

Impact Assessment of Training Program (Institutional and Non-institutional) of Department of Youth Development

Study Team: M.A. Mannan and Atiqur Rahman

Executive Summary

Introduction and Objectives

The present research has been carried out based on a survey of 1200 DYD training participants. The survey was conducted in 7 divisions of the country and 10 districts were selected in the following way: three districts from Dhaka division, two districts from Chittagong division, and one district from each of the remaining five divisions-Barisal, Khulna, Rajshahi, Rangpur and Sylhet. From each sample district, two upazilas were selected purposively. In selecting the districts and upazilas, efforts were made to cover both the best performing and worst performing districts and final selection was made in consultation with the DYD officials. The DYD training program is organized either at the district office, YTC or at the upazila level.

The main purpose of the study is to assess the effectiveness and efficiency and quality of various activities being implemented under the training program, and identify strengths and weaknesses of the program, and make recommendations for further improvement of the Training Program.

Key Findings

Out of 1200 beneficiaries interviewed, 425 (i.e. 35.5 percent) are females and the rest 775 (64.5 percent) are males. The average age of the male beneficiary respondents was 27.2 years compared with 26.4 years for the female beneficiaries. Among the 775 males who participated in the training program, 62.5 percent participated in the institutional training, and the remaining 37.5 percent participated in the non-institutional training program. However, the picture was reverse for female participants-a higher proportion of females participated in the non-institutional training (52.7 percent) compared to those who participated in the institutional training (47.3 percent).

With regard to the place of training, a quarter (26.6 percent) of the male respondents received training from the YTC, while one- third (36.4 percent) had their training at the DD office, while another one-third (37.0 percent) participated in the training program implemented by Upazila office of DYD. This pattern was somewhat different for female respondents-only a sixth (17.4 percent) of the female respondents had their training from the YTC, while one- third (32.0 percent) had their training at the DD office, while one-half (50.6 percent) participated in the training program implemented by Upazila office of DYD.

There are major differences in the pattern of training activities by gender -a vast majority of men received training on poultry and livestock rearing (36 percent), computer basics (13.8 percent), electrical and house wiring (12.6 percent), and electronics (10.2 percent). Together, these four categories accounted for 72.6 percent of total training participation by males. In addition, a significant number of men (7.0 percent) received training on refrigeration & air conditioning, and commercial cultivation of vegetables. Female participation pattern was different- majority of females received training on dress making (42.9 percent), poultry and livestock rearing (21.0 percent), computer basics (12.4 percent), and block, batik & screen printing (9.5 percent). Together, these four categories accounted for 85.8 percent of total training participation by female beneficiaries.

Similar gender variation in training participation was also observed in case of non-institutional training. A vast majority of men received training on cow rearing (20.4 percent), fisheries (15.6 percent), household poultry rearing (14.5 percent), and block printing. Together, these four categories accounted for two-thirds (65.4 percent) of total training participation by males. Female participation pattern was different- majority of females received training on block, batik and screen printing (22.7 percent), block printing (12.6 percent), dress making (10.0 percent), household poultry rearing (10.7 percent), and fisheries (10.7 percent). Together, these four trades accounted for more than half (56.1 percent) of total training participation by females. Thus, the type of institutional and non-institutional training received by gender of trainees indicates that men and women have preference for different trades.

The findings suggest that a significant majority of beneficiary respondents have been able to increase their income after participation in the training program. The income level of the male beneficiary respondents has gone up by 236 per cent after participation in the program (from Tk 4,649 to Tk. 10,992). Similarly, the income level of female beneficiary respondents has increased by three times; it has gone up by 306 percent after participation in the program (from Tk 1,219 to Tk. 3,738).

In contrast to many developmental programs, beneficiaries of DYD program agreed on fairly solid evidence of program impact on their livelihood security. Beneficiaries' own perceptions about the changes in household socio-economic condition show that around two-thirds of males and 54% of females maintain that their economic solvency has improved significantly. Similarly, more than half of the beneficiaries (62 percent males and 37 percent females) maintain that there has been substantial improvement in self-reliance, while another two-fifths (46 percent males and 40 percent females) are of the opinion that their coping mechanism has increased significantly. Similar improvements have taken place in other aspects, leading to increased status in the family and society. On the whole, Economic solvency, earning opportunities, and self-reliance have increased significantly.

The study findings demonstrate that the DYD trainees by and large have used their training in launching some type economic activity. A large majority of the youth who received training have used their acquired skill in poultry/livestock rearing, block batik design/printing, tailoring/sewing/dress-making, fishing/fish culture and small trading etc. So, it can be said that the purpose of DYD training program has been realized in terms of utilization of training in income generating activities.

*The changes (positive) brought about by DYD training program can be categorised at three different levels. **Firstly**, the changes induced by program participation at the family level are explored. **Secondly**, the changes in youth themselves are discussed. **Lastly**, the interaction of youth with world beyond their home and the relationship of youth with outside world and society at large are explored.*

It has been found that the DYD training programs have significantly empowered the women beneficiaries in terms of increased earning and financial authority as well as enhancing social status. It has been observed that women's decision making power within their family spheres has dramatically increased after their involvement with the DYD. The activities of DYD have positive impact on improving women's conditions in terms of capital accumulation, self-employment and social status to a large extent.

Both the training beneficiaries and local elite/community leaders consider increased mobility of women to be the most striking and remarkable among the changes that women have undergone.

According to the FGD participants, to join DYD activities implies a great change in the life of a woman. To start with the DYD program, a woman has to come out of her home to participate in training program. This is her first step towards increased mobility and empowerment.

The immediate changes in young man's/woman's life induced by participation in the training program is that he/she has to come out of his/her home to participate in a completely different type of network. He/she has to participate in training to improve his/her skill and also he/she needs access to finance/credit.

The male and female trainees maintain that when they go out, they get to know different people and share experiences with them. They consider that mobility helps to make youth confident and self-assured in dealing with different types of people. Most of the participants think that it also develops one's sense of independence and self-esteem. Experience sharing and interaction with different types of people is highly valued by the youth, because it broadens their mental horizons and they are exposed to the larger society.

With regard to negative aspects of training program, a significant proportion of respondents mentioned about "no scope for loan after training" (reported by 39% of males and 32% females) , inadequate logistics (reported by 35% of males and 29% females) , training in unnecessary trade (reported by 15% of males and 13% of females) , lack of skill trainer (reported by 12% of males and 9% females) etc. However, a significant proportion of respondents (two-fifths of males and one-third of females) mentioned that there is no negative aspect of training program.

Problems faced by Training Centers

For the DYD, the problem of management of training centres/trainers figures most prominently. KIIs and FGDs with the trainers reveal that the trainers, who are financed under development budget, have to go without salary consecutively for 3/4 months telling heavily upon the subsistence, commitment and teaching quality of the trainers.

The study finds that the training centers do not have adequate capacity (teacher experience, the workplace, the equipment, or resources) to deliver the training effectively. Again, upazila offices have serious shortage of trainers. Currently, upazila offices are depending mostly on guest

speakers from different department/agencies, which has negative impact on the quality of training.

Training centers of the DYD have teaching faculty that needs updated and additional training both at home and abroad. These trainers need competency based training to deliver modern training for the trainees. The field survey finds that inadequacy of infrastructural facilities, including insufficiency of training instruments, raw materials and fund for purchasing new equipment for training, prevails in all the sample training centers.

Many of the key challenges facing the technical training centers derive from the current structure and management of the skills training development systems. Principal amongst them are limited inter-agency coordination (for example, between YTC and DD/district office) and no assessment and monitoring of the training outcome, poor linkages with industry and the labour market, insufficient capacity in training centers, piecemeal regulation and inadequate quality assurance, and limited planning for efficient delivery of training and infrastructure development.

Logistic problem is acute in most of the district and upazila office. A yearly budget is handed down to these offices mainly on recurrent cost, with inadequate allocation for meeting maintenance and repair cost. Because of this, training equipments in most of the district and upazila office are lying idle/non-functional for failure in undertaking timely repair works. The government financial management system is highly centralized. Deputy Director or Coordinator/Deputy Coordinator at the district office and the Upazila Youth Development Officers have the authorization to approve only small payments, while other payments and procurements have to be authorized and executed by central authorities i.e. the Ministry of Youth and Sports/DYD. As a result of bureaucratic procedure, there is unusual delay in repair of training equipment (computer, etc), which adversely affects training related activities. In order to improve the efficiency of various activities under DYD training program, attention should be given to the problems of logistics. Adequate funds should be allocated to procure raw materials and purchase sufficient number of training equipment and toolkits.

Recommendations

There are several technical, organizational, programming, and institutional problems that limit the potential benefits of training program as emerged from the present study. In order to improve the effectiveness and efficiency of the DYD Training Program, we recommend the following:

(i) Necessary resources, materials and instruments need to be provided for effective functioning of the training centres. Adequate funds and financial support should be provided to procure raw materials/logistics.

(ii) Training activities need to match the demand at home and abroad. Training program needs to be designed in the context of existing and emerging demand of different trades. In view of this, we would recommend the inclusion of following new trades in the training program:

- Motor driving,*
- Plumbing & pipe fitting,*
- Masonry,*
- Welding & fabrication.*

(iii) Trainers must be trained to conduct competency-based training courses. Training of trainers is required for effective delivery of training. Efforts should be made to impart training through practical demonstration.

(iv) Regular payment of salary to the trainers should be ensured to maintain the spirit, tempo and quality of training. Huge number of trainers who are paid from development budget should be brought under revenue budget.

(v) There is no system of providing pocket allowance and food/snacks for trainees who participate in the DYD training program. There is an urgent need for provision of allowance to the trainees which has been repeatedly mentioned by participants during FGDs and field survey. It is recommended that each participant should be given Tk. 100 per day as training allowance which will act as an incentive for the trainees.

(vi) The ability to monitor program implementation and the capacity to oversee works under DYD training program is also lacking mainly because of shortage of manpower. Immediate steps should be taken to fill-up the existing vacant positions (of trainers).

(vii) Most of the trainees who apply for loan for self-employment activities cannot be provided with loan because of shortage of funds. There is need for allocation of more resources under the training program, so that a significant proportion of loan applicants can be provided with such loan.

(Viii) Above all, the present system of providing training through YTC and DD office at the district level should be brought under the same umbrella. We strongly recommend that to ensure chain of command and make the system efficient and effective, unification of the two existing systems demand immediate attention of the policy makers at the highest level.