

2024

EUROGUIDANCE
CAREER GUIDANCE AWARD
Good practices in Hungary



NATIONAL OFFICE OF
VOCATIONAL EDUCATION AND
TRAINING AND ADULT LEARNING

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Why was the Euroguidance Career Guidance Award created in Hungary?

Operated by the National Office of Vocational Education and Training and Adult Learning, the Euroguidance Hungary Centre announced its call for applications for the Euroguidance Career Guidance Award for the fifth time in spring 2024. Presented every two years, its main objective is to collect the latest good practices in career guidance in Hungary and to provide a forum for the promotion of good examples and tools used in the field.

Who could apply in 2024?

The competition was open to any organisation, institution or individual that provides life-long guidance services in Hungary, such as career orientation, reorientation, rehabilitation, employment, job search and career guidance. Applications could be submitted by primary, secondary and higher education institutions, adult learning institutions, institutions run by the state or a county or local government, non-profit organisations, businesses, companies and individuals.

What content was eligible?

For the Euroguidance Career Guidance Award 2024, applications were expected to present lifelong guidance activities, approaches and tools that introduce a method developed over the last two years to:

- support the improvement of self-awareness (e.g. development of a tool, self-awareness process, methodological guidance, etc.);



- expand career knowledge (e.g. understanding a sector or occupation, providing relevant labour market and training information);
- support career planning (e.g. job search techniques, online guidance methods).

Who are the good practices for?

The main target groups were primary school pupils, secondary school students, young people, adults, jobseekers, career switchers and disadvantaged groups.

Applications were invited in two categories, depending on the age group targeted by the good practices presented in the entry:

Category I:

Euroguidance for Youth Award – good practices developed for young people

Category II:

Euroguidance for Adults Award – good practices developed for adults

Applications were received from all over the country. These were evaluated by a committee appointed by Euroguidance Hungary.

The winners and special award winners of the Euroguidance Career Guidance Award 2024 are presented below.



EUROGUIDANCE for YOUTH

1

ONLINE TOOLS IN CAREER GUIDANCE – PRESENTATION OF THE PÁVA APPLICATION

NAME OF THE APPLYING ORGANISATION OR INDIVIDUAL:

Heves County Pedagogical Services

TARGET GROUP OF THE APPLICATION:

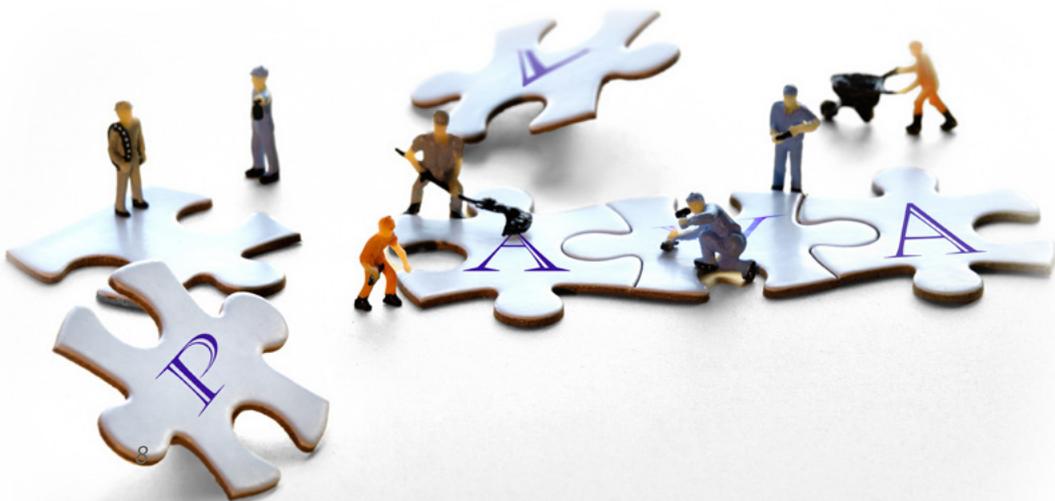
primary and secondary school students



Description:

The PÁVA PÁlyaVálasztásiApplikáció (career choice app) is a free application downloadable to smart devices, developed by the Career Guidance Working Group of the Heves County Pedagogical Services. The app is a unique online career guidance tool in Hungary.

PÁVA can be used both as a guest user and a registered user. After downloading the app, users can try out different free-to-access career orientation games (hangman, grouping, puzzle, mirror text) under the Guest Room menu, or may use the School Finder where primary school pupils can access a list of educational institutions that are entered in the Hungarian Educational Authority's public education information system (KIR). There is a range of online



games to suit both primary and secondary school age-groups. The games seek to increase career awareness and to provide information on further education (fields of study, types of secondary schools, admission to higher education institutions) to the target groups.

Users can access the function that supports career guidance activities within the app after entering an educational identifier and a generated token number sequence. On this internal interface, logged-in users can fill in self-awareness questionnaires. Once a questionnaire has been completed, the results are displayed immediately, and are then analysed and discussed with the students with the help of a guidance professional. The application collects the responses in a CSV file, which is an important element of storing completed questionnaires.

Experts developed the PÁVA app with the intention of providing free content that is accessible to anyone. The main purpose of developing the logged-in user function is to facilitate the use of self-awareness and learning methodology questionnaires in an efficient and smooth way.

The app is still under development and is currently available for Android.



FURTHER INFORMATION:

<https://palyavalasztas.hmpedszakszolgalat.hu/>



2

TOUR OF PROFESSIONS – CRAFTS LESSONS IN VET EDUCATION



NAME OF THE APPLYING ORGANISATION OR INDIVIDUAL:

Székesfehérvár VET Centre

TARGET GROUP OF THE APPLICATION:

7th graders

Description:

The Székesfehérvár VET Centre comprises 11 modern vocational training institutions where students are trained in line with labour market needs, and acquire marketable skills and gain hands-on experience.

Many professions require advanced manual skills, which are not encouraged by the spread of digital technology.

Overcoming the potential lack of resources and staff in primary schools, the *Tour of Professions project* complements primary school Crafts lessons with creative sessions that are designed and delivered on the basis of the Crafts and Technology syllabus of the National Core Curriculum.

The target group of the project is Grade 7 students, who can join the project with their class or as a casual community. Students pay a one-day visit to the Centre's institutions in



Székesfehérvár, so they also get to know the place. Under the guidance of a project leader, trainers of technical schools acquaint students with real-life occupations that the 9 technical schools of the Székesfehérvár VET Centre teach. The students' work is evaluated and then this evaluation is entered by the school in KRÉTA (Core System of Registration and Studies in Public Education). In 2023–24, a pilot project was implemented with the Grade 7 pupils of a primary school.

During the project, seventh-graders refine their areas of interest and find out what they would like to know more about; this allows them to gather information relevant to their areas of interest at future career orientation events. If a student wishes to seek individual guidance after getting acquainted with the occupations, the Székesfehérvár VET Centre offers help in the form of face-to-face sessions or on its dedicated career site (Karrierkapu). The latter also lists counselling options outside the Centre.

The project implemented at the Székesfehérvár VET Centre can be adopted by other cities, counties or regions, or the curriculum can be modified to match the given portfolio.

FURTHER INFORMATION:

<https://szfzsc.hu/>



3

ONLINE CAREER GUIDANCE CURRICULUM SERIES ON SUSTAINABILITY AND ENVIRONMENTAL PROTECTION

NAME OF THE APPLYING ORGANISATION OR INDIVIDUAL:

Miénk a Pálya Foundation

TARGET GROUP OF THE APPLICATION:

youth



Description:

The *Miénk a Pálya Foundation* works to enable socially disadvantaged young people and youth from geographically disadvantaged regions to acquire knowledge that helps them make successful career choices and plan their career consciously as well as to become more self-aware. The project aims at creating a free online knowledge repository that can support young people throughout their decision-making process in the context of school guidance, counselling or even self-directed learning.

An essential element of this curriculum system is to paint a realistic career picture for young people while corresponding to their level of knowledge and giving answers to questions they might not be able to formulate aptly because of their age, keeping in mind that these answers are crucial for their choices and their future.

At the same time, the developers were also attentive to the content consumption habits of young people: they intend to transfer the career-specific knowledge gathered in this curriculum system to career choosers through the social media channels they use as well.

For the sake of humankind's future, it is important that as many young people as possible become aware of career opportunities related to sustainability and the environment that may be attractive to them in the long run. This is why this curricular content was chosen to be developed in the first place. As one interviewee in the video series put it: *"It would be great to have as many people work towards sustainability goals as there are employed in industries that harm our environment."*

The curricular content, which introduces sustainability and environmental careers, is aimed at a broad range of young people. In expanding and further developing the curricular content, the Foundation strives to provide a more accurate picture of the occupations that are popular with young people and to introduce them to other career opportunities that may offer them good prospects.

FURTHER INFORMATION:

<https://mienkapalya.hu/>



"It would be great to have as many people work towards sustainability goals as there are employed in industries that harm our environment."



PURPOSEFUL CAREER PLANNING



EUROGUIDANCE for ADULTS

1

LIFELONG – CAREER – PLANNING – CAREER GUIDANCE PODCAST SERIES

NAME OF THE APPLYING ORGANISATION OR INDIVIDUAL:
Pécs-Baranya Chamber of Commerce and Industry

TARGET GROUP OF THE APPLICATION:
youth, parents, teachers



Description:

The 9-episode career guidance podcast series of the Pécs-Baranya Chamber of Commerce and Industry seeks to help career choosers, parents and teachers to become aware of the external and internal factors that inform career choices, of opportunities, and of all factors that influence further education, career planning and career re-engineering.



CAREER PLANNING



The podcast discussions provide an easy-to-digest, clear overview of training opportunities and possible career paths, including training or further training needs emerging after Grade 8, the secondary school-leaving examination or at any age.

Episodes in the podcast series cover all types of secondary and tertiary institutions, but also touch upon 21st century labour market expectations, the competences of future workers, adult learning opportunities, flexible learning pathways and the options to support them, in order to help those facing difficulties finding their place in the labour market.

FURTHER INFORMATION:

<https://palyavalasztasbaranya.hu/podcast-2022/>



CAREER GUIDANCE PODCAST SERIES



Pedagógia szakszolgálatok a pályaválasztási folyamatban
www.palyavalasztasbaranya.hu



Szaktárgyműhelyek
www.palyavalasztasbaranya.hu



A pályaválasztást befolyásoló tényezők
www.palyavalasztasbaranya.hu



A 21. századi munkaerőpiac és az ott elvárt (új) kompetenciák
www.palyavalasztasbaranya.hu



2

TUNING UP FOR SECONDARY SCHOOL ENTRANCE EXAMS 2024



NAME OF THE APPLYING ORGANISATION OR INDIVIDUAL:

Újbuda Human Services Centre

TARGET GROUP OF THE APPLICATION:

students entering secondary school

Description:

The Tuning Up support group of the Újbuda Human Services Centre is an innovative initiative where professionals work with a group of parents and a group of students simultaneously but separated in space.

This mental health support programme focuses on the period of the secondary school entrance exam procedures, covering several months, 6 to 8 months, from October of the school year until the end of the admission process in May. The sessions are organised thematically, take place every 3 weeks, and there are 5+1 sessions overall. The first 5 sessions are held before the written and oral entrance exams, and the last, 6th session is organised after the exams are over and the results are available. On the first and last occasion, the professionals work with the students and their parents together. The 4 sessions in between are held at the same time but in separate spaces.



ÚJBUDA HUMAN SERVICES CENTRE

Young people are assisted by a career guidance professional, while parents are assisted by a mental health professional. The main aim is to provide answers to the dilemmas that arise in connection with the entrance exam procedure, to provide authentic information and to enrich the discussions with exchanges of experience. The key is a supportive community, where members in similar life situations, struggling with similar issues can easily loosen up and connect with their peers. They can find their own inner resources, gain new momentum and perspective, as students in terms of career guidance, as parents in terms of approach and a supportive attitude.

Young people are helped by tests, self-awareness games and situational exercises in finding an answer to the question *"how?"* and *"where to go from here?"*. Parents engage in self-awareness and self-reflection activities to learn *"how to be a good support to my child?"*. They are presented with different help techniques, decision-making aspects and stress management methods to be able to cope with the arduous parent-teen communication.

FURTHER INFORMATION:

<https://uhszk.ujbuda.hu/>



MENTAL HYGIENE



3

INTERACTIVE SELF-AWARENESS SESSIONS FOR SECONDARY SCHOOL STUDENTS: ENTERING ADULTHOOD AND TACKLING QUARTER-LIFE CRISIS

NAME OF THE APPLYING ORGANISATION OR INDIVIDUAL:

Pázmány Péter Catholic University Student Services Centre

TARGET GROUP OF THE APPLICATION:

grammar school students



Description:

As a responsible higher education institution, the Faculty of Humanities and Social Sciences of the Pázmány Péter Catholic University is committed to supporting secondary school students in making career choices with a diverse range of tools. As part of the Grammar School+ programme organised by the Student Services Centre, the Faculty's career guidance psychologist and peer counsellors from the Psychology Master Programme hold regular interactive self-awareness sessions for interested secondary school students at open days, out-



reach events and school visits organised by the Faculty. The interactive self-awareness sessions were launched in autumn 2023, and are used successfully in various classes.

The sessions approach career orientation and guidance from a psychological perspective, providing young people with current background knowledge and psychoeducation. The sessions present the period of developmental psychology of entering adulthood, the challenges of quarter-life crisis and decision-making, and the importance of resilience.

The sessions are held mainly secondary schools in Budapest, at partner institutions, on invitation, mainly for Grades 11 and 12 students, in 45-minute classes, mostly those reserved for general discussions with the form teacher. Students are encouraged to participate actively in the sessions, initiating interaction. The sessions are enriched with presentations, screenings, digital polling and voting opportunities. An informative, readable brochure is also available for those interested. This brochure is also distributed at other Faculty programmes and outreach events for secondary school students.

Form teachers, consultants and school psychologists interested in the service can apply for sessions by e-mail, after assessing the needs of their students.

FURTHER INFORMATION:

<https://btk.ppke.hu/hallgatoi-szolgaltrato-kozpont>



EUROGUIDANCE Special AWARD-WINNERS

DEVELOPMENT OF AN INNOVATIVE SERVICE PLATFORM

CAREER GATEWAY, NAVIGATION TO CAREER GUIDANCE

NAME OF THE APPLYING ORGANISATION OR INDIVIDUAL:
Székesfehérvár Vocational Training Centre

TARGET GROUP OF THE APPLICATION:
career guidance services clients



Description:

In Hungary, the state provides the basis for career guidance through legislation, the provision of resources and by operating the organisational background. The system's efficiency can be improved by coordinating the activities of the actors involved in guidance. Recognising this, the Székesfehérvár Vocational Training Centre convened a cooperation forum, the Career Choice Roundtable in autumn 2022. In doing so, it developed an IT framework system that can get all those who need career guidance assistance in touch with the organisation that can provide them the best service.



OK!



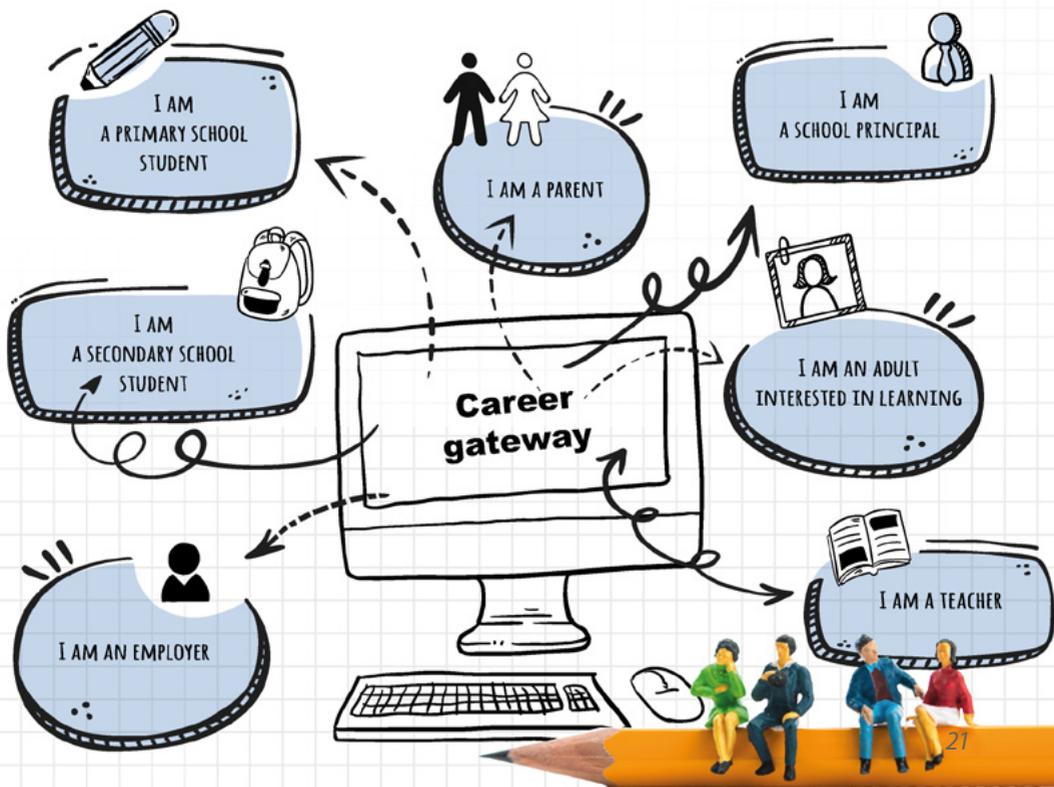
Career Gateway is a digital client service system, an online way to accessing efficient and versatile offline tools, processes, experts and their organisations. It ensures that everyone receives personalised support and that everyone is free to choose the assistance deemed most appropriate. The cooperation also involved the Employment Department of the Fejér County Government Office, the Career Guidance Unit of the Fejér County Pedagogical Services, the local Centre of the National Educational Authority, the Fejér County Chamber of Commerce and Industry, the Hungarian Chamber of Health Professionals, and the Fejér County organisations of the National Chamber of Agriculture.

In addition to its career guidance services, the Székesfehérvár Vocational Training Centre ensures the operation and maintenance of the IT framework system it has developed and also covers the pertaining internet costs.

Career Gateway is available free of charge on all digital platforms, providing a gateway between and linking the organisations' IT systems. It ensures that all users can log in directly to the system from wherever they want and get in direct contact with an organisation offering career guidance or other career orientation services, or even with a guidance counsellor who works there.

FURTHER INFORMATION:

<https://palyara.hu/karrierkapu/>



EUROGUIDANCE Special AWARD-WINNERS

DEVELOPING PROJECT-BASED CAREER ORIENTATION SESSIONS

DKA PROJEKT

NAME OF THE APPLYING ORGANISATION OR INDIVIDUAL:

Vác Vocational Training Centre

TARGET GROUP OF THE APPLICATION:

primary school students



Description:

Students from the Boronkay György Technical School of the Vác Vocational Training Centre and the Király Endre Technical and Vocational School – 24 students in total – hold interactive experiential sessions with the purpose of career orientation and guidance in the fields of IT, electronics, engineering and VR for upper grade primary school students in the Vác Digital Community Creative Workshop (DKA). An essential element of the work of the involved secondary school students is that they plan and hold the sessions independently. They also involve and train the younger generations of graduate students, thereby ensuring their own succession in the ongoing project.

The sessions take 2x45 minutes. In the first part, the students introduce themselves, talk about life in their secondary school, present their chosen profession and tell their own career choice story, then introduce the topic of the lesson, showing the machines, tools and their operation. The primary school students work in small groups of 3–4 to produce co-creations. They are given instructions on constructing and programming robots, electronics assembly and programming, 3D design and printing, laser engraving and trying out VR glasses. They constantly monitor and support the work of the small groups, answering questions as they arise.

A robot competition is held at the end of the sessions. Children can take home the 3D prints and wood laser engravings of their own design.



At the end of the session, the participants are asked for feedback, and the experiences of the day are discussed. These results are fed into the next sessions.

FURTHER INFORMATION:

<https://www.vszc.hu/p/dka-a-digitalis-koezoesegi-alkotomuhely>



EUROGUIDANCE Special AWARD-WINNERS

ARTIFICIAL INTELLIGENCE IN THE CAREER ORIENTATION OF STUDENTS WITH LEARNING DIFFICULTIES

AI ON BOARD! OR THE USE OF ARTIFICIAL INTELLIGENCE IN THE CAREER GUIDANCE OF STUDENTS WITH LEARNING DIFFICULTIES

NAME OF THE APPLYING ORGANISATION OR INDIVIDUAL: *Katalin Palástiné Kozma*

TARGET GROUP OF THE APPLICATION: *6th and 8th graders with special needs*



Description:

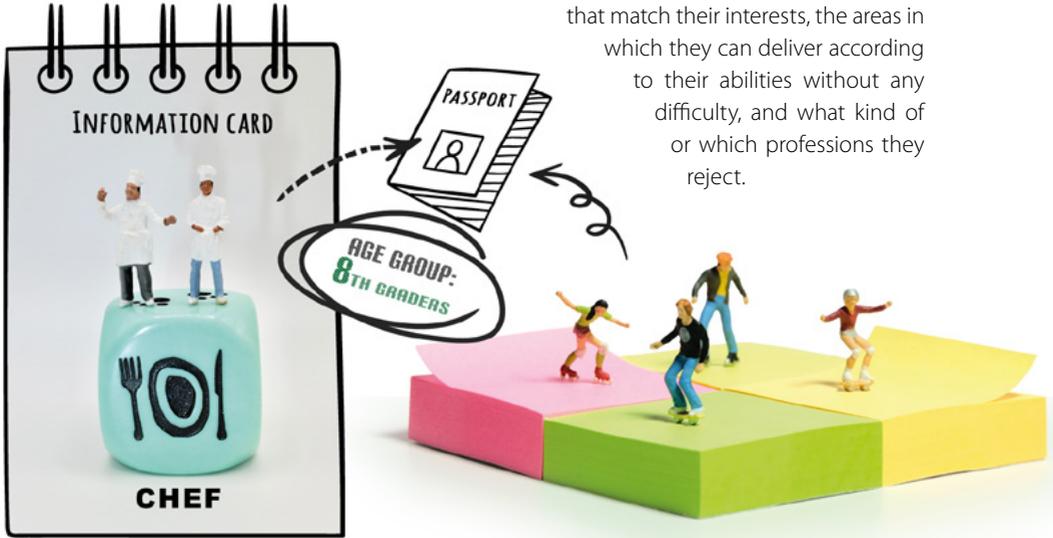
The application showcases three good practices where teachers of development in special needs can tap the potential of artificial intelligence.

Being a part of the LOGICO family, SZAKMALOGICO (profession logico) is a worksheet developed primarily for sixth-graders with learning difficulties based on the Logico Piccolo product line, using an AI text and image generator. The pack of 16 worksheets helps students to learn about professions. Its great advantage lies in the fact that it promotes independent learning and builds on the activity of pupils. Self-check is facilitated by the answer key on the back of the sheets, which they can use to correct their answers themselves if necessary. They can complete the worksheets several times, to feel a sense of achievement.



KALANDPÁLYA-PÁLYAKALAND (adventure course – career adventure) is an Idea Pool for eighth-graders, its developer also used artificial intelligence to create it. During the game, pupils have to complete practical tasks and collect information. Students mark their own performance while trying out the activities on a Passport. As a result of the programme,

pupils become more aware of the activities that match their interests, the areas in which they can deliver according to their abilities without any difficulty, and what kind of or which professions they reject.

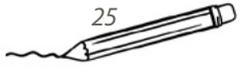


The entrant used an AI text generator to adapt the questionnaire “Interest Testing in Groups” by Dr. Pálné Ritoók and Dr. Mária Takács to eighth-grade students with learning difficulties. The questionnaire is an effective tool for identifying areas of interest, which eighth-graders can learn about in the context of educational counselling. The AI-generated texts can be read aloud, which can help visually impaired and dyslexic pupils. The tools developed are also useful in supporting the career orientation of pupils with special educational needs.

FURTHER INFORMATION:

https://fliphtml5.com/naqnh/coem/P%C3%A1lyatan%C3%A1csad%C3%B3_



AI=MI 

EUROGUIDANCE Special AWARD-WINNERS

CREATING AN INNOVATIVE CAREER GUIDANCE ENVIRONMENT

PALACE OF PROFESSIONS – A COMPLEX CAREER GUIDANCE CENTRE

NAME OF THE APPLYING ORGANISATION OR INDIVIDUAL:

Szolnok Vocational Training Centre

TARGET GROUP OF THE APPLICATION:

upper primary school students



Description:

The Szolnok Vocational Training Centre considers career orientation and supporting career choice a priority. Member institutions regularly renew their activities in their bid to promote sectors and professions and maintain interest.

The Palace of Professions opened in December 2023 in Szolnok, in the city centre. The career orientation centre covers almost 200 m² to present occupations in the technical and service sectors alike, in an interesting, interactive and spectacular way. It is also a way to pique and increase the interest of parents and children in vocational training.

When the centre opened during the Christmas festivities, visitors were welcomed in the Advent Village where they could engage in a variety of activities and games linked to the festive season while also gaining an insight into the world of the professions.

From 2024 onwards, visits can be booked in advance for primary school students in Grades 5, 6, 7 and 8 who can participate in complex career orientation and guidance programmes under the well-known motto of *"Watch it, grab it and do it"*.

The programmes provide students with full information about the new VET system, the sectors and occupations offered by the member institutions. They can try everything, fill in self-awareness questionnaires, watch films that present different occupations, and access a broader range of services, which now includes customised career guidance and an adult learning information point. In addition, they now regularly host groups of pre-school children in the afternoons, with a

range of age-appropriate activities. Parents pick up their pre-school children at the Palace of Professions, so parents can also be addressed to promote courses especially designed for adults. The free programmes can be attended individually without registration.

The Palace of Professions and the programmes implemented there can be freely adopted by other vocational training institutions, adjusted to local specificities.

FURTHER INFORMATION:

<https://www.szolmusz.hu>



EUROGUIDANCE Special AWARD-WINNERS

DEVELOPMENT OF INNOVATIVE DIGITAL TOOLS

**“YOUR CALLING IS THE SHIELD OF YOUR DESTINY,
A SHELTER FOR YOUR FUTURE FOREVER”**

NAME OF THE APPLYING ORGANISATION OR INDIVIDUAL:

Székesfehérvár Vocational Training Centre

TARGET GROUP OF THE APPLICATION:

*primary and secondary school students,
parents, teachers, trainers and school principals*

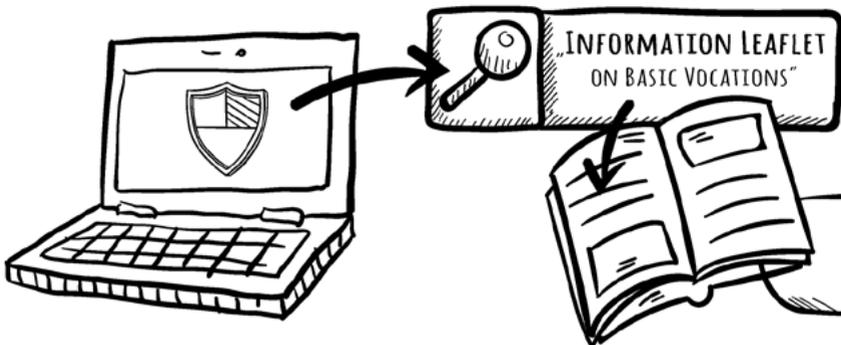


Description:

Recently, many digital and other technical and even methodological tools have been developed in Hungary, but local creativity and activity are also needed. To this end, the Székesfehérvár Vocational Training Centre has created an awareness-raising tool.

The Shield of Professions is a twice than life-size wooden masterpiece, 150 cm in diameter, partly covered in leather. It displays the symbols of the sectors taught in the Centre's schools. A modern version of the *Shield of Achilles*. It can be set up anywhere on a portable stand. On the laptop next to it, a collection of links that can be opened by clicking on the "Shield" icon makes the "Information booklet on basic professions", all central career guidance materials and the Centre's own career orientation and guidance platforms accessible without any searching. There is a separate icon to log on to the *karrierkapu.hu* service, which is a client system through which all Székesfehérvár-based organisations providing career guidance can be accessed.

The Shield of Professions offers and mediates career awareness and additional career guidance services. Moving from school to school, it provides continuous information, even with-

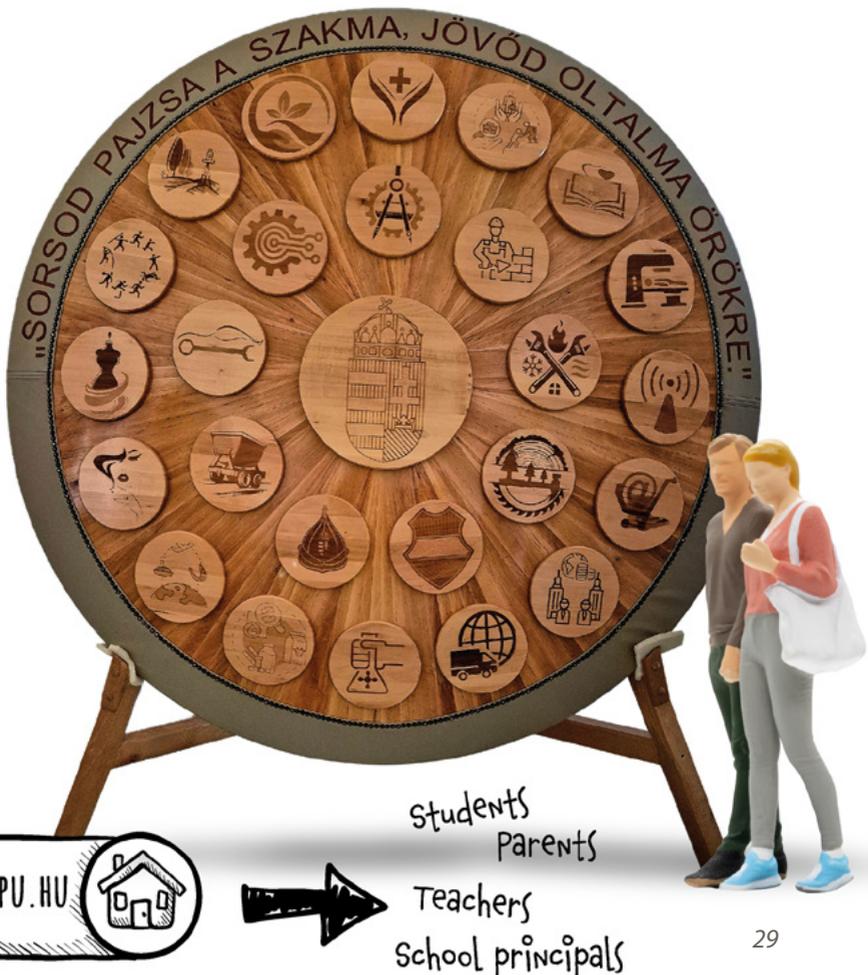


out being permanently present, using the tool freely. It is set up in the community spaces of schools. It usually arrives in the host school for an event, and teachers and students are shown how to use it independently. Schools can then organise sessions using the tool, or students and parents can use it themselves.

The target group includes all school users, primary and secondary school students, but it is also useful for parents, teachers, trainers and heads of institutions.

The shield, as the central element of an interactive travelling exhibition that takes up a small space, is a great attention grabber and generates dialogue on the topic among teachers and students. This design is unique, but the idea can be implemented and applied with less technical effort and cost.

FURTHER INFORMATION:
<https://www.szfszc.hu/>



EUROGUIDANCE Special AWARD-WINNERS

INNOVATIVE METHODOLOGY FOR DEVELOPING SELF-AWARENESS AND CAREER AWARENESS

I'M AWESOME! OCCUPATIONAL AND SELF-AWARENESS DEVELOPMENT GAME

NAME OF THE APPLYING ORGANISATION OR INDIVIDUAL:

Győr-Moson-Sopron County Educational Services

TARGET GROUP OF THE APPLICATION:

students about to choose a career



Description:

The career guidance services offered by the Győr-Moson-Sopron County Educational Services include thematic group career guidance sessions. The time frame of these sessions is two classes, where the information part is always paired with practical exercises, as it is what you not only hear, but also see and try out, that becomes truly useful knowledge.

According to classical career aptitude theories, success in one's career and job satisfaction are determined by the extent to which career aptitude requirements match the individual's aptitude traits. The Educational Services' good practice, i.e. the "I'm Awesome!" occupational and self-awareness development game has been created to prove the above point. The game shows how the competences required by each profession relate to the personality traits of the people who choose that career.

The basic idea of the game goes back to a priority questionnaire and a personality typology game known from the toolkit of individual psychology, which the developers adapted to their career guidance activities.

During the game, different skills are mobilised: self-evaluation, teamwork – cooperation, vocabulary building, associative thinking, contextual thinking, literary and even biological knowledge.

In the game, pupils identify themselves with one of four animals – lion, eagle, chameleon, tortoise – and pair them with characteristics; then they match the list of the characteristics of that animal with occupational groups and specific occupations.

The game is designed to raise career choosers' awareness on the importance of self-awareness and knowledge of an occupation and the relationship between them. They can be en-

couraged to think consciously about what competences are expected for the career of their choice, and then compare them with their list of their personal characteristics to see whether or not this idea suits them, and in what areas they need to improve to be able to perform well in the given profession.

FURTHER INFORMATION:

<https://gymsm-pedszakszolg.edu.hu/palyavalasztasi-tanacsadas/>





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