

RESEARCH AND DEVELOPMENT

EDUCATION AND TRAINING

SKILL NEEDS OF BUSINESSES

QUALIFICATIONS

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INTERNATIONAL MOBILITY FOR APPRENTICES

scope, limits, support, benefits derived from research
in Austria

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Institute for Research on Qualifications and Training of the Austrian Economy

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RESEARCH AND DEVELOPMENT AT THE INTERFACES BETWEEN

EDUCATION, BUSINESS AND QUALIFICATION

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outline

- scope and limits for international mobility of apprentices
- information deficits
- non-participation: reasons and expectations
- benefit(s) underestimated
- supportive structures and activities

scope and limits for international mobility of apprentices (intMA)

- Complex interaction of ...
 - ... actors (apprentices, training companies, part-time vocational schools)
 - ... their specific interests, levels of information, expectations and apprehensions
 - ... embedded in a legal setting, in supportive structures as well as financial incentivesintMA based on principle of voluntary of all actors
- (national) setting of apprenticeship training: Austria
 - usually 3 years of training duration: 80% of time in training company
 - mobility has to be realised within these 3 years (max. 6 months/year)
 - Austrian apprentices are young (beginners are ~15years old)
 - high share of SMEs that train apprentices
 - apprentices keep their status (social insurance, wage)
- some facts & figures
 - ~1.000 intMA / year (~3% of apprentice cohort); compared to ~15% of full-time VET schools student cohort
 - most of intMA last for 4-6 weeks (2 weeks of foreign language courses)

support to foster intMA in Austria

- support “in-kind”:

Nationwide institution (IFA) as well as regional initiatives that promote intMA. They provide information, advise interested companies as well as apprentices and support mobility (organising placement, transport, application for financial subsidies, caretaking abroad etc.)

- financial support: by national financial means and EU-funds (Erasmus+)
 - training company is reimbursed for apprenticeship wage
 - foreign language course is financed completely
 - expenses for transport and stay abroad are supported by lump sums and daily rates
 - apprentice gets a bonus

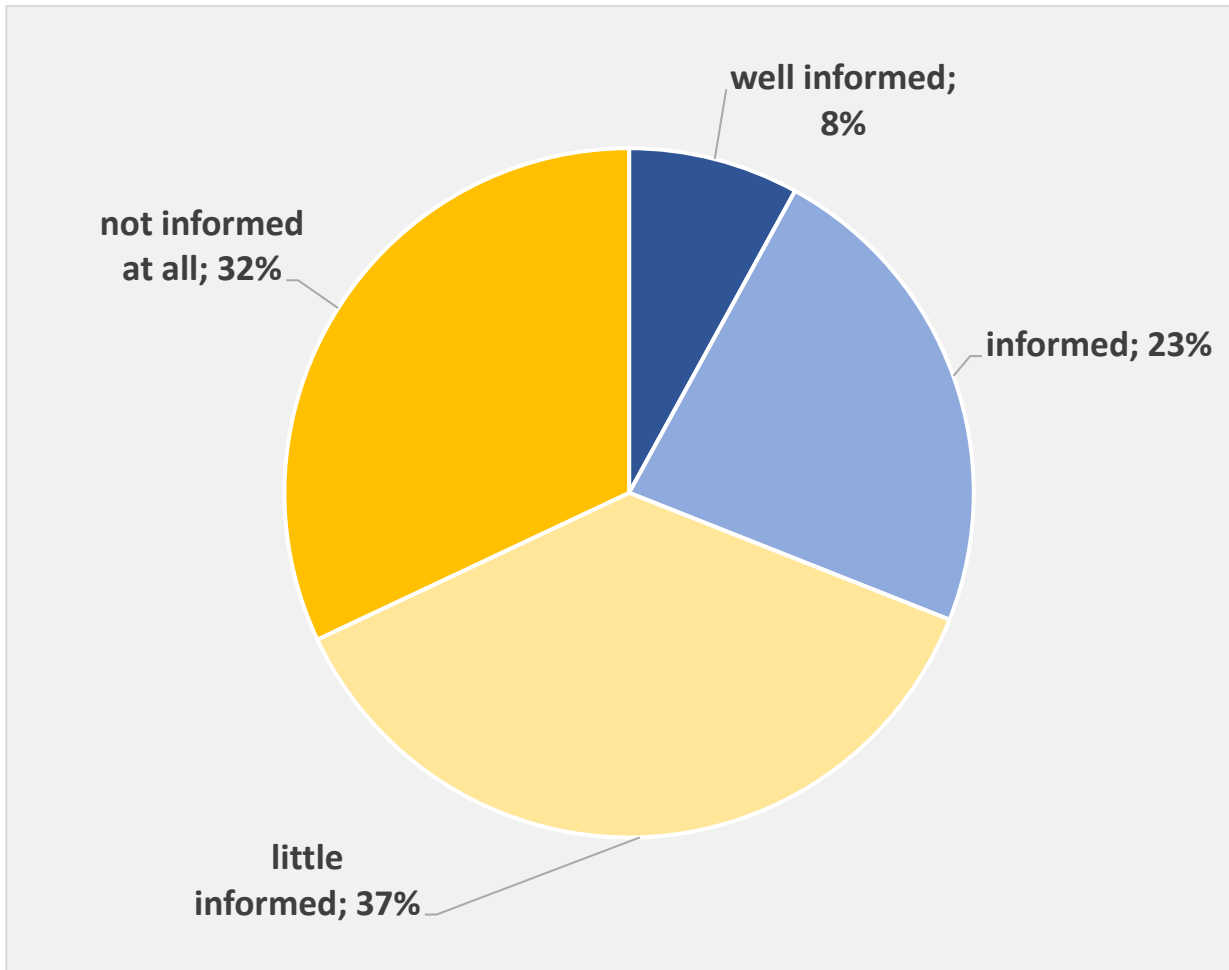
=> investment motives / considerations are decisive for participation...

... training companies has to burden production loss

... apprentice might have to bring in own means

=> both have to counterweight them against benefits expected

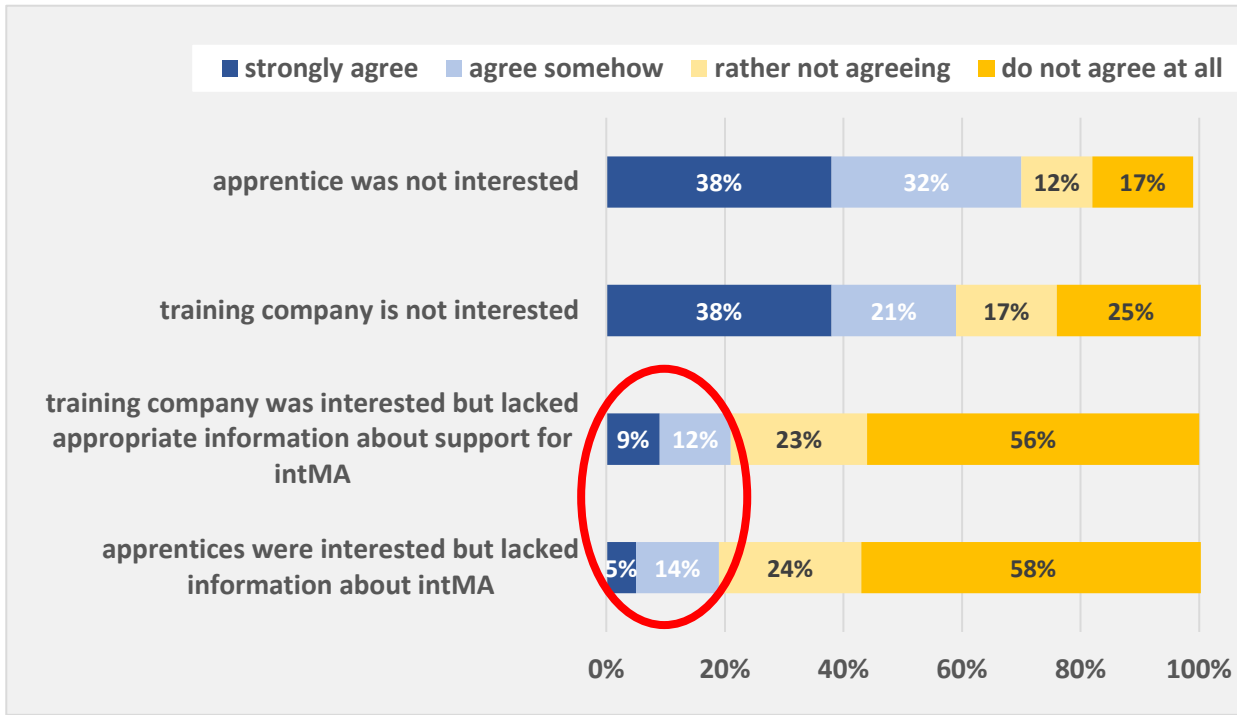
lack of information about intMA



Tendency that...

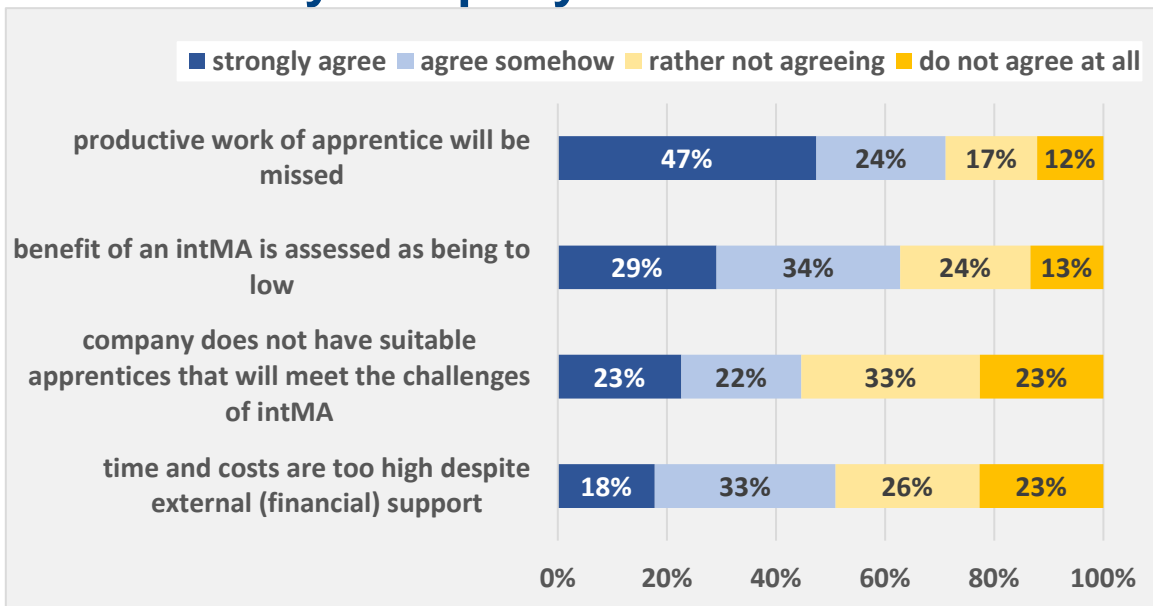
... professional HR-staff as well as full-time instructors are better informed,
... yet, still a lot of them is little or not informed at all

reasons for non-participation

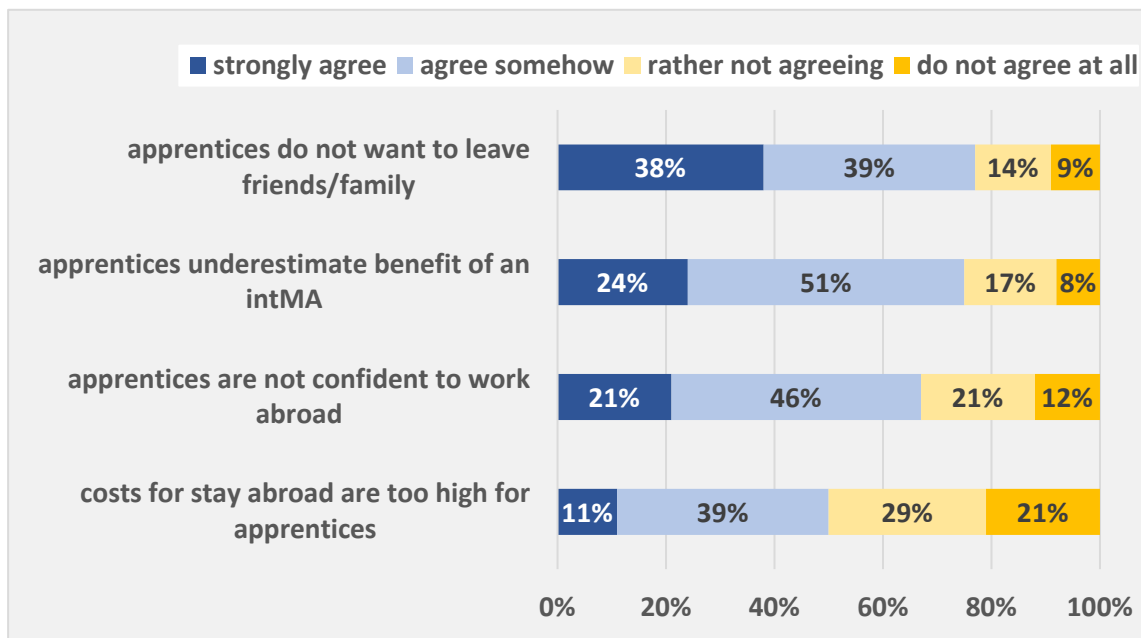


~20% are basically interested but miss information: “immediate” potential for intMA due to information deficits

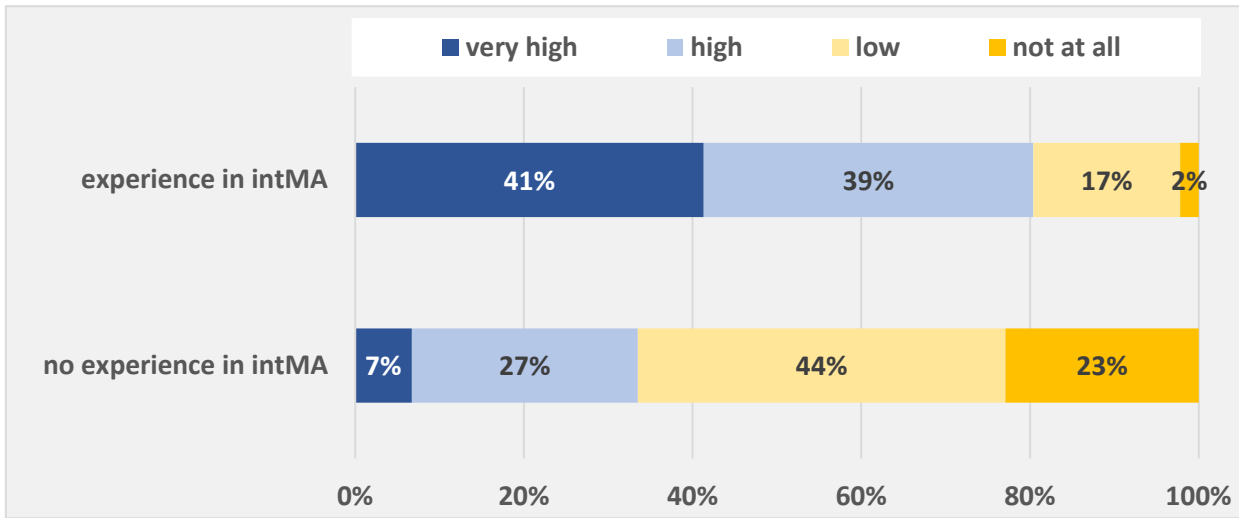
reasons why company has no interest in intMA



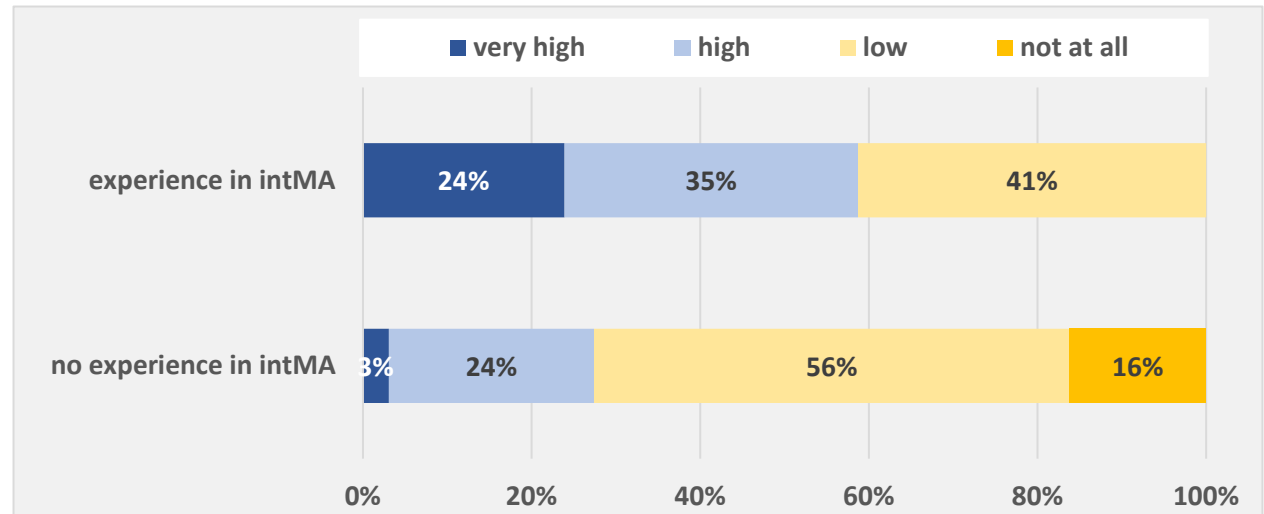
reasons why apprentices have no interest in intMA (perspective of companies)



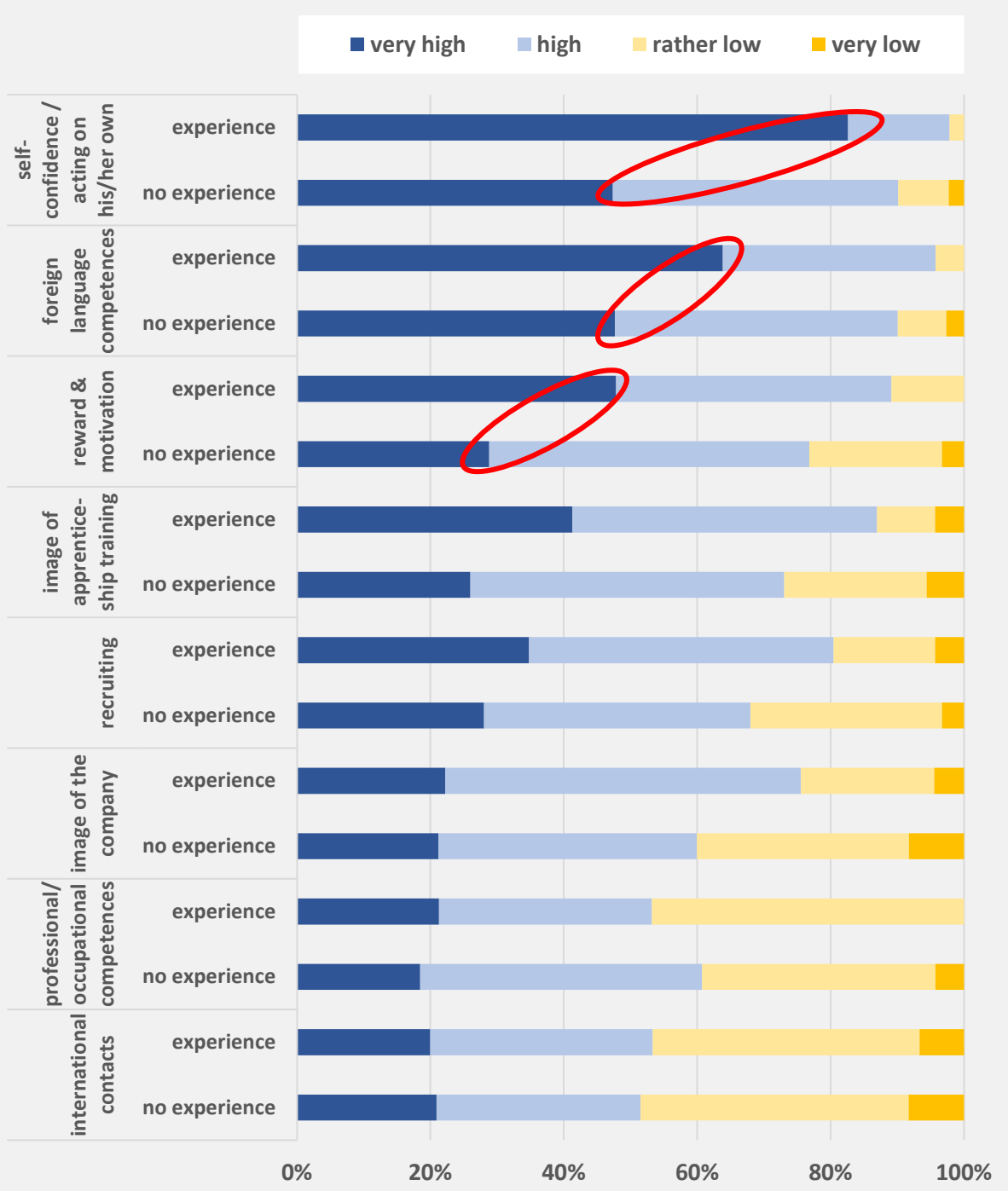
interest in intMA: company-side



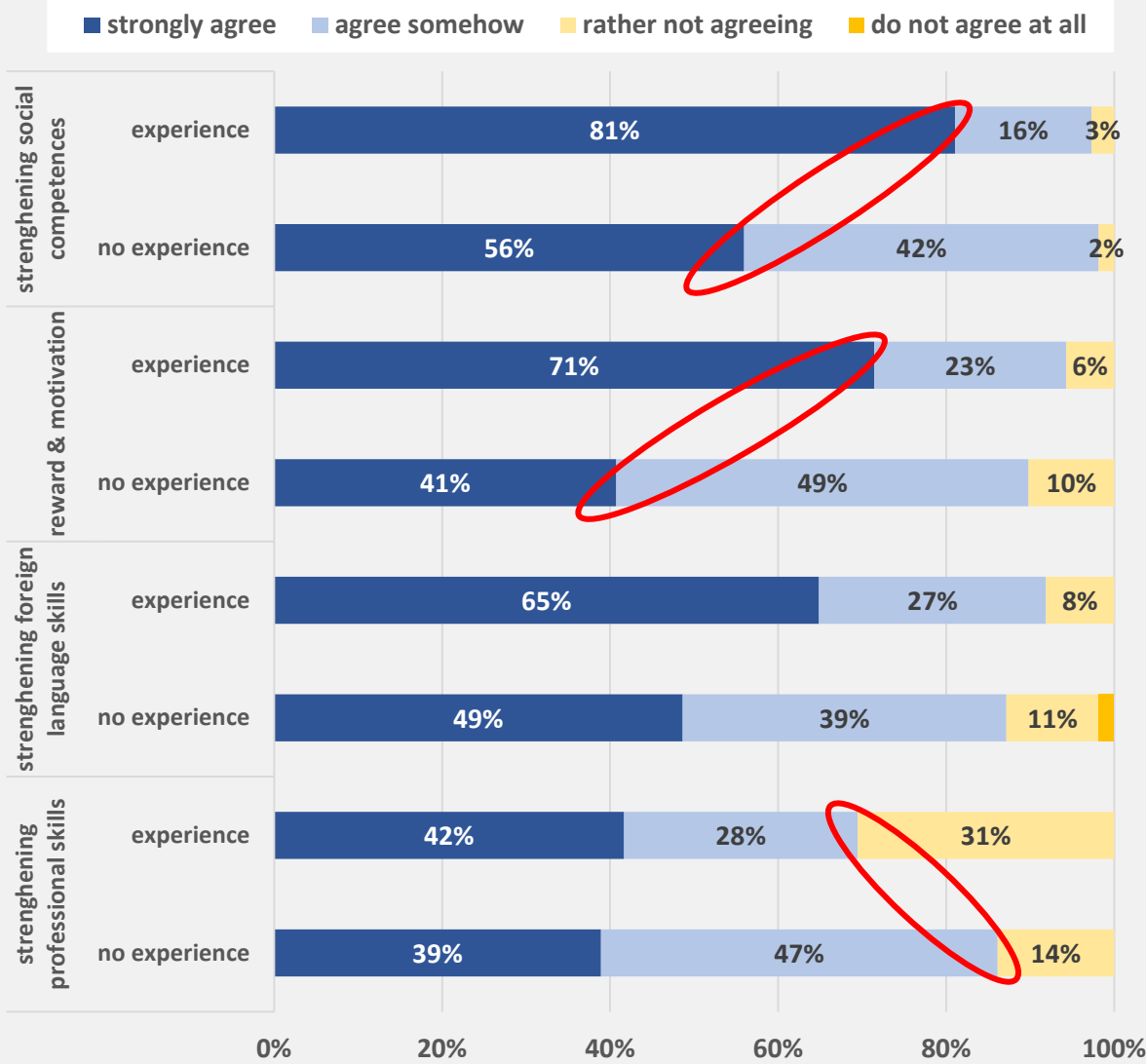
interest in intMA: apprentices (perspective of companies)



Benefits anticipated

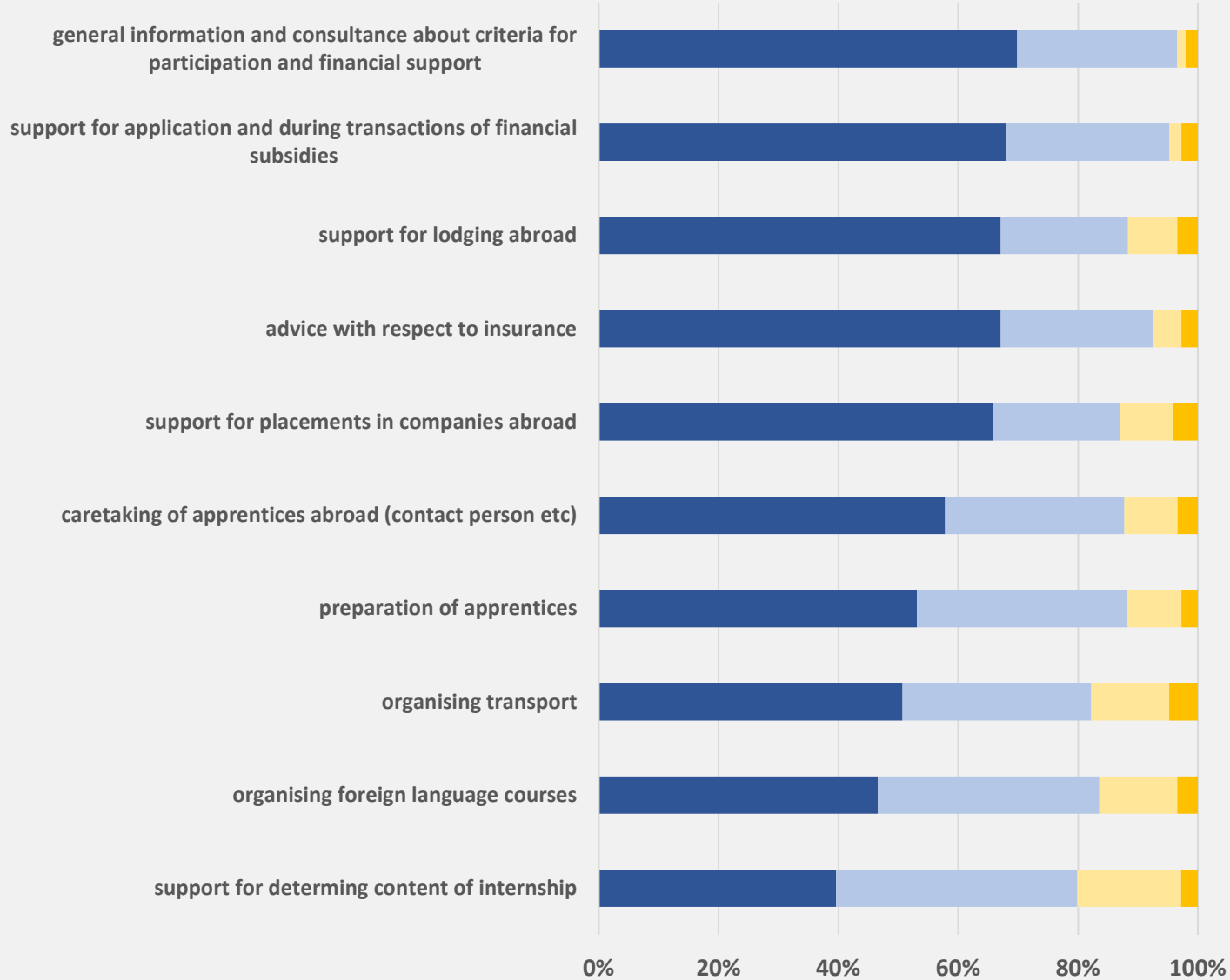


decisive motives for companies to offer intMA



support needed

■ very important ■ important ■ low importance ■ not important



results & conclusions

- structural facts specific to apprenticeship training that have implications on probability to participate in intMA
 - ... apprentices are young (=> parents are hesitant, minors, puberty, often first trip abroad...)
 - ... loss of productive work for training companies (challenge esp. for SMEs)
 - ... rather dense training programme
 - ... complex constellation of actors involved (principle of voluntariness)
 - ... for long-term intMA: how to assess competences acquired abroad? planning certainty? challenge of comparability of VET programs/systems
- wide-spread general information deficits about intMA
- existing support structure and financial incentives often not known
- underestimation of benefits ...
 - ... esp. with respect to personal development of apprentice (self-confidence / acting on his/her own, motivation)
 - ... and by actors with no experience in intMA

ThanX for attention!!!

Schmid K., Hutter B., Petanovitsch A., Fibi B.

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