EU Blue Card: employer pack

What the company and the candidate need for a Blue Card hire in 2026, from offer to the first year.

Documents and steps

- [ ] **Signed employment contract or binding job offer** Employer
  Gross salary, weekly hours, role, start date and a duration of at least 6 months. The salary in the contract is what the threshold is checked against.
- [ ] **"Erklärung zum Beschäftigungsverhältnis" (job description form)** Employer
  The standard form the foreigners' office and Federal Employment Agency use to check the job. Fill it in completely and sign it.
- [ ] **Federal Employment Agency approval (Zustimmung)** Employer SALARY BELOW €50,700
  Needed because the salary is below €50,700. Ask your local office whether pre-approval (Vorabzustimmung) speeds things up.
- [ ] **Fast-track agreement with the foreigners' office (€411)** Employer FAST-TRACK ONLY
  Sign the agreement under §81a, pay the fee (not refunded if refused), then the candidate gets a priority visa appointment.
- [ ] **Degree certificate and transcripts** Candidate
  Original plus copies. Check the university and degree in anabin first.
- [ ] **anabin printout showing the university as H+ and the degree as equivalent** Candidate DEGREE IN ANABIN
  If both are listed, no further recognition is needed for most jobs.
- [ ] **ZAB statement of comparability** Candidate DEGREE NOT IN ANABIN
  Needed when anabin does not cover the degree. Apply online; say it is for a Blue Card and attach the signed contract.
- [ ] **Proof of IT experience without a degree** Candidate IT SPECIALISTS WITHOUT A DEGREE
  Work references showing several years of comparable IT experience. Check the exact requirement before applying.
- [ ] **Passport, biometric photos and visa application form** Candidate
  Passport valid for the whole first permit if possible; book the VFS appointment early.
- [ ] **CV in English or German** Candidate
  Matching the job description form.
- [ ] **Health insurance from the first day** Candidate
  Travel insurance until statutory insurance starts with the job; the employer can name its preferred insurer.
- [ ] **Spouse: marriage certificate (original) and passport** Candidate IF THE SPOUSE COMES
  Spouses of Blue Card holders are generally exempt from the German language requirement for the family visa. Apply together.
- [ ] **Children: birth certificates (originals) and passports** Candidate IF CHILDREN COME
  Children can apply together with the main applicant.
- [ ] **After hiring: report an early end of employment within 4 weeks** Employer
  Tell the foreigners' office if the job ends before the planned date (§4a(5) Residence Act). Keep a copy of the residence permit on file.

- [ ] **After hiring: report a job change in the first 12 months** Employee
  Blue Card holders must tell the foreigners' office about a new employer during the first 12 months.

2026 thresholds

- [ ] **€50,700 gross a year**
  General threshold. No Federal Employment Agency approval needed.
- [ ] **€45,934.20 gross a year**
  Shortage occupations and graduates within 3 years. The Federal Employment Agency must approve the job.
- [ ] **Fixed salary only**
  Bonuses and variable pay do not count towards the threshold.

> Generate the employment confirmation (English and German), the cover letter and the job description form answers at desieuropeantales.com/blue-card-employer-checklist.

Interactive version: desieuropeantales.com/blue-card-employer-checklist · Orientation only, not legal advice. Check the official checklist of your German mission or foreigners' office before your appointment.