

jobdeveloper

Job Developer training in
Hungary: a country-specific
implementation and
evaluation



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Content

- How has the training concept been implemented in Hungary?

(preparation, implementation, post-processing)

- Which adjustments have been carried out?

(in terms of content, methodical-didactic, target group-specific, cultural)

- Which adjustments can/ should be carried out?
- What has functioned well? What has still to be improved?

(presentation of the evaluation results)

Implementation of the training concept

- *Preparation*
- *Implementation*
- *Post-processing*

Adjustments - done

- In the translation

Adjustments - needed

Has to be decided: do we work with one job family, selected in advance?

Participants preferred: health and wellness, family services, services for SMEs

Pros: micro trends can be developed in advance, participants can support each other, it is easier to invite experts.

For the implementation:

- Sinus-Milieus have to be prepared in advance (or similar, for Hungary, with pictures)
- Description of client segments (percentage of the milieu in the region is needed)
- Preselecting microtrends
- Factsheet for each selected service (after the talent diagnosis) – match the services with the milieus
- Does one job developer work with 2-3 participants through the whole process, or works with all participants on a part of task?

Further open questions:

- Who will be the experts? Invite them on time.
- Who will be the young participants?

Feedback

- The methodology as a whole is not adaptable, only parts of it.
- The different parts require different experts.
- The project is too much focused on entrepreneurship. [?] We have to invite different participants, if we want to train potential entrepreneurs.
- The employment radar is missing.
- The job families are irrelevant in the economic situation in Hungary.
- Before implementing the pilot, a workshop for job developers is needed.
- The program of the training forced, two days are not enough.
- Do we have to force megatrends? – Only in case of establishing an enterprise.
- Market research could be conducted among chamber members.
- After the pilot regular follow-up is needed.

- It is essential, that the participants have a clear picture about their own competences [?] self recognition training [?] the participants have to receive input, drive and motivation to stay during the whole process

Thank you for your attention!