

# Factsheet Secondary School Teacher Mobility to Germany



Version: Fall 2019

## Preliminary remarks

In Germany, recognition is often organised per *Bundesland*. This means that – depending on where you want to work – there is a different authority. The focus in this factsheet is on the *Bundesländer* that border on the Netherlands (North Rhine-Westphalia (NRW) and Lower Saxony (Nds.)). Where information is provided that relates to one of the two *Bundesländer*, this is indicated. Do you want to work somewhere else? Consult the website [anerkennung-in-deutschland.de](http://anerkennung-in-deutschland.de) to find the right competent authority.

## Alternatives instead of a recognition procedure



In North Rhine-Westphalia, it is possible to work without recognition in education, e.g. by working at a private school. You can also work as a *Vertretungslehrer/in*. Although the tasks are the same as those of a teacher, there are consequences, e.g. with regard to appointment and remuneration. There are also other [alternatives](#).



In Lower Saxony it is also possible to work in education without recognition, e.g. at private schools. It is also possible to work as a *Vertretungslehrer/in* (for a limited period of time) or with only one subject within the framework of the [Quereinstieg](#). Although the tasks are the same as those of a teacher, there may be differences in remuneration.

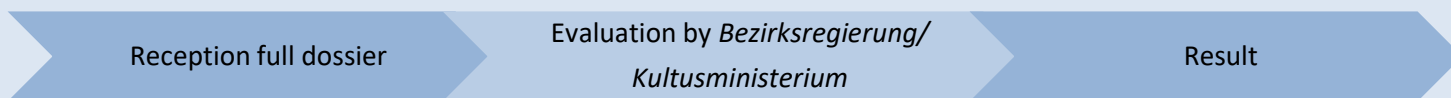
## Step 1 – Submission application for recognition

Submit a full application

- To the *Bezirksregierung Arnsberg* in case of mobility to North Rhine-Westphalia with an [EU diploma](#)
- To the *nds. Kultusministerium* in case of mobility to Lower Saxony with an [EU diploma](#): see the [Merkblatt](#) and the [Erklärungsvordruck](#)

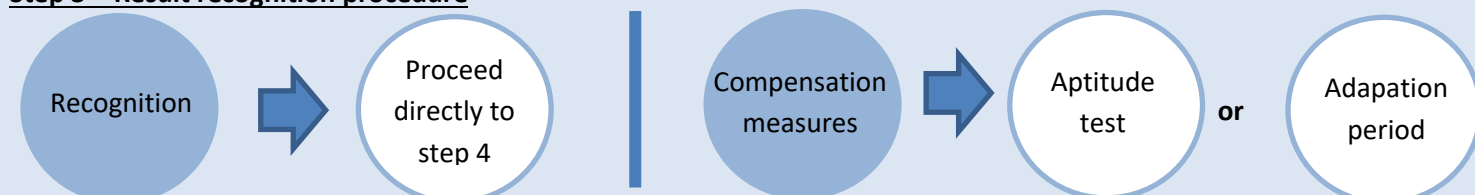
You will receive a confirmation stating whether any additional documents need to be sent.

## Step 2 – Processing of the dossier



Recognition is mainly based on the teaching qualification, training, and work experience. Authorities assess whether there is equivalence with the learning outcomes in the relevant legislation. For North Rhine-Westphalia these are the "*Lehrerausbildungsgesetz*" and the "*Anerkennungsverordnung Berufsqualifikation Lehramt NRW*". For Lower Saxony, this is the "*Niedersächsische Beamtengesetz*" ( § 16) and the "*Niedersächsische Laufbahnverordnung*" (§§ 35 ff).

## Step 3 – Result recognition procedure



If recognition cannot take place, compensation measures will be imposed. Such measures are imposed in case of substantial differences. In this case, the differences between German and foreign training are so great that they cannot be bridged by work experience. In practice, this happens quite often; it is only when a person has a lot of work experience that this is not necessary.

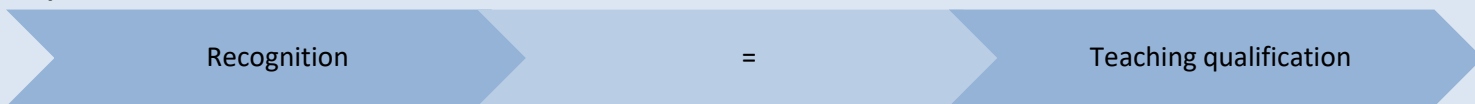
**North Rhine-Westphalia** – It can be advantageous to work as a *Vertretungslehrer* before the recognition procedure because you get to know practice. This can play a positive role during the recognition procedure. In relation to compensation measures, in most cases an adaptation period is followed in NRW. This way, you also work with a potential future employer. In order to follow such an adaptation period, you must demonstrate language proficiency at level C1 at the start of the adaptation period and be able to demonstrate level C2 as soon as possible after the start of the adaptation period. The average duration of the adaptation periods is 12 to 18 months, but they can last up to 3 years. You will be referred to a *Zentrum für schulpraktische Lehrerausbildung (ZfsL)*. If it appears during the adaptation period that you are progressing quicker, a possible reduction of the adaptation period can be discussed with the ZfsL. Aptitude tests may also be taken, but are not recommended if you have little work experience. It is advisable to gain sufficient information from the *Landesprüfungsamt für Lehrämter an Schulen* in Dortmund about the aptitude test: if in the end the test is not passed, recognition in the whole of Germany is no longer possible.

### Common differences

In the Netherlands, secondary school teachers often specialise in a single subject. In NRW and Nds, two subjects are usually required. Only for the subjects of music and art is it possible to teach only one subject.

**Lower Saxony** – Adaptation periods or aptitude tests are possible compensation measures. An adaptation period may consist of university courses and a practical part lasting up to 18 months. A minimum of C1 level language knowledge is required to complete an adaptation period. The aptitude test is a *Staatsprüfung*. However, it is not recommended if certain educational achievements are lacking or if you do not have any educational experience. It is therefore advisable to gain sufficient information before deciding to take the test. If the test has not been passed successfully, recognition in the whole of Germany is no longer possible.

### Step 4 – Labour market access



The positive decision to grant recognition directly constitutes the teaching qualification with which you can work. However, a number of documents are requested for employment by a future employer. These documents attest to language skills, good health, and personal aptitude.

### Further information?

The [IQ-Netzwerk](#) offers national advisory services to persons with foreign qualifications looking for recognition. The *Bundesinstitut für Berufsbildung* is the [German Assistance Centre](#) for the Professional Qualifications Directive.

### Attention!

- Completeness of documentation is essential: the processing time only starts with a complete file.
- Please note that in Germany more detailed information about the content of the training is generally requested (e.g. content of courses and number of hours). Completeness accelerates the procedure.
- This Factsheet is strictly informative in nature, no rights can be derived from it.

Costs	NRW	Nds.
Recognition procedure	Free	Free

### Possible additional costs

Certified translations (NRW and Nds. in case of documentation not in DE)  
Proof health status and personal aptitude (documents required for employment)

### Contact details authorities

North Rhine-Westphalia

Address

Bezirksregierung

Arnsberg

Dezernat 46.2

Laurentiusstraße 1

59821 Arnsberg

Telephone

General: +49 (0)2931 82 3235

Diploma's from:

- NL: +49 (0)2931 82 3215
- BE: +49 (0)2931 82 3259

Lower Saxony

Address

Niedersächsisches

Kultusministerium

Referat 35

Postfach 161

30001 Hannover

[poststelle@mk.niedersachsen.de](mailto:poststelle@mk.niedersachsen.de)

[https://www.mk.niedersachsen.de/startseite/service/anererkennung\\_auslandischer\\_bildungsabschlusse\\_zeugnisse/anererkennung-auslaendischer-bildungsabschlusse-zeugnisse-6493.html](https://www.mk.niedersachsen.de/startseite/service/anererkennung_auslandischer_bildungsabschlusse_zeugnisse/anererkennung-auslaendischer-bildungsabschlusse-zeugnisse-6493.html)

Telephone

General: +49 (0)511 120 0

Teaching at:

- *Gymnasien*: +49 (0)511 120 7263
- *Haupt- und Realschulen*: +49 (0)511 120 7271
- *Berufsbildende Schulen*: +49 (0)511 120 7257