

# Pilot implementation in Hungary

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Funded by the  
Erasmus+ Programme  
of the European Union

 **jobdeveloper**





# Milestones

- 2015.11.11. Kick off
- 2016.02.01-05.- Train the trainers, Bochum
- 2016.04.14-15. – Info workshop
- 2016.09.26-27. Jobdeveloper training
- 2016.10.04-05. Milestone meeting
- Pilot action in 3 section
  - 2017.09.11-12. Talent diagnosis, Employment radar
  - 2017.11.27. Expert hearing I.
  - 2018.05.03. Expert hearing II.
- 2018.09.21-22. Milestone meeting
- 2018.03.7-8. Expert workshop





# Jobdeveloper pilot

- Background:
  - Own HR development department
  - Chamber with engaged members (for example Human Club)
  - Enterprise plus program
  - Self-starter program
- Jobdevelopers
  - Dedicated experts
  - Voluntary



# Challenges in recruitment

- Special situation:

Unemployment (8,1% in Baranya county (2018) ⇔ labor deficit (skilled)

- Hard to find partner
  - Unemployment Agency
  - University of Pécs
- **Solution:** involve a local high school
  - PSZC Radnóti Miklós Economic High School
  - Class after graduation
  - „B plan”
  - Age: 18-22



# Challenges in implementation

<b>Challenge</b>	<b>Solution</b>
5 day program	Separated into 3 (4) parts
Problems with „participation“ in tasks	Including teambuilding Making smaller groups
Special expressions	Groups need time to understand/interpret the content of presentations
Expert hearing – few entrepreneurship idea	Working in groups Personal consulting on individual development plan



# Results

- 28 participants and individual development plan
- Changed thinking
- Career change
- Improved/confirmed entrepreneurial ideas
  - Family day care service / Financial consulting
- Future in Hungary
  - Use the methodology in other pilots
    - Cooperation with local government Harkány
  - Cooperation with the University of Pécs Career Center