Swiss Education System

Swiss (Vocational) Education from the Cantonal Viewpoint

Theo Ninck

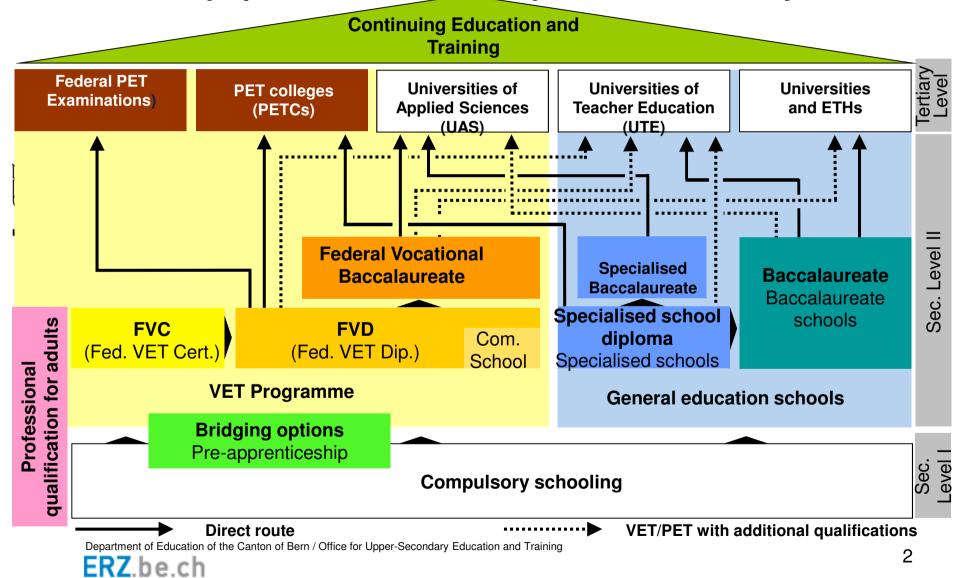


President of the Conference of Swiss VET/PET Offices; Head of the Office for Upper-Secondary Education and Training, Canton of Bern

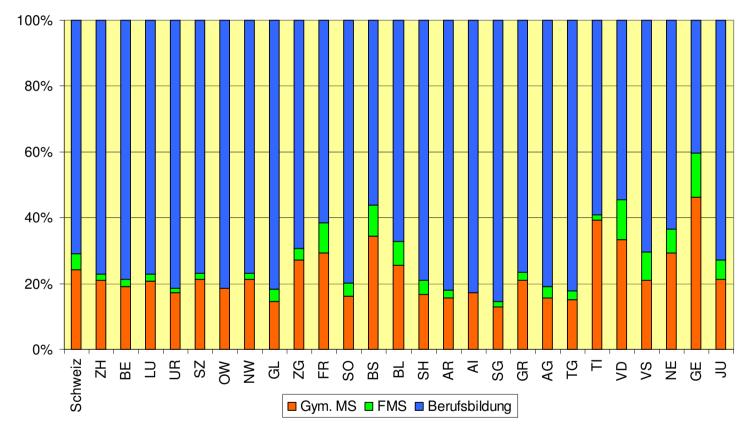
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Many paths lead to your dream job



Diverse cantonal education cultures

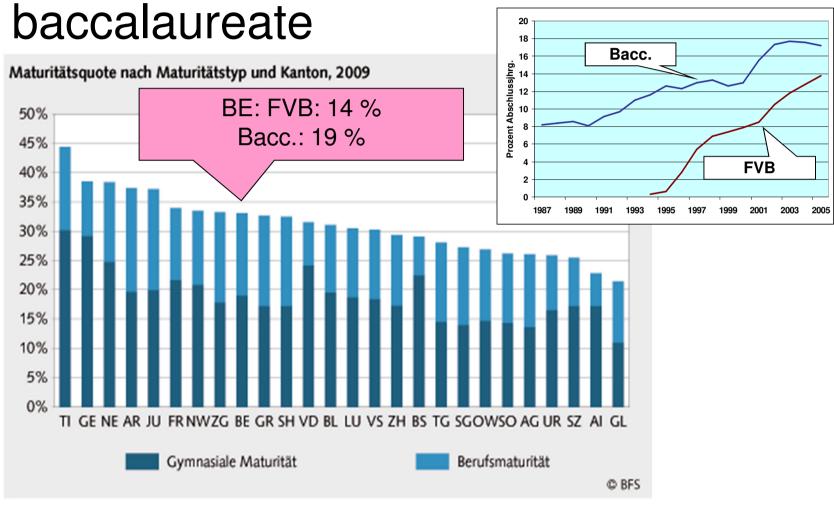


Students under 20 years of age in the first year of a multiple-year certified education or training course, according to canton of residence 2009 (FSO 2012)



University admission based on





Profile of OUSET Canton Bern

Canton Bern

- Around 1 million inhabitants 13.4 % foreign nationals
- 84 % German-speaking, 7.6 % French-speaking
- 75 % apprenticeship, 20 % baccalaureate school/specialised school

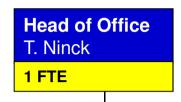


Office for Upper-Secondary Education and Training (OUSET)

- Organisation and supervision of vocational education and training, baccalaureate schools, specialised schools, continuing education and training, careers guidance
- 270 staff in around 230 full-time equivalents, 10 locations
- Annual turnover of around CHF 700 million
- 30'000 apprenticeships, 9000 VET diplomas, more than 200 occupations
- 50 vocational schools/PET colleges, 12 baccalaureate schools (+ 4 private schools)



OUSET tasks and staff



226 full-time equivalent (FTE) not including trainees/interns as of 31,12,2012

IT Division

9.6 FTE: Evento and Escada

Business +

Law Section

17 FTE

Finance

Admin

/Secretariat

Controlling

Law

• HR

• IT

Vocational Training in

businesses

27 FTE Tasks

- Apprenticeship marketing
- Apprenticeship supervision 30'000 LV
- VET Advice
- Org. exams and supervising 9000 FVD/J

of Bern / Office for Upper-Secondary Education and Trail

Management

1 FTE; planning,

project management

VET School

•Guidance and

40 vocational

schools/PET

FSV/HFSV

colleges

Projects

advice for around

Section

9.5 FTE

Tasks

Division

CET Section

3.85 FTE Tasks

- Guidance/ advice
- WB (d+f) Projects (e.g. validation. parents)

USE Section

5.25 FTE Tasks

- Guidance/ advice for 12 cant. + 4 priv. baccalaureate schools (d+f), specialised schools
- Implementing **USE** report
- Projects

Francophone Section

5.3 FTE Tasks

- Supervision of apprenticeships and exams / Supervision for Biel/JB
- Guidance advice vocational schools JB
- Apprenticeships

Careers Guidance Section

146.7 FTE **Tasks**

- Advice on careers and studies in 8 centres at the first and section transitional stages
- · Case manag.

Department of

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Transition to upper secondary level

Approx. 80 % direct transition, 20 % via bridging solutions

4-pillar concept:



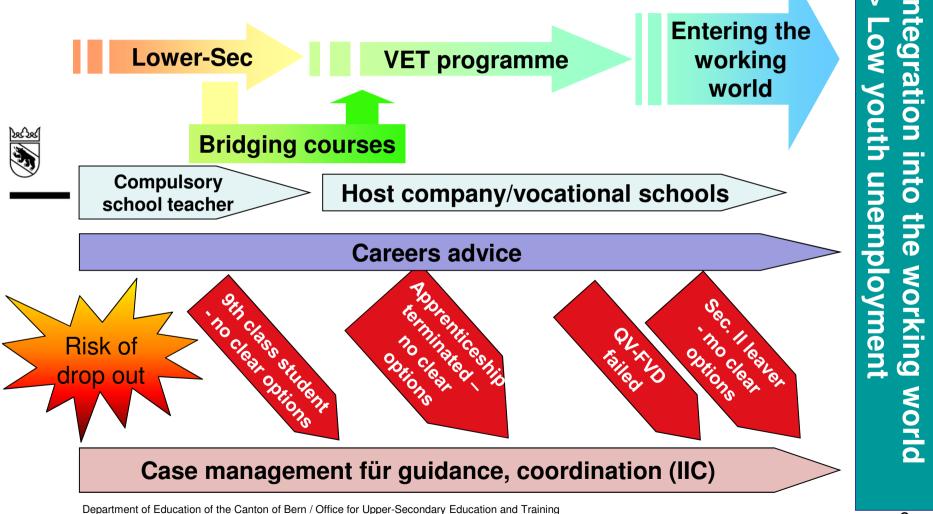
- Teaching good academic and social skills
- Career choice preparation (careers guidance)
- **Bridging options**
- Case management for drop outs



The right bridge for everyone!

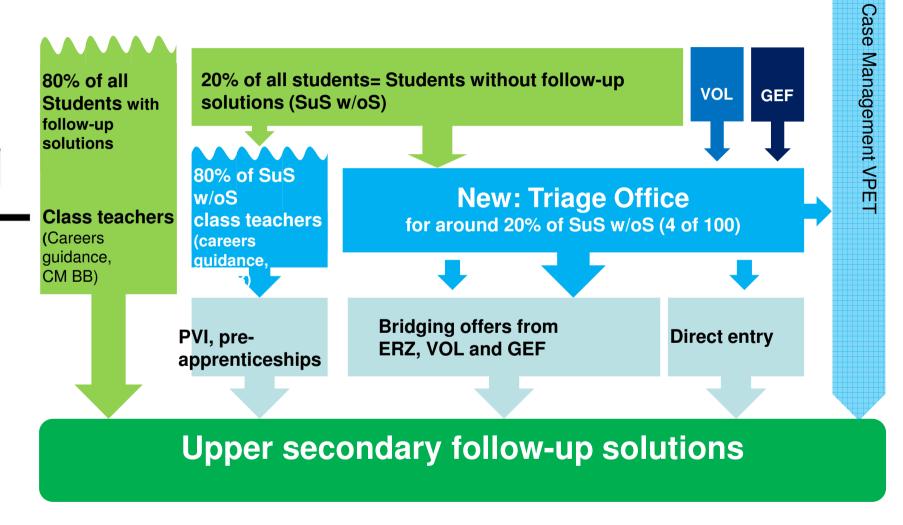


A companion on the path to success



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Triage for special bridging solutions





Dual vocational education and training: 3 learning locations





Host company 3 – 4 days a week

Industry



Industry courses

School



Vocational school 1 – 2 days a week

Federal VET Certificate (2 years)

or

Federal VET Diploma (3 to 4 years)

Four paths to a professional qualification (FVD/FVC)

Regular VET programme FVD/FVC

Apprenticeship contract

Full-time

• 2 to 4 years

Shortened VET programme FVD

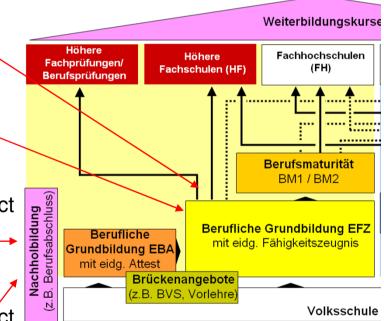
- Additional training
- Apprenticeship contract
- Full-time

FVD/FVC for adults

- No apprenticeship contract
- 5 years prof. experience
- Part-time

Validation of prior learning

- No apprenticeship contráct
- 5 years prof. experience
- Part-time





Guaranteeing quality in apprenticeship

Learning location - Host company

- •Inspection and certification of the host company by professionals
- •Obligatory courses for vocational trainers (at least 40 h)
- QualiCarte: check list for host companies (see www.berufsbildung.ch)
- Special advice/measures for host companies with drop outs

Learning location - Vocational school

- Guidance, performance agreement with the canton (guidelines, controlling)
- Requirements for teachers

Learning location - Industry courses

- •Performance agreements, monitoring by the canton
- Requirements for vocational trainers
- > Cooperation between learning locations > sharing tasks and roles



Guiding education and training institutions

National and cantonal legislation Budget

Performance test

- Official audits
- Annual report

Performance test

- Cost accounting
- Reporting-Controlling
- External evaluation

DoE P OUSET

OUSET School

Performance agreement

- PG/P
- Objectives, indicators, standards
- Budget, PG balance

Performance agreement

- School products, goals
- Finances and staff
- Quality indicators and quality standards

School input:

- Staff
- Material expenditure
- Buildings

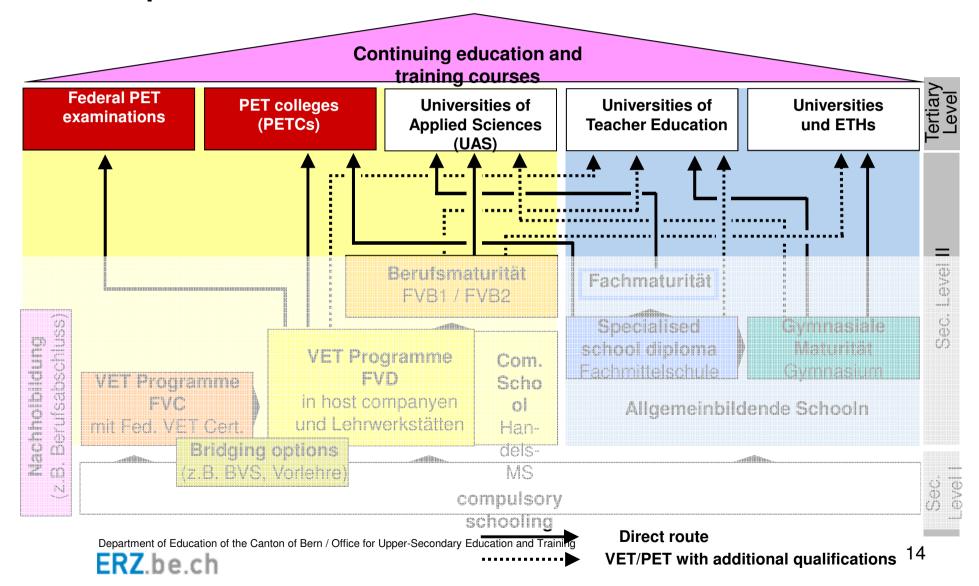
Process in the education institutions

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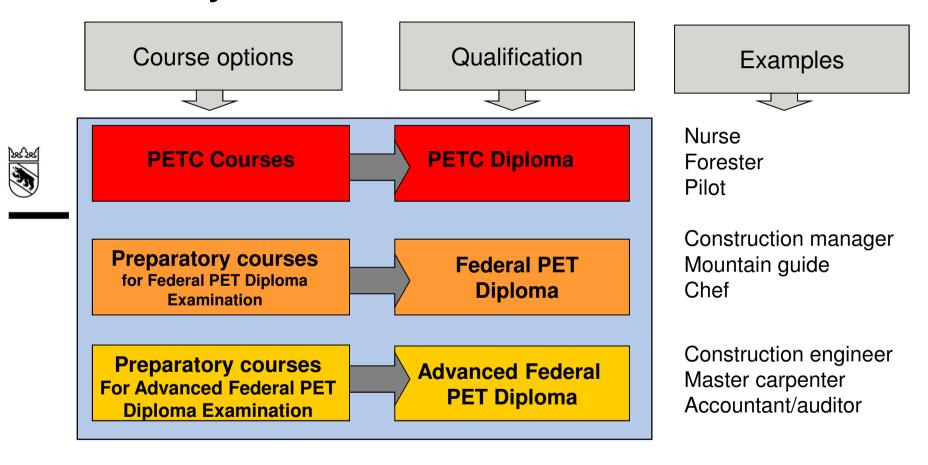
School output:

 Services offered with quality and price

Options after FVD and "Passerelles"



Tertiary level PET – Backbone for SMEs



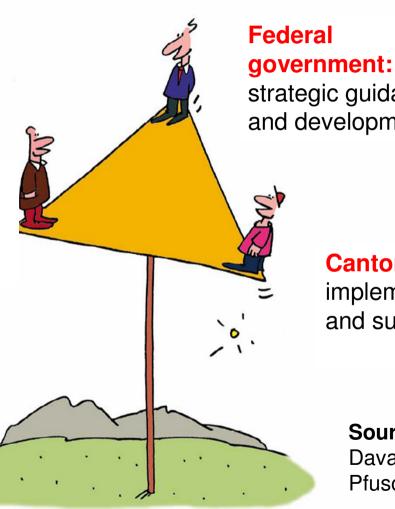
>> Possible part-time, high return on investment in education and training

Success through VET/PET partnership



Professional organisations:

course content and training places



strategic guidance and development

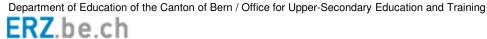
Cantons:

implementation and supervision

Source: Christine

Davatz, sgv,

Pfuschi-Cartoon



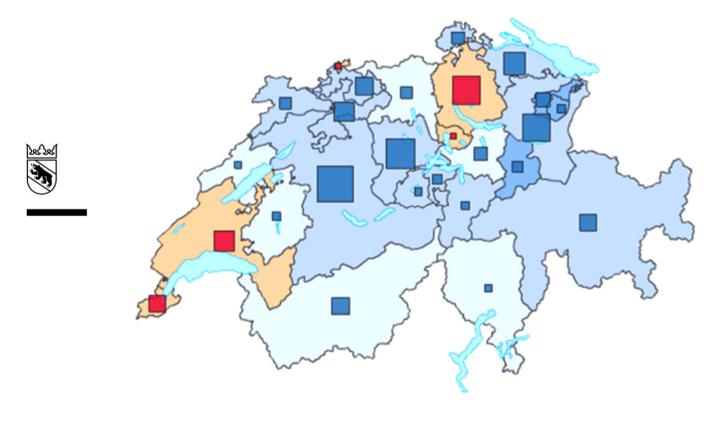
Opportunities - CH-VET - Risks

- High employability (no unemployment or only shortterm unemployment)
- Constant adaptation of content (VET/PET partnership)
- Education is worth it (Benefits)
- Highly effective for integration (Opportunities for immigrants)
- Correcting socio-demographic imbalance in upper-secondary schools (Passerelle to University)
- Courses aimed at senior managers at tertiary level (lifelong-learning)

- Bespoke VET/PET courses become rapidly outdated
- Little room for basic skills (e.g. languages/maths/ICT)
- VET/PET partnership may obstruct innovation
- Apprenticeship not always available where future trained workers needed
- Too little recognition or encouragement of women's and immigrants' potential
- International recognition of vocational education and training, esp. Advanced PET qualifications



Negative demographic change



Young people completing compulsory education 9th grade Prognosis Federal Statistic Office 2010-2020

Key:

Blue: decreasing Red: increasing

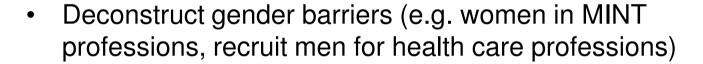
Cantons

- BE: 12 %
- LU: 18 %
- AG: 2 %
- FR: 2 %
- VD: + 5,6 %
- GE: + 5,5 %
- ZH: +6%



Measures to obtain more qualified employees

- Consolidate occupational marketing as the core task of the professional organisations (support from the cantons)
- Interest pupils in compulsory schooling in MINT (occupational fields involving <u>Mathematics</u>, <u>ICT</u>, <u>Natural sciences</u>,
 <u>T</u>echnology)



- Create apprenticeships at host companies where necessary (e.g. health care)
- Promote the Vocational Baccalaureate (Promote a new FVB in services and the economy)
- Promote vocational qualifications for adults



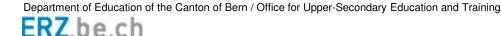
VPET's greatest exhibition

1st Joint Swiss Skills Championships



- 10 years of the VPETA
- 134 professions at work
- 74 skills championships with retail trading, Association of Commercial Employees, health care workers!
- 200,000 visitors,
 1/3 of whom are school classes
- Special show for PET, CET





A celebration of VPET





The secret of Swiss VET?





We can reveal our secret

- Training in a working environment after compulsory schooling
- Three learning locations with ideal coordination of course content
- Practical course content and constant updating
- Established support (schools, guidance, supervision)
- Training is worthwhile for businesses



The state, social partners and businesses

– all fully committed

You can't copy and paste a culture!

