

How to enter the labour market in Germany

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www.zav.de

www.arbeitsagentur.de

- **German labour market – tendencies**
- **Work permit and residence permit for professionals from non-EU-countries**
- **Jobs and internships in Germany – requirements and searching strategies**



Bundesagentur für Arbeit

Zentrale Auslands-
und Fachvermittlung (ZAV)



Service by the employment agency for international job seekers



Bundesagentur für Arbeit

Zentrale Auslands-
und Fachvermittlung (ZAV)



**Migration Support
Center**

- First level support for jobseekers from abroad
- General advise for **ALL jobseekers** from abroad concerning living and working in Germany

zav@arbeitsagentur.de

+49 228 713 13 13



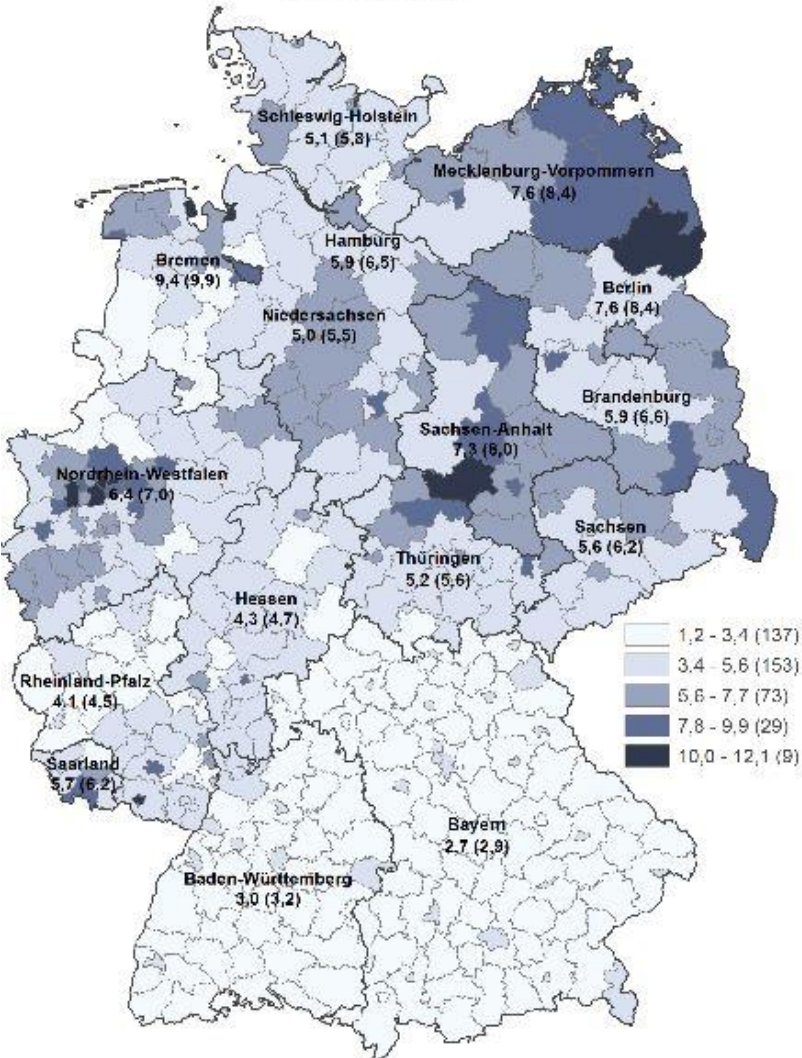
**International Placement
Services**

- Contact for German employers recruiting from abroad
- Placement for **jobseekers** from abroad **BOTTLENECK** only!
 - health
 - engineering and IT
 - hotels and restaurants



Facts about Germany – Labour Market

Arbeitslosenquoten im Dezember 2018
Länder und Kreise



Germany

357,000 km²
82.5 Million
(73.3)

Germany:

16 Federal States (“Bundesländer“)
Capital Berlin (3.4 Million inhabitants)

December 2018

Unemployment Rate 4.9 (5.3)

45 Million working persons

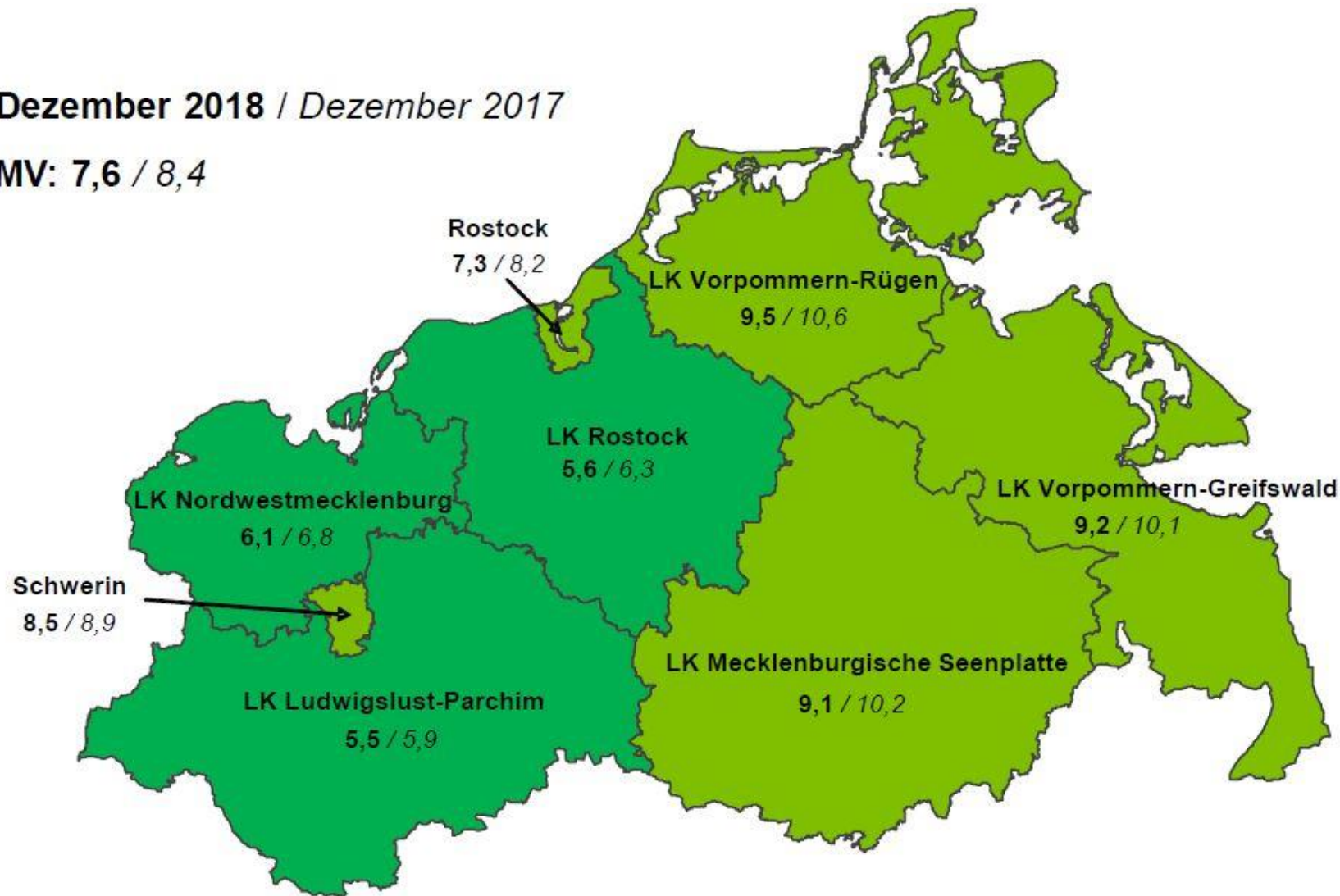
2.21 Million unemployed persons

Unemployment rates in %
(figures of last year in brackets)

Unemployment in our region

Dezember 2018 / Dezember 2017

MV: 7,6 / 8,4



Labour market for graduates - figures

9,0 millions
working graduates
(2016)

5,4 millions
employed graduates (2017)

2,5 %
graduates' unemployment rate

195.000 vacancies at the employment agency
bottle neck: MINT (STEM)

2,8 millions students at German universities
Wintersemester 2017/2018



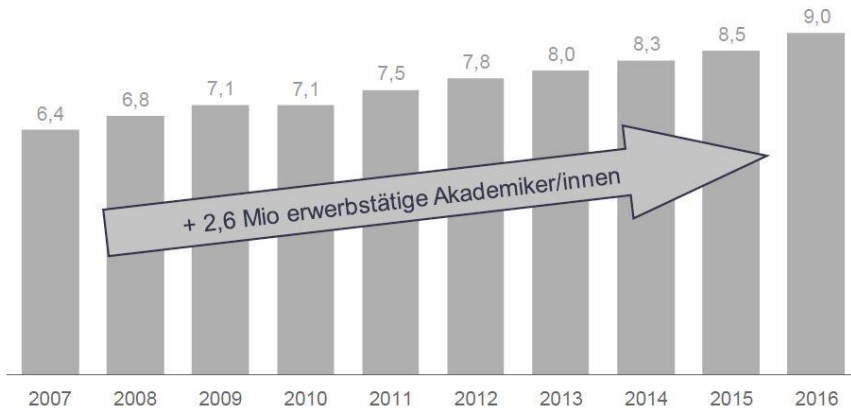
<https://statistik.arbeitsagentur.de/Statischer-Content/Arbeitsmarktberichte/Berufe/generische-Publikationen/Broschuere-Akademiker.pdf>

Labour market for graduates - tendencies

Zahl der Erwerbstätigen mit akademischen Abschlüssen steigt auf 9,0 Millionen

Erwerbstätige mit (Fach-)Hochschulabschluss* in Millionen

Increasing number of working graduates



Datenquelle: Statistisches Bundesamt.

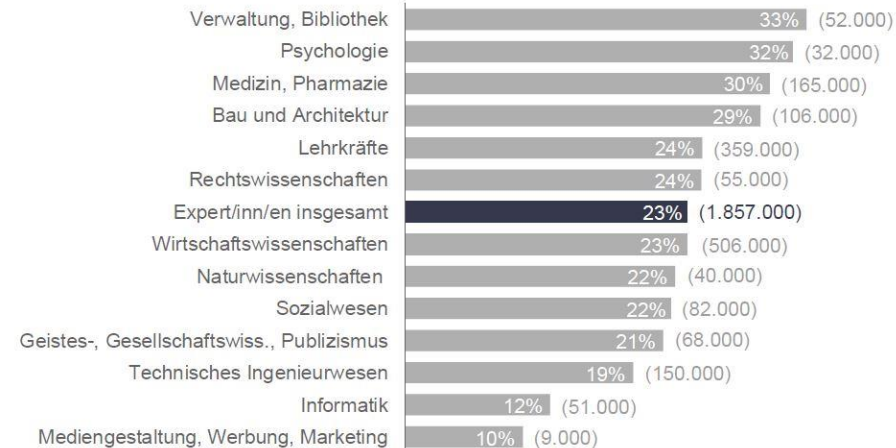
*ab 2011 einschließlich Berufsakademien

Viele Eintritte in den Ruhestand zu erwarten

Erwerbstätige mit 55 Jahren und älter, Anteile an insgesamt (jeweils Expert/inn/en)

2016

Many graduates retiring next years



Datenquelle: Statistisches Bundesamt, Mikrozensus

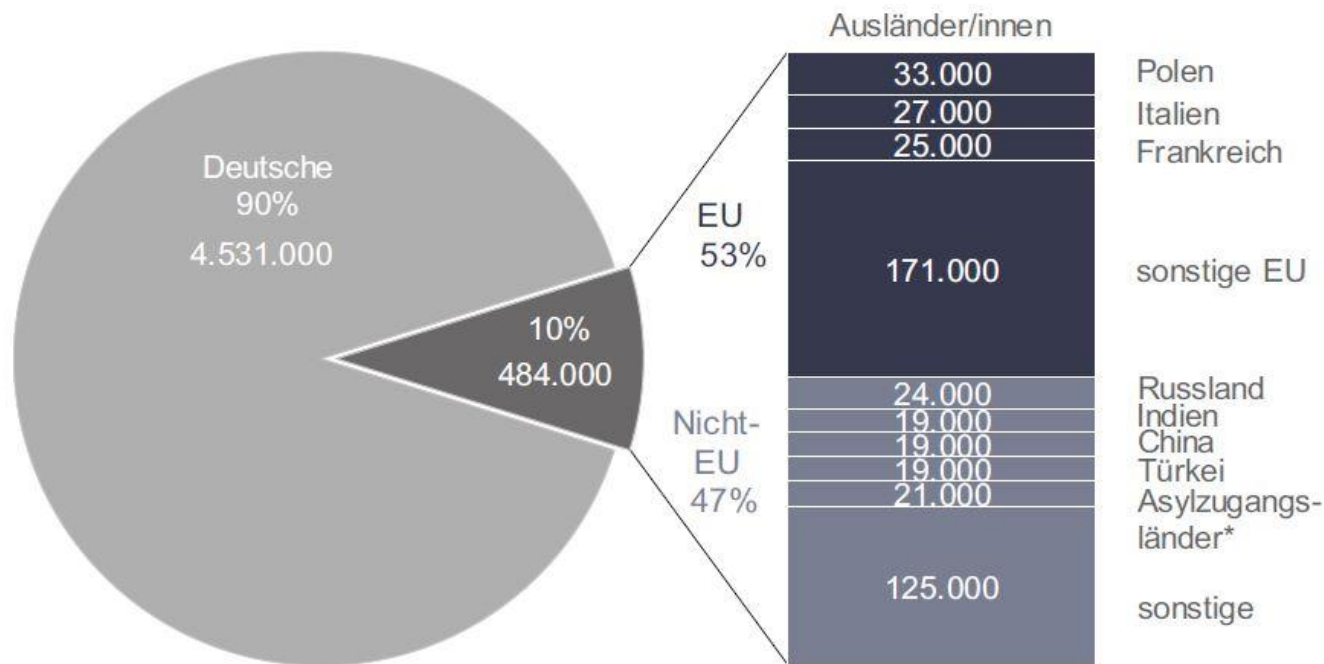
<https://statistik.arbeitsagentur.de/Statischer-Content/Arbeitsmarktberichte/Berufe/generische-Publikationen/Broschuere-Akademiker.pdf>

Foreign graduates working in Germany

Ausländische Akademiker/innen kommen fast zur Hälfte aus Nicht-EU-Staaten **Nearly 50 % of foreign graduates from non-EU-countries!**

Sozialversicherungspflichtig beschäftigte Akademiker/innen mit ausländischer Staatsangehörigkeit

30.6.2017 **Employed graduates without German citizenship**



Datenquelle: Statistik der Bundesagentur für Arbeit

* Afghanistan, Eritrea, Irak, Iran, Nigeria, Pakistan, Somalia, Syrien

<https://statistik.arbeitsagentur.de/Statischer-Content/Arbeitsmarktberichte/Berufe/generische-Publikationen/Broschuere-Akademiker.pdf>

Seeking employment corresponding to your degree

residence permit: 18 months

(any job during this period possible!)

Job in line with your studies

residence permit: restricted to the working contract

responsible authority:

foreign nationals' registration office at your city

(Ausländerbehörde)

Work Permit Visa for non EU citizens

Blue Card EU

- **university degree**
- working contract, gross salary \geq € 53,600 p.a. / 4467 p.m. (2019)

Blue Card EU “light”

- **university degree MINT (STEM)**
- working contract, gross salary \geq € 41,808 p.a. / 3484 p.m. (2019)
- salary and working conditions’ check

www.make-it-in-germany.com/en/for-qualified-professionals/visa/kinds-of-visa

MINT

Mathematik
Informatik
Naturwissenschaft
Technik

STEM

Science
Technology
Engineering
Mathematics

Other Work Permit Visa

working contract

- university degree
- skilled workers in metal and electro (white list)

labour market check

- available candidates
- salary
- working conditions

Blue Card EU and permanent residence permit

Settlement Permit:

unrestricted right to live in Germany

- working as an employee (no restrictions)
- family
- self-employment

usually:

after 5 years

Blue Card EU:

after 33 months

Blue Card EU + German B1:

after 21 months

2 ways to find your job

YOU

are searching
for the job/company

look here:

- [jobboerse.arbeitsagentur.de](https://www.jobboerse.arbeitsagentur.de)
- [monster.de](https://www.monster.de)
- [stepstone.de](https://www.stepstone.de)
- ...

The **COMPANY**

is searching
for you/your qualification

be here:

- [jobboerse.arbeitsagentur.de](https://www.jobboerse.arbeitsagentur.de)
- Xing
- LinkedIn
- ...



Note

The language setting is now English. Please note that text box entries must be in German.



For job seekers

- » Publish applicant profile
- » Register as job seeking
- » Create application
- » Job vacancies by email
- » Information about self-employment



For apprenticeship seekers

- » Publish apprenticeship profile
- » Create application
- » Apprenticeship vacancies by email

Find a suitable job

* Looking for

Keyword(s)

Job location

[Advanced search](#)



Job vacancy just a few clicks away

Looking for [Jobs](#) [Change to apprenticeships](#) [Change to jobs for artists](#)
Job location [Germany](#) [Change](#)

For employers



Register your personnel requirements and find a suitable applicant.

[JOBBÖRSE for employers](#)

Information for job and apprenticeship seekers

[News](#)

[Information material](#)

Further links

[BERUFENET](#)

[KURSNET](#)

[BEN](#)

[planet-beruf.de](#)
MEIN START IN DIE AUSBILDUNG

Finding a Job in Germany – Links

Searching for large companies: (prospective applications)

- Xing
- jobstairs.de
- wikipedia.de
„Liste der größten Unternehmen in Deutschland“
- top500.welt.de
- glassdoor.de

Jobmarket newspaper:

- karriere.de
- stellenmarkt.sueddeutsche.de
- stellenmarkt.faz.net
- jobs.zeit.de

meta-search:

- jobturbo.de
- indeed.com

VDI
The Association of German Engineers

Engineering Economy & Politics Studies About us Media Services

Labor Market

The Association of German Engineers (VDI) > Economy & Politics > Labor Market

Up-to-date information on vacancies
Observing the labor market
Together with the Cologne Institute for Applied Sciences (IAS), the German Engineers (VDI) closely monitor the labor market in Germany on a quarterly basis.
(Picture: Thomas Ernsing/LAIF)

Welcome to Germany
Foreign engineers working in Germany
Germany has a central role on the European engineering labour market and is therefore sought-after amongst highly skilled migrants from all across the globe. A recent study found that every seventh economically active engineer in Germany has an immigration background. Most foreign engineers originate from Russia and Eastern Europe, China, India, and Iran.
(Picture: berlin-plus / zeno.de)

<http://www.vdi.eu/economy-politics/labor-market/>

for engineers:

- jobs.ingenieur.de (**vdi.de**)
- ingenieur1.de
- ingenieurweb.de
- energie.de
- energycareer.net

for it:

- gulp.de
- jobs.heise.de
- it-jobboard.de
- it-jobs.de

job fairs for it:

- it-jobtag.de
- cebit.de
- t5-karriereportal.de



What do German employers expect?

- **Very good German skills**
- **Working language English – only few companies!**
- **Sometimes fluent English and/or French/Spanish ...**
- **Professional experience in the relevant sector**
- **Motivation**
- **Self-confidence**
- **Team Player**

Professional experience during the studies

- **jobs**

- **occasional jobs**

*Non-EU: max. **120 days** per year, taxfree: max. **450 €** per month („Minijob“)*

- **students' jobs at the university** („*wissenschaftlicher Hilfsassistent*“)

- **students' jobs at companies** („*Werkstudent*“)

- **Bachelor- / Master-Thesis at a company** („*Abschlussarbeit*“)

- **internships** („*Praktikum*“)

- **compulsory (curriculum)**

- **not compulsory**

Prospective applications !!!

Applying for a job

CV „Lebenslauf“

- personal data
(address, contact, birth date, gender, marital status, citizenship)
- work experience
with short job descriptions matching the new job
- education
- additional qualifications and references
- date and personal signature
- copies of university-diplomas and relevant professional training certificates

see also „Europass-CV“



MOTIVATION LETTER

- size: max. 1 page
- exact name of the job
- in the same language as the job offer or in German
- WHY do you want the job?
- „I meet **your requirements**, ...“
- Available from ...
(moving to Germany, searching apartment, ... !)

General information – good to know

- English skills - not widely spread!
- Lower living costs than in Northern Europe and UK
- Expensive: Building a house
Rented flats (> 50 %)
(but not furnished flats)
- Solid Social Security system



Find out more:

www.make-it-in-germany.com (German/English/...)

www.young-germany.de (English)

www.tatsachen-ueber-deutschland.de (different languages)



Thank you for
your attention!