

10 facts and tips for applying for a work permit

1. According to the Employment Ordinance ("Beschäftigungsverordnung", BeschV), only those foreigners require a work permit, who need a residence permit in Germany and who must therefore be allowed separately to take up an employment.
2. The employment ordinance deals, among other things, with the following occupational groups and activities: Skilled workers (trained), highly qualified workers (degree), managers, scientists, academics, au pairs, domestic workers, interns, seasonal workers, showmen's helpers, domestic helpers, workers on a secondment, persons for the fulfillment of work supply contracts, driving personnel in international road and rail transport, artists, actors, professional athletes, models, dressmen, tour guides, interpreters, crew members in shipping and air transport, etc.
3. Citizen of EU member states, citizens of Iceland, Liechtenstein, Norway and Switzerland as well as their spouses and children are not subject to the employment ordinance, although apart from EU citizen they are third country nationals (Non-EU).
4. Every work permit is primarily bound to the fact that the employee earns a comparable salary to a German in the same occupation in the respective region. The Employment Agency ("Agentur für Arbeit") pays very close attention to the fact that no "cheap labor" enters the country. Applications that do not show the target salary will be rigorously rejected.
5. As an employer, you should take care during the recruitment process that there are no problems with the work permit. If in doubt, contact Anders Consulting, so that there are no problems or that they can be solved "creatively".
6. The so-called priority check ("Vorrangprüfung") will be abolished as of March 1, 2020 within the scope of the coming into force of the Skilled Workers Immigration Act ("Fachkräfteeinwanderungsgesetz, FEG). However, anyone who has hope that this will now allow any employee from a third country to come to Germany is mistaken. Comparable salary, qualification as a skilled worker along with professional recognition and German language skills remain the main criteria. An updated Skilled Workers Immigration Act will come into force by the beginning of 2024 with expanded opportunities for immigration to Germany.
7. Even without a recognized education that qualifies for a specific job, it is still possible to obtain a work permit. For this purpose, however, one must be a specialist and demonstrably a particular specialist for the activity. A great deal of expertise is often required in to convincingly present the facts of the case to the employment agency.
8. An acceleration of the visa procedure is achieved by the so-called preliminary examination ("Vorabzustimmung"). It is not the German embassy which asks the employment agency for the work permit while it is already present represented by the hard-copy of the preliminary examination. That way, the processing time at the embassy is decisively shortened.

9. Whether you are still inexperienced and employing an employee from a third country for the first time or if you are an international company applying for work permits on an ongoing basis and would like to outsource this task the Immigration-Centre of Anders Consulting has the right solution for you.
10. Anders Consulting offers the complete support package including work permit application, preparation of the embassy appointment, health insurance membership, registration after entry and application of the long-term residence permit for less than 1.300,00 Euro. Feel free to compare with other providers.

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