

Vocational education : a way to success?

6th March 2024, Inselspital, Berne / Switzerland



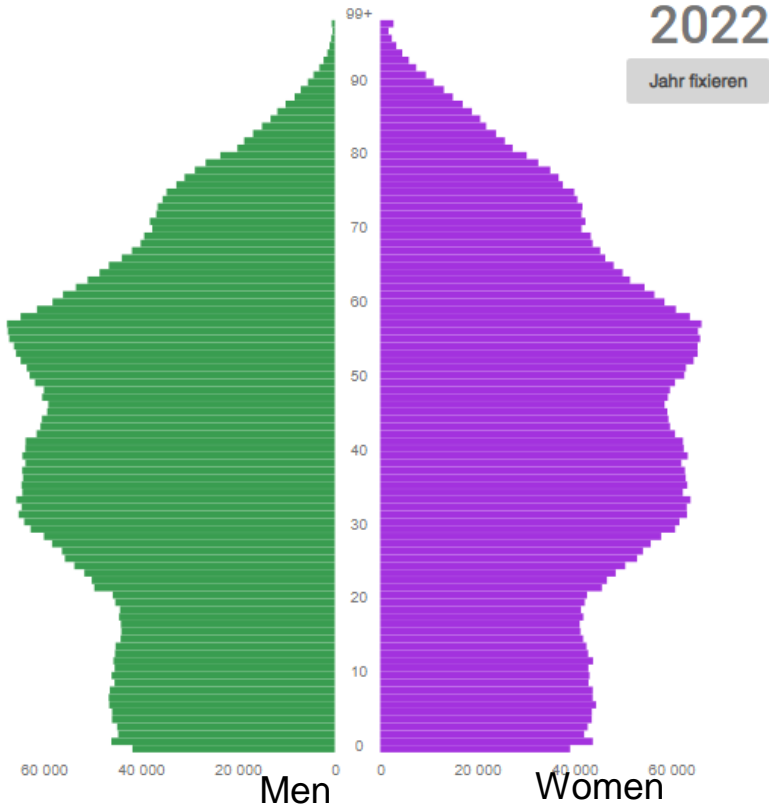
- The challenge : Demography
- The solution : Optimal Skill-Grade mix
- The support : Swiss VPET System
- The results : Attractive jobs and increasing staff numbers
- The way : Involvement of the companies in the development and implementation
- The future / conclusion : Major challenges ahead



The challenge
Demography



The challenge Demography



➔ ➔ Increasing staffing needs and care complexity ← ←



The solution Skill-Grade-Mix



The solution Skill-Grade-Mix



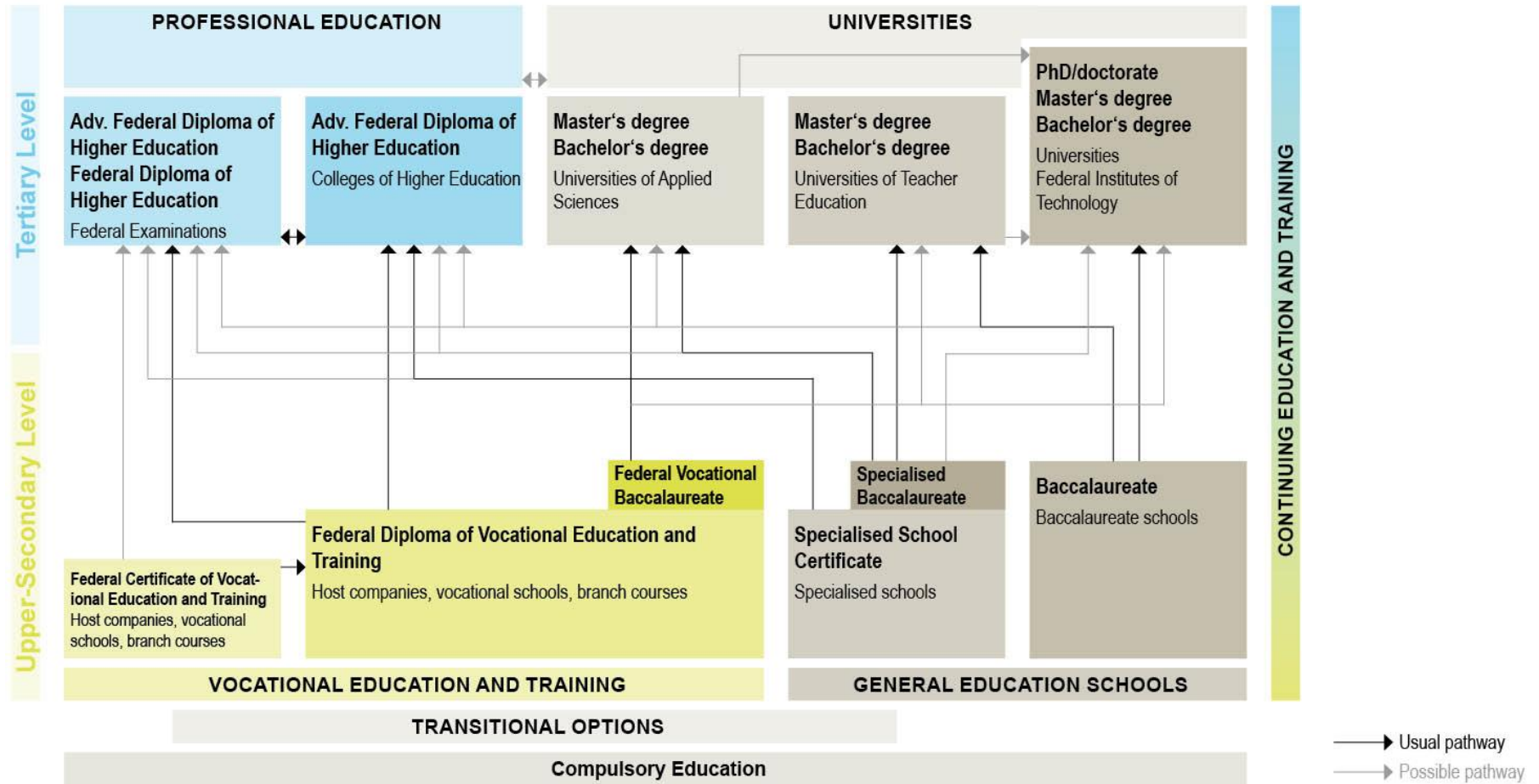
➔ ➔ Increasing staffing needs and care complexity ← ←



The support
Framework – Swiss VPET System



The support Swiss VPET System



➔ ➔ High permeability in education allows to take advantage of different skills and interests. ← ←



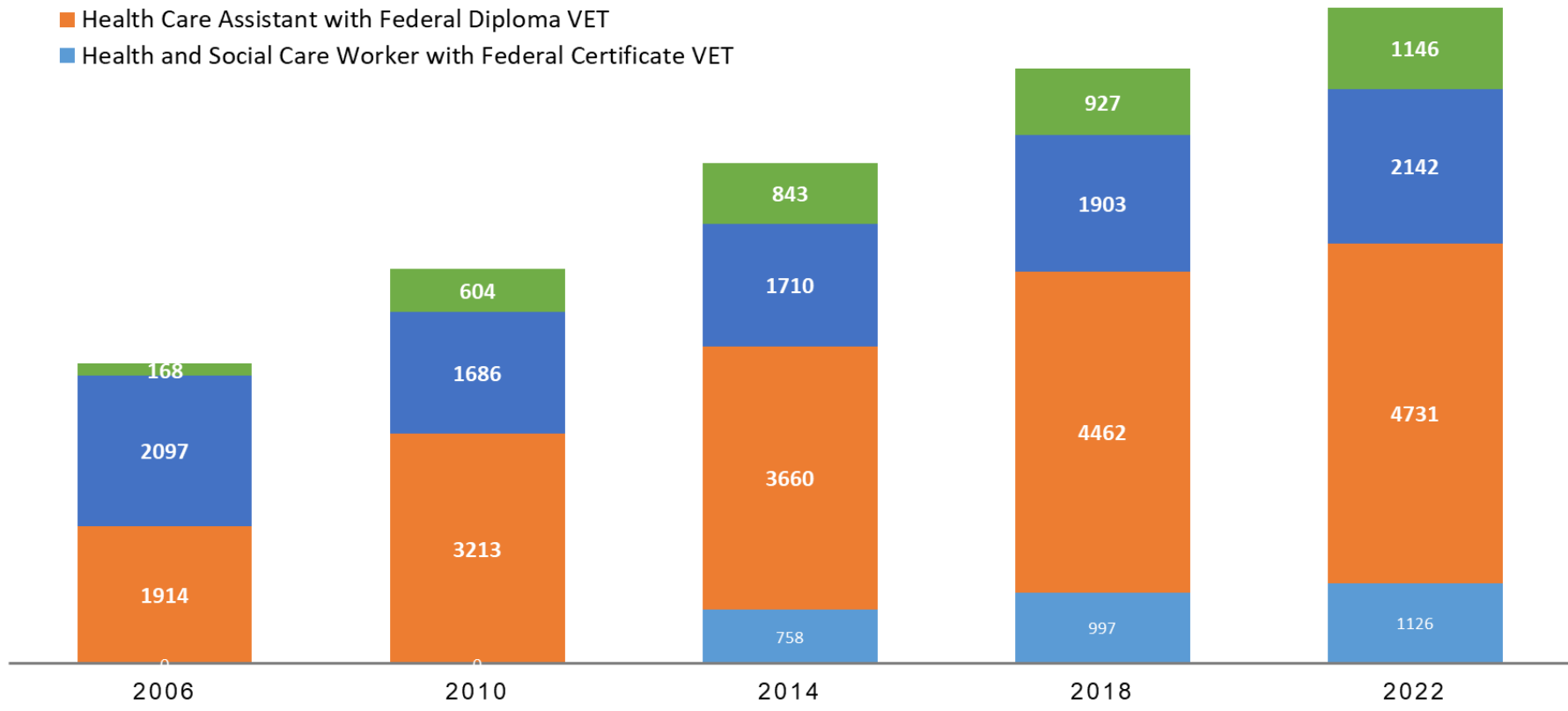
The results



Increasing staff numbers by education and training

NUMBER OF DIPLOMAS AND CERTIFICATES PER YEAR

- BSc in Nursing (Universities of Applied Sciences)
- Registered Nurse with Advanced Federal Diploma of Higher Education
- Health Care Assistant with Federal Diploma VET
- Health and Social Care Worker with Federal Certificate VET



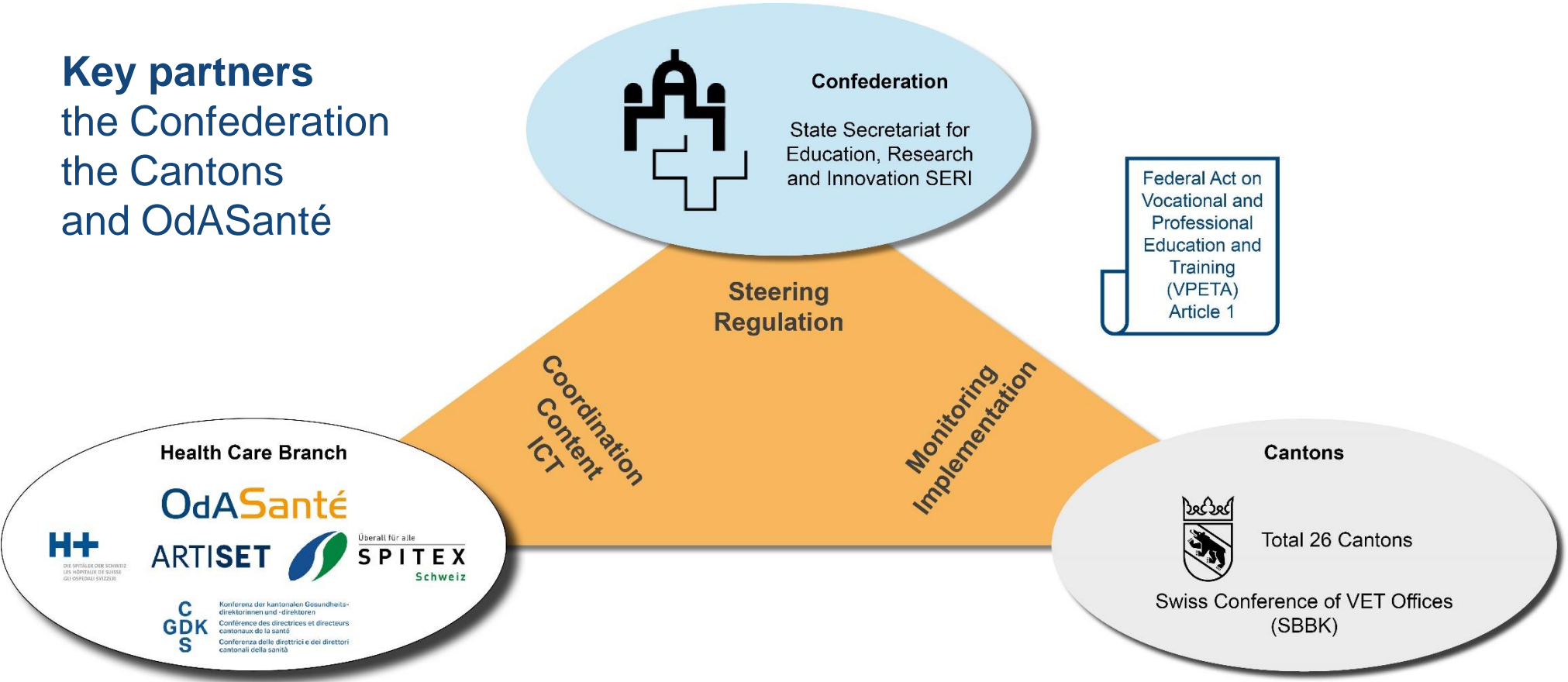
➔ ➔ Education follows the market requirements ← ←

Sources: Federal Statistical Office, BGS

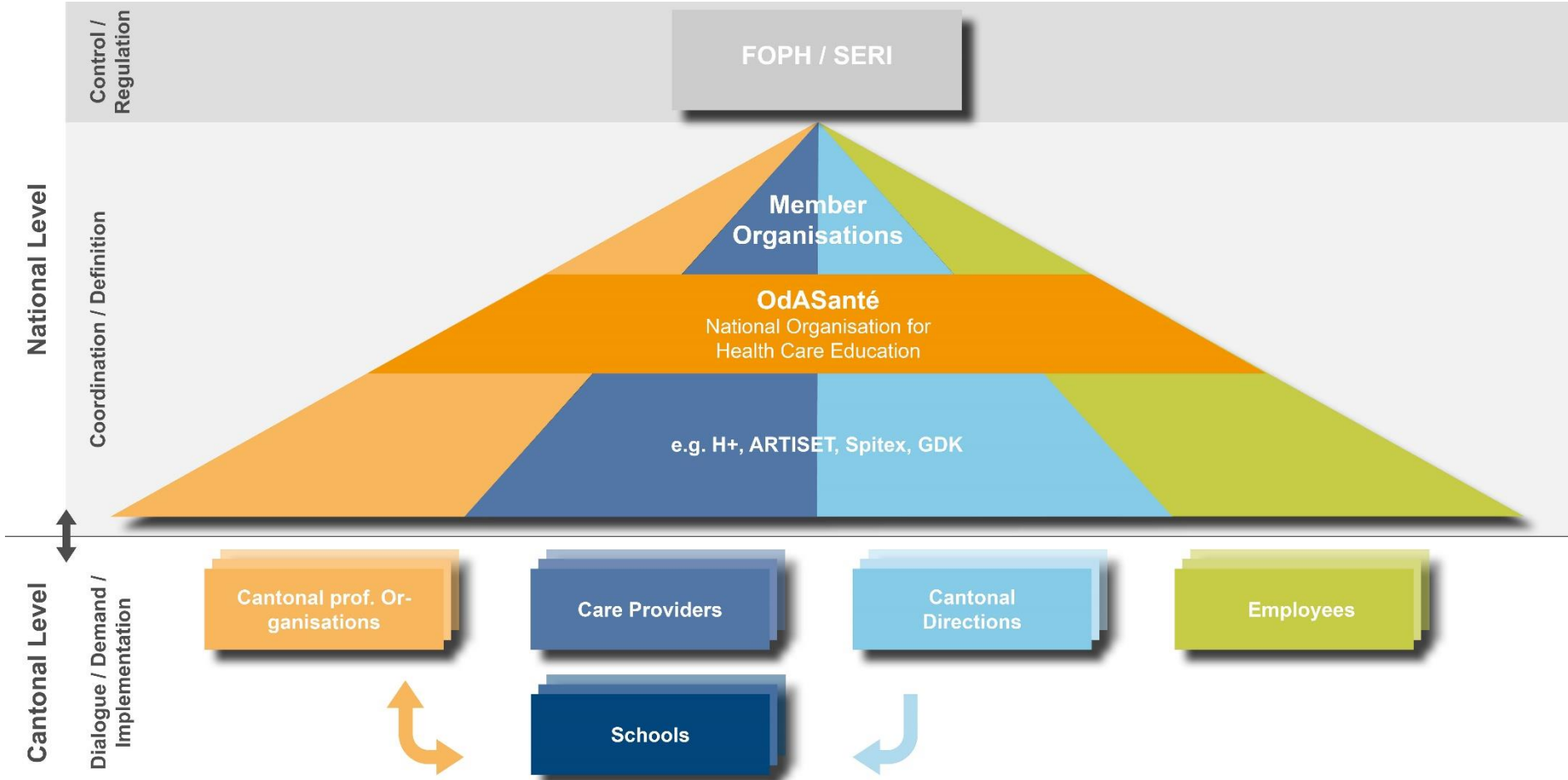


Involvement of the companies in the development

Key partners
the Confederation
the Cantons
and OdASanté



→ → The industry defines the content of education ← ←



➔ ➔ The employers define the requirements for education ← ←

OdASanté represents the interests of the healthcare sector throughout Switzerland in matters relating to education for healthcare professions.

As a partner of the Confederation, cantons and education providers, it plays a leading role in the organisation, management and further development of education in the healthcare sector.

- Development of VET-/PET-professions/occupations > curricula
- Review and revision of qualifications and curricula
- Stakeholder cooperation



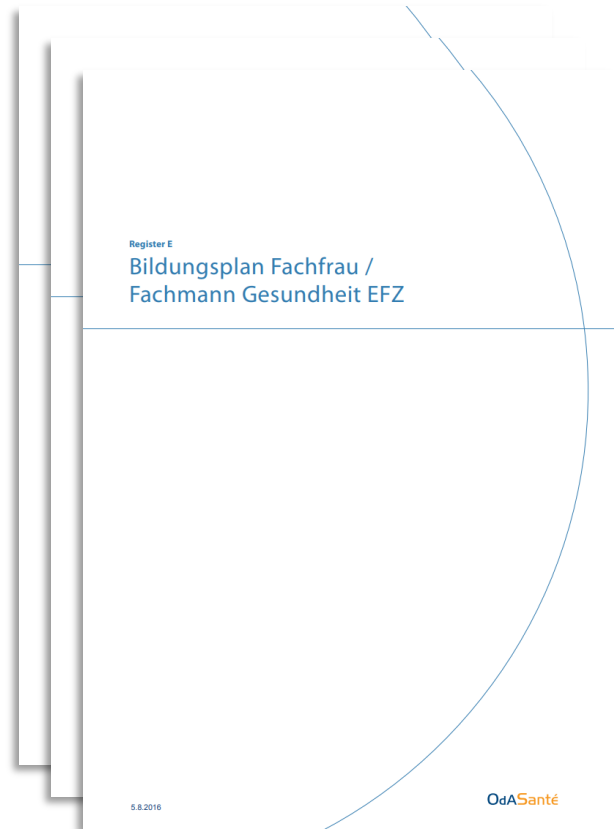
The way Three learning locations

- In the cantons, training takes place at the three learning locations, involving the cantonal prof. organisations, the schools and the care providers (companies).
- Cantons must offer apprenticeships, training places and appropriate supervision for apprentices.



→ → **VPET & higher education – a common task with strong companies' involvement** ← ←

The way National legal bases and competence-oriented curricula



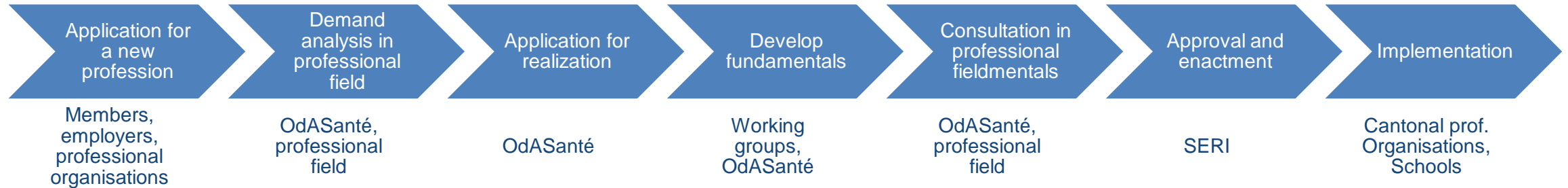
Curricula for upper secondary VET-programms



core syllabuses for tertiary VET-programms

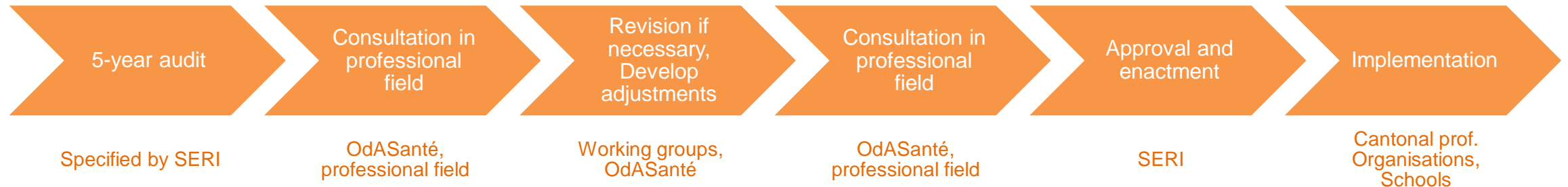
How is a new profession developed?

→ Time frame: 3-5 years



How is a qualification/curriculum reviewed?

→ Time frame: Review every 5 years, duration of revision approx. 2-3 years



The future / conclusion



Strengths

- Vocational training is attractive. The reason: career paths are possible in all directions.
- Vocational training is of a high quality.
- People with practical training are in demand on the market.
- Vocational education and training takes place in coordination with the cantons, employers and employees. It is broad-based and consensus-orientated.
- Promotion of Lifelong-Learning (Employability)
- Training in companies and theory are defined and regulated by law.
- National title protection by law



Challenges:

- High need for coordination between the players.
- The system cannot be adapted quickly.



The future / conclusion Major challenges lie ahead

- Switzerland will need an additional 65,000 skilled workers in health care at tertiary and secondary level by 2030.
- We can meet this challenge through:
 - training;
 - reducing the number of people leaving the companies.



The future / conclusion Major challenges lie ahead

- What challenges do you see in Denmark and/or in Switzerland?
- Are the challenges comparable?
- How can we prevent to “lose” professionals to other industries - in Denmark and in Switzerland?



Links for additional information:

Swiss Education System
www.sbf.admin.ch

Health Care Education
www.odasante.ch



Thank you!

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