



Information for employers on hiring international students

Information sheet

New Zealand employers may employ an international student who holds a valid Student visa with conditions allowing them to work. It is the employers' responsibility to check each that all employees have the right to work in New Zealand.

Student visa holders may be able to work:

- part-time up to a maximum of 20 hours a week.
- full-time during scheduled semester vacations and/or during the Christmas-New Year vacation period from when they complete their studies in November/December until they begin the new academic year in January/February.
- full-time after they have completed their qualification until the expiry of their Student visa.

Note: Employers do not need to provide any information to Immigration New Zealand when looking to employ someone who holds a Student visa. Specific conditions for each student are contained in their eVisa.

How can I check if an international student can work for me?

Employers are required to check that visa holders are able to work in New Zealand before allowing them to start work. Immigration New Zealand's [VisaView](#) tool allows registered employers to verify that prospective and current employees hold a valid visa that allows them to work, the conditions of the visa, and the visa expiry date.

Alternatively, you should ask the student to present their passport and eVisa approval letter (containing all visa conditions and expiry date) as evidence of their entitlement to work. We recommend you ask to see original documents and make copies for your records.

VisaView | Immigration New Zealand (immigration.govt.nz/VisaView)

Student visas | Immigration New Zealand (immigration.govt.nz/workandstudy)

Can my employee continue working for me after they've finished their study?

Most international student graduates are eligible for a Post-study work visa once they complete their New Zealand qualification(s).

Being a good employer

All workers in New Zealand have the same rights, regardless of whether they hold a visa or are New Zealand citizens.

Your responsibilities and obligations | Immigration New Zealand (immigration.govt.nz/employerobligations)

Further information

- Contact Immigration New Zealand on: 0508 558 855.
- For general information about employing a visa holder visit: Employ migrants | INZ (immigration.govt.nz/employ-migrants)
- For tools and resources designed for New Zealand employers visit: Employment New Zealand (employment.govt.nz)



Information for employers on hiring recent international student graduates

New Zealand employers may employ international student graduates who hold a valid Post-study work visa. It is the employers' responsibility to check that all prospective employees have the right to work in New Zealand.

Post-study work visas:

- Holders can work for any employer and in any location. Depending on their qualification, they can either work in any occupation*, or in an occupation that directly relates to their qualification. Please refer to their visa conditions for more information.
- The duration of the visa depends on the New Zealand qualification held by the graduate and how long they studied the qualification in New Zealand.
- For example:
 - Holders of bachelor degrees will normally be granted a three year Post-study work visa if they studied the qualification for three years in New Zealand.
 - Holders of sub-degree qualifications (e.g. Level 4-6 or non-degree level 7) will normally be granted a one or two year Post-study work visa, depending on how long they studied the qualification in New Zealand.
 - Holders of Master's or Doctoral degrees will normally be granted a three year Post-study work visa.

Notes:

Employers do not need to provide any information to Immigration New Zealand when looking to employ someone who holds a Post-study work visa.

Very recent international student graduates may still hold a student visa, but may still be able to start working full-time. Find out more about employing a Student visa holder at immigration.govt.nz/workandstudy

**except jobs relating to the provision of commercial sexual services.*

How can I check if an international student can work for me?

Employers are required to check that visa holders are able to work in New Zealand before allowing them to start work. Immigration New Zealand's **VisaView** tool allows registered employers to verify that prospective and current employees hold a valid visa that allows them to work, the conditions of the visa, and the visa expiry date.

Alternatively, you should ask the graduate to present their passport and eVisa approval letter (containing all visa conditions and expiry date) as evidence of their entitlement to work. We recommend you ask to see original documents and make copies for your records.

VisaView | Immigration New Zealand (immigration.govt.nz/VisaView)

Can my employee continue working for me after their Post-study work visa?

A Post-study work visa holder who progresses into a skilled role can, with your support, apply for a work or resident visa. Any such visa must be approved before the employee is entitled to work.

Being a good employer

All workers in New Zealand have the same rights, regardless of whether they hold a visa or are a New Zealand citizen.

Your responsibilities and obligations | Immigration New Zealand (immigration.govt.nz/employerobligations)

Further information

- Contact Immigration New Zealand on: 0508 558 855.
- For general information about employing a visa holder visit: Employ migrants | INZ (immigration.govt.nz/employ-migrants)
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