



## Apprenticeship Pulse – Factsheet

# Apprenticeship Pulse Results

## June 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 May and June. Thus, the third Apprenticeship Pulse Survey in June 2020 records the effects of the pandemic on Swiss apprentices as protective measures continue to relax.

At the end of April, hairdressing salons and beauty salons were able to open again. 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 restarted and many businesses, including restaurants, reopened. In June, the gates of VET schools, primary schools, academic secondary schools, and universities

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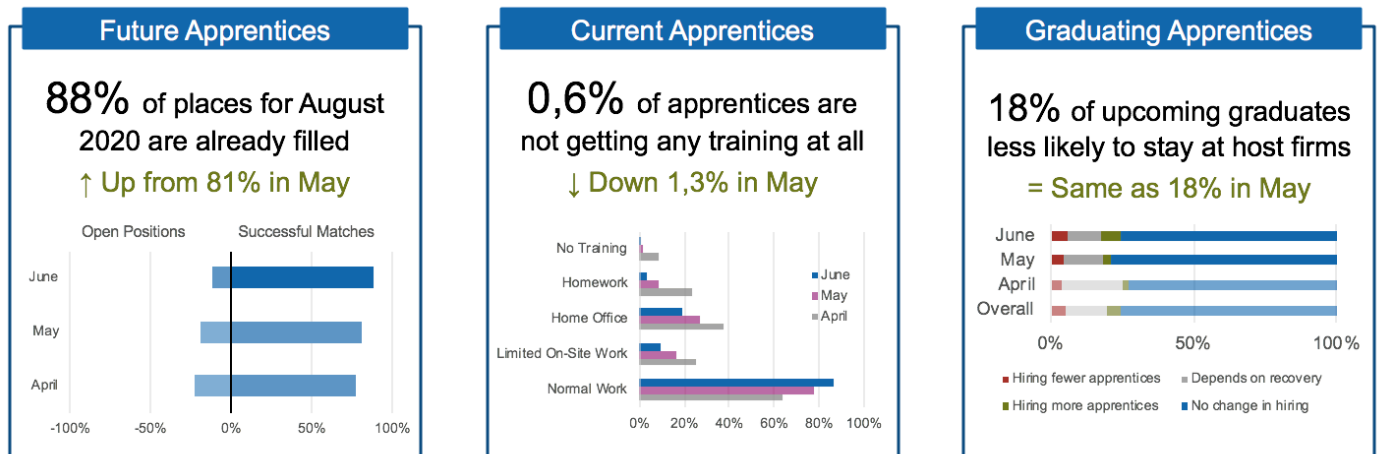
reopened. In addition, events for up to 300 people were again permitted, and leisure facilities and the borders with neighboring countries were reopened.

This factsheet provides an overview of the impact of the COVID-19 pandemic on VET in June 2020 and compares these results with the situation to that of April and May.

We focus on three main groups:

- **Group 1: Future apprentices** searching for positions to start training in August 2020
- **Group 2: Current apprentices** who are training in the companies affected by the pandemic crisis
- **Group 3: Apprentices in their final year** of training who will graduate in August 2020 and enter the labor market.

## The Pulse of Apprentices in June 2020



**Figure 1: Headlines on the Apprenticeship Pulse in June 2020.**

Comments: Results based on data from the Apprenticeship Pulse surveys 04.2020 (April), 05.2020 (May) and 06.2020 (June). 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 their last year.

In the German-speaking part of Switzerland, **future apprentices (Group 1)** started the application process approximately one year before their apprenticeships that will start in August 2020. In Latin Switzerland (the French- and Italian-speaking parts), this process starts later, and its beginning aligned with the shutdown in the spring of 2020. Due to the economic impact of the COVID-19 pandemic, it was feared that many apprenticeship positions would be cancelled for the summer of 2020. However, training companies reported in June that only 3% (2.7% in May, 2.7% in April) of apprenticeship places have been cancelled due to the pandemic. However, 1.7% (2.1% in May, 5.2% in April) of the training places are at risk, depending on the course of business. 88% (81% in May, 77% in April) of the training places offered from summer 2020 have already been filled and 12% (19% in May, 23% in April) are still vacant.

**Current apprentices (Group 2)** were strongly affected by pandemic containment measures, but 86% (77% in May, 64% in April) were able to work in June by applying federal protection measures (particularly social distance and hygiene rules). 10% (17% in May, 25% in April) of apprentices were only at work to a limited extent, and 19% (26% in May, 37% in April) were at least partially working from home. 4% (9% in May, 23% in April) of apprentices received homework instead of practical training. However, 0.6% (1.3% in May, 9% in April) of apprentices did not receive any kind of practical training.

The June survey thus shows that the loosening of the rules that has taken place so far has led the vast majority of apprentices back to their jobs and that they have been able to resume the in-company part of their training while maintaining containment measures.

**Final-year apprentices (Group 3)** will soon complete their apprenticeship and enter the labor market. Usually, some apprentices—but not all—continue to work for at least a short time at their host companies after graduation. 75% (79% in May, 73% in April) of apprentices work in companies who do not plan to change their apprentice-hiring strategies due to COVID-19. Companies that will retain more apprentices than usual due to the corona pandemic employ 7% (3% in May, 2% in April) of apprentices. However, 12% (14% in May, 21% in April) of graduating apprentices are in companies in which the probability of post-graduation employment has decreased and now depends on the future of the business. 6% (4% the same in April and May) are in companies that have already decided to hire fewer recent graduates due to the pandemic. This means that 18% (the same as in May, 25% in April) fewer new entrants to the labor market can count on remaining in their training companies.

**Detailed Results for Future Apprentices (Group 1)**

Although the average shows that in June 88% (81% in May, 77% in April) of the training places for summer 2020 have already been filled, there are differences among occupational groups (see Figure 2).

Apprenticeship places in the fields of Education/Social Services, Health, Information Technology,

Planning/Construction and Business/Administration/Tourism have already been largely filled, whereas there are still many vacant apprenticeship places in most construction and technical occupation groups as well as in the hotel and restaurant industry as of June.



**Figure 2: Open and matched apprenticeship places by occupational field**

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

**Detailed Results for Current Apprentices (Group 2)**

Only 0.03% (0.01% in April and May) of the existing apprenticeship contracts have been canceled due to the COVID-19 pandemic.

Figure 3 shows the effects of the pandemic on occupational training for each occupational field. As with the effects for future apprenticeships, these also vary by field.

In most occupational fields, with the exception of Informatics, apprentices worked mostly or almost completely normally (with protective measures) in June. A few occupational fields still have to offer limited on-site deployment, such as Health. About 19% (26% in May; 37% in April) of the apprentices worked from home. The occupational fields Information Technology, Business/Administration/Tourism and Planning/Construction were strongly affected by the pandemic.

In June, there were still training companies whose apprentices did not receive in-company training. In the occupational field Restaurants/Hotels, 4% of apprentices remain out of training.

25% (22% in May, 29% in April) of training companies have already taken extra measures to ensure that apprentices can catch up on any material they have missed. However, companies still expect that some losses cannot be made up. When asked if non-final-year apprentices can make up all lost content before the end of the training, companies responded 4.23 (4.18 in May; 4.15 in April) out of 5, where 5 indicates that they will make up all lost content.

	On-Site Work		Offsite Work		
	Normal Work	Limited On-Site Work	Home Office	Homework	No Training
<b>Total</b>	<b>86%</b>	<b>10%</b>	<b>19%</b>	<b>4%</b>	<b>1%</b>
Construction	96%	0%	0%	0%	0%
Education/Social Work	81%	1%	0%	0%	0%
Electronics	84%	7%	11%	6%	0%
Vehicles	92%	3%	0%	1%	1%
Restaurants/Hotels	79%	7%	3%	0%	4%
Building Services	96%	0%	1%	0%	0%
Healthcare	85%	28%	1%	1%	0%
Woodworking/Interiors	93%	0%	7%	0%	0%
Information Technology	31%	6%	82%	4%	0%
Metalworking/Machines/Watches	94%	7%	5%	5%	0%
Nature	99%	9%	8%	11%	0%
Planning/Construction	90%	10%	33%	5%	0%
Sales/Purchasing	83%	5%	1%	3%	0%
Transportation/Logistics/Security	95%	9%	4%	5%	1%
Business/Administration/Tourism	78%	7%	48%	2%	0%
Other	70%	5%	22%	1%	2%

**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 06.2020 (June). 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 calculations possible); occupational fields with fewer than 50 training companies are not listed but are summarized together under "Other".

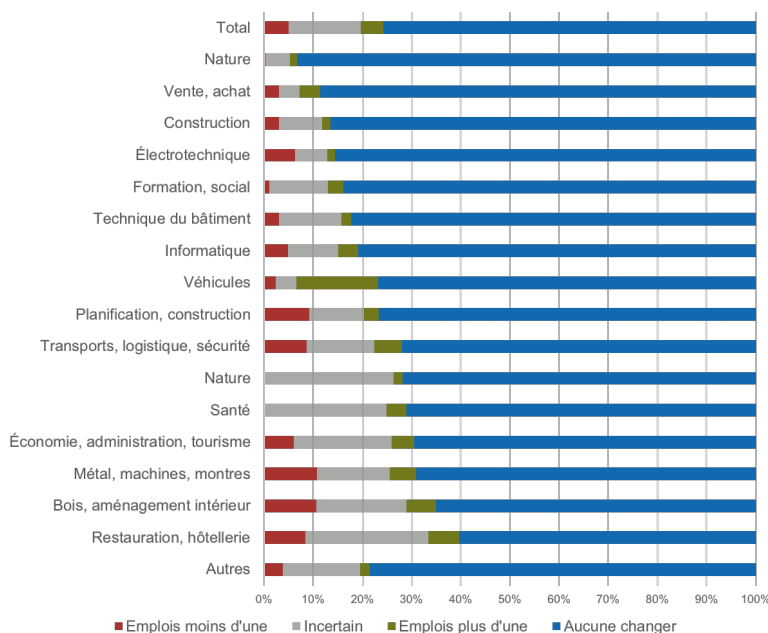
### Detailed Results for Final-Year Apprentices (Group 3)

Apprentices in their final year of training face two challenges due to the COVID-19 crisis: first, they will have to face modified final examinations, and second they will be confronted with a challenging labor market upon graduation.

The training companies surveyed believe that the pandemic will have a moderate influence on graduating apprentices' final school grades (3.2 out of 5, 3.4 in April and May on a scale from 1 "no influence" to 5 "very strong influence"). Companies assume that apprentices' knowledge and skills may suffer from lost school time. The training companies also expect a weaker influence on apprentices' practical grades, with a mean of 2.8 (May 2.7; April 2.9) on the same scale.

In June, 75% (79% in May, 73% in April) of apprentices worked in companies that had not yet changed their hiring plans for graduate apprentices. Future Apprenticeship Pulse surveys will show how this indicator changes over time, but companies are making an effort to support their graduates: 68% (72% in May; 61% in April) of apprentices work in companies that support their graduates in finding a job after completing their apprenticeship.

As shown in Figure 4, not all occupational fields are equally affected. Apprentices face the largest uncertainty in the field of Healthcare (25%, 34% in May), followed by Hotels/Restaurants (25%, 29% in May) and Business/Administration/Tourism (20%, 21% in May). In most occupational fields, fewer apprentices than usual will be retained this year. This applies especially to apprentices in the fields of Woodworking/Interiors (11%, 14% in May), Metal/Machines/Watches (11%, 9% in May). The most stable occupational field is still Nature, where companies have not changed their hiring practices.

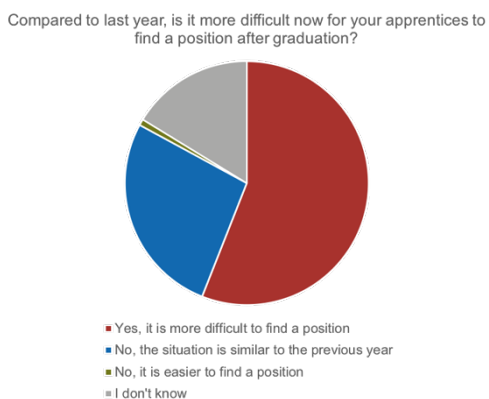


**Figure 4: Post-graduation apprentice hiring by occupational field.**

Comments: Results based on data from the Apprenticeship Pulse survey 06.2020 (June). The chart shows the share of apprentices out of all Apprentices covered by the training companies surveyed for each possible practice of continuing vocational training.

### Challenges for graduates

Figure 5 shows the challenges faced by young professionals after completing 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 survey 06.2020 (June). 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.

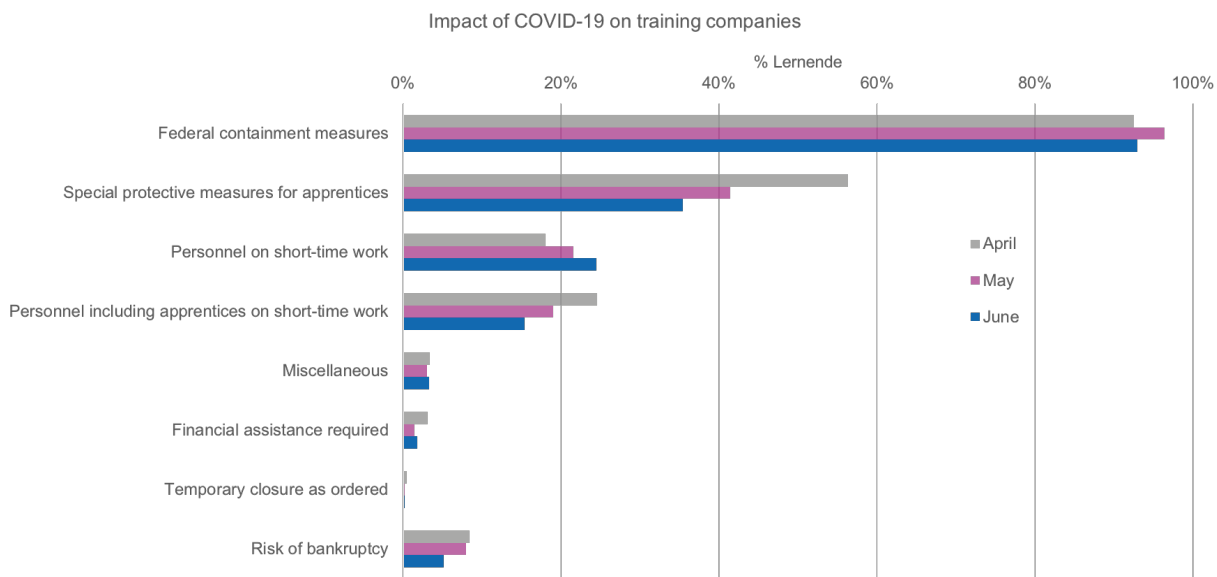
A clear majority of the companies surveyed believe that it will be more difficult this year to find a job after completing an apprenticeship.

### Effects on apprentices and training companies

Surveyed training companies were affected to varying degrees by the COVID-19 pandemic during the reopening phases. Figure 6 shows that 93% (96% in May, 92% in April) of apprentices are in companies affected by federal containment measures, while only 2% (1% in May, 3% in April) of apprentices work in companies that had to be closed temporarily due to emergency legislation.

35% (41% in May, 56% in April) of apprentices worked in companies that had extra protection measures specifically for apprentices (e.g. home office or reorganization of apprentices' work) and 15% (19% in May, 25% in April) work in companies where both staff and trainees are on short-time work. 24% (22% in May, 18% in April) of apprentices work in companies where only the staff, not apprentices, are on short-time work.

3% of apprentices (the same as in April and May) work in training companies that are dependent on financial assistance due to the COVID-19 crisis (e.g. bank loans, rent deferment). 0.2% of apprentices (0.2% in May, 0.5% in April) are threatened with having to give up their position due to situations of bankruptcy.



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

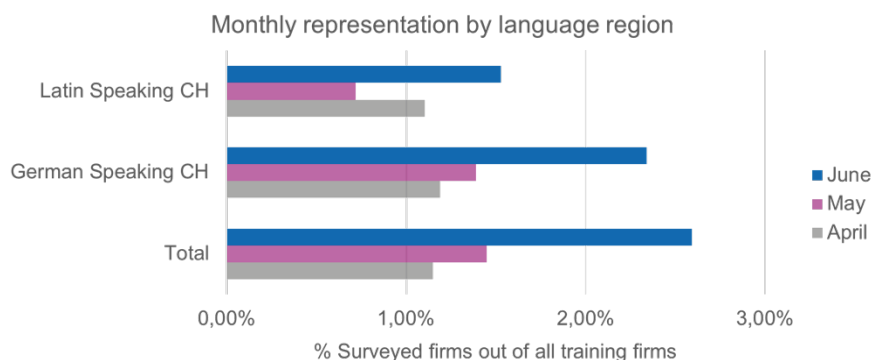
Comments: Results based on data from the Apprenticeship Pulse surveys 04.2020 (April), 05.2020 (May) and 06.2020 (June). The chart shows the proportions of apprentices (in %) of all apprentices covered by the training companies surveyed for each effect of the pandemic.

### Data and Representativeness

**2,370 training companies** (1,326 in May; 1,050 in April) of various sizes from all cantons and occupational fields took part in the Apprenticeship Pulse survey 06.2020 (in June 2020). The questions were answered by individuals with different roles, including vocational trainers and HR specialists, and managing directors. We contacted a total of 44,660 training companies for the survey, so the response rate is 5.3% (3% in May; 2.4% in April). However, it should be noted that the survey was not only sent directly to this list of training companies but was also distributed via other channels, so the response rate is not exact.

Figure 7 shows that the companies surveyed cover a little over 2.6% (1% in May) of all training companies in Switzerland. The coverage for German-speaking Switzerland is better than the other two language regions, and large companies tend to be overrepresented compared to SMEs.

The companies surveyed represented a total of **24,859 apprentices** (15,353 in May, 13,139 in April) in a wide range of occupational fields. The most strongly represented fields are Business/Administration/Tourism, Planning/Construction and Vehicles.



**Figure 7: Representativeness for the Apprenticeship Pulse surveys by language region**

Comments: Results based on data from the Apprenticeship Pulse surveys 04.2020 (April), 05.2020 (May) and 06.2020 (June). Chart shows the share of training companies covered by the survey for each language region. For example, in the June survey German-speaking Switzerland (2.3% of training enterprises) is still better covered than Latin (French-speaking and Italian-speaking) Switzerland (1.53%)

Further Information (in German and French) at [www.lehrstellenpuls.ch](http://www.lehrstellenpuls.ch).

## Acknowledgement

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- Schweizer Fleisch-Fachverband SFF
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