

Apprenticeship Training in Austria

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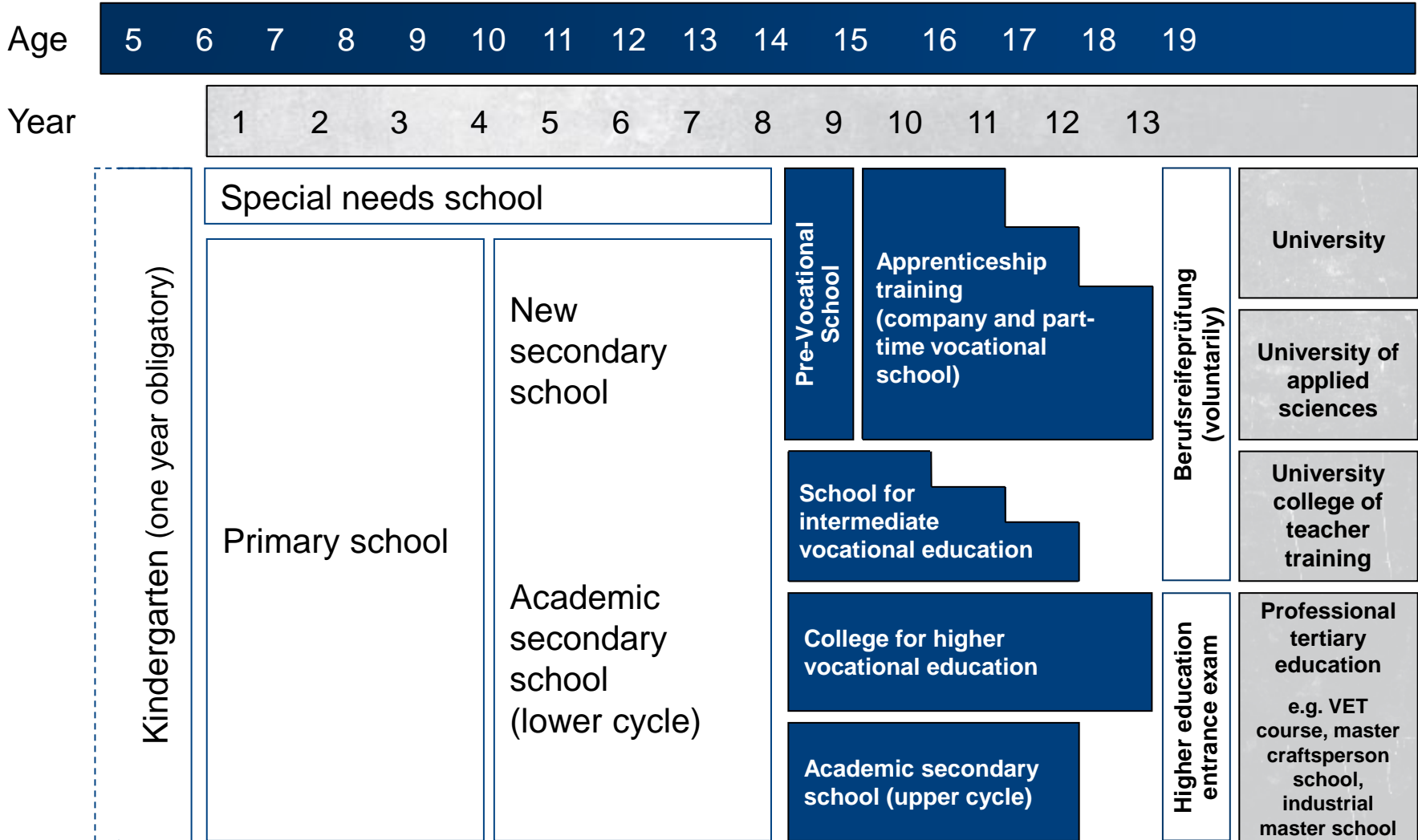
Outline

1. Austrian education system
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3. Responsibilities
4. Financing of apprenticeship training
5. Introduction of new apprenticeships
6. Occupational status of apprenticeship graduates
7. Developments and trends

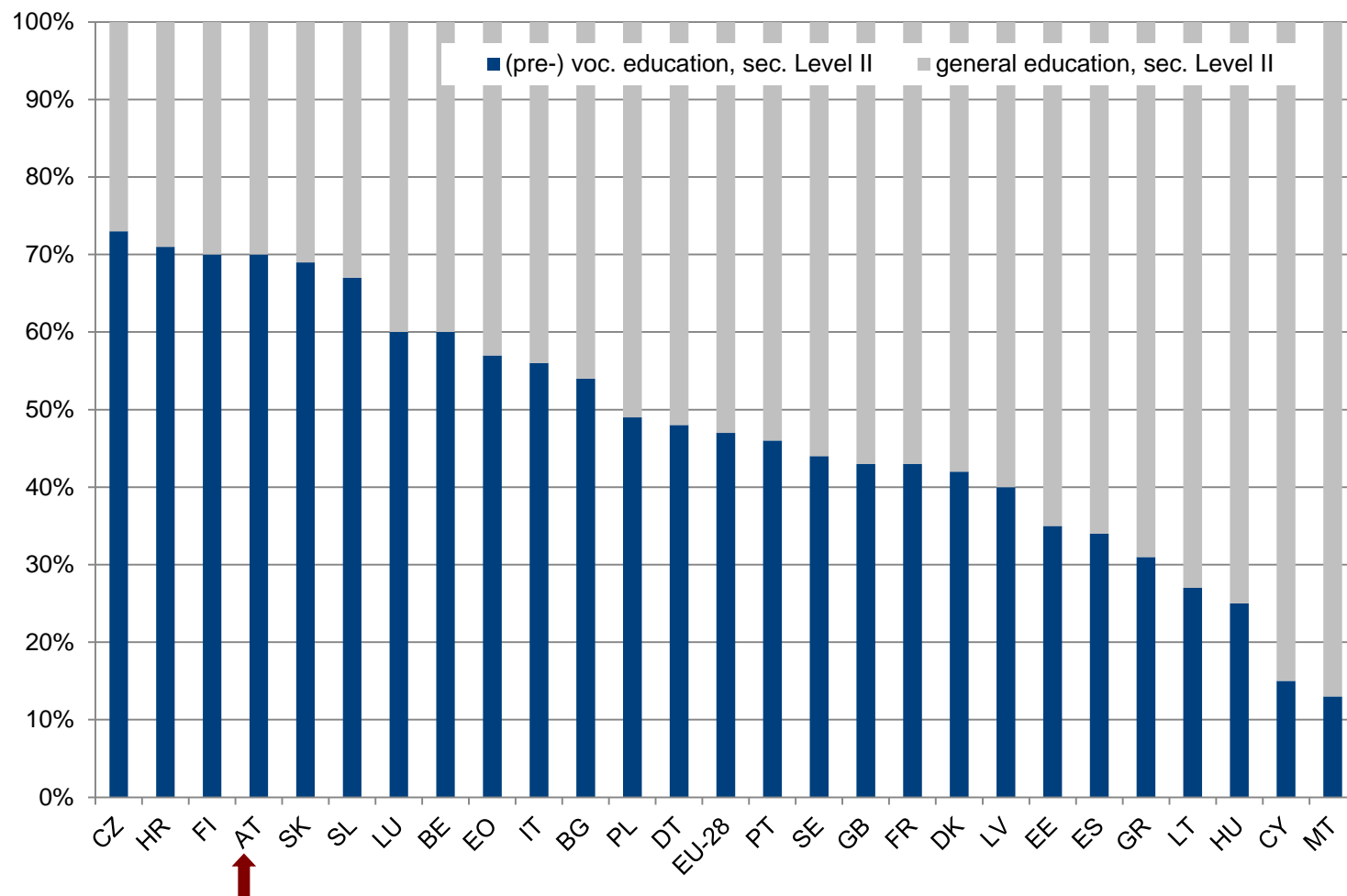
1. Austrian education system



The Austrian education system



VET vs. general education

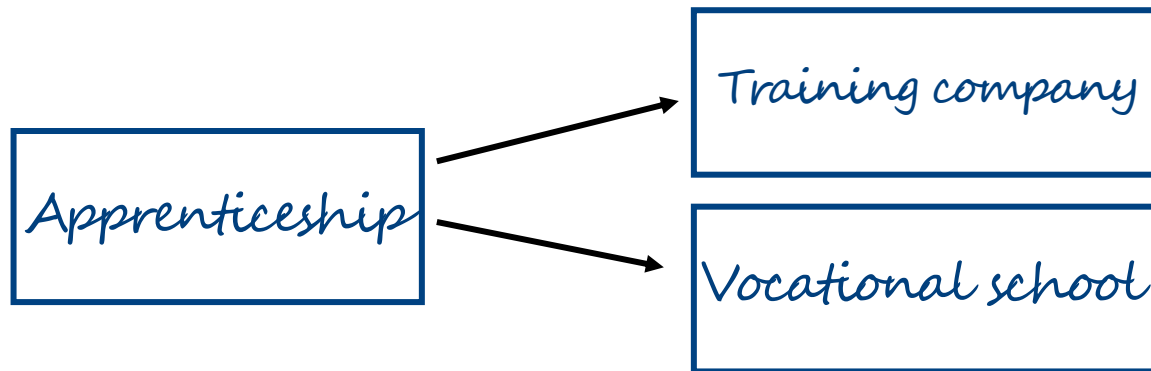


A grayscale photograph of a woman in a white long-sleeved top standing and pointing towards a whiteboard in a meeting room. She is smiling and looking towards the camera. Two other people, a woman on the left and a man on the right, are seated at a table in the foreground, looking towards the presenter. The table has water bottles and a cup. The whiteboard is blank.

2. Main characteristics

Characteristics

- Training takes place in **two places** (“dual system“): training enterprise and part-time vocational school



- **Duration:** two to four years, mostly three
- **Reduction of apprenticeship** period for people who have
 - completed job-specific training periods in related apprenticeships
 - acquired relevant school qualifications

Training enterprise [1/2]

- **Approval by social partners**
 - necessary technical equipment and training facilities to teach the skills and knowledge required
 - sufficient number of qualified trainers (subject-specific and pedagogical know-how)
- **Training alliance**
 - with other enterprises
 - supra-company training centre
- **Authorised apprenticeship trainer**
 - company owner or competent employee
 - trainer examination or trainer course

Training enterprise [2/2]

- **Enterprise-based training**
 - 80 % of the training period
 - apprenticeship contract between enterprise and apprentice
 - learning in practice for practice, learning through productive work using state-of-the-art technologies
 - training regulation with job profile and work description

Vocational school

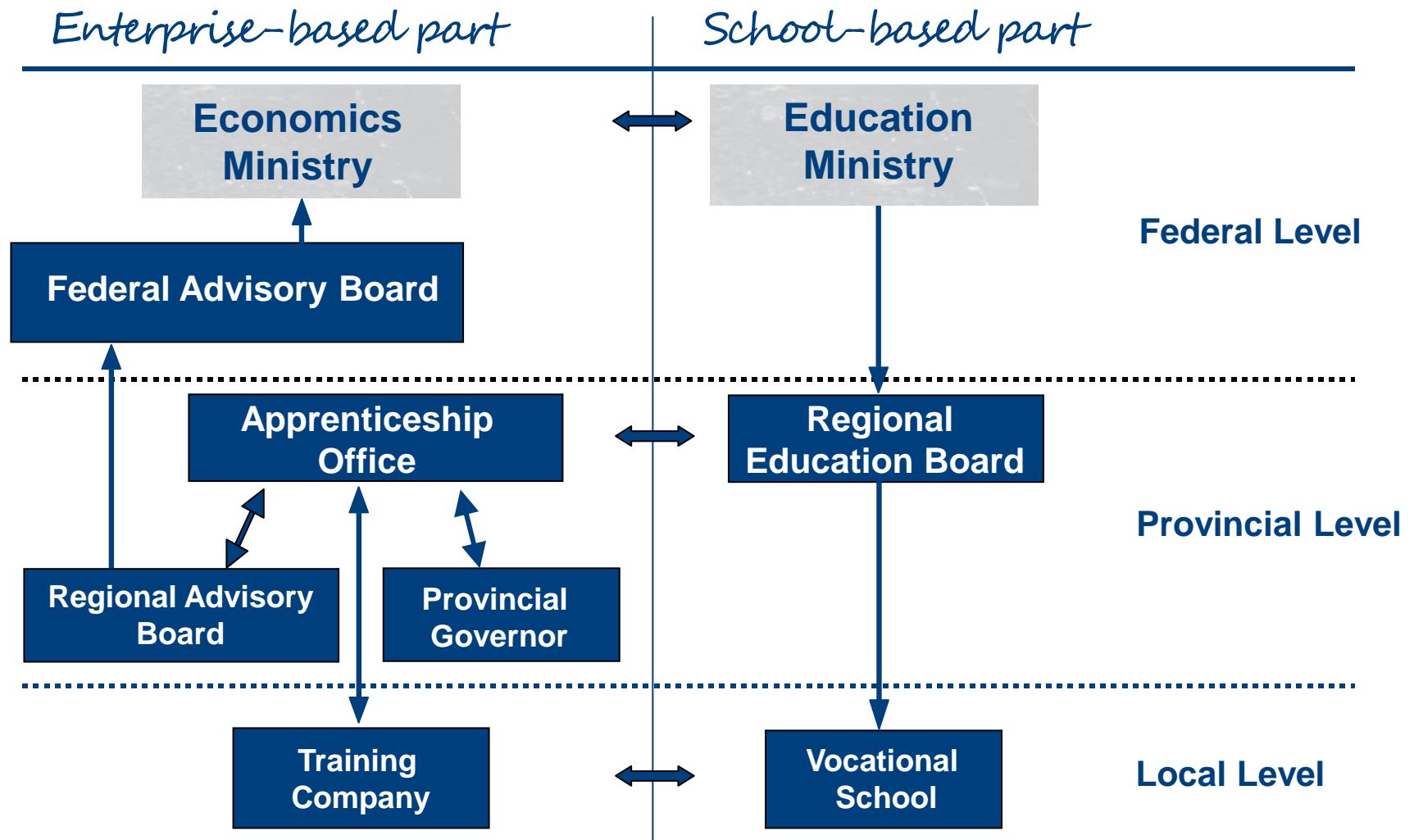
■ School-based training

- 20 % of the training period
- theoretical subject-related training, general education, supplementary practical training
- curriculum
- classes: full-time blocks or every week
- subject teachers: master craftsman qualification or subject-specific technical qualifications as well as longer-term work experience



3. Responsibilities

Responsibilities



Federal level [1/2]

- **Federal Ministry of Science, Research and Economy**
 - responsible for the enterprise-based part of apprenticeship training
 - Vocational Training Act
 - regulations for the individual apprenticeships
- **Federal Advisory Board on Apprenticeship**
 - representatives of the social partners, vocational school-teachers are co-opted as advisory members
 - submits expert opinions to the Economics Ministry (e.g. on the restructuring of apprenticeships)

Federal level [2/2]

- **Federal Ministry of Education**

- responsible for the school-based part of apprenticeship training
- Federal School Organisation Act
- framework curricula for the part-time vocational school

Provincial level [1/2]

■ Apprenticeship Office

- apprenticeship authorities of the first instance
- examine possible training enterprises
- responsible for examining and recording apprenticeship contracts
- provide counselling to apprenticeships and training enterprises

■ Provincial Governors

- apprenticeship authorities of the second instance
- decision on appeals in apprenticeship training matters
- appointment of members of Regional Advisory Boards on Apprenticeship

Provincial level [2/2]

- **Regional Advisory Boards on Apprenticeship**
 - provide consultancy services in all issues related to apprenticeship training
- **Regional Education Board**
 - implementing the federal framework curricula for part-time vocational schools for each apprenticeship
 - supervising schools in educational and technical matters



4. Financing

Financing

- *Financing*

- enterprise-based part of training: training enterprise, viz. the business sphere
- school-based part of training: public funds, viz. the federal and regional governments

- *Apprenticeship remuneration*

- fixed separately for each apprenticeship in collective bargaining agreements
- increases every years

Financial subsidies [1/2]

■ *Financial support*

- Basic support: three apprenticeship remunerations in the 1st, two in the 2nd and one in the 3rd and 4th year of apprenticeship
- Support for new apprenticeship posts: in newly founded enterprises, for five years after the foundation, first training of apprentices for one year starting with recruitment of apprentice(s), resumption of training following a three-year break
- Subsidisation of EUR 3,000.00 in case of evidence of qualification after half of the apprenticeship period: maintenance of a simple training documentation, positive completion of a practical test by the apprentice after half of the apprenticeship period
- Training alliance and additional qualifications – 75% of the costs up to a max. of EUR 1,000.00.
- CVET for trainers: 75% of the costs up to a max. of EUR 1,000.00.
- Excellent and good performance in apprenticeship-leave exams: EUR 200.00 in case of good performance, EUR 250.00 for excellent performance
- Measures for apprentices with learning difficulties
- Equal access by young women and men to different apprenticeships

Financial subsidies [2/2]

■ *Exemptions*

- Waiving of employers' contributions to the health insurance for the first two years of apprenticeship
- Waiving of contributions to accident insurance for the entire training period
- Contributions to unemployment insurance only need to be paid in the final year of apprenticeship

A hand-drawn organizational chart on a whiteboard. The chart has a root node at the top, which branches into two nodes. The left node further branches into three nodes, and the right node branches into two nodes. The text "5. Introduction of new apprenticeships" is written in blue on the right side of the chart.

**5. Introduction
of new apprenticeships**

Necessary steps [1/2]

1. Preparation

- Identification of vocational and special prerequisites
- Clarification of the key parameters and basic framework

2. Elaboration of the training regulation and framework curriculum

- Preparation of draft regulations
- Preparation of draft curricula for the training at vocational schools
- Involvement of all stakeholders in a consultation and review process

Necessary steps [2/2]

3. *Issuing of regulations*

- Issuing of apprenticeship training regulations by the Economics Ministry
- Issuing of framework curricula for part-time vocational schools by Education Ministry

4. *Follow-up measures*

- Elaboration of supportive manuals and materials
- Provision of information to training enterprises by Apprenticeship Offices
- Training of trainers in enterprises and of teachers in part-time vocational schools
- Training of examiners of final examination
- Continuous evaluation

Apprenticeship Structure

- **Organisation of apprenticeships**
 - Individual apprenticeship
 - Special-focus/group apprenticeship
 - Modular apprenticeship

- **Different apprenticeship options**
 - Various degrees of difficulty
 - practical apprenticeships
 - high tech apprenticeships
 - „normal“ apprenticeships
 - Various qualifications
 - Integrative vocational training
 - Apprenticeship and HE entrance examination (→ permeability)

Modular vocational training [1/2]

■ Set-up:

- Basic module: duration two years – basic activities of several apprenticeships
- Main module: duration one year (+), job-specific qualifications
- Special module: duration half a year or one year – qualifications required for special production modes and services
- Overall training framework up to four years

■ Aims:

- Reduction of the number of apprenticeships – increasing transparency in the provision of apprenticeships
- Improved responses to specific sectoral needs – increasing the number of potential training enterprises
- Acquisition of more in-depth knowledge due to attendance of special modules – linking IVET and CVET
- Improving career opportunities on the labour market

Modular vocational training [2/2]

SPECIAL MODULES

Bathroom design
1 year

SPECIAL MODULES

**Ecoenergy
technology**
1 year

SPECIAL MODULES

**Control systems
and technology**
1 year

SPECIAL MODULES

**Planning of technical
building installations**
1 year

MAIN MODULES

**Gas and sanitary
technology**
1 year

MAIN MODULES

Heating technology
1 year

MAIN MODULES

**Air conditioning
technology**
1 year

BASIC MODULE

Installations and building technology
2 years

Integrative vocational training

- **Tailored vocational training for socially disadvantaged or less gifted people**
- **Tailored types:**
 - Acquisition of partial qualifications – duration: 1 to 3 years
 - Prolongation of the training programme by 1 to max. 2 years
- **Target groups:**
 - Leavers of special needs schools
 - Youth who did not acquire any qualification at lower secondary level or obtained a negative assessment in the final exam
 - People with disabilities
 - People who are not suitable to be placed into a regular apprenticeship relation for “reasons related to the person himself/herself”
- **Facts and Figures:**
 - July 2008: 3,616 people in integrative VET
 - 65% prolonged apprenticeship period, 35% partial qualification
 - 69% in companies, 31% in supra-company institutions



**6. Occupational status
of apprenticeship graduates**

Status of graduates

- *Final apprenticeship examination*
 - practical examination
 - theoretical examination
- *Skilled workers*
- Solid foundation for an *entrepreneurial career*
- *Permeability: Berufsreifeprüfung* and/or practical training → access to tertiary education routes (universities, *Fachhochschule* institutions, post-secondary VET colleges)
- Variety of *CVET* options (cf. master craftsperson qualification)

Permeability – Berufsreifeprüfung

- *Berufsreifeprüfung* (BRP) – introduction in 1997 to increase permeability
- Four partial exams: German, mathematics, foreign language, specialist area
- Target group: people with VET qualification - apprenticeship graduates, graduates of VET schools, etc.
- New model since autumn 2008: Three of four partial exams can be taken already before the final apprenticeship exam, the last partial exam over the age of 19
- Support programme for free preparation for exams and for completion of exams in preparation
- Some 15,000 BRP graduates overall since 1997

Further information

Federal Ministry of Science, Research and Economy

<http://www.bmwf.w.gv.at/Berufsausbildung/LehrlingsUndBerufsausbildung/Seiten/default.aspx>

Federal Ministry of Education

<https://www.bmb.gv.at/schulen/bw/bbs/berufsschulen.html>

Federal Economic Chamber

<http://wko.at/bildung>

Europass Certificate Supplements

<http://www.certificate.at>