

# Professional recognition and the new Skilled Immigration Act-

The “Act on the Further Development of Skilled Immigration” has once again made it easier to migrate to Germany for work. The act includes further options for entering Germany without prior recognition of a foreign professional qualification. Under certain conditions, recognition is now optional in the non-regulated sector. It remains mandatory for work in regulated occupations..



*Recognition is still helpful  
for all professions. It  
provides many advantages  
for long-term professional  
integration and for a  
future in Germany. .*

## What's changing for the recognition of foreign professional qualifications?

→ **In many cases, recognition is not a visa requirement for working in non-regulated occupations.**

For example, this applies to people with a completed professional or higher education qualification that is recognised by the state in the country of training. For a visa, evidence must be provided of a firm job offer with a specified minimum salary and relevant professional experience of at least two years. This makes access to the German labour market easier for people with professional experience.

→ **A recognised qualification allows a skilled worker to pursue all qualified employment in the non-regulated sector.**

A skilled worker with a qualification as a „Tourism services management clerk“ which is recognised in Germany can, for example, also work in gastronomy or marketing – in any non-regulated occupation. This creates greater flexibility for employees and employers.

→ **Recognition and potential second-chance training can take place after arrival in Germany.**

This can happen in various ways:

- As part of a **recognition partnership**, the skilled worker and the employer have an obligation to apply for and complete the procedure after the skilled worker has entered Germany. The entire recognition procedure takes place in Germany. Employment, and sometimes qualified employment, is possible in many areas of work from day one.
- Skilled workers who have already received notice of **partial equivalence** can **enter Germany for training for the purposes of recognition**. They are granted a period of up to three years for the training. During this period, they are permitted to undertake secondary employment independently of recognition. This also provides greater flexibility and security for the skilled workers.
- Prospective skilled workers can also enter Germany for a **skills analysis** for the purposes of recognition.

Comprehensive information on professional recognition and the reforms to the Skilled Immigration Act can be found at [www.anerkennung-in-deutschland.de/en](http://www.anerkennung-in-deutschland.de/en) →



## Why recognition remains important

Recognition remains mandatory for work in regulated occupations. Under certain conditions it is now optional in the non-regulated sector.

**Whether it's essential or optional, there are many advantages to recognition for skilled workers, employers and society**



View short video  
»Skilled immigration  
(not) without recognition«



### FOR SKILLED WORKERS

- **Better entry to the labour market:** Representative studies indicate that skilled workers with a (partially) recognised foreign professional qualification are invited to interviews more often than skilled workers without recognition.
- Full recognition is shown to **increase the chances of employment at a level appropriate for the qualification gained.**
- It is much more likely that skilled workers with full recognition will receive an **appropriate level of pay, a better pay scale grouping, and income growth.** They also find themselves in a better position when it comes to wage negotiations or when changing job.
- Skilled workers say they have **better opportunities for advancement and are more valued by the employer.**



### FOR EMPLOYERS

- The recognition notice makes the **professional skills and knowledge of skilled workers more transparent for the employer** which helps with recruitment and staff development.
- The notice sets out precise information regarding which knowledge and skills are lacking in comparison to the German reference occupation. Hence, it **facilitates further specific training.**
- The employer's involvement in the professional recognition process and in training can result in **greater employee retention.**
- Recognition is perceived as a **mark of quality** and employing a skilled worker with recognition can be a competitive advantage. This is because in some sectors recognition is necessary for meeting the requirements of certain contracts.



### FOR SOCIETY

- These positive effects can **increase the likelihood of foreign skilled workers remaining in Germany.** This is because immigrants **stay significantly longer** if they are employed as skilled workers and not for auxiliary activities.
- Recognition also makes an important contribution to **protecting patients and consumers.**

[anerkennung-in-deutschland.de/en](https://anerkennung-in-deutschland.de/en)

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