

BUNDESWEHR VOCATIONAL ADVANCEMENT SERVICE

Information for Employers



BUNDESWEHR

i AN OVERVIEW OF FURTHER BROCHURES



BF 01 – „Altes Recht“ (Old Legislation)

Vocational advancement for temporary-career volunteers and career officers in the flying branch to whom a special retirement age limit applies (BO 41) and whose start of duty pre-dates 26 July 2012

BF 02 – „Neues Recht“ (New Legislation)

Vocational advancement for temporary-career volunteers and career officers in the flying branch to whom a special retirement age limit applies (BO 41) and whose start of duty post-dates 26 July 2012

**“Bundeswehrfachschulen – Wege zum Erfolg”
(Bundeswehr Schools of General Vocational
Education – Ways to Success)**

BF 03 – „SaZ < 4 und FWDL“

Vocational advancement for temporary-career volunteers with a term of enlistment of less than four years and military service volunteers

**BF 04 – „Eingliederungs- und Zulassungsschein“
(Certificate of Integration and Certificate of Admission)**

Integration into the public service with the aid of a certificate of integration or a certificate of admission

**Flyer “Binnenarbeitsmarkt der Bundeswehr
(BiAMBw)” (Bundeswehr Internal Job Market)**

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ADDITIONAL BFD INFORMATION BROCHURES:
www.bfd.bundeswehr.de





THE BUNDESWEHR ABOUT US

A large number of people serve in the Bundeswehr for a limited period of time. The Bundeswehr is a highly modern, global army that offers its personnel a tremendous range of careers.

Similar to industry, the Bundeswehr is a globally active company, which employs more than 270,000 men and women at more than 300 locations worldwide. These service members practise more than 1,000 different professions. This means that there is hardly any job that is not represented in the Bundeswehr.

To accomplish its mission, the Bundeswehr is employing a large number of young, qualified, motivated and resilient temporary-career volunteers as well as military service volunteers. At the end of their term of service, they will all start a "new career".

This pool of specialists has enormous potential that you as an employer can unlock

Seize the opportunity to meet your specialist requirements also with our support. The Bundeswehr Vocational Advancement Service (BFD) as part of the Bundeswehr Career Centres is your first point of contact in that respect.



We have been working very closely and trustfully with the BFD for several years now. Our points of contact in the BFD regional teams are absolutely solution-oriented when it comes to bringing together service leavers and companies. We can

always rely on a sound feedback if we have technical questions.



PASCAL VOSS

Team leader, Military Affairs, Rheinmetall Central Recruiting Department, reserve staff sergeant

Temporary-career volunteers and military service volunteers: potential for the labour market.

To fulfil its demanding role as an all-volunteer army, the Bundeswehr employs civilian employees and career service members as well as some 120,000 temporary-career volunteers, who will leave the Bundeswehr after their term of service. Their term of service with the Bundeswehr is between four and 25 years depending on the individual term of enlistment. Every year, approximately 10,000 temporary-career volunteers are leaving the Bundeswehr to start a new career.

In addition, there are military service volunteers who serve in the Bundeswehr for at least seven months, but not more than 23 months.

Service members who have no professional qualification required for military assignments will, during their term of service, undergo military vocational training recognised in civilian life. This is done in close cooperation with industry, trade, crafts and many other sectors of vocational training. Many officers study for a degree at one of the two Bundeswehr universities during their

term of service. Besides, service members often have experience in personnel management and training, in assuming command responsibility as well as in project- and output-oriented work. However, important soft skills such as reliability, ability to work in a team, communication skills, ability to work under pressure, sense of responsibility and discipline are among their strengths. And it is precisely this combination of hard and soft skills that makes service members attractive to you!



Our association members regularly give us very good feedback. We perceive former service members as particularly resilient, responsible and good team players. However, there is a minor drawback: unfortunately, there are fewer service leavers than our member

companies would like to employ!



STEFAN ROEDER

Key Account Manager Bundeswehr, Vocational Training Institute of the Construction Industry in North-Rhine Westphalia, former sergeant (Joint Support and Enabling Service)

THE BUNDESWEHR VOCATIONAL ADVANCEMENT SERVICE – Transitioning successfully to a civilian career

The Bundeswehr Vocational Advancement Service offers a wide range of advancement possibilities and services on the basis of the Military Pensions Act (Soldatenversorgungsgesetz) to help personnel transition to civilian employment: some 800 BFD specialists are working in 16 regional organisational units with more than 80 advisory teams throughout Germany, Europe and the United States. They give advice to service members relating to the choice of occupation, required qualifications, financial security and integration into the civilian working life.

”



We have already recruited many former service members and will continue to do so! As a rule, they contribute more than other applicants especially when it comes to soft skills, such as teamwork skills, target orientation or willingness to perform.

“

MARKUS DOHM
Executive Vice President / managing director, Academy & Life Care, TÜV Rheinland Group, reserve captain



”



The cooperation between the BFD and our REWE Group is based on communication on an equal footing and tailored to the service members' requirements and our business group. In particular, we appreciate the quick and pragmatic support in finding solutions for job initiatives throughout Germany. We are pleased that the BFD has been our reliable cooperation partner since 2017.

“

MELANIE GÜNTHER
Team Lead Talent Sourcing, REWE Group, former captain

The main target group of the Vocational Advancement Service is temporary-career volunteers. The BFD also provides assistance to military service volunteers, flying officers with a special retirement age (41 years) and, in individual cases, career service members.

i **BERUFSFÖRDERUNGSDIENST**

BFD TEAMS ON THE INTERNET:
www.bfd.bundeswehr.de





VOCATIONAL ADVANCEMENT

for service members

The goal of the Bundeswehr Vocational Advancement Service is to prepare service members in the best possible way for the transition to civilian employment after they have completed their military service and to help them develop their careers. To achieve this goal, the Vocational Advancement Service helps prepare a personalised vocational advancement plan that presents career goals and the steps necessary to accomplish them.

It is particularly important for service members during their term of service to maintain or build on the educational and vocational skills and knowledge they acquired before joining the Bundeswehr. The Bundeswehr Vocational Advancement Service therefore offers them the opportunity to participate in educational measures already during their term of service in order to update and improve their skills and knowledge and to adapt to current developments and requirements. The foundations for pursuing a new career path can also be laid.

As the end of military service approaches, so do civilian careers. Service members can now fully concentrate on completing their qualification profiles and preparing for this transition.

”



In our experience, the BFD is extremely agile and committed when accompanying the transition of service members to civilian working life. With passion and dedication, the advisors are looking for attractive employers beyond the Bundeswehr. For us as a company, the BFD is an ideal counterpart to seamlessly place highly trained people into jobs with a future.

“

DR. SABINE LAUKEMANN
DATAGROUP Management Board

In addition to refreshing the knowledge they acquired at school, service members have the opportunity to acquire a higher school-leaving certificate, learn a vocation, retrain in another occupation, or progress or specialise in the vocation they have already learnt. It goes without saying that university studies can also be completed. In this period, they are financially secured and can fully concentrate on the qualification phase.

HAVE WE AROUSED YOUR INTEREST?

PLEASE CONTACT US:
www.bfd.bundeswehr.de



JOB PLACEMENT

of service members

Job-Service

The Bundeswehr Vocational Advancement Service helps service members find specific jobs or training vacancies. The BFD Job-Service facilitates job placement on a nation-wide basis. The Job-Service is always available to you as a professional point of contact in all matters relating to job placement and the integration of service leavers. All services provided by the Job-Service are free of charge for you!

members whose qualification requirements and desired place of work match those of your position will receive the job offer as a proposed placement. The service member then decides whether they will apply for the job offered.

Are you interested in the job exchange? Please contact us. You can find the contact details by consulting the webpage www.bfd.bundeswehr.de and clicking on "Job-Service".

For further questions, please contact
Jobservice@bundeswehr.org.

Job Exchange

The Job-Service uses its job exchange for matching work, training and work-experience placements. This platform lists service members looking for a job on the one hand, and the offers of companies on the other hand.

Cooperation between the Bundeswehr and industry

Through intensive networking, the Bundeswehr Vocational Advancement Service is continually expanding its contacts with employers from the private sector, the public service, and trade and employer associations with the aim of effectively supporting the transition of service members to civilian working life. Nationwide, the BFD has numerous cooperation agreements with chambers of commerce and industry, private and public institutions, and companies.

On the basis of a counselling session, the Job-Service creates a personal applicant profile of the service member and submits an individual proposal for placement. The service members will receive any suitable job offers and can directly apply to you for the job. We would be happy to include your company as an employer in our BFD job exchange and post your vacancies there. As soon as the job offer has been entered, a search for suitable applicants is started. All service

Cooperation differs from region to region, but it is always aimed at the optimal and long-term integration of service members into the labour market.

Job and educational fairs / information events

Throughout Germany, the BFD regularly organises job and educational fairs as well as service members' information days with companies. In addition to general fairs, there are also events dedicated to special vocational sectors or to officers, non-commissioned officers, or junior enlisted personnel. Representatives of chambers, associations and educational institutions are also invited in order to bring together the educational and labour markets under one roof. Participation in these fairs and events is free of charge for you.

Familiarisation subsidy

In some cases, service members can begin work only after a certain familiarisation period on the job. In this case, the BFD will pay a familiarisation subsidy under certain conditions. This can only be granted for the first employment contract following active duty in the Bundeswehr.

A familiarisation subsidy will only be granted if the employer submits a written

Vocational orientation and industrial placements

By providing the placement, you will have the opportunity to convince yourself of the service members' capabilities and motivation and to recruit the specialists of tomorrow today. You will give the service members an insight into the operational processes while they get to know the requirements of the job.

The placement will last a maximum of one month. The service members will be released from duty in order to take part in the vocational orientation placement, but will continue to enjoy all rights resulting from their military status (military pay, free military medical care etc.). The placement provider just has to ensure accident insurance coverage. Industrial placements for temporary-career volunteers will take place after their period of service, i.e. they no longer enjoy military status.



OUR SERVICE MEMBERS – your future employees

You as a company will get well-trained specialists who are increasingly desperately sought after in many sectors or regions. In addition to their educational and professional qualifications, the service members often have previous experience in personnel management and adult education. In addition, our service members have many soft skills, including:

- » reliability;
- » ability to work in a team;
- » communication skills;
- » ability to work under pressure and
- » discipline.

”



For us, cooperation with the BFD is an elementary part of our recruiting strategy with a view to temporary-career volunteers leaving the Bundeswehr. Through numerous virtual and local events, we are able to exchange ideas with potential applicants and to

present the BWI as an attractive employer. We greatly appreciate this trustful cooperation.

“

DIRK BICKEL
Head of Recruiting, BWI GmbH

BFD

**TOGETHER
INTO THE
FUTURE**



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The experience, especially with former temporary-career volunteers, is very positive. In general, they are willing to quickly familiarise themselves with new tasks and are able to react swiftly to changing circumstances and situations. Challenges are readily accepted and the resulting opportunities are seized eagerly.

“

ARNO SCHMAUL
Team leader, Deutsche Post AG, Abt. 1R2 (job placements), reserve capital

RESERVE DUTY in the Bundeswehr

Bundeswehr reservists are women and men who, until the age of 65, serve side by side with active duty personnel. This means that they carry out the same tasks with the same high standards as active duty personnel. They can be employed in all major organisational elements and specialty areas of the Bundeswehr.

Your company can contribute significantly to the security of our country by actively supporting your personnel's commitment in the Bundeswehr reserve.

Many of our reservists are employed in places or situations that require sound judgment, ability to adapt, respect towards others, good communication skills, loyalty, integrity and courage. Our reservist training includes the fields of leadership, management, IT and cyberspace, linguistic skills, medical care, press and public relations work and logistics. Many

of these training courses can also be used in civilian careers. The Bundeswehr also trains personnel in the fields of leadership capability, determination, teamwork skills, problem-solving potential, self-confidence and the ability to work under time pressure – core competencies from which you as an employee can benefit.

In the private sector, the Bundeswehr will generally pay all personnel costs for the duration of reserve duty from the very beginning. This can last one day, but also several months.

As a matter of principle, an employment relationship must not be terminated during reserve duty. The right of termination for urgent operational requirements or for cause will remain unaffected. Further details are laid down in the Job Reservation Act.



NETWORKING – successful cooperation with industry

The aim of the BFD's cooperation with industry is to further develop active networks as a starting point for a successful vocational integration of former service members into civilian working life. In this context, intensive networking with the private sector is very important.

The core idea of cooperation is putting a "cycle of personnel" into practice: women and men with good school and on-the-job training are to develop their skills by serving in the Bundeswehr and then have higher qualifications to work in companies after their military service.

The willingness to cooperate – on the part of small and medium-sized enterprises as well as of large companies – is very strong because of the demographic change and the great potential of the specialists leaving the

Bundeswehr. We are working together very successfully with the cooperation partners and this collaboration is continuously improved. A constant integration rate of more than 90 percent is a visible result of this successful cooperation!

The effective and successful collaboration with the cooperation partners evolves continually and supports the transition to civilian employment, on the one hand. This ensures, on the other hand, that the qualification offer is tailored as closely as possible to the requirements of the civilian labour market.

Are you also interested in becoming part of our network?

Then write to us: Jobservice@bundeswehr.org.



RESERVE DUTY IN THE BUNDESWEHR

CHECK OUT THE FOLLOWING
WEBSITE FOR FURTHER
INFORMATION:
www.reservisten.bundeswehr.de



BFD BERUFS
FÖRDERUNGS
DIENST



BFD ADDRESSES

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