Professional recognition for general nurses — pathway to a new job

Network “Integration through Qualification (IQ)”

www.netzwerk-iq.de
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Germany has an increasing shortage of skilled workers in healthcare organisations and care facilities. The demand for individuals who have obtained their professional qualification abroad is therefore rising.

Demographic change, but also medical advances, have led to an increased demand for nursing personnel to work in nursing and in elderly care. This trend is set to continue. The number of people in need of care has risen significantly over recent years. Care sector statistics for 2017 show that 3.4 million people in Germany are in need of care. This number continues to rise because people in our society are growing increasingly older, which means more people are dependent on care. This, in turn, also increases the demand for nurses. The forecasts of anticipated shortfalls in supply vary. The challenge faced is exacerbated by the fact that there is already a national shortage of skilled workers among registered geriatric nurses and general nurses. In 2018, a total of 1.7 million people were employed in care. This figure included 1.1 million in nursing and 600,000 in elderly care. From 2017 to 2018 alone, this represented an increase of approximately 41,000 thousand nurses.

There is a shortage of nurses in virtually all healthcare organisations. In 2018, around 27,000 general nursing vacancies were reported in job centres. The total number of vacancies is likely to be significantly higher. The demand for staff in nursing continues to rise. Due to demographics, an additional number of positions ranging from 140,000 (German Economic Institute) to 655,000 (RWI - Leibniz Institute for Economic Research) will need to be filled by 2030/2035. Furthermore, a wave of retirements over the next 15 years will see up to 40% of nurses leave the profession. The next generation will not be able to compensate for this, despite an average increase of 30,000 in the number of nursing staff employed from 2014 to 2018. This is why there is already very high demand for general nurses who have completed their training abroad, and this is set to increase further over the coming years.

If you want to work in Germany as a general nurse you need a recognised qualification. The professional qualification is still very new and has only been in existence since January 2020. The occupation merges together the paediatric nurse, general nurse and geriatric nurse occupations. The training takes place both in college as well as in the field. The training content is the same for all learners in the first two years. In the third year of training, learners have a choice. They can either specialise in geriatric or paediatric care. Alternatively, they can opt for the general qualification which enables them to work in all areas of nursing. Where the graduates work varies based on the specialisms chosen. For some this will be in hospitals and clinics, for others it may be (residential) nursing organisations or residential facilities supporting assisted living.
Is my professional qualification likely to be recognised in Germany?

In order to be able to work as a general nurse in Germany, you must have your foreign qualification recognised. In 2018, almost 13,000 applications were made for full equivalence. Of these, a positive decision was arrived at in 47% of cases. 50% applicants are required to complete a compensation measure.***

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 for you.

From January 2019 to April 2020, IQ recognition advisers provided almost 3,500 advisory sessions on the recognition of professional nursing qualifications from abroad. There are a large number of IQ offers relating to the training of foreign nurses.

If substantial differences are identified between your qualification and the German training, IQ staff providing advice on recognition and job training will be happy to provide you with information about ways to compensate for these differences. For example, completing an adaptation period or a preparation course for the knowledge test.

The adaptation periods and tests are completed in the federal state where you live. In the federal states, transitional arrangements still apply to the recognition procedure in some cases until 2024. This means procedures and tests may still be conducted according to the previous job descriptions.

Worth knowing: recognition procedures for non-academic healthcare occupations

Work as a general nurse or in the 'old' occupations of general nurse, paediatric nurse and geriatric nurse is regulated in Germany. This means you need permission from the state if you wish to work in Germany in the occupation.

If your foreign training differs substantially from the German training, you must compensate for these differences. You can do this, for example, by taking a knowledge test or by completing an adaptation period.
What pathways are available for working in Germany as a general nurse?

Seek advice
In order to work as a general nurse, you need recognition of your professional qualification. 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.

Submit an application
The Network IQ can also help you to prepare the documentation to apply for recognition of your qualification as general nurse. As a rule, you have to submit employment references and qualification certificates as well as your CV to the recognition centre. The procedure involves a fee. In some cases, the German state may provide financial assistance.

The recognition centre checks your documents
The recognition centre checks your documents and determines whether your foreign qualification is equivalent to the German training. This normally occurs within four months once all necessary documents have been submitted. In certain cases the time period may be extended.

You receive your assessment notice
Full recognition means your qualification is fully equivalent to the respective German qualification. You can now apply to the relevant health authority for permission to practise the profession, and you can also apply for jobs as a general nurse. However, for the professional practice permit you still need further evidence such as a language certificate. The IQ advisers will discuss this with you.

Your qualification may, however, not be recognised or be only partially recognised. You receive an assessment notice from the recognition centre. The notice contains the differences compared to the training in Germany. If your qualification is not fully recognised, you are able to complete an adaptation period or a preparation course for a knowledge test. Together with the recognition centre, the IQ job training advisers on job training will help you to find appropriate training. This continuing education and training enables you to compensate for the differences and then receive full recognition of your occupation. For this continuing education and training, you will also already need to have German language skills.
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 as a general nurse. You must complete a compensation measure if substantial differences have been identified.

• **Adaptation period:**
  An adaptation period involves you practising your occupation under the supervision of a qualified professional. Additional theoretical training may be necessary. The adaptation period addresses only the professional qualifications which are missing or for which evidence has not been provided in the assessment notice.

• **Preparation for the knowledge test:**
  You must take the test to provide evidence that you have the necessary knowledge, skills and competences to be able to work as a general nurse. The content of the test covers the key core subjects in the German professional training. However, it is not a full final examination. If significant differences have been identified in another subject, this subject will also be tested. You are able to attend a course to prepare for the knowledge test.

What language skills do I need?

The requirement for practising the profession is currently still that the language skills are 'sufficient' for practising the recognized profession of general nurse. At the moment, this is set at a general German language level of B2 (see resolution of the Conference of Health Ministers [GMK] June 2019). However, a general level of language skills in nursing has often been found to be insufficient. For this reason the Conference of Health Ministers has decided to provide a specialist language examination for nursing by the end of 2020. The language level will be B2. Some nursing colleges and employers already require these language skills today.

What does an application for recognition cost?

In principle, applicants are required to pay the costs of the application themselves. The amount is determined by the cost regulations of the competent authorities and is dependent on the individual cost of the procedure. The IQ advisers are happy to provide you with information about financial support options from the job centre, the employment agency, federal state programmes and via the recognition grant.
Saranda Shafik worked for ten years as a sales assistant before receiving partial recognition of her Kosovan nursing training.

“I'm so happy that I can finally work again in the occupation I love!”

Saranda Shafik came to Germany in 2006 to join her family. She originally came from Kosovo, where she trained as a nurse for four years and had already worked in her occupation for six years. She also came to Germany hoping to find a good job here as a nurse. Unfortunately her training was not recognised to start with. She did find a job quickly in a retirement home but to begin with was only allowed to clean and tidy. She wasn’t even permitted to perform the work of a care assistant. Over the next 10 years she worked as a sales assistant. She had given up on her dream of finding qualified work in a hospital until she happened to read about the possibility of professional recognition in the newspaper. With great courage, perseverance and help from an acquaintance, she gathered together all the necessary information, compiled the documentation and applied for her recognition to the Düsseldorf district government. In the assessment notice, the state examinations office stipulated that Ms Shafik needed to complete a placement lasting 730 hours as well as 340 hours of theory. The assessment notice itself suggested that Ms Shafik should contact the Louise Marillac College in Cologne-Nippes. There she was able to attend the IQ refresher training. At the college she discovered that she was able to complete her hours of practical training at the Marienhospital cooperating with the school. For this she received an 18-month contract as a care assistant; the time spent in taught sessions was also paid.

In July 2020 Saranda Shafik completed her final interview and is now waiting for the notice of full equivalence. She has already secured a permanent contract as a general nurse at the Marienhospital. She is delighted that, despite everything, she made it and is able to continue to practise the occupation she loves.
Network IQ offers a wide range of refresher training courses for general nurses. In North Rhine-Westphalia you can complete further training in five locations.

In North Rhine-Westphalia, five nursing colleges are running adaptation periods as part of their IQ subprojects in the context of the Recognition Act. Each subproject has developed its own curriculum and adapted it on a modular basis to the assessment notices of the Düsseldorf District government. All colleges collaborate closely and also work with the North Rhine-Westphalia state examinations office at the Düsseldorf District government.

The purpose of an adaptation period is to compensate for the substantial differences compared to German nursing training under the Nursing Professions Act—these differences are determined by the competent recognition authority at a local level. Depending on the goal of the individual adaptation period, it is run either in the form of theoretical and practical teaching, or practical training with theoretical instruction, or both, and takes place at government-approved schools and practical placement locations in accordance with Section 6(2) or (3) Sentence 1 of the Nursing Professions Act or in accordance with Section 4(2) Sentence 3 of the Nursing Act. For applicants from member states of the European Union or another contracting state to the Agreement on the European Economic Area, a certificate must be provided as evidence of completion of the adaptation period. For applicants from a third country, the adaptation period is completed with a test in the form of a final interview on the content of the adaptation period. If the final interviews is not successful, applicants are able to complete the interview following an appropriate extension to the adaptation period. If, at this point, the final interview is still not completed successfully, the applicant is permitted to repeat the adaptation period once.

https://www.brd.nrw.de/gesundheit_soziales/landespruefungsamt/index.jsp
The postcard is used to inform those seeking recognition about colleges in North Rhine-Westphalia where adaptation periods are taking place within the scope of IQ. A postcard is attached to the assessment notice provided by Düsseldorf district government’s state examinations office. This means those individuals who have received an assessment notice and are able to achieve full equivalence via an adaptation period can approach a school in their region.

More information is available at:
https://www.iq-netzwerk-nrw.de/startseite/
As a foreign nurse, this training course with the Rhineland-Palatinate IQ network will prepare you for the knowledge test you need to pass in order to practise your occupation. In nine learning modules spread over 160 hours of teaching in four-week blocks, you are taught all the knowledge and skills needed to practise the occupation of general nurse. The training culminates in a final examination.

There is no charge for attending the course. The subproject will run until 31/12/2022.

Further information is available here:

https://www.iq-rlp.de/qualifizierung/ausbildungsberufe/pflege


DRK Landesverband Rheinland-Pfalz e.V. (DRK Regional Association, Rhineland-Palatinate) | Mitternachtsgasse 4 | 55116 Mainz |
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Following a successful knowledge test, Marko Rašović now works in the Maria Königin elderly care centre in Mainz.

For a good future
Marko Rašović has done it. He has created a secure future for himself with the help of the Network 'Integration through Qualification (IQ)'. In Serbia, he was working as a general nurse and came to Mainz a few months ago. In 2017, he started work as a care assistant because there were differences between the Serbian training and the German training. It was a good start, but below the level of his own training. To be able to work here in Germany as a general nurse, he attended the 'IQ knowledge test preparation course for professional recognition as a general nurse' at the Rhineland-Palatinate German Red Cross Regional Association, and completed this successfully with the knowledge test.

An important step, and the right one to take.
Even though he missed his loved ones greatly, going to Germany alone really was the right step to take back then. “I was employed in Serbia, but my earnings weren’t enough to properly support my family,” he explained. Now, Marko Rašović has a larger flat, and the school and nursery are also close by. He hopes that his wife and children will soon be able to join him in Mainz. “I wanted to give them a good future. I can do that now with recognition as a general nurse and a permanent contract in the bag,” he adds proudly. I knew from the outset that I would do this course as otherwise I would only be permitted to work as a healthcare and nursing assistant,” explains Rašović. He had already completed a German course in Serbia and in Mainz added language level B2 to this. “A good friend of mine then told me about IQ. He had also participated in the German Red Cross (DRK) preparation course, he said that it was the best option for me—he was right,” explains the general nurse. To make sure everything continues in a positive direction, he wants to keep on learning and also complete further training in the future.

“The course wasn’t always easy, there was also a lot to learn in terms of language” explains Marko Rašović. Now my family can finally come to Mainz,” says the delighted father of two.
Sources:

* Federal Employment Agency: Blickpunkt Arbeitsmarkt/Mai 2020; Arbeitsmarktsituation in der Pflege
[The Labour Market in Brief/May 2020; The Labour Market Situation in Nursing]
https://www.google.com/search?q=berichte+blickpunkt+arbeitsmarkt++arbeitsmarktsituation+im+p-flegebereich&ie=utf-8&oe=utf-8&client=firefox-b-is-oem1

** German Economic Institute (2018). Fachkräfteengpass in der Altenpflege [Shortage of Skilled Workers in Elderly Care] IW Trends (3),34.
Obtained from:


*** BMBF: 2019 Report on the Recognition Act
https://www.bmbf.de/upload_filestore/pub/Bericht_zum_Anerkennungsgesetz_2019_eng.pdf

**** IQ Competence Centre for Advisory Services and Job Training of Migrants: IQ Anpassungsqualifizierungen im Kontext des Anerkennungsgesetz [Refresher Training in the Context of the Recognition Act]; Nuremberg 2019

Overview of IQ recognition and qualification advice centres

www.netzwerk-iq.de

www.anerkennung-in-deutschland.de
Network IQ Baden-Württemberg

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

Anerkennungs- und Qualifizierungsberatung Regierungsbezirk Freiburg
Diakonisches Werk Freiburg e. V., Caritasverband Freiburg-Stadt e. V.,
DRK Kreisverband Freiburg
Immentalstr. 16 | 79104 Freiburg | www.anerkennungsberatung-bw.jimdo.com/
Günter Wolf (Radolfzell, Villingen-Schwenningen) | Tel.: 0761 88144504 | wolf@diakonie-freiburg.de

Languages: German, English, French, Portuguese.
We are responsible for: Regierungsbezirk Freiburg.
We are also happy to advise you at the following locations: Freiburg, Emmendingen, Landkreis Breisgau-Hochschwarzwald, Lörrach, Offenburg, Radolfzell, Villingen-Schwenningen.

Anerkennungs- und Qualifizierungsberatung Regierungsbezirk Freiburg -
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Landkreise Emmendingen und Breisgau-Hochschwarzwald
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Anerkennungs- und Qualifizierungsberatung Regierungsbezirk Tübingen
IN VIA Katholischer Verband für Mädchen- und Frauensozialarbeit Diözese Rottenburg-Stuttgart e. V.
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We are also happy to advise you at the following locations: Albstadt-Ebingen, Aulendorf, Balingen, Biberach, Ehingen, Friedrichshafen, Hechingen, Langenau, Ravensburg, Reutlingen, Sigmaringen, Tübingen, Leutkirch.
Network IQ Bavaria

Further information at: www.migranet.org

Anerkennungsberatung der Stadt München
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Servicestelle zur Erschließung ausländischer Qualifikationen
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www.muenchen.de/rathaus/Stadtverwaltung/Sozialreferat/Wohnungsamt/
Service-auslaendischer-Qualifikation/Mentoring.html
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Diakonisches Werk Hamburg
Schauenburgerstraße 49 | 20095 Hamburg | www.anlaufstelle-ankerkennung.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: the W.I.R - work and integration for refugees contact point and the Jobcenters in Bergedorf and 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
Daniel Estevos Santos (Offenbach) | Tel.: 0151 65497414 |
anerkennungsberatung-offenbach@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 | buelent.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 (statewide).

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, Greifswald.

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.
We are also happy to advise you at the following locations: 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

Languages: Arabic, German, English, French, Polish, Romanian, Russian.
We are responsible for: Westmecklenburg.
We are also happy to advise you at the following locations: Grevesmühlens, 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
Lisa Hinkeldey | Tel.: 05141 9011298 | l.hinkeldey@vhs-celle.de

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

IQ Niedersachsen, AQB Cuxhaven
Caritasverband für Bremerhaven und den Landkreis Cuxhaven 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, 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.
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 individual cases), Göttingen (in individual cases), 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, Grafshafter Jobcenter
Stadtring 9-15 | 48527 Nordhorn | www.grafschaft-bentheim.de
Sabine Stockhausen | Tel.: 05921 966238 | sabine.stockhausen@grafschaft.de

Languages: German, English.
We are responsible for: 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.
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.
We are responsible for: Regionen Osnabrück, 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
Schole 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, Schwaneewede.

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 in den Arbeitsverwaltungen
Gemeinnütziges Bildungswerk des Deutschen Gewerkschaftsbundes e. V.
Hans-Böckler-Straße 39 (kein Beratungsort) | 40476 Düsseldorf |
www.dgb-bildungswerk.de
Recognition and Qualifications Advice Team | Tel.: 0211 4301187 |
anerkennung@dgb-bildungswerk.de
Gülsah Tunali | Tel.: 0211 4301187 | guelsah.tunali@dgb-bildungswerk.de
Daniel Weber | Tel.: 0211 4301197 | daniel.weber@dgb-bildungswerk.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.

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.
We are responsible for: 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.mozaik.de
Cemalettin Özer | Tel.: 0521 3297090 | oezer@mozaik.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.
IQ NRW - Anerkennungsberatung
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: Arabic, German, English, Spanish.
We are responsible for: Detmold.

IQ NRW - Mobile Anerkennungs- und Qualifizierungsberatung
Westdeutscher Handwerkskammertag e. V.
Volmerswerther Straße 79 | 40221 Düsseldorf | www.iq-netzwerk-nrw.de
Recognition and Qualifications Advice Team | 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, Arabic.
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, 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.erzberger-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
Markus Schanz | Tel.: 0621 12266917 | markus.schanz@cjd.de

Languages: German, English.
We are responsible for: Ludwigshafen & Region.
We are also happy to advise you at the following locations: by arrangement:
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 2144848 | beratung@mip.consulting

Languages: German, English, Additional languages with prior arrangement (interpreter).
We are responsible for: Mainz & Region, Rheinhessen, Nahe, 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

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**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 (other Jobcenters planned in Saarland), on-site advice at integration course providers (appointments by arrangement).

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**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
Weiβeritzstraße 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@dsm-sachsen.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, 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, 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, Reinebek
(as required), 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 (permanent location 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.
We are responsible for: Region Nordthüringen (permanent location in Mühlhausen).
We are also happy to advise you at the following locations: Bad Langensalza, Artern, Sondershausen, Gotha, Heiligenstadt, Leinefelde, Nordhausen.

Informations- und Beratungsstelle Anerkennung für Nordthüringen (IBAT Nord)
Bildungswerk der Thüringer Wirtschaft e. V. – Eisenach
Clemensstraße 8 | 99817 Eisenach | www.bwtw.de
Steffi Barton | Tel.: 03691 613617 | ibat.nord@bwtw.de

Languages: German, English.
We are responsible for: Region Nordthüringen (permanent location in Eisenach).
We are also happy to advise you at the following locations: Bad Salzungen.
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 (permanent location 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 Ostthüringen (IBAT Ost)
Bildungswerk der Thüringer Wirtschaft e. V. - Gera
Keplerstraße 10/12 | 07549 Gera | www.bwtw.de
Sven Albrecht | Tel.: 0365 7349312 | ibat.ost.gera@bwtw.de

Languages: German, English, Russian.
We are responsible for: Region Ostthüringen (permanent location in Gera).
We are also happy to advise you at the following locations: Altenburg und Greiz.

Informations- und Beratungsstelle Anerkennung für Südthüringen (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 Südthüringen (permanent location in Meiningen).
We are also happy to advise you at the following locations: Hildburghausen, Schmalkalden, Sonneberg, Suhl.