

13. February 2017

# Whitelist

## Immigration into recognized occupations



## Whitelist

pursuant to section 6 para. 2 sentence 1 no. 2 of the Employment Regulation: Immigration into recognized occupations.

The Federal Employment Agency (Bundesagentur für Arbeit, BA) has determined that filling vacancies in the following occupations with foreign applicants is justifiable with regard to labour market and integration policy under the following conditions:

### LIST OF PROFESSIONS OR PROFESSIONAL GROUPS:

Type of occupation (classification of occupations 2010)		Qualification level	
		2 = Skilled worker	3 = Specialist
244 12	Metal construction *	X	
244 22	Welding and joining technology *	X	
261 12	Mechatronics professions	X	
261 22 / 261 23	Automation technology professions	X	X
262 12	construction electronics professions	X	
262 22	Electrical machine engineering professions	X	
262 52	Electrical-industrial engineering professions	X	
262 62	Pipe installation and maintenance professions	X	
263 03	Professions in electrical engineering (no specialisation)		X
263 93	Supervision - electrical engineering		X
321 03	Building construction (no specialisation) *		X
321 13	Concrete and reinforced concrete construction *		X
321 23	Masonry *		X
321 93	Supervision - building construction *		X
<u>333 02 / 333 12</u> <u>/ 333 22 / 333</u> <u>42 / 33352</u>	<u>Finishing work, drywall installation, insulation, carpentry, glazing, roller shutter and venetian blind installation *</u>	<u>X</u>	
<u>333 93</u>	<u>Supervision - finishing work, drywall installation, insulation, carpentry, glazing, roller shutter and venetian blind installation</u>		<u>X</u>
342 02	Plumbing professions (without specialisation)	X	
342 12/ 342 13	Sanitary, heating and air-conditioning technology professions	X	X
<u>342 22</u>	<u>Professions in the oven and air heating</u>	<u>X</u>	
342 32	refrigeration technology professions	X	
342 33	Careers in refrigeration technology		X
342 93	Supervisors - plumbing, sanitation, heating, air conditioning		X
434 13	Software development *		X
434 23	Programming		X
522 02	Traction vehicle operator railway traffic	X	
813 02	Health and nursing professions (without specialisation)	X	
813 13	Specialist nursing professions		X
813 32	Surgical technology/medical technical assistance professions	X	
821 02 / 821 82	Elderly care professions	X	
821 83	Professions in geriatric care		X
825 12/ 825 13	Professions in orthopedic, rehabilitation technology	X	X
825 32	Professions in hearing aid acoustics	X	
825 93	Master craftsperson for orthopedics, rehabilitation technology and hearing aid acoustics and optics*		X

\*except medical technology and dental technology

You will find a summary of recognised occupations and individual activities in **Annex 1**.

A publication of the job in the job market is not a precondition for the approval of the BA to the employment of foreign workers or workers.

## EXPLANATIONS

### ■ Regarding the whitelist

The occupations were selected based on the Federal Employment Agency's skilled-worker bottleneck analysis, which is available online at the following location: [www.arbeitsagentur.de](http://www.arbeitsagentur.de) > Arbeitsmarktberichte > Fachkräftebedarf und Stellen > [Aktuelle Fachkräfteengpassanalyse](#)

The bottleneck analysis occurs under the focus of nationwide bottlenecks, supplemented by a regional perspective on the level of the Länder. These occupation categories are marked with an \*.

For the whitelist pursuant to section 6 para. 2 sentence 1 no. 2 of the Employment Regulation, occupations from the skilled-worker bottleneck analysis were selected for which no other possibilities of labour market entry exist, e.g. the EU Blue Card for academics.

The newly added occupation categories are underlined.

The skilled workers bottleneck analysis is updated every six months. The next bottleneck analyses will be published in the 2<sup>nd</sup> half of 2017. The whitelist is only to be updated, however, if two consecutive reviews of the available information indicate that the list should be changed.

### ■ Regarding the qualification level

Qualification level 2 – Skilled worker – corresponds to a professionally oriented activity that requires at least two years of vocational training or a similar qualification.

Qualification level 3 – Specialist – comprises occupations whose practitioners require specialist knowledge and skills that usually necessitate training as a master craftsman or technician or an equivalent technical college or university degree.

General information on labour market entry for foreign applicants is available online at: [www.arbeitsagentur.de/arbeitsmarktzulassung](http://www.arbeitsagentur.de/arbeitsmarktzulassung)

## Annex 1 to the whitelist - summary of individual recognised training occupations

The following list contains individual recognised training occupations and activities as a clarification of the whitelist. The job titles were taken from the Federal Employment Agency's BERUFENET database.

Information on the individual occupations is available at [www.berufenet.arbeitsagentur.de](http://www.berufenet.arbeitsagentur.de).

Class. no.	Job title	Career group
244 12	Skilled worker (m/f) for metal technology - construction technology	Training professions - dual
244 12	Construction mechanic (m/f)	Training professions - dual
244 12	Metal worker (m/f)	Training professions - dual
244 12	Metal worker (m/f) - construction technology	Training professions - dual
244 12	Metal worker (m/f) - metal design	Training professions - dual
244 22	Welder (m/f)	Training professions - others
261 12	Mechatronic (m/f)	Training professions - dual system
261 12	Technical assistant (m/f) - mechatronics	Training professions - vocational school
261 22	Electronics technician (m/f) - automation technology (Craft or industry)	Training professions - dual system
261 22	Industrial technologist (m/f) - automation technology (manufacturing)	Training professions - upper secondary leaving certificate (Abitur)
261 23	Automation technology (bachelor)	Studies - basic
261 23	robotics, autonomous systems (bachelor)	Studies - basic
261 23	Technician (m/f) - electrical engineering (automation technology)	Further education professions- technician
262 12	Electrically skilled person for specified tasks (m/f)	Further education professions - others
262 12	Electronics technician (m/f) - energy and building technology	Training professions - dual system
262 12	Electronics technician (m/f) - building and infrastructure	Training professions - dual system
262 22	Electronics technician (m/f) - machine and drive technology	Training professions - dual system
262 52	Electronics technician (m/f)- industrial engineering	Training professions - dual system
262 52	Electronics technician (m/f) (crafts)	Training professions - dual system
262 52	Industrial electrician (m/f)	Training professions - dual system
262 52	Industrial electrician (m/f) - industrial engineering	Training professions - dual system
262 62	Electronic systems technician (m/f)	Training professions - dual system
263 03	Electrical Engineering (Bachelor)	Studies - undergraduate
263 03	Process manager (m/f) - electrical engineering	Further education professions - others
263 03	Technician - electrical engineering (no specialisation)	Further education professions - technician
263 93	Master craftsperson (m/f) for electrical engineering	Further education professions - master craftsperson
263 93	Industrial master craftsperson (m/f) - electrical engineering	Further education professions - master craftsperson
263 93	Master craftsperson (m/f) for information technology	Further education professions - master craftsperson
321 03	Technician (m/f) - construction technology (building construction)	Further education professions - technician
321 13	Technician (m/f) - construction technology (concrete construction)	Further education professions - technician
321 23	Mason (m/f) - restorations	Further education professions - others
321 23	Restorer (m/f) - masonry	Further education professions - others
321 93	Master roofer (m/f)	Further education professions - master craftsperson
321 93	Master scaffolder (m/f)	Further education professions - master craftsperson
321 93	Scaffolding foreman/woman	Further education professions - others

<b>Class. no.</b>	<b>Job title</b>	<b>Career group</b>
321 93	Master craftsperson (m/f) for masonry and concrete construction	Further education professions - master craftsperson
321 93	Foreman/woman	Further education professions - master craftsperson
321 93	Foreman/woman - building construction	Further education professions - master craftsperson
321 93	Site foreman/woman	Further education professions - others
321 93	Site foreman/woman - building construction	Further education professions - others
<u>333 02</u>	<u>Skilled finishing worker (m/f)</u>	<u>Training professions - dual system</u>
<u>333 02</u>	<u>Drywall installer (m/f)</u>	<u>Training professions - dual system</u>
<u>333 12</u>	<u>Skilled insulation worker (m/f)</u>	<u>Training professions - dual system</u>
<u>333 12</u>	<u>Industrial insulation fitter (m/f)</u>	<u>Training professions - dual system</u>
<u>333 12</u>	<u>Thermal and noise insulation fitter (m/f)</u>	<u>Training professions - dual system</u>
<u>333 22</u>	<u>Carpenter (m/f)</u>	<u>Training professions - dual system</u>
<u>333 22</u>	<u>Boat builder (m/f) - construction, finishing work and conversion</u>	<u>Training professions - dual system</u>
<u>333 42</u>	<u>Glazer (m/f) - window and glass façade construction</u>	<u>Training professions - dual system</u>
<u>333 42</u>	<u>Glazer (m/f) - glazing and glass construction</u>	<u>Training professions - dual system</u>
<u>333 52</u>	<u>Roller shutter and solar screen mechatronics technician (m/f)</u>	<u>Training professions - dual system</u>
<u>333 93</u>	<u>Skilled site supervisor (m/f) - joinery</u>	<u>Further education professions - others</u>
<u>333 93</u>	<u>Foreman/woman - finishing</u>	<u>Further education professions - master craftsperson</u>
<u>333 93</u>	<u>Site foreman/woman - finishing</u>	<u>Further education professions - others</u>
<u>333 93</u>	<u>Master carpenter (m/f)</u>	<u>Further education professions - master craftsperson</u>
<u>333 93</u>	<u>Master thermal and noise insulation fitter (m/f)</u>	<u>Further education professions - master craftsperson</u>
<u>333 93</u>	<u>Master glazer (m/f)</u>	<u>Further education professions - master craftsperson</u>
<u>333 93</u>	<u>Master roller shutter and venetian blind technician (m/f)</u>	<u>Further education professions - master craftsperson</u>
<u>333 93</u>	<u>Industrial master craftsperson (m/f) - insulation</u>	<u>Further education professions - master craftsperson</u>
<u>333 93</u>	<u>Industrial master craftsperson (m/f) - acoustic and drywall installation</u>	<u>Further education professions - master craftsperson</u>
<u>333 93</u>	<u>Construction supervisor (m/f) - roof, wall and sealing technology</u>	<u>Further education professions - others</u>
342 02	Plumber (m/f)	Training professions - dual system
342 12	Plant mechanic (m/f) - sanitary, heating and airtechnology-conditioning	Training professions - dual system
342 13	Technician (m/f) - heating, ventilation and air-conditioning technology	Further education professions technician
342 13	Technician (m/f) - sanitary engineering	Further education professions technician
<u>342 22</u>	<u>Oven and air heating system installer (m/f)</u>	<u>Training professions - dual system</u>
342 32	Mechatronics engineer (m/f) - refrigeration technology	Training professions - dual system
342 33	Technician - refrigeration technology	Further education professions technician
342 93	Operations manager (m/f) - plumbing and heating technology	Further education professions - business administration, clerical
342 93	Master craftsperson (m/f) for installation and heating systems	Further education professions - master craftsperson
342 93	Master craftsperson (m/f) for refrigeration systems	Further education professions - master craftsperson
342 93	Master plumber (m/f)	Further education professions - master craftsperson
342 93	Master craftsperson (m/f) for oven and air heating systems	Further education professions - master craftsperson
434 13	IT solutions developer (m/f)	Further education professions - others

<b>Class. no.</b>	<b>Job title</b>	<b>Career group</b>
434 13	Software technology (undergraduate)	Studies - undergraduate
522 02	railway worker (m/f) - operations - engine driver and transportation	Training professions - dual system
813 02	Health and paediatric nurse (m/f)	Training professions - vocational school
813 02	Health and nursing professional (m/f)	Training professions - vocational school
813 13	Specialist nurse (m/f)	Further education professions - others
813 13	Specialist nurse (m/f) - intensive care/anaesthetics	Further education professions - others
813 13	Specialist nurse (m/f) - clinical geriatrics	Further education professions - others
813 13	Specialist nurse (m/f) - nephrology	Further education professions - others
813 13	Specialist nurse (m/f) - oncology	Further education professions - others
813 13	Specialist nurse (m/f) - operation/endoscopic surgery	Further education professions - others
813 13	Specialist nurse (m/f) - palliative/hospice care	Further education professions - others
813 13	Specialist nurse (m/f) - psychiatry	Further education professions - others
813 13	Specialist nurse (m/f) - rehabilitation/long-term care	Further education professions - others
813 32	Anaesthesia assistant (m/f)	Training professions - vocational school
813 32	Surgical technologist (m/f)	Training professions - dual system
813 32	Surgical technology assistant (m/f)	Training professions - vocational school
821 02	Geriatric nurse (m/f)	Training professions - vocational school
821 83	Skilled geriatric nurse (m/f) - clinical geriatrics/rehabilitation	Further education professions - others
821 83	Skilled geriatric nurse (m/f) - oncology	Further education professions - others
821 83	Skilled geriatric nurse (m/f) - palliative and hospice care	Further education professions - others
821 83	Skilled geriatric nurse (m/f) - psychiatrics	Further education professions - others
825 12	Mechanic for orthopedic technology (m/f)	Training professions - dual
825 32	Hearing aid acoustician (m/f)	Training professions - dual
825 13	Orthopedic, rehabilitation engineering (Bachelor)	Studies - undergraduate
825 93	Master hearing aid acoustician (m/f)	Further education professions - master craftsperson
825 93	Master orthopedic technician (m/f)	Further education professions - master craftsperson
825 93	Master opticians (m/f)	Further education professions - master craftsperson

## YOUR PATH TO GERMANY AS A SKILLED WORKER

The Employment Regulation (BeschV), which entered into force on 1 July 2013, laid the foundations for easing the immigration process for skilled workers coming to Germany.

According to [section 6 para. 2 sentence 1 no. 2](#) of the Regulation, consent may be granted for foreign nationals who acquired their professional qualification abroad to undertake employment corresponding to the professional qualification in a state-recognised or similarly regulated occupation, provided that the authority responsible for the recognition of professional qualifications according to federal or state regulations has determined the equivalence of the professional qualification to a German vocational training programme and the Federal Employment Agency has determined, after taking account of regional considerations, that the filling of vacancies with foreign applicants is justifiable for the corresponding occupation or occupational groups with regard to labour market and integration policy.

Consent is granted without the fundamentally required check of whether workers with preferential rights are available to fill the vacancy. However, the offered terms of employment must correspond to those of comparable German workers.

Following on from the “EU Blue Card” scheme for highly qualified persons, the improved recognition of foreign professional qualifications and easier entry-level opportunities for students from non-EU countries, the whitelist is an important further step in giving workers from third countries straightforward access to the German labour market and in meeting the German economy’s demand for skilled workers by taking in qualified immigrants.


## WHAT’S NEXT FOR YOU AS A WORKER?

If you have found your occupation in the “List of occupations” and you would like to work in your trained occupation in Germany, you must now find out whether your training is equivalent to a vocational training programme in Germany. You can find out whether this is the case, as well as how and where you can apply to have the equivalence of your qualification determined, by visiting the website: [„Recognition in Germany“](#).

Once this check is completed and you have been issued with a certificate from the relevant authority confirming the equivalence of your training to a German programme of education, you may, upon presentation of this certificate, apply for an entry visa at a German diplomatic mission or consular post in your home country. If you are already living in Germany or can travel there without a visa, then the immigration office (Ausländerbehörde) in your municipality is responsible for you.

It may be the case that in order to determine the equivalence of your qualification you will need to obtain additional theoretical skills and/or work experience in Germany. If you have a residence title (Aufenthaltstitel), under section 17a of the Residence Act (AufenthG) you are permitted to enter Germany to do a training programme for a duration of up to 18 months if such a programme is required in order to determine the equivalence of your qualification. In addition to doing the training programme, you are also permitted to work up to 10 hours a week independently of such a programme. In the case of a job that is closely related on an occupational level to the occupation you intend to carry out in the future, there are no time limits in relation to doing such work.

If you have a residence title (Aufenthaltstitel) under section 17a of the Residence Act you can also enter Germany if you need to sit an examination that is required in order to determine the equivalence of your foreign qualification.



If only evidence of work experience, but not obtaining additional theoretical skills, is needed to determine the equivalence of your qualification, you may, with the agreement of the Federal Employment Agency, be granted a residence title (Aufenthaltstitel) for the purpose of working (section 18 para. 3 of the Residence Act (AufenthG) in conjunction with section 8 of the Employment Regulation (BeschV)).

You can find further information in the Federal Employment Agency's [leaflet on Section 17a of the Residence Act](#).