



SFIVET

SWISS FEDERAL INSTITUTE FOR
VOCATIONAL EDUCATION AND
TRAINING

*Swiss excellence in vocational
education and training*

PERMEABILITY A SUCCESS FACTOR FOR VOCATIONAL EDUCATION AND TRAINING - THE CASE OF SWITZERLAND

Erik Swars, Head of International Affairs, SFIVET

12.03.2021

Where does the remit for SFIVET come from ?

SFIVET is the national expert organisation for further development of vocational education and training – part of the federal department for economic affairs, education and research



176 Full-time
equivalent jobs

226 Employees



Mr. Guy Parmelin

Federal Councilor
Head of the Federal Department of
Economic Affairs, Education and
Research (EAER)

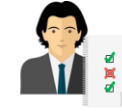
What does SFIVET do exactly?

- provides **training to teachers and trainers**
- provides **training to examiners**
- conducts **research** in vocational education and training
- provides **guidance and support to professional organisations** in the revision of VET programmes
- represents Switzerland's VPET system at national and **international** level

1'730 

Vocational school teachers undergoing basic training

8'016



People attended in training courses for examiners

40



Research projects

191



VET program review and revision projects

11



International projects and mandates



Switzerland



POPULATION

~ 8'600'000



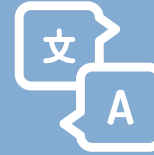
POLITICS

1 Confederation
26 Cantons
2255 communes



ECONOMICS

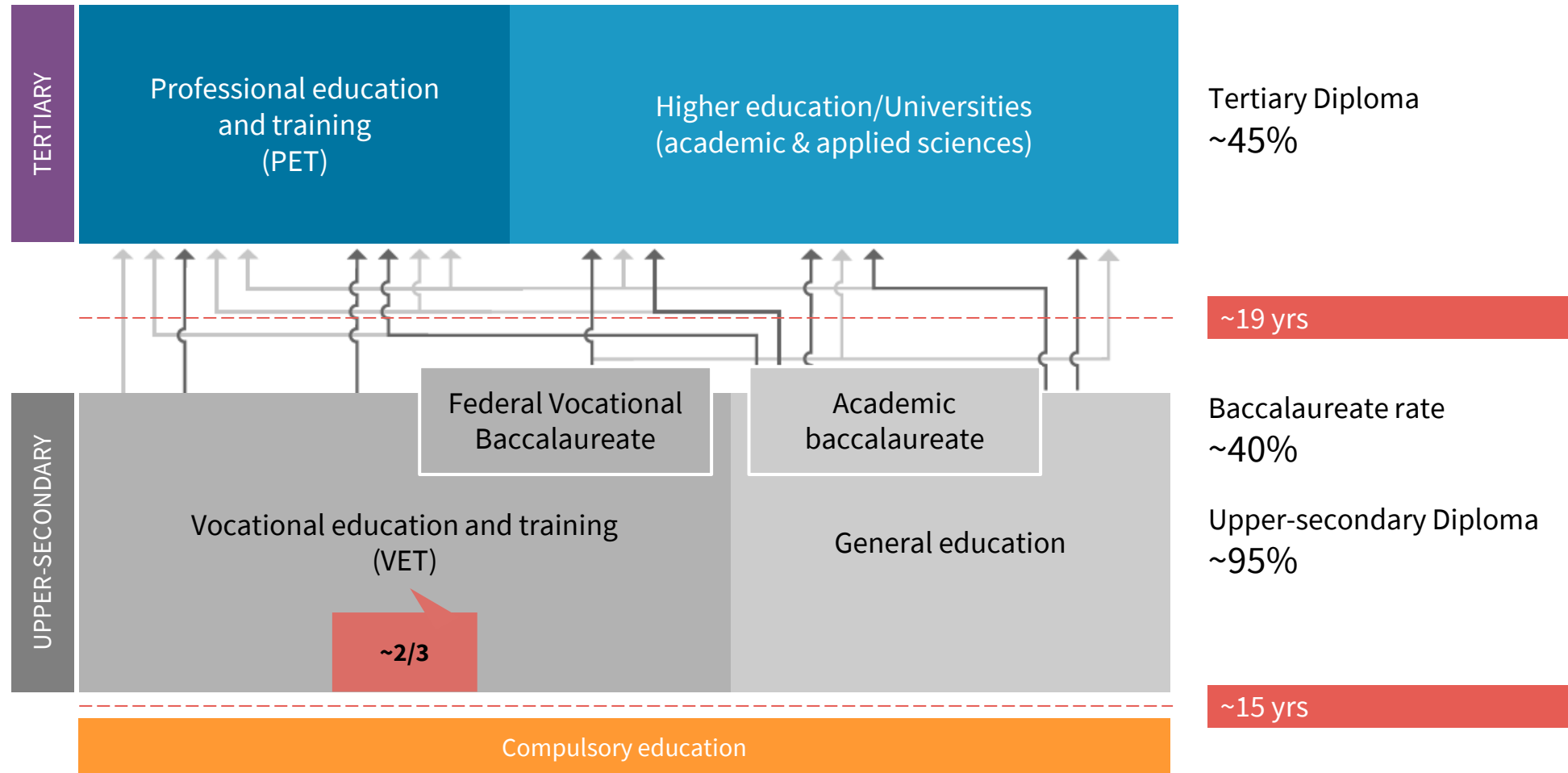
Swiss GDP by sectors:
Primary Sector 0.7%,
Secondary Sector 25.7%,
Tertiary Sector 73.6% (GDP),
590'000 SME



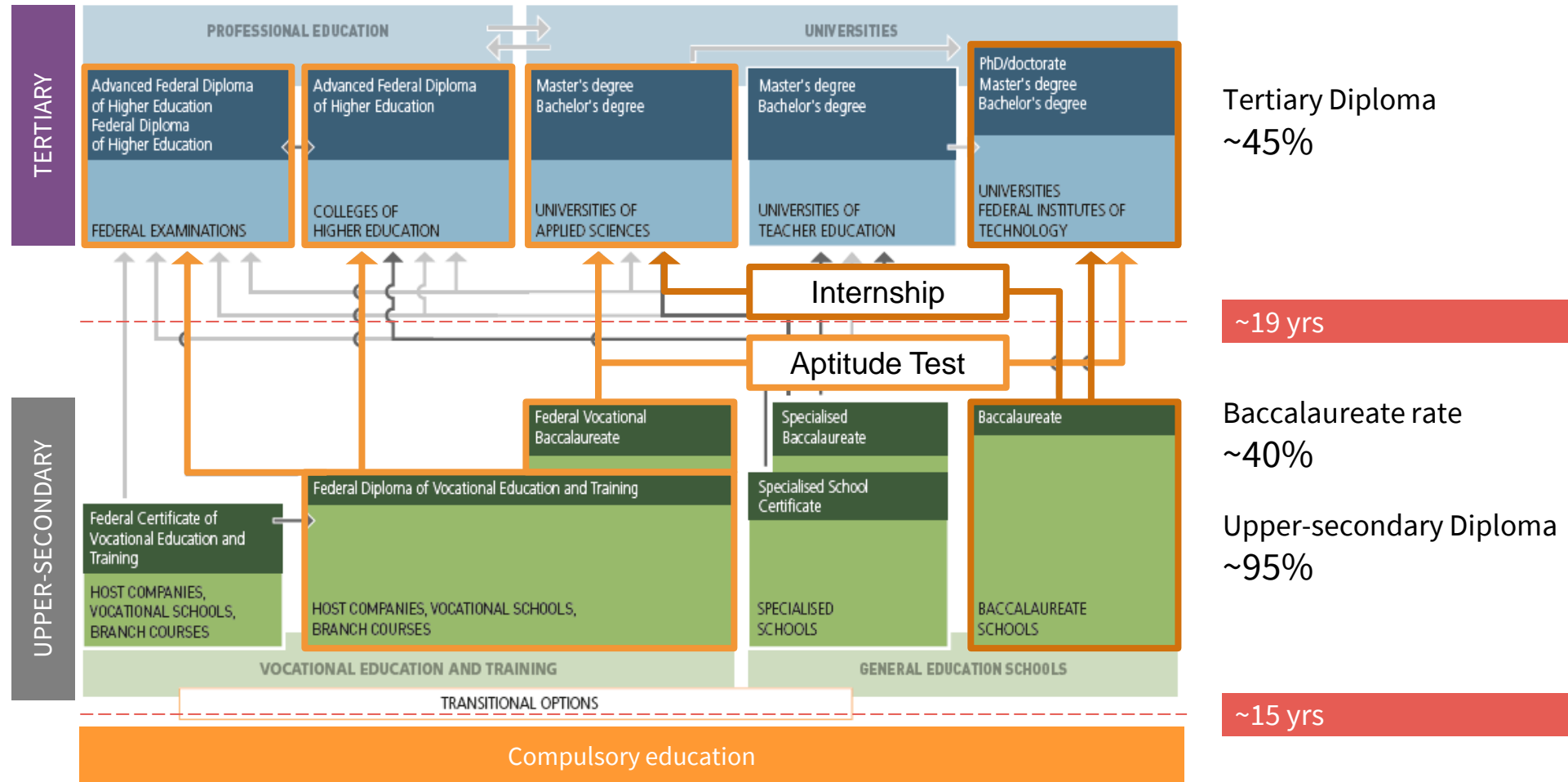
LINGUISTICS

4 National languages
(German: 63%, French: 23%,
Italian: 8%, Romansh: 0.5%,
Other: 5.5%)

Swiss education system



Swiss education system



Permeability



**TRAIN AS A HAIRDRESSER,
BECOME A BIOLOGIST.**
PROFESSIONALS GO FAR.

 **VETPLUS.CH**
An initiative of the confederation, the cantons
and the professional organisations.

 **SFIVET**

Permeability



**TRAIN AS A MECHANICAL ENGINEER,
BECOME A DENTAL TECHNICIAN.**
PROFESSIONALS GO FAR.

Swiss National Qualifications Framework

Nationaler Qualifikationsrahmen

Einstufung von Berufsabschlüssen im Nationalen Qualifikationsrahmen NQR und NQR-CH-BB, Stand 2014

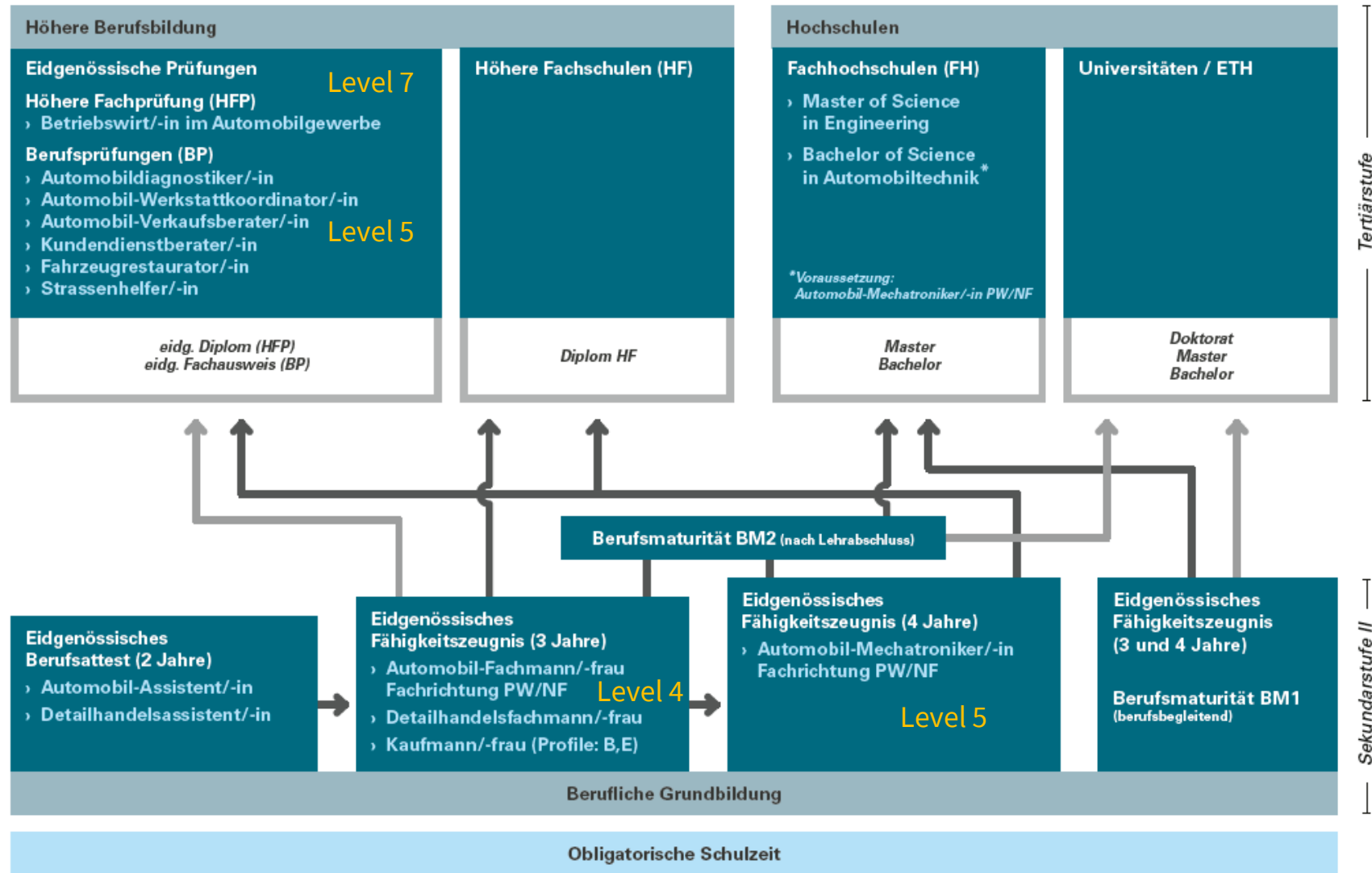
NQR	Univer- sitäten	Fachhoch- schulen	Berufsbildung und Höhere Berufsbildung vorgesehene Einstufung NQR-CH-BB
8	Doktorat		
7	Master	Master	
6	Bachelor	Bachelor	
5			
4			
3			
2			
1			

HFP Höhere eidg. Fachprüfung
BP Eidg. Berufsprüfung
EBA Eidg. Berufsattest

HF Höhere Fachschulen
EFZ Eidg. Fähigkeitszeugnis

[SR 412.105.12 - Verordnung des SBFI vom 11. Mai 2015 über das Verzeichnis der gemäss dem nationalen Qualifikationsrahmen für Abschlüsse der Berufsbildung eingestuft](#)
[Berufsbildungsabschlüsse \(admin.ch\)](#)

Permeability – exemple car professions



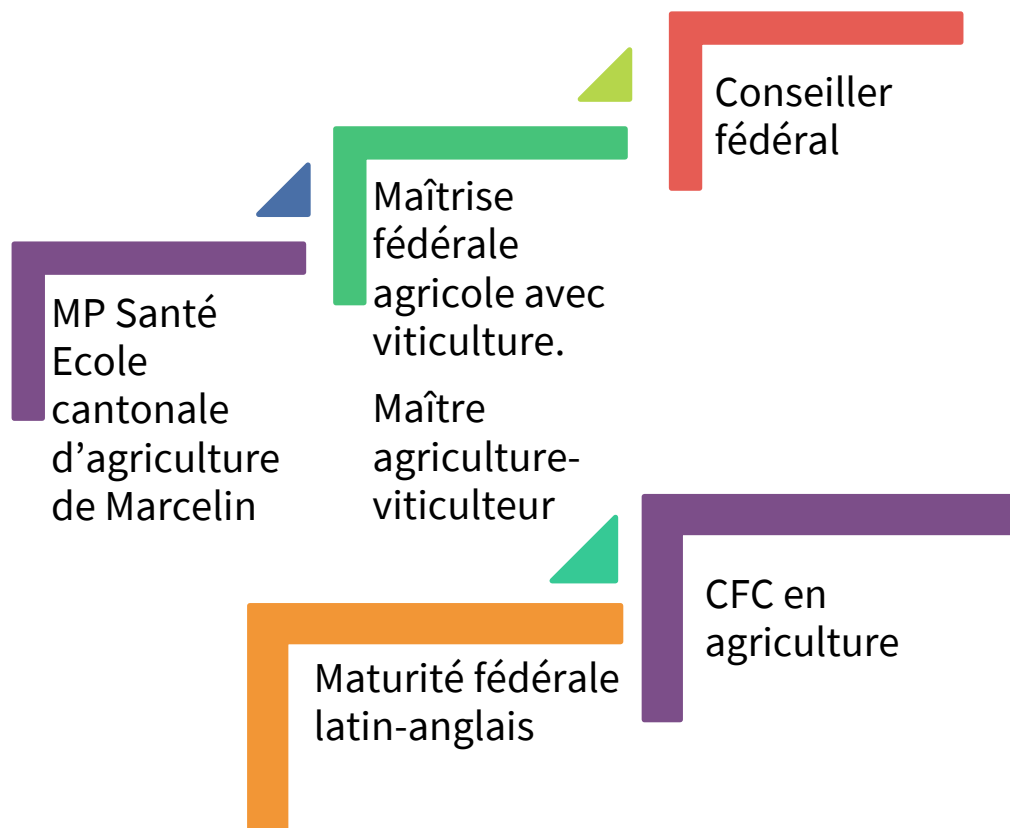
➡ direkter Zugang
 ➡ Zusatzqualifikationen oder Berufspraxis erforderlich

PW: Personenwagen
 NF: Nutzfahrzeuge

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Guy Parmelin

Président, conseiller fédéral, Chef du Département fédéral de la défense, de la protection de la population et des sports



Dual-track VET programmes on upper-secondary level

Federal VET Diploma (3-4 years)
Federal VET Certificate (2 years)

Theory

Practice



Classroom instruction at vocational schools,
1 – 2 days per week

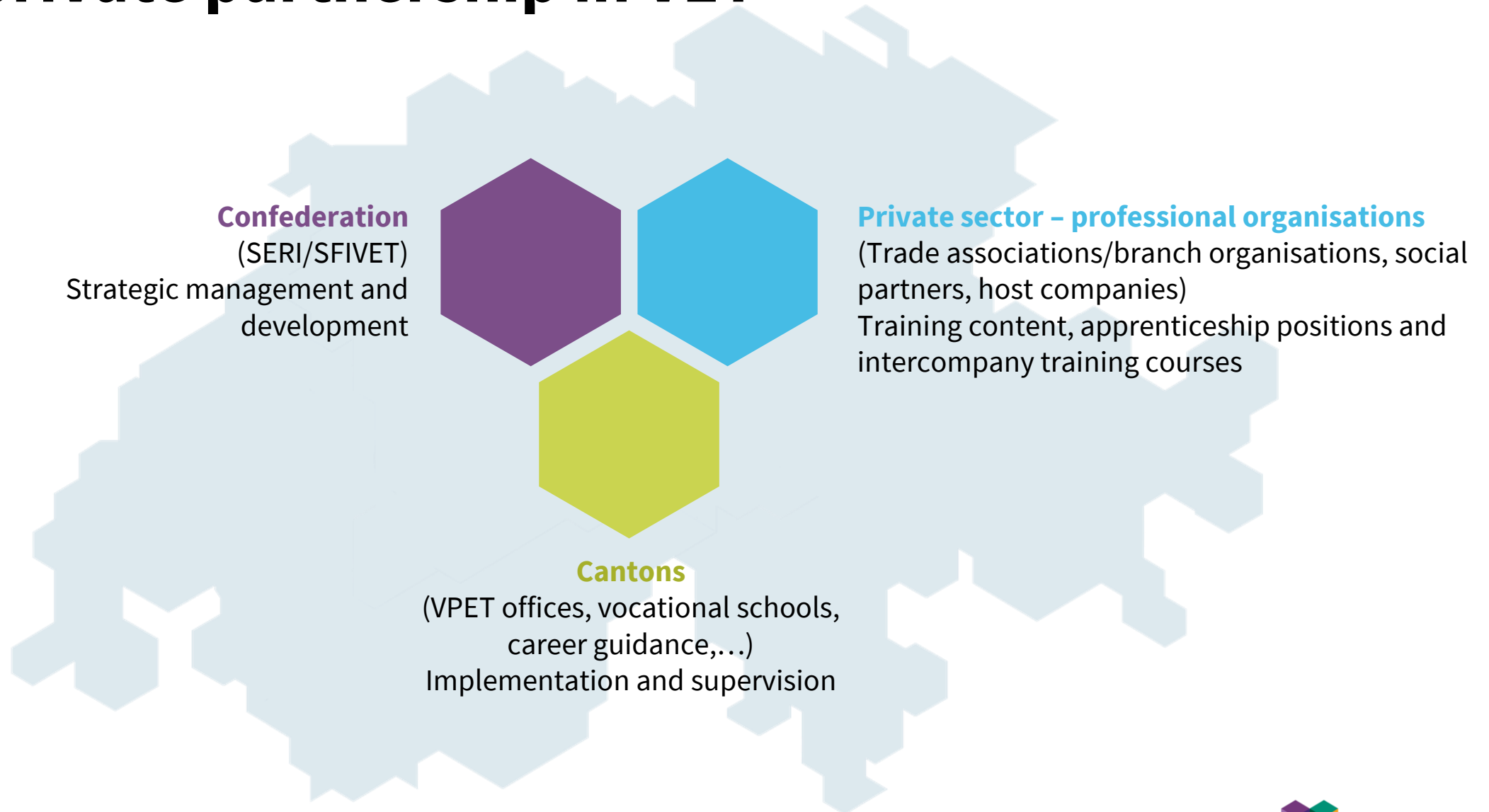


Branch courses at branch training centres,
several times a year



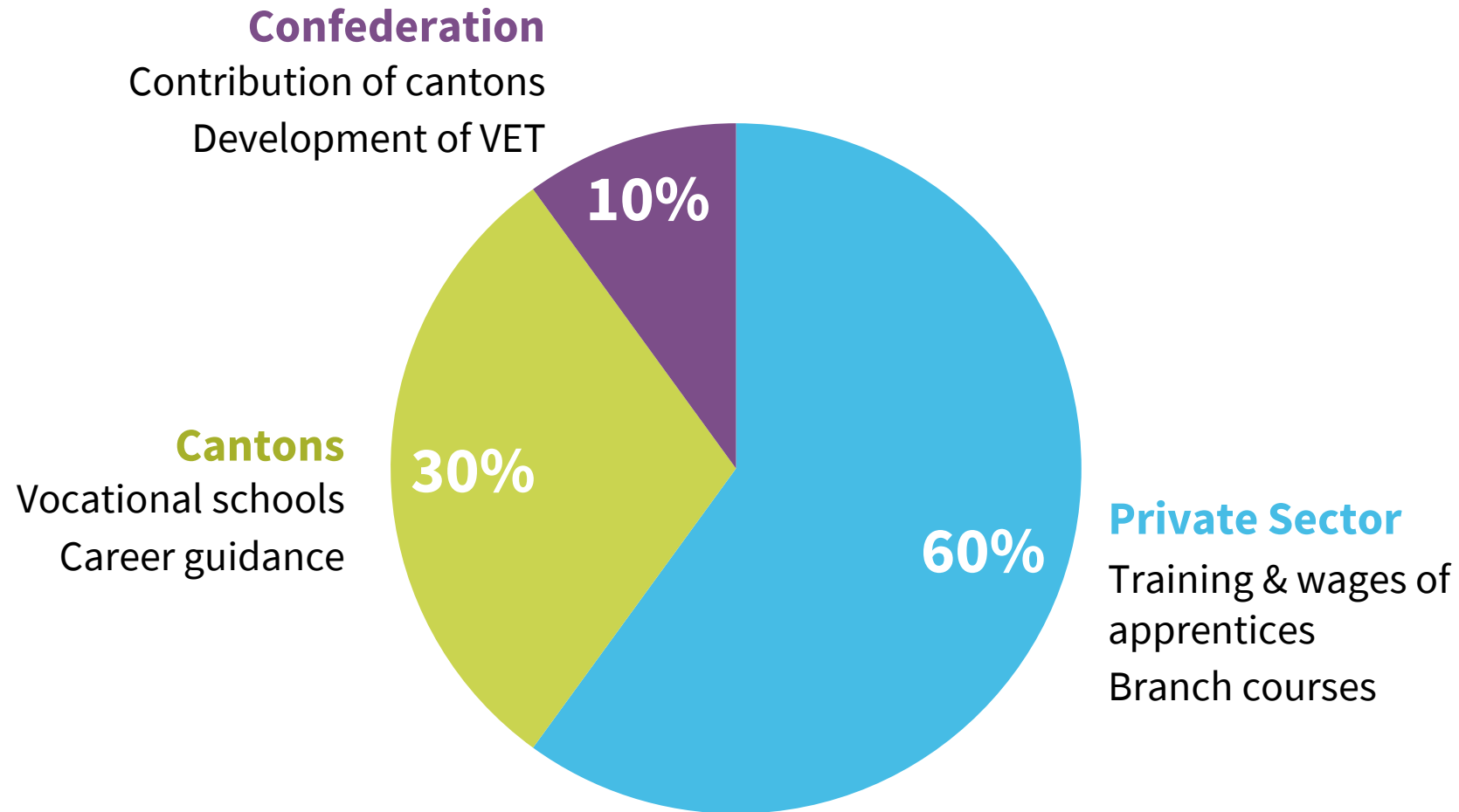
In-company training at host companies,
3 – 4 days per week

Public-private partnership in VET



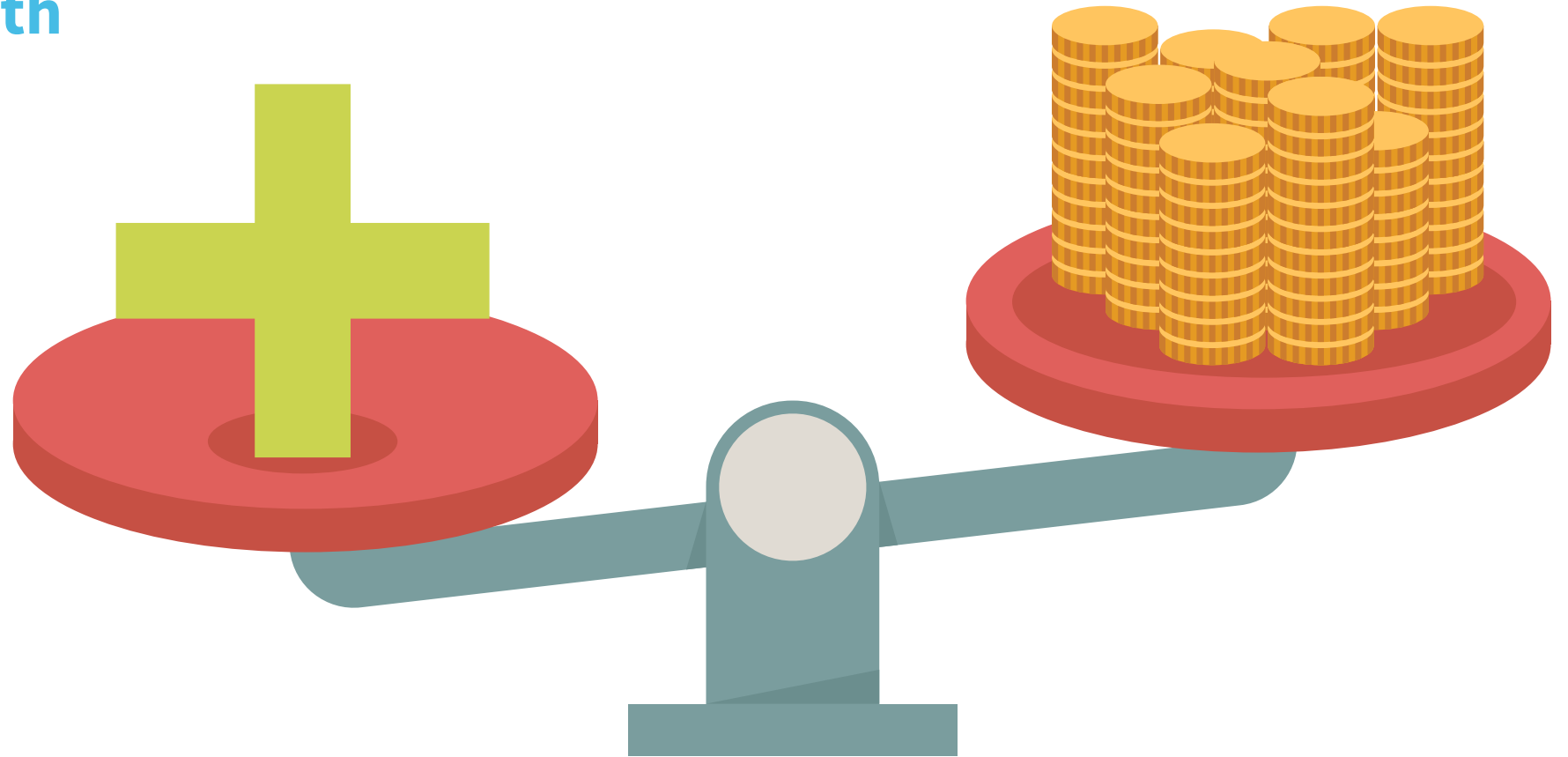
Funding of VET system

Costs



Does it pay off to train apprentices?

Results of the fourth
cost-benefit study



Overview results

The analyses rely on answers of 5,712 training companies and 4,064 non-training companies.

- Average net benefit over all apprenticeship programs in the year 2016/17 per training year and apprentice **3200 Swiss Francs**
- A majority of apprenticeships result in net benefits: **63 percent**
- Host-companies bear in gross training costs about **5 billion Swiss Francs**

Gross costs, productive output and net benefits per training year in 2016/17

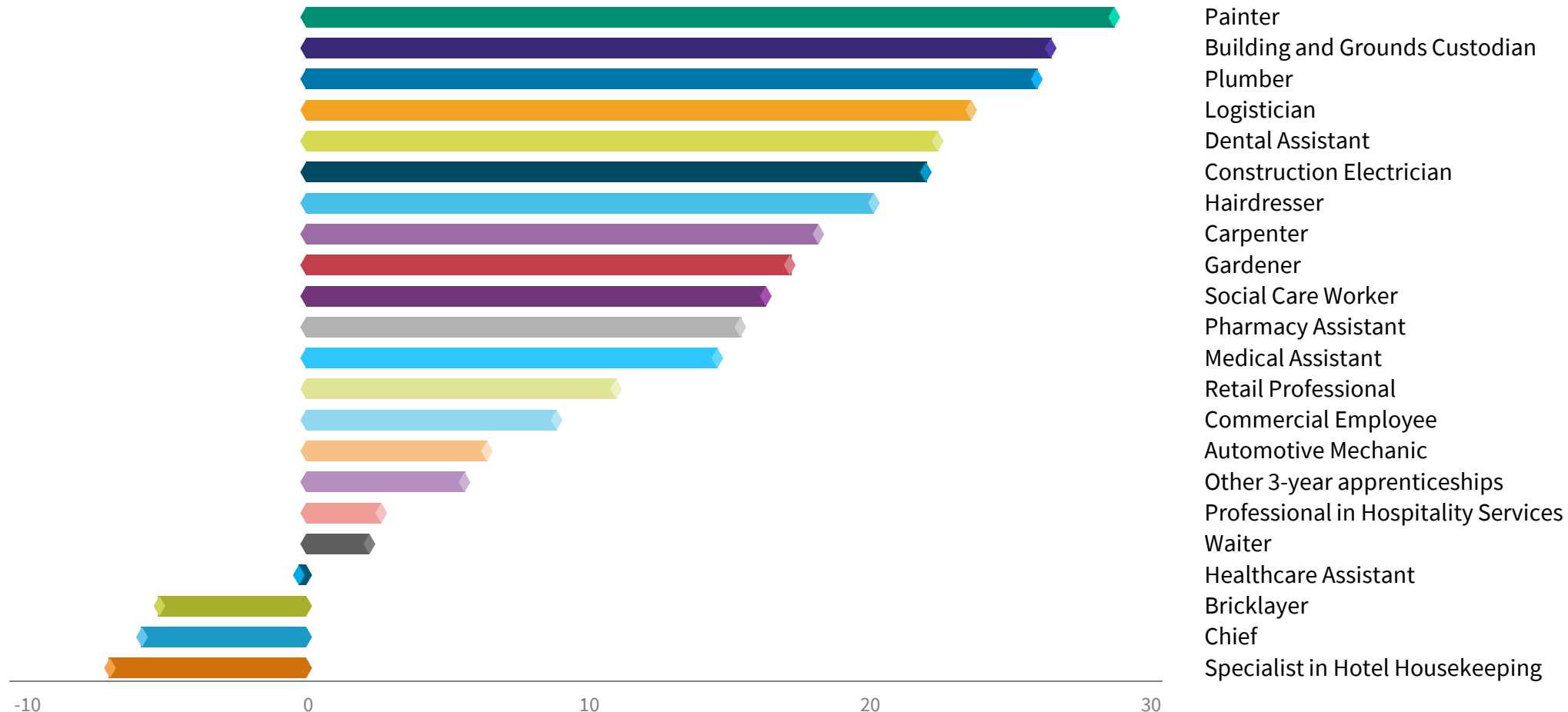


in CHF

28 066	Gross costs
13 502	Apprentice wage costs
10 856	Personnel wage costs
1 866	Material and machine costs
1 843	Miscellaneous costs
31 239	Productive output
19 319	From unskilled tasks
11 516	From skilled tasks
404	Other benefits
3 173	Net benefit

Average net benefit of the most important 3-year apprenticeship tracks (with VET diploma)

Net benefit in 1000 CHF



Source: Gehret, A., Aepli, M., Kuhn, A. & Schweri, J. (2019). Lohnt sich die Lehrlingsausbildung für Betriebe? Resultate der vierten Kosten- Nutzen-Erhebung. Zollikofen: EHB



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THANK YOU!