PERSONAL EUROPE WORK FEASIBILITY ASSESSMENT

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YOUR BEST MATCH



The United Kingdom is your most realistic route to work in Europe.

Path with conditions Health and Care Worker visa · Main obstacle: Registration with the UK regulator

01 Your options at a glance

All 30 countries we have checked, best first. Result: 30 × path with conditions. In 30 of 30, the best route needs a job offer before you can apply.

COUNTRY	BEST ROUTE	ASSESSMENT	MAIN OBSTACLE
United Kingdom	Health and Care Worker visa	Path with conditions	Registration with the UK regulator
Ireland	Critical Skills Employment Permit	Path with conditions	Registration with the Irish regulator
Malta	Single Permit	Path with conditions	Maltese licence for your profession
Sweden	Work permit (employee)	Path with conditions	Salary of at least SEK 34,470 a month
Romania	EU Blue Card	Path with conditions	Recognition for your profession in Romania
Hungary	EU Blue Card	Path with conditions	Recognition for your profession in Hungary
Iceland	Work permit for expert knowledge	Path with conditions	Licence for your profession in Iceland
Bulgaria	Single residence and work permit	Path with conditions	Recognition for your profession in Bulgaria
Latvia	Residence permit for employment	Path with conditions	Recognition for your profession in Latvia
Germany	EU Blue Card	Path with conditions	Licence to practise in Germany
Netherlands	Highly skilled migrant	Path with conditions	Recognised sponsor and salary level
Denmark	Pay Limit Scheme	Path with conditions	Salary of DKK 552,000 a year
Switzerland	Work permit for qualified workers (B or L)	Path with conditions	Employer must prove no Swiss or EU/EFTA worker was found
Austria	Red-White-Red Card, shortage occupations	Path with conditions	Job offer in a shortage occupation
Italy	EU Blue Card	Path with conditions	Job offer from an Italian employer
France	EU Blue Card (talent card)	Path with conditions	Job offer paying at least €59,373 a year
Belgium	Highly skilled / highly qualified worker	Path with conditions	Job offer at the salary level
Poland	EU Blue Card	Path with conditions	Salary must reach 150% of the Polish average
Luxembourg	EU Blue Card	Path with conditions	Salary of at least €65,652 a year
Croatia	Stay and work permit	Path with conditions	Employer must pass the HZZ labour market test
Czechia	Employee card	Path with conditions	Recognition for your profession in Czechia
Estonia	Residence permit for employment	Path with conditions	Recognition for your profession in Estonia
Greece	Invited worker (metaklisi)	Path with conditions	Recognition for your profession in Greece
Lithuania	Temporary residence permit for work	Path with conditions	Recognition for your profession in Lithuania
Spain	Residence and work permit (employee)	Path with conditions	Recognition for your profession in Spain
Portugal	Work visa and residence permit (employee)	Path with conditions	Recognition for your profession in Portugal
Slovakia	Temporary residence for employment	Path with conditions	Recognition for your profession in Slovakia
Slovenia	Single permit for residence and work	Path with conditions	Recognition for your profession in Slovenia
Finland	Residence permit for an employed person	Path with conditions	Recognition for your profession in Finland
Norway	Skilled worker	Path with conditions	Norwegian authorisation for your profession

JUDGEMENT Countries with the same assessment are ordered by our judgement: first where you already speak a local language (regulated jobs such as nursing nearly always need it), then routes without a job offer, then fewer conditions.

02 Your profile

CITIZENSHIP AND RESIDENCE	EDUCATION	EXPERIENCE
India, living in Kerala	BSc Nursing (bachelor's degree)	6 years, hospital ward, documented
LANGUAGES	**LICENSED JOB AT HOME**	**JOB OFFER**
Malayalam native, English C1 (IELTS 7.5), German A1	Yes, registered nurse	None

All details are self-reported in the questionnaire. We have not seen original documents. How we read your answers:

- We used the English level you gave from a test: C1.
- You did not tell us your age. Where a rule depends on age (for example points in Germany or Austria), we say so and do not count it.
- You did not tell us a salary. Where a route has a minimum salary, we show the amount and you must check the job offer against it.

03 The short answer

Which country is most realistic for me?	The United Kingdom, through the Health and Care Worker visa.
What is the assessment?	Path with conditions
What stops me today?	Registration with the UK regulator.
Do I need a job offer first?	Yes. This route needs a job offer before you can apply.
What is my second option?	Ireland, through the Critical Skills Employment Permit (path with conditions).

04 Why the United Kingdom first

The rules behind the assessment for the Health and Care Worker visa, as we read them from the official sources.

RULE Your English meets level B2, required for new applicants since 8 January 2026.

RULE Doctors, nurses and other health professionals must be qualified and registered to work in the UK.

What must happen, in order

1. Register with the UK regulator for your profession (for nurses: the Nursing and Midwifery Council).
2. Get a job offer from an employer approved by the Home Office, with a certificate of sponsorship.

Other routes in the United Kingdom

ROUTE	ASSESSMENT	MAIN OBSTACLE
Skilled Worker visa	Path with conditions	Finding a licensed employer

05 Where your languages help

Countries where your languages are official languages. Speaking the local language makes it much easier to find a job, even when the permit does not require it.

YOUR LANGUAGE	YOUR LEVEL	OFFICIAL LANGUAGE IN	OUR RESULT THERE
English	C1	United Kingdom, Ireland, Malta	United Kingdom: Path with conditions Ireland: Path with conditions Malta: Path with conditions
German	A1	Germany, Austria, Switzerland, Luxembourg, Belgium, Liechtenstein	Germany: Path with conditions Austria: Path with conditions Switzerland: Path with conditions Luxembourg: Path with conditions Belgium: Path with conditions Not checked yet: Liechtenstein

What the rules say about your languages

RULE **United Kingdom, Health and Care Worker visa:** Your English meets level B2, required for new applicants since 8 January 2026.

RULE **Germany, Skilled worker with recognised qualification:** Your job is regulated, so recognition is required before you can work in it. Many regulated jobs, such as nursing, also need a set level of German.

A language being official in a country does not mean a job there needs it, and not knowing it does not close a route. The assessment for each country comes from its permit rules. Your level counts when we order countries with the same assessment (see page 1).

06 Rules for your nationality and country of residence

Rules and facts that apply to you because of your passport or where you live, from our fact base. Each one has its official source and the date we checked it.

RULE **United Kingdom:** The UK India Young Professionals Scheme lets Indian citizens aged 18 to 30 with a bachelor's degree or higher live and work in the UK for up to 24 months, without a job offer. Places are given out by a free ballot.
GOV.UK, India Young Professionals Scheme visa · checked 9 November 2026

RULE **United Kingdom:** India has a government-to-government agreement with the UK on health workers. UK employers and agencies may recruit health and care staff in India under that agreement.
GOV.UK, Code of practice for the international recruitment of health and social care personnel in England (Annex B) · checked 9 November 2026

RULE **United Kingdom:** If you have lived in India for 6 months or more and were living there in the last 6 months, you need a tuberculosis (TB) test at a Home Office approved clinic before a UK visa of 6 months or more.
GOV.UK, Tuberculosis tests for visa applicants · checked 9 November 2026

FACT **Poland:** Polish work visa appointments in India are given by electronic draw (the embassy's pages give different days, so check the current notice). The national visa fee is INR 21,120 and is not refunded if you are refused.
Embassy of Poland in New Delhi (gov.pl), Consular fees and D-type national visa – work · checked 9 November 2026

RULE **Lithuania:** The VFS Global centre in India only accepts Lithuanian residence permit applications for family, highly qualified work, studies, intra-company transfers and researchers. It does not take ordinary work permits, and Lithuanian national visas are not issued in India.
Migration Department (Lithuania), Change to the list of countries where you can apply through the external service provider (in Lithuanian) · checked 13 November 2026

07 Four ways to look at your chances

We run the same rules again with one thing changed, so each view below is backed by the rules, not by opinion. The fourth view, your languages, is section 05.

Where you are from

These rules apply to you because of your citizenship or the country you live in.

- **Italy:** Your country is one of 38 with 25,000 reserved non-seasonal places a year (2026–2028), and its citizens can use the seasonal quota.

Your practical experience

Routes that can work on experience alone, without a recognised qualification. Documented experience (work references, certificates) matters a lot here.

Malta · Sweden · Italy · Bulgaria · Latvia · Netherlands · Denmark · Croatia · Czechia · Estonia · Greece · Lithuania · Spain · Portugal · Slovakia · Slovenia · Finland · Poland · Luxembourg

- **Malta:** Single Permit. Main obstacle: Maltese licence for your profession
- **Sweden:** Work permit (employee). Main obstacle: Salary of at least SEK 34,470 a month
- **Italy:** Decreto Flussi, non-seasonal work. Main obstacle: Limited quota places; employer must apply on the click day
- **Bulgaria:** Single residence and work permit. Main obstacle: Recognition for your profession in Bulgaria

Your education

Where your qualification gives you the best chance, whatever your nationality. Recognition of your qualification is usually the first step.

United Kingdom · Ireland · Malta · Sweden · Romania

- **United Kingdom:** Health and Care Worker visa
- **Ireland:** Critical Skills Employment Permit
- **Malta:** Single Permit
- **Sweden:** Work permit (employee)
- **Romania:** EU Blue Card

08 Your second option: Ireland



Critical Skills Employment Permit Path with conditions

Main obstacle: Registration with the Irish regulator

RULE For a job on the Critical Skills Occupations List with a relevant degree, the salary must be at least €40,909 a year (2026). Other eligible jobs need €68,911.

RULE The job offer must be for at least 2 years. There is no labour market test.

RULE Nurses and midwives need a qualification the Nursing and Midwifery Board of Ireland (NMBI) accepts for registration. Other health professionals also need approval from their Irish regulator.

JUDGEMENT Many jobs in your field are on the Critical Skills Occupations List, for example nurses, doctors, engineers and software developers. Your exact job title decides.

What must happen, in order

1. Get your qualification accepted by the Irish regulator (for nurses and midwives: NMBI).
2. Get a job offer of at least 2 years from an employer registered and trading in Ireland.
3. Salary of at least €40,909 a year for a listed job (€68,911 otherwise).

09 Your next steps

THIS WEEK

- Read the official pages listed under Sources for your best country. Check that nothing has changed since our date.
- Register with the UK regulator for your profession (for nurses: the Nursing and Midwifery Council).

WITHIN A MONTH

- Get a job offer from an employer approved by the Home Office, with a certificate of sponsorship.

AFTER YOU GET AN OFFER

- When you have a job offer, check that the employer is allowed to sponsor you and that the salary meets the minimum.
- Pay fees only to the authority, embassy or its official visa centre. Never pay an agent for a job or a "guaranteed" visa.

10 Your practical plan for the United Kingdom

For the Health and Care Worker visa. Every line comes from an official page we checked; the source and its date are given.

What it costs

FEE	WHO PAYS
Visa fee: £324 for up to 3 years, or £628 for more than 3 years. You and your family do not pay the health surcharge. GOV.UK, Health and Care Worker visa – how much it costs, Updated 9 September 2026	You

How long it takes

You usually get a decision within 3 weeks after you prove your identity. You can apply up to 3 months before your start date.
GOV.UK, Health and Care Worker visa, Updated 9 September 2026

Documents to start collecting now

You need a certificate of sponsorship from your employer: an electronic record with a reference number, the job title, salary, occupation code and the employer's licence number.
GOV.UK, Skilled Worker visa, Updated 14 September 2026

Show £1,270 in your bank for 28 days in a row, unless your employer covers your first month.
GOV.UK, Health and Care Worker visa – how much it costs, Updated 9 September 2026

If you come for 6 months or more and have lived in a listed country for 6 months or more (and were living there in the last 6 months), you need a TB test at a clinic approved by the Home Office. The rule follows where you have lived, not your passport.
GOV.UK, Tuberculosis tests for visa applicants, Updated 27 October 2026. Checked 10 November 2026

Language

You must prove English at level B2. Doctors, dentists, nurses and midwives who already passed an English assessment that their UK regulator accepts may not need to prove it again.
GOV.UK, Health and Care Worker visa – knowledge of English, Updated 9 September 2026

Is your employer real and allowed to hire you?

Search the exact company name on the GOV.UK register of licensed sponsors yourself. If the company is not on the register, it cannot sponsor you.
https://www.gov.uk/government/publications/register-of-licensed-sponsors-workers
GOV.UK, Register of licensed sponsors – workers, Updated 9 November 2026

Look at the rating: an approved employer has an A-rating. A sponsor downgraded to a B-rating cannot issue new certificates of sponsorship until it is upgraded.
GOV.UK, UK visa sponsorship for employers – your licence rating, Updated 9 November 2026

JUDGEMENT A job advert that says "visa sponsorship" is not proof. The register is the proof. Ask for the occupation code and the salary in writing.
GOV.UK, Register of licensed sponsors – workers, Updated 9 November 2026

Your family

Your partner and children under 18 may be able to join you. Each pays the same visa fee as you, and no health surcharge. Care workers have stricter family rules.
GOV.UK, Health and Care Worker visa – your partner and children, Updated 9 September 2026

Staying for good

After 5 years you may be able to apply to settle permanently (indefinite leave to remain).
GOV.UK, Health and Care Worker visa, Updated 9 September 2026

Not checked yet: The going rate for each job, and the full list of occupation codes; Which jobs are on the immigration salary list and the temporary shortage list today; What you need to settle after 5 years, for example any English or other test; Whether your partner may work in the UK; UK work routes that do not need a sponsor.

Read next on studyworkeurope.org: Work in the UK · UK Health and Care Worker visa · UK visa sponsorship jobs: find and check a sponsor · UK work visa costs · UK certificate of sponsorship explained · UK red list for health and care recruitment · UK raises English to B2 · UK care workers closed from abroad

11 Could studying first help?

To compare with your work route: for some people, studying first is a legal way to work in Europe later. What a student permit allows in the countries where we have checked the rules. We do not check universities, tuition fees or admission.

COUNTRY	WORK WHILE YOU STUDY	AFTER YOU GRADUATE	SWITCHING TO A WORK PERMIT
United Kingdom	Not checked yet	After a UK bachelor's or master's degree on a Student visa, the Graduate visa lets you stay, work in most jobs and look for work: 2 years if you apply on or before 31 December 2026, 18 months from 1 January 2027, 3 years after a PhD. Fee £937 plus healthcare surcharge. It cannot be extended.	You can switch to a Skilled Worker visa inside the UK. From a Student visa you must have finished your course, or the job must start after the course ends.
Sweden	If your permit was granted on or after 11 June 2026, you may work at most 15 hours per week during semesters and without limit in June, July and August. Working more can cost you your permit.	After finishing a whole programme of at least two semesters in Sweden, you can get a permit to look for work for up to one year after a bachelor's or master's degree. Apply before your student permit runs out.	From 11 June 2026, you must as a general rule have finished a programme of at least two semesters to apply for a work permit from inside Sweden.
Germany	As a student you may work up to 140 working days a year. Days of up to 4 hours count as half days, and student jobs at the university do not count.	After a degree from a German university you can get a residence permit of up to 18 months to look for work, if you can support yourself.	The job you find after your degree must be one that foreigners may do under the law, for example skilled work or an EU Blue Card job; you then apply for that permit.
Netherlands	Your employer needs a work permit (TWV) for you, and you choose either up to 16 hours a week or full-time in June, July and August. Self-employed work is allowed if you register and pay tax.	After a Dutch degree (within 3 years), the orientation year gives you 1 year to look for work and to work freely. The fee is €254 and it cannot be extended.	If you find a job, you can switch to a highly skilled migrant permit with the lower salary of €3,122 a month during or after the orientation year, or within 3 years of graduating.
Denmark	In a state-approved programme you may work up to 90 hours per month from September to May and full-time in June, July and August. If you applied on or after 2 May 2025 for a programme that is not state-approved, you may not work.	After a state-approved bachelor's or master's degree (student permit applied for on or after 1 October 2026) you generally get a job seeking permit of 6 months or 1 year; after a PhD, 3 years. Work rights stay the same as during studies.	If you get a job offer during the job seeking period, you can apply for a residence and work permit based on that job.
Switzerland	From 6 months after your course starts you may work at most 15 hours a week outside the holidays, if the canton approves, the university confirms and the employer applies.	After a degree from a Swiss university you have 6 months from the end of your studies to look for a job that matches your qualifications.	A Swiss graduate can be admitted without the rule that Swiss and EU/EFTA workers come first, but only if the work is of overriding scientific or economic interest.
Austria	As a student you can work up to 20 hours a week without a labour market test. The employer applies for an employment permit at the AMS.	After an Austrian degree you can renew your student permit once for 12 months to look for work or start a business, if you have enough money and health insurance.	With a job offer that matches your degree and pays what Austrian graduates normally earn, you can get a Red-White-Red Card without points and without a labour market test.
Italy	Not checked yet	Not checked yet	Italy's quota decree for 2026–2028 supports converting study and training permits into work permits outside the quotas.
Spain	Not checked yet	Not checked yet	Not checked yet
Norway	With a study permit you may work up to 20 hours per week, and full-time in the holidays.	After finishing your degree in Norway you can get a job seeker permit for at most one year, if you apply before your study permit runs out. You need at least NOK 28,448 per month and may work in any job while you look for a skilled job.	If you get a job offer while your job seeker application is waiting, you can change it to an application as a skilled worker.

Sources: the official pages listed in each country guide on studyworkeurope.org, section "Studying first, then working". Never pay an agent for an admission letter.

12 Questions about your report

Every report ends with answers to the questions people ask most. They are built from the report's own results, not written by hand.

What does "Path with conditions" mean for the United Kingdom?

There is a legal route for you, but only if 2 conditions are met. Start with the main obstacle: **Registration with the UK regulator**.

1. Register with the UK regulator for your profession (for nurses: the Nursing and Midwifery Council).
2. Get a job offer from an employer approved by the Home Office, with a certificate of sponsorship.

Why does no country say "Open path"?

We only say "Open path" when the official rules show that nothing more is needed from you, and that is rare: almost every work permit depends on a job offer, a salary level, a qualification or a quota. A "Path with conditions" is a real, legal route. It is the normal result.

I have a job offer. How do I know it is real?

In the United Kingdom, check the employer here: GOV.UK register of licensed sponsors – workers. A real employer never asks you to pay for the job, the contract or the permit application. Read Never pay for a job and how to check if an employer can sponsor you.

Can you apply for the permit or find me a job?

No. We are independent: we never take money from employers or agents, and we do not apply for anyone. You apply yourself, or your employer applies, depending on the route. The official pages for the United Kingdom are listed under "Official sources" in this report. Only the authorities decide on permits.

What happens if the rules change, or you find an error?

Open your private link again. It always builds your report on the rules we have checked most recently. If we correct an error, the corrected report is there at no cost.

I made a mistake in my answers, or my situation has changed.

Your report is built from the answers you gave. If you made a mistake in the form, write to us within 30 days and we will help, or refund you under our guarantee. If your situation changes later (a new qualification, a language test, a job offer), a new report will show the difference.

Can I get my money back?

Yes. If you are not satisfied, you can ask for a full refund within 30 days. Reply to the email with your report link, or write to us. See our guarantee.

Is this legal advice?

No. It is independent guidance based on official rules, with the date we checked them. For a decision about your own case, the authority decides. For a legal dispute, talk to a qualified lawyer.

Another question? Write to us. You get an automatic reply at once, and a person reads every message.

13 Sources

OFFICIAL SOURCE	CHECKED	USED FOR
GOV.UK, Skilled Worker visa – your job https://www.gov.uk/skilled-worker-visa/your-job	9 NOVEMBER 2026	United Kingdom
GOV.UK, Skilled Worker visa – knowledge of English https://www.gov.uk/skilled-worker-visa/knowledge-of-english	9 NOVEMBER 2026	United Kingdom
GOV.UK, Health and Care Worker visa – your job https://www.gov.uk/health-care-worker-visa/your-job	9 NOVEMBER 2026	United Kingdom
Department of Enterprise, Tourism and Employment, Critical Skills Employment Permit https://enterprise.gov.ie/en/what-we-do/workplace-and-skills/employment-permits/permit-types/critical-skills-employment-permit/	9 NOVEMBER 2026	Ireland
Department of Enterprise, Tourism and Employment, General Employment Permit https://enterprise.gov.ie/en/what-we-do/workplace-and-skills/employment-permits/permit-types/general-employment-permit/	9 NOVEMBER 2026	Ireland
Department of Enterprise, Tourism and Employment, Critical Skills Occupations List https://enterprise.gov.ie/en/publications/publication-files/critical-skills-occupations-list.docx	9 NOVEMBER 2026	Ireland
Department of Enterprise, Tourism and Employment, Labour Market Needs Test https://enterprise.gov.ie/en/what-we-do/workplace-and-skills/employment-permits/employment-permit-eligibility/labour-market-needs-test/	9 NOVEMBER 2026	Ireland

Sources for the rules in section 06 are listed with each rule. Rule versions: GB 2026-11-09, DE 2026-11-09, NL 2026-11-09, SE 2026-11-09, DK 2026-11-09, NO 2026-11-09, CH 2026-11-21, AT 2026-11-09, IT 2026-11-09, IE 2026-11-09, FR 2026-11-10, BE 2026-11-11, PL 2026-11-11, MT 2026-11-12, LU 2026-11-12, HR 2026-11-12, CZ 2026-11-12, EE 2026-11-13, RO 2026-11-13, GR 2026-11-13, HU 2026-11-13, LT 2026-11-13, IS 2026-11-13, ES 2026-11-17, PT 2026-11-17, SK 2026-11-17, SI 2026-11-17, BG 2026-11-17, LV 2026-11-17, FI 2026-11-17.

14 Assumptions and limits

Assumptions

- We used the English level you gave from a test: C1.
- You did not tell us your age. Where a rule depends on age (for example points in Germany or Austria), we say so and do not count it.
- You did not tell us a salary. Where a route has a minimum salary, we show the amount and you must check the job offer against it.

Limits

- We checked the rules of 30 countries so far. Other countries are not part of this result yet.
- We do not know your exact job title, salary or age. Where a rule depends on them, the result says so.
- This is independent guidance, not legal advice. Only the authorities decide on a permit.

15 How to read this report

RULE — What the law or regulation says.

FACT — A figure or statement published by an authority, with its date.

JUDGEMENT — Our assessment of your situation.

WHO MADE THIS REPORT

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VALID ON RULES AS OF

9 November 2026