

Admission to the Labour Market

The Labour Market Admission teams (AMZ) assess and decide whether to issue residence permits for the purposes of employment.
Their remit includes:

- The general labour market admission procedure: assessment and judgement on requests for consent to the issuing of residence permits for the purposes of employment of citizens from third countries
- Admission to the labour market for specific groups of people, e.g. holders of ICT cards, seasonal employment, placement agreements for skilled workers
- Processing of applications for work that are not subject to consent (e.g. EU Blue Card, holiday employment, internships)
- Contract for work procedure
- Optional participation
- Advance approval procedure
- Fast-track procedure for skilled workers according to Section 81 (a) of the German Federal Residence Act (AufenthG)
- Requests for information according to Section 39 (4) of the AufenthG (follow-up assessment of the conditions of employment specified in the context of companies' applications)

Employer Service for Severely Disabled University Graduates

Many employers are interested in employing severely disabled persons. Difficulties often arise in finding suitable applicants, though.



There is also a lack of information on what specific factors should be taken into account due to the disability and what opportunities arise. The Employer Service for Severely Disabled University Graduates, which is also based in the ZAV, supports employers in filling jobs with severely disabled people on an individualised basis.

The increasing demand for skilled workers has made the recruitment of qualified, severely disabled staff into a competitiveness factor for companies. In this area, the employer service offers comprehensive support for severely disabled academic staff throughout Germany directly on location.



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Introducing the
International and
Specialized Services (ZAV)



Bundesagentur für Arbeit
Zentrale Auslands-
und Fachvermittlung (ZAV)

The BA's International Center for Expertise and Trans-Regional Service by and for Specialists

The Office for International and Specialized Services (German abbreviation: ZAV) is the point of contact within the Federal Employment Agency (BA) for the international labour market and the placement of special categories of people and occupations in Germany and abroad.

The service offerings of the ZAV address the specialist requirements of specific occupations, industries and countries for both employers and employees.

The ZAV works together with highly-regarded domestic and international cooperation partners and labour market services. Together with the national EURES Coordination Office, the ZAV also act as an interface between the BA and European stakeholders.



A Bridge Between the World and the German Labour Market

As the first point of contact for jobseekers from abroad, the Customer Center of the ZAV provides comprehensive advice on all questions and issues surrounding working and living in Germany. Persons interested in moving to Germany for work are able to obtain information on current job opportunities in sought-after occupations. The Customer Center services support people from abroad coming to Germany to work before and during their move to Germany to ensure that they find their feet and feel welcome when they arrive.

One part of the Customer Center is the Service Center for Professional Recognition (ZSBA). Professionals currently living abroad can receive individual advice and support. They receive assistance with compiling the necessary documents for submission to the competent body, are informed about regional offerings of advice, training and qualification, and receive support with their search for an employer.

The International Services department of the ZAV recruits skilled workers who are urgently needed in the German labour market through various projects and programmes abroad. This mainly concerns roles in the IT sector, nursing and healthcare, the skilled trades and the hotel and hospitality industry.

The point of contact for employers who are interested in hiring skilled workers from abroad is the employer service at the local federal employment agency.



Take the Plunge - Work Abroad!

Work experience abroad looks good on any CV. The ZAV informs and advises employed persons who are interested in working in another country on employment, training and education opportunities, living and working conditions and social security abroad. It also supports young people in finding vocational training, higher education, bridging and internship opportunities abroad.

Work at International Organizations

Germany is a member of 300 international organisations that offer work in interesting fields. The Bureau for International Organizations Personnel (BFIO) advises applicants on career opportunities and supports specific applications in cooperation with the German Federal Foreign Office. The Junior Professional Officer (JPO) programme offers interesting career opportunities in the United Nations.

Placements for Ballet Dancers, Magicians and Much More

ZAV Placement Services Performing Arts advises and places performing artists, filmmakers and other arts professionals in jobs. Its six locations regularly host auditions, workshops and castings so as to gain



an impression of the artists' potential areas of work. From a fifteen-minute gala performance to a three-day film shoot or a two-year contract at the theatre, the ZAV Placement Services Performing Arts can help fill a wide variety of job vacancies. Based on their own artistic curricula vitae, the placement staff have many years of industry knowledge and, therefore, collaborate on an equal footing with the employers. They work closely with people in creative and culture-related occupations in German-speaking countries and maintain working contacts all over the world. The ZAV Placement Services Performing Arts stands for international networks, regional proximity and a comprehensive market overview.