„YOUNG STARS“

Pilot project to introduce elements of dual education in the Slovak Republic
SLOVENSKO-RAKÚSKY SYSTÉM DUÁLNEHO VZDELÁVANIA
MIT SLOWAKISCH-ÖSTERREICHISCHER DUALER BERUFAUSBILDUNG
The apprentice is in a **training relationship with his/her company** and, at the same time, pupil of an occupation-specific part-time vocational school. Apprentice gets paid.

Duration usually about 3 years / > 200 professions

Countries differ according to learning time spent in training companies and in schools:

- AT 80:20
- DE & CH 60-80:40-20
WHAT MEANS DUAL EDUCATION?

- in Austria a long tradition
- vocational training done by companies and schools
- company is established and recognized as a place of learning
- a pathway within the national education system
- know-how / training is up-to-date
- the „cheapest“ way of vocational education within a public education system
- 80 % of training in company / 20% of training in part-time vocational school

- apprentices are employees of the company
- apprenticeship contract
- apprentices receive a wage

- one of the reasons for quite low youth unemployment rate in Austria (Feb. 2019; Austria: #4 in EU-ranking, source: Eurostat, 1.4.2019)
### 7 SUCCESS FACTORS

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<thead>
<tr>
<th>Factor</th>
<th>Description</th>
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<td>Governance and Financing</td>
<td>&quot;Social partners - especially companies - are the carriers of the apprenticeship&quot;</td>
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<td>&quot;Vocations are more than jobs&quot;</td>
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<td>&quot;An apprenticeship is also beneficial for the training company&quot;</td>
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<td>&quot;Quality is the responsibility of all stakeholders&quot;</td>
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<td>&quot;An apprenticeship adjusts to changing qualification requirements&quot;</td>
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<td>&quot;An apprenticeship as an attractive training path for young people&quot;</td>
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<td>&quot;Lean administration and clear, transparent processes&quot;</td>
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**Successful Apprenticeship**

[https://www.ibw.at/forschung/berufsbildung-international/field/research/key-area/research_6/](https://www.ibw.at/forschung/berufsbildung-international/field/research/key-area/research_6/)
Goal:

to set up dual education pilot classes

Vision:

Introduction of elements of dual education – on basis of initiative and active participation of Austrian companies in Slovak Republic

Mission:

Contribute to re-introduction of work-based learning in Slovak Republic and to solve the general lack of well trained highly skilled workforce in industrial occupations
Situation 2014

- students and: skepticism (pilot project) 😞
  parents: low interest in technical occupations 😞
  “myth A-levels” 😞

- companies: lacking know-how and experience in dual education
  no equipment / infrastructure to train 😞
  very interested and committed 😊

- Vocational school: partly experience with company-cooperations and practical training done by employers
  high willingness to cooperate 😊
Situation 2014

- Legislation: Vocational law in preparation 😞

- Institutional support: Slovak Ministry of Education 😊 Slovak Automotive cluster 😊

Conditions to implement the pilot projet:
- maximal use of existing legal framework
- agreement of companies on the same framework conditions
- close co-operation of all parties
- local project coordination by Austrian Federal Chamber office in Bratislava
Set-up of the project

- various interested companies
- short geographical distance
- agreement on a common apprenticeship programme (vocation)
- a minimum number of apprentices per year
- a multi-annual commitment
- willingness to cooperate with schools/ministries

=> characteristics of a pilot project: legal questions, developing curricula
PROJECT „YOUNG STARS“

Minimum standards for implementation:
- **raise** the share of practical training
- **main characteristics** of the dual education in the local system
  - apprenticeship remuneration
  - trainer in the company: joint preparation
  - basic equipment (depending on the respective apprenticeship)
  - apprenticeship contract with the company and at the same time students of the vocational school
    - standard contract: school - company
    - standard apprenticeship contract: company - apprentice
  - adaptation of the existing curriculum based on the needs of the company
  - joint search for / recruitment of apprentices
  - certificates: graduation exam and certificate of apprenticeship, exam prepared and carried out by experts
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Phase 1: constitution of „company cluster“ + agreement on occupations
- companies: enquête / individual assessment with companies / meetings of working group

Phase 2: introduction into Slovak educational system
- assessment of legal framework, selection of partner school, development / adaptation of curriculum

Phase 3: marketing: information selection of apprentices
- brochures, information events for interested candidates + parents, planning and implementing selection procedure

Phase 4: preparation of practical training in the company
- support with planning of infrastructure and (human) resources, assessment training environment in each company, training of the trainers
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Occupations

- Programming of welding machines: 4 years with A-levels
- Mechanics - mechatronics: 4 years with A-levels
- Toolmaking technology: 4 years with A-levels

ratio theory / practise

- 40 % theoretical training in vocational school
- 60 % practical training in company
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Costs for the companies

- „Motivational grant“: 1st year: 40 € / month, 2nd year: 60 € / month, 3rd year: 80 € / month, 4th year: 100 € / month
- plus remuneration of productive hours (60 % of minimum wage = appr. 1,30 € / hour)

Costs for authority

- theoretical part: school teacher
Motivation for apprentices: life perspective

- monthly remuneration
- social advantages: board, working clothes, transportation
- possibility of company internship abroad
- language training
- working contract right after completion of apprenticeship
- degrees / diplomas:
  - Occupational diploma
  - A-levels
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What is the benefit?

- welltrained skilled workforce
- training according to the company‘s demand
- sustainable way to recruit skilled workforce
- companies‘ contribution to the society
Slovak Vocational Law Nr. 61/2015, since 1.4.2015

- Companies are being accredited (Certificate from respective chamber organisation)
- Apprenticeship contract between company and apprentice
- Contract about dual education between company and vocational school
- Company: trainer: min. 3 years practice, train the trainer-course
- Practical training: minimum share: 50 % for four-years-education, 60% for three-year-education
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Ministerstvo školstva, vedy, výskumu a športu Slovenskej republiky

[Logos of various companies]
Status quo

- Vocational law in force
- National roll-out of dual education: more than 5,000 apprenticeship placements
- Professional perspective for young people in their region
- Companies have skilled workforce
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Projects in 7 countries

- in cooperation with Austrian & local companies
- together with national education authorities and vocational schools within respective national education system
- more than 1700 apprentices in more than 25 occupations
Thank you for your attention!

Bernhard Kaufmann

Sector Manager Education
Austrian Federal Economic Chamber
A-1040 Vienna
T +43 5 90 900 3776
bernhard.kaufmann@wko.at
wko.at/aussenwirtschaft/