

Strengthening WBL and apprenticeship approaches

POLICY DEVELOPMENT

STRATEGY/ACTION PLAN

 HUNGARY

Timeline



ID number 28274

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

To offer students involved in upper secondary VET programmes in-company experience, an up-to-date technological and working environment and to contribute to quality labour supply for companies.

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

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:

- (a) assisting students in concluding practical training contracts with employers;
- (b) reforming qualifications to meet labour market conditions;

- (c) setting up the chamber guarantee to assist learners who could not find a practical training place.

Another type of workplace training, different to the apprenticeship scheme, allows VET schools to conclude agreements with enterprises to provide workplace training for students. In this type of training, students do not receive regular remuneration from the enterprise.

A further amendment of the Act on VET in September 2015 introduced apprenticeship contracts for adults. In higher education, dual programmes were introduced in 2015-16.

Further legislative arrangements (2016) introduced structural changes to VET, aiming to increase the attractiveness of VET and the quality of the practical training offered. New types of upper secondary VET programmes (in terms of content and name) have been running in parallel to the existing one in a phasing in/out system.

In January 2016, the VET Contribution Act was amended to introduce additional financial incentives for organisations offering apprenticeship training. This included a decreased gross levy and reductions in the labour costs of small and medium-sized enterprises' (SMEs) employees involved in training.

The Act CXCI of 2017 came into force in January 2018 allowing companies to conclude pre-apprenticeship contracts with the best lower secondary school graduates who wanted to pursue their studies in upper secondary VET. The act extended the apprenticeship training offer, previously offered to those in three-year upper secondary practice-oriented programmes (*szakközépiskola*). From 1 January 2018, VET students in grades 11 and 12 of four-year vocational grammar schools (upper secondary programmes combining general and vocational education – *szakgimnázium*), may also conclude apprenticeship contracts.

In addition, government Decree No 213/2018 (XI.22.) on sector skills councils and the amended Act on Adult Education and Training foresee, from 2018, the possibility of establishing sectoral training centres to increase the number of practical workshops for dual training. These centres would bring together stakeholders operating in companies, in government institutions and training providers to form a forum of cooperation and excellence in VET. At the end of the reporting period, the number of apprentices in the country was almost sevenfold higher (55 558) than in 2000 (8 300).

2015 Approved/Agreed

2016 Approved/Agreed

2017 Legislative process

2018 Approved/Agreed

2019 Approved/Agreed

Further development of the dual training model is one of the most important aims of the VET Act LXXX of 2019 (entering into force on 1 January 2020) and the government Decree on its implementation (published on 7 February 2020). The legislation process was preceded by study visits to Germany, Austria and Switzerland to learn more about their dual training models. Based on their best practice, and after broad consultation with national VET and AL experts, the provisions of the act have amended several former aspects of dual VET-related legislation. According to the new regulation:

- (a) the content of vocational education and training and their respective training offers is to be determined by the companies' needs communicated through the sector skills councils;
- (b) apprenticeship contracts will be replaced by vocational employment contracts as of the 2020/21 school year in a phasing out system, which will also be concluded between the student (aged 15 or older) and the company. Within their framework of employment, students can also study vocational subjects (specialised vocational studies) alongside their practical training, and its duration will count towards seniority. Vocational employment contracts are concluded for a fixed period during the fulfilment of the specialised vocational studies obligation: three

years (grades 11, 12 and 13) in Technicums and two years (grades 10 and 11) in vocational schools; the regulation of the Labour Code applies to learners (for salary, paid holidays and social contributions) with certain derogations regarding the working time, break and resting time which are regulated by the provisions of the Act on VET LXXX of 2019. The company, from 1 January 2021 can deduct its expenses related to practical training from its VET contribution. The wage of the students is regulated by the provisions of government Decree 12/2020 (7 February) on the implementation of the Act on VET LXXX of 2019;

- (c) the possibility of pre-apprenticeship contracts will also cease. The student or participant in specialised vocational studies (vocational theory and/or practice) and the dual training placement can conclude a VET pre-contract in which they commit themselves to conclude, in the future, a vocational employment contract for the purpose of specialised vocational studies. Prior to concluding a vocational employment contract (*szakképzési munkaszerződés*) for the dual training placement, a student can conduct a pre-selection procedure. The aim is for learners to have an insight into the business world before moving to upper secondary programmes (in the last grade of the lower secondary programme), and for companies to find learners with the adequate skills for their businesses;
- (d) the economic chambers will remain in charge of registering dual training placements. The registration of vocational employment contracts in the NEPTUN-KRÉTA (Public education registration and study information) system will be made by the company, which will also provide related data for the economic chambers. Those students who cannot fulfil their practical training at a company will be able to fulfil it in school workshops within the framework of their already existing student legal relationship;
- (e) the system of chamber guarantee and cooperation agreements will end from the academic year 2020/21 but the Chamber shall continue to provide company-based practical training placements for VET students. In grades 11 to 13 of the five-year Technicum programme and in grades 10 to 11 of the three-year vocational school programme, students will be able also to complete their practical training and vocational education with vocational employment contracts concluded with companies;
- (f) the chairman of the sectoral basic examination committee will be delegated by the competent economic chamber of the area where the seat of the VET institution is located.

The modifications will be introduced in a phasing out system beginning with the 2020/21 academic year. The regulations related to financial allowances and regulations of the previous Act on VET will be applied to students with current apprenticeship contracts or cooperation agreements until 1 January 2021.

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 működtetése*). 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 automation 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

In 2020, IVET learners fulfilled their practical training obligation in school workshops or in a phasing out system within the framework of an apprenticeship contract. According to the new training system, the vocational employment contract, which replaced the apprenticeship contract, can be concluded only after the successful completion of the sectoral foundation education, which is:

- (a) from the academic year 2021/22, for those studying the three-year vocational school programme;
- (b) from 2022/23, for those studying the five-year Technicum programme;
- (c) from the second semester of the 2020/21 academic year (February 2021) for learners involved in the two-year technician programme after the acquisition of the secondary school leaving certificate.

Due to the increased benefits introduced in dual training for VET learners, a further tax reduction has been granted to companies (an online calculator has been made available on the website of the Hungarian Chamber of Commerce and Industry). The amount of the tax reduction depends on the sectoral classification of a given vocational occupation and on which grade the student is enrolled. Companies whose apprentices successfully pass the final vocational exam can claim additional reimbursement.

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

The new system of vocational employment contract provides a significant advantage for employers through higher tax incentives and for students through higher income as well. Dual training - after the sectoral foundation education - based on vocational employment contracts was launched in the phasing out VET system since September 2021.

The LXXXIII Act, published on 24 June 2021, and the Government decree 380/2021, published on 30 June 2021, introduced amendments to the existing, and in force, VET Act LXXX. The purpose of the amendments is to clarify the details of the VET and AL systems renewed in 2020, in order to achieve their more effective operation.

The chamber guarantee was reincluded in the regulation: a student can fulfil his/her specialised vocational education and training in school, if there is no dual placement available. This has to be confirmed in writing by the chamber (chamber guarantee).

Some important changes regarding the VET contribution levy obligation for companies implemented in 2021 are as follows.

The gross obligation can be reduced 20% of the tax relief, if the vocational employment contract is concluded for a minimum of six months and if the learner has passed the professional exam.

Employee training can be accounted for tax relief under certain conditions and to a certain extent of the VET contribution levy obligation. As of September 2021, the Act on VET, linked to VET training obligations, foresees that in a vocational employment contract where a person with adult status is involved in adult education, and the person - parallel to his/her vocational employment contract - has another legal relationship linked to another job, the VET contribution levy can be reduced by fifty percent.

The VET contribution obligation and the eligible discount is determined by the normative calculation system. If this discount is more than the VET contribution obligation, the difference can be recovered at the time of the settlement directly through the National Tax Office (NAV). According to Government decree XC dd.2020 on the central budget of Hungary, Article 67 (4) (a), the overhead in 2021 is HUF 1 200 000 per person per year (approximately EUR 3 288).

Under the new regulation, the provision of continuous practical training is supported for as long as needed in order to conclude a vocational employment contract. It makes it possible to conclude vocational employment contracts for shorter, fixed-term once a year. It also facilitates the involvement of dual partners in vocational training who are not able to provide the adequate education conditions throughout the whole duration of the specialised vocational education, or where, due to the nature and content of the occupation in question, it is not justified to conclude vocational employment contracts for the full duration of the specialised vocational education.

A vocational employment contract can be concluded with the student participating in

vocational education, especially with the person participating in the training for the duration of the specialised vocational education or once a year, for a period of at least 4 and not more than 12 weeks. This provides the possibility to conclude a vocational employment contract for a short period, e.g. for the summer. This rule is applicable since 1 July 2021.

In specialised vocational education – after the successful completion of the sectoral foundation education – the parties (VET institutions and dual partners) must define the role of the dual partner. Several forms of cooperation may be established depending on how training provision is shared.

One form is when part of the learning area/curriculum belongs to the dual partner. The teaching-learning process aims to equip students with the skills defined in the learning outcomes, can basically take place in two ways: subject-based teaching and project-based education. Both solutions allow certain curricular and subject units to be delivered with the help of a dual partner under the full responsibility of the school.

Another form is when the full curriculum of the learning areas belongs to the dual trainer. The primary aim of the new VET system is to ensure that specialised vocational education, which can meet the output requirements set out in the Programme and outcome requirements (Képzési és Kimeneti Követelmények, KKK), can be provided entirely by the dual partner. Based on the above, theory and practice are not separated from each other. (Until 2020, VET training documents consistently presented vocational theoretical education and vocational practical training separated from each other.)

- (a) Specialised vocational education can be organised by a dual placement and by a VET institution: dual placement can be either in a training centre or – with the exception of a VET institution – in another business organisation. The training centre (*képzőközpont*) is a form of joint partnership in specialised vocational education. Under the new regulation, there are three types of training centres: knowledge centre for specialised vocational education and dual training at a training centre;
- (b) company training centre, which is a large company with own practical workshop where specialised vocational education is carried on either independently within the company or, based on trust, in other business organisations;
- (c) sectoral training centre with the aim of cooperation in order to meet the requirements to be a dual placement. Training is enabled with the purely
- (d) shared infrastructure of the members or the sectoral training centre or based on the entities involved. The work organisation of the ‘cluster’ (the head of the joint partnership) is a non-profit company created as a sectoral training centre. The non-profit company is responsible for training organisation, coordination and administration. The sectoral training centre is entitled to conclude vocational employment contracts and to benefit from the tax allowance. Currently, the chamber has registered 6 sectoral training centres and the registration of further 15 is in progress.

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

Based on the amendment to the Decree implementing the VET Act effective from 1 September 2021, in case of participation in dual training with a vocational employment contract, the training programme shall be developed by the VET institution in cooperation with the dual placement, and shall include the sharing of the teaching of the curricular elements between the VET institution and the dual placement, as well as

the criteria for joint assessment and evaluation by the VET institution and the dual placement.

Candidates for VET may have the possibility to shorten the duration of the training time if their previous studies, acquired knowledge or experience can be credited and accepted on the basis of the professional programme of the VET institution.

Vocational employment contracts no longer have to be uploaded into the KRÉTA registration system by the dual placement, but the data are kept by the National Tax and Custom Administration (Nemzeti Adó- és Vámhivatal, abbreviated NAV), which reports the number of contracts within 15 days of receiving the notification.

The tax on VET contributions was levied with effect from 1 January 2022, so from that date the tax relief related to dual training can be claimed from the social contribution tax, under the provisions of Section 17/A of the amended Act on social contribution tax. Business entities which are not liable to pay social contribution tax are entitled to the tax relief in the framework of a tax refund.

In 2022, for specialised vocational education under the VET Act LXXX of 2019 as well as dual training and practice-intensive bachelor's degree programmes, the liability reduction items were the amount of the cost price is EUR 3 032 (HUF 1 200 000)/person/year, and a basic normative is EUR 1 642 (HUF 650 000)/person/year.

Until 26 January 2023, 31 sectoral training centres have been registered under the Dual Placement Register of the Hungarian Chamber of Commerce and Industry, representing nearly 200 enterprises in 15 sectors. According to the data of the AGRÁRSZAKTÁR dual placement registration system of the Hungarian Chamber of Agriculture, four sectoral training centres have been registered in 2022 in agricultural VET, which train young people for the 28 agricultural vocational occupations (including specialisations and partial qualifications) listed in the Register of Vocational Occupations.

The activities that can be carried out by a sectoral training centre are specialised vocational education; sectoral foundation education with school responsibility; adult training, company training services; training organisation activities; and production activities.

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.

2023 Implementation

Several amendments to the VET Act and to the Decree on its implementation have supported the expansion of dual training in 2023:

- (a) preference for pre-vocational contracts: students or adults participating in VET with a pre-vocational education and training contract are given preference in cases of equal results when applying for specialised vocational education offered by a VET institution;
- (b) vocational employment contracts:
 - (i) flexible contract duration – contracts can be concluded for the entire duration of specialised vocational education or for shorter periods. Previously, vocational employment contracts could only be concluded once a year for 4–12 weeks. The 2023 amendment allows contracts for shorter periods of 2–12 weeks, up to twice a year, with a total limit of 12 weeks per year. This change was introduced following an ex-post impact assessment, which identified that the previous minimum duration of 4 weeks was not suitable for all vocational occupations (especially for the technician programmes);
 - (ii) students without vocational employment contracts by the first month of the school year are presumed unable to participate in dual training, subject to certification by economic chambers, who assess all registered companies whether they can accept students thus contribute to the participation of students in dual training and only issue a certificate in well justified cases;
- (c) flexible training models: dual training placements can outsource up to 49% of specialised vocational education to external partners. However, the primary training provider remains responsible for compliance.

External partners can include other dual training providers, businesses not registered as dual placements, or even VET institutions. This means students may complete part of their specialised vocational education at their own school. The amendment broadens the range of actors involved in practical training and ensures that economic chambers oversee specialised vocational education not only at dual placements but also at their external partners.

- (a) post-education employment: vocational employment contracts can be converted into permanent employment contracts after successful final vocational examinations, ensuring continuity of employment;
- (b) expanded access for businesses to become dual training placements: small-scale farmers can now register as dual training placements;
- (c) wages and benefits:
 - (i) for adult students under part-time contracts, wages are proportional to working hours. The amendment clarifies that wages and other benefits for students in specialised vocational education with an adult legal status must be proportional to the duration of their employment. Full-time wages range from HUF 100 000 (EUR 260) to HUF 168 000 (EUR 437). However, the parties may agree to a higher wage within the vocational employment contract, even if it deviates from the proportionality rule;
 - (ii) wages under vocational employment contracts are exempt from social contribution tax and personal income tax but are subject to social insurance contributions.
- (d) training own employees:
 - (i) registered dual training placements can maintain existing employment contracts alongside vocational employment contracts; or
 - (ii) they can modify existing contracts for specialised vocational education, without tax relief eligibility;
 - (iii) non-registered employers can only modify existing contracts, without tax relief eligibility.

- (e) tax incentives: registered businesses can claim a 100% tax reduction for hours spent in dual training, even if adult participants already have an employment contract;
- (f) changes in content regulations: the Programme Curriculum (*PTT*) was removed from the statutory content regulation of VET. Instead, the mandatory teaching hours for VET themes (sectoral foundation education and specialised vocational education) are now regulated through the Programme and Outcome Requirements (*KKKs*).

From 1 January 2023, amendments to the Labour Code (Act I of 2012) impacted vocational employment contracts. For students aged 16-18, their daily working hours are limited to 7 hours under VET legislation, which is stricter than the Labour Code. For students under 16, since no specific provisions exist in VET legislation, the Labour Code applies, limiting their working hours to 6 hours per day. This affects grade 10 vocational school students, who are often younger than 16 when signing vocational employment contracts.

The GINOP 6.2.6 project, Sectoral training centres, smart alternative training structures, was closed on 31 August 2023. Key activities during the project regarding the development of WBL 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) 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-6.2.7-20 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

With the introduction of the reformed VET system in 2020, the number and proportion of students enrolled in specialised vocational education (grades 11-13 in technicums, grades 10-11 in vocational schools, or adult learners after passing the sectoral basic examination) increased significantly year-on-year. The table below provides comparable data on the evolution of vocational employment contracts and the phasing out of apprenticeship contracts in the indicated school years.

School year	Total students in VET			Students in specialised vocational education			Students with a vocational employment contract			Students with phasing out apprenticeship contract						
	student legal status	adult legal status	Total	student legal status	adult legal status	Total	student legal status	adult legal status	Total	student legal status	adult legal status	Total				
2021/22	216	39341	873258	26631	726	36	53268	258	12	938	3	328	16	26616	987	364
2022/23	209	05854	246263	30471	397	49	880121	27727	747	11	44039	1873	994	138		
2023/24	209	85982	242292	101102	83775	304178	14142	014	40	13982	1531	966	0			

2025 Implementation

With the introduction of the new VET system, the number and proportion of students participating in the sectoral education, regardless of their legal status, have increased significantly from year to year.

In the 2024/2025 academic year, their number reached 192 876, representing 66.3% of all students enrolled in VET.

Among students in the sectoral education, the number of those who had at least one employment contract during the given academic year was 16 266 in 2021/2022, 39 187 in 2022/2023, 82 153 in 2023/2024, and 94 788 in 2024/2025. This indicates that, since the first academic year examined, the proportion of students participating in dual training (excluding those under the phasing-out vocational employment contract scheme) has been steadily increasing. By the 2024/2025 academic year, nearly half of the students (49.1%) are participating in dual training.

School year	Number of students in VET			Number of students in the sectoral VET phase (in the dual training-relevant grades: VET school years 10-11; technikum years 11-13)			Number of students with at least one employment contract			Number of students (phasing-out apprenticeship contract)		
	student status	adult training status	total	student status.	adult training status.	total	student status	adult training status	total	student status	adult training status	total
2021/22	216 393	41 873	258 266	31 726	36 532	68 258	12 938	3 328	16 266	16 987	36 994	13 966
2022/23	209 058	54 246	263 304	71 397	49 880	121 277	27 747	11 440	39 187	73 994	13 966	0
2023/24	209 859	82 242	292 101	102 837	75 304	178 141	42 014	40 139	82 153	966	0	0
2024/25	209 665	81 332	290 997	120 531	172 345	192 876	65 806	28 982	94 788	13	0	0

Source: 2nd Monitoring Report of VET Policy Strategy 4.0

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In order to promote dual training, VET centres launched information campaigns in schools and online with regional chambers, which presented the benefits of dual training by sharing stories of successful students, organising joint events, and factory visits. VET centres personally approached business organisations with the opportunity to join dual training. Based on the data provided by the VET centres maintained by ministry responsible for VET in September 2025, the number of business associations/companies reached in relation to the promotion of dual training for the four academic years indicated was as follows per county in the table below.

For those VET Centres that did not receive EU funding during the 2014–2020 programming period, the standard call titled 'Establishment of Sectoral Training Centres (ÁKKs)' (GINOP Plus-5.2.6-25), published on 30 September 2025, provides an opportunity to establish STCs, with a total budget of HUF 6.2 billion (approximately EUR16.4 million). Thus, in addition to the 33 VET centres that set up sectoral training centres in the framework of the development projects GINOP 6.1.10-VEKOP-19 and GINOP 6.2.7-20, 18 more VET centres may receive support for the establishment of their sectoral training centres.

Source: 2nd Monitoring Report of VET Policy Strategy 4.0

County	Number of enterprises/companies reached through activities promoting dual training				
	School-year	2021/2022	2022/2023	2023/2024	2024/2025
Bács-Kiskun		494	717	884	206
Baranya		213	248	308	315
Békés		312	382	427	355
Borsod-Abaúj-Zemplén		154	186	209	187
Csongrád-Csanád		548	440	481	596
Fejér		192	172	211	324
Győr-Moson-Sopron		713	876	1 098	1 192
Hajdú-Bihar		542	602	692	555
Heves		112	150	207	243
Jász-Nagykun-Szolnok		277	317	365	386
Komárom-Esztergom		147	152	183	452
Nógrád		97	97	135	138
Pest		548	732	1 306	1 214
Somogy		305	413	469	512
Szabolcs-Szatmár-Bereg		314	377	470	644
Tolna		180	220	270	300
Vas		209	271	315	418
Veszprém		464	565	713	908
Zala		354	399	507	349
Total		6 175	7 316	9 250	9 294

Bodies responsible

- Ministry of Culture and Innovation
- National Tax and Custom Administration

Target group

Learners

Learners in upper secondary, including apprentices
Adult learners

Education professionals

Trainers

Entities providing VET

Companies
Small and medium-sized enterprises (SMEs)
VET providers (all kinds)

Thematic categories

Governance of VET and lifelong learning

Engaging VET stakeholders and strengthening partnerships in VET

Modernising VET offer and delivery

Modernising VET standards, curricula, programmes and training courses
Reinforcing work-based learning, including apprenticeships

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

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

[Government Decision No 1168/2019 \(entering into force on 1 January 2020\) on the VET 4.0 mid-term policy strategy for the renewal of VET and Adult Education \(AE\)](#)

The government Decree No 12/2020 on the implementation of the VET Act (published on 7 February 2020)

Government Decree 380/2021 (30.VI.) amending certain government decrees in the field of vocational education and training

Act XXXIII of 2023 on the amendments to the Act resulting from the ex-post impact assessment of the restructuring in VET

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.

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

The VET Act LXXX of 2019 (entering into force on 1 January 2020)

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

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

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

Transport Training and Examination Centre? Portal

Training and Testing Centre for Transport

Forestry Sectoral Knowledge Centre

EDIOP Plus 5.2.6-25 call for proposal

2nd Monitoring Report of VET Policy Strategy 4.0

Related policy developments

2025 Implementation

Methodological Renewal of Vocational Education and Examination

The policy introduces a package of measures to renew teaching and assessment methodologies in VET and adult education by embedding project-based learning and examinations into everyday practice.

 HUNGARY

Type of development

Practical
measure/Initiative


Subsystem

IVET CVET

2025 Implementation

Internationalisation in VET: development in the Carpathian Basin

The working group of the VET Innovation Council, Vocational training development in the Carpathian Basin, mapped future opportunities. The working group carried out the mapping between 2021-22.

 HUNGARY

Type of development

Practical
measure/Initiative

Subsystem

CVET

2021 Completed

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*)

 HUNGARY

Type of development

Regulation/Legislation

Subsystem

IVET

2025 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

2024 Completed

Mid-term VET policy strategy 4.0

The government has accepted, by government Decision No 1168/2019. (III.28.), the new '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

2022 Completed

Requirements to become an in-company trainer

The Act CXCV, 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

 HUNGARY

Type of development

Regulation/Legislation

Subsystem

IVET CVET

2025 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

“ ... ” **Cite as**

Cedefop, & ReferNet. (2026). Strengthening WBL and apprenticeship approaches: Hungary. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

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