



European Lifelong Guidance Policy Network
Work Package 3 (contract 2009-2010)

“Co-operation and co-ordination mechanisms in guidance policy and systems development

Name of the good/interesting practice/initiative/policy

The Hungarian LLG Council and LLG System development

Country

HUNGARY

I am proposing that this example will be published also in the KSLLL database

Yes

1. Background

What makes this an example of good/interesting practice/initiative/policy?

- The motivation of the initiative (What is the history/background of the policy?)
- Linkages with LLG policy priorities (Please add references to other national/EU policies or documents)
- Participants

In Hungary there is no official central ownership of guidance issues. While guidance activities and development are overseen by the Ministry of Social Affairs and Labour (*Szociális és Munkaiügyi Minisztérium*), the Ministry of Education and Culture (*Oktatási és Kulturális Minisztérium*) is also a key actor in the field. However, the two ministries do not have a long term strategic agreement on the issue. On the other hand, neither the citizens, nor the employers have a clear idea of the aims, methods or the benefits of guidance, counselling and vocational orientation.

Career counselling has long-standing traditions in the Hungarian education system, going back to before the change of the economic and social regime. In the socialist era, a national career counselling network was instituted by Government Resolutions No. 2029/1967 and No. 1029/1971 (VII.3.). In line with the resolutions, a National Career Counselling Institute (Hungarian abbreviation: OPTI) and a National Career Counselling Council (later Committee) were formed, under supervision of the Ministry of Labour. Service delivery was provided by County Career Counselling Institutes. In the early 1980s, the system gradually lost its autonomy with the county institutes merging with institutes of pedagogy. At the same time, in schools the responsible career counselling ‘institution’ kept on operating on a mandatory basis. Teachers who were responsible for this task were exempted from a certain number of their regular lessons.



In 1987, the institution of professional supervision was terminated. On average 1 or 2 career counselling staff were left per county in the institutes of pedagogy, which were transferred to county jurisdiction.

By the time of the change of regime, the independent network of institutions with professionals dedicated exclusively to career counselling ceased to exist in Hungary. At the time of the change of regime, in 1988-1993, career counselling functions had no owner, which has left its mark on the Hungarian system to date. The two competent human policy ministries failed to conclude a long-term strategic agreement concerning the deployment, operation and evaluation of career counselling services.

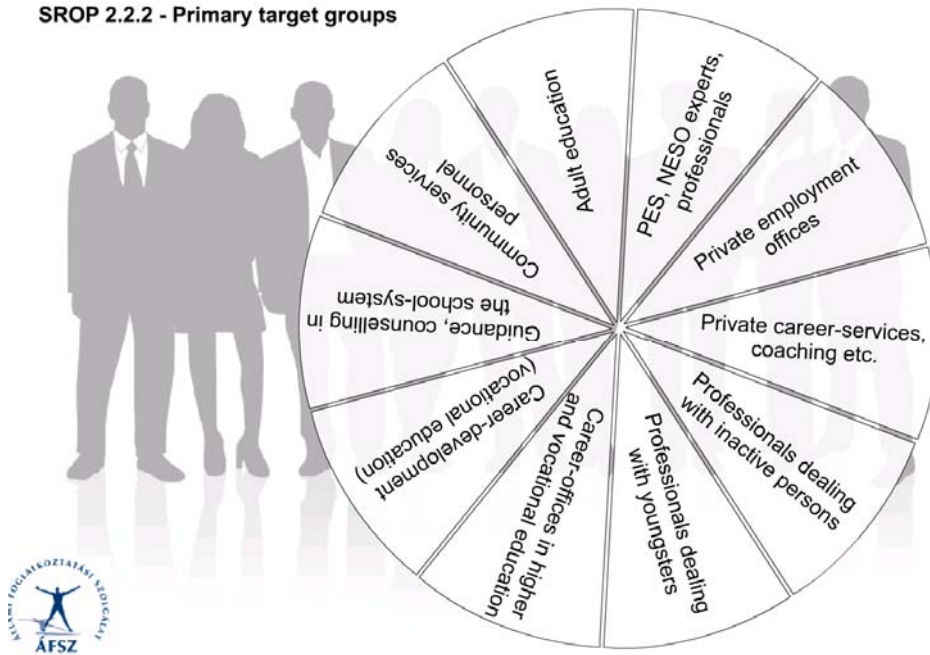
The PES established under the Employment Act of 1991 initially employed many experts who had worked in career counselling and considered the preservation of their profession and the relevant tasks their personal mission. Later on the employment legislation also specified career counselling tasks as the functions of the PES.

Since the establishment of the European Lifelong Guidance Policy Network (ELGPN) at EU level, national developments have pushed ahead. The Hungarian LLG Council (*Nemzeti Pályaorientációs Tanács, NPT*) was founded in January 2008 and in September of the same year a new national programme was launched in the framework of the Social Renewal Operational Programme (*Társadalmi Megújulás Operatív Programja, TÁMOP*) of the New Hungary Development Plan (*Új Magyarország Fejlesztési Terv, ÚMFT*) 2007-2013 which includes the development of a new national LL guidance network. Human Resources Governing Authority of the National Development Agency (*Nemzeti Fejlesztési Ügynökség*) also plays a central role in the governing system as a fully responsible body for the national HR developments. The national LLL strategy (2005) as well as the National Reform Programme (2008-2010) also specifies the development of some elements of career guidance activities but a policy document was elaborated by the new Hungarian LLG Council. NPT source of funds guarantee by the Hungarian Labour Market Fund in biannual bases. It has 13 members; within 25% are non-governmental organizations. Head office of the Hungarian PES within these 2*2 years national contracting period (National Employment and Social Office) is responsible for the secretariat of the Council. NESO is also responsible for the national LLG System development programme (SROP 2.2.2.).

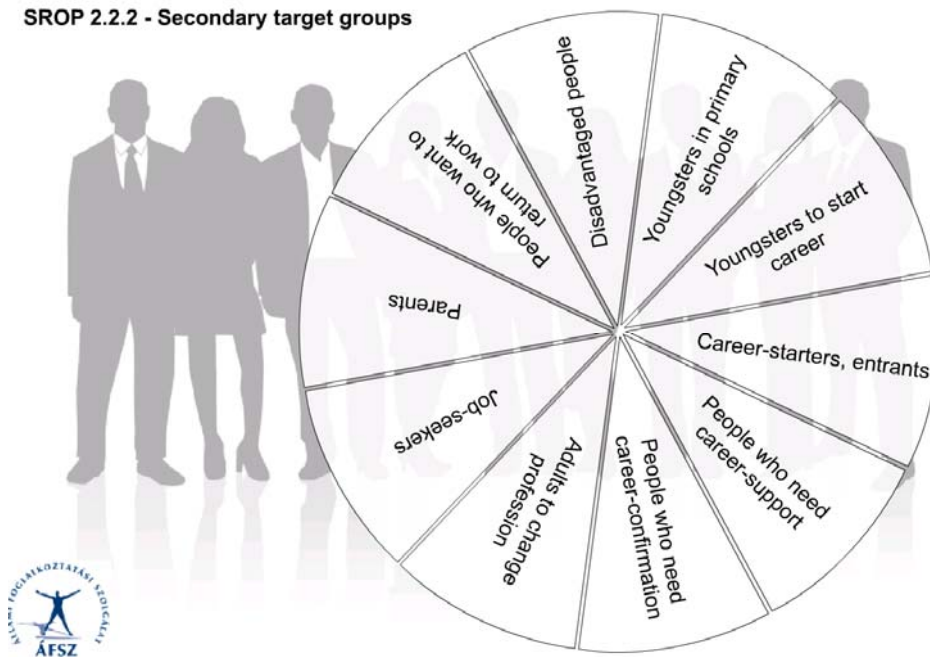
Development strategies in SROP 2007-2013

National Action Programme for Growth and Employment NRP 2008-2010	 Career-counselling Lifelong Guidance 
National Strategy Report on Social Protection and Social Inclusion JIM 2008-2010	
National Youth Strategy NIS 2009-2024	
Strategy of the Government of the Republic of Hungary for Lifelong learning LLL 2005	
Education and Training E+T 2010/2020	
Europe 2020 Strategy EU 2020	
New Skills for New Jobs NSNJ	

SROP 2.2.2 - Primary target groups



SROP 2.2.2 - Secondary target groups



Aims and targets

- Objectives of the initiative (What did the policy set out to achieve?)
- Target group
- Methods applied to reach the objective (technological and /or pedagogical)

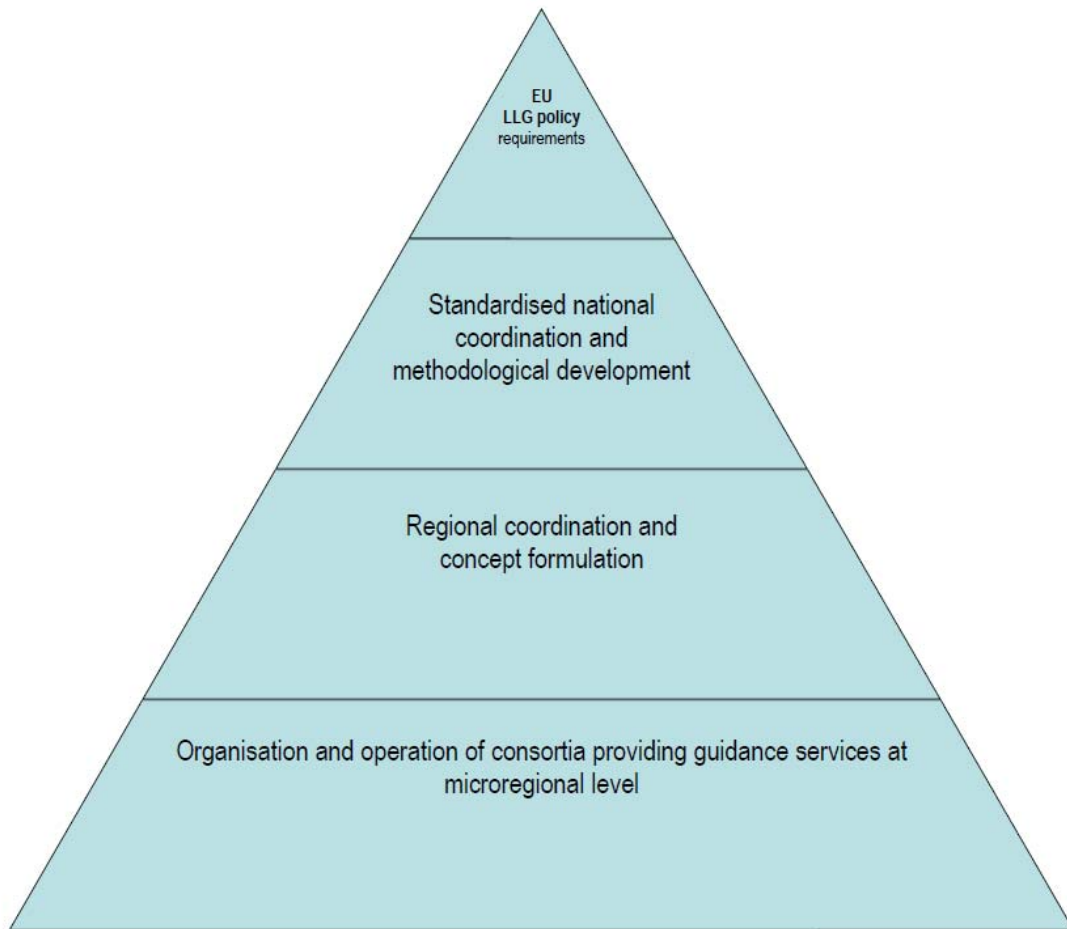
The main aim of the national council is to develop and promote a framework for lifelong guidance policy. The work of the council is strongly related with the national development programme for LLG System in Hungary. According the Hungarian Government decision (2007) this programme was

designed for the 7 years period of the NSRF (2007-2013) and cover 22,6 millions EUR total. Within this main aim the subtasks are the followings:

- unifying the meaning of career guidance within the educational and employment, social regulations in national level
- re-establish and also reinterpretat policy mechanism in the field of career guidance after the 70's
- develop an unified regulation for career guidance and also develop the financing mechanism
- develop a cross-sectoral common understanding in the field of lifelong guidance/ carrier education and career counselling
- develop a web-based unified cadastre for career counselling professionals and for other professionals whose are working in related fields (i.e. teachers, social workers etc.)
- develop unified guidelines for career counselling professionals
- upskilling professionals for LLG
 - i. offering in-service trainings at two different levels:
 1. for career counselling professionals (2 years full diploma)
 2. and for professionals in the related fields (30 hrs modularized trainings)
 - ii. develop tools (ie. Questioners, textbooks etc) for all age guidance
 - iii. publishing a new review (Életpálya Tanácsadás) [Életpálya-tanácsadás – 2010. II. évf. /1-2. szám](#) for the professional community
- widening access for career guidance services as a common project of different stakeholders

The development targets national level achievement in the first two years (as development of a national unified protocol for guidance professionals, tools development, ICT development, etc.) In the mid term of the development reinforcing and upskilling the guidance community also tools development are the main aims. Within the last two years period (Sept. 2012- Sept. 2014) the focus will be on the developments of;

- regional (NATS 2) strategies and,
- micro regional (NUTS 4) cross sectoral service plans
- lobbying for the unified regulation of career guidance activities and unified financial mechanism for all sectors and levels



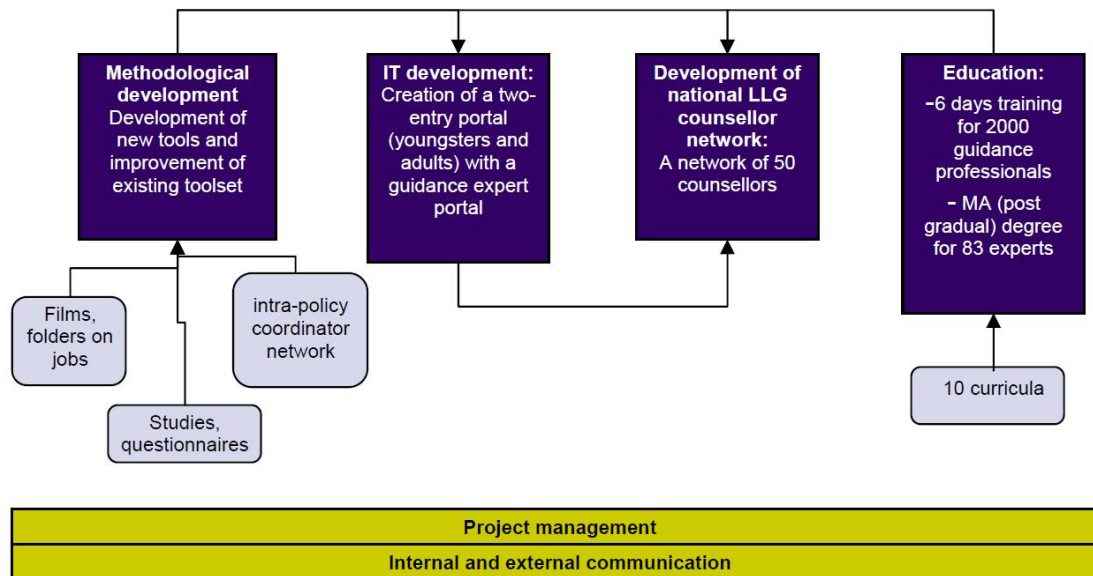
On the basis of analogous OECD examples, the establishment of the Hungarian national network presumes the availability of some **3000-4500 professionals capable of working as career counsellors** at various competence levels in the specific sub-systems, in the framework of public, municipal and private employment, but according to standardised professional criteria. The deployment of the standardised national criteria system is promoted by the NHDP SR OP 2.2.2. programme.

2. Implementation

Strategy and actions (Please describe the approach adopted to make the reform work and any actions taken.)

- Level of implementation (national, regional etc.)
- Implementation (description)

SR OP 2.2.2. under the professional supervision of the NPT implementing a numerous new features in the field of career guidance. The main items within the first 2 year-long period is.



- Development a new toolkit for career guidance professional
 - o Questioners for all-age services
 - o Web based databank
- Get together the professionals and the related professionals of career guidance
 - o Provide in-service training for 2000 people whose working in related professions
 - o Provide 2 year-long post-graduate diploma for career guidance professionals as widening the network of trained professionals
- Develop a national and regional network of the professionals

The programme SROP 2.2.2 supports development in the areas of IT and methodology. In the area of IT development, the development of a new national guidance portal is envisaged, targeting the youth, adults and professionals/experts, with the aim of providing integrated, up to date, and user friendly information related to education and the labour market. The webpage would also offer a portal for the career guidance professionals, where they could reach all the information and tools regarding the project. It has four main functions:

Social networking: the aims are to establish and operate more sub community (e.g. experts from given areas) and to give opportunity to share practices

Knowledge repository: news, actualities, LLG subjects and journals, document storage, storage of lifelong guidance related links, professional forum, collection of offline questionnaires

Special functions: online storage of counselling case diaries, nameless statistical treatment of their facts, tools that make possible to analyse the offline questionnaires

Administrative functions

It also helps creating a closely linked network within the professionals of the field. There are team building trainings for counsellors to deal with stress. The purpose of these programmes is to get to know each other better, to share experiences, to increase the efficiency of the team.

Active human relations work prevents counsellors to burn out and the professional coordinators' task is to support counsellors

Monitoring and evaluation

- What has been put in place for monitoring and evaluation?

- What actors are involved?

The first round of monitoring will be carried out in 2010 before than end of the first phase. Internal evaluation is must of the Hungarian Development Agency (NDA) and the National Agency of European Social Fund. Four internal evaluations are compulsory within these 2 years:

- May 2009
- October 2009
- May 2010
- December 2010

NDA and ESA Agency are monitoring the programme outcomes. The Ministry of Social Affairs and Labour will get a professional summery before the second programme proposal will be submitted to the National Development Agency Human Resources Managing Authority till June 2010.

Two independent external evaluations are also planed within this period.

One in policy context,
another for measuring the performance of the 50 career counsellors' activates working in the programme

3. Outcomes

Achievements (Please describe the main outcomes/results according to the following headings. Each option can be answered - up to 50 words)

- Specific results
- Cost effectiveness
- Budget
- Innovative aspects

Meaning of LLG vs. vocational school orientation was emphasis in the policy document of the council and the programme. Because of the wide training possibilities and marketing many of the stakeholder learnt about the LLG policy issues in the last 2,5 years.

Indicator	Base	Aim	Progress
Number of clients receiving guidance services	30 000 persons/year	40 000 persons/year	Achieved (2009)
Trained persons (from the fields related to guidance)	0	2000 persons	In progress
Number of persons who successfully finished trainings	0	1900 persons	In progress
User satisfaction of clients included in guidance activities	N/A	+ 20%	In progress
Persons attended in post-gradual trainings	0	50 persons	Achieved
Newly developed occupation folders	202	302	In progress
Updated occupation folders	172	222	In progress
Newly developed training materials (and courses)	0	10	Achieved
Newly developed occupation films	344	364	In progress
Unique visitors of the newly developed national guidance portal	223 200 visitor/year	268 000 visitor/year	Achieved (2009)

2,08 mrd HUF - 7,8 m EUR - has been used in the first 2 years.

Success factors (What key success factors have led to or prevented success?)

- Lessons learnt
- Unintended impacts (Have there been any unintended impacts? Positive or negative?)

A strong professional view of the programme management and the international developments (ie. EU Resolutions 2004, 2008, EU-OECD 2004. ILO 2006. UNESCO 2002 publications etc.) help in the implementation period.

- Strengths and weaknesses
- What areas of the policy can we learn lessons from?
- Are there still challenges ahead?

Lack of evidence of the real economic impact of career guidance and a very segmented human resources development system make the ongoing development and further implementation very fragile. Lack of national resources for the maintaining of the ESA founded development is also an important issue, especially after 2013/2014 for the next development period (2014-2020) of the EU. A national level and cross-sectoral unified re-regulation of this field is essential for the success and the marinating of the developments.

4. Additional narrative description of the policy/practice/initiative

Name of contact

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Role (in policy initiative)

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Organization name

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or <http://www.epalya.hu> / NPT

Documents and publications

1. [Policy statement concerning the development of a national system of lifelong guidance/counselling harmonised with EU requirements](#) [PDF 280KB]
2. [András Benedek: DSc Careers Guidance and Counselling in Hungary \(2006\)](#)
3. Tibor Bors Borbély-Pecze – László Zachár, PhD. [ICCDPP 5. Pályaorientációs Szakpolitikai Világkonferencia \(2009. november\) – magyar jelentés](#) (EN)
4. Tibor Bors Borbély-Pecze National survey – Professional care for counsellors for cross-border seminar, Bratislava 14-15th April 2010, EG
5. http://internet.afsz.hu/resource.aspx?resourceID=full_kulfoldi_palyaor_eu_elgpn_kozep_hatarmenti_ke
6. Tibor Bors Borbély-Pecze et al. [Unified guidelines for guidance practitioners](#) [PDF 4MB]
7. [VET in Hungary 2009. ReferNet country report](#) [PDF 1,9MB] chapter 8 pp 79-88
8. [Executive summaries and abstracts Hungarian LLG Council 2009](#) [PDF 172KB]

Attached files

Hyperlinks are available

Links

Hyperlinks are available

This information was provided/updated by

Mr. Tibor Bors Borbély-Pecze

Key words according the EU 2008 Reso. and OECD 2004 papers for ELGPN Database

Keywords:

Co-operation, national development, LLG system development, cadastre of the career guidance professionals, ITC development for LLG, effectiveness, national standard development, education policy, employment policy, PES, cross policy coordination, training of the guidance professionals, Hungary

**Resolution of the Council and of the Representatives of the Governments of the Member States,
meeting within the Council of 21 November 2008 on better integrating lifelong guidance into
lifelong learning strategies
(2008/C 319/02)**

PRIORITY AREA 2: FACILITATE ACCESS BY ALL CITIZENS TO GUIDANCE SERVICES

- offering a clear range of easily accessible services based on an evaluation of people's aspirations and needs, and taking account of their living and working environments,
- promoting open access to documentary resources, the provision of support in information searches, individual counselling and institutional provision.

PRIORITY AREA 3: DEVELOP QUALITY ASSURANCE IN GUIDANCE PROVISION

- ensuring that the information presented, advice given and support provided are tailored to suit the various different users,
- measuring the effectiveness of guidance provision, where appropriate by collecting reliable data covering both users' perception of guidance services and the benefits obtained by them in the medium term
- developing quality standards for guidance services which define the service provided and which pay as much attention to the goals and results for the beneficiary as to methods and processes.

**PRIORITY AREA 4: ENCOURAGE COORDINATION AND COOPERATION AMONG THE VARIOUS
NATIONAL, REGIONAL AND LOCAL STAKEHOLDERS**

- developing effective, long-term national and regional mechanisms for coordination and cooperation among the key stakeholders in lifelong guidance provision,
- facilitating such coordination and cooperation by developing a guidance dimension within national lifelong learning and labour market strategies, in keeping with the concept which each Member State has adopted,
- supporting a partnership policy and the local networking of lifelong guidance services, including by pooling services wherever this proves effective, in the interests of streamlining user access,
- developing a common culture, including by means of quality assurance, among the various services responsible at local, regional and national levels.

OECD 2004

- chapter 1
- chapter 4
 - o 4.5
- Chapter 5
 - o 5.2
- Chapter 6
 - o 6.3
 - o 6.4
- Chapter 7
- Chapter 9
- Chapter 10