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|   | Schola EuropaeaOffice of the Secretary-GeneralHuman Resources |

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OVERVIEW - DIFFICULTIES TO RECRUIT AND RETAIN QUALIFIED TEACHING STAFF

Enlarged Presidency Working Group

Meeting on 17 October 2018

1. Introduction

In preparation of the second meeting of the Enlarged Presidency Working Group the Directors of the 13 European Schools and the National Inspectors of several Member States (AT, BE, DE, DK, FIN, FR, IRL, LUX) were asked to provide an overview in which cases they did face problems to recruit qualified teaching staff for the 2018/19 school year.

Moreover, they were asked to provide an overview of cases where teachers left the school before the foreseen end of secondment respectively contract.

The detailed outcome of the survey of the Directors can be found in annex I. The detailed outcome of the National Inspectors can be found in annex II.

1. **Summary**

In summary it can be stated that in most of the cases the schools could finally fill in positions which were left vacant by seconded teachers. Nevertheless, some four positions could not be filled.

Moreover, several posts could only be filled by locally recruited teachers in the very last moment. Not always the highest ranked candidate accepted the post.

From the replies received from the thirteen schools it can be summarized that in at least thirteen cases the national delegation could not find qualified teachers with a teaching profile in Math and Science.

The schools faced most difficulties to fill in positions requiring English native speakers. Moreover, schools had difficulties to recruit German or French native speakers.

At least 19 teachers left the system before the end of their secondment respectively their contract due to more attractive offers outside the system.

Fourteen out of them were locally recruited teachers (nine nursery/primary cycle and five secondary cycle) and five of them seconded teachers (three nursery/primary cycle and two secondary cycle). Mainly concerned from this phenomenon are the two schools in Luxembourg.

**In conclusion, four problematic areas could be identified:**

* posts which require English native speakers,
* nursery and primary posts mainly in Luxembourg and Germany,
* posts requiring a math and/or science profile,
* posts in Luxembourg (seconded and locally recruited).

**Annex I**

**Overview of the replies of Directors:**

**Overview on difficulties to recruit qualified teaching staff**

**for the 2018/19 school year**

**ES Alicante**

**Seconded Teachers**

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **Subtests** | **Potential reason** | **Could the post be filled ?****Yes/no****Remarks** |
| EN-FR/ES | No | P.E. | No secondments from Sweden. Serious difficulties to find qualified teachers because of presence of other international schools in Alicante | Yes, with a LRT after interviewing some candidates |
| EN-FR/ES | No | ICT | Dto. | dto |
| EN | YES | Geography | No secondments from UK.Serious difficulties to find qualified teachers because of presence of other international schools in Alicante | Dto |
| EN | YES | History | dto | dto |
| EN | YES | Chemistry | dto | Dto |
| EN | YES | Mathematics | dto | Dto |
| FR | YES | Mathematics/Physic | No secondments from BE/fr.Serious difficulties to find qualified teachers because of presence of other international schools in Alicante. | Dto |
| FR | YES | Biology | Dto | Dto |
| FR | YES | Geography-History | Dto | Dto |

**Locally recruited teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **Subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| No problems |  |  |  |  |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| ES-FR/EN | NO | Ped. adviser | No secondment from Spain, urgency at end of the year. | Yes with a LRT, after interviewing some candidates |

**Overview on difficulties to recruit qualified teaching staff**

**for the 2018/19 school year**

**ES Bergen**

**Bergen –** this does not include routine replacements of LRT teachers which were not problematic, or expansion in some areas. Note that this year we are able to offer for the first time an additional advantage for LRTs recruited from overseas – the 30% Dutch tax ruling. This is no additional cost for the school.

**Seconded Teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks** |
| NL | yes | CL teacher | BE Flemish delegation informed the school that they did not have a candidate in July 2018 after a recruitment procedure as they were allocated to another ES. | Yes. A recruitment procedure for a LRT took place in the summer holidays. Very difficult to replace because of teacher shortages in NL. Only 1 candidate. |
| FR | yes | CL teacher | The Belgian delegation did not replace the teacher (3 teachers in 3 years not replaced) | Yes. LRT. Very difficult to replace in NL – all candidates were from abroad. |
| EN | yes | CL teacher | Seconded teacher not replaced because of UK policy. 1 post needed to be filled. | Yes. 1 posts filled by LRT, from outside NL. |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| NL/FR/EN | No | Sports | Dutch seconded teacher not replaced because of Dutch recruitment policy to replace subjects taught in the L1 | Yes. LRT, after 2 rounds of interviews. Very difficult to replace because of teacher shortages and because of lack of pension in the package. |

**Locally recruited teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **Subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| FIN | Yes | SWALS L1 teacher | Not possible to find a teacher in the area | No. The search is ongoing. Very difficult to find anyone in NL willing to do the work for the few hours offered. |
| EN | Yes | CL teacher | Teacher left for another international school because of better pay and conditions | Yes. By a LRT from abroad after 2 recruitment procedures. |
| EN | Yes | CL teacher | Existing teacher resigned. Former seconded teacher from UK – salary and conditions not good enough. | Yes. By a LRT locally. |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| EN | No | Geo, Eco, Human Sciences | Late resignation of LRT | Yes, but very difficult to replace and only 1 candidate |

**Overview on difficulties to recruit qualified teaching staff**

**for the 2018/19 school year**

**ES Brussels I**

**Seconded Teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks** |
| IT (UCC) | YES | CL TEACHER + LS | They were seconded a bit late, in the middle of October. A lack of information | YES, they were filled. 5 locally recruited replacement teachers needed to leave the school |
|  |  |  |  |  |
|  |  |  |  |  |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |

**Locally recruited teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **Subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
|  |  |  |  |  |
| EN (brk) | YES | CL TEACHER | Competition with other local schools.Salary conditions not interesting | YES, but with a very small quantity of teachers interested in the position |
| DE (brk) | YES | CL TEACHER | Salary conditions not interesting | YES, but with a very small quantity of teachers interested in the position |
| EN (UCC) | YES | REPLACEMENT CL TEACHERS | The same reasons, salary conditions, being only a replacement teacher for a short period of time | YES |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
|  |  |  |  |  |

**Overview on difficulties to recruit qualified teaching staff**

**for the 2018/19 school year**

**ES Brussels II**

**Seconded Teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **Subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks** |
| **IT** | **yes** | **CT** | Internal Italian organization of secondment | **Yes, but late.** |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **Subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| IT | Yes | Math, PHY | Internal Italian organization of secondment | Showed up on 25/09/2018 |
| IT | Yes | Bio, CHI | Internal Italian organization of secondment | Showed up on 26/09/2018 |
| IT | Yes | Math, PHY | Internal Italian organization of secondment | Not yet |
| DE | Yes | CHI | Teacher took decision very late (in July) because of problems to find a job for husband and kindergarten place for children | Yes |
| EN (IRE) | YES | L1, L2, Irish ONL | IRE is finding it difficult to recruit and is deprioritising EEB2 | Yes by winning agreement with IRE for 10th year (2018) Same likely to be the case for 2019 |
|  |  |  |  |  |

**Locally recruited teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **Subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| EN | Yes | CL teacher | No secondments from UK,Competition with Associated schools in Luxembourg | Yes, but only after some interviews |
| Many langs | yes | LS | Difficulty to find LS qualified teachers | Yes but often with unqualified staff |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| EN | No | EN L2 and L3 | No additional secondments from UK and Ireland, previous job holder left school after secondment and was hired by ULB due to more interesting offer | Yes, but only after six interviews |
| EN | No | HIS | In the beginning of September really qualified and experienced teachers are already under contract → Necessity to go for young colleagues who just got their qualification. For experienced ones, conditions are not attractive enough | Yes, but only after five interviews |

**Overview on difficulties to recruit qualified teaching staff**

**for the 2018/19 school year**

**ES Brussels III**

**Seconded Teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks** |
| DE | YES | CL teacher | Teacher was transferred to Lux in 06/2018 (deputy head P)And Austria could not replace  | Yes with a LRT, see next page |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| DE | NO | CHIIMIE / BIO | Germany could not provide teacher with that profile  | PartiallySeconded teacher coming from EEB4 - ½ time |
| EN | YES | L1-L2 EN | Teacher was appointed in 06/2018 (deputy head S)And Ireland could not replace | YES |
| NL | NO | L3 NL / PHILO | Holland could not provide teacher with that profile | YES |
| EL | NO | Maths / Phys (EL) | Greece could not provide teacher with that profile  | YES |
| EN | NO | Maths / Phys (EN) | Greece could not provide teacher with that profile  | YES |

**Locally recruited teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **Subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| DE | YES | Classe P5 | Peu de candidats germanophones/ salaire trop bas/ conditions contractuelles (durée) pas suffisantes | Solution interne a été trouvée |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| DE | NO | Bio/Chimie | Seulement 1 seule candidature. Au final il n’a pas accepté. Raison inconnue  | Solution interne a été trouvée avec aide EEB4.  |

**Overview on difficulties to recruit qualified teaching staff**

**for the 2018/19 school year**

**ES Brussels IV**

**Seconded Teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks** |
| **no problem** |  |  |  |  |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| **RO** | No | **Math RO****Math DE** | Teacher refused because of low salary | **Yes, new secondment from RO (Math RO + EN and not DE)** |
| **BE fr** | **Yes** | **FR** | Not able to accept the post due to health reasons | **Yes, by a LRT after interviewing 5 candidates** |

**Locally recruited teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **Subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| **no problem**  |  |  |  |  |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| **no problem but we have been lucky with some of the requested profiles (ex: Math teacher in German)** |  |  |  |  |

**Overview on difficulties to recruit qualified teaching staff**

**for the 2018/19 school year**

**ES Frankfurt**

**Seconded Teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks** |
| DE | Yes | CL teacher | Teacher showed interest in the post but refused because of low salary | Yes with an LRT  |
| IT | yes | CL teacher | Teacher left after five years  | Started only as per 4/10/2018 |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
|  |  |  |  |  |

**Locally recruited teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **Subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| EN | Yes | CL teacher | No secondments from UK,Competition with other local schools | Yes, but only after 3 candidates rejected already to come to the interview and the 4th one chosen withdrew on 18/8/2018. Another candidate was found and started as per 1/10/2018 |
| DE | Yes | Support Teacher | Teacher left | Qualified candidate can only work reduced time and started on 1/10/2018 |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| **IT** | No | Maths/Physics | Candidate not yet found by the Italian delegation | Interim contract and overtime of other seconded teachers |

**General Remarks:**

* A lot of competition among schools in the Rhein Main area – difficult to find teachers for the Anglophone section
* There are a few applicants (sometimes between 1-3), we could fill all posts, however, there was not much choice
* Adverts are very expensive and not very successful (TES e.g., we get a lot of applications, but only very few are qualified to work at the ES Frankfurt – relocation of non-Europeans very complicated and work permits are difficult to obtain).
* Only a small percentage of the posts to be filled by the delegations are filled.
* Teachers for the Italian section are generally seconded with a delay of a month or more.

**Overview on difficulties to recruit qualified teaching staff**

**for the 2018/19 school year**

**ES Karlsruhe**

**Seconded Teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks** |
| DE | Yes | CL teacher Nursery | Few German candidates showed interest for the post, but some were not qualified and some not in a position to be seconded | Yes with a LRT, after interviewing three candidates |
| EN | yes | CL teacher | Teacher left already after two years due to salary conditions | Yes with a LRT, after interviewing three candidates  |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| EN | Yes | L1, L2, L3 EN | No secondment from UK, | Yes, with a LRT,After a long recruitment process |

**Locally recruited teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **Subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| EN | Yes | SUPPORT teacher | Support teacher left the school | No, the only two qualified candidates both withdrew when we invited them for interviews |
| EN | Yes | CL teacher | Since no support teacher could be found, a class teacher was given the support job and created the need for a class teacher | Yes, but only few applications and finally an Autralian teacher was selected. This had huge bureaucratic obstacles with getting paperwork (residence and work permit) approved |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| EN | No | HIST, HSCI | Due to the salary offer, the last two teachers had resigned in May 2017 and August 2018.An Irish teacher recruited the 5th of September 2018 left the school after 1 week explaining that the proposed salary will not be enough for the location. | No, the post is still vacant on the 1st of October ! |

**Overview on difficulties to recruit qualified teaching staff**

**for the 2018/19 school year**

**ES Luxembourg I**

**Seconded Teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks** |
| DE | yes | Class teacher | left; unhappy with the working conditions (no part time possible) - left in 2nd year of secondment | Yes - secondment (difficulties to find class teachers) |
| DE | yes | Class teacher | left; not happy with housing conditions in Lux. | Yes - secondment (difficulties to find class teachers) |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| EN | yes | History, Geography | left for job offer with better and secure working conditions in Lux - left in 8th year of secondment | YES - LRT |
| FR | yes | French, Latin | left for job offer with better and secure working conditions in Luxembourg | NO – internal redistribution - no new secondment from BE/FR |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| DE | yes | Math | left for personal reasons - in 5th year of secondment | Yes - LRT - no new secondment was found (5 candidates have shown interest but nobody recruited for various reasons) |

**Locally recruited teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **Subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| EN | yes | Class teacher | left for job offer with better and secure working conditions | YES - LRT |
| DE | yes | Class teacher | left; unhappy with the working conditions | Yes - secondment (but difficulties to find DE class teachers) |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| FR | no | Music | job offer with better and secure working conditions in an accredited school in Lux | Yes -LRT (emergency recruitment) |
| GR | no | EN, PHYS | left for family reasons (BXL 3) | No - recruitment ongoing |

**Overview on difficulties to recruit qualified teaching staff**

**for the 2018/19 school year**

**ES Luxembourg II**

**Seconded Teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks** |
|  |  |  |  |  |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| DE | YES | PE, L1DE | Germany did not replace though promised to fill | YESRecruited PE LRT and reallocated lessons for L1DE |
| DE | NO | MATH, CHI | Germany replaced CHI hours but not MATH | YESCHI/PHY teacher seconded. MATH recruited LRT |
|  |  |  |  |  |

**Locally recruited teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **Subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| EN | Yes | CL teacher | Job offer in an accredited ES om Luxembourg  | Yes with a LRT, after 2 rows of interviews because of lack of candidate during the 1st one. |
| EN | yes | CL teacher | Personal reasons | Yes with a LRT, after 2 rows of interviews because of lack of candidate during the 1st one. |
|  |  |  |  |  |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| FR | NO | MATH | Teacher received CDI at accredited ES in Luxembourg. Left school and S7 group 2 months before BAC | YESFirst urgent recruitment LRTLater LRT with CDD |
| FR | YES | FR L1-L4 | No sustainability of employment, no secure employment | YESCombination LRT and reallocation of lessons |
| FR/EN | NO | MUSIC | No sustainability of employment, no secure employment |  |

**Overview on difficulties to recruit qualified teaching staff for 18/19 school year**

**ES Munich**

**Table Secondary Cycle/Recruitment of Seconded Staff**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| DE | No | Math, ICT | No candidate could be found, two interested but salary not sufficient | Partly filled by LRT, mainly overtime seconded staff, difficult to recruit LRT |
| DE |  YES | MATH, PHY | Candidate withdrew, no further candidate found, salary not sufficient  | Filled by LRT and overtime seconded staff |
| DE | YES | BIO, CHI | No candidate could be found | Filled by LRT after a month lasting procedure with many interviews  |
| DE | YES | L1, GEO | No candidate could be found | Partly filled by LRT, overtime seconded staff |
| DE | YES | BIO, SPORT | One Candidate but was not convincingly, no further candidate found | Filled by LRT after a month lasting procedure with many interviews |
| BE | YES | BIO, CHI | One candidate interviewed but did not want to go to Munich, school was informed only by end of June! | Filled by LRT (former seconded and now retired colleague) |
| BE | NO | Educational adviser | No candidate found, postponement of one year, school was informed only by end of June | Filled by LRT after recruitment procedure |
| IT | YES | BIO, CHI | Not advertised, no candidate | Partly filled by LRT, overtime seconded staff  |
| IE | YES | HIS | No candidate found | Filled by LRT after long lasting recruitment procedure |
| EST | NO | Educational adviser | No replacement | Filled by LRT, many interviews, only filled by mid september  |

**Table Secondary Cycle/LRT**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| BE | YES | BIO/CHI | No replacement of seconded teacher, location Munich not attractive enough | Yes, but only because former seconded teacher stayed |
| BE | NO | Educational Adviser | No replacement of seconded staff, no candidate found | Yes, but only after many interviews |
| IE | YES | HIS | No secondment, lack of teachers in member state | Yes, Long lasting recruitment procedure |
| IT | YES | BIO, CHI | No secondment due to internal problems of the Member State | Yes, only in convincing seconded staff to accept overtime, LRT |
| DE | YES | MATH,ICT | No secondment, problems to find candidates due to (salary) conditions | Yes, only in convincing seconded staff to accept lot of overtime, LRT |
| DE | YES | MATH, PHY | No secondment, problems to find candidates due to (salary) conditions | Yes, only in convincing seconded staff to accept lot of overtime, recruitment LRT not successful (no candidates) |
| DE | YES | BIO, CHI | No replacement, German schools abroad more attractive | LRT, after long recruitment procedure |
| DE | YES | L1, GEO | No secondment, German schools abroad more attractive | LRT and overtime |
| DE | YES | BIO, SPORTS | No secondment,AUT not seconding beyond its obligation | LRT, long recruitment procedure with many candidates, overtime seconded staff |

**Overview on difficulties to recruit qualified teaching staff**

**for the 2018/19 school year**

**ES Mol**

**Seconded Teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks** |
| NL | Yes | Class teacher | End of secondment | Yes, colleague transferred from Varese. |
|  |  |  |  |  |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| DE | Yes | L1, L2, L3 | Different candidates were presented refused the position | Yes (after 2 years)So we had to end a LRT contract in Mai after 1 year |
| FR | NO | L2, L3 | No candidate was selected by the delegations | Yes with a LRT |
|  |  |  |  |  |

**Locally recruited teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **Subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| EN | Yes | CL teacher | No secondments from UKFormer locally recruited colleague left after 2 years because of the conditions for locally recruited teachers | Yes, recruited in Ireland |
| RO | yes | Swalls teacher | Assignment of only 4 periods on 2 days in the timetable | **Yes, long recruiting process (1 qualified candidate)** |
|  |  |  |  |  |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| Greek | Yes | L1 | Assignment of only 4 periods on 2 days in the timetable | Yes, teacher willing to move to the area of the school.  |
|  |  |  |  |  |

**Overview on difficulties to recruit qualified teaching staff**

**for the 2018/19 school year**

**ES VARESE**

**Seconded Teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **Subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks** |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |

**Locally recruited teachers**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **Subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| EN | Yes | Class teacher | No secondments from UK,Few qualified candidates | Yes, but only very few qualified candidates available |

**Table Secondary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **Potential reason** | **Could the post finally be filled? Yes/no****Remarks**  |
| EN | No | EN L 2 and 3 | No additional secondments from UK or Ireland, Growing competition among schools | Yes, but not the best candidate took the job |
| EN | No | HumSci, History | No additional secondments from UK or Ireland, Growing competition among schools | Yes, but with a teacher not fully qualified for the job |

**Annex II**

**Overview replies National Inspectors:**

**DENMARK**

**Table Nursery/Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **subjects** | **School** | **Potential reason** | **Could you finally find a teacher?** |
| DK | Teacher in Nursery | LUX II | In the school year 2017/18 the Danish Ministry appointed the third candidate with the almost right profile. She did not have a lot of experiences, but showed an enthusiastic interest to step into the job. The first two candidates accepted to receive the poste. But after a few days, they declined without any reasons. The two candidates were fully qualified with a lot of experiences as nursery teachers. In DK it is easy to get a post as nursery teacher at the moment, so we maybe have to work on how to make the posts in the European Schools more attractive? | The poste is now replaced by a local recruited teacher.  |

**Table Secondary Cycle**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **Subjects** | **School** | **Potential reason** | **Could you finally find a teacher?** |
| DK | Yes | Math, Philo | Lux II | There was only one candidate with the right profile in spite of the fact that there are many teachers in DK with that profile. None of them wanted a job at the ES. Most of the candidates were from teachers who did not already have a job as a teacher. | The only candidate with the right profile came back after some years in China and he got the job. It was on the point of failing because the school (Chr Bausch) informed him that he could come back in August to learn more about his salary. But he is teaching at the school now. |
| DK | Yes | Danish/French or English | Lux II | No competent candidate asked for the job. There is a big amount of teachers in DK with this profile. | NO |
|  |  |  |  |  |  |

Conclusion: The ES don’t attract many teachers already in a job in DK and with a good experience. Nevertheless, normally we find new seconded teachers, but often when we have informed them that they have got the job, they start to count and often they decline. Often we have to take number two, three or four on the list, and some time we are not happy with the one we find.

Last year we wanted a teacher in Bio/Chem for Lux II. We found eventually one who had five children. It was not possible for him for find a house in Luxembourg he could afford and he declined. We had to make three rounds of applications before we found one.

There should be at the schools a little committee to receive the new teachers (un comité d’accueil) with the right information addressed directly to the new teacher with the relevant papers. The new teacher should not just have references to paragraphs in the stature and elsewhere. We have had several teachers during the years who go to visit the schools and then decline. It is clear that a better salary would convince more teachers from DK. We did not have these problems before 2011.

**FRANCE**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **School** | **Potential reason** | **Could you finally find a teacher?** |
| FR | Yes | CL teacher | FRA | - Pas de problème de recrutement dans le primaire.-Il est à noter que dans certains cas, les autorités académiques locales refusent le détachement (manque de personnel). | Beaucoup plus de candidats que de postes à pourvoir. |

**Table Secondary Cycle**

La France a choisi de remplacer chaque professeur qui termine sa mission. Une transformation de poste a été opérée l'an dernier à Bruxelles III et devrait être rétablie cette année.

Nous n'avons pas de difficultés de recrutement et pouvons pourvoir tous les postes. Cependant, la situation est plus tendue pour les écoles de Mol et Bergen, voire pour les écoles en Allemagne qui sont moins demandées : une dizaine de dossiers pour un poste à Bruxelles vs 2 ou 3 dossiers pour un poste à Mol.

**Germany**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **School** | **Potential reason** | **Could you finally find a teacher?** |
| DE | Yes | CL teachernursery | FRA | No candidate despite extraordinary publication by ZfA | no |
| DE | yes | CL teachernursery | KA | No candidate despite extraordinary publication by ZfA | no |
| **DE** | **yes** | CL teacherprimary | **Lux** | **Two candidates withdraw for personal reasons****One candidate accepted another offer** | **no** |
| **DE**  | **YES** | CL teacherprimary | **Lux** | **1 teacher, recruited as of 01.09.2018, resigned as of 31.08.2019 due to insufficient salary conditions** |  |

**In Luxembourg, Frankfurt and Munich it happens frequently that teachers withdraw their application due to the salary conditions, although they are attracted by the ES as such.**

**The costs of living are higher in these places as in their current place.**

**In comparison to the German national system do work nursery/primary teachers more than in the German national system, but do not earn more.**

**The system of the ES is relatively unknown to German teachers.**

**There is a competition with the over 100 German Schools abroad. Many teachers are interested to work outside of Europe.**

**There is a lack of nursery and primary teachers in Germany.**

**Table secondary Cycle**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **School** | **Potential reason** | **Could you finally find a teacher?** |
| DE | YES | CH/BIO | BR3 | Very difficult to find MINT-teachers in GermanyConditions not attractive enough | NO, but a partial transfer was organized from BR4 to BR3, only an emergency solution, not a permanent one |
| DE | NO | ARTS | BR4 | Conditions were not sufficient for applicants | NO |
| DE | NO | EP | BR4 | Conditions were not sufficient for applicants | NO |
| DE |  | MA/PY | LUX 1 | Conditions were not sufficient for applicants also subjects difficult to find in Germany | NO |
| DE |  | MA/CH | LUX 2 | Conditions were not sufficient for applicants, also subjects difficult to find in Germany | NO |
| DE |  | MATH,ICT | MUC | Conditions were not sufficient for applicants also subjects difficult to find in Germany |  |
| DE |  | MATH, PHY | MUC | Conditions were not sufficient for applicants also subjects difficult to find in Germany |  |
|  |  |  |  |  |  |
| DE |  | BIO, CHI | MUC | Conditions were not sufficient for applicants also subjects difficult to find in Germany |  |
| DE |  | L1, GEO | MUC | Conditions were not sufficient for applicants |  |
| DE |  | BIO, SPORTS |  | Conditions were not sufficient for applicants |  |

**For Brussels, Luxembourg, Frankfurt and Munich it happens that teachers withdraw their application due to the salary conditions, although they are attracted by the ES as such.**

**The costs of living are higher in these places as in their current place, this is especially true for Luxembourg, Frankfurt and Munich**

**The system of the ES is relatively unknown to German teachers.**

**There is a competition with the over 100 German Schools abroad. Many teachers are interested to work outside of Europe.**

**There is a lack of MINT- teachers in Germany. In two consecutive years it has not been possible to recruit sufficient science teachers for Brussels, Luxembourg and Munich.**

**LUXEMBOURG**

**Nursery/primary cycle**

Did not have problems to recruit seconded teachers for the vacant posts in the last years.

**Secondary Cycle**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **School** | **Potential reason** | **Could you finally find a teacher?** |
| FR | No | Economics | BXL IV | No candidate for this post. | Post was probably afterwards occupied by a LRT. |
| DE | No | Arts | Frankfort | No candidate for this post. | Post was probably afterwards occupied by a LRT. |
| FR | No | Philosophy | BXL III | No candidate for this post. | A 10th year was given to the actual teacher. Post will again be announced here in Luxembourg for the upcoming school year. |
| DE/FR/EN | No | Physical Education | MUNICH | No candidate for this post. | A 10th year was given to the actual teacher. Post will again be announced here in Luxembourg for the upcoming school year. |
| FR | No | Mathematics | Alicante | Seconded teacher resigned during his 4th year.  | Resigned now – end of secondment – August 2019. |

**NETHERLANDS**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **School** | **Potential reason** | **Could you finally find a teacher?** |
| NL | yes | CL teacher | Munich | Teacher leaves during her fifth year, because of personal and team/section reasons | Yes, we will be able to replace her. |

**Table Secondary Cycle**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **School** | **Potential reason** | **Could you finally find a teacher?** |
| NL | Yes | Math, Physics,Dutch L1-L3 | Several | Shortage of teachers in these subjects in the Netherlands | Yes, but only after a second recruitment procedure and extra effort. |
|  |  |  |  |  |  |

**IRELAND**

**Table Nursery and Primary Cycle**

One position advertised. One teacher successfully recruited for Frankfurt.

**Table Secondary Cycle**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Language** | **Mother language required?****Yes/No** | **subjects** | **School** | **Potential reason** | **Could you finally find a teacher?** |
| EN | Irish language required for position and some competence in DE | Hist and Irish  | MU | One candidate called to interview. He withdrew ahead of interview. | **NO**Very difficult, currently, to recruit teachers of Irish in Ireland, so even more difficult to recruit teachers of Irish for secondment. |
| En  | Irish language required for position and some competence in Fr | Irish with English (preferably) or any of Hist; Geo; PE; Maths, Economics | Bxl IV | This position had to be advertised due to the unexpected resignation of the teacher of Irish and English seconded to Bxl IV. The teacher had to resign for personal family reasons. | **NO**Special sanction was sought to advertise the position. 1 candidate called to interview but withdrew at the last moment when offered a position ion the Ear East. Again special sanction sought and position re-advertised. Interviews held in June. 2 candidates interviewed. First successful candidate offered the position but declined for family reasons. 2nd successful candidate also declined possibly because the offer came too late for her to really prepare for the challenge and change.  |
|  |  |  |  |  |  |