
THE ROLE OF “FATE TURNING – FATE FORMING” LABOR MARKET PROGRAM IN RURAL DEVELOPMENT

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ABSTRACT

This article volunteers to give a relatively coherent description of the labour market program called “Fate Turning – Fate Forming” developed by the South-Transdanubian Regional Labour Center (STRLC). We found it important to put the progress in context as much as possible, highlighting its' real world labor market and rural developmental role. The specialty of this program is the nature of the training it provides, which is although not approved by the National Qualifications Register, it trains for specialties the target settlement is rationally in need of, not just give another “useless credential” to the persistently unemployed. We'd like to remark that the Faculty of Adult Education and Human Resources Development (FAEHRD) of University Pécs (UP) provides professional support in adult education to the FVM DASzK Csapó Dániel Trade School. This is justified by the fact, that the “Fate Turning – Fate Forming” program creates mainly heterogeneous study and work groups. A significant difference is present in the level of education, age, and the time spent away from studies and work. This labor market program could be expanded regionally and nationwide as well after more detailed research and evaluation, according to the expert opinion of STRLC and Agrokonsult. In order to achieve this goal, the Faculty of Adult Education and Human Resource Development of University Pécs provides full scientific and professional support.

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1. INTRODUCTION

This publication is to familiarize the reader with the aspects re-integration and rural development through the finished 1st phase of this unique labor market program created by the South Transdanubian Regional Labour Centre in cooperation with the Diófa Consortium. The “Fortune Turning – Fortune Forming” program is for the South Transdanubian Region and is primarily an aid for the persistently unemployed to return them to the world of labour, to achieve a better life.

The job search rate of the South Transdanubian Region exceeds the national average in the examined time frame (2007-2010) by a few percent. Somogy County is in the worst position, while Tolna County has the best position according to the circumstances. Baranya county is in between, following the trend of the region, which clearly reveals the negative impact of the world crisis. Since the September of 2008, the cutbacks increased the ratio of people searching for jobs. Although it is important to remark, that part of the program's target population – those with a low level of education and persistently unemployed – are not significantly effected, because most of them were not employed previously either. Their inadaptability to the economic events makes them a static, “constant part” of trends. Putting them in motion takes a complex solution considering their level of education and the time they spent being unemployed. Thus, improving their situation is a difficult task, because the problem is often caused by the low level of education, and the adverse (personality deteriorating) effects of time spent being away from labor.

Therefore, this study is based on a real problem, and its primary aim is to acquaint the scientific scene with a method adaptable to Hungary's other regions as well. The base of our effort is the program's present activity, by which the original two regions in Tolna County and approximately thirty unemployed involved – the regional scene has admitted the total of 225 persistently unemployed of six smaller regions so far. The question emerges, whether this highly increasing tendency will continue in the future?

The literary background of the study is based on post-millennial analyzes of rural politics (GLATZ F. 2008), labour market (G. FEKETE É. 2002), adult education (KOLTAI D. 2008; KOLTAI D. – LADA L. 2006; KOLTAI D. – ZRINSZKY L. 2008), and human resource development (NEMESKÉRI Zs. 2004), which evaluate the social, economic, cultural and environmental uplifting opportunities of rural areas. The crucial part of the study is how to manage the rural unemployment. This points to the main question of the present study, which is, how could the rural unemployed become reemployed? Several national initiatives were set into motion to solve this problem, such

as the social plow-land program, town caretaker system, or the expansion of local services. For these programs, the following criteria could be established: (1.) letting local ideas develop, while providing quality guidance for their local application. (2.) Providing a certain level of improvable intellectual and physical work, instead of cash. (3.) The local (self)organizations must have organizing skills, and must be able to cooperate with partners outside of the region. (4.) Has to increase self-employment. (5.) The local governments, NGOs and entrepreneurs shall collaborate as partners. (6.) Has to have long term plans (G. FEKETE É. 2002).

This reintegration program in our experience does not only match the previous requirements, but proved to be functional on the long term as shown in our practical research. The Faculty of Adult Education and Human Resources Development of University of Pécs is highly committed to the monitoring, research, and support of this program, and plays an important role of aiding the STRLC and the Diófa Consortium. With the support of the director of Human Resources Development Department (HRDD) Zsolt Nemeskéri, and with the supervision of HRDD's academic intern Tamás Lendvai, students get involved in the labor market initiation research through seminars and research groups. One of our greatest achievement is that many of our students were participating in the selection procedure of the program's 2nd and 3rd phase and in being in communication with the participants. We are working on the evaluation, processing and classification of the current progress, and wish to present the synthesized results.

According to our hypothesis the aim of the labour market program is be relevant, although for sake the accomplishment of long term goals, training and employing processes shall be adjusted to the information gained by continuous feedback. Beside introducing the main aspects of the program's 1st phase, and the conception system of the tender, we wish to investigate how STRLC's and the Diófa Consortium's members rate the programs activity.

2. RESEARCH METHODS

As a matter of fact, the theoretical background of this research is made up of Hungary's labor market problems, the demand-supply anomalies, and of the attempts to improve the situation: mainly as processes within the agriculture. The entire study is characterized by the high ratio of persistently unemployed – typically in the field of agriculture – focusing on the evaluation of employment difficulties of the lowly educated. This field of problems is presented within competence of this labor market program in the South Transdanubian Region. The research is based on statistical data obtained from the National Labour Office (NLO). All the numbers and original figures of our research associable with labour market, were taken from the homepage of STRLC, originally sourced from NLO. The interpretation of data is explained primarily on the panel labeled “3.2 Labor Market background”. Data processing and evaluation was executed from our own angle, but we considered István Szőke's – Professional Director of STRLC – opinion for the examination of the relationship between world economic crisis and the persistently unemployed.

Statements in the next part of the study are based on data from the experts of STRLC and partners of Diófa Consortium. Part of the information can be accessed from STRLC's homepage, the rest could have only been obtained from our own observations. Data on the internet is public, most of it refers to the tender and the operation of program. Access to the information gathered with observation is limited, due most of them were developed from negotiations, and private discussions. Anonymity was highly emphasized for the latter. Both sources are present permanently in the study, however the critiques in the discussion chapter are coming from the second type sources. Beyond the detailed review of the tender we found it important to justify the choice of the six settlements participating over others. In our point of view this is a particularly important addition of value, because the tender itself does not include this explanation. However, considering our labor market situation, the selection of these areas bring up new interesting questions.

Practically these three parts – labor market overview, selection of regions, invitation to tender and the insider evaluation of the program's first phase – make up the substance of the study. By all means, we found it important to place the facilitation of agricultural employment into the general dimension of rural development. Therefore in the first part of the publication we review the literature to highlight essential thoughts that are indispensable to understand the

train of thought of this work as a whole, or at all. Finally, we emphasize that this study presents the – already finished – 1st phase of the original tender, and to draw conclusion from it. The 2nd and 3rd phases will be processed in a future publication.

3. RESULTS

3.1. The “Fate Turning – Fate Forming” program’s creation and localization

Considering the problems presented above, in 2008 autumn STRLC aimed to develop and execute a program involving reintegration, training, and supported employment primarily for persistently unemployed people. The legal background for the program is provided by the 4th Act of 1991 on the Service of the Unemployed 19/B§, and the Enactment of the Aid for Employment 6/1996. (VII. 16.) MÜM 26/G§ created the opportunity to invite to the tender which has been named “Fate Turning – Fate Forming” Behind the idea and creation of the tender lies a complex subject of a working labor anomaly of persistent structural imbalance between supply and demand. In this case it means that the dominantly and decisively agriculturally oriented, rural type small regions, for the labor-intensive, primarily gardening based agriculture would use manpower adequately trained for such labor, however this manpower is practically unavailable. As a result, in many cases “import” of manpower from labor markets outside the small region for “extra expense” is a necessity. In contrast, the small region has a high ratio of untrained, but trainable, persistently unemployed willing to work. As a consequence of this discrepancy, and without the adequate human resources, enterprises cannot increase in size thus unable to act as economical and social inducers of rural development. In parallel to this, exists a social and an economical problem of the unemployment.

For the solution, but at least for the consolidation of it the STRLC made some efforts and a few procedures too in the last years. For example the development of the micro area, the communal work programs (The way to work), the Herbal Network Program, the social soil programs and some within the frame of the Fast Reaction Project. The last three solution experiments are comprehensible as the inductive base of the competition. The commonality of the

programs besides of the partial success is unsustainability due the lack of the member of the market. Practically these programs functioned until they could fulfil their function and for this the STRLC assured the necessary financial sources. Another commonality is that the adults education missed and to the short-term work did not consort with a development of the knowledge. This means, the education level of the employee did not grow by being the part of the program that is why their chance to advance did not move into positive direction.

The other inductive background, that from the 1st of January 2009 the severity of the category of the regular social benefits was increased, and therefore in many cases a financial aid for special purposes was established. To get this money the unemployed had to participate in the public work programs which were announced by their settlement (For example: The way to work program). The only problem is that in the aspect of the economy this effort is not a productive, marketable work and big part of them are seasonal. Of course for the conditioning of the settlement is an important and a determining challenge too, but in many cases there is no need for such many employees and it could be important for the settlement also to purchase their own products for their public institutions. At the beginning, the integration of the employees receiving this financial aid to reintegrational education was not easy, but generally the problem was solved. Therefore the mayors – as a conclusion of the program – preferred the work intensive, productive, agrarian solutions instead of the communal work and it became one of the reasons while they joined the “Fate Turning – Fate Forming” Program.

Accordingly to the above experience the STRLC announced a complex re-integrational labour market program. From the cumulative experiences the elemental demand for this tender and the negotiations were: the presence of the members of the market, the existence of an organization for adult education, a local government, the assurance of the agricultural background the management skills and mentors.

The STRLC conducted a tender for composition of a manpower management – called “Fate Turning – Fate Forming” Program, open till 10th of November 2008. In the first section of the project the aim was defined as the expansion of the living opportunities in the agricultural sector and the raising of the employment level in Tolna County’s 2 sub regions (Tamási and Bonyhád). By one of the base dispositions of the tender, later, achieving the experiences of the launching and educational part, the tender could raise into regional level, with the co-operation of the sub regions. The selection of the sub regions and the settlements was made according to their economical potential and their situation in the labour market.

Before the explanation of the selection procedure, it is worth to check the situation of the labour market of Tolna County, in this case the relative proportion of the people seeking a job.

In September 2008, one month before the conduction of the tender, the western and northern part of Tolna County and 4 settlements in the sub region Szekszárd were in the worst situation regarding the proportion of population seeking jobs (Figure 1). The situation of the labour market is quite advantageous in the south of the sub region Bonyhád, except of 2 settlements where the index is moderate. In the east side of Tolna County (in the sub region Paks the number of the unemployed does not reach 10%) this was the country average – due to the atomic

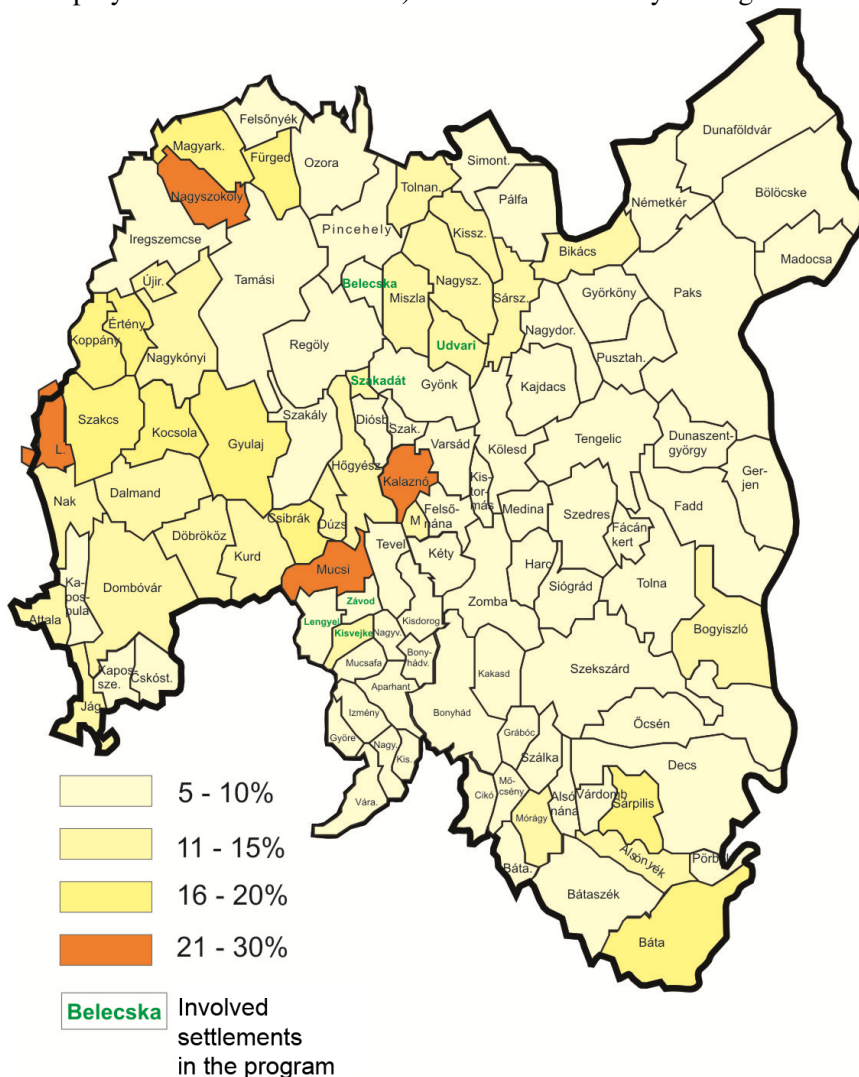


Figure 1.
Relative index of job search in the county of Tolna, in % (IX. 2008)
 source: www.ddrmk.hu

power – station and the service sector which was built up around. mainly concentrated in the sub regions Tamási (north), Dombóvár (west) and Szekszárd the settlements with the highest percentage are forming groups. The index of the relative unemployment in the 3 settlements of the sub region Dombóvár was higher than 21%, which is twice as much as the country average at that year.

Differently to the sub regions Bonyhád, Paks, Szekszárd in the region Tamási the settlements with the highest index the unfavourable situation is more accented. Mucsi, Kalaznó and Nagyszokoly were over the 21% level, and many other settlements rank among the 11-21% in-

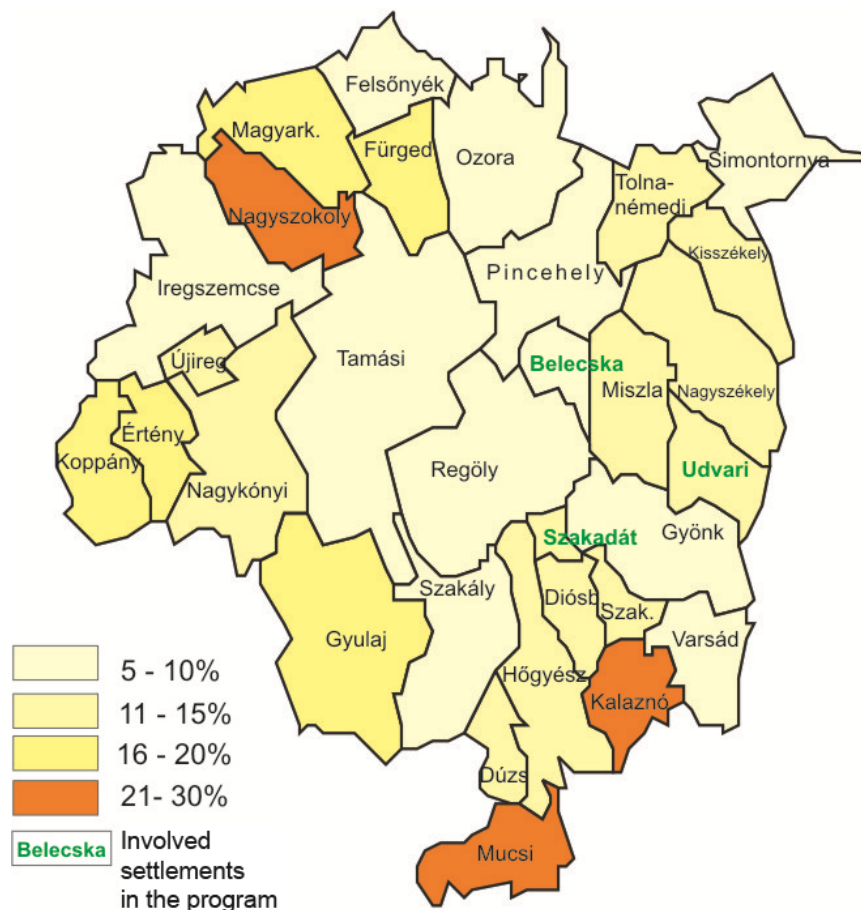


Figure 2.
 Relative index of job search in the Micro Area of Tamási in % (IX. 2008) source:
www.ddrmk.hu

terval. When looking at the settlements employment situation the justifiable question will come up: why does the tender include Belecska, Udvari and Szekszárd, if there are many other settlements in a worse situation?

To answer this question we have to know the politics of the STRLC in this theme. By the selection of the regions and settlements they take into consideration a complex standpoint in practice. In practice they emphasize factors on the first hand employment indexes (relative number of the jobseekers, the proportion of the people who are economically active, the unemployment index, the number of permanently unemployed, the people who are entitled to social benefits, the proportion of the maximum education level of the unemployed). On the second hand it is checked what kind of agricultural activities exist on the settlement (extensive – tilling of arable land or intensive – gardening, fruit and vegetable production enterprises). Another point of view is if there are any long term ideas, plans of the settlement, if there are any employers (how many of them are social organizations or enterprises) and whether they sell their own product in the social or in the market sphere.

Of course we could count many other questions, but practically the above mentioned were the most determinant ones, and the selected 3 settlements were those. Their situation in the labour market were common, all the 3 settlements were part of the social soil program, therefore having the necessary platform (territory and as knowledge, too). In Belecska the mayor stopped the social benefits and as a replacement gave work to the unemployed. In the settlements the cultivation of the vegetables (paprika, tomato) and the fruits (strawberry, hautboy strawberry, apricot, peach, sour-cherry, and dessert-grapes) is the most typical and is a big success. The basement aim of the production is the social sphere and the markets of the shire. The sub region Bonyhád is the opposite of the previous one. both economically and in the employment situation (Figure 3).

When examining the labour market the relative proportion of the job seeking people the sub region Bonyhád is before the sub region Szekszárd and similar to the sub region Paks. It differs significantly from the situation in Tamási and Dombóvár. Bonyhád, due it is the central sub region can influence the labour market processes into a positive direction. The most settlements of the region belong to the moderate zone and only 2 settlements rank to the middle high interval. The settlements – taking into consideration the data of the period – which were drawn into the tender not because of their high unemployment (Kisvejke, Lengyel, Závod), but because of the high number of the permanently unemployed. The other argument is the well developed fruit cultivation in the North-West part of the sub region, and also the presence of an enterprise called Balaton Danubia-Frucht Kisvejke Termelő és Értékesítő Szövetkezet in Kisvejke, which is a group of more than 60 farmers. The co-operative has a high capacity cold-

storage plant and this helps them to be able to export the fruits of the sub region (apricot, sour-cherry, apple and cherry) to Italy, Germany, Sweden, Norway and to Russia. The program became important for them because qualified labour was educated in the sub region. For the local job seekers this meant secure local employment. The task of STRLC and the Diófa Consortium was to “bring together” the two sides. The fundamental goal of the tender was “to insure for enterprises of the region qualified and prepared manpower and to solve with that the permanent problem of the unemployment”. In the sub region Bonyhád the market based fruit cultivation became exclusive which had a huge effect on the work management and work culture.



Figure 3.
Relative index of job search in the Micro Area of Bonyhád in % (XI. 2008) source:
www.ddrmk.hu

Application for the tender was available only for consortiums, with the basic criteria to have following members: an accredited educating institution, a local government – who is operating the social soil program, is an active member of it and it has agricultural activities – and min. one agricultural enterprise. Another important exposure is that the consortium membership should it has to be enlargeable: NGOs and/or organizations having experience in the territory development can join the consortium. The consortium had to own the necessary qualified experts, the financials and the technical conditions, and it was obligate for to keep in touch and communicate as a partner with the STRLC.

3.2. The Goals of the “Fate Turning – Fate Forming” Program

Two short term goals were formulated by the tender to fulfil the labour market catching up order. Both goals are related to the most disadvantaged sub regions supported by the complex program.

In the (“Fate Turning”) part of the program, 8 people are to be employed as trainees. They should be younger than 30, on their careers, primarily with a degree in agriculture or at least with a General Certificate of Secondary Education and intermediate agricultural qualification. Those who live in a disadvantaged sub region or have been registered in a labour registry office for more than 3 months, and have difficulties in getting a job on the primary labour market are given preference. Their primary responsibility is to give assistance to the agricultural companies connected to the program –in technical, technological, marketing, logistic and pest control questions. They have to be ensured of a proper career and long-term employment.

In the (“Fate Forming”) part of the program, organizations that have a social land program or an agricultural enterprise in the sub regions of Tamási and Bonyhád need to employ maximum 40 people, give them training and supported employment. It is an advantage if candidates are permanently unemployed, get social security payments or availability support and have a low qualification. Practically those unemployed who want and capable to work, but their employment is not solvable in the primary labour market are eligible for the place. In the second, regional part of the program further 160 people can be employed. In their case it is also essential to acquire practical marketable knowledge during their training and supported employment.

Examining the two, above mentioned, target groups’ employers we can state the following. In the part of “Future Turning” the employer is primarily the agricultural enterprise of the consortium, as a market participant. In “Future Forming” the employer may be both municipal and a market participant. It is essential in both programs to ensure their own land for the em-

employees during the training and the supported employment. In exchange for the supported employment the South-Transdanubian Regional Labour Centre (STRLC) gives 100% pay support if the employer is a municipal participant, and 50% if the employer is a market participant. During the training and the supported employment the employee gets minimum wages.

The long-term goal of the STRLC is to enable these permanently unemployed participants to take up a job in the primary labour market, making use of their practical knowledge and working experience accumulated during the period of the training and supported employment. It will be a favoured situation, if the employer was a participant organisation (local government, economical participant) of the program. If the program is carried out by local governments they can use the products for social purposes, or to supply their institutions. A further additional benefit is that the program can establish manufacturer or marketing co-operative societies. Another important expectation is that with the help of the pilot project more programs should be generated and more sources could be used in the counties of the region.

On the basis of the project codification and the practical operation the primary goal is to provide the participating unemployed people with marketable and practical knowledge and a long-term job, meeting the labour demand of the agricultural enterprises of the sub regions. The program needs to be self-supporting and generate further proposals.

From among several applicants finally the Diófa Consortium won the tender. The organisation structure of Diófa completely measures up to the expectations. Agrokonzult Kft. a member of Szekszárdi Növény Zrt. is an economical participant that pursues agricultural activities. This organisation represents as the leader of the consortium. Its function is to launch, maintain, develop and expand the whole program. The organisation employs three coordinators, who with the control of the head coordinator, organise the program on local level and set the new scenes. The education segment is represented by FVM DAszK Dániel Csapó High School, Agricultural Vocational School and College. Its task is to organise, prepare and transact adult education, primarily based on practice. The social participants are provided by the local governments of Udvari and Závod. Another responsibility of the local governments is to ensure the training scenes and integrate them into the social earthwork program. The South-Transdanubian Regional Source Centre gives technical support, follows up of the program and performs the guidance of the county coordinators of the Herbal Network program. Thanks to its legal openness the consortium could integrate EG-VÉD Medical Bt. Being employed by the Agrokonzult Kft, as social and mental assistance, they take part in the selection of the potential employees and follow up their development during the reintegration training and supported em-

ployment period. Their responsibility is to evaluate the participants’ willingness to work and help their personal development, to be instrumental in building-up a systematic program, to provide consultation and mentorship for both the employers and the employees.

3.3. The Operation of “Fate Turning – Fate Forming” Program

The reintegration program of the labour market has essentially two parts: the training period and the employment period. The training period is 10 months long. It contains theoretical (200 hours) and practical training (800 hours). It ends with an exam at the end of the training. It does not give an OKJ diploma but it gives area specific knowledge, instead. The goal of the program is not to localize the employees.

In the first period of the program 3 settlements from the sub regions of Tamási and Bonyhád were involved with 20 people each. From the sub region Tamási: Udvari (5 people), Szakadát (3 people), Belecska (12 people). From the sub region of Bonyhád: Kisvejke (9 people), Závod (5 people), Lengyel (6 people). Primarily those were selected who received regular social benefits, who are registered job seekers and are hard to be employed in the primary labour market. The theoretical training was organised by FVM DAszK Dániel Csapó High School, Agricultural Vocational School and College. The practical training were organised and transacted by the local governments and agricultural enterprises of Belecska, Udvari and Szakadát in the sub region of Tamási; and Kisvejke, Závod and Lengyel in sub region of Bonyhád. 38 people took part in the reintegration training. From the 38 people 1 had a General Certificate of Secondary Education, 25% had vocational qualification, 28% had one or more OKJ diplomas and 43% of them were unskilled. The training was adapted to the local conditions. Those who completed the training successfully did not get an OKJ diploma, but they can use and deepen their knowledge during the ensuing supported employment.

The agricultural features of the sub regions are different, except for the common features of labour-intensive agriculture (gardening). In the sub region Bonyhád – since most of the direct employers are self-employed farmers or co-operatives – market production is characteristic. In this area 17 people of 20 passed the exam, and 15 of them got a job. The further employment was mainly realized by the local governments and farmers and less by Danubia-Frucht Co-operation. In the sub region of Tamási the main employers are the local governments. Here primarily the social economy is significant, which is less oriented to effectiveness. This type is good for re-integration. Here 19 people of 20 passed the exam (the one, who did not pass the exam had a long-term illness). All of them got a job at local employers.

The training part of the original program finished successfully. The supported employment is still in progress. Thanks to the results and the professional open days organised by STRLC, in March to April 2009, besides the formerly joined sub regions, Tamási and Bonyhád, additional sub regions like Dombóvár, Sásd, Marcali, Sellye, Csurgó, Kaposvár and Szekszárd also laid claim to join to the program. Of course it was not the sub regions but the local governments who could submit an application to the tender. The application had to include the detailed data of the labour market, the available lands, desired crops, supporters, contacts and long-term plans. It must be mentioned that the regional expert and head-coordinator of the managing consortium Agrokonzept Kft also helped the local governments to prepare the application (8-10 times/ local government). Without professional help (which means giving information to local governments, entrepreneurs and the unemployed, and coordinating their cooperation) lots of applications would not have been realized due to lack of self-organisation. Another advantage was that the rate of successfulness turned out in the beginning, so the non-competitive settlements dropped out before the deadline of the tender. During the preparation the following points were questioned: (1) if the local government does similar programs of labour market? Do they have any operating tenders and experiences? (2) if the local government has external financial resources, enough free land to make use of, if there are investments (agricultural, manufacturing industry) of the local government or local entrepreneurs which can be connected to the program? (3) what kind of cooperation was realized in the settlement (between the local government, the civil organisations, entrepreneurs, the unemployed and maybe educational institutions) the previous year? (4) how they plan the long term continuation of the program and can they guarantee continuous employment after the two years' supported employment period in accordance with the expectations?

The successful new programs are located in regional perspective. In the second period the sub regions of Marcali (Nemedéd: 20 people) Dombóvár (Gyulaj: 10 people, Döbrököz: 10 people) and Sásd (Gerenyés: 11 people, Alsómocsolád: 9 people) joined the program. All in all 60 permanently unemployed were integrated. The third period was in spring 2010, when 125 people were integrated. 20 people from the sub region of Sellye, 10 from Csányoszló, 1 from Drávaiványi, 4 from Drávasztára and 5 people from Sellye. From Csurgó, Nagybajom and Böhönye – in the sub region of Csurgó, Kaposvár and Marcali – 16 people were integrated. From Somogyjád and its agglomeration also 16 people were integrated. Fadd joined with 20 people from the sub region of Szekszárd. From the sub region of Tamási and Dombóvár, Nagykónyi, Regöly, Szárazd, Kisszékely, Kalaznó, Varsád, Szakcs and Kocsola joined with 34 people.

4. CONCLUSIONS

The main question for STRLC after completing the training section of the “Fate Turning – Fate Forming” labour market program was, the method and the direction of the continuation. Among others it came up that it should be announced as a new tender called “Fate Turning – Fate Forming II”. This was based on the fact that some points in the first tender needed correction, so they thought that they could use the experience of the first tender to draw up the second.

First there were training problems (Table 1). In the sub region of Tamási the applicants passed the exam successfully and 19 of them got a job at 3 local governments, but their practical knowledge was incomplete. It could happen partly because of the instructors’ indifference towards the applicants. On the other hand they have to work out a proper selection process in order to reveal the suitability of the applicants. It is one of the keys for the success of the program. The ability to acquire practical knowledge and the method of knowledge transfer are extremely important segments. So, in addition to the importance of the selection of the unemployed people, it is also relevant to employ instructors with professional and human competence. It would be a basic requirement that they know the target group very well in every aspect, and it is also necessary to train the practical and theoretical instructors, too. As another essential aspect the instructor and the employer cannot be the same people, otherwise efficiency-orientation will be the first instead of education.

A further argument for modification is that the problems in connection with the employers also must be solved. The farmers need to be aware of their responsibility, so an efficient communicational plan also must be worked out. The farmers get a support in exchange for the employment for a year, but the 50% wage funding is not enough to realize the organization of work based on patience and a reintegration approach. The employers need to be prepared so, that they can decide if they undertake the employment of the workers in special situation with this support. The employers need to be informed that the unemployed participants of the program will be able to perform at 100% in no sooner than 2 years. The conflict between the employers and employees must be resolved in time. The employers need mentoring, too.

Table 1.
An overview the of positive and negative elements of the program

Strengths	Weaknesses
<ul style="list-style-type: none"> - Region specific knowledge - Build on local needs - Localize work-force - 100% payment support - Fixed workplace for 2 years - Decreasing local unemployment - Reintegration of permanently unemployed - Bottom-up initiative - Complexity (adult education+rural expansion) - Practice orientated - Psycho-social mentoring 	<ul style="list-style-type: none"> - The future of the program is unstable - Not every settlements has a long-term plan - Deficiencies in the professional experience of instructors - Limited knowledge practical adult education
Opportunities	Threats
<ul style="list-style-type: none"> - The program could be adopted to other agricultural areas of the country - Alignment to a co-operation. - Becoming farmers - Economic expansion - Catering supplies of the local government and kindergarden/school - Prospering local trade - Repetition of the program on the settlement - Opportunity of an OKJ diploma by enlarging the training - The reintegration can be successful with appropriate and capable instructors 	<ul style="list-style-type: none"> - The program cannot be restarted, because of lack of support - Local governments and organisations will backtrack from the continuous employment because of their reduced financial circumstances

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