

# Submission form guidelines

**Purpose**

The Ministry of Business, Innovation and Employment (MBIE) is undertaking public consultation on behalf of the Government, regarding:

* Proposed changes to the employer-assisted temporary work visa system
* Early ideas on regional workforce planning and better alignment between the Immigration, Welfare and Skills/Education systems.

The consultation is open to all individuals, groups or organisations. There are some questions which must be answered for data collection purposes. Submitters may otherwise respond to the consultation questions as they prefer.

The consultation will commence on 18 December 2018 and conclude on 18 March 2019. Further information, including the full consultation document can be found [on the MBIE website](https://www.mbie.govt.nz/TempWorkVisaConsultation).

**Your input through consultation will help to shape final decisions.**

We strongly recommend you read the consultation document located [here](https://www.mbie.govt.nz/TempWorkVisaConsultation) before completing the survey.

**Process**

The consultation is open to all individuals, groups or organisations. Submitters must respond to the submitter questions marked with an asterix. All other questions are optional. Submitters can participate by completing this form and emailing it to:

immigration-consultation@mbie.govt.nz

Alternatively, submitters may also complete the [online consultation form](https://www.surveymonkey.com/r/TempWorkVisaConsultation) (preferred). All submissions must be received **by 5pm**, **18 March 2019**.

**Information**

We encourage submitters to use evidence to support views in their submissions where possible. This might include independent research, facts, figures or relevant examples. We also ask you to provide information about yourself and your interest in the consultation process. MBIE will use the information provided to inform analysis and advice to Ministers. We may contact submitters directly if we require clarification of any matters raised.

**Privacy and confidentiality**

The Privacy Act 1993 establishes certain principles with respect to the collection, use and disclosure of information about individuals by various agencies, including MBIE. Any personal information you supply to us in the course of making a submission will only be used for the purpose of assisting in the development of policy advice in relation to the proposals in this document.

We intend to publish written submissions on MBIE’s website at [www.mbie.govt.nz](http://www.mbie.govt.nz). This will not include personal information, but will include the names of organisations unless requested otherwise.

In addition to proactive publication, if MBIE receives a request under the Official Information Act 1982 for a copy of submissions, MBIE will need to make its own assessment of whether the information should be released, including whether it is in the public interest to release the information received. In this case, MBIE will endeavour to consult with the submitter prior to making its decision on the request.

**Please place any confidential information within your submission in square brackets. For example:**

**[Confidential information placed in square brackets will not be released publicly without consulting you directly]**

# Responses

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| ***Submitter information – please tell us about yourself*** |
| **In order to make sure that the views of different groups, sectors, and regions are properly shown in any analysis, please provide some preliminary information about your submission.** |
| **Question 1:**  | **What is the name of the person completing this submission?\*** |
| **Question 2.**  | **If you are submitting on behalf of an organisation, what is the name of that organisation? (If you are submitting in a personal capacity leave blank)** |
| **Question 3.**  | **Please provide us with at least one method of contacting you, in case we need to discuss your submission further.** |
| **Question 4.**  | **What sector(s) does your submission most closely relate to?**[ ] General submission - no specific sector[ ] Aged care[ ] Dairy[ ] Construction[ ] Finance[ ] Education[ ] Energy[ ]  Forestry[ ]  Healthcare (other than aged care)[ ]  ICT[ ]  Labour hire[ ]  Manufacturing[ ]  Natural resources[ ]  Petroleum and minerals[ ]  Retail[ ]  Tourism and hospitality[ ]  Transport and freight[ ]  Viticulture and horticulture[ ]  Other – please specify: |
| **Question 5.**  | **Which regions(s) does your submission most closely relate to?**[ ]  All regions[ ]  Auckland[ ]  Bay of Plenty[ ]  Canterbury[ ]  Gisborne[ ]  Hawke’s Bay[ ]  Manawatu-Whanganui[ ]  Marlborough[ ]  Northland[ ]  Nelson[ ]  Otago (Other than Queenstown lakes)[ ]  Queenstown lakes[ ]  Southland[ ]  Taranaki[ ]  Tasman[ ]  Waikato[ ]  Wellington[ ]  West Coast |
| **Question 6.**  | **Which of the following most closely describes your perspective as a submitter?\***[ ]  Employer *(Continue from question 8)*[ ]  Employee (New Zealand citizen or resident) *(Continue from question 12)*[ ]  Employee (temporary work visa holder) *(Continue from question 12)*[ ]  Industry organisation *(Continue from question 12)*[ ]  Economic development agency *(Continue from question 12)*[ ]  Licenced immigration advisor *(Continue from question 12)*[ ]  Union *(Continue from question 12)*[ ]  Non-Governmental Organisation (NGO)/Social services provider *(Continue from question 12)*[ ]  Local Government *(Continue from question 12)*[ ]  Other – please indicate: *(Continue from question 12)* |

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| ***Employers only, please complete questions 7 to 10*** |
| **Question 7.**  | **Please tell us the size of your organisation by total employees.**[ ]  1-5[ ]  6-9[ ]  10-19[ ]  20-49[ ]  50-99[ ]  100-499[ ]  500+ |
| **Question 8.**  | **How many applications have you supported in the last 12 months for temporary work visas?**[ ]  None[ ]  One [ ]  Two to five[ ]  Six or more |
| **Question 9.**  | **How many employer supported temporary work visa holders do you currently employ?**Number\_\_\_\_\_\_\_\_\_\_\_\_\_Percentage of total staff:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| **Question 10.**  | **If you currently employ temporary migrants, what are the skill bands are they most commonly on?**[ ]  Higher-skilled (ANZSCO 1-3, paid more than $37.49 per hour)[ ]  Higher-skilled (ANZSCO 4-5, paid more than $37.49 per hour)[ ]  Mid-skilled (ANZSCO 1-3, paid more than $21.24 per hour, but less than  37.50 per hour)[ ]  Lower-skilled (ANZSCO 1-3, paid less than $21.25 per hour)[ ]  Lower-skilled (ANZSCO 4-5, paid less than $37.50 per hour) |
| **Question 11.**  | **Please indicate the 4 or 6 digit ANZSCO code, if known, for any occupations that are of particular relevance to your submission.**(ANZSCO codes can be searched [online here](http://www.abs.gov.au/ausstats/abs%40.nsf/Latestproducts/1220.0Search02013%2C%20Version%201.2)). |

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| **Substantive questions – Section 1** |
| **There are two broad areas of proposals in this consultation:*** **A set of proposals to reform employer supported – temporary work visa settings; and**
* **Early thinking on aligning the immigration, welfare/employment, and skills/education systems on a regional basis.**

**You are welcome to submit on either or both areas of consultation.**The first section of questions relate to temporary work visa settings and include: * Shifting to an employer-led process - The 'gateway framework' *(Section 3 of the consultation document).*
* The details of an employer accreditation framework - the employer gateway *(Section 4 of the consultation document).*
* Testing of the labour market for specific jobs - the job gateway *(Section 5 of the consultation document)*.
	+ A highly paid threshold for exemption from current Labour Market Testing.
	+ The development of Regional skill shortage lists.
	+ The development of sector agreements.
	+ Regionally differentiated labour market testing based on indicators of the local labour market.
* Situations where INZ may not need to assess a migrant’s ability to do a job *(Section 7 of the consultation document)*
* Transitional arrangements *(Section 9 of the consultation document)*:
	+ Increasing the mid-skilled remuneration threshold.
	+ More facilitative settings for the partners and children of lower-skilled migrants.
	+ Reviewing the stand down periods for lower skilled temporary migrants
 |
| **Question 12.**  | **Would you like to submit on immigration proposals to reform employer supported temporary work visa settings?**[ ]  Yes[ ]  No |
| **Proposal 1: The gateway framework***(Section 3 of the consultation document)***It is proposed that the current range of employer-assisted temporary work visa categories are unified under one category called the ‘employer-assisted temporary work visa.**All applications for this visa would be processed through a new gateway framework comprised of three distinct gates where checks are complete by INZ on employers, the job offer, and the migrant applying:* The employer gate where employers are accredited to employ temporary migrant workers;
* The job gate where checks are made to make sure no New Zealander is able to fill the job the employer is recruiting for; and
* The migrant gate where checks are made on a migrant worker’s identity, health, character and qualifications to do a job.

Central to the new framework is that it is employer-led rather than migrant-led. This reflects that the temporary work visa settings should be designed around employers, the main beneficiary of the system, rather than migrants. |
| **Question 13.**  | **Do you support moving to an employer led process for temporary migrant workers?**[ ]  Yes, I support this proposal in full[ ]  Yes, I support parts of this proposal[ ]  No, I do not support this proposal [ ]  Unsure[ ]  No opinion on this proposal |
| **Question 14**. | **With reference to the question above, please clarify why you do or do not support this proposal.**  |
| **Question 15.** | **What impacts do you expect this proposal to have? Please provide evidence where possible.** |
| **Proposal 2 – Employer Accreditation***(Section 4 of the consultation document)***It is proposed that employer accreditation is introduced for all employers who want to recruit temporary migrant workers.**Strengthening the minimum standards, the incentives employers receive, and compliance is intended to encourage employers to recruit and train New Zealanders, and reduce the risk of exploitation when migrants are employed. Accreditation would require employers to demonstrate that their business practices:* Incentivise training and up-skilling of New Zealanders
* Put upward pressure on wages and conditions
* Meet minimum immigration and employment regulatory standards to minimise the exploitation of migrant workers
* Maintain the integrity of the immigration system

It is proposed that there are three different accreditation types with different standards, incentives and duration.* Standard accreditation
* Labour Hire accreditation
* Premium accreditation

The accreditation type will depend on the employer, and for some employers, will depend on their preference for additional incentives that come with premium accreditation.   |
| **Question 16.** | **Do you support requiring an accreditation framework for employers seeking to support temporary work visas?** * **Yes**
* **No**
* **Unsure**
* **No opinion**
 |
| **Question 17.** | **Do you have any comments to make on the different accreditation groups for employers with particular reference to accreditation types, standards, duration and incentives? Please indicate if you think there are any particular impacts for smaller businesses**. |
| **Question 18.**  | **What other evidence or employer activities should we consider as alternatives or additions to the proposed employer accreditation standards?***(For example, how would you demonstrate in house training and development, or are there programmes you participate in that should be considered as evidence for meeting these standards?)* |
| **Proposal 3 – Four job pathways**(Section 5 of the consultation document)**It is proposed that there are four job pathways available to employers to recruit temporary migrant workers in the future.*** High levels of remuneration
* Regional Skills Shortage Lists
* Sector agreements
* Regionalised labour market testing

Three of these pathways (the highly-paid threshold, regional skills list and regional labour market test) are enhancements of the status quo. One of these pathways (sector agreements) is a new pathway.**Highly-paid threshold**(Section 5 of the consultation document)It is proposed that no labour market test will be needed for skilled migrant workers paid a sufficiently high remuneration. This is because paying a migrant worker a high remuneration generally reflects a genuine skills shortage and the value that the employer has placed on that migrant’s unique skills and experience. The current national median income is $25.00 per hour or $52,000 annually. It is proposed that the highly paid threshold is: •150% of the national median income ($78,000) for premium accredited employers; or•200% per cent of the national median income ($104,000) for all other employers.This threshold would be consistent with current remuneration thresholds under the Skilled Migrant Category and will ensure the threshold is sufficiently high to recognize genuinely skilled migrants.It is proposed that no labour market test will be needed for skilled migrant workers paid a sufficiently high remuneration. This is because paying a migrant worker a high remuneration generally reflects a genuine skills shortage and the value that the employer has placed on that migrant’s unique skills and experience. The current national median income is $25.00 per hour or $52,000 annually. It is proposed that the highly paid threshold is:150% of the national median income ($78,000) for premium accredited employers; or200% per cent of the national median income ($104,000) for all other employers.**This threshold would be consistent with current remuneration thresholds under the Skilled Migrant Category and will ensure the threshold is sufficiently high to recognise genuinely skilled migrants.** |
| **Question 19.**  | **Do you agree that a sufficiently high rate of pay should exempt a job offer from needing a labour market test?**[ ]  Yes [ ]  No[ ]  Unsure[ ]  No opinion |
| **Questions 20.** | **Please tell us why you agree, why you don’t agree or why you are unsure.** |
| **Question 21.** | **Based on a 40 hour week, what would you consider to be a highly paid annual income threshold for your industry or region?****Drop-down menu for income thresholds included here** |
| **Skills Shortages Lists**(Section 5 of the consultation document)The skills shortage lists will be recast by region when they are published next in April 2019 and renamed as a Regional Skills Shortages (RSS) list. This will better reflect the skill shortages that exist in the regions and provide a stronger signal to temporary migrants of opportunities in regional areas.Further changes are being considered including the criteria for assessing what occupations are placed on the lists and how these lists will signal a domestic labour market supply response from employers and the education/skills and welfare systems. There are no specific proposals on this matter at the moment but we welcome your general comments.The skills shortage lists will be recast by region when they are published next in April 2019 and renamed as a Regional Skills Shortages (RSS) list. This will better reflect the skill shortages that exist in the regions and provide a stronger signal to temporary migrants of opportunities in regional areas.Further changes are being considered including the criteria for assessing what occupations are placed on the lists and how these lists will signal a domestic labour market supply response from employers and the education/skills and welfare systems. There are no specific proposals on this matter at the moment but we welcome your general comments. |
| **Question 22.** | **Do you support transitioning to regional skill shortage lists?**[ ]  Yes [ ]  No [ ]  Unsure[ ]  No opinion  |
| **Question 23.** | **How could the skills shortage lists be improved?** |
| **Sector Agreements**The purpose of the sector agreements is to provide certainty for employers in industries that rely heavily on migrant workers. In return for that certainty, employers will need make commitments including the commitment to employ more New Zealanders over time and reduce their reliance on migration. Sector Agreements will help businesses to grow and thrive and deliver better jobs for working people. They will also help ensure that migrant workers are not exploited and have wages and conditions that are consistent with New Zealand values.The introduction of the agreements reflect the increasing demand from employers for ‘bulk recruitment’ of mid-to lower-skilled migrant labour in some sectors. This demand may reflect genuine shortages of local labour or may arise because the terms and conditions offered are not attractive to local workers. There is a need to ensure that the recruitment of temporary migrant workers into these jobs complement rather than substitute jobs for New Zealanders. |
| **Question 24.** | **Do you agree that sector agreements should be introduced?** [ ]  Yes [ ]  No [ ]  Unsure[ ]  No opinion |
| **Questions 25.** |  **Please tell us why you agree, why you don’t agree or why you are unsure. Please indicate any specific sector views, where relevant.** |
| **Question 26.** | **Do you have any comments on what could be included or excluded from the sector agreements?**  |
| **Proposal 4 – Labour Market Test***(Section 5 of the consultation document)*It is proposed to review the labour market test to make it easier or harder to recruit temporary migrant workers in a region depending on the dynamics of the local labour market in that region..  |
| **Question 27.** | **Do you agree the labour market test could be more responsive to better reflect the different needs of the regions?** [ ]  Yes[ ]  No [ ]  Unsure[ ]  No opinion |
| **Questions 28.** | **Please tell us why you agree, why you don’t agree or why you are unsure.** |
| **Question 29.** | **How could the labour market test be redesigned to make it more responsive to regional needs?** |
| **Question 30.** | **Are there any more general improvements that could be made to the labour market test to make it work better?** |
| **Proposal 5 – Differentiating the regions***(Section 5 of the consultation document)*It is proposed that labour market testing should be differentiated based on a set of indicators which reflect the labour market dynamics and growth pressures of New Zealand’s sixteen regions. |
| **Question 31.** | **Do you agree a set of indicators should be used to differentiate how a labour market test is applied to regions?** [ ]  Yes [ ]  No [ ]  Unsure[ ]  No opinion |
| **Questions 32.** | **Please tell us why you agree, why you don’t agree or why you are unsure.** |
| **Question 33.** | **Of the below potential indicators, which ones do you think are most relevant to determining immigration settings for a region?**[ ]  Unemployment volumes and rates (including splits for Māori, Pacific Peoples, and youth and disabled people) and by region/sub-region[ ]  Trend in unemployment volumes and rates[ ]  Employment rate by age, gender, ethnicity, disability status and region/sub-region[ ]  Trend in employment rate and volumes[ ]  Underutilisation rates by age, gender, ethnicity and region / sub-region[ ]  Trend in underutilisation volumes and rates, by age, gender, ethnicity, disability status and region / sub-region[ ]  Wage levels and labour cost index projections for the next three years, by occupation, industry and region /sub-region[ ]  Forecast economic growth by region[ ]  Vacancy growth (job growth)[ ]  Projected annual volume of school-leavers by region/sub-region[ ]  Projected enrolments in tertiary education by level, field of study and by region/sub-region[ ]  Projected completions by level and field of study and by region/sub-region[ ]  Projected net migration, by occupation and by visa type and by region/sub-region[ ]  Number of work-tested beneficiaries by region / sub-region[ ]  Projected volume of exits by beneficiaries to employment by region/sub-region[ ]  Working age population as a proportion of total population including those not in the labour force or employment, education or training and by gender, ethnicity and region/sub-region[ ]  Projected change in working age population and by gender, ethnicity and region/sub-region[ ]  Age distribution within key occupations for region[ ]  Demand for housing[ ]  Pressure on road and rail[ ]  Level of planned infrastructure investment over next 3-5 years[ ]  Level of dependency on immigration (Number of temporary migrants and their share of total employment) |
| **Question 34.** | **Do you have any comments on the proposed regional indicators including, how they could be applied to differentiate the regions and how the regions could be classified?** |
| **Proposal 8 -** *(Section 5 of the consultation document)* Migrant identity, health, character and capability checks will largely remain the same. |
| **Question 35.** | **Are there situations where Immigration New Zealand should not need to review whether a migrant has the qualifications needed to do a job?**[ ]  Yes [ ]  No [ ]  Unsure[ ]  No opinion |
| **Questions 36.** | **Please tell us why you agree, don’t agree or why you are unsure**. |
| **Proposal 9 – Transitional and other matters***(Section 9 of the consultation document)*It is proposed that the mid-skilled remuneration threshold is raised to 100 per cent of the national median wage. This would bring it into line with the threshold for the Skilled Migrant Category and ensure some groups of temporary migrant workers are unable to continuously roll over their visa without having the stability of a pathway to residence. |
| **Question 37.** | **Do you have any comment to make on increasing the remuneration threshold for mid-skilled work from 85 to 100 per cent of the median income?** |
| **It is proposed to reinstate the right for lower-skilled temporary migrant workers to bring their partners and dependent children to New Zealand for the length of their stay in New Zealand.** This would not change the temporary nature of the visa if the stand-down period of 12 months is retained after a maximum of three years. The partners of migrant workers would be granted a visitor visa and school aged children would be granted domestic student visas for the same length of time as the principal applicant’s visa. Partners would still only be able to work in New Zealand if they obtain a work visa in their own right via the new gateway framework. |
| **Question 38.** | **Do you have any comment to make on allowing lower-skilled temporary migrant workers to bring their partners and dependent children to New Zealand for the duration of their visa?** |
| **Changes made in August 2017 mean that lower-skilled migrants who have worked in New Zealand for three years are subject to a stand-down period which requires them to leave the country for 12 months.** The stand down period is intended to prevent a pool of lower-skilled, lower-paid migrants building up in New Zealand that are well-settled but have no pathway to residence. Prior to this, these migrants could roll over their visas indefinitely provided their jobs continued to pass a labour market test. The policy objectives behind the stand-down period were to avoid the following negative impacts:* As a visa is based on a job offer, despite being well settled, if workers are injured or no longer able to work, the basis for their visa is lost. This leaves them in an unsecure situation and vulnerable to exploitation.
* Workers do not have access to the same rights, benefits and Government support as New Zealanders (such as subsidised tertiary education for their children). This means that when their children complete free compulsory schooling, they are often unable to afford tertiary education.
* Reduced incentives for employers to recruit New Zealanders meaning that potential local workers were substituted with temporary migrant workers.
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| **Question 39.** | **Could the risks for lower-skilled migrants be managed through something other than a stand-down period?** |

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| **Substantive questions – Section 2** |
| **The domestic labour market system***(Section 6 of the consultation document)***There are two broad areas of proposals in this consultation:*** **A set of proposals to reform employer supported – temporary work visa settings; and**
* **Early thinking on aligning the immigration, welfare/employment, and skills/education systems on a regional basis.**

**You are welcome to submit on either or both areas of consultation.**The following section of questions relates to early thinking on aligning the immigration, welfare/employment, and skills/education systems on a regional basis. |
| **Question 40** | **Would you like to submit on early thinking on aligning the immigration, welfare/employment and skills/education systems on a regional basis?**[ ]  Yes [ ]  No  |
| **Proposal 6** – Domestic labour market response*(Section 6 of the consultation document)*Government invests in the education/skills and welfare/employment systems. Among other outcomes, these systems help prepare New Zealanders for employment and for further education. As well as the influence they have on the labour market through their business models and management practices, employers play a pivotal demand-side role in the operation of these supply-side systems, in specifying their needs and employing job seekers, supporting their training and development.We are proposing that there should be greater alignment between how these systems operate. This includes building in feedback from the immigration system to other parts of the labour supply to improve the domestic response. Government invests in the education/skills and welfare/employment systems. Among other outcomes, these systems help prepare New Zealanders for employment and for further education. As well as the influence they have on the labour market through their business models and management practices, employers play a pivotal demand-side role in the operation of these supply-side systems, in specifying their needs and employing job seekers, supporting their training and development.We are proposing that there should be greater alignment between how these systems operate. This includes building in feedback from the immigration system to other parts of the labour supply to improve the domestic response.  |
| **Question 41.** | **Do you agree that demand for temporary migrant workers should trigger a response from the broader labour market system to optimise employment opportunities for New Zealanders?**[ ]  Yes [ ]  No [ ]  Unsure[ ]  No opinion |
| **Questions 42.** | **Please tell us why you agree, don’t agree or why you are unsure** |
| **Question 43.** | **Do you agree that closer alignment of the immigration, education, skills, welfare and employment systems will optimise employment opportunities for New Zealanders?**[ ]  Yes[ ]  No[ ]  Unsure[ ]  No opinion |
| **Questions 44.** | **Please tell us why you agree, don’t agree or are unsure.** |
| **Proposal 7** –A regional response *(Section 6 of the consultation document)*Supporting thriving, sustainable regions is one of the Government’s key strategies for achieving ‘Government Priority 1 – an economy that is growing and working for all of us’. There are already mechanisms and initiatives which contribute to regional labour market outcomes and many industries and government agencies have a presence or operate at regional levels. The extent of this collective activity, however, varies across regions and sectors, and unemployment and under-utilisation, particularly for key sub-groups, remain high. There is a need to be more responsive to these labour market challenges at regional level. This includes developing a greater understanding of the different and changing needs of regions and sectors and of the mechanisms and initiatives that are already in place. There is an opportunity to improve how these systems are targeted to achieve wider outcomes across the labour market and economy, and to enhance the way in which they are aligned and integrated at regional level. How regions are differentiated will influence the domestic labour market response. This would be a collaborative response led by Government which considers education, skills, welfare, employer and other local mechanisms. This could be supported by a new regional governance framework including a regional body, strategy, information capability and skills and job hubs. |
| **Question 45.** | **Do you agree that a regional response is the right approach to improve domestic labour market outcomes for new Zealanders?**[ ]  Yes [ ]  No [ ]  Unsure[ ]  No opinion |
| **Questions 46.** | **Please tell us why you agree, don’t agree or are unsure.** |
| **Regional labour market strategy and plan***(Section 6 of the consultation document)* |
| **Question 47.** | **Do you agree that a regional labour market strategy and plan would be a useful mechanism to improve domestic labour market outcomes?**[ ]  Yes[ ]  No[ ]  Unsure[ ]  No opinion |
| **Questions 48.** |  **Do you agree that closer alignment of the immigration, education, skills, welfare and employment systems will optimise employment opportunities for New Zealanders?****Please tell us why you agree, why you don’t agree or why you are unsure.** |
| **Question 49.** | **What purpose might a labour market strategy and plan serve in your region? What would its focus be and what would it need to contain in order to work well?** |
| **Question 50.** | **Who do you think should be responsible for developing and implementing a regional labour market strategy and plan?** |
| **Regional Skills Bodies***(Section 6 of the consultation document)* |
| **Question 51.** | **Do you agree with the concept of a regional skills body to support improved regional labour market outcomes?** [ ]  Yes [ ]  No [ ]  Unsure[ ]  No opinion |
| **Questions 52.** | **Please tell us why you agree, don’t agree or are unsure.** |
| **Question 53.** | **What useful functions would a regional skills body serve in your region?**  |
| **Question 54.** | **How might such a body work and what powers/abilities would it need to have (e.g. decision-making or powers to recommend or direct)?**  |
| **Regional jobs and skills hubs***(Section 6 of the consultation document)* |
| **Question 55**. | **Do you think that regional jobs and skills hubs could be a useful way to support labour market coordination in the regions?** [ ]  Yes [ ]  No [ ]  Unsure |
| **Questions 56.** | **Please tell us why you agree, don’t agree or why you are unsure.** |
| **Question 57.** | **In what circumstances could jobs and skills hubs be most useful? If you are familiar with the examples in the discussion document, please reflect this in your comments.** |
| **Question 58.** | **What do you think would be critical to making the hubs work effectively?** |
| **Question 59**. | **What other ways are there to get regional labour markets working better to ensure employers are placing more New Zealanders into better jobs and to reduce our reliance on temporary migrant workers?** |
| **Question 60.** | **What do you think the costs and benefits of a regional approach would be?** |
| **Question 61.** | **At a more general level, what other ways are there to improve labour market outcomes for New Zealanders?** |
| **Question 62.** | **What aspects of overseas approaches to improving labour market outcomes do you think would work in New Zealand?** |

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| **Proposal 10 – Implementation and general questions***(Section 10 of the consultation document)*Decisions will be announced in mid-2019 with proposals becoming operational over the following 12 to 18 months.  |
| **Question 63.** | **What information and tools would be useful to help you transition to the new gateway framework?** |
| **Question 64.** | **Do you have any comments to make on the costs and benefits to you of the overall proposed changes?** |
| **Question 65.** | **Do you have any other general comments you would like to make?** |
| **Question 66.**  | Thank you for participating in this consultation. As indicated at the beginning of the survey, we intend to publicly release submissions. Would you prefer your submission, either in part or in full, be withheld from public release?(Personal information such as your name and contact details would not be released without consulting you).☐ No, the content of my submission is able to be **publicly released in full**.☐Yes, please **withhold my entire submission from any public release** of submissions.☐Yes, please withhold private or confidential information as indicated in my submission. **I do not need to be consulted further** regarding public release of submissions.☐Yes, private or confidential information has been indicated in my submission. **Please consult me before releasing my submission as part of a public release.** |