

# Guidance-related amendments

**POLICY DEVELOPMENT**    **REGULATION/LEGISLATION**     HUNGARY

## Timeline

2015 **Implementation**    2016 **Approved/Agreed**    2017 **Implementation**  
2018 **Pilot**    2019 **Implementation**    2020 **Implementation**    2021 **Implementation**  
2022 **Implementation**    2023 **Implementation**    2024 **Implementation**

**ID number 28280**

## Background

Careers counselling can take place in the form of individual counselling, group counselling, remote counselling or outreach programmes. The goals for careers guidance are set through cooperation among stakeholders (elementary school education providers, VET schools, the economic chamber, representatives of employers and employees, county development and training committees, and the National Employment Service). VET learners can receive personalised careers guidance either for pursuing further studies or for changing schools/school types/specialisation.

## Description

Since 2015, the National Office of Vocational Education and Training and Adult Learning has been responsible for the development and operation of the national careers guidance system. A careers orientation working group was set up in 2015 to survey and coordinate careers orientation in VET centres and to develop methodological guidelines. Based on its work, a nationwide careers orientation event was organised in 2016 (Night of the Professions) and since then it has been held annually. Guidance-related amendments to the Act on VET came into force in 2016. They introduced the principle that enrolment in school-based VET is supported by careers counselling. In 2017, around 788 teachers provided careers orientation services in 44 VET Centres and their affiliated VET schools. Contact officers support teachers in the VET centres. In the 2018/19 academic year, a careers orientation programme was piloted allowing learners to get better acquainted with the VET pathway they will follow, either in secondary VET schools or in vocational grammar schools, for the content, job opportunities in the labour market and acquisition of key competences (foreign languages, digital skills) in each type of programme.

**2015 Implementation**

**2016 Approved/Agreed**

**2017 Implementation**

**2018 Pilot**

**2019 Implementation**

The VET Act LXXX of 2019 established a new agency under the responsibility of the Ministry of Innovation and Technology: the IKK Innovative Training Support Centre Plc. (IKK Plc.). Since January 2020, IKK has been coordinating the work of careers counselling and guidance experts and is in charge of the development and running of a careers counselling and guidance system, in conformity with EU directives.

### 2020 Implementation

A booklet with all the necessary information on the new types of qualifications (occupations and sectors concerned), as well as the VET institutions, types and duration of programmes that deliver these qualifications, was prepared and released in 2020. Its aim is to facilitate career choice and familiarise both learners and their families with the new VET offer.

In 2020, due to the COVID-19 pandemic, careers guidance was implemented largely online. Within the framework of the Improving the quality and content of 21st century vocational training and adult education project (GINOP - 6.2.4-VEKOP - 16-2017 - 00001), a Facebook group (Pályaoiri Klub - careers guidance club) was created to promote online communication in careers guidance.

The Hungarian Chamber for Commerce and Industry, on its online platform dedicated to careers guidance, created an application (Szakmavilág app) in 2020. The app targets mainly lower secondary education learners to explore areas of interest (completing and saving online questionnaires, keeping records of their practical training experiences) and to learn more about available VET programmes, qualifications and sectors in demand in the national economy.

Digital content was uploaded in 2020 onto the careers guidance online platform operated by the National Office for Vocational Education and Training and Adult Learning (NOVETAL) to compensate for the negative impacts of the coronavirus pandemic.

In the school year 2020/21, 18 VET centres started an orientation year programme, available to learners having finished lower secondary education and uncertain about the education pathway to follow.

Starting from the 2020/21 school year, every student in the final grade of lower secondary studies is required to complete a career guidance questionnaire accessible on the Education Authority's website. This national survey consists of 86 questions specifically designed for 14-year-olds, taking into account their age-related characteristics. The questionnaire assesses the students' personal competences (such as responsibility and self-awareness), skills, interests, and practical knowledge. The purpose of this assessment is to assist students in choosing an upper secondary educational pathway, as mandated by the national public education Act, which came into effect in 2020.

### 2021 Implementation

In 2021, IKK, the VET state administration body responsible for career guidance in VET institutions surveyed the career orientation activities of each career guidance and counselling organisation. Based on this, their tasks/activities were streamlined.

Beside this, IKK also significantly supported the career guidance of lower secondary students in 2021 through the IKK website on career choice; this made it possible to find all important information related to Hungarian VET. The following information can be found:

- (a) separate leaflets and cards presenting each basic vocational occupation;
- (b) a table of correspondence between the vocational qualifications included in the former national qualification Register (*OKJ*) and the new Register of basic vocational qualifications (*Szakmajegyzék*);
- (c) an interactive map featuring countrywide locations of VET institutions and the vocational occupations and qualifications offered by them.

The website had, up to September 2021, 2 million users and 1 million page visits.

Beside this, the IKK Plc runs a unique and innovative social media platform named SkillsCom which is the place for networking in VET. In August 2021 the platform had a total of 203 users.

The facebook group *Pályaiori Klub* (Career guidance club) continued its activity during 2021: online career guidance events (webinars) took place frequently, introductions of vocational institutions were offered in parental meetings, and individual and group counselling were organised to help young people in their career choice. Large volumes of digital content are uploaded onto the career guidance online platform, operated by the National Office for VET and Adult Learning (*NSZFH*). It contains fact sheets of vocational occupations, and vocational schools, career guidance related advices for students and parents and support for them, advices for students with disadvantaged backgrounds and learning disabilities, activities organised by different stakeholders involved in career guidance.

The county/capital pedagogical counselling services, the Hungarian Chamber of Commerce and Industry and the Hungarian Chamber for Agriculture also implemented career guidance activities in 2021 despite the negative impacts of the COVID-19 pandemic.

In the school year 2021/22, 25 vocational institutions maintained by the State and 2 vocational institutions maintained by ecclesiastical stakeholders provided a career orientation development year programme.

The Educational Authority (*Oktatási Hivatal*) created a Career Guidance Measurement and Support Tool (*Pályorientációs Méro és Támogatóeszköz*, abbreviated *POM*), which provides a complex online application to help primary and secondary school students in their career choices from June 2021. Its aim is to increase students' self-awareness and to introduce them to occupations. The tool assesses the interests and skills of students in grades 7-8 and 10-12 through a series of questions and tasks to recommend careers and activities that best match their needs.

## 2022 Implementation

The Capital Pedagogical Counselling Service (*Fovárosi Pedagógiai Szakszolgálat*) has published a guide to help students in grade 8 of primary school in their further education decision, entitled 'Further Education Guide 2022/23' (*Továbbtanulási kisokos 2022/23*), which is available both in hard copy publication and online. The booklet provides comprehensive information about the options for education after primary school for pupils and their parents to help them make an informed decision. Their activities are mainly focused on the career orientation of students with social-economical disadvantages and learning disabilities.

In 2022, the National Chamber of Agriculture organised career guidance programme weeks called 'Trade Taster' (*Szakmakóstoló Hét*), where primary school students were introduced to a specific agricultural vocational occupation for a week during the summer holiday and the Autumn Career Guidance Open Day (*Oszi pályorientációs napok*) where students who are about to choose a career were introduced to agricultural VET institutions. The events organised in the framework of these two programmes were registered as part of the European Skills Week. In addition, in 2022, the chamber took IVET students to agricultural fairs and exhibitions: 'Stars of Trades' festival (*Szakma Sztár fesztivál*), Ploughland Days (*Szántóföldi Napok*), Agricultural Exhibiton and Picnic Pápa (*Pápai Expó és Agrárpiknik*) and produced career guidance leaflets, publications (Compass of Agricultural Vocational Occupations) and short films on agricultural occupations, which were promoted at various career guidance events.

In 2022, the Vocational Occupations Booklet was also updated, and the opinion of the SSCs was incorporated. The 'Information booklet on the basic vocational qualifications - recommended by the Sector Skills Councils, 2022/23' provides comprehensive information on the basic vocational qualifications listed in the Register of Vocational Qualifications (*Szakmajegyzék*) to be introduced in the VET system for young people about to choose a career, for career changers, for educational institutions and for

teachers and trainers working in VET. It was published on the basis of the recommendation from the SSCs. 100 000 copies were produced, and its primary target group is primary school students in the 8th grade in the public education system. It has also been distributed to primary schools, regional chambers, ministries and the Innovative Training Support Centre (IKK).

### 2023 Implementation

In 2023, the career guidance events, such as the 'Trade Taster' weeks, the Autumn Career Guidance Open Day, and participation in agricultural fairs and exhibitions, continued. Career guidance platforms, including SkillsCom, the *Pályaoiri* Facebook group, and the online platform operated by *NSZFH*, also remained active.

Government Decree No 12/2020 (II. 7.) on the implementation of the VET Act, as amended by Government Decree No 292/2023, states that the professional programme of VET institutions must include a description of the available career guidance services.

VET centres and their schools are required to include a customer service (Infopoint) as a mandatory element of their quality management system. Some VET centres (Debrecen, Győr, Karcag, Miskolc, Nyíregyháza, Székesfehérvár, Szolnok, and Vác) have already established Info Points, offering personalised advice to adults on training courses aligned with their career objectives, personal circumstances, and validated prior knowledge and skills. Adults can also access information about adult VET opportunities, including eligibility for free training and options to shorten training durations. Additionally, young people preparing to choose a career, along with their parents, can receive tailored advice to enhance self-awareness, expand career knowledge, and make realistic career decisions through individual or group counselling sessions. Info Points are expected to be established in all VET Centres by 2030, with the aim of integrating skills forecasting information into counselling services by that time.

In 2023, the first intensive communication campaign for VET was launched, promoting VET through short films, billboards, and social media platforms. The campaign was coordinated with the support of IKK Plc. and aimed to enhance the attractiveness of VET, help primary school students make career choices, and encourage adult upskilling, in line with the VET 4.0 strategy.

The public space campaign included billboards promoting IVET and CVET in 125 locations across Budapest and other regions, placed in key urban areas and along busy motorways. The online campaign featured video content targeted at young people on Facebook, Instagram, TikTok, and YouTube, while static ads appeared on origo.hu. Influencers and contributors also promoted VET on their social media channels. The campaign achieved millions of views, with TikTok generating the highest impressions and YouTube ads receiving the most clicks. The total number of views of influencer videos alone approached one million.

### 2024 Implementation

In 2024, the career guidance events, such as the 'Trade Taster' weeks, the Autumn Career Guidance Open Day, and participation in agricultural fairs and exhibitions, continued. Career guidance platforms, including SkillsCom, the *Pályaoiri* Facebook group, and the online platform operated by *NSZFH*, also remained active.

## Bodies responsible

- National Office for Vocational Education and Training and Adult Learning (NOVETAL)
- IKK Innovative Training Support Center (IKK Nonprofit Plc.)
- Hungarian Chamber of Commerce and Industry
- School district inspectorates
- Hungarian Chamber of Agriculture (NAK)

- Country/Capital Pedagogical Counselling Services
- VET Centres

## Target group

### Learners

Learners in upper secondary, including apprentices  
Young people (15-29 years old)  
Young people not in employment, education or training (NEETs)  
Learners at risk of early leaving or/and early leavers  
Learners with disabilities  
Adult learners  
Learners from other groups at risk of exclusion (minorities, people with fewer opportunities due to geographical location or social-economic disadvantaged position)

### Education professionals

Guidance practitioners

### Entities providing VET

VET providers (all kinds)

### Other

8th graders

## Thematic categories

### Supporting lifelong learning culture and increasing participation

Lifelong guidance

## European priorities in VET

### VET Recommendation

VET as an attractive choice based on modern and digitalised provision of training and skills

## Subsystem

IVET CVET

## Further reading

[The VET Act LXXX of 2019 \(entering into force on 1 January 2020\)](#)

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[Government Decree No 12/2020 on the implementation of the VET Act \(published on 7 February 2020\)](#)

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[Careers guidance club \[Pályaoi Klub\]](#)

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[Chamber for Commerce and Industry, careers guidance online service](#)

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[Careers guidance for eighth grade learners](#)

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[IKK Plc website: general information on VET-map](#)

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[IKK Plc website: general information on VET-map](#)

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[IKK Plc website: on career choice](#)

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[IKK Plc website: occupation cards and occupation search](#)

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['What is your profession?' career guidance portal](#)

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['Build your future' career portal in the construction industry](#)

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[SkillsCom - social networking for VET](#)

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[Hungarian Chamber of Agriculture](#)

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[Pedagogical Professional Service of Budapest](#)

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[IKK Plc website: Vocational Occupations Booklet](#)

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Government Decree 292/2023 (VII. 6.) on the amendments to the Government Decree 12/2020 on the implementation of the VET Act resulting from the ex-post impact assessment of the restructuring in VET, Entry into force: 1 July 2023.

## Related policy developments

### 2024 Implementation

#### IVET programmes and institution types implemented according to the Act LXXX of 2019 on VET

Hungary from the school year 2020/21 introduced the following IVET programmes, and changed the name (types) of the existing IVET institutions as follows:

Five-year technological programmes (*Technicums*)

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##### Type of development

Regulation/Legislation

##### Subsystem

IVET

### 2024 Implementation

#### Innovative Training Support Centre Plc. (IKK)

In February 2019, a new agency was established, the Innovative Training Support Centre (*Innovatív Képzéstámogató Központ Zrt., IKK*).

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##### Type of development

Regulation/Legislation

##### Subsystem

**2024 Implementation****Mid-term VET policy strategy 4.0**

The government has accepted, by government Decision No 1168/2019. (III.28.), the new strategy *mid-term VET policy strategy for the renewal of VET and adult education (AE), the VET system's answer to the challenges of the fourth Industrial Revolution*.

 HUNGARY**Type of development**

Strategy/Action  
plan

**Subsystem**

IVET CVET

**2024 Completed****The project Improving the quality and content of 21st century vocational training and adult education (GINOP - 6.2.4)**

The aims of the project Improving the quality and content of 21st century vocational training and adult education (GINOP - 6.2.4) include the review of the examination system, the development of a validation system and the preparation of a methodology for VET content development that is compatible

 HUNGARY**Type of development**

Practical  
measure/Initiative

**Subsystem**

IVET CVET

**“ ... ” Cite as**

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28280>