

Engineers for Germany

Sabine Seidler and Tanja Ritter - International Placement Service (ZAV)



Università Politecnica delle Marche

Work in Europe

24. 10.2012



Bundesagentur für Arbeit

Zentrale Auslands-
und Fachvermittlung (ZAV)



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ZAV - your partner in
Germany's Federal Employment Agency
for
International Jobplacement
Placement of Specialists
Labour Migration and Work Permits



International Placement Service (ZAV)

- Assistance and placement worldwide for academics and specialists - from Germany into other countries or from other countries into Germany.
- Services for employers to recruit staff abroad – in cooperation with international networks, including the European Employment Services (EURES)
- The ZAV provides information and gives advice in order to enable you to help yourself. It means you have to be proactive too!
- As a matter of fact you will have to prove good German language skills. Unless it will be difficult to support you.



Living and Working in Germany – B e n v e n u t i !

Download our new publication: www.zav.de > Arbeiten in
Deutschland > find two PDFs (German and English version).

**„Germany. Right in the middle of it –
Living and working in the heart of Europe“**

Information, advice, best practice of employees.



www.ec.europa.eu/eures

EURES - The European Job Mobility Portal - Microsoft Internet Explorer bereitgestellt von IT-Systemhaus -BA- V002

http://ec.europa.eu/eures/

EURES

bg cs da de et el en es fr ga is it lv lt hu mt nl no pl pt ro sk sl si sv



www.ec.europa.eu/eures

The screenshot shows the EURES website in a Microsoft Internet Explorer browser window. The browser's address bar displays the URL <http://ec.europa.eu/eures/home.jsp?lang=en>. The website header features the EURES logo and the text "The European Job Mobility Portal". A navigation menu includes "Home", "News", "Help & Support", and "Links". A search bar is present with "Quick Search" and "Advanced Search" options. The main content area is titled "The easy way to find information on jobs and learning opportunities throughout Europe." and provides statistics: "10/06/2010: 914 956 job vacancies, 458 794 CVs and 21 501 employers registered." The page is organized into several sections: "The EURES network" (with links for "What can EURES do for you?", "Eures Advisers", "EURES in cross-border regions", and "Public Employment Services"); "Jobseekers" (with links for "Search for a job", "Your CV On Line", and "Register for a free My EURES account"); "Employers" (with links for "Search CVs", "Advertise a job", and "Register for a free My EURES account"); "Living & Working" (with a link for "Moving to another country guide"); "Learning" (with a link for "Search for learning opportunities"); and "Log in to My EURES" (with fields for "Username" and "Password", and a link for "Forgotten your user name or password?"). The footer includes "EURES & you Newsletters" and "News on the portal". The browser's taskbar at the bottom shows several open applications, including "Posteingang - Mic...", "Padua_Medizin", "VorstellungAusland...", "ZAV_Presentation...", "LEO Deutsch-Englis...", and "EUROPA - EURES ...". The system clock shows the time as 10:05.



EURES – European Employment Agencies

What can EURES do for you?

- The purpose of EURES is to provide information, advice and recruitment/placement services (job-matching) for the benefit of workers and employers as well as any citizen wishing to benefit from the principle of the free movement of persons.
- EURES is much more than a Job Mobility Portal.
- EURES is a human network, consisting of more than 700 EURES advisors who are in touch with jobseekers and employers across Europe on a daily basis.
- EURES advisors inform about working conditions in European countries – wages, social security, taxes.



Bundesagentur für Arbeit

Zentrale Auslands-
und Fachvermittlung (ZAV)

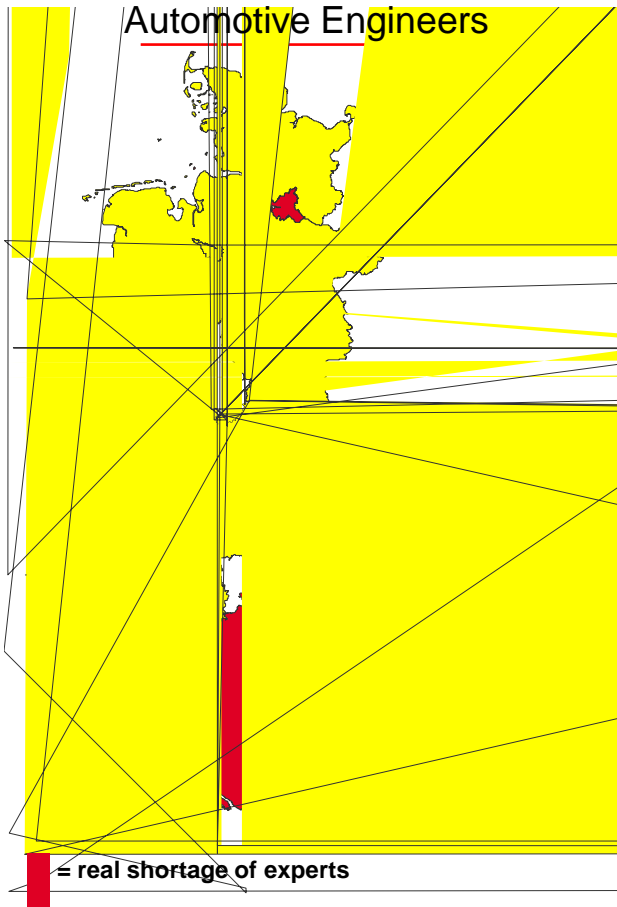


Labour Market for Engineers in Germany



Local shortage of engineers (Maschinen-, Fahrzeugbau- und Elektrotechnik-Ingenieure)

Mechanical Engineers and Automotive Engineers



Electronic Engineer



other Engineers*



Durchschnitte Juli 2010 bis März 2011

Quelle: Statistik der Bundesagentur für Arbeit
ZAV Incoming 201M

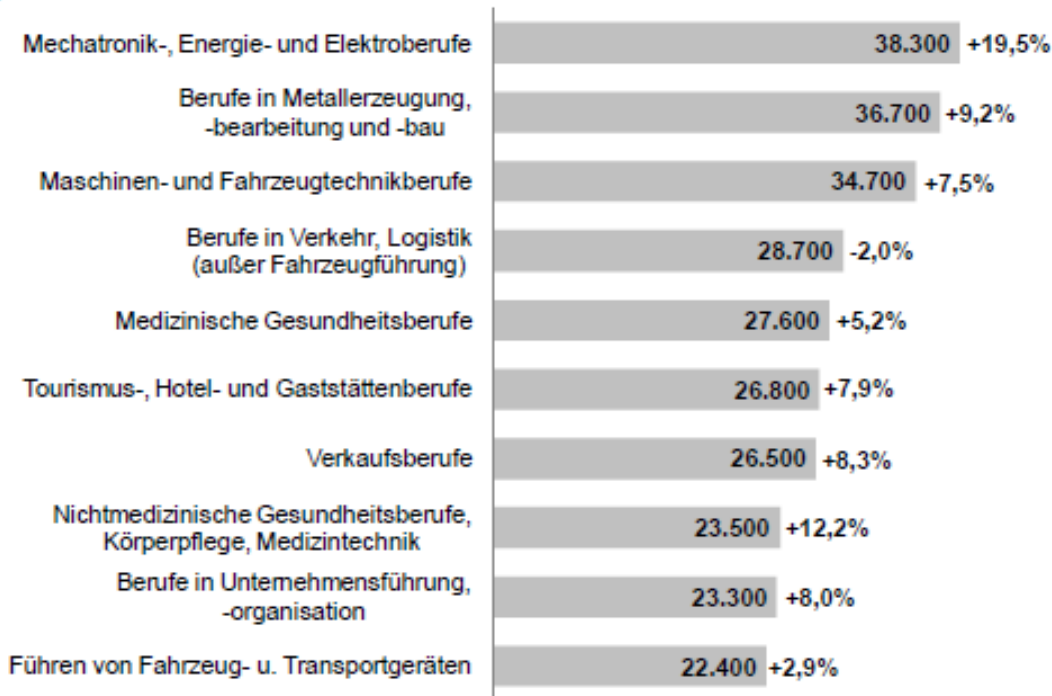
* like Industrial Engineers, Production Engineers, Environmental Engineer, Engineers for Medical Technology



The German Labour Market – Top Ten of all Job Offers

Top Ten der Arbeitskräftenachfrage

Gemeldete Arbeitsstellen am ersten Arbeitsmarkt
Bestand nach Berufshauptgruppen (KldB 2010)
Deutschland
April 2012





Engineers in Germany – Facts and Figures

- Labour market and the employment of engineers was stable during the economic crisis in 2008 / 2009
- Germany has more than 800.000 working engineers
- 55% work in the industrial sector
- 5% possess a foreign passport (57% EU)
- 53,000 engineers graduated from German universities in 2009 (+9%)
- Increasing but small number of yearly graduates (app. 12,000 missing per year)
- Unemployment rate is very low (3%)



Engineers in Germany – Facts and Figures

- High rate of retirement
 - more than 40% of all employed engineers are 45 years old and older
 - app. 100,000 engineers will retire within the next 10 years
- Increasing number of vacancies
- Long duration to fill vacancies: average 105 days
- App. 80% unlimited contracts, 20% temporary contracts



Labour Market for Engineers in Germany

Vacancies are especially in the fields of

- Mechanical engineering
- Automotive engineering
- Electrical Engineering

High demand in the following sectors:

- Temporary work agencies (25%)
- Engineering (consultant's) offices (20%)
- Public sector (15%)



Salaries for Engineers

- Employees in Germany receive a monthly gross salary, social security and tax (30-40 percent) are automatically deducted from the salary
- Salary depends on sector, employer and experience
- Average salaries are 41.235 € for entry level positions and 54.900 € for specialists after 3 or more years of experience



Salaries for Engineers, period of first 6 months 2010

Sector	entry level (€)	average salary (€)
Mechanical Engineering	41.600	58.066
Automotive Engineering	43.025	59.150
Electronic Engineering	42.000	58.237
Energy Supply	42.075	55.511
Chemical- and Pharmaceutical Industry	44.920	66.652
Civil Engineering (Construction)	36.025	47.275
Engineering (consultants) Offices	38.115	44.312
Information Technology	39.996	51.010
Average	41.235	54.900



How much do I have to deduct from my Salary?

Social Security System:

■ Health Insurance	15,5 %
■ Unemployment Insurance	3,0 %
■ Pension	19,6 %
■ Long-Term Care Insurance	2,2 %
■ Work Accident Insurance	paid by employer



How much do I have to deduct from my Salary?

Taxation

- Income tax → 14 % - 42 % (Depending on income and marital status)
- Church tax → 8 % - 9 % of income tax
- Solidarity tax → 5,5 % of income tax
- Automatically deducted from the salary
- *Registration to the social insurance system is made by the employer*



Project-Engineer in the Automotive Sector, *up to 2 years work experience*, single, no kids, in NRW, tax class 1, 40 h-week - Sample Salary Statement:

	Month	Year
Salary	3583,33 €	43.000,- €
Social security contributions		
Pension Plan (Rentenversicherung, -19,6 %)	351,17 €	4.214,04 €
Unempl. insurance (Arbeitslosenvers., - 3 %)	53,75 €	645,00 €
Health insurance (Krankenversicherung, - 15,5 %)	293,84 €	3.526,08 €
Long-term care insurance (Pflegevers., -2,2 %)	43,90 €	526,80 €
Total Social Contributions	742,66 €	8.911,92 €
Taxation		
Solidarity tax (Soli-Abgabe)	34,86 €	418,27 €
Church tax (Kirchensteuer)	50,70 €	608,40 €
Income tax (Lohnsteuer)	633,75 €	7.605,00 €
Total Taxation	719,31 €	8.631,67 €
Salary after deductions	2.121,37 €	25.456,41 €



Project-Engineer in the Automotive Sector, *3 to 5 years of work experience*, single, no kids, in NRW, tax class 1, 40 h-week - Sample Salary Statement:

	Month	Year
Salary	4083,33 €	49.000,- €
Social security contributions		
Pension Plan (Rentenversicherung, -19,6 %)	400,17 €	4.802,04 €
Unempl. insurance (Arbeitslosenvers., - 3 %)	61,25 €	735,00 €
Health insurance (Krankenversicherung, - 15,5 %)	313,66 €	3.736,92 €
Long-term care insurance (Pflegevers., -2,2 %)	46,86 €	562,32 €
Total Social Contributions	821,94 €	9.863,28€
Taxation		
Solidarity tax (Soli-Abgabe)	43,74 €	418,27 €
Church tax (Kirchensteuer)	63,62 €	608,40 €
Income tax (Lohnsteuer)	795,25 €	9.543,00 €
Total Taxation	902,61 €	10.831,30 €
Salary after deductions	2.358,79 €	28.305,42 €



Finding Jobs in Germany

German companies (global players) - well known worldwide:

Mercedes Benz, BMW, SIEMENS, Volkswagen, BASF, BAYER

You should not think of those big companies exclusively when it comes to looking for jobs in Germany. There are good reasons to turn to small or medium sized companies and see what they can offer !

(KMU = kleine und mittelständische Unternehmen)



Finding Jobs in Germany

There are many German companies among the world champions in the global market. They belong to the following branches :

- Machine-building Industry,
- Car production and Car parts
- Electrical Industry/High-Tech
- Pharmaceutical und Medical Technology
- Chemical Plants
- Construction □

There are about 1.500 German companies in total and among them there are 1.400 companies belonging to the group of smaller or medium sized companies !!!!



Finding Jobs in Germany

You can find all of our job offers on the following websites:

- 1. Official website of the Federal Employment Agency:
- www.arbeitsagentur.de (JOBBÖRSE)
- 2. Go to "JOBBÖRSE"
- 3. Click on "Direkt zur JOBBÖRSE". Then choose your language with the "Sprachen" dropdown menu, which is located in the very top line of this website
- 4. Type your desired profession into the search engine space provided
- 5. Choose a region within Germany in which you wish to find your future job. Type in the name of a city into the corresponding space to narrow down the search onto a specific region – then you can search for all available job offers in that area by clicking the button



www.arbeitsagentur.de

You can find all of our job offers on the following websites:

Click on „Jobbörse“

http://www.arbeitsagentur.de/Navigation/Startseite/Startseite.html

ENIC-NARIC.net - Your Gat... Relocation Professionals Ne... DONATH RELOCATION - Pu... Migration von Fo

arbeitsagentur.de

Kontakt Veranstaltungen Über uns Inhalt Impressum English

Bürgerinnen & Bürger Unternehmen Institutionen Formulare Partner vor Ort

Neu für Arbeitgeber

Faktor A
Das Unternehmensmagazin
MÜTTER WILKOMMEN!
VÄTER AUCH!
Mit dem Arbeitsvertrag

Lesen Sie mehr »

JOBAKTIV Offenbach

Das Ziel vor Augen.
Nutze die Chance!

Arbeitslosigkeit, Berufswahl, Existenzgründung, finanzielle Hilfen, Arbeiten im Ausland, Kindergeld...
Weiter »

Ausbildung, Förderleistungen, Vermittlung von Arbeitskräften, Weiterbildung (Ihres Personals)...
Weiter »

Service für Schulen, Bildung öffentliche Einrichtungen, Wissenschaftler...
Weiter »

Fokusthemen

Partner vor Ort

Anschriften der Agenturen für Arbeit (mit Familienkassen), ARGE, kommun...

Bundesagentur für Arbeit

JOB BÖRSE 3.519.944 Bewerberprofile

Meine JOBBÖRSE Anmelden

Für Arbeitssuchende

- » Bewerberprofil veröffentlichen
- » Arbeitssuchend melden
- » Bewerbungsmappe erstellen
- » Stellenangebote

Enter your keywords

Finden Sie eine passende Stelle

* Sie suchen

Suchbegriff(e)

Arbeitsort

Suchen Erweiterte Suche



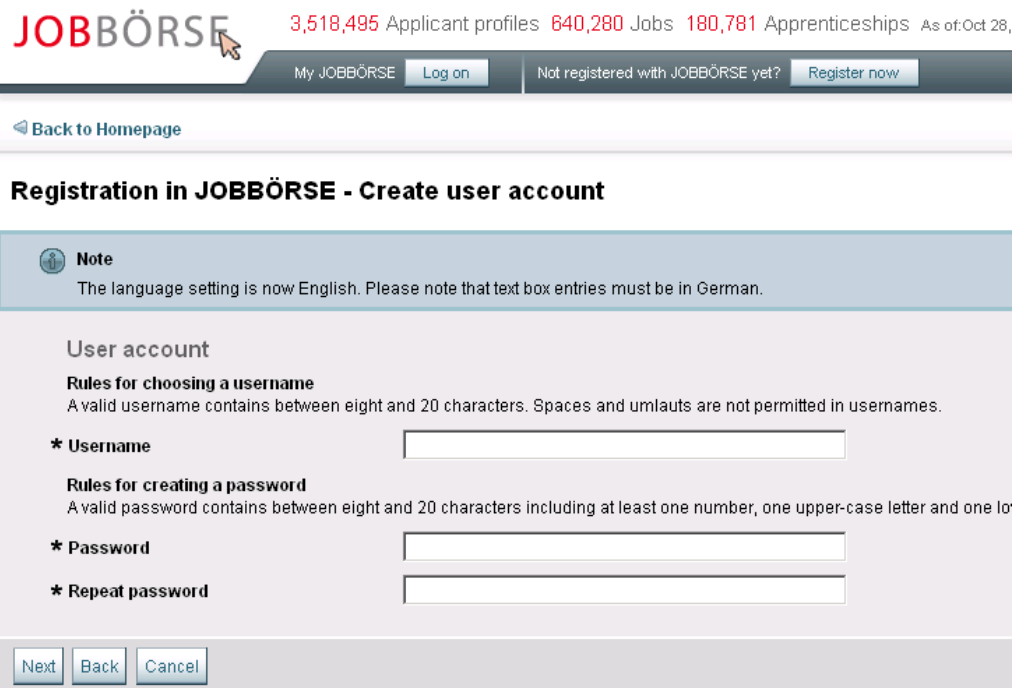
www.arbeitsagentur.de

This website also enables you to upload your CV. Please note that to do so German language skills are necessary!

First create an account
at our data base...

Enregister your
details...

Upload a German
version of your CV!



JOBBÖRSE 3,518,495 Applicant profiles 640,280 Jobs 180,781 Apprenticeships As of: Oct 28,

My JOBBÖRSE Log on Not registered with JOBBÖRSE yet? Register now

[Back to Homepage](#)

Registration in JOBBÖRSE - Create user account

Note
The language setting is now English. Please note that text box entries must be in German.

User account

Rules for choosing a username
A valid username contains between eight and 20 characters. Spaces and umlauts are not permitted in usernames.

* Username

Rules for creating a password
A valid password contains between eight and 20 characters including at least one number, one upper-case letter and one lower-case letter.

* Password

* Repeat password

Next Back Cancel

Please keep in mind that most employers require applicants to speak German



Additional Websites for further Information

This website also features a search engine to help you find jobs in Germany.
Official website of the EURES - Portal:

■ www.eures.europa.eu

For more information on living and working in Germany check links below:

■ <http://www.ba-auslandsvermittlung.de/deutschland>

■ <http://www.br-online.de/alpha/deutschklasse/alltag/arbeitserlaubnis.shtml>

■ http://www.mpibpc.mpg.de/data/mitarbeiter/leitfaden_auslaender.html

■ <http://www.deutschland.de>

■ <http://www.justlanded.com>

■ <http://www.tatsachen-ueber-deutschland.de>

■ <http://www.deutsche-sozialversicherung.de>

■ <http://www.fuer-ein-lebenswertes-land.bmas.de/sites/generator/30758/>



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ZAV – International Placement Service and EURES Germany

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E-mail: incoming@arbeitsagentur.de

www.zav.de/ arbeiten-in-deutschland

www.ec.europa.eu/eures



The Service of ZAV is free of charge!



EURES Ancona

■ Lucia Pianelli

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**GRAZIE PER LA
VOSTRA
ATTENZIONE
e
ARRIVEDERCI
IN
GERMANIA!**