

HELMUT DORNMAYR, SABINE NOWAK

2017 Survey of Apprenticeship Training

Structural Data, Trends and Prospects

The previous prolonged decline in the number of apprentices and training companies (which was mainly due to demographic reasons) has now been stopped, at least among apprenticeship beginners. The training success of apprentices very much depends on their previous education, the place (town or countryside), their nationality, the sector and the size of the training company. Their subsequent success on the labour market is also influenced greatly by regional factors. These and many other aspects related to apprenticeship training in Austria and in a European comparison are explored in the latest issue of the ibw publication “Survey of Apprenticeship Training”, which comes out every year (with funding provided by the Federal Ministry of Science, Research and Economy BWF and the Austrian Federal Economic Chamber WKO) and provides an overview of currently available statistical data on apprenticeship training in Austria.

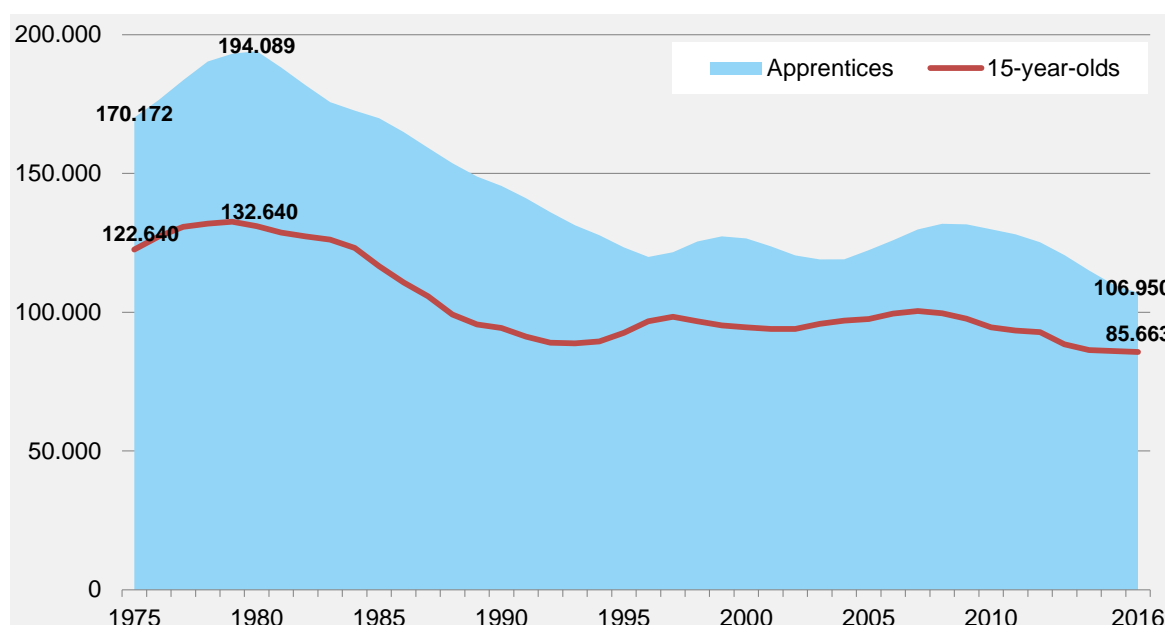
Number of apprentices

The number of apprentices in Austria (cf. Diagram 1) is, in particular, closely connected with the demographic development (the number of 15-year-olds). At the end of 2016, a total of 106,950 apprentices were in training across Austria, which was around 3,000 fewer than in 2015 (109,963) and more than 24,000 fewer than at the end of 2009 (131,676).

However, this was the first time since 2010 that another (slight) increase in the number of apprentices in the 1st year of training could be observed. In 2016 this figure was around 200 people higher than in 2015 (32,484 apprentices in the 1st year). As – based on current projections – the lowest point in the number of 15-year-olds has already been reached, another (slight) increase seems likely.

DIAGRAM 1:

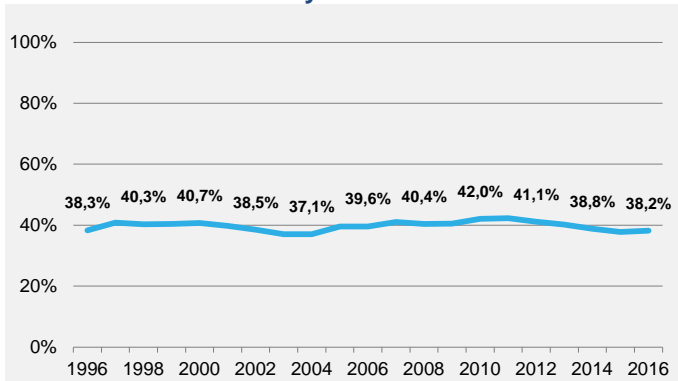
Number of apprentices and 15-year-olds in Austria



Source: Austrian Federal Economic Chamber: apprenticeship statistics (at the end of December of the respective year) and Statistics Austria: 15-year-olds on an annual average

DIAGRAM 2:

Share of apprentices in the 1st year among 15-year-olds



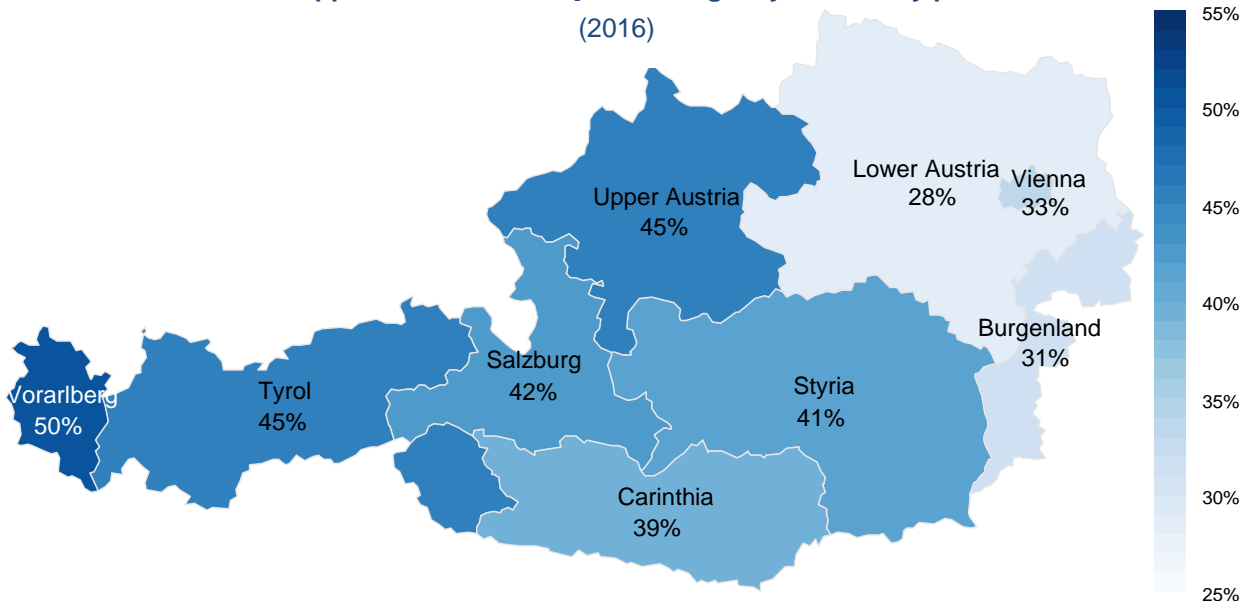
Source: WKO (apprentices in the 1st year of apprenticeship), Statistics Austria (15-year-olds) + ibw calculations

Also regarding the indicator “Share of apprentices in the 1st year among 15-year-olds”, another slight increase (to 38.2%) can be observed again in 2016, for the first time since 2010. This “apprenticeship beginners’ rate” (i.e. the shares of apprentices in the 1st year among 15-year-olds) differs considerably in the Austrian provinces (cf. Diagram 3). It is especially low in the eastern provinces (Burgenland, Lower Austria, Vienna). Whereas in Lower Austria, for instance, only some 28% of the 15-year-olds took up apprenticeship training in 2016, this share (i.e. strictly speaking: the share of apprentices in the 1st year among 15-year-olds) was around 50% in Vorarlberg.

The share of young people who start an apprenticeship also depends on the (alternative) programmes provided at intermediate and upper secondary schools. It can be proven that even success in the apprenticeship-leave examination (LAP) depends on the number of young people attending a school that leads to the matriculation exam in the respective province (cf. Diagram 4).

DIAGRAM 3:

Share of apprentices in the 1st year among 15-year-olds by provinces

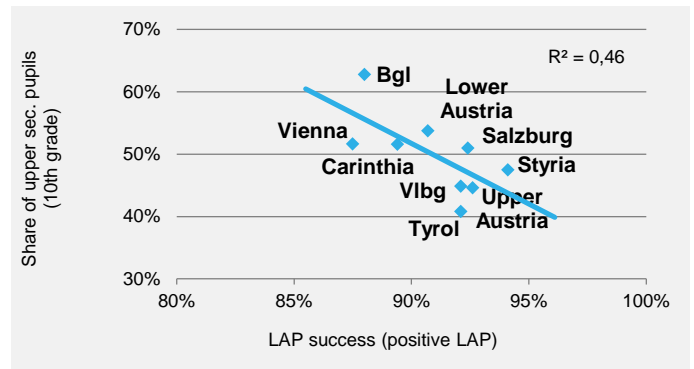


Source: WKO (apprentices in the 1st year of apprenticeship), Statistics Austria (15-year-olds) + ibw calculations

There is a cross-section of especially talented young people who have the ability to attend school and also complete an apprenticeship (specifically the apprenticeship-leave exam). If a higher number of these (especially talented) young people attend a school leading to the matriculation exam, this has a negative impact on the final results obtained in the apprenticeship-leave exam. More specifically, at the provincial level, there is a clearly negative correlation between success in the LAP (share of passed LAP exams) and the share of pupils at upper secondary schools in year 10 ($r = -0.68$ in the school year 2015/16). The “competition” for (especially talented) youths takes place not just between individual companies but also between the apprenticeship system overall and (upper secondary) schools (leading to the matriculation exam).

DIAGRAM 2:

Correlation between success in the apprenticeship-leave exam or LAP (share of positive results) and share of pupils in schools leading to the matriculation exam (year 10) (2015/16)



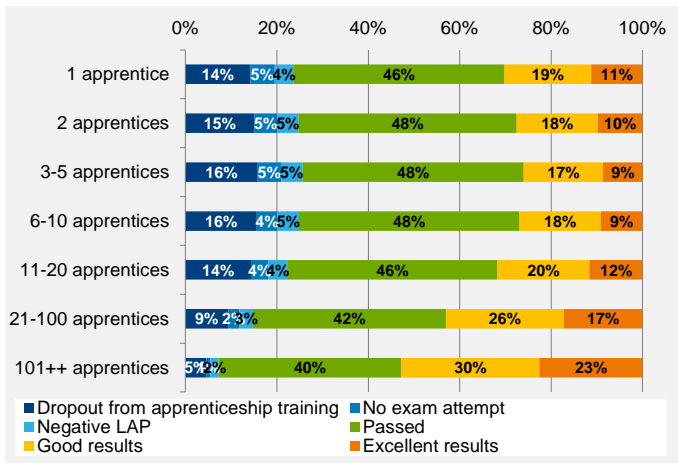
Source: WKO 2017 (special evaluation) + Statistics Austria (school statistics) + ibw calculations

Note: LAP success = share of apprenticeship graduates with a positive result, not including supra-company training schemes (2015)

DIAGRAM 5:

**Training success by size of training company
(number of apprentices at the location)**

(apprenticeship graduates and dropouts from 2008 to 2014, not including §8b(2) “partial qualification” and ÜFA*)



Source: ibw apprenticeship graduate monitoring 2008 to 2014 (data basis: WKO, AMS, SV + ibw calculations)

* not including supra-company training schemes

Training success¹

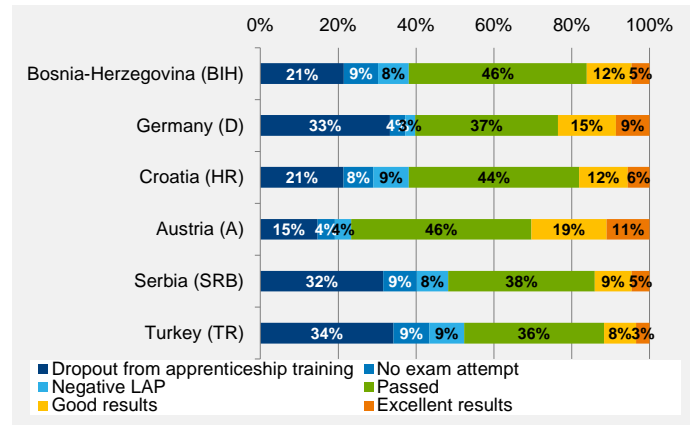
Overall, around three quarters (75%) of all apprenticeship graduates and dropouts from the years 2008 to 2014 in Austria completed apprenticeship training with a positive apprenticeship-leave exam (LAP), 19% of them even with good results and 11% with excellent results. 5% of all apprenticeship graduates and dropouts from the years 2008 to 2014 completed their apprenticeship period but did not take the LAP. Another 4% of the apprenticeship graduates and dropouts took the LAP (in some cases several times) but were not able to pass it. The share of apprenticeship dropouts was 16%. It was clearly higher among female apprentices (18%) than among men (15%), but this also applies to the share of LAP passed with excellent results (12% among women and 10% among men).²

Even if in smaller companies with up to 10 apprentices at least around 75% of the apprentices also pass the apprenticeship-leave examination with positive results, the analysis by size of training company (cf. Diagram 5) reveals that the share of apprenticeship dropouts is clearly lower and the share of exams passed with good and excellent results is clearly higher in larger training companies (with 20 or more apprentices). Among all apprenticeship graduates and dropouts from the years 2008 until 2014 there were only 9% dropouts in companies with 21 to 100 apprentices, but in companies with more than 100 apprentices only 5% (total average not including supra-company training schemes: 14%). These results also need to be seen in connection with the better entry qualifications (of upper secondary previous education) of apprentices in large enterprises, which have more possibilities to advertise their apprenticeship posts and subsequently select the most talented candidates from a

DIAGRAM 6:

Training success based on the most frequent nationalities

(apprenticeship graduates and dropouts from 2008 to 2014, not including §8b(2) “partial qualification”)



Source: ibw apprenticeship graduate monitoring 2008 to 2014 (data basis: WKO, AMS, SV + ibw calculations)

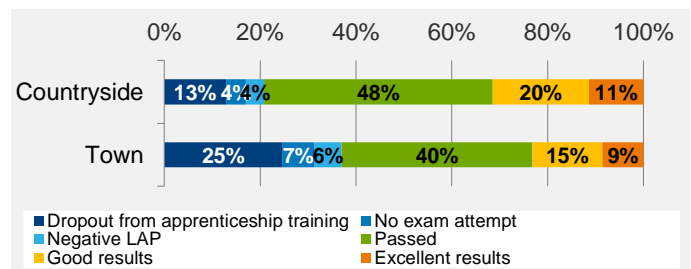
larger pool of applicants. The question of the training quality itself and the question of the extent to which large companies have more possibilities to promote their apprentices in a targeted manner or prepare them directly for the apprenticeship-leave examination is, however, difficult to measure empirically and to compare.

When analysing the apprenticeship graduates and dropouts from the years 2008 until 2014 by the most frequent nationalities (cf. Diagram 6), the lowest share of apprenticeship-leave examinations passed with excellent results (3%) and the highest share of training dropouts (34%) can be found among Turkish nationals. The share of training dropouts is also relatively high (33%) among German nationals and lowest among people with Austrian citizenship (15%). Apprentices from towns with more than 50,000 inhabitants (cf. Diagram 7) dropped out from their apprenticeship training almost twice as often (25%) as those from municipalities with fewer than 50,000 inhabitants (13%).

DIAGRAM 7:

**Training success by region
Town/countryside (place of residence)**

(apprenticeship graduates and dropouts from 2008 to 2014, not including §8b(2) “partial qualification”)



Source: ibw apprenticeship graduate monitoring 2008 to 2014 (data basis: WKO, AMS, SV + ibw calculations)

“Town” = towns > 50,000 inhabitants (Vienna, Graz, Linz, Salzburg, Innsbruck, Klagenfurt, Villach, Wels, St. Pölten), “Countryside” = towns/places < 50,000 inhabitants

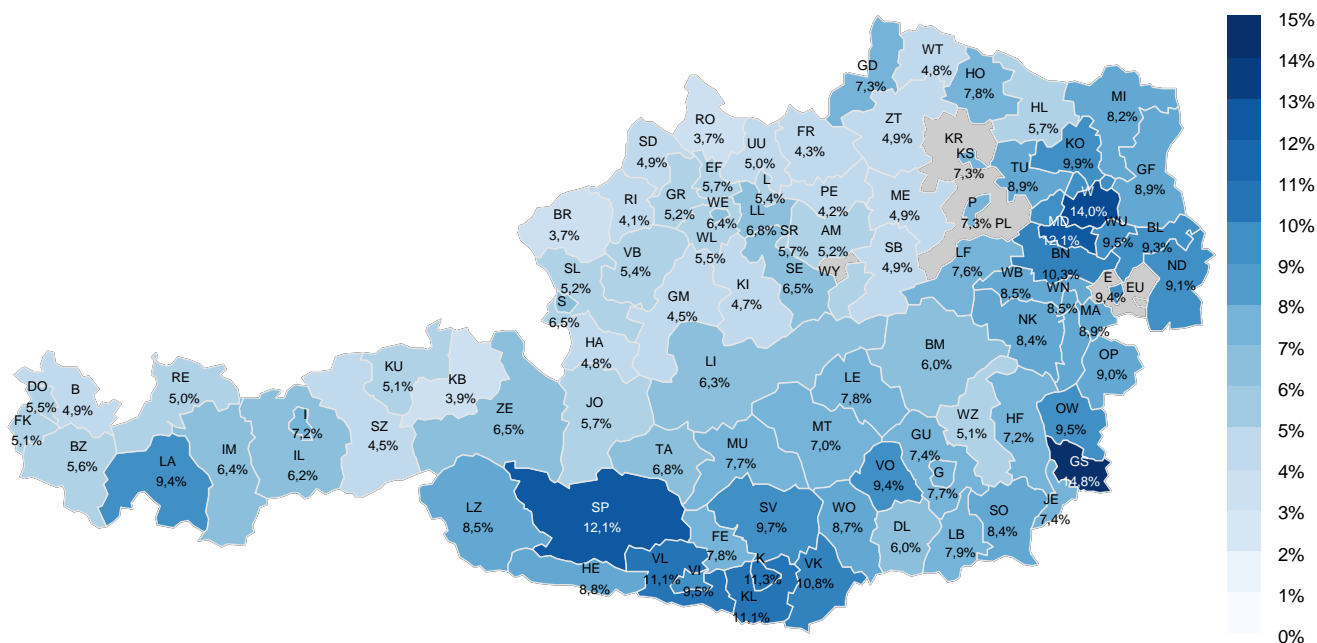
Labour market success¹

The analysis of the share of unemployed apprenticeship graduates 3 years after graduation impressively mirrors the regional labour market situation by districts (cf. Diagram 8). It is conspicuous that (apart from apprenticeship graduates from businesses in Kitzbühel) above all apprenticeship graduates from Upper Austrian districts (broken down by the location of the training company) boast the lowest unemployment rates 3 years after receiving their diploma.

Apprenticeship graduates from companies in Viennese districts (with an average of 14.0%) and Güssing (14.8%) however have the highest unemployment rates 3 years after graduation. This analysis only covers districts with at least 100 apprenticeship graduates in the period 2008 to 2014. Overall the differences are considerable. The unemployment rate of apprenticeship graduates from a training company in the Viennese district Margareten (note: with the highest value among Viennese districts) was around five times as high (18.5%) 3 years after graduation as the unemployment rate of apprenticeship graduates from a training company in Braunau or Rohrbach (3.7%).

DIAGRAM 8:

Share of unemployed apprenticeship graduates 3 years after graduation by districts (location of training company)
(apprenticeship graduates 2008 to 2014, not including supra-company training schemes)



Source: ibw apprenticeship graduate monitoring 2008 to 2014 (data basis: WKO, AMS, SV + ibw calculations)

Grey colouring: The districts Eisenstadt-Umgebung (i.e. the surrounding area of Eisenstadt, including Rust), Krems (countryside area), Sankt Pölten (countryside area) and Waidhofen an der Ybbs are not included due to too small numbers of cases (below 100) in the total numbers of apprenticeship graduates from the years 2008 to 2014.

¹ Cf. Dornmayr, Helmut / Litschel, Veronika / Löffler, Roland (2017): Evaluierung der Lehrstellenförderung des AMS Österreich. Endbericht. (Evaluation of the Subsidisation Scheme for In-company Training Places of AMS Austria. Final Report.) Vienna: ibw-öibf.

² Even though the figures are not directly comparable, it can be assumed that the dropout rate in the apprenticeship training system (16%) is clearly below the rate of intermediate and upper secondary schools (loss ratio in the upper cycle of academic secondary school: 25%, school for intermediate vocational education: 47%; college for higher vocational education: 34% for pupils in entry levels from the school year 2010/11 to the school year 2015/16 (source: Statistics Austria)).

The entire study in German can be obtained from ibw in printed form* (ibw Research Report No. 190, ISBN 978-3-903210-18-9) or downloaded from <https://www.ibw.at/bibliothek/id/470/>.

* available from mid-November 2017