

Do I get a job?

**Employment prospects after a two-year basic vocational
training with Basic Federal Vocational Certificate
2005 - 2009**

**Marlise Kammermann
(University of Applied Sciences of Special Needs Education,
Zürich)**

Co-financing: OPET

Goals for successful transition

- acknowledged certificate of upper secondary education
- high level of skills
- stable and positive employment careers
- equality regarding sex, social background and region

(OECD, 2000)

Difficulties in transition

- young people with a handicap
- young people with low academic achievements
- young people with migration background

(Imdorf, 2006, 2007; Hupka, Sacchi & Stalder, 2006; Bertschy, Böni & Meyer, 2007; Lischer, 2007)

elementary VET - basic VET

elementary training (old)

- +++ Special Needs Education oriented
- +++ individualization
- employment prospects
- attractiveness

basic training (new)

- +++ employment prospects
- +++ interchangeability of VET programmes
- +++ individual support
- ?? acceptance
- ?? population

Employment prospects and basic VET with Swiss Federal Vocational Certificate

Longitudinal study, 2006-2009:

- trainees elementary VET und basic VET,
- VET teachers and trainers, employers
- evaluation of the new standardized basic VET
- retail sales and hotel sectors
- comparison with elementary training

Research questions

- Employment prospects of young people with Basic Federal Certificate in comparison to elementary trainees at the end of VET
- Employment prospects of young people with Basic Federal Certificate in comparison to elementary trainees one year after completion of VET
- Determinant factors for job situation one year after completion of VET

Design

	2006				2007				2008			
	May	June	Aug.	Sept.	May	June	Aug.	Sept.	May	June	Aug.	Sept.
trainees el. VET: N=183 ba. VET: N=319												
trainees el. tr: N=134 ba. VET: N=211												
teachers N=43												
Trainers (firms) N=47												
employers N=40												

Secure prospect: at the end of VET

(approximately 2 months before the end of training)

elementary VET-trainees (N=182)

Secure professional prospect: 47%

secure job: **42%**

secure VET: **12%**

Basic VET-trainees (N=319)

Secure professional prospect: 45%

secure job: **31%**

secure VET: **26%**

Comparison of frequency distribution $p < .05$

Professional situation one year after completion of VET

(approximately 14 months after the end of training)

elementary VET-trainees (N=134)

Secure professional situation: 81%

secure job : 64%

VET : **10%**

Basic VET-trainees (N=211)

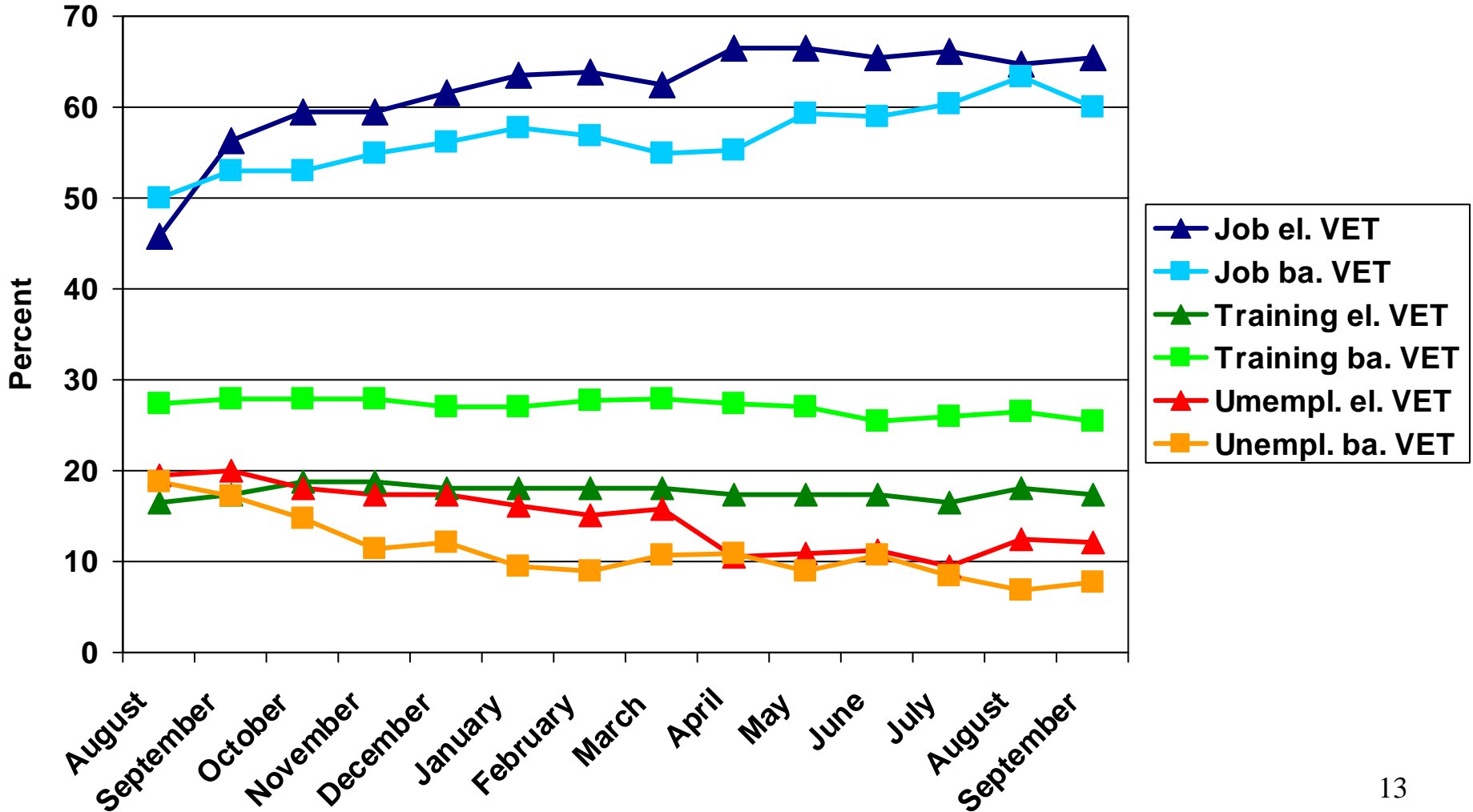
Secure professional situation: 88%

secure job : 60%

VET: **26%**

Comparison of frequency distribution $p < .01$

Pathway in first year after completion of VET



Job situation

	elementary VET		basic VET	
	trainees (N=134)	percent	trainees (N=211)	percent
Job in trained profession in training firm	33	24.6	26	12.3
Job in trained profession in other firm	34	25.4	76	36.0
Internship in trained profession	2	1.5	0	0.0
Job in other profession in training firm	0	0.0	2	0.9
Job in other profession in other firm	17	12.7	22	10.4
No job, something else	26	19.4	26	12.3

Comparison of frequency distribution: Chi-Square $p=.009$
bold: adj. residuals ≥ 2.6 resp. ≤ -2.6 .

Employment conditions

	elementary VET		basic VET	
	trainees (N=86)	percent	trainees (N=122)	percent
Permanent employment	75	87.2	102	83.6
Temporary employment	11	12.8	20	16.4
	(N=83)		(N=121)	
10-50%	5	6.0	6	4.9
60-80%	16	19.2	24	19.9
90-100%	62	74.7	91	75.2

Salary

	elementary VET		basic VET	
	trainees (N=83)	percent	trainees (N=121)	percent
below 3'000 Fr.	24	33.3	18	15.3
3'000 – 3'500 Fr.	35	48.6	55	46.6
over 3'500 Fr.	13	18.1	45	38.1

Comparison of frequency distribution: Chi-Square $p=.002$

bold: adj. residuals ≥ 2.6 resp. ≤ -2.6 .

VET situation

	elementary VET		basic VET	
	trainees (N=134)	percent	trainees (N=211)	percent
Further VET in trained profession in training firm	6	4.5	34	16.1
Further VET in trained profession in other firm	7	5.2	21	10.0
Other further training	9	6.7	4	1.9

Comparison of frequency distribution: Chi-Square $p=.001$

bold: adj. residuals ≥ 2.6 resp. ≤ -2.6 .

Determinants of employment status (logistic regression, N=274)

Independent variables	Exp(B)
profession	2.039
achievement in VET	1.024
migration background	.540
sex	.878
socio-economic status	.994
school background	2.905**
satisfaction	.986

**P < .01

Determinants of employment status (logistic regression, N= 325)

Independent variables	Exp(B)
Depressive mood	1.264
Positive attitude towards life	1.238
Intrinsic work values	1.031
Extrinsic work values	.481*
Family related values	1.415
Self-esteem	1.163

*P = .05

Conclusions

- Unsecure prospects at end of VET
 - Better permeability to further training for basic VET
 - No significant difference regarding employment, but increased mobility and higher salary for basic VET
 - Slow learners are more likely to be without job
- ⇒ **Good solution for the better of the low achievers**

Literature

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More information:

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contact:

marlise.kammermann@hfh.ch