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USAID-CHEVRON VOCATIONAL TRAINING MONITORING & EVALUATION

Final Report



DBE 1

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USAID-CHEVRON VOCATIONAL TRAINING MONITORING & EVALUATION

Final Report

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EXECUTIVE SUMMARY

This report presents the fourth monitoring and evaluation results of the USAID-CHEVRON Vocational Training. Data and information have been gathered through surveys on Phases I, II, III, and IV of the training. Impacts after 3, 6, and 12 months upon completing the training are elaborated.

The training has contributed to a positive impact on the employment status of participants. The number of employed respondents of training phases I, II, III, and IV increased from 54.96% at the initial stage (before the training) to 81.93% after 12 months after returning home.

The results for males show more successful outcomes than for females. The percentage of employed male respondents (76.3%) is higher than employed females (55.13%).

The number of respondents working in fields related to their training subjects also increased. After completing the training, respondents had acquired new skills that were useful in their employment.

The respondents confirmed that lack of information was most respondents' problem in getting jobs. Other significant problems were lack of English, qualifications, and experience. Employers and nongovernmental organizations (NGOs) seek both English and formal qualification.

The average respondent's monthly income has increased significantly. Female respondents experienced more income increases than males. Before the training, female respondents were less skilled and paid less; however, through skills learned in the training, they are able get better paid.

Furthermore, the trainings have made an impact on communities: The number of respondents involved in the Aceh-Nias Rehabilitation and Reconstruction Program has increased, and some of the respondents who operate their own businesses now employ other people in their businesses.

1. INTRODUCTION

1.1 Background

The tsunami generated by an Indian Ocean earthquake on 26 December 2004 flooded coastal areas, wiped away homes and buildings, roads and bridges, water and electricity supplies, crops, irrigation and fishery infrastructure, productive assets and small businesses. The disaster affected poor communities where people mainly lived off the sea and marginal land, as well as destroyed or badly damaged a number of towns. The International Labor Organization (ILO) reported that around 600,000 people in the most affected regions in Indonesia (Aceh province and the island of Nias) may have lost their main or sole source of livelihood.¹ The ILO report also states that the unemployment rate in the affected Indonesian provinces could be 30% or higher, up dramatically from the 6.8% rate in the provinces prior to the disaster.

The catastrophic earthquake and tsunami of December 2004 have attracted people around the world to work hand-in-hand to help people in the affected area. Relief and reconstruction programs have been launched by regional and international institutions in various sectors, such as reconstruction of infrastructure and restoration of local social-economies.

The American people, through The United States Agency for International Development (USAID), have shown strong commitments in helping those whose lives were disrupted. In collaboration with the Chevron Corporation, USAID and Chevron Corporation launched a short-term vocational training program to increase the involvement of Acehnese in the reconstruction process and to generate an economic impact in local communities.

The program offered scholarships to over 300 Acehnese youth aged 16–27 to attend a three-month vocational skill-building training. It is expected that they will sharpen their skills needed to engage in the reconstruction of tsunami stricken communities. They were selected from tsunami-affected communities in Aceh and with the approval of their families and local leaders.

Moreover, the respondents of the training were identified based on their interest and previous work and/or school experience from tsunami-affected communities. The respondents attended one of the offered courses, such as masonry, electrical installation, bookkeeping, welding, computer applications, computer troubleshooting, electronic repair, carpentry, automotive repair, and road construction.

The training was conducted in four phases. In the first two phases, the respondents were selected from the city of Banda Aceh, and from Aceh Besar, Pidie, and Aceh Jeumpa districts. The remaining two phases, respondents were selected from Aceh Jaya, Aceh Barat, and Aceh Besar districts.

On 13 March 2006, Lembaga Pengabdian Kepada Masyarakat Universitas Syiah Kuala (LPM Unsyiah) was awarded a contract to conduct a monitoring and

¹ The ILO report is available at <http://www.ilo.org/public/english/bureau/inf/event/tsunami/strategy1.pdf>

evaluation assessment of the impact of the training. The results are elaborated through a first impact report.

The first and the second monitoring and evaluation assessment of the participants of the Phases I and II of the USAID-CHEVRON Vocational Training have been reported.

This Final Report is the fourth impact report and presents the data and information obtained during the third, sixth, and twelfth monitoring and evaluation assessments that have just been completed.

1.2 Objectives

The main objective of this assessment is to monitor and evaluate the impact of Phases I and II on training respondents. The issues that will be discussed in this report include the following:

- a) To track how many respondents have been working (particularly women) and in what fields (particularly those related to reconstruction).
- b) To analyze the impact or the changes that have occurred within the respondents and the community, within 3, 6, and 12 months after completing the training.
- c) To identify how many respondents have already, or not yet, earned new incomes as an effect of completing the training.
- d) To identify factors influencing/constraining respondents to find work and/or to create income generating activities.
- e) To identify the advantages and disadvantages of women over men in getting jobs or new incomes after completing the trainings.

1.3 Outline

This report consists of three main chapters: Chapter 1 introduces the background and the objective of the report; Chapter 2 elaborates on the methodology of the survey; and Chapter 3 contains discussion about the respondents' profiles. The impact of phases 1, 2, 3, and 4 on participants, after 3, 6, and 12 months upon completing the training, is discussed in Chapter 4. Conclusions are drawn in Chapter 5.

2. METHODOLOGY

2.1 Methods

This monitoring and evaluation was undertaken through surveys. The main goal of the survey was to gather information about the impact of the training on the respondents within 3, 6, and 12 months after completing the training.

The surveys were conducted by interviewing the training respondents in each district. In addition, the community leaders, employers, and Chevron representatives were also interviewed, as needed. The information from community leaders and employers is significant, because they know the respondents before and after completing the training, and the Chevron representatives from the Polytechnic Caltex Riau know how the respondents completed the training.

All participants who can be located were tracked to provide quantitative measures of the impact of training in Riau. Qualitative data was drawn from samples selected from each course and each district. At least 30% of participants were surveyed. The lapsed time among different courses were also considered. Therefore, a complete representation of the population was obtained.

2.2 Sources of Data

The data was collected directly from the respondents that have returned home and may have already gotten jobs.

Instruments used for these data collections are in-depth interviews. The times and the locations of the interviews were first confirmed with the respondents. Questionnaires and scripts were prepared in advance, to structure and guide the interviews. These questionnaires consist of a series of qualitative and quantitative questions. The questionnaires contain some structured and unstructured questions. The combinations of these two types of questions are appropriate, as well. The opinions and point of views of respondents on the impacts of the training or their involvements on Aceh reconstruction efforts were collected by asking open-ended questions (How do you feel?). The measurable or quantitative data was obtained by asking closed questions (How much do you spend on?).

2.3 Data Analysis

All the data obtained was recorded on an MS Excel worksheet for easy retrieval and analysis. Descriptive analyses were applied. Statistical methods were used to calculate the percentages and averages of the collected data.

3. RESPONDENTS' PROFILE

3.1 Phases

The number of training participants and the respondents that could be surveyed and contacted for each phase, both males and females, are presented in Table 1. The highest number of uncontacted respondents was found in Phase 4; whereas, the lowest number was found in Phase 1.

Table 1. Respondents

Training Phase	Female			Male			Total	
	Training Participants	Survey Respondents	Uncontacted Respondents	Training Participants	Survey Respondents	Uncontacted Respondents	Training Participants	Survey Respondents
1	1	1		45	42	3	46	43
2	28	27	1	43	38	5	71	65
3	25	24	1	69	60	9	94	84
4	34	26	8	94	84	10	128	110
Total	88	78	10	251	224	27	339	302

Some of the respondents could not be contacted for several reasons, such as having moved out of their villages, seeking jobs, continuing their studies, and getting married.

Although this training program was intended for tsunami victims, the survey found some of participants from Phases 3 and 4 were not tsunami victims and living outside of the disaster area. However, all participants from Phase 1 and 2 are tsunami victims.

Tables 2 and 3 list the number of respondents and their villages that were not in the disaster area.

Table 2. Non-tsunami Victims from Phase 3

No.	District	Subdistrict	Village	Men	Women	Total
1	Aceh Besar	Darul Imarah	Lam Theun	1	0	1
			Lamsidaya	2	0	2
			Punie	0	1	1
			Ulee Tui	6	1	7
		Kuta Baroe	Bung Bak Jok	3	2	5
			Deyah	2	2	4

No.	District	Subdistrict	Village	Men	Women	Total
			Krueng Anoi	1	0	1
		Suka Makmur	Lam Tanjong	1	0	1
		Ulee Kareng	Lam Ujong	0	1	1
		Aceh Besar Total			16	7
2	Banda Aceh	Banda Raya	Lamlagang	0	1	1
			Lhong Raya	0	2	2
		Ulee Kareng	Ceurih	0	1	1
			Dhoi	1	0	1
		Banda Aceh Total			1	4
Grand Total				17	11	28

Table 3. Non-tsunami Victims from Phase 4

No.	District	Subdistrict	Village	Male	Female	Total
1	Aceh Barat	Johan Pahlawan	Lapang	1	0	1
			Lapang Dua	1	0	1
			Ujung Kalah	1	0	1
		Kuala	Padang Rubek	1	0	1
		Aceh Barat Total			4	0
2	Aceh Besar	Darul Imarah	Lamreung	1	0	1
			Lheu Blang	2	0	2
		Darul Kamal	Empetrieng	1	0	1
		Indrapuri	Limo Blang	2	0	2
		Ingin Jaya	Lubuk Sukon	1	0	1
		Krueng Barona Jaya	Meunasah Papeun	2	0	2
		Montasik	Mon Ara	0	1	1
		Suka Makmur	Wen Siteh	1	0	1
		Ulee Kareng	Cirih	1	0	1

No.	District	Subdistrict	Village	Male	Female	Total
	Aceh Besar Total			12	0	12
3	Aceh Jaya	Teunom	Alue Jang	2	0	2
			Pulo Tinggi	2	0	2
	Aceh Jaya Total			4	0	4
4	Aceh Pidie	Tangse	Blang Dot(Cot Arang)	1	0	1
	Aceh Pidie Total			1	0	1
5	Banda Aceh	Syiah Kuala	Prada	1	0	1
	Banda Aceh Total			1	0	1
Grand Total				22	0	22

3.2 Training Subjects

Only two training subjects were offered in Phase 1, such as civil construction and electrical installation. The subjects are less suitable for woman participants. In the later Phases 2, 3, and 4, bookkeeping and computer application training were offered to attract woman participants. Hence, the number of women and men became more balanced (see Table 4).

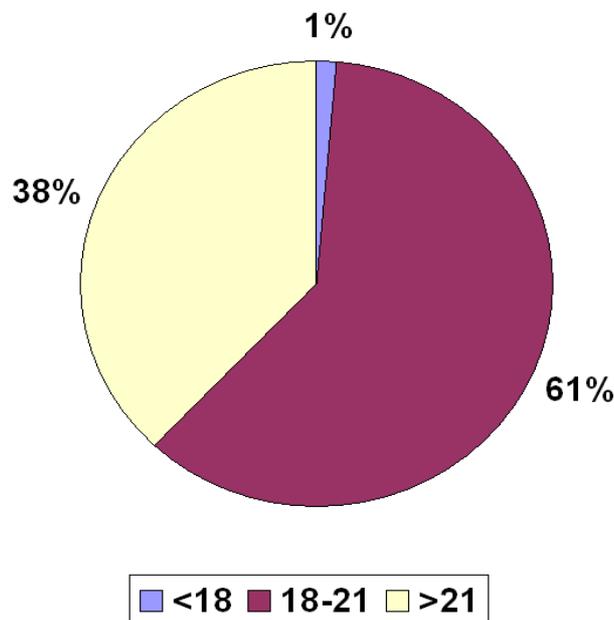
Table 4. Training Subjects of Respondent

Course	Phase 1			Phase 2			Phase 3			Phase 4			Grand Total	%
	Female	Male	Total											
Automotive			0			0			0		15	15	15	5.0%
Bookkeeping			0	18	5	23	14	9	23	25	2	27	73	24.2%
Carpentry			0			0		11	11	1	15	16	27	8.9%
Civil Construction		21	21			0	4	21	25		14	14	60	19.9%
Computer Appl.			0	9	13	22	6	19	25			0	47	15.6%
Electrical Installation	1	21	22			0			0		20	20	42	13.9%
Welding			0		20	20			0		18	18	38	12.6%
Grand Total	1	42	43	27	38	65	24	60	84	26	84	110	302	100.0%

3.3 Age Distribution

Two-thirds of respondents were 20–22 years old (the target age group) when they joined the trainings. The oldest participant was 27, and the youngest was 16. Figure 1 shows the age distribution of the respondents.

Figure 1. Age Distribution



3.4 District

Phase 1 respondents were recruited from Aceh Besar and Banda Aceh. Phases 2, 3, and 4 were more balanced and included participants from other districts.

Figure 2. Distribution of Respondents per Phases and Districts

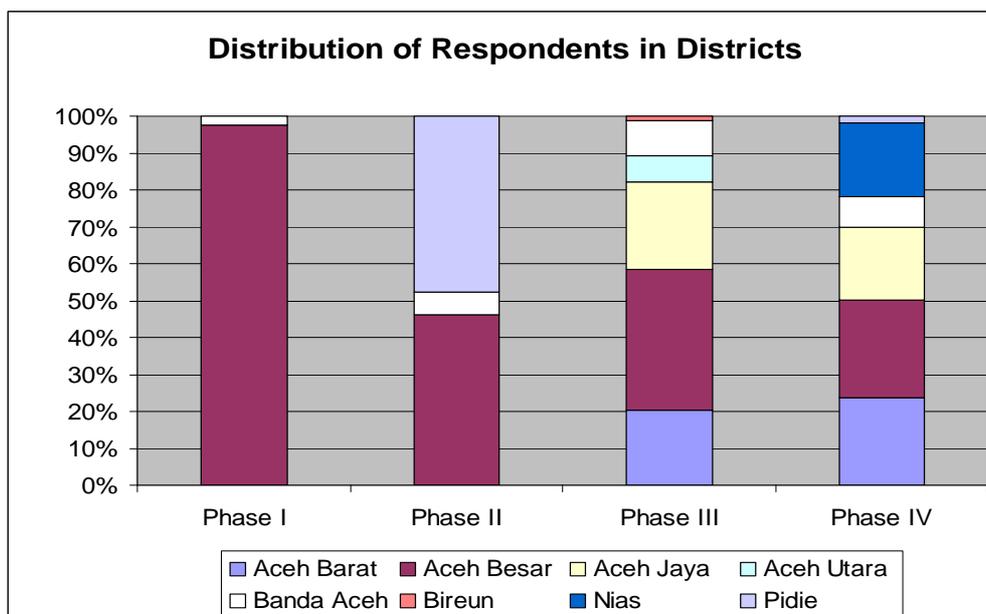
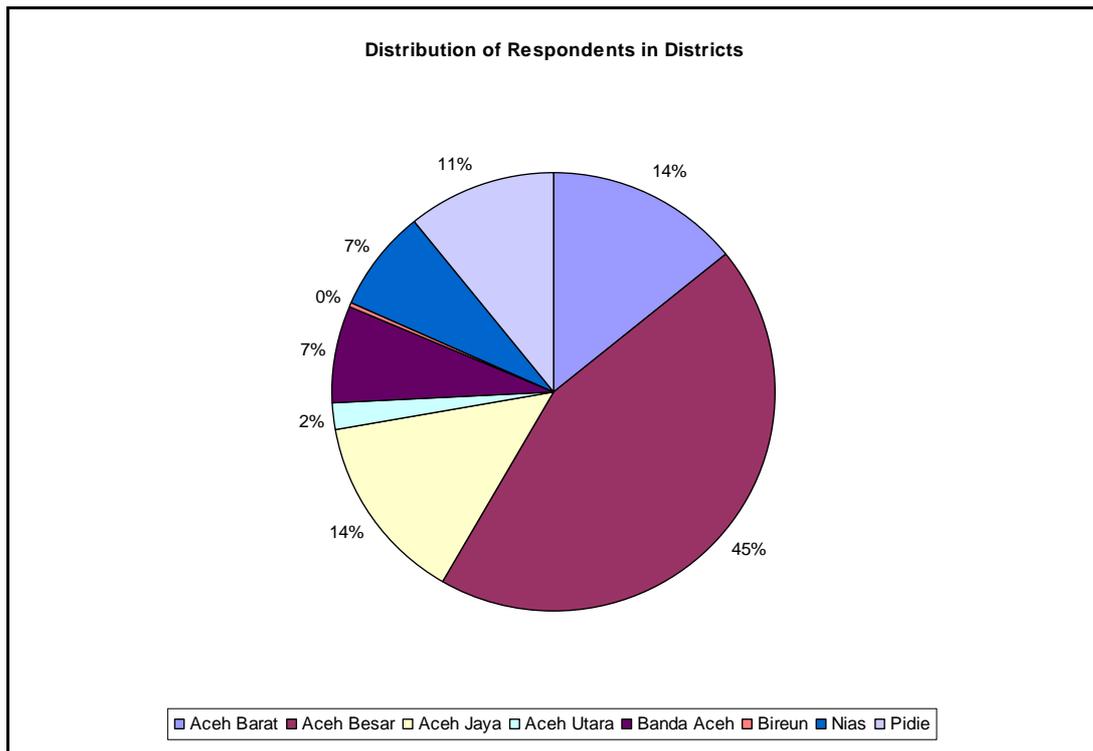


Figure 3. Distribution of Respondents (Overall)



3.5 Educational Background

Most of the participants in all phases were SMU/SMK/MA graduates (81.79% in Table 5). The remainders are academy/university and SMP/MTS graduates.

Table 5. Educational Background

Education	Female	Male	Total	%
Academy/University	10	15	25	8.28%
SMU/MA/SMK	66	181	247	81.79%
SMP/MTS	2	28	30	9.93%
Total	78	224	302	100.0%

4. TRAINING IMPACTS

4.1 Employment Status

The total respondents from Phases 1, 2, 3, and 4 is 302. Before the training, 45% of them were unemployed; 3, 6, and 12 months after completing the training, that percentage decreased to 37.1%, 28.8%, and 29.1%, respectively. However, due to the ending of contracts, some respondents lost their jobs 12 months after completing the training. Hence, the percentage of unemployed respondents increased again to 29.1% at 12 months after the training (see Table 6 and Figure 4).

Table 6. Respondent Employment Status

Status	Respondents							
	Before Training		3 Month After Training		6 Month After Training		12 Month After Training	
	Total	%	Total	%	Total	%	Total	%
Unemployed	136	45.0%	112	37.1%	87	28.8%	88	29.1%
Employed	166	55.0%	190	62.9%	215	71.2%	214	70.9%
Total	302	100.0%	302	100.0%	302	100.0%	302	100.0%

Figure 4. Employment Status before and after the Training

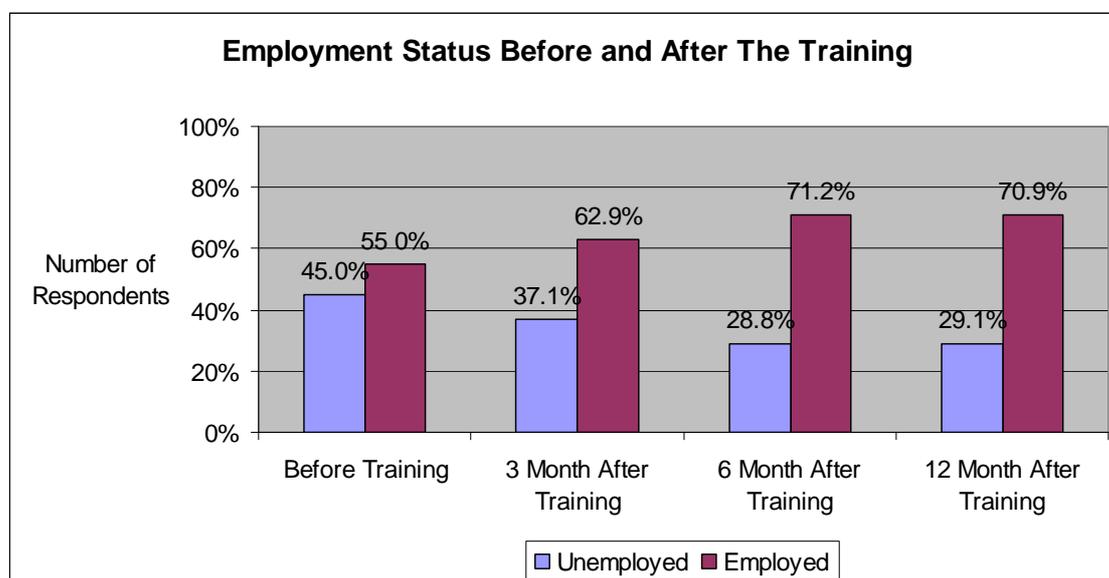


Table 6 and Figure 4 show that there are respondents that were employed after 6 months of training; unfortunately, some became unemployed after 12 months of training.

The changes in employment status from 6 months to 12 months after the training are shown in the following table.

Table 7. The Changes of Employment Status

Employment Status	After 6 Months		After 12 Months	
	Total	Unemployed	Employed	
Unemployed	87	68	19	
Employed	215	20	195	
Total	302	88	214	

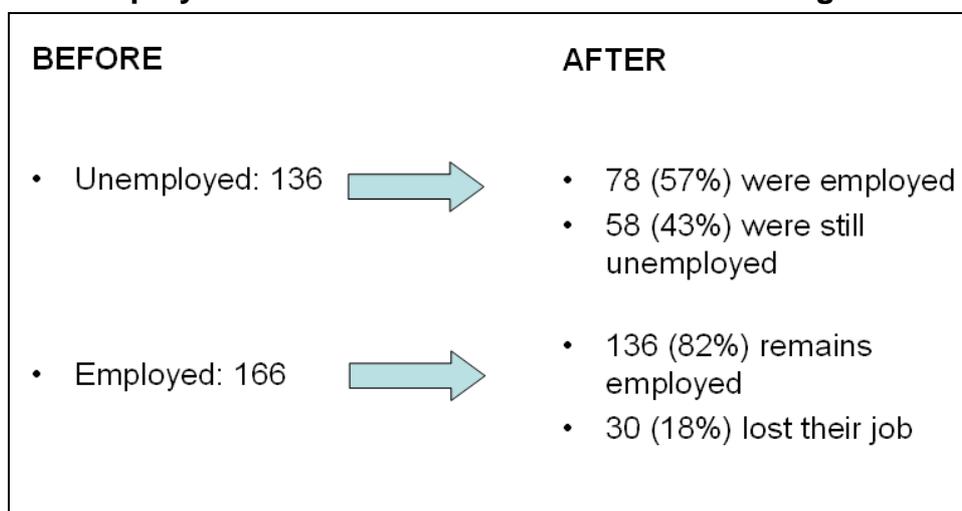
Of 87 unemployed respondents surveyed after 6 months of the training, 19 of them were able to become employed after 12 months. Unfortunately, of the 215 employed respondents surveyed after 6 months of training, 20 lost their jobs for some reasons. The details are as follows:

Table 8. List of Respondents Who Lost Their Jobs after 12 Months

No	Name	Sex	Phase	Training	District
1	Jenis Edison Daeli	Male	Phase 4	Civil Construction	Nias
2	Albertus T Banua	Male	Phase 4	Civil Construction	Nias
3	Hezekel Zebua	Male	Phase 4	Automotive	Nias
4	T.Nurdiansyah	Male	Phase 4	Welding	Banda Aceh
5	Fahrizal	Male	Phase 4	Electrical Installation	Aceh Besar
6	Hendra	Male	Phase 4	Civil Construction	Aceh Besar
7	Dedy	Male	Phase 3	Computer Applications	Aceh Besar
8	Wahyuni Marita	Female	Phase 1	Electrical Installation	Aceh Besar
9	Fikri	Male	Phase 3	Computer Applications	Aceh Jaya
10	Suryani	Female	Phase 2	Computer Applications	Pidie
11	Syafrina A Jabar	Female	Phase 2	Bookkeeping	Pidie
12	Ikhwani Rusli	Male	Phase 2	Welding	Pidie
13	Yuswar	Male	Phase 2	Computer Applications	Pidie
14	Rita Zahara	Female	Phase 2	Bookkeeping	Aceh Besar
15	Mauliyan	Male	Phase 2	Welding	Aceh Besar
16	Dewi Fitri Yati	Female	Phase 2	Bookkeeping	Aceh Besar
17	Zulfikar	Male	Phase 1	Civil Construction	Aceh Besar
18	Martala	Male	Phase 1	Civil Construction	Aceh Besar
19	Nirwana	Female	Phase 2	Computer Applications	Aceh Besar
20	Afrizal	Male	Phase 1	Electrical Installation	Aceh Besar

Both the numbers of female and male employed respondents have increased (Table 5 above).

Figure 5. Employment Status Before and After the Training



The story box below presents examples of some graduates that have not yet been employed, even 12 months after the trainings.



When Wahyu was interviewed, he seemed to be unenergetic. With an unfriendly face, he said that since he finished the training he did not get any job yet. With his five friends, who also took the computer introduction training program, he admitted that there had been no opportunities to work as a computer operator in their village. It is considered likely, since Pulot village – Lhoong Subdistrict, where they live, is relatively very far from Banda Aceh city. The majority of the community in their village work as farmers and fishermen. "We do not get any information about the job opportunity here; how we can apply for the job," he said. Today in the village, infrastructure development is being conducted, such as school and house building that requires civil construction skills. "We never applied our computer knowledge and skill after returning from the training," he said when the interview ended.



Harmiati Hasra did not give up, although she has applied for a job at many institutions. Until now, she is still jobless. The girl, who was born in Bireuen and lives next to Sultan Iskandar Muda Airport, admitted that she was wrong in choosing the field of study. She wished to take the computer program but then changed to the civil construction program. After her return to Aceh, the girl who had worked in telecommunication service before participating in the training has never worked in any civil construction institution. She said that it was strange for women in Aceh to work as a building construction laborer. At this moment, she is taking a computer course with her own money. She expects to work for a service sector of offices. She has only a junior high school graduation certificate and wishes to get a job to help get a better life. That was what she said at the end of the interview.



Runi Yasir was still at the first year of MAN (State Moslem Senior High School) Banda Aceh when he participated in the computer application training. He was the best student in the computer application program, surpassing his friends from the second period. After his return from the training, the boy continued his study. He is currently at the second year of MAN Banda Aceh. "My father does not allow me to apply for any job yet," he said when he was asked his reason for not applying for a job. However, the boy who lives in Tanjung Selamat of Darussalam Subdistrict, Aceh Besar Regency, has ambitions to continue his study at Politeknik Caltek Riau (PCR) where he achieved knowledge and skill for three months. The most things that impressed him during the training in PCR were the discipline, cooperative working in groups, and professional working, influenced by industrial culture.

Before the training, only 25.64% of females were employed. For 3, 6, and 12 months after completing the training, the number increased significantly to 34.62%, 52.56%, and 55.13%, respectively.

Table 9. Female Respondents Employment Status

Status	Female							
	Before Training		3 Months after Training		6 Months after Training		12 Months after Training	
	Total	%	Total	%	Total	%	Total	%
Unemployed	58	74.36%	51	65.38%	37	47.44%	35	44.87%
Employed	20	25.64%	27	34.62%	41	52.56%	43	55.13%
Total	78	100.00%	78	100.00%	78	100.00%	78	100.00%

The number of employed male respondents increased from 65.2% before the training to 72.8% and 77.7% after 3 and 6 months upon completing the training.

Male respondents contributed to the increment of unemployed respondents as shown in Table 10 and in Figure 6. Some of the male respondents lost their job (contract termination) after 12 months upon completing the training.

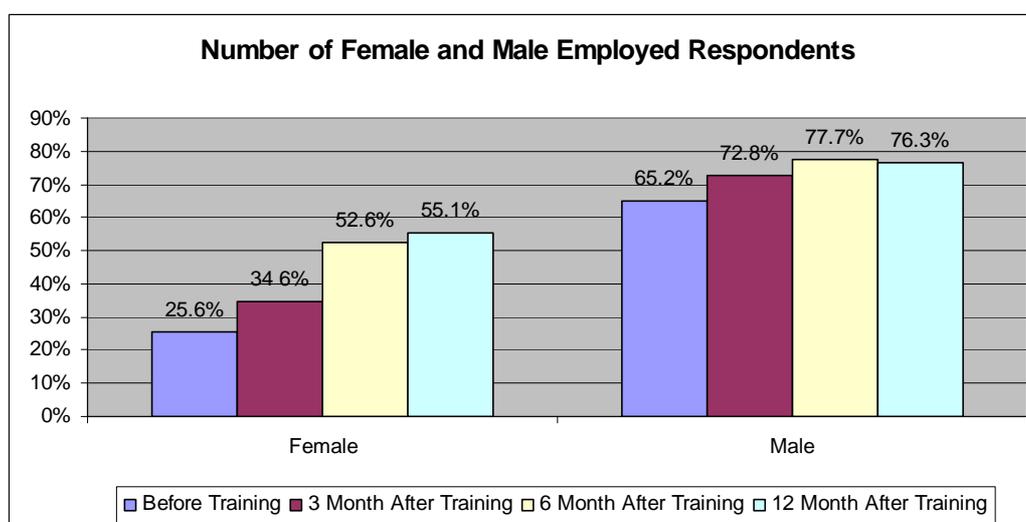
Table 10. Male Respondents Employment Status

Status	Male							
	Before Training		3 Months after Training		6 Months after Training		12 Months after Training	
	Total	%	Total	%	Total	%	Total	%
Unemployed	78	34.8%	61	27.2%	50	22.3%	53	23.7%
Employed	146	65.2%	163	72.8%	174	77.7%	171	76.3%
Total	224	100.0%	224	100.0%	224	100.0%	224	100.0%

The comparison of the employed female and male respondents is presented in Figure 6. Males were more successful in getting jobs than women because:

1. Most of the available jobs in Aceh related to civil construction, welding, carpentry, electrical and automotive work and are more suitable for males.
2. Most of the females prefer to work in bookkeeping and as computer operators. The survey found they have to compete with formal certificate holders (D3/D4/S1).
3. It is not the custom for Achenese females to leave their village to find jobs.

Figure 6. Number of Female and Male Employed Respondents



Examining the employment status in each district (Table 11 and Figure 3), respondents in Aceh Barat are more successful, where 95.3% of them have jobs. Respondents in Nias look less successful in getting jobs. Respondents in Pidie look successful in the early on, 3 and 6 months after the training, but then the percentage of employed respondents decreased significantly to 72.7%.

Table 11. Employment in Each District before and after the Training

District	Before Training			3 Month After Training			6 Month After Training			12 Month After Training		
	Unemp loved	Empl yed	% Employed	Unempl oyed	Empl yed	% Employed	Unempl oyed	Empl yed	% Employed	Unempl oyed	Empl yed	% Employed
Aceh Barat	12	31	72.1%	14	29	67.4%	11	32.00	74.4%	2	41	95.3%
Aceh Besar	64	69	51.9%	45	88	66.2%	40	93	69.9%	47	86	64.7%
Aceh Jaya	21	21	50.0%	22	20	47.6%	14	28	66.7%	11	31	73.8%
Aceh Utara	2	4	66.7%	3	3	50.0%	1	5	83.3%	1	5	83.3%
Banda Aceh	13	9	40.9%	10	12	54.5%	6	16	72.7%	5	17	77.3%
Bireun		1	100.0%		1	100.0%		1	100.0%		1	100.0%
Nias	13	9	40.9%	11	11	50.0%	10	12	54.5%	13	9	40.9%
Pidie	11	22	66.7%	7	26	78.8%	5	28	84.8%	9	24	72.7%
Total	136	166	55.0%	112	190	62.9%	87	215	71.2%	88	214	70.9%

Due to the escalation of rehabilitation and reconstruction programs in Aceh Barat and Aceh Jaya, the percentage of employed respondents in these districts increased significantly, while other districts look more stable.

The comparison on the number of employed respondents (in percent) before and after the training is presented in Figure 7.

Figure 7. Employed Respondents per District



Respondents from Phase 1 appear more successful than the others. Of the unemployed respondents, only 9 are left, or 79.1% of the respondents have become employed (see Table 12 and Figure 8).

Factors that make Phase 1 more successful than the others are as follows:

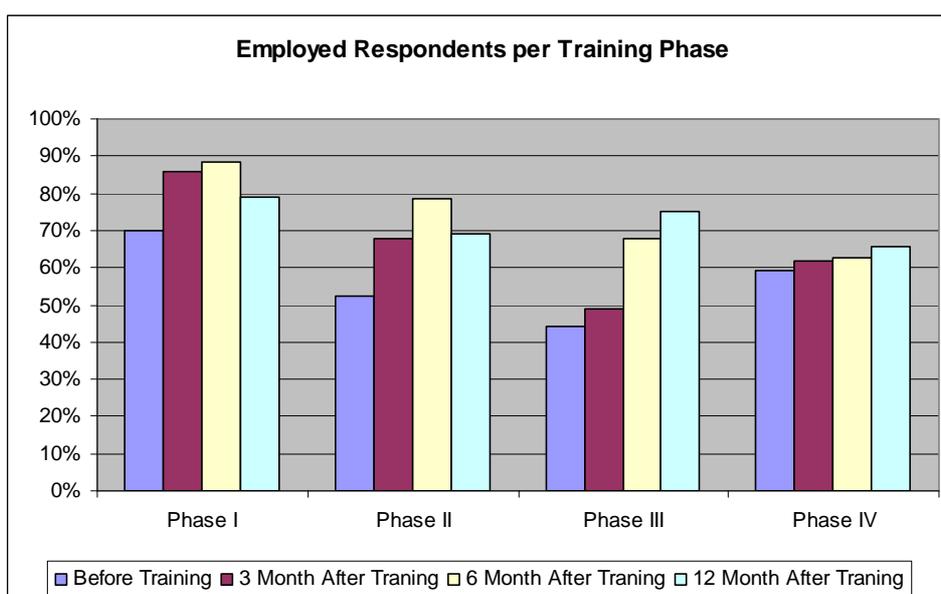
1. Phase 1 respondents returned to Aceh sooner.
2. The subjects offered in Phase 1 are more related to civil construction, skills that were very in demand upon their return.

Although Phase 1 and 2 look more successful, due to contract termination, their percentage of employed respondents at 12 months after the training decreased.

Table 12. Employment Percentage Each Training Phase before and Three and Six Months after the Training

Training	Before Training			3 Month After The Training			6 Month After The Training			12 Month After The		
	Unemp loyed	Employ ed	% Employed	Unemp loyed	Employ ed	% Employed	Unemp loyed	Employ ed	% Employed	Unemp loyed	Employ ed	% Employed
Phase I	13	30	69.8%	6	37	86.0%	5	38	88.4%	9	34	79.1%
Phase II	31	34	52.3%	21	44	67.7%	14	51	78.5%	20	45	69.2%
Phase III	47	37	44.0%	43	41	48.8%	27	57	67.9%	21	63	75.0%
Phase IV	45	65	59.1%	42	68	61.8%	41	69	62.7%	38	72	65.5%
Total	136	166	55.0%	112	190	62.9%	87	215	71.2%	88	214	70.9%

Figure 8. Employed Respondents per Training Phase



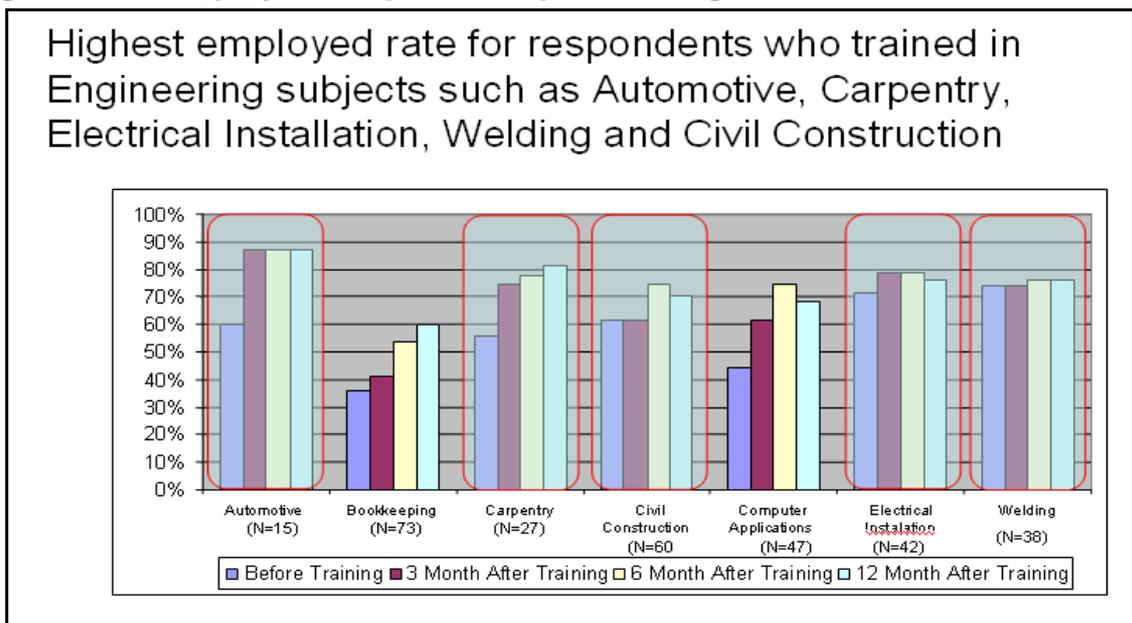
The respondents from automotive, carpentry, electrical installation, welding, and civil construction training were more successful. More than 70% of them were able to get employed after 12 months upon completing training (see Table 13 and Figure 5). Workers for those job fields were very high in demand recently (Aceh Rehabilitation and Reconstruction Program).

However, some respondents from civil construction, computer application, and electrical installation training lost their jobs after 12 months after completing the training. These respondents are part of those listed in Table 10.

Table 13. Employment Percentage Each Training Subject before and Three, Six, and Twelve Months after the Training

Training	Before The Training			3 Month After The Training			6 Month After The Training			12 Month After The Training		
	Unemplo yed	Emplo yed	% Employed	Unemplo yed	Emplo yed	% Employed	Unemploy ed	Emplo yed	% Employed	Unemplo yed	Emplo yed	% Employed
Automotive	6	9	60.0%	2	13	86.7%	2	13	86.7%	2	13	86.7%
Bookkeeping	47	26	35.6%	43	30	41.1%	34	39	53.4%	29	44	60.3%
Carpentry	12	15	55.6%	7	20	74.1%	6	21	77.8%	5	22	81.5%
Civil Construction	23	37	61.7%	23	37	61.7%	15	45	75.0%	18	42	70.0%
Computer Applications	26	21	44.7%	18	29	61.7%	12	35	74.5%	15	32	68.1%
Electrical Instalation	12	30	71.4%	9	33	78.6%	9	33	78.6%	10	32	76.2%
Welding	10	28	73.7%	10	28	73.7%	9	29	76.3%	9	29	76.3%
Total	136	166	55.0%	112	190	62.9%	87	215	71.2%	88	214	70.9%

Figure 9. Employed Respondents per Training Phase

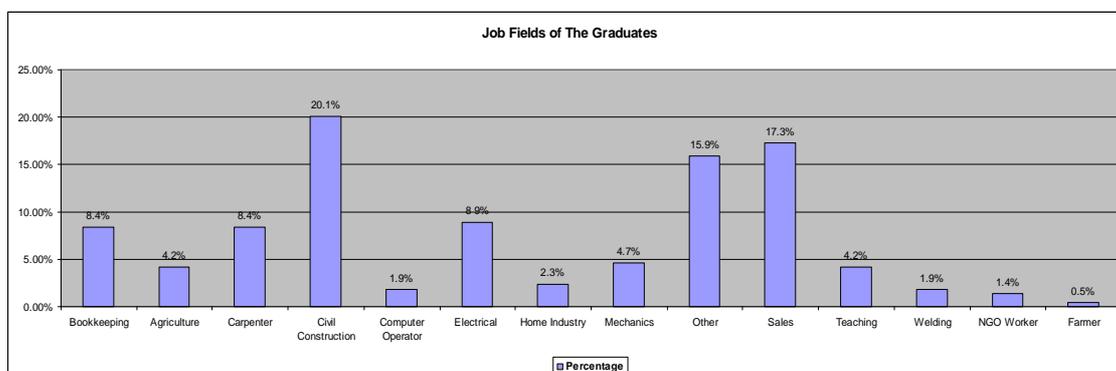


After completing the training, the respondents may work in fields related to their training subjects or not (Table 14 and Figure 10). About 20.09 % of them work in civil construction fields

Table 14. Job Fields of the Graduates of Each Training Subject (After Twelve Months)

Training Subject	Total	Job Fields After 12 Months													
		Admin/Book keeping	Agriculture	Carpenter	Civil Construction	Computer Operator	Electrical Installation	Home Industry	Mechanics	Other	Sales	Teaching	Welding	NGO Worker	Farmer
Automotive	13				1		2		7	3					
Bookkeeping	44	12	5	2	2			3		6	8	5		1	
Carpentry	22			6	6				1	5	2	1			
Civil Construction	42		3	4	16			1	1	5	10	1		1	
Computer Applications	32	5	1	1	4	4	2	1		5	7	2			
Electrical Installation	32			2	5		14			7	3			1	
Welding	29	1		3	9		1		1	3	7		4		
Grand Total	214	18	9	18	43	4	19	5	10	34	37	9	4	3	1
Percentage		8.41%	4.21%	8.41%	20.09%	1.87%	8.88%	2.34%	4.67%	15.89%	17.29%	4.21%	1.87%	1.40%	0.47%

Figure 10. Employed Respondents per Training Subject

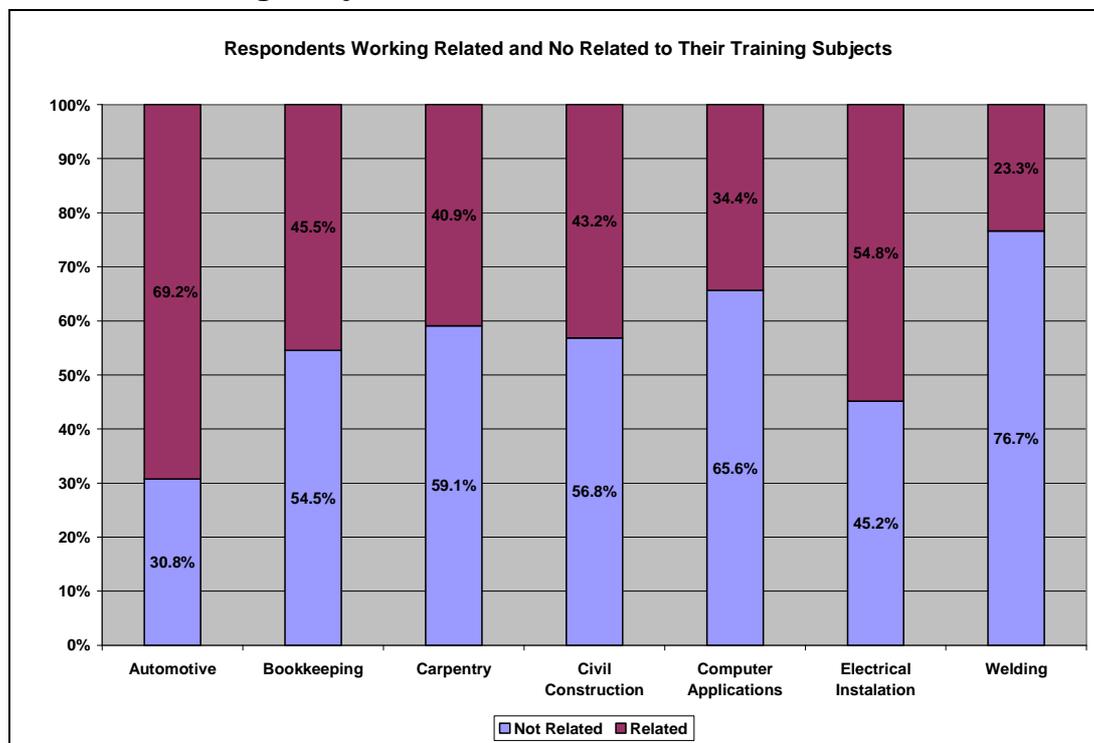


The survey also examines whether responsibilities of respondents in their jobs are relevant to the training subject (Table 15 and Figure 11). More than 50% of automotive and electrical graduates work in job fields that are related to their training subjects.

Table 15. Respondents Working in Jobs Related and Not Related to Their Training Subjects

Training Subject	Number of Respondents Working Related and Not Related to Their Training Subject (Based on their responsibilities)			
	Not Related	Related	Total	% Related
Automotive	4	9	13	69.23%
Bookkeeping	24	20	44	45.45%
Carpentry	13	9	22	40.91%
Civil Construction	25	19	44	43.18%
Computer Applications	21	11	32	34.38%
Electrical Instalation	14	17	31	54.84%
Welding	23	7	30	23.33%
Grand Total	124	92	216	42.59%

Figure 11. Respondents Working in Jobs Related and Not Related to Their Training Subjects



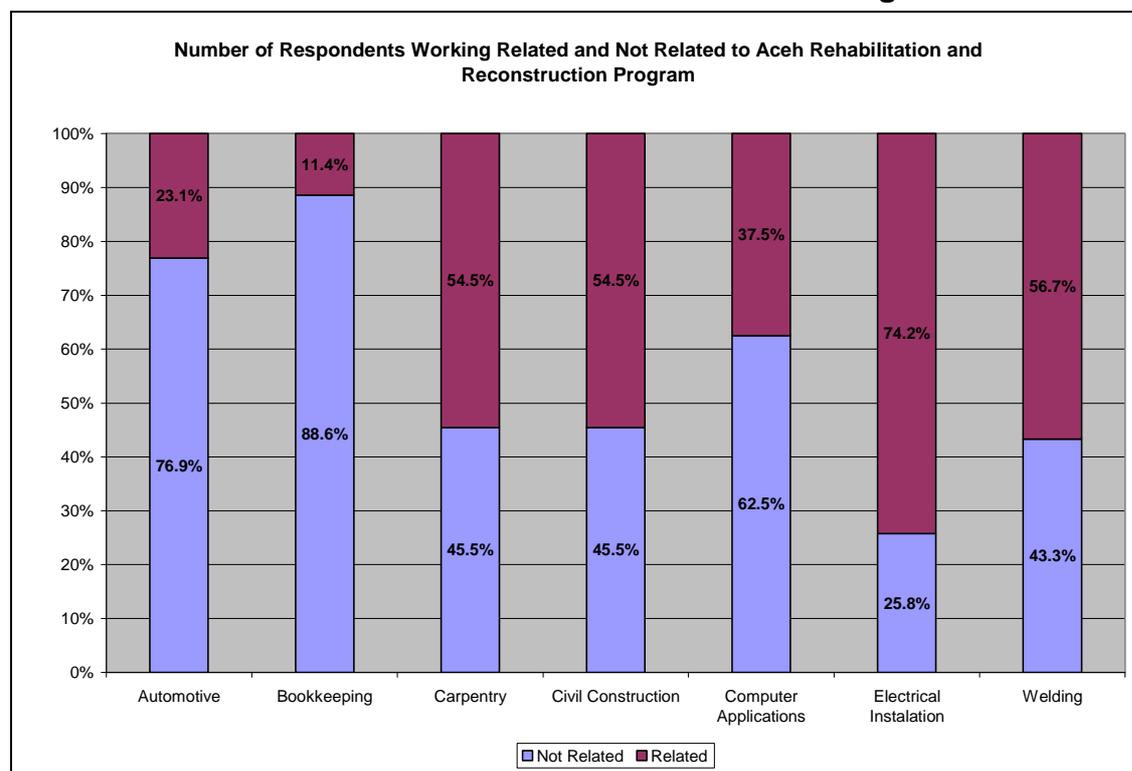
The survey examined the participation of respondents in the Aceh Rehabilitation and Reconstruction Program (Table 16 and Figure 12). More than 60% of respondents

who were trained in automotive, computer application, and welding work in fields more related to the Aceh Rehabilitation and Reconstruction Program.

Table 16. Respondents Working in Jobs Related and Not Related to the Aceh Rehabilitation and Reconstruction Program

Training Subject	Number of Respondents Working in Jobs Related and Not Related to the Aceh Rehabilitation and Reconstruction Program			
	(Based on their responsibilities)			
	Not Related	Related	Total	% Related
Automotive	4	9	13	69.23%
Bookkeeping	24	20	44	45.45%
Carpentry	13	9	22	40.91%
Civil Construction	19	23	42	54.76%
Computer Applications	11	21	32	65.63%
Electrical Installation	17	15	32	46.88%
Welding	7	22	29	75.86%
Grand Total	95	119	214	55.61%

Figure 12. Respondents Working in Jobs Related and Not Related to the Aceh Rehabilitation and Reconstruction Program



All previous tables have shown that the training has changed the employment status of most respondents. In other words, most of the respondents have been trained during the training with skills that are useful in getting jobs.

The survey has identified the percentage of skills obtained during the training and then applied or used. At least 74.8% of respondents said that they used approximately 50% or more of skills learned in the training for their current job (see Table 17).

Table 17. The Use of Skill Learned In the Training

The use of skill learned in the training	Employed	%
0%	27	12.6%
30%	19	8.9%
40%	8	3.7%
50%	37	17.3%
55%	1	0.5%
60%	17	7.9%
65%	3	1.4%
70%	26	12.1%
75%	15	7.0%
80%	13	6.1%
85%	4	1.9%
90%	17	7.9%
95%	7	3.3%
100%	20	9.3%
Total	214	100.0%

In addition, the lists of lessons learned during the training that are useful for the respondents in their work are presented in Table 18. Disciplines and working attitudes were mostly chosen by the respondents (see Table 18). Both become the added values for respondents' success in their work.

Table 18. Lesson Learned during the Training

Lesson learned during the training	Total
Social Interaction	73
Discipline	193
Team work	91
Working Attitude	116
Academics	87

The Box Stories below show how a graduate feels about the lessons learned during the training.

	<p>Mahyudin. This slender and tall young man confesses that after he came back from the training in Politeknik Caltex Riau, he ran an electric voucher recharging business. This electrical installation field training alumnus comes from Aceh Jaya, the badly damaged area hit by the tsunami disaster. The young man who survived the tsunami waves admitted that he earns Rp. 1.500.000 per month for selling the hand phone electric voucher recharging. He explained that the experience he got while he was following the training, such as discipline, team cooperation, and socialization in a community, really helps him in his current business. Mahyudin said that although he</p>
<p>works in voucher selling services, he still used his knowledge and skill he got during the 3-month training in PCR Riau. He said that he often helped the surrounding community in fixing electrical problems although he was not paid. He just helps them so that he doesn't lose his skill.</p>	
	<p>Fitri Yani, a bookkeeping field alumnus, comes from Aceh Barat. She is currently working for a nongovernmental organization (NGO) for coastal area and ocean potential as a field assistant staff. This young woman confesses that she can apply her knowledge she got in PCR at the place she is working. She has the duty of assisting the community in exploiting the capital for a productive economic business. Besides, she can apply her skill in bookkeeping. She also admits that discipline, cooperation in teams, and high self confidence help her with her work. This senior high school (SMA) young</p>
<p>woman earns Rp. 1.200.000 per month that she can use to support her family.</p>	

Table 19 presents the changes of employment status from 6 months to 12 months after the training. The information that we were able to get is as follows:

1. Of 85 unemployed respondents, 68 (80%) of them remain unemployed; some of them are continuing their studies; and some (women) got married and are not allowed to work. The rest, 17 (20%) of them were able to get jobs.
2. Of 217 employed respondents, 20 (9.21%) of them lost their job (unemployed) for some reasons, such as contract terminations and resignations due to low pay. The rest, 197 (90.79%) of them remain employed.

Table 19. The Changes of Respondents' Job Titles

Job Titles	Admin/Bookkeeping	Agriculture	Carpenter	Civil Construction	Computer Operator	Electrical Installation	Farmer	Home Industry	Mechanics	NGO Worker	Sales	Teaching	Welding	Other	Unemployed	Total
Admin/Bookkeeping	15			1								1			1	18
Agriculture	1	7													1	9
Carpenter			18	1												19
Civil Construction				35		2					3			1	4	45
Computer Operator					4										1	5
Electrical Installation						16					1			1	1	19
Home Industry								5							2	7
Mechanics									9							9
Sales		1		1						1	25				4	32
Teaching												8			3	11
Welding				1									4			5
Other				2			1			1	3			28	3	38
Unemployed	2	1		2		1			1	1	5			4	68	85
Grand Total	18	9	18	43	4	19	1	5	10	3	37	9	4	34	88	302

4.2 Challenges in Getting Employed

How the respondents found a job is presented in this section.

Of 214 employed respondents, 40.7% of them learn about the vacancies from their friends, 22.9% seek the information on their own through visiting, asking around, and writing directly to the prospective agency, company, and NGO. (Table 20).

Table 20. Sources of Vacancy Information

Source of Vacancy Information	Total	%
Friends	87	40.70%
Own initiative	49	22.90%
Family	25	11.70%
Others	18	8.40%
NGO	12	5.60%
Continuing Previous Work	11	5.10%
Advertisement	7	3.30%
Continuing Previous Business	5	2.30%
Grand Total	214	100.00%

Of 302 respondents, only a few (36.1%) have ever sent job application letters. It seems that sending job application letters was not an effective way in finding jobs for

them. Of 214 employed respondents, 66.8% of them said that they get employed without sending application letters (see Table 21).

Apparently sending application letters is not an effective way for them to get employed. Most of the available vacancies that are suitable for respondent qualifications are not for officer and engineer positions. Usually, NGOs and companies advertise vacancies through the media only for officer, consultants, and engineer positions. For positions lower than those, it is preferred to recruit workers through walk-in interviews and by contacting community leaders around project sites.

Table 21. Sending Application Letters

Sending Application Letters			Employment Status After 12 Months			
Status	Total	%	Unemployed	%	Employed	%
Yes	109	36.1%	38	43.2%	71	33.2%
No (Never)	193	63.9%	50	56.8%	143	66.8%
Total	302	100.0%	88	100.0%	214	100.0%

In Table 22, 50 unemployed respondents have never sent an application letter. Most of them had no information about available jobs and some did not have plans to work (they were continuing their studies or had gotten married).

Table 22. Reason for Not Sending Application Letters

Reason for Not Sending Application Letters	Total
Not available or no Info about job vacancies	16
Continuing studies	10
Lack of qualifications	8
Lack of experiences and do not feel confident	10
Married (housewife)	2
Contract terminated	2
Lack of money	2
Total	50

In addition, apparently sending application letters is not an effective way to find jobs for them. Most respondents work in sales and civil construction. In fact, the agencies or person in-charge in running those businesses usually does not require a formal application letter.

Their actual problems in getting employed are presented in Table 23. Lack of information, English skills, and qualifications are the main problems for the

unemployed. Meanwhile, for employed respondents, lack of information and experience are the main problems.

Table 23. Problems in Getting Employed

Problems	Unemployed		Employed		Total	%
	Total	%	Total	%		
Lack of English	18	20.5%	11	5.1%	29	9.60%
Lack of Experiences	6	6.8%	7	3.3%	13	4.30%
Lack of Information	43	48.9%	16	7.5%	59	19.54%
Lack of Qualification	20	22.7%	7	3.3%	27	8.94%
No Problems		0.0%	168	78.5%	168	55.63%
Too Many Competitors	1	1.1%	5	2.3%	6	1.99%
Grand Total	88	100.0%	214	100.0%	302	100.00%

Afilla Rahmi, a graduate, gave testimony about how graduates faced problems with lack of English skills and qualifications in getting employed.



When **Afilla Rahmi** was visited, she was working for Biro Perjalanan Wayla Travel in Banda Aceh. The girl, who comes from Lhoong Subdistrict admitted that after the tsunami, she was forced to drop out of the university where she was studying because of financial problems because both of her parents had passed away. After her return from the training, she had applied for a job at several institutions by attaching her computer training certificate. According to her, the major problems she faced are the requirements for an educational certificate and English ability that she could not fulfill. Mimi (her nick name) has been working for the Biro Perjalanan for 2 months as an administrative staff member with a salary of Rp.1.000.000 per month. She expects to resume her studies at the Economy Faculty of Syiah Kuala University.

The time spent for males and females in getting employed are shown in Table 24 and Figures 13 and 14. The figures show that male respondents spend less time to get employed than females, due to some factors as follows:

- a) Due to local cultures and values in Aceh, males have more responsibility toward their families. After losing their parents in the Tsunami, most male

respondents have to support their families financially. This encourages them to be more pro-active in getting employed once returning from the training.

- b) It is not common for young women in Aceh to leave their parents and villages to get jobs. They prefer and wish to work around their village and live with their parents. Meanwhile, only few jobs suitable for females are available in the villages (most are civil construction).

Table 24. Time Spent to Get Employed for Male and Female Respondents

Time Spent (Months)	Females			Males			Grand Total		
	Total	Cumulative (Employed)	%	Total	Cumulative (Employed)	%	Total	Cumulative (Employed)	%
0	4	4	5.1%	15	15	6.7%	19	19	6.3%
1	16	20	25.6%	74	89	39.7%	90	109	36.1%
2	0	20	25.6%	12	101	45.1%	12	121	40.1%
3	3	23	29.5%	22	123	54.9%	25	146	48.3%
4	0	23	29.5%	4	127	56.7%	4	150	49.7%
5	3	26	33.3%	3	130	58.0%	6	156	51.7%
6	5	31	39.7%	27	157	70.1%	32	188	62.3%
7	1	32	41.0%	1	158	70.5%	2	190	62.9%
8	7	39	50.0%	2	160	71.4%	9	199	65.9%
10	4	43	55.1%	8	168	75.0%	12	211	69.9%
12	1	44	56.4%	2	170	75.9%	3	214	70.9%
Unemployed	34		43.6%	54		24.1%	88		29.1%
Grand Total	78			224			302		

Figure 13. Number of Employed Respondents and in Each Month after the Training

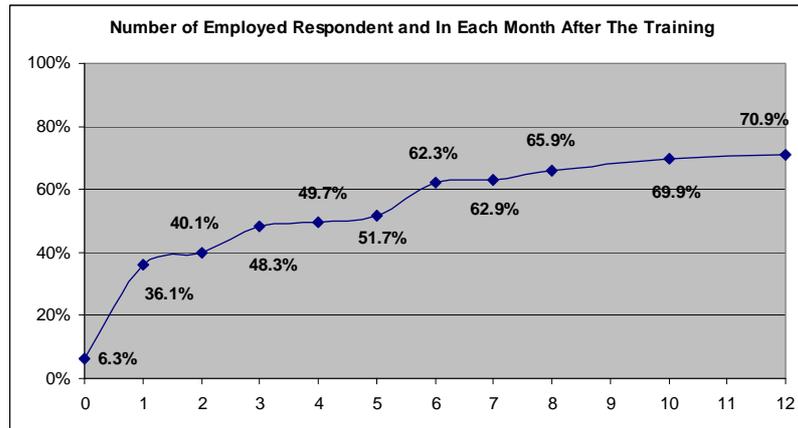
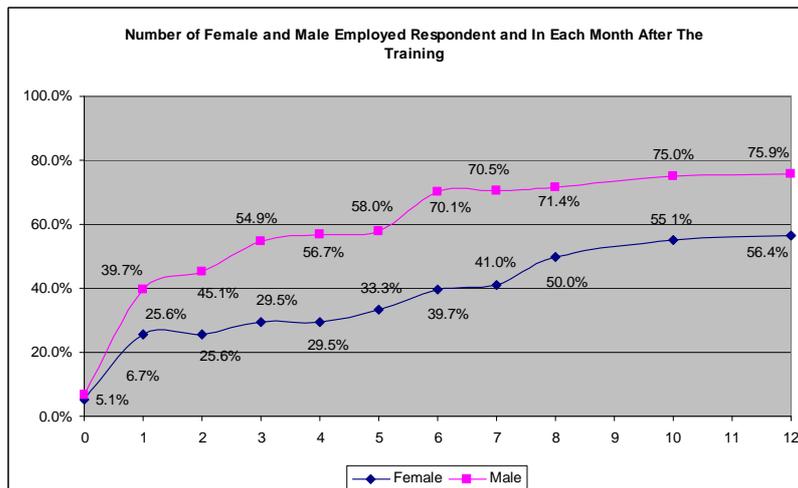


Figure 14. Number of Female and Male Employed Respondents and In Each Month after the Training

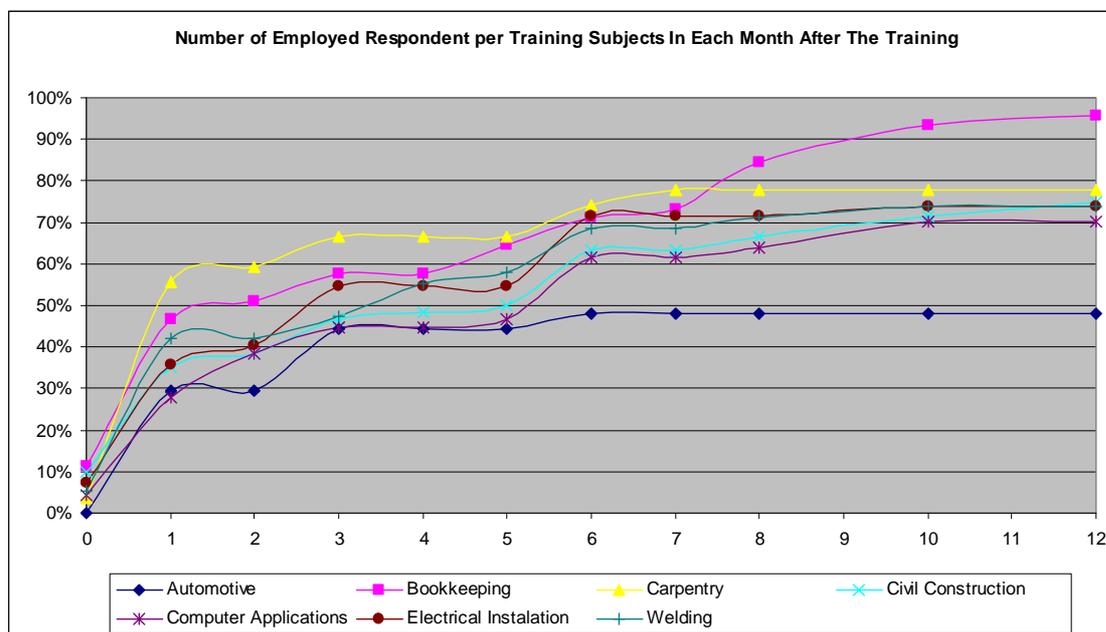


Respondents who graduate from Carpentry and Automotive Training are able to get employed earlier than the others. More than 50% of them are able to get employed within 1 month after the training (Table 25 and Figure 15). The skills in carpentry and welding are highly in demand.

Table 25. Time Spent to Get Employed, Based on Training Subjects

Spent Time (Months)	Automotive			Bookkeeping			Carpentry			Civil Construction			Computer Applications			Electrical Instalation			Welding			Grand Total		
	Total	Cumulative	%	Total	Cumulative	%	Total	Cumulative	%	Total	Cumulative	%	Total	Cumulative	%	Total	Cumulative	%	Total	Cumulative	%	Total	Cumulative	%
0		0	0.0%	5	5	6.8%	1	1	3.7%	6	6	10.0%	2	2	4.3%	3	3	7.1%	2	2	5.3%	19	19	6.3%
1	8	8	53.3%	16	21	28.8%	14	15	55.6%	15	21	35.0%	11	13	27.7%	12	15	35.7%	14	16	42.1%	90	109	36.1%
2		8	53.3%	2	23	31.5%	1	16	59.3%	2	23	38.3%	5	18	38.3%	2	17	40.5%		16	42.1%	12	121	40.1%
3	4	12	80.0%	3	26	35.6%	2	18	66.7%	5	28	46.7%	3	21	44.7%	6	23	54.8%	2	18	47.4%	25	146	48.3%
4		12	80.0%		26	35.6%		18	66.7%	1	29	48.3%		21	44.7%		23	54.8%	3	21	55.3%	4	150	49.7%
5		12	80.0%	3	29	39.7%		18	66.7%	1	30	50.0%	1	22	46.8%		23	54.8%	1	22	57.9%	6	156	51.7%
6	1	13	86.7%	3	32	43.8%	2	20	74.1%	8	38	63.3%	7	29	61.7%	7	30	71.4%	4	26	68.4%	32	188	62.3%
7		13	86.7%	1	33	45.2%	1	21	77.8%		38	63.3%		29	61.7%		30	71.4%		26	68.4%	2	190	62.9%
8		13	86.7%	5	38	52.1%		21	77.8%	2	40	66.7%	1	30	63.8%		30	71.4%	1	27	71.1%	9	199	65.9%
10		13	86.7%	4	42	57.5%		21	77.8%	3	43	71.7%	3	33	70.2%	1	31	73.8%	1	28	73.7%	12	211	69.9%
12		13	86.7%	1	43	58.9%		21	77.8%	2	45	75.0%		33	70.2%		31	73.8%		28	73.7%	3	214	70.9%
Unemployed	2		13.3%	30		41.1%	6		22.2%	15		25.0%	14		29.8%	11		26.2%	10		26.3%	88		29.1%
Grand Total	15			73			27			60			47			42			38			302		

Figure 15. Number of Employed Respondents per Training Subjects in Each Month after the Training

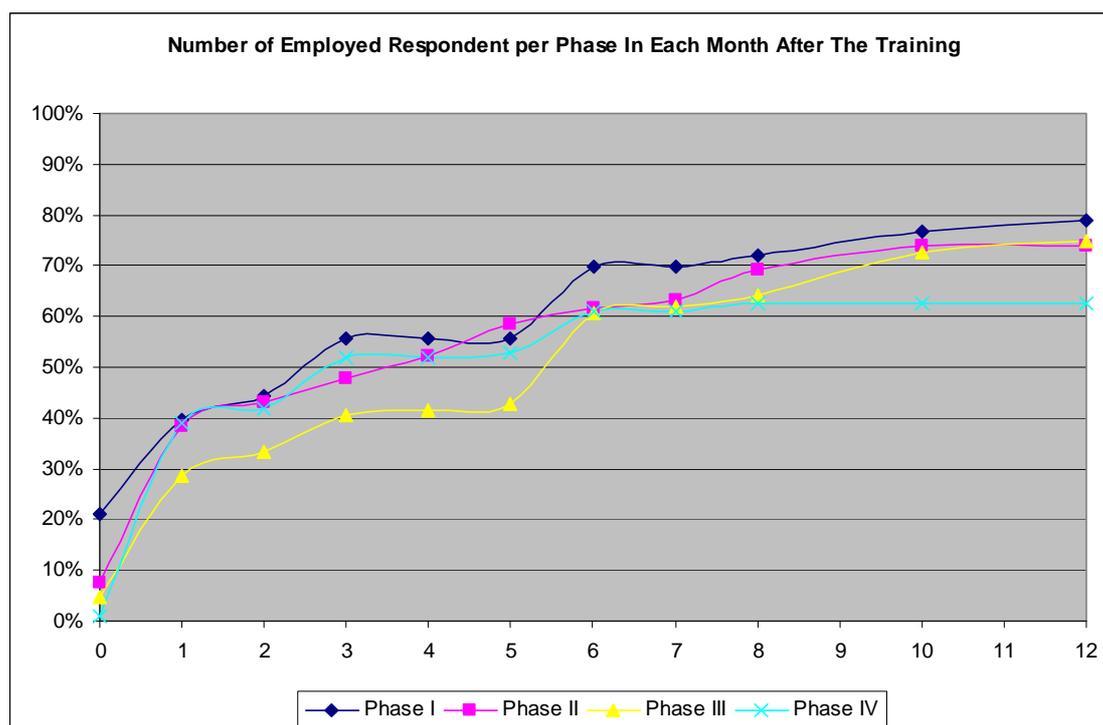


When respondents of Phase 1 return from the training, the demand for workers is very high and only a few workers from outside Aceh had arrived. Hence, around fifty percent of Phase 1 respondents are able to be employed within 3 months (Table 26 and Figure 16).

Table 26. Time Spent to Get Employed for Each Phase

Spent Time (Months)	Phase I			Phase II			Phase III			Phase IV			Grand Total		
	Total	Cumulative	%	Total	Cumulative	%	Total	Cumulative	%	Total	Cumulative	%	Total	Cumulative	%
0	9	9	20.9%	5	5	7.7%	4	4	4.8%	1	1	0.9%	19	19	6.3%
1	8	17	39.5%	20	25	38.5%	20	24	28.6%	42	43	39.1%	90	109	36.1%
2	2	19	44.2%	3	28	43.1%	4	28	33.3%	3	46	41.8%	12	121	40.1%
3	5	24	55.8%	3	31	47.7%	6	34	40.5%	11	57	51.8%	25	146	48.3%
4		24	55.8%	3	34	52.3%	1	35	41.7%		57	51.8%	4	150	49.7%
5		24	55.8%	4	38	58.5%	1	36	42.9%	1	58	52.7%	6	156	51.7%
6	6	30	69.8%	2	40	61.5%	15	51	60.7%	9	67	60.9%	32	188	62.3%
7		30	69.8%	1	41	63.1%	1	52	61.9%		67	60.9%	2	190	62.9%
8	1	31	72.1%	4	45	69.2%	2	54	64.3%	2	69	62.7%	9	199	65.9%
10	2	33	76.7%	3	48	73.8%	7	61	72.6%		69	62.7%	12	211	69.9%
12	1	34	79.1%		48	73.8%	2	63	75.0%		69	62.7%	3	214	70.9%
Unemployed	9		20.9%	17		26.2%	21		25.0%	41		37.3%	88		29.1%
Grand Total	43			65			84			110			302		

Figure 16. Number of Employed Respondents per Phase in Each Month after the Training



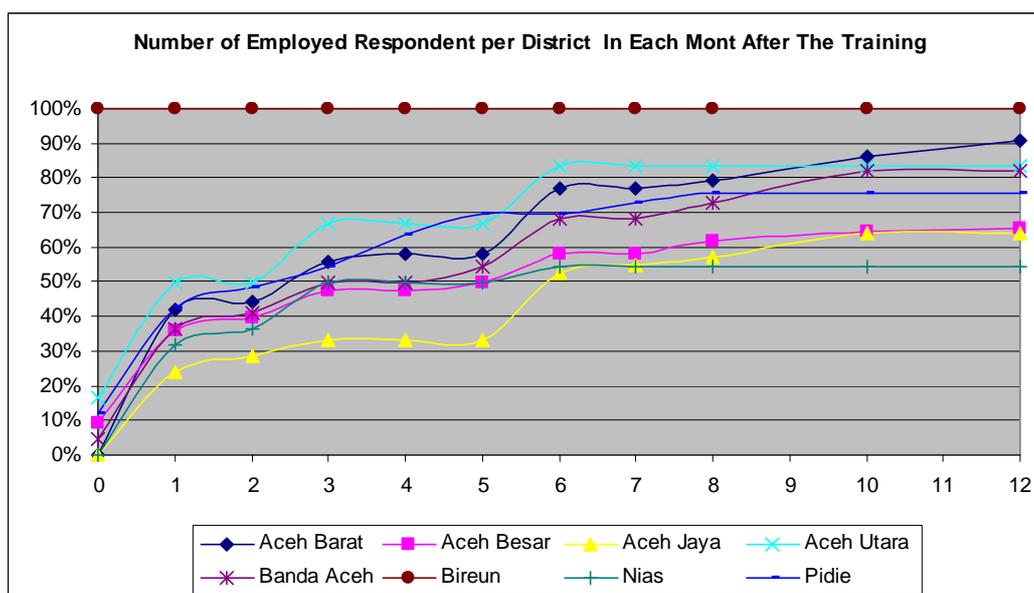
Various resources reported that the progress of rehabilitation and reconstruction in Aceh Jaya is very slow, especially within one year after the Tsunami. The transportation problems have not been solved. The economic and livelihood sectors have not been improved much.

Those factors influenced the time spent for respondents in Aceh Jaya to be employed. The surveys found respondents need more time to be employed, and 50% of them were able to get employed after 7 months after completing the training (Table 27 and Figure 17).

Table 27. Time Spent to Get Employed for Each District

Spent Time (Months)	Aceh Barat			Aceh Besar			Aceh Jaya			Aceh Utara			Banda Aceh			Bireun			Nias			Pidie			Grand Total		
	Total	Cumulative	%	Total	Cumulative	%	Total	Cumulative	%	Total	Cumulative	%	Total	Cumulative	%	Total	Cumulative	%	Total	Cumulative	%	Total	Cumulative	%	Total	Cumulative	%
0		0	0.0%	12	12	9.0%		0	0.0%	1	1	16.7%	1	1	4.5%	1	1	100.0%		0	0.0%	4	4	12.1%	19	19	6.3%
1	18	18	41.9%	36	48	36.1%	10	10	23.8%	2	3	50.0%	7	8	36.4%		1	100.0%	7	7	31.8%	10	14	42.4%	90	109	36.1%
2	1	19	44.2%	5	53	39.8%	2	12	28.6%		3	50.0%	1	9	40.9%		1	100.0%	1	8	36.4%	2	16	48.5%	12	121	40.1%
3	5	24	55.8%	10	63	47.4%	2	14	33.3%	1	4	66.7%	2	11	50.0%		1	100.0%	3	11	50.0%	2	18	54.5%	25	146	48.3%
4	1	25	58.1%		63	47.4%		14	33.3%		4	66.7%		11	50.0%		1	100.0%		11	50.0%	3	21	63.6%	4	150	49.7%
5		25	58.1%	3	66	49.6%		14	33.3%		4	66.7%	1	12	54.5%		1	100.0%		11	50.0%	2	23	69.7%	6	156	51.7%
6	8	33	76.7%	11	77	57.9%	8	22	52.4%	1	5	83.3%	3	15	68.2%		1	100.0%	1	12	54.5%		23	69.7%	32	188	62.3%
7		33	76.7%		77	57.9%	1	23	54.8%		5	83.3%		15	68.2%		1	100.0%		12	54.5%	1	24	72.7%	2	190	62.9%
8	1	34	79.1%	5	82	61.7%	1	24	57.1%		5	83.3%	1	16	72.7%		1	100.0%		12	54.5%	1	25	75.8%	9	199	65.9%
10	3	37	86.0%	4	86	64.7%	3	27	64.3%		5	83.3%	2	18	81.8%		1	100.0%		12	54.5%		25	75.8%	12	211	69.9%
12	2	39	90.7%	1	87	65.4%		27	64.3%		5	83.3%	18	18	81.8%		1	100.0%		12	54.5%		25	75.8%	3	214	70.9%
Unemployed	4		9.3%	46		34.6%	15		35.7%	1		16.7%	4		18.2%			0.0%	10		45.5%	8		24.2%	88		29.1%
Grand Total	43			133			42			6			22			1			22			33			302		

Figure 17. Number of Employed Respondents per District in Each Month after the Training



4.3 Respondent Income

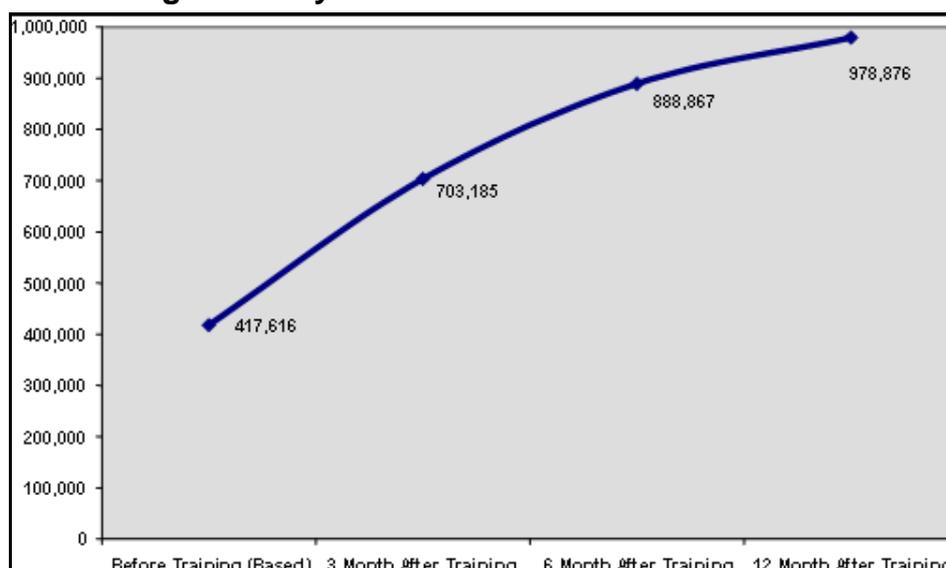
The improvement of employment status after training has been presented in the previous section. In this section, the monthly income of the respondents is elaborated upon.

The number of employed respondents has increased, as shown in previous subsections. Hence, the average monthly income also increased. Before the training, average income was Rp. 417,616.00; then, it increased to Rp. 703,185.00 (40.61%), Rp. 888,867.00 (53.02%), and Rp 978,867.00 (57.34%) after 3, 6, and 12 months after completing the training (Table 28).

Table 28. Average Monthly Income

Time	Average Monthly Income	
	Average	Increment
Before Training (Base)	417,616	-
3 Months after Training	703,185	40.61%
6 Months after Training	888,867	53.02%
12 Months after Training	978,876	57.34%

Figure 18. Average Monthly Income



Both female and male respondents experienced improvements in monthly income (Table 29). The trainings have contributed to the improvement of female income. After the training, the skills and qualifications of females have been much improved. Most females took bookkeeping and computer application trainings. Having those new skills, they had more choices in employment areas.

The percentages of employed respondents for females increased after the training; their average income also improved. The differences between male and female incomes reduced gradually. Before the training, males' monthly incomes were three times higher than females'. The ratio decreased to 4.3, 2.9, and 2.9 on 3, 6, and 12 months after the training, respectively.

Table 29. Average Monthly Income for Males and Females

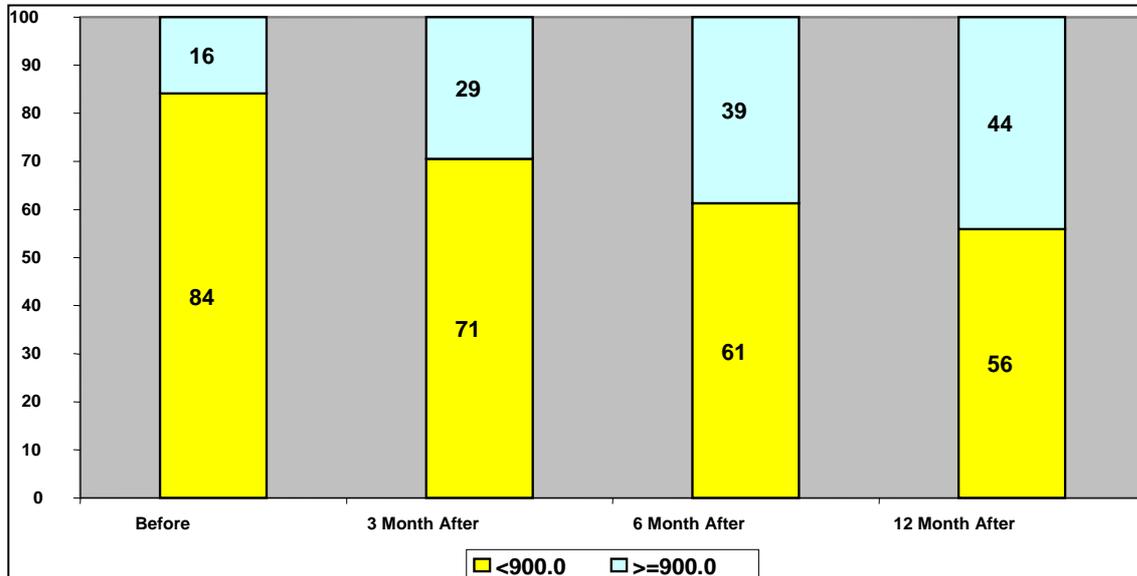
Time	Average Monthly Income				Male/Female
	Female	Increment	Male	Increment	
Before Training (Base)	64,744	-	540,491	-	8.3
3 Months after Training	199,098	67.5%	858,485	37.0%	4.3
6 Months after Training	367,000	82.4%	1,048,622	48.5%	2.9
12 Months after Training	407,727	84.1%	1,166,418	53.7%	2.9

The improvement of salaries can also be shown in Figure 19. The training has given positive impacts as follows:

- a) The unemployment respondents decreased.

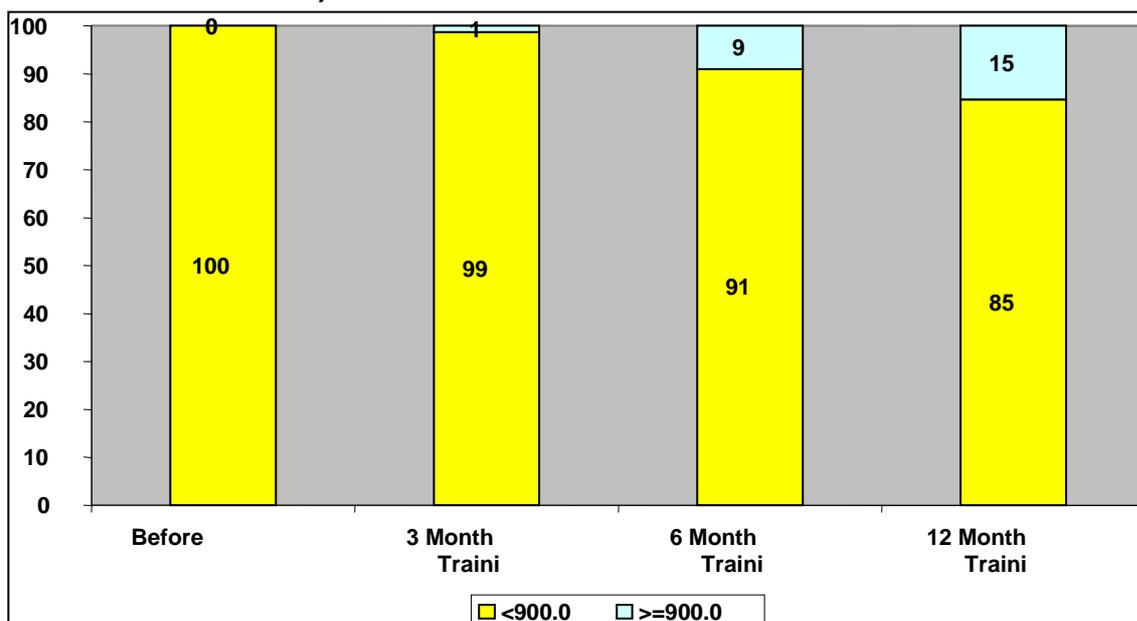
- b) Respondents having low monthly income (less than Rp. 900,000.00) decreased.
- c) Respondents having high monthly income (more than Rp. 900,000.00) increased.

Figure 19. Number of Respondents per Group of Income (in Percent)



The trainings also contributed to the improvement of female respondents. Before the training, there were no respondents having incomes higher than Rp 900,000.00. Twelve months after the training, 15% of female respondents have incomes higher than Rp 900,000.00 (Figure 20).

Figure 20. Percentages of Female Respondents per Group of Income (in Percent)



Male respondents experienced good improvement in monthly income as shown in Figure 21. The number of respondents having income greater than Rp. 900,000.00 increased from about 21% before the training to about 54% 12 months after the training. Figure 22, below, shows that respondents trained in the automotive and electrical installation fields earned the highest income.

Figure 21. Number of Male Respondents per Group of Income (in Percent)

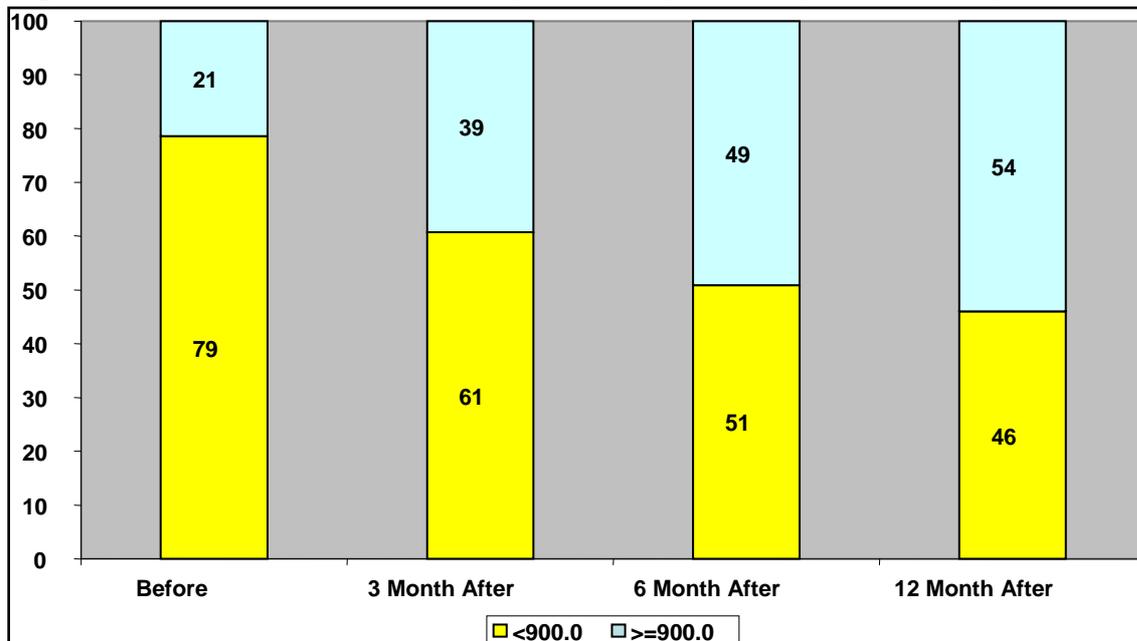
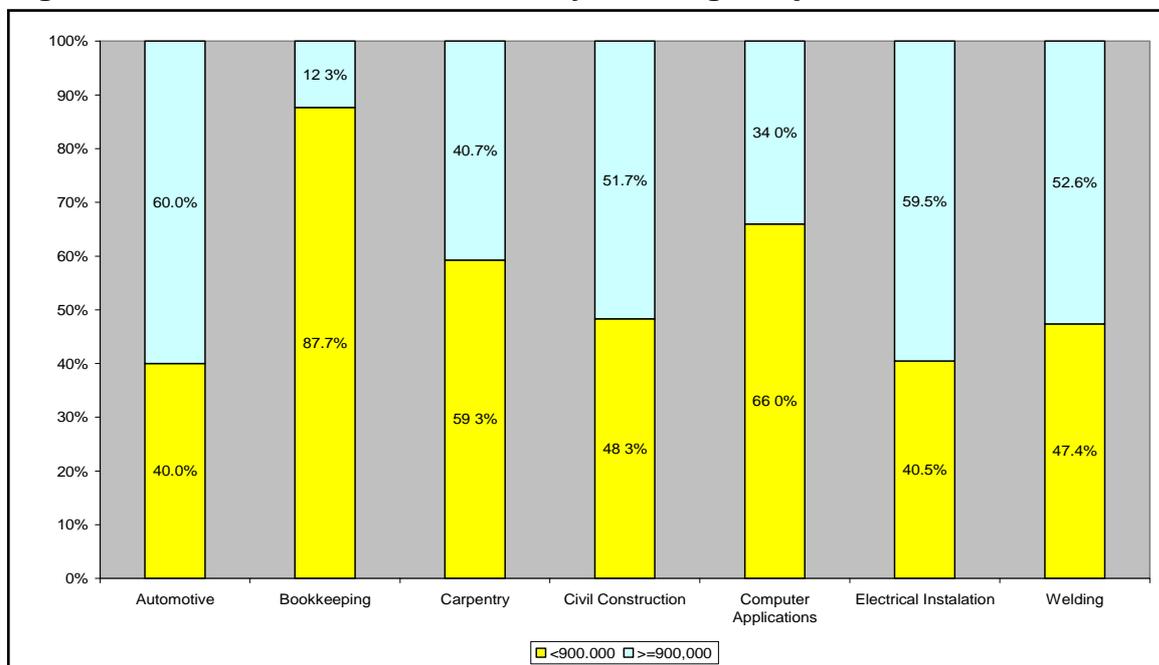


Figure 22. Distribution of Income by Training Subject



4.4 Respondents Operating their Own Business

The survey found 19 respondents that operated their own business (2 female and 17 male). There are other people (24) who work for their business (Table 30). It

indicates that the training contributed a positive impact both for the respondents and their societies.

Table 30. Respondents Operating their Own Business

Business	Female	Male	Total	Number of Other People Involved in the Business
Auto-Workshop		1	1	2
Bakery	1		1	3
Civil Construction		2	2	4
Electrical Installation		3	3	2
Electronic Services		1	1	1
Farmer		2	2	2
Fishery		1	1	3
Furniture Shop		3	3	6
Poultry		1	1	0
Sales Retailer	1	2	3	1
Tyre Service		1	1	0
Grand Total	2	17	19	24

The relevance of the businesses operated to the training subject taken is presented in Table 31. Of 19 respondents operating businesses, 9 of them (47.4%) operate businesses relevant to their training subjects.

Table 31. Relevance of the Operated Business to the Training Subject

Business	Automotive	Bookkeeping	Carpentry	Civil Construction	Computer Applications	Electrical Installation	Welding	Total	Relevance to Training Subject
Auto-Workshop	1							1	100.0%
Bakery		1						1	100.0%
Civil Construction				2				2	100.0%
Electrical Installation					1	2		3	66.7%
Electronic Services						1		1	100.0%
Farmer		1	1					2	0 0%
Fishery					1			1	0 0%
Furniture Shop			1	1			1	3	33 3%
Poultry							1	1	0 0%
Sales Retailer		1			1	1		3	33.3%
Tyre Service					1			1	0 0%
Grand Total	1	3	2	3	4	4	2	19	47.4%

The monthly incomes of the respondents are shown in Table 32. More than 60% of them earn more than Rp. 900,000.00 per month.

Table 32. Group of Income Respondents Operating a Business

Business	<=300	300-600	600-900	900-1200	1200-1500	>1500	Total
Auto-Workshop				1	0		1
Bakery	1				0		1
Civil Construction					0	2	2
Electrical Installation		2			0	1	3
Electronic Services					0	1	1
Farmer		1		1	0		2
Fishery				1	0		1
Furniture Shop				2	0	1	3
Poultry			1		0		1
Sales Retailer	1			2	0		3
Tire Service				1	0		1
Grand Total	2	3	1	8	0	5	19
%	10.5%	15.8%	5.3%	42.1%	0.0%	26.3%	100.0%

The survey found that respondents have better incomes where there are higher relevancies between the training subjects and the businesses they operate.

5. CONCLUSION AND RECOMENDATIONS

The fourth monitoring and evaluation report has been presented. The data and information has been gathered through surveys on the first, second, third, and fourth phases of USAID-CHEVRON Vocational Training.

To summarize, from the report we can learn that:

- After training completion, the number of employed respondents for all phases increased significantly.
 - The percentage of employed male respondents is higher than employed female.
- The number of respondents working in fields related to their training subjects increased.
- Two thirds of the respondents were able to get employed within three months after completing the training.
- Respondents stated that lack of job vacancies information was the main challenge in their job search.
- Average of respondents' monthly income increased significantly.
 - Female respondents experienced higher income increments than male.
- Impact on community:
 - Number of respondents involved in the Aceh-Nias Rehabilitation and Reconstruction Program increased. Fifty percent of respondents have been participating in the programs. It apparently shows that the trainings have increased the participation of youth in Aceh and Nias on the Rehab/Recon Program.
 - As a result of this training, respondents acquired skills that are highly demanded by the program. It also means the subjects offered were relevant to the needs.
 - Respondents who operate their own business employ people from the community.

Some recommendations are as follows:

- Training subjects that are able to explore and exploit potentials of local resources should be included in any similar vocational training programs.
- Assessments of possible jobs' markets and their demands should be carried out first on any similar vocational training programs.
- Some problems still remain and need to be solved, especially:
 - Some respondents have not got employed yet and experience lack of access to information about available jobs.
 - Some respondents need some funds to start up their businesses.

- It is suggested that USAID/Chevron inform the local government, mass media, and communities that there are prospective workers that should be facilitated to get employed.

APPENDIX

USAID has assisted society by conducting some activities that can improve society welfare of those who are victims of the tsunami and earthquake, both in Aceh and Nias. One of the real evidences of the assistance they gave is training at the Politeknik Caltex Riau (PCR). The training was provided to the young of Aceh and Nias, to 339 persons divided into 8 skills (bookkeeping, computer application and troubleshooting, welding, masonry, carpentry, electrical installation, civil construction, and automotive repair).



Yusrizal, a young man who was born in Pidie 22 years ago, is working for a welding shop, Citra Canopi Steel. Since he returned from one half-year training last year, he had been jobless for several months before he was employed by a welding shop in the center of Banda Aceh City. This calm man admitted that he did not have a job before participating in the training, and he was financed by his family. At this moment, his income is RP 1,200,000. Besides that, the shop owner provides him a place to sleep. The unforgettable experiences he got in the training are discipline and group work. "I feel

there is nothing strange with the regulations in my current workplace because I was used to such regulations when I participated in the Politeknik Caltex Riau for three months. Yusrizal plans to manage this welding business one day in his hometown, Pidie.



Yudi Irmansyah is a fourth phase alumnus of civil structure training in Politeknik Caltex Riau (PCR) from Johan Pahlawan Subdistrict, Aceh Barat. This young man said that he was currently working as a site supervisor for the earthquake and tsunami victim housing reconstruction in Meulaboh. Yusi, his nick name, admitted that he had worked as a salesman for one of the cigarette companies with an income of Rp. 1,000,000.00. Yudi said that he enjoyed his current work that is appropriate to the training he participated in at Politeknik Caltex Riau (PCR). At this moment, with Rp. 1,800,000 income, he can support his family financially. Yudi intends to be involved in rehabilitation and reconstruction

with his skill he got in Pekanbaru. He, a Senior High School graduate, still has an experience in his deepest heart. It is the way the instructor in PCR applies discipline, which is very useful in working. That is what the handsome young man who survived from the tsunami two years ago stated.



Saiful is an alumnus of an electrical installation skills training from Aceh Jaya subdistrict. He is currently working as a Palang Merah Indonesia volunteer, a field officer. Although his job is not directly related to the training he participated in, it does not mean that his knowledge and skills he got in the training is not useful in doing his current work. For example, the discipline and cooperation aspects he learned during the training in Politeknik Caltex Riau is very useful in doing his task related to social work in the Indonesia Red Cross Organization. At this moment, the single young man who was born 23 years ago earns Rp 1,500,000 per month. When he was asked about his plan in getting a job that is appropriate to the training in PCR, he answered that he would not make his knowledge and skill he got in PCR useless.



Rahadian, a phase-four training alumnus who took a welding course, is now working as a field officer with one of the foreign NGOs in Aceh Barat Regency. This young man has the responsibility of making notes and booking the materials supply for tsunami victim housing construction. Even though he has skills in welding, this young man confessed that his work is more related to civil construction. Now, he earns Rp. 1,500,000 per month. Also, this young man who survived the tsunami disaster has the obsession to study much more. "I am very impressed with the discipline that I got during the training in Politeknik Caltex Riau (PCR). I can feel the

benefit in my working now," he said, as he recalls the impression he got during the three-month training

Mahyudin. This slender and tall young man confesses that after he came back from the training in Politeknik Caltex Riau, he ran an electric voucher recharging business.



This electrical installation field training alumnus comes from Aceh Jaya, the badly damaged area hit by the tsunami disaster. The young man who survived the tsunami waves admitted that he earns Rp. 1.500.000 per month for selling the hand phone electric voucher recharging. He explained that the experience he got while he was following the training, such as discipline, team cooperation, and socialization in a community, really helps him in his current business. Mahyudin said that although he works in voucher selling services, he still used his knowledge and skill he

got during the 3-month training in PCR Riau. He said that he often helped the surrounding community in fixing electrical problems although he was not paid. He just helps them so that he doesn't lose his skill.



Maldi Y RZ, an alumnus of civil construction training, does not have a permanent job yet. The young man, who survived the tsunami waves, confessed that he was not so interested in working in building construction. He does not oppose that there are so many job opportunities in Aceh Jaya regency. This young man, who graduated from Senior High School (SMA), has the ambition to run a computer rental business. To actualize his ambition, he helps his relative selling electric voucher recharging with about Rp. 800,000 in

earnings per month. This man admitted that he got much knowledge and also many skills during the training in Politeknik Caltex Riau (PCR). The experiences that impressed him during the three-month training in Politeknik Caltex Riau (PCR) are discipline and team cooperation.



Fivi Shalfiany, a USAID-Chevron training alumnus, comes from Aceh Barat. This young Senior High School (SMA) graduate girl confessed that after she returned from the training, she had been unemployed for several months. She is currently working for the nongovernmental organization (NGO) of the coastal and ocean area as an office administration staff. Fivi earns Rp. 1.200,000 per month. She feels the knowledge and skill she got in PCR really helps her in her work. Although she can not apply her knowledge about bookkeeping at the place she is working, she hopes to get a job related

to the training she took in PCR Riau.



Fitri Yani, a bookkeeping field alumnus, comes from Aceh Barat. She is currently working for a nongovernmental organization (NGO) for coastal area and ocean potential as a field assistant staff. This young woman confesses that she can apply her knowledge she got in PCR at the place she is working. She has the duty of assisting the community in exploiting the capital for a productive economic business. Besides, she can apply her skill in bookkeeping. She also admits that discipline, cooperation in teams, and high self confidence help her with her work. This senior

high school (SMA) young woman earns Rp. 1.200.000 per month that she can use to support her family.



Ena Rosina, the young girl alumna of USAID-Chevron training, comes from Aceh Barat Regency. This young woman is currently working as sales staff for a Yamaha dealer in Meulaboh, Aceh Barat. She confessed that after she came back from the training, she had been jobless for several months. But with her high initiative, she tried to apply and was accepted at the Yamaha Dealer. Now, with Rp. 1,500,000 per month, Ena can support her family. Even though her tasks where she is working

at are not directly related to the training she received, it does not mean that the knowledge and skill she got from the training is not useful in her current work. For example, discipline and communication skills she got during training in Politeknik Caltex Riau are very important in doing her job in sales.



Noverius Hura, this tall young man confessed that after he came back from the training in Politeknik Caltex Riau, he had been jobless for several months. This young man, who took the civil contractor field training, said that his current job is not directly related to the training he received. He works as a restaurant waiter in Medan with Rp. 1,000,000 in salary plus lodging facility per month. Even though Hura does not work within his field of training, he confessed that he got the many benefits from the training he completed at PCR. Just like his other friends, this young man

admitted to gaining much knowledge and many skills during the training in Politeknik Caltex Riau (PCR). The experiences that impressed him during the three-month training in Politeknik Caltex Riau (PCR) are discipline and team cooperation.

Meadivent Ndraha is an alumna of the USAID-Chevron training. She is from Nias. Known as Venti, she admitted that she had not gotten a job in her field of training field in which she participated for three months at PCR. This girl studied bookkeeping, and she hopes to get a related job. This Senior High School graduate admitted that she had applied for a job in some Institutions in Nias, but that she failed because of the School certificate she has. Until now, she just helps her parents to raise cattle. This girl is hoping to continue her studies to get her Diploma degree, but financial problems thwart her wish. "I want to continue my study to a higher degree to learn about something that can bring me a good job" the engaged girl said. The thing that impressed her at the PCR is the cooperation, spirit in learning, and discipline that can become a key to success.



Mirwan Muko-Muko, a USAID—Chevron training alumnus, took the electrical installation major. After he returned to Nias, this calm young man admitted that he had various jobs, including from working in electrical installation at houses to working as a salesman for a grocery business. However, from the two jobs in which he has been employed, the work as a salesman is the dominant one. He does electrical installation when he gets an order from the surrounding villagers. From the two jobs, Mirwan, can earn from Rp. 1,500,000 up to Rp. 2,000,000 per

month. Mirwan wants to manage an electrical installation service one day to make use of his knowledge and skills.



Yenny Susilawati is a USAID—Chevron training alumnus from Aceh Jaya district. This young girl, who took the bookkeeping major is working as a paid teacher at a kindergarten financed by a foreign nongovernmental organization. Yeeny enjoys being a teacher, although she does not use her bookkeeping skills in her current job. This Senior High School graduate said that she had never applied for any kinds of jobs since she returned to her hometown. This girl, who is a Javanese, admitted that she earned Rp. 800,000 per month from one of the NGOs that

manages the kindergarten in Lamno, Aceh Jaya. The experience that impressed her in the PCR training is the discipline, which is the key to success. This gentle girl wants to continue her studies to a higher level. “I was motivated to continue my studies after I was aware of how important the knowledge is during my training at PCR,” she said.



Jenis Edison, a USAID—Chevron training alumnus, took the civil construction major. After his return to Nias, this cheerful young man said that he had done many kinds of jobs. He had worked hard in the construction and rehabilitation of Aceh and Nias. At this moment, he works more on helping his brother with his food and drink shop in Kota Gunung Sitoli, Nias. He earns Rp 750,000 per month. He had plans to operate a cabinetmaking business, although he is not so professional. However, after his return from the training, he is motivated to establish a cabinetmaking business with his training classmates