



Apprenticeship system in Austria: Strengths, Weaknesses and Lessons Learned

International Conference on Apprenticeship and Work-based Learning

Vilnius, 20 May 2016

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Governance of Dual VET System

Federal Ministry of Science, Research and Economy

- Apprenticeship training in companies
- Vocational Training Act (Berufsausbildungsgesetz)
- Occupational profiles



Federal Ministry of Education and Women's Affairs

- Vocational Schools
- Federal School Organisation Act
- Framework curricula for (part-time) vocational schools



Federal Advisory Board on Apprenticeship (belongs to BMWFW)

- Representatives of social partners; vocational school-teachers as advisory members
- Submits expert opinions to the Ministry of Economy (e.g. on the restructuring of apprenticeships)



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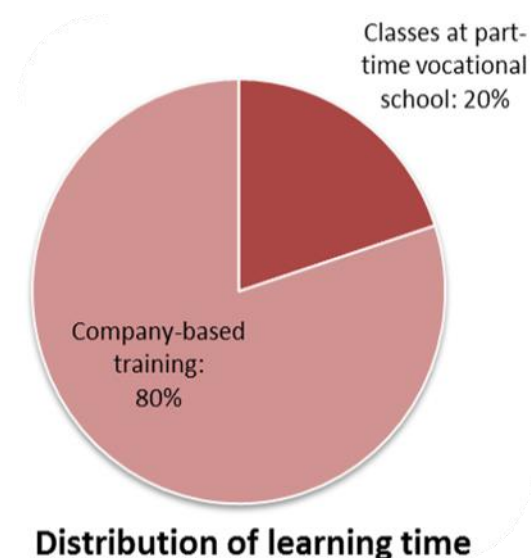
Training taking place in ...

- **Enterprises**

- 80% of the training period
- apprenticeship contract between enterprise and apprentice
- learning in practice for practice, learning through productive work using state-of-the-art technologies
- training regulation with training profile
(= curriculum for the enterprise-based training)
and competence profile = profile of learning outcomes)

- **Part-time vocational schools**

- 20% of the period
- theoretical subject-related training, general education, supplementary practical training
- curriculum



Facts and Figures

- 200 professions
- 130.000 apprentices
- = 40 percent of the peer group
- 35.000 apprenticeship training companies
- Austria best EU-Nation at World Skills Competition 2013 in Leipzig

Apprenticeship Training - Strengths

- keeping up a **tradition (culture) of youth employment** (low level of youth unemployment)
- **no entry requirements** except the age and also a socially recognized way for young people who do not want to attend full time school at upper secondary level
- Offering a **work integrated learning process** with a diploma not only recognized in the training company
- **occupational profiles** with high acceptance on the labor market
- **smooth transition** from VET to employment
- For the young people: **income** (apprenticeship remuneration increasing up to 80% of the salary of a skilled workers at the end of training)
- For companies: Skilled workers **tailored** for their own needs

Apprenticeship Training - Weaknesses

- very diverse sector and **intransparency** because of decentral developments (incl. quality assurance)
- strong **gender segregation** by occupation
- **weak educational competencies** of company trainers and examiners
- **ongoing discussions** on mutual crediting of learning outcomes between apprenticeship-training and full-time vocational schools
- **Number** of training places is strongly dependent on **economic prosperity and regional gaps**
- (High) **failure rates and drop outs**

Challenges and Barriers for Enterprises

- **Shortage of skilled workers:** In the next decades, the number of people of an employable age will drop. Europe-wide, a third of all enterprises consider themselves negatively affected by the consequences of a lack of skilled staff and consider it a danger for their own economic development.
- **Innovation and competitiveness:** Jobs of the future will require medium to high levels of qualification, and the demand for less skilled workers will continue to fall
- **Skills mismatch:** Europe-wide nearly two thirds of companies believe that newly hired employees are not adequately prepared for professional life.
- **Youth unemployment:** In Europe, more than one fifth of all 15 to 24-year-olds is affected by unemployment.
- **The training challenge:** According to estimates, in the UK the number of young people in training and education will drop by 10% from 2005 to 2030.

Motivation of enterprises for in-company training



The Project StartAPP

Erasmus+ Project (Cooperation for innovation and the exchange of good practices)

Partners: k.o.s. GmbH (Germany), oeibf (Austria), IED (Greece), PZPB (Poland), associated partner ABB (Germany)

Aims and objectices

- To support SMEs in the development and implementation of recruitment procedures for in-company training (apprenticeship) through:
- Raising awareness about the importance of trainee recruitment
- Providing information and data
- Disseminating European good-practice recruitment instruments
- Developing an accompanying quality concept for the recruitment of trainees in SMEs
- Developing guidelines for action.

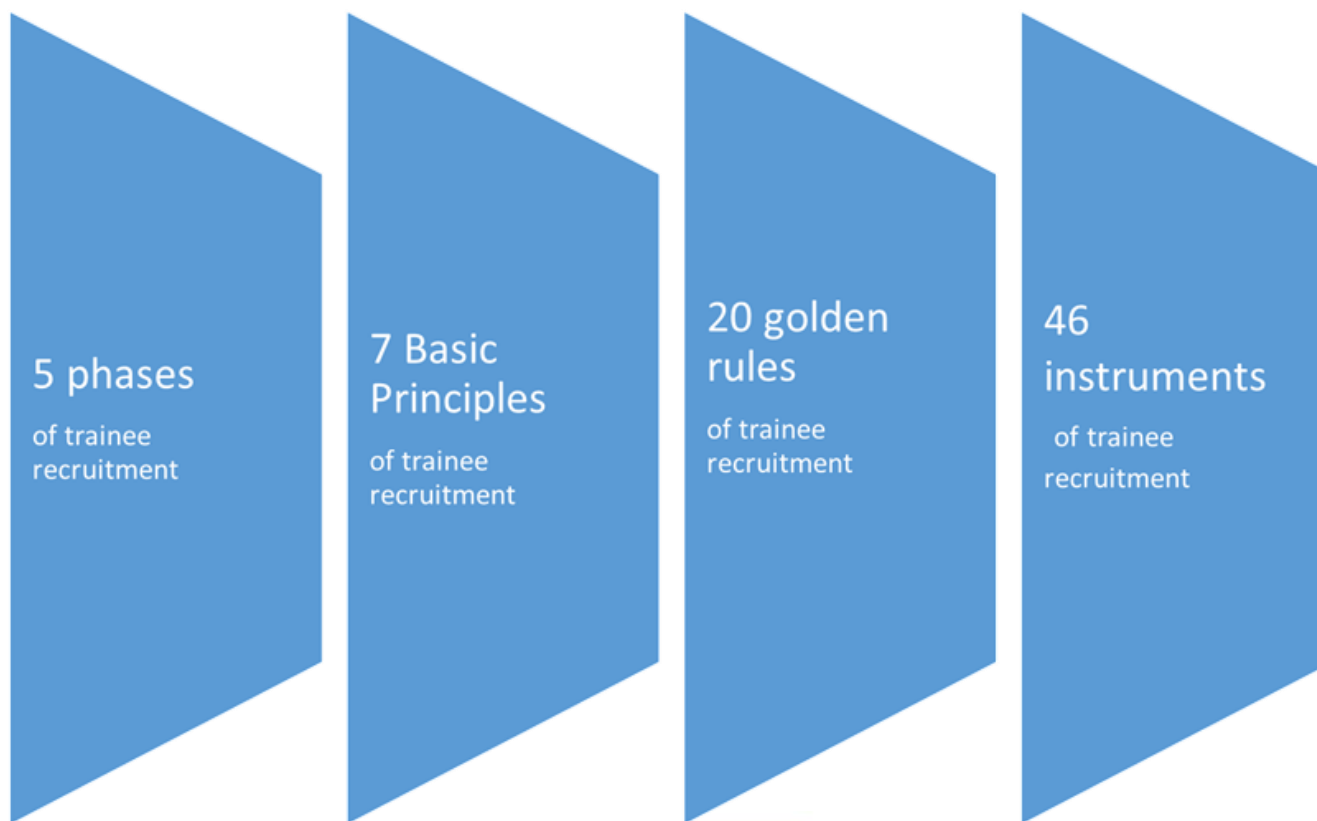
The Model of StartApp



Five stages of recruitment

- Planning: developing strategies, defining goals and action steps
- Acquisition: Promoting free apprenticeship and raising interest of potential applicants
- Selection: identifying of suitable candidates from the applicants' pool
- Contract: between selection and start of in-company training, signing of the contract and apprentice retention measures
- Integration: Between training start and end of the trial period, Means for the permanent retention and integration into the company, checking the selection decision

Components of the model

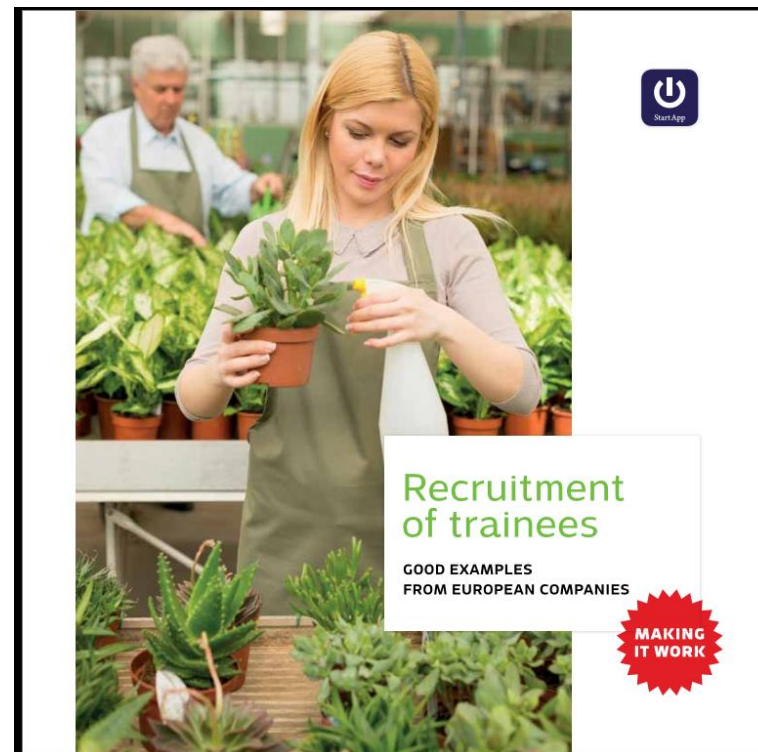


Output of the Project



Activation Manual

26.05.2016



Good practice brochure



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Output of the Project



Recruitment Handbook for SMEs offering guidelines and checklists for the five stages of recruitment including an description of 46 instruments and tools for planning, evaluating and assuring sustainable quality of the recruitment process

THANK YOU FOR YOUR ATTENTION!

Please visit our project homepage: <http://startapp-project.eu>

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