Igniting ideas

Learning by working

Dualisation in Hungary
„The holistic approach”

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Evolution of the VET restructuring

- **2009**: HCCI Concept: problems, solutions
- **2010**: New Government: HCCI-Gov. framework agreement
- **2011**: Gov. Concept of the reform HCCI: development survey & lobby
- **2012**: Consolidation
- **2013**: New legislation New VET system

**Strong lobby**
State delegated VET tasks of the Chamber

Carrier orientation

Primary school

Enrollment conditions

Level exam

Competitions

Vocational training

Managing apprenticeship

Control of the training conditions

Forming of VET enrollment structure

Master craftsman training and exams

Content of the training and structure of qualifications

Work

Adult training

Surveys

Final exam

Lobby
Diagnosis:
Problem tree of apprenticeship 2009

✓ Lack of basic skills (literacy) and key competences
✓ Unmotivated learning attitude
✓ Performance disability
✓ Negligence of manual and blue collar work
✓ Lack of responsibility for own future
✓ 30% drop out rate: contra productive system
✓ Low effectiveness: longer education, less knowledge
✓ Fall of prestige VET, poor public esteem
✓ They don’t want to seat every day in the school deck
✓ They prefer work based training occupations
✓ They have good talent of hand’s intelligence
Rebuilding of VET system 2010-2013

✓ New VET policy: Work based society, dualisation
✓ Government - HCCI VET framework agreement. State delegated VET task: outsourcing
✓ Content development: New Qualification Register, Qualification and examination requirement, and Framework curricula
✓ State governance of school. Revised funding: drastic decrease of companies administrative burden new incentives
✓ Age of mandatory school attendance from 18 to 16
✓ The new 3 year upper secondary vocational school based on dual principles
✓ Vocational schools become segregated and polarised: vocational training centres
✓ Mismatch of skills and job. Operation of county development committees by chambers: yearly schooling recommendation.
Distribution of learners in Hungary by upper secondary programme types

Source: Hungarian Central Statistical Office
Rebuilding of VET and action points

✓ To reduce drop out rate in vocational schools
✓ To ensure supply of skilled worker by starting VET earlier at the age of 14
✓ To raise the share of apprenticeship and prestige
✓ VET become shorter, less theoretical and more work based
✓ New 4 year secondary vocational school include 1 year VET component and work placement
✓ New qualification framework:
  - broad grounding qualification system
  - well transferable knowledge
  - competence-based, practice oriented learning
  - integrating the modular and study subject approach
✓ Since September 2013, the operation of new system become general, from 2014 new period of consolidation
Main results and upcoming challenges

- Content development, coordinating by HCCI: NQR, VER, FQ
  - 7 ministries, 250 organisations, 800 developer
  - Revised NQR: No. of qualifications’ outcomes reduced by half
  - NQR: transparent, user friendly, simple, based on job analyses
  - 50% increase of practical training time, 2/3 vocational part
  - Work integrated training occupation, close to the working life
  - Renewed exam system: holistic approach, key competences
  - Reduction of exam time by half, no marathon type exam

- The number of apprenticeship contracts 7 times higher:
  - 44% of vocational students are involved in dual training
  - Until 2018 raising the number of contracts up to 70 000
  - Until 2018 doubling the number of training occupation places

- 59% of entrant skilled workers found job in 2014 (2009: 49,3%)

- In mid term strong IVET stimulate lower drop out and youth unemployment:
  - drop out from 30% to 20%
  - unemployment rate from 25% to 15%
Apprenticeship is the driving force for youth employment

No. of apprenticeship contracts

Beneficial regulations

Growth based on:

Network of VET Consultants of the HCCI

Governmental action plan

70,000
Dual training in Germany and Hungary

Germany:
- Part-time school: 30%
- Training occupations: 70%

Hungary:
- Vocational training school: 54%
- Practical training: 46%
Dual training in Germany and Hungary

Germany
- Vocational part (theory and practice): 90%
- General subjects: 10%

Hungary
- Vocational part (theory and practice): 67%
- General subjects: 33%
Hungary on the map of dual system

Students in dual systems

- **Hungary**
  - Vocational school: 44%
  - Post-secondary VET: 11%
  - Total: 33%

- **Austria**
  - Total: 39%

- **Germany**
  - Total: 51%

- **Switzerland**
  - Total: 63%
Apprenticeship placement by chamber guarantee (APCG)

- Strengthening dual character of the VET by increasing the rate of vocational school students participating in the dual system by 2018 up to 70%.

- **Main barrier:**
  - vocational schools retaining students in their workshops
  - they retain the best students => students with moderate or worse skills and knowledge are at the companies

- **Solution:**
  - German method of placement for apprenticeship is not adaptable in the short term
  - possible immediate and highly effective action: APCG
Apprenticeship placement by chamber guarantee (APCG)

The solution

- The chamber guaranties that it makes every possible efforts to help potential students to find a proper apprenticeship company site.

- If the chamber can not find such a site, it issues a certificate on it for the vocational school.

- If the chamber have issued a certificate, the vocational school organises the practical training.

Without this certificate, schools are not entitled to organise the practical part. No school retention.
Apprenticeship placement by chamber guarantee (APCG)

Key features of APCG

- **unique** at the european level
- **effective** solution: all the potential students will be placed at the companies with apprenticeship contract
- **immediately applicable**: Voc. Act modif. passed in Dec 2014, effective as of **July 2015**
- can serve as a **best practice** for other countries
Apprenticeship placement by chamber guarantee (APCG)

**Key features of APCG**

- **Chamber-managed placement:** unique role of the chamber at the European level
- **Strengthens the chamber** as the key player in forming and running the national VET system
- **Changes in customer service** of the chamber
  - efforts to get in touch with all the potential students
  - proactive, tailor-maid, customer-oriented approach in finding a proper training site
Modernisation of education (as a governmental conception)

- Raising the level of education

- Elementary and lower secondary school will take 9 grades:
  - Basic skills deficit: numeracy, literacy
  - Functional illiteracy

- Vocational secondary school: 3 + 2 years Voc. Sec. School
  - Qualification for everybody 3 years
  - Basic level of maturity: dead end character

- Voc. Sec. School: 4 + 1 years: Professional Gymnasium
  - Maturity + Qualification: 4 years
  - Technician qualification, post secondary level: 1 year
EuroSkills 2012. Hungary: 5 gold, 1 silver, 5 bronze medals, 6 th. place nation by average points
EuroSkill 2014. Hungary 4 gold, 2 silver, 5 bronze medals. 6th place nation by average point.
EuroSkills 2018. Budapest, European Young Skill Star Festival. Preparations are at full throttle!

For more information visit our website at http://skillshungary.hu

Check out our promotional video at https://www.youtube.com/watch?v=UhJMQ_VCZNA
By dual work based learning to the working life

Thank you for your kind attention!

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