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%
- Rumsch 0.5%
- Non-official languages 9%

Darker shading = higher percentage
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

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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

- 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

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<th>Professional organisations</th>
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<td>Co-funding: Private sector’s expenditure on VPET</td>
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Funding: Who pays? How much? For what?

- 30%: Vocational schools, Career guidance
- 10%: Subsidies to cantons, Development of VPET
- 60%: Training & wages of apprentices

Costs:
- Private Sector
- Cantons
- Confederation
Why do companies train apprentices?

1. Apprenticeship is beneficial for companies

![Bar chart showing net benefit, productive output, and gross costs for apprenticeship training.]

- **Net benefit**: Yearly amount in CHF million
- **Productive output of apprentices**: Yearly amount in CHF million
- **Gross costs**: Yearly amount in CHF million

Net benefit: 474
Productive output: 5350
Gross costs: 5824

**Graphical Note**: The chart illustrates the financial benefits and costs associated with apprenticeship training for companies.
Why do companies train apprentices?

1. Apprenticeship is beneficial for companies

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

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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!

www.sfivet.swiss
cornelia.oertle@sfivet.swiss