

Youth Entrepreneurship Development Through Training: An Evaluation

Mihir Kumar Roy
City University, Bangladesh

Milan K. Bhattacharjee
Bangladesh Academy for Rural Development, Bangladesh

ABSTRACT

This paper is the outcome of the initiative of the Government of Bangladesh to evaluate the Youth Entrepreneurship Development Program (YEDP) through learning the performances of other similar programs. The data for the study were collected from both secondary and primary sources. The broad objective of the study is to assess the effectiveness and relevance of the ongoing DYD (Department of Youth Development) programs relating to achieving the target. Respondents' observation on Youth Training and Self Employment reveals that the courses taught under the program are more lecture-oriented. So, they suggest that sufficient demonstration sessions on different enterprises at the field level may be arranged by the organization concerned. Regarding Technical Training for Unemployed Youths, the paper further suggests that the scope of computer training should be widened by including basic, internet, hardware, software etc. To help promotion of youth entrepreneurship, best trainers of different courses should get first priorities in conducting technical sessions. In Youth Training Centres (YTCs) practical training should be strengthened and trainers should be imparted Training of Trainers (TOTs) courses to develop their both conceptual and operational skills. The study concludes with the recommendation that a coordination mechanism should be developed to link the three programs and to develop a functional linkage among different tiers of DYD at upazila, district and YTC level.

Keywords: Youth, Entrepreneurship, Training, Enterprise, Self-employment

INTRODUCTION

Bangladesh is one of the densely populated countries of the world with more than 1000 people per sq.km and majority of her population, around 70% living in the rural areas with agriculture (47.30%) as their main occupation. During the last

few decades, Bangladesh economy has undergone rapid structural transformation towards industry and service sectors. As per Bangladesh Economic Review (2012), the share of agriculture to GDP was 19.95 %,to that of Industrial sector 30.33% and service sector was 49.72%.The average growth rates (%) of these sectors was recorded at 4.96, 8.16 and 6.63 respectively. The average growth rates of GDP had shown upward trends from 3.74% in 1980-81 to 6.30% in 2012-13. The growth of import-export trade, secular increasing trend in the flow of remittance (\$U 14,460.52 million) and the favorable balance of payment in the current account kept the external sector to some extent stable (Source: Bangladesh Bank). Thus employment provides the key link between economic growth and poverty making it the major tool for poverty reduction in Bangladesh.

According to United Nations Commission for Trade and Development (UNCTAD), Bangladesh is in a better position because of the policy of trade liberalization pursued by the government. In the MDGs, poverty alleviation has been given the highest priority and the government of Bangladesh has implemented Sixth Five Year Plan (2011-2015) through undertaking programme of economic growth, poverty reduction and social development in which development of entrepreneurship through skill training, good quality employment opportunities for youth population etc. have got special priority. Thus, it has been categorically mentioned that during the plan period (FY11-FY15), 10.40 million new jobs will be created in the economy for the 15-30 age people with 5.80 million in rural and 4.60 million in urban areas. If the present definition of youth is considered, the total youth force will further increase to higher level in the years to come. From the literature, it is found that these categorized people are treated as youth group who need self as well as wage employment under the initiative of development organizations both at government and non-government levels. The constitution of Bangladesh in its article no 20 mentioned that “work is right, a duty and a matter of honor for every citizen capable of working and every one shall be paid for the work”. Similarly, the article 15 ensures provision of basic necessities, right to work and right to guarantee employment and social security. The article 23 stated “everyone has the right to work, to free choice of employment, to just & favorable conditions of work and protection against non-employment. If youth are defined as those who belonged to the age group 15-30 years, they are nearly one third of the total population. If the age group covers 18-35 years as youth, the figure will be higher than one third of the total population (source: GOB).

The major issues which the policy planners would continue to face in the present century regarding the youth are how to change the attitude of the youths towards work culture, how to innovate new skill for the youth, how to ensure self-employment to the vast number of trained youths. Answering all these questions presupposes a sound organization with holistic national youth policy for development. Youth has been defined as transition period of an individual from childhood to adulthood. The United Nations has declared population of 15-24 years age group as youth. Different countries have defined youth by different age limits. There are also variations of age limit among some Asian countries such as Bangladesh (18-35); India (15-34); Pakistan (18-30); Srilanka (15-29); Malaysia (15-29); Nepal (15-40); Singapore (15-30); Hongkong (10-24) etc. (source: BARD, 2006) I

In considering the needs, the Department of youth Development (DYD) was established in 1981 with the vision of facilitating the unemployed youth with vocational/skill development training for gainful self employment to bring them in the mainstream of national development process. The National Youth Centre (NYC) was established by DYD in 1998 as a human entrepreneurship development centre to transform the unemployed youth into an organized, disciplined and productive human resource by organizing training, seminars, workshops, symposium, youth summit and youth exchange programmes both at national and international levels. Moreover, the centre conducts research work on youth development issues of national interest.

DYD has been implementing several programs to achieve the goal of socio-economic development of the youth of this country, and the success of these ongoing programs will finally determined by the extent of benefit derived by the stakeholders concerned. Besides, because of changing socio-economic scenario, it is quite likely that new problems arise or limitations get in the way of programmer implementation. Such problems and limitations should be identified so that future implementation does not suffer similar problems. DYD has a wide network of activities throughout the country in a diversified way and it is, therefore, deemed necessary to assess effectiveness, efficacies, relevance as well as limitation of all these programs of the DYD through investigating the strengths and weaknesses of the ongoing programs. The present study is a modest attempt to evaluate some of the programs of DYD out of the researcher's pursuits in the field of development.

There are a few studies available at the disposal of the researchers on entrepreneurship. According to Lewin (1941), the American Youth Commission was established in 1935 by the American Council of Education from which it received a mandate to i) consider all the needs of youth & appraise the facilities & resources for serving those needs; ii) plan experiments & programs which will be most helpful in solving the problems of youths; and iii) popularize & promote desirable plans of action through publications, conferences & demonstrations. According to Hedge (1960), there are established network of youth club in UK. These are the National Sunday School Union, National Association of Mixed Clubs & Girls Clubs. Hagigi & Lin (2012) in a study found that the variables that affect the motivation for entrepreneurship development in Bangladesh include (1) the degree to which the compensation of the decision making is tied to the success of the decision; (2) the investment time-horizon;(3) the experience; and finally (4) the degree to which the decision maker shares the decision with others or whether the responsibility is borne solely by the decision maker. By stimulating its entrepreneurship development, Bangladesh can take advantage of its population & geography to experience greater economic growth. Easin Ali, et.al (2006) in another a study on An Assessment of the Effectiveness of the Ongoing Programmers of DYD revealed that the self employed respondents have created additional employment within and outside their families. Moreover, most of the educated trained youths have changed their attitude to-wards self-employment rather than wage employment. Some of the respondents opined that they faced social problems since self-employments were not commensurate with their family status in the community. The study recommended that an umbrella coordination mechanism would be required to link programs and to develop a functional linkage among the different tiers of the programs implementation. Hytti & Gorman (2004) argued that the entrepreneurial skills of the general people are now considered as a competitive advantage of a native over others. National competitive advantage is increasingly dependent on the skill base of the workforce, and more specifically, on the ability of both firms & individuals to engage in innovative activity & in new economic activity.

The studies so far reviewed on the issue do not give any conclusive evidence on the involvement of training on the development of entrepreneurship. However, the proposed study helped to minimize some of the knowledge gap and paved the way for further research in this line.

OBJECTIVES OF THE STUDY

The general objective of the study is to critically assess the effectiveness, efficacy and relevance of the ongoing DYD programs in respect of fulfilling the set target.

The specific objectives of the study are as follows:

- a) To assess and determine the types (size, extent, and coverage) of three ongoing programs of Department of Youth Development (DYD);
- b) To ascertain the contribution of DYD programs towards socio-economic development of the beneficiaries households as well as the country;
- c) To evaluate critically the performance of these programs individually and identify the possible the loopholes;
- d) To recommend ways and means to improve the efficiency, efficacy and effectiveness of the DYD programs ;

SCOPE OF THE STUDY

The study addressed the following project/program based variables that constituted the scope of the study:

Sl. No	Programme	Variables/Issues
1.	Youth Training and Self-Employment Project	Biographic Information of trained youths under this program, permanent address, demographic composition of the family, educational status, occupation, asset ownership, etc. Skill development training i.e. training policy, areas of training for self-employment schemes, effectiveness of training, linking training with credit, training credit linkage, sustainability of self-employment program through training credit linkage, mobile training aspects, self-employed youth as successful entrepreneur, training credit linkage as engine of change agent.

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| 2. | Technical Training Project for Unemployed Youth (Phase - 11) | Biographic Information of the trained youths under this program; social awareness, attitude, knowledge building programme, attitude towards self-employment, skill training of different trades, e.g. computer, electronics, house wiring, refrigeration and air-conditioning etc. as agent of self as well as wage employment; policies, program . arrangement, infrastructure facilities, aids etc.; quality of skill training, linking training with self-entrepreneur i.e. present status, success as entrepreneur, economic development, owner of small and medium scale workshop; Linking training with job, employment market both in and outside the country, present status-both economic and social.` |
| 3. | Youth Training Centre Project | Biographic Information of trained youth of YTC. training for self-employment e.g. livestock, poultry & pisciculture, etc., linking inputs with training arrangement, quality of inputs, cost of inputs, linking credit with inputs, cost of inputs and its effectiveness in profitability, peak and lean period and its effects on the youth. |
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MATERIALS AND METHODS

The project document clearly illustrates that for transforming the un-employed youths into organized workforce within the mainstream of economic activities, historical evidences (both oral & statistics) and information are necessary for which several research studies are being sponsored by the DYD. So the approach of the study is to satisfy the inner view of the organization by the judicious use of both qualitative and quantitative data on the issue. Accordingly, a detailed method of the proposed research has been framed considering the specific objectives, scope and design of the study.

Data Source:

The data for the study were collected from both secondary and primary sources in consultation with NYC, DYD.

Secondary:

To fulfill the objectives of the study, secondary data were collected by way of consulting various documents of DYD i.e. National Youth Day\ - 2004 and booklets periodicals & son on. Furthermore, various govt. reports like Statistical Year Book of Bangladesh (SYB), Planning Commission Report etc, were consulted, besides, for a comparison, secondary data on similar programmes of Department of Women Affairs (DWA), Department of Social Services (DSS) and Bangladesh Rural Development Board (BRDB) were collected through consulting relevant literature.

Primary:

For critically evaluating the individual performance of the programs of DYD, a carefully designed sample survey had been employed in the study, Moreover; some methods like Case Study, Focus Group Discussions, Informal Interview, Observation, etc. were employed. DYD's program beneficiaries as well as field officials were also interviewed for the purpose of the study.

Sample Design:

As per the document of the DYD "National Youth Day", there are eight projects/programs that were implemented/completed by the DYD. Accordingly, four projects/ programs such as (I) completed Youth Training and Self-Employment Project; (ii) Technical Training Project for Unemployed Youths) Phase-II), (iii) Youth Training Centre Project and (iv) Family Based Employment Program (Poverty Reduction Program) were primarily selected for the proposed study work. Accordingly, considering time and other logistic support services, three programs such as (I) completed Youth Training and Self-employment Project, (ii) Technical Training Project for Unemployed Youth (Phase ii), & (iii) Youth Training Centre were taken under this study for achieving the desired goal.

Selection of the Study Area:

In selection the study area, a multi-stage sampling approach beginning from administrative divisions down to the clients in the project/ program areas was used. The study covers 13 Upazilas of 13 districts under six administrative divisions. Those 13 districts include four divisional head quarters level districts and 9 (nine) other districts-one from each division. In selecting the districts other than divisional headquarters level districts, availability of most DYD programs were taken into consideration. In other words, only those districts which have most programs of DYD were selected. Again in case of Divisional headquarters level districts, all trades under DYD were covered. For the divisional district headquarters, the Sadar Upazila/thana and for other districts, any Upazila having most DYD interventions were selected. As a result, 13 Upazilas/thanas were covered under this study. Two Upazilas of each division were selected except Dhaka division where three Upazilas were covered under the study. The sample study areas are as follows:

Sl. No.	Name of Upazila	Districts	Administrative Division
01.	Sonargoan	Narayangonj	Dhaka
02.	Bhaluka	Mymensingh	Dhaka
03.	Rajoir	Madaripur	Dhaka
04.	Bashkhali	Chittagong	Chittagong
05.	Teknaf	Cox's Bazar	Chittagong
06.	Sylhet Sader	Sylhet	Sylhet
07.	Rajnager	Moulavibazar	Sylhet
08.	Boalia Thana Unit	Rajshahi	Rajshahi
09.	Birol	Dinajpur	Rajshahi
10.	Mullahat	Bagerhat	Khulna
11.	Meherpur Sadar	Meherpur	Khulna
12.	Babugonj	Barisal	Barisal
13.	Pirojpur Sadar	Piojpur	Barisal

Selection of the Respondents:

There is a paucity of information on the number of total beneficiaries of the programs in 13 selected Upazilas. However, it is estimated that these 13 Upazilas have total of 27,000 (Twenty seven thousand) beneficiaries during the study period on different trades/aspects. It means that around 2000 beneficiaries received training under three programs of DYD in each Upazila during the study period. As per record, it was found that a total of 17390, (15257+1041) beneficiaries received training on different trades within the study period under three projects of DYD.

However, for the sake of better representation and accuracy in sample selection while determining the final sample size, the following statistical formula had been used for each program (Kothari, 2004).

$$n = \frac{z^2 \cdot p^- \cdot q^- \cdot N}{e^2 (N - 1) + Z^2 \cdot p^- \cdot q^-}$$

Where n = the sample size

N = The total population

p^- = The Sample proportion

$q^- = 1 - p^- = 0.5$

Z = The value of the standard variant at a given confidence level.

e = error

The total sample size for each project was determined by using the statistical formula in consultation with NYC, DYD. Care was taken in determining the representable sample size so that all the trades were proportionately selected separately in each Upazila for each project on the basis of statistically selected total sample size. The selected sample sizes for the study were 650, 287 and 291 against the statistically required sample size 633, 285 and 281 under the projects of Youth Training & Self-employment, Technical Training for Unemployed Youth and Youth Training Centre respectively. A total of 1228 trained youths under the three projects were listed for the study, the investigator could cover 1110 (90%), the rest 118 (10%) were not available for interview. Some of them were not present, some of them were in service and some of them were not staying their address. Etc. Out of the interviewed respondents (1110) 402 (36%) were female. On the other hand, in order to draw a comparative picture, 301 respondents were selected as NPBs under DWA, DSS and BRDB from the selected Upazilas//Thana.

Instruments for Data Collection:

Three sets of interview schedule/Questionnaire-one the organization profiles/active, one for the beneficiaries of the programs, and one for the DYD officials were administered for the study. The schedule for the organization's profile included genesis, vision, goal, objective, organization structure, large groups, self-employed youths, particularly trained youths on different trades. The schedule devoted to the beneficiaries included biographic information, forms of assets, utilization of training and credit, benefits derived, problems encountered, suggestion for future improvement etc.

All necessary support services were provided to the data collectors from the research project. Data were collected over a period of 3 months and FGDs were organized simultaneously at the divisional headquarters. These activities were followed by data processing, and field checking for validation of data within this period.

Data processing and analysis:

After completing field work and receiving all schedules in hand, efforts were made to process and analyze data. It was neither possible nor desirable to convert all qualitative data into quantitative form to support analysis of facts. The researchers' observations and impressions were helpful for gaining a true picture of the study area as well as the study samples.

Informal Interview:

Informal interviews were conducted to gather some basic information through gossiping, exchange of views etc.

FGD:

This was employed to gather qualitative information from the respondents. The researchers discussed the variables and collected the view of the respondents.

Observation:

The researchers followed this method in order to further gain ideas of development through interaction with beneficiaries and observing their IGAs and living conditions.

RESULTS AND DISCUSSIONS

Socio-Economic Characteristics of the Respondents:

Population:

Total number of population of the 1110 and 301 Households (HHs) was 6356 and 1537 respectively. An average HH size was found to be around 5.73 and 5.10 respectively for program and non-program beneficiaries which was almost similar to the national average size being 5.4 (Source: Bangladesh Bureau of Statistics).

Land Ownership:

Land holding plays a significant role in determining the social status of the family. It was found that about 15% (170) respondents had their own land. The HHs

belonged to the different categories of land ownership e.g. landless (48%), small (35%), and medium and above (17%). It was found that 83% of the stakeholders belonged to the landless & small farmer's categories which indicated that the DYD authority has been able to address the target group of youths from disadvantaged households which was one of the objectives of the programs. Land holding patterns of NPBs were almost same as DYD beneficiaries.

Age Structure:

Age is important factor for pro-active youths. The people who belong to the age group 18-35 years are defined as youth in Bangladesh. Among the respondent (1110), 1023 (92%) belonged to the 18-35 years age group. while it was only 65% for NPBs. It is evident that the DYD rightly selected the target youth group for self-employment training. Out of the interviewed respondents (1110), 708 (64%) were male.

Marital Status:

It was found that about 39% and 47% beneficiaries were married before and after joining the program of DYD and in case of NPBs, the present marital status was 87%. It also indicates that in the selection procedure, the unmarried youth got preference.

Educational Status:

Regarding education, it was found that 31% of the beneficiaries belonged to the level of SSC followed by 25% in the level of VIII-X, 20% in the level of HSC, 13% UP to VII, 11% in the level of bachelor & above. The educational status of the beneficiaries reveals that about 87% beneficiaries belonged to the education level of VIII and above which indicated the right selected of unemployment youths form among education people for their self-employment in the study areas. In case of NPBs, this was 54% only and the rest 40% & 6% were up to VII grade and illiterate respectively.

Service Received:

It was found that out of 1228 stakeholders, 650 (63%) received training on different trades under Youth Training and Self-employment program which are categorized as institutional (153) and non-institutional (Mobile) (497), followed by 287 (23%) and 291 (24%) under Technical Training for Unemployed Youth Program and Youth Training Centre respectively. It was observed that training

courses on about 12 categorizes of trades, 5 technical categories and one capsule training course were organized under the Youth Training and Self-employment, Technical Training for Unemployment Youth and Youth Centre Project of DYD respectively. Regarding the extent of coverage under the three different project, it was learnt that the gap between numbers of rural and urban trainees was found narrow in cases of Youth Training and Self-employment Project (on an average, 1041 for rural Upazilas and 1473 Sadar Upazilas respectively). However, the gap was very wide for the other two projects. In case of Technical Training Project, the number of participants was 216 for Sadar Upazilas against 25 rural Upazila on an average while in case of YTC, the number was 140 for Sadar Upazilas and 53 for rural Upazilas. When asked about who had motivated the trained youth to attend training courses of DYD, the respondents gave mixed responses. It was learnt that the majority (34%) were motivated by YDOs and other Upazila level officials of DYD followed by self-employed trained youth (27%) and relatives/friends (15%). The other factors were district level officials (12%) and self-initiative (8%) while CDOs' role was learnt to be the least (3%).

Respondents Assessment of Quality of Training:

The overall satisfaction of the youth respondents about the quality of training they had received from DYD was estimated to be 55%. However, the program-wise performance shows that the Technical Training for Unemployment rendered the highest level of satisfaction (69%) to the trainees followed by YTC (54%) while the satisfaction level in case of Youth Training & Self-employment was learnt to be the lowest (48%) among the three programs. The finding underscore the necessity for taking measures for further improvement of all the programs since the satisfaction level remains at the medium level and special thrust for improvement of quality would be needed in case of Youth Training Self-employment.

Standard of Mobile Training:

The composite index (CI) of the standard of mobile training indicates that the trainees of DYD training as a whole obtained moderate satisfaction. The overall satisfaction was 49%. The level of satisfaction about the standard of mobile training remained within the range 48-50. The lowest satisfaction was learnt in cases of Rajshahi and the highest in case of both Dhaka and Khulna. The finding lead to conclude that there is ample scope to improve the quality of this training.

Respondents' Views about Quality of Trainees:

The trained youth under DYD were asked to assess the standard of theoretical and practical knowledge and skill the trainers of the three different training packages. Among the 1110 trained youth, 713 (around 64%) gave their opinions and the remaining 397 (36%) made no responses in this regard. According to majority of the respondents, the trainers' theoretical and practical knowledge was moderately good (44% and 46% respectively). This was followed by the score good (43% and 40% for theoretical and practical knowledge respectively). While 13% of the respondents evaluated the standard as very good for both theoretical and practical knowledge, only 4% (quite insignificant) and said that the standard of the trainers was not satisfactory. The trainers' theoretical and practical knowledge was learnt to be moderately good according to most respondent (44% and 46% respondent) followed by good (43% and 40%). In the Composite Index (CI) measurement, overall satisfaction about the standard of theoretical and practical knowledge gained through DYD training was 56% and 55% respectively. The self-employment training suffered the lowest score (51% and 49%). The finding regarding the trainers' quality of theoretical and practical knowledge and skill indicate that TOT and advanced training would be needed for the trainers to upgrade their training performance.

Utilization of Training in Employment Creation:

The study reveals that a remarkable improvement has happened in the employment situation as a result of DYD interventions of training and credit. In the pre-intervention period, the employment rate was only 249 (22%) among the respondent youth. But the figure has shot up to 628 (66%) (for trained youth). They have got involved in different trades occupation. The actual number of respondents who utilized training in the respective fields was 581 in self-employment and 43 in the trade oriented jobs. As a result, the percentage of utilization of training in the respective field was 56. Most employment happened in petty business (26%) which was followed by service (16%), agriculture (14%), poultry (13%), fishery (11%), dress making (8%), dairy/cattle rearing (5%), and overseas job (20%). The technical jobs combined generated 7% of total employment. Among the technical jobs, 45% were in computer, 21% were in electrical works and 10% were as mechanic. The remaining 24% were as driver, carpenter, mason and

veterinary/herbal doctor. The region-wise scenario of involvement in different occupations (DYD) training based occupations and other occupations combined) reveals a relatively poor achievement in Rajshahi and Sylhet compared to Dhaka, Chittagong, Khulna and Barisal. In Rajshahi and Sylhet, 67% and 76% respectively have been reported to be employed in different IGAs. Whereas in Dhaka, Chittagong, Khulna and Barisal, the Corresponding rate were learnt to be 85%, 89%, 82% and 81% respectively. However, in case of self-employment creation and employment in other jobs based on DYD training, Khulna, Chittagong, Dhaka and Barisal show a better performance (83%, 64%, 60% and 58% respectively of trained youth) compared to Rajshahi and Sylhet (34% and 43% respectively). The programme-wise utilization of training indicates that, the utilization of training in employment generation was highest in case YTSE (65%) and lowest in case of TTUY (43%).

Sources of Capital:

Among the actual respondents (1110), only 118 said that they had received credit from DYD. It means that only around 11% received credit while 89% of the trained youth received no credit from DYD during the said period. Again, out of 118 recipients of credit, 91(77%) received credit once and they received Tk. 29,165 on average. On the other hand, 27 youth received credit twice and on an average, they received Tk. 48,925 in two terms. DYD credit support has been learnt to concentrate among the beneficiaries of Youth Training and Self-employment Programme followed by beneficiaries of YTC training. Among the 118 credit recipients, 58% are from the youth training and self employment programme and 36% are from YTC training. The rest 6% are from among those who received Technical Training. The relatively small number of borrowers under Technical Training may be due to greater involvement of technically skilled youth in wage employment. Regarding amounts of credit received, it is evident that the highest number (34%) among the recipients received credit within the range Tk. 20,001-30,000 followed by 32% within the range Tk. up to 10,000 and 29% within range 10,001-20,000. Only 05(5%) received credit between Tk. 30,001-50,000. Sources of capital were of three types: i) only credit, ii) only own capital, iii) credit + own capital. Among those who got employed in various IGAs, 4% depended on credit only while 16% added own capital to credit. On the other hand, 80% received

on credit and invested their own money. Among the trained youth, only 54 (5%) received credit from other sources. Such borrowers are mostly from Dhaka (42%) and Chittagong (30%). Non was found having received credit from other sources in Sylhet. It was also observed that, while 14% (11% from DYD + 5% from other sources) among the DYD trained youth received credit support, 73% received credit support from various sources in case of NPBs. Again, in case of borrowers from other sources, 40(74%) took credit from NGOs, 11(20%) from Banks and rest 3(6%) from BRDB.

Cost of Trained Youth in Receiving Credit from DYD and Other NBDS:

The respondents expressed that they incurred incidental expenses in connection with receiving credit from DYD and NBDs. The expenditure heads were TA/DA, photocopy, project preparation, judicial stamp, office expenses etc. It was observed that the expenses were more visible or dominating in most heads in case of DYD credit than in case of NBDs. As it shows, the cost receiving credit was higher for DYD borrowers than NPB borrowers in cases of four heads out of six heads. DYD borrowers spent less than NBP borrowers only under two heads; overall, 98 taka was spent by DYD borrowers on an average against 68 taka spent by NPB borrowers on an average. It was found that 22% (249%) of the respondents out of 1110 were involved in employment before receiving training while it was 66% (728%) after receiving training from DYD. It was further learnt that a total of 581 (52%) got self-employed in DYD trained trades and 43(4%) became employed in technical jobs. In case of income, 879(79%) were found to be earning income through different occupation. The figure, however, excludes students and unemployed persons (31). Among the employed youth under DYD programmes, 78% belong to the monthly income range Tk. 501-6000 and the remaining 22% earned more than Tk. 6000. The majority (31%) belong to the income range of 2001-4000 followed by 26% in the income range up to Tk. 2000 and 21% in the income range 4001-6000. Among the respondents, 6% earned more than Tk. 10,000 on an average.

Employment Generation by the Trained Youth:

As the findings show, the trained youth created self-employment not only for themselves, but also for additional persons within and outside their families. The self-employment is 581 in number. They created additional employment of 464 persons of whom 335 (72%) are family members and 129 (28%) are hired persons from outside. Again, the full time and part time employment are 63% and 37% respectively. On the other hand, 60% among the employed are male and the remaining 40% are female. On an average, the self employed youth created 0.80 additional employment for others. It means that DYD training had also positive impact on employment creation beyond its target group. It indicates that the trained youth are contributing to their family as well as to the country regarding employment generation.

Monthly/Annual Income of the Respondent & HHs:

It was found that in case of income of the respondents in post training period, 879 (79%) were involved in earning income more than Tk. 500 while it was only 473 (43%) persons in the pre training period. The average annual income of the respondents increased from Tk. 14,808 to Tk. 43,980. This indicates that income of the respondents increased significantly with the change of occupation after training under DYD Programmes. It was found that 43% (478) HHs earned monthly income equal to Tk. 5001.00 and above before joining the DYD program while it reached to 59% (652) after joining the program. It was also found that the monthly average income of the surveyed HHs. increased from Tk. 5688.00 to Tk. 7063.00 over the years. The per capita income also increased from Tk. 12,365 to Tk. 14,796 over the years. Besides it was also found that the contribution of the respondents' income to the total income of the family increased significantly. About 499 (45%) respondents had no contribution to their families' income before joining the DYD program while the number decreased to 231 (21%) over the three years or less than three years. It also indicates that over the years the contribution of employed respondents' income to the family increased significantly with the range of 10% to 90% which was a remarkable achievement of the employed Youths. It was also learnt from the composite index according to the respondents that, the positive significance of contribution of DYD changes in their socio-economic conditions is 53% as against 29% of the other organizations.

Social Development:

Social status generally depends on the economic solvency as well as earning capacity of an employed person. The self-employed youth benefited in several ways. It was found that 73 percent trained youth expressed that their status had increased in their family as well as in their community. The employed and self-employed persons, particularly the persons from the disadvantage families are earning money which are directly contributing to raise the standard of living of their families. It indicates that the trained youths have engaged themselves in productive sectors (like poultry, livestock, garments and dress making to earn income for themselves as well as for the community. It was observed that 86% of respondents had positive impact on their families as well as on community and 15 percent respondents had less or negative impact on the family. It was found that in case of certain occupations, the self-employed persons from a rich family were not acceptable to their family, particularly in the occupation of poultry & livestock rearing. As result, some of them are now searching for other occupations or have switched over to other occupations. The have facing social problems also. Generally, in rural areas, social acceptability or status is measured by some indicators, such as land ownership, honour and respect shown by people, While asked about the benefit gained through this program, most of respondents, i.e. 946 (85%) remarked that they had benefited fro DYD's training and credit support. They specifically mentioned that they had benefited from this program through participation in development activities (86%), increased participation in decision making, (86%) increased own capital (86%), free movement (76%), increased cooperation of male counterpart (44%) and right established on the family assets.

Maternal and Child Care:

A total of 46 and 65 cases of child delivery took place during the last three years (collected) through recall method) from the 1110 sample HHs of DYD and 301 HHS of NPBs respectively. Out of them 68 (314) and 78 (49) per cent deliveries occurred at home and the rest occurred in the clinic or hospital. In cases of Child and maternal mortality due to pre and post delivery complications within one month of delivery during the last 3 years, it was found that 9 (20 per thousand) infants died within one moth of delivery and 12 (26 per thousand) died within one year of birth and 01 (2.16 per thousand) mother died due to delivery related complication. The death rate of mothers per thousand child births was 2.16 as

compared to the national figure being 3.20 (Economics Survey(2010) Infant mortality rate per thousand live births was 26 as compared to the national average 54.0 (ESCAP) , So it is evident that pre and postnatal care services have increased in the surveyed HHs due to awareness raising and other indirect impact to the DYD programs.

Preventive Services:

It was observed that the vaccination of Children against six killer diseases and vaccination/injection (TT) of pregnant mothers and child bearing age women was completed and family planning was adopted by the respondents' HHs through motivation of DYD and other NBDs. The respondents expressed that children and child bearing mothers belonging to their HHs were fully covered by vaccination. Respondents were fully aware about family planning also. It was found that EPL and TT coverage (full doses) was found 100%. So it is evident that the surveyed HHs were highly aware about the health services.

Water & Sanitation:

With a view to preventing water borne diseases, safe water and hygienic latrine played a vital role. Out of 1110 households, 960 HHs (86%) were using safe drinking water against the corresponding national figure 79% (SFYP, p. 24). About arsenic test, it was found that only 133(12%) HHs examined/tested their tube-well water.

On the other hand, it was also found that out of 1110, 970(87%) HHs were using hygienic latrines which was also higher as compared to the national average (85%) (SFYP, p.24). These findings may indicate the positive impact of the DYD programs as well as other NBDs programs on the surveyed HHs. Overall, the survey reveals that due to the intervention of the DYD programs as well as other NBDs/NGOs, a positive change has occurred in the surveyed HHs in using safe water and hygienic latrines.

Gender Development:

It was found from the study that, 402(36%), out of the selected respondents were female. The female respondents opined that after getting training and other inputs, they were involved in income generating activities resulting in their increased acceptability in the family. On the other hand, the respondents expressed that their involvement in development activities and different programs of GOs had highly increased. Their mobility as well as their participation in all sectors had also increased. As a result, their employment was also raised. On the other hand, the

policy of DYD also ensures greater involvement of women through compulsory participation of 33% women in all its development programs. The areas where the involvement or improvement of female respondents occurred during the last three years are: involvement of women in IGAs (75), increase status (75), increased mobility (74), increased participation in development activities (90), increased participation in decision making process (71) and increased own saving (89). This, in the long run, would help to reduce gender disparity and promote gender balanced development.

Education of Children in Surveyed HHS:

In order to learn about the schooling of children of the respondent families, the respondents were asked how many within the age range of 6-14 years go to school and how many do not. It was learnt that out of 902 children within this range. 887 (98.34%) go to school and the rest 15(1.66%) do not go to school. The reasons expressed are poverty (6), reluctance of children (2), still too young (as per opinion of the guardian) to go to school (6) and lack of awareness (1) However, the overall school going scenario among the school age children of the respondent families has been found highly satisfactory. In case of NPBs out of 279, 13 (5%) children do not go to school due to poverty.

Social Awareness Raising through DYD Training Programs:

Raising the consciousness level environment, health, family planning, sanitation, nutrition, human rights, HIV-AIDs, leadership, youth activities, dowry, consequences of drug addiction, good behaviour and other aspects of social life is an integral part of the institution based training courses of DYD except mobile or non-institutional training courses. Out of total surveyed HHS (1110), 141, 266 and 256 respondents received institution based training under Youth Training and Self-Employment, Technical Training and Youth Training Centre Project respectively. Out of total 663 respondents, most expressed their awareness and positive views about the topics incorporated in the training courses. They said that they had learnt about these issues in the training courses of DYD may be consulted for detailed information.

LEARNINGS FROM FGDs

Focus Group Discussions (FGDs) were organized in Boalia, Rajshahi and Teknaf, Cox's Bazar, Both youth stakeholders and DYD Upazila level officials

participated in the FGDs. The youth respondents comprised both male and female stakeholders from among those who had received training from DYD. While selecting youth for FGDs, care was taken in order that they represent most trades covered under DYD training.

Youth Stakeholders' Opinions:

The utilization and impact of the training programs as well as credit support of DYD were reviewed in the FDGs. The participants expressed their opinions about the quality of the training and credit services, and also suggested some measures for their improvement. Certain new areas of future training also came up during the discussion, which according to the participants, could be considered for serving specific needs of their respective localities. Details follow:

Mobile Training:

- (1) The youth, specially women, are quite positive about the necessity of mobile training, They consider the duration of different mobile courses enough for raising awareness and gaining initial knowledge about the subjects. However, they fell that they cannot precede much on the basis of knowledge gained from these courses. The practical side of the training is not sufficient, they opine.
- (2) The mobile courses are mostly lecture oriented. They suggest that for courses such as fish culture, cattle fattening and goat rearing, there should be an addition of 3-7 days exclusively for intensive practical training while the duration of sewing and dress making courses should be extended to 2-3 months since learning these skills needs more time and practice.
- (3) Regarding duration of the training courses, an alternative suggestion has also come up. Even without changing the present durations of these courses, the inadequacy can be compensated by organizing advanced courses at the Upazila/district level for those who are interested in further learning.
- (4) For practical training, the nearest farms and hatcheries should be utilized through negotiation with concerned owners/ authorities.

Institutional and Technical Training:

- (1) The respondents recognize the usefulness of all the courses under institutional training. They however, express some reservation about stenography which is a component of the secretarial science. Although stenographers have limited demand in the current job market, computer is a highly demanding subject, and

it is essential for secretarial jobs now-a days. In fact, both stenography and secretarial science are job oriented skills rather than self-employment oriented. Therefore, considering the need of the job market, computer should also be included in the secretarial science course as a package programme.

- (2) Dress making has bright prospect for both self-employment and wage employment. It has demand in garments sector and technical colleges. Considering the current need and wider scope of the subject, the duration should be extended to six months. Besides, the module should be redesigned incorporating the current market needs. male youth should also be included in this training.
- (3) The block-batik training has high potentials for self-employment. It should be development as a six-month course and post training self-employment should be supported by DYD through opening show-rooms of products of trained youth at popular market centers.
- (4) The existing one-month duration of the fish culture training is not enough. The participants suggest an addition of minimum one month's practical training as well as introduction of kit box to make the training effective. DYD should also develop linkage of trained youth with concerned service providers and hatcheries to facilitate easy access to fish fry, fingerling s and other necessary inputs and services.
- (5) The computer course could be updated through widening its scope by including necessary software/hardware and the duration could be increased to one year.

YTC Training:

- (1) The package training of cattle rearing, poultry rearing and fish culture organized at YTC is mainly a theoretical one. The respondents feel that the practical part needs to be strengthened. In order to make this package effective, it should combine tow modules: general training and subject based training. All the participants will attend general module at the start, and later attend subject-specific courses as per their need for separate specific periods. The subject-specific courses will be mostly practical oriented.
- (2) The YTC should develop practical training facilities for all the three components of the package. They should also develop partnership with govt. and private agencies to utilize their facilities for practical and demonstration purposes.

- (3) The youth respondents and YTC trainers opine that the three-month course duration is virtually less than three months so far working days are concerned. For effective training, the duration could be extended to four months, they opine.
- (4) The training environment of YTC should be improved to attract and retain trainees.

New Training Areas Identified:

- (1) The youth in Rajshahi opined that silk and vegetable dye have high demand in this region. DYD therefore, could arrange training on silk production and vegetable dye making. On the other hand, the youth attending FGD at Teknaf expressed their need for training on salt cultivation, saline water fish cultivation and afforestation considering the coastal and hilly nature of the region.
- (2) The women participants of Teknaf also expressed their interest in training on vegetable dye making. The block-batik training should be introduced at the Upazila level, they suggested.
- (3) The male participants at both areas expressed that dress making training should also be introduced for the youth. The participants at Teknaf mentioned carpentry, computer, electrical and refrigeration as potential subjects to be considered for their area.
- (4) Since Teknaf is a tourists' zone and Cox's Bazar and St. Martin' are neighbouring places of tourism, local handicrafts could be promoted through appropriate training by DYD, they added.

Credit Support:

- (1) According to the youth participants, credit amount should vary depending on the types of trades. In many cases, credit allocated is far less than the credit requirement. The ceiling should be raised to Tk. one lakh, they suggested. Credit coverage should also be increased so that a greater number of youth can avail credit support from DYD.
- (2) The existing provision for submitting land records as collateral is often difficult for youth to fulfill since youth usually do not own land during their parents' lifetime.
- (3) The youth consider the existing credit delivery system a very slow tedious process. They opined that the whole procedure should be simplified so that they can receive credit shortly after training. Loan approval authority should be decentralized from District to Upazila level for expediting credit distribution.

- (4) There should be a provision for rescheduling loan repayment to cope with disaster. In extreme cases of the effects of disaster, the borrowers should be exempted from repayment. The respondents of Teknaf gave these opinions.
- (5) The loan repayment schedule should vary on the basis of types of trades. For example, it takes almost 06 months for fish culture and poultry rearing to start giving production. In that case, it is difficult to follow the exiting 4-month based installment schedule.

Coordination:

An effective mechanism should be put in place so that the three categories of training can be organized in a coordinated way and YTC, District level DYD and Upazila level DYD enjoy a greater functional linkage and remain well-informed about one another's activities. To this end, some measures have been suggested, specially by DYD officials who attended the FGDs:

1. The YTC Should send its list of trainees to Upazila DYD office on a monthly basis. DYD district office should also send lists of trained youth to Upazilas.
2. Training could be made more effective if YDO remained involved in the selection of trainees from her/his Upazila for YTC training.
3. The YTC trainers should also be involved in mobile training.
4. Youth trained through mobile training should get priority in district level training of DYD.
5. A uniform format should be introduced for selection of trainees.
6. TOT for trainers of DYD at YTC, Upazila and district levels should be organized to enhance trainer's capacity.
7. YDO should be involved in following up the utilization of training by YTC trained youth in his/her Upazila.
8. Deputy Director, DYD should be made the focal point of all activities at different levels (district, Upazila, YTC).

Opinions of DYD Officials:

A Survey was conducted to derive opinions of DYD officials (both District and Upazila level officials) by administering separate questionnaire for them. They made an assessment of the impact of DYD's ongoing programs on the youth and suggested various measures to strengthen youth activities under DYD. Their opinions are as follows:

Programme Impact:

- (1) According to the DYD officials, training courses on various trades have been positively contributing to employment generation for the unemployed youth. Increasing number of youth are getting involved in self employment and gaining economic solvency for themselves and their families. All the respondents except one ranked the impact of training as 'good'. Only one said, the training was 'satisfactory'.
- (2) The trained youth are also contributing to social development through their increased awareness of issues such as the curse of dowry, child marriage prevention, AIDs prevention, tree plantation, gender etc.
- (3) Through economic empowerment, they are gaining enhanced social status and are also sharing their knowledge and skill with neighbor youth.
- (4) On one hand, they are getting rid of the curse of unemployment; on the other hand, they are keeping themselves aloof from unsocial and unethical activities because of their increased involvement in meaningful activities. Already many trained youth have been earning an average monthly income within the range Tk. 10,000-50,000.

Table I: Suggestions for Improvement:

Sl. No.	Opinions
1.	The existing manpower of DYD at Upazila level is not enough compared to the present volume of training and credit operations. Therefore, increased manpower would be needed for effectively organizing and imparting training, strengthening accounts and records keeping as well as monitoring, supervision and motivation.
2.	A uniform credit manual to be introduced for all Upazilas.
3.	DD should be the co-coordinating & focal point and principal controlling authority for all field level activities. This would enhance the capacity of field administration and ensure effective monitoring and supervision.
4.	Field functionaries of DYD should be supported by logistics including vehicle to carry out intensive monitoring and supervision. Land phone as well as mobile phone for Upazila office would be needed for upward and downward delivery of instructions and feedback. This would enhance work dynamism and help field level supervision as well.

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5. Computer facilities to be introduced at Zila and Upazila level DYD offices along with internet connection. It was specially mentioned that record keeping of training and credit needs to be computerized to enhance the effectiveness of DYD's programs at the grassroots level.
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Table II: Measures Suggested for Strengthening Youth Training and Self-employment Project:

Sl. No.	Suggested Measure
1.	The training fund, specially mobile training fund to be increased. At the same time, credit fund also needs to be increased to support increased involvement of trained youth in LGAs.
2.	TA/DA for filed visits by DYD officials/CSs to be enhanced, at least twice the present amount. This will enhance field involvement of officials in monitoring and supervision. Besides, credit supervisors should be supported by motor cycles.
3.	Computer training for youth should be introduction at the Upazila level under this project. This would further enhance the effectiveness of the project.
4.	Quality training materials including kit box for primary health care of poultry, livestock would be needed. At least five trainees form each batch to be provided. with kit boxes. All necessary logistic for training should be ensured.
5.	Practical sessions in mobile training should be increased. At the same time, syllabus of all courses needs to be updated.

Table III: Suggested Measures for Technical Training Courses:

Sl. No.	Suggested Measure
1.	Technical training courses should residential since they are mostly practical oriented, and commuting every form remote Upazila is difficult and costly.
2.	Training budget should be substantially increased to ensure quality of training.
3.	Learning assessment should be incorporated through provision of examination/post courses assessment of trainees.
4.	Trained youth should receive credit demand basis to ensure utilization of training.
5.	Upazila quota of trainees should be increased for district level training, specially for computer training.

Table IV: Measures Suggested for Strengthening VTC Training:

Sl. No.	Suggested Measure
1.	YTC training package should included topics such as leadership development, entrepreneurships development, collective business, social values, discipline, behaviour etc.
2.	Training budget should be enhance and daily allowance of Tk.50-60 should be introduced for encouraging youth participation in the training.
3.	Compulsory introduction of filed visits would be needed for practical learning.
4.	A manual on farm management to be develop and distributed among the trainees.
5.	Certain post training support would be very helpful for trained youth. For example, linkage of trained youth with medicine/vaccine suppliers/companies should be established by YTC/DYD. YTC can also produce chicks and supply them among trained youth.

COMPARITIVE ANALYSIS OF DYD, BRDB, DSS AND DWA

The comparative performance of four govt. organizations reveals that DYD is far advanced in respect of training (both mobile and institutional) for the youth as compared to other three organizations i.e. BRDB, DSS and DWA. Three organizations other than DYD also provide training to their beneficiaries at group level and in some cases in their local regional level of institutional training arrangements. In institutional training, some recognitions are made by the DYD to their clients through certificates and training allowances which are not generally available in the group level informal training. In many cases, DYD training claims to be an improvement upon other training of other organizations, specially institutional training in consideration of curriculum, class room arrangement and trainers quality used for this purpose. Linking of training with credit is an important aspect of DYD training program, and in most cases, though not sufficient, loans are provided to trained youth raining from Tk. 5000-25000 initially depending on the nature and category of borrowers. The repayment schedule and interest rates are also friendly to the borrowers. On the contrary, DSS provides loan in the name of micro credit with differential limits and service charges. The income earned form the credit investment is kept aloof for the group,

not the sponsoring authority. The service charges are also modest and their nature of financing is quite different from other three govt. organizations. In case of BRDB, as largest public sector organization, the training arrangement are confined to Upazila level UCCA and regional based institutional training arrangements concentrated in Sylhet, Noakhali, Tangail, (specially for women) with strong training support form both govt. and donors. The impact of training varies though in most cases follow up of training in some way or other so significant. In spite of that, the DYD training clientele are easily visible because of the involvement of youth in different self-employment projects like poultry, fisheries dairy, and workshops for repairing electronic goods etc. The operational modalities, credit structure, repayment schedule, interest/service charge structure, monetary and follow up etc. of DYD, DWA, LGED and BRDB have some similarities with minor modification in their operational culture. However, DYD served for the self-employment program more visibly compared to three other programs in respect of volume of credit per head invested, repayment record and monitoring of the performance of the beneficiaries. In case of social development, DYD concentrates more on development through income raising and project implementation whereas the other organization are based on micro project approach implemented at the village level for social development of beneficiaries on both welfare self-reliant basis. The current practice of preparing monthly reports for the purpose of internal evaluation is much needed procedure and these report loose in value if action is not taken in the less performing village on the basis of the monthly reports. This practice is very much active in case of DYD other than three organizations under the study. As part of the internal audit, this is being practiced currently at the DYD. Only recently one percent of service charge has been allocated for handling the legal matters, which as a right step forward whereas such type of arrangement specially for handling the default loan is not so much visible in other three organizations.

In fine, the comparison revealed that the DYD performed better in respect of training imparted, grace period and number of installments to be paid in a year than the other three agencies under study as far as micro credit landing to poor borrowers is concerned. However, the major worrying factor is problem of default culture among the beneficiaries both under self-employment schemes as well as village base family credit. These issues should be addressed carefully. Apart from

institutional training program, coverage of village based training may be broadened to encompass the out reach/less privileged youths/people to meet the target of alleviation of poverty. There should be a need based training wherever applicable and unless training is updated, the micro entrepreneurs can seldom establish viable business enterprise with significant profits. This also comes true in case of other three organizations' training programs as well as micro credit programs as a whole. It should be borne in mind that quality services to the rural people through govt. organizations is a statutory as well as mandatory task of the officials.

SUMMARY OF FINDINGS:

General Findings:

- a) Out of total respondents (1110), 650, 87, 297 were trained under self-employment, technical training and youth training centre respectively. As a result of skill development training, the youth could engage themselves in different types of income generating activities by utilizing the training and earning money through their employment resulting in contribution to their family as well as to the community. They have been oriented also about different aspects of moral and social development as an integral part of the training courses.
- b) Most of the educated trained youth have changed their attitude towards self-employment rather than jobs. An insignificant number of education trained youth are facing social and family level problem about the self-employed trades since employment were not commensurate with their family status in the community.
- c) It was found that, in terms of education and age, DYD rightly selected youth, 87% form eight and above education level while 92% belonged to the age group 18-35 years.
- d) Among the surveyed households (1110), 402 (36%) were female which indicates the presence of a cognizable level of gender balance among the trained youth under DYD programs.
- e) Regarding the extent of coverage under the three different projects, it was learnt that the gap between number of rural and urban trainees was found

narrow in case of youth Training and Self-employment Project (on an average, 1041 for rural Upazilas and 1173 for Sadar Upazilas respectively). However, the gap was very wide for the order two projects. In case of Technical Training Project, the number of participants was 216 for Sadar Upazilas against 25 for rural Upazilas on an average while in case of YTC, the number was 140 for Sadar Upazilas and 53 for rural Upazilas.

Youth Training and Self-Employment:

- i) Among the three programmes, the bulk of trainees are under the youth training and self-employment project. The duration of the courses of different trades ranges between 07 days-30 days as designed by DYD. It was learnt from the study that the cost of training per participant including honoraria of trainers and logistic support was calculated to be around Tk. 50 for 07 days and around Tk. 90 for more than 07 days duration. Compared to the per participant cost of Technical Training and YTC training, the said cost of self-employment training are too insignificant to ensure quality training.
- ii) The respondents opined that the training, specially mobile training, was mostly theoretical, and not enough to take initiative of self employment projects because they very level of knowledge and skill gained from this training entails high risks of failure in investment. For this reason, they recommended extended duration of course of course, greater scope for practical training, provision for experienced trainers, and improved training facilities such as refreshment during working hours. handouts, kit boxes, enhanced honoraria etc.
- iii) Respondent opined that the training was enough to serve as a starter through raising awareness and bringing attitudinal changes to involve in gainful IGAs. However, they felt that more intensive and advanced training was necessary to cover gaps of this training. Respondents also opined that selective trainees of this program who are interested in advanced courses may be given priority in district level training under technical training and YTC training. In this way, the initial training could be linked to advanced training at district level.
- iv) During selection of sample, it was observed that in most cases, the register of trained youth and their addresses were not properly maintained and recorded. Moreover, the trade and year based keeping of registers was not found. Keeping of records relating to training costs was found clumsy to a great extent.

Technical Training for Unemployed Youth:

- I) In the district level courses, youth residing in and around district headquarters avail the opportunities of training in greater number, although Upazila level youth are also supposed to be enrolled for these courses in proportionate number, but in fact, it was not found in practices. The study reveals that, DYD office at four Upazilas could not provide information about the actual number of trained youth under this program from their respective Upazilas, It leads to draw a conclusion that there is a lack of coordination between District and Upazila level DYD regarding selection of youth and maintenance of records to help follow-up the utilization of training.
- II) The respondents recognized the importance of secretarial science course in the present job market. However, they opined that computer should be included in this courses since now-a-days computer is essential for doing secretarial jobs. Opinions were given by the respondents to widen the scope of computer training by including basic, graphics and other programs that have high demand on the job market. They also suggested for extending the course duration.

YTC Training:

- I) Under this program, 1041 youth were trained by YTC in the selected Upazilas. YTC provided three months capsule training (livestock, poultry fishery & agriculture), which was residential. The participants opined that the training package was mostly theoretical and could not comprehensive cover the four areas because of short duration compared to the very wide scope of the module. As a solution to this limitation, they suggested that at the beginning, a common basic courses be imparted to all participants for one month and following that subject matter specific separate courses on the four different areas be organized. At the second stage, participants will be divided into trade groups. They will choose any of the four areas for specialization so that they can gain enough skill a particular occupation instead of being jack-of-all-trades.
- II) In none of the selected Upazilas, register of YTC trained youth was found. YTC authority did not supply the list of trained youth to the Upazila office. It was collected from YTC via district office. It was learnt that the absence of proper record of YTC trained youth in Upazila DYD hampered credit distribution and monitoring of post training utilization by Upazila level officials.

- III) The respondents expressed reservation about the quality of trainers. They opined that the trainers should have more sound theoretical and practical knowledge. In the Composite index (CI) measurement, overall satisfaction about standard of theoretical and practical knowledge gained through DYD training was 56% and 55% respectively. The self-employment training obtained the lowest score (51% and 49%). They also mentioned their concern about absence of practical training facilities at YTC, such as demonstration.
- IV) It was found that the need based training provided under the technical training project is more effective regarding the employment opportunity rather than the training provided under self-employment project and youth training centre project. It was strongly recommended that DYD needs to open marketing channels for the product of trained youth. One of the measures can be introduction of show rooms at convenient market places in cities.

RECOMMENDATIONS:

On the basis of the suggestions of the respondents (both youth stakeholders and officials), the following measures are recommended to enhance the quality of training, strengthen post training utilization measures and also to make training cost effective:

I) An umbrella coordination mechanism would be required, first, to link the three programmes, and second, to develop a functional linkage among Upazila DYD, district level DYD and YTC. Deputy Director at District level can be made the focal point and principal controlling authority. A coordination mechanism would be needed in the selection of trainees for self-employment training, technical training and YTC package training. A selection committee can be formed through inclusion of official from YDO office, YTC and district level offices to oversee the selection of trainees at three level.

II) The mutual supply of list of trainees by Upazila office. District level office and YTC to one another on a regular basis would be needed to ensure post training support like credit, monitoring and supervision. Interested youth trained through mobile training should get priority in YTC training and technical training for advice learning. This would help increase youth entrepreneurs at grass-roots level.

III) District level DYD should evolve a mechanism so that proportionate number of grassroots youth can take part in technical training courses side by side with urban youth. A uniform and simplified record keeping mechanism should be evolved and put into practice so that Upazila office can keep trade wise registers of training and credit and properly record name and addresses of trainees and borrowers, The accounts keeping of trading courses needs to be streamlined through introducing a simplified and uniform format.

IV) To enhance the effectiveness of record keeping, Upazila level DYD should be equipped with computer facilities and record keeping of training and credit needs to be computerized.

V) The YTC training duration can be extended from 3 to at least four months, The package can be divided into two modules (a) basic course for all trainees and (b) subject specific separate modules to be attended by selective trainees according their preferences. After completion of one month basic module, trainees can be divided into subject specific groups from the second month.

VI) To encourage increased participation of grassroots youth in district level technical training and also to enable participants to get extended time for learning, the technical courses at district level should be made residential,

VII) The overall training budget of all categories of courses, specially of mobile training needs to be enhanced. This would be needed to ensure required logistics including handouts and AV aids.

VIII) Area specific training needs should be explored. For example, for regions like Teknaf, special courses on shrimp culture, saline water fish culture, sail cultivation, tree plantation, production of handicraft for tourists etc. can be introduced. Similarly for regions like Rajshahi, silkworm cultivation, vegetable dye making, kantha making for babies etc can be considered as prospected into a single courses through extending courses duration.

IX) The modules of different courses should be redesigned on the basis of current needs. For example, computer training can be incorporated to secretarial science course to augment the training impact. For practical learning, internship can be introduced in technical courses such as electrical, welding, air conditioning, refrigeration; participants can be attached to workshops, factories.

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