



Career guidance in Austria

Overview

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24th November 2022

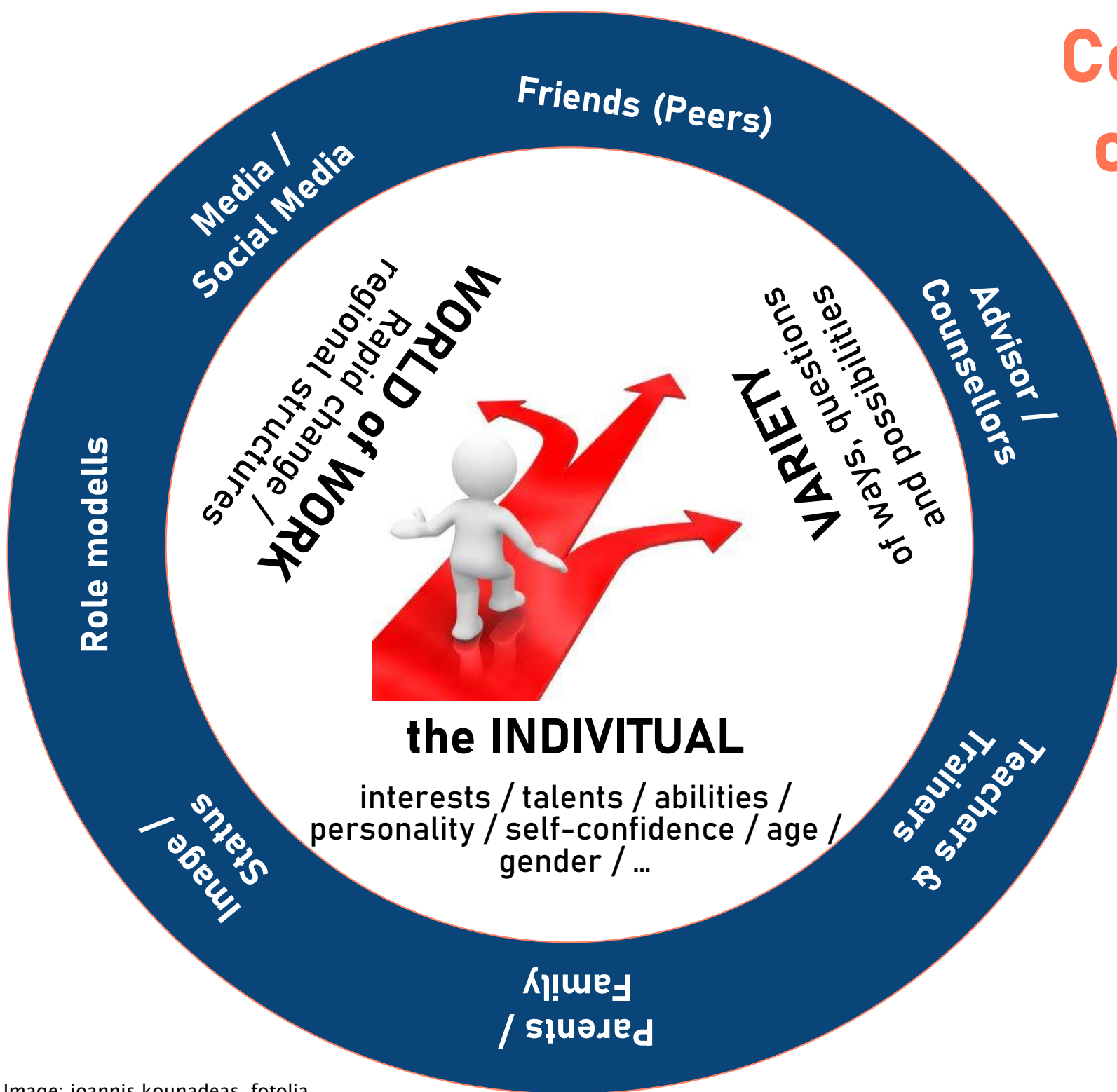
Content

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3. Examples of good practice
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Complexity of career choice



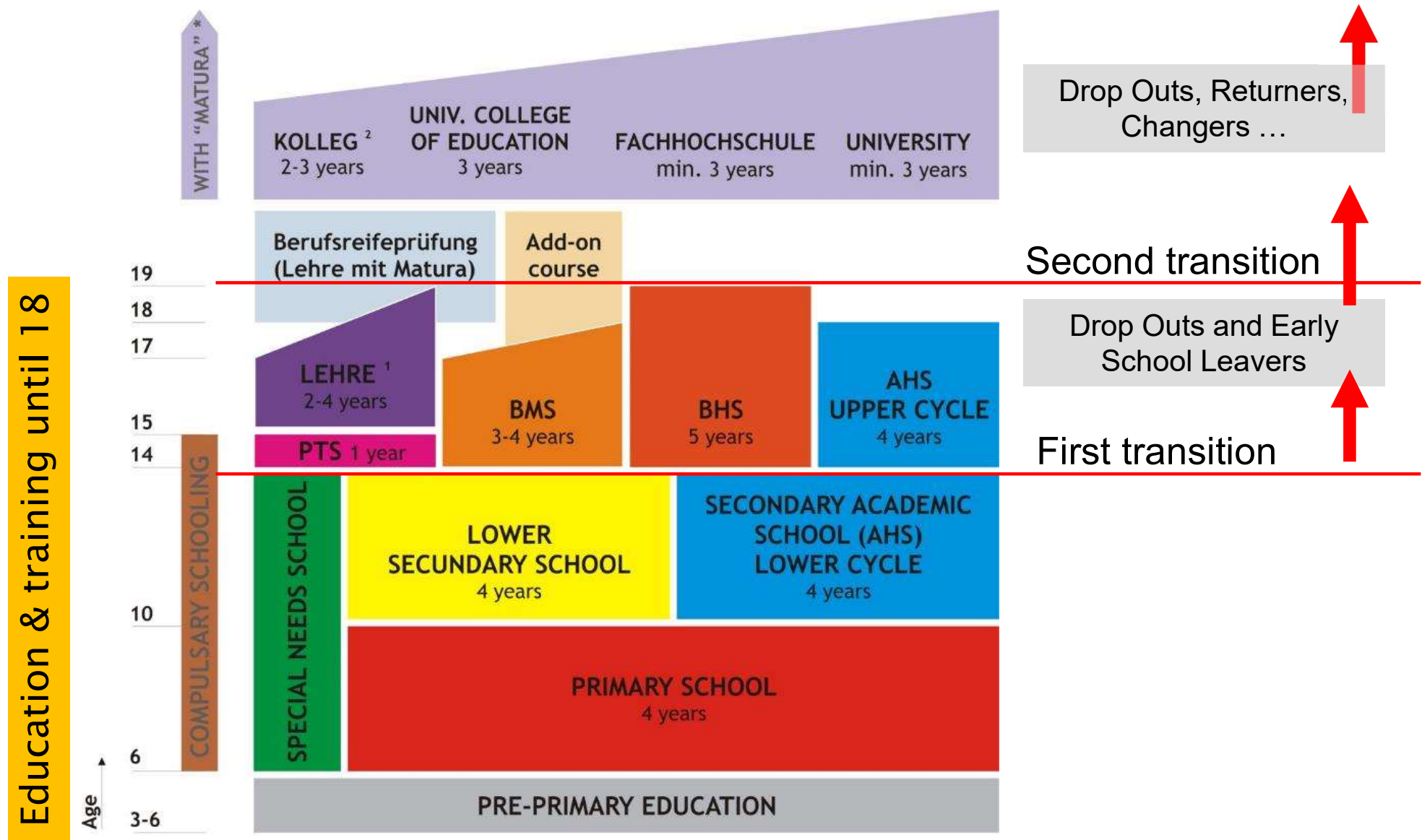
Complexity of career choice



Other important influences:

- Colleagues
- Origin
- Social background
- Language
- School success
- Employment history
- ...

Variety of Ways



* or Berufsreifeprüfung or Studienberechtigungsprüfung³

¹ apprenticeship training

² post secondary VET colleges

³ upper secondary school leaving examination = Higher education entrance examination

Variety of Ways

Occupations:

- about **12,000** job titles
- about **2,000 described professions** in online information tools

Education and training after the age of 14:

→ VET in dual system:

apprenticeship training in enterprise and school **230** different apprenticeships

→ VET in school:

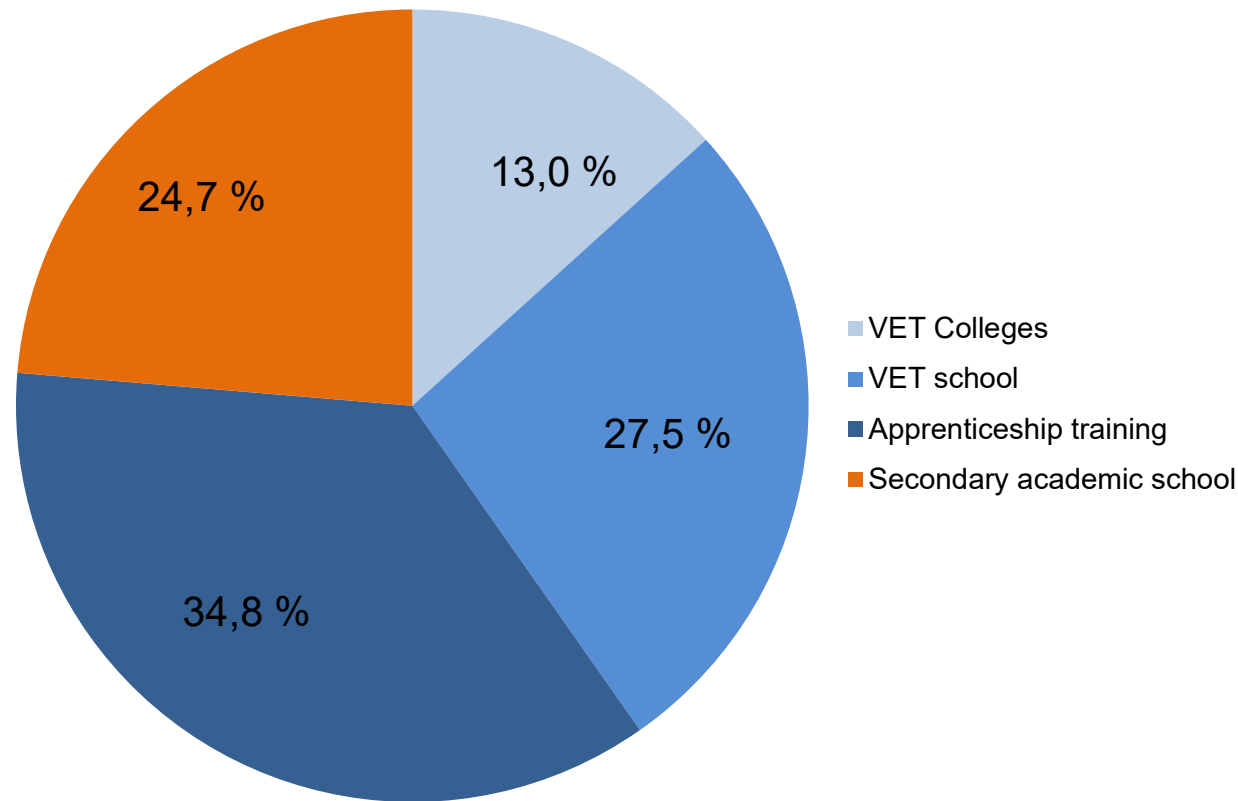
VET schools and colleges in around **30** professional areas with **100 different types of schools and hundreds of specialisations** at 700 locations

→ General education

Upper cycle of secondary academic school with different specialisation

Attractiveness of the VET sector

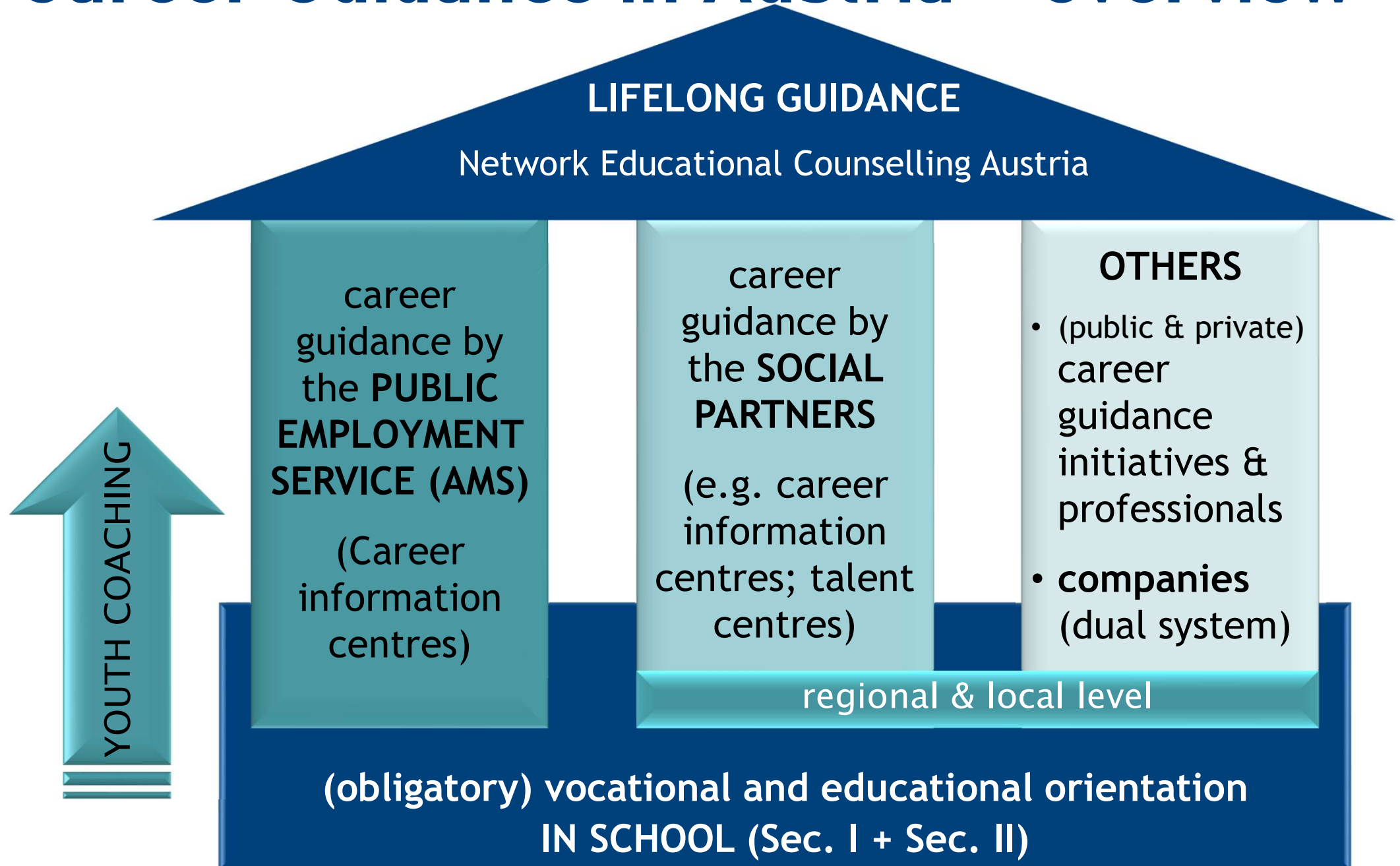
Distribution of students at grad 10 by school type (2020/2021)



- ➔ 75 % of young people sign up for VET programmes
- ➔ 35 % of young people sign up for apprenticeship training

Career guidance structures in Austria

Career Guidance in Austria – overview

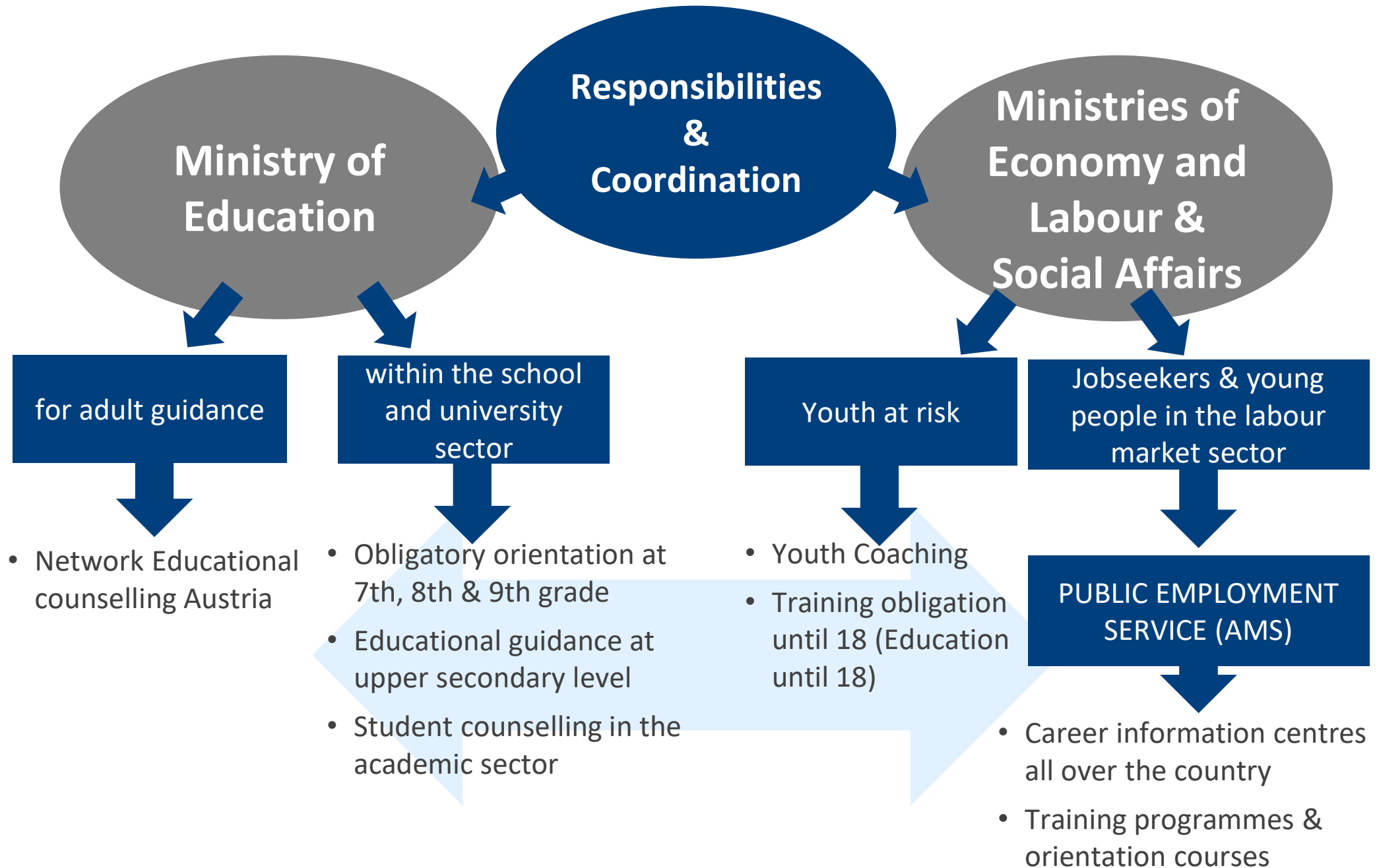


Career Guidance at the secondary level

Interaction of different partners



Career guidance in Austria - governance



Vocational and educational orientation in school at the lower secondary level → **COMPULSORY**

1) Vocational and educational orientation in 7th, 8th and 9th grad → by teachers

- a) as separate school subject and/or
- b) integrated in other subjects or projects

- developing of personality, facing themselves (Who am I? What do I want? What am I good at?)
- activating, motivating → raise interest
- providing information; especially:
Where can I get information?
- enabling days of practical work experience
- application training
- ...



Photo: BiWi

Based on the concept of CAREER MANAGEMENT SKILLS

Career guidance in school at all levels

2) individual counselling →
by Educational Counsellors
(teachers)

3) School Counselling →
by psychologists

**4) information for future students: open
house, attending classes, fairs ...**



Role of career guidance providers

WKO: Career information centres/Talent centres in each province

PES: 70 Career information centres all over Austria

- individual, personal counselling
 - counselling in groups
 - Talent centres: diagnostic tests (on personality, abilities, interests ...)
 - providing information (websites, brochures ...)
 - information fairs
 - providing services to schools (lectures and presentations, parents' evenings, group information for school classes ...)
 - Job-service, support in organizing practical work experience or finding an apprenticeship
 - application training
 - coaching
 - ...
- >> special targetgroup offers for example for girls/women, people with a migration background, handicapped people, ...

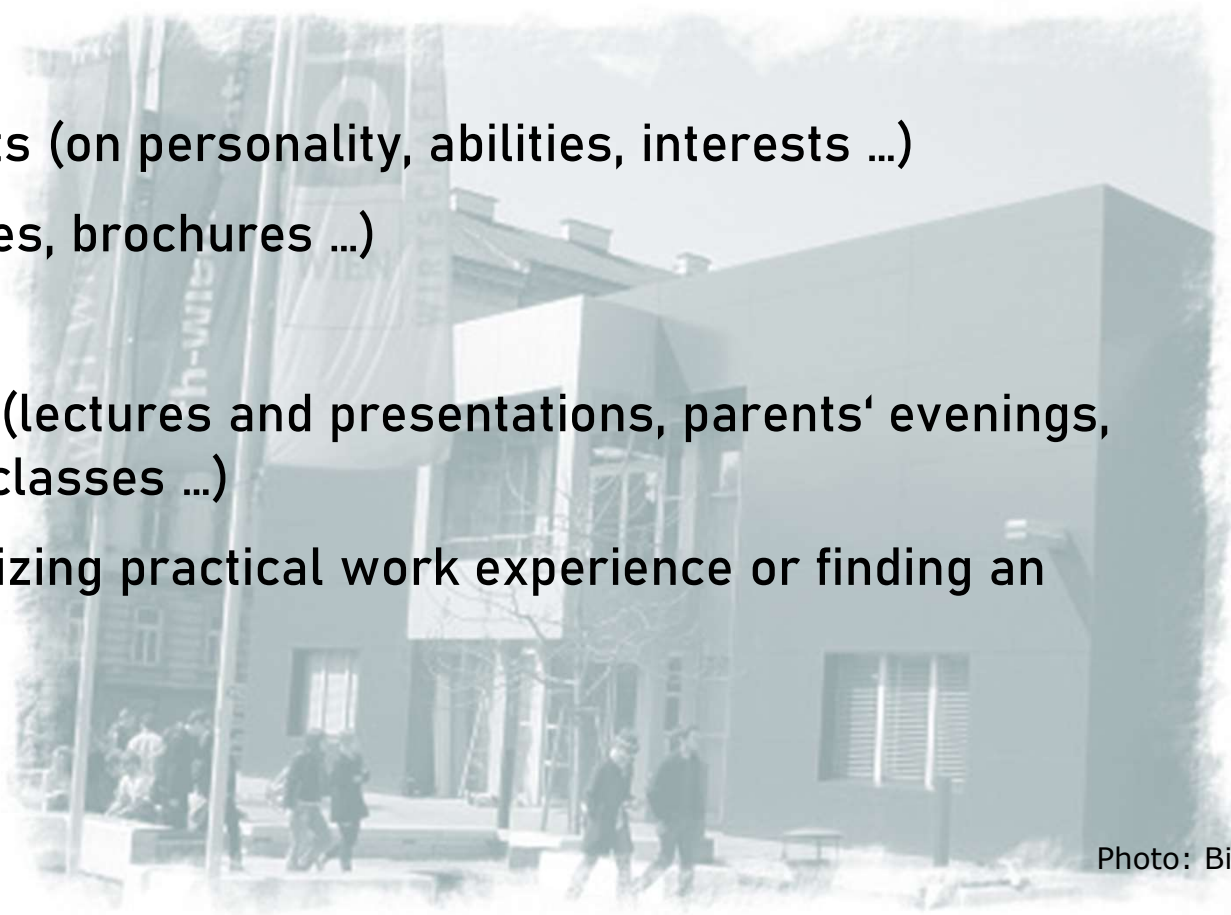


Photo: BiWi

Role of companies

- ➔ offering apprenticeships
- ➔ enabling work experience for young people
 - company visits
 - practical work experience
 - internships
 - lectures in schools
- ➔ application training in schools and career information centres by company experts
- ➔ information materials about professions and training opportunities
- ➔ supporting schools with materials, tools, ... for practical lessons
- ➔ participation in career information fairs
- ➔ signals, what qualifications and skills are needed (in the future)



Examples of good practice

Days of practical work experience



Photo: WKO

- From grade 8 onwards all pupils have possibility to **gain practical work experience by spending one or more days at companies**
- **Legally regulated** in School Organisation Act (SchOG)
- Takes place **within the framework of career guidance at school** → school event

Option 1: up to 5 days a year

- all pupils of a class at the same time
- within the lesson time

Option 2: up to 5 days a year

- individual pupils of a class
- within the lesson time

Option 3: up to 15 days a year

- individual pupils of a class
- in leisure time

BiWi* – Sector presentations



→ Practical orientation!

- Sector specific presentations of professions → on a regular basis
- Pupils/School classes **get in touch with professionals & get to see and experience a sector's professional field / have the possibility to try some simple tasks/activities**
- Organisation: vocational information centre of the Economic Chamber in Vienna
- Duration: 2-3 days
- Location: Vocational schools or training centres

*BiWi = Career information centre of the Vienna Economic Chamber

Source: <https://site.wko.at/biwi/werkstatt/werkstatt.html>

Talent Centre / Talent Check

Features:

- Test systems for interests, skills, abilities, strengths, potentials and personality (**potential analysis**)
- In combination with advisory meeting (different approaches) → results are discussed with pupils and parents

Talent Centres:

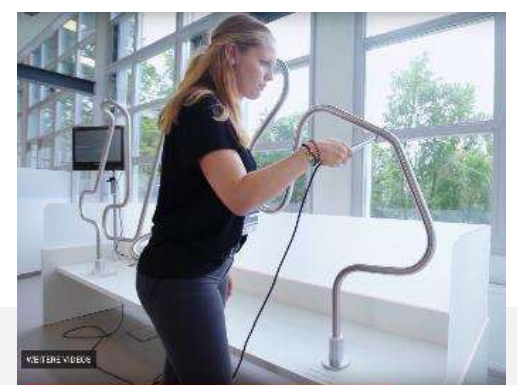
- Local test centres with different test stations (digital but also manual)
- Highly youth oriented with climbing walls & relaxing areas

Talent Checks:

- Testing in schools and/or career guidance centres

Special feature:

Almost all pupils of an age group are addressed



BIC.at – Online career information

by the Austrian Economic Chamber: www.bic.at



Information & tools regarding

- career choice,
- application procedures,
- Interest profile → self-assessment tool on interests, in 8 languages
- video clips,
- ...

- support for teachers, career advisors, pupils / people seeking for information regarding VO
- information about more than 2,000 professions and the educational pathways
- Information about all apprenticeship training professions

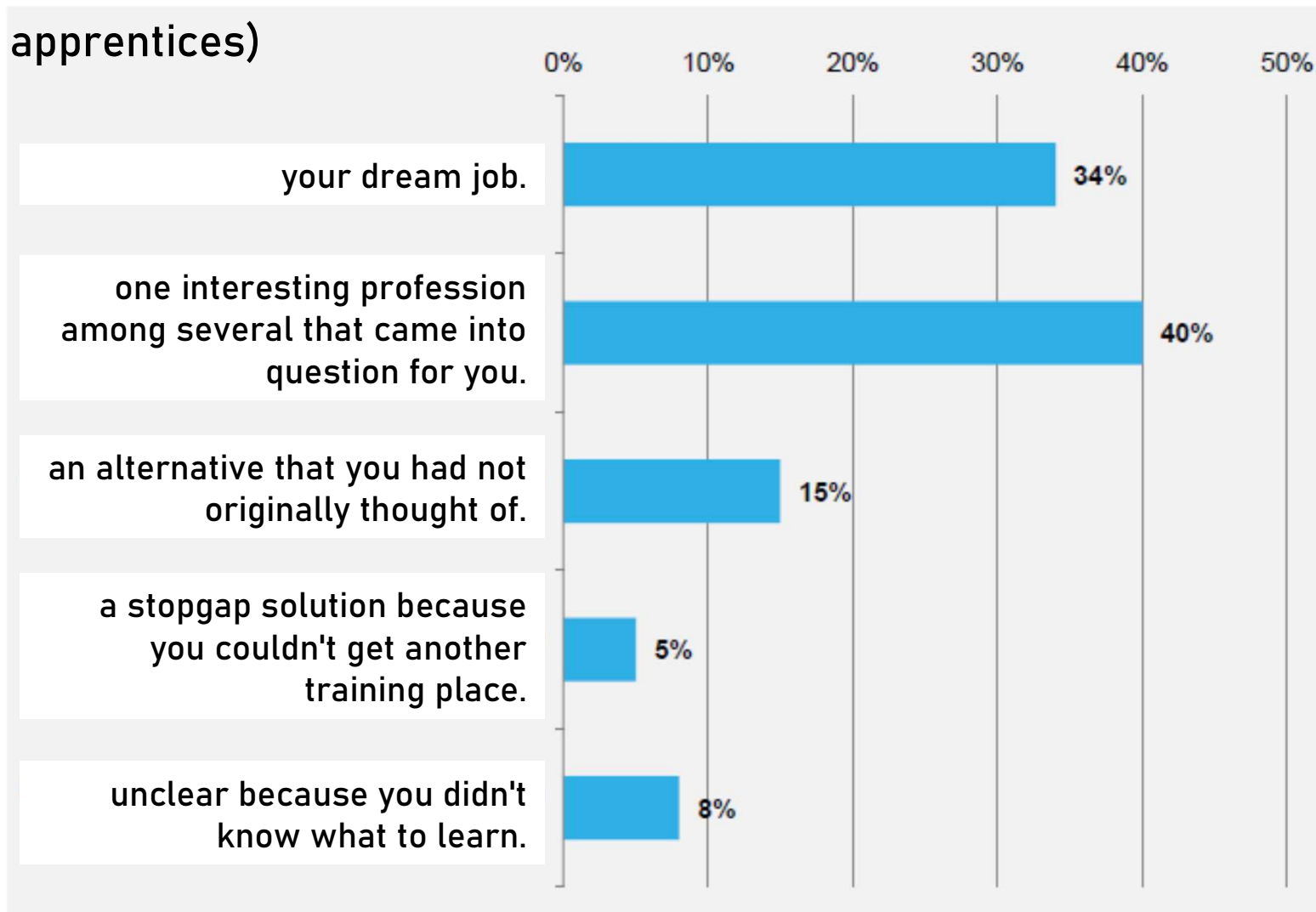
Facts & Figures



Results of the 4th apprenticeship monitoring, 2021

Your apprenticeship profession was in your career choice ...

(n=4,088 apprentices)



Source: Dornmayr, H. (2022): Lehrlingsausbildung im Überblick 2022. Strukturdaten, Trends und Perspektiven. ibw-Forschungsbericht Nr. 212. <https://ibw.at/resource/download/2504/ibw-forschungsbericht-212.pdf> / Based on:

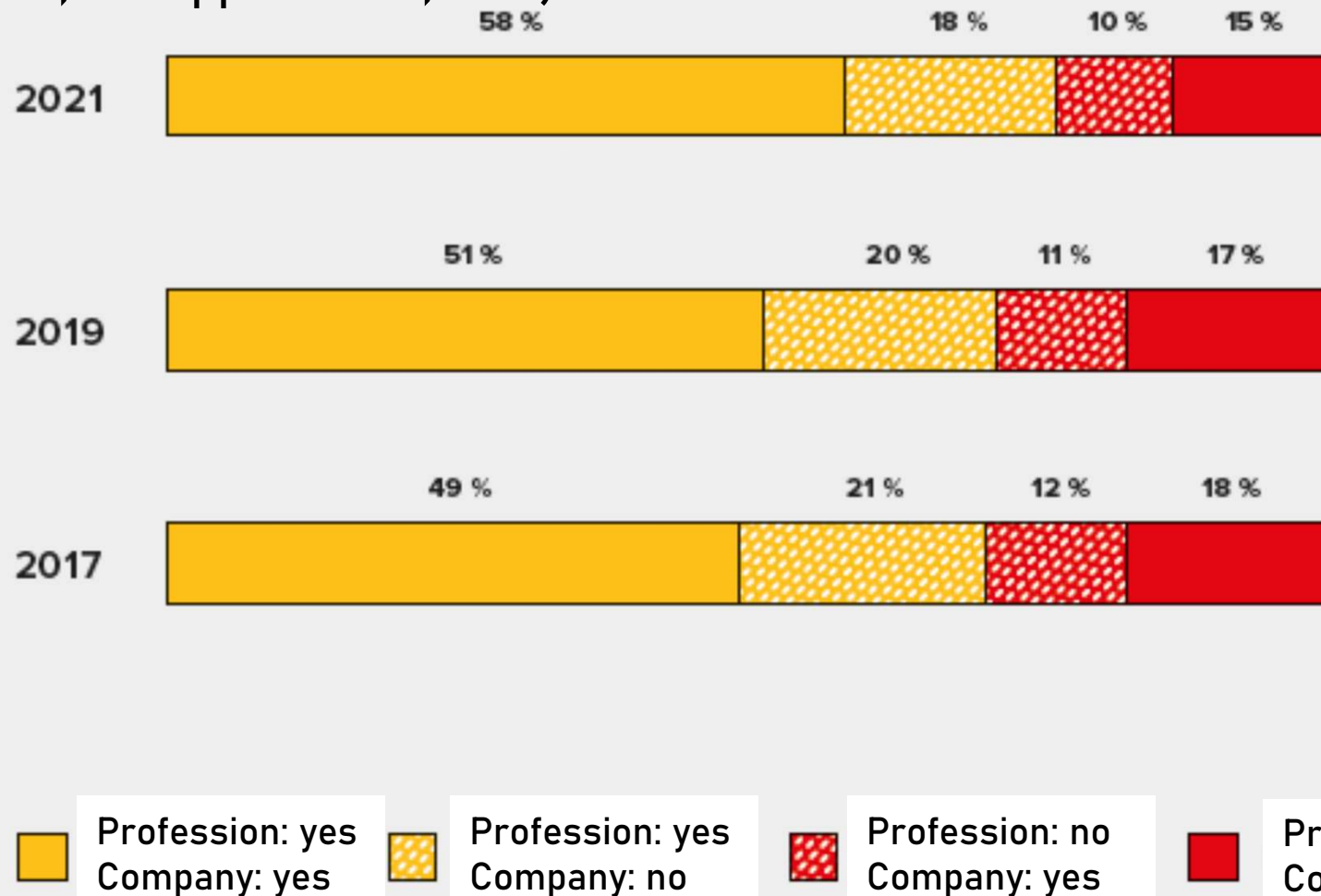
Lachmayr, N. / Mayerl, M. (2021): 4. Österreichischer Lehrlingsmonitor. Ergebnisse einer bundesweiten Befragung von Lehrlingen. Projektabschlussbericht des Österr. Instituts für Berufsbildungsforschung (öibf). Wien.

https://www.arbeiterkammer.at/interessenvertretung/arbeitsundsoziales/arbeitsmarkt/Lehrlingsmonitor_2021.pdf

Results of the 4th apprenticeship monitoring, 2021

Would you decide again for the same training profession / company?

(n=4,088 apprentices, 2021)



Quelle: Öibf/4. Österreichischer Lehrlingsmonitor – Endphase, n = 3.965 Lehrlinge. Öibf/3. LM, n = 5.038 Lehrlinge. Öibf/2. LM, n = 5.740 Lehrlinge. Differenzen auf 100 % sind Rundungsdifferenzen.

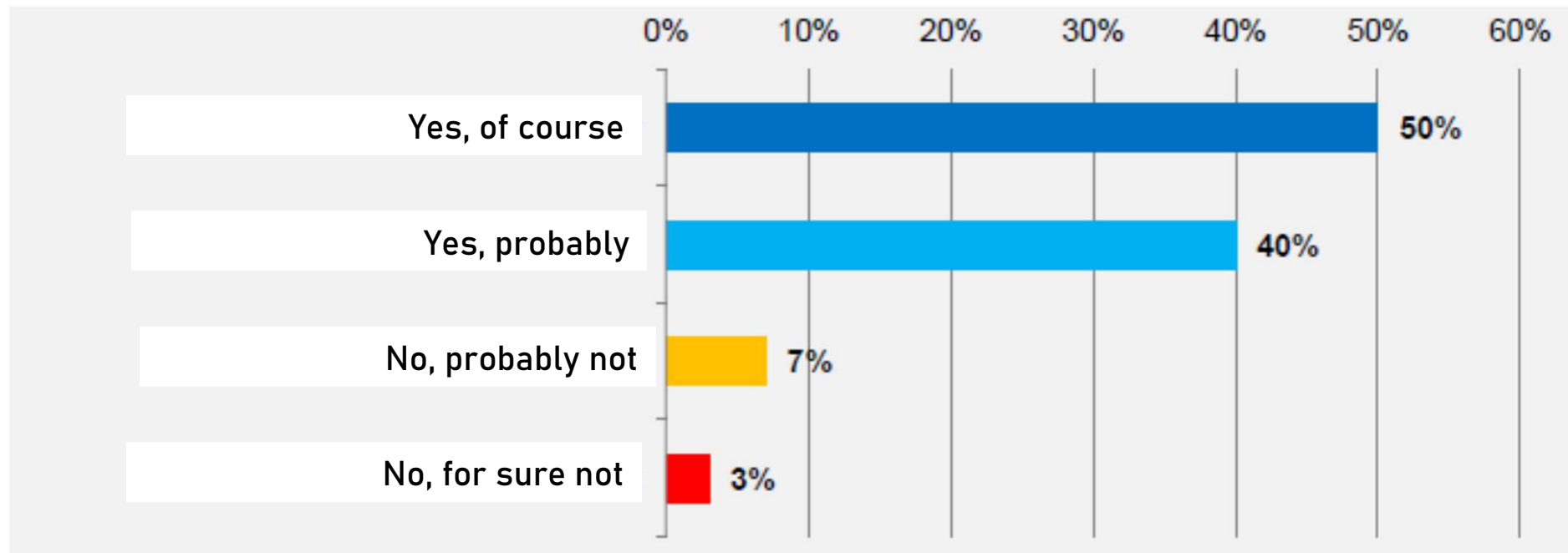
Source: Öibf, et al. (2021): Wie geht's unseren Lehrlingen? Lehrlingsmonitor, 4. Ausgabe.

https://www.arbeiterkammer.at/interessenvertretung/arbeitundsoziales/arbeitsmarkt/Lehrlingsmonitor_2021.pdf

Results of the 4th apprenticeship monitoring, 2021

Would the company like to take you on after the training?

(n=4,029 apprentices)



Source: Dornmayr, H. (2022): Lehrlingsausbildung im Überblick 2022. Strukturdaten, Trends und Perspektiven. ibw-Forschungsbericht Nr. 212. <https://ibw.at/resource/download/2504/ibw-forschungsbericht-212.pdf> / Based on:

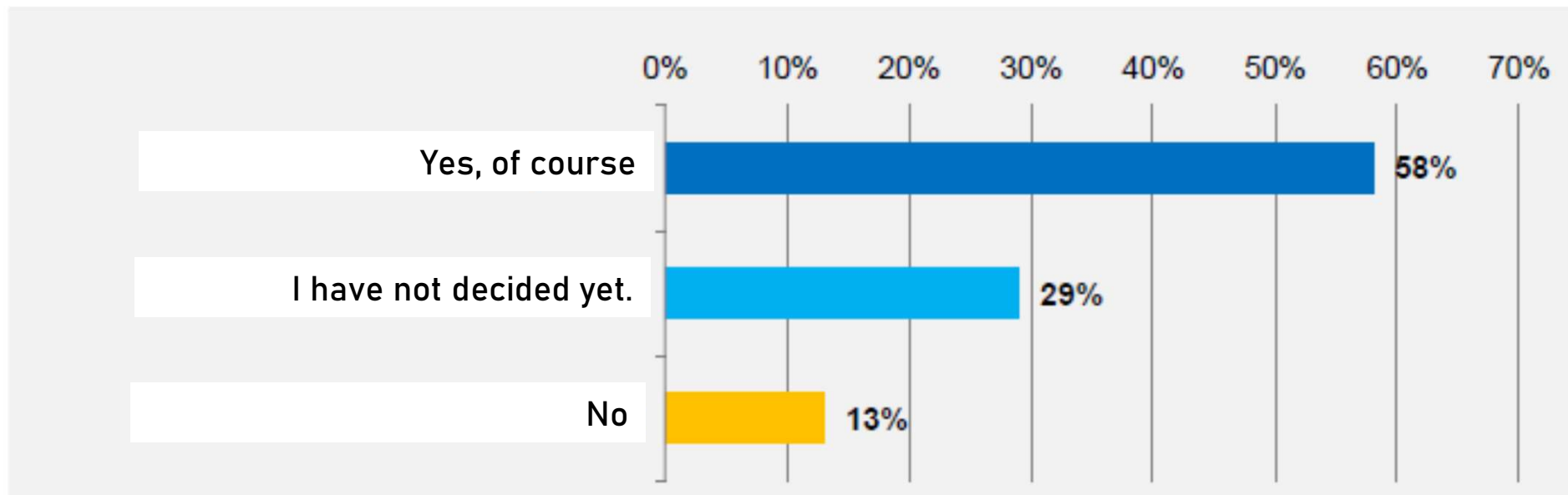
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https://www.arbeiterkammer.at/interessenvertretung/arbeitsundsoziales/arbeitsmarkt/Lehrlingsmonitor_2021.pdf

Results of the 4th apprenticeship monitoring, 2021

Would you accept this offer?

(n=3,603 apprentices)

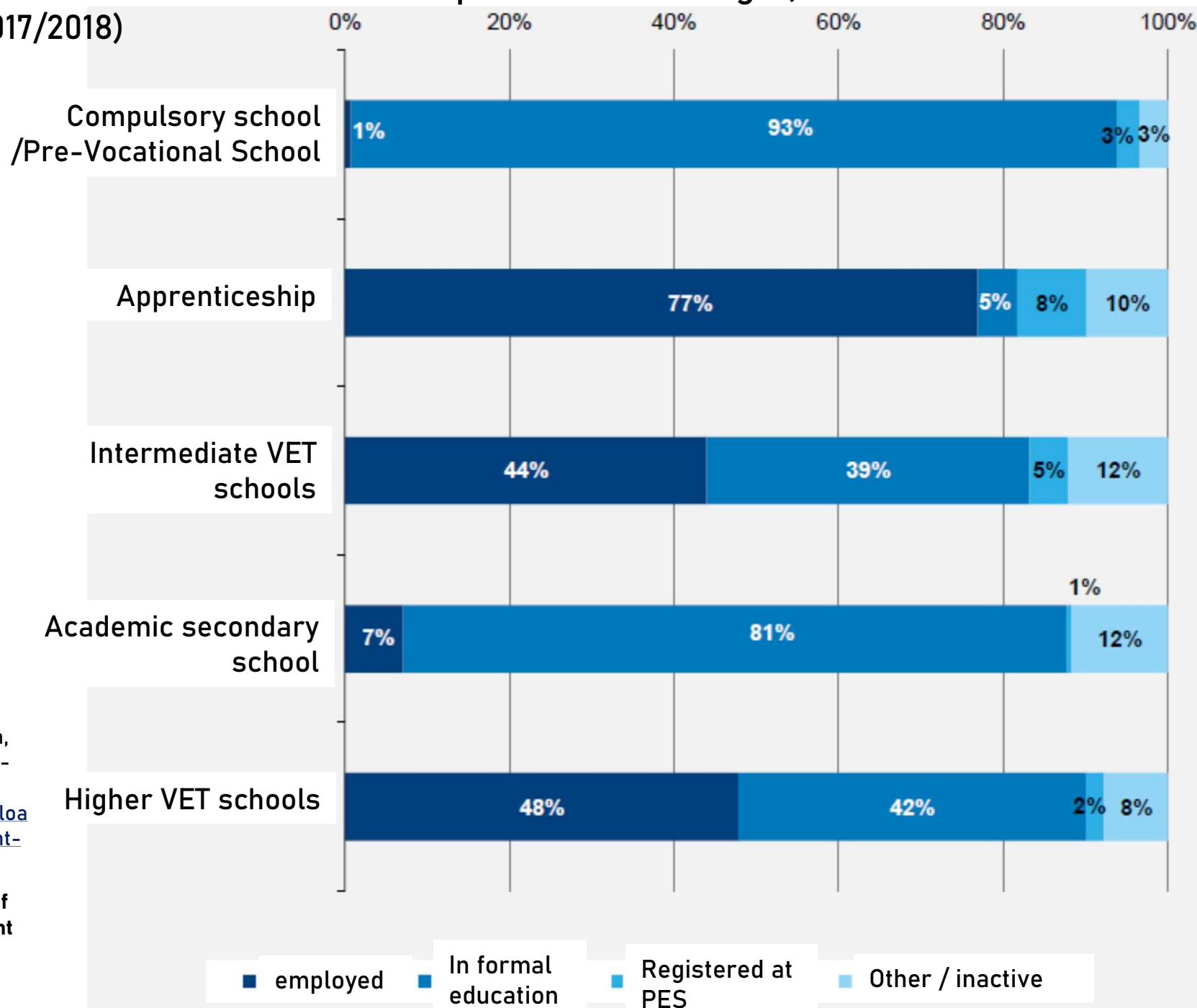


Source: Dornmayr, H. (2022): Lehrlingsausbildung im Überblick 2022. Strukturdaten, Trends und Perspektiven. ibw-Forschungsbericht Nr. 212. <https://ibw.at/resource/download/2504/ibw-forschungsbericht-212.pdf> / Based on:

Lachmayr, N. / Mayerl, M. (2021): 4. Österreichischer Lehrlingsmonitor. Ergebnisse einer bundesweiten Befragung von Lehrlingen. Projektabschlussbericht des Österr. Instituts für Berufsbildungsforschung (öibf). Wien. https://www.arbeiterkammer.at/interessenvertretung/arbeitsundsoziales/arbeitsmarkt/Lehrlingsmonitor_2021.pdf

Monitoring of education-employment behaviour

Labour market status 18 months after completion of training? (Graduation of training year 2017/2018)



Source: Dornmayr, H. (2022):
Lehrlingsausbildung im
Überblick 2022. Strukturdaten,
Trends und Perspektiven. ibw-
Forschungsbericht Nr. 212.
<https://ibw.at/resource/download/2504/ibw-forschungsbericht-212.pdf> / Based on:

Statistic Austria, Monitoring of
education-related employment
behaviour

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