



Education in PT sector in Hungary

Speaker:

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Summary

- **The national educational system: Past and present**
- **The future transport scenario**
- The challenge of the future
- The national rules: competition or black economy
- Opportunities
- Conclusion

Educational system – national level

- Primary school (8)
 - Secondary level:
 - Industrial school (3)
 - Technical colleges (4)
 - Grammar school (4)
 - University (3-5)
- Primary school (4-6-8)
 - Secondary level:
 - Industrial school – private praxis (3-4)
 - Grammar school (8-6-4)
 - after the final exam:
 - :technical colleges (1-2)
 - University (3+2)



UNIVERSITY

Special skills for PT sector

Drivers

Career in the ('red') army

- Became lorry driver in the age 17-18 (it was free for army)
- In army as a driver
- After army (3 years) begin work as a bus driver



Career? In the PT sector

- Became lorry driver if you have enough money (3 monthly minimal wages)
- From 1990 there are any national education of bus drivers



Special skills for PT sector

Traffic instructors, dispatchers

Technical colleges

- For rail or car transport: all skills until 18-19 years
- Practice and setting up in the business:
- 'barely legal' and is able to work as a traffic instructor for rail or bus transport
- There are not any technical colleges
- after the final exam : special courses at PT companies (Nat. Railways) (life long learning) the minimal age is 20-21 to be able to set up



Conclusion – 1.

- The PT companies have to educate their staff and employees
 - In company courses
 - Outsourcing

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Future transport scenario in next 10 years (1) – by Mr. Quidort

- **Concentration** within the transport industry (Cf. bus and rail manufacturers)
- **5 to 10 major world operators**, less than 5 are from Europe
- Factors which will **differentiate** the operators:
 - 1 – Developing patronage: **marketing techniques**
 - **lobbying with PTAs**
 - 2 – Developing new tools:
 - Passenger information
 - Integrated solutions
 - New systems for low density areas

Future transport scenario in next 10 years (2) – by Mr. Quidort

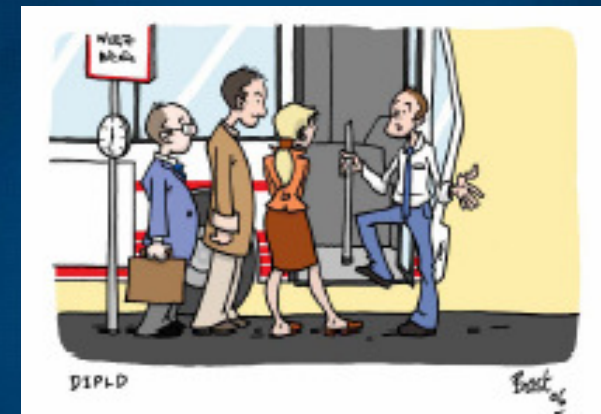
- 3 – Ability to **decentralise** the undertaking and to increase **exchange of information**
- 4 – Ability to develop a new generation of **managers** who will become real « entrepreneurs »
- 5 – Ability to **control costs**

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The main goals of company

- Decrease costs – increase turnover
- Increase service quality
 - Safety and security
 - The ‘rats’ and ‘potatoes’ become customers



Recommendation from Barcelona

„What would you do if you had 1.000.000 Euro to pay for the company?”

„I would train the employees smiling .”



The employee of the future?

- The PT employee of the future is a “Knowledge Carrier”



Képzés és fejlesztés szerepe

“The only thing worse than training your employees and having them **LEAVE** is **NOT** training them and having them **STAY**”



-Henry Ford-

Recommendation from EC framework:

Motto of the 'former community':

„УЧИТЬСЯ , УЧИТЬСЯ, УЧИТЬСЯ”

Our tasks

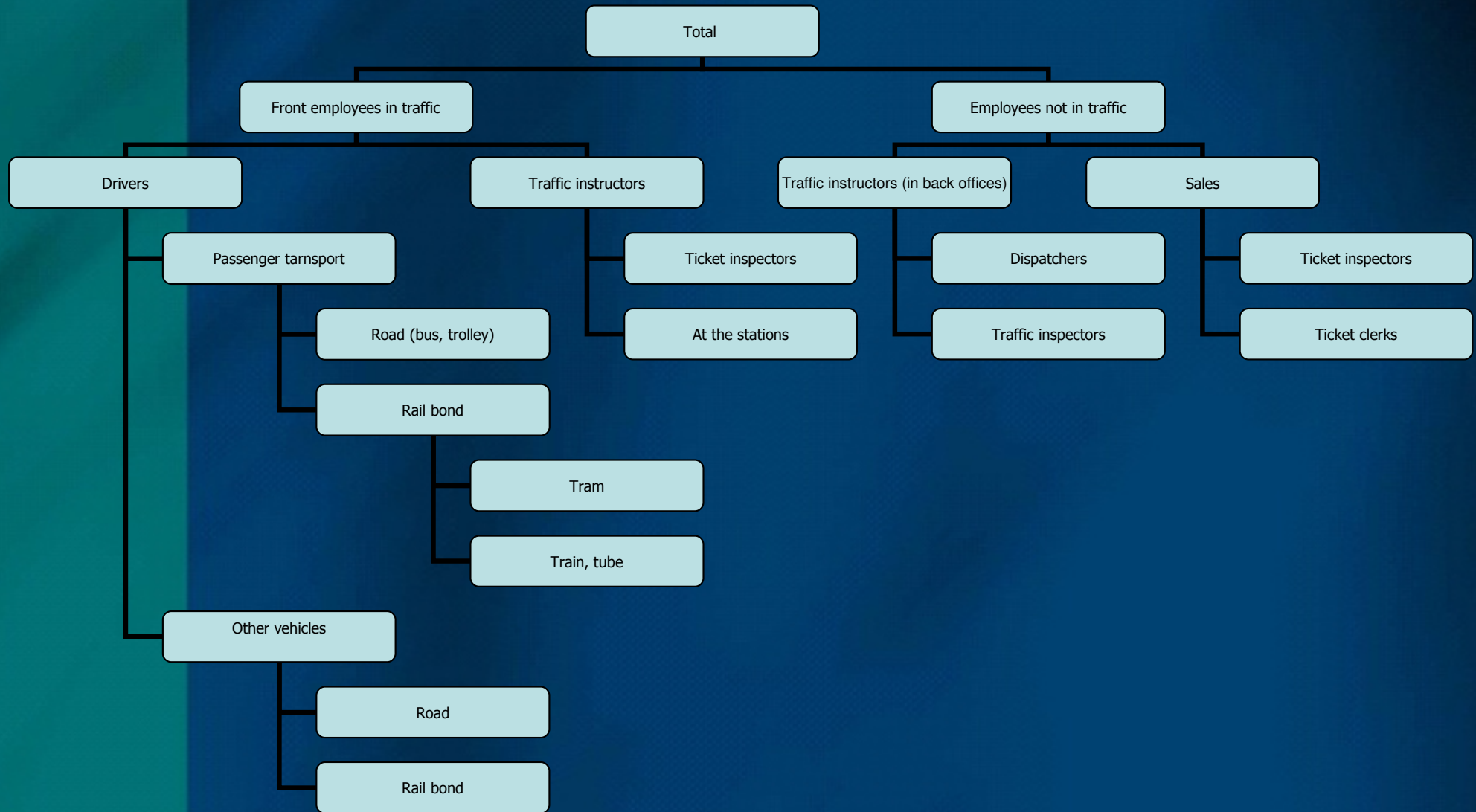
Physical employees:

- **Vocation** (in place of the national educational system)
- **Yearly training** (repetition and new skills)
- **Interrogation** (examination)
- **Training of behaviour** (in place of parents/school)

Mental employees:

- Training of new skills
- Team building

Our Human resources



Summary

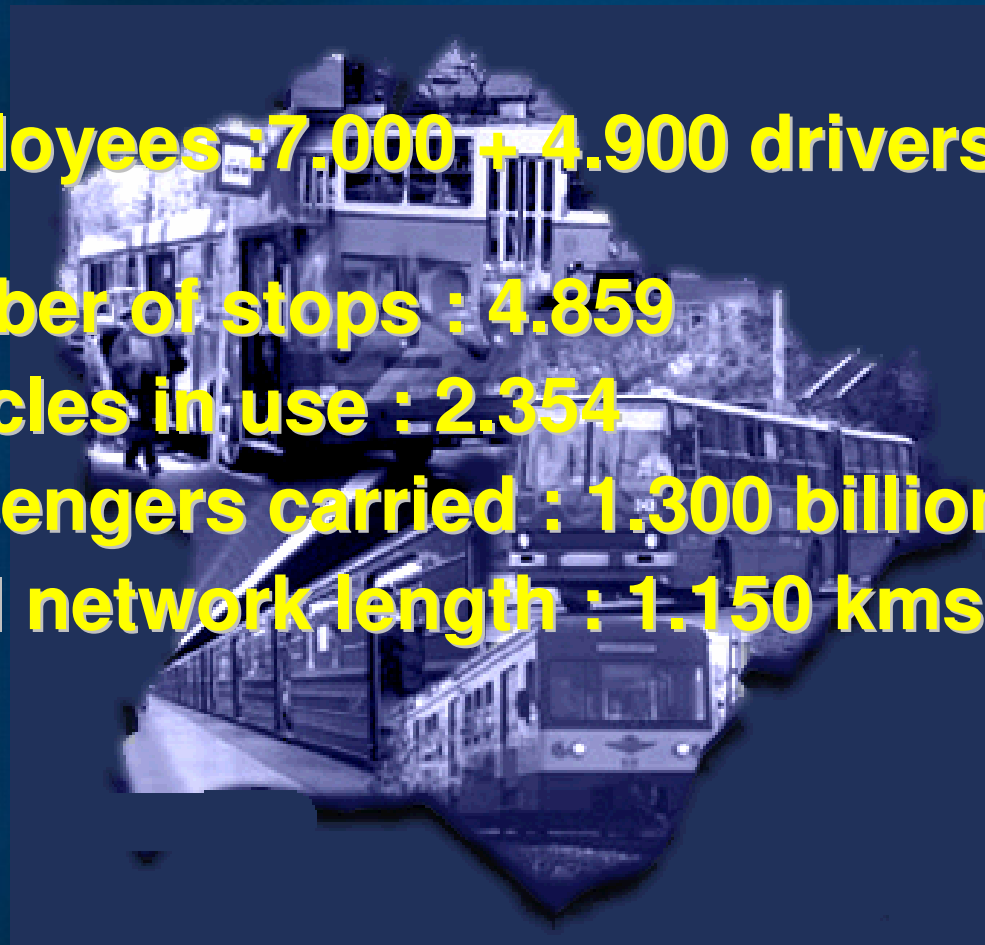
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The legal framework

- There are „soft” regulation
 - In public companies there are important role of the in-company education and training
 - In private companies there are not any education
- The new acts lay a charge on the companies and there will found new institutes with accreditation

Main figures – Budapest Transport Company

- **Employees : 7.000 + 4.900 drivers**
 - 18% mental employee
- **Number of stops : 4.859**
- **Vehicles in use : 2.354**
- **Passengers carried : 1.300 billion / year**
- **Total network length : 1.150 kms**



Facts

- We have to train cca 9.000 employees
 - Educate new drivers (bus, tram, train, underground) cca. 300 persons a year)
 - Educate new traffic instructors (cca. 50 persons a year)
 - Educate new ticket instructors (cca 100-200 p. a year)
 - Train all drivers and other employees

Facts

- The number of examinations: 5.600 = 22.000 hours
- The whole number of training hours: 72.000
- The total during the trainings: cca. 94.000 hours, cca. 60 employee's yearly realised working hours
- The total cost: cca. 0,4% of the total costs of company.

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Opportunities

- The source: the vocational training fund (1,5% of total turnover)
- Apply new training methods
 - E- learning
 - Simulations
 - Interactivity

In company training or outsourcing ?

Opportunities

- New framework for vocational trainings
 - Financed by banks
 - Human rental during the courses
 - Part of national educational system

Conclusions

- To operate PT need skill and competences
- Due to the competition need regulation
- The role of new methods of education
- To improve not only technical competence
- It is cost and investment in to future



Thank you
for your attention