

Engineers and IT-Specialists to Germany

Anita Paluszek, Nicole Plener and Klaus Muenstermann



Madrid

December 2013



Bundesagentur für Arbeit

Zentrale Auslands-
und Fachvermittlung (ZAV)



Contents

- ZAV – your partner in recruitment
- The German Labor Market – most demanded professions
- The Labor Market for Engineers and IT-experts in Germany
- Working as an engineer in Germany – salaries, taxes and contributions to the social security system
- Looking for jobs in Germany
- A special program supporting foreign jobseekers



International Placement Service (ZAV)



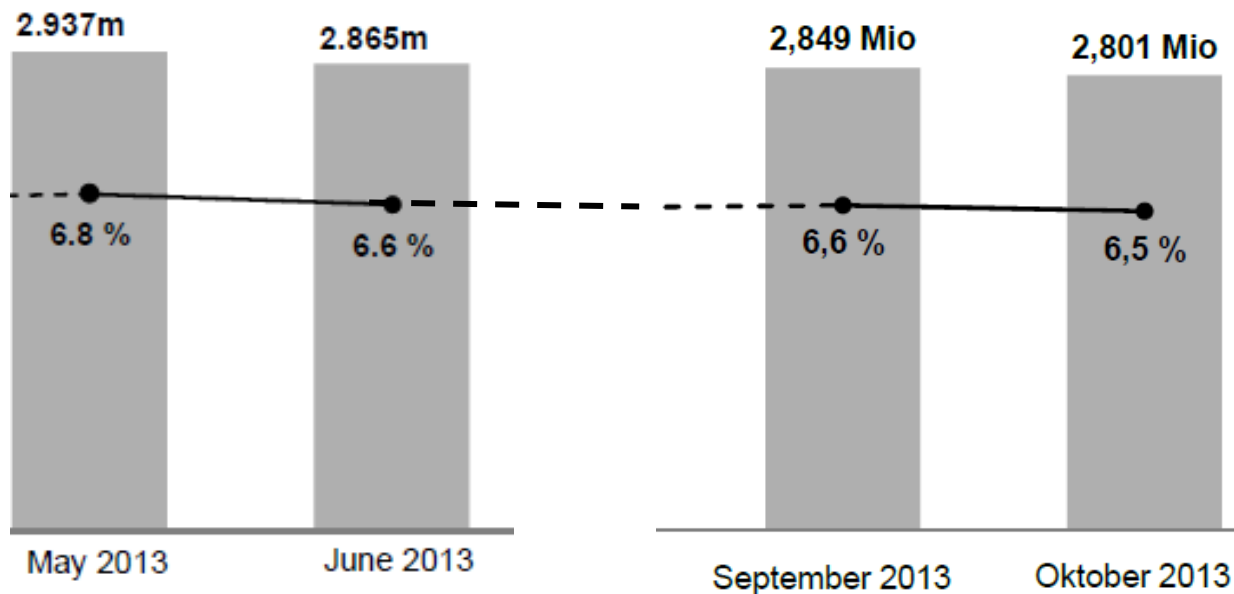
- ZAV is part of the German Public Employment Services
- 160 local job centers nationwide and the ZAV as a special unit
- Assistance and placement worldwide for academics and specialists - from Germany into other countries or from other countries into Germany
- Cooperation with international networks, including the European Employment Services (EURES)



The German Labour Market – level of the unemployment rate

The development of unemployment - June 2013

Stock of unemployed persons Unemployment rates Germany





Engineers in Germany – facts and figures

- In 2011: about 715.000 engineers in total working in insurable employment. Most of them have unlimited contracts
- About 157.400 of these work in automotive and mechanical engineering
- About 150.300 of these work as electrical/electronics engineer
- 15 % of all engineers are 55 or older. They are expected to retire within the next 10 years



Engineers/IT-experts in Germany – illusion and reality

Is it really going to be that easy to find a job in Germany?

- No – many employers are looking for very specific competences and a certain level of German
- No - German candidates mean competition
- No - the number of job offers is smaller than it seems and is slightly going down
- No - the future demand can only be estimated



Engineers/IT-experts in Germany – illusion and reality

Any reasons that you should apply nevertheless?

- Yes – there are still enough vacancies
- Yes – the number of yearly graduates in engineering and IT is not high enough to fill the gap
- Yes – more and more German employers start to think about their future demands and rethink their ways of looking for candidates
- Yes – there is no doubt that there will be a skilled worker shortage soon because of the demographic change



Working in Germany – your strategy

Make sure

- You take your time preparing for working in Germany
- Your job search is targeted
- You have excellent application documents available
- You are well prepared for a job interview
- You can prove German language skills at the level required



Labour Market for Engineers and IT-experts in Germany – the demand

- In mechanical engineering, mainly in CAD engineering/ design departments
- In automation and electrical engineering
- In metal construction and welding technology
- In research and technological development (RTD)
- In model making
- In waste management and supply engineering

- IT-Experts in computer science
- IT-Experts for SW development and programming



The German Labour Market – Identifying the demand

The guideline for ZAV's activities:

The “Engpassanalyse”

= a list of most demanded occupations issued by the German Public Employment Services (Bundesagentur für Arbeit), updated twice a year

You will find further information here:

<http://www.make-it-in-germany.com/en/working/which-occupations-are-in-demand/scientists-it-specialists/>



Most wanted professions in engineering („Engpassanalyse“)

Profesiones técnicas

Construcciones metálicas y soldadura

Ingeniero de soldadura

Ingeniero/a civil metalúrgico

Profesiones en maquinaria y vehículos automotrices

Ingeniero/a aeronáutico

Ingeniero/a - agrónomo

Ingeniero/a - mecánica aplicada

Ingeniero/a - automoción

Ingeniero/a - aeroespacial

Ingeniero/a - mecánico

Ingeniero/a - construcción naval

Ingeniero/a - operaciones y procesos

Ingeniero/a - servicios

Profesiones en mecatrónica, energía y electricidad

Ingeniero/a - automatización

Ingeniero/a - electrotecnia

Ingeniero/a - técnica energética

Ingeniero/a - energías renovables

Ingeniero/a - electrónica de vehículos

Ingeniero/a - tecnología TV

Ingeniero/a - tecnologías de la información y la comunicación

Ingeniero/a - mecatrónica

Ingeniero/a - medios y multimedia

Ingeniero/a - microelectrónica

Ingeniero/a - tecnología de microsistemas

Ingeniero/a - nanotecnología

Ingeniero/a - optoelectrónica

Ingeniero/a - robótica y sistemas autónomos

Ingeniero/a - tecnología de sensores

Ingeniero - cibernética

Ingeniero/a de medición

Investigación técnica y desarrollo

Ingeniero/a de cálculo

Ingeniero/a de investigación y desarrollo

Ingeniero/a de comisionamiento

Ingeniero/a de patentes

Desarrollador/a de producto

Ingeniero/a de producto

Ingeniero/a de proyecto

Dibujo técnico, diseño y maquetación

Ingeniero/a - deporte

Ingeniero/a de diseño

Suministro y eliminación

Ingeniero/a de gestión de residuos

Ingeniero/a en técnicas de suministro



Most wanted professions in the IT-Sector („Engpassanalyse“)

Informática

Administrador/a de empresas (niv.sup.) - E-Business

Bioinformático/a (nivel superior)

Geoinformático/a (nivel superior)

Informático/a (nivel superior)

Gestor/a de información

Ingeniero/a - ingeniería informática

Ingeniero informático/a (nivel superior)

Informático/a multimedial (nivel superior)

Informático/a en medicina (nivel superior)

Informático/a ambiental (nivel superior)

Informático/a administrativo (nivel superior)

Informático/a empresarial (nivel superior)

Desarrollo de software y programación

Desarrollador/a de software

Ingeniería de software (máster)



Salaries for Engineers

- Employees in Germany receive a monthly gross salary. Usually employers indicate gross salaries in their job offers
- Contributions to social security and taxes are automatically deducted from the salary
- Salaries depend on sector, employer (tariff commitment or not) and the candidate's knowledge and work experience





Salaries for Engineers, period of first 6 months (2012)

Sector	entry level (€)
Mechanical Engineering	42.000
Automotive Engineering (Car Production)	45.000
Automotive Engineering (Parts Production)	42.000
Electronic Engineering	40.000
Energy Supply	36.000
Engineering consultancies/Offices	40.000
Information Technology	40.000

Links:

<http://www.vdi.de/karriere/gehaelter/>

<http://www.ingenieurkarriere.de/bewerberservice/beratung/gehaltscheck/gehaltscheck.asp>



Deductions from the salary

Social Security System - 2013:

■ Health Insurance	15,5 % (employee 8,2 %, employer 7,3 %)
■ Unemployment Insurance	3,0 % (employee 1,5 %, employer 1,5 %)
■ Pension Plan	18,9 % (employee 9,45%, employer 9,45%)
■ Long-Term Care Insurance	2,3 % (employee 1,275%, employer 1,025%)
■ Work Accident Insurance	paid by employer

Registration to the social insurance system is made by the employer



Deductions from the salary

Taxation

- Income tax 14 % - 42 % (Depending on income and marital status)
 - 42% starting with an annual single income of 52.822 EUR
- Church tax 8 % - 9 % of the income tax
- Solidarity tax 5,5 % of the income tax

Automatically deducted from the salary



Employee, *up to 2 years work experience*, single, no kids, in Bavaria, tax class 1, 40 h-week - Sample Salary Statement 2013:

	Month	Year
Salary	3583,33 €	43.000,- €
Social security contributions		
Pension Plan (Rentenversicherung, -9,45 %)	338,62 €	4.063,50 €
Unempl. insurance (Arbeitslosenvers., - 1,5 %)	53,75 €	645,00 €
Health insurance (Krankenversicherung, - 8,2 %)	293,84 €	3.526,00 €
Long-term care insurance (Pflegevers., -1,275 %)	45,69 €	548,25 €
Total Social Contributions	731,90 €	8.782,75 €
Taxation		
Solidarity tax, 5,5% of the income tax	46,34 €	556,11 €
Church tax, 9%, in Bavaria 8 % (Kirchensteuer)	67,41 €	808,92 €
Income tax (Lohnsteuer)	842,58 €	10.111,00 €
Total Taxation	956,33 €	11.476,03 €
Salary after deductions	1.895,10 €	22.741,22 €



Employee, *3 and more years of work experience*, single, no kids, in NRW, tax class 1, 40 h-week - Sample Salary Statement 2013:

	Month	Year
Salary	4166,66 €	50.000,- €
Social security contributions		
Pension Plan (Rentenversicherung, -9,45 %)	393,75 €	4.725,00 €
Unempl. insurance (Arbeitslosenvers., - 1,5 %)	62,50 €	750,00 €
Health insurance (Krankenversicherung, - 8,2 %)	341,66 €	4.100,00 €
Long-term care insurance (Pflegevers., -1,275 %)	<u>53,12 €</u>	<u>637,50 €</u>
Total Social Contributions	851,03 €	10.212,50€
Taxation		
Solidarity tax, -5,5% of the income tax	58,88 €	418,27 €
Church tax -9 %, in Bavaria -8 % (Kirchensteuer)	85,65 €	1027,76 €
Income tax (Lohnsteuer)	<u>1070,58 €</u>	<u>12.847,00 €</u>
Total Taxation	1215,11 €	14.293,03 €
Salary after deductions	2.100,52 €	25.494,47 €



Looking for jobs in Germany

There are about 1.500 German companies you could consider world champions in the global market. Many of them belong to the following branches :

- Machine-building Industry,
- Car production and Car parts
- Electrical Industry/High-Tech

Among these companies there are **1.400 belonging to the group of smaller or medium sized companies** (KMU = kleine und mittelständische Unternehmen).

So you should not think of big companies exclusively. There are good reasons to turn to small or medium sized companies and see what they can offer !!!



Looking for jobs in Germany

You can find all of our job offers on the following websites:

- 1. Official website of the Federal Employment Agency:
- www.arbeitsagentur.de (JOBBÖRSE)
- 2. Go to "JOBBÖRSE"
- 3. Click on "Direkt zur JOBBÖRSE". Then choose your language with the "Sprachen" dropdown menu, which is located in the very top line of this website
- 4. Type your desired profession into the search engine space provided
- 5. Choose a region within Germany in which you wish to find your future job. Type in the name of a city into the corresponding space to narrow down the search onto a specific region – then you can search for all available job offers in that area by clicking the button



www.arbeitsagentur.de

You can find all of our job offers on the following websites:

Click on „Jobbörse“

http://www.arbeitsagentur.de/Navigation/Startseite/Startseite.html

ENIC-NARIC.net - Your Gat... Relocation Professionals Ne... DONATH RELOCATION - Pu... Migration von Fo

arbeitsagentur.de

Kontakt Veranstaltungen Über uns Inhalt Impressum English

Bürgerinnen & Bürger Unternehmen Institutionen Formulare Partner vor Ort

Neu für Arbeitgeber

Faktor A
Das Unternehmensmagazin
MÜTTER WILKOMMEN VÄTER AUCH!
Neu von der Arbeitsagentur

Lesen Sie mehr »

JOBAKTIV Offenbach

Das Ziel vor Augen.
Nutze die Chance!

Stellen- und Bewerberbörsen

JOB BÖRSE
Mit der JOB BÖRSE finden Sie schnell eine Stelle oder einen Ausbildungsplatz. Arbeitgeber können für freie Stellen gezielt Bewerber auswählen.

Direkt zur JOB BÖRSE » Information zur JOB BÖRSE »

Informationen der Bundesagentur für Arbeit

Für Bürgerinnen & Bürger
Arbeitslosigkeit, Berufswahl, Existenzgründung, finanzielle Hilfen, Arbeiten im Ausland, Kindergeld...
Weiter »

Für Unternehmen
Ausbildung, Förderleistungen, Vermittlung von Arbeitskräften, Weiterbildung (Ihres Personals)...
Weiter »

Für Institutionen
Service für Schulen, Bildung öffentliche Einrichtungen, Wissenschaftler...
Weiter »

Fokusthemen

Partner vor Ort

Anschriften der Agenturen für Arbeit (mit Familienkassen), ARGE, kommun...

Bundesagentur für Arbeit

JOB BÖRSE 3.519.944 Bewerberprofile

Meine JOB BÖRSE Anmelden

Für Arbeitssuchende

- » Bewerberprofil veröffentlichen
- » Arbeitsuchende melden
- » Bewerbungsmappe erstellen
- » Stellenangebote

Enter your keywords

Finden Sie eine passende Stelle

* Sie suchen

Suchbegriff(e)

Arbeitsort

Suchen Erweiterte Suche



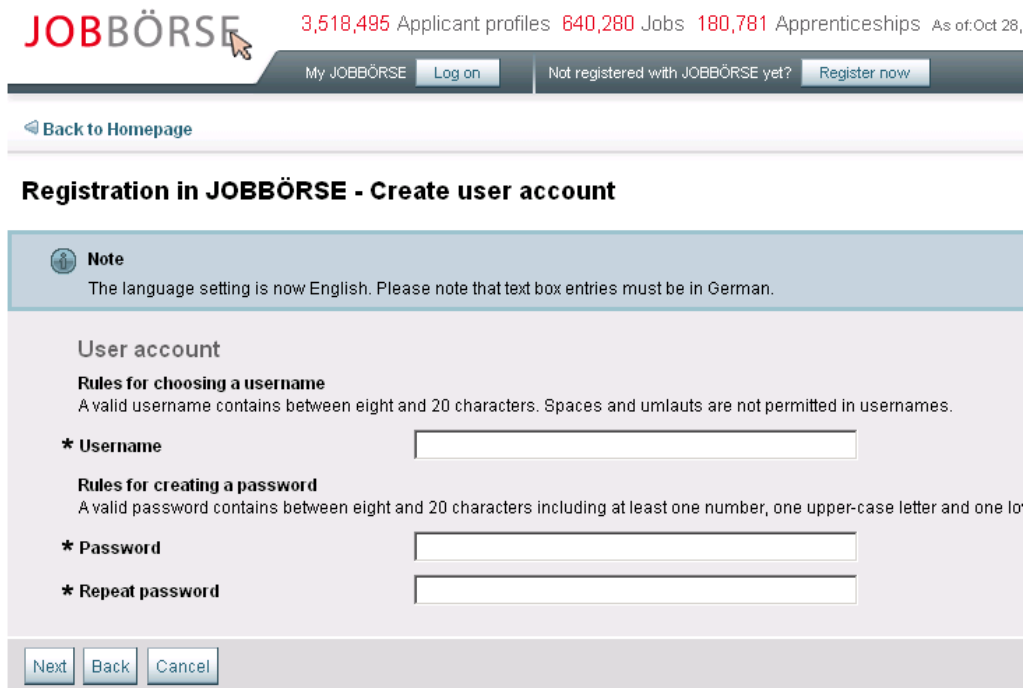
www.arbeitsagentur.de

This website also enables you to upload your CV. Please note that to do so German language skills are necessary!

First create an account
at our data base...

Enregister your
details...

Upload a German
version of your CV!



JOBBÖRSE 3,518,495 Applicant profiles 640,280 Jobs 180,781 Apprenticeships As of: Oct 28,

My JOBBÖRSE Log on Not registered with JOBBÖRSE yet? Register now

[Back to Homepage](#)

Registration in JOBBÖRSE - Create user account

Note
The language setting is now English. Please note that text box entries must be in German.

User account

Rules for choosing a username
A valid username contains between eight and 20 characters. Spaces and umlauts are not permitted in usernames.

* Username

Rules for creating a password
A valid password contains between eight and 20 characters including at least one number, one upper-case letter and one lower-case letter.

* Password

* Repeat password

Next Back Cancel

Please keep in mind that most employers require applicants to speak German



Financial support for jobseekers – „The Job of my Life“

The program „The job of my life“ – **conditions:**

- financial support is limited to occupations listed as most demanded
- age limits : 18-35 years
- limited to European nationals
- Candidates have to be registered as unemployed in their home countries
- the program is operated by the ZAV exclusively



Financial support for jobseeking engineers - MobiProEU

The following **benefits** can be applied for:

- funding of a German language course in the country of origin or in Germany after having taken up employment here
- travel allowance for the journey to a job interview
- moving expenses allowance when employment is taken up
- Initial orientation support offered by non-profit organizations

Please feel free to download a pdf-file with further information on the following website:

<http://www.thejobofmylife.de/en/good-to-know/funding-index.html>



MobiProEU



Home Dual vocational training **Employment as skilled worker** The support programme Discover Germany **Good to know**

THE JOB OF MY LIFE

Funding Index

The funding index
Download the funding index in your language here:

Deutsch English
Español Português
Italiano Ελληνικά

How to
From applicant selection to the final exam: Learn how you will be guided through your training step by step.

Download →



About the further process ...

- Please send your CV in English (or in German) by email to [incoming1 @arbeitsagentur.de](mailto:incoming1@arbeitsagentur.de)
- ZAV will check your documents and decide whether we can help you or not!
- In case you will be supported by us, we will send you our registration form. Please fill out this form and return as soon as possible!
- We will then enter your data into our system, so that our colleagues in Bonn and nationwide can find your profile when they try to fill a vacancy. You might receive job offers by email or regular mail. We need your feedback regarding the proposals and any changes! We could even communicate by video chat!
- In case we think that you should improve your German language skills and that you are eligible for the program „The Job of my Life“, we will send you the application form. For further questions regarding the German language course, please contact your local EURES-Adviser!



Additional Websites for further Information

This website also features a search engine to help you find jobs in Germany.
Official website of the EURES - Portal:

■ www.eures.europa.eu

For more information on living and working in Germany check links below:

■ <http://www.make-it-in-germany.com/>

■ www.zav.de

■ <https://www.deutschland.de/en>

■ <http://www.justlanded.de/>

■ <http://www.tatsachen-ueber-deutschland.de>

■ <http://www.deutsche-sozialversicherung.de>



ZAV – International Placement Service and EURES Germany

Zentrale Auslands- und Fachvermittlung (ZAV)
International Placement Service (ZAV)
Team Incoming
Bonn, Federal Republic of Germany

Hotline: 0049 228-713-2131
E-mail: [incoming1 @arbeitsagentur.de](mailto:incoming1@arbeitsagentur.de)
www.zav.de/ arbeiten-in-deutschland

www.ec.europa.eu/eures



The Service of ZAV is free of charge!



Bundesagentur für Arbeit

Zentrale Auslands-
und Fachvermittlung (ZAV)



¡ GRACIAS POR SU ATENCIÓN

Y

NOS VEMOS EN ALEMANIA !