



Universität
Kiel

Grafenweg

Information



Kanton Zug



Swiss Education / VET System

Summer 2016

Bruno Geiger, Head of Project, VET International, Zug / Switzerland
Office for Vocational Education and Training,
Ministry of Economy, Canton of Zug



Agenda

Introduction

Switzerland

Dual Track Vocational Education and Training System

Examples / International Project Zug

Success stories / key success factors

Results / Deliveries

Q & A

Bruno Geiger

Head Project VET International

University of Applied Sciences
20 years experience in various
international management positions

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Phone: +41 79 371 36 76

German / English / French

www.efz-international.ch
www.zg.ch/berufsbildung
www.geiger-evolution.com
www.expectmoreinternational.org





Current positions



**Head Vocational Education and Training
ENAIIP Switzerland, Zurich**



**Project Manager VET International
Canton of Zug / Switzerland**



**Founder / Partner
expect more international / Lucerne**



**Founder / CEO
Geiger Evolution Ltd., Inwil / Lucerne**



Career stations



Head Corporate Planning
CSS Health Insurance Company, Lucerne



Head Management Support
SFIT / ETH Zurich, Real Estate Department



Management Consultant
Mercuri Urval AG, Zollikon / Zurich



Marketing & Sales Support , International HQ
Winterthur Insurance Group, Winterthur



Management Trainee
Swiss Re / Schweizer Rück, Asia Pacific, Zurich



Switzerland...

Small - but excellent in ...

- Quality of life & health = Life expectation
- Education = Innovation and low (youth) unemployment rate
- Economic dynamism = solid performance
- Political environment = open for sustainable economic development driven by private sector
- Cooperative culture = collaboration of public + private sector and amongst companies



Top - Performing – Companies in Switzerland



Top - Performing – Institutions in Switzerland

ETH

Eidgenössische Technische Hochschule Zürich
Swiss Federal Institute of Technology Zurich

**Swiss Federal Institute of
Technology, Zurich ETH Zürich**

- world's top ranking:
amongst first 20



CERN Geneva

- the world's largest particle
physics laboratory



WEF

- World Economic Forum,
Annual Meeting in Davos

**Croix-Rouge suisse
Schweizerisches Rotes Kreuz** 
Croce Rossa Svizzera

Swiss Red Cross

- 1863 founded, oldest
humanitarian institution in
Switzerland

Solid economic growth

Gross Domestic Product (GDP)

2011: + 1,9 %

2012: + 1,1 %

2013: + 1,9 %

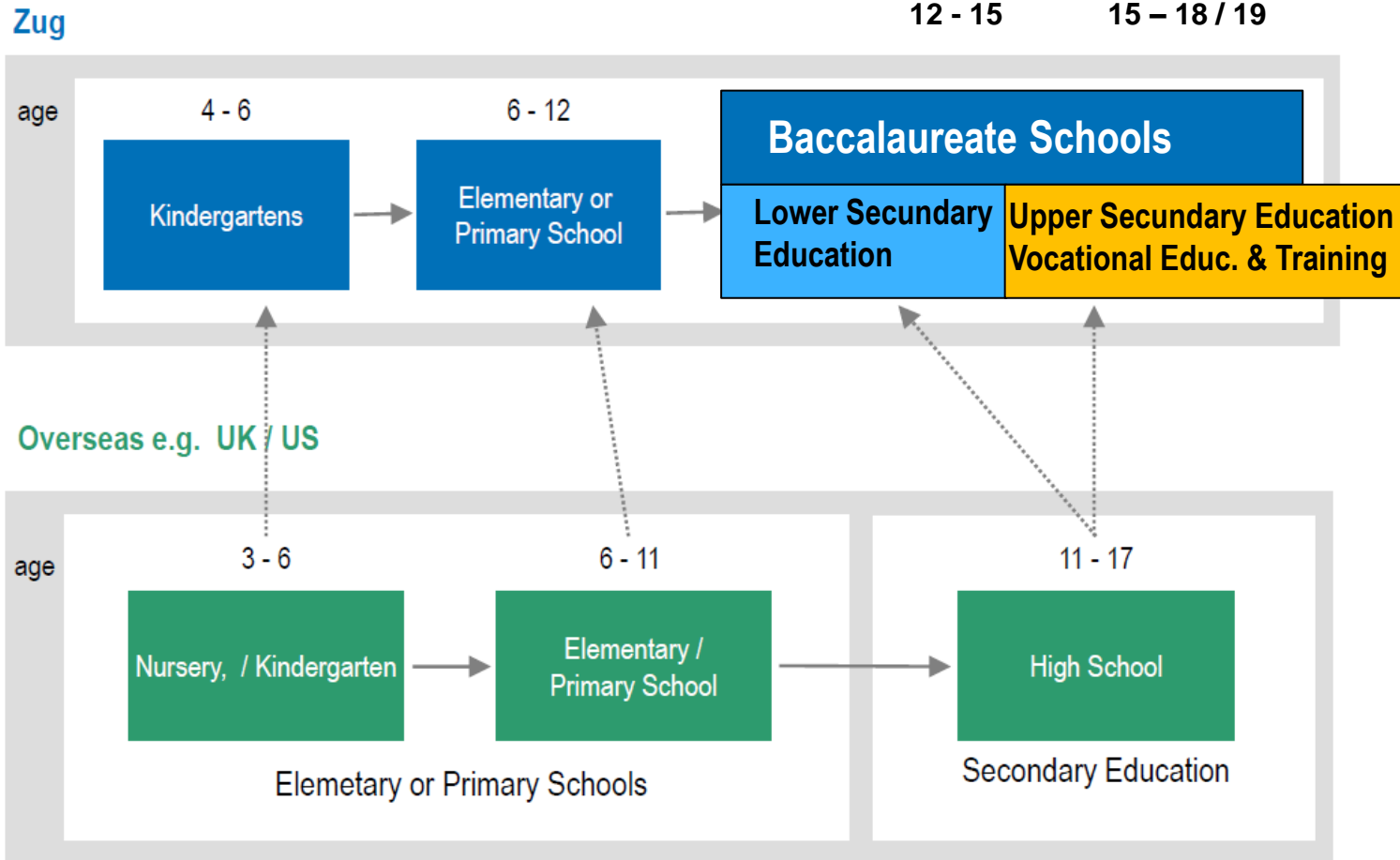
2014: + 2,1 %

2015: + 0,9 %

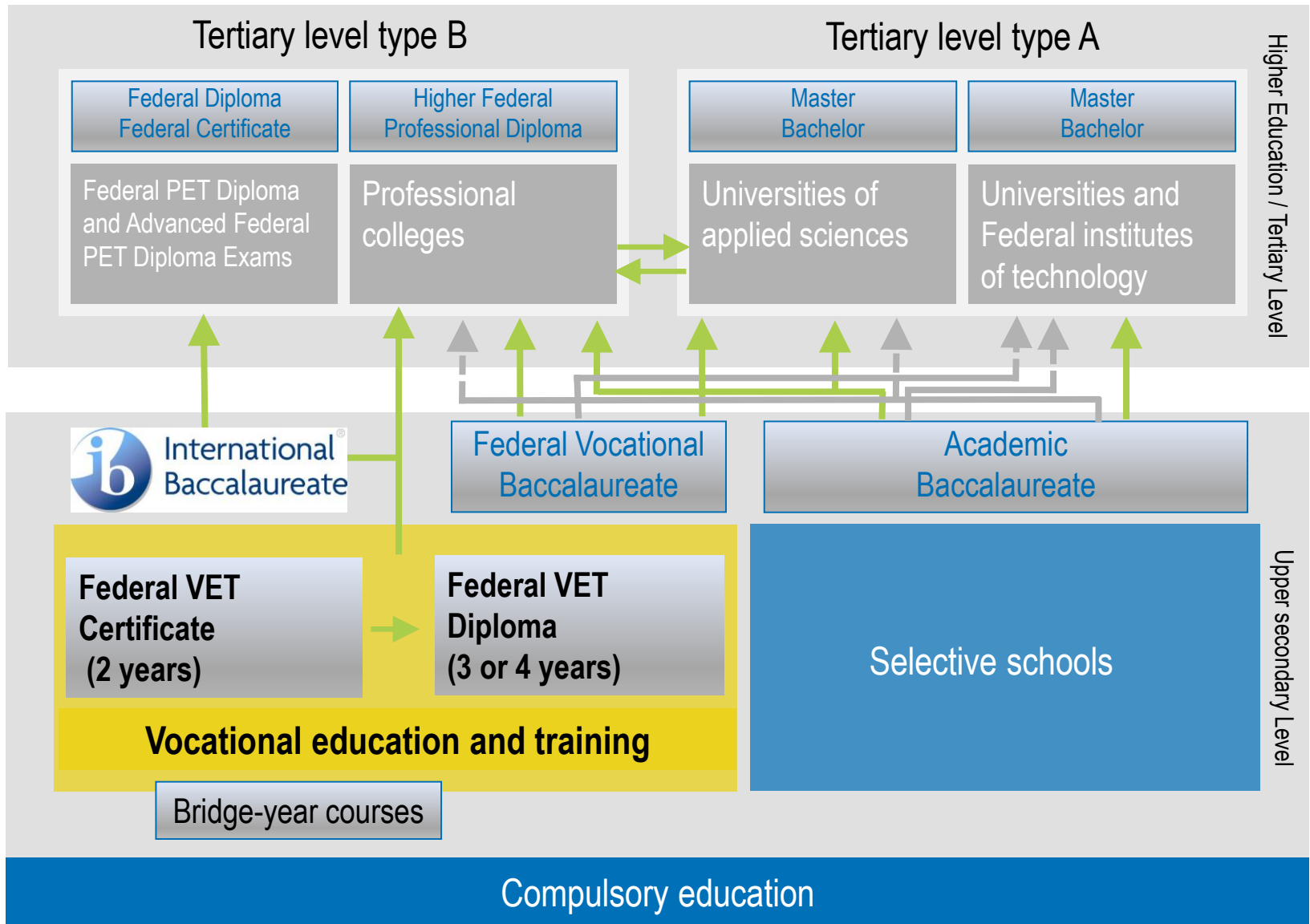
2016: + 1,5 % (est.)



Swiss Education System - Comparison



The same but different...?!



Direct access
 Additional qualifications required



High reputation of certified professionals

- Highly respected in the society / culture
- Excellent reputation in the economy
- Responsible for many innovations

because of:

- High degree of formalization of the VET system
- Permanent adaptations to meet the changing requirements of the labour market



Success stories / SME

- 80 – 90 % of companies are small & mid-size enterprizes
- Most of them are managed (or many top positions are taken) by professionals from the VET / PET system

- Maxon Motor (mars rover)

maxon motor

driven by precision

- Victorinox (knives & accessories)






VICTORINOX

- Pilatus Aircrafts

PILATUS

... as well as bigger companies in Switzerland

- Zurich / AXA Winterthur (Insurance Groups) 
- UBS / Credit Suisse (Banking)
- Schindler Elevators (Technical Industry) 
- Logitech (Information Technology)
- Swatch Group (Watches) 
- MARS Effems (Food & Consumer Goods)

MARS



UBS

CREDIT SUISSE



Longterm investment in the future

All these companies participate in the system and get as a result perfectly qualified and trained young employees and managers



ZEBI 2016





Berufsbildung International Zug



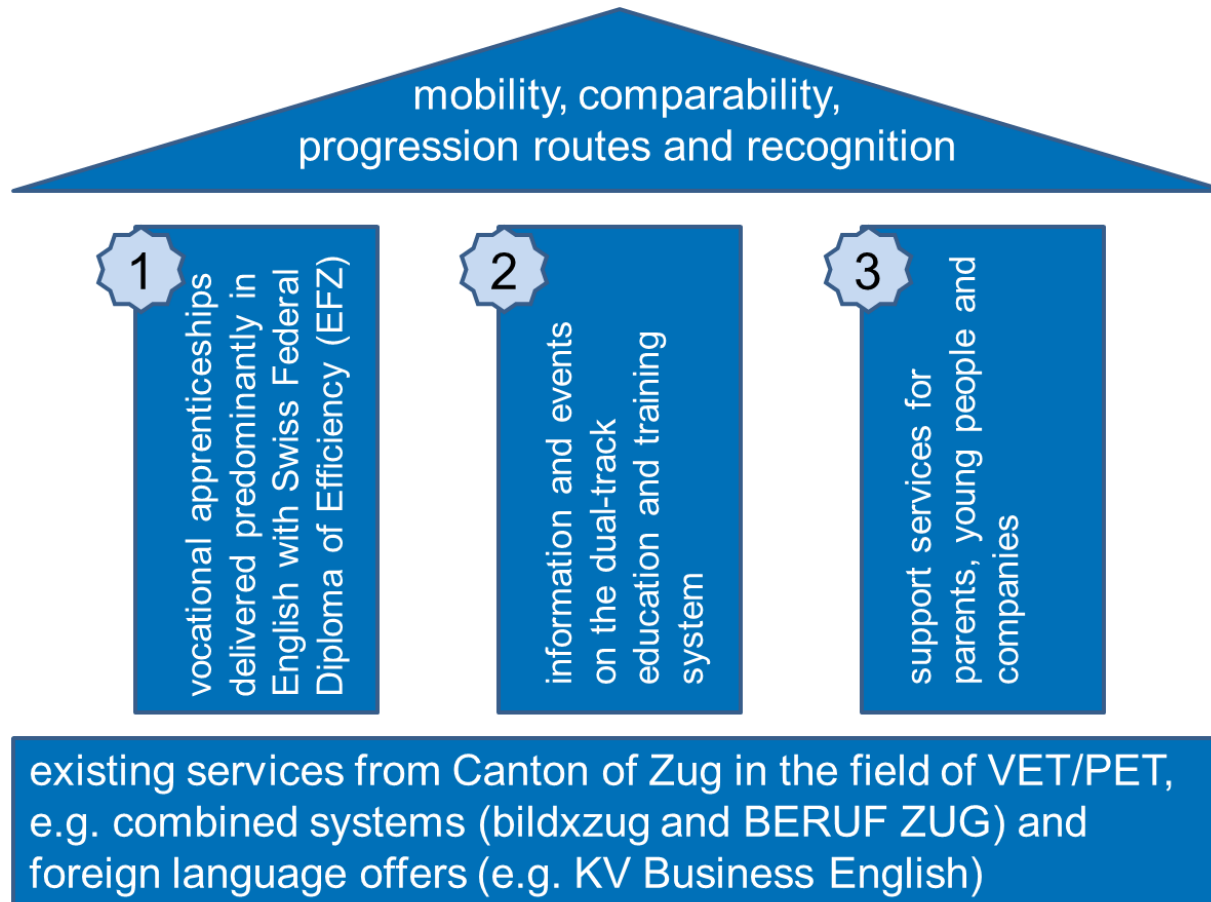


English VET project of the canton of Zug

- 2 - 3 languages (English / German / French)
- 2 types of industries (Business Administration / IT)
- 3 pillars (Training on the job / Promotion / points of contact)
- 3 target groups (young people / parents / int. companies)
- 3 learning venues (VET college; international companies; inter company industrial courses)
- 2 types of diplomas (Federal VET Diploma)



The three pillars approach



Examples / Setting / Training arrangements

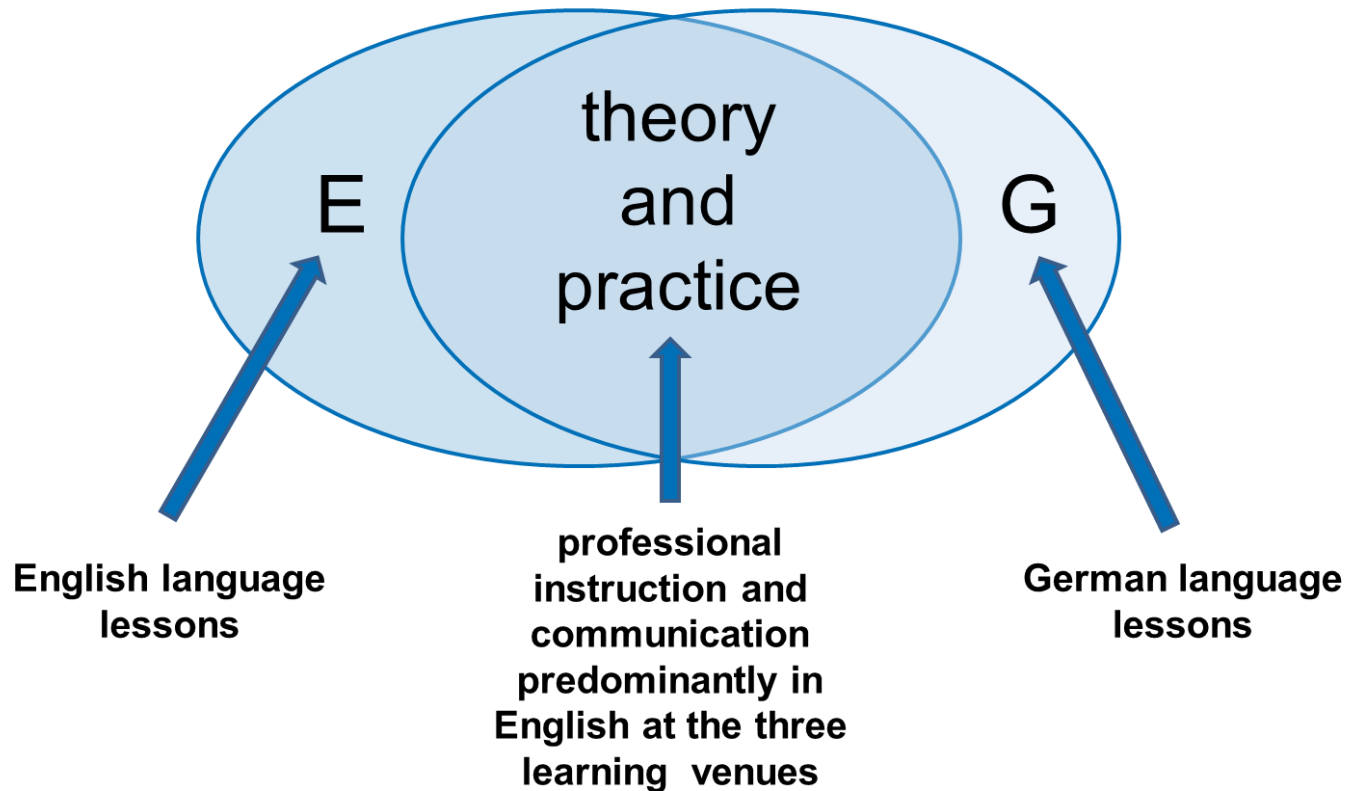
The trademark and the strengths of the Swiss VET system are the direct correlations with the competitive labor market.

- In-company training / training on the job / work experience
- Classroom instruction / theoretical / academical approach
- Industry / intercompany courses / specific training



Model for linguistic and specialist access

language and professional access and structure (model)



Networked apprenticeship with bildxzug

bildxzug

Lehre im Verbund



bildxzug
Lehre im Verbund

Wir schaffen Lehrstellen.

www.bildxzug.ch

Kauffrau/Kaufmann EFZ; KV Business English plus EFZ;
way up plus Kauffrau/Kaufmann EFZ; Mediamatiker/in EFZ;
Informatiker/in EFZ; way up plus Informatiker/in EFZ

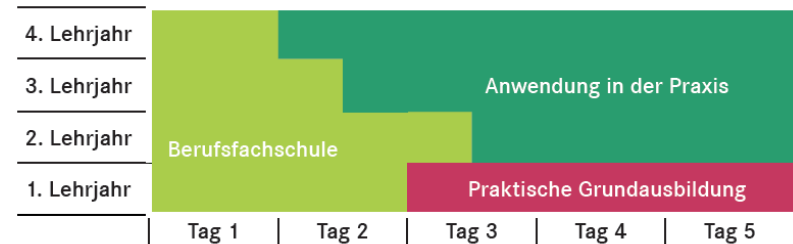
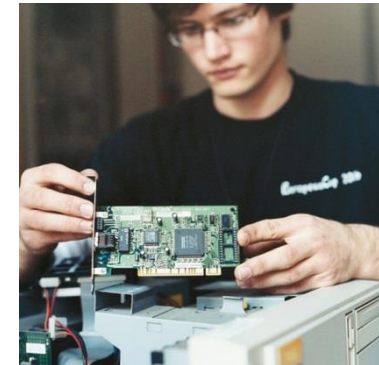


Example „Information Technology“

Informatiker/in EFZ – IT Specialist, Federal VET Diploma

In Switzerland, the education of an IT Specialist with Federal Diploma lasts for four years and contains:

- 3 - 4 days practical work in the company
- 1 - 2 days theoretical study at school
- ➔ approx. 2'500 theoretical lessons and
- ➔ approx. 5'500 working hours in the company (training on the job)

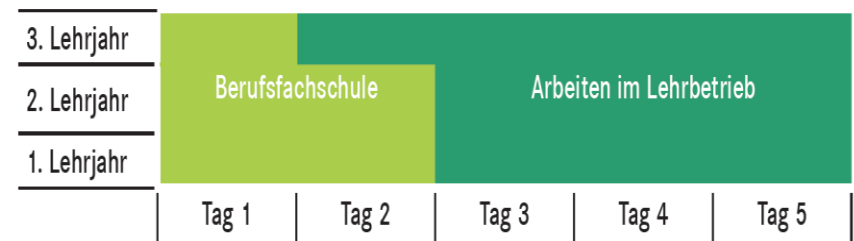


Example „Commercial Employees“

Kaufleute EFZ – Commercial Empl. with Fed. VET Diploma

The education of a Qualified Comm. Employee with Federal Diploma lasts for three years and contains:

- 3 - 4 days practical work in the company
- 1 - 2 days theoretical study at school
- ➔ approx. 2'000 theoretical lessons and
- ➔ approx. 3'500 working hours in the company (training on the job)





Diploma

1. Kauffrau / Kaufmann EFZ

Commercial employee with Federal VET Diploma
(Federal VET Diploma in Commerce)

2. Informatikerin / Informatiker EFZ

IT Specialist with Federal VET Diploma
(Federal Diploma in Information Technology)



- Why Swiss dual track education system has an excellent reputation throughout the world
- Why Switzerland has the lowest rate of youth unemployment
- Why Swiss industry's economic performance has been outstanding
- How is comprehensive portrayal of Swiss dual track education system compared to the European educational systems
- What success factors we have to consider and why they play a pivotal role in its implementation abroad

Various examples, enumerated from all over the world show how to start sustainable implementation. This book is written for the English speaking foreign delegates, executives' professionals in the field of education, skill development and entrepreneurship.



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Vocational and Professional Education
and Training in Switzerland

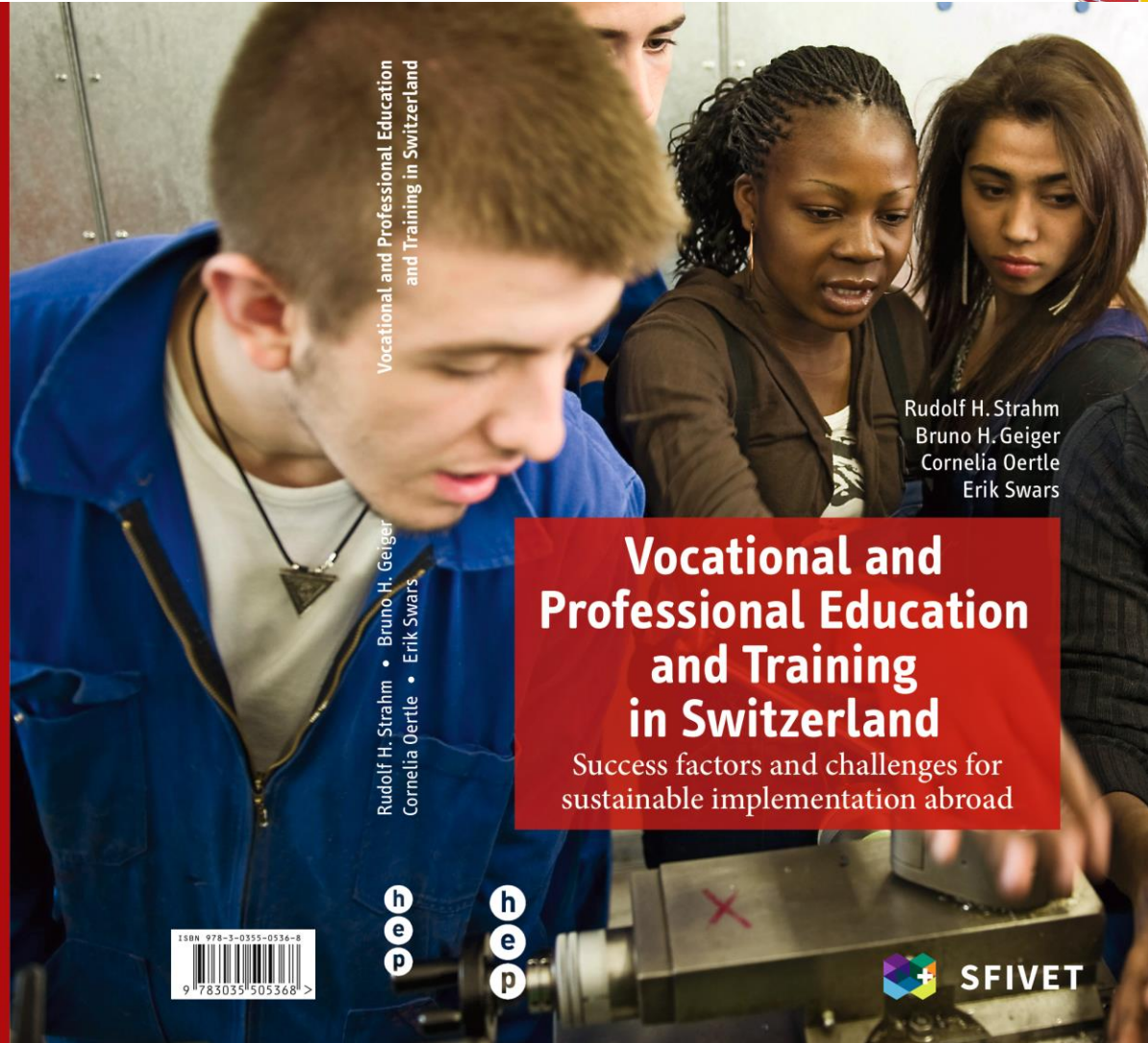
Vocational and Professional Education and Training in Switzerland

Success factors and challenges for sustainable implementation abroad



SFIVET

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Questions?

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