

IO1.1 Job Profiles research in Germany

The aim is to research, identify the most wanted jobs for young people; what professions can be followed without high qualifications or obtained in non-formal ways; jobs in which young people from disadvantaged groups (young people with disabilities, refugees) can have success.

Research carried out by Ingenious Knowledge, Köln (Germany)



- 1. Overview of the young people employment situation at national level** (Please include statistical data; youth unemployment/employment rates; youth insertion on the labour market; trends in employment/jobs; school-to-work transition)

Germany has one of the lowest unemployment rates in the EU. Youth Unemployment Rate in Germany decreased to 6.50 percent in January 2017 from 6.60 percent in December of 2016, according to Trading Economics global macro models and analysts' expectations. Looking forward, it is estimated that Youth Unemployment Rate in Germany will stand at 6.80 in 12 months' time. In the long-term, the Germany Youth Unemployment Rate is projected to trend around 7.80 percent in 2020, according to the econometric models.

Young people employment rates in Germany:

Employment rate, Eurostat, Q3 2016 (latest available data as of Feb 2017)

Age range	Employment rate
15 - 19	27.2 %
15 - 24	46.4 %
20 - 24	64.1 %
25 - 29	78.7 %

Unemployment rate, Eurostat, Q3 2016 (latest available data as of Feb 2017)

Age range	Unemployment rate
15 - 19	10.3 %
15 - 24	7.6 %
20 - 24	6.5 %
25 - 29	5.1 %

NEET rate (Not in Employment, Education or Training), OECD, 2015 (latest available data as of Feb 2017)

Age range	NEET rate
15 - 19	2.54 %
20 - 24	9.27 %
15 - 29	8.57 %





Young people who are neither employed nor in education or training (“NEETs”) risk being left permanently behind in the labour market. This risk is especially high for the relatively large share of low-skilled NEETs (i.e. those who have not finished upper secondary schooling). Germany does better than most other OECD countries in helping vulnerable youth. There has been a significant decline the proportion of NEETs between 2007 and 2015 and less than 10% of young Germans aged 15-29 were NEET in 2015, and only 4.5% were low-skilled NEETs compared with the OECD average of 5.3%.

The small rate of unemployment relies on Germany's dual education system, which exists in the same form only in Austria and Switzerland. In Germany, more than half of each age-group graduate from dual training programs in which they simultaneously earn academic credentials along with gaining work experience. The system is described as dual because training is conducted in two places of learning: companies and vocational schools. It normally lasts three years (some occupations only require two years and there are also regulations allowing a reduction in the training period for trainees with an Abitur - the school leaving certificate allowing entry to higher education). The trainees are between 16 and 18 years old at the beginning of the education and training. In the dual system, the vocational school is an autonomous place of learning. Its task is to provide basic and specialised vocational training and to extend previously acquired general education. This style of training brings future job applicants in closer contact with the job market and generates more reliability when it comes to qualification standards. It also offers a long period in which employers can get to know young employees, offering managers a relatively reliable insight into trainees' skills and potential for development. That limits employers' risks when taking on young workers. The system functions so effectively that Germany's youth unemployment rate is lower than in countries with more open job market regulations.

2. Country strategy on youth employment(*please provide details, if any, at national level; title and link; short description of the stipulated policies; integrated guidelines on employment*)

Germany has made substantial labour market progress. The framework conditions for the employment of young people have to be further improved to ensure a constant high level of youth employment in future. The Government continues the ambitious concept of securing the supply of skilled workers as one of its priorities in the field of employment, social and economics policies. By this it will meet the challenge of a skills shortage and at the same time create new job opportunities for people who have been unable to fully participate in the labour market.

The Federal Government's skilled labour concept is characterized by a comprehensive and long-term approach. It consists of five areas of action: (1) activation and securing employment, (2) improved family-work balance, (3) educational opportunities for all from the outset, (4) qualification: initial and continuing education/training and (5) integration and immigration of qualified personnel. Against this background, the Federal Government focuses especially on the challenges of "boosting female labour force participation", "tackling long-term unemployment" and "promoting youth employment" in the context of the G20 agenda and the G20 employment plan.

Although the situation for young persons on the German labour market is very good, the unemployment rate of persons aged 25 years or younger should be reduced even further. Identified challenges, such as targeting young persons aged 20 to 25 without a formal vocational qualification, should be tackled. With respect to the demographic change, Germany has to ensure that all young people take advantage of their opportunities and start successfully into working life. It aims at guiding young persons with difficulties from their last year at school until they start a vocational training (e.g. "Jugendberufsagenturen", youth employment agencies). To support young people who are not in education, employment or training a new federal program will be implemented to support young people who are socially disadvantaged with suitable training or employment measures including social and educational support. Together with social partners and the Laender, the Federal Government launches a new alliance for vocational and further training with the aim to strengthen the dual system of vocational education and training and further training. The Federal Government further promotes youth employment.

Key elements are:

- Emphasis placed on job guidance, vocational orientation and counselling for young persons. Young persons with difficulties manage more successfully the school to work transition when they are supported by preventive measures and guidance at the beginning of the career. Young persons will receive matching offers addressing their individual needs to avoid that they become NEETs"(neither employment, education nor training).
- The mentoring for the school to work transition shall be expanded as far as possible. Career entry mentors assist lower-attaining pupils at schools offering general education. The mentors provide individual, ongoing support from the penultimate school year through to the first half of the vocational training year to help pupils transition from school to vocational training. The Federal Government is planning an ESF-co-financed programme (Berufseinstiegsbegleitung).
- To support young persons who are not in education, employment or training ("NEETs") a new federal program „Encouraging Youth in the Community" ("JUGEND STAERKEN im Quartier") is being implemented within the framework of the federal ESF operational programme. Young persons who are socially disadvantaged or with individual difficulties will receive individual support to help them make the transition into suitable training or employment measures. This programme opens funding opportunities to support young people with a migrant background.
- The successful completion of the school-to-work-transition is a main task for the Federal government. To this end, the Federal cabinet adopted the national implementation plan to implement the EU Youth Guarantee in Germany. Key issues are a new Alliance for vocational training and further training, extension of locally created cooperation schemes, continued promotion of young people with disabilities and a closer coordination of preventive measures on federal and Laender level.

Germany has developed [a new federal coherent youth policy](#), covering 2015-2018, which was published in July 2015.



The [guidelines for a new youth policy](#) stipulate that a new youth policy shall:

- Refer to all adolescents and young adults;
- Have preventive and balancing effects;
- Promote suitable methods and structures;
- Involve all relevant stakeholders from the start;
- Uncover the potential of youth in and for society.

The [principles of a new youth policy](#) specify that “a new youth policy shapes the future and opens up new prospects for society” and that it must perceive the phase of youth holistically. A new youth policy should moreover:

- Focus on the interests and needs of young people;
- Promote sustainable youth participation;
- Call for space and time for personal development;
- Be designed and implemented as a common task;
- Promote reforms of existing public policies;
- Have a European dimension.

The Framework of Actions on Youth Employment, 2016 aims to promote solutions to reduce youth unemployment, deliver concrete measures to improve young people’s employment opportunities and contribute to this important debate. It calls on national social partners, public authorities and other stakeholders to act together and achieve concrete progress.

It builds upon existing and new practices linked with the four priorities identified:

Priority 1: Learning

Priority 2: Transition

Priority 3: Employment

Priority 4: Entrepreneurship

Learning

The "Alliance for Initial and Further Training 2015-2018" has been concluded between the Federal Government, the central German business organisations, the Confederation of German Trade Unions, the Federal Employment Agency and the Federal States in December 2014. The initial aim of the alliance is to prepare young people better for their occupation and the world of work, to give everyone a chance to obtain in-company training, to improve the attractiveness and the quality of dual vocational training and to strengthen advanced vocational training.

Initiative "Priority for in-company vocational training!"(Betriebliche Ausbildung hat Vorfahrt) The purpose of this initiative is to strengthen participation in in-company vocational training of disadvantaged young people.

Initiative "pathways in education for refugees "The ZDH and the Federal Ministry of Education and Research (BMBF) and the Federal Employment Agency (BA) launched a joint initiative for young refugees. The program is initially limited to 24 months. Main goal is the integration of up to 10,000 refugees in dual vocational education and training. The craft companies provide the apprenticeship placements, while BMBF and BA financially support the preparatory courses.

Transition Initiative "Success in vocational training –looking for ‘latecomers’" ("AusBildung wird was – Spätstarter gesucht"): Based on a proposal of the social partners in the Board of Governors the



Federal Employment Agency started an initiative for 100,000 young adults without professional qualification in the age of 25-34. The aim of the initiative is to give young adults through targeted report a second chance to receive vocational training. A special focus is on young people who –for different reasons –did not find access to vocational training after leaving school.

Start in den Beruf / "passage into vocation"(national sectoral level): This initiative was designed by the social partners in the chemical industry (IG BCE and BAVC) in order to increase the opportunity for young people to start an apprenticeship. The measure addresses young people that have not been able to find a vocational training placement yet and who are lacking some of the requirements necessary for a successful apprenticeship. During a 6-to 12-months long individual support phase, they are prepared to take up an apprenticeship in class, at the workplace and through social and educational monitoring. A large majority of participants is successfully integrated into a vocational training placement after the program.

The network SCHULEWIRTSCHAFT (SCHOOLBUSINESS):

Through its initiative SCHULEWIRTSCHAFT, BDA and its member organisations help young people to successfully master the transition from school to professional life. In around 440 regional working groups school and business representatives devise a range of activities that promote vocational orientation and help school students to make an informed career choice. As practical insights into day-to-day business reality are particularly helpful in this regard, SCHULEWIRTSCHAFT organises e. g. business discovery trips and internships that bring school students in touch with local companies.

"Revision of introductory training for young people Einstiegsqualifizierung", EQ: The board of governors of the Federal Employment Agency decided to adjust the instrument "Introductory training for young people" due to the rising number of young refugees in Germany. "Introductory training for young people" is a measure offered by the transition system. The 6-to 12-month pre-training placements in enterprises are aimed at youths who have diminished chances to find a training position. The introductory training was recently revised to enable combinations of pre-training in enterprises with language course which are crucial for a successful integration of young refugees into the labour market.

Program "PassgenaueBesetzung" –Supporting small and medium-sized enterprises in the matching of training placements: The ZDH coordinates a national network of more than 170 consultants at the chambers of skilled crafts, the chambers of industry and commerce and other business organisations which supports small and medium sized companies (SME) in recruiting young people for dual apprenticeship training. The consultants also prepare companies for the training of young people from abroad. Since 2014 more than 14,000 training placements have been generated. The program is co-financed by the Federal Ministry of Economy and Energy (BMWi) and the ESF.

In addition 130 so-called "Willkommenslotsen" (refugee guides) were established at the chambers of skilled crafts, chambers of industry and commerce and other business organisations in 2016. They support particularly SME with guidance and advisory services concerning the integration of refugees into apprenticeship training and into the labour market.

Employment MINT Zukunftschaffen ("Creating a STEM future"): The STEM professions offer significant employment opportunities for young people as the shortage of skilled labour is particularly high in this field.

Entrepreneurship Entrepreneurship education offered by SCHULEWIRTSCHAFT: The network SCHULE WIRTSCHAFT promotes entrepreneurship education among school students through various activities.



3. Recruitment system for employment(please provide information about the country policies of recruitment, recruitment criteria, ways and channel of recruitment – agencies, online, provide examples with links)

There is a solid employment law guide to recruitment and selection in Germany, covering discrimination, advertising vacancies, selection, young people and children, employment of people with severe disabilities and foreign nationals:

- Direct and indirect discrimination in access to employment is prohibited on various grounds.
- Employers are responsible for the wording of job advertisements, which must not be discriminatory.
- There are various rules relating to the information that can be requested from candidates and to selection methods.
- The minimum age for "regular" employment is 18, and the employment of children under the age of 15 is generally forbidden.
- Employers with more than 20 employees must ensure that 5% of jobs are filled by people with "severe" disabilities.
- There are restrictions on recruiting nationals of countries outside other 27 EU member states and the EEA countries.

There are reliable websites promoting available jobs: Jobs are often advertised on recruitment websites (Jobbörsen) as well as on company websites. Some international companies will have vacancies in both English and German.

Job websites

- [Academics.com](#) – academic jobs in research and higher education in Germany.
- [Bundesagentur für Arbeit](#) – federal employment agency. It has a wide range of job vacancies, including internships (Praktika).
- [EURES – European Job Mobility Portal](#) – provides job vacancies and a CV-posting service for jobseekers, as well as information on living and working conditions and labour markets in Germany.
- [Jobware](#) – management and specialist jobs.
- [Staufenbiel](#) – career portal for graduates and current students looking for internships, apprenticeships and other training opportunities.
- [StepStone \(Germany\)](#) – includes internships/work experience as well as a range of graduate jobs.
- [Stellenanzeigen.de](#) – lists job opportunities in a range of industries.
- [Craigslist](#) – casual and out of the ordinary jobs
- [Job pilot](#)
- [JobStairs](#)
- [Monster](#)
- [The Local](#)
- [Praktikum](#)
- [Stellenboersen](#)

Recruitment agencies

- [German Yellow Pages](#) (*Gelbe Seiten*) under *Arbeitsvermittlung* for agencies.



Newspapers

- [Frankfurter Allgemeine Zeitung](#) – daily with national reach.
- [Frankfurter Rundschau](#) – Frankfurt-based daily with vacancies.
- [Handelsblatt](#) – Düsseldorf-based financial daily.
- [Sueddeutsche Zeitung](#) – Munich-based daily, mainly vacancies in Southern Germany.

The Federal Employment Agency offers an [International Placement Services](#) for those who think about working in Germany. The service assists in taking the correct decisions while preparing a future stay in Germany. The International Personnel Service offers comprehensive information on working and living in Germany and helps one find a job.

[The Federal Employment Agency](#) Nationals of the EU Member States can take advantage of unrestricted freedom of movement for workers and are not subject to any restrictions regarding work permits. The same applies to nationals of the EEA States Iceland, Norway and Liechtenstein. Swiss nationals are equivalent to EEA nationals. Nationals from countries that do not belong to the European Union (EU) or the European Economic Area (EEA) - so-called third country nationals - need a residence title (visa, residence permit, EU Blue Card, settlement permit or the permanent EU residence permit).

Access to the German labour market is determined by the provisions of the German Residence Act (AufenthG). For a residence for the purpose of gainful employment, the approval by the Federal Employment Agency (BA) is always required. This approval can be obtained in an internal procedure from the German agency abroad in the country of origin (visa centre) or the responsible local immigration authority in Germany. The permit for taking up employment is awarded along with the residence title

For an approval, it is always required that:

1. a legislative provision grants access to the German labour market
2. there is a concrete job offer and
3. there are no preferential workers available for the concrete job and the conditions of employment are comparable with those of domestic employees (labour market test).

Specialised expert teams at the employment agencies in Essen, Cologne, Frankfurt/Main, Munich and Stuttgart are responsible for the approvals regarding residence permits.

"Recognition in Germany" provides guidance - Refugees may also find it important to gain recognition of the professional or vocational qualifications they hold in order to gain entry to the German labour market. In some cases, recognition is a mandatory prerequisite to work in certain professions.

Over the past few months, Germany has received a large number of refugees from countries such as Syria. Many are permitted to work in Germany and have already acquired a professional or vocational qualification in their homeland. The question they face is whether they are able to work in Germany in the profession or occupation in which they have trained. In some professions (such as doctor, teacher or nurse), recognition of the foreign professional qualification is a mandatory requirement. Recognition can also increase labour market opportunities in other occupations since employers are better able to evaluate what an applicant has learned.

Germany has a wide range of agencies which can help immigrants integrate in Germany:



- ThequaliboXX online portal has collated further information on the labour market integration of refugees in Germany in its [Dossier "Flüchtlinge - Qualifizierung und Arbeitsmarktintegration"](#) ("Refugees – training and labour market integration") (only available in German).
- The Federal Agency for Civic Education has released a new ["Guide for Orientation and Communication in Germany"](#). The guide provides information about living in Germany and gives a first orientation for refugees.
- Refugees interested in studying in Germany find helpful information on the website of the German Academic Exchange Service (DAAD): <https://www.study-in.de/en/refugees/>
- The information portal ["Refugees and Training"](#) of the Coordination Office for Vocational Training and Migration (KAUSA) provides basic and easy-to-understand information on the asylum procedure and the preconditions for the entry of refugees into dual training.

The following sites offer official job advertisements.

- The Federal Government portal for international skilled workers, make-it-in-germany.de, has a [job exchange](#) containing targeted advertisements for occupations in which there is a skills shortage in Germany.
 - The [job exchange of the Federal Employment Agency](#) contains numerous current job advertisements for positions in Germany.
 - [EURES](#), the European Mobility Portal of the European Commission, enables visitors to the site to search for jobs and training places, including in Germany.
 - Vacant training places in the public sector and further information on this topic are available on [wirsind bund](#).
 - Further helpful tips on the topic of job search are provided on the Portal of the Central Foreign and Specialist Placement Agency (ZAV). These include [instructions in several languages](#) on how to make effective use of the job exchange of the Federal Employment Agency.
- "Integration through Qualification (IQ)" funding programme provide information about the procedures of professional recognition and direct persons interested in recognition to the relevant authorities.

-The hotline "Working and Living in Germany" answers your questions in German and English on the following issues:

- Recognition of foreign professional qualifications
- Job search, work and careers
- Entry and residence in Germany
- Learning German

-The central [information hotline](#) is part of the Federal Government's demographic strategy and is operated jointly by the Federal Office for Migration and Refugees (BAMF) and the Federal Employment Agency (BA) under a cooperative arrangement between the Federal Ministry for Economic Affairs and Energy (BMWi), the Federal Ministry of the Interior (BMI), the Federal Ministry of Education and Research (BMBF), and the BA. It supplements existing services at www.make-it-in-germany.com, www.anererkennung-in-deutschland.de, www.bamf.de, www.arbeitsagentur.de and www.zav.de.



The employment offices and joint institutions carry out their tasks as entrusted to them in the Social Code SGB III (employment promotion) and the Social Code SGB II (subsistence guarantee for job-seekers). The Federal Employment Agency adopts a holistic individual approach in its provision of job market guidance. Issues involving the recognition of professional qualifications acquired abroad are handled as part of statutory job market counselling in so far as they are relevant to integration into training courses and employment.

- The Ethnic German resettlers, young refugees and persons entitled to asylum aged younger than 30 and who have higher education entrance qualifications acquired in Germany or would like to take up university study or continue an academic career in Germany can seek guidance at the 'Garantiefonds-Hochschule' educational counselling centres. The 'Garantiefonds-Hochschule' educational counselling centres are organized by the young migrant services. See the JMD-Portal for more information.

- The Many counselling centres in Germany specialize in matters of education and continuing education. In addition to information about Germany's education system, continuing education courses and grant programmes, migrants can also get initial information about how to gain recognition of their foreign qualifications. The following organizations provide education and continuing education counselling

- The Many cities and communities in Germany have guidance centres for refugees sponsored by charity agencies, refugee initiatives or human rights organizations. They are an important contact point for asylum seekers and refugees. Many of these centres also provide initial information about integration onto the job market and on the recognition of foreign qualifications.

- There are more than 420 young migrant service centres for migrants aged between 12 and 27 (JMD). They are sponsored by juvenile social work associations and their guidance services target the special issues that young people face. The JMD also provide initial information about recognition of foreign qualifications (the central JMD-Portal).

4. Job Profiles*(available jobs depending on experience/education level; most wanted jobs for young people, professions obtained in non-formal ways, jobs in which young people from disadvantaged groups can have success)*

The most demanded jobs are in the following vocational sectors: cleaning, plumbing, sanitary, heating and air-conditioning technology, welding and joining technology, building construction, elderly care, electrical machine engineering, electrical-industrial engineering, pipe installation and maintenance. These jobs require qualification level 2 –a skilled worker, which corresponds to a professionally oriented activity that requires at least two years of vocational training or a similar qualification.

Germany is an interesting comparative case for assessing the quantitative and qualitative integration of migrant workers. 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. The document stipulates all necessary steps one has to make to see what occupations are in demand and what one should do in order to get an available job. In some industries, jobs and regions in Germany, there is a shortage of technical workers, such as engineers and IT specialists, health specialists, and workers with vocational qualifications.



For EU citizens with vocational qualifications that are recognised in Germany, employment prospects are currently good. Since July 1, 2013, citizens from non-EU countries holding vocational qualifications have also been able to take up employment in Germany, if they meet the following criteria:

- There is a shortage of qualified professionals in the profession one wishes to pursue in Germany (there is a whitelist of jobs with a shortage of qualified staff);
 - They have received a binding job offer.
 - His/her qualification has been recognised as being equivalent to a German qualification.
- Further information on the recognition of vocational credentials is available.

References (links)

Die von Ihnen angeforderte Seite konnte leider nicht gefunden werden,

<https://www.arbeitsagentur.de/web/content/DE/service/Ueberuns/WeitereDienststellen/ZentraleAuslandsundFachvermittlung/VersionsDEEN/DeutscheVersion/Arbeitssuche/index.htm#IhrZugangzumdeutschenArbeitsmarkt>

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Make it in Germany, <http://www.make-it-in-germany.com/en/for-qualified-professionals/working/guide/looking-for-a-job>

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Country sheet on youth policy in Germany, [http://pjp-](http://pjp-eu.coe.int/documents/1017981/8534762/Country+Sheet_Germany_2015.pdf/583a99a4-229f-4c49-91b8-b4fba19d8f34)

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Jobs, unemployment and government action,

http://oecdobserver.org/news/fullstory.php/aid/4505/Jobs_unemployment_and_government_action.html





We Welcome Work

Online apprenticeship simulator for introducing work strategies
to teachers, students and companies

WWW – We Welcome Work

Ref.no.2016-1-RO01-KA202-02471

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