

B-Solutions

“Roadmap and Factsheet for the Recognition of Qualifications for Highly Demanded Professions”

Step 1: Selecting Professions



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Step 1: Selecting Professions

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1. Introduction

The B-solutions project “Roadmap and Factsheet for the recognition of qualifications for highly demanded professions” is aimed at creating two practical documents for first line supporters and citizens. The roadmap provides information on the recognition process going beyond that information that is readily available online or via first line support services. The factsheet further supports citizens by raising their awareness on essential aspects of the recognition process.

The topic of the recognition of qualifications is characterised by a number of complexities. First of all, we may distinguish different types of recognition. Recognition for the purpose of accessing a profession is referred to as “professional recognition”,¹ which is again subdivided into two categories of professional recognition. The terms *de jure* and *de facto* professional recognition are used to describe the two subtypes of professional recognition. Despite being legal terms, they amount to a difference between regulated and unregulated professions.² Although both types of professions face challenges with regard to their mobility, the challenges they face are different in nature. Professionals exercising non-regulated professions face the difficulty that the host country is unfamiliar with their foreign qualification.³ For this category of professions, recognition depends on the approval of the future employer. The difficulties professionals in non-regulated professions face are mostly related to the fact that employers lack knowledge of what the education and training for a certain non-regulated profession consists of in another country.⁴

On the other hand, the mobility of professionals exercising regulated professions is heavily dependent on the approval (i.e. recognition) of a competent authority in a host country. In the EU, Directive 2005/36/EC as amended by Directive 2013/55/EU, also known as the Professional Qualifications Directive (PQD), is the most important legal instrument applicable to those individuals seeking to work in regulated professions across borders.⁵ According to that directive, regulated professions are those for which qualification requirements are laid down in legal, regulatory or administrative provisions.⁶ Qualifications, in turn, are defined as diplomas, certificates, attestations of competence, and work experience.⁷

The present study focuses on regulated professions (i.e. *de jure* professional recognition). Although the PQD provides for automatic recognition for some professions (mainly in medicine, industry,

¹ Another type of recognition is academic recognition which is related to the situation where a person goes to another Member State to follow education and training. This type of recognition will not be considered further in this study.

² L. Kortese, H. Schneider & A. Hoogenboom, Bijlagen: Toelichtingsnota “Verwezenlijking van een grondbeginsel: De wederzijdse erkenning van beroepkwalificaties”, ITEM Maastricht 2018, p. 1.

³ Communication from the Commission on recognition of qualifications for academic and professional purposes, COM(94) 596 final, p. 5.

⁴ L. Teerling, Erkenning en acceptatie van diploma’s in het beroepsonderwijs: Een speurtocht naar bestaande en vermeende problemen in de Nederlands-Duitse grensregio, EUREGIO Gronau 2018, p. 81.

⁵ Directive 2005/36/EC of the European Parliament and of the Council of 7 September 2005 on the recognition of professional qualifications, [2005] OJ L 255/22 as amended by Directive 2013/55/EU of the European Parliament and of the Council of 20 November 2013 amending Directive 2005/36/EC on the recognition of professional qualifications and Regulation (EU) No 1024/2012 on administrative cooperation through the Internal Market Information System (‘the IMI Regulation’), [2013] OJ L 354/132. The consolidated version of the Professional Qualifications Directive may be consulted via the following link: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:02005L0036-20160524>.

⁶ Article 3(1)(a) Professional Qualifications Directive.

⁷ Article 3(1)(b) Professional Qualifications Directive.

commerce and crafts), the majority of professionals exercising regulated professions obtain recognition under the directive's General System. That System leaves ample discretion to Member State competent authorities to evaluate professional qualifications in regard to content.

When it comes to regulated professions whose recognition takes place under the PQD's General System,⁸ individuals may be faced with complex procedures set to determine whether they are able to obtain recognition and may finally get to work in another country. In this context, recognition procedures for regulated professions are often accused of being intransparent, time-consuming and sometimes even discouraging of mobility. Well-running recognition procedures are important to facilitate cross-border employment. In case recognition procedures are flawed, they may be detrimental to mobility by resulting in the loss of a job opportunity or a decision to abandon cross-border work. Not only does this harm cross-border employment and mobility, it also hampers optimal resource allocation and the realisation of EU free movement rights.

The objective of this B-solutions project is to enhance the transparency of recognition procedures for regulated professions by means of the development of roadmaps and factsheets. However, enhancing the transparency of recognition procedures is a challenging feat. The topic is paired with vast amounts of fragmentation. First of all, Member States are allowed to determine whether they want to regulate a profession and how to do so.⁹ Often the decision to regulate a profession is connected to the protection of consumers, in particular in relation to information asymmetries existing between the professional and the service recipient. If a profession is then regulated, Member States must designate a competent authority tasked with taking recognition decisions of the qualifications held by foreign nationals.¹⁰ Whereas some countries have centrally organised authorities, others do not. This study concerns the Dutch border region, thereby comprising the territories of the Netherlands, Belgium, North Rhine-Westphalia and Lower Saxony. Whereas the Netherlands has centrally organised competent authorities, Belgium and Germany do not.

The high level of fragmentation of legislation and actors involved in the recognition of qualifications calls for a selection of professions to be made after which roadmaps and factsheets may be developed. In this study, the focus is placed on highly demanded regulated professions identified from existing activities on cross-border employment. In this publication, we first explore different initiatives establishing rankings of highly demanded professions as established by national and regional employment services. Next, we will compose a list of highly demanded regulated professions from which an ultimate selection will be made for which roadmaps and factsheets are to be developed in the second phase of this project.

⁸ The Professional Qualifications Directive also includes two systems for automatic recognition. This type of recognition is mainly available for professions in the health care sector as well as for professionals exercising professions in crafts, commerce and industry. These professionals may gain automatic recognition on the basis of minimum training conditions (i.e. harmonized education and training) or professional experience. As recognition for these professionals is automatic due to agreements made at the European level in the Professional Qualifications Directive, these professions are not considered in this study. Instead, the present research focuses on General System professions, meaning professions for which qualifications are evaluated in terms of content during the recognition process.

⁹ Case 222/86 *Heylens*, EU:C:1987:442, para. 10; Case C-340/89 *Vlassopoulou* EU:C:1991:193, para. 9.

¹⁰ Article 3(1)(d) Professional Qualifications Directive.

2. Defining Highly Demanded Professions & Exploring National Rankings

The first step in the process of developing roadmaps and factsheets for highly demanded regulated professions relates to the selection of those professions. In order to assemble a list, it is important to pay attention to what is actually understood by the term “highly demanded profession”. As of yet, statistical data on the labour market and the professions that are in high demand is mostly restricted to the national or regional level and is compiled by employment services central to a certain Member State or region. In this study, we will explore the existing lists of highly demanded professions as established by the employment services in the Dutch border region, comprising the area of the Netherlands with Belgium, North Rhine-Westphalia and Lower Saxony.

In the Netherlands, the Employee Insurance Agency (*Uitvoeringsinstituut Werknemersverzekeringen – UWV*) creates overviews of professions that are in high demand. The UWV distinguishes between *krachteberoepen* (shortage professions) and *overstapberoepen* (transfer professions). Whereas shortage professions are those for which the labour market is tight and where there are many vacancies in relation to the number of registered jobseekers, transfer professions are logical occupations certain professionals may transition into which provide better job opportunities than the previous occupation.¹¹ Despite the differences between these categories of professions, both are considered as *kansrijke beroepen* or *kansberoepen* (promising professions), indicating that both categories of professions are considered to provide good opportunities for work. The latest publication by the UWV on promising professions dates from Fall 2018.¹² It is important to indicate which professions are promising in order to be able to inform jobseekers and unemployed persons about professions offering good employment opportunities. In order to establish a selection of professions UWV analyses data on vacancies, the number of registered jobseekers and the number of persons who find a job after a period of unemployment.¹³

In Belgium, the employment services are not organized centrally. Instead, they are organized per Community meaning attention should be paid to initiatives by the *Vlaamse Dienst voor Arbeidsbemiddeling en Beroepsopleiding – VDAB* (Flemish Community), *le Forem* (French Community), and the *Arbeitsamt der Deutschsprachigen Gemeinschaft Belgiens* (German-speaking Community). The lists of professions compiled by these organisations may be consulted in the Annex.

Starting with the VDAB, the organization publishes yearly overviews of so-called *knelpuntberoepen* (shortage professions) for the Flemish Community. Shortage professions are those for which employers experience difficulties to find suitable candidates.¹⁴ There are three possible causes of shortages: quantitative, qualitative, and specific labour market circumstances.¹⁵ The compilation of the list takes place after a statistical analysis of vacancies reported to the VDAB combined with qualitative information from industry associations and VDAB experts.¹⁶ VDAB employs statistical

¹¹ Werk.nl, ‘Begrippenlijst’, https://www.werk.nl/werk_nl/arbeidsmarktinformatie/begrippenlijst#paragraaf8_K.

¹² UWV, ‘Kansberoepen – Update najaar 2018’, <https://www.werk.nl/xpsimage/wdo218695>.

¹³ Werk.nl, ‘Kansberoepen: voldoende tot goede kansen op werk’, https://www.werk.nl/werk_nl/arbeidsmarktinformatie/sector-beroep/kansrijke-beroepen/kansberoepen.

¹⁴ VDAB, ‘Knelpuntberoepenlijst’, <https://www.vdab.be/trends/vacatureanalyse.shtml>.

¹⁵ VDAB, ‘Knelpuntberoepen in Vlaanderen 2018’, https://www.vdab.be/sites/web/files/doc/trends/Knelpuntberoepen_2018.pdf.

¹⁶ Ibid.

indicators such as the minimum number of jobs and the fulfillment rate to identify those professions that are experiencing the most pressing shortages.

In the French Community, Forem is responsible for keeping track of highly demanded professions. The *fonctions critiques et en pénurie* are those occupations for which enterprises are experiencing difficulties in recruiting staff.¹⁷ Forem distinguishes those professions which are critical (*critique*) from those which are scarce (*en pénurie*). Whereas critical professions are those for which the causes of shortages are qualitative (e.g. candidates do not have the required experience or qualifications), scarce professions are those for which the shortage of workers has quantitative causes (i.e. there are too little registered job seekers at Forem to satisfy the employment opportunities known to Forem).¹⁸ As is the case for the VDAB, the list is compiled after statistical analysis and expert consultation. In particular, Forem calculates a satisfaction rate for employment opportunities on the basis of information that companies communicate as to whether or not the recruitment for which they relied on the services of Forem was successful.¹⁹ Forem categorizes professions as critical if the satisfaction rate for certain positions within a profession is below the average of all professions *and* the time to fill a vacancy is greater than the average of all professions.²⁰ From those professions which are critical, Forem identifies those which are scarce by calculating “l’indice de tension” (tension index).

The *Arbeitsamt der Deutschsprachigen Gemeinschaft* also composes its own list of *Mangelberufe* (shortage professions).²¹ In order to determine which professions in the German-speaking Community experience particular shortages, the *Arbeitsamt* employs its own method which consists of relating the number of jobseekers to the number of job vacancies.²² In particular, a profession is considered a shortage profession when there were at least 5 job offers in the German-speaking Community for which the vacancy rate was below the average of all vacancies in the previous year. Additionally, the *Arbeitsamt* examines whether the time to fill a vacancy was above average. Apart from these aspects, the *Arbeitsamt* also examines how many jobseekers were registered in a certain occupational group (i.e. the number of potential applicants per vacancy) and consults with job mediators and other labour market experts.

In Germany, the *Bundesagentur für Arbeit* publishes regular analyses of shortages of skilled labour. In its *Fachkräfteengpassanalyse*, the *Bundesagentur* assesses the skilled labour situation in Germany on the basis of statistical data such as the number of reported vacancies and registered unemployed persons.²³ That publication focuses on the presence of a *Fachkräftemangel* (skills shortage). In particular, such a shortage exists when there are not enough qualified workers for the available

¹⁷ Le Forem, ‘Fonctions critiques et métiers en pénurie’, <https://www.leforem.be/former/horizonemploi/metier/index-demande.html>.

¹⁸ C. Dalla Valle et al., *Métiers en tension de recrutement en Wallonie – Liste des métiers/fonctions critiques et en pénurie (Hors métiers de l’enseignement): Liste 2018*, Le Forem 2018, p. 3.

¹⁹ Ibid.

²⁰ Ibid.

²¹ Arbeitsamt der Deutschsprachigen Gemeinschaft Belgiens, ‘Liste der Mangelberufe in der Deutschsprachigen Gemeinschaft – Gültig für 2018-2019’, http://www.adg.be/PortalData/46/Resources/dokumente/artikel-dokumente/Mangelberufe_fuer_2018-2019.pdf.

²² Arbeitsamt der Deutschsprachigen Gemeinschaft Belgiens, ‘Mangelberufe’, http://www.adg.be/desktopdefault.aspx/tabid-5401/9347_read-50919/.

²³ Bundesagentur für Arbeit, *Fachkräfteengpassanalyse*, Juni 2018, p. 5; Bundesagentur für Arbeit, ‘Statistik’, <https://statistik.arbeitsagentur.de/>.

vacancies.²⁴ The analysis made by the *Bundesagentur* consists of three steps.²⁵ In the first step, the *Bundesagentur* makes an initial selection of professions after assessing the vacancy periods of registered jobs, the number of jobs registered at the *Bundesagentur*, number of unemployed persons, and the profession-specific unemployment rate. Professions are only included in the first selection if there are at least 60 available positions in one year. Furthermore, professions are included if the vacancy time is over 30% higher than average, there are less than 200 unemployed persons for every 100 vacancies for *Fachkräften* (skilled workers) and *Spezialisten* (specialists),²⁶ and the occupation-specific unemployment rate does not exceed 3%. The second step concerns the validation of the professions identified in the first round by using additional expertise to evaluate additional statistical data and further information. In the final round, the *Bundesagentur* conducts an analysis focused on the German *Bundesländer* seeking to verify that the federal level professions are also needed at the level of the *Bundesländer* and to see whether additional professions may be identified.

As the preceding paragraphs have shown, the national or regional employment services maintain different definitions for professions that are in high demand and have different ways of establishing their rankings. Despite the existing differences, we may perceive a similarity, namely that the professions in high demand are those for which there are currently shortages of (skilled) employees on the labour market.

In this study, we will use the term “highly demanded professions” to describe those professions in which opportunities lie for citizens. We therefore approach the labour market from the perspective of the individual looking to take up a profession providing him or her with ample employment opportunities. This perspective is most similar to that maintained by the UWV in its list of *kansberoepen* (promising professions). Conversely, those professions where opportunities lie for individuals are also those professions for which labour market shortages exist. Therefore, the definition of a highly demanded profession maintained in this study is in keeping with national labour market initiatives mapping professions which are experiencing shortages of potential employees. In the following sections, we will explore the rankings of such professions in the Netherlands, Belgium, and Germany (in particular North Rhine-Westphalia and Lower Saxony) and create a single list of highly demanded and regulated professions for the aforementioned border region.

3. Compiling the B-Solutions List of Highly Demanded Professions

The previous Section has shown that there are different employment services using different methods to compile overviews of highly demanded professions. In this Section, we attempt to combine the national initiatives to come to a single list of highly demanded professions for the Dutch border area comprising the Netherlands, Belgium, North Rhine-Westphalia and Lower Saxony. In order to come to this consolidated list, we apply a number of steps.

First of all, the national and regional initiatives establishing highly demanded professions contain both regulated and unregulated professions. In this study, we focus on regulated professions on which the

²⁴ Ibid.

²⁵ Ibid., p. 27-28.

²⁶ For *Experten* the *Bundesagentur* maintains a criterion of less than 400 unemployed for every 100 vacancies.

General System of the Professional Qualifications Directive applies. The first step in compiling the list for this study was to filter out the regulated professions to which the General System applies.

Furthermore, national or regional initiatives included in this study establish which professions are highly demanded for the entire territory to which they pertain. Where possible, we tried to ensure the relevance of a certain profession for the area along the Dutch border. Where there is a possibility to focus on highly demanded professions within a specific region, the exact region of focus is indicated for the labour market initiative at hand.

The next step in establishing our list of regulated professions relates to the selection of General System professions that are regulated in all Member States taken up in this study. In order to verify which are the corresponding professions among the Member States taken up in this study we use the jobseeker wizard in the European Commission's Regulated Professions Database.²⁷

Finally, an ultimate selection is made. For considerations related to feasibility, this project focuses on an ultimate selection of three highly demanded regulated professions. Ideally, the ultimate selection of three highly demanded regulated professions features three professions from the three sectors in which most highly demanded professions today are located, namely the healthcare, social and technical sectors. In order to identify this ultimate selection, we look at additional labour market initiatives.

3.1 Creating National/Regional Shortlists

3.1.1 The Netherlands

Starting with the Netherlands and the overview compiled by UWV (taken up in Annex A), we may identify the following shortlist of General System regulated professions in the Netherlands:

- *Kraanmachinist (mobiele kraan, torenkraan)*
- *Deskundig asbestverwijderaar/sloper*
- *Scheepswerktuigkundige*
- *APK-keurmeester*
- *Verzorgende IG*
- *Nurse practitioner/verpleegkundig specialist*
- *Medisch specialist:*
 - *Spoedeisende hulp (seh)*
 - *Arts voor verstandelijk gehandicapten*
 - *Jeugdgezondheidszorg*
 - *Verslavingsarts*
- *Gz-psycholoog, klinisch psycholoog*
- *Optometrist*
- *Logopedist*
- *Ergotherapeut*

²⁷ European Commission, 'Regulated Professions Database – Jobseeker Wizard', <http://ec.europa.eu/growth/tools-databases/regprof/index.cfm?action=homepage>.

- *Fysiotherapeut*
- *Apothekersassistent*
- *Mondhygiënist*
- *Radiodiagnostisch laborant*
- *AA-accountant*
- *Registeraccountant*
- *Kandidaat notaris*
- *Advocaat*
- *Medewerker kinderopvang*
- *Leerkracht basisonderwijs*
- *Leerkracht (voortgezet) speciaal onderwijs*
- *Docent:*
 - *Nederlands, Engels, Frans Duits*
 - *Klassieke talen*
 - *Exacte vakken*
 - *Economie*
 - *Techniek/ICT*
- *Brandwacht/medewerker brandweer/brandweerman*

It is important to note that this list provides an overview for the whole of the Netherlands and that differences may occur among regions.²⁸ The UWV makes regional data available.²⁹ In order to ensure that the final list of professions is relevant for this study, the abovementioned professions were compared to the highly demanded professions in the Dutch Provinces at the borders with Belgium and Germany for which the UWV's tension indicator indicates that the labour market is tight or very tight.³⁰ Following this exercise, it may be perceived that the professions of *verzorgende IG* (second level nurse), *AA-accountant* (auditor/accountant), *register-accountant* (accountant/tax advisor), *artsen* (doctors), *laboranten* (lab technicians) and *docenten* (secondary school teachers) are particularly relevant in the Dutch Provinces bordering Belgium and Germany.

3.1.2 Belgium

In Belgium, the employment services are organized at the level of the Communities. Section 2 has shown that each of the employment services (VDAB, Forem and the Arbeitsamt DG) maintain their own lists of highly demanded professions. These initiatives will be considered below.

When focusing on the Flemish Community and the list of the VDAB (to be consulted in Annex B.1), the following shortlist of General System regulated professions may be identified:

- *Boekhouder (gespecialiseerd)*
- *Landmeter*
- *Bewakingsagent (in case he/she is head of a security firm)*

²⁸ UWV, 'Kansberoepen – Update najaar 2018', <https://www.werk.nl/xpsimage/wdo218695>.

²⁹ Via <https://www.arbeidsmarktcijfers.nl/Default.aspx>.

³⁰ Groningen, Drenthe, Regio Zwolle, Twente, Stedendriehoek en Noordwest Veluwe, FoodValley, Midden-Gelderland, Rijk van Nijmegen, Achterhoek, Rivierenland, Zeeland, West-Brabant, Noordoost-Brabant, Zuidoost Brabant, Helmond-De Peel, Noord-Limburg, Midden-Limburg, Zuid-Limburg.

- Arts:
 - *Spoed*
 - *Endocrinologie*
- *Kinésithérapeut*
- *Zorgkundige*
- *Leerkracht secundair onderwijs:*
 - *Technische vakken*
 - *Wiskunde*
 - *Frans*
- *Rijinstructeur*

The VDAB list of highly demanded professions is explained in a report.³¹ That report also indicates the number of vacancies VDAB received per Province in the Flemish Community. Four out of five of the Community's Provinces border on the Netherlands (West-Vlaanderen, Oost-Vlaanderen, Antwerpen, Limburg). When looking at the professions for the aforementioned regions, it may be seen that *boekhouders* (accountants), *kinesitherapeuten* (physiotherapist), *zorgkundigen* (nurse assistant) and *leerkrachten* (secondary school teachers) are needed in all four Provinces bordering the Netherlands. On the other hand, the professions of *landmeter* (surveyor), *arts* (doctor), *gespecialiseerd verpleegkundige* (specialized nurse), *dentaaltechnicus* (dental technician) and *rijinstructeur* (driving instructor) are only relevant to some of those regions. Furthermore, the professions of *bewakingsagent* (security guard) has a high number of vacancies in Vlaams-Brabant (not bordering the Netherlands) and a low number of vacancies in the other four Provinces. The VDAB report furthermore shows that the abovementioned professions differ in size, meaning more vacancies were registered for some of the professions than for others. In this context, the professions with over a 1000 registered vacancies are accountants, security guards, nurse assistants and secondary school teachers. The last category of professionals has the most vacancies by far (8.959). By contrast, the professions having less vacancies (under 200) are surveyors, doctors, specialized nurses, opticians, dental technicians, and driving instructors. Physiotherapists are located between the two categories with 789 vacancies.

Moving on to the French Community, the shortlist based on the list of highly demanded professions by Forem (full list in Annex B.2) is as follows:

- *Comptable*
- *Infirmier-ière en soins spécialisés*

As far as a regional demarcation is concerned, there is only one Province in the French Community that borders on the Netherlands, namely the Province of Liège. Statistics from Forem show that most opportunities for work as *comptable* (accountant/tax advisor) lie in that Province (33% of employment opportunities in 2017).³² The percentage of employment opportunities for *infirmiers-ières en soins*

³¹ VDAB, Studie – Knelpuntberoepen in Vlaanderen 2018, https://www.vdab.be/sites/web/files/doc/trends/studie_knelpuntberoepen.pdf.

³² Forem, 'Métiers et professions – technicien/technicienne des services comptables (12142) – Analyse', <https://www.leforem.be/Horizonemploi/rome/12142.html>.

spécialisés (specialised nurses) is a lot lower in the Province of Liège with only 9% of employment opportunities for specialised nurses in 2017.³³

Finally, the German-speaking Community also maintains its own list of *Mangelberufe* from which the following General System professions could be identified:

- *Pflegehelfer*
- *Lehrer für Oberstufe Sekundarschule (AESS)*
- *Lehrer für Unterstufe Sekundarschule (AESI)*
- *Primarschullehrer*
- *Buchhalter*

No further region specific regulated professions may be identified for the German-speaking Community.

3.1.3 Germany

The *Bundesagentur für Arbeit* establishes an overview of highly demanded professions for the whole of Germany. When focusing on the professions to which the General System of the PQD applies, the list (included in Annex C) is as follows:

- *Ingenieur/in*
 - *Fahrzeugbau*
 - *Fahrzeug*
 - *Fahrzeugtechnik*
 - *Schiene/fahrzeugtechnik*
 - *Kraftfahrzeug*
 - *CAD/CAM*
 - *CAE*
 - *Konstruktion*
- *Podologe/Podologin*
- *Gesundheits- und kinderkrankenpfleger/in*
- *Kinderkrankenschwester/-pfleger*
- *Dialysefachkraft*
- *Fachkrankenschwester/-pfleger*
 - *Endoskopie*
 - *Intensivpflege/Anästhesie*
 - *klinische Geriatrie*
 - *Nephrologie*
 - *Onkologie*
 - *Operationsdienst*
 - *Palliativ- und Hospizpflege*
 - *Psychiatrie*
 - *Rehabilitation/Langzeitpflege*
- *Pflegefachkraft*
 - *Onkologie*
 - *Palliativpflege*

³³ Forem, 'Métiers et professions – Infirmier/infirmière de service spécialisé (24122) – Analyse', <https://www.leforem.be/Horizonemploi/rome/24122.html>.

- Rehabilitation
- *Arzt/in*
 - *Not*
 - *Prüf*
 - *Stations*
- *Sportmediziner/in*
- *Physiologe/Physiologin*
- *Umweltsmediziner/in*
- *Physiotherapeut/in*
- *Sportphysiotherapeut/in*
- *Logopäde/Logopädin*
- *Altenpflegeassistent/in*
- *Altenpfleger/in*
- *Fachaltenpfleger/in:*
 - *Klinische Geriatrie/Rehabilitation*
 - *Onkologie*
 - *Palliativ- und Hospizpflege*
 - *Psychiatrie*
 - *Schmerztherapie/Onkologie/Palliativmedizin*
- *Augenoptikmeister/in*
- *Hörgeräteakustikmeister/in*
- *Orthopädietechnikermeister/in*
- *Zahntechnikermeister/in*

Apart from establishing an overview of highly demanded professions for the whole of Germany, the *Bundesagentur* also indicates which professions are particularly demanded in the *Bundesländer*. Although no additional highly demanded professions were reported for North Rhine-Westphalia, some were reported for Lower Saxony.³⁴ In particular, professions in *Elektrotechnik* (electrical engineering), *Bodenverlegung* (floor laying), and *IT-Systemanalyse, Anwenderungsberatung und IT-Vertrieb* (IT system analysis, user consultation and IT sales) are professions that are in extra high demand in Lower Saxony. However, as none of these professions are regulated, they will not be considered further.

3.2 The B-solutions shortlist

In order to create the shortlist of professions for this B-solutions initiative a number of steps were undertaken. First of all, the professions were cross-referenced by using the jobseeker wizard on the European Commission's Regulated Professions Database.³⁵ Professions that were only mentioned on one national or regional list were removed from the selection. Professions that were mentioned on the lists of two or more territories were taken up in the final shortlist. Finally, the profession of specialised nurse was taken up although the professions is only regulated in Belgium and Germany because it is also a highly demanded profession in the Netherlands (despite being an unregulated profession there).

³⁴ Bundesagentur für Arbeit, Fachkräfteengpassanalyse, Juni 2018, p. 23-24.

³⁵ European Commission, 'Regulated Professions Database – Jobseeker Wizard', <http://ec.europa.eu/growth/tools-databases/regprof/index.cfm?action=homepage>.

Netherlands-Belgium	Netherlands-Germany	Netherlands-Belgium-Germany	Belgium-Germany (unregulated in the Netherlands)
<p><u>Second level nurse</u></p> <ul style="list-style-type: none"> – NL: Verzorgende IG – BE: Zorgkundige/Aide-soignant/Pflegehelfer <p><u>Accountant</u></p> <ul style="list-style-type: none"> – NL: Registeraccountant – BE: Boekhouder/Comptable/Buchhalter <p><u>Secondary school teacher</u></p> <ul style="list-style-type: none"> – NL: Leraar – BE: Leraar/Professeur de l’enseignement secondaire/Lehrer <p><u>Primary school teacher</u></p> <ul style="list-style-type: none"> – NL: Leerkracht basisonderwijs – BE: Basisonderwijs leraar/Instituteur primaire/Primarschullehrer 	<p><u>Speech and language therapist</u></p> <ul style="list-style-type: none"> – NL: Logopedist – DE: Logopäde/Logopädin 	<p><u>Doctor – emergency care</u></p> <ul style="list-style-type: none"> – NL: Arts spoedeisende hulp (SEH) – BE: Spoedarts – DE: Notarzt <p><u>Physiotherapist</u></p> <ul style="list-style-type: none"> – NL: Fysiotherapeut – BE: Kinésithérapeut/Kinésithérapeute/Physiotherapeut – DE: Physiotherapeut/in 	<p><u>Specialised nurse</u></p> <ul style="list-style-type: none"> – BE: Gespecialiseerd verpleegkundige/Infirmière en soins spécialisés – DE: Fachkrankenschwester/Pfleger – NL: Gespecialiseerde verpleegkundige

For considerations related to feasibility, it was proposed that the project would focus on an ultimate selection of three highly demanded regulated professions. In the proposal for the Roadmap & factsheet project, the suggestion was made to focus on the three sectors in which most highly demanded professions today are located, namely the healthcare, social and technical sectors. As the analysis in this document shows, there is only a limited amount of highly demanded professions to which the General System applies. In particular, there are very few highly demanded General System regulated professions in the technical sector. Most of these professions are eligible for automatic recognition on the basis of professional experience and therefore lie beyond the scope of this study. The national and regional lists as well as the shortlist above show that the healthcare sector is in high demand. As far as the social sector is concerned, there were no matching professions to be found for the Netherlands, Belgium, North Rhine-Westphalia and Lower Saxony. An unexpected highly demanded profession is that of accountant, which is in high demand in the Netherlands and all three Belgian Communities.

In order to come to this selection it was suggested that the shortlist be compared to additional existing labour market initiatives. Examples of such existing initiatives were the Benelux expert group on the transferability of qualifications which has a list of highly demanded professions, the Interreg project Euregio Xperience which focuses on stimulating young individuals to explore the cross-border labour market between the Netherlands and Germany,³⁶ and the Euregio barometer which indicates where opportunities lie for cross-border work.³⁷ However, an issue arises in relation to these initiatives. The shortlist of General System regulated professions mostly contains professions related to a higher education qualifications. The aforementioned initiatives focus on professions for which a VET-level qualification is necessary. Accordingly, the only profession that matches the aforementioned initiatives as well as the shortlist above is that of second level nurse.

Following the abovementioned selection of labour market initiatives it is clear that the profession of second level nurse is of particular importance and should thus be included in the present study. When it comes to the second and third professions to be included the professions of secondary school teacher and physiotherapist are suggested. This especially considering the fact that they are two of the most mobile professions in the EU according to the European Commission's regulated professions database.³⁸ Furthermore, maintaining the profession of secondary school teacher guarantees some differentiation as to sectors. This means that the ultimate selection of professions for which roadmaps and factsheets are to be developed in the context of this B-solutions is as follows:

- Second level nurses
 - NL: Verzorgende IG
 - BE: Zorgkundige/Aide-soignant/Pflegehelfer
 - DE: Kranken-pflegerhelfer/in

³⁶ Euregio Rhine-Meuse-North, 'Euregio Xperience', <http://euregio-rmn.de/projecten/euregio-xperience-2/>.

³⁷ Ler(n)ende Euregio, Arbeidsmarktbarometer Euregio Rijn-Waal, <http://www.euregiobarometer.com/nl/>.

³⁸ European Commission, 'Ranking for establishment', http://ec.europa.eu/growth/tools-databases/regprof/index.cfm?action=stat_ranking&b_services=false.

- Physiotherapists
 - NL: Fysiotherapeut
 - BE: Kinesitherapeut/Kinéstherapeute/Physiotherapeute
 - DE: Physiotherapeut

- Secondary school teachers
 - NL: leraar voortgezet onderwijs
 - BE: leraar secundair onderwijs/Lehrer Sekundarschule/Professeur de l'enseignement secondaire
 - DE: Lehrer

In the second phase of the B-solutions project, roadmaps and factsheets will be developed for the three abovementioned professions. Furthermore, the recognition procedures for each of these professions will be assessed for *all* the territories included in the study (i.e. Netherlands, Belgium, North Rhine-Westphalia and Lower Saxony).

Annex A – List of Highly Demanded Professions UWV

The list below originates from the UWV's publication *Kansberoepen – Update najaar 2018*.³⁹ The professions marked in grey are those which are regulated and to which the General System applies. Most of the other professions are non-regulated apart from a few professions which qualify for automatic recognition. Some of the professions may be featured in different categories.

Construction & woodworking

Opperman/hulparbeider grond-, weg en waterbouw (gww)
Straatmaker/rioleringsmedewerker/vakman grond- weg- en waterbouw (gww)
Grond- en kabelwerker gas, water, elektra, datacommunicatie
Monteur bronbemalingsinstallatie
Medewerker civiele techniek
Opzichter weg- en waterbouw
(Hoofd)uitvoerder grond-, weg- en waterbouw (gww)
Tekenaar/werkvoorbereider/calculator grond-, weg- en waterbouw (gww)
Adviseur/ontwerper-constructeur civiele techniek
Projectleider grond-, weg- en waterbouw (gww)
Landmeter
Ict'er geo-informatiesystemen
Geodeet/ hydrograaf
Planoloog/ verkeers- en stedenbouwkundige
Beleidsadviseur milieu, planologie, ruimtelijke ordening, volkshuisvesting
Heier
Grondverzetmachinist (dragline, (bull)dozer, shovel/wiellaadschop, hydraulische graafmachine)
Kraanmachinist (mobiele kraan, torenkraan)
Opperman/hulparbeider bouw
Steigerbouwer
Metselaar, voeger, cellenbetonblokkenbouwer (gasbetonblokken, gipsblokken, giboblokken)
Natuursteenbewerker
Stukadoor, tegelzetter
Betonboorder, betonreparateur
Betonstaalverwerker
Dekvloerenlegger
Isoleerder bouw
Betontimmerman, bouw-timmerman
Houtskeletbouwer
Monteur ramen, deuren, kozijnen
Rolluik- en zonweringinstallateur
Dakdekker (bituum, pannen, riet)
(Onderhouds)schilder / behanger
Glaszetter
Parketvloerenlegger
Woningstofferder

³⁹ UWV, 'Kansberoepen – Update najaar 2018', <https://www.werk.nl/xpsimage/wdo218695>.

Meubelstoffeerder
Machinaal houtbewerker/CNC bediener houtbewerkingsmachines
Assemblage/montagemedewerker hout
Werkplaatstimmerman
Voorman timmerfabriek
Interieurbouwer
Meubelmaker (machinaal, ambachtelijk)
Standbouwer
Wand- en plafondmonteur, keukenmonteur
Werkvoorbereider interieurbouwbedrijf
Deskundig asbestverwijderaar/sloper
(Hoofd)uitvoerder bouw en installatie
Werkvoorbereider-calculator bouw en installatie
Tekenaar-constructeur bouwkunde, BIM-modelleur
Bouwkundig architect/ontwerper
Bouwkundig projectleider/projectontwikkelaar
Bouwkundig adviseur (algemeen, akoestiek, asbestsanering, brandveiligheid/inbraakpreventie, Energieprestatie/EPA)
Bouwkundig inspecteur
Kopersbegeleider bouw
Technisch vastgoedbeheerder

Electrotechnics

Kabellasser / monteur datacommunicatie
Klantmonteur ICT / telecom
(Hoofd)monteur elektriciteitsnetten
Elektricien / monteur elektrische installaties (huisaansluitingen)
Monteur beveiligingsinstallaties
Scheepselektricien / scheepselektromonteur
Monteur seinwezen, railinfrastructuur
Medewerker technische dienst (mechanisch/elektrotechnisch)
Hoofd technische dienst
Monteur elektromotoren
Monteur witgoedapparaten
Elektronicamonteur (industriële en consumentenelektronica)
(Hoofd)monteur elektrotechniek industrie
Meet- en regeltechnicus / monteur meet- en regeltechniek
Projectleider/ontwerper industriële automatisering / PLC-programmeur
Embedded software engineer
Tekenaar-werkvoorbereider elektrotechniek
Ontwerper elektrotechnische installaties / elektronica
Projectleider elektrotechniek
Inspecteur elektrische installaties
Organisatieadviseur (technisch)

Installation

Installatiemonteur gas, water, sanitair, verwarming/ allround loodgieter
Onderhoudsmonteur/loodgieter gas, water, sanitair, (centrale) verwarming
(Hoofd)monteur verwarming utiliteitsbouw of woningbouw
Pijpfitter industriële montage / flensmonteur
Monteur koeltechniek, luchtbehandeling
Monteur/inbedrijfsteller fabrieksinstallaties
(Hoofd)uitvoerder bouw en installatie
Werkvoorbereider-calculator bouw en installatie
Tekenaar-werkvoorbereider installatietechniek
Projectleider, ontwerper-constructeur installatietechniek
Inspecteur elektrische installaties

Metal, Metalelectrics, machinery, manufacturing industry

Medewerker metaalgieterij (afwerker, metaalgieter)
Plaatwerker/ CNC-metaalbuiger, - snijder
Isoleerder industrie/isolatieplaatwerker
Containermonteur
Soldeerder, lasser niveau 1 & 2 (foto, elektrode, TIG, MIG / MAG)
Gespecialiseerd lasser niveau 3 & 4 (TIG, MIG/MAG, elektrode)
Lasrobotbeheerder
Machinebankwerker
Machinaal verspaner (draaien, frezen, slijpen) - niet CNC
CNC-machinebediener (excl programmeren)
CNC-programmeur
*CNC-verspaner inclusief programmeren (draaien, frezen, slijpen) Gereedschapmaker /
fijninstrumentmaker*
Verfspuiter, constructieschilder
Autospuiter
Monteur landbouwmachines
Monteur grondverzet- en wegebouwmachines
Monteur kranen en funderingsmachines (ook on- en offshore)
Monteur heftrucks
Carrosseriebouwer
Scheepsbouwer (metaal)
Scheepswerktuigkundige
Monteur vliegtuigonderhoud
Productiemedewerker
Assemblagemedewerker/-technicus voertuigen, elektronica, metaal/elektro, kunststof/rubber
Voorman montage/assemblage metaalproducten
Monteur/reparateur ramen, deuren, kozijnen, trappen (metaal, kunststof)
Constructiesamenbouwer/-steller
(Voorman) constructiebankwerker
Monteur automaten
Monteur/inbedrijfssteller fabrieksinstallaties
(Onderhouds)monteur machines/installaties, liften

Medewerker technische dienst (mechanisch/elektrotechnisch)
Hoofd technische dienst
Validatie engineer/maintenance engineer
Werkvoorbereider/calculator werktuigbouw, elektrotechniek
Tekenaar-constructeur werktuigbouw, machines/gereedschappen, scheepsbouw
Ontwerper-constructeur werktuigbouw, machines/gereedschappen
Projectleider werktuigbouw
Industrieel ontwerper (technisch)
Manager afdeling research / R&D
Organisatieadviseur (technisch)
Bedrijfsleider metaalbewerkingsbedrijf / constructiebedrijf
Technisch-commercieel personeel (inkopers/verkopers/accountmanagers technische producten)

Process technology and industry

Mechanisch operator procesindustrie, voedingsmiddelenindustrie
Operator A (proces)industrie
Operator B procesindustrie, voedingsmiddelenindustrie
Operator C procesindustrie, voedingsmiddelenindustrie
Calculator procesindustrie (technisch)
Procestechnoloog, productontwikkelaar procesindustrie, voedingsmiddelenindustrie
Productieleider/manager procesindustrie, voedingsmiddelenindustrie
Kwaliteitscontroleur procesindustrie (hbo)
Medewerker technische dienst (mechanisch/elektrotechnisch)
Hoofd technische dienst
Validatie engineer / maintenance engineer
Organisatieadviseur (technisch)

Automotive and vehicle technology

Banden- en uitlaatspecialist
Autoruitschademonteur
Autoschadehersteller
Autospuiter
(Bedrijfs)autotechnicus (fossiele brandstof en elektrisch aangedreven)
APK-keurmeester
Fietstechnicus
Werkplaatschef auto's

ICT

Servicedeskmedewerker ICT
Beheerder ICT (netwerk-, systeem-, applicatie-, functioneel-, database-beheer)
Database/datawarehouse ontwikkelaar
Projectleider/ontwerper industriële automatisering / PLC-programmeur
Embedded software engineer
Hardware engineer ICT
Systeemprogrammeur
Software ontwikkelaar

Programmeur/developer specifieke toepassingen en talen (C, C#, PHP, java, .NET, app)
Ict'er geo-informatiesystemen
Testdeveloper/testmanager ICT
Architect/specialist technische infrastructuur ICT
Systeemontwikkelaar/-ontwerper
Informatieanalist
Functioneel ontwerper
BI-specialist, data-scientist, business-analist
Securityspecialist ICT
Adviseur ict (o.a. erp, crm)
Projectleider ICT
Accountmanager ICT

Health care, medical, medical-technical

Woonbegeleider gehandicaptenzorg
Verzorgende ig, kraamverzorgende
Verpleegkundige mbo, hbo
Gespecialiseerd verpleegkundige ziekenhuis (bijvoorbeeld seh, intensive care, cardiologie, oncologie, kinder, dialyse)
wijkverpleegkundige
Praktijkverpleegkundige/praktijkondersteuner huisartsenzorg (poh)
Verpleegkundige psychiatrie/sociaal-psychiatisch verpleegkundige/praktijkondersteuner huisarts GZ
Ambulanceverpleegkundige
Revalidatieverpleegkundige
Geriatrisch verpleegkundige
Nurse practitioner/verpleegkundig specialist
Operatie-assistent, anesthesiemedewerker
Physician assistant
Verloskundige
Bedrijfsarts, verzekeringsarts
Verpleeghuisarts/specialist ouderengeneeskunde
Klinisch geriater
Arts spoedeisende hulp (seh)
Arts voor verstandelijk gehandicapten (AVG)
Arts jeugdgezondheidszorg
Verslavingsarts
Psychiater
Gz-psycholoog, klinisch psycholoog
Medewerker steriele medische hulpmiddelen
Audicien, opticien
Technisch oogheilkundig assistent
Optometrist
Logopedist
Ergotherapeut
Fysiotherapeut, manueel therapeut
Apothekersassistent

Apotheker
Tandartsassistent
Mondhygiënist
Tandarts
Medisch elektronicus
Radiodiagnostisch laborant
Laborant klinische neurofysiologie
Orthopedisch (prothese) technicus
Onderzoekers en adviseurs arbeidsomstandigheden

Financial

(Senior) financieel administrateur
Assistent controller
Controller
Registercontroller
EDP/IT auditor
Compliance officer
Assistent-accountant, AA-accountant
Registeraccountant
Belastingadviseur
Financieel adviseur
Inkoper
Schadebehandelaar/-expert
Hypotheekadviseur
Taxateur onroerend goed (onder andere woz)

Economic-commercial-legal

Technisch-commercieel personeel (inkopers/verkoopers/accountmanagers technische producten)
Accountmanager zakelijke diensten
Commercieel medewerker binnendienst
Medewerker klantcontact/klantenservice/callcenter
Supervisor klantenservice
Online marketeer/ontwikkelaar online marketing
Marktonderzoeker
Productmanager
Verkoopmedewerker tankstation
Afdelingsmanager supermarkt
Bedrijfsmanager detailhandel
Keurmeester AGF
Productieplanner
Recruiter
Juridisch adviseur/onderzoeker
Regulatory affairs officer
Kandidaat notaris
Advocaat

Education and pedagogical

Medewerker kinderopvang

Leerkracht basisonderwijs

Leerkracht (voortgezet) speciaal onderwijs

Docent Nederlands, Engels, Frans Duits 1^e en 2^e graads

Docent klassieke talen

Docent exacte vakken 1^e en 2^e graads (wiskunde, natuurkunde, scheikunde, biologie) docent economie 1e en 2e graads

Docent techniek/ICT

Rij-examinator

Transport and logistics

Postbezorger

(Brom)fietskoerier

Verhuizer

Expeditiemedewerker, lader / lossen

Orderpicker, magazijnmedewerker

Heftruckchauffeur

Bijrijder

Vrachtwagenchauffeur (binnenland/buitenland)

Vrachtwagenchauffeur speciaal vervoer (gevaarlijke stoffen, truckmixer, tankauto, geconditioneerd vervoer, autolaadkraan, kiepauto)

Buschauffeur (touringcar, stad- en streekvervoer)

Treinmachinist spoorwegen

Rangeerder spoorwegen

Matroos binnenvaart

Schipper/stuurman binnenvaart

Scheepswerktuigkundige

Transportplanner

Expediteur, cargadoor, declarant (douane)

Logistiek teamleider

Agricultural, green, environment

Tractorchauffeur/loonwerker/landbouwmachinist

Medewerker varkenshouderij

Vakbekwaam/zelfstandig medewerker teelt, meewerkend voorman/vakexpert teelt – groene technologie

(Vakbekwaam) medewerker boomkwekerij

Medewerker hovenier/groenonderhoud · (voorman) hovenier/groenonderhoud

Greenkeeper, boomverzorger

Onderzoeker plantenteelt/veredelaar

Bodemkundig onderzoekers en – saneerders

Accountmanager agrarische producten

Keurmeester AGF

Milieu-inspecteur

Beleidsadviseur milieu, planologie, ruimtelijke ordening, volkshuisvesting

Voeding, horeca

Allround brood- en banketbakker

Medewerker fastservice

Keukenassistent

(Zelfstandig werkend) restaurantkok

Chef-kok restaurant, chef de partie

Medewerker bediening horeca, gastheer/gastvrouw horeca, barkeeper

Restaurantmanager/food and beverage manager

Keurmeester AGF

Cleaning

Medewerker reiniging en afvalrecycling

Glazenwasser

Gevelreiniger

Industrieel schoonmaker (machines, installaties), schoonmaker calamiteiten, straler

Schoonmaker cleanroom

Schoonmaker (bedrijven, instellingen, particulieren)

Medewerker autowasstraat/autopoetser

Ongediertebestrijder

Safety

Verkeersregelaar

Parkeercontroleur

Objectbeveiliger

Brandwacht/medewerker brandweer/brandweerman

Officier krijgsmacht

Soldaat krijgsmacht

Annex B.1 – List of Highly Demanded Professions VDAB

The list below originates from the VDAB's publication *Knelpuntberoepen in Vlaanderen 2018*.⁴⁰ The professions marked in grey are those which are regulated and to which the General System applies. A large number of professions in the construction, industry and crafts sectors are also regulated. However, these professions fall within the scope of application of the PQD's system on automatic recognition and are therefore not considered in this study.

Administration

Boekhouder (gespecialiseerd)

Medewerker callcenter

Commercieel medewerker

Management assistent

Technisch-administratief medewerker

Verantwoordelijke boekhoudkundige en financiële audit en controle

Beheerder vastgoed

Construction

Landmeter

Conducteur bouw

Werfleider

Calculator bouw

Technicus studiebureau bouw

Metselaar

Daktimmerman (icm dakdekker)

Isoleerder ruwbouw en dak

Natuursteenbewerker

Asbestverwijderaar

Dekvloerlegger

Vloerder tegelzetter

Dakdekker schuine daken

Dakdekker platte daken

Binnenschrijnwerker

Buitenschrijnwerker

Monteur van interieurinrichtingen

Werkplaatsschrijnwerker

Glaswerker

Residentieel elektrotechnisch installateur

Plaatser van boven- en ondergrondse kabels en leidingen

Installateur van datacommunicatienetwerken

Sanitair installateur

Monteur van centrale verwarmingsinstallaties

Brandertehnicus

Plaatser van ventilatiesystemen

Wegenwerker

Bestuurder van bouwplaatsmachines

Bestuurder van betonnerings- en asfalteringsmachines

⁴⁰ VDAB, 'Knelpuntberoepen in Vlaanderen 2018',
https://www.vdab.be/sites/web/files/doc/trends/Knelpuntberoepen_2018.pdf.

Kraanbestuurder
Torenkraanbestuurder
Rigger-monteerder

Communication and knowledge

Bedrijfsanalist ICT
Integratie en implementatie expert ICT
Netwerkbeheerder
Databankbeheerder
Analist ontwikkelaar ICT
Expert onderzoek en ontwikkeling in de industrie

Services

Kapper
Industrieel reiniger
Schoonmaker bij mensen thuis
Schoonmaker van ruimten en lokalen
Ruitenwasser
Bewakingsagent

Hospitality, trade and sales

Chef-kok
Chef-kok grootkeuken
Hulpkok
Maître d'hôtel
Barman
Kelner restaurant
Kelner brasserie
Hulpkelner
Winkeldirecteur
Winkelmanager kleinhandel
Departementsverantwoordelijke winkel
Technisch adviseur klantenondersteuning
Technisch-commercieel adviseur
Vertegenwoordiger
Technisch-commercieel afgevaardigde

Industrial and crafts

Productiemanager
Leidinggevende industriële productie
Leidinggevende mechanische productie
Verantwoordelijke planning en productiebeheer
Verantwoordelijke productiemethodes en industrialisatie
Verantwoordelijke kwaliteitscontrole
Verantwoordelijke industrieel onderhoud
Technicus productieproces en methodes
Technicus onderzoek en ontwikkeling in elektriciteit en elektronica
Technicus onderzoek en ontwikkeling in de procesindustrie
Technicus grafische industrie
Kwaliteitscontroleur mechanische en metalen constructies
Technicus elektrische en elektronische toestellen, witgoed

Technicus controle en kwaliteit elektriciteit en elektronica
Technicus elektronische installaties
Technicus industriële installaties
Technicus ontwerper industriële automatisering
Technicus industriële automatisering
Technicus communicatienetwerken
Onderhoudstechnicus liften
Technicus koeltechniek en klimatisatie
Onderhoudstechnicus verwarmingsinstallaties
Technicus van voertuigen
Technicus meubels en hout
Bouwkundig tekenaar
Tekenaar-ontwerper mechanica
Tekenaar-ontwerper elektriciteit, elektronica
Bakker
Slager
Uitsnijder-uitbener
Visfileerder
Productieoperator voeding
Operator voorbereiding en bevoorrading weverij
Operator textielproductiemachines
Operator textielveredeling
Stoffeerder
Drukker
Operator houtbewerking
TIG Lasser
Operator drukafwerkingsmachines
Drukafwerker
Insteller-bediener CNC werktuigmachines
Insteller - bediener van conventionele werktuigmachines
Matrijzenmaker
Pijpfitter
Onderhoudsmecaniciën
Monteur van staalbouwelementen
Stellingbouwer
Vorbewerker koetswerk
Plaatwerker koetswerk
Spuiter koetswerk
(De)monteur koetswerk
Onderhoudsmecaniciën van personenwagens en lichte bedrijfsvoertuigen
Onderhoudsmecaniciën van bedrijfs- of vrachtwagens
Technieker werf-, landbouw- en hefmachines
Onderhoudselektriciën
Industrieel elektrotechnisch installateur
Bordenbouwer
Operator productie van stortklaar beton, cement, asfalt en granulaten
Operator van een papier- of kartonmachine
Operator verpakingsinstallaties
Operator energetische en petrochemische installaties
Operator installaties in de chemische industrie
Machineregelaar kunststofverwerking

Productiemedewerker kunststofverwerking
Uitvoerder van werken op hoogte
Meubelmaker

Medical, paramedical and nursing

Arts (geriatrie, oftalmologie, neurologie, pediatrie, endocrinologie, spoed)

Kinesitherapeut

Apotheker

Zorgkundige

Verzorgende

Hoofdverpleegkundige

Verpleegkundige

Gespecialiseerd verpleegkundige operatiekwartier

Opticien

Dentaaltechnicus

Pedagogy

Leerkracht secundair onderwijs (technische vakken, wiskunde, Frans)

Monitor-begeleider in de sociale economie

Rijinstructeur

Transport and logistics

Logistiek verantwoordelijke

Bestuurder trekker-oplegger

Vrachtwagenbestuurder vaste wagen

Vrachtwagenbestuurder met aanhangwagen

Vrachtwagenbestuurder uitzonderlijk vervoer

Vrachtwagenchauffeur distributie

Autocarchauffeur

Autobuschauffeur

Expediteur

Dispatcher goederenvervoer

Douanedecarant

Trein- en metrobestuurder

Annex B.2 – List of Highly Demanded Professions Forem

The list below originates from the Forem's publication *Métiers en tension de recrutement en Wallonie*.⁴¹ The professions marked in grey are those which are regulated and to which the General System applies. As is the case for the VDAB and UWV lists, a large number of professions in the health, construction, industry and crafts sectors are also regulated. However, these professions fall within the scope of application of the PQD's system on automatic recognition and are therefore not considered in this study.

Individual and public services

Aide-ménagère

Administrative and commercial professions

Comptable (M/F/X)

Conseiller·ère en assurances

Hospitality

Cuisinier·ère

Chef·fe de cuisine

Distribution and sales

Délégué·e commercial·e en biens de consommation

Délégué·e commercial·e en services auprès des entreprises

Vendeur·euse de véhicules automobiles

Paramedical professions

Infirmier·ière en soins généraux

Infirmier·ière en soins spécialisés

Opticien·ne Optométriste

Medical Professions

Médecin généraliste (M/F/X)

Pharmacien·ne

Information & communication

Gestionnaire d'exploitation informatique (M/F/X)

Analyste informatique (M/F/X)

Développeur·euse informatique

Web développeur·euse

Analyste business (M/F/X)

Chef·fe de projet informatique

⁴¹ C. Dalla Valle et al., *Métiers en tension de recrutement en Wallonie – Liste des métiers/fonctions critiques et en pénurie (Hors métiers de l'enseignement)*: Liste 2018, Le Forem 2018, p. 3.

Sales professionals

Responsable de la stratégie commerciale (M/F/X)

Responsable commercial (M/F/X)

Construction, public works and mining personnel

Ouvrier-ère de voirie

Poseur-euse de canalisations

Bétonneur-euse

Cimentier-ière - façadier-dièrè

Monteur-euse en structure bois

Charpentier-ière

Couvreur-euse

Étancheur-euse

Installateur-trice électricien-ne

Monteur-euse en sanitaire et chauffage

Monteur-euse en climatisation

Poseur-euse de fermetures menuisées

Monteur-euse de cloisons et/ou faux-plafonds

Transport & logistics

Chauffeur-euse d'autocar

Conducteur-trice d'autobus

Chauffeur-euse de poids lourd

Conducteur-trice d'engins de terrassement

Conducteur-trice de grue

Magasinier-ière

Mechanics, electricity & electronics

Chaudronnier-ière tôle-ère

Technicien-ne en systèmes d'usinage (métal)

Tuyauteur-euse industriel-le

Mécanicien-ne d'entretien industriel

Mécanicien-ne en génie civil

Mécanicien-ne agricole et travaux techniques

Mécanicien-ne poids lourds

Mécanicien-ne polyvalent-e

Technicien-ne en maintenance et diagnostic automobile

Préparateur-trice en carrosserie

Tôle-ère en carrosserie

Peintre en carrosserie (M/F/X)

Électromécanicien-ne de maintenance industrielle

Process industries

Opérateur-trice de production (industrie chimique)

Conducteur-trice de ligne de production en industrie alimentaire

Personnel from other industries (flexible materials, graphic industries, furniture and wood)

Conducteur·trice de machines de fabrication de produits textiles

Crafts professions

Boulangier·ère

Pâtissier·ère

Abatteur·euse (transformation de viande)

Découpeur·euse - désosseur·euse

Boucher·ère - trancheur·euse/ portionneur·euse

Préparateur·trice de viande

Menuisier·ère

Industrial control

Chef·fe d'équipe des industries de process

Industrial technicians

Planificateur·trice de production (agent de planification)

Dessinateur·trice - concepteur·trice en mécanique

Dessinateur·trice en mécanique

Technicien·ne de laboratoire de recherche

Technicien·ne de production des industries

Technicien·ne de laboratoire de contrôle qualité

Technicien·ne d'installation et de maintenance industrielle

Technicien·ne automatique·ne

Technicien·ne d'entretien et d'exploitation de chauffage

Technicien·ne frigoriste

Technicien·ne de maintenance en électronique

Technical managers industry

Responsable de gestion industrielle et logistique (M/F/X)

Responsable recherche et développement (M/F/X)

Responsable de production (M/F/X)

Responsable qualité (M/F/X)

Attaché·e technico-commercial·e

Supervisors, technicians and technical managers outside industry

Dessinateur·trice de la construction

Chargé·e d'études techniques en construction

Métreur·euse - deviseur·euse

Chef·fe de chantier

Chef·fe d'équipe dans la construction

Conducteur·trice de travaux

Responsable logistique (M/F/X)

Gestionnaire des opérations de transport et des prestations logistiques (M/F/X)

Annex B.3 – List of Highly Demanded Professions Arbeitsamt DG

The list below originates from the Arbeitsamt's *Liste der Mangelberufe in der Deutschsprachigen Gemeinschaft – Gültig für 2018-2019*.⁴² The professions marked in grey are those which are regulated and to which the General System applies. Some professions in the health, construction, industry and crafts sectors are also regulated. However, these professions fall within the scope of application of the PQD's system on automatic recognition and are therefore not considered in this study.

Ingenieur
Krankenpfleger
Pflegehelfer
Lehrer für Oberstufe Sekundarschule (AESS)
Lehrer für Unterstufe Sekundarschule (AESI)
Primarschullehrer
Technischer Zeichner
Techniker (Bautechniker, Metalltechniker - Bachelor)
Buchhalter
Sozialassistent
Erzieher
Informatiker
Leitende Verwaltungsangestellte
Sekretäre, polyvalente Büroangestellte
Kostenrechner, Lohnbuchhalter
Fachkräfte im Speditionsbereich
LKW-Fahrer, Busfahrer
Werkzeugmaschinenführer, Dreher, ...
Reparaturschlosser, Mechaniker
Sanitär- und Heizungsinstallateure
Schweißer
Sonstige Metallarbeiter (Metallbauer, Maschinenschlosser, Monteur)
Elektriker / Elektroreparateure
Elektromechaniker
Zimmermann und Tischler
Säger und Holzbearbeitungsmaschinenführer
Anstreicher und Tapezierer
Maurer und Fliesenleger
Dachdecker
Bäcker
Metzger
Baumaschinenführer
Köche und Küchenpersonal
Restaurantpersonal
Reinigungsfachkräfte (professionelle)

⁴² Arbeitsamt der Deutschsprachigen Gemeinschaft Belgiens, 'Liste der Mangelberufe in der Deutschsprachigen Gemeinschaft – Gültig für 2018-2019', http://www.adg.be/PortalData/46/Resources/dokumente/artikel-dokumente/Mangelberufe_fuer_2018-2019.pdf.

Annex C – List of Highly Demanded Professions Bundesagentur

The list below originates from the Bundesagentur's publication *Fachkräfteengpassanalyse*.⁴³ In this publication, the *Bundesagentur* creates an overview of highly demanded professions per *Berufsgruppe* (professional group) and per *Berufsgattung* (professional category). The professions matching to those professional groups and categories may subsequently be defined after consulting the *Klassifikation der Berufe 2010*.⁴⁴ The overview below indicates all professional groups, categories, levels and professions for which a shortage exists in Germany. Some professions may be featured in multiple categories. The professions marked in grey are those which are regulated and to which the General System applies. Again, most professions are unregulated. Nevertheless, a number of professions in the construction, industry and crafts sectors are also regulated. However, as they qualify for automatic recognition they are beyond the scope of this study.

Berufsgruppe	Betroffene Berufsgattung(en)	Anforderungsniveau	Berufe
252 Fahrzeug-, Luft-, Raumfahrt- und Schiffbautechnik	252 12 Berufe in der Kraftfahrzeugtechnik	2 - Fachkraft	<ul style="list-style-type: none"> · Automobilmechaniker/in · Fahrzeugbauer/in · Karosserie- und Fahrzeugbaumechaniker/in · Karosseriebauer/in · Kraftfahrzeug-Servicetechniker/in · Kraftfahrzeugmechaniker/in · Kraftfahrzeugmechatroniker/in · Kraftfahrzeugservicemechaniker/in · LKW-Mechaniker/in · LKW-Schlosser/in · Nutzfahrzeugmechaniker/in · Pannendienstfahrer/in · Schienenfahrzeugschlosser/in

⁴³ Bundesagentur für Arbeit, 'Statistik', <https://statistik.arbeitsagentur.de/>; Bundesagentur für Arbeit, *Fachkräfteengpassanalyse*, Juni 2018.

⁴⁴ Bundesagentur für Arbeit, *Klassifikation der Berufe 2010 – Band 1: Systematischer und alphabetischer Teil mit Erläuterungen* (Nürnberg: Bundesagentur für Arbeit, 2011).

	252 14	Berufe in der Kraftfahrzeugtechnik	4 - Experte	<ul style="list-style-type: none"> · Fahrzeugbauingenieur/in · Fahrzeugingenieur/in · Ingenieur/in – Fahrzeugtechnik · Ingenieur/in – Schienenfahrzeugtechnik · Kraftfahrzeugingenieur/in · Kraftfahrzeugsachverständige/r
	252 22	Berufe in der Land- und Baumaschinentechnik	2 - Fachkraft	<ul style="list-style-type: none"> · Baumaschinenmechaniker/in · Baumaschinenschlosser/in · Kranbauschlosser/in · Kranmonteur/in · Land- und Baumaschinenmechaniker/in · Landmaschinenmechaniker/in · Mechaniker/in – Baumaschinentechnik · Metallbauer/in – Landtechnik · Metallbauer/in – Nutzfahrzeugbau
261 Mechatronik und Automatisierungstechnik	261 12	Berufe in der Mechatronik	2 - Fachkraft	<ul style="list-style-type: none"> · Fachkraft – Mechatronik · Industrietechnologe/-technologin – mechatronische Systeme · Mechatroniker/in · Technische/r Assistent/in – Mechatronik
	261 22	Berufe in der Automatisierungstechnik	2 - Fachkraft	<ul style="list-style-type: none"> · Assistent/in – Automatisierungstechnik · Elektrofachkraft – Automatisierungstechnik · Industrieelektroniker/in – Produktionstechnik · Mess- und Regelelektroniker/in · Prozessleitelektroniker/in · Steuerungsbauer/in
	261 23	Berufe in der Automatisierungstechnik	3 - Spezialist	<ul style="list-style-type: none"> · Automatisierungstechniker/in (Elektrotechnik) · Maschinenbautechniker/in – Automatisierungstechnik · Mess- und Regeltechniker/in · Prozessautomatisierungstechniker/in · Steuerungstechniker/in · System- und Automatisierungstechniker/in · Techniker/in – Elektrotechnik (Automatisierungstechnik)

262 Energietechnik	262 12	Berufe in der Bauelektrik	2 - Fachkraft	<ul style="list-style-type: none"> · Bauelektriker/in · Baustellenelektriker/in · Blitzschutzmonteur/in · Elektriker/in · Elektroniker/in – Energieund Gebäudetechnik · Elektroniker/in – Gebäudeund Infrastruktursysteme · Hauselektriker/in · Prüffeldelektroniker/in
	262 22	Berufe in der Elektromaschinentechnik	2 - Fachkraft	<ul style="list-style-type: none"> · Elektromaschinenbauer/in · Elektromotorschlosser/in · Elektroniker/in – Maschinen und Antriebstechnik
	262 52	Berufe i.d. elektrischen Betriebstechnik	2 - Fachkraft	<ul style="list-style-type: none"> · Anlagenelektroniker/in · Betriebselektroniker/in · Elektroniker/in – Prüffeld · Elektroniker/in (Handwerk) · Energieanlagenelektroniker/in · Energieelektroniker/in – Anlagentechnik · Energieelektroniker/in – Betriebstechnik · Maschinenelektriker/in · Produktionselektroniker/in · Schaltanlagenmonteur/in · Schiffselektriker/in · Starkstromelektriker/in
	262 62	Berufe Leitungsin- stallation,- wartung	2 - Fachkraft	<ul style="list-style-type: none"> · Elektroanlagenmonteur/in · Fahrleitungsmonteur/in · Freileitungsmonteur/in · Installateur/in – Elektroinstallation · Kabelmonteur/in · Montageelektriker/in · Netzmonteur/in

263 Elektrotechnik	263 12	Berufe Informations,Telekommunikationst.	2 - Fachkraft	<ul style="list-style-type: none"> · Antennenmonteur/in · EDV-Servicetechniker/in · Elektroniker/in – Geräte und Systeme · Elektroniker/in – Informations- und Telekommunikationstechnik · Energiegeräteelektroniker/in · Fernmeldeelektroniker/in · Geräteelektroniker/in · Industrietechnologe/-technologin – Nachrichtentechnik · Informations- und Telekommunikationselektroniker/in · Informationselektroniker/in · IT-Servicetechniker/in · IT-System-Elektroniker/in · Servicetechniker/in – IT · Systemelektroniker/in · Technische/r Assistent/in – Elektronik und Datentechnik · Telekommunikationselektroniker/in
272 Techn. Zeichnen, Konstruktion, Modellbau	272 24	Berufe i.d. Konstruktion u. im Gerätebau	4 - Experte	<ul style="list-style-type: none"> · CAD/CAM-Ingenieur/in · CAE-Ingenieur/in · Konstruktionsingenieur/in
321 Hochbau	321 93	Meister Hochbau	3 - Spezialist	<ul style="list-style-type: none"> · Dachdeckermeister/in · Fachleiter/in – Dachdeckerhandwerk · Gerüstbau-Kolonnenführer/in · Gerüstbauermeister/in · Kolonnenführer/in – Hochbau · Maurer- und Betonbauermeister/in · Polier/in – Hochbau · Schornsteinbauermeister/in · Werkpolier/in – Hochbau
322 Tiefbau	322 02	Berufe im Tiefbau (o.S.)	2 - Fachkraft	<ul style="list-style-type: none"> · Spezialtiefbauer/in · Tiefbaufacharbeiter/in

322 22	Berufe im Straßen- und Asphaltbau	2 - Fachkraft	<ul style="list-style-type: none"> · Asphaltbauer/in · Schwarzstraßenbauer/in · Straßenbauer/in · Tiefbaufacharbeiter/in – Straßenbauarbeiten
322 32	Berufe im Gleisbau	2 - Fachkraft	<ul style="list-style-type: none"> · Gleisbauer/in · Gleisbaumaschinist/in · Gleiswerker/in · Tiefbaufacharbeiter/in Gleisbauarbeiten
322 42	Berufe im Brunnenbau	2 - Fachkraft	<ul style="list-style-type: none"> · Bohrgeräteführer/in (Brunnenbau) · Bohrmaschinist/in · Brunnenbauer/in · Kernbohrer/in · Tiefbaufacharbeiter/in – Brunnen- und Spezialtiefbauarbeiten
322 52	Berufe im Kanal- und Tunnelbau	2 - Fachkraft	<ul style="list-style-type: none"> · Kanalbauer/in · Mineur/in · Tiefbaufacharbeiter/in – Kanalbauarbeiten · Tunnelbauer/in
322 93	Meister Tiefbau	3 - Spezialist	<ul style="list-style-type: none"> · Brunnenbauermeister/in · Gleisbaupolier/in · Industriemeister/in – Gleisbau · Kolonnenführer/in – Tiefbau · Polier/in – Tiefbau · Straßenbauermeister/in · Tiefbaumeister/in · Tiefbauunternehmer/in · Wasserbaumeister/in

333 Aus-, Trockenbau, Isolierung, Zimmerei, Glaserei, Roll.	333 22	Berufe in der Zimmerei	2 - Fachkraft	<ul style="list-style-type: none"> · Ausbaufacharbeiter/in (Zimmererarbeiten) · Ausbauzimmerer/-zimmerin · Bauzimmerer/-zimmerin · Bühnenzimmerer/-zimmerin · Fertighausmonteur/in (Holz) · Holzbootsbauer/in · Montageschreiner/in · Schalungszimmerer/-zimmerin · Schiffszimmerer/-zimmerin · Treppenbauzimmerer/-zimmerin · Zimmerer/Zimmerin
	333 52	Berufe in Rollladen- und Jalousiebau	2 - Fachkraft	<ul style="list-style-type: none"> · Jalousiebauer/in · Markisenbauer/in · Markisenmonteur/in · Rollladen- und Sonnenschutzmechatroniker/in · Rollladenbauer/in · Rollladenmonteur/in
	333 93	Meister - Aus-, Trockenbau, Isolierung, Zimmerei, Glaserei, Roll.	3 - Spezialist	<ul style="list-style-type: none"> · Fachbauleiter/in – Tischlerhandwerk · Fachleiter/in – Dach-, Wand und Abdichtungstechnik · Glasermeister/in · Industriemeister/in – Akustik- und Trockenbau · Industriemeister/in – Isolierung · Polier/in – Ausbau · Rollladen- und Jalousiebauermeister/in · Trockenbaumeister/in · Wärme-, Kälte- und Schallschutzisolierermeister/in · Zimmerermeister/in

342 Klempnerei, Sanitär-, Heizungs-, Klimatechnik	342 02	Berufe in der Klempnerei (o.S.)	2 - Fachkraft	<ul style="list-style-type: none"> · Bauklempner/in · Blechner/in · Feinblechschlosser/in · Flaschner/in · Isolierklempner/in · Klempner/in · Konstruktionsmechaniker/in – Feinblechbautechnik · Spengler/in
	342 12	Berufe Sanitär-, Heizungs-, Klimatechnik	2 - Fachkraft	<ul style="list-style-type: none"> · Anlagenmechaniker/in – Sanitär-, Heizungs- und Klimatechnik · Gas- und Wasserinstallateur/in · Heizungsbauer/in · Heizungsmonteur/in · Lüftungs- und Klimaanlagebauer/in · Sprinklermonteur/in · Zentralheizungs- und Lüftungsbauer/in
	342 13	Berufe Sanitär-, Heizungs-, Klimatechnik	3 - Spezialist	<ul style="list-style-type: none"> · Anlagentechniker/in – Sanitärtechnik · Heizungstechniker/in · Klimatechniker/in · Lüftungstechniker/in · Sanitärtechniker/in · Wärmetechniker/in
	342 22	Berufe im Ofen- und Luftheizungsbau	2 - Fachkraft	<ul style="list-style-type: none"> · Backofenbauer/in · Industrieofenbauer/in · Kachelofenbauer/in · Kachelofensetzer/in · Luftheizungsbauer/in · Ofensetzer/in

	342 32	Berufe in der Kältetechnik	2 - Fachkraft	<ul style="list-style-type: none"> · Kälteanlagenbauer/in · Kälteanlageninstallateur/in · Kälteanlagenmechaniker/in · Kühlhauswärter/in · Mechatroniker/in – Kältetechnik
	342 33	Berufe in der Kältetechnik	3 - Spezialist	<ul style="list-style-type: none"> · Kälte-Klima-Techniker/in · Kälteanlagentechniker/in · Techniker/in – Kältetechnik
	342 93	Meister - Klempnerei, Sanitär, Heizung, Klima	3 - Spezialist	<ul style="list-style-type: none"> · Bauleitende/r Monteur/in · Betriebsmanager/in – Sanitär- und Heizungstechnik · Blechnermeister/in · Flaschnermeister/in · Installateur- und Heizungsbauermeister/in · Kälteanlagenbauermeister/in · Klempnermeister/in · Ofen- und Luftheizungsbauermeister/in · Spenglermeister/in
343 Ver- und Entsorgung	343 02	Berufe in der Ver- und Entsorgung (o.S.)	2 - Fachkraft	<ul style="list-style-type: none"> · Anlagenmechaniker/in – Versorgungstechnik · Entsorger/in
	343 22	Berufe im Rohrleitungsbau	2 - Fachkraft	<ul style="list-style-type: none"> · Hochdruckrohrschlosser/in · Rohrleitungsbauer/in · Rohrnetzbauer/in · Rohrnetzmonteur/in · Rohrnetzschlosser/in · Rohrvorrichter/in · Tiefbaufacharbeiter/in – Rohrleitungsbauarbeiten

432	IT-Systemanalyse, Anwenderber, IT-Vertrieb	432 24 Berufe in der IT-Anwendungsberatung	4 - Experte	<ul style="list-style-type: none"> · Anwendungsberater/in · Anwendungssystemberater/in · EDV-Berater/in · ERP-Systembetreuer/in (SAP, Baan u. a.) · IT-Berater/in (geprüft) · IT-Produktkoordinator/in · Softwareberater/in
434	Softwareentwicklung, Programmierung	434 13 Berufe in der Softwareentwicklung	3 - Spezialist	<ul style="list-style-type: none"> · Anwendungsentwickler/in · Nutzerschnittstellenentwickler/in · Softwarespezialist/in · Softwaretester/in · Systemprogrammierer/in
		434 14 Berufe in der Softwareentwicklung	4 - Experte	<ul style="list-style-type: none"> · E-Logistik-Entwickler/in · Informatiker/in (HS) – Softwaretechnik · Software-Ingenieur/in · Softwarearchitekt/in · Softwareentwickler/in · Softwareplaner/in · Systementwickler/in
512	Überwachung, Wartung Verkehrsinfrastruktur	512 22 Überwachung, Wartung Eisenbahninfrastruktur	2 - Fachkraft	<ul style="list-style-type: none"> · Sicherungsposten · Signalmechaniker/in · Streckenwärter/in (Bahn)
522	Fahrzeugführung im Eisenbahnverkehr	522 02 Triebfahrzeugführer/in Eisenbahnverkehr	2 - Fachkraft	<ul style="list-style-type: none"> · Lokführer/in · Triebfahrzeugführer/in
723	Steuerberatung	723 03 Berufe in der Steuerberatung	3 - Spezialist	<ul style="list-style-type: none"> · Steuerberatungsassistent/in · Steuerfachwirt/in
811	Arzt- und Praxishilfe	811 22 Podologinnen/Podologen	2 - Fachkraft	<ul style="list-style-type: none"> · Podologe/Podologin

813 Gesundheits-, Krankenpflege, Rettungsdienst, Geburtshilfe	813 02	Berufe Gesundheits-, Krankenpflege (o.S)	2 - Fachkraft	<ul style="list-style-type: none"> · Gesundheits- und Kinderkrankenpfleger/in · Gesundheits- und Krankenpfleger/in · Kinderkrankenschwester/-pfleger · Krankenschwester/-pfleger
	813 13	Berufe in der Fachkrankenpflege	3 - Spezialist	<ul style="list-style-type: none"> · Dialysefachkraft · Fachkrankenschwester/-pfleger · Fachkrankenschwester/-pfleger – Endoskopie · Fachkrankenschwester/-pfleger – Intensivpflege/Anästhesie · Fachkrankenschwester/-pfleger – klinische Geriatrie · Fachkrankenschwester/-pfleger – Nephrologie · Fachkrankenschwester/-pfleger – Onkologie · Fachkrankenschwester/-pfleger – Operationsdienst · Fachkrankenschwester/-pfleger – Palliativ- und Hospizpflege · Fachkrankenschwester/-pfleger – Psychiatrie · Fachkrankenschwester/-pfleger – Rehabilitation/Langzeitpflege · Palliativpflegefachkraft · Pflegefachkraft (Onkologie) · Pflegefachkraft (Palliativpflege) · Pflegefachkraft (Rehabilitation)
	813 53	Berufe Geburtshilfe, Entbindungspflege	3 - Spezialist	<ul style="list-style-type: none"> · Geburtshelfer/in · Hebamme/Entbindungspfleger
814 Human- und Zahnmedizin	814 04	Ärzte/Ärztinnen (o. S.)	4 - Experte	<ul style="list-style-type: none"> · Allgemeinarzt/-ärztin · Arzt/Ärztin · Assistenzarzt/-ärztin · Hausarzt/-ärztin · Humanmediziner/in · Mediziner/in
	814 14	Fachärzte i.d. Kinder- u. Jugendmedizin	4 - Experte	<ul style="list-style-type: none"> · Facharzt/-ärztin – Kinder- und Jugendmedizin
	814 24	Fachärzte/innen in der Inneren Medizin	4 - Experte	<ul style="list-style-type: none"> · Facharzt/-ärztin – innere Medizin · Internist/in

814 34	Fachärzte/innen in der Chirurgie	4 - Experte	<ul style="list-style-type: none"> · Chirurg/in · Gefäßchirurg/in · Herzchirurg/in · Kinderchirurg/in · Orthopäde/Orthopädin · Plastische/r Chirurg/in · Thoraxchirurg/in · Unfallchirurg/in · Viszeralchirurg/in
814 44	Fachärzte Hautkr.,Sinnes-Geschlechtsorg.	4 - Experte	<ul style="list-style-type: none"> · Allergologe/Allergologin · Augenarzt/-ärztin · Dermatologe/Dermatologin · Gynäkologe/Gynäkologin · Hals-Nasen-Ohren-Arzt/-Ärztin · Hautarzt/-ärztin · Urologe/Urologin
814 54	Fachärzte/-ärztinnen Anästhesiologie	4 - Experte	<ul style="list-style-type: none"> · Algesiologe/Algesiologin · Anästhesist/in · Narkosearzt/-ärztin · Schmerztherapeut/in
814 64	Fachärzte Neurol.,Psychiatr., Psychother.	4 - Experte	<ul style="list-style-type: none"> · Facharzt/-ärztin – psychosomatische Medizin und Psychotherapie · Kinder- und Jugendpsychiater/in · Neurologe/Neurologin · Psychiater/in

	814 84	Ärzte/Ärztinnen (s.s.T.)	4 - Experte	<ul style="list-style-type: none"> · Amtsarzt/-ärztin · Arbeitsmediziner/in · Betriebsarzt/-ärztin · Facharzt/-ärztin – Anatomie · Facharzt/-ärztin – Humangenetik · Facharzt/-ärztin – physikalische/rehabilitative Medizin · Neurochirurg/in · Notarzt/-ärztin · Physiologe/Physiologin · Prüfarzt/-ärztin · Sportmediziner/in · Stationsarzt/-ärztin · Umweltmediziner/in
817 Nicht ärztliche Therapie und Heilkunde	817 13	Berufe in der Physiotherapie	3 - Spezialist	<ul style="list-style-type: none"> · Bewegungstherapeut/in · Bobath-Therapeut/in · Hippotherapie/in · Körpertherapeut/in · Lymphdrainage- und Ödemtherapeut/in · Motopäde/Motopädin · Physiotherapeut/in · Sportphysiotherapeut/in · Vojta-Therapeut/in
	817 33	Berufe in der Sprachtherapie	3 - Spezialist	<ul style="list-style-type: none"> · Atem-, Sprech- und Stimmlehrer/in · Atempädagoge/-pädagogin · Atemtherapeut/in · Logopäde/Logopädin · Logotherapeutische/r Berater/in · Sprachtherapeut/in

818 Pharmazie	818 04	Apotheker, Pharmazeuten	4 - Experte	<ul style="list-style-type: none"> · Apotheker/in · Fachapotheker/in · Krankenhausapotheker/in · Pharmazeut/in
821 Altenpflege	821 02	Berufe in der Altenpflege (ohne Spezialisierung)	2 - Fachkraft	<ul style="list-style-type: none"> · Altenpflegeassistent/in · Altenpfleger/in · Seniorenbetreuer/in
	821 82	Berufe in der Altenpflege (s.s.T.)	2 - Fachkraft	<ul style="list-style-type: none"> · Fachkraft – soziale Arbeit in der Altenpflege · Gerontopsychiatrische Fachkraft · Rehabilitationsfachkraft – Geriatrie
	821 83	Berufe in der Altenpflege (s.s.T.)	3 - Spezialist	<ul style="list-style-type: none"> · Fachaltenpfleger/in – klinische Geriatrie/Rehabilitation · Fachaltenpfleger/in – Onkologie · Fachaltenpfleger/in – Palliativ- und Hospizpflege · Fachaltenpfleger/in – Psychiatrie · Fachaltenpfleger/in – Schmerztherapie/Onkologie/Palliativmedizin
823 Körperpflege	823 93	Meister Frisörgewerbe	3 - Spezialist	<ul style="list-style-type: none"> · Chefmaskenbildner/in · Friseurmeister/in · Kosmetikmeister/in
825 Medizin-, Orthopädie- und Rehatechnik	825 12	Berufe in der Orthopädie-, Rehatechnik	2 - Fachkraft	<ul style="list-style-type: none"> · Bandagist/in · Orthopädiemechaniker/in · Prothesenhersteller/in
	825 32	Berufe in der Hörgeräteakustik	2 - Fachkraft	<ul style="list-style-type: none"> · Hörgeräteakustiker/in
	825 13	Berufe in der Orthopädie-, Rehatechnik	3 - Spezialist	<ul style="list-style-type: none"> · Orthopädietechniker/in · Rehabilitationsmitteltechniker/in
	825 93	Meister Orthopädietechnik und Hörgeräteakustik*	3 - Spezialist	<ul style="list-style-type: none"> · Augentoptikermeister/in · Hörgeräteakustikermeister/in · Orthopädietechnikermeister/in · Zahntechnikermeister/in
845 Fahrunterricht	845 13	Fahrlehrer/innen	3 - Spezialist	<ul style="list-style-type: none"> · Fahrlehrer/in



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