

Abstract

This is a study on “Skills Development in the One Tambon One Product (OTOP) Project : A Case Study Comparing Groups of Female Weavers” The study aims at objectives of this research were to study skills development in the One Tambon One Project (OTOP) Project in three aspects-Skills Training, Skills Standards, and Skills Promotion and to propose skills development approaches for the OTOP project, including community development, community strengths, local wisdom and human resource development.

The results showed that the three factors that affected skills development of the members of Wang Phai weaving group and Ban Nong Pling weaving group under the OTOP project were as follows. (1) For skills training, 1.1) training better prepared group members for the work with greater knowledge. Members showed a good attitude toward their groups, performed to the standards required, and were ready to undertake the assignments. 1.2) Through skills upgrading and improvement members were able to acquire higher skills, learn something new, progress in their careers, and perform to the standards required and with efficiency. (2) Regarding skill standards, 2.1) because of the establishment of skill standards, the members were able to work efficiently, learnt something new and showed greater enthusiasm and commitment to their work. 2.2) Skills testing included theory and practice, enabling the members to test their skills, working with efficiency, progressing in their work and assessing their skills levels. (3) On skills promotion, 3.1) Support was received from the public as well as private sectors. Members wanted to see more support still, believing that it would help them develop their potentials and change for the better. 3.2) Through member development programs, the members were able to acquire more knowledge and learn to coach their peers more efficiently.

Finally, the researcher suggested various ways and means that could lead to sustainable skills development at the national and group levels.