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REDSO/WCA

PROJECT ASSISTANCE COMPLETION REPORT

FOR

**SAHEL MANPOWER DEVELOPMENT, PHASE II PROJECT**

(625-0960)

Date of Report: September 1993      PACD: September 30, 1991

**I. INTRODUCTION**

The Sahel Manpower Development Project (SMDP II) was implemented on August 30, 1983 to train Mauritians in priority areas to enable them to contribute to the economic and social development of the country. The project provided financial assistance for short- and long-term academic and special training activities in an effort to alleviate critical manpower shortages in Mauritania.

With a total funding of \$1,108,000, the project offered educational opportunities to Mauritanian students and professionals working or intending to work in the public sector in rural and community development, institutional building, management and financial administration. Special emphasis was placed on skills that alleviated shortages in the GIRM's administrative capacities. Training programs were agreed upon annually between AID/Nouakchott and the Government of the Islamic Republic of Mauritania (GIRM).

Some of the training programs included long-term training in the U.S. in disciplines for which comparable programs were not available in Africa; short-term training in the U.S. emphasizing strengthening participants' skills in technical areas directly related to their work; long-term Third Country Training (TCT); short-term TCT including seminars and conferences; and in-country seminars, workshops and courses.

Academic training for participants was offered in: agricultural crop and livestock research; agricultural economics and farm management; veterinary medicine and animal husbandry; cooperatives; agricultural education; civil engineering and environmental engineering; forestry, fisheries, natural resource planning; public health and paramedical care; mother and child health; family planning and nutrition; rural development; social anthropology; communications; public and business administration; economics; educational technology; and non-formal education.

Due to budgetary limitations, TCT was the preferred training format for the project, and was given priority over long-term U.S. training when possible. An evaluation report on was conducted on September 19, 1985 prior to the placement of participants in their training assignments. The report, therefore, did not provide insight into the project's progress. A final evaluation was not available for this review.

SMDP II activities reinforced those of other USAID-funded participant training programs, including the Human Resources Development project (682-0233), the Agricultural Research project (682-0957), the Rural Health project (682-0230), the Sahel Manpower Development project, the Land Tenure project (625-0937.03), and the African Graduate Fellowship Program.

The project's Grant Agreement was amended three times: on April 11, 1984, June 27, 1985, and April 30, 1986. Amendments number one and two increased project funding, while the third decreased funds by 100,000 to reallocate funds under a new Sahel regional project. The project's assistance completion date was extended once from September 30, 1988 to September 30, 1991.

Following the June 1993 close-out of operations in Mauritania, project files were delivered to the REDSO/Abidjan office. This project assistance completion report was compiled from these documents, which consisted of the Grant Agreement, an evaluation, and correspondence. The project paper and PIOs were not available for this review.

## **II. CONTRIBUTIONS OF THE PARTIES**

### **GIRM**

The GIRM contributed the full salaries of all public employees participating in project training activities. These payments included any other benefits to which the employee was entitled.

### **USAID**

The \$1,098,232 USAID contribution covered of all participant tuition, international travel, maintenance allowance, books, in-country per diem, and U.S. training program management costs.

## **III. IMPLEMENTATION**

USAID/Nouakchott and the GIRM's Ministry of Labor and Staff Training were responsible for the program supervision.

The USAID/Nouakchott Project Officer was responsible for issuing PIO/Ps for each training program. These documents provided complete details of the training programs and the individual or individuals approved to receive training, and required the joint signatures of the authorized representatives the GIRM and OAR/Nouakchott.

Financed programs had to be issued within eight months of the effective date of the agreement. In the case of participants sent to the U.S., the USAID/Washington Science and Technology Bureau's Office of International Training issued a call forward for the participant.

All participant candidates were selected according to regular procedures established by the GIRM. In the case of long-term training, individuals who were not already members of the Mauritanian public service were subjected to a special examination to test their specific skills and knowledge prior to their acceptance into the program.

#### **USAID Financial Inputs**

A summary of financial reports as of June 30, 1993 indicated that of the total project funds, \$1,098,232 has been earmarked. Unused project funds were de-earmarked and deobligated.

#### **IV. ACCOMPLISHMENTS OF PROJECT OBJECTIVES**

#### **V. LESSONS LEARNED**

In the absence of final project reviews, evaluations, or PIOs, establishing accomplishments of project objectives and lessons learned during the implementation of the Sahel Manpower Development, Phase II cannot be ascertained.

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