

Engineers to Germany

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Madrid 27.05.2013



Bundesagentur für Arbeit

Zentrale Auslands-
und Fachvermittlung (ZAV)



International Placement Service (ZAV)



- ZAV is part of the German Public Employment Services
- 160 local job centers nationwide and the ZAV as a special unit
- 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 jobseekers to help themselves.



Contents

- The German Labor Market – most demanded professions
- The Labor Market for Engineers in Germany
- Working as an engineer in Germany – salaries, taxes and contributions to the social security system
- Looking for engineering jobs in Germany
- ZAV – your partner in recruitment
- Usefull Links

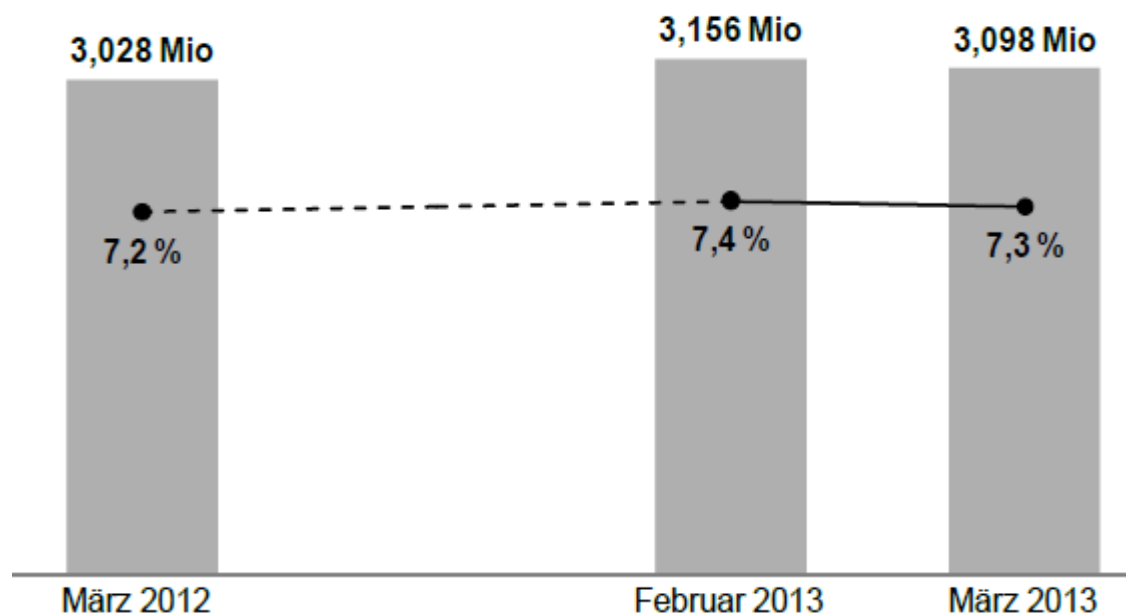


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The German Labour Market – level of the unemployment rate (March 2012, February and March 2013)





The German Labour Market – Future Prospects



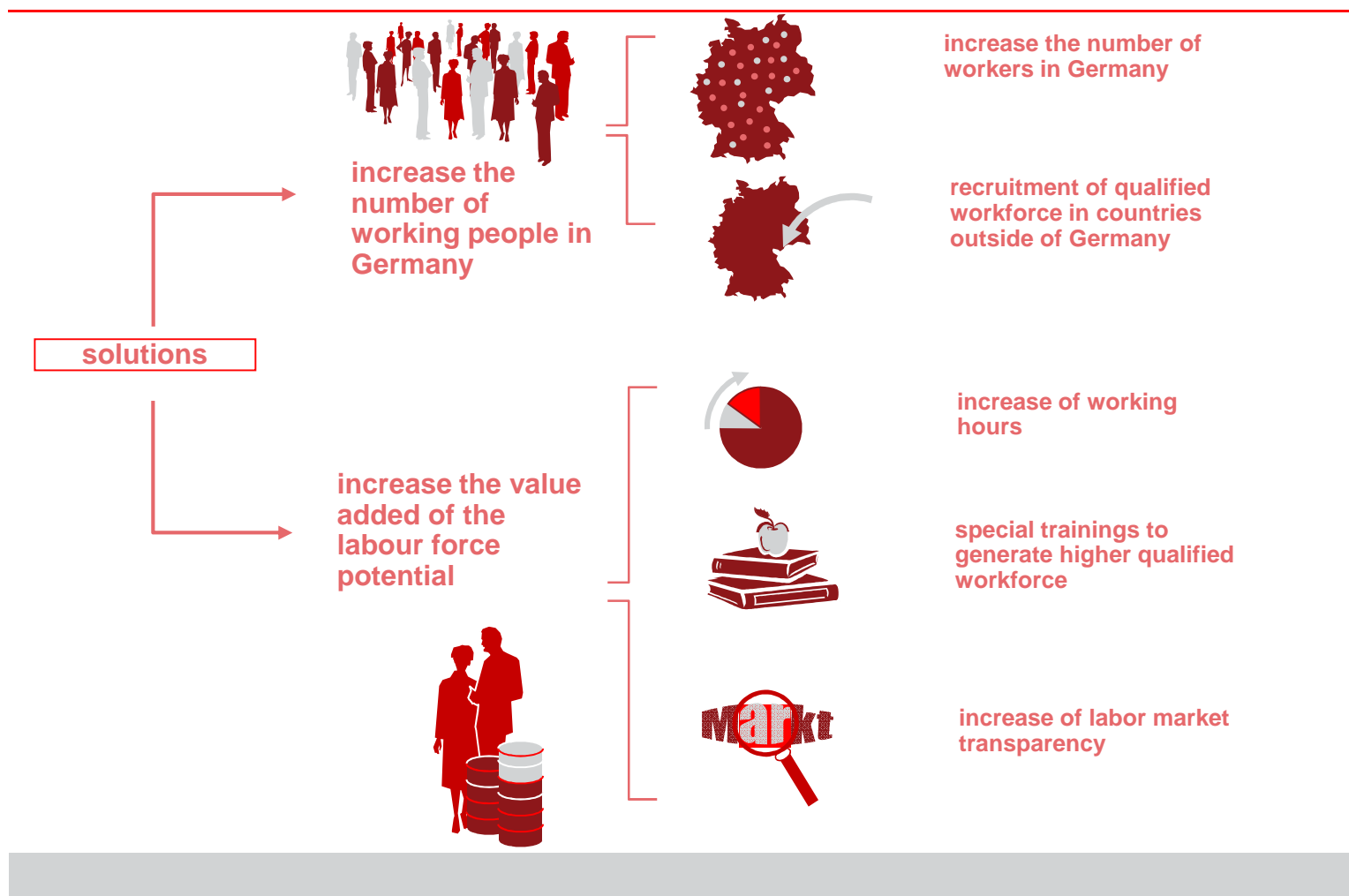
We will have to face a significant bottleneck of highly skilled workers 10 - 20 years from now in Germany - approximately 2 - 5 million experts will be missing

Bottleneck of skilled workers in Million Persons

Source	2020	2025	2030
IAB ¹		5,1	
Prognos ²	4,1		5,2
McKinsey ³	2,0		



The German Labour Market – helping the problem by a mix of measures





Engineers in Germany – Facts and Figures

- Germany has about 830.000 working engineers
- 2009: 53.000 engineers graduated from German universities
2011: 69.737 engineers graduated from German universities
- Increasing but still too small number of yearly graduates (app. 12,000 missing per year)
- High rate of retirement expected
 - more than 40% of all employed engineers are 45 years old and older
- large number of vacancies
- Long duration to fill vacancies: average 93 days



The German Labour Market – Identifying the recent demand

The guideline for ZAV's activities:

The “Engpassanalyse”

= a list of most demanded occupations issued by the German National Employment Services (Bundesagentur für Arbeit), updated once a year

You will find further information here:

<http://www.make-it-in-germany.com/en/working/which-occupations-are-in-demand/scientists-it-specialists/>

[http://statistik.arbeitsagentur.de/nn_4236/Statischer-Content/Statistische-Analysen/Interaktive-Visualisierung/ Engpassanalyse/Engpassanalyse.html](http://statistik.arbeitsagentur.de/nn_4236/Statischer-Content/Statistische-Analysen/Interaktive-Visualisierung/Engpassanalyse/Engpassanalyse.html)



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The German Labour Market

“Engpassanalyse”

abstract of the analysis:
professions in
engineering

Metal and welding engineering

Welding engineer

Steel and metal engineer (m/f)

Mechanical and automotive engineering professions

Flight engineer (m/f)

Engineer (m/f) - applied mechanics

Engineer (m/f) - automotive engineering

Engineer (m/f) - aerospace engineering

Engineer (m/f) - mechanical engineering

Engineer (m/f) - shipbuilding and marine engineering

Engineer (m/f) - process engineering

Mechatronics, energy and electronics professions

Engineer (m/f) - automation technology

Engineer (m/f) - electrical engineering

Engineer (m/f) - energy engineering

Engineer (m/f) - renewable energies

Engineer (m/f) - automotive electronics

Engineer (m/f) - television technology

Engineer (m/f) - information and communication technology

Engineer (m/f) - mechatronics

Engineer (m/f) - media technology/multimedia

Engineer (m/f) - microelectronics

Engineer (m/f) - microsystems technology

Engineer (m/f) - nanotechnology

Engineer (m/f) - optoelectronics

Engineer (m/f) - robotics, autonomous systems

Engineer (m/f) - sensor technology

Engineer (m/f) - technical cybernetics

Measurement engineer (m/f)

Technical research and development

Research and development engineer (m/f)

Commissioning engineer (m/f)

Product engineer (m/f)

Project engineer (m/f)

Construction engineer (m/f)

Engineer (m/f) - waste management

Engineer (m/f) - supply engineering



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Local shortage of engineers - December 2012

Engineers in mechatronics,
energy sector and electronics



engineers in mechanical and
automotive engineering





Labour Market for Engineers in Germany

- in automotive and mechanical engineering
- in mechatronics, electronics and in the energy sector
- in metal construction and welding technology
- in research and technological development (RTD)
- in CAD engineering, in the engineering design department and in model making
- in waste management and supply engineering

Additionally to working at companies directly there are many vacancies at the following kind of employers as well:

- Temporary work agencies (25%)
- Engineering (consultancies) offices (20%)
- Public sector (15%)



Salaries for Engineers

- Employees in Germany receive a monthly gross salary. Usually employers indicate gross salaries in their job offers.
- Contributions to social security and taxes are automatically deducted from the salary
- Salaries depend on sector, employer (tariff commitment or not) and the candidate's knowledge and work experience.



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Salaries for Engineers, period of first 6 months (2012)

Sector	entry level (€)
Mechanical Engineering	42.000
Automotive Engineering (Car Production)	45.000
Automotive Engineering (Parts Production)	42.000
Electronic Engineering	40.000
Energy Supply	36.000
Engineering consultancies/Offices	40.000
Information Technology	40.000

Links:

<http://www.vdi.de/karriere/gehaelter/>

<http://www.ingenieurkarriere.de/bewerberservice/beratung/gehaltscheck/gehaltscheck.asp>





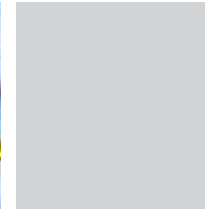
Project-Engineer in the Automotive Sector, *up to 2 years work experience*, single, no kids, in Bavaria, tax class 1, 40 h-week - Sample Salary Statement 2013:

	Month	Year
Salary	3583,33 €	43.000,- €
Social security contributions		
Pension Plan (Rentenversicherung, -9,45 %)	338,62 €	4.063,50 €
Unempl. insurance (Arbeitslosenvers., - 1,5 %)	53,75 €	645,00 €
Health insurance (Krankenversicherung, - 8,2 %)	293,84 €	3.526,00 €
<u>Long-term care insurance (Pflegevers., -1,275 %)</u>	<u>45,69 €</u>	<u>548,25 €</u>
Total Social Contributions	731,90 €	8.782,75 €
Taxation		
Solidarity tax, 5,5% of the income tax	46,34 €	556,11 €
Church tax, 9%, in Bavaria 8 % (Kirchensteuer)	67,41 €	808,92 €
Income tax (Lohnsteuer)	<u>842,58 €</u>	<u>10.111,00 €</u>
Total Taxation	956,33 €	11.476,03 €
Salary after deductions	1.895,10 €	22.741,22 €



Project-Engineer in the Automotive Sector, *3 and more years of work experience*, single, no kids, in NRW, tax class 1, 40 h-week - Sample Salary Statement 2013:

	Month	Year
Salary	4166,66 €	50.000,- €
Social security contributions		
Pension Plan (Rentenversicherung, -9,45 %)	393,75 €	4.725,00 €
Unempl. insurance (Arbeitslosenvers., - 1,5 %)	62,50 €	750,00 €
Health insurance (Krankenversicherung, - 8,2 %)	341,66 €	4.100,00 €
Long-term care insurance (Pflegevers., -1,275 %)	<u>53,12 €</u>	<u>637,50 €</u>
Total Social Contributions	851,03 €	10.212,50€
Taxation		
Solidarity tax, -5,5% of the income tax	58,88 €	418,27 €
Church tax -9 %, in Bavaria -8 % (Kirchensteuer)	85,65 €	1027,76 €
Income tax (Lohnsteuer)	<u>1070,58 €</u>	<u>12.847,00 €</u>
Total Taxation	1215,11 €	14.293,03 €
Salary after deductions	2.100,52 €	25.494,47 €



Looking for jobs in Germany

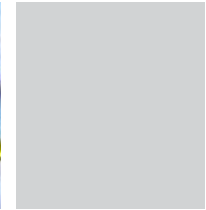
**German companies (global players) - well known worldwide:
Mercedes Benz, BMW, SIEMENS, Volkswagen, BASF, BAYER**

**German companies in the group of world champions in the
global market mainly belong to branches like:**

**Machine-building Industry,
Car production and Car parts or
Electrical Industry/High-Tech**

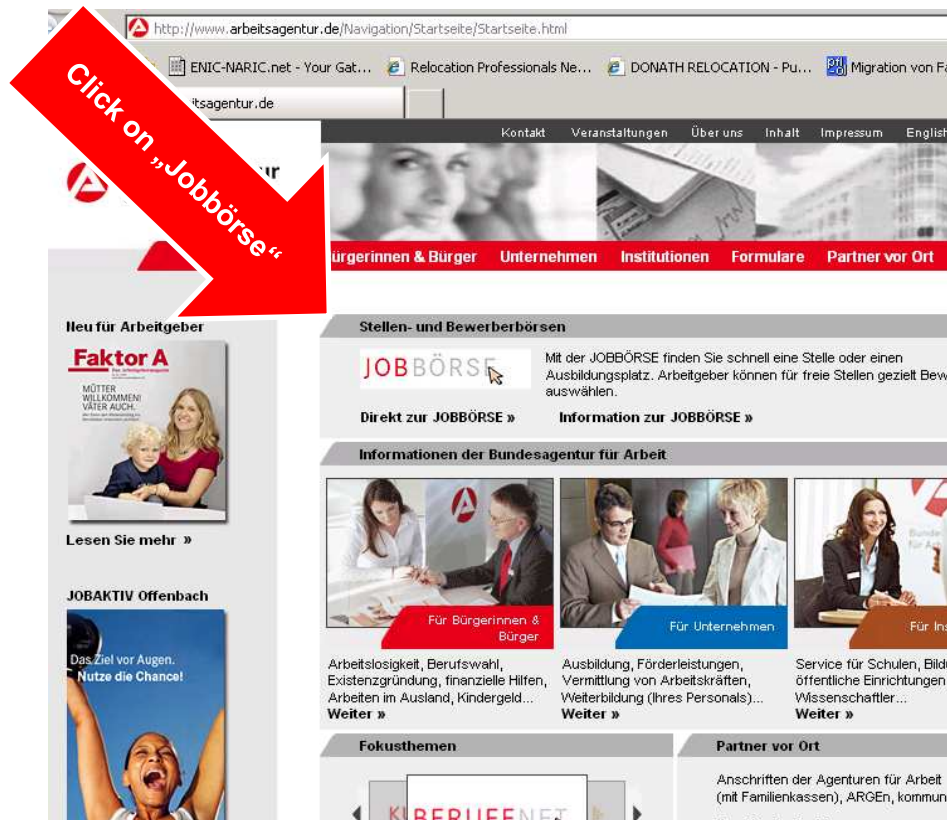
***There are about 1.500 German „world champion“ companies in
total. Among them there are 1.400 companies belonging to the
group of smaller or medium sized companies !!!!***

(KMU = kleine und mittelständische Unternehmen)



www.arbeitsagentur.de -> JOBBÖRSE

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



Click on „JOBBÖRSE“

Stellen- und Bewerberbörsen

JOBBÖRSE

Mit der JOBBÖRSE finden Sie schnell eine Stelle oder einen Ausbildungsplatz. Arbeitgeber können für freie Stellen gezielt Bewerber auswählen.

Direkt zur JOBBÖRSE » Information zur JOBBÖRSE »

Informationen der Bundesagentur für Arbeit

Für Bürgerinnen & Bürger

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

Für Unternehmen

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

Für Institutionen

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

Fokusthemen

Partner vor Ort

Anschriften der Agenturen für Arbeit (mit Familienkassen), ARGE, kommunale Arbeitsstellen



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JOBBÖRSE

3.519.944 Bewerberprofile

Meine JOBBÖRSE Anmelden

Für Arbeitsuchende

- » Bewerberprofil veröffentlicht
- » Arbeitsuchend melden
- » Bewerbungsmappe erstellen
- » Stellenangebote

Finden Sie eine passende Stelle

* Sie suchen

Suchbegriff(e)

Arbeitsort

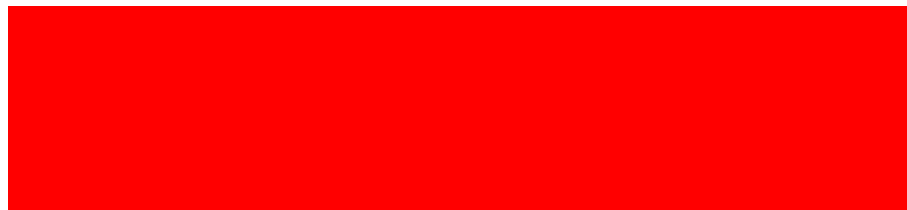
Suchen Erweiterte Suche

Enter your keywords



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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

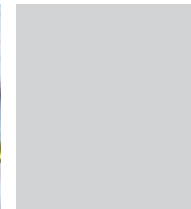
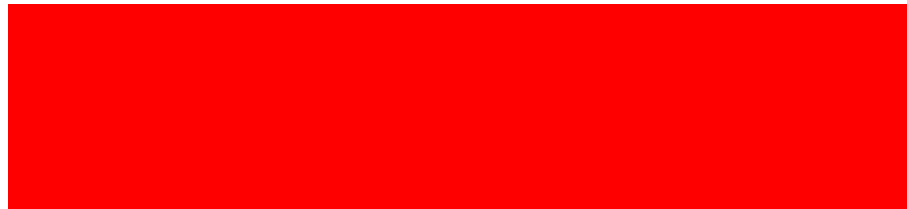
For more information on living and working in Germany check links below:

- <http://www.ba-auslandsvermittlung.de/deutschland>
- <http://www.br-online.de/alpha/deutschklasse/alltag/arbeitsurlaubnis.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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Living and Working in Germany

Download our latest brochure:

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

Information, advice, best practice of employees.

www.zav.de > Arbeiten in Deutschland

> find pdf-files there in German or English



ZAV – your partner in recruitment

Why taking advantage of ZAV's support ?

- As a special unit in the German Public Employment Services the ZAV has access to pre-checked job offers nationwide
- ZAV is using a tool which matches the candidate's skills and the employer's expectations in order to find out suitable job offers for the candidate
- ZAV is working together closely with the colleagues of the National Employment Services SEPE (partners in EURES)
- ZAV's service is free of charge



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ZAV – International Placement Service and EURES Germany

Zentrale Auslands- und Fachvermittlung (ZAV)
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Bonn, Federal Republic of Germany

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www.zav.de/ arbeiten-in-deutschland

www.ec.europa.eu/eures



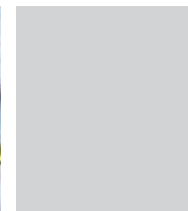
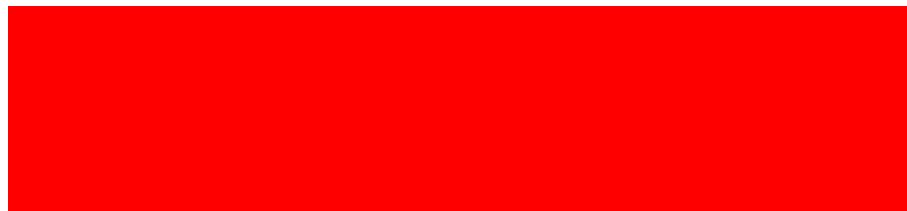
The Service of ZAV is free of charge!





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Thank you for your attention !

See you in Germany !

