

Methods for analysing the relationship between vocational training and labour market

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“Vocational training” in Hungary is as old as our statehood. Changes occurred in vocational training have always had close connection with the changes in economy and society. During the past years reorganisation and renewal of vocational training meeting the new social-economical demands had strategic importance in the Hungarian policy of employment and education.

During the last two decades vocational training has undergone significant changes to meet the economic and social requirements (both in Hungary and in the developed countries). The structure and system of conditions of trainings have changed; they became more adaptable to the general and local expectations of economy. Vocational training has to adjust to the economic environment thus local, or regional development strategies have to be established. An essential precondition of strategy development is preparing multilevel analyses.

One of the methods suitable for evaluating the situation of vocational training is SWOT and PEST analysis. PEST- analysis is a kind of macro-environment analysis, that is, the examination of political, economical, social and technological factors. By applying PEST- analysis we can examine the broad environment of vocational training. It makes the analysis of uninfluential general conditions possible to which – whether we like it or not – we have to adapt, i.e. it means the systematic searching for long term tendencies affecting vocational training. We can classify the effects of these tendencies in two ways: which ones have beneficial effects, or make vocational training easier and which ones have unfavourable effects, that is which restrict its possibilities. By applying SWOT analysis we can map the capability of the examined area in respect of vocational training and we can learn which tasks are the most important from strategic aspect. When making SWOT analysis, on determining strengths, weaknesses, possibilities and dangers we laid emphasis on the ones connected to the strategy.

For measuring the characteristics and performance of vocational training systems indicators have been introduced both in the European Union and in Hungary. The most frequently used indicators: input, output and progress indicators of the vocational training system.

The input indicators of the vocational training system give answers to the questions such as where the young come from, which institutes they join, how many companies participate in the vocational training, how many teachers teach trades, what the number is of the class, etc. These indicators give information basically on the factors determining the conditions of vocational training, they are mainly descriptive.

The indicators of the progress of vocational training give a list of the indicators connected to the process of the systems, the vocational training itself. These indicators mostly inform on the content, the process, the costs and economic efficiency of vocational training. These are descriptive type of indicators.

Labour Markets

The output indicators of the vocational training include indicators providing information on the results of the vocational training system, the opportunities of first job holders, their situation in the labour market, yields of the training on company, social or macroeconomic level.

In my study I wish to demonstrate examples for the examination of the coherence between the vocational training and the economic situation applying each of the above listed methods in order to make it clear for the decision makers that by using these methods education can be realized really for the interest of the economic needs.

Keywords: vocational training, strategy, PEST analysis, SWOT analysis, indicators