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# **B-solutions**

## **Roadmap & Factsheet for the Recognition of Qualifications for Highly Demanded Professions**

### **Results & Findings**

**29 October 2019**

**Lavinia Kortese, LL.M.**



## Context

- European Commission Communication
  - Boosting growth and cohesion in EU border regions (COM(2017) 534 final/2)
- European Commission
  - Public Consultation & Report “Overcoming obstacles in border regions”, 2015

→ *Non-recognition of qualifications is one of the most-cited cross-border obstacles*



## Practical information

- Lead applicant: Provincie Limburg (NL)
- Project Partners:

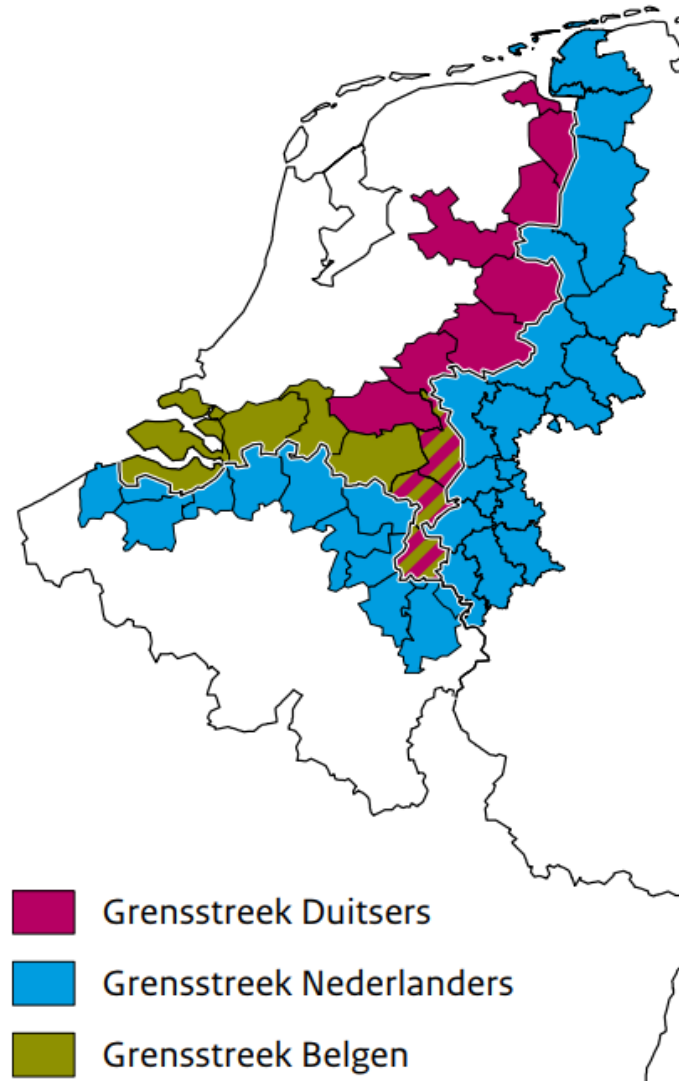
Ministerium für Arbeit, Gesundheit und Soziales NRW	Ministerie van Onderwijs, Cultuur en Wetenschap (NL)
EUREGIO	Euregio Maas-Rijn
Euregio Scheldemond	Euregio Rijn-Waal
Euregio rijn-maas-noord	Eems Dollard Regio
Benelux	Syntra
Algemene vertegenwoordiging Vlaanderen	Ministerium für Soziales, Gesundheit und Gleichstellung
VDAB	Ministerie van Volksgezondheid, Welzijn en Sport (NL)

- Project duration: August 2018 – October 2019



## Border Region

- Dutch border with Belgium and Germany
- Belgium:
  - Flemish Community
  - French Community
  - German-speaking Community
- Germany
  - North Rhine-Westphalia
  - Lower Saxony



Source: PBL – Arbeidsmarkt zonder grenzen



# A Proposed Solution: Roadmaps & Factsheets

- Roadmap:
  - Aimed at first line supporters
  - Contributes to better information provision for citizens
  - Increases transparency
  - Goes beyond directly available information
  - Aligning the interests of citizens, first line supporters and competent authorities
- Factsheet:
  - Aimed at the citizen
  - Raising awareness of rights and obligations during the recognition process



# Approach

1. Selecting highly demanded professions
2. Developing Roadmaps & Factsheets
3. Documenting the approach and general project findings



# Step 1

## Selecting Highly Demanded Professions



# Approach to Selecting Professions

- Focus on existing labour market analyses

Member State/Region	Organisation	Initiative	
Netherlands	UWV	Kansberoepen – Update najaar 2018	
Belgium	Flemish Community	VDAB	Knelpuntberoepen in Vlaanderen 2018
	French Community	Forem	Métiers en tension de recrutement en Wallonie
	German-speaking Community	Arbeitsamt	Liste der Mangelberufe in der Deutschsprachigen Gemeinschaft – Gültig für 2018-2019
Germany	Bundesagentur	Fachkräfteengpassanalyse	





## What is a Highly Demanded Profession?

- Different definitions and methods per employment service
- Common factor → professions that are experiencing shortages of employees
- Definition B-solutions project:
  - Professions where opportunities lie for citizens
  - Labour market from the perspective of the citizen



## The Approach to Selecting Professions

1. Per labour market initiative:
  - What is regulated (general system)?
  - Is it relevant to the selected border region?
2. Matching professions:
  - Initial selection
  - Jobseeker wizard – Regulated professions database





# THE EU SINGLE MARKET

## Regulated professions database

European Commission > Internal Market > Free movement of professionals > Regulated professions database



### IS MY PROFESSION REGULATED IN ANOTHER MEMBER STATE?

EU country where you got your qualification:

EU country where you wish to practice:

Profession you wish to practice:

Fill here a generic name of a profession in the site language, or if not possible, the name of the regulated profession in the language of the home or host country.

**SUBMIT**

**CLEAR**

<http://ec.europa.eu/growth/tools-databases/regprof/index.cfm?action=homepage>



# The Shortlist

Netherlands-Belgium	Netherlands-Germany	Netherlands-Belgium-Germany	Belgium-Germany (unregulated in the Netherlands)
<p><u>Second level nurse</u></p> <ul style="list-style-type: none"> <li>– NL: Verzorgende IG</li> <li>– BE: Zorgkundige/Aide-soignant/Pflegehelfer</li> </ul> <p><u>Accountant</u></p> <ul style="list-style-type: none"> <li>– NL: Registeraccountant</li> <li>– BE: Boekhouder/Comptable/Buchhalter</li> </ul> <p><u>Secondary school teacher</u></p> <ul style="list-style-type: none"> <li>– NL: Leraar</li> <li>– BE: Leraar/Professeur de l'enseignement secondaire/Lehrer</li> </ul> <p><u>Primary school teacher</u></p> <ul style="list-style-type: none"> <li>– NL: Leerkracht basisonderwijs</li> <li>– BE: Basisonderwijs leraar/Instituteur primaire/Primarschullehrer</li> </ul>	<p><u>Speech and language therapist</u></p> <ul style="list-style-type: none"> <li>– NL: Logopedist</li> <li>– DE: Logopäde/Logopädin</li> </ul>	<p><u>Doctor – emergency care</u></p> <ul style="list-style-type: none"> <li>– NL: Arts spoedeisende hulp (SEH)</li> <li>– BE: Spoedarts</li> <li>– DE: Notarzt</li> </ul> <p><u>Physiotherapist</u></p> <ul style="list-style-type: none"> <li>– NL: Fysiotherapeut</li> <li>– BE: Kinésithérapeut/Kinésithérapeute/Physiotherapeut</li> <li>– DE: Physiotherapeut/in</li> </ul>	<p><u>Specialised nurse</u></p> <ul style="list-style-type: none"> <li>– BE: Gespecialiseerd verpleegkundige/Infirmière en soins spécialisés</li> <li>– DE: Fachkrankenschwester/Pfleger</li> <li>– NL: Gespecialiseerde verpleegkundige</li> </ul>



## Selecting Three Professions

- Analysis additional labour market initiatives
  - Benelux expertgroep transferability of qualificaitons
  - Interreg Euregio Xperience
  - Euregio barometer
- The ultimate selection

### Second level nurses

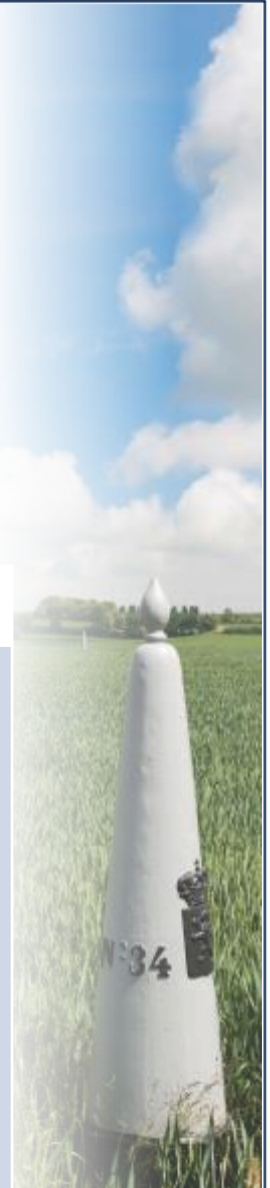
- NL: Verzorgende IG
- BE: Zorgkundige/Aide-soignant/Krankenpflegehelfer
- DE: (Kranken)Pflegeassistent/in

### Physiotherapists

- NL: Fysiotherapeut
- BE: Kinesitherapeut/Kinésithérapeute/Physiotherapeut/in
- DE: Physiotherapeut/in

### Secondary school teachers

- NL: leraar voortgezet onderwijs
- BE: leraar secundair onderwijs/Lehrer Sekundarschule/Professeur de l'enseignement secondaire
- DE: Lehrer/in



# Step 2

## Developing Roadmaps & Factsheets

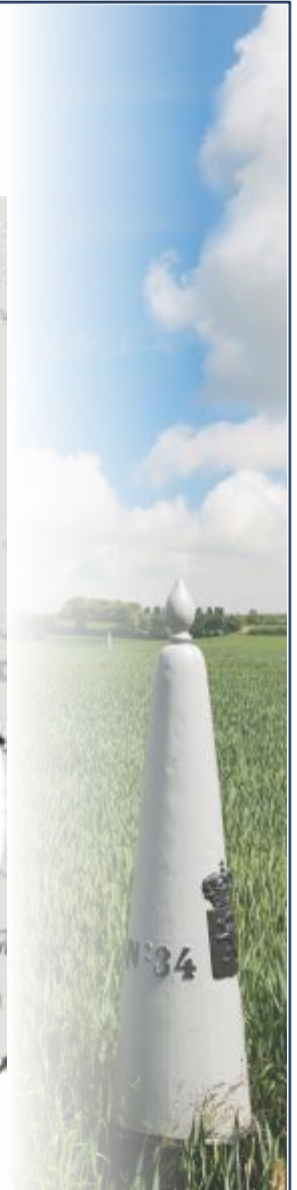


# Developing Roadmaps & Factsheets I

- Inventory of authorities
  - Physiotherapists & second level nurses = one authority in every region
    - 6 authorities
  - Secondary school teachers
    - 6 authorities
- Gathering data:
  - Literature studie
  - Interviews & Surveys



# Overview of Authorities





# Documents Developed

Document	Scope	For whom?	Information
<b>Factsheet</b>	All professions	Citizens & first line support services	<ul style="list-style-type: none"> <li>– What is recognition and when is it necessary?</li> <li>– Who is the competent authority?</li> <li>– What are the most important aspects of the recognition procedure to take into account?</li> </ul>
<b>Roadmap</b>	Profession-specific	First line support service	<ul style="list-style-type: none"> <li>– Better informing citizens</li> <li>– Enhancing transparency of recognition procedures</li> <li>– Going beyond the information that is readily available.</li> </ul>
<b>Factsheet – Mobility to NL/BE/DE</b>	Profession-specific	Citizens	



# General Factsheet

## Factsheet & FAQ

### Recognition of Professional Qualifications

Version : Fall 2019

#### General information

Some professions (e.g. second level nurses, physiotherapists or teachers) are regulated by the State for the protection of consumers and patients. For these professions, there are legal rules that stipulate which diplomas and professional experience (also called professional qualifications) are required to work in the profession. Do you have a foreign degree and do you want to work in a regulated profession in another Member State? In this case, you must first obtain recognition of your professional qualifications.

#### What is recognition?

The recognition of professional qualifications is a procedure during which an authority assesses whether your professional qualifications correspond sufficiently to what is required in the Member State concerned to pursue a regulated profession. Procedures for the recognition of professional qualifications in the EU are laid down in the Directive on the recognition of professional qualifications (Directive 2005/36/EC as amended by Directive 2013/55/EU).



#### Who grants recognition?

The competent authorities of the country where you want to work. These are often public authorities or professional organisations which have been entrusted with the task of recognising foreign professional qualifications.

#### How do I know if my profession is regulated? Which is the competent authority?

There are several options to determine the regulated or unregulated status of your profession and the corresponding competent authority.

-  **1. National overviews**  
[NL / BE / DE](#)
-  **2. Regulated Professions Database**
-  **3. National assistance centres**  
[NL / BE / DE](#)

EU Member States maintain national overviews of regulated professions. The European Commission's database of regulated professions has a tool to help you find out whether the profession is regulated in your home Member State and in host Member State. Finally, there are national assistance centres that can help you find the appropriate competent authority.

Scan the QR code on the back of this factsheet to consult the digital version of this factsheet.



#### Where can I find specific information on the recognition procedure for my profession?

The Institute for Transnational and Euregional cross-border cooperation and Mobility / ITEM has developed roadmaps and factsheets for certain regulated professions. These documents provide specific information on the recognition procedures and the competent authority. These roadmaps and factsheets are available for physiotherapists, secondary school teachers and second level nurses. Scan the QR code at the bottom of this factsheet to view the documents.

#### Can I work directly after my recognition?

For some professions, recognition is only one step in gaining access to another Member State's labour market. For example, you may need a registration or license to actually get started. The recognition of professional qualifications and access to the labour market are two distinct steps that can also be handled by two different authorities. Check with the authority responsible for professional recognition to find out which authority is responsible for access to the profession.

Recognition is based on diplomas, certificates and professional experience. Access to the labour market can only be granted after professional qualifications have been recognised. To gain access to the labour market, you may need to provide additional documents that, for example, demonstrate language skills or good professional behaviour.

#### Fast facts about the recognition procedure



Duration

3, maximum 4 months



Costs

From 0 to 350 euros, depending on the Member State and the profession concerned. Please note that certified translations can increase costs.



Your rights

Four months have passed and you have not yet received a decision on your recognition application? You can appeal against the competent authority's failure to take a decision.



Your duties

Does the competent authority require additional information from you? Provide this information as soon as possible: the evaluation of your dossier (and the time limits) will not start unless your dossier is complete.

Do you want to consult roadmaps and factsheets in digital format?

Scan the QR Code with your phone (with the camera or with an application that reads QR Codes) or go to

<https://itemcrossborderportal.maastrichtuniversity.nl/link/id/nzudxZdokeAmZWjL>



# Roadmap

## 1. Mobility to the Netherlands

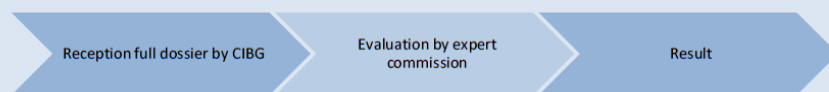
### Preliminary remark

It is possible to gain experience in physiotherapy in the Netherlands prior to a recognition procedure. Under the supervision of a BIG-registered physiotherapist, one can gain such experience in the Netherlands. The position is comparable to that of an intern following a traineeship during a course of study. A person cannot call him/herself a physiotherapist, this is only possible after completion of the BIG registration.

### Step 1 – Submission application for recognition

The competent authority to which applications for recognition of physiotherapists must be submitted is the CIBG. Fill in the [Application Form](#) "erkenning beroepkwalificaties en verklaring vakbekwaamheid" and the [Annex](#) "beroepscompetenties fysiotherapeuten". Submit the application by post to the CIBG or hand it in personally. The person concerned will receive a confirmation stating whether any additional documents need to be sent.

### Step 2 – Processing of the dossier



The commission is responsible for dealing with the dossiers and issuing an opinion to the Minister of Health, who ultimately takes the decision to grant recognition. The Commission assesses whether there is equivalence with the learning outcomes in the "Besluit opleidingseisen en deskundigheidsgebied fysiotherapeut". The person involved can be invited to explain his/her qualifications and skills at the meeting of the commission. Recognition is based on the training, work experience and possible courses.

### Step 3 – Result recognition procedure



If recognition cannot take place, compensatory measures will be imposed. Compensatory measures are imposed in case of substantial differences. In that case, the differences between the Dutch and foreign education are so great that they cannot be bridged by the work experience and possible certificates of the person concerned. In general, Belgian training shows more similarities with the Dutch training for physiotherapists. German training courses vary more. As a result, adaptation periods are more often required from German graduates than from Belgian graduates. Compensation measures, however, are determined on a case-by-case basis.

### Attention!

- There are 3 procedures for recognition at the CIBG. Applicants with diplomas from EU countries follow the procedure "Erkenning van beroepkwalificaties"
- Completeness of documentation is essential: the processing time only starts with a complete file.

### Costs

Recognition procedure	Free
BIG-registration	€ 85

### Possible additional costs

- Certified translations (in case of documentation not in NL/EN/FR/DE)
- Costs language test
- Costs Certificate of Current Professional Status
- Costs Certificate of good conduct

## Mobility to the Netherlands – Continued

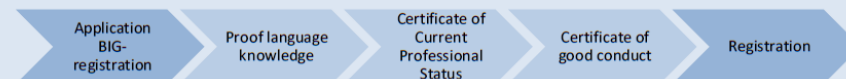
It is advisable, if possible, to take an adaptation period instead of an aptitude test: one gets to know Dutch practice with a potential future employer. The average duration of the adaptation period is 6 to 18 months, but it can take up to 3 years. At the end of the adaptation period, the CIBG will check the adaptation period. If it appears during the adaptation period that the person concerned is progressing faster, the supervisor can contact the CIBG so that a possible shortening of the adaptation period can be discussed. In the case of an adaptation period, the CIBG refers the person concerned to the internship coordinator of designated educational institutions in order to start the adaptation period. Alternatively, the aptitude test is taken at a university of applied sciences (*hbo-instelling*): the person concerned takes a knowledge test and examines a patient.

### Common differences

- Specialisation of professions in neighbouring countries (NL has more general professions)
- Level differences (especially of older diplomas)

### Step 4 – Labour market access

Once the recognition decision has been received, the BIG registration must be applied for in order to gain access to the labour market. After recognition, the application for registration with a diploma older than 5 years must also meet [additional requirements](#).



### Explanation documents

Proof language knowledge	- Level B2 language knowledge in accordance with the Common European Training Framework of Reference for Languages is required. There are several possible ways of demonstrating language skills. Any language certificate can be delivered as long as it was issued less than 2 years ago. Alternatively, a Dutch diploma in primary or secondary education or a diploma from a Dutch course of study in physiotherapy is considered as sufficient proof of language knowledge. Does the person concerned not have any of these proofs? In that case a <a href="#">language test</a> must be taken.
Certificate of Current Professional Status (CCPS)	- Proof that there are no restrictions to exercise the profession. The person concerned must provide a CCPS from the Member State where the diploma was obtained and from the Member States where the person concerned has worked in the profession for more than three months after obtaining the diploma. <ul style="list-style-type: none"> <li>▪ For Belgium the <a href="#">FPS Health</a> can be contacted</li> <li>▪ For Germany the <a href="#">Landesgesundheitsamt / Landesamt</a> can be contacted</li> </ul>
Certificate of good conduct	- Proof that the person concerned does not have criminal convictions in the country where the diploma was obtained and in all countries where the person has worked in the profession for more than three months after obtaining the diploma. <ul style="list-style-type: none"> <li>▪ For <a href="#">Belgium</a>, the municipality of the place of residence of the person concerned or the Central Criminal Record (if the person concerned does not live in Belgium) can be contacted.</li> <li>▪ For <a href="#">Germany</a> the <a href="#">Bundesamt für Justiz</a> can be contacted.</li> </ul>

### Further information?

The CIBG organises [information sessions](#) where applicants can ask questions about the procedure. Nuffic is the [Dutch Assistance Centre](#) for the Professional Qualifications Directive.

### Contact details authority

<i>Application by post:</i>	<i>Visitor's address:</i>	Telephone	0900 89 98 225 (from the Netherlands)
CIBG	CIBG		+31 70 340 66 00 (from abroad)
Erkenning buitenlandse diploma's	Hoftoren		
Postbus 16114	Rijnstraat 50	Website	<a href="https://www.bigregister.nl/buitenlands-diploma">https://www.bigregister.nl/buitenlands-diploma</a>
2500 BC The Hague	2515 XP The Hague		

# Profession-specific Factsheet

Maastricht University

Institute for Transnational and Euregional cross border cooperation and Mobility / ITEM

## Factsheet Physiotherapist Mobility to Belgium

Version: Fall 2019

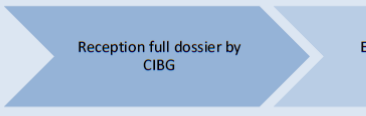
**Preliminary remark**

It is possible to gain experience in physiotherapy in the Netherlands. If you are a BIG-registered physiotherapist, you can gain such experience as an intern following a traineeship during a course of study, or after completion of the BIG registration.

**Step 1 – Submission application for recognition**

The competent authority to which applications for recognition should be submitted is the [Application Form](#) "erkenning beroepskwalificaties en functies fysiotherapeuten". Submit the application by post to the authority. Indicate whether any additional documents need to be sent.

**Step 2 – Processing of the dossier**

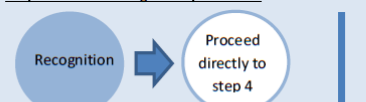


Reception full dossier by CIBG

Evaluation by expert commission

The commission is responsible for dealing with the dossier and making the decision to grant recognition. The Commission issues the "Besluit opleidingsreizen en deskundigheidsgebied fysiotherapeuten" at the meeting of the commission. Recognition is based on the following criteria:

**Step 3 – Result recognition procedure**



Recognition

Proceed directly to step 4

If recognition cannot take place, compensatory measures will be imposed. In that case, the differences between German and foreign training can be bridged by your work experience and possible certification. German training is required from German graduates than from Belgian graduates on a case-by-case basis. It is advisable, if possible, to take an adaptation period in a Dutch practice with a potential future employer. The adaptation period can take up to 3 years. At the end of the adaptation period, you are progressing faster, the supervisor can be discussed.

This document has been produced with the financial assistance of the European Union. The responsibility of the Province of Limburg and can under no circumstances be regarded as reflecting the position of the European Union. This study was carried out by the Institute for Transnational and Euregional cross border cooperation and Mobility / ITEM – <https://itemcrossborderportal.maastrichtuniversity.nl/>

Maastricht University

Institute for Transnational and Euregional cross border cooperation and Mobility / ITEM

## Factsheet Physiotherapist Mobility to Belgium

Version: Fall 2019

**Preliminary Remark**

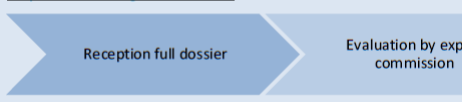
In Belgium, the competences for recognition are divided between the three Communities you want to work. Once recognition has been granted, a whole of Belgium will be issued. However, depending on the language Community in which the same language is spoken as the qualification questions arise, the authorities in the Belgian Communities can be contacted.

**Step 1 – Submission application for recognition**

Submit a full application to the [Agentschap Zorg en Gezondheid](#) to the [Fédération Wallonie-Bruxelles](#) to the [Ministerie of the German Communities](#).

You will receive a confirmation stating whether any documents need to be sent.

**Step 2 – Processing of the dossier**

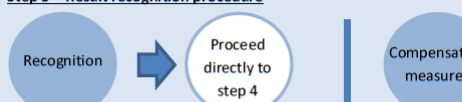


Reception full dossier

Evaluation by expert commission

The expert commission of a Community is responsible for assessing the dossier and making the decision to grant recognition. The Commission issues the "Gecoördineerde wet betreffende de uitoefening van de beroepsfuncties fysiotherapeuten" at the meeting of the commission. Recognition is based on the following criteria:

**Step 3 – Result recognition procedure**



Recognition

Proceed directly to step 4

Compensation measures

If recognition cannot take place, compensatory measures will be imposed. In that case, the differences between German and foreign training can be bridged by your work experience and possible certification. German training is required from German graduates than from Belgian graduates on a case-by-case basis. It is advisable, if possible, to take an adaptation period in a Dutch practice with a potential future employer. The adaptation period can take up to 3 years. At the end of the adaptation period, you are progressing faster, the supervisor can be discussed.

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Maastricht University

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## Factsheet Physiotherapist Mobility to Germany



Version: Fall 2019

**Preliminary remark**

In Germany, recognition is often organised per *Bundesland*. This means that – depending on where you want to work – there is a different authority. The focus in this factsheet is on the *Bundesländer* that border on the Netherlands (North Rhine-Westphalia (NRW) and Lower Saxony (Nds.)). Where information is provided that relates to one of the two *Bundesländer*, this is specifically indicated. Are you planning on working somewhere else? Consult the website [anerkenennung-in-deutschland.de](http://anerkenennung-in-deutschland.de) to find the right competent authority.

**Step 1 – Submission application for recognition**

Submit a full application

- At the *Bezirksregierung Düsseldorf* in case of mobility to North Rhine-Westphalia:
  - With a [NL diploma](#)
  - With another [EU diploma](#)
- At the *Landesamt für Soziales, Jugend und Familie* in case of mobility to Lower Saxony with an [EU diploma](#)

You will receive a confirmation stating whether any additional documents need to be sent.

**Step 2 – Processing of the dossier**



Reception full dossier

Evaluation by *Bezirksregierung/Landesamt*

Result

Authorities assess whether there is equivalence with the learning outcomes in the "Gesetz über die Berufe in der Physiotherapie (Masseur- und Physiotherapeutengesetz – MPHG)". Recognition is mainly based on training and work experience.

**Step 3 – Result recognition procedure**



Recognition

Proceed directly to step 4



Compensation measures

Aptitude test or Adaptation period

If recognition cannot take place, compensation measures will be imposed. Compensation measures are imposed in case of substantial differences. In this case, the differences between German and foreign training are so great that they cannot be bridged by your professional experience.

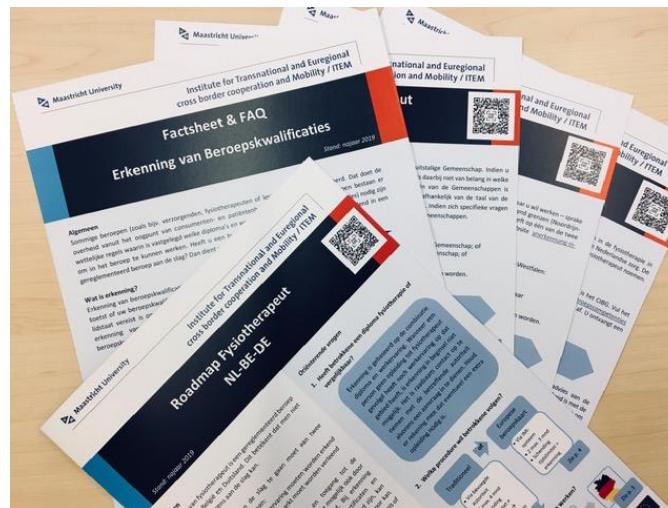
**North Rhine-Westphalia** – The *Bezirksregierung Düsseldorf* uses separate criteria for Dutch physiotherapy diplomas. Given the extensive experience of the *Bezirksregierung* with these diplomas, the content of the training is considered only globally. This means that recognition for physiotherapists trained in the Netherlands is almost automatic. As a result, the procedure often takes less than the maximum period of 4 months (approx. 1 month) and no compensation measures are usually requested. In general, these can still occur with old training courses. In the case of compensation measures, the *Bezirksregierung* will refer you to an educational institution in order to start the adaptation period. The adaptation periods consist of theory and practice and are structured by means of modules. The aptitude test can be taken at very short notice (approx. 2 weeks) and consists of a patient examination.

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# ITEM Cross-border Portal

- Want to consult the roadmaps & factsheets for a specific profession and in a specific language?
- All project documents are made available on the ITEM Cross-border portal
  - <https://itemcrossborderportal.maastrichtuniversity.nl/link/id/nzudxZdokeAmZWjL>



# Step 3

## Documenting the Approach & General Findings



## General Findings

- Identification of the right competent authority can be challenging
- The IMI-system has great potential to facilitate communication among authorities but is not employed similarly in all Member States
- The European Professional Card is not frequently applied for at several authorities
- Cooperation among authorities across borders only takes place bilaterally and when necessary
- Authorities face challenges in relation to documentation
  - Incompleteness
  - Incorrectness
  - Illegibility



## General Findings II

- Lack of awareness among citizens regarding the procedures and the information surrounding the procedures
- Costs of procedures for the selected professions are generally low, there is a limited need for certified translations in the NL border region with BE and DE
- Rejections rarely occur, only when a person is not qualified to exercise the profession
- Most healthcare authorities work with expert commissions
- “Jurisprudence” of qualifications exists in the case of healthcare professions





## General Findings III

- The profession of secondary school teacher always requires tailor-made evaluations due to the differences in education systems
- Adaptation periods are the most common form of compensation measures
- Most persons that apply for recognition complete the procedure (even when compensation measures are imposed)
- For healthcare professions, labour market access is a separate step in cross-border employment
- Assessing language knowledge is mostly the task of the employer



## General Findings IV

- Limited applications are received from neighbouring countries
- Time limits under the PQD are maintained, recognition is often also decided quicker than the maximum time limits
- It is not always clear for what reason individuals apply for recognition and what they do after recognition was granted
- In some cases, it is possible to acquire relevant work experience in the host Member State without or before undergoing a recognition procedure



## Conclusions

- Positive developments regarding recognition procedures in the border region of the Netherlands with Belgium and Germany
  - E.g. procedural costs are low, direct recognitions are common, jurisprudence for healthcare professions, partial recognition of subjects for teachers
- *However*, Information provision can still be improved



# B-solutions Roadmaps & Factsheets In a Nutshell

## What:

- Two practical guidance documents

## For whom?

- Roadmap → First line supporters
- Factsheet → citizens

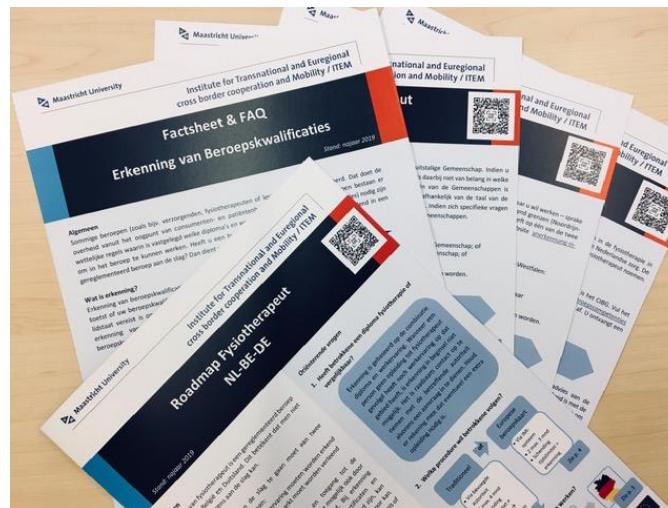
## Objective:

- Increasing the transparency of recognition procedures under the PQD
- Contributing to improved cross-border mobility and employability



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# Thank you!

Lavinia Kortese, LL.M.

