

# **Evaluating Training Programs Specialized in Small, Micro and Yielding-Income Projects Held in Youth Civil Organisations and their Impact on Beneficiary in Bethlehem District**

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## **Abstract**

The study aims at recognising evaluating training programs specialized in small, micro and yielding-income projects held in youth civil organisations and their impact on beneficiary in Bethlehem District. The researcher used the analytic descriptive approach. Population of the study consists of all trainees given training during 2017-2018 by the civil organisations in Bethlehem District and established their own small and micro projects capitalised from \$5,000 to \$50,000. Sample of the study contains 180 beneficiaries were chosen randomly. Data of the study was collected using a questionnaire. The total number of the valid ones amounts to 180, and thus it represents %36 of the overall population. Data of the study is processed via the SPSS program.

Findings of the study reveal that training programs specialized in small, micro and yielding-income projects greatly affects the performance of the projects established by youth who were subjected to training in these organisations. The degree of training programs impact on regression, efficiency and impact comes in a high degree, whereas in medium degree in terms of effectiveness and sustainability. Findings of the study also reveal that there are no statistically significant differences at ( $\alpha \leq 0.05$ ) in the sample's responses towards the effects of the training programs specialized in small, micro and yielding-income projects held in youth civil organisations and their impact on beneficiary in Bethlehem District with respect to the demographic variables of the marital status, academic qualification and the type of training. On the contrary, there were statistically significant differences with respect to the variable of gender in favour of females and to the variable of the number of training courses given in favour of more than 8 courses. The findings also discloses that significant differences in the sample's responses towards these programs and their impact on the performance of the projects established by youth who received training with respect to the variable of the project capital

in favour of over \$35,000, and to in respect of the variable of funding the project in favour to external funding. In addition to the variable of the number of workers in favour of 5-9 worker category and in respect to the variable of the number of training hours in favour of over 100 training hour. Finally, the findings show that there are also statistical significant differences with respect to the variable of the training sector in favour of the commercial category.

In light of these findings, the study recommend joining the training courses specialised in project management, following up the outcomes of the projects established, focussing more on improving the trainees' financial management skills, inceasing the number of training hours and strengthening the coordination between the civil organisations and the Palestinian Labour Minstry in regard to the training programs specialized in the programs specialised in project management. The study also recommend civil organizations assess the training programs introduced regularly to fit the changes occur and the circumstances surrounded. Finally, the study recommend focussing on the importance of the training programs and their impact on businesses' profits and providing well qualified and specialized trainers in these organisations.