



## *A chance for those without a Chance*

***From “We will not accept more projects”  
to “When are we starting the next one?”***





## PROJECT SUMMARY

***Title of the project: A chance for those without a Chance***  
***Perseus number: HU0305-03-01-0014***

- ***Aims of the project***

Employing mainly gypsies unemployed for a long time and living by the help of regular welfare payments, the re-integration of their labour market, improving their access to services and living conditions by providing a personal service and training which gives OKJ certificate.

- ***Target group***

The target group of the project (60 persons) are mainly gypsies living in the region of Miskolc excluded from the labour-market, who are socially extremely disadvantaged and have been unemployed for a long time. They have participated in the project with the realisation of equal opportunity.





## ***A chance for those without a Chance***

- ***Selection***

Number of people reached during the selection process: 165 persons

- ***Description of the preparatory and selection activities***

During the preparatory period of the project the project management was established, and the scope of duties, activities and responsibility were determined.

During the invitation of the application, the procedure order of PRAG purchase would have been applied. At the beginning of the project, the public procurement regulations of the Association and local authorities was made during the preparatory period with regard to the circumstances changed.

The local media and the branch office of the Employment Agency of the county of Borsod-Abaúj-Zemplén participating in the project as a partner were contacted in the interest of even more wide-ranging information and enrolling of the target group. Beyond that, the possibility of participating in the project was made public by the help of Gypsy Minority Authorities and posters.

The selection was made in the settlements consecutively. The result was made by the active participation of all partners on the basis of mutual decision under the strict conditions of the criteria of the application, data sheets, and personal interviews.





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- ***Training***

Number of people participating in the training: 36 persons

Number of people passing the exam: 35 persons ( 1 person could not finish the training because he/she was sinking rapidly)

List of the trainings and the number of participants in each of them:

18 persons without an OKJ certificate of park caretaker training – 1 person fell off

18 persons with an OKJ certificate of park caretaker and road preserver training

(it was not included in the application, but all participants got a small machine operator licence)





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- ***Description of the training activity***

The starting of the training activity was preceded by the assessment of differences resulting from the differences in the skills and qualification of the target group. The inquiry of the requirements of trainings involved in the project and inquiry of the professional and personal suitability were made with the help of experts.

Meeting the needs of the target group and settlements, the appropriate harmonisation of training and employment was reached successfully owing to the flexibility of the training body. Good partnership was established both among the training and project partners in the pro-rata distribution of theoretical and practical lessons as well as in solving of limits and difficulties (the effects of weather factors) deriving from the characteristics of the training and employment.

The schedule forming the enclosure of the entrepreneurial contract entered with the training body gave a guiding to the organisation of the training, but this was modified several times during the realisation process as a result of the facts mentioned above.

All these modifications did not touch the number of teaching hours, the proportion of theoretical and practical lessons, the successful exams and the acquisition of adequate professional knowledge.

The reports made during the exams prove effective preparation and the work on settlements prove excellent professional knowledge.





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- **Employment**

Number of people employed: 60 persons (64 persons were involved, 4 persons were replaced)

Description of the employment activity (max. 10 lines):

Fluctuation: 7 persons

Further employed participants: 20 persons

After the selection made in February 2005 the members of the target groups of the future project were informed in writing of the effectiveness of the selection, the time of attendance at the employer and the performing of further tasks.

The contract of employment was entered and the description of sphere of activity and the 3-sided agreement were signed after the labour hygiene examination justifying the working ability of the people selected.





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- The employment began at partner local authorities on 1 March 2005.
- In the first couple of days, people involved in the project obtained a worker defence training, then, within the frame of a 2-month re-integration training, they were taught to accept the changing circumstances, work (8 working hours a day) and awareness of responsibility (responsibility and co-operation for their fellows), resolve communication obstacles, increase their self-confidence and appreciate work.
- The employment took place on settlements during 8 hours. Since the contract of employment was entered with local authorities, the factual work fell within the province of local authorities.
- These activities must be carried out: protecting the defensive tasks of built and natural environment, maintaining and increasing of green areas, building pavements in the areas having lots of accident risks, mowing, hoeing, bushwacking, collecting and transporting litter dumped illegally, country planning, planting flowers, and landscaping.





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- ***Description of the support activities***

Even at the beginning of the project great attention was paid to the help of integrating the selected target group, the reinforcement of their psycho-social situation.

During the 2-month re-integration training, members got to know their problems in the resolving of communication obstacles, their problem-solving ability was improved, and they acquired the awareness of respecting each other, conflict management and responsibility.

The continuous mentoring for 60 persons was helped by several people beside the mentor of the project in the interest of the most appropriate help. During the project, personal development plans were made.

After that, the project was finished by a re-motivating, re-integration training helping the members of the target group to find employment in the labour-market.







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- *The fulfilment of the expected results*

- Further employment of 30% of people involved in the primary labour market.
- The exclusion of the target group decreased under the influence of employment, integration services, and their living standards improved as well.
- Settlements in the area of Miskolc were given a chance to close up, the protection of substance preservation, the development of infrastructure, and the protection and improving of direct and indirect environment.





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- *Experiences of the project implementation*
  - As direct beneficiaries, 350-400 persons were touched by the project with the improvement of the living standards of families.
  - In an indirect way, more than 16700 persons got the advantage deriving from the project by the protection and improvement of the infrastructure of 5 settlements.
  - The partnership among partner local authorities and the Association and other local organisations improved and became stronger.





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- ***Multiplicator effect***
- ***Target group:***
  - Tests, questionnaires and development plans used during the project prove the positive change, which was the aim of the project holding out a promise to people who carried it out.
  - During the trainings at the beginning and end of the project, the teaching for work revoke those elements needed for the improvement of quality of life, which must have been learnt by people because of their social disadvantage, for example, plan of work – arriving at the workplace in time, the extent of holidays and absence, and the relatively long period of employment, etc.
  - It is also a positive thing that the trainings of the target group moved from the scheme of public work. They got a skill and profession by the standards of the training, the high number of teaching hours, the level of requirement, and professional practice, which made a way for them towards the primary labour-market.





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- ***Project organisation***

- The most important aim of the Association was to strengthen the co-operation in the area, forming further relationships, and participating in the handling of the critical situations in economy and employment.
- By the realisation of the project (both working in the project and trainings realised within the scope of professional development), the organisation was given a chance to manage tasks mentioned above, and local authorities were given the chance to think about partnership, work and co-operation in projects.
  - ***1 person as finance co-worker***
  - ***1 person as professional manager***
  - ***1 person gypsy official***
  - ***6 persons as co-ordinators***
  - ***1 person as mentor***
  - ***1 person as expert***
  - ***Training body***
  - ***1 person as project manager***
  - ***1 person as accountant***





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- **Partnership:**
- By the realisation of the project, partners getting over the initial difficulties were convinced of the fact that the good co-operation and common goal are important in the interest of reaching further improvement and getting subsidies.
- Local authorities participating in the project accepted partnership as members of the Association, but they were forced to active work by the realisation of the project.
- The Association and its partners were strengthened in their partnership in the joint responsibility and financial and professional realisation.
- During the project, the sentence ***“We will not accept more projects”*** because of the initial difficulties deriving from new documentation and systems of procedures, but approaching the end of the project this sentence became a question: ***“When are we starting the next one?”***





## ***A chance for those without a Chance***

- Grant amount : 777.517 EUR***





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