

# female plumber and male nurse apprentices in non-traditional VET-programs

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Gender segregation is common in the world of work, and also in vocational education and training (VET) (Wehner, Schwiter, Hupka-Brunner & Maihofer, 2016). However, a minority of individuals has non-traditional occupations or is enrolled in non-traditional VET programs, which are atypical for their gender. Often, this implies being confronted with particular

challenges, including being highly visible as a person but without one's own efforts being recognized. According to the token theory (Kanter, 1977), this situation can cause polarization, assimilation and pressure. Individuals with atypical occupations, for instance, often fail to remain in their original occupation for a long time (Simpson, 2005).

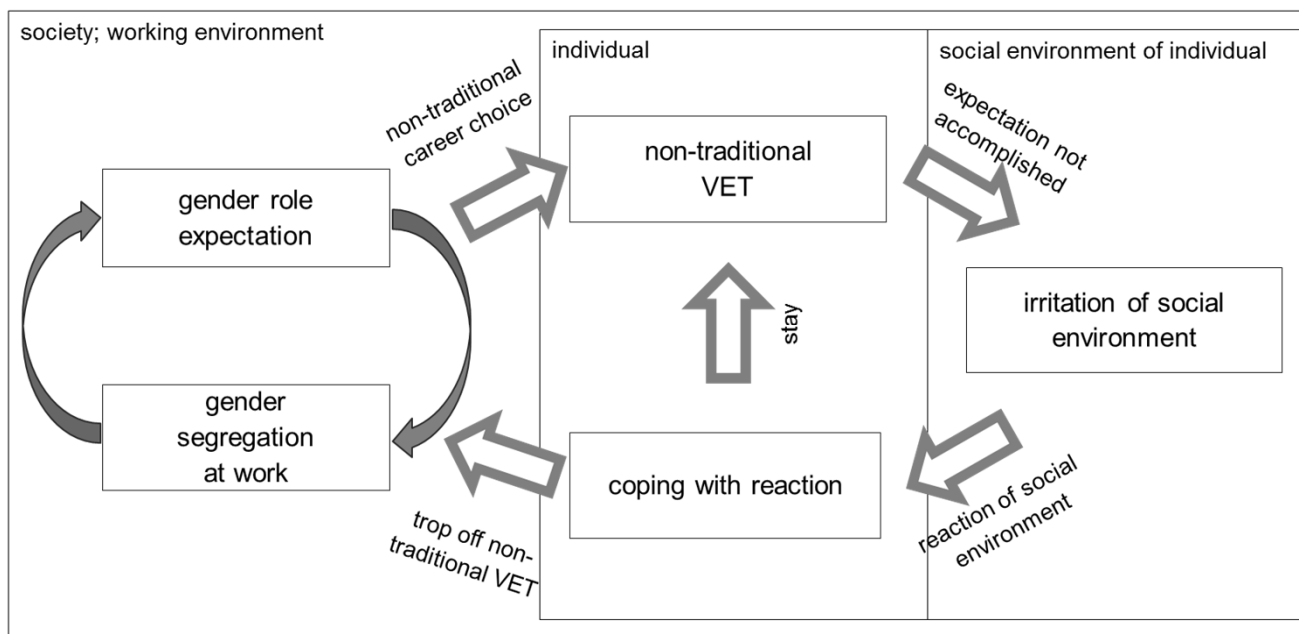
## starting point

Recent results show that apprentices in non-traditional VET programs tend to more frequently end their contracts (Rottermann, 2017). In particular, these apprentices report higher psychosomatic pressure and are more often absent as compared to apprentices in gender-traditional programs.

## methods

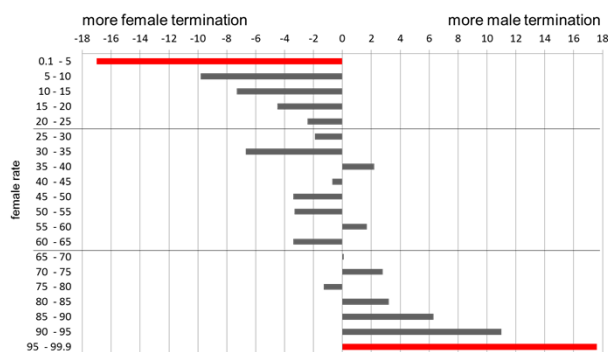
We used population data (N=300 000; data from FSO) to calculate the termination rate of female and male apprentices, and the difference in gender gap between students in traditional and non-traditional occupation. Regression analyses showed a moderated effect of the reaction of the social environment (N=904; Data from TREE).

## model of vocational non-traditionalism (Rottermann, 2017)



## result 1 – early termination

The more gender typical a VET is, the more token quit early. Table: 2008 to 2012; EFZ-VET; early termination quote female = 21%, male = 25%.



## conclusion

Although part of the social environment negatively reacts to vocational non-traditionalism, part of their social network can support young people, allowing them to successfully complete their apprenticeship and thus make an important step forward in the transition from school to work

## result 2 – discrimination and social support

Token showed coping behavior because they were discriminated, and not because they were non-traditional (table only women).

Predictors coping third year  $t_3$ : standardized beta-coefficients of linear regression analysis

predictors	women				
	Mod. 1	Mod. 2	Mod. 3	Mod. 4	Mod. 5
coping $t_1$	.31***	.28***	.27***	.28***	.27***
gender typic $t_1$		-.15**	-.11*	-.13*	-.09
discrimination $t_2$			-.18***		-.17**
social support $t_1$				.17**	.15*
$F, p$	34.6***	21.4***	18.9***	18.2***	16.8***
$df_1, df_2$	1, 334	2, 333	3, 332	3, 332	4, 331
$R^2_{corr}$	9.1%	10.9%	13.8%	13.3%	15.9%

Legend: Mod.: Model;  $t_1$ : 1<sup>st</sup> year;  $t_2$ : 2<sup>nd</sup> year;  $t_3$ : 3<sup>rd</sup> year;  $df_1, df_2$ : degree of freedom;  $R^2_{corr}$ : corrected R-square value; \*  $p < .1$ ; \*\*  $p < .05$ ; \*\*\*  $p < .01$ ; \*\*\*\*  $p < .001$ ; gender typicality  $t_1$  (1, typical; 2, untypical).

## literature

Kanter, R. M. (1977). *Men and women of the corporation*. New York, NY: Basic Books.  
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