

# Developing VET qualifications and matching labour market demands

The case of Switzerland



**SFIVET**

SWISS FEDERAL INSTITUTE FOR  
VOCATIONAL EDUCATION AND  
TRAINING

*Swiss excellence in vocational  
education and training*



**VET policy sharing seminar**

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# Economic performance linked to VET

- Low (youth-) unemployment rate
- Switzerland holds a leading position in innovation
- 95 % of the teenagers (16-20y) successfully achieve to complete an educational qualification
- 70% of the young people take the route of VET



# Public-Private Partnership in VPET in the law

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

## Confederation

(SERI / SFIVET)

Strategic management and development

## Cantons

(cantonal offices / vocational schools / career guidance)

Implementation and supervision

## Private sector

(professional organisations / companies / social

Training content and apprenticeships

### 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**; [...]"

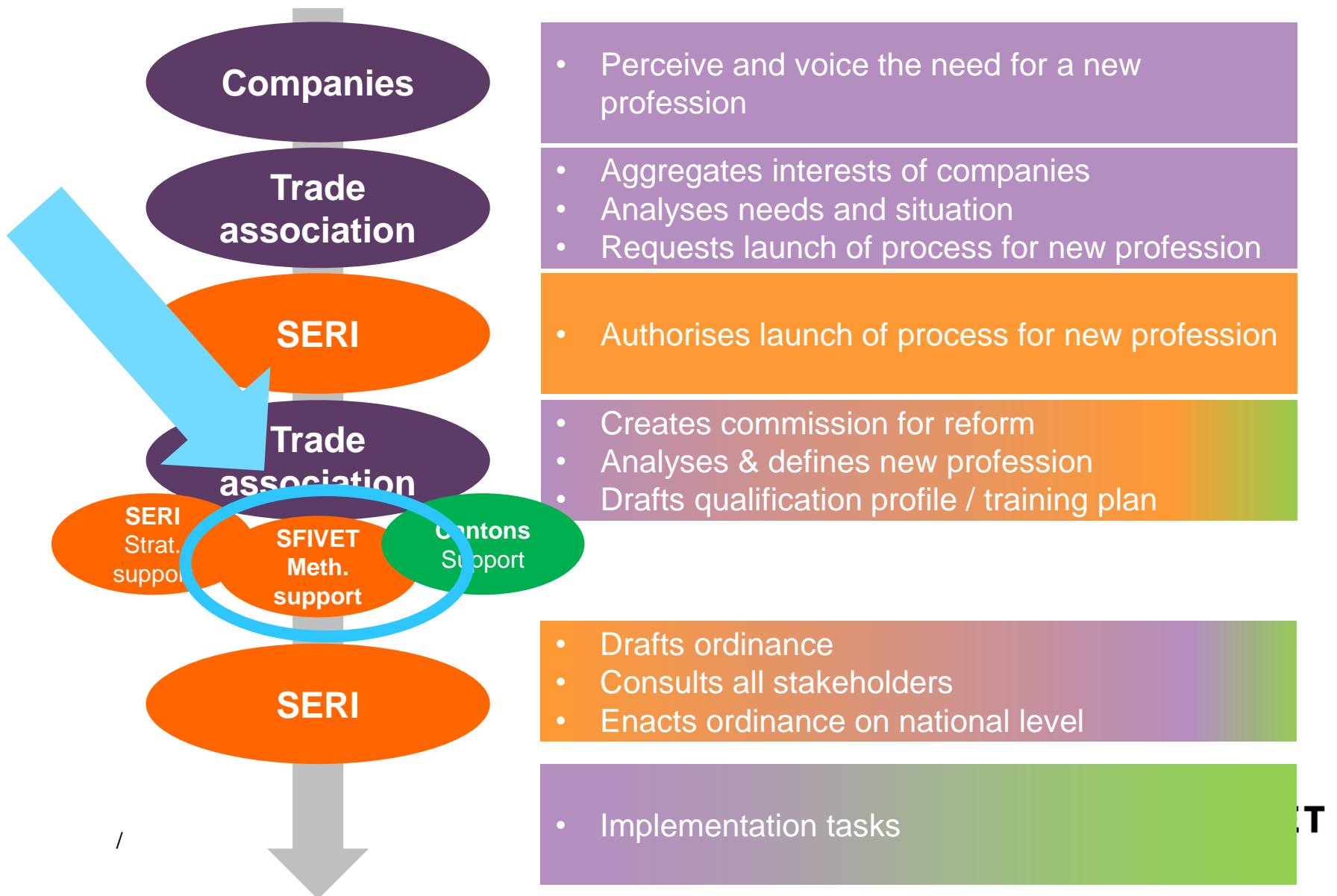
# Developing VET qualifications

## Principles

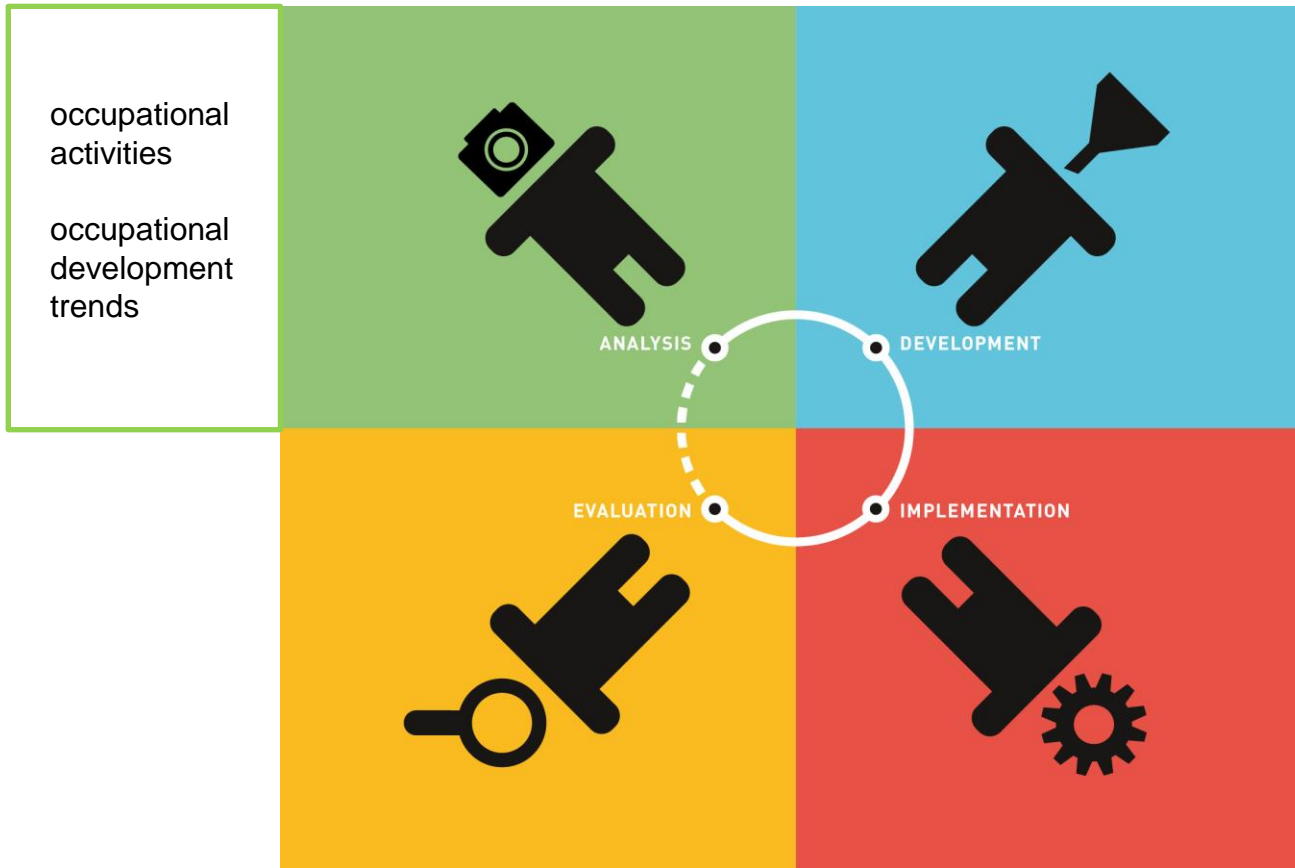
- Matching between needs of the labor market and the VET-curricula
- Every 5 years revision of each profession
- Competence orientation



# A new profession in VET

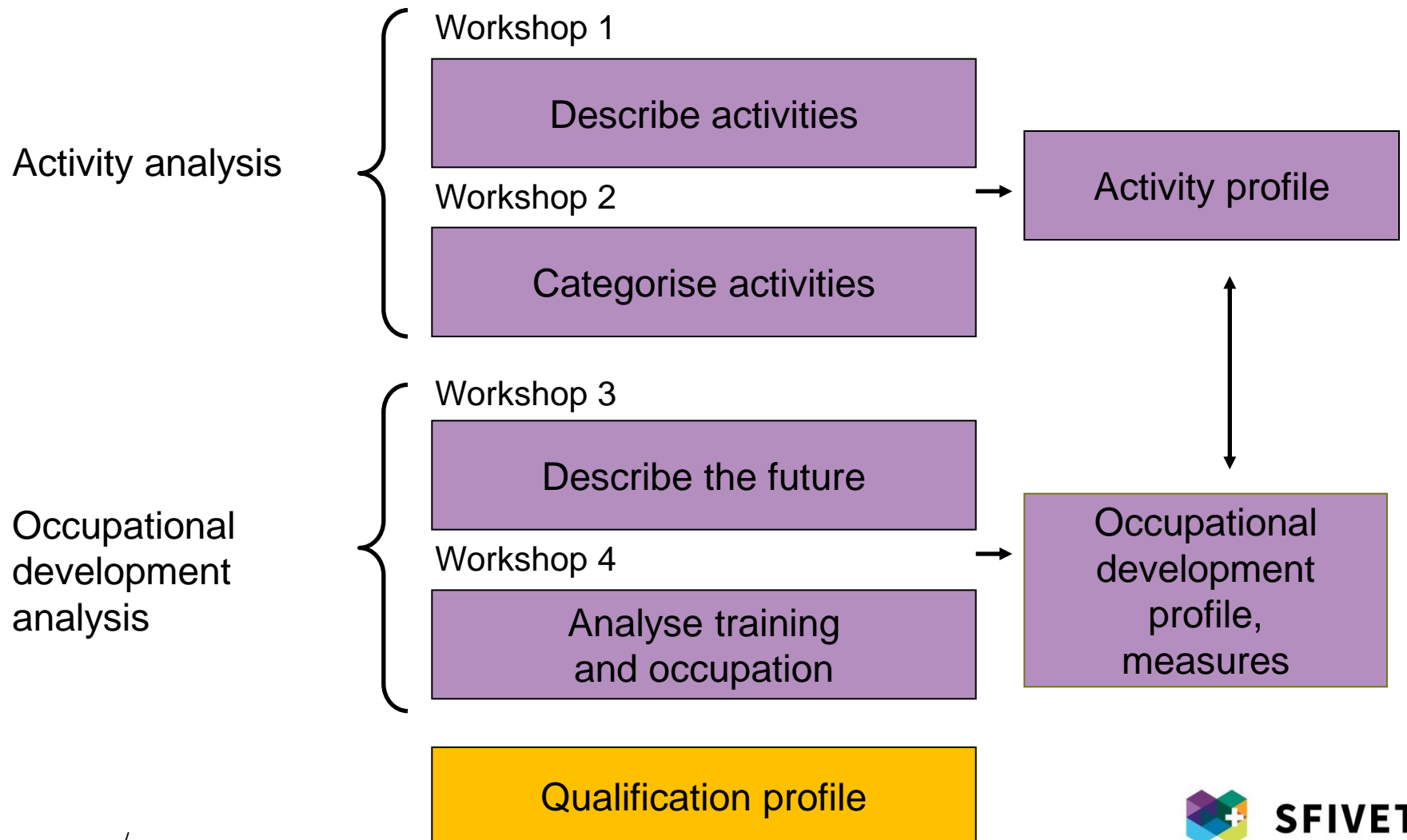


# Development of professions – SFIVET method



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# Overview of Analyses





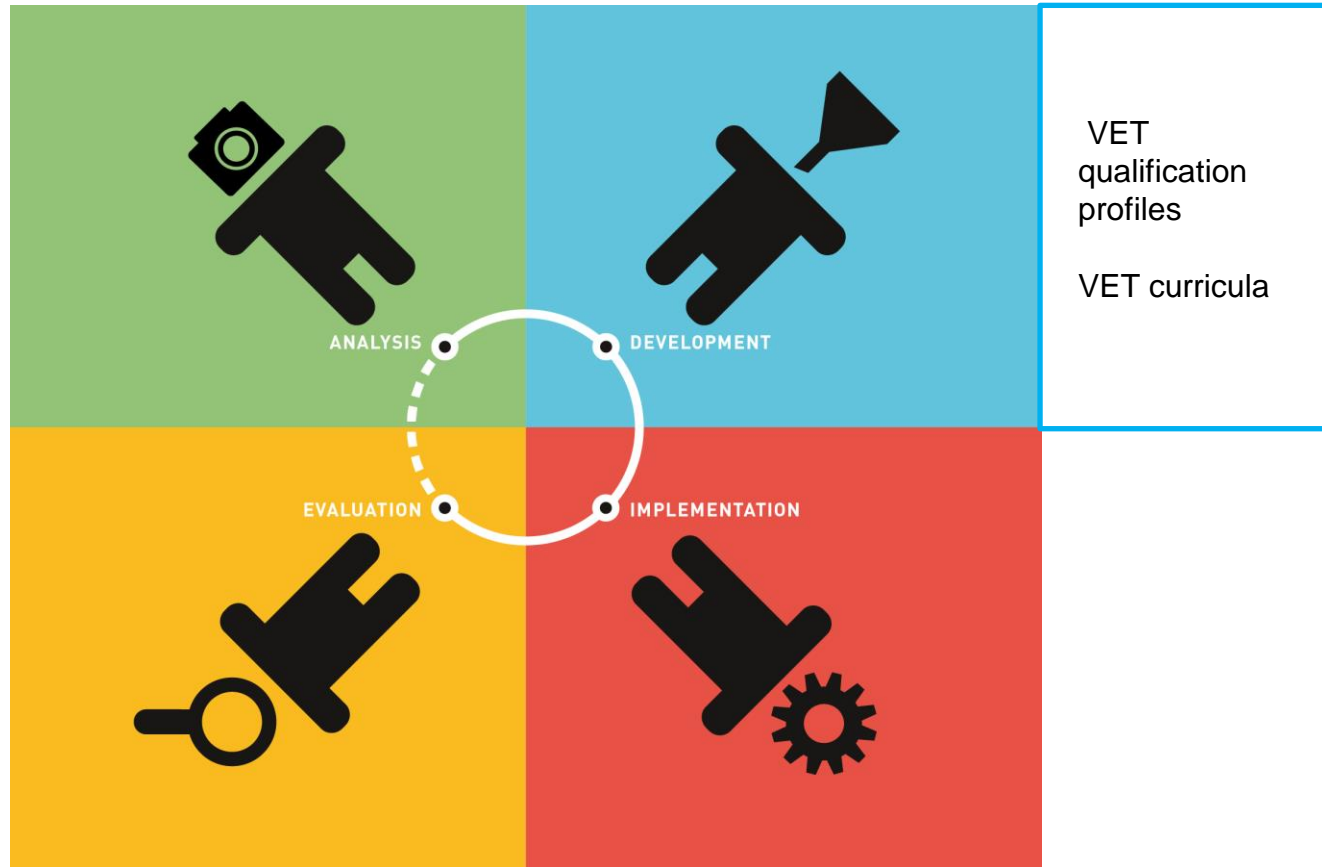


# Result of the analyses:

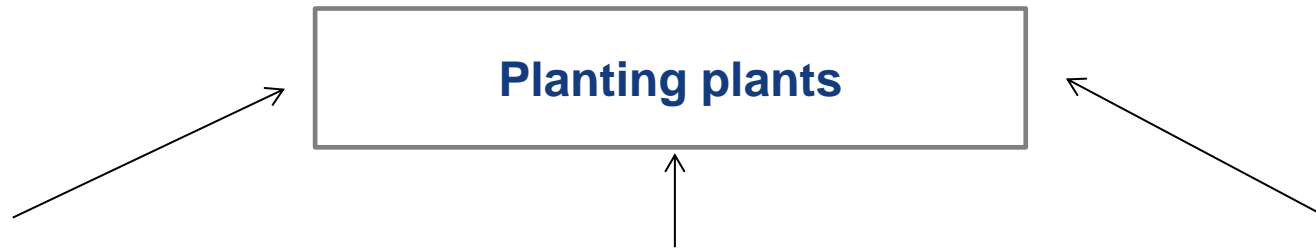
## Example **situation** profile Gardener (excerpt)

Area of Competence	Professional competences ( <b>situations</b> )			
	1	2	3	4
<b>Consultation and sales</b>	Advise customers	Take orders	Sell products and services	Write reports and delivery receipts
<b>Delivery and service</b>	Deliver products	Perform services		
<b>Operational maintenance</b>	Supervise production facilities and equipment	Carry out maintenance work	Dispose of material in an environmentally sound fashion	
<b>Planting and seeding</b>	Rework plant and crop surfaces	Plant plants	Create grasslands and meadows	Prepare pots for planting

# Development of occupations



# Development of the training plan: Occupational competencies for the three learning sites



Host company	Industry courses	VET School
Learners plant plants properly in accordance with situation at hand	Learners apply different planting techniques	Learners describe various planting methods used for different applications and plant properties



# Development of occupations

