A (very) brief introduction to the Swiss VET system

State Secretariat for Education, Research and Innovation SERI

Jérôme Hugi, Project Manager

ILO Masterclass Series, The SKILLS Bridge

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Key features of Swiss VET system

- PPP
- Permeability
- Dual model
- Adaptability
Swiss VET: Facts & figures

Upper secondary enrolment in %

- Initial VET: 65%
- General education: 35%

Chosen initial VET model in %

- Dual-track: 90%
- School-based: 10%

About 30% of all potential host companies offer dual track training for apprentices.
Dual VET engagement of companies: An ecosystem of enabling/supporting features

- Economic
- Organisational-administrative
- Socio-cultural
- Pedagogical
Enabling and supporting features: Economic

- Comparatively low wages for apprentices
- High productivity of apprentices for companies (real work)
- \( \rightarrow \) Favourable cost-benefit-ratio

- Demand-driven supply of qualified professionals
- Private sector influence on:
  - Qualifications standards / curricula
  - Adaptation of teaching/training to local economic context (national framework curricula, local training plans, part-time VET teachers, WBL)
- \( \rightarrow \) High labor-market relevance

- Cooperative VET system – critical mass of host companies
- \( \rightarrow \) Mitigation of «freerider» / «poaching» problem

- But: no general training levy / direct financial/fiscal incentives

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Enabling and supporting features: Organisational-administrative

- Relatively **few formal requirements** for authorization to train apprentices

- Apprenticeship marketing & **administrative support** from local authorities («VET coaches»)

- **Standardisation** of apprenticeship contracts

- **Large degree of flexibility** in organisation of WBL («variations of dual VET»: training networks, dedicated workshops etc.)
Enabling and supporting features:

Pedagogical & socio-cultural

• **Individual support** for learners / Case management

• **Training for VET professionals** (teachers / trainers / experts)

• **Close cooperation networks** on local / regional level

• Branch courses to **supplement company-based WBL**

• Attractiveness of VET → strong learners also choose VET

• **High level of sectoral organisation** – social-cultural value of apprenticeship training – reputation / influence factor
Swiss SMEs as the backbone of dual VET

Swiss companies by size (2020)

- 89.67% <10 employees
- 15.55% <50 employees
- 1.55% < 250 employees
- 0.28% More than 250 employees

99.72% of SMEs in the Swiss Economy

About 30% of all companies offer dual track training for apprentices

Over 85% of training companies are SMEs

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Would you like to know more?

www.sbfi.admin.ch

VET in Switzerland: Facts and Figures (2021)

jerome.huegli@sbfi.admin.ch