

Performance Evaluation in Career Promotion for Delinquent Juvenile Between Government and Private Agency

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Abstract

The objective of this research is to evaluate the success of collaboration between government and private sector organizations in promoting careers for children who have committed offenses. The study utilized a mixed-methods research approach, involving both quantitative and qualitative methods. The target groups consisted of 35 business owners in Bangkok, Chiang Mai, Nakhon Pathom, Khon Kaen, Chonburi, Rayong, and Yala provinces, as well as 41 children. The target groups were selected using a purposive sampling method. The study found that the success of providing career opportunities to children is reflected in the continuous acceptance of children from training centers. This is consistent with the assessment results indicating that entrepreneurs are highly satisfied (Mean = 3.82, S.D. = 0.531), while children are also highly satisfied with career opportunities (Mean = 4.81, S.D. = 0.539). Moreover, qualitative findings suggest that counseling and positive reinforcement through encouraging conversations and family-like care can help.

Keywords: *Career opportunities/ Social bonds/ Children and youth/ Rehabilitation/ Drug offenders.*

Introduction

This article is part of a research project titled "Evaluation of the Success of Collaborative Efforts in Promoting Careers for Children and Youth who have Committed Offenses between Government Agencies and Private Sector Networks," which received funding for promotional activities and research and innovation support from the National Research Council for the fiscal year 2022. The objective is to assess the success of collaboration in promoting careers for children and youth who have committed offenses, as well as provided counseling and fostered positive motivation through various communication channels and promoting self-esteem in society, along with extracting life lessons from children and youth who have successfully integrated into society without relapsing into wrongdoing. The scope of the project focuses on monitoring the activities of large-scale business network organizations, medium-sized business network organizations, and small-sized business network organizations, as well as networks promoting independent vocational occupations, in Bangkok, Chiang Mai, Nakhon Pathom, Khon Kaen, Chonburi, Rayong, and Yala provinces.

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The concept of social bond theory has prompted many researchers to earnestly study ways to create social bonds to prevent or deter re-offending. For example, the study by Patcharin Samsiripong (2018) found that one reason for youth re-offending in drug-related crimes stems from difficulties in having positive relationships with the surrounding society. Therefore, effectively reintegrating individuals into society must begin with strengthening family institutions, setting life goals, and consistently promoting community participation activities. Additionally, instilling religious morals as a guideline for life is suggested. Statistics on juvenile delinquency cases in 2019 categorized by offenses committed by children and adolescents showed that drug-related offenses accounted for the highest percentage at 51.02%, followed by property offenses at 14.15%, and offenses against life and body at 10.44%, respectively. The data underscores the urgent need to address juvenile delinquency issues related to drug abuse. Without appropriate intervention, these children and adolescents may eventually become habitual offenders. Therefore, providing opportunities for them to reintegrate into society and lead fulfilling lives is crucial for sustainable development and fostering positive change, thus becoming valuable assets for the nation in the future (Nattaphon Kaewkert et al., 2020).

Siriporn Kovit, Phatthip Wongphadung, and Sarawut Somakasin (2020) conducted a study on legal measures related to preventing re-offending among children and adolescents in rehabilitation centers and training programs for children and adolescents. The objectives were to: 1) study and analyze legal measures related to the rehabilitation of children and adolescents to prevent re-offending, 2) examine factors influencing re-offending and non-reoffending after undergoing training and rehabilitation, and 3) study problems, obstacles, and integration strategies among various agencies in the justice and social sectors. This research was qualitative, employing in-depth interviews and focus group discussions with staff from rehabilitation and training centers for children and adolescents, as well as personnel involved in juvenile justice processes, using purposive selection. Data collection tools included in-depth interviews and group discussions. Data analysis revealed that: 1) there are multiple legal measures related to rehabilitating children and adolescents to prevent re-offending, with the Child and Family Court Act and the Procedures for Juvenile and Family Case Adjudication Act of 2010 being the main laws, 2) factors influencing re-offending among children and adolescents, and 3) problems and obstacles in the duties of agencies involved in the juvenile justice process, with integration strategies including referral and data integration for children and adolescents entering the justice process, through post-release planning involving educational institutions, businesses, and communities following release from rehabilitation centers and training programs.

Phornrampha Patanavat (2021) conducted a study on the evaluation of the success of work performance ratings in the National Police Office. This quantitative study aimed to assess the success of work performance ratings in the National Police Office and to study the factors influencing the success of work performance ratings in the National Police Office. The population used in this study were police officers who conducted work performance ratings in the National Police Office, totaling 325. The study found that in terms of demographic backgrounds and personal information, the majority of police officers conducting work performance ratings were male (52.3%), had a bachelor's degree (46.5%), had a monthly income between 25,001-30,000 baht (33.2%), mostly held contractual positions (75.4%), were single (70.5%), and had a length of service between 6-10 years (52.6%). As for stimulating factors, it was found that most received informal communication (such as social group communication or direct preference) based on familiarity or personal acquaintance, informed by the agency's policy notification. They had knowledge and understanding of principles and were able to implement various operational plans, strategic plans, and action plans. They also had knowledge and understanding of laws or regulations related to their daily work responsibilities.

This research focused on evaluating the success of collaboration between government and private sector organizations in promoting career opportunities for children and youth who have engaged in wrongdoing. It aimed to provide consultation, create positive motivation through various communication channels, and promote self-confidence in society for children and youth who have engaged in wrongdoing. Additionally, it aimed to extract lessons from successful cases of children and youth who have engaged in wrongdoing and have succeeded in life. The study utilized quantitative research tools in the form of questionnaires to assess the success generated according to the research framework concept and qualitative research tools in the form of in-depth interviews. It is expected that the outcome of this research will be to inspire children and youth who have engaged in wrongdoing to transform themselves and live happily integrated into society.

Methodology and Data

This research adopts an evaluative approach, which combines both quantitative and qualitative research methods. The target group for data collection was selected using purposive sampling from seven regions across the country, which are the same areas covered by the business network of the project "Developing a Business Network System to Support the Reintegration of Children and Youth with Substance Abuse Offenses into Society." The selected groups include 35 business owners or entrepreneurs for in-depth interviews and success evaluation, 41 children and youth for success evaluation, and 13 exemplary youth for life lesson extraction. Data analysis was conducted qualitatively using content analysis and quantitatively using descriptive statistics such as percentages, means, and standard deviations. This research uses the formula of Taro Yamane to calculate the sample for data collection. In addition, the standard deviation (S.D.) formula has also been utilized to measure data dispersion to tell how far each data point is from the Arithmetic mean (\bar{x})

The formula of Taro Yamane (Taro Yamane, 1973: 727-728) is as follows:

$$N = \frac{N}{1+ne^2} \quad (1)$$

Where: n represents the size of the sample group

N represents the size of the population

e represents the margin of error in the sampling process

Further, the standard deviation formula is as follows:

$$S. D. = \sqrt{\sum \frac{(x-\bar{x})^2}{x-1}} \quad (2)$$

The research utilized both quantitative and qualitative research tools. Consequently, it used the research framework as described in Figure 1.

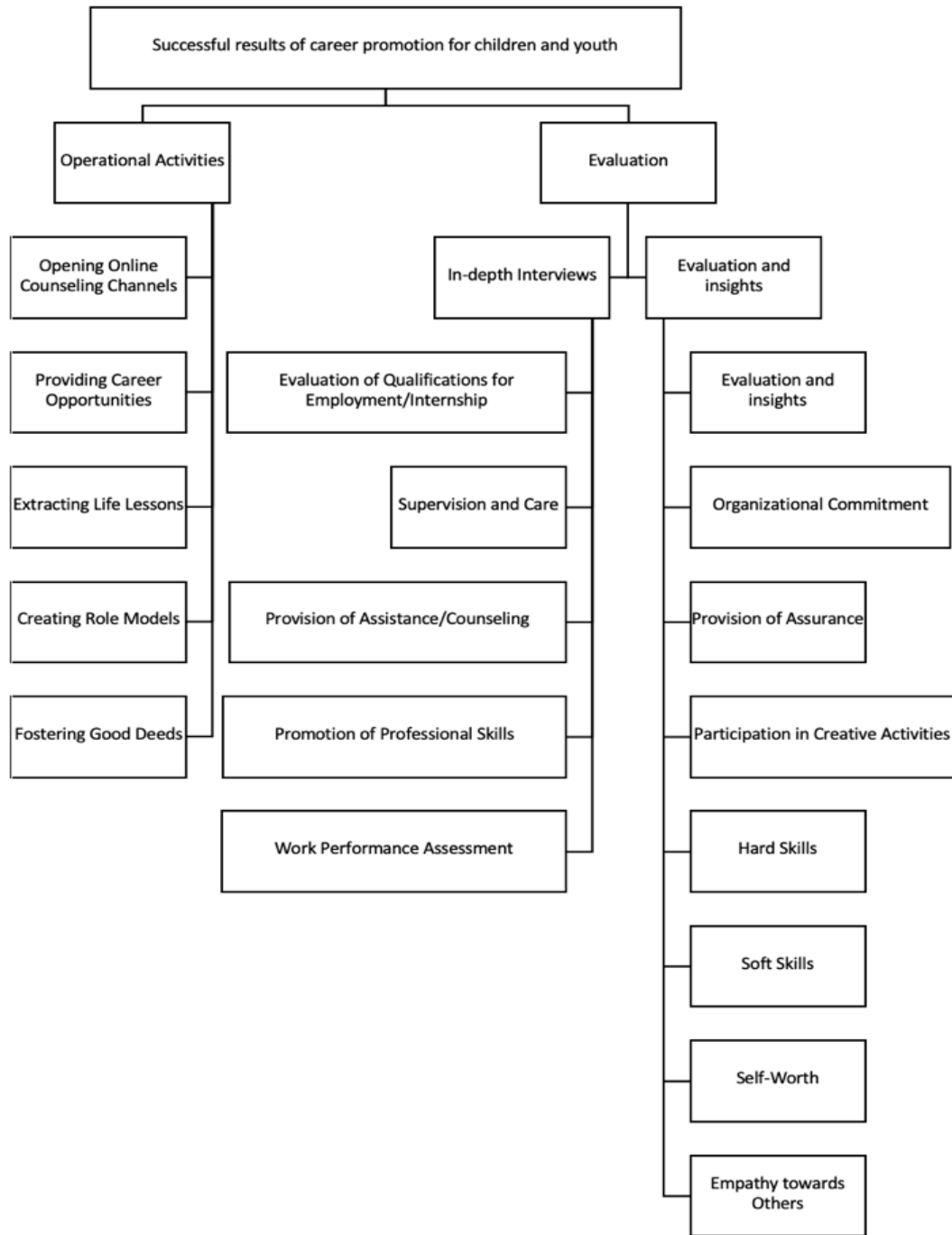


Figure 1: Research framework

For the quantitative aspect, a questionnaire was employed to assess the success outcomes based on the research framework. As for the qualitative aspect, in-depth interviews and online focus group discussions were conducted. The in-depth interviews focused on deepening the understanding of the participants' perspectives, while the online focus group discussions facilitated interactive exchanges among participants. Data analysis was carried out using two main methods: 1.) Quantitative Analysis: This involved analyzing the assessment results quantitatively by assigning scores to each evaluator's ratings across different dimensions. The overall scores were then computed using descriptive statistics such as percentages, means, and standard deviations. The findings were presented using graphs or tables to aid in the interpretation and narrative description of the data. 2.)

Qualitative Analysis: Content analysis was employed to analyze the interview transcripts, qualitative assessments, and counseling activities. The data were organized, compared, and summarized to identify key themes and issues raised by the participants. The qualitative findings were synthesized to align with the research objectives and presented as actionable insights, highlighting areas for improvement and development to maximize the utility of the research outcomes.

Research Findings

The results of the qualitative research project in the business network group found that the majority of entrepreneurs are satisfied with the success of providing opportunities for children and youth who have made mistakes in their lives to rehabilitate themselves. This is reflected in the consistent vision and policy of accepting children and youth sent from the rehabilitation center. In terms of quantitative assessment, it was found that overall satisfaction among entrepreneurs or business owners is high, with an average score of 3.82 and a standard deviation of 0.513. When ranking the top 3 highest success factors, the first is the process of promoting careers for children and youth, with an average score of 4.01 and a standard deviation of 0.619. The next is the product of promoting careers for children and youth, with an average score of 3.92 and a standard deviation of 0.500. Finally, the input factors for promoting careers for children and youth have an average score of 3.66 and a standard deviation of 0.778, respectively.

For the assessment dimension of children and youth, it was found that the majority of them are highly satisfied with the opportunities provided by various organizations in terms of career development. The average satisfaction score is 4.18 with a standard deviation of 0.539. Among the factors, the promotion of careers for children and youth (Product) has the highest average score of 4.47 with a standard deviation of 0.542. Next is the process of promoting careers for children and youth (Process), with an average score of 4.11 and a standard deviation of 0.639. Lastly, the environmental conditions for promoting careers for children and youth (Context) have an average score of 3.96 with a standard deviation of 0.587, respectively.

Table 1: Evaluation of Success for Business Owners and Children and Youth

Subject	Arithmetic Mean (\bar{x})		Standard Deviation (S.D.)		Level of Success	
	Business Owners	Children and Youth	Business Owners	Children and Youth	Business Owners	Children and Youth
Environmental factors for promoting careers among children and youth	3.60	3.96	0.531	0.587	High	High
Importance of promoting careers among children and youth	3.66	3.90	0.778	0.732	High	High
Processes involved in promoting careers among children and youth	4.01	4.11	0.619	0.639	High	High

Outcomes of promoting careers among children and youth	3.92	4.47	0.500	0.542	High	Highest
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However, the success requires a process of building understanding and providing quality counseling to effectively ignite ideas and instill positive motivation for children and youth to earnestly strive towards becoming better individuals. From qualitative studies, it is found that counseling and fostering positive motivation to promote confidence in societal participation must begin with encouraging conversations and familial care. Using sincerity and authenticity helps children and youth to trust, listen, and seek advice. Subsequently, positive reinforcement can be gradually introduced, such as praising successful efforts, supporting skill enhancement through various institutions, and providing rewards based on the quality of work. Additionally, negative reinforcement should be implemented when risky behaviors arise, such as providing warnings with reasons and limiting privileges temporarily. Moreover, periodic substance abuse checks for all personnel in the organization could also be considered.

Conclusion

The results of the research project indicate that businesses or various occupational sectors are ready and willing to support career opportunities for children and youth who have completed readiness programs before being released from rehabilitation centers. Many organizations receiving these children and youth are satisfied with their unique characteristics, both in terms of hard and soft skills. This is reflected in the continuous policies to accept children and youth from various rehabilitation centers. From the perspective of children and youth who receive career opportunities, it is found that the majority are satisfied with the job opportunities provided by various organizations, both in terms of collaborative work and creating a friendly work environment. Based on the findings mentioned above, building strong social bonds for children and youth who have committed offenses will raise awareness of their own value and the importance of benefiting others. This will help build confidence and reduce the anxiety of businesses that employ these children and youth. It will also be a catalyst for promoting skills training and creating career opportunities for these children and youth. In terms of policy implementation, emphasis should be placed on positive communication about proactive career promotion, along with expanding cooperation with various organizations to increase access to career opportunities, such as military units, the Ministry of Labor, and the Ministry of Education, among others. In practical terms, a nationwide career promotion network registry should be established, accessible online, and conveniently expandable, utilizing the mechanism of the Assistance Committee. For sustainable development, the research should explore the establishment of Social Entrepreneur Hub and Change Maker Hub centers. Furthermore, all organizations, both public and private, should be urged not to consider childhood or adolescent offenses as criteria for employment or public service eligibility. This will help reduce disparities in accessing career opportunities and address recidivism issues effectively.

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