



# LIFE IN NEW ZEALAND: SETTLEMENT EXPERIENCES OF SKILLED MIGRANTS RESULTS FROM THE 2008 SURVEY



### **Acknowledgements**

Research New Zealand conducted the 2008 Settlement Experience Feedback Survey. We would like to acknowledge Mark Johnson and Noel Raggett of Research New Zealand for their field work on this project, and members of the IMSED Research who contributed to this report.

We also would like to thank those migrants who participated in the survey and shared their initial settlement experience with us.

**Disclaimer:** The Department of Labour has made every effort to ensure that the information contained in this report is reliable, but makes no guarantee of its accuracy or completeness and does not accept any liability for any errors. The Department may change the contents of this report at any time without notice.

### **© Crown copyright 2009**

This material is Crown copyright unless otherwise stated and may be reproduced free of charge without requiring specific permission. This is subject to it being reproduced accurately and not being used in a derogatory manner or in a misleading context. The source and copyright status should be acknowledged. The permission to reproduce Crown copyright protected material does not extend to any material in this report that is identified as being the copyright of a third party.

Department of Labour  
PO Box 3705  
Wellington  
New Zealand  
[www.dol.govt.nz](http://www.dol.govt.nz)

For further information about this report contact  
Yuan Zhao, IMSED Research

For Immigration Research visit  
[www.immigration.govt.nz/research](http://www.immigration.govt.nz/research)

ISSN 1177-5637 (book)  
ISSN 1177-7702 (online)

# CONTENTS

<b>List of figures</b> .....	<b>v</b>
<b>List of tables</b> .....	<b>vii</b>
<b>Background</b> .....	<b>ix</b>
<b>Executive summary</b> .....	<b>xi</b>
Expectation of and satisfaction with life in New Zealand.....	xi
Employment in New Zealand .....	xii
Living in New Zealand .....	xii
<b>1 Introduction</b> .....	<b>13</b>
Introduction .....	13
Purpose of this report.....	13
Demographic description .....	13
Skilled Migrant Category.....	14
Report structure .....	15
<b>2 Expectation of and satisfaction with life in New Zealand</b> .....	<b>16</b>
What expectations about New Zealand did skilled migrants have?.....	16
What aspects about New Zealand did skilled migrants like most?.....	17
What aspects about New Zealand did skilled migrants dislike most? .....	18
Were the main expectations met? .....	18
How satisfied were skilled migrants with life in New Zealand?.....	20
How long did migrants plan to stay in New Zealand? .....	21
Did migrants recommend New Zealand as a place to come and live?.....	21
<b>3 Employment in New Zealand</b> .....	<b>23</b>
Did principal applicants work in the job that was granted points on their residence application? .....	24
Employment outcomes .....	24
Occupation.....	26
Industry of main occupation.....	26
Qualifications .....	27
Did qualifications and skills match current job?.....	28
Income.....	29
Main occupation satisfaction.....	31

Lack of difficulties in getting work .....	32
<b>4 Living in New Zealand.....</b>	<b>34</b>
Place of residence .....	34
Housing .....	35
Social networks .....	36
Social support .....	36
Further education .....	38
<b>5 Conclusion .....</b>	<b>41</b>
<b>6 Methodology .....</b>	<b>42</b>
Survey population.....	42
Questionnaire.....	42
Survey administration .....	42
Response rate .....	43
Analysis.....	43
Representation of migrants .....	43
Limitations.....	44
Significance test .....	44
Other issues.....	45
<b>7 Glossary.....</b>	<b>46</b>
<b>Appendix A: Reasons for choosing New Zealand and how important these reasons were for skilled migrants.....</b>	<b>48</b>
<b>Appendix B: Aspects about New Zealand skilled migrants liked most.....</b>	<b>49</b>
<b>Appendix C: Aspects about New Zealand skilled migrants liked most by region of origin .....</b>	<b>50</b>
<b>Appendix D: Aspects about New Zealand skilled migrants disliked most ..</b>	<b>51</b>
<b>Appendix E: Skilled migrants' satisfaction or dissatisfaction with life in New Zealand by region of origin and region within New Zealand .....</b>	<b>52</b>
<b>Appendix F: Industry of main occupation .....</b>	<b>53</b>
<b>Appendix G: Country list and corresponding region of origin groups .....</b>	<b>54</b>
<b>Appendix H: The 2008 SEFS eligible population and respondent population. ....</b>	<b>56</b>
<b>References.....</b>	<b>57</b>

## LIST OF FIGURES

Figure 1.1	Region of origin .....	14
Figure 2.1	Top 10 most common reasons for choosing New Zealand and how important these reasons were for skilled migrants .....	17
Figure 2.2	Top 10 aspects skilled migrants liked most about New Zealand.....	17
Figure 2.3	Top 10 aspects skilled migrants disliked most about New Zealand.....	18
Figure 2.4	Skilled migrants' satisfaction or dissatisfaction with life in New Zealand.....	20
Figure 2.5	Principal applicants' satisfaction with life in New Zealand by year of the Settlement Experience Feedback Survey (SEFS), 2005–2008.....	21
Figure 2.6	Skilled migrants recommended New Zealand as a place to come and live by region of origin .....	22
Figure 2.7	Principal applicants recommended New Zealand as a place to come and live by year of the SEFS, 2005–2008 .....	22
Figure 3.1	Principal applicants' tenure with the job they received points for, 2005–2008 .....	24
Figure 3.2	Employed principal applicants at the time of the survey by region of origin, 2005–2008 .....	25
Figure 3.3	Occupations of employed principal applicants and secondary applicants.....	26
Figure 3.4	Top 10 industries of employed skilled migrants.....	27
Figure 3.5	Qualifications of employed principal applicants and secondary applicants.....	27
Figure 3.6	Qualification and region of origin.....	28
Figure 3.7	Did qualifications and skills match current job?.....	29
Figure 3.8	Annual incomes before tax from main job by employed principal applicants and secondary applicants .....	30
Figure 3.9	Employed principal applicants who earned annual income over \$50,000 before tax by year of the SEFS, 2005–2008 .....	30
Figure 3.10	Satisfaction with main occupation by employed principal applicants and secondary applicants .....	31
Figure 3.11	Employed principal applicants satisfied with main occupation by year of the SEFS, 2005–2008.....	31

Figure 3.12	No difficulties in getting work in New Zealand (principal applicants only) by year of the SEFS, 2005–2008 .....	32
Figure 3.13	Reasons for difficulty in getting work in New Zealand by principal applicants and secondary applicants .....	33
Figure 4.1	New Zealand region of settlement by region of origin .....	35
Figure 4.2	Satisfaction with overall quality of housing .....	35
Figure 4.3	Social clubs or groups by region of origin .....	36
Figure 4.4	What skilled migrants sought help with.....	37
Figure 4.5	Whether skilled migrants received the help they needed .....	38
Figure 4.6	Where migrants have studied by region of origin .....	39
Figure 4.7	Reasons for undertaking further education .....	40

## LIST OF TABLES

Table 2.1	Were the four main expectations met? .....	19
Table 2.2	Time skilled migrants planned to stay in New Zealand at the point New Zealand residence was granted and after one year as New Zealand residents .....	21
Table 3.1	Skilled migrants' employment at the time of the survey .....	25
Table 3.2	Employed skilled migrants' working hours .....	26
Table 3.3	Reasons for qualifications and skills not matching current job .....	29

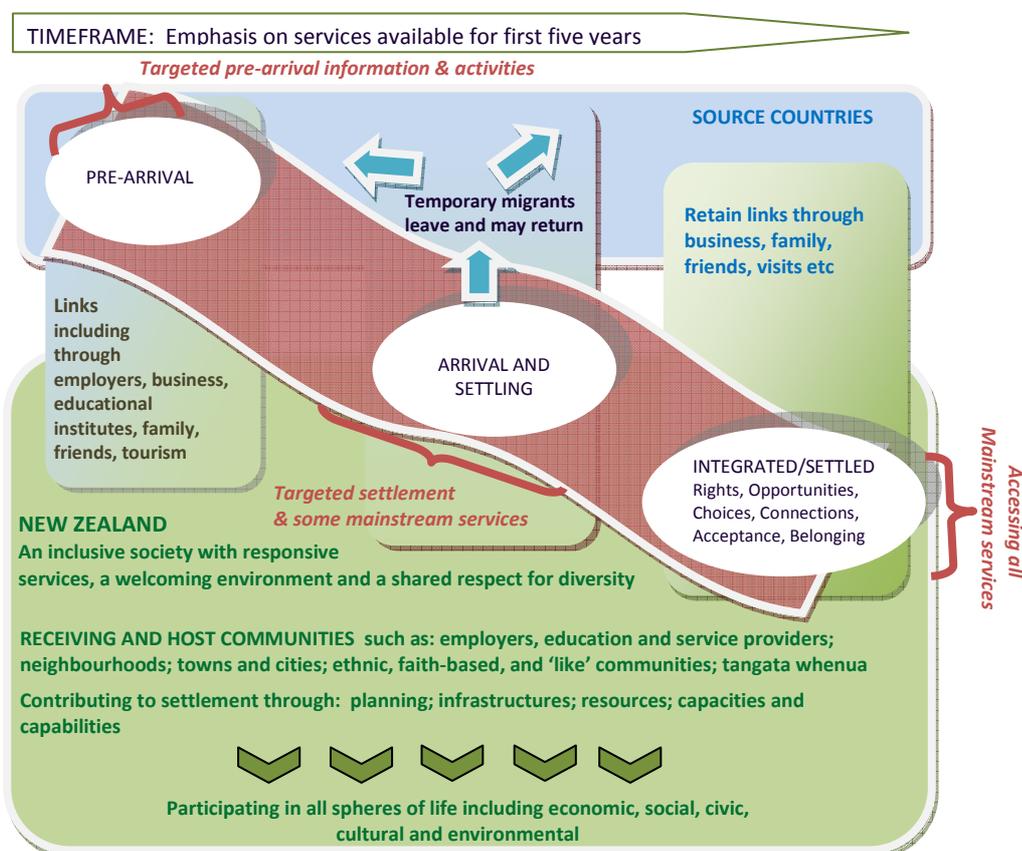


## BACKGROUND

In recent years, New Zealand has welcomed around 46,000 migrants as permanent residents each year. Such migrants balance out the loss to New Zealand of New Zealanders leaving the country on a permanent and long term basis. In 2007/08, about 35,000 New Zealanders left the country on a permanent and long-term basis.

In 2007/08, almost 60 percent of migrants approved for permanent residence came through the Skilled/Business Stream. The majority of the Skilled/Business Stream's migrants (93 percent) enter New Zealand through the Skilled Migrant Category.<sup>1</sup> These skilled migrants are likely to be globally mobile, therefore attracting and retaining as many of them as possible has become vital to New Zealand's future growth and prosperity. Good settlement is a key element to retaining migrants. We recognise good settlement experiences and outcomes are important, not only for an individual migrant, but also for New Zealand.

The Settlement Experience Feedback Survey (SEFS) began in November 2004, and aims to collect the initial settlement experiences and outcomes of Skilled/Business Stream migrants, with a focus on the migrants after 12 months of residence in New Zealand. That is, migrants in the arrival and settling stage of the Newcomer Settlement Continuum (NSC) (as illustrated in the chart below). The NSC provides a common platform for mapping the settlement-related evidence base, and signals the fluid nature of the settlement process.



<sup>1</sup> Source Department of Labour: 2007/08 Migration Trends and Outlook.



## **EXECUTIVE SUMMARY**

This report presents findings from the 2008 Settlement Experience Feedback Survey of migrants who gained permanent residence in New Zealand through the Skilled/Business Stream between September and December 2007.

The 2008 survey findings provide a wide range of information about early settlement experiences and outcomes for 'skilled migrants'.<sup>2</sup> The 2008 survey results are useful to the Department of Labour in developing settlement resources and services for migrants, as well as providing valuable information for the review of the Skilled Migrant Category.

The Department of Labour contracted Research New Zealand to undertake the 2008 survey. A total of 6,540 migrants were eligible to take part, and of these, 1,600 migrants were randomly selected to participate. From the 1,600 migrants selected, 186 had incorrect contact addresses in New Zealand. Of the remaining 1,414 migrants, 715 were interviewed (a 51 percent response rate). The response rate is lower than the 2007 survey (57 percent), but significantly higher than the 2005 survey (42 percent).

Of the interviewed migrants, 64 percent were principal applicants, 50 percent were female and 67 percent were aged between 20 and 39 years.<sup>3</sup> The 2008 survey collected a range of information relating to migrants' initial settlement experiences in three major areas.

### **Expectation of and satisfaction with life in New Zealand**

Key findings:

- About nine in ten skilled migrants (89 percent) reported they were satisfied or very satisfied with life in New Zealand.
- Most skilled migrants (92 percent) reported they would recommend New Zealand to others as a place to come and live.
- The relaxed pace of life, and the clean and green environment were most likely to meet skilled migrants' expectations.
- New Zealand's natural beauty and relaxed lifestyle were the most favoured aspects reported by skilled migrants.
- The proportion of principal applicants who enthusiastically recommend New Zealand was significantly higher than in previous years'.

---

<sup>2</sup> Because the majority of interviewed migrants (93 percent) were approved for permanent residence through the Skilled Migrant Category, all respondents are referred to as 'skilled migrants' in this report.

<sup>3</sup> The definition of principal applicant is provided in Chapter 7, Glossary.

## **Employment in New Zealand**

### Key findings:

- More than nine in ten principal applicants (92 percent) were employed at the time of the survey.
- Of the 80 percent of principal applicants who received points on their residence application for a job or job offer in New Zealand, 79 percent still worked in the same job at the time of the survey. This result was significantly higher than in previous years' surveys.
- Over half of employed principal applicants (57 percent) held a qualification equal to a bachelor's degree or higher.
- Nearly nine in ten employed principal applicants (88 percent) reported their qualifications and skills matched their current job.
- The proportion of employed principal applicants who earned over \$50,000 annually before tax was significantly higher than in previous years' surveys.
- Over three-quarters (76 percent) of employed skilled migrants reported they were satisfied or very satisfied with their main occupation.
- More than nine in ten principal applicants (92 percent) reported they had no difficulties in finding work in New Zealand. This result was significantly higher than in previous years' surveys.

## **Living in New Zealand**

### Key findings:

- Nearly half of skilled migrants (45 percent) lived in the Auckland region.
- Nearly three-quarters of skilled migrants (73 percent) reported they were satisfied or very satisfied with the overall quality of their housing.
- Seventy-two percent of skilled migrants reported they participated in or were involved with at least one social club or group.
- Getting a New Zealand driver licence was the most common service that skilled migrants sought help for.
- Of the skilled migrants who sought help with getting a New Zealand driver licence, finding a general practitioner or family doctor, the tax system in New Zealand, New Zealand immigration policies and regulations, or New Zealand traffic rules and regulations, most received the help they needed.
- More than one in four skilled migrants (29 percent) reported they had done further education in New Zealand since arriving here.

# 1 INTRODUCTION

## Introduction

The Settlement Experience Feedback Survey (SEFS) monitors the early settlement outcomes for the Skilled/Business Stream migrants who take up residence in New Zealand. The Skilled/Business Stream comprises three categories: the Skilled Migrant Category (SMC), Residence from Work Category, and Business Immigration Policy.

## Purpose of this report

The 2008 SEFS report provides a detailed picture of the first year of settlement for the Skilled/Business Stream migrants who took up residence in New Zealand between September and December 2007. Because the majority of migrants (93 percent) were approved for permanent residence through the SMC, all respondents are referred to as 'skilled migrants' in this report.

This report describes the findings from the migrants' settlement experiences in New Zealand, including their expectations of and satisfaction with New Zealand, employment outcomes, and their experiences of living in New Zealand.

## Demographic description

In total, 715 skilled migrants participated in the 2008 SEFS. Of these, 64 percent (456) were principal applicants.<sup>4</sup> Of the 456 principal applicants, 96 percent were approved for residence through the SMC. There were even numbers of male and female respondents. Most skilled migrants were aged between 20 and 39 years (67 percent).<sup>5</sup>

To make the results comparable with previous iterations of the SEFS survey, the same four region of origin groups were used, namely United Kingdom/Ireland, ESANA (Europe excluding United Kingdom/Ireland, South Africa and North America), Asia (North Asia, South Asia and South-East Asia) and Other (including the Pacific region).<sup>6</sup>

Figure 1.1 shows the skilled migrants who participated in the survey by region of origin. A large proportion were from the United Kingdom/Ireland (36 percent), followed by Asia (32 percent), and ESANA (24 percent).

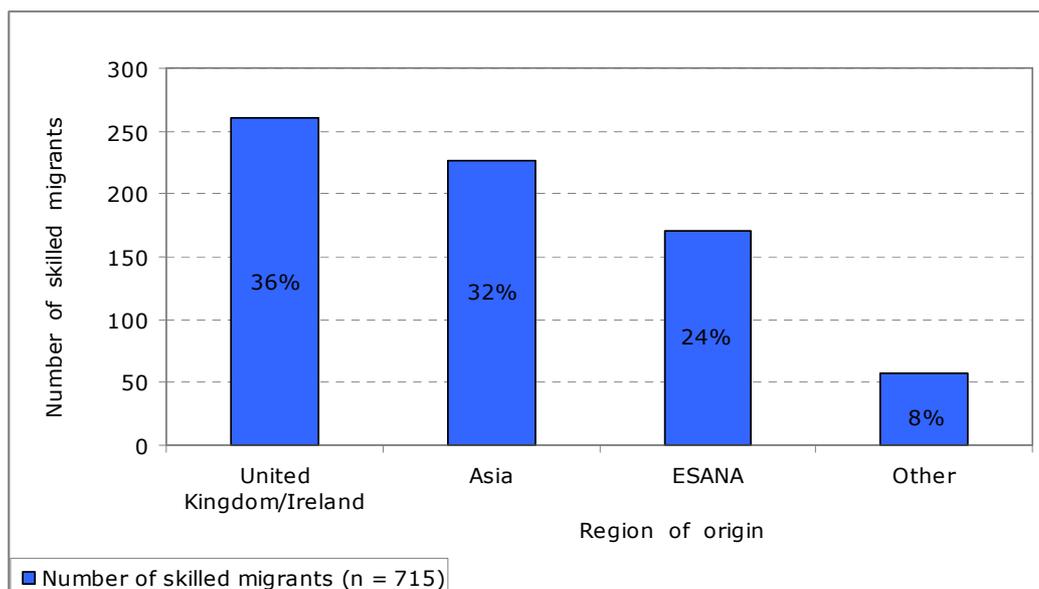
---

<sup>4</sup> The definition of principal applicant is provided in Chapter 7, Glossary

<sup>5</sup> Appendix H presents the eligible population and respondent population.

<sup>6</sup> Appendix G presents groupings of countries to regions of origin.

**Figure 1.1 Region of origin**



Note: ESANA = Countries from Europe excluding United Kingdom/Ireland, South Africa and North America.

### **Skilled Migrant Category**

The objective of the SMC is to contribute to growth in professional skills and information and communication technology. The SMC is a points-based system designed to ensure that people migrating to New Zealand have the skills, qualifications, and work experience New Zealand needs.

A person who is interested in applying for residence through the SMC must first submit an Expression of Interest (EOI). Points are awarded for employability and capacity-building factors, including skilled employment, relevant work experience, qualifications, and age. In addition, applicants can claim bonus points for other factors, including having work experience or qualifications in an area of absolute skill shortage, having employment outside of Auckland, or having a New Zealand qualification.

An EOI is entered into a pool if the applicant meets prerequisites for health, character, and English language proficiency, and has 100 or more points. An EOI that has 140 or more points is selected automatically from the pool. An EOI that has 100 or more points but less than 140 points is selected in sufficient numbers to meet the requirements of the Skilled/Business Stream. The person whose EOI is selected may be invited to apply for residence through the SMC.

Principal applicants are assessed to determine whether they have a demonstrated ability, or have the ability to realise their potential, to successfully settle in and contribute to New Zealand. The assessment includes consideration of the following factors:

- employment prospects;
- familiarity with New Zealand and preparedness for settlement of the principal applicant and, where relevant, the partner and dependent children included in the application; and
- linkages and support in New Zealand, through networks and family.

Applicants are also required to meet health, character, and English language requirements.

This report, therefore, only uses principal applicants' settlement experience outcomes to make comparisons between each year's SEFS.

## **Report structure**

This report is structured as follows:

- Chapter 1 introduces the SEFS and outlines the 2008 SEFS aim, describes the demographic characteristics of the skilled migrants who participated in the 2008 SEFS, and introduces the SMC.
- Chapter 2 outlines skilled migrants' expectations of and satisfaction with life in New Zealand.
- Chapter 3 presents employment outcomes of skilled migrants.
- Chapter 4 describes skilled migrants' new life in New Zealand. Several settlement indicators are covered, including accommodation, social networks, types of settlement assistance needed, and participation in further study and training.
- Chapter 5 concludes the report.
- Chapter 6 details the methodology underlying this report.
- Chapter 7 explains key immigration terms used in this report.
- Appendices A to H contain supporting tables.
- The References list reports referred to in the writing of this paper.

## 2 EXPECTATION OF AND SATISFACTION WITH LIFE IN NEW ZEALAND

### Highlights

- About nine in ten skilled migrants (89 percent) reported they were satisfied or very satisfied with life in New Zealand.
- Most skilled migrants (92 percent) reported they would recommend New Zealand to others as a place to come and live.
- The relaxed pace of life, and clean and green environment were most likely to meet skilled migrants' expectations.
- New Zealand's natural beauty and relaxed lifestyle were the most favoured aspects reported by skilled migrants.
- The proportion of principal applicants who enthusiastically recommended New Zealand was significantly higher than in previous years' surveys.

This chapter describes skilled migrants' expectations of life in New Zealand before applying for New Zealand residence. It presents the aspects skilled migrants liked most and least about New Zealand after being in New Zealand for a year, their overall satisfaction with life in New Zealand, and whether their expectations and outcomes were met.

### What expectations about New Zealand did skilled migrants have?

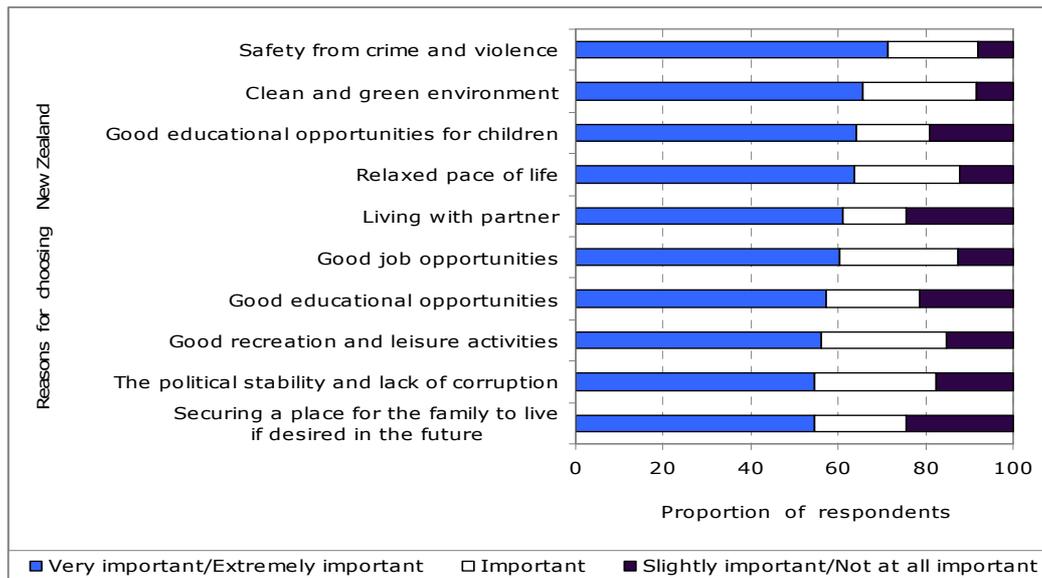
Skilled migrants choose New Zealand for a variety of reasons (see Figure 2.1), the most important of which were:<sup>7</sup>

- safety from crime and violence (72 percent)
- clean and green environment (66 percent)
- good educational opportunities for children (64 percent)
- relaxed pace of life (64 percent).

---

<sup>7</sup> Appendix A shows skilled migrants' reasons for choosing New Zealand and the importance of these reasons.

**Figure 2.1 Top 10 most common reasons for choosing New Zealand and how important these reasons were for skilled migrants**

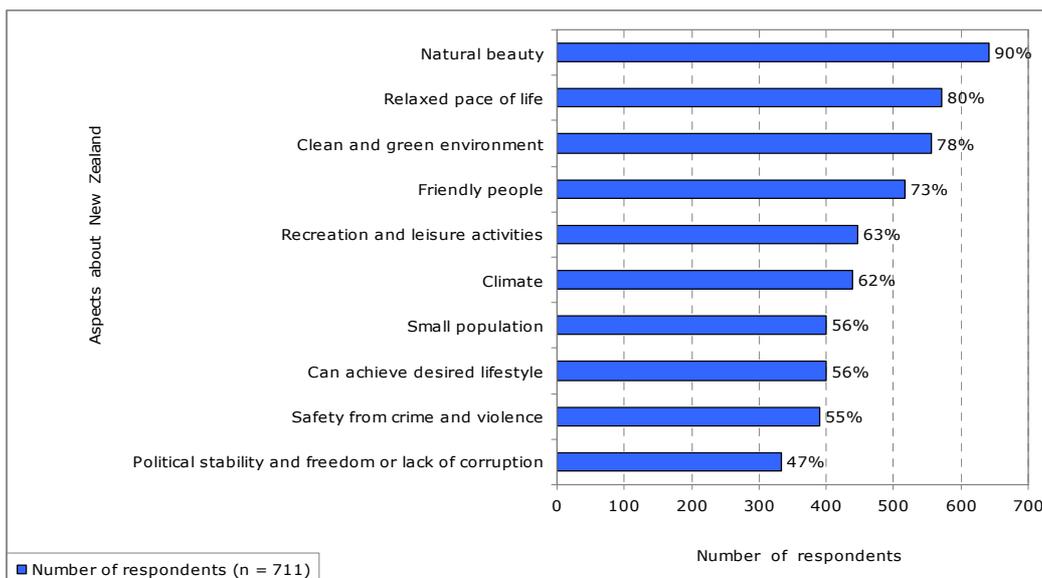


Notes: Respondents could give multiple responses. Excludes missing and not stated data.

### What aspects about New Zealand did skilled migrants like most?

After one year as New Zealand residents, nine in ten skilled migrants (90 percent) reported they liked New Zealand’s natural beauty most. Eighty percent of skilled migrants also liked the relaxed pace of life, and 78 percent liked the clean and green environment. In contrast, skilled migrants were less likely to report liking New Zealand’s living costs (23 percent) or economic conditions (24 percent) (see Figure 2.2).<sup>8</sup>

**Figure 2.2 Top 10 aspects skilled migrants liked most about New Zealand**



Notes: Respondents could give multiple responses. Excludes missing and not stated data.

<sup>8</sup> Appendix B presents all aspects of New Zealand that skilled migrants liked most after one year in residence.

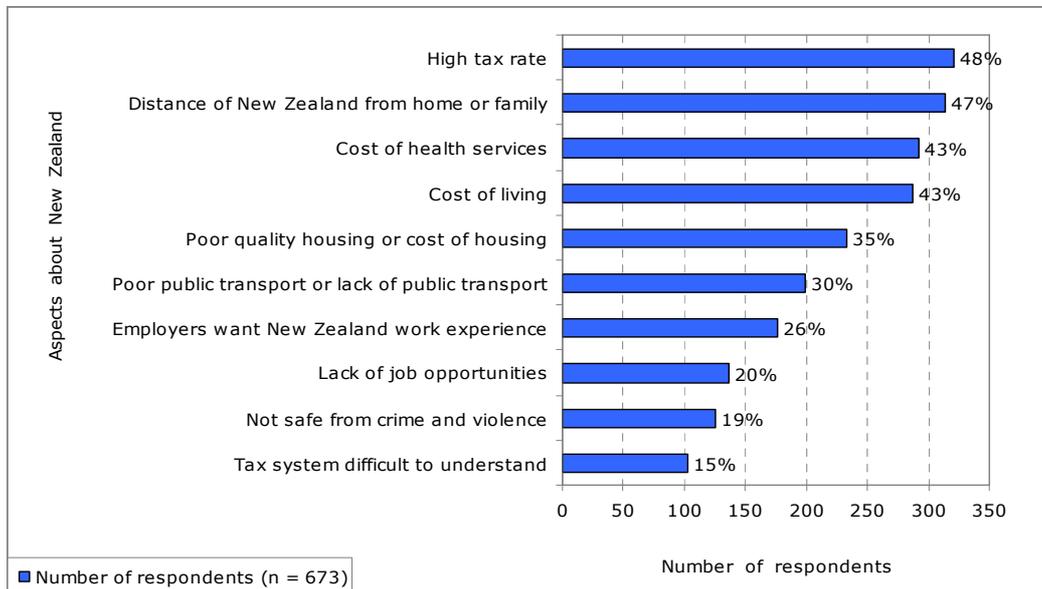
While there are few differences when the results are viewed by age and gender of skilled migrants, there are several significant differences when the results are viewed by skilled migrants' region of origin.<sup>9</sup>

- Those from the United Kingdom/Ireland were more likely to report they liked New Zealand's climate, recreation and leisure activities, the small population and that they could achieve their desired lifestyle than skilled migrants from other regions.
- Those from ESANA were more likely to report they liked the safety from crime and violence than skilled migrants from other regions.
- Those from Asia were more likely to report they liked New Zealand's education system or the educational opportunities for their children or themselves, and the political stability and freedom or lack of corruption in New Zealand than skilled migrants from other regions.

### What aspects about New Zealand did skilled migrants dislike most?

The high tax rate, the distance from home or family, and the cost of health services were aspects of New Zealand that skilled migrants disliked most after one year in residence (see Figure 2.3).<sup>10</sup>

**Figure 2.3 Top 10 aspects skilled migrants disliked most about New Zealand**



Notes: Respondents could give multiple responses. Excludes missing and not stated data.

### Were the main expectations met?

As noted in Figure 2.1, the most important reasons for skilled migrants choosing New Zealand before their residence were safety from crime and violence (72

<sup>9</sup> Appendix C shows detailed results on aspects liked most by region of origin.

<sup>10</sup> Appendix D presents detailed results on aspects disliked most.

percent), clean and green environment (66 percent), good educational opportunities for children (64 percent), and relaxed pace of life (64 percent). Table 2.1 shows the percentage of skilled migrants who felt these four aspects were very or extremely important before residence, whether they still liked these aspects most after one year of being in New Zealand or disliked these aspects most than their initial expectation.

Of those who felt safety from crime and violence was a very or extremely important aspect before residence, 67 percent of them liked this aspect most after one year of residence in New Zealand compared with 15 percent who disliked the aspect of not feeling safe from crime and violence.

Of those who rated the education system and educational opportunities for children as another very or extremely important aspect, after one year of residence in New Zealand, 62 percent reported they liked this aspect most, compared with 6 percent who disliked the aspect of a poor education system and educational opportunities for children.

Of those who felt a relaxed pace of life, or clean and green environment was a very or extremely important aspect, after one year of residence in New Zealand, nearly all (88 percent and 86 percent) reported they liked these two aspects most, compared with 3 percent who disliked the aspects of slow pace of life or pollution.

After one year of residence in New Zealand, in general, the relaxed pace of life, and clean and green environment were the most favoured aspects to meet skilled migrants' expectations. In comparison, safety from crime and violence was the first most important aspect before residence, but skilled migrants felt this aspect had lessened in their expectations since coming to New Zealand.

**Table 2.1 Were the four main expectations met?**

<b>Most important aspects</b>	<b>Before residence</b> rated very or extremely important (%)		<b>After 1 year of residence*</b> Liked the aspect most (%)	<b>After 1 year of residence*</b> Aspects disliked most (%)
Safety from crime and violence	72	→	67	Not safe from crime and violence 15
Clean and green environment	66	→	86	Pollution 3
Education system and educational opportunities for children	64	→	62	Poor education system or educational opportunities for children 6
Relaxed pace of life	64	→	88	Slow pace of life 3

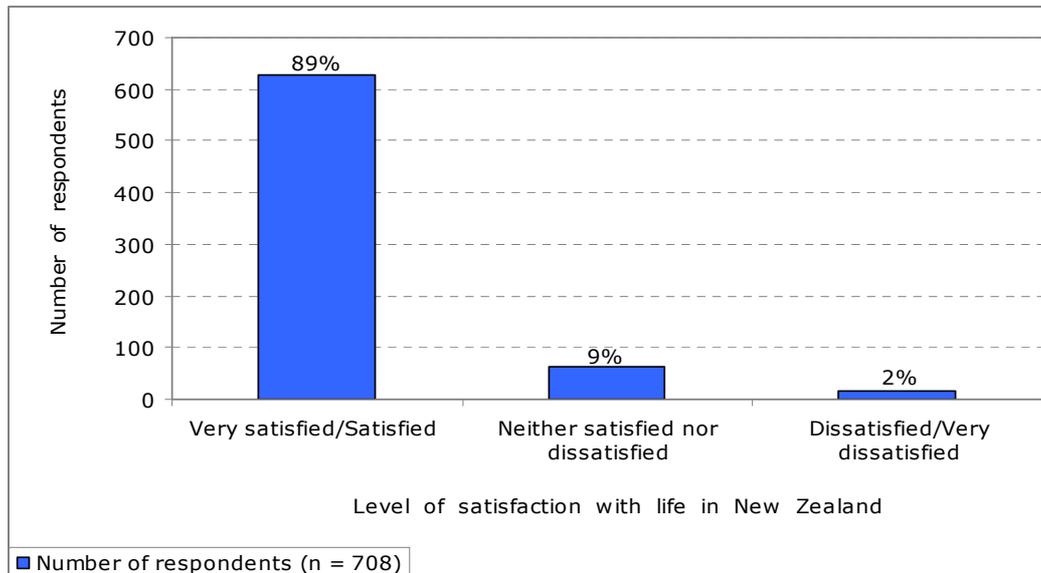
Notes: Respondents could give multiple responses. Excludes missing and not stated data.

\* After one year of residence is a proportion of the group who, before residence, selected the aspects as very important / extremely important.

## How satisfied were skilled migrants with life in New Zealand?

Most skilled migrants expressed a high degree of satisfaction with life in New Zealand since taking up residence. Overall, about nine in ten skilled migrants (89 percent) reported they were satisfied or very satisfied with life in New Zealand, while a very small proportion (2 percent) reported they were dissatisfied or very dissatisfied (see Figure 2.4).

**Figure 2.4 Skilled migrants' satisfaction or dissatisfaction with life in New Zealand**

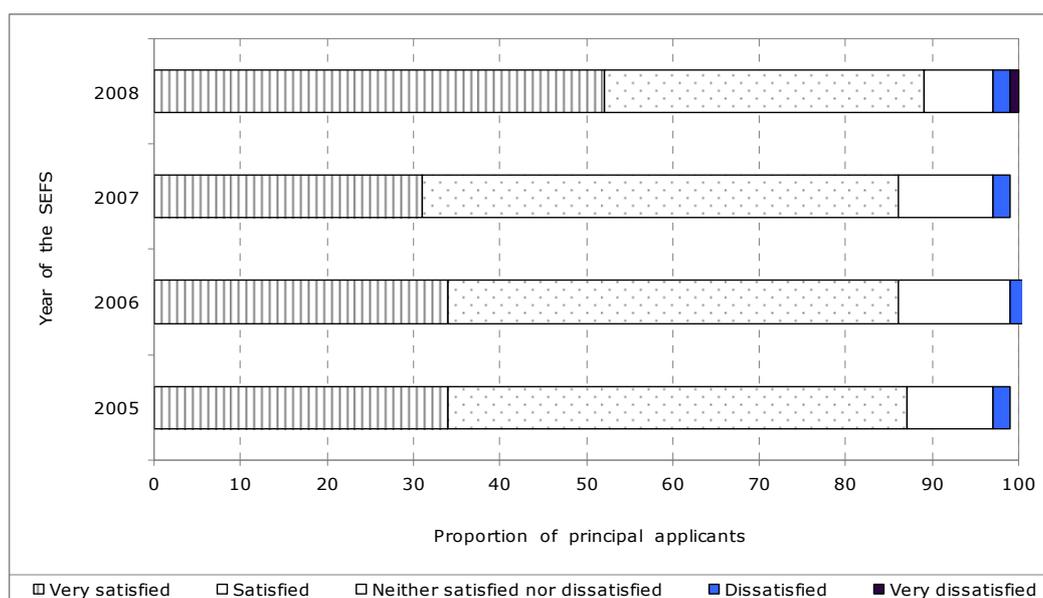


Note: Excludes missing and not stated data.

Skilled migrants from Asia were less likely to report they were very satisfied or satisfied with life in New Zealand than skilled migrants from other regions. Skilled migrants who did not live in the Auckland region were more likely to report they were satisfied or very satisfied with life in New Zealand than skilled migrants living in the Auckland region (see Appendix E).

The proportion of principal applicants who reported they were very satisfied with life in New Zealand is significantly higher than in previous years. Satisfaction with life in New Zealand was relatively stable between 2005 and 2007 (see Figure 2.5).

**Figure 2.5 Principal applicants' satisfaction with life in New Zealand by year of the Settlement Experience Feedback Survey (SEFS), 2005–2008**



Note: Excludes missing and not stated data.

## How long did migrants plan to stay in New Zealand?

Skilled migrants were more likely to plan to stay more than five years in New Zealand after a year as residents. Over three-quarters of skilled migrants (78 percent) planned to stay in New Zealand for more than five years when they were first granted New Zealand residence. With one year of residence in New Zealand, the proportion of skilled migrants who planned to stay for more than five years had increased significantly to 84 percent (see Table 2.2).

**Table 2.2 Time skilled migrants planned to stay in New Zealand at the point New Zealand residence was granted and after one year as New Zealand residents**

Plan to stay in New Zealand	At the time of gaining New Zealand residence (n = 538) %	After one year as New Zealand residents (n = 576) %
Up to two years	9	3
Two to five years	12	13
Five years plus	78	84

Note: Excludes missing and not stated data.

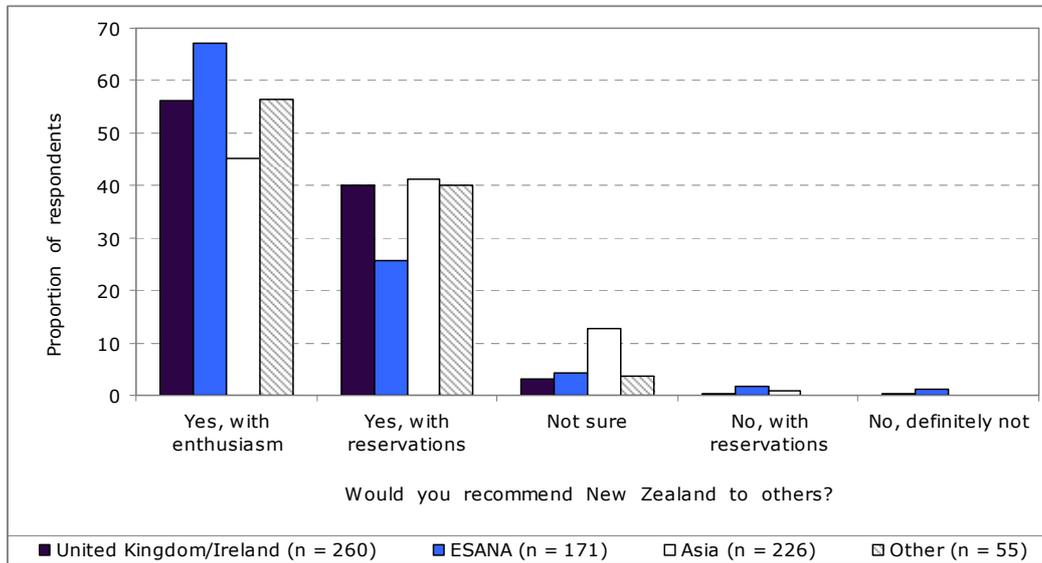
## Did migrants recommend New Zealand as a place to come and live?

After being residents for one year, most skilled migrants felt their expectations of New Zealand were met and had a high level of satisfaction with life in New Zealand.

Most skilled migrants (92 percent) reported they would recommend New Zealand to others as a place to come and live. Skilled migrants from the ESANA region were more likely to recommend New Zealand with enthusiasm (67 percent) than

migrants from other regions. In contrast, skilled migrants from Asia were less likely to recommend New Zealand with enthusiasm (45 percent) and were more likely than those from other regions to say they were unsure (13 percent) (see Figure 2.6).

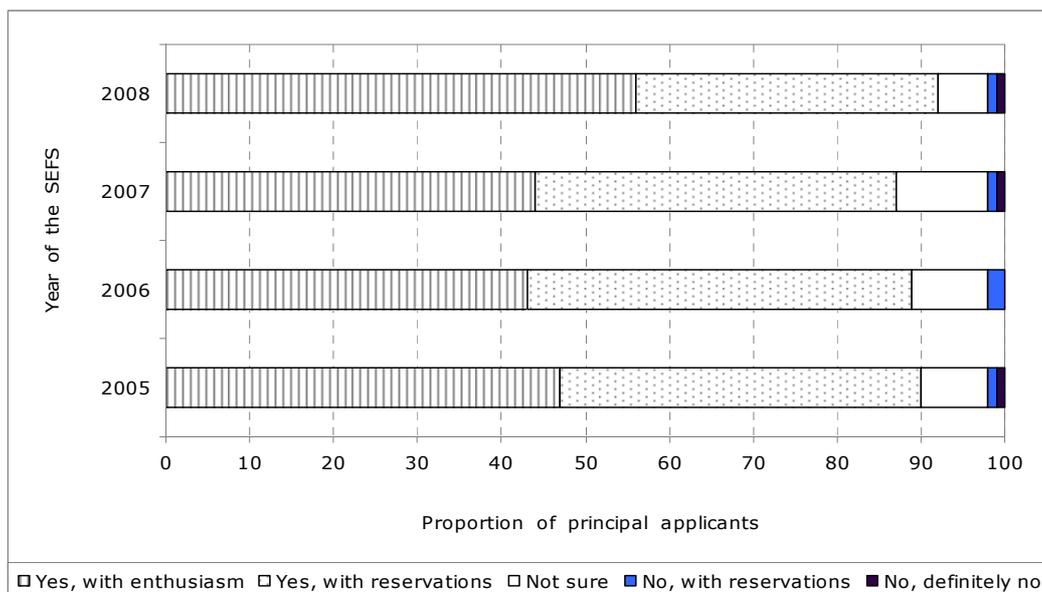
**Figure 2.6 Skilled migrants recommended New Zealand as a place to come and live by region of origin**



Notes: Excludes missing and not stated data, ESANA = Countries from Europe excluding United Kingdom/Ireland, South Africa and North America.

The proportion of principal applicants who enthusiastically recommended New Zealand was significantly higher than in previous years' surveys (see Figure 2.7).

**Figure 2.7 Principal applicants recommended New Zealand as a place to come and live by year of the SEFS, 2005–2008**



Notes: Excludes missing and not stated data. SEFS = Settlement Experience Feedback Survey; ESANA = Countries from Europe excluding United Kingdom/Ireland, South Africa and North America.

### 3 EMPLOYMENT IN NEW ZEALAND

#### Highlights

- More than nine in ten principal applicants (92 percent) were employed at the time of the survey.
- Of the 80 percent of principal applicants who received points on their residence application for a job or job offer in New Zealand, 79 percent still worked in the same job at the time of the survey. This result was significantly higher than in previous years' surveys.
- Over half of employed principal applicants (57 percent) held a qualification equal to a bachelor's degree or higher.
- Nearly nine in ten employed principal applicants (88 percent) reported their qualifications and skills matched their current job.
- The proportion of employed principal applicants who earned over \$50,000 annually before tax was significantly higher than in previous years' surveys.
- Over three-quarters (76 percent) of employed skilled migrants reported they were satisfied or very satisfied with their main occupation.
- More than nine in ten principal applicants (92 percent) reported they had no difficulties in finding work in New Zealand. This result was significantly higher than in previous years' surveys.

For migrants, getting a job is a crucial step in successfully settling into New Zealand life. Paid employment helps migrants to support their families and settle well.

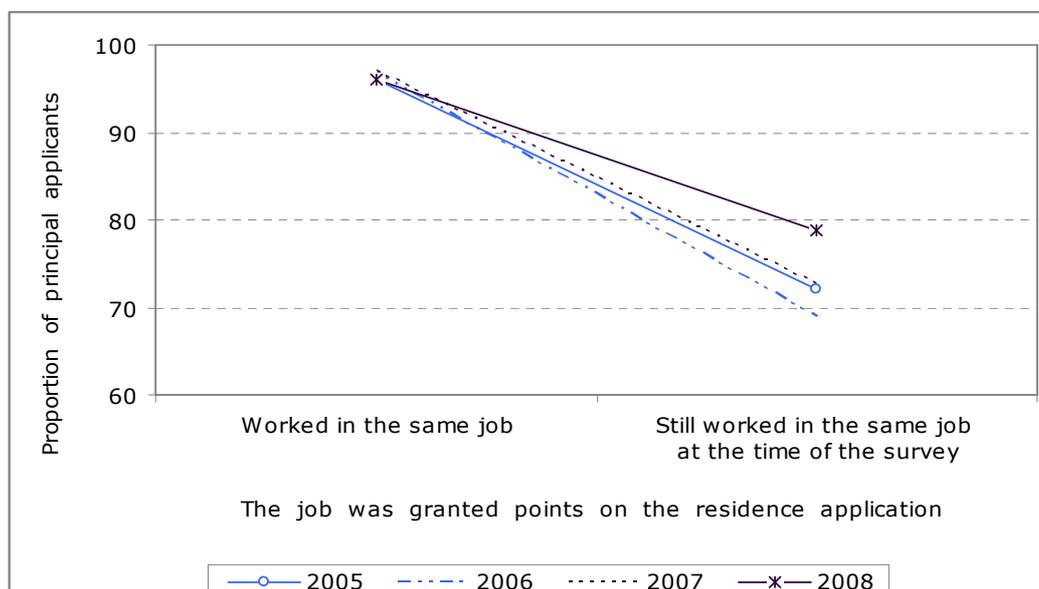
SMC is a points-based system designed to ensure principal applicants migrating to New Zealand have the skills, qualifications, and work experience that New Zealand needs. Principal applicants are assessed to determine whether they have a demonstrated ability, or have the ability to realise their potential, to successfully settle in and contribute to New Zealand. Their employment prospects are a factor included in the assessment. Ninety-six percent of the principal applicants interviewed were approved for residence through the SMC. Therefore, this chapter describes principal applicants' employment outcomes, including occupation, and whether occupation matched their skills, qualifications, income, and job satisfaction.

## Did principal applicants work in the job that was granted points on their residence application?

Eighty percent of principal applicants received points on their residence application for a job or job offer in New Zealand in the 2008 survey, compared with 69 percent in the 2007 survey. Of these (see Figure 3.1):

- most principal applicants (96 percent) worked in the same job once their residence was approved (this was at a similar level with previous years)
- about four-fifths of principal applicants (79 percent) still worked in the same job at the time of the survey (this outcome was significantly higher than in previous years' surveys).

**Figure 3.1 Principal applicants' tenure with the job they received points for, 2005–2008**



Note: Excludes missing and not stated data.

## Employment outcomes

Eighty-four percent of skilled migrants (596) were employed at the time of the survey. Of these employed skilled migrants, 37 percent were from the United Kingdom/Ireland, 30 percent from Asia, and 24 percent from ESANA.

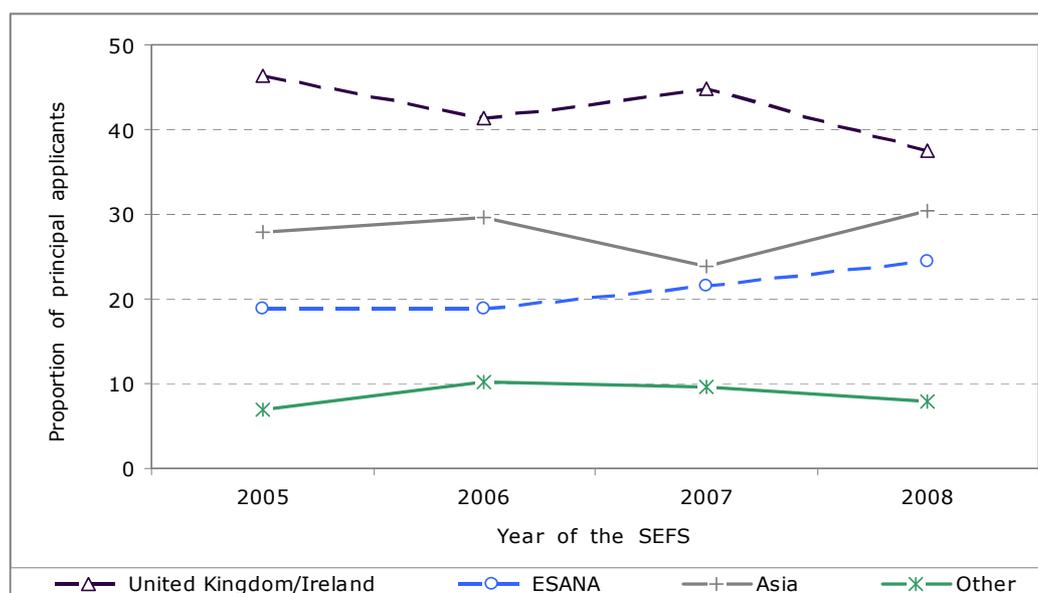
Table 3.1 shows 92 percent of principal applicants were employed at the time of the survey, compared with 70 percent of secondary applicants. A similar number of principal applicants (415) reported they were also employed six months previously.

**Table 3.1 Skilled migrants' employment at the time of the survey**

Are you currently working for pay or profit in a job, business or farm?	Principal applicants (%)	Secondary applicants (%)	Total (%)
Yes	92	70	84
No	8	30	16
<b>Total number of skilled migrants</b>	<b>452</b>	<b>255</b>	<b>707</b>

Note: Excludes missing and not stated data.

The proportion of employed principal applicants at the time of 2008 survey (92 percent) was similar to previous years.<sup>11</sup> However, the proportion of employed principal applicants varied by region of origin. At the time of the survey, the proportion of employed principal applicants from ESANA had increased from 19 percent in 2005 to 24 percent in 2008, while the proportion from the United Kingdom/Ireland was down from 46 percent in 2005 to 37 percent in 2008 (see Figure 3.2).

**Figure 3.2 Employed principal applicants at the time of the survey by region of origin, 2005–2008**

Notes: Excludes missing and not stated data. SEFS = Settlement Experience Feedback Survey; ESANA = Countries from Europe excluding United Kingdom/Ireland, South Africa and North America.

The majority of employed principal applicants (93 percent) were working for salary or wages. Of them, 95 percent were working 30 hours or more per week (fulltime). Principal applicants were more likely than secondary applicants to work fulltime (see Table 3.2).

<sup>11</sup> The proportion of employed principal applicants at the time of the previous years' surveys was: 92 percent (2007), 94 percent (2006), and 93 percent (2005).

**Table 3.2 Employed skilled migrants' working hours**

Working hours for main job	Principal applicants (%)	Secondary applicants (%)	Total (%)
30 hours or more per week	95	71	88
Less than 30 hours per week	5	29	12
<b>Total number of skilled migrants</b>	<b>416</b>	<b>177</b>	<b>593</b>

Note: Excludes missing and not stated data.

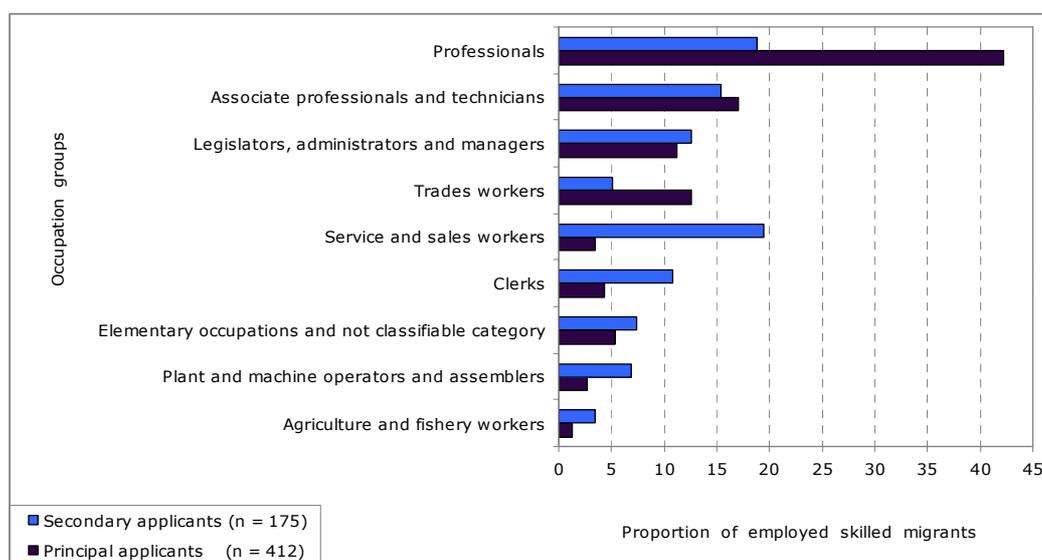
Of the 12 percent of employed skilled migrants working less than 30 hours per week, 74 percent were female.

## Occupation

Figure 3.3 presents figures for employed skilled migrants who were mainly working as professionals (35 percent), associate professionals and technicians (17 percent), and legislators, administrators, and managers (12 percent).

When principal applicants and secondary applicants were compared, principal applicants were more likely to be working as professionals (42 percent) or trades workers (13 percent), while secondary applicants were more likely to be employed as service and sales workers (19 percent) or clerks (11 percent).

**Figure 3.3 Occupations of employed principal applicants and secondary applicants**



Note: Excludes missing and not stated data.

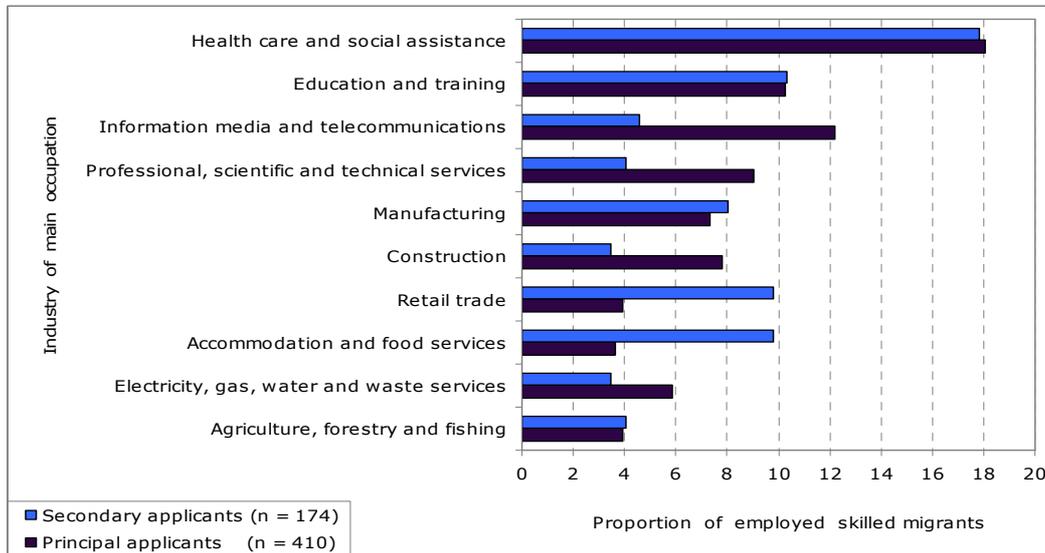
## Industry of main occupation

Health care and social assistance (18 percent), education and training (10 percent), and information media and telecommunications (10 percent) were the main industries in which employed skilled migrants were working at the time of the survey.<sup>12</sup>

<sup>12</sup> Appendix F shows all the industries.

Employed principal applicants were more likely to be working in information media and telecommunications (12 percent), professional, scientific and technical services (9 percent), and construction (8 percent) industries. In comparison, employed secondary applicants tended to be working in retail trade (10 percent), and accommodation and food services industries (10 percent) (see Figure 3.4).

**Figure 3.4 Top 10 industries of employed skilled migrants**

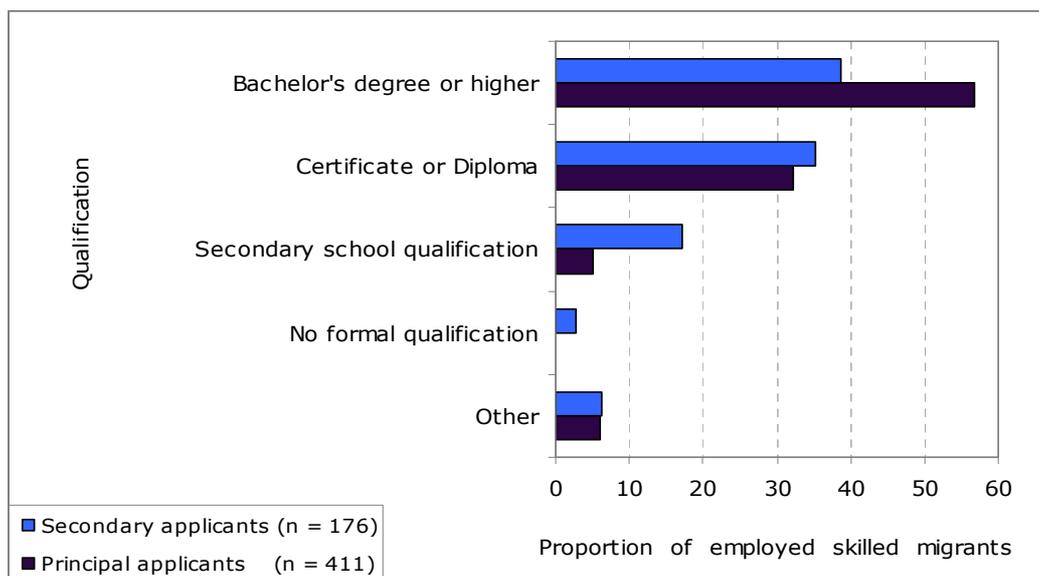


Note: Excludes missing and not stated data.

## Qualifications

Figure 3.5 shows 57 percent of employed principal applicants held a qualification equal to a bachelor's degree or higher, and 32 percent held a certificate or diploma. Employed secondary applicants were more likely to hold a qualification below a bachelor's degree (61 percent of employed secondary applicants, compared with 43 percent of employed principal applicants).

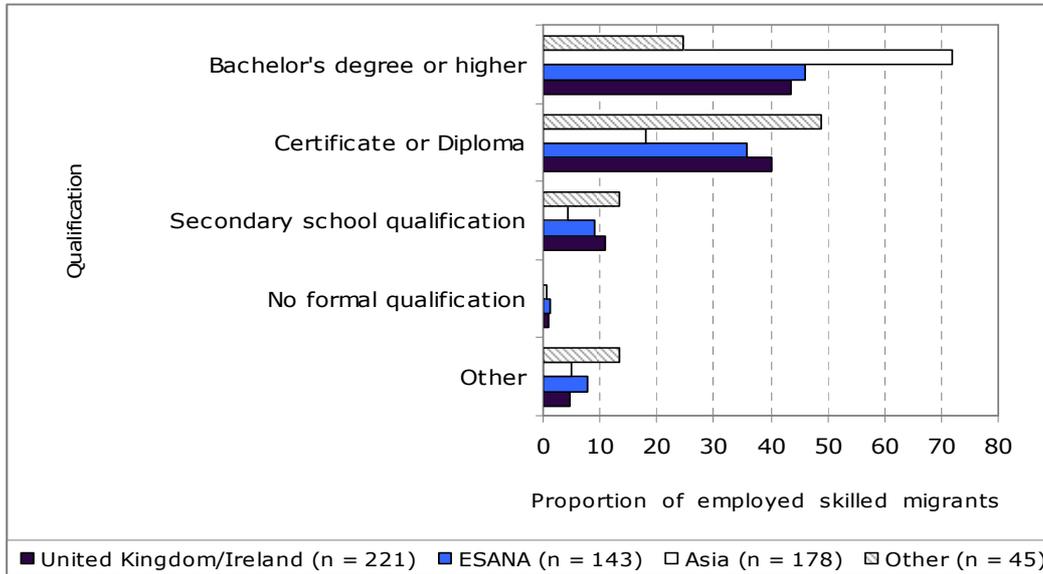
**Figure 3.5 Qualifications of employed principal applicants and secondary applicants**



Note: Excludes missing and not stated data.

Figure 3.6 shows employed skilled migrants from Asia were more likely to hold a qualification equal to a bachelor's degree or higher than employed skilled migrants from other regions of origin.

**Figure 3.6 Qualification and region of origin**



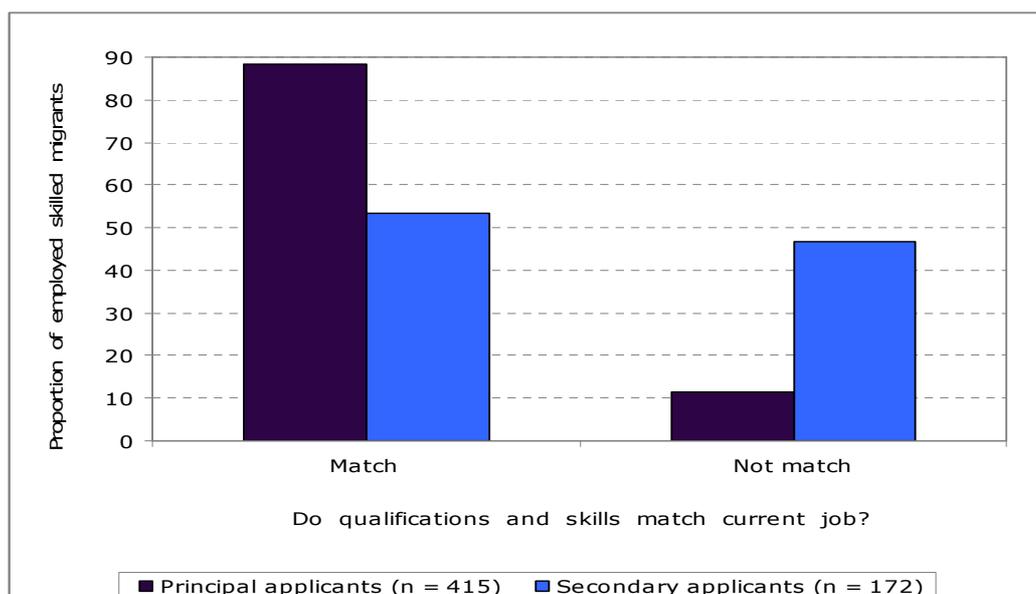
Notes: Excludes missing and not stated data. ESANA = Countries from Europe excluding United Kingdom/Ireland, South Africa and North America.

### Did qualifications and skills match current job?

Seventy-eight percent (459) of employed skilled migrants reported their qualifications and skills matched their current job. Of these, 57 percent were male.

Figure 3.7 shows most employed principal applicants (88 percent) reported their qualifications and skills matched their current job, compared with just over half (53 percent) of employed secondary applicants.

**Figure 3.7 Did qualifications and skills match current job?**



Note: Excludes missing and not stated data.

Twenty-two percent of employed skilled migrants reported their qualifications and skills did not match their current job. The most common reason that this group felt their qualifications and skills did not match was because they were over-qualified for their current job (48 percent) (see Table 3.3).

**Table 3.3 Reasons for qualifications and skills not matching current job**

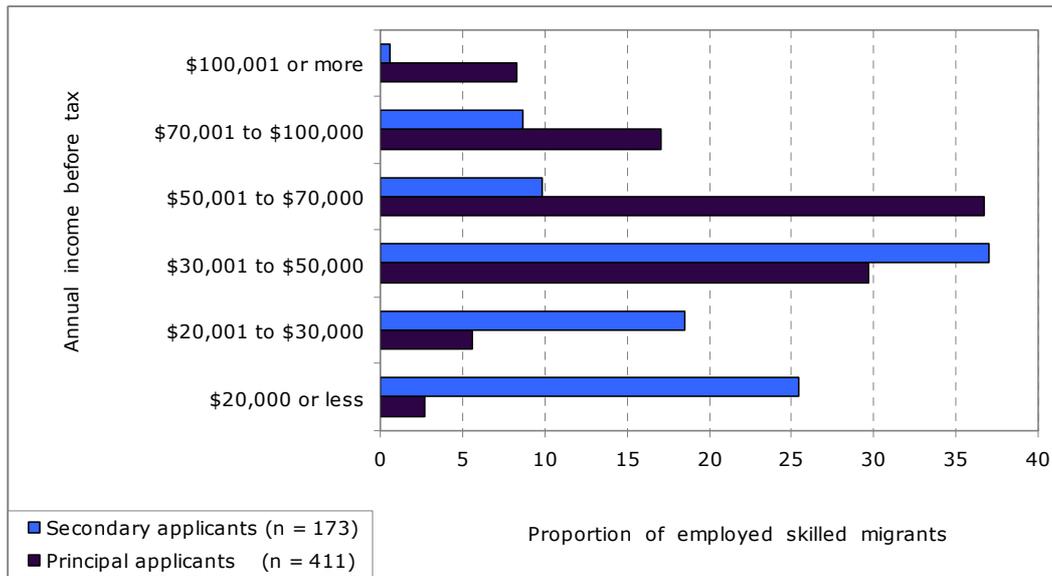
	Principal applicants (n=47) (%)	Secondary applicants (n=77) (%)	Total (n=124) (%)
Over-qualified for current job	55	44	48
Decided to change career in New Zealand	32	29	30
Qualifications not recognised in New Zealand	23	21	22
Under-qualified for current job	4	8	6
Other	2	8	6

Notes: Respondents could give multiple responses. Excludes missing and not stated data.

## Income

Nearly half of employed skilled migrants (49 percent) reported they annually earned over \$50,000 before tax from their main job. Employed principal applicants were significantly more likely to be earning over \$50,000 annually before tax than employed secondary applicants (62 percent of employed principal applicants, compared with 19 percent of employed secondary applicants) (see Figure 3.8).

**Figure 3.8 Annual incomes before tax from main job by employed principal applicants and secondary applicants**

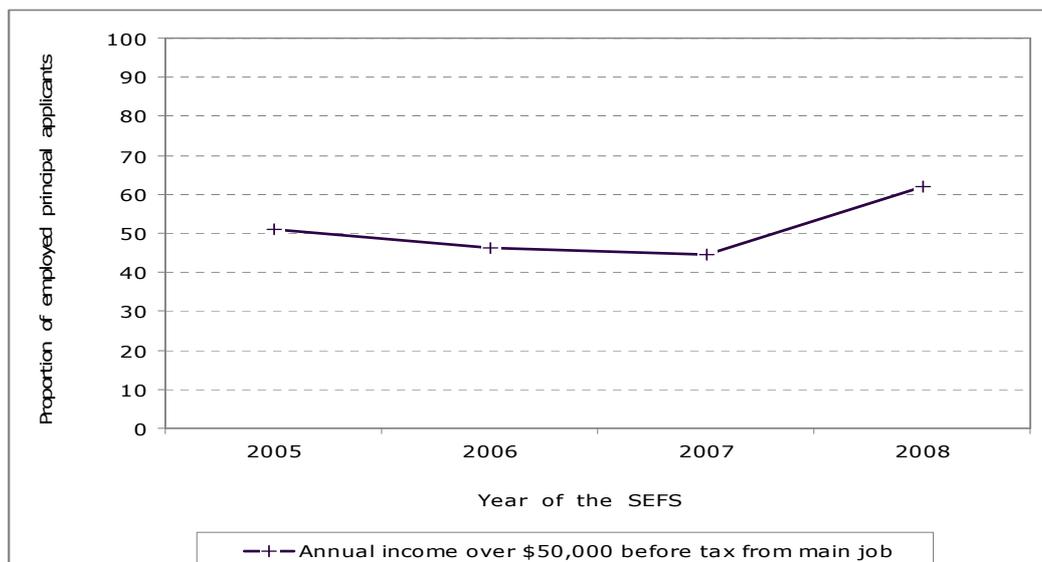


Note: Excludes missing and not stated data.

One in four employed secondary applicants (25 percent) reported they earned \$20,000 or less per year. Of them, 84 percent were female.

Figure 3.9 shows the proportion of employed principal applicants who earned over \$50,000 annually before tax was significantly higher than in previous years' surveys.

**Figure 3.9 Employed principal applicants who earned annual income over \$50,000 before tax by year of the SEFS, 2005–2008**

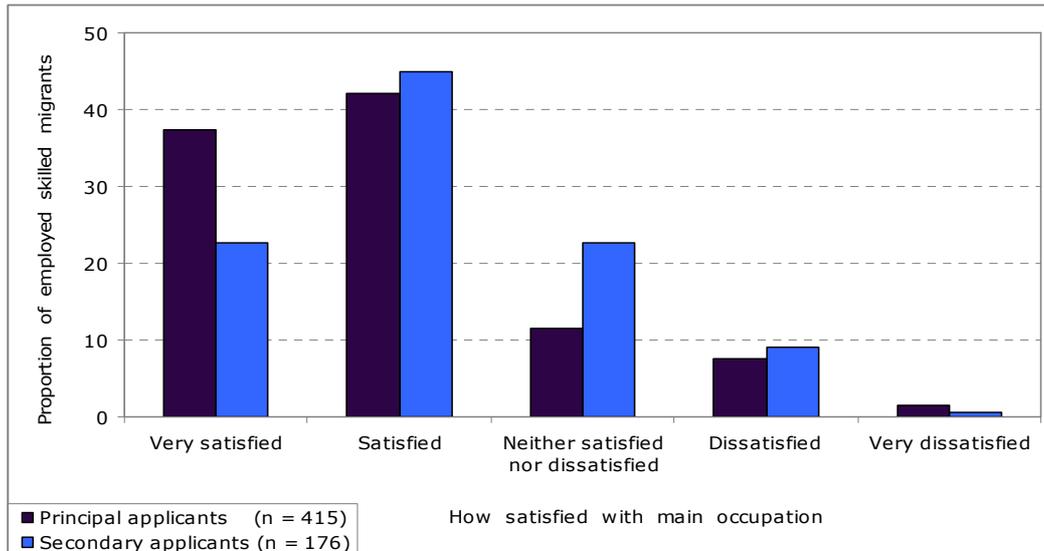


Notes: Excludes missing and not stated data. SEFS = Settlement Experience Feedback Survey.

## Main occupation satisfaction

Figure 3.10 shows that over three-quarters (76 percent) of employed skilled migrants reported they were satisfied or very satisfied with their main occupation. Employed principal applicants were significantly more likely to report they were very satisfied with their main occupation than employed secondary applicants (37 percent of employed principal applicants, compared with 23 percent of employed secondary applicants).

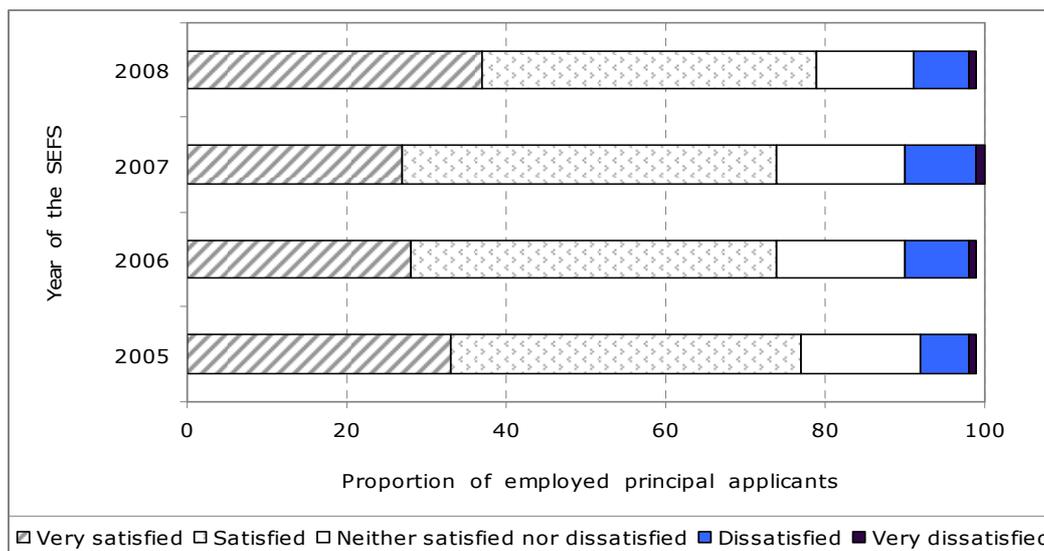
**Figure 3.10 Satisfaction with main occupation by employed principal applicants and secondary applicants**



Note: Excludes missing and not stated data.

Figure 3.11 shows the proportion of employed principal applicants who reported they were very satisfied with their main occupation is significantly higher than in the last two years' surveys.

**Figure 3.11 Employed principal applicants satisfied with main occupation by year of the SEFS, 2005–2008**



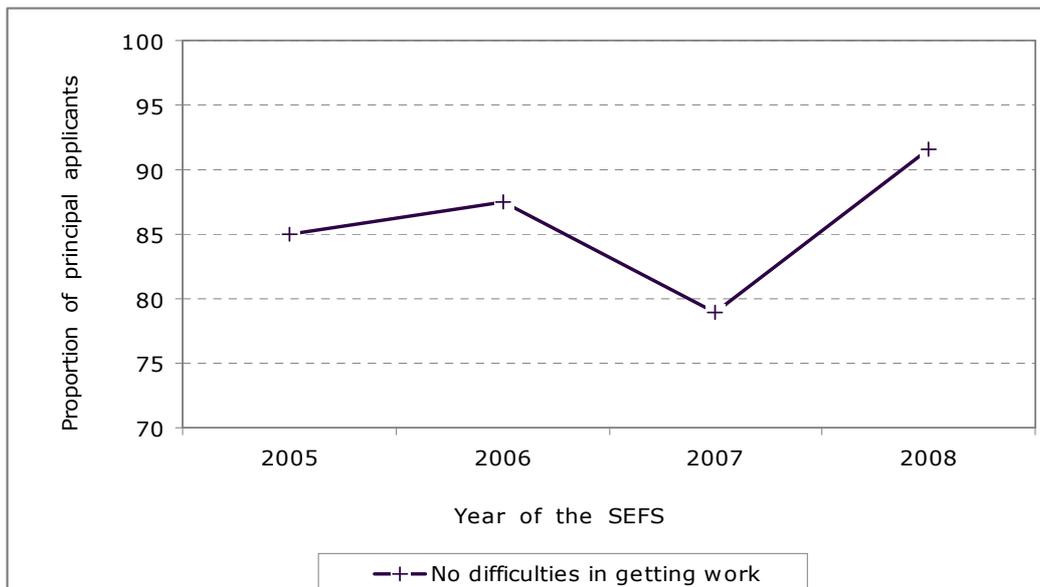
Notes: Excludes missing and not stated data. SEFS = Settlement Experience Feedback Survey.

Of the employed skilled migrants surveyed, 54 reported they were dissatisfied or very dissatisfied with their main job. Of these skilled migrants, 69 percent were employed principal applicants. The most common reasons for dissatisfaction reported by employed principal applicants were their salary being too low (49 percent), being over-qualified for their job (38 percent), and their work not being suited to their skills or experience (30 percent).

### Lack of difficulties in getting work

More than nine in ten principal applicants (92 percent) reported they had no difficulties in finding work in New Zealand, compared with 79 percent of secondary applicants. The proportion of principal applicants who reported they had no difficulties in finding work in New Zealand is significantly higher than in previous years' surveys (see Figure 3.12).

**Figure 3.12 No difficulties in getting work in New Zealand (principal applicants only) by year of the SEFS, 2005–2008**

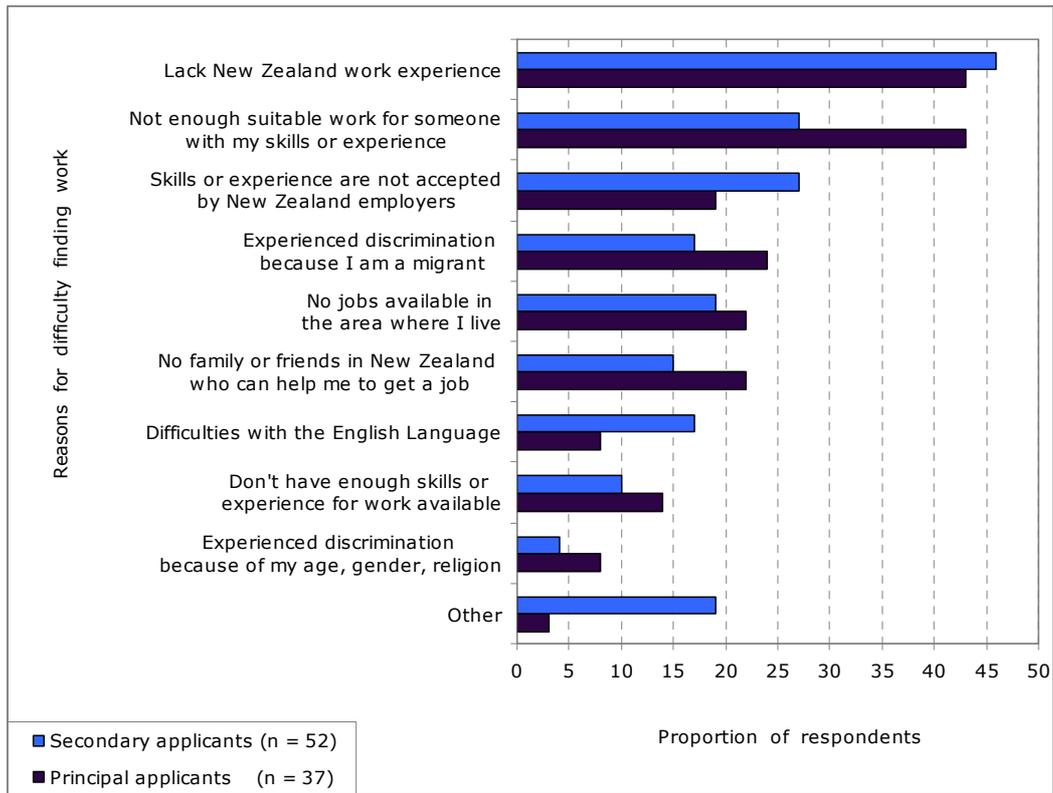


Notes: Excludes missing and not stated data. SEFS = Settlement Experience Feedback Survey.

Of those who reported difficulties, the most common barrier to entering the labour market was lack of New Zealand work experience (45 percent).

Secondary applicants were more likely to report they had difficulties finding work because their skills or experience were not accepted by New Zealand employers, and they had difficulties with the English language. Principal applicants tended to report they had difficulties finding work because they perceived there was not enough suitable work for someone with their skills or experience (see Figure 3.13).

**Figure 3.13 Reasons for difficulty in getting work in New Zealand by principal applicants and secondary applicants**



Notes: Respondents could give multiple responses. Excludes missing and not stated data.

## 4 LIVING IN NEW ZEALAND

### Highlights

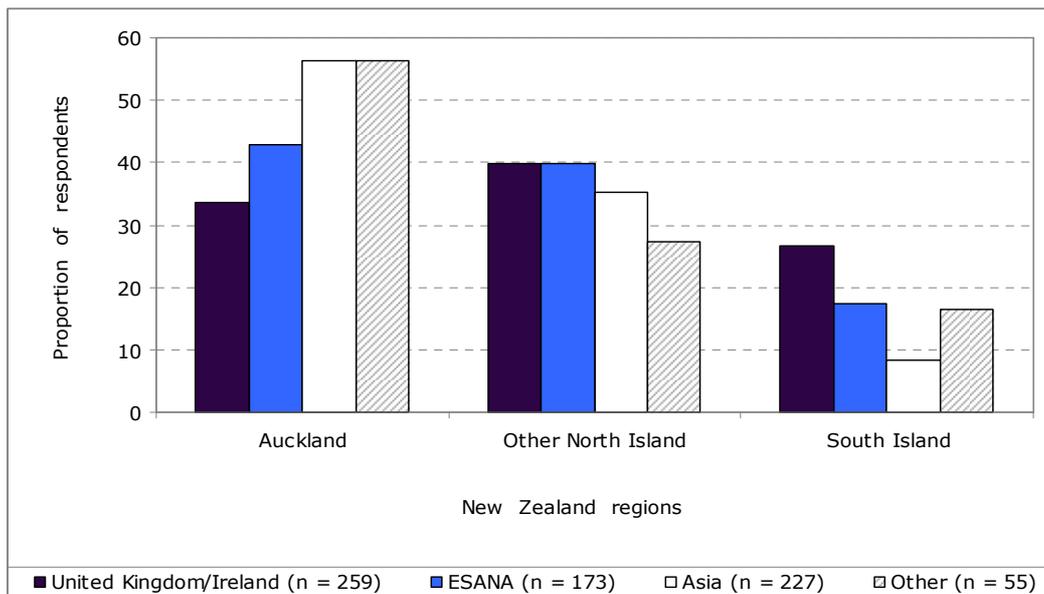
- Nearly half of skilled migrants (45 percent) lived in the Auckland region.
- Seventy-three percent of skilled migrants reported they were satisfied or very satisfied with the overall quality of their current dwelling.
- Seventy-two percent of skilled migrants participated in or were involved with at least one social club or group.
- Getting a New Zealand driver licence was the most common service that skilled migrants sought help for.
- More than one in four skilled migrants (29 percent) reported they had done further education in New Zealand since coming here.

Successful settlement involves a variety of factors. This chapter examines the factors of place of residence, social networks, social support, and participation in further education, to build a picture of skilled migrants' settlement in New Zealand.

### Place of residence

Forty-five percent of skilled migrants reported they lived in the Auckland region, 37 percent in other regions of the North Island, and 18 percent in the South Island. Skilled migrants from Asia were more likely to live in the Auckland region than skilled migrants from the United Kingdom/Ireland and ESANA. Skilled migrants from the United Kingdom/Ireland were more likely to live in the South Island than other migrants (see Figure 4.1).

**Figure 4.1 New Zealand region of settlement by region of origin**



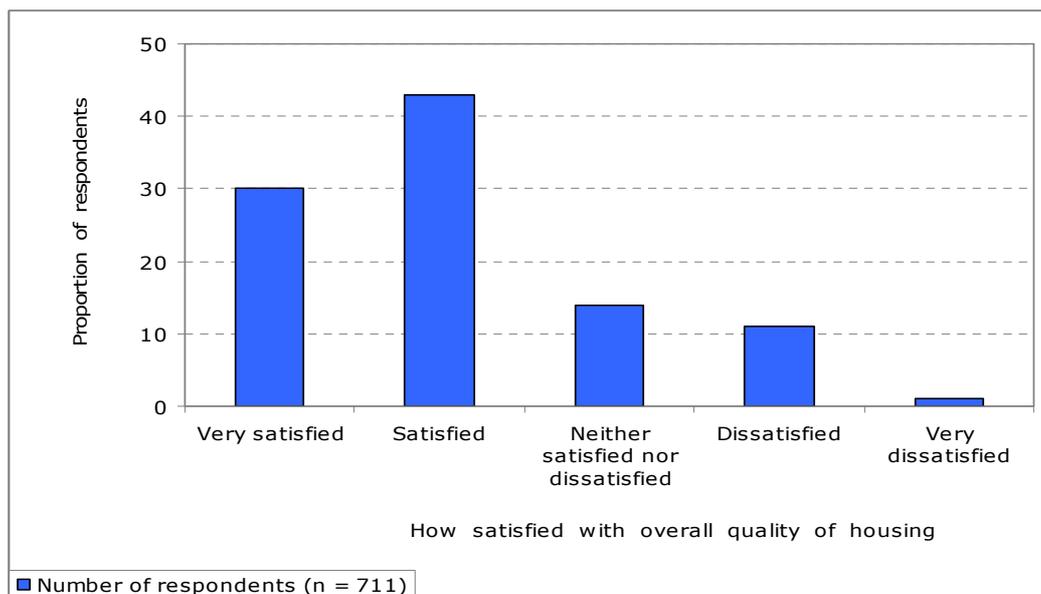
Notes: Excludes missing data and not stated data. ESANA = Countries from Europe excluding United Kingdom/Ireland, South Africa and North America.

## Housing

Just over one-fifth of skilled migrants (21 percent) reported they had problems with finding suitable housing in New Zealand. The most common problems were the high rent or mortgage costs (80 percent), the high costs of moving or setting up a new household (bond, fees, furniture) (39 percent), and no suitable housing available in the area where they wanted to live (32 percent).

Figure 4.2 shows 73 percent of skilled migrants reported they were satisfied or very satisfied with the overall quality of their current housing.

**Figure 4.2 Satisfaction with overall quality of housing**



Note: Excludes missing and not stated data

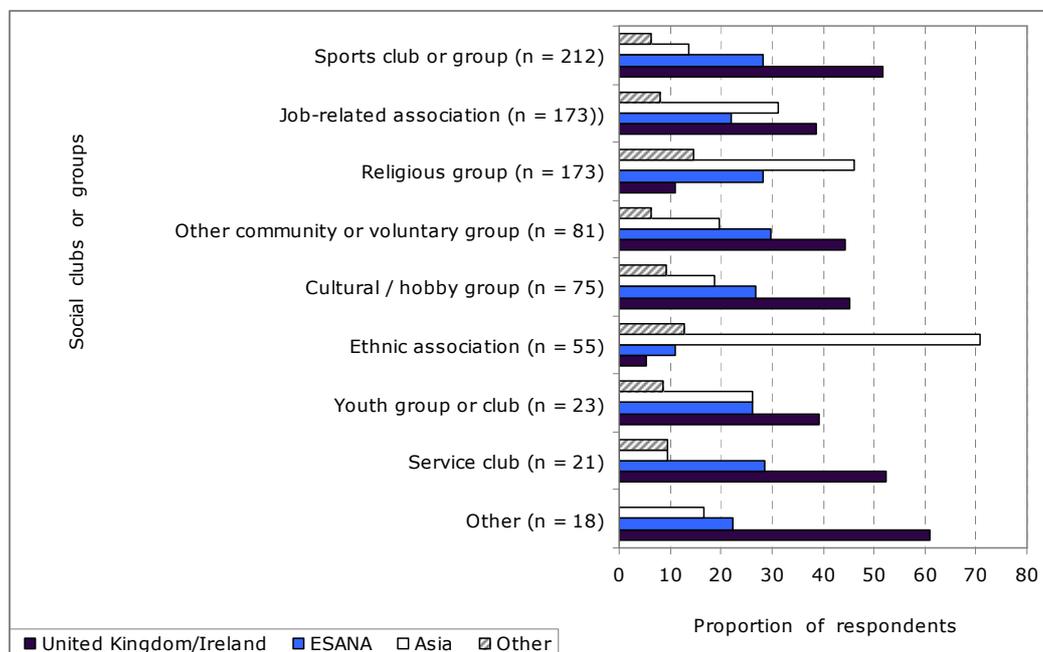
Dissatisfied skilled migrants<sup>13</sup> reported difficulties with heating or keeping their house warm (73 percent), dampness (49 percent), the high cost of housing (47 percent), and having too small a dwelling (44 percent).

## Social networks

Seventy-two percent of skilled migrants (507) reported they participated in or were involved with at least one social club or group. Of these, 42 percent had an association with a sports club or group, while 34 percent took part in a job-related association, and 34 percent belonged to a religious group.

Skilled migrants from the United Kingdom/Ireland were more likely to report being part of a sports club or group, service club, or cultural or hobby group than other migrants. Skilled migrants from Asia were more likely to be involved with a religious group or an ethnic association (see Figure 4.3).

**Figure 4.3 Social clubs or groups by region of origin**



Notes: Respondents could give multiple responses. Excludes missing and not stated data. ESANA = Countries from Europe excluding United Kingdom/Ireland, South Africa and North America.

## Social support

Several government and non-government organisations offer support and services for migrants settling in New Zealand.

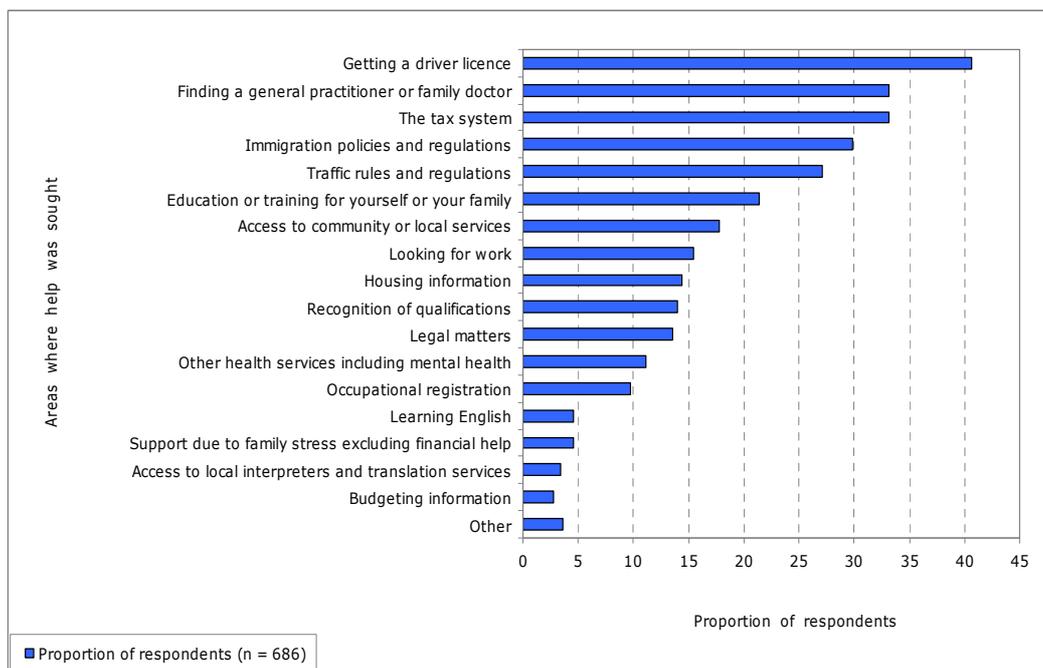
The five areas skilled migrants most often sought help for were (Figure 4.4 and Figure 4.5):

<sup>13</sup> Only 86 skilled migrants (12 percent) reported they were dissatisfied or very dissatisfied the quality of their housing.

- getting a New Zealand driver licence:<sup>14</sup> 41 percent of the skilled migrants sought out help (of these, 95 percent reported they got the help they needed)
- finding a general practitioner or family doctor in New Zealand: 33 percent of the skilled migrants sought help (of these, 93 percent received the help needed)
- the tax system in New Zealand: 33 percent of the skilled migrants sought help (of these, 88 percent reported they obtained the help they needed)
- New Zealand immigration policies and regulations: 30 percent of the skilled migrants sought help (of these, 91 percent got the help they needed)
- New Zealand traffic rules and regulations: 27 percent of the skilled migrants sought help (of which 96 percent received the help they needed).

Figure 4.4 shows the proportion of skilled migrants who used these services, while Figure 4.5 shows the proportion of skilled migrants who were successful in finding the help they needed.

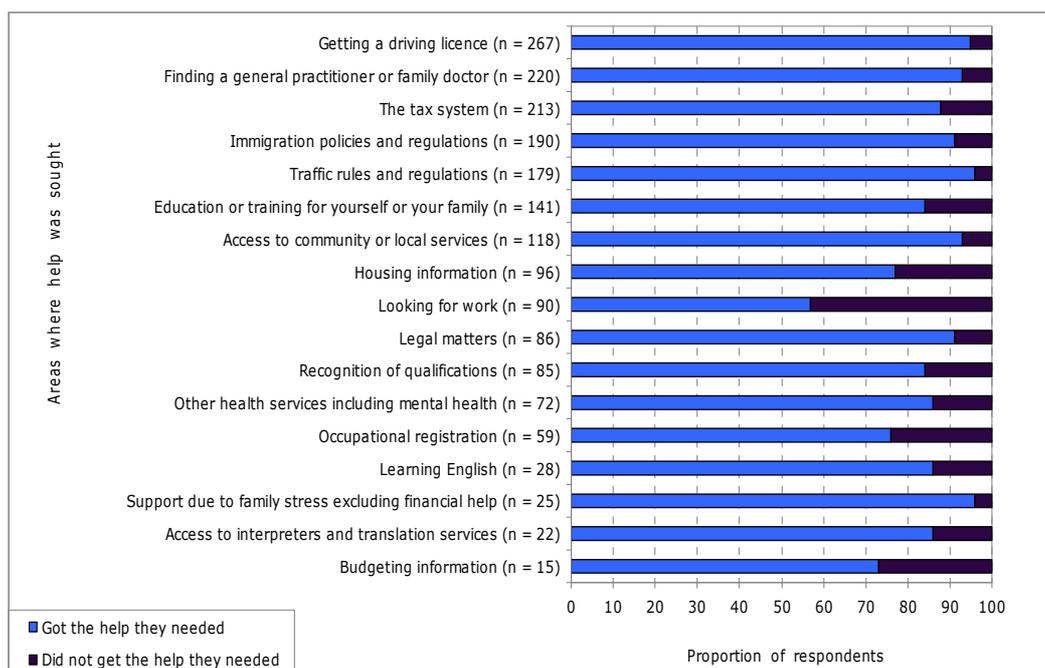
**Figure 4.4 What skilled migrants sought help with**



Notes: Respondents could give multiple responses. Excludes missing and not stated data.

<sup>14</sup> New residents are required to get a New Zealand driver licence within the first 12 months of residence if they need to drive a car in New Zealand.

**Figure 4.5 Whether skilled migrants received the help they needed**



Notes: Respondents could give multiple responses. Excludes missing and not stated data.

Budgeting information, access to local interpreters and translation services, support due to family stress (excluding financial help), and learning English were services with the least number of skilled migrants seeking help (see Figure 4.4).<sup>15</sup>

Skilled migrants who sought help with looking for work, getting occupational registration, or getting information about housing, seemed less likely to receive the help they needed (see Figure 4.5).<sup>16</sup>

The proportion of skilled migrants who sought help varied by region of origin. Skilled migrants from ESANA were more likely to seek help on the tax system (42 percent) than skilled migrants from other regions. Skilled migrants from Asia tended to seek help on New Zealand immigration policies and regulations (37 percent), looking for work (24 percent), housing information (23 percent), and access to community or local services (22 percent).

## Further education

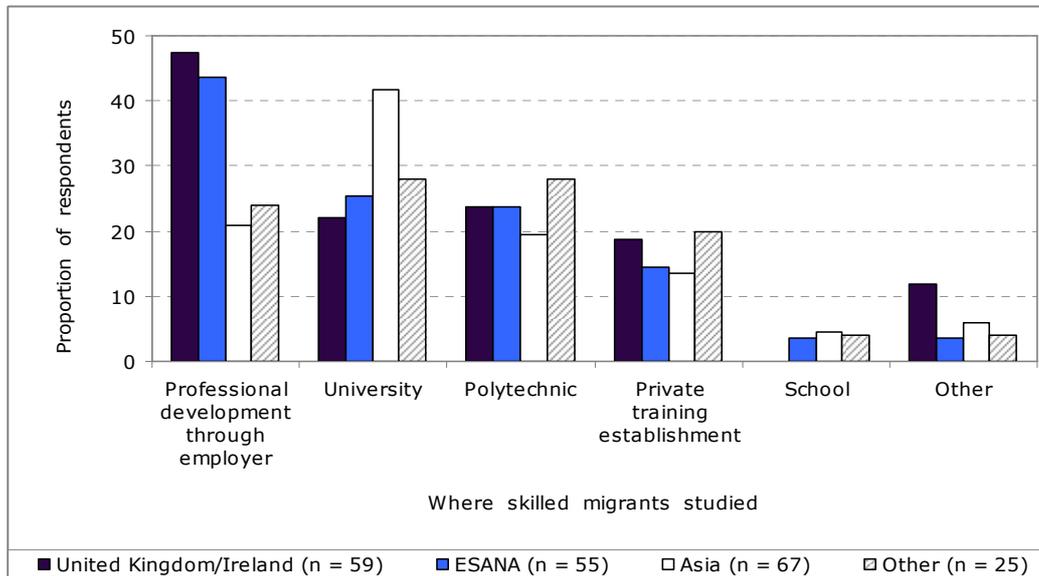
Twenty-nine percent (206) of skilled migrants reported they had done further education in New Zealand since coming here. Of these, the largest proportion were undertaking professional development study through their employer (35 percent), with a further 30 percent studying at university, and 23 percent at a polytechnic.

<sup>15</sup> Only 3 percent of skilled migrants sought help on budgeting information or access to local interpreters and translation services, and 5 percent on support due to family stress (excluding financial help) or learning English.

<sup>16</sup> Of those who sought help with looking for work, 43 percent could not get the help they needed, with getting occupational registration (24 percent), and with getting housing information (23 percent).

Skilled migrants from the United Kingdom/Ireland and ESANA were more likely to undertake further education as professional development through their employers than other migrants. Skilled migrants from Asia tended to study at university (see Figure 4.6).

**Figure 4.6 Where migrants have studied by region of origin**

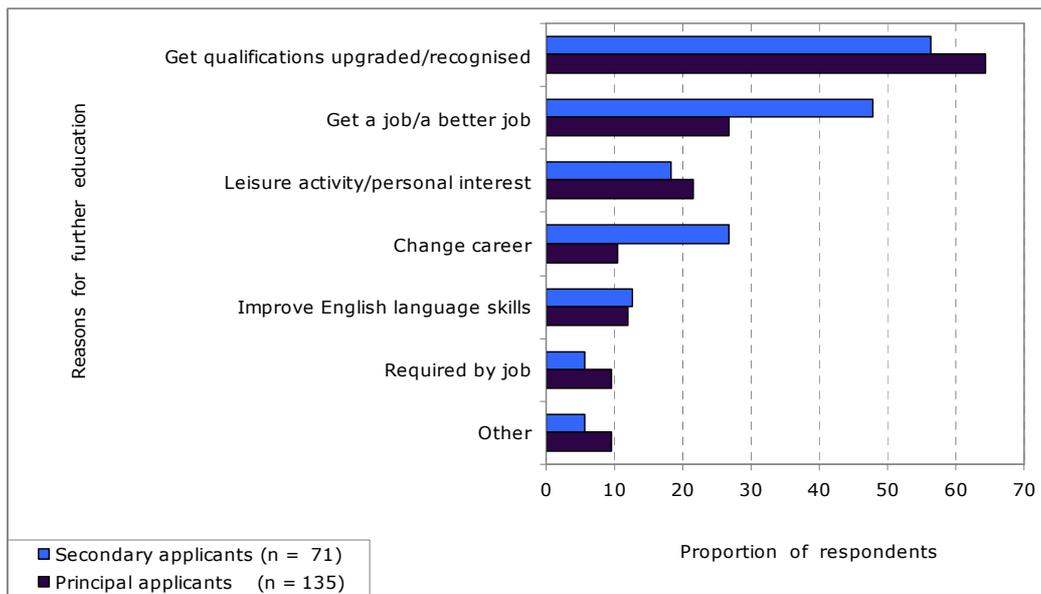


Notes: Respondents could give multiple responses. Excludes missing and not stated data. ESANA = Countries from Europe excluding United Kingdom/Ireland, South Africa and North America.

Principal applicants were more likely to undertake further education as professional development through their employers (41 percent), while secondary applicants tended to study at a polytechnic (32 percent).

Getting qualifications upgraded or recognised (62 percent) and getting a job or a better job (34 percent) were the main reasons for skilled migrants undertaking further education. Secondary applicants were more likely to report they undertook further education to get a job or a better job, or to help them change careers (see Figure 4.7).

**Figure 4.7 Reasons for undertaking further education**



Notes: Respondents could give multiple responses. Excludes missing and not stated data.

Skilled migrants from Asia were more likely to undertake further education to improve their English language skills than skilled migrants from other regions. Skilled migrants from ESANA tended to undertake further education as a leisure activity or for personal interest, while skilled migrants from the United Kingdom/Ireland undertook further education as required by their job.

## 5 CONCLUSION

The findings from the 2008 SEFS provide a wide range of useful information about early settlement experiences and outcomes for skilled migrants. The survey results show that, during the first year of settlement, the majority of skilled migrants were happy with their decision to immigrate to New Zealand. Overall, 89 percent of skilled migrants were satisfied or very satisfied with their life in New Zealand, and 92 percent would recommend New Zealand to others as a place to come and live.

The survey also focused on skilled migrants' positive and negative experiences or impressions of New Zealand. As might be expected, the distance from home or family and tax rate were disliked most, while New Zealand's natural environment and lifestyle was liked most.

The survey findings are positive in relation to employment outcomes for skilled migrants. At the time of the survey, 84 percent of skilled migrants were employed and the full force of the recession and tighter labour market had not been felt by respondents. At that point, unemployment rates were between 3.5 percent and 4.3 percent of the labour force market. Since the 2008 survey, the unemployment rate has increased, and reached 6 percent in June 2009.<sup>17</sup>

The analysis provides comprehensive information on what aspects of settling in New Zealand have improved or need to be improved since previous surveys. The information will be used by Immigration New Zealand to develop marketing campaigns and improve settlement services for migrants. The survey is also a useful method for monitoring migrants' short- to medium-term settlement.

The objective of the Skilled/Business Stream is to attract skilled migrants who can fill in skill shortages, contribute to economic growth, and demonstrate their ability to successfully settle in New Zealand. This report will be used to inform on the success of this programme while providing context for any further development. Immigration New Zealand needs to ensure that migrants with the skills and talent to successfully live and work in New Zealand are selected.

From 2009, the Immigration Survey Monitoring Programme will replace the annual SEFS. The Immigration Survey Monitoring Programme will provide a comprehensive monitoring base for understanding the experiences of all migrants who come to New Zealand, the perspectives of employers, and the impacts of changes in immigration and settlement policy and practice. The Immigration Survey Monitoring Programme will collect information from migrants (skilled/business, family sponsored, international/ humanitarian, temporary), employers, and the community.

Good settlement experiences mean positive outcomes for the individual migrant and, importantly, for New Zealand.

---

<sup>17</sup> The unemployment rates were sourced from the Statistics New Zealand website, [www.stats.govt.nz/infoshare/](http://www.stats.govt.nz/infoshare/).

## **6 METHODOLOGY**

This chapter outlines the survey methodology and statistical analysis used in this report.

### **Survey population**

The 2008 survey population consisted of all new migrants, aged 16 years and over, both principal and secondary applicants, who had been approved for New Zealand permanent residence through the Skilled/Business Stream between 1 September and 31 December 2007.

The survey questionnaire was mailed to a randomly selected sample of the migrants whose contact details were known 12 months after residence in New Zealand. For migrants whose application was approved offshore, the survey questionnaire was posted 12 months after they arrived in New Zealand. For those migrants who were already onshore when their applications were approved, the questionnaires were posted 12 months after the approval of their residence applications.<sup>18</sup>

### **Questionnaire**

The 2008 survey questionnaire was designed by the Department of Labour to collect information about skilled migrants' expectations of and satisfaction with life in New Zealand, whether their expectations were met, their current employment status and other recent activities, their satisfaction with housing, and the services accessed from government or non-government organisations in the previous 12 months as New Zealand residents.

### **Survey administration**

Research New Zealand, an independent market and social research company, was contracted to administer the 2008 SEFS. The Department of Labour provided the contact details of all migrants who were eligible to participate in the survey to Research New Zealand under strict confidentiality.

Research New Zealand selected a random sample of principal and secondary applicants with known contact details and posted out the questionnaires. A reminder letter was sent to those migrants who had not responded to the survey about two weeks after the initial mail out.

In order to boost the response rate to the 2008 survey, non-respondents with known telephone numbers were contacted about one month after the initial mail out to confirm if they were willing to participate in the survey, and, where this was the case, were surveyed by telephone or asked if they wanted a new copy of the questionnaire.

---

<sup>18</sup> It should be noted that migrants approved onshore will have been in New Zealand for varying lengths of time on temporary entry permits before completing the survey.

All responses to the survey were collated and data entered, and monthly reports on the survey progress were provided to the Department of Labour.

## **Response rate**

In total, 6,540 migrants were eligible to take part in the 2008 survey, and of these, 1,600 migrants were randomly selected to participate. From the 1,600 migrants selected, 186 had incorrect contact addresses in New Zealand. Of the remaining 1,414 migrants, 715 were interviewed, representing a 51 percent response rate.<sup>19</sup> The response rate is lower than the 2007 survey (57 percent), but significantly higher than the 2005 survey (42 percent).

## **Analysis**

In keeping with previous iterations of the SEFS survey, the results have been reported for only those respondents who answered each specific question (that is, any respondents who answered 'None', 'Don't know', or did not answer a question have been excluded from that particular question). Therefore the base numbers vary throughout the report depending on how many respondents answered each specific question.

To make the results comparable with previous iterations of the survey, the same four regions<sup>20</sup> were used in undertaking the analysis of the 2008 survey data, namely:

- United Kingdom/Ireland
- ESANA (Europe excluding United Kingdom/Ireland, South Africa and North America)
- Asia (North Asia, South Asia and South-East Asia)
- Other (including the Pacific region).

The Pacific region has been combined with the 'Other' region because the number of Pacific origin respondents was insufficient to conduct any meaningful analysis. The United Kingdom/Ireland and ESANA regions are consistent with the Department of Labour's historic analysis and reporting style.

Percentages in this report have been rounded to the nearest whole number, so may not always sum to 100 percent.

## **Representation of migrants**

Appendix H shows the differences between the eligible population of migrants (6,540 migrants) and the achieved sample of survey respondents (715 migrants). In general, the achieved sample is fairly representative of the eligible migrant population, with some exceptions.

---

<sup>19</sup> Participation in the SEFS is voluntary.

<sup>20</sup> Appendix G presents country groupings of region of origin.

For example, principal applicants are over-represented in the sample (64 percent, compared with 57 percent of the eligible population), while secondary applicants are under-represented (36 percent, compared with 43 percent of the eligible population).

Migrants who were approved onshore are over-represented among the survey respondents (83 percent, compared with 75 percent of the eligible population), while those approved offshore are under-represented (17 percent, compared with 25 percent of the eligible population).

Finally, migrants from the United Kingdom are over-represented, while those from China and Fiji are under-represented. Similarly, those aged 16 to 19 years are under-represented among the survey respondents, while those aged 50 years and over are over-represented, when compared with the total population of migrants who were eligible to participate.

Historically, the SEFS data has not been weighted to adjust for over- or under-sampling of the migrant population. To maintain consistency with previous iterations of the SEFS survey, the 2008 data has not been weighted to adjust for over- or under-sampling.

## Limitations

The findings detailed in this report have some limitations, which need to be considered when interpreting and generalising the results.

1. The overall representation of those skilled migrants who participated in the survey compared with the actual eligible skilled migrant population.
2. The length of time some skilled migrants spent in New Zealand prior to having their residence approved.
3. The response rate and non-response bias.
4. The margin of error of  $\pm 3.7$  percent (at the 95 percent confidence level) associated with a randomly selected sample of 715 skilled migrants.

## Significance test

The test statistic was used to test the statistical significance of the difference of two proportions. The test statistic assesses whether the proportions of two groups are statistically different from each other. The formula for the test statistic is defined below.

$$z = \frac{\hat{P}_T - \hat{P}_C - (P_T - P_C)}{\sqrt{P^*(1-P^*)\left(\frac{1}{n_T} - \frac{1}{n_C}\right)}}$$

where,  $P^* = \frac{X_T + X_C}{n_T + n_C}$ ,  $\hat{P}_T = \frac{X_T}{n_T}$ ,  $\hat{P}_C = \frac{X_C}{n_C}$

$X_T$  is the number of 'successes' in the  $n_T$  ;

$X_C$  is the number of 'successes' in the  $n_C$  ;  
 $n_T$  is the number of people in the treatment group;  
 $n_C$  is the number of people in the control group.

To test the significance, we form the test statistic under the assumption that  $H_0$  is true. Under the  $H_0$ ,  $P_T - P_C$  will be typically be zero. We tested the null hypothesis that the two proportions were equal:  $H_0 : P_T - P_C = 0$  against  $H_A : P_T - P_C \neq 0$ .

We set  $H_0$  at the 5 percent significance level (that is,  $\alpha = 0.05$ ) in this report. This means that five times out of a hundred we would find a statistically significant difference between the proportions even if there was none. At the 5 percent significance level, its critical value is  $\pm 1.96$ . If our test statistic z-value is less than 1.96 then we can conclude that we cannot reject the null hypothesis in favour of the alternative. The sample does not provide significant evidence of a difference.

### **Other issues**

It should also be noted that the survey was administered in English. As such, it may not represent the experiences and views of secondary applicants with poor or little written English language skills. This is not an issue for principal applicants because they need to meet the English requirement as part of the application process.

## 7 GLOSSARY

The glossary describes the key terms used in this report.

### **Skilled Migrant Category**

The objective of the Skilled Migrant Category (SMC) is to contribute to growth in professional skills and in information and communication technology. The SMC is a points-based system designed to ensure that people migrating to New Zealand have the skills, qualifications, and work experience New Zealand needs.

A person who is interested in applying for residence through the SMC must first submit an Expression of Interest (EOI). Points are awarded for employability and capacity-building factors, including skilled employment, relevant work experience, qualifications, and age. In addition, applicants can claim bonus points for other factors, including having work experience or qualifications in an area of absolute skill shortage, having employment outside of Auckland, or having a New Zealand qualification.

An EOI is entered into a pool if the applicant meets prerequisites for health, character, and English language proficiency, and has 100 or more points. An EOI that has 140 or more points is selected automatically from the pool. An EOI that has 100 or more points but less than 140 points is selected in sufficient numbers to meet the requirements of the Skilled/Business Stream.

The person whose EOI is selected may be invited to apply for residence through the SMC.

Principal applicants are assessed to determine whether they have a demonstrated ability, or have the ability to realise their potential, to successfully settle in and contribute to New Zealand. The assessment will include consideration of the following factors:

- employment prospects
- familiarity with New Zealand and preparedness for settlement of the principal applicant and, where relevant, the partner and dependent children included in the application; and
- linkages and support in New Zealand, through networks and family.

Applicants are also required to meet health, character, and English language requirements.

### **Skilled migrants**

Because the majority of interviewed migrants (93 percent) were approved for permanent residence through the SMC, all respondents are referred to as 'skilled migrants' in this report.

### **Residence from Work Category**

The Residence from Work Category is for people who are already in New Zealand on a work to residence permit for at least two years and want to apply for

residence through the relevant work policy: Talent (Accredited Employers) Work Policy, Talent (Arts and Culture) Work Policy, Talent (Sports) Work Policy, or Long Term Skill Shortage List.

### **Business Immigration Policy**

The Business Immigration Policy comprises three categories: Entrepreneur Category, Employees of Relocating Businesses Category, and Active Investor Migrant Policy.

### **Principal applicant**

The principal applicant is the key person who is assessed against New Zealand immigration policy criteria. Other people in an application are also assessed against various criteria.

### **Secondary applicant**

A secondary applicant is included in the same application as the principal applicant and is also assessed against various criteria.

### **Onshore approval**

The application was approved in New Zealand.

### **Offshore approval**

The application was approved outside of New Zealand.

### **Occupation group**

The occupation groupings are based on the New Zealand Classification of Occupations (NZSCO99).

## APPENDIX A: REASONS FOR CHOOSING NEW ZEALAND AND HOW IMPORTANT THESE REASONS WERE FOR SKILLED MIGRANTS

Reasons for choosing New Zealand	Very important or extremely important (%)	Important (%)	Slightly important or not at all important (%)
New Zealand's safety from crime and violence (n = 688)	72	20	8
New Zealand's clean and green environment (n = 701)	66	26	8
Good educational opportunities for children in New Zealand (n = 645)	64	17	19
New Zealand's relaxed pace of life (n = 702)	64	24	12
Living in New Zealand with your partner (n = 513)	61	14	24
Good job opportunities in New Zealand (n = 698)	60	27	13
Good educational opportunities in New Zealand (n = 667)	57	22	21
Good recreation and leisure activities in New Zealand (n = 708)	56	29	15
The political stability and lack of corruption in New Zealand (n = 674)	55	28	18
Securing a place for the family to live if desired in the future (n = 623)	55	21	24
Inter-racial, ethnic or religious harmony (n = 685)	54	29	18
Parents' or partners' decision to live in New Zealand (n = 495)	48	19	33
The availability of services in New Zealand (n = 693)	44	36	20
Freedom of religious and political expression in New Zealand (n = 676)	43	28	29
Opportunities to bring family to New Zealand (n = 583)	42	23	35
The nice climate (n = 701)	40	35	25
Good housing in New Zealand (n = 682)	39	33	28
New Zealand's small population (n = 695)	37	30	33
Low living costs in New Zealand (n = 668)	33	38	29
Joining family or relatives already living in New Zealand (n = 470)	25	16	59

Note: Respondents could give multiple responses.

## APPENDIX B: ASPECTS ABOUT NEW ZEALAND SKILLED MIGRANTS LIKED MOST

Aspects about New Zealand	Skilled migrants	
	n = 717	%
Natural beauty	641	90
Relaxed pace of life	572	80
Clean and green environment	555	78
Friendly people	516	73
Recreation and leisure activities	446	63
Climate	439	62
Can achieve desired lifestyle	400	56
Small population	400	56
Safety from crime and violence	390	55
Political stability and freedom or lack of corruption	333	47
Education system and educational opportunities for children	291	41
Freedom of religious and political expression	288	41
Job opportunities	275	39
Lack of inter-racial, ethnic or religious tensions	270	38
Education system or educational opportunities	268	38
Good provision of services	263	37
Having family here	244	34
Good housing	180	25
Economic conditions	170	24
Living costs	165	23
Other	31	4

Notes: Migrants could give multiple responses. Excludes missing and not stated data.

## APPENDIX C: ASPECTS ABOUT NEW ZEALAND SKILLED MIGRANTS LIKED MOST BY REGION OF ORIGIN

Aspects about New Zealand	United Kingdom/Ireland (n = 256) (%)	ESANA (n = 173) (%)	Asia (n = 227) (%)	Other (n = 55) (%)
Natural beauty	94	86	90	85
Relaxed pace of life	84	79	80	73
Climate	78	46	57	53
Friendly people	74	74	69	76
Clean and green environment	73	71	88	85
Recreation and leisure activities	73	62	53	58
Can achieve desired lifestyle	64	50	49	69
Small population	63	50	55	51
Safety from crime and violence	50	64	53	56
Political stability and freedom or lack of corruption	32	51	56	67
Lack of inter-racial, ethnic or religious tensions	29	41	42	55
Job opportunities	27	40	43	71
Education system and educational opportunities for children	26	35	54	78
Freedom of religious and political expression	23	39	54	69
Living costs	22	19	22	44
Good housing	22	19	30	42
Good provision of services	22	42	44	64
Education system or educational opportunities	19	33	50	87
Having family here	19	31	44	76
Economic conditions	15	25	26	49
Other	5	4	3	5

Notes: Migrants could give multiple responses. Excludes missing and not stated data.

## APPENDIX D: ASPECTS ABOUT NEW ZEALAND SKILLED MIGRANTS DISLIKED MOST

Aspects about New Zealand	Skilled migrants	
	n = 673	%
High tax rate	321	48
Distance of New Zealand from home or family	314	47
Cost of health services	292	43
Cost of living	287	43
Poor quality housing or cost of housing	233	35
Poor public transport or lack of public transport	199	30
Employers want New Zealand work experience	176	26
Lack of job opportunities	136	20
Not safe from crime and violence	126	19
Tax system difficult to understand	102	15
New Zealander's attitudes to migrants	92	14
Climate	81	12
Discrimination	63	9
Cannot achieve desired lifestyle	61	9
Inter-racial, ethnic or religious tensions	57	8
Poor provision of services	50	7
Poor educational system or educational opportunities	49	7
Poor employment conditions	44	7
Slow pace of life	42	6
Poor educational system or educational opportunities for children	34	5
Small population	30	4
Lack of cultural diversity	28	4
Pollution	25	4
Other	33	5

Notes: Migrants could give multiple responses. Excludes missing and not stated data.

## APPENDIX E: SKILLED MIGRANTS' SATISFACTION OR DISSATISFACTION WITH LIFE IN NEW ZEALAND BY REGION OF ORIGIN AND REGION WITHIN NEW ZEALAND

Skilled migrants' satisfaction or dissatisfaction with life in New Zealand	United Kingdom/Ireland		ESANA		Asia		Other	
	n	%	n	%	n	%	n	%
Very satisfied or Satisfied	234	91	155	91	188	83	51	93
Neither satisfied nor dissatisfied	19	7	11	6	30	13	4	7
Dissatisfied or Very dissatisfied	3	1	5	3	8	4	0	

Note: Excludes missing and not stated data.

Skilled migrants' satisfaction or dissatisfaction with life in New Zealand	Auckland		Other North Island		South Island	
	n	%	n	%	n	%
Very satisfied or satisfied	279	88	234	89	114	90
Neither satisfied nor dissatisfied	29	9	26	10	9	7
Dissatisfied or very dissatisfied	10	3	3	1	3	2

Note: Excludes missing and not stated data.

## APPENDIX F: INDUSTRY OF MAIN OCCUPATION

Industry of main occupation	Principal applicants		Secondary applicants		Total	
	n	%	n	%	n	%
Health care and social assistance	74	18	31	18	105	18
Education and training	42	10	18	10	60	10
Information media and telecommunications	50	12	8	5	58	10
Professional, scientific and technical services	37	9	7	4	44	8
Manufacturing	30	7	14	8	44	8
Construction	32	8	6	3	38	7
Retail trade	16	4	17	10	33	6
Accommodation and food services	15	4	17	10	32	5
Electricity, gas, water and waste services	24	6	6	3	30	5
Agriculture, forestry and fishing	16	4	7	4	23	4
Transport, postal and warehousing	13	3	9	5	22	4
Financial and insurance services	13	3	5	3	18	3
Arts and recreation services	11	3	5	3	16	3
Public administration and safety	10	2	5	3	15	3
Other	27	7	19	11	46	8
<b>Total</b>	<b>410</b>	<b>100</b>	<b>174</b>	<b>100</b>	<b>584</b>	<b>100</b>

Note: Excludes missing and not stated data.

## APPENDIX G: COUNTRY LIST AND CORRESPONDING REGION OF ORIGIN GROUPS

Country	Region	Country	Region
Great Britain	United Kingdom/Ireland	Afghanistan	South Asia
Ireland	United Kingdom/Ireland	Bangladesh	South Asia
Albania	ESANA	India	South Asia
Austria	ESANA	Maldives	South Asia
Belgium	ESANA	Nepal	South Asia
Bosnia & Herzegovina	ESANA	Pakistan	South Asia
Bulgaria	ESANA	Sri Lanka	South Asia
Canada	ESANA	Cambodia	South-East Asia
Croatia	ESANA	Indonesia	South-East Asia
Czech Republic	ESANA	Laos	South-East Asia
Denmark	ESANA	Malaysia	South-East Asia
Estonia	ESANA	Myanmar	South-East Asia
Finland	ESANA	Philippines	South-East Asia
France	ESANA	Singapore	South-East Asia
Germany	ESANA	Thailand	South-East Asia
Greece	ESANA	Vietnam	South-East Asia
Greenland	ESANA	American Samoa	Pacific
Hungary	ESANA	Fiji	Pacific
Iceland	ESANA	French Polynesia	Pacific
Italy	ESANA	Guam	Pacific
Kosovo	ESANA	Marshall Islands	Pacific
Luxembourg	ESANA	Pacific Island Trust Territory	Pacific
Macedonia	ESANA	Samoa	Pacific
Malta	ESANA	Tonga	Pacific
Netherlands	ESANA	Tuvalu	Pacific
Norway	ESANA	Algeria	Other
Poland	ESANA	Angola	Other
Portugal	ESANA	Argentina	Other
Romania	ESANA	Armenia	Other
Serbia & Montenegro	ESANA	Azerbaijan	Other
Slovakia	ESANA	Bahamas	Other
Slovenia	ESANA	Bahrain	Other
South Africa	ESANA	Belarus	Other
Spain	ESANA	Belize	Other
Sweden	ESANA	Benin	Other
Switzerland	ESANA	Bolivia	Other
US Outlying Islands	ESANA	Botswana	Other
USA	ESANA	Brazil	Other
Yugoslavia	ESANA	British Indian Ocean Territory	Other
China	North Asia	Burundi	Other
Hong Kong	North Asia	Cameroon	Other
Japan	North Asia	Chad	Other
Macau	North Asia	Chile	Other
Mongolia	North Asia	Colombia	Other
North Korea	North Asia	Congo	Other
South Korea	North Asia	Costa Rica	Other
Taiwan	North Asia	Cuba	Other

Country	Region	Country	Region
Democratic Republic of Congo	Other	Nauru	Other
Dominica	Other	Nigeria	Other
Ecuador	Other	Oman	Other
Egypt	Other	Palestine	Other
El Salvador	Other	Papua New Guinea	Other
Eritrea	Other	Paraguay	Other
Ethiopia	Other	Peru	Other
Federated States of Micronesia	Other	Puerto Rico	Other
Gabon	Other	Qatar	Other
Gambia	Other	Reunion	Other
Georgia	Other	Russia	Other
Ghana	Other	Rwanda	Other
Grenada	Other	Saudi Arabia	Other
Guatemala	Other	Seychelles	Other
Guyana	Other	Sierra Leone	Other
Haiti	Other	Solomon Islands	Other
Honduras	Other	Somalia	Other
Iran	Other	St Lucia	Other
Iraq	Other	St Vincent and the Grenadines	Other
Israel	Other	Sudan	Other
Ivory Coast	Other	Swaziland	Other
Jamaica	Other	Syria	Other
Jordan	Other	Tajikistan	Other
Kazakhstan	Other	Tanzania	Other
Kenya	Other	Togo	Other
Kiribati	Other	Trinidad and Tobago	Other
Kuwait	Other	Tunisia	Other
Kyrgyzstan	Other	Turkmenistan	Other
Latvia	Other	Turkey	Other
Lebanon	Other	Turks and Caicos Islands	Other
Liberia	Other	Uganda	Other
Libya	Other	Ukraine	Other
Lithuania	Other	United Arab Emirates	Other
Madagascar	Other	United Nations	Other
Malawi	Other	Uruguay	Other
Mauritius	Other	Uzbekistan	Other
Mexico	Other	Vanuatu	Other
Moldova	Other	Venezuela	Other
Morocco	Other	Zambia	Other
Namibia	Other	Zimbabwe	Other

Notes:

- North Asia, South Asia and South-East Asia regions were combined as one region in order to have a robust sample size for analysis. This group is referred to as Asia in the report.
- The Pacific region was combined with the 'Other' region because the sample size for the Pacific region was not large enough to conduct meaningful analysis. This group is referred to as 'Other' in the report.

## APPENDIX H: THE 2008 SEFS ELIGIBLE POPULATION AND RESPONDENT POPULATION

Variable	Eligible population*		Respondent population <sup>†</sup>	
	n	%	n	%
<b>Applicant types</b>				
Principal applicants	3,702	57	456	64
Secondary applicants	2,838	43	259	36
<b>Total</b>	<b>6,540</b>	<b>100</b>	<b>715</b>	<b>100</b>
<b>Gender</b>				
Males	3,401	52	360	50
Females	3,139	48	355	50
<b>Total</b>	<b>6,540</b>	<b>100</b>	<b>715</b>	<b>100</b>
<b>Location of approval</b>				
Onshore approval	4,912	75	596	83
Offshore approval	1,628	25	119	17
<b>Total</b>	<b>6,540</b>	<b>100</b>	<b>715</b>	<b>100</b>
<b>Skilled/Business Stream<sup>§</sup></b>				
Skilled Migrant Category <sup>£</sup>	3,443	93	437	96
Residence from Work Category	169	5	13	3
Business Immigration Policy	90	2	6	1
<b>Total</b>	<b>3,702</b>	<b>100</b>	<b>456</b>	<b>100</b>
<b>Nationality<sup>¥</sup></b>				
United Kingdom	2,012	31	253	35
Philippines	653	10	85	12
South Africa	753	12	79	11
China	761	12	48	7
India	392	6	44	6
Germany	176	3	27	4
Fiji	354	5	26	4
USA	201	3	21	3
Malaysia	100	2	10	1
<b>Total</b>	<b>5,402</b>	<b>84</b>	<b>593</b>	<b>83</b>
<b>Age groups</b>				
16–19 year olds	371	6	21	3
20–29 year olds	1,883	29	202	28
30–39 year olds	2,381	36	277	39
40–44 year olds	924	14	95	13
45–49 year olds	562	9	56	8
50 and over	419	6	64	9
<b>Total</b>	<b>6,540</b>	<b>100</b>	<b>715</b>	<b>100</b>

\* Total number of eligible population was 6,540.

<sup>†</sup> Total number of respondent population was 715.

<sup>§</sup> The Skilled/Business Stream only presented principal applicants.

<sup>£</sup> The Skilled Migrant Category included the General Skill Category.

<sup>¥</sup> Nationality calculated for those countries with 100 or more migrants in the eligible population.

## REFERENCES

- Badkar, J. 2006. *Life in New Zealand: Settlement Experiences of Skilled Migrants Results from the 2005 Survey*. Wellington: Department of Labour. Available at <http://www.dol.govt.nz/pdfs/Settlement-Experiences-of-Skilled-Migrants.pdf>.
- Badkar, J. 2008. *Life in New Zealand: Settlement Experiences of Skilled Migrants Results from the 2007 Survey*. Wellington: Department of Labour. Available at <http://www.dol.govt.nz/PDFs/sefs-2007.pdf>.
- Clark, J, Megan and Randal, A, John. 2004. *A First Course in Applied Statistics – with applications in biology, business, and the social sciences*. Pearson Education New Zealand.
- Department of Labour. 2009. *Migration Trends & Outlook 2007/08*. Wellington: Department of Labour. Available at <http://www.dol.govt.nz/publications/research/migration-trends-08/index.asp>.
- Masgoret, A-M, Merwood, P, and Tausi, M. 2009. *New Faces, New Futures: New Zealand Finding from the Longitudinal Immigration Survey: New Zealand (LisNZ) – wave one*. Wellington: Department of Labour. Available at <http://www.immigration.govt.nz/migrant/general/generalinformation/research/lisnz/newfacesnewfuturesnz.htm>.
- Immigration New Zealand. *Operation Manual*. Wellington: Immigration New Zealand Operations Manual. Available at <http://www.immigration.govt.nz/opsmanual/index.htm>.
- Wallis, R. 2006. *Skilled Migrants in New Zealand: A Study of Settlement Outcomes*. Wellington: Department of Labour. Available at <http://www.dol.govt.nz/pdfs/skilled-migrants-settlement-outcomes.pdf>.

