

**PERSONAL INFORMATION**

**FARKAS, Éva**



 +36/20/9514-533

 farkaseva9@gmail.com

Nationality Hungarian

Website: <https://drfarkaseva.hu/en/>

**PERSONAL STATEMENT**

25 years of professional experience (as a lecturer, expert, researcher, and consultant) in the field of Hungarian and European education and training policy, including VET, ALE, and HE.  
 14 years of relevant experience (as a country expert for HU) in working with 16 international research projects at the European level, carried out by CEDEFOP, EC and OECD in the field of ALE and VET (e.g. Individual Learning Account, Developing a Single Micro-credential System to Facilitate Lifelong Learning in Hungary, Financing apprenticeship, Financing adult learning, EQF/HuQF, Validation of non-formal learning, etc.).  
 Graduated cultural and adult education manager, Ph.D. degree in Education. Proficient user (C1 level) of English.

**WORK EXPERIENCE**

From 2012 – to present

**Independent Consultant in Adult Learning and Education and Vocational Education and Training**

Works as an independent consultant providing expert advice and consultancy services in the fields of adult learning and vocational education and training. Assignments are carried out for relevant ministries, state government institutions, the Hungarian Chamber of Commerce and Industry, the Education Authority, the Tempus Public Foundation, as well as vocational training providers and adult education institutions.

Areas of expertise include, but not limited to the development of ALE and VET sectoral and institutional strategies; learning-outcomes-based qualification design and curriculum development in ALE, VET and HE; pedagogical and methodological development of ALE and VET teachers/instructors; the development of validation systems for non-formal and informal learning; the development of Micro-credentials system and Individual Learning Accounts; the design and renewal of master craft qualifications; support of dual vocational training system; and the professionalisation of ALE.

From September 2022 – to 2025

**President**

International Adult and Continuing Education Hall of Fame, University of Oklahoma, USA  
 The mission of the International Adult and Continuing Education Hall of Fame is to honour and recognize scholars, researchers, practitioners, and policy-makers who have excelled in the field of adult and continuing education, to serve as a record and inspiration for the next generation of continuing education leaders, and to raise awareness of the values and achievements of adult learning and education. <https://halloffame.outreach.ou.edu/>

From September 2014  
– to present

### Lecturer and Supervisor

Doctoral School of Education, University of Szeged, Hungary

Major subjects: Education policy in Hungary; Education policy in European Union; Learning outcomes based qualification design; The role of adult education in the adaptation to the economic and social effects of the fourth industrial revolution; Adult learning system in Hungary after 1989.

My PhD thesis topic proposals: The social and economic context of adult learning; Financing adult learning; Validation of learning outcomes acquired in non formal learning context; Learning outcomes-based curriculum development and design in vocational education and training/adult training/higher education; Professionalisation of Adult Teachers and Educators.

<https://doktori.hu/doktori-kepzes/szemelyek/11544/>

From the 1st  
September 2009 – to  
September 2019

### Associate professor, Head of Department

University of Szeged, Hungary, Gyula Juhász Faculty of Education and Teacher Training

- I was Head of the department for Andragogy (Adult Education). I was in charge of coordinating professional issues and various other tasks related to development at the Department. I have also taught BA and MA courses in the areas of Andragogy. My major subjects were theory and practice of adult education, issues of the structure and content of vocational training and labour market, development of module system and competence-based education and labour market training, education-economy, quality assurance, comparative andragogy (comparative study of adult education system of different countries), learning outcomes-based curriculum development, Life Long Learning policies in Europe, Vocational training systems in Europe, Education policy in Hungary and Europe.

Sector: Higher education

From the 1<sup>st</sup>  
February 2005 to  
31<sup>st</sup> August 2009

### Associate professor, Head of Institute

University of Pécs, Hungary, Faculty of Adult Education and Human Resources Development Institute

- I was Head of the Institute of Vocational Training and Further Education. I was responsible for managing the professional work of the Institute organizing higher vocational training and non-school system adult education and training. My Andragogy BA and MA courses were: theory and practice of adult education, structure and content of vocational training, development of module system and competence-based education, adult education and human resources development, labour market training, and quality assurance.

Sector: Higher education

From 1<sup>st</sup>  
September 2002  
to 31<sup>st</sup> January  
2005

### Assistant professor, Deputy Head of Department

College of Nyíregyháza, Hungary, Faculty of Economic and Social Sciences

- I was Deputy Head of the Department for Cultural Sciences. I was responsible for coordinating educational issues of the Cultural Management course.

My subjects were: theory and history of adult education, vocational training system, adult education methodology, and teaching practice.

Sector: Higher education

From 1<sup>st</sup> January  
2003 to 31<sup>st</sup>  
January 2005

### Headmaster

“EURÓPA” Secondary Vocational School, Miskolc, Hungary

- I was responsible for the whole professional and management work of the school.

Sector: Secondary vocational education and training

From 15th July  
2000 to 31<sup>st</sup>  
August, 2002

### Headmaster

MIOK Foundation Economic and Tourism Secondary Vocational School, Miskolc, Hungary.

- I was responsible for the whole professional and management work of the school

Sector: Secondary vocational education and training

From 1<sup>st</sup>  
September 1998  
to 14<sup>th</sup> July 2000

### Teacher

MIOK Foundation Economic and Tourism Secondary Vocational School, Miskolc, Hungary.

- My subjects were: marketing, public relations, tourism administration, travel management, business communication

Sector: Secondary vocational education and training

From 1991 to  
1995

**Education organizer**

 PERFEKT Training and Publishing Ltd. Miskolc, Hungary  
 ▪ Organisation of trainings for adults and administrative work  
 Sector: Non-school system adult education

 From 1992 to  
2000

**Travel organizer, later head of agency**

 Kolombusz Tours Travel Agency, Miskolc, Hungary  
 ▪ Organisation of incoming and outgoing tourist groups and programs  
 Sector: Tourism

**EDUCATION AND TRAINING**
**2015 Habilitation in the field of Education**

Theses:

- Learning-outcomes-based qualification design and curriculum development
- Hungarian model for the assessment and validation of learning outcomes acquired in non-formal learning context

University of Szeged, Hungary; Post-doctoral academic degree

From 2008 to 2010

**Graduated Andragogue**

EQF 7

University of Pécs, Hungary

Adult Education, Special target groups in adult education, project management, quality assurance, labour market system, human resources management, educational policy

From 2000 to 2003

**PhD degree in Education**

EQF 8

University of Debrecen, Hungary

- Thesis title: Systemic Changes in Vocational Training. The transformation of the structure and content of vocational training in Hungary after 1989 with special regard to the characteristics of the reform of vocational training in the school system from the perspective of the training institutions

From 1998 to 2000

**Graduated Cultural and Adult Education Manager**

EQF 7

University of Pécs, Hungary

- Cultural management, Adult Education

From 1995 to 1998

**Cultural Manager (Andragogue, Nonprofit management, Public Relations Communication Management specializations)**

EQF 6

College of Nyíregyháza, Hungary

- Adult Education, non-profit management, Public Relations, Business Communication

From 1992 to 1993

**Tourism Manager**

EQF 5

College of Trade and Catering, Budapest, Hungary

- Tourism management, Tourism organization, Tourism administration

**PERSONAL SKILLS**

Mother tongue(s) Hungarian

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C1	C1	C1	C1	C1
Russian	A1	A1	A1	A1	A1

Levels: A1/2: Basic user - B1/2: Independent user - C1/2 Proficient user  
Common European Framework of Reference for Languages

**Project management experience**

Dates (from-to)	Employer	Main activities and responsibilities
July 2017 – December 2021	EFOP (HRDOP) 3.4.3-16-2016-00014 University of Szeged Hungary	Project title: Innovative development of the teaching and service performance of the University of Szeged, to prepare for the challenges evoked by competition on the labour market and international competitiveness. Project leader, curriculum designer and trainer of the sub-theme: Introduction of learning outcomes approach in curriculum design in higher education. Responsible for a team of 7 people.
2020-2021	Hungarian Chamber of Commerce and Industry	Learning outcomes-based development of training and outcome requirements of 40 master craftsman programmes at level 6 of HuQF. Role: leading expert, curriculum designer, trainer, responsible for a team of 80 experts.
January 2020 – December 2020	Ministry for Innovation and Technology	Learning outcomes based qualification design of training and outcomes requirements of state recognized qualifications (174 IVET qualifications at level 4 and 5 of HuQF and 400 CVET qualifications at level 2-6 of HuQF) Role: leading expert, curriculum designer, trainer, responsible for a team of 200 experts.
2013 - 2015	TÁMOP (SRDP) 2.2.1. Ministry of National Economy, Hungary – National Office for VET and ALE	Development of Hungarian Qualification Framework Developing the grid of the Hungarian Qualifications Framework Describing VET qualifications in learning outcomes Linking qualifications to HuQF levels Role: key expert
January 2012 – December 2013 24 months project supported by the European Union	Project partners: University of Szeged, Hungary and West University of Timisoara, Romania	Hungary – Romania Cross-border Programme - Establishing a Vocational and Adult Education Knowledge Base and Consulting Centre in the Southern Great Plain Region. Role: Professional leader of the project. Main activities: establish the Southern Great Plain Vocational and Adult Education Knowledge Base Centre; development of online knowledge database; organizing International Scientific Conference on Vocational and Adult Education. Responsible for a team of 10 people.
2010 - 2012 two-year research	University of Szeged, Hungary	Functional characteristics of accredited adult education institutions in Hungary. National research among the accredited adult education institutions (1488 institutions). Role: Lead researcher. Responsible for a team of 6 people.

## International research and surveys

Period	Topic of the research/survey	Role
2024-2025	European Commission: Developing a Single Micro-credential System to Facilitate Lifelong Learning in Hungary OECD	Country expert for HU
2023-2024	European Commission DG Reform: Development and implementation of the Individual Learning Accounts in Hungary ("HUN-ILA") REFORM/SC2022/159 AARC in association with Fondazione Giacomo Brodolini srl SB	Country expert for HU Scientific coordinator
2021	European Commission: Study to support the Commission explorations for a possible EU initiative on Individual Learning Accounts Fondazione Giacomo Brodolini Srl SB	Country expert for HU
2020-2021	CEDEFOP: Financial and non-financial incentives to encourage provision of and participation in education and training. 3s Unternehmensberatung GmbH	Country expert for HU
2019-2021	CEDEFOP: Long-term cross-country mobility in apprenticeships. ICF Consulting Services Limited	Country expert for HU
2017	CEDEFOP: 'Initial VET qualifications at EQF levels 3 and 4' 3s Unternehmensberatung GmbH	Country expert for HU
2017	CEDEFOP: Financing Apprenticeship – dual VET/007/16 2016-0126/AO/DLE/PLI/ 3s Unternehmensberatung GmbH	Country expert for HU
2016-2018	CEDEFOP: The Changing Nature and Role of Vocational Education and Training in Europe 3s Unternehmensberatung GmbH	Country expert for HU
2016	CEDEFOP: Study on Apprenticeships – A Cross-National Overview 3s Unternehmensberatung GmbH	Country expert for HU
2015	Foreign language proficiency and employability EAC FWC 02/2010 lot 3 Order 25 ICF Consulting Services Limited	Country expert for HU
2014-2015	CEDEFOP: Financing Adult Learning 3s Research Laboratory	Country expert for HU
2014-2015	European Commission DG Education: Study on the analysis of adult learning policies and their effectiveness in Europe ICF Consulting Services Limited	Country expert for HU
2014	CEDEFOP (3s Unternehmensberatung GmbH, Wien): Qualification and CPD of In-company Trainers – European Trends and Challenges 2013-0103/AO/ECVL/IJE/In-company trainers' professional development	Country expert for HU
2013	CEDEFOP (University of Warwick): Teaching and learning methods in initial vocational education and training: European trends and challenges AO/ECVL/IPS/Teaching methods in VET/015/2012	Country expert for HU
2012-2013	European Commission DG/Education and Culture Survey on financing the adult learning sector Financing the Adult Learning Sector DIE – FIBS EAC 2002-0073	Country expert for HU
2011-2012	CEDEFOP: European policies and practices in designing and delivering outcome-oriented curricula in VET Assessing Learning outcomes in VET	Country expert for HU

## ADDITIONAL INFORMATION

## Expert roles

2020 – 2021 Learning outcomes-based development of training and outcome requirements of 40 master craftsman programmes – Hungarian Chamber of Commerce and Industry – leading expert  
 2020 – Learning outcomes-based qualification design of training and outcomes requirement of state recognized IVET and CVET qualifications led by the Ministry for Innovation and Technology – leading expert  
 2020 – CEDEFOP-REFERNET Hungary – team member  
 2020 – 2023 Government Office of Pest County – adult training expert  
 2018 – 2022 Learning outcomes curriculum design advisor – Siemens Energy Company  
 2017 – 2022 Introduction of learning outcomes approach at the University of Szeged – professional leader, curriculum designer, trainer. Learning Outcomes-based Training Development Team – project

<p>leader, 3 train the trainers programme for university teachers, 43 groups, 550 participating teachers  <a href="https://hu-hu.facebook.com/SZTETEAM/">https://hu-hu.facebook.com/SZTETEAM/</a>        2014 – 2018 Hungarian Chamber of Commerce and Industry – vocational training and adult education expert        2013 – 2015 Development of Hungarian National Qualification Framework – key expert        2012 – 2021 Member of the Hungarian National ECVET Network – ECVET expert        2012 – 2022 Teacher training programmes for VET teachers on the application of the learning outcomes approach in VET – training programme developer and trainer (more than 60 training groups)        2004 – 2010 Vocational training expert in the transformation of the structure and content of vocational training in the National Institute of Vocational and Adult Education.        2002 – 2016 Adult education expert of Ministry for National Economy (before: Social Affairs and Labour)</p>	
<p>Conferences</p>	<p>Regular presenter at national and international conferences on VET and ALE, more than 100 conference presentation including 25 presentations in English.</p>
<p>Honours and awards</p>	<p>2022 – 2025 Chair, Board of Directors, International Adult and Continuing Education Hall of Fame        2020 – 2025 Member, Board of Directors, International Adult and Continuing Education Hall of Fame  <a href="https://halloffame.outreach.ou.edu/about-iace-hall-fame/officers-and-directors/">https://halloffame.outreach.ou.edu/about-iace-hall-fame/officers-and-directors/</a>        2019 – Member of the International Adult and Continuing Education Hall of Fame (Class 2019) – University of Oklahoma, USA <a href="https://halloffame.outreach.ou.edu/inductions/hof-2019/">https://halloffame.outreach.ou.edu/inductions/hof-2019/</a>  <a href="https://halloffame.outreach.ou.edu/inductions/hof-2019/farkas/">https://halloffame.outreach.ou.edu/inductions/hof-2019/farkas/</a>        2018 – Certificate of merit for the outstanding work in MELLearn Hungarian Higher Education Network for Lifelong Learning by MELLearn Network Hungary        2016 – Pro Juventute Certificate by the University of Szeged Hungary        2013 – Master Teacher Gold Medal Award by the National Council of Student Research Societies Hungary        2010 – Mentor Teacher Certificate for outstanding performance for mentoring students at the Juhász Gyula Faculty of Pedagogy, Institute of Adult Education, University of Szeged Hungary.        2008 – Excellence Publication Award of University of Pécs Hungary        2006 and 2007 – Certificate of Recognition for outstanding work in the field of science, education and training. Military Security Office of the Republic of Hungary</p>
<p>Memberships</p>	<p>Promoting, Interrogating and Mobilising Adult Learning and Education (PIMA)        European Society for Research on the Education of Adults (ESREA)        Hungarian National ECVET Expert Network        Hungarian Academy of Science Pedagogy Committee        MELLearn Hungarian Higher Education Network for Lifelong Learning</p>
<p>Fellowships</p>	<p>2013-2014 – Zoltán Magyar Postdoctoral Research Fellowship. Topic: Hungarian model for the assessment and validation of learning outcomes acquired in non-formal learning environment        2011-2013 Hungarian Academy of Sciences János Bolyai Research Fellowship. Topic: Transformation of the structure and content of adult education in Hungary after 1989</p>
<p>Publications</p>	<p>Author of 18 books, 10 research reports, 5 edited books, 31 studies, more than 100 other publications and presentations including 30 publications in English. List of publications:  <a href="https://m2.mtmt.hu/gui2/?type=authors&amp;mode=browse&amp;sel=10012818">https://m2.mtmt.hu/gui2/?type=authors&amp;mode=browse&amp;sel=10012818</a></p>
<p>Most relevant publications:</p>	<p>Stötzer, A., Bagyura, M. &amp; Farkas, É. Self-appointed and Self-taught? Professional Characteristics and Challenges of LSP Teachers in Hungary (2025). <i>English Teaching &amp; Learning</i>. <a href="https://doi.org/10.1007/s42321-025-00207-1">https://doi.org/10.1007/s42321-025-00207-1</a></p> <p>Farkas É. (2024). The Innovative Approach and Success Factors of Microcredentials and Individual Learning Accounts. <i>Lifelong Lifewide Learning Journal</i>. <a href="https://doi.org/10.19241/ll.v22i45.940">https://doi.org/10.19241/ll.v22i45.940</a></p> <p>Nuissl, Ekkehard; Sava, Simona; Farkas, Éva (2024). Adult education in the European Union since 1993. <i>European Journal of Education</i> 59:4. <a href="https://doi.org/10.1111/ejed.12719">https://doi.org/10.1111/ejed.12719</a></p> <p>Beszédes, V., Farkas É. (2023). Past and Present Developments in the Professionalisation of Adult Learning and Education in Hungary. <i>Andragoska Spoznanja</i> 29: 2. pp. 87.105. <a href="https://doi.org/10.4312/as.29.2">https://doi.org/10.4312/as.29.2</a></p>

Laczik A., Farkas É. (2022). Hungary: liberal and developmental choices. In: Tutlys, V., Markowitsch, J., Pavlin, S., Winterton, J. (2022). Skill Formation in Central and Eastern Europe. Berlin, Germany: Peter Lang Verlag. <https://www.peterlang.com/document/1264724>

Farkas É (2021). Long-term cross-country mobility in apprenticeships. Case Study Report. Cedefop project on Long-term cross-country mobility in apprenticeships. [https://www.cedefop.europa.eu/files/2021-10/hu\\_country\\_case\\_study.pdf](https://www.cedefop.europa.eu/files/2021-10/hu_country_case_study.pdf)

Derényi A – Farkas É – Ütőné Visi J (2020). Progress since the 2015 Referencing Report: Implementation of the Hungarian Qualifications Framework and the use of learning outcomes, 2015–2020. [https://www.hungarianqualification.eu/pub\\_bin/download/Progress\\_report\\_final\\_EN\\_EC.pdf](https://www.hungarianqualification.eu/pub_bin/download/Progress_report_final_EN_EC.pdf)

Farkas É (2020). Invisible Profession: Facts and Tendencies about 30 Years of Adult Education in Hungary. In: Aleksandar, Bulajić; Tamara, Nikolić; Cristina, C. Vieira: Navigating through Contemporary World with Adult Education Research and Practice. ESREA, University of Belgrade, Adult Education Society, Serbia pp. 467-488. [http://147.91.75.9/manage/shares/Quality\\_of\\_education/Zbornik\\_Navigating\\_through\\_Contemporary\\_World\\_with\\_Adult\\_Education\\_Research\\_and\\_Practice.pdf](http://147.91.75.9/manage/shares/Quality_of_education/Zbornik_Navigating_through_Contemporary_World_with_Adult_Education_Research_and_Practice.pdf)

Farkas Éva (2019). Tanulási eredmények értékelése a felsőoktatásban (Assessment of learning outcomes in higher education sector) Szegedi Tudományegyetem (University of Szeged Hungary) <http://mek.oszk.hu/19300/19399/>

Farkas É (2019). Adult learning is key in the adaptation to the economic and social effects of the fourth industrial revolution. In Balázs, Németh (szerk.) Between Global and Local: Adult Learning and Communities Network: Learning and Living in Diverse Communities. Pécs, University of Pécs, (2019) pp. 18-27. [https://mellearn.hu/wp-content/uploads/2020/05/ebook\\_Living-and-Learning-in-Diverse-Communities\\_UP\\_04\\_2020\\_final-1.pdf](https://mellearn.hu/wp-content/uploads/2020/05/ebook_Living-and-Learning-in-Diverse-Communities_UP_04_2020_final-1.pdf)

Farkas Éva (2018). Tanulási eredmény alapú tanterv- és tantárgyfejlesztés a felsőoktatásban (Learning outcomes-based curriculum design in higher education) SZTE JGYFK (University of Szeged Hungary) <http://mek.oszk.hu/18400/18497/>

Laczik A; Farkas É. (2018). Past and Present Development in Vocational Learning in Eastern Europe: The Case of Hungary. In: Simon, McGrath; Martin, Mulder; Joy, Papier; Rebecca, Stuart (szerk.) Handbook of Vocational Education and Training: Developments in the Changing World of Work. Cham: Springer International Publishing, (2018) pp. 1-17. [https://link.springer.com/referenceworkentry/10.1007/978-3-319-49789-1\\_60-1](https://link.springer.com/referenceworkentry/10.1007/978-3-319-49789-1_60-1)

Farkas Éva (2018). Mérés-értékelés kézikönyv. Tanulási eredmények mérése és értékelése a szakképzési mobilitási gyakorlatokban. (Evaluation and assessment of learning outcomes in VET student mobility projects). Tempus Közalapítvány, Budapest. (Tempus Public Foundation, Budapest.) [https://tka.hu/docs/palyazatok/ecvet\\_meres\\_ertekeles\\_kezikonyv\\_web.pdf](https://tka.hu/docs/palyazatok/ecvet_meres_ertekeles_kezikonyv_web.pdf)

Farkas É (2018). Structural and content transformation of the vocational training system in Hungary after 2010. In: Mafalda, Carmo - Mafalda, Carmo (szerk.) Education and New Developments 2018 Lisbon, Portugal: InScience Press, (2018) pp. 65-69. [http://end-educationconference.org/wp-content/uploads/2018/07/Education-and-New-Developments\\_2018.pdf](http://end-educationconference.org/wp-content/uploads/2018/07/Education-and-New-Developments_2018.pdf)

Farkas Éva (2017). Segédlet a tanulási eredmények írásához a szakképzési és felnőttképzési szektor számára. (Writing learning outcomes in VET and Adult Training sector) Oktatási Hivatal, (Educational Authority, Budapest) <http://mek.oszk.hu/18400/18498/18498.pdf>

Farkas Éva – Bogdány Zoltán (2017). Módszertani útmutató a szakképző intézmények számára a tanulási eredmény alapon szervezett szakmai gyakorlatok szervezéséhez. (Guide for VET Institutions on organizing their apprenticeships in LOs during the dual training) Tempus Közalapítvány, Budapest. (Tempus Public Foundation, Budapest.) [https://tka.hu/docs/palyazatok/modszertani\\_tmutato\\_szakkepzo\\_intezmenyek\\_szamara\\_2017170922111\\_2.pdf](https://tka.hu/docs/palyazatok/modszertani_tmutato_szakkepzo_intezmenyek_szamara_2017170922111_2.pdf)

Farkas É (2015). Financing the adult education system in Hungary. In: Németh Balázs (ed.): Research and Development in Adult Learning and Education in Hungary. 133 p. Bonn: Institut für Internationale Zusammenarbeit des Deutschen Volkshochschul-Verbandes e. V., 2015. p. 42-51. (International

Perspectives in Adult Education; 70.) [https://www.dvv-international.de/fileadmin/files/Inhalte\\_Bilder\\_und\\_Dokumente/Materialien/IPE/IPE\\_70\\_web.pdf](https://www.dvv-international.de/fileadmin/files/Inhalte_Bilder_und_Dokumente/Materialien/IPE/IPE_70_web.pdf)

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Farkas Éva (2013). A láthatatlan szakma. Tények és tendenciák a felnőttképzés 25 évéről (Invisible profession. Facts and tendencies about 25 years of adult training in Hungary). Pécs: TypiArt Médiaműhely. <http://mek.oszk.hu/15300/15399/>

Farkas É (2013). The Practice of Adult Education and Vocational Training in Hungary. Szeged: SZTE JGYPK <http://mek.oszk.hu/15800/15833/>