

# Developments and projects that expand practical training



## Timeline



**ID number 28279**

## Background

At the beginning of the reporting period (2015), the number of practical training contracts between students and enterprises had increased as several financial initiatives were given to companies since 2011. Despite the increase, the offer of training places in some professions was not enough.

Many SMEs are faced with labour force problems, have difficulties in filling their vacancies and experience a serious lack of professional knowledge and competences among new employees. To improve the situation, more and more SMEs are ready to participate in dual training.

## Objectives

The Strategy 4.0 and the Act on VET aims to increase the apprenticeship offer through the creation of Sectoral training centres, the development of active company cooperation in VET centres and through strengthening the participation of SMEs in practical training.

## Description

Incentives are given to companies that provide practical training. These include the reduction of contributions to the State based on the number of training placements they provide, as well as receiving extra funding for making investments, recruiting instructors and maintaining apprentice workshops.

As a general rule, enterprises that fulfil specific requirements and are registered by the chamber of commerce and industry, may conclude 12 apprenticeship contracts simultaneously (or, depending on the number of employees, even more).



The VET Act LXXX of 2019 established the possibility to create Sectoral training centres that can develop and organise practical training and dual VET programmes. The measure promotes several models of cooperation for micro-enterprises, SMEs medium-sized and large enterprises to provide dual VET training:

Sectoral training centres can be established as non-profit associations formed jointly by

- (a) at least four micro or small enterprises ;
- (b) at least two medium-sized enterprises or a large enterprise;
- (c) one or more business entities and a VET Centre (the ownership of VET Centers can be at most 60%).

To promote excellence and permeability in VET within upper secondary VET and higher education, a VET centre and a higher education institution can create a non-profit association (with at least 51% joint ownership), that can operate as a knowledge centre where dual VET placements are present for both upper secondary and higher education VET.

The Hungarian Chamber for Commerce and Industry is responsible for the registration of the Sectoral training centres and Knowledge centres.

The following Economic development and innovation operational programme (EDIOP)/ *Gazdaságfejlesztési és Innovációs Operatív Program* (GINOP) projects promote the creation of Sectoral training centres.

*GINOP-6.1.8 (October 2018 - October 2020): Creating and operating a system of company training centres (Vállalati Képző Központok Rendszerének Kialakítása és Muködtetése).* The main objective of the project is to increase the competitiveness of enterprises by improving the skills and competences of workers, especially those with lower salary than the average in the competitive sector, and to encourage employers to continuously improve the skills of their employees, and of the workers employed by their suppliers and affiliated enterprises (external workers). A further aim is to enable enterprises to supplement their own resources to ensure that are involved in training as many internal and external workers as possible, as well as jobseekers, the unemployed and inactive who can be recruited to fill their vacancies, and to consider training as an investment in their own businesses, particularly in those departments where there is a significant labour shortage.

*GINOP 6.1.9 (February 2019 - January 2022): Creation of training and examination centres in the transport sector* and its complementary project GINOP-6.1.9-20, aims to apply VET solutions in adult training. The former project is about adapting transport-related training content to the needs of the labour market and the latest technologies, while the latter is to develop training programmes to acquire such competences. In continuing vocational training, a scheme for the assessment and certification (by the training and exam centres) of the competences of company employees (the skills card) is also being developed within the project.

*GINOP-6.1.10 (March 2020 - October 2022): Industry 4.0 - Innovative training promoting the shift of the economy* aims to prepare employees of SMEs, VET learners and teachers/instructors to be able to apply the technological, industrial and automatization control technologies and production systems of Industry 4.0. Within the framework of the project, different operational models are described for sectoral training centres.

## **2020 Implementation**

Within the GINOP-6.1.9-18 priority project to establish a Sectoral examination centre in the transport sector, in 2020 the online portal was developed for training institutions to register their training offer and for companies to express their interest in offering training places. Further implementation of the project milestones is continuous.

*GINOP-6.2.6-20: Sectoral training centres, smart alternative training structures; the call for proposals* was published in March 2020. It aims to develop and pilot a

methodology for measuring sectoral competences and prepare related VET training (such as, running a survey of the infrastructure and human capacities of VET centres, piloting smart assessment solutions, planning human resources and adequate infrastructure of the Sectoral training centres). The project is being implemented by the Innovative Training Support Centre, IKK, and is complemented by *GINOP-6.2.7-20: infrastructure and training offer in Sectoral training centres for the new VET system*, within the framework of which VET centres can apply for financial support to create sectoral training centres.

The policy priority is to attract companies, especially micro-companies and SMEs and establish clusters with local VET centres and HE institutions involved in innovation and digital transformation activities as well as other smart business solutions in line with the VET 4.0 strategy. To enable SMEs to engage in dual training, rationalising administrative burdens is key. The aim of the two projects is to strengthen collaboration between Sectoral training centres and companies, making use of the existing infrastructure and tools in place in VET centres (school workshops etc.)

## 2021 Implementation

Since 2021, the project GINOP 6.1.9-18 (Creation of sectoral training and examination centres in the transport sector) added a new project task to its programme: the development of training measures. At the same time financial resources were also increased. The project is co-financed by the European Social Fund and Hungary's budget (EUR 7 billion in total). The indicators of the project are: 12 000 persons participating in training and 10 200 persons acquiring an attestation or certificate.

In 2021, agreements with training providers were worked out in terms of the place, timing, agenda and content of the training programmes. In terms of the content, the following results were achieved: 19 programme requirements (PKs) for adult training programmes targeting the development of sectoral vocational skills were submitted. Of the 19 programme requirements, 17 have been approved and registered by the Minister responsible for VET. Thus, the project staff prepared a training list of available courses. These courses can be grouped into three categories:

- (a) training which prepares to acquire vocational qualifications (based on the 19 programme requirements out of which 17 were approved);
- (b) training designed based on legislative provisions (so-called official training);
- (c) training not considered as vocational one (soft skill training which does not need approved programme requirements);

The approval of the training programmes was completed and leaflets were created for 12 vocational training programmes and 11 soft skill training programmes.

On 7 October 2021, the Institute of Transport Sciences (*Közlekedéstudományi Intézet*, abbreviated *KTI*) received accredited examination centre status.

Another result in the framework of the project is that IT developments supporting operational issues were made as follows: creation and continuous operation of the project's official website, creation of an IT system suitable for the evaluation of skills and competences shortage (for the assessment of the training demand and for the drawing-up of training plans), and creation of a cooperation platform for sectoral training available only for registered members from 31 January 2021.

Another project that is dedicated to creating opportunities for small- and medium-size enterprises to involve in dual training is GINOP -6.1.10-VEKOP-19 project (Innovative training promoting the shift of the economy). In 2021, a significant milestone was achieved in the development of dual training with the preparation of the operational model documentation for sectoral training centres.

In the framework of GINOP-6.2.7-20 project (Infrastructure and training offer in sectoral training centres for the new VET system) 29 VET centres received financial support to create a sectoral training centre. Their implementation is in progress.

## 2022 Implementation

In the implementation of the project GINOP-6.2.6-20 (Sectoral training centres, smart alternative training structures) at the end of the year 2021, the second round of the competition, titled 'Model Company', was completed and closed in January 2022. The aim of the competition was to enable the participating technician students to better meet and adapt to the requirements of the labour market, to be able to start their own business on their own initiative, to plan and run a business related to a specific field of study or production/service industry. The 'Model Company' competition was open to teams of 3 students from the grades 9, 10 and 11 of technical education and their mentors from vocational training institutions in the convergence regions (Central Transdanubia, Western Transdanubia, Southern Transdanubia, Northern Hungary, Northern Great Plain, Southern Great Plain). In the school year 2022/23 a new call for competition titled 'Model Company' was launched. Teams and students who have participated in the 2021/22 competition (first round) were also welcome, but they were able to apply only with a new business concept or idea.

In 2022, the number of dual training places registered by the Hungarian Chambers of Commerce and Industry, Hungarian Chamber of Agriculture and Hungarian Chamber of Healthcare Workers (MKIK, NAK and MESZK) continued to increase, but the number of active dual training places decreased. A number of projects were also available in 2022 for businesses to develop the skills of their employees and to engage in dual training to fill their labour shortages.

New module of the KRÉTA system has been developed: registration module for dual training and vocational employment contracts.

According to the data provided by the chamber of commerce and industry, 31 Sectoral Training Centres were set up. Through these, over 200 businesses have been involved in school-based dual training, the vast majority of them micro-, small- and medium-sized enterprises. Several projects supported the in-company training of employees, which also contributes to their future development to become dual training placements. One of these projects is GINOP PLUSZ-3.2.1 (Improving adaptability and productivity of workers and enterprises through workforce development), which is implemented between 2021-2026. The consortium partners, former Ministry of Innovation and Technology, legal successor Ministry of Culture and Innovation (State Secretariat for Adult Education and Employment Policy) and consortium of government offices have set the following objectives:

- (a) providing support to enterprises for the technological training of their employees and for (further) training in such a way that they can produce higher added value in their companies;
- (b) the National Employment Service (Nemzeti Foglalkoztatási Szolgálat) will provide training for micro-, small- and medium-sized enterprises and large enterprises in priority sectors and for their employees, through the involvement of adult training providers. Enterprises will have access through the National Employment Service to subsidies for training costs and to wage subsidies to compensate for working time lost during the training of employees.

In 2022, the GINOP - 6.1.9 project (Establishment of a Transport Training and Examination Centre) continued. Within its framework, 2,400 individuals participated in training programs aimed at developing competences for the labour market. In 2022, vocational trainings were also carried out, with a total of 4,163 participants. Within this, 4,160 persons acquired an attestation or certificate. 1,382 people had received in-company training under the flagship project as at 31 December 2022.

The Transport Training and Examination Centre was established under the project.

In the framework of the development of project GINOP-6.2.6, the 1st round of the 'Model Company 2022/23' competition was completed in 2022, with 38 teams having fulfilled the criteria. Round 2 was completed on 20 December 2022. The 'web design' video teaching material for this round has been published and the completion date is ongoing, but no later than 30 April 2023.

The target groups for the GINOP-6.2.6 project are mainly employees of micro-, small- and medium-sized enterprises, and in the case of the development and methodological design of simulation programmes for model enterprises, students about to enter employment, students in higher education or VET, and employees of VET institutions.

Under the GINOP-6.1.10 project, the development of a comprehensive system for Sectoral Training Centres, including the operational model, (digital) curricula for the sectoral basic examination, and an IT system, was successfully completed in relation to the advancement of dual training.

GINOP-6.1.5, GINOP-6.1.6, GINOP-6.1.7 and GINOP-6.1.8 projects have been closed.

The final on-site audit of the GINOP-6.1.7 project was carried out on 25 January 2022.

## 2023 Implementation

The GINOP 6.1.10 project, Innovative training promoting the shift of the economy, implemented with financial support of EUR 26.73 million (HUF 10.94 billion), was closed on 31 July 2023. Key achievements included:

- a. development of training programmes (teacher training programmes for the School workshop (*Muhelyiskola*) and Springboard (*Dobbantó*) flexible learning pathways, Industry 4.0 skills foundation training courses, and courses related to the use of manufacturing simulation tools)
- b. delivery of training courses for students and adults in vocational education (school-based VET) and vocational training (labour market training programmes);
- c. establishment of nine pilot Sectoral Training Centres (*ÁKK*);
- d. purchase, delivery, and installation of ten production simulation tools for VET centres;
- e. establishment of three pilot accredited examination centres;
- f. implementation of the School Workshop (*Muhelyiskola*), Springboard (*Dobbantó*), and Orientation Year (*Orientációs évfolyam*) programmes.

A total of 15 671 participants took part in the training, of whom 14 805 (12 314 men and 2 491 women) received a certificate or diploma. The gender imbalance may be linked to the fact that over 96% (15 094) of participants attended courses focused on foundational skills outlined in the Strategy 4.0. These courses aim to equip secondary school students with the technological knowledge needed to understand the operation, application, and benefits of Industry 4.0 manufacturing simulation solutions acquired through the project.

The GINOP 6.2.6 project, Sectoral training centres, smart alternative training structures, was closed on 31 August 2023. Key activities during the project included:

- a. methodological development of tools for measuring sectoral competences;
- b. implementation of a pilot Model Company simulation programme, which involved 222 students receiving motivational prizes for their company ideas in a competition;
- c. infrastructural survey of 544 VET teaching sites within VET Centres, assessing human and physical infrastructure, along with energy and architectural evaluations;
- d. installation of 387 smart measuring devices on a pilot basis at two VET Centres to monitor electricity, water, and heat consumption, as well as indoor and outdoor temperatures. The devices transmit real-time data to a newly developed IT platform, which collects, evaluates, and generates reports on energy use. The system aims to analyse and optimise energy efficiency across VET Centres.
- e. technical support provided to 28 VET Centres to prepare applications for the GINOP-6.2.7-20 call for proposals, Infrastructure and training offer in sectoral training centres

for the new VET system, and implement subsequent developments.

The GINOP 6.1.9 project, Establishment of a Transport Training and Examination Centre, aimed at training workers in the transport sector, was closed on 15 December 2023. Key outcomes included:

- a. development of 31 adult training programme requirements (*PKs*);
- b. creation of 67 training programmes for sector-regulated courses, 15 for other vocational training (not leading to a qualification), and 17 for soft skills training, along with a gamification methodology for soft skills;
- c. development of 127 digital learning materials, integrated into a training management system usable in both VET and adult training.

Under this project, businesses in transport and related sectors could apply for support to train their employees. IVET students (grades 9-12) also participated in skill development courses. The Institute of Transport Sciences and Logistics Nonprofit Ltd (*KTI*), with support from the National Office for VET and AL (*NOVETAL*) as the consortium partner, provided opportunities for groups of students to train using various simulation tools. These sessions were conducted at *KTI*'s headquarters, in virtual classrooms, and across 18 cities nationwide. The courses were designed to align with, complement, and enhance the students' IVET studies. For instance, students in the mechanical engineering sector participated in welding simulator training, those in the transport and logistics sectors learned forklift operation, and students specialising in vehicle manufacturing practiced using painting simulators.

The project saw:

- a. cooperation agreements signed with 189 businesses and 115 training providers;
- b. 17 924 trainees, including 12 413 participants in subsidised training (of whom 3 728 were employees of micro, small, and medium enterprises) and 5 511 IVET students.

The GINOP-6.2.7-20 project, Infrastructural and professional preparation of sectoral training centres for the new vocational training structure, had a budget of EUR 24.38 million (HUF 9.98 billion) and was completed on 30 June 2023. Achievements included:

- a. establishment of 28 Sectoral Training Centres (*ÁKK*) with 171 founding members (companies outside the VET Centres);
- b. creation of the Forestry Sectoral Knowledge Centre, the first of five Sectoral Knowledge Centres planned for completion by 31 December 2029.

## 2024 Implementation

The GINOP Plus 3.2.1 project, Improving adaptability and productivity of workers and enterprises through workforce development, is financed with EUR 171.03 million (HUF 70 billion). Employers can receive conditional financial support to cover training costs for employees, with subsidies covering 50-70% of expenses depending on company size.

The scheme supports training in:

- a. professional competences;
- b. IT;
- c. soft skills;
- d. languages.

Training can be conducted in-company or externally as a purchased service. Companies receiving support must meet conditions, including continued employment for trained staff and salary increases for employees who complete the training.

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## Bodies responsible

- Ministry of Culture and Innovation
- Ministry of Agriculture
- 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
- Hungarian Chamber of Agriculture (NAK)
- Hungarian Chamber of Healthcare Workers
- Hungarian Institute for Transport Sciences and Logistics (KTI)

## Target group

### Education professionals

Adult educators

### Entities providing VET

Companies

Small and medium-sized enterprises (SMEs)

VET providers (all kinds)

## Thematic categories

### Modernising VET offer and delivery

Reinforcing work-based learning, including apprenticeships

### Teachers, trainers and school leaders competences

Systematic approaches to and opportunities for initial and continuous professional development of school leaders, teachers and trainers

Attractiveness of the teaching and training profession/career

### Supporting lifelong learning culture and increasing participation

Financial and non-financial incentives to learners, providers and companies

## European priorities in VET

### VET Recommendation

VET agile in adapting to labour market challenges

### Osnabrück Declaration

Establishing a new lifelong learning culture - relevance of continuing VET and digitalisation

## Subsystem

IVET CVET

## Further reading

Cedefop ReferNet Hungary (2018), encouraging apprenticeship take-up in initial vocational education and training

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Government Decision No 1168/2019 (came into force on 1 January 2020) on the VET 4.0 strategy

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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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GINOP-6.1.8-17 Vállalati képző központok rendszerének kialakítása és működtetése

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GINOP-6.1.9-18 Közlekedési képzési- és vizsgacentrum kialakítása

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MEGJELENT 'GINOP-6.1.10-19 A gazdaság fokozatváltását támogató innovatív képzések' felhívás

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Call for GINOP-6.2.6-20 Sectoral training centres, smart structures and training site alternatives

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Call for GINOP-6.2.7-20 Infrastructure and professional preparation of sectoral training centres for the new vocational training structure

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Transport Training and Examination Centre&Irm; Portal

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GINOP-6.1.10-Support Contract

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Training and Testing Centre for Transport

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Hungarian Chamber of Commerce and Industry

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Hungarian Chamber of Agriculture

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Hungarian Institute of Transport Science and Logistics

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Call for GINOP Plus 3.2.1 project (Improving adaptability and productivity of workers and enterprises through workforce development),

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Forestry Sectoral Knowledge Centre

## Related policy developments

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**2024 Implementation**

### **Public Education Registration and Study Information System (NEPTUN-KRETA)**

The provisions of the Act on National Public Education CXC of 2011 allowed electronic filing and storage of school documents.

 HUNGARY

#### **Type of development**

Regulation/Legislation

#### **Subsystem**

IVET CVET

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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*.

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### Type of development

Strategy/Action  
plan

### Subsystem

IVET CVET

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2024 Implementation

## Financial incentives for learners and apprentices

In September 2016, specific scholarships were introduced for apprenticeship programmes that provide qualifications in high demand on the labour market. Twenty qualifications are covered.

 HUNGARY

### Type of development

Practical  
measure/Initiative

### Subsystem

IVET CVET

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2024 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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