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**THE ENTREPRENEURSHIP DEVELOPMENT IN VOCATIONAL & TECHNICAL TRAINING
A CASE STUDY: KASHAN**

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ABSTRACT

The main purpose of this study is to survey the role of vocational & technical trainings in development of entrepreneurship in KASHAN. Totally, 536 people were involved in this estimation. Research Method was applicable in terms of purpose and descriptive in terms of method and the whole study is an integration study. Data collection tool was a questionnaire, the sampling method was random and the subject volume was computed through KOOKRAN formula. To analyze the data descriptive and educible statistics were used. Research results show that there is a meaningful relation between personality of individuals, behavioral characteristics of the individuals, vocational and technical trainings, new occupations, entrepreneurship skills and development of entrepreneurship. Among the research variables, behavioral characteristics of the entrepreneurs had the maximum average or the highest importance. The study findings suggest that sexuality factor was more effective for men than for women, both in vocational & technical training and in new occupations. Age Factor was only effective in new occupations and education factor was similarly effective in all the variables.

KEYWORDS

entrepreneurship, relativity, innovation, entrepreneur training, Entrepreneur skills, Vocational & technical trainings, New Occupation.

1) INTRODUCTION

Education of human force required for societies in form of technical and vocational trainings from the end of nineteenth & twentieth century's, have been considered by many countries.

Following the scientific and industrial developments after world war II. These training courses were developed surprisingly throughout the world so that today technical and vocational training of work and social affairs ministry after ministry of education has been shifted in many countries especially industrial societies, in order to meet economic and social needs. Since training is one of the important aspects in developing entrepreneurship and organization of technique & vocations have been playing an important role in this issue, recognition and realization of entrepreneur people is one of the important initiations to meet the purpose in which entrepreneurship capacities exist. (<http://www.etvto.ir>)

2) EXPRESSION OF THE SUBJECT

In this world which is changing continuously, successfulness will belong to those societies and organizations which make a meaningful relation among their rare resources, their management and entrepreneurship capacities. In other words, societies and organizations can have a forward improvement and can equip their human resources with knowledge and skills of creative entrepreneurship by providing necessary structures, so that they can conduct other society resources & organizations to create, grow, develop and manage properly. Hence, entrepreneurship skill training is essential to improve any society. (Aghazadeh and Rezazadeh, 2004).

Since some parts of entrepreneurship skills are acquisitive, they may be trainable. Many aspects of entrepreneurship can be trained but to be risk taking and to be brave is a prerequisite for succeed. However, entrepreneurship training plays an important role in improvement of its level. Entrepreneurship training with enhancement of creativity, innovation, flexibility, responsibility indifferent conditions, self-management, will result in behaviors and conclusions. Unsuccessfulness in entrepreneurship is one part of training process which points out that entrepreneurship can be matched by training and education. Every person must acquire skills to become an entrepreneur.

Generally, entrepreneurship skills can be categorized in to three parts: individual skills, management skills and technical skills. (Ebrahimi and Zareei, 2008).

Entrepreneur and entrepreneurship first were considered by economists, all economical isms form 16th century until now, have explained entrepreneurship in their theories. In economist's view point, entrepreneur is a person who combines resources, labor forces, material & other properties together to raise their values rather than before, as well as somebody who establishes new techniques, principles and variations. (Vesper, 1993).

Entrepreneurship is a process in which opportunities are followed by persons for themselves or for the organizations they work for, regardless the resources controlled by them. (Hurley, 1990). Joseph Schumpeter was the only famous economist who separated the classic economical principles by focusing on economical analysis of reliability of economical life and mobility imbalance which was against stationary balance. He introduced entrepreneurship as the key point of his theory about economical development and the implement of economical alterations. (Prokopenko, 1991).

Entrepreneurship has been defined as the development of opportunities and innovative initiation accompanied with danger, either established before or independent or dependent. And trend the direction toward establishment of new organization, regardless of sort or potential of the organization, creating wealth, creative creature, a trend beyond the job and vocation and method of the life. Entrepreneurship has been defined as creating valuable process from nothing.

Variations of socio economic system in the current time, have been derived from advance and established shifts in science & technology and regarding to this conservative reality, most of scholars tried to discuss the role of entrepreneurs in real development process i.e elements which can accept responsibility in proper situation by focusing on intellectual power and also their ability to adapt risks as the development engine of the economy.

Vocational and Technical training in the country should act to train encouragement of entrepreneurs and regarding to the important position of technology & vocation organization of the country, it seems that this organization has located in a position which can play an important role in development of creative entrepreneurship in Kashan. This study has been carried out to assess the role of technical & vocational training courses in development of entrepreneurship and recognition of problems and barriers available in the process and to provide executive strategies. (Samad aghayi, 2001)

3) RESEARCH HYPOTHESIS OBTAINED FROM RESEARCH QUESTIONS ARE AS FOLLO

1. There is a meaningful relation between personality of individual and development of entrepreneurship.
2. There is a meaningful relation between behavioral characteristics of individuals and development of entrepreneurship.
3. There is a meaningful relation between vocational and technical trainings and development of entrepreneurship.
4. There is meaningful relation between entrepreneurship skills and development of entrepreneurship.
5. There is a meaningful relation between new occupations and development of entrepreneurship.

4) IMPORTANCE AND ESSENTIALITY OF THE RESEARCH

Today, global variations iteration has put the entrepreneurs in the mainline of technical development and economical progress. Successful experiences of many developed countries and also some developing countries to pass economical crisis because of development of entrepreneurship in their countries, made other countries pay special attention to entrepreneurship and entrepreneurs. On this basis, entrepreneurship development was considered from different aspects. Training is one of the important aspects to develop entrepreneurship. According to the most studies, entrepreneurship properties or skills are most acquisitive not genic, so training has become one of the most important and widespread activities in universities.

In other words, alterations and variation of social- economical systems, now is derived from development and variation in science and technology, which led to changes in interests and tastes. Without a doubt, present time organizations and systems are encountered with different and extensive changes and international threats. Therefore to guarantee and continue the organizations' life need to find solutions and new methods to fight the problems much depending on innovation, creativity, new products, processes and new approaches.

In our county, in spite of intelligent and responsible people and also having lots of natural raw materials, gross national product (GNP) is in low level.

A great number of young or even educated people are disadvantaged of vocational creating facilities. It is emphasized on the preference creating occupations in other government activities in different levels. In addition, many companies are close to prorogation, because of low efficiency, lack of demand and etc, or they are prorogated. Also lack of competitive conditions in global market is another problem. Hence, development of entrepreneurship is very important & essential. (Hemmati, 2008).

Formation of a nation & government depends on development of human resources and organizations which educate human resources. UNESCO describes the importance of this subject that vocational and technical training is an essential factor to maintain the complex structure of social, economical and modern civil development. Hence, it is necessary to create fundamental changes not only in training system structure but also in economical and social theories, and concepts, on the basis of development of human resources in vocational & technical training (Marsi, 1994).

5) RESEARCH PURPOSES

Regarding to this fact that the purpose to do this study is to assess the role of technical & vocational training courses in development of entrepreneurship in Kashan, it can be noted that this study is practical in terms of purpose and regarding to this note that in this study, librarian study methods have been used to collect data about the research literature such as books, scientific magazines, Persian & English papers, thesis, websites, computer, information system such as internet, and in order to assess the texts, field methods such as questionnaire about collecting data on confirming or rejecting the study questions have been used, it can be suggested that this study is a correlation study in terms of kind of study and is a descriptive-scaling study in terms of nature and study method. (Hafeznia, 2000).

5.1 STATISTIC POPULATION & SUBJECTS

The population used in this study composed of three technical and vocational centers and 145 independent instruction centers of technique & vacation in Kashan. In this study, assessment was carried out among the trained and in-service trained trainees in courses such as IT, financial-commercial affairs, electricity, mechanics, argon gas welding, sewing, painting, carpentry, electric welding, automobile electricity, agriculture, home appliance, lathing, hand craft industries, food industry, hotel management, tourism and civil.

5.2 DETERMINATION OF THE SUBJECT POPULATION & METHOD OF SAMPLING

Since view assessment from all the statistic population was not possible, sampling selection was done on simple random method from the population under studied.

As it is assumed that there is no difference between trainees of vocational & technical centers of the city, it is hypothesized that the target population is integrated and to estimate the population volume Kookran formula was used for infinite (very big) societies and as $\alpha=0.05$, and $d=0.042$, the population volume was obtained 536.

5.3 DATA COLLECTION TOOLS

Data collection tools in the current study were librarian studies & questionnaire. The questionnaire composed of thirty questions which were in shape of closed and the measurement scale was Lickert which was a ranging scales series or gradation.

The questions had a range of 5 options in which very high option (No.1) is located in one side and very low (No.5) option is located in another side.

In the middle of the range there are high option with number 2, middle with number 3 and low option with number 4. In terms of options, the repliers can select and check one of the 5 options conformed to his/her view point.

The table below shows the enclosure questions of the questionnaire with each of the desired variables in this study.

TABLE 1: NUMBER OF THE QUESTIONNAIRE ABOUT THE VARIABLES

Number of questions	Variables Research
7-6-5-4-3-2-1	Entrepreneurial Personality properties
12-11-10-9-8	Entrepreneurial Behavioral properties
18-17-16-15-14-13	Vocational & technical training
23-22-21-20-19	Vocational & technical Skills
30-29-28-27-26-25-24	New Occupation

5.4 STABILITY AND VALIDITY OF THE QUESTIONNAIRE

In this study, the questionnaire stability was measured by α -krounback method and obtained 0.9 which is an acceptable value as the more the obtained value closed to 1, it means the stability of the questionnaire and in terms of validity of the questionnaire, the other questionnaire was used, so that the questionnaire was provided to some guide masters of management and entrepreneurship course and they were asked about each question and evaluation of the hypothesis and eventually they all confirmed the questionnaire.

5.5 RESEARCH TERRITORY**5.5.1 Research topical territory**

This study is generally about entrepreneurship, in terms of subject, and is specially about role of vocational & technical trainings in development of entrepreneurship.

5.5.2 RESEARCH PLACE TERRITORY

Place territory in this study is the vocational & technical training center & private institutions of Kashan.

5.5.3 RESEARCH TIME TERRITORY

Time territory of this study is Spring & summer of 2011, and interval of gathering data is autumn of 2011.

5.6 RESEARCH VARIABLES

In this study, the personality traits of entrepreneurship, behavioral characteristics of entrepreneurs, vocational & technical training, vocational and technical skills and new occupations, are independent variables and entrepreneurship development is dependent variable.

TABLE 2: VARIABLES RESEARCH

dependent variable	independent variables
entrepreneurship development	Personality properties
	Behavioral properties
	Vocational & technical training
	Vocational & technical Skills
	New Occupation

6) DATA ANALYSIS

To analyze the data, methods of descriptive statistics (such as absolute abundance distribution table, abundance percentage, average and standard deviation in order to collect data through the questionnaire) and in part of conceptual statistics SPSS 15 software were used for statistical tests (such as single sample T-test, independent T-test, one-way-ANOVA test, Friedman test and LSD test).

In this study, the statistical hypo for all the study questions are as follow:

$$\left\{ \begin{array}{l} H_0: \mu \leq 3 \\ H_1: \mu > 3 \end{array} \right.$$

6-1) RESEARCH HYPOTHESIS ANALYSIS

Is there a meaningful relation among personality traits of individuals, behavioral properties, vocational & technical trainings, vocational & technical skills, new occupations and entrepreneurship development? Following table shows these information:

TABLE3: RESEARCH HYPOTHESIS

Meaningful	Meaningfulness level	Degree of freedom	t	Studied Variable	Research Hypo
Significant	0.000	535	31.28	Personality properties	First Hypo
Significant	0.000	535	33.28	Behavioral properties	Second Hypo
Significant	0.000	535	22.36	Vocational & technical training	Third Hypo
Significant	0.000	535	19.83	Vocational & technical Skills	Forth Hypo
Significant	0.000	535	13.005	New Occupation	Fifth Hypo

According to table3, about First Hypo: since the statistical amount of the observed test was in a meaningful level of %95. it can be concluded that in this meaningfulness level, ho is rejected and h1 is confirmed (meaningfulness number 0.000, in all cases is less than standard amount (0.05) and t>3). In the other word, there is a meaningful relation between personality traits of people and entrepreneurship development.

About Second Hypo: since the statistical amount of the observed test was in a meaningful level of %95. it can be concluded that in this meaningfulness level, ho is rejected and h1 is confirmed (meaningfulness number 0.000, in all cases is less than standard amount (0.05) and t>3). In the other word, there is a meaningful relation between their behavioral properties and entrepreneurship development.

About Third Hypo: since the statistical amount of the observed test was in a meaningful level of %95. it can be concluded that in this meaningfulness level, ho is rejected and h1 is confirmed (meaningfulness number 0.000, in all cases is less than standard amount (0.05) and t>3). In the other word, there is a meaningful relation between Vocational & technical trainings and entrepreneurship development.

About Forth Hypo: since the statistical amount of the observed test was in a meaningful level of %95. it can be concluded that in this meaningfulness level, ho is rejected and h1 is confirmed (meaningfulness number 0.000, in all cases is less than standard amount (0.05) and t>3). In the other word, there is a meaningful relation between vocational & technical skills and entrepreneurship development.

About Fifth Hypo: since the statistical amount of the observed test was in a meaningful level of %95. it can be concluded that in this meaningfulness level, ho is rejected and h1 is confirmed (meaningfulness number 0.000, in all cases is less than standard amount (0.05) and t>3). In the other word, there is a meaningful relation between new occupations and entrepreneurship development.

6-2) DESCRIPTIVE STATISTICS OF DEMOGRAPHIC VARIABLES OF THE REPLIERS BASED ON SEXUALITY, AGE & EDUCATION

In this part, information about personal features can be observed such as sexuality, age and educational major which are provided in the following table:

TABLE 4: ABUNDANCE DISTRIBUTION OF DEMOGRAPHIC VARIABLES OF THE REPLIERS

Percent of abundance	education	Percent of abundance	age	Percent of abundance	sexuality
60.3%	diploma	69.8%	13-25	37.1	Male
11.4%	Associate degree	25.9%	25-35	62.9	Female
27.6%	B.A(B.S)	3.7%	35-45	0.0	No Reply
7%	M.A(M.S)	6%	45-55		

By studying Table.4, based on abundance distribution of demographic variables of the repliers, the following results could be obtained :

- 1) %37 of the studied population included successful male entrepreneurs and 63% of them composed of successful female ones.
- 2) Also,69.8% of the entrepreneurs were between 13-25 , 25.9% were 25-32, 3.7% of them were 35-45 and 6% of them were 45-55 years old.
- 3) 60.3% of the entrepreneurs had Diploma, 11.4% had associated degree, 27.6% had B.A and 7% had an M.A degree.

6-2-1) SEXUALITY

In order to survey whether there is a meaningful difference among trained people in terms of vocational and technical skills, regarding to their sexuality, and entrepreneurship development?

To do this, one – factor variance analysis test was used to couple compare the studied variables. According to demographic properties, Tokki test used: statistical hypo is defined as:

$$\left\{ \begin{array}{l} H_0: \mu_1 = \mu_2 \\ H_1: \mu_1 \neq \mu_2 \end{array} \right.$$

H₀: role of vocational & technical training in entrepreneurship development, based on sexuality is the same.

H₁: role of vocational & technical training in entrepreneurship development, based on sexuality is not the same.

TABLE 5: SURVEY OF MEANINGFULNESS OF AVERAGE DIFFERENCE AMONG THE SEARCH QUESTIONS, BASED ON SEXUALITY

Meaning fullness level	Independent t	Average score of female ideas	Average score of male ideas	Surveyed variable
0.123	1.54-	3.85	3.77	Personality properties
0.113	1.58-	3.95	3.86	Behavioral properties
0.034	2.12	3.61	3.74	Vocational & technical training
0.799	0.254-	3.09	3.08	Vocational & technical skills
0.006	2.76	3.39	3.59	New Occupation

According to the results of table 5, in a meaningfulness level of %95 based on sexuality (meaningfulness number in vocational & technical training and new occupations was less than %05), vocational & technical training level in male was more effective in two training variables in comparison to women, but in other variables, no difference observed.

Therefore, there is a meaningful difference in average difference among research questions, based on sexuality and H_0 will be failed and H_1 will be confirmed, consequently.

6-2-2) AGE

To survey this issue whether there is a meaningful difference among trained people of vocational and technical courses, based on age, and the entrepreneurship development, or not? One factor variance analysis (ANOVA) test was used in order to couple compare the studied variables, and based on demographic properties Tokki test used.

Statistical hypos used in this test were as follow:

$$\left\{ \begin{array}{l} H_0: \mu_1 = \mu_2 = \mu_3 = \mu_4 \\ H_1: \mu_1 \neq \mu_2 \neq \mu_3 \neq \mu_4 \end{array} \right.$$

H_0 : Role of vocational & technical trainings in entrepreneurship development of Kashan, for different ages was the same.

H_1 : Role of vocational & technical trainings in entrepreneurship development of Kashan, for different ages was not the same

TABLE 6: SURVEY OF MEANINGFULNESS OF AVERAGE DIFFERENCE AMONG THE RESEARCH QUESTION BASED ON AGE

Meaningfulness level	f	Surveyed variable
0.677	0.508	Personality properties
0.587	0.644	Behavioral properties
0.134	1.867	Vocational & technical training
0.604	0.619	Vocational & technical skills
0.021	3.274	New Occupation

According to table 6 results, in a meaningfulness level at 95%, based on age, (regarding to the meaningfulness number of new occupation of less than 0.05), age was only effective in new occupations and had no effect on other factors. In case of new occupation, it was resulted that the more age increased, the more importance of occupation decreased. Therefore, there was a meaningful difference in the average difference among research questions based on age, so H_0 failed and H_1 confirmed

6-2-3) EDUCATION

To survey whether there is a meaningful difference among trained people of vocational & technical training courses, based on their education, and entrepreneurship development one – factor variance analysis (ANOVA) was used to compare studied couple variables, according to demographic properties. Tokki test was used.

Statistical hypos used in this test were as follow:

$$\left\{ \begin{array}{l} H_0: \mu_1 = \mu_2 = \mu_3 = \mu_4 \\ H_1: \mu_1 \neq \mu_2 \neq \mu_3 \neq \mu_4 \end{array} \right.$$

H_0 : role of vocation & technical training in entrepreneurship development in Kashan, for different educational levels was the same.

H_1 : role of vocation & technical training in entrepreneurship development in Kashan, for different educational levels was not the same.

TABLE 7: SURVEY OF MEANINGFULNESS OF AVERAGE DIFFERENCE A AMONG RESEARCH QUESTIONS, BASED ON EDUCATION

Meaningfulness level	f	Surveyed variable
0.995	0.024	Personality properties
0.783	0.358	Behavioral properties
0.230	1.442	Vocational & technical training
0.141	1.829	Vocational & technical skills
0.233	1.429	New Occupation

According to table7, in a meaningfulness of %95, based on education (regarding to the meaningfulness number of more than 0.05), level of vocational & technical training organization in entrepreneurship development in terms of education, was the same for all factors and there was no meaningful difference there for, h_1 is failed & h_0 is confirmed.

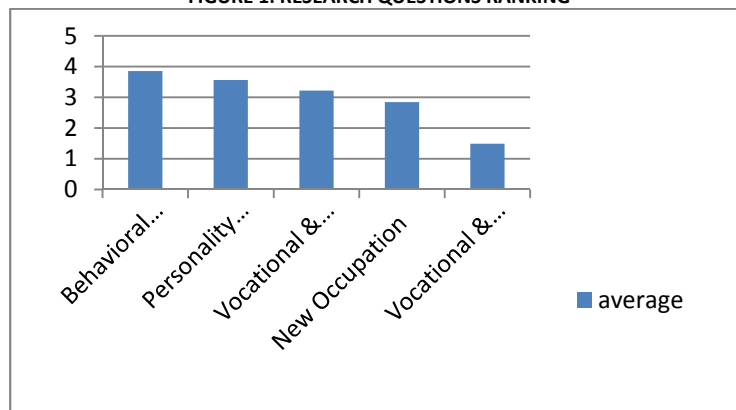
6-3) RESEARCH QUESTION RANKING (PERFORMANCE OF APPLIED VARIABLE TO DEVELOP ENTREPRENEURSHIP):

To determine the importance degree of research questions, depending on hypos about role of vocational & technical training. In entrepreneurship development, freedman test was used. The results were as follow:

TABLE 8: RESEARCH QUESTIONS RANKING

average	Surveyed variable
3.86	Behavioral properties
3.57	Personality properties
3.22	Vocational & technical training
2.85	New Occupation
1.49	Vocational & technical skills

FIGURE 1: RESEARCH QUESTIONS RANKING



According to table 8 results, behavioral properties of entrepreneurs of vocational & technical organization had the maximum average or the highest degree of importance. After that, personality traits, vocational and technical training, new occupation and vocational & technical skill, were the next importance's , respectively

7) CONCLUSION

According to the obtained results from Table.9 the following notes could be concerned:

TABLE 9: RESEARCH RESULTS

Meaningful	Meaningfulness level	Degree of freedom	t	Studied Variable	Research Hypo
Significant	0.000	535	31.28	Personality properties	First Hypo
Significant	0.000	535	33.28	Behavioral properties	Second Hypo
Significant	0.000	535	22.36	Vocational & technical training	Third Hypo
Significant	0.000	535	19.83	Vocational & technical Skills	Forth Hypo
Significant	0.000	535	13.005	New Occupation	Fifth Hypo

1. Since the statistical amount of the observed test was in a meaningful level of %95. it can be concluded that in this meaningfulness level, ho is rejected and h1 is confirmed (meaningfulness number 0.000, in all cases is less than standard amount (0.05) and t>3). In the other word, there is a meaningful relation between personality traits of people, their behavioral properties, Vocational & technical trainings, vocational & technical skills, New occupations, and entrepreneurship development. Therefore, hype 1,2,3,4 and 5 of the study are confirmed.
2. Since the questionnaire used in this study is an author-made questionnaire, α -Krounback coefficient in this paper was 0.9 which is close to 1 and its stability is also confirmed.
3. The recognized factors in development of entrepreneur entrepreneurship activities in technical & vocational organization by using the questionnaire are: personality traits of the entrepreneurs, behavioral traits of the entrepreneur, technical & vocational trainings ,technical & vocational skills and new business
4. Personality traits play role in entrepreneurship development of entrepreneurs in vocational & technical organization, Furthermore, indices of personality factor including high self-confidence ,success questing and accepting competition , good performance and responsibility, creativity and innovation, effective communication with others, ability to manage and risk taking have been effective in entrepreneurship development.
5. Behavioral properties play role in entrepreneurship development of entrepreneurship development of entrepreneurs in vocational and technical organization. Furthermore, indices of behavioral factors including experience, age and educational level, occupation and life conditions, work conscience, morality and behavior, were effective on entrepreneurship development.
6. Technical and vocational trainings exist in development of entrepreneurship of the entrepreneurs ,further more ,indicators of technical & vocational training components ,composed of techniques to face high risk activities ,innovation and creativity, marketing & customer. Adsorption methods, increase of skills and human experience and meeting occupational needs were all affective in development of entrepreneurship.
7. Technical and vocational trainings in development of entrepreneurship of the entrepreneurs are available in Technical & Vacation organization , furthermore, Technical & Vocation component indicators such as compatibility of the assigned duties with the acquired skills during the training course , ability to manage the shifts derived from it advance in environmental conditions, increase of work capacity to act , required skills to do occupational duties and trust of the employers are all effective in development of entrepreneurship.
8. Business exists in development of entrepreneurship activities of the entrepreneurs , i.e, the component indicators of business such as acceptance , occupation improvement , good occupational background , proper occupational opportunity , theoretical knowledge required to do a business, entrepreneurship skill abilities and ability to collect a team to do a task about entrepreneurship are all affective in development of entrepreneurship.
9. Regarding to considered variables and factors, behavioral properties of entrepreneurs of vocational & technical training organization had the maximum average or highest degree of importance and offers that, personality traits; vocational & technical skill had the next degrees of importance, respectively.

8) SUGGESTIONS

8-1) MAIN SUGGESTIONS

1. During lifetime of management knowledge, researchers have tried to help organizations to select the best option for employment, by creating deferent tests. It is offered that. These managers consider these properties in their employment process.
2. Providing facilities and principal allowance to the people who intend to begin new enterpreneuring accusations.
3. Specifying the probationers capable of entrepreneurship , familiarity and training of them to begin enterpreneuring occupations , also decreasing the young's vacancy , improving morale of happiness and innovation among educated young's and capable trained probationers.
4. Propagating the creative games in kindergartens and elementary schools, paying attentions to innovation and creativity at high schools, colleges, identifying of trained people, capable for entrepreneurship and appearance of their abilities and capabilities.
5. Receiving facilities and credits from related organizations and preventing to refer entrepreneurs to other related organizations.
6. Holding seminars and training courses of entrepreneurship for managers, according to their needs in differ at levels, entrepreneurs lectures and thanking for them, creating motivation of entrepreneurship and the background to improve entrepreneurship
7. Producing videos and programs in mass media to establish entrepreneurship in society and propagation creativity and innovation, calling 2008 as year of creativity and innovation which provided encouragement of innovation in society, a generation at the society involve with these concepts and will apply it.

8-2) SUGGESTIONS FOR FUTURE INVESTIGATIONS

1. Study of vocational & technical training, proportioned to society needs.
2. Study of social economical and cultural factors and policies on entrepreneurs succeed.
3. Study of level of applicability of vocational & technical trainings in order to make a good relation between educational majors and occupations.
4. Study of the needs of occupation conditions for trained people in different technical and vocational major, in area level, according to the current facilities.

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