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

Source: Austrian Labour Market Service

- with ASYLUM Status
- without ASYLUM Status

2020: 85% with ASYLUM Status, 15% without ASYLUM Status
2021: 85% with ASYLUM Status, 15% without ASYLUM Status
2022: 84% with ASYLUM Status, 16% without ASYLUM Status
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)
THANK YOU!
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