

Case study of a project
University of Debrecen Lifelong Learning Centre

Introduction

The title of the project: From Training towards the World of Work

The project was started in July 2002 and will be finished in April 2004. Six partner organizations are working in co-operation (different Departments of the University of Debrecen) and in the framework of the project six trainings will be implemented.

Of these six the project for training and development of manager skills and competencies is very successful. It is led by the Agricultural Centre, Department of Managerial Sciences.

The location for implementation: City of Debrecen, City of Nyíregyháza,

Motivation for the project

The structure of Hungary is often characterized as one-centred because Budapest (the capital of the country) has a considerable role. This one-centred character can be found in the field of education as well, more exactly it mainly appears in the management training.

This has been changing recently. The interest in management training has increased in the country as well but the training institutions still haven't reacted to these changes.

To implement the economic programme successfully, the region needs well qualified managers. The University of Debrecen has a considerable role in the training of agricultural experts in the North Great Plain Region of Hungary. That is why the University has to undertake the same function in giving help to graduate expert.

Objectives of the project

In the framework of the project the aim is to work out a training program, the result of which is to support the procedure of young agricultural careerist becoming managers in the shortest time, most successfully and without difficulties. Moreover, it should be suitable for making managerial knowledge of practicing agricultural managers become timely and evenly developed. In the first years after graduation young careerists with college and university degrees have to face many difficulties and problems they are not prepared to solve and they don't even have that kind of experience. They need to find a job which suits their qualification

and personality, to adapt to workplace communities, to know and adopt workplace expectations, and norms.

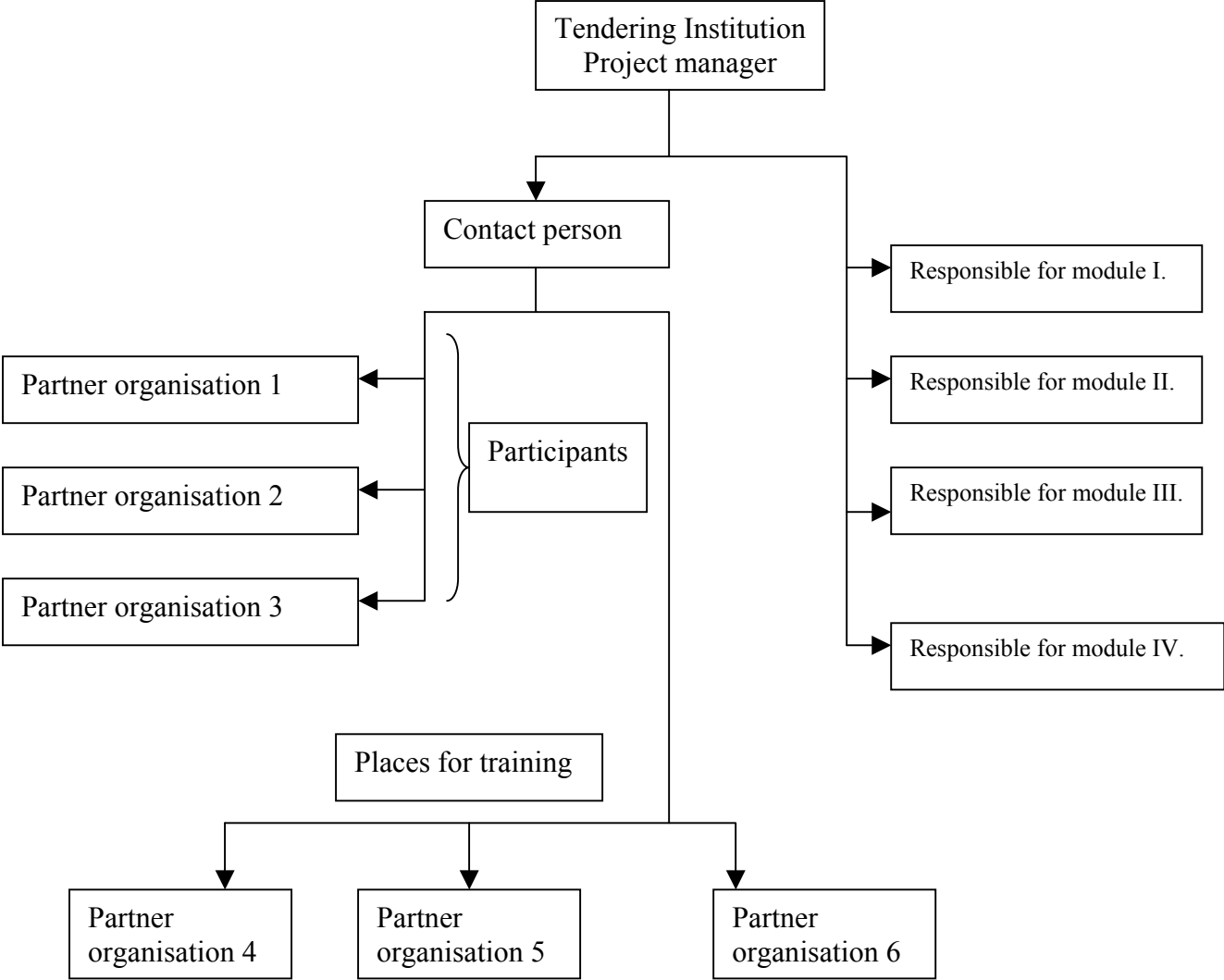
Target Group

The programme is mainly developed for agricultural experts with academic qualifications, so that it would be suitable also for training practicing agricultural managers further.

Project activity and methodology

The suggested method and structure of the project meet the expectation of competence-based training. The syllabus of modules was worked out so that it would suit the specialization of participants, develop their communications skills, and prepare them for successful self- and career management. The module of management theory and management psychology provides entrepreneurial and managerial knowledge. Case studies and training can successfully contribute to develop managerial abilities and skills. This complex method allows this training program to become competence-based which means it should realize widening of managerial knowledge, development of managerial skills and improvement of communications and self-management ability.

The structure of the project



Expected results

After graduation young agricultural careerists face many problems and difficulties they could not have been prepared for in university and college education. When working out the training program the project manager aimed to draft developed syllabuses that would be suitable both for standard and content and for accreditation of academic lifelong training. By doing this in the field of management a training program could be set up with a nationally unified syllabus, and a training method which would stay viable after the termination of subsidy. This

preventative point of view was taken into consideration when selecting contributing partners and places of education. They mainly validated the extremely important references value concerning maintenance when selecting places of education.