

Apprenticeship training in Austria

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29 May 2012

Outline

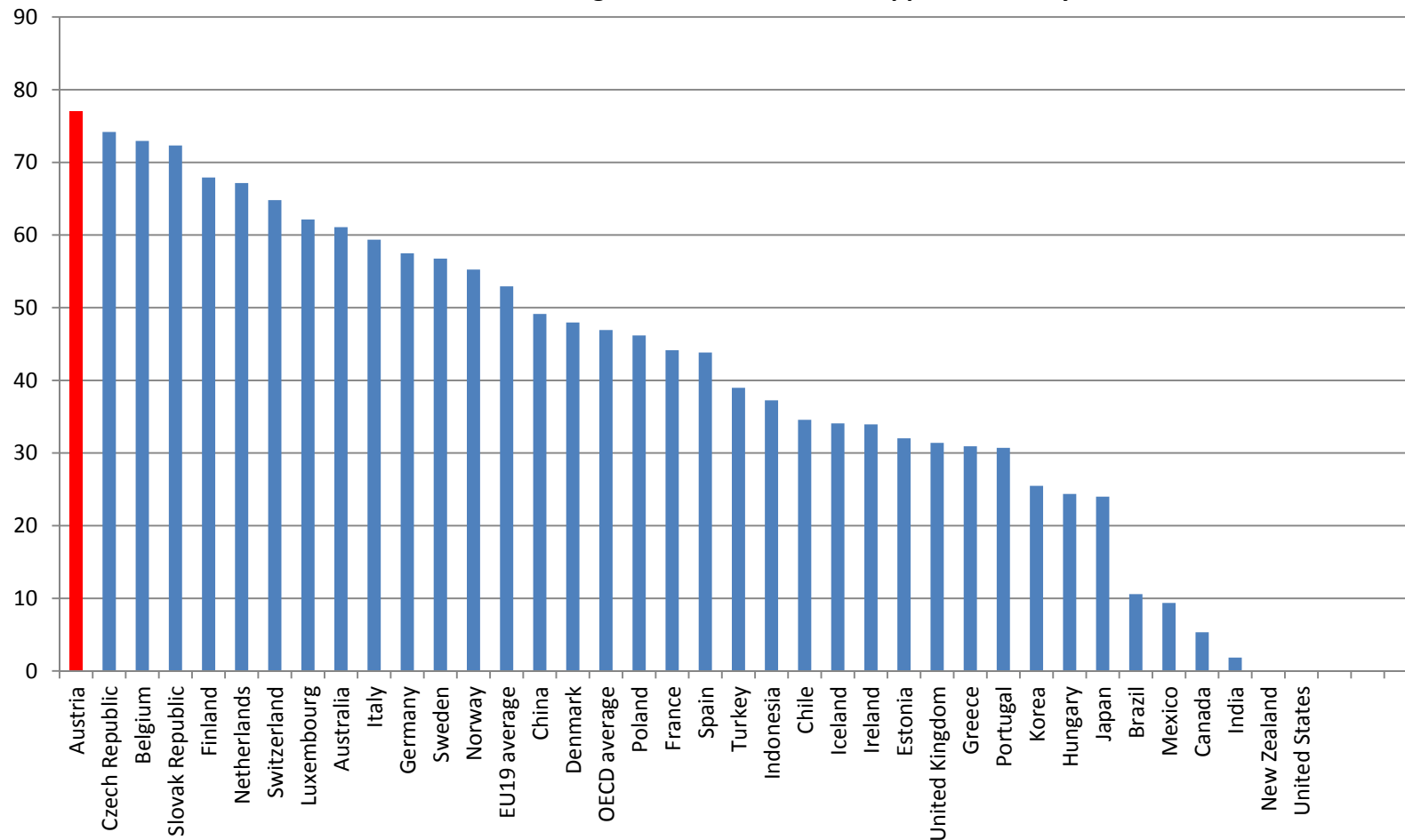
1. Structure and relative importance of VET in Austria
2. VET and employment: some indicators
3. Main system features and governance of apprenticeship training

Outline

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Attractiveness of VET

Percentage of students in VET at upper secondary level



Main VET programmes

Dual Apprenticeship training (around 40% of 16+ year-olds)

- training enterprise (80% of time) and part-time vocational school (20% of time)
- demand led system: apprenticeship contract between enterprise and apprentice
- training is based on two regulations (ordinances): training company and school
- 200+ apprenticeships (“professions”) in practically all branches of the economy with a 2-4 years training period
- basis for “Higher VET”: “Meister” and other professional qualifications

Full time school based VET (around 40% of 16+ year-olds)

- combination of general and vocational education
- different types and duration
- Double qualification in VET-colleges: VET-diploma and university access

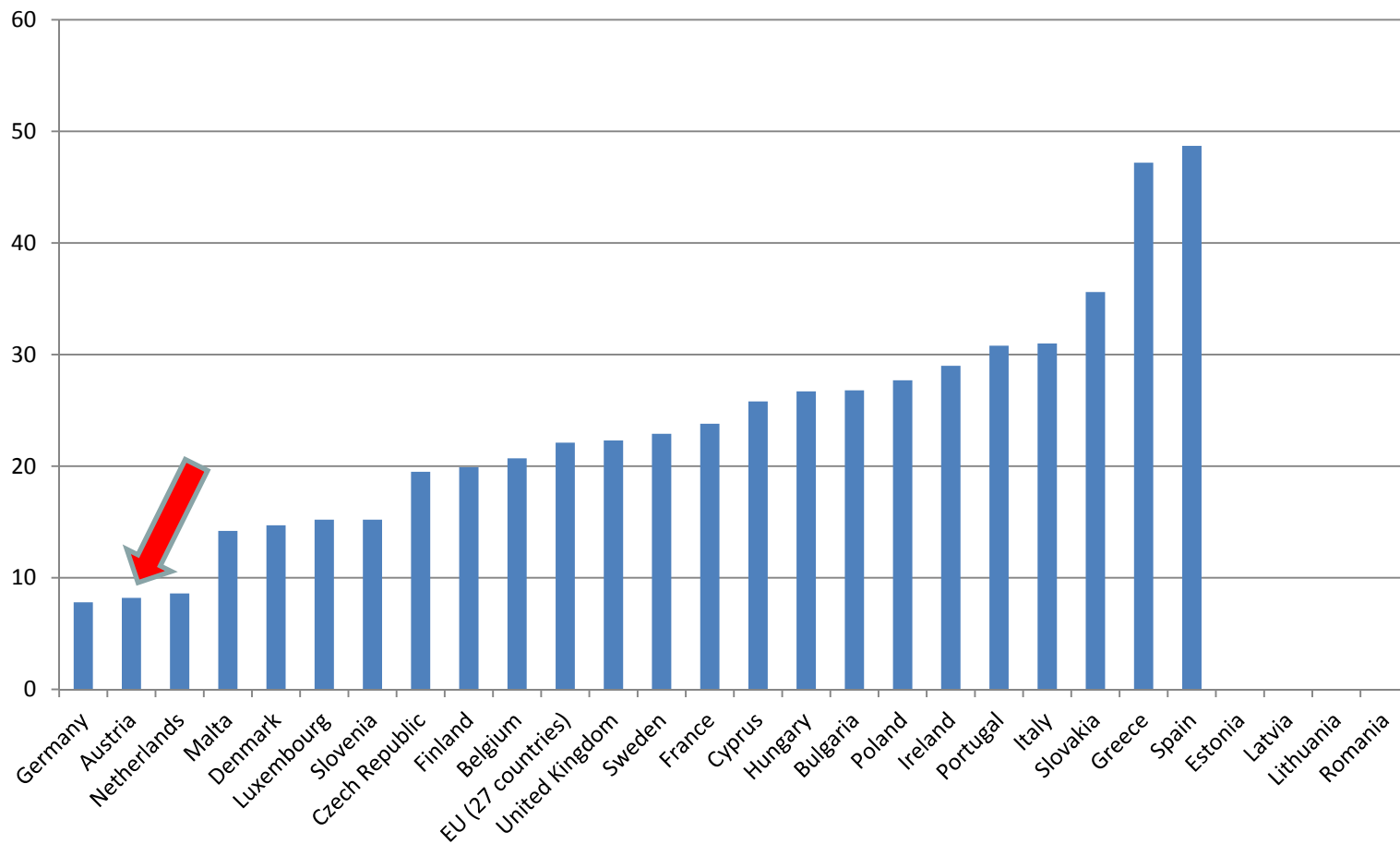
Continued Vocational Education and Training (CVET)

- relatively unregulated
- diverse range of training providers
- formal and non-formal qualifications
- programmes at all levels – from basic to “higher VET”

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Transition from education to labour market

Youth unemployment rates < 25
December 2011 (UK and Greece Oct 2011)



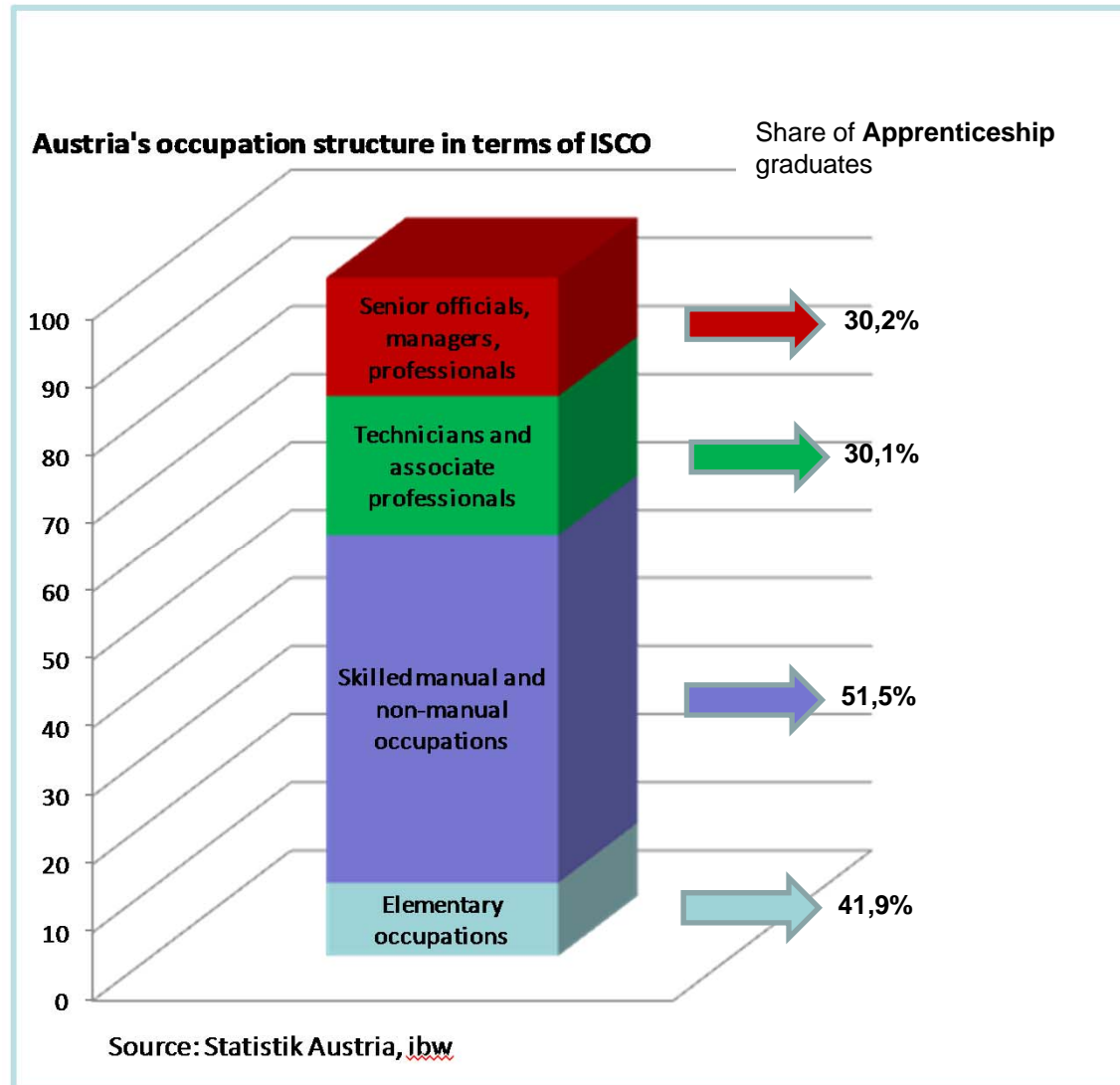
Labour Market Demand for different qualifications

Job advertisements in Austrian print media January to June 2010

formal qualification	First Semester 2010	
	absolut	in %
Universities and other higher education	10.581	6,0
Secondary schools (Gymnasium) and VET-colleges	13.185	7,4
School based VET	12.216	6,9
Apprenticeship training including „Meister“	95.440	53,7
Completed mandatory schooling	42.934	24,2
Without reference to a specific qualification	3.338	1,9
Total	177.693	100,0

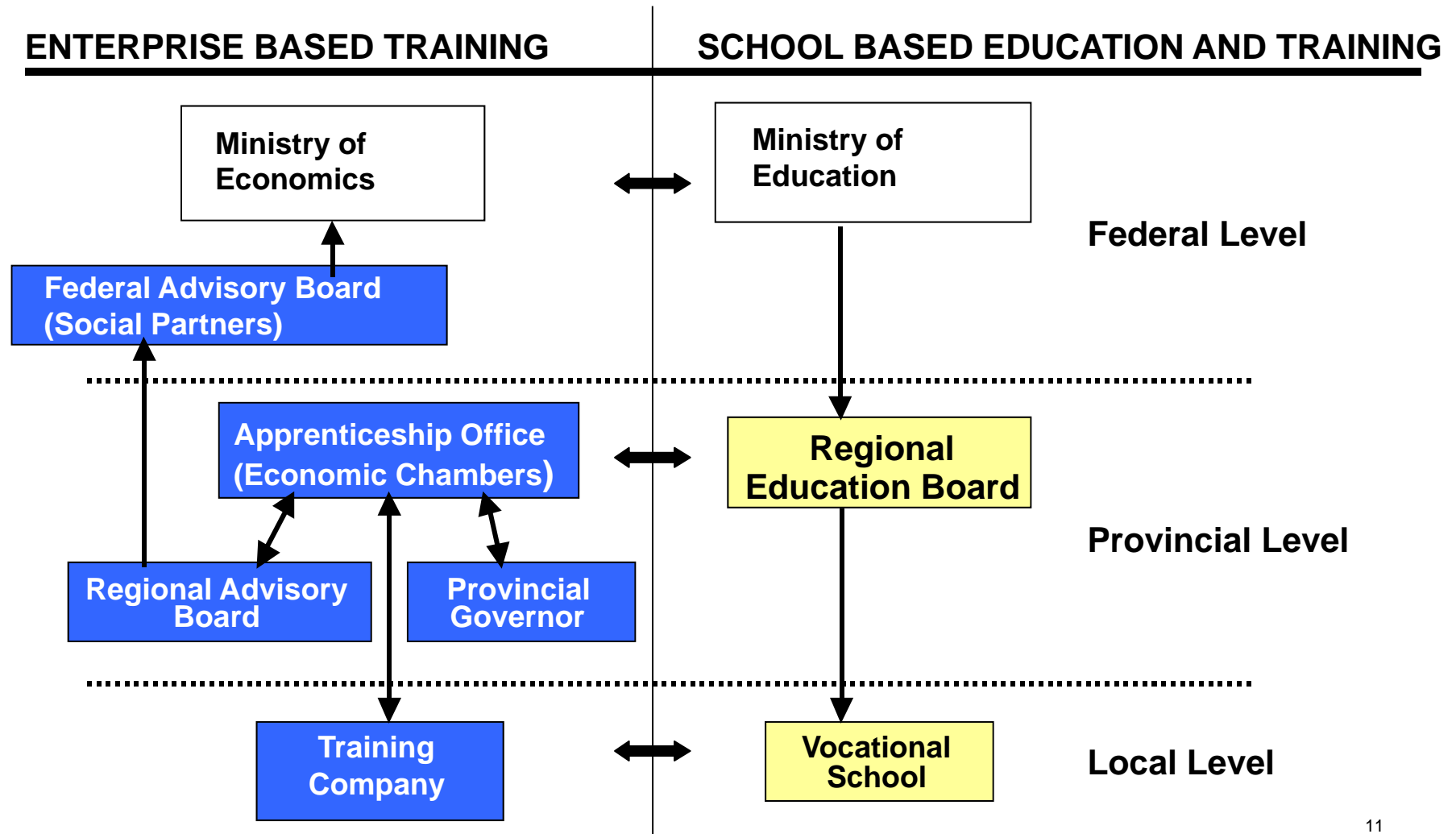
Source: GfK, AMS, ibw

Employment of Apprenticeship graduates



1. Structure and relative importance of VET in Austria
2. VET and employment: Economic indicators
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Governance of Apprenticeship training: overview (1/2)



Governance of apprenticeship training overview (2/2)

- Institutional Background: corporatist model of Social Partnership with Chambers as corporations under public law and with compulsory membership (Economic Chambers, Chambers of Labour, Chambers of Agriculture)
- Important and institutionalized role of Social Partners: advisory boards on apprenticeship training at federal and provincial level
- Economic Chambers as competent authorities and awarding bodies
- Regulated labour market (legal bases and collective bargaining)
 - apprenticeship qualification for skilled labour positions;
 - Master crafts (“Meister”) qualifications and professional qualifications as proof of competence/prerequisite for setting up and running a business

Institutions and their roles (1/2)

- Federal Advisory Board on Apprenticeships
 - Legal basis in the Vocational Training Act
 - Members are nominated by Economic Chamber, Chamber of Labour and Ministry of Education
 - Advises the Ministry of Economic Affairs on trades to be established and the updating of ordinances and a number of administrative matters
- Apprenticeship offices at the regional Economic Chambers:
act on a legal basis (Vocational Training Act) and on delegated authority from the Ministry of Economic Affairs
 - Accreditation of training companies
 - Approval and registration of apprenticeship contracts
 - Organisation of examinations (the examination boards consist of representatives of Economic Chamber and Chamber of Labour)
 - Awarding of the qualification
 - Administration of financial incentives for training companies

Institutions and their roles (2/2)

- Research institutes affiliated to Social Partners: www.ibw.at (links to Economic Chambers and Federation of Industry) and www.oeibf.at (links to Chamber of Labour and Trade Unions)
 - Preparation of drafts for new or updated training ordinances
 - Evaluations and other research
 - Preparations of exam questions: support to examination boards and ensuring a common standard
 - Preparation of support and study material to companies and apprentices

Accompanying support measures

Example of support measures and infrastructure by Economic Chambers:

- Different brochures and websites: support material for training companies; information for pupils, parents etc.
- Guidance and career counselling centres at regional level
- Pre-selection services including assessments for the recruitment of apprentices
- www.bic.at: online tool for career information and guidance

The introduction of new apprenticeship trades

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|--|---|
| 1. Preparation | <ul style="list-style-type: none">• Identification of specific needs (e.g. due to the emergence of a new occupational field or changes in requirements in an existing occupational field) to design a new or adapt an existing apprenticeship trade, on the initiative of the Ministry of the Economy, the social partners or company representatives (usually channelled via ibw)• First opinion by the Ministry of Economy and the social partners• Consideration of European and international developments as well as solutions introduced in other countries |
| 2. Elaboration of the training ordinance and framework curriculum | <ul style="list-style-type: none">• Preparation of draft training ordinance (mainly by ibw)• Expert discussions in the Federal Advisory Board on Apprenticeship• Submission of expert opinions of the Federal Advisory Board on Apprenticeship to the Ministry of Economy• Establishment of an expert group from the part-time vocational schools and the social partners under the leadership of the Education Ministry to develop a framework curriculum in compliance with the training ordinance• Preparation of drafts for nationwide review |
| 3. Issuing of the two ordinances | <ul style="list-style-type: none">• Involvement of all stakeholders in a consultation and review process• Evaluation of opinions and comments• Issuing of apprenticeship training ordinance by the Ministry of Economy and of a framework curricula ordinance for part-time vocational schools by the Education Ministry |
| 4. Follow-up measures | <ul style="list-style-type: none">• Elaboration of supportive manuals and additional material to support training companies• Provision of information to training enterprises by apprenticeship offices• Training of trainers in enterprises and of teachers in part-time vocational schools• Training of examiners of apprenticeship-leave examinations• Continuous evaluation |

Financing of Apprenticeship training

- Training company provides and pays for company based part of training
 - training infrastructure, trainer salary, apprentice remuneration, etc.
 - The apprenticeship remuneration is set separately for each apprenticeship in collective bargaining agreements
- Federal and regional governments provide and finance the school based-part of training
- Financial support to training companies (mainly financed by employers through a fund scheme)
 - Basic support: three apprenticeship remunerations in the 1st, two in the 2nd and one in the 3rd and 4th year of apprenticeship
 - Specific support for training alliance and additional qualifications; CVET for trainers: 75% of the costs up to a max. of EUR 1,000.
 - Excellent and good performance in apprenticeship-leave exams: EUR 200 in case of good performance, EUR 250 for excellent performance
 - Waiving / reductions of employers' contributions to health, accident and unemployment insurance

Responsibilities at federal level

- Federal Ministry of Economics, Family and Youth
 - responsible for the enterprise-based part of apprenticeship training
 - Vocational Training Act and ordinances for the different apprenticeships
- Federal Advisory Board on Apprenticeship
 - representatives of the social partners, vocational school-teachers are co-opted as advisory members
 - submits expert opinions to the Economics Ministry (e.g. on new apprenticeships), which the Ministry usually transposes into an ordinance
- Federal Ministry of Education, the Arts and Culture
 - responsible for the school-based part of apprenticeship training
 - Federal School Organisation Act
 - framework curricula for the part-time vocational school

... and at provincial level

- Apprenticeship Offices at the Economic Chambers
 - apprenticeship authorities of the first instance
 - Examine and accredit possible training enterprises
 - responsible for examining and recording apprenticeship contracts
 - provide counselling to apprenticeships and training enterprises
- Provincial Governors
 - apprenticeship authorities of the second instance
 - decision on appeals in apprenticeship training matters
 - appointment of members of Regional Advisory Boards on Apprenticeship
- Regional Advisory Boards on Apprenticeship
 - provide consultancy services in all issues related to apprenticeship training
- Regional Education Boards
 - implementing the federal framework curricula for part-time vocational schools for each apprenticeship
 - supervising schools in educational and technical matters

ibw

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