

Attracting Foreign Surveyors to Germany: Intentions and Implementation

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Key words: Professional practice; lack of skilled workers; foreign experts; surveyor; labor market; integration; recruiting

SUMMARY

Currently the shortage of skilled workers is one of the biggest problems in the German Economy. Due to demographic change, more people are retiring than new local professionals are coming. According to a skilled worker monitoring of the Federal Ministry of Labour and Social Affairs (BMAS), around 240,000 positions will be unfilled by 2026. The Institute for Employment Research (IAB) has announced that only with a long-term net immigration of at least 400,000 persons per year will the labor supply remain constant in the long term. Particularly affected of this shortage in 87 out of 140 professional groups, are fields such as Construction, Architecture, and Surveying. Here the demand for skilled workers is rising rapidly, in order that the fields remain attractive and competitive for professionals.

The question is whether the vacancies can be filled by personnel from abroad. Both employees and employers are confronted with various challenges. How can integration succeed? How can quality assurance be guaranteed when there are so many barriers? How can the bureaucratic hurdles, cultural misunderstandings and an opaque immigration system make the country more attractive to foreign professionals? Solving these issues creates a win-win situation for all involved.

Based on their own experiences, the authors would like to illuminate the topic from a new perspective. It is not only about formal issues, such as the recognition of documents, the work permit, the finding of a suitable job, and possibly the need for a further training. It is also about learning the language, the family support, the search for housing, the different legal situations and the need for integration. These challenges are often underestimated.

The aim of the DVW e. V., the German Association for Geodesy, Geoinformation and Land Management, is to play an important role in this challenge. Currently a document about the

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immigration of surveyors in Germany is being prepared, supported by experts to provide more transparency and less complexity.

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