



# Hybrid Qualifications – emergence and relevance



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- **What are “Hybrid Qualifications” (HQ)?**
- HQ in the German context
- HQ in Austria and Australia



## Hybrid Qualifications (HQ) – wide definition

**Hybrid qualifications are the formal result of combinations of school-based or academic learning with vocational or labour-market elements**



## Hybrid Qualifications (HQ) in VET – narrow definition

**Hybrid qualifications**” prepare for qualified entrance into working life (in the sense of vocational education and training (VET) and a labour-market relevant formal qualification) while at the same time opening access to higher education (HE). Therefore they have a “hub function” between vocational and academic pathways.



## Hybrid Qualifications (HQ) therefore...

either

represent an alternative to traditional educational pathways in secondary or higher education

or

as a form of VET, have the function to open up progression from VET to higher education



## Examples of HQ

- Baccalauréat Professionnel (BacPro) in France
- Diplomas obtained in Higher Vocational Schools (BHS) in Austria
- Berufsmatura (Vocational A-level) in Switzerland
- Assistant qualifications in Vocational Colleges in Germany
- VET in Schools including Applied Certificates of Secondary Education in Australia
- Cooperative Education and Applied Degrees in Colleges and Universities in Canada
- Dual universities or study courses in the tertiary system in Germany



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## HQ in Germany via the VET system

### **Type A:**

**HQ obtained in company-based apprenticeships (dual system) – federal law - (rarely existent, non-relevant)**

### **Type B:**

**HQ obtained in full-time vocational education in VET schools – federal state law**

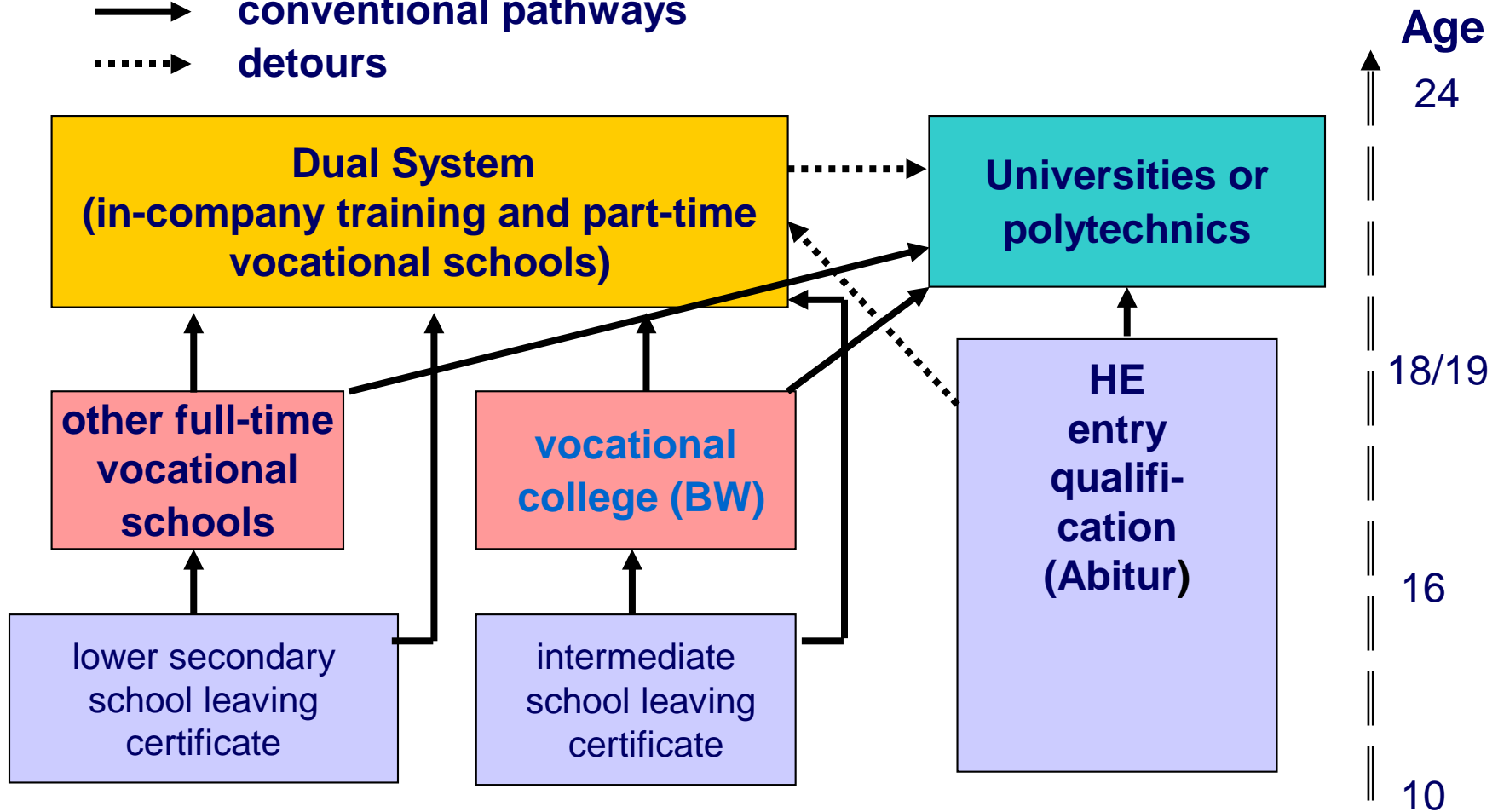
**HQ hereby mostly lead to an entrance qualification for universities of applied sciences (Fachhochschulreife)**





## Germany's Education and VET system

→ **conventional pathways**  
⋯→ **detours**





## Vocational Colleges leading to admission to universities of applied sciences

- **Höhere Berufsfachschule / Berufskolleg**
- Different courses depending on occupational profiles and federal state
- Entry requirement: intermediate secondary school qualification
- Ruled by the federal states, no central political responsibility
- Can be seen as a “bridge” between general education and the dual system
- Often chosen by students as a way to higher education, not directly to the labour market
- Generally questionable reputation with employers due to lack of practice although they often prefer graduates for a follow-up apprenticeship



## HQ in Germany in higher education

**(more a “soft” variant of HQ)**

**Dual study programmes**

**Dual Universities**

**Vocational Academies**



## Characteristics of Dual Universities in the federal state of Baden-Württemberg (est. 1982 as ‚vocational academies‘)

- ❖ „premium apprenticeship“ in a company coupled with academic studies in a tertiary institution (Hochschule)
- ❖ „academic dual system“ (half/half)
- ❖ full university entrance qualification (Abitur) required
- ❖ training contract required for admission
- ❖ attractive training allowances for students
- ❖ three-year courses leading to a Bachelor degree



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## Comparison – **HQ in Austria**

**In Austria, full-time VET is strongly associated with HQ while the dual system has less relevance than in Germany (or Switzerland)**

- ❖ BHS (Berufsbildende Höhere Schulen) are the typical „royal path“ in the VET system, and they lead into relevant labour markets while at the same time imparting a full university entrance qualification
- ❖ These 5-year courses for 14-year-olds „serve“ specific labour markets without entering a competition with the dual system as they aim either at higher levels of the occupational hierarchy or train for occupations outside the dual system, e.g. in the services sector, tourism etc.
- ❖ Full-time VET includes work placements though only for a couple of weeks
- ❖ Most graduates go to university afterwards, which means that some 30 % (in the case of HAK, and 50 % in the case of HTL) go straight to the labour market



## Comparison – **HQ in Australia**

**In Australia HQ are part of VET in Schools initiatives, above all in the state of Victoria**

- ❖ Victorian Certificate of Applied Learning
- ❖ Meant to increase the esteem of VET in the education system
- ❖ Formally equivalent with the normal Certificate of Secondary Education
- ❖ Part of the VET in Schools programme as it can be accredited to follow-up VET courses, including apprenticeships or traineeships
- ❖ Also, school-based apprenticeships exist in other Australian states following a similar philosophy, but not necessarily with a separate type of certification



**Thanks for your attention!**

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