The Federal Government

Make it in Germany

Working in Germany: the official website for qualified professionals

# Your path to the German labour market

## Visa and entry process for immigrants from third countries under visa obligation

| Purpose for entry | Issuance requirements |
|---|---|
| **Work (skilled workers)** | ▫ Equivalence or comparability of the foreign qualification (if need be: licence to practise)<br>▫ Concrete job offer in Germany or employment contract<br>▫ Approval of the Federal Employment Agency (BA) regarding the employment<br>▫ Persons over the age of 45: annual gross salary of at least €53,130 (in 2025) or adequate provision for retirement |
| **Work (EU Blue Card)** | ▫ Equivalence or comparability of the foreign qualification (if need be: licence to practice)<br>▫ Concrete job offer in Germany or employment contract: minimum contract period of six months<br>▫ Annual gross salary of at least €48,300 or €43,759.80 in shortage occupations (in 2025)<br>▫ if need be: approval of the Federal Employment Agency (BA) regarding the employment<br>▫ IT specialists without formal qualification: at least three years of work experience + job offer or employment contract with a minimum salary of €43,759.80 (in 2025) |
| **Work (professionally experienced workers)** | ▫ State-recognised qualification (in regard to the country of origin): request digital information of the Central Office for Foreign Education (ZAB) or confirmation of vocational qualifications from a German Chamber of Commerce Abroad (AHK) of category A by the Federal Institute for Vocational Education and Training (BiBB)<br>▫ At least two years of qualified work experience in the desired profession<br>▫ Concrete job offer or employment contract with a minimum salary of €43,470 (in 2025); be aware of exceptions in collective agreements<br>▫ IT workers with work experience: "proof of qualification" is dropped<br>▫ Approval of the Federal Employment Agency (BA) regarding the employment |
| **Recognition of foreign qualifications** | ▫ Recognition notice with requirements: participating at qualification measures or taking an examination<br>▫ If need be: registration confirmation for an adequate qualification measure or plan for further education<br>▫ German language skills: at least level A2<br>▫ proof of sufficient financial means (e.g. blocked account with at least €1,091 per month)<br>▫ Execution of a skills analysis: recognition notice is not required |
| **Recognition partnership** | ▫ State-recognised qualification (in regard to the country of origin): request information of the Central Office for Foreign Education (ZAB)<br>▫ German language skills: at least level A2<br>▫ Concrete job offer or employment contract<br>▫ Agreement between employer and skilled worker on the execution of the recognition procedure<br>▫ Approval of the Federal Employment Agency (BA) regarding the employment |
| **Research** | ▫ Valid hosting agreement or contract with the research institution<br>▫ If need be: other sources of financing (e.g. scholarship) |
| **Seeking employment (opportunity card)** | ▫ German qualification or full equivalence of the foreign qualification, or state-recognised qualification (in regard to the country of origin): request information of the Central Office for Foreign Education (ZAB) or<br>▫ Confirmation of vocational qualifications from a German Chamber of Commerce Abroad (AHK) of category A by the Federal Institute for Vocational Education and Training (BIBB)<br>▫ For 2 and 3, additionally:<br>• at least six points in the point system<br>• proof of language skills: either German at level A1 or higher or English at level B2 or higher<br>▫ In all cases: proof of sufficient financial means via a blocked account with at least €1,091 (as of 2025) or Declaration of Commitment |
| **Family reunification** | ▫ Spouse, children, or parents with a valid residence permit in Germany<br>▫ Sufficient living space for the family (not applicable for reunification with long-term Blue Card holders and for spouses or underage single children joining holders of residence titles listed in Section 29 (5) of the Residence Act [AufenthG])<br>▫ Sufficient financial means of livelihood: requirement is dropped in case of family reunification with long-term mobile Blue Card holders<br>▫ Minimum age of spouses: 18 years |

### Application process abroad

**Book an appointment at the German embassy**

- Prepare the required documents
- Check the waiting times and the required documents on the embassy's website

**Apply for the visa in your country of residence**

- Bring the documents in their entirety
- Fee: €75 (in local currency)
- Inform yourself of possible waiting times on the competent embassy's website

### Application process in Germany

**Entry to Germany**

- Issuance of the entry visa (health insurance required)
- Book flight

**Apply for a residence title in Germany**

- Register your home address in Germany at the Residents' Registration Office
- Book an appointment at the foreigners authority
- Prepare the listed required documents
- Apply for the residence title
- Fees may add up to €100
- Residence title application must be submitted before the entry visa expires

### Residence title after entry

- Residence title for the purpose of qualified employment (Sections 18a and 18b of the Residence Act [AufenthG])
- EU Blue Card (Section 18g of the Residence Act [AufenthG])
- Residence title for the purpose of qualified employment (Section 19c (2) of the Residence Act [AufenthG] in conjunction with Section 6 of the Ordinance on the Employment of Foreigners [BeschV])
- Residence title for the purpose of the recognition of foreign qualifications (Section 16d (1) of the Residence Act [AufenthG])
- Residence title for the purpose of a recognition partnership (Section 16d (3) of the Residence Act [AufenthG])
- Residence title for the purpose of research (Section 18d of the Residence Act [AufenthG])
- Opportunity card (Section 20 (5) of the Residence Act [AufenthG])
- Switch to a residence title for the purpose of qualified employment possible
- Residence title for the purpose of reunification with spouses (Section 30 of the Residence Act [AufenthG]) or children (Section 32 of the Residence Act [AufenthG])

Further details on the visa application procedure and information on important points of contact can be found at **www.make-it-in-germany.com.**

This overview is a simplified representation of the visa procedure. The steps described are solely for the purpose of clarifying the application procedure for residence permits.

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