First in Dual Training
Kecskemét College was the first in Hungary to start the dual training for Vehicle Engineers Undergraduate (BSc) Programme in September, 2012. The new department and training form was introduced on industrial needs, as a result of a co-operation between the companies and the training institute. The Management of Kecskemét College together with the employees of Knorr-Bremse Brake Systems Ltd. and Mercedes-Benz Manufacturing Hungary Ltd. have adapted the German model of dual training according to the needs of Hungarian companies, considering the regulations of Hungarian higher education.

The dual training is practice-oriented form of educational training, whereby companies can form their students’ – prospective employees – professional knowledge and practical skills according to their needs during academic years, so after graduation youth do not require further training or adaptation period in workplace environment, they are able immediately to take part in the company’s activity effectively and productively.

Besides the companies, the institutions of higher education as well as the students can be the winners of dual training. It is easier to form continuous co-operation between the institutes and the companies the teachers get feedback if their teaching material is up to date, if it can be applied in practice, thus promoting the quality improvement of the higher education. The students can get financially independent from their parents and when they receive their diploma, they will have 3.5 years of professional experience and they will possibly have a job opportunity, too.

In our publication, we wish to provide an overall view of the possibilities of the dual training offered for companies:

- Theory, meaning and principles of the dual training
- Dual training in the practice
- The participants of the dual training and their relationship
- Dual training from the company’s point of view
- The process of joining the dual training system
- Experiences up till today

We hope that our publication will arise your interest for the possibilities provided by the dual training and we can soon welcome you among the partner companies of the Kecskemét College.
About Dual Training

2011 CCIV. law on the National Higher Education § 108. 1. a) provides that the dual training is: ‘a form of a practice oriented undergraduate programme on the technical, I.T., agricultural, natural sciences and economic sciences training field, or Master’s degree programs of these fields, where the practical training is carried out at an organisation authorised by the Dual Training Council in accordance with the curriculum defined according to the training and output requirements and including individual regulations for the full time training period, the training methods, the classes and the evaluation of the acquired knowledge’.

The basic aim of the undergraduate higher education dual programme is to provide well-trained work force who are able to enter the world of work immediately after finishing their higher education, without further training and financial expenditure. This way it is a quick and effective tool of handling the lack of well-trained labour force.

During the training the companies and the institutions of higher education work together in close co-operation in order to reach the goals. The companies work out their teaching material based on the curriculum and teaching materials of the college curriculum and later it is changed according to the experiences. Thus the teachers get important feedback of the practical benefits of the knowledge and they can check if their knowledge is up to date and the professionals of the company will exactly know how much of the professional knowledge their dual student have acquired.

Besides taking part in the training of their prospective employees the objective of the companies is to establish co-operation between the partners of the institutions of higher education which is of mutual business benefit either on the area of research and development or on the field of training and sharing resources.
The Most Important Basic Principles of the Dual Training

The dual training based on the co-operation between the Kecskemét College and the associated companies is a model serving the training of young quality engineers having practical experiences and skills besides the theoretical knowledge.

The college and the company share both fields and time of the training: college first of all – but not exclusively – provides the students’ theoretical training, while companies provide their practical training.

After their pre-registration the students taking part in the dual training are selected by the companies according to their own processes.

For the period of the studies (7 semesters) there will be a job contract between the company and the student, on the basis of which the student undertakes to progress according to the curriculum and the company supports the student financially.

After starting the training the dual training is going on according to a determined rate, for this reason the students can start their studies in dual form only from the first semester.

There is a contractual relationship between each participant:
• A legal agreement between the college and the company
• A student status between the student and the college
• A job contract between the student and the company

The contract does not contain any obligation for any of the partners for the time after finishing the training.

The training time spent at the company: the time spent in the industry almost equals the time spent at the college, and is continuously completed for the total period of the training.

During the training there is a continuous communication between the company and the college. The enrolment marketing and the process of selection take place in harmony with the companies.

Only those companies can become dual partners of the college which express their intention for the joint education of students, and who want to take active part in the dual training and education process of the college and prove to be suitable after a pre-qualification process.
How Will the Applicant Become a Dual Student?

The application system of the dual training consists of two steps for the students:

1. According to the traditional process of application the applicant marks the undergraduate course of the institute chosen by him in the central application system.

2. From the partner list available on the web page of the higher educational institutes the applicant chooses the company which belongs to the marked (or which he wants to mark) undergraduate course where he would like to apply for. Time and way of application is determined by the company. The application deadline given by the company can be earlier, at the same time or later than the application deadline for the higher education, taking into consideration the possibilities and capacities for the recruiting and selection. The applicants must be informed about the result of the selection 10 days before the deadline of changing the order of the educational institutions at the latest, so they can change their application if it is necessary.

The applicant will become a dual student as successfully completes both steps, i.e.:
- has reached the admission points limit determined during the central admission process and this way has been admitted to the undergraduate course,
- has been selected by the company they had applied for.
Dual Training in the Practice

The total length of time of the undergraduate training takes 48 weeks/year, which is divided into training periods at the institute and at the company, too. The institute of higher education and the company taking part in the dual training ‘share’ the tasks and time of training: during his studies at least 40% of the work is completed by the student at the given company.

During term-time the students’ task is to take part in the classes at the College then during the time spent at the company coinciding with the exam period and school holidays (8 weeks during the autumn term and 14 weeks during the spring term) the students attend the training and the professional practice provided by the company. Besides these they take their exams at the College, the company has to let them go to the College, as well as to have time for the preparation. The dual students take part in professional training during the school holidays. In case they would like to have vacation – as other employees of the company – they must take their holiday.

The continuous contact between the institute and the company is important besides the communication between the students and the company. At the end of each term the College informs the contact persons of the company of the students’ achievements, as well as the companies also evaluate the work of the students with the help of a questionnaire, what is a feedback for the College. Besides this the students also give a report in the form of a presentation.

In addition to the students’ feedback consultations between business professionals and college instructors can be necessary in order to harmonize the curriculum and the requirements.
The objective of the dual higher education is to train young professionals, who get several years’ long professional experience besides the theoretical and practical knowledge obtained at the College. Furthermore, they also acquire the soft skills, with the help of which they can immediately contribute to the results and successes of their employer as soon as they start work after graduation.

The companies take part in their training already during their 3.5 years long training period, so when they get their certificate the companies can expand their staff with professionals who

- do not need a long and expensive vocational training and retraining,
- are in possession of the professional knowledge not taught at higher educational institutions,
- are in possession of the specific professional knowledge attached to the company,
- are able to work on their own,
- are able to work in teams,
- whose efficiency and effectiveness are developed

are proficient in the company culture and work culture.

The main objective of the dual training is the training of the students, but it is important that it is not only them who must be trained during the dual training but the instructors of the institute and the company as well. The dual training is a common learning process for the participants.

**Why Should Companies Join the Dual Training?**

**1. Receive Practical Knowledge in Addition to Theoretical Knowledge**
**2. Experience Work Socializing Processes**
**3. Learns about the Workplace**

**College Instructor - Get Practical Experience in Connection to Daily Production**
**Company Instructor - Get Education Methodological Skills and Vocational Instructor Knowledge**

[Common learning process diagram]
How Can a Company Become a Higher Educational Dual Partner?

The company and its compiled training material will be accredited in a multiple certification process. Besides the institutions of higher education the Dual Training Council (it consists of the representatives of the government, the corporate sector and the institutions of higher education) and the Education Office take part in it.

1. The company chooses the institute and the undergraduate course where its profile matching training is provided.

2. The institute introduces its training at a personal meeting.

3. Between the company and the institute of higher education the laws will be matched and a co-operation agreement will be signed, which contains the way and the deadline of the company application and the commitment of the company for the training and the evaluation of the dual students. A sample student work contract is attached.

4. The company will make the dual sample curriculum for the department with the help of the institute.

5. The Senate of higher education institute judges the launching material of the company. In case of approval it will be submitted to the dual training council.

6. The dual training council examines the submitted material and takes a decision if the launching of the company training is authorised or refused. The further parts of the qualification process are:

   a) Filling in a self-assessment questionnaire, where it is examined if the instructor of the company is suitable

   b) Continuous quality control in the future.

7. After the approval of dual training council the institute of higher education initiates towards the education office to register the dual partner and vocational training place.

8. The dual partner company will appear in the admission prospectus near the optional undergraduate courses as a footnote, thus informing the applicants about the possibility of the dual training.
What Should be Considered Before Joining the Dual Training?

THE COSTS OF TRAINING

In accordance with the statutory regulations the dual student is entitled to receive at least 15% of the minimum wage per week. The companies can pay higher wages and fringe benefits to their students; they can possibly offer them ‘scholarships’ depending on their study results. These should be stipulated in the students’ work contracts and should be granted to the students every month during the training period (3.5 years).

PROFESSIONAL CAPACITY

Excellent professionals work for the companies. During the dual training they have to be able to pass their knowledge and experience to the students. For this reason it may be necessary to organise teaching methodology training for them or they have to acquire new areas of expertise so that they can support the studies of the students at the College. In addition to this the working hours of some professionals have to be reorganised since they have to teach the students besides their professional tasks.

Besides all this the dual training requires serious dedication from the professionals responsible for the students as the teaching and the project tasks mean extra work for them and the students often turn to them with their study or private problems besides the professional questions.

THE FUTURE OF THE TRAINED STUDENTS

The objective of the dual training is to train prospective employees for some companies during their college studies. So when the yearly number of the students is decided the plans of the company and the future employment opportunities of the students should be considered. It is also important that they could be offered a perspective so that they would stay at the company and do not benefit from the knowledge gained somewhere else—even at a competitor.

HR CAPACITY

The Kecskemé College puts a great emphasis on its enrolment campaign every year, where the colleagues also promote the possibilities offered by the dual partners, however, the active recruiting activity of the company representatives is also indispensable to reach the number of applicants necessary for the suitable immersion.

The first dual students will graduate soon and the two companies who launched the dual training have already faced the value of their students: other companies have also turned their attention to the talents and have offered them favourable financial and professional opportunities. During the training attention should be paid to the loyalty and the commitment towards the company.
The First at the Dual Training – Experiences of 3 Years

The dual training was launched at the Kecskemét College in September, 2012 with two partner companies – the Knorr-Bremse Brake System Kft (Ltd.) and the Mercedes-Benz Manufacturing Hungary Kft (Ltd.) – and 25 vehicle engineer undergraduate students. For the second year several other companies saw the potential of the new training, the number of our partners and students became higher and other undergraduate programmes were launched.

The Kecskemét model has performed well according to the feedback of both the students and the companies so the government has made the dual training available all over the country since September, 2015. The new training form was launched altogether at 19 institutions of higher education with more than 200 companies.

During the 3 years of test period all the participants have gained a wealth of experience. The most important ones are as follows, what the partners have to pay more attention to:

- Both the company professionals and the instructors of the institutions of higher education must be open to get to know the activity of the other, to gain new professional knowledge and to learn the youth.
- The primary task of the dual student is studying, he should be given tasks in accordance with it. The company management must emphasize this view among their employees.
- The importance of the communication and the feedback among the participants must be emphasized.
- From the labour market point of view the dual students are more valuable than the students taking part in the traditional training, many other companies notice them besides the dual training companies.
- More attention should be paid to the training of the instructors at the institutions of higher education and the companies as well.
Dual Undergraduate Courses at the Kecskemét College

In the past three years not only the number of partner companies has become higher, but we have also been informed of the necessity of the new training form from further areas. As a result of this the dual training is already available for both the applicants and the companies at two faculties and several undergraduate courses of the Kecskemét College.

At the GAMF Faculty on the technical and economic training field:
- Materials Engineer undergraduate programme
- Business and Management UGRD progr
- Mechanical Engineers UGRD progr
- Vehicle Engineers UGRD progr
- I.T. Engineers UGRD progr
- Technical Managers UGRD progr

At the Horticulture Faculty on agricultural training field:
- Horticulture undergraduate programme

DUAL PARTNERS OF THE KECSKEMÉT COLLEGE FROM 2012 TO THE ACADEMIC YEAR 2015/16
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