

THE EFFECT AND DEVELOPMENT OF DUAL HIGHER EDUCATION IN DISADVANTAGED AREAS

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In our research we present the practice of the dual higher education in Hungary and we suggest solution for the difficulties. The spread of dual education can support the rural higher education, as the opportunity to earn income would be very attractive. The extension of immigration would be less as a result of dual cooperation. This way we can help to improve the development of rural companies and firms. We will be able to keep the intellectuals of rural areas and we can give opportunity for the persistency of intellectual capital. The cooperation between the companies and the higher education institutions gives opportunity to reduce recruitment costs, the students to fit in and the educational institutes to approach the practical area of the competitive sector. We suggest to renew the full system into a flexible and real-life-like system based on the experiences of the past years.

Keywords: practice of the dual higher education, competitive sector

ABSTRACT

Kutatásunkban bemutatjuk a duális felsőfokú képzést Magyarországon. A duális felsőoktatási együttműködések lehetőségét adnak a cégeknek a toborzási költségeik csökkentésére, a hallgatók beillesztésére, és az oktatási intézmények közelítésére a versenyszféra gyakorlati területei felé, de az elmúlt évek gyakorlati tapasztalatait megismerve javasolt a rendszer felülvizsgálata, a rugalmas és életszerű keretek kialakítása. A duális képzés elterjedése támogathatja a vidéki felsőoktatást, hiszen a hallgatók jövedelemszerzési lehetősége vonzó lehet. Emellett, ha a vidéki partnercégekkel sikeres együttműködések alakulhatnak ki, akkor a jelentősebb gazdasági potenciált jelentő térségekbe kisebb lehet a kivándorlás mértéke. Így megőrizhetjük a vidék értelmiségét, és helyben adhatunk lehetőséget a szellemi tőke megmaradására.

Kulcsszavak: duális felsőfokú képzés, versenyképes ágazat

The leaders of professional training, the practical trainers and the enterprises wrote a lot about the dual secondary education. In this writing we will present thoughts about the role of dual training in higher education and ideas about its development.

Nowadays dual education is considered to be the best solution to vocational training and to the development of vocational skills of youngsters. The shortage of experts is more and more extended, and their replacement is more and more necessary and costly. In our southern and eastern counties Ukrainian, Romanian and Serbian workers appear, as

well as Hungarians who live beyond our borders. Unfortunately, from our areas the skilled experts move to Western Hungary, Budapest or abroad. The government created new preferences for young couples if they want a child and therefore they would like new flats and houses. The new real estates increase the value and wage of experts to a higher level. This situation started a migrant wave from the poorer areas and counties.

Today, an unskilled worker in a rubber factory in Dunaújváros is paid more salary in net than a college teacher in Békés county. The workers often get meal, accommodation with

their payment, and a car for commuting. The graduated and intellectual youth definitely thinks about working abroad. They consider that it is not worth paying more million forints for tuition fees, rents and costs of living for a diploma if they earn such little money. We must admit that a diploma has more advantages than just finding a workplace, it is much more than that. It develops the ability to think, helps to widen your relationships, and the intellectual sphere gives you security. A graduated youth can find a more valuable life, start new enterprises and she/he has got a value-creating ability at a higher level. For it an up-to-date practical content of course is needed, as well as a receptive atmosphere where she/he is able to apply the acquired knowledge. The dual training can support this purpose. We will share our practical experiences which help young people and also enterprises in the dual partnership. We will not hide the tasks and difficulties. We provide the competent governmental authority with a concept how we can improve the dual training.

CONCEPTUAL, LEGAL BACKGROUND

The law on national higher education contains the concept of dual training, according to which: it is a form of practical training on the following BA or MSC degrees; engineering, informatics, agriculture, science or where the frames are, defined by the Dual Training Council. The Dual Training Council assigns those frames that qualifies the organization to start dual training, the student to take part in it and the company to receive students. The main is coordination and cooperation between partners. This appears both at the level of curriculum, in the schedule, and in the case of the instructors. In the material field, the practical place makes commitments to the student.

According to the National Office of Vocational Education and Training and Adult Learning,

the state and the economy share the responsibilities, the costs of the vocational training tasks in the course of dual training.

Evidently, in secondary and higher education the practical training takes place at the dual qualified company, which ensures human resources, tools and financial resources for their future purpose.

EXTENDING DUAL HIGHER EDUCATION TO OTHER SECTORS

The dual partnership dates back to medieval traditions, but the dual system professional training became an institutionalized system by the 21st century. In the past century the dual education became widespread in every economic and employment sector, first in the crafting and the trading sector, and after the industrialization in the manufacturing, too.

After the tertiary sector had gained strength, those jobs also started to develop which were not traditionally manual. The higher education dual system has improved well in the traditionally large machine manufacturing centres: in Győr (AUDI), in Kecskemét (Mercedes), in Szentgotthárd (Opel), in Esztergom (Suzuki) and in the future probably in Debrecen (BMW).

Besides the mechanical engineering the service sector also involved such courses which need significant practice time. These cooperations significantly reduce the recruitment costs and are an important base of human source supply. Such courses include: human resources, management, social work, tourism and hospitality, finance and accounting, commerce and marketing, engineering informatics, economics informatics, geographer.

The government sphere has started to move into a service-oriented direction and they need to serve the ever higher level. Therefore, in governmental offices and councils there is a great need to employ such students who are in a dual higher education system. This is an

excellent process but it is set back by some situation. Foremost, a corporate decision is needed for Cooperation Agreement and the agreement has to be decided one year before they would like to employ a student. The councils have to schedule the student's wage in the budget and they need to work out the selection process.

The labour contract has to be signed for 3,5 years for the continuity of dual training. It is an important responsibility for the organization. This cost is hard to take because of the four years' electoral cycle and the shortage of the financial resources.

The governmental sphere gets into competitive disadvantage. The government has to employ entrant young people, but it takes too much time in the first period of work, because they do not know the offices, councils. The strengthening of dual education would be important in these areas: human resources, economic informatics and social work.

The dual education of economic informatics is significant in the public and private sector for Industry 4.0, developing online functions. The human resource is needed for the up-to-date and digitized profession. The profession of social work is needed because the elderly's number and rate increases. Furthermore, many councils operate social institutes, and the dual education helps to keep the higher level quality standards.

We should not leave out the civil sector from the opportunities of dual training. This group consists of unions, social cooperatives and micro-regional associations. The good quality of dual education can help these groups with quality professional team and organized, systemic operation. The dual education would support several professions, if it is able to help the students with appropriate professionalism, predictable operation and financial background.

REQUIREMENTS FOR A HIGHER EDUCATION INSTITUTION

A higher education institute has to fulfil different criteria to start dual vocational courses with companies.

These conditions are as follows:

1. Must have a decision about dual vocational courses and minimum and maximum number of students in senate resolution. These courses would be technological, informatics, agricultural, natural sciences, economics or social fields at the moment. The higher education institution reclassifies the selected candidates to the dual courses.
2. Must get a contract with the corporate partner. In this contract they set the methods of assessment of applicants and scheduling. The partner takes part in the practical education of students and it evaluates their previous knowledge.
3. The institute and the dual partner prepare the curriculum and the sample plan together. It fits the traditional course in 90% and the instructions of acquired knowledge appear in it.
4. The company has to get a contract with students and the company has to assume obligation to pay wage by law.

REQUIREMENTS FOR DUAL PARTNERS

The partner and a higher education institute set common objectives in dual higher education together. The partner has to possess a training plan about dual practical education. They need to take into account the curriculum of higher education institutes so that the student improves her/his competences continuously. This training plan contains theoretical knowledge, specific work practices, independent project work, competence and skill developing exercises, etc. The practical training place has to create the criteria of assess-

ment of students with reference to motivation and control.

HOW TO APPLY AND THE SELECTION PROCEDURE

The student – who applies for higher education – has to apply in two ways. First, they need to choose the course and institute where she/he would like to learn. Thereafter, they need to upload the personal information, CV, motivation letter and the copies of high school certificate from third and fourth classes. Besides, on the website they have to tick that practical place and company where they would like to work.

When the student reaches the limit of the application point, the dual partner can implement the application process alone or together with the institution. When the student's recruitment process is unsuccessful, she/he can try to apply for another dual partner. If the student was unsuccessful at every dual partner, she/he does not get a contract, but can start his/her studies.

In my opinion there are some elements which decrease the flexibility:

1. A year before the application it is necessary to sign a contract with the school and the company. We suggest that the higher education institutions should have the opportunity to connect to the online platform and could upload dual partner's data before the beginning of the admission procedure.
2. The dual training contract is made by dual partners and higher education institutions. There is no legal opportunity to shorten this period or change dual partner. According to legalisation, the partners just have the opportunity to eliminate the contract.
3. The government supports the practical workplace of the secondary education

institutions. We suggest that the councils and civil organizations should also get support for dual higher education position. At present the civil organizations do not have enough sources and the operation of councils is complicated, so the possibility of the dual cooperation is available just for few students. More support, faster corporate decision, fast tender decision would be needed.

THE TIME FRAMES OF THE PRACTICAL TRAINING

According to the Dual Training Council and the www.dualisdiploma.hu website, dual students can fulfil their internship exclusively in the examination and summer period. At other time they study at in the higher education institution. In practice, it means that the students do not work at the dual partner for 2x14 weeks, but the dual business partner have to pay salary for these periods, too. This is a wrong practice for the business partners.

We suggest that the higher education institutions, the outside practical dual partner and the student should create a good schedule. In this schedule the students would take part in the theoretical lectures and the practical work at the dual partners. Based on our experience, with the help of appropriate training organization, the student can attend one-two day practice per week. Students could have an individual study schedule for a course. As proposed, the dual training would be much more attractive for companies and the students would get involved in the practical training much more intensively.

QUALITY ASSURANCE OF DUAL EDUCATION IN HIGHER EDUCATION

The organized operation is important for practical partners and the higher education institutes, too. The first critical factor is the training plan. The dual practical partner

has to make a training plan – it is a common work with the school. The company provides data to Dual Training Council (in the following DTC) about the training and the practical instructors. The data service includes the qualification, the professional and practical knowledge of the instructors. The DTC performs continuous quality control on practical training by a special committee.

The Educational Office may examine the practice organization of higher education institute on-the-spot. The Office may call upon Hungarian Rector's Conference. The high quality dual training needs very serious cooperation. For successful practical training it is essential to have an administrative background, a built-in quality assurance, the attitude and commitment of partners.

SUMMARY, FUTURE PLANS

The dual practice of secondary schools cannot be copied to the higher education institutions.

If we would like to reach that much more dual students graduate in the future, we need to fit the dual higher education system to the requirements of the private, governmental and private sector, too.

The cooperation between the companies and the higher education institutions gives opportunity to reduce recruitment costs, the students to fit in and the educational institutes to approach the practical area of the competitive sector. We suggest to renew the full system into a flexible and real-life-like system based on the experiences of the past years.

The spread of dual education can support the rural higher education, as the opportunity to earn income would be very attractive. The extension of immigration would be less as a result of dual cooperation. This way we can help to improve the development of rural companies and firms. We will be able to keep the intellectuals of rural areas and we can give opportunity for the persistency of intellectual capital.

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