

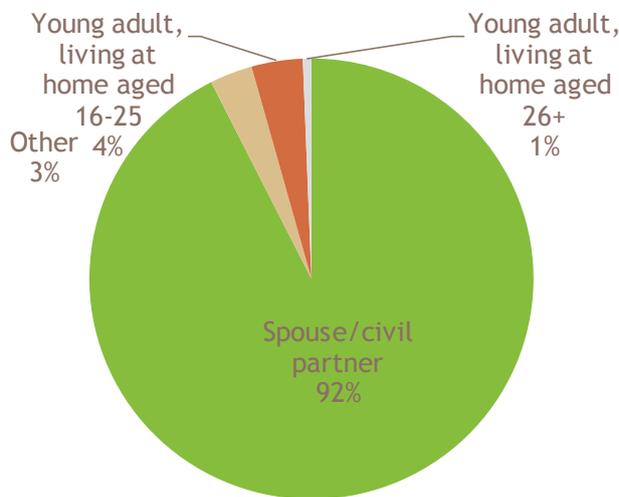


AFF Germany Employment Survey

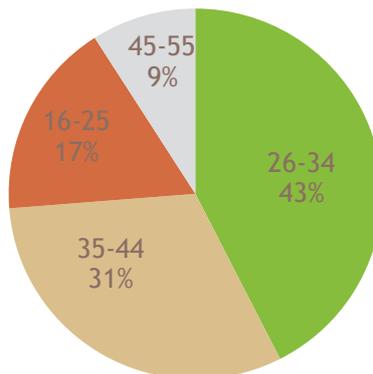
In May 2012 AFF Germany undertook an employment survey for dependants in British Forces Germany (BFG). The aim of the survey was to determine if there were any barriers that prevented individuals either applying for, or gaining employment during their time in BFG.

The online survey ran for three weeks and we received more than 320 responses. Director AFF Germany, Annabel Dwyer said: 'We were very pleased with the level of responses we received for this survey, we realise that employment for spouses is a really important part of family life for many families here in Germany and we were keen to hear people's views.'

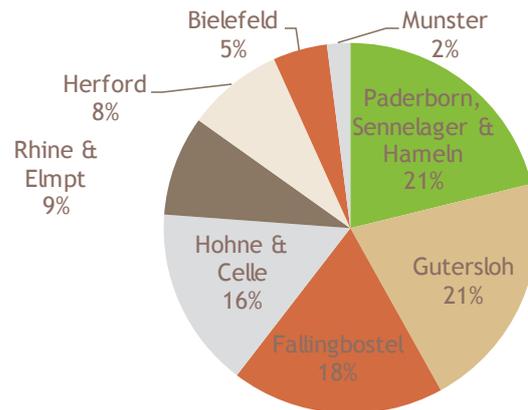
Q. Are you a:



Q. What is your age?



Q. In what area do you live?



We felt that it was particularly important to ask people about their family make-up and whether they had children and whether this has/has ever had any impact upon their employment.

Q. Do you have children?

Yes	77%
No	23%

Q. While in BFG have you ever had trouble fulfilling work commitments due to a change in childcare provision/availability?

Yes	41%
No	28%
N/A	31%

Individuals were then asked whether they were in employment or not, depending upon the answer to this question they were channelled down a different set of questions.

Q. Are you currently in employment?

Yes	58%
No	42%

Those who are in employment

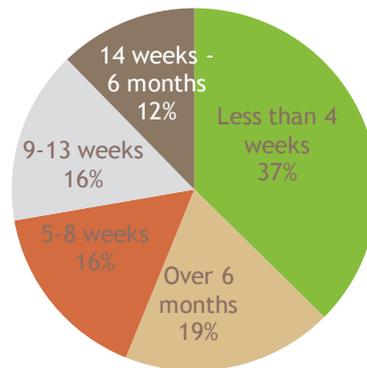
For those people in employment we have found their responses very encouraging. 84% of people said that finding information on how to apply for a job was either straightforward or very easy.

37% of people in employment took less than four weeks to find a job and 61% secured their job after only one interview.

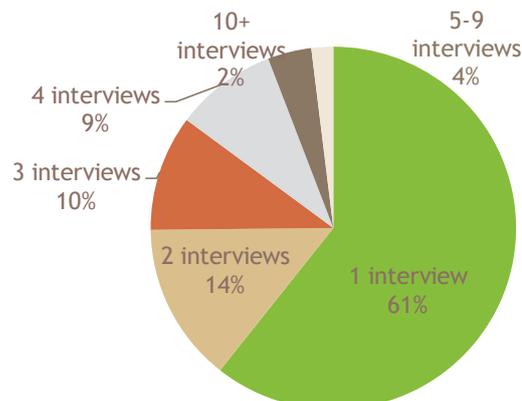
63% of respondents are employed through the GLSU/RALSU therefore it is clearly a very important point of contact and source of information for anyone seeking employment in BFG. Again for those in employment 41% heard about their job through the GLSU/RALSU just re-enforcing the importance of people using this resource.

What is AFF doing? AFF Germany is currently inputting into a business process review of employment for spouses and this survey and its results will be made widely available to the chain of command in order to help identify area for improvement, such as the publicity of the GLSUs and the services they provide.

Q. How long did you spend looking for work?



Q. How many interviews did you attend prior to gaining employment?



Throughout this survey we have been keen to discover how much childcare impacts upon people's options of undertaking work and whether their work has been impacted upon due to changes in childcare.

Q. Did the availability of childcare influence your choice of employment?

Yes	46 (30%)
No	50 (32%)
N/A	59 (38%)

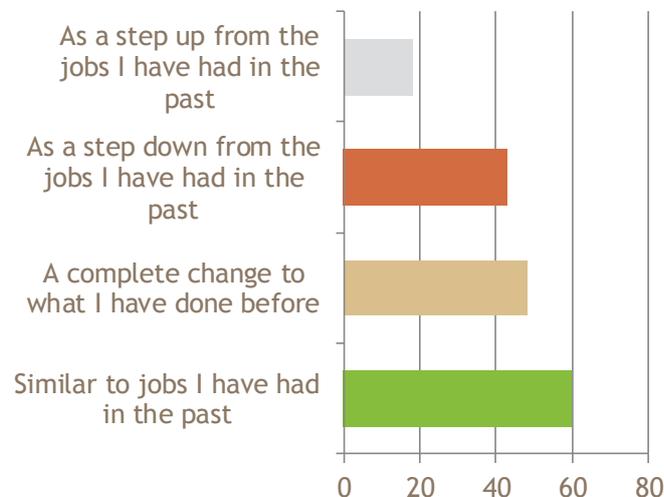
'There is a major shortage of childcare in the Gutersloh area, especially before and after school clubs. Most employers are flexible with dropping off children and collecting them from school, however, it adds stress to the parent to be chasing back and forth to ensure the children are on time'

'Had to go for a job that suited childcare timing rather than what I really want to do'

Through the numerous comments that people included in their responses it is clear that the childcare issue is not just for younger children, but for those children who are at school as well with little provision for extended day care through breakfast and after-school clubs.

What is AFF doing? AFF Germany sits on several boards and groups regarding childcare and due to the changes that are being undertaken with childcare here in BFG we will be campaigning for SCE to consider providing extended day care for children of school age.

Q. I regard my current job as (please tick all that apply)



'I am very lucky here in ten years of marriage this is the first job that I have done where I can use all my skills from civilian street'

‘I am over qualified and very badly under paid - it's depressing and makes me feel under-valued. I was on three times this much before? Wages need to be looked into urgently’

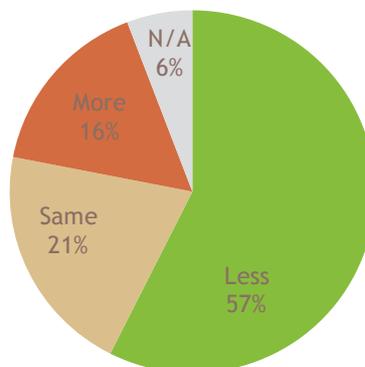
‘I would be unable to match my previous UK career in Germany without speaking fluent German and probably locating to a large city’

Q. Would you choose similar employment in the UK?

Yes	93 (60%)
No	45 (29%)
Don't know	17 (11%)

‘I am hoping that this experience in working with children, combined with my educational background will enable me to undertake a PGCE, or graduate teaching scheme once we return to the UK. I feel very strongly that I want another career, not merely to do a job for the rest of my husband's time in the Army’

Q. Is your take home pay more or less than it was in your previous job?



95% of respondents required a security check to work in BFG and for some the length of time it took to get their clearance through was between 6-12 months one comment was “Five months, even though I was already cleared form my previous job in the UK, it took so long due to the large number of addresses I have had in the past ten years”

What is AFF doing? AFF is working closely with the chain of command here and in the UK to see how the CRB process can be speeded up without the loss of integrity and scrutiny that is required to keep people safe.

Those who are not in employment

We felt that it was important to seek the views of those people who were currently seeking employment and also of those people who were not employed who were not seeking employment.

Q. Are you currently seeking employment?

Yes	70%
No	30%

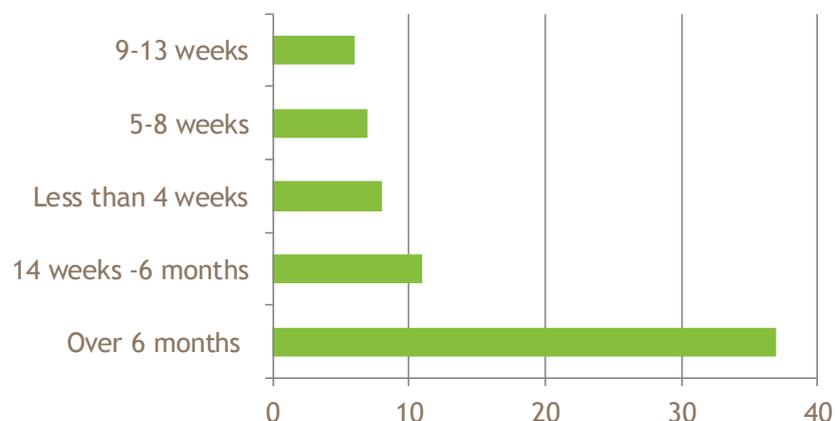
Seeking employment

Q. Are you registered with GLSU/RALSU?

Yes	68%
No	32%

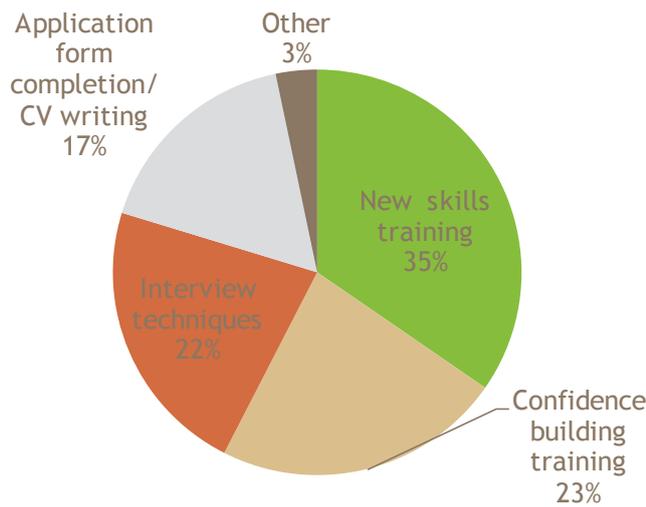
As we have seen from the survey results from those people who have successfully gained employment it is clearly very important for anyone seeking work in BFG to register with the GLSU/RALSU. It is also clear that people are looking for some additional support from their GLSU/RALSU and would appreciate the opportunity of some training and advice following any unsuccessful attempts to gain employment. We would like to see the GLSU/RALSU working more closely with their clients to help them improve their skill sets through additional training and advice. When asked if they would like to attend confidence building training 23% of respondents said they would, which unfortunately reflects the fact that they feel that their confidence has been knocked, but on the positive side that they have identified this and are requesting some help.

Q. How long have you spent looking for work?



Five of those who had been looking for a job for over six months had not applied for any jobs, nine had applied for eleven plus.

Q. Would you be interested in attending the following training to improve your job prospects?

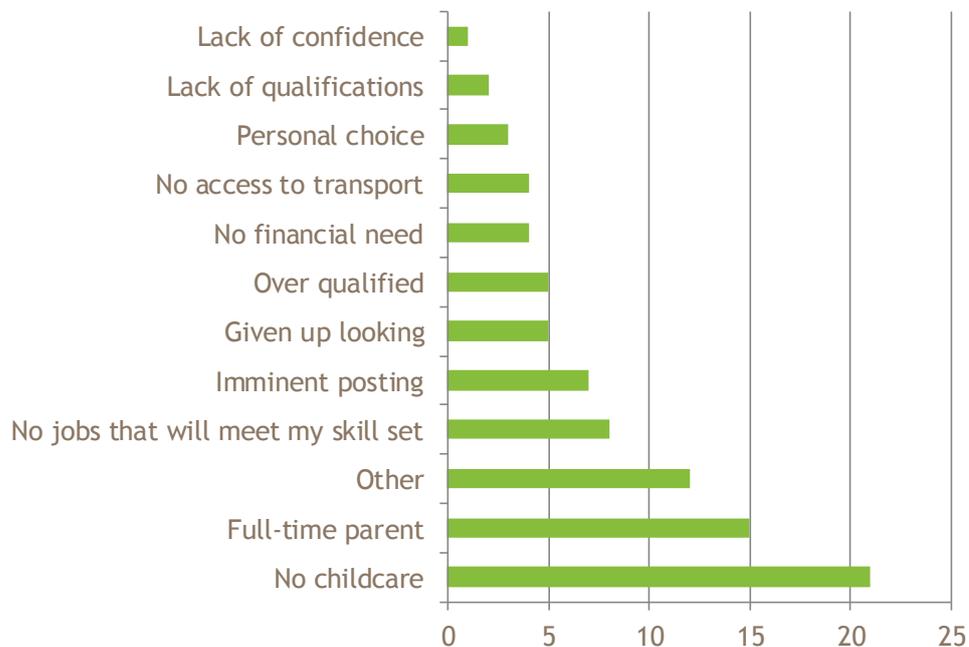


Another theme that arose was the issue that German citizens struggle to gain employment in camps.

What is AFF doing? AFF has already spoken with LEC Support Services (the organisation who runs the recruitment process) to ensure that there is improved communication for German citizens on how they can go about looking for employment on the German net.

Not seeking employment

Q. For what reasons have you not sought employment? (Please tick all that apply)



‘It is difficult to pursue my chosen career (teaching) when we move every two years even in the UK where there are many more jobs available. There are less opportunities for regular teaching work in Germany anyway and a distinct lack of flexible childcare that would enable supply work’

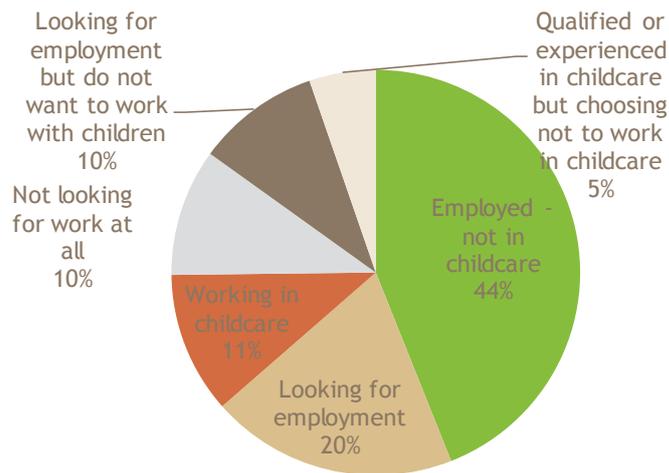
Q. Would any of the following impact upon your current choice?

	Yes	No
Availability of childcare	77%	23%
Flexible working hours	84%	16%
Receipt of training and qualifications during employment	68%	32%
Suitable training to gain some qualifications	68%	32%

Childcare

As childcare is such a huge issue here in Germany, in both regard to the availability of childcare, and on the flip side the fact there are a large number of jobs available and employers are not being able to recruit. We therefore felt it particularly important to ask everyone whether they would be interested in working in childcare and if not, why not.

Q. Are you:



The most important statistic reported in this chart is the fact that 5% of respondents are qualified or experienced in childcare but are choosing not to work in this field. AFF suggests that further research needs to be conducted by SCE to investigate why this is the case.

Working in Childcare

We asked a number of questions regarding working in childcare as there are currently a large number of jobs available to work in this field.

67% of respondents said they felt working in childcare was a long term career and only 33% said they did it to “help pay the bills” For those working in Childcare they say their motivation was enjoying working with children and enjoying seeing them grow and develop new skills closely followed by working hours. Comments included: “Easy to move when posted” and “works around my children”

When asked about the difficulties in applying for jobs in childcare the biggest barrier was lack of suitable qualifications, however 84% of respondents were interested in gaining childcare qualifications.

What is AFF doing? AFF Germany will be raising the results of this survey with SCE, the new providers of childcare in Germany to ensure their awareness of the willingness to work in childcare of many individuals.

Q. Do you feel that your job in childcare is a long-term career or just something to help pay the bills?

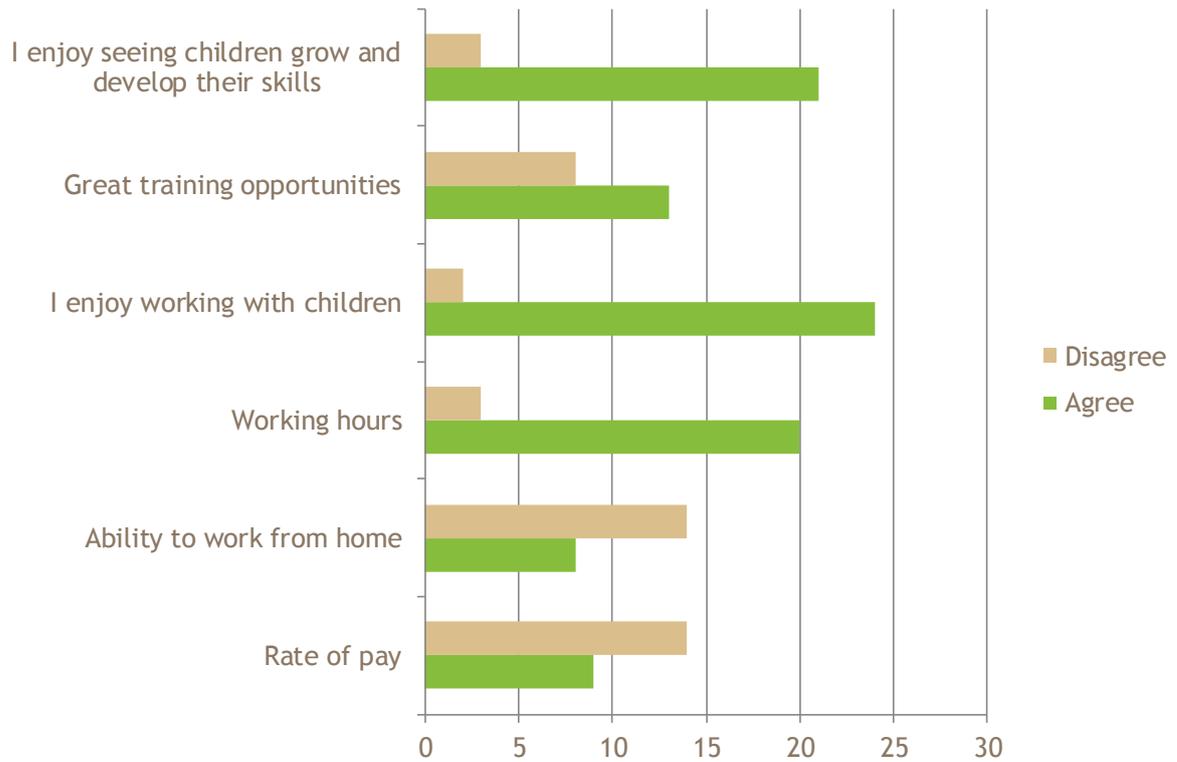
Long term career	67%
Help pay the bills	33%

‘I was the business manager and so I was using my management skills rather than childcare’

‘I want to do this back in the UK and it is helping us save for deposit for a house’

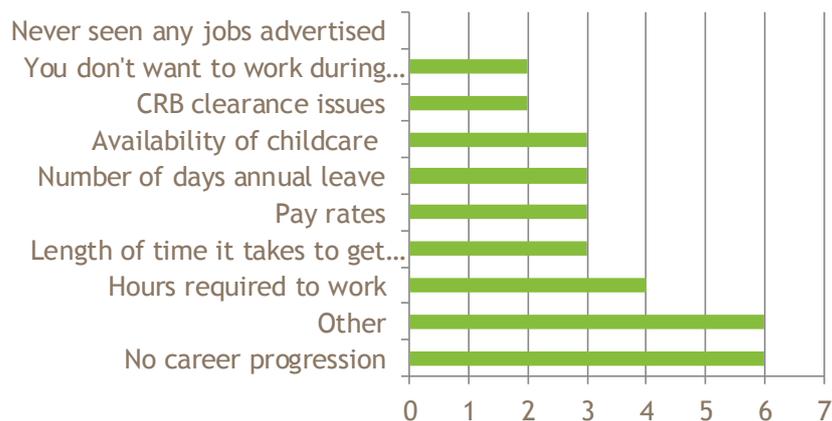
‘Helps me to meet new people & get out of the house’

Q. What motivates you to work in childcare?



‘Easy job to move with when posted’

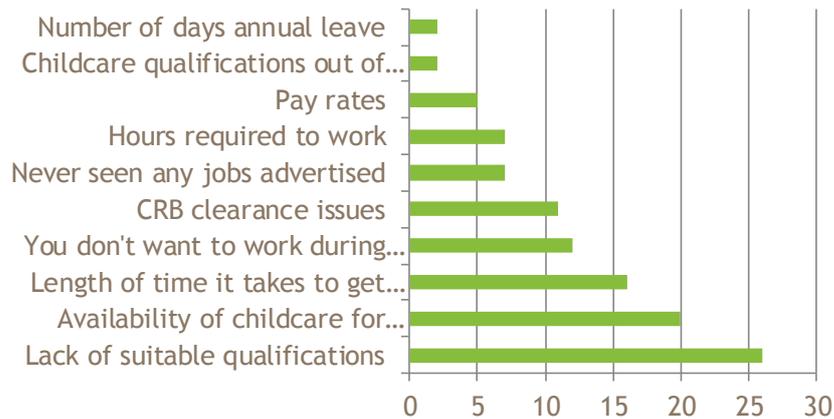
Q. Why have you chosen not to continue working in childcare (please tick all that apply)?



‘Too much paperwork involved in childminding’

‘No career progression in my chosen area of work’

Q. What are the difficulties in applying for jobs in childcare? (Please tick all that apply)



'I am qualified but no experience and no one will take me on to give me any, not even as a volunteer'

Q. Would you be interested in gaining childcare qualifications and training?

Yes 84%
No 16%

The above statistics reflect the fact that when advertising jobs working in childcare, adverts need to inform the applicants of the training opportunities available to them, the possibility of discounted childcare for their own children and the hours/holidays the person is entitled to. Many of the job adverts are off-putting as the first thing you read after the job title is the security clearance that is required and numerous other hurdles that the potential applicant has to clear before getting through to the positives of working in childcare. Like any advertisement, an advert for a job needs to sell the job to the person reading it and make them think that they would like to do that and in turn make them apply for the position.