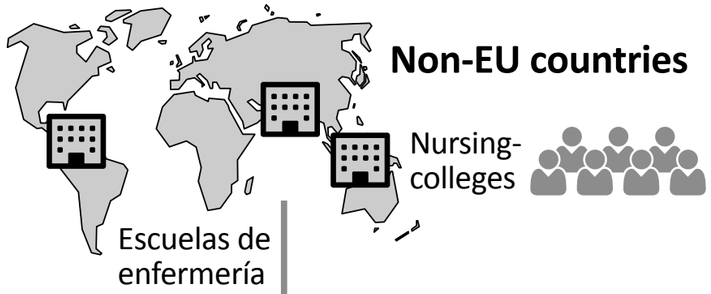
Placement of care professionals
from non-EU countries

Startcon GmbH



1. Review of employers

We know the employers in Germany and make sure that the framework conditions are suitable.

Some countries require employers to be accredited.

2. Job advertisement and first check

of your qualifications as a candidate

In cooperation with local partners

3. Interview

- We organise the interviews via video conference.
- We check exactly which employer fits your ideas (whether nursing or geriatric care etc.)
- If the employer and you both agree, we have a match

4. Educational training

- Binding through preliminary contract (recommended)
- Start or continuation of German lessons

We offer
- general and specialised language tuition by experienced, qualified German teachers
- practical cultural training
- special modules for nursing and care of the elderly
- ALTE-certified language examination guarantees good German (B1 or B2 level)

5. Paperwork

- From entry into the B1 course, the documents should be translated and submitted to the authorities in Germany for recognition. The examination can take up to 4 months. If necessary, accelerated procedure according to the "Skilled Workers Immigration Act".
- As of passing the B1 or B2 exam, booking an appointment at the local German consulate.

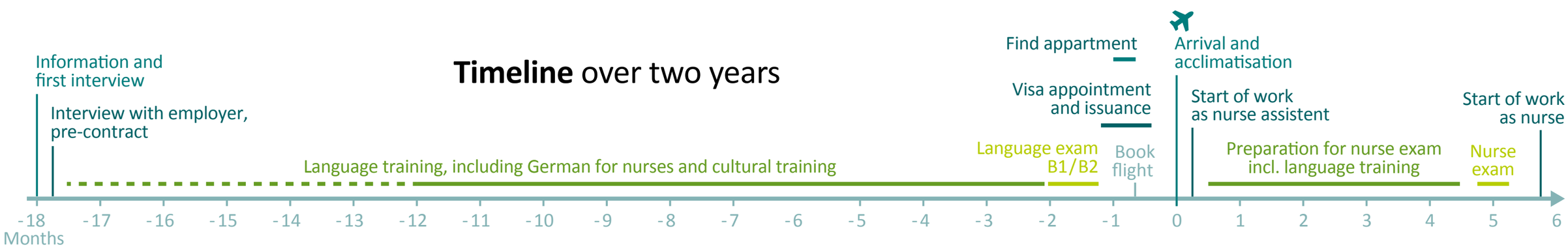
For the visa application we collect and translate
- Diplomas and certificates of study
- employment certificates
- passport, photos, family certificates.

We accompany the candidates to the embassy and help with travel arrangements.

6. After arrival

- Reception and initial accommodation
- Counselling and support with bank accounts, health insurance, registration office, foreigners authority, housing search, recognition authority
- If necessary, German B2 course
- preparation for knowledge test / externals' examination (3 – 6 months) or adaptation course (6 – 12 months)
- Support in applying for the skilled worker certificate
- Integration and onboarding with the employer

Timeline over two years



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