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FROM - RIO DE JANEIRO

SUBJECT - NON-CAPITAL PROJECT PAPER (PNOP)
Manpower Planning and Analysis
~~REFERENCE~~ - Project Nº512-11-460-263.6

REFERENCE: RIO 3029
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On the basis of previous communications from AID/W and suggestions from Arthur Hughes, AID/W, the following amendments are submitted for Non-Capital Project Paper (PNOP) Manpower Planning and Analysis, Project Nº512-11-460-263.6.

A. Substitute the following for the information in Section IV, PLANNED TARGETS, RESULTS AND OUTPUTS.

IV - PLANNED TARGETS, RESULTS AND OUTPUTS

1. This project is designed to establish a continuing system of manpower planning for Brazil which will include data collection, analysis and coordination and the use of these data in designing and planning manpower training programs throughout the ministries and agencies of the Brasilian Government.

2. The target of this project is to leave Brazil at its completion with an ongoing workable system with each of the following characteristics:

Enclosure: Chart "Manpower Planning for Training Needs in Brazil"

OTHER AGENCY

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a. Adequate and reliable data collected regularly by IBGE, DNMO and INPS in a reliable, integrated and mutually reinforcing series of sufficient scope, magnitude and detail to permit the construction of aneconometric model adequate to support a continuing manpower analysis plan for the entire country.

b. The data collected analyzed and processed into a useful econometric model and associated manpower planning indexes, in a system which includes IPEA as the basic analyzing agent.

c. The agencies of government responsible for developing and training manpower utilizing, at the successful conclusion of this project, the manpower model and indexes as a basic planning tool in laying out the quantity and characteristics of their training plan each year. These ministries include Ministry of Education, Labor, SENAI and SENAC.

d. Overall coordination of the entire program including data collection agencies, data utilization agencies and training agencies will be the responsibility of the National Manpower Council with representatives of all units included. In addition, national and state coordination of the collection and utilization of manpower data for planning purposes will be an integral part of the function of SUDENE, SUDAM, SUDESUL and the state secretariats of planning.

3. There are two phases of this project:

a. Phase one, which will be completed by September 1971, involves the establishment by the responsible agencies, assisted by A.I.D., the overall system as outlined above, including the design and production of appropriate models and series.

b. Phase two of the project will be completed by 1975 and involves coordination effort assisted by the United Nations agencies: UNESCO and ILO, in working with data collection agencies, using agencies, processing units and coordination agencies to further refine data collection, methods, models and series. These UN agencies will work with appropriate Brazilian agencies to assure that the system which is in effect by 1975 is working smoothly and is fully accepted by each of the training agencies and used by them as their main resource (other than their budget) for annual training program development.

D. Substitute the following for the information in Section V, COURSE OF ACTION.

V - COURSE OF ACTION

When A.I.D. began this project there were many parts of the overall system already in effect. A.I.D.'s role in this project is to assist in completing several missing links and to assist in coordinating the existing programs

into a system. Essentially, the A.I.D. activity consists of the following projects:

1. A comprehensive inventory of manpower and education data in Brazil, with evaluations as to the reliability of individual data sources.

2. A plan for data improvement through the creation, from existing data sources, of a historic data series, and the development of complementary surveys to fill in data gaps. This plan should include the development of a Manpower and Education Data Bank.

3. A manpower council, or similar organ, which would be permanent in nature, and which would serve as the communication medium for data gatherers and users. Such a device would assist technicians in their efforts to achieve comparability and maximum applicability in manpower and education statistical development.

4. Three operating Manpower Centers, at the local level, coordinating programs for the preparation and utilization of human resources. These would be located throughout Brazil in such a way that industrial personnel would eventually be trained in all major urban centers. This will enable the currently operating placement agencies to expand their activities, and to play a more dynamic role in solving the growing problems of the urban labor markets.

5. Two newly developed labor market survey techniques (methodologies) will relate to local manpower planning; one useful in areas of rapid change, and one for studying all economic sectors in an established labor market. These techniques will, in turn, be applicable to other areas of Brazil, thus providing a ready, rapid and inexpensive method for guiding much of the human resource planning while waiting for the data required by the more sophisticated, time consuming national and regional studies.

C. An additional comment should be added at the end of Section I, SUMMARY, SUB-SECTION - GENERAL APPROACH AND PLAN OF ACTION.

4. The above inputs have the objective of strengthening certain basic weaknesses in the existing manpower coordinating activities of CNRH so as to permit the development of a basic system. This system has both horizontal coordinating elements with other ministries and manpower agencies (SENAI and SENAC for example) and vertical coordinating components to be operated through the regional planning agencies (SUDENE, SUDAM and SUDESUL). The system will be based on an econometric planning model to be developed with the assistance of ILO technicians. This model, in turn, will guide the strengthening of all of the manpower planning and implementing agencies in Brazil again with technical assistance from the ILO and UNESCO coordinated by a local Chief of Party and financed by the UN Special Fund. The project will be initiated in mid-1970 and terminate in mid-1975.