

## **Austria: Significant increases in CVET-participation among small enterprises**

88% of Austrian companies with ten or more employees encourage their staff's participation in continuing vocational education and training (CVET) activities (2005: 81% / 2010: 87%). This is illustrated by a publication of Statistics Austria based on survey data from 2015 on CVET, which has been collected as part of the Fifth European Continuing Vocational Training Survey (CVTS5).

This means that employees of nine out of ten companies took part in continuing education and training measures which were held during paid working hours and/or were funded by the companies completely or in part. This share of companies which are actively involved in CVET puts Austria clearly above the EU-28 average of 73%. The country is therefore – as already in 2010 (CVTS4) – in the top bracket together with Latvia, Norway and Sweden.

As can be seen in Table 1, 82% of the companies make it possible for their staff to take part in in-house and external CVET courses, 80% also in other forms of company-related CVET such as participation in conventions, conferences, workshops and trade fairs, one-to-one training on the job, or participation in learning and quality circles.

With a share of 80% of companies which are actively involved in CVET, above all small enterprises (with between 10 and 49 employees) demonstrate strongly increasing commitment in a comparison over time (2005: 63%, 2010: 69%). This underlines the significant contribution made by SMEs not only to employment<sup>1</sup> and economic performance/growth, but also in the field of initial and continuing vocational education and training.

By far the largest share of course contents focuses on teaching “technical, practical or workplace-specific skills” (63%), followed by “customer care and support” (30%), “ability to work in teams” and “leadership skills” (20% each). Based on the assessment of the companies, mainly “ability to work in teams” (61%), “customer care and support” (55%) as well as “problem-solving skills” (29%) as “important skills for the future” are gaining strongly in importance, similarly to “general IT competences” in the age of digitisation (20%) (cf. Table 2).

Some 4,100 companies (EU-28 plus Norway and Macedonia: around 120,000 companies) from the manufacturing and services sectors took part in the Fifth European Continuing

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<sup>1</sup> Small and medium-sized enterprises (SMEs) form the backbone of the Austrian economy: 99.7% of all companies in this country are SMEs. These 328,900 companies employ roughly 2 million people and generate sales revenues of € 455,000 billion. Source: <https://www.kmuforschung.ac.at/zahlen-fakten/kmu-daten/> (14.11.2018)

Vocational Training Survey (CVTS5), which was conducted in Austria by Statistics Austria. The CVTS is held every five years in the entire EU among companies with at least ten employees. As part of the CVTS, apprenticeship training as an in-house initial vocational education and training pathway is surveyed separately and not counted as company-based/enterprise CVET.

**Table 1: Company-based/enterprise CVET in Austria in a comparison over time 2005-2015, in % rounded**

Economic sector / employee size category	Company-based/enterprise CVET								
	Companies active in CVET in %			Companies with CVET courses* in %			Companies with other forms of CVET, in %		
	2005	2010	2015	2005	2010	2015	2005	2010	2015
<b>Total</b>	<b>81</b>	<b>87</b>	<b>88</b>	<b>67</b>	<b>72</b>	<b>82</b>	<b>71</b>	<b>77</b>	<b>80</b>
Manufacturing sector	83	85	88	69	71	82	72	70	77
Services	80	88	88	66	73	81	71	80	80
10-49 employees	79	85	87	63	69	79	68	75	77
50-249 employees	91	96	95	86	89	93	83	84	89
250 or more employees	99	99	99	98	98	99	97	95	98
<i>EU-28 (plus NOR+MKD)</i>	<i>60</i>	<i>67</i>	<i>73</i>	<i>49</i>	<i>56</i>	<i>61</i>	<i>48</i>	<i>53</i>	<i>60</i>

\* in-house and external

NOR=Norway / MKD=Macedonia

Source: Statistics Austria, Continuing Vocational Training Survey (CVTS); for EU-28 Database query Eurostat (15.11.2018)

**Table 2: Course contents in 2015 and important skills for the future, in % rounded**

	General IT competences	Professional IT comp.	Leadership skills	Ability to work in teams	Customer care/support	Problem-solving skills	Office and admin. skills	Foreign languages	Technical, practical or workplace-specific skills	Communication skills	The three Rs	Other skills
Course contents 2015	17	8	20	20	30	17	19	7	63	11	0.3	21
Skills for the future	19	8	16	61	55	29	9	11	46	18	2	7

Source: Statistics Austria, Continuing Vocational Training Survey (CVTS)

#### Sources:

Statistics Austria (2018): [Press Release 11.754-065/18](#), Vienna (in German).

Statistics Austria (2018): [Endbericht](#) (Final Report), including a brief summary in English