

AEWV Capability Building: Independently Verifiable Evidence

29 July 2025



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- Volume of IO queries
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November 2024 – Writing for AEWV

May 2025 – Holistic Assessments

June 2025 – Holistic Assessments II

Fairness and Natural Justice



A1: Fairness and Natural Justice

A1.1 Introduction

- a. Good decision-making requires attention to process, to how the decision is made, as well as looking at the merits of the case...

A1.5 Fairness

- a. Whether a decision is fair or not depends on such factors as:
 - **Whether an application is given proper consideration;**
 - **Whether an application is decided in a way that is consistent with other decisions**

A1.15 Practical steps towards achieving fairness and natural justice in decision-making

- b. Consider all facts, keeping an open mind towards all relevant forms of evidence; and
- c. Distinguish fact from opinion, rumour, allegation, assumption or report; and
- d. Apply relevant immigration and operational instructions

We, therefore, request you to kindly use your discretion to direct the immigration officer accordingly so that a fair and consistent outcome is received for the applicant in line with the A1.5.

A1.5(a) requires officers to be consistent with their decisions. Unfortunately, these two decisions could not be more inconsistent.

In light of these realities, and your approach here, which appears to breach Immigration Instruction A1.5 which requires consistency, I see you have addressed that:

the application is decided in a way that is consistent with other decisions

3. It appears that the officer has not weighed the consequences for the applicant if this application is to be declined in line with A1.5(b). It must be noted that this AEWV application was submitted on 28 November 2023 and no consideration was given by the processing officer on the consequences for the applicant.

We are of the view that A1.5 fairness instructions while taking the decision are not followed by the INZ officer. An INZ Officer failed to consider all relevant circumstances, there have been cases, where a job has been referred by a third to an employee, employers do not hire all the third party references, they only hire if they applicant is fit for the job after the interview process has been followed. [REDACTED] did follow the recruitment process, so the decision is not consistent with the other decisions taken in the past (A1.5).

You have mentioned that the concern you have raised is genuine and based on the answers the applicant provided. In your letter, you have not provided any reasons for why you believe these answers have led to your concern. We are simply asking you for the reasons why you believe each of the three answers makes the job offer not genuine. Based on instructions A1.5 and A1.15, we believe we have the right to know this.

As per my email below, here is a list of the instructions I believe have been broken with this decision:

- A1.5(a) because the application was not given proper consideration, we were not informed of information that might harm the application, we were not given a reasonable opportunity to respond to harmful information and appropriate reasons have not been given for declining the application
- A1.15(b)
- A1.15(c)
- A1.15(d)
- A1.15(e)

misinterpretation directly impacted the outcome of our client's application, leading to INZ's conclusion that our client is not suitably qualified for the position offered. This directly contradicts the requirements under instructions at A1.5 (inclusive) and goes against the requirement to avoid bias in decision making. In this case, the bias appears to be the case officers, own inability to appreciate the gravity of their mistake.

The provision at A1.1 of the Operational Manual clearly states that officers are obliged to act on the principles of fairness and natural justice, which essentially means giving the applicant a fair hearing and avoiding bias. These requirements are further explained in A1.5 demanding that an application is given proper consideration (that is, considering all known relevant information), and that means considering all information/documentation. A1.10(a)(iv) emphasises that officers have to avoid being biased, that is, they cannot predetermine an application without considering all of the facts and evidence. A1.15 explicitly requires officers to keep an open mind and to distinguish fact from opinions or assumptions. Your single minded approach and incorrect conclusion is certainly not indicative of an open mind.

9. A complaint is being made to INZ on the basis that the case officer has not followed due process in making the decision to decline the above application as:
- i. They have failed to give proper consideration to the application;
 - ii. They have failed to inform an application of information that might harm their case;
 - iii. They have failed to give an applicant a reasonable opportunity to respond to harmful information; and
 - iv. They have failed to give appropriate reasons for declining an application.

10. In doing so, they have acted contrary to the obligations set out at A1.5 for case officers to assess applications fairly.

The PPI/RFI highlights a failure to keep an open mind towards all relevant forms of evidence (A1.15) as per WA4.10(e)

There is no explanation or justification for why the work experience needs to be independently verified by a third-party source other than a bias. The type of evidence he has provided is in line with instructions WA4.10(e). The welding certificate confirms he has a background in welding and further supports his work experience.

My concern is still that a decision has been predetermined on bias (A1.10), on the grounds of the below:

1. race and socioeconomic status (A1.10) The implication is the work experience may not be genuine because he is from Bangladesh, a low socioeconomic country.
2. the offer of employment is from a family member
3. the implication and use of words 'non-genuine employment' by the case officer, which is a determination

This approach is also inconsistent with other decision-making processes (a breach of A1.5 iv.). I have made many work applications for Bangladeshi welders (it is a common occupation in Bangladesh and a skill shortage in New Zealand) and have never previously received an RFI to state the work experience is 'not independently verifiable through third-party sources'.

We need to provide the **actual reasons** to the employer why the immigration officer has not been satisfied based on the evidence provided as per A1.5(a)(v). Why the relevant work experience evidence was not sufficient from a third party, as required by WA4.10.6(a)(i).

Or, simply stating "not satisfied" without factual reasons is satisfactory to decline the application?

Despite this comprehensive evidence package, Immigration Officer [REDACTED] has raised concerns alleging insufficient independently verifiable evidence, while apparently failing to undertake any verification steps whatsoever.

Serious Bias Concerns

More troubling than the substantive assessment issues, is a pattern of conduct by the processing officer that raises serious questions about bias and predetermination. Specifically:

1. **Selective Evidence References:** The officer referenced only "payslips" in the RFI letter while completely ignoring the substantial additional evidence that was provided in the same PDF bundle.
2. **Contradictory Claims:** The officer subsequently claimed (in response to an email addressed to them) that the evidence allegedly "did not upload correctly" but could not explain how they accessed payslips from the same PDF file while allegedly being unable to access other contents.
3. **Evasive Communication:** Despite direct questions, the officer has refused to clarify whether their concerns remain valid after allegedly seeing the additional evidence which they apparently did not see before.
4. **Complete Failure to Verify:** The officer has made no apparent attempt to verify the evidence despite clear contact details being provided and a legal obligation under Instruction E7.5(b) to do so.

At the forefront our submission, we would like to first highlight as per A1.5 (principles of natural justice and fairness), INZ is obliged to keep open mind towards all relevant evidence and give proper consideration to relevant evidence submitted.

We acknowledge that INZ did acknowledge the documentation provided. With due respect, we note, as we have previously contended to INZ on multiple occasions, that a simple acknowledgement of the documentation provided is insufficient to discharged INZ's obligation in this regard. Instead, INZ shall consider **ALL relevant** evidence on a holistic basis i.e. consider all relevant evidence as a whole rather than solely consider each of the documentation provided on its own merit which would typically lead to a biased conclusion.

Unfortunately, it appears that the CO has considered each of the documentation provided on its own merits and reached biased conclusions on quite a few occasions such as:

- "reference letters **without** supporting documentation lack credibility"; and
- "an employment agreement **alone** does not sufficiently verify your actual employment or work history"
- "reference letters remain insufficient without third-party verifiable evidence"
- **the photos, chat screenshots, and ID card** are not third-party verifiable

It appears that at no point has the CO taken a holistic assessment of all evidence provided but assessed each documentation provided on its own merits.

5. Procedural Fairness and Natural Justice

With due respect, it would be procedurally unfair to claim our client's work experience as unverifiable when no verification attempt has been made. As a matter of natural justice, he is entitled to have his evidence considered in good faith and for INZ to make reasonable efforts to verify information before reaching a negative conclusion, kindly refer to instruction A1.5.

We have copied this response to your Manager to seek clarity on interpretation of WA4.10.6(e) and verification procedures where an applicant is employed abroad.

"There is **no explanation or justification** for why the work experience needs to be independently verified by a third party"

"We need to **provide the actual reasons** to the employer why the immigration officer has not been satisfied..."

"INZ shall **consider all relevant evidence** on a holistic basis, i.e. consider all relevant evidence as a whole rather than solely consider each of the documentation provided on its own merit..."

"It would be **procedurally unfair** to claim our client's work experience as unverifiable when no verification attempt has been made"

The Importance of Defendable Decisions

You need to ensure that the rationale you are using to support your decision is fair, balanced, and based on facts

When TA completes a Quality Check we check (as per QC Tool) and in addition to the instruction-specific questions:

- Was all potentially prejudicial information **correctly identified** and **communicated** to the applicant as per instructions
- Where a response was received, was a **balanced assessment undertaken** and **documented**? ...
- Is the rationale **well-written, accurate, logical** and **complete**?
- Can the overall outcome for New Zealand be **credibly defended**?

The Consequences of Non-Defendable Decisions

In many of the cases that we review, the decision appears to be correct in line with the instructions, however we cannot defend the *process* that was followed to reach that conclusion.

Impacts of non-defendable decisions include:

- Time of reviewing applications
- Cost, including fee waivers and refunds
- Resource – additional staff processing reconsideration or reassessment

Information (What?)



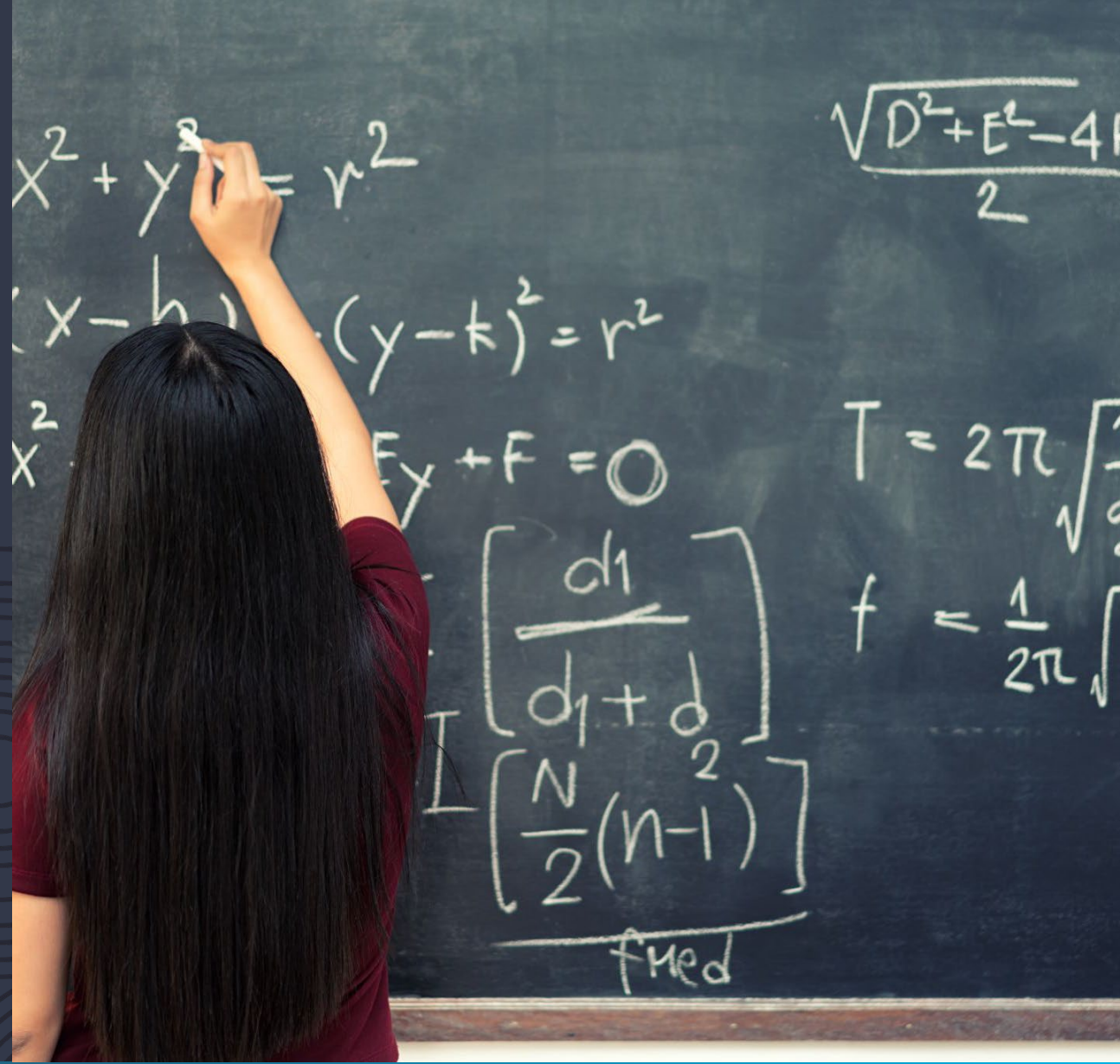
The **link** between information and decision

Explaining **why** we have made the decision based on **what** kind of information

To make our decision **defendable**, rationale must be accurate, logical, complete, and well-written.

Decision (Defendable!)

Relevant Instructions



Relevant Instructions

WA4.10.5 - Determining whether an applicant is suitably qualified to do the job they have been offered

WA4.10.6 - Determining whether an applicant meets the minimum skills threshold

WA4.10.6(a)(i): An applicant meets the minimum skills threshold if an **immigration officer is satisfied** that they can demonstrate two years or more of **relevant work experience** with **sufficient evidence** from a **third party**

WA4.10.6(e): Evidence of relevant work experience from a third party **may include** but is not limited to letters of reference from an employer, certificates of employment, payslips or tax certificates

VisaPak 611

...The fact that a document provided is listed in instructions does not automatically mean that an immigration officer will be satisfied that the applicant meets work experience requirements. All information submitted (whether or not it is listed in the instructions) is considered as part of an **overall assessment of whether the immigration officer is satisfied** that the applicant has three years of relevant work experience, or more if specified by the employer, supported by sufficient evidence from a third party or parties.

Under Immigration Instructions E7.5, immigration officers must be satisfied that any document or information provided with an application is genuine and they may take necessary steps to verify that a document or information is genuine. An application **may be declined if an immigration officer is not satisfied that sufficient evidence has been provided to demonstrate that instructions are met**. Applicants claiming work experience based on a letter of reference or certificate of employment from an employer who are unable to provide other supporting evidence such as payslips or tax certificates may not be able to satisfy an Immigration Officer that they meet WA4.10.6 (d)

Relevant Instructions (Cont.)

E7.5(a) It is the **responsibility of an applicant** for a visa to ensure that the information, evidence, and submissions provided demonstrates the applicant meets applicable immigration instructions to the **satisfaction of an immigration officer**

E7.5(b) Immigration officers have a **general obligation** to take such steps as are **necessary or appropriate to verify any documentation or information** relevant to any decision under immigration instructions, whether or not a particular provision enables or obliges them to do so

E7.30(a) Applications for temporary entry class visas ... may be approved if the **immigration officer is satisfied** that the applicant has provided the evidence required by immigration instructions, and any additional evidence requested by the immigration officer

Note: E7.5 are operational instructions rather than immigration instructions. They are not used as a basis for decline, but provide guidance that assists immigration officers to determine whether immigration instructions are met.

Relevant Instructions (Cont.)

Key Points:

Onus remains with the applicant to demonstrate that they meet INZ requirements

Immigration Officers have discretion within the instructions at WA4.10.5 and WA4.10.6 as to whether the information is satisfactory and sufficient

Evidence of work experience should be viewed holistically, i.e. based on the full circumstances of the application, a reference letter may be appropriate for lower risk applications

To be relevant to WA4.10.6, work experience needs to be in the same field or industry as a whole, i.e. not on what experience may be relevant to different tasks the role has

Examples



Examples of Inappropriate Explanations in PPI Letters

“While the documents may be genuine in isolation, we are unable to confirm their authenticity or credibility in support of your employment claims”

“...we are currently not yet satisfied that you have provided sufficient independently verifiable evidence to credibly demonstrate your claimed work experience as the provided documents could have been generated by anyone at any time and is not evident of a five or more-timeline corroborated by a third party such as a bank or a government agency showing your claimed work experience evidence...”

Examples of Inappropriate Explanations

“[The reference letter] cannot be independently verified through a third party to credibly confirm the duration or continuity of your claimed work experience, as such letters can be *generated by anyone at any time*. While we acknowledge that the employer’s details are stated in the letter, contacting them may not provide credible or **independently verifiable** confirmation of your work experience...”

Examples of Inappropriate Explanations (3)

“While these documents indicate employment with the XYZ Restaurant, we **have been unable to independently verify** their authenticity to confirm the legitimacy of the claimed work experience. Due to the absence of verifiable supporting evidence, it appears that you may not meet...”

“After reviewing these materials, we remain unconvinced. The evidence provided does not contain verifiable details, and we are still unable to confirm that the claimed work experience is genuine...”

10. I am surprised to learn that Immigration New Zealand claims it is unable to independently verify [REDACTED] employment. Verification can be easily conducted by contacting his employer [REDACTED] directly at [REDACTED] or via email at [REDACTED]. Alternatively, Immigration New Zealand may also contact the restaurant directly at s9(2)(a) [REDACTED] as shown in the Google listing screenshot provided below.

s9(2)(a)

Examples of Inappropriate Explanations (4)

*'However, the work certificate you have provided is **unverifiable**... Making verification impossible.'*

The officer's language in the PPI letter, such as "unverifiable" and "impossible," suggests a predisposition against approving the application. This undermines the integrity of the decision-making process and reflects a failure to engage meaningfully with the evidence provided.

The words used by the immigration officer in the PPI letter such as 'unverifiable' and 'impossible' suggests that the immigration officer had acted unfairly against the principles of natural justice and had pre-determined their decision.

We submit that the work certificate⁶ that was submitted could be verifiable. It can be compared with the payslips⁷ provided. [REDACTED] employer can be verified by the Certificate of Association of Registration⁸. Her salary details can be verified through her tax documents. ⁹ If need be, details of director has been provided for verification if required as well.

For the immigration officer to deem the work certificate **unverifiable** suggests that she does not understand the documents and has not engaged fully with all the documents provided to conduct this assessment.

Further her allegation that verification is **impossible** raises further doubts on her state of mind and openness in assessing the application.

“We acknowledge receipt of the reference letter from your previous employer. However, reference letters without supporting documentation lacks credibility, as they can be easily fabricated or altered”.

Expected Assessment Process

Review all of the documents provided in support of the applicant's skills/experience, declarations made and any risks that have triggered against the application. Potential outcomes:

- Accept at face value with rationale as to why you are satisfied
- Conduct your own verification (such as online searches)
- s6(c)
- PPI/RFI

Examples of Good Rationale

The applicant has provided a reference letter from XXXX s9(2)(a) .
attesting to the applicant's work experience there from s9(2)(a) along with a business card for the Chief Engineer at XXXX with the same contact details. That letter contains a range of contact details for the company.

...I undertook [an online search] and identified the employer has an active web presence which indicates that they s9(2)(a)

The website itself appears to be quite comprehensive, listing contact details for the company itself which we could consider using for verification (i.e. that is independent of the individual person listed on the reference letter). The Google Street View/Maps confirms the existence of the company at the addresses listed on the website and reference letter...

Examples of Good Rationale

PPI

We acknowledge you have declared that you have been employed as a Timber Machinist with XXXX FURNITURE INDUSTRIES since January 2019 and have submitted a business registration. certificate, reference letter and photographs as evidence. We have considered this and note the business registration certificate corroborates the existence of the business, however this does not corroborate that you were employed by the business or your claimed period of employment. Furthermore, the photographs submitted are not sufficient to satisfy that you were employed by the business or your claimed period of employment. Whilst you have submitted a reference letter, we note that no third-party evidence has been submitted to corroborate your claimed work experience. Therefore, based on the evidence submitted with your application we are concerned that your claimed work experience may not be credible.

Decline

We acknowledge the letter and salary certificate issued from a Chartered Accountant however, note these documents state they were issued at the request of yourself for immigration purposes. Furthermore, these documents are based on information provided by yourself or the employer and there is no third-party to corroborate the contents of these documents. We also note that ITR is self-declared.

As mentioned in our previous letter, whilst the business registration certificate corroborates the existence of the business this does not corroborate that you were employed by the business or your claimed period of employment. Whilst you have submitted letters and pay slips from the employer, there is no credible third-party to corroborate the contents of these documents or your claimed work experience. Therefore, based on the evidence submitted we are not satisfied that your claimed work experience is credible and our concern is not mitigated.

Examples of Good Rationale

PPI

You have provided a single page reference letter from XXXX Traders to meet the above instruction however this is not sufficient to meet our requirements. There is no third-party confirmation of the contents with it. A single page reference letter can be formatted by anyone, anywhere and anytime. The work experience evidence that you have provided is not sufficient, substantive, credible and independently verifiable.

Decline

We have considered your response however we are still not satisfied that you have demonstrated that you have the required work experience. While we acknowledge the calibration and weekly checks documents submitted by you, this does not mitigate our concerns. Furthermore, the calibration documents provided by you only demonstrates few weeks of your work and are not independently verifiable. There is no substantive information about your employer, remuneration and length of your employment on them along with other information that could help us to verify and establish your WE. You did not provide any corroborative information for Immigration New Zealand to verify and establish your claimed work experience. You did not provide any third-party confirmation of the contents. Furthermore, your overseas employer had no online presence, which could have assisted us in validating the contents of the work experience.

Examples of Good Rationale

PPI

You have provided a single page work experience reference letter from office of the XXX Farm however this is not sufficient to meet our requirements. The work experience evidence that you have provided is not substantive, credible and independently verifiable. There are no third-party confirmation of the contents for Immigration New Zealand to verify and establish your claimed work experience.

Decline

We received your response on 19 June 2025 with the following documents:

- a cover letter requesting to do an ETI for this case.
- - Support letter from employer's farm consultant
- - Support letter from NZ employer

We have considered the response however we are still not satisfied that you have demonstrated that you have the required work experience and qualifications. You did not provide any new work experience evidence in response to our letter that is substantive, credible and independently verifiable. The single page reference letter from XXX Farm that you provided initially was not substantive and independently verifiable as there was no third-party conformation of the contents with it for Immigration New Zealand to verify and establish your claimed work experience.

Examples of Good Rationale

PPI

To demonstrate the work experience required, you submitted a letter from XXXX Corp. However, it does not state how long you have worked for the company. Moreover, the document is not credible for us to acknowledge the claimed work experience because it is not independently verifiable: there is no credible third party or additional evidence to confirm or support the details of document. Due to the insufficient evidence, we could not acknowledge your claimed work experience.

Examples of Good Rationale

Decline Rationale

As per the job check approved for the job offered to you, 3 years of relevant work experience is required and you submitted a copy of Afghanistan driver license, a graduation certificate issued by Ministry of Education in Afghanistan, a certificate of technical & computerised auto work shop issued on s9(2)(a) and a certificate of work experience issued on s9(2)(a). The driver license or graduation certificate may be relevant to the job offered to you but does not demonstrate whether you had 3 years of relevant work experience or not. Both certificates issued on 25 and 30 December 2021 may indicate that you have 3 years of relevant work experience, but the documents are not credible for us to acknowledge the claimed work experience because it is not independently verifiable: there is no credible third party or additional evidence to confirm or support the details of documents

Independently Verifiable Evidence



Relevant TA Update (15 April 2025)

To make decisions defensible for AEWV applications

1. Insufficient evidence of work experience has been identified

Please make sure that it is reasonable to raise concerns through PPI or outright decline with either WA4.10.5 (SQ) or WA4.10.6 (MST) based on the evidence of work experience provided, not purely because of the risk rules triggered or active warning left.

The below wording may be helpful for you to write PPI or OD letter, but it is so important to **customise it - amend or add comments - for the specific circumstances of each application** to make your decision defensible by accurate, logical and complete rationale.

You have provided a reference letter issued by XXXX company to demonstrate that you have X years of relevant work experience. However, the document is not credible for us to acknowledge the claimed work experience because it is not independently **verifiable**: there is no credible third party or additional evidence to confirm or support the details of document.

Independently Verifiable Evidence

Note: there is no requirement in immigration instructions that work experience evidence is independently verifiable

Independently Verifiable means that something can be **checked and confirmed by someone else**, without relying solely on the original source or person who made the claim.

Independently Verifiable Examples

Example:

- The request for documents not issued by the employer (such as tax records/social insurance) to verify claims made by an employer in a reference letter
- A reference letter from an employer can still be considered as independently verifiable evidence of a claim made by an applicant themselves
- Using information available online to contact a company to verify information provided in a reference letter

Work Experience: Holistic Assessments

Your assessment of work experience evidence must be based on a holistic view of the information provided

- Identifying information and factors to consider, then weighing these factors before reaching a conclusion on the credibility of a situation
- Holistic assessments are dependent on the information and circumstances provided, as such your decisions will be case-by-case

How to structure your rationale

Concern

- **What** has been identified ?
- **Why** has it been identified as a concern?

Factors

- **Identify** the factors related to the concern, evidence and applicant themselves.

Conclusion

- **Weigh and Balance** these factors
- **Summarise** whether you are satisfied the instruction has been met or not

Reference Letters and Holistic Assessments

In what cases can I accept just a reference letter as constituting evidence of work experience?

Consider factors such as:

- Online presence – do details online match reference letter and appear credible
- s6(c)
- Contacting the NZ employer where it appears appropriate to do, check whether they have met their accreditation obligation to check
- Ask: Based on the evidence provided and the circumstances, does it appear on balance that it is *plausible* that the applicant would have this experience

s6(c)

- A decision is likely to be defensible provided we are able to give clear reasons in the PPI/Decline letter to explain why the evidence is not sufficient

Citizens of Brazil applying from Brazil

If you are a citizen of Brazil you should provide your work book as evidence of your work experience.

Applicants from Eastern Europe

If you are from [Eastern Europe](#) and you need to provide evidence of relevant work experience in Eastern Europe, you should provide a copy of your [official workbook](#) from that country.

Applicants from Europe applying from within Schengen member states

If you need to provide evidence of work experience in a European country but are not a citizen of a [Schengen member state](#), you should provide evidence of your right to work in that country.

Evidence of your right to work is a copy of your Schengen visa for the time you were working.

Filipino citizens applying from within the Philippines

Evidence of work experience includes employment certificates, employment contracts, payslips, Social Security System (SSS) records, PhilHealth records and income tax returns (with receipts).

If you have worked overseas, you should provide a copy of your work visa and POEA Overseas Employment Certificate (OEC) or e-Receipt, along with a copy your job descriptions.

Note

If you are claiming work experience based only on a reference letter or a certificate of employment, without other supporting evidence such as payslips or tax certificates, you may not be able to satisfy us that you meet this requirement.

PPI	Example
Instruction: capture the applied instruction	Immigration instruction WA4.10.1(a)(iii) states... Immigration Instruction WA4.10.5 states...
Fact: “ what ” has been identified	You have provided a reference letter issued by XXXX company to demonstrate that you have X years of relevant work experience.
Rationale: “ why ” the finding has triggered concerns	However, the document is not credible for us to acknowledge the claimed work experience because it is not independently verifiable; there is no credible third party or additional evidence to confirm or support the details of the document
Conclusion: we are concerned / you may not meet...	Therefore, we could not acknowledge your claimed work experience and you may not be suitably qualified.

The 'Why'...

Doesn't have to be a novel, or even a paragraph...you just need to explain to the client *why* the information they have provided does not satisfy you

Saying the information “is not credible” or “is not independently verifiable” does not explain sufficiently – the client needs to know why you think it's not credible or why the fact that it is not independently verifiable does not satisfy you

A1.15(c): distinguish fact from opinion, rumour, allegation, assumption or report

Verification Requirements

- Just because we cannot verify something, that doesn't mean it must be rejected or that the application will be declined...but that we may put less weight on that evidence in a holistic assessment of work experience
- With overseas tax records (for example) we do not decline on the fact they have not provided that document, but that the evidence they *have* provided is not sufficient...if they had been able to provide the tax documents we would have been able to add more weight to the work experience claim.
- Where we do have concerns we still have to demonstrate that we have appropriately considered the information provided and outline why we are not satisfied

You should now be able to...

- ✓ Explain what we mean by fairness and natural justice in the assessment of a visa application
- ✓ Understand the importance of making defensible immigration decisions
- ✓ Understand how to effectively raise concerns about work experience in AEWV applications
- ✓ Explain what makes a strong rationale with regards to work experience evidence
- ✓ Complete holistic assessments of work experience evidence

Team Activities

Capability Building Session July 2025



Overview

For each of the scenarios consider:

- What are the risks involved with the evidence identified; and
- What are your proposed next steps (and why)

Scenario 1:

s9(2)(g)(i)

s6(c)

Scenario 2:

s9(2)(g)(i)

s6(c)

Scenario 3

s9(2)(g)(i)

s6(c)

Scenario 4:

s9(2)(g)(i)

s6(c)

Scenario 5:

s9(2)(g)(i)

s6(c)

Scenario 6:

s9(2)(g)(i)

s6(c)

Questions?

Some of the content in this presentation has been generated using Copilot Chat. This has been reviewed and confirmed by the author. If there is any content that is incorrect, contact the author.

Ngā mihi

Thank you