

# Things you should know **before moving to Germany**



zero to one search

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# Introduction

Moving to another country is one of the most exciting and promising new starts in a person's life, and it's very important to be properly prepared for it. The key objective of this guide is to give you a brief overview of life and work in Germany. We have compiled and systematized useful information from public open sources in order to provide answers to the most important relocation questions in one place. What is happening with IT industry in Germany? Is it an expat-friendly country and how to fit into its specific business culture? How to obtain a work visa? We hope, this guide will clarify

these and many other issues, facilitate your move and help you put things in order. We also tried to make it as short, informative and comprehensive as possible. If you have any specific questions or suggestions, please feel free to reach out!

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<https://zerotoonesearch.com/>



# Brief country's profile

## GERMANY

The largest and most populous country in the European Union.  
The driver of EU economic, political, defense structures.



### Population

83 million people



### TOP sectors

Chemicals  
Automotive  
Machinery  
Equipment



### Administrative organization

16 federal states  
Capital city is Berlin



### BIG-2

Berlin and Munich  
are the most  
attractive cities for  
tech talents



### TOP biggest cities

Berlin (3.5 mln)  
Hamburg (1.8 mln)  
Munich (1.4 mln)  
Cologne (1 mln)  
Frankfurt am Main  
(0.7 mln)

Number of people employed  
in ICT sector in Germany

1.1 mln

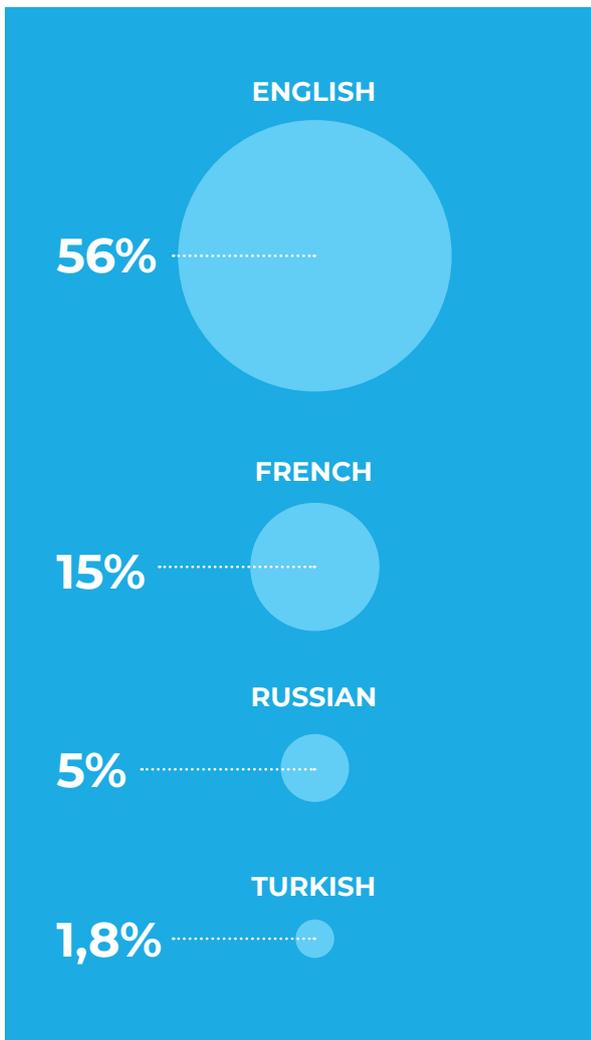
Germany's GDP  
growth 2019

0,6%

## Language

Germany is a multicultural hotspot, as it is viewed as a very attractive country to live in. The country hosts migrants not only from European countries but also from Asia, Africa and the Americas, who choose Germany for working, living, or learning. Among Germans, 67% speak at least one foreign language, with another 27% speaking two.

The four most spoken foreign languages in Germany are:



Generally, you don't need to have a fluent level of German for the majority of tech positions. At the same time, your day-to-day life in Germany will be much easier if you know the country's official language at least at a basic level. There are plenty of language courses in almost every German city, with those of the Goethe Institute

being the most popular among expats. You can start attending these classes even in your home country, as the institute also offers distance learning schemes.

## Labor migration to Germany

Germany's solid labor market has driven the national economic upturn in recent years. As of June 2020, the unemployment rate stands at 4.2% (taking into account COVID-19 effects), which is one of the best figures in Europe. Just to compare: in the United States, the world economic leader, the figure in June stood at 11.1%.

The German labor market is ready to accept as many people trying to get access to it as possible. The main motive behind encouraging immigration is a shortage of high-skilled employees. To address the issue, in March 2020, Germany adopted a new labor immigration law, which further encourages the immigration of qualified workers to Germany.

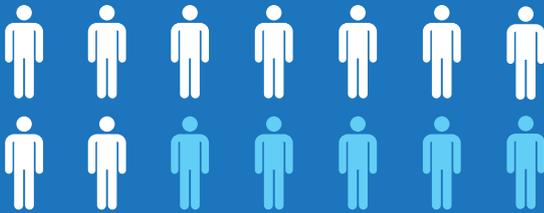


# Skilled labor GAP

## WHY DO THE GERMAN AUTHORITIES TAKE EVERY MEASURE TO ATTRACT HIGH-SKILLED FOREIGNERS?

61%

percentage of German employers experiencing a shortage of skilled workforce



The country's working-age population is expected to decline by 3.9 million before 2030 and by 10.2 million before 2060



Immigrants in Germany by origin

## TOP 5 DEMANDED PROFESSIONS

### FOR EDUCATED MIGRANTS

- Electrical engineering
- Automotive, aerospace, naval engineering
- IT systems analysis, user support, IT sales
- Automation engineering
- Software development, programming

### GERMANY'S

## NEW LABOR IMMIGRATION LAW



Skilled worker is no longer restricted to a person with a university or college degree



The "non-EU can only take a job if no German or EU citizen applies to it" rule abolished



Medical doctors, IT specialists, nurses do not need qualification recognition for work



Qualified workers are allowed to bring their spouses and minor children to Germany

**Check out the two parts of the overview of the best German cities to work in the tech industry in Zero to One Search blog:**

<https://zerotoonesearch.com/6-largest-cities-in-germany-for-work-in-it/>

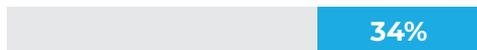
<https://zerotoonesearch.com/five-best-german-cities-for-it-specialists-outside-major-metropolises/>

## Cost of living in Germany

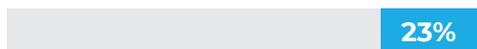
Germany is one of the best European countries to relocate in terms of average living standards. Germany's Munich, Frankfurt and Dusseldorf are in the top-5 most desirable cities for foreign employees to work and live in. Why is it so? The cost of living in German cities is relatively low in comparison to other top European cities – it is much cheaper than in the majority of large world cities.

For example, the cost of living in Berlin is estimated to be:

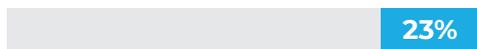
cheaper than New York



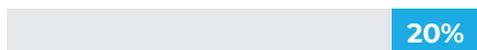
cheaper than London



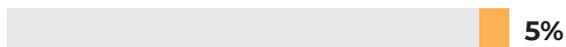
cheaper than Singapore



cheaper than Paris



more expensive than Madrid



Moreover, the country's well-developed transport, education, and healthcare systems are really attractive for expats, not to mention numerous opportunities to get

employed in Germany's booming economy.

Let's again look at several exact figures:

The Federal Statistics Office estimates that the household expenditure in Germany averages €859 a month. Residents allocate around 36% of their consumption budget to housing, energy and maintenance.

 On average, you will pay **€7–€12** for lunch or up to €5 for a sandwich or bakery snack;

 A cup of coffee costs about **€2–€4**;

 The level of price for a cinema ticket is **€8–€15**;

 Yearly gym membership costs about **€700**;

 About **€2.50–€3.50** you will pay for a beer;

Note that prices are a bit higher in western Germany, and if you are looking for a cheaper way of life it would be logical to consider eastern parts of the country for relocation.

## Accommodation in Germany

Finding a flat in most of the German cities is not always that easy, because of the large population of the country's key spots and booming employment market. That is why it's logical to use the range of ways to find accommodation. The traditional search via newspapers can also be successful and it makes sense to ask your future colleagues whether they know about a free flat. Contacting a real estate agent is also a good idea but you will have to pay for the agent's services.

The average cost of renting a flat per square meter in Germany depends on five key factors:

- **City.** If you want to rent apartments in the center of Munich, which is the most expensive German city in general, you

will certainly have to put more money on the table. The price varies depending on a city, as each of them has different migrant pressure and level of economic and business development;

- **Location.** There is a stereotype that a centrally-located apartment is the only convenient variant for newcomers, as it would be closer to all important places in the city. It's true, but the transport system in the country is well-developed, so it makes sense to also consider options in suburbs;
- **Size of apartments.** Think in advance how much housing space you will need depending on whether you're moving alone or with family and some other specific circumstances. The bigger flat the bigger price – an iron rule;
- **Furniture.** Keep in mind that often flats offered for rent in Germany are poorly furnished or not furnished at all. And you will need to budget things needed for a comfortable living. If apartments are ready for a new tenant, the price would

be higher, but this option could prevent you from having undue fussing while moving. The same applies to the built-in kitchen. Sometimes it's possible to buy it from a previous tenant, otherwise, be prepared to install your own.

- **Warm rent vs Cold rent.** A flat's price could either be «warm» (Warmmiete) or «cold» (Kaltmiete). The key difference here lies in Nebenkosten or additional costs (service charges). Kaltmiete is the price you pay for space itself, it does not include, for example, the price for electricity, water supply, or heating. Warmmiete is the Kaltmiete plus Nebenkosten. Nebenkosten vary substantially, as some landlords pay for such services as garden maintenance or garbage collection on their own, while others require a tenant to cover such costs. Make clear this important aspect to administer your funds.

One more tip concerning the price – to make a whole picture clearer use the so-called rental mirror or the Mietspiegel. This is a guide, prepared by the German government, which reflects indices of local rents, prices per square meter depending on the area and condition of a building. It will help you to rank possible flat options depending on your requests and budget.

**Below are some of the most popular websites, where you can check available options in any German city, photos of rooms and additional information:**

<https://www.immobilienscout24.de/>  
<https://www.immowelt.de>  
<https://www.immobilo.de/>  
[https://www.mrlodge.com/?utm\\_source=expatica&utm\\_campaign=rentingingermany](https://www.mrlodge.com/?utm_source=expatica&utm_campaign=rentingingermany) (flats in Munich)  
<https://www.wohnungsboerse.net/>  
<https://zeitwohnwerk.de/en/>

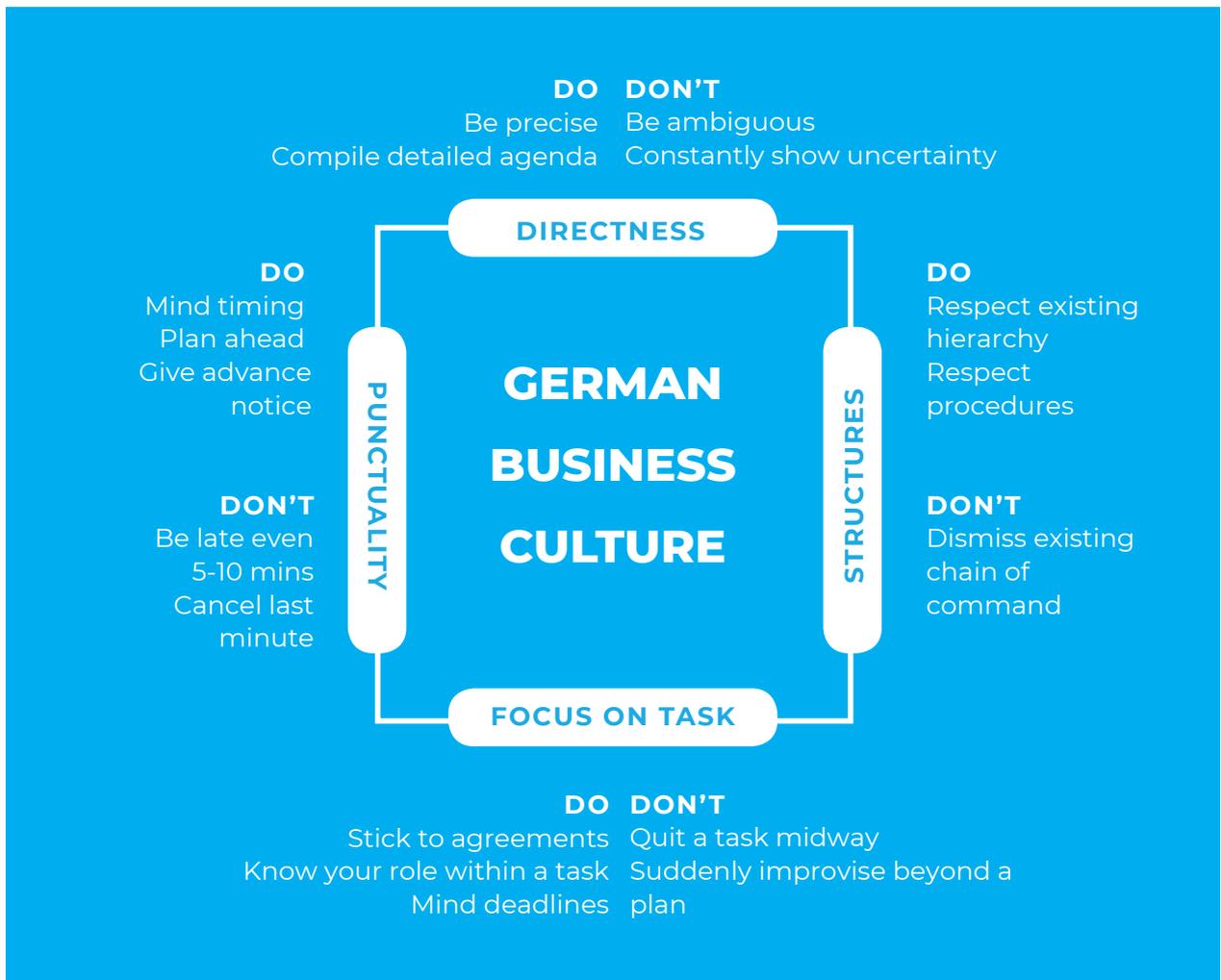
And of course, do not forget to check out Zero to One Search guide on flat-hunting in Germany for more detailed information: <https://zerotoonesearch.com/key-things-you-should-know-to-rent-an-apartment-in-germany/>



# Business culture in Germany

There are a lot of stereotypes around Germans concerning their way of doing business and behaving at a workplace. Sometimes, they're described as arrogant, obsessed with hierarchy and rules. Obviously, it's a bit of an exaggeration, but if you relocated to Germany for a job, you should be ready to adapt not only to your new company but also ways of communication in the German business environment.

Business etiquette in Germany varies company to company – there is no strict set of rules all Germans are obliged to comply with at their working places. It's true that Germans highly appreciate business planning and perfectionism at work but remember that a business culture rather depends on a particular enterprise.



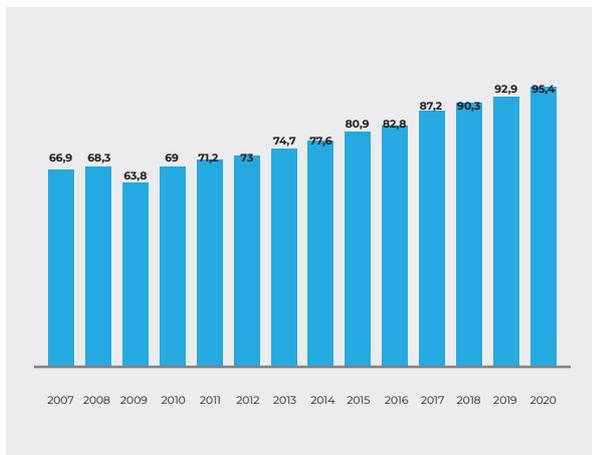
# German tech sector

## Industry Overview

Germany has been perceived as a leader in digital and technological spheres not only in Europe but worldwide. Since 2009, the amount of revenue the German information technology sector generates significantly grows from year to year.

Look at the key indicators characterizing the German tech industry (based on the latest available data).

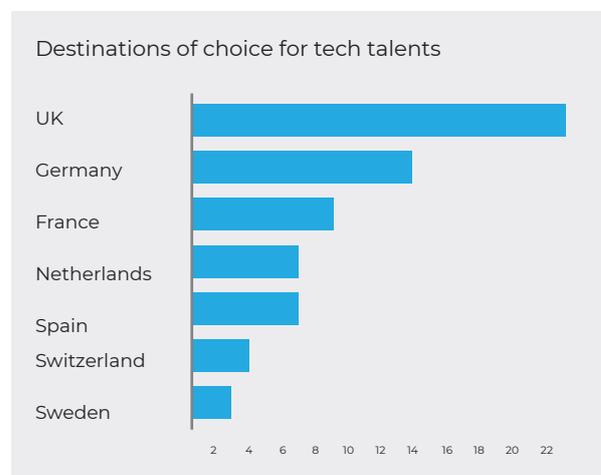
### Revenue in the information technology sector in Germany from 2007 to 2020 (billion euros):



### Germany is the second destination in Europe for tech talents

The German ICT is developing much faster than a number of traditional core sectors of the economy and therefore generates multiple jobs annually. As for 2019, the ICT industry employs about 1.1 million people in the country and has created approximately 150,000 new jobs over the past 5 years. In contrast, the country's world-fa-

mous automotive industry provides jobs to about 840,000 people in the country. And the chemical industry employs a little over 450,000 people.



### SME as a basis for tech growth

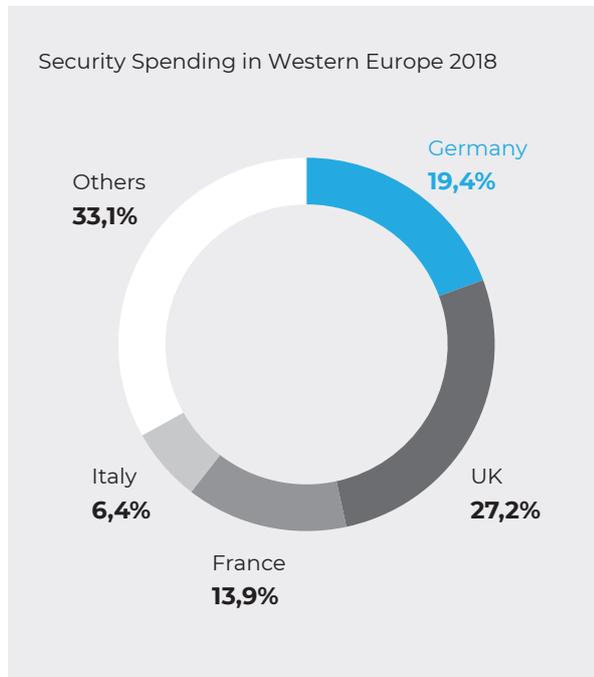
As for the structure of the German ICT market, it has a strong basis in the form of small and medium-sized enterprises (SME) sector. In German, it is referred to as Mittelstand. The primary aim of SMEs in ICT is to drive demand for software solutions, creating a significant customer base and generating more jobs for people.

In Germany, 99.6% of all companies subject to value-added tax are SMEs. Nearly 60% of all employees work at these companies. SMEs and their innovative strength are the economic engines of this country.

### Germany is the second-largest European market for security technology after the United Kingdom

The German security technologies market can be described by a high growth dynam-

ic and constant change which is helping create numerous opportunities for investors and tech players. Germany's IT Security market is expected to grow 9.2 percent by 2021 from the level of 2018, which is the most positive projection in Western Europe.



other national industry. About 6,000 new innovative companies are created in Germany every year and the share of startups in the country's economy as a whole is 4%.

### Germany is the “unicorn” country

One of the reliable indicators of the country's ability to support hyper-growth and create a new generation of future founders, executives, and angel investors is a number of the so-called “unicorns” in the tech industry, i.e. companies whose values have recently exceeded \$1 billion.

Germany firmly ranks second by a number of unicorns, well ahead of Israel, Netherlands, Sweden, and France following only the United Kingdom. 28 unicorns were created in Germany since 2008, while nine of them reached \$1 billion thresholds in 2018 alone, including such companies as NuCom Group, AboutYou, Omio (GoEuro), Hypoport, Biontech, etc.

### Startups gain momentum

The German ICT sector accounts for the highest number of startups than in any



## Support from the government and Digital Hub Initiative

In the case of Germany, smart government policies in the tech field provide support to the country's tech industry, fostering its development.

For now, the German government's Digital Hub Initiative can be viewed as the most ambitious and resultative project. The German government's Digital Hub Initiative is set to create Germany's own Silicon Valley using its own model for that. The initiative, launched in 2016, aims to increase connectivity and cooperation between 12 German tech and digital hubs (cities) and bring together different local competences drawing a broad picture of the country's tech landscape. The Digital Hub Initiative goes the other way in comparison with the US' experience of creating Silicon Valley, where the main national tech strengths are concentrated in one place.



## German ICT sector



### Strengths

Innovation-driven sector with high investments in products or process innovations

Additional services (complete packages) often lead to positive purchase decisions and customer retention

ICT sector with the highest start-up rate compared to other industries



### Weaknesses

High innovation pressure/high investments have to be financed

The increasing interchangeability of products makes it difficult for companies to distinguish themselves from competitors

High competition and high pressure on prices lead to low margins

## Salaries in German tech sector

Software engineers and other tech-skilled professionals are currently gaining momentum and showing up in statistics among the top average earners. This is also valid for Germany that means that it's the best time for career changers looking for a professional upgrade to move to the country.

According to PayScale, an average information technology specialist salary in Germany

is €53,700 gross per year. However, it can vary depending on a city and a concrete position:

Click to <http://www.salaryexplorer.com/salary-survey.php?loc=81&loctype=1&job=1&-jobtype=1#disabled> to find salaries for more tech positions (figures per month)

Stack Overflow Salary Calculator: <https://stackoverflow.blog/2019/10/16/coding-salaries-in-2019-updating-the-stack-overflow-salary-calculator/>

### Related Job Salaries

Software Developer	€37k - €65k	
Sr. Software Developer	€47k - €78k	
Frontend Developer	€34k - €63k	
Backend Developer	€39k - €60k	
Data Scientist	€41k - €77k	
Java Developer	€38k - €64k	
Sr. Java Developer	€50k - €76k	
PHP Developer	€35k - €60k	

Source: PayScale

## How to receive German work visa

It is not that difficult to obtain official permission to live and work in Germany if you're a skilled non-EU citizen with a job offer from a local company. You will have to get through some more paperwork than those, who come to Germany from other EU member states, but don't be scared – your efforts will pay off.

If a company is ready to offer a candidate a job contract, he/she can apply for the work permit. It is much faster and easier to receive a work permit in Germany compared to other developed countries.

Once you've got a job offer from a German employer, you can start preparing documents for visa and work permit. The first step you should make is to determine what kind of work visa to Germany you should apply for and seek assistance from your

local German consulate or embassy. Find out which is the closest one to you here: <https://www.make-it-in-germany.com/en/visa/local-contacts/world-map/>

**The good news:** According to the new German Skilled Worker Immigration Act that came into force on March 1, 2020, the country's employers don't have to give priority to German or EU nationals with equivalent qualifications anymore. So, immigrants now have more chances for success.

Moreover, even if you have not found a job in Germany yet, you are allowed to apply for a six-month jobseeker visa, as long as you fulfill the main requirement of having professional skills in areas in which German businesses are struggling to find qualified applicants.

# Types of German work visas

There are at least two types of work visas that are suitable in case you are a skilled professional and already have a job offer: EU Blue Card and German (Work) Employment Visa.

## EU Blue Card

EU Blue Card (Blaue Karte EU) is a residence title for academics (high-skilled individuals with a recognized degree in Germany or a degree which is corresponding to a degree in Germany) from outside the European Union. To obtain an EU Blue Card, applicants are required to have a university degree and a guaranteed job with an income of at least €55,200– or €43,056 as of 2020 in occupations where there is a shortage of workers.

The blue card gives you a four-year residence permit, and means family members can also come to live and work in Germany.

For more details concerning Blue Card, check the following resources: <https://www.bluecard-eu.de/eu-blue-card-germany/>

<https://www.bamf.de/EN/Themen/MigrationAufenthalt/ZuwandererDrittstaaten/Migrathek/BlaueKarteEU/blauekarteeu-node.html>

You can find out whether your university degree is recognized in Germany, by referring to the following web page: <https://anabin.kmk.org/anabin.html>.

Note that sometimes you require your degree to be verified by ZAB (Central Verification Büro) that may take additional months <https://www.kmk.org/zab/central-office-for-foreign-education/general-information-about-recognition/academic-recognition/use-of-academic-titles.html>

## Work Visa

Work Visa is an option for those, who don't possess a university degree, but already received an offer from a German company.

The application process for Work Visa is 2-4 weeks longer since an employer is obliged to ask the German Federal Employment Agency (Bundesagentur für Arbeit) for a pre-approval (Vorabzustimmung) of candidate's intention to enter the German labor market. To get this preliminary permission you would need to prove that you have 5 years of work experience in the field.

The application process for a work visa looks the following way:



Once a company decides to hire you, it sends a request to the Federal Employment Agency (note that your detailed CV, ID details and some additional documents may be needed for the request);



The agency decides on the request (it may take up to 4 weeks) and if it's approved, issues permission;



Then you should go to an embassy and submit original permission and certificates from previous employers proving you have necessary work experience;



Upon your arrival in Germany, you would need to make an appointment with the local Foreigners Office (Ausländerbehörde), which is responsible for issuing Work and Residence Permits.

For further information regarding the documents you will need to present to the Foreigners Office, please, refer to its webpage: <https://www.auswaertiges-amt.de/en>

Below are some more helpful links with additional information regarding visas, work permits and documents needed for registration:

German government's official information on immigration issues: <https://www.make-it-in-germany.com>

A website with a lot of valuable information for expats: <https://www.justlanded.com/>

Portal for the recognition of foreign professional qualifications: <https://www.anerken-nung-in-deutschland.de/tools/berater/en/>



# Social security and taxes in Germany

## Types of insurances

Once you've become an employee of a German company, you can benefit from the country's social security system. To be included in the system, you must make payments to four parts of it, namely, to health insurance, long-range nursing care, pensions and unemployment schemes. These payments usually account for about 40 percent of an employee's gross income, but an employer normally pays half of the cost. Accident insurance is fully covered by an employer.

Let's look at the main types of insurances in Germany in details:

### **Health Insurance (Krankenversicherung)**

Contributions to health insurance consist of two parts: paid by an employer and an em-

ployee. On top of this comes an additional premium that may vary depending on a particular health insurance fund. As an employee, you are either compulsorily insured or a voluntary member. The difference lies in the level of income and has no impact on a sum of contributions or benefits. Employees, whose salary regularly exceeds a specific threshold are no longer compulsorily insured, but become a voluntary member of a health insurance company or go for a private health insurance company membership.

You will be treated upon presentation of your health insurance card (you will receive it after becoming a member) when visiting a doctor or a hospital. In Germany, you do not have to pay for a visit to the hospital. Contract partners (doctors or hospitals) will bill your health insurance company directly. In some cases, there are co-payments that you must pay directly to a care provider.

Once you've registered in a health insurance program for the first time, you'll automatically receive your pension insurance number. Remember that you'll need to inform your employer about the type of health insurance you've chosen.

A person's spouse and children living in Germany are usually covered by one's health insurance. Make sure you can provide birth and marriage certificates.

There are two types of health insurance in Germany: public (Gesetzliche Krankenkasse) and private (Private Krankenkasse). If you earn less than 54,900 euros gross per year, you'll automatically be insured on a public health insurance scheme. If you earn above the 54,900 euros salary threshold, you can choose to completely leave the public health insurance system and go for private health insurance instead.

Even if you choose to be in the public health insurance scheme, you can take out an extra private health insurance policy as well, for extra peace of mind.

### **Long-term care insurance (Pflegeversicherung)**

Anyone can become in need of long-term nursing care regardless of age. If that happens, care and nursing assistance must be performed on a sustained basis, sometimes for decades. Long-term care insurance was developed to cover such risks. To keep administrative costs as low as possible, health insurance companies generally perform the tasks related to long-term care insurance. This means that when you register for health insurance you are automatically included in a long-term care insurance scheme as well.

Employees and employers pay half of the contributions each. When you reach the age of 23 and don't have children you must pay an extra amount.

### **Pension insurance (Rentenversicherung)**

You are automatically included in the pension insurance program once you get a

job. You can ask the Deutsche Rentenversicherung (<http://www.deutsche-rentenversicherung.de>) about your pension insurance number.

After an employee has retired from active working life, pension insurance provides for a secure retirement. However, a private pension plan is recommended in addition to the state pension system to maintain a given standard of living during old age. Pensions are not only paid out during old age but also in specific cases of reduced earning capacity or after the death of a family provider.

Contributions are calculated from gross salary and paid 50/50 by employer and employee.

### **Unemployment insurance (Arbeitslosenversicherung)**

Unemployment insurance aims to reduce the financial impact of losing a job. This type of insurance allows unemployed persons with no income to receive benefits for a limited time. All people who have paid work (except so-called 450€ jobs) are automatically insured.

Contributions are calculated from gross salary and paid 50/50 by employer and employee.

### **Accident insurance (Unfallversicherung)**

Accident insurance provides financial assistance in case of accidents that happen during work or occupational training. Furthermore, benefits are also granted for commuting accidents and occupational illnesses. This type of insurance is covered completely by an employer.

## **And what about taxes?**

Employees of German companies are normally assigned a tax class by the country's tax authorities under various categories. A "Tax Class" (Lohnsteuerklasse or Steuerklassen) is important in determining the amount of withholding tax deducted from

a salary, as well as the value of a number of social benefits a taxpayer may be eligible for. A tax class may be assigned to an employee by the authorities based on marital status and other criteria. In some cases, a taxpayer can request to be placed in a certain class.

- Class I applies to single (unmarried) people; those living in a registered civil partnership; those who are divorced, widowed or married unless they fall under tax class II, III or IV;
- Class II applies to those, who is a single parent and living alone with a child or children and are entitled to the child allowance (Kindergeld) and/or other government assistance;
- Class III applies, upon request, to married employees if both spouses live together

in Germany and one spouse is a sole wage earner; or the other spouse earns a salary but chooses to be categorized under Class V. Also applies to widowed employees for the calendar year following the death of a spouse if both were employees and living together in Germany on the day the spouse died;

- Class IV applies to married workers who live together and have not chosen Tax Class III or V for one of them;
- Class V applies to a taxpayer, whose spouse is classified under Tax Class III;
- Class VI is an optional class available to individuals who may have more than one job and earn money from other employment. A taxpayer may have more than one tax class if they have multiple jobs.

**Check out general calculations of the two most common tax schemes in Germany (EUR):**

Class I										
<b>Gross brutto / year</b>	40 000	45 000	50 000	55 000	60 000	65 000	70 000	75 000	80 000	90 000
<b>Gross/ month</b>	3.333	3.750	4.167	4.583	5.000	5.417	5.833	6.250	6.667	7.500
<b>Income taxes</b>	538	659	787	928	1.087	1.254	1.427	1.599	1.776	2.115
<b>Social security</b>	691	777	864	934	979	1.024	1.069	1.114	1.141	1.143
<b>Net per month</b>	2.105	2.314	2.516	2.721	2.934	3.138	3.338	3.537	3.749	4.240
Class III										
<b>Gross brutto / year</b>	40 000	45 000	50 000	55 000	60 000	65 000	70 000	75 000	80 000	90 000
<b>Gross/ month</b>	3.333	3.750	4.167	4.583	5.000	5.417	5.833	6.250	6.667	7.500
<b>Income taxes</b>	251	344	447	551	667	787	911	1.039	1.176	1.443
<b>Social security</b>	683	768	853	923	968	1.013	1.057	1.103	1.130	1.132
<b>Net per month</b>	2.400	2.638	2.867	3.109	3.365	3.617	3.865	4.108	4.361	4.923

# In case you relocate with family

## Family reunification visa

If you hold a residence permit there is actually no problem for your spouse and children to also move to Germany.

If you hold a BlueCard, your spouse will not need a certification of basic knowledge of German. However, if you are a holder of a work visa, it is obligatory for your spouse to show the A1 language certification. Therefore, we recommend that you start learning and attending German courses before moving.

Before moving, a spouse needs to obtain a family reunion visa (Visum zum Familiennachzug). If you are not married and plan to enter into marriage in Germany, you will need confirmation of that from your home country.

For more information on family reunification visa, please, refer to the following link: <https://www.make-it-in-germany.com/en/living-in-germany/family-reunification/spouses-non-eu-countries/>

And this one: <http://www.bamf.de/EN/Migration/EhepartnerFamilie/ehepartnerfamilie-node.html>

Upon entering the country, a spouse should register with your local Citizen's Office (Bürgerbüro) to get a registration (Anmeldung). Pay attention to the fact that it's necessary to bring all required documentation for the immigration department as soon as possible. The primary because time is needed to process every application.

## German school system

School enrollment in Germany starts at the age of 6 or 7 with primary school. Primary school includes grades from 1 to 4 and is the common school for children aged from 6 to 10. Children learn basic skills of reading, writing and doing arithmetic. After those 4 years in primary school, the parents will have to decide which kind of secondary school their children will go to (Mittel-, Realschule, or Gymnasium).

- Mittelschule includes grades from 5 to 9. Class is mostly based on occupational content. Degrees: Certificate of Secondary Education, qualified Certificate of Secondary Education, Secondary School Level Certificate.
- Realschule includes grades from 5 to 10. Students will receive good educational background to move on to an apprenticeship after school. Degree: Secondary School Level Certificate.
- Gymnasium (Grammar school) includes grades from 5 to 12. Students will receive an education qualifying them for university entrance as well as an apprenticeship. Degree: Final Secondary-School Examinations.

Use the following link to find out more about schools in Munich: <https://www.muenchen.de/rathaus/Stadtverwaltung/Referat-fuer-Bildung-und-Sport/Schule.html>

Münster: <https://www.muenster.de/schulen.html>

Berlin: <https://www.berlin.de/sen/bildung/schule/berliner-schulen/>

## Nursery school

It is highly recommended for children to attend nursery school/kindergarten/early

childhood education as it significantly contributes to developing their language skills. Children from the age of 1 have a legal right to be placed in a nursery school, although in reality it often takes a little while to secure a place, as nursing schools are quite popular in Germany.

There are the following options of childcare:



### At the age from 0 to 3:

- Krabbelgruppen (groups for small children)
- Tagesmütter und Tagesväter (daytime nannies)
- Spielkreise (play groups)
- Kinderkrippen (day nursery)
- Altersgemischte Kindergärten (nursery school with mixed ages)



### At the age of 3 until the start of school:

- Kindergarten (nursery school)
- Sonstige schulvorbereitende, Einrichtungen, Kindertagesstätten (other pre-school institutions)
- Tagesmütter und Tagesväter (day nannies)



### From school age:

- Ganztagschule (full-time school)
- Hort (after school care)
- Hausaufgabenbetreuung (homework assistance)

## Family benefits: Kindergeld

Parents or parent guardians (adoptive parents, stepparents, foster parents, and grandparents) have the right to receive child benefits for children who live in the same household.

There are different benefits for families with children from the time of birth up to their 18th birthday (and longer in some cases). Note, that only parents or parent guardians can receive those benefits (not a child).

If your child is a student or unemployed person, you will receive the kindergeld up to his/her 25th birthday.

To receive child benefits parents should apply in writing to the employment agency. Together with the application you will need the birth certificate of your child. The agency needs about 4-6- weeks of application processing time.

*We hope, this guide will clarify some key aspects of life in Germany and be helpful for you! It is also a subject to constant updates as far as fresh information appears.*

## Who are we?

Zero to One Search is a Germany-based international recruitment agency with a focus on connecting IT professionals with tech companies. Our mission is to help tech players to find candidates in accordance with their businesses' needs, and IT specialists to get the right jobs with interesting challenges and opportunity to relocate to Europe. The company was established in 2017 as a remote agency with a team of recruiters from all over the world.

## Let's keep in touch!

Are you looking for an IT job in Germany and keen to relocate?

We are here to assist you with the best recruitment practices! We speak 7+ languages and will be happy to help with your next career move in Germany.

Check out available jobs on our Job Board or contact us via email:

<https://jobs.zerotoonesearch.com>  
[info@zerotoonesearch.com](mailto:info@zerotoonesearch.com)



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