



Apprenticeship Pulse – Factsheet

Apprenticeship Pulse Results November 2020

3. December 2020

Research Team

Thomas Bolli, Katherine M. Caves, Filippo Pusterla, Ladina Rageth, Ursula Renold, Aranya Sritharan, Sandra Trachsel Díaz-Tejero

Chair of Education Systems, ETH Zürich, Switzerland

Since April 2020, the Apprenticeship Pulse has been conducting a monthly survey of the effects of the Corona pandemic on basic vocational education and training (VET). While Switzerland was in shutdown in April, the measures taken at the time were gradually relaxed in the following months. Following the summer months with relatively low Corona case numbers and limited measures, the second wave was announced in September. In October, there was a sharp increase in the number of cases and a renewed tightening of measures (extension of the obligation to wear masks, guidelines for private events and spontaneous meetings, obligation to sit in restaurants, home office recommendation). Several cantons went even further with their measures (e.g. closure of restaurants and bars).

The 2020 apprenticeship cohort has already begun in all cantons, but a few cantons in western Switzerland were able to delay the start of the apprenticeship until November. This fact sheet therefore analyzes, for the first time, how the companies trained their apprenticeship starters in 2020.

Research Partners

Urs Casty
Domenica Mauch

Yousty.ch Professional.ch

Since the apprenticeship positions for 2021 have been advertised since August, Apprenticeship Pulse has been collecting data on these new apprenticeship positions.

This fact sheet provides an overview of the effects of the Corona pandemic on training companies and apprentices in **November 2020**. It also compares these results with those of previous surveys. The results are weighted and are therefore representative of training companies and apprentices in Switzerland. In addition, they are presented in different time phases: shutdown (April), relaxation (May-June), limited measures (July-September) and October with further intensified measures.

Compared to previous publications, the different groups of young people have been adjusted:

- Gruppe 1: Future apprentices 2021
- Gruppe 2A: Apprenticeship beginners 2020
- Gruppe 2B: Current apprentices

The previous Group 3 – apprentices who were in their final year of training during the shutdown and finished their apprenticeship in the summer – is not reported in this factsheet.

The Pulse of Apprentices in November 2020 – Main Points

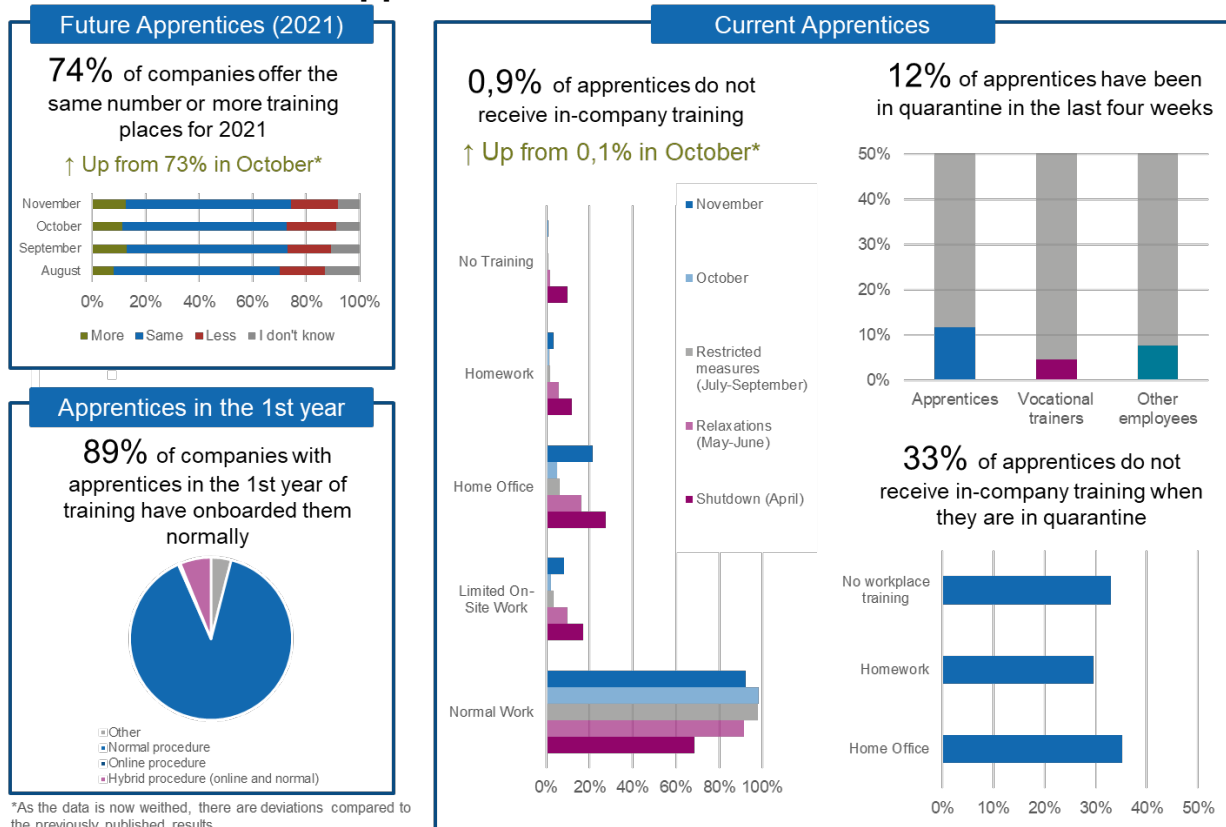


Figure 1: The headlines on Apprenticeship Pulse in November 2020.

Remarks: Results based on weighted data of the Apprenticeship Pulse surveys 04.2020 (April), 05.2020 (May), 06.2020 (June), 7.2020 (July), 08.2020 (August), 09.2020 (September), 10.2020 (October) and 11.2020 (November). The left box shows the main results for future apprentices in 2021 and for first year apprentices, the right box those for current apprentices.

In German-speaking Switzerland, **young people before the apprenticeship (group 1)** start the application process one year before the start of the apprenticeship. In French-speaking Switzerland, this process does not start until next spring. Since August 2020, there have been vacant apprenticeship places in German-speaking Switzerland for the start in summer 2021. The November survey of the Apprenticeship Pulse enabled us to assess the apprenticeship offer for 2021 and compare it to the situation in previous months.

In November, 74%¹ (73% in October, 73% in September, 70% in August)² of the companies surveyed reported that they offered the same number or even more training places for the 2021 training year compared to this year. At the same time, 12% (11% in October, 13% in September, 8% in August) of the

companies offering in-house vocational training even offered more training places, while 62% (same in October, 60% in September, 62% in August) offered the same amount of training places as in 2020. However, 17% (18% in October, 16% in September, 17% in August) of the companies offering in-house vocational training will offer fewer training places and 8% (9% in October, 11% in September, 13% in August) do not yet know. Since this offer of apprenticeship places can continue to change depending on the economic cycle and not all training companies have yet started recruiting apprentices, the Apprenticeship Pulse will continue to monitor this offer in the coming months.

¹ Starting this month, Apprenticeship Pulse presents weighted results that are representative for training companies and apprentices in Switzerland. This applies to the new results as well as to the comparison with previous months. The report "Identification of the effects of COVID-19 on basic vocational education in Switzerland. Report on the monthly surveys of training companies from April to August 2020 with focus on the weighting methodology" contains a

detailed analysis of these weightings and the representativeness of the Apprenticeship Pulse data. These are summarized in the fact sheet "Weighting and representativeness of the results".

² In addition to the changes due to the new weighting procedure, the number of observations and results have slightly changed compared to the previously published results due to further data adjustments.

First-year apprentices (group 2A) started their apprenticeship between August and October this year. For this reason, Apprenticeship Pulse collected information on these apprenticeship starters for the first time in November. In November, 67% of the companies surveyed stated that they had apprentices who had started an apprenticeship this year. Of these companies, 89% onboarded their first-year apprentices in the normal way, while 6% of the companies combined it with an online procedure (hybrid procedure). However, none of the companies surveyed used a purely online procedure for new apprentices' onboarding.

Apprentices in vocational education and training (group 2B) were severely affected by the measures taken against the Corona pandemic in November. Thus, 92% (98% in October, 98% in July-Sept, 91% in May-June, 69% in April) of the apprentices were working under the protective measures of the Federal Office of Public Health of Swiss Confederation (especially distance and hygiene rules). 8% (2% in October, 3% in July-Sept, 10% in May-June, 17% in April) of the trainees were at their work place to a limited extent, and 21% (5% in October, 6% in July-Sept, 16% in May-June, 27% in April) were at least partially at home. 3% (1% in October, 2% in July-Sept, 6% in

May-June, 12% in April) of the trainees received homework for the practical part of their training and 0.9% (0.6% in October, 1% in July-Sept, 2% in May-June, 10% in April) received no in-company training at all. The November survey thus shows that the second wave of the Corona pandemic has led to more trainees switching back to home office at least in part, receiving only limited on-site assignments or even homework for in-company training.

For the first time in November, Apprenticeship Pulse also collected information on the effects of the quarantine regulations on vocational education and training. It was observed that apprentices were frequently in quarantine. In November, the companies surveyed reported that 12% of their apprentices had been in quarantine for the last four weeks, while only 5% of apprentices and 8% of other employees were affected. Another challenge is the practical training of the quarantined apprentices. During a quarantine, 35% of the trainees complete their training at home, 29% receive homework during this time and 33% have no training. As the detailed results show, these measures also have an impact on the training costs of the companies and the productivity and knowledge of the apprentices.

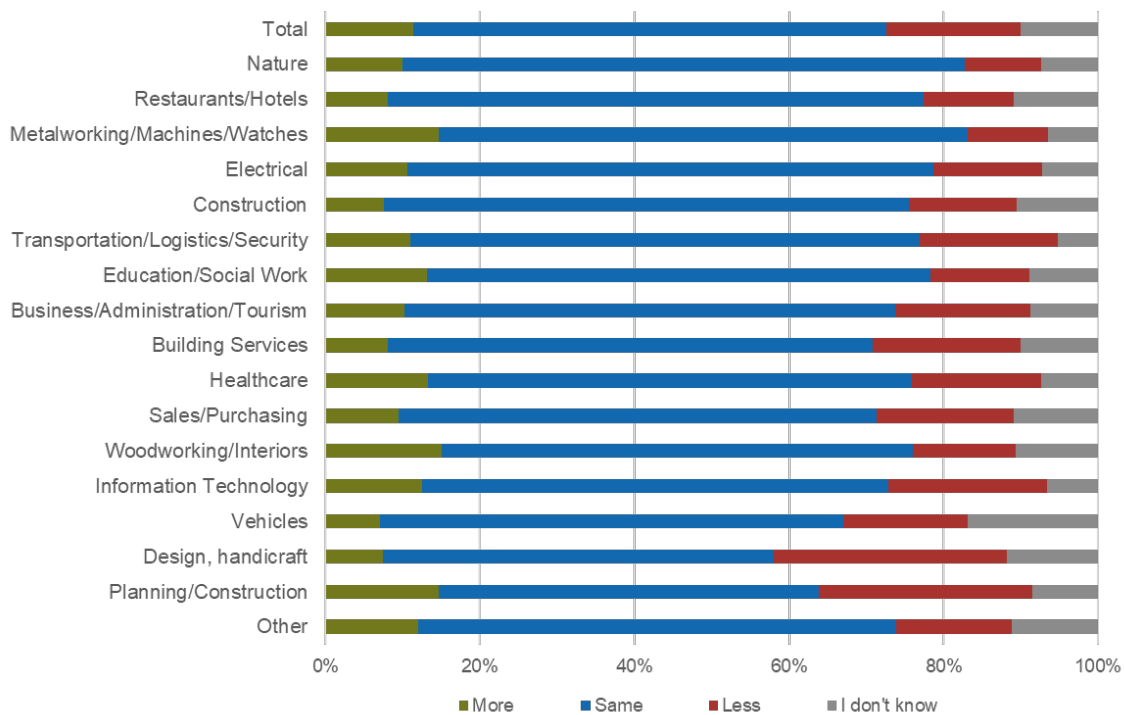


Figure 2: Apprenticeship offer 2021 by occupational field.

Remarks: Results based on aggregated and weighted data from the monthly Apprenticeship Pulse surveys conducted between August and November 2020. The chart shows the share (in %) of training companies out of all training companies surveyed for each possible type of training place on offer in 2021 and for each occupational field.

Detailed Results

Apprentices starting in 2021 (Group 1)

In November, 74% (73% in October, 73% in September, 70% in August) of the companies reported that they offered the same number or even more training places for the 2021 training period compared to 2020. 12% (11% in October, 13% in September, 8% in August) of the training companies offered more training places, while 62% (the same in October, 60% in September, 62% in August) had the same number of training places. However, 17% (18% in October, 16% in September, 17% in August) of the companies will offer fewer training places and 8% (9% in October, 11% in September, 13% in August) do not know yet.

Figure 2 shows that the supply of apprenticeship places for 2021 varies between the occupational fields, although not by too much. The largest share of companies that offer more training places for 2021 are in the occupational fields of "Planning, Construction" (15%), "Wood, Interior Construction" (15%) and "Metal, Machinery,

Watches" (14%). However, the professional field of "Planning, Construction" has the largest proportion of apprenticeship companies offering fewer apprenticeships (28%), followed by "Information Technology" (21%).

There are various reasons why training companies offer more or fewer apprenticeship places for the 2021 training period compared to 2020. The demand for skills is the most important reason for the current supply of training places. 71% (70% in October, 68% in September, 63% in August) of the companies surveyed do not need additional employees with these skills. On the other hand, 29% (23% in October, 23% in September, 2% in August) of the training companies assume that they will need more such employees now or in the future. 19% (21% in October, 21% in September, 10% in August) of the companies offering apprenticeships wanted to offer more apprenticeships in 2021 than this year anyway and 10% (8% in October, 9% in September, 12% in August) would like to show solidarity with the young people who have a harder time finding an apprenticeship this year.

	Apprentices at work		Apprentices at home		
	Normal Work	Limited On-Site Work	Home Office	Homework	No workplace training
Total	92%	8%	21%	3%	0.9%
Building	99%	1%	1%	1%	1%
Education/Social Work	99%	1%	2%	2%	1%
Electrical	96%	7%	9%	1%	2%
Vehicles	98%	1%	0%	0%	3%
Restaurants/Hotels	91%	8%	0%	3%	4%
Building Services	98%	3%	1%	1%	1%
Healthcare	98%	4%	2%	2%	1%
Woodworking/Interiors	100%	0%	3%	0%	0%
Information Technology	76%	15%	56%	1%	1%
Metalworking/Machines/Watches	100%	3%	0%	0%	0%
Nature	99%	0%	1%	0%	1%
Planning/Construction	93%	6%	19%	2%	3%
Sales/Purchasing	95%	5%	6%	2%	3%
Transportation/Logistics/Security	99%	1%	0%	1%	1%
Business/Administration/Tourism	91%	9%	30%	3%	0%
Other	94%	3%	12%	3%	0%

Figure 3: Effects of the Corona pandemic on the training of apprentices by occupational field.

Remarks: Results based on weighted data from the Apprenticeship Pulse survey in November 2020. 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 answers possible); occupational fields with fewer than 50 training companies are summarized under "Others".

First year students (group 2A)

In November, 67% of the companies surveyed stated that they had apprentices who started their vocational education and training this year. Of these companies, 89% have trained their apprentices in the normal procedure while 6% of the companies have combined this with an online procedure (hybrid procedure). However,

none of the companies surveyed only trained their apprentices online. 4% of the companies used other methods for familiarizing themselves with the training. According to the companies surveyed, the challenges here are integration into the team because of the frequent physical distance, protective measures in the event of physical proximity and the absence of a "normal" working day due to absences and home office.

Current apprentices (Group 2B)

Figure 3 shows the effects of the pandemic on practical training in each occupational field. With an average of 92% (98% in October, 98% in July-September, 91% in May-June, 69% in April), apprentices in most occupational fields continued to work predominantly or almost completely normally in November (with protective measures taken by the Federal Office of Public Health of Swiss Confederation). However, the proportion of apprentices in the home office rose to 21%, which is almost the level reached during the shutdown (5% in October, 6% in July-Sept, 16% in May-June, 27% in April). The percentage of apprentices in home office in the professional fields of "Information Technology" and "Business, Administration, Tourism" were well above average.

Compared to previous months, November also had an increase in the share of apprentices with limited on-site deployment (to 8%; 2% in October, 3% in July-Sept, 10% in May-June, 17% in April), of those with homework for the practical part of their training

(to 3%; 1% in October, 2% in July-Sept, 6% in May-June, 12% in April) and of those without in-company training (to 0.9%; 1% in October, 2% in July-Sept, 6% in May-June, 12% in April). The share of apprentices without in-company training is above average in the occupational fields of "Hotels and Restaurants", "Vehicles", "Planning, Construction" and "Sales/Purchasing".

Figure 4 shows the temporal development of these proportions of apprentices with normal work, in the home office, with limited on-site deployment, with homework for the in-company part and without in-company training together with the daily Corona case numbers and the measures or relaxation steps. While the proportion of apprentices with normal work increased continuously until October, it fell again in November with the renewed tightening of the measures. The opposite is true for the other effects, with a particularly sharp increase in home office and limited on-site deployment in November.

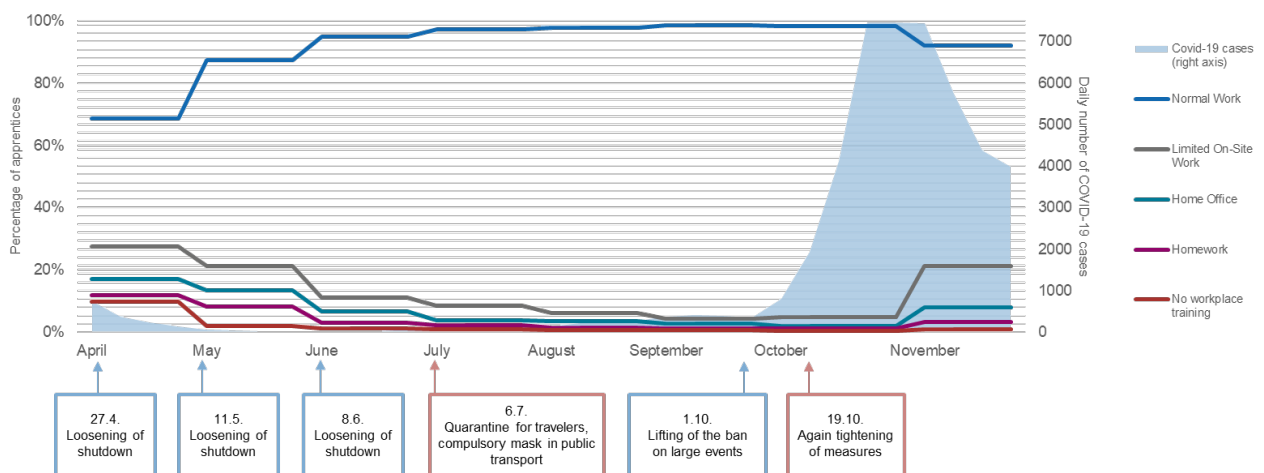


Figure 4: Effects of the Corona pandemic on the training of apprentices over time

Comments: Results based on weighted data from the monthly Apprenticeship Pulse surveys from April to November 2020. The graph shows on the vertical axis on the left-hand side for each measure for in-company training the share (%) of apprentices out of apprentices covered by the training companies surveyed (multiple answers possible). The vertical axis on the right shows the daily Corona case numbers from April to November 2020 (weekly average).

Catching up on the Missed Material

Figure 5 shows that in November, training companies have become less confident that apprentices will be able to make up the schooling they missed due to the Corona pandemic within the remaining apprenticeship period. With a score of 4.22 (4.34 in October, 4.23 in July-Sept, 4.15 in May-June, 4.10 in April) out of a maximum of 5 points (5 stands for "everything can be made up for"), the training companies surveyed think that apprentices will not be able to fully make up for

the material they missed in the in-company training during the remaining apprenticeship period. The figure for school-based training is somewhat more pessimistic (3.74 in November, 3.91 in October, 3.97 in July-Sept). The figure for inter-company courses is 4.02 (4.12 in October, 4.13 in July-Sept, 4.24 in May-June, 4.12 in April) and thus lies between those for school-based training and practical in-company training.

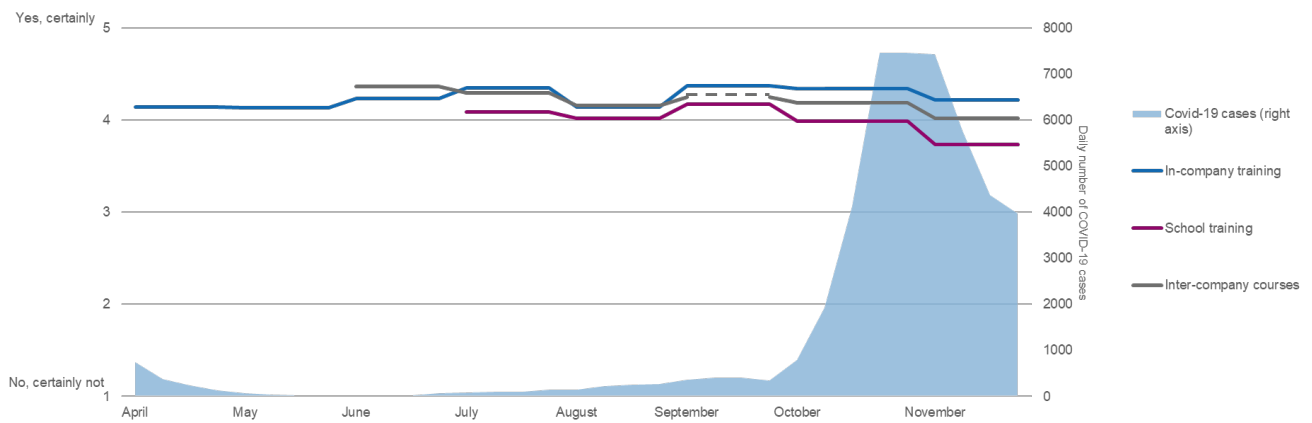


Figure 5: Catching up on the missed material due to the Corona pandemic over time.

Remarks: Results based on weighted data from the monthly Apprenticeship Pulse surveys from April to November 2020. The graph shows on the vertical axis on the left-hand side whether the companies think that the apprentices will certainly not (1) or certainly (5) be able to catch up on the material. The vertical axis on the right shows the daily Corona case numbers from April to November 2020 (weekly average).

Quarantine Measures

Currently, business and society are also concerned with quarantine regulations to protect against further Corona infections. These measures mean that apprentices could be confronted with temporary interruptions in their basic vocational education and training. Figure 6 shows for each occupational field the percentage of apprentices, vocational trainers and other employees who were in quarantine in November.

In the four weeks prior to the survey, around 12% of apprentices, 5% of vocational trainers and 8% of other employees were in quarantine in the companies surveyed. Figure 6 shows that the occupational fields were affected to varying degrees. In the occupational fields of "Nature", "Electrical Engineering", "Planning, Construction", "Education, Social Affairs" and "Information Technology", an above-average number of apprentices were in quarantine.

The training companies also report that apprentices in quarantine can work in home office for 35% of the time, 29% receive homework for the operational part and 33% do not complete any operational training during their quarantine. Figure 5 shows that the companies assume that this will also have an impact on the material they missed and the opportunities they have to make up for it. However, the training companies are of the opinion that vocational education and training in their companies is only slightly affected by the quarantine measures (value of 1.85 on a scale from 1 "weak" to 5 "strong"). On the other hand, the training companies surveyed found that almost half of

the reduced productivity of apprentices and the higher training costs were due to the quarantine measures (47% and 42% respectively). The proportion of changes in the acquisition of theoretical and practical knowledge and skills due to quarantine measures is higher (52% and 59% respectively).

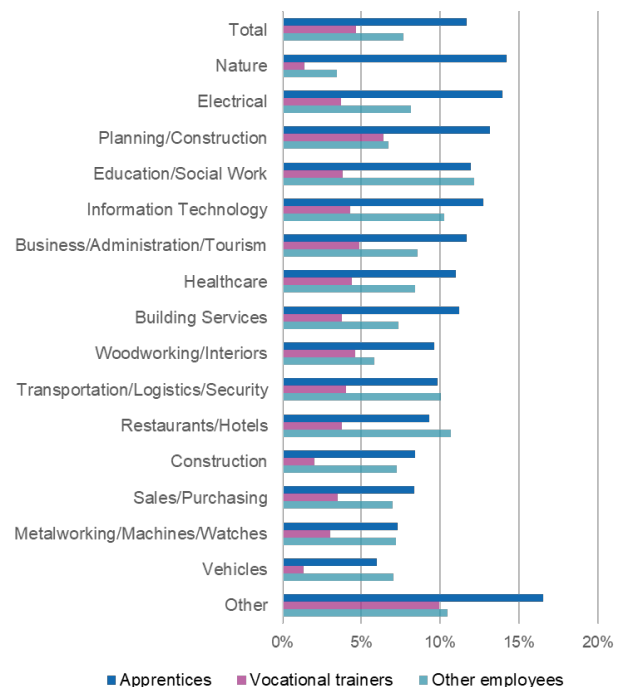


Figure 6: Proportion of apprentices, vocational trainers and other employees in quarantine by occupational field.

Remarks: Results based on weighted data from the Apprenticeship Pulse Survey in November 2020. The graph shows the proportions of apprentices (blue), vocational trainers (pink) and other employees (light blue) per occupational field.

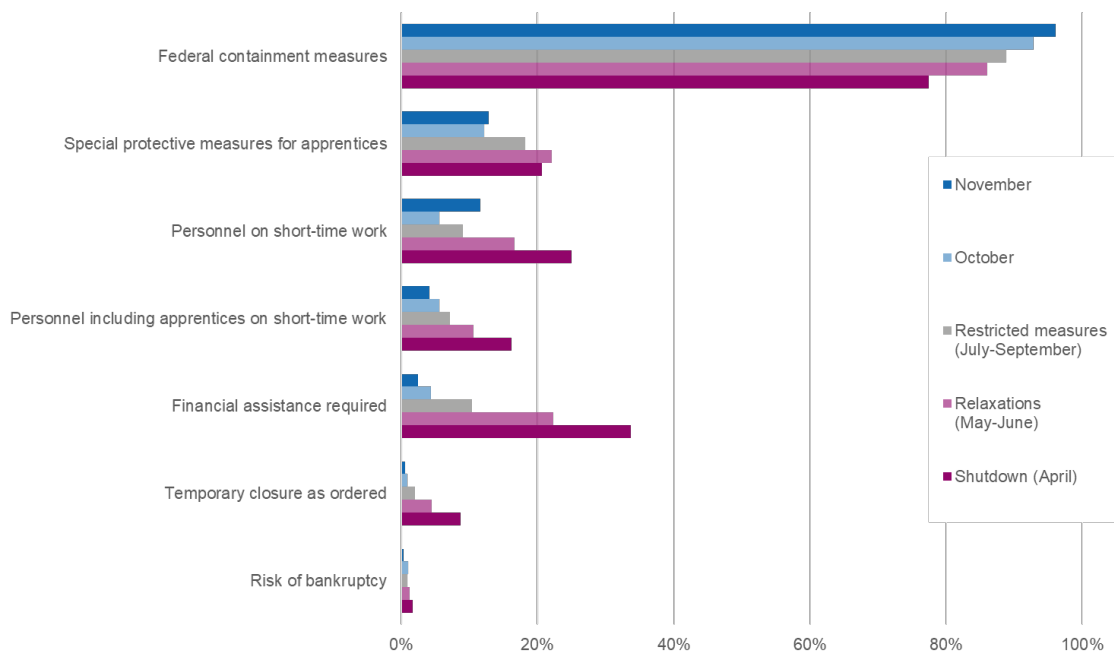


Figure 7: How the Corona pandemic has affected training companies and their apprentices.

Remarks: Results based on weighted data from the monthly Apprenticeship Pulse surveys from April to November 2020. The graph shows the percentage of affected training companies (in %) of all training companies surveyed for each effect of the Corona pandemic.

Effects on Training Companies and Apprentices

The surveyed companies were affected differently by the Corona pandemic in November. Figure 7 shows that in November 96% of the companies (96% in October, 89% in July-Sept, 86% in May-June, 77% in April) were working with protective measures according to the Federal Office of Public Health of Swiss Confederation. Short-time work has again lost relevance for apprentices, with 2% of the companies still having personnel including apprentices on short-time work in November (4% in October, 10% in July-Sept, 22% in May-June, 34% in April). However, the share of companies that have protective measures that particularly affect apprentices rose again to 12% (6% in October, 9% in July-Sept, 17% in May-June, 25% in April).

Data and Representativeness

In the Apprenticeship Pulse Survey in November 2020, 2,292 training companies (2,552 in October, 2,664 in September, 2,743 in August) of various sizes, from all cantons and occupational fields, took part. The questions were answered by persons with different functions in the respective training companies, with both apprentices and human resources specialists and managers being represented. Since 44,660 training companies were contacted for the survey, the Apprenticeship Pulse achieved a response rate of 5.13% in November (5.71% in October, 5.96% in September, 6.14% in August). However, the calculation of

the response rate is not exact because the survey was not only sent directly to this list of training companies but also distributed through other channels.

The surveyed training companies cover 2.50% (2.78% in October, 2.91% in September, 2.99% in August) of all training companies in Switzerland. The coverage for German-speaking Switzerland is better than for the other two language regions. In the November survey, German-speaking Switzerland is more strongly represented with 3.21% (3.52% in October, 3.71% in September, 3.57% in August) of all training companies than Latin-speaking (French-speaking and Italian-speaking) Switzerland with 1.56% (1.81% in October, 1.72% in September, 2.40% in August). Moreover, large companies tend to be overrepresented compared to SMEs. However, the used weighting model now corrects for the different representativeness by language region, occupational field and company size.

The surveyed training companies together offer 24,044 apprenticeships (22,554 in October, 23,925 in September, 20,488 in August) in a wide variety of regions and occupational fields.

Further Information at
www.lehrstellenpuls.ch.

Acknowledgement

We would like to thank all training companies that participated in this survey. We would also like to thank the following organizations that support this research project:

- Allpura
- Auto Gewerbe Verband Schweiz (AGVS)
- GastroSuisse / HotellerieSuisse
- Gebäudehülle Schweiz
- Kunststoff Schweiz
- login Berufsbildung AG
- Schweizer Fleisch-Fachverband SFF
- Schweizerische Berufsbildungsämter-Konferenz SBBK
- Schweizerische Konferenz der Leiterinnen und Leiter der Berufs- und Studienberatung (KBSB)
- Schweizerischer Arbeitgeberverband
- Schweizerischer Baumeisterverband
- Schweizerisch-Liechtensteinischen Gebäudetechnikverband
- SPEDLOGSWISS
- Swiss Textiles
- swissmem Berufsbildung
- swissceramics - Verband Schweizer Keramik
- Verein Polybau
- Schweizerische Vereinigung für die Berufsbildung in der Logistik (ASFL SVBL)

Contact

ETH Zürich
Prof. Dr. Ursula Renold
Chair of Education Systems
www.ces.ethz.ch →

Apprenticeship Pulse
info@lehrstellenpuls.ch →
www.lehrstellenpuls.ch →