

2.1 Regulatory framework – Austrian system



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Alliance of Centres of Excellence in
Vocational Training for Sustainable Habitat



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2.1 Regulatory framework – Austrian system

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2.1 Regulatory framework – Answers to questions based on Austrian system

Introduction

Section 2.1 of the Quality Apprenticeship programme describes the legal frameworks that form the basis for apprenticeship training.

As the legal situation varies from country to country, it is essential that users of the programme familiarise themselves with their own national legislation. To facilitate this, a set of questions has been drawn up to help users ascertain the legal situation, covering the most important factors.

This set of questions is answered in this document based on the Austrian legal situation, which can serve as a template for how these questions might be answered and offers companies from countries where the legal framework is insufficient a model for how such companies can nevertheless establish a high-quality apprenticeship training programme.

To enable a more detailed examination of the Austrian legal framework where necessary - for example, if one wishes to establish similar structures and standards - the relevant sources and legislation are listed at the end of the document.

Availability of a legal basis

- Is there a stable legal basis for apprenticeships?

Yes

- If yes, which laws or regulations apply to apprenticeship training?

The law that defines apprenticeship training for companies in Austria is the Federal Act on the Vocational Training of Apprentices (Berufsausbildungsgesetz – BAG, 1969). The School Organisation Act (Schulorganisationsgesetz - SchOG, 1962) applies to the school-based part of the apprenticeship (vocational school).

- Is there an official definition of apprenticeships and apprentices?

Apprentice: yes

Apprenticeship: no

- If yes, what are they?

Apprentices are persons who, on the basis of an apprenticeship contract, receive specialised training to learn an apprenticeship occupation listed in the apprenticeship occupation list from an authorised trainer and work within the scope of this training. (Federal Act on the Vocational Training of Apprentices (Berufsausbildungsgesetz – BAG) ,1969)

The ILO defines apprenticeship as follows:

Quality Apprenticeships are a unique form of technical vocational education and training, combining on-the-job training and off-the-job learning, which enable learners from all walks of life to acquire the knowledge, skills and competencies required to carry out a specific occupation. They are regulated and financed by laws and collective agreements and policy decisions arising from social dialogue and require a written contract that details the respective roles and responsibilities of the apprentice and the employer; they also provide the apprentice with remuneration and standard social protection coverage. Following a clearly defined and structured period of training and the successful completion of a formal assessment, apprentices obtain a recognised qualification. (International Labour Organization, 2017)

- Is the status of the learner defined?

Yes

- If yes, what is his/her status?

In Austria, apprentices are legally categorised as employees, who are in a training relationship. This is accompanied by many other factors such as insurance, taxes, etc. that are regulated for employees.

- Is the social protection of apprentices regulated?

Yes

- If yes, which laws apply here?

Children and Young Persons Employment Act (Kinder- und Jugendlichen-Beschäftigungsgesetz – KJBG, 1987) - regulates the employment of children and adolescents.

Federal Act on the Vocational Training of Apprentices (Berufsausbildungsgesetz – BAG, 1969) - regulates vocational training - specifically the workplace-based part of the apprenticeship.

General Social Insurance Act (Allgemeines Sozialversicherungsgesetz - ASVG, 1955) - covers social security, including health, accident, and pension insurance.
Occupational Health and Safety Act (ArbeitnehmerInnenschutzgesetz – AschG, 1994) - regulates occupational health and safety for employees.

- Are there laws for the protection of minors?

Yes

- If yes, which are there?

The Children and Young Persons Employment Act (Kinder- und Jugendlichen-Beschäftigungsgesetz – KJBG, 1987) regulates the employment of children and adolescents.

It covers, amongst other things:

- Definition of children and adolescents
- Protective regulations – rest breaks, special provisions, prohibitions
- Obligation to report

- Is the apprentice insured? What insurance coverage does the apprentice have?

Yes.

The General Social Insurance Act (Allgemeines Sozialversicherungsgesetz – ASVG, 1955) regulates social insurance for persons employed in Austria, self-employed persons, and health insurance for pensioners. According to this Act, apprentices are considered fully insured like other employees.

Roles and responsibilities

- What is the role of chambers, employers, employees' representatives, and councils for shaping apprenticeship contents?

At federal level in Austria, the Federal Ministry for Economic Affairs, Energy and Tourism (BMWET) is responsible for the company-based part of the apprenticeship programme and the Federal Ministry of Education (BMB) for the school-based part.

The Austrian Federal Economic Chamber, representing employers, and the Federal Labour Chamber, representing employees, are members of the Federal Vocational Training Advisory Board. This board submits proposals to the Federal Ministry for Economic Affairs, Energy and Tourism (BMWET) on the introduction or modernisation of apprenticeship occupations. This is done by means of expert reports. The advisory board also exists at the provincial level. (Institut für Bildungsforschung der Wirtschaft – ibw, 2023)

- What is the role of chambers, employers, employees' representatives, and councils for implementing an apprenticeship scheme?

At federal level in Austria, the Federal Ministry for Economic Affairs, Energy and Tourism (BMWET) is responsible for the company-based part of the apprenticeship programme and the Federal Ministry of Education (BMB) for the school-based part.

At state level, the apprenticeship offices are the first point of contact for vocational training. They are located in the economic chambers of the individual federal provinces and operate under the delegated authority of the BMWET.

Their main tasks are:

- Checking the suitability of a company as an apprenticeship organisation (together with the Chamber of Labour)
- Record keeping for every single apprenticeship contract
- Being the contact point for all questions from training companies and apprentices
- Administration of subsidies for training companies
- Administration of final apprenticeship examinations

The federal states are responsible for setting up and equipping vocational schools. They also finance 50% of the salaries of teaching staff at vocational schools.

The provincial governors decide on appeals in vocational training matters, such as against the

withdrawal of training authorisation. The Office of the Provincial Government is the second-instance vocational training authority.

The provincial school inspectors are responsible for inspecting schools and safeguarding the agendas that fall within their area of responsibility as well as implementing the federal framework curricula in the form of the provincial curricula.

Training companies and vocational schools are responsible for training (more information on their responsibilities in the next question). (Institut für Bildungsforschung der Wirtschaft – ibw, 2023)

- What is the role of the employer, TVET provider and apprentice in the apprenticeship?

The employer is responsible for the on-the-job training, and the vocational school is responsible for the off-the-job training. The employer must hire the apprentice as an employee/apprentice and conclude a contract with them. The employer must register the apprentice with the Austrian Health Insurance Fund before the start of the apprenticeship, with the vocational school no later than two weeks after the start, and with the apprenticeship office no later than three weeks after the start. (BAG, 1969)

The vocational school has the task of providing apprentices with basic theoretical knowledge in relevant subject areas through part-time instruction, promoting, and supplementing their in-company training, and broadening their general education. In addition, the vocational school should support interested students in preparing for the vocational school-leaving examination. (SchOG, 1962)

Apprentices must endeavour to learn the chosen trade and attend vocational school regularly (vocational school is compulsory). They must keep business and trade secrets confidential and immediately notify their training supervisor in the event of illness or other circumstances preventing them from attending. (BAG, 1969)

Requirements for training apprentices

- What are the legal requirements for training companies in order to being allowed to train apprentices?

Legal eligibility:

The company must be authorised to carry out activities in which the apprentice is to be trained in accordance with the trade regulations. These can be commercial businesses, but also

practitioners of liberal professions such as architects, civil engineers as well as associations, administrative bodies, and other legal entities.

Company eligibility:

The company must be set up and run in such a way that all the knowledge and skills contained in the occupational profile can be taught. If this is not possible, apprentices can be trained as part of a training network.

A company can carry out apprenticeship training in cooperation with another suitable company or with the help of courses. This is the case if the required skills and knowledge can be taught for the most part, but not to the full extent. Provided that the complete training of the apprentice is ensured by the supplementary training network measure.

What information is required?

The assessment notice must state the relevant vocational training positions and the apprenticeship year in which the supplementary training takes place.

In the apprenticeship contract, details of specific supplementary training measures (courses, additional training in a partner company) have to be defined.

The size of the company is not decisive; a one-person company can also train apprentices, as long as adequate apprenticeship training is guaranteed.

Trainer

At least one person suitable for training apprentices must be available. This can be either the person authorised to train apprentices themselves, or an employee selected by them. This person must of course have the necessary skills.

Authorised to train apprentices are:

- Natural persons
- Legal entities (e.g. cooperatives, incorporated companies such as GmbH – Limited Liability Company, AG – Public Limited Company)
- Partnerships (e.g. OG – General Partnership, KG – Limited Partnership)
- Mixed forms (e.g. GmbH & Co KG)

- Training companies named in the Federal Act on the Vocational Training of Apprentices (Berufsausbildungsgesetz BAG, 1969), e.g. regional authorities, social insurance institutions, practitioners of liberal professions, associations, and other legal entities (associations, foundations, funds)

If authorised instructors do not take on the training of the apprentice themselves, a trainer is entrusted with this task. Authorised instructors are obliged to appoint trainers under the following conditions:

If authorised instructors are legal entities, general partnerships, mixed forms, or limited partnerships (everything except natural persons)

If authorised instructors, as natural persons, must appoint a management board to exercise the trade and cannot themselves demonstrate the specialist knowledge for apprenticeship training

If the size or nature of the company does not permit specialist training in the relevant apprenticeship occupation under the sole supervision of the authorised trainer (e.g. in the case of companies with several branches)

If the person concerned is a person authorised to continue the business within the meaning of § 41 of the Trade Regulation Act (Gewerbeordnung - GewO, 1994, continuation of a company after the death of the entrepreneur, e.g. by the children)

No ban by the district administrative authority:

Authorised instructors can also be prohibited from training apprentices by the district administrative authority (Bezirksverwaltungsbehörde). This can apply for a limited or unlimited period of time.

Reasons for this can be:

- Criminal convictions
- Gross breach of duty towards the apprentice
- Apprenticeship training is not ensured anymore (for example because of a change to the establishment or a change of management)

- What are the requirements for trainers in the company?

In order to be allowed to train apprentices, one must either pass a trainer examination or attend a trainer course with a final examination (minimum 40 hours). The contents of the examination are regulated in the Trainer Examination Regulation (Aus-bilderprüfungsordnung – AusbPO, 1995). The content of the trainer course, which is considered equivalent, is also based on these regulations.

- What equipment is required for training?

There is no precise definition of the minimum equipment required to ensure that smaller companies are also able to offer apprenticeships. However, the company must be set up and run in such a way that the apprentice can be taught all the knowledge and skills contained in the job description. If this is not possible within the company, there is the option of training apprentices as part of a training network.

A specific list of equipment required for carpentry can be found in document '3.6 Preparing location - Checklist equipment for apprenticeships'.

- Is it necessary for companies to develop a training plan?

There is no explicit legal regulation on the development of a training plan. However, it is stipulated that training planning is an integral part of the trainer examination and course. In addition, the Federal Ministry for Economic Affairs, Energy and Tourism provides training guidelines for each apprenticeship programme, which companies can use as a guide.

Carpentry:

<https://www.qualitaet-lehre.at/wp-content/uploads/Zimmerei.pdf>

Carpentry technology:

<https://www.qualitaet-lehre.at/wp-content/uploads/Zimmereitechnik.pdf>

- What are the legal requirements for TVET provider in order to being able to offer training to apprentices?

In Austria, the federal states are responsible for establishing and equipping vocational schools (Institut für Bildungsforschung der Wirtschaft – ibw, 2023). The legal basis for this is – at least

for certain parts of the training – the School Organisation Act (Schulorganisationsgesetz - SchOG, 1962).

- What are the requirements for teachers?

Teachers at Vocational Schools have to complete a teacher training course at a teacher training college. There are three possible subject areas:

- General education and business subjects
- Theoretical subjects
- Practical subjects

In addition to teaching, Vocational School teachers complete the bachelor's degree course in 'Dual Vocational Training and Technology and Trade'. This is a part-time course of study.

All teachers - with the exception of general education teachers - must have several years of relevant professional experience in business before entering the teaching profession.

There is also a master's programme of 60 ECTS, which is optional for teachers at vocational schools, for teachers of subject-related practical teaching and for teachers of subject-related theoretical teaching with relevant tertiary education.

- What equipment is required for training?

There are no explicit rules regarding what vocational schools must have in terms of equipment, but it can be assumed that, as in companies, everything needed to cover the subject matter specified in the curriculum is necessary.

A specific list of equipment required for carpentry can be found in document '3.6 Preparing location - Checklist equipment for apprenticeships'.

Financing

- Is the payment of the apprentice regulated by law?

Yes

- Are there collective agreements?

Yes

- How high is the apprentice's salary in 1st, 2nd, 3rd, 4th year?

The wage of apprentices is usually stipulated in the collective labour agreements. If there is no collective agreement, the apprentice's salary must be agreed individually in the apprenticeship contract.

The apprentice's income increases in each year of the apprenticeship and in the last year of the apprenticeship averages around 80% of the corresponding skilled labour salary. (Institut für Bildungsforschung der Wirtschaft – ibw, 2023)

The income of carpentry (3 years) and carpentry technology (4 years) apprentices is calculated according to the collective agreement of the timber construction master trades and has been as follows since 1 May 2025:

- 1st year of apprenticeship: €1,010
- 2nd year of apprenticeship: €1,350
- 3rd year of apprenticeship: €1,910
- 4th year of apprenticeship: €2,540

Apprentices who have already reached the age of 18 receive €1,910 in each of the first three years. (Austrian Public Employment Center - AMS, 2025)

- Are taxes regulated by law?

Yes

- How are apprentices' wages taxed?

Persons completing vocational training in accordance with § 8b or § 8c are considered apprentices within the meaning of the Income Tax Act (Einkommensteuergesetz – EstG, 1988) .

Apprentices are subject to the same wage taxation as other employees, but are entitled to a number of tax benefits. Due to the usually lower pay, there are no or only low wage taxes. Health insurance for apprentices is 3.35% instead of 7.65%, with both the apprentice and the company paying half. Unemployment insurance is 2.3% instead of 5.9%. (Austrian Economic Chamber - WKÖ, 2024b)

- Are there differences to normal employees?

In addition to the tax breaks already mentioned (health insurance: 3.35% instead of 7.65%, unemployment insurance: 2.3% instead of 5.9%), the following contributions do not have to be paid for apprentices according to the Austrian Economic Chamber - WKÖ (2024b):

- Accident insurance contribution
- Housing subsidy contribution
- Chamber of labour (Arbeiterkammer) levy
- Bad weather compensation contribution
- Night work contribution
- Insolvency compensation insurance surcharge

- Who covers the costs of wage and education?

In Austria, companies cover the costs of in-company training, while vocational schools are financed by public funds.

- What are the sources of financing for the off-the-job component?

Off-the-job training (vocational school) is financed by the public sector. (Institut für Bildungsforschung der Wirtschaft – ibw, 2023) Facilities and teaching staff of Vocational schools are financed by federal states (50%) and Federal Ministry for Education, Arts and Culture (50%)

- What are the sources of financing for the on-the-job component?

The training company bears the costs of in-company training. The largest part of this is the payment of the apprentice (wage).

- Are there any financial incentives for companies?

In Austria, among other things, training companies are reimbursed for the boarding school costs of apprentices, free coaching is offered as part of the “Lehre statt Leere” (“Apprenticeship instead of emptiness”) programme, the costs of remedial teaching are subsidised up to 100% and there are performance-related subsidies for companies in the event of good success (€200) and very good success (€250) for the company (Austrian Economic Chamber - WKÖ, 2024a).

Additional general regulations

- Is there a minimum and maximum age limits of apprentices?

Minimum: Yes

Maximum: No

- If yes, what is it?

Prospective apprentices must have completed 9 years of compulsory schooling in order to be allowed to start an apprenticeship in Austria. Theoretically, it would be possible to start an apprenticeship at the age of 14, but due to the 9 years of compulsory schooling, the usual minimum age is 15.

There is no maximum age.

- How long does an apprenticeship (in the applicable sector) typically last?

The duration of the apprenticeship is specified in the training regulations and is between two and four years, depending on the apprenticeship occupation.

- What is the minimum and maximum duration?

Depending on the occupation the duration is fixed and can be reduced by a maximum of one year or extended by one year (in exceptional cases two years).

- When is it allowed to shorten or extend the duration?

The apprenticeship period is shorter (1 year less for apprenticeships lasting at least 3 years) if one of the following conditions applies: (Federal Ministry for Economic Affairs, Energy and Tourism, 2025a)

- If an apprenticeship period has already been completed in the same or a professionally related apprenticeship occupation.
- If apprentice has already learnt an apprenticeship lasting at least three years or has completed a school like AHS, BMS, BHS.
- If apprentice has already completed training periods abroad.

Individuals who are expected to take longer but are generally capable of completing the apprenticeship can have their apprenticeship extended by one year, in exceptional cases by up to two years. (Austrian Economic Chamber - WKÖ, 2023)

- How many hours per day/week are apprentices allowed to work?

In principle, apprentices work 40 hours a week or 8 hours a day.

If necessary for health reasons or childcare, working hours can be reduced by up to 50% and the apprenticeship period can be extended by up to 2 years.

Depending on age and occupation, it is also possible to work more than these 40 hours per week or 8 hours per day (on a short-term basis). Stricter rules apply to apprentices who are not yet of legal age under the Children and Young Persons Employment Act (Kinder- und Jugendlichen-Beschäftigungsgesetz – KJBG, 1987), while adult apprentices are subject to the Working Hours Act (Arbeitszeitgesetz – AZG, 1969)

- Are they allowed to work overtime, if yes, how much?

Apprentices under the age of 16 are not allowed to work overtime. (Working hours that exceed the permitted 40 hours per week) Apprentices who are 16-17 years old are allowed to work overtime in exceptional cases, but this must be paid at an extra rate of 50%. For apprentices who have reached the age of 18, the Working Hours Act (Arbeitszeitgesetz - AZG, 1969) applies, which stipulates that the maximum limits for daily working hours are 12 hours, and for weekly working hours 60 hours (with exceptions for certain occupational groups).

- Are there any rest periods that must be observed?

Rest periods are between 20:00 and 06:00, apprentices in the catering industry may work until 23:00, bakery apprentices from 04:00, otherwise apprentices may not work during this time. The same applies to Sundays and public holidays.

After 4.5 hours, apprentices are entitled to at least a half-hour break, which must be granted after 6 hours at the latest. There must be at least 12 hours between working days. Apprentices also have the right to two consecutive days off per week, one of which must be a Sunday. There may be exceptions depending on the trade.

- How is holiday regulated by law?

Like normal employees, apprentices have 5 weeks off, i.e. 25 working days for a 5-day week and 30 working days for a 6-day week. Unused holiday days must be paid out at the end of the apprenticeship. (Federal Ministry for Economic Affairs, Energy and Tourism, 2025b; Children and Young Persons Employment Act, 1987)

- What work may/ may not be carried out by apprentices?

The Children and Young Persons Employment Act (Kinder- und Jugendlichen-Beschäftigungsgesetz – KJBG, 1987) as well as the Employment bans and restrictions for young people (Beschäftigungsverbote und -beschränkungen für Jugendliche - KJBG-VO, 1998) apply here.

Employment of young people is prohibited in certain types of businesses, such as sex shops, betting offices, gambling halls, and similar establishments.

When working with hazardous substances, it is important to note that minors may not use certain materials. In cases where young people are allowed to work with hazardous substances, they must be instructed on the dangers and how to avoid them. Tasks that are known - based on occupational medical experience - to pose a risk of harm may not be carried out by minors.

Examples include:

- Work involving harmful substances (acute toxicity, carcinogenicity, aspiration hazard)
- Work with containers containing dangerous or explosive substances
- Work involving asphyxiating substances
- Work with biological agents in risk groups 3 or 4
- Work with flammable or fire-prone substances

In addition to hazardous substances, there are also restrictions on work involving noise and vibrations, as well as:

- Electromagnetic fields
- Laser systems and lighting equipment with comparable risks
- Ionising radiation
- Mental or physical strain that exceeds the young person's capabilities

Particularly relevant for the carpentry (technology) apprenticeship is the section on working with dangerous equipment.

It states that operating machines with moving tools or workpieces that pose risks such as crushing, cutting, stabbing, catching, or pulling-in is prohibited if these hazards cannot be eliminated by safety measures.

This includes, for example:

- Saws with manual feeding
- Planers
- Milling machines with manual feeding
- Hand-held cutting machines and angle grinders
- Belt sanders

These types of equipment may only be used 18 months after the start of the apprenticeship, provided the young person has received safety training.

Other tasks:

- Work on construction and assembly sites without fall protection is only allowed after 12 months of training.
 - Assembling or dismantling scaffolding (except simple trestle scaffolds) is restricted.
 - Working on scaffolds up to 4 metres in height is permitted from the start; above 4 metres is only allowed after 12 months of training.
 - Demolition work involving the risk of collapsing or falling material is prohibited.
- Are there legally regulated differences between the on-the-job and off-the-job component?

Yes, on-the-job training is regulated separately from training at the vocational school. The law that defines apprenticeship training for companies (on-the-job) in Austria is the Federal Act on the Vocational Training of Apprentices (Berufsausbildungsgesetz – BAG, 1969). The School

Organisation Act (Schulorganisationsgesetz - SchOG, 1962) applies to the school-based part of the apprenticeship (off-the-job).

- What is the minimum and maximum duration/share of the on-the-job and off-the-job component?

In Austria, apprentices spend around 80% of their time in the company and 20% in vocational school. Apparently, there is no legally stipulated minimum or maximum percentage. However, the proportion of time spent in vocational school is indirectly determined by the number of hours in the curriculum.

- Is it compulsory to alternate training between school and company?

There is no specific legal requirement to alternate between school and work, but the system provides three options, all of which stipulate that students must alternate at least once a year.

- If yes, in what form must the alteration take place?

There are three types of vocational school organisation according to the Federal Ministry for Economic Affairs, Energy and Tourism (2025c):

- Year-round: at least once a week on a fixed day
- Block courses: at least 10 consecutive weeks
- Seasonal: in blocks during a specific time of the year

- Are there sanctions for companies that do not provide training at the workplace?

Based on the Federal Act on the Vocational Training of Apprentices (Berufsausbildungsgesetz – BAG, 1969):

Anyone who fails to comply with the obligations of apprenticeship training commits an administrative offence and may be fined by the district administrative authority between €145 and €1,090.

In cases of repeated violations, the fine increases to between €327 and €2,180.

Falsely claiming to be authorised to train apprentices and subsequently providing apprenticeship training can result in a fine of up to €3,270.

Under certain conditions, the authorisation to train apprentices can be temporarily or permanently revoked.

- How does the apprenticeship end?

Based on the Federal Act on the Vocational Training of Apprentices (Berufsausbildungsgesetz – BAG, 1969):

The apprenticeship relationship usually ends at the end of the apprenticeship period or after successfully passing the final apprenticeship examination.

- Is there a legal basis for premature termination of the apprenticeship?

During the first three months, the apprenticeship can be cancelled by either the company or the apprentice without giving reasons.

The apprenticeship can also be cancelled by mutual agreement at any time.

Cancellations of the apprenticeship relationship must be made in writing; in the case of underage apprentices, the legal representative must sign.

Unilateral cancellation is only possible under certain conditions:

Reasons for the apprentice: (examples, not exhaustive)

- Apprenticeship could not be continued without harm to the apprentice
- Gross neglect of duties (incitement to unlawful behaviour, abuse, insults, ...)
- The training company does not fulfil its obligations under federal law or the apprenticeship contract
- The training company relocates to another municipality and travelling to the new location is unreasonable for the apprentice.

Reasons for the training company: (examples, not exhaustive)

- Criminal offence by the apprentice (e.g. theft)
- Insult, physical assault
- Breach of obligations under federal law or the apprenticeship contract
- Betrayal of company secrets
- Unauthorised departure from the place of apprenticeship

It is also possible to terminate the apprenticeship relationship at the end of the 1st or 2nd year (unilaterally), provided the apprenticeship lasts at least three years and the deadlines are met. In the event of an extraordinary termination of the apprenticeship by the training company, the company must organize a mediation process. The purpose of mediation is to present the situation in a way that is

understandable to all parties involved and to discuss whether, and under what conditions, the apprenticeship may be continued. The employer shall bear the costs of the mediation process. The apprentice may refuse to participate in the mediation process in writing; in that case, no mediation process must be conducted.. (Berufsausbildungsgesetz - BAG, 1969)

- Are there legal provisions governing employment after completion of an apprenticeship?

After successful completion of the apprenticeship, the company must employ the trained apprentice for at least a further three months if the apprentice so wishes. In some trades this can be up to 6 months. This can be either a fixed-term or an open-ended employment relationship. After that, both parties are free to decide whether or not they wish to maintain the employment relationship.
(Berufsausbildungsgesetz - BAG, 1969)

Further education

- Is there a final exam?

Yes, but the examination is voluntary.

- If yes, how is it regulated and conducted?

For every apprenticeship profession, there is a Federal Law Gazette setting out the content of the training and the procedure for the final apprenticeship examination.

The apprentice must submit an application, and the company covers the costs and grants the apprentice time off work. The examination is divided into a theoretical and a practical part.

Carpentry examination: The theoretical part covers the subjects of technical knowledge, applied mathematics and technical drawing. Each part is designed to be completed in 60 minutes, with a maximum of 80 minutes available for each part. The practical part involves the construction of a wooden structure, which can be completed in 6 hours, with a maximum of 7 hours available. In addition to the quality of the construction, attention is also paid to planning, safety, and health

protection. In the subsequent technical discussion (20 minutes, at maximum 30 min), the apprentice must demonstrate their practical knowledge, for example by presenting technical problems, solutions, and procedures for implementation.

https://www.ris.bka.gv.at/Dokumente/BgblAuth/BGBLA_2015_II_129/BGBLA_2015_II_129.pdf

- What type of qualification is obtained through the apprenticeship?

After successfully passing their exams, apprentices have a completed vocational education and are trained specialists.

- Is it classified in the NQF (National Qualifications Framework)?

After successfully passing the exam, the qualification is classified as:

- NQF Level IV (National Qualifications Framework)
 - ISCED Level 3 (International Standard Classification of Education)

- Does the apprenticeship provide direct access to higher education?

No, a standard apprenticeship alone is not sufficient to attend university.

- If no, what is needed in order to get access to higher education?

Apprenticeship training and the final apprenticeship examination do not qualify apprentices for university admission.

However, there is the option to complete the Matura (vocational school leaving exam as part of "Lehre mit Matura" – A-levels). If the vocational school leaving exam is successfully completed, apprentices are eligible to study at universities and other higher education institutions.

Alternatively, there is the possibility to take a university entrance examination (Studienberechtigungsprüfung). This exam does not grant general access to all universities, but only to the specific university at which the exam was taken.

Carpentry: In Austria, it is also possible to advance without going to a university. After the apprenticeship, it is possible to progress in Austria via schools/courses/examinations.

After the apprenticeship, one can attend a foreman (Vorarbeiter/in) course.
The next level is the timber construction foreman (Polier/in, Werkmeister/in), which
can be achieved by attending the master craftsman school, for example.
The highest level is the master craftsman (in timber construction master
carpenter/Zimmerermeister/in), which can be achieved through an examination
and is equivalent to a bachelor's degree in Austria. (NQF VI)

Appendix

Laws

Children and Young Persons Employment Act (*Kinder- und Jugendlichen-Beschäftigungsgesetz* – KJBG), BGBl. No. 599/1987.

<https://www.ris.bka.gv.at/GeltendeFassung.wxe?Abfrage=Bundesnormen&Gesetzesnummer=10008632>.

Employment bans and restrictions for young people (*Beschäftigungsverbote und -beschränkungen für Jugendliche* – KJBG-VO), BGBl. II Nr. 436/1998.

<https://www.ris.bka.gv.at/geltendefassung.wxe?abfrage=bundesnormen&gesetzesnummer=10009096>

Federal Act on the Vocational Training of Apprentices (*Berufsausbildungsgesetz* – BAG), BGBl. No. 142/1969.

<https://www.ris.bka.gv.at/GeltendeFassung.wxe?Abfrage=Bundesnormen&Gesetzesnummer=10006276>

General Social Insurance Act (*Allgemeines Sozialversicherungsgesetz* - ASVG), BGBl. Nr. 189/1955.

<https://www.ris.bka.gv.at/GeltendeFassung.wxe?Abfrage=Bundesnormen&Gesetzesnummer=10008147>

Income Tax Act (*Einkommensteuergesetz* – EstG), BGBl. Nr. 400/1988.

<https://www.ris.bka.gv.at/GeltendeFassung.wxe?Abfrage=Bundesnormen&Gesetzesnummer=10004570>

Occupational Health and Safety Act (*ArbeitnehmerInnenschutzgesetz* - ASchG), BGBl. Nr. 450/1994.

<https://www.ris.bka.gv.at/NormDokument.wxe?Abfrage=Bundesnormen&Gesetzesnummer=10008910&Paragraf=3>

School Organisation Act (*Schulorganisationsgesetz* - SchOG), BGBl. Nr. 242/1962.

<https://www.ris.bka.gv.at/GeltendeFassung.wxe?Abfrage=Bundesnormen&Gesetzesnummer=10009265>

Trade Regulation Act (*Gewerbeordnung* – GewO), BGBl. Nr. 194/1994.

<https://ris.bka.gv.at/NormDokument.wxe?Abfrage=Bundesnormen&Gesetzesnummer=10007517&FassungVom=2022-05-31&Artikel=&Paragraf=41&Anlage=&Uebergangsrecht=>

Trainer Examination Regulation (*Ausbilderprüfungsordnung* - AusbPO), BGBl. Nr. 852/1995.

<https://www.ris.bka.gv.at/GeltendeFassung.wxe?Abfrage=Bundesnormen&Gesetzesnummer=10007760>

Working Hours Act (*Arbeitszeitgesetz – AZG*), BGBl. Nr. 461/1969.

<https://www.ris.bka.gv.at/GeltendeFassung.wxe?Abfrage=Bundesnormen&Gesetzesnummer=10008238>

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