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PROJECT APPRAISAL REPORT (PAR)

1. PROJECT NO. 621-0119	2. PAR FOR PERIOD: 3/76 TO 4/77	3. COUNTRY TANZANIA	4. PAR SERIAL NO. 77-3 10p
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5. PROJECT TITLE
AGRICULTURAL MANPOWER DEVELOPMENT

6. PROJECT DURATION: Began FY 76 Ends FY 80	7. DATE LATEST PROP 9/73	8. DATE LATEST PIP	9. DATE PRIOR PAR 3/5/76
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10. U.S. FUNDS	a. Cumulative Obligation Thru Prior FY: \$1,792,000	b. Current FY Estimated Budget: \$ 749,000	c. Estimated Budget to completion After Current FY: \$934,000
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11. KEY ACTION AGENTS (Contractor, Participating Agency or Voluntary Agency)

a. NAME West Virginia University/North Carolina A & T State University Consortium	b. CONTRACT, PASA OR VOL. AG. NO. AID/afr-C-1067
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L. NEW ACTIONS PROPOSED AND REQUESTED AS A RESULT OF THIS EVALUATION

A. ACTION (X)			B. LIST OF ACTIONS	C. PROPOSED ACTION COMPLETION DATE
USAID	AID/W	HOST		
		WVU		
X		X	Complete construction of staff houses under AID Loan 621-H-017	Immediate
X	X		Final approval for PP Revision No. 1 and complete documentation for FY 77 funds to begin implementation of the Farmer Training and Production Project	Immediate
X			Prepare terms of reference and scope of work for major project evaluation	June 1977
X		X	Finalize disbursements for loan funded project equipment and construction	Aug-Sept 1977
X			Revise Project Performance Tracking Network for entire project after the Farmer Training PP Revision is approved and funds authorized	Sept 1977
X	X	X	Major in-depth project evaluation	Oct-Nov 1977
		X	X Submit project technician work plans for October 1977 to September 1978.	Nov 1977
		X	X Submit draft CY 77 progress report	January 1978
	X	X	X Renegotiate and/or renew Consortium Contract	March 1978

12. REPLANNING REQUIRES

REVISED OR NEW: PROP PIP PRO AG PIO/T PIO/C PIO/P

E. DATE OF MISSION REVIEW

May 27, 1977

PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE

Lawrence J. Abel

[Signature] 6/2/77

MISSION DIRECTOR: TYPED NAME, SIGNED INITIALS AND DATE

Vernon C. Johnson *[Signature]*

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II. PERFORMANCE OF KEY INPUTS AND ACTION AGENTS

A. INPUT OR ACTION AGENT CONTRACTOR, PARTICIPATING AGENCY OR VOLUNTARY AGENCY	B. PERFORMANCE AGAINST PLAN							C. IMPORTANCE FOR ACHIEVING PROJECT PURPOSE (X)				
	UNSATISFACTORY		SATISFACTORY			OUTSTANDING		LOW	MEDIUM		HIGH	
	1	2	3	4	5	6	7	1	2	3	4	5
1. WVU/NCATSU Consortium												
X (a) Campus					X							X
X (b) Field Technicians					X							X

Comment on key factors determining rating

Although the loan funded houses for the contract employees at Ukirigugu are still not completed, all nine project technicians are now at their assigned posts performing their job responsibilities. The appointment of Dr. Rodger Yeager as Campus Coordinator for the project at WVU has resulted in an improvement in the handling of contractual matters and project coordination from the U.S. end. The Team Leader continues to perform well at his team leadership responsibilities (in spite of transportation and communications difficulties resulting from the great geographical separation of the project sites) and in his role as Special Assistant to the Director of Manpower Development.

(CONTINUED)

4. PARTICIPANT TRAINING						X							X
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Comment on key factors determining rating

All new participants as well as all but one participant presently in training are now funded/administered through the contract. The nomination, selection and departure of participants has been superior and is ahead of schedule. Ten long-term participants have returned. Seven of them are in teaching and/or administrative positions at MATIs, where they are having a favorable impact on improving the quality (CONTINUED)

5. COMMODITIES				X								X	
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Comment on key factors determining rating

Placement of orders for contract funded training equipment, materials and supplies was slow at first but has speeded up significantly since all of the technicians are now on board. Approximately \$243,000 worth of equipment has been ordered for the project under AID Loan 621-H-017. Most of it has arrived and is in use at the project sites. (CONTINUED)

6. COOPERATING COUNTRY	B. PERSONNEL												
	1	2	3	4	5	6	7	1	2	3	4	5	
b. OTHER Financial Facilities				X								X	

Comment on key factors determining rating

The project is receiving good support and cooperation from the Director of Manpower Development and other MinAg personnel and good working relationships have been established between all the contract personnel and Tanzanian MDD and MATI staff. U.S. team members at Ukiriguru and Mwapwa have been designated Vice Principals and Coordinators of Studies - very important positions of the MATIs. Others have been made Department heads. The Team Leader was recently put in charge of developing and revising existing syllabi for all the MATIs.

There has been considerable improvement in both the facility and staffing situation at Mwapwa MATI since the last PAR. A library, several new classrooms and other essential facilities have been completed there in the past year. Several new teachers (CONTINUED)

7. OTHER DONORS				X						X			
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(See Next Page for Comments on Other Donors)

Construction of facilities under the IDA loan at Mwapwa is nearly complete and has greatly contributed to the physical development of that MATI. This is also true, but not to such dramatic extent, at Ukiriguru. IDA loan funds have also been used to (CONTINUED)

Section II. A. 1

The project team members at Ukiriguru and Mpwapwa have settled into their jobs and are performing well at their teaching, administrative, curriculum development and other project responsibilities--in spite of problems caused by delay in providing most of them with permanent housing. All three contract technicians at Mpwapwa are now in the houses constructed for them under AID Loan 621-H-017. Two contract technicians at Ukiriguru are now in their loan funded houses and the other loan houses at Ukiriguru will be completed within the next two months.

The contractor continues to be responsive to requests for short-term consultants in specific areas of project activities. In the past year there have been short-term consultants on library systems/facilities improvement and MDD Curriculum Development Section improvement. Their reports have been submitted to the Director of Manpower Development (DMD) and efforts are underway to implement their recommendations.

Section II. A. 4

of training. Three are working in other important positions in the Agricultural Sector. Nine participants are due to return before the end of FY 77 and sixteen new participants are expected to begin training in August/September 1977. Twenty-eight participants are presently on training programs in the U.S.

Section II.A.5.

Eight million shillings (T.S. 8,000,000/=) from ASL I funds were used for MATI and other MDD development activities.

Section II.A. 6

have also been posted at Mpwapwa, primarily to teach general agriculture for the revised certificate program. Mpwapwa previously taught only courses for livestock specialists, but now all new MATI certificate students are being taught general agriculture rather than specializing in livestock or agriculture (crops).

In the past year there was a major increase in the approved MinAg operating budget for the MDD. Both Mpwapwa and Ukiriguru MATIs received significant budget increases. This and the arrival of IDA and AID loan and project grant funded equipment are resulting in a steady improvement in the training capabilities of the MATIs. In spite of these budget increases, however, the MinAg has not given adequate support to providing the agreed upon operating costs for the project vehicles at Ukiriguru and Mpwapwa. The MinAg has also failed to provide adequate personnel and support for the project in the area of general logistics. This has caused problems such as undue delay in clearing and delivering loan funded project equipment to the project sites and has resulted in the team leader having to spend a great deal of time performing logistics type work that should be done by other MinAg staff.

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II. 7. Continued: Contact on key factors determining rating of Other Donors

purchase farming and training equipment for four MATIs, including Mpwapwa and Ukiriguru. The Nordic group has provided considerable capital development and technical assistance to the MATI at Mbeya. West Germany and Holland are providing assistance for other MATIs. Other donors do not presently have technical assistance personnel at Ukiriguru or Mpwapwa MATIs nor in the MDD in the Ministry of Agriculture.

III. KEY OUTPUT INDICATORS AND TARGETS

A. QUANTITATIVE INDICATORS FOR MAJOR OUTPUTS		TARGETS (Percentage/Rate/Amount)					END OF PROJECT
		CUMULATIVE PRIOR FY	CURRENT FY 77		FY 78	FY 79	
			TO DATE	TO END			
Diploma students trained (annual output) a. Ukiriguru b. Mpwapwa	PLANNED a	0	0	36	38	38	40
	b	36	0	36	36	36	36
	ACTUAL PERFORMANCE a	0	45				
	b	36	0				
Certificate students trained (annual output) a. Ukiriguru b. Mpwapwa	REPLANNED a			45	40	80	80
	b			0	35	0	35
	PLANNED a	15	0	115	120	120	125
	b	110	0	110	110	110	110
MATI teachers with degrees a. Ukiriguru b. Mpwapwa	ACTUAL PERFORMANCE a	88	101				
	b	0	75				
	REPLANNED a			100	60	60	60
	b			75	70	70	70
Teachers with degrees-entire MATI system (12 schools)	PLANNED a	13	13	13	13	13	13
	b	8	8	10	12	14	14
	ACTUAL PERFORMANCE a	8	14				
	b	5	9				
	REPLANNED a			15	16	19	25
	b			10	12	18	20
	PLANNED	69	69	70	85	95	100
	ACTUAL PERFORMANCE	60	70				
	REPLANNED			75	85	95	100
B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS	COMMENT: \$243,000 worth of training equipment for the project has been ordered under AID Loan 621-II-017. AID loan funds are also being used for the construction of staff houses at Ukiriguru and Mpwapwa MATIs for the U.S. technicians on the project. Most of the loan (CONTINUED)						
1. Improved facilities							
2. Revised curricula and lesson plans	COMMENT: The certificate program at all MATIs was recently revised so that all certificate students will receive training in general agriculture rather than specialize in crops (agriculture) or livestock. A diploma degree program in Animal Health has been initiated at Mpwapwa. The Special Assistants to the Ukiriguru and (CONTINUED)						
3. Requirements analysis for establishing Ag Education program at the Faculty of Agriculture in Morogoro.	COMMENT: The 4-man team of consultants completed this assignment in 1975 and their findings have resulted in a proposal for AID assistance for the new Dept. of Agr. Education and Extension and Center for Continuing Education in Agr. at the Faculty of Agr. & Forestry in Morogoro. A Project Paper Revision proposing to (CONTINUED)						

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B. 7. Continued: Comment on key factors determining rating of Other Data

III. KEY OUTPUT INDICATORS AND TARGETS

A. QUANTITATIVE INDICATORS FOR MAJOR OUTPUTS		TARGETS (Percentage/Rate/Amount)					END OF PROJECT
		CUMULATIVE PRIOR FY	CURRENT FY 77		FY 78	FY 79	
			TO DATE	TO END			
People in key crop/livestock positions with U.S. training through this project (Cumulative)	PLANNED	1	3	7	12	16	25
	ACTUAL PERFORMANCE	1	3				
	REPLANNED			-	--	--	--
Teachers in entire MATI system with U.S. degree training through this project (Cumulative)	PLANNED	3	3	8	18	28	35
	ACTUAL PERFORMANCE	3	7				
	REPLANNED			12	21	30	35
	PLANNED						
	ACTUAL PERFORMANCE						
	REPLANNED						
	PLANNED						
	ACTUAL PERFORMANCE						
	REPLANNED						
B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS	COMMENT: This was completed in June 1975 and is necessary for the continued success of the project after AID assistance terminates. The career status system gives permanent career status to agricultural teachers and instructors working for the MinAg, including those who will return from U.S. degree training to teach at the (CONTINUED)						
4. Permanent career service system for teaching & administrative staff of the MDD and MATIs.	COMMENT: In service training programs for MATI and mid-level extension staff are being conducted at several MATIs. About 200 in-service staff have attended these special courses during 1975 and 1976. The proposed Farmer Training Project will expose MATI teachers and students (extension trainees) more directly to farmer and village (CONTINUED)						
5. Planning and development of training programs for Ministry of Agriculture personnel.	COMMENT:						
x	COMMENT:						

Section III-Page 3. #1

equipment has arrived at the project sites and orders for grant funded teaching and training equipment have been sent and are being prepared for the Consortium to purchase under the contract. A new workshop and equipment shed was built at Ukiriguru with ASL I funds and several staff houses, classrooms, laboratories, student hostels and other buildings were recently completed at Mwapwa MATI under the IDA credit,

Section III--Page 3. #2

Mwapwa principals have been named vice-principals and coordinators of studies. As such they and their Tanzanian co-coordinators are responsible for advising all the instructors on all their lesson plans and syllabi. Dr. Holmes and Dr. Pickett are devoting about 50 percent of their time to curriculum development related activities, including improving lesson plans and in-service teacher training. A project funded consultant team recently completed a study and made recommendations for improving the curriculum development section of the MDD. Although it will be difficult to find suitably qualified people for the job, the DMD is determined to implement the recommendations contained in the consultant report. The team leader was recently assigned the responsibility for developing and revising existing syllabi throughout the MATI network.

Section III--Page 3. #3

add this new component to the project was submitted to AID/Washington in November 1976.

Section III--Page 3.A. 4

MATIs) and also administrative staff at the MATIs and the MDD. The new career service system has been received with enthusiasm by all concerned and has greatly improved their attitude toward their profession and developing/improving their teaching skills.

Section III--Page 3.A. 5

agricultural production problems. This will lead not only to improving the farmer training courses themselves, but also the regular MATI and in-service training programs. The proposed Center for Continuing Education in Agriculture at Morogoro (PP Revision No. 2) will provide non-degree in-service training for higher level extension personnel and teachers as well as MinAg and parastatal staff, development planners and professional agricultural staff throughout Tanzania.

The U.S. technicians at the MATIs, especially the assistants to the principals, are all involved in providing continuous in-service training to their Tanzanian co-workers--to upgrade their teaching skills and improve their course presentations.

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IV. PROJECT PURPOSE

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

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

B. 1. Conditions which will exist when above purpose is achieved.	2. Evidence to date of progress toward these conditions.
<p>(1) The TanGov has established a professional career system for the administrative and technical staff of the MATI system.</p> <p>(2) Regular in-service training programs underway.</p> <p>(3) Favorable TanGov response to the recommendations of the AID-funded requirements analysis on university level training for agricultural teachers.</p> <p>(4) Mpwapwa and Ukiriguru MATIs will have:</p> <p style="margin-left: 20px;">a. New and improved curricula in use.</p> <p style="margin-left: 20px;">b. Approximately two-thirds of teaching positions filled with B.S. degree holding (or higher) personnel.</p> <p style="margin-left: 20px;">c. Adequate laboratory and field space provided for student needs.</p>	<p>(1) The new Scheme of Service for all professional and non-professional/technical cadres in the Ministry was completed in June 1975. The Scheme of Service included provision for the development of a cadre of professional teachers and administrators within the MDD and MATI system. (See III.B.4).</p> <p>(2) Approximately 200 junior staff have attended in-service training courses at selected MATIs in 1975 and 1976. In-service training for senior MinAg staff, parastatal staff, teachers, rural development planners and other agriculturalists will be provided at the proposed Center for Continuing Education in Agriculture at the FAF in Morogoro. The proposed establishment of this Center for this purpose resulted from the recommendations of the requirements study of the FAF under this project. (See III.B.5).</p> <p>(3) The TanGov has accepted the recommendations of the study and requested USAID assistance in implementing the recommendations. A PP Revision adding</p> <p style="text-align: right;">(CONTINUED)</p>

V. PROGRAMMING GOAL

A. Statement of Programming Goal

To assist the Government of Tanzania achieve its objective of increased self-sufficiency in the food crop and livestock agricultural sub-sectors.

B. Will the achievement of the project purpose make a significant contribution to the programming goal, given the magnitude of the national problem? Cite evidence.

Yes.

The shortage of adequately trained agriculture 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 agriculture extension agents and agriculture 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. This is also true of the sub-projects which have been proposed under this project.

AID (480-28 (10-76)) PROJECT NO.	621-0199	PAR FOR PERIOD:	3/76 to 4/77	COUNTRY	TANZANIA	PAR SERIAL NO.	77-3
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IV. PROJECT PURPOSE

A. 1. Statement of purpose as currently envisaged.

2. Same as 1. PROFY EVID NO

B. 1. Conditions which will exist when above purpose is achieved.	2. Evidence to date of progress toward these conditions.
<p>(4) d. Proper balance achieved between classroom, laboratory and field teaching.</p> <p>e. In-service technical and administrative training courses being used to provide MinAg staff with specific skills.</p> <p>f. Annual budgets adequate to support/monitor facilities.</p> <p>(5) Key MinAg and parastatal agencies have better qualified administrative, management and technical staffs.</p>	<p>this new component to the on-going project was submitted to AID/W in November 1976.</p> <p>(4) (a) Certificate and diploma training programs are underway at Ukiriguru and Mpwapwa and are being revised/improved continuously with the assistance of the team technicians. The Assistants to the Principals have been designated as Studies Coordinators and are on the MDD Curriculum Development Committee. The DMD intends to implement the recommendations for improving the Curriculum Development Section made by the recent project funded consultant team.</p> <p>(b) To date the project has sent 21 MATI personnel for degree training in the U.S. Of the seven MATI participants who have returned, three have been assigned to Ukiriguru and Mpwapwa. In order to achieve this desired end of project condition, greater effort will have to be made to assure that a greater portion of returning participants are assigned to the Mpwapwa and Ukiriguru MATIs.</p> <p>(c) Improved facilities and much needed training equipment has and continues to be (CONTINUED)</p>

V. PROGRAMMING GOAL

A. Statement of Programming Goal

B. Will the achievement of the project purpose make a significant contribution to the programming goal, given the magnitude of the national problem? Cite evidence.

AID PROJECT NO. (118-70)	PROJECT NO.	PERIOD FOR PERIOD:	COUNTRY	FAO DESIGNATION
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IV. PROJECT PURPOSE

A. 1. Statement of purpose as currently envisaged.

2. Same as in PROP? YES NO

<p>1. Conditions which will exist when above purpose is achieved.</p>	<p>2. Evidence to date of progress toward these conditions.</p>
	<p>supplied because of the increased MATI budget, this project, AID Loan 621-H-017 and the IDA loan. More practical training is being encouraged by the U.S. project technicians and is being helped along by the arrival of additional project equipment. The proposed Farmer Training Sub-project will also improve the practical training of MATI staff and students by fostering greater exposure to and understanding of small farmers and their problems and needs.</p> <p>(d) The Assistant to the Principals are devoting approximately 50 percent of their time to this and related curriculum, syllabus and course improvement activities. (See also (c) above.) The Team Leader was recently made responsible for revising/improving syllabi throughout the MATI network.</p> <p>(e) See (2) above.</p> <p>(f) The approved operating budgets for these two MATIs increased significantly last year.</p> <p>(5) Three people in key non-MATI agriculture positions have returned from long-term training in U.S. One works in the MinAg Planning Section, (CONTINUED)</p>

V. PROGRAMMING GOAL

A. Statement of Programming Goal

D. Will the achievement of the project purpose make a significant contribution to the programming goal, given the magnitude of the national problem? Cite evidence.

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IV. PROJECT PURPOSE

A. 1. Statement of purpose as currently envisaged.

2. Same as N: PROP? YES NO

B. 1. Conditions which will exist when above purpose is achieved.

2. Evidence to date of progress toward these conditions.

one teaches at the Faculty of Agriculture at Morogoro, and the third is co-farm manager at the Arusha Seed Farm. Fourteen non-MATI participants are presently in training in the U.S. under the project.

V. PROGRAMMING GOAL

A. Statement of Programming Goal

D. Will the achievement of the project purpose make a significant contribution to the programming goal, given the magnitude of the national problem? Cite evidence.