recent migrants aged 25-64 years with Level 4 qualifications or higher<sup>19</sup>.

Recent migrants in general are more likely to have a Level 4 or higher qualification compared with the New Zealand-born population. A higher qualification is one of the requirements for migration to New Zealand as a skilled migrant. In the year ended December 2019, 63 percent of recent migrants aged 25-64 years have at least a Level 4 qualification<sup>20</sup>, compared with 48 percent for the New Zealand-born population.

*Recent migrants are more likely to have a Level 4 qualification or higher than the New Zealand-born population*

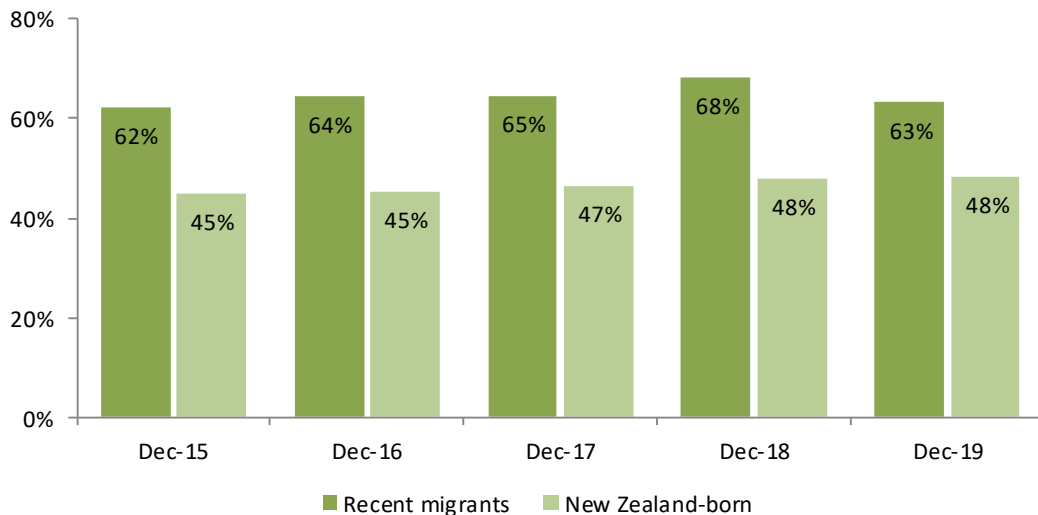


Figure 18: Proportion of the recent migrant and New Zealand-born population aged 25-64 years with Level 4 or higher qualification, year to December 2015 – year to December 2019

Source: Household Labour Force Survey, Stats NZ

The share of recent migrant adults with at least a Level 4 qualification has remained steady over recent years. There has been a decrease compared with the previous year but has

<sup>19</sup> At least Level 4 qualifications includes Level 4 certificate and diplomas, Bachelor's degrees, post-graduate certificates or diplomas, Master's degrees and doctorates.

<sup>20</sup> The qualification was obtained either overseas or in New Zealand.

remained steadily higher than the New Zealand-born population. Migrants who come to New Zealand are usually highly educated due to requisite migration requirements.

Principal applicants who come to New Zealand under the Skilled Migrant Category are generally well-educated and are more likely to hold a qualification equal to a Bachelor's degree or higher. However, secondary applicants are more likely to hold a lower level qualification. A survey of skilled migrants found that around a third had undertaken further education since arriving in New Zealand, mainly to upgrade their qualifications or to get a better job.<sup>21</sup>

Fourteen percent of adult recent migrants<sup>22</sup> who arrived in 2013 studied for a qualification in New Zealand. Of these, 62 percent completed at least a Level 4 qualification or higher on the NZ Qualification Framework within five years. This is similar to migrant cohorts from previous years (see Figure 19).

*Majority of recent migrants who studied for a qualification in New Zealand since arrival are more likely to complete at least a Level 4 qualification.*

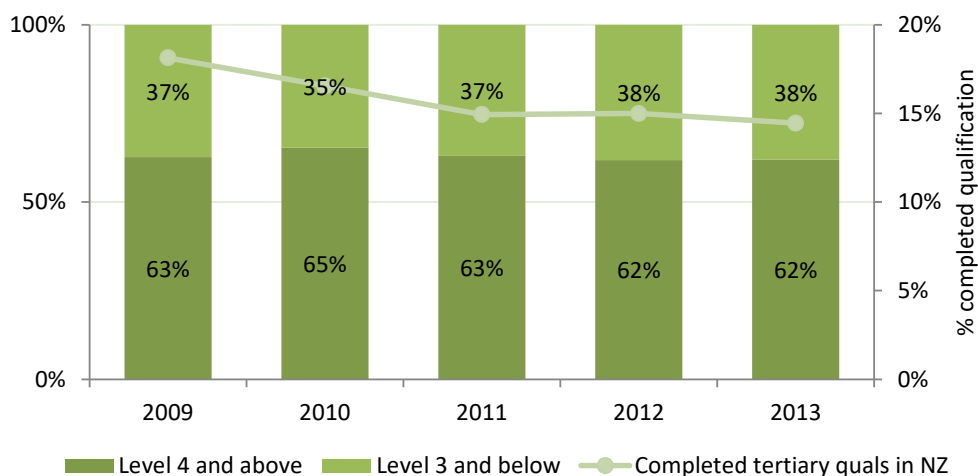


Figure 19: Proportion of recent migrants aged 25-64 years on a resident visa that completed tertiary education in New Zealand and that attained Level 4 or higher qualification in New Zealand within five years, 2009-2013 migrant cohorts

Source: Integrated Data Infrastructure, Stats NZ

Notes:

1. The year in this chart is the year the migrants were approved for residence onshore, or approved offshore and arrived in New Zealand. Data excludes former student visa holders.
2. An individual can complete more than one tertiary qualification. The highest qualification attained by a migrant has been retained in this analysis.
3. Age is based on a migrant's age at the time of approval/arrival in New Zealand.

<sup>21</sup> Department of Labour. (2009). *Life in New Zealand: Settlement Experiences of Skilled Migrants Results from the 2008 Survey* (Settlement Experience Feedback Survey 2008).

<sup>22</sup> This includes both the principal and secondary applicants.



Figure 20 below shows skilled/business migrants (73 percent) were more likely to study towards a Level 4 or higher qualification in New Zealand compared with migrants from the Family visa stream (53 percent) and International/humanitarian stream (47 percent).

*Skilled migrants are more likely than other resident visa holders to study towards Level 4 or higher qualifications.*

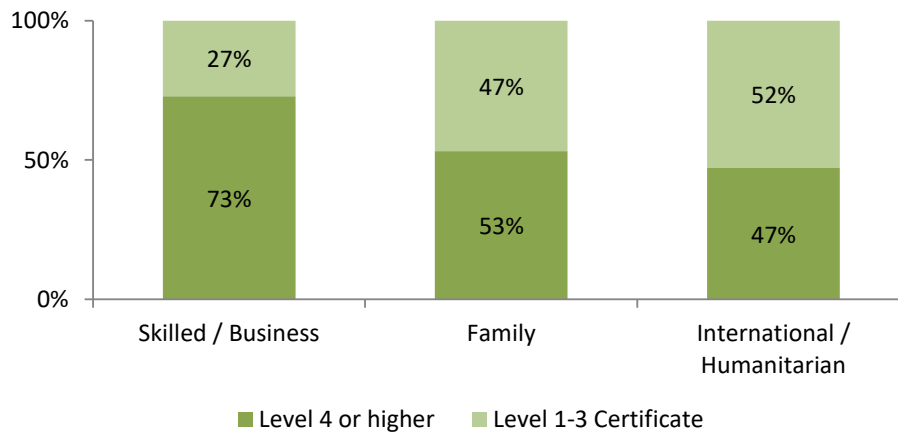


Figure 20: Proportion of migrants with residence, aged 25-64 years, who attained Level 4 or higher qualifications in New Zealand within five years, by visa sub-stream, 2013 migrant cohort

Source: Integrated Data Infrastructure, Stats NZ

While most migrants consulted for the National Migrant Consultations in 2018 did not experience difficulties related to education and training, those who did expressed issues with the affordability of education and training for themselves (including to retrain or upskill) and in being able to access courses (including English language courses) that could fit in with their work and/or family responsibilities.<sup>23</sup>

<sup>23</sup> MBIE and MartinJenkins. (2018). *National Migrant Consultations 2018*.

## English Language

### *Outcome: Migrants confidently use English in their daily lives.*

Competence in the English language is a key factor in successful settlement in New Zealand. Confidence with English has a positive impact on creating social connections, finding employment and increasing participation, which in turn reduces social isolation and enhances a sense of personal wellbeing.

New Zealand's migration patterns have changed in recent years. New migrants are increasingly coming from countries where it is unlikely they will speak English as their first language. Migrants' English language skills will affect their employment outcomes and social wellbeing, hence the importance of English language in integration outcomes.<sup>24</sup>

**Overall progress: GOOD**



Overall, the indicators within the *English Language* outcome area show improvement over the last period. Key highlights for this outcome area include:

- Most recent migrants can speak English. In 2018, 93 percent of recent migrants reported that they could have a conversation about everyday things in English well. While overall progress is good, disaggregating the data shows that the proportion of migrants speaking English well is much lower for those from North Asia (67 percent).
- In 2019, a total of 49,112 school children from migrant backgrounds received ESOL support. Overseas-born (non-refugee) migrant children make up just over half of those who received ESOL-funding. The share of migrant children receiving ESOL support has been increasing over time.
- The rate of uptake of recent migrants with Pre-purchased English Language Tuition (PELT) entitlements show steady improvement. Fifty-eight percent of recent migrants with PELT entitlement ending in 2019 have used all or part of their tuition by the end of 2019. This is similar to the previous cohort (59 percent). There has been an improvement in the rate of uptake of migrants who utilised their full tuition entitlements (54 percent, up from 50 percent for the previous cohort).
- In 2018, 76 percent of TEC-funded ESOL went to migrant enrolments in ESOL courses, which is the same as the previous year. The remaining 24 percent went to refugee enrolments.

<sup>24</sup> Source:

<https://www.ethniccommunities.govt.nz/assets/Resources/7d40a0074e/LanguageandIntegrationinNZ.pdf>

## English Language success indicator 1: Increased proportion of recent migrants who can have a conversation about everyday things in English.

How it is progressing: **GOOD**



Speaking and understanding English will help migrants find a job in New Zealand and help them and their family settle successfully. There has been an increasing number of migrants to New Zealand from countries where English is their second language. Migrants applying for residence are usually required to meet the minimum English language requirement<sup>25</sup>.

The majority of recent migrants report that they can speak English. In 2018, 93 percent of recent migrants reported that they could have a conversation about everyday things in English well<sup>26</sup>. The rates have remained consistent over the years.

*A majority of recent migrants reported that they can speak English very well.*

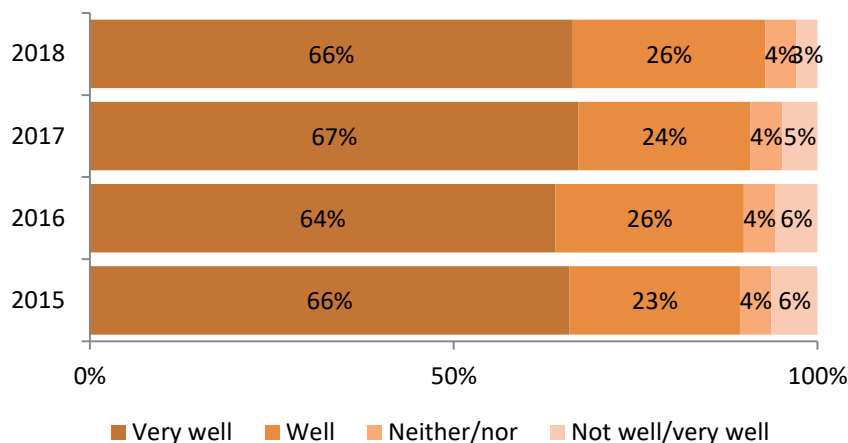


Figure 21: Proportion of recent migrants who can hold a conversation about everyday things in English.

Source: Migrants Survey 2015-2018, MBIE

Note: Figures have been rounded up, hence totals might not add up to specified totals or 100 percent.

The difference by gender is small. In 2018, 95 percent of male recent migrants and 91 percent of female recent migrants reported that they could speak English well.

Differences are more obvious when data is disaggregated by country of origin (grouped into regions). While recent migrants from most countries have high proportions who report that they can speak English well, the proportion for recent migrants from North Asia<sup>27</sup> is much lower. In 2018, only 67 percent of recent migrants from North Asia reported they could speak English well (compared with between 92 and 100 percent for other regions of origin).

<sup>25</sup> English Language Information leaflet: <https://www.immigration.govt.nz/documents/forms-and-guides/inz1060.pdf>.

<sup>26</sup> The proportion of recent migrants who answered 'well' or 'very well' to the question "How well can you have a conversation about everyday things in English?"

<sup>27</sup> North Asia region includes China, Hong Kong, Japan, Macau, Mongolia, North Korea, South Korea and Taiwan.

When data is broken down by the level of English proficiency, further differences are also seen. Only 21 percent of recent migrants from North Asia, and just under half (49 percent) of recent migrants from South East Asia<sup>28</sup>, reported that they can speak English ‘very well’ (see Figure 22). Twelve percent of recent migrants from North Asia reported that their English is ‘not well’ or ‘not very well’.

*Recent migrants from North Asia are least likely to speak English ‘well’ or ‘very well’.*

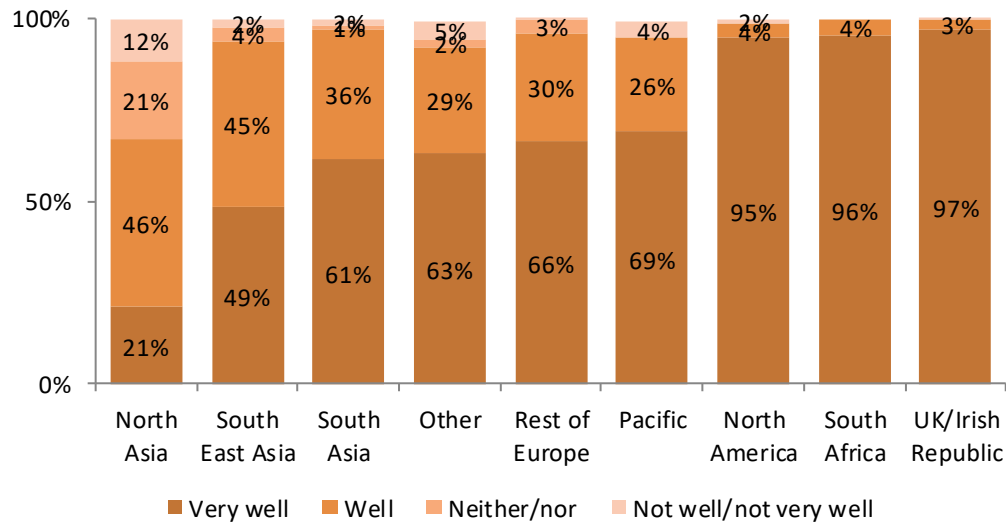


Figure 22: How well recent migrants can have a conversation about everyday things in English.

Source: Migrants Survey 2018, MBIE

<sup>28</sup> South East Asia region includes Cambodia, East Timor, Indonesia, Laos, Malaysia, Myanmar, Philippines, Brunei, Singapore, Thailand, Timor Leste and Vietnam.

## English Language success indicator 2: Utilisation of school-funded ESOL support by migrant children.

How it is progressing: **GOOD**



Some migrant students need extra help with learning English to reach the level they need for their education. ESOL funding is provided to schools so they can offer extra English language learning support for eligible students who are learning English as a second language. ESOL funding allows more intensive support for English language learners in their first years at New Zealand schools.

School children who are from a migrant background or former refugees whose English proficiency in speaking, listening, reading and writing are below the benchmark necessary for them to access the curriculum at their year level, are entitled to ESOL funding. New Zealand-born students are eligible if at least one of their parents is a migrant or former refugee and they speak another language, apart from English, in the home.

Migrant and former refugee students are entitled to ESOL funding for up to five years (20 school terms), while New Zealand-born students are eligible within their first four years of schooling in New Zealand, for up to three years (12 school terms).

*Number of migrant school children who received ESOL support continues to grow.*

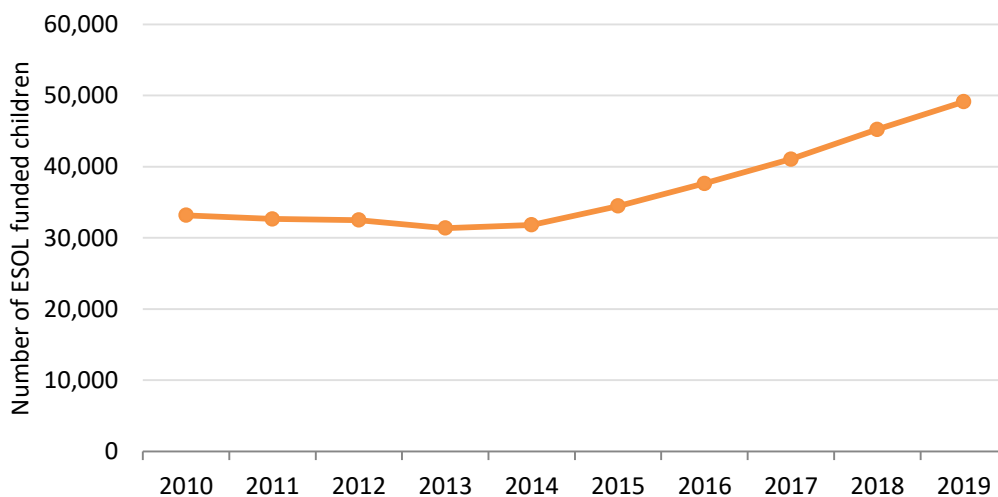


Figure 23: Number of ESOL-funded school children with a migrant background, 2010-2019

Source: ESOL database, Ministry of Education

Note: Data is based on the number of children in Term 1 and Term 2 of the school year.

In 2019 a total<sup>29</sup> of 49,112 primary and secondary school children from a migrant background (i.e. either they are a migrant, a New Zealand-born child of a migrant, or a former refugee) received ESOL funding in the first half of the school year.<sup>30</sup> Reported data (see Figure 23 above) demonstrate the ongoing increase in the number of migrants receiving ESOL funding in New Zealand over time.

Of those who received ESOL support, just over half (52 percent) were overseas-born (non-refugee) migrant children and 44 percent were the New Zealand-born children of migrants (see Figure 24).

The number of overseas-born (non-refugee) migrant school children (25,753) receiving ESOL support has been increasing since 2015 and is slightly higher than the number of New Zealand-born children of migrants (21,398) receiving ESOL support.

*Just over half of the ESOL support recipients are overseas-born migrant children.*

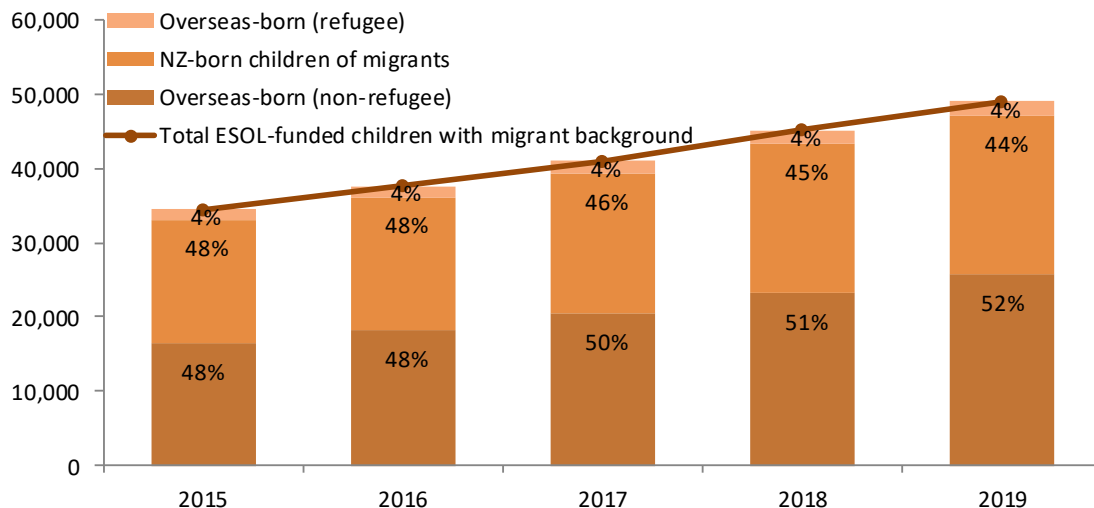


Figure 24: Proportion of ESOL-funded children in school by background, 2015-2019

Source: ESOL database, Ministry of Education

Note: Data is based on the number of children in Term 1 and Term 2 of the school year.

The estimated share of recent migrant school children who received ESOL funding has been increasing over time (see Figure 25). Growth in the number of migrants arriving from non-English speaking countries has driven the increase in uptake. The estimated share of refugee school children receiving ESOL support on the other hand has been consistent over time.

<sup>29</sup> The figures reported below are based on student numbers from the ESOL database as a proxy for migrant numbers since the actual number of all migrant school children cannot be identified in the data (i.e. those that are receiving as well as those who do not require ESOL support).

<sup>30</sup> Data is reported for one school period rather than for the full school year for the sake of validity and consistency, when comparing one year to the next.

*Estimated share of recent migrant school children who received ESOL funding has been increasing over time*

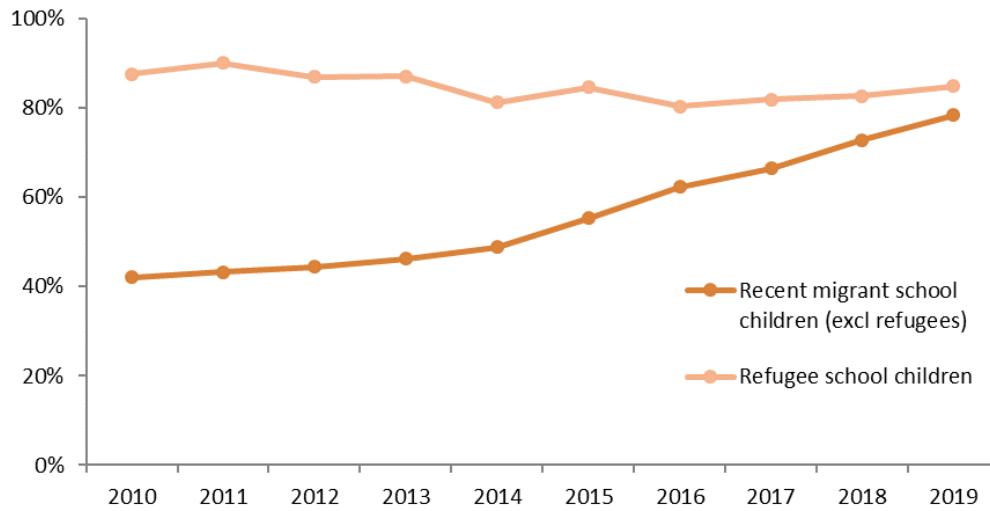


Figure 25: Estimated share of migrant and refugee school children who received ESOL support, 2010 to 2019  
Source: Ministry of Education (migrant children with ESOL funding) and Immigration NZ (number of migrant and refugee school children).

### English Language success indicator 3: Increased uptake of pre-paid ESOL tuition.

How it is progressing: **MODERATE**

Migrants who apply for a resident visa through the Skilled/Business stream are required to meet a minimum standard of English. Those who do not meet the acceptable standard of English have to pre-purchase English language tuition before their resident visa is approved. The Tertiary Education Commission (TEC) administers pre-purchased English language tuition (PELT) funding. The PELT funds enable migrants to participate in NZQA-endorsed English language courses to provide them with the English language skills needed for everyday life in New Zealand. Migrants have five years to utilise their PELT funds before the funds are forfeited to the Crown.

There is a total of 3,962 migrants with PELT entitlements that expired in 2019, an increase from 2,135 with expired PELT in 2018. As at 31 December 2019, 58 percent of these migrants have used all or part of their PELT tuition.

The proportion of migrants who utilised their full tuition entitlement has been increasing over the last two years. Just over half (54 percent) of migrants with PELT entitlements that expired in 2019 utilised their full tuition entitlement, up from 50 percent for the previous cohort (see Figure 26).

*Full uptake of pre-purchased English language tuition (PELT) has been increasing.*

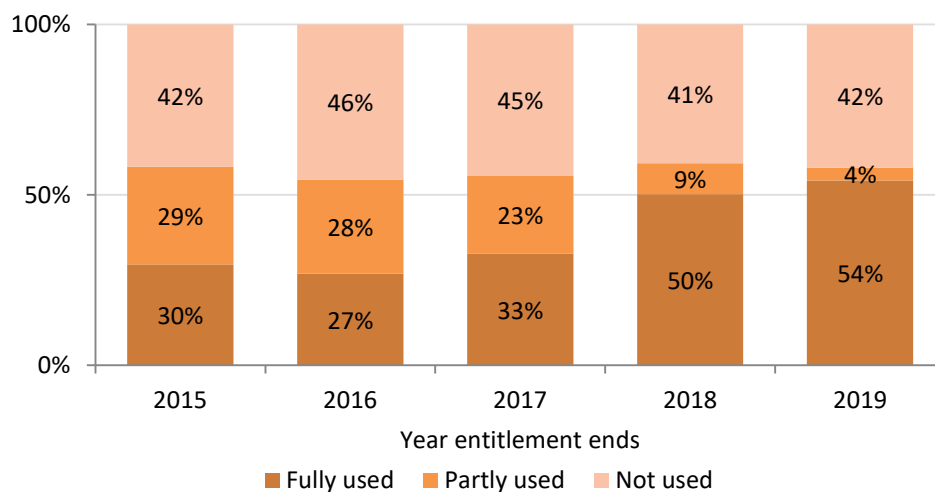


Figure 26: Percentage of uptake of pre-purchased English language tuition, as at 31 December 2019.

Source: Tertiary Education Commission

It is more common for female migrants than males to require PELT since they are more likely to be the secondary applicant. Of those with PELT entitlements that expired in 2019, 60 percent were female and 40 percent were male. The rate of uptake by gender is similar - 58 percent of females and 56 percent of males fully utilised their tuition entitlement.



The majority of migrants with PELT entitlements are from Asia, where 73 percent were from China, followed by nine percent from India and three percent from South Korea.

Migrants with PELT entitlements are more likely to be older. More than 80 percent of those with PELT expiring in 2019 are aged over 50 years old. The majority of migrants in the 51-70 age group fully utilised their PELT entitlement as at 31 December 2019 (see Figure 27). Fifty-two percent of recent migrants aged 51-60 years and 61 percent of recent migrants aged 61-70 years with PELT expiring in 2019 fully used their tuition entitlement.

*Recent migrants aged between 50 and 70 years are more likely to fully utilise their PELT entitlement.*

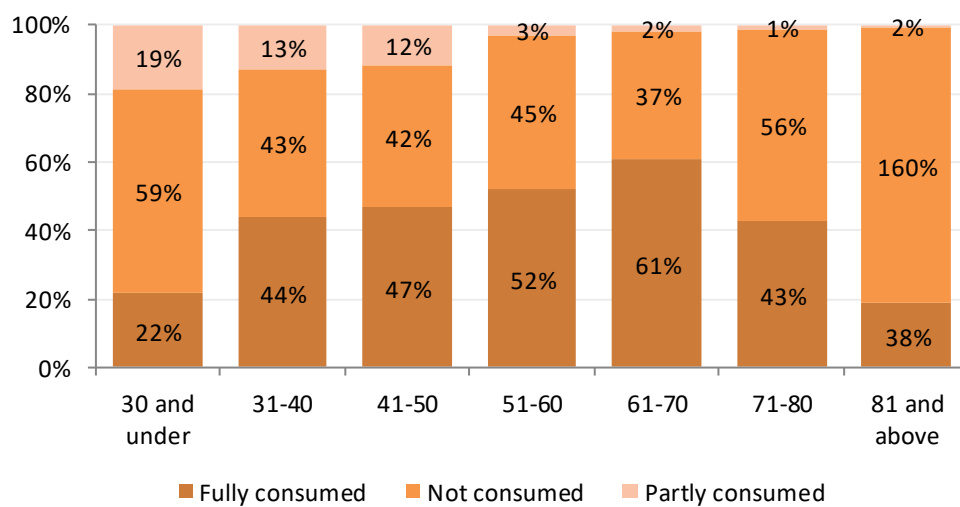


Figure 27: Uptake of PELT by age group of migrants with entitlements that expired in 2019, as at 31 December 2019  
Source: Tertiary Education Commission

While there has been some improvement in the level of uptake of PELT entitlements by recent migrants in recent years, we would like for this to continue. Findings from the 2018 National Migrant Consultations show that access to English language classes was identified as one of the challenges recent migrants faced. This includes the lack of availability of English language classes in smaller locations and difficulties in being able to access courses that could fit with work and/or family responsibilities.<sup>31</sup>

To help with the challenge faced by migrants with English language needs, an online tool<sup>32</sup> has been developed by Immigration NZ and Tertiary Education Commission (TEC) to help migrants find an appropriate English language class near them.

<sup>31</sup> MBIE and MartinJenkins. (2018). *National Migrant Consultations 2018*.

<sup>32</sup> <https://www.newzealandnow.govt.nz/live-in-new-zealand/english-language/find-an-english-language-class>

### English Language success indicator 4: Utilisation of TEC-funded support by recent migrants with English language needs.

How it is progressing: **GOOD**

The Tertiary Education Commission (TEC) funds ESOL learning opportunities, particularly for migrants with poor English language skills.

In 2018, 76 percent of TEC-funded ESOL went to migrant enrolments in ESOL courses. The other main group accessing TEC-funded ESOL is former refugees. There were a total of 53,413 course-learner enrolments<sup>33</sup> by migrants and speaker of other languages<sup>34</sup> in ESOL courses.

*Most TEC-funded ESOL went to migrant enrolments.*

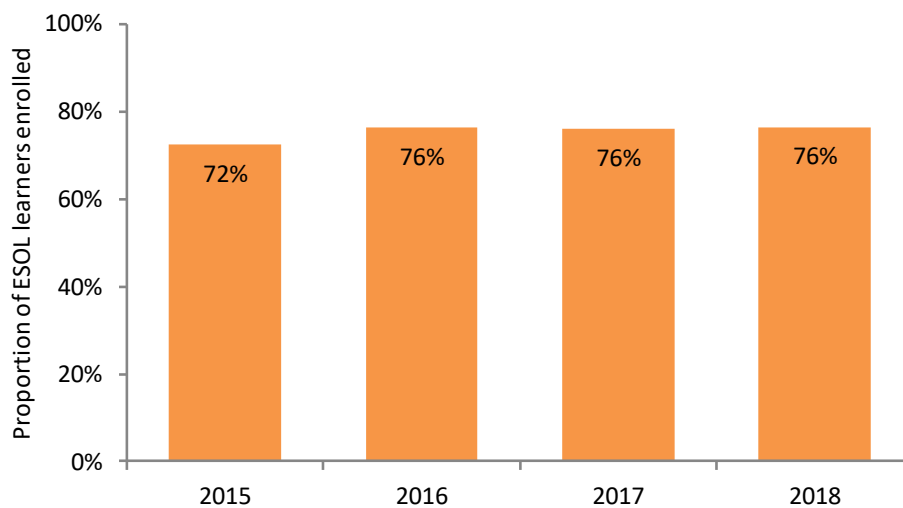


Figure 28: Proportion of TEC-funded ESOL that went to migrant enrolments in ESOL courses, 2015-2018.

Source: Tertiary Education Commission

Delivery is funded from a number of sources including:

- Student Achievement Component (SAC) fund, which comprises a small amount of Youth Guarantee funding, is government's contribution to the costs of teaching and learning services for students enrolled at tertiary education organisations (TEOs).
- Adult and Community Education (ACE) fund, which provide informal, community-based education, foundation skills, and pathways into other learning opportunities that meet community learning needs. ACE is delivered by different sectors (i.e. ACE in schools, ACE in Communities, and ACE in Tertiary Education Institutes).

<sup>33</sup> This is not a distinct count of learners, but based on the number of enrolments in ESOL-related courses (excluding enrolments in ESOL teaching qualifications).

<sup>34</sup> One of the data sources (which includes SAC, YG and ACE in TEIs) used to pull this information does not have a 'migrant' flag, and therefore all course enrolments from these funds were assumed to be from migrants.

### Outcome 3: English Language

- Intensive Literacy and Numeracy (ILN) fund, which supports the intensive provision of high quality, fees-free literacy and numeracy learning opportunities for learners with low-level literacy and numeracy skills.
- ILN English for Speakers of Other Languages (ESOL) fund supports the provision of fees-free ESOL programmes to adult migrants and refugees with very low levels of English language literacy.

## Inclusion

***Outcome: Migrants participate in and have a sense of belonging to their community and to New Zealand.***

Becoming actively involved in New Zealand society is one of the key success factors in positive migrant integration and has strong implications for migrant wellbeing. How strongly a migrant feels connected to New Zealand can affect their participation in society, such as whether they vote, as well as their general motivation, health and happiness.

This outcome also considers the relationships and networks crucial to social interaction and participation, which help to facilitate successful settlement. It connects migrants into the wider community and contributes to building relationships for successful settlement.

**Overall progress: MODERATE**



The indicators within the *Inclusion* outcome area show a moderate improvement over the last period, though some areas require attention. Key points for this outcome area include:

- The majority of recent migrants feel a strong sense of belonging to New Zealand. In 2018, 84 percent of recent migrants feel that New Zealand is their home, slightly higher from 82 percent in the previous year.
- In 2018, 58 percent of recent migrants belonged to at least one social group or club. This is a small decrease from 61 percent in 2017. The most common group or club recent migrants are part of are in sports, a job-related association or a religious group.
- Seventy-one percent of eligible recent migrants said that they voted in the 2017 New Zealand general election. This is higher than the share of recent migrants who voted in the last two elections (66 percent in 2011 and 70 percent in 2014).
- Recent migrants are more likely to experience discrimination than the New Zealand-born population. After reporting an increase in the last year there has been a decrease in the share of recent migrants who experienced discrimination, from 26 percent in 2016 to 21 percent in 2018. However it is still higher than the New Zealand-born population (17 percent).

### Inclusion success indicator 1: Increased proportion of recent migrants who feel a sense of belonging to New Zealand.

How it is progressing: **GOOD**



A sense of belonging means feeling connected and accepted within one's community. The development of a sense of belonging and inclusion starts with the feeling of being welcomed and acknowledged. Migrants' sense of belonging is to some extent shaped by behaviours and attitudes towards them. The relationships migrants have with others including their family, friends, colleagues and neighbours in a range of different environments, provide the foundation for participation in society.

The majority of recent migrants feel a sense of belonging to New Zealand. According to the 2018 Migrants Survey, 84 percent of recent migrants feel that New Zealand is their home. Figure 29 shows that the rate has remained high and consistent over time.

*Most recent migrants feel that New Zealand is their home.*

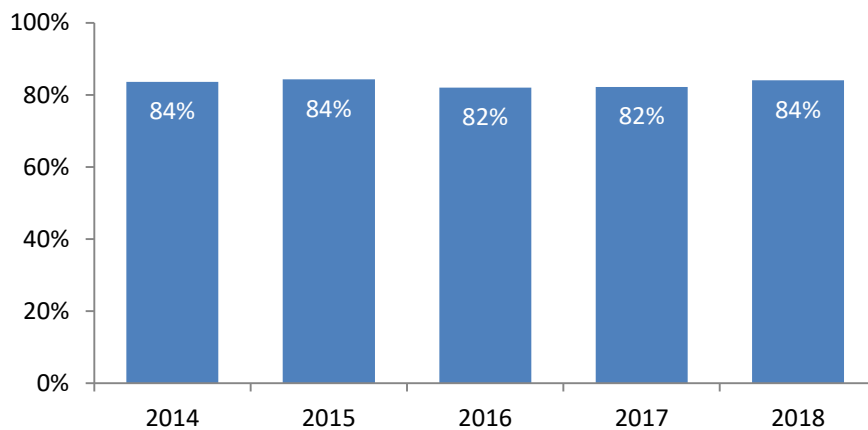


Figure 29: Proportion of recent migrants who felt that New Zealand is their home 'More than a little', 'A lot' and 'Completely'.

Source: Migrants Survey 2014-2018, MBIE

Two-thirds (67 percent) of recent migrants felt that New Zealand is their home 'completely' (33 percent) or 'a lot' (34 percent)<sup>35</sup> while only four percent did not consider New Zealand to be their home at all. These rates are consistent with previous years (see Figure 30).

<sup>35</sup> Figures have been rounded, hence might not add up to reported total.

*A third of recent migrants feel that New Zealand is their home 'completely'.*

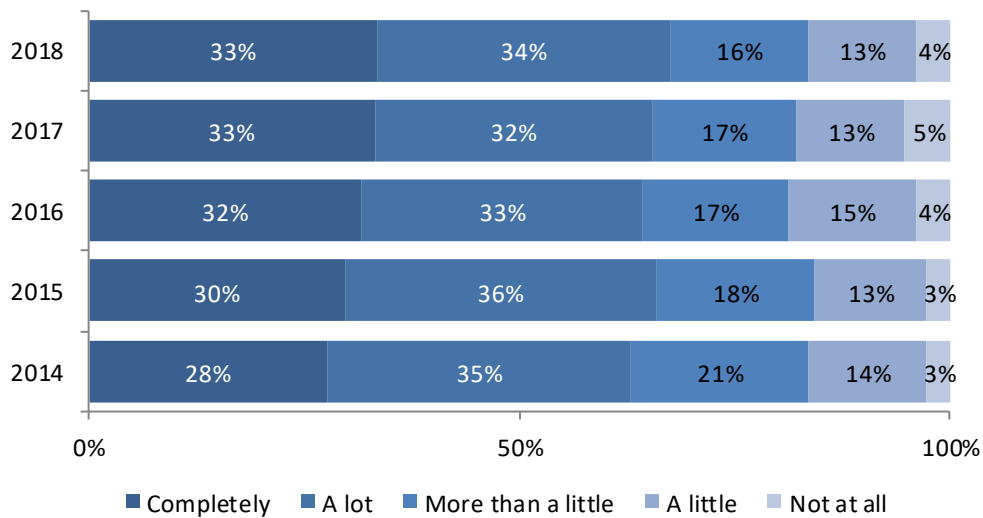


Figure 30: Degree to which recent migrants feel that New Zealand is their home.

Source: Migrants Survey 2014-2018, MBIE

This is comparable with results from the 2016 NZ General Social (NZGS) survey where 77 percent of recent migrants reported a high sense of belonging to New Zealand.<sup>36</sup> While recent migrants reported a high sense of belonging to New Zealand, they also have an attachment to their home country. Figure 31 shows that 87 percent of recent migrants reported a strong sense of belonging to another country, compared to 48 percent for the New Zealand-born population.

*Recent migrants retain strong connection to another country.*

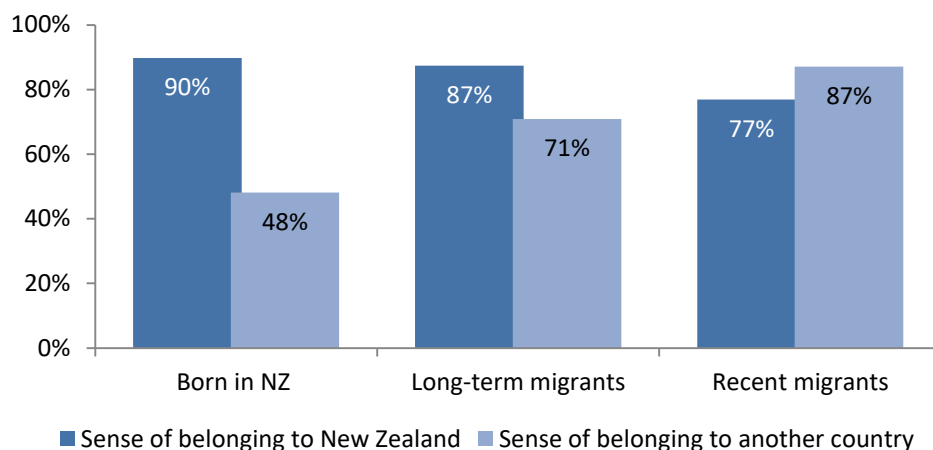


Figure 31: Sense of belonging to New Zealand and another country.

Source: NZ General Social Survey 2016, Stats NZ

<sup>36</sup> This indicator shows the proportion of recent migrants who feel part of their community. It is based on the extent to which individuals have a sense of belonging in New Zealand and is measured as the percentage of people aged 15 years and over who reported their sense of belonging at 7 or higher on a scale of 0 to 10, where 0 is no sense of belonging and 10 is a very strong sense of belonging. This question was not asked in the 2018 NZGS survey.

## Inclusion success indicator 2: Increased proportion of recent migrants who belong to social networks and groups (includes sports groups).

How it is progressing: **MODERATE**



Social connection is an important part of wellbeing. Being part of a social network plays a key role in community integration. Social networks provide migrants with support and an outlet for shared values and aspirations. They can help break down barriers and build a sense of trust between people and communities.

Being part of social networks have been linked with better health outcomes and standard of living and increased social participation.

Most recent migrants belong to a social group or club. In 2018, 58 percent of recent migrants said that they belonged to at least one social group or club, a small decrease from 61 percent reported in the previous year. The proportion is similar to that for the overall New Zealand population.<sup>37</sup>

*More than half of recent migrants belong to at least one social group or club.*

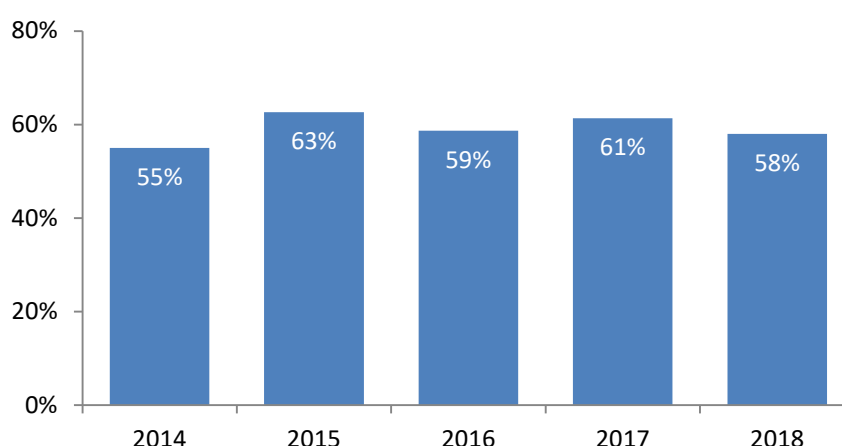


Figure 32: Proportion of recent migrants who belong to a social group or club in New Zealand.

Source: Migrants Survey 2014-2018, MBIE

The most common social groups or clubs that recent migrants belong to are sports clubs or groups (25 percent), followed by job-related associations (19 percent) and religious groups (18 percent).

A 2018 study from Sport NZ draws on the benefits of sports. According to the report, sports and physical activities bring people together and create a sense of belonging. It also helps build vibrant and stimulating communities. There is anecdotal evidence that suggests that

<sup>37</sup> According to the 2016 NZGSS' cultural participation module, more than half (58 percent) of New Zealanders belonged to at least one group, club or organisation. The most common groups were sports groups (31 percent) followed by religious or spiritual groups (18 percent).

participation in sport and physical activity can help develop feelings of belonging and inclusion particularly for new migrants.<sup>38</sup>

*Recent migrants are more likely to belong to a sports club or group.*

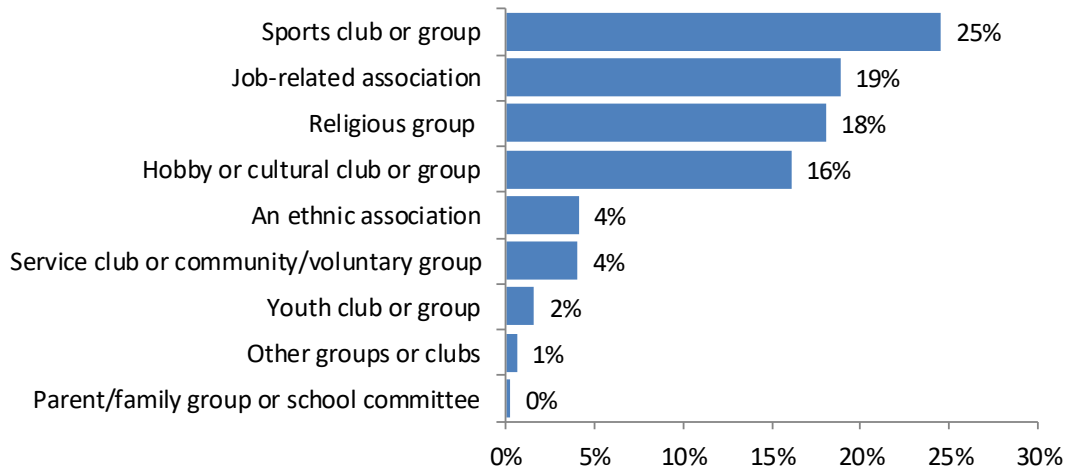


Figure 33: Social groups or clubs recent migrants belong to.

Source: Migrants Survey 2018, MBIE

Note: The survey question allows multiple responses so totals do not add up to 100 percent.

Findings from the 2018 National Migrant Consultations show that recent migrant participants generally did not find it difficult to become involved in their local community.<sup>39</sup> They often connected with their communities through a common focus or interest, such as work, religion, education, and through joining a hobby, recreational or sporting group. These connections were also commonly used as sources of support and information.

Recent migrants also mentioned being part of the local ethnic, religious and/or cultural groups and participating in activities related to these groups. These activities helped provide them with a sense of being part of their communities.

<sup>38</sup> Sport New Zealand. (2017). *The Value of Sport*.

<sup>39</sup> MBIE and MartinJenkins. (2018). *National Migrant Consultations 2018*.



### Inclusion success indicator 3: Increased proportion of recent migrants with residence who voted in the general elections.

How it is progressing: **GOOD**



*Note that there is no update for this indicator.*

Participation in the democratic process, through voting in the national and local elections, is another way that migrants can demonstrate a commitment and sense of belonging to New Zealand. Migrants become an integral part of the society by making their voices heard and participating in the decisions that shape New Zealand's future.

Voter turnout rates help show how recent migrants feel about the political system. This includes the confidence they have in political institutions, the importance they attach to them, and whether they feel their participation can make a difference.

General elections in New Zealand are held every three years. To be eligible to vote, migrants must be a resident of New Zealand, aged 18 years or older and have lived in New Zealand for at least 12 months.

According to the 2018 Migrants Survey, 71 percent of recent migrants who were eligible to vote reported that they voted in the 2017 general election. This is similar with the proportion (70 percent) who voted in the 2014 election (see Figure 34). Despite the increase, the rate for recent migrants is lower than the national voter turnout rate of 79 percent.<sup>40</sup> This gap in voter participation is also common in other migrant receiving countries. Overall, compared with other OECD countries, migrant participation in voting is high in New Zealand, given that it is not compulsory.<sup>41</sup>

*Steady increase in the share of recent migrants who voted in the general elections.*

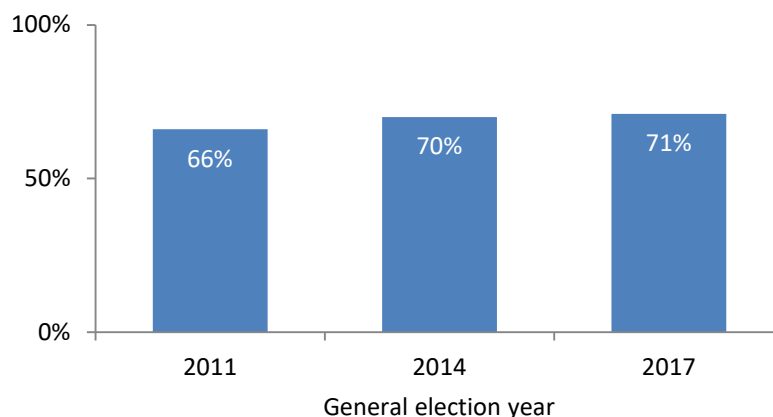


Figure 34: Proportion of eligible recent migrants who reported that they voted in the New Zealand general elections.

Source: Migrants Survey 2012, 2015 and 2018, MBIE

<sup>40</sup> This figure is based on the voter turnout statistics. Source: Voter turnout statistics, Electoral Commission <https://www.elections.org.nz/events/2017-general-election/2017-general-election-results/voter-turnout-statistics>.

<sup>41</sup> OECD. (2018). *Settling In 2018: Indicators of Immigrant Integration*.

## Inclusion success indicator 4: Reduced proportion of recent migrants who have experienced discrimination in New Zealand.

How it is progressing: **NEEDS ATTENTION**

Discrimination or lack of openness to a new culture (either by the migrant or the host community) can lead to negative experiences that prevent migrants from participating fully in society. Discrimination also affects mental and physical wellbeing.

The 2018 National Migrant Consultations<sup>42</sup> found that most recent migrants felt welcome in their community. However, some participants indicated that they had frequently experienced unfair and biased behaviour in the community and did not know where to go to seek advice or support.

In 2018, 21 percent of recent migrants reported they had experienced discrimination<sup>43</sup> in New Zealand over the past 12 months. This is a decrease from 26 percent reported in 2016. The rate however is higher compared with the New Zealand-born population (17 percent).

*Recent migrants are more likely to experience discrimination than the New Zealand-born population.*

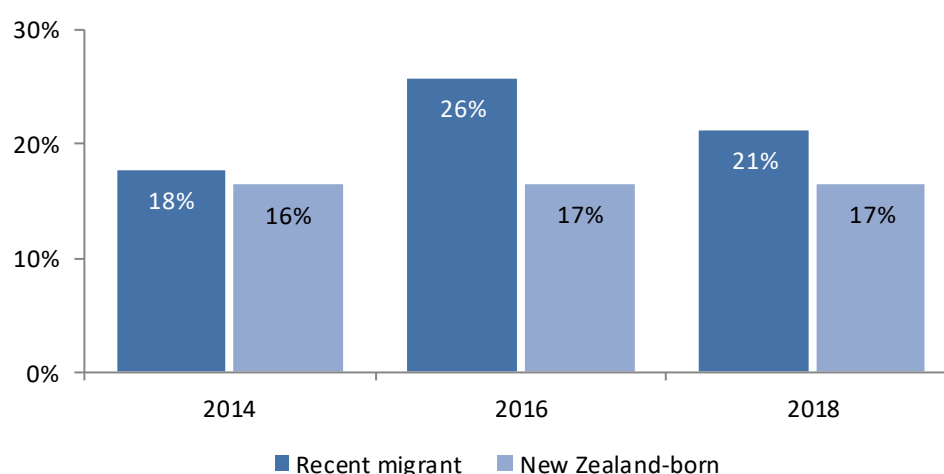


Figure 35: Proportion of recent migrants and the New Zealand-born population who experienced discrimination in the last 12 months, 2014-2018

Source: NZ General Social Survey, Stats NZ

Note: Due to the small sample of migrants, the 2014 data on recent migrants has a relative sampling error of 30 to 49.9 percent. Apply caution when interpreting the data.

When asked about the reason for discrimination, the top three reasons are due to their race or ethnic group (31 percent), skin colour (31 percent) and accent or language spoken (21 percent).

<sup>42</sup> MBIE and MartinJenkins. (2018). *National Migrant Consultations 2018*.

<sup>43</sup> Discrimination is defined in this survey as being treated unfairly or differently compared to other people.

Recent migrants from European and Asian ethnic groups have similar proportions that experienced discrimination in the last 12 months (see Table 2).

**Table 2: Proportion of recent migrants who experienced discrimination in the last 12 months by ethnic group**

Ethnicity	2014	2016	2018
European	13%	28%	25%
Pacific	..S	19%	..S
Asian	21%	27%	23%
MELAA/Other	29%	21%	..S*

Source: NZ General Social Survey 2014-2018, Stats NZ

Notes:

1. Ethnicity data is based on total response which means that an individual with multiple ethnicities can appear in more than one group. Due to the small sample of migrants, the data has relative sampling errors of at least 30 percent and must be used with caution.
2. MELAA is Middle Eastern, Latin American or African.
3. ..S means that data has been suppressed for confidentiality reasons.
4. \*Data was suppressed due to the high relative sampling error of over 100 percent.

When looking at the differences by gender, recent migrant males (23 percent) are more likely to have experienced discrimination than female recent migrants (19 percent) and their New Zealand-born counterparts (13 percent). The rate for female recent migrants is similar to that for the New Zealand-born population (20 percent).

*Recent migrant males are more likely to experience discrimination than females.*

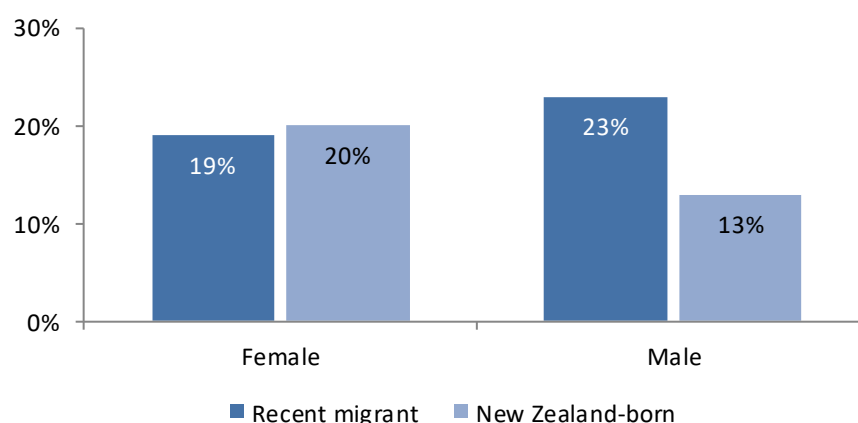


Figure 36: Proportion of recent migrants and the New Zealand-born population by gender who experienced discrimination in the last 12 months, 2018

Source: NZ General Social Survey, Stats NZ

## Health and Wellbeing

### *Outcome: Migrants enjoy healthy lives and feel confident and safe.*

Good health is fundamental to migrants' settlement and wellbeing so they can participate in society and contribute to the economy. The health status of a migrant can have an impact on their social cohesion by affecting their ability to work, find employment, build social networks and feel secure about interacting with family, friends and the wider community.

Safety is also important to wellbeing and is a factor in the decision of most migrants who choose New Zealand as their new home. Safety and security were two of the most important factors that influenced skilled migrants' decision to apply for permanent residence in New Zealand<sup>44</sup>. Former student visa holders who chose to stay on in New Zealand reported that the lifestyle and safety and security in New Zealand influenced their decision to apply for New Zealand residence.<sup>45</sup>

Overall progress: **GOOD**



Overall, most of the indicators within the *Health and Wellbeing* outcome area have remained broadly positive and stable over the last period. Key highlights for this outcome area include:

- Recent migrants feel safer in New Zealand compared with the New Zealand-born population. In 2018, 77 percent of recent migrants reported feeling safe when walking alone in their neighbourhood after dark compared with 60 percent of the New Zealand-born population.
- Recent migrants were less likely to report having had a crime committed against them in the last 12 months (8 percent) compared with the overall New Zealand population (13 percent). This rate has been trending down over time.
- The majority of migrants (nine out of 10) are enrolled in a primary health organisation (PHO) within five years of arriving or being approved for residence. However, PHO enrolment rates of migrants from North Asia (especially from South Korea and China) and North America are well below those of other migrant groups.
- Recent migrants were more likely to say they are in good health compared with the New Zealand-born population. In 2018, 95 percent of recent migrants reported they are in good health compared with 84 percent for the New Zealand-born population.

<sup>44</sup> Department of Labour. (2009). *Life in New Zealand: Settlement Experiences of Skilled Migrants Results from the 2008 Survey* (Settlement Experience Feedback Survey 2008).

<sup>45</sup> Department of Labour. (2010). *Life after study: International students' settlement experiences in New Zealand*.

## Health and Wellbeing success indicator 1: Increased proportion of recent migrants who feel safe in New Zealand.

How it is progressing: **GOOD**



New Zealand is considered internationally as a safe country to live in and safety is one of the factors in migrants' decisions to move here. Findings from the National Migrant Consultations in 2018 show that the most common perception of recent migrants was that they felt safe in New Zealand<sup>46</sup>. Feeling safe in a new environment may affect how quickly migrants settle and whether they decide to stay.

Recent migrants are more likely to feel safe compared with the New Zealand-born population. In 2018, 77 percent of recent migrants reported feeling safe<sup>47</sup> when walking alone in their neighbourhood after dark compared with 60 percent of the New Zealand-born population.

The rate of recent migrants feeling safe has been showing an increasing trend over time, while the rate of the New Zealand-born population who reported feeling safe has remained steady (see Figure 37).

*Recent migrants are more likely than the New Zealand-born population to feel safe when walking alone after dark.*

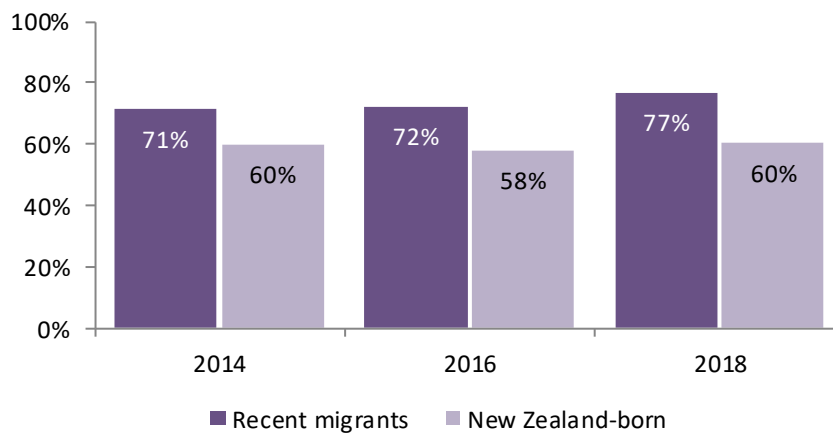


Figure 37: Proportion of recent migrants and New Zealand-born population who felt safe or very safe when walking alone in their neighbourhood after dark, 2014-2018.

Source: NZ General Social Survey, Stats NZ

In terms of differences by gender, male recent migrants are more likely to feel safe when walking alone after dark (88 percent) than female recent migrants (63 percent).

Overall, recent migrants are more likely to feel safe in various activities compared with the New Zealand-born population (see Figure 38). A higher proportion of recent migrants felt safe

<sup>46</sup> MBIE and MartinJenkins. (2018). *National Migrant Consultations 2018*.

<sup>47</sup> This is the proportion who responded with 'safe' and 'very safe' to the survey question "Thinking about crime, how safe do you feel about walking alone in your neighbourhood after dark?".

at home by themselves at night (92 percent), while using or waiting for public transport at night had the lowest proportion (66 percent).

*Recent migrants are more likely to report feeling safe in New Zealand.*

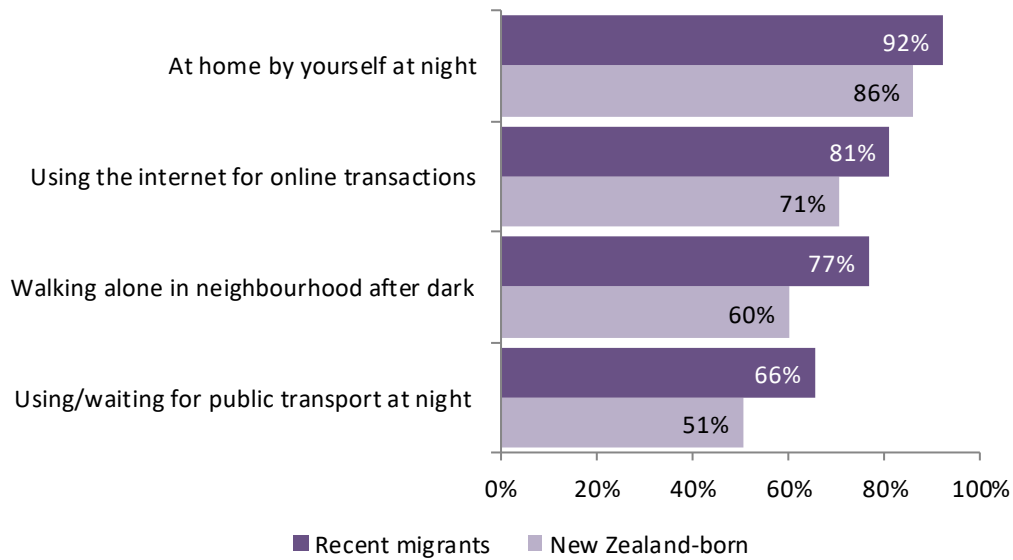


Figure 38: Proportion of recent migrants and New Zealand-born population who felt safe or very safe doing various activities, 2018

Source: NZ General Social Survey, Stats NZ

## Health and Wellbeing success indicator 2: Fewer recent migrants are victims of crime.

How it is progressing: **GOOD**



The crime victimisation rate provides a broad measure of personal safety and wellbeing. Crime can reduce social cohesion and may also restrict people's freedom of movement. Just over a quarter (27 percent) of recent migrants said that feeling safe from crime and violence was the main reason that they had come to New Zealand<sup>48</sup>. The majority (86 percent) of recent migrants surveyed<sup>49</sup> in 2018 felt safe from crime in New Zealand and the proportions have remained consistent with previous years.

Recent migrants are less likely to have been a victim of crime. According to the 2018 NZ General Social Survey, 8 percent of recent migrants said they had crime committed against them in the last 12 months. This is a decrease from 11 percent reported in 2016. The rate for recent migrants has continued to remain less than that for the overall New Zealand population (13 percent).

Over time, the crime victimisation rate is decreasing for recent migrants while it remained steady for the overall New Zealand population.

*Recent migrants are less likely to have had a crime committed against them in the past year.*

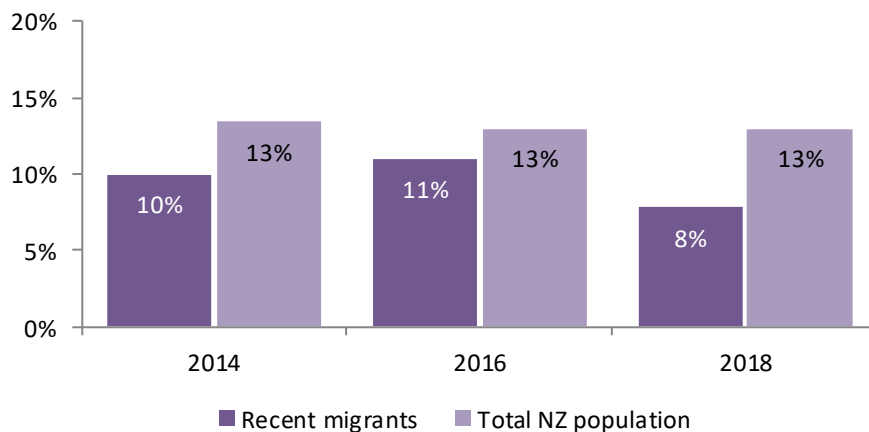


Figure 39: Proportion of recent migrants and the New Zealand population who had crime committed against them in the last 12 months, 2014-2018

Source: NZ General Social Survey, Stats NZ

Notes: Data on recent migrants has a relative sampling error of 30 to 49.9 percent. Apply caution when interpreting the data.

There is no difference in crime victimisation rates when data is broken down by gender.

<sup>48</sup> Migrants Survey 2017, MBIE. This is the third most common reason selected by migrants after 'environment/landscape' (47 percent) and 'relaxed pace of life' (45 percent) when asked about their main reasons for deciding to come to New Zealand to live.

<sup>49</sup> Migrants Survey 2018, MBIE.

In 2018, 13 percent of recent migrants from the Pacific ethnic group said that they had been a victim of crime over the last 12 months. The proportion for European recent migrants has remained constant at 11 percent. Seven percent of MELAA/Other recent migrants and six percent of Asian recent migrants had crime committed against them. Both ethnic groups showed a decrease from 2016.

**Table 3: Proportion of recent migrants who had crime committed against them in the last 12 months by ethnic group, 2014-2018**

<b>Ethnicity</b>	<b>2014</b>	<b>2016</b>	<b>2018</b>
European	11%	11%	11%
Pacific	..S	..S	13%
Asian	7%	11%	6%
MELAA/Other	..S	16%	7%

Source: NZ General Social Survey, Stats NZ

Notes:

1. Ethnicity data is based on total response which means that an individual with multiple ethnicities can appear in more than one group. Due to the small sample of migrants, the data has relative sampling errors of at least 30 percent and must be used with caution.
2. MELAA is Middle Eastern, Latin American or African.
3. ..S means that data has been suppressed for confidentiality reasons.



### Health and Wellbeing success indicator 3: Increased proportion of recent migrants enrolled in a primary health organisation.

How it is progressing: **GOOD**



A range of factors affect health outcomes, including availability and awareness of health services for recent migrants. This indicator shows the proportion of recent migrants who are enrolled in a primary health organisation (PHO). Reporting on PHO enrolments is used to measure recent migrants' access to primary health care.

Enrolment with a PHO is voluntary but eligible<sup>50</sup> new migrants are encouraged to enrol in order to receive the benefits associated with belonging to a PHO. These benefits include reduced cost for doctor visits, free or subsidised prescription medicines and better access to immunisations and national screening programmes.

PHO enrolments of recent migrants remained stable and consistently high. Nine out of ten (91.8 percent) migrants who were approved and arrived in New Zealand for residence in 2013 were enrolled in a PHO within five years (i.e. by 2018). Enrolments remain consistently high and comparable with the overall rate for the New Zealand population (92.8 percent)<sup>51</sup>.

*The majority of recent migrants are enrolled in a PHO within five years.*



Figure 40: Proportion of recent migrants with New Zealand residence enrolled in a PHO within five years, 2009–2013 migrant cohorts

Source: Integrated Data Infrastructure, Stats NZ

Note: The year on the chart refers to the year migrants arrived in New Zealand (if approved offshore) or year approved for residence (if onshore) during a calendar year.

<sup>50</sup> To be eligible to enrol in a PHO, a person must be a New Zealand resident or a person who holds a work visa that entitles them to remain in New Zealand for at least two years (work visas start on the person's first day in New Zealand). Source: <https://www.health.govt.nz/new-zealand-health-system/eligibility-publicly-funded-health-services/resources-service-providers-check-eligibility/eligibility-enrol-primary-health-organisation>.

<sup>51</sup> Ministry of Health. *Enrolment in a primary health organisation*, Access to primary care 2018 Q4 (Oct-Dec). Retrieved from <https://www.health.govt.nz/our-work/primary-health-care/about-primary-health-organisations/enrolment-primary-health-organisation>.

However differences are more apparent when data is split by country of origin. When data is disaggregated, it shows that recent migrants from North Asia and North America have the lowest enrolment rates compared with migrants from other regions of origin (see Figure 41).

*Recent migrants from North Asia have the lowest PHO enrolment rate.*

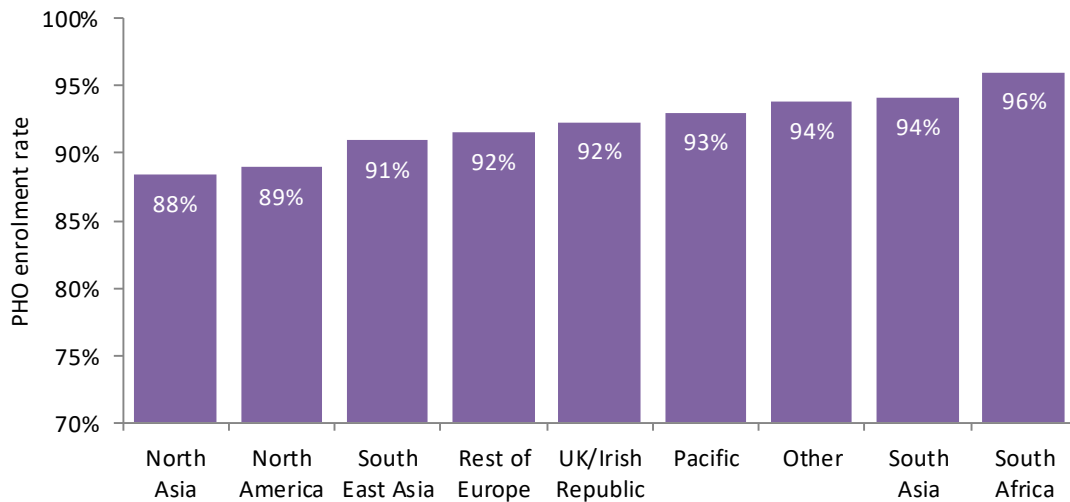


Figure 41: PHO enrolment rates of recent migrants within five years by region of origin, 2013 migrant cohort.

Source: Integrated Data Infrastructure, Stats NZ

Low PHO enrolment rates of recent migrants from North Asia is driven by low enrolments of migrants from South Korea (85 percent) and China (90 percent). Figure 42 below shows the PHO enrolment rates from the top source countries of recent migrants. The PHO enrolment rate for recent migrants from China is a slight improvement from 87 percent for the last cohort. Recent migrants from the USA also show a lower enrolment rate (88 percent) compared with other main source countries.

*Low PHO enrolment rates from North Asia driven by migrants from South Korea and China.*

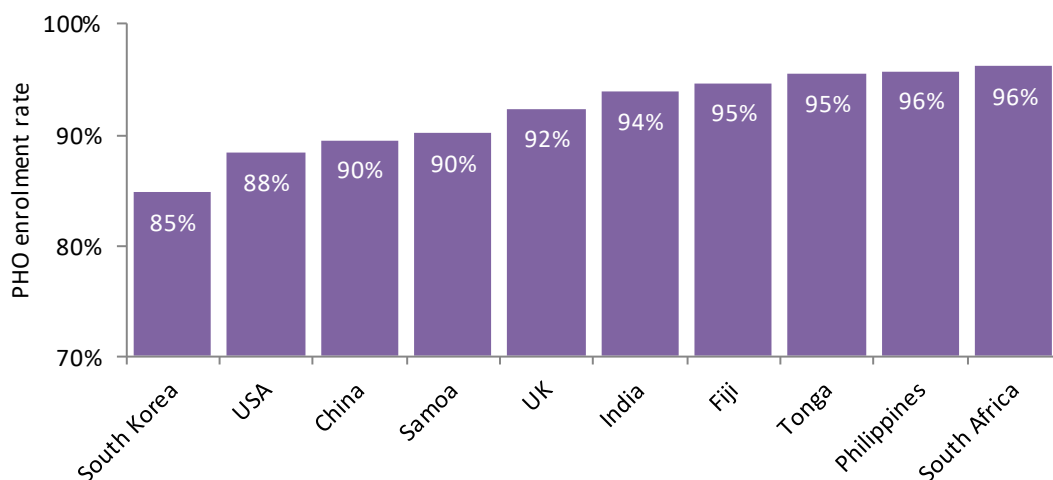


Figure 42: Top 10 source countries of recent migrants with New Zealand residence and their PHO enrolment rate within five years, 2013 migrant cohort

Source: Integrated Data Infrastructure, Stats NZ

The Asian ethnic group as a whole tends to have lower PHO enrolment rates compared with other ethnic groups. Low enrolment rates in the Asian population may be due to several factors. It is likely that language presents a significant barrier, particularly for Chinese and Korean communities<sup>52</sup>. Other barriers to accessing healthcare for Asian migrants include lack of awareness of available services, costs and different cultural beliefs and nuances in assessment and treatment held by certain ethnic groups.<sup>53</sup>

### Self-rated health status

Self-rated health is a widely used indicator of health status. It measures a person's perception of his or her overall health. Being in good health is an important settlement outcome – healthy migrants become productive members of the community.

Recent migrants are more likely to say they are in good health than the New Zealand-born population<sup>54</sup>. In 2018, 95 percent of recent migrants say they are in good health compared to 84 percent of the New Zealand-born population (see Figure 43). The differences in self-rated health status between the two groups may be attributed to a number of factors such as age structure and lifestyle. Recent migrants are generally younger than the New Zealand-born population and are in good health when they arrive in New Zealand as part of the requirement for migration.

*Recent migrants are more likely to say they are in good health than the New Zealand-born population.*

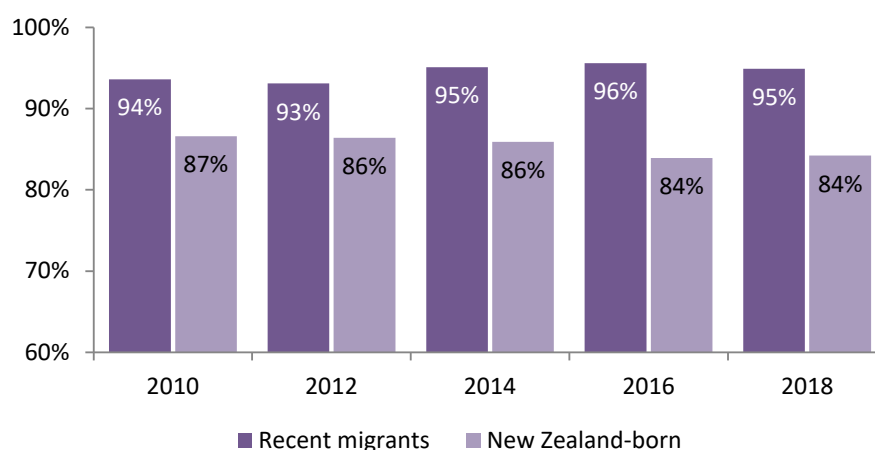


Figure 43: Proportion of recent migrants and New Zealand-born population who rated their health as 'good', 'very good' or 'excellent'.

Source: NZ General Social Survey 2010-2018, Stats NZ

<sup>52</sup> Counties Manukau. (2012). 2012 *Health needs of Asian people*. Retrieved from <https://www.countiesmanukau.health.nz/assets/About-CMH/Performance-and-planning/health-status/79875e5978/2012-health-needs-of-asian-people.pdf>

<sup>53</sup> Waitemata and Auckland DHBs. (2017). *International Benchmarking of Asian Health Outcomes for Waitemata and Auckland DHBs*. Retrieved from <https://www.adhb.health.nz/assets/Documents/About-Us/Planning-documents/International-Benchmarking-of-Asian-Health-Outcomes.pdf>.

<sup>54</sup> Individuals who rate their health as 'excellent', 'very good' or 'good' are considered as in good health.

However, the longer migrants are in New Zealand, the proportion of those with good health status becomes similar to the New-Zealand born population. Changes to their lifestyle or ageing may have driven the change in their health status over time.

*Good health status of migrants becomes similar to New Zealand-born over time.*

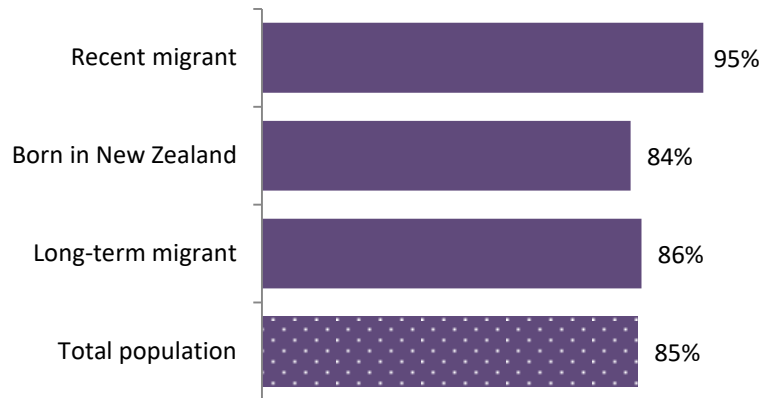


Figure 44: Proportion of the New Zealand population who reported good health status.

Source: NZ General Social Survey 2018, Stats NZ

Just over half (56 percent) of recent migrants surveyed in 2017<sup>55</sup> said their health in New Zealand was the same as it was before they came to New Zealand and over a third (37 percent) said their health was better.

<sup>55</sup> MBIE's Migrants Survey 2017. The survey asked 'Has health improved, worsened or stayed the same since coming to New Zealand?' This question was not asked in the 2018 survey.

## Data disclaimers

### HLFS disclaimer

Access to the data used in this study was provided by Stats NZ under conditions designed to give effect to the security and confidentiality provisions of the Statistics Act 1975. The results presented in this study are the work of the author, not Stats NZ or individual data suppliers.

### IDI disclaimer

The results in this report are not official statistics, they have been created for research purposes from the Integrated Data Infrastructure (IDI), managed by Stats NZ.

The opinions, findings, recommendations, and conclusions expressed in this report are those of the Ministry of Business, Innovation and Employment, not Stats NZ.

Access to the anonymised data used in this study was provided by Stats NZ in accordance with security and confidentiality provisions of the Statistics Act 1975. Only people authorised by the Statistics Act 1975 are allowed to see data about a particular person, household, business, or organisation, and the results in this report have been confidentialised to protect these groups from identification.

Careful consideration has been given to the privacy, security, and confidentiality issues associated with using administrative and survey data in the IDI. Further detail can be found in the Privacy impact assessment for the Integrated Data Infrastructure available from [www.stats.govt.nz](http://www.stats.govt.nz).

## Appendix: Data sources and definitions

### Data sources

The data for the indicators used are sourced from survey and administrative data from the Ministry of Business, Innovation and Employment; Stats NZ; Ministry of Education; Tertiary Education Commission and Ministry of Health.

Source data	Short description
<b>Survey data</b>	
Household Labour Force Survey (HLFS), Stats NZ	A national survey of households, which measures quarterly average levels of employment, unemployment and non-participation in the labour force, and the quarterly and annual changes in these levels. The survey population is the usually resident, non-institutionalised, civilian population of New Zealand aged 15 years and over who live in private dwellings.
Migrants Survey, MBIE	This is an annual survey run by MBIE as part of the Immigration Survey Monitoring Programme (ISMP). The survey helps better understand the experiences of those who have recently migrated to New Zealand. The target population is migrants aged 18 years and over who were admitted under the Skilled/Business Stream (principal and secondary applicants), Family Category (Parent and Partner) and Work Visa schemes. Excluded from the survey are migrants admitted under the Student Policy and Pacific Quotas schemes.
NZ General Social Survey (NZGSS), Stats NZ	This survey provides information on the well-being of New Zealanders. It covers a wide range of social and economic outcomes, and shows how people are faring. The survey population for the NZGSS is the usually resident New Zealand population aged 15 years and over in private dwellings in New Zealand, with a sample size of approximately 8,000 individuals. This survey is carried out every two years.
<b>Administrative data</b>	
ESOL Database	Held by the Ministry of Education, it contains administrative data on ESOL learners.
Integrated Data Infrastructure (IDI)	A large research database containing microdata about people and households. Data is from a range of government and non-government organisations, and Statistics NZ surveys.
Single Data Return (SDR)	This is an electronic database of learner enrolment and completion information required by the Ministry of Education and the Tertiary Education Commission. Data is supplied by all tertiary education organisations that receive Student Achievement Component (SAC) funding, Youth Guarantee (YG) funding, and/or students with student loans or allowances.

## Definition of data sources

Outcome area	Measure	Data source	Data reporting period	Definition
Employment	Employed principal and secondary applicants whose occupations in New Zealand match their skills and New Zealand-ready qualifications.	Migrants Survey, MBIE	2014-2018	<p>The proportion of principal and secondary applicants, aged 18 years and over who were admitted under the Skilled/Business visa stream, who answered 'Yes' to the survey question <i>"Does your current role in your main job match the skills and qualification that you have?"</i></p> <p>Secondary applicants includes partners and dependent children (aged under 25 years) of principal applicants.</p>
	Employment rates of recent migrants.	Household Labour Force Survey (HLFS), Stats NZ	Year to December 2014 – year to December 2019	<p>The proportion of recent migrants in the working-age population (i.e. aged 15 years and over) who were employed for at least one hour per week.</p> <p>This measures actual engagement in work among the working-age population.</p> <p>Figures are based on annual average data to address sampling error and seasonal variation concerns.</p>
	International students who attained Bachelor's level or higher New Zealand qualification and transitioned into Residence.	<p>Integrated Data Infrastructure (IDI), Stats NZ</p> <p>Using linked immigration visa data (MBIE) and tertiary education data (MoE).</p>	2012–2016 student cohorts	<p>The proportion of former full fee-paying student visa holders, with a Bachelor's degree or higher, who attained New Zealand residence within three years since their last student visa.</p> <p>This is measured by using linked immigration visa data and tertiary education data from the IDI on students who have matched records in both datasets.</p> <p>The analysis takes calendar year cohorts of full fee-paying students and tracks them after study to determine the proportion that has gained residence within a three-year period.</p>

## Appendix

Outcome area	Measure	Data source	Data reporting period	Definition
Education and Training	Migrant school leavers who achieved NCEA level 2 or higher after five years in the New Zealand education system.	ESOL Database, Ministry of Education	2014-2019	<p>The proportion of migrant (non-refugee) school leavers who attained National Certificate of Educational Achievement (NCEA) Level 2 or above in the New Zealand education system. This refers to migrant school leavers who have been in the New Zealand education system for five years or more, as defined by their enrolment in ESOL.</p> <p>Student numbers derived from the ESOL database are used as a proxy for recent migrant numbers. Data presented is based on a calendar year.</p>
	Recent migrants, aged 25-64 years, who have attained Level 4 or above qualification on the NZ Qualifications Framework.	Household Labour Force Survey (HLFS), Stats NZ	Year to December 2015 – year to December 2019	<p>The proportion of recent migrants in the working-age population (i.e. aged 15 years and over) with highest qualification equivalent to Level 4 or above on the New Zealand Qualifications Framework (NZQF).</p> <p>Figures are based on annual average data to address sampling error and seasonal variation concerns.</p>
English Language	Recent migrants who can have a conversation about everyday things in English.	Migrants Survey, MBIE	2015–2018	<p>The proportion of recent migrants, aged 18 years and over, who answered ‘Well’ or ‘Very well’ to the survey question: <i>“How well can you have a conversation about everyday things in English?”</i></p>
	Utilisation of school-funded ESOL support by migrant children.	ESOL Database, Ministry of Education	2015-2018	<p>The number of ESOL-funded migrants in schools during the first half of the school year (i.e. Term 1 and Term 2).</p> <p>Data is reported for one school period rather than for the full school year for the sake of validity and consistency when comparing from one year to the next. Most of these students will continue to be funded for the second period allocation.</p>



## Appendix

Outcome area	Measure	Data source	Data reporting period	Definition
				<p><b>School-funded ESOL support:</b> number of students in the ESOL database whose English Language Learning Progressions (ELLP) assessments score is below a set threshold and so qualifies them for ESOL-funded English language support programmes in schools.</p> <p><b>Migrant children for this purpose:</b> overseas born, non-refugee. Note that this is not the whole migrant cohort, just those that need English Language support.</p>
	Uptake of pre-paid ESOL tuition.	<p>Tertiary Education Commission (TEC)</p> <p>Data sourced from the migrant levy returns data.</p>	Data as at 31 December 2019 (Migrants with entitlements ending within years 2015-2019)	<p>The percentage of uptake of pre-purchased ESOL tuition by migrants which have been fully used, partly used and not used.</p> <p>Migrants who are applying for a resident visa through the Skilled/Business stream are required to meet a minimum standard of English. Those who did not meet the minimum have to pre-purchase English language tuition before their resident visas are approved. These pre-purchased tuition payments are administered by the TEC on behalf of Immigration NZ.</p> <p>The data is presented by the year that entitlement ends to reflect that entitlements to tuition pre-purchased within the last five years are still current. Entitlements with year ending 2015-2019 have all now expired, i.e. these were pre-paid between 2010 and 2014.</p>
	Utilisation of TEC-funded English Language support by recent migrants with English Language needs.	<p>Single Data Return (SDR) database and Integrated Provider Information (IPI) database, TEC</p>	2015–2018	<p>The figures reported are on the number of learners (i.e. migrants and speakers of other languages) who were enrolled in TEC-funded ESOL courses.</p> <p>The data includes non-migrants who qualify for ESOL funding since the Single Data Return (SDR) database which does not have a migrant filter. It is assumed, however, that</p>

## Appendix

Outcome area	Measure	Data source	Data reporting period	Definition
				<p>the majority of learners are migrants. The data provided was based on calendar years to allow for analysis for a full-year dataset.</p> <p>ESOL data was collected through the following funds:</p> <ul style="list-style-type: none"> <li>• Adult Community Education (ACE) in school – at course level</li> <li>• ACE in communities - at programme/course level</li> <li>• ESOL ACE in Tertiary Education Institutes (TEIs) – at qualification level.</li> <li>• Student Achievement Component (SAC)/Youth Guarantee (YG) – at course level but can report at qualification or learner level</li> <li>• Intensive Literacy and Numeracy (ILN) – at hours level</li> <li>• ILN ESOL – at hours level</li> </ul>
Inclusion	Recent migrants feel a sense of belonging to New Zealand.	Migrants Survey, MBIE	2014–2018	The proportion of recent migrants aged 18 years and over who felt that New Zealand is their home. This includes those who responded 'More than a little', 'A lot' or 'Completely' to the survey question <i>"Do you feel that New Zealand is your home?"</i>
	More recent migrants belong to social networks and groups (including sports groups).	Migrants Survey, MBIE	2014–2018	The proportion of recent migrants aged 18 years and over who said they belong to any social groups or clubs. This equates to 100 percent less the proportion who said they do not belong to any social groups or clubs (i.e. answered 'None of these').

## Appendix

Outcome area	Measure	Data source	Data reporting period	Definition
	Recent migrants who voted in the general elections.	Migrants Survey, MBIE	2012, 2015, 2018	<p>The proportion of recent migrants on a resident visa and aged 18 years or over who said that they voted in the last general election.</p> <p>Every three years, in the year following an election, the Migrants Survey asks recent migrants if they were eligible to vote and if they voted.</p>
	Less discrimination on recent migrants in New Zealand.	NZGSS, Stats NZ	2014–2018	The proportion of recent migrants aged 15 years and over who report they were discriminated against in the past 12 months. That is, people who were treated unfairly or differently compared to other people.
Health and Wellbeing	Recent migrants who feel safe in New Zealand.	NZGSS, Stats NZ	2014–2018	The proportion of recent migrants in the population aged 15 years and over who felt 'safe' or 'very safe' while walking alone in their neighbourhood after dark.
	Recent migrants who are victims of crime.	NZGSS, Stats NZ	2014–2018	The proportion of recent migrants in the population aged 15 years and over who said they had a crime committed against them in the past 12 months.
	Recent migrants enrolled in a primary health organisation (PHO).	IDI, Stats NZ  Data linking between MBIE's immigration data and Ministry of Health's PHO enrolment data.	2009–2013 migrant cohorts	<p>The proportion of recent migrants who enrolled in a PHO within five years since arrival. Any dates after the five years are excluded.</p> <p>The cohort used in this analysis is migrants who were approved for a resident visa onshore or offshore and arrived in New Zealand in a calendar year (i.e. the 2013 cohort are migrants who were approved onshore or offshore and arrived between 1 January 2013 and 31 December 2013).</p>

## Appendix

Outcome area	Measure	Data source	Data reporting period	Definition
				The most current PHO enrolments data in the IDI runs up until the end of 2018. Hence, to capture a full five years of enrolment information, at the most, migrant entries to 2013 were selected.



