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Professional Employee Exchange Program

Between

Egypt's Ministry of Irrigation & Salt River Project, Arizona, U.S.A.

1983 Interim Progress Report



Introduction



In the latter part of 1981, a historic agreement was signed by the Ministry of Irrigation of Egypt (MOI/GOE) and Salt River Project (SRP) of Phoenix, Arizona.

Under the auspices of the United States Agency for International Development (USAID), the two organizations agreed to exchange information about their water operation and management practices.

The agreement is known as the Professional Employee Exchange Program (PEEP). With it, a new era

of cooperation and technical challenge began between these two organizations in two friendly countries.

The purpose of this report is to present a brief summary of the history, present status and accomplishments of the Professional Employee Exchange Program as of May 1983.

The program does not provide financial consideration to any of the participants—but it does offer a unique educational opportunity for all involved.

***Dateline: Cairo**—Prior to the actual creation of the Professional Employee Exchange Program, extensive feasibility studies were conducted. The prime influences behind the final PEEP agreement were His Excellency Engineer M. A. Samaha, Minister of Irrigation and Sudan Affairs for Egypt; and Salt River Project President Karl Abel.*

The Organizations Involved in the Program

Salt River Project

Salt River Project (SRP) is the first and most successful multipurpose water reclamation project in the United States. Today SRP serves 250,000 acres (feddans) in Central Arizona with a low-cost, dependable water supply for agriculture, municipal and industrial use. It also generates electric power for nearly 500,000 users.

SRP is a self-governing and unique organization. It is an electric utility company, a municipality, a non-profit organization, a cooperative association and a Federal Reclamation Project. The president and vice president are elected by SRP shareholders, and act as executive officers of the organization. A general manager is appointed to manage the daily operations of the Project, and reports to the board of directors.

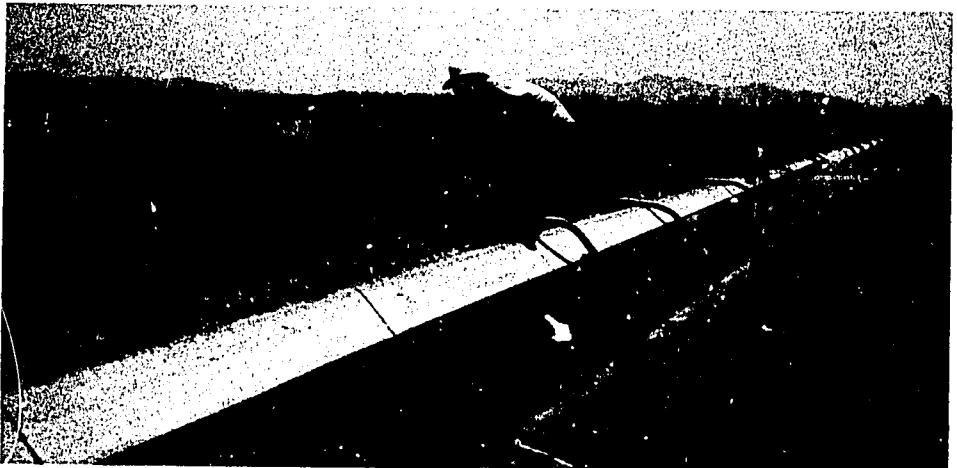
SRP actually is composed of two organizations: the Water Users' Association, which operates and maintains the irrigation facilities, and the Power District, which operates and maintains electrical generating, transmission and distribution facilities. About 5,000 employees handle daily operations.

Approximately 75 percent of the Project's annual water supply comes from a multi-purpose reservoir system, while the remainder comes from 250 deep wells in the Phoenix area.

Egyptian Water Use and Management Project

The Egyptian Water Use and Management Project (EWUP) is a joint effort of the Government of Egypt and the United States Agency for International Development.

EWUP is charged with the research and development task of working with Egyptian farmers to improve on-farm water management. Goals of the group



In the arid lands of Egypt and Arizona, farmers and their lands are dependent upon reliable irrigation systems.

are to increase agricultural production, while applying modern water conservation methods.

The EWUP staff in Egypt includes nearly 200 Egyptians and nine Americans. The Consortium for International Development (CID), a group of western U.S. colleges and universities, provides technical support to EWUP, and Colorado State University serves as lead university in the project.

The Two Come Together

Because of its prominence in the field of water operations and management, SRP regularly receives hundreds of visitors each year—dignitaries and technical teams, particularly from the Middle

East. (There is a great similarity in climate and physiography between Middle East countries and Arizona.)

Thus, through the EWUP training program, it was inevitable that SRP should communicate regularly with USAID and the Ministry of Irrigation of the Government of Egypt.

In the fall of 1977, SRP management indicated a further interest, in passing on to the MOI some of the management, irrigation and water scheduling techniques in use in Arizona. And so, the concept of the Professional Employee Exchange Program was born.

History of the Program



In the chairman's office of Egypt's massive High Aswan Dam, 1980, Engineer Fawzy F. Helwa, chairman of High Dam Authority in Aswan, explained dam operations to SRP visitors Reid Teeples, Karl Abel, John Lassen and Ed Kirdar.

In May of 1979, a contingent of Egyptians visited Salt River Project to assess the Project's operations, the services it provides to farmers, and possible applications to farmers in Egypt. The group was led by His Excellency Engineer **M. A. Samaha**, Minister of Irrigation and Sudan Affairs for Egypt, and included the following representatives:

Eng. Sarwat Fahmy
Director,

Water Master Plan for Egypt

Dr. M. El Moatasm
Senior Engineer,
Side Effects of

High Aswan Dam Research Institute

Dr. Mahmoud Abu-Zeid
Chairman,

Water Research Center of Egypt

Dr. A. Rady
Technical Director,
Minister's Office

Dr. E. V. Richardson
EWUP Project Coordinator,
Colorado State University

Minister Samaha and the members of his contingent were impressed with what they saw, and the idea of cooperation between

SRP and the MOI was initiated at that time. SRP management expressed its willingness for additional information exchanges.

In August of 1980, Minister Samaha invited top executives from SRP to visit Egypt to . . . "learn about Egyptian irrigation systems and the problems facing the MOI and Egypt's agriculture as we move to modernize our agricultural and irrigation system."

The Minister's invitation was accepted, and in October 1980, a visit to Egypt was made by the following officials from SRP:

Karl Abel
President,
Salt River Project

John Lassen
Vice President, SRP

Reid Teeples
Associated General Manager,
Water

Richard L. Juetten
Manager,
Water Resources & Services

Ed Kirdar
Supervisor,
Special Studies, Water

Their visit was also a productive one, as they traveled from Cairo to High Aswan Dam, meeting with both MOI officials and Egyptian farmers to familiarize themselves with the country's irrigation methods. The hospitality and friendship the SRP team encountered on its visit led to further cooperation, and the development of an exchange program.

Finally, in October of 1981, in Cairo, the elements of the PEEP agreement were finalized. Shortly afterward, the official PEEP document was signed in Phoenix, in November, by representatives from all organizations concerned. The agreement provides that the following are to be coordinator/contact persons:

SRP/PHOENIX, ARIZONA
Reid Teeples
Associate General Manager,
Water

MOI/CAIRO, EGYPT
Dr. M. Abu-Zeid
Chairman,
Water Research Center of Egypt

USAID/CAIRO, EGYPT
Niel Dimick/John Foster
Project Officers

EWUP/CAIRO, EGYPT
Dr. G. Quenemoen
Project Technical Director

EWUP/FORT COLLINS, COLORADO
Dr. E. V. Richardson
Project Coordinator

Implementation of the Program



Egypt's Essam Menoufy Mohamed briefs SRP officials Don Weesner and Don Davis about Egyptian barrage and dam sites.

The purpose of the Professional Employee Exchange Program has several elements:

- to improve the ability of MOI staff to schedule irrigations according to crop needs;
- to improve the management of water deliveries to farmers;
- to improve maintenance of the Egyptian water delivery system;
- and to gain an understanding of American surface irrigation techniques, irrigator organizations and management.

It was determined when the PEEP agreement was created that the program should last initially for two years. During that time, 16 staff from the MOI would work with SRP in Arizona. Concurrently, eight SRP staff members would work with the MOI in Egypt.

Representatives of the two groups travel in pairs, and spend six to eight weeks in the host country. They begin their tours with orientation at the EWUP project in Fort Collins, Colorado.

As of May 1983, the following participants have completed PEEP exchanges:

EGYPTIAN PARTICIPANTS

April 5-May 14, 1982
Esam El- Din Fawzi Barakat
Irrigation Engineer
Mansoria Irrigation District

Adel Husehm Saleh
Assistant Director of Works
Delta Barrage

July 9-August 20, 1982
Ahmed Mostafa Ahmed
Engineer
Kena Irrigation Directorate

Mahmoud Mostafa Sayed
Engineer
Assuit Irrigation Directorate

October 16-November 27, 1982
Abd El-Rahman Shalaby
Director of Ministers Technical Office

Salem Adb El-Ghaffar
Engineer
Barbia Irrigation Directorate

February 19-April 3, 1983
Ibrahim Ismail Gad
Engineer; Director of Works
Minufia Irrigation Directorate

Essam Menoufy Mohamed
Engineer; Assistant Director,
Kena Irrigation Directorate

SALT RIVER PROJECT PARTICIPANTS

April 13-May 26, 1982
Alex Richards
Manager
Civil Engineering/Water

Don Davis
Management Specialist
Water Staff

October 13-November 24, 1982
Ron Merkley
Manager
Water Construction
& Maintenance Department

Jim McDade
Lead Hydrology Field Specialist

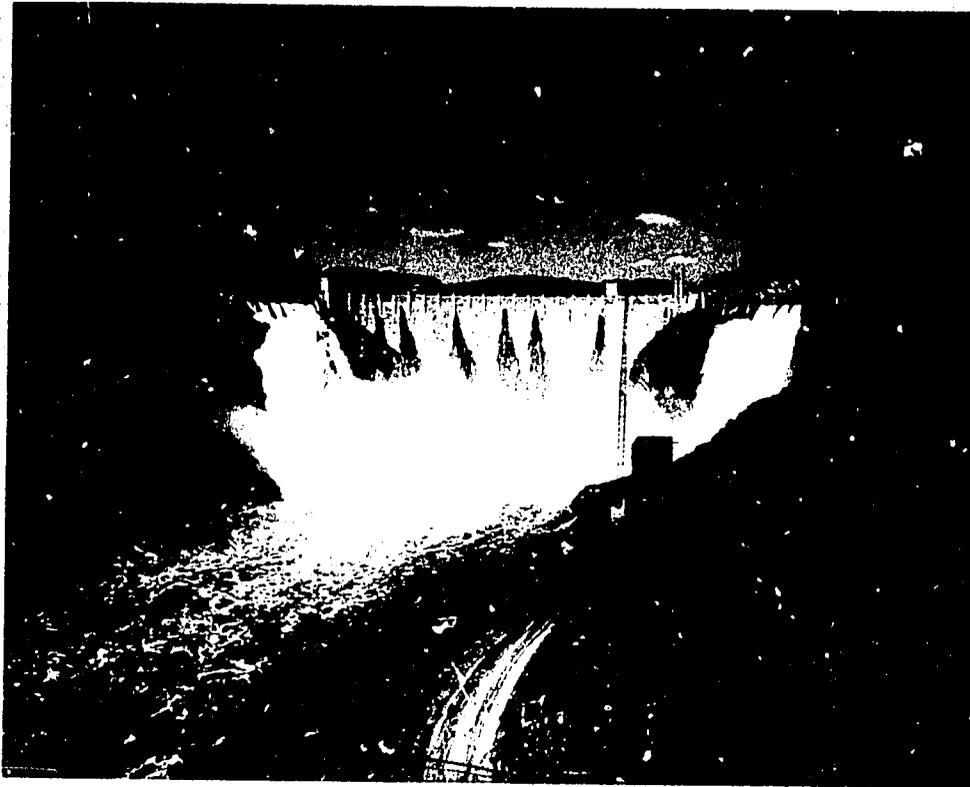
March 6-April 20, 1983
Sid Friar
Manager
Water Operations Department

Don Womack
Executive Engineer
Water Staff

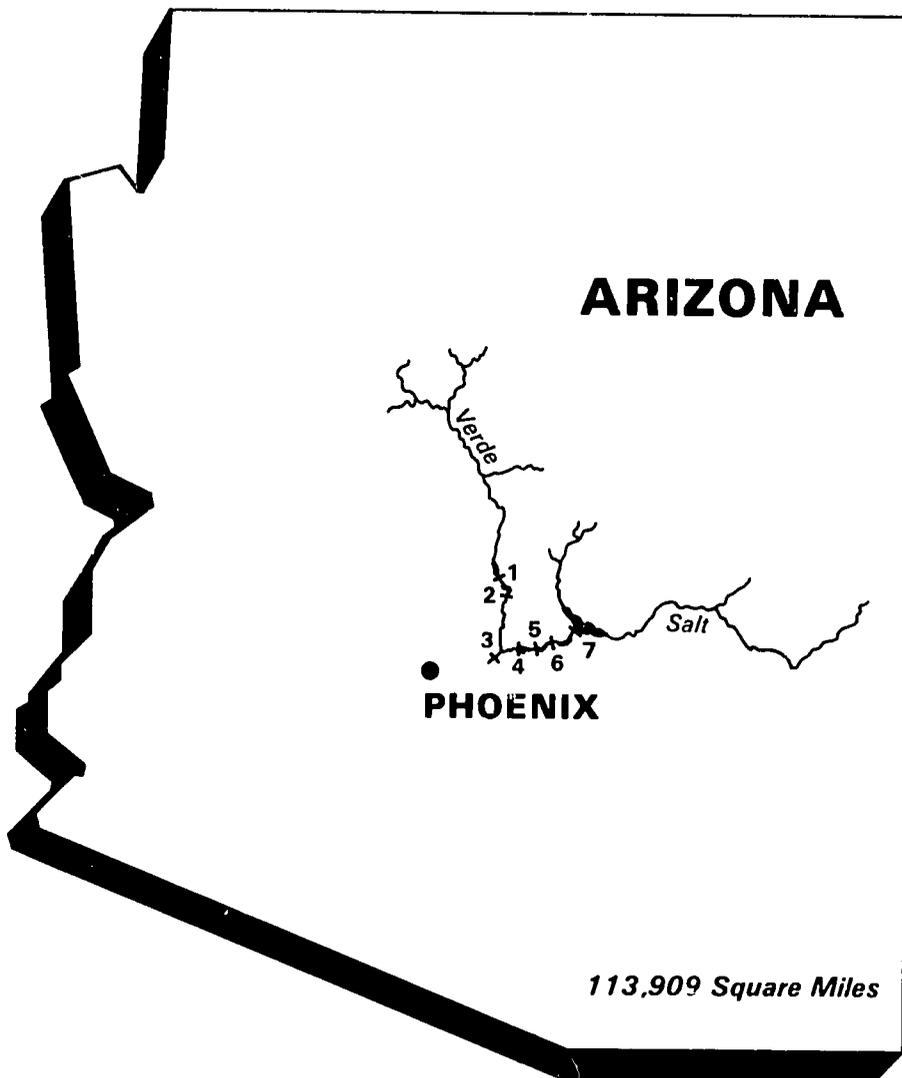
Additional participants are scheduled to begin their trips in months ahead.



SRP's Alex Richards was the company's first technical representative to visit Egypt (top photo) and work directly with Egyptian irrigation engineers, such as Said Ismail Abdel Mawla, Ahmed Mostafa Ahmed and Mahmoud Mostafa Sayed inspect a water measurement device on their trip to the United States (left). Management Specialist Don Davis (right) learns about Egyptian facilities for calibrating water current meters from Dr. Soud Al-Khafif.



**Roosevelt Dam
— Arizona**



It might seem unlikely at first glance that Egypt and Salt River Project could have much in common. The two are located on different continents, separated by thousands of miles. Egypt's Nile River has nourished farmlands for thousands of years. SRP's irrigation system, although founded on an ancient canal system from an earlier civilization, is not yet 100 years old. The Egyptian irrigation and riverine systems extend for hundreds of miles, while SRP's service area is rather closely intertwined.

Salt River Project Dams

- | | |
|---------------------|----------------|
| 1. Horseshoe | 5. Mormon Flat |
| 2. Bartlett | 6. Horse Mesa |
| 3. Granite Reef | 7. Roosevelt |
| 4. Stewart Mountain | |

-  13,000 Sq. Mile Project Watershed
-  Irrigated Area (250,000 acres/feddans)



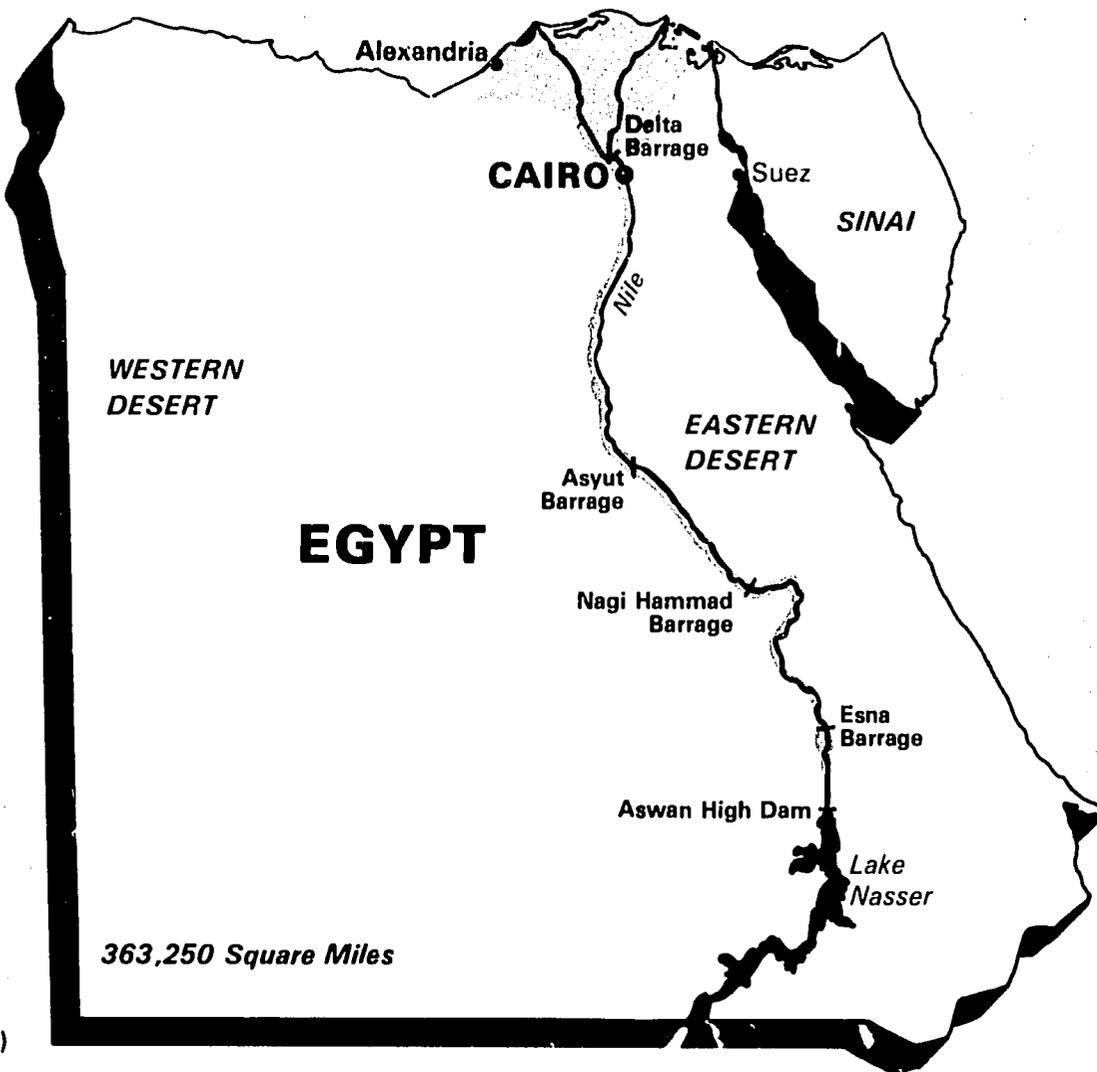
Aswan High Dam
Egypt



Cooperation

Yet the similarities between the two systems are many. Each is based on a major system of dams and barrages which regulate the flow of water to farmlands. The water supplied is of the utmost importance in maintaining the existence of major metropolitan areas. Modern and sophisticated techniques of water measurement and delivery are crucial to efficient operations.

The PEEP effort has bridged the oceans and miles—and in doing so also bridges information gaps in the area of technical knowledge.



Evaluating Progress of the Program



It was recognized early-on that the PEEP effort should be evaluated regularly to determine whether it was working as hoped.

The first such evaluation was conducted in Phoenix in September of 1982, and in addition to offering an exchange of ideas about how to improve PEEP, it gave MOI officials added opportunity to learn about SRP operations. **Dr. E.V. Richardson**, EWUP coordinator from Fort Collins, Colorado, attended the evaluation sessions, as did three Egyptian officials:

Eng. Waguih Abbas
Under Secretary

Dr. M. Abu-Zeid
Chairman,
Water Research Center of Egypt

Dr. Hassan Wahby
Director,
Water Management
Research Institute

At the onset of the evaluation session hosted by members of SRP's Water Group staff, Dr. Richardson said USAID considered

the PEEP effort to be the best of its kind yet. Dr. Abu-Zeid was similarly enthusiastic. The two groups worked out minor procedural improvements for the program during the evaluation session, and recommended the PEEP exchanges continue.

A second evaluation visit has been scheduled, in Cairo, for May of 1983. An SRP delegation will travel to Egypt to gain further first-hand information about Egypt's irrigation system, and to discuss with MOI representatives the possibility of future endeavors such as PEEP. The delegation will include:

Marcel Boulais
Vice President

Jack Pfister
General Manager

Bob Mason
Director,
Water Group Management Staff

Ed Kirdar
Supervisor,
Special Studies, Water

Egyptian evaluation team, 1982 (above): Dr. Hassan Wahby; Engineer Waguih Abbas; Dr. M. Abu-Zeid; with SRP Irrigation Superintendent Bob Hensley. Second evaluation team, Egypt, mid-1983, includes SRP personnel (top right): Ed Kirdar; Marcel Boulais; Jack Pfister; and Bob Mason. Earlier evaluation and assessment visits (bottom) in Egypt and Arizona laid the groundwork for PEEP.



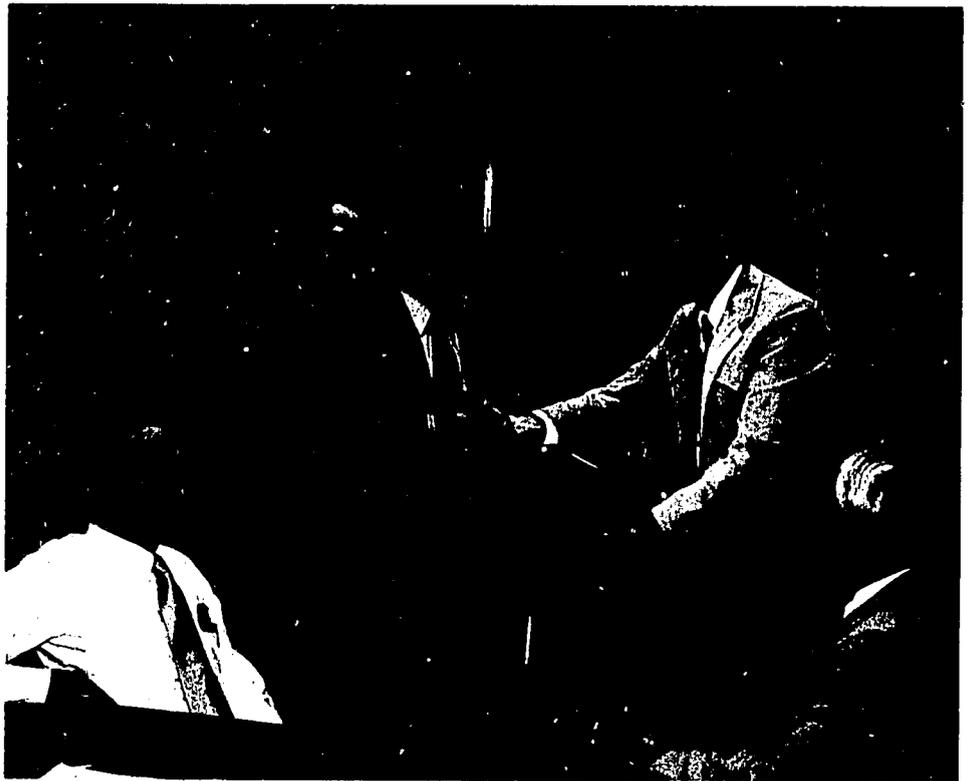
Current Status and Accomplishments of the Program

As of May 1, 1983, the Professional Employee Exchange Program first phase was 60 percent complete. Eight of the 16 Egyptian participants scheduled to work with SRP have done so. The remaining eight will complete their tour during the next 12 months. Six of the eight Americans scheduled to visit Egypt have finished their tours, with the other two scheduled for October 1983.

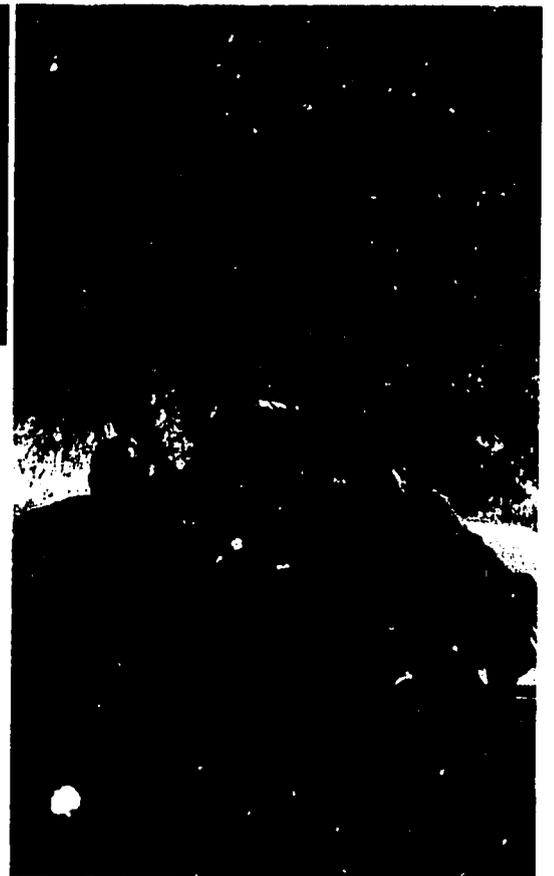
PEEP has given MOI participants the opportunity to personally observe and gain a working knowledge of SRP operations and management. Each has acquired an understanding of the basic knowledge needed to modernize existing irrigation systems in Egypt, and to construct and operate new systems.

The program has produced new opportunities—and challenges—in the field of water operation and management, as well as creating new understanding and friendship between Egyptians and SRP personnel.

The PEEP exchanges have established core groups of people at both SRP and the MOI who understand the needs and capabilities of both organizations. The understanding and respect which have resulted from this mutual knowledge can go far toward laying a foundation for added cooperation in the future.



At the completion of their PEEP tour in Arizona, Abd El-Rahman Shalaby and Salem Adb El-Ghaffer receive hearty congratulations from SRP's Don Weesner (top photo). Al Risinger's visit to Egypt (above) was facilitated by Dr. Mona El-Kady, engineer, and Bill Braunworth, EWUP agronomist. Ron Merkley (right) shares a moment of comaraderie with Esam El-Din Fawzi Barakat and driver during a field trip in Egypt.

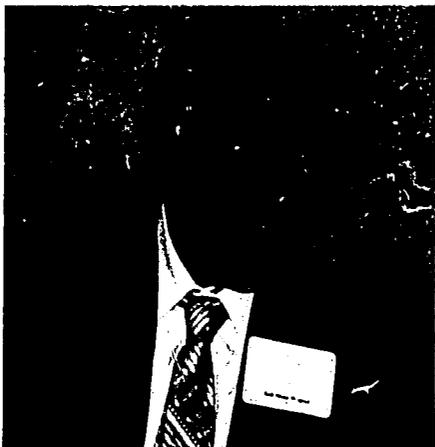


A Three-Way Perspective

Perhaps the best assessment of the Professional Employee Exchange Program can be seen in the remarks of those most intimately involved with the program since its inception.

At the onset of the program, His Excellency Engineer M.A. Samaha outlined his hopes for the program. After PEEP had been under way for one year, Dr. E.V. Richardson was one of those who

remarked on its progress. And today, as the second evaluation meeting approaches, SRP President John Lassen offers his thoughts for the future.



"The cooperation which has lasted between us since we started our cooperative effort has borne fruit. . . .Our mutual cooperative effort will be much reinforced through the agreement which we conclude today. . . .focusing mainly on the exchange of knowledge and experience in the field of irrigation development. . . .We are keen to gain the fruits of this excellent program, and we hope our mutual cooperation will continue and be consolidated in the framework of the help extended by the USAID."

M. A. SAMAHA
Minister of Irrigation
and State for Sudan Affairs



"The professional exchange program between Egypt's Ministry of Irrigation and Arizona's Salt River Project has established a lasting bond of personal friendship between the professionals in both institutions. Both the Americans and the Egyptians have learned and profited from this hands-on working exchange program. When I meet with an MOI or SRP professional who has taken part in the exchange, inevitably they express how much they have learned, the friendships they have established and the value to them in having taken part in the exchange program. As one SRP Engineer told me, 'Knowledge is a two-way street.'"

Dr. E. V. RICHARDSON
Project Coordinator, EWUP



"We at Salt River Project look back on the past year and a half with a feeling of accomplishment and pride. We have learned much from our visits to Egypt, and in similar measure we believe we have been able to communicate some of our own expertise in the field of irrigation to the people of Egypt. We see this as the groundwork for future cooperation between the United States and Egypt—as the basis for continued good friendship between our two peoples."

JOHN LASSEN
President, Salt River Project.

The Truth, in a Youthful Smile



It has been said that children are the same the world over. . .and that would seem to be true, judging from the smiles on these young faces, although they are thousands of miles apart.

In a very real way, the high spirits of these American and Egyptian kids reflect the spirit of the Professional Employee

Exchange Program. Our peoples have been able to overstep international boundaries and work together as friends.

May we retain the exuberance and candor of our youthful relatives, as we continue our exchanges of people and knowledge.