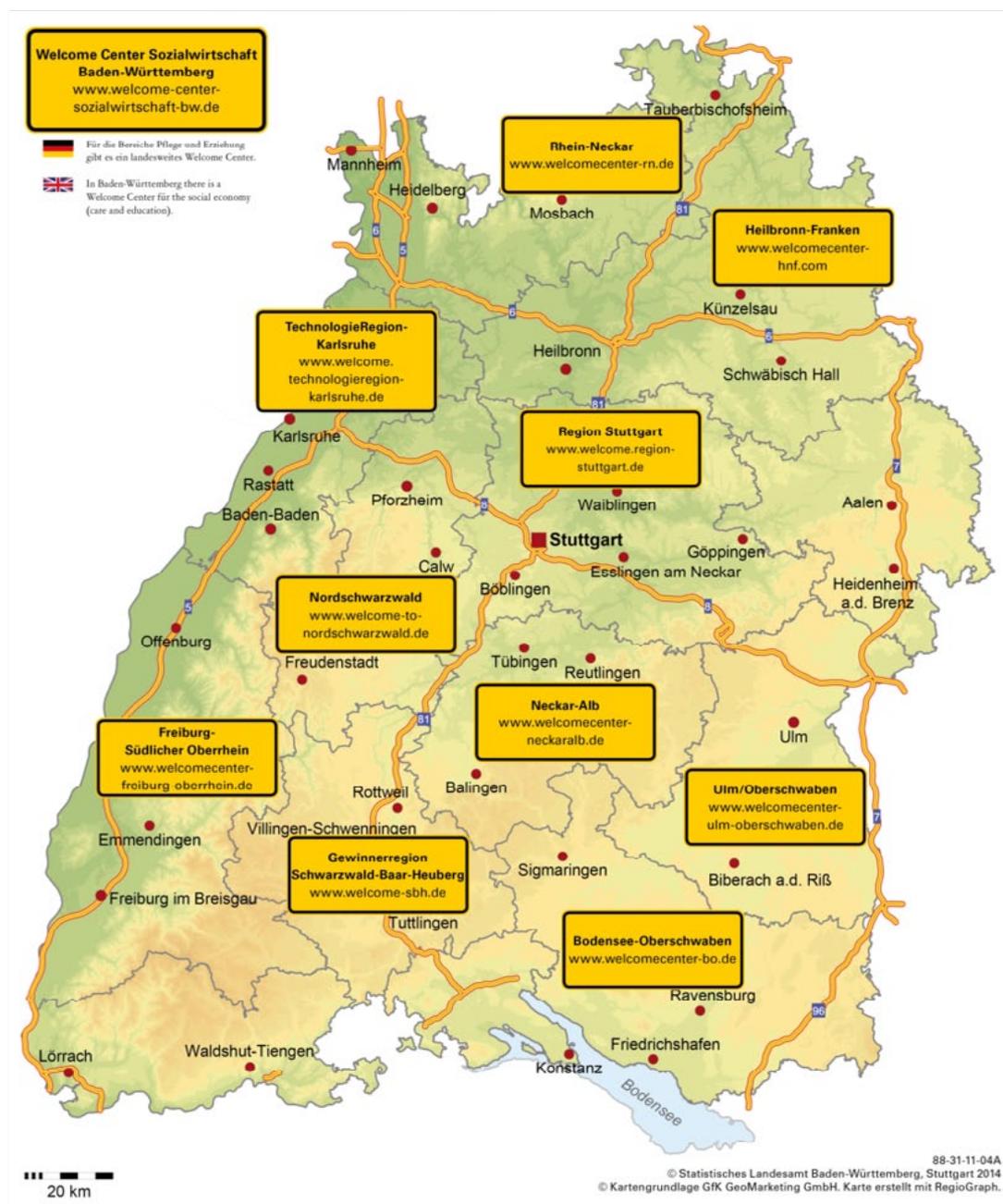


Information for international skilled professionals

If you are working as a doctor, a nurse or a child care worker and you are planning to start a career in the south-west of Germany (Baden-Württemberg) the following document will inform you about:

- legal guidelines,
- professional recognition of your degree, and
- general conditions regarding living and working in Germany.

We would like to support you in all of these challenges and in finding the proper helpdesk/the right contact person for your specific concern.



About us

The **Welcome Center Sozialwirtschaft Baden-Württemberg** offers support for international skilled professionals who are planning to work in social services in Baden-Württemberg as a nurse, a doctor, a child care taker et cetera. The **Welcome Center Sozialwirtschaft Baden-Württemberg** is located in Karlsruhe and Stuttgart. You can reach us by email or phone.

We would be pleased to assist you with your questions concerning your arrival and your first steps toward finding a job in Germany. A general overview can not replace an individual mentoring.

Please do contact us.

Contact persons in Karlsruhe:



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Contact persons in Stuttgart:



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Information for international skilled professionals

Entry, residence and access to the labour market

Am I allowed to stay and work in Germany?

For citizens of the European Union, European Economic Area (EEA: Norway, Iceland, Liechtenstein) and Switzerland:

As a citizen of a Member State of the European Union (EU) you have freedom of movement and can enter Germany and reside here without a visa or residence permit. All that is required for entry is a valid passport or national identity card. There are no limits to your access to employment and self-employment in Germany. Your spouse and your children can likewise live and work in Germany without restrictions. The same applies to citizens of Switzerland and the European economic area (EEA), i.e. from Liechtenstein, Norway or Iceland.

In Germany you are required to register with the authorities at your place of residence. When you move into a residence, you should register with the registration authority (Einwohnermeldeamt) in the city in which you live. Please note that the deadlines for registration are different in each federal state.

Transitional arrangements apply for Croatia until mid-2015. For more information about these transitional arrangements for Croatian nationals, consult the website [Make it in Germany](#).

The International Placement Services (Zentrale Auslands- und Fachvermittlung – ZAV) will answer your questions about the EU work permit procedure by telephone: 0049 228 - 713-1313. Office hours: Monday – Thursday from 8 a.m. to 4:30 p.m. and Friday from 8 a.m. to 2:30 p.m.¹

Standard rules for nationals from third countries (information)

VISA

As a national of another country you must apply to a German diplomatic mission (visa offices of the Embassies and Consulates General) in your home country for a visa before entering Germany. For information on visa requirements and application forms, see the portal of the Federal Foreign Office.

Residence permit with access to the labour market

If you want to stay longer in Germany, in addition to the visa, apply for a residence permit at the German diplomatic mission in your country. At first the permit will usually be temporary and granted for a specific purpose of stay, for example for employment, study or training. Once you have a residence permit for employment you will not need an additional work permit. Whether or not you can work in Germany, i.e. receive a "residence permit for the purpose of employment", depends on what qualifications you have. For highly qualified workers, scientists and self-employed persons, there are provisions that facilitate immigration. Under certain conditions, persons from third countries without university training can also take up employment in Germany.

If you need further information on access to the labour market, please visit the web pages of the International Placement Services (ZAV) of the Federal Employment Agency.

For academics: EU Blue Card

As of August 2012, if you have a German or foreign university degree that is recognized in Germany or is comparable with a German degree, you can get an "EU Blue Card". You can find out whether your university degree is recognized in Germany at the Internet portal of the Central Office for Foreign Education Systems (ZAB) or – if you find no information there – you can apply to the ZAB for an evaluation of your degree (charges apply).

1 http://www.anerkennung-in-deutschland.de/html/en/eu_liechtenstein_norway_iceland_switzerland.php

The Blue Card is a four-year temporary work and residence permit. Prerequisites for the Blue Card are:

- a university degree, and
- a job in Germany with a minimum annual salary of €48.400 or
- a degree in certain professions in which specialists are in short supply in Germany (so-called shortage occupations), such as scientists, mathematicians, engineers, doctors and IT professionals with a minimum annual salary of €37.752.

You can submit your application for an EU Blue Card to the appropriate immigration office (Ausländerbehörde). If you have a foreign university degree and wish to work in a so-called shortage occupation, the Federal Employment Agency has to first consent to your employment (after assessment of whether the work conditions correspond to the customary local conditions). An EU Blue Card enables you to obtain a settlement permit under simplified requirements after 33 or 21 months, depending on your German language skills. Family members of EU Blue Card holders are allowed to work in Germany without restrictions without having to wait. More information is provided in this flyer (last updated: January 2015, PDF, 837 KB) or on the website of the Saxonian Federal State Ministry of the Interior.

For information for graduates of German universities or persons having completed a course of training in Germany: see [Make it in Germany](#)

For specialists with completed vocational education and training: New employment regulation

Since 2013, specialists who completed their non-academic vocational education and training in countries outside the EU may migrate to Germany to work if they meet the following conditions (Employment Regulation – BeschV, new version of 1 July 2013):

First the foreign specialists need a workplace or a binding offer in Germany.

The training must be equivalent to a German certificate, that is, it must be recognized. The rules in the federal or state Recognition Act create the necessary conditions for this.

There is a shortage of specialists in the German labour market with that particular occupation (so-called bottleneck occupation). The respective occupations are listed by the Federal Employment Agency in this positive list.

The vocational recognition can already be applied for abroad, with or without a job offer. You can also enter the country if a period of practical work is required for recognition of your vocational certificate, for example, if there are other requirements that have to be met for recognition, such as an adaptation course or preparations for a test, which make this period of practical work necessary.

After all requirements are fulfilled, an assessment is made whether a residence permit can be granted.

Health personnel from those 57 countries in which, according to the findings of the World Health Organisation (WHO), there is likewise a lack of personnel, can only work in Germany if they have found a job themselves. The Ordinance amending the Employment Ordinance of 7 November 2013 rules out the recruitment and private placement of health workers from those countries. The German Federal Employment Agency will make bilateral agreements with the employment services in selected countries. Placement agreements already exist in the health care sector with such countries as the Philippines (March 2013) and Bosnia and Herzegovina (March 2013).²

² Vgl. http://www.anerkennung-in-deutschland.de/html/en/third_countries.php

Professional Recognition

If you wish to work in Germany in the occupation you have learned, this section will enable you to find out in which occupations you need to obtain recognition for your foreign vocational and professional qualifications.

What is professional recognition?

Professional recognition means the evaluation and – in the event of a positive decision – confirmation of the equivalence of foreign professional and vocational qualifications with German qualifications. A formal procedure takes place to consider whether training was equivalent to comparable training in Germany and whether the qualifications can be recognised.

When is recognition of professional and vocational qualifications necessary?

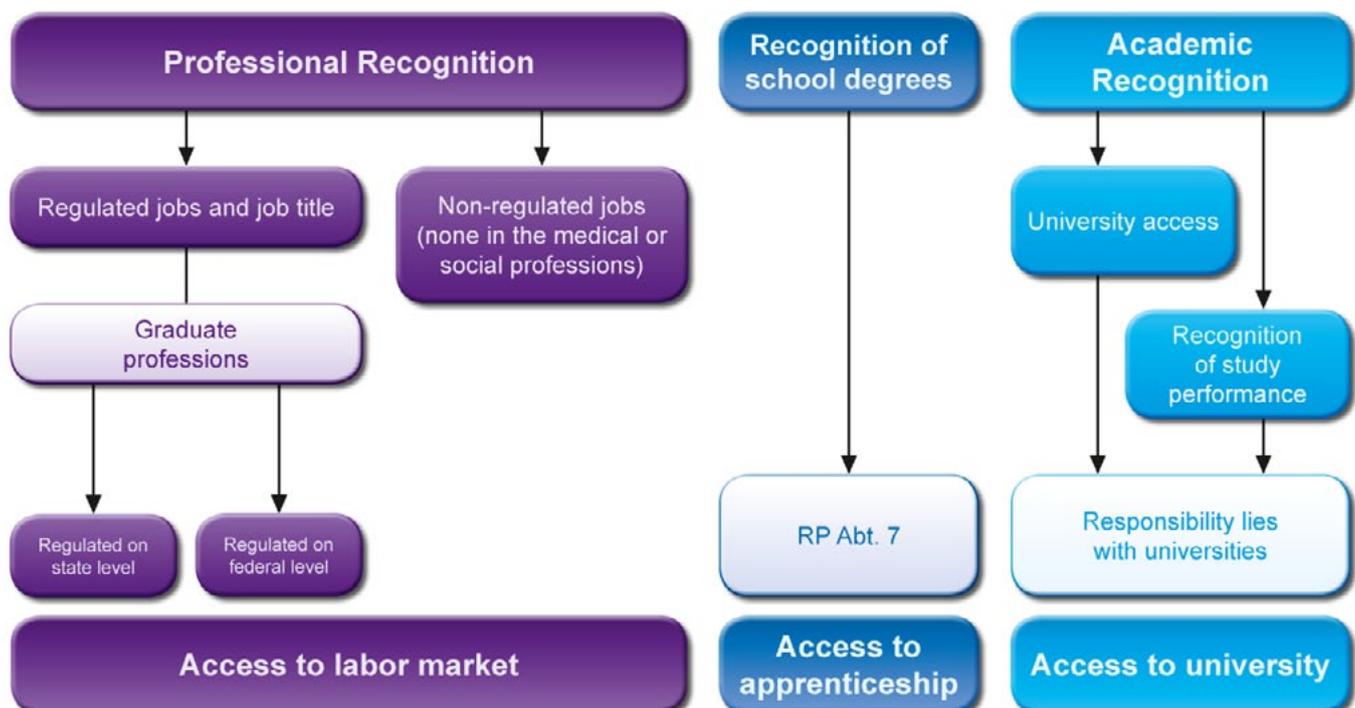
Professional recognition is helpful in many occupations and in some professions it is even a prerequisite for exercising the job concerned in Germany. However, it does depend on the occupation in question.

Regulated professions

With regulated professions, recognition is a precondition for working in this profession as well as for using the job title. Without recognition, persons with professional and vocational qualifications gained abroad may not work in these professions in Germany. Regulated professions in Germany include doctors, nurses, lawyers, teachers, nursery school teachers and engineers.

Non-regulated professions

Recognition is not an essential precondition for exercising non-regulated occupations. Persons may apply for work directly and work on the labour market in these occupations. An evaluation may, however, be helpful in order to provide employers and companies with a better understanding of your qualification. A qualification which has been recognised as equivalent also opens up access to advanced vocational training. All so-called training occupations, i.e. occupations for which training takes place within the dual system, are non-regulated in Germany³



³ http://www.anererkennung-in-deutschland.de/html/de/berufliche_erkennung.php

University graduates working in non-regulated professions

If you are working in a non-regulated occupation (e.g. business sciences, arts, social sciences etc.), the professional recognition is not possible. This is the case in approx. 90% of all academic occupations. If you are working in a non-regulated occupation, you have however the possibility to apply for an individual certificate from the “Zentralstelle für ausländisches Bildungswesen” – Central Office for Foreign Education (ZAB). A certificate from the ZAB may be helpful in order to provide employers and companies with a better understanding of your qualification. It will inform employers about the nature and duration of your academic studies, as well as the comparability of the academic level (bachelor, diploma, master etc.). This evaluation of your qualifications is valid for all federal states (Bundesländer).

The evaluation of your academic degree is however not a professional recognition. This evaluation does not have any legal consequences. It does, nevertheless, confirm, that you have an academic degree at your command. Each employer will decide for themselves how much they count on this evaluation.

You will find all further information on the homepage of the [ZAB](#) (in German).

Using the [Anabin-database](#) you can receive more information on your degree beforehand.

Which public authority is responsible for the professional recognition?

Responsible for the examination of the homogeneity of your degree are different authorities. When searching the correct competent authority for the recognition procedure the “[Anerkennungsfinder](#)” (Recognition in Germany portal), will be very useful.

Procedure and possible results

The professional recognition of foreign qualifications consists of the comparison of the foreign qualification with the German qualification. For this, a so called examination of equivalence will be executed. Relevant for the outcome of this examination is, if essential differences between the qualifications exist, concerning duration and contents of the education. Existing professional experience will also be taken into account for this examination, as this may result in the compensation of essential differences in the education. It is important, that the professional experience is proven by job references according to German standards (i.e. written certificates from the former employers including information of length and content of employment).

After the examination of equivalence has taken place, three different results are possible:

1. No essential differences exist or the existing differences can be compensated by professional experiences. If this is the case, the full recognition will be certified.
2. Essential differences exist and can not be compensated by professional experiences. In this case a partial recognition will be certified (Teilanerkennung) and you will have the possibility to compensate the missing competences by an adaptation period (Anpassungslehrgang) or an aptitude test (Kenntnisprüfung).
3. The differences between duration and content of your qualification are such (even considering your work experience), that the recognition can and will not be certified. In this case the application will be declined.

Which documents are necessary?

Usually you will have to submit the following documents as certified copy:

- CV (in table form)
- Proof of identity
- Proof of foreign graduation
- Proof of work experience
- Other certificates of proficiency
- Translations of foreign documents

Costs involved

The costs for the procedure vary, depending on the authority involved and usually lie between EUR 100-600. You will have to bear the costs yourself. In case you are entitled to unemployment assistance there is a possibility that the Job center will take over the costs if you make an application. A legal claim does however not exist, the approval of the application lies within the discretionary power of the responsible authority. It is not possible to apply retrospectively.

German courses

If you want to live in Germany, you should learn German. This is especially important if you are looking for work, need to attend to official business, would like to help your children with school homework or simply want to get into contact with other people and participate in social life in Germany.

Integration courses

For immigrated persons who are planning to permanently stay in Germany, special integration courses are offered. Integration courses are funded by the “Bundesamt für Migration und Flüchtlinge” (BAMF) and aim to help you to achieve a language level with which you are able to find your way around on your own as well as give you an insight in German culture, the German legal system and history. These courses therefore cover a language course, a language test and a course on history, politics and society, which end in a test. Depending on your country of origin, your German knowledge and the type of your visa you might be entitled or obliged to take such a course. The conditions will be verified on individual case basis by the responsible local registration department. The courses are partly funded by the “Bundesamt für Migration und Flüchtlinge” (BAMF). Under certain circumstances you can be relieved of the costs.

You can find more information on the following websites:

[BAMF – Integrationskurse](#)

[Make it in Germany – Integrationskurse](#)