

Vocational Education and Training: Support for Apprenticeships Take-up

Learning by Doing project

Belgrad

VET-SAT Erasmus+

More apprenticeship in Hungary



2014

Winterthur, Switzerland

International Congress on Vocational and Professional Education and Training



2015

Austrain, Suisse and Hungarian VET experts



2016

VET-SAT Erasmus+

More apprenticeship in Hungary



2014

Budapest, Hungary

International Congress on Vocational and Professional Education and Training



2015

The Hungarian team submits the application focusing on the following activities:

- „Know – How **transfer** from the Austrian work based training systems and development of a pilot cost benefit analysis”
- a vivid, interactive and dynamic knowledge transfer aiming tangible results on the field of **enhancing** the apprenticeships system in Hungary with view of broader European usage, between Austria, Hungary
- to supply data on **cost- benefit analysis** on apprenticeship in order to serve countries, like Hungary, where such data is still missing - meeting the policy objectives of EU 2020, ET 2020 and the Bruges Communique of tackling the youth unemployment and the early school leaving phenomena
- justify, that due to proper data, there will be a **better chance** to increase the number of the actual contracts between students in VET and companies on the labour market
- to engage a 24 month long, but **sustainable partnership**, to support work based apprenticeships system in all three countries



2016

VET-SAT Erasmus+

More apprenticeship in Hungary



2014



2015



2016

Austria and Hungary

Partnership



NEMZETI SZAKKÉPZÉSI ÉS FELNŐTTKÉPZÉSI HIVATAL



Berufsförderungsinstitut OÖ



NEMZETI AGRÁRGAZDASÁGI KAMARA

Austrian Economic Chambers

The Austrian Economic Chambers represent more than 450,000 member companies. As the voice of Austrian business, we are committed to forward-looking policies which benefit the economy e.g. tax relief, cutting red tape, subsidies.

Berufsförderungsinstitut Oberösterreich

The BFI OÖ as a part of the BBRZ GROUP is an Upper Austrian vocational education institute which is oriented along the labour market requirements of the 21st century.

Hungarian Chamber of Commerce and Industry

The Hungarian Chamber of Commerce and Industry is deeply embedded in society on a European level, rich in values and serves as a compass in every stages of capital's economic and social life.

Hungarian Chamber of Agriculture

The Hungarian Chamber of Agriculture takes part in the work of the National Council of Vocational Education and Training and ALE, in co-operation with the territorial chambers controls the practical training places, co-ordinates the tasks related to the master examination and certificates.



2014



2015



2016

Hungary

Farkas Péter: Needs **Analysis** – Tools for increasing apprenticeships in Hungary



Designing the **structure** of the CBA tool





2014



2015



2016

Austria and Hungary

Study visit in

Linz



NEMZETI SZAKKÉPZÉSI ÉS FELNŐTTKÉPZÉSI HIVATAL

VOCATIONAL EDUCATION AND
TRAINING: SUPPORT FOR
APPRENTICESHIPS TAKE-UP (VETSAT)
STUDY VISIT IN AUSTRIA AND HUNGARY

NATIONAL OFFICE OF VOCATIONAL EDUCATION AND TRAINING AND ADULT LEARNING
1085 Budapest, Baross utca 52.

Budapest





2014



2015



2016

Austria and Hungary

Study visit and talking head videos

The questions to be answered are the following:

How long have you been training apprentices?

How many apprentices do you have, and what tasks are they given?

To what extent are the skills owned and acquired by students in line with your expectations?

What makes you **committed** to practical training?

Further questions for consideration you may mention in the interview:

Has the preparedness of students **changed** for the recent years, if yes, positively or negatively?

How could practical training and consequently, VET be made more **efficient**?

What **difficulties** do you face as a practical training provider?

If there was a **CBA calculator** available, would you use it?



2014



2015

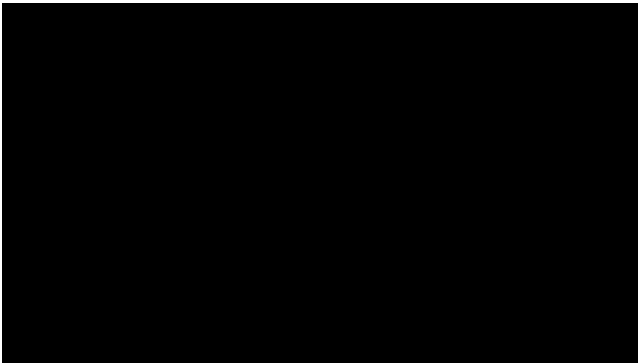


2016

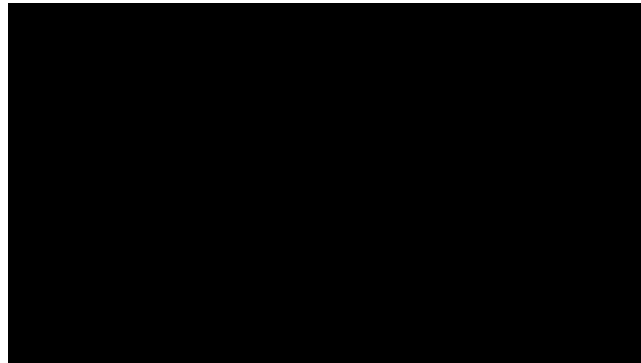
Austria and Hungary

Study visit and talking head videos

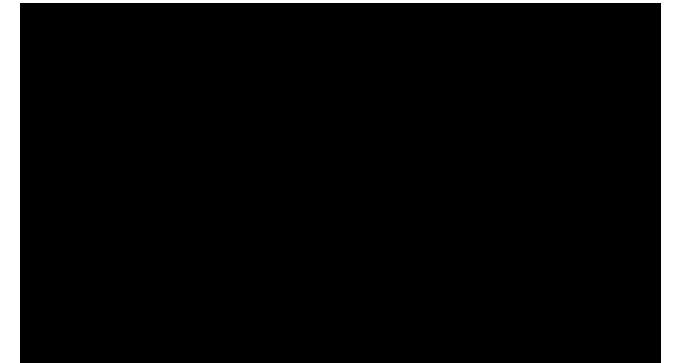
BORELA



EBNER



HAUNI HUNGÁRIA





2014

Gathering data from the Hungarian Central Statistical Office

Completing the Statistical Office's data and **developing** 2 types of questionnaires for companies:

management

data for CBA (11 Chamber of Commerce and Industry, 142 companies)



2015

Hungary

Data



2016



2014



2015



2016

Hungary

CBA tool

What is CBA?

Cost Benefit Analysis

a systematic process for calculating and comparing **benefits and costs** of a decision

The aim is to determine if an **investment/decision** is sound– verifying whether its benefits outweigh the costs, and by how much



2014



2015



2016

CBA tool

The special production curve used for calculations was prepared based on the tax return data and wage tariff records of **9200 companies in Hungary** (all the domestic companies in the past ten years with positive number of staff, assets and revenues, which participated in the wage tariff survey).

The circle of companies contained all the companies employing more than fifty people, and a randomly selected sample.



2014




2015



2016

CBA tool

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Co-funded by the
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CBA registration

Registration





2014



2015



2016

CBA tool

Enter following data for the calculation:

	Actual data for the last year or planned data for the next year	Actual data for the previous year
Fixed assets	<input type="text" value="0"/> HUF	<input type="text" value="0"/> HUF
Number of staff, full-day equivalent	<input type="text" value="0"/>	<input type="text" value="0"/>
Average formation of staff	<input type="text" value="0"/>	<input type="text" value="0"/>
Value-added per capita	<input type="text" value="0"/> HUF	<input type="text" value="0"/> HUF
Code of the trade trained (FEOR)	<input type="text" value="Code of the trade (FEO)"/>	<input type="text" value="OKJ"/>
Planned number of apprentices	<input type="text" value="0"/>	
Foregone working days of instructors	<input type="text" value="0"/>	

[Next](#)



2014



2015



2016

CBA tool

	Grand total		Per apprentice	
	Monthly	Annual	Monthly	Annual
Current training costs (detailed)	1,121,673	13,460,070	112,167	1,346,007
Apprentice wages	300,000	3,600,000	30,000	360,000
Payroll taxes on apprentice wages	81,000	972,000	8,100	97,200
Direct costs	500,000	6,000,000	50,000	600,000
Fees of instructors	0	0	0	0
Foregone production of instructors	203,173	2,438,070	20,317	243,807
Indirect costs	37,500	450,000	3,750	45,000
Additional investments to fixed assets of training (detailed)	0	0	0	0
Buildings	0	0	0	0
Machinery	0	0	0	0
Current training benefits (detailed)	10,054,521	120,654,255	1,015,127	12,181,519



2014



2015



2016

CBA tool

CBA calculation results (HUF)

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	Grand total		Per apprentice	
	Monthly	Annual	Monthly	Annual
Current training costs (detailed)	1,121,673	13,460,070	112,167	1,346,007
Additional investments to fixed assets of training (detailed)	0	0	0	0
Current training benefits (detailed)	10,054,521	120,654,255	1,015,127	12,181,519
Foregone hiring and training costs on hired apprentices (detailed)		948,865		
Net current costs (+) and earnings(-)		324,429,150		
Expected net present value of investments in dual VET		44,526,316		
Expected net gains or losses of current and investment costs and benefits of offering apprenticeship		368,955,465		

[Additional data](#)

[Recalculate](#)



2014



2015



2016

Action plan





2014



2015



2016

Action plan

Recommendations based on the international comparison on dual education and training

- appropriate general training of students entering vocational training
- considerate choice of a career path and have not only information but experience concerning the given qualification
- attractiveness of dual training is increased when apprentices are paid appropriate wages for their value creating work
- increase the time frame of practical training at the workplace
- develop teaching culture



2014



2015



2016

Action plan

Recommendations based on the needs analysis

- improvement of the standard of education in elementary schools, training for work to have applicants with better core competences, better abilities and more persistence
- improvement of the career orientation system
- decreasing administrative burdens related to reporting in training



2014



2015



2016



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