

PROJECT APPRAISAL REPORT (PAR)

PD-AR-635-31

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1. PROJECT NO. 625-11-690-521	2. PAR FOR PERIOD July 1975 to 30 Sept. 76	3. COUNTRY CAMA Regional	4. PAR SERIAL NO. 77-02 4p.
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5. PROJECT TITLE

Pan African Institute for Development - Middle Level Manpower

1. PROJECT DI. TATION: Begin FY 71 End FY 75	2. DATE LATEST PROP 29 July 1974	3. DATE LATEST RIM "	4. DATE PRIOR PAR 23 July 1975
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10. U.S. FUNDING	a. Cumulative Obligation Thru Prior FY: \$690,000	b. Current FY Estimated Budget: \$ 0	c. Estimated Budget to completion After Current FY: \$ 0
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11. KEY ACTION AGENTS (Contractor, Participating Agency or Voluntary Agency)

a. NAME	b. CONTRACT, PASM OR VOL. AG. NO.
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I. NEW ACTIONS PROPOSED AND REQUESTED AS A RESULT OF THIS EVALUATION

A. ACTION (X)	B. LIST OF ACTIONS	C. PROPOSED ACTION COMPLETION DATE
YEAR	AGENCY	HOST

Notes:

- This is the final PAR for the project.
- An A.I.D. evaluation of this project was made in October 1973. See "Report and Recommendations on the Pan African Institute for Development", November 1975.

12. REVIEWED BY (NAME)	<input type="checkbox"/> RSM <input type="checkbox"/> PIP <input type="checkbox"/> PMS <input type="checkbox"/> PLO/T <input type="checkbox"/> PLO/C <input type="checkbox"/> PLO/P	13. DATE OF MISSION REVIEW
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14. PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE Norman W. Green <i>NWG</i>	15. MISSION DIRECTOR: TYPED NAME, SIGNED INITIALS AND DATE John W. Kuehring, RDO/Yaounde <i>JWK</i>
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2/2/77

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			OUT-REACHING	LOW			MEDIUM			HIGH		
	1	2	3	4	5	6	7	1	2	3	4	5	6			
1. Charles O. Smith, AID/afr C-1025						X										X
2.																
3.																

Comment on key factors determining rating:

Mr. Smith's 30-month Personal Services Contract under this project ended on July 31, 1976. However, at the request of PAID, he was given a new AID contract (under Project 625-0905) to extend his services as Agriculture Extension Advisor for an additional 12 months. The fact that PAID requested an extension of his services is the best indication that the contractor has served satisfactorily in his position at the PAID Institute in Buea, Cameroon. Mr. Smith has competently performed his duties which have included curriculum development, classroom teaching, development of teaching materials, and supervision of students' field training experiences.

1. PARTICIPANT TRAINING	1	2	3	4	5	6	7	1	2	3	4	5
		X									X	

Comment on key factors determining rating:

The project provided for long-term training for two Africans to be assigned to the staff of the PAID Institute in Buea after receiving M.S. degrees in the U.S. One of the training programs was completed and the participant is now employed as planned. The other training program did not take place because the proposed participant decided to continue working for the Nigerian government rather than commit himself to work for PAID.

2. COMMODITIES	1	2	3	4	5	6	7	1	2	3	4	5
							X					X

Comment on key factors determining rating:

All commodities ordered under the project have been received.

3. COOPERATING COUNTRY	A. PARTICIPATING							B. OTHER					
	1	2	3	4	5	6	7	1	2	3	4	5	
							X					X	

Comment on key factors determining rating:

PAID is a private, international organization whose headquarters are in Geneva but whose functional institutions are located in Cameroon. PAID has good working contacts with about 30 African countries which are, in effect, the "cooperating countries" for this project. At a conference held in July 1975 to mark PAID's 10th Anniversary, representatives of the African countries expressed continuing support for PAID's programs. At present, PAID receives about 10% of its financial support from African countries, especially Cameroon, Ivory Coast, and Senegal. PAID's goal is to increase the amount of support from African countries to a level of 35% of its total operating budget. Contributions from African countries include payments of training fees for their students and payment of a major portion of the costs involved in holding seminars in their respective countries.

4. OTHER DATA	1	2	3	4	5	6	7	1	2	3	4	5
							X					X

II. 7. Continued: Expenses on key factors determining rating of Other Sources

PAID is a non-profit organization which depends heavily on donations for its existence. In addition to AID (which provides approximately 25% of PAID's operational costs), some 20 countries and organizations support PAID. This support is in the form of scholarships to attend PAID Institutes, professors' salaries, operating funds, and building funds. Two of the donors, along with the Cameroon government, have provided the entire cost of constructing new buildings for the PAID Institute in Buea.

III. KEY OUTPUT INDICATORS AND TARGETS

A. QUANTITATIVE INDICATORS FOR MAJOR OUTPUTS		TARGETS (Percentage/Note/Amount)					END OF PROJECT
		CUMU- LATIVE PRIOR FY	CURRENT FY		FY	FY	
			TO DATE	TO END			
Number of African students having completed long-term middle-level training at PAID Institute since conception through 1976 (end of project)	PLANNED	834					134
	ACTUAL PERFORMANCE	834					
	REPLANNED						
Number of African students attending short-term training courses for middle-level personnel in various African countries.	PLANNED	1200					1200
	ACTUAL PERFORMANCE						
	REPLANNED						
Counterparts to be trained in audio-visual/mass communications and agriculture extension methods.	PLANNED	2					1
	ACTUAL PERFORMANCE	1					
	REPLANNED						
Commodities for audio-visual aids and agriculture extension ordered, received, and in place.	PLANNED	100%					100%
	ACTUAL PERFORMANCE	100%					
	REPLANNED						
B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS		COMMENT: The PAID Institutes in Buea and Douala have organized some 20 external seminars in cooperating countries for middle level development agents. 1200 individuals have attended (see above), including former PAID students. Countries requesting seminars have contributed a share of the costs.					
1. African countries requesting and receiving assistance in holding short-term training courses in their countries.		COMMENT: Because of better selection procedures and rising levels of education in African countries, the quality of trainees received by PAID has continuously improved. PAID's follow-up statistics indicated that over 76% of PAID graduates are employed by governments, 7% by the private sector, and 8% have gone on for further studies.					
2. Government selection and utilization of trainees		COMMENT: During the past year, PAID has undertaken intensive efforts to review and improve its middle-level training programs. A unit system is being adopted which enables students to attend part or all of the total training program according to their needs. The objectives, content, and methods of each unit of instruction are being carefully reviewed.					
3. Quality of instruction							

IV. PROJECT PURPOSE

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

To provide a cadre of middle-level trained manpower capable of designing, formulating, and managing rural development programs for governments and organizations in Africa.

B. 1. Conditions which will exist when above purpose is achieved.	2. Evidence to date of progress toward these conditions.
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<p>Skilled manpower trained at the middle level capable of giving guidance and management to rural development projects and programs.</p> <p>African governments support PAID.</p>	<p>Number of PAID graduates that hold responsible positions in which rural development planning and management is a major part of their activities.</p> <p>Willingness of governments to send qualified students to PAID Institutes, and to utilize them appropriately after graduation. Amount of financial support African governments provide for PAID activities.</p>
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V. PROGRAMMING GOAL

A. Statement of Programming Goal

To contribute to the implementation of national development programs at the rural level.

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. See item B previous page.