

# Energising Development Indonesia (EnDev Indonesia)



## Final Report

### Training on Capacity Building for Business Actors of MHP Managing Cooperatives

Written by:  
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November 2014



Implemented by:



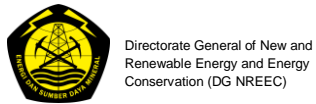
# Final Report

Training on Capacity Building for Business  
Actors of MHP Managing Cooperatives

**Funded by:**



**Political partner:**



**Coordinated and implemented by:**



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## Abbreviation

AFE	Action for Enterprise
CEFE	Competency Based Economies Formation of Enterprise
EnDev	Energising Development
GIZ	<i>Gesellschaft für Internationale Zusammenarbeit</i>
GTZ	<i>Gesellschaft für Technische Zusammenarbeit</i> (the name before it was changed to GIZ in 2011)
ILO	International Labour Organization
KUKM	<i>Kementerian Koperasi dan Usaha Kecil dan Menengah</i> – Ministry of Cooperatives and Small and Medium Enterprises
PLTMH	<i>Pembangkit Listrik Tenaga Mikro Hidro</i> – Micro Hydro Power Plant
RED	Regional Economic Development (GIZ program in the regional economic development sector)
TPD	<i>Tim Pengelola Desa</i> - Village Management Team
UMKM	<i>Usaha Mikro Kecil dan Menengah</i> – Micro, Small and Medium Enterprises
UP	<i>Usaha Produktif</i> – Productive Enterprises

# Introduction

GIZ through EnDev Indonesia (EnDev ID) has extensively supported the development of more than 130 micro hydro power plants (PLTMH) in Sulawesi and Sumatra from 2009 to 2013. This MHP support includes many implementation measures, such as initial feasibility studies, preparation of detailed Technical drawings, tender, construction supervision, final commissioning, training for the village management team (TPD - Tim Pengelola Desa), preparation of various information and materials on awareness, and promotion of productive energy utilization through rural businesses.

The Ministry of Cooperatives and Small and Medium Enterprises (the Ministry of Cooperatives and SMEs) held discussions with EnDev ID from early 2013 to assess whether EnDev ID can support rural electricity program using the MHP technology initiated by the Ministry of Cooperatives and SMEs. In particular, the Ministry of Cooperatives and SMEs will finance the construction of ten (10) MHP systems through cooperatives with the primary objective to operate productive business activities (UP - Usaha Produktif). Both PLTMH and PU will be managed by cooperatives. The Ministry of Cooperatives and SMEs requested EnDev ID to undertake technical review by specialists, to give training to cooperatives on MHP operation and management, and to facilitate specific business management training.



Photo 1 - Participants in Enrekang were practicing in the material on aspects of production

In addition to being responsible for the operation and management of MHP, cooperatives will also run the rural business by utilizing the electricity generated by the MHP. In the hope that productive activities will improve the sustainability of the MHP, EnDev ID feels the importance

of developing entrepreneurial capacity of the board and members of the cooperative, especially those who have run a business.

The main objective of this activity is to develop the cooperative members' entrepreneurial spirit and business ability in 10 locations spread over Sumatra, Kalimantan, West Nusa Tenggara, East Nusa Tenggara and Sulawesi.

## Objectives

The training activities for the capacity building of business actors for MHP managing cooperatives are aimed at:

1. Developing training modules for business development in rural areas that receive electricity from MHPs.
2. Improving the capacity of business actors, especially on the principles of entrepreneurship, the principles of rural business, investment, market appraisal, financial and accounting aspects, and organizational forms.



Photo 2 - Participants in Alor posed in front of the potential business canvas in the village

## The Training Method

The method used to achieve the objective effectively was to use the CEFE0F Business Canvas Model<sup>1</sup>, a method that transforms the concept of a complex business model into a simple one.

<sup>1</sup> <http://www.cefe.net/>

With this method, the business model is presented on a single sheet of canvas, which contains a map of the potential and growth plans of small and medium enterprises (MSMEs) in 4 aspects of management, i.e., marketing, production, human resources, organizational, and financial aspects, to encourage the participants to as much as possible make a measurable business development plan.

This training method is also designed as an “adult learning” method, where methods of lectures, discussions, field studies, problem solving, and participatory participants will be part of the training proportionally. In addition, in order to achieve a dynamic situation, there is also an “energizer” (*games*) that will be able to increase the enthusiasm of the participants.

The trainers will facilitate the “learning cycle through experience”, i.e., the participant-based learning model. This cycle is a series of phases of activities organized in a certain method so that the participants will be able to master competence in a fast and simple way. The phases can be found in Chart 1.

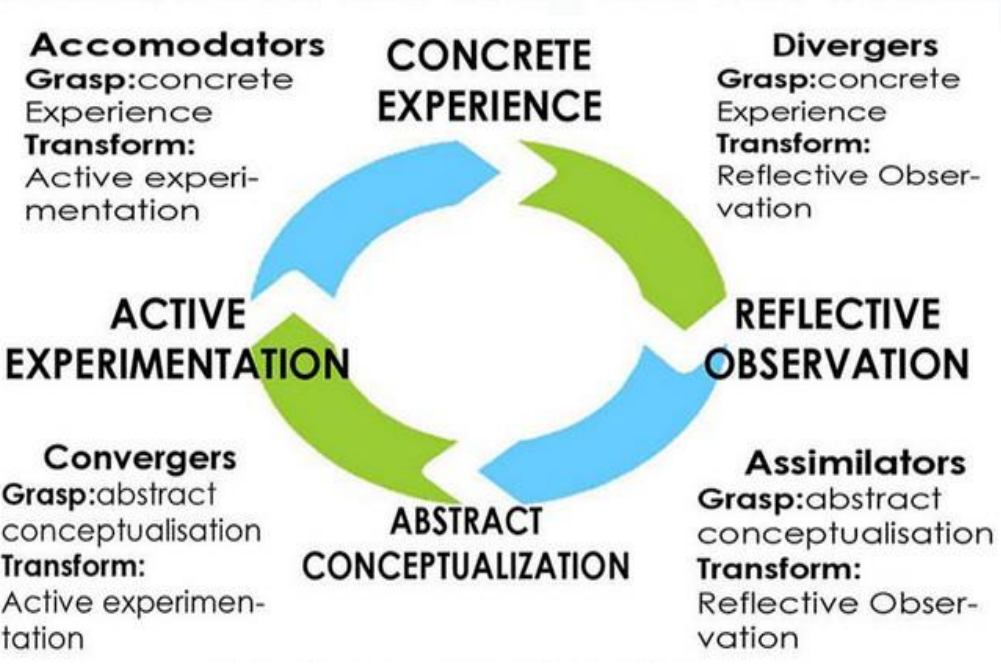


Chart 1 - Kolb's Learning Cycle

The benefit for the training participants is that the application of this method will be able to provide benefits and added value that will be used to improve the motivation in the learning process, because the participants are actively involved in the learning / training process. It will also be helpful in developing an active and creative attitude for the participants to become more meaningful in their business development.

## Instructors / Trainers

In this training, each location is facilitated by a professional trainer supported by local facilitators selected from the participants. Five participants will be selected to form a peer group or the peer group concept. The participants will share responsibilities to achieve success as a group collectively and measurably.

The trainers involved are Jerri Irgo (Lead trainer, founder and director of CV Galuh Consultant) as a consultant, tutor and trainer working in local economic development, especially on small and medium enterprises (SMEs). Having a qualification as an entrepreneurial trainer of CEFE (international certification, CEFE Germany, 2013)<sup>2</sup> and supported by some qualifications related to the development of MSME including the Value Chain Analysis (Indonesian certification, GTZ RED Jakarta, 2008), the Value Chain AFE<sup>3</sup> (Indonesian certification, GTZ RED Jakarta, 2010), the Value Chain Development (Indonesian certification, ILO Jakarta, 2013) and the Cluster Management (Indonesian certification, GTZ RED Jakarta, 2010).



Photo 3 - Trainers Jerri Irgo (left) and Budi Utomo (right)

The second trainer is **Budi Utomo**, a consultant and trainer for local economic development, primarily targeting community-based SMEs development. Having a qualification as an entrepreneurial trainer of CEFE (Indonesia certification, GTZ Jakarta, 2007) and supported by some qualifications related to the development of SMEs including AFE Value Chain (Indonesian certification, GIZ RED Jakarta, 2012).

<sup>2</sup> <http://www.cefe.net/?q=individual-certificate-holders>

<sup>3</sup> <http://www.actionforenterprise.org>



## Syllabus

The main objective of this training is that the participants are able to change the mindset of their business. Mindset or way of thinking is something that will affect the decision-making process of any business decisions. This mindset is very important for every entrepreneur to achieve success. It is expected that the participants will become successful entrepreneurs who have strong and positive mindset, to survive in a very challenging business environment. The training covers several entrepreneurial topics in addition to 4 related management aspects such as the principles of entrepreneurship, introduction on small and medium businesses in rural areas, capital investment, market research, finance and accounting, as well as related legal issues.

### Phases of Training

- Phase 1 : The delivery of **information** about the training to candidate participants. At this phase, the candidate participants will be informed on the purpose and the contents of the training, and when and where the training will be held.
- Phase 2 : **Pre-training assignments**. At the beginning of the training, each participant should make a comprehensive summary of his business ideas and conditions.
- Phase 3 : **Selection of participants**. The local training partner cooperative will create a list of the selected participants who are eligible for the training. The selection process will be done based on the specified requirements.
- Phase 4 : **Topic 1 of the Training** (the capacity building for cooperation, development of small and medium enterprises in rural areas)
- Phase 5 : **Topic 2 of the Training** (business plan development), all participants will spend the first three days of this training to create a business plan for their business ideas using a systematic template of business plans provided by the training committee.
- Phase 6 : **Coaching**. There are local trainers or facilitators selected from the participants assigned to monitor the business plan of the participants during the first year.
- Phase 7 : **Monitoring and evaluation**. In the end, the training committee will measure and assess the capacity improvement gained by all participants using several specified criteria.

### The Monitoring Plan

After the end of the training, once in every three months for a period of one year, the trainer and/or along with local facilitators selected from the participants are assigned to monitor the business development plan of all participants who have entered into an agreement to enforce a measurable increase of their business capacity in accordance with the following criteria:

1. Increased income
  - a) For own enterprises, the turnover to increase by at least 10% every three months

- b) Households are able to keep at least 5% of their monthly needs on a regular basis
- 2. To add new customers
  - a) To add at least 20% new customers for businesses with up to 5 customers
  - b) To add at least 10% new customers to businesses with up to 10 customers
  - c) To add at least 5% new customers for businesses with up to 20 customers
- 3. Increase revenue for cooperation for at least 10%

The above criteria are the objectives of this training which provide some important basic knowledge and skills to develop small and medium enterprises in rural areas.

## Summary of Achievements

The training on capacity building of MHP managing cooperative business actors has been conducted in ten (10) locations, starting from May 2014 until August 2014, in the order in accordance with the date of implementation as follows:

Table 1 - Date of implementation and the number of participants

No	District of Location	MHP Code	Implementation	Number of Participants		
				Day 1	Day 2	Day 3
1	Alor	NTT002	May 7-9, 2014	11	9	8
2	East Manggarai	NTT003	May 7-9, 2014	32	27	27
3	Pidie	NAD020	May 14-16, 2014	11	11	11
4	Mambi, Mamasa	SulBar106	May 21-23, 2014	24	24	24
5	Enrekang	SulSel227	May 21-23, 2014	11	11	11
6	South Solok	SumBar155	June 10-12, 2014	21	13	13
7	Toba Samosir	SumUt964	June 16-18, 2014	11	11	11
8	Humbas	SumUt065	June 16-18, 2014	17	15	15
9	Sintang	KalBar001	August 12-14, 2014	13	15	15
10	Tepal	NTB002	August 19-21, 2014	17	12	11
				<b>168</b>	<b>148</b>	<b>146</b>

In overall, the training was attended by 168 participants, but on the second day it was reduced to 148 participants and the third day to 146 participants by reasons that the work cannot be left behind. The involvement of female participants in the training was well represented by the lowest rate of 9% in Pidie, Nanggroe Aceh Darussalam, up to 62% in South Solok, West Sumatra.

In group work and individual work discussions, the participants had been able to map the **potential** and the **business development** based on a plan adjusted to their respective location. Based on the business condition data, the participants had been able to make the development of the business plan by making projections for every three months in the next one year, with the average increase in turnover between the lowest at 30% increase in Humbang, North Sumatra up to 135% in Alor, East Nusa Tenggara.

The targeted increase in turnover in the projection was made by all participants by means of re-designing the business plan by using the CEFE Business Canvas Model method. All participants re-designed the marketing targets, promotions, joint marketing facilitated by local

cooperatives, and subsequently enhancement of quality production, enhancement of the human resources' competence and good financial recording.

Based on the result of the final evaluation of the participants that stated excellent, related to aspects of **the training benefits for the participants**, it varied between 88% and 100% in four locations, i.e., Pidie, Humbang Hasundutan, Sintang, and Tepal.

## Lessons Learned

### For the participants

Using the CEFE Business Canvas Model method, the training participants could directly experience a business process by understanding quickly to be able to map **their potentials** and **opportunities to increase their business**, individually or in a group as members of cooperatives.

In addition, the participants gained experience directly on the significance of the achievement of the target in the business, i.e., improvements on 4 aspects of management (marketing, production, human resources & organization, and finance) and make it as learning for members of cooperatives who had not been involved in training.

### For the trainers

The trainers could professionally understand that the conditions occurring in the field are sometimes not in accordance with the plan, so the trainer performed different approach strategies so that the participants understand all the significance and the series of the training processes and take the benefits to be implemented in their business development.

The different conditions to include the reluctance of the participants when they are required to pay the "commitment fee" (the plan is Rp 50,000.00 per person) before the training begins. The trainers changed the strategy in the form of a sanction on any violation in the form of paying a sum of money as agreed upon in the learning contract, starting from the lowest at Rp 1,000.00 in Mamasa, West Sulawesi to the highest at Rp 5,000.00 in Sintang, West Kalimantan, for participants who violate the class' rules.

The trainers's moral message delivered in the process was that in a business class training like this, the timely attendance, seriousness in discussions and active participation of the participants as a whole is a measurable investment in the business development.



Photo 4 - The atmosphere of the training class in Alor

### **For GIZ EnDev and the Ministry of Cooperatives and SMEs**

Business development training given to business actors and the board of MHP managing cooperatives received very good response from the participants. All this time GIZ EnDev focuses its capacity building activities limited to MHP managers. Considering the importance of entrepreneurship in the utilization of electricity for productive activities and the limited resources of GIZ EnDev for similar activities in the future, GIZ EnDev along with the Ministry of Cooperatives and SMEs needs to develop cooperation with other entities to be able to support business training on a wider scale of implementation.

### **For cooperatives**

In addition to receiving the experience of becoming a training provider, the cooperative as a local partner in the implementation of the training, with involvement from the selection process of the participants to the final evaluation, also benefited to make a socialization to the members and the people in the village to utilize the energy generated by the MHP as a means for improving their business.

Based on the assessment of the trainers with several indicators, 1) preparation of detailed technical training, 2) selection of qualified participants as an MHP benefit receiver, 3) selection of strategic training locations for training participants, 4) provision of insurance for operators using BPJS and as well as insurance for MHP benefit receiving members and 5) post-training follow-up plan for mentoring and business development of the participants along with the Sub-National Government, the highest score is **KSU Sinar Mas**, Alam Pauh Duo Village, Sub-district of Pauh Duo, District of South Solok, West Sumatra Province Led by Rudi Irawan.

# **SUMMARY OF THE IMPLEMENTATION OF THE CAPACITY BUILDING TRAINING FOR BUSINESS ACTORS PER LOCATION**

## KSU Pakat Mandum (45 members)

The chairman's name: Muhajir (081360248524)

Date of training: May 14 to 16, 2014

Location: Gajah Ayee Village, Sub-District of Gempang, District of Pidie, Nanggroe Aceh  
Darussalam

MHP Code: NAD020



Some participants were presenting their individual task on the introductory material, Knowing Me Knowing You

The training was attended by 11 participants on the first day and reduced to 10 people on the second day until the third day. All participants have a main job as a farmer, with various commodities including chilli farmers and also as the board of the KSU Pakat Mandum.

### List of Participants

No	Name	Address	Type of Business	Phone No.
1	Anwar	Trans SP IV	Farmer	085276153907
2	Edi Fadli	Trans SP IV	Vegetable Farmer	-
3	Kamarudin	Trans SP IV	Farmer	085275234151
4	Khaidir	Trans SP IV	Farmer	-
5	Musliadi	Trans SP IV	Farmer	-
6	Nasrullah Ishak	Trans SP IV	Chilli Farmer	085275252122
7	Nur Abidin	Trans SP IV	Farmer	085222324290
8	Nurbaiti	Trans SP IV	Farmer	-
9	Saibon	Trans SP IV	Farmer	085270227164
10	Suriadi Husin	Gajah Ayee	Savings and Loan	085362711931
11	Syariffudin	Trans SP IV	Farmer	085360206913

The involvement of women as participants in the training was represented by 1 person or 9% of the total participants, based on promoting local wisdom. In general, all participants through group work and individual work discussions understood and were able to create a **map of the potential and development** of their respective businesses or in a group.

Based on the results of the group work discussion, in terms of making plans for business improvement and development, the participants along with KSU Pakat Mandum will be activating the cultivation of vegetables more vigorously especially in Pucok Trans SP IV Village. To realize the improvement plan, it is necessary to take the following measures: expanding the land, consulting with local agricultural extension workers to restore the business by introducing fertilizers, chalking and controlling pests carefully. In addition, also to cultivate agricultural land intensively with a more advanced pattern.

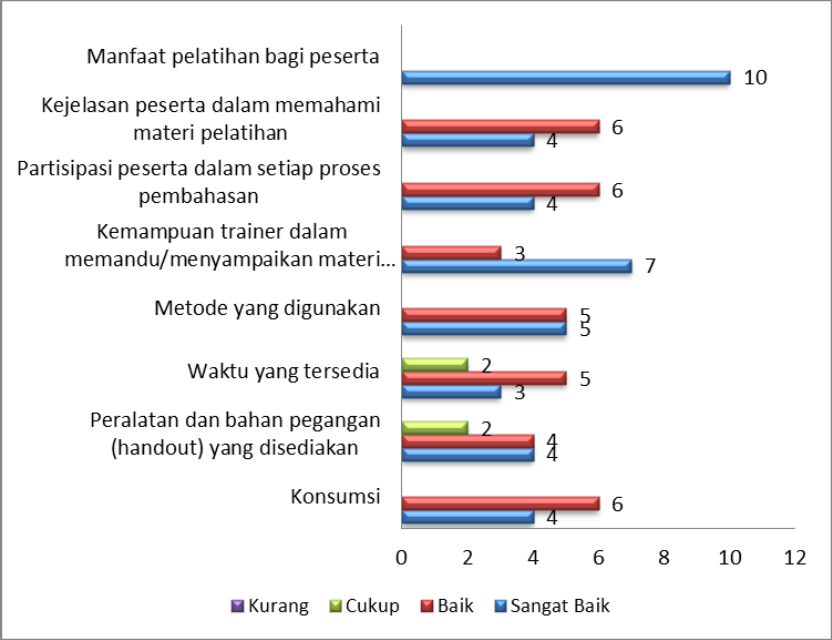
Based on the assessment during the training, it was recommended 2 people, **Nurbaiti** and **Suriadi Husin**, who were expected to become facilitators of peer groups or drivers of groups that already exist along with KSU Pakat Mandum.



Some training participants were in the group and individual task discussions

Based on the data of the participant's business condition, at the beginning of the training the monthly average turnover was Rp 1,466,000.00 (said: one million four hundred and sixty six thousand rupiah), after the training, the participants had made projections for every three months in the next one year, with the average turnover to increase by Rp 2,650,000.00 (said: two million six hundred and fifty thousand rupiah) or increased about 81%.

## Final Evaluation of the Training



The training was considered as excellent by all participants (100%) related to the benefits to improve the capacity of the business actors.

Furthermore, about 50% of participants stated that it was excellent related to the training method used.

The ability of the trainers to guide or deliver the training materials was considered excellent by 70% of the participants.

## Suggestions and Recommendations

1. Please pay attention to our MHP.
2. We are requesting assistance in providing an operation vehicle for our MHP.
3. Please assist us in terms of cost, and assist in providing transportation for workers.
4. Please assist in providing transportation for the MHP operator and also to repair the main road to the transmigration area.
5. We do hope that there will be a continuation of the training and there are comparative studies, and please assist in providing business capital, and MHP facilities so that the business is progressing and could be cross-checked. If possible, please hold such training at other MHP locations in Indonesia.
6. I am very pleased with the existence of this training on business systems for both small and large businesses.



## KSU Mitra Keluarga (421 members)

The chairman's name: Manahara S. Pardosi (0811191025)  
Date of training: June 16 to 18, 2014  
Location: Parsoburan Village, Sub-District of Habinsaran, District of Toba Samosir,  
North Sumatera  
MHP Code: SumUt064



All training participants took a picture together after receiving the introductory material, Knowing Me Knowing You

The training was attended by 11 participants, on a full-time basis, from the first day until the third day. The involvement of female participants in the training was represented by 2 people (or 18%).

### List of Participants

No	Name	Address	Type of Business	Phone No.
1	Asrin Nababan	Hasang Cinta Damai	Compressor	-
2	Betti M Simanjuntak	Parsoburan	Food stall	081269150977
3	Jinto Nababan	Hasang Cinta Damai	Wooden furniture	082168789380
4	Jinto Siagian	Napajoring	Wooden furniture	081269395916
5	Liston Tambunan	Napajoring	Wooden furniture	082168690213
6	Manahara S Pardosi	Parsoburan	Dairy farmer	0811191025
7	Mananti Pane	Napajoring	Wooden furniture	081262199670
8	Muntan Nababan	Pagar Gunung	Poultry Feather Remover ( <i>pembubut ayam</i> )	082304110634
9	Parningotan Simangunsong	Borbor	Coffee Pulper Machine	081397838330
10	Ratna Siregar	Parsoburan	Tailor	082363959345
11	Ronald Pardosi	Parsoburan	Wooden furniture	08126359773

Participants in group work and individual work discussions were able to **map the business potential** and **business development** in various sectors, i.e., the wooden furniture production sector at 45% and the services sector at 36%.

Based on the data of the participant's business condition, at the beginning of the training the average monthly turnover was Rp 5,322,000.00 (said: five million three hundred and twenty two thousand rupiah). After participating in the training, the participants have made projections for each three months in the next one year, with the increased average turnover to Rp 7,500,000.00 (said: seven million five hundred thousand rupiah) or approximately increased by 41%.

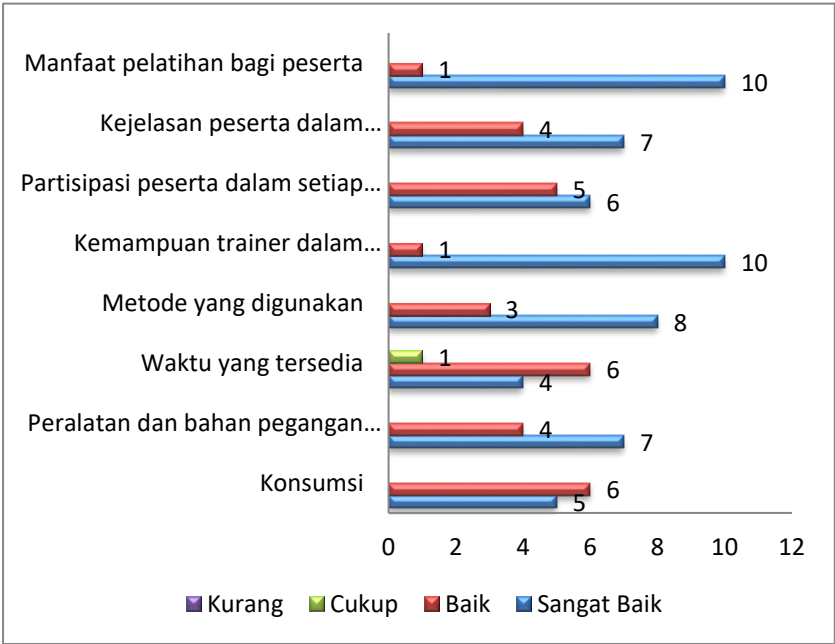


Various photos of the training participants while active in training sessions

All participants have re-designed by adding broader marketing targets, joint promotion and marketing facilitated by KSU Mitra Keluarga. Furthermore, they also made efforts to increase production by prioritizing the quality and also to improve the competence of human resources and to perform simple financial records properly.

As a recommendation, there are 3 participants: **Betty Simanjuntak**, **Ronald Pardosi** and **Manahara Pardosi**, who can be expected to be a peer group facilitator with KSU Mitra Keluarga.

### Final Evaluation of the Training



Based on the final evaluation result, there were 91% of participants who considered the benefits related to the capacity building of business actors as well as measurable development as excellent. All participants also considered the ability of the trainers as excellent.

73% of participants considered the method used was excellent. 63% of participants considered the

clarity of the participants in capturing / understanding the material as well as the tools and handouts provided were excellent.

### Suggestions or Recommendations

1. Further training is required.
2. We ask for another training and certification.
3. Please give the time to deepen the training and please provide a certificate.
4. A simple exercise is proposed, and please provide a certificate.
5. It is necessary to conduct continuous training.
6. Please give a certificate and we do hope that we could be improved by training in order to improve the standard of living of lower class people.
7. Please give the certificate of business and capital to increase business to become a big business.
8. Please conduct this training again, and provide a certificate, and thanks to GIZ EnDev and the Ministry of Cooperatives and SMEs for the holding of this training.

## KSU Marsiurupan Bungus (56 members)

The chairman's name: Ralim Barutis (081360357644)  
Date of training: June 16 to 18, 2014  
Locations: Parsoburan Village, Sub-District of Habinsaran, District of Toba Samosir,  
North Sumatera  
MHP Code: SumUt065



All training participants took a picture together shortly after the group assignment on the production management material

The training was participated by 17 participants on the first day, then 15 people on the second and the third days. The involvement of female participants in the training was represented by 2 people (13%). The participants in the group work and individual work discussions were able to create **the business potential** and **business development** maps with seeded commodities in various agricultural sectors, among others chili, at 47%.

Based on the data of the participant's business condition, at the beginning of the training the average monthly turnover was Rp 6,400,000.00 (said: six million and four hundred thousand rupiah), after the training, the participants have made projections for every three months in the next one year, with the average turnover increased to Rp 7,852,000.00 (said: seven million eight hundred and fifty two thousand rupiah) or increased about 30%.

All participants have re-designed by adding broader marketing targets, and joint promotion and marketing facilitated by KSU Marsiurupan Bungus. Furthermore, they also made efforts to increase agricultural production by prioritizing good quality of seeds and also to improve maintenance and increase human resource competence. In addition, the participants will make a simple financial record properly.

As a recommendation, there were 3 participants, i.e., **Rusti Hasugian, Lasemma Barasa** and **Ranto Tumanggor Topi**, who can be expected to be a peer group facilitator along with the board of KSU Marsiurupan Bungus.

### List of Participants

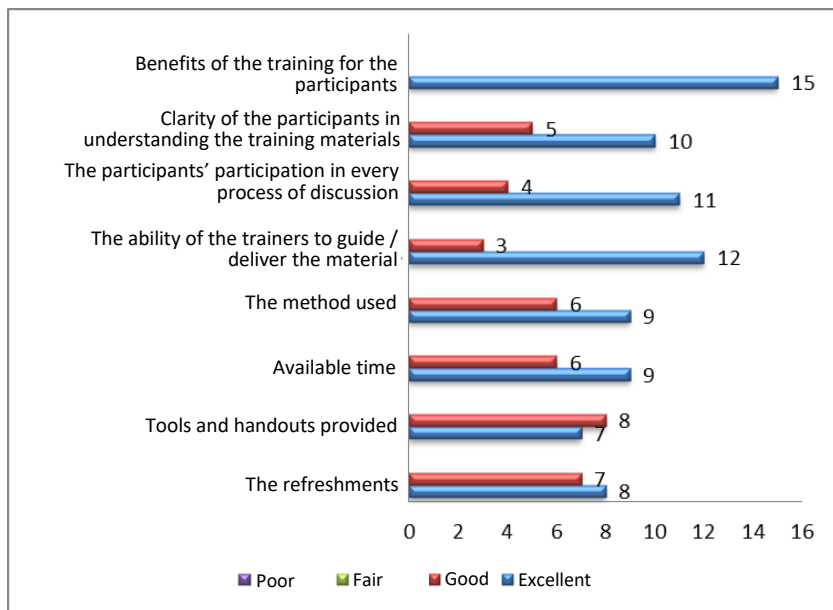
No	Name	Address	Type of Business	Phone No.
1	Adidas Baturu	Bungus Village	Rice and chilli farmer	-
2	Anggiat Hasugian	Bungus Village	Chilli, patchouli ( <i>pogostemon cablin</i> ), and rice farmer	-
3	Boolikkan Hasugian	Bungus Village	Rice and chilli farmer	-
4	Donatus Tumanggor	Bungus Village	Rice and chilli farmer	-
5	Humaniti Barasa	Bungus Village	Rice and chilli farmer	-
6	Jontri Tumanggor	Bungus Village	Rice and patchouli farmer	-
7	Lamsihar Manik	Bungus Village	Rice and chilli farmer	-
8	Lasemma Barasa	Bungus Village	Rice and patchouli farmer	-
9	Nepen Tinambunan	Bungus Village	Rice and chilli farmer	-
10	Paulus Barutu	Bungus Village	Rice and patchouli farmer	-
11	Ralim Barutu	Bungus Village	Rice and patchouli farmer	-
12	Rusti Hasugian	Bungus Village	Chilli, patchouli, and rice farmer	-
13	Sakkeus Tumanggor	Bungus Village	Rice and chilli farmer	-
14	Saripudin	Bungus Village	Rice and patchouli farmer	-
15	Surianto Barutu	Bungus Village	Rice farmer	-
16	Tiomsi Tumanggor	Bungus Village	Rice and chilli farmer	-
17	Toni Ranto Tumanggor	Bungus Village	Rice farmer	-

## Final Evaluation of the Training

All participants (or 100%) stated that the training was very useful related to the capacity building of business actors in developing the business in a measurable manner.

Regarding the ability of the trainers to guide and deliver the training materials, 80% of the participants stated that it was excellent.

Furthermore, 73% of participants stated that the participation in every process of discussion of the material was excellent. As for the clarity of the participants in understanding the material, 67% of participants stated that it was excellent.



Several photos of participants in various training sessions

## **Suggestions or Recommendations**

1. We do hope that GIZ could assist us.
2. We do hope that the trainers always help our cooperative to prosper.
3. We do hope that the trainers keep developing us and the Head of Cooperative Office (*Kadis Koperasi*) of Humbang Hasundutan supports GIZ programs for this.
4. If possible trainers should come over once in 3 months.
5. Hopefully the improvement during this 3 day school will work.

Achievement of the Capacity Building Training for Business Actors of  
Micro Hydro Power Plant (MHP) Managing Cooperatives

## KSU Sinar Mas (65 members)

The chairman's name: Rudi Irawan (085274007186)

Date of training: June 10 to 12, 2014

Location: Alam Pauh Duo Village, Sub-District of Pauh Duo, District of South Solok, West  
Sumatera

MHP Code: SumBar155



The participants took a picture together after completing the production management, human resource strategies and development and organization group tasks

The first day of training was attended by 21 participants, but on the second and third days there were only 11 participants, the absence of the participants was due to the fact that the work cannot be unattended.

The involvement of women as participants in this training was very good which reached a maximum of 8 people. In conducting group work and individual work discussions, all training participants were able to rapidly map the potential of and the development of business with seeded commodities in various services sectors, 50% of which were tailors.

All participants re-designed the marketing targets, promotions, and joint marketing facilitated by KSU Sinar Mas, next, enhancement of quality production, improvement of human resources' competence and good financial recording.

As a recommendation, there were 2 participants, **Eli Susanti** and **Emilna**, who could be expected to be the facilitator of peer groups or the driver of groups that already exist with KSU Sinar Mas.

### List of Participants

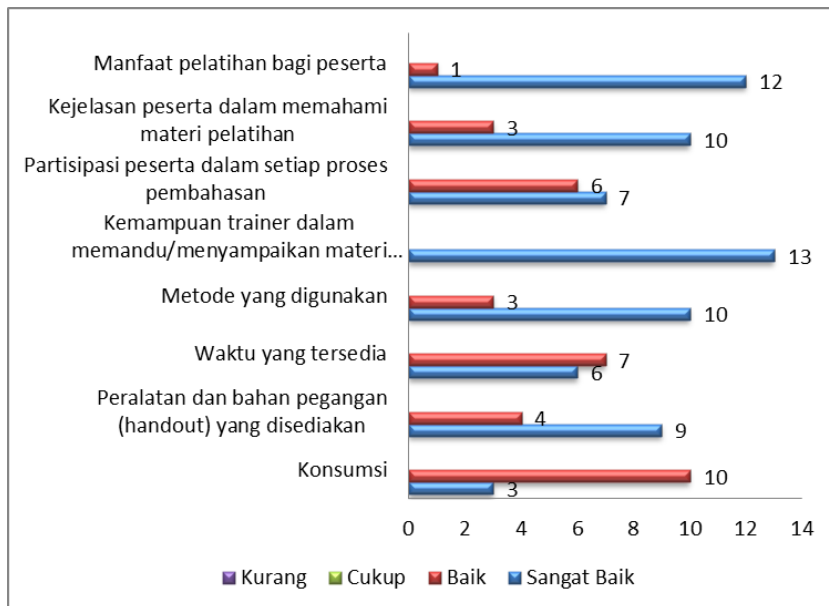


No	Name	Address	Type of Business	Phone No.
1	Abu Nawas	Liki/The Market	Selling Furniture	081993393919
2	Arif Hidayat	Sungai Bangun	Selling Furniture	085272515128
3	Candra	Liki	Tailor	085364076859
4	Dahlizarmi	Liki	Selling Food	082386321368
5	Damra	Liki	-	081322918559
6	David Makardo	Liki	Motorcycle Shop	082388025750
7	De Rofil	Liki	Motorcycle Shop	085356795850
8	Desriyanti	Liki/The Market	Tailor	081284887845
9	Eli Susanti	Lower Liki	Rice Milling	081363960252
10	Emi Yufliita Fitri	Lower Liki	Selling Food	085365187260
11	Emilna	Liki	Selling Food at a Canteen	085376538615
12	Herdinal	Liki	Rice Milling	085274548686
13	Hernis	Lower Liki	Tailor	085356148817
14	Khairul Tutufi	Liki	Barber	085383402500
15	Marta Linda	Lower Liki	Selling Food at a Canteen	085263944361
16	Nurlis	Lower Liki	Selling Food	-
17	Ramy Desrawati	Lower Liki	Selling Food	085376562452
19	Sunanto	Liki	-	081374894374
20	Ujang K	-	-	-
21	Wahyuni Fatihati	Padang Aro	Ins. ( <i>Inspector..?</i> ) from the Industry and Trade Office	082268277291



Various photos of the participants in several sessions and at the end of the training

## Final Evaluation of the Training



100% of participants stated that the ability of trainers in guiding / delivering training materials was excellent.

In terms of training benefits, there were 93% of participants who stated as excellent. As for the clarity of participants in understanding the training materials, 77% of participants stated that it was excellent.

## Suggestions or Recommendations

1. If possible, the trainer should come over here again, because the lesson that can be taught to us is very useful.
2. If possible, the trainer should often come over to add experience in the field of business, and those that are taught will be implemented with all our abilities here.
3. I hope the trainer can guide us to establish a good and useful business for our economy. We are very happy with this training. Hopefully the trainer can help our small business.
4. I hope after this training there will be other trainings and additional new experiences.
5. I hope that this training will be sustainable and not just for this time, because it is very helpful in doing business in the future.
6. I sincerely hope that this training is sustainable, not just for this time, and to conduct a site visit and can help our business in the future.
7. If possible, it should be followed-up by additional capital because currently it is difficult to find additional capital.
8. In each training please arrange that all participants can use a table for comfort in training

## KSU Puncak Ngengas (42 members)

The chairman's name: Ahdar (081237117552)

Date of training: August 19 to 21, 2014

Location: Tepal Village, Sub-District of Bantulanteh, District of Sumbawa, West Nusa Tenggara

Location Code: NTB002



All participants took a picture together shortly after the Knowing Me Knowing You introduction session

The training was attended by 17 participants, but on the second day it became 12 participants and on the third day became 11 participants. The involvement of female participants in the training was represented by 27%.

The participants in group work and individual work discussions were able to map the **potential** and the **development of business** with seeded commodities in various agricultural sectors of coffee by 45%.

Based on the discussion on the participants' business condition at the beginning of the training, some participants stated that the obstacle is on the market access and the high transportation cost, and in addition, the majority of the local market is still dominated by traders from outside Tepal Village.

All participants, by using the CEFE Business Canvas Model method, had re-designed to add the wider marketing access, and joint promotion and marketing facilitated by KSU Puncak Ngengas.

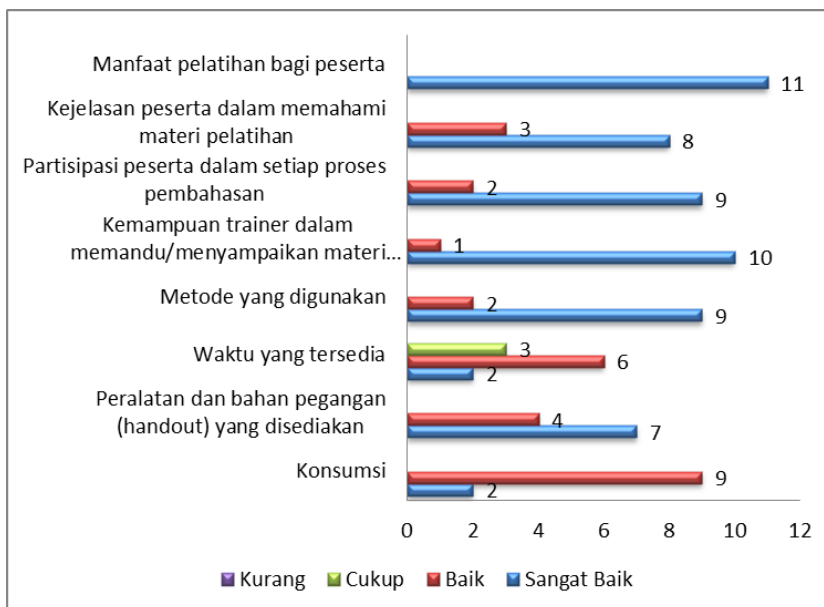
Furthermore, they also made efforts to improve the quality of production as well as to improve the competence of human resources and made simple financial records properly.

As a recommendation there were 2 participants, i.e., **Andi Murdani** and **Abdul Wahab**, who could be expected to be a peer group facilitator along with the board of KSU Puncak Ngengas.

## List of Participants

No	Name	Address	Type of Business	Phone No.
1	Abdul Wahab	Tepal	Coffee farmer	-
2	Akomadin	Tepal	Chicken farmer	-
3	Andi Murdani	Tepal	Chicken farmer	081988908405
4	Halidi	Tepal	Workshop	-
5	Ismail	Tepal	Coffee farmer	-
6	Jabarman	Tepal	Workshop	-
7	Liana	Tepal	Coffee farmer	-
8	Masatun	Tepal	Coffee farmer	-
9	Rahmansyah	Tepal	Coffee farmer	-
10	Saharman	Tepal	Workshop	-
11	Sulaiman	Tepal	Workshop	-

## Final Evaluation of the Training



Based on the final evaluation, all participants stated that the benefit of training was excellent for the participants. There were 91% of participants stated that the ability of trainers to guide or deliver the training materials was excellent.

Of the 11 participants, about 82% of them stated that the participants' participation in every process of material

discussion was excellent. While the clarity of participants in capturing or understanding the material was considered excellent by about 73% of participants.

## Suggestions or Recommendations

1. Thanks to the coach for the time and opportunity to provide explanations to assist to embrace a better future. In the current world's conditions entrepreneurial spirit is very important to boost the national economy, especially the creative economy.
2. I am very interested in this training and hopefully the future is also better and hopefully the materials delivered can be useful in daily life for me especially, and for the public in general.



Various documentation of the implementation of the training with the participants' activities in following all the materials

3. The trainers could provide a very pleasant motivation because with this training we feel happy and it can add insight for us.
4. I really hope that what we have done with the training could give meaning in running the business that I currently have.
5. With this training I hope to be able to help us to complete the facilities and infrastructure to improve the results of coffee farmers in Tepal Village, particularly in getting better results.
6. Hopefully what the trainers have delivered in the training will be beneficial to me and I could apply it in my life and be a motivation to pursue in the future.
7. I propose for the establishment of a workshop in Tepal Village that can be useful for the general public, especially for the PLTMH manager.
8. I can clarify on what we have learnt in this training and it can be a motivation to live this life.
9. With this training I can understand about the improvement in doing a business.

## The Beringin Cooperative (135 members)

The chairman's name: Noh Mautakai (081337596475)

Date of training: May 7 to 9, 2014

Location: East Kelaisi Village, Sub-District of South Alor, District of Alor, East Nusa Tenggara

Location Code: NTT002



Participants were completing the group task of management strategy and human resources development as well as organization

The training was attended by 11 participants, but on the second day it was reduced to 9 participants and the third day to 8 participants on the grounds that their work cannot be unattended.

### List of Participants

No	Name	Address	Type of Business	Phone No.
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 (Village Unit Cooperative)	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

The involvement of women as participants in this training was well represented, which reached 30%. Participants in group work and individual work discussions were able to create the **business potential** and the **business development maps** with seeded commodities in various agricultural sectors including coffee, hazlenut, and banana.

Based on the participant's business condition data, the average monthly turnover at the beginning of the training was Rp 844,750.00 (said: eight hundred forty four thousand seven hundred and fifty rupiah), and after the training, the participants have made projections for every three months in the next one year, with the average turnover to increase to Rp 1,978,000.00 (said: one million nine hundred and seventy eight thousand rupiahs) or increased around 135%.

The targeted increase in turnover in the projection was made by all participants by means of re-designing the business planning using the CEFE Business Canvas Model method. All participants re-designed the marketing targets, promotions, and joint marketing facilitated by the Beringin Cooperative, and subsequently enhancement of quality production, enhancement of human resources' competence and good financial recording.

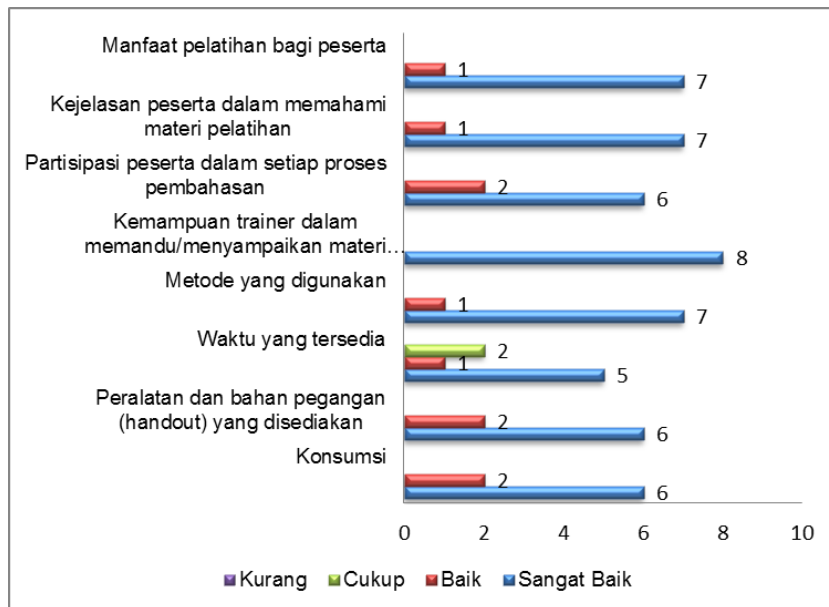
As a recommendation, there were three participants: **Wehelmus Faley**, **Noh Mautakai** and **Welem Pulek** who could be expected to become facilitators of peer groups or the drivers of groups that already exist with the Beringin Cooperative.



Documentation when the participants completed group assignments and personal assignments in financial management, potential mapping and Knowing Me Knowing You materials



## Final Evaluation of the Training



Based on the final evaluation, 75% of participants stated that participants' participation in each discussion process was excellent. Similarly, related to equipment, handout and refreshments provided for the participants.

In addition, about 88% of the participants stated that the training was very useful in improving the capacity of business actors. The same

number of participants stated the clarity of the participants in understanding the training materials taught and the method were excellent. As for the ability of the trainers to guide / deliver the material, all participants stated that it was excellent.

## Suggestions or Recommendations

1. Please hold a training that can involve more people in the future.
2. Please remember us and come to visit us again.
3. If there is any training like this, I will be more grateful because it adds knowledge to me.
4. We, as the participants, are ready to proceed because it is very useful
5. The method is very good but it is for the facilitator level. For business actors, if possible we can directly do the practice activities. This institution can program an advanced training.
6. I suggest that this training will still be held again in the future, and better.
7. All the materials presented by the trainers are very useful for the participants.

Achievement of the Capacity Building Training for Business Actors of Micro Hydro Power Plant (MHP) Managing Cooperatives

## KUD Borong Jaya (1,105 members)

The chairman's name: Ontar Aloysius (085294187538)

Date of training: May 7 to 9, 2014

Location: Ranaloba Village, Sub-District of Borong, District of Manggarai Timur, East Nusa Tenggara

Location code: NTT003



Participants were presenting group assignments in the marketing management session

The training on the first day was attended by 32 people, but on the second and third day it was reduced to 27 participants on the grounds that the work cannot be unattended. This was the largest number of participants compared to other locations. The enthusiasm of the residents was very high, where the participation of women as participants in the training reached 30%.

The main occupation of most training participants was farmers, which was about 64% as coffee and cocoa farmers. Other residents' occupation was the livestock business, furniture or carpentry business, coffee milling, clove farmers and groceries. Coffee and



cacao in Ranaloba Village, Borong Sub-District, East Manggarai District is one of the seeded commodities.

In general, all participants through group work and individual work discussions were aware of and able to create a map of the potential and development of their respective businesses.

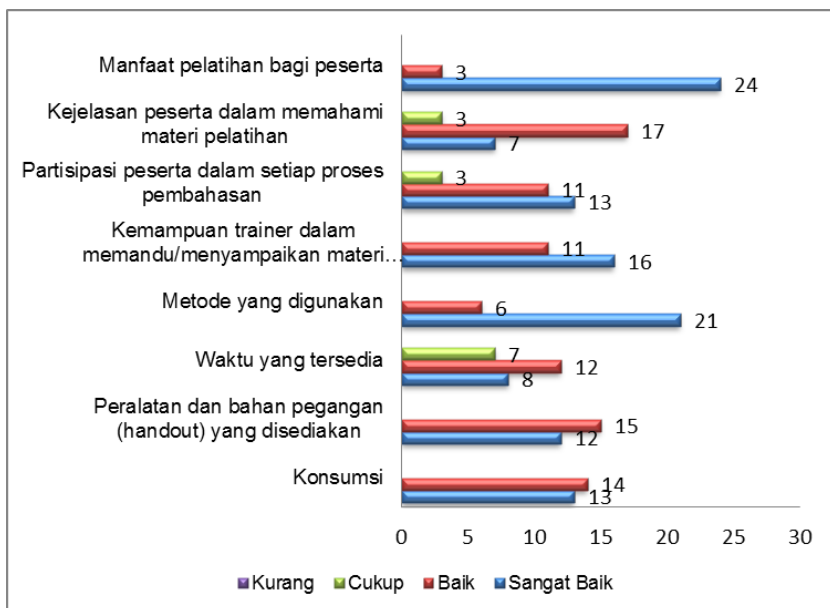
Based on the results of the assessment during the training, including the activity and understanding, there were 3 recommended people, i.e., **Helmilina Unur**, **Inosensius Jemadu** and **Metilia Sanut** who were expected to be a facilitator of peer groups or a motor for groups that already exists with KUD Borong Jaya.

## List of Participants

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

## Final Evaluation of the Training

Based on the final evaluation, around 89% of the participants stated that the benefits of the training related to the capacity building of business actors as well as measurable development were excellent. The same number stated that the level of clarity of the participants in understanding the training materials and methods being taught were excellent.



Furthermore there were 78% of the participants who stated that the training method used was excellent.

As many as 59% of the participants considered the ability of the trainers in guiding and delivering training materials was excellent, the rest considered that it was good.

### Suggestions or Recommendations

1. If there may still be the time and opportunity, please hold the same training again, because the time of this training is so short that much of the material is not properly understood.
2. Training should be held at other locations in East Manggarai District as well.
3. If possible this training can be held again and in more than 3 days.
4. We are happy with the arrival of trainers to our village to train the capacity building of cooperative business actors for our needs in the later day.
5. The impression we get during this training is very useful for us even though the time is limited, and thank you for your kindness.
6. May GIZ always pay attention to us, small business actors, who are in Rondowing Village
7. The training that we have received for 3 days was excellent. I ask for the next 6 months to be repeated.
8. Please come to visit Rondowing Village in the coming year for more in depth tgraining about entrepreneurship.



9. Please provide the training with the multi media (slide) presentation because the training is in a large space.
10. Maybe in the next year, in 2015, GIZ activities could be held to improve the participants' knowledge.
11. The training was very good but unfortunately time was very limited. Hopefully this kind of training can be improved.
12. The presentation of the training materials was very good. If possible the trainers can re-schedule to visit Rondowing Village again and our planning is reviewed, to provide assistances in the business capital in cooperation with Germany.
13. I ask that in 2 more years to come back to Rondowing Village in order that this village to progress.
14. During our training we feel very fortunate because it would be a provision for us in managing our business activities and we respectfully ask the team for the next few years to once again hold a training like this.



A photo of all training participants with GIZ EnDev team and trainers of Galuh Consultant

## The Wai Tuo Cooperative (48 members)

The chairman's name: Askar (085282886258)

Date of training: May 21 to 23, 2014

Location: Tallang Rilau Village, Sub-District of Bungin, District of Enrekang, South  
Sulawesi

Location code: SulSel227



All participants were working on group tasks on materials on human resources (HR) management, organization and strategic management in business development

The training was attended by 11 participants, on a full-time basis from day one to day three. The involvement of female participants in the training was represented by 18%. Participants in group work and individual work discussions were able to **map the potential** and **the business development** with seeded commodities in coffee farming sector of 100%.

### List of Participants

No	Name	Address	Type of Business	Phone No.
1	Alwis	Tallang Rilau	Coffee farmer	085242709052
2	Askar	Tallang Rilau	Member of the cooperative management	085282886258
3	Asri	Tallang Rilau	Coffee farmer	082336442125

4	Dularing	Tallang Rilau	Coffee farmer	085213931357
5	Ismail	Tallang Rilau	Coffee farmer	085397647517
6	Jafar	Tallang Rilau	Coffee farmer	082150215338
7	Jasir	Tallang Rilau	Coffee farmer	085385806491
8	Jumaling	Tallang Rilau	Coffee farmer	082357275865
9	Nursia	Tallang Rilau	Coffee farmer	-
10	Rasman	Tallang Rilau	Coffee farmer	-
11	Saini	Tallang Rilau	Coffee farmer	081343672547

Based on the participant's business condition data, at the beginning of the training the average turnover was Rp 10,000,000.00 (said: ten million rupiah) per year, and after the training, the participants have made projections for every three months in the next year, with the average turnover per year to increase to Rp 16,150,000.00 (said: sixteen million one hundred and fifty thousand rupiah) or increased around 60%.

All participants made a re-design to increase their marketing targets in order to broaden, and to increase promotion and joint marketing facilitated by the Wai Tuo Cooperative. Furthermore, they also made efforts to increase production by prioritizing the quality and also improved the competence of human resources and made a simple financial record properly.

As a recommendation for follow-up after the training, there were 3 participants, i.e., **Askar**, **Alwis** and **Saini** who can be expected to be a peer group facilitator along with the management of Wai Tuo Cooperative.

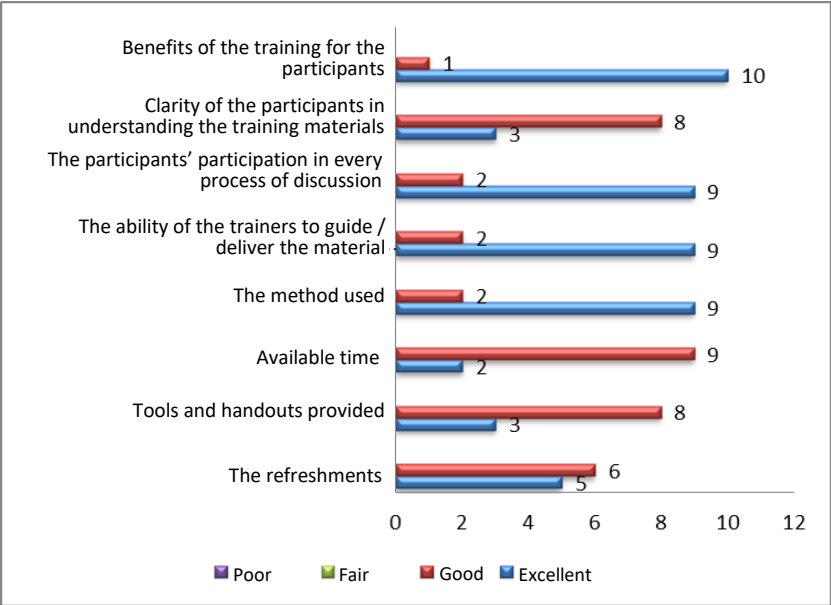


Documentation of various activities of the participants in the training

## Final Evaluation of the Training

Based on the final evaluation result, 91% of participants stated that regarding the benefits of the training related to capacity building of business actors, it was excellent.

Regarding the participation of participants in the discussion process, the ability of trainers in delivering training materials and methods used was rated excellent by 82% of the participants. The result of the assessment on the time available was the same.



## Suggestions or Recommendations

1. We do hope that the knowledge provided can be a reference for the future.
2. We do hope that it can be sustainable.
3. This training needs to be sustainable to deepen the understanding on how to run the business properly.
4. Our expectation as participants is to be able to understand and implement the materials on the business development training, and the second is the improvement of road facilities and so on.
5. We do hope that we can take advantage of the knowledge given to us in the field of business.
6. Our expectation as participants is to be assisted to pave the road (transportation) into our village along 5 km up to the district so that the relationship between the village administration and the district administration can run smoothly.
7. We do hope that we can be assisted in the field of coffee farming and others and attention to the MHP.
8. I ask GIZ to assist our village which is away from the city with a very heavy and winding road. Hopefully this training can be sustainable because it is beneficial to us.
9. We still need guidances, and if there is another program like this please facilitate us again.



## The Indokakao Cooperative (120 members)

The chairman's name: Muhammad Anas (085696177335)

Date of training: May 21 to 23, 2014

Location: Indobanua Village, Sub-District of Mambi, Mamasa District, West Sulawesi

Location code: SulBar106



All participants took a picture together shortly after the presentation of market potential

The training was attended by 24 participants, on a full-time basis from the first day until the third day. The involvement of female participants in this training was represented at 16%. The participants in work group and individual work discussions were able to **map the business potential** and the **business development** with seeded commodities in various agricultural sectors including coffee by 67%.

Based on the participant's business condition data, the monthly average turnover at the beginning of the training was Rp 2,250,000.00 (said: two million two hundred and fifty thousand rupiah). After participating in the training, the participants have made projections for every three months in the next one year, with the average turnover to increase to Rp 4,800,000.00 (said: four million eight hundred thousand rupiah) or increased by 114%.

All participants have re-designed by adding broader marketing targets, conducted promotion and joint marketing facilitated by Indokakao Cooperative. Furthermore, they also made efforts to increase production by prioritizing the quality and also improved the competence of human resources and performed a simple financial record properly.

As a recommendation, there were 3 participants, i.e., **Idris**, **Darwis** and **Irsan** who can be expected to be a peer group facilitator along with the board of Indokakao Cooperative.

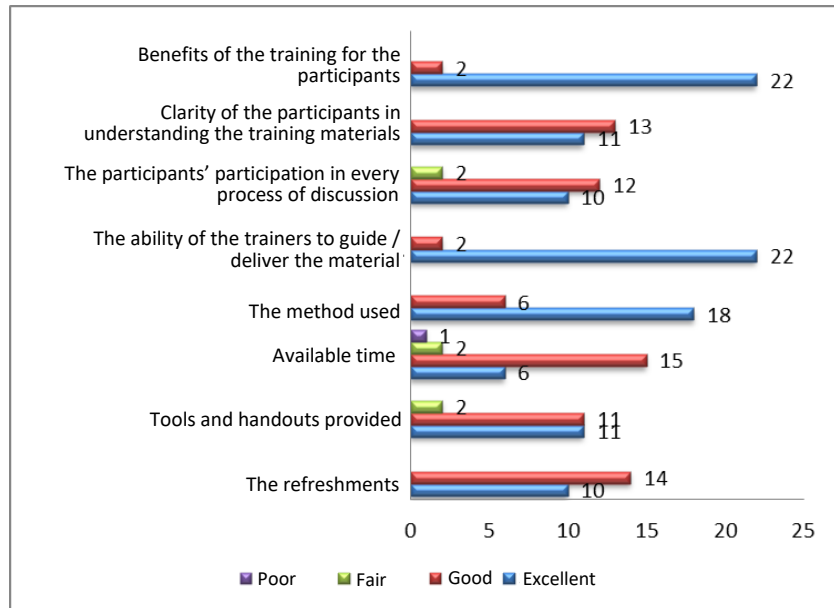
### List of Participants

No	Name	Address	Type of Business	Phone No.
1	Abdul Hakim	Pepana	Farmer	085696477534
2	Abdul Malik	Tallipuki	Farmer	085796896316
3	Abdul Rahim	Tallipuki	Works in the private sector	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	Selling phone credits (pulsas)	085656046666
9	Herman	Mambi	Tailor	085696859452
10	Idris	Pamoseang	Farmer	085757215629
11	Irsan	Tallipuki	Selling electronic appliances	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	Works in a cooperative	085696177335
17	Nisar	Mambi	Peddler	-
18	Nur Fadhillah	Mambi	Farmer	085654786638
19	Nur Mutmainah	Mambi	Peddler	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

## Final Evaluation of the Training

Based on the final evaluation, there were 75% of participants who stated that the method used was excellent.

Related to the benefits of the capacity building of business actors as well as measurable development, there were 92% of participants considered them as excellent. The ability of trainers in guiding and delivering training materials was also considered as excellent by 92% of the participants.



## Suggestions or Recommendations

1. Trainings like this need to be held frequently.
2. Hopefully this training will be beneficial and sustainable until it is successful.
3. I am very happy if such a training can be held as often as possible so that we will not be left behind compared to other areas, especially the beach.
4. We hope that this training can be acted upon.
5. If possible to conduct training in Mambi sub-district as often as possible.
6. We hope that this training may take up again and the time is extended.
7. We hope that this training can be acted upon.
8. We hope that this training can be sustainable in order to achieve the expected results of a business.
9. Hopefully this training can add to the motivation of knowledge and experience in entrepreneurship.
10. May the knowledge given would be better and broader and could conduct field evaluations.
11. Maybe it would be better if the training is held in 2 meetings within 5 years so that the knowledge presented will not fade or disappear.
12. We hope that the speakers at least 2 persons, and the participants shall be of those with the appropriate fields such as carpentry and trading.



Dokumentasi mengenai berbagai aktivitas peserta selama pelatihan

## The Apang Semangai Cooperative (172 members)

The chairman's name: Ferdinandus Gunawan (082116826172)  
Date of training: August 12 to 14, 2014  
Location: Kapuas Kanan Hulu Village, Sub-District of Sintang, Sintang District, West Kalimantan  
Location code: KalBar001



All participants took a picture together shortly after the presentation of market potential

The training was attended by 18 participants on the first day and reduced to 15 on the second and third days. The involvement of female participants in this training was represented by 16%.

In group work and individual work discussions, the participants were able to create a **map** of the **business potential** and the **business development** with seeded commodities in various sectors, i.e. trade, which reached 33%.

Based on the the participant's business condition data, the monthly average turnover at the beginning of the training was Rp 15,300,000.00 (said: fifteen million three hundred thousand rupiah), and after the training, the participants had made projections for every three months in one year ahead, with the average turnover to increase to Rp 27,000,000.00 (said: twenty seven million rupiah) or increased around 77%.

All participants have re-designed to add broader marketing targets, promotion and join marketing facilitated by the Apang Semangai Cooperative.

As a recommendation, there were 3 participants, i.e., **Andreas Gersoni Ason, Ernawati** and **Buyung Supardi**, who can be expected to be a peer group facilitator along with the board of the Apang Semangai Cooperative.

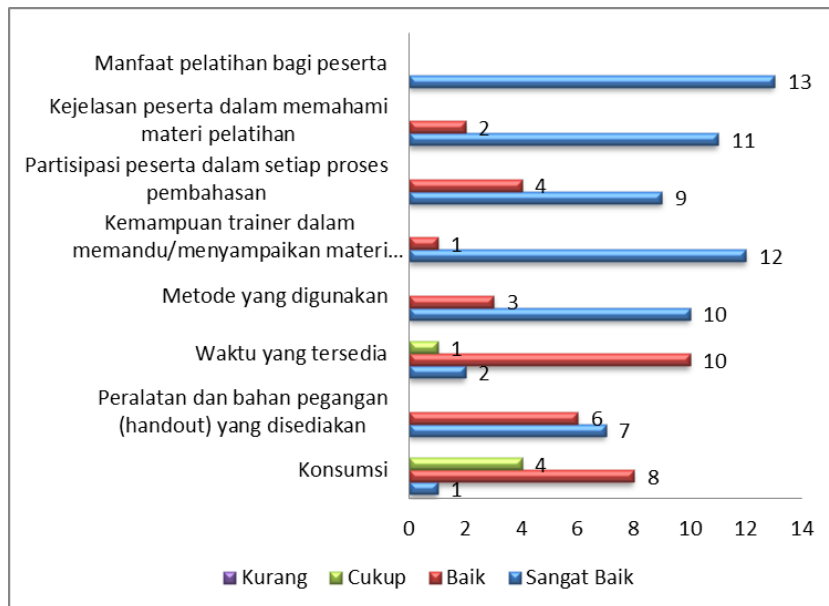
**List of Participants**

No	Name	Address	Type of Business	Phone No.
1	Sukardi	Riguk Village	Chicken Farmer	085752254006
2	Edi Sukarta	Riguk Village	Fish cultivation	085705084901
3	Jaimisi	Riguk Village	Fish cultivation	085250821946
4	Santo Martin	Empoli Village	Restaurant	085284340750
5	Jainal Kombo	Bingkului Village	Rice Farmer	082155504474
6	Edi Santoso	Taok Village	Rubber Farmer	085753461436
7	Benediktus G	Apang Semangai Village	Printing Company	081320351995
8	Martinus Karma	Taok Village	Welding Shop	085252522957
9	Buyung Supardi	Kayan Hulu Village	Restaurant	085386472952
10	Sakundus	Nanga Mau Village	Foodstuffs Trading	085245765316
11	Vinsensius Saiwan	Taok Village	Foodstuffs Trading	085252345885
12	Ason Andreas G	Kayan Hulu Village	Trading	082155032992
13	Lorensius F Rudi	Kayan Hulu Village	Printing Company	085345426699
14	Ernawati	Riguk Village	Fabrics Trading	082155777999
15	Ferediana	Riguk Village	Foodstuffs Trading	082352231726



Documentation of training activities in various sessions

## Final Evaluation of the Training



Based on the final evaluation, all participants (100%) considered the training as very useful.

There were as many as 92% of the participants considered the trainers as excellent in their ability to guide and deliver the training materials. Regarding the clarity of the participants in understanding the material, 85% of the participants considered it as excellent.

## Suggestions or Recommendations

1. If we open a business, we hope to cooperate with the agency led by the trainer to improve our business.
2. If possible it can be held continuously and in a larger scope.
3. Adding insight and experience during this training, and we also hope that this 3 days of highly satisfying training to be enhanced so members are always be enthusiastic and have an entrepreneurial spirit
4. Maybe this kind of activity is good to be held in every institution engaged in business.
5. This kind of training is excellent, and we hope that this training will be replicated as much as possible to encourage entrepreneurship for young people and to be better.
6. I hope that this training can continue because it is very useful for us as a member of the cooperative. If possible, the source persons consists of several persons.
7. I hope that in the future this training can be channeled to poor people residing in villages
8. Hopefully this training can be held 2 times in a year, and for the related institutions to support the cooperative properly.
9. Hopefully this training can be useful for participants and the result is nurtured in life.
10. Hopefully this training is held every year.
11. To provide training to young people to be more interested in entrepreneurship.

EnDev Indonesia is a proud project under  
**Renewable Energy Programme Indonesia/ASEAN**



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