



**„Employability  
and long-term  
employment of  
multiply  
disadvantaged  
groups”**

**European Social  
Fund pilot project**

**PHARE HU0008-03**



## INTRODUCING THE EUROPEAN SOCIAL FUND NATIONAL IMPLEMENTING AGENCY PUBLIC SERVICE NON-PROFIT COMPANY

The European Social Fund National Implementing Agency Public Service Non-profit Company (ESFNIA) was established in October 2000 as a state-owned company of public utility. The present owners are the Ministry of Employment and Labour (76%) and the Ministry of Education (24%). The aim of its establishment was to create an institution that implements ESF-type Phare programmes until the accession of Hungary to the EU, and to function as an intermediary body in the institutional system of the Structural Funds following the accession, utilising the experience gained in EU pre-accession programmes.

The ESFNIA has the necessary technical, organisational, and human resources. As an accredited and fully authorised implementing agency, it manages eight programmes within the framework of the Phare pre-accession fund, with a budget of approx. 70 million euros. Four programmes are supervised by the Ministry of Employment and Labour and four by the Ministry of Education. The programmes focus on labour market integration and employment, education, and on the provision of equal opportunities for disadvantaged groups. The ESFNIA is responsible for the preparation and publication of calls for proposals, co-ordinates the evaluation of the submitted applications, prepares and signs the grant contracts, and supervises the technical and financial implementation of the programmes.

Besides managing Phare programmes, the ESFNIA has also been participating in the implementation of four measures of the Human Resources Development Operational Programme as intermediary body since the beginning of 2004. The measures are the following:

- Measure 1.3: Promoting the participation of women in the labour market and the reconciliation of work and family life
- Measure 2.3: Improving the employability of disadvantaged people, including the Roma
- Measure 3.4: Trainings promoting job-creation and the development of entrepreneurial skills
- Measure 3.5: Developing the system of adult training

The total budget of the above four measures is 138 million euros between 2004 and 2006.

The photos were submitted by the project managers.

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EUROPEAN SOCIAL FUND NATIONAL IMPLEMENTING AGENCY PUBLIC SERVICE NON-PROFIT COMPANY

HU0008-03

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**„Employability and long-term employment of groups  
with multiple disadvantages”**

European Social Fund pilot project



## Preface

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In the framework of the preparation for EU membership the Hungarian Government prepared the Preliminary National Development Plan (PNDP), which contained the priorities, target fields and the financial frame of programmes promoting economic development and social cohesion to be implemented within the PHARE programme in the period of 2000 to 2002. Three Hungarian regions were identified for financial grant in the plan-document: Northern Hungary, the Northern Plain, and the Southern Plain regions. The regional development plan of all three regions considers outstandingly important to provide working possibilities for multiply disadvantaged groups of the population. In harmony with that, the primary aim of the programme is to assist the integration and reintegration into the labour market the young, the handicapped and those belonging to the roma minority.

The application fund provided possibilities for establishing the conditions of employment, the training and retraining of the target group and providing other assistance and grant for them. These components decrease the disadvantages of the target group, and provide sound and safe basis for permanent labour. In total 2.2 million Euros were available for the grant of projects. The beneficiaries of the applications could be

non profit, non-governmental organizations with legal personality. All in all 62 entities applied for the fund of which 13 were given the opportunity to implement their ideas. The programmes (2 for romas, 2 for the disabled, 9 for the young) provided possibilities for learning 11 trades for 200 participants. They are now employed in 12 different spheres requiring basic or secondary education. The projects started during the fall of 2002 and concluded in spring, 2004.

All programmes are implemented in partnership, thus it was possible to gain experience, to establish relations with the participants of the for-profit sector, and other training and employment organizations. During implementation all organizations could develop themselves, and became able to perform employment programmes. That provides a good basis for participation in the European structural policy implemented with the grant of the European Social Fund after the accession.

This publication aims at assisting the members of consortia participating in the programme as well as those interested in receiving a sound overview of the programmes, and to learn who are the implementers, who are their partners and what programmes are implemented.

## Uncut Black Diamonds

**Objective:**

- to increase the employment with an NTR (National Training Register) training of disadvantaged unemployed persons of roma origin, then strengthen their autonomy by ensuring a job, through which social equality could be established;
- to prevent roma people's social exclusion;
- to ensure participation on Reinforced Concrete and Artificial Stone Maker Training and the acquiring of vocational certificate for 15 unemployed persons of roma origin;
- permanent employment, promotion of social integration;
- effective cooperation of partners operating the project.

**Summary:**

- selection of the participants (roma origin, unemployed status, elementary education, motivation, cooperative ability, recommendation of a roma organization, recommendation of the employer, volunteering);
- personality development group sessions (team building, clearing the aims of the programme, community and norm forming);
- mentor support (individual position paper, personal development plan, individual case treatment and problem solving);
- the acquiring of Reinforced Concrete and Artificial Stone Maker qualification in a way, that suits NTR training in the proportion of theoretical and practical teaching, and suits the target audience's learning habits;
- 1 year supported, and a half year non-supported employment: acquiring of job experience, establishment of financial security, providing a positive model for the roma population and families living in the area, development of social equality.

**Expected results:**

- effect on target group: due to individual supporting programmes the adaptability improves, a positive attitude to life develops;
- after acquiring the skill, 15 persons will be employed permanently, the employment activity increases, they establish financial security for themselves and their families, thus decreasing the number of those requiring social grant;
- effect on project organization: experience on roma employment, development of regional cooperation;
- getting acquainted with participants of the market sphere, and their operation.

**Name of beneficiary:**

Regionális Civil Központ Alapítvány, Miskolc

**Address and phone number of beneficiary:**

H-3530 Miskolc, Széchenyi u. 14.  
+36-46-508-626

**Project manager:** Kiss Attila

**Members of consortium:**

- CO-OD Tanácsadó és Szervezetfejlesztő Bt. (for-profit organization)
- Eötvös József Szakképző és Művészeti Szakközépiskola, Miskolc (educational institution)
- Kisköre és Régiója Felemelkedéséért Alapítvány, Kisköre (NGO)
- Kisebbségi Önkormányzat, Kisköre (minority government)

**Project location:**

Northern Hungary region, Kisköre

**Perseus number:** HU0008-03-02-0001

## Fight against unemployment “tooth and nail”: employment of disadvantaged youth in Borsod county

### Objective:

- to increase the economic activity of Northern-Hungary, to decrease its handicap.
- to improve 16 young people’s chances in life with NTR training, jobs and job experience. The improvement of the qualification, together with regular income and appropriate social acknowledgement, take part in their enhancement of autonomy, substantiate their family founding, future and social integrity. It helps preventing them from social exclusion.

### Summary:

- welder according to technique (NTR 31 5233) training and qualification are provided for 16 disadvantaged young people;
- employment of young people for 18 months at two employers;
- improvement of participants’ adjustability, supporting their social integration with group and individual mental assistance.

### Expected results:

- the quality of life of the young participants improve, their social integrity becomes possible, their autonomy evolves;
- with acquiring the qualification their employment possibilities increase, their labour market value grows;
- 18 months employment ensures a serious experience, enables the participation in the world of labour, and ensures the necessary experience for the open labour market;
- the way of life and income obtained through training and employment will contribute to the development of their social status, and the avoidance of possible deviances: they no longer depend on their families and the society, thus the external conditions of their independence, their adulthood and their integration into society are secured;
- the mental group and the individual support of the mentor contribute to the development and strengthening of the internal conditions of the above mentioned skills.

### Name of beneficiary:

Regionális Civil Központ Alapítvány, Miskolc

### Address and phone number of beneficiary:

H-3530 Miskolc, Széchenyi u. 14.  
+36-46-505-336

**Project manager:** Ginovszkyné Szendrák Dóra

### Members of consortium:

- INTERN Kft. (for-profit organization)
- KIS Kft. (for-profit organization)
- Alfa Protaktor Bt. (for-profit organization)

### Project location:

Northern Hungary region, Miskolc

**Perseus number:** HU0008-03-02-0002



## Call Center Training and Employment of the Handicapped people in Telework and Call Centers

### Objective:

- implementation of model employment in the Northern Hungarian region, Ózd and Miskolc, through which 15 disabled persons will have the opportunity to obtain a marketable skill on the open labour market, and to participate as a call center employee in integrated employment;
- implementing this project may induce a change of approach by potential employers, and society, in the sense of considering a disabled person as a potential employee.

### Summary:

- the programme is to be implemented parallel in two locations, with 15 disabled persons (7 persons in Ózd, 8 in Miskolc), the majority of whom are severely impaired, persons with acquired health damage, and handicapped persons;
- the project includes a mental development training, followed by an NTR computer operator training, together with acquiring special call center operation knowledge;
- after obtaining a recognized certificate, they will be employed at a company taking part in the programme.

The training, as well as the employment is implemented in a suitable environment for disabled persons. For this sake premises were made safe and accessible in the Ózd venue. The project guarantees an appropriate working environment for the implementation training and planned employment (IT equipment, special furniture, procurement and installation of telecommunication equipment).

### Expected results:

- as a result of the project, appropriate workplaces will be established for 15 handicapped persons, equipped with modern technology in the Northern Hungarian region;
- with the help of work, the former unemployed, handicapped persons' way and quality of life improves, they step towards a complete, self governed life;
- to those companies and individuals using this service it will be proved that handicapped persons are able to produce useful performance with market value;
- this project will be a model for the co-work and consortium partnership of non-profit and market spheres. It provides a good example of to what extent up-to-date workplaces based on IT are able to create labour market equality for disadvantaged employees in settlements, regions with different economic potential.

### Name of beneficiary:

Mozgáskorlátozottak Ózd Városi Egyesülete

### Address and phone number of beneficiary:

H-3600 Ózd, Vasvár u. 56.  
+36-48-472-032

**Project manager:** Papp Mónika

### Members of consortium:

- Mozgássérültek és Barátaik Miskolc Városi Egyesülete (NGO)
- Contact Stúdió Kft. (for-profit organization)
- UD URBAN DEVELOPMENT Városfejlesztési Holding Kft. (for-profit organization)
- Contact Computer Kft. (for-profit organization)

### Project location:

Northern Hungary region, Ózd and Miskolc



Improvement of the employability of young people living in extremely disadvantageous situation in the area of Jászszentlászló

**Objective:**

- growing of economic activity in the field of agriculture in County Bács-Kiskun, most of all in the area of Kiskunfélegyháza and Kiskunmajsa.
- agricultural training and examination of 12 young people with multiple disadvantage;
- securing an up-to-date, practical knowledge with complementary modules (knowledge of application and cooperation, product fields, organic farming, rural and equestrian-tourist knowledge, German language, IT knowledge);
- improving key abilities in favour of development of possible employment;
- permanent employment of target group in the primary labour market;
- increasing the efficiency and standard of training in the field of regional, labour market and economic development through improving the infrastructure of the organization.

**Summary:**

- preparatory stage: search for participants, and selecting the right people;
- theoretical and practical training stage: field orientation, closing up, NTR theoretical training in 230 hours, practical training in 396 hours, complementary professional knowledge training in 364 hours;
- key ability training, psychosocial help to prevent dropout;
- organizational improvement of staff members;
- employment stage.

**Expected results:**

- general agricultural qualification of 12 young people with multiple disadvantage, 90 percent of whom become permanently employed in the primary labour market of the area, even after the completion of the project;
- through the complementary professional modules they acquire marketable knowledge (tourist and cooperation knowledge, product fields, organic farming, rural and equestrian-tourist knowledge, German language, IT knowledge), and it induces a life-long learning process;
- as a consequence of the improvement of the key abilities, their personality improves, they become mature, purposeful employees, able to articulate their interest, and these changes will have a positive impact on their family and immediate relationships.

**Name of beneficiary:** Jóléti Szolgálat  
Jászszentlászló és Móricgát Alapítványa

**Address and phone number of beneficiary:**  
H-6133 Jászszentlászló, Kossuth u. 7.  
+36-77-492-091

**Project manager:** Markolt Endre

**Members of consortium:**

- Kecskeméti Regionális Munkaerőfejlesztő és Képző Központ (educational institution)
- Eördögh András őstermelő; Kertész Györgyi kertészmérnök (entrepreneurials)
- Jászszentlászlói Gondozási Központ (governmental organization)
- Kiskunfélegyházi Mezőgazdasági Szakiskola (educational institution)
- Employers:
  - Jóléti Szolgálat Jászszentlászló és Móricgát Alapítványa (NGO)
  - Eördögh András, őstermelő, Jászszentlászló (entrepreneurial)
  - Primőrfrucht Kft, Kiskunmajsa (for-profit organization)
  - Cifa Bt, Sándorfalva (for-profit organization)

**Project location:** South Great Plain region, Kiskunfélegyháza, Kiskunmajsa

**Perseus number:** HU0008-03-02-0004

## Tele-Chance

### Objective:

- to contribute to growth of employment, to decrease permanent unemployment, to improve the position of the rural unemployed in the Southern Plains region;
- to improve the development of telehouses in order to make settlements catch up, to become employment information centers;
- 15, 18-25 year-old permanently unemployed people with multiple disadvantage, in County Csongrád would get the opportunity to receive computer operator (NTR) training, telehouse service animator, and employment informant training;
- 10 people are provided 18 month employment in the telehouses;
- training and employment implemented with methods, that ensure the participants staying in the project, improvement of their mental state and their permanent employment.

### Summary:

- preparation: preparation of project personnel and partners for the tasks, and cooperation. Finalizing the action plan and schedule (deadlines, responsibilities) with joining telehouses;
- searching for participants partly by including telehouses, based on the practice formerly developed with the labour center;
- selection of participants of the project: the selection of young unemployed with multiple disadvantage was performed in several steps: followed by an analysis of handwriting, a personal interview taking into account the suggestions of the telehouses (as future employers);
- signing the cooperation contracts, preparing the participants for the job in training modules: IT operator training (NTR), which was implemented in cooperation with the Training Center for Industry and Commerce; telehouse service animator, employment informant training performed with the participation of the South Great Plain Telehouses Regional Public Association;
- psychosocial development: to eliminate lack of self-confidence, aloofness, lack of motivation, difficulties in making contacts and communication inabilities;
- services assisting employment and the participants staying in the project, profession days;
- follow-up, advisory services.

### Expected results:

- 15 young people with multiple disadvantages receive marketable knowledge, their labour market chances and chances to employment radically improve;

**Name of beneficiary:** Munkáért Alapítvány

**Address and phone number of beneficiary:**

H-6724 Szeged, Rákóczi tér 1.

+36-62-421-000

**Project manager:** dr. Dobóczky Károlyné

**Members of consortium:**

- Dél-alföldi Teleházak Regionális Közhasznú Egyesülete (NGO)

- Ipari és Kereskedelmi Oktatási Központ (educational institution)

**Project location:**

South Great Plain region, Szeged

**Perseus number:** HU0008-03-02-0005

- 10 persons will be permanently employed, 5 persons are guaranteed other workplaces
- accurate development of the methods already tried during the project, and disseminating to other settlements.

## “Start” Labour Market Reintegration of Young People with Multiple Disadvantages

### Objective:

- possibilities for employment and permanent employment improvement of young people with multiple disadvantages;
- contribution to the economic development of the area;
- capacity expansion, economic strengthening, and expansion of professional experience of the beneficiary and its partners.
- obtaining qualification and providing employment for 10 permanently unemployed, 16-25 years old young people with multiple disadvantages living in Szeged and outskirts;
- prevention of permanent unemployment, thus lowering deviances, and avoiding marginal positions;
- economic development of the area: establishment of at least 10 new, permanently financed agricultural workplaces, through innovative economic activity;
- guaranteed workplaces with the help of Szeged and township enterprise developments, and increasing the attractiveness for the population;
- providing good example of development and implementation of a programme easily extendable to township conditions.

### Summary:

- preparation: contract planning, signing, scheduling tasks necessary for the completion of the programme;
- selection of the 10 permanently unemployed, 16-25 years old young recipients with multiple disadvantages, signing the cooperative contracts;
- close-up: preparation for the resumption of learning, and regular work at individual and group sessions (individual conversations, and career orientation);
- motivation and team building training (30 hours);
- improvement of key abilities (such as responsibility, self-management, knowledge of law, development of the following skills: establishing relationships, communication, cooperative, empathy; tolerance, conflict handling, creativity, work discipline);
- internal qualification: preparation of co-workers, specialist instructors, involved representatives of the the employer to care for participants;
- gardener training (400 hours, NTR qualification);
- employment (from 7th month onward) at the premises of Szegedi Temetkezési Ltd., scope: gardening-agricultural works, including graveyard gardening, plant growing, plastic tunnel cultivation, park maintenance, depending on season and weather;
- providing mental hygiene care (family support, psychological and legal advice, information rendering), mental hygiene group training (1 occasion per month);

### Name of beneficiary:

SZITI Kulturális és Mentálhigiénés Egyesület

### Address and phone number of beneficiary:

H-6720 Szeged, Dózsa György u. 5.

+36-62-424-454

**Project manager:** Szabóné Janó Gabriella

### Members of consortium:

- Szegedi Temetkezési Kft. (for-profit organization)
- Móra Ferenc Általános Iskola és Szakiskola (educational institution)

### Project location:

South Great Plain region, Szeged and outskirts

**Perseus number:** HU0008-03-02-0006

- communal programmes (excursions, spare time organization, according to the needs of the given group: handicraft training, film clubs, concerts, sport activities, etc.);
- aftercare: social advising, administrative help, information yielding.

### Expected results:

- 10 persons participating in the project gain qualification, their labour market chances and chances to employment improves;
- during the protective employment they acquire the responsibility taking needed for labour relation, their key abilities improve;
- they will be able to keep their jobs and/or learn more;
- their social position, their quality of life and their self esteem improves;
- their communal relationships change to the positive, their position and judgement in their environment will have a quality change improvement;
- the professional experience of the beneficiary and their partners increases in quantity and quality. With the completion of the programme they gain theoretical and practical knowledge in their profession needed for joining the European Union. The acquired knowledge, new methods make their work more effective, the aims and solutions transparent in the field of management and professional work. Among institutions, organizations with different type, function, and management, an exemplary cooperation comes into existence in favour of the establishment of the equality of disadvantaged groups.

**"Beam of Hope" Employment Encouragement of Disadvantaged Young People in Békés****Objective:**

- improving the labour position of young people with multiple disadvantages with their individual abilities and capabilities in mind;
- the aim is, that people in the project are able to notice their own and their environment's problems arising from their disadvantaged position, and to help by self-recognition and personality development;
- to develop motivation, labour culture, responsibility, to mediate moral and ethical values in the course of the training and employment;
- relationships developing from training and employment should increase cooperation among the different training, and employment facilities, employers and civil organizations in favour of developing employment and social situation of the area.

**Summary:**

- regular cooperation among the main candidate, training and employer organizations, and labour centers; creation of project organization and actuation of project management;
- selection of participants with the help of studying the living conditions, interviews, motivation tests;
- social and mental help, personal caring plan for participants' staying in the project;
- (NTR) social worker theoretical and practical training;
- supporting programmes: personality development, improvement of empathy and communication abilities, mediation of moral-ethical values, labour culture norms;
- employment at partner institutions, procurement of equipment needed for employment;
- constant supervision of procedures, follow-up, monitoring.

**Expected results:**

- members of the target group will possess basic human moral-ethical values, will be able to take responsibility not only in the field of labour, but also in their immediate and wider environment;
- they gain vocation, work experience, their labour market chances improve, they will obtain income by working, they will feel valuable and useful, they will serve as a positive example;
- they will be able to lead a balanced, secure life, their daily and life schedule become structured.

**Name of beneficiary:**

Mégis Van Remény Egyesület

**Address and phone number of beneficiary:**

H-5630 Békés, Drága u. 25.  
+36-66-412-217

**Project manager:** Durkó Albert Zoltán

**Members of consortium:**

- Családsegítő és Gyermekjóléti Szolgálat, Békés (governmental organization)
- Területi Gondozási Szolgálat, Békés (governmental organization)
- Hajnal István Idősek Otthona, Békés (governmental organization)
- Mécses Szolgáló Közösség, Mezőberény (NGO)
- Békés Megyei Nefelejcs Otthon, Vésztő (governmental organization)
- Békéscsabai Regionális Munkaerő-fejlesztő és Képző Központ (educational institution)
- Békés Megyei Munkaügyi Központ, Békéscsaba (governmental organization)

**Project location:** South Great Plain region, Békés, Mezőberény, Vésztő

**Perseus number:** HU0008-03-02-0007

## Designing and producing PVC foiled, 3D milled MDF door-fronts by employing handicapped people

### Objective:

- heavily handicapped persons should be able to work with advanced technology in industrial conditions, after obtaining necessary training, with long term employment possibility;
- labour market reintegration of 12 people with 67% or higher grade of disability aged 40 on average, stabilization of their social position and private life.

### Summary:

- the project contains 3D foiled MDF door production from designing to packing the complete doors;
  - with the help of specialized methodological trainings, people participating in the project received vocational training in the course of which they got acquainted with those wood industrial stock, machines and technologies which are used in furniture production. Primarily they learnt the properties, workability of MDF chip-board plates, and they get acquainted with working processes, during which furniture is completed with the use of MDF doorfronts;
  - in the course of employment they use the learnt up-to-date technology;
  - 3 persons (heavily handicapped) besides the vocation, learnt the use of “AMORF computer controlled furniture industrial designer system”, other participants (heavily handicapped too) become skilled in designer and controller programme of the miller.
- The design of the equipment procured in the project guarantees that handicapped persons are able to work on them.

### Expected results:

- participants’ personality changes to the better, their self-confidence grows, their relationships improve;
- they gain work experience, this improves their long term labour market chances;
- the project surely decreases the number of unemployed by 12 in the South Great Plain region
- its integrated training and employment model contribute to social inclusion;
- within the frame of the project, a marketable technology will be established in the region;
- a successful realization is a good example for possibilities lying in the cooperation of civil and for-profit organizations for the sake of social integration.

### Name of beneficiary:

Szegedi Mozgássérültek Alternatív Egyesülete

### Address and phone number of beneficiary:

H-6725 Szeged, Veresács u. 17/b  
+36-62-444-897

**Project manager:** Fekete Albertné

### Members of consortium:

- Perdix Kft, Szeged (for-profit organization)
- MIOK Kft., Szeged (for-profit organization)

### Project location:

South Great Plain region, Szeged

**Perseus number:** HU0008-03-02-0008

## I Help My Family

**Objective:**

- within the consortium improving the employment of young unskilled, unemployed (mostly roma) people with multiple disadvantage, providing qualification and supported employment, implementing a pilot project helping them to fit into the workplace and the labour market;
- the practice oriented dressmaker's vocational training of 20 young persons with primary school education, from Nyírbátor or its surroundings, receiving unemployment benefit (or other allowance), the training goes together with services supporting personality development, the strengthening of working motivation, learning and communication skills;
- placing the skilled young people at consortium partners, assisting their employment, their integration into their workplace by further providing support services, in order for them to stay stable participants of the labour market, even after the supported employment.

**Summary:**

- providing training for 20 appropriate young people with multiple disadvantage in dressmaker's vocation (NTR 315276);
- employment of the young people for 18 months at the consortium members;
- supporting the consortium partners(employers) in solving conflicts arising between the young people and the employers;
- improving the participants' adaptability, and assisting their integration into the society through group and individual support.

**Expected results:**

- the young people's lack of basic knowledge decreases;
- they get market conform, convertible qualification which ensures their subsistence;
- they learn to take responsibility for themselves, their family, their workplace and the society;
- earlier disadvantages in their personality development are reduced;
- they become able to smoothly fit into a work place environment;
- their communication skills develop, their emotional security improves;
- their family circumstances stabilize and they become able to earn their own and their family's living.

**Name of beneficiary:** Műszaki-és Természettudományi Egyesületek Szövetsége Szabolcs-Szatmár-Bereg Megyei Szervezete, Nyíregyháza

**Address and phone number of beneficiary:**  
H-4400 Nyíregyháza, Országzászló tér 6-8.  
+36-42-313-933

**Project manager:** Losonczy László

**Members of consortium:**

- BÁTORTÉX Kft. (for-profit organization)
- Korifeus Kft. (for-profit organization)

**Project location:**

North Great Plain region, Nyírbátor

**Perseus number:** HU0008-03-02-0009

## “Bond” Employment Programme for the Disadvantaged Unemployed, Aged 18-25

### Objective:

- qualified welder and welder according to technique training provided for 20 young people aged 18-25, then complex employment as skilled workers at the consortium partner;
- participants with low education acquire vocation and vocational experience, thus enabling their reintegration to primary labour market.

### Summary:

- during the training, the participants (20 persons) complete a NTR training as qualified welder and welder according to technique, and take the final exam;
- during the employment we provide the possibility to apply the acquired knowledge in practice, and with the assistance of the sub-project leader we identify work places in the primary labour market which can employ the trained people;
- psycho-social supporting programmes serve the handling of problems related to the work and the relaxation of fears, worries and inhibitions appearing at work and in their way of living;
- we create a relaxing, confidential atmosphere through employing a social worker, and we provide assistance for handling social problems, helping the participants to stay in the project and not to drop out due to immense family and other personal problems;
- the key abilities of the employees necessary for their employment as well as their motivation are supported by different trainings as required.

### Expected results:

- with the help of the project and the different services connected to it the participants obtain profession and experience, their labour market reintegration is realized;
- they receive regular wage, thus their social situation improves;
- we help them to meet the high expectations of the labour market by developing their already existing skills and employing them in protected workplaces;
- they become active, efficient, self-governing members of society.

**Name of beneficiary:** RÉŠ Egyesület

**Address and phone number of beneficiary:**

H-4025 Debrecen, Arany János u. 2.

+36-52-530-895

**Project manager:** Szerepi András

**Members of consortium:**

- Hajdú-Bihar Megyei Munkaügyi Központ (governmental organization)

- Debreceni Regionális Munkaerőfejlesztő- és Képző Központ (educational institution)

- HAJDÚ Hajdúsági Iparművek Rt. (for-profit organization)

- Kálló-fém Kft. (for-profit organization)

- Bi-Mech Kft. (for-profit organization)

**Project location:** North Great Plain region, Téglás and outskirts, Debrecen

**Perseus number:** HU0008-03-02-0010

## “Playful” reintegration of labour market

### Objective:

- labour market integration of young people with multiple disadvantage, textile toy maker vocational NTR training, protected employment according to qualification, supplemented by motivating personality improvement and providing social support programmes, placement on primary labour market, follow-up during compulsory further employment.

### Summary:

- activities: establishment of project management

- selection of young people involved in the programme
- team building and motivation training
- levelling catching up training
- procurement
- vocational training + employment
- providing services helping young people staying in their jobs – personal counselling, problem clarifying group, social help
- aftercare during further employment;

- during the development of the project’s methodology, the beneficiary strived for the “theory of gradual loading” to dominate in every project element and process, which appears in the gradual increase of daily working hours as well as in the catching up training, that was built in the programme before the participants start the vocational training;

- management tasks: continuously providing working conditions, continuously monitoring the project activities, operating an effective quality assurance system, preparing periodical professional and financial evaluation, PR marketing tasks, particular tasks’ completion on time, providing work for young people in the appropriate scope of qualification;

- coordination: continuous consultation with partners, team meetings.

### Expected results:

- as a result of the applied methods the personality of young people develops;

- significant improvement in their social status;

- due to the constant external help, the personal motivation, structures of personality’s both positive and negative sides, the stages of improvement will be understandable;

- problems of interpersonal relationships will be analyzed at the course of communal situations, thus positive relationship patterns develop;

- motivation increases, responsibility towards their own fate grows;

- as a result of the vocational training the participants acquire an interesting, creative, personality improving skill system, and they become skilled workers;

- due to the social support their need for changing their circumstances improves.

### Name of beneficiary: CONTACT

Mentálhigiénés Konzultációs Szolgálat

### Address and phone number of beneficiary:

H-5000 Szolnok, Tószegi u. 43.  
+36-56-521-024

**Project manager:** Varga Tamás

### Members of consortium:

- CONTACT Munkarehabilitáció Kft. (NGO)  
- Jász-Nagykun-Szolnok Megye Esély Szociális Közalapítvány (NGO)  
- Regionális Szellemi Forrásközpont (NGO)  
- Ruháipari Szakközép-és Szakiskola (educational institution)  
- Jász-Nagykun-Szolnok Megyei Munkaügyi Központ (governmental organization)

### Project location:

North Great Plain region, Szolnok

**Perseus number:** HU0008-03-02-0011



## Training of Young People with Multiple Disadvantage in Szolnok

### Objective:

- increasing the population's economic activity in County Jász-Nagykun-Szolnok, including Szolnok and outskirts;
- increasing employment possibilities, and decreasing permanent unemployment of disadvantaged young people aged 18-25, including: selection of 12 well motivated young people, learning about their situation, exploring the reasons of their unemployment, finding out their motivation level;
- developing self-recognition, personality and key abilities of participants.

### Summary:

- providing computer operator qualification for 12 disadvantaged unskilled (or skilled, but with no demand for this skill on the labour market) persons, having secondary education, was undertaken in the project;
- the vocational training was accompanied by team building and mental hygiene sessions, club sessions, key ability improvement, and labour market trainings. These were to prevent dropout to improve the efficiency of the project, and to help the successful entering to service at the consortium partner employers;
- the young people after their successful skilled worker exam entered into service at five different employers to practice their new qualification. They work for 12 months with payment grant, but in the following 6 months their performance will have to be at complete benefit for their employers;
- employment is accompanied by group sessions to revise the problems arising in the course of the integration process;
- one of the most important elements of the integration process is the regular and tight relationship with the employers, with its help the members of the project staff can learn and clear the problems occurring during employment.

### Expected results:

- the well prepared selection, the substantial programmes, and mental help contributed to the successful participation of the 12 young entrants until the end of the programme;
- each of them acquired computer software operator certificate (NTR 52464103), thus gaining a marketable skill;
- they gained a European Computer Driving License (ECDL);
- in the field of computer works they are able to carry out software operating duties, computer operating tasks (hardware), and secure practical operat-

**Name of beneficiary:** Impulzus Egyesület, Szolnok

**Address and phone number of beneficiary:**

H-5000 Szolnok, Szapáry u. 23.

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**Project manager:** Fazekas Sándorné

**Members of consortium:**

- Jász-Nagykun-Szolnok Megyei Népfőiskolai Társaság (educational institution)
- Karakter Számítástechnikai, Elektronikai Kft., Szolnok (for-profit organization)
- HAJLÉK Vállalkozási és Kereskedelmi Kft., Szolnok (for-profit organization)
- Városi Művelődési és Zenei Központ, Szolnok (governmental organization)
- INVESZTA Kft. Szolnok (for-profit organization)
- Építészeti, Faipari és Környezetgazdálkodási Szakközép- és Szakiskola, Szolnok (educational institution)
- Városi Kollégium, Szolnok (governmental organization)

**Project location:** North Great Plain region, Szolnok

**Perseus number:** HU0008-03-02-0012

ing office work and data processing. The participants are skilled in using the Internet, and operating interactive programmes;

- learning basic English provides knowledge of novelties and software in original language, and enables them to use this language in their workplaces;
- at labour market trainings and group sessions they could estimate their value on the labour market, learn their chances, learn how to comply with the employers' needs, how to promote themselves. They are ready to enter employment, and probably remain there even after the 18 months of the training;
- improvement of key abilities, mental hygiene sessions, proper attitude learning is constant, and serves as a base for active contribution to the programme, and cooperation in group.



## “Park maintainer programme for roma people”

### Objective:

- encouraging labour market integration of roma population with multiple disadvantages of the relevant settlements, including;
- qualification of the members of the target group, acquiring profession according to NTR;
- transit employment after qualification;
- establishment of permanent and regular employment conditions;
- further employment of participants.

### Summary:

- establishment of training and employment policies, which serve the needs of the target group, the labour market and the needs and interests of the settlements. The selected work type is park maintenance, in which field the Public Association is experienced, as well as in the employment of romas;
- situation analysis, and defining cooperation frames, which are able to address people to be involved in the project, and besides arousing motivation, they take responsibility in the completion of the efficiency index. To this process the Labour Centre and the minority government also contributed and the latter had a decisive role in the selection;
- the project started with 25 people, due to the cautious selection, and only one person dropped out (for medical reasons);
- the training was carried out by the Regional Employee Training and Development Center Debrecen, as a result of which 24 people successfully passed the exam, and became a skilled park maintainer;
- psycho-social caring, which on the one hand helps to develop appropriate human relationships, relaxed atmosphere at the workplace, and on the other hand it means a conscious and organized developing job. This is served by mental hygiene trainings and the work of roma activists, transferred by labour centers. They are ready to help the participants constantly in their daily problems, and problems occurring in education and employment;
- ensuring minimal financial conditions, which guarantee participants' and their families' basic earnings. Minimum wage, given in the course of the training, then 60,000 HUF monthly wage is a guarantee for the members of the target group to avoid ad-hoc jobs. To maintain motivation, the Association rewards those better than the average with meal vouchers, and presents for holidays;
- besides human resource development, technological needs were to supply as well: in relation to that equipment and machines were procured (commercial vehicles, yard machines, tools, dungarees, computer).

**Name of beneficiary:** „Munkalehetőség a Jövőért” Szolnok Közhasznú Társaság

**Address and phone number of beneficiary:**

H-5000 Szolnok, Kossuth tér 9.

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**Project manager:** Juhász Gyuláné

**Members of consortium:**

- Szolnok, Törökszentmiklós, Jászládány Cigány Kisebbségi Önkormányzatai (minority government)
- Törökszentmiklós Város Önkormányzata (local government)
- Jászládány Nagyközség Üzemeltetési és Vagyonkezelő Intézmény (governmental organization)
- Regionális Munkaerőfejlesztő és Képző Központ, Debrecen (educational institution)
- Jász-Nagykun-Szolnok Megyei Munkaügyi Központ (governmental organization)

**Project location:** North Great Plain region, Szolnok, Jászládány, Törökszentmiklós

**Perseus number:** HU0008-03-02-0013

### Expected results:

- as a result of the employment of the 24 qualified persons, regular monthly wage, aftermath of supporting programmes the participants' quality of life improves: members of the target group are able to secure their families easier living, their human relationships and conditions improve;
- they require regular work, and income which gives them trouble-free life, and a stable, predictable way of life;
- employers' attitude changes to the positive regarding the employment of roma people having this positive experience, prejudices diminish regarding the roma population, their social position will be more favourable;
- participants set an example for their immediate environment, and make other roma people want to learn, and work regularly;
- park maintenance contributes to an orderly image of the settlement.



## Amount of Grant at Certain Projects

NAME OF INSTITUTION	TARGET GROUP	AMOUNT OF GRANT (EURO)
<b>Northern Hungarian Region</b>		
Regionális Civil Központ Alapítvány	roma people	148 949
Regionális Civil Központ Alapítvány	disabled people	167 264
Mozgáskorlátozottak Ózd Városi Egyesülete	young people	199 892
<b>South Plains Region</b>		
Jóléti Szolgálat Jászszentlászló és Móricgát Alapítványa	young people	131 094
Munkáért Alapítvány	young people	141 348
SZITI Kulturális és Mentálhigiénés Egyesület	young people	126 904
Mégis Van Remény Egyesület	young people	189 472
Szegedi Mozgássérültek Alternatív Egyesülete	disabled people	198 930
<b>North Plains Region</b>		
MTESZ Szabolcs-Szatmár-Bereg Megyei Szervezete	young people	187 282
RÉS Egyesület	young people	199 523
CONTACT Mentálhigiénés Konzultációs Szolgálat	young people	196 391
„IMPULZUS” Pályakezdők Munkaszocializációjával Foglalkozó Szakemberek Egyesülete	young people	162 105
„Munkalehetőség a Jövőért” Szolnok KHT.	roma people	185 631
<b>TOGETHER</b>		<b>2 234 785</b>

