

Apprenticeship training in Austria and the role of Social Partners

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Issues to be addressed



Background: Austrian social partnership

The place of apprenticeship training

- in the overall Austrian education system
- on the labour market



Governance of apprenticeship training

- the role of social partners
- administration and support structures

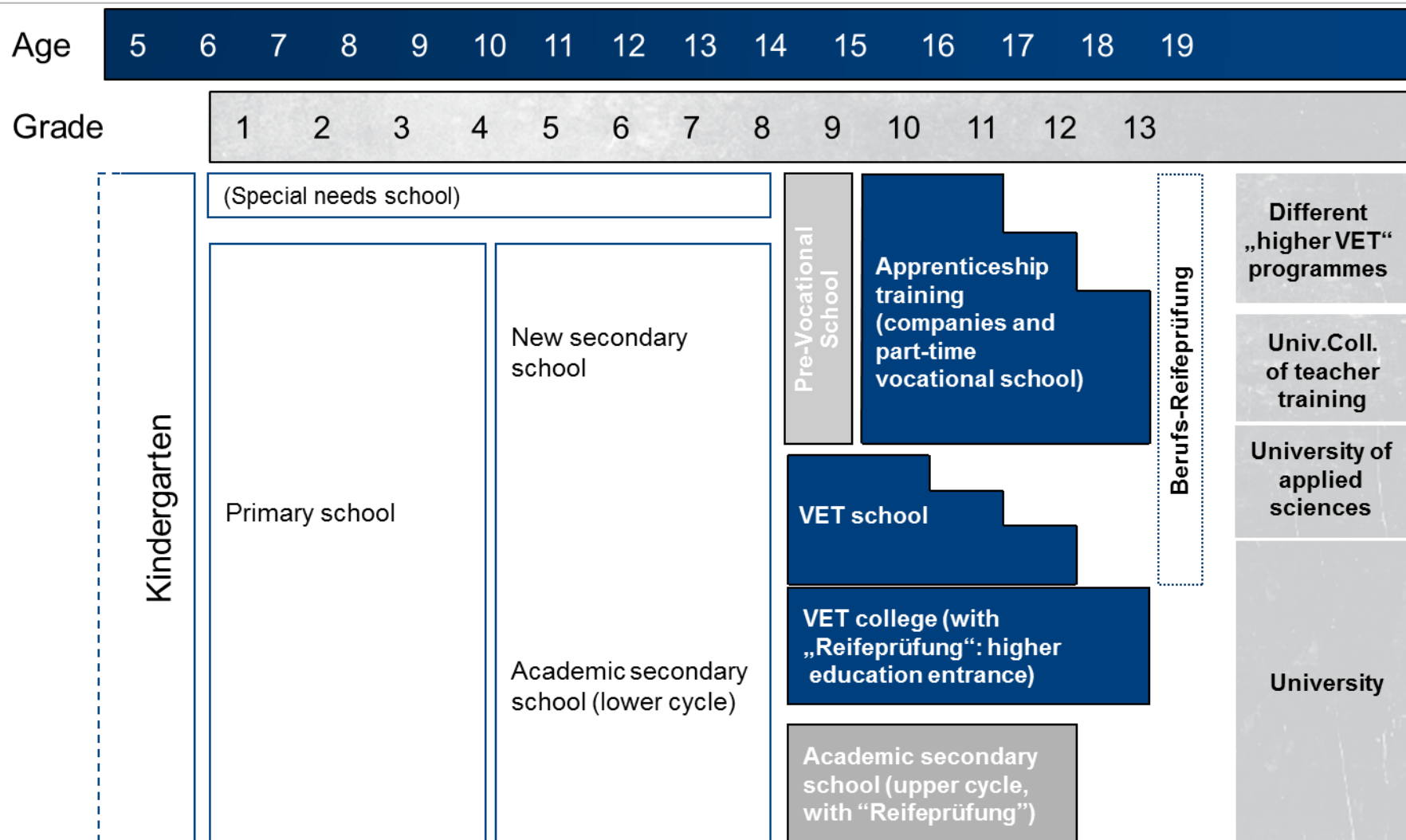


Current challenges and possible directions for reform

Background: Austrian Social Partnership

- Chambers as corporations under public law with mandatory membership:
Economic Chamber (WKÖ);
Federal Chamber of Labour (AK);
Chambers of Agriculture and Forestry
- Associations with voluntary membership:
Federation of Austrian Industry (IV)
Trade Union Confederation (ÖGB)
- Main roles:
 - consultative roles in policy making: legislation and administration
 - collective agreements
 - shared responsibility in tripartite entities such as: social insurance institutions, Public Employment Service
 - service to their members
 - provision of CVET
- **in dual VET (apprenticeship training):**
 - profiles of the different apprenticeships are negotiated between the social partners
 - Administration, support measures and competent authority: Economic Chambers act on delegated authority from the Ministry of Economy

Education and Training in Austria



Overview: Austria's VET system

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

- training enterprise (80% of time) and part-time vocational school (20% of time)
- apprenticeship contract between enterprise and apprentice
- 200+ apprenticeships ("professions") in practically all branches of the economy with a 2-4 years training period depending on the profession
- basis for "Higher VET": "Meister" and other professional qualifications (ISCED 5B) and other VET programmes (ISCED 4) as well as a range of "non-formal" programmes

➔ **Demand driven, "market logic"**

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

- entirely school based but some programmes foresee mandatory internships
- combination of general and vocational education
- different types and duration
- Double qualification in VET-colleges: VET-diploma and university access ("*Reifeprüfung*")

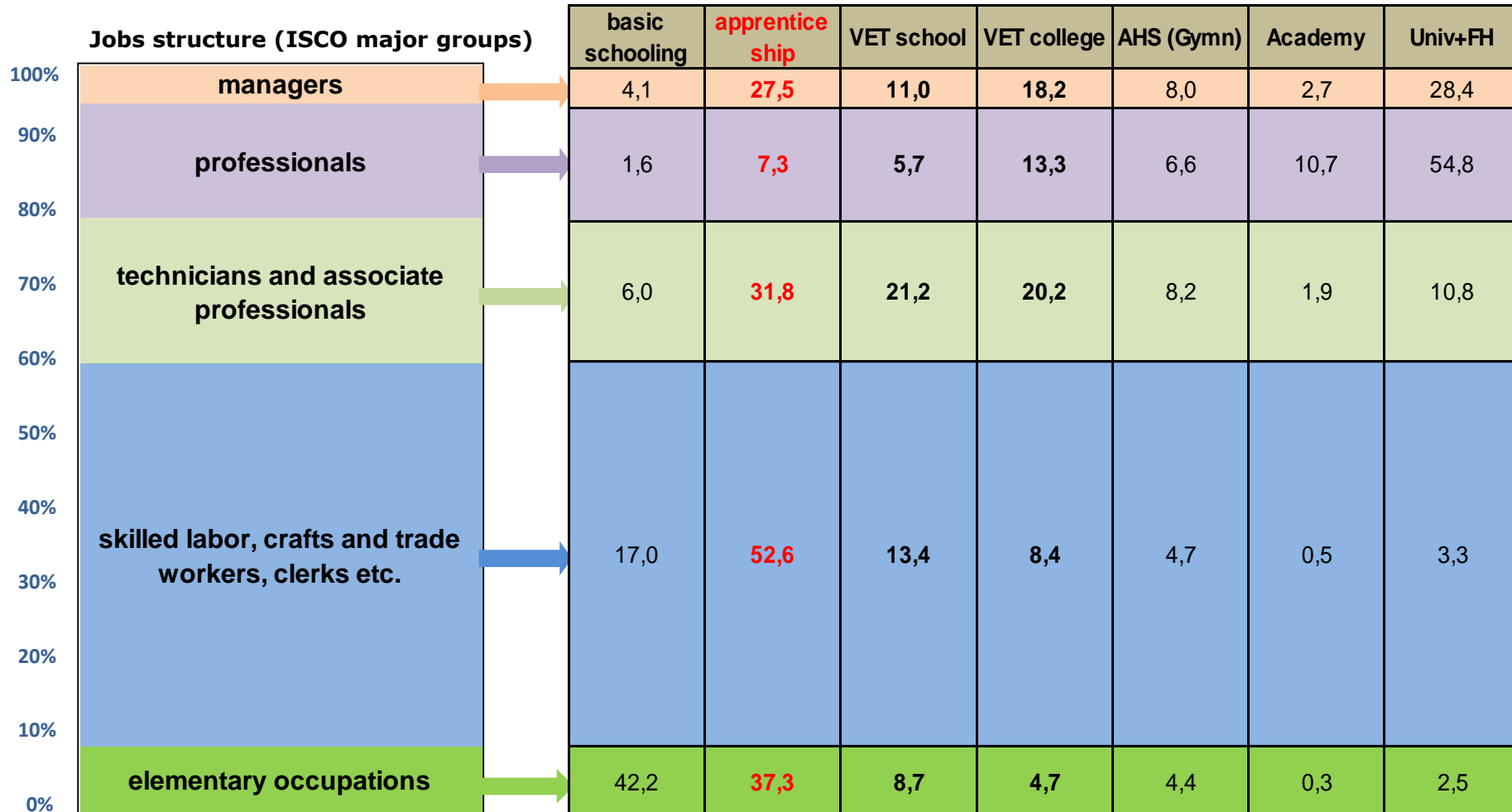
➔ **Supply driven, "access logic"**

"Training guarantee" by AMS (Austrian Public Employment Service)

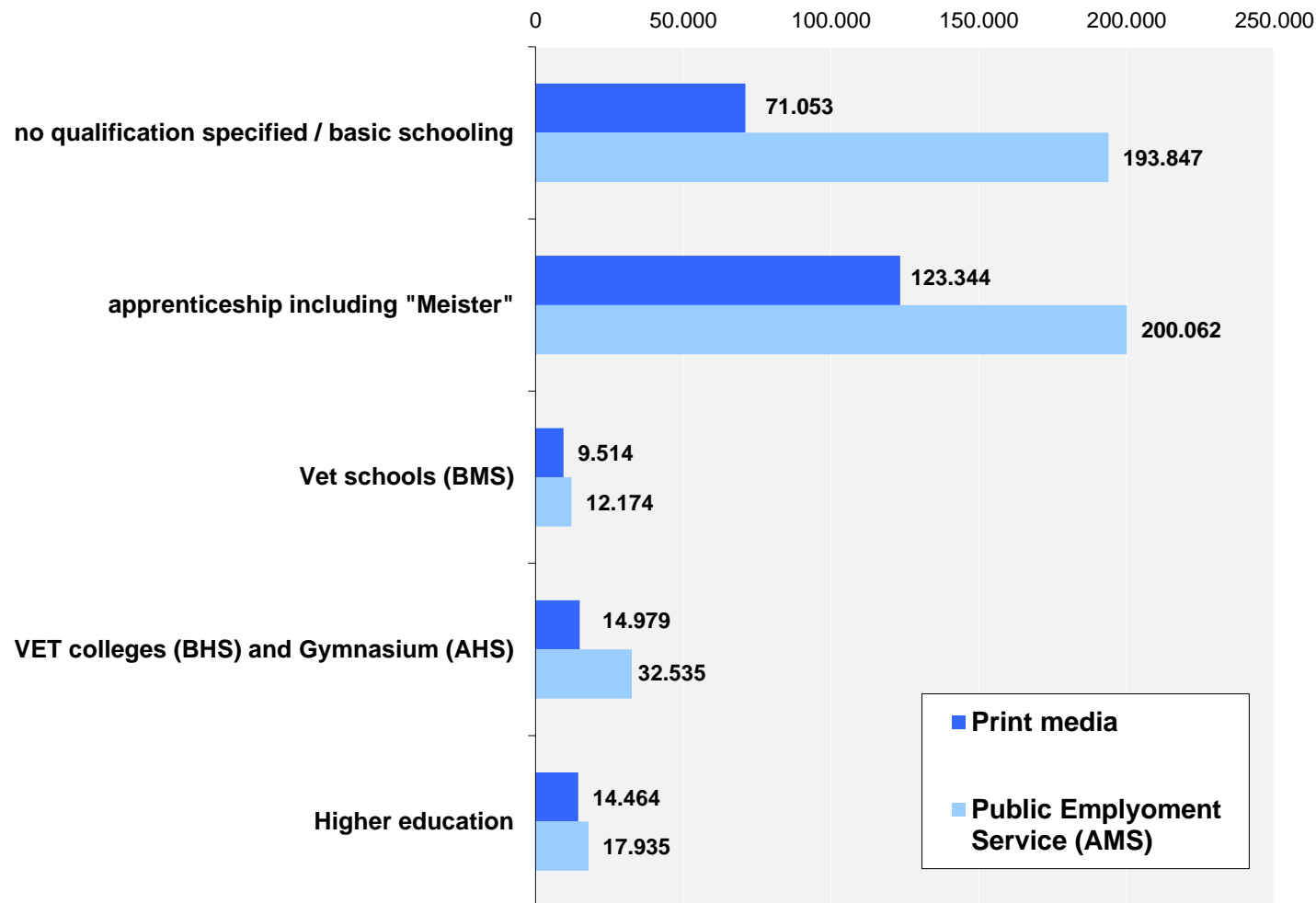
- support in finding an apprenticeship in a company
- workshop based programmes in the conceptual framework of dual apprenticeship training (*Überbetriebliche Berufsausbildung ÜBA*)

Austria's occupation structure (ISCO) and the share of different qualification types within each job category

(Highest qualification obtained in %)



Job advertisements in newspapers and by the Public Employment Service



Source: Lavrencic, Ulrike (2016): Der Stellenmarkt in Österreich 2015, Wien + ibw-calculations

Note: including part-time and atypical forms of employment

Issues to be addressed

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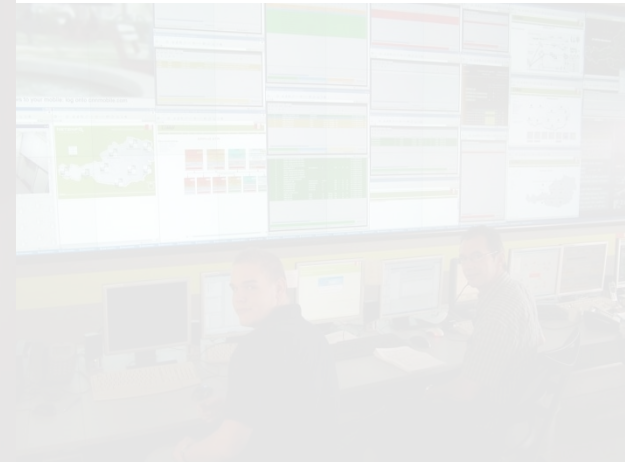
A faded background image of a young man with short brown hair, wearing a white t-shirt, holding a large, curved wooden object, possibly a part of a musical instrument or a craft project.

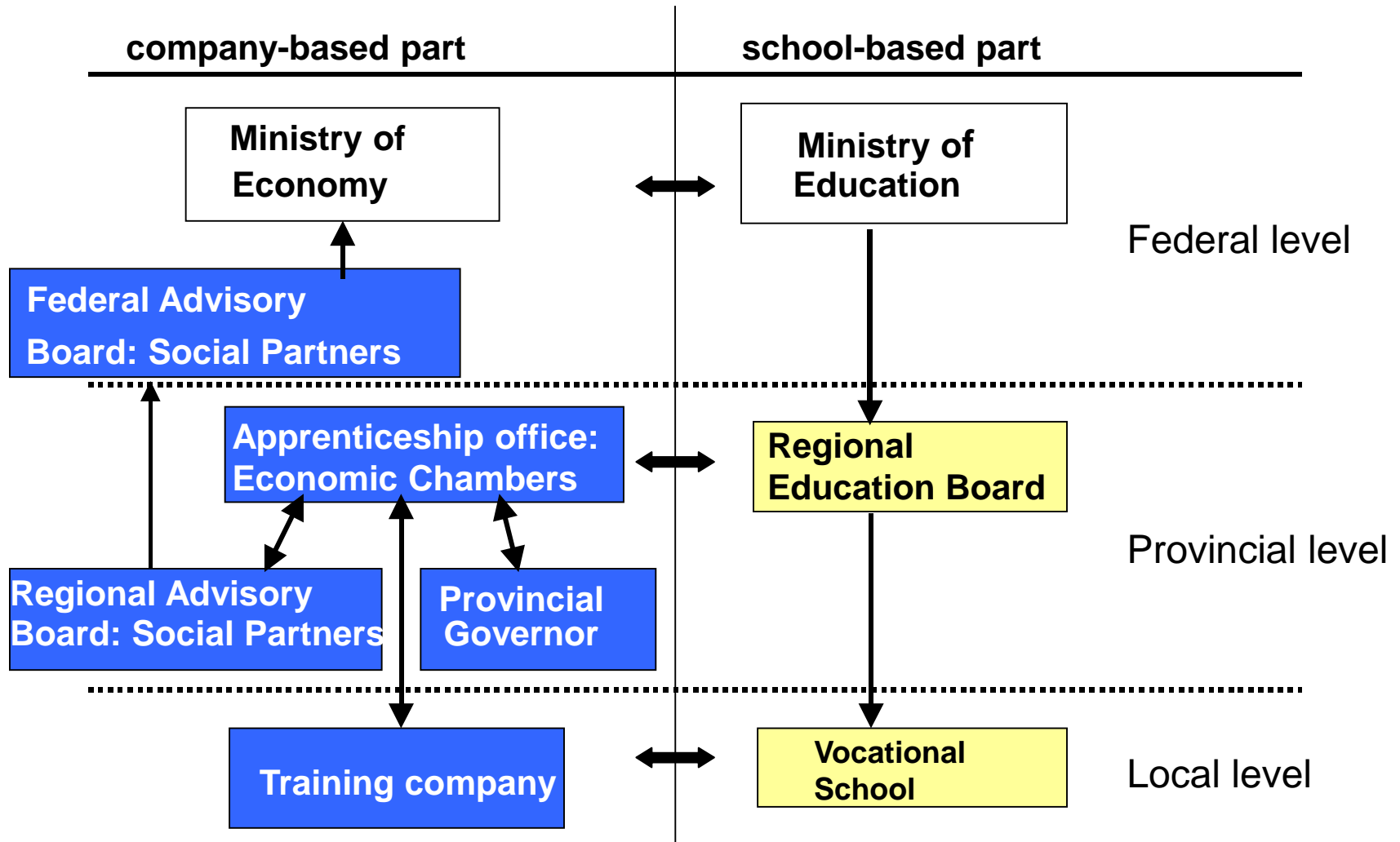
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A faded background image of a young woman with blonde hair, wearing a blue and white striped shirt, smiling and looking towards the camera.

Current challenges and possible directions for reform





Austrian apprenticeship training and its institutions from a company perspective

ibw

Institut für Bildungsforschung der Wirtschaft



Apprenticeship office at local Economic Chamber



Research & Development institute



Research & Development institute



Economic Chamber and PES



CVET Providers of Chambers



Public Employment service



Ministry of Science and Economy



Economic Chamber



International Young Workers Exchange



Research & Development institute

private and public institutes



Bundesministerium für Bildung



Apprenticeship office at local Economic Chamber



Research & Development institute



Ministry of Science+Economy



CVET Provider of Chambers

Vocational School

Before the apprenticeship

Recruitment

Training

Exam / After the apprenticeship

Accreditation as training company

Support tools for recruitment

Training guidelines

Trainer academies and networks

Organisation of exam and awarding of qualification

Trainer qualification

Online vacancy platform

Organisation of training alliances

National competitions, Euro / World Skills

Support/study material for examiners and apprentices

Career guidance: centers and online tools

Financial incentives

Excellency Award „Fit for future“

Clearing platform for exam questions+tasks

Mobility: work placements abroad

Training for examiners

Source: ibw Austria

Financing of apprenticeship training

Training company provides and pays for company based part of training (training infrastructure, trainer salary, apprenticeship remuneration etc.)

Federal and regional governments provide and finance the part-time vocational schools

Financial support to training companies (financed by employers through a fund)

- Basic support amounting to the equivalent of three apprenticeship remunerations in the 1st, two in the 2nd and one in the 3rd and 4th year of apprenticeship
- Specific activity related support: e.g. for training alliance and additional trainings; CVET for trainers, international mobility, etc.

Public and private cost of apprenticeship training

	public cost	company cost
company based apprenticeships	<p>Vocational school: Euro 4,361</p> <p>Subsidies to training company: on average Euro 1,383</p> <p>Total: Euro 5,745</p>	<p>approx. Euro 22.000 (gross cost across all sectors)</p>
apprenticeship type workshops in the framework of the „training guarantee“	<p>Vocational school: Euro 4,361</p> <p>PES: Euro 10,235 provinces: 1,282</p> <p>Total: Euro 15,878</p>	
full time school based VET	<p>Euro 10,113</p>	

Issues to be addressed

A faded background image showing two women sitting at a table in a meeting or office setting. One woman is wearing a red top and the other a black top. They appear to be looking at documents or a laptop.

Background: Austrian social partnership

The place of dual VET

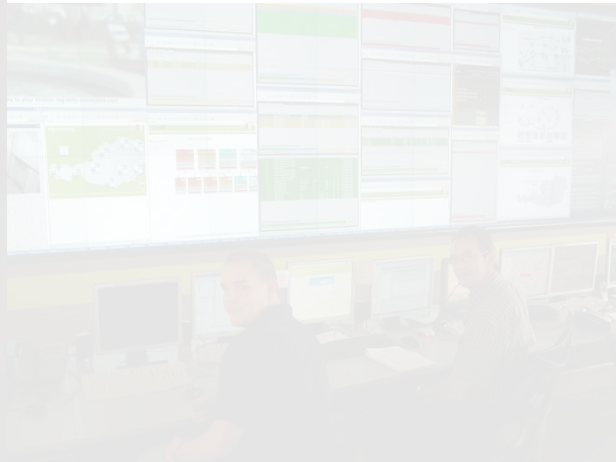
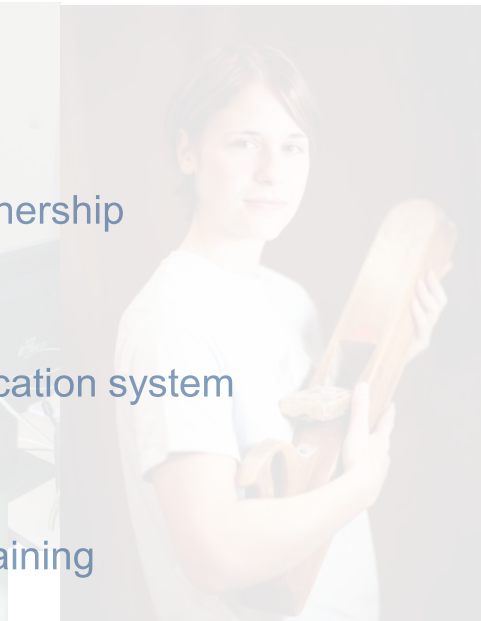
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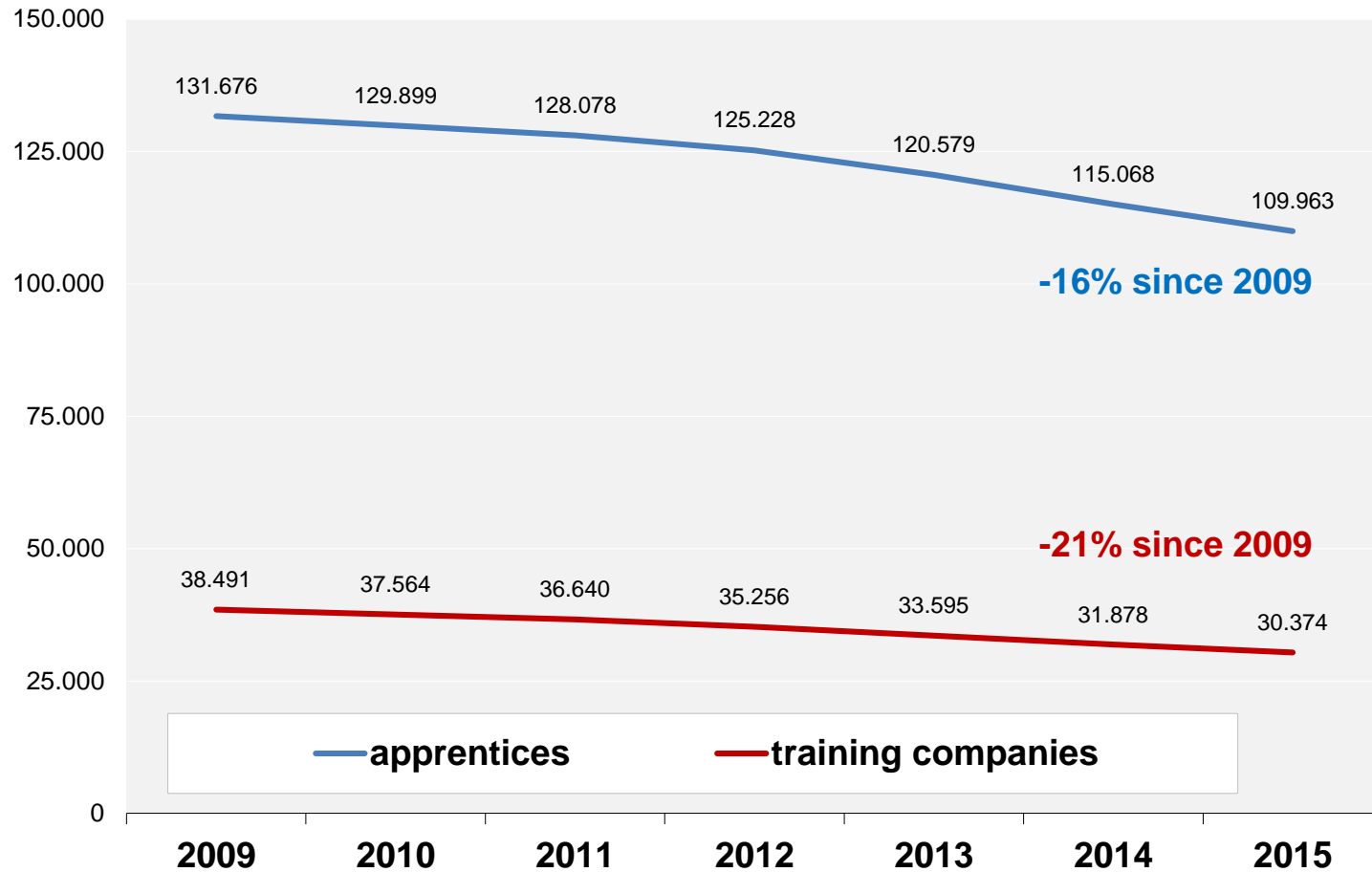
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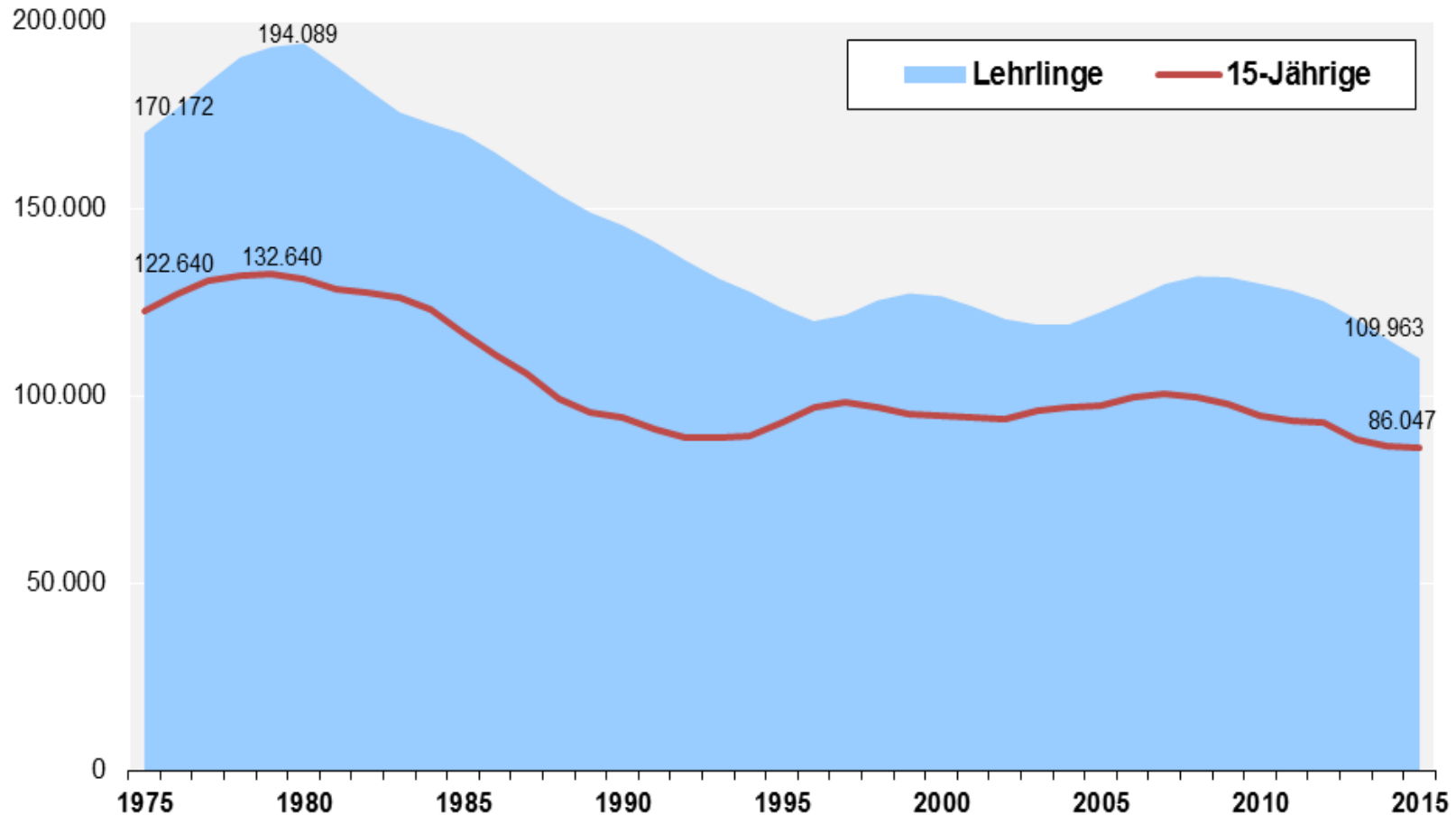


Decreasing number of apprentices and training companies



Main reason: demography

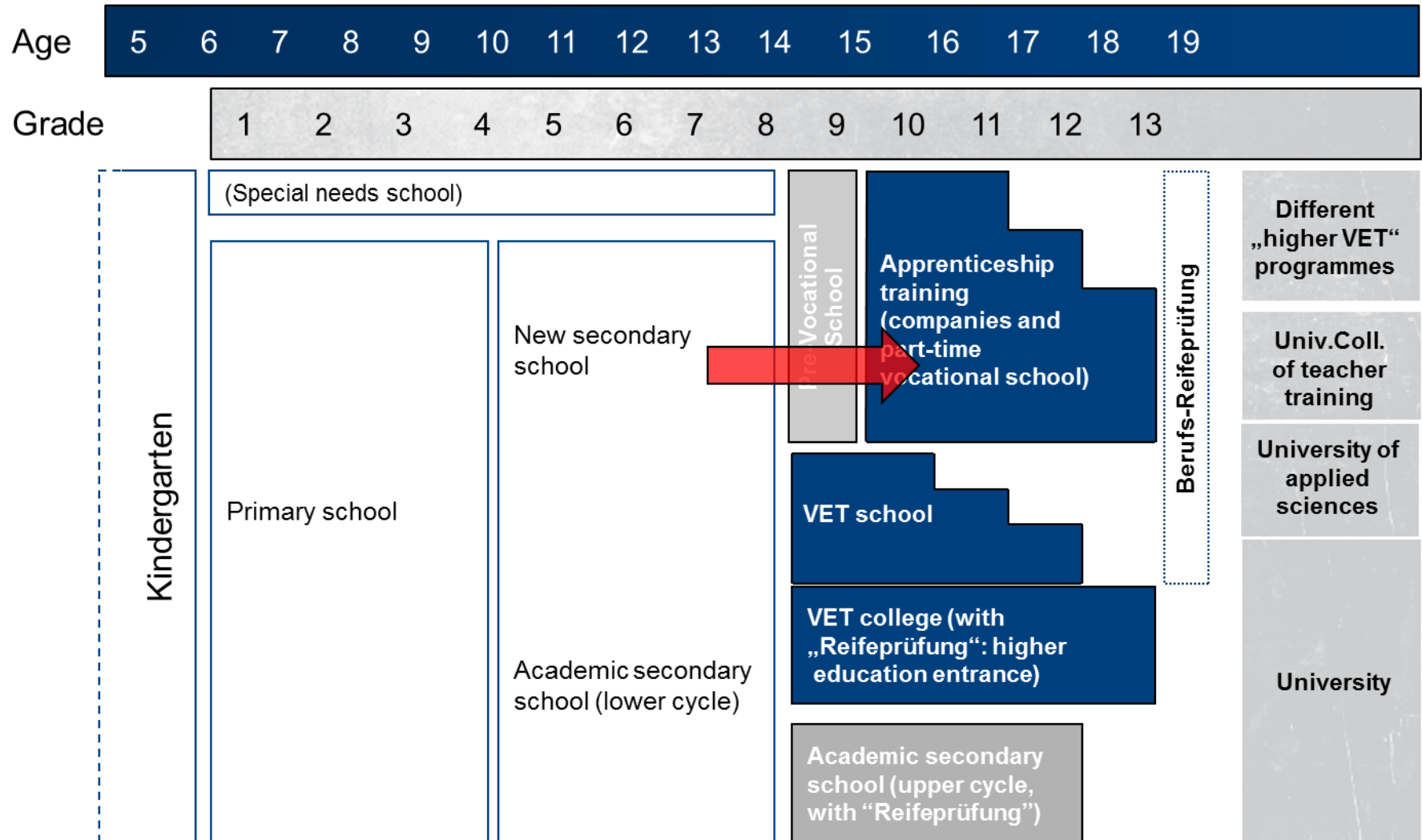
absolute numbers of apprentices and 15-year olds in Austria



Source:: Wirtschaftskammer Österreich: Lehrlingsstatistik (Ende Dezember des jeweiligen Jahres) und Statistik Austria: 15-Jährige im Jahresdurchschnitt

Datenabfrage (15-Jährige): 15.9.2016, letzte Aktualisierung: 14.6.2016.

...but not only: problematic structural integration of dual VET in education system („double transition“)



Conclusions

- Apprenticeship training is an important part of Austria's skills formation
- Company perspective reflected in institutional set-up: important role of the social partners, and notably the regional Economic Chambers in the governance and administration of apprenticeship training
- But: unfavourable structural conditions and dynamics combined with declining demography have led to decreasing numbers of apprentices and training companies
- Danger of skills mismatch: lack of skilled personnel in occupations at medium skill level (=apprenticeship professions)

Directions for reform

- Long term: improvement of basic skills and overall school structure
- Improving the allocation of young people to different VET streams through more guidance and counselling including „talentchecks“
- New target groups for apprenticeships and alternative ways to apprenticeship qualifications on the basis of validation arrangements
- Strengthening and expansion of quality and excellence initiatives
- Focus on VET at tertiary level (“higher VET”): consolidation and further development of programmes building on apprenticeship training including „bridges“ to higher education

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