

Information for international nursing professionals on the migration to Germany to work in the nursing sector

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The professional field of nursing in Germany

Germany has a stable healthcare system with good care. A large part of the population enjoys good health well into old age. However, as life expectancy increases, so does the demand for professional care, as well as for basic medical care. Hospitals, nursing homes and other care facilities are always on the lookout for nurses to meet the growing demand in the health and care professions, and the need will increase significantly in the coming years.

Tasks and field of work of nurses:

As a nurse, you will provide care and support to people at every stage of life, areas of expertise include:

- Nursing
- Pediatric Nursing
- Elderly Care

These areas are performed in various nursing service areas:

- Inpatient acute care (e.g. clinic)
- Inpatient long-term care (e.g. nursing home)
- Outpatient care (e.g. care at home)

With a new, reformed, three-year training program, there has been a standardized professional qualification "**nursing specialist**" since 2020. This is intended to impart overarching nursing skills that enable the care of people of all age groups in various care settings (e.g. hospitals, outpatient and inpatient care). In the last third of the training, students will still have the option for a specialized vocational qualification with the existing job titles of geriatric nurse or health and pediatric nurse. Until 2022, there is still a transitional phase in which training may also be carried out in accordance with the law applicable prior to the reform.

Your tasks in the nursing field include the independent observation, consultation, care and nursing of patients in an inpatient or outpatient setting. In addition, you will be responsible for documenting and evaluating nursing measures as well as carrying out medical orders and assisting with medical measures. At the same time, as a nurse you will be available as a competent contact person for relatives as well as for other professional groups in the nursing context. Basic nursing activities are a large area of responsibility.¹

The nursing professions (nursing specialist, geriatric nurse and health and pediatric nurse) are regulated professions in Germany. This means that the practice of the profession is tied to a specific qualification. Common to all medical professions is that the use of the professional title is protected. This means that the professional title may only be used with a professional license and a violation is punished as a criminal offense or misdemeanor. The professional license is granted upon application, which requires, among other things, proof that the legally regulated training or studies have been completed and that the state examination has been passed in each case. Persons with a foreign degree must therefore have it recognized in Germany. This also requires proof of personal and health suitability and of language requirements. More detailed information follows in the section "Recognition of foreign qualifications".

The website [Perspektive Gesundheitswirtschaft](https://www.perspektive-gesundheitswirtschaft.de) of the Berlin IQ Network is designed to give you an overview of the health care industry and inform you about qualification requirements and fields of work.

¹ 1 Pflegeberufsgesetz §5 (https://www.buzer.de/5_Pflegeberufegesetz-PfIBG.htm)
Infoblatt_englisch

Possibilities of immigration according to the law on immigration of skilled workers

The Skilled Workers Immigration Act (FEG) opens up the possibility of accelerating the entry procedure for skilled workers (Section 81a of the Residence Act (AufenthG)).

If there is a concrete job offer, the employer can apply for an "*accelerated skilled worker procedure*" on behalf of the recruited nurse against payment of a fee. In the accelerated procedure for skilled workers, the foreigners authority plays a key role and is responsible for:

- advising employers on the entry requirements of the professional,
- the examination of the legal requirements for foreigners,
- the initiation of the recognition procedure and obtaining the approval of the Federal Employment Agency.

All authorities involved are bound by tight schedules. If all requirements are met, the foreigners authority issues a **pre-approval for the issuance of the visa**, on the basis of which the foreign mission assigns an appointment for the visa application within three weeks and usually decides on the issuance of the visa within a further three weeks after the application has been submitted. The appointment at the visa office must be requested by the professional or by a person authorized by the professional (e.g.: personal service agency). The recognition procedure usually takes two months, the approval procedure usually one week - in total, therefore, usually no longer than four months.

For more information on the accelerated skilled worker process, [click here](#).

Alternatively, the regular entry procedure and, if applicable, the procedure for obtaining prior approval from the Federal Employment Agency in accordance with Section 36 (3) of the Employment Regulation (BeschV) are still available; the skilled worker and the employer can choose the procedure that appears to be more favorable for them in each case.

The procedure can also be applied to the **family reunification of spouses and children**, provided that the applications for this are submitted in a temporal context (this means: entry of the family members within 6 months from the entry of the professional).

For this purpose:

- the livelihood must be secured by the employment,
- enough living space available and
- the joining spouse can prove that he or she has a basic knowledge of German at the A1 language level (proof of language proficiency is not required if the skilled worker has an EU Blue Card or comes from a privileged country).

Note: Fees will be charged again for each person in the family reunion.

Further information on family reunification can be found here: [BAMF](#).

Entry in the context of placement agreements (especially in the health and care sector)

Section 16d (4) of the Residence Act (AufenthG) introduces the possibility of entry into Germany within the framework of placement agreements between the Federal Employment Agency and the labor administrations of selected countries of origin as of March 1, 2020. In contrast to the other regulations in Section 16d of the Residence Act, a visa for entry in accordance with Section 16d (4) of the Residence Act does not require a completed individual recognition procedure. The purpose of entry and residence under this provision is to carry out the recognition procedure in Germany. Parallel to this, employment is already being pursued in the intended occupational field.

In the case of entry in accordance with Section 16d (4) of the Residence Act, the Federal Employment Agency believes that full recognition of foreign professional qualifications must be achievable. The Federal Employment Agency therefore only concludes agreements for selected

professional qualifications from the country of origin that it deems suitable in consultation with a body responsible for professional recognition or the professional associations or where, in its estimation, "appropriate training structures" exist
Detailed info on entry via §16d of the IQ Network can be found here:

Englisch

Note: Residence status expires after 18 to max. 24 months if recognition has not been granted (§ 16d Abs. 1 Aufenthaltsgesetz - AufenthG)

Recognition of foreign degree

Anyone wishing to work permanently in a nursing profession in Germany requires a state license to practice the profession. As a rule, the following formal requirements must therefore be met in order to be allowed to work as a nurse in Germany:

1. **Recognized degree:** The nursing degree you obtained in your country of origin must be recognized in Germany. To do this, the authority responsible for you will check whether your professional qualification is equivalent to a German nursing qualification. Optionally, you can also apply for recognition of your academic degree. If this is not the case, you can take a knowledge test or an adaptation course to demonstrate an equivalent level of knowledge. The application for professional recognition must be submitted to the relevant office in the federal state in which the employment is to take place. The German recognition issued by this office is valid throughout Germany. Until professional recognition is granted, international nursing staff are often employed as nursing assistants. This initially means lower earnings and less authority in day-to-day care. However, as soon as professional accreditation is granted, you can be hired as a nursing professional. This process usually takes up to three months.
2. **Sufficient knowledge of German:** Depending on the federal state, you need knowledge at level B2 or B1 according to the European Framework of Reference for Languages (CEFR). Entry with B1 is possible for occupational recognition, but sometimes German language skills at level B2 are required for participation in a compensatory measure. In any case, B2 proof must be provided for professional admission.
3. **Health suitability:** With a certificate from a German doctor, you must prove that you are physically and mentally healthy and therefore suitable for the profession of caregiver. In addition, you need vaccination protection.⁴ Start with this while you are still abroad. If you do not start building up the vaccination protection until you are in Germany, the start of work may be delayed by up to 6 weeks.
4. **personal suitability/reliability:** As proof of trustworthiness, you need a current police clearance certificate from your home country or Germany.

Helpful contact/consultation points:

 <p>ANERKENNUNG IN DEUTSCHLAND</p> <p>Das Informationsportal der Bundesregierung zur Anerkennung ausländischer Berufsqualifikationen</p>	<p>„Recognition in Germany“ is the German government's central portal for the recognition of foreign professional qualifications. Professionals who want to work in Germany in the profession they learned abroad are in the right place with this 11-language online service. The Recognition Finder tells you whether you need official recognition of your foreign professional qualification and which office is responsible for your procedure. Here you can also find an independent advice center in Germany or abroad. In addition, "Recognition in Germany" provides you with all the important information you need to prepare for the recognition procedure and submit your application. Employers who want to hire people with foreign professional qualifications can also</p>
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	<p>find out the most important steps at a glance. In addition, there are tips on helpful support services</p>
 <p>Anerkennungs-Finder Sie möchten in Ihrem Beruf in Deutschland arbeiten? Lassen Sie Ihren Beruf anerkennen! Hier erfahren Sie, wie und wo Sie Ihren Abschluss anerkennen lassen können. Wählen Sie Ihren Beruf aus der A-Z Liste aus → Geben Sie Ihren Beruf ein, z. B. Arzt Los geht's</p>	<p>With the Recognition Finder, you can find out whether you need to have your professional qualification recognized in Germany and also where and how to do this. The Finder does not offer personal counseling, but it does provide information about counseling opportunities. With simple questions you can find a counseling center and the possibility to submit an application.</p>
 <p>anabin Das Infoportal zu ausländischen Bildungsabschlüssen</p>	<p>Anabin (german) is a database for information on the evaluation of foreign educational certificates. It supports authorities, employers and private persons to classify a foreign qualification into the German education system; nostrification.</p>
 <p>Das Portal der Bundesregierung für Fachkräfte aus dem Ausland</p>	<p>The federal government's umbrella portal for skilled labor immigration Make-it-in-Germany provides a comprehensive range of information for skilled workers and companies. Make-it-in-Germany provides a hotline where you can get personal advice on the following topics - in German and in English: job search, work and career, recognition of foreign professional qualifications, entry and residence, and learning German. You can reach the hotline Monday to Friday from 08:00 to 18:00 CET under the hotline number: +49 30 1815 - 1111</p>
 <p>Explainer videos  YouTube^{DE}</p>	<p>You can find an illustrative video on the recognition process from Make-it-in-Germany here: YouTube.</p>
 <p>iQ Netzwerk Integration durch Qualifizierung</p>	<p>The iQ support program offers counseling and qualifications for people with qualifications acquired abroad. More than 70 permanent and 100 mobile experienced and competent counseling centers provide free support on the way through the procedure and inform about suitable adaptation qualifications or compensatory measures. In addition, the program also offers qualifications itself.</p>
 <p>bq PORTAL</p>	<p>The BQ-Portal offers comprehensive information on foreign professional qualifications that are located in Germany in the area of dual education and training professions and, together with the portal Recognition in Germany, is one of the three central information portals on the topic of Recognition of foreign professional qualifications: here.</p>

Information on the current labor market situation

Information on the **current labor market situation** (german) in the healthcare sector from the German Federal Employment Agency.

Language acquisition

Proof of language proficiency is required for the recognition of vocational training for foreign nursing staff. In most cases, level B2 according to the Common European Framework of Reference for Languages (CEFR) is required.

The levels of competence of the Common European Framework of Reference for Languages CEFR		
Competent Language use	C2	Can effortlessly understand virtually everything he/she reads or hears. Can express him/herself spontaneously, very fluently and accurately, and can make finer shades of meaning clear even in more complex situations.
	C1	Can understand a wide range of demanding, longer texts and grasp implicit meaning. Can express him/herself fluently and spontaneously without having to search for clearly identifiable words.
Independent language use	B2	Can understand the main ideas of complex texts on both concrete and abstract topics, including technical discussions in his/her field of specialization. Can communicate so spontaneously and fluently that a normal conversation with native speakers is quite possible without major effort on either side.
	B1	Can understand the main points of clear standard input on familiar matters regularly encountered in work, school, leisure, etc. Can deal with most situations likely to arise whilst travelling. Can cope with most situations encountered when traveling in the language area.
Elementary language use	A2	Can understand sentences and frequently used expressions related to areas of most immediate relevance (e.g. personal and family information, shopping, work, local area). Can communicate in simple, routine situations involving a simple and direct exchange of information on familiar and routine matters.
	A1	Can understand and use familiar everyday expressions and very simple phrases aimed at the satisfaction of needs of a concrete type. Can introduce him/herself and others and can ask questions about personal details - e.g. where he/she lives, people he/she knows, things he/she has - and can respond to questions of this type.

Proof of this is often provided by inadequate, non-meaningful certificates. Employers and employees can obtain certainty about the language level through recognized certificates from language test providers that meet the international quality requirements of the Association of Language Testers in Europe (ALTE). The ideal solution is to combine a technical language course "German in Nursing" with a technical language German test specifically for nursing staff.

Specialized language exam as part of professional licensure:

In some federal states, a technical language exam is already part of the professional licensing process. This means that situations specific to everyday nursing care are simulated and tested in an examination.

Funding Opportunities: The "Verordnung über die berufsbezogene Deutschsprachförderung" - DeuFöV for short - is the legal basis on which vocational German language courses are conducted. The Federal Office for Migration and Refugees (BAMF) is responsible for implementing the DeuFöV courses. For this purpose, the BAMF has public and private providers - A personal consultation on regionally available. German courses can help. Here you can find more information about [DeuFöV-Kursen](#).

Registration for DeuFöV courses is currently not readily available for persons who are still abroad. However, the future employer can apply for this support.

DeuFöV courses are designed to help participants acquire, deepen and consolidate job-related German skills. The aim of the **courses** is to improve the chances of migrants and people with a migration background in the labor market.

Insurance:

Health insurance:

As an employee, you have health insurance in any case - **either as a member of the statutory health insurance or a private health insurance**. If you become ill, the health insurance company covers the costs of medical treatment. The basic insurance coverage of the statutory health insurance funds extends to the following services:

- outpatient medical treatment, for example in doctor's offices
- dental care
- Medication and medical aids
- Inpatient stays and treatments, for example in hospitals
- medically necessary rehabilitation measures
- Services for pregnant women and during childbirth
- If your spouse does not work, you can include him or her in the statutory health insurance. This will not incur any additional costs for you. The same applies to your children.

When you take out health insurance, you are automatically covered by long-term care insurance. Long-term care insurance covers you if, for example, you are no longer able to care for yourself due to a serious illness - in other words, if you need help from a nurse.

(Quelle: [Make it in Germany](#))

Pension insurance:

In principle, pensions from the statutory pension insurance are also paid abroad. In certain individual cases, however, there may be restrictions. You should therefore in any case inform yourself in good time in advance at the German Pension Insurance. You can find more information on pension entitlement [here](#).

Unemployment Insurance:



As an employee, you are usually compulsorily insured under the unemployment insurance scheme. It pays unemployed people an income for a certain period of time if certain requirements are met. As a rule, you must have been insured for at least one year in the last two years and be looking for work again. You can find more information [here](#).

Professional/technical associations and trade Unions

A professional association is a free and independent interest group whose members are members of the same profession or closely related professions. Professional associations work with the aim of better and more effectively asserting the interests of as many members of the profession as possible vis-à-vis the practitioners' contractual partners (e.g. employers, clients, public authorities, legislators) and the public in general by pooling their interests.


There are thousands of professional associations in Germany - at least as many as there are professions. There are also quite a few in the care sector, usually specialist associations.

	<p>The German Nursing Council is an association. The German Nursing Council has set itself the task of representing and enforcing the interests of nursing at the state and national level as well as internationally. In doing so, the Nursing Council - DPR for short - aims to accompany and help shape structural changes in the healthcare sector.</p> <p>State nursing councils are state working groups of nursing professional organizations and are the point of contact for all state-specific issues in the nursing sector. They coordinate the positions of their member associations, strengthen political enforcement and promote professional self-administration.</p> <ul style="list-style-type: none"> • Landespflegerat Baden-Württemberg • Bayerischer Landespflegerat • Landespflegerat Berlin-Brandenburg • Bremer Pflegerat • Hamburger Pflegerat • Landespflegerat Hessen • Niedersächsischer Landespflegerat • Pflegerat NRW • Dachverband der Pflegeorganisationen Rheinland-Pfalz e.V. • Landespflegerat Saarland • Landespflegerat Sachsen-Anhalt • Sächsischer Pflegerat • Landespflegerat Thüringen • Landespflegerat Mecklenburg-Vorpommern
	<p>The German Professional Association for Nursing Professions claims to be the largest and best-known independent nursing professional association in Germany. The association has made it its mission to represent the nursing profession in public and to advocate for the further development of nursing and the nursing professions. Furthermore, the DBfK is concerned with promoting and deepening the understanding of the professional concerns of nurses among ministries, authorities, associations, organizations and courts. The association is a member of the International Council of Nurses (ICN).</p>
	<p>The German Professional Association for Geriatric Care DBVA for short- "is the only association that is exclusively committed to the geriatric care profession and the interests of those working in geriatric care," writes the interest organization on its homepage. To its main demands it belongs to receive the occupation of the geriatric nurse. Therefore it opposes the generalistic care training, which provides for some eddy in the care industry. Furthermore, the association is campaigning for better working conditions in nursing care for the elderly</p>

	<p>The BeKD e.V. has represented the interests of professional health and pediatric nursing in Germany for over 35 years. The professional tasks of the BeKD e.V. include the representation of the interests of the members as well as offers and concepts for further education and training (family health and pediatric nursing), the implementation and participation in studies and projects (need for care in children, survey of the need for care in children)</p>
	<p>The German Nursing Association-DPV for short- sees itself as representing the interests of nurses in Germany in a similar way to the DBfK. According to its own information, the DPV participates in committees in state and federal ministries and sends delegates to the state nursing conferences and the German Nursing Council. DPV officials lobby for care at various levels and are committed to improvements in the care sector - for example, more appropriate remuneration or better staffing.</p>

Nursing unions do not yet exist.

However, the **DGB** (Deutscher Gewerkschaftsbund - German Trade-Union Federation) and **ver.di** (Vereinte Dienstleistungsgewerkschaft - United Services Union)) each deal with care policy issues in sub-areas.

	<p>The United Services Union, represents the service industries in Germany, including numerous healthcare professions, such as nurses. The department responsible is "Health and Social Services" (https://gesundheit-soziales.verdi.de/). In the past, the union has initiated numerous actions and strikes in the health sector, fighting for better pay for nurses.</p>
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Quelle: <https://www.kohlhammer-pflege.de/pflege-im-uberblick/pflegebranche-und-politik-20>

Employee representation at AG

Every church or charitable institution has an employee representative committee (MAV). Its elected members represent the interests of the employees vis-à-vis the employers. They make a significant contribution to the further development of the services and facilities. Their tasks are comparable to those of works councils in the commercial sector and staff councils in public administration. A works council is an institutionalized employee representation body in companies, enterprises and corporate groups. In technical terms, the word refers to the co-determination body under works constitution law; colloquially, an individual member of the body is also often referred to as a works council.

Nursing Chambers:

There are medical associations for physicians and similar organizational forms for other health care professions. In the nursing professions, they are called nursing chambers. The first nursing

chamber in Germany was founded in 2016. At the federal level, a working group, the Nursing Chamber Conference, was convened by the three state nursing chambers already established together with the German Nursing Council as the umbrella organization of the most important professional associations in the German nursing and midwifery sectors. The goal is to create a federal nursing chamber that will enable joint advocacy for the interests of nursing at the federal level. The nursing chambers are a professional organization which, in their capacity as public corporations, are responsible for the self-administration of nursing. Their typical areas of responsibility include, among other things, the ...

- Professional representation: Representation of the profession's interests internally and contact person for politics.
- Promotion of the nursing profession: The nursing chamber organizes and certifies advanced training courses and thus ensures that new nursing knowledge reaches the nursing staff and that the quality of nursing care is ensured.
- Professional supervision: Misconduct by nurses can be sanctioned by the chamber - up to and including withdrawal of the professional license.

Nursing chambers are not responsible for collective agreements or labor disputes. However, they can carry out lobbying work as part of their duties as professional representatives.

Employment law: advice on employment contracts, commitment clauses, breaks, termination and compulsory insurance

Termination and commitment clauses in employment contracts:

The general exclusion of binding clauses permitted under labor law as a way of structuring employment contracts is disproportionate. However, the applicable law allows employees to terminate their employment contract without notice in the event of unreasonable conditions.

Extraordinary termination is a termination in which the **notice period** prescribed for ordinary termination is not observed or not observed in full, or in which an employment relationship is terminated that cannot actually be terminated (i.e., "ordinarily"). Extraordinary terminations are therefore in many cases, but by no means always, also **terminations without notice**.

Extraordinary termination is exceptionally permitted if the following points come together: There must be a serious reason for the immediate termination of the employment relationship. The reason must be so **important** that it is no longer reasonable for the employer/employee to wait even for the notice period. **Extraordinary** notices of termination may be given by both the employer and the employee. (§ 626 para.1 BGB (German Civil Code))





The **Fair Integration** offer is a consulting focus of the funding program IQ. The counseling service covers questions of labor and social law issues that are directly related to the employment relationship, e.g.: Wages, working hours, vacation, termination, health insurance, etc: **Fair Migration**. In the counseling centers, both people, who are already in work, training or internship or internships can receive advice on specific issues as well as those as well as those who wish to obtain preventive about their working conditions. The counseling centers also offer workshops for the target group, e.g. as part of integration or language integration or language courses.

		<p>You can find more information on insurance in the BAMF brochure: Welcome to Germany</p>
		<p>The ARBEIT UND LEBEN- network for advising foreign employees was founded in 2017 for professional exchange, qualification and joint public relations work. Thus, ARBEIT UND LEBEN covers an important part of the counseling work locally, regionally and nationwide and is thus a central partner for the implementation of fair working conditions and fair wages for foreign employees on the German labor market. Counseling is available in several languages (mostly German, English, French, Spanish, Polish, Ukrainian, Croatian, Russian, Turkish, Arabic).</p>
		<p>Handbook Germany provides answers from A-Z about life in Germany in seven languages (German, Arabic, English, Persian, Turkish, French, Pashto and Russian). With important tips on asylum, housing, health, work and education, as well as daycare, studies and much more. On the local pages you can find suitable contact persons in your area. Here are some examples: Health insurance in Germany https://handbookgermany.de/en/videos/explainer-videos/health-insurance.html How does the German care system work? https://handbookgermany.de/en/videos/explainer-videos/nursing-care.html</p>
		<p>The following YouTube offering from the DGB on labor law topics is recommended, although there is no direct reference to nursing professions here:https://www.youtube.com/watch?v=QVxYLLu955Y</p>

Migration and integration counseling

	<p>Since 2005, the federal government has offered migration counseling for adult immigrants. This service complements the integration course for immigrants. The counseling service, which is specially tailored to new immigrants, is available primarily within the first three years after arrival. It aims to support immigrants in their linguistic, professional and social integration. It is intended to enable them to act independently in all matters of daily life. The counseling activities are carried out by the six central associations of the Freie Wohlfahrtspflege (AWO, DCV, Parität, DRK, Diakonie, ZWST) and by the Federation of Displaced Persons. It is supported by federal funds.</p> <p>https://www.bmi.bund.de/EN/home/home_node.html;jsessionid=E7008AF4C16FDAB11BDD4801D84C55D6.2_cid295</p>
	<p>Digital service that offers people seeking advice the opportunity to use the mbeon app. A free, anonymous and data-secure chat consultation on questions about arriving in Germany (topics such as work and career, learning German, health and housing). At the same time, extensive information on migration is provided as an initial orientation aid in the app and on this website. In addition, there is the possibility to get personal advice at an MBE counseling center. You can find them here: https://bamf-navi.bamf.de/de/Themen/Migrationsberatung/</p>
	<p>Fair Integration is a nationwide counseling service on social and labor law issues for refugees and other non-EU migrants. At the counseling centers, people who are already in work, training or internships can receive advice on specific issues, as well as those who want preventive information about their working conditions. The counseling centers also offer workshops for the target group, e.g. as part of integration or language courses. The range of counseling services includes labor and social law issues directly related to the employment relationship, e.g.: Wages, working hours, vacation, termination, health insurance, etc. For other thematic issues - e.g. job search or residence status - referrals are made to specialized counseling centers and advisory institutions.</p> <p>Link: https://www.faire-integration.de/en/topic/46.beratungsstellen.html</p>
	<p>Pre-integration services offered by the Goethe-Institut</p> <p>At many Goethe-Institut locations in the main countries of origin of immigrants to Germany, migrants are prepared for everyday and working life in Germany while still in their home country. The services offered include, in particular, target-group-specific regional and intercultural training, counseling and learning support services. Close cooperation is maintained with the migration counseling landscape.</p>
	<p>Youth Migration Services (JMD) support young people with a migration background in their integration process in Germany. Individual support, professional counseling, group and educational services, and strong networking in schools and training companies are among the key tasks. The focus is on school, vocational and social integration.</p>

Career Counseling

 <p>INFOTELEFON WEITERBILDUNGSBERATUNG 0800 / 201 79 09</p>	<p>The BMBF's „Continuing Education and Training Advice“ information hotline: In a conversation with an advisor, you can clarify your continuing education needs on the Continuing Education Information Line and receive advice and information on how to find and shape your own personal path in continuing education. During the conversation, you can discuss your specific ideas for continuing education and suitable financing options. The advisors on the Continuing Education Information Line are available Monday through Friday (except holidays) from 9 a.m. to 5 p.m. at +49 800 2017909.</p>
 <p>Bundesagentur für Arbeit</p>	<p>Opportunities for further/advanced training from the Federal Employment Agency: <i>Adaptation further training</i> helps to keep professional knowledge up to date and adapt it to new developments (e.g. in the areas of nursing, care of the elderly, nursing documentation, hygiene in the healthcare sector). In addition, the trend toward digitization of care may become an important continuing education topic for nursing professionals.</p>