



**BUNDESAMT FÜR BERUFSBILDUNG UND TECHNOLOGIE BBT**

**OFFICE FÉDÉRAL DE LA FORMATION PROFESSIONNELLE ET DE LA TECHNOLOGIE OFFT**

**UFFICIO FEDERALE DELLA FORMAZIONE PROFESSIONALE E DELLA TECNOLOGIA UFFT**

# **Vocational Training Switzerland Current Reforms**

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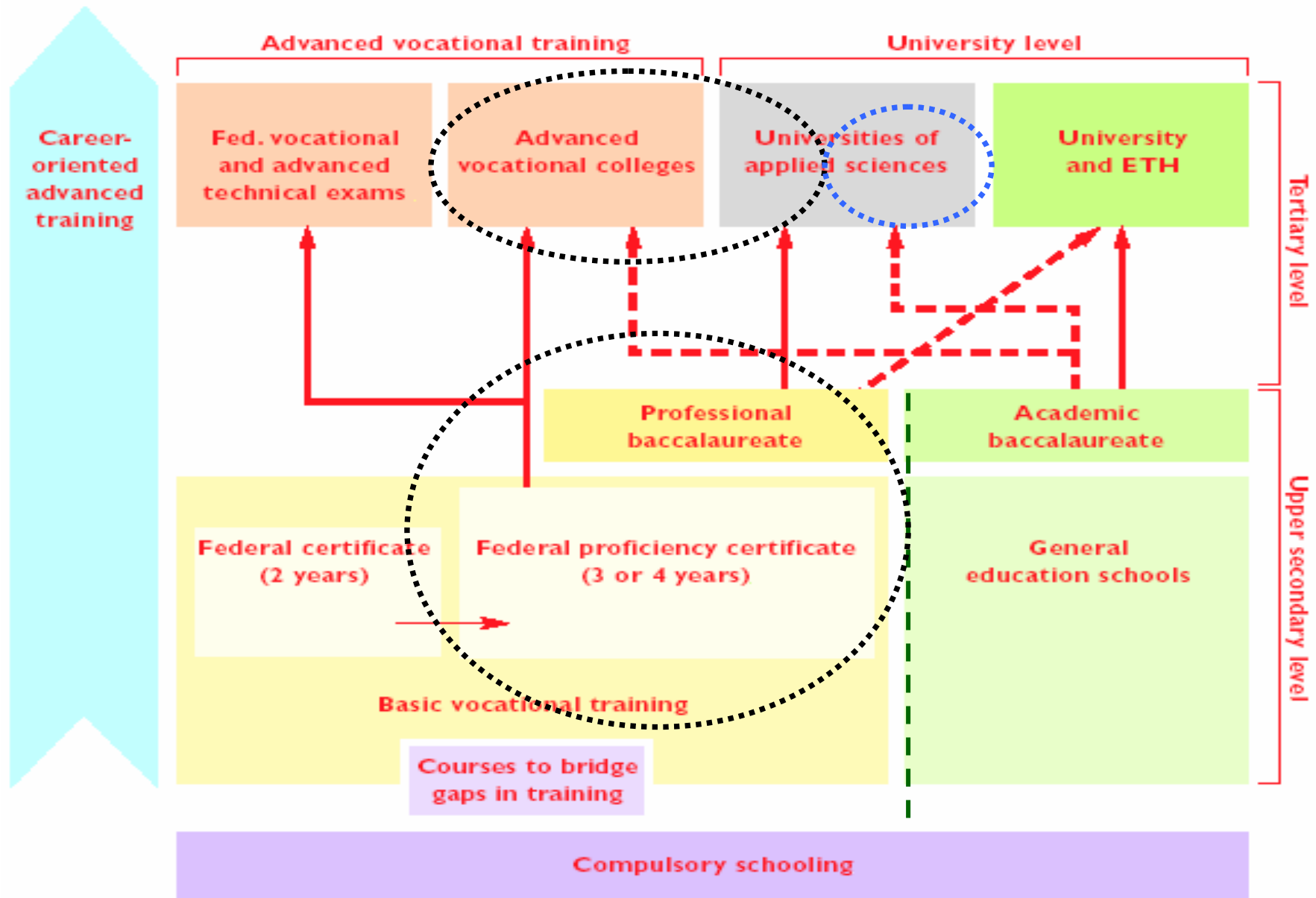
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# 1. Education System of Switzerland



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# Education system of Switzerland





## Structure of education of young people in the year 2000

### Final examination

- **Secondary II: 82%; tertiary 13%**
- **Final examination of 20 year-olds: prof. 70%;  
baccalaureate 18%; without post-compulsory school  
examination 11%**

### Pupils and students: total 1'440'000

- **Compulsory schools      807'000      = 56%**
- **Apprentices              210'000      = 14.6%**
- **Higher prof. education    41'000      = 3%**
- **Baccalaureate school      67'000      = 4.7%**
- **Universities                122'000      = 8.5%**



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## **Vocational education and training – basic structure**

- **Training in industry and in vocational colleges: dual system**
- **Offering posts for apprentices according to the labour market; manpower approach: job orientation**
- **Enabling young adults to master the transition into the working environment**



## Vocational education - key figures

- **Choice of more than 200 careers in industry, trade, commerce, health care and agriculture**
  
- **2/3 of young adults, over 200'000 people in basic vocational training at one time**
  - Over 65'000 – 70'000 people starting vocational training each year
  - Over 58'000 graduating from basic vocational training every year
  - Over 24'000 graduating from advanced vocational training every year



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## **2. Principles of reform 2004 (level of confederation)**





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## **2.1 Basic principles of reform 2004**

### **Build on an integrated and overall system**

- **Clear division of competence**
- **Delegation of responsibility**
- **Integration of health, social affairs and art**



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## **Differentiation but also mobility, transition and permeability within the educational system**

- **General education**
- **Professional: advanced vocational training; tertiary B**
- **Academic**



## Supply of basic vocational training

- **Special offers for weaker candidates ('Berufsattest')**

## Development of new qualification procedures

- **Promotion of further training focussed on professional aspects**
  - Innovation, coordination, transparency, quality development
- **Recognition of informal learning on the job**



## Finances

- **Performance oriented lump sums in favour of the Cantons based on the number of people involved in vocational education**
- **Contributions for innovation in vocational education and offers of public interest: innovation fund**
- **Increase in the share of federal finances → 25%**



## Finances vocational training 2000, burden sharing

- **Private companies and professional organisations CHF 4.8 b (estimation)**
- **Public authorities CHF 2.8 b (2002: CHF 3.4 b)**
  - Federal authority 14% → 25% (new target)
    - Performance oriented lump sum
    - 10% for innovation projects
  - Cantons, Communities 72%



## **Cost-benefit of apprenticeship scheme**

- **Apprentice gross costs Sfr 26'050 per year**
- **Productive performance estimated Sfr 28150**
- **Net benefit Sfr 2000 per apprentice, e.i. overall benefit for private business Sfr 385 Mio per year**

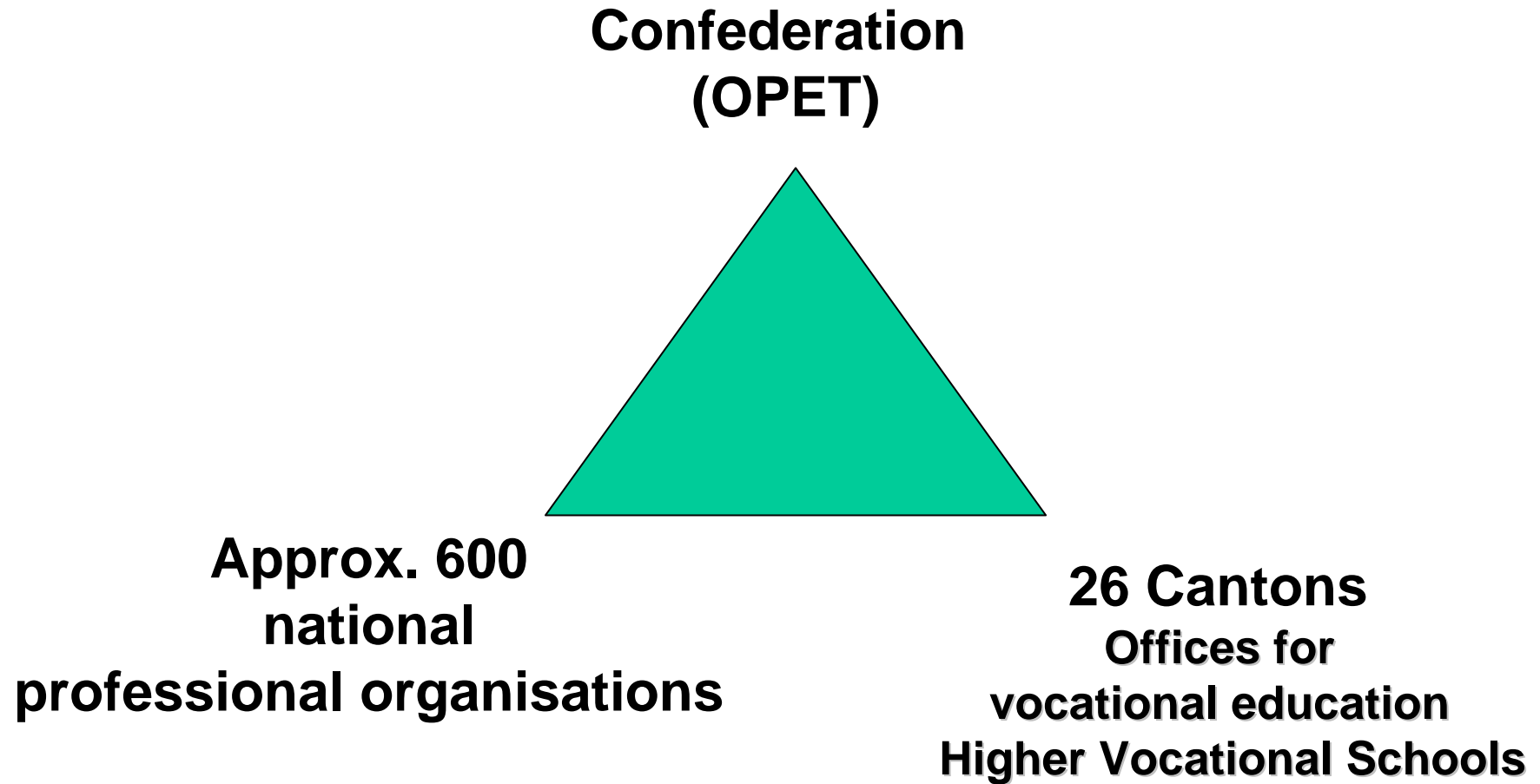
Source:

Schweri, J., Wolter, S. et al., Kosten und Nutzen der Lehrlingsausbildung aus der Sicht Schweizer Betriebe, Chur 2003  
[www.vwi.unibe.ch/ffb](http://www.vwi.unibe.ch/ffb)



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## 2.2 Clear division of competences and partnership: balance between partners in vocational education at institutional level





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## **Confederation: strategic management and development**

- **Enactment of over 200 training regulations**
- **Quality assurance**
- **Comparability and transparency**
- **Payment of ¼ of public sector's total costs**
- **Promotion of innovation and support**
  
- **Office for Professional Education and Technology**
- **Swiss Pedagogical Institute for Vocational Education**
- **State Secretariat for Economic Affairs**
- **State Secretariat for Education and Research**





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## **Cantons: implementation and supervision**

- **Vocational training offices**
- **Vocational information**
- **Vocational colleges**
- **Apprenticeship marketing**
- **Involvement in further development**



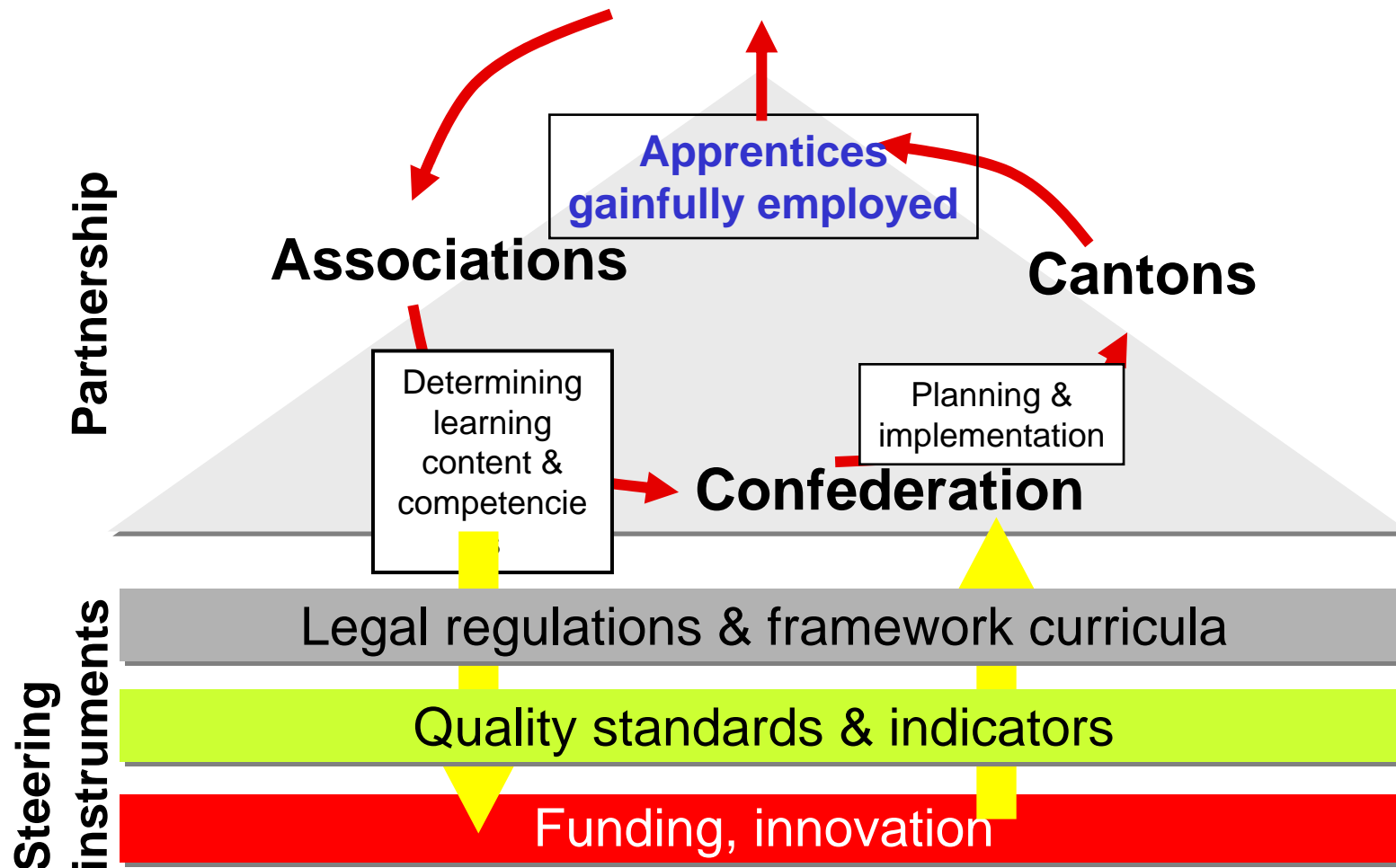
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## **Professional organisation: curricula and apprenticeships**

- **Definition of curricula and development**
- **Creation of traineeships**
- **Provision of vocational qualifications**
- **Development of new training opportunities**

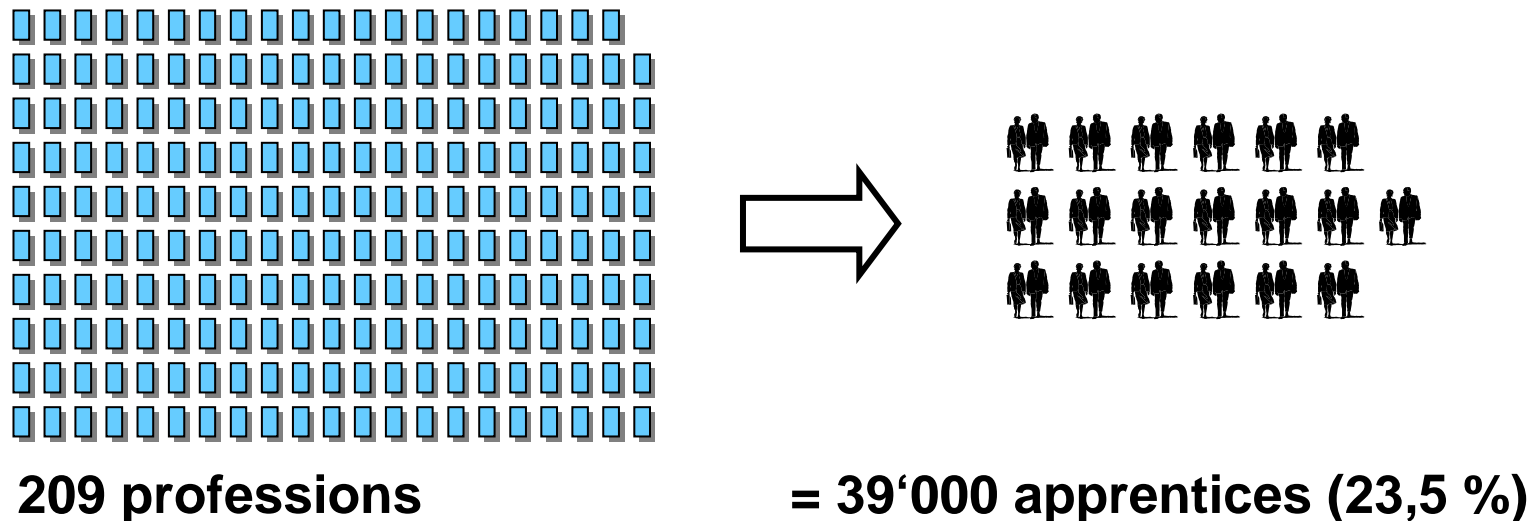
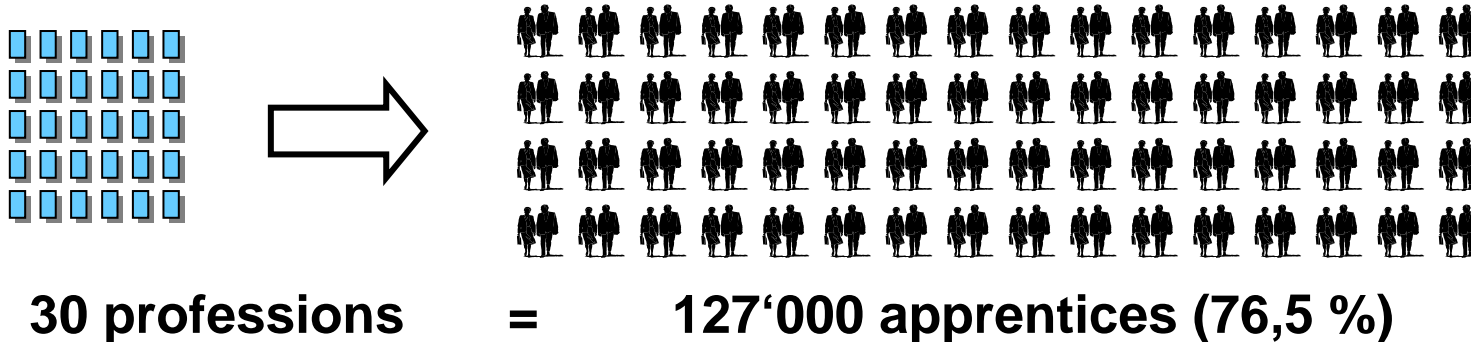


## 2.3 Steering of the educational system





## Extending professional areas by reducing the number of legal regulations (‘Bildungsverordnungen‘)





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## **Quality development**

- **Responsibility with the supplier**
- **Enabling self regulation**
- **Supervising quality assurance methods**
- **Definition of quality standards**

## **Innovation fund**

- **Contributions for innovation in vocational education and offers of public interest**
- **Promotion of professional education research**

## 2.4 The apprenticeship market: supply and demand

- **Structural changes and economic fluctuations**
- **Demographic development**
- **Changing interests of young people**
- **Ability of companies to offer training**
  - Apprenticeship marketing
  - Companies' joint apprenticeship schemes ('Lehrbetriebsverbunde')
  - Sectoral funds of the professional associations for professional education
- **State as a mediator**

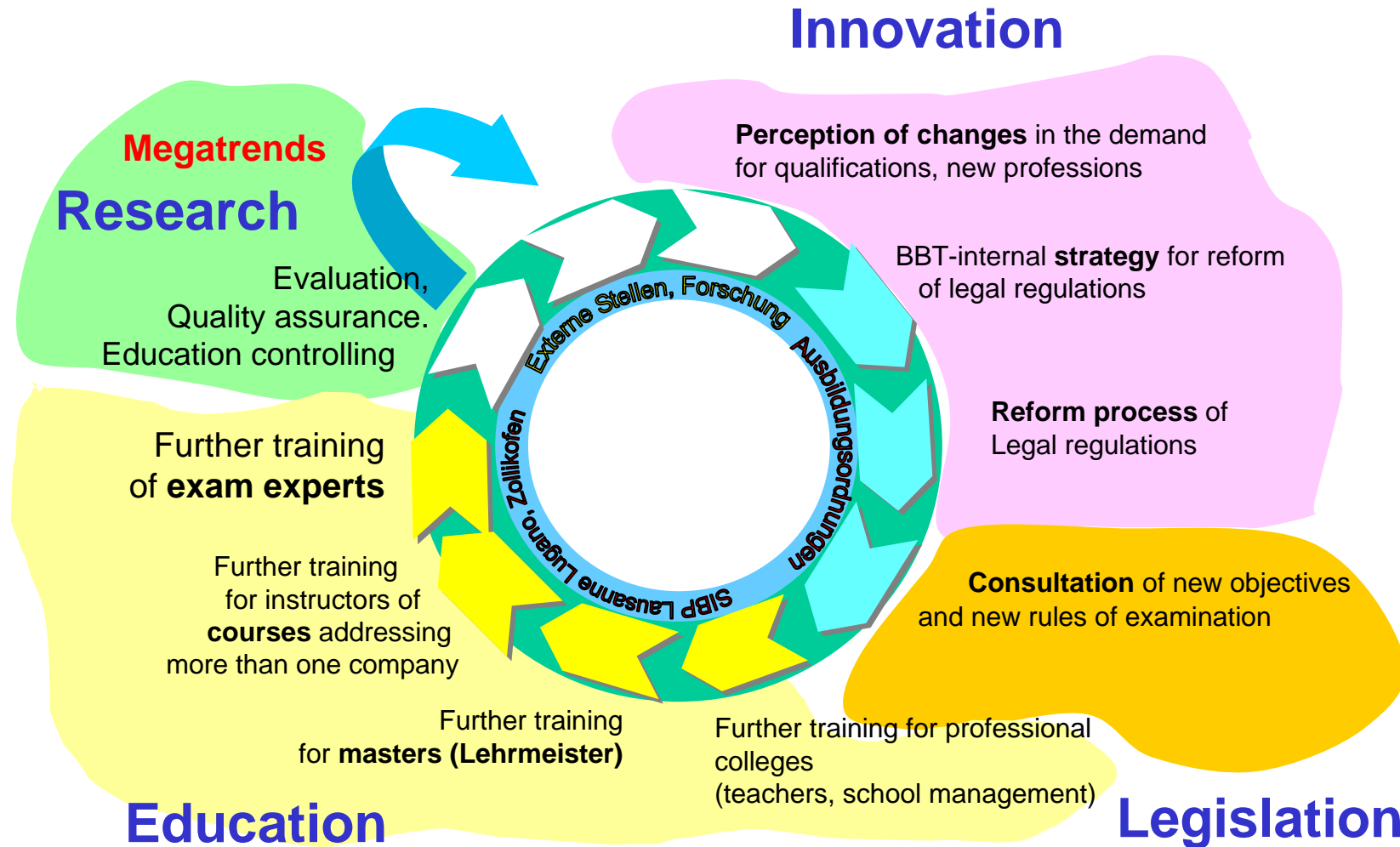


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### **3. Guiding future development of professional education**



# Development of professional education: structure of the process







## Professional education research as modernising force: focal points in order to guide reforms

**Economic professional education issues**

**Educational system and procedures / transfers**

**Employability / Partnership**

**Associations  
Companies with app scheme  
Masters of vocational education**

**Apprentices  
Employees**

**Cantons  
Prof. colleges  
Teachers**

**Confederation**

**Promotion and review of learning competencies and processes, qualification procedures**

**Quality standards for vocational education in colleges and firms**

**New media and teaching technologies**



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**The quality of Swiss  
vocational education  
depends on how well  
its stakeholders cooperate  
in a joint learning process!**