



Pécs production school offers career, job and income to young un-employed people

Pécs Production School was established in January, 1999; as a new education, training institution it provides new ways and methods. It was established by the Hungarian Trade Union Education Central Foundation. The National Employment Public Foundation; the Baranya County's Labour Centre and The Authority of Pécs supported the institution's foundation and function with financial and moral aspects.

The school's main goal is, that it will offer vocational knowledge, market oriented production abilities it will help them to develop entrepreneurial skills, for those young people starting out on a career who are in disadvantaged starting position because of various reasons but who are willing to change their lives or for permanent unemployed persons, this school will help them to develop and keep their own subsistence.

Production School's aim to build up itself:

- the school building
- education system
- employment system /transit employment/
- production - realization system
- social - helping system
- free time, cultural programs and institutions

Production School is a transit employed model, such as, it aims to help employed people to find working experiences and career possibilities,

Production School is a special institution of adult education, it functions as a bridge :

- between the school based education system and adult education
- between education and production.

Target group

Young people, who

- does not have a secondary school certificate
- start out on a career
- are permanently unemployed
- will not get income substitute support
- were or are children in care
- are unemployed but their conditions are changed
- were not accepted at secondary education or who were dropped out.



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The program of the Production School

When we talking about Production School, we have to emphasise three notions:

EDUCATION / TRAINING

EMPLOYMENT

SOCIAL CARE

In our program, education - employment system these three activities are in close, inseparable relation which supposes, completes and confirms each other.

The aim of the Production School's training - employment is, that during the practice oriented training, through productive situations, young people receive knowledge, abilities which help them to be in a very good position in the labour market.

Pécs Production School's program consists of training - employment cycles:

The first cycle contains 27 months.

— 1st -3rd month : Preparation, choice, admission.

This period is also the time for the management's preparation, the realisation of aims, organisation the programs, get in touch with the participants, inform the future employees through different channels, to hold information sessions, to work out the way of admission, to make the building of Production School capable for receiving new participants, to hold a press conference, the admission of the employees. This three- month period only functions in the first cycle. Later on it will be shorter and it will function parallel with the training-employment prog/

— 4th -21st month : Training - employment

Theoretical and practical vocational training. The training program is uniquely organised, practice oriented knowlegde and Productive Learning is emphasised.

The training program is organised in a module system, which provides flexibility; acquisition of theoretical knowlegde in practice oriented sites according to the actual production tasks.

At the beginning of the cycle, employees take part at a 6-week close up program, which helps to develop abilities; to make up for deficiency; to develop self -knowledge, communication skills and to help to form the group.

After that or parallel wit it the vocational training starts.



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Programs will be offered in seven jobs in this year:

- maintenance / with tinsmith module/; glazier
- herb grower and expert
- basket -, and wicker furniture weaver
- waiter, cook; park attendant, public domain preserver.

Every vocational group is leaded by a master; he coordinates the employees' practical work.

22nd -27th month: Follow -up care; follow -up observation

After the end of the program we follow up the young people's life. We help those who could not find a job. We help to solve working place crisis. We keep in touch with the employees and employers in oral and written form. We have a Production School Club / those who finished the training can also participate /.

We overtake to appoint to work the 50 -80% of those, who finished our program.

Social care is an important part of our program, since the target group's composition makes it necessary. The main goal is, to offer clam and peaceful conditions for the employees to work during the whole program; they will get help individually or in group or at external working places in order to solve their problems. The most important is, that students will be able to solve their problems alone.

Methods:

- "Open door conception", which means that students can ask for help from the members of the management within a previously agreed time
- "speak groups" in order to develop mental skills
- permanent keep in touch with social-, public associations in order to solve actual problems
- individual life-style and conflict solving group training
- free time club.

During the program employees will work for the Production School, a labour contract will be signed.

Employees will have the following allowances:

- salary
- working cloth
- food subsidy



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- travel subsidy
- they are allowed to use the incubation basis
- to use the sports facilities in a reduced fare.

During the realisation of the program young people have the possibility to:

- receive one or more state vocational certificate
- practice vocational knowledge and abilities
- know the production - labour market's situation
- get acquainted with perfect usage of materials, equipment and with human values
- orientation in the World of labour

The management

The program is organised and led by a 5 -person management:

- program director
- pedagogic program leader
- production program leader
- social program leader
- economy leader, program administrator.

Besides the management there is a Program leading Group, which is rather a counselling, analysing and co-ordinator group and does not work as a supervisor team. This group makes scientific analysis, advises developing ways and gives vocational advice.

The problem, for which Production School gives a probable solution, is alive.

The management is firmly resolved to realise the aims.

At the very moment the program - and we hope that in the future, as well - is strongly supported by financial and moral aspects.

We think that these aspects are guarantees for the successful function.

We think, that with honest work participants of Production School can be trained for honest work. But we also know, that "success can not be reached by an elevator, everybody has to use the stairs to get there".

Kovácsné Tratnyek Magdolna
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