

Adaptation Measures for Nursing Staff

The accelerated skilled worker procedure (§ 81a AufenthG) is an instrument designed to facilitate and expedite the entry of qualified skilled workers from third countries. For nursing staff arriving in Germany through this procedure, adaptation measures play a crucial role, especially if their foreign qualifications do not fully align with German requirements.

The duration of adaptation measures for nursing staff entering Germany via the accelerated skilled worker procedure (§ 81a AufenthG) depends in practice on several factors. While the process is coordinated more efficiently when the immigration authority takes the initiative, the actual timeframe varies depending on the individual situation, the type of measure, and organizational capacity. Here is a detailed response:

Duration of Adaptation Measures in Practice

1. Coordination by the Immigration Authority:

- In the accelerated procedure, the immigration authority acts as the central point of contact and initiates the recognition process with the competent authority (e.g., district government or state health office). The recognition authority is expected to decide within two months of receiving all documents whether the qualification is equivalent or if adaptation measures are required. In practice, however, delays can occur due to incomplete documentation or additional inquiries.
- Once it is determined that adaptation measures are necessary, the actual qualification process begins only after the nursing staff has entered Germany (often via a visa under § 16d AufenthG).

2. Type and Duration of Measures:

- **Adaptation Course:** This is tailored to the identified deficits and typically lasts between **6 and 12 months** in practice, depending on the extent of the missing content (e.g., German nursing law, specific care procedures). Some federal states or providers offer condensed courses lasting **4–6 months** if the qualification shows only minor discrepancies.
- **Knowledge Examination:** There is no fixed duration here, as the nursing staff prepares independently or with support. Preparation can take **3–6 months**, depending on language proficiency (at least B2 required) and access to study materials. The examination itself is usually organized relatively quickly after registration, often within **1–2 months**.

3. Total Duration:

- From the start of the procedure to the commencement of work (including entry and adaptation), **9–18 months** may pass, even if the immigration authority acts swiftly. This is because entry (approximately 4 months in the accelerated procedure) and subsequent measures occur sequentially. In particularly efficient cases—e.g., with well-prepared applicants requiring minimal adaptation—a duration of **6–9 months** is realistic.

4. Influencing Factors:

- **Language Skills:** A lack of B2-level proficiency can extend the measures, as language courses may be required in parallel or beforehand.
- **Available Documentation:** Delays often arise if evidence from the country of origin is incomplete or difficult to obtain.

- **Local Capacities:** The availability of courses or examination dates varies by region and provider.

Known Organizations for Rapid Adaptation Measures

There are several organizations and institutions in Germany that specialize in fast and efficient adaptation measures for international nursing staff. Here are some examples:

1. Sana-Kliniken (e.g., Leipziger Land):

- They collaborate with providers of adaptation courses and offer tailored programs for foreign nursing staff. These often last **6–12 months** and are designed to be practical, allowing participants to be directly integrated into the clinics.

2. Diakonie Deutschland:

- The Diakonie offers adaptation courses in various regions, tailored to the needs of international nursing staff. They work closely with recognition authorities to speed up the process.

3. German Competence Center for International Professionals in Health and Care Professions (DKF):

- Supports employers and nursing staff in organizing the recognition process and connects them with providers offering rapid courses. They promote quick integration through standardized procedures.

4. Vocational Training Centers of the Bavarian Economy (bfz):

- In Bavaria and other regions, the bfz offers adaptation courses that can often be completed in **6–9 months**. They focus on practical orientation and close collaboration with clinics.

5. Private Providers such as Care with Care or Pflegecampus:

- These organizations specialize in recruiting and qualifying international nursing staff. They often offer comprehensive packages that include language courses, adaptation courses, and labor market integration, with durations of **6–12 months**.

Conclusion

When the immigration authority takes the initiative, the process up to entry can be completed within about **4 months**, followed by adaptation measures that take **6–12 months** in practice. Overall, **9–18 months** is realistic, though well-organized cases may be faster. Organizations like Sana-Kliniken, Diakonie, DKF, or bfz are known for offering efficient and relatively rapid programs, often in cooperation with employers and authorities. For maximum speed, it is advisable to establish contact with a provider even before entering the country.