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REPORT
OF
FINAL EVALUATION
OF
IHAP SOUTHERN YOUTH PROJECT

DONE BY

PARTNERSHIP FOR PRODUCTIVITY INTERNATIONAL, INC.

NOVEMBER, 1985

Abbreviations

AST	-	Advanced Skills Training
BMC	-	Business Management
BST	-	Basic Skills Training
CD	-	Community Development
CDD	-	Community Development Department of the Ministry of Interior
CDW	-	Community Development Workers
D.O.	-	CDD District Officer
IHAP	-	International Human Assistance Program
P.O.	-	Provincial Officer
PfP	-	Partnership for Productivity International
RED	-	Research and Evaluation Division of CDD
RTG	-	Royal Thai Government
SYP	-	Southern Youth Enterprise Development Project
TYC	-	Tambon Youth Center
USAID	-	United States Agency for International Development
YC	-	Youth Camp
YDP	-	Youth Development Project

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INTRODUCTION

The Community Development Department(CDD) with support from IHAP initiated a program for youth skill development and job creation in three provinces in the South of Thailand in April, 1982; the Southern Youth Enterprise Development Program (SYP). The original project design stated that the goal of this program was to test a model for youth development which had been developed and used in the Northeastern Region of Thailand in 1981-1984 and which could be used in other provinces and regions. That design also called for an end-of-project evaluation which would focus on whether the project had met its goals.

IHAP hired Partnership for Productivity International, Inc. (PfP) to collaborate with the CDD Evaluation Office in this evaluation. Because of the relatively short time of implementing some of the project activities the evaluators have chosen to qualify statements about whether SYP had attained its goals and make a series of recommendations about the model its underlining assumptions and its application in the future, both within the project area and elsewhere.

The evaluation was carried out during the period October 16-November 18, 1985 and was done jointly with staff of the Research and Evaluation Division of CDD. This report covers the process, the findings, and the conclusions and recommendations arrived at by PfP. This report does not incorporate fully the evaluation process and conclusions arrived at by the CDD evaluation team because they are not yet available. Also, more emphasis is placed in this report on evaluating the inputs made by IHAP. However, it does draw on some of the information gathered by the CDD evaluators.

II. METHODOLOGY

This final evaluation was intended to look at whether or not the SYP has been successful in achieving its objectives and to look at what the effects of the project have been in economic terms, personal well-being of participants, and in political stability and security. It was a joint effort of the Research and Evaluation Department of CDD and PfP, though there are separate reports. The purposes of the evaluation which were jointly agreed upon by RED and PfP were to look at:

1. Has the project achieved its goals and objectives.
2. Have youth learned self-development.
3. Have youth developed new occupational skills.
4. Have youth been able to increase income and become more independent than before.
5. Having increased income, have youth increased the status and well-being of their families and communities.

6. What difficulties were encountered in implementing the program.

In addition, PfP was to look at IHAP's inputs and their impact on the project.

Data was collected through a series of questionnaires administered to a sample of youth, parents and Tambon Council members, and all the Community Development Workers (CDW), CDD District and Provincial officers who participated in the project. In addition, the IHAP advisors and CDWs' were interviewed by PfP on areas not covered by the questionnaires. The project proposal, all periodic reports, credit administration forms and business management training materials were reviewed by PfP though CDD internal reports were not made available.

The survey sample included a total of 360 youth, 30 parents, 52 Tambon Council members, 23 CD Workers, 3 CD District Officers and 3 CD Provincial Officers from the Districts and Tambons in which the project had activities. The sample of youth was to have been a random sample selected from the lists of Youth Camp participants. Due to misunderstanding of the method and time constraints, CD staff in the Districts used the following criterea for selecting youth to be interviewed:

1. Still in the province.
2. Not married.
3. Willing to come to one or more central meeting points in the District where the interviews were held.

This resulted in a somewhat incomplete sample in that, according to project staff, a significant number of youth have either moved or gotten married. It also resulted in there being no control group against which to make comparisons. As it turned out , there were a few persons who were married in the sample.

However, there was a reasonable representation of youth who participated in each type of activity of the project (youth camps, basic and advanced skill training, business management training and loans). The sample ranged from 14% of all participants in youth camps to 20% of loan recipients and was divided proportionately between the three Districts in which the project was implemented. The representation in the sample of each of the 25 Tambons which had received project assistance was not consistent with one tambon, Chang Klang in Chawang District having 27 or 7.5% of the sample and another (Tham Phanara) having only 5, or 1.4% of the sample. However, it is felt that this inconsistency will not have a significant impact on the results of the survey. Table 1 on the following page summarizes the profile of the youth interviewed by Tambon and District.

Nakorn Si Thammarat Province
Chawang District

Tambon	# of Interview	Sex M	Sex F	Under 15	Age 15-20	Age 21-25	Age Over 25	Religion Buddhist	Religion Moslem	Marital Status * S	Marital Status * MF	Marital Status * MA	Education 4Yrs	Education 7Yrs	Education 10Yrs	Education 13Yrs	Assistance Received YC	Assistance Received BST	Assistance Received AST	Assistance Received BMC	Assistance Received L
1. La Aay	13	6	7		6	7	-	13		10	2	1	1	5	5	2	13	13	8	10	4
2. Chang Klang	27	6	21		11	14	2	27		26	-	1	4	14	6	3	24	18	7	13	3
3. Sai Ra	26	7	19		10	16	-	26		24	1	1	9	11	4	1	25	25	14	16	4
4. Tham Phanama	5	4	1		2	3	-	5		5	-	-		2	2	1	5	3	1	4	2
5. Mai Rieng	13	9	4		3	4	1	13		13	-	-	9	1	2	1	11	13	6	8	8
6. Naa Wae	16	3	13		12	4		16		16	-	-	5	8	2	1	9	16	11	10	5
7. Huay Prik	7	2	5		3	4		7		1	-	-		5	2	-	6	6	5	6	-
8. Ka Piad	12	-	12		5	6	1	12		11	1	-	3	7	1	1	10	8	3	4	-
Total:	119	37	82	-	52	63	4	119		112	4	3	31	53	24	10	103	102	55	71	26

Surat Thani Province
Phun Pin District

Tambon	# of Interview	Sex M	Sex F	Under 15	Age 15-20	Age 21-25	Age Over 25	Religion Buddhist	Religion Moslem	Marital Status * S	Marital Status * MF	Marital Status * MA	Education 4Yrs	Education 7Yrs	Education 10Yrs	Education 13Yrs	Assistance Received YC	Assistance Received BST	Assistance Received AST	Assistance Received BMC	Assistance Received L
1. Krud	23	17	6		17	4	1	23		23	-	-	4	17	2	-	17	21	5	11	2
2. Nong Sai	9	1	8	3	6			9		9	-	-	2	7	-	-	7	8	1	5	5
3. Thaa Rong Chang	8	5	3		6	2	-	8		7	1	-	2	3	3	-	7	6	1	3	-
4. Bang Duan	10	5	5		6	4		10		10			1	7	2	-	10	6	4	5	-
5. Tha Kham	18	-	18		16	2		18		17	1	-	6	11	1	-	18	18	8	14	-
6. Bang Ma Deua	15	5	10		7	6	2	15		14	-	1	2	8	5	-	14	12	1	6	7
7. Bang Ngon	20	8	12	1	11	8		20		20	-	-	4	13	3	-	14	14	1	11	8
8. Nam Rob	16	7	9	2	5	8	1	16		15	1	-	2	9	4	1	15	6	2	5	2
9. Maluan	9	-	9		4	5		9		9	-	-	3	6	-	-	9	9	6	9	1
Total:	128	48	80	6	78	39	4	128		124	3	1	26	81	20	1	111	100	29	69	25

Krabi Province
Muang District X

Tambon	# of Interview	Sex M	Sex F	Under 15	Age 15-20	Age 21-25	Age Over 25	Religion Buddhist	Religion Moslem	Marital Status * S	Marital Status * MF	Marital Status * MA	Education 4Yrs	Education 7Yrs	Education 10Yrs	Education 13Yrs	Assistance Received YC	Assistance Received BST	Assistance Received AST	Assistance Received BMC	Assistance Received L
1. Taling Chan	14	7	7		6	8		-	14	12	2	-	4	7	2	1	14	14	6	12	6
2. Krabi Noi	11	5	6		5	4	2	3	8	9	-	2	6	1	3	1	10	11	3	8	5
3. Khao Khram	16	9	7		6	10		4	12	14	-	2	4	10	2	-	13	13	6	14	4
4. Pakasai	11	9	2		3	8		9	2	9	1	1	4	3	4	-	11	10	-	9	7
5. Klong Khanan	20	8	12		10	10		1	19	18	2		5	8	2	5	13	20	4	18	7
6. Klong Khamao	12	8	4		5	7		-	12	10	1	1	3	2	6	1	11	11	4	10	5
Total:	84	46	38		35	47	2	17	67	72	6	6	26	31	19	8	72	79	23	71	33
Grand Total	331	131	200	6	165	149	10	264	67	308	13	10	83	165	63	19	286	281	107	211	84

* S- Single, MF- Married living with family, MA- Married living apart

X - Results of the other two tambon in Krabi werre not available at the time of the writing of this report; however, it is not expected that they will significantly vary from these ones.

III. PROJECT DESCRIPTION

The project design called for a series of activities for youth which when combined would result in dynamic involvement of youth in self and community development, and particularly in creating jobs for themselves. The project was to "provide supportive assistance so that technical and financial resources can be made available to young village men and women between the ages of 16-23 through skills training programs, extension of rural credit, and the provision of small business consultation support.."(1) Group organization and dymanics, leadership training, management of credit, and the establishment of small businesses or small-scale industries were to be incorporated as part of the practical course of study. The training approach was to include group instruction, follow-up village visits, advanced skill training, supervised individual and group projects, and small business management counselling for the efficient use of credit funds. Also, local business and banking officials were to supplement classroom instruction by giving examples of 'real world' economic and management considerations.

The project design was based on the USAID funded IHAP - Youth Development Project (YDP) which was implemented in the Northeast of Thailand in 1981-84, which in turn had drawn upon the experience of a previous, similar project, the Tambon Development Project implemented in 1979-82, also in the Northeast. Whereas the TDP had done region based youth training, the YDP had sponsored tambon level training with loans and follow-up assistance. It is important to note the connection between the SYP and the YDP because it was the intention of this project to test the transfer of the YDP model to a setting which was significantly different than that in which the YDP had been implemented.

A. Goals and Objectives

The primary goals of the Project were to increase rural employment in one District in each of three Provinces of South Thailand (Nakorn Si Thammarat, Surat Thani and Krabi) thereby enhancing the quality of life and the community development process.(2) The objectives of the Project as stated in the proposal were:

"1. the encouragement of village youth to develop their innate, resources and capabilities;

2. the provision of training and support in new occupational skills;

(1) "Proposal - Southern Youth Enterprise Development South Thailand", November 20, 1982, IHAP Pg.3-4

3. the provision of basic management skills to village youth; and

4. the increase of income earning potential."(3)

These objectives were to be accomplished by:

1. providing 2,400 young adults between the ages of 16-23 years with their first introduction to Government Youth Programs (Youth Camps);

2. providing 1,000 young adults with the skill and capital necessary to enable them to become self-sufficient and to work with their village leaders for the improvement of their communities (Youth Centers, Basic Skills Training, and Loans);

3. provide introduction to standard banking and loan procedures and to simple business management principles to increase participation in and strengthen the local and regional economy (Business Management Course);

4. to provide follow-up and access to additional training for those youth who seek to establish small-scale village industries (Advanced Skill Training and Management Counselling); and

5. to provide a pilot for a practical approach to community - based small enterprise promotion and leadership development for young adults."(4)

B. Activities

Specific activities to have been implemented and their purposes are listed below:

- 4 Youth Camps (YC) per year for two years in each of the three targetted Provinces with 100 youth and for a period of 10 days. The purposes were to create unity and responsibility among the youth campers, to search for genuine and natural youth leaders and to promote leadership skills among them, to encourage the youth to organize their own institution, namely, Tambon Youth Centers(TYC), and to examine those youth seriously interested in training for self-employment.

(2) Ibid Pg.13
(3) Ibid Pg.5
(4) Ibid Pg.13

- Basic Skill Training (BST) in income-generating skill areas selected based on needs of local labor market and new business opportunities in the local and regional market. This training was to be conducted at the Tambon level for 350 youth in year 1,, 500 youth in year 2, and 150 youth in year 3, of the Project. It was to provide youth with new technical skills which would be used to generate increased income.

- Loans were to be provided to trained youth 350 in year 1, 500 in year 2, and 150 in year 3, so that they could start up new businesses utilizing their new skills and earning income.

- Advanced Skills Training (AST) in both technical and management skills to approximately 40% of youth receiving the BST in order to fully prepare them for operation of small businesses and small-scale industries. The AST was to ensure the comprehension and utilization of the BST, to allow entrepreneurial and motivated youth the training and support necessary to initiate and operate viable small enterprises, and to select a core of particularly adept youth for training as small business consultants.

Another product of the Project was to be materials, both skills training curriculum and small business assistance and loan management which would be available for use in other areas of Thailand.

The Project was a collaborative effort to be implemented by the Community Development Department (CDD) of the Ministry of Interior with technical assistance from IHAP, particularly in developing the structure of the credit scheme and managing the Revolving Loan Fund (RLF), in developing small business planning and cost projection worksheets for each skill area, in providing individual small business follow-up, in providing technical input in the selection of small-scale technologies and in providing management consultancy training to select youth and CD Workers. In addition, IHAP was to assist in the organization of Youth Camps, in selection of youth for skills training, in development of curriculum for the skills training, in identifying youth for advanced training, and in the overall management and reporting of the Project.

The Project was to be implemented in selected Tambon in one Distict in each of the three targetted Provinces in Region 8.

IV. FINDINGS

On the whole the Project was implemented in accordance with the original design, though not in accordance with the original work plan and schedule. The targets for Youth Camps, Basic Skills Training, Advanced Training and Business Management Courses training were mostly completed. The Project fell short in reaching its target for loans due mostly to shortages and changes in personnel, and to administrative delays. Finally, a complete set of materials related to small business planning and loan management was produced.

It is not entirely clear that the youth reached were those most in need of assistance though there is some indication that the youth met the criteria used for selection by the Project.

On the whole both the youth receiving services and their parents were satisfied with the Project and recommended that it be continued. CDD staff stated that they had benefitted significantly from the new skills they had acquired through the Project and other projects, besides youth, with which they are working had also benefitted significantly as a result of their application of those skills with womens groups, production groups, and credit unions mentioned in particular.

Finally, it appears that the Project has reached a point at which there are a minimum number of people adequately trained and with adequate systems in place for the activities, particularly supervised loans, to continue in the future. There will be a period of adjustment after the IHAP advisors leave, but if the CD workers and CD Officers are allowed to concentrate on the project activities and those most qualified are not moved out of the districts for the next six months, then they will be able to make those adjustments well enough to ensure some continuity of the SYP activities, particularly loans, on a limited scale. There is some question as to whether sufficient funding will be available for future Basic and Advanced Skills Training courses. However, already some of the CDD staff are considering ways to get around the financial constraints of their own agency and to tap local resources in ways previously unthought of. It is doubtful that the existing loan funds will be adequate to meet the demand created by both the training and the loan activities to date, and so, additional skills training is not necessarily called for, though there is clearly demand for it.

A. Target Group

At the beginning of the Project IHAP and CDD personnel toured the target provinces in order to select one district in each and several tambon in each of those three districts as the SYP target areas. The field assessment considered the socio-economic conditions and political and logistical issues. During the site selection visits, a serious attempt was evidently made by IHAP to have some economically less advantaged districts

included in the target group. CDD reported that such districts were either unsafe, short of CD personnel and infrastructure, or both . IHAP expressed the need for diversity in site selection, and apparently the RTG reserved the right to make the final decision on the sites.

In the end the following districts and tambon were selected:

Krabi Province	Muang District	Khao Khram Khao Thong Khlong Khamao Khlong Khanan Krabi Noi Nong Thalay Pakasai Taling Chan
Nakorn SriThammarat	Phun Phin District	Chang Klang Huay Brik La Ai Ka Piat Mai Rieng Naa Wae Sai Ra Tham Phanara
Surat Thani	Chawang District	Bang Duan Bang Ma Deua Bang Ngon Krud Maluan Nam Rop Nong Sai Tha Kham Tha Rong Chang

A baseline survey was done of the three target districts selected for the SYP. This survey included general socio-economic data as well as some economic indicators of the youth participating in youth camps. It was found that the average population per tambon was significantly lower in the three target districts, and particularly in Phun Phin which had only 2648 versus 5137 in Muang Krabi and 8760 in Chawang, than had been the case in the target areas of the YDP. This meant that the population was less concentrated, and the villages were smaller.

Most of the population in the three districts is engaged in rubber production although there are a few tambons where rice cultivation predominates. In those areas with high levels of rubber production almost every family also has its plot of paddy as well as a few fruit trees. In addition, most families raise at least a few chickens and/or pigs which means that in addition to having a relatively stable source of income (a youth can earn 3,000 Baht per month tapping rubber which takes less than

half the day) they are significantly self-sufficient in terms of food. The cultivation of fruit and coffee is widespread as a secondary cash crop and in only two of the tambons is fishing a significant income generator.

This firm economic base means that the demand for gainful employment is not very high. Even given that situation, one of the problems which it was hoped the SYP could contribute to alleviating was the outmigration of youth from these rural districts to eiter the larger provincial or regional towns or Bangkok. Therefore, it appeared that there was some room for job creation in the target areas. The issue of whether traditional skills training would offer enough incentive for youth to take out loans and engage in at least parttime enterprise activities arose as it was found that the three target districts were, generally speaking, better off than their neighbors.

Youth are defined in RTG development plans as persons between the ages of 15 and 25 who are not married, and are out of school. Table 1 above on page 5 shows that the youth served by the project were predominantly (94.9%) between the ages of 15 and 25 with an additional 3.0% having been between those ages when they entered the program. The youth were all Buddhist in Phun Phin and Chawang, while being mostly Moslem(79.8%) in Krabi, mostly single(93.1%), and the majority (74.1%) had seven or less years of education, which is the current compulsory minimum in Thailand. From baseline data collected at Youth Camps, the average monthly income in each tambon ranged from a low of 1015 Baht in Pakasai Tambon to a high of 5010 Baht in Tham Phanara with the overall average being 2371 Baht. The survey also indicated that 56% of the youth already had some paying work. This could explain why there was not more demand for loans.

B. Activities Implementation

The program model which was implemented was a series of activities conducted in a more or less lock-step fashion. Whereas the original design called for youth camps, training, and loans to be occuring initially in sequence and thereafter simultaneously, in fact, the entire effort of each activity was done more or less in sequence. This was to a significant extent due to severe understaffing of the project, particularly at the CD worker level. After the site selection, the project moved into Youth Camp activities, during which much of the baseline survey work was done.

1. Youth Camps and Tambon Youth Centers

The first of these activities were Youth Camps which were held for the purpose of setting up Tambon Youth Centers (TYC). They brought youth together to teach them the value of self-

discipline and reliance and working together while also giving them some information on SYP, health, nutrition, first-aid and a small range of other topics. They ranged in duration from 4-7 days and were very intensive with activities all day and in the evenings. A total of 24 IHAP/AID sponsored Youth Camps were held and a total of 2150 youth (89.6% of the target) were thus initiated into the RTG Youth Center Program. Since IHAP took an active part in one other camp which 87 youth attended, the total for SYP comes to 2237 or 93% of the target of 2400. Table 2 on the following page is a summary of Youth Camp activities and indicates when and where camps were held and how many youth participated in each one. As can be seen from this table all of the camps were held within the first year of the project, rather than over the first two years as planned. There was probably some efficiency gained in doing this, however, one particular disadvantage was mentioned by project staff and participants. In the time gap between YC and subsequent training many youth selected at the camp for training either moved away or were married. The first instance is something which the Project was trying to prevent, youth migration. The second, marriage, disqualified them from being youth. In practice, it seems that SYP was in a few cases willing to overlook the marriage criteria in selecting persons for training. Also, it seems that in several instances belief in and interest in training waned over time, and thus it was more difficult to recruit trainees when it did become available. This in turn caused some delays in implementing the training.

The present status of the Tambon Youth Centers (TYC) resulting from the YC is uncertain. Survey results indicate that they exist in all of the targetted Tambons. For example, Krabi Province reported that as of October, 1985 there were 21 Tambon Youth Centers with a total of 1455 members. Some reports indicate that within six months after the TYC were formed participation in them and their activities declined. However, that they exist at all indicates that at least youth in all three Districts have been motivated to become visibly more active and productively involved in youth and community activities. The purpose of setting up these TYC was to create the structure within which the SYP activities could take place. Several persons in CDD questioned who really is running the TYC, CDD staff or the members themselves. Evidently there have been a number of instances in which the CD Worker has been the primary force in organizing TYC meetings and activities, and this was not the intention when the TYC were set up.

There are very mixed feelings about the value of the Youth Camps as part of the process of the SYP. On the one hand they are the means for establishing the Youth Centers, on the other hand, very little of what happened at the camps focussed on that point. If they are to be included, then they should have more activities organized around communicating the what, how and whys of TYC and around the youth identifying activities that will catalyze their group to form. That was one of the ideas behind income generation for youth, to get them to form group

Table 2

Round One and Round Two SYP Youth Camp Schedule

Tambone	Province	Dates	Youth Attending
Bang Ma Deua	Surat	10 May 16 May 1983	87
Huay Brik	Nakhorn	22 May 28 May 1983	112
Pakasai	Krabi	5 Jun 7 Jun 1983	95
Bang Deuan	Surat	22 Jun 25 Jun 1983	78
Tham Phannara	Nakhorn	3 Jul 9 Jul 1983	118
Krabi Noi	Krabi	17 Jul 23 Jul 1983	98
Ma Luan	Surat	31 Jul 6 Aug 1983	74
Mai Rieng	Nakhorn	14 Aug 20 Aug 1983	101
Nong Thalay	Krabi	28 Aug 3 Sep 1983	78
Nam Rop	Surat	11 Sep 17 Sep 1983	76
La Ai	Nakhorn	25 Sep 1 Oct 1983	116
Khlong Khamao	Krabi	9 Oct 15 Oct 1983	87
Tha Rong Chang	Surat	24 Oct 27 Oct 1983	101
Khao Thong	Krabi	8 Dec 13 Dec 1983	59
Khao Khram	Krabi	19 Dec 23 Dec 1983	68
Chang Klang	Nakhorn	5 Feb 11 Feb 1984	90
Nong Sai	Surat	12 Feb 17 Feb 1984	74
Taling Chan	Krabi	20 Feb 24 Feb 1984	74
Sai Ra	Nakhorn	26 Feb 3 Mar 1984	105
Krud	Surat	4 Mar 9 Mar 1984	86
Kabiet	Nakhorn	7 Mar 13 Mar 1984	95
Na Wae	Nakhorn	25 Mar 31 Mar 1984	93
Khlong Khanan	Krabi	25 Mar 29 Mar 1984	72
Bang Ngon	Surat	26 Mar 1 Apr 1984	107
Tha Kham	Surat	8 Apr 13 Apr 1984	93

Total Number of Youth by District

District	Round One	Round Two	Total
Phun Phin	416 *	360	776 **
Chawang	447	383	830
Krabi	358	273	631
	1,221 ***	1,016	2,237 ****

* 329 Not counting Bang Ma Deua
** 689 Not counting Bang Ma Deua
*** 1,134 Not counting Bang Ma Deua
**** 2,150 Not counting Bang Ma Deua

enterprises. This evaluator is of the opinion that group enterprises are more complex for a program of this sort to deal with, and given the limits of the resources, it was not realistic to expect that this project could bring youth far enough in the time available to have anything to show for their efforts.

2. Basic Skills Training

The second activity of the Project was training in skills areas in which youth could generate income. These areas were selected based upon interest youth expressed at the camps and afterwards on some analysis of economic opportunities. Courses ranged in duration from 15 hours over 3 days for Agriculture (chicken raising) to 500 hours over 100 days in Sewing and Hairdressing and 465 hours over 100 days for Electrician training and averaged 235 hours over 54 days. There were a total of 19,048 training hours in a total of 81 courses in a total of 15 different subjects including weaving, electricity, hairdressing, barbering, sewing, carpentry, engine repair, knitting, masonry, welding, pigs, fishraising, cows, chickens and bees. A total of 949 youth completed this training, or 94.9% of the target of 1000.

The skills training courses were divided into two groupings or rounds. Round One covered the first four Youth Centers of each District (five in Phun Pin) and Round Two covered the second four Youth Centers of each District for a total between the two rounds of 25 Tambons. Round One training started in November, 1983, and continued into January, 1985 while Round Two started in October, 1984 and was completed in September, 1985. These activities were started and completed significantly behind schedule and this adversely effected the implementation of both this and other activities, particularly that of loans. During the first year of the Project a total of 58 youth completed basic skills training, or 16.6% of the target of 350, in the second year a total of 363 youth completed BST or 72.6% of the 500 targetted for that year, and in the third year a total of 528 youth completed BST, or 352% of the target. Appendix A, Table 1 - Training Schedules contains a detailed listing of the training courses conducted broken down by District and Round while Table 2 - Training Summaries breaks down the training given by subject, District and Tambon. Table 3 below summarizes the training given by subject and District.

Table 3. Training Summary

Subject	Phun Pin Youth	Phun Pin % of Total	Chawang Youth	Chawang %of Total	Muang Krabi Youth	Muang Krabi %of Total	Total Youth	Total %
Agriculture	85	30.9	31	24.7	159	57.8	275	29.0
Barbering	13	13.5	46	47.9	37	38.5	96	10.1
Carpentry	4	30.8	-	-	9	69.2	13	1.4
Electricity	16	32.7	17	34.6	16	32.7	49	5.2
Engine Repair	-	-	8	100.0	-	-	8	0.8
Hairdressing	51	31.1	101	61.6	14	8.5	164	17.3
Knitting	4	20.0	8	40.0	8	40.0	20	2.1
Masonry	27	100.0	-	-	-	-	27	2.8
Sewing	62	22.8	121	44.5	89	32.7	272	28.6
Weaving	10	76.9	3	23.1	-	-	13	1.4
Welding	-	-	-	-	10	100.0	10	1.1
Total	272	28.7	335	35.3	342	36.0	949	100.0

It shows that the training was fairly evenly distributed between the three districts though varying from subject to subject and heavily concentrated in Agriculture, which represents several different courses on cows, chickens, pigs, beas and fish raising, and sewing and hairdressing, which when combined, are 74.9% of the youth trained.

Courses were organized by CD workers and officers with assistance from IHAP advisors and CD provincial and regional staff. The idea of holding BST at the Tambon level was found to be more difficult in Region 8 than it had been in the IHAP-YDP program in the Northeast upon which the design was based. There were three reasons for this. First the shortage of personnel, particularly CD Workers, made it more difficult to organize the training as scheduled. Second, the geographic distribution of youth is more dispersed in the South than in the Northeast. Whereas sufficient youth could be found in two or three concentrated villages near each other in the Northeast, the youth in the South were more spread out, and this made it more difficult for them to commute to the courses, which resulted in increased costs and poor attendence. In Chawang and Phun Phin all attempts to hold courses combining youth from several tambons into one training were abandoned. In the YDP there were no funds used to pay for youth travel and only a little food was provided since most of the youth were close enough to their homes to eat with their families. Neither of these was the case in Region 8. Any future programs should look closely at the geographic distribution of the target population in order to accurately assess realistic costs and logistics for such activities as local training.

It was reported from several sources that delays in the implementation of the first round of BST were caused to a great extent by the shortaged of personnel combined with their inexperience in preparing training proposals. Evidently the proposals which were prepared had to be returned by CD Region for completion and/or revision prior to their being forwarded to CD Central in Bangkok for approval. Improvements were noted in the second round of BST as the speed of the proposal preparation and their completeness was better than in the first round, and consequently the training was implemented more quickly.

According to several sources there was some difficulty in locating trainers for the project, and delays therein caused some delay in the implementation of training. These difficulties apparently arose from two sources. The availability of people with the necessary skills and experience at the Tambon level was not necessarily inaccurately assessed in planning the project, but the cost to the project of those persons was much more than had been anticipated. Unlike in the Northeast where the IHAP-YDP found a surplus of skilled technicians looking for work, in the South there are apparently enough well-paying positions for persons with such skills that there is not much, if any, of a surplus. As evidence, Phun Phin reportedly staggered their training sessions in order to accomodate the few local, skilled instructors. The evaluation did not attempt to document this fact as many of the people involved in the SYP had previous experience in locating skills trainers, and so their word was accepted as fact. In order to minimize the impact on the budget, staff apparently were able to find qualified government workers whose services were made available at little or no cost to the Project, though only after protracted negotiations. In Chawang, they relied entirely on professional instructors from the Non-Formal Education Department of the Ministry of Education.

Another reported cause of delays in training was the approval and delivery of funding to cover the costs of the training. Interviews with CD staff indicated that it normally takes as long as a year from the time that a training proposal is submitted from the field till the funds are actually received. The concensus of comments was that the IHAP/AID support had reduced that time period considerably, but that there still had been significant delays in the transfer of funds to pay for the courses. In one case it took 2 months for funds to get from the Province to the District. These delays not only disrupted the training schedule, they also created more work for the already overworked CD workers because they had to organize courses more than once.

As had been planned, the skills training course materials developed in the IHAP - Youth Development Project in the Northeast of Thailand were brought to the South and were made available to trainers. The difficulty SYP had in locating trainers evidently extended to getting them to use the prepared materials. In a few cases, it was stated, they did go over the

materials and use them in the courses. Apparently in most cases, though, they chose not to use them and followed their own lesson plan which was seldom documented.

In most cases, 71.2% youth heard about the training through CD Workers, but it is also interesting to note that 49.1% of the respondents indicated that they had heard about training from the Tambon Council or village leaders. This would indicate that the program was somewhat effective in using local channels and organizations for promoting the training. However, it was the youth themselves, 91.1%, who made the decision about taking the training, with parents being the second most important at 4.6%.

The various surveys gave fairly consistent reflection of how people felt about the training. Of the over 350 youth interviewed in the evaluation survey approximately 85% of them had had at least one course of Basic Skills Training. Included in this group were at least 22 persons who had not attended a Youth Camps though presumably they are members of a Youth Center. The proportion of youth interviewed who had received training in each of the 15 subjects was roughly equal to the proportions of total youth who completed those subjects as shown in Table 3 above. Almost all the youth (97.9%) interviewed were either Very Satisfied (51.8% of total) or Satisfied (46.1%) with the training they received. There was more satisfaction with the training in Chawang than in the other two Districts as 64.7% of respondents there were Very Satisfied while only 43.6% and 45.5% were Very Satisfied in Phun Pin and Muang respectively. Perhaps a better reflection on the usefulness of the training is given in the youths responses to questions about their confidence in being able to use their new skill and whether the skills they received are sufficient for them to start a business. Table 4 on the next page shows the distribution of those responses by District. It shows that a significantly smaller portion of the youth who received training are very confident in their ability to use the skill (22.1%) than were very satisfied with the training, though an additional 60.9% have some confidence while a total of 17.1% are either uncertain or have little or no confidence in applying what they learned. The proportion of youth who feel they have enough skills to start a business are similar with only 18.6% feeling uncertain, marginally skilled or not at all skill.

Table 4. Confidence In New Skills

	Phun Pin		Chawang		Muang Krabi		Total	
	No.	%	No.	%	No.	%	No.	%
1. Confidents in applying skill - Very	19	18.8	29	28.4	14	17.9	52	22.1
Somewhat	58	57.4	55	53.9	58	74.4	171	60.9
Uncertain	12	11.9	15	14.7	3	3.8	30	10.7
Little	12	11.9	2	2.0	2	2.6	16	5.7
Non at all	-	-	1	1.0	1	1.3	2	0.7
2. Skills enough to start a business								
Very much	9	9.0	15	14.7	2	2.6	26	9.3
Enough	65	65.0	74	72.6	62	79.5	201	72.0
Uncertain	8	8.0	6	5.9	3	3.8	17	6.1
Not enough	18	18.0	5	4.9	11	14.1	34	12.2
Not enough at all	-	-	1	1.0	-	-	1	.3

However, these figures do not reflect just the BST because 38.1% (or 107 respondents) of Youth who had completed BST had also completed an Advanced Skills Training Course. If one were to remove those with AST, then the portion of youth who are uncertain, or have little or no confidence rises to 27.6% and the ones uncertain or feeling they do not have enough skills to start a business rises to 29.9%. This still means that the majority of trainees feel they learned something useful in the BST.

When asked to evaluate different aspects of the training over 85% of the youth gave high marks (Very adequate/appropriate or Adequate/appropriate) to all (site, equipment, triners, theory, and practicals) but one aspect, the length of the training, for which 36.0% were uncertain, or felt it was inadequate or not at all adequate. This observation was further highlighted in an open-ended question asking for suggestions about training as 42 respondents suggested that it be longer. So, even though Youth appreciated the training, there is still a question about the sufficiency of BST for youth to be able to create new jobs for themselves. Of parents interviewed 40% suggested that youth needed more training in order to be able to start their own business with those skills.

Feeling is one thing and doing something about it is another. In November, 1984 a survey was conducted to monitor the program. At that time they found that 71% of youth surveyed who had received training were using their new skills and 34% of them were earning extra income from it. In this evaluation 11.5% of respondents indicated that they were using new skills in a

primary occupation, 33.5% in a secondary occupation, and 37.1% with their families. In other words 82.1% were putting their new skills to some use. However, when asked about the occupation in which the skills were being applied, only 38.7% (89 respondents) replied that they were not using their new skills. Then when asked if they were not applying the new skills, why not, only 42.4% responded that they were applying them.

Parents interviewed indicated that their expectations of the SYP were that it would enable their children qualifying as youth to have a job(90%) or "be a better person" (55%). These expectations were "highly realized" for 60% of the respondents and "realized" for 35%. The changes noted after training were that youth were more helpful with their families and in the community than before (70%) and better behaved (40%) and "changed for the better" (10%) in the eyes of the respondents. Some parents felt that there should be training for more youth (35%) and more advanced training (25%). All but one respondent felt that the training had helped their child be more polite, well disciplined, have more determination to get a job, and be broader of mind, more generous and socially active.

Tambon Council members interviewed gave somewhat less glowing, but still positive marks to the training, indicating in only 23.5% of responses that youth would be able to use the training skill "a lot" and in 76.5% that youth would be able to use some of the skills of training. However, 29.4% felt that the project as a whole would help very much youth to get or create jobs while 67.6% felt it would help some. In addition, 64.7% stated that there should be more skills training, though they did not differentiate between training for more youth or that the youth already trained needed more training. 94% of respondents felt than the training subjects were appropriate for their tambon.

CD workers and IHAP advisors indicated that the skills training was useful and, on average, the BST was sufficient to enable only some youth to start a business. They saw the advanced skills training as necessary complement to the BST for youth to establish a successful business using these skills. They pointed out that youth come to the training with different talents, experience, and levels of interest, each of which impacts on what they are able to take with them from the training. According to both CD Workers and IHAP advisors female youth came to the training more regularly and applied themselves to developing new skills than did male youth. This might reflect that male youth tend to be involved in rubber tapping and are satisfied with that as a source of income. It appears that in some instances quantity took precedence over quality in the training courses as attempts were made to complete targets of number of youth trained by recruiting youth who were less than well motivated towards the training.

It was very hard to judge the quality of the courses provided, and although the participants expressed satisfaction

about them, there are several questions which are worth considering for any future projects of this sort. An experienced farmer might be able to learn a new technique in a fifteen hour course. However, vast experience around the world has shown that unless that training is regularly followed-up with on-farm visits to support the application thereof, then the courses have very little impact on agricultural practices. Youth apparently recognize this fact, and several courses in agriculture had to be cancelled at the last minute because they had decided not to attend. Also, CD workers mentioned that it was important for them to liase with agriculture extension workers, particularly whenever a youth had received a loan for an agricultural project. This suggests that there is not a regular activity of follow-up to the agricultural courses, and so the impact of those courses is probably much less than would be implied by the number of youth completing them.

In other instances it was noted that because of insufficient planning in the hairdressing and barbering courses, there were not enough people for the trainees to practice on available, and so course participants were often spending most of their time waiting for someone to come on whom they could practice. And yet, according to staff and advisors, hairdressing and barbering, together with sewing, appear to be skills which youth are most likely to develop into at least parttime income earning enterprises, with or without loan funds. Perhaps it is the low cost of going into those lines of business that makes them so appealing.

It is questionable whether sufficient consideration was given to assessing the real economic opportunities in each locale before a training course was offerred. Youth preference definitely must be taken into consideration in planning training courses, but it makes little sense to train large numbers of youth in skills which they probably only use in their homes, or which they will have to migrate to a larger city in order to be able to find viable work. The self-selection mode of recruitment used for the advanced skill training courses would ensure that only the more highly motivated youth would attend. It needs to be complemented with a course selection process which involves local business leaders as well as youth and the course planners.

On the other hand, it needs to be recognized that a significant part of skills training courses is, in fact, dedicated to behavioral skills development directly related to what youth will spend a major portion of the rest of their lives doing, their work. The parents observations on improved and/or more responsible behavior is probably the best indicator of this area of the training on youth. The impact which those changes in behavior have on the community remain to manifest.

3. Business Management Courses, Loans and Follow-up

The Business Management Course(BMC), loans and follow-up were all considered to be part of the loan activities, and so

they are dealt with jointly here. This element of the project was to provide youth who were members of Tambon Youth Centers, and who presumably had received skills training through the SYP, with the capital they would need to start up a small business activity of their own applying the skills they had acquired. It was also hoped that, with the advanced skills training, groups of youth might be able to work together in small industries which would be new to their areas and which had potential to grow and develop. In the original project budget there was $87,000 (2,001,000 Baht) allocated for loans. Evidently some people in the project at first assumed that each youth completing the training would receive a loan to start a business activity. That would have meant that each youth would have received an average loan of approximately 2000 Baht. There was some unclarity in the project paper as to whether it was expected that every graduate of the BST would request and receive a loan. It was clear that the BST was to train youth in skills which could be used to generate at least additional income if not be the primary source of income for the youth. However, the BST did not profess to provide the youth with the skills of managing a small enterprise. The BMC was an attempt to enhance that posibility.

Experience in numerous other small enterprise promotion and development programs has shown that most people are not interested in running their own business, that most would prefer to be employed by someone else, preferrably a company or the government which will provide some measure of stability, and thereby, security. As often as not, self-employed persons are so out of economic necessity rather than preference. In the target districts of the project it has already been mentioned that the economic conditions are far from those which would necessitate gainful self-employment using newly acquired and perhaps somewhat untried skills, especially since youth have in most tambons the option of tapping rubber for a reasonable return for their efforts and almost no risk. For these reasons it was not realistic to think that even the majority of training graduates would receive loans.

Then the project design states, "Of youth trained each year, approximately 40% will be offerred a second round of training in order to fully prepare them for operation of a small business or a small scale industry." This implies a much lower number of loans than the 1000 which some people take to be the target. It is clear that a much smaller number than the 1000 BST graduates was a more appropriate target for the project. Given the delays in completing the basic and advanced trainings, even 400 loans would have been unrealistic.

After youth have graduated from vocational training, the CD worker sets a schedule for the Business Management Course (BMC). The original version of the course was 25 hours conducted over a three and a half day period. The final version of the course is 12 hours conducted over a three day period so that the youth can continue to tap rubber in the mornings and come to the course in the afternoon. The youth receive training in business

principles: what is a business, elements of successful business, basics of management and marketing, what is profit and how it can be used, review of basic arithmetic, basic accounting - cash book, credit account, equipment supply account and sales account, and basic business planning or doing a simple feasibility study. These BMC are conducted over a three day period at the tambon level for anywhere from 10-46 youth at a time. Several versions of the BMC were tried before the current one was arrived at. The course is not seen as sufficient by itself to train youth in basic management, but rather it is an introduction which enable them to start the process of planning their business and implement it with follow-up support from CD Workers and other youth from the Youth Center.

Youth who wish to borrow from the SYP Revolving Loan Fund are required by CDD to attend this course and this seems appropriate. One pitfall that the Project seems to have avoided is creating any expectation that attending the course will guarantee youth will receive a loan, which can detract from the active participation of the youth in the course.

To date the Project slightly less than 994 youth have attended one or more of the 36 BMC. A few youth attended the BMC more than once. Unfortunately none of the survey questionnaires had any questions specifically related to the BMC. The general responses to questions about training give some reflection, but not enough to base any conclusions about the appropriateness and effectiveness of the BMC training. The best reflection is probably the performance of youth who have received loans, and thusfar, that has been very positive. But that reflection is still a vague one in that many other factors such as the skills training and loan follow-up also have a significant impact on loan performance.

This brings up the point of loan preparation and follow-up management assistance as an integral part of the business management training process. After the BMC youth who want loans were expected to develop their business plans and feasibility studies, and the CD workers and IHAP advisors assisted them as they were doing so. After youth received loans IHAP advisors and CD workers visited regularly, at least once or twice a month, each one to see how things were going with their business, to review their accounts and to discuss whatever issues, difficulties or problems the youth might have. It appears that the IHAP advisors did the major portion of this management assistance though CD workers in some cases went with the IHAP advisor to learn from the process. Lately, particularly in Muang District in Krabi, the CD Workers have assumed a more of the responsibility for following up on loans and providing some management counselling.

Here again the issue of the workload of the CD Workers seems to have had an adverse impact. Because the IHAP advisors were available, it was an effective division of labor to have them do most of the management counselling. Since they were on average

more experienced in providing such services, it made sense in the early stages of the loan activities for them to be actively involved. It was difficult to assess to what extent the CD Workers and the CD District Officers are prepared to assume full responsibility for conducting the BMC and for providing project planning and follow-up assistance. About half of the CD Workers said they felt they could do so effectively, though most of them still felt that they could use further training in specific areas such as marketing and cost analysis.

According to the assessment of the IHAP advisors only 3 of 8 CD Workers in Krabi, 3 of 9 in Phun Pin and 3 of 8 in Chawang have grasped enough of the concepts and practices of basic business management to be able to conduct a BMC and provide management counselling. Of those 9 CD workers only 5 are judged to be able to lead the BMC well. This might be enough of a core for the continuation of these courses, since the more qualified CD workers can support the others until more become well qualified. This point will be discussed further under section E. Staff.

Another indicator of the degree to which CD workers have learned basic business management skills is how well they can assist youth to fill in the feasibility study forms. In Phun Phin the majority of the CD Workers still have difficulty in doing that and in determining which youth really need a loan. In part this reflects the general as well as specific inexperience of the more recently hired CD workers; 4 of the 9 had been hired by CDD within the last year.

One sugggestion made about basic business management training for youth was that it is something that should be begun in the fifth and sixth years of primary school, and this idea has some merit though not within the scope of a project like SYP. An observation made by several CD Workers and the IHAP advisors was that the longer the time between the training and when the youth actually were able to start their business activities the less they tended to apply what was taught in the BMC. That is true of any sort of training; the sooner it is applied outside of the course, the better the retention rate. This has implications for how well the program is able to provide follow-up to the BMC. It is reasonable to predict that over time youth in the Youth Centers will begin to assist other youth who are coming out of skills and BMC training to plan and start business and complete loan requests. However, it does not seem that this is occuring to any significant extent, which is to be expected so early in the youth business development process. That Youth Centers must sign any loan application increases the likelihood, though does not guarantee, that the more experienced and competent youth in the centers will assist other youth in business matters, as was envisioned in the program design.

Many people underestimate the effort and time that is required to assist persons inexperienced in managing an enterprise to set up and run even the smallest of enterprises.

For one thing it requires a lot of self discipline to keep track of everything that is going on in relation to the business. This tracking goes far beyond just accounting for expenditures and receipts of funds and goods and services. It means looking at what is happening in the market, looking for ways to make the product or provide the service more easily, and learning whatever one can from anyone else who is in the same or similar business. For youth to take on this responsibly is a very large commitment, and they can often need moral support more than anything else as they encounter the many different obstacles and myriad of opportunities along the way. It is easy to underestimate how much time this very important form of support can take. It is also common for new revolving loan fund programs to not recognize that making loans is a much more complicated process than just finding out who wants money, giving it to them, and then having them pay it back.

Lending Policies and Procedures

There is some indication that persons in CDD appreciated the complexity of the SYP lending activity. Lending is not an entirely new activity to CDD; they have for some time now been supporting the formation and development of Credit Unions, and they have also been involved in some lending to Producer Groups. Care was evidently taken in establishing the Loan Regulations and Procedures. They are on the whole reasonable and complete. There are a couple of points which would be worth reconsidering given experience to date in the project and in similar projects. First, the number of signatures required on the loan application seems to be excessive. After the youth complete the BMC they, with assistance from the CD worker or IHAP advisor prepare their feasibility study for the businesses they wish to establish. They must complete the following forms: Feasibility Study, Loan Contract, Guarantee and Loan Request. The CD workers are to review thse completed forms to ensure that they are complete and accurate. Then the completed forms are to be signed by the youth, by the youth's parent(s), by the President of the Youth Center, by the Village Leader, by the Tambon Council Leader, each indicating their concurrence with the information and their approval of the proposed project. The forms are then submitted to the CD District Officer. What this means is that there are in effect at least four reviews of the project before it even gets to the CDD. Then there are at least three or more additional reviews within CDD before the process is complete. That is seven reviews!!! If nothing else it is incedibly time consuming for the youth to apply for a loan. It is not surprising that there was an initial lack of demand for loans until the CD workers went out in force to coax and coach the youth through the process.

A second issue that deserves review is the interest rate policy. At present it is 5% per annum which is far below market rates. Though there is reason to argue for some subsidies in a project like SYP, the extent of this interest rate subsidy is causing distortions in allocation of resources within the project. The interest rate is in fact below the savings account

rate at commercial banks. In a recent field visit it was discovered that one of the borrowers was holding half of the loan received in a savings account, just in case it was needed. Because that person happened to be in a tambon in which the maximum available to be lent had already been, what she was in fact doing was depriving other youth the opportunity to borrow and perhaps start up an enterprise in which they could put to productive use the skills which they had worked to acquire in the skills training. There needs to be some kind of incentive for borrowers to pay back their loans as soon as possible, and an interest rate which is at least above the savings account interest rate might be enough to do that. Another way to avoid that kind of situation is for the CD worker to consider ways which the youth can minimize the amount of money borrowed without reducing it to the point that the enterprise is no longer viable, or will not generate enough income to make it worth the bother for the youth. As CD workers have more experience working with borrowers, they will in most cases become more adept at assessing the real cash needs of the borrowers and at looking for alternative sources of capitalization of these new businesses.

Loan Administration

One area in which many programs fall down is in keeping track of loan funds; who owes how much and when is it due. When accurate up to date records are not available to management as well as the field workers, uncertainty and confusion result. It can become difficult for the borrower to take the program seriously and if that happens, repayments will fall off to the point that the loan fund decapitalizes and the program grinds to a halt.

An important input made by the IHAP advisors was a solid credit administration, monitoring and reporting system. The key to this system is what is referred to as the Revolving Loan Fund Borrower Details sheet. This contains all pertinent information about the borrower and the loan, including all repayments of principle and interest. By having all this information simply laid out on one sheet of paper for each loan it is very easy for staff at all levels of the program to make a very quick review. These sheets are maintained at the District Office of CD, where all flows of funds occur also.

The second element of this administration system is a reporting format for monthly, quarterly, and six month reports on loan activities. These reports include information about loan requests made, loans granted (number and amount), loan repayments and the status of the loan portfolio. It is concise and in a logical sequence which makes the analysis of the information easier for whoever is reviewing it.

According to CDD staff, they are using this format for monthly reports from the districts to the province, from province to Region and Region to CDD Central in Bangkok. The extent to which CDD management at all levels are reviewing these reports it

is difficult to say. They indicated that they "find them useful". Evidently staff have learned to complete these forms and are at present doing so on regular bais. This at least suggests that a solid foundation has been built for monitoring the loan funds.

Status of Current Loan Portfolio

The review of the status of the outstanding loans as of November 11, 1985 was accomplished by reviewing summary information on loans for each district over the past six months and by talking with CD workers and IHAP field staff about individual loans and the overall portfolio. Additional reflection was gained from the interviews of youth, parents and Tambon Council members in questions which asked about the youth borrowers' ability to repay loans. Talks with CD workers gave further reflection at the Tambon level.

On the whole it is still difficult for anyone to judge how good the current loan portfolio is based on traditional rates of default and on-time repayments since almost half of it represents loans approved within the last month, none of which have come due. Krabi province, Muang District is an exception to that because they have been making loans steadily for over six months and they have had repayments on a substantial portion of their current portfolio.

To date a total of 78 youth have borrowed a total of 785,423 Baht, and a total of 73,308 Baht of that amount has been repaid with an additional 7,386 Baht in interest received. Another 24 youth have requested loans bringing the total requests for loans to 1,185,788 Baht. Of the 712,768 Baht outstanding, a total of 33,763 Baht is overdue (4.7%) representing 13 loans (16.6% of borrowers). This would seem to be an excellent track record, but again, it is too soon to tell because in fact many of the loans outstanding have not had their first payment due, and so it is hard to say what will happen when they do come due. With the monitoring systems in place and being used, the CDD should have little problem in keeping on top of their loan portfolio. The more important question to answer, and which will determine how long the loan fund will last, is will the CD workers be allowed the time and any necessary support to provide the follow-up assistance needed by borrowers. As was already mentioned, less than one third of the CD Workers are qualified to provide mangement assistance. Fortunately the majority of the current borrowers(68%) fall under the supervision of these more qualified CD Workers. The danger in the future will be if those qualified CDW are moved, since they are also providing backup support to the other CDW in their Districts as well as supervising their own youth borrowers. As more youth in the Youth Centers accumulate experience in operating enterprises, they will be able to augment the CD workers assistance with their own.

4. Staff

There are two major issues related to staff which have had a significant impact on the performance of the SYP throughout its implementation; shortages and rotation. From the very beginning of the project is was apparent that there was a serious shortage of staff to implement it in the way called for in the design. When the three target districts were selected, Muang in Krabi Province had 8 CD Workers in 16 tambons, Phun Pin District in Surat Thani Province had 9 CD Workers in 15 tambons, while Chawang District of Nakorn Si Thammarat Province had 9 CD Workers covering 11 tambons. In the YDP there had been at least one CD Worker for each tambon and two in a few. This discrepancy is somewhat offset by the fact that the tambons in Region 8 have on average fewer people than those in the Northeast where YDP operated. This advantage in turn is offset by the fact that in the South, the villages are not close clusters of several hundred households, as in the Northeast. Rather, a hundred or so households are scattered over a large area. Also, the road communication within and between villages is poor with hills, streams and canals making it very difficult, particularly in the rainy season for anyone to get about.

Another factor contributing to the staff shortage is the work load placed on CD workers. Each one is responsible for working on projects which pertain to each of the nine development activities. They are also called on to assist in elections, local regional and national celebrations, "mobile district" and "model village", annual flood relief with the Public Welfare Department, as well as having some district level functions such as CDD project proposal writing, sub-committees, and special projects.

The second issue with which the project had to contend throughout its life was continuing changes in CDD personnel at all levels. There were several changes in CD Provincial Officers, CD District Officers, Provincial Youth Affairs Oficers, and, probably most significantly, CD Workers. Disruptions of projects are commonplace whenever leadership in them is changed. There is always a period during which activities are delayed as the new persons try to understand what is happening so that they can responsibly manage it. SYP was no exception, and some delays in project activities were the result of changes in supervisory personnel. Of probably greater significance to the viability of the ongoing activities, and particularly the loan fund, were the changes in the CD Workers in the target districts. Over half of the CDW interviewed had been in their current sites less than one year, and of them at least half were even new to CD work. It is no wonder then that so many uncertainties about the project and specific functions were mentioned by staff. IHAP had evidently made a formal request to the CDD at the beginning of the SYP that personnel involved with the project be maintained to the greatest extent possible. It is unclear whether CDD made a serious attempt to respond to this request or not. The fact of the matter is that there were entirely too many changes in staff in

the SYP for it to be able to do what it set out to do. What they were able to accomplish, given the numerous staff changes, is commendable.

The positive impact on CD Workers, particularly those who were with the project throughout, is perhaps what will be the most farreaching of the SYP. CD workers when asked what they had learned or how their work had benefitted from the project stated that what they had learned about business management and economic project analysis is very important to what they are already closing, with women's and other production process as well as credit unions. Even the few CD Workers who had had previous training business management skills such as accounting said they had benefitted from IHAP's inputs to the project because it both put the application of those skills into the context of rural small scale economic projects, and also introduced them to particular, useful tools such as the cost worksheet and project analysis worksheet. Particularly the CD Workers who had been working in the project for a year or more said that the business skills and project analysis were integral to all of their work and they wondered why it was not part of their overall training.

CD Workers who had been assigned to project tambons more recently clearly did not benefit as much from their participation in the project, and there were several reasons for this. First, many of them were new to CD Work and are still learning the basics of CD Work and the many development plan activities they are responsible for working on in their Tambons. Second, as a result of the first, they have had little involvement with the skills training and other activities of the project, their contacts with youth are not as extensive and their orientation to the SYP minimal and informal. Third, they did not participate in all of the seminars conducted by IHAP advisors for training CD Workers in BMC and in preparing them for applying the project analysis, cost analysis and loan application forms. And fourth, because the new CD Workers were not working with youth on project development, the IHAP advisors spent very little time with them in the field, thus not exposing them to their training and approaches.

There was no plan for nor any activity which compensated for the turnover in personnel at the CD Worker level. The result was that the newer CDW are still unsure of what the program is about and what their role is in it and how they can assist youth in starting up new enterprises. At the District level time was taken to go over the SYP with new CD District Officers, of which there were at least four during the project. But some of them too still express some uncertainties about the hows and whys of the SYP. In particular some expressed interest in training in project economic analysis, which is obviously necesary for them to fulfill their role in the loan review process. If the CDD is going to pursue implementing this sort of project which involves skills and techniques which are not common in their staff nor part of their regular indoctrination or orientation sessions with

new staff, and they will not maintain persons in their positions long enough for them to learn effective implementation of their tasks, then it is questionable whether they should even attempt to add to their already large portfolio of projects one as complex as this one.

D. Key Elements To Be Considered in Applying the Model

No one will ever say that there is just one way in which a project like SYP should be done. There are too many variables in the environment as well as in the institutions and other parties involved in implementing it. However, from the experience of SYP, as an example of the attempted tranfer of a "model", the YDP model, to another setting, there are clearly some things to remember when one is effecting such a transfer. The following is a brief listing of some of the factors which were revealed in SYP as needing to be considered, or at least reviewed, as one goes into a new setting in which youth and enterprise development are to be the focus of the project.

1. Levels of incomes and distribution - the purpose of this is to determine the need for alternative gainful employment as well as the degree to which gainful opportunities exist in the locale. Early on in the project, IHAP raised the question whether the SYP could ever hope to acheive its targets for loans given the broad distribution of income resulting from rubber tapping in the target districts.

2. Distribution of population - concentrated in villages/towns or more dispersed. This is to determine the most realistic location and scheduling of training which balances time and costs.

3. Alternative economic activities - sources of income and employment; what are realistic existing or new opportunities in the area so that training can be focussed accordingly.

4. Staffing - field support needed for Youth Centers, training, BMC, and loans; what is realistic given #2 above and the support needs determined by #3. If there is not sufficient staff in a given region or province or district, then the decision would need to be made to defer this type of new activity until there is. Also, staff needs better preparation to be able to provide effective support to youth as they plan and develop their ideas and enterprises.

5. Administrative structures and procedures - how to minimize; extent to which administration and approvals can be decentralized. In some instances it will be possible to put the Revolving Loan Fund into a local institution such as a Credit Union, and this would remove a tremendous

administrative burden from CDD, freeing staff to spend more time on support to youth with their projects.

6. Financial resources - for loan funds, for training, for follow-up, etc. and the facility of staffing and cashflows. Are they adequate and if not how can they be augmented. The CD Workers are already thinking of ways to get skills training for youth using sources other than CDD.

7. Youth as a target group for this model program - Who is best served by this model? The goal of SYP was to develop youth to be better adults and to start families in more secure fashion. Some people feel that women would be a more efficient target group to work with because they have more experience and working with them makes all other CD efforts easier.

8. Timing - Realistic targets so that both staff and youth can have the time necessary to learn and apply new concepts without too much pressure to 'get the numbers'. Also, the sequencing of activities(Youth Camps, Basic Skills Training BMC and Loans) needs to be planned and scheduled so that there are not gaps in time between them during which the youth are just waiting for the next step.

V. CONCLUSIONS AND RECOMMENDATIONS

The SYP can point to many accomplishments during the brief 33 months of its implementation. The number of people whose lives were touch by the project is far greater than the numbers accumulated in this report, and it is perhaps among these many uncounted that the legacy of the project will bear its greatest fruit. It is hard to pinpoint major impacts of the program in terms of changes in levels of income of the direct and indirect project beneficiaries. This is not surprising given that the bulk of the training activities occurred during the last nine months, and it usually takes a year or more before the real impact of the training and loan activities become apparent in economic terms and are visible at the community level.

The project has had its share of difficulties, from varying understandings of what the project was about, to staff who were afraid to move ahead with certain activities for fear of making a mistake, to seemingly non-sensical delays in getting things where they are needed when they were needed. But on the whole many people learned a lot. Youth had the opportunity to learn about becoming responsible participants in their communities, and some of them did take positive steps towards becoming community leaders. Approximately 1000 youth received skills training, and many of them are putting it to productive use with their families, in their own businesses, and in their communities.

Many people have learn something about business planning and management; the almost 1000 youth who went through the BMC, and perhaps more importantly, the CD workers and District Officers who acquired or upgraded their skill in these areas and which they can apply in so many other activities and projects they will invariably work with. Tambon Councils and Village Leaders have also benefitted from the project in that their stake and their role in the utilization of resources, the youth and the loans going to them, has been expanded.

For the benefits of the SYP to be fully realized it will take a serious commitment on the part of CDD to synthesize the experience of the three IHAP programs, the TDP, the YDP and the SYP, before trying to go on to developing additional ones. The issue of staffing and them having the time and resources needed to be able to support in a responsible and responsive fashion is fundamental to effective development efforts. Someone in a very high position in CDD needs to make a realistic assessment of what CDD can do well, and eliminate some of the many other activities which detract from staff being able to learn more fully from their experiences. That CD Workers have been working with Production Groups since before the SYP without understanding basic project economic analysis, by their own admittion, is an example of that need. IHAP can take the experiences of the three programs and input them to future project planning, and possibly share them with other NGOs here in Thailand as well as in other countries. Because the funding from USAID has come to an end, does not mean that this project is over yet. There is still much to do.

The following list of recommendations is meant to be more reflective than definitive since additional information would be needed and the application of them depends so much on the particular situation in which they are being applied.

-- Youth Camps, if they are to be included as part of a youth development model at all should focus more on the mechanics of Tambon Youth Center formation.

-- The interest rate policy of CDD and the Ministry of Interior should be reviewed as to whether it should not be raised at least to the level of the rate paid for savings accounts so as to avoid the possibility of youth not putting funds borrowed to full use.

-- CDD and IHAP should consider ways to streamline the loan application process, though without loosing the participation of the Youth Centers throughout the loan process.

-- CDD might consider incorporating the basic management skills and economic project analysis training in orientation or indoctrination sessions for all new staff since it would appear that most would benefit greatly from it.

-- CDD should conduct skills training in a more systemmatic manner so that there is consistency in it. Also, more careful

analysis of the demand for the skills, and not just the training, should be done before any courses are offerred. This would eliminate the poor showing of certain courses.

-- CDD and IHAP might want to employ more of the self-selection process used for the regional advanced skill training in SYP in order to save time and resources of CDD staff and of the youth.

-- The Standard Operating Procedures for the administration of the revolving loan fund should be finalized and adhered to so that the learning process is maximized in the project.

-- IHAP and CDD should carefully analize each of the key elements referred to in IV. Section C above duriong the project desing stage of anyb future application of this model.

APPENDIX A

TABLE 2
BASELINE DATA OVERVIEW OF TARGET DISTRICTS

DISTRICT	NUMBER OF TAMBONES	NUMBER OF VILLAGES	AVERAGE # OF VILLAGES PER TAMBONE	POPULATION MALE	POPULATION FEMALE	POPULATION TOTAL	NUMBER OF HOUSEHOLDS	AVERAGE # OF HOUSEHOLDS PER VILLAGE	AVERAGE HOUSEHOLD	POPULATION PER VILLAGE	POPULATION PER TAMBONE
PHUN PHIN	5	28	6	6425	6814	13239	1322*	73*	6*	473	2648
CHAWANG	4	35	9	16226	18815	35041	4526*	156*	6*	1001	8760
KRABI	4	33	8	10395	10152	20547	3248	98	6	623	5137
TOTAL (AVERAGE)	13	96	7	33046	35781	68827	9096**	113**	6**	717	5294

* DATA AVAILABLE FOR ONLY THREE TAMBONES IN THE DISTRICT

** DATA AVAILABLE FOR ONLY TEN TAMBONES IN ALL THREE DISTRICTS

TABLE 3
YOUTH DATA FROM SELECTED TAMBONES

TAMBONE	YOUTH NUMBER INTERVIEWED	PERCENT MALE	PERCENT FEMALE	EDUCATION* HIGHEST	EDUCATION* LOWEST	EDUCATION* MOST COMMON	PER CENT WITH WORK	AVERAGE INCOME	AVERAGE EXPENSES**	PER CENT WITH ELECTRICITY	PER CENT WITH VEHICLES***
BANG DEUAN	78	63	37	****	4	6	50	2550	1510	71	73
THAM PHANARA	118	72	28	5	3	4	69	5010	2508	89	43
MAI RIENG	100	59	41	5	4	6	47	1363	460	21	17
PAKASAI	95	55	45	****	4	4	63	1015	615	77	23
KRABI NOI	98	64	36	****	4	4	51	1765	1505	11	31
HUAY BRIK	112	48	52	****	4	6	58	2525	NA	46	35
TOTAL (AVERAGE)	601	60	40	****	3	4	56	2371	1320	52	37

* GRADES COMPLETED
** INCLUDING ALL YOUTH, EMPLOYED AND NON
*** MOTOR VEHICLES ONLY
**** VOCATIONAL SCHOOL DIPLOMA

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TABLE 4
SKILLS AREAS TO BE OFFERED FOR TRAINING FOR FIRST SIX TAMBONES

SKILL	NAKHRONSRTITHAMMARAT		KRABI		SURATHANI		TOTAL # OF YOUTH TO TRAIN
	HUAY BRIK	THAM PHANARA	PAKASAI	KRABI NOI	BANG MA DEUA	BANG DEUAN	
ELECTRIC APPLIANCE REPAIR	2	2	2		2	2	12
WELDING			3	8			
WEAVING	6				5	3	15
SEWING	10	10		6	8	4	38
HAIRDRESSING			2			4	6
BARBERING	5		5	5	2	1	18
CARPENTRY AND MASONRY	6	7			8	5	26
AGRICULTURE	11	20	26	21	10	21	109
8 SUBJECTS	6	4	5	5	6	7	8
TOTAL YOUTH	40	39	38	40	35	40	224

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APPENDIX C

EFFECTIVE DATES: DD/MM/YY
PHUN PHIN: 17/11/85
CHAWANG: 17/11/85
MUANG KRABI: 17/11/85

TABLE 1: TRAINING SCHEDULES

REPORT DATE: 30 NOVEMBER 1985

NUMBER OF YOUTH PLANNED TO TRAIN AND COMPLETED TRAINING BY DISTRICT

1.1 ROUND ONE TRAINING SCHEDULES:

PHUN PHIN (COMPLETE)

PROGRAM	SYLLABUS DAYS/HOURS	DATES	SITE	NO. OF YOUTH PLAN	NO. OF YOUTH COMP
WEAVING	90/450	20 DEC 83 - 7 JUN 84	B. MA DEUA	13	10
ELECTRICITY	100/400	24 FEB 84 - 29 MAY 84	REGION 8	10	9
HAIRDRESSING	60/180	1 MAY 84 - 31 JUN 84	B. MA DEUA	14	9
BARBERING	60/180	1 MAY 84 - 12 JUL 84	B. MA DEUA	16	9
HAIRDRESSING	60/180	8 MAY 84 - 8 JUL 84	MALUAN	13	12
SEWING	90/450	8 MAY 84 - 11 AUG 84	MALUAN	8	8
BARBERING	60/180	10 MAY 84 - 12 JUL 84	MALUAN	8	4
SEWING	90/450	10 MAY 84 - 31 JUL 84	B. MA DEUA	20	12
AGRICULTURE	5/30	22 AUG 84 - 25 AUG 84	NAM ROP	Note 1	20
AGRICULTURE	3/15	5 SEP 84 - 8 SEP 84	B. MA DEUA	Note 1	14
AGRICULTURE	3/15	12 SEP 84 - 13 SEP 84	T. RONG CHANG	Note 1	20
FURNITURE *	90/450	19 OCT 84 - 18 APR 85	B. MA DEUA	23	4
				186	131

(Note: the Masonry component for Furniture was cancelled.)

CHAWANG (COMPLETE)

PROGRAM	SYLLABUS DAYS/HOURS	DATES	SITE	NO. OF YOUTH PLAN	NO. OF YOUTH COMP
SEWING	/400	10 NOV 83 10 FEB 84	CHAWANG	32	31
BARBERING	/300	10 NOV 83 10 FEB 84	NAKHORN.	9	9
ENGINE REPAIR	/200+	10 NOV 83 10 FEB 84	NAKHORN.	10	8
ELECTRICITY	100/400	24 FEB 84 29 MAY 84	REGION 8	8	8
SEWING	80/400	3 MAY 84 5 AUG 84	HUAY BRIK	10	10
HAIRDRESSING	60/300	1 JUN 84 5 SEP 84	NAKHORN.	15	16
WEAVING P	50/300	12 DEC 84 25 FEB 85	HUAY BRIK	6	3
AGRICULTURE	5/30	14 JAN 85 18 JAN 85	THUNG SONG	46	31
CARPENTRY	CANCELLED	CANCELLED	CANCELLED	24	0
				160	116

MUANG KRABI (COMPLETE)

PROGRAM	SYLLABUS DAYS/HOURS	DATES	SITE	NO. OF YOUTH PLAN	NO. OF YOUTH COMP
HAIRDRESSING	100/500	20 MAR 84 30 AUG 84	KRABI	3	3
WELDING	60/300	23 FEB 84 20 OCT 84	KRABI	11	6
ELECTRICITY	100/400	24 FEB 85 29 MAY 84	REGION 8	8	8
SEWING	80/400	7 MAR 84 26 JUN 84	KRABI NOI	6	10
BARBERING	30/180	6 APR 84 6 MAY 84	KRABI	10	8
AGRICULTURE	3/18	24 APR 84 27 APR 84	PAKASAI	23	19
AGRICULTURE	3/18	16 JUL 84 20 JUL 84	KRABI NOI	26	21
SEWING	100/500	9 AUG 84 3 DEC 84	KHLONG KHAMAO	12	12
SEWING	90/450	16 AUG 84 30 NOV 84	NONG THALAY	11	10
CHICKENS	3/15	27 AUG 84 29 AUG 84	KHLONG KHAMAO	15	16
BARBERING	45/225	28 AUG 84 19 OCT 84	KHLONG KHAMAO	8	8
BARBERING	30/180	12 SEP 84 4 OCT 84	NONG THALAY	11	10
WELDING	60/300	16 OCT 84 24 DEC 84	NONG THALAY	10	4
FISH RAISING	3/15	28 OCT 84 30 OCT 84	KHLONG KHAMAO	5	6
FURNITURE	30/150	15 NOV 84 20 DEC 84	NONG THALAY	10	9
				169	150

* Inc Masonry

1 Original proposal called for 61 youth from 5 tambones

1.2 ROUND TWO TRAINING SCHEDULES:

NUMBER OF YOUTH PLANNED TO TRAIN AND COMPLETED TRAINING BY DISTRICT

PHUN PHIN (COMPLETE)

PROGRAM	SYLLABUS DAYS/HOURS	DATES	SITE	NO. OF YOUTH PLAN	NO. OF YOUTH COMP
ELECTRICITY	100/465	8 OCT 84 15 JAN 85	REGION 8	8	7
PIGS	74/240	10 JUL 85 12 JUL 85	BANGNGON	20	23
MASONRY	30/150	1 JUN 85 8 JUL 85	KRUD	20	8
MASONRY	30/150	8 JULY 85	BANGNGON	05	12
COWS	80/243	15 AUGUST	NONG SAI	17	5
HAIRDRESSING	40/200	20 MAY 85 28 JUN 85	KRUD	20	10
SEWING	60/300	20 MAY 85 8 JUL 85	THA KHAM	17	8
SEWING	60/300	25 MAY 85 2 AUG 85	BANGNGON	15	12
HAIRDRESSING	40/200	30 MAY 85 13 AUG 85	THA KHAM	12	14
FISH	180/364	3 JUN 85 6 JUN 85	THA KHAM	12	3
SEWING	60/300	4 JUN 85 25 AUG 85	NONG SAI	20	22
MASONRY	30/150	10 JUN 85 9 JUL 85	NONG SAI	23	7
HAIRDRESSING	35/150	2 AUG 85 6 SEP 85	REGION 8	6	6
KNITTING	15/75	6 SEP 85 20 SEP 85	REGION 8	9	4
				204	141

CHAWANG (COMPLETE)

PROGRAM	SYLLABUS DAYS/HOURS	DATES	SITE	NO. OF YOUTH PLAN	NO. OF YOUTH COMP
ELECTRICITY	100/465	8 OCT 84 15 JAN 85	REGION 8	8	9
BARBERING	40/200	12 JUL 85 11 SEP 85	NA WAE	12	12
BARBERING	40/200	27 FEB 85 17 MAY 85	KABIET	12	5
SEWING	60/300	19 FEB 85 14 MAY 85	KABIET	20	17
SEWING	60/300	19 FEB 85 1 MAY 85	NA WAE	20	20
HAIRDRESSING	60/300	19 FEB 85 14 MAY 85	CH. KLANG	20	23
HAIRDRESSING	60/300	19 FEB 85 1 MAY 85	SAI RA	20	24
BARBERING	40/200	2 APR 85 17 MAY 85	CH. KLANG	15	12
HAIRDRESSING	60/300	18 JUN 85 25 AUG 85	KABIET	16	19
HAIRDRESSING	60/300	18 JUN 85 25 AUG 85	NA WAE	12	15
SEWING	60/300	4 JUN 85 16 AUG 85	SAI RA	20	18
SEWING	60/300	7 JUN 85 20 AUG 85	CH. KLANG	20	25
BARBERING	40/200	10 JUN 85 10 AUG 85	SAI RA	17	8
HAIRDRESSING	35/150	2 AUG 85 6 SEP 85	REGION 8	4	4
KNITTING	15/75	6 SEP 85 20 SEP 85	REGION 8	8	8
				224	219

MUANG KRABI (COMPLETE)

PROGRAM	SYLLABUS DAYS/HOURS	DATES	SITE	NO. OF YOUTH PLAN	NO. OF YOUTH COMP
ELECTRICITY	100/465	8 OCT 84 15 JAN 85	REGION 8	8	8.
SEWING	90/450	1 APR 85 15 JUL 85	KHAO THONG	15	14
SEWING	90/450	1 APR 85 17 JUL 85	KHAO KHRAM	12	12
SEWING	90/450	1 APR 85 15 JUL 85	KHLONG KHANAN	13	13
FISH	3/15	8 APR 85 10 APR 85	KHAO KHRAM	13	11
SEWING	90/450	9 APR 85 2 AUG 85	TALING CHAN	14	18
COWS	3/15	15 APR 85 17 APR 85	KHAO KHRAM	18	15
BARBERING	60/300	15 APR 85 24 JUN 85	KRABI *	13	11
FISH	3/15	22 APR 85 24 APR 85	KHAO THONG	12	7
FISH	3/15	22 APR 85 24 APR 85	TALING CHAN	12	15
BEES	3/15	20 MAY 85 22 MAY 85	TALING CHAN	15	5
COWS	3/15	6 MAY 85 8 MAY 85	KHAO THONG	14	15
FISH	3/15	13 MAY 85 15 MAY 85	KHLONG KHANAN	12	16
CHICKENS	3/15	20 MAY 85 22 MAY 85	KHLONG KHANAN	12	13
HAIRDRESSING	35/150	2 AUG 85 6 SEP 85	REGION 8	10	11
KNITTING	15/75	6 SEP 85 20 SEP 85	REGION 8	8	8
				201	192

* BARBER:	PLAN	ACTUAL
TALING CHAN	2	2
KHAO THONG	5	3
KHAO KHRAM	4	3
KHLONG KHANAN	2	3

TABLE 2: TRAINING SUMMARIES

EFFECTIVE DATES : DD/MM/YY
PHUN PHIN: 17/11/85
CHAWANG: 17/11/85
MUNAG KRABI: 17/11/85

REPORT DATE: 30 NOVEMBER 19

2.1 ROUND ONE TRAINING SUMMARY

NUMBER OF YOUTH TRAINED BY DISTRICT, TAMBONE, AND SUBJECT

SUBJECT	PHUN PHIN: BANG MA	BANG DEUA	BANG DEUAN	MALUAN	NAM ROP	THA RONG CHANG	TOTAL	% OF TOTAL	CHAWANG: HUAY BRIK	THAM PHANNARA	MAI RIENG	LA AI	TOTAL	% OF TOTAL	MUANG KRABI: PAKASAI	KRABI NOI	NONG THALAY	KHLONG KHANAO	TOTAL	% OF TOTAL	COMB TOTAL	% OF COMB TOTAL	SUBJECT
Agriculture	6	8	0	20	20	54	40.30	7	13	7	4	31	26.05	19	21	0	22	62	40.26	147	36.12	Agriculture
Barbering	3	2	4	3	1	13	9.70	5	0	3	1	9	7.56	5	3	10	8	26	16.88	48	11.79	Barbering
Carpentry *	3	0	0	0	1	4	2.99	CAN *	CAN *	CAN *	CAN *	0	0.00	0	0	9	0	9	5.84	13	3.19	Carpentry *
Electricity	2	2	1	3	1	9	6.72	1	2	2	3	8	6.72	2	2	2	2	8	5.19	25	6.14	Electricity
Engine Repair	-	-	-	-	-	-	-	0	0	4	4	8	6.72	-	-	-	-	-	-	8	1.97	Engine Repair
Hairdressing	4	4	12	1	0	21	15.67	0	0	5	11	16	13.45	3	0	0	0	3	1.95	40	9.83	Hairdressing
Knitting	0	1	1	1	0	3	2.24	1	1	0	1	3	2.52	1	1	1	1	4	2.60	10	2.46	Knitting
Sewing	7	2	8	2	1	20	14.93	10	10	12	9	41	34.45	0	10	10	12	32	20.78	93	22.85	Sewing
Weaving	7	0	0	3	0	10	7.46	3	0	0	0	3	2.52	-	-	-	-	-	-	13	3.19	Weaving
Welding	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	4	0	10	6.49	10	2.46	Welding
TOTAL	32	19	26	33	24	134	100.00	27	26	33	33	119	100.00	33	40	36	45	154	100.00	407		

* Inc Masonry

* CANCELLED

2.2 ROUND TWO TRAINING SUMMARY

NUMBER OF YOUTH TRAINED BY DISTRICT, TAMBONE, AND SUBJECT

SUBJECT	NONG SAI	BANG NGON	KRUD	THA KHAM	TOTAL	% OF TOTAL	CHANG KLANG	SAI RA	KABIET	NA WAE	TOTAL	% OF TOTAL	KHAO THONG	KHAO KHRAM	TALING CHAN	KHLONG KHANAN	TOTAL	% OF TOTAL	COMB TOTAL	% OF COMB TOTAL	SUBJECT
Agriculture	5	23	X	3	31	22.46	-	-	-	-	-	-	22	26	20	29	97	51.60	128	23.62	Agriculture
Barbering	-	-	-	-	-	-	12	8	5	12	37	17.13	3	3	2	3	11	5.85	48	8.86	Barbering
Electricity	2	1	4	0	7	5.07	2	3	2	2	9	4.17	2	2	2	2	8	4.26	24	4.43	Electricity
Hairdressing	2	2	10	16	30	21.74	25	25	19	16	85	39.35	3	3	2	3	11	5.85	126	23.25	Hairdressing
Knitting	0	1	0	0	1	0.72	2	2	1	0	5	2.31	1	1	1	1	4	2.13	10	1.85	Knitting
Masonry	7	12	8	X	27	19.57	-	-	-	-	-	-	-	-	-	-	-	-	27	4.98	Masonry
Sewing	22	12	X	8	42	30.43	25	18	17	20	80	37.04	14	12	18	13	57	30.32	179	33.03	Sewing
TOTAL	38	51	22	27	138	100.00	66	56	44	50	216	100.00	45	47	45	51	188	100.00	542		

\- = Not offered

2.3 TRAINING SUCCESS RATE

DISTRICT	ROUND ONE: GOAL	TRAINED	% OF GOAL	ROUND TWO: GOAL	TRAINED	% OF GOAL	BOTH ROUNDS: GOAL	TRAINED	% OF GOAL
Phun Phin	180	134	74.44	164	138	84.15	344	272	79.07
Chawang	160	119	74.38	168	216	128.57	328	335	102.13
Krabi	160	154	96.25	168	188	111.90	328	342	104.27
TOTAL	500	407	81.40	500	542	108.40	1000	949	94.90

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APPENDIX D
EFFECTIVE DATE: NOVEMBER 1984

TABLE 3: TRAINING EVALUATION

REPORT DATE: 30 NOVEMBER

3.1 NUMBER OF YOUTH USING SKILLS AND HIGH-LOW-AVERAGE INCOME BY SKILL AND DISTRICT

	PHUN PHIN					CHAWANG					KRABI					TOTAL				
	Number of Youth		Income / Month			Number of Youth		Income / Month			Number of Youth		Income / Month			Number of Youth		Income / Month		
	Using Skill	Not Using Skill	High	Low	Average	Using Skill	Not Using Skill	High	Low	Average	Using Skill	Not Using Skill	High	Low	Average	Using Skill	Not Using Skill	High	Low	Average
Hairdressing	6	0	600	0	200	10	0	1500	0	350	2	0	600	.500	550	18	0	1500	0	365
Barbering	1	1	NA	NA	NA	1	3	2300	-	2300	-	-	-	-	-	2	4	2300	NA	NA
Sewing	6	1	200	0	70	14	4	500	0	140	6	3*	600	0	170	26	8	600	0	125
Agriculture	13	4	NA	NA	NA	-	-	-	-	-	-	-	-	-	-	13	4	NA	NA	NA
Carpentry	NA*	NA*	NA*	NA*	NA*	-	-	-	-	-	-	-	-	-	-	NA*	NA*	NA*	NA*	NA*
Electricity	1	0	NA	NA	NA	2	3	0	0	0	-	-	-	-	-	3	3	NA	NA	NA
Weaving	0	5	-	-	-	-	-	-	-	-	-	-	-	-	-	0	5	-	-	-
Engine Repair	-	-	-	-	-	0	1	-	-	-	-	-	-	-	-	0	1	-	-	-
	27	1				27	11				8	3				62	25			

* NOTE: YOUTH STILL IN TRAINING 71% OF YOUTH TRAINED ARE USING THEIR NEW SKILLS 34% OF YOUTH TRAINED ARE EARNING EXTRA INCOME

3.2 NUMBER OF YOUTH WHO WANT TO BORROW RLF AND AVERAGE AMOUNT WANTED TO BORROW, BY SKILL AND DISTRICT
NUMBER OF YOUTH WHO DON'T WANT TO BORROW AND REASON FOR NOT WANTING TO BORROW, BY SKILL AND DISTRICT

	PHUN PHIN				CHAWANG				KRABI				TOTAL			
	WANT TO BORROW		NOT WANT TO BORROW		WANT TO BORROW		NOT WANT TO BORROW		WANT TO BORROW		NOT WANT TO BORROW		WANT TO BORROW		NOT WANT TO BORROW	
	# Youth	Avr. Amt.	Family Support	Not Confident	# Youth	Avr. Amt.	Family Support	Not Confident	# Youth	Avr. Amt.	Family Support	Not Confident	# Youth	Avr. Amt.	Family Support	Not Confident
Hairdressing	1	10000	1	4	9	4650	1	0	2	10000	0	0	12	8216	2	4
Barbering	1	2000	0	1	3	5800	0	1	-	-	-	-	4	3900	0	2
Sewing	2	5000	3	2	10	6700	1	7	5	2800	2	2	17	483	6	11
Agriculture	5	4800	7	5	-	-	-	-	-	-	-	-	5	4800	7	5
Carpentry	4	3375	0	0	-	-	-	-	-	-	-	-	4	3375	0	0
Electricity	1	5000	0	0	1	3000	3	1	-	-	-	-	2	4000	3	1
Weaving	5	5000	0	-	-	-	-	-	-	-	-	-	5	5000	0	0
Engine Repair	-	-	-	-	1	2000	0	0	-	-	-	-	1	2000	0	0
	19	1850	11	12	24	922	5	9	7	1828	2	2	50	635	18	23

20% OF YOUTH DO NOT WANT TO BORROW MONEY BECAUSE THEY ARE RECEIVING FAMILY SUPPORT
55% OF YOUTH WANT TO BORROW MONEY 26% OF YOUTH DO NOT WANT TO BORROW MONEY BECAUSE THEY ARE NOT CONFIDENT OF BEING ABLE TO RETURN IT

3.3 YOUTH INTERVIEWED BY DISTRICT AND SKILL

DISTRICT	HAIRDR.	SEWING	BARBERING	AGRICUL.	CARPENTRY	ELECTRIC.	WEAVING	ENG. REP.	TOTAL TRAINED	TOTAL INTERVIEW	% OF TRAINED
Phun Phin	6	7	2	17	4	1	5	-	134	42	31.34
Chawang	10	18	4	-	-	5	-	1	125	38	30.40
Krabi	2	9	-	-	-	-	-	-	158	11	6.96
TOTAL	18	34	6	17	4	6	5	1	417	91	21.82

APPENDIX E

REPORT DATE: 30 NOVEMBER 1985

TABLE 4: BUSINESS MANAGEMENT COURSE AND ADVANCED TRAINING TABLES

EFFECTIVE DATES
PHUN PHIN: 17/11/85
CHAWWAG: 17/11/85
MUANG KRABI: 17/11/85

PHUN PHIN

SITE	DATE	TOTAL NO. OF YOUTH	COURSE SHORT	COURSE REGULAR
REGION 8	15 MAY 84 18 MAY 84	9		X
MALUAN	7 AUG 84 10 AUG 84	8		X
BANG MA DEUA	9 SEP 84 11 SEP 84	33		X
THA RONG CHANG	14 SEP 84 15 SEP 84	21		X
NAM ROP	20 DEC 84 21 DEC 84	35		X
REGION 8	12 JAN 85 13 JAN 85	7		X
VOC TRN CEN	3 MAY 85 4 MAY 85	16		X
KRUD	29 JUNE 85	15	X	
THA KHAM	9 JULY 85	27	X	
BANGNGON	13 JUL 85 14 JUL 85	46	X	
NONG SAI	26 JULY 85	20	X	
REGION 8	2 SEP 85 3 SEP 85	6		X
KARUNTHEP	5 OCTOBER 1985	16	X	
		259		

CHAWANG

SITE	DATE	TOTAL NO. OF YOUTH	COURSE SHORT	COURSE REGULAR
REGION 8	15 MAY 84 18 MAY 84	8		X
CHAWANG	25 JULY 84	44	X	
THAM PHANNARA	20 AUGUST 84	35	X	
REGION 8	12 JAN 85 13 JAN 85	9		X
SAI YAI	14 JAN 85 17 JAN 85	31		X
THAM PHANNARA	23 JANUARY 85	41	X	
N.F. ED. CEN.	28 JAN 85 29 JAN 85	12		X
KABIET	25 MAR 85 26 MAR 85	23		X
NA WAE	15 APR 85 16 APR 85	21		X
SAI RA	18 APR 85 19 APR 85	23		X
CHANG KLANG	25 APR 85 26 APR 85	29		X
VOC TRN CEN	3 MAY 85 4 MAY 85	38		X
THAM PHANARA	16 JUL 85 17 JUL 85	25		X
REGION 8	2 SEP 85 3 SEP 85	4		X
KARUNTHEP	5 OCTOBER 1985	48	X	
		391		

KRABI

SITE	DATE	TOTAL NO. OF YOUTH	COURSE SHORT	COURSE REGULAR
REGION 8	15 MAY 84 18 MAY 84	8		X
KRABI NOI	20 JULY 84	29	X	
KHLONG KHAMAO	29 AUGUST 84	16	X	
PAKASAI	20 AUG 84 22 AUG 84	19		X
KHLONG KHAMAO	20 NOV 84 21 NOV 84	25		X
NONG THALAY	12 DEC 84 13 DEC 84	19		X
KHAO KHRAM	18 APR 85 19 APR 85	36		X
REGION 8	12 JAN 85 13 JAN 85	8		X
VOC TRN CEN	3 MAY 85 4 MAY 85	31		X
KHAO THONG	16 MAY 85 17 MAY 85	38		X
TALING CHAN	24 MAY 85 25 MAY 85	38		X
KHLONG KHANAN	11 JUN 85 12 JUN 85	39		X
REGION 8	2 SEP 85 3 SEP 85	11		X
KARUNTHEP	5 OCTOBER 1985	27	X	
		344		

NOTE: These figures count all youth who took BMC including those who may have repeated the course and those who may not have completed any IHAP sponsored training.

COMBINED TOTAL: 994

4.2 ADVANCED TRAINING: NUMBER OF YOUTH SELECTED AND TRAINED BY SUBJECT AND DISTRICT

ROUND ONE: 1 APRIL - 10 MAY 1985

SUBJECT	PHUN PHIN SEL	PHUN PHIN TRN	PHUN PHIN % OF SEL	CHAWANG SEL	CHAWANG TRN	CHAWANG % OF SEL	KRABI SEL	KRABI TRN	KRABI % OF SEL	TOTAL SEL	TOTAL TRN	TOTAL % OF SEL
Agriculture	4	1	25.00	22	15	68.18	14	13	92.86	40	29	72.50
Electricity *	10	6	60.00	9	9	100.00	11	11	100.00	30	26	86.67
Hairdressing	8	6	75.00	6	7	116.67	1	2	200.00	15	15	100.00
Sewing	4	3	75.00	6	7	116.67	5	5	100.00	15	15	100.00
TOTAL	26	16	61.54	43	38	88.37	31	31	100.00	100	85	85.00

* Both rounds

ROUND TWO: 1 SEPTEMBER - 11 OCTOBER 1985

SUBJECT	PHUN PHIN SEL	PHUN PHIN TRN	PHUN PHIN % OF SEL	CHAWANG SEL	CHAWANG TRN	CHAWANG % OF SEL	KRABI SEL	KRABI TRN	KRABI % OF SEL	TOTAL SEL	TOTAL TRN	TOTAL % OF SEL
Agriculture	13	0	0.00	-	-	-	27	0	0.00	40	0	0.00
Hairdressing	6	11	183.33	14	30	214.29	-	-	-	20	41	205.00
Sewing	6	6	100.00	14	15	107.14	20	19	95.00	40	40	100.00
Knitting	4	3	75.00	8	7	87.50	8	8	100.00	20	18	90.00
TOTAL	29	20	68.97	36	52	144.44	55	27	49.09	120	99	82.50

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APPENDIX F

REPORT DATE: 30 NOVEMBER 1985

TABLE 5: SYF LOAN ACTIVITIES

CUMULATIVE FROM BEGINNING OF LOAN ACTIVITIES, APRIL 1985

EFFECTIVE DATES: DD/MM/YY
PHUN PHIN: 17/11/85
CHAWANG: 17/11/85
KRABI: 17/11/85

5.1 REQUESTS / GRANTS

DISTRICT	AMOUNT RLF: DISBURSED BY JHAP	AMOUNT RLF: RECEIVED BY PROV	NO. YOUTH COMPLETING: CAMP	NO. YOUTH COMPLETING: TRAINING	NO. YOUTH COMPLETING: BMC	NUMBER OF LOAN APPLICANTS: TOTAL	NUMBER OF LOAN APPLICANTS: % CAMP	NUMBER OF LOAN APPLICANTS: % TRAINED	NUMBER OF LOAN APPLICANTS: % BMC	PRINCIPAL REQUESTED: TOTAL	PRINCIPAL REQUESTED: % OF REC	NUMBER OF LOANS GRANTED: TOTAL	NUMBER OF LOANS GRANTED: % OF APPLI	PRINCIPAL GRANTED: TOTAL	PRINCIPAL GRANTED: % OF REC	PRINCIPAL GRANTED: % OF REQ	PRINCIPAL RETURNED: TOTAL	PRINCIPAL RETURNED: % OF GRANT	INTEREST * RETURNED
Phun Phin	432,000	432,000	776	272	259	16	2.06	5.88	6.18	173,113	40.07	15	93.75	158,248	36.63	91.41	14,440	9.12	2,789.81
Chawang	246,000	~~166~~ 246,000	830	335	391	19	2.29	5.67	4.86	339,500	204.52	9	47.37	115,000	69.28	33.87	10,000	8.70	300.00
Krabi	583,120	483,120	631	342	344	68	10.78	19.88	19.77	673,175	139.34	54	79.41	512,175	106.01	76.08	48,868	9.54	4,296.00
TOTAL	1,261,120	1,081,120	2,237	949	994	103	4.60	10.85	10.36	1,185,788	109.68	78	75.73	785,423	72.65	66.24	73,308	9.33	7,385.81

5.2 RETURNS / AVAILABLE FUNDS

DISTRICT	LOAN WITHDRAWALS: NO YOUTH	LOAN WITHDRAWALS: AMOUNT	PRINCIPAL NOT RETURNED — NOT YET DUE: NO YOUTH	NOT YET DUE: TOTAL	NOT YET DUE: % TOT DUE	OVERDUE UNDER 3 MONTHS: NO YOUTH	OVERDUE UNDER 3 MONTHS: TOTAL	OVERDUE UNDER 3 MONTHS: % TOT DUE	OVERDUE 4 - 6 MONTHS: NO YOUTH	OVERDUE 4 - 6 MONTHS: TOTAL	OVERDUE 4 - 6 MONTHS: % TOT DUE	OVERDUE 6 + MONTHS: NO YOUTH	OVERDUE 6 + MONTHS: TOTAL	OVERDUE 6 + MONTHS: % TOT DUE	AVAILABLE FOR FUTURE LOANS (Inc Interest *): TOTAL	AVAILABLE FOR FUTURE LOANS (Inc Interest *): % OF REC	PRINCIPAL REQUESTED LIKELY TO BE GRANTED WITHIN 60 DAYS: TOTAL	PRINCIPAL REQUESTED LIKELY TO BE GRANTED WITHIN 60 DAYS: % OF AVAIL
Phun Phin	1	14,865	15	132,208	91.93	4	11,600	8.07	0	0	0.00	0	0	0.00	290,981.81	67.36	100,000	34.37
Chawang	0	0	9	105,000	100.00	2	NA	NA	0	0	0.00	0	0	0.00	141,300 ~~41,300.00~~	55.00	200,000	219.06
Krabi	2	20,000	54	475,560	102.64	6	15,600	3.37	1	6,563	1.42	0	0	0.00	89,185.00	18.46	100,000	112.13
TOTAL	3	34,865	78	712,768	100.09	12	27,200	3.82	1	6,563	0.92	0	0	0.00	471,466.81	46.94	400,000	84.84

* Includes interest accrued on RLF on deposit in local banks.