



Apprenticeship Pulse – Factsheet

Apprenticeship Pulse Results September 2020

1. October 2020

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Every month, the Apprenticeship Pulse surveys the impact of the Corona pandemic on apprentices in Switzerland. While Switzerland was still in shutdown in April 2020, the measures taken at that time to contain the pandemic were gradually eased in the following months. The sixth Apprenticeship Pulse Survey in September 2020 will thus record the impact of the pandemic on apprentices after the previous relaxation of the prescribed measures.

Most cantons started apprenticeships in 2020 in September, but an apprenticeship can still start this year until the end of October. In addition, the apprenticeship positions for the start of apprenticeships in 2021 have been advertised since August. In the Apprenticeship Pulse Survey in September, we are now primarily interested in the development of apprenticeship vacancies for the start of apprenticeships in 2021.

This fact sheet provides an overview of the effects of the corona pandemic on apprentices in **September 2020**. It also compares these results with the situation in the five previous surveys in April, May, June, July and August.

The results are presented separately for the three groups of apprentices:

- Group 1: Future apprentices
- Group 2: Current apprentices who are being trained in the training companies that affected by the Corona crisis
- Group 3: Apprentices who were in their last year of training during the shutdown, i.e. who completed their apprenticeship this year and are now entering the labor market

The Pulse of Apprentices in September 2020 – Main Points

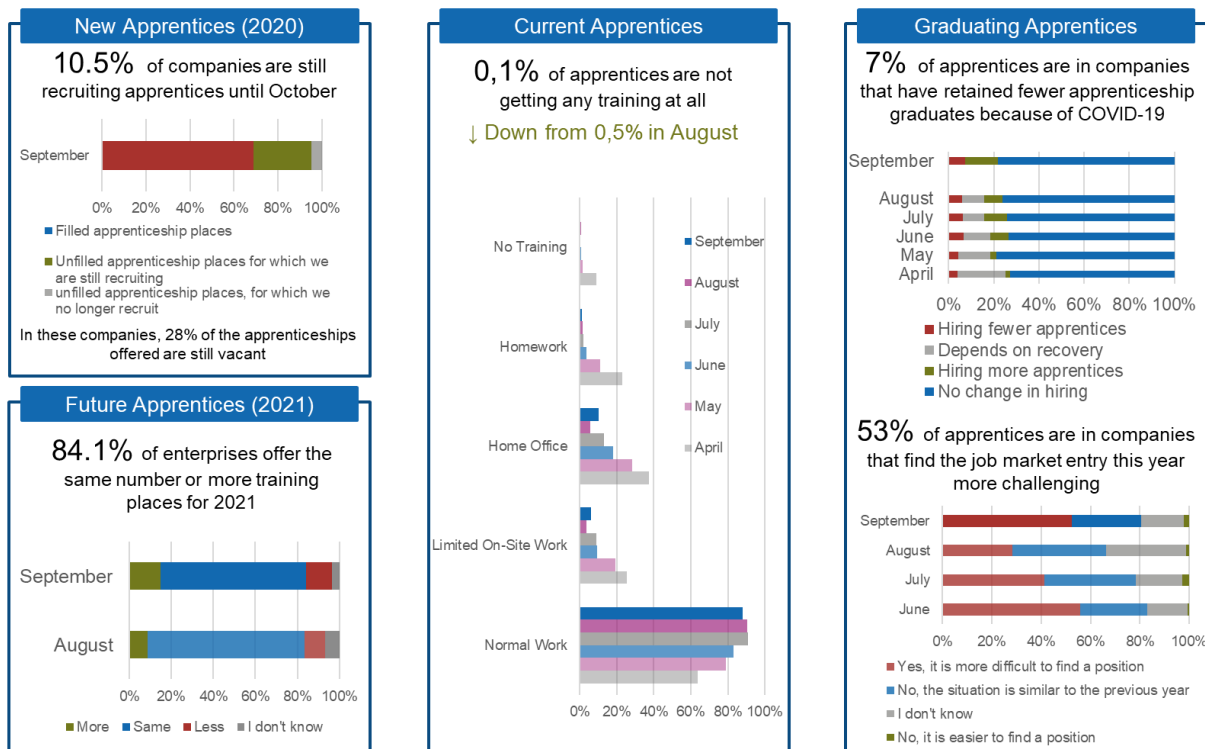


Figure 1: The headlines on Apprenticeship Pulse in September 2020.

Remarks: Results based on data of the Apprenticeship Pulse surveys 04.2020 (April), 05.2020 (May), 06.2020 (June), 7.2020 (July), 08.2020 (August) and 09.2020 (September). The left box shows the main results for future apprentices in 2020 and 2021, the middle box for current apprentices and the right box for graduating apprentices.

In German-speaking Switzerland, **young people start the application process one year before the start of their apprenticeship (Group 1)**. Since August 2020, there have been vacant apprenticeship positions in German-speaking Switzerland for the start in Summer 2021. The September survey enables us to present figures on open apprenticeship positions for 2021 and compare them with the situation in August. Since this year's apprenticeship can still start in October or November, we will first report on the results for the start of apprenticeships in 2020.

Apprenticeship that start in Autumn 2020: In German-speaking Switzerland, the recruitment process was largely successfully completed despite COVID-19. This is due to the fact that this process was already very far advanced when the shutdown began. Since the recruitment process in Latin Switzerland will not start until spring, there is still some catching up to do. For this reason, the alliance partners have agreed that it will be possible to recruit until the end of October for the start of apprenticeships in 2020. According to the Apprenticeship Pulse survey in September, 10.5% (9.9% in August) of the companies surveyed are making use of this option. In these companies, 28% of the training places on offer are still open.

For the start of the apprenticeship in Summer 2021, we have once again asked the training companies about their apprenticeship offers. In the process, 84.1% (83.5% in August) of the training companies report that they offer the same amount or even more training places than planned. 69% (75% in August) of the training companies will offer the same amount of apprenticeship places as for the beginning of apprenticeship in 2020, 15% (9% in August) will offer more apprenticeship places, 12% (10% in August) will offer fewer apprenticeship places and 4% (7% in August) do not know yet. The "Apprenticeship Pulse" will continue to survey this supply of apprenticeship places in the coming months, since the supply can change depending on the economic cycle.

Current apprentices (Group 2) were strongly affected by the emergency measures. In September, 88% (91% in July and August, 86% in June, 77% in May, 64% in April) of the apprentices were working under the protective measures of the Federal Office of Public Health of Swiss Confederation (in particular distance and hygiene rules). 6% (4% in August, 9% in July, 10% in June, 17% in May, 25% in April) of the apprentices worked to a limited extent at their workplace, and 10% (6% in August, 13% in July, 19% in June, 26% in May, 37% in April) were at least partially at home. 1% (2% in July

and August, 4% in June, 9% in May, 23% in April) of the apprentices received homework for in-company training. 0.1% (0.5% in August, 0.3% in July, 0.6% in June, 1.3% in May, 9% in April) of the apprentices did not receive in-company training. Thus, the September survey shows that most apprentices are back at work. However, the share of apprentices who work only to a limited extent at the workplace or in the home office has risen again somewhat, which is probably due to the increasing corona case numbers in recent weeks.

Apprentices who completed their apprenticeship

in Summer 2020 (Group 3), are currently entering the labor market. Usually, some of the apprenticeship graduates are still employed by their training companies - but not all of them. 7% of the apprentices are in companies that have kept fewer trainees because of COVID-19. 53% (28% in August) of the apprentices work in companies that assume that it will be more difficult for graduates to find a job this year.

Detailed Results

Future Apprentices Starting in the 2021 (Group 1)

Figure 2 shows that there are different reasons why training companies offer more or less apprenticeship places for the start of training in 2021 compared to 2020. 78% of apprentices are in training companies that do not need additional employees with these skills and therefore offer fewer apprenticeships, while 46% of them assume that they will need more such

employees in the future (26%) or today (20%) and will train more of them. 20% of apprentices are in companies that wanted to offer more apprenticeships for 2021 anyway and 11% want to show solidarity with young people who may have a harder time finding an apprenticeship this year.

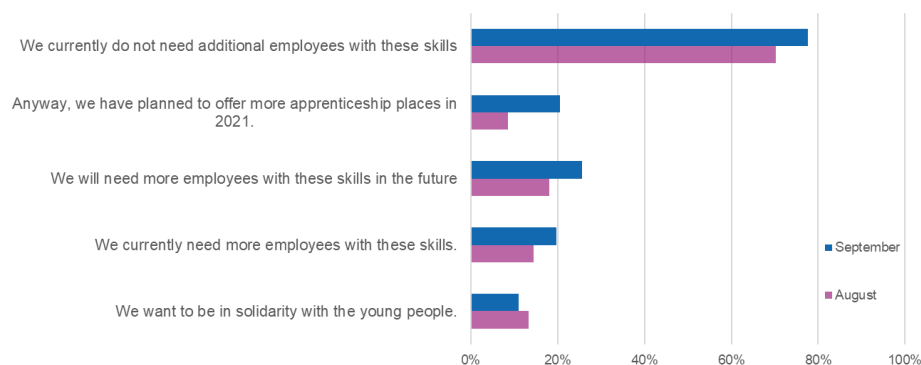


Figure 2: Reasons for the apprenticeship offer for the start of apprenticeship 2021.

Remarks: Results based on data from the Apprenticeship Pulse surveys 08.2020 (August) and 09.2020 (September). The blue bars show the results for September; pink bars represent the results in August 2020.

Current Apprentices (Group 2)

According to the September survey, only 0.04% (0.03% in August, July and June; 0.01% in April and May) of the existing apprenticeship contracts for current apprentices were terminated due to the Corona pandemic. Figure 3 on the following page shows the effects of the pandemic on vocational training in each occupational field. The effects vary according to occupational field. With an average of 88% (91% in August and July; 86% in June, 77% in May, 64% in April), apprentices in most occupational fields worked predominantly or almost completely normal (with protective measures). Only in the "Information Technology", the share of "Normal Work" is relatively low at 61%. The proportion of apprentices in the home office rose slightly to 10% (6% in August, 13% in July, 19% in June, 26% in

May, 37% in April). The highest percentage of home office apprentices was in the professional fields of "Information Technology" and "Economy/Administration/Tourism". Compared to the previous months, the percentages decreased slightly among those companies whose apprentices did not receive in-company training (0.1%; 0.5% in August, 0.3% in July, 0.6% in June, 1.3% in May, 9% in April) and those whose apprentices received homework (1%; 2% in August and July, 4% in June, 9% in May, 23% in April).

	On-Site Work		Offsite Work		
	Normal Work	Limited On-Site Work	Home Office	Homework	No Training
Total	88%	6%	10%	1%	0.1%
Construction	93%	1%	0%	1%	0%
Education/Social Work	97%	0%	0%	1%	0%
Electronics	98%	4%	4%	0%	0%
Vehicles	98%	1%	0%	0%	0%
Restaurants/Hotels	94%	1%	0%	0%	0%
Building Services	95%	1%	0%	0%	0%
Healthcare	95%	1%	0%	1%	0%
Woodworking/Interiors	93%	2%	0%	1%	0%
Information Technology	61%	40%	61%	0%	0%
Metalworking/Machines/Watches	99%	3%	3%	3%	0%
Nature	97%	0%	0%	2%	0%
Planning/Construction	97%	2%	6%	0%	0%
Sales/Purchasing	93%	1%	4%	0%	0%
Transportation/Logistics/Security	96%	1%	0%	1%	0%
Business/Administration/Tourism	92%	11%	32%	3%	0%
Other	90%	11%	6%	1%	1%

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

Remarks: Results based on data from the Apprenticeship Pulse survey 09.2020 (September). 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 not listed but are summarized under "Other".

Catching up on the Missed Material

With a score of 4.38 (4.15 in August, 4.35 in July, 4.24 in June, 4.14 in May, 4.15 in April) out of a maximum of 5 points (5 stands for "everything can be made up for"), the training companies surveyed are of the opinion that apprentices cannot quite make up for the material they missed in in-company training during the remaining period of training. The figure for school-based training is somewhat more pessimistic (4.17; 4.02 in August, 4.09 in July). Overall, however, training companies are more optimistic than in previous months about making up for the missed material.

Young Professionals in Summer 2020 (Group 3)

Apprentices who were in their final year of training during the shutdown faced two challenges due to the corona crisis: firstly, the qualification procedures (QV) were adapted and secondly, they faced a difficult transition to the labor market. In this fact sheet, we take a closer look at the practice of continuing employment in the training companies, whereby the newcomers are currently either employed in a company, looking for a job or further training or education.

Continuation of Employment Practice

41% of the companies surveyed stated in September

that they employ young professionals who have completed their apprenticeship this year. 94% of these young professionals were able to stay in their training company. 38% of young professionals are employed on a fixed-term basis, while 62% have a permanent contract. 92% work between 80 and 100% and 8% less than 80%. 75% of young professionals who work less than 80% do an apprenticeship.

In September, 78% (76% in August, 74% in July, 73% in June, 79% in May, 73% in April) of the apprentices worked in companies that followed up their practice of continuing to employ apprentices. The apprenticeship qualification has not changed so far, i.e. they have kept about the same number of apprentices as in other years. 7% of the apprentices are in companies that kept fewer apprenticeships due to COVID-19, 5% in companies that, as always, did not keep apprenticeships and 14% in those that kept more apprenticeships.

As Figure 4 shows, not all occupational fields are equally affected. In most occupational fields, however, fewer apprenticeship graduates continue to be employed. This applies in particular to "Metal/ Machines/Watches", "Transportation/Logistics/Security", and "Planning/Construction". In the professional field of "Nature", the practice of continued employment is

the most stable compared to previous practice. Overall, the uncertainty regarding continued employment

in the occupational fields of "Hospitality, Hotel Industry", "Food" and "Healthcare" was greatest from April to September.

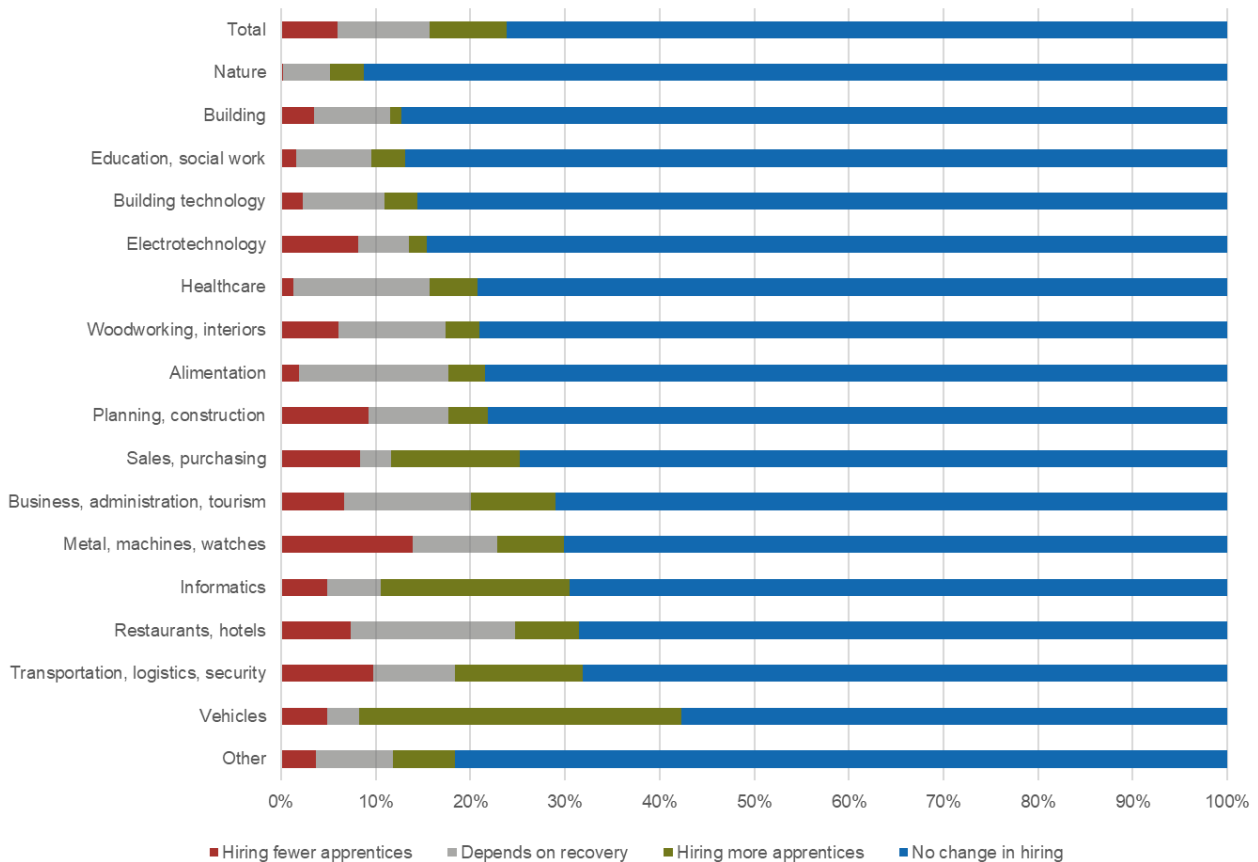


Figure 4: Continuation of employment after completion of the apprenticeship by occupational field.

Remarks: Results based on data from the Apprenticeship Pulse surveys April to September 2020 (aggregated data over all five months). The chart shows the share of apprentices out of all apprentices covered by the surveyed training companies for each possible practice of continuing employment and for each occupational field.

Figure 5 shows the assessments of training companies as to whether it is more difficult for apprenticeship graduates to find a job compared to last year. Compared to August, the situation has further worsened: 53% (28% in August, 41% in July, 56% in June) of the apprentices are in training companies, according to which it will be more difficult for apprentices to find a job this year. 28% (38% in August, 37% in July, 27% in June) of the apprentices are in companies that stated that the situation is comparable to last year.

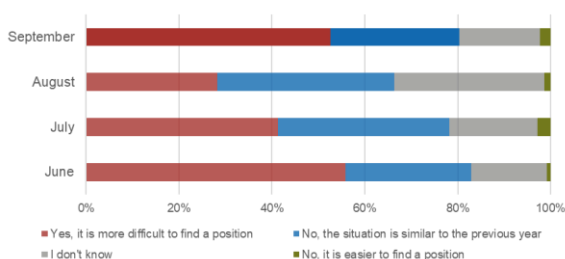


Figure 5: Challenges at the start of a career.

Remarks: Results based on data of the Apprenticeship Pulse

surveys 06.2020 (June), 07.2020 (July), 08.2020 (August) and 09.2020 (September). The graph shows possible challenges in the transition to the labour market based on the share of apprentices out of all apprentices covered by the surveyed training companies.

Effects on Training Companies and Apprentices

The training companies surveyed were still affected by the corona pandemic to varying degrees even after the relaxation phases. Figure 6 shows that in September 97% (92% in August, 94% in July, 93% in June, 96% in May, 92% in April) of apprentices were in training companies in which protective measures according to Federal Office of Public Health of Swiss Confederation were used. Short-time working has again lost its relevance for apprentices, with 3% of apprentices in September (6% in August, 8% in July, 15% in June, 19% in May, 25% in April) still belonging to companies whose personnel, including apprentices, were on short-time work.

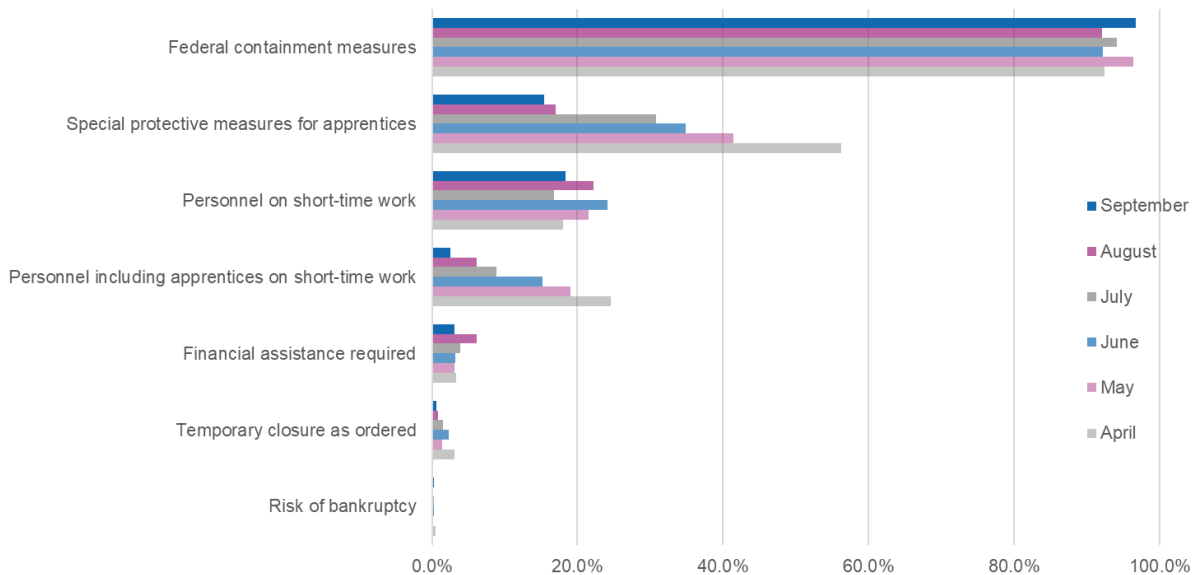


Figure 6: How the Corona pandemic affects apprentices and their training companies.

Remarks: Results based on data of the Apprenticeship Pulse surveys 04.2020 (April), 05.2020 (May), 06.2020 (June), 07.2020 (July), 08.2020 (August) and 09.2020 (September). The graph shows per impact of the corona pandemic the share of apprentices (in %) of all apprentices covered by the surveyed training companies.

Data and Representativeness

At the apprenticeship pulse survey in September 2020, **2,764 apprenticeship companies** (2,861 in August, 2,871 in July, 2,091 in June, 1,587 in May, 1,050 in April) of all sizes responded cantons and professional fields involved. The questions were answered by people with different functions in the respective training companies, with apprentices as well as HR specialists and managers being represented. Since a total of 44,660 training companies were contacted for the survey, we achieved a response rate of 6.2% (6.41% in August, 6.42% in July, 4.68% in June, 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 disseminated using other channels, which is why the calculation of the response rate is not exact.

Figure 7 shows that the surveyed training companies a total of 3.01% (3.13% in August, 3.14% in July, 2.28% in June, 1.73% in May, 1.14% in April) of all training companies in Switzerland cover. The coverage for German-speaking Switzerland is better than for the other two language regions. In the September survey, for example, German-speaking Switzerland is more represented with 3.84% (3.71% in August) of training companies than Latin Switzerland (French-speaking and Italian-speaking) with 1.81% (2.68% in August) the training companies. In addition, large companies are more likely to be overrepresented compared to SMEs.

The training companies surveyed offer a total of **25,527 apprenticeship** positions (24,208 in August, 22,357 in July, 20,394 in June, 19,597 in May, 13,139 in April) in a wide variety of occupational fields.

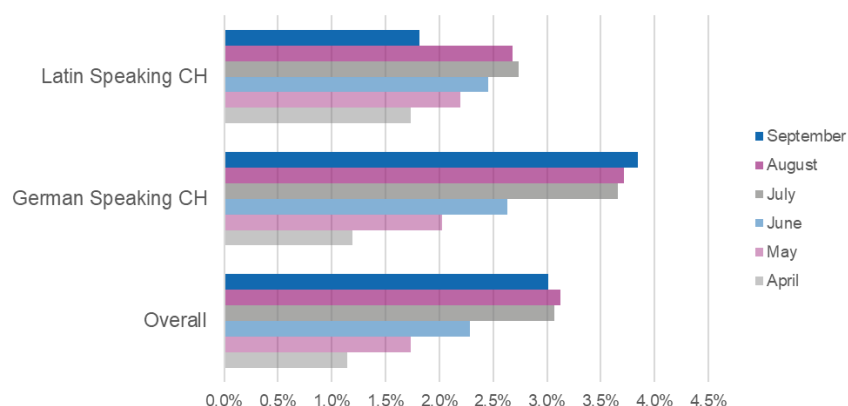


Figure 7: Representativeness of the Apprenticeship Pulse surveys by language region.

Remarks: Results based on data of the Apprenticeship Pulse surveys 04.2020 (April), 05.2020 (May) 06.2020 (June), 07.2020 (July), 08.2020 (August) and 09.2020 (September). The chart shows the proportion of training enterprises covered by the surveys for each language region.

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
- Verein Polybau
- Schweizerische Vereinigung für die Berufsbildung in der Logistik (ASFL SVBL)

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