


Financing adult learning database

Name of the instrument - Local language	Munkahelymegtartó képzés támogatása
Name of the instrument - English translation	Training subsidies for job retention (preventive training)
Scheme ID	103
Country	 Hungary
Reporting year	2015
Type of instrument	Grant for companies
Type of entry	Single instrument

Short description	Companies with employees whose regular employment cannot be ensured without training can apply for a State funded grant to cover the costs of training of these employees.
Short description of the related instruments	nap

Level of operation	National
Name of a part of the country	nap
Name of the region (for regional instruments)	nap
Name of the sector (for sectoral instruments)	nap
Relevance	Key scheme
Legal basis	Act IV of 1991 on the promotion of employment and unemployment benefits. Ministerial Decree 6/1996 (16 July) issued by the Minister of Labour on financial support promoting employment and on tackling employment crisis situations using the Labour Market Fund
Objective(s) and target(s)	To support training for people whose continuing employment cannot be guaranteed without training; avoid workers' dismissal. "Terminate, manage and dissolve labour tensions and mitigate their negative consequences" (Act IV of 1991).

Year of implementation	1991
Operation/management	National Employment Office
Eligible group(s)	Companies with employees whose regular employment cannot be ensured without training (for example where employment is anticipated to end in one year) and the employer reported it to the employee and the employment centre.
Group(s) with preferential treatment	Companies that hire people younger than 25 years old (especially school leavers), people over 55 years old, long-term jobseekers, women on/returning from maternity leave, unskilled workers, mothers with three or more children returning to work
Education and training eligible	sector specific and transferable; training programmes which aid finding or maintaining employment: a) VET programmes (except for ISCED 5B advanced level VET) and foreign language training as part of these b) general training preparing participants for entering VET c) career orientation and job-search skills training d) training preparing participants already having a vocational qualification for obtaining a state-recognised foreign language certificate e) training awarding professional driving licenses and foreign language training f) training preparing for entering higher education if it is (co)organised by a Roma local government or association
Source of financing and collection mechanism	State (National Employment Fund) matching: company
Financing formula and allocation mechanisms	Minimum/maximum amounts that company can receive, number of grants that may be allocated to company at the same time, duration and frequency of preventive training - not defined by law. Training can take place during or outside working hours. Companies employing specific/vulnerable groups (see preferential treatment) may receive a discount on the contribution payment. Allocation: In the framework of EU-funded programmes, labour offices make advance payments to the companies which, in turn, pay training providers (afterwards, the labour offices receive their money from the EU-fund intermediaries). When there is no EU funding, labour offices pay directly to training providers.
Eligible costs	Fees and other costs related to education and training (costs of materials, travel, accommodation, meal, formulation of training plan, personnel absence costs).
Frequency of the use	Specific rules/conditions for reuse
Volumes of funding	na
Beneficiaries/take up	No data on benefiting companies is available. In 2014, 10 391 adults were trained; 3 008 male, 7 383 female.

	2013: 12 243 adults; 10 720 male, 1 523 female 2012: 10 727 adults; 9 822 male, 905 female; 1 377 aged 20-24, 3 603 aged 25-34, 5 728 aged 35-54, 19 aged 55-64.
Organisation responsible for monitoring/evaluation	Labour centres are responsible for monitoring and evaluating the functioning of the instrument at local level, but it is the Ministry for National Economy that evaluates it at national level and may take corrective actions.
Monitoring/evaluation reports available	Annual analysis of the effectiveness of the active labour market tools carried out by National Employment Service; published in Hungarian http://nfsz.munka.hu/engine.aspx?page=afsz_stat_fobb_aktiv_eszkozok
Most relevant webpage - in English	http://en.munka.hu/
Most relevant webpage - local language	http://www.munka.hu/
Recent changes	A higher number of potential users expressed an interest in the preventive training instrument during the economic crisis. Public funding is decreasing, and labour market training is being financed more and more through the European Social Fund.
Sources	Year Book 2012/2013. National Employment Service. http://en.munka.hu/engine.aspx?page=labour_market_yearbook
	The Hungarian Labour Market 2014 http://www.econ.core.hu/english/publications/lmyb.html
	Webpage of National Employment Service http://en.munka.hu/ and data received directly from the National Office for Vocational Training and Adult Education
	Government of Hungary (2014): National Reform Programme 2014 of Hungary http://ec.europa.eu/europe2020/pdf/csr2014/nrp2014_hungary_en.pdf
	Cedefop: Financing adult learning. http://www.cedefop.europa.eu/FinancingAdultLearning/DisplayInstrumentNa...