



# Skilled Migrant Category Expression of Interest Guide

A guide to help you complete an Expression of Interest for residence under the Skilled Migrant Category

## Information about this guide

You should read this guide if you are considering the Skilled Migrant Category for residence in New Zealand. It will help you to complete your online *Expression of Interest (EOI)* or paper Expression of Interest Form (INZ 1100). This guide contains:

- An overview of the Skilled Migrant Category and EOI selection process,
- Explanations of the criteria you will be assessed against if you receive an invitation to apply and submit an application for residence,
- A summary of key Skilled Migrant Category terms and their meanings.

## Refer to INZ's Operational Manual

The explanations in this guide are not exhaustive. The immigration instructions used for deciding Skilled Migrant Category applications are set out in Immigration New Zealand (INZ's) Operational Manual. References to the Manual will be made throughout this guide. The Manual can be accessed from our website ([www.immigration.govt.nz/opsmanual](http://www.immigration.govt.nz/opsmanual)). Sections of the Manual can also be viewed individually in pdf form. Go to our website ([www.immigration.govt.nz](http://www.immigration.govt.nz)) and navigate to 'About us' → 'Policy & law' → 'Immigration policies & processes' → 'Immigration instructions'.

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## The Skilled Migrant Category

New Zealand offers many opportunities for skilled migrants, particularly in industries and regions experiencing growth and skill shortages. The Skilled Migrant Category is for potential migrants who are interested in gaining New Zealand residence and have readily transferable skills and experience.

## Expression of Interest (EOI) process

Applying under the Skilled Migrant Category is a two-stage process: you submit an EOI into the EOI Pool and wait to see if it is selected. If you are invited to apply for residence, you then have a four month period to lodge a residence application.

## Prerequisites

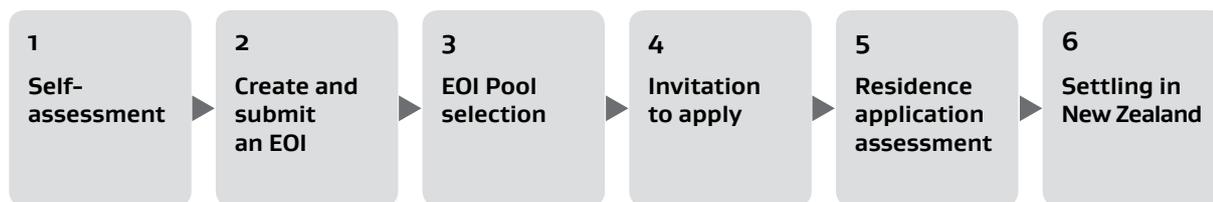
To be considered under this category you need to be of good health, good character, meet English language requirements and be under 56 years of age. To have an EOI accepted, you will also need to be claiming at least 100 points for what are called 'employability and capacity building factors'—factors such as skilled employment, recognised qualifications and skilled work experience.

## The points system

The points system is designed to prioritise potential migrants who have the most to offer New Zealand so that Immigration New Zealand (INZ) can decide who to invite to apply for residence. Points are available for skilled employment in New Zealand, skilled work experience, qualifications and age. A variety of bonus points are also available for factors such as employment in areas of skill shortage and partner's qualifications. The points schedule enclosed contains full details.

## The process

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### 1: Self-assessment

The Skilled Migrant Category Resident Visa points indicator on our website ([www.immigration.govt.nz/skilledmigrant](http://www.immigration.govt.nz/skilledmigrant)) can help you decide if it is worth submitting an EOI. Once you have an idea of what you may be able to claim points for, you should examine the criteria in detail using all the resources available to you, including:

- the information on our website
- this guide—the *Skilled Migrant Category Expression of Interest Guide (INZ 1101)*
- our Operational Manual (see the front page for details on how to access the Manual)

Submitting an EOI is an investment of time and money and the more you understand our requirements, the more you will know your chances of making it through the Skilled Migrant Category process successfully.

If you are not sure whether the Skilled Migrant Category is right for you and have not yet reviewed our different streams of residence, consult our *Self-Assessment Guide for Residence in New Zealand (INZ 1003)*.

### 2: Create and submit an EOI

By completing an EOI, you will give us information about your health, character, age, English language ability and the ‘employability and capacity building’ factors that you are claiming points for, such as skilled employment, qualifications and skilled work experience. To submit your EOI you must pay the correct fee.

The easiest way to create and submit an EOI is to log into our online services through the INZ website ([www.immigration.govt.nz](http://www.immigration.govt.nz)). Using the online EOI system:

- allows you to save an incomplete EOI and return to it later.
- ensures that you have completed all sections of the form correctly before you pay and submit your EOI.
- gives you certainty around the number of points you are claiming.
- makes it easy to edit your EOI after you submit it (if it has not yet been selected) and resubmit it to the pool for no extra cost.

Alternatively, you can download and complete the paper Expression of Interest Form (INZ 1100). If you are completing the paper EOI, you must submit it to INZ along with the correct fee—see our website for location and fee details ([www.immigration.govt.nz/fees](http://www.immigration.govt.nz/fees)).

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### 3: EOI Pool selection

EOIs meeting a certain points threshold are selected from the Pool periodically (usually every two weeks). This threshold may be adjusted from time to time so that EOIs in sufficient numbers are selected to fulfill the Skilled/Business Stream of the New Zealand Residence Programme. Details of the latest EOI selections are available on our website ([www.immigration.govt.nz/formshelp/eoi-pool-updates](http://www.immigration.govt.nz/formshelp/eoi-pool-updates)).

An EOI is current for a period of six months from the date of first submission to the Pool. If selection(s) of EOIs occur within the six-month period and yours is not selected, your EOI will automatically be withdrawn.

If your EOI is selected from the Pool, we will assess the credibility of your points claim. Based on this credibility check, you may be invited to apply for residence under the Skilled Migrant Category.

If it appears you are not eligible for enough points to meet the selection threshold, but you still have at least 100 points, your EOI will be returned to the Pool (and will remain there for the remainder of the six-month period). If it appears you are eligible for less than 100 points, your EOI will be withdrawn from the Pool.

If your EOI has not yet been selected (or was selected and subsequently returned to the Pool), you can continue to make changes to your EOI online. If you submitted a paper EOI, you must inform INZ about any changes to your circumstances so that we can note them on your EOI. Any information found to be false or misleading may prevent you from receiving an invitation to apply.

### 4: Invitation to apply

If your EOI is successful, we will send you an invitation to apply for residence under the Skilled Migrant Category, either by email or letter. You will be sent instructions and a number of forms, including the Skilled Migrant Category application form, already complete with the details you provided in your EOI. In addition to updating and signing the form, you will need to provide all the necessary personal documents, such as qualifications, police and health certificates (original documents or certified copies). At this stage, you will need to refer to the *Application for Residence Guide - Skilled Migrant Category (INZ 1105)*.

### 5: Residence application assessment

We assess your application against Residence instructions under the Skilled Migrant Category. We also verify what you have told us in your EOI.

In most cases, you will need to be awarded points for skilled employment in New Zealand—either a job or job offer—unless you have a Master's or Doctorate level qualification awarded following two years of full-time study in New Zealand. If you have enough points to meet the criteria at the date your Expression of Interest was selected, but you are not awarded points for skilled employment or for a Master's or Doctorate gained in New Zealand, you may be eligible for a work visa for the purpose of obtaining skilled employment in New Zealand. The visa will allow you 9 months (if you are in New Zealand at the time) or 12 months (if you are outside New Zealand) to find an offer of skilled employment. Your residence application will be deferred for the length of the visa you are granted. If you receive a skilled job offer or begin working in skilled employment during the course of your work visa, your residence application may be approved.

### 6: Settling in New Zealand

Many skilled migrants will already be well-acquainted with New Zealand through their time studying and working here. However, settling in can be challenging and we have a range of tools and resources to help prepare you and your family for life in New Zealand. The New Zealand Now website ([www.newzealandnow.govt.nz](http://www.newzealandnow.govt.nz)) has tips for settling in and covers a range of topics, including housing, healthcare and education in New Zealand. The NZReady tool ([nzready.immigration.govt.nz](http://nzready.immigration.govt.nz)) can generate a personalised list of tasks to help get you started.

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## Skilled employment

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### What is skilled employment?

The assessment of whether someone's employment is skilled for the purposes of the Skilled Migrant Category is primarily based on the Australian and New Zealand Standard Classification of Occupations (ANZSCO), which associates a skill level with each occupation. The assessment also takes into account the level of remuneration you are receiving for your employment.

The term 'employment' as it is used throughout this guide refers to any job in New Zealand you are currently working in, or a job offer from New Zealand that you may have received—either could make you eligible for 50 points for skilled employment. The term 'occupation' will usually refer to the closest matching ANZSCO occupation that you will need to claim in your EOI.

The job title for your employment may not match the title of an ANZSCO occupation and you may need to spend some time looking through the ANZSCO ([www.immigration.govt.nz/ANZSCO](http://www.immigration.govt.nz/ANZSCO)) to find the closest match. Some ANZSCO occupations have alternative titles or specialist roles that may provide clues. The CareersNZ website ([www.careers.govt.nz](http://www.careers.govt.nz)) is another good source of information about jobs in New Zealand and may assist you to find a matching occupation.

### How do I know if my job is skilled?

To be eligible for points for skilled employment, you must fulfill criteria in one of three ways as set out below, and be able to show you meet the respective training and/or experience requirements (in the form of recognised qualifications, work experience or occupational registration). If your employment does not meet any of the criteria below, or you cannot show you meet the applicable training and experience requirements, you cannot claim points for skilled employment.

- i. Your employment substantially matches an ANZSCO occupation at skill levels 1–3 and you are paid \$24.29 or more per hour, or the equivalent annual salary
- ii. Your employment substantially matches an ANZSCO occupation at skill levels 4–5 and you are paid \$36.44 or more per hour, or the equivalent annual salary
- iii. Your employment is in an occupation not included in the ANZSCO and you are paid \$36.44 or more per hour, or the equivalent annual salary

### What does 'substantially match' mean?

To 'substantially match' means that, to INZ's satisfaction, your employment or job offer is consistent with ANZSCO's description of the occupation you are claiming points for. To assess this, INZ will also compare the tasks involved in your employment with the associated tasks for your ANZSCO occupation. Keep in mind that if your EOI is selected, INZ will complete a credibility check of the employment details you have provided. However, a detailed assessment of whether your employment substantially matches the ANZSCO occupation will not occur until you submit a residence application.

The third option above is available if your employment does not appear to have a corresponding ANZSCO occupation and you are paid at least \$36.44 per hour (or the equivalent annual salary). If that is the case, you will still need to declare an ANZSCO occupation in your EOI that most closely matches your employment.

## How do I show I am qualified for my occupation?

To be awarded points for skilled employment, you must also be able to show you are suitably qualified by meeting certain training or experience criteria, corresponding to the skill level of your claimed occupation. Refer to the following table.

| If your employment is...  | ...you must be qualified in at least one of these ways:  |
|---|--|
| ANZSCO Skill Level 1, 2 or 3  | <ul style="list-style-type: none"> <li>• you have a relevant recognised qualification at or above the level described in the ANZSCO, or</li> <li>• you have the relevant work experience that ANZSCO states will substitute for a formal qualification (for skill level 1 occupations, five years of relevant experience will substitute regardless of what ANZSCO states), or</li> <li>• your occupation is included on the Long Term Skill Shortage List and you meet its requirements, or</li> <li>• your employment requires New Zealand registration by law and you hold full or provisional registration for your occupation.</li> </ul> |
| ANZSCO Skill Level 4 or 5, or your employment does not have a corresponding ANZSCO occupation | <ul style="list-style-type: none"> <li>• you have a relevant recognised qualification at or above level 4 on the New Zealand Qualifications Framework, or a level 3 qualification included in the List of Qualifications Exempt from Assessment, or</li> <li>• you have three years of relevant work experience, or</li> <li>• your occupation is included in the Long Term Skill Shortage List and you meet its requirements, or</li> <li>• your employment requires New Zealand registration by law and you hold full or provisional registration for your occupation.</li> </ul>  |

## What does it mean for my qualification or work experience to be ‘relevant’?

A qualification is relevant to an occupation if the major subject area of your recognised qualification directly applies to the occupation. INZ may also be satisfied that your qualification is relevant if it was a key factor in your employer’s decision to hire you for that occupation. Similarly, work experience is relevant to an occupation if it directly applies to the occupation, or if you would not have been offered employment in that occupation without having that work experience.

Note that work experience you claim to be relevant to your occupation does not necessarily need to be skilled work experience—see the ‘Skilled work experience’ section.

Keep in mind that if your EOI is selected, INZ will only do a credibility check of what you have claimed. Whether your qualification(s) or work experience are relevant to your occupation is not something that will be assessed in detail until you are invited to submit a residence application.

## What bonus points are available?

You can claim bonus points for skilled employment if:

- it is in an area of absolute skills shortage, or
- it is based outside of the Auckland region, or
- you receive high remuneration, or
- your partner has skilled employment in New Zealand.

See the Skilled Migrant Category points schedule and the following terms:

Areas of absolute skills shortage , Bonus points , Employment outside Auckland , High remuneration

### Look at the criteria in detail

- INZ Operational Manual, sections *SM6 Skilled Employment, Appendix 4 – Long Term Skill Shortage List and Appendix 3 – List of Qualifications Exempt from Assessment*
- The Long Term Skill Shortage List can also be viewed on our website (<http://skillsshortages.immigration.govt.nz>)
- Australian and New Zealand Standard Classification of Occupations ([www.immigration.govt.nz/ANZSCO](http://www.immigration.govt.nz/ANZSCO))

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## Recognised qualifications

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### What is a recognised qualification?

A recognised qualification is a qualification that:

- is included in the List of Qualifications Exempt from Assessment (LQEA), or
- has been assessed by the New Zealand Qualifications Authority (NZQA) as occupying a level on the New Zealand Qualifications Framework (NZQF), or
- has been assessed by a New Zealand registration authority as being comparable to a New Zealand qualification included in the LQEA.

The LQEA is maintained by INZ and NZQA and contains lists of countries with qualifications that NZQA has assessed as being comparable with qualifications on the NZQF. For a qualification to be included in the LQEA, the qualification details must correspond with the details on the relevant LQEA country list including the qualification, the awarding institution and the year the qualification was awarded. If your qualification is not included in the LQEA, you will need to provide either a Pre-Assessment Result (PAR) or International Qualifications Assessment (IQA) from NZQA.

Alternatively, you must be able to provide evidence that your qualification was assessed by the relevant occupational authority who issued you with full or provisional registration required by law in New Zealand. You should also be able to show evidence if your qualification is a Washington Accord or Sydney Accord accredited undergraduate degree.

### What bonus points are available?

You can claim bonus points for recognised qualification(s) if:

- you were awarded a New Zealand bachelor degree after at least two years of full-time study in New Zealand, or
- you were awarded a recognised postgraduate New Zealand qualification (levels 8–10) after at least one year of full-time study in New Zealand, or
- you were awarded a recognised postgraduate New Zealand qualification (levels 9–10) after at least two years of full-time study in New Zealand, or
- you are eligible for bonus points for a New Zealand qualification under transitional provisions, or
- your partner has a recognised qualification.

Refer to the points schedule and the following 'SMC terms' at the back of this guide:

[New Zealand qualification](#) , [Postgraduate New Zealand qualification](#) , [Transitional provisions](#)

#### Look at the criteria in detail

- INZ Operational Manual, sections *SM8 Recognised qualifications and Appendix 3 – List of Qualifications Exempt from Assessment*

#### To find out more about how qualifications are assessed

- Visit the NZQA website ([www.nzqa.govt.nz](http://www.nzqa.govt.nz))

## Skilled work experience

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### What is skilled work experience?

Skilled work experience is previous employment that demonstrates you have skills that are readily transferable to New Zealand's labour market. INZ uses much of the same criteria to assess whether someone's previous employment was skilled or not, as we do for their current employment. However, unlike skilled employment, INZ does not take into account the remuneration for any periods of work experience you claim. There are also differences in terms of the ANZSCO skill level of occupations you can claim towards work experience.

You may be eligible for points for skilled work experience if you can show that your prior employment was either in the same occupation and at the same ANZSCO skill level as the one for which you are claiming points for skilled employment, or in other occupations at ANZSCO skill levels 1–3. You cannot claim work experience points for a job that was in an ANZSCO skill level 4 or 5 occupation if that occupation is different to the one you claim for current skilled employment in New Zealand.

As is the case for skilled employment, you will need to find the closest matching ANZSCO occupation for each job you are claiming to have skilled work experience in. To be considered skilled, each period of work experience you claim must fall under one of the scenarios below.

- i. Work experience in employment substantially matching an ANZSCO occupation at skill levels 1–3
- ii. Work experience in employment substantially matching an ANZSCO occupation at skill levels 4–5 (or employment in an occupation not included in the ANZSCO); and that occupation is the same as the one for which you are eligible for points for skilled employment

### What does 'substantially match' mean?

INZ will need to be satisfied that the description of your previous employment is consistent with the ANZSCO description for the occupation for which you are claiming points. INZ will not necessarily need to assess individual tasks listed under the ANZSCO, but may request further evidence of these tasks if necessary.

### How do I show I am qualified for my period(s) of work experience?

For each period of work experience claimed, you need to show that you were qualified in the same way you would for skilled employment. For each occupation you are claiming, you must show that at the time you undertook that work experience, you were suitably qualified by certain training or experience requirements corresponding to the skill level of the occupation. Refer to the table in the 'Skilled employment' section.

### What bonus points are available?

You can claim the following bonus points for skilled work experience :

- you have one or more years of skilled work experience undertaken in New Zealand, or
- you have two or more years of skilled work experience in an area of absolute skills shortage.

Refer to the 'Skilled Migrant Category points schedule' and the following terms at the back of the guide: [Skilled work experience](#) , [Skilled work experience in New Zealand](#)

#### Look at the criteria in detail

- INZ Operational Manual, sections *SM7 Skilled Work Experience and Appendix 4 - Long Term Skill Shortage List*
- The Long Term Skill Shortage List can also be viewed on our website (<http://skillsshortages.immigration.govt.nz>)
- Australian and New Zealand Standard Classification of Occupations ([www.immigration.govt.nz/ANZSCO](http://www.immigration.govt.nz/ANZSCO))

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## The Expression of Interest form

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### Provide correct and complete information

Whether you are using the online or paper form, it is essential that you provide accurate information and that you do not withhold anything. Information you provide may be verified by an immigration officer if your EOI is selected from the Pool. If any information is found to be false or misleading, you may not be invited to apply.

If any of your details changes after you submit your EOI, you must update your EOI or advise INZ.

### Points totals

As you work your way through the online EOI questions, the system will calculate your points total based on what you are claiming. If you are completing the paper form, you will find working spaces alongside key questions. You will need to write your points in these boxes and enter an accurate points total at the end of the form.

### Who can be included in my EOI?

The following people can be included in your EOI. These are the people you will want to be granted residence with you:

- partners
- dependent children.

### Who can help me fill out the form?

If you are submitting an EOI, you may ask another person to help you. Anyone can act as your representative, including:

- a lawyer,
- a consultant,
- a licensed immigration adviser, or
- any other person (including a friend) who you ask to help you.

Any person that gives you immigration advice must be licensed or exempt from the need to be licensed. See [www.iaa.govt.nz](http://www.iaa.govt.nz) for more information.

INZ treats all applicants equally. We do not give preferential service to immigration advisers or other representatives. INZ deals with representatives in the following ways:

- You may give your own address or the address of your representative as a point of contact for INZ. If you choose to give your representative's address, all correspondence from INZ will be sent to your representative.
- If you stop using the services of your representative, you must cancel your authorisation to INZ in writing or we will continue to deal with that person. If you hire a representative, you will need to provide a new authorisation to INZ.

You need to be aware that you are responsible for any documents or information that you submit to INZ, or that your representative submits on your behalf.

If any person helps you to complete the form—for example, by interpreting or translating it, or completing it for you—they should also sign the form. If you are changing your immigration adviser, please use the form *Immigration Adviser Details (INZ 1160)*.

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## **Declaration section**

Make sure you read and understand all the declarations before you sign the declaration section of your EOI. Please contact us if you have any questions about the declaration ([www.immigration.govt.nz/contactus](http://www.immigration.govt.nz/contactus)).

## **Declaration for person assisting applicant to complete an EOI**

If any person has helped you to fill out your EOI by explaining it, translating it or completing it for you, they must complete this section. Make sure they read and understand the declaration before they sign it.

## **Payment details section**

If you are completing your EOI online, it won't be fully submitted until the credit card transaction has been finalised. If you are completing a paper application, ensure the 'Paying your EOI fee' section is accurately completed. For location and fee details, see our website ([www.immigration.govt.nz/fees](http://www.immigration.govt.nz/fees)).

## The Skilled Migrant Category points schedule

The table below shows how points are allocated under the Skilled Migrant Category. We have provided a column for you to work out your own points.

| Factors  | Points | Your points |
|--|--------|-------------|
| <b>Skilled employment</b>  |        |             |
| Current skilled employment or offer of skilled employment in New Zealand   | 50     |             |
| <b>Bonus points for skilled employment or offer of skilled employment</b>  |        |             |
| In an area of absolute skills shortage   | 10     |             |
| In a region outside Auckland   | 30     |             |
| Partner's current skilled employment or offer of skilled employment in New Zealand   | 20     |             |
| High remuneration (see 'SMC terms' for details)  | 20     |             |
| <b>Skilled work experience</b>   |        |             |
| 2 years  | 10     |             |
| 4 years  | 20     |             |
| 6 years  | 30     |             |
| 8 years  | 40     |             |
| 10 years   | 50     |             |
| <b>Bonus points if skilled work experience in New Zealand</b>  |        |             |
| 1 year or more   | 10     |             |
| <b>Bonus points for work experience in an area of absolute skills shortage</b>   |        |             |
| 2 to 5 years   | 10     |             |
| 6 years or more  | 15     |             |
| <b>Points for recognised qualifications</b>  |        |             |
| Recognised level 3 qualification, if included on the List of Qualifications Exempt from Assessment                                       | 40     |             |
| Level 4 to 6 on the NZQF (eg trade qualification, diploma)   | 40     |             |
| Level 7 or 8 on the NZQF (eg bachelor degree, bachelor degree with Honours)  | 50     |             |
| Level 9 or 10 on the NZQF (eg Masters degree, Doctorate)   | 70     |             |
| <b>Bonus points for qualifications</b>   |        |             |
| 2 years of full-time study in New Zealand completing a recognised bachelor degree (level 7 on the NZQF) New Zealand qualification        | 10     |             |
| 1 year of full-time study in New Zealand completing a recognised post-graduate New Zealand qualification (levels 8, 9 or 10 on the NZQF) | 10     |             |
| 2 years of full-time study in New Zealand completing a recognised post-graduate New Zealand qualification (level 9, or 10 on the NZQF)   | 15     |             |
| Partner's qualifications – recognised level 7 or 8 qualification   | 10     |             |
| – recognised level 9 or greater qualification  | 20     |             |
| <b>Points for age</b>  |        |             |
| 20 to 39   | 30     |             |
| 40 to 44   | 20     |             |
| 45 to 49   | 10     |             |
| 50 to 55   | 5      |             |

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## SKILLED MIGRANT CATEGORY TERMS

This section of the guide will help you understand the terms we have used in the form and in the explanations in the guide.

### Acceptable English language test results

A recent result in any of the following tests can be used as proof that you meet our English language requirements:

- International English Language Testing System (IELTS) - General or Academic Module
- Test of English as a Foreign Language Internet-based Test (TOEFL iBT)
- Pearson Test of English Academic (PTE Academic)
- Cambridge English B2 First (FCE) or B2 First for Schools (FCE for Schools)
- Occupational English Test (OET)

See the guide *English Language Information (INZ 1060)* for information on the minimum test scores required.

### Acceptable standard of health

We consider you to have an acceptable standard of health if you are unlikely to be a danger to public health, unlikely to be a burden on health services and are fit for the purpose of entry to New Zealand.

Please refer to the leaflet *Health Requirements (INZ 1121)* for more information.

### Areas of absolute skills shortage

These areas are occupations in which New Zealand has an ongoing and sustained shortage of skilled workers. These are listed on the Long Term Skill Shortage List (<http://skillshortages.immigration.govt.nz>). You can be awarded points if you can show that your current employment or offer of employment meets the specifications of the list and that you are suitably qualified and/or experienced for the occupation. You can also be awarded bonus points if your work experience is in an area of absolute skills shortage.

### Bonus points

Bonus points are available for skilled employment, work experience and qualifications in areas of absolute skill shortage. Bonus points are also available for high remuneration, employment outside Auckland, studying full-time in New Zealand for at least two years towards a recognised New Zealand qualification, gaining recognised New Zealand qualification(s) and for a partner's recognised qualification or skilled employment in New Zealand. See 'Area of absolute skills shortage', 'Employment outside Auckland' and 'High remuneration'.

### Character requirements

For your EOI to be accepted into the Pool you need to provide information to show you are of good character. We have set a number of requirements that help us determine this. See 'Good character'.

### Citizenship

You are usually automatically a citizen of the country in which you were born, but you may also hold citizenship in another country. Your citizenship(s) will be listed in your passport(s).

### Comparable labour market

A labour market is the commercial environment in which people exchange their work for income and where employers and workers 'trade' on the demand for, and supply of, skills. If you do not have skilled employment in New Zealand or an offer of skilled employment in New Zealand, or if your work experience is not in an area of absolute skills shortage, you can only qualify for points for your work experience if it is in a labour market that is comparable to New Zealand.

The following countries are comparable labour markets:

|                |             |                 |
|----------------|-------------|-----------------|
| Australia      | Iceland     | Poland          |
| Austria        | Ireland     | Portugal        |
| Belgium        | Israel      | Singapore       |
| Canada         | Italy       | Slovak Republic |
| Cyprus         | Japan       | Slovenia        |
| Czech Republic | Latvia      | South Africa    |
| Denmark        | Lithuania   | South Korea     |
| Estonia        | Luxembourg  | Spain           |
| Finland        | Macau       | Sweden          |
| France         | Malta       | Switzerland     |
| Germany        | Malaysia    | Taiwan          |
| Greece         | Netherlands | United Kingdom  |
| Hong Kong      | New Zealand | United States   |
| Hungary        | Norway      |                 |

## Custody of children

If you are separated or divorced and bringing a child under 16 years with you to New Zealand we will need to see proof of their right to leave their home country and your right to remove them. Section R2.1.45 of the INZ Immigration Instructions (available online at [www.immigration.govt.nz](http://www.immigration.govt.nz)) contains comprehensive residence instructions on child custody.

## Dependent children

Dependent children of a principal applicant are children who are single and either:

- aged 17 years or younger, or
- aged 18 to 20 and with no children of their own, or
- aged 21 to 24, with no children of their own, and totally or substantially reliant on you or your partner for financial support, whether or not they are living with you.

For each dependent child included in your residence application, complete an *Expression of Interest Form Child Supplement (INZ 1103)*.

## Domiciled

A company is domiciled in the country where it is permanently located and legally registered. Multinational companies are domiciled in the country where the head office or parent company is registered. For example, if a company has branches in New Zealand, Australia and Fiji, but the head office is in the United Kingdom, it is considered to be domiciled in the United Kingdom. See 'Comparable labour market'.

## Employability and capacity building factors

There are a number of factors against which you will be assessed. These factors include current, or an offer of, skilled employment in New Zealand, work experience, age and qualifications. We have allocated points to each of these factors and your points total determines whether your Expression of Interest is entered into the Pool.

## Employment outside Auckland

A place of work that is outside the Auckland region attracts bonus points as we want to ensure all of New Zealand can benefit from the skills of people moving here. To be awarded points, you will need to prove that your employment is outside the territories covered by the Auckland Council.

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## **ESOL (English for speakers of other languages) training**

This is English language training. If a partner or a child does not meet the minimum standard of English, they will need to purchase ESOL training in New Zealand. You need to pay the tuition charge before a resident visa can be granted.

## **Expression of Interest (EOI)**

The form you are now completing is an expression of your interest in coming to New Zealand to live and work. Completing this form lets you see whether you may be eligible for an invitation to apply for residence in New Zealand. It is also your opportunity to present all the information we will need to make an informed decision on whether we invite you to apply for residence.

## **Expression of Interest Pool**

The Expression of Interest Pool is the collection of Expressions of Interest of people who have claimed at least 100 points for employability and capacity building factors. Expressions of Interest are entered into a Pool and are ranked from highest to lowest on the basis of their points. It is from this Pool that we select people and invite them to apply for residence. See 'Points', 'Bonus points'.

## **Expunged criminal records**

Expungement of a criminal record is a legal process that can clear criminal convictions from a person's record.

## **Full-time employment**

Employment is full time if it averages at least 30 hours a week over an agreed pay period. You can only be awarded points for skilled employment that is full time.

## **Genuine and stable relationship**

We need to be satisfied that you and your partner entered your relationship intending to remain in it long-term and to be exclusive to each other. We also need to be satisfied that your relationship is likely to last. See 'Partner'.

## **Good character**

We consider that a person of good character does not pose a potential security risk and is unlikely to have served time in prison, been deported from any country, or involved in any criminal or dangerous activities.

## **Health requirements**

For your Expression of Interest to be considered for the Pool we need to be assured that you are healthy. We make this requirement to safeguard the well-being of New Zealanders and the operation of the country's health services. Please read the leaflet *Health Requirements (INZ 1121)* for further details.

## **High remuneration**

If you are eligible for points for your skilled employment or job offer, you may also be eligible for 20 bonus points if your remuneration for that employment is at or above \$48.58 per hour or the equivalent annual salary. See 'Remuneration thresholds'.

## **International Qualification Assessment (IQA)**

This report produced by the New Zealand Qualifications Authority (NZQA) assesses the level of your qualification compares it with a qualification on the NZQF. We will use this report to help decide if you are eligible for points for recognised qualifications. See 'New Zealand Qualifications Authority (NZQA)'.

## **Issuing authority**

This is the government agency of the country or region that granted your document (eg passport or birth certificate).

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## Legal adoption

We need to see proof of adoption. If you have adopted your child through legal means we need to see the original adoption papers — or a certified copy — from the country in which you adopted the child.

## Long Term Skill Shortage List

This is a list of the occupations for which New Zealand has a sustained and ongoing shortage of skilled workers. The list can be viewed on our website (<http://skillshortages.immigration.govt.nz>).

## Minimum standard of English

We require people to have a reasonable standard of English to ensure they have the best opportunity to settle readily into work and life in New Zealand.

There are a number of ways you can show you meet the minimum standard of English, including an acceptable English language test result. Find out how to meet these requirements under the Skilled Migrant Category on our website ([www.immigration.govt.nz/skilledmigrant](http://www.immigration.govt.nz/skilledmigrant)). Alternatively, see our leaflet *English Language Information (INZ 1060)*.

## New Zealand qualification

A New Zealand qualification is a recognised qualification that is on the New Zealand Qualifications Framework at level 4 (National Certificate or New Zealand Certificate (level 4)), up to and including level 10.

See 'New Zealand Qualifications Framework'.

## New Zealand Qualifications Authority (NZQA)

The NZQA is the government agency responsible for quality assurance of qualifications. Information about New Zealand qualifications and assessment of international qualifications can be found on the NZQA website ([www.nzqa.org.nz](http://www.nzqa.org.nz)).

## New Zealand Qualifications Framework

This register provides the different levels of qualifications in New Zealand and is managed by NZQA. View the register on the NZQA website ([www.nzqa.org.nz](http://www.nzqa.org.nz)).

## Non-principal applicant

If you are including other people in your Expression of Interest we consider them to be the non-principal applicants. This includes partners and dependent children.

## Occupational registration

People working in some occupations in New Zealand are required by law to be registered with the professional body of their occupation. Most often registration is required in medical and health occupations but it also applies to a range of business and trade occupations. You will only be awarded points for qualifications required for these occupations or employment in these occupations if you can prove you have either full or provisional registration or if you are a medical or dental professional and hold written confirmation from the New Zealand Dental or Medical Council that you are eligible for registration subject only to attending an interview with a Council representative on arrival in New Zealand. (You should enter the reference number of the letter stating you are eligible for registration in the Expression of Interest question asking for your occupational registration number.)

Not all occupational registration bodies offer provisional registration. Check with the relevant registration authority if full or provisional registration is available.

**Note: For medical practitioners, registration within a 'special scope of practice' is not full or provisional registration for the purpose of a residence application.**

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## Occupations requiring registration

In New Zealand, registration is required by law in order to undertake employment as one of the following.

|  |   |                                   |
|--|---|-----------------------------------|
| Architect  | Electrician                               | Nurses and midwives               |
| Barrister  | Electrical appliance serviceperson        | Occupational therapist            |
| Barrister and solicitor  | Electrical engineer                       | Optometrist                       |
| Cable jointer  | Electrical inspector                      | Osteopath                         |
| Chiropractor   | Electrical installer                      | Pharmacist                        |
| Clinical dental technician   | Electrical service technician             | Physiotherapist                   |
| Clinical dental therapist  | Financial adviser                         | Plumber, gasfitter and drainlayer |
| Dental hygienist   | Immigration adviser                       | Podiatrist                        |
| Dental technician  | Line mechanic                             | Psychologist                      |
| Dental therapist   | Medical laboratory scientist/technologist | Real estate agent                 |
| Dentist  | Medical laboratory technician             | Cadastral (land title) surveyor   |
| Dietitian  | Medical practitioner                      | Teacher                           |
| Dispensing optician  | Medical radiation technologist            | Veterinarian                      |
| <b>Note:</b> Electrician - where a current 'Employer License' is held, an electrician working for that employer does not require individual occupational registration. |   |                                   |

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## New Zealand Occupational Registration Bodies

|  |   |
|--|---|
| 1. New Zealand Registered Architects Board | 9. Pharmaceutical Society of New Zealand  |
| 2. Dental Technicians Board                | 10. Physiotherapy Board of New Zealand  |
| 3. Dental Council of New Zealand           | 11. Plumbers, Gasfitters and Drainlayers Board  |
| 4. Electrical Workers Registration Board   | 12. Real Estate Agents Licensing Board  |
| 5. Engineers Registration Board            | 13. Registration Boards Secretariat   |
| 6. Medical Council of New Zealand          | 14. The Survey Board of New Zealand Office of the Surveyor-General Land Information New Zealand |
| 7. Nursing Council of New Zealand          | 15. New Zealand Teachers Council  |
| 8. New Zealand Law Society                 | 16. Veterinary Council of New Zealand.  |

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## Offer of employment

This is a job offer from a New Zealand employer made specifically to you.

## Ongoing and sustainable employment

We will consider your employment to be ongoing if you are a permanent employee who is employed either indefinitely or for at least 12 months. Employment is also ongoing if it is on a contract basis and you have consistent history of contract work and such contract work is likely to be sustained. See 'Skilled employment'.

## Partner

A partner of a principal applicant is someone who is legally married, or joined in a civil union to the applicant or who is living in a partnership that is like a marriage.

The partnership can be between people of the opposite or same sex. The partnership must be genuine and stable.

We recognise partnerships where both partners:

- are aged 18 years or over (or have parental/guardian or other consent if aged 16 or 17 years)
- met each other before any residence application was submitted
- aren't close relatives.

A partner will only be granted residence if both people in the partnership have been living together for at least 12 months.

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## Partnership

A partnership exists where you are in a genuine and stable relationship with another person. See 'Partner', 'Genuine and stable relationship'.

## Permanent place of residence

This is your main residential address.

## Points

You may qualify for points for employability and capacity building factors. The points system is designed for ranking EOIs so that the people we invite to apply for residence have the most to offer New Zealand. The greater the number of points you are eligible for, the greater your chance of being invited to apply for residence. You need to claim at least 100 points to have a chance of entering the Expressions of Interest Pool.

## Police certificates

Certificates you obtain from the police to prove you are of good character. You must obtain these from your country of citizenship and any country in which you have lived for over 12 months in the past 10 years (whether on one visit or intermittently). Anyone 17 years or older included in the EOI will require police certificate(s) if you are invited to apply for residence.

## Postgraduate New Zealand qualification

A postgraduate New Zealand qualification is a recognised qualification that is on the New Zealand Qualification Framework at levels 8 to 10.

## Pre-Assessment Result (PAR)

This report is available online from the NZQA and assesses your qualification based only on information supplied by you and without seeing the original documents. If you are invited to apply for residence your qualification will then have to be fully assessed by the NZQA. See 'International Qualification Assessment (IQA)'.

## Principal applicant

You are the principal applicant if you are the primary person making the application for residence. It is you and your skills that we will assess.

## Recognised qualification

You can be awarded points for qualifications such as trade certificates, diplomas, bachelor degrees and postgraduate qualifications.

The points you can claim will depend on what level your qualification occupies on the New Zealand Qualifications Framework. See 'New Zealand Qualifications Framework', 'New Zealand Qualifications Authority', 'Pre-Assessment Result', 'International Qualification Assessment', 'Occupational Registration'.

## Remuneration thresholds

There are two different levels of remuneration used to determine whether your employment is skilled and one remuneration level available for bonus points:

- a) If your occupation is at ANZSCO skill levels 1–3, you must earn at or above \$24.29 per hour (or the equivalent annual salary).
- b) If your occupation is not at ANZSCO skill levels 1–3, you must earn at or above \$36.44 per hour (or the equivalent annual salary).
- c) If you are claiming points for skilled employment and the remuneration for that employment is at or above \$48.58 per hour (or the equivalent annual salary), you may be eligible for 20 bonus points.

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## Selection

We make regular selections from the Pool, usually on a fortnightly basis. Expressions of Interest are selected from the Pool as follows:

- Expressions of Interest that have enough points above a set number are selected automatically. See [www.immigration.govt.nz](http://www.immigration.govt.nz) for more information on the number of points needed for automatic selection.

The automatic selection mark may be adjusted as necessary to manage the achievement of the overall New Zealand Residence Programme.

## Skilled employment

Employment that you need specialist, technical or management expertise and relevant qualifications and/or work experience to do, and which meets a minimum pay threshold.

The aim of skilled employment under the Skilled Migrant Category is not met by a person undertaking employment in their own business. People who have established or are operating a business in New Zealand may consider applying for residence under one of our Business categories.

See the 'Skilled employment' section of this guide for details.

## Skilled migrant

We consider a skilled migrant to be a person who wants to come and live and work in New Zealand, and who has the skills that New Zealand needs to help it prosper nationally and internationally.

## Skilled work experience

Skilled work experience is employment you have previously undertaken that shows you have skills that are readily transferable to New Zealand. Work experience is assessed in a similar way as skilled employment, except there are no remuneration thresholds. See the 'Skilled work experience' section of this guide for details.

## Skilled work experience in New Zealand

You can claim bonus points for skilled work experience undertaken lawfully in New Zealand —see 'Skilled work experience'.

## SMC Job Search Work visa

Principal applicants under the Skilled Migrant Category who are not awarded points for skilled employment and do not have a New Zealand Doctorate or Master's degree (obtained after at least two years of full-time study in New Zealand) may be eligible for an SMC job search work visa. If granted, the work visa will allow the principal applicant 12 months to travel to New Zealand and look for skilled employment (if they are overseas at the time) or nine months to look for skilled employment (if they are in New Zealand at the time). The residence application will be deferred during this period. If the applicant finds skilled employment while holding the work visa, the application for a resident visa may be approved.

## The Tertiary Education Commission (TEC)

The Tertiary Education Commission. The Commission is responsible for co-ordinating ESOL tuition of non-principal applicants choosing to use the tuition option to meet the English requirement. See ESOL.

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## **Transitional provisions**

If you hold, or studied towards a New Zealand qualification at levels 3, 4, 5 or 6 on the NZQF, you may be eligible for points and/or bonus points under transitional provisions if you began study towards that qualification on or before 24 July 2011. The qualification must also have met the requirements for the award of points under the Skilled Migrant Category that was in effect on 24 July 2011. To check these requirements, you will need to read previous immigration instructions, contained in INZ's Operational Manual ([www.immigration.govt.nz/opsmanual](http://www.immigration.govt.nz/opsmanual)).

## **Two years' study**

Two years of full-time study in New Zealand towards a recognised New Zealand qualification must be completed in no less than four semesters during a period of at least 16 months to be awarded points.

## **Skilled work experience in New Zealand**

You can be awarded bonus points if you have skilled work experience in New Zealand.



