

Labour FAQs

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 **Vegetables**
NEW ZEALAND Inc



In this issue we cover topics such as RSE training, changes to the AEWV English Language Requirements, a new staff retention toolkit, apprenticeships and engaging with the MSD.

RSE training

The RSE Worker Training Programme (RSE WTP) provides opportunities for Pacific RSE workers to access training while in New Zealand. The programme supports workers to maximise the benefits of participation in the RSE scheme and offers opportunities to develop transferable skills that support reintegration.

The Ministry of Foreign Affairs and Trade has confirmed that the contract for Phase III of the programme has been awarded to the Eastern Institute of Technology (EIT).

Ensuring a smooth transition is a priority. Employers who wish to engage with the new phase of the programme should email EIT with their contact details, at rsepasifika@eit.ac.nz. EIT will then be in touch with further information.

Change to the AEWV English Language Requirements

Immigration NZ has just released a temporary change to the Accredited Employer Work Visa (AEWV) English Language Requirements, effective from 3 November 2024 until 31 January 2025. This change will allow workers from the Pacific to enter New Zealand without the English language requirements.

Please note that nothing else has changed and therefore workers cannot undertake work that could be completed by RSE workers. However, if your business has other roles that an AEWV holder can complete and you have a seasonal demand, this may be something to look at.

Staff retention toolkit

Following the completion of the *Attraction and Retention Research Programme* last year, the Food and Fibre Centre of Vocational Excellence (CoVE) has developed a retention-focused pilot to help tackle key issues around staff retention.

The toolkit covers essential areas to boost retention:

- onboarding new employees
- understanding Māori experiences in the workplace
- creating positive work environments
- supporting employee growth
- fulfilling legal and employer obligations
- investing in training and development.

You can access the toolkit here:

<https://www.employertoolkitnz.org/industry>

Get access to easy steps to effectively retain your staff

Replacing an employee can be costly – around 30% to 200% of an employee's annual wage



Apprenticeships

From next year, Apprenticeship Boost will only apply to first-year apprentices. Previously, the scheme extended to apprentices in their second year as well.

What this change means:

First-year only funding: The funding will now be restricted to first-year apprentices, which may affect how you plan to onboard and train new staff.

Implications for workforce planning: With reduced financial support, there may be a need to rethink how apprenticeships are structured and managed within your business.

Find out more about the *Changes to Apprenticeship Boost in 2025* here:

<https://www.workandincome.govt.nz/about-work-and-income/news/2024/changes-to-apprenticeship-boost-in-2025.html>

Engaging with MSD

Engaging early with the Ministry of Social Development (MSD) can bring practical benefits. Employers can take advantage of MSD's support services like the New Zealand Seasonal Work Scheme (NZSWS), Flexi-wage, and Apprenticeship Boost.



By working together, employers not only find local staff but also make a positive impact on individuals and communities. Success stories, such as CAJ Apples' partnership with MSD, highlight the potential of employing local workers through these schemes, with long-term benefits for both businesses and employees.

Find out more here:

<https://www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/statistics/benefit/2024/benefit-fact-sheets-snapshot-september-2024.pdf>

