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# REGIONAL INTEGRATED DEVELOPMENT OF VOCATIONAL TRAINING IN BARANYA COUNTY

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## **Summary:**

In my study, I present the new training co-ordination of Baranya County. The aim of development was the training institution network modernization and effective work to ensure labour market needs and coordinate training, theoretical training and community service needs is community spaces, well-equipped classrooms and workshops to develop LLL-create the conditions for learning.

The program is a priority goal of socio-economically backward region to increase the competitiveness of the vocational level, improving the efficiency, by providing training in the area labour market for highly qualified, modern knowledge, skilled in the use of high technology, changing economic conditions and technological flexibility to adapt workforce to meet the demand for targeted, an integrated institutional set up and run by the area of labour market flexibility to adapt to the needs of vocational training offerings, and the rational use of the principle of government expenditures in coordination with the training in order to effectively and efficiently.

**Key words:** vocational training, region development, education, indicators, labour market

# Regional integrated development of vocational training in baranya county

## I. BACKGROUND

In 90's years the quality and quantity of vocational training decreased in Hungary. The actors in the economy have experienced that have not received the expected amount and quality workforce, are not given adequate support to improve competitiveness. The training content, technical quality is not followed the technological development, the number of vocational school students, and the actual distribution of significant tension between the demand for labour generated, the applicability of school leavers, and often do not meet performance expectations in the labour market. The change, modernization, competitiveness and productivity is vital to determining the business sector and training institutions also engaged, in addition to social consequences is significant. The solution should be to expect decisive action to direct the training institutions of the system, but the maintenance managing organizational change is inevitable, but also the future as well. The availability of skilled labour, vocational training and employability of those entering the system is an important professional requirement. The harmonious functioning of labour markets and the fundamental task of improving the competitiveness of firms managed to increase the level of employment, training system development, the demand and supply side, more flexible fit. These challenges are very complex response. The local planning to the next level, the region should reach the level of requirements. This study wants to present a potential development, which created an innovative advanced training.

### *1.1 The geographic characteristics, area and settlement structure of the region*

The South Transdanubia region encompasses the land between the Danube, and the Dráva rivers (which at the same time serves as a natural border with Croatia), as well as between Lake Balaton, in the south-western part of Hungary. With an area of 14 169 km<sup>2</sup>, and a population of 977,000 people at the beginning of 2005, its population density of 69 people/km<sup>2</sup> makes it the most sparsely inhabited region in the country. Pécs – a large town with a population of 160,000 people – is the centre of the region, and Kaposvár and Szekszárd are its affiliate centres. These cities are the centres of the region's economic and cultural life. The surface of South Transdanubia is diverse, and the quality of its environment is generally favourable. Mining (black coal and uranium) that once dominated the region has diminished over the past decade, causing a significant economic downturn in the area of Pécs,

Komló, Szászvár, and Nagymányok. The limestone that is the bulk of elevated areas is suitable for cement production. The role of andesite mining at Komló is going to increase in connection with the motorway construction activity planned in the region. Clay can be found in large quantities in the hills, together with gravel and sand along the Dráva river.

### *1.2 1.2. Level of development in the region, income situation*

There is a clear correlation between differences in development level within the region, and the region's settlement structure. Deprived micro regions lined up in a block along the Dráva River, and situated in a mosaic-like way along the internal borderlines of the counties are a stark contrast to the development seen in the surroundings of major towns, and the micro regions alongside Lake Balaton. According to the regulation accepted in 2004 (Government Decree 64/2004) 18 of the region's 24 micro regions are disadvantaged, and of these, 9 belong to the group of those in the most disadvantageous situation. This means that almost half (47.5%) of inhabitants in the region live in disadvantaged areas, and within that, close to 20% of the population reside in the most disadvantaged areas. The latter proportion is only higher in two regions – North Great Plain (40%), and North Hungary (37.6%).

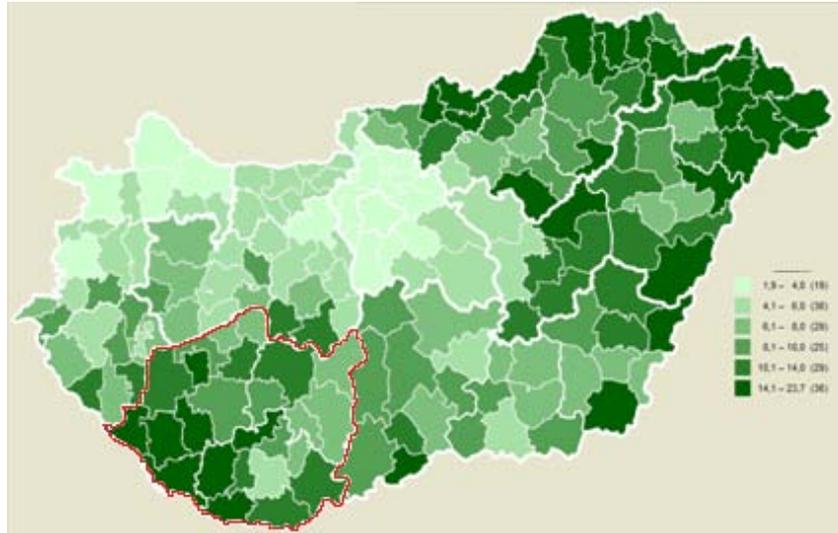
### *1.3 Demographics*

The demographic conditions in the South Transdanubia region are developing less favourable than the national average. The region's population decreased by 39,986 people between 1990 and 2009. The decrease of population exceeds the national average as a result of the drop in live births in the region, and the migration of its population. The extent of migration is increasing year by-year. Looking at the *domestic migration difference* indicators of the Central Statistical Office (KSH) it can be concluded that while an average of 1225 people migrated from the region between 2000 and 2003, the loss due to migration was 1743 people in year 2009. The insufficient number (especially jobs demanding higher qualifications) of workplaces (braindrain), moreover the lack of services – mainly in micro-village, deprived, disadvantaged areas – are the major reasons for migration. The development of population trends are also negatively influenced by unhealthy lifestyle, and

bad living circumstances. The fast rate of population decrease deteriorates the chances for improving employment indicators, because it is typically the population of working age and with a willingness to work that migrates from the region, and in the long run this is going have effect to the competitiveness of the region.

#### 1.4 Employment and unemployment

Comparing the rate of employment to the European Union, as well as nationwide data it can be concluded that employment rate in the South Transdanubia region is low.

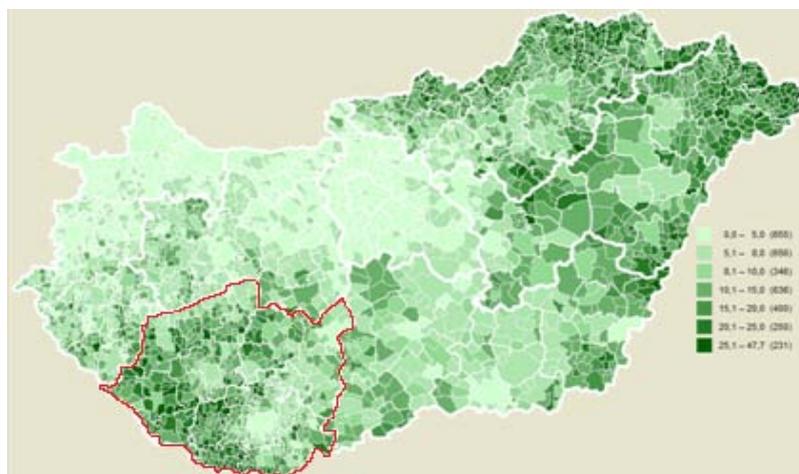


source:KSH 2010.

*Unemployment rate in Hungary in 2009 (level NUTS 4)*

Looking at the rate of unemployment, the region's situation is less favourable than the national average, but does not reach the European Union's rate. Significant differences can be experienced within the region from the perspective of employment: while in centre areas with major towns unemployment is below the national and EU average, it is more than triple the regional centre average in the Sellye (26.2%), Szigetvár (25.4%), as well as the Csurgó (21.9%) micro regions (2009 data from the Employment Centres).

The strong seasonality of jobs is an unfavourable phenomenon, especially in the area of the Preferential Holiday Resort District of Lake Balaton (due to seasonality in tourism), but the same can be observed in the processing industry and agriculture during summer months. The number of graduates and highly trained unemployed people is also large, their retraining and reintegration, however, is easier than that of people permanently unemployed.



source:KSH, 2010.

*Unemployment rate in Hungary in 2009 (level NUTS 5)*

The continuous trend of increasing unemployment causes difficulties in achieving the Lisbon objectives, since it makes improving employment rate and competitiveness indicators difficult. The region's labour market is not flexible, since the rate of full-time employment, and occupation in an employment relationship dominates the labour market. The number of people employed on fixed-term labour contracts is low in the region, which well represents the lack of flexible employment forms on the labour market.

It is a positive development that number of active population is increasing after the decline over the decade following the fall of communism. Despite of that, the South Transdanubia region – lagging significantly behind Central Transdanubia – is ranked fourth with an activity rate of 51.6%, which is 2.9% less than the national average. (Central Statistical Office (KSH), 2009)

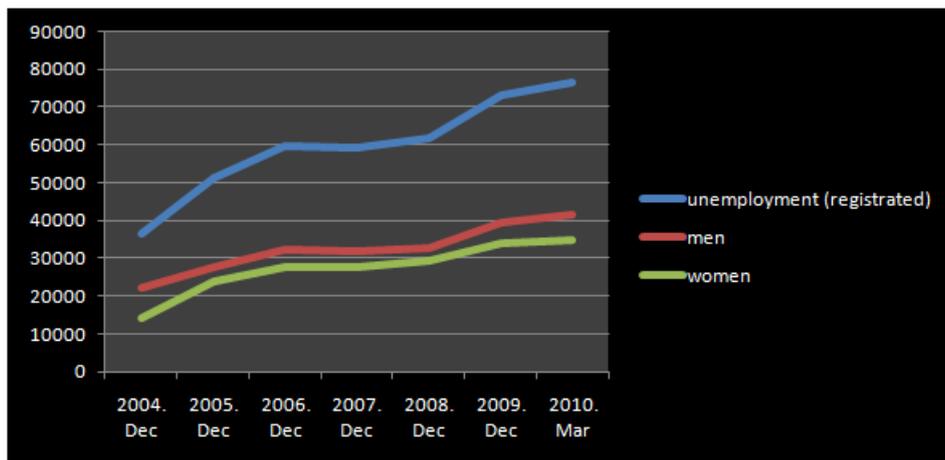


source: KSH, 2010 ed: FILÓ

*The population of working age population and the number of registered unemployed in the South – Transdanubia*

Average rates of employment differ sharply between men and women. The figures show the different between men and women . This is less

distinct from the EU 25 average rates of employment, which were 71.8% for men and 55.2% for women.



source: KSH, 2010 ed: FILÓ

*The number of men and women of registered unemployed*

### 1.5 Vocational training

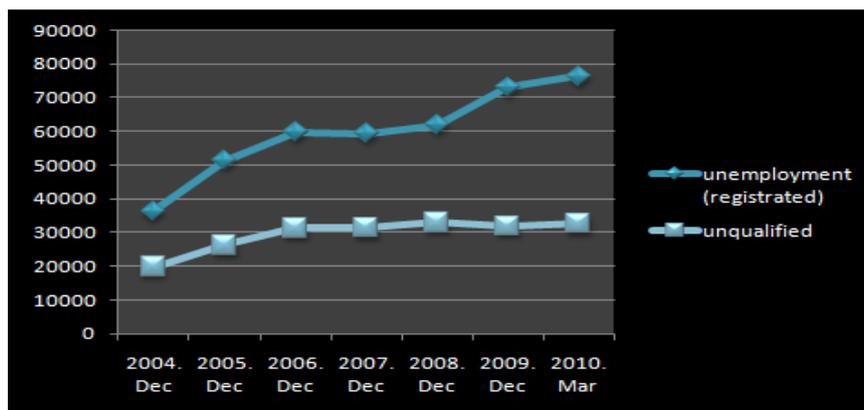
Even in the years before the political transformation (1989), there was a lot of criticism concerning the structure of vocational training adjusted to the socialist economy. It became evident that the structure of vocational training based on large-scale and planned economy, and adjusted to a deformed

economic structure could not meet the manpower demands of market economy. Presumably the major fault of the system of vocational training lay in the fact that 70-80% of the trades taught were connected with industry (heavy industry, machine industry, light industry, agricultural large-scale

industry, and industrial services) and only 20-30% was connected with services, trade, office management, tourism, etc.

According to the 1990 national census data, nearly 50% of manual workers, comprising three quarters of the active population, had only primary education, that is, they were unqualified. With the transformation of employment, in the era of mass unemployment, unqualified workers comprise some 60% of the unemployed, and within that, 80% of the permanently unemployed are unqualified. The composition of the unemployed according to qualifications, that there is correlation between qualifications and the chances of becoming unemployed. The significant discrepancy between the demands of a changed labour market and the professional composition of the labour force, as well as the rigidity of the system of vocational training and the immobility of manpower, accounts for the great number of qualified unemployment. Taking into consideration the still high number of unqualified as well as qualified manpower made redundant due to the structural transformation of the economy, the continuous re-training and in-service-training of manpower is an important task (labour market vocational training, vocational training of adults). To achieve this, regional manpower-development and -training centres came into being in 1994. The main task of vocational training is the training of experts to meet the requirements of the national economy in numbers demanded by the labour market. Thus vocational training is becoming the pulling power of the economy because it has an influence on the competitiveness of the region economy.

We can see on the next figure, that steadily increasing the number of unemployed and unskilled as well in parallel.



source: KSH, 2010 ed: FILÓ

*Number of unemployment and unqualified*

The current training system is not able to perform tasks because increasing the number of those leaving school system without acquiring

## II. DEVELOPMENT OF VOCATIONAL TRAINING

The period of secondary education starts in year 9 and continues till year 10 or 12, depending on the type of school. In year 10 (school leaving age) the end of education is marked by a general knowledge examination, whereas in year 12 by a secondary school-leaving examination. Accordingly, at vocational schools an ISCED level 3.3, and at secondary vocational schools an ISCED level 5 qualifications can be obtained, respectively.

The general knowledge examination can be taken at three kinds of school (grammar, secondary vocational and vocational schools), according to requirements set by different syllabuses. In this respect the Hungarian school system is similar to the German, where the equivalent of grammar school is the Gymnasium, that of secondary vocational school is the Realschule+ Fachoberschule, and that of vocational school is the Berufsschule. The institutional system in Hungary is rather complex, because the relatively homogeneous structure, which better reflected the school system, has been changed since the political transformation.

Recently, this system can not adapt to the 21st century challenges. The main problems of vocational training in the South-Transdanubian region.

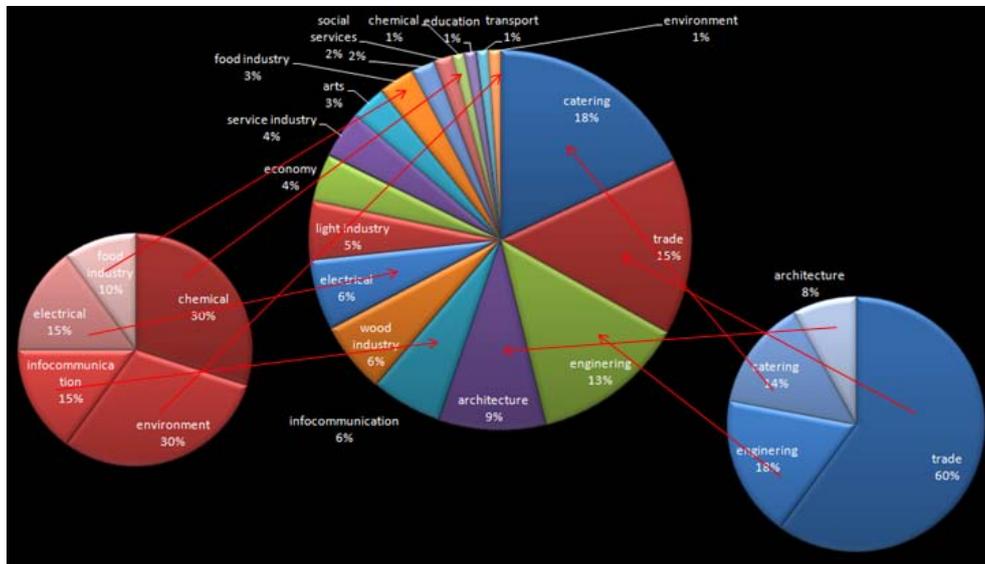
- the vocational training does not provide sufficient competencies
- training can not follow the economic needs
- decreases the attractiveness of vocational training
- expensive and inefficient the vocational training

qualifications; the labor market, the students performed, not by the economy required professional knowledge, competencies, not a

practical training, inadequate qualifications increase the number of long-term unemployed, can not be completed as required in the EU over 70% of employment.

The operation of the system due to the teaching profession today do not meet the needs of the labor

market. The figure below shows that the marketable professions (red diagram) are present in small proportion of the training spectrum. The blue diagram shows the over-education professions of training offer.



ed:FILO

Skills shortages and over-education

It is followed the inadequate labor market indicators. In respect of the macro, micro and employment objectives of the Integrated Guidelines summarizing the Lisbon Strategy's objectives, the following will receive direct support: growth, as well as three of the ten micro-economic guidelines: business environment, small and medium size enterprises, and infrastructure. With respect to the employment objectives, the operational program covers flexibility, human capital investment, and education.

### 2.1 Development direction

In 2008 it started a new approach to vocational training system. The first direction was to create a consortium for development where more institutions founded an integrated vocation development association. In this program they made the base of Institution Management System. The aim was the training institution network modernization and effective work to ensure labour market needs and coordinate training, theoretical training and community service needs is community spaces, well-equipped classrooms and workshops to develop LLL-create the conditions for learning.

The program is a priority goal of socio-economically backward region to increase the

competitiveness of the vocational level, improving the efficiency, by providing training in the area

labour market for highly qualified, modern knowledge, skilled in the use of high technology, changing economic conditions and technological flexibility to adapt workforce to meet the demand for targeted, an integrated institutional set up and run by the area of labour market flexibility to adapt to the needs of vocational training offerings, and the rational use of the principle of government expenditures in coordination with the training in order to effectively and efficiently.

The priorities:

- Institutional Support for Cooperative Systems
- Professional collaboration (agreed with the matching of training)
- Establish a central training locations
- Joint utilization of infrastructure capacity (their practice of shared use of existing, labor-market assistance)
- Common human resource planning
- Joint employment of teachers
- Start a joint training improvements (the existing capabilities in order)
- Companies into the organization of vocational training

#### The target groups

- The leaders of institutions, teachers, trainers
- The institutions involved in vocational and adult education student
- The disadvantaged students and their families
- Disabled students

#### Activities

- Labour-market monitoring.
- Coordination of training provision,
- Rational use of resources,
- To improve the equal opportunities for students
- Introduction of modular training,
- Leaders, teachers, trainers and training consultants,
- Career planning programs,
- Career counseling and guidance,
- The best practices, organizing adaptation procedures,
- Networking companies
- Development of practical training.

#### Expected results

- Improvement in the unemployment figures, more development is coming up.
- Migration loss, the power of the regional population increases.
- The economic needs of the vocational training system.
- The marketable professions.
- Employment increases.
- Increasing number of taxpayers.

### III. SUMMARY

The directions of development can be seen that the program aims to increase the efficiency of vocational training supply by ensuring proper coordination, and XXI. century needs the concerted application of high technology in vocational training of young people involved in current, practical knowledge of modern expansion. Consistency with the development of the labor market and training and cooperation between economic operators, chambers of economic and social partners. The center of vocational training institutions within the framework of close cooperation, sharing many of the tasks of harmonizing management systems. The integrated organization will be used to operate a base for practical training, with emphasis on the strengthening of practical training in the region. Thus, the school training workshops designed to control the labor market requirements. The system also performs community functions, which provide primarily to provide comprehensive services to their students' career choices and career guidance, career counseling field, and disadvantaged youth and their families also offer additional services.

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