



FAQ



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TALENTSURE



What do I need to know about working as a nurse in Germany?

Germany classifies nursing as a regulated profession. This means you must go through a recognition process before being allowed to work as a registered nurse. You will be considered a nursing assistant during the transition period and will only be able to work in full capacity after recognition is complete.

What qualifications and experience are required to apply?

To begin working in Germany as a nurse, you must have:

- A completed nursing diploma from your home country. BSc in Nursing or a GNM (General Nurse & Midwifery) or equivalent.
- Valid registration as a nurse (if applicable in your country)
- Proof of internships and work experience
- No criminal record
- Good physical and mental health
- Vaccination against Hepatitis A, B, and Covid
- Be 45 years and under

In addition to entering the profession, Germany offers various career development and specialization opportunities in the nursing field. These include advanced training programs, certifications in areas like intensive care or geriatric nursing, and even academic studies such as nursing education or management. Lifelong learning is encouraged and often supported by employers and professional associations.

What is the recognition (Anerkennung) process?

German authorities compare your qualifications with local standards. If differences exist, you may need to complete:

- An **adaptation period (Anpassungslehrgang)**
or
- A **knowledge test (Kenntnisprüfung)**

What roles and responsibilities will I have as a nurse in Germany?

Nurses in Germany work in a variety of healthcare settings, including hospitals, elderly care facilities, and home care environments. Hospital departments include intensive care, surgery, geriatrics, and rehabilitation. In elderly care, services may be provided in inpatient or outpatient settings. Home care involves supporting ventilated or intensive-care patients in their private residences. Daily responsibilities include hygiene care, medication administration, medical documentation, patient assistance, and collaboration with medical teams.

What is the current job market like for nurses in Germany?

Germany is facing a severe shortage of nursing staff due to an ageing population and increasing healthcare demands. The Federal Employment Agency lists nursing as a high-demand profession, especially in elderly care and rural areas. This means foreign-trained nurses have excellent job prospects, with long-term employment security and career development opportunities. For more information [click here](#).

How does the recognition process for my nursing qualification work?

Your foreign nursing qualifications will be assessed by the relevant German authorities. If the evaluation reveals differences compared to German standards, you will be required to complete compensation measures. These may include attending an adaptation course or passing the Kenntnisprüfung (knowledge test). This process is regulated by the [Nursing Professions Act](#) (Pflegerberufegesetz, PflBG). For detailed information and guidance, you can consult the official federal information portal [Recognition in Germany](#).

Are there professional associations for nurses in Germany?

Yes, there are several professional and specialist associations in Germany that support nurses throughout their careers. These organizations play an important role by offering advocacy, training opportunities, legal assistance, and career development services. They also provide platforms for networking and represent the interests of nursing professionals in political and healthcare policy discussions. Notable examples include the **German Nurses Association (DBfK)**, which focuses on professional development and advocacy, and **ver.di (United Services Union)**, which represents nurses in matters of labour rights, collective bargaining, and workplace support. You can learn more by visiting www.dbfk.de and gesundheit-soziales.verdi.de.

What official steps must I complete after arriving in Germany?

After arriving, several formalities must be completed. These include registering your residence at the local registration office (Einwohnermeldeamt), applying for a residence permit at the immigration authority (Ausländerbehörde), and enrolling in health insurance. **TalentSure's appointed Integration Manager** will support you with these procedures during your first three months in Germany.

How does Germany support integration into society?

Germany actively encourages newcomers to participate in cultural, social, and civic life. Freedom of religion and expression is guaranteed, and there are numerous opportunities to engage with community associations, volunteer organisations, and local initiatives. These activities foster social connections and aid successful integration. For more detailed guidance, including available integration measures, official support services, and practical orientation for daily life, please refer to "[Welcome to Germany – Information for Immigrants](#)".

Where can I get help during the immigration and integration process?

In addition to TalentSure's support, Germany provides publicly funded counselling services to help newcomers integrate into society. These free services, often available in multiple languages, offer guidance on visas, housing, work, daily life, and family reunification. Key resources include [Migration Counselling for Adults \(MBE\)](#) by [BAMF](#) and [Youth Migration Services \(JMD\)](#). [Integration courses](#) at local adult education centres (Volkshochschulen) also support language learning and practical orientation. Together, these services promote successful social and professional integration in Germany.

What are my rights as an employee in Germany?

You receive equal rights as German professionals, including:

- A permanent job contract with a 6-month probation
- 37–42 hours/week work schedule
- 26–30 paid holidays per year
- **Sick pay:** Full salary for 6 weeks, then support via health insurance
- Full coverage under German labor laws:
 - [Employment rights](#)
 - [Termination protection](#)
 - [Vacation law](#)
 - [Working hours law](#)

What taxes and social contributions will be deducted from my salary?

From your gross salary, deductions include:

- [Income tax](#)
- [Health insurance](#)
- [Pension insurance](#)
- [Long-term care insurance](#)
- [Unemployment insurance](#)

For more information [click here](#)

How can I learn German? Is it free?

TalentSure supports you in finding a dedicated language training partner and reaching the required B2 German level through a structured language program. The training combines certified instruction (e.g. through the Goethe-Institut or other accredited providers) with flexible, self-paced tools to help you succeed. The full cost of your German language training will be covered by your future employer. If you have already invested in language training privately, these expenses will be reimbursed upon your arrival in Germany.

Please note:

- Only training completed within **12 months** prior to receiving your employment contract is eligible.
- You must provide **complete and valid receipts** to claim reimbursement.

What kind of German language skills are required?

To work as a nurse in Germany, you must achieve at least [B1–B2 level proficiency](#) in German, as defined by the [Common European Framework of Reference for Languages \(CEFR\)](#). Many

employers require B2 language proficiency before arrival in Germany. This level ensures that you can communicate fluently in everyday situations, understand and use medical terminology, and interact effectively with both patients and healthcare professionals. The language training must lead to a certified exam from an officially recognized provider such as telc, Goethe-Institut, ÖSD, or TestDaF. For further information [click here](#).

Are there quality standards for language courses?

Yes, there are established quality standards for language courses in Germany. Courses should align with the Common European Framework of Reference for Languages (CEFR) to ensure consistent language proficiency levels. Additionally, reputable courses prepare learners for recognized certification exams, such as the B2 level, and hold official quality seals from organizations like telc, Goethe-Institut, or ÖSD. TalentSure exclusively partners with language institutions that meet these stringent standards to guarantee high-quality instruction.

Who are my future employers in Germany?

You may be employed in a variety of healthcare settings in Germany, including general hospitals, surgical units, rehabilitation centers, intensive care units, elderly care homes, outpatient care services, and specialized medical clinics. TalentSure carefully matches candidates with suitable employers based on their professional experience, qualifications, and individual preferences.

Will I receive support if I face discrimination or need legal help?

Yes. Neutral and public services exist for:

- [Workplace discrimination and harassment](#)
- [Labour law advice](#)
- [Consumer protection](#)

Trade unions and funded NGOs also offer free or low-cost support.

Where can I get neutral advice and help in Germany?

In Germany, you have access to neutral, free or low-cost counselling services to support you during your integration. [Fair Integration](#) offers help with contracts, wages, and workplace rights. The [Federal Anti-Discrimination Agency](#) supports those facing bullying, racism, or sexual harassment. Trade unions like [ver.di](#) offer legal advice and support specifically related to employment issues, such as contracts, dismissal, and workers' rights, particularly in sectors like healthcare and social services. [Consumer Advice Centres \(Verbraucherzentrale\)](#) provide independent advice on consumer-related issues, including contracts, scams, insurance, energy, and telecommunications. These services are independent, confidential, and protect your rights as you settle in Germany.

Further information:

[International Placement Services \(ZAV\) \(German / English\)](#)

[Portal of the Federal Government for skilled workers from abroad \(German / English\)](#)

[Integration Commissioner of the Federal Government \(German\)](#)

[German Nursing Council \(German\)](#)

[Network Integration through Qualification \(IQ\) \(German / English\)](#)