

# Requirements to become an in-company trainer

POLICY DEVELOPMENT

REGULATION/LEGISLATION

 HUNGARY

## Timeline

2018 Approved/Agreed

2019 Implementation

2020 Implementation

2021 Implementation

2022 Completed

ID number 28291

## Description

The Act CXCI, which came into force in January 2018, introduced a mandatory requirement for trainers in companies (nationally referred to as practical training instructors in companies); they must successfully complete training and pass the examination organised by the Hungarian Chamber of Commerce and Industry. The chamber, in cooperation with State representatives, set the requirements for the training and examination to become a trainer in companies. This requirement is compulsory from the 2019/20 school year.

### 2018 Approved/Agreed

The aim of the chamber examination is to ensure that instructors are not only good professionals, but are also able to effectively transfer their knowledge to learners. It requires proper communication and pedagogical skills, ability to solve conflicts and problems during the training of youngsters. The network of the chambers of commerce and industry organises the examination, but also the preparation course for the exam. The 50-hour training consists of theoretical and practical parts. The learning material is practice-oriented, elaborated on the basics of communication, pedagogy and social psychology, and focuses on transferring knowledge that can be effectively used in training apprentices. In 2018, a pilot programme was launched with the involvement of 224 trainees and five territorial chambers of commerce and industry. Based on this experience and comments received, the learning material was finalised in autumn 2018.

### 2019 Implementation

In 2019, the chamber examination of practical instructors was implemented nationwide. Requirements for becoming trainers or instructors in companies and other businesses offering dual training are the follows: having a relevant vocational qualification and at least five years of professional experience and a chamber practical instructor exam certificate issued by the Hungarian Chamber of Commerce and Industry (HCCI). The course for the exam consists of 50 hours of preparation: 25 hours theory and 25 hours (3 days) practice. Successfully passing the theoretical online exam is necessary for taking up the practical exam (attaining at least 61% in both is also necessary) and to be awarded the chamber practical instructor exam certificate. During the course the number of absences cannot be more than 8 hours.

Those exempted from taking the instructor examination organised by the Hungarian Chamber of Commerce and Industry are individuals who:

- (a) possess a master craftsman certificate issued by the HCCI or Hungarian Chamber for Agriculture, regardless of their field of specialisation (unlike before the new Act on VET that entered into force on 1st January 2020, when a relevant master craftsman certificate was needed);
- (b) possess a relevant higher education degree and qualification and have at least two years of professional experience;
- (c) possess any higher education degree and qualification and a relevant IVET qualification (in case of the healthcare sector a healthcare practical instructor qualification) and have at least five years of professional experience;
- (d) are over the age of 60.

### **2020 Implementation**

The Act on VET LXXX of 2019 maintained without any changes the provisions on the requirements for becoming trainers or instructors in companies and other businesses offering dual training.

### **2021 Implementation**

The measure is operational, with the following developments:

The economic chambers – with the approval of the Minister responsible for VET – develop the training and examination requirements of the chamber practical instructor training and examination. In a second step they organise the chamber practical instructor training and examination.

The teaching material (notes, online curriculum), regarding the theoretical examination questionnaire are adjusted yearly, if needed due to changes in the relevant legislation.

In 2021, the education note made in 2019 was revised with regards to the theoretical examination questions. The amendments primarily affect the Chamber administration chapter, and the examination questions related to this section.

### **2022 Completed**

There was no new legislation on the chamber examination of practical instructors in 2022. The relevant provisions of the VET Act LXXX of 2019 have been fulfilled and are in force. The training and examination of in-company trainers followed the usual practice.

## **Bodies responsible**

- Hungarian Chamber of Commerce and Industry

## **Target group**

### **Education professionals**

Trainers

## **Thematic categories**

### **Teachers, trainers and school leaders competences**

Systematic approaches to and opportunities for initial and continuous professional

development of school leaders, teachers and trainers

## Subsystem

IVET CVET

## Further reading

[Act CXCI of 2017 on Vocational Training, which amended the Act on Vocational Training \(Act CLXXXVII of 2011\) and the Act on Adult Education \(Act L\)](#)

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[Chamber practical instructor training and examination](#)

## Related policy developments

### 2025 Implementation

### Strengthening WBL and apprenticeship approaches

In 2015, the VET concept for the economy was elaborated and carried out via several legislative amendments, aiming to strengthen apprenticeship. The Act on VET and the Act on General Education were amended to strengthen work-based learning, in particular through:

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#### Type of development

Strategy/Action  
plan

#### Subsystem

IVET CVET

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