

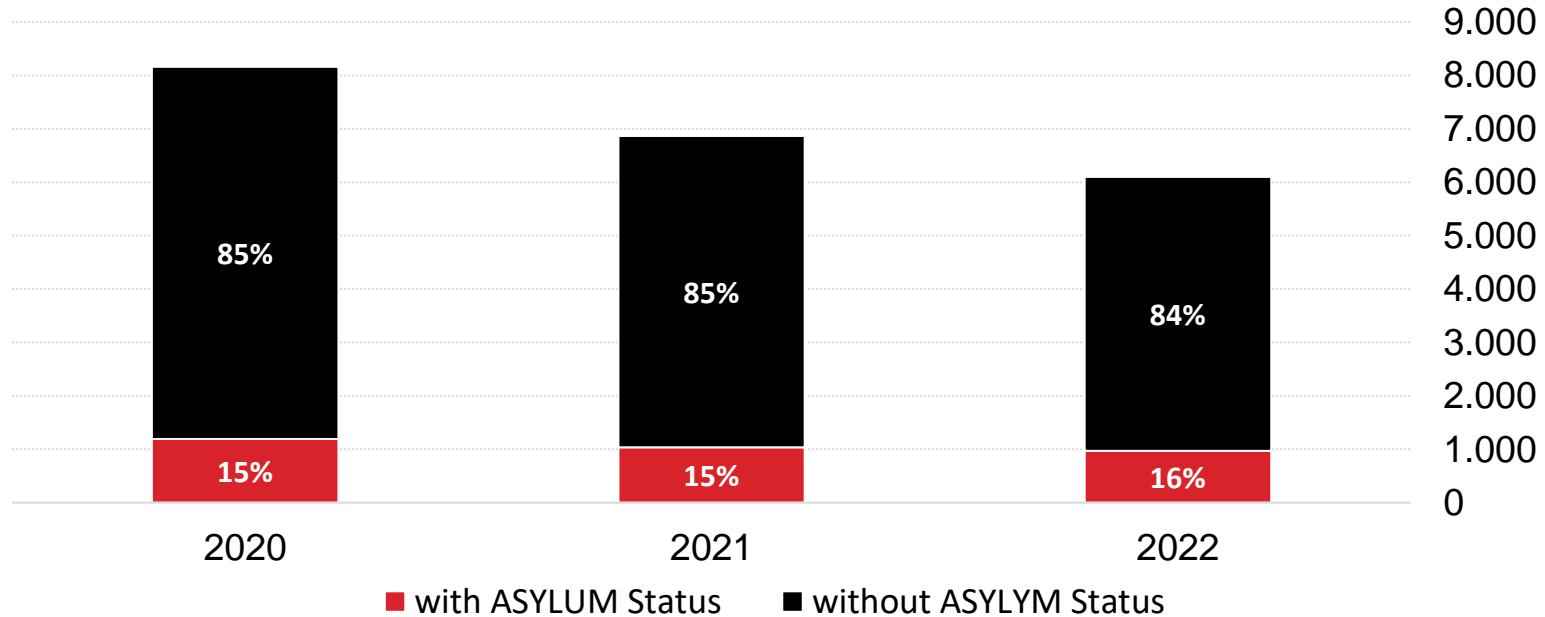


APPRENTICESHIP & ASYLUM KEY FACTS ON AUSTRIA

OLIVER GRUBER | 21.10.2022

APPRENTICESHIP SEEKERS

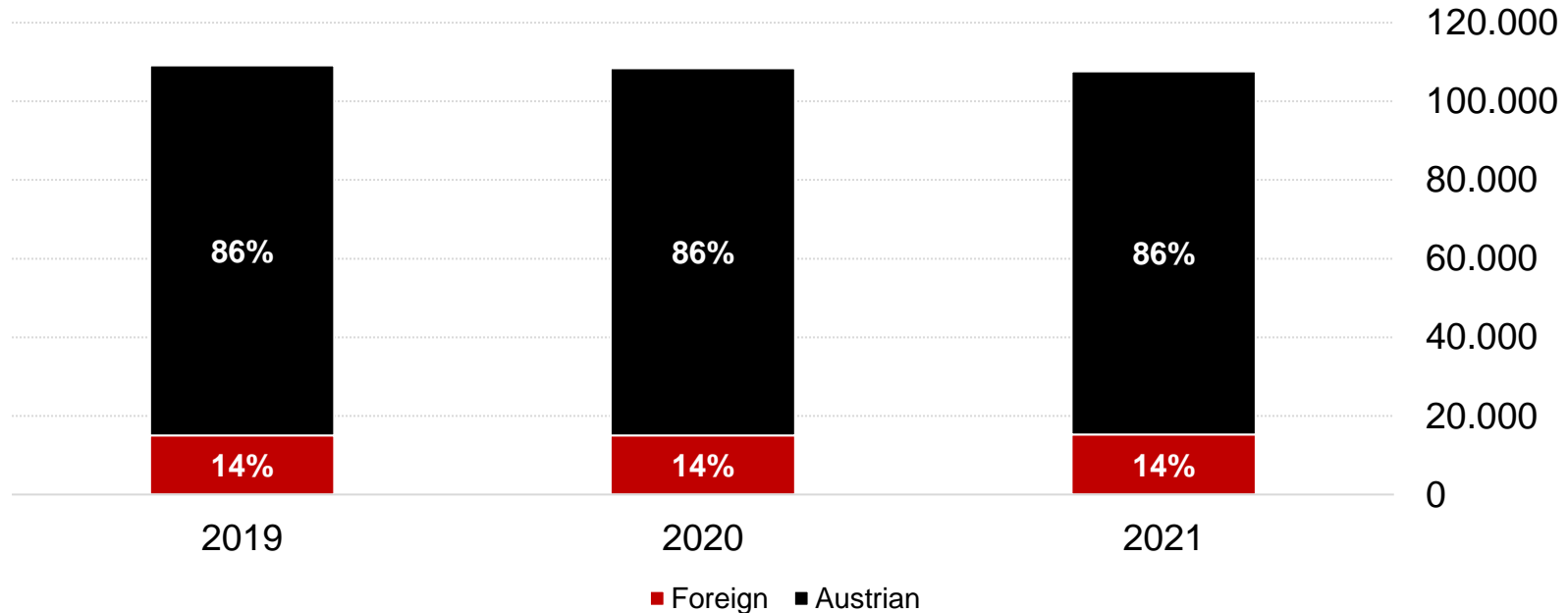
TOTAL ANNUAL NUMBER, 2020-2022 (Last Update: 17.10.2022)



Source: Austrian Labour Market Service

APRENTICESHIP HOLDERS

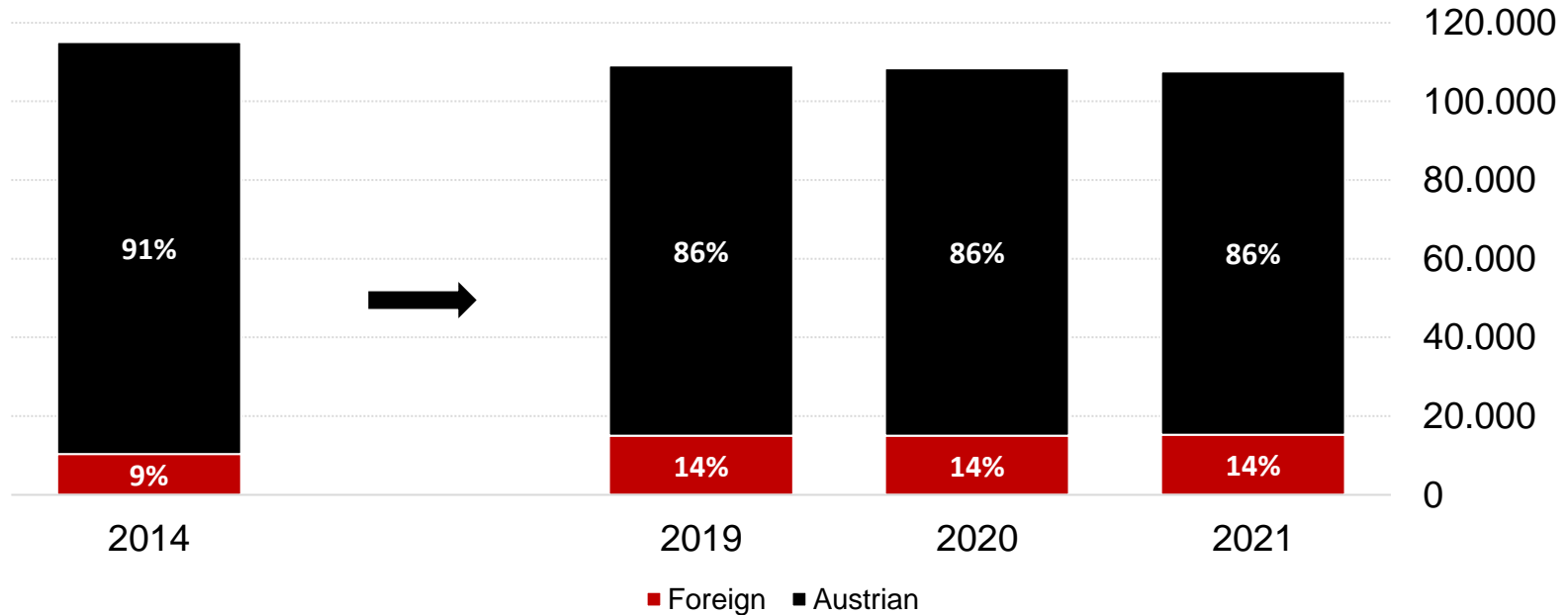
TOTAL ANNUAL NUMBER, 2019-2021



Source: Austrian Chamber of Commerce – Apprenticeship statistic

APRENTICESHIP HOLDERS

TOTAL ANNUAL NUMBER, 2014-2021



Source: Austrian Chamber of Commerce – Apprenticeship statistic

APPRENTICESHIP HOLDERS / NATIONALITY

SHARE AMONG FOREIGN NATIONALS, Ø 2019-2021



Source: Austrian Chamber of Commerce – Apprenticeship statistic

APPRENTICESHIP HOLDERS / NATIONALITY

SHARE AMONG FOREIGN NATIONALS, Ø 2014



Source: Austrian Chamber of Commerce – Apprenticeship statistic

ACCESS TO APPRENTICESHIP

GENERAL REGULATIONS & RECENT DEVELOPMENT

- Apprenticeship: open to foreign nationals with regular residence permit that allows labour market access
- Refugee status and subsidiary protection status allow the access
- Asylum seekers have been excluded since 2004.
Repeal of respective decree by the Austrian Constitutional Court in 2021, now allowing for
 - access to apprenticeship for professions with labour shortage after waiting period and labour market test (equivalent force method) (= > high barrier)

APPRENTICESHIP & REFUGEES

BETWEEN IDEAL CAREER PATH VS. REALITY OF UNUSED POTENTIAL

- Individual factors:
 - Difference between young refugees with family vs. unaccompanied minors or young adults
 - Incompatibility of social assistance with apprenticeship
 - Clash with high educational aspiration of young refugees and their parents
 - Negative consequences from exclusion of asylum seekers on individual career paths
 - Disadvantages: Lack of basic competences and interrupted educational careers as well as psychological constitution
 - Advantages: Above average practical skills & knowledge of work routines from previous jobs; greater maturity & will to pursue education/training

APPRENTICESHIP & REFUGEES

BETWEEN IDEAL CAREER PATH VS. REALITY OF UNUSED POTENTIAL

- Individual factors:
 - Lack of knowledge of educational system, apprenticeship-system overall – undervaluation of apprenticeship
 - Lacking networks that provide opportunities to apply for apprenticeship positions
 - For some refugees, after years of waiting in the asylum procedure, they are eager to start job (not another education)
 - Costs, insecurity & isolation in many cases lead to refusal of relocation to another province for an apprenticeship-position

APPRENTICESHIP & REFUGEES

BETWEEN IDEAL CAREER PATH VS. REALITY OF UNUSED POTENTIAL

- Employer-side factors
 - By tendency employers are more critical with refugees as compared to domestic apprentices
 - In some cases resentments still exist vis-a-vis refugees, cultural/religious difference (eg. headscarve), etc.
 - Other companies have established specific application tracks modeled to the situation of refugees
 - Companies in dire need of apprentices are more open
 - Companies with good experiences continue to hire more apprentices
 - Media and politics as influential factors for the overall conditions

APPRENTICESHIP – ROLE FOR REFUGEES

BETWEEN IDEAL CAREER PATH VS. REALITY OF UNUSED POTENTIAL

- Systemic factors:
 - Distribution of refugees vs. distribution of apprenticeship positions (East-West & Urban-Rural)
 - West: in particular tourism & gastronomy
 - North: industrial areas with demand for technical apprentices
 - Differences across branches vs. concentration of desired places
 - In branches with high competition for apprentices, refugees are the last given the opportunity

APPRENTICESHIP FOR REFUGEES

STARTING POINTS FOR ACTION

- Language competences a key criterion for employers (and a barrier for many)
- Lacking knowledge of career perspectives, access, application rules, etc.
- Individual support is crucial through bureaucracy (Mentoring, Buddy, etc.)
- Systematic preparation (application, company information, excursions, practice, etc.)
- Accessing the networks of domestic citizens facilitates a lot
- Companies need to provide an even more fruitful learning environment
- Companies need to be open to develop candidates instead of expecting ready & tailor-made candidates from the get go
- Targeted financial support for companies & apprentices to compensate for cost risks should be decisive stimulus

APPRENTICESHIP FOR REFUGEES

EXAMPLES OF GOVERNMENT MEASURES

- Integration year (Integration year act 2017)

Open to refugees, subsidiary protection holders and asylum seekers with high likelihood of positive decision (the latter of which remain in basic care). Comprises:

- Clearing of competences
 - German language courses A2 or higher
 - Support in the nostrification of certificates & qualifications
 - Value and orientation courses
 - Career orientation and application training
 - Preparatory courses for labour market participation
 - Job specific trainings
- 2022: New ministerial assignment to Austrian Labour Market Service (AMS) for intensified labour market integration measures
 - Various non-governmental programs for assistance (subsidized)

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THANK YOU!



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