

# Viennese training association model for the catering and hotel industry

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

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## Timeline

2020 Pilot

2021 Implementation

2022 Completed

ID number 38723

## Background

Due to the predicted recessionary economic development (as a result of the COVID-19 pandemic), a significant decline in the supply of apprenticeship places was expected in autumn 2020, although this varied according to sectors (and regions).

Liquidity bottlenecks, the demand situation and the general uncertainty about further economic developments, and thus the demand for skilled workers to be expected in the medium term, are seen as the primary reasons for a reduction, or even discontinuation, of the training offer from companies.

In the medium and long term, after the COVID-19 pandemic has been overcome, this reduction in training supply may lead to too few young skilled workers being trained, and the shortage of skilled workers may increase further down the line.

The Viennese gastronomy and hotel industry has been severely affected economically by the restrictions and requirements related to COVID-19. Since the start of the COVID-19 crisis in March 2020, establishments in these sectors have been completely closed for several months or have only been opened under certain conditions. Vienna, with its high share of city and conference tourism, has been particularly hard hit by the decline in overnight stays/turnover. The net overnight revenue of Vienna's hotel industry slumped by 77% in 2020, and in January 2021 the decline was 95% (compared to January of the previous year).

Against this background, the social partners in Vienna therefore decided in June 2020 to take countermeasures and presented an initial position paper on the development of a Training alliance model in the light of the COVID-19 crisis. On the basis of this paper, the two research institutes, ibw and öibf, in close cooperation with the Vienna Economic Chamber, the Vienna Chamber of Labour, the Vienna Employment Promotion Fund (waff) and the Public Employment Service (AMS), developed a concept for operational implementation, which the waff has already implemented in terms of funding.

## Objectives

Two objectives are pursued:

- (a) the measure is intended to support training companies in continuing apprenticeship training in the during the crisis of the Covid-19 pandemic, by enabling them to

- outsource in-company training for a certain period of time without incurring any costs;
- (b) in addition, the number of new apprenticeship places on offer is to fall as little as possible, both for autumn 2020 and thereafter.

This results in the following policy guidelines to:

- (a) enable apprenticeships in the economy in the medium term (and especially for autumn 2020) despite the uncertainty;
- (b) support training companies and maintain them in the medium term;
- (c) ensure the quality of training even in the event of short-time work or short-term company closures.

## Description

In close cooperation between the Vienna Economic Chamber (WKW), the Vienna Chamber of Labour (AK), the Vienna Public Employment Service and the Vienna Employment Promotion Fund (waff), as well as conceptually supported by the two research institutes ibw and öibf, a model of a new, innovative training association was developed. It was finally implemented at the beginning of 2021, offering apprenticeship training companies the possibility of continuing their apprenticeship training for a certain period of time at no cost.

Within the framework of a training alliance, training companies can temporarily outsource their in-company training to an external training institution in the event of certain economic difficulties (according to defined criteria). The training companies do not incur any costs. The waff bears the costs for the training alliance and reimburses the training company for the proportionate training allowance for the time it is in the alliance. The training relationship between the training company and the apprentice remains in place and continues thereafter. The apprentices are trained continuously. For this purpose, a so-called association agreement (between the training company and the apprentice) is concluded, which is a legal supplement to the apprenticeship contract. This association agreement can be concluded at any time for existing or new apprenticeship contracts and enables the training company to conclude a training contract with the responsible supra-company training institution if required. This defines and regulates the design (training content, duration) of the temporary training carried out at the supra-company training institution.

The economic difficulties defined as a prerequisite for access are:

- (a) temporary company closure due to official orders or for economic reasons;
- (b) short-time work approved by the AMS for employees (but not for apprentices) if this means that they are not available for apprenticeship training;
- (c) short-time work for the apprentice approved by the AMS;
- (d) a serious decline in sales or orders that affects apprenticeship training.

As soon as at least one of the prerequisites is fulfilled, the training company can participate in the training alliance and conclude a training contract.

The outsourced training is completed in the form of modules at the external training facility. The duration of a module is 2 months. A maximum of two modules can be used per apprenticeship year (that is, a maximum of 4 months per apprenticeship year can be outsourced free of charge for teaching purposes). The modules contain selected professional content from the respective apprenticeship year and were developed by the two research institutes, ibw and öibf, in cooperation with experts (including the training institute carrying out the training) on the basis of a tried and tested competence model (KmS, Kompetenz mit System). The training content can also be adapted to the needs of the company and the apprentice in consultation with the external training institution.

For the agreed duration, the training provider takes on the tasks of the authorised instructor. The temporary transfer of the training service to the training institution can take place at any time. As a lead time for the start of the training, a maximum of 4 weeks is estimated from the conclusion of the training agreement. This period can – depending on the possibilities of the training institution – also be shortened. A lead time of 1 week applies for the premature termination of the outsourced training or a temporary interruption of the

same (for the purpose of an assignment at the training company for at least 1 week).

The background to this modular concept and its time limit is the legal framework [according to the Vocational Training Act (BAG) and a maximum of 4 months' absence from in-company training is allowed per year]. Modules that are predefined in terms of content enable them to correspond with the content of the job profile of the respective apprenticeship year in the training regulation and thus also provide orientation when selecting modules.

The apprentice's compulsory vocational school attendance shall not be changed by the association. If the apprentice's attendance at vocational school falls within the agreed association period, the apprentice's income shall also be reimbursed for this period. A settlement of training costs by the association does not take place for vocational school days.

The Public Employment Service commissions one supra-company training institution for each occupational field to implement this model. The supra-company training carrier is entitled to outsource the implementation of modules to other supra-company training institutions (sub-companies).

### 2020 Pilot

In 2020, the model was implemented as a pilot model specifically for Vienna and the following apprenticeships: cook, restaurant specialist, gastronomy expert, hotel and catering assistant and hotel clerk. The external training facility for these apprenticeships is Weidinger and Partner, who currently carry out apprenticeships for the above-mentioned occupational field as a supra-company apprenticeship training provider.

During the crisis, the waff is paying the costs of joint training for up to 150 apprenticeships until the end of 2022. It guaranteed both the assumption of the training costs at the external training facility and the refund of the apprentice's income to guarantee that the participating companies were not charged. Originally, the waff was the only sponsor. In the meantime, the Vienna Public Employment Service has also joined the pilot phase of the training network model, which has increased the maximum number of apprenticeships that can be funded to 300.

### 2021 Implementation

In 2021, the Viennese training association model for the catering and hotel industry was finally implemented. The pilot project is limited to the end of 2022.

### 2022 Completed

The project run until the end of 2022. However, irrespective of the pandemic, it is being discussed whether this model should be extended to other occupations or sectors if companies are temporarily unable to provide training for various reasons.

## Bodies responsible

- Vienna Economic Chamber
- Vienna Employment Promotion Fund (waff)
- Vienna Public Employment Service

## Target group

### Learners

Learners in upper secondary, including apprentices

## Entities providing VET

Companies  
VET providers (all kinds)

## Thematic categories

### Governance of VET and lifelong learning

Engaging VET stakeholders and strengthening partnerships in VET

### Modernising VET offer and delivery

Reinforcing work-based learning, including apprenticeships

### Transparency and portability of VET skills and qualifications

Developing and applying qualifications smaller/shorter than full

### Supporting lifelong learning culture and increasing participation

Financial and non-financial incentives to learners, providers and companies

## Subsystem

IVET

## Related policy developments

2023 **Completed**

### Apprenticeship response to the COVID 19 crisis

To keep the apprenticeship system running, the following two key measures were taken in response to the COVID-19 crisis:

Apprenticeship bonus

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#### Type of development

Practical  
measure/Initiative

#### Subsystem

IVET

#### “ ... ” Cite as

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies->

