



*These ten students of the first 12-month course were assigned to field study and practice for six weeks under the supervision of the Provincial Chief of Cooperative Service of Binh-Dinh, Mr. Ngo-Khuong. Here they get practical training in all the operations of the Provincial Cooperative Office.*



*These students of a member education course are on a field tour to study a weaving cooperative where the manager is explaining the growths and operations of the cooperative and answering questions.*

2. The adoption and implementation of the policy of « education by multiplication » makes full use of those who have received training to extend training to others.

3. The policy of developing leadership at the local village is implemented by organizing all members of Cooperatives and Farmers Associations in small groups.

4. The program of Cooperative education and training has the backing of the Cooperative League and the U.S. Operations Mission.

5. The Vietnamese people have a deep longing for freedom and self-government backed up by an historic struggle for a social

and political order where the individual counts and where each can enjoy a maximum of opportunity and freedom of choice. Cooperatives can be a major force in building such a social order, and to this end the work of the Training Center is regarded as of primary importance.

#### ROLE OF THE TECHNICAL ADVISOR

How can the technical advisor increase his effectiveness ? It would be hazardous to attempt to lay down rigid rules to guide all technical advisors under all circumstances. What would work in one situation involving certain types

#### FIELD STUDY AND PRACTICE

*On this coop field trip students are watching the operations of a machine which makes rope out of rice straw.*



*On another coop tour the students look in on this meeting of the local cooperative Board of Directors.*



of individuals might not apply in another.

All we presume to do is to give the reader the benefit of our brief and limited experience in one particular country, working with certain individuals.

1. The technical advisor's concept of his own role in administering technical aid in a foreign country will have much to do with the survival value of his contribution.

2. His help must be reliable, tested by wide experience and applied with intimate knowledge of the new situation.

3. The technical advisor takes into account not only the needs of his counterparts for specific information and skills, but also their customary ways of working, their value systems, and traditional beliefs. He will recognize and utilize these to the full.

4. The technical advisor's primary function is that of teacher and guide. Except for demonstration purposes, he will avoid doing what his counterparts and their associates can be taught to do.

5. The technical advisor will take the necessary time to gain the confidence of his counterparts in him and in the new idea, practice, or technique.

6. The technical advisor will avoid being dogmatic or absolute in applying his own experience and techniques to new situations. Instead of making the local leader feel that a foreign technique is being imposed, he will try to relate the new technique to the accepted values and traditional ways of the native culture. Instead of saying or implying « This is the way we do it », he will keep his focus on the felt needs of his counterparts and try to visualize the problem in terms of the local cultural setting.

7. In spite of his title, the technical advisor will more often suggest than advise. He will seek to build rapport with native leaders to the point where they will seek his counsel.

8. The technical advisor will be economy-



*Here are the staff and students of the first member education course given by the Center. It was at Binh-Dinh on January 16-30, 1961. The sessions were held in this public school building. Students were lodged in a vacant warehouse and took their meals at restaurants in the village.*

*This member education class was housed in the local pagoda. Here were facilities for eating, sleeping and class sessions.*



mind wherever funds are involved. He will stretch aid dollars to get maximum results.

9. The technical advisor will persistently and critically seek more effective ways to bring the benefits of aid more directly to the people themselves, and in terms of their felt needs. He will ask himself : « If this program were cut off today, how many farmers and workers would be aware of it and be adversely affected ? »

10. A constant concern of the technical advisor is that the administration of aid be so handled that local leadership become increasingly self-sufficient and independent of aid. He will ask : What provisions are incorporated into the program to prepare the host Government for self-sufficiency and self-support ? »

11. The technical advisor gives full credit to his counterparts for achievements in the program.



*Lunch time for a class in member education.*

*Graduates of courses receive diplomas or certificates of achievement. Here Mr. Nguyen-Huu-Muu, Director of the Farmers Association presents a certificate to a farmer who has completed the member education course.*



TRAINING ACTIVITIES OF THE COOPERATIVE RESEARCH  
AND TRAINING CENTER

From July 27, 1959 to December 31, 1959

2 Cooperative training courses .....	96 students
5 Refresher courses .....	277 students
1 Seminar .....	56 participants
8 courses	TOTAL ..... 429

Category of courses	Number of students	Duration of courses
<b>A. — Cooperative training courses :</b>		
— One year course .....	38	October 5, 1959 to October 4, 1960.
— Six month course .....	58	October 23, 1959 to April 22, 1960
TOTAL .....	96	
<b>B. — Refresher courses :</b>		
— 1 Refresher course for field agents of the Provincial Cooperatives and Agricultural Credit Services and for personnel of the Agricultural Cooperatives .....	52 (29 field agents and cooperative employees)	July 27, 1959 to August 8, 1959.
— 4 Refresher courses for the Administrative Board Members and personnel of the Agricultural Cooperatives .....	225	(From November 2, 1959 to November 28, 1959).
— 1st course for the Administrative Board members ..... 65 students		Nov. 2, 1959 to November 7, 1959.
— 2nd course for the managers . 65 students		Nov. 8, 1959 to November 14, 1959.
— 3rd course for the bookkeepers 44 students		Nov. 15, 1959 to November 21, 1959.
— 4th course for the bookkeepers 51 students		Nov. 22, 1959 to November 28, 1959.
225 students		
TOTAL .....	277	
<b>C. — Seminar :</b>		
— 1 Seminar for Chiefs of Provincial Cooperative and Agricultural Credit Services and civil servants of the Commissariat General	56	August, 10, 1959 to August 13, 1959
Grand total A + B+ C .....	429	

TRAINING ACTIVITIES OF THE COOPERATIVE  
RESEARCH AND TRAINING CENTER

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(From January 1st, 1960 to December 31st, 1960)

4 Cooperatives training courses .....	187 students	
18 Refresher courses .....	807	—
1 Seminar .....	98	—
23	1,092 students	

Category of courses	Number of students	Duration of courses
<i>A. — Cooperative training course :</i>		
— Six month course (2nd class) .....	40	May 2, 1960 to November 1, 1960.
— One year course (2nd class) .....	35	December 1, 1960 to November 30, 1961.
— Training course for bookkeepers of the Farmers' Associations .....	81	Feb. 15, 1960 to April 15, 1960.
— Training course for field agents of the Farmers' Associations .....	31	March 23, 1960 to April 15, 1960.
TOTAL .....	187	
<i>B. — Refresher courses :</i>		
3 refresher courses for the personnel of the Fishery Cooperatives :		(April 18, 1960 to June 1, 1960).
1st course ..... 46 students	113	— April 18, 1960 to May 1, 1960.
2nd course ..... 36 —		— May 2, 1960 to May 15, 1960.
3rd course ..... 31 —		— May 19, 1960 to June 1, 1960.
113 students		
10 refresher courses for field agents in Cooperatives and Agricultural Credit :		(June 15, 1960 to Dec. 29, 1960).
1st course ..... 52 students		— June 15, 1960 to June 30, 1960.
2nd course ..... 49 —		— July 5, 1960 to July 20, 1960.
3rd course ..... 43 —		— July 25, 1960 to August 10, 1960.

Category of courses	Number of students	Duration of courses
4th course ..... 45 students 5th course ..... 49 — 6th course ..... 44 — 7th course ..... 43 — 8th course ..... 50 — 9th course ..... 45 — 10th course ..... 43 — <hr/> 463 students	463	— August 15, 1960 to Aug. 30, 1960. — Sept. 5, 1960 to Sept. 20, 1960. — Sept. 26, 1960 to Oct. 12, 1960. — Oct. 17, 1960 to Nov. 2, 1960. — Nov. 7, 1960 to Nov. 21, 1960. — Nov. 25, 1961 to Dec. 9, 1960. — Dec. 15, 1960 to Dec. 29, 1960.
5 refresher courses for the personnel of the Commissariat General for Cooperatives and Agricultural Credit : 1st course (Cooperatives) . 52 students 2nd course (Agricultural Credit) ..... 46 — 3rd course (Agricultural Credit bookkeeping) ... 66 — 4th course (Cooperative bookkeeping and book- keeping of the Farmers' Associations) ..... 37 — 5th course ..... 30 — <hr/> 234 students	231	(July 11, 1960 to January 14, 1961).  July 11, 1960 to August 10, 1960. August 15, 1960 to Sept. 15, 1960. Sept. 20, 1960 to Oct. 20, 1960.  Nov. 10, 1960 to Dec. 10, 1960. Dec. 15, 1960 to January 14, 1961.
TOTAL .....	807	
C. — Seminar :  1 Seminar for the Administrative Board Members of Agricultural Cooperatives ..	98	June 15, 1960 to June 19, 1960.
GRAND TOTAL A + B + C .....	1,092	

STUDENT HOURS IN 1960

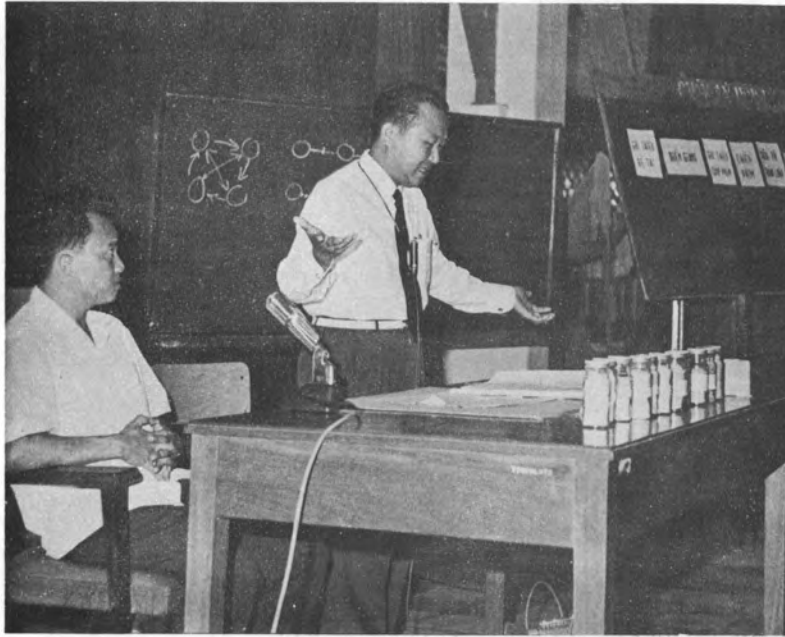
Category of courses	Total number of students	Days	Total hours of instruction	Student Hours
<b>A. — Cooperative training courses :</b>				
One year course 1-12-60 to 30-11-60 .....	35	325	984	33,440
Six month course 2-5-60 to 1-11-61 .....	40	156	572	22,880
Training course for bookkeepers of the Farmers' Associations 15-2-60 to 15-4-60.	81	52	253	20,493
Training course for field agents of the Farmers' Associations 23-3-60 to 15-4-60.	31	18	106	3,286
<b>TOTAL .....</b>	<b>187</b>	<b>551</b>	<b>1,915</b>	<b>80,099</b>
<b>B. — Refresher courses :</b>				
3 Refresher courses for the personnel of the Fishery Cooperatives.				
<i>Courses :</i>				
1 — 18-4-60 to 1-5-60 .....	46	13	80	3,680
2 — 2-5-60 to 15-5-60 .....	36	13	79	2,844
3 — 19-5-60 to 1-6-60 .....	31	13	80	2,480
10 Refresher courses for field agents in the Provincial Services.				
<i>Courses :</i>				
1 — 15-6-60 to 30-6-60 .....	52	14	94	4,888
2 — 5-7-60 to 20-7-60 .....	49	14	90	4,410
3 — 25-7-60 to 10-8-60 .....	43	14	92	3,956
4 — 15-8-60 to 30-8-60 .....	45	14	90	4,050

Category of courses	Total number of students	Days	Total hours of instruction	Student Hours
5 — 5-9-60 to 20-9-60 .....	49	14	87	4,263
6 — 26-9-60 to 12-10-60 .....	44	14	84	3,696
7 — 17-10-60 to 2-11-60 .....	43	14	85	3,755
8 — 7-11-60 to 21-11-60 .....	50	14	69	3,450
9 — 25-11-60 to 9-12-60 .....	45	14	86	3,870
10 — 15-12-60 to 29-12-60 .....	43	14	81	3,483
5 Refresher courses for the personnel :				
1 — 11-7-60 to 10-8-60 .....	52	26	164	8,528
2 — 15-8-60 to 15-9-60 .....	46	26	244	11,956
3 — 10-9-60 to 20-10-60 .....	66	26	161	12,196
4 — 10-11-60 to 10-12-60 .....	37	26	156	5,772
5 — 15-12-60 to 14-1-61 .....	30	26	157	4,710
<b>TOTAL</b> .....	<b>807</b>	<b>314</b>	<b>1,926</b>	<b>91,107</b>
<b>C. — Seminar :</b>				
1 Seminar for the Administrative Board members of Agricultural Cooperatives.	98	5	35	3,430
<b>TOTAL A + B + C</b> .....	<b>1,092</b>	<b>870</b>	<b>3,876</b>	<b>174,636</b>

### SUMMARY

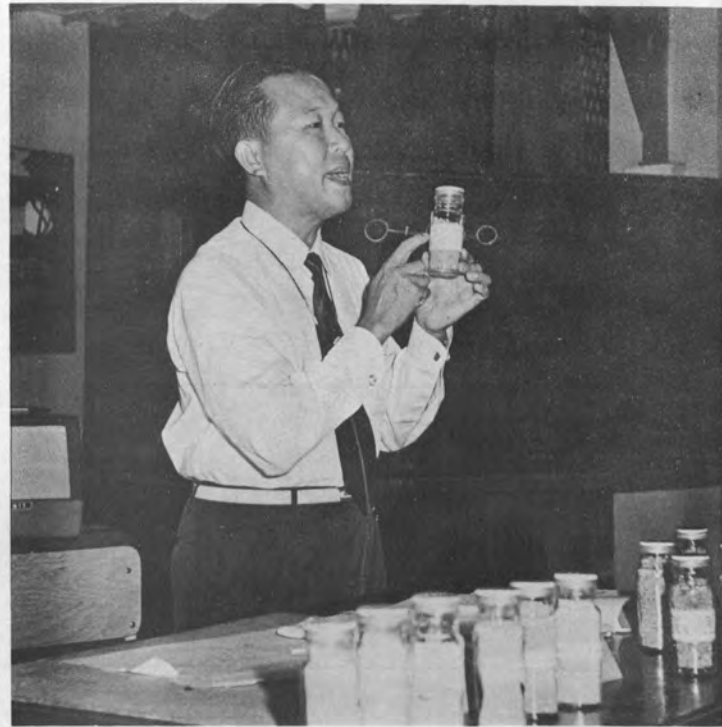
Nature of courses	Total number of students	Days	Total hours of instruction	Student Hours
1 — Cooperative training course .....	187	551	1,915	80,099
2 — Refresher courses .....	807	314	1,926	91,107
3 — Seminar .....	98	5	35	3,430
<b>TOTAL</b> .....	<b>1,092</b>	<b>870</b>	<b>3,876</b>	<b>174,636</b>

USING TECHNIQUES IN COMBINATION



*These pictures illustrate how several educational techniques are often used by the same person in combination. Here Mr. De of the teaching staff is lecturing on the selection of the proper chemicals in fertilizers. He has before him an exhibit of the various chemicals. At his back is a conveniently located blackboard. At the right Mr. De is in the process or building up his key points by use of the flannelgraph.*

*Mr. De discusses the properties of a particular chemical.*



*and shows on the flannelgraph what this chemical does for rice. The Center seeks to develop in students versatility and skill in using a variety of teaching techniques in combination, and making selections according to the demands of the situation.*

TRAINING ACTIVITIES OF THE COOPERATIVE RESEARCH AND TRAINING CENTER

1961

(From January 1st to December 31)

2 Cooperative training courses .....	128 students
15 Refresher courses .....	412 —
40 Member education courses .....	1,767 —
2 Seminars .....	131 participants
59 courses	<b>TOTAL</b> .....
	2,438

Category of courses	Number of participants	Duration of courses
<b>A. — Cooperative training courses :</b>		
Continue second one-year course .....	(35 students but recorded in 1960 report)	December 1, 1960 to Nov. 30, 1961.
<b>2 Four-month courses for managers of Cooperatives and Farmers' Associations :</b>		
1st course .....	62	April 13, 1961 to August 12, 1961.
2nd course .....	66	September 1st, 1961 to November 30, 1961.
<b>TOTAL</b> .....	<b>128</b>	
<b>B. — Refresher courses :</b>		
1) 5 Refresher courses for the personnel of the Commissariat General for Cooperatives and Agricultural Credit.	130	
1st course .....	27 students	May 16, 1961 to June 16, 1961.
2nd course .....	40 —	June 21, 1961 to July 21, 1961.
3rd course .....	24 —	July 27, 1961 to August 17, 1961.
4th course .....	22 —	August 22, 1961 to September 12, 1961.
5th course .....	17 —	September 19, 1961 to October 11, 1961.
	130 students	



PERCENTAGE OF PARTICIPANTS IN DIFFERENT COURSES

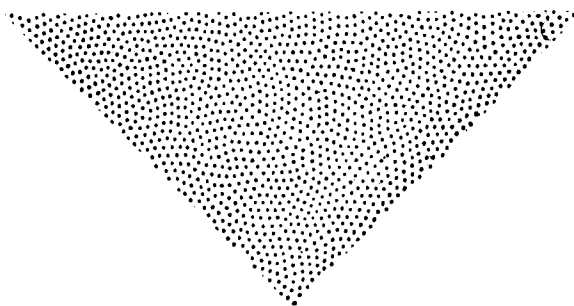
(January 1st to December 31, 1961)

Nature of courses	Number of courses	Number of participants	Percentage
1. — Cooperative training courses .....	2	128	5,32 %
2. — Refresher courses .....	15	412	16,78 %
3. — Seminars .....	2	131	5,44 %
4. — Member education courses .....	40	1,767	72,46 %
	59	2,438	100 %

GENERAL TOTAL

From July 27, 1959 to December 31, 1961

Nature of courses	Number of courses	Number of participants	Percentage
1. — Cooperative training courses .....	8	411	10,38 %
2. — Refresher courses .....	38	1,496	37,78 %
3. — Seminars .....	4	285	7,46 %
4. — Member education .....	40	1,767	44,38 %
TOTAL .....	90	3,959	100 %



TRAINING ACTIVITIES OF THE COOPERATIVE RESEARCH AND TRAINING  
CENTER OF VIETNAM

As planned for 1962  
(Subject to revision)

I tem	Nature of courses	Number of courses	Number of participants	Student-Hours
1	Member education .....	85	4,250	307,000
2	Training courses .....	3	140	81,800
3	Refresher courses .....	18	715	50,900
4	Seminars .....	11	740	15,400
	TOTAL .....	117	5,845	455,100

Category of courses	Number of courses	Length of courses in days	Students	Total students	Student Hours of Instruction
A. — <i>Member education</i> .....	75	12 days (80 hours)	50	3,750	300,000
	10	2 days (14 hours)	50	500	7,000
TOTAL .....	85			4,250	307,000
B. — <i>Training courses</i> :					
One-year course .....	1	1,035 hours	30	30	31,050
Six-month course .....	1	535 hours	50	50	26,750
Four month course .....	1	400 hours	60	60	24,000
TOTAL .....	3			140	81,800