



Main Results

The interviews highlighted many issues of the Hungarian apprenticeship and internship programmes, but we can be certain that CCI coaches are exceedingly well-trained, and a very extended background knowledge is in their possession, which could lead to a perfectly operating and very high-quality programme.

Mentors' necessary features:

- Professional knowledge
Professionalism is defined by expertise, background knowledge and open-mindedness.
- Features of personality
Personal characteristics is one of the most important points when working with a coach, and it is not only the need of the employer, but the trainees as well.
- External aspects
CCI employers do not have enough time to take care of their apprentices, although they are the most experienced ones with help. An other external element is the regulation of the system, including paperwork connected to this way of employment, which makes it more difficult for these employers.

Case Study Results

- **Case study: Mr. Ernő Urbán**
 - Practical knowledge, mentoring, empathy,
- **Case Study: Ms. Zsuzsanna Pernyéz**
 - professional expertise, open to new ideas, more information needed on opportunities
- **Case Study: Ms. Eszter Ivsics**
 - Teaching methodologies, teacher-student relationships, active artistic life





Key features, role and profile of the Apprenticeship Coach in the CCI

Key features:

- patience, empathy, and an inner sense for mentoring
- **Key Skills/Competencies:**
- Experience, practical knowledge, expertise, background knowledge, open-mindedness

Role and profile:

- Mentor, coach, trainer

Issues specific to the CCIs

- Time-management, generation gap, number of opportunities

Role of CCI employers

- Being a mentor, having trainees as partners at workplaces

Role of the Vocational Educational Training provider

Schools provide training for students, with a mandatory number of hours. The conditions for completing the programme vary in many places, but the most common procedure is defined as the number of hours that must be completed, which either accompanies all school years for students or meets the practical requirements for an extra year or years after general education. These follow centrally defined curricula

Young people's needs

- **Benefits of CCI apprenticeships for young people:**
 - Practical knowledge, being part of an organization
- **Barriers preventing young people from starting apprenticeships:**
 - Number of opportunities, finances, number of working hours
- **Measures needed to counteract the barriers and support young people's needs:**
- Better internship system or creating an apprenticeship system