



Tēnā koe

On 14 July 2021, you emailed the Ministry of Social Development (the Ministry) requesting, under the Official Information Act 1982 (the Act), the following information regarding oversupply lists:

1. Direct me to, or provide me with copies of, relevant regional jobseeker data.
2. Explain how jobseekers come to be connected with specific roles/jobs in the data (such as “hotel receptionist”) and provide copies of any process manuals, interview guides, blank interview templates, questionnaires or other information-gathering tools used to identify jobseekers’ employment preferences and experience.
3. Confirm whether or not some sort of standardised information-gathering process of the type referred to in 2 exists.
4. Is there a specified point at which a job becomes oversupplied - for example a set number of jobseekers, set percentage of jobseekers compared with advertised roles, or some other measure?
5. Could a role be oversupplied if there are 10 estimated available candidates? 20? 200?
6. Please provide names and dates of all private companies and/or industry groups and/or local government politicians or officials consulted in connection with the oversupply lists in Auckland and Otago (including Queenstown and Lakes), since the oversupply and undersupply lists were first introduced.
7. Where does responsibility lie for signing off changes do the oversupply/undersupply lists? Is it the Minister? If not the Minister, which official?
8. Please provide a copy of whatever advice was relied on by the decision maker (under 7) in connection with the change to Otago/Queenstown oversupply/undersupply lists in December 2020.
9. Please provide copies of all advice/recommendations for list changes (or continuation at current levels) given by oversupply/undersupply regions to the decision maker.
10. Is there a known schedule, or “next date” for review of the oversupply lists? If so, please provide details.
11. Are industry lobby groups able to make submissions on the oversupply lists and the experience of our members in looking to fill supposedly oversupplied roles? Can we ask to be part of the consultation process? If so, how and to whom?

The following document has been identified to be in scope of your request:

- *REP/20/7/752 - Short-term immigration policy changes: Report back on streamlining the Skills Match Report process*, dated 4 August 2020.

Your request for information is also partially refused under section 18(d) of the Act, on the basis that some information is already publicly available. The *REP/20/7/752 - Short-term immigration policy changes: Report back on streamlining the Skills Match Report process*, can be found at the following link: www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/official-information-responses/2021/july/20210730-all-official-advice-provided-to-government-ministers-regarding-the-undersupply-and-oversupply-lists-introduced-in-october-2020-that-is-not-publicly-available..pdf.

The Ministry does not have a standardised process that determines whether an interested job seeker is deemed suitable or trainable to refer to an employer. This is managed on a case-by-case basis, as all job seekers have individual circumstances, experiences and skillsets to take into account. This determination is based on discussions between the Ministry staff member and job seeker in relation to the job requirements and pre-requisites.

The undersupply and oversupply lists were introduced in October 2020 to streamline the Skills Match Report (SMR) process as a temporary COVID-19 response. The Ministry provides a SMR to Immigration New Zealand (INZ) when an employer is wanting to hire a migrant worker for jobs below the median wage. The SMR outlines whether the Ministry has suitable or trainable jobseekers that could perform that job.

The undersupply and oversupply lists replace the Ministry's SMR where there is already knowledge of jobseeker availability for certain jobs. The lists were created by considering:

- regional jobseeker data, including numbers of people with experience or ability to work in certain jobs,
- consultation with regional teams within the Ministry which have dedicated labour market staff with local knowledge and regular industry engagement, and
- consultation with INZ.

There is no specified number for a role to make it on either the oversupply or undersupply list. It is based on data and labour market insights which inform which roles in certain sectors are put on the lists.

Following requests from the Queenstown and Wanaka Chambers of Commerce about shortages for certain roles, the lists were reviewed and updated with appropriate changes in December 2020. This included adding hospitality roles on to the undersupply list.

The Ministry undertook an additional review in March 2021, using the standard process of considering regional jobseeker data and consultation with regional teams and INZ. These changes included:

- replacing the current Ministry-defined regions with City Council regions.

- introducing oversupply lists by region to replace a single national view.
- removing several occupations from the oversupply list for all regions, including:
 - administration and call centre – admissions clerk and personal assistant
 - construction – builder’s labourer, concreter and plumber’s assistant
 - manufacturing and warehousing – food and drink factory workers (not elsewhere covered under ANZSCO) and store person
 - retail and hospitality – cook and waiter
- adding occupations to the undersupply list for some regions, including some occupations that were previously on the oversupply list, for example:
 - retail and hospitality – cook, café worker, commercial housekeeper, fast food cook, kitchenhand, sales assistant, waiter (Mackenzie District)
 - construction – concreter (Northland and Central Otago), builder’s labourer and plumber’s assistant (Central Otago)

The Ministry are currently undertaking another review of the undersupply and oversupply lists and considering their continuing role in the current and future immigration system.

The Ministry does not have a formal process for chambers or any industry representatives to make notifications or submissions to the Ministry about the oversupply and undersupply lists. However, the Ministry has existing relationships with industry and associations and will accept and review any formal submissions and requests made about the oversupply and undersupply lists. This can be done by getting in touch with the regional labour market teams. As mentioned above, following requests from the Queenstown and Wanaka Chambers of Commerce about shortages for certain roles, the lists were reviewed and updated with appropriate changes in December 2020. This included adding hospitality roles to the undersupply list.

The Ministry have no outstanding requests to add roles onto the undersupply list from external people or organisations. No further formal requests with supporting evidence have been presented to the Ministry.

The Minister of Immigration and Minister for Social Development and Employment were responsible for signing off on the changes to introduce the lists, and they noted which roles would be on the first iteration of the lists. Since their introduction, the Deputy Chief Executive Service Delivery has had final sign off on changes after going through the review process.

The principles and purposes of the Official Information Act 1982 under which you made your request are:

- to create greater openness and transparency about the plans, work and activities of the Government,
- to increase the ability of the public to participate in the making and administration of our laws and policies and

- to lead to greater accountability in the conduct of public affairs.

This Ministry fully supports those principles and purposes. The Ministry therefore intends to make the information contained in this letter and any attached documents available to the wider public. The Ministry will do this by publishing this letter on the Ministry of Social Development's website. Your personal details will be deleted, and the Ministry will not publish any information that would identify you as the person who requested the information.

If you wish to discuss this response regarding undersupply and oversupply lists with us, please feel free to contact OIA_Requests@msd.govt.nz.

If you are not satisfied with this response, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz or 0800 802 602.

Ngā mihi nui

A handwritten signature in black ink, appearing to read 'M. Beecroft', with a small registered trademark symbol (®) to the right of the signature.

Megan Beecroft
Policy Manager
Employment and Housing Policy