



Dual VET system in Austria

Overview and lessons learnt.

EDES Enhancing Dual Education System in Small and Medium Size Enterprises.



Erasmus+



Dr. Adriana Díaz

*“we help our clients develop and
market eco-products successfully”*





Our competences

Know how

Life Cycle Assessment
LCA

Product Carbon Footprint
PCF

Communication
From screening LCA to EPD

Labelling & Regulation
Information and support

Services

Integrate environmental
aspects in product
development

Derive improvement
strategies

Trainings

Workshops

Green product concepts
Service *Integrated*

Research projects and
studies for e.g., ministries
and international
organizations (IEA).

Own products

ECODESIGN+
PCF software



ECODESIGN Pilot
Product improvement strategies

Varroa Controller
Hyperthermia treatment



Duplex Wabentasche
Bee colony management

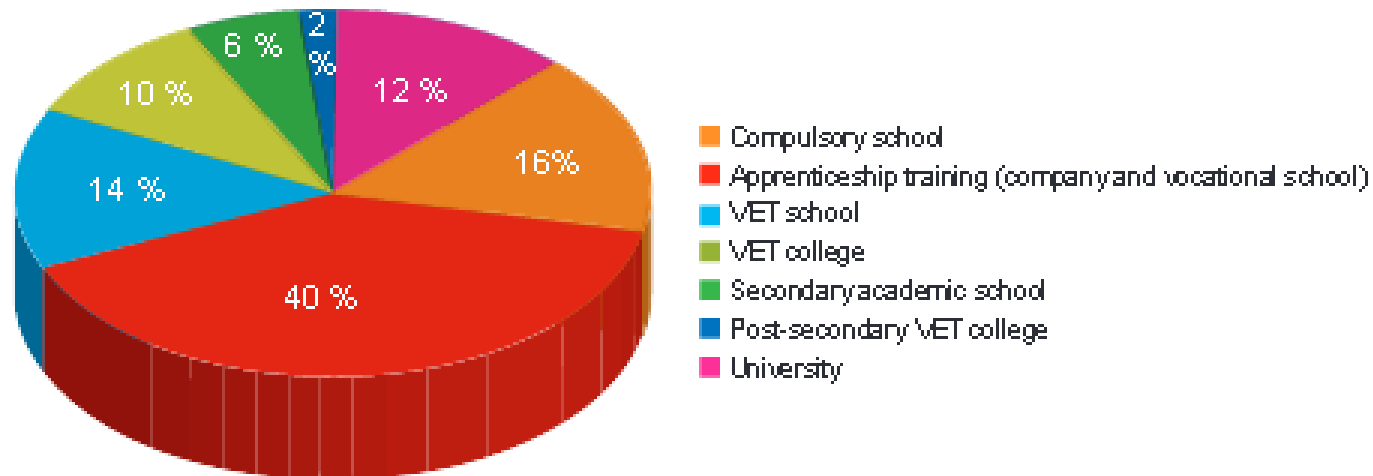
We help our clients develop and market eco-products successfully ₂

Interest of companies to participate in DVET

- ✿ Apprenticeship is a **tradition** in Austria
- ✿ Apprenticeship training is seen by companies **as an investment in the future.**
- ✿ It enables companies to **meet their future need for qualified skilled workers** as best as possible. The apprentices learn the skills and knowledge that the companies really need.
- ✿ Already during their training **apprentices carry out valuable work for their training company.**
- ✿ Approximately **35,000 companies** are open to young people as training sites.
- ✿ Companies show that they **take social responsibility by voluntarily providing apprenticeship training.**

Importance of DVET in Austria

Qualification structure of workforce



40% of the Austrian workfocer has an apprenticeship diploma as their highest educational achievement.

Source: ibw, 2009

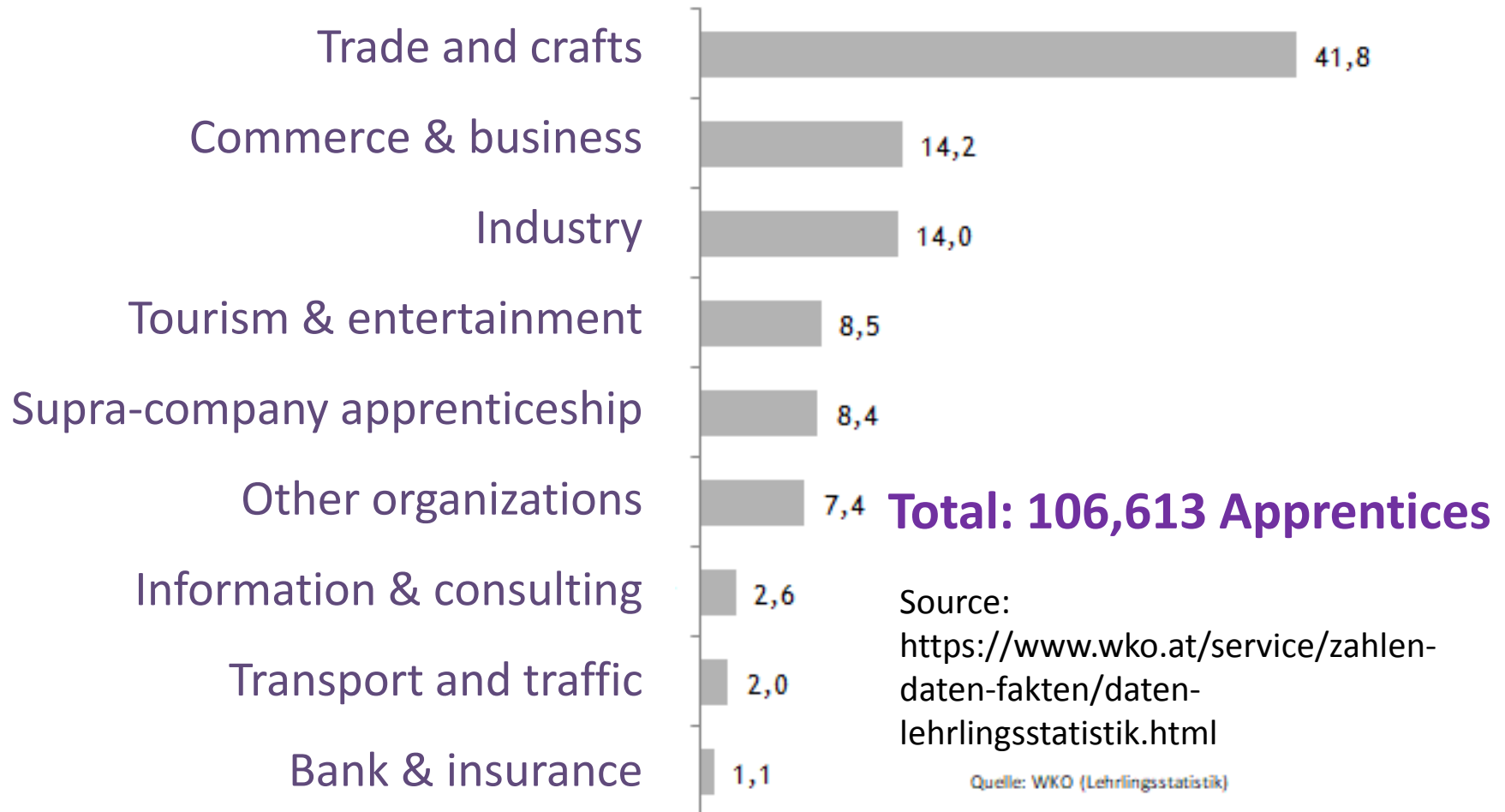
Examples of apprenticeships

- ✿ Electrical engineering specializing in:
 - Automation and process control engineering
 - Electrical and building technology
 - Plant & industrial engineering
 - Power engineering
- ✿ Electronic engineering specializing in:
 - Applied electronics
 - Communications electronics
 - Information and telecommunications technology
 - Microengineering



These apprenticeships mostly last 3 ½ to 4 years.

Apprentices by sector in % (2017)



Implementation of the DVET in Austria

- ✿ Trainees spend around **20% of their apprenticeship in the technical or vocational school**, to acquire the theoretical knowledge for their profession. **80% of the apprenticeship** time is spent at the company.
- ✿ At the end of the training, the young person takes the **Apprenticeship Examination**.



Status of DVET students

- ✿ The apprentices and the company are engaged with a **written apprenticeship contract**.
- ✿ About **215 recognized professions** are available, with their specific rules.
- ✿ Remuneration is set in collective agreements for each apprenticeship.
- ✿ Legal aspects for the protection of the apprentices (e.g., concerning risks, working place, and records of work).

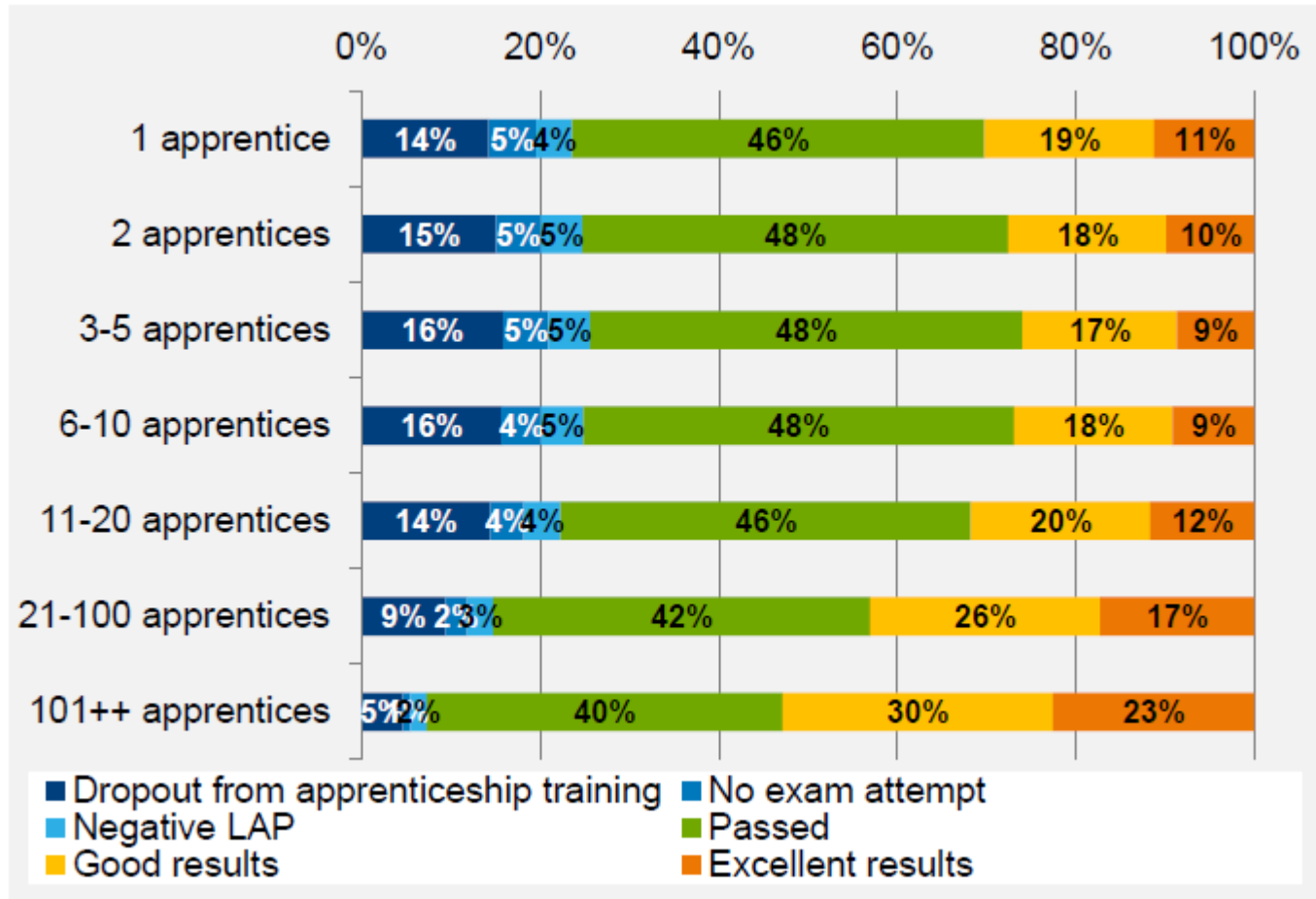


Status of DVET students

The company has to:

- ✿ Register the contract at the apprenticeship office of the Chamber of Economy of the region (within 3 weeks of starting the apprenticeship).
- ✿ Register the apprentice to the health insurance (immediately) and to the vocational school (within 14 days).

Training success 2008 -2014 by number of apprentices at company



Benefits for companies

- ✿ **Securing skilled work force** - the work force has the qualification and skills companies really need.
- ✿ Direct influence on training.
- ✿ Apprentices do contribute with **productive work**.
- ✿ **Reduced taxes on profit** for training companies.
- ✿ Basic and quality oriented **subsidies** are available for companies.
- ✿ Improved **social responsibility image**.

Facts on costs (1)

- ✿ Company-based training costs are **carried by the training company** - Apprenticeship **remuneration is the major part of these costs.**
- ✿ Remuneration is set in **collective agreements*** for each apprenticeship occupation.
- ✿ **Remuneration increases with every apprenticeship year.** In final year it is approx. 80 % of skilled worker's wage.
- ✿ Cost of an apprenticeship over three years is approx. **EUR 50,000 per person.**

Facts on costs (2)

- ✿ **Apprentices are fully insured:** Health insurance contributions are waived (for the employer and apprentice) the first 2 years. Contributions to accident insurance are waived for the whole training period.
- ✿ **The Federal provinces cover the costs for equipping part-time vocational schools** (machinery, equipment , teaching material).
- ✿ **The costs for the teaching staff is equally shared** by the federal government and the respective province.

Main challenges for the DVET

- ✿ Lack of **coordinated vocational guidance**.
- ✿ The apprenticeship is often **perceived** as the destination for **struggling students** - more “gifted” go towards a higher academic route.
- ✿ Integrating young people (19 to 34 years old) to complete an apprenticeship at companies.
- ✿ Modern economy becoming increasingly characterized by a shifting labor market and changing job profiles, technology, and skill requirements - **Need to adapt existing and create new (recognized) apprenticeships.**

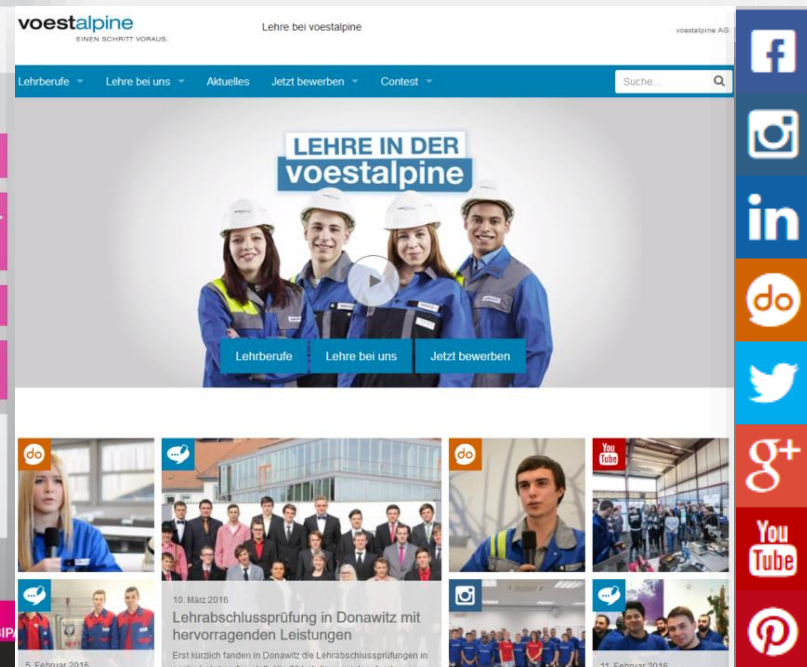
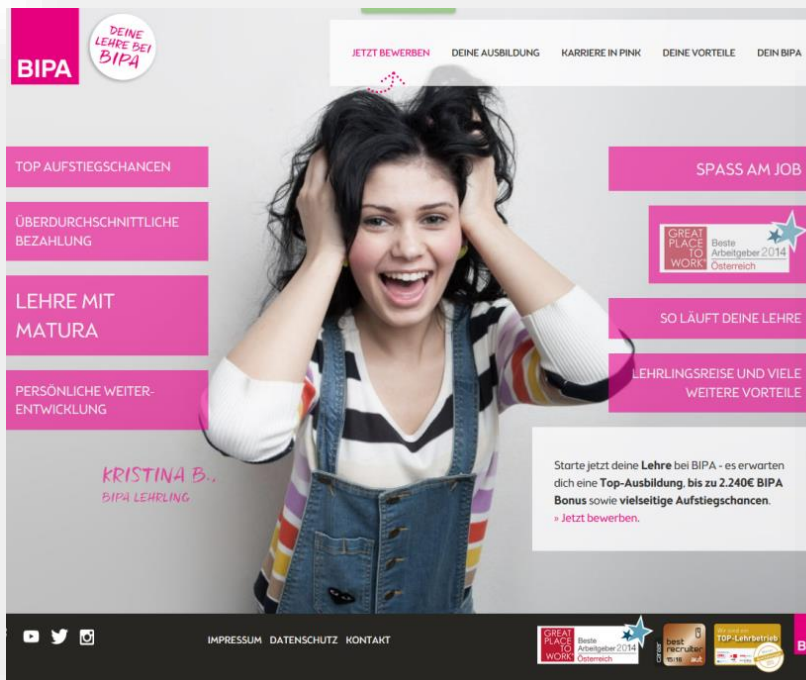
Companies recruiting & visibility

The challenge: **getting motivated and qualified young people** to become apprentices ➡ 3 Steps:

1. **Job and company marketing** - visibility, offer for the apprentices, and knowledge on the professions.
2. **Selection of applicants** - Develop instruments for a systematic and efficient selection.
3. **Make a good first impression to the applicant** – e.g., offering test days for the student to contact with the company. The **apprenticeship is often the first intensive contact of a pupil with a profession and work.**

Companies marketing examples (1)

- ✿ Dedicated events - career fair, career orientation days, open days, special events (e.g. girl's career day or "Daughters days").
- ✿ Targeted marketing and positive media coverage



Company marketing (2)

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Der Einstieg als Lehrling in unser Unternehmen ermöglicht Dir viele Perspektiven. Die schönste dabei: die gelernte Theorie sofort in der Praxis in Aktion zu erleben. Und das Ganze in modernen Berufen und einer Branche, der auch die Zukunft gehört.



Companies cooperating with schools

- * Trial apprenticeship days
- * Field visits of potential pupils to the company
- * School visits by company staff
- * Participation at parent-nights
- * School sponsoring

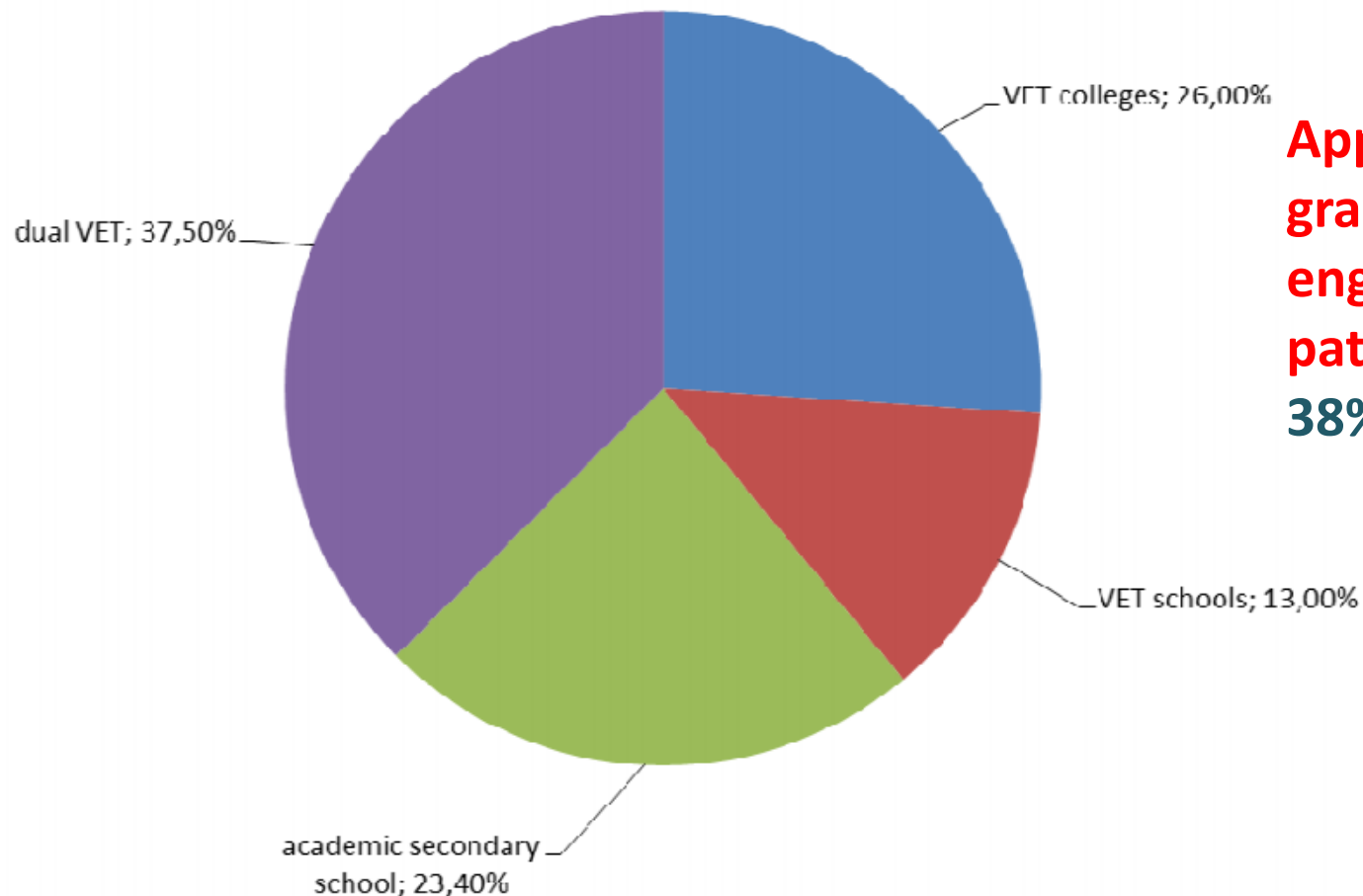
How?

- * *Being proactive and contacting vocational schools*
- * *Use personal contacts to teachers*
- * *Let staff know that you are looking to establish contact with schools – designate liaison staff.*
- * *Contact other organisations that have existing cooperation with schools.*

Lessons learned from Austrian DVET

- ✿ The **Curricula for the professions are available** and regularly updated.
- ✿ The **status of DVET students** in AT is legally defined (contract with provisions for rights and duties of each party).
- ✿ There is strong quality assurance for the **final examination of DVET students** (practical and theoretical exam).
- ✿ **The training of trainers** has clear requirements (subject-specific, vocational, pedagogical, and legal know-how), and it is certified.
- ✿ The **career orientation for pupils** is key - the **company recruiting efforts** are very important, together with the **orientation** in schools (and with other organizations).

DVET to remain highly attractive



Approx. 80% of 10 grade students are engaged in a VET pathway.

38% are in Dual VET.

2012/2013 Country Report Austria - VET in Europe:

<http://www.cedefop.europa.eu/EN/Information-services/vet-in-europe-country-reports.aspx>.

Coming initiatives for DVET (2017-2022)

- ✿ **Updating job profiles** that are influenced by digitalization.
- ✿ Establishment of a **training program for apprentices** that have completed the high school (Matura), considering their age, skills and knowledge.
- ✿ Establishment of an **cross-institutional strategic** base for the transfer of Know-how in the dual system.

Thank you for your attention

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