

Potential Swiss Partners in the Vocational Education and Training Sector

Including a brief overview of the Labour Market Insertion Sector

Actor Mapping

16.8.2019

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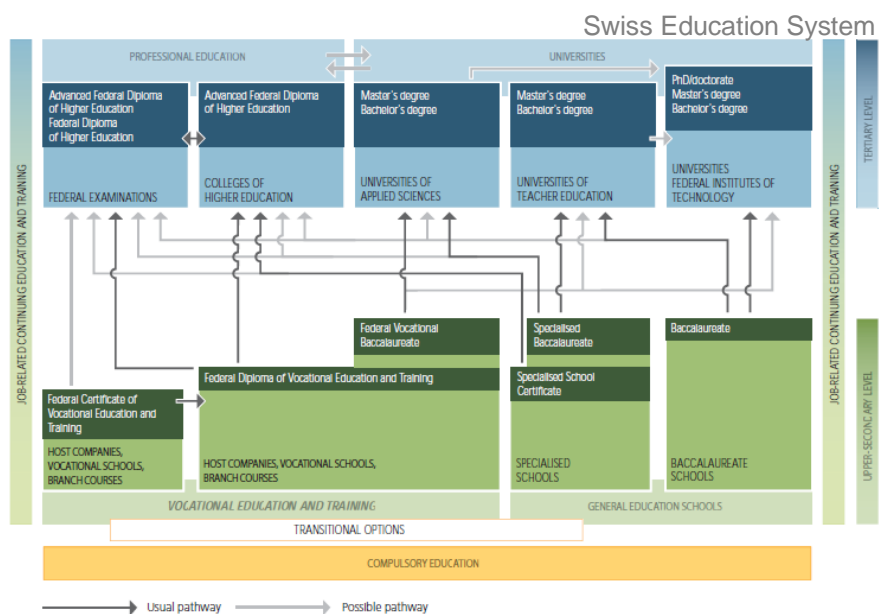


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General remarks

Aim of the mapping

This mapping shall serve the SDC and its partners in the new EU member states to identify Swiss expertise and potential Swiss partners in the thematic field of **vocational and professional education and training, and to a limited extent also in the field of labour market insertion** as these two systems are closely interlinked.

How to use the mapping

- The mapping identifies key actors in VET and labour market insertion along **functional criteria** all over Switzerland.
- It provides a short description of roles and responsibilities of actors in the system, according to the functions they have been identified for. The mapping thus identifies the **resources and competencies** of organisations that may be of particular importance in terms of future partnerships, and it provides an assessment of the **collaboration experience and capacities** the organisation has (where appropriate).
- The mapping identifies **umbrella or representing organisations** for all actors that do not have an exclusive role by definition and that find similar organisations in all or several parts of the decentralised organisation in Switzerland. Individual schools or cantonal administrative units are not mentioned.
- The mapping identifies organisations, structures and general contact data, but not individuals, as these change often.
- The mapping serves to identify generic resources and areas of potential collaboration. For creating concrete partnerships, a **mediator / matchmaker** is required (e.g. to identify the right persons, a specific school, a specific branch organisation, a specific expert, etc.).

Delimitations

- The provided list of actors is, by definition and design, not comprehensive.
- Information or collaboration experience and readiness is not verified.
- Concrete collaboration partners must be identified based on specific needs and framework conditions defined by the SDC and the partner authorities.
- The collaboration interest of identified partners must be verified based on the concrete case and cannot be taken for granted. The SDC cannot enforce or guarantee cooperation of Swiss partners.

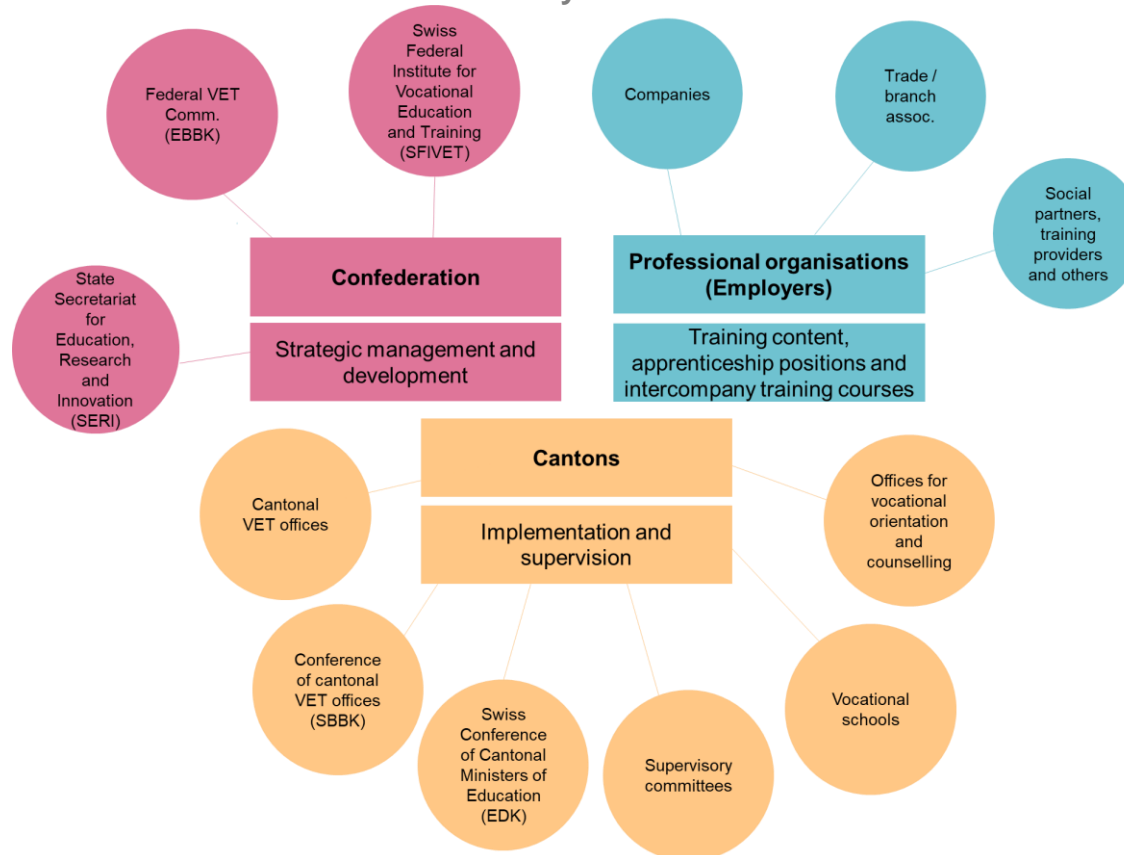
Vocational Education and Training (VET)

VET includes initial and continuous vocational and professional education and training for youth and adults. VET includes mostly formal offers (while non-formal offers do exist), recognition of prior learning (incl. informal elements), public and private offers, vocational orientation and career guidance, and bridging courses from general compulsory education into initial VET and from vocational and/or professional education and training into the labour market. The abbreviation VET is used as an overall term here. The specific term of professional education and training (PET) that covers higher VET for adults is only used where appropriate and specifically targeted. Non-formal private or public organised or financed non-VET specific continuous education does not fall under VET and is only specifically mentioned where appropriate, as many VET actors are also active in continuous education (and training).

A special feature of the Swiss VET system is the strong collaboration of the public sector and the employers. In-company training and the involvement of employer associations in the maintaining and development of the VET system enjoy a high standing. Therefore, the Swiss VET system is often referred to as dual VET (dVET). Countries with a similar approach are Germany and Austria.

Precisely, the dual VET system is governed and maintained by Federal and cantonal institutions as well as the private sector. Each of the three partners has distinct responsibilities of which specific institutions take care off.

Main Actors within the Swiss VET System





<i>Institution / Organisation</i>	<i>Roles and Responsibilities in the System</i>	<i>Experience, value added and readiness for cooperation</i>	<i>Contact</i>
VET system governance and financing			
<p>State Secretariat for Education, Research and Innovation SERI</p>	<p>SERI is the federal government's specialised agency for national and international matters concerning education, research and innovation policy. SERI is responsible for regulating and co-funding the VET and professional education sectors. Key roles and responsibilities include:</p> <ul style="list-style-type: none"> - Strategic development and steering of the VET system - Oversight and quality control of the development and enactment of all federal recognised qualifications - Recognition of courses and regulations of higher VET provision and non-formal continuing education and training programmes, incl. recognition of prior learning - Recognising training courses for teachers, trainers, instructors and examiners within the VET and professional education sectors as well as training courses for vocational, educational and career guidance counselors - Recognition of foreign qualifications - Promoting innovation in VET - Direct and indirect financing of about ¼ of the overall public expenditure on VET 	<p><u>Experience</u> Policy design, Governance, Development and steering, Financing</p> <p><u>Readiness for cooperation</u> Diverse cooperation arrangements</p>	<p>SERI, International Relations Unit</p> <p>https://www.sbfi.admin.ch/sbfi/en/home/seri/contacts.html</p>



<i>Institution / Organisation</i>	<i>Roles and Responsibilities in the System</i>	<i>Experience, value added and readiness for cooperation</i>	<i>Contact</i>
Federal VET Commission (Eidg. Berufsbildungskommission EBBK), and Federal VET Bacculaureate Commission (Eidg. Berufsmaturitätskommission EBMK)	<p>The two federal extra-parliamentarian expert commissions consult the SERI in all dimensions of VET (EBBK) and about the federal VET bacculaureate (EBMK). They are consulted by the SERI and can become active on their own in strategically relevant developments.</p>	<p><u>Experience</u> Private-public partnership on steering level</p> <p><u>Readiness for cooperation</u> Unknown</p>	<p>SERI, Secretariat EBBK/EBMK https://www.sbf.admin.ch/sbf/de/home/bildung/berufsbildungssteuerung-und--politik/ausserparlamentarische-kommissionen/ebbk.html</p>
Swiss Federal Institute for Vocational Education and Training SFIVET	<p>SFIVET is the federal Swiss expert organisation for VET. It provides basic and continuing training to teachers, trainers, instructors and examiners working at both upper-secondary level (VET sector) and tertiary level (professional education sector). SFIVET is also involved in research, studies, pilot projects and the provision of services, namely also in international cooperation. SFIVET is, however, not involved in VET Governance directly and does not take over key functions of SERI.</p>	<p><u>Experience</u> Research, Development, Technology Enhanced Learning, other</p> <p><u>Readiness for cooperation</u> Yes, including an office for international cooperation</p>	<p>www.sfivet.swiss Competent unit: International affairs</p> <p>Regional offices: Romandie: https://www.iffp.swiss/suisse-romandie Ticino: https://www.iuffp.swiss/svizzera-italiana</p>
Cantonal VET offices and offices for vocational orientation and counselling	<p>The cantonal offices are responsible for the implementation of the federal legislation and regulation. This includes:</p> <ul style="list-style-type: none"> - Acting as competence centres for all questions on VET within the cantons, including financial steering and financing, and content-oriented coordination. - Offering the school-part of VET in vocational training centres. 	<p><u>Experience</u> Operational level, Quality assurance</p> <p><u>Readiness for cooperation</u> Diverse, depends on cantons and thematic priorities.</p>	<p>See next: Schweizerische Berufsbildungsämterkonferenz SBBK as a coordinating body.</p>



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	<ul style="list-style-type: none"> - Supervising apprenticeships, vocational schools and professional education institutions (quality control) - Providing vocational, educational and career guidance services - Creating options that prepare young people for enrolment in VET programmes - Issuing permits authorising host companies to take on apprentices and/or trainees - Apprenticeship marketing - Providing training to workplace trainers at host companies 	<p>Some cantons in the French speaking part of Switzerland are engaged in the Francophonie.</p>	
<p>Conference of cantonal VET offices (Schweizerische Berufsbildungsämterkonferenz SBBK)</p>	<p>The SBBK is an inter-cantonal thematic conference of the heads of the cantonal VET offices (incl. representation of the offices for vocational, educational and career guidance). There is also an inter-cantonal thematic conference on vocational, educational and career counselling, and one on vocational continuous training.</p> <p>All these conferences aim for strengthening cooperation among cantons, and between the cantons and the other key stakeholders, namely the confederation and the social partners. These conferences strongly influence the national VET policy.</p> <p>The conferences are the best-placed entities to identify specific resources and experiences within the 26 cantons.</p>	<p><u>Experience</u> Coordination, Operational support</p> <p><u>Readiness for cooperation</u> Unknown</p>	<p>http://www.sbbk.ch http://www.kbsb.ch</p>



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<p>Trade organisations / branch organisations / sponsors</p>	<p>These determine the content of training and national qualification procedures and organise courses at upper-secondary level (VET sector) and tertiary level (professional education sector).</p> <ul style="list-style-type: none"> - Establishing the training content of VET programmes and study programmes at professional education institutions (curriculum development) - Establishing national qualification procedures for VET programmes as well as for level-1 and level-2 federal professional examinations - Creating apprenticeship positions together with their companies - Imparting professional competences at tertiary level (professional education) - Developing new training courses together with competent providers (might be their own) - Organising branch courses (own or with providers) - Managing VPET funds 	<p><u>Experience</u> Intercompany courses, Work-based training, Industry collaboration for VET, other</p> <p><u>Readiness for cooperation</u> Diverse, depends on organisations</p>	<p>Key players include:</p> <p>Schweizerischer Gewerbeverband, the largest umbrella association of the Swiss SME sector, https://www.sgv-usam.ch Competent desk: Abteilung Berufsbildungspolitik</p> <p>Schweizerischer Arbeitgeberverband/Swiss employers' federation, the largest umbrella organisation of regional and local employers' associations Competent desk: Ressort Bildung und Berufliche Aus- und Weiterbildung https://www.arbeitgeber.ch/ueber-uns/geschaeftsstelle/</p> <p>Broad range of branch associations all fields / branches of economic activities (e.g. social, construction, health, administration, ICT, mechanics, commerce, etc.)</p> <ul style="list-style-type: none"> - Health: https://www.odasante.ch/ - ICT: https://ictswitzerland.ch/ - Social: https://www.savoirsocial.ch/ - Mechanics : www.swissmechanic.ch and www.swissmem.ch - Construction: http://www.baumeister.ch



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			- Commercial training: https://www.skkab.ch/
Social partners / unions	The unions are strongly involved on the level of the VET policy making and steering. They are members in all important conferences and commissions, however less engaged on the operational level.	<u>Experience</u> Labour laws during VET <u>Readiness for co-operation</u> Only limited cooperation experience known.	Swiss Confederation of Trade Unions SGB, the major Swiss employee umbrella union. https://www.sgb.ch/der-sgb/zentralsekretariat/ Competent desk: education and youth policy Travail Suisse, independent umbrella organisation of employees https://www.travailsuisse.ch/por-traet/geschaeftsleitung_und_geschaeftsstelle Competent unit: Leitung Bildungspolitik
Key Inputs			
Profile and curricula development			
See actors and their roles as described above under governance, namely associations (lead) and SERI (quality assurance/oversight and recognition)	The SFIVET is the national competence centre for the development of profiles and curricula. The SFIVET support the branch associations in developing new profiles and in regularly reviewing profiles.	<u>Readiness for co-operation</u> Yes, for SFIVET For associations: case and organisation specific	www.sfivet.swiss Competent unit: International affairs



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Teacher and instructors training			
Swiss federal institute for vocational education and training (SFIVET)	The SFIVET is the national competence centre for VET in-company instructors training, and for examiner trainings.	<u>Readiness for co-operation</u> Yes, for SFIVET	www.sfivet.swiss Competent unit: International affairs
Universities of Teacher Education	The cantonal universities of teacher education capacitate and certify teachers to teach at VET schools. They mainly cover agreed geographic areas, while there is some specialization on the level of services and research. A total of 17 institutions exist, including some specialized on therapeutic pedagogy and logopaedics (and other).	<u>Experience</u> Specialisation course: Pedagogy in development co-operation (PH Lucerne) Institute for development cooperation in education (PH Zug) <u>Readiness for cooperation:</u> Varying. PH Zurich has many projects.	A list of institutions can be found on the website of the umbrella organisation Swissuniversities https://www.swissuniversities.ch/de/hochschulraum/anerkannte-schweizer-hochschulen/ Institutions with a known link to development cooperation are: PH Lucerne PH Zug PH Zurich
Universities and Universities of applied Science	Specialized courses at university level are offered for becoming vocational, educational and career counsellor.	<u>Readiness for co-operation</u> Depends on institution	See www.berufsberatung.ch => search for “Berufsberater” or “conseiller en orientation professionnelle” to get the list of institutions that train counsellors.



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Learning media/material development			
Branch associations	Learning media for VET are not centrally produced. For initial training, there is a mix of branch associations and private publishing houses who offer learning media (printed or online), depending on the content (general or professional) and the branch/profession. No central point of entry.	<u>Readiness for co-operation</u> Depends on institution	None specific
Private publishing houses and private sources of teachers			www.hep-verlag.ch Maybe the most important high-quality private publishing house for education incl. VET. However, there are others.
Swiss Service Centre for Vocational Education and Training SDBB	The SDBB is a service centre for the cantons and their key partners. The SDBB is also part of the cantonal conference of educational offices. Its most important service is a top maintained website that fully documents all information available on VET and careers.	<u>Readiness for co-operation</u> Unknown	www.sdbb.ch The most important product of SDBB is a counselling website: www.berufsberatung.ch www.orientation.ch www.orientamento.ch
Operational Level			
Initial and continuing training institutions			
Round Table of VET schools (Table Ronde Berufsbildender Schulen)	The « Table Ronde » is the umbrella association on rectors / presidential level of all VET schools in Switzerland, covering all professions of initial training. The members represent public and private providers. The table ronde is involved in VET development and governance on a consultation level, being represented in both relevant federal VET commissions (EBBK and EBMK). The table ronde represents providers that offer school-based initial VET trainings (see below) as	<u>Readiness for co-operation</u> Not known	https://www.trbs-trep.ch/ See contact



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	well as providers that offer courses in the framework of the dominant dual VET scheme.		
Providers of school-based VET	Some providers in the French and Italian speaking part of Switzerland as well as in some branches (e.g. commercial training) offer school-based initial VET (so-called schulisch organisierte Grundbildung / Lehrwerkstätten) where students are having a contract with the schools and go for internships with companies (in contrast to the dominant dual system (so-called betrieblich organisierte Grundbildung where the student is contracted by the companies and visit VET school 1-2 days a week).	<u>Readiness for co-operation</u> Not known	List of school-based VET offers is available here : https://www.berufsberatung.ch/dyn/show/2944 . The Canton of Vaud provides a list of all cantonal VET schools providing school-based VET (L'apprentissage en école de métiers): https://www.vd.ch/themes/formation/formation-professionnelle/lapprenti-e-en-ecole-de-metiers/ . List for the Canton Valais: https://www.vs.ch/web/osp/apprentissage-en-ecole
Industry sponsored schools	In some VET tracks, the apprentices attend school-based VET in an industry sponsored school during the first year (so called Basislehrjahr), before they receive in-company training their company.	<u>Readiness for co-operation</u> Not known	Industry sponsored schools: ZLI (ICT / Zurich) LIBS (Machine Industry / Baden)
Conference of institutions offering higher VET and PET	Colleges of Higher Education (Höhere Fachschulen) are important players in Switzerland offering higher VET/PET (tertiary level education) courses on a curricular basis in Switzerland in a diverse range of branches. These providers are usually private.	<u>Experience</u> Depends on institutions <u>Readiness for cooperation</u> Varying	https://www.k-hf.ch/ Competent contact: office / central secretariat of the conference



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		The Swiss Hotel Management Academy Lucerne (SHL) has cooperation experience.	
Dual Stark -Conference of the higher VET and PET diplomas	Dual Stark regroups and represents the owners of the major non-curricular higher VET/PET certificates (a specialty of Switzerland), namely 15 branch major associations and so-called “sponsors”.	<u>Readiness for cooperation</u> Depends on institutions	www.dualstark.ch Competent contact: central secretariat of the conference
Universities of applied sciences	A wide range of highly specialized training offers in all economic branches are offered at the level of universities of applied sciences. These studies are accessible for VET graduates with a professional baccalaureate.	<u>Readiness for cooperation</u> Probably all regarding training, applied research, consulting and staff development	https://www.swissuniversities.ch/de/hochschulraum/anerkannte-schweizer-hochschulen/ Institutions with a known link to development cooperation: BFH ZHAW ergotherapy project in Mongolia
Swiss federal institute for vocational education and training SFIVET	The SFIVET offers training courses on different qualification levels (BA/MA) as well as short courses on VET specifically.	<u>Readiness for cooperation</u> Yes	www.sfivet.swiss Competent unit: International relations
Swiss Federation for Adult Learning SVEB / SFEA	The Swiss federation for adult learning represents the interests of more than 700 members, including private and public providers, associations, companies, etc. They also cover highly relevant courses for continuous VET training and the interests of continuous non-formal education in general. The SVEB is also the responsible organisation for the federal certification of adult learning professionals.	<u>Readiness for cooperation</u> Yes, diverse	www.alice.ch Responsible unit: directorate



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Overview/supervision			
Cantonal VET offices	The cantonal VET offices (see above) are responsible for supervision of initial VET including the quality of the learning places and the training contracts as well as VET school's supervision. They run supervision units and engage experts for this cause.	<u>Readiness for cooperation</u> Varying	www.sbbk.ch (see above)
Assessment and certification			
Swiss federal institute for vocational education and training SFIVET	The SFIVET prepares and coaches experts and leading experts nominated by branch associations and confirmed by the cantonal VET offices.	<u>Readiness for cooperation</u> Yes	www.sfivet.swiss Competent unit: International relations
Branch associations	The associations are in charge of organising the final examinations of initial VET.	<u>Readiness for cooperation</u> Varying	Specific branch associations (to be identified)
Support Functions			
Provider Management / Quality assurance and development			
Institute of Business Education and Educational Management (HSG)	The institute is a key competence centre for school management on different levels.	<u>Readiness for cooperation</u> Yes, a lot.	https://iw-p-shsbb.unisg.ch
Institute for external school evaluation on secondary level (IFES IPES)	The institute is part of the Swiss Conference of Cantonal Ministers of Education (EDK). It is charged with external school evaluations of VET	<u>Experience</u> School evaluations	IFES IPES Stampfenbachstrasse 117 8006 Zürich +41 (0)43 255 10 88



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	<p>providers and general education providers on secondary 2 (post-compulsory) level. The institute is a leading competence for school evaluation and quality development.</p> <p>IFES IPES acts independently and is an associated institute of the University of Zurich.</p>	<p><u>Readiness for cooperation</u> Not known</p>	<p>+41 (0)43 255 10 80 sekretariat@ifes-ipes.ch https://www.ifes-ipes.ch/</p>
University of Applied Sciences of Northwestern Switzerland, Centre for Education Organisation and Quality	The centre focuses on quality assurance and development of educational providers as well as on school leadership issues.	<p><u>Readiness for cooperation</u> Not known</p>	https://www.fhnw.ch/de/die-fhnw/hochschulen/ph/institute/institut-forschung-und-entwicklung/forschungszentren/zentrum-bildungsorganisation-und-schulqualitaet
Innovation and Research			
University of Zurich, Chair of Professional Education and Pedagogy	The university of Zurich has a chair for VET that is attached to the Institute of Educational Science. It is the only chair of educational science fully focused on VET.	<p><u>Readiness for cooperation</u> Yes</p>	https://www.ife.uzh.ch/de/research/lehrstuhlgonon.html
Swiss federal institute for vocational education and training SFIVET	The SFIVET has a research department including a VET observatory.	<p><u>Readiness for cooperation</u> Yes</p>	<p>www.sfivet.swiss Competent unit: International relations</p>
Swiss leading houses of VET research	<p>Research consortia that do research according to defined fields of research financed and steered by SERI. Currently SBFI finances four leading houses for fundamental research. :</p> <ul style="list-style-type: none"> - Teaching and learning processes in commercial training, Prof. Dr. Franz Eberle, University of Zurich 	<p><u>Readiness for cooperation</u> Yes</p>	https://www.sbf.admin.ch/sbfi/de/home/bildung/berufsbildungssteuerung-und--politik/berufsbildungsforschung/leading-houses.html



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	<ul style="list-style-type: none"> - VET economics, Prof. Dr. Uschi Backes-Gellner (University of Zurich) and Prof. Dr. Stefan C. Wolter (University of Bern) - Technology for VET (DUAL-T), Prof. Dr. Pierre Dillenbourg (ETH Lausanne), Prof. Dr. Jean-Luc Gutner (University of Fribourg), Dr. Alberto Cattaneo (SFIVET) - Governance in Vocational and Professional Education and Training (GOVPET), Prof. Dr. Patrick Emmenegger, University of St.Gallen 		
<p>ETH Zürich - KOF Konjunkturforschungsstelle - Research Division Education Systems</p> <p>CEMETS the ETHZ reform lab for education systems</p>	<p>The research division Education Systems investigates what shifts are taking place in educational systems in light of globalisation, an aging society and the breakneck evolution of technologies. It also examines the characteristics of the world's most effective educational systems that are also in harmony with the demands of the labour market.</p> <p>Associated with this division is the CEMETS offer, a reform lab for education systems.</p>	<p><u>Readiness for cooperation</u> Yes</p>	<p>https://kof.ethz.ch/en/the-institute/kof-divisions/research-division-education-systems.html</p> <p>https://cemets.ethz.ch/</p>
<p>Swiss coordination centre for research in education SKBF / CSRE</p> <p>Swiss Education Report</p>	<p>The swiss coordination centre for research in education is coordinating and documenting research in education since 1979.</p> <p>Its most important product is, next to the documentation database, the “<i>Education report</i>” that is based on the Education monitoring and is issued every 4 years.</p>	<p><u>Readiness for cooperation</u> Yes</p>	<p>http://www.skbf-csre.ch/en/</p> <p>http://www.skbf-csre.ch/en/education-report/education-report/</p>



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Swiss Society for VET research SGAB	The Swiss Society for Applied Vocational Training Research SGAB is active in German and French-speaking Switzerland. It forms a bridge between applied vocational training research and the players in vocational training practice (basic vocational training, higher vocational training, further training).	<u>Experience</u> The main activity of the SGAB is currently the organisation of conferences.	https://www.sgab-srfp.ch/de Geschäftsstelle SGAB Ahornstrasse 24 4055 Basel
Universities of teacher training Universities of applied sciences	The universities of teacher training and the universities of applied sciences both have a wide range of VET research in highly specialized fields, both functional oriented or branch oriented.	<u>Readiness for co-operation</u> Yes	https://www.swissuniversities.ch/de/hochschulraum/anerkannte-schweizer-hochschulen/ Some universities for teacher training with experience in development cooperation are listed above under key inputs.
Norrag	Norrag is a 'network for international policies and cooperation in education and training'. The institute is part of the Graduate Institute of International and Development Studies and funded by SDC.	<u>Readiness for co-operation</u> Yes	https://www.norrag.org/contact/
Private research, think tanks	Important research and innovation are developed based on mandates and by private know-how organisations and researchers.	<u>Readiness for co-operation</u> Yes, but depends on issue and organisation	To be identified depending on topic to be covered
Learner support / inclusion for specific target groups			
>>> see also Labour Market Insertion (LMI)			
Vocational Orientation and Counselling Offices	Vocational orientation and counselling is an important instrument to orient and support young and adult persons for identifying offers / opportunities	<u>Experience</u> see left	www.berufsberatung.ch www.sdbb.ch



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	and staying in education and training. Cantons run information portals and offices, and larger educational providers have established their own counselling desks / resources for support during the training.	<u>Readiness for cooperation:</u> It differs and depends on the issue and actor	
Bridging offers	For school leavers who neither have a VET place nor are accepted by a secondary school, a wide range of so-called bridging offers exist. The offer varies between the cantons. Generally, there exist job preparation courses, motivational semesters (SEMO), pre-vocational training and school-based offers. Which offer is best, depends on the individual situation.	<u>Experience</u> see left	<p>A complete list of all cantonal bridging offers is available here: Brückenangebote in den Kantonen : Informationen von kantonalen Webseiten : Schuljahr 2019-2020. A less comprehensive list is available here: https://www.berufsberatung.ch/dyn/show/7377</p> <p>The cantonal offices for vocational orientation and counselling are the best source to learn more about the specific cantonal offer (List: https://www.berufsberatung.ch/dBrückenangebote in den Kantonen : Schuljahr 2019/2020 yn/show/8242)</p> <p>In the Canton of Vaud the non-profit organisation pro-jet offers support for young people and adult jobseekers for their professional (re-)integration.</p>



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Case management for VET	The case management VET is a structure that targets youth with multiple challenges from grade 7 onwards in compulsory schooling. It aims to bring all children into VET / post-compulsory education and therefore offers a range of individualised support for as long as it takes, also during training. The cantons are responsible for financing and realising the case management.	<u>Experience</u> see left	<p>General Information: http://cm.berufsbildung.ch/dyn/7449.aspx</p> <p>https://www.sbfi.admin.ch/sbfi/de/home/bildung/berufsbildungssteuerung-und--politik/projekte-und-initiativen/abgeschlossene-projekte-und-initiativen/cm-bb.html</p> <p>Good examples: Canton of Bern: https://www.biz.erz.be.ch/biz_erbiz/de/index/biz_start_wahl/biz_start_wahl/case_management_berufsbildung.html</p> <p>Canton of Vaud (Groupement pour l'apprentissage): https://formation-apprentis.ch/</p>
Individual expert support during VET certificate (Fachkundige individuelle Begleitung fiB)	Individual expert support (fiB) is a measure to help young people with learning difficulties or social problems to successfully complete VET certificate tracks. The measure is not targeted at apprentices in the more demanding VET diploma tracks. How the support is implemented varies considerably between VET schools (part of regular lessons, extra lessons or individual support).	<u>Experience</u> see left	<p>The cantonal VET offices and SERI are the best source to learn more about the measure: List if cantonal VET offices SERI VET certificate</p> <p>For a general overview see report "Fachkundige individuelle Begleitung in beruflichen Grundbildungen mit EBA":</p>



<i>Institution / Organisation</i>	<i>Roles and Responsibilities in the System</i>	<i>Experience, value added and readiness for cooperation</i>	<i>Contact</i>
<p>VET for adults</p>	<p>The VET system offers opportunities for a wide range of target groups without initial VET training to obtain an initial VET certificate also as adults. There are four options available:</p> <ul style="list-style-type: none"> - standard apprenticeship - shortened apprenticeship - recognition of prior learning - catch-up education (and preparation courses to the qualification procedure) - direct access to the qualification procedure <p>In addition, the cantonal Offices for vocational orientation and counselling sometimes have distinct counselling offers for adults willing to start VET. In any case, the counselling offices know best about the different options. Companies willing to offer training places for adults can contact the cantonal VET offices.</p>	<p><u>Experience</u> Some cantons and branches have more experiences in that regards, namely Geneva, Zurich, Bern, Graubünden, and St. Gallen, and professions in health, social care, and construction (usually branches with a need for qualified workers and relevant regulations).</p>	<p>General information: https://www.sbf.admin.ch/sbf/de/home/bildung/berufsbildungssteuerung-und--politik/projekte-und-initiativen/berufsabschluss-und-berufswechsel-fuer-erwachsene.html</p> <p>https://www.berufsberatung.ch/dyn/show/123538</p> <p>https://www.berufsbildungplus.ch/berufsbildungplus/berufsbildung/grundbildung/berufsabschluss-erwachsene.html</p> <p>http://w.berufsbildung.ch/dyn/9482.aspx</p> <p>List of validation procedures for prior non-formal learning: German part French part Italian part</p> <p>Examples for catch up education: Ecole de la construction (Vaud) Catch up education for bricklayer (Bern)</p>
<p>VET for migrants</p>	<p>Switzerland has no parallel VET system for specific target groups. However, it offers some specific measures to allow specific migration target groups to access VET. The most important ones are listed below:</p>	<p><u>Experience:</u> see left</p>	<p>1. Access to VET for young migrants without formal status: https://www.ekm.admin.ch/ekm/de/home/zuwanderung---aufenthalt/sanspapiers/berufslehre.html</p>



Institution / Organisation	Roles and Responsibilities in the System	Experience, value added and readiness for cooperation	Contact
	<p>1. Access to VET for people without a formal status in Switzerland.</p> <p>2. A pre-vocational training for integration (so called 'Intergrationsvorlehre') started with a pilot phase in 2018. A focus is language acquisition. The initiative is promoted by the State Secretariat for Migration SEM and supported by various trade associations.</p> <p>3. Some cantons have subsidy programmes to help migrants overcome labour market entry barriers (so called Teillohnmodell).</p>		<p>2. For more information about pre-vocational training (Integrationsvorlehre): https://www.sem.ad-min.ch/sem/de/home/themen/integration/ppnb/integrvorlehre-sprachfoerd.html</p> <p>3. Cantons with subsidy programmes (Teillohnmodell): Graubünden St. Gallen</p>
VET for people with special needs (Praktische Ausbildung PrA)	The programme enables young people with different forms of disabilities and therefore special support needs to enter basic vocational training or employment. Like other learners, PrA learners are given the opportunity to learn a profession and develop a vocational identity.	<u>Experience</u> see left	INSOS Schweiz Zieglerstrasse 53 3000 Bern 14 Tel. 031 385 33 00 pra@insos.ch www.insos.ch
VET promotion			
Confederation	The actors work together to keep VET attractive. Most importantly, they keep VET updated and labour market oriented, guaranteeing for careers and good income (return on investment for companies and students). However, they also promote VET together and individually. Promotional campaigns, a website, regional skills fairs, information events and other are important instruments for that cause.	Not known	https://www.berufsbildungplus.ch/ e.g. https://mba.zh.ch/internet/bildungsdirektion/mba/de/dienstleistungen_kommunikation/talentfoerderung/berufsbildungs-marketing/berufsbildungsforen.html
Cantonal VET offices			
Branch Associations			
Companies			
Swiss Skills	The foundation "Swiss Skills" promotes swiss skills championships and the participation in international	Not known	www.swiss-skills.ch



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	skills championships. Thereby, the foundation aims to promote VET and dual VET in particular.		

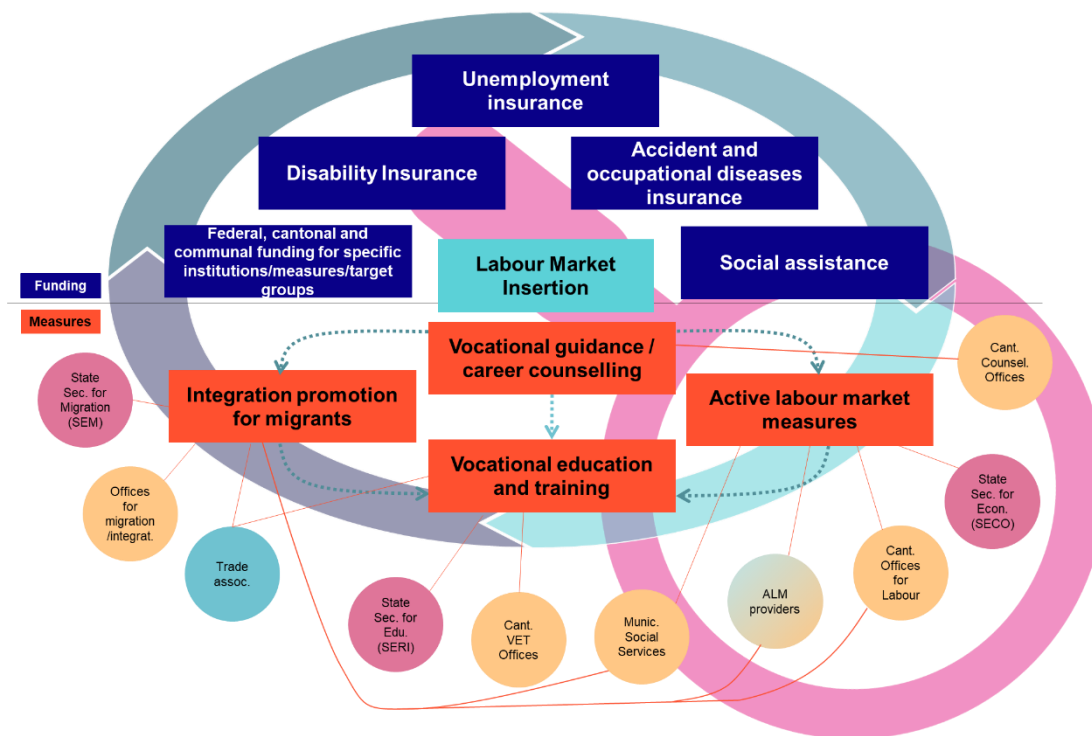
Labour Market Insertion (LMI)

Differing from other European countries, Switzerland's labour market is characterised by a development referred to as 'upskilling'. Employment growth mostly took place in occupations for highly skilled workers and the job requirements became more specific. Consequently, (re)entry barriers for people not participating in the labour market became higher.

Labour Market Insertion (LMI) therefore goes beyond the mere subsidisation of jobs and mostly aims to provide training and education. Precisely, LMI includes labour market information systems and active labour market measures (e.g. employment assistance, temporary occupation, human resources development measures, and business creation) for youth and adults. Since VET is a highly effective instrument to bring and keep people in the labour market, VET itself is sometimes considered as LMI measure. In addition, many non-VET LMI measures for young adults and migrants prepare for VET. Thus, the lines between the different measures are blurred.

Switzerland's LMI landscape is highly fragmented due to three main reasons: First, there is no federal law defining and regulating what LMI is (as opposed to the VET law). Second, all three state-levels are involved in the financing and provision of LMI. And third, there is a vast array of LMI target groups with differing degrees of support needs. In the table below, we focus on the most important players regarding LMI for unemployed people and young adults at risk of not completing VET (area inside pink magnifier). However, most of the listed institutions are also involved in LMI for target groups with multiple problems that hinder labour market participation. Some of the measures are also listed in the VET section under Learner support / inclusion for specific target groups

Switzerland's Labour Market Insertion Landscape





<i>Institution / Organisation</i>	<i>Roles and Responsibilities in the System</i>	<i>Experience, value added and readiness for cooperation</i>	<i>Contact</i>
<p>Main LMI actors</p> <p>>>> see also Learner support / inclusion for specific target groups</p>			
<p>Arbeitsintegration Schweiz (Umbrella organisation of ALM providers)</p>	<p>Arbeitsintegration Switzerland is the national umbrella organisation for public and private ALM providers. It unites more than 220 members throughout Switzerland who are active in this field.</p> <p>Arbeitsintegration Schweiz might be the best entry point to learn about the different Labour Market Insertion like</p> <ul style="list-style-type: none"> • work programs • internship programs • placement services 	<p><u>Experience</u> Getting in contact with the organisations providing Labour Market Insertion measures</p> <p>Managing of non-profit companies providing Labour Market Insertion</p> <p><u>Readiness for cooperation</u> Helps to find the right partner and establish a contact.</p>	<p>Arbeitsintegration Schweiz Lorrainestrasse 52 3001 Bern +41 31 321 56 39 info@arbeitsintegrations-schweiz.ch</p>
<p>Cantonal Offices for Labour</p>	<p>The cantonal Offices for Economy and Labour operate the unemployment offices. They support unemployed persons finding a new job and maintain relationships with possible employees. In addition, they also 'buy' ALM services and define which measures are best for their unemployed clients.</p> <p>Some of the cantonal offices for labour also offer supporting services for unemployed persons who seek self-employment.</p>	<p><u>Experience</u> Job search support</p> <p>Relationship with employers</p> <p>Measures to improve labour market readiness of unemployed persons</p>	<p>National umbrella organisation: Verband Schweizerischer Arbeitsmarktbehörden VSAA Haus der Kantone Speichergasse 6 / Postfach 3001 Bern +41 31 310 0890 info@vsaa.ch</p>



Institution / Organisation	Roles and Responsibilities in the System	Experience, value added and readiness for cooperation	Contact
	<p>In the context of severe economic downturns, the cantonal offices also have the possibly to subsidy salaries (Kurzarbeit) to prevent job losses.</p>	<p>Counselling for self-employment</p> <p><u>Readiness for cooperation</u></p> <p>Varying</p>	<p>Competence centre for self-employment in the Canton of Zurich</p>
<p>Public career service centres</p>	<p>The public careers centres provide services for every age group. Inter alia, they offer offline and online labour market information (https://www.berufsberatung.ch/), CV checks and help their clients by the recognition of prior learning.</p> <p>A focus of the public careers service centres is on the support of young adults during the transition from school to the labour market. They help to find the right bridging offer (see above under <i>Access and Inclusion</i>) also have special programmes for young adults with a higher risk of not getting into the labour market (VET Case Management).</p>	<p><u>Experience</u></p> <p>Career choice counselling for all age groups</p> <p>Job search support</p> <p>Case Management</p>	<p>List of service centres: https://www.berufsberatung.ch/dyn/show/8242</p> <p>For VET Case Management: http://cm.berufsbildung.ch/dyn/5920.aspx</p>
<p>State Secretariat for Economic Affairs SECO</p>	<p>As federal agency the State Secretariat for Economic Affairs (SECO) is an important player when it comes to the framework conditions in which Labour Market Insertion takes place. In addition, SECO is the main sponsor of the research about the effectiveness of active labour market measures.</p>	<p><u>Experience</u></p> <p>Governance</p> <p>Legal and policy design</p> <p>Monitoring for impact measurement</p> <p>Collaboration with the private sector</p> <p><u>Readiness for cooperation</u></p>	<p>SECO Direktion für Arbeit Holzikofenweg 36 CH-3003 Bern Tel. 031 322 29 20</p> <p>www.seco.admin.ch www.arbeit.swiss</p>



<i>Institution / Organisation</i>	<i>Roles and Responsibilities in the System</i>	<i>Experience, value added and readiness for cooperation</i>	<i>Contact</i>
		SECO has a department for development cooperation	
Unemployment Insurance ALV	Although, the Swiss Unemployment Insurance (ALV) has no duties in the field of VET, the institution is managing the funds which are used to finance the labour market insertion measures, e.g. motivational semesters (SEMO) or education grants. The ALV itself does not define or implement any Labour Market Insertion Measures.	<u>Experience</u> Technical bookkeeping know-how. Administration of financial flows between different state levels. <u>Readiness for cooperation:</u> No cooperation known	Cantonal offices of the ALV (so called Arbeitslosenkassen): https://www.vak-acc.ch/de/mitglieder-37.html Or contact SECO which is responsible for the ALV.