Dual VET – A Success Factor for the Swiss Economy

VPET International Conference 2017
16-17 June 2017 Hong Kong

Prof. Dr. Cornelia Oertle, Director General SFIVET
Switzerland

Population: 8 million

Four national languages:
- German 64%
- French 20%
- Italian 6%
- Rumantsch 0.5%
- Non-official languages 9%

Darker shading = higher percentage

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Economic performance and dual VET-system strongly linked

**Economic performance**

- Competitiveness
- Innovation Capacity
- Low unemployment

**Dual VET-system in Switzerland**

- 2/3 of young people chose the path of VET
- Public-private partnership
- Strong involvement of companies

**Contribution of SFIVET**

- The governmental expert organization for VET
- Supports the further development of VET-system
- Teacher training, curriculum development based on competencies

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Key features of dual VET

- Public-private partnership
  - 1 day at school, 4 days in company per week

- VET-system is strongly orientated to the labor market

- VET is beneficial for companies
  - Return on investment
  - Recruitment
  - Reputation for host company

- Permeability

- Excellent reputation of VET in society
Swiss education system
Swiss dual-track approach to VET

2-year Federal VET Certificate
3-year or 4-year Federal VET Diploma

Practice
- In-company training
  (3-4 days per week)
- Industry courses

Theory
- Classroom instructions at VET-School
  (1-2 days per week)
- Preparatory course for FVB

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Labour market oriented VPET ➔ High employability

- University and university of applied sciences: Employed 90%, Not seeking employment 7%, Unemployed 3%
- Professional education and training: Employed 92%, Not seeking employment 7%, Unemployed 2%
- Baccalaureate: Employed 82%, Not seeking employment 14%, Unemployed 3%
- Vocational education and training: Employed 83%, Not seeking employment 14%, Unemployed 3%
- Secondary level I: Employed 68%, Not seeking employment 26%, Unemployed 6%

Source: Swiss Federal Statistical Office (FSO) / Swiss Labour Force Survey (SLFS);
Estimates by Federal Department of Economic Affairs, Education and Research (EAER)

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Public-Private Partnership

Three main partners: each responsible for their own area

Confederation
- Strategic management
- Comparability & transparency
- National recognition
- Support for innovation & research

Professional organisations/companies
- Training content and qualification procedure
- Examiners and apprenticeship trainers at host companies
- Intercompany courses

Cantons/ vocational schools
- Supervision (host companies and vocational schools)
- Granting VET accreditation
- Training those who teach

SFIVET: supports Swiss VPET system through Research, Program Development, Training of teachers and trainers
The private sector – key actor

Professional organisations

- Training content / curriculum development
- Qualification procedures
- Branch courses

Companies

- Apprenticeship positions / practical training in company
- Teachers for VET schools, trainers and experts
- Co-funding: Private sector’s expenditure on VPET

Social partners & others

- Teachers for VET schools, trainers and experts
- Co-funding: Private sector’s expenditure on VPET
Funding: Who pays? How much? For what?

- Subsidies to cantons
  - Development of VPET
- Costs
  - Training & wages of apprentices
  - Vocational schools
    - Career guidance
  - Private Sector
  - Cantons
  - Confederation

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Why do companies train apprentices?

1. Apprenticeship is beneficial for companies

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<table>
<thead>
<tr>
<th>Yearly amount in CHF million</th>
<th>Net benefit</th>
<th>Productive output of apprentices</th>
<th>Gross costs</th>
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<td>474</td>
<td>5350</td>
<td>5824</td>
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</table>
Why do companies train apprentices?

1. Apprenticeship is beneficial for companies

![Bar chart showing profits/costs of apprenticeship for various professions.](chart)

Source: VPET in Switzerland, Strahm, Geiger, Oertle, Swars, 2016
Why do companies train apprentices?

2. Ensure qualified employees with the required competencies

3. Reputation for the host company

4. Tradition

5. Fund
Sucess stories: Real-life examples

Design

Industry

Banking

Government
Attractiveness: Raising awareness
Attractiveness: Showcasing excellence
To go further…

Vocational and Professional Education and Training in Switzerland, 06/2016

CAS Transferring elements of Swiss VET

06-08 June 2018 in Winterthur, Switzerland
https://www.vpet-congress.ch/
Thank you very much for your attention!

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