Regierung von Mittelfranken

Koordinierungs- und Beratungsstelle Berufsanerkennung (KuBB)

Nursing and Other Healthcare Professions

www.kubb.bayern.de

Do you have a professional qualification in a nursing or another healthcare profession from abroad and would like to work in Bavaria?

We are happy to help you with free advice and support!

About us

The **Coordination and Advice Centre for Recognition of Professional Qualifications (Koordinierungs- und Beratungsstelle Berufsanerkennung - KuBB)** is a part of the Government of Middle Franconia and has an international team of specialists from various professional fields. We provide **individual, neutral and free** advice on the recognition of foreign professional qualifications.

Nursing and other healthcare professions – specific information

Many nursing and other healthcare professions are **regulated**. This means that anyone wishing to practice these professions using the professional title must have their foreign qualification recognised. The recognition procedure is required to obtain a **licence for the use of the professional title (Erlaubnis zum Führen der Berufsbezeichnung).**

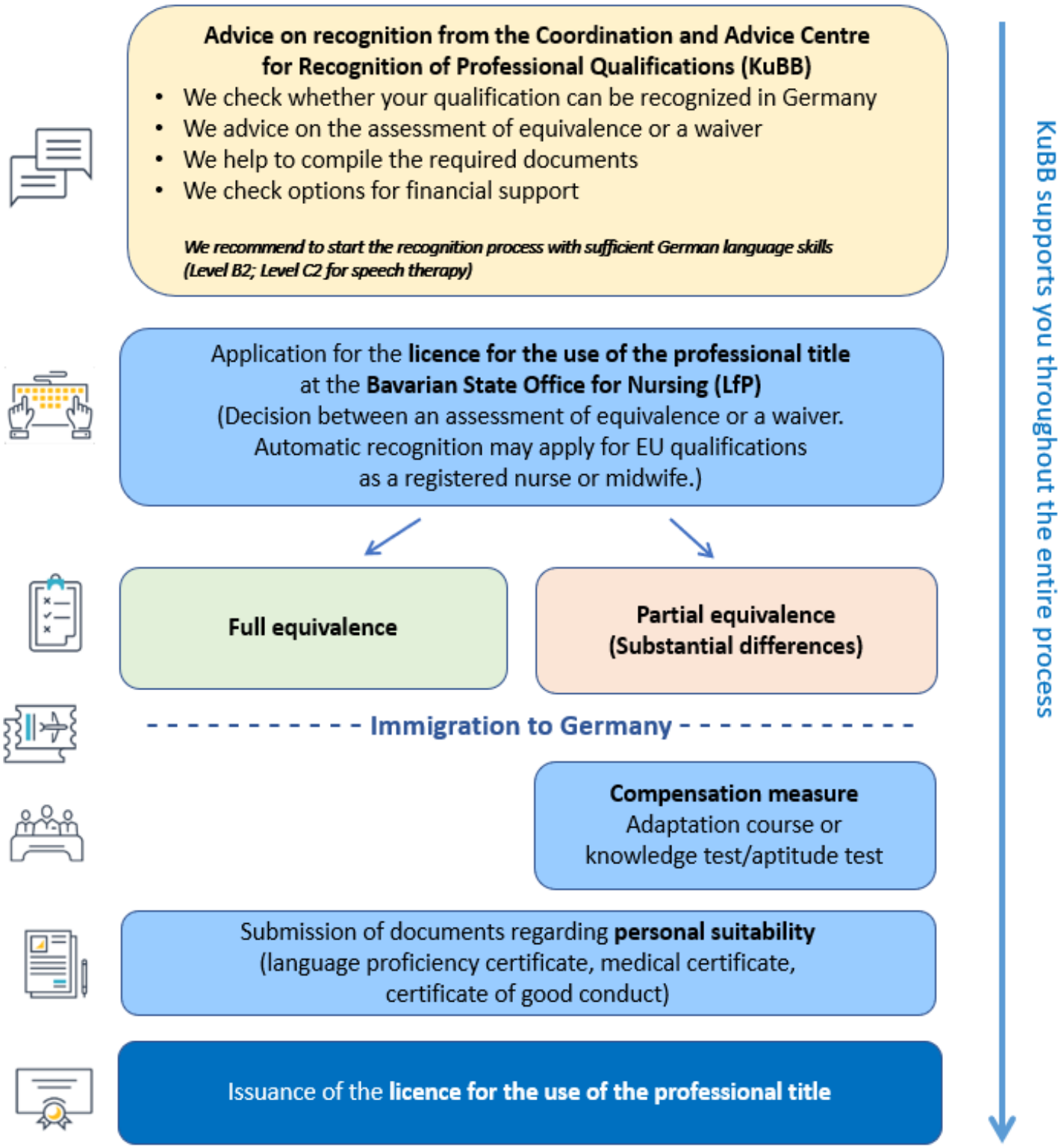
Regulated healthcare professions include for example physiotherapy, midwifery, speech therapy and medical technology for radiology. A complete list is available on the website of the Bavarian State Office for Nursing.

The **Bavarian State Office for Nursing (Bayerisches Landesamt für Pflege)** is responsible for the recognition of foreign nursing and other healthcare professions.

Your questions

- How does the **recognition procedure** for nursing and other healthcare professions work?
- What **documents** are required? How **long** does the procedure take?
- What kind of **work** am I allowed to do until I obtain the state licence?
- What level of German language proficiency is required? Do I have to take a **specialist language test**?
- What are the **possible outcomes** of the recognition process?
- Is the **professional experience** gained in my home country taken into account?
- What rules apply for qualifications from **EU/EEA Member States**?
- How much does the recognition procedure **cost**? Is **financial support** available?

Your path to recognition
Foreign qualifications in nursing and healthcare professions



This chart is a general overview and does not apply to all cases.

We answer these questions and guide you through the recognition process
Our team speaks German, English, Bosnian/Croatian/Serbian, French, Russian, Spanish, Turkish and Ukrainian.

Key points

Regulated professions

Many nursing and other healthcare professions are **regulated**. Anyone wishing to work using the professional title in this sector requires a **state licence** before starting employment as a recognised specialist. You can obtain this licence either after completing a vocational training in Germany or by having your professional qualification recognised.

In addition, there are also **non-regulated professions** in the healthcare sector, such as medical assistants, dental assistants and pharmaceutic-commercial assistants. Anyone wishing to work in these areas does not require vocational training or recognition. However, both may improve your employment prospects.

Assessment of equivalence, waiver of the assessment

As part of the recognition procedure, the Bavarian State Office for Nursing compares your professional qualification with the German vocational training in terms of content and duration. This is called the **assessment of equivalence** (**Gleichwertigkeits-prüfung**).

The Bavarian State Office for Nursing often identifies **substantial differences (wesentliche Unterschiede)**, which means that recognition cannot yet be granted. These differences may be compensated through relevant professional experience and additional qualifications.

If this is not possible, you must compensate the identified differences by completing an **adaptation course (Anpassungslehrgang**) or passing a **knowledge test (Kenntnis-prüfung) / aptitude test (Eignungsprüfung).**

It is also possible to **waive the assessment of equivalence (Verzicht)**. You can choose this option at the beginning of the procedure when submitting your application. In that case, the Bavarian State Office for Nursing will only check whether you have **completed** your training and whether you are authorised to practice the profession in your home country. Professional experience is not taken into account. However, substantial differences must be compensated through an adaptation course or a knowledge test / aptitude test. Choosing this option may shorten the overall recognition process.

To obtain recognition, you must also provide proof of **German language proficiency** as well as personal and health suitability. You will then receive the state licence for the use of the professional title (**Erlaubnis zum Führen der Berufsbezeichnung**).

Specialist language test

To work in a nursing or other healthcare profession, you must prove proficiency in the German language. For the **healthcare professions**, this is assessed through a **specialist language test (Fachsprachprüfung)** at level B2 (level C2 for speech therapy). You must demonstrate that you are able to use professional language confidently in practical situations at work. For **nursing professions,** a general German certificate at level B2 is required; alternatively, candidates may also take the specialist language test. Further information on the specialist language test can be found on the website of the Bavarian State Office for Nursing.

Adaptation course and knowledge test / aptitude test

If the Bavarian State Office for Nursing identifies **substantial differences (wesentliche Unterschiede)**, it issues a decision in which these differences are determined (**Feststellungsbescheid**). You may then decide how to proceed.

Adaptation course

An **adaptation course (Anpassungslehrgang)** includes both practical and theoretical training. Several formats are available. The **decision on partial recognition (Feststellungsbescheid)** will specify the duration of the course and the substantial differences that must be addressed. The course concludes with a **final assessment discussion (Abschlussgespräch).**

Knowledge test

The **knowledge test (Kenntnisprüfung)** consists of practical and oral parts. Its content is based on the German state examination for the reference profession. Preparatory courses are available and are strongly recommended.

Aptitude test

The **aptitude test (Eignungsprüfung)** applies only to vocational qualifications from EU Member States. It is structured similarly to the knowledge test. However, it does not include an oral part and focuses on the areas not covered by the original training.

Automatic recognition (EU Member States)

Automatic recognition (automatische Anerkennung) is only possible for **certain EU professional qualifications** as a nurse or midwife. If your qualification is listed in the applicable EU Directive, it is recognised automatically.

However, you must still apply to the Bavarian State Office for Nursing. In this case, there is no assessment of equivalence. You must also prove German language proficiency as well as personal and health suitability. You will then receive the **licence for the use of the professional title (Erlaubnis zum Führen der Berufsbezeichnung).** The same procedure applies, if your qualification was obtained before your country joined the EU. In this case a certificate confirming compliance with the EU Directive is required.

Recognition grant

The **recognition grant (Anerkennungszuschuss)** provides financial support for the recognition of foreign professional qualifications. As a rule, only individuals residing in Germany are eligible. Support is available for unemployed persons, jobseekers and employed persons who are unable to cover the costs themselves. Eligible costs may include administrative fees, translation costs and preparatory courses. You must apply for financial support before submitting your application for recognition. Only in this case costs can be covered.

Cost overview

- Administrative fee for recognition: 40 - 70 EUR
- Issuance fee for the certificate of entitlement (Berufsurkunde): 40 EUR
- Specialist language test (Fachsprachprüfung): 350 EUR
- Knowledge test (Kenntnisprüfung): Costs vary depending on provider.
- Adaptation course (Anpassungslehrgang): Costs vary depending on provider.
- Preparatory courses: Costs vary depending on provider and course format. Financial support may be available for some courses.

This overview is for guidance only. Costs may vary in individual cases and are subject to change.

How to contact us

Coordination and Advice Centre for Recognition of Professional Qualifications (KuBB)

Marienstraße 17
90402 Nürnberg

Phone +49 (0)911 2352-212
E-Mail kubb@reg-mfr.bayern.de

www.kubb.bayern.de

Impressum:

Herausgeber:
Regierung von Mittelfranken
Promenade 27
91522 Ansbach

Bildnachweis:
Adobe Stock

Hinweis:
Diese Druckschrift wird im Rahmen der Öffentlichkeitsarbeit der Regierung von Mittelfranken herausgegeben. Sie darf weder von Parteien noch von Wahlwerbern oder Wahlhelfern im Zeitraum von fünf Monaten vor einer Wahl zum Zwecke der Wahlwerbung verwendet werden. Dies gilt für Landtags-, Bundestags-, Kommunal- und Europawahlen. Missbräuchlich ist während dieser Zeit insbesondere die Verteilung auf Wahlveranstaltungen, an Informationsständen der Parteien sowie das Einlegen, Aufdrucken und Aufkleben parteipolitischer Informationen oder Werbemittel. Untersagt ist gleichfalls die Weitergabe an Dritte zum Zwecke der Wahlwerbung. Auch ohne zeitlichen Bezug zu einer bevorstehenden Wahl darf die Druckschrift nicht in einer Weise verwendet werden, die als Parteinahme der Regierung von Mittelfranken zugunsten einzelner politischer Gruppen verstanden werden könnte. Den Parteien ist es gestattet, die Druckschrift zur Unterrichtung ihrer eigenen Mitglieder zu verwenden.