

## November 2009 Newsletter

### Australian motor industry increasingly forced to target New Zealand's skilled workers

New Zealand employers beware! Recent changes to Australian Immigration laws are forcing Australian employers to turn their sights toward Kiwi talent, and New Zealand employers are already losing some of their best staff.....Not concerned? We are.....Tie your staff to the hoists and chain them to the desks because open season has been called on Kiwi skills and your top staff member could be next.



#### Content:

- Australian motor industry increasingly forced to target New Zealand's skilled workers
- Skills shortages looming in the next twelve months
- Top candidates available on the market right now

### Email received from a prominent Australian Immigration Specialist

*"On the 23rd of September this year Australian Immigration all but closed the doors to skilled migrants. That is, any application for residency in Australia via the skilled visa category will not now be looked at until 2012. The only exceptions are those in an area of absolute skill shortage, but you are required to work for the employer for 4 years."*

The above email reached us on Friday the 6th of November and would have normally been dismissed as unimportant. Automotive Employment NZ however had already been researching why such a phenomenal number of Australian vacancies have started to emerge on our local websites. It would seem apparent from our observation that New Zealand and Australia share shortages of quality staff. Even given the redundancies that occurred during the peak of the downturn, job applicants with specific brand experience or high performance skills are still hard to find. Changes to Australian Immigration policies, in our opinion are to blame for the recent emergence of the Australian jobs on the recruiting sites and Aussie companies aiming to secure Kiwi talent. While many a Kiwi worker has enjoyed an OE in Aussie, this is the first time we can recollect that New Zealand companies are facing the threat of losing top Kiwi workers in volume to our Trans Tasman neighbours.

Before dismissing this threat take a quick look at what is happening on the job sites. Start with [www.heraldjobs.co.nz](http://www.heraldjobs.co.nz) and browse down to jobs by location. You would expect New Zealand's most populated city to have the most jobs. The facts are somewhat different with Queensland showing 2,273\* jobs versus Auckland's 1,578\* and other states of Australia such as New South Wales listing as many as 581\* jobs. On [www.seek.co.nz](http://www.seek.co.nz) we have also noted an increase in Australians competing for our talent.

It is little wonder Australian companies are turning to New Zealand talent because New Zealanders do not need Australian residency to move to and work in Australia. They already have the right to live in Australia without permits or visas assuming New Zealand citizenship is held. Australian companies are now in somewhat of a predicament. By removing the ability to import specific product or franchise skills, whether technical sales or otherwise, you are left with a void that needs to be filled. As Australian companies now have few if any other realistic options available to them, they will hunt for staff in New Zealand. To this end open season on New Zealand talent has now been called and we anticipate increasing activity with Australian companies and recruiters attempting to lure and coerce our home grown and hard earned recent migrant imports to Australian shores with the promise of big pay packets and a warm climate. Certainly the tradition in past years has proven to be one - way Trans Tasman traffic.

The combination of events with Australian Immigration changes, Australian job ads specifically designed to lure New Zealanders away and the possibility of recruiters trying it on by beating a path to New Zealand shores is concerning for Kiwi employers to say the least....all the more so given the prediction for a return of shortages in New Zealand.

### Skills shortages looming in next twelve months

During the height of the recession, which for us was February 2008, Automotive Employment NZ had a reduction of employment vacancies that had reduced to just 57 nationwide positions. This was the lowest level of listings our director had experienced in 19 years. Today Automotive Employment NZ has 83 listed vacancies, or an increase of 45.6% in just 8 months. Assuming the New Zealand economy continues to improve as forecast we predict a return to severe shortages of skilled candidates within twelve months.

There is now a combination of contributors that will accelerate the skills shortage when demand returns to normal levels. This is the aforementioned Trans Tasman activity targeting the New Zealand skill pool, natural increase in employment that will emerge from an improving market and our own observations that it is becoming more difficult to import skilled migrants into New Zealand from markets such as South Africa and the UK.

\* as at 11/11/09

## Check out the top job applicants looking for nationwide vacancies

Looking for staff now or in the near future? Click here to view comprehensive backgrounds on the following job applicants.

The following applicants are all in NZ ready to start work. [Visit this link to directly connect to full list of 29 job applicants we rank among the countries best.](#)

- Volvo, Mercedes, Freightliner Diesel Mechanic Canterbury/Christchurch.
- BMW, VW, AUDI Automotive Technician will look NZ wide.
- Auckland Administration Office Manager or Executive PA with F&I skills.
- Top Class New and or Used vehicle Sales Manager Auckland –
- New Vehicle Sales Manager / Fleet Manager, Auckland or Wellington.
- Top Class Service Advisor Auckland.
- Heavy Diesel Mechanic Bay of Plenty.
- Automotive Technician- VW experience all areas of NZ considered.
- National Service Manager- Fixed operations or After Sakes Manager Wellington.
- Truck Mechanic- all South Island locations considered.
- Truck or Heavy Equipment Parts Sales Rep or Similar in Auckland or Waikato.

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