

Apprenticeship Pulse Results October 2020

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Every month, the Apprenticeship Pulse surveys the impact of the Corona pandemic on vocational training 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. During the seventh Apprenticeship Pulse Survey in October 2020, it was apparent that the situation would worsen again: while the national ban on major events was lifted at the beginning of October, measures to combat the rising number of Corona cases were tightened again on 19. October 2020 (extension of the obligation to wear masks, guidelines for private events and spontaneous gatherings, obligation to sit in restaurants and home office recommendations). Some cantons even went further in their protective measures.

All cantons started the 2020 apprenticeship in October. However, during this month it was still possible to recruit for apprenticeships starting in 2020. As the survey shows, some training companies still make use of this. Since August, companies have also advertised the apprenticeship positions that start in 2021. That is why, in

the Apprenticeship Pulse Survey in October, we are primarily interested in the development of the apprenticeship offer for the start of apprenticeships in 2021.

This fact sheet provides an overview of the effects of the Corona pandemic on training companies and apprentices in **October 2020** and compares these results to the situation in the six previous surveys in April, May, June, July, August and September.

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 are affected by the Corona crisis
- Group 3: Apprentices who were in their last year of apprenticeship during the shutdown, i.e. who completed their apprenticeship this year and are currently entering the labor market

The Pulse of Apprentices in October 2020 – Headlines

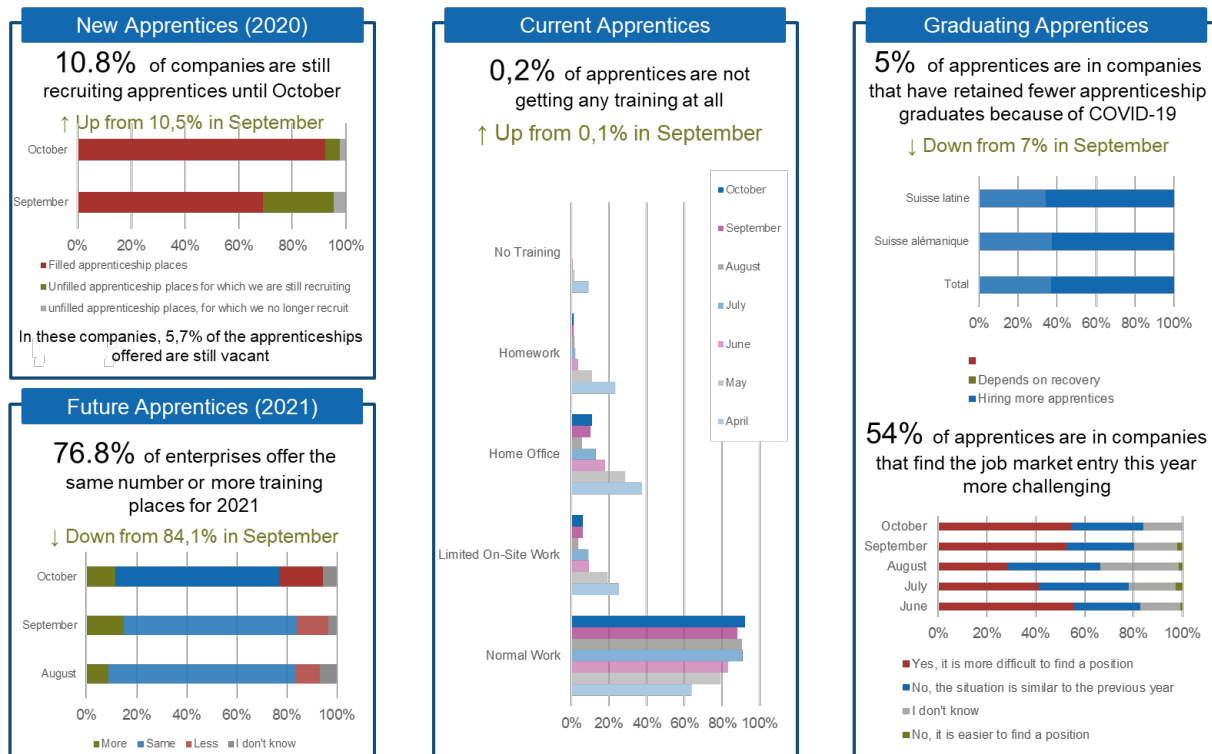


Figure 1: The headlines on Apprenticeship Pulse in October 2020.

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), 09.2020 (September) and 10.2020 (October). The left box shows the main results for future apprentices in 2020 and 2021, the middle box those for current apprentices and the right box those for graduating apprentices.

In German-speaking Switzerland, **young people start the application process one year before the start of their apprenticeship (group 1)**. Therefore, since August 2020, German-speaking Switzerland has had open apprenticeship positions for the start in summer 2021. The October survey of the Apprenticeship Pulse enabled us to collect further figures on the open apprenticeship positions for 2021 and compare them to the situation in previous months. Since in 2020 apprenticeships can still start in October, we will first report on the figures for the current start of apprenticeships.

Apprenticeship that start in autumn 2020: In German-speaking Switzerland, the recruitment process was mostly completed successfully despite COVID-19. According to the SBFI dashboard, even more apprenticeship contracts were signed in the Canton of Zurich and in Eastern Switzerland than in the previous year. Since the recruitment process in Latin Switzerland only started in spring, these cantons in particular still had some catching up to do. According to the Apprenticeship Pulse survey in October, 10.8% (10.5% in September, 9.9% in August) of the companies surveyed made use of the extended recruitment phase. In these companies, only 5.7% (28% in September) of the offered apprenticeships are still open.

For apprenticeships that start in summer 2021: 77% (84.1% in September, 83.5% in August) of the training companies reported in October that they will offer the same number or even more training places than planned for the beginning of apprenticeship in 2021. Thereby 12% (15% in September, 9% in August) of the training companies will even offer more apprenticeship places, while 65% (69% in September, 75% in August) will offer as many apprenticeship places as for the beginning of apprenticeship in 2020. However, 18% (12% in September, 10% in August) of the training companies will offer fewer apprenticeship places and 5.6% (4% in September, 7% in August) do not know yet. The Apprenticeship Pulse will continue to survey the supply of apprenticeship places in the coming months, since the supply can change further depending on the economic cycle.

Current apprentices (Group 2) were strongly affected by the measures taken against the corona pandemic. In October, 92% (88% in September, 91% in August, 86% in June, 64% in April) of current apprentices were working under the protective measures of the Federal Office of Public Health of Swiss Confederation (in particular distance and hygiene rules). 6% (same in September, 4% in August, 10% in June, 25% in April) of

the apprentices worked to a limited extent at their workplace and 11% (10% in September, 6% in August, 19% in June, 37% in April) were at least partially at home. 1% (1% in September, 2% in August, 4% in June, 23% in April) of the apprentices received homework for in-company training. 0.2% (0.1% in September, 0.5% in August, 0.6% in June, 9% in April) of the apprentices did not receive in-company training. Thus, the October survey shows that most apprentices are at least partially back at work. However, the share of apprentices who work from home

or do not receive in-company training has risen slightly again.

Apprentices who completed their apprenticeship in summer 2020 (Group 3) are currently entering the labor market. Usually, some, but not all, of the apprenticeship graduates are employed by their training companies. 5% (7% in September) of the apprentices are in companies that have kept fewer apprentices this year because of COVID-19. 54% (53% in September, 28% in August) of the apprentices work in companies that assume that it will be more difficult for apprentices 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 training places for the beginning of apprenticeship in 2021 compared to 2020. 75% (78% in September) of apprentices are in training companies that do not need additional employees with these skills and therefore offer fewer apprenticeship places. On the other hand, 49% (46% in September) of the

apprentices are in training companies who assume that they need more such employees now or in the future and will train more of them. 15% (20% in September) of apprentices are in companies that wanted to offer more apprenticeships for 2021 anyway and 6% (11% in September) in those that want to show solidarity with young people, who may have a harder time finding an apprenticeship this year.

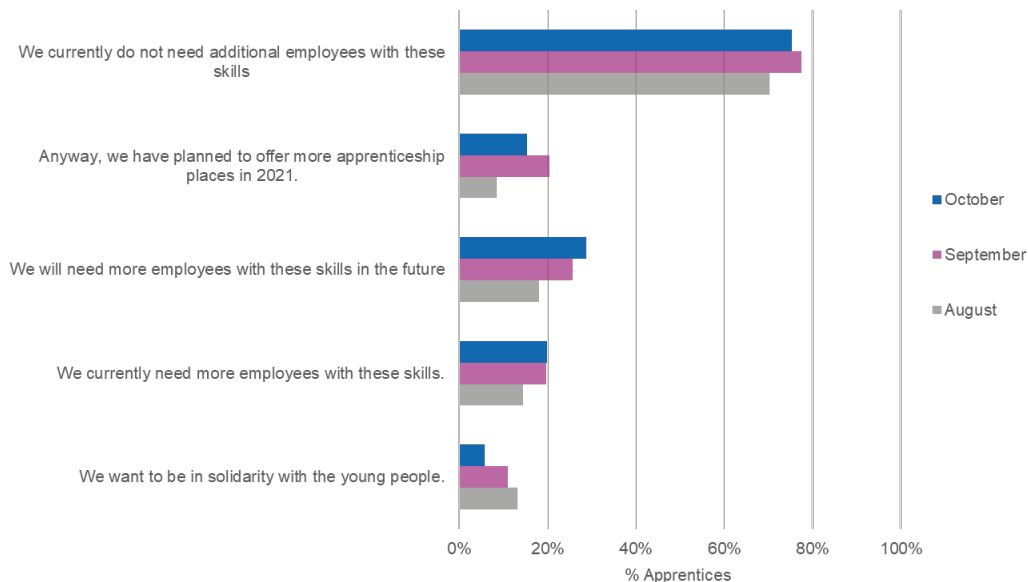


Figure 2: Reasons for the apprenticeship offer for the start of apprenticeship 2021.

Remarks: Results based on data from the Apprenticeship Pulse surveys 08.2020 (August), 09.2020 (September) and 10.2020 (October). The blue bars show the results for October, the pink bars those for September and the grey bars those for August.

Current Apprentices (Group 2)

According to the October survey, 0.06% (0.04% in September, 0.03% in August and June, 0.01% in April) of the existing apprenticeship contracts for current apprentices have been terminated due to the Corona pandemic.

Figure 3 shows the effects of the pandemic on vocational training in each occupational field. With an average of 92% (88% in September, 91% in August, 86% in June, 64% in April), apprentices in October worked mostly or almost completely normally (with protective measures) in most occupational fields. However, the proportion of apprentices working in the home office increased slightly to 11% (10% in September, 6% in August, 19% in June, 37% in April). The percentage of home office apprentices in the professional fields of "Information Technology" and "Economy/ Administration/Tourism" was well above average.

Compared to the previous months, the share of apprentices without in-company training increased slightly to 0.2% (0.1% in September, 0.5% in August, 0.6% in June, 9% in April), while the share of apprentices with homework remained stable at 1% (1% in September, 2% in August, 4% in June, 23% in April).

Figure 4, on the next page, shows the development of these shares since April 2020 together with the weekly Corona case numbers and the measures or relaxation steps. While the share of apprentices with normal work has continuously increased, the other shares have decreased. However, a slight increase can be observed again since September. It remains to be seen how the increasing number of cases and new measures will affect the training of apprentices in the coming months.

	Apprentices at work		Apprentices at home		
	Normal Work	Limited On-Site Work	Home Office	Homework	No workplace training
Total	92%	6%	11%	1%	0.2%
Building	96%	0%	0%	0%	0%
Education/Social Work	94%	0%	1%	0%	0%
Electrical	95%	5%	7%	1%	0%
Vehicles	99%	0%	0%	0%	0%
Restaurants/Hotels	95%	1%	0%	0%	0%
Building Services	95%	0%	0%	0%	0%
Healthcare	98%	9%	0%	1%	0%
Woodworking/Interiors	91%	0%	0%	0%	0%
Information Technology	98%	43%	70%	3%	0%
Metalworking/Machines/Watches	95%	2%	0%	0%	0%
Nature	98%	0%	0%	0%	0%
Planning/Construction	92%	4%	9%	1%	0%
Sales/Purchasing	98%	2%	7%	0%	1%
Transportation/Logistics/Security	99%	0%	0%	0%	0%
Business/Administration/Tourism	96%	10%	33%	5%	0%
Other	97%	6%	5%	1%	0%

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

Remarks: Results based on data of the Apprenticeship Pulse survey 10.2020 (October). The table shows for each measure and occupational field the shares (%) 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".

Catching up on the Missed Material

With 4.34 (4.38 in September, 4.15 in August, 4.24 in June, 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 will not be able to completely make up for the missed material of in-company training in the

remaining apprenticeship period. The figure for school education is somewhat more pessimistic (3.99 in October, 4.17 in September, 4.02 in August). The figure for inter-company courses is 4.19 (4.16 in August, 4.29 in July) and thus lies between school-based training and practical in-company training.

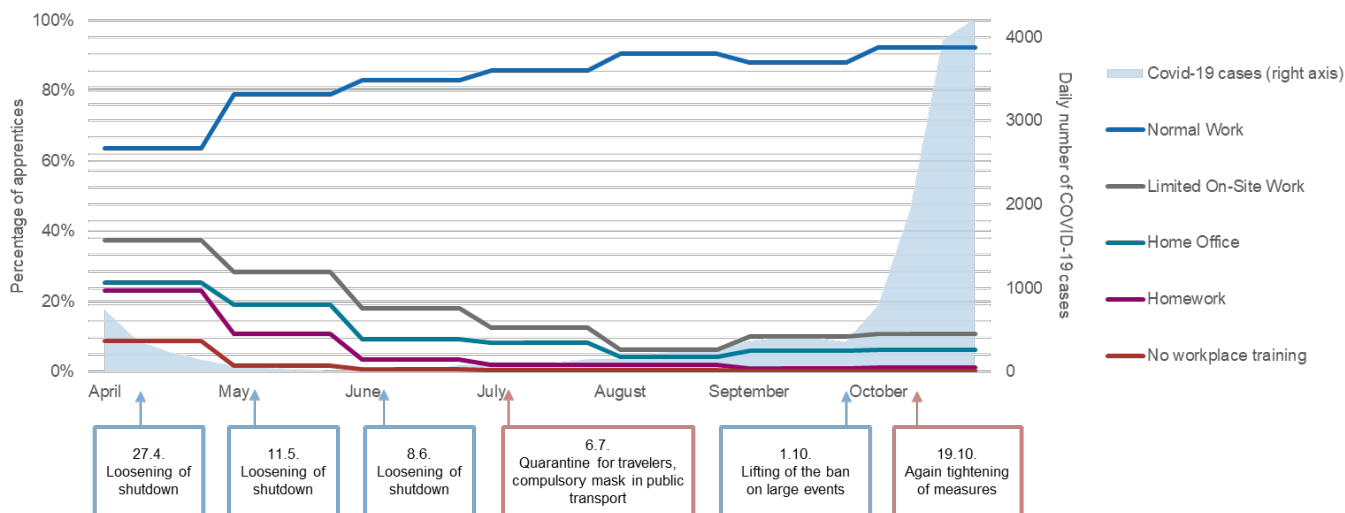


Figure 4: Effects of the corona pandemic on the training of apprentices over time

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), 09.2020 (September) and 10.2020 (October). The chart on the vertical axis on the left shows the shares (%) of apprentices per measure for in-company vocational training out of all apprentices covered by the training companies surveyed (multiple answers possible). The vertical axis on the right shows the corona case numbers from April to October 2020 (weekly average).

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. These young professionals are currently either employed by a company, looking for a job or in further education or training. In this fact sheet, we focus on the practice of continuing employment in the training companies.

Continuation of Employment Practice

In October, 41% (the same in September) of the surveyed companies stated that they employ young professionals who have completed their apprenticeship this year. 88%¹ (94% in September) of these young professionals were able to stay in their training company. 36% (38% in September) of the young professionals are employed on a temporary basis, while 64% (62% in September) have a permanent contract. 92% (same in September) work 80-100% and 8% (same in September) work less than 80%.

66% (75% in September) of young professionals who work less than 80% do a further education.

In October, 92% (78% in September, 76% in August, 73% in June, 73% in April) of apprentices were working in companies that had not yet changed their practice of retaining trainees after they had completed their training, i.e. they retained about the same number of trainees as in other years. 5% (7% in September) of apprentices work in companies that retained fewer apprenticeship graduates because of COVID-19 and 2% (14% in September) work in companies that retained more apprenticeship graduates.

As Figure 5 on the following page shows, not all occupational fields are affected in the same way. In most occupational fields, however, fewer apprenticeship graduates are employed. This applies in particular to "Sales/Purchasing", "Construction" and "Metal/Machines/Watches". In the occupational field of "Education/Social Services", the practice of continuing employment is the most stable compared to previous practice.

¹ This figure may have fallen in October compared to September due to a clarification of the question.

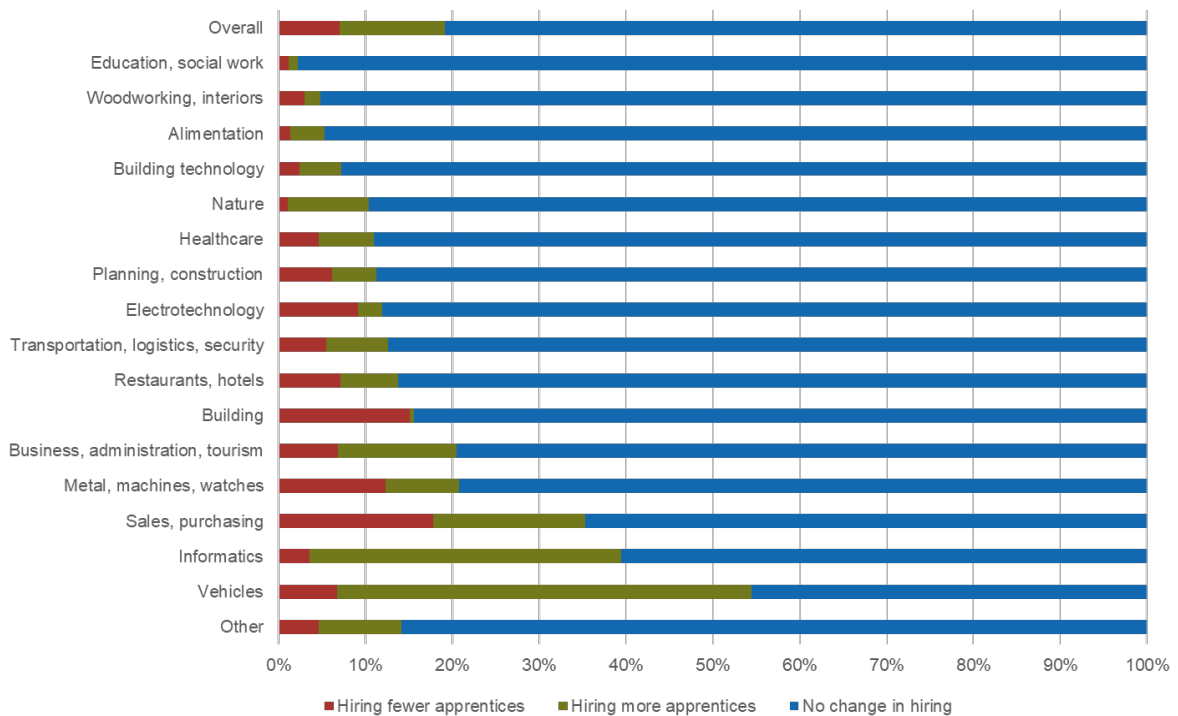


Figure 5: Continued employment practice after completion of apprenticeship according to occupational field.

Remarks: Results based on data of the Apprenticeship Pulse surveys September and October 2020 (aggregated data). The chart shows the share (in %) of apprentices per possible continuing employment practice and per occupational field out of all apprenticeship covered by the surveyed training companies.

Figure 6 shows the training companies' assessments of whether it is more difficult for apprenticeship graduates to find a job compared to last year.

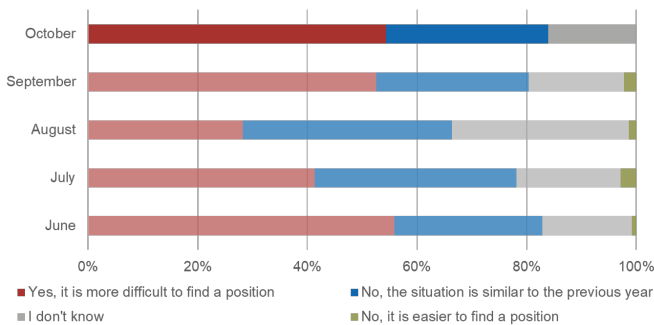


Figure 6: Challenges at the start of a career.

Remarks: Results based on data from the Apprenticeship Pulse surveys 06.2020 (June), 07.2020 (July), 08.2020 (August), 09.2020 (September) and 10.2020 (October). The chart shows possible challenges in the transition to the labor market based on the share of apprentices out of all apprentices covered by the surveyed training companies.

Compared to August, the situation has worsened: 54% (53% in September, 28% in August, 56% in June) of the apprenticeship are in training companies, according to which the career entry for apprentices is more difficult this year. 29% (28% in September, 38% in August, 27% in June) of the apprentices are in companies that find the situation comparable to last year.

Effects on Training Companies and Apprentices

The training companies surveyed were affected by the Corona pandemic to varying degrees even after the relaxation phases. Figure 7 shows that in October, 95% (97% in September, 92% in August, 93% in June, 92% in April) of the apprentices were in companies, where protective measures according to the FOPH were in place. Short-time work has once again lost relevance for apprentices, with 4% of the apprentices in October (3% in September, 6% in August, 15% in June, 25% in April) still belonging to companies whose personnel, including apprentices, were on short-time work.

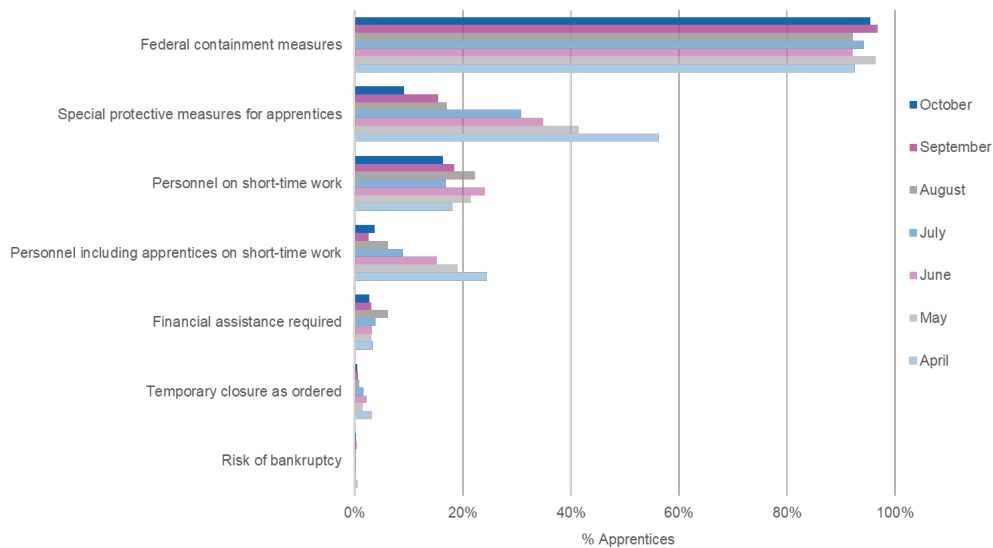


Figure 7: How the Corona pandemic affects apprentices and their training companies.

Remarks: Results based on data from the Apprenticeship Pulse surveys 04.2020 (April), 05.2020 (May), 06.2020 (June), 07.2020 (July), 08.2020 (August), 09.2020 (September) and 10.2020 (October). 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

2,615 companies (2,764 in September, 2,861 in August, 2,091 in June, 1,050 in April) of various sizes from all cantons and occupational fields took part in the Apprenticeship Pulse survey in October 2020. The questions were answered by people with different functions in the respective training companies including apprentices, HR specialists and managers. Since a total of 44,660 training companies were contacted for the survey, we achieved a response rate of 5.9% (6.2% in September, 6.41% in August, 4.68% in June, 2.4% in April). 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.

Figure 8 shows that the surveyed training companies cover a total of 2.85% (3.01% in September, 3.13% in August, 2.28% in June, 1.14% in April) of all training companies in Switzerland. The coverage for German-speaking Switzerland is better compared to the other two language regions. In the October survey, the German part is more strongly represented with 3.59% (3.84% in September, 3.71% in August) of training companies than the Latin (French-speaking and Italian-speaking) part with 1.92% (1.81% in September, 2.68% in August). Moreover, large companies are overrepresented compared to SMEs.

The companies surveyed cover a total of **23,607 apprenticeships** (25,527 in September, 24,208 in August, 20,394 in June, 13,139 in April) in a wide variety of occupational fields.

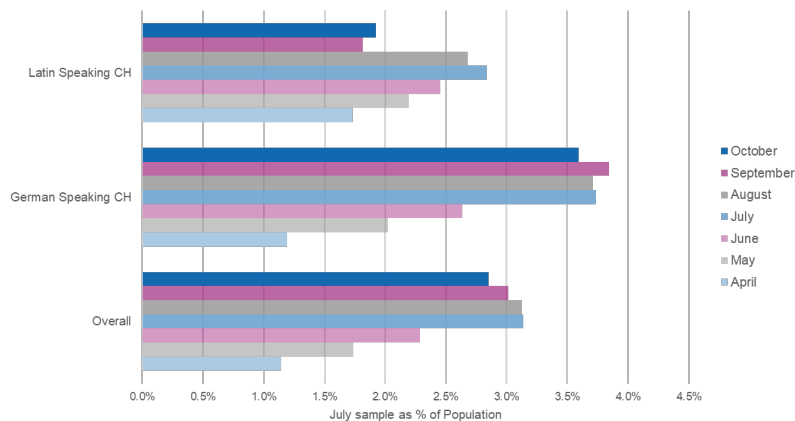


Figure 8: Representativeness of the Apprenticeship Pulse surveys by language region.

Remarks: Results based on data from the Apprenticeship Pulse surveys 04.2020 (April), 05.2020 (May) 06.2020 (June), 07.2020 (July), 08.2020 (August), 09.2020 (September) and 10.2020 (October). The chart shows the proportion of training companies covered by the surveys for each language region.

Further Information at
www.lehrstellenpuls.ch.

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