

Exemplary Cooperation

Industrial Metallurgy Technician Education Started

The government assigns larger and larger role to the Chamber of Trade and Commerce in the field of vocational training. Recent statements in the media made by politicians of the area also supported industry-based trainings with company-based practices.

Handling of the issue resulted in an exemplary cooperation in Dunaújváros. Bihall Tamás, Vice President of the Chamber of Trade and Commerce, Responsible for education, held a lecture recently in Dunaújváros. Following that in September he met the Chief Officers of the parties cooperating in the industrial metallurgy technician training. ISD Dunafer Zrt. was represented by Serhiy Klyuchkin, Deputy CEO of HR; the Chamber of Trade and Commerce was represented by dr. Kováts Miklós, General Vice President, responsible for education; and Bánki Donát Gimnázium és Szakközépiskola (hereinafter Bánki Secondary School) was represented by Müller Attila, the Deputy Technical Director.

The Intention of the Government Will Be Fulfilled

Last autumn the Government and the Hungarian Chamber of Trade and Industry made an agreement for reconstruction of the secondary level vocational education system. Bihall Tamás told us that the task is very difficult, but also very beautiful. Basically, the Chamber fulfilled the specific conditions of the agreement. This means that the curricula development, in case of forty-eight of the overtaken hundred and twenty-five professions, was prepared by April, which means development of the whole education schedule, providing the basis of the education necessary to meet the vocational requirements and take a successful exam. Experts both from the company and from the school participated in this work. At the end of April the material was handed over to the government. The necessary legislation was also made in course of the nearly four-month state administration procedure. This meant, that the possibility was given to implement the new curricula-based vocational education in the school system by first of September. From this autumn approximately, a thousand, a thousand and five hundred students learn their profession according to this education plan.

The Chamber is extremely committed to vocational guidance and vocational orientation. All, because they see that the structure of the applications hardly ever changes, compared to the needs of the economy. Significant vocational orientation is necessary by involving the families, the youth and the teachers from the elementary schools. This is the task of the Chamber to be achieved. Additionally, they continue to work with educational contracts and controlling the field work training, which is part of the vocational trainings. According to Bihall Tamás the Chamber will perform this all-essential system of tasks successfully this year.

The participants of the vocational round table are all agree that the quality of the vocational education has to be raised, an effective and modern vocational institution system has to be operated, and competitive professions have to be taught.

Bihall Tamás emphasized that one of the most important tasks of the Chamber is to keep the contact with the companies. He considered the industrial metallurgy technician training at ISD Dunafer in Dunaújváros to be exemplary.

- The basis of the Chamber's work and success is the support from the companies and the industrial units. For years we discussed that metal industry training is one of the fields, where the

supply of professionals is insufficient, even if the stock of Hungarian metallurgy was going down in recent years. Not specifically in Dunaújváros at Dunaferr, but in the Northern part in Diósgyőr and Ózd. The school education practically ceased. This is the reason why the cooperation between the three parties, Dunaferr, Bánki Secondary School and the Chamber, is an extremely colourful project. I think that this type of industrial basis might make it possible to reform the vocational education. Beyond Dunaferr, the tyre industry and the paper industry might also provide a good ground to this. In the future, Mercedes in Kecskemét, Bosch in the Northern-Hungarian region and many other middle and small size companies might serve as basis to the new dual vocational education system, or to the system developed by the Chamber. Extremely positive process we talk about. My undertakings in this process is - within the national communication -, to mention the serious energy, the economical support from the company, the personal work and the added value that are presented here, and mention it as many places as possible; there must be other cases, which shall be solved; I try to do this with the help of my possibilities at the Chamber. All this, in order to adapt the trainings into the curricula development system, as soon as possible, which can be performed by us, and in order to let the financial system serve these types of training forms. I hope that the cooperation will strengthen, will be extended, and a kind of centre of Hungarian metal industry education will be created in this area.

First in the Country with New Solutions

Influenced by the world economical crisis from the end of 2008 ISD Dunaferr Zrt. took several measures to survive and to maintain competitiveness. The crisis affected the work force structure of the company group as well. Due to the headcount limitation and the retirement system the composition of professionals within the company group has changed disadvantageously; the number and rate of the skilled workers decreased. Some fields with insufficient supply of professionals arose, of which the largest problem was the situation created by the lack of insufficient metallurgy technician education.

Metallurgy were loosing ground and it resulted in ceasing of the possibilities of the vocational metallurgy related training in Hungary. This goes for the vocational training, for the Secondary School education with vocational training, and in some extent it also goes for the higher education system. The HR Management of ISD Dunaferr Zrt. undertook the task to search for new forms and solutions, Serhiy Klyuchkin, the Deputy CEO of HR of ISD Dunaferr Zrt. remembered to the beginning of this process.

As the first step of fulfilment of these tasks the company group turned to the higher education system; established a so called out-placed industrial faculty at Dunaferr, together with the University of Miskolc; in order to provide possibility to the material engineer students to get to know the metallurgy processes. Moreover, the company gives the background necessary for material engineers and metallurgical engineers to complete their thesis, with the intention to offer working place to those and in hope of that they accept it, after completed studies. The ambition of the Management of the Company Group is to develop similar cooperation with the College of Dunaújváros as well.

Only one possibility is left in case of the secondary level education, to initiate starting a metallurgy technician education at Bánki Secondary School. After the complicated approval procedure, the education started in September, with the assistance of the leaders of the school and Dunaújváros Chamber of Trade and Commerce. So far, we had no appropriate practice in

informing the students before completing the secondary school. We asked young managers, who were studying in the particular school, to give a presentation about the work performed at ISD Dunafer Zrt. and about our everyday lives. These young people are also supported financially, in form of education contracts. The experts of the company will assist in high quality theoretical education, and the field work will also take place in the plant, at working places exchanged every half a year. We hope that we start a process, which will help the skilled worker supply of the company by the secondary school education system with industrial background.

With the Control of the Chamber

In the last few years Dunaújváros Chamber of Trade and Commerce did a lot for handling the fields with insufficient supply of professions, as good as possible, by cooperation with the local companies. Recently, we succeeded to achieve a nationally progressive result, which was presented by dr. Kováts Miklós, General Vice President of the local Chamber, also responsible for vocational training.

Understanding the significance of Dunaújváros Chamber of Trade and Commerce having one of the most important industrial base of the country - steel industry, paper industry and tyre industry -, we strived for inspiring Dunafer and other companies to intensively support the vocational training (also) in the region. The government decided to establish a field work oriented vocational training, and Bánki Secondary School prepared the necessary accreditation of the school education. There is a great demand from the side of Dunafer, to have skilled workers with good field work experience, who ensure the work force supply after retirement of the employees. The Management of the Chamber considered it to be important to establish an industry-based metallurgy technician education here, first in the country.

This school year the training was started. The Chamber has a coordinator role and ISD Dunafer Zrt. provides the industrial background of the vocational training. The theoretical education is managed by Bánki Secondary School. ISD Dunafer has a very positive approach to this education; they provide working clothes and other education supporting conditions to the students in order to learn their future work in industrial environment.

The Chamber had an important role in reforming the curricula as well within the overtaken professions. This vocational training would be raised to a national level with the help of the professionals in Dunaújváros. The new curricula is completed here by experts from Dunafer, Bánki Secondary School and the Chamber, as it is the only significant metallurgy and steel making basis in our country.

Traditions, Decisions and Industrial Requirements

In connection with the technician training, which started in September, we asked the Vice Headmaster of Bánki Secondary School, asked a student and asked one of the Plant Managers as well, about the supply of professionals and about their employment possibilities.

Bánki Secondary School Provides the Educational Basis

The metallurgy technician education was reformed by Bánki Secondary School, based on traditions, in a modern form. Müller Attila, Vice Technical Headmaster of the school, said:

- There was a tradition of metallurgy technician education in Dunaújváros. The former Kerpely Antal vocational school became a College by now, and Bánki Secondary School took its place, where the education was laid down due to lack of applicants at the end of the 80's and in the beginning of the 90's. The suspended education was confirmed by changes made on the National Education List as well. A continuously operating metallurgical plant always requires skilled workers, therefore in 2005 we started the metal industrial material technologist and technician education, resulting in students completing two school years. We know from former students that most of them were employed by Dunaferr, and some of them continued to study in the field in the College, and in the University of Miskolc. This particular technician faculty was ceased by changing the vocational training concept.

In the last couple of years it became obvious that ISD Dunaferr Zrt. requires metallurgy technicians. In Hungary there are no other schools, where traditions, equipments and industrial background stand to disposal. It was the joint will of ISD Dunaferr and the school to start the metallurgy technician education. The metallurgy technician education's pre-condition is a completed secondary school. In the twelve-person group our former students study. The professionals of Dunaferr visited our school in the beginning of the year, in January, February. The students were informed about the colourfulness of the metallurgy profession. They talked about the possibilities Dunaferr offers, about the carriers to be built and mentioned the scholarship as well. For the interested student plant visit was organised, but our students already visited the plant earlier, in course of their studies.

The technician training provides theoretical basis in 60% of the education, and practical knowledge in 40%. It is new that the students visit the units of Dunaferr, not only for field work, but also for theoretical education in the Human Institute. Metallurgy engineers teach the basics of metallurgy every Wednesday, and on Thursdays the students have possibilities to check the theoretical knowledge in practice. The rest of the days they spend it in school. We rely on the continuous education and hope that we will have students, who will choose the metallurgy technician education after completed secondary school every year.

Technician Training Instead of College

We talked about his connections to Dunaferr with Novák Krisztián, one of the students of the metallurgy technician education group. He travels daily to school from Daruszentmiklós. No family members were working in Dunaferr before. Why did you decided to study on the metallurgy technician faculty?

- During my previous education I was good at professional drawing and mechanics. I liked the offer of Dunaferr, which was presented in our school before filling in the application forms. I am interested in this profession. I have chosen it instead of College, to where I could have been admitted, in my opinion. We discussed it also with my parents. The secure working place and the development and education possibilities are attractive. They conclude education and scholarship contracts with us. We can visit the plant. I visited the plant before, but now I realised how large the area of the plant is. It is a city in the city. Moving of several thousand ton material impressed me. Extreme knowledge is behind it. I met good professionals. During the education, in course of the field work we visited all units. I hope that I am not the only one to choose the working place, but they will choose me as well, as a promising beginner.

Employment Possibilities to the Professionals

The Management of the Blast Furnace was glad to hear about starting this education, because this unit is one of the units of the plant, where supply of the professionals faces difficulties.

- Lately, education of foundry workers, metallurgy technicians and metallurgy engineers was practically terminated - said Cseh Ferenc, Plant Manager of Blast Furnace of ISD Dunaferr Zrt. We have less and less possibilities to find educated skilled workers to some scope of activities at the Blast Furnace. Of course, some help is given by the adult trainings organised within Dunaferr. I rely on that the presently started technician education is the beginning of a long-term relationship, and will prove to be useful both for the students and for the company. I sure that the teachers are appointed from among skilled workers of Dunaferr, who will - beyond the theoretical knowledge - provide the practical knowledge of the profession as well, to the students. Two of my colleagues will participate in the education, as teachers. Concerning the future, the metallurgy technicians are welcome with good possibilities within several scope of activities after completed education.