Dual VET – A Success Factor for the Swiss Economy

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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
Labour market oriented VPET → High employability

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

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?

- 60% of costs are covered by the Private Sector
- 30% are covered by Cantons
- 10% are covered by the Confederation

- Vocational schools and Career guidance: 30%
- Training & wages of apprentices: 10%
- Subsidies to cantons and Development of VPET: 10%
Why do companies train apprentices?

1. Apprenticeship is beneficial for companies

![Bar chart showing net benefit, productive output, and gross costs of apprentices. The net benefit is 474 million CHF, the productive output is 5350 million CHF, and the gross costs are 5824 million CHF.](image)
Why do companies train apprentices?

1. Apprenticeship is beneficial for companies

Source: VPET in Switzerland, Strahm, Geiger, Oertle, Swars, 2016

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Why do companies train apprentices?

2. Ensure qualified employees with the required competencies

3. Reputation for the host company

4. Tradition

5. Fund
Success stories: Real-life examples

Design

Industry

Banking

Government
Attractiveness: Raising awareness
Attractiveness: Showcasing excellence
SFIVET

Highlights

- OBS
- Digitisation
- MSc
- Examiner courses

TOP
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/](https://www.vpet-congress.ch/)
Thank you very much for your attention!

www.sfivet.swiss

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