FAQ

In these FAQs, you will find answers to the most important questions concerning the employment of skilled workers from abroad.

On this page

- Finding and successfully recruiting international professionals
- Hiring international talent who are already in Germany
- Working with private placement agencies
- Entry, residence & employment

Finding and successfully recruiting international professionals

How do I find and reach international skilled workers?

How do I write a job advertisement that appeals to skilled workers abroad? What do I need to bear in mind?

What are the “Make it in Germany” job listings and what jobs are listed there?

How can I post a job advertisement on “Make it in Germany”?

What are the costs involved in recruiting from abroad?

Hiring international talent who are already in Germany

Who are opportunity card holders?

I have received an application from an opportunity card holder who is already in Germany. Can I hire this person?

I have received an application from an international skilled worker who is already working in Germany. Can I hire them immediately?

Can I employ international students or graduates of a degree programme or vocational training?

Can I hire a refugee?

Working with private placement agencies

What should I bear in mind when working with private placement agencies?

What costs might be involved when using private placement agencies?

Recognising and assessing foreign qualifications

What requirements must my company meet for a recognition partnership?

What is the recognition procedure and how does the assessment of foreign qualifications work?

For which professions is the recognition of foreign qualifications mandatory?

What happens if a foreign qualification is only partially recognised?

Can I already hire a foreign national whilst the recognition procedure is still ongoing?

Can I hire a foreign national even without recognition?

What is a recognition partnership and why is it an advantageous option for me?

Entry, residence & employment

What are the differences between hiring EU citizens and third-country nationals?

What is a third country?

What is the Western Balkans Regulation? What advantages does it offer me as an employer?

How does the visa procedure for international skilled workers usually work?

What are my obligations as an employer when employing foreign skilled workers?

Hiring skilled workers via the fast-track procedure for skilled workers

What is the fast-track procedure for skilled workers and what benefits does it have for my company?

What costs and fees can I expect with the fast-track procedure?

Recruiting trainees from abroad for your company

Can trainees/individuals from abroad enter Germany for vocational training?

What level of German language proficiency must prospective trainees from abroad have?

Promoting integration, language acquisition & onboarding

What support is available for integrating foreign skilled workers?

What can I, as an employer, actively do to contribute to successful integration within the company?

As an employer, how can I support foreign skilled workers in learning German?

Making use of services and support options for your company

What financial support options (e.g. for language courses or qualification measures) are available to small and medium-sized enterprises (SMEs) for international recruitment?

Are there advisory services specifically for employers recruiting people from abroad?

What services does “Make it in Germany” offer to support me with international recruitment?

Are there any success stories from other companies employing international skilled workers?

Print page

URL: https://www.make-it-in-germany.com/en/looking-for-foreign-professionals/support/faq
Date: 2026-09-23 01:18:20 GMT