



Apprenticeship Pulse – Factsheet

Apprenticeship Pulse Results July 2020

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Research Team

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While Switzerland was still in shutdown in April 2020, the emergency measures taken at that time to contain the Corona pandemic were gradually relaxed in the following months. Thus, the fourth Apprenticeship Pulse Survey in July 2020 records the impact of the pandemic on Swiss apprentices after the previous relaxation of the prescribed measures.

At the end of April, hairdressing salons and cosmetic studios were able to reopen. In addition, measures in the inpatient medical sector were eased and outpatient medical practices were allowed to resume normal operations. On May 11, classes in compulsory schooling could start again and many businesses, such as restaurants, reopened. In June the vocational schools opened, grammar schools

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and technical secondary schools as well as universities. In addition, events for up to 300 people were again permitted, leisure facilities and the borders to neighboring countries were opened. Accordingly, international travel increased again in July.

This fact sheet provides an overview of the impact of the Corona pandemic on VET in **July 2020** and compares these results with the situation in the previous months of April, May and June.

We focus on three main groups:

- Group 1: Future apprentices
- Group 2: Current apprentices who are being trained in the companies affected by the Corona crisis
- Group 3: Apprentices in their final year of training who will complete their apprenticeship this year and enter the labor market

The Pulse of Apprentices in July 2020

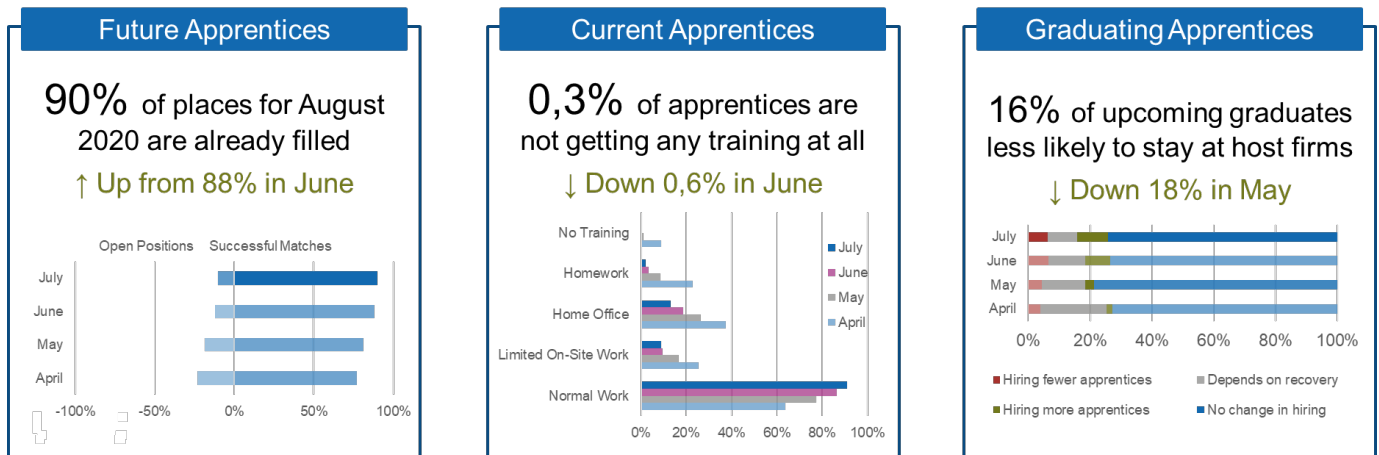


Figure 1: The headlines on Apprenticeship Pulse in July 2020.

Remarks: Results based on data of the Apprenticeship Pulse surveys 04.2020 (April), 05.2020 (May), 06.2020 (June) and 07.2020 (July). The left box shows the main results for future apprentices, the middle box those for current apprentices and the right box those for apprentices in the last apprenticeship year.

In the German-speaking part of Switzerland, **future apprentices (Group 1)** started the application process for apprenticeships in summer 2020 in August of the previous year. In Latin Switzerland, this process began during the shutdown in spring 2020. Due to the economic impact of the Corona pandemic, it was feared that many apprenticeships would be cancelled for summer 2020. However, in July, training companies reported that only 2.1% (3.0% in June, 2.6% in May, 2.7% in April) of apprenticeship positions were cancelled due to the pandemic. However, 1.6% (1.8% in June, 2.0% in May, 5.2% in April) of apprenticeship positions are at risk, depending on the course of business. 90% (88% in June, 83% in May, 77% in April) of the apprenticeships offered from summer 2020 have already been filled, i.e. 10% (12% in June, 17% in May, 23% in April) are still open.

Current apprentices (group 2) were strongly affected by the emergency measures, but 91% (86% in June, 77% in May, 64% in April) of the apprentices were nevertheless able to work in July (86% in June, 77% in May, 64% in April) by applying the federal protective measures (in particular distance and hygiene rules). 9% (10% in June, 17% in May, 25% in April) of the apprentices worked to a limited extent at their workplace and 13% (19% in June, 26% in May, 37% in April) worked at least partially from home. 2% (4% in June, 9% in May, 23% in April) of the apprentices received homework for their practical training. However, even in July, 0.3% (0.6% in June, 1.3% in May, 9% in April) of apprentices did not receive in-company training due to company closures.

Thus, the July survey shows that the relaxation of rules that has taken place so far has gradually led the vast majority of apprentices to be able to return to their jobs and that they were able to resume the company-based part of their training while maintaining the protective measures.

Final-year apprentices (group 3) were about to complete their apprenticeship in July and at the same time were preparing to enter the job market. Usually, some of the apprentices are still employed by their companies after their apprenticeship - but not all of them. 74% (73% in June, 79% in May, 73% in April) of the apprentices work in companies that have not changed their employment practices. Companies that keep more apprentices than usual due to the Corona pandemic employ 10% (8% in June, 3% in May, 2% in April) of the apprentices. However, 10% (12% in June, 14% in May, 21% in April) of the apprentices are in training companies where the probability of continuing employment after the apprenticeship has decreased because they still make it dependent on the further course of business. 6% (6% in June, 4% in May and April) of companies that have already decided to retain fewer apprentices after completing their apprenticeship. This means that possibly 16% (18% in May and June, 25% in April) fewer new entrants can stay in their training companies.

Detailed Results for Future Apprentices (Group 1)

Although the average shows that in July 90% (88% in June, 81% in May, 77% in April) of the apprenticeships for summer 2020 were already filled, there are still large differences between the occupational fields (see Figure 2). The apprenticeship positions in the occupational fields of "Education/Social Services", "Health", "Information Technology", "Planning/Construction" and

"Economy/Administration/Tourism" are already largely filled, while in July there were still many vacant apprenticeships in most construction and technical professions as well as in the hotel and restaurant industry. However, the number of vacant apprenticeship positions in these occupational fields has declined significantly since April.

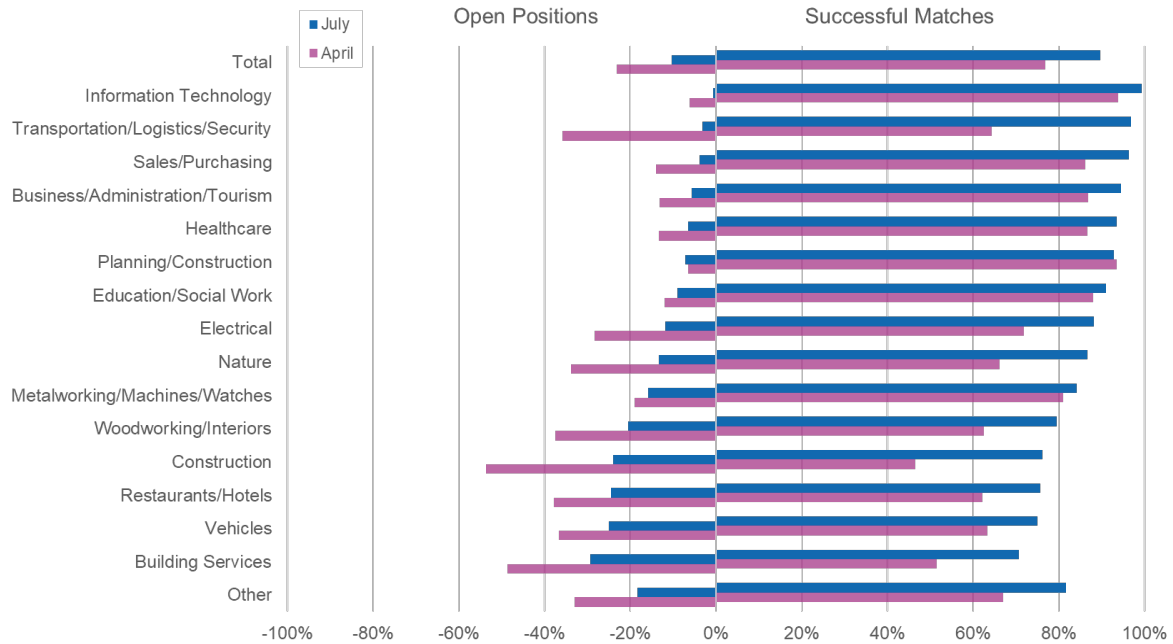


Figure 2: Open and occupied apprenticeship positions by occupational fields.

Comments: Results based on data from the Apprenticeship Pulse surveys 04.2020 (April), 05.2020 (May), 06.2020 (June) and 07.2020 (July). For each occupational field, the left side of the figure shows how many apprenticeship positions are still open in each occupational field; the right side shows how many apprenticeship positions are already filled. Blue bars are based on the survey in July; pink bars show April.

Detailed Results for Current Apprentices (Group 2)

Only 0.03% (0.03% in June, 0.01% in April and May) of the existing apprenticeship contracts for current apprentices were terminated due to the Corona pandemic.

Figure 3 shows for each occupational field the effects of the pandemic on practical training. Here, too, the effects vary by occupational field.

In most occupational fields, with the exception of "Information Technology" and "Economy/Administration/Tourism", students in July worked mostly or almost completely normally (with protective measures). About 13% (19% in June, 26% in May, 37% in April) of the apprentices worked from home and 2% were given homework. The occupational fields most affected were "Information Technology", "Economy/Administration/Tourism" and "Metal/Machines/Watches".

In July, there were still few training companies whose apprentices did not receive in-company training. In the occupational fields of "Health", "Nature" and

"Economy/Administration/Tourism", 1% each of the apprentices were affected.

30% (25% in June, 22% in May, 29% in April) of the training companies have already initiated measures to ensure that apprentices can catch up on the material they missed. However, the companies are of the opinion that losses can be expected. With a score of 4.09 (4.23 in June, 4.18 in May, 4.15 in April) out of a maximum of 5 points (5 stands for "everything can be made up for"), they assume that apprentices will not be able to make up for the material they missed in company-based training during the remaining apprenticeship period.

	On-Site Work		Offsite Work		
	Normal Work	Limited On-Site Work	Home Office	Homework	No Training
	91%	9%	13%	2%	0%
Construction	98%	0%	3%	1%	0%
Education/Social Work	100%	0%	3%	2%	0%
Electronics	93%	5%	10%	0%	0%
Vehicles	99%	0%	1%	1%	0%
Restaurants/Hotels	97%	5%	1%	2%	0%
Building Services	97%	1%	0%	1%	0%
Healthcare	99%	9%	1%	2%	1%
Woodworking/Interiors	97%	0%	2%	1%	0%
Information Technology	57%	45%	75%	2%	0%
Metalworking/Machines/Watches	95%	12%	5%	6%	0%
Nature	98%	0%	1%	0%	1%
Planning/Construction	93%	6%	14%	1%	0%
Sales/Purchasing	98%	1%	3%	2%	0%
Transportation/Logistics/Security	99%	5%	0%	1%	0%
Business/Administration/Tourism	90%	14%	35%	3%	1%
Other	88%	9%	9%	5%	1%

Figure 3: Effects of the COVID-19 pandemic on the training of apprentices by occupational field

Comments: Results based on data from the Apprenticeship Pulse survey 07.2020 (July). The table shows for each measure and occupational field the shares (%) of apprentices of all apprentices covered by the surveyed training companies in the respective occupational field (multiple entries possible); occupational fields with less than 50 training companies are not listed but are summarized under "Other".

Detailed Results for Final-Year Apprentices (Group 3)

Due to the COVID-19 crisis, last year apprentices face two challenges: firstly, they are confronted with changes in qualification procedures (QV) and secondly, they face a difficult transition to the labor market.

In the months April to June, the training companies surveyed stated that the Corona Crisis will have a moderate influence on the apprentices' final school grades (mean value of 3.2 (3.4 in April and May) on a scale from 1 "Has no influence at all" to 5 "Has a very strong influence"). Companies that provide in-house apprentices also expect that the in-company qualification procedure (QV) will have an influence on the final grade of apprentices (mean value of 2.8 (2.7 in May, 2.9 in April) on a scale from 1 "has no influence at all" to 5 "has a very strong influence"). In the July survey, we asked about the real results. 69% of the apprentices work in training companies, which stated that the same number of apprentices had obtained their vocational qualification compared to the previous year. 18% of the apprentices work in companies where more apprentices have completed their training and 13% work in companies where fewer apprentices have completed their training.

When asked whether the grades of the practical or school-based part of the qualification procedure were different from last year, the training companies stated that 26% of the apprentices achieved better grades, 4.6% worse and 49.3% comparable to the previous year. 20.1% of the apprentices are employed in training companies that do not know it. In July, 74% (73% in June, 79% in May, 73% in April) of apprentices worked in companies that had not changed their practice of retaining apprentices after they had completed their training. However, Future Apprenticeship Pulse surveys will show how this will change as a result of the Corona pandemic.

As Figure 4 shows, not all occupational fields are equally affected. Uncertainty regarding continued employment is still greatest in the occupational field of "Food" (23%, n. a.¹ in May and June) and "Health" (22%, 25% in June, 34% in May), followed by the occupational field of "Hospitality/Hotel Industry" (21%, 25% in June, 29% in May). In most occupational fields, fewer apprenticeship graduates remain in employment. This applies in particular to "Metal/Machines/Watches" (12%, 11% in June, 9% in May). The occupational field "Nature" (92%, 93% in June, 87% in May), is the most stable occupational field, where companies have not changed their hiring practices.

¹ n. a.= not shown, because not enough answers for occupational

field

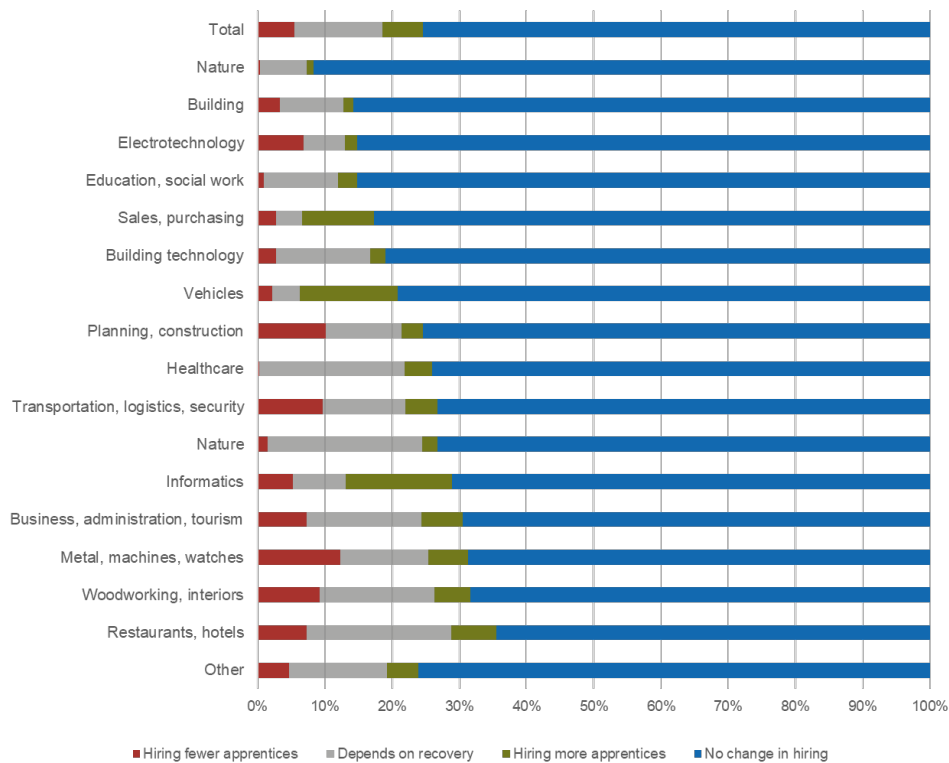


Abbildung 4: Post-graduation apprentice hiring by occupational field.

Remarks: Results based on data of the Apprenticeship Pulse survey 07.2020 (July). The chart shows the share of apprentices out of all apprentices covered by the surveyed training companies for each possible continuing employment practice and each occupational field.

Challenges for Graduates

Figure 5 presents the challenges for young professionals after they have completed their apprenticeship. It shows the answers to the question: "Compared to last year, is it currently more difficult for your apprentices to find a job after graduation?"

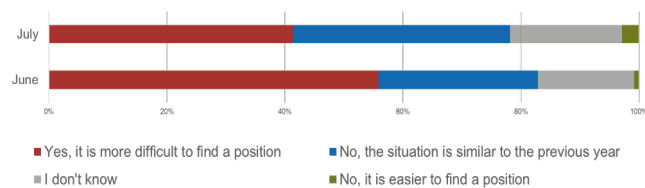


Figure 5: Challenges for graduates at the start of their careers.

Comments: Results based on data from the Apprenticeship Pulse surveys 06.2020 (June) and 07.2020 (July). The chart shows possible challenges when entering the labor market based on the share of apprentices out of all apprentices covered by the surveyed training companies.

The situation has eased slightly compared to the assessment in June. 41% (56% in June) of the companies surveyed stated that it will be more difficult for apprenticeship graduates to find a job after they have completed their apprenticeship.

Effects on Apprentices and Training Companies

The surveyed training companies were still affected by

the Corona pandemic to varying degrees even after the relaxation phases. Figure 6 shows that in July, 94% (93% in June, 96% in May, 92% in April) of the apprentices were in training companies that were working again or continued to work, while only 3% (2% in June, 1% in May, 3% in April) of the learning companies were in companies that were closed due to emergency legislation.

In July, 31% (35% in June, 41% in May, 56% in April) of the apprentices worked in companies with protective measures that particularly affect apprentices (e.g. home office or reorganization of the deployment of apprentices) and 9% (15% in June, 19% in May, 25% in April) of the apprentices are employed in companies whose personnel including apprentices was on short-time work. 17% (24% in June, 22% in May, 18% in April) of the apprentices worked in companies where only the remaining personnel were on short-time work.

4% (3% in April, May and June) of the apprentices worked in training companies that were dependent on financial assistance (e.g., bank loans, rent deferment). 0.3% (0.2% in May and June, 0.5% in April) of the apprentices are threatened with the abandonment of their training company (e.g. due to bankruptcy).

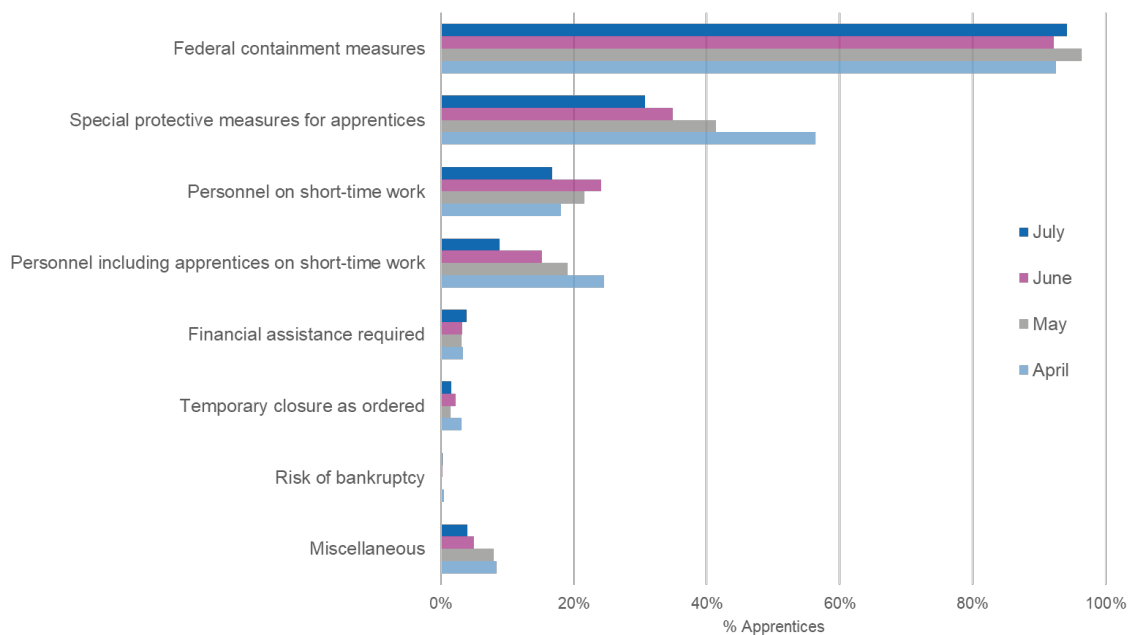


Figure 6: How the COVID-19 pandemic affects apprentices and their training companies.

Comments: Results based on data from the Apprenticeship Pulse Surveys 04.2020 (April), 05.2020 (May), 06.2020 (June) and 07.2020 (July) Graph shows the proportions of apprentices (in %) of all apprentices covered by the training companies surveyed for each effect of the pandemic.

Data and Representativeness

2,809 training companies (2,091 in June, 1,587 in May, 1,050 in April) of various sizes from all cantons and occupational fields took part in the Apprenticeship Pulse Survey 07.2020. The questions were answered by people with different functions in a respective training company, with both apprentices and personnel specialists and managers being represented. Since a total of 44,660 training companies were contacted for the survey, we achieved a response rate of 6.57% (4.69% in June, 3% in May, 2.4% in April). It should be noted, however, that the survey was not only sent directly to this list of training companies, but was also distributed through other channels, so the calculation of the response rate is not exact.

Figure 7 shows that the surveyed training companies cover slightly more than 2.2% (1.8% in June, 1.4% in May, 1.14% in April) of all training companies in Switzerland. The coverage for German-speaking Switzerland is better than for the other two language regions. Moreover, large companies tend to be overrepresented compared to SMEs.

The companies surveyed offer a total of **21,103 apprenticeships** (20,394 in June, 19,597 in May, 13,139 in April) in a wide range of occupational fields.

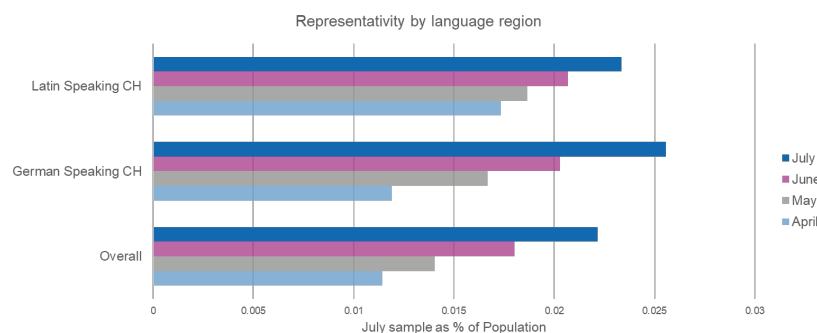


Figure 7: Representativeness of the Apprenticeship Pulse surveys by language region.

Remarks: Results based on data from the Apprenticeship Pulse surveys 04.2020 (April), 05.2020 (May) 06.2020 (June) and 07.2020 (July). Graph shows the proportion of training enterprises covered by the surveys for each language region. In the July survey, for example, German-speaking Switzerland, with around 2.56% of training companies, is still better covered than Latin (French and Italian-speaking) Switzerland with 2.34% of training companies.

Further Information (in German and French) at
www.lehrstellenpuls.ch.

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