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Federal Department of Economic Affairs,
Education and Research EAER
State Secretariat for Education, Research and Innovation SERI
Internationale Bildungszusammenarbeit und Berufsqualifikationen

A (very) brief introduction to the Swiss VET system

**State Secretariat for Education, Research and
Innovation SERI**

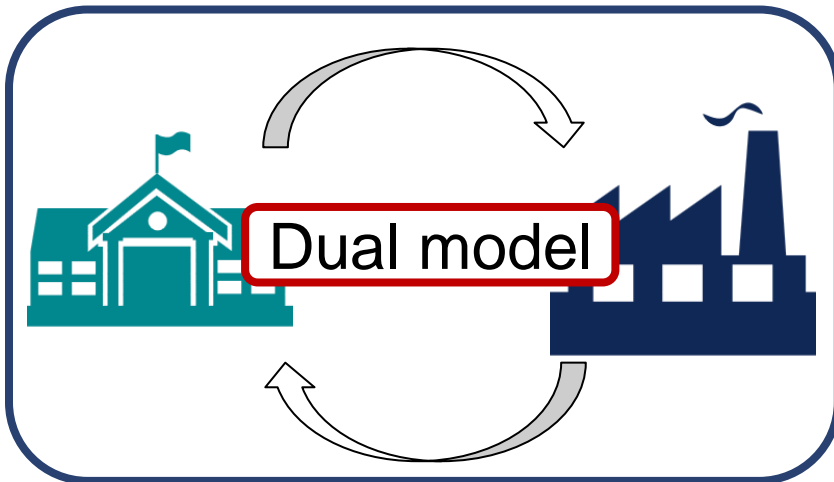
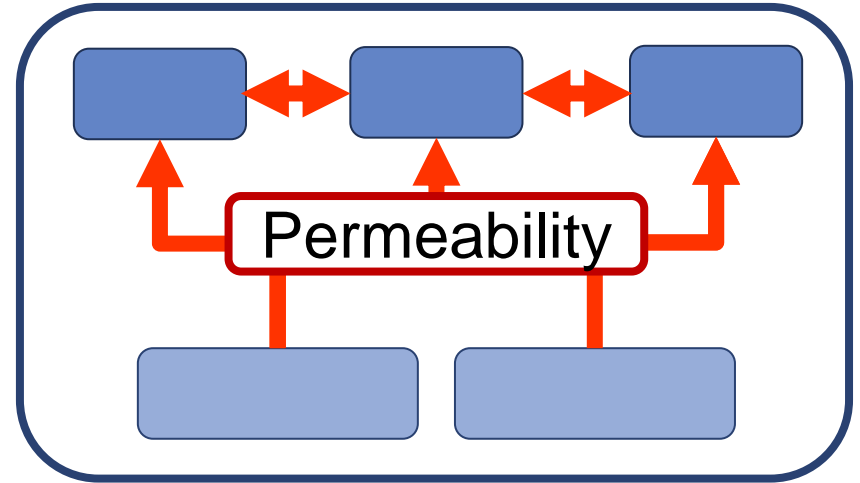
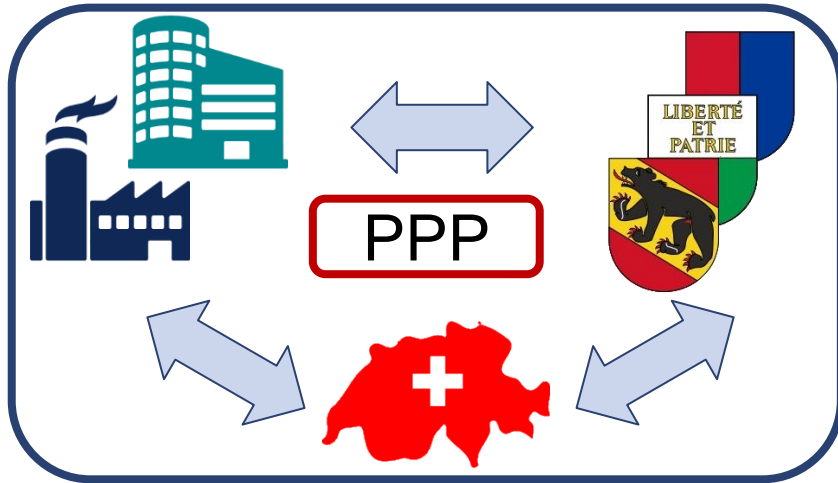
Jérôme Hügli, Project Manager

ILO Masterclass Series, The SKILLS Bridge

30 March 2022

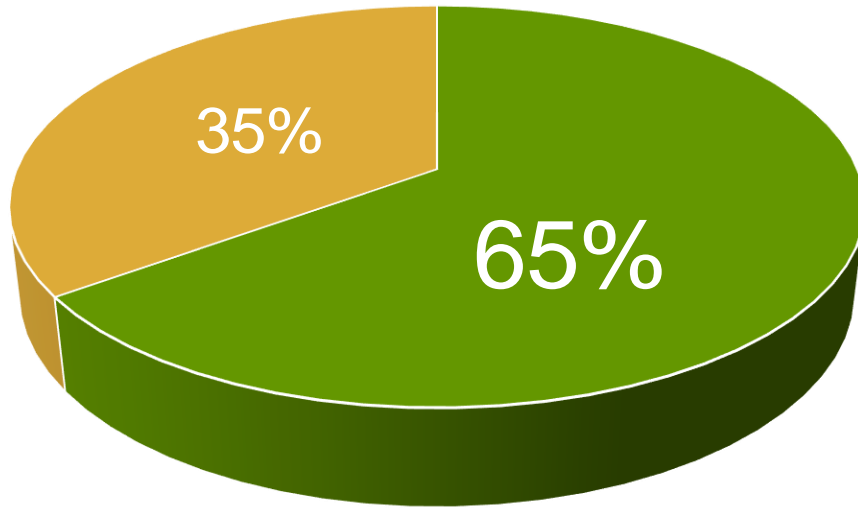


Key features of Swiss VET system



Swiss VET: Facts & figures

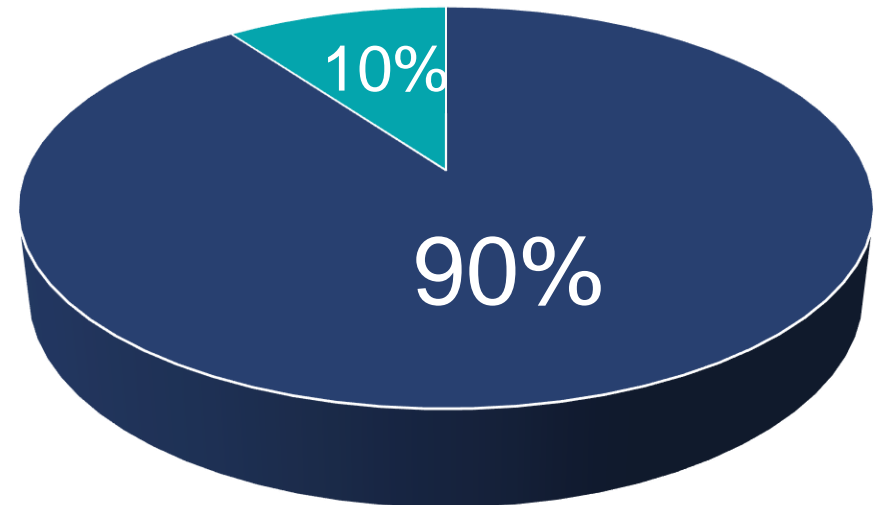
Upper secondary enrolment in %



■ **Initial VET** ■ General education

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

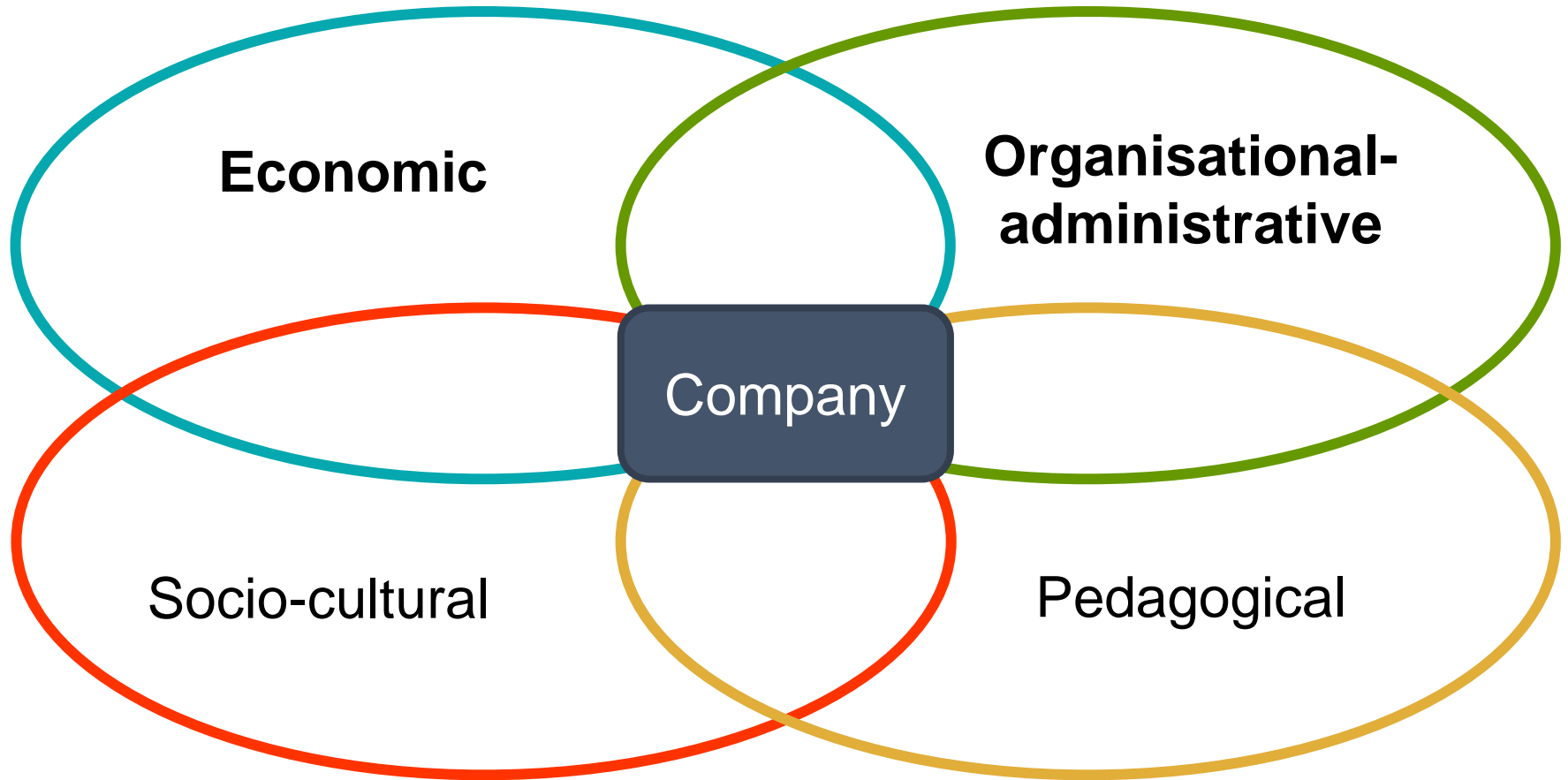
Chosen initial VET model in %



■ **Dual-track** ■ School-based



Dual VET engagement of companies: An ecosystem of enabling/supporting features





Enabling and supporting features: **Economic**

- Comparatively low wages for apprentices
- High productivity of apprentices for companies (real work)
- **→ 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)
- **→ High labor-market relevance**

- Cooperative VET system – critical mass of host companies
- **→ Mitigation of «freerider» / «poaching» problem**

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



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:

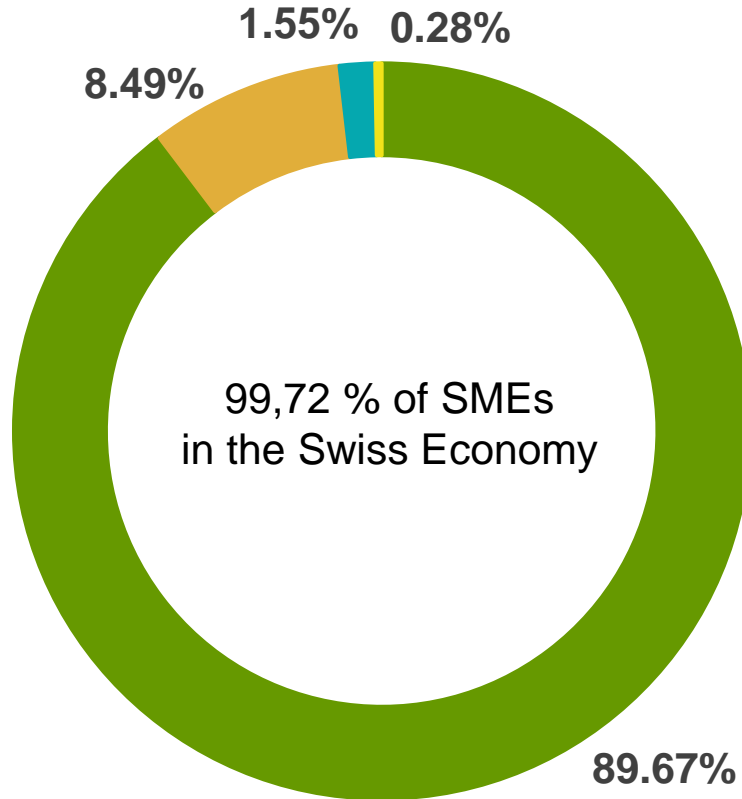
Pedagogical & socio-cultural

- **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)



■ <10 employees

■ <50 employees

■ < 250 employees

■ More than 250 employees

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

Over 85% of training companies are SMEs



Would you like to know more?

www.sbf.admin.ch

[VET in Switzerland: Facts and Figures \(2021\)](#)

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