



At a Glance: Visa for Skilled 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

- Equivalence or comparability of the foreign higher education qualification or vocational qualification (if necessary: licence to practice).
- Concrete job offer in Germany or valid employment contract.
- Pay attention to the minimum salary for people over the age of 45: annual gross salary of at least €53,130 (as of 2025) or provide proof of adequate provision for retirement.

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

MAKE AN APPOINTMENT AT THE GERMAN EMBASSY

Step

2

- Prepare the required documents: e.g. employment contract, passport, proof of the recognised degree or vocational qualification, visa application form.

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 via the fast-track procedure for skilled workers with the help of your employer.

Step

3

APPLY FOR A VISA IN THE COUNTRY OF RESIDENCE

- 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.

Step

5

APPLY FOR RESIDENCE PERMIT IN GERMANY

- 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 to perform skilled work (Sections 18a, 18b Residence Act [AufenthG]).
- 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.