

## 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
<u>24412</u>	<u>Metal construction *</u>	<u>2 – Skilled worker</u>
<u>24413</u>	<u>Metal construction</u>	<u>3 - Specialist</u>
<u>24422</u>	<u>Welding and joining technology *</u>	<u>2 - Skilled worker</u>
<u>24423</u>	<u>Welding and joining technology *</u>	<u>3 - Specialist</u>
<u>24432</u>	<u>Industrial divers (m/f) etc. *</u>	<u>2 - Skilled worker</u>
<u>24493</u>	<u>Supervision - Metal and welding technology</u>	<u>3 - Specialist</u>
26112	Mechatronics professions	2 - Skilled worker
26113	Mechatronics professions	3 - Specialist
26122	Automation technology professions	2 - Skilled worker
26123	Automation technology professions	3 - Specialist
26212	construction electronics professions	2 - Skilled worker
26222	Electrical machine engineering professions	2 - Skilled worker
26252	Electrical-industrial engineering professions	2 - Skilled worker
26262	Pipe installation and maintenance professions	2 - Skilled worker
26303	Professions in electrical engineering (no specialisation)	3 - Specialist
26393	Supervision - electrical engineering	3 - Specialist
<u>32103</u>	<u>Building construction (no specialisation) *</u>	<u>3 - Specialist</u>
<u>32113</u>	<u>Concrete and reinforced concrete construction *</u>	<u>3 - Specialist</u>
<u>32123</u>	<u>Masonry *</u>	<u>3 - Specialist</u>
<u>32193</u>	<u>Supervision - building construction *</u>	<u>3 - Specialist</u>
34202	Plumbing professions (without specialisation)	2 - Skilled worker
34212	Sanitary, heating and air-conditioning technology professions	2 - Skilled worker
34213	Sanitary, heating and air-conditioning technology professions	3 - Specialist
34232	refrigeration technology professions	2 - Skilled worker
34293	Supervisors - plumbing, sanitation, heating, air conditioning	3 - Specialist
<u>43413</u>	<u>Software development *</u>	<u>3 - Specialist</u>
<u>43423</u>	<u>Programming</u>	<u>3 - Specialist</u>
51113	Professions in technical railway operations	3 - Specialist
51222	railway infrastructure monitoring and maintenance professions	2 - Skilled worker
51522	Professions monitoring railway traffic operations	2 - Skilled worker
52202	Traction vehicle operator railway traffic	2 - Skilled worker
81302	Health and nursing professions (without specialisation)	2 - Skilled worker

Type of occupation (classification of occupations 2010)		Qualification level
81313	Specialist nursing professions	3 - Specialist
81332	Surgical technology/medical technical assistance professions	2 - Skilled worker
82102/82182	Elderly care professions	2 - Skilled worker
82183	Professions in geriatric care	3 - Specialist
<u>82512</u>	<u>Professions in orthopedic, rehabilitation technology</u>	<u>2 - Skilled worker</u>
<u>82532</u>	<u>Professions in hearing aid acoustics</u>	<u>2 - Skilled worker</u>
82513	Professions in orthopedic, rehabilitation technology	3 - Specialist
82593	Master craftsman for orthopedics, rehabilitation technology and hearing aid acoustics*	3 - Specialist

\*except medical technology, dental technology and optometry

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

Filling a vacancy with foreign applicants is justifiable in these occupations if the vacancy has been made transparent to the public by way of a public advertisement. It is therefore a prerequisite for admission to the labour market that the vacancy is published on the BA's Jobbörse (Job Board) at the time at which consent is granted.

Information on the publication of vacancies on the Jobbörse can be found online on the BA's website [www.arbeitsagentur.de](http://www.arbeitsagentur.de) or at [www.arbeitsagentur.de/Jobboerse](http://www.arbeitsagentur.de/Jobboerse)

## 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) > **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 labourmarket 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 on 31 December 2015. 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).

<b>Class.no.</b>	<b>Job title</b>	<b>Career group</b>
24412	<u>Skilled worker (m/f) for metal technology - construction technology</u>	<u>Training professions - dual</u>
24412	<u>Skilled practitioner (m/f) for construction mechanics</u>	<u>Training professions - rehab</u>
24412	<u>Skilled practitioner (m/f) for metal construction</u>	<u>Training professions - rehab</u>
24412	<u>Construction mechanic (m/f)</u>	<u>Training professions - dual</u>
24412	<u>Metal worker (m/f)</u>	<u>Training professions - dual</u>
24412	<u>Metal worker (m/f) - construction technology</u>	<u>Training professions - dual</u>
24412	<u>Metal worker (m/f) - metal design</u>	<u>Training professions - dual</u>
24413	<u>Restorer (m/f) - metal construction trade</u>	<u>Further education professions - others</u>
24413	<u>Technician (m/f) - metal construction technology</u>	<u>Further education professions - technician</u>
24413	<u>Technician (m/f) - metal construction technology (building services engineering)</u>	<u>Further education professions - technician</u>
24413	<u>Technician (m/f) - metal construction technology (light metal construction)</u>	<u>Further education professions - technician</u>
24413	<u>Technician (m/f) - metal construction technology (no specialisation)</u>	<u>Further education professions - technician</u>
24413	<u>Technician (m/f) - metal construction technology (steel construction)</u>	<u>Further education professions - technician</u>
24422	<u>Autogenic welder (m/f)</u>	<u>Professions with different paths of access</u>
24422	<u>Torch welder (m/f)</u>	<u>Professions with different paths of access</u>
24422	<u>Electrical and metal inert gas welder (m/f)</u>	<u>Training professions - rehab</u>
24422	<u>Electrical welder (m/f)</u>	<u>Professions with different paths of access</u>
24422	<u>Solderer (m/f)</u>	<u>Professions with different paths of access</u>
24422	<u>Machine operator (m/f) - welding equipment</u>	<u>Professions with different paths of access</u>
24422	<u>Pipe welder (m/f)</u>	<u>Professions with different paths of access</u>
24422	<u>Welder (m/f)</u>	<u>Training professions - others</u>
24422	<u>Welder (m/f) - plant and equipment construction</u>	<u>Professions with different paths of access</u>
24422	<u>Welder (m/f) - vehicle construction</u>	<u>Professions with different paths of access</u>
24422	<u>Welder (m/f) - construction technology</u>	<u>Professions with different paths of access</u>
24422	<u>Welder (m/f) - shipbuilding</u>	<u>Professions with different paths of access</u>
24422	<u>Welder (m/f) - central heating and ventilation construction</u>	<u>Professions with different paths of access</u>
24422	<u>Welding worker (m/f) - gas metal arc welding</u>	<u>Training professions - rehab</u>
24422	<u>Welding worker (m/f) - arc welding</u>	<u>Training professions - rehab</u>
24422	<u>TIG welder (m/f)</u>	<u>Training professions - rehab</u>
24423	<u>Skilled welding worker (m/f)</u>	<u>Further education professions - others</u>
24423	<u>Welding technician (m/f)</u>	<u>Further education professions - others</u>
24432	<u>Diver (m/f)</u>	<u>Further education professions - others</u>

<b>Class.no.</b>	<b>Job title</b>	<b>Career group</b>
<u>24432</u>	<u>Underwater welder (m/f)</u>	<u>Professions with different paths of access</u>
<u>24493</u>	<u>Master craftsperson (m/f) for metal construction</u>	<u>Further education professions - master craftsperson</u>
<u>24493</u>	<u>Master craftsperson (m/f) for welding</u>	<u>Further education professions - master craftsperson</u>
26112	Mechatronic (m/f)	Training professions - dual system
26112	Technical assistant (m/f) - mechatronics	Training professions - vocational school
26113	Skilled worker (m/f) - mechatronic systems	Further education professions - others
26113	Mechatronics (bachelor)	studies - basic
26113	Technician (m/f) - mechanical engineering (mechatronics)	Further education professions-technician
26122	Electronics technician (m/f) - automation technology (crafts)	Training professions - dual system
26122	Electronics technician (m/f) - automation technology	Training professions - dual system
26122	Industrial technologist (m/f) - automation technology (manufacturing)	Training professions - upper secondary leaving certificate (Abitur)
26123	Automation technology (bachelor)	studies - basic
26123	robotics, autonomous systems (bachelor)	studies - basic
26123	Technician (m/f) - electrical engineering (automation technology)	Further education professions- technician
26212	construction electrician (m/f)	Access through different training professions
26212	Lightning protection technician (m/f)	Access through different training professions
26212	Electrically skilled person for specified tasks (m/f)	Further education professions - others
26212	Electronics technician (m/f) - energy and building technology	Training professions - dual system
26212	Electronics technician (m/f) - building and infrastructure	Training professions - dual system
26212	Skilled practitioner (m/f) for electricians (Section 66 Vocational Training Act (BBiG)/ Section 42m Crafts Code (HwO))	Training professions - rehab
26222	Electronics technician (m/f) - machine and drive technology	Training professions - dual system
26252	Electronics technician (m/f)- industrial engineering	Training professions - dual system
26252	Electronics technician (m/f) - industrial engineering (power switching and control systems)	Access through different training
26252	Electronics technician (m/f) - test facility	Professions with different paths of access
26252	Electronics technician (m/f) (crafts)	Training professions - dual system
26252	Industrial electrician (m/f)	Training professions - dual system
26252	Industrial electrician (m/f) - industrial engineering	Training professions - dual system
26262	Electronic systems technician (m/f)	Training professions - dual system
26262	cable fitter (long-distance, power transmission and overhead line construction)	Access through different training professions
26303	Electrical Engineering (Bachelor)	Studies - undergraduate
26303	Project technician (m/f) (electrical)	Professions with different paths of access
26303	Process manager (m/f) - electrical engineering	Further education professions - others
26303	Technician - electrical engineering (no specialisation)	Further education professions - technician
26393	Master craftsperson (m/f) for electrical engineering	Further education professions - master
26393	Industrial master craftsperson (m/f) - electrical engineering	Further education professions - master
26393	Master craftsperson (m/f) for information technology	Further education professions - master craftsperson
<u>32103</u>	<u>Technician (m/f) - construction technology (building construction)</u>	<u>Further education professions - technician</u>

<b>Class.no.</b>	<b>Job title</b>	<b>Career group</b>
<u>32113</u>	<u>Technician (m/f) - construction technology (concrete construction)</u>	<u>Further education professions - technician</u>
<u>32123</u>	<u>Mason (m/f) - restorations</u>	<u>Further education professions - others</u>
<u>32123</u>	<u>Restorer (m/f) - masonry</u>	<u>Further education professions - others</u>
<u>32193</u>	<u>Master roofer (m/f)</u>	<u>Further education professions - master craftsperson</u>
<u>32193</u>	<u>Master scaffolder (m/f)</u>	<u>Further education professions - master craftsperson</u>
<u>32193</u>	<u>Scaffolding foreman/woman</u>	<u>Further education professions - others</u>
<u>32193</u>	<u>Master craftsperson (m/f) for masonry and concrete construction</u>	<u>Further education professions - master craftsperson</u>
<u>32193</u>	<u>Foreman/woman</u>	<u>Further education professions - master craftsperson</u>
<u>32193</u>	<u>Foreman/woman - building construction</u>	<u>Further education professions - master craftsperson</u>
<u>32193</u>	<u>Site foreman/woman</u>	<u>Further education professions - others</u>
<u>32193</u>	<u>Site foreman/woman - building construction</u>	<u>Further education professions - others</u>
34202	construction plumber (m/f)	Access through different training professions
34202	Insulation plumber (m/f)	Access through different training professions
34202	Plumber (m/f)	Training professions - dual system
34212	Plant mechanic (m/f) - sanitary, heating and airtechnology-conditioning	Training professions - dual system
34212	Skilled practitioner (m/f) for plant mechanics of plumbing, heating and air conditioning (SHK) (Section 66 Vocational Training Act (BBiG)/Section 42m Crafts Code (HwO))	Training professions - rehab
34212	Plumber and installer (m/f)	Professions with different paths of access
34213	Technician (m/f) - heating, ventilation and air-conditioning technology	Further education professions technician
34213	Technician (m/f) - sanitary engineering	Further education professions technician
34232	cooling house attendant (m/f)	Access through different training professions
34232	Mechatronics engineer (m/f) - refrigeration technology	Training professions - dual system
34293	Supervising fitter (m/f)	Professions with different paths of access
34293	Operations manager (m/f) - plumbing and heating technology	Further education professions - business administration, clerical
34293	Master craftsperson (m/f) for installation and heating systems	Further education professions - master craftsperson
34293	Master craftsperson (m/f) for refrigeration systems	Further education professions - master craftsperson
34293	Master plumber (m/f)	Further education professions - master craftsperson
34293	Master craftsperson (m/f) for oven and air heating systems	Further education professions - master craftsperson
<u>43413</u>	<u>ERP applications developer (m/f)</u>	<u>Professions with different paths of access</u>
<u>43413</u>	<u>IT solutions developer (m/f)</u>	<u>Further education professions - others</u>
<u>43413</u>	<u>Software technology (undergraduate)</u>	<u>Studies - undergraduate</u>

<b>Class.no.</b>	<b>Job title</b>	<b>Career group</b>
43413	<u>System programmer (m/f)</u>	<u>Professions with different paths of access</u>
43423	<u>Organisation programmer (m/f)</u>	<u>Professions with different paths of access</u>
43423	<u>Programmer (m/f)</u>	<u>Professions with different paths of access</u>
51113	Wagon technician (m/f) (railway traffic)	<u>Professions with different paths of access</u>
51522	Railway worker (m/f) - operations	Training professions - dual
51522	Railway worker (m/f) - operations - infrastructure	Training professions - dual
52202	railway worker (m/f) - operations - engine driver and transportation	Training professions - dual system
81302	Health and paediatric nurse (m/f)	Training professions - vocational school
81302	Health and nursing professional (m/f)	Training professions - vocational school
81302	night watch - nursing	Access through different training
81313	Specialist nurse (m/f)	Further education professions - others
81313	Specialist nurse (m/f) - intensive care/anaesthetics	Further education professions - others
81313	Specialist nurse (m/f) - clinical geriatrics	Further education professions - others
81313	Specialist nurse (m/f) - nephrology	Further education professions - others
81313	Specialist nurse (m/f) - oncology	Further education professions - others
81313	Specialist nurse (m/f) - operation/endoscopic surgery	Further education professions - others
81313	Specialist nurse (m/f) - palliative/hospice care	Further education professions - others
81313	Specialist nurse (m/f) - psychiatry	Further education professions - others
81313	Specialist nurse (m/f) - rehabilitation/long-term care	Further education professions - others
81332	Anaesthesia assistant (m/f)	Training professions - vocational school
81332	Surgical technologist (m/f)	Training professions - dual system
81332	Surgical technology assistant (m/f)	Training professions - vocational school
82102	Geriatric nurse (m/f)	Training professions - vocational school
82182	Ambulatory nurse (m/f)	Access through different training professions
82183	Skilled geriatric nurse (m/f) - clinical geriatrics/rehabilitation	Further education professions - others
82183	Skilled geriatric nurse (m/f) - oncology	Further education professions - others
82183	Skilled geriatric nurse (m/f) - palliative and hospice care	Further education professions - others
82183	Skilled geriatric nurse (m/f) - psychiatrics	Further education professions - others
82512	<u>Mechanic for orthopedic technology (m/f)</u>	<u>Training professions - dual</u>
82532	<u>Hearing aid acoustician (m/f)</u>	<u>Training professions - dual</u>
82513	Orthopedic, rehabilitation engineering (Bachelor)	Studies - undergraduate
82593	Master hearing aid acoustician (m/f)	Further education professions - master craftsperson
82593	Master orthopedic technician (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, however, that for the purposes of determining the equivalence of your qualification you will be required in advance to complete practical work in Germany for a limited time. The Federal Employment Agency can also grant consent for this purpose (**section 8, Employment Regulation**). Here too, the equivalence must have been determined by the responsible authority.

Note: In order for consent to be granted in accordance with section 8 of the Employment Regulation, it is not yet necessary for you to have found an employer who subsequently wishes to employ you, i.e. after the equivalence of your qualification has been determined.

## WHAT DO I HAVE TO DO AS AN EMPLOYER?

Consent can only be granted if “at the time of the BA’s consent, the vacancy has been published on the BA’s Jobbörse”. Publication of the vacancy on the Jobbörse is intended to establish the transparency on the labour market needed to ensure justifiability with regard to labour market policy.

You can access the **Jobbörse** directly here.