

## SOCIETY

# Opening doors for skilled workers to find jobs in Germany

Skilled workers are in demand across many areas of the German economy. New regulations are making it easier for them to come to Germany.



Skilled workers are also needed in the construction industry.

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Many regions and industries in Germany are facing a shortage of well trained workers, and demand is only going to continue growing. Alongside promoting training and professional development, Germany's Federal Government (#) is focusing on modernising its immigration (#) policies to attract skilled workers from around the world. Since 2020 new regulations have been introduced in stages to make it easier to come to Germany from abroad. To this end, the Federal Government is clearing away bureaucratic obstacles.

As part of reforms approved in 2023, the government created three new routes for skilled workers to migrate to Germany.

- University graduates can practise any career for which they are qualified.
- Skilled workers can immigrate to Germany if they have at least two years' experience and a professional qualification that is officially recognised in their country of origin.
- The government has also introduced the Opportunity Card which uses a points system to rate potential applicants.

## **What has changed as a result of the Skilled Immigration Act?**

The Skilled Immigration (#) Act came into force on 1 March 2020. The act makes it easier for skilled workers from countries outside the EU to access the German labour market. This was previously only open to skilled workers with university degrees, but the new regulations open doors to skilled workers who gained vocational qualifications abroad.

## **What role is played by the EU Blue Card?**

Starting in late 2023, the regulations have been updated in several stages to make it easier for skilled workers to move to Germany. This included updating the requirements for the EU Blue Card, which allows highly qualified individuals from outside the EU to come to Germany. Among other things, the salary threshold was lowered from November 2023.

A second stage in March 2024 included extending guidelines for skilled workers with professional experience to all career areas. For example, anyone who has two years' experience in a non-state regulated career can work in Germany without needing to get their degree recognised. Their vocational qualification or university degree must be recognised in the country where they completed their education or training.

## **How does the Opportunity Card work?**

Introduced in June 2024, the Opportunity Card allows certain skilled workers from non-EU countries to come to Germany to find a suitable job without having to go through the

drawn-out process of getting their qualifications recognised here. The card is based on a points system. Criteria include for example:

- qualifications
- command of German and English
- professional experience
- age

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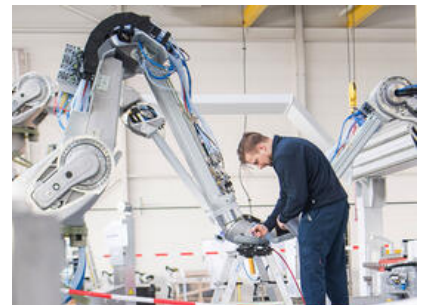
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