

**Tivakam Khua**  
**"Mino Rian Hmuh Khawhnak Training Programme"**  
**Thanchonak Report**

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## **1. Biahmaithi**

### **1.1: Program tuanbia hram**

1998 kum June thla ah mibuu chung mino hna rianhmuhnak programme rak ngeih mi nih thathnemnak a chuah pi le pi lo kongah hlatthlainak tuah a si.

1998 February thla i hon thar chuah than mi mibuu kong hlathlainak ah minung 100 ah 20% (minung 250) cu kum 15 in kum 25 karlak an si.

Hi chungah 10% (minung 25) cu a pawngkam khua ah rian an tuan i, 3.6% (minung 9) cu an mah an khuaram ah rian an tuan.

Herhhai tuaktannak nih an mah le an khuaram chungah hi kumrual a simi hna nih rian an ngeihkhawhnak hnga ding a langhter. Cu herhhai cu khuachung i mipi hna he hmaitonh biahlnak in hmuhkhawh a si.

Kum 15 in 25 karlak minung 10 kha biahlnak tuah mi lakah minung 7 nih an mah umnak khuachung riantuan kha an duh deuh. Zei ca tiah cu khuachung i khuasak tintuk, fa le thancho ter le khuangeitu si ve an duh caah a si.

A dang atang mi 3 chungah 2 nih a pawngkam khua i riantuan kha a nuam an ti i minung pakhat tu nih cun riantuan a huam lo.

Khuachung rianngaitu hna nih mino pawl khuangeitu kan si an i ti ve nak ding caah khuachung i a ummi rian pawl training pek ding a biapi ngai tiah an ruah.

Hlathlainak tuah mi a theipar zulh in Tivakam Mibuu Council nih tawltreto committee a ser i khuachung i rian a ngei lo mi mino hna caah training ngeih dingin bomhhalnak tial ding ti a si.

### **1.2: Report tinhmi**

Tivakam Mibuu Council nih an i tinhmi cu -

- Mino rianhmuhnak ding training i a santlaih ning langhter.
- Hi programme hi pehzulh ding a si maw si lo ti i zohthan le
- Pehzulh ding va sisehlaw thlennawn ding a um maw ti zoh kha a si.

A hlein ai tinhmi cu:

Mibuu chung riantuannak caah a cawnglio mi hna nih a herhmi thiamnak a ngei tak tak maw timi hmuhchuah,

An cawnmi thiamnak pawl in rian an tuan nak ah rian ngeitu hna an lung a tlin le tlinlo hngalh nak caah le khuachung rian ah mino hna an i teltum deuh le deuh lo hngalhnak caah a si.

### **1.3: Report tuahnak tlehtleng**

Programme tuanbia hram thatein researh tuah

Rak pek cang mi hlan report kha zohthan in -

Programme tawltreto nih tawltreto committee sinah thlafatin report a pek mi

- Tangka kongkau reports le

- Zung riantuantu hna, trainees he rianngaitu hna sinin biahal mi pawl

## **2. Programme**

### **2.1: Programme fianternak**

#### **2.1.1: Programme rian tuanning**

Mino hna nih hmunkip ah rian a phunphun an hmuh khawhnak caah training programme pakhat tuah a si. Cu programme cu pehzulh dingah ruahchannak ngeih a si.

Training a kaimi pakhat asiloah pahnih nih thla li chung cawn ding in rian phun dang cio a ngeimi rianngaitu panga thim a si. Rianngaitu hna cu training a kaimi hna nih an cawnmi an thiam khawh cio nak hnga a herhmi vialte cung ah tuanvo a lak ding a si. A voikhatnak training a dih tikah training a kaimi (5) rian pek dingin timhtuah an si.

#### **2.1.2: Project tinhmi**

Tangka bomhhalnak ah project i hmuichon le aa tinhmi hna cu atanglei bantuk in a langhter.

##### **Tinhmi (Aims)**

Mino hna nih rian phunkip an hmuhkhawhnak hnga mibuu chungin training pek

Riantuantu tha, manager le hruaitu tha an si khawhnak hnga a herh mi fimthiamnak mino hna sinah pekchanh.

##### **Hmuichon (Objectives)**

Mino hna nih rian phunkip an hmuhkhawhnak hnga pehzul in training programme ngeih ding.

Training a kaimi pakhat asiloah pahnih nih thla li chung cawn ding in rian phun dang cio a ngeimi rianngaitu panga thim ding. Rianngaitu hna cu training a kaimi hna nih an cawnmi an thiam khawh cio nak hnga a herhmi vialte cung ah tuanvo lak ter ding.

A voikhatnak training a dih tikah training a kaimi (5) rian pek dingin timhtuah ding.

#### **2.1.3: Programme zeitluk sau dah kalpi a si cang.**

Tawlrehtu le a chimtu (trainer) caah hi programme hi thlahnih kalpi a si i training kai mi pawl caah thla li a rau cang. Hi programme hi thla (6) chung kalpi a si cang.

- ♦ Minung (5) cu an mah le an cawn mi rian ah rian pek an si cang.
- ♦ Mino hna nih mibuu chung rian ah cu hlannak in teltumnak an ngei.

### **2.2: Programme theipar**

#### **2.2.1: Kal pining**

Programme tawlrehtu dingah project lutlai rian pek a si.

Rianngaitu le training a kai lio mi karlak ah training programme tha tein a kal khawhnak hnga training chimtu pakhat rian pek a si.

Hi project i a dotkhatnak ah riantuan hmun (5) thim in a si.

Programme thok hlanah training i a herh dingmi kha tawlrel dingin training lutlai kha rianngaitu he tuanti dingin rian pek a si. Zung riantuantu phun phun hna cu zarhfatin an mah le an caan cio ah training pek dingin caan khiah piak an si. Cu nih cun trainee pawl kha phun tampi a theih ter pinah zung riantuantu hna an rian zong a zaan ter.

Programme thok hlanah training a kai ding hna cu training a chimtu hna he an mah le an tuan ding cio kha tha tein theiher le rian pek an si.

Hi programme a hlawhtlin/tlin lo theihnak ding caah tawlreltu buu sinah an pek mi thlafatin report, tangka kongkau report le biahlnak le riantuan ningcang cuaithlainak in theih khawh a si.

### **2.2.2: Riantuan ning cuaithlainak (Performance indicators)**

Riantuan ningcang cuaithlainak cu project caah tialmi bomhhalnak chungah telhchih a si i atanglei bantuk zong hi an i tel. Programme a dih tikah hi hi kan hmuhkhawh lai: training programme ah mipi telduhnak.

### **Riantuan ningcang cuaithlainak tahfung hmangin hlawhtlin mi theihkhawhnak**

Training programme ruangah training a dih in rian pa (5) ser a si.

A tlawmbik minung (5) nih rian an hmuh khawhnak ca dingah a herh mi thiamnak an ngeihkhawh caah rianngaitu hna lungtlinnak an ngei.

Hi training programme ah mino (2) cu tawlreltu committee ah an i tel kho cang.

Hi training hi pehzulh dingin pom asiahcun minung (7) nih min an pek cang.

### **2.2.3: Tawlreltu committee sinah thlafatin pek mi report**

Hi report nih training a kai mi minung (10) lakah minung (7) nih hi programme hi an dih khawh ti a langhter.

Hi programme ah hin mibuu zung, mibuu dawr, mibuu riantuannak le ngakchia zohkhenhnak buu tiin rianngaitu pali an i tel kho.

Rianngaitu hna le zung riantuantu hna nih hi programme a thanchonak report an pek.

### **2.2.4: Thlahnih voikhat pek mi tangka kongkau report**

Hi report nih programme caah pek mi budget ning tein hmanna le cu budget chungin programme pakhat ah minung (10) kha kai ter khawh dingin tangka hmanning langhter a si.

### **2.2.5: Biahlnak**

#### **Tawlreltu le a chimtu**

An nih ruahnak ahcun minung (9) nih thatein an dih khawh ahcun hi programme hi a tlam a tling tiah ruahnak an ngei.

Hi programme a tlam a tlin khawhnak ca dingah a biapi ngaimi pakhat cu timhtuahnak caan rak lak

mi le training kai mi pawl le a chimtu zung riantuantu hna nih zeibantuk thiamnak dah cawn ding a si ti an hngalh mi a si.

Training a kaimi hna nih thiamnak tampi an ngeih caah le thiamnak pakhat sinin midang sinah i pekchanh mi ruangah a thathnemnak a chuahpi zia rianngaitu nih an lungfian caah tawltreitu le a chimtu hna cu lunghmuihnak an ngei.

An nih nih :

- Programme caah i timhtuahnak caan
- Rianngaitu sinin thazang peknak
- Council leiin thazang peknak
- Tawltreitu Committee sinin thazang peknak
- Programme pehzulhnak dingah a herh mi tangka hna hi a zatawk in kan hmuh tiah an i ruah.

**Thlennawn an duh mi** - A dang programme pakhat ngeih than khawh asiahcun an tonmi harsatnak tete le thanchonak kong i ceihti dingin tawltreitu, training a kai lio mi hna le zung riantuantu hna karlak ah zarhfatin caan hman tein i tonnak ngeih khawh kha a si.

Tangka tamdeuh hmuh khawh ding asiahcun a chimtu zung riantuantu hna caah tangka le a caan tamdeuh pek an duh.

### **Training a kaimi (Trainees)**

Training a kaimi minung (9) lakah (6) nih mibuu caah riantuan dingin a herh mi thiamnak ngeih an duh ruangah hi programme an kainak a si.

Minung (2) nih cun umharphen ah tiah an lut i minung (1) nih cun a hawithacem a kai ve ruangah a si a ti. An zate nih an chim mi cu an i ruahchan mi pinah an i ruahchan lo mi thiamnak tiang kan thiam an ti. An zate nih an herh mi bomhchanhnak kan hmuh. Asinain a cheukhat zung riantuantu hna cu a dangnak in nih training a kai mi sinah caan tamdeuh hman an duh an ti.

Thlennawn an duh mi - training kai mi pa (2) nih an cawn mi hi tawi ter deuh (a si khawh ahcun thlathum) le cawn caan tawiter deuh (suimilam 9 in 5 tiang siloin 10 in 4 tiang) siseh ti an duh. Minung (5) nih an cawn dingmi hi thim ding tamdeuh sehlaw ti an duh.

Training chimtu hna training programme ('Train the Trainer' Programme) caah budget hi \$2,000 ah kai ter sisehlaw ti an duh.

Zarhkhat ah suimilam (3) chung training chimtu cawnnak ca dingah programme tuah zong an duh fawn.

### **Training ah aa teltum mi rianngaitu le zung riantuantu**

Zung riantuantu vialte nih training an pek mi hi a tlam a tling ngai an ti. A cheu nih rian pakhat asiloah pahnih ah caan tamdeuh pek an duh.

A caan hman te in kal hi zung riantuantu tamdeuh caah harnak a um caah midang zung riantuantu hna he a herh ahcun a caan hi siamrem khawh sisehlaw ti an duh.

A caan ahcun rian pakhat hi zeitindah tuan a si lai asiloah zeiruang ahduh hi rian hi tuan a si ti hrilhfiah a har ngai tawn. Asinain tawlreltu nih a herhna ah a bomh peng hna.

**Thlennawn an duh mi** - Zarhhnih danah voikhat asiloah zarhkhat ah voikhat in training tawlreltu le training a kai mi pawl he hmunkhat ah itonak a um ahcun training kaimi caah san a tlai ngai lai.

### **3. Bia donghna**

#### **3.1: Tinhmi theipar**

Hi training nih mibuu chung riantuannak caah a herh mi thiamnak a chuaipi/pi lo hmuhchuahnak ding caah.

An cawnmi thiamnak pawl in rian an tuannak ah rianngaitu hna an lung a tlin le tlinlo hngalhnak caah.

Khuachung rian ah mino hna an i teltum deuh le deuh lo hngalhnak caah a si.

Rianhmuhnak training nih khuachung ah abikin mino hna caah santlaihna a chuaipi.

Minung (10) lakah (7) nih training an dih pinah a herhmi thiamnak zong an hmuh khawh caah lungtlinnak an ngei tiah report pek a si.

Training a dih mi mino tamdeuh nih rianhmuhnak caah a herh mi thiamnak an ngeih khawh caah rianngaitu hna cu an lung a tling.

A dang programme caah mino zeimawzat nih a hlankan in min cazin an pek chung cang.

Zung riantuantu hna nih rian phunkip caah mino hna sinah training pek dingah lungthawhnak an ngei.

Hi programme i aa teltum mi mino vialte nih lungthawhnak an ngei.

### **4. Ruahnak cheuhmi**

Acunglei bia donghna cherhchan in atanglei pawl hi ruahnak ka chuaipi mi an si.

Duhtim ding rian a tamdeuh khawhnak hnga a dang rianngaitu pahinh he thlali a rau mi training programme dang pakhat ngeih ding.

Training kaimi hna, zung riantuantu hna le a chimtu hna karlak ah zarhfatin biaruahtinak tuah ding.

Training a kaimi an i phuah lonak hnga tha tein tawlrel ding.

Training chimtu hna training programme ('Train the Trainer' Programme) caah budget hi \$2,000 ah kai ter ding.

Zarhkhat ah suimilam (3) chung hi training chimtu pawl caah training tuah piak ding.

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### Chapchuan mi : 1. Tawlrehtu le training chimtu hna sinah biahalnak

Zeitluk in dah hi programme hi a tlam a tlin tiah na ruah?

- ◆ Training a kaimi caah?

- ◆ Riangeitu caah?

A dang programme um rih seh law zeibantuk dah thlennawn na duh?

Atanglei hna hi na caah a zatawk maw? (Bialehnak kha kulh)

Programme timhtuahnak caan zatawk/tawklo

Riangeitu sinin thazang peknak zatawk/tawklo

Council leiin thazang peknak zatawk/tawklo

Tawlrehtu committee sinin thazang peknak zatawk/tawklo

Programme tlamlinnak dingah a herh mi tangka zatawk/tawklo

### Chapchuan mi: 2. Training a kaimi pawl biahalnak

Zeiruung ahdah hi programme na rak kai?

Na duh mi thiamnak na hmu maw?

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Training tawltreitu sinin na herh mi bomhchanhnak na hmu maw?

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Nangmah an chimtu sinin na herh mi bomhchanhnak na hmu maw?

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A dang mino hna sinah hi programme a thatnak kong na chim lai maw?

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Hi programme he pehtlaiin thlennawn le ruahnak pek na duh mi a um maw?

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**Chapchuan mi: 3. Riangeitu le zung riantuantu hna sinah biahalnak**

Rian hmuhkhawhnak ca dingah hi training programme hi zeitluk tiang dah a tlam a tlin?

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Zeibantuk harnak dah na ton?

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Va si khosehlaw zeibantuk thlennawnnak dah na duh?

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