

# Germany's Skilled Immigration System Faces 'Invisible Gap' Between Visa Approval and Employment

*Healthcare recruitment experts highlight transition challenges between visa approval and employment for international professionals in Germany*

AACHEN, NRW, GERMANY, March 12, 2026 /EINPresswire.com/ -- BRAUNSCHWEIG, GERMANY – As Germany continues to rely on international professionals to address critical workforce shortages, particularly in the healthcare sector, experts are raising concerns about an often-overlooked challenge in the immigration process: the period between visa approval and the actual start of employment.



A recent article published by the Braunschweiger Zeitung highlights what many in the industry describe as an “invisible gap” in the implementation of Germany’s skilled immigration framework. While visa approvals allow qualified professionals to enter the country, administrative procedures, relocation logistics, and integration steps can create delays before they begin working.

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Talent doesn't wait for bureaucracy to catch up.”

*Jason Heinen*

Companies involved in international recruitment say that improving this transition phase will be crucial if Germany wants to remain competitive in attracting global talent.

“Germany has opened the door to international professionals through the Skilled Immigration Act, but in practice many candidates fall into an invisible gap between visa approval and their first working day,” said Jason Heinen, CEO of Saisy Germany. “If this transition phase isn't properly managed, Germany risks losing highly motivated talent before it even arrives.”

## Growing Demand for International Healthcare Professionals

Germany's healthcare system continues to face a significant shortage of qualified nurses and medical staff. As a result, many hospitals, clinics, and care facilities increasingly rely on international recruitment to maintain care services.

Saisy Germany specializes in connecting qualified international healthcare professionals with employment opportunities in Germany while supporting them throughout the recruitment, language preparation, and integration process.

Through structured selection procedures, language training, and integration support, the company works with healthcare institutions to ensure that international professionals are prepared both professionally and culturally before entering the German workforce.

"International nurses are highly motivated to contribute to Germany's healthcare system," Heinen said. "What they need is a predictable and well-organized pathway that allows them to transition smoothly from recruitment to employment."

### The Transition Phase: An Overlooked Challenge

Experts say the period between visa approval and employment often includes several complex steps that must be carefully coordinated.

These may include:

- Travel coordination and relocation logistics
- Housing arrangements and local registration
- Professional recognition procedures
- Language preparation and workplace adaptation
- Integration into local communities and healthcare teams

Without structured coordination between employers, authorities, and recruitment partners, delays in this phase can create uncertainty for both employers and candidates.

Industry observers say addressing these practical challenges will be essential to fully realizing the goals of Germany's skilled immigration policies.

### Leadership and Thought Leadership

Saisy Germany is led by entrepreneur Jason Heinen, who has worked for years in international healthcare recruitment and workforce integration.

In addition to his role as CEO, Heinen is also the author of the books "Hard Work Isn't the Problem. Your Focus Is." and "Von der Pflege in die Freiheit," in which he explores productivity,

entrepreneurship, and new career pathways within the healthcare sector.

Through his work, Heinen advocates for more efficient recruitment systems and better integration structures that support international professionals in building long-term careers in Germany.

### Strengthening Germany's Ability to Attract Global Talent

As demographic trends continue to increase pressure on the healthcare workforce, experts say that improving the practical implementation of immigration processes will be essential.

"Recruiting international professionals is only the first step," Heinen added. "The real success lies in ensuring that these professionals arrive, integrate smoothly, and build long-term careers in Germany's healthcare system."

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### About Saisy Germany

Saisy Germany is an international recruitment and integration company specializing in connecting qualified healthcare professionals, trainees, and participants in social programs with opportunities in Germany. Through structured recruitment processes, language preparation, and long-term integration support, the company helps international professionals successfully transition into the German workforce while supporting healthcare institutions facing staffing shortages.

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