

SFUVET

SWISS FEDERAL UNIVERSITY
FOR VOCATIONAL EDUCATION
AND TRAINING

*Swiss excellence in vocational
education and training*

THE SWISS DUAL SYSTEM

A PUBLIC-PRIVATE-PARTNERSHIP

Erik Swars, Head of International Affairs, SFUVET

Melbourne, 6th February 2023

Future of Apprenticeships

Swiss Federal University for VET - SFUVET

SFUVET is the national expert organisation for further development of vocational education and training – part of the federal department for economic affairs, education and research (Staff: 257 employees)

Training of Teachers
and Trainers

Research



Curricula
Development

International
collaboration

Switzerland



POPULATION
~ 8'700'000



POLITICS
1 Confederation
26 Cantons
2255 communes



LINGUISTICS
4 National languages
(German: 63%, French: 23%,
Italian: 8%, Romansh: 0.5%,
Other: 5.5%)



ECONOMICS
590'000 SME
99.7 % SME in Swiss
Economy



Guy Parmelin

Minister for Education,
Economic affairs and
Research



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra



High school

Apprenticeship in agriculture

Federal Diploma in HE
in agriculture/vinemaking

>20 years work in agriculture

Philipp Wyss

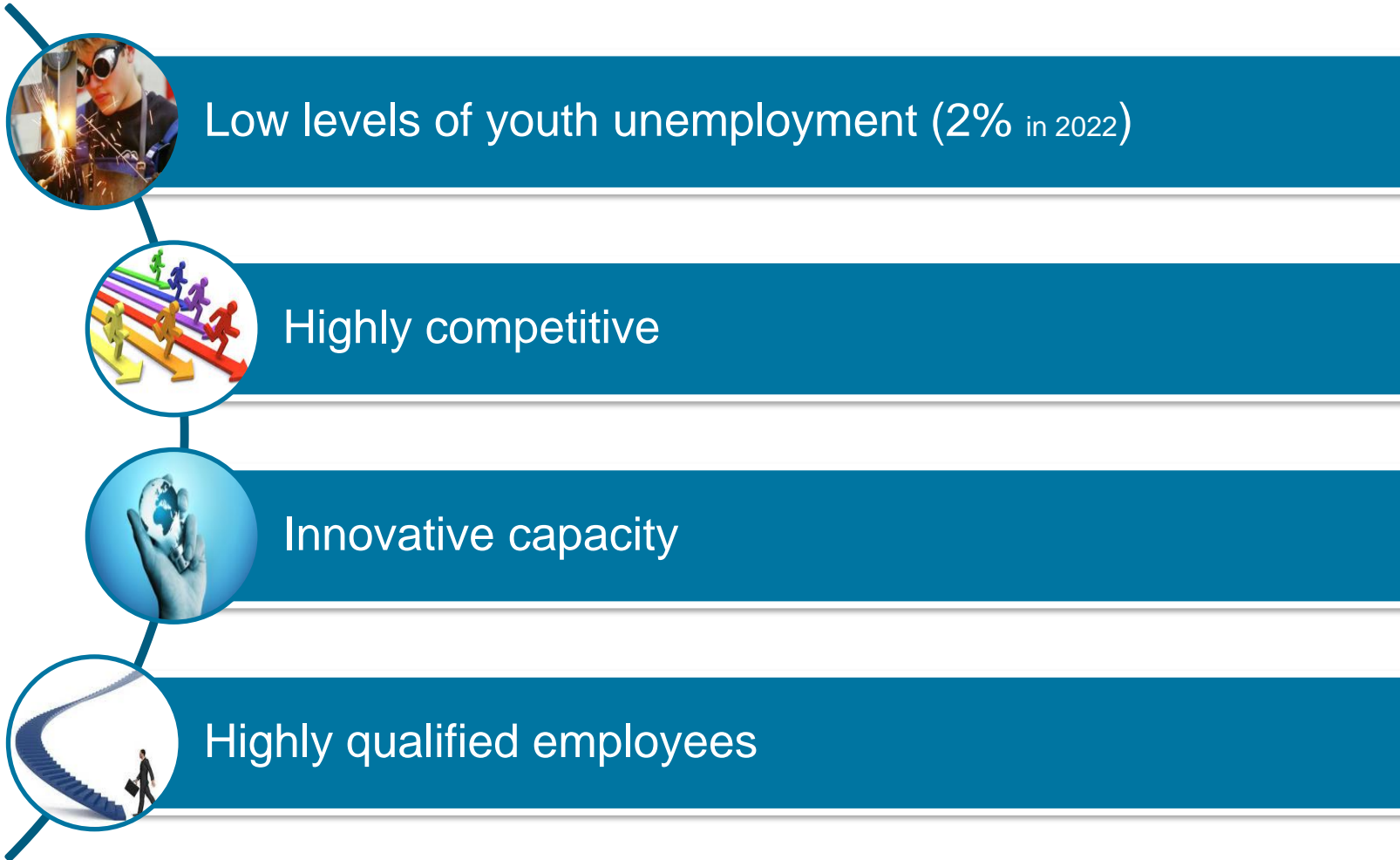
CEO Coop



Apprenticeship as commercial
employee

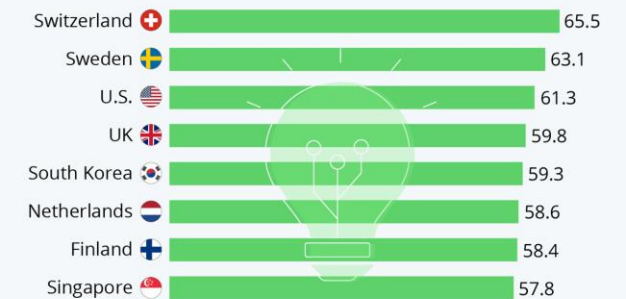
Apprenticeships as butcher

>20 years work in retail



The World's Most Innovative Countries

2021 ranking of the Global Innovation Index
(100 = most innovative)









Takes into account human capital, institutions, technology and creative output, market and business sophistication, among others
Source: World Intellectual Property Organization



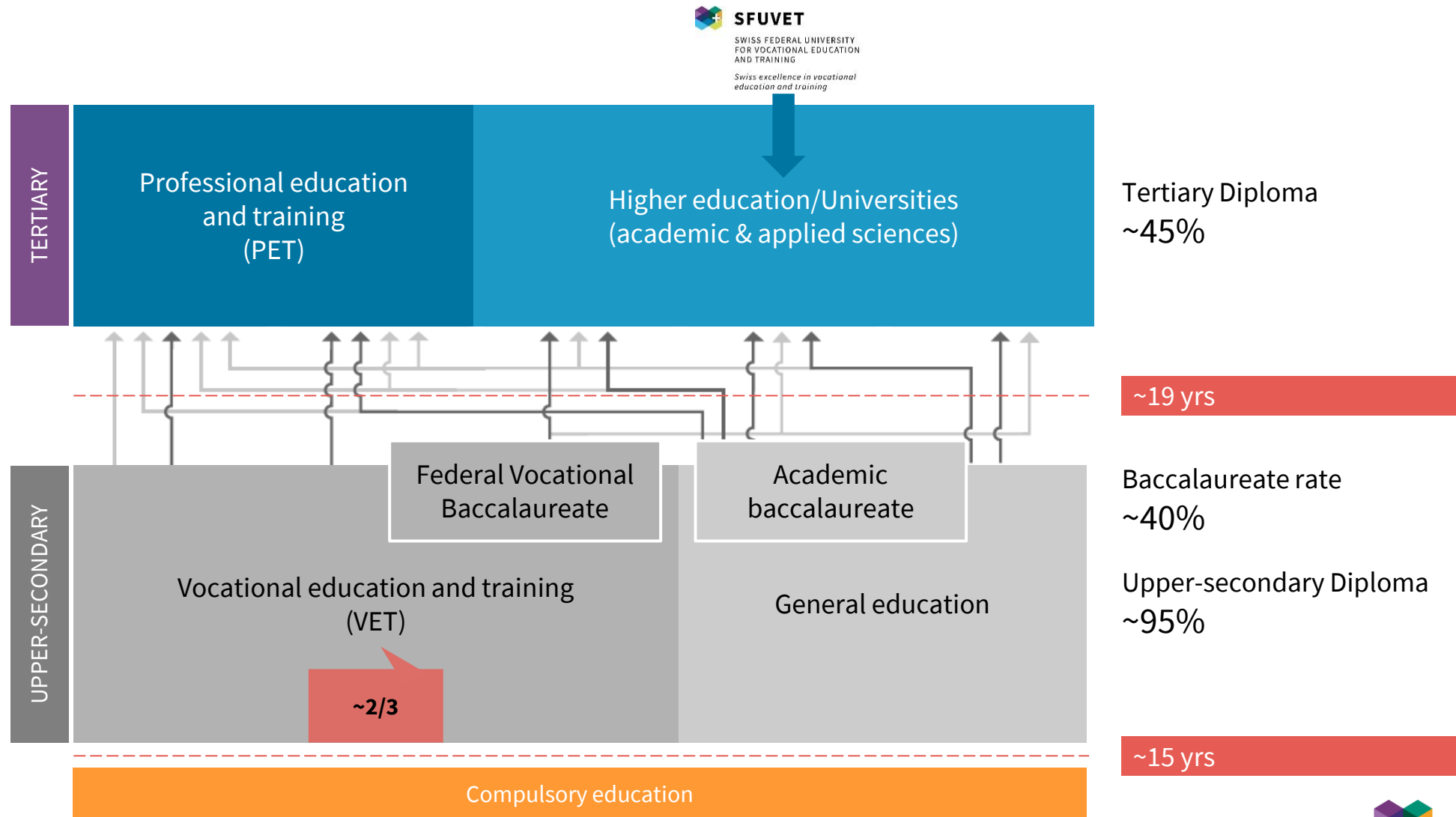
statista

How **Swiss dual VET** benefits society and the economy

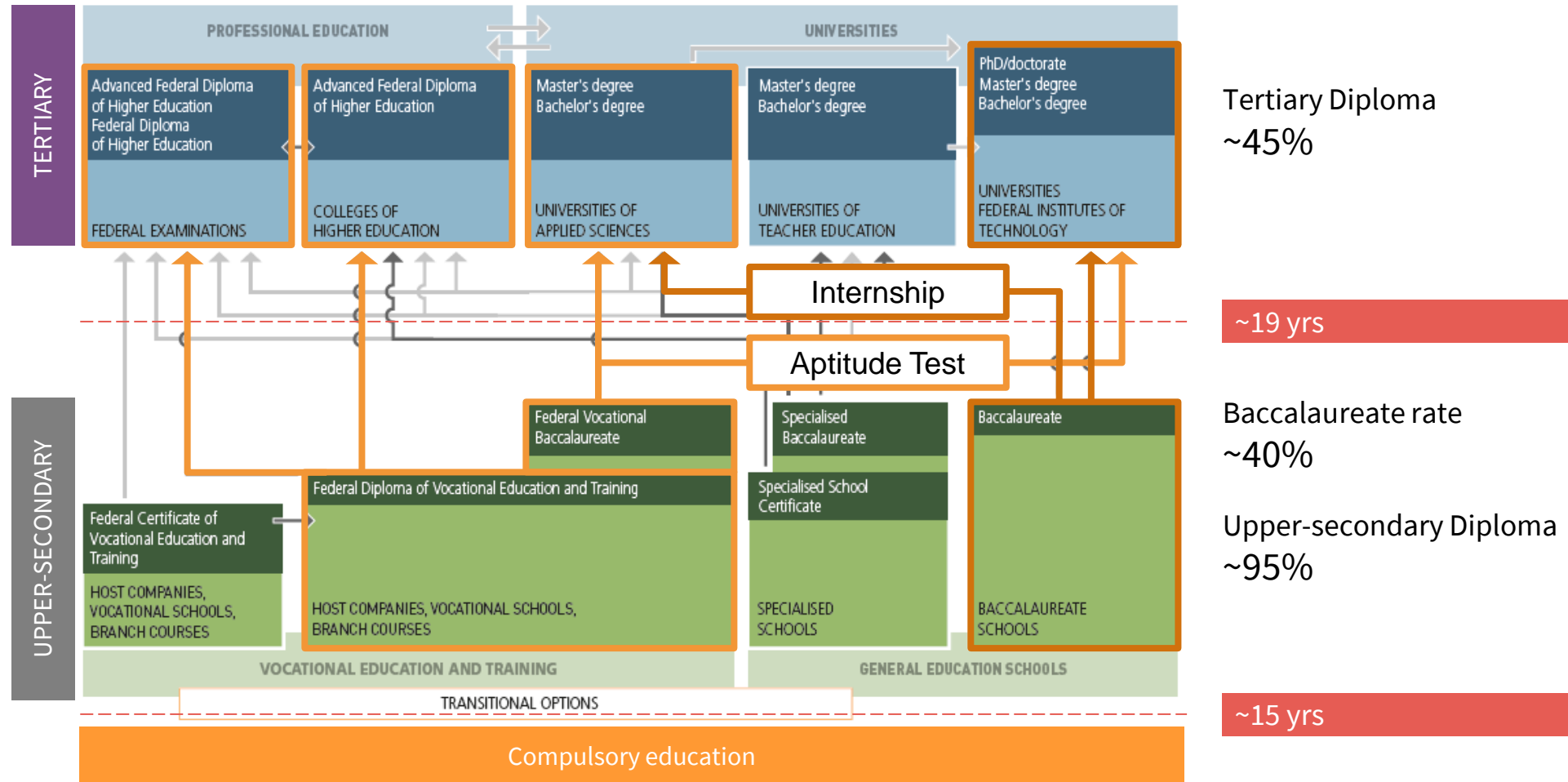
VET in Switzerland – Facts and Figures

-  **2/3 of the young people choose a VET program**
-  **250 professions**
-  **90% of VET programs are dual (companies / schools)**
-  **Integration into the Swiss education system - permeability**
-  **Public-private-partnership with strong labour market orientation**
-  **Teachers with professional expertise and experience**

The Swiss Education System



The Swiss Education System



Permeability

TRAIN AS A HAIRDRESSER
BECOME A BIOLOGIST



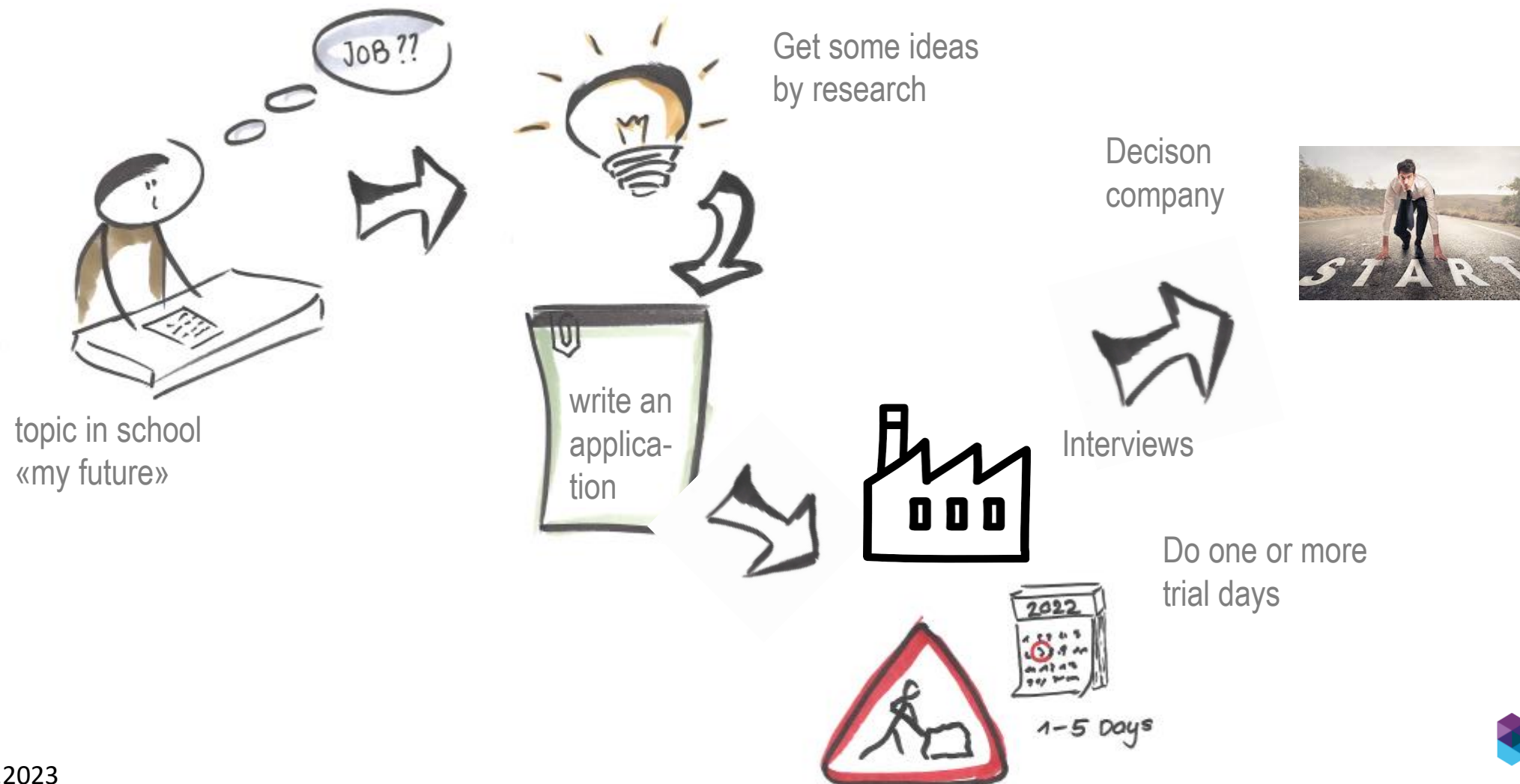
The 10 most frequently chosen professions

Occupations	Total
Commercial employee Federal VET Diploma (all profiles)	12 814
Health care worker Federal VET Diploma	4 920
Retail clerk Federal VET Diploma	4 339
Social care worker Federal VET Diploma	3 795
IT technician Federal VET Diploma	2 194
Electrician Federal VET Diploma	1 891
Logistician Federal VET Diploma	1 778
Retail assistant Federal VET Certificate	1 556
Cook Federal VET Diploma	1 540
Draughtsman Federal VET Diploma	1 536

[Berufe A-Z \(admin.ch\)](https://www.admin.ch/berufe)

Federal Statistical Office (2020c). Including school-based VET programme

How to become an apprentice in Switzerland



Dual-track VET programs on upper-secondary level

Federal VET Diploma (3-4 years)
Federal VET Certificate (2 years)

Practice



In-company training at host
company,
3 – 4 days per week



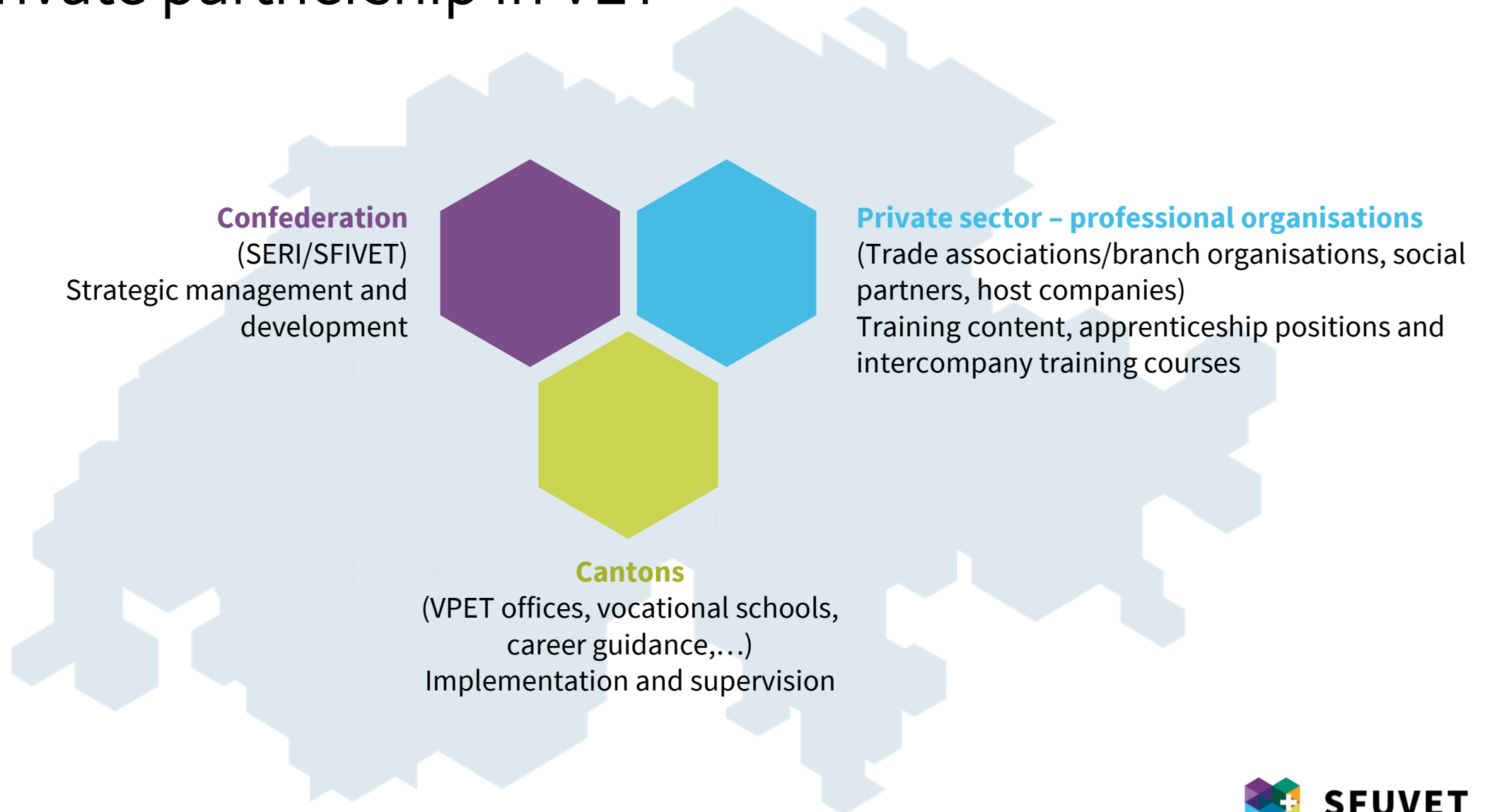
Branch course at
branch training centre,
several times a year

Theory



Classroom instruction at
vocational school,
1 – 2 days per week

Public-private partnership in VET



Polymechanikerin EFZ Polymechaniker EFZ

Allgemeines

Berufsnummer	45705
SCED Ausbildungs- ungsfeld	0715 Maschinenbau und Metallverarbeitung
Statistikcode	29508000
Erlassen am	03.11.2008
In Kraft seit	01.01.2009
Lehrdauer	4 Jahre
Kursdauer üK	54 Tage
Anzahl Lektionen	2160

Trägerschaften

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☎ +41 71 626 28 00
✉ info@swissmechanic.ch
www.swissmechanic.ch
Institutions-Nr 100753

Dokumente/Links

- 📄 Verordnung (gültig ab 01.01.2018)
 - 📄 Bildungsplan (gültig ab 01.01.2016)
 - 📄 Begleitende Massnahmen (gültig ab 01.07.2016)
- Instrumente zur Sicherstellung und Umsetzung der beruflichen Grundbildung sowie zur Förderung der Qualität: www.swissmechanic.ch/de/berufsinformationen/polymechanikerin-efz/downloads.html ↗
- Keine Zeugniserläuterung

Education ordinance

Education plan

Address and contact:
Private sector – professional organisation

A commission for each profession

10. Abschnitt:

Schweizerische Kommission für Berufsentwicklung und Qualität für die Grundbildungen der Maschinen-, Elektro- und Metallindustrie

Art. 22¹⁹

¹ Die Schweizerische Kommission für Berufsentwicklung und Qualität für die Grundbildungen der Maschinen-, Elektro- und Metallindustrie setzt sich zusammen aus:

- a. 10 bis 12 Vertreterinnen oder Vertretern der Arbeitgeberschaft;
- b. 3 bis 4 Vertreterinnen oder Vertretern der Arbeitnehmerschaft;
- c. 3 bis 4 Vertreterinnen oder Vertretern der Fachlehrerschaft;
- d. je mindestens eine Vertreterin oder ein Vertreter des Bundes und eine.

² Die Sprachregionen müssen gebührend vertreten sein.

³ Die Kommission fällt nicht in den Geltungsbereich der Kommissionenverordnung vom 3. Juni 1996²⁰. Sie konstituiert sich selbst.

⁴ Die Kommission hat insbesondere folgende Aufgaben:

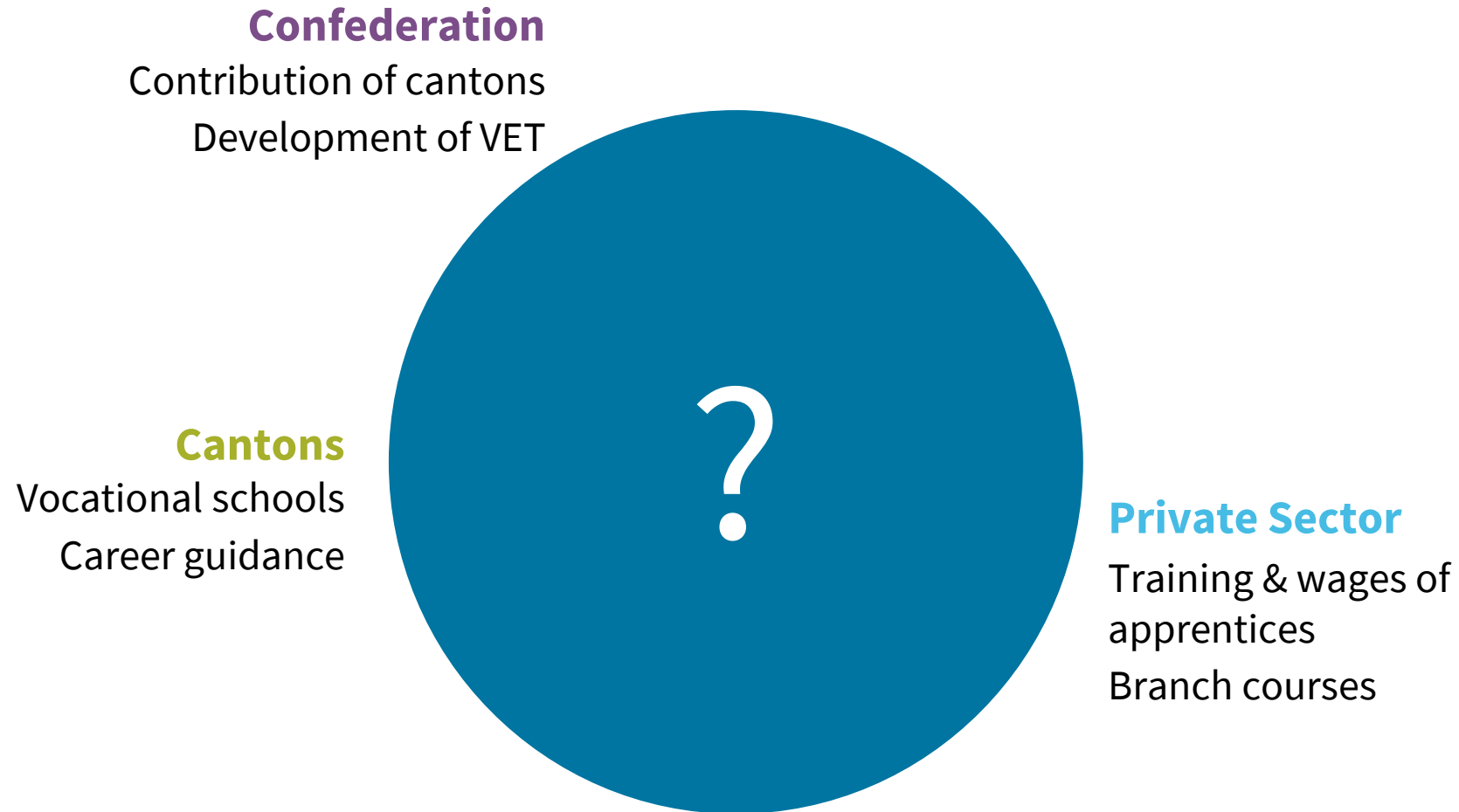
- a. Sie überprüft die Bildungsverordnung und den Bildungsplan laufend, mindestens aber alle fünf Jahre, auf wirtschaftliche, technologische, ökologische und didaktische Entwicklungen. Dabei berücksichtigt sie allfällige neue organisatorische Aspekte der beruflichen Grundbildung.

A commission for professional development and quality must be established for each occupation.

It shall review the education ordinance and the education plan on an ongoing basis, but at least every five years, with regard to economic, technological, ecological and didactic developments.

Funding of VET system

Costs



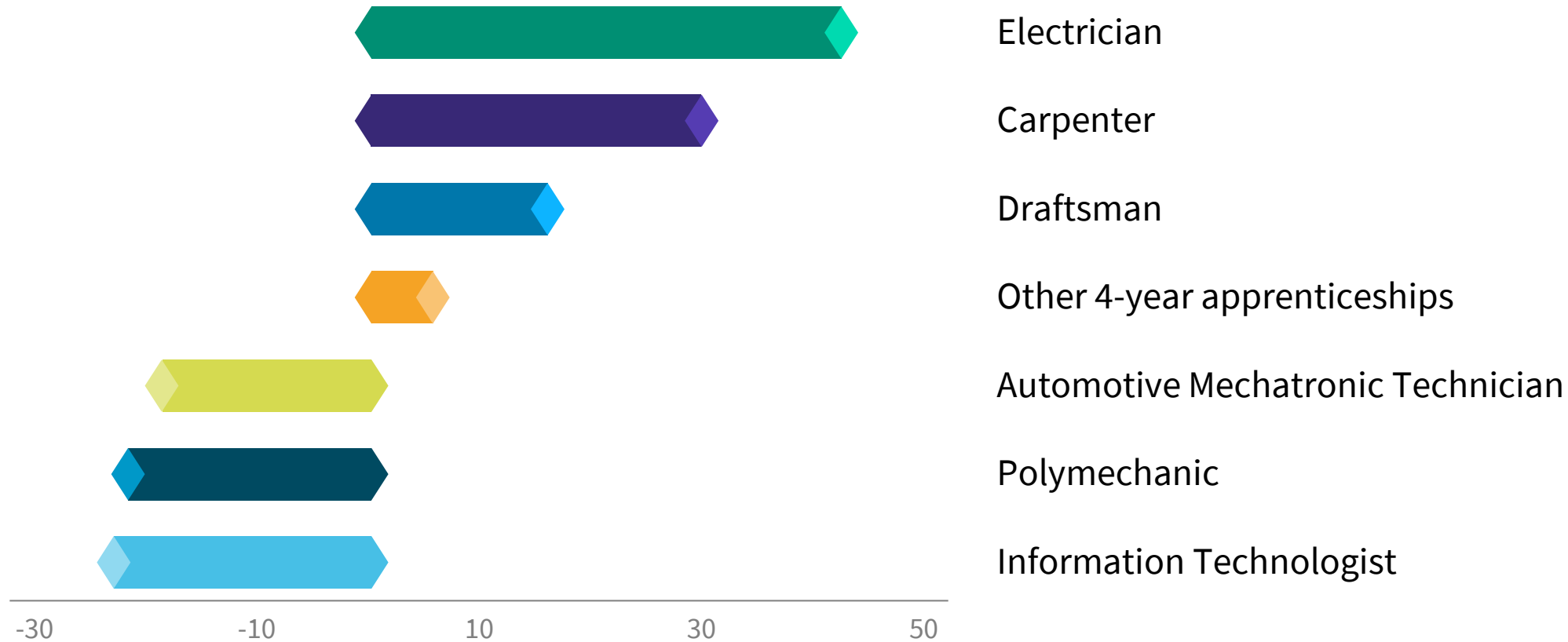
Overview results

The analyses rely on answers of 5,712 training companies and 4,064 non-training companies.

- Average net benefit over all apprenticeship programs in the year 2016/17 per training year and apprentice **3200 Swiss Francs**
- A majority of apprenticeships result in net benefits: **63 percent**
- Host-companies bear in gross training costs about **5 billion Swiss Francs**

Average net benefit of the most important 4-year apprenticeship tracks (with VET diploma)

Net benefit in 1000 CHF



Source: Gehret, A., Aepli, M., Kuhn, A. & Schweri, J. (2019). Lohnt sich die Lehrlingsausbildung für Betriebe? Resultate der vierten Kosten- Nutzen-Erhebung. Zollikofen: EHB

Why do companies train apprentices?

Qualified employees with the required competencies

Tradition

Reputation for the host company

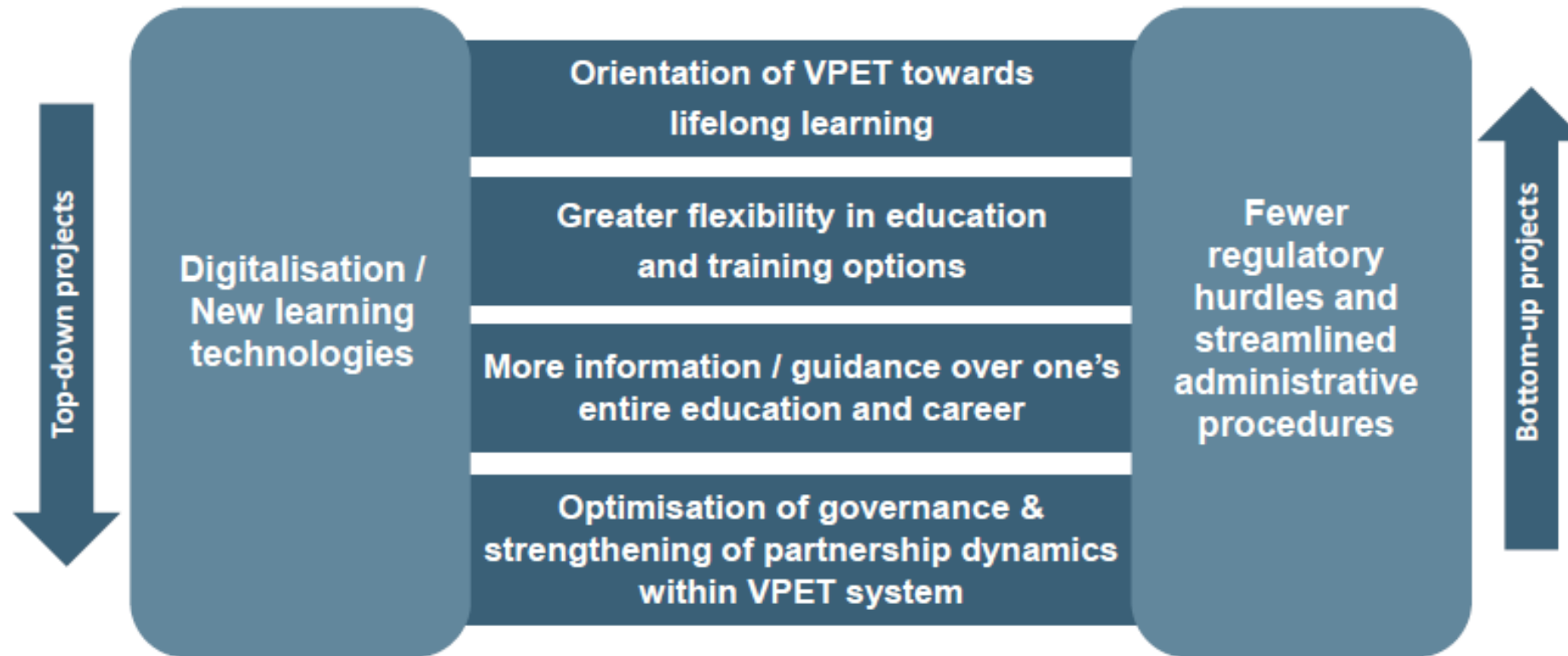
It is financially beneficial



Challenges and VPET 20230 strategy

Trends

Preparing for the future with the 'VPET 2030' strategy





**CHOOSE A JOB
YOU LOVE AND YOU
WILL NEVER HAVE TO
WORK A DAY IN YOUR LIFE**

Confucius

Thank you for your attention

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