

Energising Development Indonesia (EnDev Indonesia)



Final Report

Business Capacity Development Training for Cooperatives in Micro Hydro Power Community

Prepared by Jerri Irgo

November 2014



Implemented by:



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Business Capacity Development Training for Cooperatives in Micro Hydro Power Community

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Abbreviation

AFE	Action For Enterprise
CEFE	Competency Based Economies Formation of Enterprise
EnDev	Energising Development
GIZ	Gesellschaft für Internationale Zusammenarbeit
GTZ	Gesellschaft für Technische Zusammenarbeit (GIZ name before it turns into in 2011)
ILO	International Labour Organization
KUKM	Ministry of Cooperatives and Small and Medium Enterprises
MHP	Micro Hydro Power Plant
RED	Regional Economic Development (GIZ program in the field of regional economic development)
TPD	Village Team business
MSMEs	Micro, Small and Medium Enterprises
UP	Productive Business

BACKGROUND

EnDev Indonesia has extensively supported the construction of over 130 micro-hydro power plants (MHP) in Sulawesi and Sumatra from 2009 to 2013. This MHP support included many implementation steps, such as initial site feasibility, preparing detailed engineering drawings, tendering, construction supervision, final commissioning, training of village management team (VMT), compiling a range of information and awareness materials and encouraging productive-use-of-energy through rural businesses.

The Ministry of Cooperatives and Small Medium Enterprises (KUKM) had discussions with EnDev Indonesia (EnDev ID) since early 2013 to assess whether EnDev ID can support KUKM's rural electrification programme, using MHP technology. In particular, KUKM will establish 10 MHP schemes in un-electrified communities, for specific productive use (PU) applications. Both MHP and PU will be managed by cooperatives. KUKM requested specialist technical review, training the cooperative regarding MHP operation and management and facilitating specific business management training.

Besides being responsible for MHP operation and management, these cooperatives will also run selected rural businesses utilising the electricity generated by MHPs. With the expectation that productive activities will improve the sustainability of an MHP, EnDev perceives the importance of develop the entrepreneurship capacity of the cooperatives.

The purpose of this Terms of Reference is to contract one (1) qualified Consultant to conduct up to four (4) business development trainings for cooperatives in Sumatra, Kalimantan, NTT, and Sulawesi region.

OBJECTIVES OF TRAINING

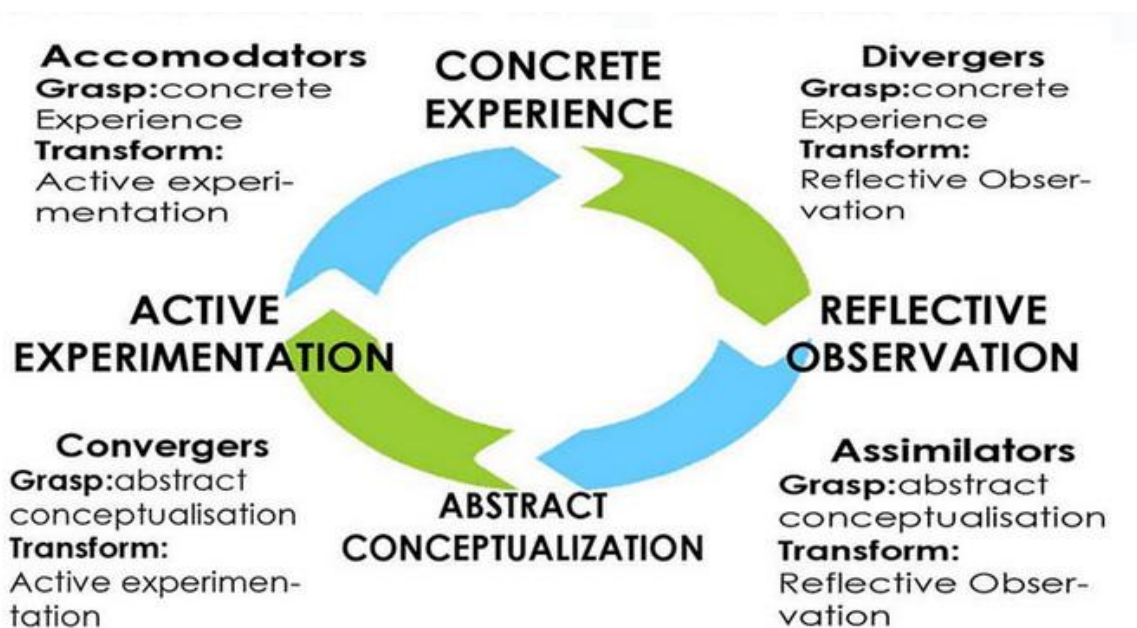
1. To develop a training module for business development in rural area
2. To design and deliver up to four (4) business development training to rural cooperatives to manage MHPS at various predetermined locations. Topics will include: the basics of entrepreneurship, the basics of rural business, capital investment, market assessments, financial and accounting aspects and forms of organization.

METHODOLOGY OF TRAINING

to be able to achieve the goal effectively, the training methodology was designed as a method of Teaching Adults, where there are a mix of lectures, discussions, field studies, problem solving and participatory attendees will be part of the training methodology. In addition, in order to achieve a dynamic situation, in between of all of the training, there will be an energizer (game) that will be able increase the enthusiasm of the participants.

Participants will be also facilitated by the cycle of Learning Through Experience, that is a learning model based on participant (participant centered). This cycle is a series of stages (phases) of activities organized in certain ways so the trainees will be able to master its competencies in a fast and simple way. The stages could be find on Chart 1:

Chart 1 : Kolb's Learning Cycle ¹



In terms of the benefit for the trainee, the application of this method will be able to give the advantages and more added value that will be used to improve the motivation of learning process, because participants will be actively involved in the process of learning/training. It will also be able to help in developing an active and creative attitude toward the participants to become more meaningful for the training conducted.

INSTRUCTOR/COACH

On the training, there was a professional instructor/coach for each location. This instructor/trainer was supported by a local facilitator which was chosen from the trainees. Five selected trainees form a peer group and they shared responsibility to achieve their collective and measurable success.

The first instructor/trainer on the training was Mr. Jerri Irgo (Lead Trainer, Founder and Director of CV Galuh Consultant). He is a consultant, tutor and coach who has concern on economics development, especially for small and medium enterprises (UMKM). Mr. Jerri Irgo has some certifications for his competencies as a professional trainer from CEFE German (Entrepreneurship - 2013), GTZ RED Jakarta (Value Chain Analysis - 2008, Value Chain AFE - 2010, Management Cluster - 2013), and ILO Jakarta (Value Chain Development - 2013).

The second instructor/trainer was Mr. Budi Utomo. He is a trainer and consultant on local economics development with great concern on developing community-based small and medium enterprises (UMKM). He has professional certification from CEFE (Entrepreneurship - 2007) and GTZ Red Jakarta (Value Chain AFE - 2012).

TRAINING SYLLABUS

The main goal of the training is to help the trainees so they can change their business mindset. It related with how they think effectively to make right decisions for their business. It is important for an entrepreneur/businessman to have a good mindset to achieve success. By join the training, the trainees were expected to capable to be successful

¹ Source : <http://academic.regis.edu/ed202/subsequent/kolb2.htm>

entrepreneurs/businessmans with strong and positive mindset so they will be able to survive in today's challenging business environment.

The training covered some entrepreneurship topics and management aspects such as fundamentals of entrepreneurship, introduction to small and medium enterprises in rural area, capital investment, market research, finance and accounting, and legal aspects of business.

Step Of Training

The proposed Training will be conducted over three months, the activities are shown step-by-step below:

1. Promotion / Submission of information to prospective participants . At this step, participants will know and understand about the training that will be conducted including , date , day , place and time of execution , so that participants can prepare themselves and if it deems appropriate to delegate tasks .
2. Task pre selection - at this stage , applicants are required to make Summary About His efforts , formats and forms have been prepared , the collection of this task is carried out not later than 15 minutes prior to the selection
3. Selection - Participants will attend this training , which meets the criteria and is declared Passed selection.
4. Training Capacity Building Cooperative business Entrepreneur (MHP) / Rural Business Development .
5. Preparation of Business Plan / Plan Follow-up . Participants at this stage , make a business plan in the form provided , performed every day from the first day to the third day of training .
6. Assistance , at this step , when the training has been determined leader who will do perform peer group .
7. Monitoring & Evaluation , is an attempt to determine the increase in capacity after the training participants were measured with indicators that have been agreed between the trainer and the participants during the training .

MONITORING PLANNING

To monitor the result of the training, the instructors/trainers and the local facilitators will monitor the progress of all trainees every three months for one year. This monitoring is aimed to ensure that the trainees perform correctly based on the training's agreement to improve their business capacity with some predefined criterias.

1. Revenue Good:
 - a) Self-Owned Enterprises, turnover increased by at least 10%.
 - b) Households can save every month on a regular basis, a minimum amount of 5% of monthly fulfillment.
2. Adding Number of Employees / Workforce:
 - a) If the amount to 5 org, a minimum increase of 20%
 - b) If the amount to 10 org, a minimum increase of 10%
 - c) e) If the amount to 20 org, a minimum increase of 5%
3. Adding Revenue Cooperative
Turnover / revenue increased by at least 10% of Cooperatives.

OVERVIEW OF ACHIEVEMENTS

The training to improve the business capacity of entrepreneurs and cooperative staff of PLTMH has been held in ten locations started in May 2014.

Table 1: Location and the involvement of participants

No	Location	Training Date	Number of Participants		
			Day 1	Daysi 2	Days 3
1	Alor	May 7-9, 2014	11	9	8
2	Manggarai Timur	May 7-9, 2014	32	27	27
3	Pidie	May 14-16, 2014	11	11	11
4	Mambi, Mamasa	May 21-23, 2014	24	24	24
5	Enrekang	May 21-23, 2014	11	11	11
6	Solok Selatan	June 10-12, 2014	21	13	13
7	Parsoburan	Juen 16-18, 2014	11	11	11
8	Humbang	June 16-18, 2014	17	15	15
9	Sintang	Augst 12-14, 2014	13	15	15
10	Tepal	Augst 19-21 2014	17	12	11
			168	148	146

There was 168 trainees joined the training, on the second and the third day there were some trainees left the training since they had jobs that had to be done. There was different number of women joined the training for each location. The lowest number of women participation on the training (6%) was in Pidie, Nanggroe Aceh Darussalam while the highest number (62%) was in Solok Selatan, West Sumatra.

Both in the individual tasks and in the group discussions, the trainees showed that they able to create potential map and business improvement planning according to the unique characteristics of each location. Based on the existing data of their business, the trainees had been able to create three months projections for the next year with different target of turnover increase. The lowest increase was 30% in Humbang, North Sumatra and the highest one was 135% in Alor, Nusa Tenggara Timur.

The trainees made the target of turnover increase by redesign their business planning using the CEFE's Canvas Business Model. With this model, the trainees redesign their marketing target, promotion, collective marketing with local cooperatives, and strategy to improve the production processes.

The training got very positive feedback from the trainees. In four locations (Pidie, Humbang Hasundutan, Sintang, and Tepal), the trainees stated that the training was very useful and gave strong impact (88% - 100%) to them.

LESSONS LEARNED

For the trainees

By using the CEFE's Canvas Business Model, the trainees had experience to redesign business process by efficiently create potential map and identify business improvement opportunities both individually and together as cooperative members.

Also, the trainees learned how to improve their business skills, especially in 4 managerial aspects (marketing, production, human resource management and organization, finance), and how to share those knowledges to other cooperative members who unable to join the training.

For the instructors/trainers

Since some conditions in the training locations was not as been expected, the instructors/trainers had to use some different strategies to encourage the trainees to be involved in every session and be able to enact the content of the training to improve their business. For example, it was hard for the instructors/trainers to ask the commitment fee (50.000 IDR/person) from the trainees. So, the instructors/trainers had to change the strategy by apply a punishment mechanism. Trainee who break the learning contracts during the training had to pay a fine. There were different amount of this fine for different locations (e.g. 1000 IDR in Mamasa, West Sulawesi and 5000 IDR in Sintang, West Kalimantan). This mechanism was applied by the instructors/trainers to make the trainees aware and understand that they need to actively participate (attend the training on time, participate in the discussion, etc) in all sessions to get the most of the training.

For GIZ EnDev and The Ministry of Cooperatives Small and Medium Enterprises

The training for the entrepreneurs and cooperative staff of PLTMH had been highly appreciated by the trainees. So far, the training is limited for the staff of PLTMH. Considering the importance of entrepreneurship skills on utilizing electricity for productive activities and the limited number of human resource, GIZ EnDev with The Ministry of Cooperatives Small and Medium Enterprises will extend the partnership with other organizations to scale the training.

For Cooperatives

The training brought many benefits for the cooperatives which participated as local partners. On the training, the cooperatives' staff learn some knowledges and skills which are needed to conduct a professional training such as doing selection process and evaluating the result of the training. They also had a chance to share they knowledges about improving the business capacity by using the energy produced by PLTMH to other cooperatives members and people in the training location.

The instructors/trainers have made evaluation to measure the effectiveness of the training. The criterias for the evaluation are: 1.) detail of technical preparations of the training, 2.) selection process of the trainees, 3.) selection of the training location, 4.) availability of insurance (BPJS) for the instructors/trainers and the trainees, 5.) monitoring planning after the training. Based on these criterias, KSU Sinar Mas (Desa Alam Pauh Duo, Pauh Duo, Solok Selatan, West Sumatra) which is lead by Mr. Rudi Irawan was selected as the best cooperatives for the training.

SUMMARY OF EACH LOCATION

Training on Improving Business Capacity for Cooperatives' Members

KSU Pakat Mandum (45 Members)

Name chairman: Muhajir (081360248524)
Training Date: 14 s / d May 16, 2014
Location: Elephant Village Ayee, district. Gempang, Kab. Pidie, Aceh
Location Code: NAD020



There were 11 people joined the training on the first day but only 10 people joined the second day. All trainees were farmers (most of them are chilli farmers) who run KSU Pakat Mandum. There was 1 women trainee (9%) participated on the training to accommodate the local wisdom. Overall, during the training sessions, all of the trainees showed that they able to create potential map and business improvement planning both individually and together as a group.

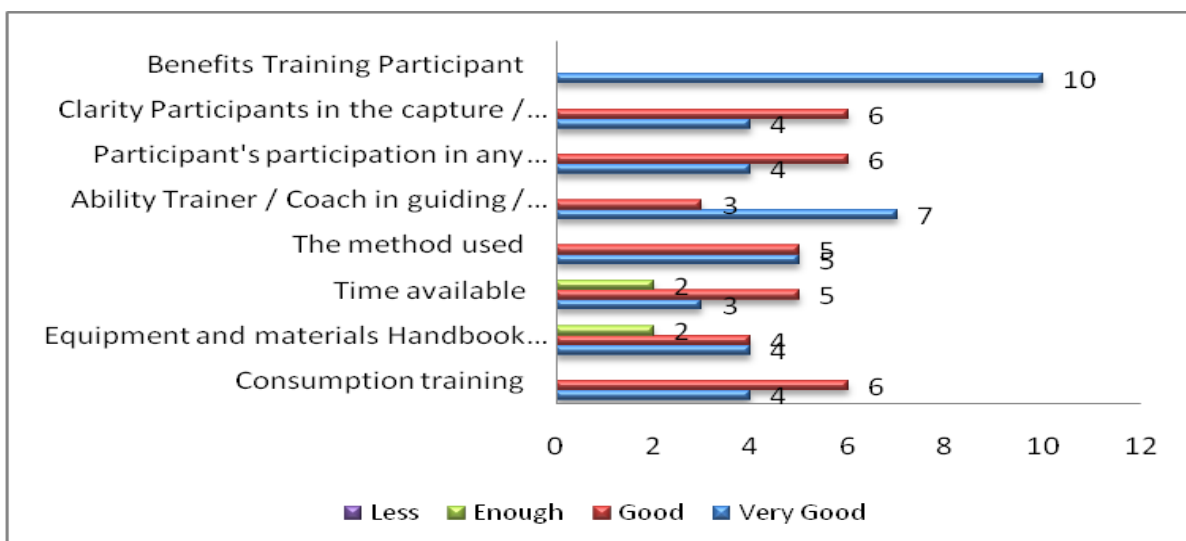
The List Of Participants

No	Name	Address	Business	Telp
1	Anwar	Trans SP IV	Farmer	085276153907
2	Edi Fadli	Trans SP IV	Farmers vegetables	
3	Hafsah	Trans SP IV	Farmers vegetables	
4	Kamarudin	Trans SP IV	Farmer	085275234151
5	Musliadi	Trans SP IV	Farmer	
6	Nur Abidin	Trans SP IV	Farmer	085222324290
7	Nur Abidin	Trans SP IV	Farmers vegetables	
8	Nurbaiti	Trans SP IV	Farmer	
9	Saibon	Trans SP IV	Farmer	085270227164
10	Suriadi Husin	Gajah Ayee	Cooperative Staff	085362711931
11	Syariffudin	Trans SP IV	Farmer	085360206913



In the group discussion, in order to improve the business capacity and increase the business profit, the trainees with support from KSU Pakat Mandum agreed to create a vegetables farming in Desa Pucok Trans SP IV. To enact that improvement planning, some important steps has been made: extend the farming area, conduct consultation with local farming instructors, and using some modern and intensive farming techniques. They also made three months projection so in the next year their average turnover will be 2.650.000 IDR or 81% increase from the average turnover at the start of the training which was 1.466.000 IDR.

Based on the evaluation during the training sessions, two trainees, Mrs. Nurbaiti and Mr. Suriadi Husin, were nominated to be peer group facilitators in KSU Pakat Mandum.



Training Evaluation

All of the trainees (100%) mentioned that the training deliver great benefits as they expected. Around 50% trainees stated that the training methods were very good and around 70% trainees agreed that the instructors/trainers perform very well during the training.

Suggestions

1. To MHP please be noted.
2. We take vehicle operator assisted pltmh.
3. Please assisted us in regard the cost , please workers with the assistance of transportation
4. Please helped into transportation pltmh operators and also for the repair of a main road to transmigration destinations
5. To a continuation training and there is comparative studies , please assisted business capital , a means of pltmh business so that there was a progress and examined cross (cross-check) .If possible held training at the pltmh the other in indonesia
6. I am very happy with this training system on both small and large businesses.

KSU Mitra Keluarga (421 Members)

Name chairman Manahara S. Pardosi (0811191025)
 Stairs training 16 s / d June 18, 2014
 Location Parsoburan village, district. Habinsaran, Kab. Toba Samosir, North Sumatra
 Location Code SumUt064



There were 11 people joined the training from the first day which 2 of them (18%) were women. Overall, during the training sessions, all of the trainees showed that they able to create potential map and business improvement planning for furniture production (45%) and services (36%).

The List Of Participants

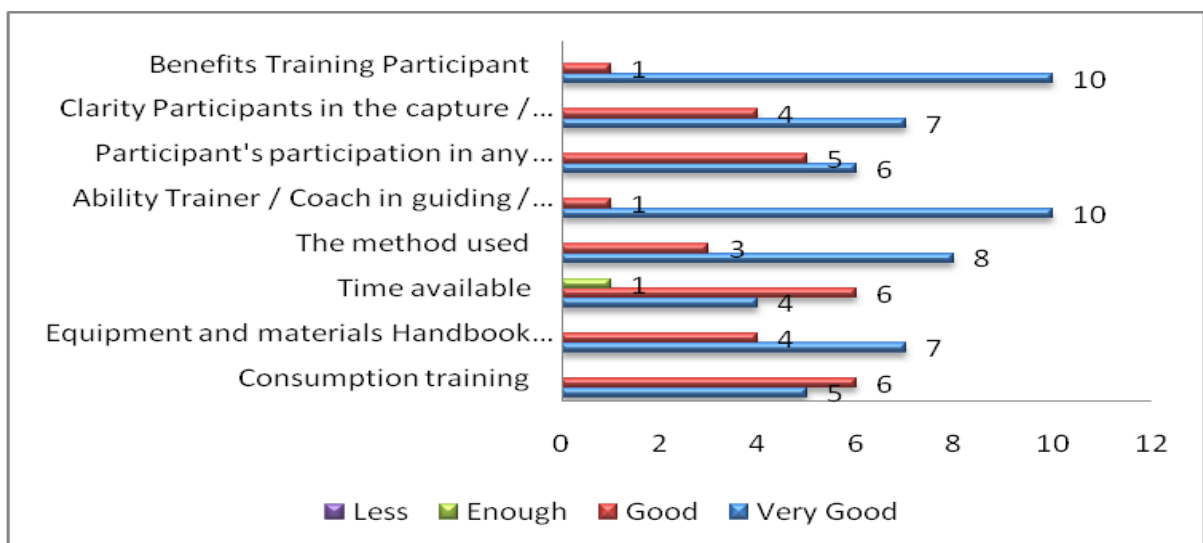
No	Name	Address	Business	Telp
1	Asrin Nababan	Hasang Cinta Damai	Compresor	
2	Betti M Simanjuntak	Parsoburan	Warung nasi	081269150977
3	Jinto Nababan	Hasang Cinta Damai	Mebel kayu	082168789380
4	Jinto Siagian	Napajoring	Mebel kayu	081269395916
5	Liston Tambunan	Napajoring	Mebel kayu	082168690213
6	Manahara S Pardosi	Parsoburan	Sapi perah	0811191025
7	Mananti Pane	Napajoring	Mebel kayu	081262199670
8	Muntan Nababan	Pagar Gunung	Pembubut ayam	082304110634
9	Parningotan Simangunsong	Borbor	Mesin kopi basah	081397838330
10	Ratna Siregar	Parsoburan	Tukang jahit	082363959345
11	Ronald Pardosi	Parsoburan	Mebel kayu	08126359773

In the group discussion, in order to improve the business capacity and increase the business profit, the trainees plan to increase and extent the marketing target with support from KSU

Mitra Keluarga, enhance the quality of the products, improve the human resource, and perform better accounting. They also made three months projection so in the next year their average turnover will be 7.500.000 IDR or 41% increase from the average turnover at the start of the training which was 5.322.000 IDR.



Based on the evaluation during the training sessions, three trainees, Mrs. Betty Simanjuntak, Mr. Ronald Pardosi and Mrs. Manahara Pardosi, were nominated to be peer group facilitators in KSU Mitra Keluarga.



Training Evaluation

Around 91% trainees mentioned that the training deliver great benefits as they expected. Around 73% trainees stated that the training methods were very good. Around 63% trainees agreed that the instructions given by the instructors/trainers were clearly understood. All (100%) trainees agreed that the hand out was very useful and the instructors/trainers perform very well during the training.

Suggestions

1. It should be done further training.
2. We requested that conduct training back and given a certificate.
3. Please given time to deepen training and given a certificate.
4. Proposed simple exercises and beg certificate.
5. Need to be conducted training disjunctive.
6. Please given a certificate and our hope for the sake of improved training develop living standard small community.
7. Please given a certificate of business and capital to add to large businesses.
8. Please this training held again, given a certificate and thank you to giz endev and procurement kukm over this training.

KSU Marsiurupan Bungus (56 Members)

Name chairman Ralim Barutis (081360357644)

Training Date 16 s / d June 18, 2014

Location: Village Sionom Hudon, district. Parlilitan, Kab. Humbang Hasundutan, North Sumatra

Location Code SumUt065



There were 17 people joined the training on the first day but only 15 people joined the second day, which 2 of them (13%) were women. Overall, during the training sessions, all of the trainees showed that they able to create potential map and business improvement planning for chilli as the main commodity (47%).

In the group discussion, in order to improve the business capacity and increase the business profit, the trainees plan to increase and extent the marketing target with support from KSU Marsiurupan Bungus, enhance the quality of the chilli seeds and also improve the human resource. They made three months projection so in the next year their average turnover will be 7.852.000 IDR or 30% increase from the average turnover at the start of the training which was 6.400.000 IDR.

The List Of Participants

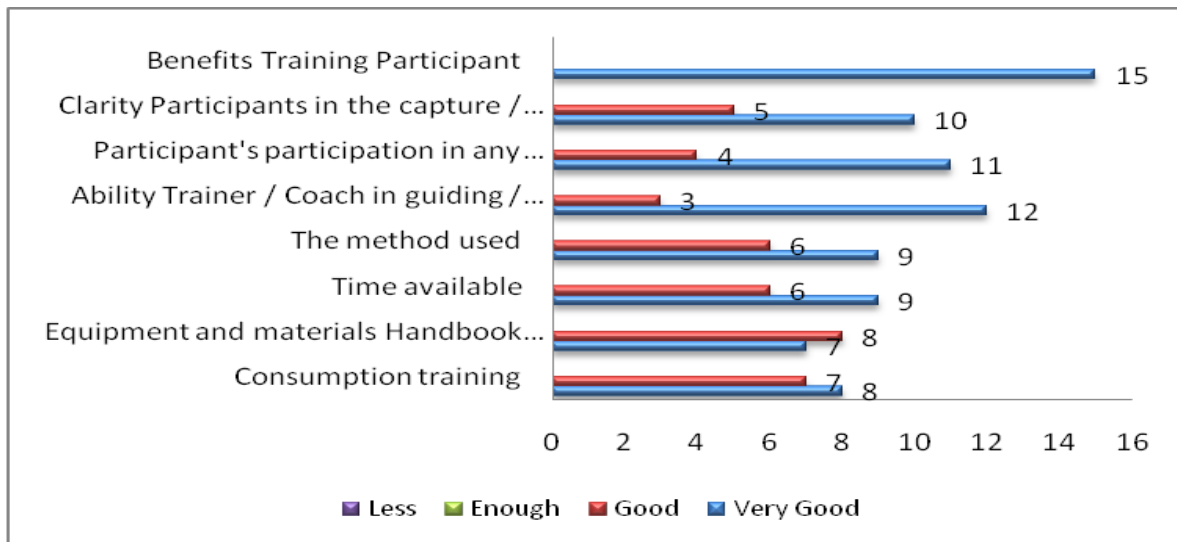
No	Name	Address	Business	Telp
1	Adidas Baturu	Dusun Bungus	Rice farmers, chili	
2	Anggiat Hasugian	Dusun Bungus	Rice farmers, patchouli	
3	Boolikkan Hasugian	Dusun Bungus	Rice farmers, chili	
4	Donatus Tumanggor	Dusun Bungus	Rice farmers, chili	
5	Humaniti Barasa	Dusun Bungus	Rice farmers, chili	
6	Jontri Tumanggor	Dusun Bungus	Rice farmers, patchouli	
7	Lamsihar Manik	Dusun Bungus	Rice farmers, chili	
8	Lasemma Barasa	Dusun Bungus	Rice farmers, patchouli	
9	Nepen Tinambunan	Dusun Bungus	Rice farmers, chili	
10	Paulus Barutu	Dusun Bungus	Rice farmers, patchouli	
11	Ralim Barutu	Dusun Bungus	Rice farmers, patchouli	
12	Rusti Hasugian	Dusun Bungus	Chili Patchouli, Rice	
13	Sakkeus Tumanggor	Dusun Bungus	Rice farmers, chili	
14	Saripudin	Dusun Bungus	Rice farmers, patchouli	
15	Surianto Barutu	Dusun Bungus	Rice farmers	
16	Tioksi Tumanggor	Dusun Bungus	Rice farmers, chili	
17	Toni Ranto Tumanggor	Dusun Bungus	Rice farmers	

Based on the evaluation during the training sessions, three trainees, Mrs. Rusti Hasugian, Mrs. Lasemma Barasa and Mr. Topi Ranto Tumanggor, were nominated to be peer group facilitators in KSU Marsiurupan Bungus.



Training Evaluation

All trainees (100%) mentioned that the training deliver great benefits as they expected. Around 73% trainees stated that the training methods were very good and they feel motivated to actively involved during training sessions. Around 67% trainees agreed that the instructions given by the instructors/trainers were clearly understood. Around 80% trainees agreed that the instructors/trainers perform very well during the training.



Suggestion

1. Ask the GIZ in order to help us.
2. Invoke the coach always help our cooperative so advanced.
3. Hopefully the coach remains to fix us and Kadis Cooperative Humbas support our program for GIZ.
4. Coaches can kalu must come 1st time in 3 months.
5. We wish our school improvement during these 3 days will be successful.

KSU Sinar Mas (65 Members)

Name chairman Rudi Irawan (085274007186)
 Training Date 10 s / d June 12, 2014
 Location Village Nature Pauh Duo, district. Pauh Duo, Kab. South Solok, West Sumatra
 Location Code SumBar155



There were 21 people joined the training on the first day but only 11 people joined the second and the third day, which 8 of them were women. Overall, during the training sessions, all of the trainees showed that they able to create potential map and business improvement planning for services sector, especially clothing services and taylors (50%).

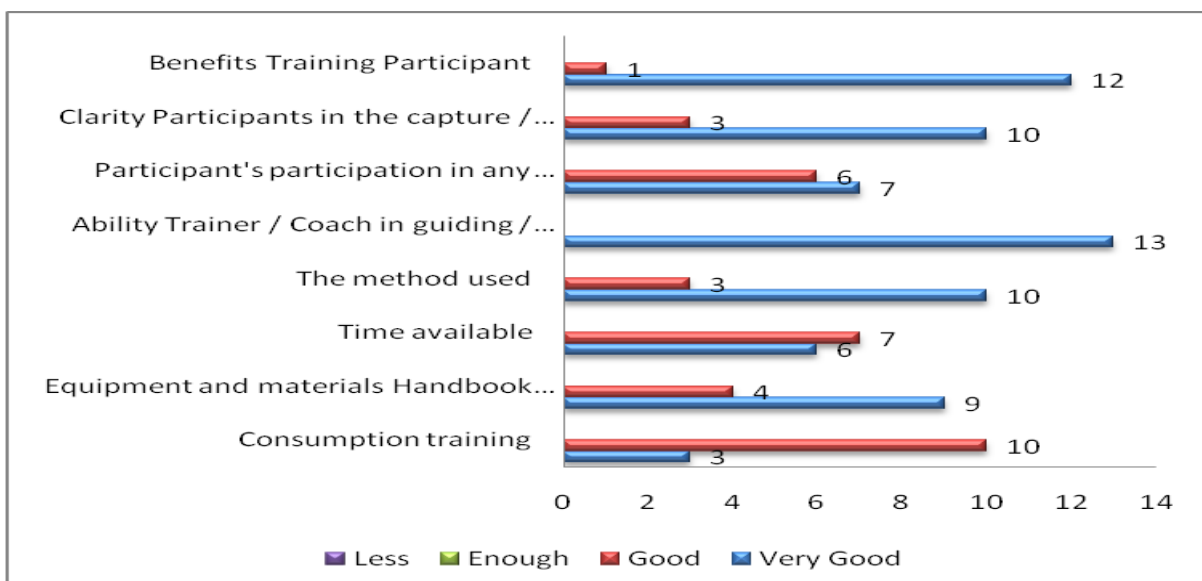
The List Of Participants

No	Name	Address	Business	Telp
1	Abu Nawas	Liki / Pasar	Furnishings	081993393919
2	Arif Hidayat	Sungai Bangun	Furnishings	085272515128
3	Candra	Liki	Tailor	085364076859
4	Dahlizarmi	Liki	Food Trade	082386321368
5	Damra	Liki		081322918559
6	David Makardo	Liki	Motorcycle Repair	082388025750
7	De Rofil	Liki	Motorcycle Repair	085356795850
8	Desriyanti	Liki / Pasar	Tailor	081284887845
9	Eli Susanti	Liki Bawah	Rice Mill	081363960252
10	Emi Yufлита Fitri	Liki Bawah	Food Trade	085365187260
11	Emilna	Liki / Pasar	Sales In The Cafeteria	085376538615
12	Herdinal	Liki	Rice Mill	085274548686
13	Hernis	Liki Bawah	Tailor	085356148817
14	Khairul Tutufi	Liki	Barber	085383402500
15	Marta Linda	Liki Bawah	Sales In The Cafeteria	085263944361
16	Nurlis	Liki Bawah	Food Trade	
17	Ramy Desrawati	Liki Bawah	Food Trade	085376562452
19	Sunanto	Liki		081374894374
20	Ujang K			
21	Wahyuni Fatihati	Padang Aro	Government	082268277291



In the group discussion, in order to improve the business capacity and increase the business profit, the trainees plan to increase and extent the marketing target with support from KSU Sinar Mas, enhance the quality of the products, improve the human resource, and perform better accounting.

Based on the evaluation during the training sessions, two trainees, Mrs. Eli Susanti and Mrs. Emilna, were nominated to be peer group facilitators in KSU Sinar Mas.



Training Evaluation

Around 93% trainees mentioned that the training deliver great benefits as they expected. Around 77% trainees stated that the training methods were very good and they agreed that the instructions given by the instructors/trainers were clearly understood. All trainees (100%) mentioned that the instructors/trainers perform very well during the training.

Suggestion

1. If i could coach again came here , because very useful lessons can be taught to us .
2. If you can often came to coach because adding experience in the fields of business , taught akandijalankan with the ability here .
3. I hope a coach can guide us to form a good business useful to our economy .We are very pleased with this training .Good coach can help small businesses we are .
4. I hope after this training will be no other training and additional new experience .
5. I hope i hope this training sustainable not only this time , because very helpful in performing business next .
6. I really hope i hope this training is sustainable is not just this once and a review of spaciousness and can help our effort to the future .
7. If you can followed additional capital because when this is difficult to find additional capital
8. Each training of all members can use the table for comfort in a mop

KSU Puncak Ngengas, (42 Members)

Chairman chairman: Ahdar (081237117552)
Training Date: 19 s / d August 21, 2014
Location: Village Tepal, district. Bantulanteh, Kab. Sumbawa, West Nusa Tenggara
Location Code: NTB001



There were 17 people joined the training on the first day but only 12 people joined the second day and 11 people joined the third day, which 27% of them were women. Overall, during the training sessions, all of the trainees showed that they able to create potential map and business improvement planning for farming with coffee as the main commodity (45%).

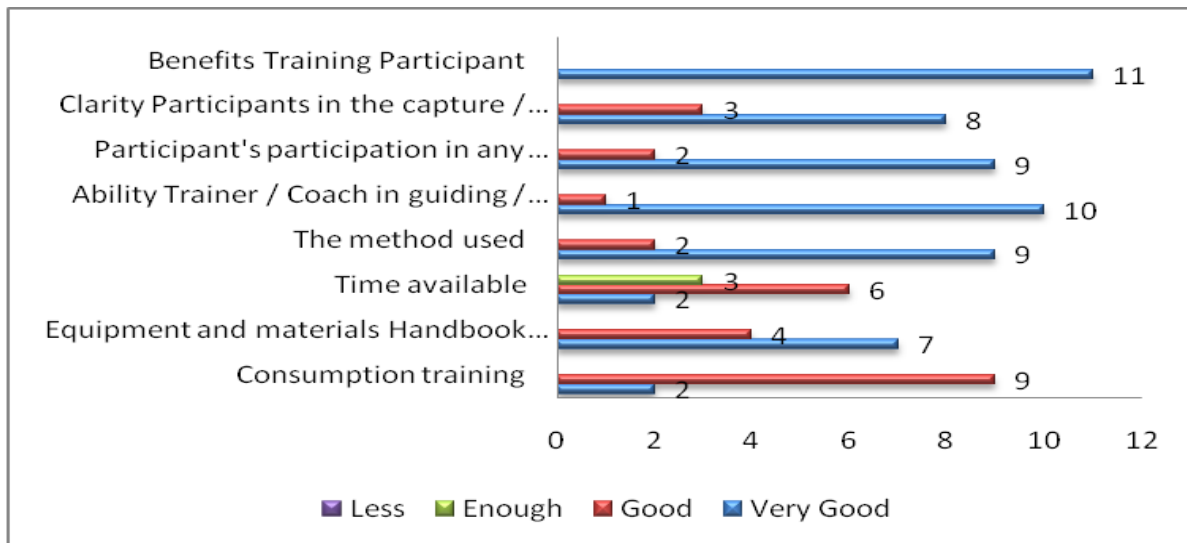
The List Of Participants

No	Name	Address	Business	Telp
1	Abdul Wahab	Tepal	Coffee Farmers	
2	Akomadin	Tepal	Chicken Farmer	
3	Andi Murdani	Tepal	Chicken Farmer	081988908405
4	Halidi	Tepal	Workshops	
5	Ismail	Tepal	Coffee Farmers	
6	Jabarman	Tepal	Workshops	
7	Liana	Tepal	Coffee Farmers	
8	Masatun	Tepal	Coffee Farmers	
9	Rahmansyah	Tepal	Coffee Farmers	
10	Saharman	Tepal	Workshops	
11	Sulaiman	Tepal	Workshops	

In the group discussion, in order to improve the business capacity and increase the business profit, the trainees plan to increase and extent the marketing target with support from KSU Puncak Ngengas, enhance the quality of the products, improve the human resource, and perform better accounting. The trainees mentioned that the main problems are the the

marketing and transportation cost. Also, they have to compete with trader from other villages.

Based on the evaluation during the training sessions, two trainees, Mr. Andi Murdani and Mr. Abdul Wahab, were nominated to be peer group facilitators in KSU Puncak Ngengas.



Training Evaluation

All trainees (100%) mentioned that the training deliver great benefits as they expected. Around 82% trainees stated that the training methods were very good and they feel motivated to actively involved during training sessions. Around 73% trainees agreed that the instructions given by the instructors/trainers were clearly understood. Around 91% trainees agreed that the instructors/trainers perform very well during the training.



Suggestion

1. Over time thanks to coach a chance to help give an explanation and stared at a better future .In the condition of the world today entrepreneurs very important to boost national economy especially creative economy .
2. I am very interested in this training and hopefully also next and i hope that better conveyed in daily life can be useful to me particularly and society in general .
3. Coach could provide motivation that is been really fun since with the existence of this training we ' re happy and open new insight for us.
4. I really hope the coach that what we ' ve mobilise by training give meaning in run businesses, that i ' m tekuni at the moment.
5. With the existence of this training i hope that can help us furnish facilities and infrastructure to improve the results of farmers kopi existing in the village of tepal esp. to get the result that better.
6. Hopefully what was stated by his trainer in training beneficial for me and i can apply in my life and become motivation to take my life next.
7. I propose to procurement workshop in the village tepal that can be useful for the general public in particular to the management of pltmh.
8. What we learned in this training can i klarifikasikan and can become motivation to take this life.
9. With the training and this one i could question about an increase in conducting a business.

Koperasi Beringin (135 Members)

Name chairman: Noh Mautakai (081337596475)
 Date of training: 7 s / d May 9, 2014
 Location: Village East Kelaisi, South Alor, Alor, East Nusa Tenggara
 Location Code : NTT002



There were 11 people joined the training on the first day but only 9 people joined the second day and 8 people joined the third day, which 30% of them were women. Overall, during the training sessions, all of the trainees showed that they able to create potential map and business improvement planning for farming with coffee, hazelnut and banana as the main commodities.

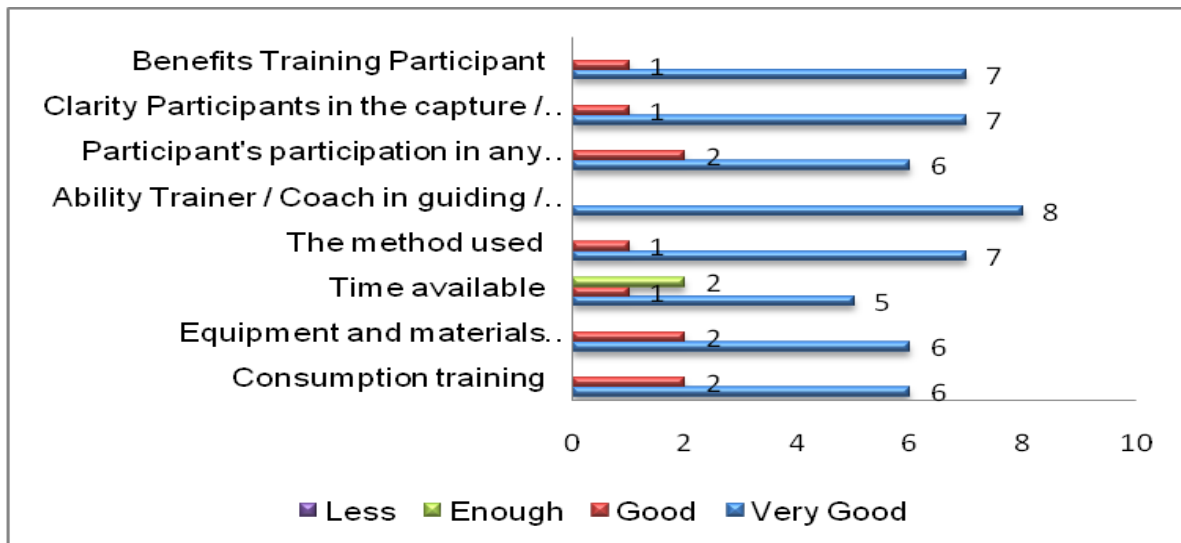
The List Of Participants

No	Name	Address	Business	Telp
1	Alfret Faley	Apui	Farmer	081236697114
2	Belandina Lankui	Apui	Farmer	
3	Daut Takaisal	Apui	Farmer	
4	Fransina Inaisal	Apui	Farmer	
5	Jamar Moduhina	Apui	KUD	082144431038
6	Noh Mautakai	Rt 09 Rw 05 Kel Keltim	Farmer	081337596475
7	Wehelmus Faley	Apui	Farmer	085238622416
8	Welem Pulek	Subo	Farmer	081236400800
9	Yepsus Asamal	Apui	Farmer	
10	Yublina Asadama	Apui	KUD	085239287511

In the group discussion, in order to improve the business capacity and increase the business profit, the trainees redesigned the business strategy using CEFE's Canvas Business Model. They plan to enhance the quality of the products, improve the human resource, and perform better accounting. They also made three months projection so in the next year their average turnover will be 1.978.000 IDR or 135% increase from the average turnover at the start of the training which was 844.750 IDR.

Based on the evaluation during the training sessions, three trainees, Mr. Wehlmus Faley, Mrs. Noh Mautakai and Mr. Welem Pulekyang, were nominated to be peer group facilitators in Koperasi Beringin.

Training Evaluation



Around 80% trainees mentioned that the training deliver great benefits as they expected and that the training methods were very good where the instructions given by the instructors/trainers were clearly understood. Around 75% trainees feel motivated to actively involved during training sessions. All trainees 100% agreed that the instructors/trainers perform very well during the training.



Suggestion

1. Future training be established that can involve a lot more people.
2. Remember us and return again to the fore in the us when it is acceptable.
3. If no such training is more fun because of the increase of knowledge for me.
4. We as participants prepared to continue because it is very useful
5. The method is very good but it to the level or as facilitator .for businesses that can direct the activities of the practice .this institution can be doing advanced training .
6. I suggest that there is still away more and more good again .
7. All matter delivered by coach very useful for participants .

KUD Borong Jaya (1.105 Members)

Name chairman: Ontar Aloysius (085294187538)

Date of training: 7 s / d May 9, 2014

Location: Ranaloba village, district. Borong, Kab. East Manggarai, East Nusa Tenggara

Location Code: NTT003



There were 32 people joined the training on the first day but only 27 people joined the second and the third days, which 30% them were women. Most of them (64%) are coffee and cacao farmers while others are animal breeders, carpenters, cloves farmers, and convenience store owners. Overall, during the training sessions, all of the trainees showed that they able to create potential map and business improvement planning for their businesses. Coffee and cacao are the main commodities in Ranaloba Village, Borong, Manggarai Timur.

Based on the evaluation during the training sessions, three trainees, Mrs. Helminia Unur, Mr. Inosensius Jemadu and Mrs. Metilia Sanut, were nominated to be peer group facilitators in KUD Borong Jaya.

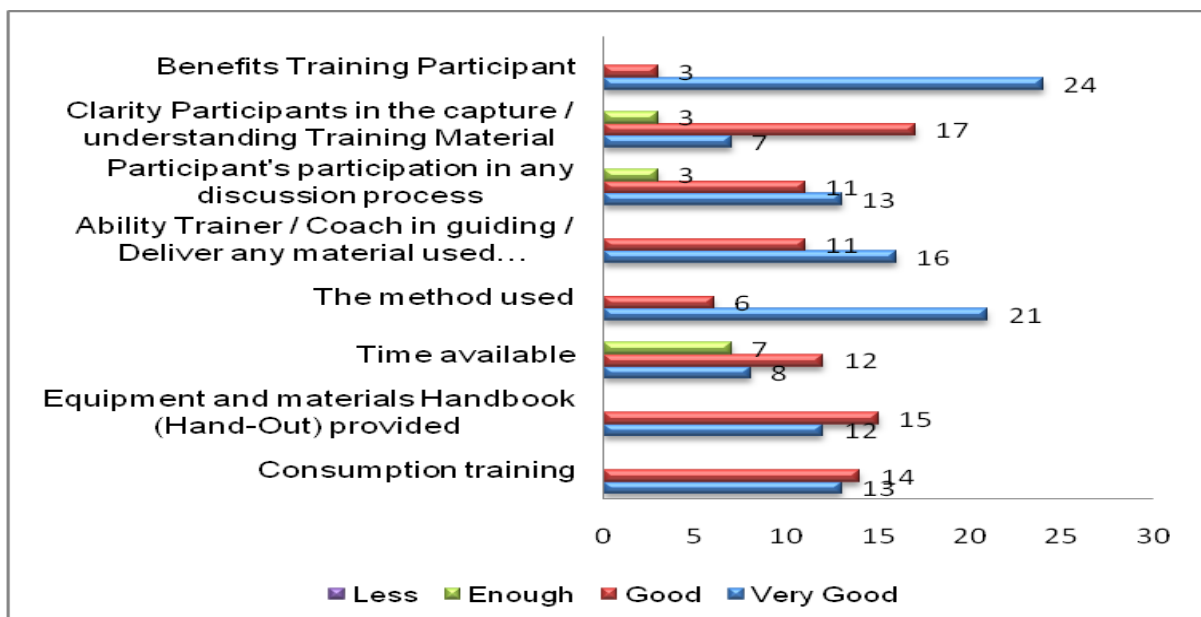


The List Of Participants

No	Name	Address	Business	Telp
1	Adrianus Nehat	Pupung	Coffee Farmers	
2	Alfansus Manti	Pupung	Coffee Farmers	081337943077
3	Alfonsa Dominggu	Ledas	Pig Farmers	
4	Anselmus Hende	Pupung		
5	Antonius Hemat	Ledas	Pig Farmers	081338049131
6	Antonius Nguru	Pupung		081335295078
7	Bonifasius Koping	Bumbu	Farmer	
8	Doroteus Jehatu	Ledas	Furniture	082339878880
9	Elisabeth Jener	Coloh	Farmer	085238519430
10	Elisabeth Sunung	Pupung	Farmer	
11	Fransiskus Nani	Ledas	Coffee Farmers	
12	Gabriel Patut	Pupung	Clove Farmers	081353029831
13	Gregorius Ampuk	Bumbu	Farmer	
14	Helmilina Unur	Ledas	Grocery Stall	085239318450
15	Helmon Jehantu	Pupung	Coffee And Cocoa Farmers	
16	Hubertus Ngambur	Bumbu		082327254428
17	Inosensius Jemadu	Pupung		085253081011
18	K. Pampur	Pupung	Pig Farmers	
19	Kasianus Jehaut	Pupung	Farmer	
20	Maksi pentur	Ledas		082145256031
21	Maria Fatima lun	Ledas	Farmers Brown	
23	Metilia Sanut	Bumbu	Threshers	
24	Petrus Kami Jebas	Pupung	Grinding Coffee	081339877054
25	Serulus Tukung	Bumbu		085205958549
26	Yeremias Jehandut	Pupung	Coffee And Chocolate	
27	Yosetika Dunul	Coloh	Poultry	

Training Evaluation

Around 89% mentioned that the training deliver great benefits as they expected. Around 78% trainees stated that the training methods were very good and they feel motivated to actively involved during training sessions. Around 89% trainees agreed that the instructions



given by the instructors/trainers were clearly understood. Around 59% trainees agreed that the instructors/trainers perform very well during the training.

Suggestion

1. If perhaps there is still time and chance, the same training please held me back. Because this training time is very short so that a lot of the material is less well understood.
2. Training should be implemented in other locations in the Regency of Manggarai Timur.
3. If this training could be held longer and in a more than 3 days.
4. we are delighted with the arrival of coach to our village to train cooperative trade capacity building for our needs in the next days.
5. the impression we got during the training was very useful for us in spite of the limited time and thank you for all the good that we get.
6. Let GIZ always pay attention to our small entrepreneurs in the village of Rondowoing
7. exercise that we have received over 3 days very well. I have a 6 months ahead is repeated again.
8. Please in the coming year could pay a visit to the village of Rondowoing to be more deeply about self-employment.
9. Please come with training media impressions (slide) for elatihan is a vast space.
10. I hope it away again we can meet with a father and mother who has been with us
11. May be held next year which is 2015 giz activities to increase knowledge of participants .
12. Training very well but unfortunately very limited time .Hopefully this kind of training can be improved .
13. Presentation of the training material very bagus.kalau coach can make a schedule reset to present back to the village rondowoing and the next planning we traced , giving business capital assistance in cooperation with germany .
14. I ask for 2 years longer can go back to the village rondowoing can progress .
15. For we follow this practice we feel very fortunate for being the provision for us in managing the business activities and we ask with respect to the team that next few years held again like this





Koperasi Wai Tuo (48 anggota)

Name chairman: Askar (085282886258)
Date of training: 21 to May 23, 2014
Location: Village Tallang Rilau, district. Bungin, Kab. Enrekang, South Sulawesi
Location Code: SulSel227



There were 11 people joined the training from the first day, which 18% them were women. Overall, during the training sessions, all of the trainees showed that they able to create potential map and business improvement planning for farming with coffee as the main commodity (100%).

The List Of Participants

No	Name	Address	Business	Telp
1	Alwis	Tallang Rilau	Coffee Farmers	085242709052
2	Askar	Tallang Rilau	Cooperative Staff	085282886258
3	Asri	Tallang Rilau	Coffee Farmers	082336442125
4	Dularing	Tallang Rilau	Coffee Farmers	085213931357
5	Ismail	Tallang Rilau	Coffee Farmers	085397647517
6	Jafar	Tallang Rilau	Coffee Farmers	082150215338
7	Jasir	Tallang Rilau	Coffee Farmers	085385806491
8	Jumaling	Tallang Rilau	Coffee Farmers	082357275865
9	Nursia	Tallang Rilau	Coffee Farmers	
10	Rasman	Tallang Rilau	Coffee Farmers	
11	Saini	Tallang Rilau	Coffee Farmers	081343672547

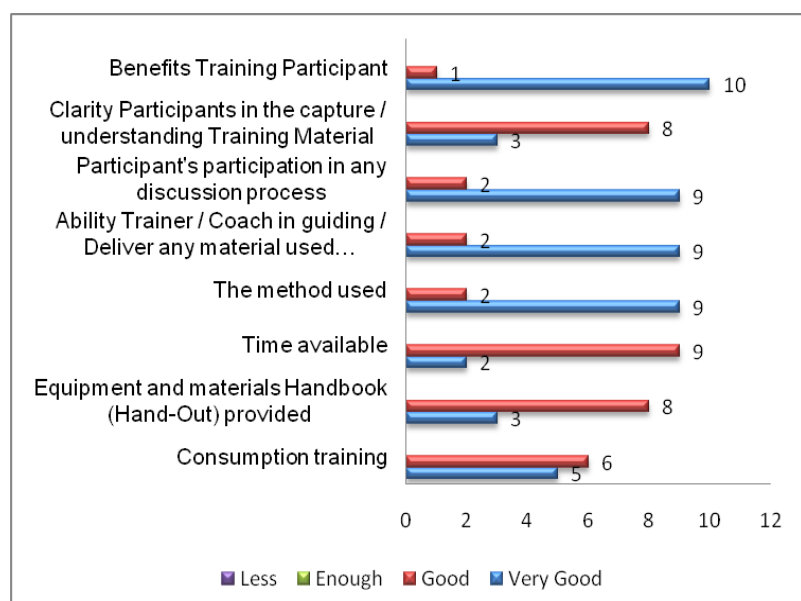
In the group discussion, in order to improve the business capacity and increase the business profit, the trainees plan to increase and extent the marketing target with support from Koperasi Wai Tuo, enhance the quality of the products, improve the human resource, and perform better accounting. They also made three months projection so in the next year their average turnover will be 16.150.000 IDR or 60% increase from the average turnover at the start of the training which was 10.000.000 IDR.



Based on the evaluation during the training sessions, three trainees, Mr. Askar, Mr. Alwis, and Mr. Saini, were nominated to be peer group facilitators in Koperasi Wai Tuo.

Training Evaluation

Around 91% mentioned that the training deliver great benefits as they expected. Around 82% trainees stated that the training methods were very good and that the instructors/trainers perform very well during the training. Also, all trainees agreed that the instructors/trainers managed the allocated time effectively.



Suggestion

1. We may hope the science which could be given material reference ahead.
2. Hopefully sustainable.
3. Training it needs to be sustained to deepen longer in to understand how to cultivate a good business and true
4. Our hope as a participant can understand and run training business development .Namely facilities and the second repair roads and so on
5. 5 .Our hope they can make use of science which was provided to us in the fields of business
6. Our hope that as the participants may be assisted by casting the way (transportation) come into the village we along 5km until kabupaten to village of government relations with the kabupaten can run smoothly
7. Assisted in the effort to coffee farmers and others and attention to pltmh.
8. I beg to giz to maybe help our village remote from a city on the very heavy and winding.Hopefully this training sustainable for beneficial to us.
9. We still need guidance if any program that we may facilitated again.

Koperasi Indokakao (120 Members)

Chairman Name: Muhammad Anas (085696177335)

Training Date: 21 s / d May 23, 2014

Location: Indobanua village, district. Mambi, Kab. Mamasa, West Sulawesi

Location Code: SulBar106



Koperasi Indokakao

There were 24 people joined the training from the first day, which 16% them were women. Overall, during the training sessions, all of the trainees showed that they able to create potential map and business improvement planning for farming with coffee as the main commodity (67%).

In the group discussion, in order to improve the business capacity and increase the business profit, the trainees plan to increase and extent the marketing target with support from Koperasi Indokakao, enhance the quality of the products, improve the human resource, and perform better accounting. They also made three months projection so in the next year their average turnover will be 4.800.000 IDR or 114% increase from the average turnover at the start of the training which was 2.250.000 IDR.

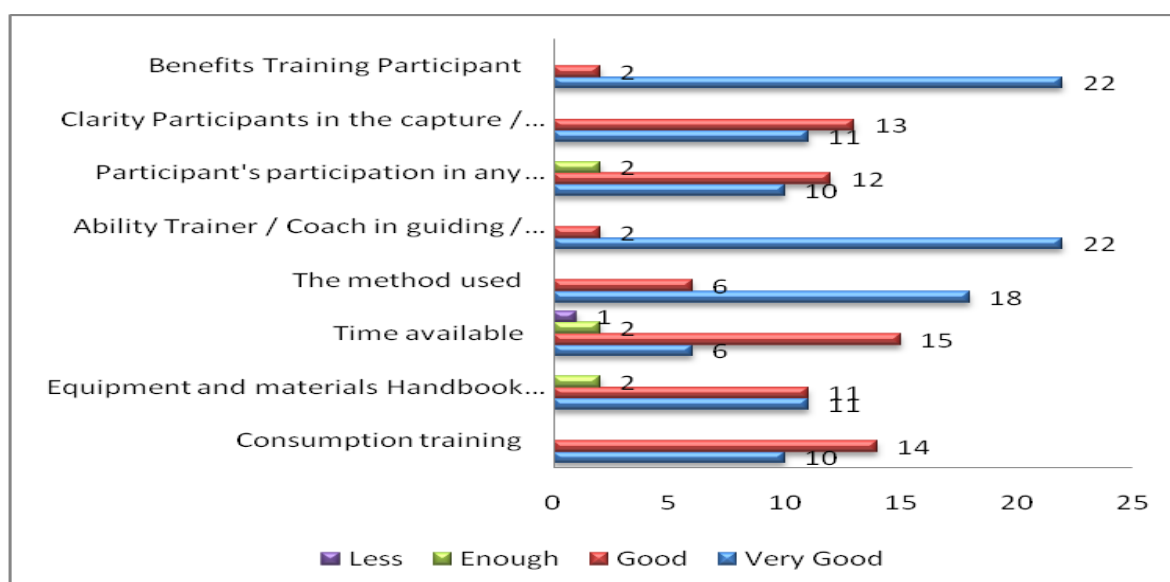
Based on the evaluation during the training sessions, three trainees, Mr. Idris, Mr. Darwis, and Mr. Irsan, were nominated to be peer group facilitators in Koperasi Indokakao.

The List Of Participants

No	Name	Address	Business	Telp
1	Abdul Hakim	Pepana	Farmer	085696477534
2	Abdul Malik	Tallipuki	Farmer	085796896316
3	Abdul Rahim	Tallipuki	Private	085696122627
4	Abu Thalib	Pepana	Farmer	081543377507
5	Ahmad Hasbih	Tallipuki	Farmer	085696819300
6	Ari	Pepana	Farmer	
7	Bahrul	Mambi	Farmer	085696803624
8	Darwis	Mambi	Seller Pulse	085656046666
9	Herman	Mambi	Tailor	085696859452
10	Idris	Pamoseang	Farmer	085757215629
11	Irsan	Tallipuki	Electronic	085656055530
12	Iskandar	Mambi	Farmer	085696122627
13	Jasman	Sebulang	Farmer	
14	Jumadi	Maerang	Workshop	085696729186
15	M Akbar	Pamoseang	Farmer	085656790953
16	Muh Anas	Tallipuki	Cooperative	085696177335
17	Nisar	Mambi	Merchandise	
18	Nur Fadhillah	Mambi	Farmer	085654786638
19	Nur Mutmainah	Mambi	Grocery	085696607481
20	Ramli	Pepana	Farmer	085756978610
21	Rayuddin	Tallipuki	Farmer	085656447425
22	Rosdawati	Mambi	Farmer	085756630704
23	Saipul M	Mambi	Farmer	085696565511
24	Siti Hadijah	Pepana	Farmer	085696002829

Training Evaluation

Around 92% mentioned that the training deliver great benefits as they expected. Around 75% trainees stated that the training methods were very good and they feel motivated to actively involved during training sessions. Around 92% trainees agreed that the instructors/trainers perform very well during the training and the instructions were clearly understood.





Suggestion

1. Training as it needs often held .
2. Hopefully this training provide benefits to sustainable and successful .
3. I am very glad if training like this can be a lot done so that we do not miss than other regions in particular the part of the coast .
4. We hope that this training can be acted upon
5. If you can do a lot of training in the district
6. The training is to be continued and extended time training.
7. We hope that this will be the follow-up.
8. Indeed, the training is to be able to achieve results expected of an undertaking.
9. Hopefully, the program can increase the motivation knowledge and experience in entrepreneurship.
10. Hopefully better and wider knowledge given and field evaluation hold .
11. Might be better if this training is conducted twice a meeting in five years to the science which were presented was not faded or just fade away .
12. Pemateri to at least 2 people , participants provided carpentry and traders in accordance with their field for example .

Koperasi Apang Semangai (172 Members)

Name chairman: Ferdinandus Gunawan (082116826172)

Training Date: 12 s / d August 14, 2014

Location: Right Kapuas Hulu village, district. Sintang, Kab. Sintang, West Kalimantan

Location Code: KalBar001



There were 18 people joined the training on the first day but only 15 people joined the second and the third day, which 16% them were women. Overall, during the training sessions, all of the trainees showed that they able to create potential map and business improvement planning for trading business (33%).

The List Of Participants

No	Name	Address	Business	Telp
1	Sukardi	Desa Riguk	Livestock Chicken	085752254006
2	Edi Sukarta	Desa Riguk	Fish Farming	085705084901
3	Jaimisi	Desa Riguk	Fish Farming	085250821946
4	Santo Martin	Desa Empoli	Restaurant	085284340750
5	Jainal Kombo	Bingkului	Rice Farmers	082155504474
6	Edi Santoso	Desa Taok	Rubber Plantation	085753461436
7	Benediktus G	Apang Semangai	Printing	081320351995
8	Martinus Karma	Desa Taok	Welding Services	085252522957
9	Buyung Supardi	Kayan Hulu	Restaurant	085386472952
10	Sakundus	Nanga Mau	Grocery Trade	085245765316
11	Vinsensius Saiwan	Desa Taok	Grocery Trade	085252345885
12	Ason Andreas G	Kayan Hulu	Trade	082155032992
13	Lorensius F Rudi	Kayan Hulu	Printing	085345426699
14	Ernawati	Riguk	Trade Cloth	082155777999
15	Ferediana	Desa Riguk	Grocery Trade	082352231726

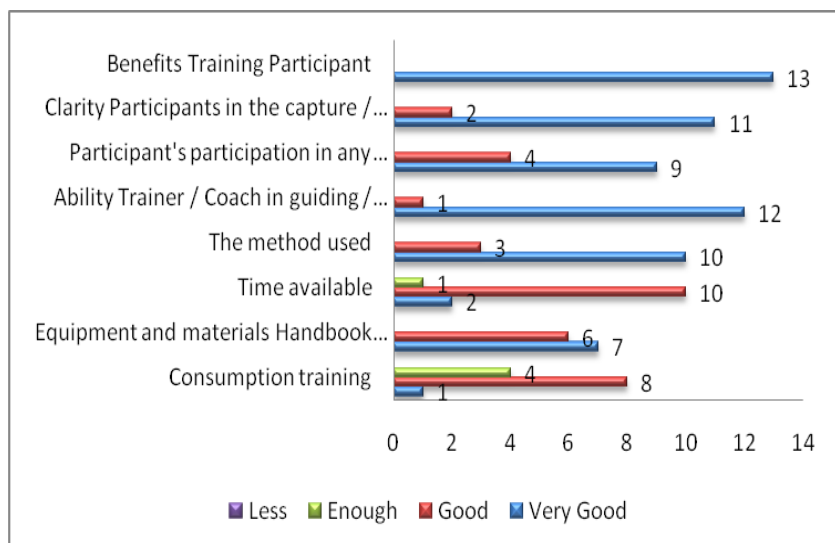
In the group discussion, in order to improve the business capacity and increase the business profit, the trainees plan to increase and extent the marketing target with support from Koperasi Apang Semangai. They also made three months projection so in the next year their average turnover will be 27.000.000 IDR or 77% increase from the average turnover at the start of the training which was 15.300.000 IDR.



Based on the evaluation during the training sessions, three trainees, Mr. Andreas Gersoni Ason, Mrs. Ernawati, and Mr. Buyung Supardi, were nominated to be peer group facilitators in Koperasi Apang Semangai.

Training Evaluation

All trainees (100%) mentioned that the training deliver great benefits as they expected. Around 85% trainees stated that the training methods were very good that the instructions given by the instructors/trainers were clearly understood. Around 92% trainees agreed that the instructors/trainers perform very well during the training.



Suggestion

1. If we open a business , we hope can work together with institutions led by the trainer to improve the business we have
2. If can be held in a continuous and greater in scope
3. Add to the insight and experience while the implementation of this training , and also for training 3 days a very satisfactory to the members of this improved always eager young entrepreneurship
4. Maybe this activity well done in any institutions that move in the fields of business .
5. Training as it is right once , propagated extent possible to pump berwirausaha spirit among young and to be better again .
6. I hope that this training could continue for very useful for us as a member of the cooperative .If maybe narasumbernya there are some people .
7. I hope may fore this training can be distributed to small communities who are in the villages Hopefully this training can be held 2x in a year .And that the relevant agencies can support with good cooperative .
8. Hopefully this training can be useful for participants and developed in life .
9. Hopefully this training is held every year .
10. To provide training to the young kawula berwirausaha to be more interested in .