



LE GOUVERNEMENT  
DU GRAND-DUCHÉ DE LUXEMBOURG  
Ministère de l'Éducation nationale,  
de l'Enfance et de la Jeunesse

# English schooling

Survey results

February 2016





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# ENGLISH SCHOOLING QUESTIONNAIRES

## SUMMARY

The survey was set up in order to estimate the need for English schooling on primary and secondary level within Luxembourg. This survey was initially launched in 2013, and the respondents were as follows: 64 companies and 223 employees. In 2015 there was a second possibility to take part. In 2015, 22 companies and 606 employees took part. This gives the opportunity to compare the results and provide information on the changes of perception of the English schooling demand. A total of 86 companies and 829 employees took part both survey periods combined. There may be a minor number of participants, who take part twice, but this would mainly be due to changes in their circumstances, i.e. work or children's school.

National and international companies in Luxembourg were invited to take part both times via email sent from various Chambers of Commerce. The respective HR departments forwarded the survey link to their current employees. The links to the survey were also published in the press. Due to some overlapping, the number of companies reached is estimated at 300 with around 5800 employees. Unfortunately, the survey only accesses companies that are established in Luxembourg with employees who have already moved to Luxembourg, and not the employees who decided not to relocate. The perception of employees of other countries could have been very constructive feedback. The results are based on descriptive statistics. The participation rate is 29% for companies and 21% for employees with at least one child.

There is a consensus among participants of the survey that there is a distinctive and urgent need for English schooling within Luxembourg. There are around 1500 relocations a year, out of which two thirds are initially short-term contracts, just for the participating companies alone. Every year more than 650 newly-relocated employees would be interested in English schooling (bearing in mind that this number just takes into account the companies that participated in the survey). 4 out of 5 employers estimate that schooling is a factor for declining relocation to Luxembourg. 82% believe that schooling affects company's growth in Luxembourg and 91% believe that English schooling system would increase relocations to Luxembourg

Similar feedback is drawn from the employee questionnaire. 80% of employees relocating have at least one child, with an average of 2.1 children. As previously mentioned, there are around 1500 relocations a year, which entails 1200 relocated employees a year with, on average, 2520 children. 27% of relocated employees chose the Luxembourgish public school system for their children. 44% pay the school fees for private schools themselves and 13% pay these school fees in part, with the company taking over the other part. In numbers, this is equivalent to 1840 children arriving per year who don't attend a public school, of which 643 would need an English primary schooling system and 441 would need an English secondary schooling system.

60% believe that schooling is a factor for declining relocation to Luxembourg, bearing in mind that these respondents are the ones who did choose to come to Luxembourg and they are aware the schooling is a current issue. 87% believe that the language is the greatest difficulty within the Luxembourgish system and 43% the level or certification differences.

In addition, when asked whether a vocational training would be of interest to their child, the parents answered as follows: 18% would consider vocational training, 58% would when combined with an access to higher education and 23% wouldn't consider it for their children. 91% would have considered the English schooling system within the Luxembourgish public school and 76% agree that the financial aspect is a part of their schooling decision. Over the last few years, there has been a decrease in school funding and school fees for private schools are on the rise, leaving many families with difficult financial issues and lack of choices for their children's schooling.

91% of companies and 67% of employees have heard about the European School in Differdange (EIDD) opening in September 2016. Relocation services have around 120 relocations a year per company. They are confronted with a lack of available places in English-speaking schools and also have difficulty integrating children into Luxembourgish schools, due to relocations within the school year, certification levels and the language barrier. In addition, many private schools already have notable waiting lists for 2016-17.

There is an urgent need to further increase the schooling offer in Luxembourg with diversified options on primary and secondary school level. The surveys clearly reflect that the demand for English schooling is high. This is further reinforced by the inscriptions for the previously established IB and A-levels within several Luxembourgish public schools and the interest for the International school in Differdange.

## BACKGROUND AND OBJECTIVES

The Ministry of the Economy, the Luxembourgish Chamber of Commerce, as well as other Chambers of Commerce sent a letter to officially request an estimation of English schooling needs of expatriates' children within primary and secondary levels. The aim is to enhance Luxembourg's attractiveness, whilst being the optimal business location within Europe for international companies.

Based on this request, the Ministry of Education, Children and Youth compiled two questionnaires in English. The first was for companies in Luxembourg, the second for employees with child/children. These questionnaires assessed the potential need for English schooling within the public education system in Luxembourg, in order to identify areas that require attention, and predict the amount of interest in English schooling.

The survey took place in 2013 and in 2015, so as to have a clear view of changes over time, as well as common perceptions, that remain the same.

## TEAM

The project was a partnership between the Ministry of Education, Children and Youth (MENJE), the American Chamber of Commerce, the British Chamber of Commerce, the Indian Business Chamber of Luxembourg, the Irish Chamber of Commerce, the Luxembourgish Chamber of Commerce and the Ministry of the Economy.

## START, DURATION AND METHODOLOGY

The requests were taken into consideration and a meeting with the Luxembourgish Chamber of Commerce and the Ministry of Economy took place (1<sup>st</sup> September 2013), followed by several meetings with relocation services during the same month. A meeting was called in October 2013 with all the contacts involved, to determine the objectives of a survey.

Two questionnaires (company and employee) were set up during October and validated with all members in November. Both questionnaires were available from the 28<sup>th</sup> November 2013 onwards and sent out by the various Chambers of Commerce to companies. The deadline for the questionnaires was the 22<sup>nd</sup> December 2013, which then was extended to the 22<sup>nd</sup> January 2014.

The identical surveys, with a few added questions were offered in 2015. Both questionnaires were available from 1<sup>st</sup> October to 15<sup>th</sup> December 2015.

Responses were obtained by means of paper version, online version (accessible via a link and password) and a QR code for both questionnaires.

### *Structural planning and schedule for questionnaires*

<b>Questionnaires</b>	<b>Deadline</b>
Meetings	Sept/Oct 13
Construction of questionnaires (companies and employees)	14/10/13
Cover letter	15/10/13
Send out questionnaires to CCs <sup>1</sup>	16/10/13
Feedback from CCs	23/10/13
Send out finalized questionnaires to CCs	31/10/13
Forward finalized questionnaires from CCs to companies	04/11/13
Closing date for questionnaires	22/01/14
Results and feedback	15/02/14
Meeting and discussion of results	February 2014
Meetings and finalized questionnaires	September 2015
Closing date for questionnaires	15/12/15
Results and feedback	February 2016

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<sup>1</sup> Chambers of Commerce

# IMPLEMENTATION OF EVALUATION

## TARGETS OF EVALUATION

The aim is to assess the potential need for English schooling within the public education system in Luxembourg on primary and secondary level and predict the amount of interest in English schooling. Additionally, areas that require attention may be identified.

## QUESTIONS OF EVALUATION

### MAIN TOPICS:

1. Number of children in different age groups in different schools (with and without funding) per year.
2. Reasons for choosing various schools (e.g. language, curriculum, ...)
3. Amount of interest of companies and employees for English schooling in Luxembourgish schooling system

*The underlying purpose of all questions is explained at appendix B.*

*The complete questionnaires are at appendices C and D.*

## COMMUNICATION OF QUESTIONNAIRES

Once the questionnaires were validated by all the contacts, an email was sent out to all the Chambers of Commerce with a detailed procedure for taking part. These instructions were forwarded on by the Chambers of Commerce to all their members.

*Email sent out by Chambers of Commerce to members*

<b>Chambers</b>	<b>Recipients</b>	<b>Companies</b>
BCC	1000 recipients	230 companies
IBCL	1400 recipients	220 companies
ILCC	23 individuals	24 companies
AMCHAM	not communicated	not communicated

BCC = British Chamber of Commerce

IBCL = Indian Business Chamber of Commerce

ILCC = Ireland-Luxembourg Chamber of Commerce

AMCHAM = American Chamber of Commerce



Dear Sir or Madam,

The Ministry of National Education and Vocational Training (MENJE) is attempting to assess the potential need for English schooling within the public education system in Luxembourg. We hope to identify areas that require attention, and predict the level of interest in English schooling.

As discussed last year, the English schooling questionnaires are online again until 15<sup>th</sup> December 2015. One is intended for all HR departments of companies and the second for their employees or parents in general. We aim to reach a large population of the diverse Luxembourgish community.

This survey is divided into **two** questionnaires, each with three options for participation:

**Company questionnaire**, intended for the HR departments of each company:  
(usually takes under an hour to complete) (*one questionnaire per company*)

1. **online**: <http://evasys.men.lu/evasys/online/> password **Company2015**
2. **on paper**: as attachment to this email  
(*simply print out on both sides the attached questionnaire "EngSch Company"*)
3. **via QR code**: as attachment to this email (QRCode\_ESCom)  
(*only advisable on larger screens, not mobile phones*)

**Employee questionnaire**, intended for all employees with child/children:  
(usually takes under 10 minutes to fill out)

1. **online**: <http://evasys.men.lu/evasys/online/> password **Parent2015**
2. **on paper**: as attachment to this email  
(*simply print out on both sides the attached questionnaire "EngSch Employee"*)
3. **via QR code**: as attachment to this email (QRCode\_ESEmp)  
(*only advisable on larger screens, not mobile phones*)

Please advise your HR department and your employees on completing the appropriate questionnaire by using one of the three previous options by **15<sup>th</sup> December 2015**.

If you choose to use the paper version, please return the completed questionnaire to Louise Crosby, MENJE, 29 rue Aldringen, L-1118 Luxembourg, by **15<sup>th</sup> December 2015**.

We highly appreciate your help in this process of communication.


Sincerely,

Louise Crosby

Example of company's QR code:



Example of employee's online questionnaire:

**EvaSys**   
Corporate Survey Automation Suite

Electric Paper ADQS - Divers      English Schooling Employees - online

Activate contrast mode

1 2 **3** 4 5 6 7 8

### 3 Luxembourgish school system

3.1 Did you enquire about the Luxembourgish school system?  
 Yes       No

3.2 Did you consider sending your child/children to the Luxembourgish school system?  
 Yes, I considered it       Yes, but not applicable  
 No, I never considered it

3.3 If no, would you have considered the Luxembourgish public school, if there had been an English-schooling system (English curriculum taught in English) cost-free?  
 Yes       No

3.4 From your point of view, are there any difficulties concerning the Luxembourgish school system? (Multiple answers possible)  
 Language  
 Relocation during the school year  
 No placement available  
 Level or certification differences (e.g. recognition or validation)  
 Age of child/children  
 None

3.5 Is the financial aspect of schooling a part of your school decision?  
 Yes       No

3.6 Further comments:

<< Previous      Next >>

# RESULTS OF THE SURVEY

## FEEDBACK STATISTICS

The emailing lists of various Chambers of Commerce ranged from 24 to 230 **companies**. Bearing in mind, that there may be some overlapping of some companies receiving the same email from different Chambers of Commerce, 300 companies is taken as a theoretical estimation of potential respondents. **64** companies took part in the survey in 2013 and **22** in 2015. There are **86** companies in total, with around 45 000 employees.

The emailing lists of various Chambers of Commerce ranged from 23 to 1400 **recipients**. There may also be some overlapping of some recipients receiving the same email from different Chambers of Commerce and many more recipients via a forwarded email by companies to their employees. Total number of potential respondents, in this case, is very difficult to estimate. A minimum of 5800 potential employees is used to analyse the response rate, but the real amount could increase by far more. **223** employees took part in the survey in 2013 and **606** in 2015. There are **829** employees in total. There could be a possibility that several answered twice, once in 2013 and once in 2015, but if this were the case, it would be a minority of people, and mainly due to change in their situation.

## COMPANY RESULTS

### GENERAL RELOCATION

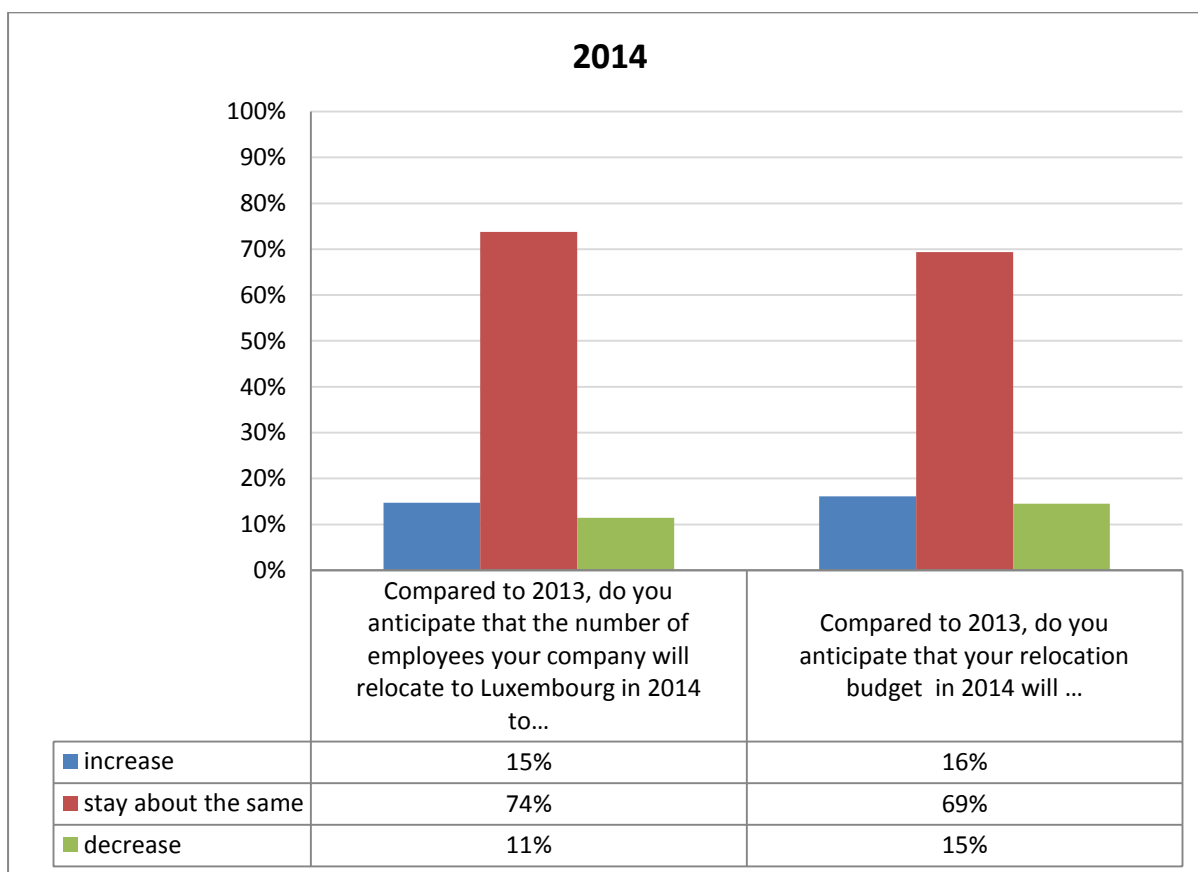
1 How many employees did your company relocate to Luxembourg in 2012?

2 How many employees will your company have relocated to Luxembourg by the end of 2013?

3 Compared to 2013, do you anticipate that the number of employees your company will relocate to Luxembourg in 2014 to...

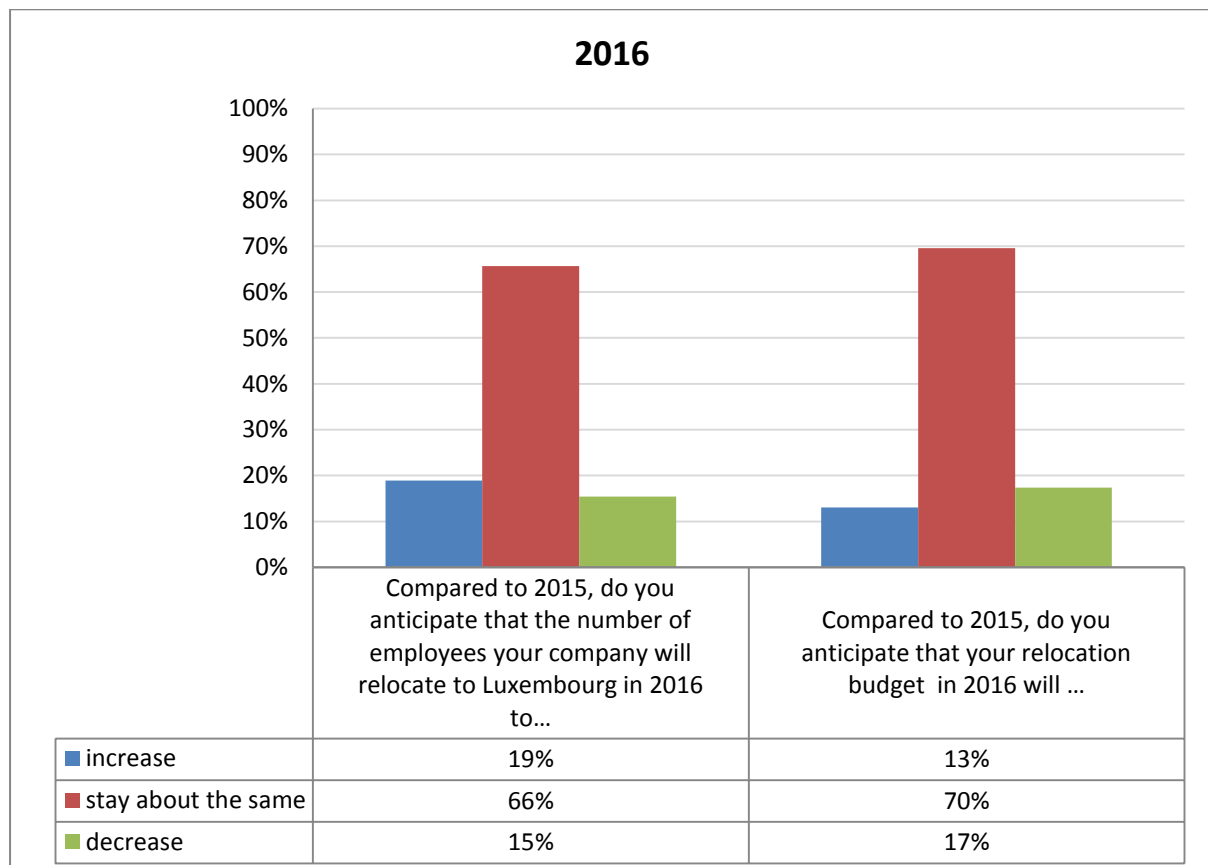
4 Compared to 2013, do you anticipate that your relocation budget in 2014 will ...

In 2012, a third of the companies didn't relocate anyone. Around half of the companies relocated 1-9 employees to Luxembourg. One in five companies relocated more than 10 people. In 2013, the results are similar. A third of the companies didn't relocate anyone, whereas there is a slight increase in the amount of employees relocated (10-49 employees). Just less than three quarters of the companies estimate that the amount of relocation in 2014 will stay the same, along with the relocation budget too. The larger the company is, the more relocation there is. There are around **1000 relocations a year for all respondents combined**.



- 1 How many employees did your company relocate to Luxembourg in 2014?
- 2 How many employees will your company have relocated to Luxembourg by the end of 2015?
- 3 Compared to 2015, do you anticipate that the number of employees your company will relocate to Luxembourg in 2016 to...
- 4 Compared to 2015, do you anticipate that your relocation budget in 2016 will ...

In 2014, a fifth of the companies didn't relocate anyone. Around half of the companies relocated 1-9 employees to Luxembourg. One in five companies relocated more than 10 people. In 2015, the results are different. Less than a fifth of the companies didn't relocate anyone, whereas there is a slight increase in the amount of employees relocated (10-49 employees). Only around 58% of the companies estimate that the amount of relocation in 2016 will stay the same and a third anticipate an increase, along with the relocation budget too. The larger the company is, the more relocation there is. There are around **1500 relocations a year for all respondents** combined.



5 What is the percentage of long-term relocations to Luxembourg in 2012? (longer than 5 years)

6 What is the percentage of short-term relocations to Luxembourg in 2012? (0-5 years)

Two thirds of relocations are initially **short-term**, around **670** a year.

Around **330** employees arrive in Luxembourg a year on **long-term** contracts.

5 What is the percentage of long-term relocations to Luxembourg in 2014? (Longer than 5 years)

6 What is the percentage of short-term relocations to Luxembourg in 2014? (0-5 years)

Two thirds of relocations are initially **short-term**, around **1000** a year.

Around **500** employees arrive in Luxembourg a year on **long-term** contracts.

7 What is your current number of employees?

Over half of the companies have between 1 and 49 employees. One in ten companies has between 50 and 99 employees. 13% have 700 or more employees. This result is identical for companies in 2013 and 2015.

8a What is the number of English-speaking employees? (e.g. UK, USA, IE, NZ, CA,...)

8b Of those, how many are interested in English schooling?

9a What is the number of French employees?

9b Of those, how many are interested in English schooling?

10a What is the number of German employees?

10b Of those, how many are interested in English schooling?

11a What is the number of other European employees?

11b Of those, how many are interested in English schooling?

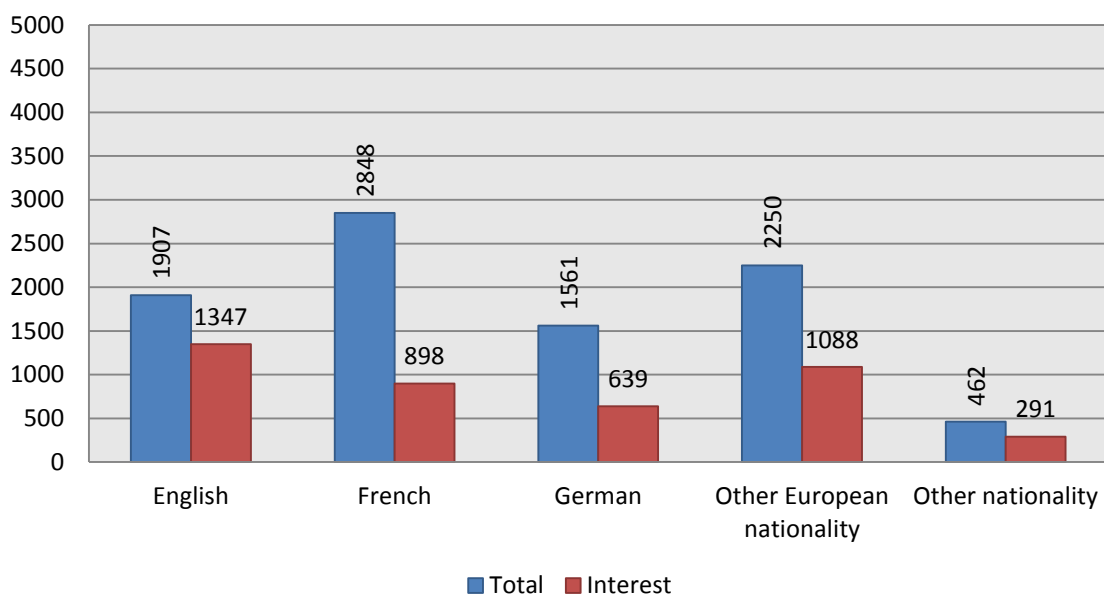
12a What is the number of employees of any other nationality?

12b Of those, how many are interested in English schooling?

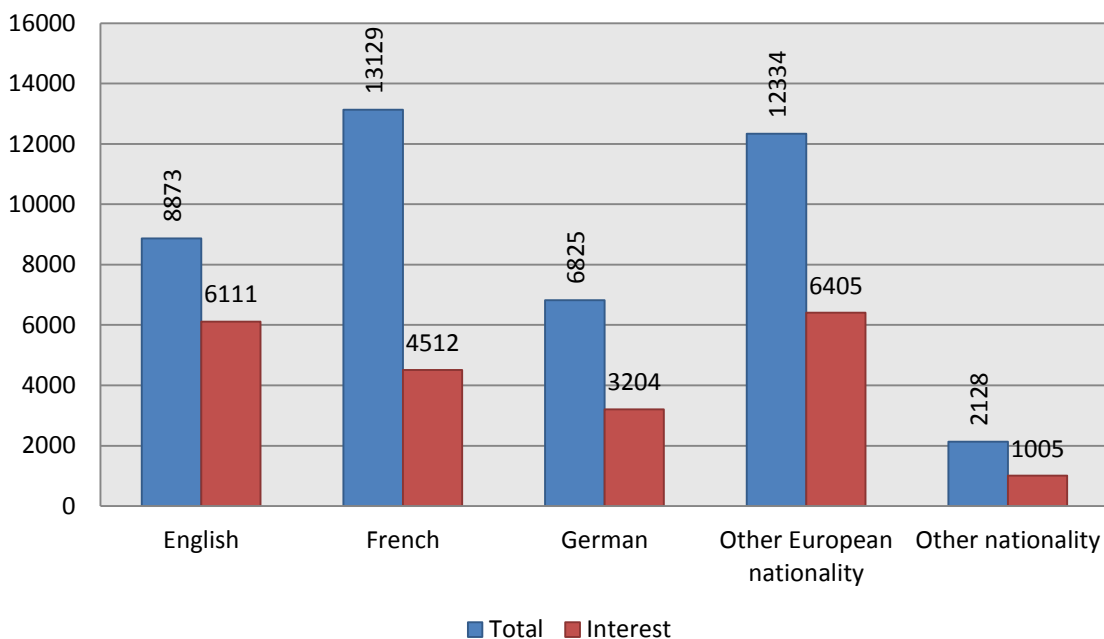
The companies estimate that the **English-speaking employees** have a highest interest in English schooling (**69%**), and within **European** nationalities (**52%**), followed by **German** and “**other**” nationalities (both **47%**). There seems to be less interest from **French** speaking employees (**34%**) for English schooling. The interest for English schooling remains similar for 2013 and 2015.

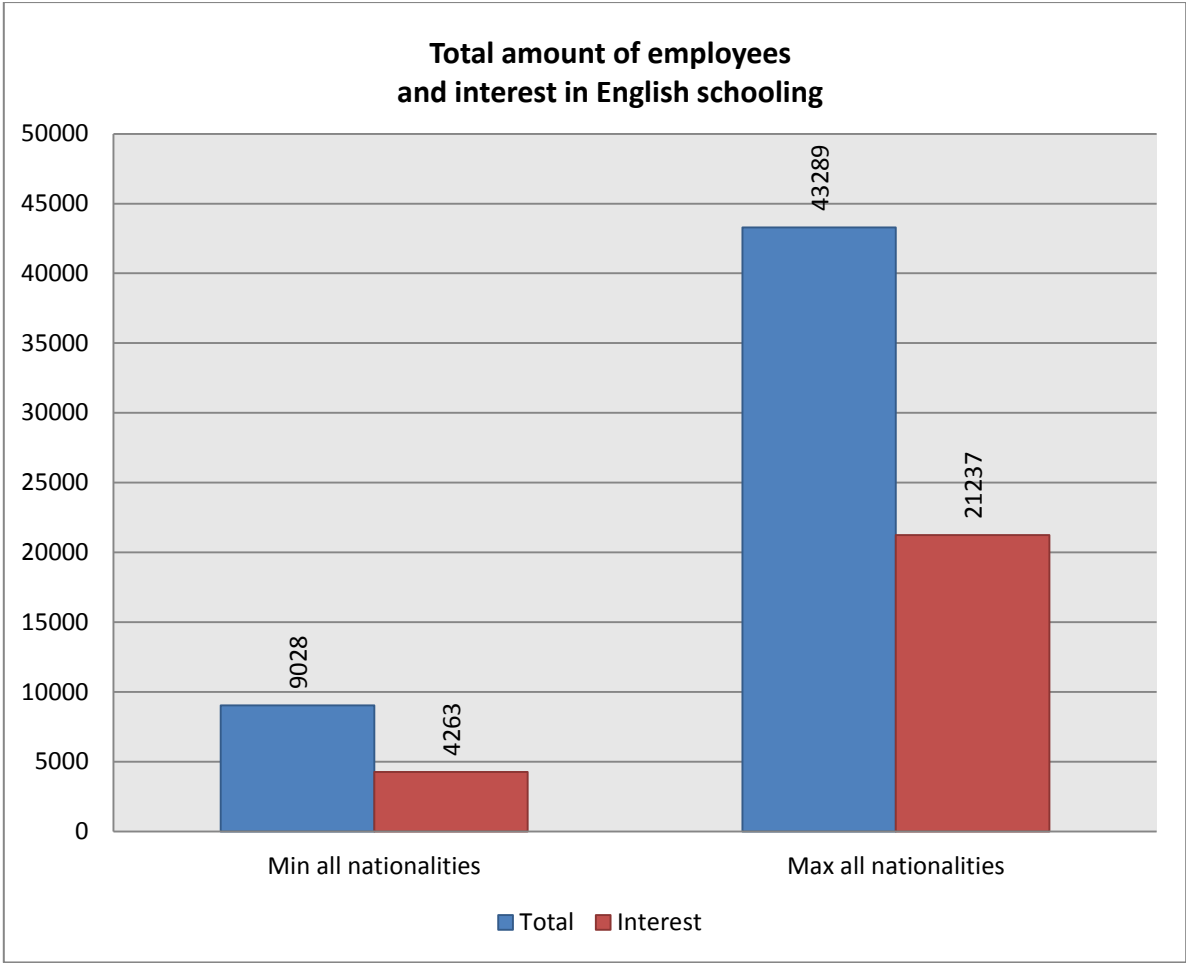
The other 31% of English-speaking employees wouldn't choose English schooling, as they are interested in the Luxembourgish system and integration seems to be a defining factor for their choice.

**Minimum amount of employees  
and interest in English schooling (estimation according to  
employees)**



**Maximum amount of employees  
and interest in English schooling**







## RELOCATION OF EMPLOYEES WITH CHILDREN

### 1 How many relocations to Luxembourg involve employees with child/children?

75% of relocations involve employees with children, meaning around **750 employees a year with at least one child** (500 with short-term contracts and 250 with long-term contracts) in 2013.

This number has increased in 2015, with 80% of relocations involving employees with children (800 employees with at least on child).

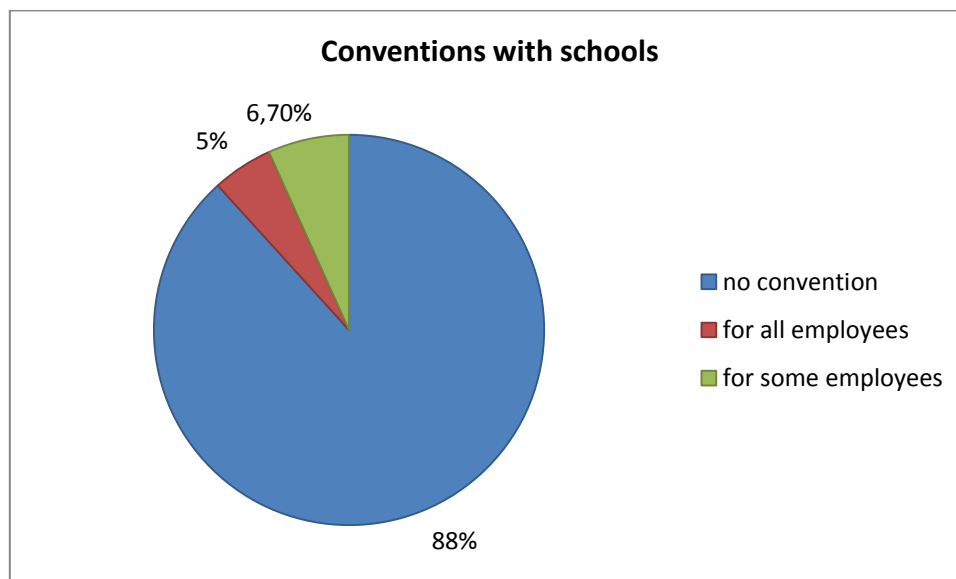
### 2 How many of these employees, do you estimate, usually choose English schooling?

75% of relocating employees with children tend to choose English schooling. Therefore, companies estimate that **500 relocated employees would choose English schooling** in 2013.

In 2015, 85% of relocating employees with children tend to choose English schooling. Therefore, companies estimate that **680 relocated employees would choose English schooling** in 2015, meaning **1428 relocated children a year**, with an average of 2.1 children per employee. This would entail an additional 314 children in Kindergarten, 314 in Primary and 257 in Secondary, within an English schooling system.

### 10 Do you have conventions with European or international schools? (Question only asked in 2013)

**88%** of companies have no convention with schools, **5%** for all employees and **6.7%** for some employees.



*3 How many employees with child/children are eligible to school costs financed in full by your company?*

*4 How many employees with child/children are eligible to school costs financed in part by your company?*

**In 2013:**

**26%** of employees are eligible to **full funding** of school costs by their company.

**27%** of employees are eligible to **part funding** of school costs by their company.

**47%** of employees are **not** eligible to any kind of funding of school costs by their company.

**In 2015:**

**20%** of employees are eligible to **full funding** of school costs by their company.

**15%** of employees are eligible to **part funding** of school costs by their company.

**60%** of employees are **not** eligible to any kind of funding of school costs by their company.

There seems to be a decrease in school funding since 2013, although it is important to point out that different companies have different policies.

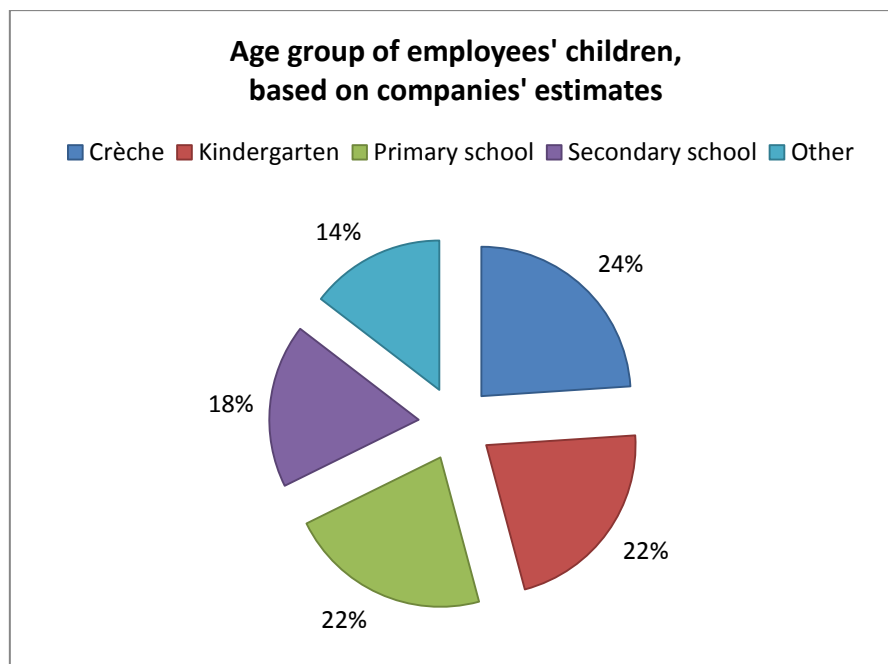
5 Concerning employees with children: What percentage of children belongs to age group 'Crèche'?

6 Concerning employees with children: What percentage of children belongs to age group 'Kindergarten'?

7 Concerning employees with children: What percentage of children belongs to age group 'Primary school'?

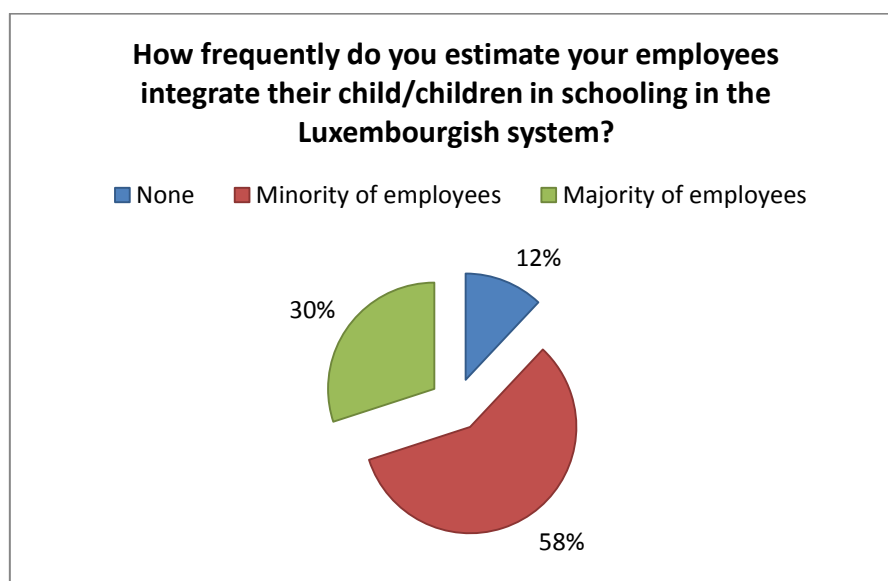
8 Concerning employees with children: What percentage of children belongs to age group 'Secondary school'?

9 Concerning employees with children: What percentage of children belongs to another age group?



These numbers remain constant from 2013 to 2015.

11 How frequently do you estimate your employees integrate their child/children in schooling in the Luxembourgish system?



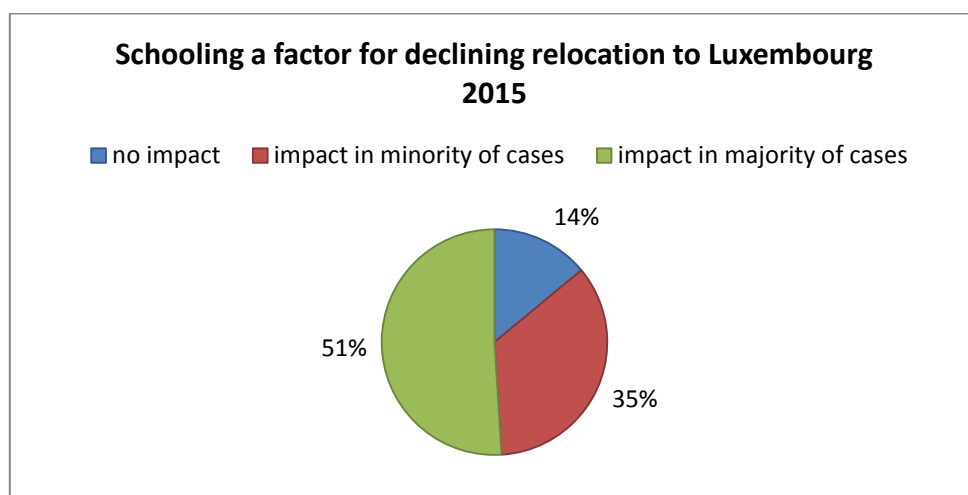
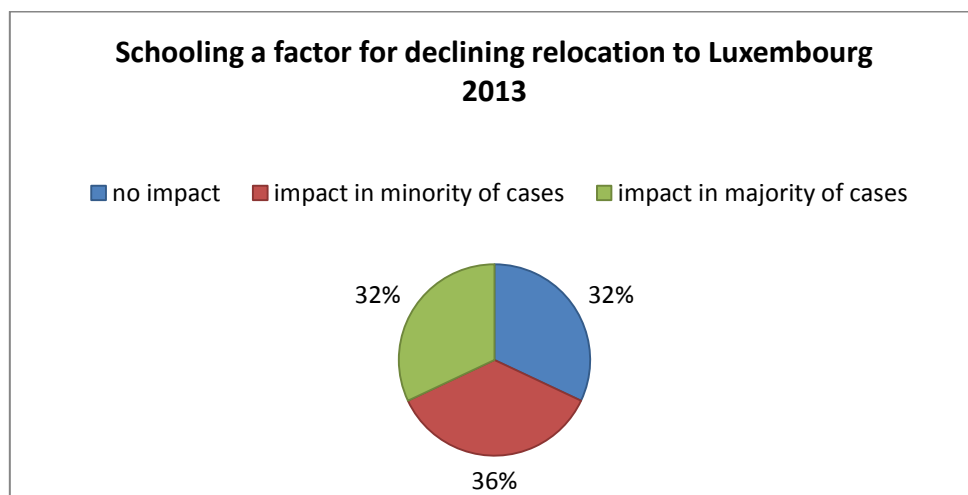
In 2015, less children are integrated into the Luxembourgish schooling system (27% replied "none").

12 Did any employees decline the opportunity to relocate to Luxembourg in 2012?

45% of companies had **no** employees who **declined** the opportunity to relocate. 55% of companies had **1-49 employees decline** in 2012. In 2014, only 27% of potential employees **didn't decline** the opportunity to relocate, 73% of companies had **1-49 employees decline**.

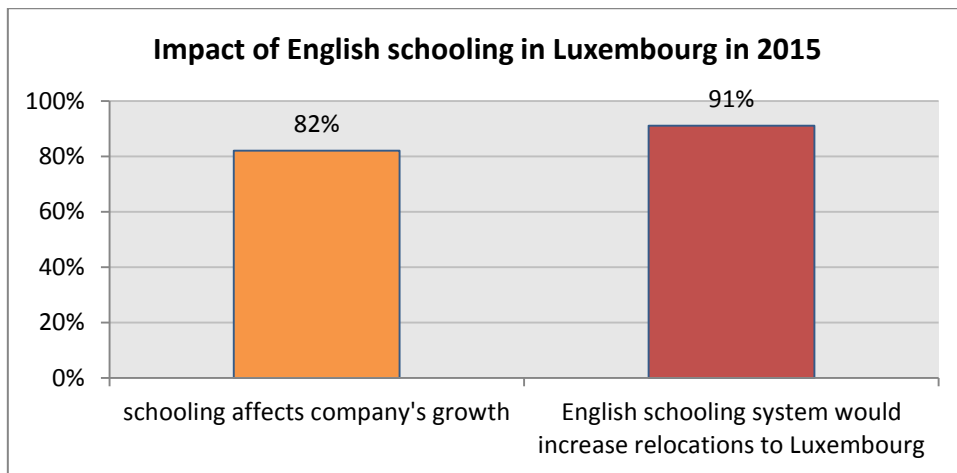
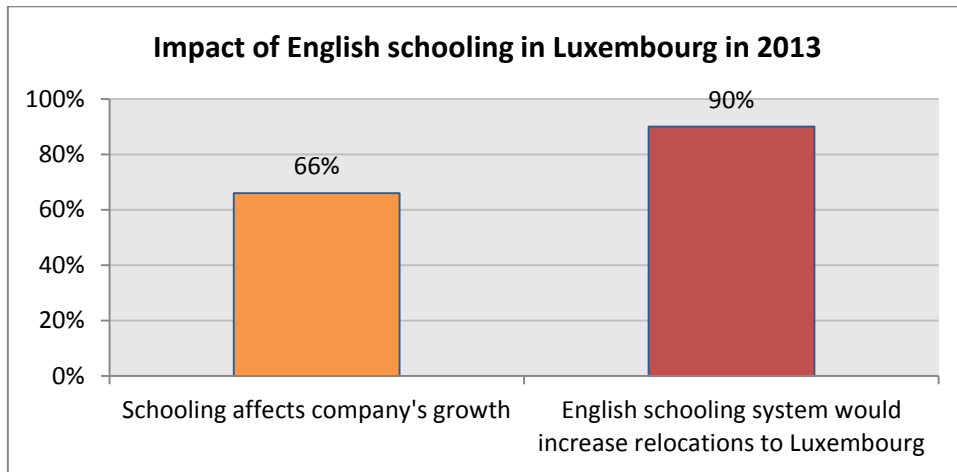
13 How frequently do you estimate that schooling was a factor for declining the opportunity to relocate to Luxembourg (considering only employees with children)?

In 2013, 32% of companies believe that schooling had **no impact** on declining the opportunity to relocate. 36% believe it had an impact in a **minority of cases**, whereas 32% believe it had an impact in the **majority of cases**. In 2015, schooling is a rising factor for declining relocation to Luxembourg. This can be explained by the recession over the last few years, companies are less likely to pay the school fees or only temporarily.



14 Do you think that the schooling issue affects your company's growth within Luxembourg?

15 Do you think that the addition of a public English schooling system (English curriculum taught in English) on primary and secondary level would increase relocations to Luxembourg?



91% have heard about the **European School in Differdange**, opening in September 2016.

- Internet 31.8%
- Press 27.3%
- Media 27.3%
- Word of mouth 27.3%
- Relocation services 18.2%
- From friends/relatives 13.6%
- Professional organisations 4.5%
- Other 4.5%

## COMMENTS

25 respondents added comments to the company questionnaire.

### For English schooling (23)

#### ***Business(9)***

**Easier recruiting** with English schooling (2x)

**Relocating stressful/difficult** with schooling system (2x)

Chinese, Japanese, Russian, Indian, American (2x)

IB is the most attractive programme, extend placements (2x)

**Fewer applications** without English schooling

Employees younger without children, but **will become an issue**

Luxembourg will **lose business** without English schooling, **sustained prosperity**

**Weak OECD** stats on Luxembourg

**Weak marketing** of options available

#### ***Importance(4)***

English schooling is **important** (2x)

English teaching is very **sought after**

English schooling will **help with integration, immersion**

#### ***Cost and availability(4)***

**Cost** (2x)

English schools **financed by government, no financial help**

**Limited seating** in available schools

#### ***Language(3)***

English speaking staff is **a must, business language**

**Main language** used in company is English, English **indispensable**

Luxembourgish system, languages do not reflect **Luxembourg's business/employment environment**

**No accountability** for teachers in Luxembourgish school system

Great interest in the **European School in Differdange** – need for more information

### Against English schooling (3)

**Integration** would make happier employees (2x)

**European curriculum** better than English curriculum

#### **Other (1)**

Rough estimates of employees with children

## EMPLOYEE RESULTS

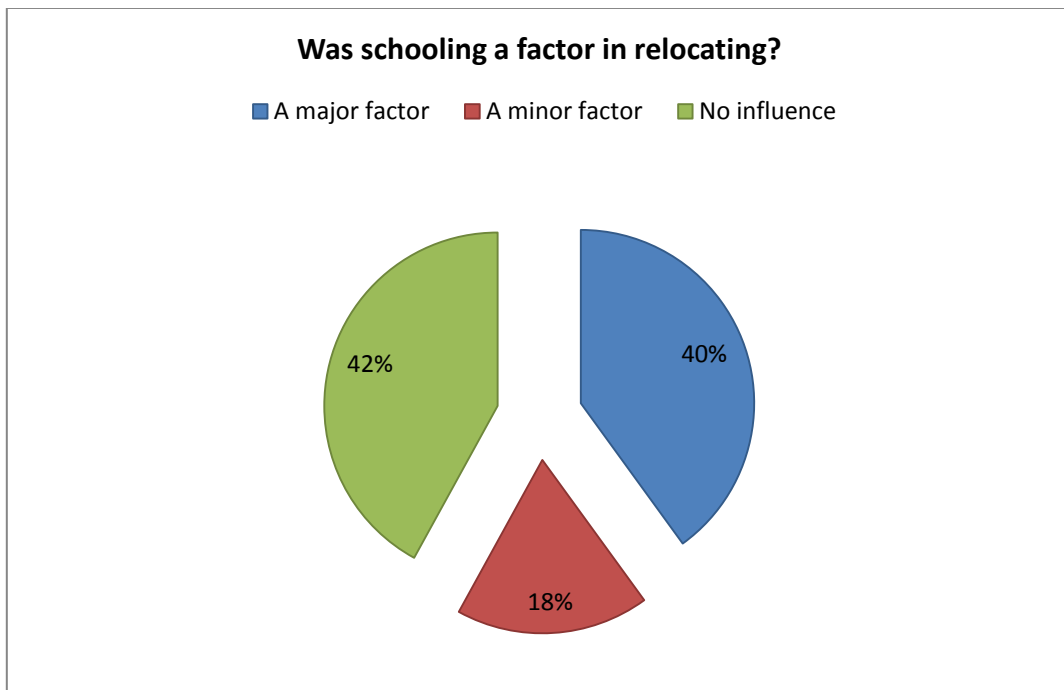
The survey results of 2013 and 2015 were combined, to have a broader view of the parents' answers.

### GENERAL SCHOOLING

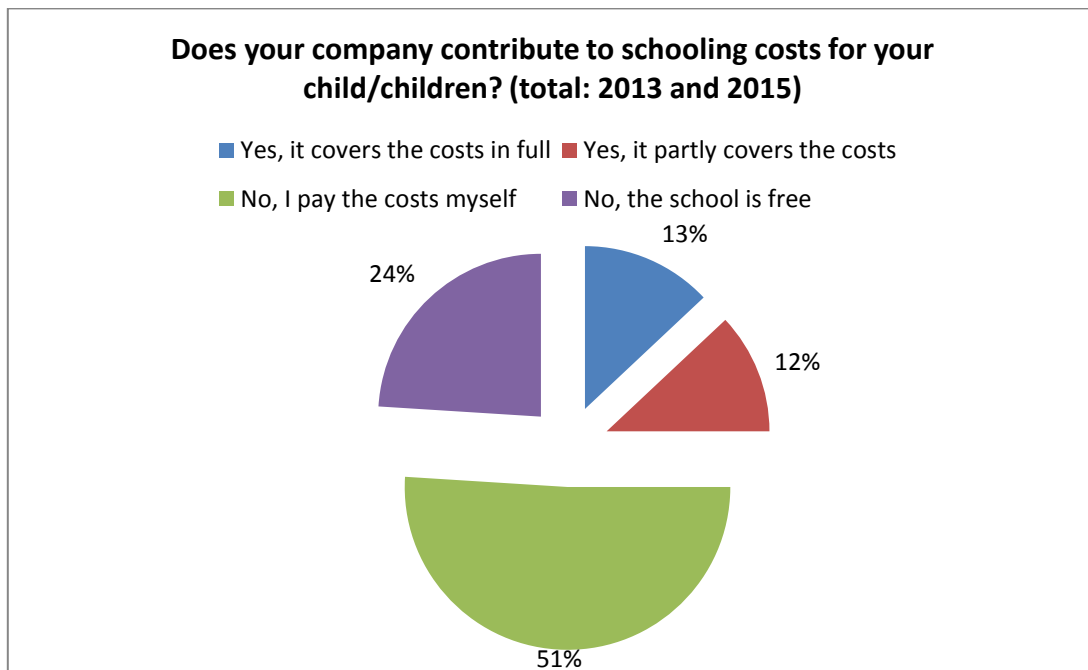
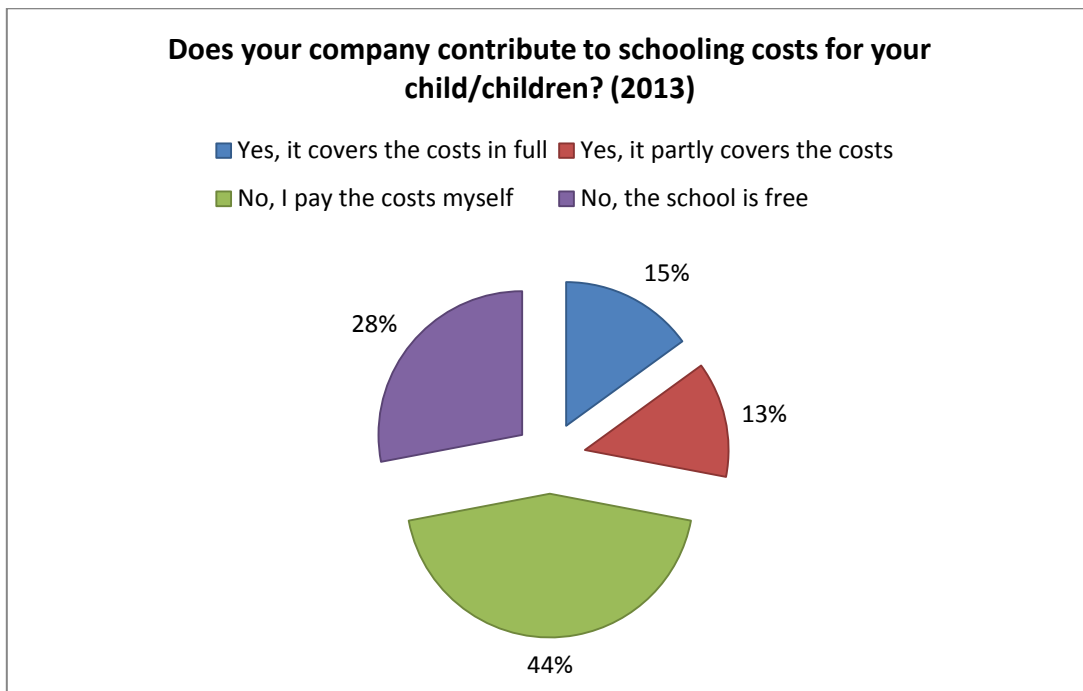
*How many children do you have?*

28% have one child, 51% have two children, 17% have three children, 4% have four or more children. For the 826 respondents of this questionnaire, there are 1802 children in total.

*Was schooling a factor in relocating?*



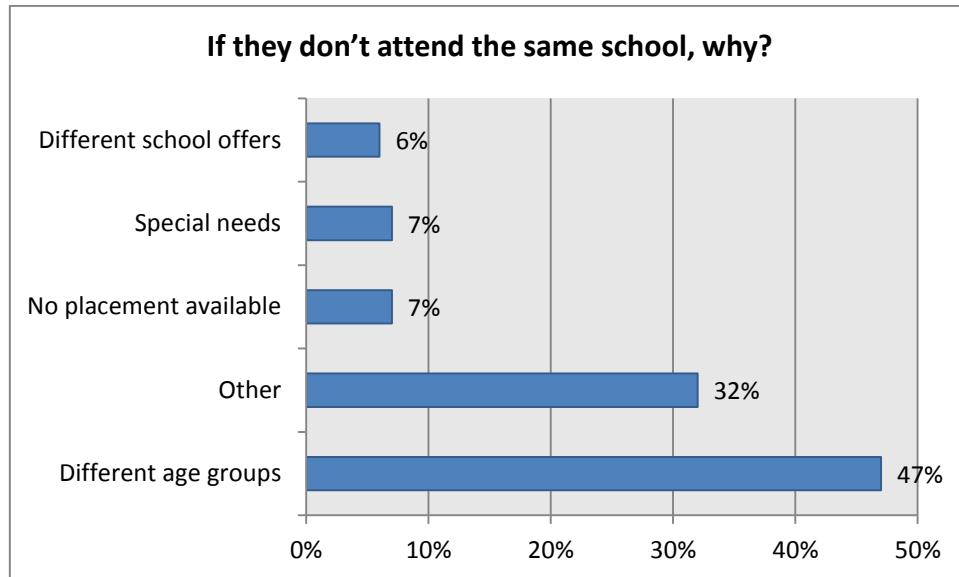
Does your company contribute to schooling costs for your child/children?



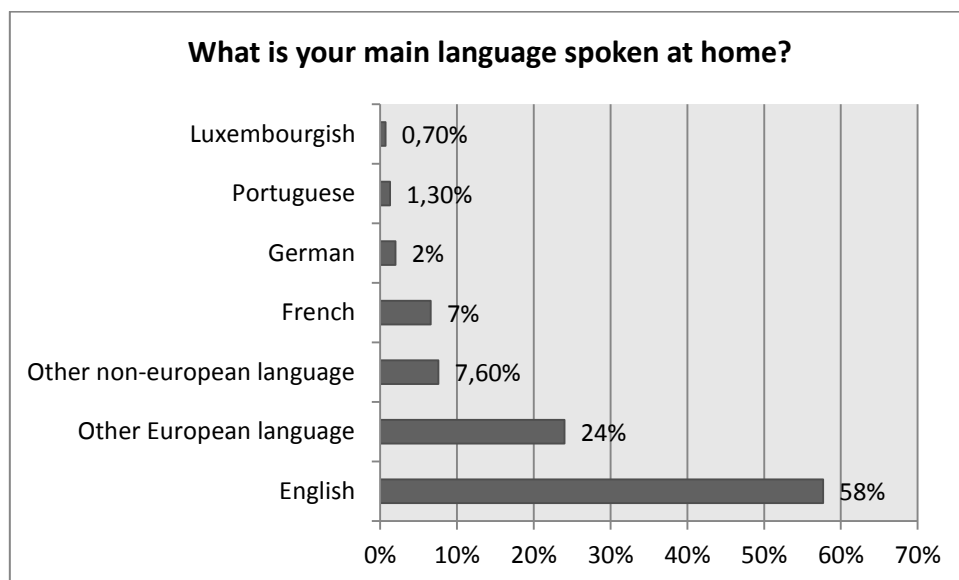


*If you have more than 1 child, do they all attend the same school?  
If they don't attend the same school, why?*

62% of siblings attend the same school



*What is your main language spoken at home?*



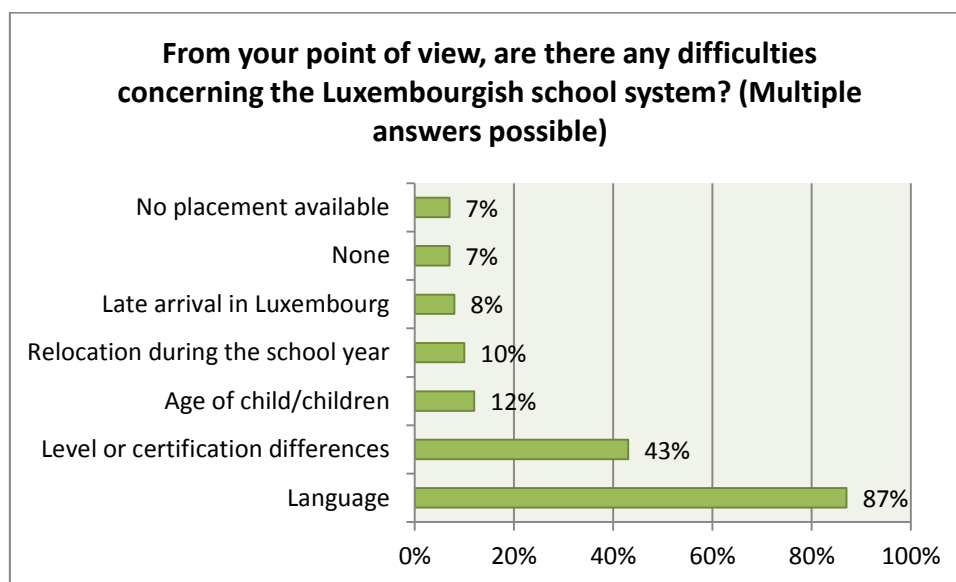
## LUXEMBOURGISH SCHOOL SYSTEM

*Did you enquire about the Luxembourgish school system?*

*Did you consider sending your child/children to the Luxembourgish school system?*

*From your point of view, are there any difficulties concerning the Luxembourgish school system?  
(Multiple answers possible)*

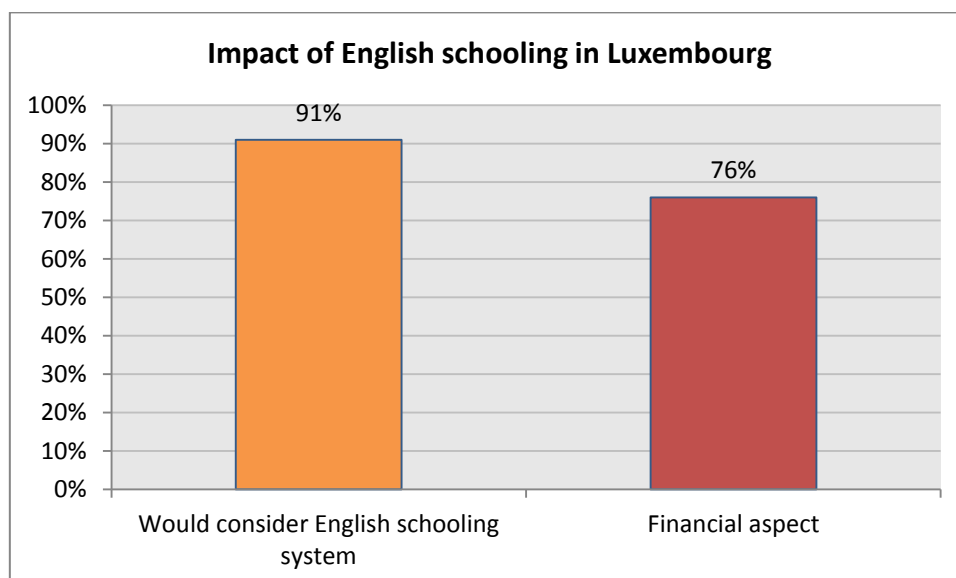
82% enquired about the Luxembourgish school system. 54% considered it, a third never considered it, and 13% realised it wasn't applicable.



*If no, would you have considered the Luxembourgish public school, if there had been an English-schooling system (English curriculum taught in English) cost-free?*

*Is the financial aspect of schooling a part of your school decision?*

**91% would have considered** the Luxembourgish public school, had there been an English schooling system **and 76%** of the respondents say that the **financial aspect** is a part of their school decision.



*Would you consider a vocational qualification for your child/children giving access to employment?*

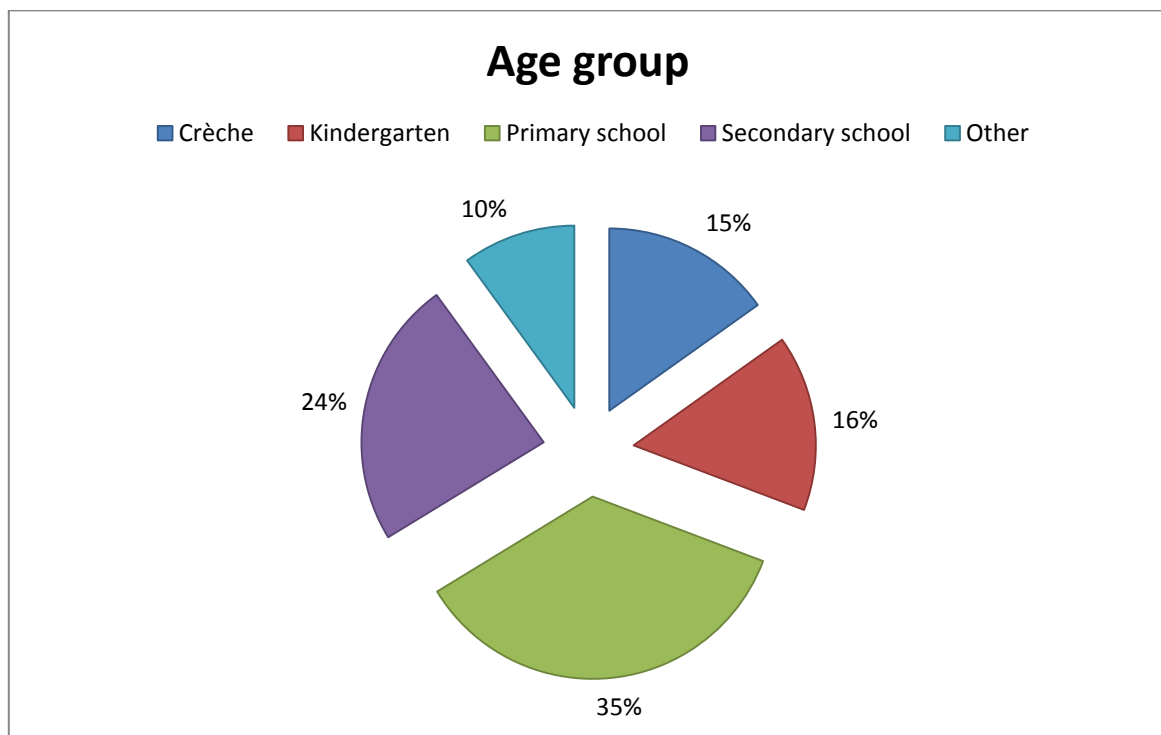
**18% would consider** a vocational qualification, **58%** would consider a vocational qualification only when combined with an access to higher education and **23%** wouldn't consider a vocational training.

67% have heard about the **European School in Differdange**, opening in September 2016.

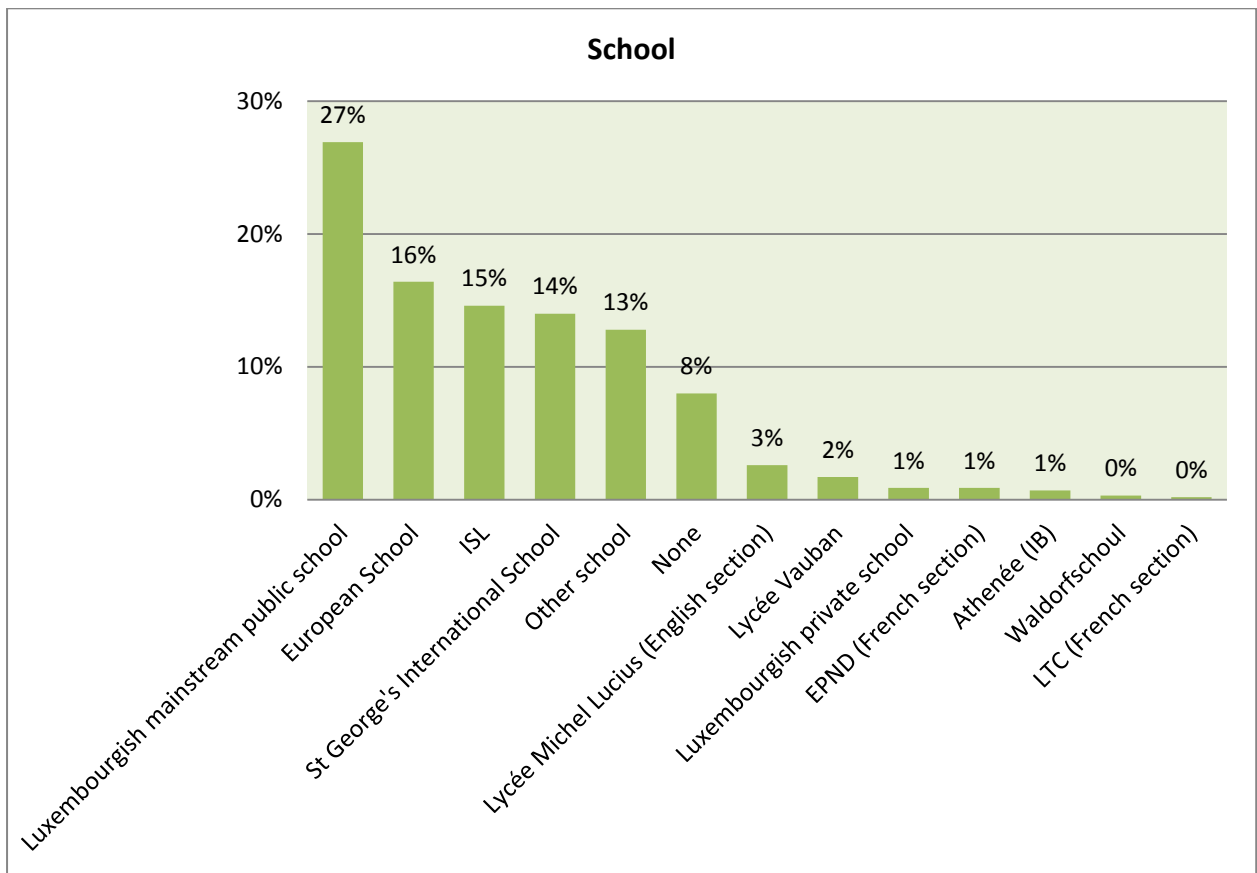
- Media 20.6%
- Press 17.9%
- Internet 13.4%
- Word of mouth 13.1%
- From friends/relatives 8.8%
- Professional organisations 2.1%
- Relocation services 0.7%
- Other 2.3%

## *CHILDREN*

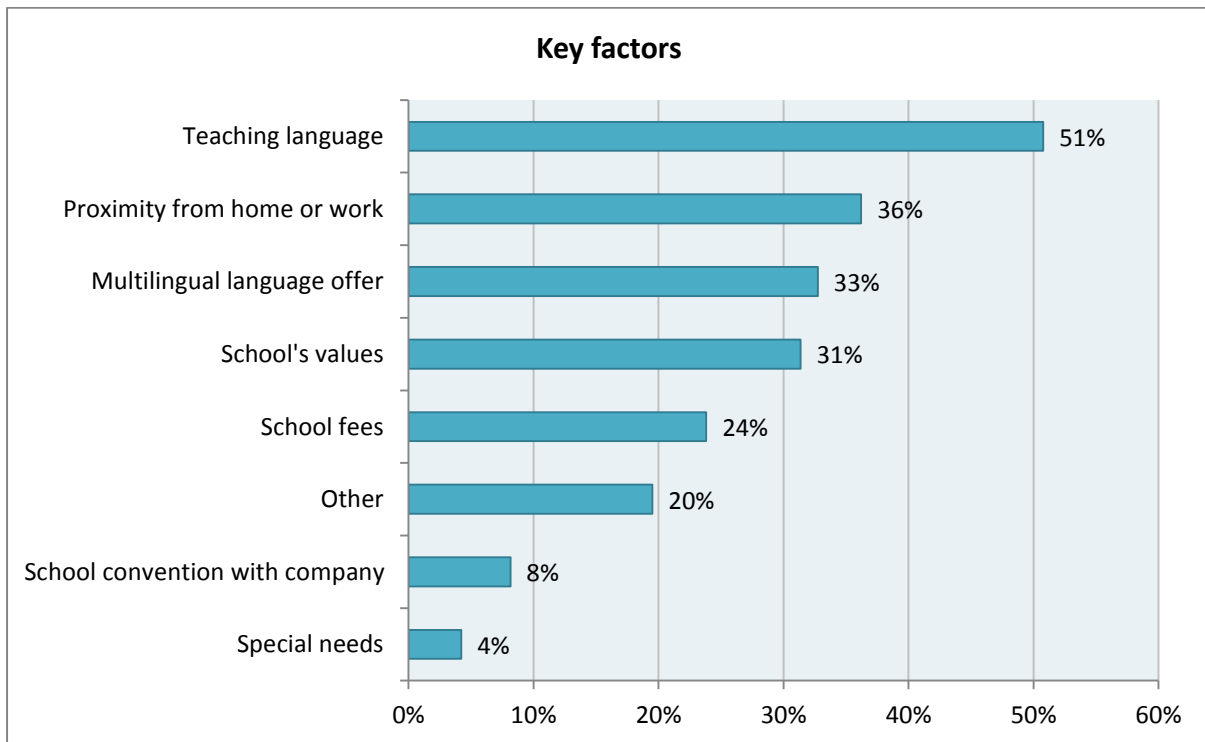
### *1 Age group of children*



## 2 School of employees' children



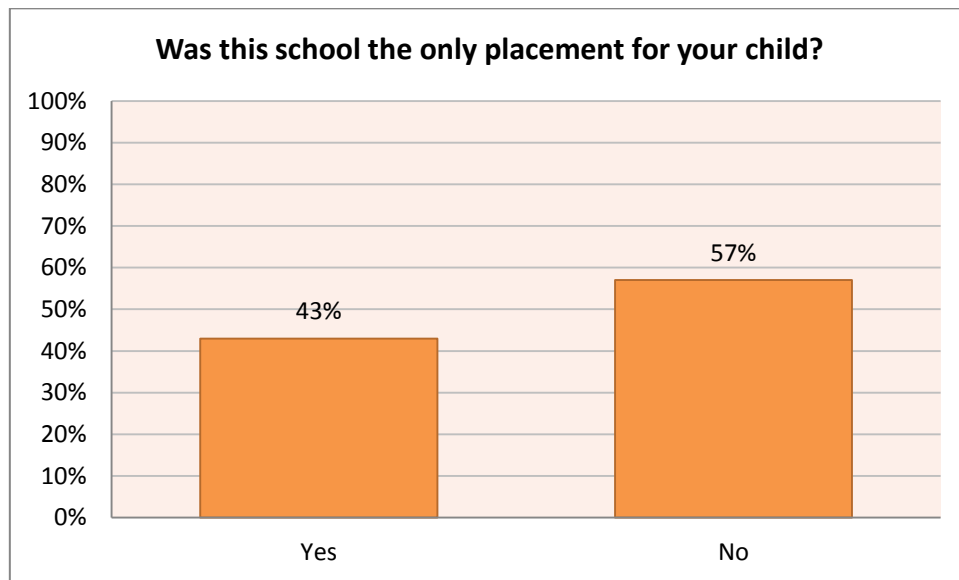
## 3 Key factors for choosing the school



These results barely vary across siblings' results.

*4 Was this school the only placement possibility for your child?*

43% of the respondents replied that this was the only possibility for their child. This response increases from oldest to youngest child.



## COMMENTS

542 respondents added comments to the employee questionnaire.

### **For English schooling (661)**

#### ***Language(135)***

Language barrier / only theoretical reference in Luxembourgish schooling system (77x)  
Importance of English language (58x)

#### ***Cost and availability(133)***

**Cost** (106x)  
**Limited seating / no availability** in other schools (27x)

#### ***Levels and certifications (102)***

**PISA** results (16x)  
Lux system **failure/low ranking** (27x)  
**Levels and certifications** (24x)  
**Curriculum/creative writing and literature/subject choices** (23x)  
Easier for relocation (12x)

#### ***Inflexibility of Luxembourgish schooling system (60)***

Only **feasible** if children are young (4x)  
**School hours** inflexible in Luxembourgish schooling system (15x)  
**Short term** contracts (15x)  
**Switching** to Luxembourgish schooling system difficult (26x)

#### ***Other issues in Luxembourgish schooling system(153)***

**Integration** (6x)  
**Bullying/discrimination/discipline** (8x)  
lack of **special needs/additional support/values** (46x)  
**Issues** with children in Lux system (18x)  
Started in lux system but **changed** (75x)

### **Against English schooling (68)**

Children in **Luxembourgish system** (30x)  
Children **passed** in Luxembourgish system (7x)  
**Integration** (31x)

#### **Other (10)**

**Tuition free** for high earning expats  
Suggestion for a **bilingual school / extra tuition** in English (9x)

## BIBLIOGRAPHY

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LE GOUVERNEMENT  
DU GRAND-DUCHÉ DE LUXEMBOURG  
Ministère de l'Éducation nationale,  
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