



O sistema suíço de educação Secundária e Vocacional



SFIVET

SWISS FEDERAL INSTITUTE FOR
VOCATIONAL EDUCATION AND
TRAINING

*Swiss excellence in vocational
education and training*



Sao Paulo
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de 2017

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Agenda

 Contextualization and role of SFIVET

 The dual VET-system in Switzerland

- Overview
- Public-private partnership
- Involvement of companies

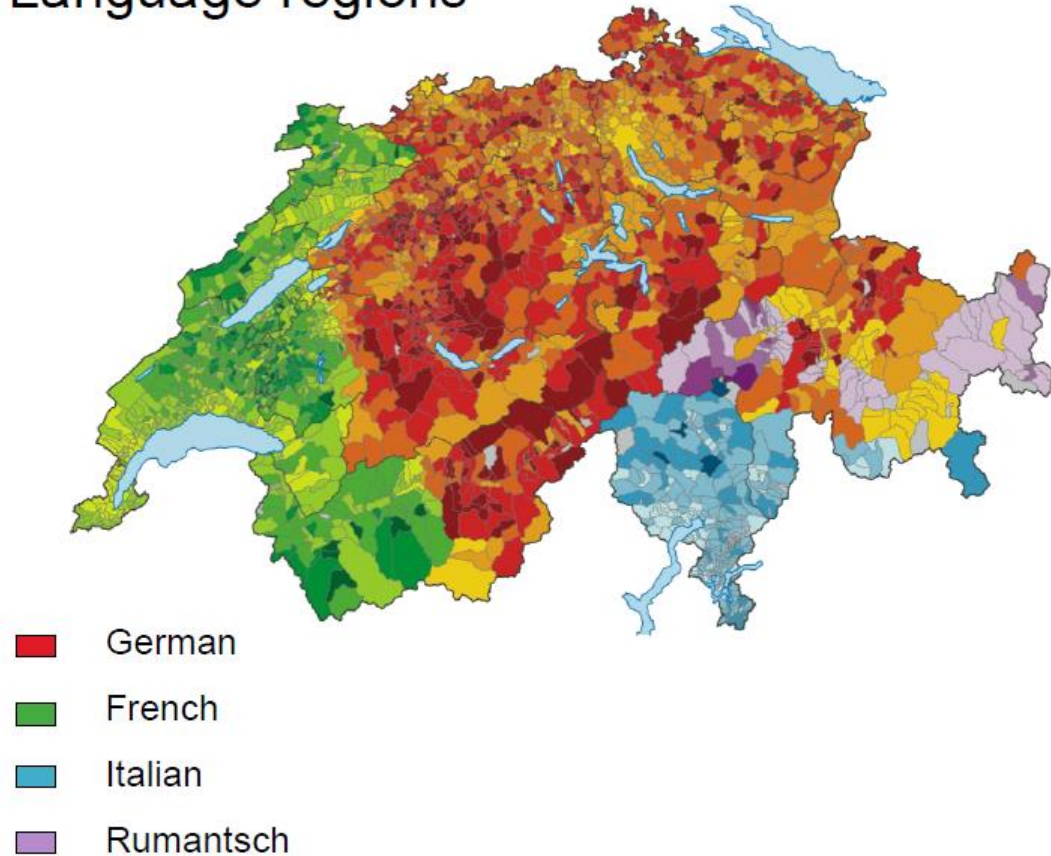
Swiss context

Population: 8 millions

Four national languages:

- German 64%
- French 20%
- Italian 6%
- Rumantsch 0.5%
- Non-official languages 9%

Language regions



Darker shading = higher percentage







Economic performance and VET - system strongly linked



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Economic performance

Competitiveness

The top 10 most competitive global economies

Country	Global rank*
Switzerland	1
Singapore	2
United States	3
Germany	4
Netherlands	5
Japan	6
Hong Kong SAR	7
Finland	8
Sweden	9
United Kingdom	10

Source: The Global Competitiveness Report 2015-2016
* 2015-2016 rank out of 140 economies

Innovation Capacity

Global Innovation Index 2015 rankings										
Country	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
Sweden	1	1	1	1	1	1	1	1	1	1
Switzerland	2	2	2	2	2	2	2	2	2	2
Denmark	3	3	3	3	3	3	3	3	3	3
United Kingdom	4	4	4	4	4	4	4	4	4	4
Israel	5	5	5	5	5	5	5	5	5	5
United States	6	6	6	6	6	6	6	6	6	6
Finland	7	7	7	7	7	7	7	7	7	7
Germany	8	8	8	8	8	8	8	8	8	8
France	9	9	9	9	9	9	9	9	9	9
South Korea	10	10	10	10	10	10	10	10	10	10
Japan	11	11	11	11	11	11	11	11	11	11
Netherlands	12	12	12	12	12	12	12	12	12	12
Australia	13	13	13	13	13	13	13	13	13	13
Canada	14	14	14	14	14	14	14	14	14	14
Spain	15	15	15	15	15	15	15	15	15	15
Italy	16	16	16	16	16	16	16	16	16	16
Belgium	17	17	17	17	17	17	17	17	17	17
China	18	18	18	18	18	18	18	18	18	18
South Africa	19	19	19	19	19	19	19	19	19	19
India	20	20	20	20	20	20	20	20	20	20
Israel	21	21	21	21	21	21	21	21	21	21
China	22	22	22	22	22	22	22	22	22	22
United States	23	23	23	23	23	23	23	23	23	23
France	24	24	24	24	24	24	24	24	24	24
Germany	25	25	25	25	25	25	25	25	25	25
United Kingdom	26	26	26	26	26	26	26	26	26	26
Canada	27	27	27	27	27	27	27	27	27	27
Sweden	28	28	28	28	28	28	28	28	28	28
Finland	29	29	29	29	29	29	29	29	29	29
Denmark	30	30	30	30	30	30	30	30	30	30
Israel	31	31	31	31	31	31	31	31	31	31
United States	32	32	32	32	32	32	32	32	32	32
France	33	33	33	33	33	33	33	33	33	33
Germany	34	34	34	34	34	34	34	34	34	34
United Kingdom	35	35	35	35	35	35	35	35	35	35
Canada	36	36	36	36	36	36	36	36	36	36
Sweden	37	37	37	37	37	37	37	37	37	37
Finland	38	38	38	38	38	38	38	38	38	38
Denmark	39	39	39	39	39	39	39	39	39	39
Israel	40	40	40	40	40	40	40	40	40	40
United States	41	41	41	41	41	41	41	41	41	41
France	42	42	42	42	42	42	42	42	42	42
Germany	43	43	43	43	43	43	43	43	43	43
United Kingdom	44	44	44	44	44	44	44	44	44	44
Canada	45	45	45	45	45	45	45	45	45	45
Sweden	46	46	46	46	46	46	46	46	46	46
Finland	47	47	47	47	47	47	47	47	47	47
Denmark	48	48	48	48	48	48	48	48	48	48
Israel	49	49	49	49	49	49	49	49	49	49
United States	50	50	50	50	50	50	50	50	50	50
France	51	51	51	51	51	51	51	51	51	51
Germany	52	52	52	52	52	52	52	52	52	52
United Kingdom	53	53	53	53	53	53	53	53	53	53
Canada	54	54	54	54	54	54	54	54	54	54
Sweden	55	55	55	55	55	55	55	55	55	55
Finland	56	56	56	56	56	56	56	56	56	56
Denmark	57	57	57	57	57	57	57	57	57	57
Israel	58	58	58	58	58	58	58	58	58	58
United States	59	59	59	59	59	59	59	59	59	59
France	60	60	60	60	60	60	60	60	60	60
Germany	61	61	61	61	61	61	61	61	61	61
United Kingdom	62	62	62	62	62	62	62	62	62	62
Canada	63	63	63	63	63	63	63	63	63	63
Sweden	64	64	64	64	64	64	64	64	64	64
Finland	65	65	65	65	65	65	65	65	65	65
Denmark	66	66	66	66	66	66	66	66	66	66
Israel	67	67	67	67	67	67	67	67	67	67
United States	68	68	68	68	68	68	68	68	68	68
France	69	69	69	69	69	69	69	69	69	69
Germany	70	70	70	70	70	70	70	70	70	70
United Kingdom	71	71	71	71	71	71	71	71	71	71
Canada	72	72	72	72	72	72	72	72	72	72
Sweden	73	73	73	73	73	73	73	73	73	73
Finland	74	74	74	74	74	74	74	74	74	74
Denmark	75	75	75	75	75	75	75	75	75	75
Israel	76	76	76	76	76	76	76	76	76	76
United States	77	77	77	77	77	77	77	77	77	77
France	78	78	78	78	78	78	78	78	78	78
Germany	79	79	79	79	79	79	79	79	79	79
United Kingdom	80	80	80	80	80	80	80	80	80	80
Canada	81	81	81	81	81	81	81	81	81	81
Sweden	82	82	82	82	82	82	82	82	82	82
Finland	83	83	83	83	83	83	83	83	83	83
Denmark	84	84	84	84	84	84	84	84	84	84
Israel	85	85	85	85	85	85	85	85	85	85
United States	86	86	86	86	86	86	86	86	86	86
France	87	87	87	87	87	87	87	87	87	87
Germany	88	88	88	88	88	88	88	88	88	88
United Kingdom	89	89	89	89	89	89	89	89	89	89
Canada	90	90	90	90	90	90	90	90	90	90
Sweden	91	91	91	91	91	91	91	91	91	91
Finland	92	92	92	92	92	92	92	92	92	92
Denmark	93	93	93	93	93	93	93	93	93	93
Israel	94	94	94	94	94	94	94	94	94	94
United States	95	95	95	95	95	95	95	95	95	95
France	96	96	96	96	96	96	96	96	96	96
Germany	97	97	97	97	97	97	97	97	97	97
United Kingdom	98	98	98	98	98	98	98	98	98	98
Canada	99	99	99	99	99	99	99	99	99	99
Sweden	100	100	100	100	100	100	100	100	100	100

Swiss Federal Institute for VET - SFIVET



**Basic
Training**



**Development of
Occupations**

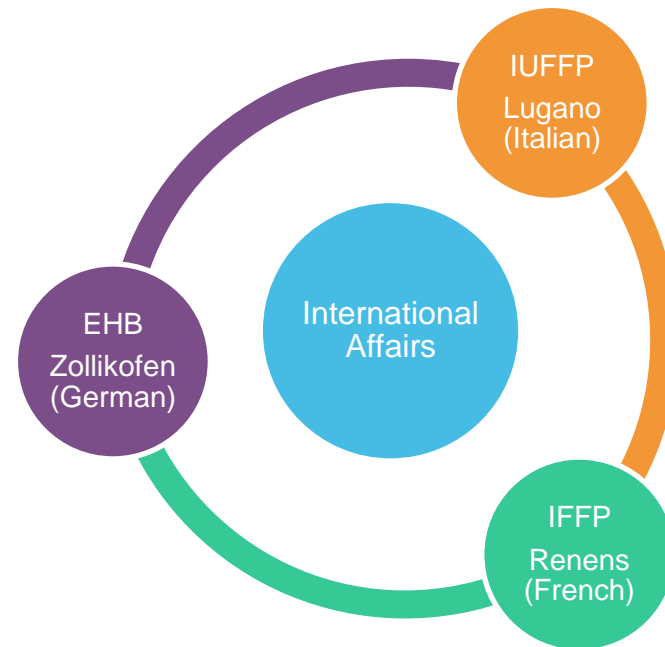


**Continuing
Training**



Research

- The Swiss expert organization for VET
- Part of the Federal Department of Economic Affairs, Education and Research (EAER)
- Mandate from Swiss Confederation (Art. 48)
- 4 areas of focus, 250 employees
- National institute, regional presence

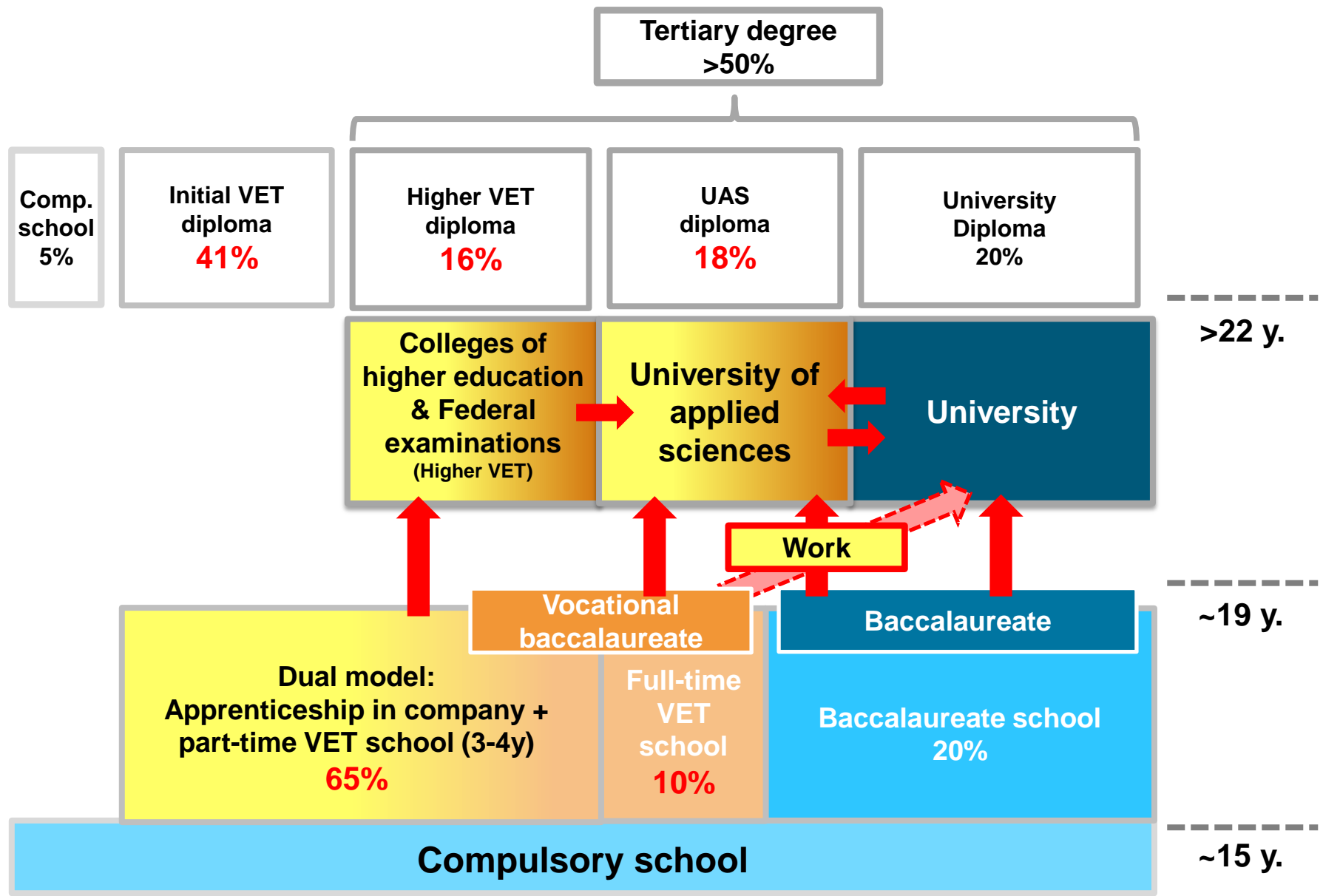


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Permeabilidade

**SE FORMA COMO CABELEIREIRO
VIRA BIÓLOGO**

Os profissionais vão longe



Dual VET-system in Switzerland

Facts and Figures

240'000 apprentices

230 different professions

310 vocational schools

30% of the companies offer apprenticeships



Dual VET-system in Switzerland

How does it work?

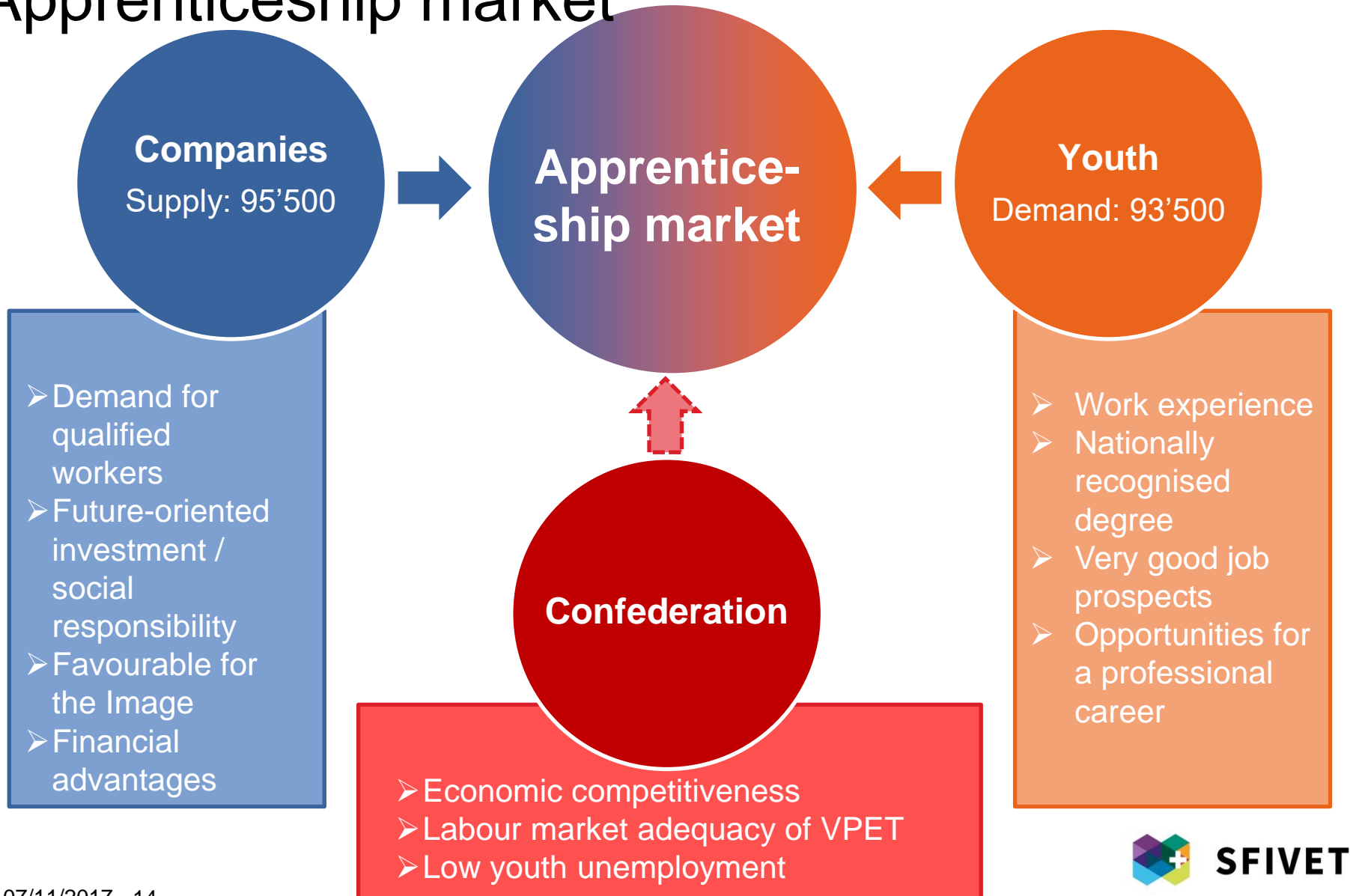
Apprenticeship : dual but three locations Federal VET Diploma (3-4 years)

Theory	Practice	
 <p>VET school (1 – 2 days)</p>	 <p>Branch courses (several times a year)</p>	 <p>Company (3 – 4 days)</p>

- ⇒ Apprenticeship-contract between company and apprentice
- ⇒ Apprentice gets a salary from the company
- ⇒ Rapid integration in the production/service process

Dual VET-system in Switzerland

Apprenticeship market



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Public-Private Partnership in VET

Legal basis

Federal Act on Vocational and Professional Education and Training (VPETA)

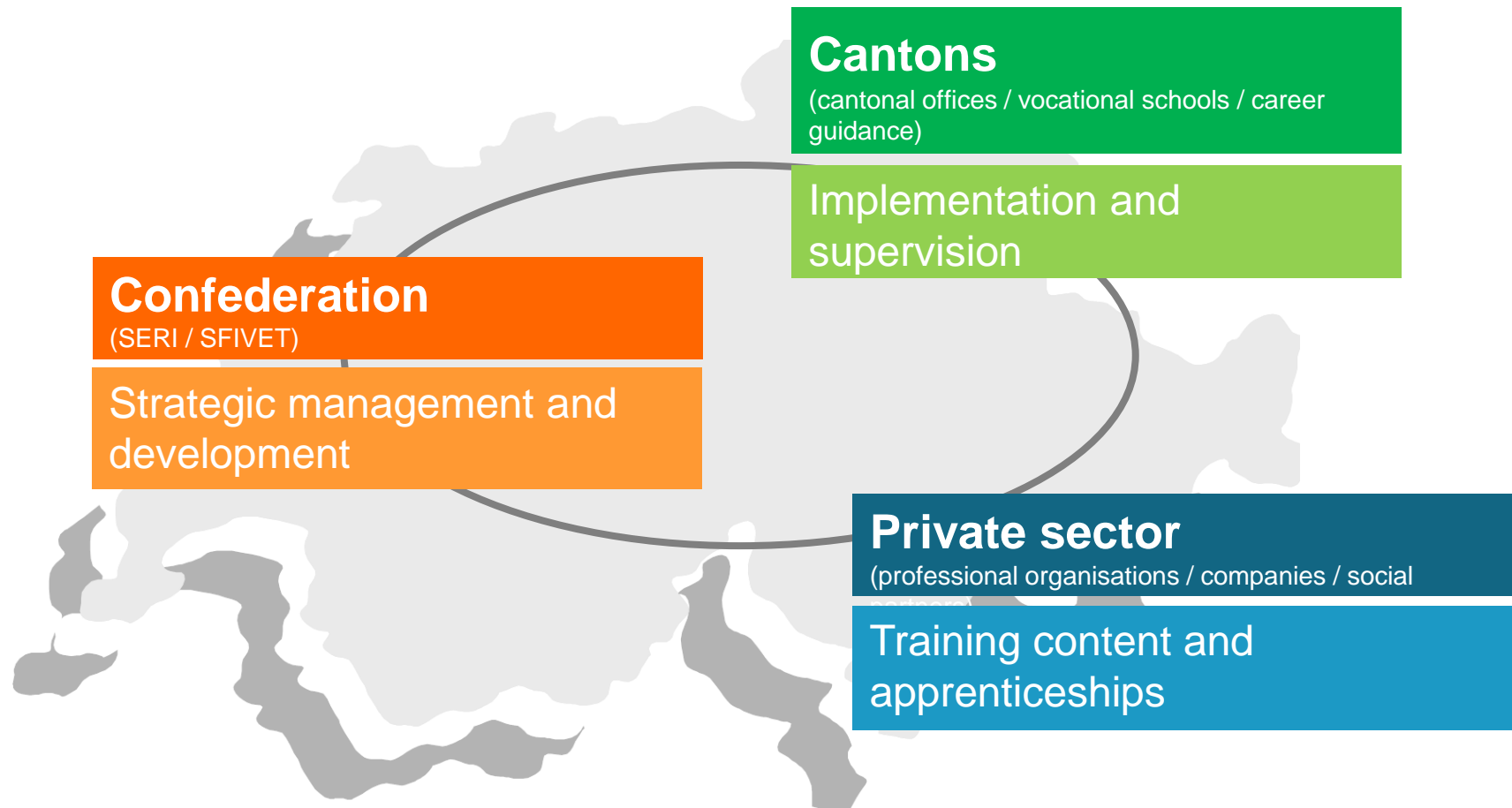
Article 1: Principles

Responsibility for upper-secondary level vocational education and training (VET) and tertiary-level professional education and training (PET) **shall be shared by the Confederation, the Cantons and professional organisations** (social partners, trade associations as well as other organisations and VET and PET providers). [...]"

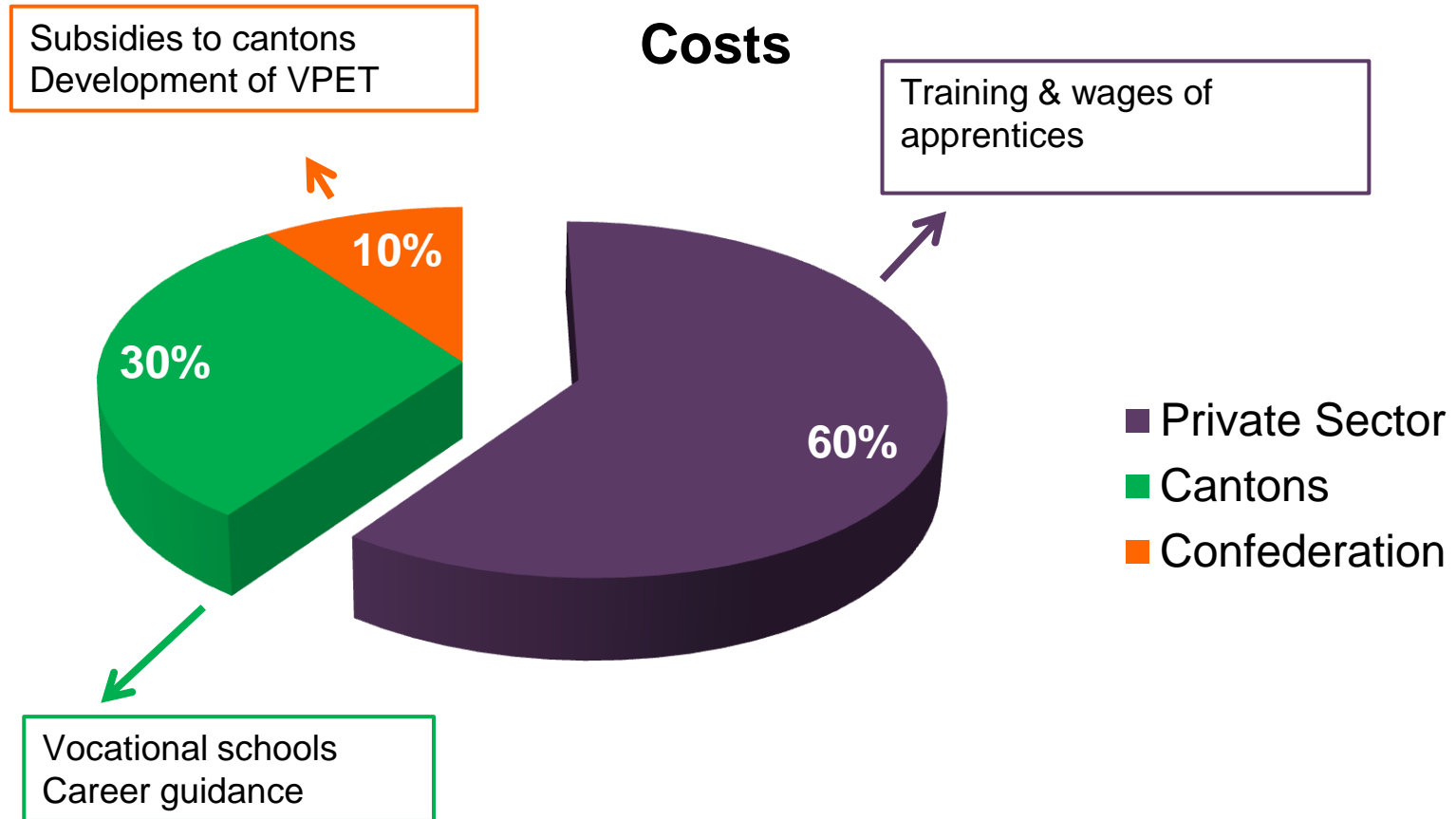
In order to fulfil the purpose of this Act:

a. the Confederation, the Cantons and professional organisations **shall coordinate their activities**; [...]"

Public-Private Partnership in VET Tasks



Public-Private Partnership in VET Funding



Agenda

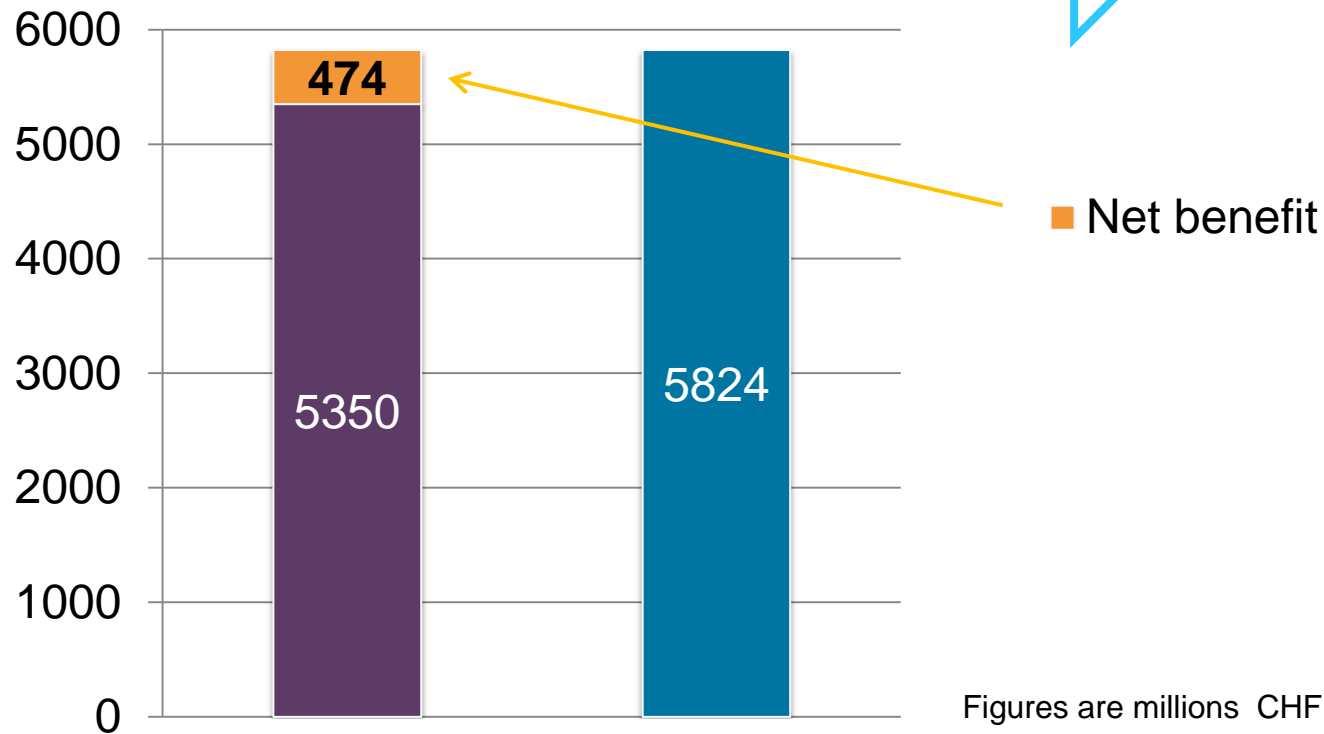
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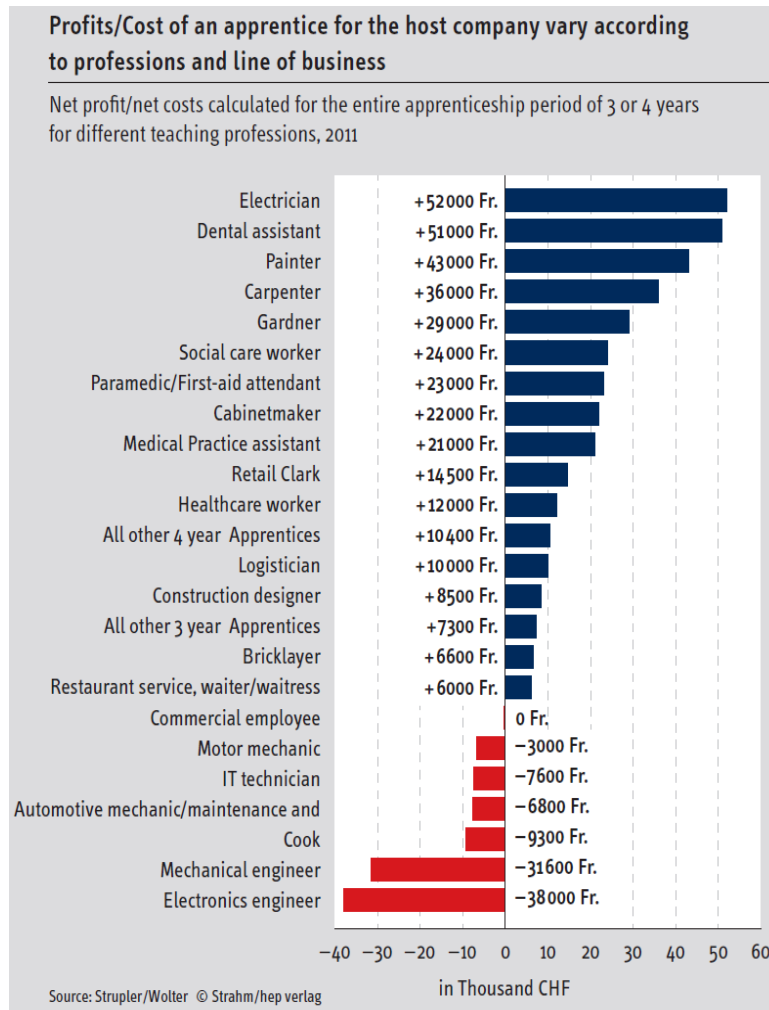
Why do companies train apprentices?

1. Apprenticeships are profitable for companies (net profit)



Why do companies train apprentices?

1. Apprenticeships are profitable for companies (net profit)



Source: VPET in Switzerland, Strahm, Geiger, Oertle, Swars, 2016

Why do companies train apprentices?

2. Ensure qualified employees with the required competencies

- Matching between the needs of the labor market and the competencies of the apprentices
- Companies/professional associations have the lead to develop the curricula
- Every 5 years revision of each profession



Why do companies train apprentices?

4 reasons

1. Apprenticeships are profitable for companies (net profit)

2. Ensure qualified employees with the required competencies

3. Reputation of the host company

4. Tradition



A win-win-win-situation

Dual VPET system

Individuals

Job prospects

Work experience

**Recognized
qualification**

**Career
opportunities**

Companies

Qualified workers

**Economic
competitiveness**

**Innovation
capacity**

**Cost-effective
training / recruiting**

State/society

**Low youth
unemployment**

**Right mix of skills
and qualifications**

**High integration
capacity**

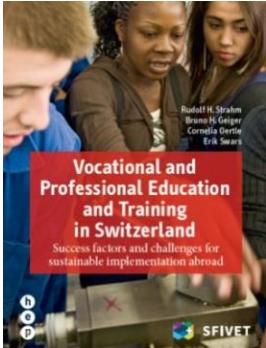
**Cost-effective
education**



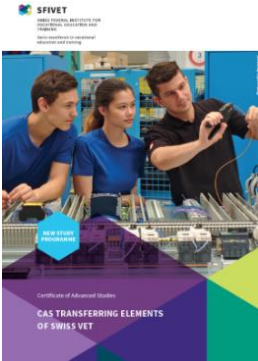
Key Features of the Swiss VET system

1. Public Private Partnership
2. Labor market orientation
3. Cost efficiency
4. Permeability
6. SFIVET (VET institute for professionalization and research for all VET-actors)
7. Reputation and acceptance in society

To go further...



Vocational and Professional Education and Training in Switzerland, (Strahm, Geiger Oertle, Swars 2016)



Training program

<http://www.sfivet.swiss/cas-transferring-elements-swiss-vet>



06-08 June 2018 in Winterthur, Switzerland
<https://www.vpet-congress.ch/>

**“Você me diz e eu esqueço,
você me ensina e eu posso
me lembrar, você me envolve
e eu aprendo.”** (Benjamin Franklin)



Thank you for listening

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