

Vocational and professional education and training in Switzerland

Facts and figures 2015



Schweizerische Eidgenossenschaft Confédération suisse Confederazione Svizzera Confederaziun svizra

Swiss Confederation

Federal Department of Economic Affairs, Education and Research EAER State Secretariat for Education, Research and Innovation SERI

VETPLUS.CHTHE PATH OF PROFESSIONALS.

An initiative of the Confederation, the cantons and professional organisations



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Overview

The Swiss VPET system enables young people to enter the labour market and ensures that there are enough qualified workers and managers in the future. The VET and PET sectors are closely correlated with the labour market and are an integral part of the education system. The VPET system is divided into two sectors: upper-secondary level vocational education and training (VET) and tertiary-level professional education and training (PET).

The most popular form of upper-secondary level education and training

Two-thirds of all young people coming out of compulsory education in Switzerland enrol in vocational education and training (VET), which provides them with a solid foundation in a given occupation. There are around 230 occupations to choose from. The VET sector forms the basis for lifelong learning and opens up a wealth of job prospects.

Career prospects

Tertiary-level professional education and training (PET) builds from upper-secondary level vocational education and training (VET). It provides professionals with specific competences and prepares them for highly technical and managerial positions. There are around 400 federal PET examinations as well as 57 professional college degree programmes in 8 different professional fields. The Federal Vocational Baccalaureate (FVB) opens the way to Swiss universities of applied sciences (UAS). FVB holders who pass the university aptitude test (UAT) have the option of enrolling in a cantonal university or one of Switzerland's two federal institutes of technology (FIT).

Dual-track approach to learning

Most VET programmes are of the dual-track variety (i.e. part-time classroom instruction at a VET school combined with a part-time apprenticeship at a host company). The less common variety is a school-based VET programme (i.e. full-time classroom instruction, no apprenticeship). School-based VET programmes are generally offered by trade schools or commercial schools. Tertiary-level professional education and train-

ing (PET) also combines classroom instruction with work-based training, thereby ensuring a smooth transition from dual-track VET programmes.

Permeability

The Swiss VPET system is based on clearly defined education and training options as well as on national qualifications procedures. Typically, VET and PET are very flexible: learners may pursue more advanced education and training opportunities, switch from VET/PET pathways to general education/higher education pathways and later change the course of their working lives with relative ease. Continuing education and training (CET) options are also available at all levels.

Labour-market focus

Education and training is centred on the competences that are actually in demand as well as on occupations and professions for which there are existing job vacancies. This direct correlation with the labour market is the main reason why Switzerland has one of the lowest youth unemployment rates in Europe.

Collective governance

The VPET system is collectively governed by the Confederation, the cantons and professional organisations. These three main partners work together to maintain a high level of quality within the VPET system. They also strive to ensure that there is an adequate supply of apprenticeship/traineeship positions and training options. This partnership and the respective areas of responsibility of each partner are set forth in the Federal Vocational and Professional Education and Training Act and its corresponding ordinance.



Quality

The main purpose of having all three partners involved is to ensure high quality within the VPET system. The providers of vocational education and training – i.e. vocational schools, host companies and branch training centres (also collectively referred to as learning locations) – help to improve the quality of VET programmes. The responsibilities of each actor depend on the tasks assigned to each of the three main partners within the VPET system. In areas where responsibilities overlap, the actors work together on the specific situations and matter at hand.

Efficiency

The consistent focus on the labour market allows VET programmes to be efficiently and effectively organised. One indication of this is the fact that the productive output of learners during their apprenticeships exceeds the gross costs of their training.

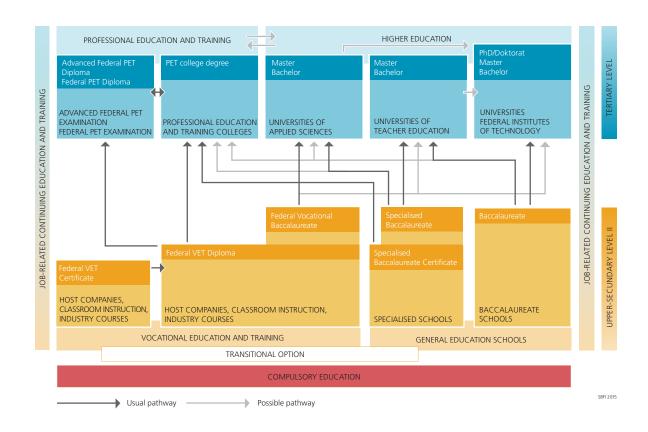
Key VPET figures ¹	
New learners enrolling in VET 2012	76′900
Total number of learners enrolled in VET programmes 2012	230′500
Number of Federal VET Certificates or Federal VET Diplomas issued 2013	65′800
Number of Federal Vocational Baccalaureates issued 2013	13′900
Number of PET qualifications issued 2013	26′600

⁵



SWISS VPET SYSTEM

Vocational education and training (VET) is provided at upper-secondary level. Professional education and training (PET) is provided at tertiary B level. Both VET and PET use clearly defined curricula and national qualification procedures. They are also characterised by a high degree of permeability: a credit system to keep track of prior education and training makes it much easier for learners to pursue further education and training opportunities, switch between VET/PET pathways and general education/higher education pathways and change the course of their working lives. A wealth of job-related continuing education and training (CET) courses can also be found at all levels. The Swiss VPET system offers a broad selection of available training options. Courses cater to different abilities and are geared to the needs of different age groups.





Upper-secondary level: vocational education and training (VET)

VET programmes provide learners with solid professional competences and pave the way for lifelong learning.

3-year or 4-year VET programmes for the Federal VET Diploma

These VET programs provide learners with the competences needed to work in a specific occupation and open access to tertiary-level professional education and training (PET). Learners also have the option of preparing for the Federal Vocational Baccalaureate (FVB) either during their training or after graduation.

2- year VET programmes for the Federal VET Certificate

These VET programmes provide young people with more practical skills to obtain a recognised qualification for a specific occupational profile. Graduates of the two-year VET programme may enrol directly in a three- or four-year VET programme leading to the Federal VET Diploma.

Federal Vocational Baccalaureate (FVB)

Learners enrolled in a 3-year or 4-year VET programme for the Federal VET Diploma have the option of preparing for the Federal Vocational Baccalaureate (FVB). This preparatory course covers general education subjects and those who pass the FVB examination may enrol in a Swiss university of applied sciences (UAS) without having to take an entrance examination. Moreover, holders of the FVB can prepare for the University Aptitude Test (UAT), which opens the way for enrolment in a cantonal university or federal institute of technology.

Transitional options between lower- and uppersecondary level

Transitional options are available to young people completing compulsory education who have been unable to immediately transition to upper-secondary level. They include such things as practical training and pre-apprenticeships and are generally designed to prepare young people for enrolment in VET programmes.

VET qualifications for adults

Adults may acquire VET qualifications by various means. The Federal Vocational and Professional Education and Training Act (VPETA) leaves several avenues open in this regard: these range from regulated, structured procedures for occupational categories to individual recognition procedures.

Tertiary level: professional education and training (PET)

Holders of the Federal VET Diploma or equivalent qualifications may specialise or deepen their expertise at tertiary level by pursuing a PET qualification. Preparation also includes acquisition of managerial skills. The PET sector is designed to meet the needs of the labour market, builds on existing work experience and prepares professionals for highly technical and managerial positions.

Examination for the Federal PET Diploma

This federal examination is intended for professionals who wish to improve their knowledge and skills and specialise in a given field after completing upper-secondary level vocational education and training (VET). Successful candidates are awarded the Federal PET Diploma, which is generally a prerequisite for admittance to the examination for he Advanced Federal PET Diploma.

Examination for the Advanced Federal PET Diploma

This examination is generally for professionals who have acquired a great deal of expertise in their field and/or who intend to hold a managerial position in a company. Successful candidates are awarded the Advanced Federal PET Diploma.

Professional college degree programmes

Professional college degree programmes are intended for professionals holding the Federal VET Diploma or equivalent qualification who wish to improve their knowledge and skills and hold managerial positions. These degree programmes cover a broader and more general range of topics than those addressed in the two federal examinations described above. Successful candidates are awarded a federally recognised professional college degree.

Job-related continuing education and training (CET)

A wide range of job-related CET options (i.e. non-formal courses, seminars, etc.) are available at all training levels as part of lifelong learning.



One mission – Three partners

The provision of VET and PET is a mission shouldered by the Confederation, the cantons and professional organisations. These three partners are jointly committed to the highest possible standard of quality within the Swiss VPET system. They also strive to ensure the availability of an adequate number of apprenticeships and training courses.

Confederation

State Secretariat for Education, Research and Innovation (SERI)

Is the federal government's specialised agency for national and international matters concerning education, research and innovation policy. The SERI is responsible for regulating and co-funding the VET and PET sectors.

Swiss Federal Institute for Vocational Education and Training (EHB IFFP IUFFP)

Mainly provides basic and continuing training to VET and PET professionals and examiners. SFIVET is also involved in research, studies, pilot projects and the provision of services. It has three regional campuses: in Lausanne, Lugano and Zollikofen.

Confederation

Strategic management and development

- Quality assurance and further development of the Swiss VPET system
- Comparability and transparency of courses throughout Switzerland
- Enactment of around 230 VET ordinances
- Recognition of regulations for around 400 federal PET examinations as well as 40 core syllabuses for professional college degree programmes
- Recognition of training programmes for VET and PET professionals as well as for vocational, educational and career guidance counsellors
- Recognition of foreign qualifications
- Payment of one-fourth of public sector expenditure for the VPET system
- Promotion of innovation and support for specific activities in the public interest



Professional organisations

Training content and apprenticeships

- Establishing the training content of VET programmes and profressional college degree programmes
- Establishing national qualification procedures for VET programmes as well as for federal examinations for the Federal PET Diploma and Advanced Federal PET Diploma
- Creation of apprenticeship positions
- Imparting professional competences at PET level
- Developing new training courses
- Organising branch courses
- Managing VPET funds

Professional organisations

Trade associations / industry organisations

Determine training content and national qualification procedures, organise VET and PET courses

Social partners, other relevant organisations and VPET providers

Together with trade associations, they are also involved in the further development of VPET

Companies

Where possible, companies provide apprenticeships and traineeships, thereby paving the way for the next generation of qualified workers. Their involvement in the Swiss VPET system is voluntary.

Cantons

Implementation and supervision

- Implementing the Federal Vocational and Professional Education and Training Act (VPETA)
- Supervising apprenticeships, vocational schools and professional colleges
- Providing vocational, educational and career guidance services
- Providing offers which prepare young people for enrolment in VET programmes
- Issuing permits authorising host companies to take on apprentices and/or trainees
- Apprenticeship marketing
- Providing training to apprenticeship trainers in host companies

Cantons

26 cantonal VET offices

Responsible for implementing VET at cantonal level, VET offices coordinate their activities through the Swiss Conference of VET Offices (SBBK), a specialised conference of the Swiss Conference of Cantonal Ministers of Education (EDK).

Vocational, educational and career guidance servicesProvide information and advice to both young people and adults.

Vocational schools

Vocational schools provide classroom instruction for both dual-track (i.e. combined work and school) and school-based (i.e. full-time classroom instruction, no apprentice-ship) VET programmes. They also prepare learners for the Federal Vocational Baccalaureate Examination.

Swiss Conference of Cantonal Ministers of Education (EDK)

The cantons are generally responsible for education and training in Switzerland. National cooperation through EDK helps to consolidate cantonal authority over education.



Training arrangements

The trademark and strength of the Swiss VPET system is the direct correlation with the labour market. This is reflected in various training arrangements.

Upper-secondary level: Vocational education and training (VET)

Apprenticeship training

With the dual-track approach to learning, learners attend courses at vocational schools on a part-time basis. The remaining time is spent doing an apprenticeship at a host company where they are provided with the practical know-how, knowledge and skills needed for their chosen occupation. Learners also actively take part in the host company's production processes. Host company networks: in some cases, host companies may wish to combine their strengths to offer one or more apprenticeships in a modular format.

Classroom instruction

Vocational schools provide classroom instruction. This consists of instruction in vocational subjects as well as subjects falling under the Language, Communication and Society (LCS) category. Classroom instruction is intended to develop technical, methodological and social skills of learners while imparting the theoretical and general principles needed to perform occupational tasks. Classroom instruction covers one or two days per week. Vocational schools also offer a preparatory course for the Federal Vocational Baccalaureate Examination.

Branch courses

Branch courses are meant to complement classroom instruction at vocational schools and apprenticeship training at host companies by providing learners with essential practical skills. Branch courses often take place at third-party training centres run by the industries involved.

Tertiary level: Professional education and training (PET)

Preparation for federal examinations

Preparation for federal examinations for the Federal PET Diploma and Advanced Federal PET Diploma takes place alongside one's usual working activities. Although there is no requirement to do so, candidates for federal examinations may enrol in part-time preparatory courses, which are offered by public and private providers in the evenings or at weekends.

Professional college degree programmes

Professional college degree programmes may be attended on either a full-time or part-time basis. Students enrolled in the full-time programme will complete a traineeship over the course of their studies. In order to enrol part-time, students must be employed at least 50% of a standard workweek. The aim is to apply what one learns in an actual working environment.

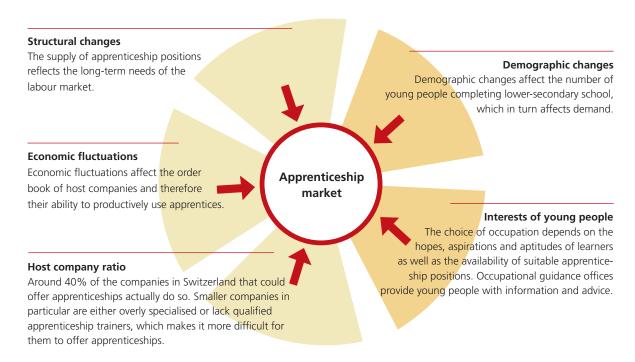
Job-related continuing education and training (CET)

There is a wide range of job-related CET courses. These courses are tailored to suit the requirements of the given occupation or profession. CET courses are mainly organised by the private sector.



Apprenticeship market

There are two sides to the apprenticeship market: the supply side (host companies offering apprenticeship positions) and the demand side (young people looking for apprenticeship positions). The State plays a mediating role: it ensures the best possible general conditions for host companies, encourages the provision of apprenticeship positions and helps young people to choose an occupation.



Apprenticeship marketing - a cantonal task

Cantonal VET offices are familiar with the conditions in their regions. They also establish and maintain contacts with local businesses. Accordingly, they are the best placed to assess the number of available apprenticeships, to take suitable measures at the right time and to offer individual support to young people in their search for an apprenticeship position. If the apprenticeship situation is strained, then the federal government may step in to offer additional financial incentives.

The most important apprenticeship marketing measures

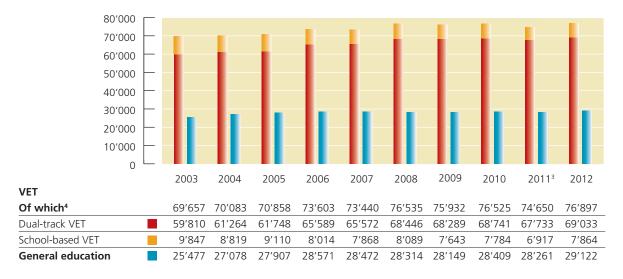
- Information and advice on careers
- Apprenticeship records
- Creation of host company networks
- Provision of state-sponsored transitional options (mainly bridge-year courses)
- VET promotion agents deal directly with companies, encouraging them to create apprenticeship positions
- Placement and individual mentoring of young people who have been unable to find a suitable apprenticeship



Entering the labour market

Around two-thirds of young people coming out of compulsory education enrol in a VET programme. Dual-track VET programmes (i.e. part-time classroom instruction at a vocational school, part-time apprenticeship at a host company) are by far the most common form of vocational education and training in Switzerland. School-based VET programmes at vocational schools are more popular among learners in the French- and Italian-speaking regions of Switzerland than among those in the German-speaking region.

Enrolment in upper-secondary level²



Young people enrolling in upper-secondary level immediately after lower-secondary⁵



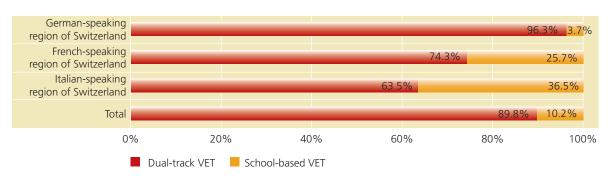


Broad range of transitional options

Upon completion of compulsory education, the vast majority of young people enrol directly in upper-secondary level, entering either the VET sector (vocational school) or the general education sector (i.e. baccalaureate school or specialised school). Transitional options such as a 10th school year, pre-apprenticeship, or pre-

paratory courses are available to young people who have been unable to enter upper-secondary level directly. Young people sometimes take advantage of the transitional period between lower-secondary and upper-secondary to do an exchange semester or learn a foreign language abroad.

VET by linguistic region in 20129



Total number of apprenticeship contracts in relation to formal (i.e. for Federal VET Certificate) and informal two-year apprenticeships¹⁰



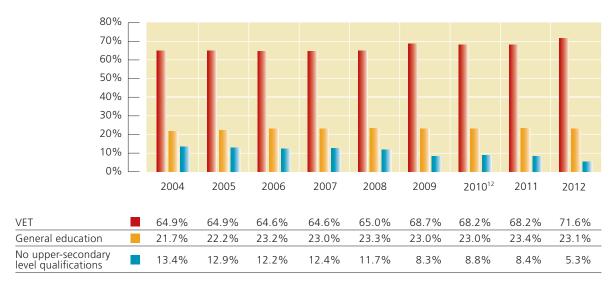
- ² Federal Statistical Office (2014h)
- ³ Excl. canton Ticino
- ⁴ Incl. commercial and IT schools, excl. informal two-year apprenticeships
- ⁵ Federal Statistical Office (2014f), (2014h)
- ⁶ Incl. informal two-year apprenticeships
- ⁷ Baccalaureate schools, specialised schools
- 8 Transitional options include 10th school year (i.e.bridge-year courses), pre-apprenticeships and preparatory courses
- ⁹ Federal Statistical Office (2014h). Incl. commercial and IT schools, excl. informal two-year apprenticeships
- ¹⁰ Federal Statistical Office (2014i); Federal VET Certificates have replaced informal two-year apprenticeships since 2004



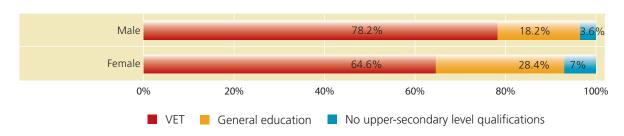
Graduation rate over 90 percent

VET qualifications increase one's job prospects on the labour market and form the basis for lifelong learning. In Switzerland, nearly 95% of young people hold upper-secondary level qualifications.

Upper-secondary level qualifications¹¹



Completed upper-secondary level education and training in 2012 – by gender¹³



¹¹ Federal Statistical Office (2014d)

¹² Breach in series

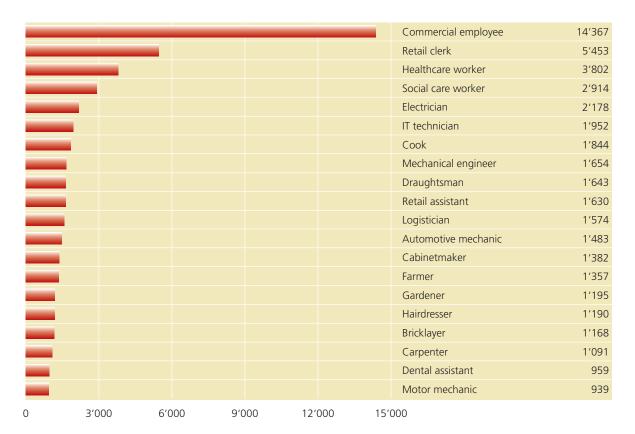
¹³ Federal Statistical Office (2014d)



The 20 most common occupations

In Switzerland, there are VET programmes for around 230 different occupations. The 20 most popular occupations in 2013 account for over 60% of all newly signed apprenticeship contracts.

New enrolments in 2013¹⁴



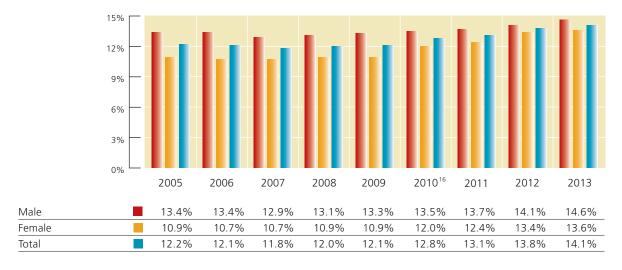
¹⁴ Federal Statistical Office (2014i)



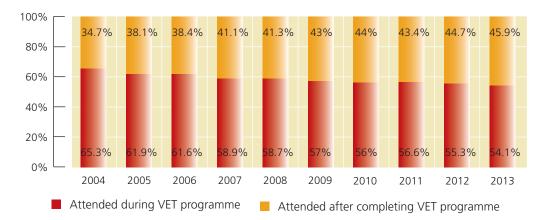
Federal vocational baccalaureate

Issued as a complement to the Federal VET Diploma, the Federal Vocational Baccalaureate (FVB) entitles the holder to enrol in a Swiss university of applied sciences (UAS) without having to take an entrance examination. If an FVB holder also takes the University Aptitude Test (UAT), then enrolment in a cantonal university or one of Switzerland's two federal institutes of technology (FIT) is also possible

Percentage of VET graduates who also obtained an FVB¹⁵



Attendance of FVB preparatory courses¹⁷



¹⁵ Federal Statistical Office (2014e)

¹⁶ Breach in series

¹⁷ Federal Statistical Office (2014j)



Professional education and training (PET)

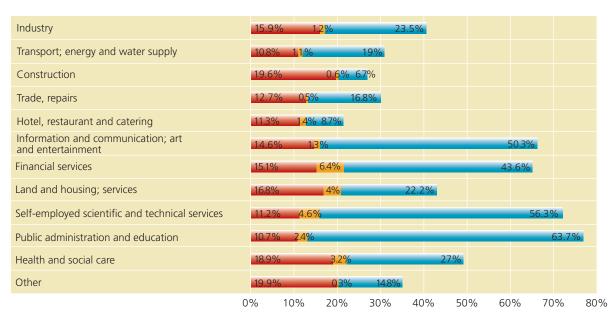
Swiss tertiary-level is comprised of professional education and training (PET), universities of applied sciences (UAS) and cantonal universities/federal institutes of technology (FIT). The PET sector places great emphasis on the actual skills used in a given profession and hence PET is closely correlated with the needs of the labour market. PET imparts the competences required to handle challenging technical or managerial tasks and ensures that employers can find suitably qualified workers.

PET qualifications¹⁸

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Professional college degree	4′003	4′020	3′971	4′081	4′132	7′234	7′337	7′009	6′780	7′627
Examination for Advanced Federal PET Diploma	3′188	2′556	2′919	2′563	2′812	2′656	3′160	2′950	2′815	2′786
Examination for Federal PET Diploma	11′376	12′251	13′180	11′723	12′474	12′196	13′144	13′160	13′582	14′042
Other PET qualifications	10′590	10′453	9′385	8′844	8′168	5′421	4′621	3′583	2′343	2′118
Total	29′157	29'280	29'455	27′211	27′586	27′507	28'262	26′702	25′520	26′573

Tertiary-level qualifications by economic branch in 2013¹⁹

Tertiary-level A & B



■ Tertiary-level A

■ Tertiary-level B

¹⁸ Federal Statistical Office (2014a)

¹⁹ Federal Statistical Office (2014c)



Swiss VPET Funding

The VET sector is funded by the Confederation, the cantons and professional organisations, each to their own degree. Most of the costs of PET and job-related CET programmes are borne by companies and private individuals.

Public funding

Public expenditure for Switzerland's VPET system stood at around CHF 3.4 billion in 2013. The cantons are responsible for implementing VPET. As such, they cover at least three-fourths of associated costs. The Confederation's share of public funding of the VPET system corresponds to one-fourth of the total costs. A total of 10% of federal funding will be used to promote VPET development projects as well as specific activities that serve the public interest.

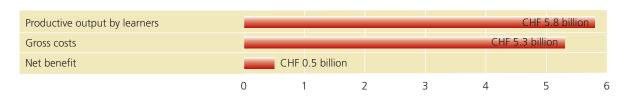
Professional organisations

Professional organisations provide both services and funding for the Swiss VPET system: they do the ground-work, run their own training centres and promote specific occupations (VET sector) and professions (PET sector). Generally speaking, host companies stand to benefit from taking part in VET programmes. According to a cost/benefit study conducted in 2009, gross costs of involvement in VET amounted to CHF 5.3 billion. This figure was outweighed by the productive output generated by learners, which amounted to CHF 5.8 billion.

VPET funds

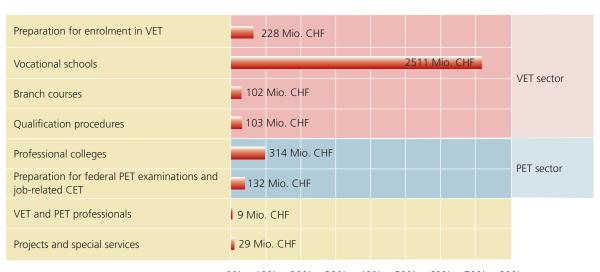
All companies within a given economic branch are required to contribute to a corresponding VPET fund, which is used to cover the cost of VET and PET activities (e.g. development of training programmes, organising courses and qualification procedures, promotion of specific occupations). The Confederation may declare some VPET funds to be of general interest and therefore mandatory for all companies within a given economic branch.

Cost/benefit ratio for Swiss companies involved in VET programmes, survey year 2009²⁰



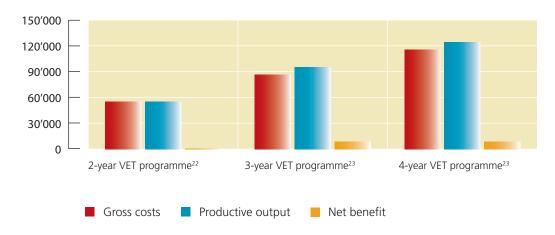


Public expenditure for VPET system in 2013²¹



0% 10% 20% 30% 40% 50% 60% 70% 80% Share of total public expenditure for VPET system

Cost/benefit ratio by apprenticeship duration, in CHF



19

²¹ State Secretariat for Education, Research and Innovation (2014)

²² Fuhrer and Schweri (2010)

²³ Strupler and Wolter (2012)



VPET at international level

The internationalisation of education and labour poses challenges for the Swiss system of vocational and professional education and training (VPET). Switzerland has therefore taken active steps at multiple levels to address this phenomenon. With the aim of further consolidating the position of Swiss dual-track VET programmes, the State Secretariat for Education, Research and Innovation (SERI) devised a strategy in 2014 for international cooperation in vocational and professional education and training (IC-VPET) and has adopted corresponding measures.

International cooperation in vocational and professional education and training (IC-VPET)

The main thrust of the strategy for international cooperation in vocational and professional education and training (IC-VPET) is to support the following: international recognition of VET and PET qualifications, transfer of expertise, maintaining the high quality of the Swiss VPET system within an international context and encouraging the international mobility of those who are active within the VPET system. In addition to these objectives, the strategy also establishes priorities, measures and criteria for IC-VPET.

www.sbfi.admin.ch/ibbz

National Qualifications Framework (NQF VPET)

The Swiss National Qualifications Framework for the VPET System (NQF VPET) makes it easier to compare and appreciate the value of Swiss VET and PET qualifications at the international level. In the future, all VET and PET qualifications will be referenced to a level within the NQF VPET. In addition, each VET qualification will be accompanied by a corresponding certificate supplement and each PET qualification with a corresponding diploma supplement. These documents explain the competences acquired by the qualification holder and will be available in Swiss national languages and English.

ww.ngr-berufsbildung.ch

Transfer of expertise

The Swiss VPET system has generated international interest. Switzerland receives foreign delegations, shares its expertise with interested countries in accordance with the IC-VPET strategy and works closely with countries that also have strong dual-track VET systems.

www.sbfi.admin.ch/bildungszusammenarbeit

EU education programmes

Switzerland indirectly takes part in EU education and youth programmes (Erasmus+). Among other things, this includes funding for mobility and cooperation activities in the area of VET.

www.chstiftung.ch

VET research and OECD studies

The State Secretariat for Education, Research and Innovation (SERI) is actively involved in VET research networks and supports publication of the international Journal "Empirical Research in Vocational Education and Training ERVET". Switzerland also regularly takes part in OECD country studies on VET.

www.sbfi.admin.ch/bbforschung www.sbfi.admin.ch/oecd



Skills competitions

Each year, numerous trade associations send their young professionals to compete in national SwissSkills competitions. At the same time, these competitions serve as a means of selecting participants for EuropeSkills and WorldSkills competitions. In 2014, the first centrally organised SwissSkills competition was held in Bern. In August 2015, the next WorldSkills competition will take place in the Brazilian city of São Paulo.

www.swiss-skills.ch

International VPET Congress

In September 2014, the first International VPET Congress was held in Winterthur (Switzerland). The next congresses are scheduled to take place from 20 to 22 June 2016 and the first half of 2018. The aim of these congresses is to encourage open dialogue and exchange of expertise between national and international actors working in the area of international cooperation in vocational and professional education and training. The event is also a good opportunity to become more familiar with Switzerland's dual-track approach to vocational education and training.

www.vpet-congress.ch

Key figures for VPET at the international level	
NQF VPET: VET and PET qualifications to be referenced within the next three years	730
Number of foreign ministerial delegations received by SERI in relation to the Swiss VPET system	23
Budget for apprenticeship and traineeship exchange programmes (Leonardo) during the transition phase for Erasmus+ in 2015	CHF 4 million
Number of participants at International VPET Congress in Winterthur in 2014	about 500



Useful links

List of occupations and professions

List of all federally recognised occupations (VET) and professions (PET): Legal bases and addresses.

www.sbfi.admin.ch/bvz

SERI documentation

Collection of SERI publications on VET and PET.

www.sbfi.admin.ch/doku-bb

Apprenticeship barometer

Representative survey of the apprenticeship situation from the perspective of young people and host companies. Conducted every April and August since 1997.

www.sbfi.admin.ch/barometer

Training of VET and PET professionals

Information on recognition of training programmes for VET and PET professionals as well as on equivalency of their qualifications

www.sbfi.admin.ch/bbverantwortliche

Leading Houses

Leading Houses are responsible for a SERI programme to support the continuing development of VPET research activities in Switzerland.

www.sbfi.admin.ch/bbforschung



Portal on VPET system

www.berufsbildung.ch

Validation of non-formal and informal learning (VNIL)

www.berufsbildung.ch ⇒ Themen ⇒ Berufsabschluss für Erwachsene ⇒ Validierung von Bildungsleistungen

The path of professionals campaign

www.berufsbildungplus.ch

Portal on vocational, educational and career quidance

www.berufsberatung.ch

Swiss education information platform

www.educa.ch

Document server for education

www.edudoc.ch

Electronic newsletter on VPET system

www.panorama.ch

VPET Lexicon

www.lex.berufsbildung.ch

Host company label

www.vignette.berufsbildung.ch

Cost/benefit survey of Swiss companies involved in VET programmes

www.ffb.unibe.ch

Federal Statistical Office (FSO)

www.education-stat.admin.ch

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Orders

www.berufsbildungplus.ch

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