Vocational recognition for engineers – becoming a skilled worker

Network “Integration through Qualification (IQ)”

www.netzwerk-iq.de
There is an increasing shortage of skilled workers in different engineering specialisms. The demand for employees who have obtained a degree abroad is therefore increasing.

In the view of economic institutes, there are good opportunities both now and in the future for finding the right job as an engineer. New sectors such as robotics, renewable energies and electrical drives that offer innovative positions in the engineering employment market. Very profound changes are also under way in traditional sectors such as mechanical and electrical engineering, and this may also result in lots of interesting posts and new employers.

Construction, research and in some cases also the manufacturing industry are facing difficulties recruiting new workers with many positions remaining unfilled each year. On average there are two vacancies for every unemployed engineer. Individual areas such as the chemical industry, the automotive sector and aerospace can, in some cases, still be described as having a shortage of skilled workers. In these areas however, it is mainly engineers with very specific skills which are needed.

Germany does not have a shortage of engineers across the board in all specialisms. Over past months dominated by the coronavirus there has been a sharp fall in vacancies. If you come from a third country and are looking for a good job in this occupational field, it is very important that you are well-informed about the opportunities open to you with your qualification on the German labour market. A number of different and interesting specialisms may come into consideration for you as a reference occupation. The IQ recognition advice centre will help you to find the right reference occupation.

You will certainly need evidence that your degree is comparable to the German degree if you wish to migrate to Germany. Many foreign qualifications can be found in the anabin database. This is sufficient as evidence.

If your qualification cannot be found in anabin, you must have your certificate assessed by the Central Office for Foreign Education. Your statement of compatibility provides you with an official document which describes your foreign higher education qualification and certifies the options for its use for professional and academic purposes.

You are then able to work as an engineer. You are not able to refer to yourself as an engineer or consulting engineer until your qualification is recognised as equivalent. You must apply to the competent authority for this recognition.
Is my professional qualification likely to be recognised in Germany?

In order to be able to call yourself an engineer in Germany, you must have your foreign higher education qualification recognised. The job title is subject to special protection. The recognition procedure therefore involves granting authorisation for use of the job title of engineer. Without recognition you are not permitted to refer to yourself as an engineer or apply for work as an engineer. In this case you would have to perform work as an engineer without your title. The result of a formal recognition procedure, for example, is that your employer acquires a higher degree of transparency over what you have learnt.

The occupation in Germany is regulated by federal state law, in other words, it is recognised in the federal state in which you want to work. In 2018, more than 3,000 applications were made for full equivalence in the federal states. Of these, a positive decision was arrived at in around 95% of cases.

You can find out precisely what recognition involves from the IQ advice centre. Advisers will help you to prepare for the recognition procedure and to begin this. This advice on recognition is free of charge.

IQ staff providing advice on recognition and job training are also happy to provide you with information about opportunities for working as an engineer in similar occupations, for example, as a salaried employee in a company or an engineering office. In this case, however, you are not permitted to refer to yourself as an engineer. You are not required to provide evidence of your German language skills. However, this is important for your applications and your work.

From January 2019 to June 2020, IQ recognition advisers provided almost 7,300 advisory sessions on the recognition of professional engineering qualifications from abroad. More than 620 have started an IQ course for the training of foreign engineers.

Worth knowing: Recognition procedure for engineers

Use of the job title “Engineer” is regulated by federal state law in Germany. This means you need permission from the state if you wish to work as an engineer or consulting engineer in Germany. Regulations relating to the training and the recognition procedure depend on the legislation in the respective federal state. It therefore depends where you live. Different federal state laws mean that the recognition procedure may differ in terms of subjects studied and recognition options for third country qualifications.

**BMBF: 2019 Report on the Recognition Act
https://www.bmbf.de/upload_filestore/pub/Bericht_zum_Anerkennungsgesetz_2019_eng.pdf
What pathways are available for working in Germany as an engineer?

1. Seek advice
   In order to work as an engineer or a consulting engineer you need recognition of your professional qualification in the federal state in which you want to work. The network IQ advisers will discuss with you how you might gain this recognition. For example, they will help you to find the right recognition centre for your place of residence and occupation.

2. Submit an application
   The Network IQ can help you prepare the documentation to apply for recognition of your qualification as an engineer. As a rule, you have to submit documentation regarding your work experience and qualifications/credentials in German to the recognition centre as well as your CV. The procedure involves a fee. In some cases, the German state may provide financial assistance.

3. The recognition centre checks your documents
   The recognition centre in your federal state checks your documents and determines whether your foreign qualification is equivalent to the degree in Germany. This normally occurs within three months once all necessary documents have been submitted. In certain cases the time period may be extended.

4. You receive your assessment notice
   The recognition procedure checks whether your foreign professional qualification can be recognised as equivalent to a German engineering qualification. The recognition procedure complies with the regulations of the law on establishing equivalence of professional credentials/qualifications and with the law of the federal state in which you are applying. Full equivalence means your qualification is fully equivalent to the respective German qualification. You are permitted to use the job title of engineer and can now apply for jobs as an engineer. However, your qualification could either be denied recognition or be only partially recognised. The differences compared to the German occupation are stated in your assessment notice. If your qualification is not fully recognised, you can usually compensate for missing elements by completing refresher training or an aptitude test. Your advice centre can help you to find a suitable continuing training programme so that you can obtain full recognition.

If you wish to work as a Consulting engineer, e.g. as an inspection engineer or an expert witness, then in addition to recognition with the competent authority you have to register yourself, e.g. with the Chamber. For this, you must also provide evidence of at least three years’ employment.
How can I compensate for substantial differences compared to the German training? Is there support available?

You need full equivalence to be able to work using the title of “Engineer”. This means you are not permitted to refer to yourself as an engineer until authorisation to do so has been granted.

- A compensation measure allows you to compensate for substantial differences. The differences are specified in your assessment notice. The compensation measure may be adaptation training or an aptitude test. Sometimes you are also required to do both.

Once you successfully complete the compensation measure, you receive a certificate. If all the requirements are then met, you receive full recognition giving you the same rights as a person with the German qualification. If you are not yet living in Germany, you are allowed to travel to Germany for the compensation measure.

- Further training may also help you enter the labour market. For example, you can use a bridging measure to further develop language skills relevant to the profession or to familiarise yourself with important regulations and standards in Germany. You must organise a place on the training yourself – your IQ advice centre can help you with this. You are also permitted to travel to Germany for this further training.

Working without recognition

If you already live or work in Germany, then you may be able to work in an engineering office even without recognition. However, you are not permitted to refer to yourself as an engineer as the job title is subject to protection. For entry, you require at least a statement of comparability or evidence from the anabin data base.
Network IQ offers a wide range of training courses for engineers.

**CHANGE – Working in times of climate change – a bridging measure**

The online learning programme “CHANGE – Working in times of climate change” is aimed at women with foreign degrees in a range of different specialisms (natural sciences, engineering, social sciences and economics, communication, management, tourism, information technology). The six-month programme is used by engineers from a range of different areas. It focuses mainly on specialist input—for example new building requirements, learning about sectors impacted by climate change, adapting to climate change and cross-disciplinary learning content (e.g. time-management self-presentation), empowerment, support with finding your way in the labour market and integrated subject-based and language learning.

In addition to extensive materials and learning provision on the e-Learning platform, you can participate in video meetings or online seminars.

**Further information is available here:**  
https://life-online.de/project/change/

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Usama Al Mousa attended an IQ bridging measure in Kaiserslautern and today works in his dream job as a software engineer.

Three employers were very interested

Usama Al Mousa actually had everything he needed for finding a job in Germany: a higher education qualification as an electrical engineer, programming experience, good German and excellent English. However, following two years in Germany and more than 50 applications, and still not having found an employer, his hopes began to fade.

This all changed when he gained his place on the qualification-oriented engineering training course (Ingenieurwissenschaftliche abschlussorientierte Qualifizierung, IAQ) organised by the Network IQ Rhineland-Palatinate. “From the very first day I knew that this programme would lead to a job,” explains Usama, describing the level of confidence he had in the idea. And sure enough – at the end of the six-month training with Kaiserslautern University of Applied Sciences, the course provider, he was able to choose from among three companies which had offered him contracts of employment.

What had happened? “At the university I regained confidence in my abilities,” explains Usama. Here he completed intensive further training in information technology and network engineering, while learning the specialist German terminology as he went along.
“I devoured knowledge just like the Cookie Monster in Sesame Street devours cookies,” explains the Syrian, describing how highly motivated he was. He became immersed in programming techniques especially, as his dream was to work in Germany as a software developer.

**Dream job: software developer**

“Usama got through an unbelievable amount of work,” says Dr. Oksana Pleier remembering her gifted student. “He has excellent analytical skills and finds creative solutions to complex problems”. The physicist supervises the IAQ participants’ subject-specific further training at the university. The certificate lists both the graduates’ subject-specific competencies and their social competencies. The document from the university gives companies confidence. “Beforehand, I may also have received rejections due to my foreign qualification,” suspects Al Mousa. He explains how he had a clear sense that companies perceived appointing a migrant as a risk as they were unable to assess the quality of his training.

Today he works in his dream job as a software developer with Zahnen Technik based in the Eifel region, an innovative medium-sized company specialising in water and wastewater treatment facilities. “We are delighted to have recruited Mr Al Mousa as a highly qualified specialist,” explains director Herbert Zahnen. He is convinced that the integration of migrants is not just a win for individual companies but that it is very much the order of the day for the overall economy. “In these times of demographic change and increasing shortages of skilled workers, we have to utilize the potential offered by migrants.” he says.

The business owner first came across the man from Damascus with a talent for IT when he was training – the event was an IAQ jobs fair for which the university regularly invites companies to visit the campus. “We bring together IAQ participants and companies at an early stage. This is just as much part of our concept as the further technical training, application training, teaching participants about corporate culture in Germany and soft skills such as teamwork and presentation techniques,” explains Silke Weber, head of the project which has been running since 2016. The success speaks for itself: So far, 80% of graduates have been successful in entering the primary labour market immediately following completion of the course.
Migrate to Germany on the spur of the moment? Nadezda Zubkova from Russia did exactly that. At the very least, the decision was spontaneous and extremely courageous. On a short visit to Berlin she fell in love with the city immediately and chose it as her future home. However, Nadezda Zubkova certainly had a plan when she came to Germany with her husband in 2016. Prior to this, the two of them had spent three years living in Cyprus. However, the graduate engineer was convinced that there would be far more opportunities in Germany for professional development. In Germany she also hoped for better financial and social protection. And ultimately, she wanted to start a family with her husband.

And the language barrier? Nadezda Zubkova also addressed the language issue with determination. Ten months elapsed from the original spur of the moment decision to the actual move. She used this time to learn German on the internet, because when she arrived in Berlin she at least wanted to know “how the language worked”. She could then use this as a starting point in Germany. She completed four language courses at the adult education centre and achieved language level B2.

The 29-year-old remembers the move to Germany with mixed feelings. “Everything was new. I was full of anticipation, but also uncertain. I asked myself, what do we have to do? What comes first?” But Nadezda Zubkova received lots of support from the very start. She had praise above all for the exemplary “chain of advice”, as she calls it. This particularly helped at the start of the difficult path towards recognition. From the integration course at the adult education centre she then moved onto migration guidance from the Workers’ Welfare Association (Arbeiterwohlfahrt, AWO). From there she moved to advice on recognition from the Club Dialog e. V. migrant organisation. This is one of the
advice centres of the Berlin IQ regional network and supported her in the recognition of her Russian professional qualification.

This type of referral guidance is not common. However, it was ideal in the case of Nadezda Zubkova. The example shows that referral advice is so important precisely because there is so much provision offering advice and support. This is because it can be hard to find your way through the impenetrable “jungle of provision” alone.

In August 2017 she then applied for recognition to the Berlin Construction Chamber. The name of the reference occupation for the recognition was “Engineer specialising in the mechanization and processing of agricultural products.” The application was successful. The Russian diploma was recognised as equivalent under the Engineering Act of the federal state of Berlin. That was a huge relief for Nadezda Zubkova who had now given birth to a child. “My whole family and I are really proud of what I have achieved. This is something I feel happy about every day.” She doesn’t just have praise for the excellent advice. She’s also grateful for the financial support from the recognition grant. She was advised by the Research Institute for Vocational Education and Training (f-bb) regarding this.

Nadezda Zubkova is currently enrolled in a part-time training programme for migrant academics. This is part of the “BeuthBonus+” project and takes place at the Beuth University of Applied Sciences. The participants are prepared for the German labour market following an individual, subject-specific and systematic training plan. Among other things, this training plan includes application training and language coaching. The 29-year-old also works as a translator and interpreter at the Workers Welfare Association (AWO) counselling centre where her path to recognition began. Here she helps people who were in the same situation as she was at the beginning. As soon as the child has settled in at the nursery, Nadezda Zubkova wants to implement the next step in her plan. She wants to make a start professionally and finally work in her dream job as an engineer. “I now feel secure, confident and ready to achieve my goals.”

The interview with Nadezda Zubkova was conducted in August 2019 by the web portal “Recognition in Germany” and the resulting article was kindly made available for this publication. She received recognition from the Berlin Construction Chamber. The Berlin Worker’s Welfare Association (Arbeiterwohlfahrt, AWO) and Club Dialog e. V. advised her on the procedure. She received financial support through the recognition grant. At the time of the interview she was participating in the “BeuthBonus+” IQ subproject training programme at the Beuth University of Applied Sciences in Berlin.

Nadezda Zubkova’s full success story is available here:
The qualification-oriented engineering training for academics (IAQ) with a university degree in a STEM subject obtained abroad.

Have you obtained a university degree abroad in the areas of science, technology, engineering, and mathematics? This training with the Network IQ Rhineland-Palatinate will help you to find work in Germany which matches your skills. The qualification-oriented engineering training (IAQ) at Kaiserslautern University of Applied Sciences is divided into a six-month university and a six-month practical phase. At the university you consolidate your technical knowledge and familiarise yourself with specialist German terminology. In interesting engineering projects you extend your competencies, learn about typical working routines and about corporate culture in Germany. The university helps you to find a company for the subsequent six-months practical phase in business. This training is currently being run for the sixth time at the university. So far, 80% of IAQ graduates have succeeded in achieving professional integration following completion of the course, and are working today in line with their qualification as mechanical engineers, computer scientists or physicists.

Attending the course is free of charge. It is possible to apply online now for the coming year 2021. The subproject in the Network IQ Rhineland-Palatinate is running until 31/12/2022.

Further information is available here:
https://www.iq-zmint.de/index.php/fuer-zugewanderte/qualifizierung

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Overview of IQ recognition and qualification advice centres

www.netzwerk-iq.de

www.anerkennung-in-deutschland.de
Please find the IQ advisory centres here. 
You can find the IQ job and bridge training schemes within the context of the Recognition Act under the following link:
https://www.netzwerk-iq.de/foerderprogramm-iq/landesnetzwerke/karte

Network IQ Baden-Württemberg
Further information at: www.netzwerk-iq-bw.de

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Bürgerstraße 1 | 28195 Bremen |
www.iq-netzwerk-bremen.de/anerkennungsberatung-und-begleitung/
Team Anerkennungsberatung | Tel.: 0421 36301 954 | anerkennung@wah.bremen.de
Jan Jerzewski | Tel.: 0421 36 301 954 | anerkennung@wah.bremen.de

Languages: German, English, Twi; additional languages with prior arrangement (interpreter).
We are responsible for: Bremen und Bremerhaven.
Network IQ Hamburg
Further information at: hamburg.netzwerk-iq.de

AMinA – Arabische Migrantinnen in Anerkennung
Bildungs- und Beratungskarawane e. V.
Eulenkamp 1 | 22049 Hamburg |
www.bbkarawane.de/projekte-angebote/anerkennungsberatung
Leyla Erdogan-Karabulut | Tel.: 040 46632726 | info@bbkarawane.de

Languages: German, English, Dari, Farsi, Turkish.
We are responsible for: Hamburg.

Frauen aus Afrika erfolgreich im Anerkennungsverfahren
AGIC e. V.
Wendenstr. 29 | 20097 Hamburg |
www.agic-hamburg.de/frauen-aus-afrika-erfolgreich-im-anerkennungsverfahren/
Kenneth Gbandi | Tel.: 040 88307280 | kenneth.gbandi@agic-hamburg.de

Languages: German, English, Ewe, French, Igbo, Pidgin English, Tigrinya, Twi.
We are responsible for: Hamburg.

Zentrale Anlaufstelle Anerkennung (ZAA)
Diakonisches Werk Hamburg
Schauenburgerstraße 49 | 20095 Hamburg | www.anlaufstelle-anerkennung.de
Michael Gwosdz | Tel.: 040 30620396 | zaa@diakonie-hamburg.de
Languages: Amharic (Ethiopia), Arabic, Bulgarian, Dari, German, English, Farsi, French, Italian, Pashto, Polish, Russian, Spanish, Turkish, Urdu, Belarusian.
We are responsible for: Hamburg.
We are also happy to advise you at the following locations: at the contact center W.I.R. (work and integration for refugees) as well as at the job center in Hamburg-Bergedorf and at the job center in Hamburg-Harburg.
Network IQ Hesse

Further information at: www.inbas.com   www.hessen.netzwerk-iq.de

AQB Frankfurt & hessenweite Hotline
berami berufliche Integration e. V.
Nibelungenplatz 3 | 60318 Frankfurt am Main | www.berami.de
Andrea Ulrich | Tel.: 069 91301025 | ulrich@berami.de

Languages: Bosnian, English, Georgian, Italian, Croatian, Russian, Serbian, Spanish, Turkish.
We are responsible for: Hessen.

Erstberatungsstelle der Landeshauptstadt Wiesbaden
Landeshauptstadt Wiesbaden - Amt für Zuwanderung und Integration
Alcide-de-Gasperi-Straße 2 | 65197 Wiesbaden | www.wiesbaden.de
Klaus Burgmeier | Tel.: 0611 312148 | anerkennungsberatung@wiesbaden.de |

Languages: Albanian, German, English, Croatian.
We are responsible for: Wiesbaden, Rheingau-Taunus-Kreis.

Mobile Anerkennungsberatung in Hessen - MoAB
Institut für berufliche Bildung, Arbeitsmarkt- und Sozialpolitik (INBAS) GmbH
Herrnstraße 53 | 63065 Offenbach am Main |
www.inbas.com   www.hessen.netzwerk-iq.de
Bettina Alesi (Eschwege, Korbach) | Tel.: 0151 65497417 | bettina.alesi@inbas.com
Doris Büttner (Offenbach, Rodgau) | Tel.: 0151 65497346 | doris.buettner@inbas.com
Edina Covic-Vucic (Offenbach) | Tel.: 0151 65497414 | edina.covic@inbas.com
Reinhard Ewald (Friedberg, Limburg) | Tel.: 0151 65497415 |
reinhard.ewald@inbas.com
Ingrid Hoensch (Darmstadt, Erbach) | Tel.: 0151 65429848 |
ingrid.hoensch@inbas.com
Kay Komkov (Fulda, Homberg) | Tel.: 0151 65498920 | kay.komkov@inbas.com
Bülent Koyupinar (Kassel) | Tel.: 0151 27191683 | bulent.koyupinar@inbas.com
Gaiane Leiser-Bdoian (Lauterbach) | Tel.: 0151 55572909 | gaiane.leiser@inbas.com
Dr. Sarah Pfeffer (Bad Hersfeld, Kassel)  | Tel.: 0151 27191689 | sarah.pfeffer@inbas.com
Cafer Sayan (Bensheim, Hanau)  | Tel.: 0151 27191629 | cafer.sayan@inbas.com
Jean Shongo (Marburg)  | Tel.: 0151 27191644 | jean.shongo@inbas.com
Begzada Velic (Bad Homburg, Rüsselsheim)  | Tel.: 0151 55565548 | begzada.velic@inbas.com
Thorsten Viehmann (Gießen)  | Tel.: 0151 65497416 | thorsten.viehmann@inbas.com
Dr. Petra Notz  | Tel.: 069 27224811 | petra.notz@inbas.com
Jennifer Krämer  | Tel.: 069 27224736 | jennifer.kraemer@inbas.com

Languages: Armenian, Azerbaijani, Bosnian, German, English, French, Croatian, Kurdish, Lingala, Romanian, Russian, Serbian, Spanish, Tetela, Turkish.

We are responsible for: Hessen (landesweit).
We are also happy to advise you at the following locations: Bad Hersfeld, Bad Homburg, Bensheim, Darmstadt, Erbach, Eschwege, Friedberg, Fulda, Gießen, Hanau, Homberg, Kassel, Landkreis Kassel, Korbach, Lauterbach, Limburg, Marburg, Offenbach, Landkreis Offenbach, Rodgau, Rüsselsheim.
Network IQ Mecklenburg-West Pomerania

Further information at:
www.iq-mv.de

IQ Servicestelle Anerkennungs- und Qualifizierungsberatung Mecklenburgische Seenplatte/Vorpommern-Greifswald
genres - Gesellschaft für nachhaltige Regionalentwicklung und Strukturforschung e. V.
Helmut-Just-Straße 4 | 17036 Neubrandenburg | https://iq.genres-mv.de/de/
Björn Marten | Tel.: 0395 5707220 | iq-nb@genres-online.de

Languages: Arabic, German, Croatian, Montenegrin, Polish, Russian.
We are responsible for: Mecklenburgische Seenplatte/Vorpommern-Greifswald.
We are also happy to advise you at the following locations: Demmin, Friedland, Malchin, Neustrelitz, Pasewalk, Torgelow, Ueckermünde, Waren, Wolgast.

IQ Servicestelle Anerkennungs- und Qualifizierungsberatung Rostocker Region/ Vorpommern-Rügen
migra e. V. - Rostock
Waldemarstraße 32 | 18057 Rostock | www.migra-mv.de
Heidi Karsten | Tel.: 0381 44431162 | karsten@migra-mv.de

Languages: Arabic, German, English, Polish, Russian.
We are responsible for: Rostocker Region/Vorpommern-Rügen.
Wir beraten Sie gerne auch an folgenden Orten: Bad Doberan, Güstrow, Ribnitz-Damgarten, Stralsund.

IQ Servicestelle Anerkennungs- und Qualifizierungsberatung Westmecklenburg
Verbund für Soziale Projekte (VSP) gGmbH
Mecklenburgstraße 9 | 19053 Schwerin | www.vsp-ggmbh.de
Thomas Littwin | Tel.: 0385 55572013 | serviqwm@vsp-ggmbh.de
Imke Brandt | Tel.: 0385 55572013 | Mobil: 0176 32197168 | iq.brandt@vsp-ggmbh.de

Languages: Arabic, German, English, French, Polish, Romanian, Russian.
We are responsible for: Westmecklenburg.
We are also happy to advise you at the following locations: Grevesmühlen, Parchim, Wismar, Gadebusch, Ludwigslust, Wittenburg, Hagenow, Boizenburg.
Network IQ Lower Saxony

Further information at:
www.rkw-niedersachsen.de
www.migrationsportal.de

IQ Niedersachsen, AQB Braunschweig
VHS Braunschweig GmbH
Alte Waage 15 | 38100 Braunschweig |
www.vhs-braunschweig.de
Elena Sabuga | Tel.: 0531 2412457 |
elena.sabuga@vhs-braunschweig.de

Languages: German, English, Russian.
We are responsible for: Regionen Braunschweig, Wolfenbüttel, Salzgitter.
We are also happy to advise you at the following locations: Salzgitter.

IQ Niedersachsen, AQB Celle
Volkshochschule Celle e. V.
Bahnhofstraße 22 | 29221 Celle | www.vhs-celle.de
Nadine Norton-Erichsen | Tel.: 05141 90 11 298 | N.Norton-Erichsen@vhs-celle.de

Languages: German, English.
We are responsible for: Regionen Celle und Heidekreis.
We are also happy to advise you at the following locations: Walsrode, Soltau.

IQ Niedersachsen, AQB Cuxhaven
Caritasverband für Bremen-Nord, Bremerhaven und die Landkreise Cuxhaven und
Osterholz e. V.
Kirchenpauerstraße 15 | 27472 Cuxhaven | www.caritas-bremerhaven.de
Larisa Müller | Tel.: 04721 6902822 | larisa.mueller@caritas-cuxhaven.de

Languages: German, English, Russian.
We are responsible for: Region Cuxhaven.
We are also happy to advise you at the following locations: Bremerhaven, Hagen,
Cadenberge, Otterndorf, Hemmoor.
Network IQ Lower Saxony
Further information at: www.rkw-niedersachsen.de  www.migrationsportal.de

IQ Niedersachsen, AQB Göttingen
Bildungsgenossenschaft Südniedersachsen eG/BIGS
Lange Geismar Straße 73 | 37073 Göttingen | www.bildungsgenossenschaft.de
Michaela Czulak | Tel.: 0551 38421042 | m.czulak@bildungsgenossenschaft.de

Languages: German, English, Kurdish, Spanish, Turkish.
We are responsible for: Regionen Göttingen, Goslar und Northeim.
We are also happy to advise you at the following locations: Goslar, Northeim, Osterode.

IQ Niedersachsen, AQB Hannover
IHK Projekte Hannover GmbH
Schiffgraben 49 | 30175 Hannover | www.hannover.ihk.de
Maike Jakusch | Tel.: 0511 3107293 | anerkennungsberatung@hannover.ihk.de

Languages: Bosnian, German, English, Croatian, Serbian, Arabic.
We are responsible for: Regionen Hannover, Diepholz, Hameln-Pyrmont, Hildesheim, Holzminden, Nienburg/Weser, Peine, Schaumburg.
We are also happy to advise you at the following locations: Braunschweig (in Einzelfällen), Göttingen (in Einzelfällen), Hameln, Hildesheim, Holzminden, Nienburg, Stadthagen, Syke.

IQ Niedersachsen, AQB Landkreis Emsland
Landkreis Emsland
Riedemannstraße 1 | 49716 Meppen | www.jobcenter-emsland.de
AQB Landkreis Emsland | Tel.: 0541 60081532
Viktoria Bethke | Tel.: 05931 4965597 | viktoria.bethke@emsland.de

Languages: German.
We are responsible for: Region Emsland.
We are also happy to advise you at the following locations: Aschendorf, Lingen.
IQ Niedersachsen, AQB Landkreis Grafschaft Bentheim
Landkreis Grafschaft Bentheim, Grafschafter Jobcenter
Stadtring 9-15 | 48527 Nordhorn | www.grafschaft-bentheim.de
Sabine Stockhausen | Tel.: 05921 966238 | sabine.stockhausen@grafschaft.de

Languages: German, English.
Wir sind zuständig für: Region Grafschaft Bentheim.

IQ Niedersachsen, AQB Landkreis Leer
Landkreis Leer- Zentrum für Arbeit Jobcenter
Bavinkstraße 23 | 26789 Leer/Ostfriesland | www.zfa-leer.de
Ilse Varchmin | Tel.: 0491 99942227 | ilse.varchmin@lkleer.de

Languages: German, English, French.
We are responsible for: Regionen Leer, Emden, Aurich.
We are also happy to advise you at the following locations: Aurich, Emden.

IQ Niedersachsen, AQB Lüneburg
Bildungswerk der Niedersächsischen Wirtschaft gGmbH - Standort Lüneburg
Marie-Curie-Straße 6 | 21337 Lüneburg | www.bnw.de
Carolina Hempel | Tel.: 04131 22 469 18 | carolina.hempel@bnw.de

Languages: Arabic, German, English.
We are responsible for: Regionen Lüneburg, Uelzen, Lüchow-Dannenberg. Wir beraten
We are also happy to advise you at the following locations: Dannenberg, Lüchow-Dannenberg, Neuhaus, Uelzen.
Network IQ Lower Saxony

Further information at: www.rkw-niedersachsen.de  www.migrationsportal.de

IQ Niedersachsen, AQB Oldenburg
Bildungswerk der Niedersächsischen Wirtschaft gGmbH - Standort Oldenburg
Stau 75 | 26122 Oldenburg | www.bnw.de
Sabine Würdemann | Tel.: 0441 21906850 | sabine.wuerdemann@bnw.de

Languages: Arabic, German, English, French.
We are responsible for: Regionen Oldenburg, Delmenhorst, Wilhelmshaven, Ammerland, Cloppenburg, Friesland, Oldenburg, Wesermarsch, Wittmund.
We are also happy to advise you at the following locations: Brake, Bad Zwischenahn, Cloppenburg, Delmenhorst, Friesland, Friesoythe, Varel, Wilhelmshaven, Wittmund.

IQ Niedersachsen, AQB Osnabrück
Berufsbildungs- und Servicezentrum des Osnabrücker Handwerks GmbH
Bramscher Straße 134-136 | 49088 Osnabrück | www.bus-gmbh.de
Katharina Loose | Tel.: 0541 6929630 | loose@bus-gmbh.de

Languages: German, English, Farsi/Dari, Pashto, Russian.
Wir sind zuständig für: Regionen Osnabrück und Vechta.
We are also happy to advise you at the following locations: Bersenbrück, Vechta.

IQ Niedersachsen, AQB Stade
Volkshochschule Stade e. V.
Sachsenstraße 7 | 21680 Stade | www.vhs-stade.de
Scholle Albers | Tel.: 04141 409951 | albers@vhs-stade.de

Languages: German, English, Farsi/Dari, Polish, Russian.
We are responsible for: Regionen Stade, Rotenburg-Wümme, Harburg.
We are also happy to advise you at the following locations: Buchholz, Neu-Wulmstorf, Rotenburg, Winsen.
IQ Niedersachsen, AQB Verden
Arbeit im Landkreis Verden
Lindhooper Straße 67 | 27283 Verden (Aller) | www.landkreis-verden.de
Özden Konuralp | Tel.: 04231 15665 | oe-konuralp-alv@landkreis-verden.de

Languages: German, English.
We are responsible for: Regionen Verden und Osterholz-Scharmbeck.
We are also happy to advise you at the following locations: Achim, Osterholz, Schwanewede.

IQ Niedersachsen, AQB Wolfsburg
Jobcenter Wolfsburg
Porschestraße 2 | 38440 Wolfsburg | www.jobcenter-wolfsburg.de
Iwona Lubanska | Tel.: 05361 4649146 | jobcenter-wolfsburg.anerkennungsberatung@jobcenter-ge.de

Languages: German, English, Italian, Polish.
We are responsible for: Regionen Wolfsburg, Gifhorn, Helmstedt.
We are also happy to advise you at the following locations: Gifhorn, Helmstedt.

IQ Niedersachsen, Zugewanderte Frauen im Anerkennungsverfahren
kargah e. V.
Zur Bettfedernfabrik 1 | 30451 Hannover | www.kargah.de
Monika Singh | Tel.: 0511 12607825 | monika.singh@kargah.de

Languages: German, English, Portuguese.
We are responsible for: Hannover
Network IQ North Rhine-Westphalia

Further information at: https://www.iq-netzwerk-nrw.de/startseite/

IQ NRW - Anerkennungs- und Qualifizierungsberatung, Duisburg
Gemeinnützige Gesellschaft für Beschäftigungsförderung (GfB)
Düsseldorfer Straße 50 | 47051 Duisburg | www.gfb-duisburg.de
Joachim Pfennig | Tel.: 0203 348396230 | jpfennig@gfb-duisburg.de

Languages: German, English.
We are responsible for: Duisburg.

IQ NRW - Anerkennungs- und Qualifizierungsberatungsstelle im Kontext des Anerkennungsgesetzes Bonn/Rhein-Sieg
LerNet Bonn/Rhein-Sieg e. V.
Rathausstraße 3 | 53225 Bonn | www.lernet.de
Christine Rohrer (Bonn) | kather@lernet.de
Giesa Seidel | Tel.: 0228 96968760 | seidel@lernet.de
Carina Wolf | Tel.: 0228 96968761 | wolf@lernet.de
Janna Mehring (Troisdorf) | Tel.: 0228 97638984 | mehring@lernet.de

Languages: German, English, Russian, Spanish.
We are responsible for: NRW.
We are also happy to advise you at the following locations: Aachen, Bochum, Coesfeld, Essen, Köln, Mönchengladbach, Münster, Oberhausen, Recklinghausen, Remscheid.
Languages: German, English.
Wir sind zuständig für: Bonn/Rhein-Sieg.
We are also happy to advise you at the following locations:
Bonn, Troisdorf.

IQ NRW - Anerkennungs- und Qualifizierungsberatungsstelle im nördlichen Ostwestfalen
MOZAIK gemeinnützige Gesellschaft für interkulturelle Bildungs- und Beratungsangebote mbH
Herforder Straße 46 | 33602 Bielefeld | www.moaik.de
Cemalettin Özer | Tel.: 0521 3297090 | oezer@moaik.de

Languages: Arabic, German, English, Spanish.
We are responsible for: Bielefeld, Kreis Herford, Kreis Minden, Kreis Gütersloh.

IQ NRW - Anerkennungs- und Qualifizierungsberatungsstelle Paderborn
SBH West GmbH
Waldenburger Straße 19 | 33098 Paderborn | www.sbh-west.de
Martin Hohaus | Tel.: 05251 700297 | martin.hohaus@sbh-west.de
Beate Klemm | Tel.: 05251 700339 | beate.klemm@sbh-west.de
Manfred Widmer | Tel.: 05251 7000 | info@sbh-west.de

Languages: German, English, Russian.
We are responsible for: Paderborn.
Network IQ North Rhine-Westphalia

Further information at: https://www.iq-netzwerk-nrw.de/startseite/

IQ NRW - Anerkennungsberatung
Netzwerk Lippe gGmbH
Braunenbrucher Weg 18 | 32758 Detmold (Kreis Lippe) | www.netzwerk-lippe.de
Ilka Gräber | Tel.: 05231640318 | i.graeber@netzwerk-lippe.de

Languages: German, English, Turkish, Polish.
We are responsible for: Kreis Lippe.

IQ NRW - Mobile Anerkennungs- und Qualifizierungsberatung
Westdeutscher Handwerkskammertag e. V.
Volmerswerther Straße 79 | 40221 Düsseldorf | www.iq-netzwerk-nrw.de
Team Anerkennungs- und Qualifizierungsberatung | Tel.: 0211 3007704 |
anerkennungsberatung@iq-netzwerk-nrw.de
Birgit van Tessel | Tel.: 0211 3007704 | birgit.vantessel@iq-netzwerk-nrw.de

Languages: Arabic, German, English.
We are responsible for: NRW.
Network IQ Rhineland-Palatinate

Further information at: www.ism-mainz.de
www.iq-rlp.de

IQ Anerkennungs- und Qualifizierungsberatung Koblenz
Caritasverband Koblenz e. V.
Hohenzollernstraße 118-120 | 56068 Koblenz | www.caritas-koblenz.de
Gregor Bell | Tel.: 0261 13906513 | iq@caritas-koblenz.de

Languages: German, English, Russian.
We are responsible for: Koblenz, Kreis Mayen-Koblenz, Rhein-Lahn-Kreis,
Rhein-Hunsrück-Kreis, Kreis Cochem-Zell.
We are also happy to advise you at the following locations: Agentur für Arbeit/Lotsenhaus.

IQ Anerkennungs- und Qualifizierungsberatung Koblenz/Duale Berufe
Handwerkskammer Koblenz
Friedrich-Ebert-Ring 33 | 56068 Koblenz | www.hwk-koblenz.de
Michael Müller | Tel.: 02635 9546721 | michael.mueller@hwk-koblenz.de

Languages: German, English.
We are responsible for: Kammerbezirk HWK-Koblenz.
We are also happy to advise you at the following locations: Rheinbrohl, Ahrweiler, Cochem,
Herrstein, Wissen und Bad Kreuznach.

IQ Anerkennungs- und Qualifizierungsberatung Landau/Germersheim & Region
ProfeS GmbH - Standort Landau
Max von Laue Straße 3 | 76829 Landau in der Pfalz | www.profes-gmbh.eu/
Martina Erzberger-Ries | Tel.: 06341 1414430 | martina.erbeger-ries@profes-gmbh.de

Languages: German, English, Italian, Polish, Russian.
We are responsible for: Südpfalz (Landau, Germersheim, Südliche Weinstraße,
Neustadt a. d. W., Südwestpfalz, Pirmasens)
We are also happy to advise you at the following locations: Pirmasens, Kandel.
Network IQ Rhineland-Palatinate

Further information at: www.ism-mainz.de  www.iq-rlp.de

IQ Anerkennungs- und Qualifizierungsberatung Ludwigshafen & Region
CJD Rhein-Pfalz/Nordbaden
Amtsstraße 6  |  67059 Ludwigshafen am Rhein  |  www.cjd-rhein-pfalz-nordbaden.de
Regine Meyer  |  Tel.: 062112266910  |  regine.meyer@cjd.de

Languages: German, English.
We are responsible for: Ludwigshafen & Region.
We are also happy to advise you at the following locations: nach Vereinbarung möglich: Region Worms, Speyer, Neustadt/Weinstr.

IQ Anerkennungs- und Qualifizierungsberatung Mayen-Koblenz
Jobcenter Landkreis Mayen-Koblenz
Breite Straße 62  |  56626 Andernach  |  www.jobcenter-myk.de
Nadine Schubert  |  Tel.: 02632 925490  |  nadine.schubert@kvmyk.de

Languages: German, English.
We are responsible for: Landkreise: Mayen-Koblenz, Ahrweiler, Neuwied, Westerwald, Altenkirchen.
We are also happy to advise you at the following locations: Mayen, Bendorf, Neuwied, Betzdorf.

IQ Anerkennungs- und Qualifizierungsberatung Rheinhessen Nahe
MIP - Medici in Posterum GmbH
Frauenlobstraße 15-19  |  55118 Mainz  |  www.mip.consulting
Hans-Peter Wilka  |  Tel.: 06131 2144821  |  wilka@mip.consulting

Languages: German, English, Turkish.
We are responsible for: Mainz & Region, Rheinhessen, Nahe, Kaiserslautern.
We are also happy to advise you at the following locations: Idar-Oberstein, Kaiserslautern.
IQ Anerkennungs- und Qualifizierungsberatung Trier & Region
Palais e. V.
Christophstraße 1 | 54290 Trier | www.palais-ev.de
Andreas Haupenthal | Tel.: 0651 41061 | iq-beratung@palais-ev.de

Languages: German, English, French.
We are responsible for: Region Trier (Stadt Trier und Landkreise Bitburg-Prüm, Bernkastel-Wittlich, Trier-Saarburg).
We are also happy to advise you at the following locations: Bitburg, Hermeskeil, Wittlich.
Network IQ Saarland
Further information at: netzwerk-iq.saarland

IQ Anerkennungsberatung
AWO - Landesverband Saarland e. V. - Standort Saarbrücken
Viktoriastraße 14 | 66111 Saarbrücken | www.awo-saarland.de
Markus Elser | Tel.: 06841 960329 | melser@lvsaarland.awo.org

Languages: German, English, Romanian, Hungarian. Additional languages with prior arrangement (interpreter).
We are responsible for: Saarland.
We are also happy to advise you at the following locations: Jobcenter Homburg (weitere JC im Saarland geplant), Beratung bei Integrationskursträgern vor Ort (nach Terminvereinbarung).

IQ Servicestelle Anerkennung
saaris - saarland.innovation&standort e. V.
Franz-Josef-Röder-Straße 9 | 66119 Saarbrücken | www.saaris.de
Christoph Lang | Tel.: 0681 9520475 | christoph-lang@saaris.de

Languages: Dänisch, German, English, French, Georgian, Romanian.
We are responsible for: Saarland.
We are also happy to advise you at the following locations: St. Wendel, Merzig, Wadern, Neunkirchen, Homburg, St. Ingbert.
Network IQ Saxony

Further information at:
www.netzwerk-iq-sachsen.de

IBAS Chemnitz
Sächsischer Flüchtlingsrat e. V. - Standort Chemnitz
Henriettenstraße 5 | 09112 Chemnitz | www.anerkennung-sachsen.de
Claudia Riedel | Tel.: 0371 3560218 | ibas-chemnitz@sfrev.de

Languages: German, English, Russian.
We are responsible for: Region Chemnitz.
We are also happy to advise you at the following locations: Zwickau, Plauen, Freiberg.

IBAS Dresden
EXIS Europa e. V. - Standort Dresden
Weißeritzstraße 3 | 01067 Dresden | www.anerkennung-sachsen.de
Juliane Träbert | Tel.: 0351 43707040 | anerkennung@exis.de

Languages: German, English, Polish, Spanish.
We are responsible for: Region Dresden.

IBAS Leipzig
EXIS Europa e. V. - Standort Leipzig
Georg-Schumann Straße 173 | 04159 Leipzig | www.anerkennung-sachsen.de
Dorit Richter | Tel.: 0341 580882020 | leipzig@exis.de

Languages: Arabic, German, English.
We are responsible for: Region Leipzig.
Network IQ Saxony

Further information at: www.netzwerk-iq-sachsen.de

Zugang zur Anerkennungs- und Qualifizierungsberatung über Migrantenorganisationen
Dachverband sächsischer Migrantenorganisationen e.V.
Lingnerallee 3 | 01069 Dresden | www.dsm-sachsen.de
Karsten Mahlberg | Tel.: 0351 48246093 | k.mahlberg@dsmsachsen.de

Languages: German.
We are responsible for: Sachsen.
Network IQ Saxony-Anhalt

Further information at:
www.sachsen-anhalt.netzwerk-iq.de

IQ Sachsen-Anhalt - Anerkennungs- und Qualifizierungsberatung (Nord)
Caritasverband für das Bistum Magdeburg e. V.
c/o Interkulturelles Beratungs- und Begegnungszentrum der Caritas
Karl-Schmidt-Straße 5c | 39104 Magdeburg | www.caritas-magdeburg.de
www.sachsen-anhalt.netzwerk-iq.de
Nguyen Tien Duc | Tel.: 0391 4080510 | duc@caritas-ikz-md.de

Languages: German, English, Russian, Vietnamese.
We are responsible for: Region Sachsen-Anhalt Nord.
We are also happy to advise you at the following locations: Halberstadt, Stendal.

IQ Sachsen-Anhalt - Anerkennungs- und Qualifizierungsberatung (Süd)
AWO SPI Soziale Stadt und Land Entwicklungsgesellschaft mbH
Zur Saaleaue 51a | 06122 Halle | www.spi-ost.de
Harold Ibanez Vaca (Dessau-Roßlau) | Tel.: 0340 21727047 | Mobil: 0159 04499783 | h.ibanez-vaca@spi-ost.de
Dr. Alf Zachäus | Tel.: 0345 68694815 | a.zachaeus@spi-ost.de

Languages: Arabic, German, English, French, Fula, Dutch, Polish,
Portuguese, Spanish.
We are responsible for: Region Sachsen-Anhalt Süd.
We are also happy to advise you at the following locations: Dessau-Roßlau.
Network IQ Schleswig-Holstein

Further information at: www.iq-netzwerk-sh.de

Anerkennungsberatung Flensburg
Frauennetzwerk zur Arbeitssituation e. V. - Flensburg
Lilienthalstraße 45 | 24941 Flensburg | www.frauennetzwerk-sh.de
Edibe Oğuz (Schleswig, Husum) | Tel.: 0160 8562837 |
edibe.oguz@frauennetzwerk-sh.de
Majra Nissen | Tel.: 0152 04400965 | majra.nissen@frauennetzwerk-sh.de |

Languages: German, English, Turkish.
We are responsible for: Region Flensburg und Umgebung, Nordfriesland.
We are also happy to advise you at the following locations: Niebüll, Tönning, Schleswig, Husum.

Anerkennungsberatung Kiel
Zentrale Bildungs- und Beratungsstelle für Migrantinnen in SH (ZBBS) e. V.
Sophienblatt 64a | 24114 Kiel | www.zbbs-sh.de
Katrin Eichhorn | Tel.: 0431 78028110 | iq@zbbs-sh.de

Languages: Arabic, German, English, French, Kurdish.
We are responsible for: Regionen Kiel und Rendsburg-Eckernförde.
We are also happy to advise you at the following locations: Rendsburg, Eckernförde.

Anerkennungsberatung Lübeck
Türkische Gemeinde in SH e. V.
Holstenstraße 13-15 | 23552 Lübeck | www.tgsh.de
Mahir Ötün | Tel.: 0451 59294331 | iq-netzwerk@tgsh.de

Languages: German, English, Turkish.
We are responsible for: Regionen Lübeck, Segeberg und Herzogtum-Lauenburg.
We are also happy to advise you at the following locations: Mölln, Bad Segeberg.
Anerkennungsberatung Norderstedt
Diakonisches Werk HH-West/Südholstein
Ochsenzoller Straße 85 | 22848 Norderstedt | www.diakonie-hhsh.de
Svetlana Fregin (Pinneberg, Elmshorn) | Tel.: 04101 3767715 | svetlana.fregin@diakonie-hhsh.de

Languages: German, English, French, Russian.
We are responsible for: Region Norderstedt, süd-westliches Stormarn, Region Pinneberg.
We are also happy to advise you at the following locations: Glinde, Reinbek (jeweils bei Bedarf), Region Pinneberg, Elmshorn.

Qualifizierungsberatung Schleswig-Holstein
Umwelt Technik Soziales e. V. (UTS) - Eckernförde
Kieler Straße 35 | 24340 Eckernförde | www.utsev.de
Sabine Rief | Tel.: 0152 34340276 | rief.iqr@utsev.de
Sabine Rief (Eckernförde, Kiel) | Mobil: 0152 34340276 | rief.iqr@utsev.de
Edibe Oğuz | Tel.: 0157 53617135 | oguz.iqr@utsev.de
Doris Reichhardt (Heide, Itzehoe, Rendsburg, Brunsbüttel) | Tel.: 0152 36928113 | reichhardt.iqr@utsev.de
Inga Gottschalk (Lübeck, Eutin, Plön, Mölln, Ratzeburg, Bad Oldesloe) | Tel.: 0176 47872039 | gottschalk.iqr@utsev.de
Hayrunisa Aktan (Norderstedt, Neumünster, Bad Segeberg, Pinneberg, Quickborn, Wedel) | Tel.: 0176 64467944 | aktan.iqr@utsev.de

Languages: German, English, Kurdish, Russian, Turkish.
We are responsible for: Schleswig Holstein.
We are also happy to advise you at the following locations: Bad Oldesloe, Bad Segeberg, Brunsbüttel, Eutin, Flensburg, Heide, Husum, Itzehoe, Kiel, Lübeck, Mölln, Norderstedt, Neumünster, Pinneberg, Plön, Quickborn, Ratzeburg, Rendsburg, Schleswig, Wedel.
Network IQ Thuringia

Further information at: www.iq-thueringen.de

Informations- und Beratungsstelle Anerkennung für Mittelthüringen (IBAT Mitte)
Institut für Berufsbildung und Sozialmanagement (IBS) gGmbH - Erfurt
Wallstraße 18 | 99084 Erfurt | www.ibs-thueringen.de
Anne Friedemann | Tel.: 0361 51150023 | anerkennung@ibs-thueringen.de

Languages: German, English.
We are responsible for: Region Mittelthüringen (fester Standort in Erfurt).
We are also happy to advise you at the following locations: Apolda, Arnstadt, Ilmenau, Saalfeld, Weimar.

Informations- und Beratungsstelle Anerkennung für Nordthüringen (IBAT Nord)
Bildungswerk der Thüringer Wirtschaft e. V. - Mühlhausen
Bahnhofstraße 1 | 99974 Mühlhausen | www.bwtw.de
Dr. Monika Werner | Tel.: 03601 403072 | ibat.nord@bwtw.de

Languages: Armenian, German, English, Russian.
We are responsible for: Region Nordthüringen (fester Standort in Mühlhausen).
We are also happy to advise you at the following locations: Bad Langensalza, Artern, Sondershausen, Gotha, Heiligenstadt, Leinefelde, Nordhausen. Darüber hinaus bieten wir auf Anfrage auch Beratungen in den Gemeinschaftsunterkünften der Region an.

Informations- und Beratungsstelle Anerkennung für Ostthüringen (IBAT Ost)
Bildungswerk der Thüringer Wirtschaft e. V. - Jena
Steinweg 24 | 07743 Jena | www.bwtw.de | www.iq-thueringen.de
Cinzia Minonne | Tel.: 03641 637592 | ibat.ost.jena@bwtw.de

Languages: German, English, Italian, Spanish.
We are responsible for: Region Ostthüringen (fester Standort in Jena).
We are also happy to advise you at the following locations: Bad Lobenstein, Neustadt.
a. d. Orla, Pößneck, Schleiz.
Informations- und Beratungsstelle Anerkennung für Südhüringen (IBAT Süd)
SBH Südost GmbH - Meiningen
Günther-Raphael-Straße 9a | 98617 Meiningen | www.sbh-suedost.de
Cornelia Schuchert | Tel.: 03693 8923585 | info.meiningen@sbh-suedost.de

Languages: German, English.
We are responsible for: Region Südhüringen (fester Standort in Meiningen).
We are also happy to advise you at the following locations: Hildburghausen, Schmalkalden, Sonneberg, Suhl.