

At a Glance: Work Visa for Professionally Experienced Workers

Visa and entry procedure for immigrants from third countries subject to visa obligation.
General entitlement requirements (Section 5 of the Residence Act [AufenthG]): passport, proof of financial means, no existing reason for expulsion.

CHECK THE REQUIREMENTS

Step
1

▫ Qualification:

- State-recognized (in regard to the country of origin) higher education qualification or vocational qualification (in case of vocational qualification: minimum vocational training duration of 2 years): submit application for information from the Central Office for Foreign Education (ZAB).
- or certified high-quality qualification from a German Chamber of Commerce Abroad (AHK) of category A: request confirmation from Federal Institute for Vocational Education and Training (BiBB).
- At least two years of qualified work experience during the previous five years enabling you for the aspired profession.
- Concrete job offer in a non-regulated, qualified profession with a gross annual salary of at least **€43.470** or **€53.130** for people over the age of 45 years (as of 2025). Exception for the salary threshold: the employer is bound to collectively agreed wages and pays according to collective agreements.
- **Workers in IT with professional experience:** rule of proof of a formal higher education qualification or vocational qualification is dropped.

i Please consider: as a rule, approval of the Federal Employment Agency (BA) is obtained during the visa procedure.

MAKE AN APPOINTMENT AT THE GERMAN EMBASSY

Step
2

- Prepare the required documents: e.g. employment contract, passports, proof of relevant work experience, visa application form; if necessary: proof of a state-recognized (in regard to the country of origin) higher education qualification or vocational qualification, confirmation from the BiBB concerning the AHK vocational qualification, "Erklärung zum Beschäftigungsverhältnis" (Declaration of Employment) filled out by the employer.

i Please consider: on their websites, the German embassies and consulates provide information about possible waiting times for appointments and any additional documents that may be required.
Please inform yourself of whether you have the option of accelerating the entry process through the fast-track procedure for skilled workers with the help of your employer.

APPLY FOR A VISA IN THE COUNTRY OF RESIDENCE

Step
3

- Bring documents in their entirety.
- Fees: **€75** (in local currency).

i Please consider: processing times may strongly vary depending on the mission abroad and processing workload.
Please find further information on the website of the competent embassy.

ENTER GERMANY

Step
4

- Issuance of the entry visa for qualified employment.
- Book flight / plan journey to Germany.

i Please consider: in order for an entry visa to be issued, proof of valid health insurance coverage must be presented.
After entering Germany, new health insurance must be taken out.

APPLY FOR RESIDENCE PERMIT IN GERMANY

Step
5

- Register your home address in Germany at the Residents' Registration Office.
- Book an appointment at the competent foreigners authority.
- Ask the foreigners authority for a list of the required documents and start the preparation.
- Apply for the residence permit for qualified employment (Section 19c (2) of the Residence Act [AufenthG] in conjunction with Section 6 of the Ordinance on the Employment of Foreigners [BeschV]).
- Fees may add up to **€100** (Sections 45 ff. of the Residence Ordinance [AufenthV]).

i Please consider: the application for the residence permit must be submitted before the entry visa expires.

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