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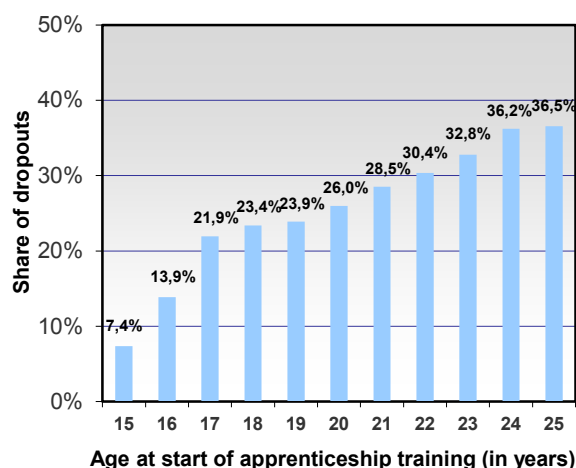
ibw apprenticeship graduate monitoring: training success and professional careers of apprenticeship graduates and dropouts from 2008 to 2013 in Austria

As part of the “Background analysis of the effectiveness of subsidies for in-company training places based on §19c of the Vocational Training Act” (ibw-öibf study commissioned by BMFWF¹), ibw – for the first time – carried out a long-term study of the training success and professional careers of all apprenticeship graduates and dropouts from 2008 to 2013 (ibw apprenticeship graduate monitoring²). This study has revealed a number of remarkable results, both concerning training success and labour market integration and also the connection between these two factors. The strong correlation between the apprentices’ training success and labour market success on the one hand and their age when taking up their training on the other is particularly striking.

The monitoring which was carried out based on anonymised data and, for the first time, surveyed the training success and professional careers of all apprenticeship graduates and dropouts from 2008 until 2013 in Austria (N=258,244, of which N=216,407 apprenticeship graduates and N=41,837 apprenticeship dropouts) supplies completely novel results for Austria. In the following summary, only a few of these results are described by way of example:

DIAGRAM 1:

Share of dropouts by age at the beginning of the apprenticeship training
(apprenticeship graduates and dropouts 2008-2013
(N=258,244))



Source: ibw apprenticeship graduate monitoring 2008-2013
(data basis: WKO, AMS, SV + ibw calculations)

1. Apprenticeship dropouts

By age at the beginning of apprenticeship training:

The share of apprenticeship dropouts increases strongly with their age at the time they take up apprenticeship training (cf. Diagram 1). For apprenticeship graduates and dropouts from 2008 to 2013 it can be stated that only 7.4% of those who were 15 years old at the beginning of their apprenticeship period dropped out from the apprenticeship. This share increases particularly strongly among 16- and 17-year-old apprenticeship beginners and afterwards rises continually. Finally, among 25-year-old apprenticeship beginners, the share of dropouts (among apprenticeship graduates and dropouts from 2008 to 2013) is as high as 36.5%.

It needs to be stressed here, however, that the entry age is certainly connected – albeit in a complex way – with school success.

Gender-specific segregation:

Diagram 2 illustrates that the gender-specific share of dropouts broken down by groups of apprenticeship occupations is closely related with the gender-specific distribution of apprentices (or, specifically, the apprenticeship graduates and dropouts from 2008 until 2013) in the respective group of apprenticeship occupations. This means that in occupational groups with a majority of men, the share of dropouts tends to be higher among women, whereas in occupations where more women are

trained, the opposite is the case: here the share of dropouts is higher among male apprentices.

Diagram 2 shows specifically that in 15 out of 19 occupational groups (as defined by statistics of the Austrian Federal Economic Chamber), the respective underrepresented gender among apprenticeship graduates and dropouts has a higher share of dropouts. In the 11 occupational groups in which more than 70% of apprenticeship graduates and dropouts between 2008 and 2013 belong to one gender, it even applies to all 11 (i.e. 100% of the) occupational groups that the (clearly) underrepresented gender has a higher share of apprenticeship dropouts.

These differences are particularly striking in those groups of apprenticeship occupations where people of one gen-

der make up more than 90% of apprenticeship graduates and dropouts, such as the occupational groups “electrical engineering, electronics”, “machinery, motorised vehicles, metal”, “wood, paper, glass, ceramics industry” and “body care, beauty”. In the group of apprenticeship occupations “electrical engineering, electronics” (share of women: 3.8%), for instance, the share of dropouts among men is 9.9% but among women 17.3%. The reverse is true in the occupational group “body care, beauty” (share of women: 93.3%): the share of dropouts among women is 21.6%, but among men 38.3%.

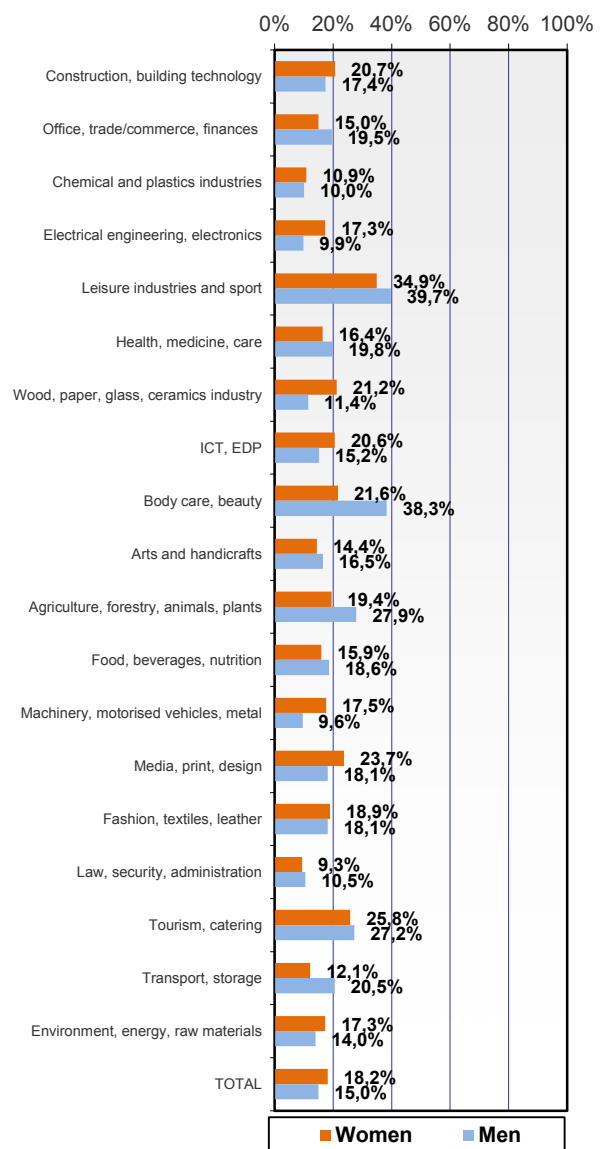
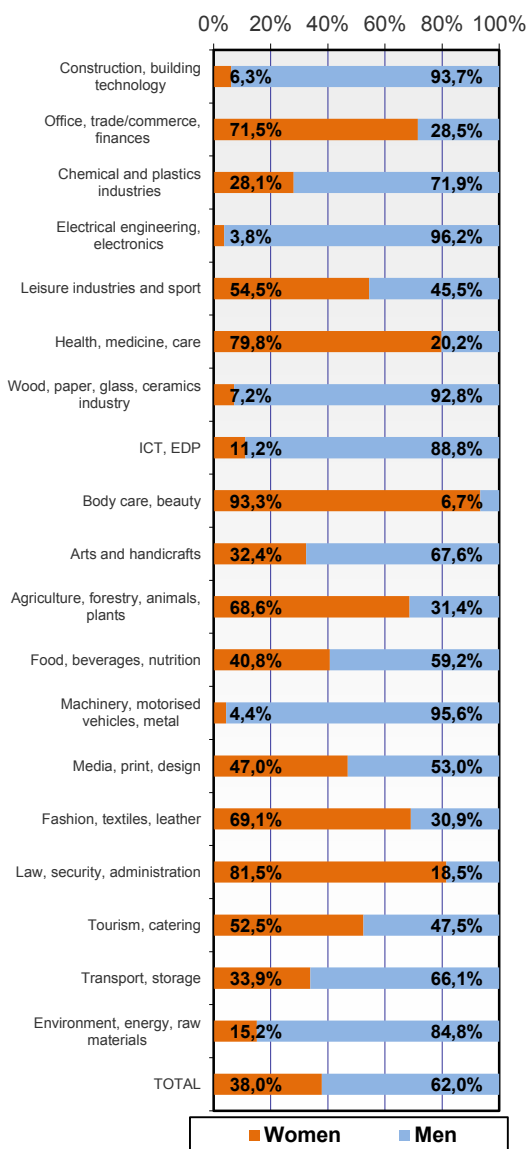
These results truly provide very clear evidence that the gender-specific segregation of the apprenticeship market leads to actual disadvantages in the course of training for the respective underrepresented group.

DIAGRAM 2:

Share of dropouts by gender and groups of apprenticeship occupations
(apprenticeship graduates and dropouts 2008-2013)

Share of women/men:

Share of dropouts:



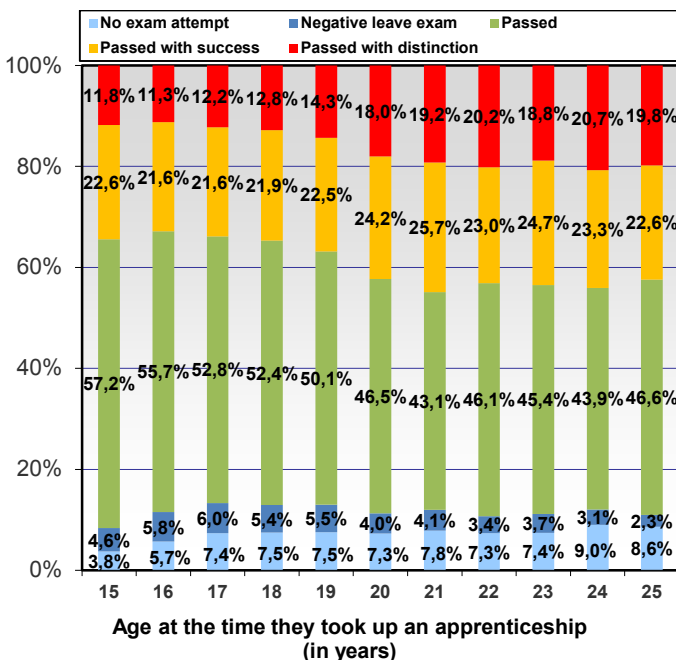
2. Training success

The share of candidates who do not attempt to take the apprenticeship-leave exam rises to a similar extent to the share of dropouts (although not so strongly) as their age when they take up apprenticeship training rises (cf. Diagram 3). No more than 3.8% of those apprenticeship graduates (of the years 2008-2013) who were 15 years old at the time they started apprenticeship training did not attempt to take the apprenticeship-leave exam. This share of non-attempts increases to as much as 9.0% among those who were 24 years old at the time they started apprenticeship training.

Among those who do attempt to take the apprenticeship-leave exam, the reverse picture can be seen regarding their success in the exam itself: the higher their age at the time they start apprenticeship training, the better their results tend to be in the apprenticeship-leave exam: no more than 11.8% of those apprenticeship graduates (of the years 2008-2013) who were 15 years old at the time they started apprenticeship training passed the apprenticeship-leave exam with distinction. This share of distinctions increases to as much as 20.7% among those who were 24 years old at the time they started apprenticeship training. Also the share of negative results in the apprenticeship-leave exam tends to decline the older the candidates are when they start their training.

DIAGRAM 3:

Training success broken down by age at the beginning of the apprenticeship training
(apprenticeship graduates 2008-2013)



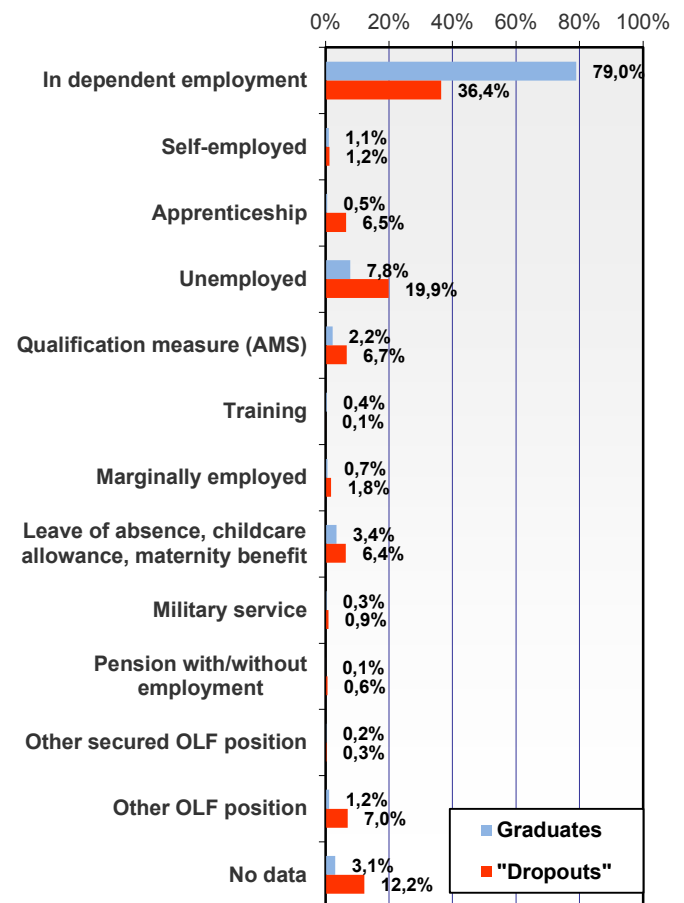
Source: ibw apprenticeship graduate monitoring 2008-2013 (data basis: WKO, AMS, SV + ibw calculations)

3. Labour market integration

Three years after completion of training (cf. Diagram 4), 79.0% of apprenticeship graduates are in dependent employment, another 1.1% are self-employed, and 7.8% are registered as unemployed (plus another 2.2% who are taking part in a qualification measure of Public Employment Service Austria (AMS)). The labour market integration of apprenticeship dropouts is much more unfavourable: three years after dropping out from training, no more than 36.4% of the dropouts are in dependent employment, another 1.2% are self-employed, and 19.9% are registered as unemployed (plus another 6.7% who are taking part in a qualification measure of AMS). These findings prove very impressively how important completion of apprenticeship training is for successful and lasting labour market integration.

DIAGRAM 4:

Detailed (labour market) status of apprenticeship graduates and dropouts three years after completion/dropping out
(apprenticeship graduates and dropouts 2008-2013)



Source: ibw apprenticeship graduate monitoring 2008-2013 (data basis: WKO, AMS, SV + ibw calculations)

When analysing the data in detail, however, there are also considerable differences in terms of the labour market integration of apprenticeship graduates depending on characteristics such as gender, nationality, age at the beginning of apprenticeship, (group of) apprenticeship occupation(s), sector, economic section, size of the training company, region of the training company, etc.

The employment rate tends to be higher and the unemployment rate lower the younger the apprenticeship graduates were when they started their apprenticeship training: three years after completion of training, 84.0% of graduates who were 15 years old when they took up training were in dependent employment and 6.2% unemployed, but no more than 71.9% of those who were 19 years old when they took up training were in dependent employment and 10.2% unemployed. In addition, there is pronounced gender-specific segregation regarding labour market integration after completion of apprenticeship training: the highest unemployment rate three years after completion of apprenticeship training can be seen among male apprenticeship graduates from the occupational groups “agriculture, forestry, animals, plants” (15.0%) and “body care, beauty” (14.4%). It is striking that the share of unemployed is clearly higher among men than among women in these occupational groups with relatively high proportions of women. This also applies to the occupational group “office, trade/commerce and finances”, for instance. Conversely it can be seen that occupational groups where the share of unemployed women is higher than of unemployed men are occupational groups with high shares of men (“construction, architecture, building technology”, “wood, paper, glass, ceramics industry”, “arts and handicrafts”, “machinery, motorised vehicles, metal”). Overall, gender-specific data on labour market integration after completion of apprenticeship training therefore also provide evidence that the gender-specific segmentation of the training market and the labour market also leads – or, at least, can lead – to disadvantages for the underrepresented gender in their further professional career.

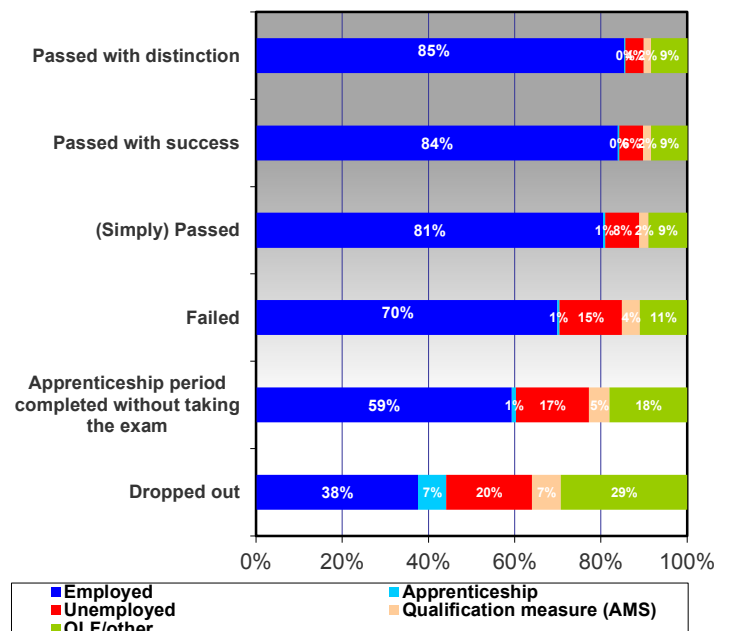
4. Relationship between success in the training and success on the labour market

The analysis of labour market integration three years after graduation/dropping out from training depending on training success provides a particularly impressive result (cf. Diagram 5): as training success of apprenticeship graduates between 2008 and 2013 increases, the share

of employees (in dependent employment or self-employed) rises sharply and the share of unemployed declines. In concrete terms, three years after graduating/dropping out from apprenticeship training, 85% of the graduates who passed the apprenticeship-leave exam with distinction are in employment, but no more than 38% of those who dropped out from training (prematurely). It must be noted, however, that 7% of the latter are again in an apprenticeship relationship. At the same time, no more than 4% of the graduates who passed the apprenticeship-leave exam with distinction are unemployed three years after graduation, compared to 20% of those who dropped out from training prematurely.

DIAGRAM 5:

(Labour market) status depending on training success (time: 3 years after graduating/dropping out from training)
(apprenticeship graduates and dropouts 2008-2013)



Source: ibw apprenticeship graduate monitoring 2008-2013 (data basis: WKO, AMS, SV + ibw calculations)

¹ This study comprises six sub-reports: Synthesis report (ibw/öibf); Context and implementation analysis (ibw); Survey among apprenticeship graduates (ibw); After the apprenticeship: training success and professional careers of apprenticeship graduates and dropouts from 2008 to 2013 in Austria (ibw); Impact modelling (öibf); Company survey on the costs and benefits of apprenticeship training in Austria (öibf).

² Dornmayr, Helmut. (2016). After the apprenticeship: training success and professional careers of apprenticeship graduates and dropouts from 2008 to 2013 in Austria. Sub-report as part of the ibw-öibf study “Background analysis of the effectiveness of subsidies for in-company training places based on §19c of the Vocational Training Act”. Vienna: ibw.

The entire study can be downloaded from <http://www.ibw.at/de/ibw-studien> (in German).