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6210119-6
APC

PROJECT APPRAISAL REPORT (PAR)

PD-AAB-600-A1

PROJECT NO. 621-11-190-119	START DATE 11/74	END DATE 2/76	COUNTRY Tanzania	PROJECT NO. 76-6
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Agricultural Manpower Development

PROJECT NO. 74	END FY 80	DATE LATEST PROP 9/73	DATE LATEST RFP	DATE PRIOR PAR New Project
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W. BUREAU	Cumulative Obligation Through FY 80 \$ 920,000	Current FY Estimated Budget \$ 722,000	Estimated Budget to completion After Current FY: \$ 1,833,000
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11. KEY ACTION AGENCIES (Director, Participating Agency, Voluntary Agency)	NAME	CONTRACT, PABA OR VOL. A.S. NO.
West Virginia University/North Carolina A&T State University Consortium		AID/AFR-C-1067

PROPOSED ACTIONS PROPOSED AND REQUESTED AS A RESULT OF THIS EVALUATION

ACTION NO.	PROPOSED	WVU	DESCRIPTION OF ACTION	PROPOSED ACTION COMPLETION DATE
X	X		Complete construction of the staff houses being built under AID Loan 621-H-017 at Mwapwa and Ukiriguru and prepare them for occupancy.	Immediate
X	X and WVU	NCATSU	Recruit, nominate, approve and assign technicians to the remaining seven project positions.	Immediate
	X		Utilize the remainder of the \$1,000,000 ASL I funds allocated to the Manpower Development Division.	Immediate
X	X		Make decision on shifting two U.S. positions from the MATIs to the U. Dar Faculty of Agriculture.	Immediate
	X	X	Select 15 long-term participants to begin training in August/September 1976.	ASAP
	X	X	Order project equipment under the contract.	July-September 76
X	X	X	Prepare PRP for the project at the U. Dar Faculty of Agriculture.	August-October 76
	X	X	Establish regular in-service training programs for MATI and extension staff.	October-December 76
X			Make a determination as to whether or not the objectives of the project relating to the planning and development of training activities and MATI curriculum development and improvement can be	

(continued)

DATE OF NEXT REVIEW
March 1, 1976

APPROVED BY: Lawrence J. Abel
APPROVED BY: Vernon C. Johnson, Director For: March 11 1976

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PROJECT APPROPRIAL REPORT (FAR)

PROJECT NO. 621-11-190-119	REPORT FOR PERIOD 11/74 TO 2/76	COUNTRY Tanzania	FAR SERIAL NO. 76-6
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PROJECT TITLE

Agricultural Manpower Development

PROJECT DURATION: Began FY _____ Ends FY _____		7. DATE LATEST PROP _____	8. DATE LATEST RFP _____	9. DATE PRIOR FAR _____
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10. U.S. FUNDS	11. Cumulative Obligation Through FY: 2	12. Current FY Estimated Budget: 3	13. Estimated Budget to completion After Current FY: 4
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14. KEY ACTION AGENTS (Contractor, Participating Agency or Voluntary Agency)

4. NAME	5. CONTRACT, PAGA OR VOL. AG. NO.
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15. ACTION RESPONSES AND REQUESTS AS A RESULT OF THIS EVALUATION

16. COMMENTS			17. LIST OF ACTIONS	18. PROPOSED ACTION COMPLETION DATE
		WVU	achieved by the project if the COP is not assigned the role called for in the ProAg -- that of Assistant to the Director for Planning and Development.	January-February 77
X	X	X	Revise and update quantitative indicators for accomplishing project outputs.	January-February 77
			Allocate additional budget support for the Manpower Development Project.	As necessary
X	X	X	Encourage cooperative effort and exchange of ideas with other donors.	Continuous

APPROVED BY: _____	DATE: _____	19. DATE OF FINANCIAL REVIEW: _____
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PAGE & PAR	PROJECT NO.	PAR FOR PERIOD:	COUNTRY	PAR SERIAL NO.
	621-11-190-119	11/74 to 2/76	Tanzania	76-6

Comments - Continued

Block II.A.

COP and USAID have requested the Consortium to proceed to recruit one more teacher for Mpwapa and up to four for Ukiriguru. Three nominations are in process and the contractor is about to nominate two more teachers. It is anticipated that all nine technicians will be here by the start of the school year, July 1976.

Block II.A.4.

in August/September, 1975. Fifteen long-term participants are expected to begin their training programs in August/September 1976.

Block II.A.5.

ordered under AID Loan 621-H-017 and should begin arriving in March 1976. The loan items were not ordered until after the arrival of the COP, so that he could review the lists before sending them to AAPC for procurement. Practically all of it should be here by the time all the technicians are on board.

Block II.A.6.b.

physical plants are generally inadequate; library and text materials are scarce; teaching, laboratory and practical equipment and funds for capital development and operating costs are in short supply. The Ministry of Agriculture is buying teaching and training equipment in support of the project under AID Loan 621-H-017 and an IDA Credit for Agricultural education. The Manpower Development Division also has about \$1,000,000 from the USAID Agricultural Sector Loan I for capital development projects at the MATIs. Utilization of these funds has been extremely slow and the terminal date for the loan is June 30, 1976. The funds must be used at a much faster rate.

The effect that the MinAg's financial condition will have on the project cannot be accurately predicted at this time.

Construction of classrooms, laboratories and other facilities under the IDA Credit for four MATIs (including Mpwapwa and Ukiriguru) has faced similar problems and delays as the staff quarters being built under the AID Loan. These facilities are important to the success of the project.

A large amount of farm and teaching equipment, also purchased under IDA Credit, has arrived in Tanzania. Some of it is going to Ukiriguru and Mpwapwa and will complement the equipment purchased under the USAID grant and loan. The Nordic Group (of countries) has an ongoing technical assistance project at the MATI at Mbaya. This project complements the USAID project and is an important project for the Manpower Development D(v).

KEY OUTPUT INDICATORS AND TARGETS 1/

QUANTITATIVE INDICATORS FOR MAJOR OUTPUTS		COMULATIVE PRIOR FY	TARGETS (Percentage/Rate/Amount)				
			CURRENT FY 76		FY 77	FY 78	END OF PROJECT 80
			TO DATE	TOTAL			
Diploma students trained (annual output)	PLANNED a.	0	0	0	36	38	40
	b.	36	36	36	36	36	36
	ACTUAL PERFORMANCE a.	0	0				
	b.	0	36				
Certificate students trained (annual output)	PLANNED a.	100	100	110	115	120	125
	b.	110	110	110	110	110	110
	ACTUAL PERFORMANCE a.	102	115				
	b.	67	81				
MATI teachers with degrees	PLANNED a.	5	8	10	15	15	13
	b.	6	6	8	10	12	14
	ACTUAL PERFORMANCE a.	7	13				
	b.	6	6				
Teachers with degrees -- entire MATI system (12 schools)	PLANNED	30	30	30	40	50	60
	ACTUAL PERFORMANCE	53	68				
	REPLANNED			69	70	85	100

CONSTRUCTION: \$235,000 worth of equipment for the project has been ordered under AID Loan 621-M-017. Loan funds are also being used for the construction of staff houses at Ukiriguru and Mpwapwa for the US technicians on the project. Most of the loan equipment should be here when the school year starts in July 76. The houses should also be completed by that time so that all 9 technicians will be here at the start of the school year.

Improved facilities.

Little has been accomplished by the project because of the delay in the arrival of the U.S. teachers. It is anticipated that they will all be here for the start of the school year this July.

Revised curricula, and lesson plans.

The study for organizing and implementing the Department of Agricultural Education and Extension at the University of Dar es Salaam Faculty of Agriculture has been accepted and has resulted in a request for USAID assistance.

Requirements analysis of establishing Ag. Education programs at Faculty of Agriculture, Morogoro.

1/ These figures will be revised for the next PAR.

2.2. Continue to conduct as key features determining rating of Other Persons

II. KEY OUTPUT INDICATORS AND TARGETS

QUANTITATIVE INDICATORS FOR MAJOR OUTPUTS		TARGETS (Percentage/Rate/Amount)					
		CUMULATIVE PRIOR FY	CURRENT FY 76		FY 77	FY 78	END OF PROJECT
			TO DATE	TO END			
People in key crop/livestock positions with U.S. training through this project (new starts).	PLANNED	0	0	1	8	15	25
	ACTUAL PERFORMANCE	1	1				
	REPLANNED			1	8	15	25
	PLANNED						
	ACTUAL PERFORMANCE						
	REPLANNED						
	PLANNED						
	ACTUAL PERFORMANCE						
	REPLANNED						
	PLANNED						
	ACTUAL PERFORMANCE						
	REPLANNED						
Permanent career service for teaching and administrative staff of MATIs.	COMMENT:	A career system for teaching and administrative staff of the MATIs and Manpower Development Division was established in June 1975. This gives permanent career status to agricultural teachers and instructors working for the Ministry of Agriculture.					
	COMMENT:	The COP has not been assigned to the position called for in the ProAg -- that of Assistant to the Director for Planning and Development. However, the COP feels confident that he and the project will have a considerable impact on planning and development when the team is at full strength. This will have to be looked at more closely in the coming year.					
Planning and development of training programs for Ministry of Agriculture personnel.	COMMENT:	The COP has not been assigned to the position called for in the ProAg -- that of Assistant to the Director for Planning and Development. However, the COP feels confident that he and the project will have a considerable impact on planning and development when the team is at full strength. This will have to be looked at more closely in the coming year.					
	COMMENT:	The COP has not been assigned to the position called for in the ProAg -- that of Assistant to the Director for Planning and Development. However, the COP feels confident that he and the project will have a considerable impact on planning and development when the team is at full strength. This will have to be looked at more closely in the coming year.					

17. PROJECT PURPOSE

1. The project is currently envisaged.

2. Status in PAR: YES NO

- (1) Assist Tanzanian Government in the planning and development of agricultural training programs.
- (2) Upgrade the quality of training of agricultural extensionists at two Ministry of Agriculture Training Institutes.
- (3) Provide participant degree and graduate degree training for Tanzanians in important teaching and leadership positions in the food crop and livestock subsectors.

3. 1. Conditions which will exist when these purposes are achieved.

2. Evidence to date of progress toward these conditions.

- () The TanGov has established a professional career system for the administrative and technical staff of the MATI system.

The new Scheme of Service for all professional and non-professional/technical cadre in the Ministry was completed in June, 1975. The Scheme of Service includes provision for the development of a cadre of professional teachers within the MATI system.

- () Regular in-service training programs underway.

Approximately 200 junior staff have attended in-service training courses at selected MATIs in 1975. However, the lack of suitable staff and facilities for senior staff in-service training has prevented any real effort in this area.

- () Favorable TanGov response to the recommendations of the AID-funded Requirements Analysis on university level training for agricultural teachers.

The TanGov has accepted the recommendations of the study and requested USAID assistance in implementing the recommendations. Since the Ministry of Agriculture and the Faculty of Agriculture are extremely anxious to begin course specialization as soon as possible, they have asked that the USAID shift two positions from the MATIs to the University at Morogoro.

(continued)

18. OVERALL PROGRAM GOAL

The goal of this project is to assist the Government of Tanzania achieve its objectives of increased self-sufficiency in the food crop and livestock agricultural subsectors.

19. The project is a necessary and important contribution to the general goal, plus the objectives of the overall goal of the program. Yes

The shortage of adequately trained agricultural manpower is one of the most critical constraints to long-term agricultural development in Tanzania. The project purposes focus on increasing and improving the supply and quality of trained agriculturalists, especially agricultural extensionists and agricultural teachers within the network of Ministry of Agriculture Training Institutes. All the efforts of the project should contribute to the pool of trained agricultural manpower in Tanzania, which will make a direct contribution toward achieving the overall program goal.

PROJECT NO.	PROJECT NO.	PERIOD OF FUNDING	COUNTRY	PAR SERIAL NO.
021-11-190-219	11/74 to 2/76	Tanzania	76-6	

II. PROJECT PURPOSE

1. Statement of purpose as currently envisaged. 2. Same as in PROPT YES NO

1. Conditions which will exist when the purpose is achieved.	2. Evidence to date of progress toward these conditions.
<p>(2) Mwapwa and Ukiriguru MATIs will have:</p> <ul style="list-style-type: none"> a. New and improved curricula in use. b. Approximately two-thirds of teaching positions filled with B.S. degree holding (or higher) personnel. c. Adequate laboratory and field space provided for student needs. d. Proper balance achieved between classroom, laboratory and field teaching. e. In-service technical and administrative training courses being used to provide kindg staff with specific skills. <p style="text-align: center;">(continued)</p>	<p>a. Certificate and diploma training programs are underway at Ukiriguru and Mwapwa, and are being revised continuously. This project has had little impact on this activity, however, mainly because of delay in the arrival of the U.S. teachers. The COP has also not been assigned to his originally called for position as Special Assistant for Planning and Development.</p> <p>b. To date 68 of the 393 teaching and administrative staff of the Manpower Development Division and MATI system have B.S. or higher degrees. Four long-term MATI project participants have returned from U.S. training, 15 started in FY 76 and 15 are due to start in the interim quarter.</p> <p>c. Field space is available and equipment is being supplied from local sources and through this project, AID Loan 621-H-01, and an IDA credit.</p>

V. PROGRAMMING GOAL

A. National Programming Goal

11. MINIMUM achievement of the project purpose will be a significant contribution to the programming goal, given the magnitude of the national problem in this sector.

PROJECT NO.	PROJECT NAME	START DATE	END DATE	LOCATION	PAST SERIAL NO.
621-11-190-119		11/74	2/76	TANZANIA	76-6

A. 1. Statement of purpose of currently operational. 2. Same as in PROP? YES NO

3. 1. Conditions which still exist which
adversely affect the project. 2. Evidence to date of progress toward these conditions.

<p>f. Annual budgets adequate to support/monitor facilities.</p>	<p>d. No progress to date through this project because of delay in arrival of U.S. teachers.</p> <p>e. See (2) above. Also the TanGov has approved the U. Dar study team recommendation for establishing a Center for Continuing Education in Agriculture at the Faculty of Agriculture in Morogoro.</p> <p>f. The budget for support of the MATIs is not adequate but to what extent this will adversely affect the project cannot be determined until more contract technicians are at the MATIs.</p>
<p>5) Key MinAg and parastatal agencies have better qualified administrative, management, and technical staffs.</p>	<p>Seven people in key positions in the food crop and livestock subsectors have been sent for long term training in the U.S. and five are due to go in August/September, 1976.</p>

V. PROGRAMMING GOAL

1. Only if not covered in the project purpose and objectives should be included in the programming goal, given the significance of the national development objectives.