Apprenticeship - Dual vocational training based on the apprenticeship training contract

Tanulószereződésen alapuló duális szakképzés

Hungary

Reference Year 2019

TARGET GROUP

Q6. Does the legal basis define the minimum and maximum age limits for enrolment of the target group of this scheme?

The minimum age to start an apprenticeship is 14 years old, after finishing lower secondary school. Yet, in the first year, however, practice can only take place in a workshop, not in a real company.

Primary schools provide eight years of general primary and lower secondary education to children aged 6 to 14. Students can apply for vocational education after that.

Acquiring the first two vocational qualifications in the state-subsidised vocational education and training system is free, the second vocational qualification (from 2015) can only be obtained in adult education (after 25 years of age individual can take part only in adult education).

Pursuant to CXC 2011. Act on National Public Education

Q7. What is the average age of learners in practice?

Students who participate in a vocational school training programme are generally between 14 - 17 years old students.
Q8. Is the scheme included in the ISCED 2011 mapping?

The scheme is included in the ISCED 2011 mapping, level 353.

Q9. Is there any organization at the national level with roles in coordinating the scheme?

The Hungarian Chamber of Commerce and Industry is responsible for assisting students in finding practical training opportunities at companies. The Chamber is also responsible for the accreditation and registration of enterprises providing practical training, the countersigning (validation) and registration of training contracts, and the inspection of training provision. The Chamber has become a key actor in VET over the past years, and through several agreements made with the government it now plays a dominant role in qualification design (developing standards, framework curricula and examination procedures) organisation of VET examinations and quality assurance.

Guidance to both students and companies wishing to enter apprenticeship training is available at a national VET guidance network operated by the Hungarian Chamber of Commerce and Industry since 2001. Pursuant to the VET Act, local chambers have to assist, supervise, validate and register the conclusion of training contracts, and they also participate in career guidance activities targeting primary school students.

Q10. When was the scheme introduced?
The dual vocational training was introduced by the new Act of 2011 on VET.

Q11. How did the apprenticeship scheme originate?

The origins of dual vocational training go a long way back in Hungary. This type of training was dominant in skilled workers’ training before the political regime change (1989), and only the economic collapse in the early 1990s set it back for a decade. The institutional system of the apprenticeship contracts was regulated in such details in the Act on vocational education and training in 1993. Since then, the conditions and contents, its operation has changed several times, in accordance with the needs indicated by the chamber. Due to these changes, it has become one of the core elements of dual vocational training by 2012.

Since the beginning of the 2000s every government has supported apprenticeship. The legal framework allowing and supporting dual vocational training has gone through a decade-long development. The new Act CLXXXVII of 2011 on vocational education and training and the subsequent legislation introduced further specifications and modifications.

The aim of apprenticeship today is to fulfil the labour market needs of a successful economy, and to provide career opportunities for a young, skilled workforce. The aim of training skilled workers is not the acquisition of lexical knowledge, but to train successful and efficient employees. As for enterprises, the main motivating force is not short-time profitmaking, but high level training of the future employee, which is considered an investment with a long-term return.
Q12. What are the sources of financing of the direct costs for the in-company training part of the apprenticeship scheme?

- Single Employers Hosting Apprentices
- Sectoral Funds
- State
- Other

The most important resource in funding of enterprises are their vocational training contributions (see Q13) and the National Employment Fund.

The training section of the National Employment Fund is constituted of the vocational training contribution paid by enterprises. The aim of the vocational training contribution is to involve enterprises in vocational training besides state stakeholders.

The amount of the vocational training contribution is the base of the social contribution tax imposed on the entity obliged to pay a contribution, and its extent is 1.5 per cent of the basis of the vocational training contribution. (It is 1.5% of the vocational training contribution base (gross liability). The contribution can be settled by organizing practical training. In this case, the extent of the contribution can be decreased by a normative subsidy set forth in advance. Since January 1st, 2013 other organizations have joined the circle of training providers with apprenticeship contracts, which were not obliged to pay vocational training contribution originally. By the end of the tax year 2015 other organizations pursuing practical training based on apprenticeship contracts, could reclaim subsidy based on application in the framework of a grant process. In case the sum of the normative subsidy exceeds the extent of the contribution duty, the difference can be reclaimed by training providers with apprenticeship contracts. Another incentive for an extensive circle of practical training providers is that their funding is supplemented by a further subsidy: from January 1st, 2016 they will receive extra normative subsidies (investment, instructor, workshop maintenance decreasing items), by which the sum to be reclaimed can increase. The subsidy is mostly available for SMEs.

Q13. Are there any financial incentives for companies that offer apprenticeship places?

- Yes, Subsidies
- Yes, Tax Deductions
- Yes, Other Incentives
There are two financial incentives for companies: tax deduction from the vocational training contribution; and normative subsidy.

1. Tax deduction.

The vocational training contribution at 1.5% of the social contribution tax defined by the tax legislation is compulsory for companies registered domestically or abroad those are active in Hungary. So, the vocational training contribution is practically a VET tax levied on enterprises to 1.5% of the total labour cost.

The contribution obligation may be met in three ways:
(1) by payment to the development and training subfund of the National Employment Fund; (2) by organising practical training for students in vocational training schools or in tertiary education; (3) by organising trainings for own employees.

Vocational training contributions not spent on vocational training provision must be paid into the training subfund of the National Employment Fund.

The cost accounting of apprenticeship-contract-based training has been simplified by the regulation that let the entrepreneurs meeting their vocational training contribution payment obligation by organising practical training.

The companies can reduce the contribution amount, as of 2015, by the product of the base normative amount of HUF 480,000/cap/annum (~EUR 1500).[2]

2. Normative subsidy

Organisations that are not obliged to pay the vocational training contribution (for example: hospitals, central budget institution) or SMEs enterprises whose vocational training contribution less than the normative subsidy can also receive support from the National Employment Fund training subfund for providing practical training based on an apprenticeship training contract.

The National Employment Fund supports the reduction of new investments and the cost of trainers. The vocational training contribution may be further reduced in accordance with the Act CLV of 2011 on the vocational training contribution and the support for the development of training.

Q14. How many learners are enrolled in this scheme?

The number of apprenticeship training contracts in 2019 was 51,180.
<table>
<thead>
<tr>
<th>Year</th>
<th>VET students (VET grade - ISCED level 353)</th>
<th>vocational education grammar schools (VET grade)</th>
<th>Total number of students</th>
<th>Students holding an apprenticeship training contract</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013/14</td>
<td>58,848</td>
<td>53,096</td>
<td>113,376</td>
<td>49,000 (43%)</td>
</tr>
<tr>
<td>2014/15</td>
<td>49,125</td>
<td>48,001</td>
<td>97,126</td>
<td>50,000 (46%)</td>
</tr>
<tr>
<td>2015/16</td>
<td>43,049</td>
<td>46,748</td>
<td>89,793</td>
<td>50,000 (52%)</td>
</tr>
<tr>
<td>2016/17</td>
<td>40,332</td>
<td>42,799</td>
<td>83,131</td>
<td>53,000 (61%)</td>
</tr>
<tr>
<td>2017/18</td>
<td>40,340</td>
<td>40,667</td>
<td>80,997</td>
<td>54,000 (66%)</td>
</tr>
<tr>
<td>2018/19</td>
<td>63,700</td>
<td>33,100</td>
<td>96,800</td>
<td>51,180 (52%)</td>
</tr>
</tbody>
</table>

*not final


Ministry for Innovation and Technology (2019): Vocational Training 4.0.

Data released by the Hungarian Central Statistical Office (2019):

Q15. What is the share of apprentices enrolled in this scheme in relation to all VET students for the corresponding educational level(s) as reported in Q3?

Currently 50.7% of vocational training school students participate in apprenticeship training. (ISCED level 353).

The total number of students in VET of vocational school programmes in 2018/2019 school year: 100.800 students. The total number of students participating in 3-year programme dual training system: 38.000 students.

The dual education can be organized in the Vocational grammar school in grades 13 and 14. There were 13.434 students in dual practical training in 2019 in the Vocational grammar school. Taking everything into account the number of apprenticeship training
contracts in 2019: 51,180.

Ministry for Innovation and Technology (2019): Vocational Training 4.0.


Q16. Which is the type of qualification obtained through the apprenticeship scheme?

The scheme leads to the vocational qualifications listed in National Vocational Qualification Register, which are recognised by the state. The vocational qualification listed in the National Vocational Qualifications Register is awarded at the final vocational examination organised at the VET school, based on uniform standards.

The National Vocational Qualification Register contains those qualifications which are recognized by the state. Legal background: Government Decree 150/2012. (July 6) on National Vocational Qualification Register. Today 758 vocational qualifications (200 partial qualifications and 558 basic and add-on qualifications) can be found in the register. Register available: https://www.nive.hu/index.php?option=com_content&view=article&id=297 (Hungarian version)

Link to the list of qualifications: https://www.nive.hu/index.php?option=com_content&view=article&id=297

Q17. Is the qualification included in the National Qualification Framework (NQF)?

VET qualifications based on an apprenticeship training contract are linking to the EQF/HUQF level 3 and 4.
EQF/HUQF level 3: Hand & Nail Care - Nail Builder, Beekeeper, Chimney sweeper, Construction and material handling machine operator, etc.

EQF/HUQF level 4: Cook, Waiter, Confectioner, Bricklayer, Hairdresser, Electrician, Car mechanic, Trader, CNC operator, etc.

From 4 March 2016 National Vocational Qualification Register contains the EQF/NQF levels of qualifications. See the list: https://www.nive.hu/index.php?option=com_content&view=article&id=297 (Hungarian version).


Q18. How does the qualification link to the scheme?

Dual vocational training is not a separate pathway in Hungary, but a very integrated part of the initial VET at upper secondary level. Pursuant to Act CLXXXVII of 2011 on vocational education and training, the practical training component of any IVET programme provided within the formal school system can be organised either exclusively in a school workshop or at an enterprise or at both venues. The scheme leads to the same vocational qualifications listed in National Vocational Qualification Register, which are recognised by the state.

Q19. Does the scheme provide direct access to higher education?

The entry requirement to the higher education is the secondary school leaving certificate. Therefore if individuals wish to continue their studies in higher education, they need to complete a two-year general education programme to obtain the secondary school leaving certificate.
Q20. How is the scheme linked to a training programme?

- The scheme is implemented via a specific apprenticeship programme.
- The scheme is implemented on the basis of the school-based VET programme.
- The scheme is implemented based on the VET standards (valid generally for all VET schemes).

Since apprenticeship training is not a separate pathway, the general governance system and regulatory framework are the same in any VET programme, irrespective of where practical training takes place. The awarded vocational qualifications are also the same, and are referenced to the Hungarian NQF level 3 and 4. The peculiar regulations concerning practical training based on an apprenticeship training contract are defined in Act CLXXXVII of 2011 on vocational education and training.

Q21. If the scheme is implemented via specific apprenticeship programme, what is its duration?

Duration of apprenticeship may be 12, 24 or 36 months.

Q22. If the scheme is not implemented via specific apprenticeship programme, how is duration of apprenticeships defined in the regulation?

- It is defined as minimum and maximum share of a VET programme.
Vocational school programmes run for three years. An apprenticeship may be concluded effective from the start of the first year. The apprenticeship contract may be concluded for the total remaining time of the training, and may be terminated in cases specified by the Act of vocational education and training.

Q23. Is there a distinction between the training time and working time for the period spent at workplace, as per regulation?

- YES, THE LEGAL FRAMEWORK MAKES THIS DISTINCTION
- NO, THE LEGAL FRAMEWORK MAKES NO DISTINCTION

ALTERNATION OF WORK-BASED (IN-COMPANY) TRAINING AND SCHOOL-BASED TRAINING

Q24. Is it compulsory to alternate training between two learning venues (school and company)?

- YES
- NO

If students has an apprenticeship contract, the practical part of the training must be completed in the company.

In Hungary, practical training can be pursued in the school workshop, or at the enterprise or other organization entitled to pursue practical training. Practical training is necessary to obtain a certificate in a defined work area, in a defined job, the duration of which is specified in the base document of the training.
If the proportion of required exceeds 40%, an apprenticeship contract must be concluded.

Q25. Is the in-company training defined as minimum share of the apprenticeship scheme duration?

- **YES, EQUIVALENT OR MORE THAN 50% OF SCHEME DURATION**
- **YES, BETWEEN 20% AND 50% OF THE SCHEME DURATION**
- **YES, LESS THAN 20% OF THE SCHEME DURATION**
- **NO, NO MINIMUM SHARE IS COMPULSORY**

The time spent on training at companies varies by vocation and is shaped by local arrangements. In vocational schools programmes, VET is provided in 2/3 of all teaching hours, and the share of in-company training within VET is 40-80%, depending on the pursued vocational qualification; for the majority of students it is 70%.

In Vocational grammar school apprenticeships are available in the post-secondary year(s) when only VET is provided; the share of practical training varies also between 40 and 70%.

Q26. What is the form of alternation of training between workplace (company) and school?

- **EVERY WEEK INCLUDES BOTH VENUES**
- **ONE OR MORE WEEKS (LESS THAN 1 MONTH) SPENT AT SCHOOL FOLLOWED BY ONE OR MORE WEEKS AT WORKPLACE**
- **ONE OR MORE MONTHS (LESS THAN 1 YEAR) SPENT AT SCHOOL FOLLOWED BY ONE OR MORE MONTHS AT WORKPLACE**
- **A LONGER PERIOD (1-2 YEARS) SPENT AT SCHOOL FOLLOWED BY A LONGER PERIOD SPENT TRAINING AT WORKPLACE**
- **VARIOUS - DEPENDS ON AGREEMENTS BETWEEN THE SCHOOL AND THE COMPANY**
- **OTHER**
The form of alternation of training between company and VET school depends on the specific of qualification, training hours of practical training and agreement between VET school and company.

1. every week includes both venues;
2. one week spent at VET school is followed by one week at workplace

For a minor student, the practical training time shall not exceed 7 hours a day, and 8 hours a day for a major student. The daily training of a minor student shall be organised between 6 am and 10 pm. The student shall be granted at least 16 hours of uninterrupted rest between the end of the practical training and the start of practical training on the following day. The student shall not be employed to do practical training in excess of the daily training time. The practical training of the student shall not take place at the organisation delivering the practical training:

- on the days of theoretical training;
- on the day of events organised by the VET school where every student must be present;
- on the examination days of the student during his/her studies and the days of the mandatory complex vocational exam at the end of his/her studies; and
- whenever the employee of the practical trainer is also exempted from the obligation to work pursuant to the labour legislation.

Regulated by paragraphs 37 and 38 of Act CLXXXVII of 2011 on vocational education and training.

**FORMAL RELATIONSHIP WITH THE EMPLOYER**

Q27. Is any contractual arrangement between the learner and company, required as per regulation?

- [ ] YES
- [ ] NO

There are two possible (legal) types of practical training in enterprises.

- Apprenticeship training contracts are concluded between the student and an
enterprise, which provides practical training as well as a regular allowance to the student. Length of apprenticeship: 12, 24 or 36 months. The dual vocational training scheme is based on the apprenticeship training contract. Apprenticeship training contracts are concluded between the student and an enterprise in written form. This contact is countersigned by the territorially (county) competent economic chamber of the Hungarian Chamber of Commerce and Industry. Apprenticeship training contracts can be concluded with the students from the beginning of the first vocational training year for training preparing them for the first vocational qualification recognised by the state and eligible for central budget support. The apprenticeship training contract contains the contracting parties and the organisation of the training and specifies the rights and obligations of the student and the training organisation (enterprises), respectively, the conditions of the termination of the contract, and the allowances to be extended to the student.

- Alternatively, under certain conditions, a VET school may conclude a cooperation agreement with an enterprise to provide practical training for its students. In this case, learners are not contractually linked to the employer, neither do they receive remuneration (they do receive an allowance only for the duration of their practice during the school summer holidays).

Regulated by paragraphs 42 and 48 of Act CLXXXVII of 2011 on vocational education and training

Q28. What is the nature of the contractual arrangement?

Apprenticeship training contract is partially covered by the Labour Code. This is a formal agreement (contract) between the student and employer (enterprise). This contract regulated by paragraph 25 of Act CLXXVII of 2011 on vocational education and training.

However, apprentices shall have all the rights of employees as regulated under the Labour Code. Apprentices may also initiate legal disputes to assert his/her claims related to practical training, in accordance with the provisions applicable to labour disputes.

During the period of apprenticeship training contract students get into the social security system, have insurance, are entitled to receive sick leave benefit and the period of apprenticeship is counted into the service time when pension is calculated.

Q29. Where is the contract or the formal agreement registered?
Pursuant to paragraph 43 of Act CLXXXVII of 2011 on vocational education and training, local (county) chambers have to assist, supervise, validate and register the conclusion of apprenticeship training contracts.

Q30. What is the status of the learner?

Learners are in student status in their vocational schools. But in the framework of practical training provided under apprenticeship training contract, the student of a vocational school shall have all the rights of an employee under the Labour Code.

Regulated by paragraph 26 of Act CLXXXVII of 2011 on vocational education and training.

Q31. Do apprentices receive a wage or allowance?
Apprentices, with any type of contract, receive an allowance. This amount is personal income tax free for apprentices. This exemption regulated by Act No. CXVII of 1995 on Personal Income Tax.

4/2002. (II. 26.) Ministry of Education
Regulation on allowance of students participating in school-based vocational education and training.
https://www.tanuloszerzodes.hu/content/42002-ii-26-om-rendelet-az-iskolai-rendszer%C5%BD-szakk%C3%A9p%C3%A9sz-ben-r%C3%A9szt-vev%C5%91-tanul%C3%B3k-juttat%C3%A1sair%C3%B3l

Act nr. CLXXXVII of 2011 on vocational education and training.


Q32. How is the apprentice wage (taxable income) set?

✓ BY LAW (APPLYING FOR ALL)  ✓ BY CROSS-SECTORAL COLLECTIVE AGREEMENTS AT NATIONAL OR LOCAL LEVEL  ✓ BY SECTORAL COLLECTIVE AGREEMENTS AT NATIONAL OR LOCAL LEVEL
Companies that provide practical training have to pay a regular monthly allowance to the student, including holiday periods. Apprentices receive 10.5-19.5% of the mandatory minimum wage (161 000 HUF) during the first term of the first VET grade, depending on the share of practical training within the training programme.

The company must pay this amount to the student each month. The company must pay this amount to the student each month (from the beginning to the termination of the apprenticeship contract). The employer may reduce the allowance if the student is unjustifiably absent.

Mandatory minimum wage in 2020: 161 000 HUF

<table>
<thead>
<tr>
<th>Share of practical training within the training programme</th>
<th>full time training (100%)</th>
<th>part time training (60%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>80%</td>
<td>19.5%</td>
<td>11.7%</td>
</tr>
<tr>
<td>70%</td>
<td>18%</td>
<td>10.8%</td>
</tr>
<tr>
<td>60%</td>
<td>16.5%</td>
<td>9.9%</td>
</tr>
<tr>
<td>50%</td>
<td>15%</td>
<td>9%</td>
</tr>
<tr>
<td>40%</td>
<td>13.5%</td>
<td>8.1%</td>
</tr>
<tr>
<td>30%</td>
<td>12%</td>
<td>7.2%</td>
</tr>
<tr>
<td>20%</td>
<td>10.5%</td>
<td>6.3%</td>
</tr>
</tbody>
</table>

Q33. Who covers the cost of the wage or allowance of the apprentice?

Apprenticeship training at an enterprise is financed by the company, so the allowance is also paid by the company (employers). Companies can, however, deduct the training costs from their (mandatory) contribution to the vocational training and can also get further expenses reimbursed from the training sub-fund of the National Employment Fund.
Q34. Does the wage or allowance of the apprentice cover both the time spent at school and in the company?

✓ YES  ✗ NO, IT COVERS ONLY THE TIME SPENT IN THE COMPANY

Companies that provide practical training have to pay a regular monthly allowance to the student, including school and holiday periods.

The company must pay this amount to the student each month (from the beginning to the termination of the apprenticeship contract) in one case, the business may reduce the allowance if the student is unjustifiably absent.

Regulated by paragraphs 63 of Act CLXXXVII of 2011 on vocational education and training.

RESPONSIBILITY OF EMPLOYERS

Q35. Is the company hosting apprentices required by regulation to follow a training plan at the workplace?

✓ YES, THE TRAINING PLAN IS AGREED AT THE LEVEL OF SCHOOL AND COMPANY  ✓ YES, THE TRAINING PLAN IS BASED ON THE NATIONAL/SECTORAL REQUIREMENTS FOR THE IN-COMPANY TRAINING  ✗ NO, IS NOT REQUIRED FORMALLY

The vocational school provides for the vocational theoretical training of students, while practical training is done by enterprises or other organisations (enterprises, entrepreneurs, budgetary bodies, cooperatives, craftsmen, merchants, etc.). The enterprise is responsible for the preparation of the student for the practical part of the final complex vocational examination based on the professional and examination requirement issued for the given qualification and the vocational training framework curriculum. The vocational training framework curriculum describe the professional content of the practical training. The company is constantly documenting what the learner is working and practicing.

Regulated by paragraph 36 of Act CLXXXVII of 2011 on vocational education and training.
Q36. What are the requirements on companies to provide placements, as per regulation?

Companies shall provide the apprentice with occupational health and safety education relevant to the practical training task, regular medical checks of the apprentice during the training period, work clothes, personal protective equipment, discounted meals and travel expenses.

Companies shall provide the human and material conditions necessary for preparation for the practical training requirement and for the practical exam.

At companies students are dealt with by instructors/trainers with different professional and teaching skills, which lead to outcomes of uneven quality in terms of students’ vocational qualifications. To ensure company-based vocational instructors/trainers are appropriately qualified, the VET Act of 2011 lays down the requirement for them to have a teaching examination from 2015.

On 1 September 2019, new regulations came into force. Hungarian Chamber of Commerce and Industry organize two types of training for trainers/ masters. If the instructor doesn’t have a sector-relevant higher education degree, one of the two courses is compulsory.

- Master craftsman training (including a teaching skills course) and master craftsman examinations are organised by the Hungarian Chamber of Commerce and Industry. It's mostly about professional development.
- The Vocational Training Act introduces a new Professional training on September 1, 2019: Professional Trainer of Commerce certified by Hungarian Chamber of Commerce and Industry. During the Professional Trainer of Commerce, the participants learn pedagogical, psychological and documentation skills.

In accordance with the relevant legislation, each instructors/trainer pursuing practical training at companies has to own a master craftsman certificate or a chamber practical training certificate. A waiver of this obligations can be given when the instructor has sector-relevant higher education degree and 2 years of experience, or non-sector-relevant higher education degree and 5 years of experience, or is over 60 years of age.

Regulated by the paragraph 68 of Act CLXXXVII of 2011 on vocational education and training

Regulated by the paragraph 36 of Act CLXXXVII of 2011 on vocational education and training

Regulated by the paragraph 31 of Act CLXXXVII of 2011 on vocational education and training
Q37. Are there any sanctions on companies that do not provide training to apprentices at the workplace?

If the enterprises have an apprenticeship but does not provide education satisfactorily, it is sanctioned by the local chamber of commerce and industry. Based on the decision of the Chamber of Commerce and Industry, the company cannot continue to dual vocational training.

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Q38. What is the role of chambers, employers’ and employees’ representatives, sectoral councils (if existent), in shaping apprenticeship content, as per regulation?

The role of the Hungarian Chamber of Commerce and Industry has been increasingly significant; it has become a key actor in shaping VET policy and performs important duties in accordance with its 2010 agreement with the government. Chamber has become a key actor in qualification design (developing standards, framework curricula and examination procedures for the majority of qualifications required for blue-collar jobs), organisation of VET examinations and quality assurance.
It has also exerted considerable influence on VET policy, initiating the transformation of the structure of VET.

The Ministry for Innovation and Technology supports active involvement of all VET stakeholders in this process through the newly established VET Innovation Council. This is a debating and advisory body. In cooperation with the main VET advocacy bodies to support demand-driven transformation of the VET system. It will formulate proposals for policy decision-making and support implementation of initiatives in VET and adult learning.

The county development and training committees (operated by local Chambers of Commerce and Industry) play a very important advisory-consultative role in VET financing and development. The scope of the county development and training committee includes any issue which may affect the promotion of the vocational training development in the given county. The first step of planning is the proposition of the committee to the so-called qualification structure decision, which defines training courses which can be subsidized or cannot be subsidized, or subsidized to a limited number of places by the state within the school system.

On 12 December 2017 the Hungarian Parliament passed the amended Act on Vocational and Adult Training, opening the way for establishing Sectoral Skills Councils (SSCs). A sectoral skills council can be considered representative if at least 51% of its members are economic stakeholders working in the same sector. SSCs will establish their own procedures; their members may vary from 7 to 19 persons per SSC, depending on the sector. Other VET and economic stakeholders (schools, teachers, business federations and economic entities) may support the work of the councils, issuing opinions or making proposals through an online digital platform currently under development. SSCs are coordinated by the Hungarian Chamber of Commerce and Industry and the Hungarian Chamber for Agriculture for its own sectors. SSC representatives will take part in the National Council for VET and Adult Learning, a countrywide forum for reconciling professional interests, representing the sectors vis-à-vis the Hungarian Government.

Regulated by the paragraph 75, 76 of Act CLXXXVII of 2011 on vocational education and training
Regulated by the paragraph 77 of Act CLXXXVII of 2011 on vocational education and training
Regulated by the paragraph 78, 79 of Act CLXXXVII of 2011 on vocational education and training
Regulated by the paragraph 80 of Act CLXXXVII of 2011 on vocational education and training
Regulated by the paragraph 81, 82, 83 of Act CLXXXVII of 2011 on vocational education and training
Regulated by the paragraph 80 of Act CLXXXVII of 2011 on vocational education and training

Ministry for Innovation and Technology (2019): Vocational Training 4.0.
https://www.nive.hu/index.php?option=com_content&view=article&id=1024:szakkepzes-40-
Q39. What is the role of chambers, employers’ and employees’ representatives in implementing the apprenticeship scheme, as per regulation?

On top of its strategic role (see Q38), the Hungarian Chamber of Commerce and Industry is responsible also for examination procedures for the majority of qualifications required for blue-collar jobs. It participates in the organisation of VET examinations, and performs quality assurance functions, among others, in cooperation with entrepreneur associations and advocacy organisations. Also the Hungarian Chamber of Commerce and Industry organize the national competition “Star of the Trade Festival” and chamber is responsible for the tasks related to WorldSkills and EuroSkills.

Also the Hungarian Chamber of Commerce and Industry is responsible for assisting students in finding practical training opportunities at companies.

The Chamber is also responsible for the accreditation and registration of enterprises providing practical training, the countersigning (validation) and registration of training contracts, and the inspection of training provision.

Ministry for Innovation and Technology (2019): Vocational Training 4.0.

An apprenticeship contract can be concluded with a student, who participates in school-based vocational education in an institution of general education with a registered seat in Hungary (vocational schools and vocational grammar schools) within the framework of school education, for the purpose of preparation for a first or second qualification recognised by the state, entitled to state budget subsidisation, and meets the health care and vocational aptitude requirements set forth for the given qualification in legislation. [1]

Students can now conclude a training contract in their first year in vocational school, at the age of 14. In the first year, however, practice can only take place in a company workshop [2].

An apprenticeship training contract can be concluded in vocational training within the framework of school-system adult education following the amendment of the Act on vocational education in 2015. However, in this circle the financing of schools and practical training providers is harmonised (normative subsidies), and in accordance with this and the number of hours of the various working orders the remuneration of students is also differentiated (day courses: 100 per cent, evening courses: 60 per cent, correspondent courses: 20 per cent) [3].


Q8. What is the age of learners?
Students who participate in a vocational school training programme (generally between 14 and 17 years old students) and those (especially young) adults who participate in vocational training within the framework of school-system adult education and they acquire their first or second state-recognised vocational qualifications.

Acquiring the first two vocational qualifications in the state-subsidised vocational education and training system is free, the second vocational qualification (from 2015) can only be obtained in adult education (after 25 years of age individual can take part only in adult education). In adult education, an apprenticeship contract can be concluded in any working arrangement.

**OVERVIEW OF THE SCHEME**

**Q9. Is the scheme included in the ISCED 2011 mapping?**

![Yes](image)

The scheme is included in the ISCED 2011 mapping, level 353.

**Q10. Is the scheme part of the VET system?**

![Yes, it is the main route in the VET system](image)

The apprenticeship training is not a separate pathway, but a very integrated part of the formal (initial) VET system. Practical training with apprenticeship training contract is a dominant form of Hungarian vocational education and training.
Apprenticeship training goes a long way back in Hungary. It was dominant in skilled workers’ training even before the political regime change (1989), and only the economic collapse in the early 1990s set it back for a decade. The institutional system of the apprenticeship contracts was regulated in such details in the Act on vocational education and training in 1993. Since then, the conditions and contents, its operation has changed several times, in accordance with the needs indicated by the chamber. Due to these changes, it has become one of the core elements of dual vocational training by 2012. In the past 20 years the number of apprenticeship contracts signifying the essence of dual vocational training increased by 8 times.

Since the beginning of the 2000s every government has supported apprenticeship training. The legal framework allowing and supporting dual types of training has gone through a decade-long development. The new Act CLXXXVII of 2011 on vocational education and training and the subsequent legislation introduced further specifications and modifications.

Currently dual system based on apprenticeship training contract exists in the field of vocational school training programmes which are regulated by Act CLXXXVII of 2011 on vocational education and training.

So the new ‘dual VET system’ type of training was introduced by the new Act of 2011 on VET, from school year 2013/2014 generally, but optionally could be and was launched in some schools in 2012, too.

Q12. How did the apprenticeship scheme originate?

- Traditional Craftsmanship (master-apprentice relation) to prepare apprentices for the occupation
- School-based VET track by including more work-based learning to supply skilled workforce to match labour market needs
- Programmes for the unemployed (active labour market measures) to facilitate integration on the labour market
- Other
Main goals of the introduction of apprenticeship scheme:

- to strengthen the connection and communication between education system and labour market;
- to strengthen work-based leaning and cooperation between education and the world of economy;
- to bring closer vocational training supply and labour market demand;
- to involve actors of economy in the VET development and financing;
- to promote high quality practical training based on apprenticeship contracts;
- to ensure the expected skills on the labour market;
- to reduce the skills shortage (skill shortages are defined in each school year based on the estimated needs of the enterprises interested in employment for skilled workforce. Skills shortage varies from county to county, and is published each year in a government decree. As there is a labour market need for these qualifications, students have greater chance to find employment.);
- to help economic improvement;
- to decrease youth unemployment;
- to increase the prestige of vocational training;
- to allow young people the comprehensive acquisition of necessary skills, by which they would be able to perform their tasks at work effectively and innovatively, independently and in cooperation with others as well.

Q13. What are the major sources of financing of the in-company training part of the apprenticeship scheme?

Practical training in an enterprise is financed by the company itself, which can spend its vocational training contribution on related costs and can also claim further expenses from the National Employment Fund subfund and also financed by the vocational training contribution.

Currently around 7000 companies (2% of all enterprises) provide apprenticeship training at more than 9000 training places. 93.5% of training providers were SMEs and 6.5% large companies; they trained 59.5% and 40.5% of apprentices.

Apprenticeship training at SMEs is typical in some vocations such as shop assistant, hairdresser, beautician or painter.
Q14. Are there any financial incentives for companies that offer apprenticeship places?

There are two financial incentives for companies:

1. tax deduction from the vocational training contribution;
2. normative subsidy.

1. Tax deduction.

The vocational training contribution at 1.5% of the social contribution tax defined by the tax legislation is compulsory for companies registered domestically or abroad those are active in Hungary. So, the vocational training contribution is practically a VET tax levied on enterprises to 1.5% of the total labour cost.

The contribution obligation may be met in three ways:
(1) by payment to the development and training subfund of the National Employment Fund; (2) by organising practical training for students in vocational training schools or in tertiary education; (3) by organising trainings for own employees.\[1\]

Vocational training contributions not spent on vocational training provision must be paid into the training subfund of the National Employment Fund. The major part of funds is now dedicated to cover the costs of the dual VET system.

The cost accounting of apprenticeship-contract-based training has been simplified by the regulation that let the entrepreneurs meeting their vocational training contribution payment obligation by organising practical training reduce the contribution amount, as of 2015, by the product of the base normative amount of HUF 453,000/cap/annum.
2. Normative subsidy

Organisations that are not obliged to pay the vocational training contribution (for example: hospitals, central budget institution) or SMEs enterprises whose vocational training contribution less than the normative subsidy can also receive support from the National Employment Fund training subfund for providing practical training based on an apprenticeship training contract. In 2016, the base per capita rate is HUF 453000 (~EUR 1500) per year[3], but the coefficient used to calculate the actual amount of funding may range from 0.7 to 2, depending on the qualification. According to companies’ estimates, this covers about ¾ of all costs.

National Employment Fund also provides funds for technological/infrastructural and content development, mostly through decentralised tenders. The minister responsible for VET (currently the Minister of National Economy) alone has got the right of disposal over the training fund, which can only support objectives directly related to VET and adult training.


Q15. Is the scheme temporary, meaning that it is financed for a limited period of time?

YES ☑ NO

Q16. How many learners are enrolled in this scheme?

2015: 48000

Currently 40% of vocational training school students participate in apprenticeship training (ISCED level 353).

The total number of students in VET years of vocational school programmes in 2013/2014 school year: 107209 students. The total number of students participating in apprenticeship training: 42840 students (40%)[1]. The number of apprenticeship training contracts in 2015: 48000.[2]
<table>
<thead>
<tr>
<th>Year</th>
<th>Total number of students in the vocational school training programmes (ISCED level 353)</th>
<th>Number and rate of students holding an apprenticeship training contract</th>
</tr>
</thead>
<tbody>
<tr>
<td>2001/2002</td>
<td>70224</td>
<td>8931 (13%)</td>
</tr>
<tr>
<td>2002/2003</td>
<td>70688</td>
<td>9788 (14%)</td>
</tr>
<tr>
<td>2003/2004</td>
<td>70572</td>
<td>11619 (16%)</td>
</tr>
<tr>
<td>2004/2005</td>
<td>70712</td>
<td>16554 (23%)</td>
</tr>
<tr>
<td>2005/2006</td>
<td>70486</td>
<td>26878 (38%)</td>
</tr>
<tr>
<td>2006/2007</td>
<td>68734</td>
<td>30777 (45%)</td>
</tr>
<tr>
<td>2007/2008</td>
<td>73879</td>
<td>36191 (49%)</td>
</tr>
<tr>
<td>2008/2009</td>
<td>74352</td>
<td>38362 (52%)</td>
</tr>
<tr>
<td>2009/2010</td>
<td>79443</td>
<td>40427 (51%)</td>
</tr>
<tr>
<td>2010/2011</td>
<td>86385</td>
<td>41047 (48%)</td>
</tr>
<tr>
<td>2011/2012</td>
<td>96782</td>
<td>45391 (47%)</td>
</tr>
<tr>
<td>2012/2013</td>
<td>98729</td>
<td>41225 (42%)</td>
</tr>
<tr>
<td>2013/2014</td>
<td>107290</td>
<td>42840 (40%)</td>
</tr>
</tbody>
</table>


Q17. How many learners are enrolled in this scheme in relation to all VET students?
Currently 40% of vocational training school students participate in apprenticeship training (ISCED level 353).

The total number of students in VET years of vocational school programmes in 2013/2014 school year: 107209 students. The total number of students participating in apprenticeship training: 42840 students (40%)\(^1\). The number of apprenticeship training contracts in 2015: 48000.\(^2\)

\(^1\) Cedefop (2015): Apprenticeship-type schemes and structured work-based learning programmes. p. 19. 

http://www.tanuloszerzodes.hu/sites/default/files/files/Let%C3%B6lt%C3%A9sek/Dual_ENG.pdf (English version).

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Q18. How many learners are enrolled in the scheme in relation to all programmes for learners of the same age group?

Number of students in vocational schools\(^1\) (ISCED level 353):

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\(^1\) Cedefop (2015): Apprenticeship-type schemes and structured work-based learning programmes. p. 19.
in 2014/2015 school year: 109978;
in 2015/2016 school year: 97326.

Number of students in secondary vocational schools[2] (ISCED level 344):
in 2014/2015 school year: 188762;
in 2015/2016 school year: 182529.

Number of students in grammar schools[3] (ISCED level 344):
in 2014/2015 school year: 182228;
in 2015/2016 school year: 180960.

 Altogether 480968 students participated in all programmes for learners of the same age group in 2014/2015 school year and 460485 student in 2015/2016 school years.

The number of apprenticeship training contract in 2015: 48000. It is 10.5% of all students.

[1] Vocational schools provide three-year vocational programmes (in years 9-11), leading to the vocational examination that awards a state-recognised qualification of ISCED 353 level.

[2] Secondary vocational schools provide VET parallel to general education at upper secondary level, in years 9 to 12, leading to a vocational secondary school leaving examination. Following that, students can choose to stay in VET to pursue in ISCED level 454 state-recognized qualification on post-secondary non-tertiary education, or move into higher education.

[3] Grammar schools provide general education in years 9 to 12, and ISCED 344 level certificate awarded at the national secondary school leaving examination, organised at the end of year 12.

QUALIFICATIONS

Q19. Does the apprenticeship scheme result in a qualification?

The scheme leads to the vocational qualifications listed in National Vocational Qualification Register, which are recognised by the state.
Q20. Which is the type of qualification obtained through the apprenticeship scheme?

The scheme leads to the vocational qualifications listed in National Vocational Qualification Register, which are recognised by the state. The vocational qualification listed in the National Vocational Qualifications Register is awarded at the final vocational examination organised at the VET school, based on uniform standards.

Vocational school programmes award an ISCED 353 level National Vocational Qualification Register qualification, but no secondary school leaving certificate. This means that according to the Hungarian law, this qualification is only a professional/vocational qualification level which does not increase the former educational attainment level.

In theory, apprenticeship training can be organised in all occupations, but in practice its availability varies largely by sector/occupational field/qualification. In May 2014, practical training based on an apprenticeship training contract took place in more than 200 vocations. 58% of apprentices, however, trained for a qualification at ISCED 353 in only 10 vocations (cook, food and household retailer, waiter, pastry-cook, bricklayer, welder, hairdresser, cutter, electrician, body ironer). Shortage of available training places is a problem in several vocations. [1]


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Q21. Is the qualification included in the National Qualification Framework (NQF)?

VET qualifications based on an apprenticeship training contract are linking to the EQF/HUQF level 3 and 4.[1]
EQF/HUQF level 3: Welder, Nursing assistant, Leather product maker, Chemical substance production assistant, Viniculturist, Flower shop assistant, Floral designer, Water damage controller, etc.

EQF/HUQF level 4: Cook, Waiter, Confectioner, Bricklayer, Hairdresser, Electrician, Carpenter, Database manager, Tax specialist, Animal breeding worker, Audio and visual technical mechanic, etc. [2]


Q22. How does the qualification link to the scheme?

Apprenticeship training is not a separate pathway in Hungary, but a very integrated part of the initial VET at upper secondary VET level. Upper secondary VET is offered in vocational schools, which award ISCED 353 level vocational qualifications, respectively. Pursuant to Act CLXXXVII of 2011 on vocational education and training, the practical training component of any IVET programme provided within the formal school system can be organised either exclusively in a school workshop or at an enterprise or at both venues. The scheme leads to the same vocational qualifications listed in National Vocational Qualification Register [1], which are recognised by the state.

[1] National Vocational Qualification Register contains those qualifications which are recognised by the state. Legal background: Government Decree 150/2012. (July 6) on National Vocational Qualification Register. Today 758 vocational qualifications (200 partial qualifications and 558 basic and add-on qualifications) can be found in the register. Register available: https://www.nive.hu/index.php?option=com_content&view=article&id=297 (Hungarian version).
Q23. Does the scheme provide direct access to higher education?

Vocational school programmes award an ISCED 353 level National Vocational Qualification Register qualification, but no secondary school leaving certificate. And the entry requirement to the higher education is the secondary school leaving certificate. Therefore if individuals wish to continue their studies in higher education, they need to complete a two-year general education programme to obtain the secondary school leaving certificate.

DURATION

Q24. What is the duration of the VET pathway? (please refer to the typical duration)

3 school years

Vocational schools in dual VET system provide three-year vocational programmes (in years 9-11).

Q25. How is the length of stay in apprenticeships defined in the regulation?

Apprenticeship training contracts can be concluded with the students from the beginning of the first vocational training year until the completion the final vocational year and taking the vocational examination.

During the school year, in vocational school training the student in 9th grade can perform practical training either in the school workshop, or may conclude an
apprenticeship training contract with practical training provider enterprises, which is registered by the chamber as a training workshop pursuing practical training only. In the 10th and 11th grades an apprenticeship training contract can only be concluded with a training provider enterprises specified above until the student has passed the final vocational examination.\[1\]

According to this the length of apprenticeship: 24 or 36 months.


**Q26. Is there a distinction between the training and working period for the time spent at workplace, as per regulation?**

- YES, THE LEGAL FRAMEWORK MAKES THIS DISTINCTION
- NO, THE LEGAL FRAMEWORK MAKES NO DISTINCTION

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**5 ALTERNATION OF WORK-BASED (IN-COMPANY) TRAINING AND SCHOOL-BASED TRAINING**

**Q27. Is in-company training a compulsory part of the scheme, as per regulation?**

- YES
- NO

**Q28. Is there a minimum share of time of the apprenticeship spent in in-company training compulsory as per regulation?**

- YES, EQUIVALENT OR MORE THAN 50%
- YES, BETWEEN 20% AND 50%
- YES, LESS THAN 20%
Q29. What is the form of alternation of training between workplace (company) and school / training centre?

The form of alternation of training between company and VET school depends on the specific of qualification, training hours of practical training and agreement between VET school and company. First option, when every week includes both venues; second option: when one week spent at VET school followed by one week at workplace. For a minor student, the practical training time shall not exceed 7 hours a day, and 8 hours a day for a major student. The daily training of a minor student shall be organised between 6 am and 10 pm, continuously. The student shall be granted at least 16 hours of uninterrupted rest between the end of the practical training and the start of practical training on the following day. The student shall not be employed to do practical training in excess of the daily training time. The practical training of the student shall not take place at the organisation delivering the practical training:

- on the days of theoretical training;
- on the day of events organised by the VET school where every student must be present;
FORMAL RELATIONSHIP WITH THE EMPLOYER

Q30. Is any contractual arrangement between the learner, company and/or education and training provider, required as per regulation?

YES  NO

The apprenticeship training in the initial dual VET system is based on the apprenticeship training contract which is regulated by Act CLXXXVII of 2011 on vocational education and training. Apprenticeship training contracts are concluded between the student and an enterprise in written form. This contact is countersigned by the territorially (county) competent economic chamber of the Hungarian Chamber of Commerce and Industry. Apprenticeship training contracts can be concluded with the students from the beginning of the first vocational training year for training preparing them for the first vocational qualification recognised by the state and eligible for central budget support.\(^1\)

The apprenticeship training contract contains the contracting parties and the organisation of the training and specifies the rights and obligations of the student and the training organisation (enterprises), respectively, the conditions of the termination of the contract, and the allowances to be extended to the student.\(^2\)


Q31. Which parties enter a contractual relationship?
Apprenticeship training contracts are concluded between the student and an enterprise in written form. This contract is countersigned by the territorially (county) competent economic chamber of the Hungarian Chamber of Commerce and Industry.

Apprenticeship training contracts may be concluded by a business association organising practical training or any other budgetary institution, foundation, society or institution maintained by a church legal entity complying with the relevant legislative criteria that figures in the register of organisations entitled to provide practical training. The register is kept by the territorially (county) competent economic chamber of the Hungarian Chamber of Commerce and Industry. Any business organisation or other agency or organisation can be added to the list, provided that it is capable of meeting the personnel and technical conditions of delivering practical training and commits itself to applying obligatorily the vocational training framework curriculum issued for the given vocational qualification. \[1\]

\[1\] Regulated by paragraph 43 of Act CLXXXVII of 2011 on vocational education and training.

Q32. What is the nature of the contract?

Apprenticeship training contract is not covered by the Labour Code. This is a formal agreement (contract) between the student and employer (enterprise). This contract regulated by Act CLXXVII of 2011 on vocational education and training.
BUT: In the framework of practical training provided under apprenticeship training contract, the student of a vocational school shall have all the rights of an employee under the Labour Code. The student may also initiate legal disputes to assert his/her claims related to practical training, in accordance with the provisions applicable to labour disputes. [1]


Q33. Where is the contract registered?

AT THE EDUCATION AND TRAINING INSTITUTION

AT THE EMPLOYMENT OFFICE

AT THE CHAMBERS

AT THE MINISTRY OF EDUCATION

AT THE CHAMBERS

OTHER

Pursuant to Act CLXXXVII of 2011 on vocational education and training, local (county) chambers have to assist, supervise, validate and register the conclusion of apprenticeship training contracts. [1]

The Hungarian Chamber of Commerce and Industry is responsible for assisting students in finding practical training opportunities at companies. The Chamber is also responsible for the accreditation and registration of enterprises providing practical apprenticeship training, the countersigning (validation) and registration of apprenticeship training contracts, and the inspection of training provision.


Q34. What is the status of the learner?
Learners are in student status in their vocational schools. But in the framework of practical training provided under apprenticeship training contract, the student of a vocational school shall have all the rights of an employee under the Labour Code. The student may also initiate legal disputes to assert his/her claims related to practical training, in accordance with the provisions applicable to labour disputes.

During the period of apprenticeship training contract students get into the social security system, have insurance, are entitled to receive sick leave benefit and the period of apprenticeship is counted into the service time when pension is calculated.


**REMUNERATION**

Q35. Do apprentices receive a salary, allowance or compensation?

Companies that provide practical training have to pay a regular monthly allowance to the student, including holiday periods. Apprentices receive 10.5-19.5% of the
mandated a mandatory minimum wage (in 2016 HUF 111,000 ~ EUR 370) during the first term of the first VET grade, depending on the share of practical training within the training programme. Thereafter the training provider sets the rate of mandatory increase in every term, depending on the student’s diligence and performance.[1]


Q36. Who pays the salary / allowance of the apprentice?

- EMPLOYERS
- STATE
- OTHER

Apprenticeship training at an enterprise is financed by the company, so the allowance is also paid by the company (employers).

RESPONSIBILITY OF EMPLOYERS

Q37. Is the company hosting apprentices required to provide training at the workplace?

- YES, OBLIGATION TO PROVIDE TRAINING AT THE WORKPLACE IS REQUIRED IN THE CONTRACT
- YES, IT IS REQUIRED BY LAW
- YES, REQUIRED BY OTHER REGULATIONS
- NO, NOT REQUIRED FORMALLY

Dual training is implemented on the level of the school and the enterprise. Schools and enterprises jointly contribute to the vocational training of students. The vocational school provides for the vocational theoretical training of students, while practical training is done by enterprises or other organisations (enterprises, entrepreneurs, budgetary bodies, cooperatives, craftsmen, merchants, etc.). The enterprise is responsible for the preparation of the student for the practical part of the final complex vocational examination based on the professional and examination requirement issued for the given qualification and the vocational training framework curriculum[1]. The
enterprise shall provide the human and material conditions necessary for preparation for the practical training requirement and for the practical exam.\[^{2}\]

\[^{1}\] Regulated by paragraph 36 of Act CLXXXVII of 2011 on vocational education and training.

\[^{2}\] Regulated by paragraph 36 of Act CLXXXVII of 2011 on vocational education and training.

Q38. What are the requirements on training companies, as per regulation?

- **Have to provide a mentor/tutor/trainer**
- **Have to provide a learning environment**
- **Have to ensure learning support**
- **Have to develop a training plan**
- **Other**

The student shall do the tasks specified under the VET framework curriculum as part of the practical training, and shall be employed exclusively under healthy and safe circumstances.

The organiser of the practical training (companies) shall provide the student occupational health and safety education relevant to the practical training task. The organiser of the practical training (companies) shall provide for the regular medical checks of the student during the training period, furthermore work clothes, personal protective equipment, discounted meals and travel expenses.\[^{1}\]

Companies shall provide the human and material conditions necessary for preparation for the practical training requirement and for the practical exam.\[^{2}\]

At companies students are dealt with by instructors/trainers with different professional and teaching skills, which lead to outcomes of uneven quality in terms of students’ vocational qualifications. To ensure company-based vocational instructors/trainers are appropriately qualified, the VET Act of 2011 lays down the requirement for them to have a master craftsman examination from 2015. Master craftsman training (including a teaching skills course) and master craftsman examinations are organised by the Hungarian Chamber of Commerce and Industry. In accordance with the relevant legislation, each instructors/trainer pursuing practical training at companies has to own a master craftsman certificate from September 1st, 2015. A waiver of this obligation can be given when the instructor has sector-relevant higher education degree and 2
years of experience, or non-sector-relevant higher education degree and 5 years of experience, or is over 60 years of age. For the instructors who have not acquired the master craftsman certificate, the law allowed that if they made a declaration until August 31st, 2015 that they start the master craftsman training until September 2016, they can still pursue their instructor activities after the deadline on September 1st.

[1] Regulated by the paragraph 68 of Act CLXXXVII of 2011 on vocational education and training

[2] Regulated by the paragraph 36 of Act CLXXXVII of 2011 on vocational education and training

Q39. Are there any sanctions on companies that do not provide training to apprentices at the workplace?

[ ] YES
[ ] NO

Participation in VET, or ensure practical training for VET students not obligatory for companies. It is optional. In 2015, only 2 per cent of all the entrepreneurs employed young people with apprenticeship training contract. In the next few years the chamber intends to at least double the number of enterprises providing apprenticeships, and help young people finding a job in a manner that Hungary can also establish and strengthen its vocational education and training adjusted to its working culture, including gaining work experience through apprenticeship.


Q40. What is the role of chambers, employers' and employees' representatives (social partners), sectoral councils (if existent), in apprenticeships, as per regulation?
The role of the Hungarian Chamber of Commerce and Industry has been increasingly significant; it has become a key actor in shaping VET policy and performs important duties in accordance with its 2010 agreement with the government. The Hungarian Chamber of Commerce and Industry is now responsible for developing standards, framework curricula and examination procedures for the majority of qualifications required for blue-collar jobs, participates in the organisation of IVET examinations, and performs quality assurance functions, among others, in cooperation with entrepreneur associations and advocacy organisations.\(^1\) Also the Hungarian Chamber of Commerce and Industry organize the national competition “Star of the Trade Festival” and chamber is responsible for the tasks related to WorldSkills and EuroSkills.

Also the Hungarian Chamber of Commerce and Industry countersign an apprenticeship training contract and monitor and supervise enterprises pursuing practical training whether enterprises completely fulfil their obligations stipulated in the apprenticeship contract.

At national level, social partners are involved in advisory councils set up under the law of VET such as:

- the national economic and social council\(^2\), a multi-sided forum for strategic VET issues;
- the national vocational and adult training council\(^3\), a consultative-advisory body to the minister in charge, participating in National Vocational Qualification Register development and in the allocation of the National Employment Fund training subfund resources;
- the national qualification committee\(^4\), advising National Vocational Qualification Register development.

The county development and training committees\(^5\) play a very important advisory-consultative role in VET financing and development. The scope of the county development and training committee includes any issue which may affect the promotion of the vocational training development in the given county. The first step of planning is the proposition of the committee to the so-called qualification structure decision, which defines training courses which can be subsidized or cannot be subsidized, or subsidized to a limited number of places by the state within the school
Regulated by the paragraph 75, 76 of Act CLXXXVII of 2011 on vocational education and training

Regulated by the paragraph 77 of Act CLXXXVII of 2011 on vocational education and training

Regulated by the paragraph 78, 79 of Act CLXXXVII of 2011 on vocational education and training

Regulated by the paragraph 80 of Act CLXXXVII of 2011 on vocational education and training

Regulated by the paragraph 81, 82, 83 of Act CLXXXVII of 2011 on vocational education and training