

# Going for attractiveness and excellence



## A cross-country review of excellence in apprenticeship in Austria, Denmark, Germany and Switzerland

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Contact us all through the Apprenticeship Toolbox

[www.apprenticeship-toolbox.eu](http://www.apprenticeship-toolbox.eu)



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## Our perspective on excellence in apprenticeship systems

National / federal policy initiatives for attractiveness / systemic excellence

- developing, maintaining and promoting (innovation circle)
- institutionally anchored initiatives

Principles for policy making in apprenticeship system

- consensus, co-decision, co-responsibility of all relevant stakeholders
- labour market needs and vocational training professions

Striving for excellence of apprenticeship in the current context

- multiplicity of patterns of apprenticeship offers in Europe
- excellence as a ‚guarantee‘ for attractiveness

## Triggers and expectations to excellence in apprenticeship

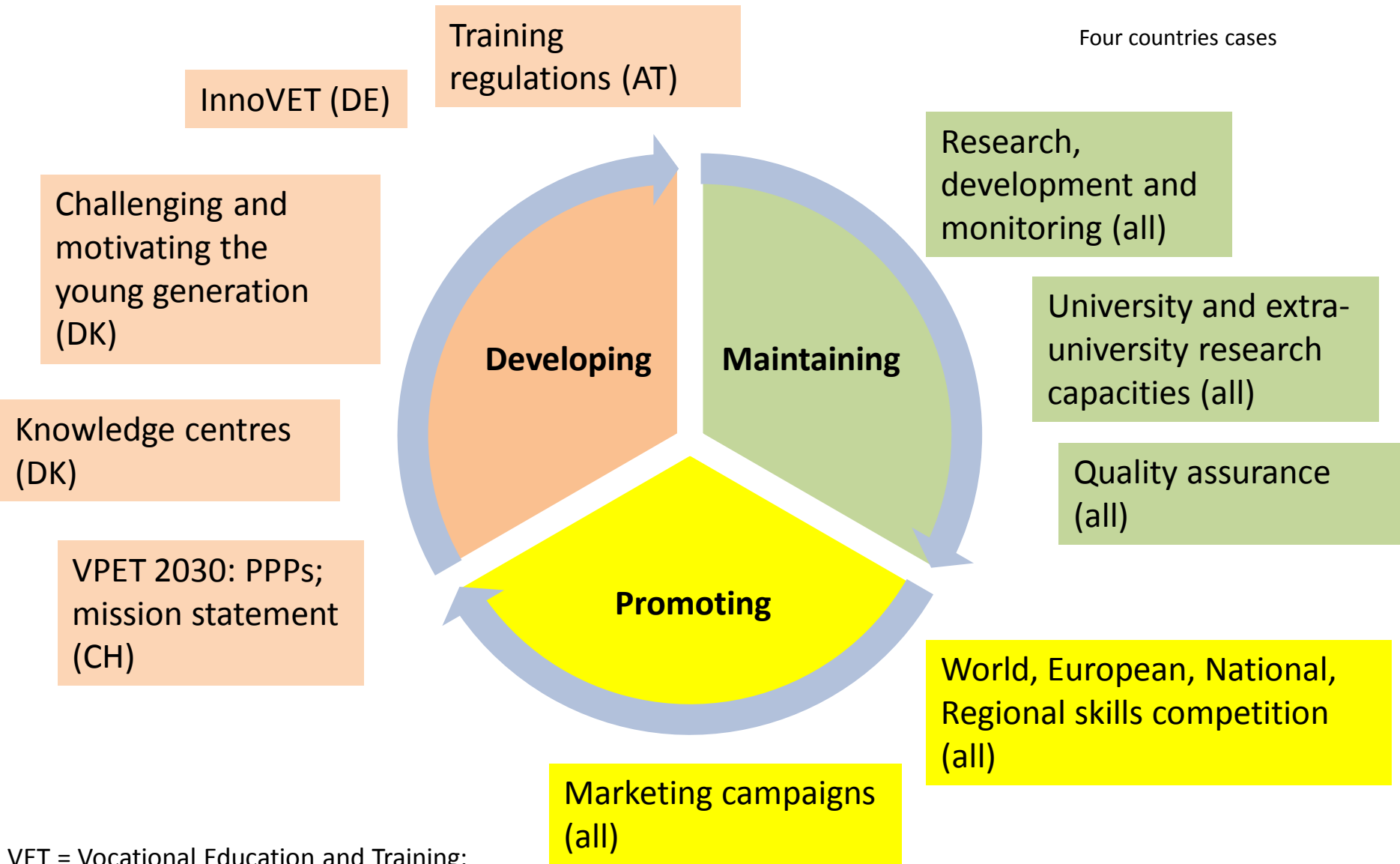


## Excellence in apprenticeship

The comprehensiveness of quality assurance mechanisms, horizontal and vertical permeability in VET systems, national recognition of qualifications provided by authorities in cooperation with the labour market and labour market employability, mobility and career prospects and rich opportunities to participate in lifelong learning shape excellence. Furthermore, considerable efforts are spent on innovations (ApprenticeshipToolbox).

Excellence is operating as an objective at:

- System level: role of stakeholders, role of vocational qualifications; architecture of the education and training system, linkage between E&T and the Labour Market
- At meso-level: curricula and in-company training plan, training environment; quality of training / learning venues
- Individual level: career prospect and lifelong learning



VET = Vocational Education and Training;  
VPET = Vocational and Professional Education and Training;  
PPP: Public Private Partnership

| Characteristics   | AT  | CH  | DE | DK  |
|---|-----|-----|----|-----|
| Sectoral approach   |     |     | ✓  |     |
| Cooperation between learning venues   |     |     | ✓  | ✓ . |
| Quality   | ✓ . | ✓ . | ✓  | ✓ . |
| Regional level actors   |     | ✓ . |    | ✓ . |
| Training regulations  | ✓ . | ✓ . |    | ✓ . |
| Involvement of enterprises  |     | ✓ . | ✓  |     |
| Completion rates at VET schools   |     |     |    | ✓ . |
| Establishment of new E&T providers  |     |     |    | ✓ . |
| Adaptation to societal & labour market changes  | ✓ . | ✓ . | ✓  | ✓ . |
| Articulation of VET and position of apprenticeship within education system;<br>Permeability | ✓ . | ✓ . | ✓  | ✓ . |

## Role of research and development

Different research and development landscapes: National research institutes, extra-university research, university research, research institutes by the relevant stakeholders (employers' organisations, trade unions)

R&D is an essential part of the apprenticeship system in all countries; mostly applied research and system monitoring (regular statistical and policy reports)

Examples:

- VET research included in German VET law
- Professorship and national VET research conference in Austria
- Establishment of leading houses in Switzerland
- Quality and performance management in Denmark

## **Dilemma with the concept of excellence from perspective of apprenticeship systems**

Many of the features of the European initiative have been in practice and policy for years

Excellence in new initiatives in the four countries as a mean to increase and stabilise the attractiveness of apprenticeship by being well adapted to the labour market need (performance in terms of labour market access and professional careers of the graduates)

Excellence for all is enshrined in the apprenticeship systems although trends to academisation can be observed

Excellence at system level implies being able to tackle current and future challenges with the support of all stakeholders



## Thank for your interest



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#### *Welcome to the Apprenticeship toolbox!*

The apprenticeship toolbox is developed by the national VET authorities from Austria, Denmark, Germany, Luxemburg and Switzerland in order to promote the development of apprenticeship and dual based vocational education and training supporting the European alliance of Apprenticeship and is co-funded by the Erasmus+ programme in the European Union.

#### Key Features

- ▶ Introduction
- ▶ Governance & Regulations



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