

AGENCY FOR INTERNATIONAL DEVELOPMENT PD-AAW-058
USAID / HONDURAS

July 16, 1987

Mr. Leonel Bendeck
President
Advisory Council on Human
Resources Development
Edificio Quinchon Leon, 5 Piso
Apartado Postal 1599
Tegucigalpa, D.C.

Advisory Council on Human
Resources Development
Project No. 522-0257
Grant Letter of Agreement
Amendment No. 4

Dear Mr. Bendeck:

Pursuant to the authority contained in Section No. 105 of the Foreign Assistance Act of 1961, as amended, the Agency for International Development (hereinafter referred to as "A.I.D.") hereby amends the Grant to the Advisory Council on Human Resources Development (hereinafter referred to as "CADERH") to increase the grant by an amount of \$1 million in support of its development program. This action increases the total dollar amount obligated for the Project to \$2,080,000 to date. Future obligations of up to \$4,245,000 will be contingent upon satisfactory project progress, the availability of funds to A.I.D. for this purpose and the mutual agreement of both parties to proceed. In addition, pursuant to arrangements agreed upon between A.I.D. and the Government of Honduras for the use of local currency under Economic Stabilization Facility Program (522-0283), A.I.D. hereby makes available an additional sum of L6,768,600 to CADERH to provide on going support to their program as described in Attachment A, of this Letter of Agreement. The new local currency grant total is L15,668,600. Obligation of the additional L6,768,600 is also contingent upon satisfactory project progress, the availability of funds to A.I.D. for this purpose and the mutual agreement of both parties to proceed. I am also pleased to advise you that the grant expiration date has been extended from January 30, 1990 to May 30, 1992.

This Grant amendment is effective and obligation is made as of the date of this letter and shall apply to commitments made by the Grantee (CADERH) in furtherance of program activities during the period beginning May 1, 1987 and ending May 30, 1992. It is expected that CADERH will be financially self-sufficient by 1992. As a result, it is unlikely that any additional A.I.D. funds will be provided to CADERH beyond 1992.

SCHEDULE

The Project schedule included in Amendment No. 3 is deleted in its entirety and submitted in place thereof the following:

A. Purpose of the Grant

The Project purpose is to strengthen CADERH in order to create a technically and financially viable vocational/technical institution which will continue its on-going role as the link between the private sector and the vocational/technical training system for responding to private sector training needs and priorities. The activities supported under the amendment will establish mechanisms that will respond to private sector training needs by: (1) providing job entry level skill training, certification, and job placement and; (2) providing skill upgrading training, certifying and increasing the productivity of existing employees.

B. Period and Amount of Grant

1. The effective date of this Grant is May 1, 1987, and the expiration date of this Grant is May 30, 1992.

2. A.I.D. hereby makes available TWO MILLION EIGHTY THOUSAND UNITED STATES DOLLARS (\$2,080,000). Subject to the availability of funds, to A.I.D. for this purpose, the mutual agreement of the parties to proceed and satisfactory Project progress, A.I.D. plans to provide a total of SIX MILLION THREE HUNDRED AND TWENTY-FIVE THOUSAND UNITED STATES DOLLARS (\$6,325,000) for the life of the project for the purposes of this Grant as shown in the Financial Plan (Attachment C). In addition, A.I.D. pursuant to arrangements agreed upon by the Government of Honduras, makes available local currencies under the Economic Support Fund in the amount of FIFTEEN MILLION SIX HUNDRED AND SIXTY EIGHT THOUSAND, SIX HUNDRED LEMPIRAS (L15,668,600) for the life of the project for the purposes of this Grant as shown in the Financial Plan (Attachment C).

C. Financial Plan

Attachment C provides the Financial Plan for this Project which contains USAID and CADERH contributions to the Project. Revisions to Attachment C shall be made in accordance with procedures set forth below. The budget indicates Project needs during the five years of the life of the Project. Adjustments among budget line items in excess of 15% are subject to A.I.D. approval, with the provision that no upward adjustments will be permitted with respect to the salary line items without the prior approval of A.I.D.

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DETAILED PROJECT DESCRIPTION

The project description contained in the original project agreement is substituted in its entirety and substituted in place thereof the following:

A. Goal

The project goal is to generate increased employment opportunities (approximately 15,000 person-years) through the improvement of the quality and relevance of vocational and managerial training.

B. Purpose

The project purpose is to strengthen CADERH in order to create a technically and financially viable vocational/technical institution which will continue its on-going role as the link between the private sector and the vocational/technical training system for responding to private sector training needs and priorities.

C. Project Description

The present CADERH OPG has seven components. Present Components III, IV and V, will be phased out by May 1987. Components II and VI will end by January 30, 1990. Remaining components I and VII will be extended through 1992 under the consolidated project.

<u>Present Components</u>	<u>End Date</u>
Component I (Curriculum Development and Trade Certification)	3/92
Component II (Technical Assistance to INFOP)	1/90
Component III (Training for Local Management Training Organizations)	5/87
Component IV (Consciousness-raising Campaign)	5/87
Component V (CADERH Institutional Strengthening)	5/87
Component VI (Vocational Education Productivity Project)	1/90
Component VII (Other Activities)	3/92

CADERH programs will be consolidated into three core components, each with several major activities. Consolidation will group together the components previously described as well as introduce three new major

activities (the establishment of a training materials bank, the provision of industry-specific training needs analyses and the contracting of local and international training resources for meeting these needs).

Consolidated Components

Component I	(Trade Certification and Curriculum Development)	3/30/92
Component II	(Training Needs Analyses and Industry Specific Training)	3/30/92
Component III	(Training Materials Bank)	3/30/92

Component I will expand the trade certification and competency based instruction system to improve the quality and relevance of training for meeting private sector needs and priorities. Component I will also continue support (until 1990) for the vocational education productivity activity which provides assistance to vocational training institutions serving students from less privileged sectors of society (This component consolidates activities under the present components 1 and 6 and new activities added as a result of this amendment.);

Component II will consist of three activities. The first will provide industry-specific training analyses for defining the needs and priorities of the private sector. It is expected that this activity will have a significant impact on employment generation, and respond to this need on short notice by contracting local and international sources of training, while developing local resources for obtaining a multiplier effect in these training areas. Secondly, limited technical assistance for institutional support to INFOP will be provided. And, thirdly, a training fund will be established and managed by CADERH using a multi-institutional Priorities Committee. This fund will provide up-front financing on a loan basis to cover the costs of contacted training; in some cases, the funds may be used to provide subsidies for some percentage of these training costs, as determined by the Priorities Committee.

Component III will establish a vocational-technical, competency-based, instructional materials clearing house for strengthening in-plant, employer initiated training and increase the impact and cost-effectiveness of existing training institutions. This component will also continue limited technical assistance UNAH as needed. Need will be determined by CADERH and the Mission. (This component consolidates activities under the present components 2 and 7 and adds a new activity).

D. CADFRH Responsibilities and Outputs

In order to meet the project goal and purposes outlined above, CADERH will undertake and complete the following activities by the grant completion date:

1. Expand the trade certification and competency based instruction system to improve the quality and relevance of training for meeting private sector needs and priorities in a minimum of fourteen training areas (10 new and 4 on-going), including electricity, plumbing, industrial maintenance and automotive mechanics. As part of this activity, CADERH will:
 - a. sign agreements with a minimum of twenty five training institutions and approximately 100 certified instructors for participating in the certification system;
 - b. organize trade advisory committees with the participation of employers, workers and trainers for each of the ten new occupations and;
 - c. define and validate competencies for each occupation followed by the development and validation of certification exams and competency based instructional materials.
2. Continue support (until 1990) for the vocational education productivity activity providing needed assistance to a minimum of fifteen vocational training institutions serving students from less privileged sectors of society. Also, introduce newly designed alternative rural education prototype system to approximately 270 individuals in selected areas of Honduras.
3. Provide approximately sixty industry-specific training needs analyses for defining the needs and priorities of the private sector, and respond to these needs and priorities on short notice by contracting approximately forty-five local and international sources of training, while developing local resources for obtaining a multiplier effect in these training areas.
4. Establish a training fund to be managed by a multi-institutional Priorities Committee. Prior to implementing this activity, CADERH will enter into an agreement with the institutions forming this Committee (e.g. FIDE, FEPROEXAAH) regarding the operation of the Priorities Committee and the operations of the training fund, loan term, and other funding criteria. This fund will be used to pay for that portion of contracted training which can result in a multiplier effect with local institutions and companies, when training can have a significant impact on employment generation, or when it has been established by the Committee that the firm requiring training can not afford to pay the training costs. The principal from the training fund loans will continue to be used exclusively for this purpose. Interest generations will be used for CADERH's ongoing programs.
5. Establish a vocational-technical, competency based, instructional materials Bank and clearing house for strengthening in-plant, employer initiated training and increase the impact and cost-effectiveness of existing training institutions. As part of this activity CADERH will:

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- a. produce and distribute training and multi-media materials in approximately fourteen trade areas;
 - b. produce approximately 2,000 audio-visual training units;
 - c. produce approximately 50,000 participant training manuals and;
 - d. train approximately 300 instructors for the use of CBI materials and equipment.
6. CADERH will undertake income-generation and other activities, e.g., funding from other donors in an effort to become financially self-sufficient.

E. Progress Reporting and Evaluations

1. CADERH will submit a progress report in meeting Project objectives to A.I.D. on a quarterly basis beginning on June 25, 1987 and every three months thereafter (and up to three months after the last disbursement under the grant) in order to evaluate the Project and assess the degree of achievement of the Project objectives. Each quarterly report will summarize Project progress in relation to that planned, any constraints to Project implementation being experienced, and efforts believed necessary to resolve the problems encountered. Special attention will be paid to progress on planned targets for achieving self-sufficiency and annual project outcomes.
2. CADERH will carry out, in conjunction with A.I.D. annual evaluations based on project outputs, including self-sufficiency efforts. An external independent evaluation of the project will be carried out in 1989.

F. Other Reports, Records, Inspection, Audit

CADERH will:

1. Submit a quarterly financial status report no later than 30 days after the end of the quarter in original and two copies. The final financial status report must be submitted within 90 days after the conclusion of the Grant.
2. Furnish A.I.D. such information and reports relating to the Project and to this Agreement as A.I.D. may reasonably request.
3. Maintain or cause to be maintained, in accordance with generally accepted accounting principles and practices consistently applied, books, records, and underlying documentation relating to the Project and to this Agreement, adequate to show, without limitation, the use of funds under the Agreement, and the receipt and use of goods and services acquired under the Agreement. Such books, records, and

underlying documentation will be audited regularly, in accordance with generally accepted auditing standards, and maintained for three years after the Project assistance completion date; such books and records will also be adequate to show the nature and extent of solicitations of prospective suppliers of goods and services acquired, the basis of award of contracts and orders, and the overall progress of the Project toward completion.

4. Afford authorized representatives of A.I.D. the opportunity at all reasonable times to inspect the Project, the utilization of goods and services financed by such Party, and books, records and other documents relating to the Project.

G. Refunds

In the case of any disbursement which is not supported by valid documentation in accordance with this Agreement, or which is not made or used in accordance with this Agreement, or which was for goods and services not used in accordance with this Agreement, A.I.D. may require the Grantee to refund the amount of such disbursement to the Project within sixty days after the receipt of a request therefor.

H. Conditions of the Agreement

The Grantee agrees to provide the necessary inputs, including financial, managerial and in-kind contributions necessary to carry out the Project, including those counterpart costs identified in the Financial Plan contained in Attachment C. This contribution will be equivalent to and not less than twenty-five percent (25%) of the A.I.D. contribution.

I. Responsibility for Procurement/Administrative Arrangement

The Grantee is solely responsible for all necessary administrative and procurement arrangements with the Government of Honduras and other entities regarding the procurement of commodities, technical assistance and other similar arrangements.

J. Sources of Procurement

All procurement under the Project, except as A.I.D. may otherwise agree in writing, will have their source and origin in A.I.D. Country Code 000 (United States of America) or in Honduras.

ILLUSTRATIVE FINANCIAL PLAN
(Plan Financiero)
ADVISORY COUNCIL ON HUMAN RESOURCES DEVELOPMENT
(Centro Asesor para el Desarrollo de los Recursos Humanos)
May 1987 - May 1992
(Mayo 1987 - Mayo 1992)

Table I
CADERH - Project Amendment Budget Summary
(U.S. \$000)

USES	SOURCES			TOTAL
	A.I.D.	G.O.H.	CADERH*	
1. Trade Certification and Curriculum Development	322	500	97	1,009
2. Training Needs Analyses and Contracted Training	3,430	1,169	5,983	10,582
3. Training Materials Bank	688	215	375	1,278
4. Administration and Promotion	0	455	599	1,054
5. A.I.D. Technical Coordin.	300			300
6. Evaluations and Audits	60	30		90
7. Contingencies	445	700		1,145
8. Building Purchase		225		225
TOTAL	5,245	3,384	7,054	15,683

* Cash and In-kind contribution

TABLE II
GLOBAL PROJECT BUDGET BY FISCAL YEARS: 1984-1992

CADERH - PROJECT No. 522-0257
PROJECT AMENDMENT BUDGET
COST OF PROJECT OUTPUTS/INPUTS
BY FISCAL YEARS
(000)

PROJECT INPUTS	(1984 - 1985)		(1986 - 1987)		** YEAR 1			** YEAR 2			** YEAR 3			** YEAR 4			** YEAR 5			T O T A L				
	U.S.A.I.D		CADERH		U.S.A.I.D		CADERH		U.S.A.I.D		CADERH		U.S.A.I.D		CADERH		U.S.A.I.D		CADERH		U.S.A.I.D		CADERH	
	U.S.\$	LFS.	LFS.	U.S.\$	LFS.	U.S.\$	LFS.	LFS.	U.S.\$	LFS.	LFS.	U.S.\$	LFS.	LFS.	U.S.\$	LFS.	LFS.	U.S.\$	LFS.	LFS.	U.S.\$	LFS.	LFS.	
COMPONENT I																								
I.1 CERTIFICATION (*)																								
Personnel	0.0	0.0	0.0	0.0	111.8	0.0	0.0	199.2	0.0	0.0	187.0	21.6	0.0	189.8	27.2	0.0	196.4	28.6	0.0	191.8	2.9	0.0	1076.0	80.3
Technical Asst.	75.0	0.0	0.0	285.0	0.0	0.0	264.3	76.6	0.0	94.3	35.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	738.6	112.0	0.0
Training	0.0	0.0	0.0	84.4	0.0	0.0	45.9	0.0	0.0	7.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	117.3	0.0	0.0
Operating Expenses	0.0	44.0	0.0	0.0	138.3	0.0	0.2	42.8	0.0	0.2	45.4	0.0	0.2	48.4	0.0	0.2	51.4	0.0	0.2	27.4	27.2	1.0	397.7	27.2
Subtotal:	75.0	44.0	0.0	349.4	250.1	0.0	330.4	318.6	0.0	101.5	267.8	21.6	0.2	238.2	27.2	0.2	247.8	28.6	0.2	219.2	30.1	856.9	1585.7	107.5
I.2 V.E.P.P.																								
Personnel	0.0	0.0	0.0	0.0	92.8	0.0	0.0	179.4	0.0	0.0	138.3	0.0	0.0	150.3	0.0	0.0	84.5	0.0	0.0	0.0	0.0	0.0	645.3	0.0
Subcontracts	0.0	0.0	0.0	0.0	45.1	0.0	0.0	84.2	0.0	0.0	41.7	0.0	0.0	75.0	0.0	0.0	31.5	0.0	0.0	0.0	0.0	0.0	277.5	0.0
Technical Asst.	0.0	0.0	0.0	49.0	1.9	0.0	54.8	12.0	0.0	39.7	12.0	0.0	33.5	10.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	177.0	36.0	0.0
Equip./Facilities	0.0	0.0	0.0	0.0	518.6	0.0	220.3	898.6	0.0	60.5	1100.2	0.0	16.2	1194.8	0.0	0.0	193.8	0.0	0.0	0.0	0.0	297.0	3906.0	0.0
Loan/Product.Funds	0.0	0.0	0.0	0.0	22.0	0.0	0.0	268.4	0.0	0.0	150.0	0.0	0.0	150.0	0.0	0.0	59.6	0.0	0.0	0.0	0.0	0.0	650.0	0.0
Travel/Per Diem	0.0	0.0	0.0	0.0	34.5	0.0	0.0	111.6	0.0	0.0	22.0	0.0	0.0	23.1	0.0	0.0	23.1	0.0	0.0	0.0	0.0	0.0	214.3	0.0
Equip.Supp./Maintenance	0.0	0.0	0.0	0.0	127.0	0.0	0.0	20.2	0.0	0.0	12.0	0.0	0.0	12.0	0.0	0.0	11.8	0.0	0.0	0.0	0.0	0.0	104.0	0.0
Rentals	0.0	0.0	0.0	0.0	4.1	0.0	0.0	24.0	0.0	0.0	25.0	0.0	0.0	25.0	0.0	0.0	25.9	0.0	0.0	0.0	0.0	0.0	183.0	0.0
Contingencies	0.0	0.0	0.0	0.0	9.0	0.0	0.0	15.0	0.0	0.0	7.8	0.0	0.0	8.0	0.0	0.0	1.5	0.0	0.0	0.0	0.0	0.0	41.3	0.0
Indirect Costs	0.0	0.0	0.0	4.7	25.7	0.0	10.0	35.8	0.0	12.5	40.0	0.0	11.8	45.0	0.0	0.0	38.1	0.0	0.0	0.0	0.0	39.0	184.6	0.0
USAID Coordinators	0.0	0.0	0.0	58.0	0.0	0.0	58.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	116.0	0.0	0.0
Subtotal:	0.0	0.0	0.0	111.7	880.7	0.0	343.1	1649.2	0.0	112.7	1549.0	0.0	61.5	1693.3	0.0	0.0	469.8	0.0	0.0	0.0	0.0	629.0	6242.0	0.0
TOTAL COMPONENT I:	75.0	44.0	0.0	461.1	1130.8	0.0	673.5	1967.8	0.0	214.2	1816.8	21.6	61.7	1931.5	27.2	0.2	717.6	28.6	0.2	219.2	30.1	1485.9	7827.7	107.5
COMPONENT II																								
II.1 INFOP ADMIN. REFORMS																								
Technical Assistance	0.0	0.0	0.0	0.0	0.0	0.0	0.0	270.0	0.0	0.0	130.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	400.0	0.0
Equipments	0.0	0.0	0.0	0.0	0.0	0.0	62.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	62.9	0.0	0.0
Subtotal:	0.0	0.0	0.0	0.0	0.0	0.0	62.9	270.0	0.0	0.0	130.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	62.9	400.0	0.0
II.2 NEEDS STUD. TPNG. (*)																								
Personnel	0.0	0.0	0.0	0.0	0.0	0.0	0.0	82.8	41.4	0.0	63.8	66.6	0.0	52.6	80.4	0.0	60.4	75.9	0.0	40.0	48.2	0.0	299.6	312.5
Technical Assistance	0.0	0.0	0.0	0.0	0.0	0.0	100.5	49.0	0.0	120.5	59.0	0.0	64.3	31.4	0.0	38.8	32.4	0.0	27.5	0.0	0.0	351.6	171.8	0.0
Training	0.0	0.0	0.0	0.0	0.0	0.0	7.0	0.0	0.0	7.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	14.0	0.0	0.0
Operating Expenses	0.0	0.0	0.0	0.0	0.0	0.0	0.2	25.4	0.0	0.1	16.4	30.0	0.2	19.7	30.0	0.1	19.0	33.3	0.2	11.4	62.2	0.8	91.4	155.5
Off.Equip./Adaptat.	0.0	0.0	0.0	0.0	0.0	0.0	20.0	61.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.0	61.2	0.0
Training Equipment	0.0	0.0	0.0	0.0	0.0	0.0	182.0	15.0	0.0	225.0	35.0	15.0	150.0	35.0	0.0	37.5	0.0	15.0	0.0	0.0	0.0	594.5	85.0	30.0
Training Fund	0.0	0.0	0.0	0.0	0.0	0.0	800.0	500.0	0.0	1273.0	500.0	0.0	200.0	400.0	0.0	0.0	400.0	0.0	0.0	0.0	0.0	2273.0	1800.0	0.0
Natl.Training Survey	0.0	0.0	0.0	0.0	0.0	0.0	0.0	180.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	180.0	0.0
Subtotal:	0.0	0.0	0.0	0.0	0.0	0.0	1109.7	913.4	41.4	1625.6	674.2	111.6	414.5	538.2	110.4	76.4	511.8	124.2	27.7	51.4	110.4	3253.9	2689.0	498.0
TOTAL COMPONENT II:	0.0	0.0	0.0	0.0	0.0	0.0	1172.6	1183.4	41.4	1625.6	804.2	111.6	414.5	538.2	110.4	76.4	511.8	124.2	27.7	51.4	110.4	3316.8	3089.0	498.0

(*) NEW ACTIVITIES UNDER THE AMENDMENT

(**) FISCAL YEARS START MAY 1, 1987

	1984		1985		1986		1987		1988		1989		1990		1991		1992		TOTAL							
	U.S.A.I.D.		U.S.A.I.D.		U.S.A.I.D.		U.S.A.I.D.		U.S.A.I.D.		U.S.A.I.D.		U.S.A.I.D.		U.S.A.I.D.		U.S.A.I.D.		U.S.A.I.D.							
	LFS.	LFS.	LFS.	LFS.	LFS.	LFS.	LFS.	LFS.	LFS.	LFS.	LFS.	LFS.	LFS.	LFS.	LFS.	LFS.	LFS.	LFS.	LFS.	LFS.						
COMPONENT III																										
III.1 TRNG. MATERIALS EKV. (*)																										
Personnel	0.0	0.0	0.0	0.0	0.0	0.0	0.0	122.6	0.0	0.0	31.0	97.4	0.0	12.6	120.0	0.0	34.4	102.8	0.0	37.6	95.4	0.0	238.2	416.6		
Technical Assistance	0.0	0.0	0.0	0.0	0.0	0.0	72.3	35.4	0.0	72.3	35.4	0.0	48.3	23.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	172.9	54.2	0.0	
Training	0.0	0.0	0.0	0.0	0.0	0.0	14.0	0.0	0.0	14.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Operating Expenses	0.0	0.0	0.0	0.0	0.0	0.0	38.4	29.2	0.0	38.4	29.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Equipment/Furniture	0.0	0.0	0.0	0.0	0.0	0.0	205.1	122.6	0.0	0.0	20.0	0.0	0.0	0.0	80.0	64.1	0.0	97.2	0.0	0.0	103.6	214.1	49.6	332.4		
Subtotals	0.0	0.0	0.0	0.0	0.0	0.0	330.8	309.8	0.0	139.9	99.2	150.0	106.3	43.6	200.0	64.1	34.4	200.0	0.0	37.6	200.0	641.1	1028.8	750.0		
III.2 ALT. RURAL ED. PROJCT.																										
Personnel/Operat. Exps.	0.0	0.0	0.0	0.0	111.1	0.0	0.0	343.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	454.2	0.0	
III.3 EMPLOYMENT INT. STUD.																										
Contributions to USIA	0.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0
TOTAL COMPONENT III:	0.0	0.0	0.0	0.0	111.1	0.0	330.8	702.9	0.0	139.9	99.2	150.0	106.3	43.6	200.0	64.1	34.4	200.0	0.0	37.6	200.0	641.1	1028.8	750.0		
ADMINISTRATION & PROMOTION (**)																										
Personnel	0.0	165.1	0.0	0.0	193.4	166.0	0.0	197.8	42.4	0.0	149.8	100.0	0.0	151.8	108.0	0.0	110.2	156.6	0.0	61.8	156.4	0.0	1029.9	769.4		
Training	0.0	0.0	0.0	0.0	0.0	0.0	4.0	0.0	0.0	4.0	0.0	0.0	0.0	4.0	0.0	0.0	0.0	4.0	0.0	0.0	4.0	0.0	0.0	0.0	8.0	12.0
Operating Expenses	0.0	22.6	20.5	0.0	99.7	21.9	0.0	40.8	85.3	0.0	36.2	92.3	0.0	0.0	131.5	0.0	0.0	134.2	0.0	0.0	128.0	0.0	0.0	0.0	199.3	623.7
Office Adaptations	0.0	8.0	6.0	0.0	65.8	4.8	0.0	150.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	223.8	10.8
Equipment/Furniture	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0	0.0
TOTAL ADM. & PROMOT.	0.0	195.7	26.5	0.0	358.9	192.7	0.0	397.6	127.7	0.0	190.0	192.3	0.0	151.8	243.5	0.0	110.2	294.8	0.0	61.8	323.4	0.0	1466.0	1415.9		
OTHER EXPENSES (***)																										
USAID Tech. Coordinator	0.0	0.0	0.0	0.0	0.0	0.0	75.0	0.0	0.0	75.0	0.0	0.0	75.0	0.0	0.0	75.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Evaluations	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	60.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Audits	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	15.0	0.0	0.0	15.0	0.0	0.0	15.0	0.0	0.0	15.0	0.0	15.0	0.0	0.0	0.0	0.0	0.0
Contingency	0.0	6.7	0.0	0.0	29.5	0.0	40.0	280.0	0.0	40.0	280.0	0.0	40.0	280.0	0.0	40.0	280.0	0.0	40.0	280.0	0.0	40.0	280.0	0.0	200.0	1438.2
Building Purchase	0.0	0.0	0.0	0.0	0.0	0.0	0.0	450.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	450.0
TOTAL OTHER EXPENSES	0.0	6.7	0.0	0.0	29.5	0.0	115.0	730.0	0.0	175.0	295.0	0.0	115.0	295.0	0.0	115.0	295.0	0.0	40.0	295.0	0.0	560.0	1948.2	0.0		
TOTALS	75.0	248.4	26.5	461.1	1630.3	192.7	2291.9	4981.7	169.1	2154.7	3205.2	475.5	697.5	2960.1	581.1	255.7	1669.0	647.6	67.9	665.0	678.9	6003.8	15359.7	2771.4		
IN KIND COUNTERPART (**)																										
Other Counterpart	0.0	0.0	30.0	0.0	0.0	315.9	0.0	0.0	461.6	0.0	0.0	1068.6	0.0	0.0	1524.0	0.0	0.0	2140.6	0.0	0.0	2360.8	0.0	0.0	0.0	7901.5	
Private Sect. Counterp.	0.0	0.0	240.0	0.0	0.0	624.6	0.0	0.0	650.0	0.0	0.0	1000.0	0.0	0.0	1000.0	0.0	0.0	1000.0	0.0	0.0	350.0	0.0	0.0	0.0	4864.6	
(***)TOTAL IN KIND COUNTERPART	0.0	0.0	270.0	0.0	0.0	940.5	0.0	0.0	1111.6	0.0	0.0	2068.6	0.0	0.0	2524.0	0.0	0.0	3140.6	0.0	0.0	2710.8	0.0	0.0	0.0	12766.1	
TOTALS	75.0	248.4	296.5	461.1	1630.3	1133.2	2291.9	4981.7	1280.7	2154.7	3205.2	2544.1	697.5	2960.1	3105.1	255.7	1669.0	3788.2	67.9	665.0	3389.7	6003.8	15359.7	15537.5		

(*) NEW ACTIVITIES UNDER THE AGREEMENT

(**) FISCAL YEARS START MAY 1, 1987

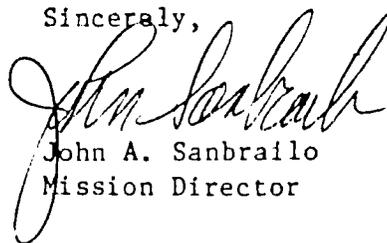
(***) Includes volunteer hours of the Board of Directors, Trade Advisory Committees, Priority Committee, instructors and supervisors in training centers, and the physical facilities of the training centers which will be used by the Project.

PROJECT INPUTS	(1984 - 1985)		(1986 - 1987)			** YEAR 1		** YEAR 2		** YEAR 3		** YEAR 4		** YEAR 5		TOTAL								
	U.S.A.I.D		U.S.A.I.D			U.S.A.I.D	CADERH																	
	U.S.\$	LPS.	LPS.	U.S.\$	LPS.	LPS.	U.S.\$	LPS.	LPS.	U.S.\$	LPS.	LPS.	U.S.\$	LPS.	LPS.	U.S.\$	LPS.	LPS.	U.S.\$	LPS.	LPS.			
COMPONENTS WORK COMPLETED																								
TRAINING INSTRUCTORS																								
Technical Assistance	130.0	0.0	0.0	73.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	203.4	0.0	0.0	
Local Costs	0.0	14.4	0.0	0.0	9.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	23.7	0.0
Equipment	31.0	0.0	0.0	5.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	36.9	0.0	0.0
PROMOTION & TRAINING																								
Publicity	0.0	60.0	0.0	0.0	84.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	144.5	0.0
Travel & Training	48.0	0.0	0.0	32.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	80.9	0.0	0.0
Local Costs	0.0	10.4	0.0	0.0	25.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	35.8	0.0
Equipment	0.0	34.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	34.0	0.0
OTHER ACTIVITIES																								
Miami-Dade Follow Up	0.0	0.0	0.0	0.0	19.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	19.5	0.0
UNGH/ITEC Adv. Connect.	0.0	0.0	0.0	0.0	51.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	51.4	0.0
TOTAL WORK COMPLETED																								
	209.0	119.0	0.0	112.2	169.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	321.2	308.9	0.0
TOTAL PROJECT 1984-1992																								
	284.0	367.4	296.5	573.3	1820.2	1133.2	2291.9	4781.7	1280.7	2154.7	3205.2	2544.1	697.5	2960.1	3105.1	255.7	1669.0	3783.2	67.9	665.0	3387.7	6325.0	15668.6	15537.5

This grant funding is made to CADERH on condition that additional funds herein provided will be administered in accordance with the terms and conditions as set forth in Attachment A, entitled "Schedule", Attachment B, entitled "Project Description", and Attachment C entitled "Financial Plan". All other terms and conditions established in the original Grant Agreement and previous Amendments remain in effect, except as otherwise indicated herein.

Please sign the original and seven (7) copies of this letter to acknowledge your acceptance of the conditions under which these funds have been granted as specified in attachments A, B, and C and return the original and one copy of this Grant to the A.I.D. Mission in Honduras.

Sincerely,



John A. Sanbrailo
Mission Director

ACCEPTED BY CADERH:

NAME: *M. Medalla*

TITLE: _____

DATE: _____

Attachments:

- A. Schedule
- B. Project Description
- C. Financial Plan

FISCAL DATA

Appropriation: 72-1171021 Human Resources/Education
Budget Allowance: LDEA-87-25522-KG13
Project No.: 522-0257 Advisory Council for Human Resource Development
Amount Obligated: DOLS 1,000,000
Current Total Amount: DOLS \$2,080,000
Reservation Control: A702060
PROAG No.: PA-522-85-022

TESTIGOS HONORARIOS

CONSEJO ASESOR PARA EL DESARROLLO DE LOS RECURSOS HUMANOS
ENMIENDA NO. 4

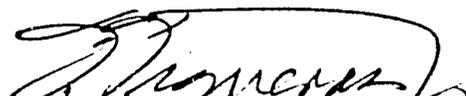


Elisa V. de Martínez Pavetti
Ministro de Educación
Pública

Reginaldo Panting
Ministro de Economía y
Comercio



Adalberto Discua
Ministro de Trabajo y
Previsión Social



Francisco Figueroa
Ministro de Planificación
Coordinación y Presupuesto