

EU Central Europe Project

YURA – Developing transnational transversal youth strategies in regions with migration

Case Study Form

NAME OF THE INITIATIVE: KID Program
Komplex (complex) Integrated Differentiated Program

NAME OF PARTNER ORGANISATION FILLING IN THIS FORM: PP8 Association for Students and Civil Society in the county of Hajdú-Bihar

NAME OF THE ASSOCIATIONS FILLING IN THIS DOCUMENT:

- CSAT Association
- Mobilitas National Youth Service, North Great Plain Regional Youth Service Office
- National Employment Service, North Great Plain Regional Labour Market Centre
- Uniweb Plus Information technology Supplier and Trading Ltd.

INSERT LOGO OF PARTNER ORGANISATION FILLING IN THIS FORM:



1. NAME OF INITIATIVE/ACRONYM:

This section should provide the name or heading assigned to the case being studied and the abbreviations or initials if any are used.

KIDNET.HU PROGRAM

2. ADDRESS:

Please include the postal address of the head office of the case being studied. Include the following information:

- POSTAL ADDRESS: HU-4028 KASSAI STREET 26. DEBRECEN
- TELEPHONE: +36-52-426-180
- FAX: +36-52-420-492
- E-MAIL: PONTIRODA@FREEMAIL.HU; IENYEDI@MFK.UNIDEB.HU

3. CONTACT PERSON:

Please provide details of a contact person so that other organisations can obtain information directly if they so wish.

- NAME AND SURNAME: IMRE ENYEDI
- POSITION IN COMPANY: PROJECT MANAGER
- TELEPHONE: +36-30-627-1202
- FAX: +36-52-420-492
- E-MAIL: IENYEDI@MFK.UNIDEB.HU; IMRE.ENYEDI@GMAIL.COM

4. NAME OF SUPPORT AGENCIES:

Please provide the complete name of the organisation or organisations supporting the project. If there is more than one, please indicate which is the 'team leader.'

NDA-NATIONAL DEVELOPMENT AGENCY

5. TYPE OF ORGANISATION:

Mark the legal status of the promoting organisation with an "x". If there is more than one, only mark the legal status of the 'team leader.'

- LOCAL ADMINISTRATION
- REGIONAL GOVERNMENT
- STATE ADMINISTRATION
- STATE-RUN COMPANY/SEMI-INDEPENDENT STATE CONTROLLED COMPANY
- NON-GOVERNMENT ORGANISATION (NGO)
- ASSOCIATION
- UNIVERSITY/NON-UNIVERSITY RESEARCH INSTITUTES
- PRIVATE COMPANY
- OTHERS (PLEASE SPECIFY):

6. PLEASE SPECIFY THE FIELD OF ACTIVITY AND THE SUB-TOPIC THAT THE INITIATIVE DEALS WITH:

Choose a maximum of three fields of activity from the following list that best describe the case being analysed:

- INFRASTRUCTURE PROJECTS:
 - URBAN PLANNING
 - REGENERATION OF RUN-DOWN URBAN AREAS

- FOSTERING THE INDUSTRIAL FABRIC:
 - INITIATIVE TO PROMOTE FAMILY FRIENDLY PERSONNEL POLICY
 - INITIATIVES TO FOSTER AND SUPPORT ENTREPRENEURS

- JOB CREATION AND TRAINING INITIATIVES:
 - EDUCATIONAL PROGRAMMES
 - TRAINING PROGRAMMES
 - JOB CREATION SCHEMES AND SUPPORT FOR HIRING STAFF

- SERVICES OF GENERAL INTEREST
 - HEALTH
 - EDUCATION
 - SOCIAL SERVICES

- SOCIAL INITIATIVES
 - THE ELDERLY, YOUNG PEOPLE AND WOMEN
 - LEISURE, FREE TIME AND SPORTS
 - REGENERATION OF RUN-DOWN URBAN AREAS
 - HOUSING
 - CULTURE

7. OVERVIEW OF THE INITIATIVE (200-300 WORDS):

This section should provide a sufficiently precise and thorough synopsis that enables any reader to understand the general aspects of the case being studied. It should be no shorter than 200 words and no longer than 300.

The CSAT association was founded in 1998 with the aim to undertake generative, advisory and information transmitter tasks in the employment politics field, as well as to organise and realise reintegrational, employment- and training programs for disadvantaged people on the labour market. Their target audiences are the unemployed (young entrants in particular) and the non-governmental organisations organising the employment and training of this detrimental stratum.

Their project presented below has promoted the reintegration of those young unemployed school system dropouts, on and off record, aged 16-26, without any qualification or marketable profession, cumulatively disadvantaged because of their social and cultural conditions – those of roma origin in particular - in Debrecen and the surrounding areas, through complex employment services.

The program incorporated a complex and interconnected system of psycho-social consulting, qualification and job searching guidance, ability expansion trainings and corporate development, and can be divided to four sub-projects,

The main activities of **the qualification subproject**:

- career orientation, learning methodology, self-knowledge and ability expansion trainings
- 3-month complex and intensive grouped generative trainings, with the acquisition of professional fundamentals
- individual qualification guidance
- individual and grouped extra lessons (bringing to level, preparatory lessons for school)

Within the confines of the **psycho-social subproject** in order to substantiate the career orientation and / or correction of the young people dropped out of the school system, the definition of their interests, aims and motivation was done in individual and grouped environment.

The aim of the **employment subproject** was to increase the labour-market knowledge and to develop the job seeking techniques of the participants. Besides it was important to search the future employers as well.

The task of the **free time subproject** was the physical and mental improvement. For young people who have been thrown about, it is a great problem to spend their free time in a profitable way. For filling the gaps, the collaborators of the Association offered the following possibilities to the participants: computational club, dramatic club, film klub, sport programmes, self-knowing club. The organised free time activities offered the possibility for the participating young people to become friends, the improvement of their personality and fitness, acquiring healthy lifestyle and environmental protection.

Main parts and services of the project:

- Social guidance
- Career-orientation, career-correction
- Guidance in connection with trainings and job-seeking
- Ability improvement and school preparatory trainings
- Private employment agency
- Job-keeping guidances
- Preparation for school

- Closing the gap
- Complex, 2 and 4 weeks long improvement trainings in a group combined with professional practice elements
- Information about courses and applications
- Job-seeking methods training
- Free-time clubs

These services are free for the participants of the programme.

The members of the staff have professional qualification in the human sciences sphere.

8. DESCRIBE WHETHER THE INITIATIVE IS PART OF A MORE GENERAL ACTION PROGRAMME OR STRATEGY (200-300 WORDS)

Please state whether the initiative is a specific measure that is part of an action programme or of a broader strategic plan. If so, please provide the basic details of the scheme: name, duration, general objectives, support organisations and agencies, total budget, etc. It should be no shorter than 200 words and no longer than 300.

The Priority 2: „Fighting social exclusion by promoting access to the labour market“ of Human Resources Development Operational Programme 2004-2006 (Republic of Hungary) will support initiatives aimed at enhancing the access to education, training and employment of the most disadvantaged people, including the Roma, disabled people, the long-term unemployed, people with low levels of education, people living in regions lagging behind, released prisoners, ex-offenders, etc.

Overall budget of priority (indicative): EUR 87.0 M.

This project is supported in the framework of Measure 2.3 Program : „Improving the employability of disadvantaged people, including the roma“

The objective of this measure is to facilitate the integration of people excluded from the labour market through improving their employability. Actions will be targeted at the most disadvantaged people, including Roma people, unskilled young people (16-25 year olds), early school-leavers, older workers, people with disabilities, addicts, prisoners, unemployed people with low levels of education, as well as those living in disadvantaged regions. The measure will promote the dissemination of best practices, including those elaborated and tested by the National Employment Foundation as well as those developed in the framework of PHARE projects.

In the case of the most disadvantaged, the improvement of employability should be based on a comprehensive approach combining a range of activities, such as training, counselling and employment, with a view to facilitating their integration to the primary labour market. Actions will include the elaboration and implementation of individual action plans while the core element of each project will be practice-oriented training and counselling.

9. FULL DESCRIPTION (BETWEEN 2.450 AND 3.050 WORDS):

Using the sub-titles provided, please attempt to describe the key aspects of the initiative in a clear, easily readable way using between 2,450 and 3,050 words. Remember that this description should include all aspects of the project, from its origin to its outcomes.

- **SITUATION BEFORE PROJECT LAUNCH (250-300 WORDS)**
Describe briefly what the main problems were before the initiative was launched. Whenever possible, include statistical benchmarks and references that illustrate the situation (unemployment figures, business activity, emigration, etc.)

In the Northern Great Plain Region there is a high number of human resources available and the rate of young people is also higher, than the average in the country. However, the composition of work force- base is featured by a number of quality problems in the region. The qualification level is behind the country average, and a significant number of highly qualified experts leave the region, in lack of proper jobs. Moreover, a high number of multiply disadvantaged groups are present in the region.

The unemployment rate is high, especially of those, permanently unemployed, who have a small chance of getting back to the labour market from their own efforts. An even worse problem, than unemployment is the –nationally and internationally- low rate of those in employment, therefore, one of the emphasized aims of the region is to significantly increase the rate of employment. The income level is below the national average, the number of dependants is fairly high, thus entailing serious social expenses on the region. It is difficult to get a full and precise picture of those, with real disadvantages on the labour market as the number of those is growing, who have fallen out of any educational and social system, and keep themselves and their families up from illegal working possibilities. Out of those, there is a significant group of thrown about young people who left the educational system without obtaining any qualification, therefore they are not able to be present at the varied

forms of the legal and stability-securing labour market. Their number can possible rise, due to the low needs of unqualified labour force, as well as to other social (prejudice) and psychological (deviant behaviour) problems.

Basic data of the Northern Great Plain Region		
Land area		17 729 km ²
Population (2004)		1 534 ezer fő
Number of settlements		389 db
Legally	cities	63 db
	civil parish	326 db
Unemployment rate		9,1 %
Unemployment rate of young people (age: 15-29)		10 %
Employment rate		47,7%
Employment rate of young people (age: 15-29 év)		36,4 %
Households' annual neat income per head		633,8 thousand HUF
Dependant population's rate		47,4 %
Regional rate of GDP		10 %

Table 1. Basic data of the region

Source: A Magyar Régiók Zsebkönyve 2005, KSH

Justification of the project's necessity:

1. The main difficulty for the youngsters, who take part in our project, is that they can't really find the appropriate information in connection with available qualification and workplaces.
2. Further studies of many youngsters were blocked, because they didn't have enough and adequate information about the labour market and the scopes of activities.
3. A great many of the young people arriving our association drop out of school for years, as they don't know where to continue their studies.

4. It's typical that these youngsters don't or just partly possess the essential key-abilities that are needed for job-seeking, keeping a job or applying for training.
5. Some of them seclude themselves from further studies, because so far they are full of failures during their training period, so these young people don't believe that they will be able to cope with the curriculum at an adequate level.
6. Most of the youngsters don't have any kind of alternatives how to spend their free-time in a useful way.

- LIST OF KEY DATES

Give five or six dates that have been milestones in designing and launching the initiative and describe what happened at each date.

The project being extensive, the activities ran simultaneously. The duration of the individual activities are presented in the following table:

Main Activity	Duration	Subprograms
Preparation	2003-10.02.2005	Project planning Assemble the tender dossier Contracting Selection of the project team Selection of partners Starting of the project
Recruitment	10.02.2005- 15.05.2006	Hunting up the target group Involvement and motivation of the target group Individual exploration of status, situation, facility and needs
Development	01.06.2005- 15.05.2006	Career orientation Psycho-social support Preparation for trainings and employment Transaction of trainings Organizations focusing on physical and mental well-being Network expansion
Succession Attendance	10.09.2005- 30.06.2006	Psycho-social support Traceability Organizations focusing on physical and mental well-being

<p>Closing the Project</p>	<p>01.07.2006- 10.08.2006</p>	<p>Preparation of the professional report Preparation of the financial report Evaluation of the project</p>
<ul style="list-style-type: none"> • PROCEDURE FOR SETTING PRIORITIES, OBJECTIVES, MEASURES TO BE IMPLEMENTED AND RESULTS AND OUTCOMES (200-250 WORDS) <i>List the priorities and objectives that the project attempted to deal with and also the process by which measures and target outcomes were decided.</i> <p>The overall aim of the KidNet.hu programme was to decrease the number of unemployment and the number of endangered due to unemployment, in the age range of 16-26. The direct aims were the following:</p> <ul style="list-style-type: none"> • involvement of 16-26 year old low- educated unemployed young people, • ensuring information needed for further studies and finding employment, • expansion of competences needed for further studies and finding employment, • support for enabling further studies and finding employment, • starting of development programs, missing from the educational offer of the labour and civil services, • Improvement of the physical and mental state of young people. <p>The project improved the possibilities of people with disadvantages -on the labour market- on many levels. Altogether 219 people joined the project, out of which 94 participated at one of the trainings organized by the Labour Office of Hajdú-Bihar county, and 32 successfully started working. Nevertheless, it is also important, that the knowledge -regarding the labour market- of the young participants, they have a full picture of the requirements and conditions of legal employment. Furthermore, the program strengthened the self-confidence, self-esteem and motivation of the disadvantaged young people. The success achieved regarding education, studying, and communal success may ensure the participants to stand their ground on the labour market in the future, too.</p>		

- IMPLEMENTATION PROCESS (250-300 WORDS)

Explain how the project was launched, what steps were followed, what obstacles arose and how they were overcome. Also explain the role played by organisations and institutions involved in the initiative.

The collaborators of CSAT association, 4 years ago as the collaborators of RÉŠ association, with the help of the National Public Employment Foundation worked out a special model programme to decrease the number of disadvantaged young people on the labour market. After the association being founded, they continuously developed the programme and formed services, therefore, on the bases of experiences and feedbacks, it caused no trouble to plan the project.

During the preparation and writing of the competition, the administration burden, - that was made compulsory by the competition system, for example: the multiple attachment of attachable documents- caused trouble for the collaborators of the association. Furthermore, the competition guide caused inconveniences by being ambiguous in some lines, the collaborators of the association did not find the orientation satisfactory in every case.

The Governing Authority decided to support the project 22 November 2004. The signing of the contract happened only 8 March 2005. In spite of this, the collaborators of the association started the project on January 2005, with the aim of preventing the confusion of the schedule and the blending of sessions.

During the fulfillment of the project, there was further need to modify the contract. One of the reasons was the name change of one partner and the other was the modification of the budget, that was due to the changes in public accountancy rules. The surplus amount was spent on appliance expansion.

Our partners and their roles in the project:

Labour Office of Hajdú- Bihar County

- cooperation and involvement of young people,
- registration of young inactive people in the project,
- providing information on trainings and employment,
- involvement of the target group into their training programmes,
- leading to the project those affected people who are present in their database.

RÉS Association

- cooperation in involving young people,
- sharing of experiences obtained in previous similar projects.

Estern- Hungarian Association of Roma Women in Public Life

- learning and methodology lessons and Romani history courses for young people participating in our programme,
- providing training information for the experts of the programme.

Hungarian Magiszter Foundation

- preparation of young people taking part in the programme- who had previously fallen out of education- for supplementary or subject examinations,
- providing training information for the experts of the programme.

- DESCRIPTION OF MEASURES AND ACTIONS (400-500 WORDS)

Please provide a detailed description of what the initiative develops (actions) and how it sets about developing them (methodologies)

The Structure of the Project:

Psycho-social subproject

The target group are those young people, who would like to improve their position on the labour market, but some conditions prevent them from doing so. The task of the professional fulfillers –social workers- was to realise what these preventing issues are and in the scope of a mutual cooperation work out a solution and carry it out to disclaim those blocking issues.

The aim is to provide the client with such help, that after the end of this cooperation, they would be able to use the method of problem solving on their own. This definitely involves cooperation, as the possibilities of job seekers' are usually

impoverished, and/or do not have proper solutions to foster to become employed, they often become fed up with the numerous attempts to find a job.

Activities:

- Social survey of the situation- psychological survey on the state (ability, knowledge level, mental and psychic survey on the state),
- Orientation to the profession (individual and grouped)
- Social guidance and administration
- Life guidance, self –knowledge club
- Succession attendance, tracing.

Training Preparation Subproject

The training preparation activities are very important for the disadvantaged, unemployed young people, fallen out of the educational system to enforce their reintegration in the scope of a model test programme. Besides the traditional ways of handling unemployment the alternative experiment methods were used for the improvement of our target group.

Activities:

- Trainings preparing for education and employment (self-knowing, motivating, learning-methodological)
- Training guidance (providing information, administration)
- Bringing young people to a certain level, talent nurturing (extra lessons, individual sessions, pre-school trainings, learning-method trainings),
- 3 month complex intensive grouped developing sessions, fundamentals of a profession are acquired in the scope of a club
- Running of an institutional network (the members of the network are: trainers in and out of the educational system, Pedagogic Institution)
- Complementary activities: collecting books, recruitment of voluntary teachers, irregular lessons with the form-master

Employment Training Subproject

If we consider the employment to be the desirable aim, the preparation ideology of the programme would be less effective. The appropriate receiver is important from the side of the employer in respect of the success of the issue. According to this was the system of activities of the subproject established.

Activities:

- Forming of an employer- relation network
- Job market,
- Job agent,
- "Goal Achieving" – helping to step on the labour market with individual counseling
- Job seekers' club (teaching of job seeking techniques and a 3 week intensive job seeking in the scope of a club),
- Training on job seeking techniques.

Physical and Mental Activities Subproject

The aim of this part of the programme –besides involving young people- is to indirectly improve their abilities important for further studies, for working, to extend their commitment towards the programme. This can be achieved by the establishment of a supporting- aiding atmosphere, a social environment supporting the participants, and by developing their knowledge on how to spend their free time in a beneficial way. The only way of reaching the age group of 16-26 year old young people is by corresponding to the up to date expectations. To involve this generation –whose life is closely linked to computation- it is effective to hold computational club programmes. Further aim is to provide the possibility for the realisation of ambitions regarding arts, music and sports, as many young people would like to express themselves and would like to be known, and would like to obtain a prestige in their community.

Activities:

- KLIKK club (computational club),
- Film club,
- Grouped sport activities (football, bowling),
- Board games
- Dramatic club,
- Camps

The target group of the project:

- Youngsters, aged between 16–26
- Possessing only low school qualification, and not possessing any kind of vocational training in the state school system
- They don't attend any kind of school at present (they drop out of school or they haven't started it either)
- They are unemployed
- The 30 % of the participants who take part in our project, have only non-marketable professions
- **RESOURCES MOBILISED (250-300 WORDS)**
Please detail the financial, material and human resources that were used. Describe their source.

In the realization of activities of the "KidNet.hu" project 10 full time employees participated. The fulfillment, the professional work and the administration roles were fulfilled by Ms. Ildikó Balla. The financial matters were handled by the full time financial contributor of the Association. The external collaborators worked under a determined contract at the Association. The wages and incidental expences were settled from the project budget. The risk in this is that in case of the expenses of an unexpected illness and the cost of a new person's wages –to replace the sick one– had to be covered by the Association.

The total budget of the project was 60.737.568 HUF gross, (225.000 EUR), that was provided by HEFOP. There was no need for retention in the fulfillment of the project, however, the applicant had to prove that they are able to fulfill a programme like this on financial and professional grounds.

The delay in signing the contract caused the delay of paying the 20% deposit by 2 months, for this time period the sources had to be financed from the reserve of the Association. The liquidation warranty of the project caused difficulties a few times during the fulfillment of the project. The post-financing character of the HEFOP system, and the delayed payments (5-6 months payment date instead of 60 day deadlines) after the development reports caused difficult situations for the Association too. These problems were solved by the 12 million HUF appropriation provided by the Létavértes és Vidéke Takarékszövetkezet Bank.

There was no need for public procurement procedure during the project.

- PARTICIPATING ORGANISATIONS AND INSTITUTIONS (100-150 WORDS)
List the organisations and institutions collaborating in the case study, detailing their contribution to the project (human, financial, institutional, etc).

CSAT Association is the Lead partner of the presented Kidnet.hu program. Their employees talked about their experiences and thoughts of the program through personal interviews. They supported all of the relevant documents and materials about the Kidnet.hu.

Mobilitas National Youth Service, North Great Plain Regional Youth Service Office helped us to choose the perfect pilot program for the case study. They vet the final version of the case study.

National Employment Service, North Great Plain Regional Labour Market Centre was the professional consultant to choose the project for the case study. They vet the final version of the case study.

Uniweb Plus Information technology Supplier and Trading Ltd. was the external expert company, who prepared the case study in Hungarian language using the given viewpoints. They prepared the final version of the case study by using the professional expert's interviews, opinions and thoughts and translated into English language.

- **OUTCOMES (250-300 WORDS)**
Explain the extent to which the above-listed objectives were actually achieved. Mention any benchmark or indicator used to measure results. Explain results according to fields of activity, e.g., improved employment, business activity, empowerment of human resources; enhancement of institutional capacities, skills and knowledge, behaviour changes in the population, enhanced quality of life for citizenship, etc.

The results of the project in numbers		
Name of the result	Pledge in the competition /person	Fulfillment by 30.06.2006/ person
The number of involved in the programme:	152	219
Number of heads fixed up in training:	48	94
Number of heads employed:	28	32
Positive effects:	76	126

Table 2. The results of the project in numbers

Source: CSAT Association

The aim of the KID (Complex Integrated Differentiated) program is to improve the position of the labour force on the market, especially to amend the possibilities of young people on the labour market. Those, who have participated at the activities of the KID program have achieved improvement in their lifestyle that affected their settling on the labour market in the future.

The program consists of four keystones:

1. Social activity
2. Training
3. Employment
4. Community development

In our social activity -as the first step- we revealed the problems of young people. In many cases the problems originated from family and social status or from lifestyle matters. Having identified the problems, development programs and social service

packages were formed for the individual participants.

The aim of the psycho social subprogram was the exploration of problems, to shape subprojects and to inspire the individual. Concerning the development packages formed for individuals, there were cases, when the individual was effected in several subprograms.

The programs were actuated in an open door and single multi service point manner for eighteen months. The program and the services proved to be successful, as 219 people participated in the program. During these eighteen months, it was possible to join the KID program any time by participating at continuous interviews. The attendance was based on severe conditions. Those, who were employed or had a student status, were not allowed to take part in the program.

As the result of the training subprogram, 94 participants were able to start a course at some kind of educational institution such as a post- secondary vocational training or other training. During the training, preparation and remedial trainings were held for young people from secondary schools and high schools, in the time interval from June to August. The number of participants at the preparation trainings were 10-12 people in each group. These young people had stagnated at some level in their studies and it was the KID program that helped these students finish their studies. In the training program, there were two expert people who were responsible for the development of the participants and for the formation of partner relationships between the schools and the training institutions involved in the program.

As a results of the training program, a close working relationship was established between the full-time and adult educational institutions and the adult educational trainers. The number of institutions involved in the program reached the number of 100. The participants were able to successfully settle in the following training areas: trade, hospitality, forklifting, warehousing, butchery, light and heavy machine operation and welding. Those young people who chose vocational trainings participated at two -year accredited trainings. After the training, the program made it possible for the participants to take advantage of the possibility for a six- month- follow-up.

The achievement of the employment sub-training was that instead of the presumed number of 28, 32 people were able to become employed, owing to the program. 30 % of the young people taking part in the program had a low educational degree. The duty of the employment expert was to deal with the employers and the personal development of the participants. The contact with the companies helped create and implement a new approach.

The expectations the participants had regarding the salary and the working time were extremely great. As the result of the subprogram, owing to the improvement of self-recognition, the employment possibilities have increased. In the region, 100 companies were reached, out of which 28 participated in the continuous work. Due to the efficiency of the companies involves, during the program couple of day or one-two week long practice trainings were continuously held at the partner companies.

One of the program's result was the continuous follow-up (monitoring and auditing) and the reports given towards the participating companies. The continuous follow ups were held at professional days, seminars and partner meetings. The sharing of experience and information started between the professional partners and employees, a tendency of improvement has arisen in respect of working norms, behaviour and expectations. The way the companies regarded the target group changed due to the impact of the program. The involvement of the Roma target group and the aid of the Roma young people to become employed was not easy to carry out. Social acceptance and solidarity have not yet emerged among employers.

The community development subprogram contained free time and leisure activities. The trainings aided the personal and communicational development of the participants. The community subprogram enabled the generation, further involvement and participation of the participants in the program. The community building and aid had a multiplying effect on the local community. The club events were formed according to the needs of the participants. As the result of the club events can be considered that the drama playing club became an association during the program.

- SITUATION AFTER LAUNCHING THE PROJECT (250-300 WORDS)
Provide an overview of the new situation as a result of launching the project as far as the main pre-project problems is concerned. Refer to statistical indicators to illustrate the situation whenever possible (unemployment figures, business activity, emigration, etc.)

The beneficiaries of the programme considered the supported training opportunity one of the **most useful possible assistance** in getting a job. The combined support forms (the combination of comprehensive development services, supported training and employment), mentoring support, non-traditional training methods and curricula development were considered the most successful innovative features of the programme.

This measure was also expected to adapt and mainstream the civil programmes - previously launched and financed by the National Employment Foundation - as part of the state employment policy. Unfortunately though, the mechanism of the programme has not facilitated the successful mainstreaming of these programmes, and, consequently, the projects of the various non-governmental organisations supported as part of the measure have mostly remained isolated initiatives.

The real impact of the program is difficult to show easily except the concrete results. The implement association didn't give up the program; they have published many methodology handbooks about the Kidnet.hu program. Several local Kidnet.hu program is still running in the country.

The KIDnet program was preceded by a previous Operational Employment Fund (OEF) program, that helped the active involvement of young people. The KIDnet and the OEF programs' results and experiences were used - besides the involvement of the young people - to improve their status on the labour market. The most important task after the start of the program was the involvement of the appropriate professional partners, institutions, employment centers, accredited training providers, and employers. A mutual professional net was created with our partners.

The building of the partnership almost overcame our competencies. The services of the KID program following the open doors theory provided help regarding a number of drug, alcohol addiction and other healthcare problems. That is why a strong relationship was able to be built with the specialized institutions. An intensive two-month PR activity was done after the starting of the program to make the program

visible. Due to the successful PR activity, the involvement of the young people was continuous. The recommendation of the companies and host places towards the young people was continuous, too.

The number of endangered young people in respect of the labour market changed to 217. Due to the direct effect of the program 237 people received help through the program. The number of young people participating at the social development programs reached a few hundreds.

The trainings promoted the development of the dropped out young people, the development of the family patterns and key abilities, the possibility to change their behavioral problems. The status after the start enabled the participants step out of their family and made it possible to migrate. Due to the inner evolution of the participants it was made possible to move to other cities, they were enabled to find a job in other cities or regions.

- SUSTAINABILITY (150-200 WORDS)

Say whether the project is financially sustainable. State whether it generates its own resources or whether it depends on public funding, and whether it is a financially viable, sustainable project from a social and economic point of view. Can the initiative stand the test of time?

The elaborated qualification programs, curricula and the organizational experience obtained in adult training denote the concrete, tangible result of the project. The long-term warranty to be able to continue the trainings can be assured through the accreditation of the programs as well as the institutes.

In order to provide the material conditions for the training a 15-person computer room has been established and equipped which is a basis for the actuation of the future programs.

A networking activity started among the organizations realizing KID-type programs during the project which has developed a nationwide association by now. This cooperation allowed the elaboration of the methodology handbook as well.

The realization of the program is very difficult without support. Besides the tangible assets, the establishment of the human resources (trainers, professionals) caused great financial difficulties. A continuous financial security is needed for providing professionals continuously. Financing the project appeared to be an inhibitory factor,

as ensuring the appropriate people is essential for the continuous operation of the services. With the closing of the KID program, the National KID Association (OKID) was founded, (KID stands for Complex- Integrated- Differentiated), OKID represents interests, with its establishment, it enables further cooperation for the experts and the employers.

The sustainability of the program can be managed by the working out of an economical financing possibility. The program could be extended to the already existing expert network and by taking advantage of its resources, the costs of the program's sustainability could be lowered.

- LESSONS LEARNT (150-200 WORDS)

Explain four or five lessons and examples of practical advice that you have learnt from the project. Refer in particular to any aspects that you would change if you had to repeat the project, as well as other aspects that would remain the same.

This project was one of the biggest tender programmes in the life of the Association. They had to face the fact for the first time, that the overcomplicated administration, the long and drawn out subscription procedures by the decision makers, the delayed invoice settlements were able to overbalance an even well organized liquidity process. That is why, in future projects, alternate financing tools are going to be implemented into the budget (such as a bank loan). These, however, should be pre-contracted at the planning phase, as the credit procedure can be drawn out, and in case of an already running project, it may cause further burden to the fulfiller of the project.

The other important recognition during the program was the significance of the cooperation, and its proper preparation. Those partners, who had previously worked together with the Association -therefore had known the motivation, conception and plans- were able to carry out a more effective work. In many cases the cooperators' other cooperations helped the programme get over its stand-offs. This cooperation made it possible to prepare the methodological manual that is the bases of the adaptability of the programme.

- **TRANSFERABILITY (200-250 WORDS)**

State whether the initiative could be replicated elsewhere; list the conditions that would need to be in place. Say whether the initiative has already been exported elsewhere and where it has been exported to.

The CSAT Association accredited the KID program, a nine- module adaptable program: PL-3207 KID (complex, integrated, differentiated), the Competency Based Employment Developing Training, by the Hungarian Accrediting Corporation. With the help of the accredited program, the KID program can be transferred and adopted. The four- people activity of the realized KIDnet program was broken into nine modules. Besides the accreditation of the program, OKIDE prepared the KID reference book, the methodology book of the KID program, involving seven regions. The program can be transferred, if the material resources and professionals are at disposal and the nine- module program can be carried out. Another condition for the transferability of the program is the forming of an appropriate team, a professional network, and the realization of a partnership between the professional and institutions.

The project was realized on more locations in Hungary in the last few years thanks to the methodology handbook and to the low infrastructural and material demand, so it can easily be adapted for other european regions as well.

10. BUDGET:

Please provide financial details of the project. Whenever possible, divide the data into expenses on human resources, infrastructure investments, overheads, dissemination, etc.

The total budget for the project Kidnet.hu is EUR 225000,-.

Human resources: EUR 121000,-

Salaries of management and support staff

10 person professional expertise (2 person project manager, 6 person social worker, 2 person animator) full time member employee for the whole duration of the project (18 months) 672 Euro/month/person

Grant for the target group: EUR 14500,-

Training tools/ materials, Travel cost

Utilized Services: EUR 46500,-

Trainers, lecturers, counsellor and other experts' professional fees, renting fees, food costs, printing services

Equipment and Supplies: EUR 27000,-

Furniture, chairs, tables, computer equipment, laptops, PC, projector, sports equipment

Material costs: EUR 5000,-

Consumables - office supplies, paper, sport equipment, materials for the workshops

Administrative and general costs: EUR 7000,-

Financial services (bank guarantee costs etc.), other services (tel./fax, electricity/heating, maintenance)

Provision for contingency reserve: EUR 4000,-

11. SWOT ANALYSIS:

Apply a SWOT analysis to the most important in-house and external characteristics affecting the case study.

STRENGTHS

- Before the program started in officially a pilot program was run, that was sponsored by the National Employment Foundation. The CSAT Association was one of the participated organisation who ran the pilot programme. The association had an advantage they could easily use their experiences, knowledge and data from the pilot action.
- The members of the association have the proper professional knowledge and practises, because they have been working in the labour market for a few years ago.
- The KID program was run in 6 different regions in the same time. The partner organisations established a professional forum based on their experiences about the project. They discussed and shared their ideas, experiences, methods about the programmes.
- The integrated view of the program is support a colourful activities and give a chance to reach and involve a wider target group.
- The North Great Plain Regional Labour Centre participated in the project too.
- The associations and partner organisations employees had a strong and enthusiastic motivation to run the project.

WEAKNESSES

- There are no active communications between the players of the labour market.
- The infrastructural conditions of services that assist the integration of socially disadvantaged groups or those struggling with special problems in integrating into society are particularly inadequate.
- The program support the social disadvantage people or helped those people with special problems reintegrate into the society. The condition of the infrastructural services is very deficient.
- There are significant disparities in the labour market within the region.
- The labour market isn't balanced in the region.
- Within the system of education and training, the mechanisms that would continuously adjust the training curriculum to the requirements of the economy have not been adequately developed.
- The reconciliation of family life and work is made difficult by the scarcity of flexible employment opportunities and by an unbalanced access to welfare services.
- In the education and training system the mechanism haven't well developed, which can easily integrate the economy needs into the education system.
- The needs of the flexible employment possibilities are harder to combine the family life and work. There isn't enough access to the social services.

OPPORTUNITIES

- The increasing role played, and the broader tasks performed, by civil organisations in the field of public services will enhance their flexibility and efficiency.
- The spreading of information and communication technologies will improve the quality and availability of services.
- The civil associations' acts and tasks role is risen the public services efficiency and flexibility.
- By spreading the information and communication techniques and technologies are being improved the quality and the access of the services.
- Methodology handbook and professional case studies are being adoptable and

the program will multiply in wide spectrum.

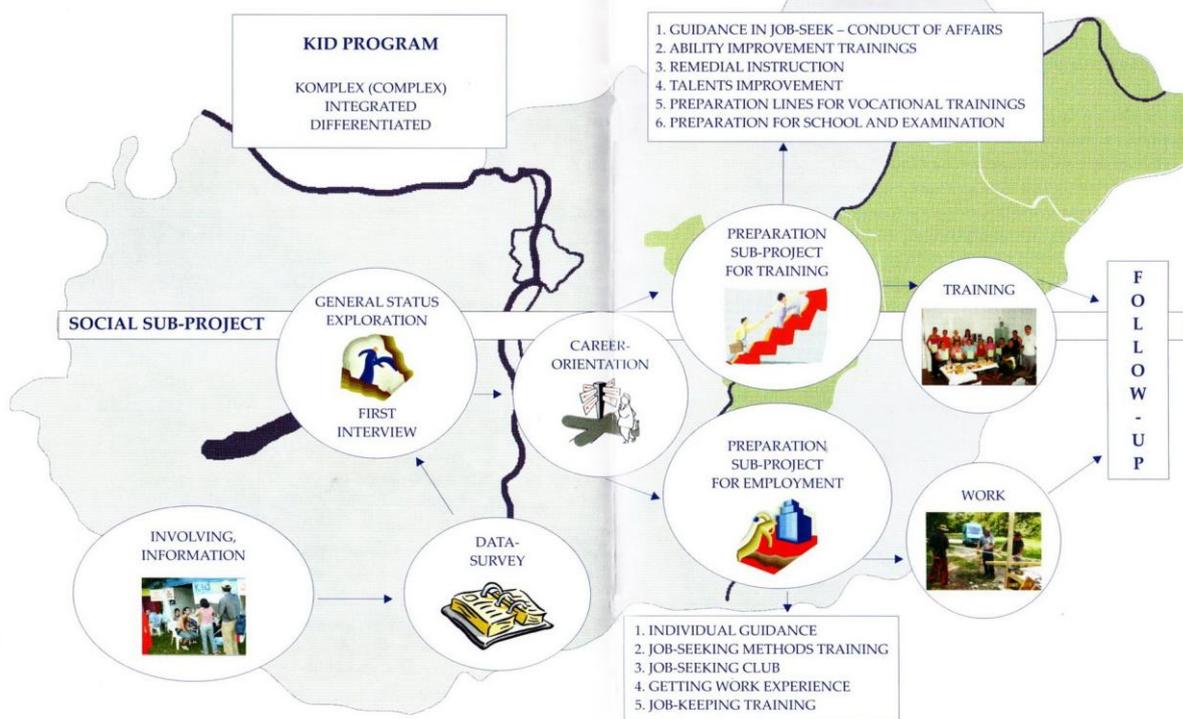
THREATS

- The scarcity of jobs hinders the raising of the employment rate
- The employment sector lack is being a bar to raise of the employment level.
- The missing sources won't be utilized in the future.

12. AUDIOVISUAL MATERIAL

Please provide photographs illustrating the initiative (briefly describe each photograph). Please also send us any other relevant information contained in video archives, Power Point presentations, etc.

Introduction by Sectors



KidNet.hu

The way of the youngsters In the KidNet.hu project

