



# VETPROFIT

**Multidisciplinary, Project-based  
Digital Learning Content for VET**



Co-funded by the  
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2021-1-HU01-KA220-VET-000025350



# Summary of the interviews (Hungary)

Made by Premontrei Szakgimnázium, Technikum és Kollégium,  
Keszthely



# Interview data



**Company 1 (F. M.) – 30 May, 2022, Keszthely, Hungary**  
**(Ltd, small, IT-consultancy, owner and general manager)**

**Company 2 (G. H.) – 7 June, 2022, Keszthely, Hungary**  
**( Ltd, small, programming / education and IT, owner and general manager)**

**Company 3 (Z. G.) – 21 June, 2022, Keszthely, Hungary**  
**(limited partnership, small, consultancy, owner and general manager)**



# 1. Expectation against the employee just graduated



- ✔ Continuous, life-long learning, self-improvement
- ✔ Problem-solving abilities (finding relevant information + algorithmical thinking)
- ✔ Up-to-date theoretical/ background knowledge
- ✔ Motivation
- ✔ Task-consciousness, rule-awareness
- ✔ Good verbal communication skills
- ✔ Self-awareness

# Expectation against the employee just graduated



- ✔ Independency, logical thinking
- ✔ Precision
- ✔ Stress-resistance, loadability



# 2. Competences the company is missing



- ✔ Knowledge  $\neq$  competence (eg. programming  $\neq$  Java, word processing  $\neq$  Word)
- ✔ Knowledge of products  $\neq$  competence
- ✔ Algorithmical thinking (putting theory into practice)
- ✔ Good verbal skills
- ✔ Real expectations, matching the level of knowledge / skills
- ✔ Motivation, perseverance and curiosity
- ✔ Respect and humility towards people and knowledge



# 3. Suggestions for improvement



- ✔ Instead of grading test papers: real-life implementation processes with alternative ways of evaluation = more motivating (wage, study tour to a company as a reward etc) – a co-operation between school and the partner company
- ✔ Active participation of students in the teaching/learning process (inner motivation, awoken by real-life projects, after a theoretical foundation period)





# Suggestions for improvement

- ✔ New , 3-pillar way of financing in education: state + employer + student:
  1. **The state** would not support trainings for which there is no demand on employer's side. Employers would state the fields they have workers in + about the planned staff increase (in 5 years) – the state would proportionally finance (1/3) the relevant professional training.
  2. **Employers** would have to state their professional expectations and provide relevant trainings for their workers (proportionally, based on the total staff number) and provide traineeship opportunities. They would finance (1/3) the relevant professional trainings (costs of traineeships would be deductible).
  3. **Students** would have to know about the professional expectations of employers (open days at schools, traineeship places). They would pay the costs of training proportionally (1/3) BUT in case of good results: eligible to a scholarship (scholarships to be provided by trusts/funds, projects, tenders, donations)





# Suggestions for improvement

- ✔ Trainings for the company trainers / instructors (to keep their knowledge up-to-date + to make them understand the expectations from employer's side)
- ✔ Essential: schools with proper technical infrastructure



# 4. Activities to find students with the right skills



- ✔ Contacting schools
- ✔ Co-operation with schools in projects



# 5. Cooperation with schools in curriculum development



- ✔ Motivation + inspiration is essential – companies can help by introducing their activities, tools, giving presentations
- ✔ Providing professional help
- ✔ Implementation of/ co-operation in real-life like projects and tasks
- ✔ Teaching students to think

# 6. Openness for defining project task for students



☑ Companies are willing to co-operate in:

1. Gathering the real-life like professional requirements
2. the education process itself
3. Organisation of / providing places for traineeships
4. Raising real-life like problems, teaching to think



# Conclusion



- ✔ Freshly graduates mostly do not meet the employers' expectations (knowledge, skills, competences).
- ✔ It would be vital for companies to be able to influence the outcome of training processes.
- ✔ They are willing to co-operate (traineeship, focus points, projects).



# Project basics



<b>Title</b>	Multidisciplinary, Project-based Digital Learning Content for VET
<b>Acronym</b>	VETPROFIT
<b>Project ID</b>	2021-1-HU01-KA220-VET-000025350
<b>Program</b>	Erasmus+ Cooperation Partnership
<b>Target group</b>	VET-schools' leadership, VET teachers/trainers, Companies (Agriculture and IT sectors)
<b>Beneficiaries</b>	VET students, Employers (Agriculture and IT sectors)
<b>Partner countries</b>	Germany, Italy, Hungary
<b>Duration</b>	01 November 2021 – 31 October 2024
<b>Contact</b>	iTStudy Hungary Education and Research Centre Ltd.



**Thank you for your attention!**



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