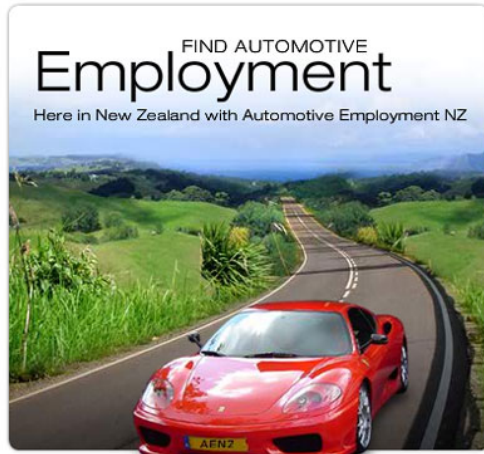


August 2009 Newsletter

Yes we know, a newsletter from Automotive Employment NZ is a rare event but then again whenever one of our newsletters arrives at least you know we have something to say. Our September 2009 edition is no exception.



Content:

- Changes to immigration policy and how they affect the motor industry
- What happened to the recruitment market during the recession?
- Our list of national job seekers looking for employment. Click this link to review <http://www.automotiveemployment.co.nz/candidates.php>
- Are we facing a return of candidate shortages?
- National skills shortages and actions taken by the Ministry of social development.

Changes to immigration policy and how they affect the motor industry

Get used to this logo because like it or lump it we are all stuck with it and if you think it doesn't affect your business, think again, because it will.



It was a freezing cold day in June when the announcement came in.... "From 4 May 2009, the Immigration Advisers Licensing Act 2007 requires that anyone who provides immigration advice in New Zealand must have a license from the Immigration Advisers Authority, unless they are exempt from the requirement to hold a license. From 4 May 2009, Immigration New Zealand will refuse to accept applications from unlicensed onshore advisers. From 4 May 2010, offshore advisers giving advice to people seeking visas or permits will also have to be licensed"

So what does it really mean for the motor industry?

In past times recruiters and employers have courted off shore talent, particularly when specific brand knowledge is required. Many in the motor industry including specialist recruiters such as ourselves have become proficient in providing advice on how best to get the new migrant to jump through the proverbial hoops that Immigration NZ require migrants to adhere to. Automotive Employment NZ has provided this service free of charge to new migrants and employers have had the ability to process the complex paper work on behalf of the migrant, and then chase up the application. No more it seems!!!! Recent experience has shown us that immigration case officers won't talk to anyone except the migrant who usually has a zero knowledge base, or a licensed immigration advisor. If you know want to know how the application is going you are now told to go away....politely. As you would expect Automotive Employment NZ have already discovered what is required to work within the act but Immigration NZ is certainly not making it easy.

When NZ motor industry employers experience problems associated with this new act we encourage you to make immediate contact with our director Russell Phillips. 0800 67 57 47. Write our number down now because you will need it!! The motor industry needs to work together as these problems arise with immigration processing. We also encourage you to contact the MTA as they are monitoring this situation closely. Please note comments made in the section National Skills Shortages in this newsletter.

What happened to the recruitment market during the recession?

Well to be honest we feel a little like the last of the Mohicans; the employment market was the toughest period I have ever experienced in 18 years of Motor industry recruitment and saw some well known names disappear from this sector. In particular, Automotive & Technical Personnel which I first formed in 1991 prior to moving away from my business partner in 2004, decided to close their doors at the beginning of August and many of the other competitors simply dropped off as the going got tough. Automotive & Technical Personnel was better known in recent times as www.autojobs.co.nz with this asset having been transferred to Automotive Employment NZ Ltd www.automotiveemployment.co.nz on the 5th of August, 2009.

Just prior to the main downturn that hit the recruitment sector in October last year Automotive Employment NZ decided to get out and about embarking on an ambitious target of meeting 1000 motor industry businesses nationally in the automotive, heavy automotive, farm machinery and heavy equipment sector. While we fell marginally short of this lofty goal it proved to be a smart move and as a result we list more jobs and receive more applications now from regions outside Auckland than we did prior to the recession.

Now operating in an improving market place Automotive Employment NZ has plans for expansion after a period of consolidation and this is marked by the appointment of an additional consultant, commencing September 1.

Are we facing a return of candidate shortages?

In December 2008 I reported that the industry had a “window of opportunity to secure top class candidates,” and commented “the peaks of a recession that cause most of the problems do not stay around for long” Now the recession is starting to abate we have seen job numbers lift considerably and in just three months Trademe Jobs have seen “Automotive Trades Jobs” go from a low of 53 nationally to 117 today. This is a 100% plus increase in just three months and takes no account of roles in other areas such as sales, management and administration.

I predict we will face unprecedented shortages of skilled staff in the next 12 months with a rise in job listings becoming more apparent from Mid September onwards. It appears that many of the “trades workers” made redundant during the recession have not been the top end applicants as the last on first off principle has been largely ignored. Those companies who are seeking employees are still finding it difficult to secure top skills and this has never been truer of vehicle sales staff with some 15 new vehicle sales positions listed with us in Auckland alone.

A marginal increase in vacancies in the motor industry will create chaos for the recruitment sector and it is our pick there will be a big increase in motor industry vacancies over the next 12 months. Like the 1990 to 1992 recession that saw large numbers leave the industry the credit crunch has been no different. The call to train and up skill, we believe, is once again upon us; we accept for some sectors such as construction equipment that this call will be hard to fathom given the restructuring that took place for many during this period.

As one witty client put it *“the grass roots recovery seems to be gathering momentum as we move towards Spring”*

Whether the recovery continues or not, there is no question that the motor industry has had an increase in the number of vacancies present among the job boards. I believe it stands to reason that a steady increase in job listings will continue to become more evident over forthcoming months; all the more so given the unemployment rate is lower than expected at just 6% as at July 2009.

National skills shortages and actions taken by the Ministry of Social Development

It would seem appropriate to include this article after our comment on “the return of candidate shortages.”

Tuesday 30th of June, 2009 was the date of the biannual review of the LTSSL. This “Long Term Skills Shortages List” makes a major impact on the decisions at Immigration NZ, as if an occupation is not registered on this list any approval of permits becomes subject to a labour market shortage test. Eight occupations have been removed from the list which comprises occupations deemed to

be in long term shortage in the New Zealand labour market. Among those removed were Petrol and Diesel Mechanics.

The Motor Trade Association was invited to make submissions to Immigration NZ and as a result the MTA specifically made a recommendation for these occupations to remain on the LTSSL. Automotive Employment NZ also appealed to Immigration NZ for these categories to remain on the list. Both the MTA and Automotive Employment NZ Ltd were ignored by Immigration NZ and as a result, mechanics are now off the list. This now means that all new work permit applications for mechanics become subject to a labour market check.






Recognising that to get a new migrant a work permit, or a work permit renewal for an existing employee, means ensuring there are no unemployed workers registered with MSD. Automotive Employment has been working with the Ministry of Social Development and is making progress in providing the required evidence. To date MSD [previously known as WINZ] has not been able to produce applicants deemed suitable to fill the roles of the skilled vacancies listed by us, despite exceptionally good efforts to do so. With the recovery now difficult for even the most seasoned soothsayer to argue, Automotive Employment NZ remains extremely concerned about the removal of mechanics from this list.

On the following page is our own opinion of the state of shortages

Automotive Employment NZ

Assessment of Skills Shortage August 2009






Legend

Considerable shortage	
Moderate Shortage	
Limited Shortage	
No shortage	
Oversupply	

North Island

	Northland	Auckland	Coromandel	Waikato	Bay of Plenty	East Coast	Central Plateau	Hawkes Bay	Taranaki	Manawatu	Wairarapa	Wellington
Automotive Glaziers	Red	Green	Orange	Orange	Orange	Orange	Orange	Yellow	Red	Orange	Orange	Red
Automotive Mechanics	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange
Automotive Refinishers	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange
Construction Equipment Mechanics	Orange	Yellow	Orange	Orange	Orange	Orange	Orange	Orange	Red	Red	Orange	Orange
Diesel Truck Mechanics	Orange	Yellow	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Yellow
Farm Machinery Mechanics	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red
Forklift Mechanics	Orange	Yellow	Orange	Orange	Yellow	Orange	Orange	Orange	Orange	Orange	Orange	Orange
Management	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange
Panel Beaters	Orange	Orange	Red	Orange	Orange	Orange	Orange	Orange	Red	Orange	Orange	Orange
Parts (Heavy)	Green	Yellow	Orange	Orange	Red	Orange	Orange	Orange	Orange	Orange	Orange	Yellow
Parts (Light)	Green	Yellow	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Yellow
Vehicle Sales (New)	Orange	Red	Red	Orange	Orange	Yellow	Orange	Orange	Orange	Orange	Orange	Orange
Vehicle Sales (Used)	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange
WOF Inspectors	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange
COF B Inspectors	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red

Legend

Considerable shortage	
Moderate Shortage	
Limited Shortage	
No shortage	
Oversupply	

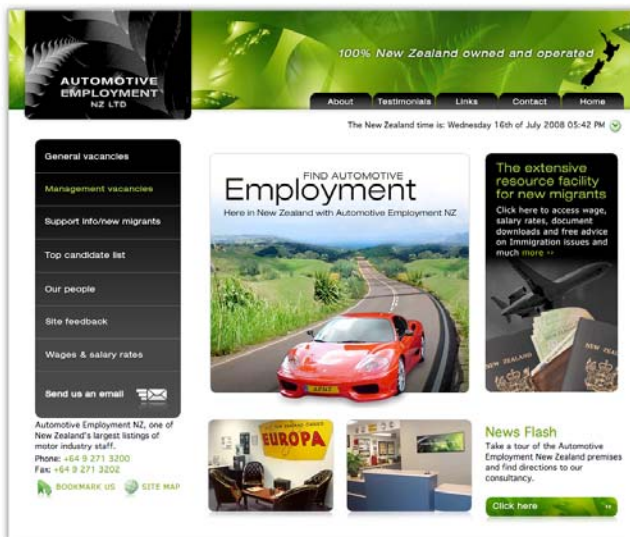
South Island

	Nelson	Malborough	West Coast	Canterbury	Otago	Southland
Automotive Glaziers						
Automotive Mechanics						
Construction Equipment Mechanics						
Diesel Truck Mechanics						
Farm Machinery Mechanics						
Forklift Mechanics						
Management						
Panel Beaters						
Parts (Heavy)						
Parts (Light)						
Vehicle Sales (New)						
Vehicle Sales (Used)						
WOF Inspectors						
COF B Inspectors						

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NZ LTD**

WWW.AUTOMOTIVEEMPLOYMENT.CO.NZ

PH +64 (9) 271 3200
FX +64 (9) 271 3202
MB +64 (27) 479 0000

info@automotiveemployment.co.nz

PHYSICAL ADDRESS
UNIT 28 BISHOPS GATE BUSINESS CENTRE
2 BISHOP DUNN PLACE, MANUKAU 2013
AUCKLAND, NEW ZEALAND

POSTAL ADDRESS
PO BOX 64 252
BOTANY DOWNS, MANUKAU 2142
AUCKLAND, NEW ZEALAND