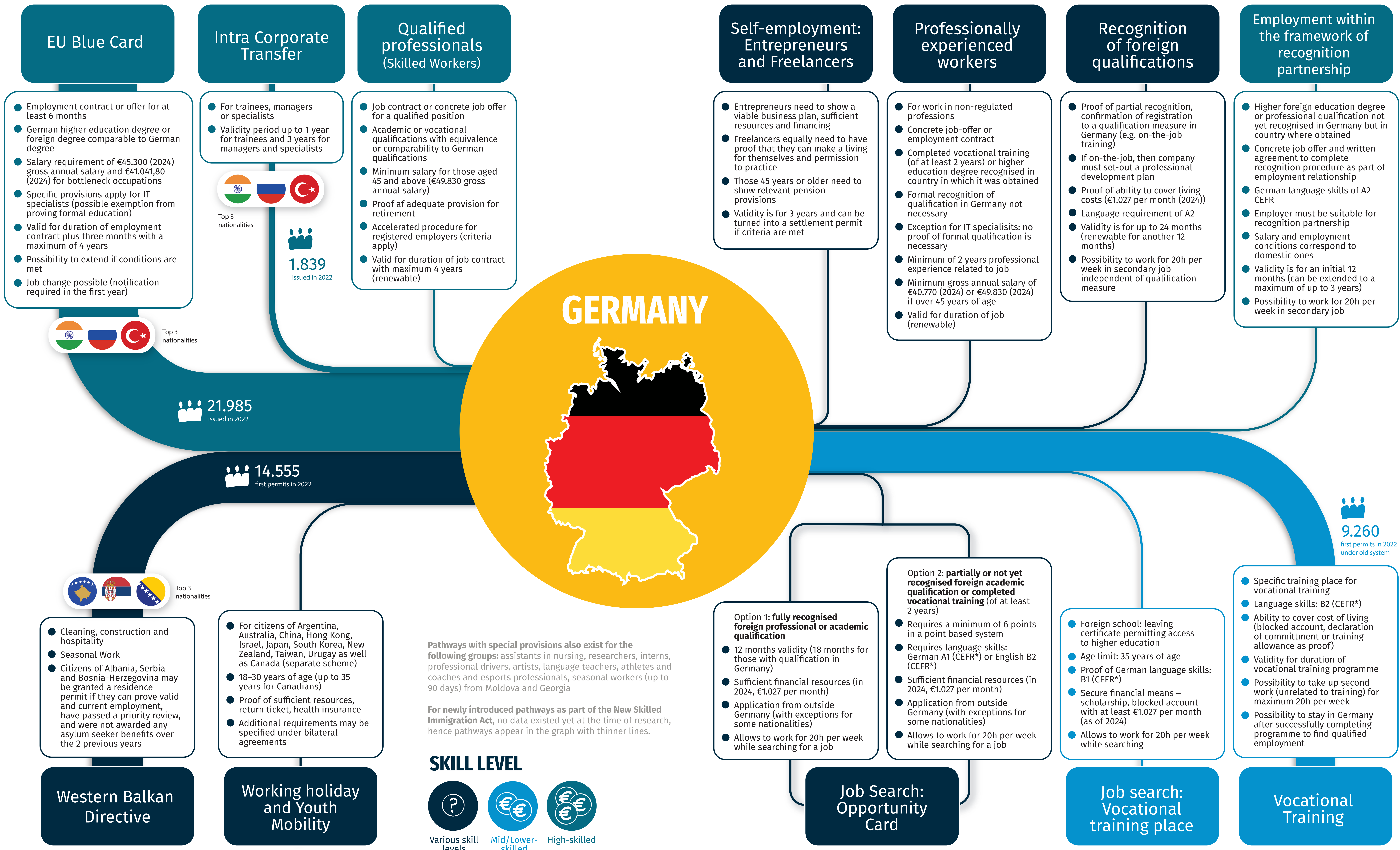


# LABOUR MIGRATION & MOBILITY PATHWAYS TOWARDS...



## EU Blue Card

- Employment contract or offer for at least 6 months
- German higher education degree or foreign degree comparable to German degree
- Salary requirement of €45,300 (2024) gross annual salary and €41,041,80 (2024) for bottleneck occupations
- Specific provisions apply for IT specialists (possible exemption from proving formal education)
- Valid for duration of employment contract plus three months with a maximum of 4 years
- Possibility to extend if conditions are met
- Job change possible (notification required in the first year)

## Intra Corporate Transfer

- For trainees, managers or specialists
- Validity period up to 1 year for trainees and 3 years for managers and specialists

Top 3 nationalities

1.839 issued in 2022

## Qualified professionals (Skilled Workers)

- Job contract or concrete job offer for a qualified position
- Academic or vocational qualifications with equivalence or comparability to German qualifications
- Minimum salary for those aged 45 and above (€49,830 gross annual salary)
- Proof of adequate provision for retirement
- Accelerated procedure for registered employers (criteria apply)
- Valid for duration of job contract with maximum 4 years (renewable)

## Self-employment: Entrepreneurs and Freelancers

- Entrepreneurs need to show a viable business plan, sufficient resources and financing
- Freelancers equally need to have proof that they can make a living for themselves and permission to practice
- Those 45 years or older need to show relevant pension provisions
- Validity is for 3 years and can be turned into a settlement permit if criteria are met

## Professionally experienced workers

- For work in non-regulated professions
- Concrete job-offer or employment contract
- Completed vocational training (of at least 2 years) or higher education degree recognised in country in which it was obtained
- Formal recognition of qualification in Germany not necessary
- Exception for IT specialists: no proof of formal qualification is necessary
- Minimum of 2 years professional experience related to job
- Minimum gross annual salary of €40,770 (2024) or €49,830 (2024) if over 45 years of age
- Valid for duration of job (renewable)

## Recognition of foreign qualifications

- Proof of partial recognition, confirmation of registration to a qualification measure in Germany (e.g. on-the-job training)
- If on-the-job, then company must set-out a professional development plan
- Proof of ability to cover living costs (€1,027 per month (2024))
- Language requirement of A2
- Validity is for up to 24 months (renewable for another 12 months)
- Possibility to work for 20h per week in secondary job independent of qualification measure

## Employment within the framework of recognition partnership

- Higher foreign education degree or professional qualification not yet recognised in Germany but in country where obtained
- Concrete job offer and written agreement to complete recognition procedure as part of employment relationship
- German language skills of A2 CEFR
- Employer must be suitable for recognition partnership
- Salary and employment conditions correspond to domestic ones
- Validity is for an initial 12 months (can be extended to a maximum of up to 3 years)
- Possibility to work for 20h per week in secondary job

Top 3 nationalities

21.985 issued in 2022

14.555 first permits in 2022

Top 3 nationalities

- Cleaning, construction and hospitality
- Seasonal Work
- Citizens of Albania, Serbia and Bosnia-Herzegovina may be granted a residence permit if they can prove valid and current employment, have passed a priority review, and were not awarded any asylum seeker benefits over the 2 previous years

- For citizens of Argentina, Australia, China, Hong Kong, Israel, Japan, South Korea, New Zealand, Taiwan, Uruguay as well as Canada (separate scheme)
- 18–30 years of age (up to 35 years for Canadians)
- Proof of sufficient resources, return ticket, health insurance
- Additional requirements may be specified under bilateral agreements

Pathways with special provisions also exist for the following groups: assistants in nursing, researchers, interns, professional drivers, artists, language teachers, athletes and coaches and esports professionals, seasonal workers (up to 90 days) from Moldova and Georgia

For newly introduced pathways as part of the New Skilled Immigration Act, no data existed yet at the time of research, hence pathways appear in the graph with thinner lines.

### SKILL LEVEL

Various skill levels    Mid/Lower-skilled    High-skilled

- Option 1: fully recognised foreign professional or academic qualification**
- 12 months validity (18 months for those with qualification in Germany)
  - Sufficient financial resources (in 2024, €1,027 per month)
  - Application from outside Germany (with exceptions for some nationalities)
  - Allows to work for 20h per week while searching for a job

- Option 2: partially or not yet recognised foreign academic qualification or completed vocational training (of at least 2 years)**
- Requires a minimum of 6 points in a point based system
  - Requires language skills: German A1 (CEFR\*) or English B2 (CEFR\*)
  - Sufficient financial resources (in 2024, €1,027 per month)
  - Application from outside Germany (with exceptions for some nationalities)
  - Allows to work for 20h per week while searching for a job

- Foreign school: leaving certificate permitting access to higher education
- Age limit: 35 years of age
- Proof of German language skills: B1 (CEFR\*)
- Secure financial means – scholarship, blocked account with at least €1,027 per month (as of 2024)
- Allows to work for 20h per week while searching

- Specific training place for vocational training
- Language skills: B2 (CEFR\*)
- Ability to cover cost of living (blocked account, declaration of commitment or training allowance as proof)
- Validity for duration of vocational training programme
- Possibility to take up second work (unrelated to training) for maximum 20h per week
- Possibility to stay in Germany after successfully completing programme to find qualified employment

9.260 first permits in 2022 under old system

## Western Balkan Directive

## Working holiday and Youth Mobility

## Job Search: Opportunity Card

## Job search: Vocational training place

## Vocational Training

\*CEFR = Common European Framework of Reference for languages

This infographic summarises findings from MPF (2024). *Re-thinking approaches to labour migration. Potentials and gaps in EU member states' migration infrastructures.* Case Study: Germany, Brussels: ICMPD. This publication was funded by the European Union and commissioned through the Migration Partnership Facility. Its contents are the sole responsibility of the author and do not necessarily reflect the views of the European Union nor ICMPD. NB: Pathway data is provided for the years indicated where numbers are available. Lack of a number implies that data is not publicly available and the author of the report was not able to access data per pathway otherwise. The infographic represents the labour migration pathways as of February 2024, changes thereafter may not be reflected. © ICMPD 2024