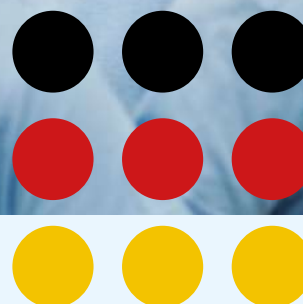




As of October 01, 2021

information

for gainful migration to nursing care in Germany



Comprehensive information for international caregivers as a basis for a confident decision to migrate to gainful care for care in Germany as well as for living and working in Germany

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Let's go to Germany?!



Do you have a nursing training and are considering coming to Germany to work as a nurse here? Have you been approached by a placement agency, a language school or other means, asking whether you would like to work for an employer in Germany? This can be a good idea, especially in view of the increasing demand in the health and care professions in Germany.

But international labor migration is also a big event, so it is advisable to find out about specific events and possibilities in advance.

Here you will find some information on topics that may be relevant for internationally employed nurses.

Do not rely on simplistic or generalizing descriptions or promises and collect as much specific information as possible.

Feel encouraged to inform yourself independently and to assess and evaluate the situation for yourself. In this way you protect yourself from unpleasant surprises and can choose the path that best suits you.

1. Information on the professional field



Nursing as a profession is not practiced in the same way all over the world. In Germany, too - in an international comparison - there are some peculiarities. This is important for you both during the recruitment and recognition process and for the subsequent employment in Germany - maybe even until you leave the job. In Germany, nursing staff work either in privately organized institutions, in church-sponsored institutions (Caritas, Diakonie etc.) or in public institutions (e.g. university clinics).

1.1 Nursing professions are regulated



professions You should know that:

Nursing professions are "regulated professions" in Germany.

What does that mean?

Regulated professions are professions whose training is regulated by the state. In the federal state of Germany, the professions are regulated either by the federal government or by the respective federal state.

Anyone wishing to work in one of these professions in Germany must submit an application for professional admission and provide evidence of their qualifications - i.e. training. You can only work as a nurse in Germany once you have been granted a professional license.

People with a qualification acquired abroad must therefore have it recognized in Germany. Only then can a professional license be applied for or granted.

i How and where can you find out more about this yourself?

Further information on this topic can be found here, for example:

<https://www.pflegeausbildung.net/>

The website Perspektive Gesundheitswirtschaft of the Berlin IQ network is intended to give you an overview of the healthcare industry and to inform you about qualification requirements and fields of work.

<http://www.kompetenzen-gesundheitsberufe.de/>



1. Information on the professional field

1.2 Education and training opportunities in nursing professions in Germany

You should know that:

If you decide to immigrate to Germany to work in the care sector, you are probably also interested in career opportunities, i.e. training, further education and training opportunities for your professional field.

Training opportunities

Nursing professions in Germany are vocational training. Since 2020 there has been a uniform professional qualification “nursing specialist” or “nursing specialist”, which conveys overarching nursing skills. These competencies are intended to enable people of different age groups to be cared for in different care areas and, in the long term, to replace the previous job titles for geriatric nurse or health and child nurse.

Further education and training opportunities

Anyone who is already working in nursing and would like to take on new tasks or more responsibility can choose from a very large range of further training courses in order to achieve these goals.

You can find an overview of offers here: <https://www.pflegestudium.de/weiterbildung-uebersicht/>

How and where can you find out more about this yourself?

Further information on this topic can be found here, for example:

Further education advice from the BMBF: <https://www.der-weiterbildungsratgeber.de/> Telephone number: +49 800/2017909

Opportunities for further training at the Federal Employment Agency: <https://berufenet.arbeitsagentur.de/>





1. Information on the professional field

1.3 Current labor market information for nursing professions in Germany

You should know that:

The labor market situation for your occupational group as well as the labor market opportunities by region or employer (hospital, long-term care facility, rehab ...) may play a role in the selection of your employer or the region that is of interest to you in Germany.

In general, there has been a shortage of skilled workers in the health sector in Germany for several years. Around 50,000 vacancies will continue to be vacant in the future. This deficiency means that more and more employers, such as hospitals and long-term care facilities, are recruiting skilled nurses from abroad in order to be able to guarantee supply in the medium to long term.

How and where can you find out more about this yourself?

You can find reliable information about the labor market situation in the care sector in Germany in the online offer of the Federal Employment Agency:

<https://statistik.arbeitsagentur.de/>

1.4 Tasks and fields of work of nursing staff

You should know that:

There are different work areas for caregivers. Some are:

• Nursing • Children's nursing • Elderly care • Intensive care • Operating theater

The areas mentioned are in turn carried out in different nursing care areas, namely in inpatient acute care (e.g. clinic), inpatient long-term care (e.g. nursing home) and outpatient care (e.g. care at home).

As a nurse, you look after people in every phase of life. The various tasks in the care sector include, among others:

• Independent observation, advice, support and care of patients
• Documentation and evaluation of the nursing measures
• Carrying out medical orders • Assistance with medical measures

Basic care activities, i.e. personal hygiene, nutrition, mobility, prevention (prophylaxis), the promotion of independence and communication, are of great importance in Germany and are carried out not only by nursing assistants, but also by nursing staff.

How and where can you find out more about this yourself?

Further information on this topic can be found here, for example:

Brief description of the nurse at the Federal Employment Agency

<https://berufenet.arbeitsagentur.de/>

Brief description of health and child nurses at the Federal Employment Agency <https://berufenet.arbeitsagentur.de/>

Overview of the healthcare sector in the Berlin IQ network <http://www.kompetenzen-gesundheitsberufe.de/>



1. Information on the professional field

1.5 Professional and professional



associations You should know that:

A professional association is a free and independent interest group whose members are members of the same profession or closely related professions. The aim is, by bundling the interests of many workers in the care sector, to be able to better assert them against employers or the public.

Professional associations have the task of representing the interests of their members with regard to the content of professional practice, i.e. with regard to the importance and manner of practicing the nursing profession and in the economic, social and societal sense. Are you looking for advice on legal issues, for example? Then a professional association could help.



How and where can you find out more about this yourself?

In Germany there are a large number of professional and specialist associations for the professional field of nursing. You can find some selected professional and professional associations for nursing professions here:

German Nursing Council eV <https://deutscher-pflegerat.de/>

German professional association for nursing professions <https://www.dbfk.de/de/index.php>

German Society for Specialized Nursing and Functional Services e. V. <https://www.dgf-online.de/>

German Professional Association for Elderly Care eV <http://www.dbva.de/>

Association of the sororities of the German Red Cross eV <https://www.rotkreuzschwestern.de/>



2. Information on employment



There is a well-developed labor law in Germany. Working hours, vacation and break entitlements, termination rights and many other points are regulated in employment contracts.

2.1 Rights and duties of employees in Germany **You should**



know that:

The employment contract is the legal basis for an employment relationship within Germany. It defines the rights of employees and their obligations towards employers. In terms of content, you should definitely receive the following information before concluding the contract, unless it is mentioned in the employment contract:

- Names of the contractual partners (of you and the company)
 - the start of the contract and its duration
 - Information on the probationary period (if one is specified)
 - the place of work
 - If applicable, a description of your job, ie, above all, which tasks you will expect
 - Information on salary
 - Information on working hours, ie how many hours you will be working per week
 - Information on vacation entitlement, ie how many days you can take per year
 - Information on mutual notice periods, ie how long you or the company must notify in advance that the employment relationship is to be terminated. In Germany, there is a legally binding notice period of at least four weeks.
- However, you may be employed under a collective agreement. Then this information is not in the individual employment contract, but in the collective agreement (e.g. AVR at Caritas)

Pay special attention to so-called **Binding and / or repayment clauses** in your employment contract or other documents in addition. This means special formulations that oblige you as an employee not to change your job for a certain period of time or to have to repay your employer if you decide to do so. These should be appropriate and of course correspond to the German legal situation.

The "Fair Integration" offer of the IQ Network (see also point 6 of this information brochure) offers advice on these topics.

As an employee, you also have the right to co-determination and participation in the decision-making processes of the company that hires you. For public or private employers, you can contact the works or staff council. As elected, institutionalized employee representatives in companies, companies and corporations, they represent the interests and perspectives of all employees. In church or charitable institutions, the organ for co-determination is called employee representation (MAV). Here, too, your elected members represent the interests of the employees vis-à-vis the employers. Their tasks are comparable to those of works councils.



How and where can you find out more about this yourself?

<https://www.make-it-in-germany.com/de/jobs/arbeitsvertrag> <https://www.faire-integration.de/de/topic/22.arbeitsvertrag.html> <https://karrierebibel.de/wp-content/uploads/2016/12/FAQ-Arbeitsvertrag-Checklist.pdf> **Applicable lower salary limits:** <https://www.bundesgesundheitsministerium.de>



2. Information on employment

2.2 Social security law in Germany **You**

should know that:

While you are employed as a nurse in Germany, you are subject to social security contributions, which means that you are automatically a member of various insurance companies that provide financial protection in the event of illness or unemployment. Accordingly, a fixed percentage of your salary will be deducted directly from your salary as social security contributions and paid into these insurances. The social security contributions include all types of compulsory insurance, i.e. pension, health, long-term care and unemployment insurance. Insurance such as health or long-term care insurance are solidarity-based, which means that the contributions you pay are not paid directly to the recipients, but are paid out to the contributing members if necessary. Pension insurance is a contribution-based cash benefit, which means that the amount of the benefits in the event that the insurance occurs is made up of the amount of the contributions you have paid and is paid directly to you. Unemployment insurance is also paid directly to you if you become unemployed. The amount of the cash benefit is calculated here on the basis of your salary for the past 12 months.

Pension insurance:

You pay into the pension scheme to receive a pension, i.e. a state subsistence payment, after you have retired. The amount of the pension results from the amount of income during employment and the number of contribution years in Germany. In principle, statutory pension insurance pensions are also paid abroad. In certain individual cases, however, there may be restrictions, which is why you should inform the Deutsche Rentenversicherung in good time in advance.

Health care insurance:

As an employee, you are always covered by health insurance - either as a member of statutory health insurance or a private health insurance. If you ever get sick, the health insurance company will cover the costs of medical treatment. By taking out health insurance, you are automatically covered by long-term care insurance. Long-term care insurance comes into effect if you are, for example, B. can no longer care for themselves due to a serious illness - i.e. need help from a carer.

Unemployment insurance:

Unemployment insurance pays unemployed people a regular income for a certain period of time. In principle, you must have been insured for one year within the last two years during your employment and are looking for work again.

How and where can you find out more about this yourself?

You can find more information about social security at "Make it in Germany":

<https://www.make-it-in-germany.com/de/jobs/sozialversicherung/deutsche>



3. Immigration process and integration promotion



If you want to enter Germany from a third country, you need a residence permit that is based on the purpose of your stay.
In Germany there is a wide range of migration and integration advice.

3.1 Possibilities of immigration **You**



should know that:

That **Skilled Workers Immigration Act (FEG)** opens up the possibility of accelerating the entry procedure for skilled workers (Section 81a of the Residence Act (AufenthG)). That means: If you have a specific job offer, the employer can arrange one for you against payment of a fee "**Accelerated skilled worker procedure** " apply for. In the accelerated skilled worker procedure, the **foreigners Authority** plays a key role and is responsible for advising employers on entry requirements for you, for checking all applicable requirements, initiating the recognition process, etc ... The authorities involved are bound by relatively tight deadlines throughout the process. Overall, however, the accelerated skilled worker procedure usually does not take longer than **4 months** (approx. six weeks for issuing a visa, approx. two months for recognition procedures and approx. one week for approval procedures).

Alternatively, this is still available **regular entry procedures** and, if applicable, the procedure for obtaining prior approval from the Federal Employment Agency in accordance with Section 36 (3) Employment Ordinance is open to you. You should decide together with your employer which procedure to choose if an accelerated specialist procedure is not an option.

The procedure can also be applied to the **Family reunification** can be used by honorary partners and children, provided that the applications for this are made in a temporal context (that means: family members can enter the country within 6 months of the entry of the specialist).

Since March 2020, in addition to measures such as triple win, there has been the possibility of entering Germany within the framework of **Mediation agreements** the Federal Employment Agency with employment services from selected countries of origin, Section 16d, Paragraph 4 of the Residence Act). In contrast to the procedures mentioned above, a visa for entry does not require a completed individual recognition procedure. Entry within this procedure is only possible if, in the opinion of the Federal Employment Agency, full recognition of foreign professional qualifications can be achieved. The Federal Employment Agency therefore only concludes agreements for selected professional qualifications in the country of origin, which it considers suitable in coordination with a body responsible for professional recognition or the professional associations or where, in its opinion, "appropriate training structures" exist.



How and where can you find out more about this yourself?

Further information on the accelerated skilled worker procedure can be found here:

Make it in Germany

<https://www.make-it-in-germany.com/de/visum/fachkraefteeinwanderungsgesetz>

Further information on family reunification can be found here at the BAMF:

<https://www.bamf.de/>

You can find detailed information from the IQ network on immigration as part of mediation agreements here: [German](#); [English](#)



3. Immigration process and integration promotion

3.2 Infrastructure for migration and integration advice **You**

should know that:

In Germany there is a wide range of migration and integration advice. Some of the most important points of contact can be found in the following list:

The federal government has been offering migration advice to adult immigrants since 2005. It is an offer specially for newly immigrated migrants:

<https://www.bmi.bund.de/>

mbeon migration advice is a digital offer that offers advice seekers the opportunity to use the mbeon app to take advantage of free, anonymous and data-secure chat advice on questions relating to arriving in Germany (topics such as work and career, learning German, health and living) to take.

At the same time, extensive information on migration is provided as an initial orientation aid in the app and on this website. There is also the option of getting personal advice from an MBE counseling center.

App: <https://www.mbeon.de/>

Advice center: <https://bamf-navi.bamf.de/de/Themen/Migrationsberatung/>

Fair integration is a nationwide advisory service on social and labor law issues for refugees and other migrants who do not come from the EU.

In the advice centers, people who are already in work, training or internships can receive advice on specific issues, as well as those who would like preventive information about their working conditions. The counseling centers also offer workshops for the target group, e.g. as part of integration or language courses. The range of advisory services includes labor and social law issues that are directly related to the employment relationship, e.g. wages, working hours, vacation, dismissal, health insurance, etc.

For other thematic questions - e.g. job search or residence status - specialist advice centers and advisory institutions can be referred to.

<https://www.faire-integration.de/>

How and where can you find out more about this yourself?

General information on migration advice can be found here:

Network IQ

<https://www.netzwerk-iq.de/>

Federal Ministry of the Interior, Building and Homeland

<https://www.bmi.bund.de/>



3. Immigration process and integration promotion

3.3 Opportunities for political, social, religious and cultural participation

You should know that:

In Germany you can become politically, socially, religiously and / or culturally active in a variety of ways. A first step towards finding opportunities for participation and support can be found on the website of the Federal Government Commissioner for Migration, Refugees and Integration:

<https://www.integrationsbeauftragte.de>

Social and cultural participation also enables you to organize migrants (self), such as the association of internationally recruited nurses in Germany.

Another option is that you get in touch with your congregation / parish or associations in your place of residence.

How and where can you find out more about this yourself?

The IQ networks also offer numerous offers. Here you can find offers in your area:

Network IQ

<https://www.netzwerk-iq.de/>





4. Recognition process



In order to be able to work in Germany, your foreign qualification must be recognized. A so-called recognition procedure is necessary for this. In order to receive recognition, certain competencies have to be proven in Germany. The nursing profession differs from country to country, so you may still be missing certain skills that are particularly important in Germany.

If you meet all the requirements, your professional qualification may already be recognized before you enter Germany.

You will get one **Professional license** as a nurse in Germany.

Often, however, there is still a lack of skills that you can catch up on at the beginning of your stay in Germany. These are shown by a so-called deficit notice.



You should know that:

There are two ways to compensate for deficits:

Knowledge test: In a comprehensive oral and written exam, content that you have acquired through your training abroad is checked for equivalence with the German training. Special courses for nurses optimally prepare you for successfully passing the knowledge test.

Adaptation qualification: In contrast to the knowledge test, the adaptation qualification is a course that is adequately oriented towards the need for further qualification. Most of these courses have a modular structure. If it is part of the requirement in the notification of recognition, B2 language courses are arranged, professional training is carried out and internships are completed in hospitals.



How and where can you find out more about this yourself?

The IQ Network has published a thematic dossier on the field of care, the general [Information on professional qualification for nurses](#) provides.

Federal Office for Migration and Refugees: [Hotline for the recognition of foreign professional qualifications "Working and living in Germany"](#)

Recognition in Germany: [The information portal of the federal government for the recognition of foreign professional qualifications.](#)

You can find out how to have your professional qualification recognized and who is responsible for it with the [Recognition finder, free advice center](#) can be found here.

Make it in Germany: [The federal government's portal for skilled workers from abroad](#) BQ portal:

[Information on foreign professional qualifications and country and professional profiles](#)

Federal Institute for Vocational Education and Training (BIBB): [Information on the recognition of foreign professional qualifications in Germany](#)

Central Service Point for Professional Recognition (ZSBA): [Free advice and support in the recognition process](#) - From application to qualification opportunities and job market prospects to entry to Germany The Integration through Qualification (IQ) funding program supports you with the help of your [regional IQ networks in the search for a suitable measure](#) near you.



5. Information on language acquisition



In order to be able to obtain a professional license in Germany, a certain language level must be proven.



You should know that:

At the moment, the language certificate of level B2 according to the Common European Framework of Reference for Languages (GER) is required for professional admission.

B1 (GER) is currently required to enter Germany; the qualification for B2 can take place in Germany.

In future, the language certificate will be based on a B2 technical language test, i.e. for the technical language nursing. Some federal states are already preparing the changeover. Initially, this B2 language test is to be introduced in Schleswig-Holstein, Hamburg, Bremen, Lower Saxony and Mecklenburg-Western Pomerania. There are general language courses offered as well as those that prepare specifically for the practice of nursing.

The "Ordinance on job-related German language promotion" - DeuFöV for short - is the legal basis on which professional language courses for the German language are carried out. The Federal Office for Migration and Refugees (BAMF) is responsible for running the DeuFöV courses. The BAMF allows public and private providers to do this. Authorizations can be granted by the BAMF for persons in the recognition phase of their foreign professional qualification.



How and where can you find out more about this yourself?

Another offer for German in nursing is offered by the IQ Fachstelle Berufs-related German with the interactive learning game "One day of German - in nursing": exercises on communication, vocabulary, structures and pronunciation for German learners from B1. Available as an app and web version as well as with extensive additional materials for lessons.

<https://www.ein-tag-deutsch.de/>

On the website of the IQ-Fachstelle Berufs-related German you will find a collection of materials for the area of care that can help you with language acquisition. There is a detailed collection of materials for the area of care, in which the target group could certainly find useful materials.

<https://www.deutsch-am-arbeitsplatz.de/>

On the website of "Make it in Germany" you will find detailed information about the necessary knowledge of German:

<https://www.make-it-in-germany.com/>

Here you can see the different levels of the frame of reference:

<https://www.europaeischer-referenzrahmen.de/>



6. Neutral advice and other support



In Germany there is a large and diversified counseling and support landscape, which for the most part also provides free help services and neutral counseling services.



You should know that:

Regardless of the information you receive from your employer or your agency, you should be aware of neutral advice centers. There are numerous offers, some of which are listed here. Do not be afraid to take advantage of these offers - they can be very helpful in various situations.



How and where can you find out more about this yourself?

There is a wide range of advice on employment contracts, binding clauses, breaks, termination and compulsory insurance. You can find a selection here:

The offer **Fair integration** is an advisory focus of the IQ funding program. The advisory services include labor and social law issues that are directly related to the employment relationship, e.g. wages, working hours, vacation, dismissal, health insurance, etc. .:

<https://www.faire-integration.de/>

That **Work and life**-Network for advising foreign employees was founded for professional exchange, qualification and joint public relations. Advice is possible in several languages (mostly German, English, French, Spanish, Polish, Ukrainian, Croatian, Russian, Turkish, Arabic)

<https://www.arbeitundleben.de/>

Handbook Germany provides answers from A to Z about life in Germany in videos and texts in seven languages (German, Arabic, English, Persian, Turkish, French, Pashto and Russian). With important tips on asylum, housing, health, work and training, as well as on daycare, studies and much more. You can find suitable contacts in your area on the local pages.

Here are some examples:

[Health insurance in Germany](#)

[How does the German care system work?](#)

The following **YouTube**- The DGB's offer on labor law issues is recommended, but there is no direct reference to the care professions:

<https://www.youtube.com/>



imprint

Information on gainful migration to nursing care in Germany

Comprehensive information for international caregivers as a basis for a confident decision to migrate to gainful care for care in Germany as well as for living and working in Germany

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