



Recognition of teacher qualification in Germany

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Network “Integration through Qualification (IQ)”

IQ in Germany

- Improve employment opportunities for migrants
- 16 regional networks, 380 projects plus 5 competence centres at the federal level
- Funded by the Federal Ministry of Labour and Social Affairs (BMAS) and the European Social Fund (ESF)

Priority areas

- Advice on credential recognition
- Job training schemes in the context of the Recognition Act
- Development of intercultural competences of key labour market stakeholders
- Regional skilled worker networks – immigration

Network “Integration through Qualification (IQ)”

IQ in Bavaria

- Augsburg
- Munich
- Nuremberg
- Passau

Counselling on

- recognition
- qualification
- Immigration
- Alternatives



Recognition of foreign qualifications - legislation

On EU-level

- [Directive 2005/36/EC](#) on the recognition of professional qualifications
- Automatic recognition for certain professions

On national level

- [Berufsqualifikationsfeststellungsgesetz](#) (BQFG) – German recognition law
 - [Bayerisches Berufsqualifikationsfeststellungsgesetz](#) (BayBQFG) – for Bavaria
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- Differences between EU qualification and third country qualification
 - Differences between regulated professions and non-regulated professions
 - Differences between professions regulated by national state law and by federal state law

Recognition of foreign qualifications - procedure

Responsible authority

Application form and necessary documents

Your foreign qualification ↔ German reference occupation

- Only one reference occupation possible!
 - » Crucial differences → No recognition
 - » Some differences → Partial recognition
 - » No differences → Full recognition

Work experience, further trainings, certificates etc.

Duration of procedure: up to 3 months

Recognition of teacher qualifications

The profession as a teacher is a **regulated profession** → recognition is mandatory (for public schools)!

Recognition depends on:

- Where you want to live and work (federal state)
- For which type of school your qualification entitles you (which school you want to teach at)
- Your foreign teacher qualification ↔ bavarian teacher training
→ Educational system is regulated at the federal state level!

Teacher training in Bavaria

Teacher training is divided into 3 phases:

- Studies (university degree or first State Examination)
- Preparatory Service (“*Vorbereitungsdienst*” or “*Referendariat*”, between 12 and 24 months)
- Second State Examination

- Over 15 different school types in Bavaria → teacher training for 6 different school types in Bavaria
- Subject combination depending on school type
 - At least two subjects

School types in Bavaria

School type	Age of pupils/ classes
<u>Grundschule</u> (Elementary school)	between 6/7 and 10/11, class 1 - 4
<u>Mittelschule</u> (former Hauptschule)	between 10/11 and 15/16 years, class 5 - 9
<u>Realschule</u>	between 10/11 and 16/17 years, class 5 - 10
<u>Gymnasium</u>	between 10/11 and 18/19 years, class 5 - 13
<u>Vocational school</u> (FOS/BOS)	between 15/16 and 18/19 years, class 11 - 13
<u>Special school</u>	for students with special educational needs

Recognition of teacher qualifications in Bavaria

Responsible authority: **Bayerisches Staatsministerium für Unterricht und Kultus**

- [Online Application](#)
- Duration: up to 3 months
- Costs: free of charge (→ costs for translations, no translation needed for documents in English)

- Possible outcome: **almost always partial recognition**
 - **Aptitude Test** (*Eignungsprüfung*)
 - **Adaptation course** (*Anpassungslehrgang*)
 - University qualification and/or Preparatory Service (*Referendariat*)
 - Duration: up to 3 years!

Further information

- **Language skills:** very good German language skills, at least **C1-level**, better is **C2-level**

- **Covering of the costs:**
 - **employment agency /jobcentre**
 - **recognition grant (*Anerkennungszuschuss*)**

- **Salary: ca. 1500 €** (only for the teaching practice (*Referendariat*))

- **No access to recognition with third country teacher qualifications from**
 - Recognition option in other federal states

What comes after the full recognition?

→ Recognition does not guarantee the employment at a public school!

Prediction: need for teachers will increase!

Teacher shortage for: science subjects, mathematics, computer science, music and art

Salary: 3.979,84 € - 7.648,32 € (depending on the pay grade)

Appointment as a civil servant (*Verbeamtung*)

- Possible up to the age of 45
- German citizenship
- Medical certificate
- Democratic conviction according to the constitution

Recognition of teacher qualifications in other federal states

- Recognition of third country teacher qualifications possible in any other federal state (Bavaria is the only exception!)
- Recognition for just one subject possible in the following federal states:
 - Baden-Württemberg
 - Berlin
 - Mecklenburg-Vorpommern
 - Nordrhein-Westfalen (only with EU-qualification)
 - Sachsen-Anhalt
 - Schleswig-Holstein
 - Thüringen
 - (Bremen)

→The Recognition procedure in other federal states may be simpler, but not easy!

Alternative options

- **Working in the field of your academic degree**
- **Statement of Comparability (*Zeugnisbewertung*)**
- **Begin a new study in Germany**
- **Working as a teacher at state/public schools without recognition**
 - Working as so called “third party” (*Drittkraft*)
 - Working as substitute teacher (*Vertretungslehrer*)
 - Working as a teacher at private schools
 - Working as a foreign language teacher in the adult education sector
- **Pedagogical Evaluation (*Pädagogische Einstufung*)**
- **Further training (*Weiterbildung*)** - Erzieher, pädagogische Fachkraft etc.
- **Working as a translator** (recognition as translator?)

Further Information

- [IQ Recognition counselling](#)
- [Recognition in Germany](#)
- [Make it in Germany](#)
- [Statement of Comparability](#)

- [Professional recognition for teachers - the pathway to a new job](#)
- [Anerkennungs- und Beschäftigungspraxis von migrierten Lehrkräften in den Bundesländern](#)
(German)
- [Bavarian School system](#)
- [Bayerische Lehrbedarfsprognose 2021](#) (German)
- [StmUK – Lehrerausbildung](#) (German)
- [Lehrkräfteeinstellungsbedarf und –angebot in der Bundesrepublik Deutschland 2021 – 2035](#)
(German)

Recognition counselling

Do you need consultation regarding your recognition options / immigration possibilities?

Then please contact us!

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Thank you for your attention!

Do you have questions?

Das Förderprogramm „Integration durch Qualifizierung (IQ)“ wird durch das Bundesministerium für Arbeit und Soziales und den Europäischen Sozialfonds gefördert.



In Kooperation mit:

