

PD-RAT-225 46025

(8)

CLASSIFICATION  
PROJECT EVALUATION SUMMARY (PES) - PART I

Report Control  
Symbol U-447

1. PROJECT TITLE Zimbabwe Manpower Development Project Eval. Rpt. Rec'd PRO/E SEP 07 1984 (37)		2. PROJECT NUMBER 613 - 0125	3. MISSION/AID/W OFFICE USAID/Harare
		4. EVALUATION NUMBER (Enter the number maintained by the reporting unit e.g., Country or AID/W Administrative Code, Fiscal Year, Serial No. beginning with No. 1 each FY) 1	
		<input checked="" type="checkbox"/> REGULAR EVALUATION <input type="checkbox"/> SPECIAL EVALUATION	

5. KEY PROJECT IMPLEMENTATION DATES			6. ESTIMATED PROJECT FUNDING A. Total \$ 13,139,000 B. U.S. \$ 13,139,000	7. PERIOD COVERED BY EVALUATION From (month/yr.) July 1982 To (month/yr.) May 1983 Date of Evaluation Review	
A. First PRO-AG or Equivalent FY 83	B. Final Obligation Expected FY 86	C. Final Input Delivery FY 88			

8. ACTION DECISIONS APPROVED BY MISSION OR AID/W OFFICE DIRECTOR

A. List decisions and/or unresolved issues; cite those items needing further study. (NOTE: Mission decisions which anticipate AID/W or regional office action should specify type of document, e.g., algram, SPAR, PIO, which will present detailed request.)	B. NAME OF OFFICER RESPONSIBLE FOR ACTION	C. DATE ACTION TO BE COMPLETED
1) Development of a revised plan for distribution of project funds	USAID/ HRD Division	September, 1984

9. INVENTORY OF DOCUMENTS TO BE REVISED PER ABOVE DECISIONS			10. ALTERNATIVE DECISIONS ON FUTURE OF PROJECT	
<input type="checkbox"/> Project Paper	<input type="checkbox"/> Implementation Plan eg., CPI Network	<input type="checkbox"/> Other (Specify)	A. <input checked="" type="checkbox"/> Continue Project Without Change	
<input checked="" type="checkbox"/> Financial Plan	<input type="checkbox"/> PIO/T	_____	B. <input type="checkbox"/> Change Project Design and/or	
<input type="checkbox"/> Logical Framework	<input type="checkbox"/> PIO/C	<input type="checkbox"/> Other (Specify)	<input type="checkbox"/> Change Implementation Plan	
<input type="checkbox"/> Project Agreement	<input type="checkbox"/> PIO/P	_____	C. <input type="checkbox"/> Discontinue Project	

11. PROJECT OFFICER AND HOST COUNTRY OR OTHER RANKING PARTICIPANTS AS APPROPRIATE (Names and Titles)		12. Mission/AID/W Office Director Approval	
Marcia V. Ellis for Richard L. Shortlidge Jr., HRDO		Signature Roy A. Stacy	
		Typed Name Roy A. Stacy, Director	
		Date	

13. Current Project Situation -

There are ~~83~~ 83 participants undergoing degree training under the ZIMMAN Project. Of these, 75 are on long term training in the US, 5 are on short term degree training (in U.S.) and 3 are on long term degree training in third countries.

Participants under training can be broken down by field of training as follows:

Agriculture	18 participants
Technical/Engineering	30 participants
Health/Medical Science	20 participants
Public/Business Administration	5 participants
Urban Planning	1 participant
Education	1 participant
Social Science/Statistics	4 participants
International Law	1 participant

Total 80 participants

*3 - 3<sup>rd</sup> country*

To date there have been (2) two Zimbabwean participant returnees with degree training. The number of person-months of training-related short-term consultants completed is 12.

The ZIMMAN Project has so far sent out (56) fifty six

Zimbabwean participants who have returned from short term non-degree training in the U.S. and third countries. No Zimbabweans have received in-country training under the ZIMMAN Project.

14. Evaluation Methodology -

The evaluation was executed through a project seminar held in Harare, Zimbabwe, May 14-17, 1984. Participants in this seminar included officers from the following: Institute of International Education, USAID/HRD Division, the Zimbabwe Ministries of Labour and Finance, the Academy for Educational Development, USIS, and the U.S. Embassy Consular Section, Harare.

Purpose of this evaluation was to discuss progress to date and issues affecting forward planning and implementation. Total evaluation costs were approximately \$2,500 dollars. These expenses were primarily for seminar facilities rental.

16. The following factors negatively affected the provision of project inputs:

- a. insufficient lead time for the selection of trainees lessened the possibility of obtaining the lowest participant costs and greatest efficiency

- b. restrictions which limit technical consultants to six month contracts thus eliminating the necessary flexibility in matching TA with academic program schedules

Support for third country training should be provided in order to lower overall training costs and take advantage of contiguous and relevant training opportunities in Africa

17. When processing of more participants under ZIMMAN is completed this fall, the project outputs should be very close to the projected outputs targets. About 27 more participants are leaving this August for long term training, which will increase the total of participants to 107 participants.

Sound and satisfactory management of the participants under ZIMMAN has been achieved largely due to the efforts of the contractor (the Institute of International Education) and the mission.

18. Purpose -

Project purpose is, " to assist the GOZ to sustain high professional standards and operational effectiveness through training trainers and staff development in select areas

relevant to the GOZ's development priorities in small farm agriculture, technical manpower development management, teacher training, and health". The following are indicators of the above:

Two Zimbabwean participants returned with degree training.

Twelve person-months of training related short-term consultants completed.

Thirteen Zimbabwean participants returned from S/T training in the U.S. and third countries and none have received in-country training.

EOPs from the PP are still considered a valid description of what will exist when the project purpose is achieved.

19. Goal/Sub-goal -

Sector Goal - ".....to increase Zimbabwe's human resource infrastructure to implement programs directed at equitable social and economic development.....".

## 20. Beneficiaries -

Beneficiaries from the Zimman project include the GOZ, the participants and the local economy in particular.

Appropriately trained manpower has the net effect of sustaining high professional standards and also can enhance the country's socio-economic development.

## 21. Lessons Learned

Consultation between the GOZ and USAID with regards to the selection of priority training areas has been beneficial. Also sector training aid seems to be working well because accountability apparently seems to be shared by both the GOZ and USAID. The need to thoroughly orient participants about US academic life and social customs was realised as one of the most important and necessary components of the program. It became important that participants be assisted with data collection at home once they had left for training and also be kept abreast with happenings at home. The contractor under ZIMMAN, the IIE, will do this.

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