

Hiring Engineers from Germany

The engineering profession in Germany is unregulated. There are no licensing, registration or work experience requirements and no regulatory body issues professional titles or maintains occupational standards. But the term ingenieur (engineer) is protected by the Ingenieurgesetz, or Engineering Law, which restricts use of the title to those who have achieved at least a three-year bachelor's degree in engineering.

The Verein Deutscher Ingenieure (VDI), or Association of German Engineers advocates for German engineers. It represents them nationally and internationally and monitors the profession through a publication called the Ingenieurmonitor.

Similar job titles in Germany

- Ingenieur, Diplom-Ingenieur (Dipl.-Ing.), or EUR ING

Who to target

- Germany does not distinguish between an engineer and a technologist, so it is worth paying attention to applicants' academic degrees. The best candidates for licensure by the Association of Professional Engineers and Geoscientists of Alberta (APEGA) are those holding a master's degree or equivalent.
- Engineers who hold a Diplom-Ingenieur (Dipl.-Ing.), which is similar to a master's degree, are also good candidates. The Dipl.-Ing. title has not been granted since 2010, when Germany finished implementing its three-cycle system (see below), but many engineers still use it.
- European Engineer (EUR ING) is a pan-European professional title available to engineers who hold a bachelor's or master's degree (three to six years of post-secondary education). It is the only professional title available to engineers in Germany. German engineers with a EUR ING and four or more years of post-secondary education are most likely to meet APEGA's licensing requirements.

Helpful information for recruiting in Germany

- In Germany's new three-cycle system of university education, students may earn a bachelor's degree followed by a master's degree and then a doctoral degree, similar to the North American system. Bachelor's degrees generally require three years of study while master's degrees usually require two more.
- The Engineering Law restricts education through the master's level to a maximum of five years, so universities often design complementary bachelor's/master's programs that comply with this requirement.
- Academic degrees are the primary credentials used by German engineers. Degrees are granted in specific fields such as mechanical engineering or geology.

- Many German engineers will be competent in English since it is taught in most secondary schools and in many universities.

Skill and knowledge gaps and other barriers

Internationally trained engineers who want to practice engineering or geoscience in Alberta must be licensed by APEGA, which has numerous licensing requirements including the ability to work in English. For more information, see www.apega.ca.

Other resources

Employers may be able to partner with the VDI to recruit engineers in Germany. There is currently a shortage of engineers in Germany, and the VDI has been developing attraction and retention strategies to bolster the workforce. However, the organization is also interested in increasing its members' international exposure. To learn more, see www.vdi.eu.

Comparable Canadian and German job titles

Canada	Germany
Engineering Managers	Technischer Geschäftsführer (Technical Director)
Civil Engineers	Bauingenieure (Civil Engineer)
Mechanical Engineers	Maschinenbau-Ingenieure (Mechanical Engineer)
Electrical and Electronics Engineers	Elektroingenieure (Electrical Engineer)
Chemical Engineers	Chemieingenieure (Chemical Engineer)
Industrial and Manufacturing Engineers	Produktionsingenieure (Production Engineer)
Metallurgical and Materials Engineers	Ingenieure der Werkstofftechnik (Materials Engineer)
Mining Engineers	Bergbau-Ingenieure (Mining Engineer)
Petroleum Engineers	Verfahreningenieure (Process Engineer)
Geologist, Geochemists and Geophysicists	Diplomgeologe abbreviated Dipl. Geologe Diplom Geophysiker or M.Sc Geophysiker Diplom Mineraloge or M.Sc. Mineraloge

NOTE: Qualified workers in these occupations should hold at least a bachelor's degree in engineering, and may use titles such as Ingenieur or Diplom-Ingenieur (Dipl.-Ing.), while others may use the EUR ING title.