



The Hungarian Pact4Youth Initiative

IfYousági Paktum





About us:

Based on cooperation and mutual consensus, and in line with the European Pact For Youth initiative, the aim of the Hungarian Pact For Youth initiative (IfYousági Paktum) is to foster and facilitate the integration of young people, especially the NEET youth (young people aged 15-29 years who are neither in employment nor in education or training) into the education system and into the labour market while improving their labour conditions.

Our objectives:

- Mapping of the educational and labor market situation of young people with special focus to the NEET youth.
- Identifying and collecting good practices in the spirit of the 7 priority areas of the European Pact For Youth.
- Supporting the areas identified by the European Pact For Youth initiative those in particular, which need the most support and actions based on the preliminary analysis.
- Promoting and supporting the return of Hungarian young people after gaining experience abroad.
- Formulation and communication of proposals for governmental and corporate decision makers.
- Supporting social inclusion and education through sports
- Promotion of volunteering activities.

Participating organizations in the Hungarian Pact For Youth initiative:



MINISTRY OF
FOREIGN AFFAIRS AND TRADE
OF HUNGARY



MINISTRY
OF HUMAN CAPACITIES



MINISTRY OF FINANCE



About the Pact For Youth Initiative

Since 2016 the European Pact for Youth initiative - initiated by CSR Europe and supported by the European Commission - has worked to improve opportunities for young people across Europe. Business and civil society leaders have constructed together the following joint policy proposals:

- **Make vocational education and training/apprenticeships an equal choice for youth**
- **Make business-education partnerships the new norm across Europe**
- **Mainstream entrepreneurship education in learning**

In line with the vision of CSR Europe, the Hungarian Pact4Youth initiative believes that for the competitiveness of Europe and Hungary, it is essential to have young people with the right skills, therefore the cooperation and collaboration between governments, businesses and education should be strengthened.

According to CSR Europe, there are more than 7 million people between the ages 15-24 in Europe, who are neither in employment, education or training (NEETs). In comparison with the European indicators, the labor market activity of the Hungarian youth is quite low. Between the age of 15-24 32.3% of the young people are active on the labor market, while in the EU this percentage is 41.5% for people with the same age range. However, the rate of economically active youth has been growing steadily in the past years, while the gap between the Hungarian and the EU rates have simultaneously lowered in a significant manner. In Hungary the rate of NEET youth shows a lowering tendency since 2014, as of 2016 the rate is 11%, which is 0,6% below the EU average. According to the findings of the Youth Research conducted by the New Generation Centre, youth unemployment is a structural unemployment, which means that supply and demand do not meet each other on the labor market.



Mapping of the educational and labor market situation of young people with special focus to the NEET youth

Members of the Hungarian Pact4Youth working group shared their knowledge and experience on the educational and labor market situation of young people and found the following problems and potential solutions specific to Hungary:

1. The acquired knowledge is not synchronized with the expectations of the labour market.
2. Young people are not choosing careers according to their skills and competences.
3. In order to improve entrepreneurial ambitions of youth, it is crucial to support young talents in becoming entrepreneurs.
4. Despite the measures taken, a lot of employers still don't see potential in being involved in educational processes or in employing young people, entering the job market. To support the employment of the entry-level employees the tax reductions still need to be ensured in the framework of the Job Protection Action Plan and the salary support also needs to be provided in the frames of the Youth Guarantee and the Intern programme, since these tools have proven to be successful in increasing the employment rate of youth.
5. Non-formal education is still not an essential part of the education system.
6. Approaching and addressing NEET youth is a difficult task, and - although their number has been decreasing steadily in the past years, since the initiation of the Youth Guarantee System, there are still measures to be taken in this field.
7. There is a need to further develop an appropriate platform for employees and employers to find each other.
8. The labor market is not yet prepared for the needs and attitude of the young employees.
9. Educational opportunities are not expanding / not adjusting according to the needs.
10. Knowledge is still not equally accessible. (By promoting and assuring the quality of the volunteering opportunities provided by NGOs and enterprises, this information gap can be overarched by soft-skill development)



Best practices of the 7 priority areas of the Pact in Hungary

The aim of the European Pact for Youth was to boost business-education partnerships for youth employability and inclusion. The national level stakeholders are setting their plans, priorities and relevant topics accordingly. The Hungarian Pact For Youth Initiative identified and collected those good practices that participating organizations have in Hungary under the 7 priority areas of the European initiative. On the following pages you can read summaries of these programs, for more information please contact our member organizations.

The 7 Priority areas of the European Pact For Youth initiative:

1. Enhance skills - STEAM, Basic skills, Soft Skills, Entrepreneurship
2. Promote VET/ Apprenticeships as the equal choice
3. Inspire to explore a myriad of work opportunities and education paths
4. Support young people in transition to jobs
5. Help Companies attract talent
6. Support Schools, teachers and directors
7. Boost and strengthen intermediary organizations

1. Enhance skills - STEAM, Basic skills, Soft Skills, Entrepreneurship

The Enhance skills pillar (through formal and informal education) includes basic skills, soft skills, entrepreneurship skills and science, technology, engineering, art & design, and mathematics (STEAM) skills. Best practices are collected from the following areas:

- Recognition of skills gained outside formal education
- Enhancement and reform of skills curricula, pedagogy and assessment
- Embedding of skills in formal and informal education
- Starting at an early age to have real impact
- Lifelong learning
- Entrepreneurship skills to help with personal brand

Good practices of
the Pact4Youth
member
organizations

Structured Dialogue is a project of the European Union that aims to create and implement a youth policy in all of the member states. In Hungary, this process is coordinated by the National Youth Council which, with the support of a National Working Group, conducts semi-annual qualitative consultations to assess the opinions and attitudes of the Hungarian youth on various issues, such as rural development or democratic participation. After each consultation cycle, the Youth Council channels the results to the European Steering Committee and the European Youth Forum, thus contributing to a Europe-level Youth Strategy. Visit the project's website: <http://szoljbele.hu>

AmCham Hungary - 'Cooperation for a more competitive Hungary' recommendation package - AmCham's annual recommendation package prepared for the Hungarian Government is based on the dialogue with its member companies, the business community, the academia and government partners to make Hungary more competitive globally. Enhancing and reforming skills curricula, pedagogy and assessment is an important part of AmCham's advocacy activity, the recommendation package and its Policy Agenda. <https://www.amcham.hu/policy-agenda>

In the 2018 package we have recommendations targeting the development of competencies and skills that facilitate adaptation to a dynamically changing labor market.

Learn more: <https://www.amcham.hu/amcham-sent-cooperation-for-a-more-competitive-hungary-2018-recommendation-package-to-the-prime-minister-and-his-cabinet>



AmCham Hungary - Start Your Business! Program is a panel lecture series and a joint effort by AmCham and the Hungarian Venture Capital Association to promote the spirit of entrepreneurship and contribute to the fostering of a new generation of domestic entrepreneurs. It allows successful entrepreneurs to share first hand their passion and drive with students and with other aspiring entrepreneurs. The speakers discuss what traits make up a successful entrepreneur and give a sense of the challenges an entrepreneur might face.

Learn more: <https://www.amcham.hu/committee/governance-and-transparency>

Ministry for National Economy - The ESF co-financed Youth entrepreneurship programme (EDIOP 5.2.2, EDIOP 5.2.3, Be a young entrepreneur in Hungary!, CCHOP 8.3.1) offers training and start-up incentives to young people under 30. The programme consists of two components:

EDIOP 5.2.2 in the less developed regions and the “Be a young entrepreneur in Hungary!”: young people are provided with a training to obtain the required competencies and knowledge on how to become an entrepreneur, on the operation of a business. They can also receive assistance in preparing a business plan, advice and mentoring.

EDIOP 5.2.3 in the less developed regions and CCHOP 8.3.1 in Central Hungary: those young people who completed their training and have an accepted business plan can apply for a maximum HUF 3 million grant - with 10% own resources - to cover their initial costs. The budget of the programme is HUF 5.4 bn.

Learn more: <http://ifjusagigarancia.gov.hu> , <http://vallalkozz2016.hu>

Ministry for National Economy - Entrepreneurship programmes (EDIOP 5.1.9, EDIOP 5.2.7) have been introduced in 2017. Young people who completed their training and have an accepted business plan can apply for a maximum 5 million HUF grant to cover their initial costs.

Learn more: <https://www.palyazat.gov.hu/ginop-527-17-fiatalok-vllalkozv-vlsnak-tmogatsa-1>



Ministry for National Economy The Youth Guarantee Active Labour Market Programme (EDIOP 5.2.1 and CCHOP 8.2.1) aims at promoting labour market entry of young people below 25 by providing wage subsidies, entrepreneurship support and trainings coupled with labour market services. Training opportunities are mainly for unqualified young people with the aim to return them to education and help them to obtain some qualifications, but it can also serve as base for strengthening lifelong learning among the youth. In order to reach young people and inform them about their opportunities, the county offices of the Public Employment Service take a lot of opportunities to communicate the Youth Guarantee Programme -reaching both the young people and their parents. Job fairs, career selection days, career weeks and various other events serve this goal, during which not only young people but also parents can get information about the opportunities available for youth. The PES also takes part in the careers days organised by the schools and students in the last year of their studies receive information about the programme in extraordinary classes in some counties.

Learn more: <http://ifjusagigarancia.gov.hu>

Ministry for National Economy, Ministry of Human Capacities, Money Compass Foundation - Money Week - The aim of the programme is to help children interested in financing to develop their knowledge and raise financial awareness. During the Money Week classes are accompanied by several interactive programmes and activities in order to strengthen the knowledge of the students in this field using a broad toolkit. Further teaching materials in this topic has also been developed and broadened (with the development of entrepreneurial competencies and presenting the entrepreneurial basic knowledge).

Learn more: <http://www.penz7.hu>



National Employment Foundation- The Enter the market! programme supports young people under 35 following the same method as the abovementioned programmes: it provides e-learning and counselling in the first phase and a maximum HUF 2 million grant in the second phase.

Learn more: <http://ofa.hu/hu/lepj-a-piacra>

MELÓ-DIÁK School Cooperative - Supporting youth integration to the labor market -

MELÓ-DIÁK with its 34 years of professional experience and knowledge of the labor market's needs, launched its MELÓ-DIÁK Mentorprogram, which aims to develop skills such as problem solving, creativity, self-sufficiency, adaptability, etc. as early in age as possible. The program focuses on digital skills, stress tolerance, communication and other transversal skills that help young people adapt to the constantly changing expectations of the labor market. The Mentorprogram gives the opportunity to youngsters to measure and see themselves based on the market labor needs (self-evaluation tests are applied from age 14, student work from age 16). With the method of the MELÓ-DIÁK Mentorprogram students can constantly measure their soft skills (vocational skills), examine their own competency map and develop necessary skills for the labor market.

Learn more: www.mentorprogram.melodiak.hu

MELÓ-DIÁK Academy - e-Learning for Soft Skill Development - The MELÓ-DIÁK Mentorprogram is a semi-automatic system (website & application) that helps young people reach their goals by providing digital education, planning opportunities and personal connections with mentors, all supported by a gamification system. With MELÓ-DIÁK Academy (based on a strategic partnership with Webuni) the Mentorprogram was supplemented with an easily accessible e-Learning platform that has tons of courses supporting self-development. Every course of Webuni provides a place for students, where they can communicate and share their experiences and even ask questions from the course teacher directly. There are online language courses, graduation and university preparatory courses and courses aiming to develop soft skills.

Learn more: www.melodiak.webuni.hu



New Generation Center - Network of community places - The New Generation Center (Új Nemzedék Központ) operates 20 community places under the “ Új Nemzedék Újratöltve” („Complex Youth Development - New Generation Recharged”) project. Community places are meeting places where young people can be together, learn, play, and spend their leisure time safely. The community places have formal and informal learning opportunities, trainings, workshops and professional workshops both individually and in small groups. The services and programs (e.g. information service, counseling, volunteer information point) promote the development of key competences by supporting the individual and community initiatives, and ideas of young people to help their personal and professional development. Young people are free to realize their recreational programs, trials, and group work. Learn more: <http://www.ujnemzedek.hu/kozossegi-terek>

New Generation Center - Promoting Volunteering - In connection with community places, volunteer activities are being implemented to improve problem sensitivity and social responsibility. The aim is that young people recognize the fact that they have a say in public affairs and have the opportunity to shape their environment and community. Community places support the spreading of volunteering by leveraging local initiatives, coordinating volunteering activities, and generating co-operations for them. It is also a recreational activity at the same time that builds, develops and gives a community experience. It is a special work experience that helps them to network and possibly makes the job hunting easier for the future. One of the key tasks of the New Generation Center is to promote volunteering among young people. At www.onkentes.gov.hu we operate a volunteer mediation interface that allows you to find volunteers and volunteer organizations. In connection with community spaces, young people can organize and be involved in volunteer activities, and they want help NGOs work in the long run with by signing voluntary public service contracts.

2. Promote VET/ Apprenticeships as the equal choice (Nestle, NGM)

Best practices are collected from the following areas:

- Research of government policies to see what is being done at the national level already e.g. information about national commitments and pledges on apprenticeships on European Alliance for Apprenticeships website
- Procedures for organizing and implementing work-based learning environment

European Youth Card Association - Youth mobility & the European Youth Card - Youth mobility and the European Youth Card: the way forward to a new EU Youth Strategy” brought together young people - EYCA member organisations and policy makers - for five regional meetings and a European roundtable on the role of youth mobility in the next EU Youth Strategy.

The results gathered in the survey and the regional meetings informed a European roundtable that took place in Brussels in November 2017 at the European Parliament. A delegation of cardholders presented the conclusions of the regional meetings and discussed the outcomes with guests from the European Parliament, the European Commission, the European Youth Forum and other organisations active in the youth field.

The recommendations resulting from this EYCA project, which can be found at www.eyca.org will feed into the Structured Dialogue process, as well as national youth policy development.

Learn more: www.eyca.org

Good practices of
the Pact4Youth
member
organizations



3. Inspire to explore a myriad of work opportunities and education paths

Inspire youth, educators and professionals to explore a myriad of work opportunities and education paths by connecting the dots. Best practices are collected from the following areas:

- Establishment and enhancement of multi- stakeholder platforms to connect the dots
- Communication with parents and schools to reach young people
- Encouraging new business
- Focus on the parents, as they have the most influence on their children's career and education choices
- Excite young people about the world of work
- Adoption of a sectoral approach



Good practices of
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AmCham's Competitive Education Conference - AmCham's annual Competitive Education Conferences aim to share knowledge & best practices and to collect constructive recommendations in the fields of education and labor force with different stakeholders involved each year. Besides businesses and government partners, in 2015 AmCham invited teachers; in 2016 high school students and in 2017 university students, to discuss the main challenges of the education system and to collect recommendations on how to face them.

Learn more:

- <https://www.amcham.hu/1st-competitive-education-conference-brings-together-academia-government-and-business>
- <https://www.amcham.hu/students-engage-in-discussion-at-the-ii-competitive-education-conference>
- <https://www.amcham.hu/studying-abroad-and-a-foosball-table-are-not-the-cure-all>

AmCham's new Career Orientation Program (to be launched in September 2018) - In order to intensify the cooperation between businesses and educational institutions, AmCham advocates for special focus on career orientation and would like to contribute to the implementation process of the newly introduced Career Orientation Day by launching a new program. Therefore in 2017, AmCham initiated a project inviting company volunteers to give inspirational lectures to high school students to help discover the current career possibilities and better connect business and education. Through this new initiative, a matchmaking digital platform will be created (developed by Tata Consultancy Services) where schools and company volunteers can make connections in an easy and efficient way.



Ministry for National Economy - Ministry for National Economy - The Youth Guarantee Active Labour Market Programme (EDIOP 5.2.1 and CCHOP 8.2.1) - For more information please see page 8.

Ministry for National Economy - The ESF co-financed Youth entrepreneurship programme (EDIOP 5.2.2, EDIOP 5.2.3.) - For more information please see page 7.

Ministry for National Economy - Entrepreneurship programmes (EDIOP 5.1.9, EDIOP 5.2.7) - For more information please see page 7.

Ministry for National Economy - Jobseekers with at least 1 month unemployment spell at the PES are entitled to apply for a grant from domestic resources. This support doesn't provide training and help with the development of the business plan but other labour market services – such as mentoring and counselling – are ensured. The maximum HUF 3 million capital subsidy is available with minimum 20% own resources and there is no dedicated budget for the programme.

Ministry for National Economy - Young people can also get a support in the framework of the Youth Guarantee Programme and from national funds. The subsidy is available for 6 months after setting up the business with the aid intensity limited to the level of the minimum wage. Besides of the 6-month-long subsidy the employment service stays in touch with the self-employed, provides mentoring and other labour market services.

National Employment Foundation - The Enter the market! programme supports young people under 35 following the same method as the abovementioned programmes: it provides e-learning and counselling in the first phase and a maximum HUF 2 million grant in the second phase. The total budget of the programme is HUF 479 million funded by national funds. <http://ofa.hu/hu/lepj-a-piacra>



MELÓ-DIÁK School Cooperative - Communication as youngsters understand - According to MELÓ-DIÁK's approach students should always gain more from their work than just their salary, and it is important that students receive work and labor market related experiences and knowledge while they are still studying. MELÓ-DIÁK released communication channels aiming to inform youngsters and get them closer to the labor market. Blogs, vlogs and dedicated events are set and the all information and important messages are "converted to their language". For example: few minutes long IT tutorial videos support the digital competence development, job environment- and competence-related vlog videos are set to release in 2018 summer.

New Generation Center - Consulting - New Generation Center (Új Nemzedék Központ) in its "Complex Youth Development - New Generation Refilled" project, provides young people with a variety of services in their career planning. Individual and group career counseling is available in the community rooms. There is also online counseling, where advisors respond to individual, anonymous inquiries, primarily on career guidance, but also on other issues affecting young people who ask for help.

<http://tanacsadas.ujnemzedek.hu>

New Generation Center - Jobshadowing - Advisory services are complemented by job visits, so-called "jobshadowing". The core objective of the activity is to provide knowledge and experience on the world of work and to support the position of young people on the labor market by providing practical experiences to help them find their way to the future job market. One of the aims of the institution visit is to get the younger insight into the practice of the relevant profession, to become acquainted with the organizational culture of a given institution, company, typical working methods, internal norms and rules. The aim of the planned visits is to provide a realistic picture of the different occupations and areas of expertise of the young people, in order to help responsible decision-making for the youths.



New Generation Center - Motivation Classes - Community places, as well as primary and secondary schools, are the hallmarks of motivational classes designed to showcase success stories, exemplary life paths, and innovative initiatives. Motivational lessons can be learned through conversation with a talented, successful entrepreneur or other reference person through examples of how alternatives can lead to achieving specific goals, what phases, paths lead to a successful career path. Interactive lectures aim to attend participants to their own responsibility to shape their destiny, overcome obstacles, recognize that achieving a goal can be achieved in a variety of ways, and novice ideas must be taken with reasonable risk. In addition to the participants, support for local talent is also being realized as they receive personalized advice about the obstacles to their own path.

FIVOSZ – Enterprise Hungary - The Enterprise Hungary program provided the following services to start-ups: Welcome video with the strategic partner at www.vallalkozzitthon.hu ; a common online platform with the given strategic city; free start-up e-learning; consultancy for start-ups every month, a partially free know how and special materials for start-ups, which were guaranteed at reduced price and were constantly being updated; advertising space on the entrance page of www.vallalkozzitthon.hu for our strategic partners; direct newsletter access for people aged between 18-40 and participation for performers at a business event organized by Enterprise in Hungary. FIVOSZ also provided enterprise information point in the given city and created brochures & publications promoting start-ups and the operation of them in regional entrepreneurial online campaign.

Melódiák Mentorprogram - The program aims to support young people and make mentoring part of the national corporate culture. Its social objectives are: to increase the viability and success of start-ups and personal careers; to reduce unemployment by self-employment and job creation; to stop the migration of young people by developing their national business opportunities; to support the personal fulfillment of young people and mentors; to show personal examples of effective ways of life management and to give the experience of teaching for leaders who mentor them. In the program, the mentors support the participants' business or career choices and the program contributes to their personal development as personal consultants. The program is beneficial for both parties: the mentored person has access to valuable knowledge and network and the mentor could experience personal development in many areas such as empathy, coaching & teaching skills, etc. while getting to know young people with potential and while building relationships with members of the mentor group.

Learn more: www.mentorprogram.melodiak.hu



4. Transition to jobs

Supporting young people in transitioning to jobs and create an environment that supports young people in job seeking. Best practices are collected from the following areas:

- Supporting on skills such as CV writing and preparing interviews etc.
- Find a common language between schools and businesses
- Take the classroom out of the school and into a business, so that young people have the chance to understand working life and be motivated by practical problems
- Create opportunities for young people to have work experience in business

AmCham Career Ambassador Program - In 2015 AmCham launched the Career Ambassador Program giving students the opportunity to visit our member companies' facilities where they attend focused programs to better familiarize with the type of jobs the labor market has to offer.

Learn more: <https://www.amcham.hu/career-ambassador-program>

Ministry for National Economy - The Youth Guarantee Active Labour Market Programme (EDIOP 5.2.1 and CCHOP 8.2.1) provides wage subsidies, entrepreneurship support, trainings coupled with labour market services, such as information, advice, job search assistance, mentoring, etc. Within the framework of the labour market services young people can learn how to write a CV, they are trained for a job interview and self-management is also mentioned.

Learn more: <http://ifjusagigarancia.gov.hu>

Good practices of
the Pact4Youth
member
organizations



Ministry for National Economy - The aim of the traineeship programme is to encourage companies to create traineeship places to enable young people to gain real work experience, through which their employability and long-term labour market opportunities may be improved. Within the framework of the traineeship programme, those micro, small and medium-sized enterprises are eligible for support which undertake to employ young people with vocational qualifications, aged under 25. The enterprises employ the trainees for 9 months, in full time, with wage subsidy and then continue to employ them for additional 4-and-a-half months at their own cost. The SMEs can use the granted support to fund the wages of the trainees and to finance the additional costs of employment and training of the trainees (remuneration of mentors, equipment required for the trainee position). The programme will assist at least 9000 young people in obtaining work experience until 2021. The interested companies can apply for a support of HUF 2,3 million – HUF 30 million until 31st March 2020.

Learn more: <http://ifjusagigaranca.gov.hu>

National Union of Students in Hungary - The portal aims at providing a certain protection for the youth by laying down conditions to student work agencies. The large majority of students work during their studies in order to cover the high costs of the studies. As different student work agencies offer different jobs with different salaries, a portal which collects the student work agencies and jobs in a common database can facilitate students' life. Besides keeping in touch with student work agencies, the aim of the portal is to provide students more opportunities for searching for jobs. In cooperation with the student work agencies, we created a database with simple filters where students can choose what kind of job they would like to do, where and for how much.

MELÓ-DIÁK School Cooperative - Building a bridge between education and labor market - Besides the benefits described on page 9, the program highly supports the employers at the recruitment and on-boarding process, because with the objective certificate (containing a personal competency map, segment based worked-hours, language skill level) recruiters get the best match for a job.

Learn more: www.melodiak.hu



5. Help Companies attract talent

Help industry sectors and companies attract talent to gain competitive advantage and manage the high levels of retirees. Engage all kinds of employers (SMEs, multinational, NGO, public sector, etc.). Best practices are collected from the following areas:

- Embedding education in business planning practice and integrated performance
- Providing support for companies, especially SMEs
- Building a business case for business-education partnership in the Board Room
- Involving companies and establishing their needs and wishes
- Giving companies guidance about different styles of collaboration
- Building bridges between businesses and schools- encouraging educational institutions to be business-aware
- Dividing between multinational, SMEs and Micro Businesses- engaging all types of employers
- Finding novel ways for companies to reach education institutions

Good practices of
the Pact4Youth
member
organizations

AmCham's new Career Orientation Program - For more information please see page 13.

Ministry for National Economy – **Traineeship program** - For more information please see page 18.

National Union of Students in Hungary - Talent Portal is a complex talent and project approach supporting online system which brings the talented youth and the market participants closer to each other. An opportunity will be given to talented students to define their project ideas, recruit team members and draw in supporting businesses, however supporters could advertise their internships and tenders in relation with their own demands. An additional advantage is the direct channel to the employees of the near future which provides an outstanding recruiting base, therefore the selection process would be quicker and more cost efficient, and the chance for the successful employee integration would be significantly higher as well. The goal of the Talent Portal is to find supporters for the projects of the students and to create an alternative HR channel which would react efficiently to the widespread duality of project approach work and the shortage of human resources. The testing and development of the Portal has ended, we are currently drawing in potential partners.

Learn more: <http://tehetsegportal.hu/>



6. Support Schools, teachers and directors

Support schools, directors and teachers to gain leadership in the classroom; in their development; and increase the prestige and morale of the profession. Best practices are collected from the following areas:

- On-going professional development
- Measuring success of what becomes of the graduates
- Cities to run pilots & display the data on careers & employment
- Providing teachers and school faculty a business perspective, they themselves might not have any work experience outside teaching
- Focusing on career counselling: it has a real impact



Good practices of
the Pact4Youth
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organizations



AmCham Career Ambassador Program - For more information please see page 17.

AmCham's new Career Orientation Program - For more information please see page 13.



7. Boost and strengthen intermediary organizations

Boost and strengthen intermediary organisations to help schools create robust business-education partnerships. This last pillar summarizes the activity of the Hungarian Pact4Youth initiative itself and most of the best practices mentioned above. It consists of:

- **Bringing together organizations and companies:** Different stakeholders may be working on related topics so it is useful to connect the dots;
- **Using examples of new local partnerships;**
- **Qualification frameworks bringing stakeholders together.**

**Good practices of
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Commitments and future goals of the Hungarian Pact4Youth Initiative

Our goal is to continue working together to foster and facilitate the integration of young people, especially in those areas that are less covered by the activities of the participating organizations and with special focus to possible future cooperation and program integration of the members to harmonize our actions.

In 2018, the Hungarian Pact4Youth initiative plans to carry on with its Objectives and determine further tasks especially in the areas that have not been covered yet. These areas are related to the following previously mentioned objectives:

1. Supporting the areas identified by the European Pact For Youth initiative those in particular which need the most support and actions based on the preliminary analysis.
2. Promoting and supporting the return of Hungarian young people after gaining experience abroad.
3. Formulation and communication of proposals for governmental and corporate decision makers.
4. Supporting social inclusion and education through sports
5. Promotion of volunteering activities.

We believe that by the already existing programs and by aligning our activities supplemented with new measures, we can make a real impact in inspiring and guiding young people who can bring valuable skills and great talent to the Hungarian Economy.



BRIDGESTONE



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The
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PACT 4 YOUTH