

PD-ABE-066

U N C L A S S I F I E D

76971

AGENCY FOR INTERNATIONAL DEVELOPMENT

Washington, D.C. 20523

PROJECT PAPER

AMENDMENT ONE

NEPAL

Development Training  
367-0152

Dated: April 29, 1992

U N C L A S S I F I E D

AGENCY FOR INTERNATIONAL DEVELOPMENT

**PROJECT DATA SHEET**

1. TRANSACTION CODE

A = Add  
 C = Change  
 D = Delete

Amendment Number

1

DOCUMENT CODE

3

COUNTRY/ENTITY

NEPAL

3. PROJECT NUMBER

367-0152

4. BUREAU/OFFICE

ASIA

04

5. PROJECT TITLE (maximum 40 characters)

DEVELOPMENT TRAINING

6. PROJECT ASSISTANCE COMPLETION DATE (PACD)

MM DD YY  
019 310 919

7. ESTIMATED DATE OF OBLIGATION  
(Under "B" below, enter 1, 2, 3, or 4)

A. Initial FY 815

B. Quarter 7

C. Final FY 917

8. COSTS (\$000 OR EQUIVALENT \$) =

A. FUNDING SOURCE	FIRST FY 85			LIFE OF PROJECT		
	B. FX	C. LIC	D. Total	E. FX	F. LIC	G. Total
AID Appropriated Total	1,000		1,000	10,910		10,910
(Grant)	(1,000)		(1,000)	(10,910)		(10,910)
(Loan)						
Other						
U.S.						
1.						
2.						
Host Country						
Other Donors)						
<b>TOTALS</b>	<b>1,000</b>		<b>1,000</b>	<b>10,910</b>		<b>10,910</b>

9. SCHEDULE OF AID FUNDING (\$000)

A. APPROPRIATION	B. PRIMARY PURPOSE CODE	C. PRIMARY TECH. CODE		D. OBLIGATIONS TO DATE		E. AMOUNT APPROVED THIS ACTION		F. LIFE OF PROJECT	
		1. Grant	2. Loan	1. Grant	2. Loan	1. Grant	2. Loan	1. Grant	2. Loan
(1) EHR				5,070		1,395		6,465	
(2) ARDN				795		1,395		2,190	
(3) HE/POP				-		930		930	
(4) PSEE				400		925		1,325	
<b>TOTALS</b>				<b>6,265</b>		<b>4,645</b>		<b>10,910</b>	

10. SECONDARY TECHNICAL CODES (maximum 6 codes of 3 positions each)

710 720 721 740 760

11. SECONDARY PURPOSE CODE  
660

12. SPECIAL CONCERNS CODES (maximum 7 codes of 4 positions each)

A. Code BWW INTR  
B. Amount 3,310 7,600

13. PROJECT PURPOSE (maximum 480 characters)

To strengthen the analytical, managerial and technical skills of public and private sectors in key development areas. Training will be directed towards achievement of: increased income through the private sector; improved child survival/family planning services; and expanded pluralism and democratic values.

14. SCHEDULED EVALUATIONS

Interim MM YY Final MM YY  
0 9 9 6 0 3 9 9

15. SOURCE/ORIGIN OF GOODS AND SERVICES

000  941  Local  Other (Specify)

16. AMENDMENTS/NATURE OF CHANGE PROPOSED (This is page 1 of a 30 page PP Amendment)

Project is being amended to increase life of project funding by \$ 4.610 million to a total of \$10.91 million and to extend the project to 9/30/99. Training activities are targeted at achievement of the Mission's strategic objectives, with 50% reserved for private sector.

17. APPROVED BY

Signature

Kelly C. Kammerer

*Kelly C. Kammerer*

Title

Director  
USAID/Nepal

Date Signed

MM DD YY  
04 29 92

18. DATE DOCUMENT RECEIVED IN AID/W, OR FOR AID/W DOCUMENTS, DATE OF DISTRIBUTION

MM DD YY

- a =

PROJECT AUTHORIZATION AMENDMENT NO. 1

Name of Country: Nepal  
Name of Project: Development Training  
Number of Project: 367-0152

1. Pursuant of Section 105 of the Foreign Assistance Act of 1961, as amended, the Development Training Project for Nepal was authorized on August 15, 1985, with a planned life of project ending September 30, 1992. On June 25, 1990, the life of project was extended two years to September 30, 1994. The Authorization is hereby amended as follows:

- a. The authorized life-of-project grant funding is increased by \$4,610,000, from \$6,300,000 to \$10,910,000.
- b. The authorized life-of-project is extended by five years, from September 30, 1994 to September 30, 1999, for a total life of project of 14 years and 8 days. AA/Asia approval was granted as per State 125020 (attached).

2. Except as hereby amended, the Project Authorization remains in full force and effect.

Date: 4/29/92

Kelly C. Kammerer  
Kelly C. Kammerer  
Director, USAID/Nepal

Clearance:

PPD/PD:THarris: TAH  
PPD:MMCalavan: MM  
FM:HJamshed: HJ  
HFP:UNadolny: UN  
LRD:RThurston: RT  
DD:TWStervinou: TS

TAH  
PPD/PD:THarris:sdl:ProAu.wp:4/23/92

UNCLASSIFIED

STATE 125020

FD, TM

ACTION: AID-3 INFO AMB DCM

VZCZCKT0279BA0082  
PP RUFHKT  
DE RUEHC #5020 1120003  
ZNR UUUUU 22H  
P 210003Z APR 92  
FM SECSTATE WASHDC  
TO AMEMBASSY KATHMANDU PRIORITY 0547  
BT  
UNCLAS STATE 125020

LOC: 098 872  
21 APR 92 0237  
CN: 26094  
CHRG: AID  
DIST: AIDA

REC'D C & B APR 21 1992

at 10:45

ADM AID

E.O. 12356: N/A

TAGS:

SUBJECT: AMENDMENT TO NEPAL DEVELOPMENT TRAINING (-DT)  
PROJECT (357-0152)

EF: A) KATHMANDU 2212, -B) KAMMERER/AA/ASIA LETTER (NEPAL  
FOCUS PLAN) DATED 11/5/91

1. THIS IS IN RESPONSE TO THE USAID/NEPAL REF(A) REQUEST  
AND JUSTIFICATION FOR AA/ASIA APPROVAL TO EXTEND THE LIFE  
OF PROJECT (LOP) OF THE DT PROJECT BEYOND TEN YEARS.

2. BASED ON THE JUSTIFICATION PROVIDED, THE AA/ASIA HEEP  
APPROVES THE PROJECT ASSISTANCE COMPLETION DATE (PACD)  
EXTENSION FROM 30 SEPTEMBER 1994 TO 30 SEPTEMBER 1999,  
RESULTING IN AN LOP OF SLIGHTLY OVER 14 YEARS. PLEASE NOTE  
THAT THIS APPROVAL IS SUBJECT TO GON'S ACCEPTANCE OF THE  
PROJECT AMENDMENT'S NEW REQUIREMENTS FOR TRAINING OF WOMEN  
AND PRIVATE SECTOR PARTICIPANTS. BAKER

BT

#5020

NNNN

ACTION	COMING	
	OFFICE	INFO
	DI/DO	✓
	PPD	
	HR, U	✓
✓	PD	
	ECON	
	LTR	
	ARD	
	HFP	
	FM	
	IMS	
	EXO	✓
	PER	
	GOV	
	PROB	
	RF	✓

UNCLASSIFIED

STATE 125020

C

**Development Training Project, Amendment  
(367-0152)**

**Table of Contents**

	<u>Page</u>
<b>I. <u>SUMMARY</u></b>	
A. Background.....	1
B. Purpose and Activities.....	1
C. Expected Results.....	2
<b>II. <u>BACKGROUND</u></b>	
A. Project Progress to Date.....	3
B. Concentration of Mission's Objectives.....	4
C. Relationship to Government of Nepal.....	4
<b>III. <u>PROJECT DESCRIPTION</u></b>	
A. Goal and Purpose.....	5
B. Sectoral Training Initiatives.....	5
1. Increased Private Sector Contribution.....	5
to Income Growth	
a. Private Sector.....	6
b. Public Sector.....	6
2. Reduction of Infant/Child Mortality and.....	6
Undesired Fertility	
a. Private Sector.....	7
b. Public Sector.....	7
3. Pluralism and Democratic Values.....	7
a. Private Sector.....	7
b. Public Sector.....	8
C. Mission Training Support.....	8
1. English Language Testing and Upgrading.....	8
2. Orientation.....	8
3. Follow-On.....	9
4. Training Needs Assessments.....	11
5. Preliminary Nominee Selection.....	11
D. Resource Requirements.....	12
E. Expected Results.....	15
<b>IV. <u>IMPLEMENTATION PLAN</u></b>	
A. Implementation Approach.....	17
B. Revisions to GON Agreement.....	20
C. Administration and Management.....	20
D. Monitoring, Evaluation and Audit.....	21
<b>V. <u>ANNEXES</u></b>	
A. Logical Framework	
B. DTP Training, 1986-1992	
C. Resource Requirement Notes	
D. CY 1992 Annual Training Plan	

-d-

I. SUMMARY

A. Background

Since 1986, the Development Training Project (DTP) has funded the training of 74 long-term participants and 817 short-term participants. Overseas training for 342 participants was divided into 76% from the public sector, 24% private, 25% female participants and 75% male. Local in-country training was solely for the private sector (569 participants). The project has been able to meet most targets as set out in the original project design. Expenditures as of February, 1992 are at around \$4.0 million, with a life of project funding of \$6.3 million. DTP's current expiration date is September, 1994. Given the need to finalize training activities on/about April, 1994, an unamended project would have roughly two more years to run.

The training activities undertaken over the last five years were not necessarily focussed on areas of priority for USAID/Nepal. The Mission is undergoing an intensive readjustment effort in the overall direction of assistance to Nepal. The program is being focused on a limited, strategic set of objectives, in keeping with reduced staff and resources and the desire to continue as a key donor in selected development areas. The three major objectives of USAID's assistance to Nepal are: (1) increased private sector contribution to income growth; (2) reduced infant and child mortality and undesired fertility; and (3) increased pluralism and democratic values and processes. To fully implement a program directed towards these objectives, certain projects or components of projects are being terminated, others significantly modified, and new activities initiated. DTP, through this amendment, will be modified to concentrate all new training activities in those areas which enhance accomplishment of these objectives. DTP will be supportive and will complement the activities undertaken by the Mission's technical offices - Agriculture/Rural Development, Health/Family Planning, Program/Project Development.

B. Purpose and Activities

DTP is being amended to better define and identify areas of priority training, to present new output targets, and to extend the life of project and funding level. The goal and purpose remain unchanged - to improve the capacity of Nepalese enterprises by strengthening analytical, managerial, and technical skills of public and private sector personnel in key development areas.

New resources (which total \$4.645 million) and new training activities will be targeted at the public sector and private sector in equal portions. The total targeted level of effort is estimated at 20 person months of training per year in the U.S.A., 50 person months of training per year in the region (geographic code 941 countries), and 200 person months of training in-country (local) per year. Total life of project funding is increased to \$ 10.91 million. Objective areas for the amended project, showing geographical locations and person months of training, are summarized below:

<u>Training Focus</u>	<u>Person Months (93-99)</u>
Increased Private Sector Contribution to Income Growth	
1. U.S.A.	62 person months
2. Regional (Asia/Third World)	156 person months
3. Local (In-country)	625 person months
Reduced Infant/Child Mortality and Undesired Fertility	
1. U.S.A.	25 person months
2. Regional	62 person months
3. Local	250 person months
Increased Pluralism and Democratic Values and Processes	
1. U.S.A.	38 person months
2. Regional	79 person months
3. Local	375 person months

Resource requirements for these activities have been budgeted at a total of \$4.875 million. As only \$230,000 under the current un-amended program have not been programmed, then new funds totalling \$4.645 million (rounded) must be obligated. Resource requirements are summarized as follows:

<u>Activity</u>	<u>1993-1999 (in \$)</u>
I. Increased Private Sector Contribution to Income Growth - Training	1,918,000
II. Reduced Infant/Child Mortality and Undesired Fertility - Training	767,000
III. Pluralism and Democratic Values and Processes - Training	1,152,000
IV. Mission-wide Training Support	767,000
V. Administrative Contractor Support	161,000
VI. Evaluation and Audit	<u>110,000</u>
Grand Total	4,875,000

C. Expected Results

Through a refocused assistance effort, all training will be targeted at provision of skills which can contribute toward achievement of the Mission's strategic objectives. It is estimated that 125 participants will receive U.S. training under new activities (each trainee's program lasting an average of one month), 297 participants to receive regional/third world training (also averaging one-month per trainee), and about 2,500 participants receiving in-country training (each trainee's program averaging roughly two weeks). These impressive totals tell little about the impact or return that might be realized or attributed to training through DTP. It is not possible to make a concrete determination at this time, as training programs are not yet identified (they will be determined by demand) and the range of training programs is broad (even within the concentrated Mission's strategic objectives).

Training targeted at particular problems and skill needs will, over time, certainly help create the human resource capability needed to address the related problems and skill needs. If the problems and skills (and objectives) are critical to Nepal's development, then appropriate training can certainly be justified.

Concerning the sustainability of this project, although similar training activities addressing critical problems and skill needs will undoubtedly be carried out for the strengthening of Nepal's human resources - by the GON, donors, private sector - this type of project focussing on the Mission's strategic objectives will only be carried out by USAID. The Mission will have to determine, in about five years, whether to extend such a training project for an additional period.

## 11. BACKGROUND

### A. Project Progress to Date

Since 1986, 891 people have received training through DTP, with returnees now totalling 849 people (42 are currently in training). Of these, 74 persons received or will receive long-term training (one year or more) and 817 persons participated or will participate in short-term courses. The following chart summarizes current achievements.

<u>Location</u>	<u>Long-Term</u>	<u>Short-Term</u>	<u>Total</u>
U.S.A.	13	136	149
Asia and Others	61	112	173
In-Country	-	<u>569</u>	<u>569</u>
Total	<u>74</u>	<u>817</u>	<u>891</u>

For a complete breakdown, including skill areas, refer to Annex B (DTP Training, 1986-1992). Private sector participants totalled 650 or 73%, when in-country training is included. Female participation totalled 254 persons or 29% of all participants. These accomplishments are very much in line with the targets indicated in the Project Paper: 69 trainees in the U.S., 363 in Asia, and 930 in-country participants. Given that current expenditures are less than \$4,000,000 of the originally budgeted \$6.3 million, targeted numbers of participants (also called trainees) will be exceeded when all original allocations are used.

Training has been provided in many diverse skill areas, as shown in Annex B. Although the programs selected were largely determined by demand, these training activities were not highly focused.

Both the evaluation (1989) and audit (1990) recommended a more targeted training program. Consequently, both female and private sector participation was increased and skill areas for training were better defined. Even so, training programs were not necessarily in areas of Mission priority and amendment of the training targets was considered essential for increasing relevance and Mission program continuity.

## B. Concentration of Mission Objectives

USAID is undergoing an intensive program of readjustment in the overall direction of assistance efforts in Nepal. By focusing the program on a more limited number of objectives, the Mission will increase its impact in strategic areas of major importance where USAID has distinct capabilities. This concentration effort, in an arena of reduced staff and resources, will enable USAID to continue as a key donor in Nepal and to make important contributions to Nepal's development.

Over several months and with the help of a Program Performance Informance System for Strategic Planning (PRISM) team from AID/W, the Mission has identified three major objectives as areas of concentration for assistance in Nepal. These are: (1) increased private sector contribution to income growth; (2) reduced infant and child mortality and undesired fertility; and (3) increased pluralism and democratic values and processes. For the Mission to fully implement a program directed towards these objectives, certain projects or components of projects are being terminated, others significantly modified, and new activities initiated. As one of those projects being modified, DTP is being amended to concentrate training activities in those areas which enhance accomplishment of the three chosen objectives. Training activities which would not contribute to achievement of the objectives will not be undertaken under DTP.

DTP is a supportive initiative, being amended to complement the Mission's projects in all the major sectors. Rather than have three separate training projects corresponding to the Mission's technical offices (ARD, HFP and PPD), it was determined that it will be more effective to channel training (supplemental to training under individual bilateral projects) through a single project.

## C. Relationship to Government of Nepal

The basic, bilateral project relationship with the Government of Nepal (GON) will not change. The signatories and major coordinator will remain within the Ministry of Finance (MOF), Foreign Aid Division. However, major changes in the allocation of resources will alter the MOF's involvement in a substantial portion of training activities. Approximately 50% of all new resources and of all training positions will be targeted at the private sector (up to now about 25% of resources and positions were used for private sector training). Private sector training programs not proposed by the GON will not require GON approval or concurrence. All public sector training and private sector training proposed by the GON will still require GON approval/concurrence.

By signing the project agreement amendment, the GON is acknowledging that its approval of all private sector training activities is not required. Also, it is explicit that training activities must all be directed towards USAID's program areas of concentration, complementing USAID's sectoral projects.

### III. PROJECT DESCRIPTION

DTP is being amended for two basic reasons: (1) to better define and identify areas of focus in which training will be provided and to modify targeted outputs; and (2) to extend the life of project and funding level. The basic objective and purpose of DTP remain unchanged.

#### A. Project Goal and Purpose

"The goal of DTP is to improve the capacity of Nepalese agencies and enterprises - both public and private. The purpose of the project is to strengthen the analytical, managerial, and technical skills of public and private sector personnel in key development areas." Whereas the original project provided training in areas not covered by regular bilateral projects, the amended DTP will be highly complementary to our on-going project activities and will target development of skills needed to work towards the Mission's over-riding objectives. These objectives, which describe the major directions of USAID/Nepal's bilateral program, are to: (1) increase household incomes through the private sector; (2) improve child survival and family planning services; and (3) increase Nepal's development potential through pluralism and democratic values. This more precisely-defined focus will require a significantly tighter definition and provision of training assistance.

One-half of new resources and new training activities will be earmarked for the private sector. The minimal quota of 35% women participants will continue under the amendment and be reconsidered periodically. Degree training will continue to be limited to the Master's level, in either the U.S.A. or in geographic code 941 (Selected Free World).

#### B. Sectoral Training Initiatives

The initiatives will correspond to the objectives outlined above and will be sub-divided into training aimed at both the private sector and the public sector. The outputs will be expressed in terms of person-months training in the U.S., in Asian countries and in-country. Resource allocations are shown in Section III D (Resource Requirements). Training initiatives are shown as broad, illustrative categories, not as established training plans. Specific activities will be identified from CY93 onwards, as part of Annual Training Plans.

##### 1. Increased Private Sector Contribution to Income Growth

In order to work toward an increase in income for people working in commercial agriculture, agro-businesses and business enterprises, the project will aim at improving skills needed by groups and institutions directly working in and/or influencing these sectors. Previous and current training for all projects except DTP has been very "project-specific", with limited

flexibility in programming and range. For the most part, training funds for on-going projects have been earmarked. Under Economic Liberalization, support through DTP will probably continue in privatization, entrepreneurial skills development, and NGO income generation-related training.

a. Private Sector - Crucial groups for income growth in commercial agriculture, agro-business and business enterprises from the private sector include commercially oriented producers, related trade associations, business firms which process/market commercial agriculture products, forestry products, and farm/household inputs, chambers of commerce, firms (which provide farm services and agro-business services, and community user groups (water, forest, etc.)). These are the groups and institutions eligible for training. Training can also be targeted for skill development in privatization, entrepreneurship development, business policy formulation, financial markets, and development of trade associations, chambers of commerce and non-government organizations (NGO's).

The range of training activities will be stated in general terms, as any training which helps to strengthen commercial agriculture and businesses could conceivably be acceptable and activities are selected on an annual, "demand-driven" basis. Certain basic tenets, however, will be followed. Training requests will be accepted from representative groups, not from individuals. Training must be targeted for accomplishing specific tasks, addressing clearly identified problems, and resulting in concrete, discernable benefits. Priority will be given for training of women, for people living outside Kathmandu Valley, and for the most cost effective approach (generally in-country for larger groups and regional for smaller groups).

b. Public Sector - Crucial branches of the GON eligible for participation in training are local government (district, municipal and village officials), operational and policy-making officials from the National Planning Commission (NPC), Ministry of Finance (MOF), Ministry of Local Development (MLD), Ministry of Agriculture (MOA), Ministry of Forests (MOF), Ministry of Housing and Physical Planning (MHPP), Ministry of Water Resources (MWR), Ministry of Commerce, Ministry of Industry, Ministry of Works and Transport (MOT), an GON-owned banking institutions. As within the private sector, the range of training activities will be targeted at providing skills in areas which directly contribute to growth in commercial agriculture, agro-business and business enterprises.

## 2. Reduction of Infant/Child Mortality and Undesired Fertility

In working towards improved child survival and family planning services, most training hitherto has been provided to strengthen the institutional capacities of the Ministry of Health (MOH). While this will continue, training through DTP will complement institutional training with specific technical and/or managerial training, training of trainers, rural workshops,

programs through rural schools and mothers' groups, and through community action groups. The broad spectrum of activities that can (and are) being undertaken to help child survival and family planning leave significant scope for various training opportunities, many of which cannot be met through the Mission's existing health project.

Until now, USAID has provided very little health/family planning training, except in some aspects of malariology. This has been due to the inability of the MOH to nominate appropriate candidates for appropriate programs. This is expected to change under MOH reorganizations and more needs-oriented programs, both for private and public sectors, are being formulated by the MOH and USAID Health/Family Planning Office.

a. Private Sector - Current activities in health training are generally limited geographically to the Central Region and to the Ministry of Health. Through DTP, high priority training coverage will be expanded to other parts of the country, either by training of trainers or training for "less traditional" representatives/providers of health services in Nepal. This could be especially relevant for policy-level support of private sector activities, for programs involving non-governmental health service outlets, and other local health service providers. Also, in conjunction with private sector delivery of health services, training could be given to pharmacists, shop-keepers, and NGOs.

b. Public Sector - Provision of training on a broader geographic basis in areas of priority concern could be done through DTP, whereas the current program has funding and regional limitations. This can be done through training in new interventions, such as Vitamin A "training", new contraceptive practices, or community motivation. These efforts will be complementary to the current health program and will focus on child survival and family planning services. The Health/Family Planning Office is expected to make limited requests for long-term training (M.S. Level), as well as specialized training initiatives.

### 3. Pluralism and Democratic Values

Increase of Nepal's development potential through democratization is a new area of focus for USAID/Nepal's program. Development through pluralism and democratic values have been supported through the PVO Co-Financing Project (367-0159) and DTF. A Democracy Project is being designed, and will be implemented in late FY92 or early FY93. Resources for training under this project is limited and DTP can complement the Mission's democracy initiatives by supporting additional training. A key area for support through DTP will probably continue to be the funding of training through the USIS International Visitor Program (IVP), study tours, and support of NGO-local institution training initiatives.

a. Private Sector - Numerous training opportunities in democracy have and are being identified. This involves working with broad-based, representative groups, rather than individuals.

DTP has and can continue to support specialized training activities, such as the Democracy International Visitor Programs (with USIS), local scholarship programs, training in media and communications, and voter/constituency education. These efforts will complement the activities of the Mission's Democracy Project and certain PVO Co-Financing grants.

b. Public Sector - DTP has already supported workshops on the Nepali regulatory environment, on parliamentary committee formulation, on constitutionality, and voter education - in which the GON participated heavily. Similar efforts will be carried out with the parliament, judiciary, local government, Ministry of Law and Justice, Ministry of Finance, and the Election Commission. These activities will complement those done through the Mission's democracy projects (certain PVO grants and the new Democracy Project).

### C. Mission Training Support

Under DTP, certain general support will be provided for all Mission training activities. Resources will be allocated for English skill testing and upgrading, for orientation, for follow-up activities, and for training needs assessments. DTP will be used, on a Mission-wide basis, to support training activities in those specific areas for all bilateral projects with training components.

#### 1. English Language Testing and Upgrading

For participants in USAID-sponsored training, competency in the language of instruction is required. As per the Hand Book 10 (HB10) requirements, candidates for training in English will have to demonstrate competence through previous education or testing. The tests of English competence - in most cases the ALI/GU test (American Language Institute/Georgetown University) or TOEFL - will be given to candidates and will be funded through DTP. Candidates who show a certain capability in English, but do not pass the test(s), will be offered the opportunity to take skills upgrading courses at the USIS American Language Center. This will also be funded with DTP resources.

Waivers of English testing, as permitted by AID regulations, will be requested from the Office of International Training only in certain, very limited circumstances.

#### 2. Orientation

Through DTP, USAID will provide pre-departure orientation services to better prepare all USAID-sponsored trainees for studying and living in the countries in which they will receive their training. In addition to providing assistance in completing all required paperwork (visa application, medical examination, biodata forms, etc.), the Training Division will also provide participants with an orientation packet consisting of:

- a country description, including historical, cultural, and practical (medical, transportation, communications) information;
- a list of other USAID/Nepal-sponsored trainees currently in training in the concerned country;
- brochures (general and training program specific) from the training institution;
- a copy of the Thomas Jefferson Alumni Association Newsletter, and the names and addresses of the Association's officers.

The Training Office will also:

- schedule a pre-departure interview for the prospective participant with at least one returned trainee who studied in the same country, in the same field of study and preferably in the same training institution;
- require participants to fill out a pre-departure questionnaire; and
- schedule a viewing of the pre-departure orientation videotape.

### 3. Follow-On

Follow-on for USAID-sponsored trainees who have returned to Nepal consists of:

- a. activities for returned AID participants designed to further the technical and non-technical objectives of all AID-sponsored participants training; and
- b. the maintenance of Mission records on former participants for the purpose of tracking and contact.

The purpose of the Follow-on Program is to ensure that returnees are active and influential in their community or professional field and will contribute, either individually or collectively, to the development of Nepal.

- The Mission's follow-on activities will strive to:
- encourage returnees to work together and to network with other returnees and existing groups in Nepal that share their desire to contribute to Nepal's development;
  - encourage and support returnees' community/volunteer efforts;
  - assist returnees in developing and participating in continuing education programs to expand upon and technically upgrade the skills acquired during training;
  - encourage returnees to maintain professional contacts with people they met during their training;
  - involve returnees in providing pre-departure orientation for prospective trainees;
  - assess the impact of training on Nepal's development; and
  - evaluate the effectiveness of USAID/Nepal's Training program.

Through DTP, the Mission will initiate follow-on procedures and activities to help ensure, as well as determine, training impact, and to ensure that participants are successfully reintegrated into their own communities and jobs, as well as to encourage participation in community, democratic-oriented activities. Activities will include:

- developing, distributing, and compiling the results from Completion of Training and Follow-up questionnaires;
- maintaining up-to-date and accurate records on all USAID/Nepal sponsored trainees (using Participant Training Management Systems - PTMS).
- up-dating the returned participant directory, and distributing it to all returned participants, donors, other organizations and businesses;
- carrying out periodic evaluations of the Mission's training programs by generating standard reports from PTMS, by conducting informal interviews with returned participants, and by using the information gathered through Completion of Training and Follow-up questionnaires;
- holding semi-annual gatherings to present certificates of completion/achievement to newly returned participants and to share training experiences;
- publishing a quarterly alumni newsletter;
- developing continuing education activities (short training programs, workshops and seminars) for returned participants; and
- establishing a Thomas Jefferson Alumni Association, which will be the umbrella under which many of the follow-on activities will be organized and carried-out.

The Alumni Association - The Thomas Jefferson Alumni Association will be established under the Development Training Project as an organization run by and for returned participants, and will be supported by USAID's Training Office for the life of the Project. DTP will provide sufficient funds to cover initial operating costs. Over the LOP, USAID's involvement will gradually be reduced as income-generating activities are pursued independently by the Association.

The first meeting of the Association will focus on drafting a charter and by-laws for the Association, electing officers, and forming working committees. At the end of the first six months, the Association will be expected to present a proposal describing income-generating activities for supporting the Association. At the end of the first year, the Association will begin exploring the possibility of attaining PVO status. At this time, USAID will review the activities of the Association to ensure that it is heading towards self-sustainability. At the end of the first two years, the Association should have attained PVO status, and be largely self-sufficient.

Continuing Education Activities for Returned Participants - The following types of training will be offered to enhance the likelihood that returned trainees assist in Nepal's development:

- leadership and management training for developing organizations and for initiating or expanding self-employment activities;
- upgrading technical skills supporting the training received;
- training on how to develop and present proposals and feasibility studies to obtain financing for individual and group activities; and
- development and application of networking techniques for attainment of career and personal goals.

Continuing education activities may include training in a formal classroom setting or through workshops and seminars. Guest lecturers, either from Nepal or outside, will focus on development issues of relevance to Nepal. Such training may not be limited solely to returned participants, but could be used to expand in-country training opportunities.

The cost of conducting such training may be shared by involving other donors in the effort, either by jointly sponsoring a particular training program, or having donors pay for those individuals nominated directly by the concerned organization.

Library Services - DTP funds will be used to finance subscriptions to technical journals for the Alumni Association during the life of the project. The Association will propose how the subscriptions will be maintained after USAID support ends.

Members of the Association will have access to the Mission Library. Members will donate copies of their publications to the Mission Library, including theses, articles, workshop papers, etc.

#### 4. Training Needs Assessments

Through the DTP, training needs assessments will be done for certain segments of the private sector and the public sector. PD&S funds will be used to finance some portion of these assessments. To be used Mission-wide, the assessments will focus on those sectors which effect the Mission's areas of concentration as stated in Section II B. The identification of specific skill needs will be used in determining training activities and their relative priorities. The Private Sector Training Needs Assessment is currently being negotiated (through an IQC) and should be completed by June, 1992.

#### 5. Preliminary Nominee Selection

The Mission is considering the option of contracting preliminary private sector nominee selection to a private firm or organization. As it is expected 425 people will receive training in the U.S. and Asia over six years (about 70 per year) and 2,500 people will receive in-country training (about 420 per year), the task of screening nominees is daunting. USAID may well need the assistance of a local organization in determining whether nominees are qualified or appropriate for a given training activity and in rank ordering qualified candidates.

It has not been possible to pre-identify any organization in Nepal capable of performing nominee selection screening and an active search will soon begin. It may be plausible to solicit requests for bids (RFP) when a full scope of work for a contract has been developed. At this time we envision, the firm's tasks would include:

1. advertising training opportunities to selected groups and categories of individuals, as suggested by the office/individual proposing a particular training program;
2. helping to determine detailed selection criteria for nominees;
3. receiving and reviewing applications for training; and
4. short-listing qualified nominees for testing and rank ordering for final project committee selection and approval.

The organization would perform these tasks for all private sector training and for specific public sector training, where there is an agreement with the GON.

Within the next few months, the DTP Committee and Project Officer will pursue the feasibility of this approach by drafting a scope of work, and request that Contracts put out a local RFP for services. If an appropriate organization is identified and if preliminary screening work under DTP is satisfactory, work then services may be expanded to cover USAID training activities under all bilateral projects and programs.

#### D. Resource Requirements

At present, DTP has a life of project funding of \$6.3 million. With this amendment, the life of project funding level will be increased by \$4.61 million, for a total of \$10,910,000 through September, 1999. Current obligations total \$6,265,000, as an additional \$500,000 will be obligated with this amendment. With the CY 1992 Annual Training Plan now in process and committing \$1,310,000, there is an unprogrammed balance of only \$230,000 available for new training to be initiated. New training costs are budgeted at \$4,875,000. New funding requirements are \$4,645,000.

Obligation, by year and functional account, will follow these approximations.

<u>Functional Account</u>	<u>Annual Obligations (in \$,000's)</u>					<u>Total</u>
	<u>1993</u>	<u>1994</u>	<u>1995</u>	<u>1996</u>	<u>1997</u>	
ARDN (30%)	279	279	279	279	279	1,395
HE (10%)	93	93	93	93	93	465
POP (10%)	93	93	93	93	93	465
EHR (30%)	279	279	279	279	279	1,395
<u>PSEE (20%)</u>	<u>185</u>	<u>185</u>	<u>185</u>	<u>185</u>	<u>185</u>	<u>925</u>
Total	929	929	929	929	929	4,645

All necessary funds will be obligated by 1997, to allow full funding for training which extends into 1998 and 1999 and to permit adequate forward planning and budgeting. These figures are estimates only, showing \$4.645 million allocated over five years in the percentages noted.

Therefore, this amendment for all new training other than CY1992 Annual Training Plans (see Annex D), will not exceed a cost of \$4,875,000 for the period from January, 1993 to April, 1999 - a period of 6 1/4 years. Training should be scheduled for completion six months before the PACD, (which is why the April, 1999 date will be used as the target date for completing all training under DTP).

The estimated use of resources for training activities by objective or area of focus is: (1) roughly 50% for increasing incomes through the private sector; (2) approximately 20% for child survival and family planning services; and (3) about 30% for pluralism and democratic values. This breakdown was determined on the relative levels of support for training already provided for through bilateral projects in those focus areas and the overall demand for complementary support from DTP in working towards the objectives. A major portion of the Mission's budget and percentage of project-driven training funds are directed toward an increased private sector contribution to income growth. As the major activity area, and with the new economic liberalization thrust, a fairly high percentage of new DTP funds will be directed towards the objective. For reducing infant/child mortality and undesired fertility, limited training has been done in-country. This is less expensive and reaches a large audience. Support is needed to complement the very small current project training budget. Pluralism and democratic values have, in the last two years, used about one-fourth of DTP resources. Also, the Democracy Project will be very modestly funded (it is still being designed, but only as a \$3 million activity). Therefore, it is appropriate to plan use of a fair portion of resources in this area.

This breakdown of expenditures, on an annual basis (1993-1999), provides the following division of resources. Approximately \$538,000 will be budgeted annually for training (all training is fully funded and no incrementally - funded training will be considered). Inflation is added at 5% (compounded annually) starting in 1994. Mission-wide training support is budgeted at \$767,000 for the life of the project. Administrative contracts are estimated to cost about \$22,500 per annum (plus inflation).

The percentages of private and public sector training activities are targeted at roughly 50% each. The costs of training in the U.S., Asia region, and in-country are based on historical figures, with an inflation factor of 5% per annum (compounded) starting in 1994. A more thorough breakdown of costs and person months of training is provided in Annex C.

All training costs under DTP will not be met by USAID. Some costs will be met by the GON or by the private sector - depending on the nature of the program. Because there are so many possible training initiatives and variables, it is not possible difficult

to present uniform formulas for cost sharing. Decisions will have to be made on a case-by-case basis. However, some guidelines can be provided.

His Majesty's Government - For training outside Nepal, the GON will be expected to meet transport costs to destinations to which government transport corporations fly to on a regular basis, for GON personnel involved in DTP training programs. Where and when this is cost effective, it should be applied. This will be reviewed periodically. Other conditions, as established in the original Grant Agreement, will still apply.

Private Sector - The DTP resources shall not, unilaterally, be used to cover all training costs targeted at the private sector. For example, local training costs could possibly be shared between DTP and the private sector entities and individuals who participate. In certain instances the cost of such items as food, lodging, and transport could be met by the private sector (this is also possibly true for the GON). Decisions on cost sharing will be made by the Project Committee for each training activity, but in consultation with the private sector entities and GON organizations to determine cost sharing approaches appropriate for the circumstances.

Development Training Project  
Illustrative Budget (1993-1999)

<u>Activity</u>	<u>1993</u>	<u>1994</u>	<u>1995</u>	<u>1996</u>	<u>1997</u>	<u>1998</u>	<u>1999</u>	<u>Total</u>
I. Income Through Private Sector								
A. Private Sector	134,375	141,094	147,813	155,875	162,594	172,000	45,016	958,767
B. Public Sector	134,375	141,094	147,813	155,875	162,594	172,000	45,016	958,767
Sub-total	268,750	282,188	295,626	311,750	325,188	344,000	90,032	1,917,534
II. Child Survival & Family Planning								
A. Private Sector	53,750	56,438	59,125	62,350	65,038	68,800	17,906	383,407
B. Public Sector	53,750	56,438	59,125	62,350	65,038	68,800	17,906	383,407
Sub-total	107,500	112,876	118,250	124,700	130,076	137,600	35,812	766,814
III. Pluralism & Democratic Values								
A. Private Sector	80,625	84,656	88,688	93,525	97,556	103,200	27,815	575,065
B. Public Sector	80,625	84,656	88,688	93,525	97,556	103,200	27,815	575,065
Sub-total	161,250	169,312	177,376	187,050	195,112	206,400	55,630	1,152,130
IV. Mission Training Support	135,000	131,250	126,500	121,800	114,950	108,800	29,145	767,445
V. Administrative Support								
A. USA (PIET, CID)	10,000	10,500	11,000	11,600	12,100	12,800	3,350	71,350
B. Regional (Contract)	12,500	13,125	13,750	14,500	15,125	16,000	4,188	89,188
Sub-total	22,500	23,625	24,750	26,100	27,225	28,800	7,538	160,538
VI. Evaluation & Audit	-	-	-	110,200	-	-	-	110,200
Total	695,000	719,251	742,502	881,600	792,551	825,600	218,157	4,874,661

**E. Expected Results**

Expected outputs are projected by using historical costs and assumptions on percentages for U.S., regional (Asia), and local training. Although not shown, the intended 50% private sector-50% public sector split is assumed.

<u>Training Focus</u>	<u>Person Months Per Annum</u>
A. Increasing Incomes Through Private Sector	
1. U.S.A.	10 p.m.
2. Regional (Asia/Third World)	25 p.m.
3. Local (in-country)	100 p.m.
B. Child Survival and Family Planning Services	
1. U.S.A.	4 p.m.
2. Regional	10 p.m.
3. Local	40 p.m.
C. Pluralism and Democratic Values	
1. U.S.A.	6 p.m.
2. Regional	15 p.m.
3. Local	60 p.m.

Overall, the projected annual levels are 20 person months of U.S. training, 50 person months of regional training, and 200 person months of local (in-country) training. If long-term training (one year or more) is undertaken in the U.S. or region, then roughly three p.m. U.S. or regional training as shown equals one person year of long-term training (cost equivalent).

These outputs, however, tell little about the impact or return that might be realized or attributed to training through DTP. This is extremely difficult to do, as the specific training programs are determined by demand (which is not known at this juncture) and the range of training is still broad within the identified objective areas. Many studies and analyses have shown the value of training in economic terms - increased productivity and earning power of people receiving training - but these types of analyses are less useful with short-term, targeted training for relatively smaller numbers of people. We feel, however, that targeted training aimed at particular problems and skill needs, in areas which contribute to achievement of the approved objectives, will well serve both Nepal and the direct beneficiaries (trainees). Exposure to progressive approaches to problem resolutions, to the latest technical knowledge and skills, and to analysis and management, are all well known benefits.

During the life of the project, a decision will be made by the Mission on whether to design a new development training initiative or whether to conduct training under our three separate offices. As there is little likelihood that the GON or private sector will replicate this entire training program for the foreseeable future, USAID will have to decide whether to sustain such training for a further period. Certain training activities

will undoubtedly be continued, such as Mahaghati Vocational Education, Business Professional Women's Club Secretarial school, Center for Women in Development legal training, Small Business Promotion Program - Women Employers Association of Nepal entrepreneurial training, etc...). A program directed at USAID's objectives with a broad mix of demand-driven needs is not likely to be undertaken by any organization except USAID itself. Certain key skills development training will certainly continue to receive support, with participation from the GON, donors and the private sector.

#### IV. IMPLEMENTATION PLAN

##### A. Implementation Approach

The major steps for implementing DTP are: identification of priority training needs; identification of suitable training programs; selection of appropriate candidates, administration and monitoring of trainees, and follow-up activities with returnees. The methods to be used for carrying out these steps will be changed significantly from previous systems.

1. Identification of Training Needs - There has been a reliance on input from the Ministry of Finance and from the three USAID Offices (ARD, HFP, PPD) for the make-up of the DTP Annual Training Plan. This reliance will continue, but the training priorities will be in areas working towards the accomplishment of the objectives of the USAID/Nepal program. No training activities will be considered which do not involve income expansion through the private sector, child survival and family planning, and pluralism/democratic values. The limitation on the number of training activities will be determined by the amount of resources available; from USAID, GON, private sector, and individuals.

The level of support from each of these potential resources will be determined on an individual, activity by activity basis. Identification of specific training programs will be made by the individual offices of USAID and by GON for the public sector through the Ministry of Finance, Foreign Aid Division. These programs, with relative priority determined by USAID offices and (for the public sector) by GON, will be consolidated by the Mission Project Officer and Training Division staff in an Annual Training Plan. Private sector training proposals will be submitted by the Mission's Offices, without GON participation. The Annual Training Plan will be drafted by the third quarter of the calendar year preceeding the actual year of initiation. Ad hoc proposals from local organizations (international and national private voluntary organizations, local institutions, business groups, social groups, chambers, associations, etc..) will be reviewed by the Project Committee and, if approved and considered a high priority, will be incorporated into the Annual Training Plan. As discussed in Section III C 4, training needs assessments for both public and private sectors will be performed. These assessments will be used as guidelines in determining training priorities.

The Project Committee will consist of the Project Manager, the Training Supervisor, and a variety of possible participants (depending on the type of training and the people to be trained). For all training proposals, a USAID technical officer will be added to the Committee. The technical officers will be selected from a detailed list of experts, depending on subject area, which has been developed and will be revised periodically. Public sector training programs and trainee candidates will be selected by the Project Officer, Training Supervisor, appropriate USAID technical officer and the MOF representative. For private sector training needs identification, the Project Committee can also include a private Nepali business leader and/or NGO representative, to be selected on an ad hoc basis by Committee members. This person can help to better identify and define training needs and individuals who would qualify for such training. Mission representatives from Financial Management and/or the front office can be included as necessary. All meetings will be scheduled on an "as-needed" basis.

2. Selection of Suitable Training Programs - Selection of training venues, institutions, and trainers, will be made for each individual training program. Initial identification of potential training programs will be made, if possible, by the proposer (Office Chief, Training Supervisor, Technical Officer, GON coordinator, ad hoc proposal author, etc.). Once a training program has been approved by the Project Committee, the provider of training will be identified. If the identification of the training program does not go beyond a general description and is only geographically limited (U.S., regional, or local), then the selection process can be made in a number of different ways. For training in the U.S., the Mission and GON largely rely on the Office of International Training (through AID Contractors - Partners in International Training and the Consortium for International Development) to identify appropriate training programs. Final approval of recommended training programs will be made by the Project Committee.

For administrative support of training programs done in the Asia region, when institutions or programs have not been identified directly by the Mission, USAID/Nepal has historically relied on country USAID training offices. In most cases this is no longer possible, as the Asia regional USAID training offices are no longer capable or willing to provide major administrative support (selection, placement, administration, monitoring, reporting, etc...), with the exception of India. Reliance on USAID/Manila, USAID/Bangkok, USAID/Colombo, USAID/Islamabad, USAID/Dhaka, USAID/Jakarta and U.S. Embassy/Kuala Lumpur is no longer possible. Therefore, it will be proposed that we contract with an organization to undertake the administration of regional training activities. Such administration will include the identification of appropriate training opportunities, placement of approved trainees, orientation of trainees who have been placed, provision of administrative support to trainees (allowances, logistics assistance, counseling, etc...), tracking/monitoring/

reporting on progress of trainees, and communication linkages between USAID, the institutions and the trainees. A scope of work and request for proposals will be developed after the Project is amended.

For in-country training, selection of specific training programs will, in most instances, be part of the proposal for local training. When this is not the case, the proposer and Project Officer/Training Division will work together to identify appropriate local training programs. The administration of such programs will be determined and organized on an individual basis.

3. Selection of Appropriate Candidates - The Mission office or MOF proposing the training activity will normally provide selection criteria for candidates, including rank, education, current type of work, organization, etc... The Project Committee will make the selection of individuals from those people nominated. Priority will be given to women and people residing outside Kathmandu Valley. For each training position, at least two candidates should be nominated - a primary candidate and alternative. Candidates will be required to comply with all relevant HB10 regulations, unless a special waiver is granted.

As discussed under Section III C.5 (Preliminary Nominee Selection), the Project Committee is investigating the possibility of hiring a private organization to advertise selected training opportunities, help determine selection criteria, receive and review applications for training, and short-list qualified nominees for testing, and rank order for final project committee selection/approval. If an organization is contracted to provide these services, then all private (and a portion of public) training nominees will be preliminarily screened by this independent group. If no appropriate organization can be identified, screening and selection will be done by the entity proposing the training with the advice and consent of Project Committee.

When a training proposal is made by some "outside body", i.e. business group or NGO, the candidates will be nominated by the proposing body and Committee approval will normally be granted as an integral part of the proposal itself. (Therefore, such a proposal must include candidates or describe how candidates/participants will be selected).

4. Administration and Monitoring of Trainees - As stated in Section 2 above, U.S. training will be largely administered by the OIT contractors. One major exception will be the administration of USIS International Visitors participants. All administration and monitoring will be done by USIS itself. For regional training, overseas administration and monitoring will be performed by a selected consulting firm. In-country training programs will largely be administered by the USAID Training Division and by the particular group or organization conducting the training.

Certain aspects of training will be the responsibility of USAID's Training Division. Preparation of documents, compliance with provisions of HB10, re-entry, maintenance of records, etc., will be the Training Division's responsibility for all participants, regardless of where training is conducted.

5. Follow-up Activities - Follow-up activities, such as re-entry programs, establishment and initial operation of an alumni association, certain post training support, newsletters, etc... will be the USAID Training Division's responsibility. These duties have been described in Section III C.

#### B. Revisions to USAID-GON Agreement

The changes fundamental to an amended project will be described in the Project Agreement Amendment. In summary form, the crucial changes are shown below.

1. The PACD is extended until September, 1999 and the life of project funding is increased to \$10.91 million.

2. Training is provided to both the public and private sectors in roughly equal proportions. Women are targeted for 35% of the training person months. Priority is given to women and candidates from outside the Kathmandu Valley.

3. Private sector training does not require GON approval unless such training is proposed by the GON itself. Selection of training programs and candidates for training will be made by the Project Committee.

4. All training is directed towards USAID's three major focus areas: (a) increased private sector contribution to income growth; (b) reduced infant/child mortality and undesired fertility; and (c) increased development potential through pluralism and democratic values.

Discussions have been held with concerned Ministry of Finance officials and these revisions should be approved without major difficulty. Key individuals are the Secretary, Joint Secretary for the Foreign Aid Division and the Under-Secretary assigned as Project Manager. Upon Mission approval of this PP amendment, a formal amendment of the Project Agreement will be submitted to the Ministry of Finance for review and approval.

#### C. Administration and Management

Many aspects of project administration have been described in Section IV A, Implementation Approach. Formal duties will be the responsibility of various officers, delineated as follows.

Basic project management will be the responsibility of the Mission's Project Manager, currently the Deputy Chief of the Program/Project Development Office. The Project Manager, largely through the Training Division Supervisor and staff, will

coordinate all activities which require USAID/Nepal's participation. Duties include the preparation of the Annual Training Plan (ATP), preparation of PIO's, coordination of the selection of programs and candidates, liaison with training program proposers, reporting on DTP, and delegating work/responsibilities to the staff of the Training Division (also called Human Resource Division).

The Project Committee is made up of the Project Manager, Project Supervisor, relevant USAID technical officer(s), MOF representative (for public sector training), private sector expert (for private sector training), and the Controller, who will finalize the Annual Training Plan, determine allowances, approve candidates and training programs, and provide general project oversight.

The Financial Management Office, under the Controller, will monitor all financial transactions, maintain financial records, clear all financial commitments and coordinate the allocation of funds.

The Contract Division will supervise the issuance of any grants, agreements, contracts or purchase orders necessary for conducting training.

The Ministry of Finance will continue to coordinate selection of training programs and trainees from the public sector. The Foreign Aid Division will clear all PIO's concerning public sector training.

#### D. Monitoring, Evaluation and Audit

Monitoring and reporting will be a shared responsibility. The contractors for U.S. training (PIET and CID) are responsible for monitoring and reporting on training done in the U.S. Regional training will be monitored and reported on by the selected contractor when an agreement is finalized. Reporting in-country will be done by the organization responsible for conducting the specific training program. The Project Manager and Training Division will be responsible for combining these reports into semi-annual Project Implementation Reports. These reports also include internal evaluations of the overall training program.

A external evaluation is tentatively scheduled for 1996, during which recommendations on major project changes will be made. The evaluation will be used as the basis for deciding whether the project should be significantly revised, curtailed or continued as is. If a follow-on training project is considered appropriate, a new project design effort can be initiated.

An Inspector General Audit was performed in 1991. Several implementation recommendations were made and have been incorporated/changed/closed as necessary. Another major external audit may not be required (internal audits are done through the Mission's Financial Management Office). However, provision has been made for another complete audit in 1996.

DEVELOPMENT TRAINING PROJECT (367-0152)

LOGICAL FRAMEWORK MATRIX

I. Narrative Summary	II. Objectively Verifiable Indicators	III. Means of Verification	IV. Important Assumptions
<u>Program or Sector Goal</u>	<u>Measures of Goal Achievement</u>		
-- To improve the capacity of Nepalese agencies and enterprises - both public and private - which are conducting activities in development sectors of high priority to both GON and the USG.	-- Returned participants occupying positions of high priority/responsibility in GON agencies and private enterprises.	-- Follow-up monitoring to verify positions being held. -- Objective assessment of level and importance of positions held.	-- Trainees will be returned to same or higher position, in which new skills from the training activity will be used. -- Priority training skills needed are identified and appropriate training programs used.
<u>Project Purposes</u>	<u>Verifiable Indicators</u>		
-- To strengthen the analytical, managerial, and technical skills of public and private sectors in key development areas.	--*63 Nepalese trained in U.S., 291 in other Asian countries and 930 in country. -- After skills needed are identified, track whether training is provided in these areas through specific training activities.	--* PTMS, records and files. -- Using training needs assessments, compare needs with actual training activities and verify suitability and match. This is done through evaluations and internal reviews.	--* GON training plans effectively identify, nominate and process appropriate candidates in priority positions and that private sector organizations are successfully involved in project implementation. -- Private sector and Public sector Training needs assessment in areas of concentration are carried out in a timely manner. -- Training activities are available which adequately fulfill identified training needs.
* in original logframe			

12/1

DEVELOPMENT TRAINING PROJECT (367-0152)

LOGICAL FRAMEWORK MATRIX

I. Narrative Summary	II. Objectively Verifiable Indicators	III. Means of Verification	IV. Important Assumptions
<u>Inputs</u>	<u>Implementation Target</u>		
--*Original funding allocation of \$6.3 million. -- New resources totalling \$4.610 million, to be used from CY93-99.  -- Training funds -- Mission-wide support -- Administration contracts -- Evaluation and Audit	--*1,356 people trained.  -- \$3,836,478 -- \$ 767,445 -- \$ 160,538 -- \$ 110,200 \$4,874,661 (includes old funds not yet committed)	1. AID/W project allotments and incremental obligations. 2. FM (Controller) MACs reports. 3. PIO/Ps and funds are reports from OIT.	1. Budget levels requested by USAID/N are allocated by AID/W. 2. Mission objectives and overall strategy are maintained until 1999. 3. GON agrees to basic amendment requirements.
* in original logframe			
<u>Outputs</u>	<u>Magnitude of Outputs</u>		<u>Assumptions for Achieving Outputs</u>
--*Public and Private sector trainees in management or technical fields. -- Additional training is provided, working for achievement of following objectives: 1. Increasing Income Through Private Sector 2. Improved Child Survival/Family Planning Services. 3. Development Through Pluralism and Democratic Values.	--*U.S.-63 persons, Asia-363 persons, in-country 930 persons for a total of 1,356 persons. 1. 62 person months (pm) in U.S. -- 156 pm in region -- 625 pm in country 2. 25 pm in U.S. -- 62 pm in region -- 250 pm in country 3. 38 pm in U.S. -- 79 pm in region -- 375 pm in-country	--*GON private and USAID/N files.  -- 1-3 USAID Participant Training Management Systems (PTMS). -- USAID Participant files. -- OIT and Administrative Contractor reports. -- MACs report. -- Project Implementation report.	--*Sufficient qualified trainees are available and processed in timely manner. -- USAID offices and MOP nominate appropriate candidates for targeted programs. -- Project Committee makes proper selections. -- Costs and training priority assumptions remain reasonable. -- No major changes in Mission's objectives.
* in original logframe.			

*Handwritten initials*

Annex B

TRAINED PARTICIPANTS UNDER DEVELOPMENT TRAINING PROJECT (DTP - 367-0152) FROM 1986 TO 1992

YEAR	UNITED STATES						OTHER ASIA						COMBINED TOTAL
	UNPLANNED	LONG-TERM	SHORT-TERM	FEMALE	PRIVATE	TOTAL	UNPLANNED	LONG-TERM	SHORT-TERM	FEMALE	PRIVATE	TOTAL	
1986	-	2	12	4 (29%)	- (0%)	14	-	33	25	15 (26%)	12 (21%)	58	72 (F-26%) (P-17%)
1987	-	6	20	7 (27%)	10 (38%)	26	-	16	19	10 (29%)	2 (6%)	35	61 (F-28%) (P-20%)
1988	1	3	18	5 (24%)	2 (10%)	21	-	8	23	10 (32%)	12 (29%)	31	52 (F-29%) (P-27%)
1989	2	1	28	13 (45%)	17 (57%)	29	1	3	10	5 (38%)	- (0%)	13	42 (F-43%) (P-40%)
1990	3	-	25	1 (4%)	4 (16%)	25	-	-	15	5 (33%)	5 (33%)	15	40 (F-15%) (P-23%)
1991	8	1	28	9 (31%)	11 (38%)	29	-	1	20	3 (14%)	1 (5%)	21	50 (F-24%) (P-24%)
1992	-	-	5	-	5	5	-	-	-	-	-	-	5
<b>TOTAL:-</b>	<b>13</b>	<b>13</b>	<b>136</b>	<b>39</b>	<b>49</b>	<b>149</b>	<b>1</b>	<b>61</b>	<b>112</b>	<b>48</b>	<b>32</b>	<b>173</b>	<b>322</b>

UNITED STATES

PRIVATE = 49 (32.88%)      FEMALE = 39 (26.27%)      TOTAL = 149

OTHER ASIA

PRIVATE = 32 (16.58%)      FEMALE = 49 (25.38%)      TOTAL = 193

GRAND TOTAL:- 322 DEPARTED TO DATE (PRIVATE = 25.15%) (FEMALE= 27.32%)  
-18 NOT RETURNED YET (10 ACADEMIC AND 8 SHORT-TERM)

304 ACTUAL RETURNED TO DATE  
(100% PRIVATE) 569 IN-COUNTRY TRAINING (MALE = 403 AND FEMALE = 166)(29.17% FEMALE)  
873

24

DEVELOPMENT TRAINING PROJECT  
(367-0152)  
LIST OF DEPARTED/RETURNED PARTICIPANTS  
FY 1992

COUNTRY OF TRAINING: United States

<u>NAME OF PARTICIPANTS</u>	<u>FIELD OF STUDY</u>	<u>PIO/P No.</u>	<u>DATE OF DEPARTURE</u>	<u>DATE OF RETURNED</u>	<u>MALE</u>	<u>FEMALE</u>	<u>REMARKS</u>
<u>SHORT-TERM</u>							
Krishna K. Ghimire	Priva.Mgmt. & Imple.	10143	2.7.92		x		
Ananda B. Shrestha	" "	"	"		x		
Jagadish Agrawal	" "	"	"		x		Private
Biswa R. Pandey	" "	"	"		x		
Robin Sharma	" "	"	"		x		

*Project - 367-0152*

*25*

**DEVELOPMENT TRAINING PROJECT**  
**(367-0152)**  
**LIST OF DEPARTED/RETURNED PARTICIPANTS**  
**FY 1991**

COUNTRY OF TRAINING: United States

NAME OF PARTICIPANTS	FIELD OF STUDY	PIO/P No.	DATE OF DEPARTURE	DATE OF RETURNED	MALE	FEMALE	REMARKS
<b>LONG-TERM</b>							
Laxmi Hada	M.B.A.	10071	8.16.91			x	
<b>SHORT-TERM</b>							
Ram S.L. Karna	Plant Quarantine	10065	8.9.91	9.21.91	x		
Krishna P. Tamrakar	Dev. Markts for Agri.	10050	5.24.91	8.7.91	x		Private
Pradeep K. Shrestha	EI Course (Med. Dist.)	10115	11.13.91	12.18.91	x		"
Prabhu R. Vaidya	" "	10115	"	"	x		Unpl/Pvt.
Binod M. Rajbhandari	" "	10115	"	"	x		"
Baidya N. Ghimire	Foreign Invest. Analys.	10052	6.7.91	7.1.91	x		
Raghubir S. Rana	" "	10052	"	"	x		
Reeta Bhandari	Entre. Creation & Mgmt.	10064	7.12.91	8.21.91		x	Private
Nani B. Acharya	" "	10064	"	"		x	"
Neeru Khatri	" "	10064	"	"		x	"
Pramila Acharya	Apprel and Textile	10028	3.29.91	4.23.91		x	"
Narayan P. Shrestha	Export Market Entry	10105	10.11.91	11.5.91	x		
Dilip Khanal	" "	"	"	"	x		
Prashant K. Pokharel	" "	"	"	"	x		
Chandi R. Dhakal	" "	"	"	"	x		
Puspa R. Adhikary	" "	"	"	"	x		
Mohini D. Lama	Mgmt. Skills Dev.	10029	4.12.91	5.20.91		x	Private
Sarita Rajkarnikar	" "	10029	"	"		x	"
Yankila Sherpa	Mkt. & Prom. Tourism	10048	5.17.91	7.3.91		x	"
Ramjee P. Pathak	Financing Health	10080	9.3.91	12.12.91	x		
Mohan P. Pokharel	Export Market Entry	10100	10.11.91	11.28.91	x		
Yogendra R. Joshi	Public Fin. Mgmt.	10049	5.17.91	7.31.31	x		
Narayan D. Manandhar	Privatization Mgmt.	10093	09.06.91	09.25.91	x		Unplanned
Kishor Khanal	" "	"	"	"	x		"
Sarswati Shrestha	" "	"	"	"		x	"
Deepak K. Shrestha	Energy Training Plan	10072	08.13.91	9.29.91	x		"
Chhatra R. Joshi	USTTI Course	00142	5.3.91	5.30.91	x		"
Rajendra B. Shrestha	USTTI Course	10069	7.30.91	9.4.91	x		"

DEVELOPMENT TRAINING PROJECT  
(367-0152)  
LIST OF DEPARTED/RETURNED PARTICIPANTS  
FY 1991

COUNTRY OF TRAINING: Other Asia

<u>NAME OF PARTICIPANTS</u>	<u>FIELD OF STUDY</u>	<u>PIO/P No.</u>	<u>DATE OF DEPARTURE</u>	<u>DATE OF RETURNED</u>	<u>MALE</u>	<u>FEMALE</u>	<u>REMARKS</u>
<u>LONG-TERM</u>							
Keshab C. Singh	M.Sc. in Agri. Engg	10075	10.30.91		x		
<u>SHORT-TERM</u>							
Madhab B. Mathema	Housing Finance Course		8.5.91	8.11.91	x		Invitation
Ram K. Tiwari	" "		"	"	x		
Rajendra M. Shrestha	Financial Management	10110	12.4.91	1.13.92	x		
Indra B. Thapa	" "	"	"	"	x		
Khadga B. Dhakal	" "	"	"	"	x		
Samrajya L. Shrestha	" "	"	"	"		x	
Chandrika Rupakheti	" "	"	"	"	x		
Tirth R. Shrestha	" "	"	"	"	x		
Ram M. Shrestha	" "	"	"	"	x		
Amar D. Shrestha	" "	"	"	"	x		
Bharat B. Thapa	Management Dev. Course	10046	5.15.91	7.15.91	x		
Laxman B. Basnyat	" "	"	"	"	x		
Dhruba R. Pant	" "	"	"	"	x		
Jyoti R. Sharma	" "	"	"	"	x		
Arun P. Shrestha	" "	"	"	"	x		
Krishna P. Napit	" "	10082	1.22.92		x		
Pramila Adhikary	" "	"	"			x	
Prakash K. Dhungana	Project Appraisal	10067	10.6.91	11.25.91	x		
Samita Shrestha	Virus Testing	90189	11.3.91	1.16.92		x	Private
Narshimbha M. Pradhan	Industrial Mgmt.	10070	11.19.91	12.24.91	x		

DEVELOPMENT TRAINING PROJECT  
(367-0152)  
LIST OF DEPARTED/RETURNED PARTICIPANTS  
FY 1990

COUNTRY OF TRAINING: United States

NAME OF PARTICIPANTS	FIELD OF STUDY	PIO/P No.	DATE OF DEPARTURE	DATE OF RETURNED	MALE	FEMALE	REMARKS
<u>SHORT-TERM</u>							
Krishna P. Neupane	Auditor Fellowship	00117	4.5.91	10.9.91	x		
Chandi P. Shrestha	Privatization Mgmt.	00009	4.24.90	5.10.90	x		
Bishwa B. Mulepati	" "	"	"	"	x		
Prakash M. Ghimire	" "	"	"	"	x		Private
Pushkar Bajracharya	" "	"	"	"	x		
Amrit M. Shrestha	Land Revenue Study Tour	00134	4.5.91	4.29.91	x		
Dhruba N. Pradhan	Successful Land Dev.	00131	9.20.91	10.22.91	x		
Tulshi P. Shrestha	Public Policy Mgmt.	00039	6.15.90	7.30.90	x		
Shiva P. Lohani	Housing Finance	00029	5.7.90	5.24.90	x		
Radha Joshi	Plant Taxonomy	00155	7.30.91	11.1.91			
Prakash K. Chhetry	Foreign Investment	90144	3.6.90	4.12.90	x		
Prithivi C. P. Chourasia	Organization & Mgmt. Dev	00033	5.27.90	7.1.90	x		
Kali B. Shrestha	Dev. Oper. on Agri. Ext.	00055	8.17.90	10.19.90	x		
Lila Nath Bhattarai	Tech. Hydrologic	00051	5.31.91	8.31.91	x		
Rabindra Shrestha	Enterprises Management	00111	3.26.91	6.12.91	x		Private
Sarad K. Sigdel	" "	"	"	"	x		"
Urgen Sherpa	Advance Management	00159	8.9.91	10.2.91	x		"
Gyani Shakya	Energy Training Plan	00046	7.21.90	10.4.90	x		
Surya Tamrakar	" "	"	"	"	x		
Moti K. Shakya	" "	"	"	"	x		
Dwarika P. Bhattarai	" "	00052	7.29.90	1.7.91	x		
Lava B. K.C.	Personnel Management	00130	5.17.91	07.31.91	x		
Damodar Ghimire	Pro. Planning Analysis	00129	4.12.91	6.15.91	x		Unplanned
Keshab B. Thapa	" "	00123	3.1.91	4.6.91	x		"
Arjun B. Thapa	Foreign Invest. Nego.	00165	8.31.91	10.13.91	x		"

DEVELOPMENT TRAINING PROJECT  
(367-0152)  
LIST OF DEPARTED/RETURNED PARTICIPANTS  
FY 1990

COUNTRY OF TRAINING: Other Asia

<u>NAME OF PARTICIPANTS</u>	<u>FIELD OF STUDY</u>	<u>PIO/P No.</u>	<u>DATE OF DEPARTURE</u>	<u>DATE OF RETURNED</u>	<u>MALE</u>	<u>FEMALE</u>	<u>REMARKS</u>
<u>SHORT-TERM</u>							
Slaudhin A. Siddiqui	Dev. Lawyer Course	90148	3.3.90	6.3.90	x		Private
Anil K. Sinha	" "	"	"	"	x		"
Ram Gopal Malla	Financial Management	70199	4.3.91	5.9.91	x		
Mukti Nath Ghimire	Land Revenue Admin.	00133	1.27.91	2.27.92	x		
Ghana Nath Ojha	Civil Serv. Evaluation	00137	4.18.91	5.13.91	x		
Ishwor P. Rajbhandari	" "	"	"	"	x		
Leena Gautam	Financial Management	90177	4.3.91	5.9.91		x	
Shanti Bhattarai	Bio Fertilizer	90176	4.28.91	7.4.91		x	
Shyam B. Shrestha	Market Exposure tour	00173	1.4.92	1.22.92		x	Private
Puspa R. Shakya	" "	"	"	"	x		"
Binod M. Pradhan	" "	"	"	"	x		"
Siwa Dhungana	Study Tour on Ind. Mgmt.	90182	9.11.91	10.4.91		x	
Binita Upadhaya	Financial Management	00141	9.5.91	10.8.91		x	
Suresh Dhungana	" "	"	"	"	x		
Bharat K.C.	" "	50453	4.3.91	5.9.91	x		

29

**DEVELOPMENT TRAINING PROJECT**  
**(367-0152)**  
**LIST OF DEPARTED/RETURNED PARTICIPANTS**  
**FY 1989**

COUNTRY OF STUDY: United States

NAME OF PARTICIPANTS	FIELD OF STUDY	PIO/P No.	DATE OF DEPARTURE	DATE OF RETURNED	MALE	FEMALE	REMARKS
<b><u>LONG-TERM</u></b>							
Hare Ram Bhattarai	M.S. In Computer Sci.	90047	12.31.89		x		
<b><u>SHORT-TERM</u></b>							
Prakrit S.J.B. Rana	Dev.Pro.Eval.Workshop	90084	9.15.89	10.14.89	x		
Subarn L. Shrest	Embryo Transfer	90067	9.15.89	10.17.89	x		
Nirmal Man Pradhan	TC-140-35	90038	6.16.89	8.8.89	x		
Bhuvan Dhungana	TC-150-5	90037	5.31.89	7.31.89		x	Private
Gandhi Pandit	Annul Summer Prog.	90049	6.23.89	9.5.89	x		"
Tara B. Shakya	Market Exposure Tour	90068	7.7.89	7.29.89	x		"
Padma R. Dhakhwa	" "	90068	7.7.89	7.29.89	x		"
Krishna D. Manandhar	" "	90068	7.2.89	7.29.89		x	"
Laxmi Sharma	" "	90068	7.7.89	8.8.89		x	"
Kamal S. Karki	Market Exposure Tour	90072	7.26.89	9.9.89	x		"
Ishwari Karki	" "	90072	7.26.89	9.8.89		x	"
Tashi P. Lama	" "	90072	7.26.89	8.13.89	x		"
Phuntshok Dolma Lama	" "	90072	7.26.89	8.13.89		x	"
Pranab L. Shrestha	ETP	90086	7.31.89	10.28.89	x		
Jiwan K. Pradhan	"	70194	9.9.90	1.1.91	x		
Mukesh Bhattarai	"	70193	9.2.90	11.7.90	x		
Ishwari Dhungel	Clothing and Textile	90106	9.13.89	10.24.89		x	Private
Rameshwari Acharya	" "	90106	9.13.89	10.19.89		x	"
Jyoti Pant	" "	90106	9.13.89	10.24.89		x	"
Nima L. Lama	" "	90106	9.13.89	10.24.89		x	"
Renchin Yonjan	Consulting Mkt. Mgmt	90163	6.8.90	6.28.90		x	"
Meera Bhattarai	Entrepreneurs Int'l	90169	7.14.90	8.7.90		x	"
Hari P. Sharma	Consulting Mkt. Mgmt	90140	1.23.90	2.22.90	x		"
Madhav B.S. Karki	Modern Personnel Mgmt.	90070	4.17.89	1.26.90	x		
Govinda P. Sharma	Adm. Tax. Comprehensive	90128	12.31.89	4.8.90	x		
Anu Radha Shrestha	Personnel Management	90055	5.17.91	8.4.91		x	
Dil Bahadur Shrestha	Education/Literacy	90033	6.30.89	8.11.89	x		Unplanned
Bimala Manandhar	Education/Literacy	90033	6.30.89	8.11.89		x	"

**DEVELOPMENT TRAINING PROJECT**  
**(367-0152)**  
**LIST OF DEPARTED/RETURNED PARTICIPANTS**  
**FY 1989**

COUNTRY OF STUDY: Other Asia

NAME OF PARTICIPANTS	FIELD OF STUDY	PIO/P No.	DATE OF DEPARTURE	DATE OF RETURNED	MALE	FEMALE	REMARKS
<u>LONG-TERM</u>							
Pedan Pradhan	M.Sc. Epidemiology	90079	5.27.90				x
Sudeep C. Shah	M.A. in Dev. Eco.	90050	11.1.89	12.12.91	x		
Tribendra R. Pant	Diploma in Housing	90056	5.23.90		x		
<u>SHORT-TERM</u>							
Kishan D. Manandhar	Training Method	60181	9.8.91	11.5.91			x
Vijaya Prajuli	Management Development	90090	1.17.90	3.20.90			x
Keshav B. Thapa	" "	90090	1.17.90	3.20.90	x		
Jaganath Karmacharya	" "	90090	1.17.90	3.20.90	x		
Arjun M.A. Dixit	" "	90090	1.17.90	3.24.90	x		
Madhu R. Acharya	Computer Program	90082	1.6.90	4.31.90	x		
Mangala Karanjit	Income Generation	90071	1.10.92				x
Shakuntala Pradhan	Project Planning	90089	10.9.91	12.9.91			x
Ramesh C. Regmi	Tax Administration	90142	7.18.90	9.4.90	x		
Suresh M. Shrestha	IDLI Course	90126	1.19.90	2.4.90	x		Unplanned

**DEVELOPMENT TRAINING PROJECT**  
**(367-0152)**  
**LIST OF DEPARTED/RETURNED PARTICIPANTS**  
**FY 1988**

COUNTRY OF STUDY: United States

NAME OF PARTICIPANTS	FIELD OF STUDY	PIO/P No.	DATE OF DEPARTURE	DATE OF RETURNED	MALE	FEMALE	REMARKS
<b>LONG-TERM</b>							
Prakash Basnet	M.S. Forest Economic	80050	8.26.88	6.9.90	x		
Yeeta Rajbhandari	M.Sc. Epidemiology	80015	8.14.88			x	
Keshab B. Khatri	M.A. Economic	80045	8.26.88	2.8.91	x		
<b>SHORT-TERM</b>							
Pramila Shrestha	Training of Trainers	70111	7.30.88	9.29.88		x	
Narendra K. Lal	Farming Participation	50417	8.14.88	9.22.88	x		
Chitra Bahadur Verma	Dairy Farming	70118	5.27.88	7.1.88	x		
Jay N. Thakur	E.T.P. Course	70134	5.29.88	7.27.88	x		
Anil Chitrakar	E.T.P. Course	70167	01.04.89	7.29.89	x		
Omkar P. Koirala	E.T.P. Course	70167	01.04.89	8.1.89	x		
Ramesh K. Aryal	E.T.P. Course	80140	05.05.89	9.22.89	x		
Shyam Badan Shrestha	Int'l Mkt. Management	80042	6.10.88	8.11.88		x	Private
Shanti Chada	Int'l Mkt. Management	80042	6.10.88	8.11.88		x	"
Bishwa N. Sapkota	Proj. Analyst	50416	5.20.88	8.4.88	x		
Prachandra L. Jha	Auditor Fellowship	70111	6.17.88	11.14.88	x		
Dibyeswor Shrestha	Housing Finance	80113	4.21.89	5.24.89	x		
Nidendra R. Sharma	Wash. Policy Conf.	80108	11.4.88	11.12.88	x		
Shantosh Shrestha	Custom, Exics Tax	80117	01.01.89	4.3.89	x		
Padmanav Singh Karki	Custom, Excis Tax. Adm	80117	01.01.89	4.3.89	x		
Indira Sharma	Plant Taxonomy	70183	08.02.89	12.16.89		x	
Bhola Nath Chalise	Privatization Seminar	80098	9.30.88	10.17.88	x		
Ugra N. Pathak	Gastroenterology	80175	7.13.90	9.10.90	x		Unplanned

32

**DEVELOPMENT TRAINING PROJECT**  
**(367-0152)**  
**LIST OF DEPARTED/RETURNED PARTICIPANTS**  
**FY 1988**

COUNTRY OF STUDY: Other Asia

NAME OF PARTICIPANTS	FIELD OF STUDY	PIO/P No.	DATE OF DEPARTURE	DATE OF RETURNED	MALE	FEMALE	REMARKS
<b>LONG-TERM</b>							
Mahesh K. Puri	M.Sc. Computer Sci.	80017	12.18.88	7.4.91	x		
Bhoj Kumari K.C.	M.P.A. Course	80025	5.23.89			x	
Rana Bdr. Rawal	M.Sc. Agri. Forestry	80020	10.23.88	9.10.91	x		
Mukunda N. Dungei	Dip. in Computer	80024	5.20.90	9.3.91	x		
Ramesh R. Bhattra	M.B.A.	80019	10.23.88	5.23.91	x		
Nabina Pradhan	Marketing Management	80034	10.8.88	12.11.90		x	Private
Bijay Bahadur Shrestha	Financial Management	50440	2.10.90	6.27.91	x		
Prabina Rana	M.Sc. Micro-Biology	80115	3.27.89			x	
<b>SHORT-TERM</b>							
Bharat B. Khadka	Artificial Insemination	80014	4.10.88	5.22.88	x		
Braj M. Sah	Coffee Cultivation	80092	10.14.89	11.1.89	x		
Sharda D. Shrestha	Income Generation Proj.	80016	5.6.88	8.12.88		x	
Kalpana Shrestha	Income Generation Proj.	80016	5.6.88	8.12.88		x	
Basanta K. Rimal	Resource Cons. Edu.	80097	8.5.89	8.27.89	x		
Shiva B. Sharma	Prog. Budgetting	80036	6.11.89	7.3.89	x		
Neelam Basnet	Innovative Female Edu.	80126	3.16.89	4.7.89		x	
Rudra P. Aryal	Documentation Control	80063	5.6.89	7.29.89	x		Private
Anjali Joshi	Proj. Mgmt. & Fin. Cont.	80026	11.1.89	12.7.89		x	"
Nirmala Kayastha	Marketing Management	80021	5.17.89	7.18.89		x	
Ghana S. Adhikari	Management Development	80023	5.17.89	7.18.89	x		
Kalika P. Aryal	Practical Atch in Ind.	80018	1.25.89	3.21.89	x		Private
Narayan L. Joshi	Study Tour Textile Mfg	50432	1.8.89	2.8.89	x		"
Kiran L. Shrestha	" "	"	"	"	x		"
Krishna Bahadur Khadka	" "	"	"	"	x		"
Nirmala Bhatt	" "	"	"	"		x	"
Ashok Palikhe	Study Tour Food Procc.	"	"	"	x		"
Gyanendra M. Tuladhar	" "	"	"	"	x		"
Rajendra Das Shrestha	Study Tour Footwear Pro.	"	"	"	x		"
Shreejana Pradhan	" "	"	"	"		x	"
Yegendra K. Shrestha	Pub. Administration	80114	6.11.89	8.14.89	x		
Jaga Nath Gorkhali	Rural Reg. Dev.	80094	9.18.88	11.12.88	x		
Nidhendra R. Sharma	RHUDO Reg. Seminar	80087	9.25.88	9.29.88	x		

( 37 )

**DEVELOPMENT TRAINING PROJECT**  
**(367-0152)**  
**LIST OF DEPARTED/RETURNED PARTICIPANTS**  
**FY 1987**

COUNTRY OF STUDY: United States

NAME OF PARTICIPANTS	FIELD OF STUDY	PIO/P No.	DATE OF DEPARTURE	DATE OF RETURNED	MALE	FEMALE	REMARKS
<b>LONG-TERM</b>							
Madan Man Chitrakar	M.B.A.	60126	8.14.87	1.4.90	x		
Rameshwar Shrestha	M.S. Inst. Technology	60136	8.6.88	12.24.89	x		
Laxman Sherchan	M.Sc. Research	70054	2.26.88	1.21.91	x		
Laxmi K. Sharma	M.A. Personnel Mgmt	60132	12.25.87	1.30.91		x	
Manik Man Singh Dangri	M.A. Dev. Planning	60130	1.1.88	1.9.90	x		
Shatrughan Ojha	M.P.H.	70092	5.30.88	1.18.91	x		
<b>SHORT-TERM</b>							
Shambhu P. Upadhaya	Utility and Indus. Tech.	50422	5.29.88	8.8.88	x		
Shiva Shanker Dangol	" "	60163	5.29.88	7.27.88	x		
Krishna P. Shrestha	Investment App. Mgmt	50294	6.19.87	9.20.87	x		
Jagadish C. Gautam	Proj. App. Mgmt	70043	6.16.87	9.8.87	x		
Meera Koirala	Basic Ag. Survey	50293	9.6.87	10.29.87		x	
Padma D. Shrestha	Auditor Fellowship	50296	7.15.87	11.4.87	x		
Narayan P. Dahal	Layers Course	50289	3.6.87	6.2.87	x		
Sukha Maya Bohara	Proj. Mgmt. Local Dev.	60135	5.15.87	8.14.87		x	
Jaya Nath Thapalia	Mgmt. of Research	50242	6.21.87	8.14.87	x		
Narayan B. Manandhar	Measurement of Ways	70026	5.11.87	7.9.87	x		
Chiranjibi Tiwari	Expert Mkt. Entry Course	70046	5.27.87	7.7.87	x		Private
Wang Chuck Tsering	" "	"	6.19.87	8.30.87	x		"
Sabita Karki	Market Exposer Tour	"	5.27.87	7.7.87		x	"
Sanjay Singh	" "	"	5.27.87	7.7.87	x		"
Pradeep Upreti	" "	"	5.27.87	7.7.87	x		"
Mani R. Sharma	" "	"	5.27.87	7.7.87	x		"
Iswor M. Pradhan	" "	"	6.21.87	7.7.87	x		"
Tsering Dolkar Lama	" "	"	6.21.87	7.7.87		x	"
Ratna Lamichhane	Skill for Managing	60133	6.5.87	9.7.87		x	"
Laxmi K. Manandhar	Marketing Mgmt	60134	6.5.87	8.6.87		x	"

**DEVELOPMENT TRAINING PROJECT**  
**(367-0152)**  
**LIST OF DEPARTED/RETURNED PARTICIPANTS**  
**FY 1987**

COUNTRY OF STUDY: Other Asia

NAME OF PARTICIPANTS	FIELD OF STUDY	PIO/P No.	DATE OF DEPARTURE	DATE OF RETURNED	MALE	FEMALE	REMARKS
<b>LONG-TERM</b>							
Kiran N. Shrestha	M.Sc. Nature Resource	50300	5.23.88	11.23.90	x		
Dhruba Lal Rajbhandari	M.Sc. Industrial Eco.	50301	6.9.88	9.8.90	x		
Ram K. Pokharel	M.Sc. Bio-Tech	50299	10.18.87	3.28.90	x		
Surya L. Maskey	M.Sc. Bio-Fertilizer	70080	10.12.87	3.10.91		x	
Rama Bhurtel	Financial Mgmt.	70035	5.7.89			x	
Devendra P. Yadav	M.S. Agri. Business	70021(50412)	12.13.87	3.11.91	x		
Yasoda Malla (Maskey)	Dip. Pub. Mgmt	70018	8.25.87	9.4.88		x	
Shushil K. Ojha	Dip. Financial Mgmt	70022	10.6.87	10.6.88	x		
Gyanu P. Gautam	M.Sc. Water Resources	70059	7.20.88	7.17.89	x		
Gayatri R. Pandey	M.P.A.	50285	5.19.88		x		
Netra Bahadur Rawal	M.A. Regional Planning	50290	5.6.88	4.9.90	x		
Janak R. Joshi	M.P.A.	70074	5.19.88	5.24.90	x		
Chandra M. Shrestha	Dip. in Dev. Admn.	70083	5.23.89	12.6.90	x		
Shanti Manandhar	Dip. in Financial Mgmt.	70071	6.4.89	5.28.90		x	
An Singh Bhandari	M.Sc. Agriculture	70072	5.19.88	12.31.91	x		
Lok M. Maskey	Dip. in Financial Mgmt.	70081	5.23.89	12.5.90	x		
<b>SHORT-TERM</b>							
Madhusudan Sharma	Artificial Insemination	50311	4.10.88	5.22.88	x		
Ram P. Shrestha	Rural Dev. Planning	50291	8.14.87	3.18.88	x		
Prachand R.S. Suwal	Computer Science	50298	5.10.87	8.27.87	x		
Rupmati Joshi	System Dev. Course	70030	10.8.87	1.7.88		x	
Deep Tara Tamrakar	" "	"	"	"		x	
Bina Pokharel	" "	"	"	"		x	
Din D.B. Shrestha	" "	"	"	"	x		
Achut R. Pokharel	" "	"	"	"	x		
Mohan K. Mahat	Reg. Planning & Dev.	50283	6.10.87	8.14.87	x		
Gyanu Karki	Promotion of Income Gen	50284	4.24.87	8.19.87		x	Private
Mingma L. Sherpa	Early Childhood Edu.	70019	8.28.87	12.14.87		x	"
Tanka N. Subedi	Financial Management	50280	5.19.88	7.21.88	x		
Hridaya C. Baidya	Marketing Management	50279	9.13.87	11.8.87	x		
Maheshwar Sharma	Adv. Admn. Mgmt.	70084	5.19.88	7.21.88	x		
Ramapati Parajuli	Mgmt. of Sr. Per. Mgr.	70082	5.19.88	7.21.88	x		
Shyam K. Manandhar	Trng. in Computer Sc.	70085	1.10.88	4.23.88	x		
Rameshwar Dulal	" "	70085	1.10.88	4.23.88	x		
Rohini D. Shrestha	" "	70085	1.10.88	4.23.88		x	
Bhola N. Kanel	Trng. for Trainers	70086	2.22.88	4.20.88	x		

35

DEVELOPMENT TRAINING PROJECT  
(367-0152)  
LIST OF DEPARTED/RETURNED PARTICIPANTS  
FY 1986

COUNTRY OF TRAINING: United States

<u>NAME OF PARTICIPANTS</u>	<u>FIELD OF STUDY</u>	<u>PIO/P No.</u>	<u>DATE OF DEPARTURE</u>	<u>DATE OF RETURNED</u>	<u>MALE</u>	<u>FEMALE</u>	<u>REMARKS</u>
<u>LONG TERM</u>							
Tribhuvan R.L. Bhadra	M.S. Dev. Plan. & Mgmt	50126	12.26.86	9.30.89			x
Puskal P. Upadhaya	M.P.A.	50167	12.26.86	2.28.89	x		
<u>SHORT-TERM</u>							
Shyam Bahadur Khadka	Micro Computer	50125	5.18.86	7.3.86	x		
Ram Prasad Shrestha	Enterprise Mgmt. Dev.	60092	8.31.86	11.10.86	x		
Gyatri Chaudhari	Proj. Mgmt, Local Dev.	50123	5.23.86	7.12.86			x
Ram Babu Nepal	Auditor Fellowship	50119	7.4.86	11.4.86	x		
Bishwa Nath Aryal	Internship	50205	8.14.86	11.17.86	x		
Indira Shrestha	Mgmt. Edu. for Deaf	50146	9.3.86	2.2.87			x
Aranjali Devi Kayastha	Electric Engineering	50189	9.5.86	12.19.86			x
Mahendra Lal Shrestha	" "	"	"	"	x		
Tirth Man Shakya	" "	"	"	"	x		
Dwarika Man Shrestha	Petroleum	50168	7.14.86	10.19.86	x		
Kuber B. Manandhar	Petroleum	50121	5.5.86	9.25.86	x		
Hira Raj Rajbansi	Malaria Entomology	50238	3.27.87	6.3.87	x		

- 3 -  
DEVELOPMENT TRAINING PROJECT  
(367-0152)  
LIST OF DEPARTED/RETURNED PARTICIPANTS  
FY 1986

COUNTRY OF STUDY: Other Asia

<u>NAME OF PARTICIPANTS</u>	<u>FIELD OF STUDY</u>	<u>PIO/P No.</u>	<u>DATE OF DEPARTURE</u>	<u>DATE OF RETURNED</u>	<u>MALE</u>	<u>FEMALE</u>	<u>REMARKS</u>
<u>LONG-TERM</u>							
Shanta P. Dhaubadel	M.Sc. Food & Nutrition	50170	5.24.87	5.25.90		x	
Kedar N. Singh	M.Sc. Agri. Extension	50174	9.8.87	3.29.90	x		
Prasanna K. Koirala	M.Sc. Agri. Nutrition	50137	4.14.88	11.11.91	x		
Mohan Koirala	M.S. Forestry Mgmt	50194	5.23.88	11.21.90	x		
Jyoti Pandey	M.Sc. Management	50154	9.25.88	11.16.88		x	Private
Prabhat Prakash Saakha	M.S. Business Mgmt.	50155	10.12.87	3.13.90	x		
Mohan P. Tamrakar	Dip. Industrial Mgmt.	50147	7.31.86	8.5.87	x		
Ramesh Poudel	M.Sc. in Eco. Pro.	50136	11.1.87	6.4.90	x		
<u>SHORT-TERM</u>							
Ratna Prasad Shrestha	Intg. Rural Dev.	50242	9.28.86	3.17.87	x		
Krishna Sundari Shrestha	Child Care	50122	5.2.86	8.4.86		x	
Shiva P. Kayastha	Management Dev. Program	50153	10.6.89	10.27.89	x		
Boj Raj Ghimire	" "	50149(60125)	5.21.87	7.23.87	x		
Bal K. Sharma	" "	50149	1.8.87	3.12.87	x		
Buddhi R. Dhital	Management Dev. Program	50171	1.8.87	3.12.87	x		
Shanker P. Koirala	" "	"	"	"	x		
Mohan Singh Aitaldal	Study Tour	50227	11.10.86	12.4.86	x		Private
Kishor K. Khanal	" "	"	"	"	x		"
Sailendra Lal Pradhan	" "	"	"	"	x		"
Kamlesh B. Chipalu	" "	"	"	"	x		"
Ananda R. Mulmi	" "	"	"	"	x		"
Hari S.J. Joshi	" "	"	"	"	x		"
Manju Tara Shakya	" "	"	"	"		x	"
Sabita Vaida	" "	"	"	"		x	"
Subhadra Risal	Diarrheal Diseases	50140	8.3.86	9.11.86		x	
Nani Maya Shrestha	" "	"	"	"		x	
Giridhar L. Shrestha	Fellowship Management	50202	7.24.86	8.21.86	x		
Kapil P. Sharma	" "	50179	1.8.87	3.12.87	x		
Tirtha Man Sakya	Dev. Lawyers Course	50157	11.28.86	12.15.86	x		

- 51 -

- 2 -  
DEVELOPMENT TRAINING PROJECT  
(367-0152)  
LIST OF DEPARTED/RETURNED PARTICIPANTS  
FY 1986

COUNTRY OF STUDY: India to Other Asia

NAME OF PARTICIPANTS	FIELD OF STUDY	PIO/P No.	DATE OF DEPARTURE	DATE OF RETURNED	MALE	FEMALE	REMARKS
Jamuna Bana	M.Sc. in Geophysics	50141	9.4.87	12.14.88		x	
Beena Pradhan	H.A. in Eco. Dev.	50132	11.1.87	4.13.90		x	
Bishnu M.S. Dongol	M.Sc. Geo. Tech. Eng.	60116	9.4.87	4.21.89	x		
Roma Kanwar	M.A. Reg. Planning	60115	5.6.88	4.9.90		x	
Ananda B. Joshi	M.S. Parasitology	50158	5.30.87	4.89	x		
Ramanand P. Mandal	M.Sc. Entomology	50161	5.28.87	1.3.90	x		
Murari Lal Das	" "	50325	5.28.87	4.26.90	x		
Savitri Singh	M.A. Statics	50160	5.24.87	11.7.87		x	
Sita Ram Uprety	M.A. in Rural Dev.	50182	4.16.87	4.20.89	x		
Nirmal P. Gyalan	M.Sc. Agriculture	50124	3.23.87	10.26.-9	x		
Sita Pandey	M.A. in Social Welfare	50159	6.1.87	12.21.89		x	
Niranjan P. Adhikary	M.S. Agronomy	60120	5.31.87	3.29.90	x		
Madhav L. Shrestha	M.S. Agronomy	50215	5.31.87	11.17.89	x		
Gautam B. Manandhar	M.Tech. Ag. Eng.	60121	11.1.87	12.30.90	x		
Ganesh Banstola	M.B.A.	50143	6.1.87	1.27.90	x		Private
Pratima Rimal	Dip. in Industrial	60114	7.9.87	8.30.88		x	"
Laxmi Shrestha	Marketing Management	60119(50407)	4.24.87	7.23.88		x	

SHORT-TERM

Bhairab P. Sharma	Adv. Prog. in Computer	60117	1.4.87	4.18.87	x		
Sita Ram Timsina	Small Industrial Prom.	50256	12.27.86	4.9.87	x		
Kumar Giri	Tea Culture	60118(50408)	2.28.88	5.7.88	x		
Amod Acharya						x	

- 4 -  
DEVELOPMENT TRAINING PROJECT  
(367-0152)  
LIST OF DEPARTED/RETURNED PARTICIPANTS  
FY 1986

COUNTRY OF TRAINING: India

<u>NAME OF PARTICIPANTS</u>	<u>FIELD OF STUDY</u>	<u>PIO/P No.</u>	<u>DATE OF DEPARTURE</u>	<u>DATE OF RETURNED</u>	<u>MALE</u>	<u>FEMALE</u>	<u>REMARKS</u>
<u>LONG-TERM</u>							
Mr. Gaurab K. Karki	Diploma in Int'l Trade	50148	8.4.86	7.3.87	x		
Mr. Govind Tiwari	M.E. in Industrial	50135	1.12.86	1.12.88	x		
Mr. Indra B. Shrestha	M.A. Urban Plan	50131	8.10.86	2.25.89	x		
Mr. Durga P. Sharma	M.E. Water Resources	50128	8.3.86	11.26.87	x		
Mr. Badri S. Maskey	M.D. in Clinical	50188	7.30.87	9.3.87	x		
Mr. Ajay Pokharel	M.E. Water Resources	50151	8.3.86	11.26.87	x		
Ms. Urmila Shrestha	M.A. Personnel Mgmt.	50134	8.11.87	9.29.89		x	
Mr. Binod Sharma	M.E. Electrical Engg.	50130	1.27.87	1.31.89	x		
<u>SHORT-TERM</u>							
Mr. Dev D. Manandhar	Ginger Production	50138	9.1.87	1.12.88	x		Private

IN-COUNTRY TRAINING

Office/ Org.	Field of Training	No. of Participant	Duration of Training	Remarks
MAN	Inventory Control & Warehouse Mgmt.	27 <sup>F</sup> /	6 days	Under Grant to MAN
	Finance for Non- Finance Managers	21 <sup>F</sup> / 20	6 days	" "
	General Management	14 <sup>F</sup> / 62 <sup>F</sup> /	12 days	" " (\$7,198.22)

=====

**NOTE** MAN has trained 62 students in three different training programs.

=====

Office/ Org.	Field of Training	No. of Participant	Duration of Training	Remarks
BPWC	Secretarial Science & Office Mgmt. Course	12	8 weeks	1st Course=In an initial
		11	8 weeks	2nd Course=Grant 57 stu-
		12	8 weeks	3rd Course=dents have
		<u>22</u>	8 weeks	4th Course=been trained.
		57		((26, 141.31)
BPWC	Secretarial Science & Office Mgmt. Course	22	8 weeks	5th Course=In Follow-on
		20	8 weeks	6th Course=Grant 86 stu-
		19	8 weeks	7th Course=dents will be
		<u>24</u>	8 weeks	8th Course=trained.
		85		(\$ )

=====

**NOTE:** 1st. - 7th courses already completed and 118 students have been trained. 8th course is running and will be trained 24 students.

By the end of the Grant, i.e., July 31, 1992, BPWC will be expected to trained 142 students.

Office/ Org.	Field of Training	No. of Participant	Duration of Training	Remarks
WEAN/ BPWC	Women Entrepreneur Development Work- shop	3 (3)	5 days	Three female partici- pants (1 from WEAN and 2 from BPWC) attended the workshop under PIO/P 367-0152-1-90095 (\$360).
RLABB	Winter Mini-School on Genetic Engine- ering Techniques	11	5 days	11 participants attended the training under PIO/P 367-0152-1-50446 (\$78).
DOHPP	Market Town Seminar	50	2 days	50 participants attended the seminar under PIO/P 367-0152-1-00102 (\$1050)
NLS	Seminar on the Constitute of Kingdom of Nepal - An Analysis	250-300	3 days	250-300 participants attended the seminar under PIO/P 367-0152-1- 00103 (\$5,000)
MAN	Workshop on Computer Applica- tion for Senior Executives	3	2 weeks	Three participants have attended the workshop under PIO/P 367-0152-1- 60184 (\$1,238)
ACP	Adv. Skill Handi- craft Training:  Weaving Silk Screen Printing	  12 <sup>10</sup> / <sub>2M</sub> 10 <sup>7</sup> / <sub>2</sub> 3M	  1 month 11 days	22 participants have attended the training in two different subjects

567  
327 LP-25 10.1.11 15:27.20  
891

## ANNEX C

### Resource Requirement Notes

1. **Income Growth Through the Private Sector** - On an annual basis, approximately \$1.918 million will be budgeted. This equals 50% of total training allowances. The funds will be used for training in the U.S., region, and in-country. We expect the ratio to be about one-third each. U.S. training is budgeted at \$9,500 per person month. Regional training is budgeted at \$3,750 per person month. In-country training is estimated at \$800 per person month. Therefore, U.S. training will total \$95,000 for ten person months, regional training will total \$93,750 for 25 person months and local training will total \$80,000 for 100 person months. This figure of \$268,750 is used from 1993-1998. Inflation is covered at a rate of 5% compounded each year, starting in 1994. 1999 equals one-fourth of previous years, as all training should be complete by April, 1999.

2. **Child Survival and Family Planning** - On an annual basis, 20% of training allowances will be budgeted. Assuming a one-third split with U.S., regional and local training, \$767,000 will be budgeted. This equals four person months U.S. training per year (\$38,000), 10 person months regional training (\$37,500) and 40 person months of local training (\$32,000). An inflation factor of 5%, started in 1994 and compounded, is included.

3. **Pluralism and Democratic Values** - A total of \$1,152,000 will be budgeted. Again, assuming a one-third split for U.S., regional, and local training, about 6 person months per year U.S. training will be done, with 15 person months of regional training and 60 person months of local training budgeted. Six person months at \$9,500 per month equals \$57,000, 15 person months at \$3,750 equals \$56,250 per year and 60 person months at \$800 equals \$48,000 per year - a total of \$161,250 (half private, half public). An inflation factor of 5% p.a. (compounded) is applied from 1994 on. 1999 is shown as one-quarter year only.

4. **Mission-wide Training Support** - The DTP project will initiate support of an alumni association, will conduct orientation and reentry sessions, and will provide english testing and english courses when needed. The estimate for the orientation and follow-up programs, which will decline (as the alumni association becomes more independent and assessments are done), will start at around \$60,000 in 1993 and decline by \$10,000 each year, with a nominal amount of \$3,000 in 1999. English language classes through the USIS American Language Center are funded through DTP. The cost is estimated at \$75,000 a year (93-98), as core support should not be required hereafter \$75,000 is the historical annual cost, equaling about 2,900 instruction hours. An inflation factor is included.

4. Administrative Contracts - Support for all U.S. training is \$500 per person month of training (through PIET and CID). For twenty person months per year, this equals \$10,000. Support for regional training is budgeted at \$250 per person month. For 50 person months per year, this equals \$12,500 per year. The same inflationary factor of 5% compounded is applied.

5. Evaluation and Audit - Funds are provided for 1996 (at inflated costs) of \$60,000 for an evaluation and \$35,000 for an audit. The inflation rate (compounded) in 1996 is 16%.



UNITED STATES OF AMERICA  
AGENCY FOR INTERNATIONAL DEVELOPMENT  
MISSION TO NEPAL

KATHMANDU NEPAL

January 17, 1992

Annex D

Mr. Madhab P. Ghimire  
Project Manager  
Ministry of Finance  
Bagh Durbar  
Kathmandu

Subject: Project Implementation Letter (PIL) No. 25  
Development Training Project (367-0152)  
Grant Agreement, dated September 23, 1985  
Annual Training Plan (ATP) for Calendar Year  
(CY) 1992

Dear Mr. Ghimire:

The purpose of this Project Implementation Letter (PIL) is to record agreement between HMG/N and USAID/N on the Annual Training Plan (ATP) for calendar year (CY) 1992, as reflected in Attachment "A" and to provide information on the future direction of the Development Training Project (DTP). A separate ATP (attachment "B") governing the Democratic Pluralism Initiative funds is also attached for your approval. The detailed budget for training financed by the Development Training Project, Attachment "C", indicates a total of \$1,309,825 will be made available to cover the anticipated U.S. dollar costs. Project Implementation Orders/Participants (PIO/Ps) will be issued to earmark the funds as and when required, subject to availability of funds. In the meantime, we wish to confirm actual training plans for CY 1992 so that nominations may be requested and placement efforts begun.

As agreed previously, HMG/N will pay all salaries, clothing allowances (per HMG/N regulations), and roundtrip travel costs for HMG/N participants to and returning from New Delhi or Bangkok for participants studying in India and Thailand, other countries within the region, and the United States if airfare is less expensive from those points than from Kathmandu. USAID/Nepal agrees to fund all other international airfare costs for HMG/N participants. Private sector participants will also be expected to pay all salaries, and related support costs, and the roundtrip travel costs to and return from New Delhi or Bangkok for those participants studying in India and Thailand, other countries within the region, and the United States if airfare is less expensive from those points than from Kathmandu. USAID/Nepal agrees to fund all other international airfare costs for private sector participants.

Based on this mutually agreed upon ATP, you are requested to solicit nominations for training positions from the concerned HMG/N line ministries and the local private sector as indicated. The nominating organizations should be encouraged to submit two (one principal and one alternate) qualified candidates per position whenever possible. Given the importance of receiving nominations and selecting participants from among them on a timely basis, I suggest that the Ministry of Finance establish a February 28, 1992 deadline for receipt of nominations. As per routine USAID/N procedures, once candidates are selected by the Participant Selection Committee from among the nominees for those training positions listed in attachments "A" and "B", PIO/Ps will be processed by USAID/N. Those PIO/Ps not covered by the procedures outlined in the PIL No. 23, private sector, will require your signature or that of another authorized representative for this Project.

USAID/N plans to conduct assessments of both public and private sector training needs and to carry out an impact study on the effectiveness of our training activities within the next few months. Future programming of our training assistance will be based on the results of the studies, as well as on the Mission's increased focus and attention to three basic objectives: (1) Increasing incomes through market-led, sustainable rural enterprises; (2) Improving child survival and family planning services; and, (3) Increasing Nepal's development potential through liberalization and democratization.

In addition, in accordance with Agency policy, USAID/N will continue to reserve 35% of its total training positions for women, and will focus on increasing the percentage of candidates from the private sector. USAID/Nepal will continue to make every effort to use Historically Black College and Universities (HBCUs) in the United States for training, with a target of at least 10% of U.S. training conducted at HBCUs in accordance with Agency policy.

As outlined in Section III, H of the Development Training Project Paper, the Participant Selection Committee, comprised of the Under Secretary, Foreign Aid Coordination Division of the Ministry of Finance, (HMG/N Project Manager), the Under Secretary, Human Resources Section of the Economic Analysis and Policy Formulation Division, of the National Planning Commission, the USAID/N Project Officer, a representative from the USAID/N sector office, as appropriate, and a private sector representative, when private sector candidates are being considered, are required to review all nominations to ensure that the prospective candidates meet the minimum qualifications for USAID/N sponsored training.

Your signature below will constitute HMG/N's concurrence with the CY 1992 ATP and the information contained in the attachments.

Sincerely,

*Theodora Wood-Stervinou*

Theodora Wood-Stervinou  
Acting Director

*Madhab P. Ghimire*

---

Madhab P. Ghimire  
Project Manager  
Development Training Project

**ESTIMATED TRAINING COST FOR CY 1992**  
**ANNUAL TRAINING PLAN**  
**DEVELOPMENT TRAINING PROJECT (367-0152)**

**TRAINING IN THE UNITED STATES**

Sr.No.	FIELD OF STUDY TRAINING IN THE U.S.	NO. OF SEATS	DURATION OF TRAINING	NOMINATING ENTITY	ESTIMATED COST	F	L	T	P	G	P
<b>LONG TERM</b>											
1.	M.S. in Weed Science	1	12 Months	NARC	40,000	1	1	-	-	1	-
2.	Advance Trng. in Computer	1	12 Months	NCC	40,000	1	1	-	-	1	-
3.	M.B.A. (Finance)	1	14 Months	RNAC	50,000	-	1	-	-	1	-
<b>TECHNICAL/PRACTICAL</b>											
1.	Proj. Imple. Course	1	6 Weeks	NARC	10,000	-	-	-	1	1	-
2.	Agroindustrial	1	6 Weeks	FNCCI	10,000	-	-	-	1	-	1
3.	Trng. of Trainers & Mgmt.	2	2 Months	MLD/PF	18,000	-	-	2	-	2	-
4.	1st Int'l Crop Science	1	1 Month	MAA	10,000	-	-	-	1	-	1
5.	Housing Finance Course	2	3 Weeks	HFDC	22,000	-	-	-	2	2	-
6.	ETP Courses	4	6 Months	NEA/DONG	10,000	-	-	4	-	4	-
7.	Privatization Mgmt.	8	2 Weeks	COD/MDF/Pvt.	60,000	-	-	-	8	2	6
8.	Entrepreneurs International	3	4 Weeks	FNCCI	27,000	-	-	-	3	-	3
9.	Advance Strategic Mgmt.	2	3 Weeks	FNCCI	18,000	-	-	-	2	-	2
10.	Public Financial Management	2	3 Weeks	MDF	18,000	-	-	-	2	2	-
11.	Arbitration	3	3 Weeks	MOL/DOL/Pvt.	27,000	-	-	-	3	2	1
12.	Building Effective Fin. Mkt.	2	2 Weeks	SEC	18,000	-	-	-	2	-	2
13.	Bank Restructuring Mgmt.	2	2 Weeks	RBB/NBL	18,000	-	-	-	2	1	1
14.	Securities Mkt. Mgmt.	1	2 Weeks	SEC	9,000	-	-	-	1	-	1
15.	Managing Adult Literacy	1	2 Months	MDEC	12,000	1	-	1	-	1	-
16.	Health Care in Dev. Cont.	1	4 Months	MDH-CRHD	20,000	-	-	1	-	1	-
17.	Managing Health in Dev.	1	2 Months	MDH-CRHC	18,000	-	-	1	-	1	-
18.	Drying Preservation	2	2 Weeks	MEAN	18,000	2	-	-	2	-	2
19.	Manufacturing and Marketing	1	2 Weeks	MEAN	9,000	1	-	-	1	-	1
20.	Marketing Management	1	1 Month	BPWC	9,000	1	-	-	1	-	1
21.	Public Health	1	1 Month	BPWC	9,000	1	-	-	1	-	1
22.	Instant Coffee Making	2	1 Month	NCC	18,000	-	-	-	2	2	-
23.	Construction & Analysis	1	2 Months	NRB	18,000	-	-	1	-	1	-
24.	24th Triennial Conference	1	1 Week	NALW	9,000	1	-	-	1	-	1
25.	Advancing Genome Analysis	1	6 Months	RLAB	24,000	-	-	1	-	1	-
26.	Public Financial Management	1	2 Months	MHS	18,000	-	-	1	-	1	-
27.	Performance Auditing	1	2 Months	MHS	18,000	-	-	1	-	1	-
28.	Int'l Loan Negotiation	1	4 Weeks	MOLJPA	12,000	-	-	-	1	1	-
29.	Women in Dev. Proj. Mgmt.	4	4 Weeks	MAC/MCC	36,000	4	-	-	4	-	4
30.	Women in Dev. Mkt. Mgmt.	4	4 Weeks	MAC/MCC	36,000	4	-	-	4	-	4
31.	Women in Dev. Conference	4	2 Weeks	MAC/MCC	36,000	4	-	-	4	-	4
32.	Personal Management	1	2 Weeks	MAB	10,000	-	-	-	1	-	1
33.	Comprehensive Course for Tax	3	3 Months	ED/CD/LRD	36,000	-	-	3	-	3	-
34.	Project Analysis	1	2 Months	MDF	12,000	-	-	1	-	1	-
35.	Public Taxation Policy	2	2 Months	MDF	24,000	-	-	2	-	2	-

47

ESTIMATED TRAINING COST FOR CY 1992  
ANNUAL TRAINING PLAN  
DEVELOPMENT TRAINING PROJECT (367-0152)

TRAINING IN THE THIRD COUNTRY

Sr.No.	FIELD OF STUDY	NO. OF SEATS	DURATION OF TRAINING	NOMINATING ENTITY	ESTIMATED COST	F	L	T	P	G	P						
<u>LONG TERM</u>																	
1.	M.S. Agriculture Economic	1	18 Months	MOA	27,000	-	1	-	-	1	-						
2.	M.P.H.	1	18 Months	IOM/DCM	27,000	-	1	-	-	1	-						
3.	Banking and Finance for Dev.	2	12 Months	HRB/RBB	40,000	-	2	-	-	2	-						
4.	Master in Management	4	12 Months	IB/RBB/ADB	54,000	2	4	-	-	4	-						
<u>TECHNICAL/PRACTICAL</u>																	
1.	Rural Development Mgmt.	1	2 Months	WDD-MLD	6,170	1	-	1	-	1	-						
2.	Study Tour to Observe	3	2 Weeks	HFDC	5,000	-	-	-	3	3	-						
3.	Financial Mgmt. Operational	2	2 Weeks	HFDC	3,000	-	-	-	2	2	-						
4.	Housing/Urban Dev. Planning	3	1 Weeks	MOHPP/MOLD	6,000	-	-	-	3	3	-						
5.	Disaster Preparedness Seminar	2	2 Weeks	MOH	4,100	-	-	-	2	2	-						
6.	Privatization Study Tour	3	3 Weeks	-	6,445	-	-	-	3	2	1						
7.	Developing Capital Markets	2	2 Weeks	-	5,610	-	-	-	2	1	1						
8.	Mini-lap	2	2 Weeks	MOH/FP/MCH	6,000	-	-	-	2	2	-						
9.	Health Economics	1	2 Months	IOM/DCM	5,740	-	-	1	-	1	-						
10.	Entomology	1	3 Months	IOM/DC,	7,920	-	-	1	-	1	-						
11.	Marketing and Supervision	1	1 Months	MEAN	4,000	1	-	-	1	-	1						
12.	Adult Literacy on Rural	1	1 Months	BPWC	3,540	1	-	-	1	-	1						
13.	Project Monitoring and Eva.	1	1 Months	BPWC	3,540	1	-	-	1	-	1						
14.	Development Lawyers Course	2	2 Weeks	NBA/MOC	38,000	-	-	-	2	1	1						
15.	Performance Audit Dev.	1	5 Weeks	OAG	6,000	-	-	-	1	1	-						
16.	Performance Evaluation	1	5 Weeks	OAG	6,000	-	-	-	1	1	-						
17.	Diet Therapy	2	3 Months	GDHS/TU	15,840	2	-	2	-	2	-						
18.	Epidemiology	4	6 Weeks	MOH	16,640	-	-	-	4	4	-						
19.	Vector Disease Control	2	2 Months	MOH	12,620	-	-	2	-	2	-						
20.	Paracytology	2	2 Months	MOH	12,620	-	-	2	-	2	-						
21.	Rural Credit Project Course	5	6 Months	ADB/RBB/CD	37,940	3	-	5	-	5	-						
22.	Development Management Prog.	5	4 Weeks	MOF/NBL	17,700	2	-	-	5	2	3						
23.	Financial Management	8	4 Weeks	PF/OCG/OAG	23,920	4	-	-	8	8	-						
24.	Personnel Management	1	1 Month	IOE/TU	11,480	-	-	-	1	1	-						
25.	Bio-Gas Technology	3	4 Weeks	GGC	10,000	-	-	-	3	3	-						
26.	Corporate Planning	2	4 Weeks	BLF	12,000	-	-	-	2	-	2						
					69						435,825	17	8	14	47	58	11

**ESTIMATED TRAINING COST FOR CY 1992**  
**ANNUAL TRAINING PLAN**  
**DEVELOPMENT TRAINING PROJECT (367-0152)**

**IN-COUNTRY TRAINING PROGRAM**

Sr.No.	FIELD OF STUDY	NO. OF SEATS	DURATION OF TRAINING	NOMINATING ENTITY	ESTIMATED COST	F	L	T	P	G	P
1.	Market Town Pilot Field	8	4 Weeks	MOHPP/MOD	15,000						
2.	NGO Conference/Workshop	100	1 Weeks	NGO	15,000						
3.	Management Training For Women in Handicraft										
4.	Income Generation Activities			NCPGSM	12,000						
5.	Building Self Confidence on Business Enterprises for Rural Women			NCPGSM	15,000						
				WAC	10,000						
					<u>67,000</u>						

BPWC  
 CWD  
 WEAN  
 ACP