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PD-AAB-512-B1

AID
C & A -

DATE SENT
July 26, 1968

FROM - ROCAP/Guatemala

SUBJECT - NONCAPITAL PROJECT PAPER (PROP)

REFERENCE - Project Title: Human Resources Development
(British Honduras)
Project Number: 596-11-660-100

Submission Date: July, 1968

U.S. Obligation Span: FY 1968 through FY 1972
Implementation Span: FY 1968 through FY 1972

Gross Life-of-Project Financial Requirements:

U.S. Dollars.....	470,000
Cooperating Country Cash Contribution.....	160,000
Other Donors.....	<u>275,000</u>
Total.....	905,000

100,000/yr

PAGE 1 OF 3 PAGES

DRAFTED BY [Signature]	OFFICE Program	PHONE NO. X-33	DATE 7/28/68	APPROVED BY DDIR: PALInville [Signature]
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AID AND OTHER CLEARANCES
ANPP: [Signature] ANCONSUL/D.H. (draft)

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A. Summary Description

British Honduras will probably be granted independence in 1969. It is in the interest of the United States to help assure that this small, democratic country acquire well-trained public servants to enable it to govern itself as a viable, stable and developing independent nation. The lack of trained human resources is one of the most critical development problems of British Honduras and one requiring immediate assistance from the United States.

This program will supply participant training opportunities to the British Honduran government for specialized training of middle and higher-level civil servants. The training will be mostly in the United States and will concentrate on the areas of agriculture, economics, industrial development, taxation, education, health, social development, and civil administration.

In addition assistance will be given in raising the level of vocational skills by providing two or three instructors for the Belize Vocational Institute and by creating a revolving loan fund for paying a small maintenance allowance to adult students who are selected to undertake a three or four month course in masonry, carpentry, electricity, or plumbing. With construction of New Capital, expansion of the Airport, an expected early start on the \$1 million guaranteed housing project, and plans for several tourist hotels, there is a critical dearth of construction workers. Moreover, the British-oriented educational system has in the past emphasized the "academic" rather than the "practical and vocational". Furthermore, the beginning of construction in what has been a stagnant economy is demonstrating a critical shortage of trained or experienced construction workers.

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2. Total assistance by ROCAP, administered through the American Consul in British Honduras, will total about U.S. \$470,000 over a five year program ending in FY 1972. During this same period the government of British Honduras will provide approximately U.S. \$160,000 for training programs and similar assistance from Canada and the United Kingdom will total approximately U.S. \$275,000.

B. Project Setting

British Honduras is a small, English-speaking country situated on the east coast of Central America, with an area of about 8,866

PROJECT TRAINING
(C-1)

PROP DATE July, 1968
Original X
Revision No. _____

3 Table 1 Project Title: Human Resources Development
COUNTRY: ROCAP Project Number: 596-11-660-100

Fiscal Years	AP	L/G	Total	Cont.	Personnel Serv.		Participants		Commodities		Other Costs	
					AID	PSA	CONT	U.S.	CONT	U.S.	CONT	US
						Agencies		Ag.		Agency		
Prior Year through FY 1967	-	-										
FY 1968	AG	G	55				30					25
FY 1969	AG	G	70				50					20
FY 1970	AG	G	120 90			30	60					30
FY 1971	AG	G	120	95		30	60					30
FY 1972	AG	G	105				60					45
Total			470									

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PROP/C CAPTION A - 532

square miles and a population estimated in 1967 at 118,000. Since 1862, the country has been a dependent territory within the British Commonwealth. The country has grown up within the tradition of the British political system and has been remarkably free from political and civil instability. In January of 1964 a new constitution was promulgated, giving full internal self-government. The constitution provides for a Premier and a Cabinet of Ministers based on the parliamentary system. The national Assembly consists of a House of Representatives and a Senate.

Although the British Honduran economy produces a per capita GNP in excess of U.S. \$300 per year, there has been little substantial growth in the last few years. Until recently, timber has been the dominant economic activity. Its recent decline was due to indiscriminate exploitation in the past and severe forest destruction from hurricanes. However, with careful forest management practices, the forest industry can be expected to provide substantial future earnings. Other principal export products are citrus and sugar.

The industrial sector of the B.H. economy is sharply constrained by the limited population as the domestic market is too small to sustain large-scale production. However, with trained manpower and prudent fiscal incentives for new industries, a number of small and medium-scale industries are economically feasible for development. Export-oriented agriculture and the fisheries industry afford strong potential for increased production for domestic consumption and export. Another very important area for future growth is tourism, provided that organized facilities are developed and promotional activities are undertaken.

One important factor in the development of the growth possibilities cited above is the improvement of the number and quality of trained human manpower. The present education system of B.H. is a study in contrasts, for while it produces a degree of literacy exceeding that of any other Latin American country, it offers very little secondary and higher education or skills training.

Some ninety-five percent of all children of primary school age are enrolled in all-age primary schools and education is compulsory up to the age of fourteen. However, only about thirty percent of the age group enters the secondary level, and at least a quarter of these do not complete the secondary course.

The secondary school students take a four or five-year course with a limited number of these continuing on through an advanced two-year secondary level called the Sixth Form. This level is roughly equivalent to the junior college level of the United States and is offered at only one school - St. John's University - with a current enrollment of some sixty students. Except for one secondary level vocational school, all secondary education is conducted by churches. In 1965 there were sixteen, fee-paying, secondary schools of which ten received limited financial assistance from the Government.

There is no university in British Honduras. Students able to afford ~~post-secondary~~ university education must go abroad - usually to the University of the West Indies or to colleges and universities in Canada, the United Kingdom or the U.S. In 1965, there were 126 students studying abroad.

The Belize Technical College is the government secondary vocational school. It offers a course in secondary education focusing somewhat on the development of vocational skills. Recently the Belize Vocational Center has been established by the Ministry of Labour to give primary emphasis on the development of vocational skills. The present lack of standards for the trades and the inadequate instruction currently available, has hampered the Vocational Center in starting adult skill-training programs.

In the face of these local educational deficiencies, the government of British Honduras has placed major emphasis on training abroad. In 1963, a Standing Committee on Training was established to develop and implement a training program for government workers. The preparatory work of this Committee was later absorbed within more general developing planning which resulted in the 1964-1970 Development Plan. This Development Plan includes a special section on training and outlines a seven-year program giving priority treatment to agriculture and related areas. The plan envisioned a financial outlay of about US \$100,000 per year for training. Since 1963-64 the government budget has included a special appropriation for training and this government budget, together with the external assistance mostly from the United Kingdom and Canada has been consistent with the projections of the development plan.

C. Strategy

While the British Honduran government has been carrying out an active training program for the past several years, the fact of approaching independence has increased considerably the urgent need for more training. If the country is to develop as a growing and stable independent unit, it must increase the flow of trained manpower into the civil service and address itself immediately to the critical shortage of construction and vocational skills. By financing certain types of training, the United States can help the B.H. government to identify priority areas for strengthening.

The United States anticipates that the United Kingdom will continue to provide economic and technical assistance to B.H. after it attains independence, but it also recognizes that the U.S. can play an important supplemental role in certain key aspects of the B.H. development program. Due to the variety and quality of the training program available through AID in the U.S., this is particularly useful area for U.S. assistance. It is also strategic in the sense that it permits close liaison with the planning process of British Honduras and offers a channel for U.S. technical assistance in defining priority areas for strengthening. The Michigan Partners of the Alliance, who are associated with B.H., have agreed to assist in carrying out the program, where feasible, thereby strengthening the Michigan/Belize relationship and reducing the cost to the U.S. government.

D. Targets

The general objective of this program is to assist the government of British Honduras to strengthen its civil service and its vocational training programs. A major aim is to develop as much trained manpower in critical areas as possible before and immediately after independence. More specific targets are as follows:

1. To improve the over-all training procedures, including selection and follow-up of the B.H. government.
2. To train from twenty to thirty candidates each year in the United States and other areas in those fields most critical to the B.H. development program.

3. To assist in the training of 80 to 120 persons who will undertake three to four months courses in Belize in vocational skills.

4. To improve, through technical assistance, the capacity of the B.H. Vocational Institute.

E. Course of Action

During the last quarter of FY 1968, ROCAP officials will assist the American Consul in B.H. to establish with the host government a civil service training program based on priority needs. The government's Public Service Commission will request each government agency to submit a list of priority training requirements for that agency. The Public Service Commission consists of sixteen full-time employees and a five-man Board which operates on a part-time basis. This Commission will then select from these preliminary lists, the most pressing for the government as a whole. After initial U.S. approval of the training list, the Commission will then request training nominations from each government agency for the priority areas included on the list. After its own final approval of the specific candidates, the Commission will recommend that the Governor of B.H. formally request financial assistance of AID through the American Consul.

AID will finance specialized training for civil employees, mostly in the United States. These programs as a rule will not be degree purposes and will not exceed twelve months. In this manner, the government of B.H. will be able to utilize its own budget funds for increased undergraduate academic scholarships for B. H. students, usually at the University of the West Indies. Assistance available from Canada and the United Kingdom will be used to supplement this undergraduate education and to finance post-graduate academic studies in Canada and the United Kingdom.

With the ROCAP assistance, the Belize Vocational Institute will commence by the end of 1968 three to four month day courses for adults in such critical vocational skills as masonry, carpentry, electricity, and plumbing. Our assistance will consist of helping to establish a revolving loan fund of a small maintenance allowance of U.S. \$9 to U.S. \$14 per week per trainee. AID and

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Michigan Partners of the Alliance will collaborate in providing two or three instructors who will both teach the students and improve teaching methods of the present staff. The curriculum prepared for the course will lead to a final examination and certificate and thereby will form the basis establishing, for the first time, standards for the various craft skills.

We estimate that this procedure will result in about ten civil service training requests that can be financed from FY 1968 funds and in the local training of 40 to 60 construction workers. After FY 1968, this selection procedure will be repeated about twice a year with two groups of training nominations being forwarded to AID each fiscal year. It is anticipated that two three to four month classes at the Belize Vocational Center also will be repeated each year.

NSAP will prepare the necessary obligating documents for submission to AID/W. We intend to place strong emphasis on follow-up procedures and plan to develop a complete post-training program for each returned participant.

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FROM - AID/Washington

SUBJECT - Review of Human Resources Development, British Honduras

GUATEMALA REFERENCE - 596-11-660-100

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1. The AID/W PRCP Review Panel reviewed the Human Resources Development (British Honduras) PROP (596-11-660-100) on July 16, 1970. The project was approved for life-of-project funding (through FY 1972).

JOHNSON

~~XX~~ ~~How~~ ~~very~~ ~~during~~ ~~the~~ ~~course~~ ~~of~~ ~~the~~ ~~review~~ ~~the~~ ~~issue~~ ~~was~~ ~~raised~~ ~~as~~ ~~to~~ ~~whether~~ ~~the~~ ~~present~~ ~~project~~ ~~could~~ ~~by~~ ~~itself~~ ~~achieve~~ ~~the~~ ~~stated~~ ~~objective~~ ~~of~~ ~~the~~ ~~project~~ ~~to~~ ~~develop~~ ~~well~~ ~~trained~~ ~~manpower~~ ~~in~~ ~~critical~~ ~~areas~~ ~~as~~ ~~possible~~ ~~before~~ ~~independence~~ ~~is~~ ~~achieved~~ ~~in~~ ~~1972~~ ~~While~~ ~~the~~ ~~panel~~ ~~was~~ ~~not~~ ~~aware~~ ~~of~~ ~~the~~ ~~Mission~~ ~~to~~ ~~study~~ ~~the~~ ~~future~~ ~~activities~~ ~~in~~ ~~British~~ ~~Honduras~~ ~~it~~ ~~is~~ ~~suggested~~ ~~that~~ ~~the~~ ~~study~~ ~~of~~ ~~future~~ ~~activities~~ ~~with~~ ~~the~~ ~~same~~ ~~objectives~~ ~~be~~ ~~planned~~ ~~to~~ ~~consider~~ ~~how~~ ~~to~~ ~~promote~~ ~~as~~ ~~a~~ ~~means~~ ~~of~~ ~~generating~~ ~~the~~ ~~Central~~ ~~Government~~ ~~revenue~~ ~~necessary~~ ~~for~~ ~~investing~~ ~~in~~ ~~Human~~ ~~Resources~~ ~~Development~~

PAGE 1 OF 1 PAGES

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BBaker:pga	LA/OPNS	2982	8-19-70	LA/DP:JHeller

AID AND OTHER CLEARANCES

LA/CEN:JLockard LA/DP: BChapnick LA/OPNS: AHughes

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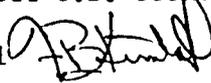
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596-100

FEB 5 1973

ACTION MEMORANDUM FOR THE DEPUTY U.S. COORDINATOR

FROM : LA/DR, Frank Kimball



SUBJECT: PROP Approval - British Honduras, Human Resources
Development, Project No. 596-11-660-100

1. The DAEC met on October 2, 1972, to consider the subject PROP. At that time approval was deferred pending exploration of the Caribbean Development Bank's interest in providing technical assistance for the purposes of the project. At the same time questions were raised concerning the Investment Promotion Center activity for which the Thomas Miner contract presently runs through May 31, 1973.
2. After discussions with the Caribbean Development Bank we have concluded that transferring responsibility for this program from ROCAP is not possible at this time. The attached messages from ROCAP and the Consulate General in Belize indicate that the investment promotion program and related Thomas Miner contract should be continued. However, we feel that an extension of this contract should be conditioned on ROCAP's completing a Project Appraisal Report.
3. The attached cable gives approval for all PROP activities in FY 73 and authorizes funding of the investment promotion activity through FY 1974. Authorization for funding of this activity beyond FY 1974 will be considered only in conjunction with an evaluation of the project. As for funding beyond FY 73 of the remaining activities, we will propose that a Special Development Activity be presented in the FY 1974 Congressional Presentation.

Recommendation: That you sign the attached cable and PROP face sheet giving interim PROP approval for funding in FY 1973 and for funding through FY 1974 of the Investment Promotion Center Activity.

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