

Dear Employer

Subject: Employing an International Student or International Graduate

International students studying for university qualifications in NZ contribute substantially to the local economy and to the labour pool. In addition to studying, most find part-time work in areas such as retail, hospitality, health services, administration and business services, construction and education.

By the end of their degree they are able to offer potential employers academic credentials plus proven work skills and practical experience within the NZ workplace. In addition to a newly-completed NZ qualification, some international students will already have workplace experience, professional skills and academic qualifications gained overseas.

Immigration New Zealand's **Graduate Job Search Work Visa** and **Graduate Work Experience Visa** instructions are designed to provide paths for well-qualified and skilled international graduates who have completed qualifications in NZ, to work and if appropriate, settle here.

Employing International Students - Working While Studying

Most students are entitled to work up to 20 hours each week during the academic year and they will have secured the required 'variation of conditions' on their 'student visa' to do so. In addition they can apply for a further 'variation of conditions' to allow full-time work during the Christmas and New Year holiday period.

Employing International Graduates – Full-time Employment

- **Graduate Job Search Work Visa**

This allows graduates to work for up to 12 months for any employer(s) and in any role(s). Evidence of an offer of employment is not required. A job offer can be made with no requirement to advertise or offer the position to a NZ resident or citizen.

- **Graduate Work Experience Visa**

With an offer of work relevant to their degree level qualification and 'major area', a work visa may be granted for up to 2 years to obtain full-time, practical work experience. The visa may be for up to 3 years if they will be working towards membership or registration with a NZ professional association which requires more than two years of practical work experience and this is a requirement for their profession. The visa is usually restricted to work for a specified employer and within a specified work sector and location. A job offer can be made with no requirement to advertise or offer the position to a NZ resident or citizen.

Relevant *Immigration New Zealand* Pages and Publications

- **Graduating students - Study to Work Visas**

<http://www.immigration.govt.nz/employers/employ/longterm-high/graduate.htm>

- **Immigration Guide for Employers**

<http://www.immigration.govt.nz/NR/rdonlyres/BOCFAB36-6547-46D5-AE09-60FD21AD8FD5/0/INZ1031July2011.pdf>

- **Immigration New Zealand Operational Manual**

<http://www.immigration.govt.nz/opsmanual/>

An electronic version of this letter is also available at:

http://www.victoria.ac.nz/st_services/careers/employers/recruitment/international.aspx

Any questions regarding this information should be directed to ***Immigration New Zealand***.