



5 July 2021

Submissions
Productivity Commission
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TRUSTPOWER SUBMISSION: IMMIGRATION, PRODUCTIVITY AND WELLBEING – ISSUES PAPER

Introduction and overview

- 1.1.1 Trustpower Limited (**Trustpower**) welcomes the opportunity to provide a submission to the Productivity Commission (**the Commission**) on its Immigration Settings consultation paper (**the Consultation Paper**).
- 1.1.2 New Zealand’s international standing has grown following our strong response to COVID 19. This has created a great opportunity for New Zealand to develop the depth of our highly skilled workforce. As such this review of our immigration settings comes at an opportune time for New Zealand and we appreciate the Commissions work in this area. We understand that the main points put forward in the Consultation Paper are as follows:
- a) Ensure immigration system is fit for the future
 - b) Ensure immigration promotes productivity and wellbeing
 - c) Assess the current performance of the immigration system; and
 - d) How to prepare New Zealand for the future.
- 1.1.3 A key focus for Trustpower regarding the submission is the performance of the current system. Based on our experiences in hiring internationally we thought best to comment on questions relating to the obligations on employers, skill shortages and sourcing of skills/talent.
- 1.1.4 Our answers to these specific questions posed in the Consultation Paper are attached in Appendix A.
- 1.1.5 For any questions relating to the material in this submission, please contact Stephanie Mott, Recruitment Specialist on stephanie.mott@trustpower.co.nz

Regards,

DocuSigned by:

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Stephanie Mott
Recruitment Specialist

Appendix A: Responses to consultation questions

Question	Response
14. Currently, most employers have an obligation to prioritise the New Zealand labour force before recruiting temporary migrants. Do you agree with this obligation? Why or why not?	Agree – New Zealand is an attractive option for overseas migrants, and it is important we look to ensure we are looking to give New Zealanders career opportunities first to ensure better outcomes. This in part helps to provide New Zealanders the opportunity to grow their careers and see options for role development
16. What evidence, if any, should employers have to provide to prove they have made sufficient efforts to recruit New Zealanders?	Trustpower believes that evidence of a recruitment campaign that has externally sought to advertise the role to New Zealanders first. This is crucial to continue the growth of skilled labour in New Zealand. We believe this presents an opportunity to observe gaps in New Zealand’s labour market.
18. What is the best way to identify workforce or skills shortages?	Through recruitment evidence provided, surveying businesses and working with recruitment agencies to determine roles that are difficult to recruit for.
34. What more can immigration policy do to attract specialist “high-impact” people? What other complementary policy changes might be needed?	Efficient immigration processes that can fast track residency for high impact people.
35. What effect has access to migrant labour had on training, job conditions and technology adoption by firms? What other factors explain firm practices? How can the Government support firms to change their practices?	Trustpower has employed numerous high skilled migrant labourers particularly in our technology division. We believe that this migrant labour has increased diversity of thought amongst this division, allowing for more innovative ideas to be shared and different working practises to be adopted. We have observed that our migrant workers have had greater experience managing certain applications. They have used this knowledge to grow the capability of internal employees. Strong policy to attract these high impact migrant workers presents a great opportunity to adopt technology and improve the training of the New Zealand workforce.
37. How can New Zealand best leverage the diaspora to enhance productivity growth?	Engage with and involve them in policy and strategy design and provide pathways/ reduce barriers that allow for innovation & labour movement.