START SEVENTH SEMI-ANNUAL
(August 28 - February 27, 2005)

Contract No. EEE-I-00-01-00010-10

Submitted to: Ethel Brooks, COTR
USAID/EGAT/ED

Submitted by: Academy for Educational Development
1825 Connecticut Avenue N.W.
Washington, D.C. 20009

Submitted on:
April 12, 2005

STRATEGIC TECHNICAL ASSISTANCE FOR RESULTS WITH TRAINING (START)

Seventh Semi-Annual Report: (August 28 - February 27, 2005)

NARRATIVE

This report covers performance of activities carried out under each START task order during above period. It also includes the individual reports submitted during this period to the respective USAID office for each of the task orders being implemented.

1. Contract Management Activities

a) Responding to Requests for Proposals

During the period of this report, AED responded to one task order request which was for one participant from Nepal to attend an off-the-shelf training program.

b) Meetings

USAID conducted a meeting of the START contractors at USAID on November 4th. Bonnie Barhyte and Mark Ketcham represented AED at that meeting.

c) Contract Publicity Activities

AED and its START team members continued to publicize START activity to Missions through their ongoing contact with USAID Missions throughout the world.

d) Contributions to the USAID/EGAT training website:

"Training Journalists in Election Coverage"
Program: Journalism Election Coverage Study Tour
Country: Kazakhstan

"Prenatal and Infant Classes: TOT"
Program: Training of Trainers Workshop in Prenatal and Infant Care
Country: Armenia

"Consumer Basket: Definition and Approaches for Development"
Program: Consumer Basket International Workshop
Country: Armenia

"Study Tour for TV Advertising Producers"
Program: Television Advertising Study Tour
Country: Armenia

"Health Promotion and Primary Health Care Study Tour"
Program: Health Promotion and Primary Health Care Study Tour

Country: Armenia

e) Travel

The following staff travel relating to the START contract took place during the six month period being reported:

Mark Ketcham
Pakistan
October 6 - October 17, 2004

Mark Ketcham traveled to Islamabad, Pakistan to conduct a project site visit of the START/Pakistan "Pakistan Teacher Education and Professional Development Program" (PTEPDP). His visit included a review of project systems and procedures and input into the development of the follow-on plan for the PTEPDP activity. He met with USAID officials including Mission Director, Lisa Childs; Education Officer, Sarah Wright; PTEPDP Cognizant Technical Officer, Umbreen Arif; USAID Contracting Officer, Cathy Mallay to discuss the program. During their meetings, Dr. Wright and Ms. Arif spoke about USAID's intent to request development of an expanded in-country teacher training program and said that AED would be asked to respond to a request within the near future.

Mr. Ketcham met with a group of returned PTEPDP participants. Discussion with them focused on issues relating to their return, how they were integrating what they had learned during their US program into their work, and other support that would be helpful for them at their worksites.

Mr. Ketcham also met with the newly situated Government of Pakistan, Minister of Education, Lt. Gen. (Retd) Javed Ashraf, who expressed his priorities for education reform including those for the USAID-funded program. These included: emphasis on in-country training for master teachers with more limited use of overseas training; strong emphasis on improving the capacity for teaching English given the new government requirement for compulsory English beginning with first grade; emphasis on improving and increasing vocational and technical training for youth to provide them employment skills.

Other meetings were held with officials in the the Ministry of Education, Curriculum Wing; Mme Zobaida Jalal, Minister of Women Development, Social Welfare and Special Education; F. Healey, COP for RTI Education Sector Reform Assistance (ESRA) activity.

Susan Fickling
Yerevan, Armenia
October 11-22

The objective of the trip was to support and participate in AED activities noting 10 years of AED work with USAID in Armenia, and to conduct a monitoring visit of the field office.

Susan Bouldin
Ghana, Guinea, Nigeria, and Senegal
October 16 - November 5, 2004
Susan Bouldin traveled to Ghana, Guinea, Nigeria, and Senegal, as part of a team doing a needs assessment for long-term academic training in agriculture in these four countries. Part of the activity under the Africa Agriculture task order, the team was to interview USAID Missions, Ministries of Agriculture, and local agricultural research institutes. The goal was to make recommendations to USAID and their partner, Michigan State University, on how to design a limited pilot program that will bring a small number of academic trainees to the U.S. for masters degrees from one or more of these countries.

The team was comprised of Susan Bouldin as Project Director, Andrew Gilboy of Associates for Global Change (AGC) as principle writer, Felipe Tejeda (AGC) as Team Leader in the region, and Daby Diallo as Agricultural Specialist. Mr. Gilboy did not travel to the region for this activity. Ms. Bouldin traveled to Africa on October 16, and returned on November 5, 2004.

The team brought back detailed information on the many research institutes visited, and on their current needs. Recommendations were made to USAID and Michigan State in January 2005 based on the teams' findings.

David Seider
Islamabad, Pakistan
December 14 – December 22, 2004

During the reporting period, David Seider, PTEPDP Project Manager and AED Senior Program Officer, traveled to Islamabad, Pakistan, to finalize arrangements for and facilitate the first National Teacher Training Conference under START/PTEPDP. During the conference, Mr. Seider met with 75 PTEPDP alumni as well as leading educators and policymakers involved in teacher education in the country. He was accompanied on his trip by Prof. Jack Levy of George Mason University and Prof. Michael Dalton of Oregon State University, who have been actively involved with the Pakistani teacher educators attending the project's US-based training interventions.

2. Task Order Proposal Development and Awards

There were no task order proposals developed during the six month period and no new task order awards.

3. Personnel Approvals

A comprehensive updated list of personnel approved to work under START is attached with this report (Attachment A).

4. Financial Reporting

A copy of the Task Order Update providing information on awards and obligations through the reporting period is included as Attachment B. Monthly updates of this report are provided to USAID/EGAT/ED.

5. Statistical Summary of Training Provided

Two summaries of training statistics are included under Attachment C which reflect levels of training arranged, implemented, and completed under each task order during the following periods: Table 1 presents a cumulative statistical summary covering the period of August 28, 2001 - February 27, 2005. Table 2 presents statistics covering the reporting period, (August 28, 2004 - February 27, 2005)

6. Individual Task Order Activity

Following are summaries of activity under open task orders awarded to AED. Additionally, major reports (annual, quarterly or in some cases monthly) are included in the annex of this report for each active task order in those cases reports were required and submitted.

a) Europe and Eurasia Bureau Participant Training Program (PTP)

Armenia:

USAID Armenia continues its focus on a human and institutional capacity development (HICD) approach in implementing the participant training program. AED has begun implementation of the first pilot HICD program. Before committing to further assistance to the Armenian Development Agency (ADA), which focuses on investment and export promotion, USAID/Armenia decided to assess the current state of the agency and explore possible improvements. The Mission committed to the HICD approach for ADA, and the first component of the pilot project, a Performance Needs Assessment (PNA), has been completed. A thorough review of both ADA staff and its primary stakeholders has been conducted by an outside expert. While waiting for the final report on the PNA, the Mission is considering possible interventions by its implementing partners, as well as the World Bank, to support a development strategy for ADA. The bulk of the human resource development interventions will be conducted by the START/PTP project, while more of technical assistance efforts will be implemented through the relevant technical assistance projects.

Program Highlights

In March, a series of programs were held in five regions for current and potential women entrepreneurs on Women Entrepreneurship Development. A major highlight of the series was that in August 2003, the program providers had participated in a training of trainers (TOT) workshop for 15 Business Service Providers (BSP) throughout Armenia. The main purpose of the TOT workshop was for the BSPs to develop an understanding of issues and needs faced by women entrepreneurs and to be entrepreneurs themselves to learn the most appropriate approaches and techniques for the training. As a result of the program the BSPs were expected to develop curriculum geared toward women owned/managed companies that would address issues of concern to the women and assist their efforts to operate competitive, sustainable businesses. Several of the BSPs were selected to conduct the March programs on women entrepreneurship, and due to their training, included such value added services as providing additional training sessions to the participants free of charge and providing consultations on various issues (e.g. business plan writing, taxes) for specified periods of time.

The Democratic Leadership Development (DLD) series supports the development of democratic leadership skills among the participants and focuses on conflict resolution, conflict management, mediation, negotiation, communication and leadership skills. With these skills, the participants are in a better position to manage change and function in more responsible and constructive ways to build civil society in Armenia through their work and within their communities. In addition, the participants acquire group problem solving and team-building skills, and learn to work collaboratively towards the development of Armenian civil society. AED has been implementing the Democratic Leadership Development Programs annually since 2001. Representatives of the government, local governments, NGOs, political parties as well as civic education teachers participated in the programs. In the past these programs were conducted by a US organization, Conflict Management Group (CMG), with involvement of its Armenian partner organization, the International Center for Human Development (ICHD). In February and March 2004, ICHD conducted this year's program without involvement of CMG.

Ukraine:

In March, USAID/Kiev notified AED that, due to anticipated cuts in country funding, the Mission would not be obligating additional funds into the PTP contract. AED conducted an analysis of remaining project funds and determined that we could complete most, if not all, of the FY 2004 training in the training plan, keeping the field office open through October. AED is completing training programs in September and is working on task order close out tasks, to be completed in October.

Program Highlights

In March, a group of Ukrainian agricultural specialists participated in a study tour on agricultural marketing in the US. California State University at Chico facilitated an intensive learning program which included meetings with representatives of

wholesale markets and farmers markets in the San Francisco area; producers, distributors and retailers in the Santa Cruz and Chico areas; and wine producers and a marketing expert at a winery in Napa Valley. The Ukrainian farmers and producers mastered multiple marketing and promotion strategies, including market linkages between farmers and market firms; links between production and market demand; quality standards and product specifications; market information for decision making; integration of production and processing; and control measures to improve profitability. The participants networked with a broad range of US agricultural specialists ranging from CEOs to field laborers who provided advice on improving and strengthening Ukrainian farms, associations and cooperatives.

In May, a group of Ukrainian judicial professionals went to the Czech Republic on an educational mission to gather information and best practices to help improve the framework of their own National Independent Judicial Association. The Ukrainians studied the judicial system of the Czech Republic and learned about the operation, functions, and regulatory framework of the host country's Judicial Union. The training included visits and presentations at institutions including the Judicial Union Headquarters, the District Court in Nymbruk, and the Judicial Academy at Straz pod Ralskem. Program topics included building a legal and regulatory framework, communication strategies for judicial associations with its members and the public, and cooperation and networking with the international community of judges. The training provider facilitated an active and productive action planning process during which the participants outlined concrete and measurable steps to improve the legal framework, daily operations and communication strategies of the National Independent Judicial Association upon their return to Ukraine.

b) START/Russia

Administration

This information covers the reporting period from August 28, 2004 to February 27, 2005.

USAID/Russia has notified AED about its intention to extend the contract, and AED is in the process of requesting a no-cost extension.

Led by the Training Development Specialist, the AED team performed and completed a training impact evaluation of two series of in-country programs conducted from January to April of 2004, 1) Resource Mobilization, and 2) Modern Practices in Change Management. As a result of the trainings, the participants, who represent NGOs, businesses, and government agencies, have implemented new projects, organizational changes, and new services to their local communities. They are also working on additional collaborative activities with the training providers who conducted these programs. As a result, both interventions successfully contributed to improvement in human and institutional capacity development.

AED/Russia continued to provide Fee-for-Service support to USAID contractors and processed 129 participants of 18 US-based training programs. TA contractors requiring AED services during this period include: Junior Achievement of Alaska, AIHA, RAROLC, Winrock International, IREX, Chemonics and American Russian Center (UAA). In January 2005, the AED/Washington OneStep unit, in cooperation with AED/Russia, revised the template of the Service Agreement and J-I visa processing fees for Russia due to many changes in visa processing since September 11, 2001. In addition, the fee schedule had not been revised in the last 10 years. AED notified its clients in Russia and the US about the revisions.

In November of 2004 AED/Moscow met with Ms. Marina Mikhailova, a USAID Activity Manager, and Ms. Denise Roza, Director of Perspectiva, a regional society of disabled people and a USAID TA contractor, to strategize and facilitate implementation of a two-week training program on best practices of providing an inclusive education for disabled children. AED familiarized Ms. Mikhailova and Ms. Roza with USG participant training regulations and START procurement mechanisms, and as a result of further collaboration, an improved Training Request was developed, and the program was competed more broadly among US and CEE providers.

Program Highlights

Increasing Regional Competitiveness through Improving Collaboration between Regional Government and Business Community leaders

START/Russia conducted the remaining two in-country workshops for leaders of SMEs, business associations, and local government officials responsible for small business development in their regions. The main training objective was to develop an efficient mechanism of cooperation between local governments and the business community. A US-based training provider, Heartland International, used an interactive learning model which encouraged dialog and exchange between the two groups of both positive and negative past experiences, thus helping to foster an atmosphere of mutual trust.

Basics of Election Campaigning and Election Day Activity in the USA

In November 2004, USAID/Washington arranged for two Russians to join a US based election political study program arranged by the American Council of Young Political Leaders (ACYPL). They joined young activists from around the world to witness the US presidential, state, and local elections.

Development of Fee-For-Service for Non-profits

START/Russia administered a series of successful in-country workshops in eight Russian cities during which 160 leaders of local civil society organizations discussed ways of achieving financial sustainability in light of declining foreign donor funding.

The participants learned how to adopt a more business-like approach for their organizations by providing paid services without compromising their non-profit status, identity, and values. Two Russia-based training providers equipped the participants with practical knowledge on marketing strategies, management systems, and the legal framework and tax implications of providing fee-for-service activities. Unfortunately, due to limited USAID funding, only 20 participants for the activity per city could be accommodated for training; in many locations, applicants numbered 2-4 times the number of training slots.

Land Use Regulations (Legal Zoning) as the Mechanism for Urban Land Development in a Market Economy

START/Russia coordinated a course in three Russian cities for officials from regional and municipal administrations responsible for registration of real property rights, economic development, and land use planning. The participants became familiar with the zoning-based model of land use and development traditionally followed in market economy countries; this model is to be introduced in Russia after the Duma approves the new City Planning Code. Jess Bratton, the USAID Far East Coordinator, visited the final round table discussion in Khabarovsk to observe the level of training organization and delivery. Mr. Bratton was impressed by the quality of training and the participants' interest in the topic.

c) Central Asia Regional Training Program

During the six months reported, START/Central Asia arranged and managed training for 11,000 trainees who attended 178 programs in a variety of sectors. The large majority of training took place in country and regionally with a much smaller number of trainees attending training in the U.S. Training was conducted across all SOs, addressing a range of social issues. Examples of training programs arranged include:

Public Sector Accounting Standards, Practices and Audit – Transparency, Accountability and Integrity in Financial Reporting - Study Tour to an EU Accession Country Which Has Moved from Soviet to Modern EU Standards and Practices. Training location: Hungary. Participants: 7 Kyrgyzstan, 5 Kazakhstan, 5 Tajikistan, 4 Uzbekistan.

Achieving Economic Benefit through Land Reforms. Training location: Dushanbe, Tajikistan. Participants: 20 Tajikistan

Conference on Improvement of Legal Regulations in the Beekeeping Industry. Training Location: Ashgabat, Turkmenistan. Participants: 31 Turkmenistan.

Tashkent Earthquake Safety Initiative. Training location: . Participants: 80 Uzbekistan.

2004 National Election Study Program in the U.S. Training location: Washington, DC, Pennsylvania, and West Virginia, USA. Participants: 3 Kyrgyzstan, 5 Kazakhstan, 4 Tajikistan.

Central Asian Roundtable "Human Trafficking in Central Asia: Problems and Solutions. Training location: Almaty, Kazakhstan. Participants: 4 Kyrgyzstan, 13 Kazakhstan, 3 Tajikistan.

*Voter Education Workshops***.** Training location: multiple sites throughout Kyrgyzstan. Participants: 114 Kyrgyzstan.

*Training for Government Officials on the Issues of Anticorruption Policy***.** Training location: Bishkek, Kyrgyz Republic. Participants: 150 Kyrgyzstan.

Conflict Prevention and Resolution Training. Training location: Tashkent, Uzbekistan. Participants: 20 Uzbekistan.

How to Conduct HIV Sentinel Surveillance. Training location: multiple sites throughout Kazakhstan. Participants: 158 Kazakhstan.

*Participatory Community Appraisal (PCA) and Project Development***.** Training location: multiple throughout Kyrgyzstan. Participants: 138 Kyrgyzstan.

Expanding Safe Motherhood in Ferghana Oblast. Training location: Multiple sites in the Ferghana Valley, Uzbekistan. Participants: 150 Uzbekistan.

Also, during the period being reported, the START/CAR Task Order was modified. The task order end date was extended from February 28, 2005 through August 31, 2006. The value of the activity was increased by an additional $4 million for activities to be implemented during this extended period.

d) Africa Agriculture Capacity Development Training Initiative

During this period, the main activity under the task order was a needs assessment report for long term agricultural training in West Africa. This report is an assessment of the long-term training needs in key agricultural institutions in four West African countries: Ghana, Guinea, Nigeria and Senegal. Its findings and recommendations are to be used to design a new initiative, to be funded by a combination of public and private resources that will increase the performance of these institutions and modernize their output. The activity will be designed and ultimately managed by Michigan State University, the lead implementing organization among the CRSP institutions funded by USAID. AED's report provided essential background, key findings, and recommendations to guide USAID and MSU in the design and implementation of the program.

A team composed of Susan Bouldin (Task Order Manager for AED), Andrew Gilboy (Associates for Global Change), and Felipe Tejeda (Associates for Global Change) planned and designed the trip in August and September. In October and November, a team of Susan Bouldin, Felipe Tejeda, and Daby Diallo (agricultural specialist) journeyed to the four countries designated by USAID to conduct interviews with USAID Missions, local Ministries of Agriculture, and local agricultural research institutes.

AED submitted the report to USAID on January 14, 2005, following a verbal presentation of its findings to USAID and Michigan State on January 10, 2005.

The task order ended January 31. The final task order report is being drafted for submission in the near future.

e) Developing Capacity, Skills and Leadership Training Project (USAID/Eritrea)

AED obtained permission for the START/Eritrea field office to remain open through March, as several training programs were delayed, and several others were added when it became clear that participant training funds remained available. As the program is winding down, the local Chief of Party left AED to accept another position. He has been replaced by Mr. Tewolde Fissehaye, who has worked during this period to get the last training programs started, and to prepare to close the office.

There is only one academic participant left under this task order, in a Ph.D. program. Most of the training during this six month period was short term, and in-country. A total of 387 participants were trained in Eritrea, seven were trained in third countries, and one had a U.S.-based training program.

Over 200 participants from the Ministry of Health, UN agencies, bilateral and international organizations, and local and international NGOs attended a conference on maternal and new-born health. AED administered the funding for about 150 of the attendees. Another large training program focused on improving the capacity of community based magistrates from the Southern Regional Administration. A training of trainers was held in Asmara for 18 professionals who were selected from all six administrative zones. Then these participants trained 204 community judges in four towns of the Debub Zone. The core four thematic areas of the training were: appropriate legal framework, managing a magistrate court, respect for human rights, and judicial ethics.

One short term program, which begins in March, created great difficulty for AED staff in the field and in the U.S., as it required the procurement of chemicals for a horticulture program. There were many obstacles to overcome, but the staff persevered, and training will take place as needed.

This task order is now scheduled to end in June 2005.

f) Training to Support Economic Growth and Democracy Initiatives (TEGDI) (USAID/Mongolia)

Little activity took place during this six month period. One short term participant was assigned to AED, and the placement process is proceeding for him to attend the Stanford Summer Fellows program, which is a training program in democratic

governance for leaders from all over the world. This program will take place in the summer of 2005.

g) Higher Education Support Initiative (USAID/West Bank and Gaza)

At the beginning of this period, there were four participants in academic programs, and four participants in practical training. At the end of February 2005, there were two participants in academic training, and one in practical training. AED conducted re-entry programs both in the U.S. and in the field for all five of the returning participants.

Follow-on activities continued with alumni association meetings, assistance with resume writing, and out-reach to the local community to find possible positions for returning scholars.

The local scholarship program for universities, colleges, and vocational and technical schools continued during this time. AED kept in touch with participants and schools, gathered the required documents and made field visits as routinely as the situation allowed. To date, a total of 364 students have been supported at local colleges and universities, and 113 at local vocational and technical schools. As participants complete their programs (tuition only is provided, and students must complete 30 hours of civic volunteer duty for each semester funded), AED staff have been assisting them with their job search, helping with resume writing, and finding potential job markets for them.

The short-term IT training programs also continued during this period, with new programs being presented to USAID for approval, monitoring on going programs while other training programs ended. To date, a total of 249 participants have been trained in information technology in the West Bank and Gaza.

No non-IT short-term training programs were conducted during the period covered by this report, although the staff is in the process of planning a program to take place this spring for Tahkeem: Center for Settlement of Commercial Disputes.

A program for 15 Palestinian journalists entitled "Commitment to Peace through the Fourth Estate" was planned during this period. The home office sent the request for proposal out, and an excellent program at the University of Colorado was selected. The field office staff handled the local advertisement for trainees, participated in the selection process, handled the local logistics, and helped prepare the participants for their training, which will take place in March through May of 2005.

The needs assessment done last year on the problems facing the higher education community in the West Bank and Gaza spawned a number of activities. The four projects being implemented are: higher education management information system (HEMIS), capacity building for the Ministry of Education and Higher Education

(MOEHE), research proposals for local universities, and on-line journals for university libraries.

The needs assessment of HEMIS was completed and presented to USAID in January of 2005. In February, a workshop was held for MOEHE officials and university and IT administrators to explain the report, and how to use it.

AED hired a consultant to report on the needs and capacities of the local universities for on-line journals. This report was submitted to USAID in January, with a final revision in February. USAID was very interested in the findings, and is implementing some of the activities recommended. AED hired the consultant (a former MDSP scholar) as a part-time employee in February to follow up on these activities. For example, AED has purchased access to on-line journals through EBSCO, and is advising the schools on how to use it for research. AED staff also discussed a portal project which could be implemented jointly with the Global Learning Portal, a USAID-funded project, which is also managed by AED. The portal would be used by Palestinian academic libraries.

Capacity building training for the MOEHE was planned during this period. Programs in human resource development, information technology, communication skills, and project management are being prepared. Some training will be in-country, with Birzeit University. Other training will be held in third countries.

More than 16 research proposals from schools were accepted and funded during this period.

The local situation remained difficult, with no access to Gaza for the U.S. staff during this period. The wall is being built very close to the field office, and local staff face great delays and difficulties in getting to and from work each day.

AED's newsletter for USAID, *Connections*, was published and distributed on a quarterly basis.

h) Benin U.S.-Based Training Program (USAID/Benin)

One academic participant, Jeremie Dovonou, continued his training program during this period. He faced adjustment problems at first, but with guidance and help from AED and university staff, has made great progress. AED continued placement activities for a second academic participant, who will begin studies in Education in the fall of 2005.

There were no changes or modifications to the task order. However, AED is awaiting word from the Mission on a possible extension, as training programs are in progress, and the current funding ends in June 2005.

i) E-Learning

There was no activity under the E-Learning task order during the period being reported.

j) Caribbean Regional Intern-Scholarship Program - CRISP (USAID/Caribbean Regional Mission)

During the period being reported, USAID/Caribbean Regional Mission supported nine participants from the English-speaking Caribbean who attended medium and short-term training in the US and arranged and managed 6 regional and in-country training programs for 14 participants. The CRISP program is implemented in large part by AED's partner organization under START, Aurora Associates International. Aurora works closely with the Centre for Management Development (CMD) in Barbados which is responsible for the recruitment of participants. Fields of training under CRISP have placed a strong emphasis on information technology, financial management, agri-business in addition to a number of fields to support development of tourism industries.

k) Pakistan Teacher Education and Professional Development Program (PTEPDP) (USAID/Pakistan)

The overall objective of PTEPDP is to increase the base of skilled, high performing Pakistani school administrators and teachers in the teaching of mathematics, science and English as a second language, and to promote cultural understanding between the US and Pakistan. These professional development programs are customized to reflect needs identified as critical to Pakistani educators and include traditional classroom instruction, observational site-visits, cultural events, professional development and networking opportunities, and the provision of laptop computers, which become the property of the participants' home institutions.

During the reporting period, three additional US-based trainings were completed for 49 Pakistani teacher educators through PTEPDP. Oregon State University (OSU) hosted a group of 13 science teacher trainers, the University of Montana (UMT) delivered training for 15 English as a Second Language (ESL) teacher trainers, and George Mason University (GMU) worked with 21 math educators.

The GMU program, which was held from September 6 to December 8, 2004, focused on teacher training methodologies, the latest techniques and concepts in Math instruction, curriculum development, and assessment tools to support changes in teacher training that will improve the quality of teacher training for primary Math school teachers. In addition, the 21 participants took part in fieldwork in local schools and attended workshops on Leadership and Change in Multicultural Environments and on Developing a Standards-Based Teacher Education Program. The group also participated in the Eastern Regional Conference of the National Council of Teachers of Mathematics. The conference exposed the participants to the latest research in

mathematics education as well as innovative approaches for improving mathematics learning among students.

The UMT program was held from September 14 to December 16, 2004. Fifteen Pakistani ESL teacher educators were introduced to the latest approaches to ESL instruction, curriculum development, and assessment tools. The program also explored assumptions about language teaching and learning, communicative language teaching with a focus on fluency, and intensive language support classes. The participants visited elementary, middle and high schools during their training to expose the Pakistani educators to the facilities and approaches of American schools. Each school visit included three hours of classroom observation.

The OSU program, which was held from September 17 to December 19, 2004, targeted 13 science teachers. Coursework focused on K-12 education with significant emphasis placed on middle school-level instruction. The participants studied modern approaches to science education and ways of presenting scientific material to students in a challenging, clear, and compelling manner. All course modules included both state-of-the art technology and low-tech options to expose the participants to newer scientific technologies while still providing them with more practical approaches given economic considerations in Pakistan. In addition, the participants attended the annual conference of the Oregon Science Teachers Association, the regional conference of the National Science Teachers Association, and the annual conference of the Oregon School Counselor Association.

All three delegations were provided the opportunity to join US professional membership organizations such as the Association for Supervision and Curriculum Development (ASCD), Teachers of English to Speakers of Other Languages (TESOL), and the National Science Teachers' Association (NSTA).

During the reporting period, AED/Islamabad and AED/DC designed and conducted a major National Teacher Training Conference from December 20-22, 2004. This was the first ever national conference on teacher education in the country and attracted over 250 policymakers, teacher educators, education experts, heads of teacher training/education colleges in the public sector, senior federal and provincial government officials, and representatives of prominent private sector teacher training institutions, NGOs and major donors in Pakistan. Seventy-five PTEPDP alumni were among the participants. In addition, three ministers and five secretaries also took part in the event.

Conference sessions and panels focused on a variety of issues affecting quality teacher education and training in Pakistan, including five major themes: (i) teacher education policies and practices; (ii) the role, structure and function for teacher education institutes; (iii) recognizing teacher educators and leaders and managers; (iv) challenges in teacher education; and (v) innovative practices and interventions in teacher education in Pakistan Key issues outlined during the event included the need to redefine policies and improve coordination between the various institutions

involved in training educators; the need for curricular reform; and the need for stronger teacher education standards. Best practices models in use in public and private sector institutes were also explored. The conference included a session for major donors involved in education projects to share their perspectives on teacher education. Representatives of GTZ, DFID, ILO, UNESCO, ADB, UNICEF, and USAID stressed the need for government ownership and leadership to ensure the sustainability of these educational improvement efforts. USAID staff also proposed considering in-country residential teacher training for Math, Science and English as a Second Language (ESL) teachers.

An optional workshop for PTEPDP alumni was held as part of the conference. Chaired by the USAID Senior Education Officer, Dr. Sarah E. Wright, the workshop facilitators included faculty from George Mason and Oregon State Universities who had been actively involved with the groups trained in the US. During the session, the participants discussed key challenges facing the master trainers who took part in the US trainings and means of overcoming those challenges.

The first *PTEPDP Quarterly Newsletter* was released in December and will assist in facilitating alumni designed as a form of alumni networking and information sharing. The publication was also distributed to all of the individuals who attended the national conference.

Also during the reporting period, the AED/Islamabad office was successful in its recruitment efforts and identified 109 candidates for the spring 2005 term to participate in three planned US programs. Finally, AED worked on issuing three new work assignments for George Mason University, Oregon State University and the University of Montana for these programs.

l) Presidential Scholarship Program (USAID/West Bank and Gaza)

The first group of participants to arrive began their academic training programs during this period. Most of them have adjusted quickly, and are doing well in school. One participant decided, for personal reasons, to drop his scholarship and return home. AED assisted him to do so.

The field staff worked hard to get a second wave of students out for a January start. Again, getting the male students from Gaza out was a daunting prospect, and some are still waiting for permission to leave. As of February 2005, a total of 34 participants were studying in the U.S.

TOEFL and GRE/GMAT scores from the students in Gaza remained low, as the participants faced great difficulties in getting to the testing site, and were often exhausted and frayed when taking the exams. AED home office staff members are working hard to find realistic placements for them, and the field staff is attempting to help them find pre-academic training that will help them to improve their scores. AED field staff members are also working to find pre-academic training that will

prepare them for their field of study, report writing, and communication. A total of 36 participants were awaiting travel to the U.S. at the end of this period. Two are to arrive in the spring, the rest will begin their programs in the fall.

The most difficult task facing the field staff was and is simply getting the participants out of the country to begin training. All participants now have to leave when the opportunity arises, and stay in Egypt or Jordan for a few days while AED arranges for their ultimate departure for the U.S. The lack of certainty, and the inability to plan, makes this hard for both participants and staff. And when the participants finally arrive in the U.S., the men normally face a lengthy interview process. AED staff attempted to counteract this by providing a warm welcome at the airport, and during orientation.

AED has begun planning for the PSP conference to be held in late May of 2005. Mr. Larry Garber, former Mission Director for USAID West Bank and Gaza has agreed to speak to the group. The emphasis of the program will be on preparing from the start for the return home.

m) Economic Growth and Basic Education Training Activities (USAID/Zambia)

Three academic participants continued their programs this fall and spring. The two graduate participants are doing quite well in their programs. The participant at the community college had some difficulty, as she enrolled in too many classes. AED will visit her and her professor during the spring term to discuss what she can do to resolve any issues she has.

There were no changes or modifications to this task order during this period.

Level of Usage of Subcontracts under Subcontracting plan:

AED submits its "Subcontracting Report for Individual Contracts" (Form 294) to USAID semi-annually, reporting through March 31st and September 30th of each year.

AED's subcontracting goal is that 50% of its subcontract awards will be to small business concerns (including small disadvantaged firms, women owned small businesses, Historically Black Colleges and Universities, and HUBZone Small Businesses). As of September 30, 2004, AED had achieved 49.19% percent subcontracting to small business concerns.

AED's target based on expenses through September 30, 2004 was $4,549,353. Actual amounts paid to eligible firms were $4,475,992.

ATTACHMENT A

Personnel Approved to Work Under START
Through February 27, 2005

CLIN	Level	Last Name	First Name	Organization	AED No.	USAID T.O. No.	Approval Requested	Approved	Key Personnel
0001-04	3a	Alberque	Wendy	AED	2970	IQC	proposal	8/28/2001	
0001-04	1c	Alemayehu	Lulseged	AED	2970-001	01	proposal	9/28/2001	
0001-04	1c	Alemayehu	Lulseged	AED	2970-003	800	proposal	9/29/2001	
0002-04	2a	Alemayehu	Lulseged	AED	2970-004	02	proposal	4/15/2002	
0001-07	2a	Ankrah	Christian	AED	2970	IQC	internal	3/19/2003	
0001-02	1b	Asuncion	Ernesto	AED	2970	IQC	proposal	8/28/2001	
0001-08	4b	Aulakh	Wendy	AED	2970	IQC	proposal	8/28/2001	
0001-04	1c	Baamer	Amena	AED	2970	IQC	proposal	8/28/2001	
0001-04	2a	Bailey	Scott	AED	2970	IQC	proposal	8/28/2001	
0001-01	5	Barhyte	Bonnie	AED	2970	IQC	proposal	8/28/2001	yes
0001-03	5	Benedetti	David	AED	2970	IQC	proposal	8/28/2001	yes
0001-09	2b	Bindra	Lalit	AED	2970	IQC	internal	10/1/2004	
0001-02	1b	Blitz	Jennifer	AED	2970	IQC	proposal	8/28/2001	

0001-10	2b	Borwankar	Reena	AED	2970	IQC	proposal	8/28/2001	
0001-03	5	Bouldin	Susan	AED	2970-007	804	proposal	8/2/2002	yes
0001-05	5	Bouldin	Susan	AED	2970-008	805	proposal	8/19/2002	yes
0002-03	5	Bouldin	Susan	AED	2970-004	02	proposal	4/15/2002	yes
0001-03	5	Bouldin	Susan	AED	2970-005	803	proposal	5/5/2002	yes
0001-01	4b	Bouldin	Susan	AED	2970	IQC	proposal	8/28/2001	yes
0001-03	4b	Bouldin	Susan	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	3b	Bouldin	Susan	AED	2970	IQC	proposal	8/28/2001	yes
0001-09	1b	Boyd	Carolina	AED	2970	IQC	internal	6/3/2002	
0001-09	2a	Boyd	Carolina	AED	2970	IQC	internal	1/9/2004	
0001-02	1b	Brady	Meagan	AED	2970	IQC	internal	7/13/2004	
0001-09	1b	Brown	Hana Erin	AED	2970	IQC	internal	1/26/2003	
0001-04	2b	Chandler-Andrews	Deborah	AED	2970	IQC	proposal	8/28/2001	
0001-09	1c	Choong	Mary	AED	2970	IQC	proposal	8/28/2001	
0001-05	5	Christensen	Philip	AED	2970	IQC	proposal	8/28/2001	yes
0001-07	3a	Conway	Barbara	AED	2970	IQC	proposal	8/28/2001	
0001-10	2a	Crockett	J.	AED	2970-001	01	proposal	9/28/2001	
0001-10	2a	Crockett	J.	AED	2970-003	800	proposal	9/29/2001	

0001-08	3a	Dadzie	Suzanne	AED	2970-005	803	proposal	5/5/2002	
0001-03	3a	Dadzie	Suzanne	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	2b	Dadzie	Suzanne	AED	2970	IQC	proposal	8/28/2001	yes
0001-08	2b	Dadzie	Suzanne	AED	2970	IQC	proposal	8/28/2001	
0001-05	2b	Dadzie	Suzanne	AED	2970	IQC	proposal	8/28/2001	yes
0002-05	5	Dargis	Julie		2970	IQC	9/6/2002	9/6/2002	yes
0001-01	4a	Davies-Woolard	Charmaine	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	3b	Davies-Woolard	Charmaine	AED	2970	IQC	proposal	8/28/2001	yes
0001-08	4a	Davies-Woolard	Charmaine	AED	2970	IQC	proposal	8/28/2001	
0001-04	4b	Diederich	Joseph	AED	2970	IQC	proposal	8/28/2001	
0001-01	3b	Dory	Jennifer	AED	2970	IQC	proposal	8/28/2001	
0001-03	3b	Dory	Jennifer	AED	2970	IQC	proposal	8/28/2001	yes
0001-08	3a	Dory	Jennifer	AED	2970	IQC	proposal	8/28/2001	
0001-04	3a	Duraiswamy	Shyama	AED	2970-005	803	proposal	5/5/2002	
0001-04	3a	Duraiswamy	Shyama	AED	2970-006	802	proposal	8/15/2002	
0001-04	3a	Duraiswamy	Shyama	AED	2970	IQC	3/28/2002	3/28/2002	
0001-08	1b	Dworkin	Michele	AED	2970-008	805	proposal	8/19/2002	
0001-09	1b	Dworkin	Michelle	AED	2970	IQC	proposal	8/28/2001	

0001-08	1b	Edwards	Rasa	AED	2970	IQC	proposal	8/28/2001	
0001-08	2a	Edgecombe	Stephanie	AED	2970	IQC	internal	3/25/2004	
0001-05	4b	Fabre	Marcella	AED	2970	IQC	proposal	8/28/2001	yes
0001-04	3b	Falcon	Carmen	AED	2970-001	01	proposal	9/28/2001	
0001-04	3b	Falcon	Carmen	AED	2970	IQC	proposal	8/28/2001	
0001-05	4a	Fickling	Susan	AED	2970-001	01	proposal	9/28/2001	yes
0001-05	3b	Fickling	Susan	AED	2970-002	801	proposal	9/28/2001	yes
0001-05	3b	Fickling	Susan	AED	2970-003	800	proposal	9/29/2001	yes
0001-01	4b	Fickling	Susan	AED	2970	IQC	proposal	8/28/2001	yes
0001-03	4b	Fickling	Susan	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	3b	Fickling	Susan	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	3b	Fickling	Susan	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	4a	Fickling	Susan	AED	2970	IQC	proposal	8/28/2001	yes
0001-08	4b	Fickling	Susan	AED	2970	IQC	proposal	8/28/2001	
0001-02	1b	Francis	Bernadette	AED	2970	IQC	proposal	8/28/2001	
0001-10	5	Fraser	Elvis	AED	2970	IQC	proposal	8/28/2001	
0001-02	1b	Garber	Carolyn	AED	2970-001	01	proposal	9/28/2001	
0001-02	1b	Garber	Carolyn	AED	2970-003	800	proposal	9/29/2001	

0001-10	5	Gillies	John	AED	2970	IQC	proposal	8/28/2001	
0001-08	1b	Glover	LaShon	AED	2970	IQC	proposal	8/28/2001	
0001-09	1b	Glover	LaShon	AED	2970	IQC	proposal	8/28/2001	
0001-11	1c	Glover	LaShon	AED	2970	IQC	proposal	8/28/2001	
0001-02	1a	Graves	JoAnn	AED	2970	IQC	proposal	8/28/2001	
0001-11	1b	Graves	JoAnn	AED	2970	IQC	proposal	8/28/2001	
0001-08	4a	Hagen	Xav Crispin	Aurora	2970-11	IQC	internal	12/24/2003	
0001-07	3b	Haile-Michael	Meselech	AED	2970	IQC	proposal	8/28/2001	
0001-05	5	Hall	Millard	Consultant	2970-001	01	internal	1/14/2003	
0001-05	3b	Halvachs	Michael	AED	2970-002	801	7/2/2002	7/26/2002	
0001-05	3b	Halvachs	Michael	AED	2970-002	801	3/31/2003	6/16/2003	
0001-03	3a	Handel	Deanna	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	2b	Handel	Deanna	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	2b	Handel	Deanna	AED	2970	IQC	proposal	8/28/2001	yes
0001-08	2b	Handel	Deanna	AED	2970	IQC	proposal	8/28/2001	
0001-04	5	Hanley	Deborah	AED	2970	IQC	proposal	8/28/2001	
0001-09	1b	Hassanali	Sabeen	AED	2970	IQC	internal	6/17/2004	
0001-03	4b	Hays	Francy	AED	2970	IQC	proposal	8/28/2001	yes

0001-05	3b	Hays	Francy	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	4a	Hays	Francy	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	3a	Held	Larry	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	3a	Held	Larry	AED	2970	IQC	proposal	8/28/2001	yes
0001-10	4b	Hernandez	Orlando	AED	2970	IQC	proposal	8/28/2001	
0001-05	4a	Hesser	Phillip	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	4a	Hesser	Phillip	AED	2970	IQC	proposal	8/28/2001	yes
0001-01	3b	Hewlett	Kathy	AED	2970	IQC	proposal	8/28/2001	
0001-10	4a	Holschneider	Slyvia	AED	2970	IQC	proposal	8/28/2001	
0001-02	1b	Jackson	Julia	AED	2970	IQC	proposal	8/28/2001	
0001-08	2a	John	Rosamund Mische	AED	2970	IQC	internal	2/23/2005	
0001-05	5	Johnson	Jerry	Consultant	2970-001	01	internal	7/12/2002	
0001-02	1b	Jones	Chasta	AED	2970	IQC	proposal	8/28/2001	
0001-08	3a	Kammerer	David	AED	2970	IQC	proposal	8/28/2001	
0001-09	2a	Karchava	Inga	AED	2970	IQC	internal	5/10/2004	
0001-08	2a	Kelleher	Jason	AED	2970-001	01	proposal	9/28/2001	
0001-08	2a	Kelleher	Jason	AED	2970-002	801	proposal	9/28/2001	
0001-02	2a	Kelleher	Jason	AED	2970	IQC	proposal	8/28/2001	

0001-05	2b	Kelleher	Jason	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	2b	Kelleher	Jason	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	5	Kelly	Tom	AED	2970	IQC	proposal	8/28/2001	yes
0001-01	5	Ketcham	Mark	AED	2970-001	01	proposal	9/28/2001	yes
0001-03	5	Ketcham	Mark	AED	2970-003	800	proposal	9/29/2001	yes
0001-01	5	Ketcham	Mark	AED	2970-007	804	proposal	8/2/2002	yes
0001-01	5	Ketcham	Mark	AED	2970-008	805	proposal	8/19/2002	yes
0001-01	5	Ketcham	Mark	AED	2970-006	802	proposal	8/15/2002	yes
0001-03	5	Ketcham	Mark	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	5	Ketcham	Mark	AED	2970	IQC	proposal	8/28/2001	yes
0001-07	4b	Kintz	William	AED	2970	IQC	proposal	8/28/2001	
0001-05	5	Klauss	Rudi	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	4b	Kott	Michael	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	5	Krisiunas	Edward	Consultant	2970-001	01	internal	10/28/2002	
0001-10	4a	Ledsky	Rebecca	AED	2970	IQC	proposal	8/28/2001	
0001-10	3a	Lehman	Thomas	AED	2970	IQC	proposal	8/28/2001	
0001-10	3b	Mack	Jannine	AED	2970	IQC	proposal	8/28/2001	
0001-08	3b	Mattiaccio	Lillian	AED	2970	IQC	internal	3/22/2004	

0001-02	1a	Mayberry	Theodore	AED	2970	IQC	proposal	8/28/2001	
0001-06	1a	Mayberry	Theodore	AED	2970	IQC	proposal	8/28/2001	
0001-11	1a	Mayberry	Theodore	AED	2970	IQC	proposal	8/28/2001	
0001-02	1b	McCarthy	Michael	AED	2970	IQC	internal	3/17/2005	
0001-03	3b	Melendez-Stewart	Scott	AED	2970	IQC	proposal	8/28/2001	yes
0001-06	2a	Melnyk	Antoinette	AED	2970	IQC	proposal	8/28/2001	
0001-07	4a	Mills	Scott	AED	2970	IQC	proposal	8/28/2001	
0001-05	3a	Minott	Diane	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	4b	Moore	John	AED	2970	IQC	proposal	8/28/2001	yes
0001-08	4a	Moore	John	AED	2970	IQC	proposal	8/28/2001	
0001-05	5	Moses	Kurt	AED	2970	IQC	proposal	8/28/2001	yes
0001-01	4b	Mulholland	Carol	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	4b	Mulholland	Carol	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	4b	Mulholland	Carol	AED	2970	IQC	proposal	8/28/2001	yes
0001-10	3b	Nachbar	Nancy	AED	2970	IQC	proposal	8/28/2001	
0001-09	1b	Nader	Alireza	AED	2970	IQC	proposal	8/28/2001	
0001-07	2a	Niyomasantisuk	Sirilak	AED	2970-001	01	proposal	9/28/2001	
0001-07	2a	Niyomasantisuk	Sirilak	AED	2970-002	801	proposal	9/28/2001	

0001-07	2a	Niyomasantisuk	Sirilak	AED	2970-003	800	proposal	9/29/2001	
0001-06	2a	Niyomasantisuk	Sirilak	AED	2970	IQC	proposal	8/28/2001	
0001-07	2a	Niyomasantisuk	Sirilak	AED	2970	IQC	proposal	8/28/2001	
0001-07	2b	Niyomsantisuk	Sirilak	AED	2970-008	805	proposal	8/19/2002	
0001-07	2a	Niyomsantisuk	Sirilak	AED	2970-004	02	proposal	4/15/2002	
0001-07	2a	Niyomsantisuk	Sirilak	AED	2970-006	802	proposal	8/15/2002	
0001-06	2b	Nygren	Lynda	AED	2970	IQC	proposal	8/28/2001	
0001-07	2b	Nygren	Lynda	AED	2970	IQC	proposal	8/28/2001	
0001-06	1c	Oggel	Amy	AED	2970	IQC	proposal	8/28/2001	
0001-09	2a	Orr	Fanta	AED	2970	IQC	internal	6/2/2004	
0001-05	3a	Ortiz	Laura	AED	2970	IQC	6/19/2002	6/19/2002	yes
0001-08	3b	Ortiz	Laura	AED	2970	IQC	6/19/2002	6/19/2002	
0001-10	4a	Otero	Cecilia	AED	2970-001	01	proposal	9/28/2001	
0001-03	4b	Otero	Cecilia	AED	2970-006	802	proposal	8/15/2002	yes
0001-03	4a	Otero	Cecilia	AED	2970	IQC	proposal	8/28/2001	yes
0001-08	2a	Pappas	Arminda	AED	2970-001	01	proposal	9/28/2001	
0001-08	2a	Pappas	Arminda	AED	2970-002	801	proposal	9/28/2001	
0001-06	2b	Pineda	Leo	AED	2970	IQC	proposal	8/28/2001	

0001-07	2b	Pineda	Leo	AED	2970	IQC	proposal	8/28/2001	
0001-09	1b	Pryymak	O.	AED	2970-001	01	proposal	9/28/2001	
0001-03	5	Rahmanzai	A. Moquim	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	4b	Rahmanzai	A. Moquim	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	3a	Ramirez	Sergio	AED	2970	IQC	proposal	8/28/2001	yes
0001-06	3a	Ramirez	Sergio	AED	2970	IQC	proposal	8/28/2001	
0001-03	4a	Rhodes	Kenneth	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	3b	Rhodes	Kenneth	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	4a	Rhodes	Kenneth	AED	2970	IQC	proposal	8/28/2001	yes
0001-01	4a	Ring	Alan	AED	2970	IQC	proposal	8/28/2001	yes
0001-04	3b	Ring	Alan	AED	2970	IQC	proposal	8/28/2001	
0001-04	4a	Roach	Valeria	AED	2970	IQC	proposal	8/28/2001	
0001-06	1c	Robbins	John	AED	2970	IQC	proposal	8/28/2001	
0001-08	1c	Robbins	John	AED	2970	IQC	proposal	8/28/2001	
0001-09	1c	Robbins	John	AED	2970	IQC	proposal	8/28/2001	
0001-04	2a	Robinson	Rosibel	AED	2970	IQC	proposal	8/28/2001	
0001-08	2a	Roman	Valeria	AED	2970-003	800	proposal	9/29/2001	
0001-06	1b	Scanlan	Katya	AED	2970	IQC	proposal	8/28/2001	

0001-10	2a	Scanlan	Katya	AED	2970	IQC	proposal	8/28/2001	
0001-08	3b	Schroeder-Sanai	Maureen	AED	2970	IQC	internal	3/19/2003	
0001-01	4a	Seider	David	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	3a	Seider	David	AED	2970	IQC	proposal	8/28/2001	yes
0001-08	3b	Seider	David	AED	2970	IQC	proposal	8/28/2001	
0001-03	5	Shortlidge	Richard	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	5	Shortlidge	Richard	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	5	Shortlidge	Richard	AED	2970	IQC	proposal	8/28/2001	yes
0001-04	2a	Shrestha	Krishna	AED	2970-001	01	proposal	9/28/2001	
0001-04	2a	Shrestha	Krishna	AED	2970-002	801	proposal	9/28/2001	
0001-04	2a	Shrestha	Krishna	AED	2970-003	800	proposal	9/29/2001	
0001-09	1b	Sines	Stephanie	AED	2970-008	805	proposal	8/19/2002	
0001-09	1b	Sines	Stephanie	AED	2970-005	803	proposal	5/5/2002	
0001-09	1b	Sines	Stephanie	AED	2970-006	802	proposal	8/15/2002	
0001-09	1c	Spencer	D.	AED	2970-001	01	proposal	9/28/2001	
0001-09	1b	Spencer	D.	AED	2970-002	801	proposal	9/28/2001	
0001-09	1c	Spencer	D.	AED	2970-003	800	proposal	9/29/2001	
0001-07	5	Strachan	Glenn	AED	2970	IQC	proposal	8/28/2001	

0001-05	4b	Strite	Elaine	AED	2970-008	805	proposal	8/19/2002	yes
0001-05	4a	Thomas	Brenda	AED	2970	IQC	proposal	8/28/2001	yes
0001-05	3a	Thomas	Edilma	AED	2970	IQC	proposal	8/28/2001	yes
0001-08	2a	Thomas	Edilma	AED	2970	IQC	proposal	8/28/2001	
0001-09	2b	Thomas	Edilma	AED	2970	IQC	proposal	8/28/2001	
0001-10	4b	Thomas	Laurine	AED	2970	IQC	proposal	8/28/2001	
0001-06	1a	Toscano	Juan Carlos	AED	2970	IQC	proposal	8/28/2001	
0001-11	2a	Toscano	Juan Carlos	AED	2970	IQC	proposal	8/28/2001	
0001-04	5	Usiak	Andrea	AED	2970	IQC	proposal	8/28/2001	
0001-05	2b	Van-Harte	Meagan	AED	2970	IQC	proposal	8/28/2001	yes
0001-04	4b	Wagner	Mark	AED	2970	IQC	proposal	8/28/2001	
0001-08	3b	Walker-George	Elyce	AED	2970	IQC	proposal	8/28/2001	
0001-05	5	Ward	Susan	AED	2970-007	804	proposal	8/2/2002	yes
0001-04	3b	Whitehurst	Natasha	AED	2970-002	801	proposal	9/28/2001	
0001-04	5	Whitehurst	Natasha	AED	2970-008	805	proposal	8/19/2002	
0002-04	5	Whitehurst	Natasha	AED	2970-004	02	proposal	4/15/2002	
0001-04	5	Whitehurst	Natasha	AED	2970-005	803	proposal	5/5/2002	
0001-04	5	Whitehurst	Natasha	AED	2970-006	802	proposal	8/15/2002	

0001-04	3b	Whitehurst	Natasha	AED	2970	IQC	proposal	8/28/2001	
0001-09	1b	Wilder	Daniel	AED	2970	IQC	internal	7/29/2002	
0002-02	1b	Wilder	Daniel	AED	2970	IQC	internal	7/29/2002	
0002-08	2a	Wilder	Daniel	AED	2970	IQC	internal	3/19/2004	
0001-05	3b	Williams	Ken	AED	2970	IQC	proposal	8/28/2001	yes
0001-02	2a	Wood	Paula	AED	2970	IQC	proposal	8/28/2001	

AED Contract No. EEE-I-00-01-00010-00

Strategic Technical Assistance for Results with Training (START)

Task Order Update

April 12, 20(

A. USAID Signed Task Orders:

No.	TO Title/Mission	Effective Date	Period of Performance	Exercised Price*	Total Price**	Obligated Funds to Date
01	E&E Participant Trng Prog (PTP) USAID/EE/EEST	09/28/01	09/28/01 09/27/05	13,291,381	22,554,591	10,291,0(
801	START/Russia USAID/Russia	10/01/01	10/01/01 04/01/05	5,702,136	5,702,136	4,331,1
OUT-EEE-I-800-01 -00010-00	START/CAR USAID/Central Asia Republics	03/01/02	03/01/02 02/28/05	22,143,657	22,143,657	22,143,6
02	START/ Africa Agriculture Capacity Dev Training Initiative USAID/Africa Bureau-Office of Sustainable Development	04/15/02	04/15/02 01/31/05	852,179	852,179	852,1
803	START/International Auditor Fellowship Program, GAO USAID/Ethiopia	05/05/02	05/05/02 11/30/02	41,784	41,784	41,7
802	START/Mongolia USAID/Mongolia	08/15/02	08/15/02 12/31/05	1,587,588	1,587,588	737,0
804	START/Developing Capacity, Skills and Leadership Training Project USAID/Eritrea	08/14/02	08/14/02 06/30/05	1,850,058	1,850,058	1,850,0

04	START/HESI USAID/West Bank & Gaza	08/19/02	08/19/02 08/18/05	9,441,256	9,441,256	9,211,962
806	START for Zambia USAID/Zambia	08/18/02	08/18/02 03/31/04	123,981	123,981	123,981
03	E-Learning USAID/Washington, D.C.	09/30/02	09/30/02 09/29/06	418,804	418,804	200,000
808	START/Caribbean Regional Mission USAID Caribbean Intern-Scholarship Program USAID/Jamaica	03/17/03	03/17/03 07/31/05	2,010,797	2,010,797	2,010,797
807	START/Benin Training Programs USAID/Benin	06/16/03	06/16/03 06/15/05	239,965	239,965	239,965
809	Pakistan Teacher Education and Professional Development Program (PTEPDP) USAID/Pakistan	07/09/03	07/09/03 06/30/06	4,999,668	4,999,668	4,000,000
810	Presidential Scholarship Program (PSP) USAID/West Bank & Gaza	09/30/03	09/30/03 08/26/07	9,892,317	9,892,317	9,892,317
811	Economic Growth and Basic Education Training Activities USAID/Zambia	11/26/03	11/26/03 08/27/06	2,000,000	2,000,000	500,000

812	Short-term Participant Training, Peace Building and Development USAID/Nepal	06/01/04	06/01/04 08/15/04	6,222	6,222	6,222
	Total Awarded T.O.s			**$74,601,793**	**$83,865,003**	**$66,432,123**

B. Total Pending Task Orders:	**$0**		
C. Total Awarded & Pending Task Orders:	**$74,601,793**	**$83,865,003**	**$66,432,123**

Notes:

1. Exercised Price: Does not include option years, which are also not reflected in the Period of Performance.
2. Total Price: Includes option years.
3. Total Awarded & Pending Task Orders: Total Awarded is total ceiling price plus option years to date.

ATTACHMENT C - Table 1
STRATEGIC TECHNICAL ASSISTANCE FOR RESULTS WITH TRAINING
CUMULATIVE SUMMARY OF TRAINING: August 28, 2001 - February 27, 2005

Task order	Task Order Name	TOTAL				US				TC				IC			
		Participant			Programs	Participant			Programs	Participant			Programs	Participant			Programs
		Male	Female	Total		Male	Female	Total		Male	Female	Total		Male	Female	Total	
2970001	E&E Participant Training Program	5567	7153	12720	510	101	47	148	30	495	289	784	144	4971	6817	11788	336
2970002	Russia	643	1147	1790	82	69	92	161	12	12	22	34	2	562	1033	1595	68
2970003	Central Asia Republics	19388	19928	39316	804	84	48	132	17	1545	1036	2581	245	17759	18844	36603	542
2970004	Africa Agricultural Capacity development Training Initiative	1	2	3	2	1	2	3	2								
2970005	International Auditor Fellowship Program-GAO (Ethiopia)	0	1	1	1		1	1	1								
2970006	Training to Support Economic Growth & Democracy Initiative (Mongolia)	11	2	13	4	11	2	13	4								
2970007	Development Capacity, Skills and Leadership Training Project (Eritrea)	440	519	959	42	10	2	12	8	23	5	28	11	407	512	919	23
2970008	West Bank and Gaza	532	332	864	593	63	26	89	88	9	2	11	5	460	304	764	500
2970009	Zambia	5	5	10	4	5	5	10	4								
2970011	Jamaica	22	11	33	27	11	7	18	19		**2**	2	3	11	**2**	13	5
2970012	Benin	2	1	3	2	2	1	3	2								
2970013	Pakistan	236	167	403	7	66	47	113	6					170	120	290	1
2970014	West Bank and Gaza (PSP)	19	24	43	43	19	24	43	43								
2970015	Zambia II	7	3	10	7	7	3	10	7								
2970016	Nepal	1	0	1	1	1		1	1								
	Total START	26874	29295	56169	2129	450	307	757	244	2084	1356	3440	410	24340	27632	51972	1475

Task order	Task Order Name	TOTAL				Non-academic				Academic			
		Participant			Programs	Participant			Programs	Participant			Programs
		Male	Female	Total		Male	Female	Total		Male	Female	Total	
2970001	E&E Participant Training Program	5567	7153	12720	510	5565	7153	12718	508	2		2	2
2970002	Russia	643	1147	1790	82	643	1147	1790	82				
2970003	Central Asia Republics	19388	19928	39316	804	19388	19928	39316	804				
2970004	Africa Agricultural Capacity development Training Initiative	1	2	3	2					1	2	3	2
2970005	International Auditor Fellowship Program-GAO (Ethiopia)	0	1	1	1		1	1	1				
2970006	Training to Support Economic Growth & Democracy Initiative (Mongolia)	11	2	13	4	8	2	10	1	3		3	3
2970007	Development Capacity, Skills and Leadership Training Project (Eritrea)	440	519	959	42	435	513	948	31	5	6	11	11
2970008	West Bank and Gaza	532	332	864	593	270	31	301	30	262	301	563	563
2970009	Zambia	5	5	10	4	4	4	8	2	1	1	2	2
2970011	Jamaica	22	11	33	27	21	7	28	22	1	4	5	5
2970012	Benin	2	1	3	2	1	1	2	1	1		1	1
2970013	Pakistan	236	167	403	7	236	167	403	7				
2970014	West Bank and Gaza (PSP)	19	24	43	43					19	24	43	43
2970015	Zambia II	7	3	10	7	5		5	2	2	3	5	5
2970016	Nepal	1	0	1	1	1		1	1				
	Total START	26874	29295	56169	2129	26577	28954	55531	1492	297	341	638	637

ATTACHMENT C - Table 2
STRATEGIC TECHNICAL ASSISTANCE FOR RESULTS WITH TRAINING
CUMULATIVE SUMMARY OF TRAINING: August 28, 2004 - February 27, 2005

Task order	Task Order Name	TOTAL Participant Male	TOTAL Participant Female	TOTAL Participant Total	TOTAL Programs	US Participant Male	US Participant Female	US Participant Total	US Programs	TC Participant Male	TC Participant Female	TC Participant Total	TC Programs	IC Participant Male	IC Participant Female	IC Participant Total	IC Programs
2970001	E&E Participant Training Program	996	1321	2317	50	5	2	7	6	72	37	109	19	919	1282	2201	25
2970002	Russia	68	126	194	12	1	1	2	1			0		67	125	192	11
2970003	Central Asia Republics	5519	6104	11623	178	8	4	12	1	338	197	535	52	5173	5903	11076	125
2970004	Africa Agricultural Capacity development Training Initiative																
2970005	International Auditor Fellowship Program-GAO (Ethiopia)																
2970006	Training to Support Economic Growth & Democracy Initiative (Mongolia)																
2970007	Development Capacity, Skills and Leadership Training Project (Eritrea)	267	43	310	11	1	1	2	2	8	1	9	3	258	41	299	6
2970008	West Bank and Gaza	44	7	51	8	1		1	1	2	1	3	2	41	6	47	5
2970009	Zambia																
2970011	Jamaica	16	7	23	16	6	3	9	10		2	2	2	10	2	12	4
2970012	Benin																
2970013	Pakistan	202	137	339	4	32	17	49	3					170	120	290	1
2970014	West Bank and Gaza (PSP)	9	12	21	21	9	12	21	21								
2970015	Zambia II	2	1	3	2	2	1	3	2								
2970016	Nepal																
	Total START	7123	7758	14881	302	65	41	106	47	420	238	658	78	6638	7479	14117	177

Task order	Task Order Name	TOTAL Participant Male	TOTAL Participant Female	TOTAL Participant Total	TOTAL Programs	Non-academic Participant Male	Non-academic Participant Female	Non-academic Participant Total	Non-academic Programs	Academic Participant Male	Academic Participant Female	Academic Participant Total	Academic Programs
2970001	E&E Participant Training Program	996	1321	2317	50	996	1321	2317	50				
2970002	Russia	68	126	194	12	68	126	194	12				
2970003	Central Asia Republics	5519	6104	11623	178	5519	6104	11623	178				
2970004	Africa Agricultural Capacity development Training Initiative												
2970005	International Auditor Fellowship Program-GAO (Ethiopia)												
2970006	Training to Support Economic Growth & Democracy Initiative (Mongolia)												
2970007	Development Capacity, Skills and Leadership Training Project (Eritrea)	267	43	310	11	267	42	309	10		1	1	1
2970008	West Bank and Gaza	44	7	51	8	43	5	48	5	1	2	3	3
2970009	Zambia												
2970011	Jamaica	16	7	23	16	16	7	23	16				
2970012	Benin												
2970013	Pakistan	202	137	339	4	202	137	339	4				
2970014	West Bank and Gaza (PSP)	9	12	21	21					9	12	21	21
2970015	Zambia II	2	1	3	2	2		2	1		1	1	1
2970016	Nepal												
	Total START	7123	7758	14881	302	7113	7742	14855	276	10	16	26	26

EE Regional Participant Training Program

Contract Number: EEE-I-00-01-00010-00
USAID/EGAT/ED

ANNUAL PERFORMANCE REPORT

For the Period October 1, 2003 – September 30, 2004

Submitted to

Jim Nindel, COTR
USAID/EGAT/ED

Date Submitted: 10/29/04
Submitted by:
Susan Fickling, Project Director
Academy for Educational Development
1825 Connecticut Ave., NW
Washington, DC 20009

Telephone: 202-884-8368
Telefax: 202-884-8425
Email: sficklin@aed.org

EE Regional Participant Training Program (PTP)

ANNUAL PERFORMANCE REPORT

Contractor:	Academy for Educational Development
Contract #:	EEE-I-00-01-00010-00
Reporting period:	For the Period October 1, 2003 – September 30, 2004
Task Order Ceiling Amount:	$13,291,381.00
Amount Obligated to Date:	$12,587,565.00

The objective of the PTP Task Order is to provide services related to human capacity development technical assistance, including individual and group participant training. The activity supports USAID's third goal of building human capacity through education and training and, specifically, the strategic objective "training improves performance of individuals and effectiveness of host country organizations." AED is pleased to present the following summary of the third year of this activity in Ukraine and Armenia.

I. Design or Administrative Topics

A. Ukraine Program Closes

At the beginning of Year 3 (October 2003), the Ukraine Mission informed us that they intended to exercise Option 1 our contract, which would have extended the contract from October 2004 to September 2005. However, due to funding decisions in the Mission, we were informed in February 2004 that the Mission would not obligate further funds to our contract and we were asked to complete the year's training plan (if possible), keeping the office open as long as possible to complete the training. The AED/Kiev office will remain open through October 2004 to complete training and close out tasks.

B. PTP Regional Training Conference

In April 2004, AED home office staff (Susan Fickling and Michael Halvachs), Armenia staff (Anoush Yedigarian) and Ukraine staff (Tanya Trischuk) attended the PTP Regional Training Conference held in Dubrovnik, Croatia. Ms. Fickling was involved in conference planning and the 10th Anniversary dinner presentations, Ms. Trischuk presented a session on anti-trafficking activities in Ukraine, and Ms. Yedigarian received a distinguished service award.

C. HICD in Armenia

USAID Armenia continues its focus on a human and institutional capacity development (HICD) approach in implementing the participant training program. AED has begun implementation of the first pilot HICD program. Before committing to further assistance to the Armenian Development Agency (ADA), which focuses on investment and export

promotion, USAID/Armenia decided to assess the current state of the agency and explore possible improvements. The Mission committed to the HICD approach for ADA, and the first component of the pilot project, a Performance Needs Assessment (PNA), has been completed. A thorough review of both ADA staff and its primary stakeholders has been conducted by an outside expert. In reviewing the report from the PNA, the Mission is considering possible interventions by its implementing partners, as well as the World Bank, to support a development strategy for ADA. The bulk of the human resource development interventions will be conducted by the START/PTP project, while more of technical assistance efforts will be implemented through the relevant technical assistance projects.

II. Activities Under the Subcontracting Plan

A. Management

During Year 3, AED management activities focused on training planning, program development and management, and financial operations. Both Armenia and Ukraine continued to emphasize human capacity development in their 2003 training plans.

B. Training Operations

Training staff arranged and managed a total of 193 programs for 4,655 participants between October 1, 2003 and September 30, 2004. During this period, there were 4 programs conducted in the US for a total of 20 participants, 143 in-country programs conducted for 4,374 trainees, and 46 third country training programs conducted for 261 trainees.

The breakdown of these programs follows:

1. Total Number of Programs Implemented and Individuals Trained (All Venues)

SUMMARY

COMPLETED	US-BASED	IN-COUNTRY	THIRD COUNTRY	ALL
Oct 1, 2003 - Sep 30, 2004				
Number of Participants	20	4374	261	4655
Male	13	1713	184	1910
Female	7	2661	77	2745
Number of Programs	4	143	46	193

Avg number of Participants	4	31	6	24
Participation by SAA				
SAA 1	16	1162	97	1275
SAA 2	0	485	89	574
SAA 3	0	2624	43	2667
SAA 4	4	103	32	139
Total	20	4374	261	4655
PROJECT TOTAL	20	4374	261	4655
Female percentage	35%	61%	30%	59%

2. Total Number of Programs Implemented and Individuals Trained (Armenia)

ARMENIA

COMPLETED	**US-BASED**	**IN-COUNTRY**	**THIRD COUNTRY**	**ALL**
Oct 1, 2003 - Sep 30, 2004				
Number of Participants	9	2200	145	2354
Male	8	1034	109	1151
Female	1	1166	36	1203
Number of Programs	3	67	35	105
Avg number of Participants	3	33	4	22
Participation by SAA				
SAA 1	5	470	62	537
SAA 2	0	162	42	204
SAA 3	0	1555	23	1578
SAA 4	4	13	18	35
Total	9	2200	145	2354

PROJECT TOTAL	9	2200	145	2354
Female percentage	11%	53%	25%	51%

The female percentage for US programs is 11% (a drop from 25% last year) and for third country programs is 25% (a drop from 36% last year). This year the participants selected for US and third country training programs were mostly senior officials from various government agencies (Ministries, State Tax Service, Commercial Court) and/or top management of private businesses. In Armenia, female representation in these positions is rather low. In addition to the job level of the participants, a second reason for the low female participation is the sectors of training, which this year were primarily energy and water for the US and third country programs. Most programs in the energy and water sectors are represented exclusively by male participants. For example, during this period there were four third country and two US-based programs under SO 1.5 - Secure and Sustained Access to Energy and Water Resources. Of the 25 participants only 2 were females.

The female percentage for in-country programs is 53%, which is over the 50% USAID target. This is partly due to involvement of participants from outside of Yerevan, where currently the percent of female population is higher than male population, and where women are active in public and private sector.

3. Total Number of Programs Implemented and Individuals Trained (WNIS)

WESTERN NIS

	Ukraine				**Belarus**				**Moldova**				**Regional Total**			
COMPLETED	**US**	**IC**	**TC**	**All**	**US**	**IC**	**TC**	**All**	**US**	**IC**	**TC**	**All**	**US**	**IC**	**TC**	**All**
Oct 1, 2003 - Sep 30, 2004																
Number of Participants	11	2174	114	2299	0	0	2	2	0	0	0	0	11	2174	116	2301
Male	5	679	74	758	0	0	1	1	0	0	0	0	5	679	75	759
Female	6	1495	40	1541	0	0	1	1	0	0	0	0	6	1495	41	1542
Number of Programs	1	76	10	87	0	0	1	1	0	0	0	0	1	76	11	88
Avg number of Participants	11	29	11	26	0	0	2	2	0	0	0	0	11	29	11	26

Participation by SAA																
SAA 1	11	692	35	738	0	0	0	0	0	0	0	0	11	692	35	738
SAA 2	0	323	45	368	0	0	2	2	0	0	0	0	0	323	47	370
SAA 3	0	1069	20	1089	0	0	0	0	0	0	0	0	0	1069	20	1089
SAA 4	0	90	14	104	0	0	0	0	0	0	0	0	0	90	14	104
Total	11	2174	114	2299	0	0	2	2	0	0	0	0	11	2174	116	2301
PROJECT TOTAL	11	2174	114	2299	0	0	2	2	0	0	0	0	11	2174	116	2301
Female percentage	55%	69%	35%	67%	0%	0%	50%	50%	0%	0%	0%	0%	55%	69%	35%	67%

For two venues, in-country and US-based, the female to male participant ratio is high, 69% and 55% respectfully. The female percentage for in-country programs has grown since the last reporting period. At 69%, it exceeds the 50% USAID goal by a considerable margin. The 35% female percentage for third country Ukrainian participants (a slight drop from 38% last year) can be explained by the gender distribution in two programs: (1) Municipal Association Strengthening – Study Tour to Poland with 9 men and 3 women participating, and (2) Budget and Municipal Management Study Tour to Vienna with 17 men and 1 woman in the group. In both cases, the USAID Activity Managers selected participants from subject-matter specific target groups. For the study tour to Poland, the participants were selected from a pool of Executive Directors at Regional Departments of the Association of Ukrainian Cities and Communities. For the study tour to Vienna, the candidate pool consisted of mayors of Ukrainian Oblast capitals. Both candidate pools were dominated by men. A total of 114 Ukrainians participated in third country programs in 2004, out of total of 2,299 Ukrainian participants during the reporting period. Of the 114, 74 were men and 40 were women. A shift of 12 participants from men to women would have increased the female percentage to 46%. Without the two programs mentioned, the female percentage would have been 43%.

Out of a total of 2,301 participants for the year, two Belarussians attended a Winter Congress of the International Council of Certified Accountants and Auditors held in Moscow, Russia. The Belarussian participants represent just 0.08% of the year's total number of participants for the region. No Moldovans were trained this year.

4. Participant Non-Returnees

There were two non-returnees in the reporting period that were reported in the semi-annual report. AED notes that only one of the non-returnees was selected for a PTP

program (from Armenia). The other non-returnee (from Ukraine), attended a program under a TA Contractor's contract, and AED only provided visa processing services.

Under the PTP Task Order, **Ms. Mariam Ayvasyan** from Armenia was scheduled to attend the 2003 International Women's Institute for Leadership and Disability in Eugene, Oregon. However, when Ms. Ayvasyan arrived in the US, instead of completing her travel to Oregon, she traveled to California. AED located her in California, where she was seeing a doctor, but were unable to talk to her directly. AED was able to reach two people who seemed to know Ms. Ayvasyan's location, and encouraged them to have Ms. Ayvasyan return to Armenia as they would not allow us to talk to Ms. Ayvasyan directly. AED also spoke to her doctor who confirmed she was ill, but should be fit for travel within two weeks. AED informed Jim Nindel and the Armenia Mission as soon as Ms. Ayvasyan did not arrive at her scheduled training site. AED tried unsuccessfully for several weeks to talk directly to Ms. Ayvasyan. The contacts we had for her were not forthcoming with information, and did not assist in getting Ms. Ayvasyan to return to Armenia. As of mid-October 2004, Ms. Ayvasyan has not returned to Armenia.

As part of the services provided to Technical Assistance Contractors under the PTP Task Order, AED provided visa processing services to the Center for Economic Initiatives for their program "MTM Productivity Study Tour for Kharkiv, Ukraine," which took place in Cincinnati, Ohio. One of the trainees in the group, **Mr. Vitaliy Korostil**, completed the program, but did return with the group to Ukraine. Although this was not a PTP program, AED did try to locate Mr. Korostil, but were not able to do so. He was reported immediately to Jim Nindel and to the Ukraine Mission. As of mid-October 2004, Mr. Korostil has not returned to Ukraine.

5. Minority Serving Institutions

This year there were a total of four US-based programs. Of the four programs, two were competed, and Minority Serving Institutions were solicited. We received a response from an MSI for one program, but not the other. The MSI that responded, however, was not recommended as the program's training provider. AED continues to include at least one MSI on all competitive solicitations, and actively researches potential MSIs for each competed program.

D. Monitoring and Evaluation

Program evaluation and monitoring continued throughout the past year. Exit questionnaires were administered to participants who completed training programs and final reports for completed interventions were written and submitted to EGAT. Home office evaluation staff received, tracked and finalized final reports sent from the field offices for in-country and third country training. Staff also conducted telephone interviews with participants attending US-based and third country programs and conducted site visits to programs held locally as part of ongoing monitoring efforts.

During the period being reported, project staff completed or reviewed and submitted 93 final reports. Of these, 57 were for in-country programs, 33 were for third country programs, and 3 were for US programs.

AED submitted twelve success stories to be posted on the E&E website. A list of success stories is included as Attachment 1.

Reports and responses to ad hoc requests were provided to USAID/EE as requested. These included the following:

1. Report on examples of technical assistance (October 2003)
2. Report on MSI usage and funding (January 2004)
3. Table with GTD and Start numbers of participants in FY2002 by SAA (January 2004)
4. Assessment of programs training antimonopoly committees (March 2004)

E. Field Operations

Armenia:
In Year 3 of the contract, the Armenia field office focused on the implementation of the 2004 Human Capacity and Institutional Development (HICD) Plan, which was approved in December 2003. Rather than a full matrix of anticipated training interventions, this training plan provided a summary or analysis of the issues in each Mission SO and a list of subject areas for potential training programs to address the issues. Rather than including a description of each potential training event in the training plan, the training intervention requests (TIRFs) were developed in detail during the year closer to the time of program implementation.

As mentioned above, the Mission asked AED to manage a pilot project using the HICD approach, which consisted initially of managing a Performance Needs Assessment for the Armenian Development Agency (ADA), which focuses on investment and export promotion. We anticipate that the Mission will request AED assistance for several more pilot projects as part of the 2005 training plan.

In addition to the PNA, AED conducted a Training Needs Assessment (TNA) for the Armenian Chamber of Commerce and Industry (ACCI). As a result of the TNA, AED is working with the Mission to organize a program for members of the ACCI to attend a training program at Galillee College in Tivon, Israel.

West NIS:
As noted above, in February 2004, USAID/Kiev notified AED that, due to anticipated cuts in country funding, the Mission would not be obligating additional funds into the PTP contract. AED conducted an analysis of remaining project funds to estimate what activities of the FY03 training plan could be completed by September 30, 2004. Currently, AED/Kiev is working on program and administrative closeout.

F. Finance

Home office finance staff continued to support the financial needs of the project by:

- Processing monthly imprest reports from Ukraine and Armenia;
- Processing imprest replenishment requests;
- Processing wire transfer requests to the field and to US or third country providers and vendors;
- Processing home office check requests for vendor and participant payments;
- Reviewing and monitoring monthly cost sheets and vouchers;
- Providing ongoing review of expenses against the project budget;
- Providing assistance and guidance to field staff in relation to salary and allowance issues; and
- Preparing and providing "checkbook" and pipeline information.

G. Reports

The following reports were submitted to the E&E Bureau during this period:

1) Participant Training Financial Expenditures Report (checkbook) - bimonthly;
2) Expenditures Pipeline Report - monthly;
3) Participant Training Placement Status Report - monthly;
4) Minority Institution Utilization Report - monthly;
5) Training Program Summary Report – monthly;
6) Operations Manual – semi-annually;
7) Semi-annual Report – semi-annually; and
8) Training Program Final Reports (submitted following completion of training programs).

III. Key Cross-Border Linkages

Armenia:

In the semi-annual report (October 2003 – March 2004), we noted the following cross border linkage:

Parliamentary Staff Training on Budget Process and Budget and Fiscal Analyses: In March 2004, three representatives of National Assembly of Armenia and three representatives of the Chamber Control of the National Assembly of Armenia participated in one-week training programs in Ukraine on the budget process and budget and fiscal analyses. The program was designed to introduce the staff of the National Assembly of Armenia to effective and practical approaches for budget and fiscal analysis. The program provided an opportunity for parliamentary staff to exchange practices and experiences with competent Ukrainian experts on budget and fiscal analysis, the national budget, the budget process, procedures for the development, consideration, and approval of budgets, the execution of budgets and related controls, and procedures for analyzing

reports on the execution of budgets. The program allowed participants to establish professional contacts with their Ukrainian counterparts and both trainees and Ukrainian counterparts expressed great interest in continuing further contacts. As a result of the program, the participants identified a number of ideas, methods and techniques used by Ukrainian counterparts would be appropriate for the Armenian context including: development of a budget code, improved budget timeline to give the National Assembly more time to consider the budget and introduction of software to allow collecting current information on budget execution.

AED notes the following additional linkages for this annual report:

Housing and Urban Development Program in Moscow: In May 2004, six trainees from the government of Armenia, the Municipality of Yerevan, and the Shirak Regional Administration Body (Marzpetaran) who specialize in urban development, town planning, housing and utility services, and social security, attended a one-week program in Moscow, Russia.

The goal of this program was to provide the trainees with the opportunity to meet their Russian colleagues and discuss common issues, experiences and lessons learned in the sphere of urban development and housing stock management both in Russia and Armenia. The training was conducted by the Institute for Urban Development (IUE), Moscow, Russia, which had provided consultancy services to the Ministry of Urban Development of Armenia in the past.

During the program, the participants were able to discuss common problems and experiences, and solutions, with their Russian colleagues. In addition, the participants were exposed to the wealth of literature and research in the IUE library where they could obtain books, annual reports and other research materials. The participants received copies of pertinent Russian legal and regulatory acts dealing with issues discussed during each training session.

As a result, the Armenian professionals have established close professional and personal linkages with the IUE staff that have been maintained after completion of the program. Furthermore, they developed an action plan for carrying out an in-country seminar on housing and urban development issues involving more Armenian professionals. IUE experts will be invited to conduct this seminar.

Study Tour to Sevier River Basin in Utah: Representatives from Armenia, Georgia and Azerbaijan attended this US program in June 2004. The trainees from Armenia were from the Water Resources Management Agency (WRMA), the Armenian State Service on Hydrometeorology and Monitoring, and the Environmental Impact Monitoring Center. The goal of the program was twofold: first, to develop the skills of the technical specialists in ecology to use data management and information exchange of water resources data in Armenia while conducting data analysis and decision making; and second, to promote the cooperation and collaboration, as well as information exchange

among the specialists dealing with water resource issues in Armenia, Azerbaijan and Georgia in order to effectively manage the water resources in the region.

The Sevier River project is a successful example of a low-cost automated control and data acquisition system that uses the Internet as a vehicle for real-time data distribution and display. The training program achieved its goal of providing participants with a vision of integrated water resources management with real-time water monitoring and control, and data sharing. The participants found the automation of water resources monitoring particularly useful and expressed an interest in exploring the possibility of implementing similar processes in Armenia. During the study tour, the participants established useful professional linkages with their US, Georgian, and Azeri peers and intended to maintain these relationships after returning to their home country.

Study Tour to Ukraine on the Social Security Cards (SSC) System Implementation and Functioning: The introduction of the social security card system in Armenia is recognized as a priority for the Ministry of Labor and Social Issues for 2004. The process of assigning social card numbers in Armenia started within the timelines specified by the law and is anticipated to become operational as of January 1, 2005, when all Armenians will have social security cards.

To ensure the smooth introduction of the social cards system in Armenia, the Ministry of Labor and Social Issues supports study of other country experiences in the use and application of similar systems, especially those of CIS countries and Ukraine in particular, since the legislation regulating the operation of social security cards system in Armenia is identical with the legislation of tax identification numbers in Ukraine. The Social Security Card system has been in use in Ukraine since 1998.

A group of seven Armenian officials participated in a one-week study tour to Ukraine to study the Ukraine system of Social Security Cards (SSC) and its use. The study tour focused on Ukraine's efforts to establish an integrated legal, regulatory, and information framework to support, implement and administer the Social Security Cards System. Strong networking linkages were established with the Ukrainian counterparts. The Ukrainian colleagues were very interested in the social card numbers system in Armenia based on passport information versus name and DOB information required in Ukraine. The exchange of information, ideas and experience among the Armenian and Ukrainian officials was beneficial for both the Armenian and Ukrainian professionals and is anticipated to continue.

Gyumri-Kars Historic Preservation and Cultural Tourism Symposium: Cross-border linkages between Armenia and Turkey were established during the preparatory phase of the symposium. The symposium was meant to bring together 30-35 municipal officials, preservationists, historians, experts in cultural tourism and businessmen from Armenia and Turkey to review the history and current condition of old Kars/Turkey and old Gyumri/Armenia; gain an understanding of immediate steps needed to prevent further deterioration and loss; and examine innovative approaches that have been successfully

applied in other parts of the world to combine historic preservation with economic development/cultural tourism.

It was anticipated that participants would jointly develop the outline of a strategic plan for historic preservation and cultural tourism in Gyumri and Kars to be later presented to government agencies, donors, and relevant international organizations. A working group consisted of representatives from Armenia and Turkey was formed to jointly develop the symposium. During the preparatory stage Armenian members of the committee visited Kars and discussed with their Turkish counterparts the agenda and format of the event. Based on these consultations the list of invitees/speakers and final agenda were developed by the committee.

Although the federal government did not allow the Turkish delegates to travel to Armenia and participate in the event, the linkages that were established during the preparatory stage between the committee members remain.

Ukraine:

In the semi-annual report (October 2003 – March 2004), we noted the following cross border linkage:

Municipal Association Strengthening**:** The Association of Ukrainian Cities and Communities (AUC) was founded in 1992, and its new charter was adopted in December 2002. According to its charter, the AUC is a voluntary, non-governmental, non-profit association, which unites local self-governmental bodies as active members, and private persons and legal entities, as associated members. However, to perform its functions properly, the AUC needs information on best practices in municipal association building and strengthening from other countries of the former Soviet Union. The following two major performance gaps were identified:

(1) Lack of experience on effective techniques of running operations of municipal associations, and lobbying activities of municipal associations; and,

(2) Insufficient knowledge and skills in preparing and submitting sound project proposal to international organizations supporting local economic development in Ukraine.

The Union of Towns and Communities of the Czech Republic (UTC) was established in 1990 as an advisory and advocating body of local government. From 1992 on, the Union began to be perceived by the government and other state administrative authorities as a partner. Today UTC is a key facilitator of decentralization, sustainable development and local democracy. Moreover, UTC has been successful in lobbying, acting as an intermediary between central and local governments, and serving as a main source of information on local self-government for the outside partners and interested organizations. Thus, the Study Tour to the Czech Republic for the officials of the AUC

was an opportunity to meet their Czech counterparts, observe their practical work and discuss future cooperation.

On a second study tour to Poland, the goal was to raise the professional capacity of the executive directors of 12 AUC Regional Offices by helping them acquire theoretical knowledge and practical skills in local development programs. The success of the program was evident from a thank you letter received from the Vice-President of the Association of Ukrainian Cities stating that the program fully satisfied the training needs of the participants. The training focused on how to write effective proposals for funding that clearly describe the goals of the participants' associations. It also provided them with knowledge on how to specify clear and attainable objectives to accomplish before getting involved in fund raising activities. The participants received information on a range of potential funding agencies to target, including Ukrainian governmental agencies, the corporate sector, multi- and bi-lateral donor agencies, and other independent international organizations. They were given opportunities to establish professional and personal networks with the Polish municipal associations that they visited during the program.

Fighting Trafficking in Persons: In recent years, traffickers have increasingly been sending women to and through Italy from Ukraine, Belarus, Moldavia and Romania. Traffickers especially exploit the economic needs of their victims and their dreams of escaping poverty. According to data issued on December 31, 2000 by the Italian Ministry of Interior, 8,761 Ukrainians reside in Italy, of which 6,598 were women (75%).

A group of 14 Ukrainians were sent on a study tour to Rome and Bologna. The group included representatives of law enforcement agencies, government organizations, including social services, and NGOs. In addition to strengthening the cooperation between Ukrainian governmental and non-governmental agencies, the program also strengthened collaboration between Ukrainian and Italian law enforcement authorities. Parliamentarians, Ministry of Justice, and Ministry of the Interior officials from both countries were able to meet and develop plans for how to improve their collaboration in the future.

One focus of the program was the Italian legal system, which regulates immigration (*Article 18, t.u. 286/1998*). This article allows the victims of traffickers to obtain a residency permit, either by collaborating with the Italian judiciary (by making a report against the exploiters), or by entering a social protection program aimed at helping the victim escape from the traffickers. During the site visits and meetings, the Ukrainian participants exchanged their contact information with Italians, and started discussing possibilities of future joint work. The representatives of Ukrainian NGOS and Italian NGOs exchanged contact information and copies of their organization posters. The Ukrainian participants will share information on the Italian resources with Ukrainian women who decide to go to Italy to work in case they are forced in illegal labour or prostitution. Italian NGOs received contact information of Ukrainian government institutions and Ukrainian NGOs, whom they could contact in case Ukrainian women approach them in Italy requesting help.

AED notes the following additional linkages for this annual report:

Financial Leasing Study Tour: In June 2004, eight heads and directors of the biggest leasing companies of Ukraine, a president of the National Leasing Association Ukrleasing, and an advisor to the head of the National Bank of Ukraine participated in one-week study tour to Russia on financial leasing. Trainees studied national legislation regulating financial leasing in Russia, witnessed the success of financial leasing as an alternative to bank financing and identified obstacles to financial leasing in Ukraine. The program allowed participants to establish professional contacts with representatives of North-West Leasing Association of Russia and both Ukrainian and Russian counterparts expressed great interest in continuing further contacts.

Fighting Trafficking in Persons: In recent years, traffickers have increasingly been sending women to and through Italy from Ukraine, Belarus, Moldova and Romania. Traffickers especially exploit the economic needs of their victims and their dreams of escaping poverty. According to data issued on December 31, 2000 by the Italian Ministry of Interior, 8,761 Ukrainians reside in Italy, of which 6,598 are women (75%).

A group of 14 Ukrainians were sent on a study tour to Rome and Bologna. The group included representatives of law enforcement agencies, government organizations, including social services, and NGOs. In addition to strengthening the cooperation between Ukrainian governmental and non-governmental agencies, the program also strengthened collaboration between Ukrainian and Italian law enforcement authorities. Parliamentarians, Ministry of Justice, and Ministry of the Interior officials from both countries were able to meet and develop plans for how to improve their collaboration in the future.

One focus of the program was the Italian legal system which regulates immigration (*Article 18, Italian Law #286/1998)*. This article allows the victims of traffickers to obtain a residency permit, either by collaborating with the Italian judiciary (by making a report against the exploiters), or by entering a social protection program aimed at helping the victim escape from the traffickers. During the site visits and meetings, the Ukrainian participants exchanged their contact information with Italians, and started discussing possibilities of future joint work. Representatives of both Ukrainian and Italian NGOs exchanged contact information and copies of their organization posters. The Ukrainian participants will share information on the Italian resources with Ukrainian women who decide to go to Italy to work in the event that they are forced in illegal labour or prostitution. Italian NGOs received contact information of Ukrainian government institutions and Ukrainian NGOs whom they could contact in case Ukrainian women approach them in Italy requesting help.

IV. Contributions Toward Sustainability of Local Institutions

Armenia:

Armenia is engaged in a number of programs that contribute significantly to local institutional sustainability. In the semi-annual report (October 2003 – March 2004), we noted the following contributions:

Women Entrepreneurship Development: In March 2004, 79 women, both current and potential entrepreneurs, participated in five 18-hour pilot training programs on Women Entrepreneurship Development organized in five Marzes of Armenia. The program began in August 2003 with a training of trainers workshop for 15 Business Service Providers (BSP) throughout Armenia. The main purpose of the TOT workshop was for the BSPs to develop an understanding of issues and needs faced by women entrepreneurs and to be entrepreneurs themselves to learn the most appropriate approaches and techniques for the training. As a result of the program the BSPs were expected to develop curriculum geared toward women owned/managed companies that would address issues of concern to the women and assist their efforts to operate competitive, sustainable businesses.

There were several outcomes of the program. First, the program enhanced the capacity of local (especially non-Yerevan based) BSPs in planning, developing, conducting and following up on a training program tailored to the needs of women entrepreneurs. Second, the program promoted partnerships among various local BSPs and other relevant organizations. As a result, in several Marzes, the BSPs teamed up with their local partners such as other BSPs and local Chambers of Commerce and Industry in preparing the proposal, and in implementing and following-up training program. Another important outcome of the program was that it provided the BSPs with insight into how to look for and actively use their competitive advantages. Thus, many of the proposed programs on women entrepreneurship included such value added services as providing additional training sessions to the participants free of charge and providing consultations on various issues (e.g. business plan writing, taxes) for specified periods of time.

Accounting Scholarship Program: PTP continued its involvement in accounting reform initiatives and provided scholarship opportunities for 267 participants. In December 2003, three scholarship recipients successfully completed the ACCA program and became ACCA Affiliates. The ACCA Scholarship program allowed an increase in the number of professionally trained and internationally qualified accountants and auditors and enhanced the institutional capacity of the Association of Accountants and Auditors of Armenia (AAAA) and the International Accountancy Business Center (IAB) to provide internationally recognized professional training and educational services to develop the accounting, auditing and financial management professions in Armenia.

Heating Supply Business and Small Scale Co-generation Facilities Study Tour: Energy efficiency is the most cost effective way of making the best use of scarce energy resources in Armenia, where the energy supply market is characterized by the absence of local fossil fuels, complex and long routes for imported fuel supplies, and limited hydropower. To improve the commercial operations in the power sector and increase their economic efficiency, PTP continued its involvement in building the capacity of local energy sector service companies. In November 2003, a group of seven Armenian participants participated in a ten-day study tour to Poland. This study tour was focused on

the development of energy service companies to work more efficiently in establishing and operating decentralized heating supply systems and small scale co-generation facilities. The study tour introduced the participants to the Polish experience in utilization of decentralized heating supply systems, including utilization of small-scale co-generation facilities for heat and electricity supply. It also provided the participants with information on the pros and cons of implementing decentralized heating systems in Poland. The participants were shown all the steps of project planning, development, implementation and operation.

Democratic Leadership Development Programs: A number of events were aimed at developing leadership among Local Council representatives and "Social Work 2002" program trainers, the Ministry of Labor and Social Issues Staff (MLSI) and Heads of Regional Social Services (RSS). The Democratic Leadership Development (DLD) series supports the development of democratic leadership skills among the participants and focuses on conflict resolution, conflict management, mediation, negotiation, communication and leadership skills. With these skills, the participants are in a better position to manage change and function in more responsible and constructive ways to build civil society in Armenia through their work and within their communities. In addition, the participants acquire group problem solving and team-building skills, and learn to work collaboratively towards the development of Armenian civil society.

AED has been implementing the Democratic Leadership Development Programs in Armenia annually since 2001. Representatives of the government, local governments, NGOs, political parties as well as civic education teachers participated in the programs. In the past these programs were conducted by the Conflict Management Group (CMG) with involvement of its Armenian partner organization, the International Center for Human Development (ICHD). ICHD's role in the program was development of case studies within Armenian context and providing assistance to CMG trainers.

In February and March 2004, ICHD conducted this year's program without involvement of CMG. The trainees in the DLD programs included Local Council representatives and "Social Work 2002" program trainers, the Ministry of Labor and Social Issues Staff (MLSI) and Heads of Regional Social Services (RSS).

AED notes the following additional contributions for this annual report:

Water Resources Management Agency Capacity Building: Following the recommendations of the training needs assessment (TNA) for additional and rapid training and education for the newly created Water Resources Management Agency (WRMA) under the Ministry of Environmental Protection, a number of training courses and study tours were conducted in 2004. The goal of these programs was to train the WRMA staff on the meaning and utilization of Information Based Decision Making and Integrated Water Resource Management. Implementation of these training interventions significantly contributed to the sustainability of the Water Resource Management Agency.

A series of computer courses intended to strengthen WRMA technical staff knowledge of computer based decision support tools for water resource management started in February 2004 with the "Basic Computer Literacy" program for fifteen participants. After computer and network equipment, as well as physical plant improvements, were provided to WRMA under USAID funding, the following advanced computer courses were provided:

Application of Information Tools for ten trainees from the WRMA provided information on how to use water resource databases that have been developed for the State Water Cadastre (the Armenian water resources registration system). These databases comprise the core of the Cadastre and contain the information that will enable WRMA to analyze the effects, and determine the advisability of, issuing Water Use Permits (WUP). The four most advanced trainees were proposed by the training provider to participate in the "GIS Tools for Water Resource Management, Parts 1&2" program. An additional participant was also proposed by WRMA management for this training.

GIS Tools for Water Resources Management, Parts 1&2 was attended by five professionals from WRMA involved in preparing basin management plans and/or constructing water availability models for WRMA. In Part I – Intermediate ArcView GIS and Introduction to GPS, the trainees focused on how to use water resource data from the State Water Cadastre in a spatial analytical framework. In Part II – Water Availability Modeling (WAM), the trainees focused on how to use this same data for the development of water availability models and forecasts, and to provide senior management and public officials with reliable data on which to base water resources policy.

Training in Water Resources Management, Basin Planning and Water Use Permitting, consisting of two seminars, strengthened the technical and professional capabilities of the WRMA and its affiliates, the Regional Water Basin Management Bodies. Trainees included representative of water sector organizations responsible for Water Code implementation, and representatives of local state, public and private sector organizations involved in the Sevan-Hrazdan and Northern water basin management planning process.

During the seminars the international and Armenian trainers worked with water sector key stakeholders to focus on two basic principles critical to the successful implementation of the National Water Code: water basin management planning and water use permitting. The seminars provided participants with the basic understanding of how these two regulatory mechanisms are intended to operate, using the clear guidance of the National Water Code as well as providing technical examples of international best practices that may be applicable to the Armenian context.

The first seminar provided basic, introductory information to trainees who may not have had a sophisticated understanding of the related principles and the demands of the National Water Code. The second seminar provided more technical perspective to water basin management planning and water use permitting, offering water management professionals an opportunity to learn and strategically apply new techniques in a forum

with their international trainers. As an outcome of the program, the participants have outlined the elements of successful integrated water resources management program including basin planning and water use permitting, which are applicable in the Armenian context.

Armenian Accounting Reform: ACCA Scholarship Program - Phase XI: PTP continued its involvement in accounting reform initiatives and provided scholarship opportunities for 88 participants. The program prepares the participants with the skills and knowledge to become certified as Chartered Accountants and members of the Association of Chartered and Certified Accountants (ACCA) in the United Kingdom. ACCA certification is an internationally recognized professional certification that qualifies participants to serve as internationally recognized professional accountants, financial managers and auditors. The ACCA Scholarship program has increased the number of professionally trained and internationally qualified Armenian accountants and auditors and enhanced the institutional capacity of the Association of Accountants and Auditors of Armenia (AAAA) and the International Accountancy Business Center (IAB) to provide internationally recognized professional training and educational services to develop the accounting, auditing and financial management professions in Armenia.

Girls Leading Our World: In July 2004, 88 young women took part in the summer leadership development camp programs entitled "Girls Leading Our World" (GLOW). The GLOW program began in 1999 as an initiative of a small group of US Peace Corps Volunteers (PCVs) and was intended to provide young women with the opportunity to explore women's leadership, community involvement, health, and career options and to develop their self-esteem.

USAID has been funding the GLOW development camps through AED since 2001. Since the beginning, AED and the PCVs have been working with a local NGO, Millennium, to develop its capacity to plan and implement the camps. This is the fourth year of collaboration between Millennium, the PCVs and AED on this project, and the GLOW Camps are expanding their activities every year. One of the main goals of the program is that it becomes self-sustainable. This year the Millennium NGO took a big step forward in developing a proposal and budget for the program, and took a giant leap forward in the organization, administration, and implementation of the camp.

Boys Reaching Out (BRO) Leadership and Development Camps: In June-July 2004, fifty boys aged 13-15 years participated in the BRO 2004 Leadership and Development Camps organized by the New Generation NGO and PCVs. The goal of the camps is to provide the boys with knowledge in the areas of self-discovery, leadership, communication, gender awareness, healthy relationships, men's health issues, civic education, citizenship and goal setting. After completion of the camps, the PCVs and the New Generation NGO are in touch with the camp participants, organize different events involving some of them, and facilitate networking among the camps' participants. This is the second year that USAID has funded the BRO Camps. Like the GLOW Camps, this is a good example of assistance to youth as well as to sustainability of a local NGO (New Generation).

Women Entrepreneurship Development: In March 2004, pilot training programs were conducted in five Marzes of Armenia on women entrepreneurship development. The programs were conducted by five local Business Service Providers (one BSP per program) and were aimed at increasing the number of successful and sustainable small businesses in Armenia run by women and their families. The program also had the objective of enhancing the capacity of local Business Service Providers in developing and conducting training programs geared towards the needs of women entrepreneurs. For that purpose, a training of trainers workshop was held for 15 BSPs several months before the pilot programs began. Five out of the 15 BSPs were selected to conduct the pilot programs. Based on the outcome of the initial women entrepreneurship development program, a decision was made to conduct similar programs in nine Marzes. In order to further build the capacity of the local BSPs, the continuation/repetition of the program was competed among the three successful training providers of the pilot programs. During the proposal development stage coaching and mentoring was provided to the potential training providers to ensure that they not only incorporated the findings of the pilot programs in their new proposals, but also that they teamed with other local Business Service Providers in the Marzes to jointly conduct the training programs. As a result, the proposals offered various partnerships among local BSPs in every aspect of program development (e.g. participant identification and selection, training and logistical support).

Performance needs assessment of the Armenian Development Agency: In July 2004 a Performance Improvement consultant conducted a performance needs assessment (PNA) for the Armenian Development Agency (ADA). The main objective of the assessment was to identify ADA performance gaps and their external and internal causes and to identify possible interventions to address these gaps. The assessment provided USAID and other concerned donors with a greater understanding of the agency's current organizational, institutional, technical and human capacity and ascertained additional capacity building needs. The results of the assessment currently are under consideration and will be used by USAID and other concerned donor agencies as key inputs into the design of a program of assistance for the ADA.

Legal Junior Faculty Development Program: Beginning in 1995, a number of programs were implemented by AED to support the Law Schools in Armenia, including a Legal Resource Training Program at New York University Law Library, long-term training stays for young faculty at Boalt Hall Law School (University of California/ Berkeley), and a Legal Education Study Tour in the US. Although there has been observable improvement in the legal education in recent years, Armenian Law Schools continue to lag behind in producing graduates who can rigorously apply legal standards. Teaching continues to rely heavily on a lecture format. Some of the courses are outdated and new courses are slowly developed and offered. The Legal Faculty Development Program for the three representatives of Armenian Law Schools is designed to address this performance gap. The program is designed to strengthen the Armenian Law Schools as institutions by developing the instructional skills and abilities of young members of the faculty. The program is intended to help the Armenian Law Schools to better understand the changes that need to be made in the curriculum, the teaching methods and the

instructional materials which will be necessary for improving the quality of legal professionals' teaching in Armenia. The participants are also provided with training in areas of law that are relatively new to Armenia, such as Commercial Law, International Law, Company Law, Securities Law, Bankruptcy Law, etc. It is expected that upon return, the participants will use the obtained knowledge and skills to improve the curriculum, to develop new courses (including practical skill courses), and to regularly update offered courses. Special emphasis is put on using interactive methods of teaching in the courses developed and offered. As part of this program, two of the participants are currently attending fall semester programs (one at the Washington School of Law at American University in the US and the other at the Faculty of Law of Utrecht University in Netherlands). The third participant will be attending the spring semester program in one of the leading law schools in Russia.

Ukraine:

Ukraine is engaged in a number of programs that contribute significantly to local institutional sustainability. In the semi-annual report (October 2003 – March 2004), we noted the following contributions:

In support of Economic Growth (SO 1 and 2):

Training Private Bank Loan Officers on Issuing Credit to Farmers: The objective of the training was to open an under-served market of agricultural enterprises for credit so that it contributes to a more active agricultural sector and is profitable to lending institutions. Forty agricultural loan officers from the central and regional offices of the Nadra bank participated in training programs that consisted of the following main components:

1. Initial seminar (Training of Trainers)
2. Creation of a database of market information on issues that affect decisions regarding whether and how agricultural loans to SME are issued.
3. Creation of an agricultural lending operations manual for Nadra bank.
4. Regional collaboration of foreign consultants on sites, and
5. Final workshop.

The training programs encouraged increased mutually beneficial transactions between agricultural enterprises and Nadra bank.

Agricultural Marketing Study Tour: While commercial family farms and household plot owners contribute nearly 65% of all agricultural output in Ukraine, these producers have practically no representation in formal food markets. Ukrainians from all levels of the marketing chain do not understand their position, their market strength, and how to develop supply relationships among farmers, intermediaries, and processors. The training program "Agricultural Marketing Chain" was conducted in California and aimed at a establishing a better understanding of how to create and manage an effective agricultural marketing chain, and how to develop supply relationships between farmers, intermediaries and processors.

The Ukrainian farmers on the study tour also discovered how active participation in a service cooperative could help their representation in the market. Both processors and wholesalers found new ways of working with small and medium farmers.

Tasks for Accelerating Ukraine's Economic Growth Seminar: USAID and the Ministry of Economy and European Integration of Ukraine jointly organized and funded this seminar. Ministry representatives, along with USAID and AED staff, formed a Steering Committee to organize and manage the conference. In addition to serving on the Steering Committee, the Ministry handled the invitation of high-level Ukrainian officials, both participants and speakers, and paid participant transportation costs, including a charter flight from Kyiv to Ivano-Frankivsk for approximately 100 participants. USAID, through PTP, funded the remaining conference costs. The objective of the program was to provide a forum for a comprehensive discussion on economic growth issues. Government officials responsible for planning activities for social and economic development for the next year exchanged their views with NGO and international experts, people's deputies, and investors. During the seminar, the participants developed steps for accelerating Ukraine's economic growth. The action plans developed by working groups during the conference will be developed into the Ministry of the Economy and European Integration's (MOEEI) proposal on a strategy of social-economic development and submitted to the government. The Minister for the Economy and European Integration, Valeriy Khoroshkovsky, who attended the seminar and actively participated in working group sessions, will lead this undertaking. One major result of this conference was the development of the capacity of the MOEEI to play a coordinating role across a dozen GOU ministries, each of which play a part in developing and implementing effective economic development strategies. The conference also strengthened public-private partnerships by involving major Ukrainian investors and industrialists in early discussions on what would make for an attractive investment climate in Ukraine, both for local and foreign investors. The foundations have been laid for expanded policy dialogue involving key public and private sector decision makers.

In support of Democracy and Governance (SO 3 and 4):

In-country training for labor statisticians and interviewers: This multi-part training project was designed to train statisticians of the State Committee of Statistics (national and regional level) responsible for the formation, maintenance and implementation of the new population survey and to train interviewers. To train the statisticians, four seminars were conducted in Kyiv in September 2003. Each seminar consisted of three days of instruction and discussion among the participants. The project assisted the State Statistics Committee to maintain reliable and timely data and adequate analytical capacity to promote employment, reduce unemployment, build a system of benefits and develop policy responses.

All of the Government of Ukraine's (GOU) program planning, monitoring, and evaluation across nearly three dozen Ministries and ministerial level State Committees depend to some extent on base line data provided by the Ministry of Statistics. The GOU's social and labor policies and the programs to implement them rely on the data collected, analyzed and interpreted by the interviewers trained under this program. The

GOU has, until now, depended on outside agencies such as the specialized agencies of the UN, the OECD, and international donors to provide indicative planning figures on the nature of social and labor problems arising from the transition to a free market economy. The training seminars for interviewers were intended to enhance Ukraine's capacity to collect labor and social statistical data that supports program decision-making independently from external agencies.

Local Economic Development (LED): Last year, the PTP/Kyiv staff led a steering committee to outline the condition of local economies, and developed a coordinated set of interventions to help clarify responsibilities and explore what additional powers local governments might require to influence the business environment in their communities. During this reporting period, PTP continued to implement more of the interventions identified, as part of the closing of the Kharkiv Partnership and the transfer of LED functions to permanent local institutions, called Economic Development Offices (EDOs).

An In-Country Local Economic Development Study Tour (October – December 2003) was conducted to finalize the transfer of functions to the EDOs. The program included the following three parts:

1) An **Initial Workshop** as an orientation to, and individualized planning opportunity for, the participants going on the Study Tour (for the full group of 30 participants);

2) Two **multiple city simultaneous Study Tours** around Ukraine (two groups of 15 participants each); and,

3) A **Final Workshop** to digest, draw conclusions, and draft action plans, as a result of the study tours (for the reunited full group of 30 participants).

Thus, the USAID-funded and AED-implemented series of local economic development training interventions had several cross cutting purposes that benefited all levels of Ukrainian government, the private sector, and economic development NGOs. The study tour in Ukraine in October and November 2003 provided the representatives of Kharkiv EDOs opportunities to meet with Regional Economic Development Agencies in other Ukrainian cities and towns, including Lviv, Ivano-Frankivsk, Poltava, and Ternopil. In addition to its educational objectives, this study tour provided an excellent opportunity to strengthen the collaborative ties developed during the National Conference (June 2003) among its more than 350 public and private sector participants, including representatives of NGOs and businesses.

In support of Health and Social Transition (SO 5 and 6):

Social Service NGO Training in CEE and Western Europe: Ukrainian NGOs, especially those which focus on social services, are relatively weak. The major performance problem that these NGOs currently face is a lack of adequate knowledge and skills on preventive measures and actions that should be taken by these NGOs while providing basic protection and care to Ukrainians most at risk. The social service NGOs lack skills

on how to efficiently conduct in-depth assessment of community needs and capacities in order to respond effectively to natural and man-made disasters in coordination with government agencies and local authorities. The NGOs also lack skills and techniques on how to promote a positive image for their organizations in order to improve their credibility with the local communities. The training program was conducted in two countries, the Czech Republic and the United Kingdom. Fourteen managers of Ukrainian NGOs who successfully work in the area of social services and humanitarian assistance programs were selected to participate in the study tour. Using the acquired skills and knowledge, the trainees will ensure sustainability of social service activities and community relationships, and build local capacity to deliver social services through assistance to vulnerable groups. The trainees will play a vital role in supplying services that government cannot afford or provide.

AED notes the following additional contributions for this annual report:

Interventions to Strengthen the Agricultural Sector

Agricultural Marketing Study Tour: While commercial family farms and household plot owners contribute nearly 65% of all agricultural output in Ukraine, these producers have practically no representation in the actual food markets and do not understand their positions and roles in the sector, their potential market strength, or how to develop supply relationships among farmers, intermediaries, and processors. The training program "Agricultural Marketing Chain," conducted in California, established a better understanding of how to create and manage an effective agricultural marketing chain, and how to develop supply relationships between farmers, intermediaries and processors.

As a result of the study tour, the Ukrainian farmers on the study tour also discovered how active participation in a service cooperative could help their representation in the market. In addition, both processors and wholesalers on the program found new ways of working with farmers from small and medium farms.

Agricultural Lending/Training to Nadra Bank: In September 2002, the USAID Mission Director, Mr. Christopher D. Crowley, and Nadra Bank President, Ihor Gilenko, signed the Development Credit Authority (DCA) agreement with the Nadra Bank. This agreement will provide a US Government guarantee to cover 50 percent of the risk of loans to farmers and input suppliers disbursed by Nadra Bank. The total loan facility will be $6 million over a period of five years. The DCA creates a mechanism to provide risk-sharing alternatives for mobilizing private capital in Ukraine to help overcome major obstacles such as the lack of credit for small farmers and input suppliers, particularly for medium- and long-term loans. The program will provide critically needed capital and opportunity for Ukraine's small farmers and plot holders. It will also complement other USAID efforts to assist in the further development of Ukraine's developing banking and agricultural sector, and will expand to include other Ukrainian commercial lending banks in the future.

In support of the DCA, PTP implemented a multi-component training program that consisted of an initial workshop, creation of a database and operations manual, on-site training, and a final workshop for Nadra Bank employees.

The initial workshop's objective focused on the principles that form the basis of agricultural lending. This workshop was intended to introduce the trainees to banking principles as well as provide an overview of standard accounting and financial analysis. After the initial workshop, the trainers worked on an individual basis with the regional specialists and/or with individuals at satellite banks. The on-site training was intended to promote practical application of the skills and knowledge gained at the initial workshop by branch bank loan officers and credit managers. The work involved hands-on loan analysis, on-site asset and business experience valuation, client character valuation in the absence of extensive transaction histories, and evaluation of client capacity to manage loaned funds. At the final workshop the participants reviewed new knowledge, discussed the pros and cons of new approaches, lessons learned, and demonstrated their new expertise. The final workshop program was based on input accumulated during the fieldwork and from information derived from evaluations completed by the participants at the initial training seminar.

A computerized database was created by the Ukrainian organization UkrAgroConsult to support bank credit specialists in their evaluation and analysis of agricultural loan applications. The database provides market information on issues that affect decisions regarding whether and how agricultural loans to farmers and small and medium enterprises are issued.

The results of the training program were consolidated into an operations manual for Nadra Bank loan specialists on standard lending procedures. The guide was adapted to the local conditions in Ukraine and incorporated into the existing policies and procedures of Nadra Bank.

Nadra Bank stated its interest in repeating this pilot training program with another program tailored to the needs of the bank.

Interventions to Strengthen the Association of Ukrainian Cities and Communities (AUC)

The Association of Ukrainian Cities and Communities (AUC) was founded in 1992, and its new charter was adopted in December 2002. According to the charter, the AUC is a voluntary, non-governmental, non-profit association, which includes local self-governmental bodies as active members, and private persons and legal entities as associated members. Its main goal is promoting the development of local self-government in Ukraine. AUC currently is comprised of 438 member cities. It is a membership fee-based organization that cooperates with a number of foreign municipal associations, and major international assistance organizations, such as USAID and the Council of Europe. AUC reaches out to cities in all regions of Ukraine through its regional offices and regional associations of cities.

During the reporting period, representatives from the AUC participated in a number of third and in-country programs. Several examples follow:

Municipal Association Strengthening – Study Tour to the Czech Republic: Three AUC staff members attended a training program designed to familiarize them with the Czech experience on effective techniques for running operations of municipal associations and lobbying activities of municipal associations. The Union of Towns and Communities of the Czech Republic (UTC) is a key facilitator of decentralization, sustainable development and local democracy and has been successful in lobbying, acting as an intermediary between central and local governments, and serving as a main source of information on local self-government for the outside partners and interested organizations. Thus, the study tour to the Czech Republic for the officials of the AUC was an opportunity to meet their Czech counterparts, observe their work and discuss future cooperation.

Municipal Association Strengthening – Study Tour to Poland: On a second study tour to Poland, the goal was to raise the professional capacity of the executive directors of twelve AUC Regional Offices by helping them acquire theoretical knowledge and practical skills in local development programs. The training focused on how to write effective proposals for funding that clearly describe the goals of the participants' associations. It also provided them with knowledge on how to specify clear and attainable objectives before getting involved in fund raising activities. The participants received information on a range of potential funding agencies to target, including Ukrainian governmental agencies, the corporate sector, multi- and bi-lateral donor agencies, and other independent international organizations. They established professional and personal networks with the Polish municipal associations visited during the program.

Budget and Municipal Management Study Tour to Vienna, Austria: This program was designed for the mayors of the Oblast cities of Ukraine who are AUC members. The objective of this study tour was to familiarize the group with budgeting issues and management of services provided by municipal government in such areas as waste collection and processing, health care, water supply, and wastewater treatment. Currently in Ukraine, local government does not receive adequate material or financial support to function effectively. Local government agencies face crises such as a lack of affordable, well maintained housing; costs of providing electricity, water, and heating that far exceed the residents' ability to pay; and a lack of human and financial resources to continue to provide the amount and quality of social services such as daycare, healthcare, education, and counseling that were provided by the central government in the past.

On the study tour, participants reviewed practical applications drawn from actual success stories in the area of budget and municipal management in Austria in order to replicate those applications in their home cities. The AUC sees its "European" future in partnership with the associations in two countries, Austria and the Czech Republic. As an advocate of Ukrainian municipality's interests, the AUC values the experience of the Austrian Association in representing the interests of local government in negotiations

over the sharing of budgetary funds and taxing rights between the federal government, the provinces, and local authorities.

Municipal Association Strengthening – Study Tour to Kamyanetsk-Podilskyi, Ukraine, and Municipal Association Strengthening – Study Tour to Komsomolskyi, Ukraine: According to current legislation, municipalities are responsible for effective management of housing and utility companies and rendering high quality services; however, the transition to a market economy created numerous new tasks in the communal sector (the municipal services that include companies that provide heating, maintenance, running hot and cold water, sewage, and waste collection). Utility companies have to cope with increased fuel prices and with the diminishing ability of consumers to pay their electric bill given their declining income. The two three–day workshops in Komsomolskyi and Kamyanets-Podilskyi, equipped the participants, who were deputy heads of the City Executive Committees, heads of Housing and Communal Services Departments, heads of Water Supplying Departments, and heads of Communal companies from Ukrainian town and city members of the AUC, with the knowledge and skills necessary for them to develop effective strategies for reforming and improving city housing and utility sector and replicate best practices in their cities.

Municipal Association Strengthening – Long-Term Capital Investment Planning: Ukrainian local governments are only beginning to learn how to formulate their local economic development strategy as required by the law on local self-governance. The number of Ukrainian municipalities that have written development strategies with professionally prepared and logically consistent components of such strategies is limited. This three-day in-country training workshop introduced the participants (who were mayors, deputy mayors, and heads and deputy heads of the City Budget and Finance Management Departments of the Ukrainian town and city members of the AUC) to tools for designing a realistic and financially viable strategic plan; improved the local government officials' skills in customizing the strategy to budget projections and new financial environment; and assisted them in developing their long-term investment planning that became available with the implementation of the new Budget Code.

Interventions to Strengthen Judiciary and Political Parties

In-country training for Political Parties Leaders and Managers: This multi-component project was comprised of twenty two-day training workshops that were conducted in 20 Oblasts of Ukraine. Its main objectives were to legitimize the electoral process where appropriate, to enhance public confidence in the electoral process, to deter fraud, to strengthen respect for human rights, and to contribute to the resolution of conflict. The participants were 243 individuals who represented various political parties and blocks in Ukraine. The training was designed to prepare a core group of trainers who could later provide comprehensive, substantive and procedural training to their fellow political party activists on key areas of election campaign management, implementation, and application of the full range of Ukrainian election laws and key practices in real life election contexts. During the workshops, the participants were also provided with a full set of required training and instructional materials, including both relevant laws/commentaries

and practical guidelines, in both paper and electronic copy, for easy reproduction for the follow on training to other activists.

Organizational Strengthening of the National Independent Judicial Association: The National Independent Judicial Association (NIJA) was established in August 2001 at the constituent conference of judges of Ukraine as a national public organization with voluntary membership of active and retired judges. However, the Association faces difficulties in its institutional development and management, and lacks experience in attracting more judges to actively engage in its activities. A group of twelve active members and employees of the National Independent Judicial Association visited the Czech Republic in May 2004 to study the activities of the Union of Judges of the Czech Republic. Using the acquired skills and knowledge, the trainees will ensure sustainability of the National Independent Judicial Association of Ukraine, and manage the association in such a way that it increases its membership and continues to provide effective and financially sustainable services to its members.

V. Successful Training Approaches, Models, and Best Practices

Armenia:

The following approaches/models are currently being used in the Armenia program:

HICD approach: Performance Needs Assessment of the Armenian Development Agency: In continuation of USAID efforts in implementing its new Human and Institutional Capacity Development (HICD) strategy, a new approach was piloted in designing and implementing a program for the Armenian Development Agency, beginning with a performance needs assessment in July 2004. The main goals of the Agency are to facilitate investment flows into the economy of the country and to export Armenian goods/services to foreign markets. The purpose of the assessment was to determine if there were major performance gaps, and if so, what support could be provided to the staff of ADA to create a more enabling environment for strong performance. The results of the assessment will be complemented by the results of the World Bank's Foreign Investment and Export Facilitation Project assessment and World Bank's Learning and Innovation Loan (LIL) mid-term review and will be used to design USAID's and other concerned donors' future strategy with regards to ADA.

The approach was new in the sense that it stressed the importance of performance and institutional needs analyses and the coordination of knowledge, skills and attitudes (KSA) enhancements through training with other technical assistance interventions designed to ameliorate non-KSA performance barriers.

Organization of internships as immediate follow-on to the training: Following the construction and building trades needs assessment that was conducted in January-February 2004, AED/Armenia implemented the Construction and Building Trades Training and Employment Program covering six trades. The schedule for training was determined by the hiring needs of the construction contractor of the new US embassy in

Yerevan in order to facilitate placement of trainees into jobs upon completion of the training. Three groups, in electrical and plumbing trades, began the training (both theory and hands-on component) in March. The best trainees from all three groups were selected and offered paid two-week internships at the US embassy construction site. Internships took place immediately upon completion of the training program. Their work was regularly inspected by a US licensed tradesperson hired through the program to oversee the classroom and intern training, and by foremen from the US embassy construction site. Three more groups, in carpentry, painting and tile setting trades, began in July 2004, followed by two-week internships at US embassy construction site in August.

Internships allowed trainees to get additional hands-on training and to demonstrate what they had learned through the course of the training. The program was a success for both the trainees, who have improved job skills and direct experience, as well as for the US Overseas Building Operations, which can now find highly qualified employees. The prospect of additional local employment being realized from this project seems almost certain. As participants complete the training course, they can apply their new knowledge in the growing private construction sector and share their new knowledge with coworkers.

Ukraine:

In addition to approaches mentioned in the semi-annual report, PTP/Ukraine also incorporated the following approaches/models:

Providing a Series of Training Interventions at Different Levels (national, regional and community levels) and in Different Venues (combination of in-country and third-country events): Environmental monitoring and regulatory procedures in Ukraine are not sufficiently transparent and provide little opportunity for the public to become involved in environmental decision-making. To address this, PTP designed and implemented a series of national and community environmental workshops in Ukraine on solid waste management, wastewater treatment, and hazardous waste management. Conducted in Kyiv, the national workshops for community leaders equipped the participants with the necessary knowledge, skills, and training materials that later enabled them to conduct similar workshops within their respective communities. The participants received information and materials on legislation that governs the issues of waste and water management, and they received information on best practices and modern technologies used in Ukraine and other countries. Prior to conducting community workshops, each community completed a practical assignment (for example, conducting an internal audit of solid waste system that functions in their community, or an internal audit of wastewater system). During the community workshops, the participants discussed the results of the practical assignment and set up a list of priority actions aimed at improving either solid waste or wastewater management systems in their community.

These programs were followed by two third country programs, one in Poland (focused on the best practices employed for waste management) and one in Hungary (water resources management).

The national workshops prepared trainers who could later deliver training in their respective communities. The participants in the third country training activities were selected from the pool of trainees who had participated in the national and community workshops. During the study tours, the Ukrainian participants became familiar with Polish and Hungarian experience in managing and responding to the environmental issues at the community level. Upon completion of the third country programs, the participants wrote in their Action Plans that they would like: 1) to conduct short information workshops in their communities to share the experience of Poland and Hungary on dealing with environmental problems; 2) to use new information and training materials received during the training in the public information campaigns conducted for each respective community; and, 3) prepare recommendations for community (local) authorities on improving the existing community systems of solid and hazardous waste management and wastewater treatment.

Competitive Selection of Participants for Third Country Activities: For the above series of environmental programs, and upon completion of in-country national and community workshops, the participant selection committee, comprised of training provider staff, technical assistance contractor staff, the USAID Project Officer and an AED Specialist used the following criteria to select participants for the third country activities:

- Active participation in the in-country workshops,

- Home assignment completed by the participants. Prior to the beginning of the workshop, the selected training provider, in cooperation with the USAID Project Officer and AED Specialist, developed a home assignment. On the last day of the training activity, the home assignment was distributed to the participants. Participants had the opportunity to review the home assignment and ask questions. After the deadline for submitting the assignment, the selection committee reviewed all the assignments and selected participants for third country programs.

Making Training Materials Available On-line: In working on an environmental follow-on training program, AED noted that a large number of technical environmental materials had been produced by USAID-funded technical assistance contractors [e.g., the Climate Change Initiative (CCI), the Ukrainian Land and Resource Management Center (ULRMC), and the Local Environmental Action Program (LEAP), Ukrainian governmental agencies (such as the Ministry of Ecology and Natural Resources, the Ministry of the Economy and European Integration, and others), and donor agencies (the United Nations Development Program (UNDP), the World Bank, etc.]. These materials had never been made available on-line for general public access. As a result, USAID/Kyiv requested the creation of a single, comprehensive, easy-to-use repository of information on environmentally sound development.

The National University of Kyiv-Mohyla Academy, a well-known and highly recognized educational establishment in Ukraine, is currently working on a year long program, the E-Library on Environmentally Sound Development, which will be used for the dissemination of information, tools, case studies and reference materials on modern environmental management practices for practical use throughout Ukraine. AED/Kyiv has played a key role in identifying information and technical resources available for the library, designing training materials on using the library, and launching the library itself.

VI. Exit Questionnaire Data Analysis

Overall, as the following analysis demonstrates, participants are highly satisfied with their training experiences. In Armenia, 98%-100% (according to venue) ranked their overall training experience as positive, and in Ukraine, 100% ranked their training programs as positive. Data summarizing the number of participants represented in the sample is included in Attachment 2, and data summarizing the average response rate is included in Attachment 3. The following reflects AED's analysis of Year 3 exit questionnaire data.

Satisfaction Rate of Trainees, Armenia Programs

Criteria	US-based	In-Country	Third Country
Orientation			
Received[1]	89%	N/A	82%
Satisfaction rate[2]	85%	N/A	86%
Logistics			
Satisfaction rate	100%	96%	98%
Interpretation			
Satisfaction rate	*96%	93%	94%
Content			
Satisfaction rate	91%	90%	92%
Utility/Applicability[3]			
Agreement rate	100%	93%	97%
Overall Assessment[4]			
Positive	100%	100%	98%

Findings/Actions:

Orientation: Although the satisfaction rate reflects a strong composite score (85% for US training and 86% for third country training), reviewing the data compiled for this category indicates that participants are receiving orientation and that objectives were discussed, but that many do not actively take part in planning their training. The amount of participant involvement in training development varies by program and by Mission project offices, as well as by the amount of time available for planning. In Year 3, an average of 45% indicated they were not involved in training planning. AED hopes to involve participants earlier in planning their training interventions.

The satisfaction rate for orientation is high (85% for US training and 86% for third country training) but could be improved. AED plans to review the pre-departure format for US and third country programs and, based on participant feedback, try to adjust the

[1] Includes 4 questions:
-Did you receive orientation prior to the beginning of your program?
-Did you receive orientation at the beginning of your program?
-Were the training objectives discussed with you?
-Were you actively involved in planning your training?

[2] Includes 3 questions:
-How well did the orientation prior to the training prepare you?
-How well did the orientation at the beginning of the training prepare you?
-On a scale of 1-5, how well prepared were you for this program?

[3] Includes 3 questions:
-The program was useful
-The program was relevant to my work
-I will be able to apply what I learned in my work

[4] Includes 2 questions:
-Overall, how would you assess training experience?
-Would you describe your training experience as positive?

orientations with the goal of helping participants be better prepared for their training.

AED also plans to discuss program orientations with the training providers as well, with the objective of having both orientations compliment each other, repeating some information as appropriate.

Logistics: Participants were highly satisfied with in-country and third country logistics (96% for in-country and 98% for third-country interventions). Satisfaction with US logistics was 100%, again a high satisfaction rate.

**Interpretation*: The satisfaction rate for interpretation was consistently high for all 3 venues, 93% for in-country programs and 94% for third country programs. US-based interpretation satisfaction rate is 96%. The satisfaction rate was calculated from US-based programs: (1) World Renewable Energy Congress and (2) Study Tour on Urban Planning. The third US-based program, Study Tour to Sevier River basin in Utah, was organized and managed by the World Learning. In addition to these two programs, the Mission added four Armenian participants to the Georgia program. AED did not procure the training provider or interpretation services. The feedback from the returned Exit Questionnaires for this program indicated that the Armenian trainees were not satisfied with the quality of interpretation; and they were moderately satisfied with the translated materials.

Content: The satisfaction rate for various aspects of program content is high, especially for third-country programs (92%). The in-country program satisfaction rate, at 90%, and US-based at 91% indicates that participants are largely satisfied with content.

Utility/Applicability: This year, satisfaction rates have increased in comparison with those reported last year. The high agreement rates for these questions (100% for US training, 93% for in-country, and 97% for third country) indicates that participants believe the programs are useful, relevant to their work, and that they will be able to apply training to their work. This is likely due, at least in part, to use of sound criteria in participant selection, and to an open and transparent process of selection. By getting participants involved in training planning earlier, AED anticipates that utility and applicability rates will increase even further.

Overall assessment: The overall satisfaction rate for US-based and in-country programs was 100%. The third country rate (98%) indicates that participants agree their training experiences are very positive.

Satisfaction Rate of Trainees, Ukraine Programs

Criteria	US-based	In-Country	Third Country
Orientation			
Received[5]	98%	N/A	86%
Satisfaction rate[6]	93%	N/A	89%
Logistics			
Satisfaction rate	100%	98%	100%
Interpretation			
Satisfaction rate	100%	96%	98%
Content			
Satisfaction rate	95%	91%	94%
Utility/Applicability[7]			
Agreement rate	100%	97%	100%
Overall Assessment[8]			
Positive	100%	100%	100%

Findings/Actions:

Satisfaction rates for third-country programs have increased in all categories. As the findings and actions for Ukraine are similar to Armenia's, only differences will be noted in this section.

Orientation: Satisfaction rate of the quality of orientation for third-country interventions has increased from 81% in Year 2 to 89% in Year 3; while the satisfaction rate for US-based programs in this area is a strong 93%. As with the Armenia findings, participants indicate that they have received orientation, and training objectives were discussed, but many indicate they were not involved with training planning.

Logistics: Ukrainian Participants were highly satisfied with logistics in all venues—100% for US-based programs, 98% for in-country programs and 100% third country programs.

[5] Includes 4 questions:
-Did you receive orientation prior to the beginning of your program?
-Did you receive orientation at the beginning of your program?
-Were the training objectives discussed with you?
-Were you actively involved in planning your training?

[6] Includes 3 questions:
-How well did the orientation prior to the training prepare you?
-How well did the orientation at the beginning of the training prepare you?
-On a scale of 1-5, how well prepared were you for this program?

[7] Includes 3 questions:
-The program was useful
-The program was relevant to my work
-I will be able to apply what I learned in my work

[8] Includes 2 questions:
-Overall, how would you assess training experience?
-Would you describe your training experience as positive?

Interpretation: The satisfaction rate for interpretation was consistently high across all venues—100% for US programs and 98% for third country programs and 96% for in-country programs.

Content: The satisfaction rate for various aspects of program content is also high across all venues—95% for US-based programs and 94% for third country programs (up 3 percentage points from Year 2). The satisfaction rate for in-country programs fell by 1 percentage point to 91%.

Utility/Applicability: The high agreement rates for these questions (100% US-based programs, 98% for in-country programs and 100% for third country programs) indicates that all or almost all of the participants believe the programs are useful, relevant and immediately applicable to their work.

Overall assessment: The overall satisfaction rates 100% for in-country, US-based, and third country programs indicates that participants are very satisfied with their overall training experience.

VII. Recommendations to Improve Impact

In a workshop on the vision of HICD that was held in Armenia, workshop participants, who had participated in training programs at some point in the past 10 years, offered the following recommendations:

- Discuss the program goals and objectives with the participants before designing training programs;
- Discuss short-term and long-term strategy of the institutions before designing training programs for those institutions;
- Select decision-makers who can make a difference to attend training;
- Put more emphasis on monitoring, evaluation and impact assessment of the training programs conducted;
- Provide more coordinated assistance to particular organizations;
- Provide continued support rather than a single training event;
- Involve more young specialists in training programs.

At the same workshop, a group of representatives from donor organizations and International NGOs offered their recommendations:

- Continue third country and US-based programs as they are 'eye opening' experiences that will change participants' attitudes toward the problems/issues they face;
- Third country and US programs should be more intensive and focused;
- Continue development of local institutional capacity/pools of qualified trainers for in-country training;
- Conduct more thorough selection of participants;
- Include technical assistance contractor and/or AED staff members on third country and US-based programs to allow better monitoring of the programs and

follow-up on the program impact;

- The model of integrating in-country, third country or US, followed by another in-country training should be used more to better address the needs of local institutions.

AED continues to recommend the following points noted in our first annual report:

Addition of a monitoring/evaluation staff member to the field office staff. Under the START/Russia and START/CAR task orders, AED was requested by the Missions to include a full time staff person responsible for monitoring and evaluation. We have seen benefits from this decision on both projects. There is increased oversight resulting in increased production and better quality of final reports and success stories. There is also an increase in the field offices' capability to track longer-term impact. Another important advantage to having staff dedicated to monitoring and evaluation is that they not only focus on assessing impact post-event, but can also assist in strengthening the development of training programs from the beginning. By assisting with the development of training requests, especially in setting goals and developing measurable objectives for training interventions, and by conducting critical analysis and evaluations of training programs, dedicated monitoring and evaluation specialists could assist in improving and capturing the impact of training programs. The staff person could be an ex-pat or local hire. If this were approved for PTP, we would recommend local hires for both Armenia and Ukraine, and we would recruit individuals with training and experience in conducting performance based analysis of the impact of training programs.

Monitoring of in-country and third country events. In conjunction with the above, AED believes that an increase in site visits to in-country and third country training events would help improve impact. Many of the in-country and third country providers are new, or relatively new, to the type of programming requested under PTP. In addition to evaluating programs, site visits can be used to coach and mentor training providers to help them improve their program implementation. For third country programs, site visits also insure that basic logistics are handled appropriately. In AED's experience, if participants perceive problems with program logistics, the impact of the program content is decreased.

Further develop Mission Project Officers/Activity Managers' understanding of overall Mission goals and objectives (SO Framework), and how participant training contributes. In order to reinforce that training is an integral and important component of each Mission's overall development strategy, AED believes it is important to continue working with Mission project staff to encourage them to view training in this way. Having Mission support for training that takes a long-term view of human capacity building, rather than an easy and convenient way to finance ad hoc initiatives from local counterparts and partners, will increase the impact of PTP training interventions.

ATTACHMENT 1

Success Stories Submitted October 1, 2003 – September 30, 2004

Program Title: Study Tour for City Finance Officers
Fields of Study: Local Government
Participants: Vahan Movsisyan and Iveta Tadevosyan
Home Country: Armenia

Program Title: Government Procurement Training Program
Fields of Study: Government Procurement
Participants: Multiple Participants
Home Country: Armenia

Program Title: Young People Change the World – 2003 International Summer
Fields of Study: Youth Activities
Participants: Lilit Stepanyan and Viktoria Grigoryan
Home Country: Armenia

Program Title: Anti-Corruption Study Tour to Bulgaria
Fields of Study: Anti-Corruption
Participants: Multiple Participants
Home Country: Armenia

Program Title: Environmental Management at Public and Private Facilities
Fields of Study: Environment
Participants: Sergiy Lizenko and Olena Honcharova
Home Country: Ukraine

Program Title: Training Lawyers to Understand Existing Land Reform
Fields of Study: Agricultural Development
Participants: Liliya Vorobyova and Yevhenia Remezova
Home Country: Ukraine

Program Title: Social Service NGOs in CEE and Western Europe Fields of Study: Agricultural Development
Fields of Study: Social Services
Participants: Ivan Kovalyshyn
Home Country: Ukraine

Program Title: Training for Bed and Breakfast Owners/Managers
Fields of Study: Tourism Development
Participants: Khachatur Mirakyan
Home Country: Armenia

Program Title: ISO 9000:2000 Training Program
Fields of Study: Business Development
Participants: Armen Mehrabyan
Home Country: Armenia

Program Title: NGO Conference and Exhibition 2002
Fields of Study: NGO Management
Participants: Multiple
Home Country: Armenia

Program Title: Social Work Training of Trainers (Session I & Session II)
Fields of Study: Social Work
Participants: Hovsep Arzumanyan
Home Country: Armenia

Program Title: Youth Leadership Training/ Fighting Against Trafficking- Summer and Winter Youth Camps
Fields of Study: Youth Leadership
Participants: Maryana Danyleyko and Hanna Zakharchenko
Home Country: Ukraine

ATTACHMENT 2

Participant Profile
ALL PTP PROGRAMS
US-Based Training

The number of US-based participants represented in the review sample includes:

	2004
Male	13
Female	7
Total	**20**

20 US-based participants were trained in fiscal year 2004. All 20 submitted exit questionnaires.

In-Country Training

The number of in-country participants represented in the review sample includes:

	2004
Male	1043
Female	1710
Total	**2753**

4,374 in-country participants were trained in fiscal year 2004. Of these, 2,753 submitted exit questionnaires.

Third Country Training

The number of third country participants represented in the review sample includes:

	2004
Male	134
Female	61
Total	**195**

261 third country participants were trained in fiscal year 2004. Of these, 195 submitted exit questionnaires.

Participant Profile
UKRAINE PTP PROGRAMS
US-Based Training

The number of US-based participants represented in the review sample includes:

	2004
Male	5
Female	6
Total	**11**

11 US-based participants were trained in fiscal year 2004. All 11 submitted exit questionnaires.

In-Country Training

The number of in-country participants represented in the review sample includes:

	2004
Male	534
Female	1064
Total	**1598**

2,174 in-country participants were trained in fiscal year 2004. Of these, **1,598** submitted exit questionnaires.

Third Country Training

The number of third country participants represented in the review sample includes:

	2004
Male	57
Female	35
Total	**92**

116 third country participants were trained in fiscal year 2004. Of these, 92 submitted exit questionnaires.

Participant Profile
ARMENIA PTP PROGRAMS
US-Based Training

The number of US-based participants represented in the review sample includes:

	2004
Male	8
Female	1
Total	**9**

9 US-based participants were trained in fiscal year 2004. All 9 submitted exit questionnaires.

In-Country Training

The number of in-country participants represented in the review sample includes:

	2004
Male	509
Female	646
Total	**1155**

2200 in-country participants were trained in fiscal year 2004. Of these, 1155 submitted exit questionnaires.

Third Country Training

The number of third country participants represented in the review sample includes:

	2004
Male	77
Female	26
Total	**103**

145 third country participants were trained in fiscal year 2004. Of these, 103 submitted exit questionnaires.

ATTACHMENT 3

AVERAGE RESPONSE RATES

PTP – All Countries

	US	IC	TC
Orientation			
Received	95%	N/A	97.5%
Satisfaction	95.5%	N/A	89%
Logistics			
Satisfaction	97.5%	55.5%	96.5%
Interpretation			
Satisfaction	99%	36%	76%
Content			
Satisfaction	96.5%	69%	96.5%
Utility of Training			
Satisfaction	94.5%	72%	98.5%
Overall Assessment Satisfaction	97.5%	86%	98.5%

PTP – Armenia Programs

	US	IC	TC
Orientation			
Received	97%	N/A	98%
Satisfaction	100%	N/A	82%
Logistics			
Satisfaction	100%	21%	95%
Interpretation			
Satisfaction	98%	14%	59%
Content			
Satisfaction	93%	41%	95%
Utility of Training			
Satisfaction	89%	49%	99%
Overall Assessment Satisfaction	100%	74%	99%

PTP – Ukraine Programs

	US	IC	TC
Orientation			

Received Satisfaction	93% 91%	N/A N/A	97% 96%
Logistics Satisfaction	95%	90%	98%
Interpretation Satisfaction	100%	58%	93%
Content Satisfaction	100%	97%	98%
Utility of Training Satisfaction	100%	95%	98%
Overall Assessment Satisfaction	95%	98%	98%

START Russia
Contract Number: EEE-I-00-01-00010-00

SEMI-ANNUAL PERFORMANCE REPORT

For the Period April 1, 2004 – September 30, 2004

Submitted to:

Natalia Benediktova,
USAID/Moscow

Date Submitted:
November, 2004

Submitted by:

Galina Sinyavina, Chief of Party
Academy for Educational Development
Address Leninsky prospect #2, office 524
Phone 956-7802
Email startrussia@actr.ru

START/Russia SEMI-ANNUAL PERFORMANCE REPORT

Contractor: **Academy for Educational Development**
Contract #: *EEE-I-00-01-00010-00*
Reporting period: For the period April 1 – September 30, 2004

I. PROJECT SUMMARY

In August 2001, AED was selected as one of three IQC holders under the Strategic Technical Assistance for Results through Training (START) contract. AED was awarded the START/Russia Task Order on September 28, 2001. During the reporting period AED requested and was granted a no-cost extension of the task order, extending the effective dates of the contract from September 27, 2004 to April 30, 2005.

II. ADMINISTRATIVE/MANAGEMENT SUMMARY

A. HOME OFFICE AND AED/MOSCOW VISIT TO USAID/MOSCOW

In August 2004, Susan Fickling, Deputy Director of the AED Center for International Training, went to Moscow for a management visit to work with the AED/Moscow staff, and to review and discuss START project management and procurement issues. During Ms. Fickling's time in Moscow, AED staff met with USAID/Moscow Mission Director Terry Myers, senior Mission staff, and Activity Managers to discuss the future and direction of training programs in Russia for the next 5 years. During the meetings, AED demonstrated the benefits and impact of training and provided charts and statistics detailing the contributions to achieving Mission SOs.

B. PARTICIPATION IN PROFESSIONAL NETWORKING AND COORDINATION EVENTS

In April 2004, the AED/Moscow Chief of Party (COP) made a presentation at the E&E Bureau's Human and Institutional Capacity Development Conference in Dubrovnik, Croatia on USAID/Moscow's Security Risk Determination Procedures which included AED's contribution to its implementation and observance. USAID/Moscow and AED both received an award from E&E for "Excellence in U.S Visa Compliance Best Practices."

In September, an AED/Moscow representative attended the 5th Annual Exhibition of training organizations "Training 2004," where more than 70 Moscow, Russian regional and foreign training companies demonstrated their capabilities, services and programs. The purpose of attendance at the conference was to search for potential training providers capable of offering high quality training services for USAID-funded programs. Although the majority of the organizations represented at the exhibition were focused on business training, five companies showed interest in collaboration with AED on USAID-funded activities and were added to the AED/Moscow data base of training providers. AED intends to invite these organizations to bid on future in-country programs.

C. ASSISTANCE IN TRAINING REQUEST (TR) DESIGN

AED/Moscow continued to assist the Mission in conducting needs assessments as well as developing training plans and training interventions. At the Mission's request, the AED/Moscow Training Development Specialist (TDS) drafted a TR for the in-country training program, Development of Fee-for-Services for Non-Profits which was approved by the Mission for implementation in ten Russian cities.

AED also developed and shared with the Mission its perception and ideas for a US-based study tour for Russian Muslim Youth, an initiative of the US Embassy Public Affairs Section.

III. PERFORMANCE PROGRESS

A. TRAINING INTERVENTIONS

This report covers the second six months of Year 3 of the START/Russia participant training activity including the following activities:

- AED completed the last two of six in-country workshops on Resource Mobilization. A total of 147 leaders and fundraisers of Russian non-profits attended the workshops.
- A series of workshops on Managing Civil Society Organizations was implemented in six Russian cities, during which 138 leaders of local civil society organizations were trained.
- In May and June 2004, AED administered a successful two-week training intervention entitled Advocacy for Public Interests in Poland as a follow-on to the Policy Advocacy in-country training programs conducted in five cites last year. Experienced community leaders who were the most prominent and active alumni of those programs were invited to upgrade their advocacy and management skills.
- AED arranged a US-based training course, Intersectoral Collaboration for Community Development, for sixteen members of local counterpart organizations engaged in USAID technical assistance activities in Russia.
- Another US-based course, Interventions against HIV/TB Co-infection, was administered by AED to support USAID-funded HIV/TB control activities. Twelve representatives of selected Russian health-care organizations from targeted regions attended the program.

B. FEE-FOR-SERVICE ACTIVITY

AED/Russia provided FFS support to 157 participants of USAID contractors' US-based training interventions. During the reporting period, new clients applied to AED for the visa-processing services, including USTTI, Downtown Jackson Community, Junior Achievements of Alaska, Junior Achievement of Greater Puget Sound, and the Russian American Rule of Law Consortium. At USAID/Russia's request, AED/Moscow continued to draft Security Risk Determination Memoranda for participants and worked closely with USAID TA contractors to ensure compliance with the required procedures.

As one of the FFS activities, START/Russia assisted IREX in processing the participants of a high-profile intervention, the US-Russia Volunteer Initiative Program. In July, AED/Moscow, USAID and IREX met to discuss the J-I visa procedures and developed a joint strategy to ensure the participants' smooth processing.

IV. TRAINING ACTIVITIES

The chart below lists all training activities implemented during the reporting period.

A. Training Programs

SO	**Program Name**	**Male**	**Female**	**Total**	**Venue**	**Training Provider**
1.3	Increasing Regional Competitiveness through Improving Collaboration/Irkutsk	6	11	17	IC	Heartland International

3.2	Interventions against HIV/TB Co-Infection	6	6	12	US	Quarta Corporation
4.2	Advocacy for Public Interests	6	12	18	TC	Polish American Advisory Agency
4.2	Intersectoral Collaboration on Community Development	6	10	16	US	Kent State University/Ohio Employee Ownership Center
4.2	Managing Civil Society Organizations/Barnaul	5	18	23	IC	Siberian Civic Initiatives Support Center
4.2	Managing Civil Society Organizations/Blagoveshchensk	9	12	21	IC	Partner Foundation
4.2	Managing Civil Society Organizations/Perm'	7	18	25	IC	Siberian Civic Initiatives Support Center
4.2	Managing Civil Society Organizations/Saratov	8	15	23	IC	Siberian Civic Initiatives Support Center
4.2	Managing Civil Society Organizations/Tomsk	9	15	24	IC	Partner Foundation
4.2	Managing Civil Society Organizations/Vladivostok	4	18	22	IC	Partner Foundation
4.2	Resource Mobilization/Khabarovsk	4	21	25	IC	Siberian Civil Initiative Support Center
4.2	Resource Mobilization/Moscow	6	19	25	IC	Siberian Civil Initiative Support Center
	Total of 12 programs	**76**	**175**	**251**		

B. Success Stories

The following success stories have been developed to document results under START: (See Attachment 1):

1. Svetlana Rozhina
Advocacy for Public Interests
Perm Ecologists Against Lukoil

2. Konstantin Vishnevsky
Modern Tools and Techniques in Short-Term Training Programs
A Human Rights NGO in Stavropol Enhanced Its Training Activity

3. Svetlana Lepeshkina
Building a Network of Domestic Election Monitors
Promoting Sound Parliamentarian Practices in St. Petersburg

4. Oleg Sharipkov
Supporting Human Rights in Russia
US-Russian Contacts Evolve Into Fruitful Collaboration After A Human Rights Training In Chicago

5. Oleg Belgorodsky
External Relations for Non-profits
Kazan' Business and NGO Professionals Make Social Investments

6. Elena Vyunova
External Relations for Non-profits
Far East Entrepreneurs Are Involved with International Business Community

C. Minority Institution (MI) Usage

During the reporting period, AED solicited two MI providers for the two competitively procured US programs. No MI institutions were awarded programs for this time period.

D. Gender

A total of 251 participants took part in 12 training programs during this period. Of these, 175 were women. This is a rate of 70% participation by women which exceeds the Mission's target of 50% participation.

E. Non-Returnee Listing

There were no non-returnees to report during the reporting period.

V. TRAINING IMPACT ANALYSIS

A. In-Country Program Monitoring and Evaluation

The AED Training Development Specialist continued monitoring and evaluation of training impact in the participants' workplaces. During the reporting period AED contacted the alumni of three series of programs (*Modern Tools and Techniques in Short-term Training Programs, External Relations for Non-profits* and *Managing Civil Society Organizations*). Most of the programs under impact review supported SO 4.2 (Cross Cutting Initiatives). The programs were aimed at building the capacity of NGOs and CSOs throughout Russia and at providing practical knowledge and skills in topics ranging from change management, modern managerial practices, and external relations, to resource mobilization and public advocacy. For examples of preliminary impact from programs conducting during this reporting period, please see Attachment 2.

1. Modern Tools and Techniques in Short-Term Training Programs (August – October 2003, SO 4.2)

Participants representing training centers and associations, think tanks and commercial organizations, mastered TOT skills in educational needs assessment, designing and delivering training programs and evaluating learner-centered training activities. An impact assessment report on five in-country workshops was completed and submitted to the Mission. AED administered post-training evaluation questionnaires and interviewed 80 out of 97 Russian NGO professionals who attended the workshops. The report included examples of the participants' accomplishments achieved after the training, as well as performance gaps identified by the participants and AED for additional training.

The main conclusions of the impact evaluation are:

a. The participants applied their newly learned skills in practice and also served as trainers for their peers.

- Within two months after the training, 80% of the participants shared their knowledge with their co-workers and /or professional networks (60% requirement in the TR).

  - *Tatiana Korobenko from Khabarovsk NGO Zeleny Dom developed a telemarketing training for the Prognoz Center in Blagoveshensk, based on the role plays designed at the USAID funded workshop.*
  - *Irina Makeeva from the Omsk Center for Public Initiatives Development published a brief article about the training in the newspaper "Vestnik NKO" (NGO Newsletter).*

- Within six months after the program completion, more than 70% of the participants delivered professional workshops, master classes and presentations.

  - *Natalia Gribacheva from the Irkutsk Women's Crisis Center conducted city wide presentations on modern training technologies for various audiences (teachers, law enforcement representatives, and Central Clinic staff). She spoke about interactive training on the local TV channel and wrote an article for the local newspaper.*
  - *Galina Romanovskaya delivered a TOT training for Hobby Center members (10 participants) and a training for the "Filippok" Parents Club (15 participants).*
  - *Lioudmila Tretiakova from the Omsk Center for Entrepreneurship Support "Profit" conducted a master class and a seminar for her colleagues.*

- Within six months of the program completion 83% of the trainees incorporated new tools, technologies and methodologies into their training programs.

  - *Elena Alekseenko, Moscow Institute of Election System Development, was invited to serve as a co-trainer at the regional seminar on civic advocacy where she used her newly acquired tools and methodologies.*
  - *Anatoly Arsenikhin, Togliattu NGO Open Alternative, incorporated the new tools and methods in the instruction sessions for volunteers, for the Youth Club members and other audiences. Thanks to the training, Open Alternative managed to broaden the scope of training topics they provide and started to serve 15-20% more clients.*

As a result of this training, over 70 training organizations across Russia benefited from the Modern Tools and Techniques in Short-term Training Programs training.

b. Collaboration among qualified trainers for NGOs increased. The participants highly valued modern and advanced interactive training tools and techniques provided at the workshops, namely: needs assessment and formulation of concrete objectives and expectations prior to the training; participants' workbooks (to make notes and keep pace with the instruction process); and practical role plays and simulations.

- *Raissa Duritsina (Association of Projects Management, Blagoveshensk) reported that she and her colleagues managed to improve their seminars by adding interactive and dynamic exercises. They developed a workbook based on the lead trainer's model for their trainees to make notes during seminars in a more efficient manner. Ms. Duritsina also wrote an article about training methodology based on the training materials of the workshop.*

c. Trainers are expanding their professional networks across regions. The training promoted the participants in their professional communities and enhanced their visibility as trainers. They realized the necessity of establishing professional linkages with other trainers.

- *Two months after the training, Svetlana Bazhenova, a participant from Khabarovsk, established a new training organization, the Far East Center. According to Ms. Bazhenova, the USAID funded training allowed her to clearly define her new organization's goals and objectives. The Center signed a contract with the Far East Employment Department of the Local Administration to train the unemployed with regional budget funds. In addition, the Center became a member of the Institute for Sustainable Communities (ISC), an association of trainers.*

(For more details, please see the Impact Report in Attachment 4).

2. External Relations for Non-Profits (October 2003 – February 2004, SO 4.2)

AED administered post-training evaluation questionnaires and interviewed target groups of the alumni in five cities where these workshops were conducted. This series of workshops trained the leaders and activists of nonprofit organizations how to communicate with government, media, business and other nonprofits. The training event was also intended to raise the professional level of public relations managers and activists of CSOs in marketing their organizations and conducting effective outreach. The seminars were delivered in Tomsk, Rostov, Novgorod, Kazan and Sakhalin and were attended by nearly 100 leaders and PR managers of local NGOs.

The main conclusions of the evaluation are:

a. The participants improved and enhanced external relations strategies with potential partners. They developed effective communication strategies, established new partnerships with other nonprofits, the government and the media and have built trustful relationships with local communities. The number of people and organizations involved in socially significant projects increased.

- *Anna Brachko from the Foundation for Humanities in Rostov mentioned that after the training, her organization improved the recruitment system of volunteers, and, as a result, recruited seven new volunteer consultants.*
- *The training gave Vera Markova of the Ulianovsk organization, Mothers Against Drugs, extensive knowledge in bringing together the business, nonprofit, and government sectors. She applied her new skills for organizing a new event, a "Good Will Fair" which was attended by more than 400 people, including ten representatives of the local government and business community. This fair raised public awareness of social issues and provided the population with a basic knowledge about local NGOs and their services.*

- *The seminar inspired Ksenija Prischepova from the state educational organization "Children's Home" in Tomsk to improve communications between the representatives of foster family services and regional orphanages. She organized seminars for the orphanages' staff, social workers and potential foster parents. In order to raise public awareness about the problems of orphans and neglected children, Ms. Prischepova convinced local TV channels to broadcast more than thirty stories about orphans, foster parents, and orphanages. After the TV programs were shown, some people in the community got interested in the problem, sought out more information and received training in social parenting. As a result, the number of foster families in the town increased from five to ten. In addition, the local social services started to cooperate with other regional social services, thereby building a stronger social network.*

b. The training strengthened the capacity of the participants' organizations and improved their public relations and outreach activities. As a result of the refined public relations strategies, the participants' organizations have managed to increase the number of the clients served and improve the quality of the services. The participants were able to expand existing, and create new, resources for marketing and public relations.

- *Elena Vyunova of the Yuzhno-Sakhalinsk organization, Regional Marketing Center, created an information center for the public in cooperation with the local administration. She established a web-site, www.sakhalin.marketcenter.ru which became a resource center for nonprofit organizations and socially active individuals. She also promoted the information about this web-site at a series of regional conferences and presentation, as a result, the number of website visitors increased by 35% (see Success Story attached.)*

c. The participants brought increased expertise in external relations to other organizations. After the training the participants were eager to bring their new skills not only to their own organizations, but to share their knowledge with colleagues.

- *Elena Popova and Evgeny Timakov (Youth Ecological Center "Pink Dandelion" Yoshkar-Ola) used the seminar materials to provide training for a group of fifteen teenagers of a local youth club. The fundraising component of this training helped five activists of this club raise money from the town's business community for a youth summer camp.*
- *Sergey Kanarev of the Barnaul organization, Young Journalists of Altay, used the training materials for his class of 100 students in public relations at the Altaj Academy of Economics and Law.*

3. Managing Civil Society Organizations (November and December 2003, SO 2.1)

This program was created for the leaders of nonprofit and social services organizations to strengthen and build the capacity of their organizations. During the seminar the trainees learned the basic principals of general and financial management, fundraising skills, and ways to attract and work with volunteers.

The main conclusions of the impact evaluation are:

a. The participants improved their CSOs' organizational capacity. The participants reported serving more clients and providing their services at a higher level. Knowledge gained in general and financial management made their organizations more independent of international donations and increasingly self-sufficient. Some of these organizations were able to reach a certain level of strength and self-reliance to become resources for other organizations, transferring the knowledge from the training.

- *Marina Koriakina (Ecological Organization Dauria, in Chita) reported that her clientele, local NGOs applying for consulting, increased by 15-20%.*

- *Inspired by her new fundraising skills, Anna Kapravchuk, a public relations consultant for the Municipal Resource Center for NGO Support in Irkutsk, raised 40,000 rubles from the local administration and business community for the local orphanage.*

b. The participants established more effective communication procedures with potential partners. CSO activists established effective procedures of information sharing and communications with government, business and the local community, as well as with their colleagues from nonprofit and civil society organizations.

- *Within six months after the training Evgeniya Filippova (Women Crisis Center, Irkutsk) presented the town administration with a new program for social orphans prevention. In addition, her organization started to provide paid services in psychotherapist consulting for teenagers.*
- *As a result of the fundraising skills she learned at the training, Irina Subbotina, director of the Tver organization, Virtual Institute of Social Innovations, wrote a grant proposal and was awarded a grant from the Eurasia Foundation for a project entitled "The Study of Regional Universities Experience in Interaction with Local Communities in Education, Science and Culture." According to Ms. Subbotina, the training helped her to improve the long-distance management of virtual communities.*

c. Managerial effectiveness and productivity of the organizations increased. The training resulted in improved managerial effectiveness and productivity and inspired participants to create challenging projects and new organizations.

- *The training inspired Olga Kayalova of the Tomsk State Hospital to create an organization that protects the rights of patients and doctors. She also recruited two young lawyers as volunteer consultants for a new organization. She also published a brochure on new methods of educating teenagers in health and social issues. Currently, this brochure is being used at outreach programs for youth conducted by medical specialists at the local outpatient clinic.*
- *Tatiana Bilan (Shipunovo, State High School) and Vera Khoroshilova (Koltsovo, Initiative of Siberian Teachers) together founded a new organization, School of Active Citizenship to promote youth education in civic rights. The organization disseminates information on human rights among teenagers of the region.*

B. START Impact on Local Training Institutions

AED continued to actively collaborate with local training organizations which served as providers for START in-country interventions. This collaboration not only helped the providers tailor their programs to USAID objectives and the participants' needs, but opened broad networking opportunities with leading NGOs and government representatives throughout Russia. In one of its recent monitoring reports, the provider for the Resource Mobilization training program, the Siberian Civic Initiatives Support Center (SCISC), wrote:

"The training program helped deepen our understanding of how the Third Sector is developing and improve our ability to support this process. It has given us an opportunity to demonstrate the level of expertise, innovation and experience that is available in the regions. Finally, it has reaffirmed our belief in the importance of practitioner/trainers. The path participants embarked upon after the training with hard work and dedication will yield long term positive results towards mobilizing resources in all of these communities."

C. Suggested Topics for Future Training Programs

Impact evaluation questionnaires and AED guidelines for monitoring reports request the participants and the providers to identify the remaining performance gaps and offer topics for future training programs to

eliminate these gaps. As one of the providers mentioned, "Theory can be read in books. What people want is practical experience: how does that theory manifest in practice?"

1. Modern Tools and Techniques in Short-term Training Programs

The following training gaps were identified by the participants: project management, strategic planning, volunteer management and NGO financial management, change management and NGO networks facilitation, cross-sectoral collaboration between NGOs, government, and business and the media. The most active participants suggested an advanced TOT training for the most prominent and successfully performing alumni of the workshops (Andrey Koniushok from the public organization Prognoz, Galina Sakovic from the Amur-Batiushka NGO, Svetlana Shaparina from the Togliatti Center Business Volga among others.)

2. External Relations for Non-profits

The participants interested in more skills to improve their relations with clients, other NGOs, the media and business representatives. Suggested topics include work with volunteers, more effective interaction with other nonprofit and government organizations, social investment and social marketing for business companies, philanthropy for public relations specialists of business companies, and improvement in public speaking and negotiation skills.

3. Managing Civil Society Organizations

Due to the rapidly developing nonprofit sector, participants suggested more training to serve the growing number of clients, including general and financial management training in establishing fee-for-service; better access to information resources and professional and volunteer networks; and information about existing Russian-American programs.

VI. RECOMMENDATIONS TO IMPROVE IMPACT OF TRAINING

AED carefully reviewed the participants' feedback from interviews and questionnaires and thoroughly analyzed the training providers' program monitoring and final reports. AED has the following recommendations to improve the impact of training:

- When determining training dates, carefully follow social and political events as well as other donors' programs or USAID activities scheduled in the selected city or region. START training should not overlap with a local election campaign or any other significant event which could hamper and/or postpone the process of participants' selection.

- AED had a successful series of programs where two training providers, one Moscow based and other based in Siberia, conducted training programs in the other's region. This arrangement helped both the providers and participants become familiar with the other region's experience, as well as build a more extensive inter-regional network of professionals. AED recommends that this type of exchange of training venue with providers be considered for future programs where appropriate.

- Ensure that the approved in-country provider incorporates into the program materials a sufficient number of practical cases both positive and negative which are based on local or other Russian regions' experience. The participants often ask for these real life cases to be included into the training materials so they are aware of similar problems in their own region and in neighboring regions. IC training providers should also encourage active participants to make presentations based on their organizational experience or on the specifics of their region.

- Strongly encourage training providers to hold interventions in secluded, self-contained training sites outside the major cities which allow participants to concentrate fully on the training, provide excellent opportunities for networking, and ensure sufficient time for individual consultations.

- Improve the participants' selection process to ensure appropriate parties are selected for the training. On some trainings, repeat participants from other USAID and USG programs have already covered the program material on a previous training and are not as actively involved in the workshop. In other cases, one training provider noted **"**….participation of public officials was not always constructive. They hardly ever intend to work professionally for the CSO sector. Also, time limitations resulting from their status of public officials prevented their full-time participation in workshops and full-fledged implementation of developed Action Plans."

- Recommend to the training provider that training methodology be selected carefully to ensure that training is interactive, but that appropriate level and quantity of new information or skill development is presented. Some participants have commented that they benefit much more when trainings contain more site visits and experts' presentations during which participants can ask questions to receive useful advice and approaches. Others have pointed out that programs containing too many "energizing" exercises, role play, and simulations do not provide them with enough concrete information to take back to their workplace. If such activities are included, they should be entirely based on the subject of training and compliment the whole training.

- Recommend to training providers that the participants write down their expectations from the training at the initial needs assessment session. At the end of the training, the participants may be requested to identify which of their expectations were met. This might be an effective tool for impact evaluation of the training program.

- Require that in-country providers forward a copy of training materials to AED prior to the training to ensure high quality training.

ATTACHMENT 1

SUCCESS STORIES

1. Perm Ecologists Against Lukoil

Trainee's name and organizational affiliation: Svetlana Rozhina, Chief of "Ecological Self Defense"
Program title: Advocacy for Public Interests
Program objective: SO 4.1: Crosscutting Initiatives
Training site: Poland

Study in Poland
In June 2004, Ms. Svetlana Rozhina, together with the other 17 NGO representatives from Russia, attended a two-week training program on effective advocacy for public interests in Poland. Ms. Rozhina learned new approaches from Polish, American and Russian colleagues, as well as new skills and methods in working with advocacy issues. As a leader of the ecological movement in the Perm region, she felt an urgent need to raise public awareness in such issues as water and air pollution, lack of ecological controls, and health issues in the region.

New advocacy project
Upon return to Perm, Ms. Rozhina organized press conferences and round tables and arranged an international ecological protest camp near the local missile plant to attract public attention to the problem of illegal disposal of missile rocket waste in the area. Many members of the local government and media attended all the events, and as a result, the governor halted the disposal process. To date, the ecology defense activists have been unable to confirm the plant's compliance with the governor's order.

Ms. Rozhina also employed the fundraising elements from the training to get grants, private donations, and even some monetary contributions from the political party Yabloko.

Public Awareness
Ms. Rozhina gave an interview to "Liberty" radio where she informed the public about the region's existing problems and the actions of her organization to address them. During this interview, Ms. Rozhina spoke mostly about the ecological disaster in Pavlovo village. The ecological situation there is life-threatening due to the Lukoil oil producing plant's activities and the only way to solve the problems is to evacuate the inhabitants. She not only raised these issues in media, she enlisted the help of other organizations, such as Greenpeace and a local ecological organization Eikumena. Thanks to her initiative, the issue of social responsibility among Russian oil companies, particularly Lukoil, was publicized.

Long-term outcome
The campaign launched by Ms. Rozhina is extremely significant because such ecological incidents have occurred throughout Russia. Her model of public advocacy campaign can become a great example for other public interests activists.

2. A Human Rights NGO In Stavropol Enhanced Its Training Capacity

Trainees name and organizational affiliation: Mr. Konstantin Vishnevsky, Ms. Elena Bessarabova, and Ms. Irina Lagutina, Center for Public Initiatives "Alter Vita", Stavropol
Program title: Modern Tools and Techniques in Short-Term Training Programs, October 2003 **Program Objectives:** SO 4.1: Crosscutting Initiatives
Training sites: Novgorod Veliky and Samara, Russia

After three staff members attended the program, the Center for Public Initiatives "Alter Vita" has significantly enhanced its training capacity. At the beginning of 2004 the Center launched three new trainings projects, making full use of new tools and techniques, acquired at the USAID sponsored training program. Interactive approaches were emphasized in the new projects due to their particular efficiency in working with youth. The Good Citizen Academy and Tolerance Promotion Ground for high school and university students were opened in cooperation with Stavropol Kray youth library to educate youth about human rights and enhance civic activism in this southern Russian region, which has been seriously affected by ethnic tensions and migration from neighboring areas of conflict. A new Sunday NGO School was launched to enhance the qualification of NGOs staff in nonprofit management and programming.

According to Mr. Vishnevsky, "Alter Vita" Director, the reputation of the Center keeps improving "right before our eyes" and the organization gets stronger due to an influx of new interested people joining the cause. The overall number of clients served has increased by over 300. The Center program participants established three youth associations. A crisis center for domestic violence victims is under preparation. The Center has also extended its reach by signing an agreement to deliver training for North Caucasus Technical University, Social Sciences University, Stavropol Agriculture University and the local Ombudsman office (to train ombudsman assistants in local towns and villages). In sum, the organization became programmatically more sustainable by providing needed and effective services.

For more information about the Center's new programs, please see the Agency of Social Information's website http://asi.org.ru/ASI3/main.nsf/0/55755E9D8D08C62DC3256E66005BF594)

3. Promoting Sound Parliamentarian Practices in St. Petersburg

Trainee's name and organizational affiliation: Ms. Lepeshkina, Svetlana, Deputy Director, Saint Petersburg League of Women Voters, and Golos Network coordinator
Program title: Building a Network of Domestic Election Monitors
Program Objectives: SO 2.1: Increased better-informed citizens' participation in political and economic decision-making
Training sites: Ukraine and Croatia

According to Ms. Lepeshkina, the training provided her with a strong knowledge base and skill set for further initiatives, commenting "It made my work more efficient and interesting." After attending the training she joined the Golos network as its coordinator for the St. Petersburg affiliate (golos-piter@lenta.ru) and later on became a methodologist of the newly created inter-regional Northwest Center of Golos. In this capacity Ms. Lepeshkina has been monitoring activities of the deputies of St. Petersburg Legislative Assembly.

Realistically assessing their power limits as public monitors, Ms. Lepeshkina and her colleagues are focusing on two major things – deputies' attendance at Assembly meetings and the decisions adopted. In case of controversy, they submit official inquiry letters to the Assembly asking for clarifications. For example, at one of the recent sessions, microphones were cut off for the duration of the speech by one of the officials to prevent journalists from hearing it (journalists are not allowed into the meetings room, but can listen to the debates from a special area). The observers reacted immediately and held the Assembly's leadership accountable for such a violation of normal working procedures.

By Ms. Lepeshkina's account, it is extremely difficult for public organizations to promote or lobby their legislative proposals ("zakonodatel'nye initsiativy"), especially at the federal level. With the current composition of the Assembly which has a strong military lobby, public initiatives are unlikely to be accepted, so the major accomplishment of public organizations is in making the Assembly provide information and answer written requests. In order to promote a particular piece of legislation, the main tactics they use is in supplying deputies with examples of best practices from other Russian cities.

In the fall of 2003 Ms. Lepeshkina also participated in monitoring governor elections in Barnaul, which brought to the office a well-known actor, Mr. Evdokimov. In Ms. Lepeshkina's view, this was largely a protest vote by rural populations frustrated with politics and politicians.

In the summer of 2004 Ms. Lepeshkina launched an innovative initiative: a children's parliament. Here is a description of the activity in her own words: "We created a children's mock parliament in the Admiralteisky district of St. Petersburg on the basis of a children's summer camp, "Solnyshko." Two schools participated, including the one attended by President Putin (#281). It was fun and useful at the same time. In the beginning I was somewhat fearful that nobody would be interested, but the kids took up on the game very fast. They created four parties (Alternative Civic Service, Voice of Life, Children of St. Petersburg and Sports to Children) and an electoral commission,

developed program statements, slogans, emblems, and presented their programs to "the voters." They designed flyers and conducted voter "agitation" conducive to a vote. The voter turnaround was 54% of the total number of children who participated in the game, which is in fact comparable to the real elections indicators. As a result a twelve member parliament was elected and all the participants have a great desire to draft regulations and laws that would make it possible to introduce student self-governance at each participating school. During the summer break children will be visiting local authorities' offices, political parties and NGOs, learning teamwork and law making skills. It was interesting that boys were more active than girls, but one of the girls (Rada Shashkova) ran second in the elections. Now three other schools have indicated their interest to play this game and we think about sustaining the district parliament on a permanent basis."

In light of decreasing voter participation in actual elections, this parliament is meant to educate young citizens about the importance of voting, as well as prepare them to take on their civic responsibilities for the future of their communities.

4. US-Russian Contacts Evolve into Fruitful Collaboration after a Human Rights Training in Chicago

Trainee's name and organizational affiliation: Mr. Sharipkov, Oleg, Refugee Association "Svetoch" and Penza Community Foundation "Civil Union"
Program title: Supporting Human Rights in Russia
Program Objectives: SO 2.2. Strengthened Rule of Law and Respect for Human Rights
Training site: Chicago, Illinois
Dates: May 2002

After Mr. Sharipkov attended the training conducted by Heartland International for a group of 15 human rights activists, he managed to sustain the contacts made in a most fruitful way. In 2003 he joined forces with the former training provider on a municipal budget transparency project for the city of Penza supported under the USAID-funded IREX/ "PartNER" Program (http://www.irex.org/volgapartner/partnerprojects.asp#econ2).

Mr. Sharipkov recalled: "When we learned about IREX/ Nizhni Novgorod launching its PartNER Program grant competition, I sent Lindsey (Heartland International) a message saying we would like to develop a proposal on budget transparency and were looking for a US organization to partner with. Lindsay replied right away: "Why not us?" This is how it all started. We drafted a project proposal, which was approved for funding in December 2002."

The point of this initiative was to show Penza officials the benefits of an open and transparent budgetary process used by the city of Chicago, including the model's reliability, its benefit to the public, and its absence as a threat to city officials' authority. The project was effective in working with the local government to draft legislation establishing public hearings on the municipal budget and to provide for greater government transparency. A joint delegation of Penza officials, legislators and NGOs attended Chicago to observe first hand how budget decisions are made, after which relevant changes were adopted domestically.

"We developed good relationships with the authorities, - Mr. Sharipkov commented. - This is our normal approach to doing business. First, we find allies in the government and then, through them, advance our ideas. We think the path of conflict is counterproductive." According to Lindsay Demidovich of Heartland International, speaking about what distinguished Mr. Sharipkov from other trainees, "Oleg understands very well people and situations and knows how to communicate with various constituents in a non-confrontational way."

In 2003 Ms. Sharipkov's NGO drafted a regional law on philanthropic activities, which provided for incentives to public organizations and special benefits to those that serve migrants. The law was adopted by the local legislature in the first hearing.

In the summer of 2004 Mr. Sharipkov served successfully as a trainer/consultant on public participation mechanisms for the training in Irkutsk "Increasing Regional Competitiveness Through Improving Collaboration Between Regional Government and Business Community" provided by Heartland International under START activity. He presented examples of collaboration in Penza and the Russian Federation and contributed a lot to the event's objectives. Future plans of the two organizations include partnering on a tolerance project.

Kazan' Business and NGO Professionals Make Social Investments

5. Trainee's name and organizational affiliation: Oleg Belgorodsky Social Initiatives Foundation, Director
Program title: External Relations for Non-Profits
Program objective: SO 4.1: Crosscutting Initiatives
Training Site: Kazan, Russia
Dates: November 2-5, 2003

Oleg Belgorodsky has already applied many of the concepts he became familiarized with at the training for External Relations for Non-Profits. One of the skills he learned was the establishment and promotion of a productive relationship with government and business structures and the media. As the Director of the Social Initiatives Foundation, he has become an active promoter of an alliance between the nonprofit and business sectors. For example, on March 24, 2004, the Foundation organized a seminar for NGO activists entitled Resource Mobilization and Fundraising, using the ideas and the training materials of the USAID-funded activity. Twenty-four NGO representatives took part in the seminar to get new skills in nonprofit management and fundraising. Oleg Belgorodsky served as a trainer for the "Social Marketing" section of the seminar.

At another event organized by the Foundation in April of this year, Mr. Belgorodsky served as a moderator at a conference on "Modern Technologies of Social Investments" which provided a forum for the representatives of local business and nonprofits to discuss public relations and public awareness issues for charitable organizations.

In another effort in May 2004, the Foundation, in cooperation with a local youth organization "Forpost," initiated a campaign on limiting the installation of gambling machines in the town. Mr. Belgorodsky lobbied the local government by sending an official letter to the head of the Kazan administration outlining the current problems caused by the gambling machines and also helped bring about the broadcast of a report about gambling children on a local television station. After the campaign local city officials hold a meeting specifically on the issue which resulted in a moratorium on the installment of new machines.

During the USAID-sponsored training Mr. Belgorodsky also learned the importance of informing potential sponsors about the organization's activity. After the seminar the Foundation began to distribute its monthly bulletin among Kazan business companies to stimulate interest in charitable activities. According to Mr. Belgorodsky, Kazan businessmen became more aware of the possible moral advantages of corporate philanthropy and social investment. The activity of the Foundation is highly appreciated by the Kazan government, because its campaigns in favor of social investments build a bridge between the vulnerable population and possible sponsors (see the article at the following link: <http://gazeta.etatar.ru/news/view/18/8783>).

Thanks to Mr. Belgorodsky's activities, the Foundation received public recognition in Kazan and was mentioned as an example of a successful intersectoral collaboration (see reference at the following link: http://www.vibory.info/index.php?action=show_news&id=2439).

6. Far East Entrepreneurs Are Involved with the International Business Community

Trainee's name and organizational affiliation: **Elena Vyunova, General Director of the Regional Marketing Center in Yuzhno-Sakhalinsk**
Program title: External Relations for Non-Profits
Program objective: SO 4.1: Crosscutting Initiatives
Training Site: Yuzhno-Sakhalinsk, Russia
Dates: November 2-5, 2003

Help for Young Businessmen

As a director of the Center of Small and Medium Business Support, Elena Vyunova has always been committed to the entrepreneurial development of the Sakhalin region. The seminar taught her the importance of sharing knowledge with colleagues and partners and distributing the information among less experienced professionals. After the seminar she launched a project of information support for young entrepreneurs. In January 2004, her center was awarded a grant at a competition initiated by the regional foundation "Sakhalin – XXI century" and the local administration to create guidelines for young entrepreneurs on how to start and develop a small business on Sakhalin Island. Currently, the Center is preparing to issue the guidelines.

Cooperation with the Local Administration

The seminar convinced Ms. Vyunova of the crucial importance of cooperation with government structures. Using the knowledge from the training, she established a productive partnership with the local administration. Their joint efforts resulted in the creation of an Information Center which became a useful resource not only for businessmen, but also for the general public, including students, pensioners, and the disabled. The center was opened on July 26, 2004, and served approximately 30 people a day, half of whom used the Center on a daily basis. The clients of the center receive free services, such as Internet access, legal information, news in the social sphere, as well as access to paid services, such as printing, laminating, and document formatting. The center also provides computer training for various local groups. The center's conference room has also been leased for occasional events, and the fee for leasing the room has become income for the Center and a sufficient resource for its nonprofit projects. Currently, Ms. Vyunova, together with Yuzhno-Sakhalinsk local administration, is planning to create similar centers in other cities of the Russian Far East.

This project is a great example of a joint effort between a local government and nonprofit organization which significantly improved access to information resources in the region for the general population.

Development of Local Businesses on the Web

In 2002, Ms. Vyunova created a website, www.sakhalin.marketcenter.ru, which became a resource center for nonprofit organizations and socially active individuals. In 2004, after the USAID-sponsored training where she had learned the importance of networking for businessmen, she improved this website by adding a catalogue of local companies useful for Sakhalin businessmen. She also promoted the information about this website at

regional conferences and presentations. As a result, the number of website visitors increased by 35%, and 154,000 visitors have visited this site to date. The website visitors highly appreciated such a resource, as it gave Sakhalin businessmen an opportunity to cooperate not only with their compatriots, but with foreign partners. The visitors' comments can be found at the following website address: http://www.sakhalin.marketcenter.ru/GuestBook/Default.asp?pge=2>. Elena Vyunova noted that "training doubtless helped to solve our problems and reach such results. The knowledge how best to establish and develop contacts with partners and clients were crucial in all the projects."

ATTACHMENT 2

PREMLININARY IMPACT FROM SELECTED TRAINING PROGRAMS

SO 3.2
Program: Interventions against HIV/TB Co-infection
Provider: Quarta Corporation
Date: June 2004

START/Russia coordinated a successful US based training event, Interventions against HIV/TB Co-infection, for high level officials of the Ministry of Health, as well as health departments of local and regional administrations in Russia. The participants learned about HIV/AID and TB co-infection intervention as a comprehensive system of treatment which includes medical care, counseling and a wide range of social services. They became familiar with US practices and World Health Organization strategies in TB prevention programs and management of TB/HIV co-infection in civilian and prison settings.

- After the training Elena Bogorodskaya (Moscow, Moscow Sechenov Medical Academy) presented the newest methods of HIV/TB treatment and prevention to colleagues at the Scientific Research Institute of Phthysiology and Pulmonology (SRIPP). Ms. Bogorodskaya plans to include the information in her class curriculum in the Sechenov Medical Academy.

- Olga Frolova (Moscow, SRIPP) and Nikolay Gonchar (Pskov, State Committee of Health Care) conducted a seminar for the staff of the regional TB clinic.

- Alexander Amelchenko (Belgorod, Regional TB Prevention Clinic), in cooperation with the Russian Red Cross, initiated the opening of three TB detection centers.

- Nina Souslonova (Cheboksary, Ministry of Health) established a medical center for HIV/TB prevention in Cheboksary.

- Viktoria Mosckalenko (Moscow, International Federation of Red Cross) trained her colleagues from the Russian Red Cross in TB prevention and treatment in Pskov, Belgorod, and the Khakassia Republic.

SO 4.2
Program: Managing Civil Society Organizations
Providers: SCISC (Saratov, Perm, Barnaul) and Partner Foundation (Vladivostok, Blagoveschensk, Tomsk)
Dates: June-August 2004

START/Russia conducted a series of in-country workshops throughout Russia for the leaders of civil society and non-governmental organizations. The participants were provided with an opportunity to gain up-to-date knowledge and practical skills in a broad variety of issues related to their organizations' activities, as well as review the legal and regulatory environment in Russia.

- Tatiana Antipina (Vladivostok, Youth Public Organizations "Volunteers") mentioned that training helped her to improve volunteer motivation. As a result, 14 new volunteers were recruited for the charitable event "Dream Ship" for an orphanage in Slavyanka village.

- The program inspired Igor Sakovich (Blagoveschensk, Center of Public Development "Amur-Batushka") to implement new strategies for the organization's sustainability by building a network of mini resource centers, marketing and fundraising agencies and local community centers for CSOs in Amurskaya Oblast and Jewish Autonomous Oblast.

- Nina Chinakova (Novosibirsk, Center for Economic and Business Education) established a partnership with the local government called the "Center for Economic and Business Education" - a panel of experts on government program for youth.

- The training inspired Alexey Krestianov (Novosibirsk, Siberia Media Center) and Olga Ryabinina (Novosibirsk, NGO "Soutyazhnik") to conduct a survey among Civil Society Organizations to learn the level of legal expertise available in Siberia. This survey, which covered about 1,000 CSOs, identified the existing needs in legal education and other areas. In addition, the survey helped to establish and develop new contacts with other local and international NGOs.

SO 4.2
Program: Advocacy for Public Interests
Provider: Polish American Advisory Agency
Date: June 2004

As a follow up to a series of successful programs in public interest advocacy in 2003, START/Russia arranged a two-week training intervention on public advocacy in Poland in May 2004 for 18 of the most active and experienced community leaders who participated in the earlier series of programs. The participants visited Polish CSOs and other institutions and learned the importance of developing a systematic approach to public interest advocacy, how to plan campaigns for their organizations, and how to create a wider collaborative network.

- Svetlana Rozhina (Perm, "Ecological Self Defense"), a local environmental activist, initiated an ecological protest regarding the illegal disposal of missile rocket waste in the Perm region (see more details in the Success Story attached). Ms. Rozhina also developed a public interest campaign on ecological issues and involved her colleagues from other nonprofit organizations as well as governmental officials.

- Galina Kuzmina (Krasnoyarsk, Forest Protection Center) used the training skills to educate first year students of the State Technological University. Together with the local public library and the NGO Forest, she conducted a seminar regarding the role of public organizations in the process of decision making in forest use.

SO 4.2 Intersectoral Collaboration on Community Development
Provider: Kent State University
Date: August 2004

START/Russia also carried out a US-based training program to equip participants with strategies for intersectoral collaboration in their local communities. The participants clarified the roles, responsibilities and motivation of various social actors; learned how to perform stakeholder analysis; and defined characteristics of potential partners for creating an effective model for community development. As a result of the TOT component, the participants developed a draft training agenda and would serve as trainers and experts in Russia.

- Mikhail Savva (Krasnodar, South Regional Resource Center, Grants Manager) used the training materials in his lectures at Kuban State University.

- Michael Kasimov (Perm, Chairman of Public Council) conducted seminars and lectures for the local administration and a group of retired activists. He also organized a larger group of 120 local retired people in the community and facilitated their contacts with a Common Wealth, an organization of retired people in Youngstown, Ohio.

- Currently, Alla Vinnik (St.Petersburg, Center for Cooperative Management) is preparing a seminar "The Interaction Among Government, NGO and Business" which will bring together 50

activists from all three sectors. The seminar will take place in November 2004 at the Russian Academy of Government Work of Russian Federation.

ATTACHMENT 3

SHORT SUMMARIES OF ARTICLES FROM RUSSIAN NEWSPAPERS AND THE INTERNET

Svetlana Rozhina
Advocacy for Public Interests
Perm Ecologists Against Lukoil

January 28, 2004
Periscope, Internet Newspaper
The article tells about a meeting in January 2004, between the governor of the Perm region and the Green Movement represented by four local ecological organizations. At the meeting, the three most urgent ecological issues of the region were addressed: construction of facilities for the recycling of missile waste products in the region; an ecological disaster in the village of Pavlovo; and the ecological problems in the Yugo-Kamsk settlement caused by Lukoil, one of the major Russian oil companies.

The following agreements were reached at the meeting:

1. The construction of waste recycling facilities will be continued, but the Governor would assist in providing a public ecological inquiry about the project after the construction is completed. If the examination proves that burning of missile solid fuel is dangerous, the governor will support alternative methods of recycling.
2. The governor recognized the situation in Pavlovo as acute. A joint trip of the governor and ecologists to Pavlovo is planned.
3. The governor promised to keep the water quality problems in Yugo-Kamsk under special control and would appoint his deputy to examine the situation.

(The full text of the article in Russian can be found at http://www.prpc.ru/periscop/20040128.shtml**.**

Oleg Sharipkov

Supporting Human Rights in Russia

US-Russian Contacts Evolve Into Fruitful Collaboration After A Human Rights Training In Chicago

The fifth conference of local communities' foundations was held in Tyumen in June. In addition to 12 members of the partnership, four new foundations as well as the Charity Aid Foundation (CAF) and the Ford Foundation were invited to participate. The Executive Director of the Tyumen Development Foundation, Vera Barova, was elected the Chairperson of the Partnership Coordination Council. Oleg Sharipkov, the Executive Director of the Penza Regional Public Charity Foundation "Civil Union" was elected Deputy Chairman of the Council. Following the Partnership's regulations on the Council activity Oleg Sharipkov will become its chairman next year.

N.B. Oleg Sharipkov and Vera Bakova have been participants of a number of USAID/START training interventions.

(The full text of the article in Russian can be found at http://www.sgcf.ru/one_n.php?no=18)

May 5, 2004, Lubimaya Gazeta ? 18

This article is an interview of Oleg Sharipkov, the chairman of "Civil Union", a Penza public charity foundation, by a reporter of "Lubimaya Gazeta," a local newspaper on May 5, 2004.

"Civil Union" arranges procurement, bidding and administers funding of projects of local non-government, non-political and non-religious organizations to solve acute regional problems in culture, education, sports, and social support. For the three years of its existence, the Union has funded more than 30 projects in the amount of more than 630,000 Rub. (approximately $22,000)

The latest Civil Union-organized project competition entitled Spring 2004, confirmed that the number of social and cultural projects was growing. According to Oleg Sharipkov, 48 projects competed for Foundation grants during Spring 2004, a 100% increase over last year. Many of the projects came from the districts and towns of the Penza Region as a result of the Union's growing contacts with NGOs and local administrations of the region. Prior to the projects competition, the Union conducted a series of trainings throughout the region for the NGO leaders and professionals of cultural, educational and social support organizations, at which the issues of procurement regulations, project priorities and appropriate execution of grant requests were discussed.

The Union Grant Award Committee consists of the local administration and representatives of business and public organizations, which conduct a comprehensive project evaluation through a transparent process. Six projects were nominated by the Committee as the winners of the Spring 2004 competition. The projects were aimed at supporting children, young people and socially vulnerable population. Oleg Sharipkov noted that the maximum amount of a grant is 30.000 Rubles (approximately $1,050). The grant funding comes from Union founders, corporate and private donations, the local administration, and a contribution made by a local factory.

(The full text of the article in Russian can be found at "Lubimaya Gazeta", Penza, May 5, 2004
http://www.r58.ru/smi/lg/penza/2004/18/1803.htm)

Oleg Belgorodsky
External Relations for Non-profits

Kazan' Business and NGO Professionals Make Social Investments

Afisha (electronic newspaper) October 5, 2004

Since 2002, philanthropy has become one of the tools used by the Russian business to create a positive image. Sponsorship has been also developing in Russia as a successful marketing tool to promote a company, its goods and services. According to Oleg Belgorodsky, the director of "Social Initiatives Foundation" established in 1993 with the purpose of promoting business – public partnerships, the market of philanthropy and sponsorship is growing in Russia and Tatarstan. Describing the advantages of philanthropy and sponsorship in comparison with traditional advertising, Oleg Belgorodsky mentions that traditional advertising costs are growing while its effectiveness is decreasing. He believes that social investments lead to the creation of a company positive image, and the number of publications in the mass media devoted to its activity increases. Regretfully, very few Tatarstan businesses are familiar with the positive experience of Western business in social investing. The article goes on to explain the difference between sponsorship and philanthropy based on RF legislation and provides names of the companies actively involved in the philanthropic and sponsorship activities in the region. The article also mentions the problem of creating a comfortable environment for businesses involved in philanthropy in the field of tax legislation.

(The full text in Russian is available at http://afisha.etatar.ru/news/view/13/8783)

Elena Vyunova
External Relations for Non-Profits

Far East Entrepreneurs are Involved with International Business Community

"All Media" (electronic newspaper), July 6, 2004

The Small and Medium Business Support and Development Center headed by Elena Vyunova, in partnership with the Yuzhno-Sakhalinsk administration are planning to open a Center of Public Access. According to Elena Vyunova the Center's clients will be retired, disabled, low income and unemployed citizens as well as entrepreneurs-beginners. The Center will provide consultations on benefits, old age pensions and allowances. In addition, trainings in Internet services will be provided. Elena Vyunova mentions that the services for socially vulnerable citizens, including computer services, will be granted for free, while other visitors will have to pay a fee.

(The full text in Russian is available at http://www.allmedia.ru/newsitem.asp?id=721003)

ATTACHMENT 4

Modern Tools and Techniques in Short-Term Training Programs 118 IC03 012 - 016

Provider: Financial House Educational Center (FH)
Trainer: Mr. Valery Dudarev

SO 4.2. Cross-cutting initiatives

TR Indicator:

Within two months of the program completion:

- at least 60% of participants will share their knowledge with their co-workers and/or professional networks

Monitoring Results:

80% as a median (72% minimum, 100% maximum)

TR Indicator:

Within six months of the program:

- at least 50% of participants will be delivering professional workshops, master classes, presentations

Monitoring Results:

65% in Khabarovsk, 80% in Tomsk, 72% in Nizhni Novgorod, and 65% in Novgorod Veliky

TR Indicator:

Within six months of the program:

- at least 80% will incorporate new tools, technologies and methodologies into their training programs

Monitoring Results:

80% in Khabarovsk and Tomsk, 72% in Nizhni Novgorod, 100% in Samara, 80% in Novgorod

Results by START indicators

City	Dates	**# pax**	# pax, who responded to provider monitoring survey two months after	# pax, who responded to AED survey six to seven month after	**1.1.** Number of US/Rus. contacts formalized	**1.2.** Number of US/Rus. informal contacts	**2.1.** Increased clientele (number of orgns with increased clientele)	**2.2.** Expanded range of services (number of new services)	**3.1.** Number of Russian organizations that adopt new models and practices	**3.2.** Number of policies and regulations developed or revised	**4.1.** Number of beneficiaries of training/ education campaigns	**4.2.** Number of publications/media products and presentations *(publications/presentations)*
Khabarovsk	August 6-10, 03	**20**	16 or 80%	7 or 35%	**4**	**0**	**4**	**9**	16 or 80%	**0**	**170**	**1/13**
Tomsk	August 27-31, 03	**20**	16 or 80%	12 or 60%	**3**	**1**	**6**	**14**	16 or 80%	**0**	**213**	**3/21**
Nizhny Novgorod	Sept 17-21, 03	**18**	13 or 72%	7 or 39%	**1**	**0**	**5**	**11**	12 or 67%	**0**	**200**	**2/19**
Samara	October 8-12, 03	**19**	19, or 100%	8 or 42%	**1**	**0**	**4**	**7**	16 or 100%	**0**	**207**	**2/23**
Novgorod-the-Great	October 22-26, 03	**20**	16 or 80%	2 or 10%[9]	**0**	**0**	**2**	**11**	16 or 80%	**0**	**215**	**0/19**
Total		**97**	**80**	**36**	**9**	**1**	**21**	**52**	**76**	**0**	**1005**	**8/95**

Methodology

[9] This was the lowest level of response ever.

Monitoring of the results was performed by the provider in accordance with the Training Request requirements two months after training completion (see sample reports in Attachment 1. Provider Monitoring Reports). The provider used an e-mail survey to obtain participant feedback. AED survey was performed six to seven month after the program, also electronically, plus select telephone calls were made for individual interviews.

SUMMARY OF LESSONS LEARNED

What we have learned from this series of programs?

The program was accepted with a great enthusiasm in almost all of the cities, as noted in AED's Semi-Annual Report, October-March 2004. The attitude was relatively more calm in Novgorod Veliky, although generally positive overall.

All the TR-specific indicators were successfully met and exceeded. The feedback received demonstrates that the program has filled an important need and upgraded or introduced training practices in over 70 organizations across Russia. Each trainee has shared the knowledge received with ten colleagues on average.

The absolute majority of the participants managed to adopt the approaches most appropriate to their programs and activities and adapt the tools best suited for local needs. Those participants without prior training experiences started weaving interactive tools and techniques into their instruction, e.g. into lectures at local universities. Two participants started new training organizations (Ms. Myshova/ Sarov, Ms. Bazhenova/ Khabarovsk), and one participant became an independent trainer (Ms. Stupina in Novosibirsk).

By numerous accounts, the training promoted the participants in their professional communities and enhanced their visibility as trainers: many of them started receiving more requests for event facilitation from other organizations.

- Most useful approaches

Almost unanimously, the participants placed the greatest value on practical examples, games and exercises, in contrast to the theoretical topics, which they felt could be cut. It became evident that the participants were generally unaware of the full scope of tools available to a trainer, as well as all the steps and stages in the training cycle that make for training ultimate effectiveness. For example, formulation of concrete objectives and expectations prior to the training in a written form of "technicheskoe zadanie" proved to be a new experience for a

significant number of participants in all the cities. They found this a valuable practice that they were eager to introduce into their work.

Quite surprisingly, the concept of needs assessment was apparently also missing from participant regular practices, as this topic appeared often on the list of the most useful topics. The participant workbook seems to be another practice that they liked a lot – they used such workbooks themselves during the training and found them very effective in making notes and following the pace of instruction.

- Ideas for future programs and gap areas

A significant number of the participants voiced a request for an advanced TOT training for the most successfully performing trainers from among those, who completed this program, and a specific training for trainers working with SMEs. Explicitly, they all would like to see Mr. Dudarev again as the trainer.

Mr. Balykov of Saratov oblast made a very interesting suggestion of a model training for trainers aimed at changing paradigms in cross-sectoral collaboration of NGOs, government entities, businesses and media. Such a program would be meant for further replication at various sites and locations. This idea points to an important gap area, which has been identified in this and earlier AED surveys and, in our view, could be given serious consideration as the need in viable models is pervasive across the country.

Some most typical needs coincide with the START current priorities and include change management and NGO networks facilitation. Other topics, which are currently not covered specifically by START, include project management, strategic planning, volunteer management and NGO financial management.

Findings: Khabarovsk

List of activities implemented or designed after the training

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in professional events**	**Needs/ comments**
1. Bazhenova, Svetlana The Far East Center Khabarovsk	All	NA	More clearly defined organizational goals and objectives; established a new organization "The Far East Center" two months after the training; signed a contact with the Far East Employment Department to train unemployed with regional budget funds. Became a member of the Institute for Sustainable Communities trainers team and obtained a grant from ISC.	(1) Training for unemployed people in Khabarovsk	Served as a trainer for Winrock International event on prevention of trafficking in women (25 pax); participated in the preparation and delivery of training for Khabarovsk social & psychological center (20).	• Coaching • Mentoring in business

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in professional events**	**Needs/ comments**
2. Duritsyna, Raissa Far East Association of Projects Management Blagoveschensk	All, but especially the structure of the training it-self.	NA	We adjusted our seminars, upgraded them to the training format, added interactivity and energizing exercises. We developed the workbook, based on Mr. Dudarev's model, for our trainees to take notes in a more efficient manner. It is hard to measure, but I know that my seminar-trainings became more interesting. A fellow trainee, Mr. Koniushok, invited us to get involved with entrepreneurship development in Amur oblast.	NA (We offer the same number of services, but they are of better quality now.)	Delivered seminar-trainings for several municipal administrations of Amur oblast (Zeya, Ivanovka, Novobureisk – over 70 pax). Wrote an article about training methodology for our "Soglasiye" Bulletin (www.daup-soglasie.ru).	• Accounting for NGOs • How to build NGOs financial sustainability • Development of scripts, games & cases for trainers The program we went through should be broken into blocks and delivered in a series of trainings, not a single event, to get even better quality.
3. Koniushok, Andrey Public Organization "Prognoz" Blagoveschensk	Development of training technical proposals jointly with clients; training plans; role games; theories of adult education	NA	Developed new training projects for business; established working contacts with other group participants; developed advanced trainings for SMEs and tripled the number of monthly programs (from one to three per month); the number of clients increased by 60%; financial results improved.	(1) Advanced trainings for SMEs	NA	• Specialized training for trainers working with SMEs

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in professional events**	**Needs/ comments**
4. Korobenko, Tatiana Non-commercial Organization "Zeleny Dom" Khabarovsk	Training as a business and a carrier	Psychological basis of training	We developed new programs jointly with ILO training center; prepared for publication methodological guidelines for trainers. The number of clients increased by 10%.	(2) Off-the-site training (“vyezdnoi”); mixed team training (with guest trainers invited).	Developed a Telemarketing training (14 pax) for Prognoz Center in Blagoveschensk based on the games we designed at Mr. Dudarev’s program. Spoke on the regional radio, DVTRK, about the training.	• How to market training services; • Client management and retention for training centers; • How to organize work of training center
5. Sakovic, Galina Non-commercial Organization "Amur-Batiushka" Blagoveschensk	Development of requests for training design (“tehnicheskoe zadanie”); needs assessment; script development; script presentation by teams; classification of games and exercises	Lectures	I upgraded my qualifications as a trainer which is a good thing for my organization. Added many new valuable components into the way we arrange training, including goals formulation and problem statement, needs assessment, etc.	NA	Presentation for staff.	• Training-of-trainers with a stronger focus on skills development and lesser – on lectures.

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in professional events**	**Needs/ comments**
6. Taran, Irina Far East Company "Electrosvyaz" Khabarovsk	All	NA	I developed and implement two new corporate training programs for my company's employees. I am also serving as a trainer for Winrock International ESD Project.	(2) Corporate training programs	Distributed materials among colleagues.	• Motivation; • Conflict management; • Management by goals; • Project mngt; • Professional sales (SPIN, ADAPT); • TOT; • Negotiations; • Strategic planning.
7. Urakova, Yulia Winrock International Khabarovsk	Specifics of adult education; educational methods; practical exercises and their discussion.	NA	The knowledge gained helped me in the development of methodological guidelines for trainers for the program "Broadening Economic Opportunities for Women." I conducted training for 15 students on efficient job search at the invitation of the Academy of Public Administration in Khabarovsk.	(1) Job search training	Presentation for colleagues.	• How to promote training methodologies into traditional education

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in professional events**	**Needs/ comments**
8. Efremenko, Valentina Public Organization "Sigma" Birobijan	All	NA	I engaged my staff into the design and implementation of organizational changes. Developed my own corporate business training course and successfully sold it on the market for the first time ever.	(1) Corporate training	Distributed training materials through the Intertraining e-network and made a presentation for staff.	NA
9. Karpenko, Svetlana Sakhalinskaya Initsiativa Yuzhno-Sakhalinsk	All, but practice most of all	NA	Started offering select training services on the market for the general public (PR, communications). Received a teamwork proposal from Alexandre Budnikov to spar on a number of projects in Khabarovsk.	(1) Paid training services	Held a discussion among peers at the meeting of Yuzhno-Sakhalinsk trainers. Forwarded materials to the Intertraining network.	• Effective approaches in fighting corruption

- Application of new models, practices and approaches (80% of the group)

16 respondents or 80% of the group apply new training tools, exercises and technologies in their organizations while developing new training products or upgrading the already existing ones.

- New policies, regulations developed (0)

NA

- Increased clientele (4) and new services (9) at participant organizations

At least four participant organizations increased their clientele as a result of the training (The Far East Center; Prognoz Public Organization; Zeleny Dom Public Organization; Sigma Public Organization) and nine developed and offered new types of training programs (see the New Services column in the Table above for description).

- Sharing new knowledge (65% of the group): presentations (13), publications (1)

13 participants which makes 81% of the respondents and 65% of the group presented new approaches and techniques to their colleagues at 13 seminars and staff meetings (over 170 participants in total). Three participants just shared training materials. Besides, several trainees e-mailed training materials to the interregional nonprofit trainers and consultants network, Intertraining.

Ms. Duritsyna wrote an article about training methodology for her electronic magazine "Soglasije."

- Networking (93%)

93% of the respondents have been keeping professional and personal contacts and over half of them discussed joint projects. For instance, Ms. Duritsyna was invited by Mr. Konyushok (both participants reside in Blagoveschensk, but only met each other in Khabarovsk at the training) to spar on business development projects in Amur region; Ms. Karpenko of Yuzhno-Sakhalinsk and Mr. Budnikov developed a proposal to arrange teamwork projects in Khabarovsk. The participants also shared with each other various methodological resources over e-mail, including guidelines on establishing and running an NGO, and one participant provided everybody access to her library.

- US-Russian contacts (formalized - 4, informal – 0)

Ms. Bazhenova obtained a grant from the Institute for Sustainable Communities in Khabarovsk. Mr. Konyushok became a partner of Winrock International on the Amur oblast portion of the "Far East Entrepreneurship Sustainable Development" Program. Ms. Korobenko is arranging small business trainings for Winrock International, and Ms. Taran serves as a trainer for the same activity.

- Training needs and gap areas

As listed in the table above, the majority of the participants requested more TOT learning events on more specific subjects like coaching, games and case studies, marketing of training, training center management, etc. One participant is interested in NGO management training, and one – in human resource management.

- Participant testimony

Bazhenova, Svetlana/Khabarovsk: "I would like to pass my special thanks to the trainer, Mr. Dudarev, for his professionalism, and to Ms. Mnatsakanova for her help and support with logistics."

Sakovic, Galina/Blagoveschensk: "The training was a major boost for my professional development. Main changes occurred inside me and in my conscience as a result of the training: I got ideas that I could not even think of before. The training helped me to figure out and realize some important aspects in my profession as a trainer."

Trushkin, Vladislav/ Ulan-Uday: "It was a highly skillful training."

As noted by Irina Isaeva, RFE RI coordinator who attended the event, this training was a long-awaited and demand-driven effort: "All the twenty trainees participated actively from the beginning till the end and I got a feeling that the group were unwilling to stop."

Findings: Tomsk

List of activities implemented or designed after the training

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in prof. events**	**Needs/ comments**
1. Gribacheva, Natalia Women's Crisis Center Irkutsk	Games and how to apply them	Lectures	Improved training programs; improved Center's reputation; attracted 80 new clients. Conducted two trainings on combining efforts in violence prevention for multiple stakeholders (over 300 pax in all events).	No	Conducted citywide presentations about modern training technologies for various audiences, including teachers, law enforcement, Central City Clinic staff. Spoke about the training on Local TV 12th Channel and published an article in the local newspaper.	• "How to make money" training for NGOs; • NGOs interaction with the authorities.
2. Griaznova, Elena Orphanage Tomsk	Motivation enhancing methods; training preparation and program design	NA	At the time of the training, I didn't have any serious trainer's experience – my participation in the training empowered me to design my own program for foster parents and deliver it. The result was not in the quantity of services, but in families better prepared to integrate a child.	(1) Training for foster parents	Shared materials.	• Structured family psychotherapy; • Monitoring children in foster care.

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in prof. events**	**Needs/ comments**
3. Kanarev, Sergey Public Organization "Young Journalists of Altay" Barnaul	Methods of education; video training technology	NA	My organization obtained the knowledge that it needed. At the request of the Altay kray Administration Youth Committee we conducted a series of seminars for instructors and students of local colleges. The number of our new clients is nearing 200. The Administration expressed gratitude to us for high quality seminars. Our reputation in the eye of local authorities has improved.	(1) Seminars for journalists	Engaged colleagues into work plan revision in the light of new knowledge and approaches.	NA
4. Kondinskaya, Yulia Siberia-AIDS-Aid Fund Tomsk	Concrete instruments of training	NA (“The training had such integrity, that there was nothing I’d like to take out.”)	The training helped me to realize my own mistakes and fix them. We redefined the way the work of our team of trainers is organized to prevent burn-out syndrome. We instilled new blocks and tools into all our seminars and trainings, as well as into the university classes (over 100 students). We assisted in building training capacity of NGOs in Tomsk oblast, Omsk, Novosibirsk, at their request.	NA (It was not our purpose. We aimed for qualitative changes in our existing services, not quantitative.)	Professional presentation for our team of trainers; volunteers training and TOT for partner organizations (four events for nearly 100 pax).	• Strategic planning; • Trainer burn-out prevention; • Fundraising; • Volunteer recruitment and management; • Social marketing; • NGO taxation and accounting.

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in prof. events**	**Needs/ comments**
5. Makeeva, Irina Center for Public Initiatives Development Omsk	Classification of training methods and tools; concrete exercises and their discussion.	Training impact evaluation (just couldn't apply it in practice).	We started working with new target groups – students, youth activists and those who are working with youth. The overall quality of our seminars improved. We got a new major client – the Municipal Department of Youth Policy, - which chose to purchase our training services. We delivered three seminars (60 pax) and are very proud, particularly, because training is not our main activity. At the invitation of an Omsk youth organization, ISEC, I served as a trainer at their workshop on the third sector and volunteerism in Omsk. Siberian Civic Initiatives Support Center contracted me as a co-trainer for a five-day advocacy campaigns program in Armenia.	(2) Youth and students training; custom-designed training for the municipal youth department.	Interactive presentation for staff. Published a brief article about the training in the newspaper of the Center for Public Initiatives, "Vestnik NKO."	• Statistical methods in training evaluation.

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in prof. events**	**Needs/ comments**
6. Okorokova, Nadezhda Foundation "Nanook" Perm	Forms and methods of training	Part of the theory that was not linked to the methodology	Our training programs became more streamlined, better organized, concise and well grounded as far as methodology. We became more creative and started using video materials. Introduced new programs on media-pedagogic adjusted to age specifics of children and teens (119 pax in total). Obtained three new institutional clients (high schools). The number of requests for our seminars increased and now we need to decide how to accommodate them.	(1) Programs on media pedagogic	Working on a monograph on media pedagogic where I introduce the tools I developed at the training.	• Media psychology and skills in working with media images.

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in prof. events**	**Needs/ comments**
7. Okhtiarkin, Evgueny Chelyabinsk Region Without Drugs Chelyabinsk	All elements, but most of all: training needs assessment, strategies to support and sustain post-training results; impact assessment.	NA	I encountered many new partners at the training - with several of them we design joint activities, e.g. with Yulia Kondinskaya of Siberia-AIDS-Aid Fund. I use intensively new training skills in my own programs. Cheliabinsk Oblast Youth Committee invited me to deliver a seven-module training for local public organizations (30 pax).	(1) Multi module training for CSOs	Presentation for staff	• Intersectoral collaboration (with the authorities and businesses); • Legislative initiative for CSOs; • How to raise funds from local/governme nt budgets; • NGO financial management.
8. Romanovskaya, Galina Charity Foundation "Novoe Razvitie" Tomsk	Needs assessment; how to deal with resistance; How to work with observers; how to solicit feedback; video training.	NA	We improved the technology of our training for start-up women-entrepreneurs; decided to use video technology in some of our trainings and already purchased the necessary equipment and recommended publications. Developed a new program, Active Methods of Instruction, for supplementary education teachers. Received a request for training (TOT) from the German Youth Organization.	(1) Active Methods of Instruction training	Presentation for staff; TOT training for Hobby Center members (10 pax); training for “Filippok” Parents Club (15 pax).	• Supervision training for technical specialists; • Management of social sphere organizations.

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in prof. events**	**Needs/ comments**
9. Salova, Oxana Far East State University/ Crisis Hot Line Vladivostok	Specifics of adult education; video training; materials about various training methods; roles distribution in trainers' team; methodologies (provided on a CD).	Measurement methods; everything about business	Developed new lectures with interactive elements. Won two training grants from the Institute of Sustainable Communities: one for students to strengthen civic initiatives and another for hot line consultants to raise their tolerance and quality of service. The above grants enabled us to implement new ideas and program approaches, and improve the overall financial status of the organization. Over a very short period of time we managed to teach the basics of training to a group of volunteers who now serve on a grant project of our partner NGO.	(2) Civic initiatives training for students; crisis hot line consultants training	Trained staff and volunteers.	• Seminars where we could develop joint projects for real practical implementation

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in prof. events**	**Needs/ comments**
10. Sigina, Anna Committee of Natural Resources of Krasnoyarski Krai Krasnoyarsk	Training technologies; how to conduct negotiations	Client search, client management	Skills obtained at the training enabled me to deliver two new trainings: one - on communication skills for the staff of Krasnoyarsky krai state forest service and another – for school teachers on the implementation of fire prevention educational program for children. Obtained 80 new clients from schools and colleges.	(2) Communication skills training for state forest service; training on fire prevention education among children.	Presentations, discussions with staff and partners, including a college and Youth Nature Conservation Station.	Forest service employees need training on the following two topics: • Change management; • Individual creativity development.
11. Stupina, Elena Independent Trainer – new job (formerly Society for Novosibirsk Development) Novosibirsk	Diagnostics of needs; pilot training development; group dynamics; analytical report; trainer professional development.	NA	I started working as an independent trainer and also continue to serve my organization as a free lance consultant. I also train other trainers and the number of my own services has increased considerably, as now I do training full time. I am getting a lot of requests for training on various topics and now develop my own needs diagnostics system and follow-up support. The number of clients increased by 60%.	(2) TOT training; leadership development training.	Consulted Charisma training company and Novosibirsk Employment Service. Trained beginner trainers for the former employer, Society for Novosibirsk Development.	• Diagnostics of needs in greater depth; • Group dynamics; • Follow-up support; • Coaching; • Mentoring.

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in prof. events**	**Needs/ comments**
12. Yukecheev, Viktor Institute of Media Development, Siberia Branch Novosibirsk	Criteria for the selection of best training techniques, games and exercises.	NA	Based on the new knowledge and skills, I developed the program and content of the Economic Journalism School – a new initiative of our Institute. Also used new methodologies while developing other educational events. Served as an expert at professional ethics discussions for the Mass Media Center (30 pax). Made a presentation for regional press publishers (16 pax).	(1) Economic Journalism School	Presented training approaches at the staff meeting.	• Application of social project approach in mass media – for media managers, NGOs and the authorities.

- Application of new models, practices and approaches (80% of the group)

All the 16 respondents or 80% of the group provided strong evidence of their application of training approaches.

- New policies, regulations developed (0)

This indicator appears to be not applicable to the program in question due to its narrow focus on trainer's technical expertise.

- Increased clientele (6) and new services (14) at participant organizations

By very conservative estimates, the following eight organizations increased their clientele as an effect of the training:

1. Women's Crisis Center/Irkutsk – 80 new clients from vulnerable groups;
2. Public Organization "Young Journalists of Altay"/ Barnaul – 200 new clients;
3. Siberia AIDS Aid Fund/ Tomsk – new clients from among Siberian NGOs willing assistance in training their trainers;

4. Center for Public Initiatives Development/ Omsk – started serving youth client group;
5. Nanook Foundation/ Perm – three high schools in the city;
6. Committee of Natural Resources of Krasnoyarski Krai/ Krasnoyarsk – 80 new clients from schools and colleges;
7. Ms. Stupina, independent trainer/ Novosibirsk – 60% increase in the number of clients;

In addition to the impact at the organizational level, many participants did also in fact increase the number of clients they serve as individual trainers/experts, as it can be seen from the number and the variety of the events they conducted at the request of public organizations and municipalities. The training helped them to raise their profile in local professional communities.

As documented in the Table above, over 14 new services have been developed at the participant organizations (see New Services column).

- Sharing new knowledge (80% of the group): presentations (21), publications/media products (3)

16 participants (100% of the respondents; 80% of the total group) shared the knowledge acquired with their co-workers and partners. They arranged over 21 presentations and seminars for 213 colleagues.

Ms. Gribacheva spoke about the training in an interview to the 12th Channel of the local TV and published an article in the local newspaper "Gorod." Ms. Makeeva published an article about TOT in the Center for Public Initiatives' newspaper "Vestnik NKO."

- Networking (87%)

87% of the participants have been maintaining professional and personal ties after the training. Below is a comment provided by Ms. Kondinskaya of Tomsk in this respect: "The training promoted closer ties among Russian organizations. I correspond with several fellow trainees and we have joined forces on several initiatives, e.g. "confidential mail service" in Barnaul, joint events and consultations with the legal clinic in Tomsk, exchange of information and print materials with Cheliabinsk, Ekaterinburg and Vladivostok."

- US-Russian contacts (formalized - 3, informal – 1)

Mr. Okhtyarkin – civic advocacy project with NDI Ekaterinburg office;
Ms. Romanovskaya – support to specialists working with children at risk to become social orphans within the framework of ARO project;
Ms. Sigina – Forest Project's grant "Establishment of an Information and Resource Center for Man Made Forest Fire Prevention;"

Ms. Gribacheva – joint seminars with Winrock International;

- Training needs and gap areas

An overview of training needs in this group confirms the right choice of current START topical priorities (e.g. management of CSOs and cross-sectoral collaboration). Other important general managerial needs include financial management considered under various angles - from NGO tax and accounting issues to revenue generation. Of those currently not addressed issues, the most important one appears to be strategic planning.

As far as professional trainers needs, the participants would like to consider in greater depth needs assessment, supervision, and follow-up support. Otherwise, the FH training seems to have successfully filled the most essential aspects in delivering training.

Ms. Kondinskaya came up with the following recommendation: in her view training events should be devoted to one theme for greater productivity ("A little bit about everything" approach doesn't work.")

- Participant testimony

Ms. Kondinskaya/ Tomsk: "NGOs staff lack opportunities to upgrade qualifications and access educational seminars, either in Russia or abroad, due to financial constraints. You provided us with such an opportunity - big thanks! Due to the training, I managed to see my own work not in pink light, but realistically, and change what I ought to change."

Ms. Romanovskaya/ Tomsk: "The program proved very timely and rich in content. Several months after the training, I remain deeply thankful to Mr. Dudarev. Not only he provided us with answers to the questions we had, but, most importantly, he raised new questions for further self-development and professional growth."

- General comments

Judging by the answers, prior to the training few participants had a systematic understanding or were familiar with the variety of concrete training instruments, tools and exercises available to the trainer. This was one of the biggest revelations of the survey. Training needs assessment also seemed to be a new practice for many.

Findings: Nizhni Novgorod

List of activities implemented or designed after the training

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in prof. events**	**Needs/ comments**
1. Balykov, Alexander Charity Foundation "Net Alcogolismu i Narkomanii" Khvalynsk/ Saratov oblast	Role games with videotaping	Not applicable	As a result of our participation in the training (note: two Foundation staff attended), we managed to improve the overall level of our HIV prevention project, which has a strong training component. Conducted a seminar-training for project team to reinforce positive attitude toward the vulnerable groups of teenagers they serve. Diversified the overall target group of the project, which brought an increase in the number of clients by 254 individuals.	(1) Positive attitudes training for HIV project team	Presentation at staff meeting and educational seminar on training approaches.	• A model training aimed at changing paradigms in cross-sectoral collaboration of NGOs, government entities, businesses and media (for replication at various sites).

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in prof. events**	**Needs/ comments**
2. Fomina, Irina Charity Foundation "Net Alcogolismu i Narkomanii" Khvalynsk/ Saratov oblast	Pilot games and exercises, overview of basic approaches, distribution of responsibilities in a team of trainers.	NA	We weave new ideas into work practices, designed and implemented a seminar-training "Efficient Communications in Donor Solicitation." This resulted in enhanced efficiency of our trainees in their fundraising efforts. The overall number of our trainings for city organizations has increased. We got over 200 new clients. The Central Clinic invited me to deliver a training on medical service quality improvement (30 pax).	(1) Efficient Communications in Donor Solicitation for Social Service Organization	I shared training approaches widely through individual consultations for colleagues in my organization.	• Organizational change management and promotion; • Psychological issues in business; • Expert assessment and decision making.

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in prof. events**	**Needs/ comments**
3. Bondareva, Galina Company "Analysis-Consulting-Service" Belgorod oblast	Development of requests for training design; group work; basic approaches in transforming lectures into practical workshops.	Everything was useful.	Our main focus is on securities and corporate management. Participation in the training has empowered us to improve our instruction on the above subjects and to raise the efficiency of the projects. We found a new partner – a local educational institution – to launch a new service. This will be a course on securities with elements of training. A number of Morozov Project business education centers invited us to share our expertise on the stock market. This will be a year-long educational initiative aimed for organizations, private individuals and students.	(1) Workshops on securities market with elements of training techniques	Internal seminar	• Corporate management; • Human resource management; • Power retention by top managers; • TOT.

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in prof. events**	**Needs/ comments**
4. Iosilevic, Elena Hospital # 50 Sarov, Nizhni Novgorod oblast	Training needs assessment; principles of selection of the most appropriate format, tools and methods of training; impact evaluation.	NA	We launched full-fledged training programs for mothers and teens in our Women's Health Center. Developed new trainings for volunteers on STD and AIDS prevention. The reputation of the Center has improved and we have an influx of clients as a result (a 20% increase). Served as a trainer for the "Leader" Psychology Center (15 pax); "Litoshka" school pupils literature group (20 pax); Sarov Medical College (28). During the START training I established contacts with likely-minded NGOs ("Net Alkogolizmu I Narkomanii"/ Saratov oblast; SANAM/Moscow, Analis-Consalting-Service/Stary Oskol).	(2) Trainings for teenagers - "Modern methods of contraception" and "STD prevention."	We had long and detailed discussions in our organization about what we can do differently and how to improve our training. The CD provided by Mr. Dudarev was very helpful.	• Time management.

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in prof. events**	**Needs/ comments**
5. Mikhailova, Anna Morozov Project Center Ryazan	Group work techniques; preparation and use of Workbooks, as well as other handouts.	Too much time was devoted to reflection analysis.	My professionalism in the preparation of seminars and training has improved. I used new skills in a corporate training on sales for jewelry chain stores. We updated our e-library with the materials recommended by the trainer. We launched individual practical trainings on the Internet use for adults. They include info search, i.e. legal information system "Garant", and on-line completion of tax forms. The number of clients increased, but it's hard for me to say how much. I prepared a list of readings for our Center's trainees, where I also included the materials recommended by Mr. Dudarev.	(1) Individual practical training on Internet skills for adults.	Presentation at staff meeting. Shared CD materials with colleagues from Ryazan.	• Constructive negotiations skills; • Active sales; • Conflict management; • Corporate culture; • Business etiquette and office culture.

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in prof. events**	**Needs/ comments**
6. Vokhmin, Eduard New job: Program Coordinator, Center for Social and Labor Rights Moscow	TOT specifics; methods of teaching; trainer personal development; goal setting; teamwork.	Measurement scales; test about computers.	Through sharing what I learned with my colleagues, I promoted them as trainers. It made it easier for us to expand the scope of our educational services for unions and NGOs in an effective manner. We do have already more clients than we can serve, so the issue for us is – where to find the missing resources. I served as a trainer/consultant at a great number of events for over seven organizations, including Transatlantic Partners Against AIDS, American Bar Association and local unions.	(2) Advanced seminars for union educators; consultations for NGOs on the development of own training programs.	Series of presentations for colleagues; TOT for practicing trainers from unions (16 pax from 12 orgns from 9 regions); upgraded our existing programs in line with the new knowledge.	• Follow-up/advanced TOT program for practicing trainers; • Project management.
7. Zonis, Marina Institute of Marketing RIMA St. Petersburg	Structured group exercises and how to evaluate their results; development of requests for training design (“tehnicheskoe zadanie”); training planning and implementation	Some exercises	I use with great pleasure elements of training in my own coursework on marketing and management, but could not promote much at the organizational level, as our leadership is not supportive. Delivered seminars on business communications for post office managers, marketing centers directors and sales managers in Novgorod Veliky, and alumni Club RIMA.	No	Seminar for colleagues.	No

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in prof. events**	**Needs/ comments**
8. Tretiakova, Lioudmila Center for Entrepreneurship Support "Profit" Omsk	Systematization of skills and approaches.	NA	I conducted a master-class on adult education at the Siberian Festival of Adult Education for delegates from 11 cities, plus Uzbekistan and Kyrgyzstan. Delivered a seminar on interactive methods in professional education for faculty and methodologists of Omsk colleges. The information provided at the training also helps me as a manager in solving everyday problems in my organization.	(1) Master-class on adult education	Seminar for colleagues and master class.	NA
9. Anufrieva, Alla “Sluzheniye” NGO Resource Center Nizhni Novgorod	All	NA	I harmonized the format and the content of the Center’s programs. I used the new skills while developing and delivering the following seminars: NGO/business collaboration for CAF/Moscow, PR for NGOs for Social Workers Advanced Education Department/Nizhni Novgorod. Training materials have been made available to the public through our library.	NA	Seminar for colleagues and presentation at staff meeting.	NA

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in prof. events**	**Needs/ comments**
10. Alekseenko, Elena Institute of election system development Moscow	All the content was useful.	NA	I upgraded our existing program on Lobbying of Public Initiatives at Regional and Local Levels. I revised role distribution with my co-trainer for greater efficiency. I served as a co-trainer at the SCISC regional seminar on civic advocacy. I also use new skills in the development of new projects for my organization, for example, a series of seminars in collaboration with SME Association in Novgorod Veliky, and seminars for Uzbek NGOs in collaboration with Counterpart Foundation.	(2) Seminars for SME Association in Novgorod Veliky; seminars for Uzbek NGOs	Presentation at staff meeting	• Follow-up training for most advanced trainers from all the five cities/programs

- Application of new models, practices and approaches (72% of the group)

All the 13 respondents (72% of the group) have been actively applying the new knowledge in their own training practices and all but one managed to make use of them in their organizations (12 organizations). Only one participant - Zonis, Marina in St. Petersburg – was not able to do much at the organizational level due to prohibitive attitude of the top management.

- New policies, regulations developed (0)

No new policies.

- Increased clientele (5) and new services (11) at participant organizations

At least five organizations increased the number of clients as a result of the training (Charity Foundation "Net Alcogolismu i Narkomanii”/ Saratov oblast, Company "Analysis-Consulting-Service"/ Belgorod oblast, Hospital # 50 Sarov, Nizhni Novgorod oblast, Morozov Project Center/ Ryazan, Center for Social and Labor Rights/ Moscow). 11 new services were reported in aggregate as listed in the table above (see the New Services column).

- Sharing new knowledge (72% of the total group): presentations (19), publications/media products (2)

13 or 100% of the respondents and 72% of the group shared their skills and knowledge at their workplaces. They delivered over 19 presentations and TOT seminars for over 215 colleagues.

Mr. Kanakov gave an interview for local media outlets and wrote an article for “Birzha Plus Kariera” newspaper.

- Networking (92% of the respondents)

12 or 92% of the respondents have been maintaining professional and personal ties after the training. Below is a comment provided by Ms. Alexeenko of Moscow:

“The contacts made at the training have strong chances to grow not only into fruitful collaboration across regions, but also into personal friendships. My most active partners are Eduard Vokhmin and Svetlana Okan in Moscow, Valery Shvechkov in Penza, Alla Anufrieva and Alexandre Kanakov in Nizhni Novgorod. We consult with each other and exchange professional materials.”

- US-Russian contacts (formalized - 1, informal – 0)

Mr. Balykov signed an agreement with PSI Foundation to implement a program on HIV, STD and hepatitis prevention among vulnerable groups and orphanage inmates starting January 2004.

Ms. Bondareva reacted to the question about US contacts in the following way: “I would like to ask for your advice and assistance in identifying opportunities for such contacts, if this is not a secret. I would very much welcome contacts with US organizations, but I don’t know how to go about it.”

- Training needs and gap areas

Several participants in this group (Eduard Vokhmin, Elena Alexeenko) advocated strongly for a follow-up training for select trainees from all the five cities/programs who at the most advanced level as training professionals. This recommendation was included in AED Semi-Annual Report, April – September 2003, page 16).

An interesting idea in view of the current Mission's training agenda was proposed by Mr. Balykov who suggested a model program for trainers on inter-sectoral collaboration that could be replicated in various locations.

- Participant testimony

Ms. Tretiakova, Lioudmila/ Omsk: "Valery Viktorovich is to me The Teacher in capital letters."

Ms. Iosilevic, Elena/ Nizhni Novgorod Oblast: "Mr. Dudarev is a truly charismatic person!!! I now feel it easier to hold the attention of large groups of people. I am more careful about preparing my classes, verifying every word, simulating every part of the session in advance, and include psycho techniques. I got a strong desire to work further on my presentation skills and excel in my public presentations. I am in the pipeline for the leadership team of the clinic and I used to experience terrible fear when facing a necessity to manage people. Now I am free of such fear. This is all thanks to the training."

Mr. Vokhmin, Eduard/ Moscow: "Several month after the training, it is still working inside me. Not that I stopped questioning myself if I am a good trainer, but such questioning doesn't limit my creativity now. Notably, the impact is not only in the training and managerial spheres, but also in changes in the organization and in relationships with our numerous partners."

Ms. Anufrieva, Alla/ Nizhni Novgorod: "The training was to me the brightest event of the fall season; it provided me with the skills and knowledge that I can apply right away, now and here."

Ms. Alexeenko, Elena/ Moscow: "It would not be an exaggeration to say that the training in Nizhni has played an extremely important role both in my professional growth and in my personal development."

- General comments

By numerous accounts, the event in Nizhni wasn't simply a training that generated valuable, tangible outcomes – it also had an exceptional human dimension that provoked a great deal of emotional reactions and inspirations among the participants.

Findings: Samara

List of activities implemented or designed after the training

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in professional events**	**Needs/ comments**
1. Arsenikhin, Anatoly NGO "Open Alternative" Togliatti	Training as business and carrier.	NA	I became more efficient as a professional manager whose responsibilities involve training others. I use new tools and methods in our instruction sessions for volunteers, moderated discussions, the youth club and other public events. We broadened the scope of our training topics and now serve approximately 15-20% more clients. I also changed our approaches to personnel selection and now use the techniques I have received at the training. I served as a moderator at two round-table discussions in the local NGO community (40 pax). Togliatti Public Foundation invited me as an expert for its Advisory Council.	(1) Training component within a new municipal/public policy project.	Seminar for staff and partners.	• Interactive methods of education for volunteers.

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in professional events**	**Needs/ comments**
2. Arsenikhina, Natalia NGO "Open Alternative" Togliatti	Training needs assessment; how to recognize emotions exercise; training as business and carrier.	NA	We became more efficient through improving our training programs and diversifying our training portfolio. Moderated several round-table discussions jointly with Anatoly.	See above	See above	• Interactive methods of education for volunteers; • Management of large budget projects.
3. Syan-Belgina, Nadejda "Open Alternative" Togliatti	How to recognize emotions exercise.	NA	See above.	See above	See above	• Organizing activities of network-based NGOs: leadership development.

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in professional events**	**Needs/ comments**
4. Bessarabova, Elena Center for Public Initiatives "Alter Vita" Stavropol	How to perform a pilot training; selection of best techniques for a training.	Needs assessment (I only do human rights training, so I don't really need this.)	I improved my training programs - as a result more people became interested in our cause and we were able to arrange more public actions with greater efficiency. We are getting more proposals for partnership from other organizations and local media demonstrate a stronger interest in what we do. We added new topics on the menu of our training services, which are now targeted not only to children and youth, but adults as well (a 30% client increase). The overall number of our trainings has also increased. I served as a facilitator at an Amnesty International Moscow-based training to fight violence against women (30 pax). Delivered a human rights training for students of social work department at North Caucasus State University (20 pax) and a training on teaching human rights for school pupils – for rural librarians attending advanced education courses (30 pax) in Stavropolsky krai. I am developing guidelines on using literature examples in human rights training.	(1) Training on human rights for adults.	Made a presentation for regional children's library staff.	• Personal development workshops; • Art of social communication • Neuro linguistic programming; • Implicit mechanisms to influence people; • Tough negotiations; • Public speaking skills.

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in professional events**	**Needs/ comments**
5. Lagutina, Irina New job: Instructor, Department of Socialization and Individuality Development, Stavropol State Pedagogic University (Formerly: Center for Public Initiatives "Alter Vita") Stavropol	Principles of adult education; games and exercises; group dynamics and how to deal with group resistance; development of requests for training design (tehnicheskoe zadanie); use of video in training.	NA	Developed trainings for Stavropol school teachers and a human rights training for youth and teens. Use a variety of new training techniques in the youth leadership program for the local Municipal Education Center. Started working on a domestic violence prevention program which will enable us to provide education services for multiple target groups, including students, government employees, domestic violence victims, etc. Due to the technologies provided at the training we managed to recruit more volunteers to assist our staff with various tasks.	(2) Trainings for local teachers; human rights training for youth.	(2) Seminars on interactive methods of education for Stavropol school teachers.	• Staff and volunteer motivation; • Change management; • Methods of strengthening organizations.
6. Zhukova, Yulia Laboratory of System Consulting Samara	Needs assessment; how to recognize emotions exercise.	NA	We diversified the range of training topics for vulnerable groups and gained an approximately 20% client increase. Our reputation among NGOs in Samara and the region has improved.	(2) Programs on two new topics for vulnerable groups.	Presentation at staff meeting.	• How to deal with stress situations in NGO settings; • Psychological climate in teams.

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in professional events**	**Needs/ comments**
7. Magnitskaya, Lidia Society for Children's Support Volgograd	Reflection analysis; impact assessment.	NA	Served as a trainer/consultant for Volzhsky Public Foundation “Children At Risk” which invited me to organize the work of volunteers at the fundraising event. I intend to invite my colleagues from Samara to train our community on the establishment of boards.	No	Presentation at staff meeting.	NA
8. Chaparina, Svetlana Training Center "Business Volga" Togliatti	Practice sessions	Lectures	I apply every piece of the new knowledge. The number of our seminars has increased, but it’s hard to say if it is attributable only to the training. The number of clients increased by 100 persons.	No	Presentation and seminar for colleagues	• TOT (on a regular basis once a year); • General management.

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in professional events**	**Needs/ comments**
9. Ivanova, Renata Cheboksarskiy Cooperative Institute Cheboksary	All	NA	I developed my own training program for the Institute staff, which is a new practice for me. In doing this I used extensively the knowledge gained at the training and also benefit from Mr. Dudarev's ongoing consultations via e-mail. My ambition is to promote training tools and technologies into the Institute's regular work practices, which are currently based on traditional methods of instruction.	(1) TOT program for staff	Discussions with colleagues.	• More networking opportunities for likely-minded individuals from various regions.

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in professional events**	**Needs/ comments**
10. Mal'shin, Yuri Samara Regional Administration Samara	Participant workbook; end-of-the-day surveys; video taping.	NA	The issue was very topical to me because one week after the training I was to start my own series of seminars for region's health administrators at Samara Medical University. Following Mr. Dudarev's example, I developed a workbook, an end-of-the-day survey and a multimedia presentation. I also recorded training materials at a CD for ease of reference. One of my sessions was devoted specifically to training tools and techniques, as most of my students are also trainers or tutors for their staff. Our students noted right away the difference between traditional forms of instruction and my newly developed interactive approach. Jointly with our Department Chair I write an article for an academic magazine where I am featuring several examples from Mr. Dudarev's course.	(1) new format seminars at the University	Presentation for faculty; TOT seminar for health administrators.	NA

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in professional events**	**Needs/ comments**
11. Rozhdestvin, Alexandre Non-Commercial Organization "Memorial" Orenburg	Practical tools	NA	Within the framework of the federal electoral rights campaign we trained 100 observers for the Duma elections for Yabloko and Partia Truda.	NA	Presentation and seminar for staff	NA
12. Klenova, Elena Samara Youth Union Samara	Structured role game 'Sugar Tower'	NA	Added role games into the program of our master classes for trainers. All the materials came in very handy - I use them every day.	NA	Conducted a seminar for staff and placed training materials in our library	• Repeat the TOT program for all participants from different regions to solidify the impact.

- Application of new models, practices and approaches (19 participants, or 100% of the group, representing 16 organizations in total[10])

The geography of this training turned out to be very broad – almost two thirds of the participants do not reside in Samara, but came from various cities in Central Russia, including Orenburg, Cheboksary, Togliatti, Penza, etc. All the 19 participants provided their feedback and demonstrated evidence of their use of training tools and technologies. With the help of the program, many participants gained a greater recognition as trainers and were invited on numerous occasions to serve as facilitators or moderators at various public events, i.e. in locations outside of their own community (Mr. Arsenikhin and Ms. Arsenikhina, Ms. Bessarabova, Ms. Lagutina, Ms. Magnitskaya and others).

[10] There were several participants representing the same organizations, that is why the number of organizations is smaller than the number of trainees.

- New policies, regulations developed (0)

No new policies.

- Increased clientele (4) and new services (7) at participant organizations

Four organizations increased their clientele due to their enhanced capacity to design and implement training events: Open Alternative/Togliatti, Alter Vita Center for Public Initiatives/ Stavropol, Laboratory of System Consulting/Samara, and Business Volga Training Center/Togliatti.

Seven new services were reported in aggregate as listed in the table above (see the New Services column).

- Sharing new knowledge (89% of the group): presentations (23), publications/media products (2)

17 participants or 89% of the respondents and the total group delivered 23 presentations to their staff and colleagues (over 207 participants in total), including seven seminars to teach training techniques to various professional constituencies, including school teachers, university faculty and volunteers.

Mr. Kanakov gave an interview for local media outlets and wrote an article for "Birzha Plus Kariera" newspaper. Mr. Arsenikhin published an article about training techniques in the local newspaper, "Togliatti News," in November 2003.

- Networking (95% of the respondents)

18 or 95% or the respondents remain in contact after the training. As an example, Mr. Mal'shin established cooperation with several trainees on the introduction of quality management systems into public education and health care. Ms. Chaparina invited another training participant Ms. Klenova to partake in a seminar for children and youth organizations of Samara oblast. She also received an individual consultation from the trainer while on a business trip in Moscow.

- US-Russian contacts (formalized - 1, informal – 0)

Mr. Arsenikhin attends IATP Center programs that helped him create a web site for the organization (http://openalt.iatp.ru).

- Training needs and gap areas

The majority of the participants placed the greatest value on practical sessions and exercises. Many felt there was too much theory, so that they would have preferred part of that time was devoted to practical sessions. At least three participants suggested a similar program is repeated to provide a platform for skill improvement and cross-regional networking.

Mr. Shvechkov of Penza indicated of a strong market demand for quality management training among the Business Education Center/Morozov project partners and constituents across Povolzhie region. According to him, there is a purchasing capacity for training services in the region, so the trainers of Mr. Dudarev's level are very welcome.

- Participant testimony

As in the previous programs, the participants in Samara showed a great deal of enthusiasm and admiration.

Ms. Lagutina/ Stavropol: "I received a wealth of useful skills, which are important in my work, and a wealth of new ideas for future implementation in my public organization. The training was performed at the highest professional level, not to mention Mr. Dudarev's phenomenal professional capabilities. As far as further training needs, the only - impossible - wish that I have is the following: whatever the topic, let Mr. Dudarev Valery Viktorovich be the trainer."

Ms. Magnitskaya/ Volgograd: "I am very grateful to Mr. Dudarev for his individual approach to each trainee. He is unique in being able to talk to every participant as if he/she is the most important person to him."

Ms. Klenova/ Samara: "The training helped me to upgrade my professional level – not only the skill, but also my attitude, my outlook on the profession have changed. With time passing by, the impact gets only stronger. The trainer has set to us very high professional standards."

Findings: Novgorod Veliky

List of activities implemented or designed after the training

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in professional events**	**Needs/ comments**
1. Fisher, Lioudmila Educational Department of Parfino Parfino, Novgorodskaya oblast	NA	NA	I apply the knowledge received in the following way: getting a better sense of the scope of techniques available, I have a greater freedom in choosing those that are most appropriate. For example, I conducted region-wide business games on economic issues for students from various educational institutions using the format that was most suited for the objectives set.	(1) Business games on economic issues for students	Presentation for staff	NA

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in professional events**	**Needs/ comments**
2. Vishnevsky, Konstantin Center for Public Initiatives "Alter Vita" Stavropol	How to select best training format, techniques and tools; reflection analysis; action planning for training service improvement.	Adult education concepts.	Myself and two other staff members attended such a program, which enabled us to start three new trainings for clients and one – for staff. The reputation of the Center keeps improving right before our eyes and the organization gets stronger due to an influx of new interested people. Launched an interactive Good Citizen Academy and Tolerance Promotion Ground for high schoolers – both in cooperation with Stavropol Kray youth libraries (300 new clients). Our participants established three youth associations. A crisis center for violence victims is under preparation. Signed an agreement to deliver training for North Caucasus Technical University, Social Sciences University, Stavropol Agriculture University and local Ombudsman office (to train ombudsman assistants in local towns and villages). Our cooperation with other trainees has been also very productive. Ms. Lyssova	(2) “Sunday NGO School” program for staff; Good Citizen Academy [Three more new training/services of the Center are reported in Samara Section above – see Bessarabova, Lagutina.)	Presentation and seminar for staff.	• TOT or advanced education for trainers in Stavropol and North Caucasus republics; • NGO strategic planning and development; • Management of social and economic development projects; • Client relations and team building; • Fundraising; • NGO networks development.

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in professional events**	**Needs/ comments**
3. Lyssova, Ekaterina Institute for Press Development Moscow	Impact evaluation; feedback solicitation methods.	NA	I became more confident as a trainer getting a better sense of the trainer's role and responsibilities. Started using new approaches, including impact assessment and feedback solicitation. Reached agreement with two participants to serve as my seminars local coordinators.	NA	Presentation at staff meeting and discussion of training concepts.	• Advanced TOT course.
4. Streknev, Maxim National Democratic Institute (NDI) Moscow	Overview of the training cycle and its components; games; psycho techniques; practice sessions.	NA	I made a lot of various improvements in our work based on what I had learned. Prepared a first draft of the TOT training for political parties.	NA	Presentation at staff meeting	• How to assess training effectiveness in an objective manner.
5. Nikitina, Elena Institute of Urban Economics Moscow	All	NA	Not having any previous trainer experience, I designed and implemented a two-day seminar for our new project's team where we examined the most important issues of the project in an interactive format. I mastered the role of a moderator in small group work and managed to arrange a good feedback relationship.	(1) Two day seminar for the new project's team.	Presentation for staff and seminar	NA

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in professional events**	**Needs/ comments**
6. Sharifullina, Rima “Peterburgskaya Egida” Social Welfare Society St. Petersburg	Principles in adult education; goal setting and preparation of requests for training design (“tehnichesko e zadanie”).	NA	Revised my practices in seminars preparation and delivery: started writing “tehnicheskoe zadanie” prior to the training and selecting most appropriate techniques for each program. Developed two new trainings on negotiations and communication skills – one for union activists and one for staff.	(2) Seminar-training for union activists “Learning to Conduct Negotiations”; client communication training for staff.	Presentation at staff meeting	NA
7. Demkiv-Naumchenko, Anastasia Novgorod oblast Legal Department under the Supreme Court of the RF Novgorod Veliky	All	NA	Jointly with IREX-Media I develop a regional seminar-training on journalists and media outlets relations. This is a topical issue for our region due to conflicting trends currently taking place in our judiciary: on the one hand, it tries to enhance transparency, on the other hand, it tends to limit access to information.	(1) Regional seminar-training for journalists	Shared materials with colleagues.	• TOT

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in professional events**	**Needs/ comments**
8. Petchenko, Valentina National Democratic Institute (NDI) Moscow	Program design; statement of purpose formulation; problem and task definition; participant workbooks;	NA	Developed and implemented a multi module program to train monitors for the State Duma 2003 elections. The first module was a TOT training for those participants who will train the observers. The second module was mostly devoted to the content and specifics of monitoring elections, and a tentative training schedule with a break up by topics (completed five programs – two in Ekaterinburg, one in Saratov, Samara and Astrakhan). Performed an internal training for employees on how to arrange and deliver events at NDI.	(1) Multi-module training for election monitors	Presentation at staff meeting and training for colleagues.	NA
9. Lesin, Alexandre Human Rights School Ryazan	All	NA	Designed a seminar for school teachers, "Putting together educational programs on human rights for children and youth."	(1) Seminar for teachers	Presentation for staff	• Organizational development; • Teambuilding.

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in professional events**	**Needs/ comments**
10. Romanova, Nadejda SANAM STD Prevention Association Moscow	NA	NA	Developed trainings for commercial sex workers on several topics using select techniques introduced at the training.	(1) Series of trainings for commercial sex workers	Presentation and seminar for staff	• Motivation of target groups techniques
11. Matuschak, Elena “Istok” City Public Organization Novgorod oblast	Applied theory; practice sessions	NA	Under the development is a new project on orphans adaptation which has trainings and consultations as a core component. Designed a new format class on social policy for the local university with a stronger focus on interactive approaches.	(1) Interactive social policy class for university students.	Involved colleagues into the elaboration of new activities.	• Communication and personal development for orphans graduating from institutions
12. Semenova, Nadejda Center for Children’s Medical and Social Supervision Novgorod Veliky	Interactive approaches in small group work	NA	Improved approaches in working with young professionals hired by the Center. Added interactivity and small group work into our Healthy Lifestyle School for teens. Was thinking about developing paid trainings for businesses, but dropped this idea for lack of time.	NA	Presentation and seminar for staff	NA

Participant name	**Most useful parts of training**	**Less useful parts of training**	**Activities/results**	**New services**	**Dissemination/ participation in professional events**	**Needs/ comments**
13. Myshova, Natalia Center for Social Support Sarov, Nizhegorodskaya oblast	All	NA	After the training I realized I do know enough to work independently and am capable enough to start my own business. In February 2004 I registered a Training Center which will be offering three major types of services: consultations on child – parent relations; organizational psychology for businesses and personal development trainings. It took us a lot of time to find a suitable office, which is now under renovation. Renovation completed, we are going to sell our services on the market.	NA	Presentation for staff	• Marketing of psychological and training services

- Application of new models, practices and approaches (16 participants, or 80% of the group, representing 16 organizations in total)

There were only seven participants to the training from Novgorod and nearby locations – the majority came from other cities, including Moscow (7) and St. Petersburg (2). By the feedback provided, the training benefited mainly those participants who reside outside of Novgorod and the area. By contrast to other regions, the demand for training in Novgorod appears to be relatively lower, or, supposedly, there are alternative training providers out there that have been filling in the existing demand.

In terms of the application of new knowledge, those participants who have been teaching at universities, designed and added interactive sessions into their classes which used to be delivered in a traditional lecture format. Other participants who have been already practicing training techniques upgraded their programs with new tools and methods. It became clear from the answers provided that many of the

participants were not really aware of the variety of tools available to a trainer, so the program was a breakthrough and a next step up on the professional ladder.

- New policies, regulations developed (0)

There were no results reported on this indicator.

- Increased clientele (2) and new services (11) at participant organizations

Increased clientele was reported in two organizations - Center for Public Initiatives "Alter Vita" in Stavropol (over 300 youth attending Good Citizen Academy and Tolerance Project) and Novgorod oblast Legal Department under the Supreme Court of the RF (journalists engaged in the discussion of transparency in the judiciary issues). Other organizations focused on the improvement of services for their already existing clients.

11 new training related services targeted extremely diverse audiences including students and youth, union activists, journalists, election monitors, school teachers, and commercial sex workers.

- Sharing new knowledge (65% of the group): presentations (19), publications/media products (0)

13 participants or 81% of the respondents and 65% of the total group delivered 19 presentations and seminars for colleagues (over 215 participants in total). There was no publications reported.

- Networking (81% of the respondents)

13 participants or 81% of the respondents have been maintaining connections after the training.

- US-Russian contacts (formalized – 0; informal – 0)

No new contacts reported.

- Training needs and gap areas

Similarly to all the other groups, the repeated request here was for another training-of-trainers, particularly in the South of Russia.

Mr. Vishnevsky/ Stavropol: “We experience an enormous shortage of qualified trainers in Stavropol and the North Caucasus, that is why the need in TOT training is considerable. Since the North Caucasus NGO Resource Center discontinued its activity, we also need seminars or trainings on a range of NGO management subjects like planning and strategic development, management of socio-economic development programs, client work, teambuilding, fundraising, NGO network development and many other.”

Mr. Streknev/Moscow: “I still could not get a clear answer to my lingering question about how to asses training efficiency in an objective, impartial way and if it was possible at all.”

- Participant testimony

Mr. Streknev/ Moscow: “I would like to note particularly Mr. Dudarev’s high level of professionalism which enabled him to deliver the program in a systematic and logical manner, despite trainees heterogeneity, diversity of individual objectives and accumulated fatigue.”

Ms. Petchenko/Moscow: “Big thanks for a quality program and high level of professionalism of the trainer.”

Ms. Sharifullina/ St. Petersburg: “I am not a professional educator or trainer, but I have to teach adults as part of my job as a lawyer. The training influenced profoundly my perceptions of adult education. After completing this course, I am more careful about preparing my seminars, drafting requests for training design, and setting goals. While preparing seminars for unions activists, it was for the first time that I put together goals, objectives and intended results, which made it easier for me to design the program itself. The training has also systematized my knowledge about the choice of training techniques, and the role of the trainer. All in all, I got more conscious about adult education specifics.”

Ms. Demkiv-Naumchenko/ Novgorod Veliky: “ The training was very helpful both in a professional and personal sense. I learned a lot of new things and acquired many professional contacts, which will be helpful in our future activities. Big thanks and a deep bow to The Teacher [in capital letters], Mr. Dudarev. He is outstanding and open to all the emerging questions.”

ATTACHMENTS

Financial House Education Center Monitoring Reports

MONITORING RESULTS REPORT

of the training program

"Modern Tools and Techniques In Short-Term Training Programs"

The training took place in N. Novgorod, Russia
(September 17–21, 2003)

Number of training participants – 18
Number of filled out monitoring questionnaires – 13

Monitoring was being carried out from November 3rd until November 21st, 2003.

MONITORING OBJECTIVE

To determine, whether the results of the training were accomplished according to the following outcome planned: At least 60% of the participants will share the knowledge with their colleagues at work and/or within their professional communication.

MONITORING METHODS

1. Drawing up a questionnaire
2. Questioning training seminar participants and gathering the information
3. Processing the questioning results
4. Work out the monitoring results report of the questioning done and its delivery to the Academy

MONITORING RESULTS:

(based on questionnaire points)

1. Do you communicate and keep your business connections with other participants of the program?

- Constantly –3 (23%)
- Periodically – 9 (69%)
- No – 1 (8%)

2. Do you keep your personal connections and contacts with other participants of the program?

- I do – 12 (92%)
- I do not – 1 (8%)

3. Did you share your new knowledge and the information received at the training with your colleagues, partners, and/or employees?

I have **distributed** the training materials to my colleagues	**10**
I have **presented** a report at the meeting	**12**
I have **conducted** a training seminar	**9**
I have **involved** my colleagues into working out a plan of organizational change-making	**7**
I have **published** an article about the training seminar in the local mass-media	**2**
other	**5**

As an example, some of the participants have answered:
Shvechkov Valery «three trainings with use of materials and the knowledge received at a seminar are carried out».
Vohmin Edward " Has made essential changes to programs of preparation of the trade-union trainers, carried out for 12 organizations (the all-Russian trade unions and the regional legal centers) "

4. Did you discuss the possibilities of conducting joint projects with other participants of the program?

- Yes – 15 (93 %)
- No – 0 (0 %)
- Other – 1 (7 %)

CONCLUSIONS

1) 92 % of participants keep business contacts and conduct professional communication with other training's participants;
2) 92 % of participants keep personal contacts and ties with other participants of the program;
3) 100% of the participants in either form have exchanged and shared their new knowledge and the information received at the training with their colleagues, partners and/or employees;
4) 77 % of the participants have discussed joint projects.

A. MONITORING RESULTS REPORT

of the training program

"Modern Tools and Techniques In Short-Term Training Programs"

The training took place in V.Novgorod, Russia
(October 22–26, 2003)

Number of training participants – 20
Number of filled out monitoring questionnaires – 16

Monitoring was being carried out from December 8th until December 26th, 2003.

MONITORING OBJECTIVE

To determine, whether the results of the training were accomplished accroding to the following outcome planned: At least 60% of the participants will share the knowledge with their colleagues at work and/or within their professional communication.

MONITORING METHODS

1. Drawing up a questionnaire
2. Questioning training seminar participants and gathering the information
3. Processing the questioning results
4. Work out the monitoring results report of the questioning done and its delivery to the Academy

MONITORING RESULTS:
(based on questionnaire points)

1. Do you communicate and keep your business connections with other participants of the program?

- Constantly – 1 (6 %)
- Periodically – 12 (75 %)
- No – 3 (19 %)

2. Do you keep your personal connections and contacts with other participants of the program?

- I do – 10 (62%)
- I do not – 6 (38 %)

3. Did you share your new knowledge and the information received at the training with your colleagues, partners, and/or employees?

I have **distributed** the training materials to my colleagues	**12**
I have **presented** a report at the meeting	**13**
I have **conducted** a training seminar	**6**
I have **involved** my colleagues into working out a plan of organizational change-making	**4**
Other	**1**

4. Did you discuss the possibilities of conducting joint projects with other participants of the program?

- Yes – 12 (75 %)
- No – 4 (25 %)

PROJECTS CARRIED OUT OR PLANNED BY PARTICIPANTS OF THE SEMINAR

I. How the participants have applied the knowledge they received at the training

1.

I have worked as a moderatore in a two-day training seminar conducted for small groups on the topics: "The Expectations of the Potential Participating Regions of the New Project", « Ex-ante expert evaluations of risks and social consequences due to implementing innovations", "Developing a general model of calculating study norms for students", "Determining and defining the list of the basic problems (already present and possible in the nearest future) which arise during transition to exchequer budget execution: formulating the "true problems"".

(Elena Nikitina, Moscow)

2.

I have used my knowledge in designing and conducting trainings in order to prepare independent observers at the State Duma Elections of 2003. The trainings contained the following components: "Trainers' training" (for those who will further train observers), "The specific features of defining the curriculum for observers", "Specific in training adults". My task has included developing a detailed training program. The training seminars have been conducted in Ekaterinburg (two training seminars)), Saratov, Samara and Astrakhan.

I have also been involved in developing and holding an internal organizational training for the employees entitled "Working with NDI".

(Valentina Petchenko, Moscow)

3.

I have conducted regional business games for students of various educational facilities in the area.

(Lyudmila Fischer, Parfino)

4.

I have been involved in outlining and conducting a training seminar for teachers entitled "Developing a Human Rights Educational Programs".

(Alexander Lesin, Ryazan)

5.

I used the tools received at the training I attended in my own trainings and seminars, in particular, I focused on methods of efficiency evaluating in the seminar, feedback techniques and so on. Besides I began to feel myself a little bit more confident working as the trainer since I started to understand the bigger importance of the trainer's behavior model, his various roles, the opportunities that are open to the trainer, etc.

(Ekaterina Lysova, Moscow)

6.
I have lead a training seminar for professional activists entitled "Studying Negotiations".

(Rimma Sharifullina, St. Petersburg)

7.
In the time that has passed since I attented the training seminar I have started an educational training program for children, students and youth on a topic: "Tolerance as a Life's Attitude". The program is conducted on the basis of the Stavropol Ekimtsev Regional Children's Library.

As well, a training program entitled "Akvodogra" (an abbreviation for "An Academy for Raising Worthy Citizens") has been launched for many students and young people on the basis of Stavropol Alter Vita Regional Educational Innovations Centre (involving, as well, Stavropol Regional Youthl Library).

(Konstantin Vishnevsky, Stavropol)

8.
*Special educative trainings on various topics have been developed for women that are employed in sexual industry***.**

(Nadezhda Romanova, Moscow)

9.
I have added some training components into my work with students as a lecturer and a seminar teacher.

(Olga Ferapontova, Samara)

II. Planned projects and actions

1.
In January, 2004 I plan a joint regional training seminar supported by IREX-Media on the topics of mutual relationships of journalists and mass-media establishments. This topic is especially crucial and actual for our region after the recent events, which at first promoted the judicial authorities' strive to being transparent for journalists and presss, and then ended in bringing this initiative to nothing, preferring to work under closed doors.

(Anastasia Demkiv-Naumchenkova, Velikiy Novgorod)

2.

As I have already specified in the application form for participating in the training seminar, for me the given training was an opportunity to look at how other trainers prepare and carry out their training seminars, as well a possibility to answer some of my methodological, personal and technological questions.

And now, on the basis of the analysis of what I and my colleagues have managed to learn, many corrective amendments have been brought to our own work. Unfortunately, at the present not everything that we planned to carry out has been implemented.

For example, we still did not manage to conduct a training seminar that we planned which follows the training that I have attended and would involve those of my colleagues who also had applied to participate, but have not been selected.

Also, we did not start yet working on the development of the "Political Parties Trainers' Training" program that we had planned. We assumed that your training would be, so to say, a methodological preparation to this work (and it was!), and this is how we approached the participation in the training seminar that took place in the first hand.

Our delays, first of all, are connected with great amounts of work that had to be done in the few preceding months and are also due to the uncertainty of the present political situation (since this is our priority working area).

However, certainly, these plans that we had mentioned will be carried out at last, and, undoubtedly, the training seminar in which I had an opportunity to take part in October 2003, renders me and my colleagues essential advantage and benefits.

(Maxim Streknev, Moscow)

3.

At the moment I began the preparations for creating a Centre which would offer training services to the public and commercial organizations in our city.

(Natalia Myshova, Sarov)

4.

I'm preparing a project that includes development of consulting, conselling and training programs entitled "Preventing the Second Wave of Orphans in Russia".

This work also includes developing a regular lecturing and training college course "Social policies".

(Elena Matuschak, Borovichi)

III. Wishes and responses of participants

1.

The training that has taken place in Velikiy Novgorod has very much helped me both in professional, and in personal ways. It was a very full and a thorough program, and as a result I have found out about myself a lot of new stuff, and also has got many new useful acquaintances and professional contacts for the future.

I think that the materials which have been prepared for distribution to the participants of training are especially useful. At present I carefully study these materials, learning a lot of new and useful information. Special thanks and and great gratitude to the trainer, our Master, Valery Dudarev. He has wonderfully conducted the training seminar, personally, I did not feel even the slightest discomfort, he has managed to create the positive working atmosphere and attitude. He always with great readiness had advised participants and answered arising questions. I'm very glad, that I had a chance to take part in such training and I also thank the organizers of the seminar.

I think that similar activities, traning seminars and other, are really necessary and are of great effectiveness to the participants (especially when they are conducted by Valery Dudarev). I shall be grateful for the new invitation to participate in seminars and such trainings, if it is possible.

(Anastasia Demkiv-Naumchenkova, Velikiy Novgorod)

2.

The program of the training seminar was very positive and effective. Based on the judgements made after the training in our organization we have switched to creating training participants' workbooks for each of our program (the way it has been done on the training in October), instead of just isolated unbound blocks of paper sheets in a folder — the old form of material distribution that we have used previously.

Personally, for me the greatest interest was in those parts of our discussion, which involved the methodological grounds of program design processes, which include working out a target component of the program, formulating a statement of purpose, defining specific problems and tasks of the program, evaluating their adequacy to the goals set and the needs of the custober.

In the emotional aspect the training has given further desire to work on selfperfectioning of the trainer's skills.

Also, very valuable turned out to be the individual consultations that were held at the end of the day. In our programs we also should use this more widely.

(Valentina Petchenko, Moscow)

3.

In order to give a general evaluation of the training seminar that has taken place at the end of October 2003 in Velikiy Novgorod and to judge it as a whole, it is necessary to note, first of all, the high level professionalism of the training's trainer Valery Victorovich Dudarev, who successfully coped with the diversified problems, that arose during the training seminar.

And thanks to him, despite the complexities of heterogeneity of an audience, of the developing weariness, of the differences of the participants' personal purposes, it was possible to present the prepared material in a consistent and systematized form.

The training seminar's program has included many methodological moments, as well as specific and detailed scripts and scenarios of conducting of various games, exercises etc. Many psychological techniques were offered, as well, and the participants have been the opportunity to try our their abilities in conducting them.

On the other hand, the key question that had puzzled be before and continues to puzzle now, "How is it possible to objectively evaluate the efficiency of the training?", and whether or not such question can be arrogant, — this has been left unanswered.

All in the greater degree I am now declined to an idea, that actually the didactic component of training, particularly in short-term training programs, cannot really be that substantial. The basic emphasis in conducting the trainings is usually being put on finding solutions of psychological problems and tasks. There is a need for the trainer to be liked by the participants, as well as for his ability to create them a certain internal comfort.

In any case, such needs, certainly, are extremely important, but neglecting the substantial side of a training is obviously not always possible. In our case, for example, it is necessary to design programs that are filled with great didactic component.

(Maxim Streknev, Moscow)

4.

I am not a professional teacher or a trainer, I conduct trainings and other educative activities with adults within my basic professional work as the lawyer. This seminar has seriously affected my representations about adult training methods. After the seminar I began to approach my preparations for the seminar much more more seriously, in particular, I understood that it is necessary to draw up a technical project, the statement of purposes and a list of problems and tasks for the seminar.

For example, in my work on developing a seminar for professional activists "Studying Negotiations" and another seminar, this time for the employees of my organization, entitled "Communicative Training on Working with Clients", for the first time ever I have made the technical project that has considerably helped to draw up a program of the seminars.

Also the training seminar that I have attended has straightened out my representations about choosing techniques for conducting seminars, and also about the role of each trainer in a seminar that is being held. The seminar has allowed me to approach the preparations needed with greater understanding of what needs to be done, which, as I hope, will raise the efficiency of the adult training work that I do.

I very much liked the high level of the teaching work at the training seminar, as well as how it was organized and held in the overall. I have received answers to all the questions that interested me, and I have analysed the seminar materials that I have received. Unfortunately, because of great amounts of time that I have to spend at my work, I could not involve myself into constant contact with other participants of our seminar as of now, but I am plan to make it in the near future.

(Rimma Sharifullina, St. Petersburg)

5.

I have liked the seminar very much, and after a long time of reflecting my own experiences and thougts I have come to a conclusion that is necessary for me to start to do now real things, perhaps, my own business. I began to feel much more confident, because after the training I understood, that I possess a sufficient level of knowledge and it is easy for me to apply it, even withing having at hand some extra literature or advisors. Many thanks!

(Natalia Myshova, Sarov)

CONCLUSIONS

Participants actively use materials of a training in the projects, trainings, programs.

1) 81 % of participants keep business contacts and conduct professional communication with other training's participants;
2) 62% of participants keep personal contacts and ties with other participants of the program;
3) 100% of the participants in either form have exchanged and shared their new knowledge and the information received at the training with their colleagues, partners and/or employees;
4) 75 % of the participants have discussed joint projects.

APPENDIX

Filled out monitoring questionnaires (16 pcs.)

MONITORING RESULTS REPORT

of the training program

"Modern Tools and Techniques In Short-Term Training Programs"

The training took place in Tomsk, Russia
(August 27–31, 2003)

Number of training participants – 20
Number of filled out monitoring questionnaires – 16

Monitoring was being carried out from October 16th until October 28th, 2003.

MONITORING OBJECTIVE

To determine, whether the results of the training were accomplished accroding to the following outcome planned: At least 60% of the participants will share the knowledge with their colleagues at work and/or within their professional communication.

MONITORING METHODS

1. Drawing up a questionnaire
2. Questioning training seminar participants and gathering the information
3. Processing the questioning results
4. Work out the monitoring results report of the questioning done and its delivery to the Academy

MONITORING RESULTS:
(based on questionnaire points)

1. Do you communicate and keep your business connections with other participants of the program?

- Constantly – 5 (31.25 %)
- Periodically – 7 (43.75 %)
- No – 4 (25 %)

2. Do you keep your personal connections and contacts with other participants of the program?

- I do – 14 (87.5%)
- I do not – 2 (12.5 %)

3. Did you share your new knowledge and the information received at the training with your colleagues, partners, and/or employees?

I have **distributed** the training materials to my colleagues	**10**
I have **presented** a report at the meeting	**12**
I have **conducted** a training seminar	**9**
I have **involved** my colleagues into working out a plan of organizational change-making	**7**
I have **published** an article about the training seminar in the local mass-media	**2**
other	**5**

As an example, some of the participants have answered:

Nadezhda Okorokova: "We're integrating the seminar's materials into our own training programs."

Irina Makeeva: "I consulted colleagues about preparing a training seminar for another nonprofit."

Nataliya Gribacheva: "I worked out a citywide training seminar entitled *New technologies of conducting trainings*."

Victor Yukechev: "I used the training seminar's materials in my developing work under various educational programs for the Institude of Press Development for the next year."

Ekaterina Syryamkina: "I used the training's ideas in developing a new program for social work with elderly people."

4. Did you discuss the possibilities of conducting joint projects with other participants of the program?

- Yes – 15 (93 %)
- No – 0 (0 %)
- Other – 1 (7 %)

CONCLUSIONS

1) 75 % of participants keep business contacts and conduct professional commincation with other training's participants;
2) 87 % of participants keep personal contacts and ties with other participants of the program;
3) 100% of the participants in either form have exchanged and shared their new knowledge and the information received at the training with their colleagues, partners and/or employees;
4) 93 % of the participants have discussed joint projects.

USAID Central Asia Regional Training Program

START Project, CAR Task Order

Contract Number: OUT-EEE-I-800-01-00010-00

USAID/CAR/PS

QUARTERLY REPORT

For the Period July 3, 2004 – October 2, 2004

Submitted to

Rabiga Baytokova, Project Management Specialist
USAID/CAR/PS

Date Submitted: October 22, 2004

Submitted by

Larry Held, Regional Training Director
Academy for Educational Development
14 Chaikina Street
Almaty, Kazakhstan 480020
Telephone: (3272) 50-37-23
Fax: (3272) 50-78-25

E-mail: lheld@aedcar.org

Table of Contents

Table of Contents
1

I. Training Programs
2

II. Administrative Activities
22

III. Appendix 1
24

Training Programs

AED training staff arranged and managed 57 different START training programs during the reporting period. These included 38 in-country, and 19 third-country programs. The total number of individuals who attended the training events was 2,414 (see statistics in Appendix I for details). The sections below outline the START trainings conducted this quarter. For full descriptions of programs that ended in July or August, please consult the appropriate Monthly Training Activities Report.

SO 1.3

REGIONAL

1. Training in the Application of Precision Calibration and Test Equipment - Course 2 (115TC03032, 115IC03057)
Provider: Pragma Corporation
September 20 - October 1, 2004; Almaty, Kazakhstan
Participants: 10 KZ, 8 KG, 10 TJ, 9 UZ

The U.S. Navy and Boeing Corporation, through USAID/CAR's Trade Facilitation and Investment (TFI) Project, has provided technical trainers and donated metrology, accreditation standard, and quality certification equipment to the Gosstandarts Institutes of the Kyrgyz Republic, Kazakhstan, Tajikistan, and Uzbekistan. Following the first training for this equipment in May 2004, USAID/CAR's Regional Training Program in collaboration with the TFI Project conducted this second training on the application of this precision calibration and test equipment. The two-week intensive training program brought together key Gosstandart specialists from each respective country and provided them with hands-on experience along with theoretical training.

KAZAKHSTAN

2. Inspector General (IG) Training for the Accounts Committee (115IC04008)
Provider: Organized by IG and coordinated by the Accounts Committee of the Republic of Kazakhstan under the direct supervision of the Chairman of the Accounts Committee
September 27-30, 2004; Astana, Kazakhstan
Participants: 37 KZ

The main goal of this training was to introduce principles of strategic audit planning to ministry, agency, and private company auditors. The program included information and practical cases on international experience in performance and financial audit. In addition, two Accounts Committee members shared experiences from recent audit training in Europe. Participants also had an opportunity to consult with two auditors from the Regional Inspector General office, Ms. Jacqueline Bell and Thomas McClanahan.

Participants found the training highly useful and planned to stay in touch with trainers as well as consult with them on future audit activities. Participants are responsible for discussion of strategies and key steps outlined in the action plan and their further application.

THE KYRGYZ REPUBLIC

3. ICI: Basics of Entrepreneurship: Business Planning (115IC03961)
Provider: Academy of Management under the President of the Kyrgyz Republic

July 26-August 6, 2004; Bishkek, Kyrgyzstan
Participants: 19 KG

USAID/CAR's Regional Training Program (PTP) supported a group of women trainers from the Academy of Management under the President of the Kyrgyz Republic to implement this in-country initiative training program for a unique target group of women 40-60 years old. The program was designed to help these women understand the essence of a free-market economy. The training course included sessions on economics, mathematics, statistics, market research, registration procedures, and business plan development.

On the last day of the program, six business plans were drafted by participants. It is expected that trainers will work with participants to finalize their business plans and help them apply for loans and/or credit to support their initiatives. Additionally, this group is planning to establish a training center.

4. Study Tour to Ukraine to Attend the NUNHEMS Seed Workshop and Visit Green World Farm Store Chain (115TC04003)
Provider: IFDC in cooperation with NUNHEMS
August 3-7, 2004; Kiev, Ukraine
Participants: 6 KG

USAID/CAR's Regional Training Program and IFDC jointly developed and organized this program for the Agro-businessmen Association of Kyrgyzstan (AAK) to attend the NUNHEMS seed workshop and visit the Green World farm store chain in Ukraine. NUNHEMS, the leading Hybrid Seed Company Distributor in southern Kyrgyzstan, is co-founder of an agro-retail company, Green World, that follows a farm store chain model similar to the AAK's. Thus, the program sought to demonstrate to the Kyrgyzstani participants how a farm store chain can successfully develop and function based on Ukraine's model, and to enhance the AAK members' capacity to expand farmers' access to high quality seeds.

In their final report, IFDC reported that participants delivered a presentation on the study tour to the AAK members at the Annual AAK General Assembly. This presentation influenced AAK members to vote seed registration as one of the major advocacy issues to be addressed in the coming year.

5. ICI: The Court of Arbitration: Alternative Dispute Resolution in the Southern Kyrgyz Republic (115IC03962)
Provider: Kyrgyz Court of Arbitration
August 12, 2004; Osh, Kyrgyzstan
Participants: 42 KG

USAID/CAR's Regional Training Program and the International Court of Arbitration in the Kyrgyz Republic conducted a one-day workshop for SME representatives from the Osh, Jalalabat, and Batken oblasts. The trainers, Natalia Gallyamova, Vice-Chairman of the Court of Arbitration, and Gennadiy Luchkov, judge of the Supreme Court of the Kyrgyz Republic, introduced participants to the principles of out-of-court resolution of commercial disputes and to legislation regulating arbitration activities.

The Court of Arbitration submitted their final report on August 24, 2004. The court plans to conduct a survey among the participants by the end of this year, which will identify companies that included arbitration clauses into their contracts.

6. 4th Credit Reporting World Conference (115TC04012)
Provider: Huaxia International Business Credit Consulting Co., Ltd
September 26-28, 2004; Beijing, China
Participants: 2 KG

USAID/CAR's Enterprise and Finance office and the Participant Training Program supported Nurdin Lailiev from Energobank and Aigul Teleusheva from Demir Kyrgyz International Bank to attend the 4th Credit Reporting World Conference in Beijing, China. The conference was organized by the Chinese leading credit bureau, the Huaxia International Business Credit Consulting Co., Ltd., in conjunction with the Consumer Data Industry Association (USA) and Association of Consumer Credit Information Suppliers (Europe). The Credit Reporting World Conference, a major event organized every two years, gathers major credit bureaus from around the world to share their best practices, industry knowledge, issues affecting countries and regions, and to discuss the role of credit bureaus around the globe.

The goal of the program was to further the Kyrgyz CIB development as a sustainable institution. CIB is an independent public association of financial and credit organizations. Its mission is to assist the sustainable development of the bank and credit sectors and increase the availability of credit resources to small and medium enterprises. To date, CIB has eight members, including five local commercial banks and three micro-credit agencies.

TAJIKISTAN

7. Teaching Management in the Developing Market Relationships Context. (115IC03951)
Provider: Teaching Management in the Developing Market Relationships Context.
September 11-13, 2004; Dushanbe, Tajikistan
Participants: 20 TJ

The Inter-Sectoral Center for Management and Market Development (ICMMD), headed by PTP alumna, Gulsara Babasadiqova, initiated this three-day professional development program on teaching management at Higher Educational Institutions (HEI), with a special emphasis on interactive methodology and new program development. The main objectives of the program were to discuss critical issues related to teaching management, identify ways to improve the quality of management training in HEIs and develop a consistent methodology for teaching management in Tajikistani HEIs.

TURKMENISTAN

8. Methods of Statistical Analysis (115IC03119)
Provider: National Institute of State Statistics and Information of Turkmenistan
(July 19 - 23, 04 Akhal velayat)
(August 2-6, 04 Balkan velayat)
(August 9-13, 04 Mary velayat)
(September 6-10, Lebap velayat)
(September 13-17, Dashoguz)
(September 20-24, Ashgabat)
Participants: 60 TK

The goal of this program was to improve the quality of financial control by training representatives from the velayat branches of the National Institute of State Statistics and Information of Turkmenistan on techniques and methods for exploring and analyzing social, economic and business data sources.

During the program, participants were provided with a sound theoretical and methodological base for preparing statistical information. Moreover, participants received insight into the theory behind 'financial indicators' as a tool for (international) comparative statistical analysis as well as for helping to formulate social and economic policy. It is expected that participants will use the knowledge and skills from the training to conduct a series of seminars for potential clients (bookkeepers and economists from local organizations).

9. CAMFA Regional Conference: Building Sustainable Lending Institutions in Central Asia (115TC04009)
Provider: Central Asia Micro Finance Alliance (CAMFA)
Dates: September 9-10, 2004; Tashkent, Uzbekistan
Participants: 3 TK

This regional workshop brought together microfinance practitioners from throughout Central Asia to discuss the best practical approaches for implementing lending programs. The microfinance practitioners were represented by senior specialists from various lending organizations including NGOs, microfinance organizations, credit unions, and farmers' associations. USAID/CAR's Regional Training Program supported the participation of three Turkmenistani participants in this year's conference.

The program aimed to provide participants with opportunities to learn new and effective methods of implementing their lending programs and to critically examine their movement towards sustainability, thereby creating a more stable lending environment for SME's in Central Asia.

SO 1.6

REGIONAL

10. Electricity Loss Reduction (115IC04015, 115TC04015)
Provider: NRMP/TWEP
September 13-14, 2004; Bishkek, Kyrgyz Republic
Participants: 34 KG; 1 KZ

On September 13-14, 2004, NRMP/TWEP and USAID/CAR/EW supported by USAID/CAR's Regional Training Program brought together key decision makers in the energy sector, representatives of civil society organizations, donor organizations and the diplomatic community to discuss methods to reduce electricity loss and theft in the Kyrgyz Republic. The goal of the roundtable was to publicize the NRMP report that describes the initial performance monitoring results of the loss reduction demonstration projects within pilot areas of Severelectro (Bishkek) and Oshelectro (Osh). The report will be used to advocate policy changes regarding the role and financing of the State Energy Agency (SEA) and the management of the electricity distribution companies. In the long run, the roundtable should serve as a cornerstone event to begin a national dialogue to tackle the challenges associated with reducing corruption within the energy and electrical sector in the Kyrgyz Republic.

The roundtable discussion was followed by a press conference and a half day technical session that focused on defining an action plan to be implemented by the SEA, NRMP and other relevant stakeholders by the end of 2004. Both the roundtable and the press conference attracted local and international mass media (KOORT, MIR, Piramid and National Television and Radio stations; German Radio Station "Nemetskaya Volna", and *Slovo Kyrgyzstana*, *Obshestvenni Rating, Enesai, Moskovski Komsomolets* newspapers) and representatives of human rights organizations and generated a lot of discussion around energy sector issues.

TURKMENISTAN

11. CO: GIS and Arc View Software Training for Land Surveyors and Planners (115IC03936)

Provider: Ministry of Agriculture of Turkmenistan
June 14-August 14, 2004; Ashgabat, Turkmenistan
1st session: June 14-19, 2004
2nd session: June 28-July 3, 2004
3rd session: July 12-17, 2004
4th session: July 26-30, 2004
5th session: August 9-14, 2004
Participants: 16 TK

This computer training allowed Turkmenistan's Ministry of Agriculture (MOA) specialists to gather, store, and analyze land resource data more efficiently and contribute to the land privatization process. AED, in cooperation with the MOA conducted a 4-week training on the Arc View software program, used by mapmakers worldwide. The goal of this training was to introduce and present basic Geographic Information System (GIS) concepts, uses, costs and case studies.

12. Agrometeorological Services for Grasslands (115IC04014)

Provider: The National Hydrometeorological Committee at the Cabinet of Ministers of Turkmenistan
September 4-8, 2004; Ashgabat, Turkmenistan
Participants: 27 TK

The program was designed to improve the quality of the agrometeorological information provided to Turkmenistani farmers through teaching Turkmenhydromet specialists new methods for gathering and processing agrometeorological information. The participants included heads and specialists of the Turkmenhydromet's velayat agrometeorological observation stations.

During this 5-day program, participants had an opportunity to learn up-to-date methods of agrometeorological observations and analysis and were introduced to new equipment used for these purposes. The third day of training consisted of a trip to an experimental agrometeorological field, where up-to-date methods are being used to test soil desertification and salinization.

13. A Hands-on Workshop on Control Water Flow Metering for Improved Accounting and Use of Surface Waters in Aral Sea Basin (115IC04018)

Provider: The National Hydrometeorological Committee at the Cabinet of Ministers of Turkmenistan
September 16-25, 2004; Atamurat, Birata, Turkmenabat, Turkmenistan
Participants: 26 TK

The National Hydrometeorological Committee of Turkmenistan and USAID/CAR's Regional Training Program organized this training on water flow metering for hydrological specialists. The goal of the program is to improve water flow metering and surface water accounting methods used in Turkmenistan through upgraded quality of hydrological information on the Amu-Darya river basin.

The course was organized as a series of workshops devoted to the analysis of the water situation in the three zones along the Amu-Darya river in Turkmenistan: the upper, the middle, and the lower zone. During each workshop, participants and trainers conducted water flow metering in each hydropost using the newly learned methods of hydrological information gathering, analysis and forecasting. It is expected that the course will help to improve existing accounting methodologies and create a basis for better estimate of water balance along the Amu-Darya river.

SO 2.1

REGIONAL

14. Evaluating NGO Training Program TOT (115IC03034, 115TC03019)
Provider: Partners for Democratic Changes Slovakia/Georgia
July 20-26, 2004; Almaty, Kazakhstan
Participants: 5 KZ; 5 UZ; 5KG; 5 TJ; 5 TK

Counterpart and IREX collaborated with the USAID/CAR Regional Training Program to organize a training of trainers on evaluating training programs. Partners for Democratic Change Slovakia in partnership with Partners Georgia won the competitive bid to conduct the training. The goal of the program was to enhance the capacity of trainers/staff at Civil Society Support Centers (CSSC) and local NGOs throughout CAR and provide them with skills to improve the quality and applicability of their training programs.

At the end of the program, participants developed country-specific action plans to institutionalize training evaluation systems in their organizations. According to one of the Kyrgyzstani participants, the program "brought a lot of fresh air in the training community of the Kyrgyz Republic" as it introduced them to training approaches they had not been exposed to before. During the program participants developed a draft TOT training module they are planning to deliver to their target NGOs.

Dinara Oshurakhunova, Coalition for Democracy and Civil Society, informed AED/KG of their plans to develop the module after the elections are administered on October 10, 2004. The Tajikistani participants are working on the module and plan to conduct a three day TOT for all seven CSSC training coordinators and trainers on October 18-20, 2004. After the program completion, two Turkmenistani participants organized a three-hour presentation for their colleagues-trainers on the program.

15. Training on Establishment of Water Committees for New or Improved Drinking Water Systems (115IC03044, 115IC03045, 115IC03046)
Provider: Mercy Corps

March 12-14; Ferghana, Uzbekistan
March 26-28; Ferghana, Uzbekistan
April 16-18; Osh, Kyrgyzstan
April 23-25; Batken, Kyrgyzstan
July 19-21; Khujand, Tajikistan
July 24-26; Shartuz, Tajikistan
July 29-31; Garm, Tajikistan
August 2-4; Djirgatal, Tajikistan
Participants: 40 KG, 78 TJ, 40 UZ

Mercy Corps International and the USAID/CAR Regional Training Program organized this series of in-country programs on establishing and managing sustainable drinking water committees. The program was conducted separately in Kyrgyzstan, Tajikistan, and Uzbekistan to better address the unique needs of each country. This series of trainings was initiated to support the current Community Action Investment Program (CAIP) and Peaceful Communities Initiatives (PCI) activities in the Ferghana Valley and Tajikistan (Raasht Valley and Khatlon Oblast).

In addition to establishing water committees, the program aimed to equip participants with the knowledge and skills necessary to improve health and hygiene conditions in their respective communities through educational programs as well as involve women and youth in the process, since they are the main carriers of water and primarily responsible for household health. The program also sought to contribute to the reduction of conflict resulting from mismanagement of water resources.

16. Democracy and Healthy Lifestyles Training for Adolescent Youth Summer Camps (115IC03112, 115TC03069)

Provider: ACDI/VOCA/CAIP
Session 1: July 16-27, 2004; Session 2: August 2-13, 2004; Arslanbob, Kyrgyzstan
Participants: 56 KG, 41 KZ

ACDI/VOCA/CAIP conducted two two-week summer camps for 97 secondary school students from Kazakhstan and Kyrgyzstan. The camp aimed to equip youth with leadership skills and increase their awareness of democratic principles, human rights, healthy lifestyles, and the electoral process. The summer camps brought together numerous USAID partners to deliver a range of democracy- and health-related workshops. Trainers represented IFES, Young Lawyers of the South, Project HOPE, Population Services International, and the Sports and Health Education Program, implemented by the ZdravPlus Project. This was the second USAID-funded youth summer camp in Arslanbob conducted by ACDI/VOCA and AED/START.

The camp built a bridge between young people from different ethnic communities and opened their minds to alternative solutions and approaches to daily challenges. Campers, inspired by the trainings, workshops, and newly formed friendships, pledged to become more active in their own communities through increased involvement in Student Government, Student Action Committees, and their local Youth Centers. During each camp session, an Action Plan was created to help students prioritize problems facing their communities and identify potential solutions. Campers' ideas included organizing basketball tournaments, creating debate teams, forming youth clubs, and organizing a similar camp for rural youth to educate them about democracy and healthy lifestyles.

17. Financial Management of USAID Awards (115TC04006)

Provider: Center for Public Management/Maryland/USA

August 26-27, 2004; Moscow, Russia
Participants: 1 KZ, 1 KG

USAID/CAR's Regional Training Program supported participation of the Director of the Association of Civil Society Support Centers of the Kyrgyz Republic and the Director of the Association of Civil Society Development of Kazakhstan in this off-the-shelf program to strengthen their capacity in implementing USAID's Civil Society Support Initiative. The program brought together administrative and financial staff of USAID contractors and grantees to increase their awareness of USAID financial regulations concerning grants and contract awards.

According to Aziz Kudaibergenov, a participant from the Kyrgyz Republic, the program was very useful and at the level of his professional expertise. Mr. Kudaibergenov indicated that the information and skills received at the program will be utilized as the Kyrgyzstani Association of Civil Society Support Centers develops future programs and projects.

18. Study Tour to Ukraine for Government Officials and NGO Representatives working on TIP activities (115TC04001)

Provider: Winrock International in Kiev, Ukraine
September 6-10, 2004; Kiev, Ukraine
Participants: 5KZ, 5TJ, 5KG

Winrock International and the International Organization for Migration (IOM) proposed this study tour for government officials and NGOs representatives working on Trafficking in Persons (TIP) activities in Kazakhstan, Tajikistan and the Kyrgyz Republic to Ukraine where NGOs, government structures (particularly law-enforcement agencies) and mass media effectively cooperate on combating human trafficking.

The goal of the study tour was to strengthen counter-trafficking efforts and to encourage partnerships between the government and civil society organizations. Overall, participants' feedback on the program was positive. They had an opportunity to share experience with their colleagues in Ukraine and establish professional links with each other.

Organizations involved in this program expect that the participants will be able to replicate the Ukrainian counter-trafficking best practices in their own countries. In informal interviews with program organizers, participants shared their plans to revise their work approaches to include more activities in cooperation with government structures.

The study tour results will be supported and strengthened by several country-specific activities. In the Kyrgyz Republic, Winrock International and AED will conduct a roundtable that will bring together a wider group of NGO and government representatives to discuss cooperation between these parties, as well as the Ukrainian experiences and approaches. IOM will also dedicate one of its regular roundtables to the deliberation of study tour results and further counter-trafficking activities.

19. National SAC Forum (115TC03075, 115IC03120)

Provider: IFES
September 11-12, 2004; Bishkek, Kyrgyz Republic
Participants: 20 KZ, 101 KG

This regional forum was organized and conducted for students and teachers representing outstanding Student Action Committees (SACs) from CAIP and IFES communities in

Kazakhstan and the Kyrgyz Republic. It is expected that the program will lead to an increase in SAC-initiated projects in CAIP and IFES target communities, and nurture youth able to lead their communities in addressing the challenges of tomorrow in building a stronger civil society.

The forum culminated with recognition of four SAC teams from Batken, Osh, Mailisuu, and Bishkek, whose projects were offered financial support through START's ICI Program. The projects of the four winning teams focused on tolerance, healthy lifestyles, electoral processes and civic education.

20. NGOs Election Study Tour to Kazakhstan (115TC03077)

Provider: Counterpart Consortium

September 8-20, 2004; Almaty, Semey, Chimkent, Kentau, Taldykorgan, Ust-Kamenogorsk, Uralsk, Kazakhstan

Participants: 10 KG 10 TJ, 4 TK, 10 UZ

USAID/CAR's Regional Training Program and Counterpart organized this study tour for NGO representatives from the Kyrgyz Republic, Tajikistan, Turkmenistan, and Uzbekistan. The study tour consisted of several site visits to election-related events organized by local Kazakhstani Civil Society Support Centers (CSSC) and other NGOs who were recently awarded Election Grant Funds (EGF) under USAID/CAR's Election-Related Initiatives Support Program. As part of the EGF application, Kazakhstani NGOs were requested to design programs for hosting and working with their counterparts from throughout the region.

The goal of the program was to promote open, non-partisan election-related initiatives on behalf of civil society organizations for increasing transparency and ensuring fair and open elections throughout CAR. Similar EGF programs are expected to be implemented in Kyrgyzstan and Tajikistan. Therefore, this study tour will build on the skills of participants in conducting election-related civic campaigns.

AED/KG spoke to participants after their return from the program. The majority of participants reported that the program provided them with new knowledge and techniques for conducting pre-election campaigns. "This study tour launched a constructive dialogue between Kazakh, Kyrgyz and Uzbek election NGOs," - added Gulzhamal Sultanalieva, Public Association Coalition for Democracy and Civil Society in Naryn.

21. Political Parties Study Tour of Kazakhstan's Elections (115TC04005)

Provider: National Democratic Institute (NDI) and International Republican Institute (IRI)

September 18-24, 2004; Almaty, Kazakhstan

Participants: 7 KG, 7 TJ

In September 2004, the USAID/CAR/DM office—in conjunction with the National Democratic Institute (NDI), the International Republican Institute (IRI), and USAID/CAR's Regional Training Program— organized a study tour to Almaty to expose political leaders from Tajikistan and the Kyrgyz Republic to the electoral process and development of political parties in Kazakhstan.

The program is expected to enable participants to integrate "best practices" into their political parties' strategies and to establish professional networking linkages with their CAR counterparts. Participants observed seven polling stations and attended three press conferences arranged by the

Republican Network of Independent Monitors (RNIM). The program agenda also included meetings with the representatives from the National Association of Television and Radio Broadcasters and three Kazakhstani political parties: Democratic Choice of Kazakhstan (DCK), Civic Party, and Otan as well as meetings with USAID/CAR DM partners, NDI and IRI. As both the Kyrgyz Republic and Tajikistan have parliamentary elections scheduled for early 2005, allowing representatives from these countries to witness how the Kazakhstani parties campaigned provided a realistic and relevant experience.

Following the study tour, AED conducted debriefing meetings with participants in the Kyrgyz Republic and Tajikistan. Overall, participants spoke highly of the study tour program and expressed their willingness to share information with colleagues and participate in similar programs in the future. One unexpected as well as positive outcome of the study tour was the Kazakhstani political parties' enthusiastic support and commitment to further assist their Kyrgyzstani and Tajikistani counterparts prepare for the upcoming parliamentary elections in Kyrgyzstan and Tajikistan. Several concrete plans for future collaboration and consulting were discussed.

In conclusion, participants noted the program gave them invaluable experience of observing and they hoped to be able to avoid some of the mistakes and violations they witnessed. "Our elections are going to be more democratic; we will certainly try to avoid all possible errors," – stated Kurmanbek Turunbekov, Kairan El. A detailed debriefing report was submitted to the Mission and is available upon request.

KAZAKHSTAN

22. Women Activities Platform 2004 (115IC03959)

Provider: Women's Federation "Status"
July 22-23, 2004; Oskemen, Kazakhstan
Participants: 78 KZ females

The east Kazakhstan women's federation "Status" and the USAID/CAR Regional Training Program conducted this conference for 80 Kazakhstani women involved in politics. The conference "Women's Activities Platform 2004" was organized to boost and coordinate women's issues and activities connected with the elections and help increase the competitive potential of female-candidates in Kazakhstan's 2004 parliamentarian election.

During the conference, participants developed strategies to solicit resources for election campaigns and mobilization of the electorate. Participants are expected to distribute issues of the weekly digest "The Different and The Equal" within their communities to increase public awareness of the goals and objectives of the Women's Activities Platform.

23. ICI: Seminar Series on Promotion and Marketing of NGO Services in Priaralie (115IC03932)

Provider: Public Foundation "Initiatives support", Kzyl-Orda, Kazakhstan
April 13-15, 2004; Kzyl-Orda,
April 19-21, 2004; Kazalinsk village,
April 23-25, 2004; Shieli village, Kazakhstan
Participants: 52 KZ
July 23, 2004**;** Kyzyl-Orda, Kazakhstan: Monitoring and evaluation follow-up roundtable
Participants: 21 KZ

Note: April sessions were previously reported in the April MTAR..

In July 2004, a monitoring and evaluation round table was conducted to identify participants' progress and results since the completion of the April seminars on promotion and marketing of NGO services. During the round table discussions, participants indicated they had conducted marketing research in their regions to identify their region's needs; developed and implemented a 2-year strategic plan on promotion and marketing of their organization's services; and shared the knowledge and training materials gained during the seminar series with their co-workers and other interested NGOs.

24. Project Management (115IC03111)
Provider: GURT Resource Center for NGO Development/Kiev/Ukraine
August 24-27, 2004; Almaty, Kazakhstan
Participants: 24 KZ

Counterpart initiated this four-day training to equip participants from large NGOs with effective project management skills for effective service delivery. GURT Resource Center for NGO Development was selected as the training provider for the program on a competitive basis.

During the training, participants were acquainted with best practices in successful project management of NGOs from Central and Eastern Europe and other NIS countries, learned about project structures within an organization and their design, and explored the roles of project leader and team. Participants reviewed the missions of their organizations, considered projects their organizations are currently implementing, assessed risk and benefits of their projects, and developed complex monitoring plans. At the end of the training, participants drafted individual action plans on how to apply the proposed techniques and mechanisms within their organizations and outlined programs for delivering trainings in multi-project management. As a result of the training, a Project Management training module was developed to be used for training other NGOs.

25. ICI: Forum of Student Councils 2004 (115IC03960)
Provider: Public Foundation "Youth Information Service of Kazakhstan" (YISK)
August 26-27, 2004; Almaty, Kazakhstan
Participants: 44 KZ

This two-day program initiated by Youth Information Service of Kazakhstan (YISK) was a continuation of their project "Increasing the Effectiveness of Student Council Activities," implemented since February 2004. The "Forum of Student Councils" gathered 100 leaders and activists from 36 universities of Kazakhstan and was aimed at equipping them with additional knowledge and skills for developing the informal collaborative association Student Councils Network (SCN).

As the result of the forum, the SCN, comprised of the 36 participating universities, was established. YISK branches will continue providing the Students Councils with consultations and technical support for planning and organizing student advocacy campaigns until the SCN becomes more sustainable.

26. Training Kazakhstani Journalists in Election Coverage (115TC03076)
Provider: Internews Ukraine
August 25-30, 2004; Kiev, Ukraine

Participants: 6 KZ

The USAID/CAR Regional Training Program and Internews organized this study tour to Ukraine for six Kazakhstani journalists. The program's primary goal was to improve Kazakhstani TV journalists' skills in producing election coverage programs for the upcoming parliamentary elections.

During the study tour, Kazakhstani journalists obtained practical experience through hands-on participation in election media activities run by the Internews Network in Ukraine during Ukraine's presidential election. Participants met a number of key counterparts and were exposed to a variety of programming and news projects, learning tactics to produce fair, accurate, and balanced news coverage of elections.

A second study tour to Ukraine for journalists from Uzbekistan, Kyrgyzstan, and Tajikistan is tentatively scheduled for October 2004. Participant recommendations and lessons learned from the study tour for Kazakhstani journalists will be taken into consideration when designing the second study tour.

KYRGYZ REPUBLIC

27. JAI Applied Economics Teachers' Workshops for CAIP Secondary School Teachers (115IC03124)

Provider: ACDI/VOCA/CAIP in cooperation with Junior Achievement International (JAI)
August 24-28, 2004; Osh, Kyrgyzstan
Participants: 34 KG

USAID/CAR's Community Action Investment Project (CAIP) and USAID/CAR's Regional Training Program conducted these two five-day JAI Applied Economics courses for business and economic teachers. The teachers represented 16 Kyrgyz and Russian language secondary schools within CAIP-partner communities in the Osh, Jalalabad, and Batken oblasts. The goal of the training program was to equip these teachers with the skills to deliver Applied Economics courses and improve their overall teaching skills.

According to CAIP's final report, "CAIP has established a cadre of 34 secondary school teachers in 14 schools in CAIP target communities. The training helped to increase the number of teachers delivering a basic economic course to students. After the training, teachers can mentor their fellow teachers in training methodology and economics courses. For the students of 14 schools there will be more possibilities to effectively participate in follow-on economic activities such as Olympiads, student action committees and fundraising."

TAJIKISTAN

28. Political Party Grassroots Organizers Study Tour (115TC03074)

Provider: International Foundation for Election Systems (IFES) Tajikistan
July 5-9, 2004; Ljubljana, Slovenia
Participants: 12 TJ

IFES and the USAID/CAR Regional Training Program sent 12 representatives from Tajikistan's six officially registered political parties, plus one representative from the executive office and one representative from the Central Election Commission on this political party study tour to

Slovenia. The study tour provided regional level political party organizers an opportunity to see the work experience of local parties in Slovenia. Special emphasis was placed on cross-party cooperation, developing a local organizational persona not dependent on an individual party leader, and the impact of election law on political parties and elections. The study tour exposed the participants to a successful model of multi-party interaction as well as opposition faction cooperation both during the campaign period and during legislative forums or deliberations.

AED held debriefing meetings with participants on July 12 and July 15. Feedback from participants was overwhelmingly positive. In a response typical of the group's comments, one participant noted, "As a result of exchange of experience and joint discussions during the program, we came to the conclusion that only joint efforts and interactions of all parties can lead to considerable achievements in stabilization and democratization of the society. The knowledge and skills gained in Slovenia will help apply it in practice… ".

29. ICI: Participatory Approaches to Strengthen Local Environmental Management Seminars (115IC03953)

Provider: Foundation to Support Civil Initiatives in Tajikistan
July 16-17, 21-22, 2004; Taboshar, Isfara, Tajikistan
Participants: 40 TJ

The goal of this in-country-initiative program was to analyze the present methods of environmental management and decision-making at the local level and assist the Taboshar and Isfara city administrations develop Local Environmental Action Plans (LEAP). The two, two-day seminars focused on involving local governments, enterprises, NGOs and the public in solving ecological problems.

This activity was supported by the Tajik branch office of the Regional Environmental Centre for Central Asia. Representatives of local Khukumats, environmental protection departments, NGO and CBOs, associations of water users, industrial enterprises and local Majlisi Milli branches from Taboshar and Isfara of Sughd oblast actively participated in the seminar.

30. Study Tour on Functions of Local Self-government in Inter-governmental Fiscal Relations (115TC04002)

Provider: Urban Institute (UI) in collaboration with the Institute of Housing Ltd.
August 16-20, 2004; Bratislava, Slovakia
Participants: 10 TJ

USAID's Regional Training Program and Urban Institute conducted a study tour to Bratislava, Slovakia for new members of Tajikistan's Presidential Working Group (PWG) to introduce them to functions of local self-government in Slovakia and relationships between different levels of government when local governments are separate from the central government.

The program aimed at providing an understanding of the decision-making responsibilities within a certain set of delegated functions, the inter-relationship between delegated and self-administered functions, and how these functional divisions impact on the central government, budget decisions and financial flows within individual ministries. Additionally, participants gained an understanding of the value and structure of developing a strategic approach to administrative reform through understanding the inter-relationships of central and local level responsibilities and strategic approaches to defining them.

31. ICI: Ways to Encourage Youth to Make Informed Choices in Elections (115IC03954)

Provider: "Tajikistan – 21st century"
June 15 – September 18, 2004; Dushanbe, Tajikistan
Participants: 91 TJ

The NGO Tajikistan – 21st Century initiated these half-day roundtables in six Dushanbe universities to educate and empower young voters. The roundtables aimed to encourage youth participation in the electoral process, help young people make informed choices in elections, and educate youth on their rights and responsibilities as citizens eligible to vote. Specifically, the roundtables assisted students in taking an active part in the pre-election period leading up to the 2005-2006 elections in Tajikistan. Local trainers from the judicial clinic "Education" and members of the Tajikistani parliament also took part in the roundtables.

32. Series of Five Seminars on Legal Aspects of Advocacy at the Community Level (115IC04002)

Provider: ICNL
August 12 - September 19, 2004; Khorugh, Khujand, Kulob, Qurghonteppa, and Dushanbe cities, Tajikistan
Participants: 106 TJ

The goal of this series of two-day seminars was to enhance opportunities for citizens' participation in public policy development at the grassroots level. During the program, both NGO and community leaders were acquainted with existing legislation to establish public associations.

Upon program completion, participants will be responsible for sharing information with their colleagues and other interested parties. The NGO "Society and Law" – ICNL implementing partner – will continue to cooperate with participants for further monitoring of the practical application of the knowledge obtained through CSCCs.

TURKMENISTAN

33. New Turkmen Legislation Regulating NGO Activity (115IC03087)

Provider: ICNL
June 13, 2004 –July 17, 2004; Ashgabat, Turkmenbashy, and Dashoguz, Turkmenistan
Participants: 102 TK

ICNL and the USAID/CAR Regional Training Program organized this series of one-day seminars in Ashgabat, Turkmenbashy and Dashoguz for NGO representatives. The purpose of the seminars was to familiarize participants with the ideas and concepts of newly adopted NGO legislation in Turkmenistan. ICNL representatives and partners also participated.

As a result of the program, one seminar participant from Turkmenbashy, Nina Utlova, registered the "Pure water – healthy children, a green land" project which was sponsored by Counterpart at the SAFI (State Agency for Foreign Investment of Turkmenistan) in August 2004. Another participant, Mr. Atamukhammed Durdymukhamedov from Geok-depe, Akhal velayat registered a project to provide pure drinking water to village schools and ambulance stations. This project is also sponsored by Counterpart and registered at the SAFI (State Agency for Foreign Investment of Turkmenistan).

34. Network Managers Experience Exchange Visit (115TC03055)

Provider: InaCenter/Siberian Civic Initiatives Support Center
August 20-29, 2004; Novosibirsk, Russia
Participants: 10 TK

The primary goal of this training was to strengthen the Turkmenistani Civil Society Support Centers (CSSC) network managers' leadership capacities. Participants were exposed to specific areas of network management which can be replicated and used in their work. Participants gained experience in community leadership, expanded their understanding of community development concepts and established working relationships with Novosibirsk network organizations.

Knowledge and managerial skills obtained during the training, along with new links established with international networks, will allow Turkmenistani network managers to plan and execute community projects on an improved level. In particular, in learning about successfully operating international community networks, the participants were able to bring best practices back home to their respective CSSC/CSOs.

35. NGO and Community Leaders Capacity Building Forum (115IC03089)
Provider: Counterpart Consortium Turkmenistan
September 29 – October 1, 2004; Ashgabat, Turkmenistan
Participants: 52 TK

Counterpart Turkmenistan and USAID/CAR's Regional Training Program jointly organized this capacity building forum for government, community, and NGO representatives. The program provided participants with an opportunity to discuss issues as well as equipped them with the skills necessary to promote a dialogue that will assist in defining which types of social and economic development activities are feasible using the social partnership model. The goals of the program were to strengthen the capacity of public, governmental and social organizations in the area of social collaboration; develop mechanisms, models, and tools for leaders' networking; and establish and maintain social partnership between community activists, institutions of local government and civil society organizations.

UZBEKISTAN

36. ICI: Training on Establishing Cooperation Between NGOs and Law Enforcement Bodies to Improve Anti-Trafficking Activities (115IC03945)
Provider: Jizzakh Branch of "Istiqbolli Avlod"
July 7-8, 2004; Jizak, Uzbekistan
Participants: 40 UZ

On July 7-8, 2004, the United States Agency for International Development (USAID), the Jizak branch of International Organization of Migration (IOM), "Istiqbolli Avlod", and the USAID/CAR Regional Training Program administered by the Academy for Educational Development jointly conducted the "Establishment of Cooperation between NGOs and Law Enforcement Bodies to Improve Anti-Trafficking Activities" training program.

The main goal of the training program was to establish cooperation between NGOs, law enforcement bodies, mass media, government authorities and local self-governing bodies for the prevention of human trafficking. The training discussions focused on increasing public awareness of trafficking issues, trafficking prevention, protection of victims, and reform and implementation of anti-trafficking methods. During the training, participants developed recommendations and

amendments to the existing criminal code of Uzbekistan and a cooperation and coordination action plan for the prevention of human trafficking in Uzbekistan.

After attending the training, members of the Jizak branch of the NGO Istiqbolli Avlod, in cooperation with the Jizak Oblast Department of Internal Affairs, conducted a public awareness campaign called "Youth Against Slavery" in the Mirzachul Region. A news report on the conference was aired on the local Jizak Oblast TV station, which resulted in a number of incidents being reported to the local authorities: one by a mother whose daughter is in a United Arab Emirates' prison and a second from an actual victim of trafficking.

37. ICI: Protection of Patients' Rights as Consumers of Medical Services (115IC04903)
Provider: Federation of Consumers Rights Protection
August 20-21, 2004; Tashkent, Uzbekistan
Participants: 62 UZ

The USAID/CAR Regional Training Program and the Federation of Consumers' Rights Protection jointly organized this conference, which included participation from the Uzbekistan Deputy Minister of Health, Cabinet of Ministers, and Olyi Majlis; representatives of the Ministry of Economy, Ministry of Finance, General Prosecutor's office, and State Standards Department; directors of area hospitals; patient representatives; Federation of Consumers' Rights Protection members; and representatives from the World Health Organization, USAID/ZdravPlus Project, and USAID/CASP Project.

The conference's primary goal was to discuss problems related to the provision of guaranteed free medical services to the general population and to develop recommendations for the Cabinet of Ministers draft decree "On Improving the System of Rendering Medical Services." Upon completion of the conference, representatives of beneficiaries will establish social monitoring groups in the oblasts to monitor the implementation of the above-mentioned Cabinet of Ministers' resolution.

38. ICI: Summer Camp to Stop Human Trafficking and Develop Future Leaders of Uzbekistan (115IC04901)
Provider: Navoi Oblast Women's Social Advancement Center
August 23-30, 2004; Navoi, Uzbekistan
Participants: 80 UZ

The Navoi Oblast Center for Women's Social Advancement and the USAID/CAR Regional Training Program organized this summer camp to introduce 9th- and 10th-grade students in the Navoi oblast to the problem of human trafficking in Uzbekistan and provide them with the knowledge and skills to disseminate this information in their schools and communities. The summer camp was supported by the regional prosecutor's office, the city and oblast Hokimiyats, USAID/Project Hope, Navoi Mining and Metallgurical Combinat, and the OSCE.

It is expected that after the training participants will start a "Tell A Friend" campaign, which will include quarterly peer meetings and the creation of anti-trafficking awareness posters for schools and businesses.

2.3

TAJIKISTAN

39. Modern Budgeting and Transparency Training Program (115TC03078)
Provider: Global Education Services, USA
Dates: September 27-October 1, 2004; Zagreb, Rijeka, Pula, Hum la Sutli, Croatia
Participants: 12 TJ

The purpose of this study tour organized by Urban Institute and USAID/CAR's Regional Training Program was to provide local and oblast budget officials with a practical understanding of effective budget administration. It allowed participants to see how these techniques work in reality and equipped them with skills and tools for the budgeting decision making process that can be used upon their return home.

Participants are expected to implement a transparent budget process that includes public hearings, a published summary budget document, and a public calendar of budget activities; develop an action plan for involving department personnel in an inter-related budget process and for involving citizens and NGO's in the budget process; understand the importance of own source revenues and develop a plan to increase their own source revenues and local fee collections as a method for improving local government service delivery; and participate as experts or trainers in trainings on modern budgeting practices for other municipalities. Participants will provide UI with their action plans, and UI will provide technical assistance to support implementation, where practical.

SO 3.2

REGIONAL

40. Training of Trainers in Quality Improvement for Health Care (115IC03117, 115TC03072)
Provider: Abt Associates/ZdravPlus
July 15-18, 2004; Issyk-Kol, Kyrgyz Republic
Participants: 5 KG 4 KZ, 5 UZ

USAID/CAR's ZdravPlus Health Reform Project and USAID/CAR's Regional Participant Training Program conducted this three-week training program at Issyk-Kol for health managers of leading medical institutions in Kazakhstan, Uzbekistan, and the Kyrgyz Republic. The goal of the program was to enable these health managers to independently implement quality improvement projects in their health facilities using ZdravPlus QIP principles, frameworks, and tools.

During the program participants improved their teaching methodologies through the discussion of performance-based training and its characteristics and prepared a 2-week quality improvement course for their institutions. Participants also visited primary health care facilities to observe the use of clinical protocols, identify evidence-based standards, collect data to interpret quality of care from several data sources and suggest interventions to improve quality. In addition, participants developed a plan for starting a Quality Improvement Project in their local health facility/rayon.

ZdravPlus expects that participants will further train health managers in their institutions and implement quality improvement projects aimed at increasing the quality of clinical care. ZdravPlus will mentor the new trainers through their first quality improvement classes to provide the necessary guidance on training methods and materials.

According to the provider's final report, participants' expectations to learn about the Quality Improvement (QI), manage QI projects and teach QI were fully met. The report also recommended conducting pre-training interviews with participants to ensure better cooperation and information exchange between all partners. ZdravPlus plans to follow-up with participants and heads of training institutions about the integration of the QI training into existing curriculum for managers and the organization of separate QI trainings.

41. National Meeting on Hospital Acquired Infection (HAI) Prevention and Infection Control Problems in Healthcare Facilities (115IC04017)

Provider: Hospitals Association of the Kyrgyz Republic
September 16-17, 2004; Issyk-Kul, the Kyrgyz Republic
Participants: 61 KG

In September 2004, USAID/CAR's Regional Training Program supported 61 MOH representatives, Hospitals Association (HA) coordinators, State Epidemiology Surveillance Center members, Naryn pilot hospital representatives, and head nurses and hospital directors of oblast hospitals in the Kyrgyz Republic to attend the National Meeting on Hospital Acquired Infection (HAI) Prevention. The meeting was organized by HA and the research and production union Prophylactic Medicine and brought together key local and international experts involved in the Naryn pilot to analyze and discuss problems revealed during the pilot implementation. The Kyrgyz-Swiss Project and WHO, also involved in the Naryn pilot, presented their experience with infection control and preventive measures. The meeting led to the development and review of a common strategy and activities for the next five years considering the Naryn pilot experience.

42. Grantsmanship Workshop, PTP # 115IC04010 (KZ), 115TC04011 (KG, TK, TJ, UZ)

Provider: AIHA
September 20-22, 2004; Almaty, Kazakhstan
Participants**:** 29 KZ, 7 KG, 3 TJ, 3 TK, 14 UZ

USAID/CAR's Regional Training Program supported the participation of representatives of medical universities and departments involved in scientific research in this three-day training program conducted by the American International Health Alliance (AIHA) in Almaty, Kazakhstan. The program was aimed at providing participants with access to appropriate training materials, new knowledge, and skills necessary for organizing contemporary research in their medical institutions.

The primary goal of this program was to accelerate implementation of innovative changes in health research in medical educational institutions in CAR by equipping them with know-how in the sphere of grant making and award competitions. During the training participants were introduced to the main principals and rules of grant writing for research activities including writing of comprehensive and competitive proposals. AIHA's U.S. partners made detailed presentations on the process of grant competitions and provided guidelines for designing research projects and developing strong grant proposals. In addition, the workshop included a component on bioethics issues in medical research. Case studies on ethics helped participants to get a better understanding on delicate issues of moral aspects for conducting health research projects.

By the end of the workshop, participants decided to establish the CAR Research Council within the AIHA's Regional Medical Educational Partnership (RMEP) in order to analyze and coordinate research projects and grants in the region. One representative from each respective

CAR country was elected to the CAR Research Council. AIHA is currently coordinating this initiative.

KAZAKHSTAN

43. Constituent Meeting of Oblast Nursing Associations of Kazakhstan (115IC04005)
Provider: American International Health Alliance (AIHA)
August 25-26, 2004; Almaty Kazakhstan
Participants: 30 KZ

The "Constituent Meeting of Regional Nursing Associations of Kazakhstan" gathered the leaders of 10 independent oblast associations and supporters of an initiative to establish a national nursing association. Representatives of Abt Associates, Inc. (ZdravPlus) and Counterpart also attended the meeting and expressed their support for the national association.

The participants shared their experiences, skills, and knowledge in order to more strategically implement the ongoing health reforms in accordance with their scope of responsibilities. Many presenters talked about the need to strengthen the position of nurses in the healthcare system, stressing the need to more specifically identify the role of the nurse as a doctor's partner (not just an assistant that can perform only very simple basic duties) and as a link between doctor and patient. Participants also discussed the mission, goals, and objectives of the future national association. After general discussion of group presentations, participants agreed on main founding concepts. The importance of naming the association the Kazakhstan Association of Middle Level Health Workers, in order to include medical attendants and midwives, was also discussed.

By the end of the meeting participants reached consensus on the main documents needed for establishing the organization, signed the Constituent Agreement, elected the association's president, and established a working group, which in cooperation with Counterpart and ICNL will immediately start working on issues related to finalizing all legal documents and registering the new organization with the RK Ministry of Justice.

KYRGYZ REPUBLIC

44. 12 Steps Rehabilitation Program (115IC03122)
Provider: NGO Sotsium
July 15-18; Osh, Kyrgyz Republic
Participants: 20 KG

The Soros Foundation and the USAID/CAR Regional Training Program organized this pilot training to equip staff and patients from rehabilitation centers and treatment readiness programs in southern Kyrgyzstan with knowledge and skills to provide alternative 12 Steps rehabilitation to drug users. The program trainers included the director of the local NGO Sotsium and former drug and alcohol addicts certified by the Stefan Batory Foundation in Poland to conduct rehabilitation programs. The centers' administration and psychologists also took part in the program.

The program specifically targeted current patients at the rehabilitation centers and aimed to provide them with the skills necessary to run a peer-to-peer program. Interactive methodologies helped trainers create a positive and inclusive atmosphere among the participants. It is expected that participants will be able to further establish mutual-aid groups in Osh and Jalalabat and that this alternative rehabilitation program will spin off in the south of the country.

At the end of training, participants indicated that they intend to start a "12 Steps" group at the Osh Narcological Dispensary to provide alternative rehabilitation treatment to drug users. The initiative has been warmly welcomed by the Osh Narcological Dispensary.

According to Taalaibek Abdyraimov, Chief Executive of NGO Podruga in Osh, the group formed at the program has not met since July 2004. Aibar Sultangaziev, Trainer of the Sotsium Rehabilitation Center suggested to bring leaders from the 12 Steps training in Osh to Bishkek for at least 10 days to provide them with an advanced 12 Steps training. He thinks that by conducting a follow-up training, they would further encourage the Osh group to meet on a regular basis. Mr. Sultangaziev will discuss his training idea with participants and report on outcomes of these discussions to AED in November 2004.

45. OTS: Ophthalmology School-Seminar "Issyk-Kul 2004" (115IC04006)

Provider: Kyrgyz Ophthalmology Association
August 17-20, 2004; Issyk-Kul, Kyrgyzstan
Participants: 50 KG

In August 2004, USAID/CAR's Regional Training Program supported 50 practicing physicians-ophthalmologists from Family Medicine Centers, Oblast Merge Hospitals, the Eye Microsurgery Center, and other local clinics and medical institutions of Kyrgyzstan to attend an off-the-shelf course conducted by the Kyrgyz Ophthalmology Association and Eye Microsurgery Hospital. Participants and trainers represented leading eye institutions of the Russian Federation, CAR, and other NIS countries. This four-day school-seminar introduced participants to improved diagnostics, prevention, and treatment methodology of eye diseases. Doctors were also able to attend an exhibition of modern ophthalmology equipment, produced by the world's leading companies.

Participants are expected to share their new knowledge with other doctors and ophthalmologists in their regions and to participate in regular scientific-practical mini-conferences conducted by the Eye Microsurgery Hospital.

TAJIKISTAN

46. National Clinical Guidelines Implementation Dissemination Conference (115IC03121)

Provider: ZdravPlus
September 16-17, 2004; Dushanbe, Tajikistan
Participants: 45 TJ

On September 16-17, 2004, the USAID/ZdravPlus Project and the United States Agency for International Development (USAID), through its Central Asia Regional Training Program, conducted a two-day National Clinical Guidelines Implementation Dissemination Conference for health practitioners, health managers at facility level, and policy makers at rayon, oblast and republican levels. The overall goals of the program were promoting the understanding and application of CPGs among medical practitioners; setting up an implementation process at both the national and oblast levels; and attracting donors' attention to the CPG implementation strategy.

During the training program participants had an opportunity to exchange ideas on future plans and lessons learned for further effective application, as well as develop long-term collegial

relationships. An outline of CPG implementation strategy for Tajikistan was developed during the seminar. Participants also discussed CPG revision and implementation process.

After the seminar, it is expected that participants at MOH, oblast and rayon levels will start CPG implementation process in the rural regions. As a follow up to the seminar, ZdravPlus is expecting participants from oblasts to lead implementation activities such as seminars and round tables in their regions.

47. Series of Trainings on Interpersonal Communications (IPC) in Temurmalik and Vose districts of Khatlon Oblasts (115IC04007)

Provider: ZdravPlus
September 2-19, 2004; Temurmalik and Vose districts of Khatlon Oblasts Tajikistan
Participants: 93 TJ

This series of trainings on interpersonal communications were conducted in collaboration with the USAID/ZdravPlus Project for 93 health workers from two districts of Hatlon oblast (Vose – 60 and Temurmalik 40). The main goal of the program was to provide IMCI-trained medical workers with interpersonal communication skills for improving the quality of medical services. The training consisted of a 2-day training and was based on interactive methodology that included theoretical and practical sessions. Training was conducted by a certified master trainer, who participated in the TOT held in October, 2003 and alumna of an IPC training conducted in November 2003 - May, 2004.

By improving their interpersonal communication skills, health workers trained on IMCI will be better able to provide high quality service to children.

TURKMENISTAN

48. TK Healthy Pregnancy Training for Nurses (115IC03102)

Provider: ZdravPlus
July 12, 2004 – July 17, 2004; Ashgabat, Turkmenistan
Participants: 20 TK

The USAID/CAR Regional Training Program and the USAID/CAR ZdravPlus Health Reform Project collaborated on this five-day TOT for Turkmenistani nurses on improving the health of pregnant women. The training topics included proper nutrition during pregnancy, cultural attitudes toward pregnant and breastfeeding women, importance of rest and exercise during pregnancy, as well as an introduction to counseling and interpersonal education skills.

The trained nurses will be able to teach pregnant women how to meet their nutritional and health needs and how to change their behavior in order to stay healthy during and after pregnancy. The nutrition training paid special attention to anemia and other micronutrient deficiencies and their clinical methods of treatment, to complement the diet-based approach of the health promotion campaigns.

In general, the results and impressions of the training were good. Pre-and post tests given at the training indicated an increase in participants' knowledge of healthy pregnancy issues.

49. Laboratory Specialist Training (115IC03018)

Provider: ZdravPlus
November 17, 2003 – July 19, 2004; 5 velayats of Turkmenistan

Participants: 217 TK

In July 2002, USAID's Regional Training Program and ZdravPlus collaborated on a six-day laboratory technician TOT in Ashgabat. The primary goals of the program were to train participants in basic laboratory techniques and to teach them skills for training other laboratory workers. Upon completion of the training, participants conducted a series of 10 trainings for laboratory workers throughout Turkmenistan.

Due to the success of these 10 follow-on trainings, the Turkmenistan Ministry of Health requested USAID's support for an additional ten trainings in 2003-2004. The 2003-2004 training series familiarized participants with best practices in basic laboratory work and safety issues. In addition to lectures and case studies devoted to epidemiology and public health surveillance, participants received a basic review of laboratory techniques and refresher training in microbiology, virology, and parasitology. The USAID Regional Training Program provided medical laboratory equipment for the training sessions.

At the conclusion of the program, the trainees are expected to be able to develop a training for 20 House of Health laboratory workers in etraps of their velayats; produce quality analyses of routine lab tests; utilize basic equipment and lab materials; adhere to and recognize safety standards designed to protect lab workers; and apply critical thinking skills in lab analysis (i.e., when to question a result, when to declare a group of tests valid).

50. ICI: Malaria Educational Series of Workshops (follow-on) (115IC03950)

Provider: Ministry of Health of Turkmenistan
June 1-5, 2004; Mary velayat, Turkmenistan
June 7-11, 2004; Lebap velayat, Turkmenistan
July 5-9, 2004; Dashoguz velayat, Turkmenistan
July 19-23, 2004; Ashgabat, Turkmenistan
July 26-30, 2004; Balkan velayat, Turkmenistan
August 9-13, 2004; Akhal velayat, Turkmenistan
Participants: 298 TK

The MOH/TK proposed this series of 5-day trainings to address the growing problem of malaria in Turkmenistan by upgrading the skills of laboratory specialists, entomologists, parasitologists, and family doctors. The goal of the training program was to disseminate knowledge received during the TOT training in January 2004, provided by the WHO, to strengthen and improve existing health care services and enable doctors to address the problem of growing rates of malaria in affected velayats of the country. For this and future trainings, USAID purchased 12 modern microscopes.

During the training, participants drafted a short-term strategy to implement malaria prevention activities in their respective villages and etraps.

UZBEKISTAN

51. ICI: Family Education—Integrated Development of a Child at an Early Age (115IC03958)

Provider: Neonatology Department of the Uzbekistan State Pediatrics Institute
August 16-20, 2004; Tashkent, Uzbekistan
Participants: 23 UZ

This training program was initiated by USAID/CAR Regional Training Program alumna, Ms. Muazam Ismailova, Head of Neonatology Department of Tashkent State Pediatric Institute. The main goal of the program was to provide local community members with the skills and knowledge to further train their fellow community members on the integrated development of a child at an early age—that is, training both families and the community to care for children—which would secure strong and healthy growth and lead to a reduction of infant and maternal mortality.

Having completed the program, participants are expected to develop monitoring criteria and a work plan for regional trainers; establish "Family Education—Integrated Development of Children at an Early Age" clubs; conduct trainings for various community residents on family planning; and disseminate the obtained information, skills and knowledge among community and family members.

B. II. Administrative Activities

AED made the following staff changes this quarter:

AED/KZ

- Bakhyt Ospanov resigned from the position of AED/CAR Training Specialist. Natasha Ivanchuk was hired to replace Bakhyt. 50% of Natasha's position is funded out of START contract and the rest is split between DOL, CDC and other AED's fee-for-service activities.

AED/KG

- AED/KG's CDC/FFS Program Assistant Valeria Digay was appointed AED/KG/START Administrative Logistical Specialist in July 2004.

AED/UZ

- August 13 – Anastasia Kapustina finished her internship
- September 1 – Tatyana Yakushina was promoted to the position of a Program Specialist
- September 1 – Akmal Sultanov was hired as a Financial Assistant
- September 1 – Roman Danaev was hired as a Program Assistant
- September 1 – Shakhnoza Aripdjanova was hired as a Program Assistant
- September 20 – Nargiza Alimukhamedova was hired as a Program Assistant

Administrative:

- In July and August 2004, AED/KG and AED/TJ organized and facilitated focus group meetings with local USAID health partners following USAID/CAR/HE's decision to expand Participant Training Program opportunities to local health partners beyond the ICI mechanism. With the 2004-2005 training plan, local health partners will be able to apply for and use PTP funds under the same rules and conditions as USAID Implementing Partners. Both meetings focused on increasing local partners' understanding of the training plan development and implementation process. Additionally, the meetings highlighted the training plan's flexibility and that its programs are designed to meet USAID/CAR's Strategic Objectives.

- In July and August, 2004, AED/TJ and AED/KG organized and facilitated partners' roundtables with participation from USAID/CAR/START CTO Rabiga Baytokova, USAID/KG/CO and USAID/TJ/CO staff. The purpose of the meetings were to review the new START Year III training Plan, share information, and brainstorm on partner coordination on training activities. The meetings also highlighted revised ADS 253 guidelines, per diem rates, visa requirements and other issues surrounding PTP.

Administrative Information

START/CAR:

Contract Data:	Total ceiling:	$	18,143,657
	Total obligated to date:	$	17,952,736
1.	Admin:	$	659,371
	Program:	$	868,251
	Expenditures July – September 2004:	$	1,527,622
2.	Admin:	$	4,957,473
	Program:	$	6,495,136
	Cumulative expenditures to date:	$	11,452,609
3. Remaining obligated balance:		$	6,500,127

Appendix I
START/CAR Participant Statistics

The total number of individuals trained since the inception of START/CAR activities is 22,154, while the total number of programs implemented is 516.

A. Total Number of Programs Implemented and Individuals Trained (All Venues)

Total Number of Individuals Trained and Programs Implemented						
	Completed July 3, 2004 – October 2, 2004			**Total START completed as of October 2, 2004**		
Country	**% Female**	**Female**	**Total**	**% Female**	**Female**	**Total**
Kazakhstan	68	230	336	55	2962	5421
Kyrgyz Republic	55	258	473	52	3237	6176
Tajikistan	36	196	550	41	1858	4504
Turkmenistan	63	527	840	52	1333	2580
Uzbekistan	54	116	215	47	1645	3473
Grand Total	55	1327	2414	50	11035	22154
Total # of Programs			57			516
Average # of pax per program			42			43

B. Total Number of Individuals who have attended training in the U.S.

U.S.-Based Programs						
	Completed July 3, 2004 – October 2, 2004			**Total START completed as of October 2, 2004**		
Country	**% Female**	**Female**	**Total**	**% Female**	**Female**	**Total**
Kazakhstan	0	0	0	32	9	28
Kyrgyz Republic	0	0	0	67	10	15
Tajikistan	0	0	0	21	3	14
Turkmenistan	0	0	0	0	0	4
Uzbekistan	0	0	0	32	11	34
Grand Total	0	0	0	35	33	95
Total # of Programs			0			15
Average # of pax per program			0			6

C. Total Number of Individuals who have attended training in country

In-Country Programs						
	Completed July 3, 2004 – October 2, 2004			**Total START completed as of October 2, 2004**		
Country	**% Female**	**Female**	**Total**	**% Female**	**Female**	**Total**
Kazakhstan	70	181	258	55	2677	4891
Kyrgyz Republic	58	243	422	53	3004	5644
Tajikistan	38	178	474	43	1685	3952
Turkmenistan	63	515	817	52	1291	2484
Uzbekistan	55	96	175	50	1507	3037
Grand Total	57	1213	2146	51	10163	20007
Total # of Programs			38			328
Average # of pax per program			56			61

D. Total Number of Individuals who have attended training in third countries

Third-Country Programs						
	Completed July 3, 2004 – October 2, 2004			**Total START completed as of October 2, 2004**		
Country	**% Female**	**Female**	**Total**	**% Female**	**Female**	**Total**
Kazakhstan	63	49	78	55	276	502
Kyrgyz Republic	29	15	51	43	223	517
Tajikistan	24	18	76	32	171	539
Turkmenistan	52	12	23	46	42	92
Uzbekistan	50	20	40	32	127	402
Grand Total	43	114	268	41	840	2052
Total # of Programs			19			173
Average # of pax per program			14			12

USAID Central Asia Regional Training Program

START Project, CAR Task Order
Contract Number: OUT-EEE-I-800-01-00010-00
USAID/CAR/PS

QUARTERLY REPORT

For the Period October 3, 2004 – January 2, 2005

Submitted to

Rabiga Baytokova, Project Management Specialist
USAID/CAR/PS

Date Submitted: January 24, 2005

Submitted by

Larry Held, Regional Training Director
Academy for Educational Development
14 Chaikina Street
Almaty, Kazakhstan 480020
Telephone: (3272) 50-37-23
Fax: (3272) 50-78-25
E-mail: lheld@aedcar.org

Table of Contents

Table of Contents
1

I. Training Programs
2

II. Administrative Activities
24

III. Appendix 1
27

I. Training Programs

AED training staff arranged and managed 73 different START training programs during the reporting period. These included one U.S.-based, 49 in-country, and 23 third-country programs. The total number of individuals who attended the training events was 4,053 (see statistics in Appendix I for details). The sections below outline the START trainings conducted this quarter. For full descriptions of programs that ended in October or November, please consult the appropriate Monthly Training Activities Report.

SO 1.3

REGIONAL

1. Regional Seed Congress in Conjunction with the AAK AgroExpo (115IC04064, 115TC04037)
Provider: International Fertilizer Development Center (IFDC)
December 3-4, 2004; Osh, Kyrgyz Republic
Participants: 4 KG, 4 KZ, 4 TJ, 3 UZ

IFDC and SIDA's Support to Seed Sector Development Project conducted the first Central Asia Regional Seed Congress in Osh, Kyrgyz Republic. USAID/CAR's PTP supported the attendance of private seed producers and government officials involved in seed legislation and quality control in the Central Asian republics. The congress also gathered representatives of international fertilizer producers.

The congress took place in conjunction with the International Ferghana Valley AgroExpo "Silk Road 2004," organized by AAK in partnership with the Kyrgyz Ministry of Agriculture. The congress participants visited the AgroExpo, where a broad range of agricultural products were presented. The congress helped AAK members to promote the agricultural inputs market and highlight the development opportunities for the seed sector in the Central Asian Region.

2. Public Sector Accounting Standards, Practices and Audit – Transparency, Accountability and Integrity in Financial Reporting - Study Tour to an EU Accession Country Which Has Moved from Soviet to Modern EU Standards and Practices (115TC04021)
Provider: USAID Fiscal Reform Project/BearingPoint
December 6-10, 2004; Hungary
Participants: 7 KG, 5 KZ, 5 TJ, 4 UZ

USAID/CAR's Fiscal Reform Project collaborated with USAID/CAR's Participant Training Program to organize this five-day study tour to Hungary for key policy makers from the Central Asian republics to teach them about the transition to international/EU standards. BearingPoint selected the Hungarian People's Republic for this study tour, as its auditing systems and public sector accounting standards are advanced and well respected. Participants visited the National Audit Office, the Ministry of Finance, and relevant line ministries to examine the development, oversight, operation and implementation of public sector accounting standards (PSAS) in Hungary. Participants were to draft a set of recommendations on the application of these approaches, techniques and practices in their home countries. Some participants were disappointed that they were not able to receive a complete version of the training agenda in advance, and that so much time was devoted to theory rather than practical issues.

3. Presentation and Trainings on New Procedures in the Kyrgyz Customs Code (115IC04011)
Provider: Pragma TFI Project
September 17, 2004 – National Presentation; Bishkek, the Kyrgyz Republic
November 10, 2004 – Training in Bishkek, the Kyrgyz Republic
November 16, 2004 – Training in Balykchy, the Kyrgyz Republic
November 23, 2004 – Training in Osh, the Kyrgyz Republic
Participants: 340 KG

On September 24, the Kyrgyz Department of Customs, the USAID Trade Facilitation and Investment (TFI) Project, and USAID/CAR's Regional Training Program introduced the new Kyrgyz Customs Code to representatives of CIS customs services, traders, heads of the Kyrgyz Customs Department, and other GOK officials. Representatives of international donor and diplomatic organizations operating in the Kyrgyz Republic also attended this presentation. It sought to introduce stakeholders in international trade and customs reforms to the new provisions of the Kyrgyz Customs Code.

As a follow-up to the September presentation, three regional one-day trainings were organized to introduce customs officers and international traders to the new concepts and provisions of the Customs Code and to ensure its proper implementation. These trainings are expected to result in a better understanding of the Code among customs officers, and in greater opportunities for international traders to take advantage of its new provisions.

4. Trade Mission to Greece (115TC04024)
Provider: International Fertilizer Development Center (IFDC)
October 21-28, 2004; Thessalonica, Greece
Participants: 2 KG

In October 2004, USAID/CAR's Regional Training Program and the International Fertilizer Development Center (IFDC) organized a seven-day trade mission to Greece for two rectors from the Kyrgyz Agrarian University (KAU) and the Osh Agricultural Institute (OAI). During this program, participants visited the Technological Educational Institute of Thessalonica and the Technological Institute of Kavala in Greece, where they learned about Albania's successful experience with inter-university partnership and delivered a presentation on the educational needs of the agricultural sector in the Kyrgyz Republic.

The trade mission was expected to increase participants' knowledge and interest in implementing the Agricultural Education Project, currently being developed by IFDC and TEMPUS, the European Union's Higher Education reform program. The project aims to improve the quality of agricultural education by encouraging collaboration between the private sector and educational institutions. In April 2005, the Dean of the Technological Educational Institute of Thessolonica will visit Kyrgyzstan to further strengthen ties created during this program and finalize a proposal that will support activities suggested by the participants.

5. Special Means Training (115IC04046)
Provider: BearingPoint Fiscal Reform Project
November 5-7, 2004; Issyk-Kul, Kyrgyz Republic
Participants: 38 KG

USAID/CAR's Fiscal Reform Project, along with USAID/CAR's Participant Training Program, conducted a three-day program to address the budgetary problems caused by off-budget funds captured through special means operations. The program gathered members of Parliament, key representatives from the Ministry of Finance, members of the Antimonopoly Committee, and representatives from other government structures.

The workshop focused on how to streamline special means operations such as reporting and achieving transparency and accountability. Participating Government of Kyrgyzstan agencies intend to use these techniques as they interact with the business community. The program provided an arena for open discussions and development of recommendations to improve the documents related to special means.

6. ICI: OTS: 7th International Congress of Appraisers (115TC04502)
Provider: Russian Society of Appraisers (RSA)
December 16-17, 2004; Moscow, Russian Federation
Participants: 1 KG

USAID/CAR's PTP supported Ms. Nina Ignatenko's participation in the International Congress of Appraisers organized by the Russian Society of Appraisers (RSA). The Congress brought together appraisers from Russia and CIS countries, Russian government officials, and representatives from relevant institutions involved in appraisal activities. The goal of the congress was to discuss Russian reforms concerning public regulation of appraisal activities. During the Congress, Ms. Ignatenko delivered a presentation on the draft Kyrgyz National Appraisal Standards, and she had an opportunity to discuss and solicit feedback from experts from Russia and CIS countries. This will help Ms. Ignatenko to revise the Kyrgyz National Appraisal Standards.

TAJIKISTAN

7. Achieving Economic Benefit through Land Reforms (115IC04041)
Provider: USAID ARD Land Tenure Project
November 1 - 2, 2004; Dushanbe, Tajikistan
Participants: 20 TJ

This two-day training course provided participants with an opportunity to increase their knowledge of the basic principles of agricultural land reform and to utilize their understanding of successful models of land tenure reform to formulate land policy, as well as to prepare amendments to land legislation. The training course introduced participants to the basic concepts and theories of land tenure systems. Participants representing different government structures such as the Parliament, President's Office, the State Land Committee, Ministry of Agriculture, Ministry of Justice, and NGOs discussed the following issues: economics of land tenure, property rights, real estate market, land value, and lessons of transition in agriculture.

The expected result is the development of a land policy paper and suitable legislation in Tajikistan that would allow for SME growth. This program's ultimate goal is to improve land laws and policies in order to promote the formation of an agricultural land market. Effective legislation will, in turn, give donors and international investors the legal framework to support increased investment in the sector.

TURKMENISTAN

8. Conference on Improvement of Legal Regulations in the Beekeeping Industry (115IC04905)

Provider: The Association of Beekeepers of Turkmenistan
November 6-7, 2004; Ashgabat, Turkmenistan
Participants: 31 TK

In early November, thirty leading beekeepers from the five velayats of Turkmenistan participated in the Third National Honey Fair and the second beekeepers' conference hosted by the Association of Beekeepers of Turkmenistan. At the fair, beekeepers from all over Turkmenistan displayed a wide variety of honey products. Both the fair and the conference received widespread media attention within Turkmenistan.

Before the start of the program, the Association of Beekeepers lobbied the government in order to establish beekeeping as a branch of the Ministry of Agriculture. Upon the conclusion of the fair, participants were invited to a roundtable discussion. The beekeepers discussed their common goals and objectives, and obtained legal consultation in order to draft laws concerning beekeeping. Representatives from the Tax Office and the Ministry of Agriculture attended the conference, as well as experts from international organizations. At the end of the conference, a committee was established to develop a final version of this law which will be presented to the Mejilis of Turkmenistan in the coming months.

9. Doing Business with American Companies (115IC04904)

Provider: U.S. Embassy in Turkmenistan
November 17, 2004; Ashgabat, Turkmenistan
Participants: 48 TK

In order to increase the export/ import volume between the U.S. and Turkmenistan, the U.S. Embassy in Turkmenistan organized a one-day conference, which brought together representatives of local and U.S. businesses, as well as Turkmenistani governmental officials. This program helped participants to access information on international businesses, improve support services to small businesses, strengthen partnerships, learn to make better use of existing infrastructure, and obtain financing. In addition, participants were introduced to the Special American Business Internship Training Program (SABIT). SABIT helps American organizations form relationships with potential customers, distributors, or partners, who can assist in facilitating profitable international transactions.

UZBEKISTAN

10. Training for Court Receivers (115IC03058)

Provider: Marketing Skills Development Center (MSDC)
January 20-November 5; Various oblasts of Uzbekistan
Participants: 235 UZ

USAID/CAR's Regional Training Program supported this activity to improve the execution of legislation dealing with small businesses and enterprises. Under the new edition of the Law "On Bankruptcy," Court Receivers will be in charge of observation, court sanation, external management, and liquidation of bankrupt enterprises. The position of Court Receiver is a newly established profession that requires completely new technical knowledge about management of enterprises in crisis. To address the training needs for this new cadre of professionals, the Committee on Economic Insolvency of Enterprises of Uzbekistan (CEIE), in cooperation with the

Marketing Skills Development Center (MSDC), organized courses for Court Receivers back in September 2003.

At the request of the Committee, MSDC developed a training program, which was comprised of four educational modules. The objective of the training was to equip the future Receivers with skills on legal regulation of court management activities, finance accounting and management, property assessment, and enterprise management.

SO 1.6

REGIONAL

11. Improved Operation of CAR Hydromet Communication Centers Based on UNIMAS Technology (115IC04039, 115TC04023)
Provider: OJSC "Intelcom-Delta," Moscow, Russian Federation
November 10-26, 2004; Bishkek, Kyrgyz Republic
Participants: 3 KZ, 4 KG, 5 TJ, 5 TK, 3 UZ

The main goals of this off-the-shelf program were to provide the National Hydromet staff of the five CAR countries with hands-on training in modern meteorological communication systems operation and to increase their professional skills in general. The trainers were specialists from the Russian company Intelcom-Delta, the leading producer of software for operation of communication centers among NIS countries.

The training was comprised of theoretical and practical sessions with a focus on the adjustment of the UNIMAS system to the needs of the national Hydromet centers. Participants learned to use UNIMAS/UNIX systems and network routers in their daily work. Moreover, the program enabled operators and system administrators to gain in-depth knowledge of the meteorological system database, data scatter adjustments, network hardware, and input-output information channel adjustments.

12. OTS: The Capacity Building Program on Participatory Irrigation Management (115TC04038)
Provider: International Network in Participatory Irrigation Management and Irrigation Reform (INPIM)
December 5-14, 2004; Menemen, Turkey
Participants: 1 KG, 2 UZ

This ten-day off-the-shelf program in Menemen, Turkey, gathered policy makers, instructors from training institutes, Water User Association (WUA) members and irrigation district managers from developing countries such as Egypt, Macedonia, Albania, Syria, China and others to improve the effectiveness and sustainability of WUAs, and to support and strengthen the implementation of national Participatory Irrigation Management programs.

The program allowed participants to review the policy and legal framework of irrigation management, as well as the financial and technical management of irrigation systems. It is expected that participants will be able to utilize participatory management methods in irrigation reform in their respective countries. The program contained both theoretical sessions and practical activities. Participants visited two WUAs in Turkey, and observed their facilities and learned their development history. Participants noted the high professionalism of the INPIM trainers in the implementation of lectures, sessions and site visits.

13. The Problems and Ways of Water and Agriculture Economy Development in Terms of Market Reforms in Uzbekistan (115IC04073, 115TC04042)
Provider: USAID/UCO/EW
December 21-22, 2004; Tashkent, Uzbekistan
Participants: 2 KZ, 78 UZ

This program was organized in cooperation with the Central Asian Scientific Research Institute for Irrigation (SANIIRI) to discuss the status of reforms in the water and agricultural sectors. Participants included representatives of SANIIRI, the Ministry of Agriculture and Water Resources of the Republic of Uzbekistan, and various watershed and water management organizations. Participants discussed institutional, legal, and economic cooperation in agriculture and water resource management. They proposed ways to improve water resource management and operation of irrigation systems through Water Users Associations (WUA) and a possible transition to paid water use. Methods of productive water and land use on the WUA, shirkat and farm levels were discussed. The conference's proposals and presentations were submitted to SANIIRI.

KAZAKHSTAN

14. OTS: UniMAS-WEB Installation Training (115IC04065)
Provider: OJSC Intelcom-Delta, Moscow, Russian Federation
December 18-27, 2004; Almaty, Kazakhstan
Participants: 6 KZ

The main goal of this off-the-shelf program was to provide on-the-job training to Kazhydromet staff in the daily operation of meteorological communication systems and to prepare them for independent troubleshooting in the event of malfunctions. This 10-day intensive course helped to increase professional skills of the Kazhydromet engineers in handling newly installed software. The training focused on the adjustment of the UniMAS system to the specific needs of the Kazakhstani National Hydromet Center.

Two of the participants had earlier been involved in the "Improved Operation of CAR Hydromet Communication Centers Based on UNIMAS Technology" program in Bishkek, November 10-26, 2004. The WEB Installation Training gave them an excellent opportunity to apply newly acquired theoretical knowledge in a practical manner.

TAJIKISTAN

15. International Fund for Saving the Aral Sea Board Meeting (115IC04054)
Provider: Executive Committee of the International Fund for Saving the Aral Sea
November 15-16, 2004; Dushanbe, Tajikistan
Participants: 150 TJ

USAID/CAR provided financial support for this meeting between government officials of Tajikistan and the other four Central Asian Republics. It was conducted by the International Fund for Saving the Aral Sea (IFAS). This particular activity served as part of a greater plan to develop and raise awareness amongst government officials, and to promote cooperation between these officials in order to clear the way for the formation of a future joint-action plan. This greater plan is entitled, "Program of Activities for the Improvement of the Ecological and Social-Economic Situation in the Aral Sea Basin 2003-2010 (ASBP-2)." This board meeting intended to introduce

the primary stages of ASPB-2, as well as to gather international organizations and in-country donors to coordinate their efforts to obtain long-term solutions.

16. AgroExpo – Silk Road – 2004 (115TC04040)
Provider: International Fertilizer Development Center (IFDC)
Dates: December 2-4, 2004; Osh, Kyrgyzstan
Participants: 12 TJ

In the Ferghana Valley Agro-Expo, a broad range of agricultural products were presented in a trade show, and seminars were held by international suppliers and agricultural professionals on a wide variety of topics. The AgroExpo directly contributed to the promotion of a competitive agricultural inputs market and highlighted opportunities for the agricultural sector in the entire Central Asian Region. Tajikistani participants were equipped with knowledge and skills in improving production, processing, and marketing of agricultural products in Tajikistan.

All participants were very pleased with the program content, especially with the Regional Seed Congress conducted in conjunction with the AgroExpo. They had unique opportunities to establish business contacts with colleagues from other countries. Interested participants visited a tinned food factory in Osh. However, since many of the provincial participants had difficulty with the Russian language, they suggested that for future programs an interpreter should be used.

TURKMENISTAN

17. Weather Forecasting Course in Moscow (115TC04016)
Provider: National Hydromet Service of the Russian Federation (NHS/RF)
October 4-8, 2004; Moscow, Russian Federation
Participants: 4 TK

The goal of this training was institutional development of the Turkmenhydromet by improving weather forecast information gathering and processing by hydrometric specialists, thus improving the overall quality of forecast information dissemination. The participants visited meteorological centers at Moscow airports, and became acquainted with the methods and technology used there.

Participants received hands-on training in data collection, analysis, and interpretation. It is expected that the training will help the participants to promote new forecasting information gathering and processing methods, as well as improve forecasting services at the NHS/TK through providing more accurate and timely information to the main hydrometric office.

18. Institutional Development of Inspectorate Service of the Ministry of Nature Protection of Turkmenistan (115IC04035)
Provider: The Ministry of Nature Protection of Turkmenistan
December 15-16, 2004; Ashgabat, Turkmenistan
Participants: 31 TK

The main goal of this seminar was to increase the skills of nature inspectors and other employees of the MNP/TK by providing them with training on the laws and legislative acts of Turkmenistan, patrol techniques, methods of dealing with poachers, and other law enforcement issues. The Ministry of Defense, the Ministry of Nature Protection, the National Society of Flora and Fauna Protection, and other organizations were represented at the seminar.

Participants discussed issues of flora and fauna protection, such as illegal hunting, nature protection activities, legislative acts of Turkmenistan on nature protection, and involvement of the local population in environmental protection. It is expected that this seminar will result in local officials being to able to coordinate their efforts more effectively under current legislative acts.

UZBEKISTAN

19. Tashkent Earthquake Safety Initiative (115IC04027)
Provider: GeoHazards International
October 11-12, 2004; Tashkent, Uzbekistan
Participants: 80 UZ

The goal of this program was to formally launch the Tashkent Earthquake Safety Initiative, which involved public, civil, and private sector agencies, as well as organizations, businesses, and individuals in ongoing, collaborative, community-based earthquake risk-mitigation efforts.

SO 2.1

REGIONAL

20. NGO Sustainability Index Meeting in Kazakhstan (115IC04020), Kyrgyzstan (115IC04021), Tajikistan (115IC04022), Turkmenistan (115IC04024), Uzbekistan (115IC04023)
Provider: USAID/CAR/DM
October 22, 2004; Bishkek, Kyrgyz Republic
October 27, 2004; Dushanbe, Tajikistan
November 1, 2004; Ashgabat, Turkmenistan
November 5, 2004; Almaty, Kazakhstan
November 5, 2004; Tashkent, Uzbekistan
Participants: 10 KG, 11 KZ, 15 TJ, 11 TK, 7 UZ

The goal of this year's annual meeting was to evaluate the status of NGO sustainability in Central Asia. The program was designed as a series of one-day professional meetings to discuss and evaluate NGOs' activities and sustainability.

21. OTS: 2004 National Election Study Program in the U.S (115US04001)
Provider: American Council of Young Political Leaders
October 24-November 4, 2004; Washington, DC, Pennsylvania, and West Virginia, USA
Participants: 3 KG, 5 KZ, 4 TJ

The American Council of Young Political Leaders (ACYPL) organized a special election-year study program for a delegation of young leaders from around the world to be first-hand witnesses to U.S. presidential, state, and local elections in November 2004. This study tour enabled young political leaders from Kazakhstan, Kyrgyzstan, and Tajikistan to learn from U.S. practices in elections and campaigning, and to see how citizens can play an active role in governance.

The participants were introduced to electoral politics, election methods, and intra-party relations as a case study of free and fair elections in a democratic nation. They also learned about political parties' campaign operations, the role of the media and the fundraising process. Participants left the program with a better understanding of the role that citizens play in the electoral process and

how those citizens ultimately hold politicians accountable. Additionally, delegates learned methods of regulating campaigns and elections that could be implemented in their own countries.

Debriefing meetings were held upon return to Central Asia. Mr. Peter Argo, USAID/TJ Country Director, attended one of these sessions with participants. Three of four participants from Tajikistan published articles in weekly newspapers. One of these articles, entitled "American Transparent Election," was written by the First Deputy Chairman of the Islamic Revival Party of Tajikistan. One participant conducted meetings with university students, while another shared her experiences with regional secretaries of the Communist Party. In Kyrgyzstan, several participants participated in the conference "USA: Four More Years" where they delivered presentations on the role of mass media and exit polls in the election campaign. Next, participants hope to convert their new experiences into practical use.

22. 2nd International Conference on Training of the Judiciary and Special Symposium on Social Context Training (115TC04013)

Provider: International Organization for Judicial Training (IOJT) and National Judicial Institute (NJI).
October 31-November 5, 2004; Ottawa, Canada
Participants: 1 KZ, 2 TJ, 3 UZ

This conference brought together judges and other leaders in judicial education from around the world to discuss and exchange perspectives and experiences on a wide range of issues. The conference was organized by the International Organization for Judicial Training (IOJT). The main goal of the training was to expose judicial training leadership to progressive training systems, structures, methodologies, and curricula in order to increase openness to new approaches and to develop a context for continued planning of legal education strategies.

The conference provided participants with opportunities to learn from colleagues from more than 20 training institutes worldwide and to participate in discussions of key topics related to the improvement of judicial education systems, institutions, and curricula. CAR countries' judicial authorities were able to obtain adequate knowledge in order to promote continuing legal education in their home countries. The participants hope to hold follow-on activities such as roundtables, publication of newspaper articles, and implementation of acquired information into their curricula.

23. ICI: Central Asian Roundtable "Human Trafficking in Central Asia: Problems and Solutions" (115IC04907, 115TC04501)

Provider: Union of Crisis Centers of Kazakhstan
November 30-December 1, 2004; Almaty, Kazakhstan
Participants: 4 KG, 13 KZ, 3 TJ

This roundtable was conducted in Almaty to coincide with the 16-day campaign "Republican Action: 16 days of Fighting against Violence, Human Traffic and HIV/AIDS in relation to Women." The roundtable was designed as a two-day program to highlight trafficking as a serious violent crime in Central Asia. The goal was to attract government attention to the need for counter-trafficking measures, and to increase public awareness about gender-based violence and its prevention. This roundtable is a follow-on activity of a previous study tour to Ukraine (2004), in which government officials and NGO representatives from Kazakhstan, the Kyrgyz Republic, and Tajikistan worked on TIP activities.

Representatives of women's organizations, NGOs, members of Parliament, and governmental agencies participated in the event. The roundtable resulted in the development of a joint anti-trafficking strategy for Central Asia as well as recommendations to improve anti-trafficking efforts in Kazakhstan, Kyrgyzstan, and Tajikistan. All recommendations from the roundtable will be sent to national governments. Representatives of government bodies and NGOs discussed further joint activities to combat human trafficking.

24. OTS: Training Central Asian Journalists in Election Coverage (115TC04018)
Provider: Internews/Ukraine
November 29-December 8, 2004; Ukraine
Participants: 5 KG, 5 TJ, 3 UZ

During the height of the Ukrainian political crisis, Internews Ukraine conducted an election coverage training for 12 journalists from television stations based in Uzbekistan, Tajikistan, and the Kyrgyz Republic. The primary goals of the training were to demonstrate how Ukrainian journalists cover election-related activities and raise the CAR journalists' professionalism.

During the training, participants traveled to various oblasts of Ukraine and visited five regional television channels. The journalists received practical experience covering elections alongside Ukrainian journalists and discussed production of fair, accurate, and balanced news reports on election-related activities. At the end of each day, participants went to Kiev's main square to interview protesters from both sides.

Participants brought back the materials they developed during the training. They have a strong willingness to disseminate these materials, as well as their newly gained skills and knowledge, among colleagues and all interested groups. Participants are expected to use the gained experience to produce a number of quality election coverage programs in the approaching parliamentary elections in Uzbekistan, Tajikistan, and the Kyrgyz Republic.

25. Civil Society Organizations (CSOs) and Political Parties: Building Constructive Relationships: Group 1-(115TC04004) Group 2-(115TC04007)
Provider: Polish-American Advisory Agency (PAAA)
Group 1: November 29 – December 3, 2004; Warsaw, Poland
Group 2: December 13-17, 2004; Warsaw, Poland
Participants: Group 1-3 KG, 3 KZ, 3 TJ, Group 2-3 KG, 3 KZ, 3 TJ

USAID/CAR/DM through USAID/CAR's PTP developed and organized this training to support the development of constructive non-partisan relationships between Civil Society Organizations (CSOs) and political parties in Kazakhstan, Kyrgyzstan, and Tajikistan. Three nearly-identical sessions will be held for three different groups, with the last session taking place in January. The trainings aim to demonstrate to the CSO leaders how to become involved in the policy arena without implicating their organizations in any specific partisan activity in favour of one party or another.

The study tour consisted of lectures, discussions, case studies, site visits, and meetings with representatives of Polish political parties. During the site visits participants learned about the Polish NGO experience in networking with political parties and influencing policy, as well as in providing expertise and information to policy makers. Participants received first hand information on NGO involvement in placing important issues like corruption, environmental protection, healthcare, social assistance, and education on the public agenda. During the training, participants also drafted action plans to be implemented in their home countries.

26. Study Tour to Kazakhstan and Kyrgyzstan for Tajikistani and Uzbekistani CSSC Representatives (115TC04035 in Kazakhstan, 115TC04036 in Kyrgyzstan)
Provider: IREX
December 6-11, 2004; Almaty, Kostanai, Astana, Ust-Kamenogorsk, Semipalatinsk, Kazakhstan
Participants: 3 TJ, 3 UZ
December 7-13, 2004; Bishkek, Talas, Karakol, Nookat, Kyrgyzstan
Participants: 5 TJ, 2 UZ

The main goal of this program was to give an opportunity to Tajikistani and Uzbekistani Civic Society Support Centers (CSSCs) to study the successful models of other Central Asian CSSC Networks. Participants learned about Kazakhstani and Kyrgyzstani CSSCs' experiences in such areas as professional development, fundraising, and involvement of citizens in societal processes. Participants studied the role of successful CSSC Associations in the development of civic life.

The methods learned at this training will help Uzbekistani and Tajikistani CSSCs to become more effective in conducting advocacy at the national and regional levels. The CSSCs hope to become better managed and more client/community oriented, as well as to develop accountability and professional standards. Participants are expected to present study tour results at two CSSC Network conferences in 2005.

KAZAKHSTAN

27. Educational Workshops for Farmers on Land Code Issues (115IC04902)
Provider: Regional Public Union IRIS
October 11-November 19, 2004; East-Kazakhstan oblast, Kazakhstan
October 11-13, 2004; Semey
November 3-4, 2004; Buras village, Beskaragay region
November 9, 2004; Borodulikha village, Borodulikhin region
November 19, 2004; Sarzhal village, Abay region
Participants: 185 KZ

This series of educational workshops held in East Kazakhstan oblast was aimed at increasing farmers' awareness of the new Land Code of Kazakhstan and of the State Agricultural Development Progam. Participants included specialists on land resource management, members of tax committees, officials of the Minsitry of Agriculture, local administrators, representatives of public unions, and farmers.

The 3-day workshop in Semey was designed as a training for mobile consultants who were to equip farmers with up-to-date information on the main mechanisms and procedures for registration of land plots. The program enabled participants to discuss problems in the agricultural sphere, especially difficulties that they had experienced with ongoing land reform and land management. It was decided to continue information campaigns on the Land Code and on land reform among farmers in rural areas through workshops and mass media coverage. Participants decided to submit a written proposal to the local Mazhilis deputies, so that these deputies would consider the conclusions and recommendations of the workshop.

KYRGYZ REPUBLIC

28. Voter Education Workshops (115IC04003)

Provider: Multiple (Counterpart Consortium, The Coalition for Democracy and Civil Society, International Foundation for Election Systems, National Democratic Institute, International Republican Institute, Internews Network, and Urban Institute)
August 9-10; Bishkek
November 17; Chui Oblast
November 24; Osh Oblast
November 25; Naryn Oblast
November 25; Issyk-Kul Oblast
November 26; Talas Oblast
November 27; Jalalabat Oblast
November 27; Batken Oblast
Participants: 114 KG

In August 2004, USAID/KCO/DM and USAID/CAR's Regional Training Program conducted a National Voter Education Workshop in Bishkek. This day and a half workshop targeted 10 newly awarded Election Grant Committee grant recipients to assist them in developing their voter education materials and activities, and in drafting a voter education manual.

On November 17, 2004, an IFES trainer delivered a follow-on voter education workshop for Bishkek and Chui Oblast NGOs and a TOT for selected regional facilitators. Participants and regional facilitators went through the new provisions of the Election Code and discussed the most common approaches to voter education, such as grass roots outreach, posters, and door-to-door techniques. AED/START provided each facilitator with a set of voter education manuals for distribution at the regional workshops.

On the week of November 22, five regional facilitators conducted six follow-on workshops in all regions of the Kyrgyz Republic. An AED/START Program Specialist observed the follow-on workshop in Naryn where participants developed a joint voter education strategy that they would implement together. They agreed to meet after the workshop to polish the strategy and discuss their roles in it.

29. CAIP Communities Building Linkages with Non-CAIP Communities in Southern Kyrgyzstan (115IC04047)
Provider: AED/START
November 18, 23 and 25, 2004; Osh, Batken and Jalalabat oblasts, Kyrgyz Republic
Participants: 32 KG

USAID/CAR's Regional Training Program conducted this series of pilot focus groups with representatives of CAIP and non-CAIP communities in Southern Kyrgyzstan. The focus groups were designed to facilitate dialogue and build synergies between leaders of these communities. It also provided the communities with an opportunity to share experiences and lessons learned in collaborating with USAID and other donor organizations, and the program provided participants with a chance to make recommendations for future projects.

During the focus groups, participants shared their many experiences in implementing projects both with and without donor support. Site visits to show examples of people that had overcome many obstacles were organized. These site visits facilitated discussion, and demonstrated that initiative and mobilization of local resources can lead to a successful project that helps to solve community problems. USAID/CAR/DM envisions rolling out similar pilot focus group activities for UZ in early '05.

30. ICI: Mass Media as a Business: Elections as One of the Income Sources for Media Outlets (115IC04908)

Provider: Business Association "Mass Media"
December 3-5, 2004; Bishkek, Kyrgyz Republic
Participants: 10 KG

This program was initiated and organized by the Association "Mass Media" in an attempt to improve income generating activities in preparation for the upcoming parliamentary and presidential elections. These activities could include developing and/or broadcasting political advertisements for candidates. This program is meant to encourage more active media participation in the upcoming elections and use of the election campaign period to generate income for the media.

During the training, participants were acquainted with changes to the Election Code and had an opportunity to question a representative of the Central Election Commission (CEC) and an Internews lawyer. Participants also received guidance on the content of PSAs, talk shows and interviews. Using participants' feedback, the Association "Mass Media" drafted a manual on the development and implementation of pre-election campaigns to be issued to all interested media outlets by the end of January 2005.

31. CO: Training for Government Officials on the Issues of Anticorruption Policy (115IC04911)

Provider: Academy of Management under the President of the Kyrgyz Republic
December 11, 2004; Bishkek, Kyrgyz Republic
Participants: 150 KG

This training was conducted by anticorruption specialists from higher education institutions, the First Deputy Head of the President's Administration, the Deputy Minister of Justice, and the Deputy Prosecutor of the Kyrgyz Republic. The goal of the training was to help high-level officials to understand the basics of the current state anticorruption policy so that they will support it in the long-term. U.S. Ambassador Steven Young attended the event and made a presentation on international experiences and approaches to combating corruption.

According to Almaz Nasyrov from the Academy of Management, this training module will be included in their curriculum and will be conducted on a regular basis for both undergraduate students and government officials undergoing training.

32. ICI: Art of Public Speaking and Critical Thinking in Interactive Training (115IC04912)

Provider: Street Law Centers in Osh and Jalalabad, NGO "Young Lawyers of the South"
December 23-25, 2004; Osh, Kyrgyz Republic
Participants: 40 KG

This three-day ICI training was initiated and organized by the Street Law Centers in Jalalabad and Osh so that their core group of affiliated university student volunteers could develop their public speaking and critical thinking skills. The training also aimed to increase students' knowledge of interactive training methodology and help them improve their street law curriculum. The program consolidated participants' interactive training skills and increased their knowledge of training methods. During the training, participants were expected to develop a street law training plan. During 2005, participants will conduct 200 street law classes in Osh and

180 in Jalalabad. The Street Law Centers will monitor the implementation of the plan and assess participants' conduct.

TAJIKISTAN

33. Roundtable on the New Amendments to the Tax Code Provision to Improve NGO Taxation (115IC03123)
Provider: ICNL
October 29, 2004 Dushanbe, Tajikistan
Participants: 35 TJ

ICNL and USAID/CAR's Regional Training Program organized this roundtable to provide participants with information on new additions to the Tajik Tax Code, and to lobby for accommodations within the Tax Code for NGO privileges, charitable activity, and new standards focusing on specific NGO issues. The roundtable discussion assisted in finalizing the details of the Tax Code of Tajikistan and in developing a common understanding of the draft law's provisions among concerned stakeholders. The roundtable also educated NGOs, government officials, and parliamentary deputies on the international principles of freedom of association and international best practices in the area of NGO taxation.

Now that the activity has been completed, ICNL/TJ will forward a report/suggestions to the committees of Majlisi Oli on the results of the roundtable—namely, what recommendations have been considered and what amendments and changes have been made by participants in the draft law.

34. ICI: Women Against Human Trafficking (115IC04910)
Provider: Bonuvoni Fardo
December 9-22, 2004; Khatlon region, Tajikistan
Participants: 220 TJ

The main goal of this program was to decrease the number of trafficked women in border areas of Tajikistan. The training provided participants with an opportunity to learn how to fill out migration cards correctly and avoid signing misleading labor contracts. Information was distributed about organizations working for the protection of Tajikistani citizens' rights, and about organizations that provide legitimate employment in Russia.

It is expected that participants will share gained information and knowledge among their communities. As one of the participants said, "We will make sure that our sons and husbands get the message of this training before leaving for Russia in search of jobs."

35. The First National Congress of Youth in Tajikistan (115IC04066)
Provider: International Organization for Migration/Tajikistan
December 15-18, 2004; Dushanbe, Tajikistan
Participants: 51 TJ

The goal of this program was to mobilize the youth of Tajikistan in human rights advocacy and raise their awareness on human rights issues such as trafficking in persons. The First National Congress of Youth in Tajikistan helped to disseminate information on the dangers of trafficking to young people of Tajikistan and increase the level of young people's participation in the campaign against trafficking in persons.

Now that the training is finished, the International Organization for Migration (IOM) Tajikistan will continue to provide technical assistance for implementation of participants' action plans. IOM selected some participants to be responsible for the organization of youth movements to combat trafficking at the local level. These participants are expected to conduct a Training of Trainers for volunteers and to spread the information received among interested parties. IOM's partner NGOs will help volunteers to disseminate information, organize mass events, and conduct awareness campaigns among youth. Based on activities implemented, volunteers may become eligible for IOM grants.

TURKMENISTAN

36. Seminar on Principles of NGO Taxation: Comparison with Turkmen Law in Practice (115IC04067)

Provider: Cost-shared training with ICNL
December 14, 2004; Ashgabat, Turkmenistan
Participants: 41 TK

The overall goal of this program was to provide participants with sufficient knowledge of the Turkmenistani tax code and accounting standards with a focus on NGO-specific issues. The program initiated a better relationship between tax officials and NGOs by introducing tax and accounting system rules and regulations. The seminar also gave tax officials the opportunity to reply to specific questions from NGOs and to clarify difficulties with the implementation of accounting standards. Since the Government of Turkmenistan will add some new articles to the adopted Tax Code of Turkmenistan, it is probable that participating tax officials will give their recommendations on NGO taxation.

UZBEKISTAN

37. The Housing Association: Legal Bases of Democratic Self-Governance (115IC04001)

Provider: Urban Institute
September 14-November 12, 2004; Tashkent, Andijan, Namangan, Uzbekistan
Participants: 260 UZ

This was the second cycle of trainings aimed at encouraging democratic and transparent single-building housing associations. The main objectives of the trainings were to raise housing association members' awareness of their legal rights and obligations, as well as to explain the objectives and tasks of housing association activities. During the trainings, participants discussed the importance of their participation in work planning and decision making. They learned the advantages of housing associations based on the "One Building – One Housing Association" model through foreign and local examples.

These trainings were expected to raise the level of resident participation in the management of their buildings, and to promote democratic governance in existing housing associations. Unit-owners were encouraged to establish new housing associations in separate buildings.

38. OTS: New Tactics in Human Rights International Symposium (115TC04017)

Provider: Center for Victims of Torture c/o Helsinki Citizens' Assembly
September 29-October 2, 2004; Ankara, Turkey
Participants: 2 UZ

This Off-The-Shelf course sent two Uzbekistani human rights defenders (HRDs) to an International Human Rights Symposium in Ankara, Turkey. The conference was conducted by the Center for Victims of Torture c/o Helsinki Citizens' Assembly. The main goal of the training was to increase the knowledge of the selected HRDs in the human rights sphere and to create opportunities for information exchange with particpants from other countries.

During the symposium, participants learned about the world human rights situation and learned about strategies to help make their own work more effective. They met with other experienced members of the HRD community, allowing for the exchange of ideas as well as networking. It is hoped that these HRDs will now begin to develop a new human rights strategy in Uzbekistan.

39. Seminar on Registration of NGOs in Uzbekistan (115IC04026)
Provider: ICNL
October 15, 2004; Tashkent, Uzbekistan
Participants: 30 UZ

The main goal of this roundtable was to boost further development of the new law "On Registration of NGOs" and to make amendments to the current legislation, thus increasing the number of registered NGOs in Uzbekistan.

Representatives of government bodies and international and local NGOs debated the procedures of state registration of NGOs in Uzbekistan. The major discussion concerned the necessity of adoption of a single law on the registration of all legal entities, including NGOs. This is expected to reduce discrepancies between different legal acts, combining registration of both non-commercial and commercial organizations, and also would decrease problems of initiative groups and registered NGOs. The participants hope to continue the correspondence between government bodies and NGOs in order to facilitate additional change in Uzbekistani NGO legislation.

40. Conflict Prevention and Resolution Training (115IC04029)
Provider: CHF International, Counterpart International/Uzbekistan
November 1-3, 2004; Tashkent, Uzbekistan
Participants: 20 UZ

CHF International and Counterpart International (CHF/CPI) are currently implementing the Community Action Investment Program (CAIP) in southern Uzbekistan. As part of CAIP, CHF/CPI has been working on conflict mitigation issues through community mobilization and provision of social services, and is building trust among the community members and local government representatives. This training activity was expected to build on that trust and address conflict prevention and mitigation more directly.

The objectives of this training were to establish a group of regional leaders with the knowledge and skills to help prevent conflict, and to establish a network of individuals with an interest in preventing violent conflict. As a result of this training activity, 20 CAIP trainers increased their knowledge of conflict prevention, conflict mediation theory, and related tools and techniques. Leaders from throughout Kashkadarya and Surkhandarya were able to increase their knowledge and ability to identify potential causes of conflict. It is hoped that a number of communities will create and utilize mediation and other conflict resolution mechanisms as a result of this training.

41. Housing Association and Makhallas: Legal Framework for Activities and Opportunities for Cooperation (115IC03125)
Provider: Urban Institute

November 11-December 16, 2004; Tashkent, Samarkand, Andijan, Namangan, Uzbekistan
Participants: 302 UZ

The main goal of this series of trainings was to increase the knowledge of selected makhalla (neighborhood councils) leaders about the legal foundations of housing associations, the rights and obligations of housing associations and individual owners, and the respective functions of housing associations and makhallas. The objective is for makhallas to work more effectively with the housing associations towards common interests, rather than encroaching on the rights and responsibilites of housing associations.

These trainings promote an understanding of the rights and obligations of apartment-owners as well as the housing association model of housing management among makhalla committees. The trainings also establish partnership relations between makhallas and housing associations, allowing for a clearer division of powers and responsibilities between these two self-governing bodies and helping to eliminate a range of problems in their interaction. The training aimed to secure makhallas' support for the idea of independent, transparent, democratically-managed and resident-controlled housing associations.

42. Study Tour to the United Arab Emirates: Facilitating the Repatriation Process for Victims of Trafficking (115TC04033)
Provider: International Office of Migration, Counter-Trafficking Project
November 28-December 5, 2004; United Arab Emirates
Participants: 3 UZ

The primary goal of this study tour was to initiate a process by which Uzbekistani victims of trafficking can be returned to their home country. The study tour allowed Uzbekistani government officials from the Ministry of Internal Affiars and the Ministry of Foreign Affairs to meet with officials dealing with trafficking in the United Arab Emirates, as well as with officials from the Uzbekistani Consulate.

Participants visited prisons to learn about the operational procedures of criminal facilities that house trafficking victims, and they identified areas for improvement in the repatriation process. Participants' attitudes towards victims changed drastically as a result of meetings and interviews with 138 young women, 119 of them from Uzbekistan. Participants personally took the initiative to help repatriate a number of these women. 38 girls were assisted in obtaining their travel documents, return certificate fees were paid for 16 girls, and tickets to Uzbekistan were purchased for seven girls. Of the 138 girls interviewed, 135 of them remain imprisoned, while three girls who applied for help were set free.

Another accomplishment was that an MOU was drafted between Government agencies in Uzbekistan and the police department in U.A.E. to revise and improve the repatriation process for trafficking victims. Public awareness campaigns were planned for at-risk populations in an effort to prevent and reduce the number of trafficking cases. There are already plans to deliver these campaigns through regional NGOs and the mass media. Upon their return to Uzbekistan, the participants commented that they intend to continue providing technical assistance and plan in the near future to assist in the return of eight more girls, four of whom are pregnant or have newborn children.

SO 3.2

REGIONAL

43. Faculty Development Workshop (115TC04019, 115IC04031)
Provider: American International Health Alliance (AIHA)
October 18-20, 2004; Astana, Kazakhstan
Participants: 14 KG, 18 KZ, 6 TJ, 13 UZ

The American International Health Alliance (AIHA), supported by USAID/CAR's Regional Training Program, conducted an annual Faculty Development workshop to facilitate ongoing healthcare sector reforms in CAR by improving medical education standards in the region. The roundtable was attended by rectors and vice rectors of medical educational institutions, along with representatives of the MOH and MOE responsible for medical education and workforce development planning.

During the program participants discussed possibilities for regional accreditation and development and planning of medical curricula. Participants were also able to share their experiences with CAR colleagues and US experts on improving medical education standards in the region. Participants developed a plan and corresponding timeline for facilitating regional progress toward an integrated system of accreditation. They hope to present this plan to the appropriate ministries in their respective countries upon their return.

44. OTS: World Bank 1st Flagship Course on Health Sector Reform and Sustainable Financing for the Countries of Central Asia and the Caucuses (115TC04014, 115IC04025)
Provider: ZdravPlus
October 18-29, 2004; Bishkek, Kyrgyzstan
Participants: 10 KG, 5 KZ, 5 TJ, 5 UZ

This program aimed to encourage and facilitate health finance system reforms in CAR by strengthening and enhancing policy makers' knowledge and understanding of key health reform issues and approaches to implementation. The main objectives of the program were to increase knowledge about healthcare funding sources and equity in health systems, to encourage more autonomy and control over resources at the facility and oblast level, and to strengthen the role of health managers.

This was an off-the-shelf program proposed by ZdravPlus and conducted through collaboration of the health policy analysis project (WHO-DFID) and the World Bank. The delegation consisted of representatives of MOH, MOE and MOF and was recommended by ZdravPlus.

As a result of the program, participants will be able to demonstrate a greater understanding of the required skills and functions of managers who will be working within new finance systems. These systems include: oblast-level pooling, new provider payment systems for inpatient and outpatient, and the use of health information systems and data for management decision-making at the facility, oblast, and national levels.

45. Advanced Training on Evidence-Based Medicine (115TC04022, 115IC04038)
Provider: ZdravPlus
October 25-29, 2004, Bishkek, Kyrgyzstan
Participants: 13 KG, 2 KZ, 2 TJ, 1 UZ

USAID/CAR's Regional Training Program and ZdravPlus' Health Reform Project jointly conducted this five-day, advanced training on Evidence-Based Medicine (EBM) tools. The training brought together EBM specialists from the Kyrgyz Republic, Kazakhstan, Tajikistan, and Uzbekistan. The goal of the program was to increase participants' proficiency in searching for evidence-based information in international medical databases to consequently assess and use in updating clinical practice guidelines (CPG). This is the third in-county program on EBM jointly conducted by ZdravPlus and USAID/CAR's Regional Training Program. According to participants this hands-on training program has helped them to become more efficient in searching for EBM information in international medical literature and other sources.

46. Second Annual Public Health and Health Management Conference (115IC04043, 115TC04026)

Provider: ZdravPlus Uzbekistan
November 8-10, 2004; Charvaq, Uzbekistan
Participants: 17 KZ, 14 KG, 21 TJ, 112 UZ

USAID/CAR and ZdravPlus conducted this conference with the support of USAID/CAR's PTP and in partnership with the Uzbekistan Ministry of Health, the WHO, and local medical higher education institutes. The event brought together representatives of USAID/CAR's partner institutions, including the Kyrgyz State Medical Academy, the Kyrgyz Drug Control Agency, the State Sanitary Epidemiological Control Department, the Family Medicine Training Center, and various health NGOs.

This regional event aimed to contribute to the ongoing public health reforms in CAR by furthering understanding among the health decision makers of modern public health management and enabling them to prioritize health issues and develop policy recommendations. It allowed participants to exchange information about the status of and perspectives for public health and health management education and practice, focusing field applications in the context of ongoing USAID projects. Participants are expected to further develop and implement the recommendations formulated during the conference.

47. Regional Workshop on Cooperative Learning (115IC04050, 115TC04029)

Provider: PEAKS/OSI
November 30-December 3, 2004; Bishkek, Kyrgyz Republic
Participants: 10 KG, 5 TK, 10 TJ, 8 UZ

This four-day advanced training program co-funded by the USAID/CAR's PTP was developed and conducted by the Open Society Institute (OSI) and AED, in partnership with the PEAKS Project. The workshop was designed to build upon efforts to increase the quality of basic education in CAR and was supported by Reading and Writing for Critical Thinking (RWCT) and Step by Step programs. Two trainers from the United States conducted the workshop, and it included theoretical and practical aspects of cooperative learning concepts and gave participants the opportunity to interact with their colleagues from Central Asia. Teachers, school directors, and university professors participated in this training. Following the training, the participants are expected to design a presentation for their peers using cooperative learning and student-centered education. They hope to effectively incorporate this concept into their syllabi, and to mentor their peer teachers in improving instructional planning and incorporating cooperative learning strategies for diverse learners.

KAZAKHSTAN

48. How to Conduct HIV Sentinel Surveillance (115IC04052)
Provider: CDC
November-December, 2004; Temirtau, Kokshetau, Ust-Kamenogorsk, Petropavlovsk, Kostanai, Astana, Kazakhstan
Participants: 158 KZ

In 2002 the CDC successfully conducted the HIV Sentinel Surveillance (HIV SS) program in four oblasts of the country. This recent training is a series of seminars conducted by CDC in response to the Government of Kazakhstan's request for tests in six additional cities in Kazakhstan. In this training, experienced CDC trainers conducted practical seminars for oblast and city AIDS centers' personnel, local hospital gynecologists, dermatovenerologists, medical personnel of penitentiary system departments, and representatives from NGOs that deal with HIV issues.

The trainings helped participants to master the details of systematic data collection by learning peculiarities of sample size calculation, sampling, conducting interviews, and pre- and post-test counseling. Appropriate and timely implementation of these techniques will help specialists to collect data, analyze and evaluate it, and draw conclusions that can be used for identifying suitable intervention measures. As a result of these trainings participants will be able to use the HIC SS methodology to better analyze the epidemic situation in their regions, and eventually develop HIV/AIDS control and prevention programs.

49. TOT: Implementing Infection Control in Nursing School Curricula (115IC04051)
Provider: AIHA
November 29-December 3, 2004; Almaty, Kazakhstan
Participants: 28 KZ

The purpose of this TOT was to equip trainers of nurses with modern Infection Control (IC) techniques and practices to enable them to pass these skills on to their students. In Kazakhstan, there is no body of common knowledge or methodology for teaching IC issues, and this training aimed to help remedy this problem. It was designed and conducted by three trainers, who are American International Health Alliance (AIHA) partners and alumni of several previous seminars on IC issues.

This roundtable provided the participants with an opportunity to improve their understanding of the main IC problems in Kazakhstan, including the issues of hospital-acquired infections. They discussed future opportunities for collaboration, as well as for establishing and implementing adequate IC programs in their respective institutions.

KYRGYZ REPUBLIC

50. Forum on the Role of Community Mobilization in Solving Basic Education Quality and Attendance Issues (115IC04042)
Provider: Professional Development Schools (PEAKS Project)
October 25 and 28, 2004; Jalalabat oblast, Nooken raion, Kyrgyz-Ata village, Naryn oblast, At-Bashy raion, Ak-Mous village, Kyrgyz Republic
Participants: 55 KG

In October 2004, USAID/CAR's Regional Training Program and USAID/PEAKS Project organized and conducted two forums on community mobilization for representatives of the Ministry of Education, the rayon and oblast education administrations, as well as for pilot schools

and community organizations and development projects. The goal of these forums was to inform managers, directors and deputies of oblast and rayon education administrations about school community mobilization initiatives and to demonstrate PEAKS pilot school results.

During the forums, host school directors and teachers shared their experiences in cooperating with the PEAKS project and described the community mobilization techniques that they had used. Participants also actively discussed the role of local authorities and cooperation mechanisms, and possible steps in attracting community contributions. After attending the forum, several school directors began utilizing the PDS experience, and launched the development of their schools' infrastructure by engaging school alumni and parents in fundraising activities.

51. ICI: Primary Health Care (PHC): Reform Results, and Defining Further Steps in PHC Development and Effective Functioning (115IC04906)
Provider: Family Group Practice Association (FGPA)
November 16, 2004; Bishkek, Kyrgyzstan
Participants: 39 KG

USAID/CAR's Regional Training Program, the World Bank, and the Family Group Practice Association (FGPA) jointly conducted this conference to discuss the current situation regarding Primary Health Care (PHC) reform and to define further steps towards the improvement and development of the PHC system in the Kyrgyz Republic. It brought together decision makers from government health care and medical education institutions, PHC providers, and representatives of donor organizations. It is expected that decision-makers will apply suggestions and recommendations made during the conference for sustainable and effective functioning of the PHC system in the Kyrgyz Republic.

52. Participatory Community Appraisal (PCA) and Project Development (115IC04060)
Providers: ZdravPlus and Republican Center for Health Promotion
November 24– December 23, 2004; Seven regions of the Kyrgyz Republic
Participants: 138 KG

The Republican Center for Health Promotion (RHCP), in cooperation with ZdravPlus' Health Reform Project and USAID/CAR's Participant Training Program, conducted a series of trainings for health specialists of Family Medicine Centers and Health Promotion Centers. The trainings were administered by Counterpart Sheriktesh trainers, and they aimed to strengthen participants' abilities in assessing community needs and in finding solutions through partnerships with various NGOs and CBOs.

During the program, participants from seven regions of the Kyrgyz Republic received project design skills, and were trained on how to develop action plans and conduct PRA and PCAs. The program trained them to involve different partners in solving the health-related problems of their communities. These partners include schools, medical workers, and local women's councils. The program is also expected to improve RCHP's ability to apply for grant and credit programs offered by international organizations and USAID/CAR's Implementing Partners.

TAJIKISTAN

53. IC: Training of Trainers and Rollout Trainings of Healthcare Providers on Sexually Transmitted Infection (STI) Case Management Based on WHO Recommendations (115IC04030)
Provider: ZdravPlus

October 4-November 30, November 22-26, November 29-December 2, 2004; Dushanbe, Taboshar, Shahristan, Baljuvan, Tajikistan
Participants: 70 TJ

The goal of this program was to increase access to and decrease the cost of services for STI management, which would ultimately lead to the reduction of infection and sickness rates associated with STIs in the populations of the pilot sites. The program sought to build the capacity of local specialists to train health workers and manage STIs according to WHO recommendations.

During the program, 10 trainers received training on STI syndromic case management. In addition, 80 health care providers in the five pilot sites were trained and provided with printed WHO guidelines to ensure that the population has access to quality, affordable STI treatment. Cost-effective methods for treatment of STIs will be introduced to local providers. The gained knowledge will allow locals to seek treatment and to receive a successful diagnosis while STIs are in early stages.

Furthermore, if the TOT program provides successful results, and the MOH approves further rollout trainings in Tajikistan, ZdravPlus will support these trained STI trainers to do rollout trainings throughout other regions of the country to various counterparts and health workers with support from donor organizations.

TURKMENISTAN

54. Upgrading the Level of Knowledge of Health Promotion Workers of Turkmenistan (115IC04019)

Provider: ZdravPlus Turkmenistan
1st session: October 11-12, 2004; Ashgabat, Turkmenistan
2nd session: October 13-14, 2004
3rd session: October 15-16, 2004
Participants: 79 TK

ZdravPlus, in collaboration with the National Health Information Center of the Ministry of Health and Medical Industry of Turkmenistan (NHICT), provided a six-day training (two days for each of the three sessions) on health education. The program focused on facilitating a dialogue between the local population and health care workers in order to increase dissemination of health education and disease prevention measures. Each session was provided for a different group of people: the health personnel of out-patient clinics, the hospitals' healthcare staff, and the representatives of educational institutes, ministries, and hakimliks. Topics included the planning and organizing of promotional work for healthy lifestyles, the methods and forms of preventive work, the importance of work with the mass media, and the introduction to counseling and interpersonal communication skills.

Trainees were introduced to various techniques of producing outreach and promotional materials. ZdravPlus supplied trainees with promotional materials for distribution and advertisement in respective velayat Health Centers.

55. Management of Tuberculosis at District Level (Update) (115IC04061)

Provider: Project HOPE
November 29-December 7, 2004; Dashoguz, Turkmenistan
Participants: 90 TK

Project HOPE, in cooperation with the TB Prevention Center of the Ministry of Healthcare and Medical Industry (MOHMI) of Turkmenistan, proposed this program in order to standardize the technical aspects of DOTS in Dashoguz velayat, and to update knowledge and skills of TB and laboratory specialists. The proposed series of trainings upgraded the skills of TB and laboratory specialists from Dashoguz velayat. Three trainings (three days each) for TB specialists and two trainings (two days each) for Lab specialists were conducted. The program was conducted by two local trainers and one experienced specialist of Project HOPE from Kyrgyzstan. This training program helped to unify and standardize technical aspects of DOTS and to achieve the targets of the Turkmenistan National Tuberculosis Program (NTP).

56. Health Promotional Action for Youth on World AIDS Day (115IC04058)
Provider: ZdravPlus
December 1, 2004; Ashgabat, Turkmenistan
Participants: 84 TK

The goals of this program were to increase the knowledge of Turkmenistani youth concerning HIV/AIDS issues and to promote safer sexual behavior. Representatives of the Health Information Center at the Ministry of Health of Turkmenistan attended the program. These participants had earlier attended a health promotion training organized by ZdravPlus and AED in October 2004. The World AIDS Day event was conducted in the form of contests, competitions, quizzes and other interactive methods of education. World AIDS Day promotional materials were distributed to participating youths.

UZBEKISTAN

57. Expanding Safe Motherhood in Ferghana Oblast (115IC04012)
Provider: ZdravPlus
October 19-December 22, 2004; Ferghana Valley, Uzbekistan
Participants: 150 UZ

The main goal of this training was to improve the skills and knowledge of health professionals in respect to the principles and practice of effective antenatal, prenatal and postnatal care. OB-gyns, midwives, breastfeeding nurses, and neonatologists of several regional hospitals attended the training, and were introduced to WHO approaches to prenatal care, delivery and newborn care. Upon completion of the seminar the participants were equipped with knowledge, skills and attitudes that are expected to lead to improved maternal and prenatal care, as well as reduced mortality and complications associated with pregnancy and childbirth. Participants will educate women and families about new born care, and involve them in decisions concerning new born care.

58. National Conference on Scaling up the Results of Quality Improvement Projects (QIP) in Ferghana (115IC04059)
Provider: ZdravPlus
December 1-2, 2004; Ferghana, Uzbekistan
Participants: 100 UZ

The main goal of this seminar was to learn from the pilot Quality Improvement (QI) projects currently being implemented in order to replicate successful projects within the oblast. The secondary goal was to start a discussion on the development of a national QI policy. The development of a national policy would help to institutionalize results, which would improve

health care services by internalizing and perpetuating the lessons learned from pilot programs. This event provided republican decision-makers with an opportunity to begin discussing the drafting of a national QI policy. Hematologists, pediatricians, cardiologists, regional coordinators, chief physicians and nurses from pilot SVPs attended the seminar. Pilot QU projects in Kuva, Tashlak, and Yazavan rayons were presented, and participants discussed key changes that would be necessary to further improve health care services.

C. II. Administrative Activities

AED made the following staff changes this quarter:

AED/KZ

- In October 2004, AED/KZ hired Dina Khassenova as a Program Specialist and Renata Zhdanova as a Program Assistant to cover DM sector activities.
- In December 2004 Mindy Jones resigned from the position of AED/CAR Monitoring and Evaluation Coordinator. Andy Holmes was hired to replace Mindy.

AED/KG

- On October 18, 2004, AED/KG hired Rano Abdukarimova as Program Specialist. Ms. Abdukarimova comes to AED with prior experience working for Pragma Corporation in Osh. Rano will primarily focus on HE and EW programs.

AED/UZ

- In December 2004 Rykhon Bekimbetova finished work as Financial Manager. Feruza Yusupova was hired to fill this role.
- In December 2004 Roman Danaev resigned as Program Assistant.
- In December Maria Zubrilova resigned as Program Specialist. Guljahon Mavlani was hired to replace Maria.

Administrative:

- In mid-October 2004, AED/UZ and AED/TK organized and facilitated focus group meetings with local USAID health partners following USAID/CAR/HE's decision to expand Participant Training Program opportunities to local health partners beyond the ICI mechanism. With the 2004-2005 training plan, local health partners will be able to apply for and use PTP funds under the same rules and conditions as USAID Implementing Partners. Both meetings focused on increasing local partners' understanding of the training plan development and implementation process. The meetings highlighted the training plan's flexibility and the fact that its programs are designed to meet USAID/CAR's Strategic Objectives.

- In mid-October 2004, AED/UZ and AED/TK organized and facilitated partners' roundtables with participation from USAID/CAR/START CTO Rabiga Baytokova, USAID/UCO and USAID/TKO staff. The purpose of the meetings was to review the new START Year III Training Plan, share information, and brainstorm on partner coordination on training activities. The meetings also highlighted revised ADS 253 guidelines, per diem rates, visa requirements and other issues surrounding PTP.

- In the Fall, USAID initiated a Human and Institutional Capacity Development (HICD) project. AED was engaged to facilitate two meetings (in September and December 2004) with the Kazakhstan Accounts Committee to discuss the main goals of the HICD project. As a result of the meetings the following agreement was achieved:

- USAID will draft an MOU for the Accounts Committee to review (January 2005)
- USAID will conduct and AED will facilitate the HICD workshop and performance needs assessment (PNA) for the representatives of the AC and other involved parties (March 2005)

- Final recommendations will be submitted to the AC for consideration and approval

- On November 18, 2004, Mr. Peter Argo, the USAID/TJ Country Director, paid a visit to the AED/START Project office in Dushanbe and discussed the USAID PTP's implementation mechanism, as well as the responsibilities of USAID/TJ and AED/TJ in making training programs more country specific and result oriented. Mr. Argo also took an active part in a debriefing session with the participants of the 2004 National Election Study Program in the U.S., organized by AED/TJ on the same day.

- AED/KZ held a competition for a local logistics provider and has identified the company EZ Solutions as the best candidate. AED/KZ will work with EZ Solutions for the duration of the START contract. EZ Solutions provides a quality comprehensive package of logistics services required for implementation of the START program.

Administrative Information

START/CAR:

Contract Data:	Total ceiling:	$	18,143,657
	Total obligated to date:	$	18,143,657
1.	Admin:	$	549,692.57
	Program:	$	724,718.11
	Expenditures October – December 2004*:	$	1,274,410.68
2.	Admin:	$	5,508,434.57
	Program:	$	7,219,854.33
	Cumulative expenditures to date:	$	12,728,288.90
3. Remaining obligated balance:		$	5,415,368.10

* .AED's fiscal year runs January - December. Accounts are closed twice for the end of the fiscal year. The figure here represents December first close expenses. All 2004 expenses will be accounted through the second close at the end of January.

Appendix I
START/CAR Participant Statistics

The total number of individuals trained since the inception of START/CAR activities is 26,234, while the total number of programs implemented is 589.

START

A. Total Number of Programs Implemented and Individuals Trained (All Venues)

Total Number of Individuals Trained and Programs Implemented						
	Completed October 3, 2004-January 2, 2005			**Total START TO as of January 3, 2005**		
Country	**% Female**	**Female**	**Total**	**% Female**	**Female**	**Total**
Kazakhstan	54	253	469	55	3231	5926
Kyrgyzstan	42	442	1063	51	3692	7249
Tajikistan	54	353	659	43	2211	5163
Turkmenistan	45	191	429	51	1524	3011
Uzbekistan	38	536	1423	45	2174	4885
Grand Total	44	1776	4053	49	12832	26234
Total # of Programs			73			589
Average # of participants per program			55			44

B. Total Number of Individuals who have attended training in the U.S.

U.S.-Based Programs						
	Completed October 3, 2004-January 2, 2005			**Total START TO as of January 3, 2005**		
Country	**% Female**	**Female**	**Total**	**% Female**	**Female**	**Total**
Kazakhstan	40	2	5	33	11	33
Kyrgyzstan	33	1	3	61	11	18
Tajikistan	25	1	4	22	4	18
Turkmenistan	0	0	0	0	0	4
Uzbekistan	0	0	0	32	11	34
Grand Total	33	4	12	35	37	107
Total # of Programs		4	1			16
Average # of participants per program			12			7

C. Total Number of Individuals who have attended training in country

In-Country Programs						
	Completed October 3, 2004-January 2, 2005			Total START TO as of January 3, 2005		
Country	**% Female**	**Female**	**Total**	**% Female**	**Female**	**Total**
Kazakhstan	54	225	419	55	2918	5346
Kyrgyzstan	41	411	1006	51	3426	6660
Tajikistan	58	326	561	45	2010	4512
Turkmenistan	44	183	415	51	1474	2899
Uzbekistan	38	524	1369	46	2024	4395
Grand Total	44	1669	3770	50	11852	23812
Total # of Programs			49			377
Average # of participants per program			77			63

D. Total Number of Individuals who have attended training in third countries

Third-Country Programs						
	Completed October 3, 2004-January 2, 2005			Total START TO as of January 3, 2005		
Country	**% Female**	**Female**	**Total**	**% Female**	**Female**	**Total**
Kazakhstan	58	26	45	55	302	547
Kyrgyzstan	56	30	54	45	255	571
Tajikistan	28	26	94	31	197	633
Turkmenistan	57	8	14	46	50	108
Uzbekistan	22	12	54	30	139	456
Grand Total	38	103	261	41	943	2315
Total # of Programs			23			196
Average # of participants per program			11			12

TRAINING TO SUPPORT ECONOMIC GROWTH AND DEMOCRATIC INITIATIVES (TEGDI)

START Task Order

QUARTERLY PERFORMANCE REPORT

For the Period July-September, 2004

October 2004

Academy for Educational Development
1825 Connecticut Avenue, NW
Washington, DC 20009

QUARTERLY PERFORMANCE REPORT

START Task Order

For the Period July-September, 2004

Contractor: Academy for Educational Development

Contract No: EEE-I-00-01-00010-00

Contract Period: August 19, 2002 – December 31, 2005

This report provides an update of the training, administrative, and financial activities undertaken during the current reporting period. The report comprises two sections:

Section I Program Update. Includes a summary of current activities, review of individual participants, as well as statistical table and financial summary.

Section II Issues for Next Quarter

SECTION I PROGRAM UPDATE

A. Training Activities

LLM Program. In the previous quarter the candidate for an LLM program had to decline the scholarship because she was pregnant. The alternate candidate did not meet the minimum TOEFL score requirements, so the USAID Mission indicated that they would re-open the application process. In July, the USAID Mission informed AED that only one application was received, and that the applicant did not meet the criteria for the program. The USAID Mission indicated that it would discuss its long-term training needs with the new Mission Director before identifying new candidates. No new training has been scheduled during this period. AED is prepared to begin placement activities for an LLM or other program as soon as an appropriate candidate is identified.

B. Participant Statistics

Number of Participants	Long Term US-based	Short Term US-based
Completed (cumulative) (Aug. 2002 – Sept 30, 2004)		
Male	3	8
Female	0	2
Female percentage	0%	20%
Number of programs	3	1

In-Training (current period) (July – Sept., 2004)	Long Term US-based	Short Term US-based
Male	0	0
Female	0	0
Number of programs	0	0

C. Financial Summary

Total Obligation	$ 737,018
Cumulative expenditures to date:	$ 370,693

II Issues for Next Quarter

AED awaits additional nominations of long- and short-term participants.

TRAINING TO SUPPORT ECONOMIC GROWTH AND DEMOCRATIC INITIATIVES (TEGDI)

START Task Order

QUARTERLY PERFORMANCE REPORT

For the Period October1 to December 31, 2004

January 31, 2005

Academy for Educational Development
1825 Connecticut Avenue, NW
Washington, DC 20009

QUARTERLY PERFORMANCE REPORT

START Task Order

For the Period October to December, 2004

Contractor: Academy for Educational Development

Contract No: EEE-I-00-01-00010-00

Contract Period: August 19, 2002 – December 31, 2005

This report provides an update of the training, administrative, and financial activities undertaken during the current reporting period. The report comprises two sections:

Section I Program Update. Includes a summary of current activities, review of individual participants, as well as statistical table and financial summary.

Section II Issues for Next Quarter

SECTION I PROGRAM UPDATE

A. Training Activities

No new training has been scheduled during this period. AED is prepared to begin placement activities for an LLM or other program as soon as an appropriate candidate is identified.

B. Participant Statistics

Number of Participants	Long Term US-based	Short Term US-based
Completed (cumulative) (Aug. 2002 – Dec 31, 2004)		
Male	3	8
Female	0	2
Female percentage	0%	20%
Number of programs	3	1

In-Training (current period) (Oct. – Dec., 2004)	Long Term US-based	Short Term US-based
Male	0	0
Female	0	0
Number of programs	0	0

C. Financial Summary

Total Obligation	$ 737,018
Cumulative expenditures to date:	$ 370,693

II Issues for Next Quarter

AED awaits additional nominations of long- and short-term participants.

ANNUAL REPORT

STRATEGIC TECHNICAL ASSISTANCE FOR RESULTS WITH TRAINING (START)
CONTRACT NO. EEE-I-00-01-00010-00

TASK ORDER: DEVELOPING CAPACITY, SKILLS, AND LEADERSHIP TRAINING PROJECT FOR ERITREA
TASK ORDER NO. 804

October 2003 – September 2004

Submitted to:
USAID/Eritrea

Submitted by:
The Academy for Educational Development
1825 Connecticut Ave., N.W.
Washington, D.C. 20009

Submitted on:
November 3, 2004

START / Eritrea
ANNUAL REPORT
OCTOBER 2003 – SEPTEMBER 2004

INTRODUCTION

The Developing Capacity, Skills, and Leadership Training Project for Eritrea has a period of performance from August 12, 2002 through June 30, 2005.

USAID is committed to providing increased performance for individual participants and their organizations in Eritrea. To do this, they have three broad, yet linked, Strategic Objectives (previously called Investment Objectives or IOs), each with supporting Intermediate Results (IRs). While AED is aware that the IOs have been changed to SOs, we do not have written confirmation as yet. The former IOs were:

- IO 1: Increased Use of Sustainable, Integrated Primary Health Care Services by Eritreans
- IO 2: Increased Income of Enterprises, Primarily Rural, With Emphasis on Exports
- IO 3: Increased Private and Public Human Capacity to Accelerate Broad-Based Development

The Mission anticipates activity under each IO over the life of this task order.

There were eight Eritreans in training that were transferred to this task order in August of 2002. One of these participants is still active in her programs. Seven have completed their training programs. Of these seven, five participants have returned to Eritrea and two have been reported as non-returnees. There have been seven short-term training programs conducted in Eritrea and in third countries during the past quarter. The Mission also anticipates additional U.S.-based, third country, and in-country short-term training.

TASK ORDER ADMINISTRATION

The task order was signed in August 2002. Modification number four to the task order was signed on August 13, 2004. This modification extends the task order through June 30, 2005, extending field office operations until the end of 2004 and providing ongoing support for one long-term U.S.-based academic participant through the end of her program in the spring of 2005. It also raised the total contract value to $1,828,276.55.

HOME OFFICE ACTIVITIES

Home office activities for the past quarter have centered on monitoring on-going academic participants, ensuring successful entry and updating of all required participant data into the new SEVIS database, and providing support for the third country and in-country training conducted in the field.

Tedla leaves
Tewolde starts
Nardos out with health problems
Yohannes preparing to leave

The local staff worked with the SO teams and local partners such as the Ministry of Agriculture, Israeli Embassy, Water Resources Department and Regional Administrations to plan training programs for the remainder of the project. As of the end of the reporting period, there are 14 programs in the pipeline. Of the 14 programs, six have already started and are under implementation.

Long-Term Academic Participants

During the October 2003 through September 2004 period, there were two active long-term U.S.-based academic participants, and seven in-country participants. These programs include five female participants and three male participants. One U.S.-based participant and six of the seven in-country participants have completed their programs. On in-country participant terminated her program, and one U.S.-based participant is scheduled to complete her program in 2005. None of the participants were studying at MSI institutions.

IO 1- Increased Use of Sustainable, Integrated Primary Health Care Services by Eritreans

Bachelors in Nursing
7 participants, Ministry of Health; In-Country Training via Distance Learning
University of Dundee (Private University; Dundee, Scotland)
June 23, 2003 – June 27, 2004

Representatives from the University of Dundee made three trips to Asmara during the past year, in October 2003, and in February and May 2004. In May, the three representatives conducted clinics and met with the participants in the nursing program. The representatives had extensive talks with AED/Eritrea staff and the Ministry of Health regarding the progress of the students. The participants have been working full time on their modules and assignments at the Ministry of Health library. AED/Eritrea has maintained regular contact with the participants, the Ministry of Health (MOH) and the University of Dundee. All assignments, questions and feedback are e-mailed and/or faxed from the START office and the study center of the Ministry of Health. The USAID Mission had given its approval to rent laptops for the students. However, the students were reluctant to use rented laptops so the idea was dropped.

One participant, Nighsty Ayele Tessema, was unable to continue her studies on health grounds and had to quit as of January 2004. On agreement with the University of Dundee and approval from USAID Eritrea, she was replaced by another student, Letemedhin Eyakem Gezehey at no additional cost to the program.

Four students completed all their assignments in June 2004 and had their work reviewed by external examiners in September. Two students, Asefaw Ghebregzabiher and Letemedhin Eyachem, were given a few additional weeks to complete their programs in September 2004 alongside the other students. By the end of the reporting period, all the students had all their assignments marked by their tutors and have been waiting for second marking which is expected to take place in early October 2004. The tutors have confirmed that the students were progressing very well in their studies and were confident that all the students will be officially recognized as grandaunts.

Dr. Mismay Ghebrehiwet
Johns Hopkins University (private university; Baltimore, MD)
DrPH/International Health
Completed - July 2003
Cumulative GPA- 3.53

Dr. Mismay traveled to Eritrea in December, 2002 to conduct research and collect data for his dissertation on reducing maternal mortality in Eritrea. His program was originally scheduled to end in December 2003. In the fall of 2002, Dr. Mismay submitted a request to extend his program until June, 2004. The USAID Mission approved Dr. Mismay's request for an extension on 6 October 2003. He returned to the U.S. on 29 December 2003. Shortly after his return, AED met with Dr. Mismay to clear up outstanding questions about his eligibility for allowances while he was out of the country.

During the spring 2004 terms, Dr. Mismay repeatedly indicated that it would not be possible for him to finish his dissertation by June 29th, 2004. In mid-June, he requested permission to stay an extra three weeks to be able to incorporate the comments from his faculty committee into his dissertation. The USAID Mission approved this request. that he successfully defended his dissertation. Indeed, his advisor indicated that the faculty committee was highly impressed with Dr. Mismay's work, and that they are looking for future opportunities for collaboration.

In July, AED confirmed with Dr. Mismay's advisor that he completed revisions to his dissertation after receiving comments from his faculty committee the month before. The faculty committee was highly impressed with Dr. Mismay's work, and some of the faculty are looking for future opportunities for collaboration with Dr. Mismay. Dr. Mismay returned to Eritrea on July 22nd as scheduled, and met with the staff at the field office in Asmara shortly thereafter.

AED received confirmation from the university that Dr. Mismay's dissertation was complete. A final bound copy Dr. Mismay's dissertation was received from the university and forwarded to Dr. Mismay in Eritrea via the office in Asmara in early September, 2004. Final transcripts and diploma from the university are still pending.

IO 3- Increased Private and Public Human Capacity to Accelerate Broad-Based Development

Ghenet Ketema Weldeslassie
State University of New York, Stony Brook (public university; Stony Brook, NY)
PhD/Social Welfare
Completion- May 2005
Cumulative GPA- 3.50

In November 2003 AED learned that Ghenet had purchased a vehicle without prior USAID approval as required under her conditions of training. AED also learned that she had been receiving a stipend from the university in addition to her MMA. In accordance with USAID regulations, the USAID Mission decided to reduce Ghenet's MMA as of March 1st by the amount of the support that she is receiving from the university. A representative from AED went to SUNY Stony Brook in April 2004 to conduct a campus visit. Upon speaking with representatives from the International Services office it became clear that the cost of living in Stony Brook warrants a larger monthly stipend than Ghenet's scholarship provides. They expressed their concern about Ghenet's financial situation since her scholarship had been reduced by the amount of the stipend she receives from her department beginning in March 2004. Ghenet inquired about the possibility of working in her dorm as a Building Coordinator to receive a partial waiver of her rent, and submitted a request to USAID shortly thereafter. USAID approved this request and agreed not to reduce her stipend commensurately.

In February, Ghenet had two unexpected deaths in her family in short succession, and she returned to Eritrea to attend a funeral. She left for Eritrea on 9 February. Ghenet's return to the U.S. was delayed for several days due problems with her immigration documents. She was able to return to the U.S. on 17 February. Despite missing nearly two weeks of school, she was able to catch up on her work and has performed well in her classes.

Ghenet had originally intended to study street children in Eritrea, and to conduct research in Eritrea. She traveled to Eritrea in December, 2003 to do preliminary research, and to determine whether it was still feasible for her to do her data collection in Eritrea. Due to conditions in Eritrea and a significant displaced population resulting from the 1998 border conflict, Ghenet was concerned that she would not be able to reach a stable target population. After consulting with her department, she decided to pursue another topic relevant to Eritrea—caregiving for the elderly—but one that would allow her to do her research at the university. AED continues to monitor Ghenet's progress in her program.

Since AED's contract with USAID ended in mid-August and an extension had not yet been finalized, it was impossible for AED to extend Ghenet's immigration documents. Ghenet's DS-2019 form expired on August 12th, and she became out of status in SEVIS. As a result, Ghenet's funding from the university has been withheld, and she has had problems with her son's health insurance. Once the extension was finalized, AED began work to issue a new DS-2019 for Ghenet and her son. However, as of September 30th

new DS-2019s have not been issued and Ghenet remains out of status. AED is working to have the matter cleared up as quickly as possible.

Short-Term Participants

During the period from October 2003 through September 2004, there were 13 short-term programs with 96 male and 453 female participants. Of these, there were two U.S.-based training programs, two third-country programs, and nine in-country programs.

IO 1- Increased Use of Sustainable, Integrated Primary Health Care Services by Eritreans

Management and Finance for International Health Program
1 participant, Ministry of Health
Boston University, School of Public Health, 13 September through 10 December 2004

Mr. Andebrhan Ghbreigziabher Weldeghergis arrived as scheduled in the U.S. on September 7th, 2004, and was able to find housing before his program started on September 13th. AED has been in regular contact with Mr. Weldeghergis and he has indicated that his program is going well. He did have some concerns about his finances as Boston is one of the most expensive cities in the country, and requested that his program cover the cost of eye glasses and a new computer. AED explained what allowances he is eligible to receive, and that his insurance does not cover glasses, although he is free to cover these expenses himself.

IO 2- Increased Income of Enterprises, Primarily Rural, With Emphasis on Exports
Geothermal Resources Council 2004 Annual Meeting
2 participants, Ministry of Energy and Mines
Geothermal Resources Council 2004 Annual Meeting, 24 August through 4 September 2004

Mr. Alem Kibreab Hibayu, Director General of the Department of Mines, and Mr. Tesfalidet Girmay Kassa, Head of Mineral Exploration and Geophysical Survey arrived in Washington, DC on August 24th after some initial difficulties in issuing their immigration documents as AED's contract with USAID had ended. An AED representative met them at the airport and assisted them in obtaining their lost luggage.

Prior to the GRC conference, Mr. Hibayu and Mr. Kassa attended a series of meetings in Washington, DC with the Department of Commerce, Department of Energy, USAID, the World Bank, and the Geothermal Energy Association. A representative from AED accompanied them to their meetings to ensure that they did not have any difficulties with meeting times, places or security checks. On August 27th the participants traveled to Indian Wells, California to attend the GRC Annual Meeting. As a part of the conference, they were able to take a field trip to visit the Salton Sea and Imperial Valley Geothermal Fields. After the conference the participants traveled to San Francisco to meet with representatives from the U.S. Geological Survey office. Mr. Hibayu returned to Eritrea

as scheduled and has been in contact with AED's field office in Asmara. Both participants have indicated that they were very pleased with their program.

Mr. Kassa was given prior approval by the USAID Mission in Eritrea to remain in the U.S. on personal business after the end of the program until September 24th. On September 22nd, Mr. Kassa requested an extension of his stay until October 24th. As of September 30th, the matter has not been fully resolved and Mr. Kassa remains in the U.S. AED continues to maintain close contact with Mr. Kassa.

Project Management Training for Water Resources Department and its Partners
20 participants, Water Resources department and its partners
Galilee College, 12 May through 27 September 2004

The training program is intended for senior and middle level management personnel who are currently managing water resources development projects at the Water Resources Department, Ministry of Local Government (MoLG), zonal administrations and Ministry of Agriculture (MoA). The training was conducted in three phases and incorporated project cycle management, participatory project design and feasibility study methods, M&E and performance measurement, presentation of case studies and site visits. In addition, the program includes application of computerized project management methods such as Critical Path Analysis and PERT. The third and final phase started on September 20th and was completed on September 27th. AED is expecting a final report from the trainer and has distributed exit questionnaires for all participants of the training to complete and return.

GIS Based Land Suitability Evaluation for Rain-fed/Irrigation Agriculture in Eritrea
Eight participants, Water Resources Department
Tecle Yemane, Water Resources Information Systems Unit Head, May – November 2004

This particular training is being implemented coupled with a research project to introduce appropriate methodologies for the use of combined Geographic Information System (GIS) and natural resources database in order to facilitate the land evaluation process and effective use of the potential water resources of the country. AED's role in this project has been mainly to fund the project in installments based on the agreed project budget and follow the implementation closely. The project is expected to be completed in late November 2004

Research on Groundwater Exploration in Alla Valley – Southern Eritrea
Eight participants, Water Resources Department
Bereket Mebrahtu, Geophysics Unit Head, May – 30 November 2004

This training is being implemented coupled with a research project to develop integrated geophysical methods for groundwater exploration in hard rock areas of Eritrea. The training involves a trip by the lead researcher to the UK to submit an interim research report to his advisor in Loughborough University and attend a short training in September 2004. AED's role in this project has been mainly to fund the in-country part of the project in installments based on the agreed project budget and plan as well as facilitate the trip to the UK. The project is expected to be completed in late November 2004.

Financial Management and Operations and Maintenance Training for Water Resources Department Staff

65 participants, Water Resources Department

Sustainable Development Consultancy Services, 26 April through 22 May 2004

The Financial management training was aimed at enhancing the capacity of grass roots level staff of WRD to manage finances of community water resources. The participants were from all the six zobas of Eritrea. Exit interviews showed that the contents of the training were appropriate to the duties of the participants ad the methodology applied was at the level of all the participants.

The Operations and Maintenance of water supply schemes training was offered by three qualified trainers brought on loan from water projects. This training was rated by all the participants as an appropriate tool to guarantee the sustainability of water supply systems being installed all over the country.

Accounting and Book Keeping Training for Women Owners and Managers of SMEs

27 participants, Eritrean National Chamber of Commerce

Minassie Computer Center (Private training organization; Asmara, Eritrea) February 9 – April 8 2004

32 women owners and managers of small and medium enterprises were enrolled in an Accounting and Book Keeping training with a private training organisation called Minassie Computer Center in Asmara. However, five participants quit during the course and 27 participants completed the training successfully. A closing ceremony where representatives from USAID/Eritrea mission, Eritrean government and business association attended was held on 16th April 2004.

International Board and Director's Seminar

2 participants, Eritrean National Chamber of Commerce

SIDA, (International Agency; Gothenburg, Sweden) September 15 – October 4, 2003

Two of Eritrea's leading business representatives, the Managing Director of Ewan's Technology Solutions and the General Manager of Prima Eritrea Oil, were invited by the Swedish International Development Agency (SIDA) to attend a two-week course to develop and advance the understanding of efficient board room work and learn new methods to manage and position a business in a dynamic and global economy. As board members of the Eritrea National Chamber of Commerce (ENCC), participants will help build the institutional capacity of the ENCC to better address the concerns and needs of members.

CISCO Networking

3 participants, Commercial Bank of Eritrea and the Rural Enterprise Unit

University of Asmara (Public University; Asmara, Eritrea) April 21, 2003 – early Winter 2004

As part of the IO 2 Team's efforts to build institutional capacity at the Commercial Bank of Eritrea (CBER) and the Rural Enterprise Unit (REU) three participants were enrolled in the CISCO Networking Academy Program, a comprehensive electronic learning program offering technology skills including networking, Unix, Web-design and other Information Technology (IT) essentials. The program was originally scheduled to end in October 2003. However, progress with this online course was delayed until January 2004 because of Internet access problems.

A fourth participant took part in this program, but under the auspices of another IO. He is therefore presented under the IO 3 participant list.

IO 3- Increased Private and Public Human Capacity to Accelerate Broad-Based Development

External Review and Evaluation of the Programs and Organization of NUEYS

National Union of Eritrean Youth and Students (NUEYS)

Radya Ebrahim & Dr. Zeremariam Fere, 12 September through 5 November 2004

This review project is aimed at assisting the National Union of Eritrean Youth and Students assess their performance as an organization and make necessary adjustments to their operations as required. An external consultant has been hired to lead the review process. The external consultant arrived in Asmara on 12th September 2004 and started work immediately. A local consultant has been hired to assistant in the review process. In addition to that two local facilitators and eight data collectors were hired to assist in data gathering. The review process has been progressing very well as of the end of the reporting period. AED/Eritrea has been following the progress closely and was able to confirm that the consultant was getting necessary cooperation from NUEYS and all its partner organizations.

Leadership Training for Elected Women Officials

413 participants, Elected Women Officials from the six zobas of Eritrea

Independent Consultants Beyene Tewolde and Brother Ghbereyesus Habte, 9 June – 30 September 2004

This training for women in leadership positions comprises of two major phases. Phase one was training of trainers (TOT) where 16 women selected from all six regions of Eritrea as well as NUEW's head office were trained to go out in phase two to train 397 women in all the six regions of Eritrea at the community level. Phase two of the program includes a workshop to review the achievements of the two phases of the program and discuss ways of strengthening these achievements in the future. The TOT and five of the six regional workshops were implemented during the summer of 2004. One of the six regional workshops was delayed because of serious transportation problems as a result of the prevailing fuel shortages in the country. AED/Eritrea has been following the implementation of both parts of the training closely and feels that NUEW has implemented the project successfully.

Eastern Africa Sub-Regional Meeting on Beijing Evaluation
1 participant, National Union of Eritrean Women
Economic Commission for Africa, United Nations (Multilateral agency; Kigali, Rwanda) May 28 – June 4, 2004

AED/Eritrea planned and facilitated the attendance of one participant from the National Union of Eritrea Women for the Eastern Africa Sub-Regional Meeting on Beijing Evaluation held in Kigali, Rwanda. The participant, Ms. Tsega Gaim, was very satisfied with the program, indicating that she found her attendance in the meeting to be valuable addition to the ongoing capacity building effort NUEW.

CISCO Networking Academy
1 participant, Eritrean Information Systems Agency
University of Asmara (Public University; Asmara, Eritrea) April 21, 2003 – early Winter 2004

Mr. Robel from the Eritrean Information Systems Agency (EISA) participated in the CISCO Networking Academy Program. The course is a comprehensive electronic learning program offering technology skills including networking, Unix, Web-design and other Information Technology (IT) essentials. The program provides students with a basic foundation in networking. The program was originally scheduled to end in October 2003. However, progress with this online course was delayed until January 2004 because of Internet access problems.

There were three IO 2 participants that were also taking part in this program, and are described in the IO 2 section of this report.

QUARTERLY REPORT

STRATEGIC TECHNICAL ASSISTANCE FOR RESULTS WITH TRAINING (START)
CONTRACT NO. EEE-I-00-01-00010-00

TASK ORDER: DEVELOPING CAPACITY, SKILLS, AND LEADERSHIP TRAINING PROJECT FOR ERITREA
TASK ORDER NO. 804

October 1 – December 31, 2004

Submitted to:
USAID/Eritrea

Submitted by:
The Academy for Educational Development
1825 Connecticut Ave., N.W.
Washington, D.C. 20009

Submitted on:

January 31, 2005

START / Eritrea
QUARTERLY REPORT
OCTOBER 1 – DECEMBER 31, 2004

INTRODUCTION

The Developing Capacity, Skills, and Leadership Training Project for Eritrea has a period of performance from August 12, 2002 through June 30, 2005.

USAID is committed to providing increased performance for individual participants and their organizations in Eritrea. To do this, they have three broad, yet linked, Investment Objectives (IOs), each with supporting Intermediate Results (IRs). The IOs are:

- IO 1: Increased Use of Sustainable, Integrated Primary Health Care Services by Eritreans
- IO 2: Increased Income of Enterprises, Primarily Rural, With Emphasis on Exports
- IO 3: Increased Private and Public Human Capacity to Accelerate Broad-Based Development

The Mission anticipates activity under each IO over the life of this task order.

There were eight Eritreans in training that were transferred to this task order in August of 2002. One of these participants is still active in their programs. Seven have completed their training programs. Of these seven, five participants have returned to Eritrea and two have been reported as non-returnees. There have been nine short-term training programs conducted in the U.S. and in third countries during the past quarter. Additional U.S. based and in-country short-term training is planned for the remaining six months of the task order.

TASK ORDER ADMINISTRATION

The task order was signed in August of 2002. Modification # 5 was signed during this period providing

HOME OFFICE ACTIVITIES

Home office activities for the past quarter have centered on monitoring the on-going academic participant, researching possible vendors for the equipment needed for the two in-country agricultural training programs, ensuring successful entry and updating of all required participant data into the SEVIS database, and providing support for the third country and in-country training conducted in the field.

With the departure of the former Chief of Party in October, the home office has been in daily contact with field office staff to ensure a smooth transition.

FIELD OFFICE ACTIVITIES

A training officer was hired to take over the management of the field office upon the departure of the Chief of Party in mid-October. The finance officer also resigned and his duties were assumed by the training officer and office assistant.

During this reporting period, the field office finalized the implementation of five in-country training programs and two third-country programs and continued the monitoring and support of two additional in-country programs. In addition, the local staff worked with IO team leaders and beneficiary partner organizations to accelerate in-pipeline programs as well as formulate new projects. There are currently five programs in the pipeline.

Long-Term Academic Participants

During the October through December 2004 quarter, there was one active long-term U.S.-based academic participant, a female. She was not studying at a MSI institution.

IO 3- Increased Private and Public Human Capacity to Accelerate Broad-Based Development

Ghenet Ketema Weldeslassie

State University of New York, Stony Brook (public university; Stony Brook, NY)
PhD/Social Welfare
Completion- May 2005
Cumulative GPA- 3.50

In early October, we received new DS-2019's for both Ghenet and her son and forwarded them on to them. Therefore they are both now back in status. Ghenet has been continuing to progress with her dissertation research. In December AED learned that Ghenet would be unable to complete her Ph.D. program by May 2005 as originally planned. AED has informed Ghenet that there is no possibility of an extension to her program and that she will have to return to Eritrea in May 2005 as planned. We have advised her that she could complete her dissertation from Eritrea through distance consultation with her dissertation committee members. SUNY-Stony Brook has offered to extend Ghenet's full-tuition scholarship and her fellowship through May 2006 in order for her to complete her program. However, we have informed them that USAID does not transfer the sponsorship of its students to universities.

Short-Term Academic Participants

During the October through December 2004 quarter, there were nine short-term programs that included 233 male and 75 female participants as well as an in-country conference with over 200 participants. Of these programs one was U.S.-based, six were in-country, and two were third country programs.

IO 1- Increased Use of Sustainable, Integrated Primary Health Care Services by Eritreans

Boston University Health Program

One participant: Andebrhan Ghbreigziabher Weldeghergis

Boston University School of Public Health, Boston, MA

September 13 – December 10, 2004

Mr. Ande Weldeghergis of the Ministry of Health attended this training aimed to build skills in computer modeling, cost-effectiveness evaluation, budgeting and financial analysis and population based health planning. This training ultimately provided him with skills to better manage pharmaceutical and medical supplies and to improve the monitoring and supervision that exists within the logistics management system.

Although he was scheduled to complete his program on December 10th, he sent AED a written request to extend his stay for personal reasons on November 11, 2004. AED immediately sent a request to the Mission on November 12, 2004. A follow up-email was sent to the Mission on November 30, 2004, as AED had still not received a response. AED informed Ande, that because the Mission had not yet responded to his request, that it would be best to be prepared to return to Asmara as originally scheduled. AED program manager, Susan Bouldin, contacted the Mission via phone on December 6, 2004 and again requested a decision regarding Ande's request. AED finally received an email on December 7, 2004, confirming the Mission's decision to allow Ande to stay in the US for one additional month. AED maintained close contact with Ande during his post-program vacation in the US and arranged for his return flight (as per his request) from Boston to Asmara, on December 31, 2004. During Ande's post-program travel, AED was delighted to receive two visits from Ande at AED headquarters in Washington, DC.

Health Sector Reform Study Tour

6 participants, Eritrean Ministry of Health

Amman, Jordan

Ocotber 1 – 14, 2004

A group of six participants from the Ministry of Health took part in a study tour to Jordan to learn about Jordan's health system with a particular focus on hospital decentralization. The objective of the study tour was to assess the impact of hospital decentralization on operational efficiency, access to services, quality of services and how this could eventually be adapted to the Eritrean context.

National Conference on Maternal Health in Eritrea

Road Map for Accelerating Maternal and Newborn Health Conference

Asmara, Eritrea

October 28-30, 2004

AED and TASK2 in collaboration with the beneficiary organization, the Ministry of Health, conducted a 3-day conference on maternal and newborn health. The conference was attended by more than 200 participants from the Ministry of Health, line ministries, representatives of major UN agencies, bilateral and international organizations and local and international NGO's. The aim of this conference was to consider how to reduce

maternal and newborn death and disability in Eritrea. The conference examined policy, strategy, interventions and past achievements and then worked toward designing future policy and strategy directions to alleviate the high maternal and newborn morbidity and mortality rates in Eritrea.

IO 2- Increased Income of Enterprises, Primarily Rural, With Emphasis on Exports

External Review and Evaluation of NUEYS
12 participants from NUEYS
Radya Ebrahim and Dr. Zeremariam Fre
September 12 – November 5, 2004

This review project was aimed at assisting the National Union of Eritrean Youth and Students assess their performance as an organization and make necessary adjustments to their operations as required. An external consultant was hired to lead the review process. The external consultant arrived in Asmara on 12th September 2004 and started work immediately. In addition, a local consultant was hired to help with the review process and two local facilitators and eight data collectors were hired to assist in data gathering. The review process went very well. The key findings of the review and evaluation were presented at a national level workshop.

NEPAD-IGAD Conference on Successes in African Agriculture in the Greater Horn
1 participant, Ministry of Agriculture
Nairobi, Kenya
November 22-25, 2004

The conference assessed the current food insecurity of the member states of the IGAD region and established a common view with regard to strategies that must be adhered to in order to address the problem.

GIS Based Land Suitability Evaluation for Raid-Fed/Irrigation Agriculture in Eritrea
8 participants (Water Resources Department)
Tecle Yemane, Water Resources Information System Unit Head
May 2004 – March 2005

This particular training is being implemented coupled with a research project to introduce appropriate methodologies for the use of combined Geographic Information System (GIS) and natural resources database in order to facilitate the land evaluation process and effective use of the potential water resources of the country. AED's role in this project has been mainly to fund the project in installments based on the agreed project budget and follow the implementation closely. This project was expected to be completed in December 2004 but was delayed due to rain from July to September as well as a shortage of fuel. At this time, the survey and analyses of soil samples, the hydrological analyses, the mapping and classification of vegetation, and the ground and surface water quality

and quantity assessments have been completed. The project is on track to be finalized by the end of March 2005.

IO 3- Increased Private and Public Human Capacity to Accelerate Broad-Based Development

Research on Groundwater Exploration in Alla Valley – Central Eritrea
8 participants, Water Resource Department
Mebrahtu Bereket, Geophysics Unit Head
May to November 30, 2004

This training is being implemented coupled with a research project to develop integrated geophysical methods for groundwater exploration in hard rock areas of Eritrea. The training involved a trip by the lead researcher, Mr. Mebrahtu Bereket, to the UK to submit an interim research report to his advisor in Loughborough University and attend a short training in September 2004. AED's role in this project has been mainly to fund the in-country part of the project in installments based on the agreed project budget and plan as well as facilitate the trip to the UK. This program was scheduled to be completed by November 2004. However, Mr. Bereket did not return to Eritrea at the end of November as scheduled. Informal sources reported that Mr. Mebrahtu left the UK for the United States. The Water Resources Department and AED have tried unsuccessfully to contact Mr. Mebrahtu. Efforts are underway to confirm his whereabouts.

Community Judges Capacity Building Pilot Program
18 training for trainers participants and 204 Community Magistrates
November 8 to 11, 2004 and November 17 to 20, 2004

This training program focused on improving the capacity of 210 community based magistrates from the Southern Regional Administration. A training of trainers was held in Asmara for 18 professionals who were selected from all six administrative zones. Then these participants trained 204 community judges in four towns of the Debub Zone. The core four thematic areas of the training were; appropriate legal framework, managing a magistrate court, respect for human rights, and judicial ethics.

Accounting, Finance and Computer Training for Southern Red Sea Administration
68 participants
October 11 – November 3, 2004

The core objective of this project was to equip officials from 4 administrative sub-zobas and some staff from relevant line ministries of the Southern Red Administration with basic knowledge of principles of accounting, introduction to computer and financial management skills. At the end of the training, the computers used for the program were given to the administration of each of the sub-zones.

CISCO Certified Network Association
1 participant, Yacoub Melles
University of Asmara
October 11, 2003 – February 11, 2005

Mr. Yacoub Melles continues to progress in this program and is expected to complete his course as scheduled.

MONTHLY REPORT

HIGHER EDUCATION SUPPORT INITIATIVE (HESI)

West Bank - Gaza

August 2004

I. General Introduction

A. Background

The Higher Education Support Initiative is designed to respond to critical needs in the Palestinian higher education community. It includes the following:

- Ongoing monitoring of the 8 Masters Degree Scholars in academic training, plus 3 in practical training in the U.S. as of the end of August.
- Re-entry support and job placement for all the returning scholars
- Local scholarship assistance
- Local short-term training in a variety of fields (with a large portion going to Information Technology)
- Occasional third country short-term training
- A needs assessment of local higher education
- Support for the Presidential Scholarship Program (PSP)

B. Field Office Activities

Field Office activities for the month of August encompassed all aspects of HESI. Field staff continued to monitor the Local Scholarship Program (LSP), receiving documents, making payments, updating shortlists, and visiting the institutions. In both Gaza and the West Bank, the IT certification program continued more or less on time with some postponements due to the unrest in the area. However, all on-going courses were monitored as well as preparing for upcoming ones. With regard to non-IT short-term training, AED postponed the training courses in Project Management and Reporting, Monitoring and Evaluation, due to technical difficulties. The training is scheduled to be given in September in Jordan. Needs Assessment follow-up also continued during August: implementing HEMIS, coordinating with the Ministry about the research proposals and capacity building, and hiring a consultant to prepare a needs assessment about subscribing to electronic journals.

The website and MISTER were updated regularly and all documents sent to the Mission.

C. Home Office Activities

The Home Office continued to support the field office activities, and to manage the last of the MDSP scholars in the U.S.

Three participants left the U.S. in August. Of these, two were from Gaza, and one from the West Bank. AED had significant concerns about the Gazans returning when they did, as the border at Rafah had been closed for some time. They were, however, able to return home safely.

Purchase Orders for HESI in-country and third-country activities were reviewed by AED's Contracts Office to ensure consistency and contract compliance.

The Project Director remains in close contact with the COP.

II. Contract Issues/Modifications

There were no modifications completed during this period. However, AED prepared a budget that incorporated already approved changes (such as an additional trip for the COP), re-aligned level of effort without increasing the LOE cost, and re-aligned travel and ODCs to reflect actual costs to the contract. The realignment changes were made with no additional cost to the contract. However, USAID had also requested the addition of a program for Journalists. For this, AED also added funds to the budget, per USAID's request, for administrative and participant costs. AED is currently in negotiations with the Mission on this budget.

III. HESI Activities

A. Undergraduate Local Scholarships

1. Applications: No longer applicable.

2. Implementation: Now that the program is established, most activities fall under the category of monitoring, which is reported below.

3. Monitoring: During the month of August, both field offices kept in close touch with the institutions included in the LSP. Staff began to request and collect documents for the spring semester 2003-2004 as well as for the summer semester so as to update files for the fall semester 2004-2005. These documents include transcripts and community service forms. In the West Bank, AED received complete documents for the spring semester from Hebron University and An-Najah University. However, a few documents for the summer session are still needed from An-Najah. This leaves Al-Quds Open University which still needs to send documents. It is also worthy to note that all awardees from Hebron University graduated at the end of the second semester, 2003-2004, with one student pending to defend his final project. Payments for the summer sessions were paid to Birzeit University. Similarly, staff at the Gaza office requested community service hours and transcripts for the second semester 2003-2004. In one case, the Islamic University, staff had to personally meet with the president of the university to request the needed documents. AED is awaiting receipt of those documents. In the mean time,

lists of awardees were updated and reported to universities as documents were received.

4. Follow-on: As part of the follow-on procedure, AED staff in both offices reiterated to university officials as well as to awardees who have graduated or who are about to graduate AED's follow-on procedures (e.g., giving assistance in resume writing, and giving them linkage assistance). Furthermore, AED staff informed linkage organizations about the LSP graduates who are looking for work. Students were encouraged to contact academic counselors for assistance as well as to utilize the computer workstations set up for their benefit in both field offices. In the West Bank, students from Hebron University and the Palestine Polytechnic University visited and/or called the AED office and were advised on how to look for a job. In Gaza, students came to the office whenever possible for advice and assistance.

5. Beneficiaries: Full-time undergraduate students who are enrolled at accredited Palestinian universities in designated fields of study and have met all criteria required (i.e., good GPA, financially needy, committed to performing community service).

B. Vo-tech/Community College Scholarships

1. Applications: No longer applicable

2. Implementation: AED is looking into the possibility of offering two more semesters to college students at two four-year colleges in Gaza, Palestine Nursing College and the College of Ability Development. If there is sufficient funding, we will approach the Mission for approval in September.

3. Monitoring: As this is the final semester for colleges to be supported under the LSP, AED West Bank and Gaza staff contacted all colleges to collect community service forms and final transcripts. AED West Bank discovered that there are a few documents missing from Al-Hijjawi College. AED requested those documents. Documents for all other colleges are complete. In Gaza, staff continued to request final documents from the colleges for the spring semester 2003-2004. Staff will follow up on this issue during September.

4. Follow-on: As part of the follow-on procedure, AED staff in both offices offered assistance in resume writing and guidance in job-hunting to students who have graduated. AED Counselors informed LSP awardees and college officials of follow-on assistance during field visits. Students were encouraged to contact academic counselors for assistance as well as to utilize the computer workstations set up for their benefit at both offices. Due to restrictions imposed on movement, students from West Bank colleges mostly receive advice from AED over the phone, although some do come to the office on occasions. AED

is examining the feasibility of meeting with all the LSP graduates from the various regions to listen to their concerns and to provide assistance in looking for employment.

5. Beneficiaries: Full-time college students who are enrolled at accredited Palestinian colleges and institutes in designated fields of study and have met all criteria required (i.e., good GPA, financially needy, committed to performing community service).

IV. Short-Term Training:

A. Non-IT: In-country (including Israel), third country

1. Publicity: No new publicity has been generated since the July 2003 meeting at the Mission. However, AED is preparing to announce the recruitment of twelve Palestinian journalists from the West Bank to send the United States for media training, after modification of the SOW. The announcement and application form have been prepared and approved and await the go-ahead from USAID. AED also prepared a time frame for conducting the training as well as for a promotional reception.

2. Application process: contacts with the various SO Teams continued during August. However, no new requests were made during the month.

   AED made all the arrangements for the SO8 training (participant selection, hall preparations, hotel reservations, coordination with the training provider, etc.). However, owing to the fact that the Egyptian trainer was not issued a visa, AED received approval to offer the training in Jordan instead of in the West Bank. The present schedule for the training is as follows: the Project Management course will be held September 20-23; Reporting, Monitoring and Evaluation September 27-29, 2004. There are fifteen participants for the Project Management course and eight Reporting Monitoring and Evaluation. Sally Musallam, the training specialist for West Bank, will travel to Jordan for the first week of training to insure that the training is properly implemented. She will be assisted by Saadeh Abu Awad, the financial assistant, who will accompany the participants to and from the training program. AED informed all participants of the new dates for the training and will conduct a pre-departure meeting in September.

   The SO2 participant from Hebron, scheduled to attend the third module of the water demand management course, Strategic Planning for WDM, August 15-27, 2004, in Jordan was able to attend the course in its entirety. However, the three Gaza Municipality participants were prevented by a border closure at Rafah from reaching the course on time. They spent three days at the border before going back home, then tried again on August 17 and were able to get out to attend the last week of the course, August 21-26. AED staff contacted

the Gaza participants during their stay in Jordan, and although they were satisfied with the course, they said they had some difficulty catching up with the rest of the participants. All participants returned back safely on August 27 and 28 as scheduled.

3. Monitoring: No programs are currently in progress.

4. Follow-on: No follow on activities took place in August

5. Beneficiaries: The Mission identified five SO teams as beneficiaries of this program (SO1, SO2, SO3, SO7 and SO8).

B. IT:

1. Publicity: No publicity was done during August.

2. Application process: No application process took place in August.

3. Monitoring: During August, AED monitored the following on going courses: The Certified Oracle 9i DBA course with ATS in Hebron; expected end date: November 10, 2004. The Certified Oracle 9i DBA course with ATS, Ramallah; expected end date: August 10, 2004; participants are in the process of taking their final certification exams. AED followed up on the Web Developer course with NIIT, which ended in June. The deadline to take the final certification exams was set June 25, 2004, and the results were as follows: four out of 17 participants did not sit for the final certification exams as of the end of August. The Training Specialist will follow up during September. Thirteen participants from the Java 2 Certified Developer course with NIIT, which ended on July 1, 2004, are in the process of taking the final certification exam. The MCAD Visual Basic with NIIT, Ramallah; expected end date: September 30, 2004. Participants completed their first exam in the course and are preparing for their second. The Network Administration course with BIT; expected end date: October, 2004. The participants sat for the first exam July 8, 2004, completing the first module. One participant, 'Odeh Izz', dropped out of the course for personal reasons. BIT invited the participants and the AED Training Specialist after the exam to celebrate the completion of the first module. The course has been delayed for political reasons. Follow-up on final exams for the Sun Certified JP with AMRA, which ended in February, is as follows: eight of 14 participants sat for the final certification exam. Two out of the eight failed the exam and are preparing to take the exam again. The six remaining participants were not able to take the final certification exams because of curfews and closures in Nablus. AMRA has rescheduled the exam dates for the participants and is willing to wait for as long as it takes to get the participants to sit for the final certification exam. The situation hasn't changed

in Nablus since July and the participants are still having difficulties taking the exam. In the West Bank, the Training Specialist conducted regular weekly visits in the Ramallah area. Courses taking place in Nablus and Hebron were monitored by phone.

In Gaza, the Training Specialist continued to monitor the four courses already in session, which include Microsoft Certified Solutions Developer. Net (MCSD.Net), Microsoft Certified Systems Engineer 2003, Web Development, and Oracle 9i Developer. As for the Oracle 9i Developer, on August 10 the training Specialist met with the participants who took the certifications exam. All successfully passed the first exam; two participants completed the second exams. The remainder is preparing to take the second exam. The course is going well and the trainer is on the third required book for the course. In the MCSD.Net course, all of the participants have successfully passed the first exam; seven have completed the second exams; four out of the seven have completed the third exam and the other five are preparing to take the second exam. The trainer has started on the eighth book of the course. Staff contacted Mr. Zuhair Skaik, one of the participants whose attendance slipped below the required level, to inquire about his absence. He told the staff that he has personal problems which prevented him from going to classes regularly. AED informed him that he had to maintain an 80% attendance, required by the course, or else he risked being disqualified from the course. He promised to compensate the lost time and to attend the rest of the classes regularly. The Training Specialist met with the participants of the MCSE 2003 on August 14, to advise them to take the certifications exams without delay. At the present time, the participants are preparing for the second exam. A new trainer will be teaching the next module. Participants have been informed of the change by the training provider. In the Web Development course, one participant dropped out, eleven participants are remaining.

AED will recommend training providers for courses in the southern West Bank in September.

4. Follow-on: No follow-on for IT was implemented this month.

5. Beneficiaries: USAID/West Bank and Gaza approved two target groups for the IT training: IT professionals and recent IT graduates. Furthermore, following the submission of the spreadsheet for the first two training courses, the Mission sent an outline of a recommended distribution of slots among the different sectors: public, private, graduated students, and academics. USAID approved an increase in the number of participants for the Security Specialist and the Sun Java Programmer courses from ten to fifteen in each course, which also included more than one participant from the same firm/organization.

V. Master's Degree Scholarship Program

A. Monitoring:

AED's home office did not conduct any re-entry programs in August, as two of the departing participants had already attended a session. The third, Samar Khalaf, departed, against AED directions, for Canada without coming to D.C. for the required re-entry session.

As AED's home office focus in August was the orientations for the Presidential Scholarship Program, there was less HESI activity than normal in the U.S. However, two of the MDSP scholars still in the U.S., Hisham Jabi and Khaled Rajab, assisted with the cross-cultural portion of the PSP orientation, which was very well received by the new participants.

AED field offices assisted the home office staff in monitoring participants in the U.S. by email, fax and telephone. AED field staff reinforced home office efforts, when the need arose, in their guidance of participants, especially the need for the commitment to serve their country for two years after their return and by updating the home office on changes on the ground for the safe return of the scholars. During August, the West Bank academic counselor spoke with Mohammad Mer'eb who refused to withdraw his waiver request to be released from the two year service requirement. Mohammad submitted the waiver in the States before his return, against advice from Program Specialist, Michelle Dworkin. In August, USAID informed AED that Mohammed would be served with a letter requesting repayment of his scholarship. As a result of this action, AED prepared a chart of Clinton Scholars who are in violation of the terms of the scholarship. Also during August, staff in both field offices worked to assure the speedy return home of for all August returnees. Specifically, AED assisted the safe return of Maher and Suhair El-Bayoumi and family and of Kamal El-Kafarneh from Gaza City to his home in Beit Hanoun. It is worthy to note that Kamal returned to Gaza July 17 and was only allowed to get home with AED and USAID assistance and support, on August 5, due to a tight closure on Beit Hanoun.

B. Follow-on:

Assistance and guidance is provided in person and by phone to all scholars upon their return and thereafter. The Academic Counselors were in constant contact with all returnees regarding their employment status and other concerns. Follow-on activities are listed below.

1. Re-Entry Sessions: During August, two re-entry sessions were conducted in the West Bank and in Gaza on August 24. The session was planned to be conducted jointly by video conference, but unfortunately, the Gaza office had no electricity. The West Bank office conducted the re-entry session for Hussein Habbab, Maher El-Frijat and Zakiya Tamimi and the Gaza office for Suhair and Maher El-Bayoumi (reentry memos are available upon request).

Furthermore, all scholars were welcomed to make visits to the field offices whenever possible to discuss any concern encountered upon return.

2. Linkage activities: Assistance in finding jobs for returned scholars is a main concern for AED field staff, which begins before the scholar returns. Participants are advised to keep their connections with former employers, family, friends, and the AED field offices in order to have a head start on finding employment. AED field staff utilizes personal connections, monitoring of newspaper ads and taking resumes to USAID round table meetings to assist all scholars in finding appropriate jobs. In addition, academic counselors sent resumes of returned scholars to potential employers, informed scholars of possible opportunities, promoted scholars by word of mouth and connected scholars to key people in organizations. Furthermore, AED encourages scholars to give presentations in an area of their expertise, enabling them to share their knowledge with the larger community and giving potential employers an opportunity to observe their abilities. For example, Mahmoud Abu-Draz from Gaza gave a presentation, Pharmacogenomics: Drugs by Design, on July 29. The presentation was videoed and sent to the Arab American University in Jenin, which subsequently offered him a teaching job. AED and USAID are in the process of obtaining a permit for Mahmoud to enable him to leave Gaza and go to the West Bank to work. AED also notes which scholars are still looking for work in the newsletter, Connections, which can be accessed through an exclusive website address, to bring them to the attention of linkage organizations. Resumes are also posted on the HESI website.

3. Alumni association: No alumni generated activities, in the West Bank or Gaza, took place during August. However, Nadia Basel, CTO, requested a "Reality Check" meeting with as many returned scholars as possible from West Bank to discuss expectations and reality as seen by the scholars. AED made all the arrangements for the meeting, which was held at the Retno Hotel in Ramallah, August 31. In addition to the reality check discussion, academic counselor handed the scholars the evaluation form, designed to measure the degree of applying training on the job. During the meeting, the counselor and COP also promoted alumni activities including holding elections, giving presentations/workshop, bringing a special speaker, etc. Six scholars volunteered or were nominated for the executive committee then and there. Reem Kort, present coordinator for the CSAA, was appointed to contact all West Bank scholars to solicit their nominations before the September 10. The academic counselor in Gaza will coordinate with the Gaza branch of the CSAA to have them hold similar elections.

4. Newsletter: During August, AED worked and finalized the September issue of Connections. A copy was distributed to those who attended the reality check meeting August 31. AED will send out the newsletter in September, after adding an article on the August 31 session.

VI. Needs Assessment:

AED continued to work on implementing the four priority projects identified by the Ministry and approved by USAID. Those priorities are: the Higher Education Management Information System (HEMIS), capacity building training for the Ministry employees, research proposals, and access to electronic journals for the university libraries. AED held a meeting at MASSAR on August 5, during which MASSAR presented the fourth monthly progress report on phase 1 of the project; the next meeting will be held in early September. Regarding the research proposals for university faculty, AED held a meeting at the Mission to finalize the payment mechanism in accordance with USAID rules and regulations. AED staff met with the deputy minister of MOHE to clarify its training needs for capacity building and as a result a course in Project Management is now set for late November. To ascertain whether local training can be arranged for the capacity building, AED issued an RFI to local training providers on August 18; deadline for receipt of information is September 15. AED Gaza staff, working with Clinton Scholar Nasser Saleh, prepared a report on providing online journals to university and college libraries. As a result of that report, AED hired Nasser Saleh, with USAID approval, to conduct a needs assessment on the provision of e-journals. His report is due November 30.

VII. Fee for Service:

No contracts were signed during May.

VIII. Statistics:

Website: The Gaza Office Manager updates the HESI website as needed. It can be accessed at: http://hesi.aed.org

Meetings: Staff meetings were held once a week and as needed to review field office activities. Due to tight closures and a direct order from the Mission, there was only one visit to Gaza in August: Raed Sadeq, the Financial Manager went on August 11. The COP served on the Fulbright interview committee for two days, August 25 and 26.

Meetings with USAID: USAID representative Nadia Basel met with West Bank staff on August 5 to discuss general programmatic and other issues. This meeting was followed by a meeting with MASSAR which included USAID on the same date. Another meeting with USAID was on August 10 followed by a meeting with Hisham Kuhail from the Ministry of Education and Higher Education.

Special Events: Jamileh Abed, Academic Counselor and Sa'adeh Awwad, Program Assistant attended the graduation ceremony for Al-Quds Open University in Ramallah on August 25. The university honored AED during the ceremony and presented AED with an award of recognition for its support.

Staffing: Nasser Saleh from Gaza was hired as a temporary consultant to assist in implementing the online journals, one of the priorities identified by the MOEHE and part of the Needs Assessment component of HESI. HESI field staff received the mid year performance award for project management from AED. The awards, given at an AED home office assembly, were collected on behalf of the staff by Susan Bouldin.

Summary: During the month of August, AED field staff continued to implement all components of HESI and assisted PSP staff as needed. Staff worked to implement the IT and non-IT Short-Term Training Programs in the West Bank and Gaza and visited the training providers and talked with participants to monitor on-going IT courses. AED staff worked on fulfilling the training requests received from the various SO teams. Staff also worked on implementing and monitoring the Local Scholarship Program, requesting and processing documents, making campus visits, and finalizing tuition payments. AED also worked on data entry and updated shortlists for the whole LSP. For the MDSP, field staff held re-entry orientations, kept in contact with returned scholars, assisted them with adjustment concerns, and notified them of employment opportunities. AED also followed up with implementation of the priority needs identified by the Ministry and approved by USAID. All activities were coordinated with the COP, the AED home office and the USAID West Bank/Gaza Mission.

MONTHLY REPORT

HIGHER EDUCATION SUPPORT INITIATIVE (HESI)

West Bank - Gaza

September 2004

I. General Introduction

A. Background

The Higher Education Support Initiative is designed to respond to critical needs in the Palestinian higher education community. It includes the following:

- Ongoing monitoring of the 5 Masters Degree Scholars in academic training, plus 3 in practical training in the U.S. as of the end of September.
- Re-entry support and job placement for all the returning scholars
- Local scholarship assistance
- Local short-term training in a variety of fields (with a large portion going to Information Technology)
- Occasional third country short-term training
- A needs assessment of local higher education

B. Field Office Activities

Field Office activities for the month of September encompassed all aspects of HESI. Field staff continued to monitor the Local Scholarship Program (LSP), receiving documents, making payments, updating shortlists, and visiting the institutions. In both Gaza and the West Bank, the IT certification program continued on time. On-going courses were monitored as well as preparing for upcoming ones. With regard to non-IT short-term training, AED was finally able to conduct the SO8 training courses in Project Management and in Reporting, Monitoring and Evaluation in Amman, Jordan. The implementation of priority projects identified in the needs assessment also continued during the month of September: implementing HEMIS; coordinating with the Ministry, USAID and the home office regarding the purchase orders for the research proposals; collecting information about available training for the capacity building; and working with the consultant who is preparing a needs assessment of electronic journals. The website and MISTER were updated regularly and all documents sent to the Mission.

D. Home Office Activities

The Home Office continued to support the field office activities, and to manage the last of the MDSP scholars in the U.S.

During the month of September 2004, AED Home Office staff maintained particularly close contact with the 8 remaining MDSP scholars in the United States to verify when they would be completing their academic programs, and to

ensure smooth transitions to Optional Practical Training, when appropriate. In addition, staff began making arrangements for 2 MDSP scholars to attend re-entry orientation and return to the West Bank.

The Home Office continued to receive Summer 2004 term AETR's, transcripts, Action Plans and Linkages Activities from those scholars who were enrolled in courses during the summer. These documents will be sent to the Mission shortly.

II. Contract Issues/Modifications

AED received questions from USAID/West Bank and Gaza's Contract Office concerning the modification request submitted in August of 2004. AED responded to all questions concerning both the realignment of budgeted funds already in the contract ceiling and the expansion of the task order to include training for a group of journalists. The modification was signed at the end of September, and AED immediately began work on the expanded scope of work.

III. HESI Activities

A. Undergraduate Local Scholarships

1. Applications: No longer applicable.

2. Implementation: Now that the program is established, most activities fall under the category of monitoring, which is reported below.

3. Monitoring: During the month of September, both field offices kept in close touch with the institutions included in the LSP. Staff requested and collected documents for the spring semester 2003-2004 as well as for the summer semester so as to update files for the fall semester 2004-2005. These documents include transcripts and community service forms. In the West Bank, AED received completed documents for the spring semester from Al-Quds Open University. Payments for the summer sessions were paid to Birzeit University, Palestine Polytechnic University and Arab American University in Jenin. Similarly, staff at the Gaza office requested registration cards and community service commitment forms for the fall semester 2004-2005 from all institutions, and transcripts for the spring and summer semesters from Al-Quds Open University. Staff also finalized payments for summer 2004. In the mean time, both staff updated lists of awardees and reported to universities the names of those who will be covered during the fall semester.

4. Follow-on: As part of the follow-on procedure, AED staff in both offices reiterated to university officials as well as to awardees who have graduated or who are about to graduate AED's follow-on procedures (e.g., giving assistance in resume writing, and giving them linkage assistance). Furthermore, AED staff informed linkage organizations about the LSP graduates who are looking for work. Students were encouraged to contact academic counselors for assistance as well as to utilize the computer workstations set up for their

benefit in both field offices. In the West Bank, students from the various institutions called the AED office for counseling and were advised on how to look for a job. In some cases students wanted to pursue their higher education and needed to know how to go about looking for a graduate school. Advice was given according to each individual case. In Gaza, students came to the office whenever possible for advice and assistance.

5. Beneficiaries: Full-time undergraduate students who are enrolled at accredited Palestinian universities in designated fields of study and have met all criteria required (i.e., good GPA, financially needy, committed to performing community service).

B. Vo-tech/Community College Scholarships

1. Applications: No longer applicable

2. Implementation: AED received approval from the Mission to provide support for two more semesters to nineteen awardees at two four-year colleges in Gaza: Palestine Nursing College and the College of Ability Development.

3. Monitoring: AED West Bank is still trying to get missing documents from Al-Hijjawi College. AED has repeatedly requested these documents over the last two months to no avail. AED will continue to follow up with this issue by phone since it has been very difficult to reach Nablus where the college is located. Documents for all other colleges are complete. In Gaza, staff requested the usual documents from the two four-year colleges, mentioned above.

4. Follow-on: As part of the follow-on procedure, AED staff in both offices offered assistance in resume writing and guidance in job-hunting to students who have graduated. AED Counselors informed LSP awardees and college officials of follow-on assistance during field visits. Students were encouraged to contact academic counselors for assistance as well as to utilize the computer workstations set up for their benefit at both offices. Due to restrictions imposed on movement, students from West Bank colleges mostly receive advice from the academic counselor over the phone, although some do come to the office. AED is examining the feasibility of meeting with as many LSP graduates from the various regions to listen to their concerns and to provide assistance in looking for employment.

5. Beneficiaries: Full-time college students who are enrolled at accredited Palestinian colleges and institutes in designated fields of study and have met all criteria required (i.e., good GPA, financially needy, committed to performing community service).

IV. Short-Term Training:

A. Non-IT: In-country (including Israel), third country

1. Publicity: No new publicity has been generated since the July 2003 meeting at the Mission for SO teams.

2. Application process: contacts with the various SO Teams continued during September. However, no new requests were made during the month.

   All SO2 participants returned back safely on August 27 and 28 as scheduled. AED kept in touch with the returnees during September in order to finalize their refunds.

   The SO3 team requested that AED draw up a budget for sending participants from the West Bank to the International Conference on the Training of the Judiciary in Canada. After requesting information on conference fees and accommodation costs, we were informed that the SO3 team cancelled the request.

3. Monitoring: AED conducted training for the SO8 team in Jordan according to this schedule: Project Management, September 20-24; Reporting, Monitoring and Evaluation, September 27-29, 2004. Fourteen participants out of fifteen selected attended the Project Management course and six out of eight attended the Reporting Monitoring and Evaluation course. Sally Musallam, the training specialist, and Sa'adeh Awwad, program assistant from the West Bank, went to Jordan to carefully monitor the implementation of the training.

4. Follow-on: No follow on activities took place in September

5. Beneficiaries: The Mission identified five SO teams as beneficiaries of this program (SO1, SO2, SO3, SO7 and SO8).

B. Media

1. Publicity: AED prepared and the Mission approved an announcement that was placed in the local papers to recruit twelve Palestinian journalists from the West Bank for media training in the United States. The announcement appeared on September 29 and 30 and will continue being published in early October. Both announcements and application form were also posted on the website for those wanting to apply on-line. AED also prepared a time frame for conducting the training. The time frame was verbally approved, although AED was advised to hold the reception after, not before, the training.

C. IT:

1. Publicity: No publicity was done during September.

2. Application process: No application process took place in August.

3. Monitoring: During September, AED monitored the following on-going courses: The Certified Oracle 9i DBA course with ATS in Hebron; expected end date: November 10, 2004. The Certified Oracle 9i DBA course with ATS in Ramallah: ended on August 10, 2004. Participants are in the process of taking their final certification exams, deadline for taking the final certification exam, October 10, 2004. AED followed up on the Web Developer course with NIIT, four out of 17 participants did not sit for the final certification exams for personal reasons. The Java 2 Certified Developer course with NIIT, ended on July 1, 2004, participants are still undertaking the final certification exams. The MCAD Visual Basic with NIIT, Ramallah; end date: September 30, 2004, the participants are in the process of taking the second exam. NIIT informed us that there are two more modules to finish; the delay resulted from the political situation. The Network Administration course with BIT; expected end date: October 15, 2004. The participants sat for the first exam July 8, 2004, completing the first module. Follow-up on final exams for the Sun Certified JP with AMRA, which ended in February, is as follows: eight of 14 participants sat for the final certification exam. Two out of the eight failed the exam and are preparing to take the exam again. The six remaining participants were not able to take the final certification exams because of curfews and closures in Nablus. AMRA has rescheduled the exam dates for the participants and is willing to wait for as long as it takes to get the participants to sit for the final certification exam. The situation hasn't changed in Nablus since July and the participants are still having difficulties taking the exam. In the West Bank, the Training Specialist conducted regular weekly visits in the Ramallah area. Courses taking place in Nablus and Hebron were monitored by phone.

AED is awaiting approval from the Mission for four new courses to be implemented in the southern region of the West Bank (Abu-Deis, Bethlehem, Hebron). These courses are: Geography Information System (GIS), Information Security management (ISM),Cisco Certified Network Associate (CCNA), and Java Certified Professional.

- In Gaza, the Training Specialist continued to monitor the four courses already in session, which include Microsoft Certified Solutions Developer. Net (MCSD.Net), Microsoft Certified Systems Engineer 2003, Web Development, and Oracle 9i Developer. As for the Oracle 9i Developer, all participants have passed the second certification exam and are preparing for the third exam. The training is going well and the trainer is working with the last module, which is 40 hours. The course is scheduled to end on October 15, 2004. AED plans to meet with the participants on September 5. 2004. In the MCSD.Net

course, the training was scheduled by the last week of September. Closures in Gaza prevented some participants from attending the last two sessions. In response, AED arranged with the training provider to reschedule the two sessions in early October, providing that freedom of movement has been restored. As for the MCSE training course, participants are working on the fourth module. However, participants could not attend the September 29 session due to road closures. The course will resume as soon as the roads are opened again and participants can attend. As of the writing of this report, one participant from Gaza dropped out of the course. The training specialist met with the participants at the training center on September 1, 2004. The Web Development course, participants started working on the third module. AED met with the participants on Sept 29, 2004. During the meeting, the participants requested some changes for the course; AED will send a detailed report about those changes to the Mission for approval when it receives it from the training provider.

4. Follow-on: follow-on activities have begun in Gaza, prior to completing the MCSD course. During September, the Gaza training specialist met with the Mr. Mohanad Shurab, director of Logictica Company, which needs qualified people in Net programming. Three participants form the above mentioned course were interviewed and Mr. Shurab selected Mr. Ayman Srour, who will begin working with the company in October for a one month trial.

5. Beneficiaries: USAID/West Bank and Gaza approved two target groups for the IT training: IT professionals and recent IT graduates. Furthermore, following the submission of the spreadsheet for the first two training courses, the Mission sent an outline of a recommended distribution of slots among the different sectors: public, private, graduated students, and academics. USAID approved an increase in the number of participants for the Security Specialist and the Sun Java Programmer courses from ten to fifteen in each course, which also included more than one participant from the same firm/organization.

V. Master's Degree Scholarship Program

A. Monitoring:

AED's home office carefully monitored the few remaining participants, and worked with those that still are seeking or plan to seek practical training.

AED field offices assisted the home office staff in monitoring participants in the U.S. by email, fax and telephone. AED field staff reinforced home office efforts, when the need arose, in their guidance of participants, especially the need for the commitment to serve their country for two years after their return and by updating the home office on changes on the ground for the safe return of the scholars. Moreover AED home and field office staff discusses special problems and reasons for participants' extensions with the mission to find the best solution. One case is

Sahar Hanania, who informed AED that she was seven months pregnant and unable to attend class during the fall semester.

B. Follow-on:

Assistance and guidance is provided in person and by phone to all scholars upon their return and thereafter. The Academic Counselors were in constant contact with all returnees regarding their employment status and other concerns. Follow-on activities are listed below.

5. Re-Entry Sessions: No re-entry sessions were conducted in the West Bank or Gaza during September.

6. Linkage activities: Assistance in finding jobs for returned scholars is a main concern for AED field staff, which begins before the scholar returns. Participants are advised to maintain their connections with former employers, family, friends, and the AED field offices in order to have a head-start in finding employment. AED field staff utilizes personal connections and monitors newspaper ads and informs scholars of job opportunities. AED also takes resumes to USAID round table meetings to assist those who are still looking for work. The academic counselors continuously send resumes of returned scholars to potential employers and promote scholars by word of mouth to key people in organizations. Furthermore, AED encourages scholars to give presentations in their area of expertise, enabling them to share their knowledge with the larger community and giving potential employers an opportunity to observe their abilities. AED also notes which scholars are still looking for work in the newsletter, *Connections*, which can be accessed through an exclusive website address, to bring them to the attention of linkage organizations. Resumes are also posted on the HESI website.

7. Alumni association: During September, West Bank's academic counselor continued to urge scholars to elect a new executive committee, an issue promoted last month at the "Reality Check" meeting with Nadia Basel, HESI's CTO. On September 12, 2004 a seven-member committee was elected. Since then, the West Bank academic counselor continued to encourage scholars to conduct a presentations/workshop or to bring a special speaker, activities which the program would support. In Gaza, the academic counselor is trying to coordinate with the Gaza branch of the CSAA to have returnees hold similar elections and to sponsor activities.

8. Newsletter: During September, the academic counselor and COP worked on generating ideas for articles for the December issue of *Connections*. Michelle Dworkin from the home office and Ra'ed Sadeq from the West Bank office have promised to write.

VI. Needs Assessment:

AED continued to work on implementing the four priority projects identified by the Ministry and approved by USAID. Those priorities are: the Higher Education

Management Information System (HEMIS), capacity building training for Ministry employees, research proposals, and access to electronic journals for the university libraries. AED held two meetings with MASSAR and MOHE on September 10 and 15 during which MASSAR presented the fifth monthly progress report on phase two of the project; the next meeting will be held in early October. AED received Mission approval for the purchase order to be used for the research proposals. Purchase Orders for the first round of research proposals were signed by AED and sent to the Ministry to be signed by the researchers and officials of the universities. The consultant working on the needs assessment for online journals, designed a questionnaire for distribution to the universities and contacted the American University in Cairo library for information about subscribing to online journals.

VII. Fee for Service:

No contracts were signed during September.

VIII. Statistics:

Website: The Gaza Office Manager updates the HESI website as needed. It can be accessed at: http://hesi.aed.org

Meetings: Staff meetings were held once a week and as needed to review field office activities. Due to tight closures and a direct order from the Mission, there were no visits to the Gaza office by any staff member in September. The COP met with Adriana Jaramillo of the World Bank on three occasions: September 3, September 9 as part of a larger donor meeting called by the World Bank, and finally on September 10 at MOHE.

Meetings with USAID: USAID representative Nadia Basel met with West Bank staff on September 14 to discuss general programmatic and other issues. This meeting was followed by a reception for the new Mission Director, Mr. Jim Bever, which was held on the same date at the Claridge Hotel in Dahiyat al-Barid. Office Manager, Ra'ed Sadeq attended an OSAC meeting on September 21. On September 28, Elaine Strite, Raed Sadeq, and Jamileh Abed, attended a general contactor/grantee meeting with the Mission in Jerusalem.

Special Events: AED West Bank staff attended s special reception, arranged by the Mission's SO5 Team, to welcome the new director, Mr. James Bever. Held at the Claridge Hotel, the reception included all HESI and PSP staff from the West Bank as well as representatives from MOHE, IT providers and Mazen Hashweh. The COP attended a reception in honor of Jim Bever, held at the American Consulate in Jerusalem, September 14. She also attended a dinner at the American Ambassador's residence on September 21.

Staffing: During September, HESI field staff, Jamileh Abed, Raed Sadeq, Sami Abu-Ikmeil and Renad Zamamiri received a promotion in title and salary, affective September 2004.

Summary: During the month of September, AED field staff continued to implement all components of HESI and assisted PSP staff as needed. Staff worked to implement the IT and non-IT Short-Term Training Programs in the West Bank and Gaza and visited the training providers and talked with participants to monitor on-going IT courses. AED staff worked on fulfilling the training requests received from the various SO teams. Staff also worked on implementing and monitoring the Local Scholarship Program, requesting and processing documents, making campus visits, and finalizing tuition payments. AED also worked on data entry and updated shortlists for the whole LSP. For the MDSP, field staff kept in contact with returned scholars, assisted them with adjustment concerns, and notified them of employment opportunities. AED also followed up with implementation of the priority needs identified by the Ministry and approved by USAID. All activities were coordinated with the COP, the AED home office and the USAID West Bank/Gaza Mission.

MONTHLY REPORT

HIGHER EDUCATION SUPPORT INITIATIVE (HESI)

West Bank - Gaza

October 2004

I. General Introduction

A. Background

The Higher Education Support Initiative is designed to respond to critical needs in the Palestinian higher education community. It includes the following:

- Ongoing monitoring of the four Masters Degree Scholars in academic training, plus four in practical training in the U.S. as of the beginning of October.
- Re-entry support and job placement for all the returning scholars
- Local scholarship assistance
- Local short-term training in a variety of fields (with a large portion going to Information Technology)
- Occasional third country short-term training
- A needs assessment of local higher education

B. Field Office Activities

Field Office activities for the month of October encompassed all aspects of HESI. Field staff continued to monitor the Local Scholarship Program (LSP), receiving documents, making payments, updating shortlists, and visiting the institutions. In both Gaza and the West Bank, the IT certification program continued. On-going courses were monitored and upcoming ones were prepared. With regard to non-IT short-term training, AED completed the final report on the SO8 training in Project Management and in Reporting, Monitoring and Evaluation which was held in Amman, Jordan, in September. The implementation of priority projects identified in the needs assessment also continued during the month of October: a needs assessment of HEMIS, research proposals for faculty, capacity building for MOHE; and a needs assessment of electronic journals. The website and MISTER were updated regularly and all documents sent to the Mission.

E. Home Office Activities

During the month of October, the home office staff worked with the few remaining participants, including re-entry training for two.

II. Contract Issues/Modifications

No modifications or changes were made to the task order during the month of October 2004.

III. HESI Activities

A. Undergraduate Local Scholarships

1. Applications: No longer applicable.

2. Implementation: Now that the program is established, most activities fall under the category of monitoring, which is reported below.

3. Monitoring: During the month of October, both field offices kept in close touch with the institutions included in the LSP. Staff requested and collected documents for the summer semester 2003-2004 so as to update files for the fall semester 2004-2005. Universities were informed about award renewals for the fall semester. Staff requested related documents for the fall semester and received them from Palestine Polytechnic, AAUJ, Al-Quds and Birzeit Universities. AED made field visits and completed payments for the fall semester to Bethlehem University, AAUJ and Al-Quds University. Similarly, staff at the Gaza office requested registration cards and community service commitment forms for the fall semester from all institutions and transcripts for the spring and summer semesters from Al-Azhar, Al-Aqsa and Al- Quds Open Universities.

4. Follow-on: During October, the COP and West Bank senior academic counselor conducted workshops on resume writing, how to look for a job, and on interview tips for LSP awardees and other graduates from the following universities: Bethlehem, Palestine Polytechnic, AAUJ and Al-Quds. Both field offices continued, as part of the follow-on procedure, to give linkage and counseling to awardees who have graduated or who are about to graduate. Staff informed linkage organizations about the LSP graduates who are looking for work. Students were encouraged to contact academic counselors for assistance as well as to utilize the computer workstations set up for their benefit in both field offices. In the West Bank, students from the various institutions called the AED office for counseling and were advised on how to look for a job. In some cases students wanted to pursue their higher education and needed to know how to go about looking for a graduate school. Advice was given according to each individual case. In Gaza, the program coordinator invited graduates to the AED office for workshops on resume writing and interview tips. Gaza staff also contacted UNRWA about employing graduates in psychology or counseling. Follow-up activities also included a field visit to the Islamic University to meet new staff. Awardees and graduates know that they are welcome to came to the office whenever they can for advice and assistance.

5. Beneficiaries: Full-time undergraduate students who are enrolled at accredited Palestinian universities in designated fields of study and have met all criteria required (i.e., good GPA, financially needy, committed to performing community service).

B. Vo-tech/Community College Scholarships

1. Applications: No longer applicable

2. Implementation: AED received transcripts, registration cards, and payment request for awardees from the two four-year colleges in Gaza: Palestine Nursing College and the College of Ability Development. Payment will be completed in November.

3. Monitoring: AED West Bank finally received documents from Al-Hijjawi College and the file is closed. This completes all documents and support for the West Bank colleges. In Gaza, AED received transcripts, registration cards, and request for payment of tuition from the two colleges mentioned above: the College of Ability Development (3 students), and Palestine Nursing College (16 students).

4. Follow-on: As part of the follow-on procedure, AED staff in both offices offered assistance in resume writing and guidance in job-hunting to students who have graduated. AED Counselors informed LSP awardees and college officials of follow-on assistance during field visits. Students were encouraged to contact academic counselors for assistance as often as possible. Due to restrictions imposed on movement, students from West Bank colleges mostly receive advice from the academic counselor over the phone, although some do come to the office. In Gaza, AED received an offer from Jawwal Company to give training to graduates from the two-year programs in Computer and Information Technology. Assistance to LSP graduates who are looking for work is standard procedure.

5. Beneficiaries: Full-time college students who are enrolled at accredited Palestinian colleges and institutes in designated fields of study and have met all criteria required (i.e., good GPA, financially needy, committed to performing community service).

IV. Short-Term Training:

A. Non-IT: In-country (including Israel), third country

1. Publicity: No new publicity has been generated since the July 2003 meeting at the Mission for SO teams.
2. Application process: contacts with the various SO Teams continued during October. However, no new requests were made during the month.
3. Monitoring: During October, training specialists in both offices worked on reimbursing the SO2 and SO8 participants. Also information for all participants is being entered in MISTER

4. Follow-on: the West Bank Training Specialist completed the final report on the SO8 training in Jordan. The report and evaluation results for the program were sent to the Mission by the COP.
5. Beneficiaries: The Mission identified five SO teams as beneficiaries of this program (SO1, SO2, SO3, SO7 and SO8).

B. Media

1. Publicity: AED placed an announcement in two local papers on October 2, 6, 7, 9, 11, 24, 26 and 30, to recruit twelve Palestinian journalists from the West Bank for media training in the United States. Both announcement and application form will remain on the website until November 3, which is the deadline for receiving applications. In addition, the COP, the training specialist, the office manager, and the senior academic counselor made field visits in the Ramallah/Jerusalem area to as many media organizations as possible to promote the program. AED also promoted the program through telephone calls and by word-of-mouth.

C. IT:

1. Publicity: No publicity was done during October.

2. Application process: No application process took place in October.

3. Monitoring: During October, AED monitored the following on-going courses: The Certified Oracle 9i DBA course with ATS in Hebron; expected end date: November 10, 2004. One of the participants dropped out of the course for personal reasons. The Certified Oracle9i DBA course with ATS in Ramallah: course ended; participants are in the process of taking their final certification exams. AED followed up on the Web Developer course with NIIT, which ended in June. The deadline to take the final certification exams was set June 25, 2004, and the results were as follows: nine participants sat for the final exam, three out of the nine failed their exam. Four participants delayed taking their exam until after Ramadan. Thirteen participants from the Java 2 Certified Developer course with NIIT, which ended on July 1, 2004, are in the process of taking the final certification exam. Three participants passed and two failed, eight are waiting to take the exam after Ramadan. The MCAD Visual Basic with NIIT, Ramallah; expected end date: September30, 2004. Participants completed their first exam in the course and are preparing for their second. The course was postponed and will continue after the month of Ramadan as the participants requested. The Network Administration course with BIT was supposed to end October, 2004; however, the course has been postponed until after Ramadan.

   Follow-up on final exams for the Sun Certified JP with AMRA, which ended in February, is as follows: eight of fourteen participants sat for the final

certification exam. Two out of the eight failed the exam and are preparing to take the exam again. The six remaining participants were not able to take the final certification exams because of curfews and closures in Nablus. AMRA has rescheduled the exam dates for the participants and is willing to wait until the exam vouchers expire in January. The situation hasn't changed in Nablus since July and the participants are still having difficulties taking the exam. In the West Bank, the training specialist conducted regular weekly visits in the Ramallah area. Courses in Nablus and Hebron were monitored by phone.

As for courses in the southern West Bank, AED received written approval from the Mission for the following courses: Good Shepard Engineering & Computing in Bethlehem will give a course in Geographic Information System (GIS), starting January 10, 2005 and ending May 10, 2005. Palestine Polytechnic University in Hebron will give Java Certified Professional, starting February 1, 2005, and ending May 1, 2005. Galaxy Information Systems in Bethlehem will give Information Security Management, starting February 15, 2005, and ending May 5, 2005. SKITCE /Al-Quds University in Abu Dis will give Cisco Certified Network Associate, starting January 15, 2005, and ending July 15, 2005. The Training Specialist met with all the above training providers to discuss the implementation of the training. AED also issued letters to those who were not approved for IT training in the Southern Region.

In Gaza, the Training Specialist continued to monitor the four courses already in session, which include Microsoft Certified Solutions Developer .Net (MCSD.Net), Oracle 9i Developer, Web Development, and Microsoft Certified System Engineer (MCSE 2003). As for the MCSD .Net, the course ended on October 10, 2004, and participants are in the process of taking their final exams. Six participants out of twelve have completed the certification exams so far. The remaining participants are scheduled to take their exam during the first week of November. AED invited all of the participants to the office on October 20, 2004, to discuss the course, exams and their personal future plans as well as to complete the exit questionnaire required at the end of the course; eleven participants attended the meeting. The Oracle 9i Developer course also ended on October 17, 2004. Participants are in the process of taking the final exams. Three out of the eleven participants have completed the certification exams. The remaining participants are scheduled to take it during the first week of November. On October 27, 2004, AED invited all of the participants to the office to discuss the course, the exams and their personal future plans as well as to complete the exit questionnaire required at the end of the course; seven participants attended the meeting.

During October, the Gaza training specialist held regular meetings with all the training providers.

4. Follow-on: AED received a call from Jawwal Company asking for a participant in the Oracle 9i course to work on a special project. AED sent six resumes to

Jawwal, which selected Mohammed Naji for the job. He will start working on November 1, 2004.

5. Beneficiaries: USAID/West Bank and Gaza initially approved two target groups for the IT training--IT professionals and recent IT graduates. Following submission of the spreadsheet for the first two training courses, the Mission recommended distribution of slots among the different sectors: public, private, graduated students, and academics. USAID approved an increase in the number of participants for the Security Specialist and the Sun Java Programmer courses from ten to fifteen in each course, which also included more than one participant from the same firm/organization.

V. Master's Degree Scholarship Program

A. Monitoring:

The AED home office staff continued to monitor the 8 on-going programs. Two participants completed their programs, came to Washington, D.C. for a re-entry program, and returned home during this month. THe staff also finished collecting all the Summer 2004 transcripts, AETRs, updated workplans, and linkage activity reports. AED field offices assisted the home office staff in monitoring participants in the U.S. by email, fax and telephone. AED field staff reinforced home office efforts, when the need arose, in their guidance of participants, especially the need for the commitment to serve their country for two years after their return and by updating the home office on changes on the ground for the safe return of the scholars.

B. Follow-on:

Assistance and guidance is provided in person and by phone to all scholars upon their return and thereafter. The Academic Counselors were in constant contact with all returnees regarding their employment status and other concerns. Follow-on activities are listed below.

9. Re-Entry Sessions: No re-entry sessions were conducted in the West Bank or Gaza during October.

10. Linkage activities: Assistance in finding jobs for returned scholars is a main concern for AED field staff, which begins before the scholar returns. Participants are advised to maintain their connections with former employers, family, friends, and the AED field offices in order to have a head-start in finding employment. AED field staff utilizes personal connections and monitors newspaper ads and informs scholars of job opportunities. AED also takes resumes to USAID round table meetings to assist those who are still looking for work. The academic counselors regularly send resumes of returned scholars to potential employers and promote scholars by word of mouth to key people in organizations. Furthermore, AED encourages scholars to give

presentations in their area of expertise, enabling them to share their knowledge with the larger community and giving potential employers an opportunity to observe their abilities. AED also notes which scholars are still looking for work in the newsletter, *Connections*, which can be accessed through an exclusive website address, to bring them to the attention of linkage organizations. In addition to posting resumes on the HESI website, AED created a special web-page for unemployed scholars providing potential employers with easy access to their resumes. We are waiting for USAID approval for this addition to the website.

11. Alumni association: During October, West Bank's senior academic counselor looked into holding a workshop on proposal writing for interested scholars, which could be conducted in December/January. In Gaza, the program coordinator worked to encourage the Gaza branch of the CSAA to hold elections for a new executive committee similar to that in the West Bank. A meeting is planned for that purpose in early November after receiving approval from USAID.

12. Newsletter: During October, the academic counselor and COP worked on generating ideas for articles for the December issue of *Connections.* Michelle Dworkin from the home office and Ra'ed Sadeq from the West Bank office are working on writing articles. Also the Gaza program coordinator is preparing a success story on Wasim al-Habil for the newsletter.

VI. Needs Assessment:

AED continued to work on implementing the four priority projects identified by the Ministry and approved by USAID. Those priorities are: a needs assessment of the Higher Education Management Information System (HEMIS), capacity building training for Ministry employees, research proposals, and access to electronic journals for university libraries. AED held a meeting with MASSAR October 27 and with MOHE October 28. AED also completed the first payment, as agreed upon with the Mission, for the following research proposals from round two payments for two different researchers for Hebron University, on October 14, 2004, and two payments also for two different researchers for the Arab American University in Jenin on October 19, 2004. The consultant working on the needs assessment for online journals designed a questionnaire for distribution to the universities and contacted the American University in Cairo library for information about subscribing to online journals.

VII. Fee for Service:

No contracts were signed during September.

VIII. Statistics:

Website: The Gaza Office Manager updates the HESI website as needed. It can be accessed at: http://hesi.aed.org

Meetings: Staff meetings were held once a week and as needed to review field office activities. Due to tight closures and a direct order from the Mission, there were no visits to the Gaza office by any staff member in October.

Meetings with USAID: The COP met with Mission Director Jim Bever October 19 to discuss support for visa issuance and Gaza access. She also met at the Mission with Acting CTO Bassam Kort on October 14 and with Nadia Basel on October 28 to discuss general program issues. The Senior Academic Counselor met Mission Director Jim Bever October 26 to brief him on the local situation and her possible involvement in a Palestinian-American society.

Other meetings: The COP and West Bank senior academic counselor met with Chuck Hunter and Nasser Ideis from the U.S. Consulate October 26 to discuss issues related to the media program. The COP also attended the inaugural meeting for OSAC October 21

Staffing: No staffing issues occurred in October.

Summary: During the month of October, AED staff continued to implement all components of HESI and assisted PSP staff as needed. Staff worked to implement the IT and non-IT Short-Term Training Programs in the West Bank and Gaza and visited the training providers and talked with participants to monitor on-going IT courses. AED staff worked on fulfilling the training requests received from the various SO teams. Staff also worked on implementing and monitoring the Local Scholarship Program, requesting and processing documents, making campus visits, and finalizing tuition payments. AED also worked on data entry and updated shortlists for the whole LSP. For the MDSP, field staff kept in contact with returned scholars, assisted them with adjustment concerns, and notified them of employment opportunities. AED also followed up with implementation of the priority needs identified by the Ministry and approved by USAID. All activities were coordinated with the COP, the AED home office and the USAID West Bank/Gaza Mission.

MONTHLY REPORT

HIGHER EDUCATION SUPPORT INITIATIVE (HESI)

West Bank - Gaza

November 2004

I. General Introduction

A. Background

The Higher Education Support Initiative is designed to respond to critical needs in the Palestinian higher education community. It includes the following:

- Ongoing monitoring of the three Masters Degree Scholars in academic training, plus three in practical training in the U.S. as of the beginning of November.
- Re-entry support and job placement for all the returning scholars
- Local scholarship assistance
- Local short-term training in a variety of fields (with a large portion going to Information Technology)
- Occasional third country short-term training
- A needs assessment of local higher education and implementation of four projects identified in it
- Management of the Media STT program

B. Field Office Activities

Field Office activities for the month of November encompassed all aspects of HESI. Field staff continued to monitor the Local Scholarship Program (LSP), receiving documents, making payments, updating shortlists, and visiting the institutions. In both Gaza and the West Bank, the IT certification program continued. On-going courses were monitored and upcoming ones were prepared. With regard to non-IT short-term training, there were no on-going courses during November. The implementation of priority projects identified in the needs assessment also continued during the month of November: a needs assessment of HEMIS, research proposals for faculty, and a needs assessment of electronic journals. AED is working with a local training provider to respond to a RFI for capacity building training at the MOEHE. Finally, AED also advertised and processed applications for the media program. The website and MISTER were updated regularly and all documents sent to the Mission.

F. Home Office Activities

The home office continues to work closely with the field office, reviewing purchase orders for both training and needs assessment follow-up activities. During February, planning began in earnest for the journalist group who will arrive next spring. Monitoring for the MDSP participants is reduced each month, as participants complete their programs. The home office is also carefully planning the file close out for all MDSP participants for the next few months, as this is both important and time consuming.

II. Contract Issues/Modifications

There were no changes or modifications made to this task order during November 2004.

III. HESI Activities

A. Undergraduate Local Scholarships

1. Applications: No longer applicable.

2. Implementation: Now that the program is established, most activities fall under the category of monitoring, which is reported below.

3. Monitoring: During the month of November, both field offices kept in close touch with the institutions included in the LSP. Staff requested and collected documents for the first semester 2004-2005 so as to update files and make payments. AED kept in touch with all universities. Field staff made a field visit to Birzeit University, which included a mini workshop (details below), and paid for the fall semester. Military incursions into Nablus precluded a visit to An-Najah University, which was postponed until December. Payment to Al-Quds Open University will be finalized in December. Staff in the Gaza office requested registration cards and community service commitment forms for the fall semester from all institutions and transcripts for the summer semester from the Islamic University, Al-Azhar, Al-Aqsa and Al- Quds Open Universities. AED also finalized tuition payment to the Islamic University.

4. Follow-on: During November, the COP and West Bank senior academic counselor conducted one workshop on resume writing, how to look for a job, and on interview tips for LSP awardees and other graduates at Birzeit University. Both field offices continued, as part of the follow-on procedure, to give linkage and counseling to awardees who have graduated or who are about to graduate. Staff informed linkage organizations about the LSP graduates who are looking for work. Students were encouraged to contact academic counselors for assistance as well as to utilize the computer workstations set up for their benefit in both field offices. LSP Awardees and graduates in the West Bank and Gaza know that they are welcome to came to the office whenever they can for advice and/or assistance.

5. Beneficiaries: Full-time undergraduate students who are enrolled at accredited Palestinian universities in designated fields of study and have met all criteria required (i.e., good GPA, financially needy, committed to performing community service).

B. Vo-tech/Community College Scholarships

1. Applications: No longer applicable

2. Implementation: In November, AED finalized payments for the two four-year colleges in Gaza: Palestine Nursing College and the College of Ability Development.

3. Monitoring: In the West Bank, there are no colleges being supported for the rest of the HESI program. In Gaza, AED kept in touch with the two colleges mentioned above: the College of Ability Development (3 students), and Palestine Nursing College (16 students).

4. Follow-on: As part of the follow-on procedure, AED staff in both offices offered assistance in resume writing and guidance in job-hunting to students who have graduated. AED Counselors informed LSP awardees and college officials of follow-on assistance during field visits. Students were encouraged to contact academic counselors for assistance as often as possible. Due to restrictions imposed on movement, students from both the West Bank and Gaza colleges mostly receive advice from the academic counselor over the phone, although some do come to the office. Assistance to LSP graduates who are looking for work is standard procedure.

5. Beneficiaries: Full-time college students who are enrolled at accredited Palestinian colleges and institutes in designated fields of study and have met all criteria required (i.e., good GPA, financially needy, committed to performing community service).

IV. Short-Term Training:

A. Non-IT: In-country (including Israel), third country

1. Publicity: No new publicity has been generated since the July 2003 meeting at the Mission for SO teams.
2. Application process: contacts with the various SO Teams continued during November. However, no new requests were made during the month although we were expecting one from SO3.
3. Monitoring: During November, there were no on-going courses to monitor. However, West Bank staff continued to finalize travel payments with participants from the SO8 training.
4. Follow-on: No follow-on activity too place this month.
5. Beneficiaries: The Mission identified five SO teams as beneficiaries of this program (SO1, SO2, SO3, SO7 and SO8).

B. Media

1. Publicity: no publicity was generated in November. Deadline for receiving application was November 3, 2004.
2. Applications: AED received and processed 43 applications by November 3, 2004. The office assistant created an Excel master sheet to facilitate vetting and the preparation of the shortlist. AED consulted with the Mission

concerning interview preparation and received approval of the shortlist and for the interview committee. Interviews will be conducted in early December and will be reported on in next month's report. AED prepared files, contacted committee members, prepared the schedule and informed 22 interview candidates of the time and dates of the interviews.

C. IT:

1. Publicity: During November, AED advertised in Al-Quds and Al-Ayam on November 8, 10, and 13, for four courses, which are to be conducted in the southern West Bank. Geographic Information System (GIS), will begin on January 10, 2005, and end approximately May 10, 2005. The course will be given by Good Shepard Engineering & Computing in Bethlehem. Java Certified Professional will be given by Palestine Polytechnic University in Hebron; the starting date is scheduled for February 1, 2005 and end date for May 1, 2005. Galaxy Information Systems is to offer Information Security Management in Bethlehem, beginning February 15, 2005, and ending May 5, 2005. SKITCE/Al-Quds University is to offer Cisco Certified Network Associate in Abu Dis, starting January 15, 2005, and ending July 15, 2005. Since AED did not receive enough applications for any of the courses by the end of November, AED, with Mission approval, advertised for a second week, with the deadline extended until December 10, 2004.

2. Application process: AED believes that the low application rate is attributable to the death of President Arafat, the Eid holiday, and the very tight closures, which were implemented at this time. Staff will encourage training providers to promote the courses in order to increase the number of applications submitted.
3. Monitoring: In the West Bank, AED monitored the following courses: Certified Oracle 9i DBA course with ATS in Hebron, which was expected to end November 10, 2004 (one participant dropped out of the course for personal reasons); Certified Oracle 9i DBA course with ATS in Ramallah in which participants are taking their final certification exams; the Web Developer course with NIIT, which ended in June (four participants are preparing to take the final certification exam which they had postponed during Ramadan); Java 2 Certified Developer with NIIT, which ended July 1 (thirteen participants are taking the final certification exam, which was postponed because of Ramadan); MCAD Visual Basic with NIIT in Ramallah (participants completed their first exam and are preparing for their second, which was postponed during Ramadan); Network Administration course with BIT, which ended November 30, 2004 (participants will not have a final exam since it was not a certification course).

   Follow-up on final exams for the Sun Certified JP with AMRA, which ended in February, is as follows: eight of 14 participants sat for the final certification exam. Two of the eight failed the exam and are preparing to take the exam

again. The six remaining participants were not able to take the final certification exams because of curfews and closures in Nablus. AMRA has rescheduled the exam dates for the participants and is willing to wait until the exam vouchers expire in January. The situation hasn't changed in Nablus since July and the participants are still having difficulties taking the exam. In the West Bank, the Training Specialist conducted regular weekly visits in the Ramallah area. Courses taking place in Nablus and Hebron were monitored by phone.

In Gaza, the Training Specialist continued to monitor the two on-going courses, which include Web Development and Microsoft Certified System Engineer (MCSE 2003). AED also followed up the exams for the two finished courses, MCSD.Net and Oracle Developer. The Oracle Developer: Nine participants have successfully passed and two failed the Oracle Developer exam. The Training Specialist is in the process of preparing the final report for the course. The Training Specialist visited the Web Development course November 6, 2004. AED submitted the final report for MCSD.Net to USAID on November 29, 2004. Gaza staff also provided the Mission with a statistical report illustrating the ratio of male/female participation in the IT programs for West Bank and Gaza.

4. Follow-on: follow-on activities were hindered in November due to Ramadan, holidays, and mourning days for President Arafat.

5. Beneficiaries: USAID/West Bank and Gaza initially approved two target groups for the IT training--IT professionals and recent IT graduates. Following submission of the spreadsheet for the first two training courses, the Mission recommended distribution of slots among the different sectors: public, private, graduated students, and academics. USAID approved an increase in the number of participants for the Security Specialist and the Sun Java Programmer courses from ten to fifteen in each course, which also included more than one participant from the same firm/organization.

V. Master's Degree Scholarship Program

A. Monitoring:

AED's home office maintained contact with each participant, reaching each at least one time by phone or email. With only six participants under HESI in the U.S., there are fewer requests and less work is generated. However, we are planning for the final close out of all MDSP files, and for the last re-entry programs.

AED field offices assisted the home office staff in monitoring participants in the U.S. by email, fax and telephone. AED field staff reinforced home office efforts, when the need arose, in their guidance of participants, especially the need for the commitment to serve their country for two years after their return and by updating the home office on changes on the ground for the safe return of the scholars.

B. Follow-on:

Assistance and guidance was provided to all scholars who returned and Academic Counselors were in constant contact with all returnees regarding their employment status and other concerns. Follow-on activities are listed below.

13. Re-Entry Sessions: One re-entry session was conducted in the West Bank on November 18 for Qais and Hiba (Qadar) Taha (individual memos are available upon request).

14. Linkage activities: Assistance in finding jobs for returned scholars is a main concern for AED field staff, which begins before the scholar returns. Participants are advised to maintain their connections with former employers, family, friends, and the AED field offices in order to have a head-start in finding employment. AED field staff utilizes personal connections and monitors newspaper ads and informs scholars of job opportunities. AED also takes resumes to USAID round table meetings to assist those who are still looking for work. The Academic Counselors regularly send resumes of returned scholars to potential employers and promote scholars by word of mouth to key people in organizations. Furthermore, AED encourages scholars to give presentations in their area of expertise, enabling them to share their knowledge with the larger community and giving potential employers an opportunity to observe their abilities. AED also notes which scholars are still looking for work in the newsletter, *Connections*, which can be accessed through an exclusive website address, to bring them to the attention of linkage organizations. In addition to posting resumes on the HESI website, AED created a special web-page for unemployed scholars providing potential employers with easy access to their resumes. AED received approval for this addition to be added to the website.

15. Alumni Association: During November, West Bank's Senior Academic Counselor arranged to meet with the alumni committee and a few other returned scholars from Ramallah to encourage them to activate their association. Five scholars attended the meeting along with the COP and the West Bank office manager. Yahya Shunnar agreed to submit a proposal to hold a panel discussion on the post- Arafat era. The proposal he submitted was approved by USAID in a short amount of time. However, many complications arose and the panel idea fell through, due to factors beyond our control. In Gaza, AED hosted a meeting for the CSAA interim committee on November 18, 2004, during which plans were made to hold elections in January. Field staff members in both West Bank and Gaza are continuing to encourage alumni activities, but alumni interest in both areas remains low.

16. Newsletter: During November, the academic counselors and COP worked to generate articles for the December issue of *Connections*. This issue contains articles written by Michelle Dworkin, from the home office, and Noha Nijm, the Gaza program coordinator. AED is awaiting approval from USAID to distribute to readers in early December.

VI. Needs Assessment:

AED continued to work on implementing the four priority projects identified by the Ministry and approved by USAID. Those priorities are: a needs assessment of the Higher Education Management Information System (HEMIS), capacity building training for Ministry employees, research proposals, and access to electronic journals for university libraries. AED and USAID met with MASSAR on November 1 for a status meeting and again on November 24 to discuss the content of the draft final report, which is now due in early January. With regard to the online journals assessment, AED staff met with the Birzeit University librarian on November 4, and the COP has been in constant touch with the consultant who is preparing the report. Trial databases have been sent to the universities and their feedback will be included in the final report, due December 31. As to the research proposals, many indicated a time frame which is beyond the end date of this project. They have been advised to adjust their reporting schedule, accordingly. For capacity building, AED submitted a request to Birzeit Continuing Education for a proposal to provide both a needs assessment and course suggestions for the MOEHE. That proposal is due is December.

VII. Fee for Service:

No contracts were signed during November.

VIII. Statistics:

Website: The Gaza Office Manager updates the HESI website as needed. It can be accessed at: http://hesi.aed.org

Meetings: Staff meetings were held once a week and as needed to review field office activities. Due to tight closures and a direct order from the Mission, there were no visits to the Gaza office by any staff member in November.

Meetings with USAID: AED West Bank staff met with Nadia Basel in the West Bank office on November 9, 2004, the same date that the Mission held an education sector meeting in Ramallah.
The COP and Senior Academic Counselor attended the meeting, which was conducted in Arabic. The COP also attended a USAID contractors meeting November 17 at which the Mission's strategic planning was discussed.

Other meetings: West Bank staff met with Jennifer Larson, the new Consular cultural attaché, and Maureen Maurram on November 8 in the West Bank office. The purpose of the meeting was to introduce Jennifer to AED's activities in the area. West Bank clerical staff met with a GIS trainer from USAID on November 9, 2004 where he gave a brief demonstration of the GIS application to AED programs.

Staffing: No staffing issues occurred in November.

Summary: During the month of November, AED staff continued to implement all components of HESI and assisted PSP staff as needed. Staff worked to implement the IT in the West Bank and Gaza and visited the training providers and talked with participants to monitor on-going IT courses. No training requests were received from

the SO teams. Staff also worked on implementing and monitoring the Local Scholarship Program, requesting and processing documents, making campus visits, and finalizing tuition payments. AED also worked on data entry and updated shortlists for the whole LSP. For the MDSP, field staff conducted a re-entry orientation, kept in contact with returned scholars, assisted them with adjustment concerns, and notified them of employment opportunities. AED also followed up with implementation of the priority needs identified by the Ministry and approved by USAID. Finally, AED advertised for the media program, processed applications and prepared for interviews to be conducted in early December. All activities were coordinated with the COP, the AED home office and the USAID West Bank/Gaza Mission.

MONTHLY REPORT

HIGHER EDUCATION SUPPORT INITIATIVE (HESI)

West Bank - Gaza

December 2004

I. General Introduction

A. Background

The Higher Education Support Initiative is designed to respond to critical needs in the Palestinian higher education community. It includes the following:

- Ongoing monitoring of the three Masters Degree Scholars in academic training, plus three in practical training in the U.S. as of the beginning of December
- Re-entry support and job placement for all the returning scholars
- Local scholarship assistance
- Local short-term training in a variety of fields (with a large portion going to Information Technology)
- Occasional third country short-term training
- A needs assessment of local higher education and implementation of four projects identified in it
- Management of the Media STT program

B. Field Office Activities

Field Office activities for the month of December encompassed all aspects of HESI. Field staff continued to monitor the Local Scholarship Program (LSP), receiving documents, making payments, updating shortlists, and visiting the institutions. In both Gaza and the West Bank, the IT certification program continued. On-going courses were monitored and upcoming ones were prepared. With regard to non-IT short-term training, there were no on-going courses during December. However, AED received another training request from SO3 to be implemented in February-March 2005. The implementation of priority projects identified in the needs assessment also continued during the month of December. AED received a draft final report for HEMIS mid-month, with expectations that the final version will be ready in early January. AED received a proposal from Birzeit Continuing Education Center in December for the capacity building training at the MOEHE. AED also received the final report for online journals at the end of the month. Sixteen purchase orders for round two research proposals were processed. For the media program, AED conducted interviews and selected participants early in the month and began work on visa applications. The website and MISTER were updated regularly and all documents sent to the Mission.

G. Home Office Activities

The Home Office continued to monitor the few participants left in the U.S. at this time. The Project Director kept in touch with the field office, and reviewed purchase orders and documents from the field. One re-entry program was initiated this month.

II. Contract Issues/Modifications

There were no changes or modifications made to this task order during December 2004.

III. HESI Activities

A. Undergraduate Local Scholarships

1. Applications: No longer applicable.

2. Implementation: Now that the program is established, most activities fall under the category of monitoring, which is reported below.

3. Monitoring: During the month of December, both field offices kept in close touch with the institutions participating in the LSP. Staff requested and collected documents for the first semester 2004-2005 so as to update files and make payments. AED kept in touch with all universities and made a field visit to An-Najah University in Nablus, which included a mini workshop (details below) and finalizing payment for the fall semester. AED staff paid Al-Quds Open University for the fall semester to Al-Quds Open University. However, the university informed AED that one of the awardees was registered for more hours than were recorded on the invoice. AED requested an official explanation and will adjust payment after it is received. Staff in the Gaza office completed payments for Al-Azhar and Al- Quds Open Universities.

4. Follow-on: During December, the senior academic counselor conducted one workshop on resume writing, how to look for a job, and on interview tips for LSP awardees and other graduates at An-Najah University. Both field offices continued, as part of the follow-on procedure, to give linkage and counseling to awardees who have graduated or who are about to graduate. Staff informed linkage organizations about the LSP graduates who are looking for work. Students were encouraged to contact academic counselors for assistance as well as to utilize the computer workstations set up for their benefit in both field offices. LSP awardees and graduates in the West Bank and Gaza know that they are welcome to come to the office whenever they can for advice and/or assistance and to use the computer workstations.

5. Beneficiaries: Full-time undergraduate students who are enrolled at accredited Palestinian universities in designated fields of study and have met all criteria required (i.e., good GPA, financially needy, committed to performing community service).

B. Vo-tech/Community College Scholarships

1. Applications: No longer applicable

2. Implementation: Now that the program is established, most activities fall under the category of monitoring, which is reported below.

3. Monitoring: In the West Bank, there are no colleges being supported for the rest of the HESI program. In Gaza, AED received the community service forms from Palestine Nursing College for the fall semester 2004-2005.

4. Follow-on: As part of the follow-on procedure, AED staff in both offices offered assistance in resume writing and guidance in job-hunting to students who have graduated. AED academic counselors informed LSP awardees and college officials of follow-on assistance during field visits. Students were encouraged to contact academic counselors for assistance as often as possible. Due to restrictions imposed on movement, students from both the West Bank and Gaza colleges mostly receive advice from the academic counselor over the phone, although some do come to the office. Assistance to LSP graduates who are looking for work is standard procedure.

5. Beneficiaries: Full-time college students who are enrolled at accredited Palestinian colleges and institutes in designated fields of study and have met all criteria required (i.e., good GPA, financially needy, committed to performing community service).

IV. Short-Term Training:

A. Non-IT: In-country (including Israel), third country

1.Publicity: No new publicity has been generated since the July 2003 meeting at the Mission for SO teams.

2.Application process: SO3 sent a training request for capacity building for Tahkeem: Center for Settlement of Commercial Disputes. The desired training is to take place in Egypt, last for ten days, and will be held in February or March 2005. The AED training specialist will follow-up on this request in January.

3. Monitoring: There were no on-going courses to monitor. However, West Bank staff continued to finalize travel payments with participants from the SO8 training.

4. Follow-on: No follow-on activity took place this month.

5. Beneficiaries: The Mission identified five SO teams as beneficiaries of this program (SO1, SO2, SO3, SO7 and SO8).

B. Media

1. Publicity: no publicity was generated in December.

2. Applications: AED field office sent copies of applications of those who were selected to AED home office for use in designing the training program.

3. Implementation: AED conducted interviews for 22 candidates on December 1 and 2. Once the interviews were over, AED informed USAID, the AED home office and the candidates of the selection results: twelve were selected and seven were designated as alternates. Subsequently, the Mission decided that the twelve selected and the top three alternates would go to the States for training. AED immediately began departure preparations by holding an informational meeting December 9. The purpose of the meeting was to discuss training needs, visa and other procedures necessary for travel, and to get to know one another. Field staff informed the AED home office that the media group wants the training to be conducted in Arabic. Participants were advised to renew passports/travel documents and briefed on filling out the visa forms, which are to be submitted to the Consulate in early January.

C. IT:

1. Publicity: No publicity was done in December.

2. Application process: AED processed applications for four new courses in the West Bank and submitted three of them for vetting. The participant list for Cisco Certified Network Associate to be given by SKITCE/Al-Quds University was sent to the Mission for vetting December 15, 2004. The training provider administered the entrance exam on December 27, 2004, and AED is in the process of doing the selection. The GIS participant selection was made and sent to the Mission for approval. The Java course which was to be provided by the Palestine Polytechnic University was cancelled because too few applications were received from outside the PPU. AED is looking into offering the course in Gaza instead.

3. Monitoring: AED monitored the Certified Oracle 9i DBA course with ATS in Hebron; the course ended and participants are in the process of taking their final certification exams. The Certified Oracle 9i DBA course with ATS in Ramallah has also ended and participants are in the process of taking their final certification exams. ATS provided AED with the final report for the Ramallah course. The MCAD Visual Basic with NIIT in Ramallah ended in November; participants completed their first exam in the course and are preparing for their second. Follow-up on final exams for the Sun Certified Java course with AMRA is continuing. Participants who have yet to take the exams, have until the end of January 2005 to do so.

   In Gaza, the senior IT training specialist prepared the final report on Oracle 9i, which was submitted to the Mission on December 6, 2004. In the MCSE course, trainees are working on module number six. Training specialist met

with participants on December 6, 2004, to follow-up on the training. Participants are in the process of taking the certification exams; training will end in early January 2005. As for the Web Development course, trainees are working on module number five. The training specialist met with the participants on December 20, 2004, to follow-up on the training. In December, AED also finalized payments for two courses: MCSD.Net and Oracle 9i. The training specialist contacted training providers in Gaza concerning the possibility of conducting a Java training course to replace the one planned for Hebron.

4. Follow-on: All of the West Bank IT course graduates are employed. In Gaza, there are one or two unemployed trainees in each course. AED has sent their resumes to Jawwal, PalTel, the Gaza Municipality and the UN, and the training specialist is planning to hold a resume-writing workshop in January.

5. Beneficiaries: USAID/West Bank and Gaza initially approved two target groups for the IT training--IT professionals and recent IT graduates. Following submission of the spreadsheet for the first two training courses, the Mission recommended distribution of slots among the different sectors: public, private, graduated students, and academics. USAID approved an increase in the number of participants for the Security Specialist and the Sun Java Programmer courses from ten to fifteen in each course, which also included more than one participant from the same firm/organization.

V. Master's Degree Scholarship Program

A. Monitoring:

The home office continued to monitor the six participants still in the U.S. At the end of December, Hisham Jabi completed his practical training program, and came in to AED for his first re-entry session. He will be returning to the West Bank in early January.

AED field offices assisted the home office staff in monitoring participants in the U.S. by email, fax and telephone.

B. Follow-on:

Assistance and guidance was provided to all scholars who returned and the academic counselors were in constant contact with all returnees regarding their employment status and other concerns. Follow-on activities are listed below.

17. Re-Entry Sessions: No re-entry sessions was conducted in the West Bank or Gaza in December.

18. Linkage activities: Assistance in finding jobs for returned scholars is a main concern for AED field staff, which begins before the scholar returns. Participants are advised to maintain their connections with former employers, family, friends, and the AED field offices in order to have a head-start in

finding employment. AED field staff utilizes personal connections and monitors newspaper ads and informs scholars of job opportunities. The academic counselors regularly send resumes of returned scholars to potential employers and promote scholars by word of mouth to key people in organizations. Furthermore, AED encourages scholars to give presentations in their area of expertise, enabling them to share their knowledge with the larger community and giving potential employers an opportunity to observe their abilities. AED also notes which scholars are still looking for work in the newsletter, *Connections*, which can be accessed through an exclusive website address, to bring them to the attention of linkage organizations. In addition to posting resumes on the HESI website, AED created a special web-page for unemployed scholars providing potential employers with easy access to their resumes.

19. Alumni Association: Field staff members in both West Bank and Gaza are continuing to encourage alumni activities, but alumni interest in both areas remains low. The idea to hold a political panel discussion in early December fell through when it failed to receive support from a significant number of alumni. However, as part of follow-on activities for returned scholars, Elaine Strite, COP, made arrangements for Dr. Joel Beinin, professor of Middle East history at Stanford University, to give a lecture in Ramallah in January. The Gaza counselor worked to arrange a "Reality Check" video conference with Nadia Basel, scheduled for January 14.

20. Newsletter: the academic counselors and COP worked to generate articles for the March issue of *Connections.*

VI. Needs Assessment:

AED continued to work on implementing the four priority projects identified by the Ministry and approved by USAID. Those priorities are: a needs assessment of the Higher Education Management Information System (HEMIS), capacity building training for Ministry employees, research proposals, and access to electronic journals for university libraries. AED and USAID met with MASSAR on December 20 for a status meeting to discuss the content of the draft final report, which is now due in early January. With regard to the online journals assessment, AED met with the committee of librarians from the various universities and the Ministry on December 20 to discuss the assessment as well as universities libraries needs. Consultant, Nasser Saleh submitted the final report on the electronic journal databases on December 30, 2004, and will formally present the report to the Mission in early January. The home office arranged for an expert to edit the report. As for the second round of research proposals, sixteen purchase orders were approved and submitted to the Ministry at the end of December. For capacity building, AED received a proposal on December 7 from Birzeit Continuing Education to provide both a needs assessment and course suggestions for the MOEHE.

VII. Fee for Service:

No contracts were signed during December.

VIII. Statistics:

Website: The Gaza Office Manager updates the HESI website as needed. It can be accessed at: http://hesi.aed.org

Meetings: Staff meetings were held once a week and as needed to review field office activities. Staff meetings are always done by video conference with the Gaza office. Due to tight closures and a direct order from the Mission, there were no visits to the Gaza office by the COP. However, the West Bank office manager visited Gaza on December 9, and 22, 2004.

Meetings with USAID: The COP and senior financial manager attended an OSAC meeting on December 15. The West Bank academic counselor met with Nadia Basel and Bassam Kort in the West Bank office on December 28, 2004.

Other meetings: West Bank clerical staff met with a GIS trainer from USAID on December 22, 2004. He demonstrated GIS applications for AED programs. All data entry for GIS was completed and submitted to the Mission December 30.

Staffing: Jamileh Abed was designated Acting Chief of Party between December 22, 2004, and January 3, 2005 while the COP was out of the country.

Summary: During the month of December, AED staff continued to implement all components of HESI and assisted PSP staff as needed. Staff worked to implement the IT in the West Bank and Gaza and visited the training providers and talked with participants to monitor on-going IT courses. One training request was received from SO3 and AED is working on logistics to implement that training. Staff also worked on implementing and monitoring the Local Scholarship Program, requesting and processing documents, making campus visits, and finalizing tuition payments. AED also worked on data entry and updated shortlists for the whole of LSP. For the MDSP, AED kept in contact with returned scholars, assisted them with adjustment concerns, and notified them of employment opportunities. AED also arranged to sponsor a lecture on behalf of the scholars in January. AED followed up with implementation of the priority needs identified by the Ministry and approved by USAID. Finally, AED conducted interviews for the media program and began logistics for sending fifteen participants to the States in the spring of 2005. All activities were coordinated with the COP, the AED home office and the USAID West Bank/Gaza Mission.

MONTHLY REPORT

HIGHER EDUCATION SUPPORT INITIATIVE (HESI)

West Bank - Gaza

January 2005

I. General Introduction

A. Background

The Higher Education Support Initiative is designed to respond to critical needs in the Palestinian higher education community. It includes the following:

- Ongoing monitoring of the two Masters Degree Scholars in academic training, plus four in practical training in the U.S. as of the beginning of January
- Re-entry support and job placement for all the returning scholars
- Local scholarship assistance
- Local short-term training in a variety of fields (with a large portion going to Information Technology)
- Occasional third country short-term training
- A needs assessment of local higher education and implementation of four projects identified in it
- Management of the Media STT program

B. Field Office Activities

Field Office activities for the month of January encompassed all aspects of HESI. Field staff continued to monitor the Local Scholarship Program (LSP), receiving documents, making payments, updating shortlists, and visiting the institutions. In both Gaza and the West Bank, the IT certification program continued. On-going courses were monitored and new ones were initiated. With regard to non-IT short-term training, there were no on-going courses during January. However, AED sent the names of potential SO3 participants to the Mission for vetting. The training is to be implemented in February-March 2005. The implementation of priority projects identified in the needs assessment required the most energy during the month of January. AED received the final version of the HEMIS report in early January. Also in January AED continued to work with the Mission, Birzeit Continuing Education Center, the MOEHE, and MAAN Training Center to finalize the training plan for capacity building at the MOEHE. After receiving the final report for online journals at the end of December, AED arranged to edit and to organize its presentation, both to the Mission, to MOEHE, and to academic librarians. As for the research proposals, the process is on-going. For the media program, the West Bank field office began procedures for visa and travel arrangements. The website and MISTER were updated regularly and all documents sent to the Mission.

H. Home Office Activities

The Home Office remained in close contact with the field office during January. As the bulk of the work under HESI is in-country, the home office acts as a back-stop, and reviews the activities for contractual and budgetary compliance. There were still a few MDSP participants in the U.S., which Home Office staff carefully monitored. Close-out of the HESI participant files has begun, but will be a long process. Finally, planning continued for the short-term media training program.

II. Contract Issues/Modifications

No changes were made to the task order during January of 2005.

III. HESI Activities

A. Undergraduate Local Scholarships

1. Applications: No longer applicable.

2. Implementation: Now that the program is established, most activities fall under the category of monitoring, which is reported below.

3. Monitoring: During the month of January, both field offices kept in close touch with the institutions participating in the LSP. Staff requested and collected documents for the first semester 2004-2005 so as to update files. West Bank staff finished payment for Al-Quds Open University awardee who registered more hours than was recorded on the first invoice (details in December report). The payment was completed after receiving the official explanation requested by AED. Staff in the Gaza office contacted the Islamic University to collect transcripts and community service hours of awardees for the first semester 2004-2005.

4. Follow-on: During January, both field offices continued, as part of the follow-on procedure, to give linkage and counseling to awardees who have graduated or who are about to graduate. AED staff urged the universities to encourage all LSP graduates to contact AED for assistance in looking for jobs. Staff regularly informed linkage organizations about LSP graduates who are looking for work, passing along resumes they have received. Students were encouraged to utilize computer workstations set up for their benefit in both field offices. Awardees know that they are welcome to come to the office or call whenever they need advice or assistance.

5. Beneficiaries: Full-time undergraduate students who are enrolled at accredited Palestinian universities in designated fields of study and have met all criteria required (i.e., good GPA, financially needy, committed to performing community service).

B. Vo-tech/Community College Scholarships

1. Applications: No longer applicable

2. Implementation: Now that the program is established, most activities fall under the category of monitoring, which is reported below.

3. Monitoring: In the West Bank, there are no colleges being supported for the rest of the HESI program. In Gaza, AED kept in touch with the two colleges supported under LSP.

4. Follow-on: As part of the follow-on procedure, AED staff in both offices offered assistance in resume writing and guidance in job-hunting to students who have graduated. AED academic counselors informed LSP awardees and college officials of follow-on assistance during field visits. Students were encouraged to contact academic counselors for assistance as often as possible. Due to restrictions imposed on movement, students from both the West Bank and Gaza colleges mostly receive advice from the academic counselor over the phone, although some do come to the office. Assistance to LSP graduates who are looking for work is standard procedure.

5. Beneficiaries: Full-time college students who are enrolled at accredited Palestinian colleges and institutes in designated fields of study and have met all criteria required (i.e., good GPA, financially needy, committed to performing community service).

IV. Short-Term Training:

A. Non-IT: In-country (including Israel), third country

1. Publicity: No new publicity has been generated since the July 2003 meeting at the Mission for SO teams.

2. Application process: SO3 sent a training request for capacity building for Tahkeem: Center for Settlement of Commercial Disputes. The desired training is to take place in Egypt over a period of ten days, in February or March 2005. The AED training specialist followed-up on this request in January and sent the names of the potential participants to the Mission for vetting.

3. Monitoring: There were no on-going courses to monitor. However, West Bank staff finally completed travel payments for participants from the SO8 training which was conducted in September 2004.

4. Follow-on: No follow-on activity took place this month.

5. Beneficiaries: The Mission identified five SO teams as beneficiaries of this program (SO1, SO2, SO3, SO7 and SO8).

B. Media

1. Publicity: no publicity was generated in January.

2. Applications: Not applicable at this time.

3. Implementation: During January, AED field staff responded to home office queries about the training needs and language ability of the trainees as well as optimum training dates. The senior academic counselor assisted candidates in filling out visa forms, sent forms to the Consulate, arranged for medical examinations and instructed physicians and candidates alike on the proper filling of the forms. The senior financial manager requested bids from travel agents to procure the international travel. As soon as training dates are finalized, the staff will make flight reservations. Participants were advised to keep in touch for updates regarding developments.

   The home office staff sent out the request for proposal for the media program. This was done on our web-site. AED researched many possible training providers, and contacted 23 to inform them of the Request for Program Development (RfPD). Due to the dates of training, which conflicted with the schedule of many schools, several providers that had been very interested found it necessary to drop out of competition. AED staff responded to questions, and ensured that all proper procurement procedures were followed. Proposals are due by February 11. AED will provide a recommendation to the Mission quickly. Award will follow soon after, so training provider information can be added to the data base, to allow DS 2019s to be printed and sent out to the Mission.

C. IT:

3. Publicity: During January, the Gaza senior training specialist prepared and distributed an IT needs assessment survey for the purpose of identifying which IT courses are most needed in Gaza. The survey was sent to 28 institutions--public, private, and academic. AED sent the results of the survey and a request for information to the Mission for approval.

4. Application process: Not applicable

5. Monitoring: AED monitored the Certified Oracle 9i DBA course with ATS in Hebron; the course ended and participants are in the process of taking their final certification exams. The MCAD Visual Basic course with NIIT in Ramallah ended in November; participants completed their first exam in the course and are preparing for their second and final exam. With Mission approval, AED initiated two courses in the southern West Bank: Geographic Information System (GIS), conducted by Good Shepherd Engineering & Computing, began in Bethlehem on January 11, and is scheduled to end on May 11, 2005; and Cisco Certified Network Associate, conducted by SKITCE/AL-Quds University in Abu Dis, which started on January 15 and is scheduled to end on May 15, 2005. A third course, Information Security management, is to begin the February 1 in Bethlehem. Participant lists for all

courses were approved by the Mission. The training specialist and senior financial manager attended the first day of class.

ATS held a graduation ceremony in Ramallah for the participants of Oracle 9i DBA (Ramallah), Oracle 9i DBA (Hebron) and Certified Oracle 9i (Ramallah) on January 27, 2005. The Minister of Telecommunications, the president of the Palestine Information Technology Association (PITA), the president of ATS, and the HESI COP took part in the ceremony and handed out certificates. USAID was represented by Abeer Khoury, financial analyst. The event was covered by the media and an article appeared in the local newspaper.

In Gaza, the senior IT training specialist met with participants of the MCSE 2003 course on January 26 to complete the exit questionnaire and to make sure that the participants are preparing to take their final exams. He also attended a graduation ceremony for MDSD.Net and the MCSE 2003 which was conducted by Future Information Systems.

6. Follow-on: All of the West Bank IT course graduates are employed. In Gaza, the senior training specialist assisted unemployed graduates from MCSD.NET and MCSE 2003 in resume-writing.

7. Beneficiaries: USAID/West Bank and Gaza initially approved two target groups for the IT training--IT professionals and recent IT graduates. Following submission of the spreadsheet for the first two training courses, the Mission recommended distribution of slots among the different sectors: public, private, graduated students, and academics. USAID approved an increase in the number of participants for the Security Specialist and the Sun Java Programmer courses from ten to fifteen in each course, which also included more than one participant from the same firm/organization.

V. Master's Degree Scholarship Program

A. Monitoring

Since most Master's Degree Scholars have returned, very little monitoring is now done in the field. One exception concerned Khaled Rajeb's request for a ten-month OPTS which the CTO discussed with the COP. The senior training specialist also contacted Khaled directly concerning his plans.

The home office staff, of course, kept in close touch with the participants still in the U.S. One re-entry session was conducted for Mr. Ashraf Al-Zaghlal, who has returned to the West Bank. AED also collected the end of term documents from those participants still in academic programs. Participants in both academic training and Practical Training were contacted at least once during the month.

B. Follow-on

Assistance and guidance was provided to all scholars who returned and the academic counselors were in constant contact with all returnees regarding their employment status and other concerns. Follow-on activities are listed below:

21. Re-Entry Sessions: No re-entry sessions were conducted in the West Bank or Gaza in January. However, the senior academic counselor prepared to give a session in early February for Hisham Jabi and Ashraf al-Zaghal who returned in January.

22. Linkage activities: During January, AED was invited by the Development Alternative Inc. (DAI) to attend a graduation ceremony for their apprenticeship program January 17. The senior academic counselor attended and gave a brief speech about cooperation between AED and DAI. It is worthy to note that DAI is one of the most active linkage organizations assisting AED in employing Clinton Scholars, especially MBA graduates. Six West Bank scholars are presently employed in or as a result of the apprenticeship program. In Gaza, the program coordinator and office manager attended the Gaza event on the same date. AED also notes which scholars are still looking for work in the newsletter, *Connections*, which can be accessed through an exclusive web address, to bring them to the attention of linkage organizations. All returned Clinton Scholars were informed about the new web-page and invited to request posting their resumes on it.

23. Alumni Association: As part of follow-on activities for returned scholars, AED, with approval from USAID, invited Dr. Joel Beinin, professor of Middle East history at Stanford University, to give a lecture in Ramallah on January 13. The lecture was entitled "Global Economy and the Economy of Islamic Movements." Approximately 60 people attended including West Bank scholars and academics, primarily from Birzeit University. CTO Nadia Basel also attended, along with most AED staff. AED is working to host a similar lecture in Gaza. The Gaza program coordinator arranged for a "Reality Check" meeting between CTO, the COP and returned scholars in Gaza, which was conducted by video conference on January 14.

24. Newsletter: the academic counselors and COP worked to generate articles for the March issue of *Connections.*

VI. Needs Assessment:

AED continued to work on implementing the four priority projects identified by the Ministry and approved by USAID. Those priorities are: a needs assessment of the Higher Education Management Information System (HEMIS), capacity building training for Ministry employees, research proposals, and access to electronic journals for university libraries.

1. HEMIS: During January AED received the final report on HEMIS and arranged to edit it. AED also received a proposal from MASSAR to implement a two-day workshop for MOEHE officials and university administrators and IT administrators to explain HEMIS.

2. Online Journals: With regard to the online journals, consultant Nasser Saleh formally presented the report to the Mission on January 7, 2005. AED also met with the committee of librarians from the various universities and the Ministry on January 17 to discuss the report as well as universities libraries needs. The meeting ended in agreement as to the database the universities will subscribe to, who will be licensee, possible sustainability and future support for the libraries.

3. Research Proposals: Purchase orders for the second round were approved and submitted to the Ministry at the end of December and early January. Payments are made as signed purchase orders are turned in or when progress reports are submitted.

4. Capacity Building: The Mission approved training in Human Resources/Job Analysis, Communication Skills, and IT which will be given by Birzeit University's Center for Continuing Education (CCE), and Project Management, which will be given by MAAN training center. The training specialist will follow-up with both training centers for further preparation and coordination for the training.

VII. Fee for Service:

No contracts were signed during January.

VIII. Statistics:

Website: The Gaza Office Manager updates the HESI website as needed. It can be accessed at: http://hesi.aed.org

Meetings: Staff meetings were held once a week and as needed to review field office activities. Staff meetings are always done by video conference with the Gaza office. Due to tight closures and a direct order from the Mission, there were no visits to the Gaza office by the COP or any other employee.

Meetings with USAID: The COP took part in a video conference at the Mission with Nasser Saleh, who presented the online journal assessment report. Sami Abu-Ikmeil also took part. The COP also attended a "reality check" meeting conducted by video conference with Gaza scholars. Following both meetings, the COP met with the CTO at USAID to discuss general program issues.

Other meetings: The COP accompanied mission director, Jim Bever, to a meeting at the Galilee College on January 12. She also accompanied Bassam Kort and Nadia Basel from USAID to a meeting at the Ministry on January 17 in which possible future cooperation was discussed. The COP attended a meeting of the OSAC steering committee on January 5.

Staffing: On January 31, Sa'adeh Awwad, financial assistant, served his last day with HESI before beginning his new duties as program assistant on the PSP, February 1, 2005.

Summary: During the month of January, AED staff continued to implement all components of HESI and assisted PSP staff as needed. Staff worked to implement the IT in the West Bank and Gaza and visited the training providers and talked with participants to monitor on-going IT courses. As for non-IT training, AED worked on the logistics for the SO3 request to implement that training. Staff also worked on implementing and monitoring the Local Scholarship Program, requesting and processing documents, making campus visits, and finalizing tuition payments. Field staff worked on data entry and updated shortlists for the whole of LSP. For the MDSP, AED kept in contact with returned scholars, assisted them with adjustment concerns, and notified them of employment opportunities. AED also sponsored a lecture on behalf of the West Bank scholars in January. AED was particularly busy with implementation of the priority needs identified by the Ministry and approved by USAID. Finally, AED worked on logistics for sending fifteen media participants to the States in the spring of 2005. AED processed visa requests for all media trainees and worked with the home office to refine the training program. All activities were coordinated with the COP, the AED home office and the USAID West Bank/Gaza Mission.

CARIBBEAN REGIONAL INTERN-SCHOLARSHIP PROGRAM

Contract No. EEE-I-00-00010-00
Strategic Technical Assistance for Results with Training (START)
Task Order No. 803
AED Project No. 2970-011

QUARTERLY REPORT # 6

July 1 – September 30, 2004

Submitted to:

Michael Taylor
Cognizant Technical Officer
USAID/CRP/Barbados

Submitted by:

Mark Ketcham
Contract Coordinator/Manager
Academy for Educational Development
1825 Connecticut Avenue NW
Washington, D.C. 20009

BACKGROUND

The Caribbean Intern-Scholarship Program (CRISP), funded by USAID, is an activity that is part of the Strategic Technical Assistance for Results with Training (START) Indefinite Quantity Contract. The overall objective of the project is to promote Caribbean leadership in the global economy through scholarships, internships, seminars and other relevant developmental interventions, via a consortium of government, university and private sector partners in areas that will enhance the competitiveness of the region. CRISP provides in-country, third country and U.S.-based training in an effort to enhance the human capacity development in the English-speaking Caribbean region. During the first year, 80 individuals (60 short term; 15 medium term and 5 long-term) are expected to be trained in targeted areas that include information technology and telecommunications; trade capacity building; knowledge based services; agri-business and financial markets. The duration of the initial phase of CRISP was March 2003 to September 2004. The program activities have now been extended to July 31, 2005, to allow sufficient time to complete the training of all participants selected in 2003 and 2004, including the five long-term degree participants selected in 2003.

The quarterly report is organized by the major tasks identified in the Task Order listed below, and provides a progress summary of project activities on those tasks that were undertaken during the reporting quarter.

Task 1: *Develop close working relations with the Implementing Partner (IP) so as to come to understanding of program goals, trainee selection criteria and selection.*

Task 2: *Planning and Development of Training Programs*

Task 3: *Programming and Placement*

Task 4: *Pre-Departure and Administrative Interventions*

Task 5: *Monitoring and Administrative Arrangements*

Task 6: *Data Maintenance and Reporting*

Task 7: *Post-Return Follow up*

The quarterly report also includes a section on other activities, issues and constraints, and a financial report.

This report covers the period, July 1, 2004 to September 30, 2004.

Task 1: ***Develop close working relations with the Implementing Partner so as to come to an understanding of program goals, trainee selection criteria and selection***.

A Strategy Meeting between the program partners of CRISP, United States Agency for International Development (USAID), Aurora Associates International Inc, and The Centre for Management Development, University of the West Indies, was held on July 16, in Barbados. Mr. Thomas Judy of Aguirre International, USAID's Evaluation and Monitoring Contractor, also attended the meeting.

The objective of the meeting was to present a progress report on program activities in terms of programs undertaken and discuss strategies for the sustainability of CRISP.

Plans for effective utilization of available training funds were discussed. It was agreed that in addition to placing participants in programs, CRISP would organize 'public seminars'. Seminar topics were presented by the Aurora's Training Coordinator for discussion. It was agreed that seminars would target two groups:

1. Middle-managers and change agents to provide additional training to the group originally targeted by CRISP and to increase the "reach" of the project. It was proposed that two-day seminars should be held on the topical issues such as Risk Management, Anti-Money Laundering and Intellectual Property and the earliest date would be late October/early November,2004.

   It was also proposed that the seminars should be hosted to the extent possible in partnership with the Central Bank, Securities Exchange, commercial banks, insurance companies and other financial institutions, the University of the West Indies faculty of law and the Centre of International Studies.

2. Seminar for Chief Executives Officers, in the form of an "Executive Forum", to give CRISP greater visibility and encourage support from the corporate community for the sustainability of the program. It was suggested that a prominent, possibly even well known, speaker should be invited to address this "elite" group.

   It was proposed that the 'executive forum' would be an exclusive one-day event and that the prominent speaker could also be invited to address a public forum the following day at a venue in Barbados. The date suggested was early in 2005.

CMD's Program Coordinator presented the Strategic Implementation and Action Plan "Partners for Progress" program for sustainability of CRISP. The plan proposed two working groups for 1) Promotion/Marketing and 2) Fund raising be convened to discuss the way forward and individuals from the program partners and the Advisory Council were assigned to the groups. These committees had initial discussions by teleconference

on September 9 and September 16 respectively and presented programs for the discussion at the next Strategy Meeting planned for early December

Task 2: Planning and Development of Training Programs

During the period under review, Agribusiness development workshops were conducted in four OECS countries in collaboration with the Inter-American Institute for Cooperation in Agriculture (IICA). About 25 participants attended each workshop.

July 6-9	Grenada
July 12-16	St. Vincent and the Grenadines
July 19-23	St. Kitts/Nevis
September 20-23	Dominica

Aurora's Training Coordinator and Advisory Council member for Dominica, Collin Bully, attended the opening ceremonies of the workshop held in Grenada and Dominica respectively.
The two remaining workshops are scheduled for Antigua and Barbuda (October 4-7) and St Lucia (October 11-14). IICA will be submitting a full report and feedback from participants on completion of all workshops.

Plans for a two week training course in Document Conservation in collaboration with the National Archives of the Cayman Islands and Trinidad and Tobago Archives to train two participants from St. Lucia and St. Vincent were finalized for November 1-12, 2004. A specially designed two-week study tour was finalized by Aurora in consultation with LIMRA, a professional organization of the insurance industry, based in Connecticut. A professional LIMRA consultant will serve as Ms Audain's trainer/mentor throughout this study tour which includes participating in the LIMRA annual conference.

Name/Employer	Country of Residence	Field of Study/ Duration	Training Institution	Training Status
Patrick Freeman	St. Lucia	Records Conservation, Trinidad, Nov 1-12, 2004	National Archives of Cayman Islands	Placement Completed
Mischka Young	St. Vincent	Records Conservation, Trinidad, Nov 1-12, 2004	National Archives of Cayman Islands	Placement Completed
Margaret Audain	Barbados	Financial Services Oct 7-23, 2004	LIMRA International	Placement Completed

Task 3: Programming and Placement

MEDIUM TERM

During the reporting period, four medium term participants completed their training. Training for medium term participant, Sherry Maynard of Barbados, was extended to May 2005 so that Miss Maynard could undertake a Masters program. Three medium

term participants, Julia Mitille, Curtis Knight and Sean Babb commenced their training at various institutions in the United States. .

The status of programming and placements is as follows:

Name/Employer	Country of Residence	Field of Study/ Duration	Training Institution	Training Status
Brian Bynoe	Dominica	Design and Development of Geo-databases Jan-Feb 2004	Environmental Systems Research Institute, Vienna, VA	Completed
Malcolm Wallace	Dominica	Agri-Business Jan-May 2004	Institute of Applied Agriculture, Univ. of Maryland, College Park, MD	Completed
Name/Employer	**Country of Residence**	**Field of Study/ Duration**	**Training Institution**	**Training Status**
Leighton Crawford	Barbados	Microsoft Certifications-MCAD, MCSD March – June 2004	Netcom Information Technologies, New York, NY	Completed
Maron Samuel	St. Lucia	Microsoft Certifications-MCSE, MCSA March - July 2004	Netcom Information Technologies, New York, NY	Completed
Philip Wells	St. Lucia	Microsoft Certifications-MCDBA March – July, 2004	Netcom Information Technologies, New York, NY	Completed
Gidden Augustin	St. Lucia	Certified Internet Webmaster March-July, 2004	Netcom Information Technologies, New York, NY	Completed
Sherry Maynard	Barbados	March 2004-May, 2005	Northeastern University, Boston, MA	Extended
Don Forsyth	Grenada	Internship May-Dec, 2004	Florida Keys Electric Co-Op Inc. Tavernier, Florida	Completed
Timothy Lavinier	Dominica	Database Management May 2-Dec 24, 2004	International College, Florida	Ongoing
Martha Augustin	St. Lucia	Financial Management May 6-Nov 21, 2004	University of Berkley, CA	Ongoing
Julia Mitille	St. Lucia	Certificate in Pastry and Baking arts Jul 26, 2004-Feb 27, 2005	Institute of Culinary Arts, NY	Ongoing
Curtis Knight	Barbados	Diploma in Finance and Banking, Sept 2004 to March 2005	University of Boston, MA	Ongoing
Sean Babb	Barbados	Microsoft, CISCO and Checkpoint Certifications Aug –Dec 2004	Netcom Information Technologies, New York, NY	Ongoing

Placements for two medium term participants from Intake 2, 2004-2005, was completed as follows:

Name/Employer	Country of Residence	Field of Study/ Duration	Training Institution	Training Status
Ovid Burke	St.	Microsoft Certifications	Netcom Information	Placement

	Vincent		Technologies, New York, NY Nov. 2004 to Feb. 2005	Completed
Robert Thomas	St. Lucia	Certifications in web design	Netcom Information Technologies, New York, NY Nov. 2004 to Feb. 2005	Placement Completed

SHORT TERM

The status of programming and placements is as follows:

Name	Country of Residence	Field of Study/ Duration	Training Institution	Training Status
Felicia Anthony	St. Lucia	Master CIW Designer Certification Oct 13-31, 2003	Cable & Wireless College St. Lucia	Completed
John Blaize	St. Lucia	Master CIW Designer Certification Oct 13-31, 2003	Cable & Wireless College St. Lucia	Completed
Participants (33)	Region	Competitive Marketing Strategies, Jan 15-16, 2004	CDN Management Services Ltd, Trinidad	Completed
Lennox Chandler	Barbados	Policy Conference on Science, Technology and Innovation, Jan 28-30, 2004	University of the West Indies, Mona, Kingston, Jamaica	Completed
Felice Joseph	St. Lucia	Microsoft Office Suite Jan 26-30, 2004	Ameritech Global Services, St. Lucia	Completed
Phillippa Regis	St. Lucia	Microsoft Office Suite Jan 26-30, 2004	Ameritech Global Services, St. Lucia	Completed
Fredora Alcincdor	St.Lucia	Microsoft Office Suite Jan 26-30, 2004	Ameritech Global Services, St. Lucia	Completed
Julita Williams	St. Lucia	Microsoft Office Suite Jan 26-30, 2004	Ameritech Global Services, St. Lucia	Completed
Joezett Seaton	Grenada	Microsoft Office Suite Jan 26-30, 2004	Ameritech Global Services, St. Lucia	Completed
Wendy Hollingsworth	Barbados	2004 AUTM Mar 4-6, 2004	AUTM, San Antonio, Texas	Completed
Marcus Brown	St. Lucia	CISCO CCNA Feb 9-13, 2004	BorderCom Int'l, Trinidad	Completed
Judith Sarjeant	Barbados	CISCO CCNA Feb 9-13, 2004	BorderCom Int'l, Trinidad	Completed
Paul Taylor	Barbados	CISCO CCNA Feb 9-13, 2004	BorderCom Int'l, Trinidad	Completed
Randolph Butcher	St. Lucia	Internship in Cooperage Mar 8 – Apr 2, 2004	Angostura Ltd, Laventille, Trinidad	Completed
Avalon Morris	St. Vincent	Internship in IT Networking Mar 15 – Apr 2, 2004	B'dos Light & Power Co. Ltd, Barbados	Completed
Kevin Hill	Antigua	Computer Technical Specialist, Mar 29-Apr 2	Ameritech Global Services, St. Lucia	Completed

Newell Mack	Antigua	Computer Technical Specialist Mar 29-Apr 2	Ameritech Global Services, St. Lucia	Completed
Priscilia Haynes	St. Vincent	Computer Technical Specialist Mar 29-Ap 2	Ameritech Global Services, St. Lucia	Completed
Aliezer Joseph	St Lucia	Microsoft Office Specialist Apr 5-13, 2004	Ameritech Global Services, St. Lucia	Completed

Name	**Country of Residence**	**Field of Study/ Duration**	**Training Institution**	**Training Status**
Kateisha Minors	St. Vincent	Microsoft Access Apr 6-7, 2004	Ameritech Global Services, St. Lucia	Completed
Lucia Stedman	Dominica	MCT Certification May 3-5, 2004	CNID Inc Plantation, Florida, FL	Completed
Anika Stapleton	St. Vincent	CompTIA May 17-26, 2004	BTC, Dominica	Completed
Nancy Charles	St. Lucia	Peachtree Accounting May 24-26, 2004	BTC Dominica	Completed
Jacqueline Stoute	Barbados	Emerging Markets Jun 1-Aug 5, 2004	Fordham University, New York, NY	Completed
Amber Rolle	Dominica	Competitive Marketing Strategy June 13-18, 2004	University of Pennsylvania, San Francisco, CA	Completed
Eurika Peter	St. Lucia	Agri-product processing May 31-Jun 11, 2004	HEART/NTD Academy, Jamaica	Completed
Euthalia Philigence	St. Lucia	Agri-processing Jun 1-12, 2004	GRACE Canning Ltd, Jamaica	Completed
Alix Rocque	Dominica	Agribusiness Mgt May 31-Jun 24, 2004	College of Agriculture and Education, Jamaica	Completed
Nicholette Balcombe	St. Vincent	Agribusiness Mgt. Jun 14-July 9, 2004	RADA, Jamaica	Completed
Eldon Serieux	St. Lucia	Food Microbiology & Sanitation Jun 4-13, 2004	Pennsylvania State University	Completed
Benedict Joseph	St. Lucia	Tax Analysis and Revenue Forecasting Jun 17-Jul 18, 2004	Duke University, Durham	Completed
Tamar Baron	Dominica	Cert. in Records Mgt Jun 21-Jul 30, 2004	University of the West Indies, Barbados	Completed
Yvonne Clarke	Grenada	Cert. in Records Mgt Jun 21-Jul 30, 2004	University of the West Indies, Barbados	Completed
Aiandra Knights	Dominica	Securities Law Aug 22-27, 2004	University of Pennsylvania	Completed
Shonda Forde	Barbados	Anti-money laundering Sept. 7-12, 2004	Association of Certified Anti-Money Laundering Specialist Las Vegas, NV	Completed
Anetha Bonadie	St. Vincent	Train the Trainer July 19-22, 2004	CARTAC, Grenada	Completed

Yvette Payne-Lewis	Grenada	Train the Trainer July 19-22, 2004	CARTAC, Grenada	Completed
Beverly Robert	St. Lucia	ACCPAC Financial System, Aug 24-26, 2004	BTC, Dominica	Completed
Daisy St. Rose	St. Lucia	Website Design & Maint., Aug 23-27, 2004	BTC, Dominica	Completed
Waine Marquis	St. Lucia	Internship, Records Mgt Oct 13-Nov 13, 2004	UWI Library, Barbados	Placement Completed

In early September, hurricane Ivan swept through the region causing complete destruction in Grenada and widespread damage in Jamaica, the Cayman Islands and other territories. This resulted in some participants from these territories not being able to attend their scheduled training. Aurora had to reschedule their programs as noted below.

Name	**Country of Residence**	**Field of Study/ Duration**	**Training Institution**	**Training Status**
Eric Williams	Grenada	Operations Management Aug 30- Sept 6, 2004	B'dos Light & Power Co. Ltd	To be rescheduled
Nichael Morris	Grenada	Debt Collection Strategies Nov 23-25, 2004	Cohen & Klein, St. Marten	Placement Completed
Stephanie Bleasdille	Grenada	Debt Collection Strategies	To be arranged	

In addition, the Conservation Workshop to be facilitated by members of the National Archives of
Cayman, may have to be rescheduled, since we have been unable to contact them since the hurricane despite several attempts.

Plans are in progress for the placement of 15 participants who were awarded short-term scholarships for Intake 2, 2004-2005. The following participants have already been placed:

Name	**Country of Residence**	**Field of Study/ Duration**	**Training Institution**	**Training Status**
Tiesha Mason	Antigua	Microsoft Access, Barbados Oct 25-Nov 5, 2004	Advantage Training Solutions Ltd, Barbados	Placement Completed
Sherma Knights	St. Vincent	Microsoft Access, Barbados Oct 25-Nov 5, 2004	Advantage Training Solutions Ltd, Barbados	Placement Completed

Task 4: Pre-Departure and Administrative Interventions

During the reporting period, medium and short term training participants traveling to the United States visited Aurora's project office for pre-departure briefing and for signing of the Award Agreement. In addition, the participants were issued Conditions of Training.

Task 5: Monitoring and Administrative Arrangements

Aurora's Training Coordinator made arrangements for Tom Judy of Aguirre International to meet with short term participants based in Barbados on July 18, 2004 for an evaluation session.
In addition, Aurora's Services Coordinator prepared a database of all program participants in response to a request from Aguirre International.

Issues and Constraints

No major issues or constraints were presented during the reporting period.

Financial Report

Budget Category	*Budget*	*Obligation*	*Expenditures to Sept. 30, 2004*	*Balance of Budget*	*Balance of Obligated Funds*
Management	*$610,797*	*$610,797*	*$384,527*	*$226,270*	*$226,270*
Training	*$1,800,000*	*$1,024,203*	*$573,829*	*$1,226,171*	*$450,374*
Total	*$2,410,797*	*$1,635,000*	*$958,356*	*$1,452,441*	*$676,644*

CARIBBEAN REGIONAL INTERN-SCHOLARSHIP PROGRAM

Contract No. EEE-I-00-00010-00
Strategic Technical Assistance for Results with Training (START)
Task Order No. 803
AED Project No. 2970-011

QUARTERLY REPORT # 7

October 2004 – December, 2004

Submitted to:

Michael Taylor
Cognizant Technical Officer
USAID/CRP/Barbados

Submitted by:

Mark Ketcham
Contract Coordinator/Manager
Academy for Educational Development
1825 Connecticut Avenue NW
Washington, D.C. 20009

BACKGROUND

The Caribbean Intern-Scholarship Program (CRISP), funded by USAID, is an activity that is part of the Strategic Technical Assistance for Results with Training (START) Indefinite Quantity Contract. The overall objective of the project is to promote Caribbean leadership in the global economy through scholarships, internships, seminars and other relevant developmental interventions, via a consortium of government, university and private sector partners in areas that will enhance the competitiveness of the region. CRISP provides in-country, third country and U.S.-based training in an effort to enhance the human capacity development in the English-speaking Caribbean region. During the first year, 80 individuals (60 short term; 15 medium term and 5 long-term) are expected to be trained in targeted areas that include information technology and telecommunications; trade capacity building; knowledge based services; agri-business and financial markets. The duration of the initial phase of CRISP was March 2003 to September 2004. The Program has now been extended to March, 2005.

The quarterly report is organized by the major tasks identified in the Task Order listed below, and provides a progress summary of project activities on those tasks that were undertaken during the reporting quarter.

Task 1: *Develop close working relations with the Implementing Partner (IP) so as to come to understanding of program goals, trainee selection criteria and selection.*

Task 2: *Planning and Development of Training Programs*

Task 3: *Programming and Placement*

Task 4: *Pre-Departure and Administrative Interventions*

Task 5: *Monitoring and Administrative Arrangements*

Task 6: *Data Maintenance and Reporting*

Task 7: *Post-Return Follow up*

The quarterly report also includes a section on other activities, issues and constraints, and a financial report.

This report covers the period, October 1, 2004 to December 31, 2004.

Task 1: Develop close working relations with the Implementing Partner so as to come to an understanding of program goals, trainee selection criteria and selection.

A strategy meeting between program partners of CRISP, USAID/Barbados, Aurora Associates International Inc, and The Centre for Management Development, University of the West Indies, was held on December 9, in Barbados.

The objective of the meeting was to present a progress report on Program activities in terms of training completed, discuss arrangements for the two seminars to be hosted by CRISP, discuss plans for an 'end of program' event, set the date of the final Advisory Council Meeting of the Program and review strategies for the sustainability of CRISP. A summary of training completed, arrangements for the two seminars and arrangements for the end of program event is addressed under Task 2 of this report.

A draft brochure for program promotion and sustainability prepared by the working group was reviewed by the program partners. The content of the brochure was agreed with the addition of a list of training providers and companies who have benefited from the program.

The date of the final Advisory Council Meeting was set for March 10, 2005.

Task 2: Planning and Development of Training Programs

TRAINING SEMINARS

Aurora started planning and making arrangements for two professional seminars to be held in Barbados during the first quarter of 2005. By the end of December 2004, advertisements were placed in newspapers in the region for the seminar "Managing Intellectual Property for Business Development" scheduled to be held, January 24-25, 2005. Seventy (70) applications were received and the project will select about 30 participants to attend the seminar. Aurora secured the services of a U.S. expert on Intellectual Property, Jonathan Paul, to conduct the seminar. Resource persons from the region have also been identified to participate in the seminar as guest presenters.

Plans have also been initiated for the seminar on Financial Services: Anti-money Laundering, scheduled for February 14-15, 2005.

CRISP ALUMNI WORKSHOP

A decision was made during the last strategy meeting that Aurora and CMD would jointly organize a two-day meeting for all long, medium and selected short-term participants of CRISP, March 10-11, 2005. Details of this alumni event will be worked out in consultation with USAID.

SHORT TERM

During the reporting period, the National Archives of Cayman Islands advised that Aurora they will be unable conduct the planned Conservation Workshop due to the recovery work being undertaken by the Department following the damage and destruction caused by hurricane Ivan. Alternative arrangements were made for the two participants involved, Mischka Young and Patrick Freeman, to undertake training at United States National Archives in Washington, DC.

Initial discussions were held with the Caribbean Development Bank (CDB) to provide training in financial risk management, credit risk analysis and debt collection strategies for five participants.
It was tentatively agreed that these CRISP participants would attend a course entitled "Client and Delinquency Management", to be hosted by CDB in the first quarter of 2005.

A list of participants who started training or whose placements were completed during the reporting period is given below.

Name/Employer	**Country of Residence**	**Field of Study/ Duration**	**Training Institution**	**Training Status**
Margaret Audain	Barbados	Financial Planning Oct 7-24, 2004	Observational Study Tour & LIMRA Int'l Conference	Completed
Christina Biscette	St. Lucia	Insurance Supervision Oct 25-Nov 5, 2004	Supervisor of Insurance, Barbados	Completed
Waine Marquis	St. Lucia	Internship, Records Mgt Oct 13-Nov 13, 2004	UWI Library, Barbados	Completed
Tiesha Mason	Antigua	Microsoft Access, Barbados Oct 25-Nov 5, 2004	Advantage Training Solutions Ltd, Barbados	Completed
Sherma Knights	St. Vincent	Microsoft Access, Barbados Oct 25-Nov 5, 2004	Advantage Training Solutions Ltd, Barbados	Completed
Nichael Morris	Grenada	Debt Collection Strategies Nov 23-25, 2004	Cohen & Klein, St. Maarten	Completed
Amanda Martin	Antigua	Microsoft Office Specialist Sept. 04-Feb. 2005	Antigua	In training
Ronald Knight	Dominica	CompTIA Nov 2004-Feb 2005	Business Training Center Dominica	In training
Natasha Griffith	Barbados	Financial Market Jan 17-21, 2005	Euromoney Training, Trinidad	Placement Completed
Sandra Thomas	St. Kitts	Financial Market Jan 17-21, 2005	Euromoney Training, Trinidad	Placement Completed
Avril Isaac	St. Lucia	Website Design & Maint. Jan 24-28, 2005	Business Training Center Dominica	Placement Completed
Marcena Price	Grenada	Delinquency Management 1 week (March 2005)	Caribbean Development Bank	Placement in progress
Gerlan Peter	Grenada	Delinquency Management 1 week (March 2005)	Caribbean Development Bank	Placement in progress
Stephanie Bleasdille	Grenada	Delinquency Management 1 week (March 2005)	Caribbean Development Bank	Placement in progress
Chanda Davis	St. Lucia	Delinquency Management 1 week (March 2005)	Caribbean Development Bank	Placement in progress
Eleutheria Jn. Marie	St. Lucis	Delinquency Management 1 week (March 2005)	Caribbean Development Bank	Placement in progress

List of short term participants selected for training in the United States whose placements were completed during the reporting period:

Name/Employer	Country of Residence	Field of Study/ Duration	Training Institution	Training Status
Patrick Freeman	St. Lucia	Archives Management Jan 24-Feb 4, 2005	National Archives, Washington DC	Placement Completed
Mischka Young	St. Vincent	Archives Management Jan 24-Feb 4, 2005	National Archives, Washington DC	Placement Completed
Renee Licorish	Barbados	Risk Management Jan 29-Feb 4. 2005	GARP, New York	Placement Completed
Michelle Skeete	Barbados	Knowledge Management Jan 30-Feb 3, 2005	Atlanta, GA	Placement Completed
Alvin Ceasar	St. Lucia	IT Certifications Jan 22-Mar 15, 2005	Netcom Information Technologies, New York, NY	Placement Completed
Sheldon Conner	St. Kitts	IT Certifications Feb 4-Mar 2, 2005	Netcom Information Technologies, New York, NY	Placement Completed
Andrea Bryan	Barbados	IT Certifications Feb 18-29, 2005	Netcom Information Technologies, New York, NY	Placement Completed
Jarvis Alexis	Barbados	IT Certifications Feb 18-19, 2005	Netcom Information Technologies, New York, NY	Placement Completed
Deborah Ruck	Barbados	IT Certifications Apr 1-23, 2005	Netcom Information Technologies, New York, NY	Placement Completed
Lloyd Pascal	Dominica	Post Harvest Quality Mar-May, 2005	University of Idaho,	Placement Completed

At the end of 2004, there were only four (4) short term participants, listed below, who are awaiting placement out of **all short term participants selected for training by CRISP.** Aurora is looking at various options for their training.

Name/Employer	Country of Residence	Field of Study/ Duration	Training Institution	Training Status
Avril Isaac	St. Lucia	Website Design & Maint Jan 24-28,2005	Business Training Center	Placement completed
Sylvester Henry	St. Lucia	Website Design & Maint	Bordercom, Trinidad	Placement in progress
Kyron Barker	St. Vincent	Financial Analysis	Possible internship with Caribbean Money Markets, Trinidad	Placement in progress
Dave Waithe	Barbados	ITC and Law	Possible internship in the U.S.	Placement in progress

MEDIUM TERM

A placement at the University of Idaho, Boise, Idaho, is in progress for Jennifer Ashby of Grenada. Placement is also in progress for Desserie Huggins of St. Vincent at the University of the West Indies in Trinidad.

Name/Employer	Country of Residence	Field of Study/ Duration	Training Institution	Training Status
Jennifer Ashby	Grenada	Food Science & Nutrition Mar-June 2005	University of Idaho	Placement in progress
Desserie Huggins	Barbados	Agricultural Marketing & Price Analysis Feb-April, 2005	University of the West Indies, St. Augustine	Placement in progress
Clint Hurley	Barbados	Financial Services	Course to be identified	Pending

Task 3: Programming and Placement

LONG TERM

During the reporting period, two (2) long term participants completed training. The status of training for long term participants is as follows:

Name	Country of Residence	Field of Study/Duration	Training Institution/Location	Training Status
Tehara Clarke	St. Kitts	MA, Development Economics Dec. 2003-June 2005	Vanderbilt University Nashville, Tennessee	In Training
Fidela Clarke	St. Kitts	MBA International Finance Dec. 2003-Dec. 2004	Indiana University of Pennsylvania Indiana, Pennsylvania	Completed
Sylvia Eugene	St. Lucia	MBA Finance Dec. 2003-June 2005	Indiana University of Pennsylvania Indiana, Pennsylvania	In Training
Verlyn Faustin	Antigua	LLM International Banking Law Dec. 2003-Dec. 2004	Boston University Boston, Massachusetts	Completed
Jonathon Fox	Barbados	MBA Dec. 2003-June 2005	University of Miami Coral Gables, Florida	Training

MEDIUM TERM

Two (2) medium term participants commenced their training in the United States and one (1) participant commenced training in the region at the University of Technology in Jamaica.

Three (3) participants completed their training in the United States during the reporting period. They are: Timothy Laviner, Martha Augustin and Sean Babb.

The status of training for medium term participants is as follows:

Name	Country of Residence	Field of Study/ Duration	Training Institution/Location	Training Status
Brian Bynoe	Dominica	Design and Development of Geo-databases, Jan-Feb 2004	Environmental Systems Research Institute, Vienna, VA	Completed
Malcolm Wallace	Dominica	Agri-Business , Jan-May 2004	Institute of Applied Agriculture, Univ. of Maryland, College Park, MD	Completed
Leighton Crawford	Barbados	Microsoft Certifications-MCAD, MCSD March – June 2004	Netcom Information Technologies, New York, NY	Completed
Maron Samuel	St. Lucia	Microsoft Certifications-MCSE, MCSA March - July 2004	Netcom Information Technologies, New York, NY	Completed
Philip Wells	St. Lucia	Microsoft Certifications-MCDBA March – July, 2004	Netcom Information Technologies, New York, NY	Completed
Gidden Augustin	St. Lucia	Certified Internet Webmaster March-July, 2004	Netcom Information Technologies, New York, NY	Completed
Sherry Maynard	Barbados	Sept 2004-June, 2005	Northeastern University, Boston, MA	In Training
Don Forsyth	Grenada	Internship May-Dec, 2004	Florida Keys Electric Co-Op Inc. Tavernier, Florida	Completed
Timothy Lavinier	Dominica	Database Management May 2-Dec 24, 2004	International College, Florida	Completed
Martha Augustin	St. Lucia	Financial Management May 6-Nov 21, 2004	University of Berkley, CA	Completed
Sean Babb	Barbados	Microsoft, CISCO and Checkpoint Certifications Aug –Dec 2004	Netcom Information Technologies, New York, NY	Completed
Julia Mitille	St. Lucia	Certificate in Pastry and Baking arts Jul 26, 2004-Feb 27, 2005	Institute of Culinary Arts, NY	In Training
Curtis Knight	Barbados	Diploma in Finance and Banking, Sept 2004 to March 2005	University of Boston, MA	In Training
Ovid Burke	St. Vincent	Microsoft Certifications	Netcom Information Technologies, New York, NY Oct. 2004 to Jan. 2005	In Training
Robert Thomas	St. Lucia	Certifications in Web Desgin	Netcom Information Technologies, New York, NY Oct. 2004 to Jan. 2005	In Training
Michelle Walters	Nevis	Geo database	University of Technology, Jamaica, Oct. 2004-May 2005	In Training

SHORT TERM

The Inter-American Institute for Cooperation on Agriculture (IICA) presented its final report on the series of agri-business management workshops held in the six OECS countries sponsored by CRISP. We are pleased to report that a significantly higher number of participants than the 120 originally planned benefited from the training workshops, conducted over four days. The workshops received good media coverage in all locations. The total number of persons trained per country is as follows:

COUNTRY	NO. OF PARTICIPANTS
Antigua and Barbuda	20
Dominica	19
Grenada	23
St. Kitts and Nevis	69
St. Lucia	20
St. Vincent and the Grenadines	26
TOTAL	**177**

A summary of short term participants who completed training at the end of 2004 is as follows:

Name	Country of Residence	Field of Study/ Duration	Training Institution	Training Status
Felicia Anthony	St. Lucia	Master CIW Designer Certification Oct 13-31, 2003	Cable & Wireless College St. Lucia	Completed
John Blaize	St. Lucia	Master CIW Designer Certification Oct 13-31, 2003	Cable & Wireless College St. Lucia	Completed
Participants (33)	Region	Competitive Marketing Strategies, Jan 15-16, 2004	CDN Management Services Ltd, Trinidad	Completed
Lennox Chandler	Barbados	Policy Conference on Science, Technology and Innovation, Jan 28-30, 2004	University of the West Indies, Mona, Kingston, Jamaica	Completed
Felice Joseph	St. Lucia	Microsoft Office Suite Jan 26-30, 2004	Ameritech Global Services, St. Lucia	Completed
Phillippa Regis	St. Lucia	Microsoft Office Suite Jan 26-30, 2004	Ameritech Global Services, St. Lucia	Completed
Fredora Alcincdor	St.Lucia	Microsoft Office Suite Jan 26-30, 2004	Ameritech Global Services, St. Lucia	Completed
Julita Williams	St. Lucia	Microsoft Office Suite Jan 26-30, 2004	Ameritech Global Services, St. Lucia	Completed
Joezett Seaton	Grenada	Microsoft Office Suite Jan 26-30, 2004	Ameritech Global Services, St. Lucia	Completed
Wendy Hollingsworth	Barbados	2004 AUTMMar 4-6, 2004	AUTM, San Antonio, Texas	Completed
Marcus Brown	St. Lucia	CISCO CCNA Feb 9-13, 2004	BorderCom Int'l, Trinidad	Completed
Judith Sarjeant	Barbados	CISCO CCNA	BorderCom Int'l, Trinidad	

		Feb 9-13, 2004		Completed
Paul Taylor	Barbados	CISCO CCNA Feb 9-13, 2004	BorderCom Int'l, Trinidad	Completed
Name	**Country of Residence**	**Field of Study/ Duration**	**Training Institution**	**Training Status**
Randolph Butcher	St. Lucia	Internship in Cooperage Mar 8 – Apr 2, 2004	Angostura Ltd, Laventille, Trinidad	Completed
Avalon Morris	St. Vincent	Internship in IT Networking Mar 15 – Apr 2, 2004	B'dos Light & Power Co. Ltd, Barbados	Completed
Kevin Hill	Antigua	Computer Technical Specialist, Mar 29-Apr 2	Ameritech Global Services, St. Lucia	Completed
Newell Mack	Antigua	Computer Technical Specialist Mar 29-Apr 2	Ameritech Global Services, St. Lucia	Completed
Priscilia Haynes	St. Vincent	Computer Technical Specialist Mar 29-Ap 2	Ameritech Global Services, St. Lucia	Completed
Aliezer Joseph	St Lucia	Microsoft Office Specialist Apr 5-13, 2004	Ameritech Global Services, St. Lucia	Completed
Kateisha Minors	St. Vincent	Microsoft Access Apr 6-7, 2004	Ameritech Global Services, St. Lucia	Completed
Lucia Stedman	Dominica	MCT Certification May 3-5, 2004	CNID Inc Plantation, Florida, FL	Completed
Anika Stapleton	St. Vincent	CompTIA May 17-26, 2004	BTC, Dominica	Completed
Nancy Charles	St. Lucia	Peachtree Accounting May 24-26, 2004	BTC Dominica	Completed
Jacqueline Stoute	Barbados	Emerging Markets Jun 1-Aug 5, 2004	Fordham University, New York, NY	Completed
Amber Rolle	Dominica	Competitive Marketing Strategy, June 13-18, 2004	University of Pennsylvania, San Francisco, CA	Completed
Eurika Peter	St. Lucia	Agri-product processing May 31-Jun 11, 2004	HEART/NTD Academy, Jamaica	Completed
Euthalia Philigence	St. Lucia	Agri-processing Jun 1-12, 2004	GRACE Canning Ltd, Jamaica	Completed
Alix Rocque	Dominica	Agribusiness Mgt May 31-Jun 24, 2004	College of Agriculture and Education, Jamaica	Completed
Nicholette Balcombe	St. Vincent	Agribusiness Mgt. Jun 14-July 9, 2004	RADA, Jamaica	Completed
Eldon Serieux	St. Lucia	Food Microbiology & Sanitation Jun 4-13, 2004	Pennsylvannia State University	Completed
Benedict Joseph	St. Lucia	Tax Analysis and Revenue Forecasting Jun 17-Jul 18, 2004	Duke University, Durham	Completed
Tamar Baron	Dominica	Cert. in Records Mgt Jun 21-Jul 30, 2004	University of the West Indies, Barbados	Completed
Yvonne Clarke	Grenada	Cert. in Records Mgt	University of the West Indies,	Completed

		Jun 21-Jul 30, 2004	Barbados	
Aiandra Knights	Dominica	Securities Law Aug 22-27, 2004	University of Pennsylvania	Completed

Name	**Country of Residence**	**Field of Study/ Duration**	**Training Institution**	**Training Status**
Shonda Forde	Barbados	Anti-money laundering Sept. 7-12, 2004	Association of Certified Anti-Money Laundering Specialist Las Vegas, NV	Completed
Anetha Bonadie	St. Vincent	Train the Trainer July 19-22, 2004	CARTAC, Grenada	Completed
Yvette Payne-Lewis	Grenada	Train the Trainer July 19-22, 2004	CARTAC, Grenada	Completed
Beverly Robert	St. Lucia	ACCPAC Financial System, Aug 24-26, 2004	BTC, Dominica	Completed
Daisy St. Rose	St. Lucia	Website Design & Maint., Aug 23-27, 2004	BTC, Dominica	Completed

Task 4: Pre-Departure and Administrative Interventions

During the reporting period, several medium and short term training participants traveling to the United States for training visited Aurora's project office for pre-departure briefing and for signing of the Award Agreement. All participants were issued Conditions of Training, prior to obtaining J-1 visas.

Task 5: Monitoring and Administrative Arrangements

Issues and Constraints

No major issues or constraints were presented during the reporting period.

Financial Report

Budget Category	*Budget*	*Obligation*	*Expenditures to Dec. 31, 2004*	*Balance of Budget*	*Balance of Obligated Funds*
Management	$710,135	$710,135	$500,583	$209,552	$209,552
Training	$1,300,662	$1,300,662	$784,815	$515,847	$515,847
Total	$2,010,797	$2,010,797	$1,285,398	$725,399	$725,399

QUARTERLY REPORT

BENIN
U.S. BASED TRAINING PROGRAM

Contract No.: EEE-I-00-01-00010-00
Task Order No.: 807

For the period
July 1 – September 30, 2004

Submitted to:
Barbara Dickerson
USAID/Benin

Submitted by:
The Academy for Educational Development
1825 Connecticut Ave., N.W.
Washington, D.C. 20009

Submitted on:
October 29, 2004

START/Benin

QUARTERLY REPORT
JULY 1 – SEPTEMBER 30, 2004

I. NARRATIVE REPORT

Background:

Since the National Conference in 1990 which laid the foundation for its political and economic liberalization, Benin has continued to make progress in building a stable democracy. Outside observers have praised Benin for having organized three legislative elections and three presidential elections that were judged transparent, peaceful and fair. Benin is now poised to hold municipal elections for the first time ever. However, Benin faces formidable challenges to achieving sustainable development. According to the United Nations Development Report for 2002, Benin ranks 153 among 173 countries in terms of overall quality of life. Per capita income for 2000 was $US 370. An estimated 33% of the population lives below the poverty line. Overall literacy for persons aged 15 to 49 is 37.4%. Child mortality is 154 per 1000. Maternal mortality is 500 per 100,000. According to UNAIDS figures, prevalence of HIV among adults is estimated at 4.1%.

The USAID Mission to Benin was re-established in December 1991 with an overriding objective to help consolidate both economic restructuring and the democratization process in Benin. The mission's program focuses primarily on developing Benin's human resource base through improving the quality of and access to basic education and strengthening family health services in both the private and public sectors.

USAID/Benin's strategy combines three approaches: (1) the establishment of a quality basic education system that prepares the younger generations for a productive role and effective leadership within their society; (2) the support and expansion of family health services, including HIV prevention and child survival programs and (3) the consolidation of the democratic process and creation of an enabling environment for participatory development.

USAID/Benin's governing strategic objectives are:

Strategic Objective One:	More Children Receive a Quality Basic Education on an Equitable Basis
Strategic Objective Two:	Increased Use of Family Health Services and Prevention Measures Within a Supportive Policy Environment
Special Objective:	Improved Governance in Productive and Social Sectors

Expected Results:

AED is to assist USAID/Benin in implementing its training program to effectively and efficiently support the achievement of its strategic objectives. To do this, AED is to

administer the U.S.-based training program and to implement post-training follow-on programs to assist the trainees in using their new skills in their jobs.

Training is funded by the different Strategic Objectives (SOs), and consists of (1) U.S. Long-term Academic training, (2) U.S. Short-term Technical training.

Task Order Administration:

The task order was signed on June 16, 2003 with the period of performance running through June 15, 2005. There have been no modifications to the task order at this time.

Participant Training:

During this reporting period, AED finalized the placement of Mr. Dovonou and begin monitoring his program in August 2004. AED also began working on the placement of Mr. Chabi who will begin his program in January 2004 as per the mission's request.

SO1

Ives Chabi
Placement M.Ed. in Curriculum and Evaluation

AED currently awaits translations of Mr. Chabi's transcripts and an updated personal statement. AED has also been surveying prospective universities and programs that would meet his training needs. Mr. Chabi is being strongly encouraged to take the GRE and TOEFL tests in early to mid-October, because these tests scores are needed for university placement. Due to the late testing dates and the fact that US universities have application deadlines in late October, AED staff foresees a challenge in placing Mr. Chabi for spring 2005.

Jeremie Dovonou
University of Arkansas (Public University, Fayetteville, Arkansas)
M.Ed. in Secondary Education
Expected Completion: May 2006

In July, AED submitted an additional application for Mr. Dovonou to Plymouth State University in Plymouth, New Hampshire as the start of the fall semester was fast approaching and Mr. Dovonou had not been accepted to any programs. In August, AED received acceptance letters to programs at the University of Arkansas and Albany State University (HBCU). Mr. Dovonou's application to the University of South Florida was deferred as their deadlines were passing and the admission officers were waiting on official transcript evaluations for World Education Services (WES). WES required that original transcripts be sent directly from the University of Benin. It was not possible to arrange this in time to meet the University of South Florida's deadlines.

Given that the fall semester was fast approaching, AED recommended to the USAID Mission that Mr. Dovonou attend the University of Arkansas. This recommendation was based both on the responsiveness of the university in working with Mr. Dovonou's application in such a short time, and on AED's prior positive experience working with the university. The USAID Mission relayed this recommendation to Mr. Dovonou, and Mr. Dovonou decided to attend the University of Arkansas. AED was notified after the start of the fall term that Arizona State University had decided to admit Mr. Dovonou for the spring 2006 term.

On April 30th, AED requested that the USAID Mission send a copy of Mr. Dovonou's passport. Mr. Dovonou did not have a passport prior to his program, and had to request a new passport. Mr. Dovonou's passport was issued on May 27th. AED received a copy of Mr. Dovonou's passport on July 28th. Because of newly implemented procedures for issuing DS-2019 forms, a longer turnaround time is needed than in the past, causing some delays in Mr. Dovonou's travel. In the future AED will be more proactive in making sure that participants' immigration documents are in order well in advance of their scheduled departure.

Mr. Dovonou arrived in Washington, DC on Saturday, August 21st and received an orientation to his USAID scholarship program at AED over the next two days. He then flew to Fayetteville, Arkansas to begin his graduate program. Mr. Dovonou missed the first day of classes, but was able to catch up. AED was in close contact with the Sponsored Students' Office at Arkansas to help facilitate a quick transition for Mr. Dovonou. He initially had some problems with his living arrangements. As soon as Mr. Dovonou brought this to AED's attention the Sponsored Student Services Office at the University of Arkansas was notified and Mr. Dovonou was placed in another temporary housing arrangement. He was then able to secure permanent housing in late September.

Shortly after his arrival it became clear that Mr. Dovonou would need instruction in the use of computers in order to succeed in his graduate program. Like the vast majority of U.S. universities, the University of Arkansas' curriculum involves heavy computer use. In order to address this issue, the school arranged for a tutor to help Mr. Dovonou work on his computer skills. He is currently receiving weekly one-hour sessions, and has made a great deal of progress in a short period of time.

Mr. Dovonou has faced significant obstacles in adjusting to American culture. He arrived significantly late for his orientation session with AED. His problem with timeliness continued once he arrived at school as he was frequently late for appointments and classes. AED has been working together with the staff at the University of Arkansas to impress upon Mr. Dovonou the importance of timeliness in American life. In a recent update, the university indicated that Mr. Dovonou has made a great deal of progress in arriving to his appointments and classes on time.

Communication with Mr. Dovonou has been hampered by the fact that he does not have a phone and initially did not intend to install one in his apartment. Therefore communication with Mr. Dovonou has either been through the school, or has depended

upon his calling AED. AED explained the importance of having a phone number for normal daily use, and especially as a means by which Mr. Dovonou can be contacted in the event of an emergency. As of September 30, Mr. Dovonou did not yet have a phone number but it was expected that he would provide one shortly.

Mr. Dovonou has needed extra attention in regards to learning about life in the U.S. AED staff has spent a great deal of time explaining various issues pertaining to American culture and daily life. The staff of the Sponsored Student's Office at the University of Arkansas has also provided the extra personal attention that he has needed. Despite the challenges that he has faced since his arrival, Mr. Dovonou has made a great deal of progress in adjusting to life in the U.S.

I. STATISTICAL REPORT

Name	Gender	Contact Information	Training Provider	GPA	Last Contact	Problems/Solutions
Jeremie Dovonou	Male	740 Eagle #4 Fayetteville, AR 72701	University of Arkansas	N/A	9/30/2004	Please see above.

II. FINANCIAL REPORT

Participant Training Budget

Type of Disbursement	Education/ Training	Allowances	Travel	Insurance	Other	TOTAL
Participant						
Jeremie Dovonou	$0.00	$2,907.90	$6,603.68	$0.00	$982.00	$10,493.58
Ives Chabi	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
TOTAL	$0.00	$2,907.90	$2,907.90	$6,603.68	$982.00	**$10,493.58**

Administrative Budget

Please see attached.

QUARTERLY REPORT

BENIN
U.S. BASED TRAINING PROGRAM

Contract No.: EEE-I-00-01-00010-00
Task Order No.: 807

For the period
October 1, 2004 – December 31, 2004

Submitted to:
Barbara Dickerson
USAID/Benin

Submitted by:
The Academy for Educational Development
1825 Connecticut Ave., N.W.
Washington, D.C. 20009

Submitted on:

January 31, 2005

START/Benin

QUARTERLY REPORT
OCTOBER 1 –DECEMBER 31, 2004

I. NARRATIVE REPORT

Background:

Since the National Conference in 1990 which laid the foundation for its political and economic liberalization, Benin has continued to make progress in building a stable democracy. Outside observers have praised Benin for having organized three legislative elections and three presidential elections that were judged transparent, peaceful and fair. Benin is now poised to hold municipal elections for the first time ever. However, Benin faces formidable challenges to achieving sustainable development. According to the United Nations Development Report for 2002, Benin ranks 153 among 173 countries in terms of overall quality of life. Per capita income for 2000 was $US 370. An estimated 33% of the population lives below the poverty line. Overall literacy for persons aged 15 to 49 is 37.4%. Child mortality is 154 per 1000. Maternal mortality is 500 per 100,000. According to UNAIDS figures, prevalence of HIV among adults is estimated at 4.1%.

The USAID Mission to Benin was re-established in December 1991 with an overriding objective to help consolidate both economic restructuring and the democratization process in Benin. The mission's program focuses primarily on developing Benin's human resource base through improving the quality of and access to basic education and strengthening family health services in both the private and public sectors.

USAID/Benin's strategy combines three approaches: (1) the establishment of a quality basic education system that prepares the younger generations for a productive role and effective leadership within their society; (2) the support and expansion of family health services, including HIV prevention and child survival programs and (3) the consolidation of the democratic process and creation of an enabling environment for participatory development.

USAID/Benin's governing strategic objectives are:

Strategic Objective One:	More Children Receive a Quality Basic Education on an Equitable Basis
Strategic Objective Two:	Increased Use of Family Health Services and Prevention Measures Within a Supportive Policy Environment
Special Objective:	Improved Governance in Productive and Social Sectors

Expected Results:

AED is to assist USAID/Benin in implementing its training program to effectively and efficiently support the achievement of its strategic objectives. To do this, AED is to

administer the U.S.-based training program and to implement post-training follow-on programs to assist the trainees in using their new skills in their jobs.

Training is funded by the different Strategic Objectives (SOs), and consists of (1) U.S. Long-term Academic training, (2) U.S. Short-term Technical training.

Task Order Administration:

The task order was signed on June 16, 2003 with the period of performance running through June 15, 2005. There have been no modifications to the task order at this time.

Participant Training:

During this reporting period, AED continued the monitoring and support of one long-term academic participant and the placement of an additional long-term academic participant, Mr. Chabi.

SO1

Kouaro Yves Chabi
Placement M.Ed. in Curriculum and Evaluation

This quarter, AED applied Mr. Chabi to four different academic programs, including one HBCU. Mr. Chabi's placement was delayed due to belated GRE and TOEFL test scores. AED recommended that Mr. Chabi test no later than the end of October in order to place Mr. Chabi for the Spring 2005 semester. AED received communication via email from USAID recommending that Mr. Chabi wait to test in November, citing that he would be better prepared at this time. As the only test center offering these exams was in Nigeria, AED enrolled Mr. Chabi for the TOEFL and GRE test for November 8th and 10th respectively, in Lagos, Nigeria. Due to issues of safety and at the Mission's discretion, Mr. Chabi took only the GRE in Nigeria on November 10th. The Mission was able to arrange for Mr. Chabi to take the TOEFL in Benin on November 20, 2004. As it generally takes six to eight weeks for ETS to generate a test score, the universities where Mr. Chabi's applications were pending did not receive his test scores in time for a January placement.

AED is moving forward with Mr. Chabi's placement and has every expectation that he will be placed for the Fall 2005 semester. Because of this new placement date, Mr. Chabi's placement is ahead of schedule and should move forward smoothly.

Jeremie Dovonou
University of Arkansas (Public University, Fayetteville, Arkansas)
M.Ed. in Secondary Education
Expected Completion: December 2005

Mr. Dovonou started his program at the University of Arkansas in September 2004. After an initial period of adjustment, AED is proud to report the great strides that Mr. Dovonou has taken in regards to his adjustment to American academics and culture. This quarter was a period marked by adjustments and improvements for Mr. Dovonou.

In early October, Mr. Dovonou submitted his Plan of Study to AED. This document needed a few changes, as Mr. Dovonou did not realize the necessity of summer classes. Mr. Dovonou followed up in a timely manner and submitted the revised Plan of Study in early November. AED sent the document to USAID via DHL within one week. AED is pleased to report that according to Mr. Dovonou's Plan of Study, his expected date of graduation is now December 2005, one semester earlier that originally anticipated.

In early October, Mr. Dovonou submitted a request to AED to support his purchase of a computer along with the proper documentation for computer quotes. After gaining Mission approval, AED advanced Mr. Dovonou funds for the purchase of a computer. Within weeks, Mr. Dovonou had submitted the proper receipts for his computer and was reimbursed a small sum to adjust the expense. AED and Mr. Dovonou are confident that the addition of a computer will enhance the progress of Mr. Dovonou by allowing him to complete his class work on his own schedule. As a condition of Mr. Dovonou's acceptance to University of Arkansas, he was required to take two undergraduate English courses along with two graduate courses. Mr. Dovonou earned a 3.8 average for the five undergraduate credits he obtained. In addition, he achieved a 4.0 grade point average for the six graduate credits he earned.

As reported in AED's revised report last quarter, Mr. Dovonou has since obtained a phone. This has greatly helped communication between AED and Mr. Dovonou, as we have maintained consistent communication with each other. This has greatly helped AED's ability to assist Mr. Dovonou and troubleshoot any problems that may occur.

I. STATISTICAL REPORT

Name	Gender	Contact Information	Training Provider	GPA	Last Contact	Problems/Solutions
Jeremie Dovonou	Male	740 Eagle #4 Fayetteville, AR 72701	University of Arkansas	N/A	12/22/04	Please see above.

II. FINANCIAL REPORT

Participant Training Budget

Type of Disbursement	Education/ Training	Allowances	Travel	Insurance	Other	Total for this Quarter	Cumulative TOTAL
Participant							
Jeremie Dacono	$8,756.48	$4,671.28	($2,034.48)	$0.00	($128.00)	$11,265.28	$21,888.86
Ives Chabi	$335.00	$0.00	$0.00	$0.00	$0.00	$335.00	$335.00
TOTAL	$9,091.48	$4,671.28	($2,034.48)	$0.00	($128.00)	**$11,600.28**	**$22,223.86**

Administrative Budget

Please see attached.

FIFTH QUARTERLY REPORT
Period: July 1 - September 30, 2004

STRATEGIC TECHNICAL ASSISTANCE FOR RESULTS WITH TRAINING (START)
CONTRACT NO. EEE-I-00-01-00010-00

TASK ORDER: PAKISTAN TEACHER EDUCATION AND PROFESSIONAL DEVELOPMENT PROGRAM (PTEPDP)

Submitted to:
USAID/Pakistan

Submitted by:
The Academy for Educational Development
1825 Connecticut Ave., N.W.
Washington, D.C. 20009

Submitted on:
November 3, 2004

START / PTEPDP

FIFTH QUARTERLY REPORT (JULY 01 – SEPTEMBER 30, 2004)

REPORT OUTLINE

1. **Recruitment and Selection**
2. **Pre-Departure Orientations**
3. **U.S. Training Activities**
4. **Follow-Up and Post Training Activities**
5. **Financial Summary**

****

1. RECRUITMENT AND SELECTION

During this reporting period, the AED/Pakistan office was heavily involved in the final recruitment and selection of candidates for three scheduled U.S. based certificate programs. Initial individual candidate assessments, short listings, selections, interviews, English Proficiency Tests (EPT) and medical examinations were taken at four provinces i.e. Quetta, Karachi, Peshawar and Lahore for the 3 groups of candidates.

Applicants	190
Interviewed	150 40 – Walk in fresh applicants
Selected	78
Medically unfit	5
Drop outs	2

The selection process involved:

- Standard application form
- Submission of credentials by applicants
- Written essay in response to a set of questions relating to improving teacher education / training
- Personal interviews
- English Proficiency Test (EPT)
- Medical fitness certificate
- NOC from provincial education departments

Other criteria included:

- Age limit up to 45 years
- 2 - 5 years experience as a master trainer in ESL, Science and Math
- Preference for master trainers from Government Elementary Colleges
- Applicants / participants are likely to remain as master trainers for 3 - 4 years after training

- Half of the candidates would be women

The final short listing, interviews, EPT and medical examinations of Math (391US04004), ESL (391US04005) and Science teacher trainers (391US04006) for the four month trainings at the University of Montana, George Mason University and Oregon State University, USA respectively were finalized and forwarded to US consulate for visa dates well in advance of two months.

AED did this in view of providing enough time for acquisition of all DS2019s and two months lead time for the US Consulate to process the J1 visa interviews, security checks and finally granting visa to maximum possible candidates of our Math, ESL and Science groups.

Regarding the visa issues, the total number of 63 participants appeared for Visa interviews during the month of July, on different days as under:

July 16th - 22 participants
July 20th - 17 participants
July 23rd - 19 participants
Other days - 5 participants

Three participants were withdrawn, and 49 participants cleared and granted visa, 11 participants were delayed in the clearance process, and we are including these as pending for the upcoming groups.

Candidates were drawn from 36 different government teacher training institutions mostly located in the disadvantaged areas of Pakistan. **The final three lists of the 49 participants sent for training to the U.S. are attached as Annex I.**

One lesson learned in this period is to provide more lead time i.e. three months after the date of interview for the clearance process.

Another lesson we have learned is that there are varying degrees of computer proficiency among the candidates, as well as mixed expectations related to what it will be like to live and study at a U.S. academic institution. AED has designed and implemented surveys to collect this data to share with our academic partners for better program design.

English Language Testing and Training

In view of the poor English Proficiency Test (EPT) scores of our short-listed candidates from Sindh and Balochistan, AED in collaboration with provincial departments of education, arranged 12 days mandatory English Language Training Programs conducted by SPELT at Government College of Education (M), Hyderabad and at the Bureau of Curriculum Extension Center, Quetta for the improvement of weak candidates' language skills. **(See Annex II for the glimpses of the training)**

^^^^^^^^^^

- Three months of lead time for visa clearance for US consulate has been built in our future selection process of eligible candidates to avoid late visa clearances
- In view of some participants not meeting the required EPT scores, AED will be asking USAID to sign waivers approving their participation, with justification being that English language support will be provided as part of the U.S. based programs.
- In view of the mixed computer skill levels and to assess the expectations of the selected participants, AED developed two compulsory surveys for all participants **(See attached ANNEX VI)**
- Low percentage of eligible female teacher trainers in GCETs, RITEs and PITEs which has been brought to the immediate attention of all the provincial education decision makers/authorities.
- Last minute high drop outs of the female candidates for several reasons such as family pressures etc.

****

2. PRE-DEPARTURE ORIENTATION

A two-day orientation program was organized on September 1-2 for the above mentioned three groups. Some of the returned participants were also invited to share their experiences with their departing colleagues. The prime objective of the orientation session was to brief the participants about prerequisites of their training in the United States. (For media coverage of the program, please see Annex III).

The pre-departure orientation included:

- Students responsibilities and obligations
- Pre-departure, arrival in US and travel tips
- Cultural issues
- Basic computer introduction
- Teacher training in US
- Training course outline / content
- Sexual Harassment

Interactive sessions were held providing opportunity to the groups to discuss the relevant

issues with representative of Education Ministry and AED program team. Some of the key issues that generated positive discussion are summarized below:

A participant from Balochistan mentioned that the existing curriculum document needs to be revised and practical activities should be included in the document. He also said that in our schools teachers are not well aware about the utilization of curriculum and in some instances they even haven't seen the document.

A teacher from NWFP said that current books need to be replaced by new activity based books to enhance students' creative and psychomotor skills. The activity-based teaching will have more impact than traditional rote memorization. The teachers' guide for key subjects like Mathematics, Science and ESL needs to be produced and provided to a much wider number of teachers.

A participant from Sindh highlighted the fact that attitude and behavioral change dynamics need to be part of teachers training as students learn more from teachers' attitude. She also said that in-service teacher training program should continue to ensure that teachers are fully aware about new teaching methodology and its application in the real classroom situation.

Mr. Arif Majeed, Deputy Education Advisor, Curriculum Wing of the Ministry of Education updated the groups on current initiatives being undertaken by the Ministry to ensure high standards of education in Pakistan especially strengthening the teacher education system in the country.

Iqbal Ali Jatoi, Country Representative AED/Pakistan, stressed upon participants to avail this unique opportunity and get full benefit out of this training program. He also said that the master trainers will play very important role in bringing change and integrate new teaching techniques in their institutions.

Dr. Sara Wright, CTO, USAID said that through this program, a pool of subject experts will be available in Pakistan and the government education departments can utilize their expertise in improving the quality of education. She said the program will also promote educational linkages between Pakistan and U.S. by learning diverse cultures. Dr. Wright urged the participants to fully avail this opportunity by learning advance skills, knowledge and attitudes in order to continue professional development.

Lisa Chiles, Director USAID appreciated the efforts of AED in the selection of teacher trainers from all over Pakistan through a transparent application based process. She proposed that AED could share this pool of returned qualified participants from US, if possible, as "informal advisory support group" to their respective education departments at the federal/provincial level to strengthen ongoing initiatives.

Returned participants recommended following points in their presentations:

- Instructional methodology and lesson planning should be priority in order to bring change in the classrooms.
- Teachers should consider attitude as an important factor in brining positive change among students.
- Creativity needs to be in-built in the process of teaching and learning and teachers should be up to date with curricular and pedagogical development.
- Teachers should maintain a portfolio of individual students to understand students' level of understanding
- Teachers should have strong observation skill and question students during the lesson to monitor student understanding.

Please see the table at **Annex IV** for institutional distribution / coverage of participants. It shows in detail:

- Gender wise distribution
- A large majority of them are from Sindh and Balochistan
- Trainees were selected from 36 teacher training institutions in public sector

AED arranged in early September a farewell reception at the government model college for elementary teachers (W), Hussaniabad, Karachi for departing AED candidates. AED's Program Specialist, Ms. Aabira Sher Afgan and senior officials including director of Bureau of Curriculum and Extension Center of the provincial education department of Sindh addressed the candidates and laid emphasis on their being ambassadors of Pakistan and to acquire maximum skills during their time in US.

Updated application packs were sent via direct mail to all government elementary teacher training colleges/institutions, university colleges of education, PITEs, RITEs and Bureaus of Curriculum and Extension Centers/Wing for the initial short-listing of teacher trainers of subjects Math, ESL and Science both directly as well through the provincial education departments and Ministry of Education.

****

3. U.S. TRAINING ACTIVITIES

The Science group comprising of 25 teacher trainers from government teacher training institutions / colleges returned on August 22, 2004 after 3 months of training (May 19 to August 22, 2004) at the University of Montana, Missoula, US. It was a tailor-made training coordinated by the Office of International Programs - The University of Montana (OIP-UMT).

The focus of this particular training program was to expose program participants to the updated teacher training methodology, latest techniques and concepts in Science instruction, curriculum development, and assessment tools to support changes in teacher training that will improve the quality of teacher training for primary Science school teachers. The training activities were designed around PTEPDP's two objectives and four strands (Certificate Program, University Linkages, Leadership and Professional Development, and Cross-Cultural Understanding) through an integrated training program which combined coursework; field visits; academic exchanges, and significant cross-cultural activities. Also, it laid special focus on Science Components, Curriculum Unit Design, Educational Technology, Language and Computer Support.

As part of this program, the Science group participants were provided an opportunity to join a professional membership organization in the US, the *National Science Teachers' Association (NSTA).* Membership to the NSTA also included a choice of one professional magazine, the *Science & Children* (K-6 grade), and all participants were provided laptop computers to take back to their home institutions.

AED submitted its final report for this program, along with the final report from the University of Montana and Action Plans to USAID/Pakistan in early September.

As part of this report, AED has compiled a summary of Exit Questionnaires for all three completed programs (59 respondents) which is attached as **Annex V.**

4. FOLLOW-UP and POST-TRAINING ACTIVITIES

During this quarter, AED recruited and hired a new Program Specialist and Program Assistant to focus on the Follow-On component of PTEPDP. A Follow-On plan has been developed and shared with USAID/Pakistan which includes the following key components:

i. Provincial Forums: The PTEPDP follow-on team is planning to hold a series of experience-sharing provincial forums in all four provinces including FATA/AJK. These forums will provide opportunities for returned participants to share their learning with a wider audience at the provincial level, and to discuss progress and/or problems encountered while implementing their action plans.

ii. Newsletter: AED will produce six editions of a quarterly PTEPDP Newsletter from December 2004-June 2006. The majority of material will be contributed by returned master teacher trainers. The main purpose of the PTEPDP Newsletter will be to educate readers about teacher education issues and to also give advance information on teacher education methodology, lesson planning, education indicators and other significant dimensions of education.

iii. Alumni Networking: PTEPDP will support alumni networking for its returned teacher trainers through a variety of activities. This alumni networking will improve collaboration among different stakeholders and explore various ways of working

together. The alumni networking will be used particularly for sharing different views, ideas, information, knowledge, skills and attitudes needed to become effective teacher educators and update fellow colleagues, US universities and AED on the implementation and impact of action plans. Activities that are proposed to support alumni networking include e-grouping to support internet dialogue and other information sharing events.

iv. Action Plans Implementation: An action plan is produced by each master trainer during US training which guides and directs the returned participants to apply their learning in the workplaces. Presently, returned master teacher trainers are in the process of sharing and refining their action plans with their supervisors and colleagues of their respective teacher training colleges. AED has planned that the master trainers' action plans will be put into practice through action research exercises.

v. National Conference on Teacher Education 2004: As an in-country follow-up to PTEPDP, AED has planned this event for December16-18, 2004. Significant policy and practical level issues on teacher education and institutions are to be key aspects to be addressed and considered at the conference. Participants of the proposed conference include renowned national and international education specialists, federal and provincial government education senior officials, principals of elementary colleges, returned master teacher trainers of AED/USAID program, and selected private sector institutions. The following key areas will be discussed through this forum:

- Teacher education policies and practices
- Role, structure and functions of teacher education institutions
- Role of teacher educators as leaders and managers and challenges in teacher education/training
- Innovative practices and interventions in teacher education/training
- Recommendations for improving quality of teacher education/training in Pakistan

vi. Developing Linkages with private teacher training institutions: PTEPDP will explore linkages with private teacher education institutes i.e. Institute of Education Development, Aga Khan University, Karachi, Teacher Resource center (TRC) and Institute of Education Research Punjab/NWFP, teacher training education departments of universities of Sindh, Balochistan and NWFP for providing follow-on and other assistance to expand and increase the impact of PTEPDP.

5. FINANCIAL SUMMARY

Financial Summary for July - September 2004 Quarter

Budget Category	Budget	Obligation	Expenditures to Sept. 30, 2004*	Balance of Budget	Balance of Obligated Funds
Management	1,643,335	660,000	431,880	1,211,455	228,120
Training Total	3,356,334	1,340,000	764,247	2,592,087	575,753
Total	**4,999,669**	**2,000,000**	**1,196,127**	**3,803,542**	**803,873**

QUARTERLY REPORT

STRATEGIC TECHNICAL ASSISTANCE FOR RESULTS WITH TRAINING (START)
CONTRACT NO. EEE-I-00-01-00010-00

TASK ORDER: PAKISTAN TEACHER EDUCATION AND PROFESSIONAL DEVELOPMENT PROGRAM (PTEPDP)

October 01 – December 31, 2004

Submitted to:
USAID/Pakistan

Submitted by:
Academy for Educational Development
1825 Connecticut Ave., N.W.
Washington, D.C. 20009

Submitted on:
January 26, 2005

START / PTEPDP
SIXTH QUARTERLY REPORT
OCTOBER 01 – DECEMBER 31, 2004

REPORT OUTLINE

1. **National Conference on Teacher Education**
2. **Recruitment and Selection**
3. **Welcoming Returning Groups**
4. **Follow-up and Post-training Activities**
5. **Accomplishments of Sixth Quarter**
6. **Encountered Problems**
7. **Financial Summary**

Attachments:
Annex I: Glimpses of the National Conference
Annex II: Distribution of Candidates
Annex III: List of candidates for new groups and their affiliation
Annex IV: Exit Questionnaire Statistics Report for returned three groups 391US04004, 391US04005, 391US04006.

****

1. National Conference on Teacher Education

AED organized the *Conference on 20-22 December, 2004* in Islamabad under its ongoing **Pakistan Teacher Education and Professional Development Program** (PTEPDP). This was a first ever national level moot on teacher education in the country with participation of all key stakeholders that included policy makers, teacher educators, education experts, heads of teacher training/education colleges in the public sector, senior government officials both at the federal and provincial level, selected and well-known private sector teacher training institutions, NGOs and major donors in Pakistan. The importance of the conference is evident from the fact that *3 ministers and 5 education secretaries* participated as chairs, co-chairs and chief guests in various sessions of the conference.

(For glimpses of the conference see Annex I)

The conference was inaugurated by Minister of State for Education Ghulam Bibi Bharwana, who emphasized the critical need for establishing standards to measure improvement. Ms. Bharwana said that at the highest level there is political will to increase access and improve quality education in the country, that the infrastructure for education is available, however commitment is lacking. She appreciated the efforts under PTEPDP for improving teacher education in Pakistan and expressed hope that the conference will be a catalyst for change. The Federal Education Secretary, Mr. Sajid

Hassan, participated as a Chief Guest in the inaugural session. AED country representative, Iqbal Ali Jatoi warmly welcomed participants and provided an overview of PTEPDP. Dr. Sarah E. Wright, USAID/Pakistan Senior Education Advisor informed participants that US Government and USAID have been pleased to fund PTEPDP through AED to provide support to the Government of Pakistan in implementing its agenda of improving quality of education. She pointed out that for quality improvement in education, the single most crucial factor is the quality of the teacher. Thus, for Pakistan's Education Sector Reform Program, teacher education and training is an extremely critical component of improving the quality of education as a whole.

The key note speaker, Mr. Mazhar ul Siddiqi, Vice Chancellor of Sindh University, commented that for Pakistan to demonstrate its seriousness regarding the quality of education, it should allocate 4.5 to 10 per cent of GNP to the sector. Dr. Muhammad Memon, Director of IED-AKU gave an overview of teacher education policies since 1947, noting that the current teacher education in the country was guided by a mechanistic approach that "produced technicians rather than reflective, reflexive and critical practitioners".

On the third day of the Conference, the workshop session titled *Pakistan Teacher Education Professional Development Program* was chaired by Dr. Sarah Wright, Senior Education Officer, USAID and was conducted by US faculty. The objectives of the workshop were to identify key challenges and strategies in implementation of participants' action plans.

The conference was concluded by the Minister of Education from Balochistan, Mr. Maulana Abdul Wahid Siddiqi, who in his concluding remarks said that the conference covered a wide range of issues that would be tackled to remedy the current educational system and provide solutions for future reforms. The workshop concluded with the recommendations of the conference that were read out by Dr. Mehboob Ali Sheikh, Additional Secretary (Academic and Training) from Sindh Education Department, Karachi.

The agenda of the Conference focused on the following five key areas critical for quality education/training:

- Teacher education policies and practices
- Role, structure and function of teacher education institutes
- Role of teacher educators as leaders and managers
- Issues and challenges in teacher education
- Innovative practices and interventions in teacher education

****

2. Recruitment and Selection

<u>Initial selection, interviews, EPT, medical examination of participants for new Math (391US05001), Science (391US05002) and ESL (391US05003) groups:</u>

During this quarter, AED conducted initial individual candidate assessments, short listing, selection, interviews, English Proficiency Test (EPT) and medical examinations in five provinces (Quetta, Karachi, Peshawar, Lahore and Islamabad) for 3 groups of teacher trainers for Math, Science and ESL groups.

The final short listed principal and alternate candidates were uploaded into MISTER/VCS well in advance for the four month trainings scheduled to take place from April / May to August 2005. AED did this in view of providing enough time for acquisition of all DS2019s and three months' lead time for the US Consulate to process the J1 visa interviews and security checks, so that visas are secured for the planned number of participants for Math, Science and ESL teachers' training at George Mason University, Oregon State University and University of Montana respectively.

See **Annex II** for breakdown of participants by gender and regions (a large majority of them are from Sindh and Balochistan). **Annex III** illustrates that candidates were drawn from 38 different government teacher training institutions.

****

3. Welcoming returning groups

<u>Return of the Math group (391US04004), ESL (391US04005) and Science (391US04006) after three months of training at George Mason University, the University of Montana and Oregon State University, respectively:</u>

Math, ESL and Science groups returned from USA in December after successfully completing their training in the three US universities, based in Montana, Oregon, and Virginia (September - December, 2004).

- Math group (21 trainees from government teacher training institutions / colleges) returning from training at *George Mason University* appeared to be satisfied with their training and stay. The training plan for the fall 2004 math teachers' training consisted of a certificate program and a structured program of cultural exchanges. Their training consisted of the following components: three courses (9 credits) in Math education (a*dvanced Mathematics methods for the elementary classroom (EDCI 633), curriculum development in Math (EDCI 645*), and *Math education Leadership for School Change (EDCI 646)*; two workshops: on leadership and change in multicultural environments and on developing standards-based teacher education program; fieldwork in local schools arranged and supervised by school and university mentors.

  As a result of their training and exposure to the US educational system, participants had the opportunity to develop collegial relationships with their U.S. colleagues as well as in-depth perspectives on methods of Math teaching, collaborative models of education, school-parent relationships, assessment, and other areas of importance.

GMU's *cultural exchanges* program included five elements: individual partnerships with graduate students in multicultural education; participation in religious and cultural activities with the local Muslim community; visits to major historical and cultural sites in the D.C. metropolitan area; workshops and lectures with GMU faculty in Islamic studies, cultural studies, women's studies; and social activities with project staff.

Formal final report for this training has been submitted earlier under a separate cover.

- ESL group (15 teacher trainers from government teacher training institutions / colleges), returning from training at *the University of Montana*, also found the tailor-made training, coordinated by the Office of International Programs - The University of Montana (OIP-UMT), useful. The training was divided into four sections spread over four weeks each. Section 1 dealt with needs assessment, expectations, exploring assumptions about language teaching and learning, communicative language teaching: role plays and drama activities, problem-solving activities, development of reflective teaching skills, and discussions on how to prepare students for a more active role in class.

  Section 2 focused on communicative language teaching. Under section 3, following areas were covered: how students learn, teaching reading in the communicative classroom, simple communicative activities with a culture focus, incorporating critical thinking skills development in the communicative classroom and adapting textbooks. Section 4 focused on error correction in the communicative classroom, adapting textbooks. The training also included computer instruction courses, school visits, workshops and conferences, as well as other professional development field trips.

  Formal final report for this training has been submitted earlier under a separate cover.

- Science group (13 teacher trainers from government teacher training institutions / colleges), returning from their training at *the Oregon State University*, found the imparted teacher training very beneficial. This was the first group of Pakistani teachers welcomed by Oregon State University since it became the third training provider under PTEPDP. The courses and activities were drawn on the expertise of OSU instructional and research programs, and included interaction with OSU faculty, classroom teachers and administrators, and graduate students. *Science Education Objectives* included enabling participants with thorough understanding of pedagogical content knowledge delineated in science education professional standards, an in-depth understanding of the science subjects they plan to teach.

  Participants were taught to present the science content to students in challenging, clear, and compelling ways and integrate technology appropriately. Teacher

training course focused on *science, technology, and the nature of inquiry* stretched over 3 hours/week dealing with recent trends in science programs and incorporating development of teaching strategies including materials and resources for teaching science and technology using an inquiry approach that reflected interdisciplinary curriculum as well as subject specific pedagogy.

Participants also participated in workshops on leadership skills (3 hours/week), during which they were taught skills for working with adult learners with a focus on improving participants' skills by collaborative learning models, constructivist teaching practices, and use of technology in teaching. Participants also learned about the use of rubrics and other scoring guidelines for workshop assessments. During the section on *Institute Building* participants worked on developing their action plans for the training they will offer in Pakistan, learned how to set up and engage in their action research and use action research as a measure of training effectiveness.

Formal final report for this training is forthcoming.

4. Follow-up and Post Training Activities

Under its follow-up component, AED conducted the first major National Teacher Training Conference on 20-22 December, 2004 in Islamabad. The Conference, attended by over 250 people (including 75 alumni from the past PTEPDP training programs), included numerous panels and provided an excellent opportunity for discussing and understanding the problems, needs, interventions and status of teacher education in Pakistan. As part of the project, Dr. Jack Levy, professor from George Mason University and Dr. Michael Dalton, professor from the Oregon State University, as well as Project Manager David Seider participated in the conference and coordinated its various sessions.

The first Quarterly Newsletter designed as a form of alumni networking and information sharing was also released in December with the contribution from returned master teacher trainers and made available to all conference attendees. It's purpose is to educate readers and returned teacher trainers about teacher education issues, provide information on teacher education methodology, lesson planning, action plan updates, education indicators, and other significant dimensions of teacher education.

****

5. Accomplishments of Sixth Quarter

- National Conference on Teacher Education in December 2004, attended by AED's Senior Program Officer, David Seider and university faculty Dr. Jack Levy (George Mason University) and Dr. Michael Dalton (Oregon State University).

- 109 teacher trainers (principal and alternates-backups) were selected and short-listed for Math Group (391US05001), Science Group (391US05002) and ESL Group (391US05003)
- Math Group, 21 participants (391US04004), ESL Group, 15 participants (391US04005) and Science Group, 13 participants (391US04006) returned after successful completion of their training.
- First PTEPDP Newsletter produced by AED in December 2004.

****

6. Encountered Problems

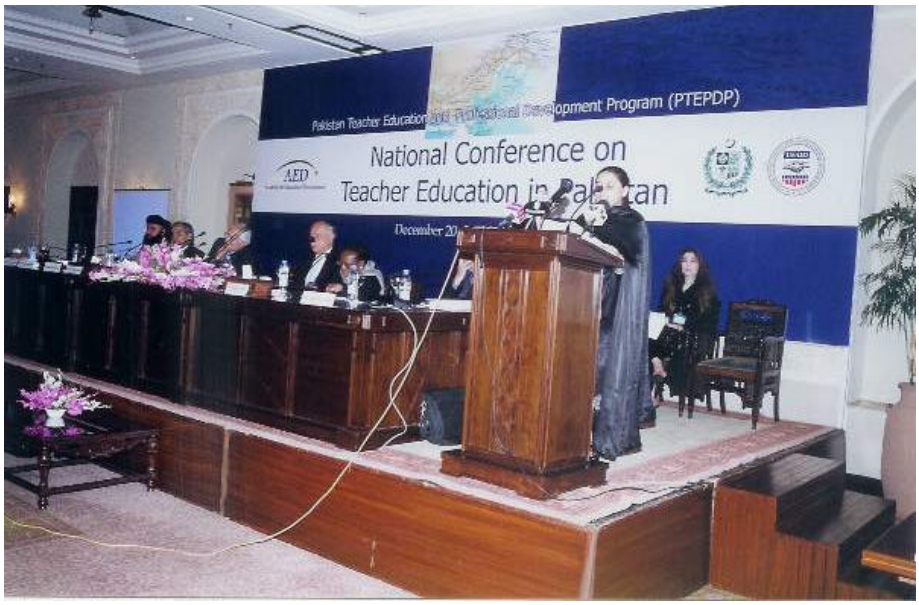
- Drop out of 15 candidates on medical grounds; especially from Sindh and Balochistan.
- Low percentage of eligible female teacher trainers in GCETs, RITEs, university colleges of education and PITEs. This issue has been brought repeatedly to the attention of all the provincial education decision-makers/authorities.
- Drop out of the female candidates for such reasons as family pressures, domestic problems etc. During our regular meetings with the relevant senior education authorities, it was suggested that the number of female teacher trainers could be increased if we conduct/offer them residential in-country training programs in Islamabad or Karachi.

****

7. Financial Summary of The Sixth Quarter (October 01 – December 31, 2004)

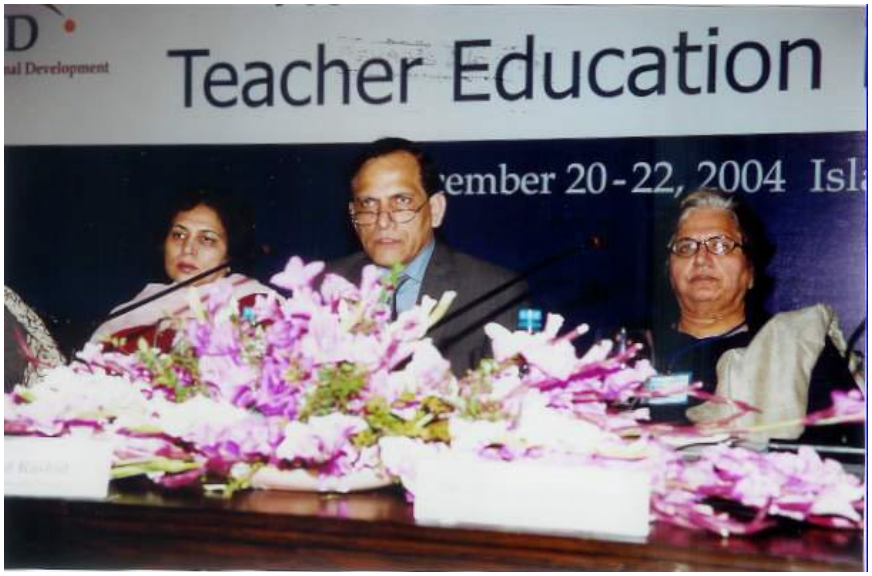
Budget Category	Budget	Obligation	Expenditures to December. 31, 2004	Balance of Budget	Balance of Obligated Funds
Management	1,642,365	1,320,000	603,288	1,039,077	716,712
Training Total	3,356,334	2,680,000	1,274,349	2,081,985	1,405,651
Total	**4,998,699**	**4,000,000**	**1,877,637**	**3,121,062**	**2,122,363**

Glimpses of the National Conference, December 2004



Inaugural Cermany*: Ghulam Bibi Bharwana, Minister of State for Education delivering the Inaugural Address: Seated on the Stage are: Mulana Abdul Wahid Saddiqi, Minister of Education,Balochistan, Mr. Sajid Hasan Secretary, Ministry of Education, Mr. Mazhar-ul-Haq Siddiqui, Vice Chancellur, Sindh University, Dr. Mohammad Memmon, Director AKU-IED and Dr. Sarah E. Wright (USAID).*

Conference participants



Sindh Education Minister, Dr. Hamida Khuhro (R) chairing a session. Next to her is Mr. Shahid Rashid, Secretary of Education, Punjab (L).

Dr. Jack Levy from George Mason University (R) conducting a working session with the returned master teacher trainers

Dr. Michael Dalton from Oregon State University (L) and David Seider (AED) during the working session with the returned master teacher trainers.

Mr. Munir Ahmed Badini, Secretary Education, Balochistan Chairing a Session

Mulana Abdul Wahid Siddiqi, Minister of Education, Balochistan Chairing a Session while Secretary Education Sindh Mr. Hashim Laghari is Co-Chairing.

ACADEMY FOR EDUCATIONAL DEVELOPMENT (AED)
Pakistan Teacher Education and Professional Development Program (PTEPDP)
Funded by USAID under START Contract
Distribution of Candidates/Institutions (principals and alternates) Uploaded In the VCS

Province	391US05001 Mathematics Group April 20 - August 20, 2005 George Mason University			391US05002 Science Group April 28 - August 28, 2005 University of Montana			391US05003 ESL Group May 01 - August 31, 2005 Oregon State University			Provinces Total No.			Institutions Covered
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Balochistan	2	11	13	2	10	12	4	8	12	8	29	37	18
Sindh	0	8	8	3	8	11	2	8	10	5	24	29	5
Punjab	1	6	7	3	9	12	0	2	2	4	17	21	8
NWFP	0	7	7	0	4	4	1	5	6	1	16	17	5
Federal	0	0	0	0	1	1	0	0	0	0	1	1	
FATA	0	0	0	1	0	1	1	0	1	2	0	2	
AJK	0	0	0	0	0	0	0	1	1	0	1	1	1
FANA	1	0	1	0	0	0	0	0	0	1	0	1	1
Total	4	32	36	9	32	41	8	24	32	21	88	109	38

List of candidates for new groups and their affiliation.

Math Group (391US05001)

Candidates: 36 (principal and alternate candidates)
Planned program dates: *April 20 to August 20, 2005*
Training Provider: *George Mason University*

Balochistan

- Mr. Abdul Hameed, Provincial Institute of Teachers Education (PITE), Quetta
- Mr. Saeed Ahmad Khan, Government Elementary College (M), Quetta
- Mr. Gul Muhammad, Provincial Institute of Teachers Education (PITE), Quetta
- Mr. Aziz Ullah, Government College of Elementary Education (M), Pishin
- Syed Hamid Hassan, Provincial Institute of Teachers Education (PITE), Quetta
- Ms. Aisha Saddiqa Government Elementary College (W), Pishin
- Mr. Abdul Karim Durrani Govt. High School, Muslim Bagh
- Mr. Abdul Qadeer Government High School, Panjgoor
- Mr. Shabbier Ahmed, Government High School, Panjgur
- Mr. Abdul Aziz, Government Higher Secondary School, Gawadar
- Mr. Altaf Ahmed Jaffar, Government Middle School Tadrees-ul-Quran, Musakhail
- Mrs. Bisques Malik, Government Girls Model High School, Khuzdar
- Mr. Mumtaz Ali, Government High School, Turbat

Sindh

- Mr. Niaz Mohammad, Government Elementary College of Education (M), Kandh Kot
- Mr.Muhammad Zaman Gopang, Government Elementary College of Education (M),Khairpur Mirs
- Mr.Muhammad Ali Solangi, Government Elementary College of Education (M), Mithiani
- Mr.Shafique Ahmed Memon,Government Elementary College of Education (M), Sukkur
- Mr.Kishore, Kumar, Government Elementary College of Education (M), Larkana
- Mr.Afzal Ahmed, Government Elementary College of Education (M), Hyderabad
- Mr.Irfan Ullah Qureshi, Government Elementary College of Education (M), Karachi
- Mr.Sana Ullah Soomro, Government In-service Teacher Training Center, Hyderabad

Punjab

- Mr. Qasim Hussain, University College for Education (M), Sargodha
- Mr. Imtiaz Ahmad, University College for Education (M), Kasur

- Mr. Noor Alam, University College for Education (M), Lalamusa
- Mr. Khalid Mahmood Khan, University College for Education (M), Narowal
- Mr. Muhammad Zakaria, University College for Education (M), Jhelum
- Ms. Khola Niaz, Tameer-e-Millat School, Mianwali
- Mr. Abdul Razzaq, University College for Education (M), Khanpur

NWFP

- Mr. Irshad Ali, Provincial Institute of Teachers Education (PITE), Peshawar
- Mr. Shujauddin Amir-Eraj Raja, Regional Institute of Teachers Education (M), Haripur
- Syed Shah Hasasn, Regional Institute of Teachers Education (M), Peshawar
- Mr. Alamgir, Regional Institute of Teachers Education (M), Mardan
- Mr. Zaheer Ahmed, Regional Institute of Teachers Education (M), Bannu
- Mr. Abdul Wadood, Government Higher Secondary School, Pattan
- Mr.Gul Shad, Regional Institute of Teachers Education (M), Peshawar

FANA

- Ms. Zubaida Kifayat Mandoq, Government Elementary College (W), Sakardu

Science Group (391US05002)

Candidates:	41 (principal and alternate candidates)
Planned program dates:	*April 28 to August 28, 2005*
Training Provider:	*University of Montana, USA*

Balochistan

- Mr. Khurshid Iqbal Malik, Bureau of Curriculum and Extension Center, Quetta
- Mr. Anees Ahmed, Bureau of Curriculum and Extension Center, Quetta
- Mr. Muhammad Kaleem Nasir Government High School, Zahob
- Mr. Fazal Rehman, Government Elementary College (M), Pishin
- Mr. Muhammad Rafiq, Government Elementary College (M), Kalat
- Mr. Fazal Muhammad, Government Model High School, Quetta
- Ms. Bibi Fahmida, Government College of Elementary Education (W), Pishin
- Mr. Nazir Ahmed, Government Elementary College (M), Kalat
- Mr. Shakeel Ahmed, Government High School, Dalbandian
- Mr. Abdul Hameed, Government Model High School, Gawadar
- Mr. Abdul Ghani, Government Middle School, Kech
- Ms. Rubina Altaf, Government Elementary College (W), Quetta

Sindh

- Mr. Afaq Hussain, Government Elementary College of Education (M), Karachi
- Mr. Muhammad Nawaz Shaikh, Government Elementary College of Education (M), Larkana
- Ms. Aziza Panhwer, Government Elementary College of Education (W) Khairpur

- Mr. Bashir Ahmad Panhwar, Government Elementary College of Education (M), Dadu
- Ms. Shahida Mushtaque Khan, Government College of Education (W), Karachi
- Ms. Rukhsana Yasmin Shaikh, Government Elementary College of Education (W), Mirpurkhas
- Mr. Tanweer Ahmed Khan, Government Elementary College of Education (M), Hyderabad
- Mr. Allah Wadhayo, Abbasi, Regional Education Extension Center, Khairpur Mirs
- Mr. Ahmed Sultan Soomro, Government Elementary College of Education (M), Dadu
- Mr. Nasar Iqbal, Government Elementary College of Education (M), Karachi
- Mr. Abdul Hameed Soomro, Regional Education Extension Center, Khairpur

Punjab

- Mr. Abdul Ghuffar, University College for Education (M), Faisalabad
- Mr. Faqir Muhammad, University College for Education (M), Kamalia
- Ms. Bushra Ellahi, Tameer-e-Millat School, Mianwali
- Mr. Mubashir Tufail, University College for Education (M), Jhelum
- Ms. Tabinda Kokab, University College for Education (W), Bahawalpur
- Ms. Naghma Shireen, University College for Education (W), Multan
- Mr. Iftikhar Ahmad, University College for Education (M), Mianwali
- Mr. Sajid Hameed Khan, Government College for Elementary Teachers (M), Multan
- Mr. Ghulam Mustafa, University College for Education (M), Khanpur
- Mr. Asghar Ali Khan, University College for Education (M), Kasur
- Mr. Muhammad Zafar Iqbal Tahir, University College for Education (M), Chioniot
- Syed Ali Hasnain Naqvi, University College for Education (M), Sargodha

NWFP

- Mr. Wajid Ali Khan, Provincial Institute of Teachers Education (PITE), Peshawar
- Mr. Saraf Ali Shah, Regional Institute of Teacher Education (M), Bannu
- Mr. Imtiaz Ali, Regional Institute of Teachers Education (M), Haripur
- Mr. Mohammad Ashraf, Regional Institute of Teachers Education (M), Peshawar

Islamabad

- Mr. Rajib Ali, Federal College of Education, Islamabad

FATA

- Miss Safia, Khatoon, Government College for Elementary Teacher (W), Khyber Agency

ESL Group (391US05003)

Candidates: 32 (principal and alternate candidates)
Planned program dates: *May 01 to August 31, 2005*

Training Provider: *Oregon State University*

Balochistan

- Mr. Mohammad Ameen, Government Piolet Secondary School, Mastung
- Mr. Shafiq-ur-Rehman, Government Elementary College (M), Mastung
- Mrs. Shumilah, Azmat, Mirza, Provincial Institute of Teachers Education (PITE), Quetta
- Mr. Abdul Rauf Mughal, Government Elementary Education (M), Kalat
- Mr. Ijaz Ahmed, Government High School, Panjgoor
- Mr. Azeem Khan, Government High School, Zhob
- Ms. Nafeesa Bajwa, Government Elementary College (W), Sibi
- Mrs. Farzana Shaheen Yousafzai, Government Girl Model High School, Khuzdar
- Mrs. Shahaeen Nadeem, Government Elementary College of Education, Pishin
- Mr. Abdul Latif, Government High School, Kech
- Mr. Tariq Aziz, Bureau of Curriculum and Extension Center, Quetta
- Mr. Naveed Ashraf, Government Elementary College, Quetta

Sindh

- Mr. Attaullah Bhurgri, Government Elementary College of Education (M), Dadu
- Mr. Ghulam Ali Gabol, Regional Education Extension Center, Khairpur
- Mr. Muhammad Hashim Sahito, Government Elementary College of Education, Kahirpur
- Mr. Muneer Ahmed, Regional Education Extension Center, Khairpur
- Mr. Zamir Hussain Memon, Government Elementary College of Education (W), Sukkur
- Miss Farzana Hafizuddin Shaikh, Government Elementary College of Education (W), Hydrerabad
- Mr. Muhammad Waseem Mughal, Government Elementary College of Education (M), Mirpurkhas
- Mr. Mateen Ahmed Shaikh, Government Elementary College of Education (M), Sukkur
- Mrs. Hussna, Government Elementary College of Education, Nausharo Fer.
- Mr. Shabbir Ahmed, Government Elementary College of Education (M), Karachi

Punjab

- Mr. Muhammad Akbar, University College for Education (M), Kasur
- Mr. Muhammad Ijaz, University College for Education (M), Multan

NWFP

- Miss Tahira Jabeen, Regional Institute of Teacher Education, Swabi
- Mr. Ashraf Ali Provincial Institute of Teachers Education, Peshawar
- Mr. Saeed Ahmad, Regional Institute of Teachers Education (M), Haripur
- Mr. Muhammad Zakaria, Government High Secondary School, Kohistan
- Mr. Nazimuddin Khan, Regional Institute of Teacher Education, Chitral

- Mr. Said, Jameel, Regional Institute of Teacher Education, Mardan

AJK

- Mr. Muhammad Naseer Khan, Government Elementary College (M), Muzarfarabad

FATA

- Miss Hina Qayum, Government Elementary College of Education (W), Khyber Agency

Presidential Scholarship Program [PSP]	Monthly Report
West Bank & Gaza	August 2004

Background

The Presidential Scholarship Program (PSP) is part of the efforts of USAID/West Bank and Gaza to contribute to Palestinian higher education. During the period of performance, from September 30, 2003 through August 26, 2007, the PSP will provide 70 master's degree scholarships to Palestinian students in fields targeted to meet the needs of the local society. These fields include business, information technology, environmental sciences (including water resources), public administration, urban planning, law, education, and public health. Women are to constitute 50% of the scholars, and 30% of all scholars are to come from Gaza. The PSP is to train future leaders, and includes both a significant amount of pre-academic training, to be conducted in-country, and an enhanced follow-on program to help the returned participants to make a useful contribution once they are back home.

Task Order Administration

The task order was signed at the end of September 2003. There were no changes or modifications during August 2004.

PSP Staff and Office Logistics

The restriction of USAID expatriate contractors and grantees from entering Gaza continued through August. Israeli military air & land incursions particularly concentrated on the districts of Beit Hanoun, Khan Younis, and Rafat, and Academic Counselor Ghada Ageel maintained close contact with the PSP candidates in those areas as military curfews prevented candidates from traveling to Gaza City for program updates. The communication from AED/Gaza was often simply moral support, especially during the house-demolitions in the neighborhood of Wejdan Abu Shamala, and during the aerial attacks on the neighborhood of Yazdan Alamawi.

COP continued to receive special permission from USAID to enter Erez and to depart immediately without entering any residential areas. These trips were completed numerous times to deliver documents, to transport program equipment, to escort PSP/GZ candidates and family members from Erez to the US Embassy in Tel Aviv for J-1 interviews. The visits to the Embassy were, for most Gaza candidates, the first time they had been to Tel Aviv, and they were nervous about being Palestinians in an Israeli city. Their apprehension was greatly decreased by the prior arrangements made by CTO Nadia Basel with the Embassy's visa section: entrance-guards and receptionists had been notified of the candidates' arrival, and the groups were immediately ushered into the visa section without waiting in line. Inside, an entire window was dedicated to the processing of their applications and finger-printing. J-1

visas were immediately issued into the passports of all female candidates. After the Embassy, the groups were invited to visit the USAID mission where Nadia welcomed them and discussed aspects of their upcoming travel to USA.

August was a hectic month for Program Assistants Amira Aweidah/WB and Nader Ismail/GZ who organized the travel arrangements for the departing candidates. Nader personally accompanied the first group of four female Gazans to Rafat and assisted them during the 10 hours it took for the border crossing. He arranged for the Gaza and Israel transportation for those candidates and family members going to Tel Aviv, and accompanied them to Erez. Both Nader and Amira maintained continuous contact with the Gaza and Jerusalem travel agents to coordinate and finalize the airline reservations, travel advances, and ticket deliveries for the candidates who were often not able to get to the AED offices. Because each candidate's J-1 visas, *adem momena'a*, airline reservations, etc., all had to be coordinated for departure on a single day, the program assistants worked each weekend and nearly every evening of August to assure the candidates' departure for their orientations at AED/Washington.

The deadline to submit applications for the position of Academic Counselor/West Bank was at the end of July, but had to be extended through August. Former PSP/West Bank Academic Counselor Reem Kort, also coordinator for the Clinton Scholars Alumni Association, without consultation with PSP, sent an unexpected message to all WB Clinton Scholars alumni announcing the opening of the position. Although some CSPers had already submitted their applications, the application period was extended to the end of August to give more interested alumni time to submit their CVs. At the end of August, 15 people (3 CSPers) submitted their applications and were scheduled for interviews in September.

Status of PSP office locations and facilities

The construction of The Wall began in A-Ram in August, but the direction of the construction is still unclear.

AED/GZ office manager Sami Abu Ikhmeil organized the installation of the generator in the AED/GZ office. The increased frequency of the power cuts in Gaza City had disrupted the work in PSP, but now the power supply, at least for the computer system, is assured.

Status Summary of 70 PSP participants

Participants in PSP fall into one of 4 categories: applicant, candidate, scholar, and alternate. As of August, there are no further applicants under consideration. Candidates include all of Group 2 and those members of Group 1 who have received deferment-approval or are under consideration for deferment. Scholars are those who have begun their MA programs in the United States. Below is the the status of all participants. More detailed explanations follow the overview.

Scholars placed in programs:

		Name	Major	Placement	Program length/months
1	WB	Wael Abunemah	Law	U San Francisco	9 m.
2	WB	Alhadi Mashal	Law	Northwestern U	9 m.
3	WB	Ihab Hijazi	UrbanPlan	U of Redlands	12 m.
4	WB	Rula Khalayleh	EnvironSci	U of Houston	18 m.
5	WB	Arab Salem	InfoTech	U of Arizona	18 m.
6	GZ	Rania Elhelo	Media	U of Pittsburgh	18 m.
7	WB	Manal Abdallah	PubAdmin	Seton Hall U	22 m.

8	WB	Munia Abu Elhawa	PubHealth	Geo. Wash U	22 m.
9	WB	Salam Alkoury	UrbanPlan	Ball State U	22 m.
10	WB	Siba Alshouli	UrbanPlan	Virgina Tech U	22 m.
11	WB	Dana Masad	UrbanPlan	U South Florida	22 m.
12	WB	Ihab Jabari	BusAdmin	U of Redlands	22 m.
13	WB	Lubna Ghanayem	BusAdmin	American U	22 m.
14	WB	Rinan Muzaffar	BusAdmin	American U	22 m.
15	WB	Ibrahim Harb	EnvironSci	Purdue U	22 m. *replaced Fidaa Shehadah*
16	GZ	Rana El-Hendi	PubAdmin	U of Pittsburgh	22 m.
17	GZ	Safaa Joudeh	PubAdmin	Geo. Mason U	22 m.
18	GZ	Heba Abukmeil	UrbanPlan	Ball State U	22 m.
19	WB	Souhad Masri	PubHealth	U of Rochester	pending TIP
20	WB	Tareq Tamimi	InfoTech	Claremont Grad. U	pending TIP
21	WB	Rami Taha	InfoTech	Claremont Grad. U	pending TIP
22	GZ	Wijdan Abushammala	BusAdmin	Golden Gate U	pending TIP

Candidates waiting for departure

23 GZ	Ahmed Abu Jbara	InfoTech	Geo Mason U	J-1 issued, pending Gaza departure permit for Erez for Amman departure and recommendation letter for Rafah departure requested
24 GZ	Suad Ghaben	PubHealth	Loma Linda U	J-1 issued, pending Gaza departure; waiting for Ahmed and/or Adel to travel so she does not travel alone
25 GZ	Adel Hamdan	PubHealth	Loma Linda U	interview invitation from TLV, but Israeli permit denied; attempting Amman departure if Israelis will permit a Rafah crossing

Deferments status

26 WB	Suha Abu Gharbieh	PubHealth	deferment to Sept 2005 approved family responsibilities after father's recent death
27 GZ	Sami Qadan	Bus Admin	deferment to Jan 2005 approved administrative deferment
28 WB	Taher Hasan	InfoTech Illinois Inst.Tech.	deferment to Jan 2005 to be requested both delivery of 2nd child and father's death in August
29 GZ	Abedalazzez Abushaban	EdAdmin Western Mich U	deferment to Jan 2005 to be requested J-1 pending arrival of wife's DS-2019
30 GZ	Abeer Barakat	EdAdmin Florida State U	deferment to Jan 2005 to be requested J-1 issued; waiting for spouse to receive employer permission and for spouse to receive DS-20-19
31 GZ	Yousef Elarian	InfoTech Purdue U	deferment to Jan 2005 to be requested interview invitation from TLV, but Israeli permit denied; attempted unsuccessful Amman and Cairo departures until university arrival-deadline passed if
32 GZ	Yazdan El-Amawi	PubAdmin Florida State U	deferment to Jan 2005 to be requested interview invitation from TLV, but Israeli permit denied; traveled to Amman for interview but Embassy demands security clearance first; university arrival-deadline passed
33 GZ	Mohammed Abualhaj	EnvironSci	deferment to Jan 2005 to be requested TOEFL admin

34 GZ	Ramiz Ziyara	PubHealth	deferment to Jan 2005 to be requested TOEFL
35 GZ	Khalid Abed Dahleez	InfoTech	alternate replaced Fares Mujahed

Candidates in placement processing

36 GZ	Rami Alroobi	InfoTech	alternate replaced Refaat Alareer
37 GZ	Majdi Musa Shawar	EnvironSci	alternate replaced Raghda Hassan Gebril
38 GZ	Rana Monzer Al Khatib	PubAdmin	
39 GZ	Najla Aown Shawa	PubAdmin	
40 GZ	Mohammed Jomaa Abusaker	PubAdmin	
41 GZ	Mohammed Omar Lafi	Education	
42 GZ	Mariam Hassan Abu Mugasib	Education	
43 GZ	Eman Ishaq Zaanin	Education	
44 GZ	Nizar Yousef Naim	BusAdmin	
45 GZ	Eyad Ali Abu Selmiya	PubHealth	
46 GZ	Enas Yacoub Nashwan	EnvironSci	
47 GZ	Mohammed Shehada	EnvironSci	
48 GZ	Mona Ali Bakheet	EnvironSci	
49 GZ	Tareq Ali Baker	EnvironSci	
50 GZ	Marwan Hassan Radi	InfoTech	
51 GZ	Mohammed Jameel Almasri	InfoTech	
52 GZ	Mustafa Ibrahim Jaber	InfoTech	
53 GZ	Ramiz Mohammed Younis	PubAdmin	
54 WB	Dalia Ali Hatouqa	Journal&Media	
55 WB	Jawad M-N S.Al Hirbawi	BusAdmin	
56 WB	Abeer Raja' Zalatimo	BusAdmin	
57 WB	Hadeel Mohammed Khalayleh	PubHealth	
58 WB	Lubna Bashir Barghouti	PubHealth	
59 WB	Nour Ahmad Nasser	PubHealth	
60 WB	Nida' Mustafa Sharia'	PubHealth	
61 WB	Iskandar Anton Andon	PubHealth	
62 WB	Ramadan Moahmmad Assi	PubHealth	
63 WB	Emad Yousef Alhwittat	EnvironSci	
64 WB	Ghaith Ahmad Daoud	EnvironSci	
65 WB	Reem Khalil Khalil	EnvironSci	
66 WB	Ola M.S. Sami Al Masri	EnvironSci	
67 WB	Samah Jamal Fodeh	InfoTech	
68 WB	Mai Imad Kanaan	InfoTech	
69 WB	Nada-Natasha Adi Khalidi	PubAdmin	
70 WB	Iyad Usama Abu Rdeineh	EnvironSci	35th in Grp-2 (selection committee chose only 34 for Grp-2)

Rejections

The application for a J-1 visa for Fares Mujahed WB/EdAdmin was rejected by the US Consulate. COP discussions with PAO Charles Hunter and Visa Section chief Gary Childs at the US Consulate/ Jerusalem produced only the fact that Fares' name was definitely on an objection list from Washington and that it was not a case of mistaken identity. Despite the facts that he had previously received a visa to enter the United States in 2002 and that Fares has received US-Embassy security clearance for participation in a USAID program in November 2003, the decision was final with no opportunity for explanation or appeal. The University of South Florida had offered to send documentation of support for Fares to the Consulate, and also offered to postpone his admission to January 2005, but these measures will not be possible.

D. Group-1 Visa Processing: families

Those family members intending to travel who are waiting for DS-2019s:

Families	WB Souhad Masri	husband+2 children
	WB Ihab Jabari	wife+1 child

GZ Abdalazeez Abushaban	wife	deferred
GZ Abeer Barakat	wife	deferred

E.

PSP Group-1 travel

West Bank ASAP Travel in Ramallah was the travel agency originally selected to coordinate the travel for both West Bank and Gaza candidates for departures to Washington, DC for the first groups during the second week of August. Even before DS-2019s had been issued and placements had been finalized, the agency had attempted to make reservations for the WB candidates during the high-season travel month of August. Unfortunately, all the reservations remained on the waiting lists, and the agency informed AED that it was incapable of either procuring the required *adem momenna'* or getting the PSP participants on flights out of Amman. Dajani Travel & Tours in Jerusalem was contacted and the agents there negotiated with Air France and Lufthansa for a special rate on the few Business Class seats remaining in August. Almost all candidate-flights over the Atlantic were on US carriers or code-share partners.

Amira Aweidah and Raed Sadeq are to be commended for their continued patience when their long hours of coordination with ASAP Travel proved fruitless, and for their positive attitudes when the candidates' travel arrangements were thrown into last-minute confusion (candidate tears of frustration, angry visits from parents, etc). Their continuing updates and personal calls to candidates reassured everyone as departures proceeded throughout the month of August.

Gaza The situation in Gaza remained the most problematic for PSP departures. Four PSP women received J-1s and were later permitted to depart from Rafah to Cairo for US-bound flights. Gazan males under age 35 are not permitted to leave Gaza; this means that only Yazdan Alamawi (age 35yr 3mon) may leave Gaza. Gaza females, too, are not without their problems: Wejdan Abushamala was invited by the US Embassy to interview in Tel Aviv, but the Israelis continuously rejected USAID's requests for day-permits for her from Erez to Tel Aviv. USAID contacted US Embassy/Amman and obtained special permission for Yazdan and Wejdan to interview in Jordan. Yazdan and Wejdan crossed Rafah and flew from Cairo to Amman where they waited until the courier with their visa-application files arrived from Tel Aviv. Wejdan was issued her J-1 several days after her interview, and

departed later for Washington; Yazdan was not permitted to interview until further security clearance was obtained, and returned to Gaza.

Ahmed Abu Jbara and Yousef Alarian have other, difficult, circumstances. Ahmed received a travel permit and was interviewed in Tel Aviv, but it is not certain when he will be permitted to departed Gaza (he is under 35) once the visa security measures are completed. USAID's request for travel permits for Yousef were rejected, and it is very unclear at end-August how he will obtain his J-1 and be permitted to depart from Gaza before the Sept-7 arrival-deadline at Purdue University.

Ghada Ageel and Nader Ismail are to be commended for their perseverance in initiating and assisting the Gaza candidates in their multiple attempts to depart Gaza for Tel Aviv, Cairo, and Amman. Ghada used her personal contacts in order to get PSP candidates places in the few vehicles permitted to cross Rafah, and Nader has coordinated the ground and air transportation for candidates, often having only hours' notice of when the border was open or when a seat on a crowded flight was available.

The total costs of sending those WB and GZ candidates who are permitted to travel to Washington will be calculated in the next budget pipeline, but already COP's prediction is that the expenses will exceed those budgeted in the program's participant travel line-items. In addition, COP will request a monthly telephone allowance for each PSP staff member to cover some of the costs that staffers paid while using their personal cell phones to coordinate candidate travel in WB-GZ, Cairo, and Amman.

F.

Group-2 Pre-Academic Training

G. West Bank Computer distribution and orientation was conducted at the Retno Hotel in Ramallah. Four computers for WB candidates are still in Gaza and will be delivered to AED/WB as soon as the company gets Israeli clearance. The first task assigned each candidate was to review and re-write their application essay in preparation for writing require statements-of-purpose for university placement applications. The first draft will be sent directly to COP for editing and correction.

H.

I. TOEFL intensive course [50 hrs/7 days] 23,24,25,26,28,30,31 Aug
GRE intensive 30-hr course: 17-21 Sept.

J. Gaza Computer distribution and orientation was conducted at AED/GZ office. Nader Ismail configured all the computers before the meeting so that the participants could begin working immediately.

K.

L. TOEFL-prep course [50 hours] 26 participants: new candidates, some old candidates preparing for English courses in USA, and old+new alternates

M. July 20-August 19, 2004 at AMIDEAST/Gaza All candidates are registered for the TOEFL administration on Aug-21. As in West Bank, the first task assigned each candidate was to review and re-write their application essay in preparation for writing require statements-of-purpose for university placement applications. The first draft will be sent directly to COP for editing and correction.

N.

PSP Alternates: Status & History

Below is a history and ranking of the 17 alternates (15 alternates from the Grp-1 selection and 2 alternates from the Grp-2 selection). The ranking is done by COP and CTO using a formula of dossier score, interviewer scores, and TOEFL scores. Thus, Grp-2/GZ alternate Khalid Dahleez's high ranking made him eligible to replace immediately Fares Mujahed. As of end-August, 7 of the 17 alternates have changed their status to candidate or scholar. AED/GZ+WB maintain communications with the alternates in order to assure that TOEFL/GRE/GMAT preparation, employment status, and family status allow the alternates to change status in case current participants are unable to continue with the program.

Rank	*Site*	*Group*	*Name*	*Action/Replacement*	*Gen*	*City*	*Field*	*Specialization*	*Rank Score*
1	GZ	Grp1	Ghada Besher Senwar	*declined*	F	Gaza City	Bus. Admin.	Sustainable Int'l Dev.	**89.00**
2	GZ	Grp1	Nader Mahmoud Okasha	*declined*	M	Jabalia	Environ. Sci.	Structural Engineering	**88.33**
3	WB	Grp1	Ibrahim Awad Dar Khalil	*Fidaa Shehadah*	M	Ramallah	Environ. Sci.	Civil & Environ. Eng	**84.57**
4	GZ	Grp1	Rami Mohammad Al Roobi	*Refaat Alareer*	M	Gaza City	Info Tech	Networking Systems	**84.00**
5	WB	Grp1	Iyad Usama Abu Rdeineh	*35th in Grp-2*	M	Bethlehem	Environ. Sci.	Natural Resource Manag	**83.90**
6	GZ	***Grp2***	Khalid Abed Dahleez	*Fares Mujahed*	M	Rafah	Info Tech	Information Security	**87.66**
7	WB	Grp1	Majdi Musa Shawar	*Raghda Jabril*	M	Jerusalem	Environ. Sci.	Water Resources Manag	**82.90**
8	GZ	Grp1	Dawoud M. Al-Massri		M	Rafah	Environ. Sci.	Water Resources Manag	**82.00**
9	WB	Grp1	Amira George Juha		F	Jerusalem	Bus. Admin.	Accounting	**79.87**
10	WB	Grp1	Ala' Rajabi		M	Hebron	Public Health	Nutrition	**79.67**
11	GZ	***Grp2***	Ala Abedallah Shatali		M	Gaza City	Public Health	Rehabilitation Therapy	**78.33**
12	GZ	Grp1	Ghada Nawaf Al Najjar		F	Gaza City	Info Tech	Info System Management	**77.33**
13	GZ	Grp1	Tamer M. Karmout		M	Jabaliah	Bus. Admin.	Human Resource Manag	**73.33**
14	GZ	Grp1	Mohammed A. Abdelhadi		M	Deir Elbalah	Educ & PubAdm	Curriculum Development	**69.33**
15	GZ	Grp1	Mohammad Ismail El Jaro		M	Gaza City	Bus. Admin.	Marketing	**69.00**
16	WB	Grp1	Mohammad A-K Dwikat		M	Nablus	Info Tech	Management Info Systems	**69.00**
17	GZ	Grp1	Khaled Darwish Ashour		M	Gaza City	Bus. Admin.	Human Resource Manag	**67.00**

O. Home Office Activities

Due to the uncertain flight schedules of the participants, the plan for one large orientation program for Group 1 had to be abandoned. Orientations were held all month long, as participants were able to arrive in the U.S. As of August 31, a total of 19 participants had safely arrived. One participant was sent directly to the school, and Michelle Dworkin visited her to conduct the orientation program.

All the logistical arrangements for arriving students were handled as the need arose. Last minute changes in plans due to changing arrivals was normal. When possible, AED arranged for university representatives to meet the participants upon arrival in the city of training. Students were housed in hotels for about five days, giving them a chance to find more permanent housing that would meet their needs.

As many students were delayed, staff kept in touch with universities to negotiate for permission for late arrival to the programs. Some students had to be deferred when schools could not accommodate such requests.

The Group 2 files were received, and placement efforts began during August.

AED interviewed possible interns to work with the PSP team during the fall term. One was selected, and will start in September.

Michelle Dworkin returned from her trip to the West Bank and Gaza, where she had participated in pre-departure activities during July.

Presidential Scholarship Program [PSP] Monthly Report
West Bank & Gaza
September 2004

Background

The Presidential Scholarship Program (PSP) is part of the efforts of USAID/West Bank and Gaza to contribute to Palestinian higher education. During the period of performance, from September 30, 2003 through August 26, 2007, the PSP will provide 70 master's degree scholarships to Palestinian students in fields targeted to meet the needs of the local society. These fields include business, information technology, environmental sciences (including water resources), public administration, urban planning, law, education, and public health. Women are to constitute 50% of the scholars, and 30% of all scholars are to come from Gaza. The PSP is to train future leaders, and includes both a significant amount of pre-academic training, to be conducted in-country, and an enhanced follow-on program to help the returned participants to make a useful contribution once they are back home.

Task Order Administration

The task order was signed at the end of September 2003. There were no changes or modifications during September 2004.

PSP Staff and Office Logistics & Security

Gaza

The restriction of USAID expatriate contractors and grantees from entering Gaza continued through September. COP made no visits to Gaza in September: Erez border crossing was closed to all entries either because of Israeli military attacks in the civilian populations or because of the Jewish High Holy Days. Israeli military air & land incursions increased in all districts in Gaza including the most populous refugee camp, Jabaliya, where several PSP candidates reside.

Closures of established road-checkpoints and closures of pedestrian routes prevented PSP staff and participants from reaching Gaza City for work and pre-academic programs. One of the last pedestrian ways of connecting northern and southern Gaza districts was closed by the Israeli military. This sea-walk of several hours was the last way PSP participants from the southern districts were able to get to the city to attend pre-academic courses. Academic Counselor Ghada Ageel continues to work from home as road blocks and checkpoint closures have prevented her from getting to Gaza City.

The sister of PSP1/GZ Wejdan Abu Shamala/California was shot in the hand during an Israeli incursion in Khan Younis. AED has kept her informed of her sister's condition. The cousin of PSP2/GZ Eyad Abu Selmiya was killed during an incursion in Rafah.

West Bank

From the 15 applications received for the position of Academic Counselor, 10 applicants came to the AED/WB office and were interviewed by the committee of COP Randall Martin and AED/WB Office Manager Raed Sadeq. The 5 male and 5 female applicants had varied qualifications and backgrounds, most either over-qualified or under-qualified for the position, or searching for salaries that were higher than the range proscribed for the position. The applicant that most impressed the committee was current PSP/WB Program Assistant Amira Aweidah. A combination of Amira's answers to the interview questions, her positive attitude, her experience in 2003 and 2004 as informal Academic Counselor, and her positive working relations with the PSP/WB+GZ staffs convinced the committee to recommend her for the position. Amira is enrolled at present in the Business Administration program at Al-Quds Open University, expecting to complete her degree in 2005. Despite her present lack of a full-degree, COP sent Amira's file and the committee's recommendation to AED/HQ where it is under review.

Status of PSP office locations and facilities

West Bank

The construction of The Wall continued in Ar-Ram in September, but the direction of the construction in Dahyat al-Barid is still unclear. New procedures from the Israeli military at Qaladiya requiring minute investigations and examination of both vehicular and especially pedestrian traffic have slowed the passage to the point that it is not unusual to spend 1-2 hours at the checkpoint. Also, the same detailed procedures at the Dahyat el-Barid checkpoint means that 30-60 minutes are often required for those leaving AED/WB back to Jerusalem.

Gaza

The increased incursions and destruction of infrastructure by the Israeli military has disrupted the power supplies to all arts of Gaza. Although the AED/GZ office now has a generator to breach such blackouts, the power cuts have affected the PSP participants in using their laptops for pre-academic coursework. Telephone service has also become erratic; in September PSP/GZ and WB staff had to work from home at times to maintain the implementation of candidate departures, pre-academic course arrangements, and lines of communication in military-disrupted areas where PSP candidates live.

Status and Outlook for Gaza

The Rafah border was open for the first 10 days of September, then remained closed to the end of the month. The Rafah crossing continues to pose problems for the travel of Gaza participants. Information concerning departure procedures, documentation, and border contacts has been confusing as information received by Palestinian police at the border and information received by USAID facilitation-staff is contradictory. After 9 unsuccessful attempts to cross the border, PSP/GZ Adel Hamdan had to return home without obtaining his J-1.

PSP/GZ Yazdan Alamawi traveled to Jordan a second time and returned from US Embassy/Amman to Gaza with his J-1. The erratic schedule of the Rafah border crossings has been stressful for the candidates and for the AED/GZ staff; in addition, the impromptu travel has incurred unexpected expenses that were not envisioned when the original budget was created. CTO and COP agree that even though the travel situation in Gaza is often desperate, open-ended travel [defined as travel with no predetermined return date] of candidates would be discouraged.

AED/WB/GZ/HQ are planning now, even at this early stage, for all Jan-2005 PSP/GZ candidate-departures to leave Rafah in 2 groups:

First group: Gaza men of all ages would depart for Cairo from mid-to end December 2004 for interviews at US Embassy/Cairo. This group would stay in Cairo until post-interview security processing is completed and the J-1s issued, then departure to USA.

Second group: Gaza women will hopefully be able to receive permission to cross Erez to be interviewed at US Embassy/Tel Aviv, with immediate issuing of J-1s. This group would depart Rafah-Cairo-Washington, DC during the first week of January 2005.

Public Relations and PSP in West Bank and Gaza

Proposals such as the one above are necessary not only for logistics but also for moral support of the candidates to allow them to know that the complicated processes required for their departure are attended to. Recent events have made some Gaza families question if the USA these days is the safest place to send their children, in particular, females. AED/GZ is making great efforts to provide a positive attitude towards the scholarship program and to the experience of studying in USA.

Some of the recent issues affecting PSP candidates have had negative effects on the public relations between PSP and Palestinian organizations. COP made a formal visit to Hebron to officially express regrets to former PSP1/GZ Fares Mujahed who was denied a J-1 visa for security reasons. As Fares was a faculty member sponsored by Palestine Polytechnic University, COP met with PPU Public Affairs Manager Imran Tamimi and PPU President Dawoud Zatari who expressed the university's concern over Fares' J-1 rejection, and that there was a proposal to the PPU Board of Trustees not to sponsor PPU students in any future US-scholarship programs outside of West Bank or Gaza. The administrators concern was mainly over timing: they understood the PSP selection process but could not agree to encourage students to enter a program that selected, vetted, trained, and placed students over an 8-month period which then cancelled the scholarship just weeks before departure. COP attempted to dissuade Mr. Imran from continuing with his negative proposal by explaining in detail the visa process and its most recent regulations. To show cooperation and understand with the situation, COP agreed to personally work with the program, such as helping to provide teaching assistance in the foreign-guest speaker series organized jointly by PPU and Hebron University. This will not, of course, be under the aegis of the PSP program, but will hopefully maintain better relations for all.

The PSP/GZ Grp-1 male candidates who were prevented from leaving Gaza present a different public relations problem. The candidates had either given notice or had obtained leave from their employers to go to the USA. In one case, COP contacted CARE COP/GZ Mohamed Elmbaid concerning the rehiring of Yazdan Alamawi until Jan-2005. In other cases, (Yousef Elarian, Adel Hamdan), however, the employers had found

replacements, and could not re-hire the candidates even on a temporary basis until January 2005. This situation has caused financial hardship for the candidates.

USAID Mission Director visit with AED/WB

CTO Nadia Basel arranged a meeting in the Claridge Hotel across from AED/WB with new USAID Mission Director Jim Bever, USAID administrators, MOE representatives, and the AED/WB staff. The goal of the meeting was to provide the director with an intro-overview of SO-5 activities. Another, more in-depth meeting is planned in the near future.

Status Summary of 70 PSP participants

Scholars placed in programs:

		Name	Major	Placement	Program length/months
1	WB	Wael Abunemah	Law	U San Francisco	9 m.
2	WB	Alhadi Mashal	Law	Northwestern U	9 m.
3	WB	Ihab Hijazi	UrbanPlan	U of Redlands	12 m.
4	WB	Rula Khalayleh	EnvironSci	U of Houston	18 m.
5	WB	Arab Salem	InfoTech	U of Arizona	18 m.
6	GZ	Rania Elhelo	Media	U of Pittsburgh	18 m.
7	WB	Manal Abdallah	PubAdmin	Seton Hall U	22 m.
8	WB	Munia Abu Elhawa	PubHealth	Geo. Wash U	22 m.
9	WB	Salam Alkoury	UrbanPlan	Ball State U	22 m.
10	WB	Siba Alshouli	UrbanPlan	Virgina Tech U	22 m.
11	WB	Dana Masad	UrbanPlan	U South Florida	22 m.
			COP kept in touch with Dana during hurricane season		
12	WB	Ihab Jabari	BusAdmin	U of Redlands	22 m.
			family members received DS-2019s & J-1s and are in USA		
13	WB	Lubna Ghanayem	BusAdmin	American U	22 m.
14	WB	Rinan Muzaffar	BusAdmin	American U	22 m.
15	WB	Ibrahim Harb	EnvironSci	Purdue U	22 m.
16	GZ	Rana El-Hendi	PubAdmin	U of Pittsburgh	22 m.
17	GZ	Safaa Joudeh	PubAdmin	Geo. Mason U	22 m.
18	GZ	Heba Abukmeil	UrbanPlan	Ball State U	22 m.
19	WB	Souhad Masri	PubHealth	U of Rochester	22 m.
			family members received DS-2019s & J-1s and are in USA		
20	WB	Tareq Tamimi	InfoTech	Claremont Grad. U	22 m.
21	WB	Rami Taha	InfoTech	Claremont Grad. U	22 m.
22	GZ	Wijdan Abushammala	BusAdmin	Golden Gate U	22 m.
23	GZ	Ahmed Abu Jbara	InfoTech	Geo Mason U	22 m.
24	GZ	Suad Ghaben	PubHealth	Loma Linda U	22 m.

all family members have arrived in USA

Deferments status

25	GZ	Adel Hamdan	PubHealth	Loma Linda U
			On 9 consecutive days Adel unsuccessfully tried to cross Rafah, despite assistance at all levels, both personal and official, from Ghada Ageel. The official and unofficial regulations of Palestinian, Israeli and Egyptian border authorities were so conflicting that neither the AED/GZ staff nor USAID facilitators were able to get Adel out of Gaza before his Loma Linda University start-up deadline. Adel is waiting to go to Amman for his J-1 interview.	
26	WB	Suha Abu Gharbieh	PubHealth	deferment to Sept 2005 approved family responsibilities after father's recent death
27	GZ	Sami Qadan	Bus Admin	deferment to Jan 2005 approved administrative deferment
28	WB	Taher Hasan	InfoTech Illinois Inst.Tech.	deferment to Jan 2005 to be requested both delivery of 2nd child and father's death in August

29 GZ	Abedalazzez Abushaban	EdAdmin Western Mich U	deferment to Jan 2005 to be requested J-1 pending arrival of wife's DS-2019	
30 GZ	Abeer Barakat	EdAdmin Florida State U	deferment to Jan 2005 to be requested J-1 issued; waiting for spouse to receive employer permission and for spouse to receive DS-2019; CTO arranged for interview-invitation from US Emb/Cairo, but Hazem is not permitted to leave Gaza.	
31 GZ	Yousef Elarian	InfoTech Purdue U	deferment to Jan 2005 to be requested Yousef is waiting to depart for Amman for J-1 interview	
32 GZ	Yazdan El-Amawi	PubAdmin Florida State U	deferment to Jan 2005 to be requested Yazdan went to Amman and returned with his J-1.	
33 GZ	Mohammed Abualhaj	EnvironSci	deferment to Jan 2005 to be requested	
34 GZ	Ramiz Ziyara	PubHealth	deferment to Jan 2005 to be requested	

Candidates in placement processing

35 GZ	Khalid Abed Dahleez	InfoTech	alternate replaced Fares Mujahed	Aug/2004
36 GZ	Rami Alroobi	InfoTech	alternate replaced Refaat Alareer	Aug/2004
37 GZ	Majdi Musa Shawar	EnvironSci	alternate replaced Raghda H. Gebril	Aug/2004
38 GZ	Dawoud Al-Massri	EnvironSci	alternate replaced Mohammed O. Lafi	Sep/2004
39 GZ	Rana Monzer Al Khatib	PubAdmin		
40 GZ	Najla Aown Shawa	PubAdmin		
41 GZ	Mohammed Jomaa Abusaker	PubAdmin		
42 GZ	Mariam Hassan Abu Mugasib	Education		
43 GZ	Eman Ishaq Zaanin	Education		
44 GZ	Nizar Yousef Naim	BusAdmin		
45 GZ	Eyad Ali Abu Selmiya	PubHealth	residing in Rafah, Eyad assisted Adel Hamdan by hosting him at him for a week so that Adel could be at the border at 5am every morning	
46 GZ	Enas Yacoub Nashwan	EnvironSci		
47 GZ	Mohammed Shehada	EnvironSci		
48 GZ	Mona Ali Bakheet	EnvironSci		
49 GZ	Tareq Ali Baker	EnvironSci		
50 WB	Amira G. Juha	BusAdmin	alternate replaced Marwan Hassan Radi	Sep/2004
51 GZ	Mohammed Jameel Almasri	InfoTech		
52 GZ	Mustafa Ibrahim Jaber	InfoTech		
53 GZ	Ramiz Mohammed Younis	PubAdmin		
54 WB	Dalia Ali Hatouqa	Journal&Media		
55 WB	Jawad M-N S.Al Hirbawi	BusAdmin		
56 WB	Abeer Raja' Zalatimo	BusAdmin		
57 WB	Hadeel Mohammed Khalayleh	PubHealth		
58 WB	Lubna Bashir Barghouti	PubHealth		
59 WB	Nour Ahmad Nasser	PubHealth		
60 WB	Nida' Mustafa Sharia'	PubHealth		
61 WB	Iskandar Anton Andon	PubHealth		
62 WB	Ramadan Mohammad Assi	PubHealth		
63 WB	Emad Yousef Alhwittat	EnvironSci		
64 WB	Ghaith Ahmad Daoud	EnvironSci		
65 WB	Reem Khalil Khalil	EnvironSci		
66 WB	Ola M.S. Sami Al Masri	EnvironSci		
67 WB	Samah Jamal Fodeh	InfoTech		
68 WB	Mai Imad Kanaan	InfoTech		
69 WB	Nada-Natasha Adi Khalidi	PubAdmin		
70 WB	Iyad Usama Abu Rdeineh	EnvironSci	35th in Grp-2 (selection committee chose only 34 for Grp-2)	

Group-2 Pre-Academic Training

Essay-writing WB+GZ Grp-2 candidates continue to exchange their essays with COP in order to produce paragraphs of acceptable English that describe themselves, their backgrounds and their expectations of their upcoming studies in USA. Several candidates have already adapted parts of the essays as sections in their Statements of Purpose required for university application forms. This writing activity has been particularly beneficial to GZ candidates as individuals can work on their writing and correspond with COP even during incursions. Also,

candidates are submitting their completed Statements of Purpose to AED/HQ faster as they need only adapt polished-paragraphs to university essay requirements.

P. West Bank

TOEFL: 12 WB candidates completed the Aug 29-Sep 5 8-day 50-hour intensive course.

GRE: 14 WB candidates and alternates completed the AMIDEAST intensive GRE Course Sep 17-26. COP visited the course and had discussion with instructors Fri Sep-24. Students stayed in Ramallah for the 6-day 30-hour intensive course, arranging their own lodging. Official score reports will be available in 6 weeks, but immediate score-range reports on the computer-based test indicate that many candidates will achieve 1000-combined.

Q. Gaza

GRE: attendance has been low (5 –those that live in Gaza City – of 18 students manage to reach AMIDEAST on some days), and 14 hours have been postponed since the course the Sep 16-Oct 19 course began. Candidates are depressed because they feel their scores will be low because of the strife in Gaza. GRE administration is Oct-23, unless incursions and curfews prevent the candidates from attending or prevent the administration of the test.

GMAT: 4 BusAdmin students are enrolled in the GMAT-prep course at the TD Center, Sep 22-Oct 23. The instructor has reported good attendance and is pleased with the progress the students are making in the comprehensive course.

PSP Alternates: Status & History

Rank	*Site*	*Group*	*Name*	*Action/Replacement*	*Gen*	*City*	*Field*	*Specialization*	*Rank Score*
1	GZ	Grp1	Ghada Besher Senwar	*declined*	F	Gaza City	Bus. Admin.	Sustainable Int'l Dev.	**89.00**
2	GZ	Grp1	Nader Mahmoud Okasha	*declined*	M	Jabalia	Environ. Sci.	Structural Engineering	**88.33**
3	WB	Grp1	Ibrahim Awad Dar Khalil	*Fidaa Shehadah*	M	Ramallah	Environ. Sci.	Civil & Environ. Eng	**84.57**
4	GZ	Grp1	Rami Mohammad Al Roobi	*Refaat Alareer*	M	Gaza City	Info Tech	Networking Systems	**84.00**
5	WB	Grp1	Iyad Usama Abu Rdeineh	*35th in Grp-2*	M	Bethlehem	Environ. Sci.	Natural Resource Manag	**83.90**
6	GZ	***Grp2***	Khalid Abed Dahleez	*Fares Mujahed*	M	Rafah	Info Tech	Information Security	**87.66**
7	WB	Grp1	Majdi Musa Shawar	*Raghda Jabril*	M	Jerusalem	Environ. Sci.	Water Resources Manag	**82.90**
8	GZ	Grp1	Dawoud M. Al-Massri	*Mohamed O. Lafi*	M	Rafah	Environ. Sci.	Water Resources Manag	**82.00**
9	WB	Grp1	Amira George Juha	*Marwan Radi*	F	Jerusalem	Bus. Admin.	Accounting	**79.87**
10	WB	Grp1	Ala' Rajabi		M	Hebron	Public Health	Nutrition	**79.67**
11	GZ	***Grp2***	Ala Abedallah Shatali		M	Gaza City	Public Health	Rehabilitation Therapy	**78.33**
12	GZ	Grp1	Ghada Nawaf Al Najjar		F	Gaza City	Info Tech	Info System Management	**77.33**
13	GZ	Grp1	Tamer M. Karmout		M	Jabaliah	Bus. Admin.	Human Resource Manag	**73.33**
14	GZ	Grp1	Mohammed A. Abdelhadi		M	Deir Elbalah	Educ & PubAdm	Curriculum Development	**69.33**
15	GZ	Grp1	Mohammad Ismail El Jaro		M	Gaza City	Bus. Admin.	Marketing	**69.00**
16	WB	Grp1	Mohammad A-K Dwikat		M	Nablus	Info Tech	Management Info Systems	**69.00**
17	GZ	Grp1	Khaled Darwish Ashour		M	Gaza City	Bus. Admin.	Human Resource Manag	**67.00**

R. Home Office Activities

During September 2004, the AED Home Office monitored a total of 24 Presidential scholars in academic programs. AED continued to monitor the 19 participants who

arrived in the United States during August 2004, and assisted them in getting settled at their universities, extending hotel reservations when necessary, and sorting out administrative issues associated with the start of the Fall 2004 term. In addition, Program Specialist Michelle Dworkin traveled to Rochester, NY on September 10, 2004 to provide orientation to one of the PSP scholars who had to travel directly to her school in August 2004, bypassing orientation in Washington, DC. Ms. Dworkin also took this opportunity to meet with staff in the participant's academic program office and the university's International Students Office.

The AED Home Office conducted three orientations for five PSP scholars who arrived in the United States in September 2004 following delays related to further visa processing or difficulties in leaving the Gaza Strip via the Rafah border crossing. Three of these participants were from Gaza and two were from the West Bank. The AED Home Office maintained close contact with these students' universities to update them on the students' arrival dates and obtain information required for the students to begin their programs at a late date. All logistical arrangements for arriving students were handled as the need arose. Last minute changes in plans due to shifting arrival dates was normal. When possible, AED arranged for university representatives to meet the participants upon arrival in the city of training. Students were housed in hotels for about five days, giving them a chance to find more permanent housing that would meet their needs. AED then continued to assist these scholars in getting settled at their universities, extending hotel reservations when necessary, and sorting out administrative issues associated with the start of the Fall 2004 term.

Following the arrival of all of the scholars in the United States for the Fall 2004 term, AED gathered all required documentation for the Internal Revenue Service on behalf of the scholars in order to obtain Individual Taxpayer Identification Numbers (ITIN's) for them. These documents were sent to the IRS on October 1, 2004. Please note that three of the scholars do not require ITIN's, as they already obtained Social Security Numbers during previous periods of residence in the United States.

In September 2004, the AED Home Office began to collect Plan of Study forms and Initial Action Plans from the new PSP scholars. By the end of September 2004, many of these forms had been received, and they will be sent to the Mission shortly. In addition, AED sent letters of introduction to the majority of the scholars' academic advisors in order to provide them with information on the Presidential Scholarship Program.

The AED Home Office began more intense, focused placement efforts for the Group 2 PSP scholars in September 2004. The hiring of an intern, Ms. Sweta Shah, who began working at AED on September 13, 2004, greatly increased the productivity of the AED Home Office staff in terms of placement research. The AED Home Office staff sent the AED field office staff regular emails, based on placement research, requesting further information and feedback from the scholars on academic programs that meet their training objectives. In addition, the staff was proactive in contacting universities to discuss flexibility regarding admissions deadlines, cost-sharing, low standardized test scores, and the lack of test scores for the Gaza participants.

Presidential Scholarship Program [PSP] Monthly Report
West Bank & Gaza
October 2004

Background

The Presidential Scholarship Program (PSP) is part of the efforts of USAID/West Bank and Gaza to contribute to Palestinian higher education. During the period of performance, from September 30, 2003 through August 26, 2007, the PSP will provide 70 master's degree scholarships to Palestinian students in fields targeted to meet the needs of the local society. These fields include business, information technology, environmental sciences (including water resources), public administration, urban planning, law, education, and public health. Women are to constitute 50% of the scholars, and 30% of all scholars are to come from Gaza. The PSP is to train future leaders, and includes both a significant amount of pre-academic training, to be conducted in-country, and an enhanced follow-on program to help the returned participants to make a useful contribution once they are back home.

Task Order Administration

The task order was signed at the end of September 2003. There were no changes or modifications during October 2004.

PSP Staff and Office Logistics & Security

Gaza The restriction of USAID expatriate contractors and grantees from entering Gaza continued through October. COP received permission from USAID to enter the Israeli side of Erez in order to transfer documents and materials to and from AED/GZ.

Both Ghada Ageel and Nader Ismail were able to work in the office all workdays in October.

West Bank: The interview recommendation of PSP/WB Program Assistant for the position of PSP/WB Academic Counselor remained under discussion between AED/HQ and USAID Contracts Office in October.

USAID Mission Director meeting with COPs PSP & HESI

USAID Mission Director Jim Bever and USAID Logistics Coordinator Foud Salman met COPs PSP and HESI on October 18 in Jerusalem. The purpose of the meeting was to provide the director with details and background information required for the implementation of PSP and HESI projects, particularly those in Gaza, in the near future. The director expressed concern for the SO-5 projects and agreed that top-level action would be required to get USAID participants in and out of Gaza. A meeting between the Mission Director, Nadia Basel, and other

USAID administrators with Israeli military commanders of Gaza is scheduled in Tel Aviv on Thursday Nov-11, 2004 to discuss the proposed Jan-2005 departures of the PSP Group-2 candidates.

J-1 and J-2 Visa updates

West Bank Ihab Jabari's family joined him in California on Oct-8

Gaza Yazdan Alamawi was issued his J-1 visa from US Emb/Amman and his second, updated, DS-2019 and returned to Gaza

Yousef Alarian managed to get through Rafah and is waiting in Amman for his interview invitation there.

Status Summary of 70 PSP participants

Scholars placed in programs:

		Name	Major	Placement	Program length/months
1	WB	Wael Abunemah	Law	U San Francisco	9 m.
2	WB	Alhadi Mashal	Law	Northwestern U	9 m.
3	WB	Ihab Hijazi	UrbanPlan	U of Redlands	12 m.
4	WB	Rula Khalayleh	EnvironSci	U of Houston	18 m.
5	WB	Arab Salem	InfoTech	U of Arizona	18 m.
6	GZ	Rania Elhelo	Media	U Colorado at Boulder	18 m.
7	WB	Manal Abdallah	PubAdmin	Seton Hall U	22 m.
8	WB	Munia Abu Elhawa	PubHealth	Geo. Wash U	22 m.
9	WB	Salam Alkoury	UrbanPlan	Ball State U	22 m.
10	WB	Siba Alshouli	UrbanPlan	Virgina Tech U	22 m.
11	WB	Dana Masad	UrbanPlan	U South Florida	22 m.
12	WB	Ihab Jabari	BusAdmin	Santa Clara U	22 m.
13	WB	Lubna Ghanayem	BusAdmin	American U	22 m.
14	WB	Rinan Muzaffar	BusAdmin	American U	22 m.
15	WB	Ibrahim Harb	EnvironSci	Purdue U	22 m.
16	GZ	Rana El-Hendi	PubAdmin	U of Pittsburgh	22 m.
17	GZ	Safaa Joudeh	PubAdmin	Geo. Mason U	22 m.
18	GZ	Heba Abukmeil	UrbanPlan	Ball State U	22 m.
19	WB	Souhad Masri	PubHealth	U of Rochester	22 m.
20	WB	Tareq Tamimi	InfoTech	Claremont Grad. U	22 m.
21	WB	Rami Taha	InfoTech	Claremont Grad. U	22 m.
22	GZ	Wijdan Abushammala	BusAdmin	Golden Gate U	22 m.
23	GZ	Ahmed Abu Jbara	InfoTech	Geo Mason U	22 m.
24	GZ	Suad Ghaben	PubHealth	Loma Linda U	22 m.

Deferments status

25 GZ Adel Hamdan PubHealth Loma Linda U
Adel has received his DS-2019; he is waiting to see if his J-1 interview processing will be in Amman or in Tel Aviv, pending Mission Director's Nov-11 meeting with Israeli Commanders. HQ is discussing with Loma Linda U the possibility of a Mar-2005 rather than an Aug-2005 program start-up for Adel.

26 WB Suha Abu Gharbieh PubHealth deferment approved
Suha has informed AED/WB that continuous family difficulties may prevent her from accepting the scholarship. She will give a definitive answer in early Nov.

27 GZ Sami Qadan Bus Admin deferment approved
Programs in Sami's preferred universities begin in Aug-2005, and he has acknowledged this.

28 WB Taher Hasan InfoTech deferment approved
DS-2019s for family members pending; J-2 processing will be in Amman.

29 GZ	Abedalazzez Abushaban	EdAdmin Western Mich U	deferment approved *COP meeting with Dr. Jehad Hamdan, Deputy Director of the Federal Employees Council/Ramallah secured agreement for PSP/GZ Abedalazeez's administrative leave from MOE for his scholarship to Western Mich U. Wife's DS-2019 pending*
30 GZ	Abeer Barakat	EdAdmin Florida State U	deferment approved *J-1 issued; waiting for spouse to receive employer permission and for spouse to receive DS-2019; CTO arranged for interview-invitation from US Emb/Cairo, but Hazem is not permitted to leave Gaza.*
31 GZ	Yousef Elarian	InfoTech Purdue U	deferment approved *Yousef managed to get through Rafah and is in Amman waiting for J-1 interview.*
32 GZ	Yazdan El-Amawi	PubAdmin Florida State U	deferment approved *J-1 issued; second DS-2019 issued and sent to Gaza. US Emb/Amm has requested a photocopy of the second DS-2019*
33 GZ	Mohammed Abualhaj	EnvironSci	deferment to Jan 2005 to be requested
34 GZ	Ramiz Ziyara	PubHealth	deferment to Jan 2005 to be requested

<u>Candidates in placement processing</u>: at the end of October the files of almost all of the WB+GZ Group-2 candidates remained incomplete as we wait for TOEFL and G-test score reports. AED/HQ + Field Offices + candidates continue to research and prepare placement lists, but final processing will have to wait until files are complete for university-acceptance processing.

35 GZ	Khalid Abed Dahleez	InfoTech	alternate replaced Fares Mujahed	Aug/2004
36 GZ	Rami Alroobi	InfoTech	alternate replaced Refaat Alareer	Aug/2004
37 **WB**	Majdi Musa Shawar	EnvironSci	alternate replaced Raghda H. Gebril	Aug/2004
38 GZ	Dawoud Al-Massri	EnvironSci	alternate replaced Mohammed O. Lafi	Sep/2004
39 GZ	Rana Monzer Al Khatib	PubAdmin		
40 GZ	Najla Aown Shawa	PubAdmin		
41 GZ	Mohammed Jomaa Abusaker	PubAdmin		
42 GZ	Mariam Hassan Abu Mugasib	Education		
43 GZ	Eman Ishaq Zaanin	Education		
44 GZ	Nizar Yousef Naim	BusAdmin		
45 GZ	Eyad Ali Abu Selmiya	PubHealth		
46 GZ	Enas Yacoub Nashwan	EnvironSci		
47 GZ	Mohammed Shehada	EnvironSci		
48 GZ	Mona Ali Bakheet	EnvironSci		
49 GZ	Tareq Ali Baker	EnvironSci		
50 **WB**	Amira G. Juha	BusAdmin	alternate replaced Marwan Hassan Radi	Sep/2004
51 GZ	Mohammed Jameel Almasri	InfoTech		
52 GZ	Mustafa Ibrahim Jaber	InfoTech		
53 GZ	Ramiz Mohammed Younis	PubAdmin		
54 WB	Dalia Ali Hatouqa	Journal&Media		
55 WB	Jawad M-N S.Al Hirbawi	BusAdmin		
56 WB	Abeer Raja' Zalatimo	BusAdmin		
57 WB	Hadeel Mohammed Khalayleh	PubHealth		
58 WB	Lubna Bashir Barghouti	PubHealth		
59 WB	Nour Ahmad Nasser	PubHealth		
60 WB	Nida' Mustafa Sharia'	PubHealth		
61 WB	Iskandar Anton Andon	PubHealth		
62 WB	Ramadan Mohammad Assi	PubHealth		
63 WB	Emad Yousef Alhwittat	EnvironSci		
64 WB	Ghaith Ahmad Daoud	EnvironSci		
65 WB	Reem Khalil Khalil	EnvironSci		
66 WB	Ola M.S. Sami Al Masri	EnvironSci		
67 WB	Samah Jamal Fodeh	InfoTech		
68 WB	Mai Imad Kanaan	InfoTech		
69 WB	Nada-Natasha Adi Khalidi	PubAdmin		
70 WB	Iyad Usama Abu Rdeineh	EnvironSci	35th in Grp-2 (selection committee chose only 34 for Grp-2)	

Group-2 Pre-Academic Training & Test results

S.

West Bank

Public Speaking Course Oct 24-26-31, Nov 2 at AMIDEAST/Ramallah
12 of the 16 in-country WB candidates attended the course (4 candidates were prevented from attending because of the reduced public transportation in the late Ramadan afternoons). Although the instructor reported that the participants in the course did well, attendance for the final session was low.

TOEFL: The scores from the October test administrations are below. The results have 2 meanings:

1) For many of the Group-2 candidates, the results are remarkable given the ETS and AMIDEAST guideline that one intensive 50-hour TOEFL course can increase an individual score 30-50 points. Many of the scores are well above that – especially Jawad Hirbawi's remarkable 100-point increase. The participants in general did very well.

2) Although the scores increased, the increases often do not match the scores required by the universities on the candidates' placement-preference list or by those on AED/HQ's initial list. The action that is being taken is that the candidates below TOEFL-600 have registered to take the test again in early-November, and AED/HQ continues the search to find schools with appropriate programs that might allow conditional- or other types of acceptance that conforms with USAID regulations. It is clear, however, that many more Group-2/WB candidates may need to change their departures from Jan-2005 to Aug-2005.

Name	Old TOEFL	New TOEFL
Dalia Hatouqa	663 *expired*	647
Jawad Hirbawi	523	623
Mai Kanaan	597	623
Lubna Barghouti	563	620
Nada-Natasha Khalidi	553	613
Majdi Shawar	607	*Test re-take not needed*
Amira Juh	590	597
Abeer Zalatimo	587	590
Reem Khalil	577	590
Ola Masri	507	587
Samah Fodeh	557	587
Nour Nasser	507	570
Iskandar Andon	517	570
Emad Hwittat	517	567
Nida' Sharia	510	560
Hadeel Khalayleh	507	553
Ghaith Daoud	517	527
Iyad Abu Rdeineh	550	*Pending paper-based results*
Ramadan Assi	530	*Test taken in Sudan*

GRE: West Bank score reports for the September GRE administrations will arrive in November.

GMAT for Jawad Sayyed and Abeer Zalatimo is on Dec-5 The on-line course they are following will end Dec-1.

Gaza GRE course Sep 16-Oct 19 at AMIDEAST, all 18 Group-2 candidates registered. Attendance in October was irregular due to closures and incursions. Candidates Eyad Abu Selmiya, Mohammed Abu Asaker, and Dawoud El Masri, unable to attend and worried about the exam, studied for the exam at home and held group meetings with PSP/Grp-1 Mohammed Abu Al Haj who assisted them as he attended the first PSP/GRE course and achieved a high score.

T.

GRE test was Oct-23, 17 of 18 participants made it to Gaza City for the test. Score reports are to be issued in mid-December.

U.

V.

W. TOEFL score-report summary: the results in the chart below clearly indicate the stress that the GZ candidates were under in September and October. In many cases scores actually went down. AED/GZ reports that the morale of Group-2 is low as the plans of many of the candidates for a Jan-2005 departure to USA will need to change to Aug-2005.

Name	Old TOEFL/ITP	New TOEFL
Eman Ishaq Zaanin	570	617
Mohammed Ramadan Shehada	617	613
Rana Monzer Al Khatib	543	577
Mona Ali Bakheet	533	557
Mustafa Ibrahim Jaber	523	553
Eyad Ali Abu Selmiya	517	553
Najla Aown Shawa	577	550
Nizar Yousef Naim	500	547
Sami Samih Qadan	543	543
Dawoud Mahmmoud Al-Massri	530	540
Tareq Ali Baker	506	537
Ramiz Mohammed Younis	530	527
Enas Yacoub Nashwan	493	520
Mohammed Jomaa Abuasaker	493	513
Mohammed Jameel Almasri	477	507
Mariam Hassan Abu Mugasib	523	*Closure prevented test attendance*
Khalid Abed Dahleez	573	*Score report pending*

GMAT: The 4 BusAdmin students completed the GMAT-prep course at the TD Center Sep 22-Oct 23. Returned Clinton Scholar Ayman Alminawi, TD Center Director, held a graduation iftar for the group

that was reported in Al-Quds newspaper. The instructor has reported good attendance and is pleased with the progress the students are making in the comprehensive course.

PSP Alternates: Status & History

The list of alternates did not change in October.

X.
Y. Home Office Activities

The home office staff continued to monitor the 24 participants in academic training in the United States. Special attention has been given to Dana Masad's situation, including negotiations with the University of South Florida. Further details are included in the attached participant report.

The initial Action Plans and the Plans of Study are being collected from the participants in the U.S., and most of them are at the home office, ready to be sent to the Mission. The plans of study are being carefully reviewed to ensure that they adhere to program regulations and school policies. Participants with discrepancies, and their advisors, are being contacted.

Letters of introduction have been sent to all the academic advisors for the first group of participants.

Placement efforts continued for deferred Group I participants and Group II participants. This includes intensive research, constant communication with the Field Office, negotiating late applications, negotiating on test scores, completing and sending out applications, and negotiating cost sharing possibilities with schools.

The home office registered two West Bank participants in an online GMAT course this month, and the Field Office will follow up with the participants.

Ongoing discussions continued with DevIS and USAID/Washington regarding DS 2019s for the Group I Gaza participants and dependents who were delayed in arriving in the U.S.

The Project Director remains in touch with the COP concerning issues and concerns of the project.

Presidential Scholarship Program [PSP] Monthly Report
West Bank & Gaza
November 2004

Background

The Presidential Scholarship Program (PSP) is part of the efforts of USAID/West Bank and Gaza to contribute to Palestinian higher education. During the period of performance, from September 30, 2003 through August 26, 2007, the PSP will provide 70 master's degree scholarships to Palestinian students in fields targeted to meet the needs of the local society. These fields include business, information technology, environmental sciences (including water resources), public administration, urban planning, law, education, and public health. Women are to constitute 50% of the scholars, and 30% of all scholars are to come from Gaza. The PSP is to train future leaders, and includes both a significant amount of pre-academic training, to be conducted in-country, and an enhanced follow-on program to help the returned participants to make a useful contribution once they are back home.

Task Order Administration

The task order was signed at the end of September 2003. There was one modification during November 2004: The criteria for the position of PSP Academic Counselor (Level One) was proposed by AED and approved by USAID, and the position was filled. [see PSP Staff/West Bank below]

PSP Staff and Office Logistics & Security

Gaza The restriction of USAID expatriate contractors and grantees from entering Gaza continued through Nomber. COP received permission from USAID to enter the Israeli side of Erez in order to transfer documents and materials to and from AED/GZ.

Both Academic Counselor Ghada Ageel and Program Assistant Nader Ismail were able to work in the office all workdays in November.

Ghada represented PSP at the conference "Education In Palestine and the Future challenges" held at The Islamic University in Gaza Nov 23-24. At the largest education conferrence to date (over 1,000 participants), she met representatives from PA organizations and NGOs focused on education projects, and introduced them to PSP and other USAID education projects administered by AED in Gaza.

West Bank: Amira Aweidah was promoted from PSP/WB Program Assistant to PSP/WB Academic Counselor (Level One) on November 22, 2004, the date of the approval of CTO and USAID Contracts Office. The non-key position of PSP/Program Assistant will be filled in December 2004.

Eight PSP and HESI staff members took annual leave days and spent Thanksgiving weekend together in Cairo.

Meetings

USAID Mission Director with Israeli Military on PSP/GZ departures

USAID Mission Director Jim Bever and USAID Logistics Coordinator Foud Salman met with Israeli military commanders of Gaza in Tel Aviv on Thursday Nov-11, 2004 to discuss the proposed Dec-2004 departures of the PSP Group-2 candidates. The list of PSP/GZ candidates was reviewed and preliminary approval/no-objection status was given for the majority of the GZ candidates. The results of the meeting indicate that there is a possibility that both male and female GZ candidates may be permitted to travel to US Emb/Tel Aviv for their J-1 interviews.

USAID SO-5 planning with AED, MOE, NGOs

USAID Strategic Objective-5 Leader Bassam Kort and PSP/CTO Nadia Basel conducted a meeting in Ramallah on Nov-9 with PSP/COP, HESI/COP, and MOE and NGO reps to discuss and review the future direction of USAID education projects in West Bank and Gaza. The meeting provided insights to the views of providers and clients concerning the results of programs to date and for ideas for implementation in the future.

USAID & AED with University of South Florida

CTO Nadia Basel and PSP/COP met with Evelyn Levinson, Associate Director of International Admissions at the University of South Florida on Nov-22 in Tel Aviv to discuss the progress of PSP/WB Dana Masad enrolled in USF, the current placement processing of several PSP/Group-2 candidates in USF programs, and the recent USF decisions to provide more financial assistance to international students (including those in scholarship programs such as PSP).

AED PSP & HESI with US Consulate/Jerusalem new staff

Newly-arrived PAO Jennifer Larson and Maureen Maurram made a courtesy call to AED/WB in Dahyet el-Bareed. COPs/PSP+HESI provided them with an overview of USAID projects implemented by AED in WB and GZ, and discussed how PAO's cultural materials could be used for pre-departure orientations.

J-1 and J-2 Visa updates

West Bank TaherHasan's family has received DS-2019s and have been invited to interviews at US Emb/Amman.

Gaza Yousef Alarian was issued his J-1 from US Emb/Amman, but subsequently declined in preference for a scholarship from the German

government. COP has requested Yousef to return the DS-2019 to AED/WB.

Abedalazzez Abu Shaban received his DS-2019 as did his wife; the J-1 and J-2 are in process at US Emb/Tel Aviv.

Status Summary of 70 PSP participants

November 2004 changes in scholar lists

PSP/WB Suha Abu Gharbieh: Suha informed AED/WB that continuous family difficulties prevent her from accepting the scholarship. She has officially declined the scholarship.

PSP/GZ Yousef Alarian: Yousef declined the PSP in favor of a DAAD scholarship from Germany. His laptop has been returned to AED/GZ, and his DS-2019 has been requested. An alternate-activation request has been approved by USAID.

PSP/GZ Hadeel Khalayleh: A routine request for a travel-document change from a Jordanian to a Palestinian passport indicated a name-difference that prompted a review of Hadeel's application file. Hadeel confirmed that she is the sister of Rula Khalayleh, PSP/WB scholar now studying Environmental Sciences at The University of Houston. AED/WB documented the information and sent it to USAID where the decision was taken to discontinue Hadeel's participation in PSP as it contradicted the PSP regulation that only one member of one household may participate in PSP. Hadeel maintains that she did not understand the interview document she signed verifying that no family members worked for USAID or were participating in USAID-funded programs. COP discussed the decision with Hadeel and her mother. AED/WB is making arrangements for Hadeel to return the USAID laptop. An alternate-activation request has been approved by USAID.

Scholars placed in programs:

		Name	Major	Placement	Program length/months
1	WB	Wael Abunemah	Law	U San Francisco	9 m.
2	WB	Alhadi Mashal	Law	Northwestern U	9 m.
3	WB	Ihab Hijazi	UrbanPlan	U of Redlands	12 m.
4	WB	Rula Khalayleh	EnvironSci	U of Houston	18 m.
5	WB	Arab Salem	InfoTech	U of Arizona	18 m.
6	GZ	Rania Elhelo	Media	U Colorado at Boulder	18 m.

7	WB	Manal Abdallah	PubAdmin	Seton Hall U	22 m.
8	WB	Munia Abu Elhawa	PubHealth	Geo. Wash U	22 m.
9	WB	Salam Alkoury	UrbanPlan	Ball State U	22 m.
10	WB	Siba Alshouli	UrbanPlan	Virgina Tech U	22 m.
11	WB	Dana Masad	UrbanPlan	U South Florida	22 m.
12	WB	Ihab Jabari	BusAdmin	Santa Clara U	22 m.
13	WB	Lubna Ghanayem	BusAdmin	American U	22 m.
14	WB	Rinan Muzaffar	BusAdmin	American U	22 m.
15	WB	Ibrahim Harb	EnvironSci	Purdue U	22 m.
16	GZ	Rana El-Hendi	PubAdmin	U of Pittsburgh	22 m.
17	GZ	Safaa Joudeh	PubAdmin	Geo. Mason U	22 m.
18	GZ	Heba Abukmeil	UrbanPlan	Ball State U	22 m.
19	WB	Souhad Masri	PubHealth	U of Rochester	22 m.
20	WB	Tareq Tamimi	InfoTech	Claremont Grad. U	22 m.
21	WB	Rami Taha	InfoTech	Claremont Grad. U	22 m.
22	GZ	Wijdan Abushammala	BusAdmin	Golden Gate U	22 m.
23	GZ	Ahmed Abu Jbara	InfoTech	Geo Mason U	22 m.
24	GZ	Suad Ghaben	PubHealth	Loma Linda U	22 m.

Departures planned for Dec-2004/Jan-2005

Below is the list of 11 WB+GZ candidates whose placement processing by end-November has reached a stage of completion that allows AED/HQ to predict that an end-Dec-2004 or Jan-2005 departure for USA is between 50-100% possible. The AED field offices are proceeding with the ticketing, Jordan/Egypt visas, medical exams, orientations and other pre-departure processes for the travel of these candidates.

25 WB	Taher Hasan	InfoTech	Illinois Institute of Tech. *J-2s for family have been issued.*
26 WB	Samah Jamal Fodeh	InfoTech	Michigan State University *pending: DS-2019s for candidate and family members; husband is grad student at Michigan State*
27 WB	Nida' Mustafa Sharia'	PubHealth	University of Toledo *pending: DS-2019s for candidate; will arrive from USA [husband is grad student at Univ of Toledo] in mid-December for J-1 interview and pre-departure processing*
28 WB	Nour Ahmad Nasser	PubHealth	final placement decision pending *pending: DS-2019s for candidate*
29 WB	Mai Imad Kanaan	InfoTech	final placement decision pending *pending: DS-2019s for candidate*
30 WB	Emad Yousef Alhwittat	EnvironSci	George Washington University *pending: DS-2019s for candidate and family members*
31 GZ	Abedalazzez Abushaban	EdAdmin	Western Michigan University *J-1 and spouse's J-2 will be issued at US Emb/TLV early Dec.*
32 GZ	Abeer Barakat	EdAdmin	Florida State University *J-1 issued; CTO arranged for interview-invitation from US Emb/Cairo.*
33 GZ	Yazdan El-Amawi	PubAdmin	Florida State University *J-1 issued; second DS-2019 issued and sent to Gaza.*
34 GZ	Rana Monzer Al Khatib	PubAdmin	Pittsburgh University *pending: DS-2019s for candidate*
35 GZ	Eman Ishaq Zaanin	Education	Monterey Institute *pending: DS-2019s for candidate and family members*

Deferments status

36 GZ	Adel Hamdan	PubHealth	Loma Linda University *USAID has been presented with a proposal from Loma Linda University that would allow Adel to begin his MA course in Mar-2005 rather than in Aug-2005. Adel's DS-2019 has arrived and he is awaiting permission to interview at US Emb/Amman.*
37 GZ	Sami Qadan	Bus Admin	deferment to Aug-2005 *Programs in Sami's preferred universities begin in Aug-2005, and he has acknowledged this.*
38 GZ	Mohammed Abualhaj	EnvironSci	deferment to Aug-2005 *Mohamed continues to study, but his progress in increasing his TOEFL score is slow. AED/GZ is looking for ways for him to get private instruction in either Gaza City or in Khan Younis*
39 GZ	Ramiz Ziyara	PubHealth	deferment to Aug-2005

Candidates in placement processing: at the end of October the files of almost all of the WB+GZ Group-2 candidates remained incomplete as we wait for TOEFL and G-test score reports. AED/HQ + Field Offices + candidates continue to research and prepare placement lists, but final processing will have to wait until files are complete for university-acceptance processing.

40 GZ	Tamer Mahmoud Karmout	BusAdmin	alternate replaced Yousef Alarian	Nov/2004
41 GZ	Khalid Abed Dahleez	InfoTech	alternate replaced Fares Mujahed	Aug/2004
42 GZ	Rami Alroobi	InfoTech	alternate replaced Refaat Alareer	Aug/2004
43 **WB**	Majdi Musa Shawar	EnvironSci	alternate replaced Raghda H. Gebril	Aug/2004
44 GZ	Dawoud Al-Massri	EnvironSci	alternate replaced Mohammed O. Lafi	Sep/2004
45 GZ	Najla Aown Shawa	PubAdmin	*will return from Europe in mid-December*	
46 GZ	Mohammed Jomaa Abusaker	PubAdmin		
47 GZ	Mariam Hassan Abu Mugasib	Education		
48 GZ	Nizar Yousef Naim	BusAdmin		
49 GZ	Eyad Ali Abu Selmiya	PubHealth		
50 GZ	Enas Yacoub Nashwan	EnvironSci		
51 GZ	Mohammed Shehada	EnvironSci		
52 GZ	Mona Ali Bakheet	EnvironSci		
53 GZ	Tareq Ali Baker	EnvironSci		
54 **WB**	Amira G. Juha	BusAdmin	alternate replaced Marwan Hassan Radi	Sep/2004
55 GZ	Mohammed Jameel Almasri	InfoTech		
56 GZ	Mustafa Ibrahim Jaber	InfoTech		
57 GZ	Ramiz Mohammed Younis	PubAdmin		
58 WB	Ala Rajabi	PubHealth	alternate replaced Suha Abu Gharbiya	Nov/2004
59 WB	Dalia Ali Hatouqa	Journal&Media		
60 WB	Jawad M-N S.Al Hirbawi	BusAdmin		
61 WB	Abeer Raja' Zalatimo	BusAdmin		
62 **GZ**	Ala Abedallah Shatali	PubHealth	alternate replaced Hadeel Mohammed Khalayleh	Nov/2004
63 WB	Lubna Bashir Barghouti	PubHealth		
64 WB	Iskandar Anton Andon	PubHealth		
65 WB	Ramadan Mohammad Assi	PubHealth		
66 WB	Ghaith Ahmad Daoud	EnvironSci		
67 WB	Reem Khalil Khalil	EnvironSci		
68 WB	Ola M.S. Sami Al Masri	EnvironSci		
69 WB	Nada-Natasha Adi Khalidi	PubAdmin		
70 WB	Iyad Usama Abu Rdeineh	EnvironSci	35th in Grp-2 (selection committee chose only 34 for Grp-2)	

Group-2 Pre-Academic Training & Test results

Z.

Due to the celebration of al-Eid al-Fitr in November, PSP/GZ+WB Group-2 candidates focused mainly on the writing of their statements-of-purpose for university applications and placement discussions with the Academic Counselors. Pre-academic courses resumes at end--November.

West Bank — Academic Writing Course Nov 30-Dec 19 at AMIDEAST/Ramallah (30 hours, 3 days/week, schedule arranged between students and instructor)

The course is designed with simultaneous objectives: using their USAID laptops, participants learn and practice the basic principles of academic writing and learn to use the more advanced functions of the MSWord software on their computers.

GMAT: AED/HQ received approval for the on-line GMAT course for Jawad Sayyed and Abeer Zalatimo extend to Dec-15.

Gaza — Public Speaking Course Nov 26-27-28 at AMIDEAST/Gaza City (30 hours, 3 days/week, schedule arranged between students and instructor)

Attendance was very good for this course, and the participants' evaluations indicated that they learned much about public speaking in English, and developed a confidence in speaking to groups of English speakers. This is the fourth speaking course that Australian instructor Nicholas Rowe has conducted for PSP, and he used his experience with PSP/GZ & WB candidates to focus on their speaking needs and oral abilities.

AA.

PSP Alternates: Status & History

Two Gaza alternates, Ala Abedallah Shatali and Tamer Mahmoud Karmout (see #12+13 below), were approved by USAID to replace Yousef Alarian and Hadeel Khalayleh. Ala and Tamer are scheduled for Aug-05 placements. There are 4 remaining alternates.

	GZ	Grp 1	**Candidate:**	**Sami Qadan**: *deselected Jan 04, reinstated Jul 04; Alternate Ibrahim Awad moved to replace Fidaa Shehadeh*										
0	WB		**Alternate:**	Ibrahim Awad moved to #1	M	Ramallah	Environ. Sci.	Civil & Environ. Eng						
	WB	Grp 1	**Candidate:**	**Fidaa Shehadah** *declined May 04 to accept a Reagan-Fascell Scholarship, WashingtonDC*										
1	WB	Grp1	**Alternate:**	Ibrahim Awad Dar Khalil	M	Ramallah	Environ. Sci.	Civil & Environ. Eng	**81**	*26*	*28*	*19*	**73**	**100**	**84.57**
	GZ	Grp1	**Candidate:**	**Refaat Alareer** *declined Jul 04 to accept a Ford scholarship grant*										
2	GZ	Grp1	**Alternate:**	Rami Mohammad Al Roobi	M	Gaza City	Info Tech	Networking Systems	**89**	*20*	*23*	*20*	**63**	**100**	**84.00**

	GZ	***Grp2***	**Candidate: Raghda Jebril** *declined Jul 04 to accept a Fulbright scholarship*											
3	GZ	***Grp2***	**Alternate:**	Khalid Abed Dahleez	M	Rafah	Info Tech	Information Security	**83**	*25*	*27*	*28*	**80**	**100**	**87.66**
	XX	XX	**Candidate:** *Sami Qadan was included on both Grp-1 and Grp-2 lists, the Committee selecting only 34 of the 35 candidates needed.*											
4	WB	Grp1	**Alternate:**	Iyad Usama Abu Rdeineh	M	Bethlehem	Environ. Sci.	Natural Resource Manag	**84**	*25*	*25*	*28*	**78**	**90**	**83.90**
	WB	Grp1	**Candidate: Fares Mujahed** *did not receive clearance for J-1 visa in Aug 04*											
5	WB	Grp1	**Alternate:**	Majdi Musa Shawar	M	Jerusalem	Environ. Sci.	Water Resources Manag	**86**	*23*	*22*	*18*	**63**	**100**	**82.90**
	GZ	Grp1	**Candidate: Marwan Radi** *declined Sep 04 to accept a DAAD scholarship, Germany*											
6	GZ	Grp1	**Alternate:**	Dawoud M. Al-Massri	M	Rafah	Environ. Sci.	Water Resources Manag	**82**	*24*	*27*	*23*	**74**	**90**	**82.00**
	GZ	***Grp2***	**Candidate: Mohamed Lafi** *declined Sep 04 to accept a British Council scholarship, UK*											
7	WB	Grp1	**Alternate:**	Amira George Juha	F	Jerusalem	Bus. Admin.	Accounting	**88**	*21*	*22*	*19*	**62**	**90**	**79.87**
8	GZ	Grp1	**Alternate:**	Ghada Senwar declined to accept Fulbright			Bus. Admin.	Sustainable Int'l Dev.	**85**	*30*	*29*	*23*	**82**	**100**	**89.00**
9	GZ	Grp1	**Alternate:**	Nader Okasha declined to accept Fulbright			Environ. Sci.	Structural Engineering	**84**	*28*	*31*	*22*	**81**	**100**	**88.33**
10	GZ	Grp1	**Alternate:**	Ghada Nawaf Al Najjar declined to accept other prog			Info Tech	Info System Management	**77**	*15*	*20*	*20*	**55**	**100**	**77.33**
	WB	Grp1	**Candidate: Suha Abu Gharbiya** *declined Oct 04 to attend family matters after father's death*											
11	WB	Grp1	**Alternate:**	Ala' Rajabi	M	Hebron	Public Health	Nutrition	**72**	*22*	*21*	*24*	**67**	**100**	**79.67**
	GZ	Grp1	**Candidate: Yousef Alarian** *declined Nov 04 to accept DAAD/German scholarship*											
12	GZ	***Grp2***	**Alternate:**	Ala Abedallah Shatali	M	Gaza City	Public Health	Rehabilitation Therapy	**71**	*25*	*24*	*25*	**74**	**90**	**78.33**
	WB	Grp2	**Candidate: Hadeel Khalayleh** *conflict with USAID participation regulations*											
13	GZ	Grp1	**Alternate:**	Tamer Mahmoud Karmout	M	Jabaliah	Bus. Admin.	Human Resource Manag	**77**	*27*	*21*	*26*	**74**	**90**	**73.33**
			Remaining alternates											
14	GZ	Grp1	Mohammed Ahmed Abdelhadi		M	Deir Elbalah	Educ & PubAdm	Curriculum Development	**75**	*29*	*25*	*29*	**83**	**50**	**69.33**
15	GZ	Grp1	Mohammad Ismail El Jaro		M	Gaza City	Bus. Admin.	Marketing	**74**	*31*	*25*	*27*	**83**	**50**	**69.00**
16	WB	Grp1	Mohammad Abdel Khaleq Dwikat		M	Nablus	Info Tech	Management Info Systems	**81**	*18*	*19*	*19*	**56**	**70**	**69.00**

17	GZ	Grp1	Khaled Darwish Ashour			M/Gaza City	Bus. Admin.	Human Resource Manag	**75**	*26*	*26*	*24*	**76**	**50**	**67.00**

BB.
CC. Home Office Activities

The Home Office continued to monitor the 24 PSP participants in the U.S. in November, getting in touch with each participant by phone or email at least once during the month. Staff members worked with Dana Masad and her school to determine what would be best for her, as she had determined that the program, which had changed after her placement, would not meet her needs. Details of her case are in the participant report.

Staff members were also heavily involved in the placement effort for Group 2 participants. Research, applications, negotiating late applications (due to the short period of time available for spring placement) and cost negotiations took place throughout the month. A deadline of Friday, November 12, was set to receive information from participants we were trying to place for January to allow enough time for the application process, and the receipt of visas in time for participants to arrive for classes. Universities began to respond to applications, and staff kept in close communication with them to ensure the fastest possible decisions.

The R4 began entering data into TraiNet that is required for the visa process, and the R3 verified data when complete for the Mission R2 to approve. Staff also kept in close contact with DevIS and USAID/Washington concerning Group 1 Gaza participants and dependents whose arrival in the U.S. was delayed due to visa issues in the region.

Two participants have problems with the start dates of their programs (Enas Nashwan and Adel Hamdan), so staff did additional research and communicated further information to the field office and Mission concerning their programs.

The Project Director kept in contact with the COP concerning important issues and on-going concerns through this month.

Presidential Scholarship Program [PSP] Monthly Report
West Bank & Gaza
December 2004

Background

The Presidential Scholarship Program (PSP) is part of the efforts of USAID/West Bank and Gaza to contribute to Palestinian higher education. During the period of performance, from September 30, 2003 through August 26, 2007, the PSP will provide 70 master's degree scholarships to Palestinian students in fields targeted to meet the needs of the local society. These fields include business, information technology, environmental sciences (including water resources), public administration, urban planning, law, education, and public health. Women are to constitute 50% of the scholars, and 30% of all scholars are to come from Gaza. The PSP is to train future leaders, and includes both a significant amount of pre-academic training, to be conducted in-country, and an enhanced follow-on program to help the returned participants to make a useful contribution once they are back home.

Task Order Administration

The task order was signed at the end of September 2003. There was one modification during November 2004: The criteria for the position of PSP Academic Counselor (Level One) was proposed by AED and approved by USAID, and the position was filled. There were no task orders signed in December 2004.

PSP Staff and Office Logistics & Security

Gaza Academic Counselor Ghada Ageel worked from home for 5 days due to road closures in middle-Gaza in December.

The restriction of USAID expatriate contractors and grantees from entering Gaza continued through December. COP received permission from USAID to enter the Israeli side of Erez in order to transfer documents and materials to and from AED/GZ.

West Bank: Sa'adeh Abu Awwad has been proposed as PSP/WB Program Assistant. Employment paperwork between USAID and AED will be completed in January 2005.

COP was on leave in USA December 8-14.

J-1 and J-2 Visa updates

West Bank The US Consulate/Jerusalem continued to provide a special service in the immediate

(24-hr) issuing of J-1s and J-2s after receiving the DS-2019s. Eight of the WB candidates and family members made it to USA in time for their program start-ups thanks to the special consideration of the Consulate visa section, and to WB Academic Counselor Amira Aweidah's continuous follow-up with visa-section staff.

Gaza USAID's liaisons with the US Embassy/TLV visa section has assured special consideration of scholarship participants coming from the difficult travel situation from Gaza. Interviews, J-1s, and J-2s are provided immediately, upon arrival. Although many of the GZ participants are apprehensive about entering Israel's largest city (for many the first time), all have commented on the efficiency, courtesy, and friendliness of the visa-section staff. Three GZ candidates and one spouse arrived in USA the first week of January.

Status Summary of the 70 PSP participants

December 2004 changes in scholar list

No changes were made in the scholar list in December.

Scholars enrolled in programs in USA:

		Name	Major	Placement	Program length/months
1	WB	Wael Abunemah	Law	U San Francisco	9 m.
2	WB	Alhadi Mashal	Law	Northwestern U	9 m.
3	WB	Ihab Hijazi	UrbanPlan	U of Redlands	12 m.
4	GZ	Suad Ghaben	PhysTherapy	Loma Linda U	12 m.
5	GZ	Rania Elhelo	Media	U Colorado at Boulder	18 m.
6	WB	Rula Khalayleh	EnvironSci	U of Houston	18 m.
7	GZ	Wejdan Abushammala	HumResMngt	Golden Gate U	18 m.
8	WB	Ibrahim Harb	ConstrEng	Purdue U	18 m.
9	WB	Arab Salem	InfoTechMngt	U of Arizona	22 m.
10	WB	Manal Abdallah	PubAdmin	Seton Hall U	22 m.
11	WB	Munia Abu Elhawa	PubHealth	Geo. Wash U	22 m.
12	WB	Salam Alkoury	UrbanPlan	Ball State U	22 m.
13	WB	Siba Alshouli	UrbanPlan	Virgina Tech U	22 m.
14	WB	Dana Masad	UrbanPlan	U South Florida	22 m.
15	WB	Ihab Jabari	BusAdmin	Santa Clara U	22 m.
16	WB	Lubna Ghanayem	BusAdmin	American U	22 m.
17	WB	Rinan Muzaffar	BusAdmin	American U	22 m.
18	GZ	Rana El-Hendi	PubAdmin	U of Pittsburgh	22 m.
19	GZ	Safaa Joudeh	PubAdmin	Geo. Mason U	22 m.
20	GZ	Heba Abukmeil	UrbanPlan	Ball State U	22 m.
21	WB	Souhad Masri	PubHealth	U of Rochester	22 m.
22	WB	Tareq Tamimi	InfoTech	Claremont Grad. U	22 m.
23	WB	Rami Taha	InfoTech	Claremont Grad. U	22 m.
24	GZ	Ahmed Abu Jbara	InfoTech	Geo Mason U	22 m.

Candidates traveling to Washington

25	WB	Emad Yousef Alhwittat	EnvironSci	George Washington University arrived in WashDC Dec-28 *wife+daughter will visit him in USA at end-2005*
26	WB	Nida' Mustafa Sharia'	PubHealth	University of Toledo arrived in WashDC Dec-28 *joined grad-student husband*
27	GZ	Abedalazzez Abushaban	EdAdmin	Western Michigan University arrived in WashDC Dec-29 *wife accompanied him*

28 GZ	Yazdan El-Amawi	PubAdmin	Florida State University	arrived in WashDC Dec-29
29 GZ	Rana Monzer Al Khatib	PubAdmin	Pittsburgh University	arrived in WashDC Dec-29
30 WB	Taher Hasan	InfoTech	Illinois Institute of Tech.	arrived in WashDC Jan-4 *J-2s for family have been issued; family will join Feb-2005.*
31 WB	Samah Jamal Fodeh	InfoTech	Michigan State University	arrived in WashDC Jan-4 *J-2s issued; 3 children accompanied Samah to WashDC*
32 WB	Nour Ahmad Nasser	PubHealth	Tulane University	arrived in WashDC Jan-4
33 WB	Mai Imad Kanaan	InfoTech	George Washington University	arrived in WashDC Jan-4
34 WB	Amira G. Juha	BusAdmin	James Madison University	arrived in WashDC Jan-4

Other departures planned for Jan-2005

35 GZ	Najla Aown Shawa	PubAdmin	George Mason University	*Both Najla and Mona have been accepted, have DS-2019s+J-1s, and are awaiting*
36 GZ	Mona Ali Bakheet	EnvironSci	Colorado State University	*Erez-Allenby permits for mid-Jan.*

Departures planned for Feb/Mar-2005

37 GZ	Adel Hamdan	PubHealth	Loma Linda University	*USAID has been presented with a proposal from Loma Linda University that would allow Adel to begin his MA course in Mar-2005 rather than in Aug-2005. Adel's DS-2019 has arrived and he is awaiting permission to interview at US Emb/Amman.*
38 GZ	Khalid Abed Dahleez	InfoTech	Rochester Institute of Tech.	*Program-start Mar-2005*
39 GZ	Enas Yacoub Nashwan	EnvironSci	*In order to avoid her declining the scholarship, family circumstances in Gaza require that Enas be accepted in a program that starts as soon as possible. Enas, AED/GZ, and HQ are searching for programs starting in Mar-2005. Meanwhile, Enas is studying to improve the TOEFL score that has hindered her placement to date.*	

Deferments status

40 GZ	Abeer Barakat	EdAdmin	Florida State University	*Abeer's J-1 was issued and Erez-Allenby permit granted in Dec-2005, but her husband's permit to was not granted, and Rafah border remains closed.*
41 GZ	Eman Ishaq Zaanin	Education	Monterey Inst. Int'l Studies	*Although Eman and all family members received visas and permits, they did not receive USAID permission to travel as her pre-departure medical exam indicated that her pregnancy was too advanced.*
42 GZ	Sami Qadan	Bus Admin	deferment to Aug-2005	*Programs in Sami's preferred universities begin in Aug-2005, and he has acknowledged this.*
43 GZ	Mohammed Abualhaj	EnvironSci	deferment to Aug-2005	
44 GZ	Ramiz Ziyara	PubHealth	deferment to Aug-2005	

Candidates in placement processing: at the end of December the files the 26 WB+GZ Group-2 candidates listed below are being placed for programs starting in May-June-July-August 2005.

45 GZ	Tamer Mahmoud Karmout	BusAdmin	alternate replaced Yousef Alarian	Nov/2004
46 GZ	Rami Alroobi	InfoTech	alternate replaced Refaat Alareer	Aug/2004
47 *WB*	Majdi Musa Shawar	EnvironSci	alternate replaced Raghda H. Gebril	Aug/2004
48 GZ	Dawoud Al-Massri	EnvironSci	alternate replaced Mohammed O. Lafi	Sep/2004
49 GZ	Mohammed Jomaa Abusaker	PubAdmin		
50 GZ	Mariam Hassan Abu Mugasib	InfoTech		

51 GZ	Nizar Yousef Naim	BusAdmin	
52 GZ	Eyad Ali Abu Selmiya	PubHealth	
53 GZ	Mohammed Shehada	EnvironSci	
54 GZ	Tareq Ali Baker	UrbanPlan	
55 GZ	Mohammed Jameel Almasri	InfoTech	
56 GZ	Mustafa Ibrahim Jaber	InfoTech	
57 GZ	Ramiz Mohammed Younis	PubAdmin	
58 WB	Ala Al Rajabi	PubHealth	alternate replaced Suha Abu Gharbiya Nov/2004
59 WB	Dalia Ali Hatouqa	Journal&Media	
60 WB	Jawad M-N S.Al Hirbawi	BusAdmin	
61 WB	Abeer Raja' Zalatimo	BusAdmin	
62 *GZ*	Ala Abedallah Shatali	PubHealth	alternate replaced Hadeel Mohammed Khalayleh Nov/2004
63 WB	Lubna Bashir Barghouti	PubHealth	
64 WB	Iskandar Anton Andon	PubHealth	
65 WB	Ramadan Mohammad Assi	PubHealth	
66 WB	Ghaith Ahmad Daoud	EnvironSci	
67 WB	Reem Khalil Khalil	EnvironSci	
68 WB	Ola M.S. Sami Al Masri	ConstrEng	change in major from Urban Planning approved
69 WB	Nada-Natasha Adi Khalidi	PubAdmin	
70 WB	Iyad Usama Abu Rdeineh	EnvironSci	35th in Grp-2 (selection committee chose only 34 for Grp-2)

Group-2 Pre-Academic Training

Preparation for TOEFL in West Bank is completed, but continues in Gaza: AED/GZ has announced bids for a short (15-20 hrs) “remedial” TOEFL course to prep the 13 PSP/GZ candidates and alternates who are registered for the upcoming paper-based TOEFL in mid-January.

It is predicted that by the end of Jan-2005 there will be about 20 candidates from GZ and WB remaining in-country, most waiting for program-starts in the middle of the year. AED/WB+GZ is considering the pre-academic training options of offering courses in leadership/management, in field-specific topics, and in advanced writing and/or speaking skills. However, many of the candidates

remaining in-country live in areas not easily accessible to Gaza City and Ramallah, so options of on-line courses are now under research. The completion date for a list of training options for the candidates to review and for USAID to consider is before al-Eid al-Adha in mid-January.

West Bank — Academic Writing Course Nov 30-Dec 19 at AMIDEAST/Ramallah (30 hours, 3 days/week, schedule arranged between students and instructor)
Feedback from the participants and discussion with the instructor changed the content of the syllabus to a more advanced level (focusing on essay-writing rather than writing-organization) in the middle of the course. Course evaluations from the participants will be available in January.

GMAT: Jawad Sayyed and Abeer Zalatimo completed the on-line course and will register for the computer-based test in Jan-2005.

Gaza — Academic Writing Course Nov 30-extended to Jan 4 at the Islamic University of Gaza (30 hours) Because of closures, AED/GZ requested the course to extend past the Dec-28 contract-end in order to permit the students to complete the course.

Advanced JAWS: Nov 6-Dec 23 at the Association of the Visually Impaired (60 hrs) Abedalazeez Abu Shabaan continued this advanced course in computer-prep until he departed for WashingtonDC.

DD.

PSP Alternates: Status & History

AED/GZ has received oral confirmation that PSP/GZ alternate Mohamed Abdelhadi is in London participating in a 2-year MA program sponsored by the British Council. Written confirmation from the participant is pending. There are 3 remaining alternates.

	WB	Grp 1	**Candidate:**	**Fidaa Shehadah** *declined May 04 to accept a Reagan-Fascell Scholarship, WashingtonDC*										
1	WB	Grp1	**Alternate:**	Ibrahim Awad Dar Khalil	M	Ramallah	Environ. Sci.	Civil & Environ. Eng	**81**	*26*	*28*	*19*	**73**	**100**	**84.57**
	GZ	Grp1	**Candidate:**	**Refaat Alareer** *declined Jul 04 to accept a Ford scholarship grant*											
2	GZ	Grp1	**Alternate:**	Rami Mohammad Al Roobi	M	Gaza City	Info Tech	Networking Systems	**89**	*20*	*23*	*20*	**63**	**100**	**84.00**
	GZ	***Grp2***	**Candidate:**	**Raghda Jebril** *declined Jul 04 to accept a Fulbright scholarship*											
3	GZ	***Grp2***	**Alternate:**	Khalid Abed Dahleez	M	Rafah	Info Tech	Information Security	**83**	*25*	*27*	*28*	**80**	**100**	**87.66**
	XX	XX	**Candidate:**	*Sami Qadan was included on both Grp-1 and Grp-2 lists, the Committee selecting only 34 of the 35 candidates needed.*											

4	WB	Grp1	**Alternate:**	Iyad Usama Abu Rdeineh		M	Bethlehem	Environ. Sci.	Natural Resource Manag	**84**	*25*	*25*	*28*	**78**	**90**	**83.90**
	WB	Grp1	**Candidate:**	**Fares Mujahed** *did not receive clearance for J-1 visa in Aug 04*												
5	WB	Grp1	**Alternate:**	Majdi Musa Shawar		M	Jerusalem	Environ. Sci.	Water Resources Manag	**86**	*23*	*22*	*18*	**63**	**100**	**82.90**
	GZ	Grp1	**Candidate:**	**Marwan Radi** *declined Sep 04 to accept a DAAD scholarship, Germany*												
6	GZ	Grp1	**Alternate:**	Dawoud M. Al-Massri		M	Rafah	Environ. Sci.	Water Resources Manag	**82**	*24*	*27*	*23*	**74**	**90**	**82.00**
	GZ	***Grp2***	**Candidate:**	**Mohamed Lafi** *declined Sep 04 to accept a British Council scholarship, UK*												
7	WB	Grp1	**Alternate:**	Amira George Juha		F	Jerusalem	Bus. Admin.	Accounting	**88**	*21*	*22*	*19*	**62**	**90**	**79.87**
	WB	Grp1	**Candidate:**	**Suha Abu Gharbiya** *declined Oct 04 to attend family matters after father's death*												
8	WB	Grp1	**Alternate:**	Ala' Rajabi		M	Hebron	Public Health	Nutrition	**72**	*22*	*21*	*24*	**67**	**100**	**79.67**
	GZ	Grp1	**Candidate:**	**Yousef Alarian** *declined Nov 04 to accept DAAD/German scholarship*												
9	GZ	***Grp2***	**Alternate:**	Ala Abedallah Shatali		M	Gaza City	Public Health	Rehabilitation Therapy	**71**	*25*	*24*	*25*	**74**	**90**	**78.33**
	WB	Grp2	**Candidate:**	**Hadeel Khalayleh** *conflict with USAID participation regulations*												
10	GZ	Grp1	**Alternate:**	Tamer Mahmoud Karmout		M	Jabaliah	Bus. Admin.	Human Resource Manag	**77**	*27*	*21*	*26*	**74**	**90**	**73.33**
11	GZ	Grp1	**Alternate:**	Ghada Senwar	declined to accept Fulbright			Bus. Admin.	Sustainable Int'l Dev.	**85**	*30*	*29*	*23*	**82**	**100**	**89.00**
12	GZ	Grp1	**Alternate:**	Nader Okasha	declined to accept Fulbright			Environ. Sci.	Structural Engineering	**84**	*28*	*31*	*22*	**81**	**100**	**88.33**
13	GZ	Grp1	**Alternate:**	Ghada Nawaf Al Najjar	declined to accept other prog			Info Tech	Info System Management	**77**	*15*	*20*	*20*	**55**	**100**	**77.33**
14	GZ	Grp1	**Alternate:**	Mohammed Abdelhadi	declined to accept British Council			Educ & PubAdm	Curriculum Development	**75**	*29*	*25*	*29*	**83**	**50**	**69.33**
			Remaining alternates													
15	GZ	Grp1		Mohammad Ismail El Jaro		M	Gaza City	Bus. Admin.	Marketing	**74**	*31*	*25*	*27*	**83**	**50**	**69.00**
16	WB	Grp1		Mohammad Abdel Khaleq Dwikat		M	Nablus	Info Tech	Management Info Systems	**81**	*18*	*19*	*19*	**56**	**70**	**69.00**
17	GZ	Grp1		Khaled Darwish Ashour		M	Gaza City	Bus. Admin.	Human Resource Manag	**75**	*26*	*26*	*24*	**76**	**50**	**67.00**

EE. Home Office Activities

The Home Office continued to monitor on-going participants, welcomed new students, and worked on placing Group II participants for January, March, summer '05, and next fall. The Spring 2005 placements were finalized, and DS 2019s processed for the participants to arrive for January start dates.

Five participants arrived to begin their program in December. There were two female participants and three male participants. Two participants came from the West Bank, and three from Gaza.

Staff continued to work with the participants who arrived in the fall term, making sure that each participant was contacted by email and/or by phone at least once every month. These participants are settling into their programs, and most seem to be doing quite well at this time. A detailed participant report is attached.

Presidential Scholarship Program [PSP] Monthly Report
West Bank & Gaza
January 2005

Background

The Presidential Scholarship Program (PSP) is part of the efforts of USAID/West Bank and Gaza to contribute to Palestinian higher education. During the period of performance, from September 30, 2003 through August 26, 2007, the PSP will provide 70 master's degree scholarships to Palestinian students in fields targeted to meet the needs of the local society. These fields include business, information technology, environmental sciences (including water resources), public administration, urban planning, law, education, and public health. Women are to constitute 50% of the scholars, and 30% of all scholars are to come from Gaza. The PSP is to train future leaders, and includes both a significant amount of pre-academic training, to be conducted in-country, and an enhanced follow-on program to help the returned participants to make a useful contribution once they are back home.

Task Order Administration

The task order was signed at the end of September 2003. There was one modification during November 2004: The criteria for the position of PSP Academic Counselor (Level One) was proposed by AED and approved by USAID, and the position was filled. There were no task orders signed in January 2005.

PSP Staff and Office Logistics & Security

Gaza Academic Counselor Ghada Ageel worked from home for 6 days due to road closures in middle-Gaza in January. Ghada took vacation days January 31- Feb.4

The restriction of USAID expatriate contractors and grantees from entering Gaza continued through January. COP received permission from USAID to enter the Israeli side of Erez in order to transfer documents and materials to and from AED/GZ.

West Bank: Sa'adeh Abu Awwad was approved for the position of PSP/West Bank Program Assistant by USAID Contracts Office on January 31, 2005.

Both offices were closed January 20 and 21 on the occasion of Al-Eid Al-Adha

J-1 and J-2 Visa Updates/Travel Logistics

West Bank WB Academic Counselor Amira Aweidah continued to monitor the visa situation of the remaining 13 WB candidates: required DS-156-157-158 forms have been completed by the candidates, reviewed for accuracy, and are waiting for Mar-2005 when they will be

submitted to the US Consulate/Jerusalem with a request to schedule interviews.

PSP/WB departures for Washington in Jan-2005: Taher Hasan, Sameh Fodeh+family, Nour Nasser, Mai Kanaan, Amira Juha

Gaza PSP/GZ departures for Washington in Jan-2005: Najla Shawa, Mona Bakheet

To date, Mona and Najla's travel arrangements departures required the most coordination of all USAID and PSP offices. As both of their program start-up deadlines had passed, AED/HQ managed to arrange for special late-entry for them, in addition to arranging a special schedule for Mona's conditional acceptance. AED/WB managed to get last-minute seat tickets for them, with Mona traveling directly to Colorado in order to start her classes as soon as possible (AED/HQ staff flew to Fort Collins for her orientation). Most importantly, USAID's top administration and logistics coordinators managed to secure their permits after a week of high-level negotiations that increased the status of the PSP, allowing the women to leave Eretz via VIP processing, and accompanied to Allenby Bridge in a USAID vehicle, driver, security officer, and USAID security coordinator.

Status Summary of the 70 PSP participants

January 2005 changes in scholar list

After just 2 weeks at Florida State University, PSP/GZ Yazdan Alamawi requested to terminate his scholarship and return to Gaza on the grounds that his presence in Gaza with his ailing wife and 5 children, and his aging father, was more valuable than in USA. Every effort was made by AED/HQ, AED/GZ, and his former employer [CARE International] to convince him of the long-term logic of remaining in the program, but his decision was final. Fortunately, his sudden return to Gaza via Amman did not require USAID security coordination. Yazdan has returned his PSP laptop to AED/GZ.

Scholars enrolled in programs in USA:

		Name	Major	Placement	Program length/months
1	WB	Wael Abunemah	Law	U San Francisco	9 m.
2	WB	Alhadi Mashal	Law	Northwestern U	9 m.
3	WB	Ihab Hijazi	UrbanPlan	U of Redlands	12 m.
4	GZ	Suad Ghaben	PhysTherapy	Loma Linda U	12 m.
5	GZ	Rania Elhelo	Media	U Colorado at Boulder	18 m.
6	WB	Rula Khalayleh	EnvironSci	U of Houston	18 m.
7	GZ	Wejdan Abushammala	HumResMngt	Golden Gate U	18 m.
8	WB	Ibrahim Harb	ConstrEng	Purdue U	18 m.
9	WB	Arab Salem	InfoTechMngt	U of Arizona	22 m.
10	WB	Manal Abdallah	PubAdmin	Seton Hall U	22 m.
11	WB	Munia Abu Elhawa	PubHealth	Geo. Wash U	22 m.
12	WB	Salam Alkoury	UrbanPlan	Ball State U	22 m.
13	WB	Siba Alshouli	UrbanPlan	Virgina Tech U	22 m.
14	WB	Dana Masad	UrbanPlan	U South Florida	22 m.
15	WB	Ihab Jabari	BusAdmin	Santa Clara U	22 m.

16 WB	Lubna Ghanayem	BusAdmin	American U	22 m.
17 WB	Rinan Muzaffar	BusAdmin	American U	22 m.
18 GZ	Rana El-Hendi	PubAdmin	U of Pittsburgh	22 m.
19 GZ	Safaa Joudeh	PubAdmin	Geo. Mason U	22 m.
20 GZ	Heba Abukmeil	UrbanPlan	Ball State U	22 m.
21 WB	Souhad Masri	PubHealth	U of Rochester	22 m.
22 WB	Tareq Tamimi	InfoTech	Claremont Grad. U	22 m.
23 WB	Rami Taha	InfoTech	Claremont Grad. U	22 m.
24 GZ	Ahmed Abu Jbara	InfoTech	Geo Mason U	22 m.
25 WB	Emad Yousef Alhwittat	EnvironSci	George Washington U	
26 WB	Nida' Mustafa Sharia'	PubHealth	University of Toledo	
27 GZ	Abedalazzez Abushaban	EdAdmin	Western Michigan University	
28 GZ	Rana Monzer Al Khatib	PubAdmin	Pittsburgh University	
29 WB	Taher Hasan	InfoTech	Illinois Institute of Tech.	
30 WB	Samah Jamal Fodeh	InfoTech	Michigan State University	
31 WB	Nour Ahmad Nasser	PubHealth	Tulane University	
32 WB	Mai Imad Kanaan	InfoTech	Geo Washington University	
33 WB	Amira G. Juha	BusAdmin	James Madison University	
34 GZ	Najla Aown Shawa	PubAdmin	George Mason University	*arrived WashDC Jan-27*
35 GZ	Mona Ali Bakheet	EnvironSci	Colorado State University	*arrived WashDC Jan-27*

Departures planned for Feb/Mar-2005

36 GZ Adel Hamdan — PubHealth — Loma Linda University
USAID approved the proposal from Loma Linda University that would allow Adel to begin his MA course in Mar-2005 rather than in Aug-2005. Adel's DS-2019 has arrived and he is awaiting permission to interview at US Emb/Amman.

37 GZ Khalid Abed Dahleez — InfoTech — Rochester Institute of Tech. *Program-start Mar-07, 2005*
DS-2019 is en route from Washington to USAID;

38 GZ Enas Yacoub Nashwan — EnvironSci — *In order to avoid her declining the scholarship, family circumstances in Gaza require that Enas be accepted in a program that starts as soon as possible. AED/HQ is optimistic of a positive response from New Haven University in Mar-2005. Meanwhile, Enas is studying to improve the TOEFL score that has hindered her placement to date.*

Deferments status

39 GZ Abeer Barakat — EdAdmin — Florida State University — deferred to Jan-2006
Abeer's J-1 was issued and Erez-Allenby permit granted in Dec-2005, but her husband's permit was not granted. Her recent announcement of her pregnancy, baby due in Aug-2005, requires another departure delay until Jan-2006. We predict she will complete the FSU 18-month program in Education Administration before the end of the scholarship program.

40 GZ Eman Ishaq Zaanin — Education — Monterey Inst. Int'l Studies
Although Eman and all family members received visas and permits, they did not receive USAID permission to travel as her pre-departure medical exam indicated that her pregnancy was too advanced.

41 GZ Sami Qadan — Bus Admin — deferment to Aug-2005
Programs in Sami's preferred universities begin in Aug-2005, and he has acknowledged this.

42 GZ Mohammed Abualhaj — EnvironSci — deferment to Aug-2005

43 GZ Ramiz Ziyara — PubHealth — deferment to Aug-2005

Candidates in placement processing: at the end of January, 35 candidates (GZ-22, WB-13) listed below and the deferments listed above are being placed for programs starting in March or August 2005.

44 GZ	Tamer Mahmoud Karmout	BusAdmin	alternate replaced Yousef Alarian	Nov/2004
45 GZ	Rami Alroobi	InfoTech	alternate replaced Refaat Alareer	Aug/2004
46 *WB*	Majdi Musa Shawar	EnvironSci	alternate replaced Raghda H. Gebril	Aug/2004
47 GZ	Dawoud Al-Massri	EnvironSci	alternate replaced Mohammed O. Lafi	Sep/2004
48 GZ	Mohammed Jomaa Abusaker	PubAdmin		
49 GZ	Mariam Hassan Abu Mugasib	InfoTech		
50 GZ	Nizar Yousef Naim	BusAdmin		

51 GZ	Eyad Ali Abu Selmiya	PubHealth		
52 GZ	Mohammed Shehada	EnvironSci		
53 GZ	Tareq Ali Baker	UrbanPlan		
54 GZ	Mohammed Jameel Almasri	InfoTech		
55 GZ	Mustafa Ibrahim Jaber	InfoTech		
56 GZ	Ramiz Mohammed Younis	PubAdmin		
57 WB	Ala Al Rajabi	PubHealth	alternate replaced Suha Abu Gharbiya	Nov/2004
58 WB	Dalia Ali Hatouqa	Jour&Med		
59 WB	Jawad M-N S.Al Hirbawi	BusAdmin		
60 WB	Abeer Raja' Zalatimo	BusAdmin	UNDP has requested a concentration-focus on Sports Management	
61 *GZ*	Ala Abedallah Shatali	PubHealth	alternate replaced Hadeel M. Khalayleh	Nov/2004
62 WB	Lubna Bashir Barghouti	PubHealth		
63 WB	Iskandar Anton Andon	PubHealth		
64 WB	Ramadan Mohammad Assi	PubHealth	on field-assignment with CARE in Dhafur, Sudan	
65 WB	Ghaith Ahmad Daoud	EnvironSci		
66 WB	Reem Khalil Khalil	EnvironSci		
67 WB	Ola M.S. Sami Al Masri	ConstrEng		
68 WB	Nada-Natasha Adi Khalidi	PubAdmin		
69 WB	Iyad Usama Abu Rdeineh	EnvironSci	35th in Grp-2 (selection committee chose only 34 for Grp-2)	
70 *GZ*	Mohammad Ismail Al-Jaro	BusAdmin	alternate replaced Yazdan Alamawi	Jan/2005

Group-2 Pre-Academic Training

Budget review total PSP budget for pre-academic training
$175,000.00

WB+GZ pre-academic in-country courses:
42,378.50
WB+GZ on-line test-prep (GMAT & GRE)
8,708.00
JAWS software for the visually impaired
1,303.00
PSP test-fee expenses to date [estimate] TOEFL
12,000.00
GRE
9,000.00
GMAT
2,000.00

total 75,389.50

Remaining funds for pre-academic training
$99,610

Gaza 22 candidates remaining

TOEFL: 13 of the 22 PSP/GZ candidates registered for the Jan-15 administration of the paper-based TOEFL in Gaza, some of the participants taking the TOEFL for the third time. As the adequate TOEFL-score requirements are crucial for placement, AED/GZ consulted with the candidates who agreed that a brief intensive TOEFL-prep course would be of benefit to them. The Community Service & Continuing Education Deanship at The Islamic University of Gaza was able to quickly organize and conduct a 15-hour intensive prep-course January 6-12; participant attendance was good in spite of numerous closures throughout middle and southern Gaza. Score reports for the Jan-15 test are expected at end-February. Informal phone conversations and e-mail messages

between participants, AED/GZ, and COP indicate, however, that many of the participants are discouraged because they feel that the stress of the highly volatile and uncertain situation in Gaza affecting all aspects of their lives prevents them concentrating and succeeding in raising their scores. Several have requested to leave Gaza to take English courses in other countries; COP has discouraged these requests as they are against scholarship regulations. When the score reports are received in February, the results will be examined on an individual-candidate basis to determine what plan to make for the continuation of the individual's participation in the program.

West Bank 13 candidates remaining (1 out-of-country)

Except for individual-specific cases in which high-ranking university programs demand very high test scores, PSP/WB candidates will not require additional TOEFL or G-test prep courses.

In January AED/WB and AED/GZ made informal surveys to determine what kind of in-country training in leadership and management is available February-July 2005. The survey was made mainly through phone calls and in-person contacts with colleagues in organizations that routinely deal with AED.

Course primary objectives:
- to identify and develop leadership capabilities
- to focus on management skills with the specific fields

The reason for discussing the courses informally with potential providers (before official Requests for Information were issued) was to determine if providers had instructors available for off-the-shelf and special courses. The results of possible course topics are listed below. This list will be submitted to USAID at beginning-February for review before proceeding.

Possible course topics:

- leading and managing effective teams
- processes of strategic thinking
- building and sustaining competitive advantages
- ethics and integrity in the professional world
- office and project management
- identifying problems+solutions in development issues
- development of research skills
- concepts of global thinking, networking, organizing

- cross-cultural techniques for Palestinian students to maximize the benefits of their experiences in USA
- topics that are specific to the fields of Environmental Sciences, Public Health, Business Administration, Public Administration, Journalism, and Information Technology

PSP Alternates: Status & History

There are 2 remaining alternates left. The number of alternates whose status-change to candidate has been approved by USAID in the few months has increased to the point where AED and USAID will need to discuss the situation in which more alternates than the original 15+2 are needed if the original goal of 70 candidates is to be maintained. COP and CTO will review this situation in February.

	WB	Grp 1	**Candidate:**	**Fidaa Shehadah** *declined May 04 to accept a Reagan-Fascell Scholarship, WashingtonDC*											
1	WB	Grp1	**Alternate:**	Ibrahim Awad Dar Khalil	M	Ramallah	Environ. Sci.	Civil & Environ. Eng	**81**	*26*	*28*	*19*	**73**	**100**	**84.57**
	GZ	Grp1	**Candidate:**	**Refaat Alareer** *declined Jul 04 to accept a Ford scholarship grant*											
2	GZ	Grp1	**Alternate:**	Rami Mohammad Al Roobi	M	Gaza City	Info Tech	Networking Systems	**89**	*20*	*23*	*20*	**63**	**100**	**84.00**
	GZ	***Grp2***	**Candidate:**	**Raghda Jebril** *declined Jul 04 to accept a Fulbright scholarship*											
3	GZ	***Grp2***	**Alternate:**	Khalid Abed Dahleez	M	Rafah	Info Tech	Information Security	**83**	*25*	*27*	*28*	**80**	**100**	**87.66**
	XX	XX	**Candidate:**	*Sami Qadan was included on both Grp-1 and Grp-2 lists, the Committee selecting only 34 of the 35 candidates needed.*											
4	WB	Grp1	**Alternate:**	Iyad Usama Abu Rdeineh	M	Bethlehem	Environ. Sci.	Natural Resource Manag	**84**	*25*	*25*	*28*	**78**	**90**	**83.90**
	WB	Grp1	**Candidate:**	**Fares Mujahed** *did not receive clearance for J-1 visa in Aug 04*											
5	WB	Grp1	**Alternate:**	Majdi Musa Shawar	M	Jerusalem	Environ. Sci.	Water Resources Manag	**86**	*23*	*22*	*18*	**63**	**100**	**82.90**
	GZ	Grp1	**Candidate:**	**Marwan Radi** *declined Sep 04 to accept a DAAD scholarship, Germany*											
6	GZ	Grp1	**Alternate:**	Dawoud M. Al-Massri	M	Rafah	Environ. Sci.	Water Resources Manag	**82**	*24*	*27*	*23*	**74**	**90**	**82.00**
	GZ	***Grp2***	**Candidate:**	**Mohamed Lafi** *declined Sep 04 to accept a British Council scholarship, UK*											
7	WB	Grp1	**Alternate:**	Amira George Juha	F	Jerusalem	Bus. Admin.	Accounting	**88**	*21*	*22*	*19*	**62**	**90**	**79.87**
	WB	Grp1	**Candidate:**	**Suha Abu Gharbiya** *declined Oct 04 to attend family matters after father's death*											
8	WB	Grp1	**Alternate:**	Ala' Rajabi	M	Hebron	Public Health	Nutrition	**72**	*22*	*21*	*24*	**67**	**100**	**79.67**
	GZ	Grp1	**Candidate:**	**Yousef Alarian** *declined Nov 04 to accept DAAD/German scholarship*											
9	GZ	***Grp2***	**Alternate:**	Ala Abedallah Shatali	M	Gaza City	Public Health	Rehabilitation Therapy	**71**	*25*	*24*	*25*	**74**	**90**	**78.33**

	WB	Grp2	**Candidate: Hadeel Khalayleh** *conflict with USAID participation regulations*											
10	GZ	Grp1	**Alternate:** Tamer Mahmoud Karmout		M	Jabaliah	Bus. Admin.	Human Resource Manag	**77**	*27*	*21*	*26*	**74**	**90**	**73.33**
	GZ	Grp1	**Candidate: Yazdan Alamawi** *declined Jan05 for family reasons*												
11	GZ	Grp1	**Alternate:** Mohammad Ismail El Jaro		M	Gaza City	Bus. Admin.	Marketing							
12	GZ	Grp1	**Alternate:** Ghada Senwar	declined to accept Fulbright			Bus. Admin.	Sustainable Int'l Dev.	**85**	*30*	*29*	*23*	**82**	**100**	**89.00**
13	GZ	Grp1	**Alternate:** Nader Okasha	declined to accept Fulbright			Environ. Sci.	Structural Engineering	**84**	*28*	*31*	*22*	**81**	**100**	**88.33**
14	GZ	Grp1	**Alternate:** Ghada Nawaf Al Najjar	declined to accept other prog			Info Tech	Info System Management	**77**	*15*	*20*	*20*	**55**	**100**	**77.33**
15	GZ	Grp1	**Alternate:** Mohammed Abdelhadi	declined to accept British Council			Educ & PubAdm	Curriculum Development	**75**	*29*	*25*	*29*	**83**	**50**	**69.33**
			Remaining alternates												
16	WB	Grp1	Mohammad Abdel Khaleq Dwikat		M	Nablus	Info Tech	Management Info Systems	**81**	*18*	*19*	*19*	**56**	**70**	**69.00**
17	GZ	Grp1	Khaled Darwish Ashour		M	Gaza City	Bus. Admin.	Human Resource Manag	**75**	*26*	*26*	*24*	**76**	**50**	**67.00**

FF. Home Office Activities

The Washington, D.C. office remained in contact with all participants studying in the U.S. during January. Seven participants arrived during January, and three orientations were held. January 5 and 6, four women from the West Bank were welcomed to the D.C. office. On January 6 and 7, one male participant arrived for orientation. And on January 28, orientation was held for one woman from Gaza, who arrived late. One other woman from Gaza arrived in the U.S. during January, but she traveled directly to her school, since her classes had already started. Her orientation was actually held in February.

AED arranged for travel and lodging for all the new participants, giving them time to find adequate housing close to their campuses.

As Group I's first semester ended in January, staff began collecting the end of term documents in January. These include grade reports, AETRs, linkage activities reports, and updated action plans.

AED staff members were disappointed to have to make arrangements for Yazdan Elamawi to return to Gaza. He felt his family situation required his return.

There was a serious incident with Mr. Abushaban, which was reported in a confidential document. His situation has improved markedly, and we will keep in close touch with the participant to ensure the success of his program.

Placement activity for deferred participants and Group II participants continued during this month. Since many students from Gaza could not depart in the fall, there has been a heavier than anticipated placement caseload at this time, but AED has found and hired two part-time interns to help with some of the process.

AED also began the planning for the PSP Conference to be held early this summer. USAID will be informed as details become available.

Presidential Scholarship Program [PSP] Monthly Report
West Bank & Gaza
February 2005

Background

The Presidential Scholarship Program (PSP) is part of the efforts of USAID/West Bank and Gaza to contribute to Palestinian higher education. During the period of performance, from September 30, 2003 through August 26, 2007, the PSP will provide 70 master's degree scholarships to Palestinian students in fields targeted to meet the needs of the local society. These fields include business, information technology, environmental sciences (including water resources), public administration, urban planning, law, education, and public health. Women are to constitute 50% of the scholars, and 30% of all scholars are to come from Gaza. The PSP is to train future leaders, and includes both a significant amount of pre-academic training, to be conducted in-country, and an enhanced follow-on program to help the returned participants to make a useful contribution once they are back home.

Task Order Administration

The task order was signed at the end of September 2003. There was one modification during November 2004: The criteria for the position of PSP Academic Counselor (Level One) was proposed by AED and approved by USAID, and the position was filled. There were no modifications signed in February 2005.

PSP Staff and Office Logistics & Security

Gaza

Academic Counselor Ghada Ageel received notification from her PH.D advisor that the deadline for completion of her degree without loss of credit-hours or additional fees was July 2005. Ghada requested and received from USAID and AED permission to take leave without pay from February 7 through July 4, returning to work on July 5, 2005. In order to locate a temporary replacement for Ghada, COP sent a message to all Clinton scholars in Gaza announcing the 5-month position and encouraging any unemployed CSPers to apply. A CSPer would be the preferred temporary replacement as s/he would have the USAID and AED background to assist immediately with the job responsibilities. If no CSPer is located by beginning March, the announcement will be put out through other NGO communication systems.

The restriction of USAID expatriate contractors and grantees from entering Gaza continued through February. COP received permission from USAID to enter the Israeli side of Erez in order to transfer documents and materials to and from AED/GZ, and to meet PSP/GZ candidates and families in order to accompany them

to US Embassy/Tel Aviv. West Bank Program Assistant Sa'adeh Abu Awwad and PSP/WB Office Manager Raed Sadeq made visits to AED/GZ in February.

Newspaper reports confirmed the information AED received from AIDA that the permit system at Eretz crossing is in the process of change, with particular modifications for the permits for expatriates. AED has received reports from NGOs that Western staff who, according to previous policy, are listed as permit-acceptable, have been denied entry into Gaza. AED is carefully monitoring this situation to be sure that both Palestinian and expat staff members are able to visit the AED/Gaza office if necessary.

West Bank
* PSP was closed on Friday February 11, 2005 on the occasion of Islamic New Year.
* COP took 3 vacation days February 22-23-24
* COP has contacted USAID logistics coordinator Fuad Salman for a second 12-month Israeli B-2 residence visa. The first visa will expire March 1, 2005
* COP maintained daily phone and e-mail communications with acting PSP/CTO Fadi Kouri USAID/Jerusalem temporarily covering for Nadia Basel on leave.

Meetings

February 15, 2005 at AED/WB with USAID Mission Director Jim Bever

The informal meeting between the Director and COP was impromptu, following a scheduled HESI meeting. In describing the complicated system required to arrange for the departures to USA of PSP/Gaza candidates, the COP included some of the extra (non-budgeted) costs that were incurred due to delays, rejections, and closures from the Israeli side. As the Israelis have expressed a desire to cooperate with USAID in implementing US government programs, the Director asked COP to prepare a separate report listing these unexpected expenses, and to submit it to him via CTO when half of the PSP/Gaza candidates have left for their MA programs. The report will include expenses incurred and predictions of expenses for future departures. COP proposes to submit the report after the planned end-March departure of Enas Nashwan, hopefully the 14th of 33 PSP/Gaza scholars to arrive in USA.

February 17, 2005 at AED/WB with PSP/WB candidates

February 18, 2005 video-conference with PSP/GZ candidates

In general, communication with all-candidates is conducted via group e-mail messages sent from the Academic Counselors because of the travel difficulties in Gaza and West Bank. However, several candidates had expressed dissatisfaction with the progress of their placement, so general meetings were held to provide detailed explanation of the placement process, USAID policies, and AED procedures. Feedback from candidates after the meetings was positive and upbeat, even from those that received "advice" that was actually warnings. The most important topics in the 4-hour meetings were:

- explanation of AED/HQ's placement system and discussions of individual placements
  (ex: the research process required between candidate-submission of preferences and HQ submission of applications)
- explanation of USAID scholarship policy: restrictions in placement, expectations
  (ex: applications are sent to only 3+1 universities; conditional acceptances require approval)
- explanation of the meaning of TOEFL and G-test scores
  (ex: TOEFL-550 is minimal, not excellent)
- description of candidate responsibilities in pre-academic training
  (WB: a couple of candidates believed that it was AED's responsibility to find programs that matched their low test scores. GZ: many candidates believed that because of the stress of "the situation" in Gaza that their present low tests scores were as much as they are able to achieve.)
- discussion of the personal-study options for upcoming pre-academic training
  (ex: candidates who locate individual study programs in-country or on-line that match the pre-departure training objectives may submit requests for AED for approval)
- review of the requirements for married candidates bringing family to USA
  (pregnancy update, financial requirements for J-2, airline ticketing advice)

J-1 and J-2 Visa Updates/Travel Logistics

West Bank

WB Academic Counselor Amira Aweidah continued to monitor the visa situation of the remaining 13 WB candidates: Abeer Zalatimo has been interviewed, but all other WB candidates and families will be interviewed starting in May, as requested by US Consulate/Jerusalem. Amira conducted a passport-validity review and found that Eyad Abu Rdeineh, Ola Masri and Nastaha Khalidi needed to renew their travel documents. J-2 processing will be required for Eyad Abu Rdeineh (1), Ramadan Assi (3), and Natasha Khalidi (2).

Gaza

PSP/GZ departures from Gaza Feb-2005: Adel Hamdan
After more than a dozen attempts to cross Rafah, rejected sometimes by the Israelis, sometimes by Palestinians, Adel made it to Egypt where he flew from Cairo to Amman, arriving on the last hour of the last day on which the US Embassy/Amman would extend his interview-invitation validity. Adel has been issued his J-1, but needs to delay his departure from Jordan for Washington until Mar-10, the validity start-date of his DS-2019. His program start-date is Mar-21

Khaled Dahleez has not had the same luck. Numerous attempts at all the usual levels by USAID to get Khaled a permit to cross either Eretz-Allenby or Rafah failed, the response from Israelis being that he has a "serious file." At end-February USAID logistics coordinator Chehadeh Kouny was determining how to proceed to obtain travel permission at high levels. In the meantime, Khaled is going to Rafah border (fortunately he is from Rafah city) every day in the off-chance that he, like Adel, might make it across with good luck.

	Gaza Candidate	Scheduled Departure	Eretz Permit	interview	DS-2019 status	J-1 status
1.	Adel Hamdan	March	*Rafah*	AMM-completed	received	issued in passport
2.	Khalid Dahleez	March	**rejected**	TLV-Thu Mar-24	pending university finalization	
3.	Enas Nashwan	March	approved	TLV-completed	pending R3 confirmation	
4.	Eman Zaanin	August	approved	TLV-completed	received (renewal required)	
5.	Ramiz Ziyara	August	approved	TLV-completed	pending university finalization	
6.	Rami Alroobi	August	approved	TLV-completed	pending university finalization	
7.	Dawoud Al-Massri	August	approved	TLV-completed	pending university finalization	
8.	Moh Almasri	August	approved	TLV-completed	pending university finalization	
9.	Mariam Abumugasib	August	approved	TLV-completed	pending university finalization	
10.	Nizar Naim	August	approved	TLV-completed	pending university finalization	
11.	Moh. Shehada	August	approved	TLV-completed	pending university finalization	
12.	Tareq Ali Baker	August	approved	TLV-completed	pending university finalization	
13.	Mustafa Jaber	August	approved	TLV-completed	pending university finalization	
14.	Ramiz Younis	August	approved	TLV-completed	pending university finalization	
15.	Ala Shatali	August	pending	TLV-Thu Mar-24	pending university finalization	
16.	Moh Al-Jaro	August	pending	TLV-Thu Mar-24	pending university finalization	
17.	Tamer Karmout	August	pending	TLV-Thu Mar-24	pending university finalization	
18.	Sami Qadan	August	**rejected**	TLV-Thu Mar-24	pending university finalization	
19.	Moh. Abualhaj	August	**rejected**	TLV-Thu Mar-24	pending university finalization	
20.	Moh. Abusaker	August	**rejected**	TLV-Thu Mar-24	pending university finalization	
21.	Eyad Abu Selmiya	August	*Israeli files have no record of ID; USAID following up on this anomaly*			
22.	Abeer Barakat	Jan 2006	approved	TLV-completed	received (renewal required)	

Placement Summary of the 70 PSP participants

There were no changes in the scholar list in February.

Scholars enrolled in programs in USA:

		Name	Major	Placement	Program length/months
1	WB	Wael Abunemah	Law	U San Francisco	9 m.
2	WB	Alhadi Mashal	Law	Northwestern U	9 m.
3	WB	Ihab Hijazi	UrbanPlan	U of Redlands	12 m.
4	GZ	Suad Ghaben	PhysTherapy	Loma Linda U	12 m.
5	GZ	Rania Elhelo	Media	U Colorado at Boulder	18 m.
6	WB	Rula Khalayleh	EnvironSci	U of Houston	18 m.
7	GZ	Wejdan Abushammala	HumResMngt	Golden Gate U	18 m.
8	WB	Ibrahim Harb	ConstrEng	Purdue U	18 m.
9	WB	Arab Salem	InfoTechMngt	U of Arizona	22 m.
10	WB	Manal Abdallah	PubAdmin	Seton Hall U	22 m.
11	WB	Munia Abu Elhawa	PubHealth	Geo. Wash U	22 m.
12	WB	Salam Alkoury	UrbanPlan	Ball State U	22 m.
13	WB	Siba Alshouli	UrbanPlan	Virgina Tech U	22 m.
14	WB	Dana Masad	UrbanPlan	U South Florida	22 m.
15	WB	Ihab Jabari	BusAdmin	Santa Clara U	22 m.
16	WB	Lubna Ghanayem	BusAdmin	American U	22 m.
17	WB	Rinan Muzaffar	BusAdmin	American U	22 m.
18	GZ	Rana El-Hendi	PubAdmin	U of Pittsburgh	22 m.
19	GZ	Safaa Joudeh	PubAdmin	Geo. Mason U	22 m.
20	GZ	Heba Abukmeil	UrbanPlan	Ball State U	22 m.
21	WB	Souhad Masri	PubHealth	U of Rochester	22 m.
22	WB	Tareq Tamimi	InfoTech	Claremont Grad. U	22 m.
23	WB	Rami Taha	InfoTech	Claremont Grad. U	22 m.
24	GZ	Ahmed Abu Jbara	InfoTech	Geo Mason U	22 m.
25	WB	Emad Yousef Alhwittat	EnvironSci	George Washington U	24 m.
26	WB	Nida' Mustafa Sharia'	PubHealth	University of Toledo	24 m.
27	GZ	Abedalazzez Abushaban	EdAdmin	Western Michigan U	24 m.
28	GZ	Rana Monzer Al Khatib	PubAdmin	Pittsburgh University	24 m.
29	WB	Taher Hasan	InfoTech	Illinois Institute of Tech.	18 m.
30	WB	Samah Jamal Fodeh	InfoTech	Michigan State U	24 m.
31	WB	Nour Ahmad Nasser	PubHealth	Tulane University	18 m.
32	WB	Mai Imad Kanaan	InfoTech	Geo Washington U	24 m.
33	WB	Amira G. Juha	BusAdmin	James Madison U	12 m.
34	GZ	Najla Aown Shawa	PubAdmin	George Mason U	24 m.
35	GZ	Mona Ali Bakheet	EnvironSci	Colorado State U	24 m.

Departures planned for March 2005

36 GZ	Adel Hamdan	PubHealth	Loma Linda University
		Adel was issued his J-1 in Amman, scheduled to travel to Washington on Mar-13.	
37 GZ	Khalid Abed Dahleez	InfoTech	Rochester Institute of Tech.
		Program-start postponed from Mar-07 to Mar-14, 2005	
38 GZ	Enas Yacoub Nashwan	EnvironSci	University of New Haven

Deferments status

39 GZ	Abeer Barakat	EdAdmin	Florida State University deferred to Jan-2006
		Abeer's J-1 was issued and Erez-Allenby permit granted in Dec-2005, but her husband's permit was not granted. Her recent announcement of her pregnancy, baby due in Aug-2005, requires another departure delay until Jan-2006. We predict she will complete the FSU 18-month program in Education Administration before the end of the scholarship program.	
40 GZ	Eman Ishaq Zaanin	Education	Monterey Inst. Int'l Studies
		Although Eman and all family members received visas and permits, they did not receive USAID permission to travel as her pre-departure medical exam indicated that her pregnancy was too advanced.	
41 GZ	Sami Qadan	Bus Admin	deferment to Aug-2005
		Programs in Sami's preferred universities begin in Aug-2005, and he has acknowledged this.	
42 GZ	Mohammed Abualhaj	EnvironSci	deferment to Aug-2005
43 GZ	Ramiz Ziyara	PubHealth	deferment to Aug-2005

Candidates in placement processing: at the end of February, 35 candidates (GZ-22, WB-13) listed below and the deferments listed above are being placed for programs starting in March or August 2005.

44 GZ	Tamer Mahmoud Karmout	BusAdmin	alternate replaced Yousef Alarian	Nov/2004
45 GZ	Rami Alroobi	InfoTech	alternate replaced Refaat Alareer	Aug/2004
46 *WB*	Majdi Musa Shawar	EnvironSci	alternate replaced Raghda H. Gebril	Aug/2004
47 GZ	Dawoud Al-Massri	EnvironSci	alternate replaced Mohammed O. Lafi	Sep/2004
48 GZ	Mohammed Jomaa Abusaker	PubAdmin		
49 GZ	Mariam Hassan Abu Mugasib	InfoTech		
50 GZ	Nizar Yousef Naim	BusAdmin		
51 GZ	Eyad Ali Abu Selmiya	PubHealth		
52 GZ	Mohammed Shehada	EnvironSci		
53 GZ	Tareq Ali Baker	UrbanPlan		
54 GZ	Mohammed Jameel Almasri	InfoTech		
55 GZ	Mustafa Ibrahim Jaber	InfoTech		
56 GZ	Ramiz Mohammed Younis	PubAdmin		
57 WB	Ala Al Rajabi	PubHealth	alternate replaced Suha Abu Gharbiya	Nov/2004
58 WB	Dalia Ali Hatouqa	Jour&Med		
59 WB	Jawad M-N S.Al Hirbawi	BusAdmin		
60 WB	Abeer Raja' Zalatimo	BusAdmin	UNDP has requested a concentration-focus on Sports Management	
61 *GZ*	Ala Abedallah Shatali	PubHealth	alternate replaced Hadeel M. Khalayleh	Nov/2004
62 WB	Lubna Bashir Barghouti	PubHealth		
63 WB	Iskandar Anton Andon	PubHealth		
64 WB	Ramadan Mohammad Assi	PubHealth	on field-assignment with CARE in Dhafur, Sudan	
65 WB	Ghaith Ahmad Daoud	EnvironSci		
66 WB	Reem Khalil Khalil	EnvironSci		
67 WB	Ola M.S. Sami Al Masri	ConstrEng		
68 WB	Nada-Natasha Adi Khalidi	PubAdmin		
69 WB	Iyad Usama Abu Rdeineh	EnvironSci	35th in Grp-2 (selection committee chose only 34 for Grp-2)	
70 *GZ*	Mohammad Ismail Al-Jaro	BusAdmin	alternate replaced Yazdan Alamawi	Jan/2005

Group-2 Pre-Academic Training

Gaza 22 candidates remaining (2 out of country: Ramiz Ziyara, Tareq Baker)

TOEFL: 13 of the 22 PSP/GZ candidates registered for the Jan-15 administration of the paper-based TOEFL in Gaza, some of the participants taking the TOEFL for the third time. Score reports for the Jan-15 test are expected at beginning-March.

COP conducted detailed individual in-person discussions about pre-academic training with each Gaza candidate who interviewed at US Embassy/Tel Aviv. Many of the discussions included strong warnings about improvements in TOEFL as the candidates seemed reluctant to continue any attempts to study for future tests. One important complaint was central to each of the discussions: it was the Reading-Vocabulary Section of the TOEFL that was the most difficult for them (subsequent reviews of TOEFL-score breakdowns confirmed this). COP demanded that each candidate design a plan for his/her own TOEFL prep, and would not accept a plan of "I will study at home when I have time" as an acceptable plan; details of what+when were required.

Several candidates have opted for individual study with COP: the candidate will purchase 2 copies of a novel or other book (any subject that is NOT in his field), sending 1 copy to COP. Together they will read the book, COP providing reading comprehension questions, vocabulary highlights, speed-reading techniques, etc., via e-messages (preferred) or by telephone. This project will begin in March.

The candidates suggested that the Islamic University of Gaza be contacted to enquire into the possibility of PSP/GZ candidates participating in its well-known intensive Academic English program. AED/GZ will research the possibility of the university arranging for the candidates to participate in only the reading-skills component of the 36-week program, intended for English majors.

TOEFL-Score Record of Gaza candidates in-country: February 2005

		1		2		3		4		5	
	Name	Date	Score	Date	Score	Date	Score	Date	Score	Date	**Score**
1	Mohammed Abu Al Haj	Mar-04	463	Aug-04	473	Oct-04	483	Jan-05	483	Mar-05	pending
2	Mohammed Almasri	Jan-03	477	Aug-04	507	Jan-05	503	Mar-05	pending		
3	Tareq Ali Baker	Jan-04	506	Aug-04	537	Jan-05	527	Mar-05	pending		
4	Ramiz Ziyara	Mar-04	510	Aug-04	507	Jan-05	543				

5	Mohammed Abuasaker	Aug-04	513	Jan-05	533	Mar-05	pending				
6	Enas Yacoub Nashwan	Aug-04	520	Jan-05	520						
7	Mohammad El Jaro	Nov-03	520	Jan-05	517	Mar-05	pending				
8	Ramiz Younis	Jan-04	530	Aug-04	527	Jan-05	pending				
9	Ala Abedallah Shatali	Aug-04	537	Jan-05	523						
10	Tamer Karmout	Aug-02	537	Aug-04	593						
11	Mariam Abu Mugasib	Jan-05	540	Mar-05	pending						
12	Dawoud Al-Massri	Aug-04	540	Jan-05	pending						
13	Sami Qadan	Aug-04	543	Jan-05	pending						
14	Nizar Yousef Naim	Aug-04	547	Jan-05	537						
	Mustafa Ibrahim Jaber	Aug-04	553								
	Eyad Ali Abu Selmiya	Aug-04	553								
	Khalid Abed Dahleez	Nov-03	573	Aug-04	597						
	Mohammed Shehada	Aug-01	617	Aug-04	613						
	Eman Ishaq Zaanin	Aug-04	617								
	Abeer Alhossary	Mar-04	630								
	Rami El Roobi	Nov-03	633								

West Bank 13 candidates remaining (1 out-of-country: Ramadan Assi)

Two PSP/WB candidates, Ghaith Daoud-527 and Iskandar Andon-523, require additional TOEFL prep.

Candidates submitted suggestions for their individual pre-academic training, but most of the proposals were to requests to attend conferences outside the country. WN and GZ candidates with such requests will be informed that (1) their TOEFL and G-test scores must be acceptable before any other type of pre-academic training will be considered, that (2) international conferences are logistically difficult to arrange, and that (3) their PSP scholarship benefits includes funds to attend conference(s) while they are in USA.

Revision of Training-topics CTO and COP reviewed the list of training topics and eliminated the topics of "processes of strategic thinking" and " office and project management" in an attempt to focus the candidates on training activities that will improve and enhance their studies in masters programs.

- to focus on management skills with the specific fields

- leading and managing effective teams
- building and sustaining competitive advantages
    - ethics and integrity in the professional world
    - identifying problems+solutions in development issues
    - development of research skills
    - concepts of global thinking, networking, organizing
    - cross-cultural techniques for Palestinian students to maximize the benefits of their experiences in USA
    - topics that are specific to the fields of Environmental Sciences, Public Health, Business Administration, Public Administration, Journalism, and Information Technology

GG.

PSP Alternates: Status & History

There are 2 remaining alternates left. The number of alternates whose status-change to candidate has been approved by USAID in the few months has increased to the point where AED and USAID will need to discuss the situation in which more alternates than the original 15+2 are needed if the original goal of 70 candidates is to be maintained. COP and CTO will review this situation in February.

	WB	Grp 1	**Candidate:**	**Fidaa Shehadah** *declined May 04 to accept a Reagan-Fascell Scholarship, WashingtonDC*										
1	WB	Grp1	**Alternate:**	Ibrahim Awad Dar Khalil	M	Ramallah	Environ. Sci.	Civil & Environ. Eng	**81**	*26*	*28*	*19*	**73**	**100**	**84.57**
	GZ	Grp1	**Candidate:**	**Refaat Alareer** *declined Jul 04 to accept a Ford scholarship grant*											
2	GZ	Grp1	**Alternate:**	Rami Mohammad Al Roobi	M	Gaza City	Info Tech	Networking Systems	**89**	*20*	*23*	*20*	**63**	**100**	**84.00**
	GZ	***Grp2***	**Candidate:**	**Raghda Jebril** *declined Jul 04 to accept a Fulbright scholarship*											
3	GZ	***Grp2***	**Alternate:**	Khalid Abed Dahleez	M	Rafah	Info Tech	Information Security	**83**	*25*	*27*	*28*	**80**	**100**	**87.66**
	XX	XX	**Candidate:**	*Sami Qadan was included on both Grp-1 and Grp-2 lists, the Committee selecting only 34 of the 35 candidates needed.*											
4	WB	Grp1	**Alternate:**	Iyad Usama Abu Rdeineh	M	Bethlehem	Environ. Sci.	Natural Resource Manag	**84**	*25*	*25*	*28*	**78**	**90**	**83.90**

	WB	Grp1	**Candidate:**	**Fares Mujahed** *did not receive clearance for J-1 visa in Aug 04*											
5	WB	Grp1	**Alternate:**	Majdi Musa Shawar		M	Jerusalem	Environ. Sci.	Water Resources Manag	**86**	*23*	*22*	*18*	**63**	**100**	**82.90**
	GZ	Grp1	**Candidate:**	**Marwan Radi** *declined Sep 04 to accept a DAAD scholarship, Germany*											
6	GZ	Grp1	**Alternate:**	Dawoud M. Al-Massri		M	Rafah	Environ. Sci.	Water Resources Manag	**82**	*24*	*27*	*23*	**74**	**90**	**82.00**
	GZ	***Grp2***	**Candidate:**	**Mohamed Lafi** *declined Sep 04 to accept a British Council scholarship, UK*											
7	WB	Grp1	**Alternate:**	Amira George Juha		F	Jerusalem	Bus. Admin.	Accounting	**88**	*21*	*22*	*19*	**62**	**90**	**79.87**
	WB	Grp1	**Candidate:**	**Suha Abu Gharbiya** *declined Oct 04 to attend family matters after father's death*											
8	WB	Grp1	**Alternate:**	Ala' Rajabi		M	Hebron	Public Health	Nutrition	**72**	*22*	*21*	*24*	**67**	**100**	**79.67**
	GZ	Grp1	**Candidate:**	**Yousef Alarian** *declined Nov 04 to accept DAAD/German scholarship*											
9	GZ	***Grp2***	**Alternate:**	Ala Abedallah Shatali		M	Gaza City	Public Health	Rehabilitation Therapy	**71**	*25*	*24*	*25*	**74**	**90**	**78.33**
	WB	Grp2	**Candidate:**	**Hadeel Khalayleh** *conflict with USAID participation regulations*											
10	GZ	Grp1	**Alternate:**	Tamer Mahmoud Karmout		M	Jabaliah	Bus. Admin.	Human Resource Manag	**77**	*27*	*21*	*26*	**74**	**90**	**73.33**
	GZ	Grp1	**Candidate:**	**Yazdan Alamawi** *declined Jan05 for family reasons*											
11	GZ	Grp1	**Alternate:**	Mohammad Ismail El Jaro		M	Gaza City	Bus. Admin.	Marketing							
12	GZ	Grp1	**Alternate:**	Ghada Senwar	declined to accept Fulbright			Bus. Admin.	Sustainable Int'l Dev.	**85**	*30*	*29*	*23*	**82**	**100**	**89.00**
13	GZ	Grp1	**Alternate:**	Nader Okasha	declined to accept Fulbright			Environ. Sci.	Structural Engineering	**84**	*28*	*31*	*22*	**81**	**100**	**88.33**
14	GZ	Grp1	**Alternate:**	Ghada Nawaf Al Najjar	declined to accept other prog			Info Tech	Info System Management	**77**	*15*	*20*	*20*	**55**	**100**	**77.33**
15	GZ	Grp1	**Alternate:**	Mohammed Abdelhadi	declined to accept British Council			Educ & PubAdm	Curriculum Development	**75**	*29*	*25*	*29*	**83**	**50**	**69.33**
			Remaining alternates													
16	WB	Grp1		Mohammad Abdel Khaleq Dwikat		M	Nablus	Info Tech	Management Info Systems	**81**	*18*	*19*	*19*	**56**	**70**	**69.00**
17	GZ	Grp1		Khaled Darwish Ashour		M	Gaza City	Bus. Admin.	Human Resource Manag	**75**	*26*	*26*	*24*	**76**	**50**	**67.00**

HH.
II. Home Office Activities

As of the end of February 2005, there were 35 PSP participants studying in the U.S. One participant, Yazdan Elamawi, decided to give up his scholarship, and departed the U.S. On February 1. While staff members tried to work with him on adjustment issues, he was adamant in his decision.

Michelle Dworkin traveled to Colorado to conduct an orientation program at Colorado State University for a participant who arrived so late that she was unable to stop in D.C. for this important meeting. While there, Michelle also visited the University of Colorado at Boulder to conduct a campus visit for one participant from Gaza. A report on this visit is pending.

Michelle Dworkin and Sabeen Hassanali also visited George Mason University to conduct campus visits for three PSP students studying there. Again, a report on this trip is pending.

The Fall 2004 AETRs, transcripts, action plans, and linkages reports were collected from all PSP participants during this month. The Plans of Study and Initial Action Plans for the new January arrivals were also collected. All material will be sent to the Mission in the near future.

As deadline dates approach for summer and fall 2005 placement, the activity in this area increased. Staff members were completing all research, and submitting applications to at least three schools for each participant, including one HBCU whenever applicable. Weekly placement update reports are sent to the Mission and field office to ensure that everyone knows the latest status of each participant.

QUARTERLY REPORT

ZAMBIA
ECONOMIC GROWTH,
BASIC EDUCATION,
HEALTH,
DEMOCRACY AND GOVERNANCE

Contract No.: EEE-I-00-01-00010-00
Task Order No.: 811

For the period
July 1 – September 30, 2004

Submitted to:
Dorothy Ntengerenji
USAID/Zambia

Submitted by:
The Academy for Educational Development
1825 Connecticut Ave., N.W.
Washington, D.C. 20009

Submitted on:
October 29, 2004

START/ZAMBIA ECONOMIC GROWTH, BASIC EDUCATION, HEALTH, DEMOCRACY AND GOVERNANCE

QUARTERLY REPORT
JULY 1 – SEPTEMBER 30, 2004

Background:

Although once a middle-income country powered by the copper mining industry, Zambia has experienced decades of decline in its standard of living. At present, 78% of Zambians live below the poverty line, manifested by chronic malnutrition and insufficient access to basic social services such as education and health. Zambia's development is at a crossroads facing three core development challenges: poor governance, food insecurity and the devastating impact of HIV/AIDS.
USAID has been a partner in Zambia's development for decades and is well aware of the country's current context. While economic growth will bring about improved food security and poverty reduction, achieving and sustaining positive results calls for an intense and integrated effort to mitigate the effect of HIV/AIDS on all sectors of the Zambian economy.

The USAID/Zambia 1998-2002 Country Strategic Plan is focused on four strategic objectives:

- SO1 Increased Rural Incomes of Selected Groups
- SO2 More Equitable Access to Quality Basic Education and Learning, Especially for Girls
- SO3 Increased Use of Integrated Child and Reproductive Health and HIV/AIDS Interventions
- SO4 Expanded Opportunity for Effective Participation in Democratic Governance

Actions under these SO's will closeout by September 2004.

The new 2004-2010 Country Strategic Plan outlines an innovative approach to support Zambia in addressing its challenges and accelerating growth. It will focus on the same areas but will consist of five SO's with new activities including different approaches.

- SO5 Increased Private Sector Competitiveness in Agriculture and Natural Resources
- SO6 Improved Quality of Basic Education for More School-Aged Children
- SO7 Improved Health of Zambians
- SO8 Government Held More Accountable
- SO9 Reduced HIV/AIDS Impact through Multisectoral Response

Trained and skilled Zambians are key to the success of all the activities undertaken by the Mission. USAID/Zambia's training program will create a critical mass of skilled individuals needed to achieve the Mission's objectives and ensure the sustainability of their development assistance activities.

Expected Results:

AED is to assist USAID/Zambia in implementing its training program to effectively and efficiently support the achievement of its strategic objectives. To do this, AED is to administer all of the participant training programs funded by the Mission's on-going and planned technical assistance activities, and to design and implement post-training follow- on programs to assist the trainees to demonstrate leadership and apply their new technical skills to improve performance of their respective organizational units and sectors, as well as their communities at large.

Training is funded by the different Strategic Objectives (SOs), and consists of (1) U.S. Long-term Academic training, (2) U.S. Short-term Technical training.

Task Order Administration:

The task order was signed on November 26, 2003 with the period of performance running through August 27, 2006.

Participant Training:

Short-Term Training

During this period, AED monitored two short-term training programs under SO6.

"Fiscal Decentralization and Local Governance"
Andrew Young School of Policy Studies
Georgia State University
Atlanta, GA
July 12 – July 30, 2004
2 Participants

Arrangements were finalized for Ms. Namataa Precious Mudenda and Mr. Yamboto Mumbula to attend the "Fiscal Decentralization and Local Governance" short course at Georgia State University. On their planned date of arrival, AED learned that the participants did not arrive, and subsequently learned that the participants were not able to obtain the necessary travel clearance from the Government of Zambia. AED negotiated with the training provider to conduct a special catch-up session to allow the participants to attend the second half of the course. Since Ms. Mudenda and Mr. Mumbula had already missed a significant portion of the training, and because it was not clear that they would actually be able to depart on a later flight, the USAID Mission instructed AED to cancel the program and request a refund of the participants' tuition, airfare, and other costs. AED was able to recoup most of the cost of their airfare and is continuing to follow-up with the training provider regarding the refund of their tuition.

"Public Budgeting and Fiscal Management"
Andrew Young School of Policy Studies
Georgia State University
Atlanta, GA
August 2 – August 13, 2004
3 Participants

Three participants, Mr. Ignatius Jere, Mr. Frederick Katulwende, and Mr. Christopher Milupi, were selected by the Mission to participate in the "Public Budgeting and Fiscal Management" short course at Georgia State University in August 2004. The three participants arrived on schedule at the university on August 1st. AED spoke with the participants by phone at several points during their training to make sure that everything was running smoothly and that the training was meeting their needs. The participants indicated that they were very satisfied with the program at Georgia State. The participants incurred significant bank fees in cashing their checks for both their travel advances, and their allowances, and requested reimbursement for these fees. The USAID Mission gave its approval to reimburse the bank fees, and the participants received this shortly before the end of their program.

The participants had some difficulties during their trip home. They were scheduled to stay overnight at the airport hotel in Johannesburg due to a long layover. Staying at this hotel would allow them to remain overnight without having to go through customs in South Africa. Unfortunately, their luggage was only checked through to Johannesburg, so they had to pass through customs in order to retrieve it. However, they did not have South African visas and had considerable difficulty in re-entering. When they finally were allowed in, they faced further difficulties with the hotel payment, despite the fact that everything had been cleared beforehand by AED. The participants arrived back in Lusaka on August 16th as scheduled.

Long-Term Participants

During this period, AED continued the monitoring and support of one long-term participant under SO1 who had previously been sponsored first by the Africa Agriculture task order, then by USAID/Zambia and his university. AED staff also continued placement activities for one long-term participant under SO2 and two long-term participants under SO6.

SO1
Geoffrey Chomba
M.S. in Agricultural Economics, Michigan State University
September 2002 – August 2004.

Mr. Chomba arrived in the US in September of 2002 under the START/Africa Agriculture Initiative (also administered by AED), along with tuition assistance and an assistantship from his department at Michigan State University. He performed very well in his classes, earning a 3.81 cumulative GPA. Mr. Chomba completed his program on schedule in August 2004.

Mr. Chomba was scheduled to depart for Zambia on August 30th, 2004. Many of his plans were tentative until just a few days before his departure date, as he still had not received a new passport to replace the one he lost in January. His passport finally arrived one week before his scheduled departure. Unfortunately, with all his last-minute work and packing that needed to be done, he misplaced his final check with his departure allowances. Then, he was delayed on his way to the airport and missed his flight. Mr. Chomba contacted AED the next day to inform us of his plans for

departure, and to request that another check be issued. He was able to change his reservation with the airline for departure one week later than originally scheduled. Mr. Chomba left for Zambia on September 5th, and notified AED promptly upon his arrival that he did not have any difficulties with his trip.

SO2

Matongo Mugwagwa

A.S. in Information Systems, Montgomery Community College, 3.0 GPA
To be placed for B.S. in Information Systems and M.Ed.
July 2004 – 2006

Ms. Mugwagwa was accepted at Montgomery Community College, and AED made arrangements for her to arrive in Washington, DC on July 4th which she did as scheduled. She attended an orientation at AED on July 6th and then went to school to take her placement examinations. She enrolled in two courses for the summer term. She initially had some difficulties with papers for her English course, and there was concern that she would not pass the class. AED contacted the professor to see if special arrangements such as for a tutor needed to be made, and the professor gave her some extra time to complete her papers. In the end, Ms. Mugwagwa was able to make a great deal of improvement and finished with a B for the course. She finished the summer term with a 3.0 GPA, and is currently enrolled in four classes for a total of 12 credits for the fall semester.

Ms. Mugwagwa had significant difficulties in finding housing. Even though the school itself is accessible via public transportation, not all the surrounding neighborhoods are. AED gave Ms. Mugwagwa a great deal of assistance in identifying potential housing, and Ms. Mugwagwa turned down several rooms before finally settling on a place where she felt comfortable.

Ms. Mugwagwa is scheduled to transfer to a bachelor's program as soon as she has earned enough credits to be transferred. As a result of Ms. Mugwagwa being out of the educational system for an extended period of time, during the current quarter AED has focused on getting her acclimated into the academic routine.

Margaret Phiri Mvula

M.Ed. in Secondary Education, University of Arkansas
August 2004 – December 2005

In the previous quarter, applications were sent to four universities on behalf of Ms. Mvula: The University of Arkansas, Albany State University (HBCU), Arizona State Unviersity, and the University of South Florida. Ms. Mvula was offered admission to the University of Arkansas and Albany State University, and decided to attend the M.Ed. program at the University of Arkansas. AED initially made arrangements for her to travel to the U.S. on August 3rd. Due to problems in issuing her DS-2019, however, her arrival date was pushed back to August 8th. Ms. Mvula left Lusaka on August 7th as scheduled. An AED representative went to the airport to meet Ms. Mvula on August 8th, but she was not on the flight. AED later learned that her flight from Johannesburg to Paris was over-booked, and Ms. Mvula was bumped to the

flight departing the following day. She arrived in Washington, DC on August 9th, one-day later than scheduled. Although she was exhausted from the flight, she was in good spirits for her orientation over the following two days. After her orientation with AED, she traveled to the University of Arkansas on August 11th. The university arranged temporary housing for Ms. Mvula, and she was able to secure permanent housing shortly thereafter.

Shortly after her arrival it became clear that Ms. Mvula would need instruction in the use of computers in order to succeed in her graduate program. In order to address this issue, the school arranged for a tutor to help Ms. Mvula work on her computer skills. She is currently receiving weekly one-hour sessions. Ms. Mvula worked with her academic advisor to set up her plan of study in early September. She expects to complete her degree program in December 2005. AED has been in close contact with Ms. Mvula and the university and it appears that she is adjusting quite well to the university setting.

Henry Kaluwasha
M.Ed. in Educational Leadership, Plymouth State University
August 2004 – December 2005

In the previous quarter, AED submitted applications for Mr. Kaluwasha to the University of Florida, the University of Arkansas, Plymouth State University, and Albany State University (HBCU). Mr. Kaluwasha was admitted to Plymouth State University and Albany State University, and he elected to attend Plymouth State University. AED made arrangements for him arrive in the U.S. on August 17th. Mr. Kaluwasha arrived as scheduled and attended a two-day orientation at AED prior to traveling to school on August 19th. He appears to be adjusting well to academic life in the U.S. There were initially some questions about the plan of study he submitted. It appears that everything has been sorted out and as of September 30th AED awaits an updated Plan of Study.

Mr. Kaluwasha has been doing exceptionally well in his new environment. He has been in close contact with AED, and has made a positive impression on a number of the individuals he is in contact with at Plymouth State. He has been looking for ways to become more involved in the community.

QUARTERLY REPORT

ZAMBIA
ECONOMIC GROWTH,
BASIC EDUCATION,
HEALTH,
DEMOCRACY AND GOVERNANCE

Contract No.: EEE-I-00-01-00010-00
Task Order No.: 811

For the period
October 1 – December 31, 2004

Submitted to:
Dorothy Ntengerenji
USAID/Zambia

Submitted by:
The Academy for Educational Development
1825 Connecticut Ave., N.W.
Washington, D.C. 20009

Submitted on:
January 31, 2005

START/ZAMBIA ECONOMIC GROWTH, BASIC EDUCATION, HEALTH, DEMOCRACY AND GOVERNANCE

QUARTERLY REPORT
OCTOBER 1 - DECEMBER 31, 2004

Background:

Although once a middle-income country powered by the copper mining industry, Zambia has experienced decades of decline in its standard of living. At present, 78% of Zambians live below the poverty line, manifested by chronic malnutrition and insufficient access to basic social services such as education and health. Zambia's development is at a crossroads facing three core development challenges: poor governance, food insecurity and the devastating impact of HIV/AIDS.
USAID has been a partner in Zambia's development for decades and is well aware of the country's current context. While economic growth will bring about improved food security and poverty reduction, achieving and sustaining positive results calls for an intense and integrated effort to mitigate the effect of HIV/AIDS on all sectors of the Zambian economy.

The USAID/Zambia 1998-2002 Country Strategic Plan is focused on four strategic objectives:

- SO1 Increased Rural Incomes of Selected Groups
- SO2 More Equitable Access to Quality Basic Education and Learning, Especially for Girls
- SO3 Increased Use of Integrated Child and Reproductive Health and HIV/AIDS Interventions
- SO4 Expanded Opportunity for Effective Participation in Democratic Governance

Actions under these SO's will closeout by September 2004.

The new 2004-2010 Country Strategic Plan outlines an innovative approach to support Zambia in addressing its challenges and accelerating growth. It will focus on the same areas but will consist of five SO's with new activities including different approaches.

- SO5 Increased Private Sector Competitiveness in Agriculture and Natural Resources
- SO6 Improved Quality of Basic Education for More School-Aged Children
- SO7 Improved Health of Zambians
- SO8 Government Held More Accountable
- SO9 Reduced HIV/AIDS Impact through Multisectoral Response

Trained and skilled Zambians are key to the success of all the activities undertaken by the Mission. USAID/Zambia's training program will create a critical mass of skilled individuals needed to achieve the Mission's objectives and ensure the sustainability of their development assistance activities.

Expected Results:

AED is to assist USAID/Zambia in implementing its training program to effectively and efficiently support the achievement of its strategic objectives. To do this, AED is to administer all of the participant training programs funded by the Mission's on-going and planned technical assistance activities, and to design and implement post-training follow- on programs to assist the trainees to demonstrate leadership and apply their new technical skills to improve performance of their respective organizational units and sectors, as well as their communities at large.

Training is funded by the different Strategic Objectives (SOs), and consists of (1) U.S. Long-term Academic training, (2) U.S. Short-term Technical training.

Task Order Administration:

The task order was signed on November 26, 2003 with the period of performance running through August 27, 2006.

Participant Training:

Short-Term Training

There was no short-term training during this period.

Long-Term Participants

During this period, AED continued the monitoring and support of three long-term participants.

SO2/SO6
Matongo Mugwagwa
A.S. in Information Systems, Montgomery Community College, 3.0 GPA
To be placed for B.S. in Information Systems and M.Ed.
July 2004 – 2006

Ms. Mugwagwa completed her first full semester at Montgomery Community College this fall. Given all of the challenges that new students face, Ms. Mugwagwa has overcome many in her adjustment to her new life and AED is quite proud to report that she is doing well culturally and academically. Ms. Mugwagwa is currently researching computers and has expressed her plan purchase one soon. AED and Ms. Mugwagwa agree that this will be a positive addition to her academics. At the time of this report, AED is currently waiting for Ms. Mugwagwa's completed Academic Enrollment and Term Report for the fall semester. Since the start of her program, Ms. Mugwagwa has completed 16 credit hours is planning on taking 20 credit hours this coming semester.

AED is currently researching universities that are able to provide Ms. Mugwagwa with the necessary program to earn her Bachelor's degree. AED staff plan to visit Ms. Mugwagwa at Montgomery College in the next quarter, meet with her academic advisors, and discuss her options for transferring to a university this summer.

Margaret Phiri Mvula
M.Ed. in Secondary Education, University of Arkansas 3.3
August 2004 – December 2005

Ms. Phiri succeeded this semester in completing nine credit hours with an overall GPA of 3.3. She has reported that she is ready to purchase a computer and AED is currently waiting for her quotes to supply her with the monetary advance necessary to make the purchase. Both AED and Ms. Phiri feel that the addition of the computer will help greatly increase her computer skills and aid her in her studies. Ms. Phiri has made a remarkable adjustment to American culture and academic life. She is currently enrolled to take nine credit hours in the coming semester. AED is planning to send a staff member for a campus visit late next reporting quarter.

Henry Kaluwasha
M.Ed. in Educational Leadership, Plymouth State University 4.0
August 2004 – December 2005

Mr. Kaluwasha had responded quite well to the transition to American culture and university life. He successfully completed his first quarter at Plymouth State University with the highest achievement of a 4.0 average for nine credit hours. AED staff members and Mr. Kaluwasha have kept in close contact with each other and Mr. Kaluwasha has reported that this has helped relieve some of the stress of cultural adjustment. This quarter, Mr. Kaluwasha was in the process of purchasing a computer, an asset that will greatly help in with his school work. He is taking 12 credit hours for the winter quarter. AED is planning for an upcoming campus visit to take place during the spring quarter.

AED Final Report
Task Order, USAID/Nepal
Peace Building and Development Summer Institute
School of International Service, American University
Washington, DC

Background and Descriptive Information

Program Dates: June 26 – July 17, 2004
Training Provider: School of International Service (SIS), American University
Training Site: American University, Washington, DC
Participant: Mr. Dharma Prasad Bhattarai, Director/Development Consultant of Human Resource Development Center, Kathmandu, Nepal

Training Objectives: The training was designed to provide the participant the following:

1. **Enhanced knowledge and skills in**
   - conflict resolution and peace building
   - humanitarian assistance and development
   - mediation, negotiation, reconciliation and dialogue, particularly in conflict-affected regions
   - impact of cultural and religious factors in peace building processes and the role of cultural and religious identities in peace building
   - transformation techniques and processes used by practitioners in the field of conflict and peace building
2. **Improved understanding of**
   - connections and tensions of human rights, development and conflict intervention
   - the role of governmental and nongovernmental actors in addressing gender issues in peace building and post-conflict development projects
3. **Enhanced skills and approaches** for designing, implementing, and evaluating training courses in conflict resolution, humanitarian assistance, and democracy and governance.

Strategic Objective: Promoting Peace through Improved Governance & Incomes in Targeted Areas.

Intermediate Results

IR. 8.1 Improved infrastructure and expanded economic opportunities in conflict affected areas

- 8.1.1 Increased opportunities for short-term employment through labor-intensive infrastructure in conflict affected areas

- 8.1.2 Enhanced opportunities for sustainable incomes in conflict affected areas

IR 8.2 Increased use of key support services by victims of conflict (VOC)

- 8.2.1 Increased access to key services for VOC
- 8.2.2 Improved quality of psycho-social, medical, legal and economic support services for VOC
- 8.2.3 Increased awareness of the availability of key services for VOC

IR 8.3 Increased national capacity to effectively engage in transition to peace processes

- 8.3.1 Improved HMG planning, monitoring, negotiation, communication, and policy formulation
- 8.3.2 Improved efficacy of civil society networks
- 8.3.3 Increased access to and use of information in decision-making/policy formulation

IR 8.4 Strengthened community capacity for peace

- 8.4.1 Enhanced peace-building and dispute resolution skills in communities
- 8.4.2 Increased community participation in planning and management of key decentralized services and infrastructure

Program Description:

The AU Summer Peacebuilding and Development Institute 2004 consisted of a three week course trilogy, each course lasting 5 days. The course highlights and a short description are outlined below:

Schedule of Training:

Course I: June 28 – July 2: Human Rights (HR) and Conflict Resolution (CR)

- Religion and Culture in Conflict Resolution
- Bridging Human Rights, Conflict Resolution and Development
- Political Negotiation in Latin America

During the course, the participant learned about different aspects of HR and CR including: (1) sustainable peace as the goal for human rights and conflict resolution interventions; (2) conflict as a social phenomenon and critical analysis of conflict resolution interventions and measures; (3) critical analysis of human rights interventions and measures; (4) HR and CR as peacebuilding components; and (5) examination of actions on the macro, mezzo and micro levels to secure better synergy between the CR and HR fields.

Course II: July 5 – July 9: Training of Trainers in Peacebuilding and Development

- Development in Conflict: Practical Approaches to Recovery
- Training for Trainers (TOT) in Peacebuilding & Development

- Applied Conflict Analysis and Resolution

The course utilized training approaches and explored their practical applications in peacebuilding and development contexts. It focused on skills and approaches for designing, implementing, and evaluating effective courses in conflict resolution, humanitarian assistance, and democracy and governance. The course explored a range of adult learning strategies and tools. Different training approaches and philosophies were shared by presenting action research and evaluation strategies, problem solving, and interethnic dialogue skills. The course was conducted in a training format and included hands-on training experiences, skills for reflective practice, role plays, simulations, and films.

Course III: July 12 – July 16: Positive Approaches to Peacebuilding

- Gender and Peacebuilding in Development Context
- Positive Approaches to Peacebuilding and Development
- Arts Approaches to Peacebuilding

The course explored ways of integrating ideas and processes that re-frame problems towards solutions which foster creativity and hope rather than denying their existence. The participant was exposed to elements of different positive approaches and learned about their theoretical underpinnings. The participants designed a positive approach for one or more "live case studies" drawn from their own experiences and coached each other on the applicability of these cases to their own peacebuilding and development projects. This interactive and practical course focused on creative learning environment, "outside-the-box" thinking and experimentation.

Achievements

Mr. Bhattarai enjoyed the learner-centered approach utilized in the classroom throughout all three courses. He reported making a presentation on the conflict situation in Nepal and received many useful comments and insightful analysis from his peers. Multiple opinions and insights from colleagues coming from approximately 30 countries and cultures of the world provided him with perspectives and opportunities to address challenges in a creative way. The participant was impressed with the learning-teaching approach and the teacher-student-peer relationship in the learning environment. The group work approach and hands-on practical training strategies were extremely beneficial and educational to Mr. Battarai. He indicated that presenting a conflict case to a group of his peers expanded his abilities and methods for solving problems.

The participants received a number of useful training materials. Mr. Bhattarai indicated that he was very satisfied with the materials from Course II which contained ready-made handouts and exercise sheets to be replicated for his training audiences back in Nepal.

In addition to practical work, the participants received a theoretical background for their subject of inquiry including the principals of social constructionism, macro-trends of change, and the concepts, causes and conditions of conflict. Readings were assigned during each course. In addition, lecturers and instructors equipped the

participants with lists of resources and readings for further learning and sharing with colleagues back at home.

During interviews with AED personnel, Mr. Bhattarai stated that he tried to receive the maximum benefit from the courses; therefore, he took his assignments seriously and actively participated in discussions, group activities and other learning engagements as assigned by the course instructors.

Mr. Bhattarai indicated that he is taking home a wealth of resources in the form of handouts, literature lists, and ideas to be implemented in designing and implementing his own training activities at the Human Resource Development Center where he works in Kathmandu. He stated that he will attempt to make his future training interventions more interactive and more learner-centered.

Evaluation of the Institute

The AED program specialist administered an exit questionnaire. The results are summarized below.

The participant strongly agreed that the program was relevant to his work, was conducted at his level of expertise and provided sufficient new material to apply it to his workplace. The following aspects of training were rates as good:

- The training ability and expertise of instructors;
- Program content;
- Instructional methods and delivery;
- Balance between theory and practice;
- Consultations with instructors;
- Written materials; and
- Opportunities to develop professional linkages.

Mr. Bhattarai indicated that the site visits and field trips were the weakest aspect of the training. However, he reported making many professional contacts and arranged to maintain relationship with them through information exchange, experience sharing, and providing mutual support and advice in their professional field. As a recommendation for course improvement and enhancement of participants' learning experience, Mr. Bhattarai recommended more time and attention allocated to presentations and analysis of country cases where each participating individual could present his/her opinion and insight. That would allow a "case owner" to develop a set of strategies and insights for problem solving and case resolution.

In general, the participant rated his training experience as positive and indicated that he would recommend the AU Peacebuilding Institute to his colleagues.

AED recommends the American University and its Peacebuilding Institute as a provider for future training interventions.

Logistics

AED arranged double lodging at the American University campus. A portion of his meal allowance was issued through an AU meal plan and incidental plan and the

remainder was issued in cash. The allowance chart is attached at the end of this report. The participant seemed content with the housing and meal arrangement. He indicated he was satisfied or very satisfied with housing, meals, transportation, timeliness of allowance payment, medical insurance, training facilities and resolution of problems.

Record of AED Program Staff Meetings and Debriefings with the Participant:

June 26, 2004

An AED employee met Mr. Bhattarai at the airport and escorted him to the AU university campus. He helped the participant to check into the AU lodging at Centennial Hall. The participant was housed in a double room, sharing lodging with another Peacebuilding Institute participant.

June 27, 2004

Rasa Edwards, Program Specialist for the START/Nepal Task Order, met with Mr. Bhattarai on Sunday morning at the AU campus to conduct a pre-training orientation for the participant. They reviewed the allowance chart (attached). The participant received his first allowance installment in the amount of $500.00. The AED specialist reviewed and discussed (1) the general aspects of his program for the upcoming three weeks; (2) his health insurance plan; (3) tax forms requirements; and (4) getting around in Washington DC. Ms. Edwards explained to Mr. Bhattarai how to use the AU meal plan and incidentals card which he would receive on the first day of his training. The AED specialist made arrangements to keep in contact via the phone and meet to cash his check including the final allowance installment and medical examination reimbursement. Ms. Edwards introduced him to the campus, the cafeteria and academic buildings. They also met with Mr. Saji Prelis, the Program Coordinator at the Peacebuilding Institute.

Afterwards, Ms. Edwards showed him a neighborhood grocery store, familiarized him with the shuttle services between the AU campus and the Tenley Town Metro Station, and explained how to use the DC metro system. Mr. Bhattarai had a very positive attitude and seemed very eager to learn and network with fellow participants. He debriefed Ms. Edwards about his job responsibilities in Nepal and the future plans of the Human Resource Development Center.

June 29, 2004

At the end of the second day of training, Mr. Bhattarai called Ms. Edwards at AED to inform that he had successfully begun his training program. That day, he gave a presentation to the group on the conflict situation in Nepal and received a lot of interest from his colleagues. They had a lively discussion, and the participant reported that the session was intensive and very informative.

July 7, 2004

Ms. Edwards and Mr. Bhattarai had a phone conversation. He indicated that the training was very informative and demanding. Later in the afternoon, he was

planning to prepare for a presentation due the next day. Ms. Edwards agreed to meet with Mr. Bhattarai on Friday, July 9th to cash his allowance check and discuss his learning progress.

July 9, 2004

Ms. Edwards met with the participant at the bank to cash the check for his final allowance. The participant was doing well: learning and networking with his colleagues. They set a final meeting on July 15 so that Ms. Edwards could administer the exit questionnaire and deliver a certificate of completion.

July 15, 2004

On July 15, Ms. Edwards met with the participant to discuss the program results and gains from this educational experience. He indicated he was very happy with this course trilogy, and the subject matter was challenging and interesting. The learning methodologies were very thought-provoking and interactive which included group work, consensus-finding exercises, and discussions to mediate a problem. He was very glad to receive the large amount of training materials including handouts and exercises ready to utilize in his own classroom setting. Mr. Bhattarai said he was very pleased to have an opportunity to network, learn and exchange ideas with colleagues from approximately 30 countries around the world.

AED made shuttle arrangement for Mr. Bhattarai to go from the AU campus to the airport on July 17, his date of departure from Washington.

Overall, Mr. Bhattarai was very receptive to new ideas and very eager to learn. He made many professional connections and expressed an interest in maintaining contact with his colleagues for possible exchange of ideas and projects.

Allowance Calculation Chart for Mr. Bhattarai

Arrival June 26 and departure July 17, 2004
20 full days in the US; 1 exit day and 1 entry day

	Rate per participant	**# days**	**$ per participant**
Meal allowance in DC	$43.00	20	$860.00
AU Meal Plan provided	*$43.00*	*8*	*($344.00)*
Incidentals	$8.00	20	$160.00
Incidental amount provided through AU plan on the card			*($100)*
Entrance/Exit Allowance (day of arrival in the US and day of departure from the US)	$25	2	$50.00
En route allowance	$80.00	2	$160.00
Total			**$786.00**

- M&IE USG rate for Washington DC is $51.00.
- M&IE Distribution: Daily Meal Allowance: $43 dollars; Incidentals - $8.00
- For days, when meals were provided; meal allowance was not issued. The total incidental amount was adjusted to subtract the AU-provided incidental card. The participant used this money for laundry and other incidental purchases on campus.
- The participant was reimbursed for his medical certification expenses in Nepal.