

September 2019

# Whitelist

## Immigration of professional into recognized occupations





## **Imprint**

Bundesagentur für Arbeit  
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## Whitelist

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

The Federal Employment Agency (Bundesagentur für Arbeit, BA) has determined that the filling of vacancies in the following occupations with foreign applicants is justifiable regarding 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
<u>121 93</u>	<u>Supervision and management horticulture</u>		<u>x</u>
<u>212 22</u>	<u>Professions in the production of building materials</u>	<u>x</u>	
<u>221 02</u>	<u>Professions in plastics and rubber production</u>	<u>x</u>	
223 42	Professions in Wood, Furniture & Interior Design	x	
<u>223 03</u>	<u>Professions in woodworking &amp; processing</u>		<u>x</u>
<u>241 32</u>	<u>Professions in the industrial foundry</u>	<u>x</u>	
242 12 / 242 22/ 242 32 / 242 33	Professions in in the non-cutting; abrasive; metal cutting	x	x
<u>244 12 / 244 13</u>	<u>Professions in metalconstruction</u>	<u>x</u>	x
245 22	Professions in tool engineering	x	
<u>251 32</u>	<u>Technical service staff maintenance</u>	<u>x</u>	
252 12/252 22	Automotive, agricultural machinery and construction machinery technology	x	
252 93	Supervision of vehicle, aerospace and shipbuilding technology		x
261 12	Professions in mechatronics	x	
261 22/261 23	Professions in automation technology	x	x
262 12	Professions in building electrics	x	
262 22	Professions in electrical engineering	x	
262 52	Professions in building electrics	x	
262 62	Professions line installation, maintenance	x	
263 12	Professions information and telecommunications technology	x	
263 93	Supervisors – electrical engineering		x
<u>272 32</u>	<u>Professions in model building</u>	<u>x</u>	
<u>273 02</u>	<u>Professions in technical production planning &amp; control</u>	<u>x</u>	
292 32	Professions in meat processing	x	
321 22	Professions in wall craft	x	
321 42	Professions in roofing	x	
321 93	Supervision - building construction		x
322 02 / 322 22 / 322 32 / 322 42 / 322 52	Building construction professions in civil engineering (without specialisation), road & asphalt construction, track construction, well construction, canal & tunnel construction	x	
322 93	Supervision - Civil engineering		x
331 02	Civil engineering professions in floor laying (without specialisation)	x	
331 12 /331 32	Tile, slab, mosaic, parquet laying	x	
333 22 / 333 52	Carpentry, roller shutter and blind construction	x	
333 93	Supervision - development, dry construction, insulation, carpentry, glazing, construction of roller shutters and blinds		x
342 02	Construction professions in plumbing (without specialisation)	x	
342 12 / 342 13	Professions in sanitary, heating and air conditioning	x	x

342 22	Professions in oven and air heating construction	x	
342 32	Professions in refrigeration technology	x	
342 93	Supervisors - plumbing, sanitary, heating, air conditioning		x
343 22	Professions in pipeline construction	x	
<u>343 42</u>	<u>Professions Plant, Container &amp; Apparatus Construction</u>	<u>x</u>	
434 13	Software development		x
<u>521 22</u>	<u>Professional Drivers</u>	<u>x</u>	
522 02	Locomotive driver rail transport	x	
723 03	Professions in tax		x
811 22	Podologists (m/f)	x	
813 02	Health care, nursing (without specialisation)	x	
813 13	Professions in specialist nursing		x
813 32	Occupations operation/med.-techn. Assistance	x	
813 53	Occupations obstetrics, maternity care		x
817 13	Professions in physiotherapy		x
817 33	Professions in speech therapy		x
821 02/ 821 83	Professions in nursing care for the elderly	x	x
823 93	Supervisors - personal hygiene		x
825 12	Professions in orthopaedics, rehabilitation technology	x	
825 32	Professions in hearing aid acoustics	x	
825 93	Master of orthopaedics, rehabilitation technology and hearing aid acoustics except for medical technology, ophthalmic optics and dental technology		x
932 32	Professions in interior decoration	x	

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

A publication of the position in the job market is not a prerequisite for the BA's consent to the employment of foreign employees.

## 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.statistik.arbeitsagentur.de](http://www.statistik.arbeitsagentur.de) > Labour market reports > demand for skilled workers and jobs > [Current bottleneck analysis](#)

The bottleneck analysis focuses on nationwide bottlenecks, supplemented by a regional view on the level of the federal states.

For the Whitelist according to section 6 paragraph. 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 occupations are underlined.

The skilled worker's bottleneck analysis is updated every six months. The Whitelist is only to be updated, however, if two consecutive reviews of the available information indicate that the list should be changed. The new Skilled Immigration Act will enter into force on March 1<sup>st</sup> 2020. From that date the Whitelist will no longer apply.

### ■ Regarding the qualification level

Qualification level 2 - skilled worker - corresponds to a professionally oriented activity which requires at least two years of vocational training or comparable qualification.

Qualification level 3 - Specialist - is assigned to occupations that require special knowledge and special skills, which usually require a master or technician training or an equivalent technical college or university degree.

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

## Annexe 1 to the Whitelist – summary of individual recognised training occupations

The following list explains the Whitelist of individual training occupations and activities. The job titles come from the database BERUFENET of the Federal Employment Agency.

Information on the individual occupations can be found at [www.berufenet.arbeitsagentur.de](http://www.berufenet.arbeitsagentur.de).

<b>BKZ</b>	<b>Professional title</b>	<b>Professional group</b>
<u>121 93</u>	<u>Master gardener (m/f)</u>	<u>Further education professions- Master craftsperson</u>
<u>212 22</u>	<u>Process mechanic (m/f) in the non-metallic minerals industry</u>	<u>Training professions - Dual</u>
<u>212 22</u>	<u>Precast concrete parts worker (m/f)</u>	<u>Training professions - Dual</u>
<u>212 22</u>	<u>Stonemason (m/f)</u>	<u>Training professions - Dual</u>
<u>221 02</u>	<u>Mechanic (m/f) in plastics and rubber processing</u>	<u>Training professions - Dual</u>
223 42	Joiner (m/f)	Training professions - Dual
223 42	Specialist in furniture, kitchen and removal services	Training professions - Dual
223 42	Customer consultant (m/f) - joiner	Further education professions- Other
223 42	Wood mechanic (m/f) of interior fittings and construction elements	Training professions - Dual
223 42	Wood mechanic (m/f) - manufacturing of furniture and interior components	Training professions - Dual
223 42	Wood mechanic (m/f) construction element, wooden packing and frame	Training professions - Dual
<u>223 03</u>	<u>Physical and engineering science technicians not elsewhere classified</u>	<u>Continuing education professions - technicians</u>
<u>241 32</u>	<u>Foundry mechanic (m/f)</u>	<u>Training professions - Dual</u>
242 12	Press tool operator and metal working mechanic (m/f)	Training professions - Dual
242 12	Skilled metal worker (m/f) - In metal forming and wire technology	Training professions - Dual
242 22	Pre-polisher for jewellery and precision engineered products (m/f)	Training professions - Dual
242 22	Polisher (m/f)	Training professions - Dual
242 32	Milling machine operator (m/f)	Training professions - Dual
242 32	Skilled metal worker (m/f) - In cutting procedures	Training professions - Dual
<u>242 33</u>	<u>Mechanical engineering technicians (m/f)</u>	<u>Continuing education professions - Technicians</u>
<u>242 33</u>	<u>Metal working machine tool setters and operators (m/f)</u>	<u>Further education professions- Other</u>
<u>244 12</u>	<u>Metalworker (m/f)</u>	<u>Training professions - Dual</u>
<u>244 12</u>	<u>Construction mechanic (m/f)</u>	<u>Training professions - Dual</u>
<u>244 12</u>	<u>Skilled metal worker (m/f) - metal constructions</u>	<u>Training professions - Dual</u>
244 13	Civil engineering technicians	Continuing education professions - Technicians
245 22	Gunsmith (m/f)	Training professions - Dual
245 22	Tools mechanic (m/f)	Training professions - Dual
245 22	Precision tool mechanic (m/f)	Training professions - Dual
<u>251 32</u>	<u>Dispensing and game machine specialist (m/f)</u>	<u>Training professions - Dual</u>
252 12	Automotive service technician (m/f)	Further education professions- Other
252 12	Motor Vehicle Mechatronics engineer (m/f) - Personal motor vehicle technology	Training professions - Dual
252 12	Car body and vehicle construction mechanic (m/f) - Karross.instandh.	Training professions - Dual

<b>BKZ</b>	<b>Professional title</b>	<b>Professional group</b>
252 12	Motor Vehicle mechatronics engineer (m/f)- commercial vehicle technology	Training professions - Dual
252 12	Motor Vehicle Mechatronics engineer (m/f) - body technology	Training professions - Dual
252 12	Motor Vehicle mechatronics engineer (m/f) - system and high-voltage technology	Training professions - Dual
252 12	Car body and vehicle construction mechanic (m/f) - car body/vehicle construction.	Training professions - Dual
252 12	Specialist - innovative vehicle preparation	Further education professions- Other
252 22	Metal Construction Commercial Vehicle Construction (m/f)	Training professions - Dual
252 22	Agricultural and construction machinery mechatronics engineer (m/f)	Training professions - Dual
252 93	Master vehicle and car body repair specialist	Further education professions- Master craftsperson
252 93	Master vehicle technician	Further education professions- Master craftsperson
252 93	Master mechanic for agricultural machines	Further education professions- Master craftsperson
252 93	Master mechanic (m/f) of two-wheelers	Further education professions- Master craftsperson
252 93	Industrial foreman/woman - aircraft construction/aeronautical engineering	Further education professions- Master craftsperson
252 93	Operations Manager – automotive engineering	Further education professions- Other
261 12	Mechatronic technician (m/f)	Training professions - Dual
261 12	Techn. Assistant (m/f) - Mechatronics	Training professions - FSO
261 22	Electronics technician (m/f) - automation technology (Craft or industry)	Training professions - Dual
261 22	Industrial technologist (m/f)	Training professions - FSO
261 23	Technician (m/f) - electrical engineering (Automation Technology)	Continuing education professions - Technicians
262 12	Qualified electrician for specified tasks (m/f)	Further education professions- Other
262 12	Electronics technician (m/f)- energy and building services engineering	Training professions - Dual
262 12	Electronics technician (m/f) - Building and infrastructure systems	Training professions - Dual
262 22	Electronics technician (m/f) - machines and drive technology	Training professions - Dual
262 52	Electronics technician (m/f) - industrial engineering	Training professions - Dual
262 52	Electronics technician (crafts)	Training professions - Dual
262 52	Industrial electrician (m/f)	Training professions - Dual
262 52	Industrial electrician (m/f) - industrial engineering	Training professions - Dual
262 62	Electrical installation technician (m/f)	Training professions - Dual
263 12	Information technology and telecommunications system electronics technician (m/f)	Training professions - Dual
263 12	Information electronics technician (m/f)	Training professions - Dual
263 12	Electronics technician (m/f) - Information and telecommunication technology	Training professions - Dual
263 12	Systems informatics technician	Training professions - Dual
263 93	Electrics Technician (master craftsperson) (m/f)	Further education professions- Master craftsperson
263 93	Communication Technician (master craftsperson) (m/f)	Further education professions- Master craftsperson
263 93	Industrial supervisor specialising in electrical engineering	Further education professions- Master craftsperson
<u>272 32</u>	<u>Pattern-maker (casting industry) or model-maker (automotive industry) (m/f)</u>	<u>Training professions - Dual</u>

<b>BKZ</b>	<b>Professional title</b>	<b>Professional group</b>
<u>273 02</u>	<u>Production technologist (m/f)</u>	<u>Training professions - Dual</u>
292 32	Butcher (m/f)	Training professions - Dual
321 22	Mason (m/f)	Training professions - Dual
321 42	Roofer (m/f)	Training professions - Dual
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- Other
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- Other
321 93	Site foreman/woman - building construction	Further education professions- Other
322 02	Civil engineering technician	Training professions - Dual
322 02	Special civil engineer (m/f)	Training professions - Dual
322 22	Road builder (m/f)	Training professions - Dual
322 22	Asphalt builder (m/f)	Training professions - Dual
<u>322 22</u>	<u>Civil engineering worker (m/f) road building</u>	<u>Training professions - Dual</u>
322 32	Track builder (m/f)	Training professions - Dual
<u>322 32</u>	<u>Civil engineering worker (m/f) rail track construction</u>	<u>Training professions - Dual</u>
322 42	Well builder (m/f)	Training professions - Dual
<u>322 42</u>	<u>Civil engineering worker (m/f) well construction</u>	<u>Training professions - Dual</u>
322 52	Canal builder (m/f)	Training professions - Dual
<u>322 52</u>	<u>Civil engineering worker (m/f) duct construction</u>	<u>Training professions - Dual</u>
322 93	Master of road construction (m/f)	Further education professions- Master craftsperson
322 93	Foreman/woman in Civil Engineering	Further education professions- Master craftsperson
322 93	Construction foreman/woman in Civil Engineering	Further education professions- Other
322 93	Master of well construction (m/f)	Further education professions- Master craftsperson
322 93	Master of rail-track construction	Further education professions- Master craftsperson
322 93	Master of hydraulic engineering	Further education professions- Master craftsperson
331 02	Floor layer (m/f)	Training professions - Dual
331 12	Tile, slab and mosaic layer (m/f)	Training professions - Dual
331 32	Parquet installer (m/f)	Training professions - Dual
333 22	Carpenter (m/f)	Training professions - Dual
333 22	Boat builder (m/f)- new construction, extension and conversion	Training professions - Dual
333 52	Roller shutter and sun protection mechatronics technician	Training professions - Dual
333 93	Construction Manager - Carpentry	Further education professions- Other
333 93	Works Foreman/woman - Finishing	Further education professions- Other



<b>BKZ</b>	<b>Professional title</b>	<b>Professional group</b>
333 93	Master carpenter (m/f)	Further education professions- Master craftsman
333 93	Master of thermal, cold and noise insulation filter (m/f)	Further education professions- Master craftsman
333 93	Master glazer (m/f)	Further education professions- Master craftsman
333 93	Roller shutter and sun protection technician (m/f)	Further education professions- Master craftsman
333 93	Industrial master craftsman (m/f) - insulation	Further education professions- Master craftsman
333 93	Industrial master craftsman (m/f) - Acoustic and drywall construction	Further education professions- Master craftsman
333 93	Construction supervisor (m/f) - roof, wall and sealing technology	Further education professions- Other
342 02	Plumber m/f	Training professions - Dual
342 12	Plant mechanic - sanitary, heating and air conditioning technology	Training professions - Dual
342 13	Technician - Heating, ventilation and air-conditioning technology	Continuing education professions - Technicians
342 13	Technician - Sanitary engineering	Continuing education professions - Technicians
342 22	Oven and air heating installer (m/f)	Training professions - Dual
342 32	Mechatronics engineer (m/f) - refrigeration technology	Training professions - Dual
342 93	Operations manager - sanitary and heating technology	Further education professions- Other
342 93	Master craftsman (m/f) for installation and heating systems	Further education professions- Master craftsman
342 93	Master craftsman (m/f) for refrigeration systems	Further education professions- Master craftsman
342 93	Master plumber (m/f)	Further education professions- Master craftsman
342 93	Master craftsman (m/f) for oven and air heating systems	Further education professions- Master craftsman
<u>343 22</u>	<u>Civil engineering worker (m/f) – pipeline installation</u>	<u>Training professions - Dual</u>
343 22	Pipeline fitter (m/f)	Training professions - Dual
343 22	Net mechanic (m/f)	Further education professions- Other
<u>343 42</u>	<u>Sheet-metal workers</u>	<u>Training professions - Dual</u>
<u>343 42</u>	<u>Plant mechanic (m/f)</u>	<u>Training professions - Dual</u>
434 13	IT solution developer (m/f)	Further education professions- Other
<u>521 22</u>	<u>Drivers (m/f)</u>	<u>Training professions - Dual</u>
522 02	Railway worker (m/f) - operations - engine driver and transportation	Training professions - Dual
723 03	Accounting associate professionals	Training professions - FSO
811 22	Podologist (m/f)	Training professions - FSO
813 02	Health and paediatric nurse (m/f)	Training professions - FSO
813 02	Health and nursing professional (m/f)	Training professions - FSO
813 13	Specialist nurse (m/f)	Further education professions- Other
813 13	Specialist nurse (m/f) - Emergency care	Further education professions- Other
813 13	Specialist nurse (m/f) - Intensive care/anaesthetics	Further education professions- Other
813 13	Specialist nurse (m/f) - Clinical geriatrics	Further education professions-

<b>BKZ</b>	<b>Professional title</b>	<b>Professional group</b>
		Other
813 13	Specialist nurse (m/f) - Nephrology	Further education professions- Other
813 13	Specialist nurse (m/f) - Oncology	Further education professions- Other
813 13	Specialist nurse (m/f) – operation/endoscopic service	Further education professions- Other
813 13	Specialist nurse (m/f) - palliative and hospice care	Further education professions- Other
813 13	Specialist nurse (m/f) – Psychiatry	Further education professions- Other
813 13	Specialist nurse (m/f) - rehabilitation/Long-term care	Further education professions- Other
813 32	Anaesthesia technical assistant (m/f)	Training professions - FSO
813 32	Surgical technician (m/f)	Training professions - Dual
813 32	Surgical assistant (m/f)	Training professions - FSO
813 53	Midwife/Maternity nurse	Training professions - FSO
817 13	Physiotherapist (m/f)	Training professions - FSO
817 13	Motopedist (m/f)	Continuing education - Other
817 33	Speech and language therapist (m/f)	Training professions - FSO
817 33	Audiologists and speech therapists	Training professions - FSO
821 02	geriatric nurse (m/f)	Training professions - FSO
821 83	Specialist nurse (m/f) - clinical geriatrics/rehabilitation	Further education professions- Other
821 83	Specialist nurse (m/f) - Oncology	Further education professions- Other
821 83	Specialist nurse (m/f) - palliative and hospice care	Further education professions- Other
821 83	Specialist nurse (m/f) - Psychiatry	Further education professions- Other
823 93	Hairdresser (m/f)	Further education professions- Master craftsperson
825 12	Orthopaedic technician (m/f)	Training professions - Dual
825 32	Audiologist (m/f)	Training professions - Dual
825 93	Master of hearing aid acoustician (m/f)	Further education professions- Master craftsperson
825 93	Orthopaedic technician (m/f)	Further education professions- Master craftsperson
932 32	Interior decorator (m/f)	Training professions - Dual

## YOUR PATH TO GERMANY AS A SKILLED WORKER

The Employment Regulation (BeschV), which entered into force on 1 July 2013, created the basis for facilitating the immigration of skilled workers into Germany.

According to section 6 para.2 sentence 1 no. 2 of this Regulation, consent may be granted for foreign nationals who have acquired their professional qualification abroad to pursue employment corresponding to their professional qualification in a state-recognised or comparably regulated training occupation, if the body responsible for vocational recognition under the regulations of the Federal Government or the state regulation has established the equivalence of the professional qualification with qualified vocational training in Germany and the Federal Employment Agency for the relevant occupation or occupational group has determined, differentiated according to regional particularities, that filling the vacancies with foreign applicants is justifiable in terms of labour market and integration policy.

The consent is granted without the fundamental examination required to determine whether preferential employees are available to fill the position. However, the employment conditions offered must correspond to those of comparable domestic employees.

Following on from the "EU Blue Card" for highly qualified people, improved recognition of foreign professional qualifications and easier entry opportunities for students from non-EU countries, the Whitelist is a further important step towards enabling employees from third countries to have uncomplicated access to the German labour market and to meet the skilled labour needs of the German economy with qualified immigration.

## WHAT HAPPENS NEXT FOR YOU AS A WORKER?

If you have found your occupation on the "list of occupations" and would like to work in your trained occupation in Germany, you must now find out whether your training corresponds to that of a qualified 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 the German diplomatic mission or consular post abroad 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 necessary to acquire additional theoretical knowledge and/or professional experience in your home country to determine the equivalence of your degree. With a residence title (Aufenthaltstitel) according to 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 to determine the equivalence of your qualification. In addition to doing the training programme, you can work up to ten hours per 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 permit according to section 17a of the Residence Act you can also enter Germany to take the examination required to determine the equivalence of your foreign qualifications.

If proof of professional experience but not the acquisition of additional theoretical knowledge is required to determine the equivalence of your degree, you can also receive a residence permit for the purpose of employment with the consent of the Federal Employment Agency (section 18 of the Residence Act (AufenthG), in conjunction with section 8 of the Employment Regulation (BeschV)).