



The Red-White-Red Card and the Blue Card-EU Criteria-guided immigration of qualified workers

A. Red-white-red card

The red-white-red card is a residence title for third country nationals with certain qualifications. The main requirement is a **matching job offer in Austria**. The red-white-red card will be issued for 2 years and binds the employee to a certain employer. After 2 years it is possible to change to the free labour market if the employee was employed for at least 21 months.

5 different groups of workers are eligible for the red-white-red card:

1. Personnel with particularly high qualification

Persons are considered particularly highly qualified if they achieve at least **70 out of 100 points** on a scoring system (**see Annex A**). If a person with particularly high qualification finds an occupation appropriate to this qualification, the red-white-red card may be granted.

Highly qualified persons without a job offer also may apply for a visa D at the competent Austrian embassy if they can provide evidence of this qualification. If this visa D is granted, the person may enter Austria for 6 months to search for employment.

2. Other key personnel

Persons who achieve at least **55 out of 90 points** on a scoring system (**see Annex C**) may obtain the red-white-red card, as they are considered other key personnel.

Prerequisite is an offer of employment.

Key personnel have to earn at least **€ 2.925,00** gross 14 times a year. The red-white-red card may be denied if persons with the same qualification who may be placed in this position are registered with the Public Employment Service Austria (AMS).

3. University graduates who studied in Austria

University graduates (bachelor, master or PHD studies) who have found an occupation corresponding to their level of education may be granted the red-white-red card if they get paid the locally customary gross minimum salary which comparable Austrian graduates (junior employees) would receive.

4. Personnel for occupations with skilled labour shortage

There is a yearly regulation containing a list of occupations with skilled labour shortage. Persons who achieve at least **55 out of 90 points** on a scoring system (**see Annex B**) and have been trained in one of the listed occupations may obtain the red-white-red card.

Prerequisite is an employment in this occupation for a wage in accordance with the Collective Agreement or the remuneration otherwise customary in this sector.

Link to the list of occupations with skilled labour shortage:

Austria-wide occupations with labour shortage in 2023:

<https://www.migration.gv.at/en/types-of-immigration/permanent-immigration/austria-wide-shortage-occupations/>

Regional occupations with labour shortage in 2023:

<https://www.migration.gv.at/en/types-of-immigration/permanent-immigration/regional-shortage-occupations/>

5. Regular Workers in Tourism, Agriculture and Forestry

A person that has been working as a seasonal worker may apply for a Red-White-Red Card as a Regular Worker in the fields of Tourism, Agriculture or Forestry, if

- he/she has been employed for at least 7 months in the last two years as a Regular Seasonal Worker in the same industry,
- he/she can proof German language skills at A2 level,
- he/she received a binding job offer for permanent employment by the respective employer

B. Blue card – EU

This residence title is granted to persons with at least tertiary qualification after a three years`study programme, or proof of at least three years of relevant professional experience as information and communications technology professionals and service managers, if they have found an employment appropriate to their education with a gross income of at least **€ 3.256,00**, 14 times a year, and if no persons with the same qualification are registered as job-seekers with the Public Employment Service Austria. The blue card – EU will be issued for 2 years and binds the employee to a certain employer. After 2 years it is possible to change to the free labour market if the employee was employed for at least 21 months.

C. Procedural provisions on red-white-red card and blue card -EU:

Applications for a red-white-red card or blue card-EU are filed at the competent Austrian embassy abroad. If a qualified worker is already legally staying in Austria (visa-free residence, visa D for searching work or residence title for university graduates), the application may also be filed in Austria at the competent immigration office, (in Vienna: Municipal Department 35, Business Immigration Office).

Applicant is the qualified worker him-/herself, a written declaration by the future employer has to be attached. The application may also be filed in Austria by the future employer. The procedure may take a maximum period of 8 weeks.

D. Family members

Family members (spouses, minor, unmarried children) receive a “red-white-red card - plus” with free access to the labour market. Family members of workers from group 2,3 ,4 and 5 have to prove their knowledge of German of level A1 already at the moment of filing the application (exempt are minors younger than 14 or persons with certain previous knowledge or school-leaving certificates).

Admission criteria for personnel with particularly high qualification according to § 12(Annex A)

Criteria:	Points
Special qualifications or skills	Maximum number of creditable points: 40
Completion of a course of studies at a tertiary educational institution lasting at least four years	20
- for the subjects Mathematics, Information Technology, Natural Sciences or Technology (MINT subjects).	30
-with habilitation or equal qualification (e.g. PhD)	40
Annual gross salary of previous year from an executive position with a company listed on the stock exchange or with a company on the activities or business field of which the foreign trade office has made a positive statement:	
50 000 to 60 000 Euros	20
60 000 to 70 000 Euros	25
More than 70 000 Euros	30
Research or innovation activities (patent applications, publications)	20
Awards (by acknowledged institutions)	20
Work experience (appropriate to training or in executive position)	Maximum number of creditable points: 20
Work experience (per 6 months)	1
Six months' work experience in Austria	10
Language competence	Maximum number of creditable points: 10
Knowledge of German or English on level A1 or on level A2	5 10
Age	Maximum number of creditable points: 20
Up to 35 years	20
Up to 40 years	15
Up to 45 years	10
University studies in Austria	Maximum number of creditable points: 10
Second part of the course or half of the required ECTS-score	5
Entire diploma or bachelor and master course	10
Total of max. creditable points	100
Required minimum score	70

Admission criteria for occupations with skilled labour shortage according to § 12a (Annex B)

Criteria:	Points
Qualification	Maximum number of creditable points: 30
Completed vocational training for an occupation with skilled labour shortage	30
Work experience appropriate to training	Maximum number of creditable points:20
Work experience (per 6 months)	1
Work experience in Austria (per 6 months)	2
German language competence	Maximum number of creditable points: 15

Knowledge of German on level A1	5
Knowledge of German on level A2	10
Knowledge of German on level B1	15
English language competence	Maximum number of creditable points: 10
Knowledge of English on level A2	5
Knowledge of English on level B1	10
Age	Maximum number of creditable points: 15
Up to 30 years	15
Up to 40 years	10
Up to 50 years	5
Total of max. creditable points	90
Additional points for knowledge of English if English is the language mainly spoken in the company	5
Required minimum score	55

Admission criteria for other key personnel according to § 12b Z 1 (Annex C)

Criteria:	Points
Qualification	Maximum number of creditable points: 30
Completed vocational training or special knowledge or skills for the intended occupation	20
General matriculation examination in the sense of § 64 Abs. 1 Universitätsgesetz 2002 (Universities Act 2002), BGBl. I Nr. 120	25
Completion of a course of studies at a tertiary educational institution lasting at least three years	30
Work experience appropriate to training	Maximum number of creditable points: 10
Work experience (per year)	2
Work experience in Austria (per year)	4
Language competence	Maximum number of creditable points: 15
Knowledge of German on level A1 or English on level B1	10
Knowledge of German on level A2 or English on level B2	15
Age	Maximum number of creditable points: 20
Up to 30 years	20
Up to 40 years	15
Total of max. creditable points	90
Additional points for professional athletes and professional trainers	20
Additional points for knowledge of English if English is the language mainly spoken in the company	5
Required minimum score	55

ATTENTION: Since the provisions at hand have been presented in a very abridged version, we kindly ask you to obtain detailed information from competent authorities or advice centres. In spite of careful examination mistakes can happen, therefore no guarantee for details contained in this information can be assumed.

Beratung für Männer und Frauen
1010 Wien, Hoher Markt 8/4/2 Tel: 01 712 56 04
<http://www.migrant.at> E-Mail: migrant@migrant.at

Beratung für Frauen
1010 Wien, Marc Aurel Straße 2a/2/10 Tel: 01 982 33 08
<http://www.migrant.at> E-Mail: migrantin@migrant.at

Diese Publikation wird aus Mitteln des Arbeitsmarktservice Wien und der Magistratsabteilung 17 gefördert



Integration
und Diversität