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Eidgenössisches Departement für
Wirtschaft, Bildung und Forschung WBF
**Staatssekretariat für Bildung,
Forschung und Innovation SBF**

Vocational and Professional Education and Training (VPET) in Switzerland

Insights into the DNA

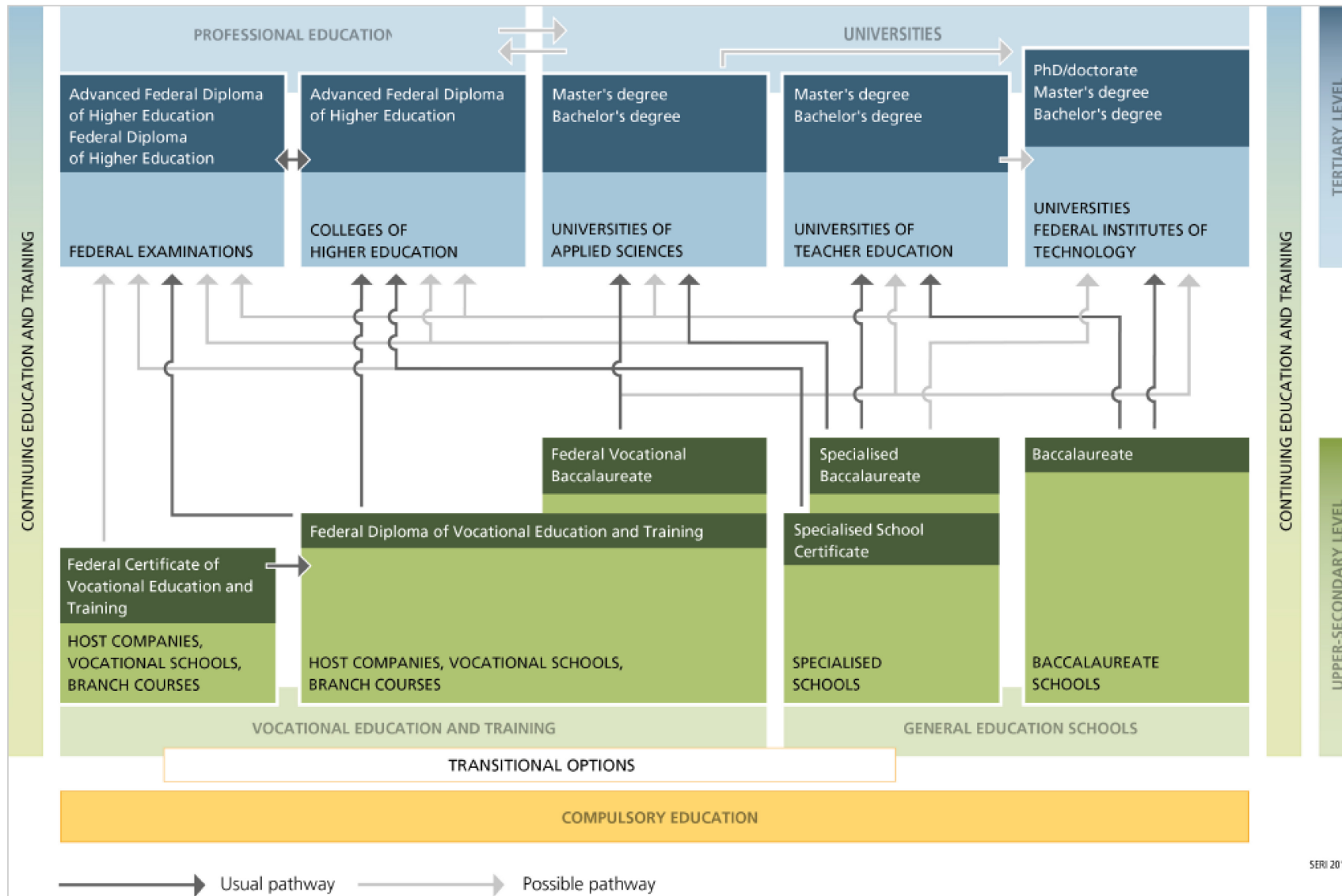
Dani Duttweiler, Head of VPET Policy Unit
Bern, 5 March 2024





Swiss education system

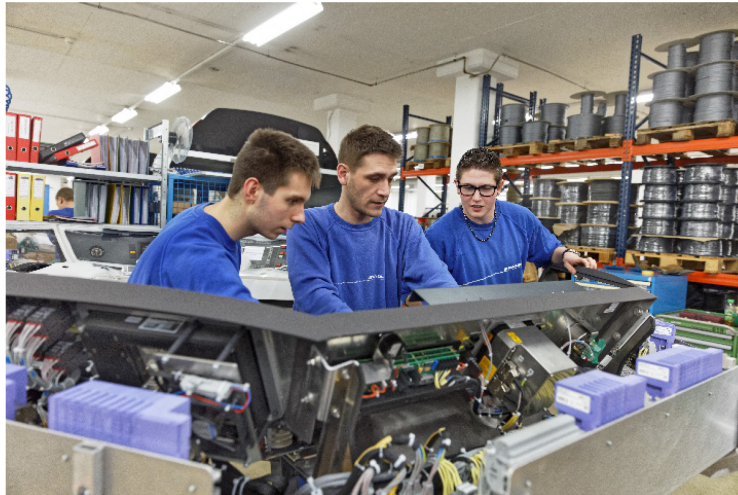
High permeability



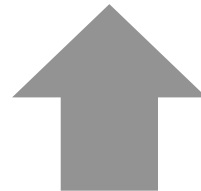


Transition from lower- to upper-secondary level

Options for young people



**VET sector: around 70%
of young people choose
this option**



**General education sector:
around 30% choose this
option**



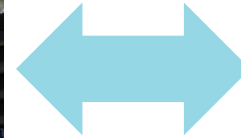
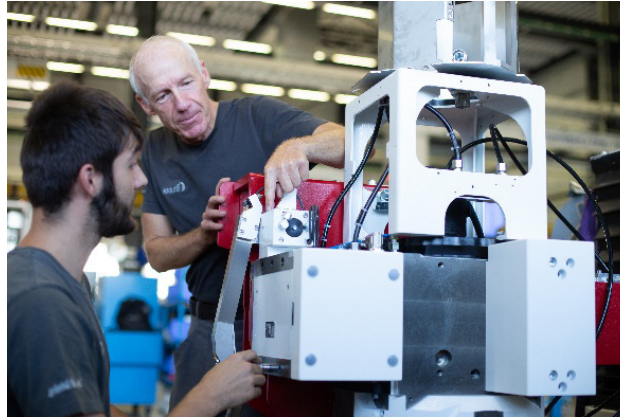
Transition from lower- to upper-secondary level



Close correlation with the labour market

Combination of theory and practice

Practice



Theory

VET sector

- Apprenticeship training at the host company (3-4 days/week)
- Branch courses

Classroom instruction at the vocational school (1-2 days/week)

PE sector

Acquisition of more in-depth professional competences (requires prior work experience)

- Preparatory courses for federal examinations
- Degree programmes at professional colleges



10 most frequently chosen occupations (2021)

245 different occupations

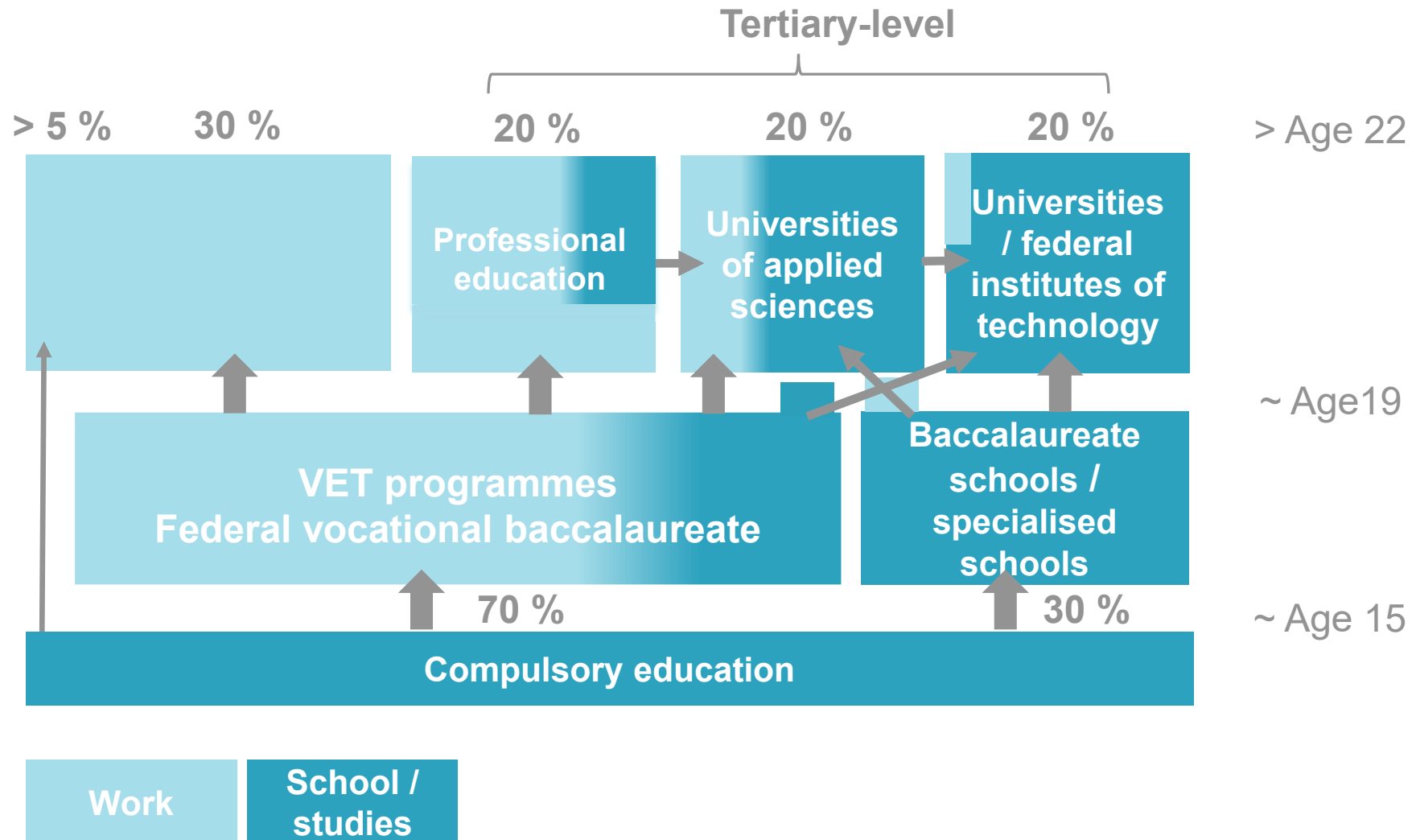


Federal VET Diploma programme	Total
Commercial employee (all profiles)	12768
Healthcare worker	4979
Retail clerk	4196
Social care worker	3951
IT technician	2237
Electrician	1946
Logistician	1771
Draughtsman	1504
Cook	1487
Farmer	1420



Education and training pathways in Switzerland

Different pathways





Three main partners within VPET system

Complementary roles and responsibilities

Federal government	Cantonal governments	Professional organisations
Providing quality assurance and further development of the Swiss VPET system	Implementing the Federal Vocational and Professional Education and Training Act	Establishing the content of training programmes
Ensuring comparability and transparency of courses throughout Switzerland	Supervising apprenticeships, vocational schools and professional education institutions	Creating apprenticeship positions
Contributing funding to cover one-fourth of public sector expenditure for the VPET system	Providing vocational, educational and career guidance services	Developing new training courses
Promoting innovation and supporting specific activities in the public interest	Providing training to workplace trainers at host companies	Organising branch courses



Funding of VPET system

Three main partners contribute

Tasks	% (2021)	Public sector	Private sector
Preparatory courses for vocational education and training	6.5	Cantons 3/4 of costs	Professional organisations (content of training programmes, examiners, marketing, etc.) Host companies (30 – 40 % provide apprenticeship training)
Vocational schools	72.8		
Branch courses	3.3		
Qualification procedures	3.2	Confederation 1/4 of costs	
Professional education and job-related continuing education and training	13.7		
Workplace trainers	0.2		
Projects and specific activities	0.3		

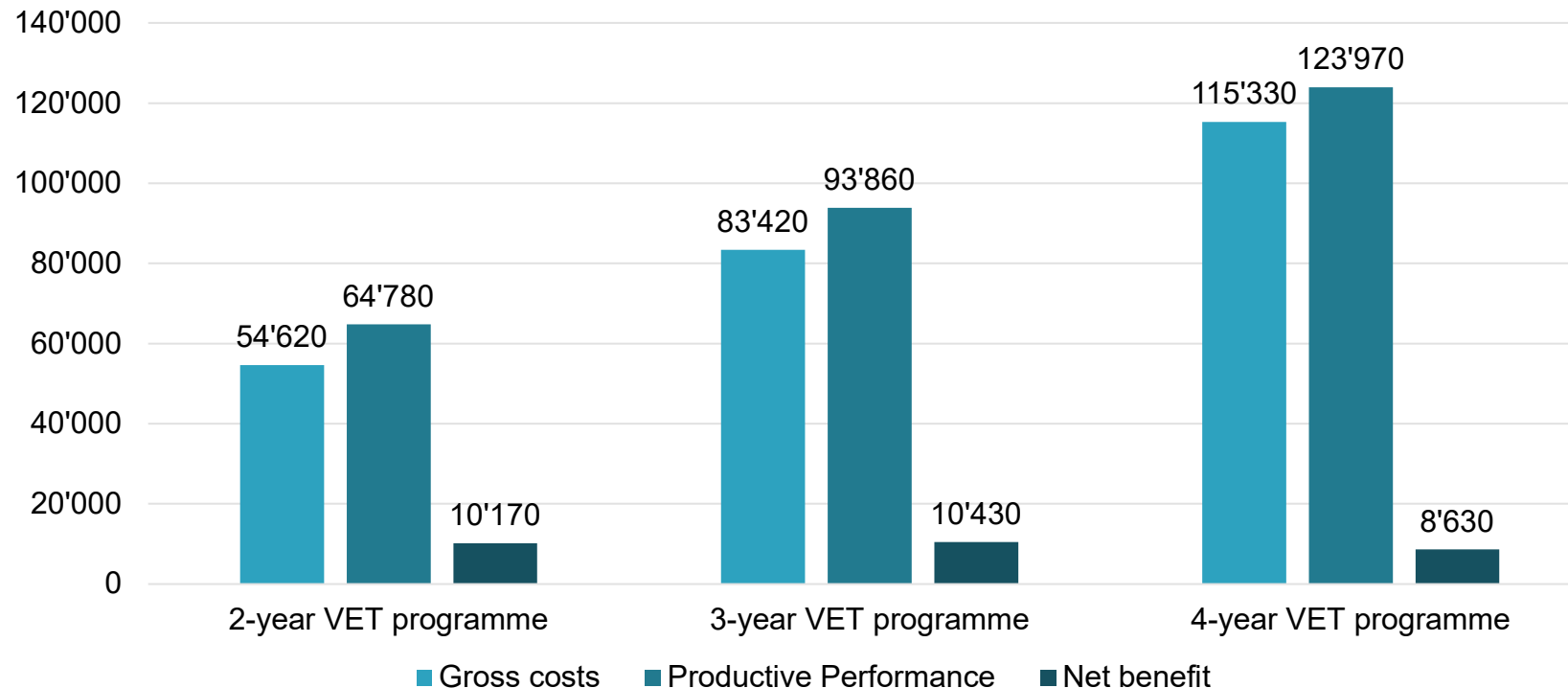


Strong employer commitment

Apprenticeships are worthwhile for host companies



Costs and benefits by duration of training, in CHF, survey year 2016





A Win-Win Situation

Dual VPET-System

Individuals

- Job prospects
- Work experience
- Recognised qualification
- Career opportunities

Companies

- Qualified workers
- Economic competitiveness
- Innovation capacity
- Cost-effective training/ recruiting

State/ Society

- Low youth unemployment
- Right mix of skills and qualifications
- High integration capacity
- Cost-effective education



Picture: Seilbahnen Schweiz



Cyclical updating of training programmes

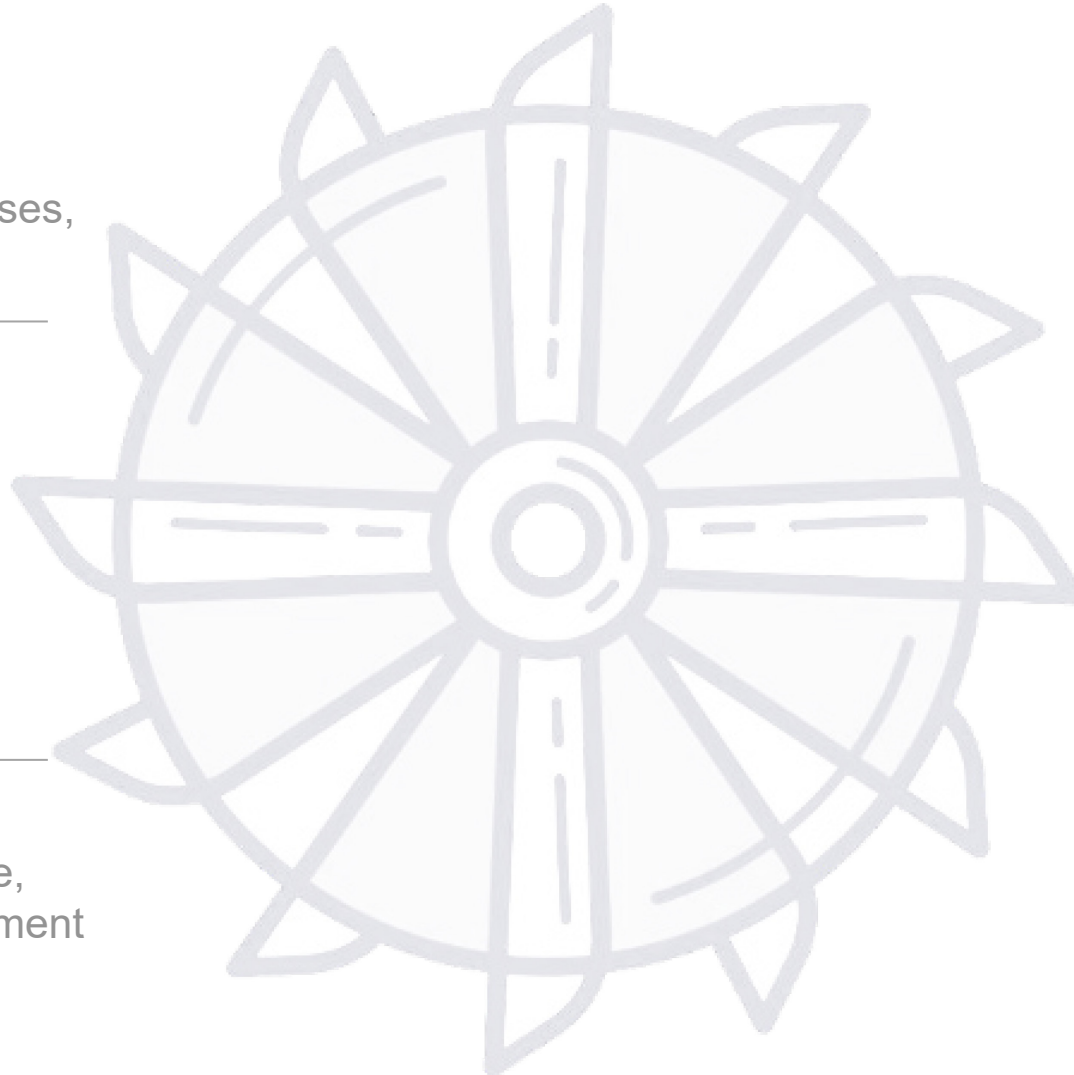
Dynamic environment

Working life
New working processes,
new markets

Education and training
New forms of teaching and
learning, lifelong learning

Megatrends
Digitalisation, climate,
sustainable development

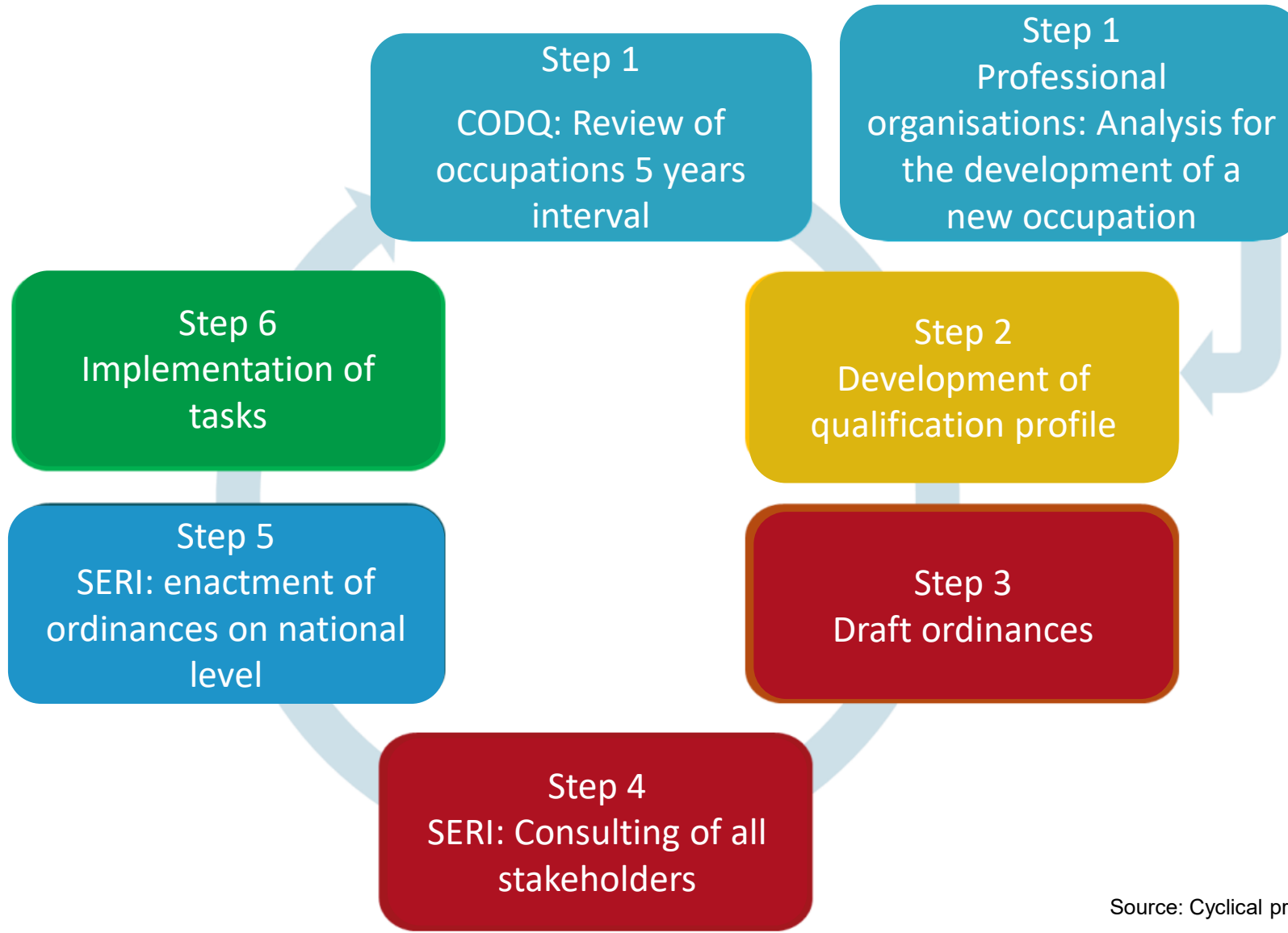
Individuals
Demographics, image
of professions, mobility





Cyclical updating of training programmes

Innovation cycle





Cyclical updating of training programmes

New and revised training programmes in 2023

Vocational education and training (upper-secondary level)

- 21 revised training programmes
- 2 new training programmes: Two-year and three-year VET programme for solar panel assembly technicians (starting in 2024)

Professional education (tertiary level)

- 21 revised training programmes
- 6 new training programmes:
 - Construction manager
 - Construction foreman
 - Watchmaking workshop manager
 - Occupational safety and health specialist
 - Building envelope planner
 - User experience / user interface designer (UX/UI designer)



VPET and continuing education and training

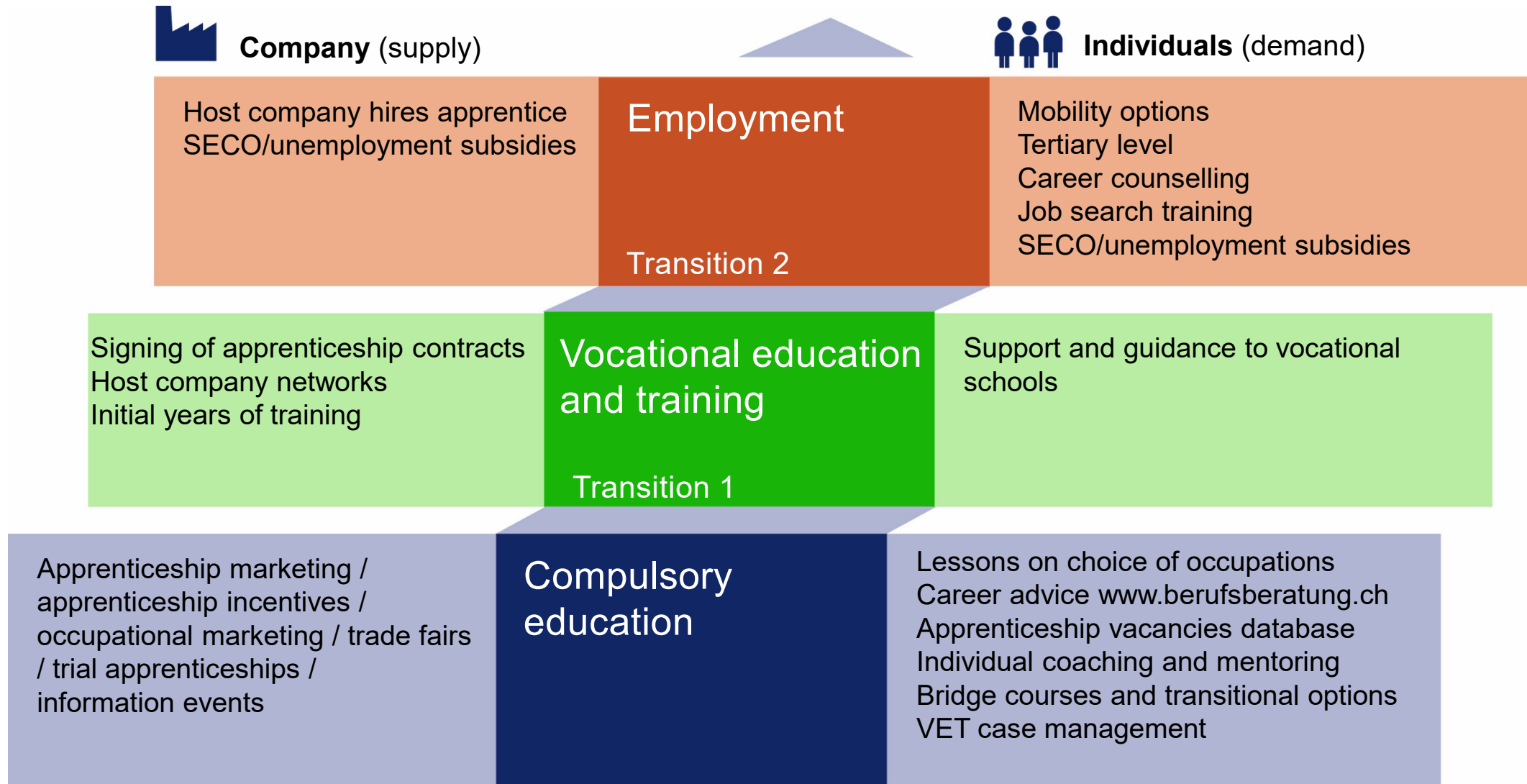
Federal support for sustainability

Lump-sum subsidies (cantons → schools)	Creation, review and revision of training programmes	Facilitating the adult acquisition of basic skills
Special areas of focus sustainable development	Provision of guidance in the area of sustainable development	Provision of advisory services in partnership with other specialised agencies
Swiss Federal University for Vocational Education and Training (SFUVET)	Institutions (e.g. Education 21)	Job-related continuing education and training (CET)



Integration into working life

Transitioning from education and training to employment





Swiss education system

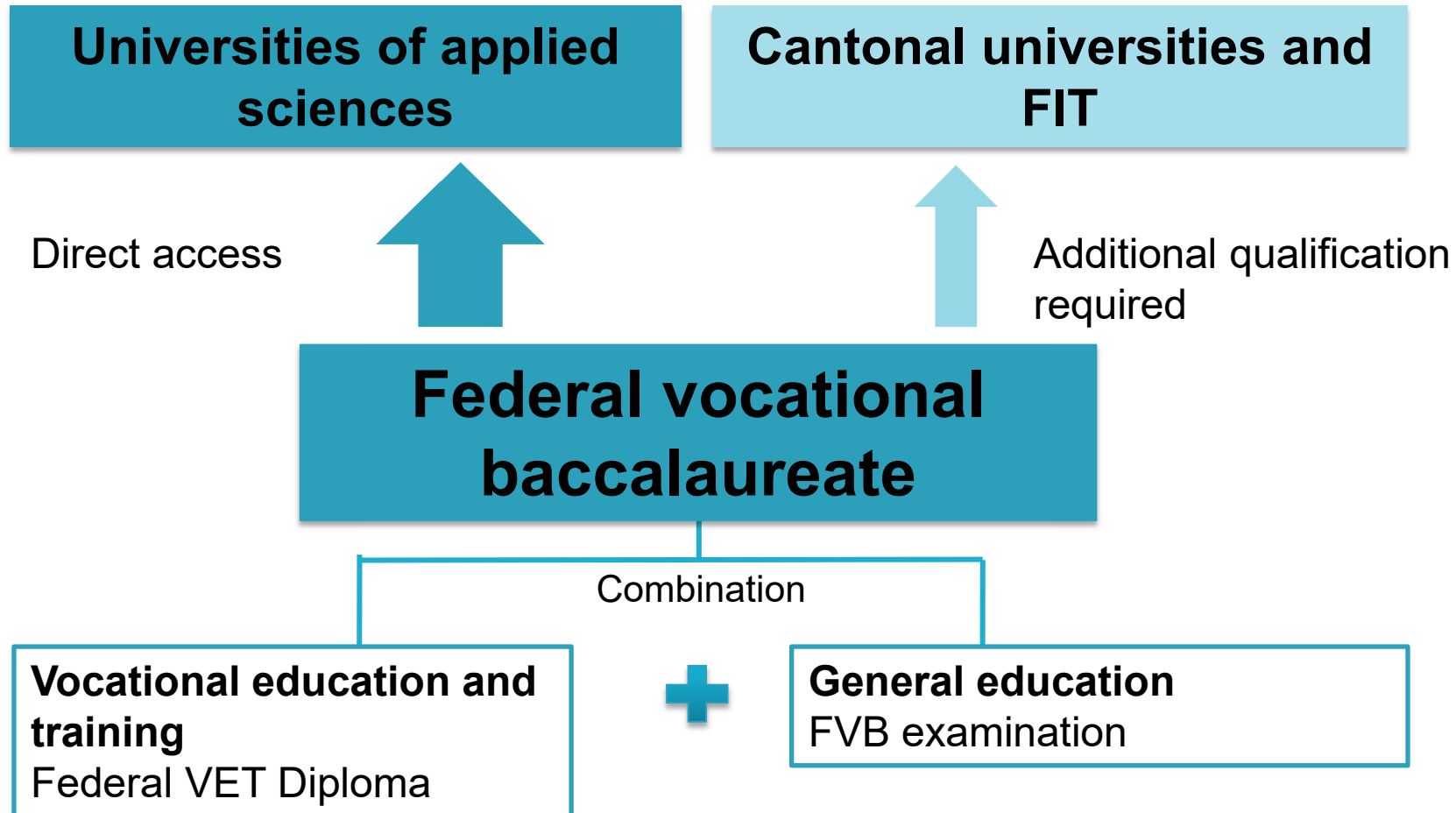
Tertiary-level qualifications

PE qualifications	29'090 (28'705 of which are federally regulated)
Examination for the Federal Diploma of Higher Education	9'977
Examination for the Advanced Federal Diploma of Higher Education	2'900
Degree programme at Colleges of Higher Education	15'828
Higher Education qualifications	61'028 (incl. PhDs)
Issued by a university of applied sciences (UAS) or a university of teacher education (UTE)	24'843 Bachelor's degrees, Master's degrees and Diplomas
Issued by a cantonal university or federal institute of technology (FIT)	36'185 Bachelor's degrees, Master's degrees and PhDs as well as First University degrees and Diplomas



Positioning of VPET system

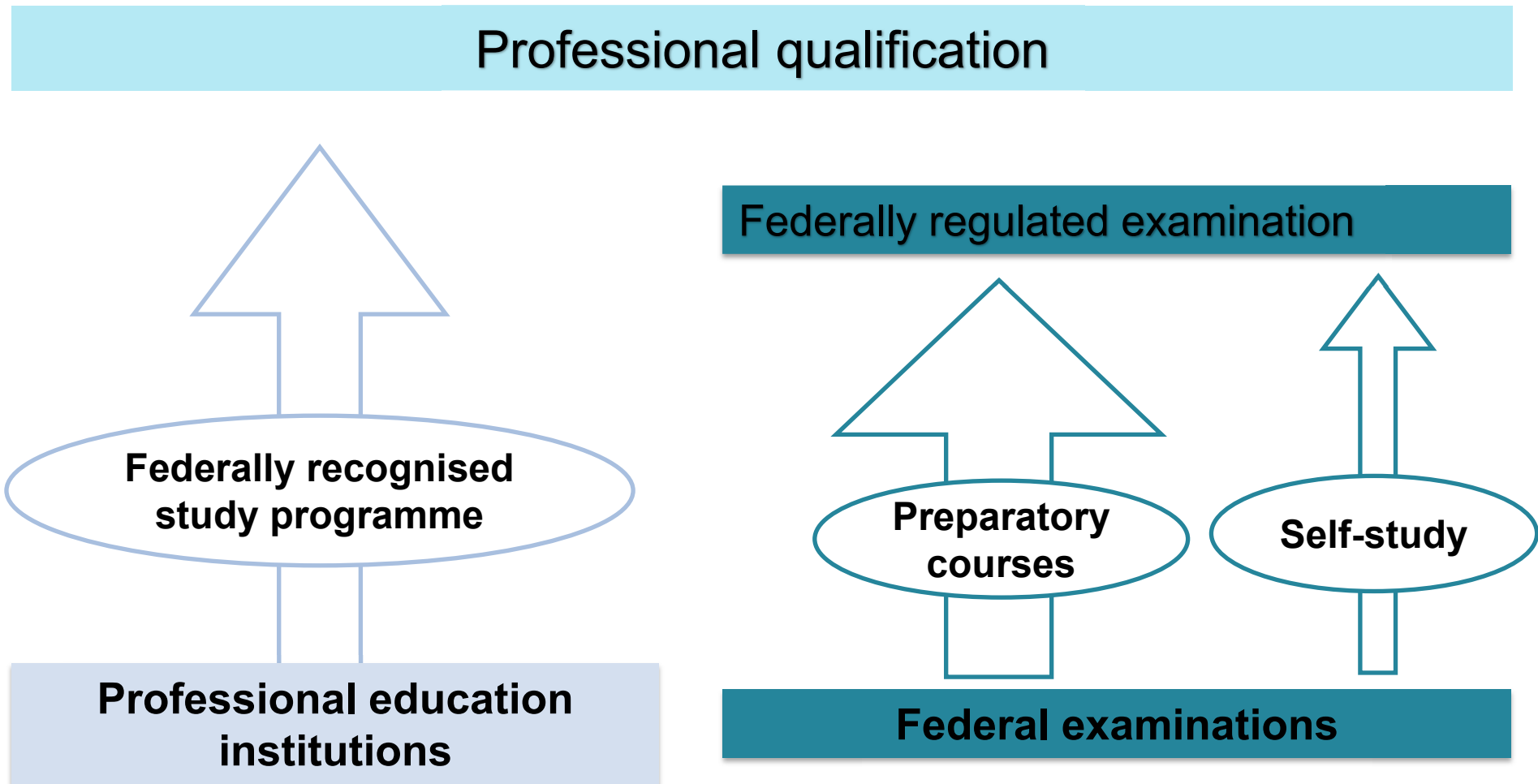
Possibilities of the Federal vocational baccalaureate





Professional education sector

Tertiary-level training designed for specific professions





VPET 2030 project

viamia: Skills assessment for adults aged 40 and up



Objectives

- Develop a free service for adults aged 40 and up to take stock of their skills. This service is for individuals who do not already benefit from comparable services.
- Swiss-wide implementation from 2019-2024.

Current status

- 2021: viamia launched as pilot project in eleven cantons
- Final evaluation report: very high level of client satisfaction. The range of services can be further expanded to take special target groups into account such as individuals re-entering the labour market after a period of absence, self-employed persons and low skilled workers
- Since 2022: viamia is available to adults aged 40 and up all over Switzerland.

Sponsors

SERI and the cantons





VPET 2030 project

Improving the quality of apprenticeship training



Picture: SMGV

Objective

Establish a training and support system for workplace trainers in host companies with the aim of improving the quality of apprenticeship training.

Implementation

- By the summer of 2023: Creation of training and support content that can be used for all occupations and occupational fields
- By the end of 2023: Evaluation and optimisation of outputs produced for the various occupational fields
- Summer 2024: The full range of training and support will be available in all four of Switzerland's national languages.

Sponsors

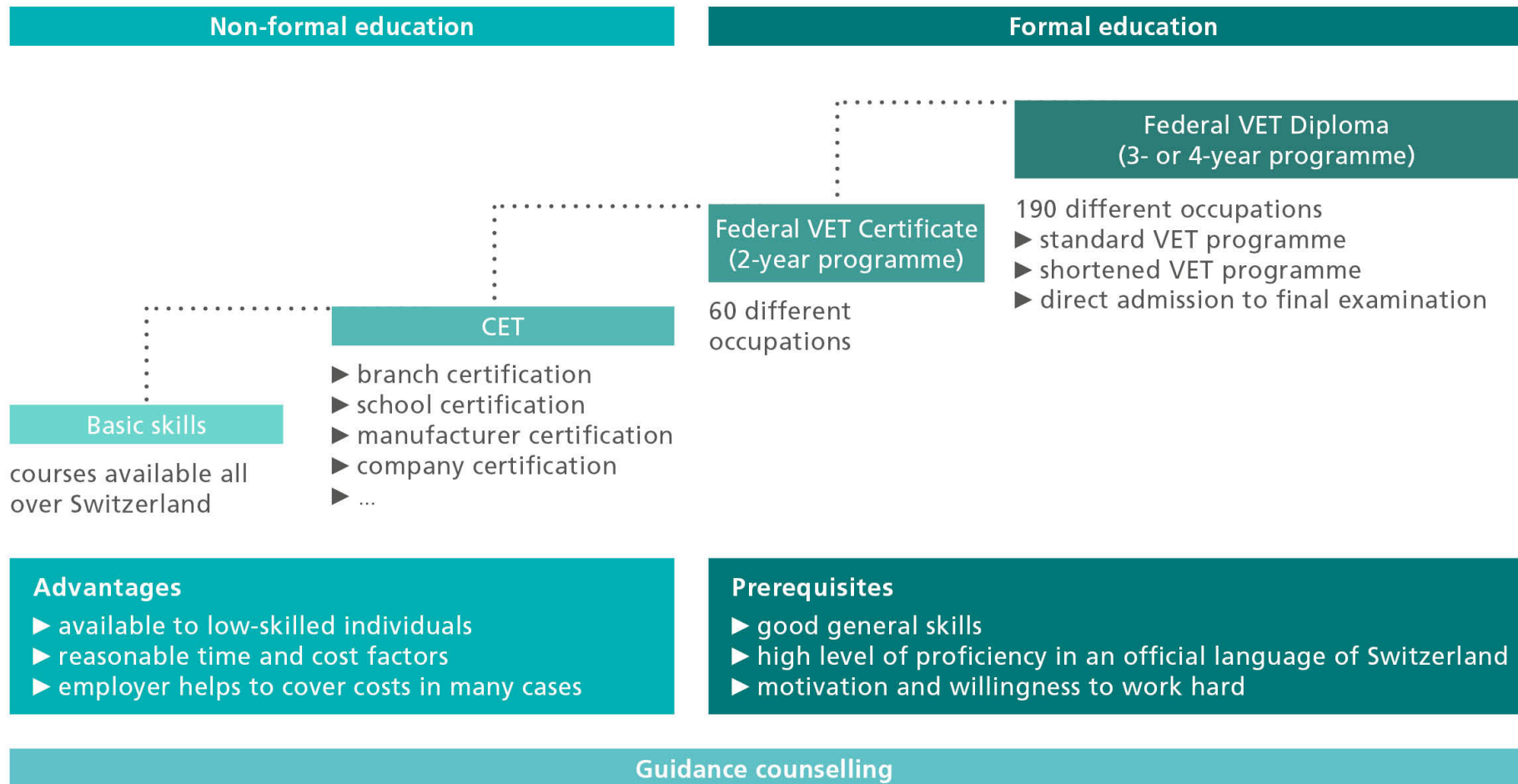
Stiftung TOP-Ausbildungsbetrieb



Options enabling adults to obtain vocational qualifications

Benefits for individuals, companies and the state

Options enabling adults to obtain vocational qualifications



*19 other qual. procedures: 15 qual. procedures through the validation of non-formal and informal learning, 4 qual. procedures where parts of examination are taken separately



Key features of Swiss VPET system

Solid foundation

Berufsbildung **2030**
Formation professionnelle
Formazione professionale



integral part of the education system / permeability

tangible benefits for companies

combination of theory and practice

tangible benefits for young people and adults

aligned with the needs of the
labour market

innovation and continual enhancements

focus on
professions

public and private sector
collaboration



Thank you for your interest!

Further information

State Secretariat for Education, Research and Innovation: www.sbfi.admin.ch

Swiss Education Report 2023: [SKBF-CSRE: Home](#)

Federal Statistical Office: www.bfs.admin.ch

