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OPPORTUNITIES INDUSTRIALIZATION CENTER

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OIC/AFRICA

African Trip Report - May 27 to July 22, 1969

Submitted to

UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT

Reverend Leon H. Sullivan, Chairman
Valo Jordan, Program Director
September 1969

A.I.D.
Reference Center
Room 1656 NS

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INTRODUCTION

The following report is a composite of the OIC Advance Team activities and accomplishments during their follow-up trip to Africa.

The Appendix section of this report contains letters and other supportive information.

OIC ADVANCE TEAM TO AFRICA

Valo Jordan
Anthony Wicks

AFRICAN COUNTRIES VISITED

Accra, Ghana
Lagos, Nigeria
Nairobi, Kenya
Addis Ababa, Ethiopia

NIGERIA

OIC ADVANCE TEAM ACTIVITIES

The purpose of the OIC Advance Team trip to Africa was to follow-up discussions about the establishment of OIC type programs in Nigeria, Ghana, Ethiopia and Kenya. The team's objectives in the respective countries were:

1. To determine the state of OIC committee organization and their capability to undertake the support and maintenance of an OIC program.
2. To assist the OIC committees previously organized (Nigeria and Ghana) in assessing local capabilities and resources. To identify initial areas of skilled training.
3. To prepare a proposed priority list and projected phase-in schedule relative to the type of program envisioned by each country. To assess each countries readiness for the OIC program.

Nigeria

National Government Endorsement

The Nigeria Board members and the Advance Team met with the heads or representatives of the government ministries. The OIC program was well received and endorsed verbally. It was requested and received, a written endorsement from the Ministry of Economic Planning. A letter from the Ministry of Industry had also been requested. To date, the OIC program has their verbal endorsement.

The government had pledged to support the OIC program by donations of:

1. Building for training/or site for building.
2. Use of the Labor Exchange job placement.
3. Technical personnel to develop the OIC course of study.
4. Use of social and manpower departments as technical resources.

During Reverend Sullivan's visit, he met General Yakubu Gowon, Head of State, who verbally endorsed the OIC program. General Gowon pledged government support for the OIC program. Organizational Structure and Composition of Nigeria Board of Direct

The Nigerian Board of Directors has a broad cross section of the Lagos community. It has been structured to include industry, government, professional and private citizens of the Lagos community. All religious groups are represented and have endorsed the program.

The Nigerian OIC Constitution has been drawn up and officially incorporated.

Sub-committees have been formed to develop the OIC program.

These committees are:

1. Fund Raising
2. Program
3. Industrial Advisory
4. Housing
5. Personnel

Chairmen for each committee have been elected and the duties have been designated.

Composition of the Industrial Advisory Council

Under the direction of the Nigeria OIC Industrial Committee, a community Industrial Advisory Council is being formed. Mr. J. Ade Tuyo, President of the Defacto Baking Company is chairing the committee. Mr. Tuyo has expressed interest and concern about the labor needs of Nigeria. Under his leadership a strong council is being formed. Also on this council will be members of manpower training and placement agencies.

The Financial Capability of the Nigeria Board of Directors

A true assessment of the financial capabilities of the Nigerian program has not been made. There are several factors that delay the assessment.

1. Final program structure
2. Exact cost to operate pre-vocational program
3. Commitments from industry and government for support.
4. Initiation of fund drive.

Monthly contributions have been pledged by the OIC Board as well as members of the industrial community. These funds will establish an OIC office and hire limited staff to develop the OIC program.

Boards Relationship with Industrial and Business Community

Discussions with the industrial community indicate wide

support. Many companies have sent representatives to OIC meetings. Several industrialists and managers are on the OIC Board of Directors.

Verbal commitments were made. The occurrence of program needs will determine the kind of support that each company will give.

Agreement to Hire OIC Trained Personnel

The need for trained personnel is very demanding in the Lagos area. Many companies that now do their own staff training, indicated a need for trained workers. Industry expressed willingness to encourage and support any training program designed to assist their needs.

Verbal agreements were made with United Trading Company for auto mechanics. Mobil Oil needs clerical workers above the clerk-typist level. Mr. J. Ade Tuyo has agreed to hire some twenty-five bakers a year, and other companies have expressed an interest in the OIC trainees.

Dr. G. A. Ademola, Chairman of a small business development group, has pledged support to the program. He also indicated his group would be interested in developing small business for the OIC trainees.

Other discussions with representatives of Lever Bros. Company and United African Company as well as government ministries, indicated a need for qualified personnel. More substantial support will be received after the program has been launched and demonstrates its ability to become an effective manpower program.

Identification of Technical Skill Areas of Training

Surveys conducted by the Nigerian Board and OIC Advance Team indicated these areas of training:

- | | |
|------------------------|-------------------------|
| 1. Bakery | 4. Small Machine Repair |
| 2. Secretarial Science | 5. Auto Mechanics |
| 3. Electronics | 6. Service Industries |

Contacts made with industry, government and educational institutions agreed these training areas would best serve the total community.

Also a part of the training program will be business management. This will help those people who desire to go into small scale business.

Program Structure

The Nigerian OIC will consist of:

- Administrative Staff
- Pre-vocational Program (Feeder)
- Skilled Training Program

The administrative staff will consist of:

- Director
- Administrative Assistant
- Fiscal Officer
- Industrial Relations Officer
- Program Officer
- Clerical Support
- Pre-vocational (Feeder)
- Lead Instructor

7/10/68

4 Instructors

2 Counselors

Vocational - Skill Training

Lead Technician

4 Technicians

2 Counselors

Other Supportive Staff

Maintenance

Driver

Clerical Support

The specific skill training technicians will be selected according to program priority.

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GHANA

Ghana

Government Endorsement

During the trip of Reverend Sullivan, General Ankrah ^{Tim} present Head of State, endorsed the OIC program. Verbal endorsement has been given by all the Ministries of the Ghana government. Written endorsements have been requested by the OIC Board of Directors of Ghana.

The discussions with government officials were very fruitful. There were verbal pledges to support the program by donations. Submission of the OIC program to the government will determine the support they will render.

Organizational Structure of Ghana OIC

The Ghana Board of Directors has been elected. Mr. S. P. Dampson is the Chairman and Mr. A. G. Mortty has been coordinating the program development.

Sub-committees have been formed to help develop the program. These committees are:

1. Fund Raising
2. Program
3. Industrial Relations
4. Housing
5. Personnel

Chairmen and members have been appointed for each committee.

Composition of the Industrial Advisory Council

Mr. C. C. K. Bah, a local businessman, is developing the

Ghana Industrial Council. Letters and personal visits have been made to the industries in Accra and Tema areas. During the Advance Teams visit, some commitments had been made by industrialists. Generally the Industrial Council is still being formed.

Financial Capability of Ghana Board

Funds from the Board of Directors have been collected at each Board meeting. These funds have enabled the Ghana program to hire a full time staff person and maintain an OIC office.

A full scale fund raising program has not been developed due to incomplete program needs. A temporary budget has been drawn up of some 1500 dollars. The Board of Directors has pledged to provide that sum.

Boards Relationship with Industrial and Business Community

Agreements of program support have come from those industries contacted in Accra and Tema. Technicians and training personnel are helping the Ghana Board develop the OIC program. Program needs and support will come once the program has been developed.

Agreement to Hire OIC Trained Personnel

Industry has indicated a need for trained personnel. Companies have agreed to consider all persons trained in the OIC program. All companies noted that the person must meet the entrance requirements. Since many of the industries train their personnel, which is costly, they would welcome

ready trained persons.

Identification of Technical Skilled Areas of Training

Surveys conducted by the Ghana Board and Advance Team indicated the need to train in these areas:

1. Auto Mechanics
2. Secretarial Science
3. Electronics
4. Building Trades
 - a. Plumbing
 - b. Electrician
 - c. Carpentry
 - d. Brick Masonry
5. Entrepreneur & Management Training

Program Structure

The Ghana OIC will consist of:

Administrative Staff
Pre-vocational Program (Feeder)
Skilled Training Program

The administrative staff will consist of:

Director
Administrative Assistant
Fiscal Officer
Industrial Relations Officer
Program Officer
Clerical Support

Pre-vocational (Feeder)

Lead Instructor
4 Instructors
2 Counselors

Vocational - Skill Training

Lead Technician

4 Technicians

2 Counselors

Other Supportive Staff

Maintenance

Driver

Clerical Support

The specific skill training technicians will be selected according to program priority.

Ethiopia and Kenya

Since the OIC developments in Ethiopia and Kenya were quite different than those in West Africa, the OIC Advance Team work activities therefore took on a different approach. In West Africa, the OIC effort was initiated by local community groups concerned about the unemployment problem. In the two East African countries, the interest in OIC was initiated on a 'higher' level - government. Therefore, in keeping with the traditional and necessary OIC approach, developing a manpower training program based on broad community support, the activities of the Advance Team was to redirect the efforts of program development in Ethiopia and Kenya.

The OIC Advance Team task, therefore, was to accomplish three major objectives:

- I. Formation of an OIC Steering Committee
 - A. Structure
 - B. Representation
 - C. Assignment of committees responsibilities.
- II. Formation of an Industrial Advisory Committee of Local Businessmen
 - A. Membership
 - B. Functions
 - C. Responsibilities
- III. Relations with Government
 - A. Financial Assistance

- B. Building or Training Site
- C. Accommodation for American OIC Technicians
- D. Legislative Arrangements
 - 1. Incorporation
 - 2. Requirement for receiving foreign aid.

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ETHIOPIA

Ethiopia

In Ethiopia, we were able to accomplish all three objectives. With the assistance of the Ministry of Education and the local USAID Mission, an Ethiopia OIC Steering Committee was formed. This committee is representative of a broad cross section of the Addis Ababa community.

With the assistance and advice of the General Manager of the Commercial Bank of Ethiopia, the foundation for forming an OIC Industrial Advisory Council was initiated. The General Manager of the Bank is also the President of the local Chamber of Commerce, pledged to personally oversee the organizing of this Industrial Advisory Council.

Contact with government was established through the Ministries of Education and, Industry and Commerce. Both ministries gave their endorsement to the OIC efforts and promised official recognition as soon as they receive official request from the Ethiopian OIC Committee.

Officers for the Steering Committee were elected and this body was further divided into several working sub-committees: -- Industrial Committee, Finance Committee, Program Committee, Public Relations Committee, Building Committee, and Personnel Committee.

The Ethiopian OIC Committee is now in the process of writing its constitution and by-laws and will lodge the same with the appropriate government office for formal incorporation into a legal OIC Board of Directors. The

interest and encouragement received from government, industry, local citizenry and the local AID Mission are such that Ethiopia OIC efforts are rated as priority three.

Though Ethiopia is now in the process clearing the requisite; i.e, incorporation of a Board of Directors, etc; tentative areas of training need has been identified. From the Sullivan tour and the OIC Advance Team working with local citizen, government and private agencies, the following training areas were proposed:

1. Building Trades
2. Electronics - Radio and T.V. Repair
3. Office Machine Repair
4. Cabinet Furniture Making
5. Small Machine Repair
6. Entrepreneur & Management Training

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KENYA

Kenya

Although things in Kenya continue to look promising, the pace of activities are much slower. In Kenya, like in Ethiopia, the initial effort for launching an OIC program were mainly in the hands of the government, primarily the Ministry of Economic Planning.

With the assistance of Economic Planning Ministry, we were able to accomplish step three, establishing relationship with government. Out of this working relationship, a government OIC Committee was formed. This committee is composed of representatives from the various government ministries.

In accomplishing the first objective, that of establishing a broad based OIC Steering Committee, initial and encouraging contact was made with the National Kenya Chamber of Commerce. The chief Executive as well Vice President of the Chamber promised their assistance in forming the OIC Steering Committee.

The Chamber of Commerce also promised their assistance in the formation of the Industrial Advisory Council.

Resulting from the two trips made by OIC representatives to Kenya, in which several meetings and discussions were held with government and industrialists, the following areas were proposed for initiating training programs:

1. Building Trades

2. Secretarial Science
3. Electronics - Radio and T.V. Repair
4. Auto Mechanics
5. Entrepreneur & Management Training

S U M M A R Y

SUMMARY

STATUS OF OIC AFRICAN DEVELOPMENT

I. National Government Endorsement

A. Nigeria

1. Letter of OIC program endorsement has been received from the Ministry of Economic Planning by the Nigerian Board of Directors.
2. The national government has offered to assist the OIC program in acquiring a building or building site for the Nigerian OIC.
3. The National Labor Exchange has offered to supply job openings as well as job applicants who need additional training.
4. Verbal endorsement from other government ministries has been received. Written statements were to be sent out to the local OIC Board.

B. Ghana

1. Meetings were held with the Ministries of Education, Labor, Social Welfare and Economic Planning. The OIC Board received their verbal endorsement. Written statements have been requested and each ministry has agreed to send one to the OIC Board.
2. Reverend Sullivan met with the Heads of State during his visit and the program was endorsed

with support of building and equipment.

C. Ethiopia

1. With the assistance of the Ministry of Education a cross-section of the Ethiopian citizenry have formed an OIC Steering Committee.
2. Letters of government endorsement have been requested by the Ethiopian OIC Steering Committee.
3. Land has been offered to OIC to erect a training site.

D. Kenya

1. Letter of general government endorsement have been received from the Ministry of Economic Planning.
2. An Government OIC Committee has been formed to assure government interest, awareness and assistance. This committee is representative of the various government ministries.
3. If program is launched, government has promised to assist OIC Kenya secure a training site.
4. Verbal endorsement has been received from the Office of the President.

II. Composition and Organizational Structure of OIC Board of Directors or Steering Committees

A. Nigeria

1. The Board of Directors has been formed in Nigeria.

This Board represents a cross-section of the Lagos community. The Chairman is Dr. F. Salawu. Other elected officials are the Secretary and Treasurer.

- 2. Five sub-committees have been formed. They are:
 - a. Fund Raising
 - b. Program
 - c. Industrial
 - d. Housing--Program & Staff
 - e. Personnel

B. Ghana

- 1. The Board of Directors has been elected. Mr. Dampson is the acting chairman and Mr. A. G. Mortty is the coordinator. Other officials are secretary and treasurer.
- 2. Five sub-committees have been formed. These are:
 - a. Fund Raising
 - b. Program
 - c. Industrial
 - d. Housing--Program & Staff
 - e. Personnel

C. Ethiopia

- 1. An OIC Steering Committee has been structured. This group is made up of members of the Ethiopian ministries as well as industrial and labor leaders. An OIC Board of Directors will be elected once the

constitution has been written.

2. Committees have been formed to develop the program in Ethiopia. These committees are:
 - a. Fund Raising
 - b. Industrial
 - c. Program
 - d. Special committee for constitution and incorporation.

D. Kenya

1. Though the government, the Kenyan National Chamber of Commerce and private citizens had expressed interest in the formation of a broad based Kenyan OIC Steering Committee--this is yet to be realized. More technical assistance from OIC is needed to get the Kenyan OIC effort off the ground.

III. Relationship with Business and Industry

A. Nigeria

1. Financial support has been pledged by the baking and flour industries. This support will be cash and equipment.
2. Mobil Oil, Lever Bros. and United Trading Co. have verbally supported the program. Donations have not been requested due to incomplete program plans.
3. Technicians from many of the industries are either on the Board of Directors or have pledged to assist the program as needed.

B. Ghana

1. Verbal support has been received from many industries in Accra region. Until further program development, request will not be made for cash or equipment.
2. Technicians from the local industries are working with the OIC Board to develop the program.
3. Office space from the Ghana Trade Union Congress has been donated to OIC. They have pledged to help develop jobs in the building trades for OIC trainees.

C. Ethiopia

1. Support has been received from the President of the Addis Ababa Chamber of Commerce.
2. The Manager of the Ethiopian Spice Extraction Co. has pledged support and is serving on the Board of Directors. He is also chairing the Fund Raising Committee.
3. Verbal support has been received from some of the local industries.

D. Kenya

1. The Kenyan National Chamber of Commerce has expressed an interest in the OIC program.
2. Verbal encouragement has been received from local

industries and training programs.

IV. Technical Skill Areas

- A. Nigeria
 - 1. Baking
 - 2. Secretarial Science
 - 3. Electronics (Radio & Television Repair)
 - 4. Small Machine Repair
 - 5. Auto Mechanics
 - 6. Service Industries
 - 7. Entrepreneur & Management*
- B. Ghana
 - 1. Auto Mechanics
 - 2. Secretarial Science
 - 3. Electronics (Radio & Television Repair)
 - 4. Building Trades
 - 5. Entrepreneur & Management Training*
- C. Ethiopia - (tentative)
 - 1. Building Trades
 - 2. Electronics (Radio & Television Repair)
 - 3. Office Machine Repair
 - 4. Small Machine Repair
 - 5. Cabinet & Furniture Making
 - 6. Entrepreneur & Management Training*
- D. Kenya - (tentative)
 - 1. Building Trades

* To be phased in when appropriate

2. Secretarial Science
3. Electronics (Radio & Television Repair)
4. Auto Mechanics
5. Entrepreneur & Management Training*

V. Organizational Structure

A. Nigeria

1. Board of Directors
2. Pre-vocational (Feeder)
3. Vocational
4. Job Placement and Follow-up

B. Ghana

1. Board of Directors
2. Pre-vocational (Feeder)
3. Vocational
4. Job Placement and Follow-up

C. Ethiopia

1. Steering Committee
2. Sub-committees for program planning

D. Kenya

1. Steering Committee
2. Sub-committees for program planning.

* To be phased in when appropriate

APPENDIX



UNITED STATES SENATE
WASHINGTON, D. C.

EDWARD W. BROOKE
MASSACHUSETTS

TO WHOM IT MAY CONCERN

Permit me to introduce to you a respected associate of many years standing.

The Reverend Leon H. Sullivan has been instrumental in developing Opportunities Industrialization Centers in more than seventy cities throughout the United States. His dynamic leadership has been the crucial factor in promoting and maintaining these enterprises.

Mr. Sullivan's present tour is an attempt to determine the opportunities for creating similar centers in some of the major cities of Africa. His goal is to permit Americans and Africans to help each other across the seas and across the span of history. Any courtesy which you can show to him will be most deeply appreciated.

Sincerely,

A handwritten signature in cursive script that reads "Edward W. Brooke".

Edward W. Brooke

EWB:mdr

February 10, 1969

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NIGERIA

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OPPORTUNITIES INDUSTRIALISATION CENTRE (LAGOS)

c/o P. O. BOX 78
LAGOS

17th. October '66

Rev. Leon H. Sullivan,
Chairman,
O.I.C. National Institute Board,
3639 North Broad St.,
Philadelphia, P.A. 19140,
U.S.A.

Dear Dr. Sullivan,

Following the visit of Mr. Valo Jordan to Lagos in August last, a group of interested persons has met together to see how the concept of OIC can be developed here.

We should first like to express our thanks to you for making it possible for Mr. Jordan to visit Lagos, and we shall be grateful if you will pass on to him our appreciation of his efforts to arouse interest in OIC whilst he was here. His enthusiasm was such that he convinced a number of people that unemployment can be successfully tackled and that the OIC philosophy is well suited to this purpose.

Our first meeting was held on Thursday 12th. September and it was attended by 23 persons from all walks of life. Here the decision was taken to develop plans for an OIC centre in Lagos.

Three sub-committees were set up to perform the necessary preliminary work :- (i) To investigate the skills in which vacancies exist through a canvass of firms in the city.
(ii) To consider means for re-orientating existing attitudes to work.
(iii) To consider how job creation can be stimulated.

The preliminary reports of these committees are to be presented at the meeting scheduled for Thursday 17th. October and the work is to be completed by October 31st.

Other matters which are being taken in hand include :- investigating premises that may be available for use as a centre ; obtaining government permission for a public appeal for funds ; the formation of a Board of Directors ; the compilation of a list of American based firms operating in Lagos for onward transmission to you.

We are informing Mr. Carter, Director of the USIS of the progress that we make and shall also be in touch with the U.S. Embassy when the preliminary work has been completed, in accordance with your suggestion.

We are most grateful for all the assistance which you have given so far and shall be pleased to receive any further help and advice you may send us. Particularly we look forward to your proposed visit to Lagos next February.

Yours sincerely,

- Michael O. Olatunji Industrial Adviser to the Bishop of the
- George Abiyemi Adenuga Federal Ministry of Health
- M. A. Soriyari Text development and Research
West African Examinations Council,
6, Alimogbe Avenue, Lagos
- A. J. Oduwole Executive Mechanical Engineer
Attached to U.T.C. Motors, Lagos
- Mike A. Braimoh SUB CONTRACTOR, CONTRACTOR
- H. C. SANYALU Child Guidance Clinic - Lagos
- Mr. Olatunji Adenuga College of Education, University of Lagos
- Philip B. Olanrewaju Industrial Relations Consultant
20 Olatunji Rd Lagos
- D. Isah Olunwa
- F. Salawa Regional Medical Superintendent
- A. A. S. Olatunwa Consultant P. M. O.
- Alhaji T. S. Olatunji Ministry of Health - Lagos
Nigeria Medical Council
- M. B. M. A. Abani
- F. A. Abani Federal Ministry of Commerce
Lagos
Director Nigerian Industrial
Management P.O. Box 2557

ATTN:

B. Durosinmi-Etti

41 Adenuga Street Lagos.
(3rd floor at home)

Labour Inspector
State Labour Commission
Fed. Min of Labour

Madam C.O.O.S.O

Employee Development Bureau,
Nigeria Ltd.
Lagos, Nigeria.

Qye

17, Habes Ave, Ikeja, Lagos.

M.F.R. Bobaku % University of Lagos, Lagos



Reference: 1905/S.15/C.4/116

21st June, 1969.

Dr. Leon H. Sullivan,
Zion Baptist Church,
N.W. Cor. Broad & Venango Streets,
Philadelphia. P.A.19140.

Dear Dr. Sullivan,

I am directed by His Excellency Major-General Yakubu Gowon, Head of the Federal Military Government and Commander-in-Chief of the Armed Forces to acknowledge the receipt of your letter of 15th April, 1969 and to express his sincere thanks for the warm sentiments expressed.

His Excellency was delighted to receive you in audience at Dodan Barracks during your visit to Nigeria in March. He very much appreciates your effort not only in Nigeria but also in other parts of Africa, in trying to establish local Opportunities Industrialisation Centres which would provide opportunities for unskilled, unemployed young men to acquire necessary specialised skills required in local industries and wishes you every success in your endeavours.

His Excellency is particularly pleased that you did benefit from his brief analysis of the present situation in Nigeria and were able to convey to President Nixon and others your impressions of our attitude to the crisis, especially our concern for peace and the unity of Nigeria. He hopes that you will continue to pray for us during this trying period of our history, and whenever occasions arise you will not hesitate

OIC PROGRAM PROPOSED FOR NIGERIA

This first draft proposal, indicating specific areas for establishing a training program in Nigeria is the result of several significant events:

1. A group of private Nigerian citizens concerned about their country's growing unemployment problem and the interest in the possible utilization of the Opportunities Industrialization Center (OIC) program and concepts as a vehicle for tackling this problem.

2. A recent tour (February - March 1969) of several African countries including Nigeria, by an OIC delegation headed by Rev. Leon H. Sullivan, founder and chairman OIC America. The purpose of this tour was to survey the possible role OIC could play in assisting Nigeria and other interested African countries develop OIC program.

3. And during May 28 - July 7, 1969, an OIC Advance Team was returned to Nigeria by Rev. Sullivan to work closely with the locally formed private citizen OIC Lagos Board of Directors, to determine specifically what relevant training areas should actually be undertaken.

Training Program Design

From the survey conducted by the Advance Team and members of the OIC Lagos Board of Directors, there were several areas that needed trained workers. These areas would also provide upward mobility for the trainee.

Selected Areas:

1. Bakery
2. Secretarial Science (clerk-stenographer)
3. Electronic - radio and television
4. Small machine repair
5. Service Industry
 - (a) domestic
 - (b) commercial
6. Auto Mechanics

The needs of the community and labor market can be best served with the introduction of these training areas. Such a selection was determined by the information gathered from various government ministries and trade schools that provide either training or social services to the Lagos residents where the initial OIC program will be launched. Information was also obtained by contacting private industry and business to determine real job opportunities and demands of the Lagos and boarding areas labor needs.

In addition to the skill areas, the program proposed for Nigeria would also include a Pre-vocational (feeder) component. The Prevocational phase will be designed to provide the trainee with basic educational upgrading to enable the trainee to profit immediately from the vocational training that will follow. Besides providing basic educational preparation, the feeder will include a program of motivation, recruitment, intake, assessment, orientation, counseling and referral. The counseling and instruction will be geared to help the trainee decide for himself an area of training. This means that the trainee learns what the opportunities are, the expectations of the employers or the training course and that which will be expected of him

The Prevocation curriculum will consist of the following:

1. An introduction to specific job category.
2. Communicational Skills (including Remedial Reading)
3. Computational Skills
4. History of Nigeria and the African people
5. Personal Development
6. Job Finding Technique
7. Consumer Education
8. The World of Work

The OIC Nigeria program, combining the community and industrial needs will be designed to meet the demands of the labor market. OIC can provide another source of qualified people to the increasing labor market. The OIC design can also provide school dropouts and persons with low incomes training opportunities that will lead to employment.

Program Objectives

The major objectives of the proposed training program will be to:

1. First to meet the needs of those who have completed school but cannot advance in job position due to poor school preparation and work attitude.
2. Meet the needs of those people who have completed school but still have no marketable skills.
3. Assist people who have dropped out of school during the middle grades.
4. Help those that cannot continue their education due to financial hardships.
5. Develop a relationship with the industrial community so they can provide the OIC trainees with job opportunities.
6. Provide the trainees with training that meets the needs of existing and expanding industry to acquire job opportunities.
7. To eventually phase in an entrepreneur and managerial project where OIC trainees and others can develop and manage their own business or find upward mobility in existing firms.
8. To assist in the development of new business and industries through the total training program.

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**OPPORTUNITIES INDUSTRIALISATION CENTRE
(LAGOS)**

c/o P. O. BOX 7
LAGOS

23rd July, 1966.

Rev. Leon H. Sullivan,
Chairman
C.I.C. National Institute Board,
3639 North Broad Street,
Philadelphia, P. A. 19140,
U. S. A.

Dear Dr. Sullivan,

First of all I wish to congratulate you on the news of your winning half-a-million dollar grant for O.I.C. services.

Second, I refer you to enclosed letter from the Permanent Secretary Federal Ministry of Economic Development which clearly shows full Government approval to our objectives and requests us to look into the weaving trade.

I should also report that the Anglican Bishop of Lagos has provided temporary accommodation for our head office. Our various committees are now preparing work plans and we have engaged an office assistant for typing and other O.I.C. office work.

Mr. Matcham is away on leave and Mr. Ogun is now our secretary.

Our next meeting of 3th August will appoint the Technical Advisory Committee and the Industrial Advisory Committee among other things.

My greetings to Valo Jordan and Tony Wicks.

Yours sincerely



F. Salamu.

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FEDERAL MINISTRY OF ECONOMIC DEVELOPMENT

TECHNICAL ASSISTANCE DIVISION

LAGOS

P.M.B. No.

Telegramme **SECON**

Telephone **25565**



Ref.No. TA.2000/S.116/8

Date June, 1969.

The Chairman,
Opportunities Industrialisation Centre,
P. O. Box 78,
LAGOS.

Dear Sir,

I am writing to thank you for your letter dated June 18, 1969 and your visit to this Ministry on Thursday June 19, 1969 in order to explain the objectives of your organisation. Since your organization will help to reduce the rate of unemployment and enhance the skill of Nigerians particularly the post-primary school leavers, we in principle raise no objection to your effort in obtaining external assistance from the OIC (USA). However, as your initial training programme touches on the industrial areas: bakery, vehicle maintenance, secretaryship etc., I have requested the Permanent Secretary, Federal Ministry of Industries, Lagos for his comments on this programme. A further letter will be addressed to you as soon as I hear from him.

2. Kindly give my regards to Dr Habayoje and Mr Hatcher who accompanied you on your last visit.

Yours sincerely,

E. O. MARTINS,
FOR PERMANENT SECRETARY.

RELEASE

The Commissioner for Industries, Alhaji Ali Monguno, received representatives of the Opportunities Industrialisation Centre of America (O.I.C.), led by the founder and Chairman of the Organisation, Dr. L. H. Sullivan, M.A., D.D. Dr. Sullivan explained to the Commissioner the activities in America of the O.I.C. in the field of Unemployment and Manpower Training. He added that the O.I.C. was trying to set up a branch in Nigeria and plans towards this end were well under way. The Commissioner was very pleased with all they told him and wished them well.



Commissioner for Industries,
Federal Ministry of Industries,
LAGOS.

7th March, 1969

GHANA

The Rev. Leon H. Sullivan,
Chairman & Founder,
O.I.C.,
100 W. Coulter St.
Philadelphia, Pa. 19144

24

O.I.C. Ghana,
c/o Mr. S.P. Dampson,
P.O. Box No. 399
Accra Ghana
14th January, 1969

Dear Rev. Sullivan,

I am directed by the Board of Directors of the O.I.C. Ghana to write to you to inform you of the decision taken after reading through your pamphlets on the operation of the Opportunities Industrialisation Centre of the United States of America and how the following gentlemen have been so interested in the scheme and their desire to establish a replica of that and to name it, the O.I.C. Ghana, sited at Accra:-

- (i) Mr. S.P. Dampson
- (ii) Mr. J.A. Ocansey
- (iii) Mr. O.B.K. Fua
- (iv) Mr. A.A. Nends

who have formed themselves into the Directorate of the Organisation.

We therefore wish to be affiliated to your O.I.C. to work on the same lines and the same objectives since in Ghana the very conditions of poverty, unemployment and unemployables abound in their thousands as a visit to the local Labour Exchange would amply justify.

Before our programmes, constitution, advertisements and other propaganda are finalised, I am asked to put the following points for your consideration before your proposed visit to Ghana in March, 1969 :-

since in Ghana the very conditions of poverty, unemployment and unemployables abound in their thousands as a visit to the local Labour Exchange would amply justify.

Before our programmes, constitution, advertisement and other propaganda are finalised, I am asked to put the following points for your consideration before your proposed visit to Ghana in March, 1969 :-

- 1st: We would like to know your approval or otherwise of the steps taken and our affiliation to your O.I.C.
- 2nd: If you would be kind enough to furnish us with a copy of your itinerary for your Ghana tour to enable us to further our projected plans and
- 3rd: To accept our direct invitation which is hereby extended to you and your entourage to lodge at the Hotel of one of our directors in the person of Mr. A.A. Mends who has also kindly consented to place at our disposal, classroom and a large tract of land capable of extension for our purposes- these can be inspected on your arrival here.

Subject to hearing from you, we are making tentative arrangements and preparation to appeal to the Ghana Government, Commercial Firm Industrialists and other concerns to advertise the O.I.C. and we entertain no doubt that since there is no Institute in Ghana ~~is~~ preparing or training workers for immediate employment according to their skills, our establishment would receive approbation and encouragement from those concerned.

We hope to discuss with you the question of equipment, Instructors & Finances on your arrival. We should therefore be grateful if you will inform us at your earliest opportunity your acceptance of the above proposals.

I remain, dear Rev. Sir,
Yours faithfully

G. A. Mends
Protém: Secretary

For & On Behalf of O.I.C. Ghana

Telegraphic Address:
"TUC" Accra.

Telephone:
Accra 64941-64945 (5 Lines)

TRADES UNION CONGRESS



Dept **Sec. Gen'l's.**
Our Ref **TUC/SG.386(2)/69.**
Your Ref

SECRETARY-GENERAL
~~XXXXXXXXXXXX~~
TO WHOM ALL COMMUNICATIONS
SHOULD BE ADDRESSED

HEADQUARTERS SECRETARIAT
HALL OF TRADE UNIONS
P.O. BOX 701.
ACCRA, GHANA

13th March, 19

**Reverend Leon Sullivan
Founder,
Opportunities Industrialization
Centers of America,
Philadelphia, Pennsylvania,
UNITED STATES OF AMERICA.**

Dear Rev. Sullivan,

I am most grateful to you and your group for calling on me at my office today. I was particularly pleased to hear about the activities of OIC and the possibility that some of them may be implemented in Ghana. This is a timely action since we have enormous problems in the field of entrepreneurial training in our country.

After hearing your explanation of proposals to offer job and entrepreneurial training to the masses of our people in the future, I say without qualification that they will have the enthusiastic support and encouragement of the Ghana Trades Union Congress. As spokesman for organized labour in Ghana, I am happy to offer my personal co-operation and that of my organisation in the local implementation of the training proposals. You also have my assurances that I am willing to serve as you requested as the representative of the Ghana Trades Union Congress in any advisory capacity in which I can contribute to the success of the programme in Ghana.

Sincerely yours,



(B.A. BENTUM)
SECRETARY-GENERAL.

O. I. C.

OPPORTUNITIES INDUSTRIALIZATION CENTER (GHANA)

BANKERS: Ghana Commercial Bank

P. O. Box.....385.....

PHONE No.....

Accra

Cable ADDRESS: OIC (Ghana)

26th March.....1969

Your Ref.....

Our Ref. I/OIC/69.....

Valo Jordan Esqr.,
 Administrative Assistant
 O.I.C. National Institute
 IOC W. Cilter Street
 Philadelphia Pa 19144
 U.S.A.

Sir,

It was directed by the Chairman, Mr. S. P. Dampson, at our last meeting to write to you and the entire delegation, who visited Ghana last in connection with the establishment of the O.I.C. (Ghana) thanking you sincerely for the wonderful results of your very many, but untiresome, contacts made. It was through these valuable approaches that the O.I.C. -Ghana is becoming a reality.

For a progress report from the point where you left us, we numerate here-under, our efforts since you left for the States.

The first meeting was between the Chairman, S. P. Dampson; Mr. Anato Ocansey Adali Mortty and O. B. K. Fua. The duty was to set up a date for Steering Committee meeting and the setting up of the different sub-committees with their duties. We also numerated some of the immediate secretarial requirements and the problems of finalization, so as to set the ball rolling.

We therefore during the week prepared our invitation letters and mailed them out for a temporal Steering Committee meeting on Wednesday the 26th of March 1969. At this meeting the formation of the different sub-committees were effected, with instructions to submit their reports in two to three weeks time. And as soon as these reports will be ready, we shall air-mail to you with minimum delay. All documents connecting our meetings are here-in enclosed for your perusal.

O. I. C.

OPPORTUNITIES INDUSTRIALIZATION CENTER (GHANA)

BANKERS: Ghana Commercial Bank

P. O. Box.....

Accra

PHONE No.....

26th March.....1969

Cable ADDRESS: OIC (Ghana)

Our Ref.....

Your Ref.....

(2)

We have to bring to your notice the very valuable assistance we have been receiving from the Co-ordinator, Mr. Adali Mortty, who is leaving no stone unturned for the success of all our meetings. It shall be well appreciated if you will write to encourage him to continue in the same effort.

Members are very anxiously looking forward to that great day when O.I.C. (Ghana) shall be officially inaugurated to begin that noble work which gives advantage to the Youth to become useful citizens.

Please accept our gratitudes once more.

Yours faithfully,

For O.I.C. (Ghana)


.....
Anato Ocansey/Secretary

cc to

Rev. Dr. Leon Sullivan
Chairman
O. I. C., Inc.,
1225 North Broad Street,
Philadelphia, Pa 19122

OPPORTUNITIES INDUSTRIALIZATION CENTRE
 POST OFFICE BOX 399
 A C C R A

March 18, 1969

Dear Sir/Madam:

You were among the personalities contacted by Reverend Dr. Leon Sullivan, heading the OIC delegation to Ghana. You indicated that you would be willing to assist in establishing job training programmes under the OIC in Ghana.

As a follow-up to the visit of the delegation, we, the undersigned, invite you to attend the first meeting of the Steering Committee of the local OIC, which has been scheduled as follows:

Wednesday, March 26, 1969

5:0 p.m.

ART CENTRE (Nr. Parliament House)

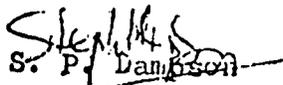
We are confident that we can count upon you to attend the coming crucial first meeting.

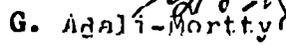
The Agenda is as follows:

1. Report on the visit of the delegation
2. Introduction to the aims and objects of the OIC
3. Formalization of the Organization and Working Committees
4. Formal launching of the OIC/Ghana
5. Any other business.

Yours truly,


 J. A. Anato Ocansey
 SECRETARY


 S. P. Lambson
 CHAIRMAN


 G. Adali-Mortty
 CO-ORDINATOR

OPPORTUNITIES INDUSTRIALIZATION CENTRE

- A. O.I.C. - Administrative Requirements:
1. Transportation
 2. Stationery
 3. Typewriting Machines (two)
 4. Filing Cabinet
 5. Furniture
- B. Sub-Working Committees:
1. Housing for the Advance Man
 2. Finance (Fund-raising)
 3. Course Ideas & Course Programmes Committee
 4. O.I.C. Housing Committee
 5. O.I.C. Constitution Drafting Committee
 6. Personnel Committee
- C. Organizational Datelines:
1. Promulgation of the Constitution of the O.I.C:
1 May 1969
 2. Finalization of the Board of Directors:
15 May 1969
 3. Completion of the list of Courses:
1 June 1969
 4. Arrival of Technicians: 15 August 1969
 5. Ceremonial Opening of the O.I.C. Center:
15 September 1969
- D. Form of Organization
1. Steering Committee - Temporary
 2. Permanent Board of Directors
 3. Industrial Advisory Committee
 4. Technical Advisory Committee
 5. Job-Placement, Job Creation, Follow-up Committee
 6. Research Committee
 7. Staff-Recruiting Committee

OPPORTUNITIES INDUSTRIALIZATION CENTRE

Local Sub-Committees

Housing Committee for Advance Man : Mr. G. Adali-Mortty
Mr. S. P. Dampson
Mr. J. A. Anato Ocansey

To Consider : a. Mendskrom Estate
b. Accra Residential areas
c. C.F.C. Bungalows, Tesano
d. Terrazzo Co. Estate near Adama

Fund-Raising Committee

: Rev. J.K. Clegg
Methodist Church
Mr. Alfred K. Nyasono
Mr. Ashietey - Anglican
Rev. Odjidja
Mr. M.C. Hagan
Mr. Cato
Mr. Gyasi Twum

(To plan fund-raising programmes)

Course Ideas Committee

: Mr. G. Adali-Mortty
Mr. C.C.K. Baah
Mr. B.A. Bentum
Mr. George Harlley
Mr. Kyeremateng

(To prepare Preliminary List of Training Courses)

Course Programmes Research Committee

: Mr. Tublu
Mr. G. Adali-Mortty
Mr. J.A. Anato Ocansey

O.I.C. Housing Committee

: Mr. B. K. Mensah
Mr. C.C.K. Baah
Mr. Daniel Chapman-Nyaho
Mr. A. A. Mends

(To decide and acquire a site for Permanent Headquarters, Offices and Workshop. Consider Mendskrom facilities; Old Customs Building, and a plot for Lease)

Constitution Drafting Committee

: Mr. D. Chapman-Nyaho
Mr. O.b.K. Fua
Mr. G. Adali-Mortty
Mr. J.A. Anato Ocansey
Miss Akua Asaabea

Staff Recruiting Committee

: Mr. George Boateng
Mr. Thompson
Mr. Cato
Mr. J.A. Anato Ocansey

OIC PROGRAM PROPOSED FOR GHANA

The first draft proposal, indicating specific areas for establishing a training program in Ghana, is the result of several significant events:

1. A group of private Ghanaian citizens concerned about their country's growing unemployment problem and the interest in the possible utilization of the Opportunities Industrialization Center (OIC) program and concepts as vehicle of attack to this problem.
2. A recent tour (February-March 1969) of several African countries including Ghana, by an OIC delegation headed by Rev. Leon E. Sullivan, Founder and Chairman OIC America. The purpose of the tour was to survey the possible role OIC could play in assisting Ghana and other African countries develop OIC programs.
3. And during May 28-June 7, 1969, an OIC Advance Team was returned to Ghana by Rev. Sullivan to work closely with the locally formed private citizen OIC Ghana Steering Committee to determine specifically what relevant training areas should actually be undertaken.

Training Program Design

From the survey conducted by the Advance Team and members of the OIC Ghana Steering Committee, there were several areas that need trained workers. These areas would also provide upward mobility for the trainees.

Selected areas:

1. Auto mechanics
2. Secretarial science (clerk-stenographer)
3. Electronics
4. Building trades
 - a. Electrician
 - b. Plumbing
 - c. Carpentry
5. Entrepreneur and managerial training

The needs of the community and the labor market can be best served with the introduction of these training areas. Such a selection was determined by the information gathered from various government agencies that provide either training or social services to the Accra residents where the initial OIC program will be launched, as well as from private companies contacted to determine job opportunities and the demands of the Accra and surrounding vicinities labor needs.

In addition to the skill areas, the program proposed for Ghana would also include a Prevocational (Feeder) component. The Prevocational phase will be designed to provide the trainee with basic educational upgrading to enable the trainee to profit immediately from the vocational training that will follow. Besides providing basic educational preparation the Feeder will include a program of motivation, recruitment, intake, assessment, orientation, counseling and referral. The counseling and instruction will be geared to help the trainee decide for himself an area of training. This means that the trainee learns what the opportunities are, the expectations of the employers or the training course and that which will be expected of him.

The Prevocation curriculum will consist of the following:

1. An introduction to specific job category
2. Communicational Skills (including Remedial Reading)
3. Computational Skills
4. History of Ghana and the African People
5. Personal Development
6. Job Finding Technique
7. The World of Work

The OIC Ghana program, combining the community and industrial needs will be designed to meet the demands of the labor market. OIC can be another source to provide qualified people to the increasing labor needs. OIC can also provide school dropouts and persons with low incomes training opportunities that will lead to employment.

Program Objectives

The major objectives of the proposed training program will be to:

1. First to meet the needs of those who have completed school but cannot advance in job position due to poor school background and work attitude.
2. Meet the needs of those people whom have completed school but still have no marketable skills.
3. Assist people who have dropped out of school during the middle grades.
4. Help those that cannot continue their education due to financial hardships.
5. Develop a relationship with the industrial community so they can provide the OIC trainee with job opportunities.

6. Provide the trainee with training that meets the needs of existing and expanding industry to acquire job opportunities.
7. Develop entrepreneur and managerial skills where OIC trainees and others can develop and manage their own business or find upward mobility in existing firms.
8. Develop new business and industries through the total training program.

Supportive Information

A survey made of the number of schools and institutions that provide training in the technical and commercial skills in the Accra region indicated that there were eleven commercial and three technical schools. All of these schools were private with the exception of the University of Ghana.

The areas of training were very limited and class capacity was very small. Also most of the people who need skill training could not afford to pay for the education.

The survey also pointed out that health, housing and transportation presented additional hardships in people requiring employment.

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Cop,

OPPORTUNITIES INDUSTRIALIZATION CENTRE
O. I. C. - (Ghana)

BANKERS:-
Ghana Commercial Bank

P. O. Box 399,

ACCRA

Phone.....

Cable ADDRESS OIC (Ghana)

.....29th July 1969.....

Your Ref.....

Our Ref.....

Rev. Dr. Leon H. Sullivan,
Chairman,
O.I.C. Inc.,
1225 North Broad Street,
Philadelphia. Pa. 19122.

Sir,

PROGRESS REPORT ON O. I. C. - GHANA.

We have to forward this letter, first of all, to thank you sincerely for keeping your promise to send over here, advanced men who will work with us here in our efforts to set the O.I.C. on its feet.

On the 28th of May, 1969, these advanced men in the persons of Messrs. Valo Jordan and Anthony Wicks arrived here and were met at the Airport by both Messrs. Ocansey and Dampson. On the following day, our American friends, in the company of our Secretary started a day to day contact with Government Departments, Business House, Industrial Concerns, both business and Women Organizations etc. In our efforts to gather important informations on labour and employment statistics. In fact, the first week of their arrival was very much crowded with active business movements and Steering Committee meetings.

Naming a few of the many contacts, we list the following :
Ministry of Economics: Mr. Omaboe and his Principal Secretary.
Ministry of Labour and Social Welfare: Mr. Philips and his Principal Secretary.
Ministry of Education: Mr. Brown and several of his Senior educationists.
The Labour Employment Exchange: Mr. Watenburg.
Social Welfare Education Division: Mr. Atiemo and his Senior Officer.
The Trades Union Congress: Mr. Bentum the Secretary General.
Volt Aluminium Company: Mr. George Boateng.
Ghanaian Businessmen Association.
Lever Brothers.
The Chamber of Commerce and many other important contacts.

Our friends, before leaving us for Lagos on the 7th of June 1969, did us the most gratifying service by compiling most of the Labour Statistics required for employment conditions and skill requirements for training. As a result, two reports were prepared. One was presented to a General Meeting of the Steering Committee of the O.I.C.-Ghana held at the Community Centre, Accra. The other report which was intended for the Government was not presented at the precise time due to some labour unrest in the country which kept the appropriate Minister out of town, for labour settlements in the mining towns Obuasi and Tarkwa. Copies of these reports are enclosed for your perusal.

OPPORTUNITIES INDUSTRIALIZATION CENTRE
O. I. C. - (Ghana)

BANKERS:-
Ghana Commercial Bank

P. O. Box

Phone.....

ACCRA

Cable ADDRESS OIC (Ghana)

..... 19.....

Your Ref.....

Our Ref.....

After our friends have left us for Lagos, the local O.I.C. prepared and approved our constitution. A copy is enclosed for your comments.

Documents: Relevant documents connecting the Incorporation or Registration of the O.I.C. were entrusted to the only Lawyer member of O.I.C. Miss Akua Asaabea, who we regret to say, due to political ambitions, was not able to have time to pass the documents through. But considering the urgency of the position, we have engaged the services of another lawyer to pass the documents through, and as soon as they are ready, we shall cable.

Fund Raising Sub-committee summoned an emergency Steering Committee meeting which was held on the 3rd of July, 1969. At this meeting a report on fund raising was presented for consideration and approval (Copy enclosed for your remarks). We shall here remark that it was decided that paragraph 4(a) of the report be referred to you, so that we ask your kind favour to further help us by allowing the O.I.C. Headquarters, Philadelphia to prepare for us in Ghana some brochure pamphlets, and hand bills which we shall use as directed in the report. We hope that this will be possible with the help of the O.I.C. African Programme Director, Mr. Valo Jordan.

We conducted elections for 25 members to form the Board of Directors, and the ballot papers are now with the Secretariate with some few more to come in. So that by the close of this week, we shall be able to communicate the names of the Board of Directors to you in Philadelphia.

The Secretary was instructed to bring to your notice the very excellent manner in which your advanced men, Messrs. Valo Jordan and Anthony Wicks worked with us. We found them very energetic, and had a business mind. We never at any one moment noticed an act of their own gainful purpose, but rather they devoted all their time both day and night working very hard for the success of the O.I.C.-Ghana, and we are grateful to them. We commend them to you for their efforts. They served as the rightful people deputed by you to service Ghana at the right time.

We need to mention Mr. S.P. Dampson, the local Chairman and Mr. Adali Mortty our Co-ordinator, for they have been the source of inspiration and force behind the local O.I.C. Things would not have been on the axis without them. They sacrifice their time and money for the success of the organization, and we would ask for encouragement for them from Philadelphia.

The

OPPORTUNITIES INDUSTRIALIZATION CENTRE
O. I. C. - (Ghana)

BANKERS:-
Ghana Commercial Bank

P. O. Box

Phone.....

ACCRA

Cable ADDRESS OIC (Ghana)

..... 19.....

Your Ref.....

Our Ref.....

The Secretary General of the Trades Union Congress promised to house the O.I.C. office in the T.U.C. building at the end of this month, and as soon as this is done, we shall inform you. But in order that he might be encouraged, we shall be thankful if you would write personally to Mr. Bentum thanking him for the offer. His address is:-

Mr. B. A. Bentum,
Secretary General,
T.U.C.
P. O. Box 701,
Accra.

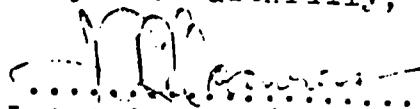
We have one problem facing us, and this transport for secretarial use, to make the secretary flexible in his contacts, though we made some initial contributions, it is being used on some other important office requirements. Detail of our income and expenditure accounts is herein enclosed. We shall in future increase our income volume when the Fund Raising report is fully implemented. May we therefore look forward for a help from Philadelphia in the way of a small economical second hand car? Thank you.

We shall write to you again if our pending points are put through.

We thank you again for all the help given.

We remain,

Ever yours faithfully,


.....
J. A. A. Ocansey/Secretary.

Copy to:

Mr. Valo Jordan,
O.I.C. Africa
Programme Director.

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OPPORTUNITIES INDUSTRIALIZATION CENTRE

O. I. C. - (Ghana)

BANKERS:-

Ghana Commercial Bank

P. O. Box 399

Phone.....

ACCRA

Cable ADDRESS OIC (Ghana)

29th July..... 1969

Your Ref.....

Our Ref. LTA/OIC/34:69.....

Mr. Valo Jordan
Programme Director)
O.I.C. Africa
100 W. Coulter Street,
Philadelphia. Pa. 19144.
U. S. A.

Dear Sir,

This letter comes to you from the O.I.C.-Ghana, aiming to report developments after your departure to U. S. A ..

We shall ask both yourself and Mr. Anthony Wicks to accept the gratitude of the people of Ghana, especially members of the local O.I.C. For your efforts had been very wonderful and we highly commend you for your dutiful devotions. We are much impressed by your hard work and ever being ready to serve other people voluntarily with the equal efficiency as ever you serve yourself. Although we did not see the end yet we thank you for all the valuable services. It is expected that you will return to strive with us to see the end of the beginning.

Our elections came through for the 25 members of the Board, but we are not able to give you the names for two reasons:-

(1) We have five or six ballot papers more to come in and we await this before we compile the list.

(2) Mr. B. A. Bentum wrote to advise that other organizations like:

- a. Ghana Universities
- b. Ghana employers Association
- c. Ministry of Social Welfare
- d. Ministry of Education
- e. West African examinations council and
- f. The Trades Union Congress

Must be invited to bring in nominations for election to the Board.

We are however meeting with Mr. Bentum this week to see how best we can go about the representations of the Ministries without endangering the freedom of the O.I.C., and if a way is found, then there is the possibility of extending the membership of the Board to thirty.

1. S. P. Jampson Box 355 Accra ~~of the C.I.C.A.~~
2. O. B. K. Fua Box 355 Accra
3. A. A. Mends Box 355 Accra
4. J. A. Anato Ocansey P. O. Box 5542 Accra
5. Adali Mottly University of Ghana AR
6. Gyasi Tchimun Ghana Commercial Bank AR
7. B. A. Bentum T. U. C Accra
8. J. B. Jones Ministry of Economics
9. M. Samuel P. O. Box 5542 Accra
10. M. C. Hagen
11. B. A. Mensah
12. C. C. K. Baah - Baah Industries Accra
13. Rev. Odjidja Presby Church Accra
14. Rev. Clegg Louisa House Accra
15. Alfred K. Nyasom Box 247 Accra
16. J. A. Dennis P. O. Box 8 Accra - Anglican Church
17. Kyerematen
18. E. Kua Aseba Lawyer Accra
19. Joseph Agwaye P. O. Box 421 Accra
20. Daniel Chapman
21. Mrs Willie Lauges
22. Marketwomen Organization

OPPORTUNITIES INDUSTRIALIZATION CENTRE
O. I. C. - (Ghana)

BANKERS:-
Ghana Commercial Bank

P. O. Box

Phone.....

ACCRA

Cable ADDRESS OIC (Ghana)

..... 19...

Your Ref.....

Our Ref.....

40

~~X~~

We wrote to Rev. Dr. Leon H. Sullivan giving our report of your visit and the progress made, copy of the letter herein enclosed. We also asked his favour to allow you to prepare for use in Ghana some hand bills, Brochures and other information pamphlets for distribution to the Ghana public to make them aware of the formation of the O.I.C. showing its aims and duties.

Please up till now the programme report prepared by you for presentation to the Government is still pending, and we did not have time to discuss it when you returned from Lagos last. Do we have to wait for your next arrival or have to present it in your absence ?

As soon as the question of elections are over, names of the Board of Directors: Trustees and Advisory council shall be forwarded to you with no delay.

We are happy to inform you that understanding among members and individual interest in the O.I.C. had greatly improved. And our meetings are now being attended in full.

We shall write to you again. Keep fit.

Yours truly

O.I.C.


.....
Aneto Ucansey/Secretary

ETHIOPIA



AFRICA HALL
ADDIS ABABA

CABLE: ECA, ADDIS ABABA
P. O. Box 3001
TELEPHONE 47000 - 47200

DATE 28 February 1969

REFERENCE

Dear Reverend Sullivan,

Your coming here has been a godsend and our talk has given me considerable encouragement. The principles and programme of Opportunities Industrialization Centre (OIC) are very similar to the small-scale industries project which ECA is promoting in Africa.

I am sure that co-operation between the Commission and OIC will be to our mutual advantage. We in ECA could plan and control the African end of activities because we know the continent and its people and then you on your part could take charge of the training programme for African personnel, the organization of joint ventures and the mobilization of any aid which the people and Government of the United States may be willing to give to our joint activities.

I would like to repeat my proposal that you send to be stationed in ECA a senior member of OIC who will have the administrative and technical support of the Commission in promoting OICs in Africa. I hope it will be possible for you to pay the salary, allowances and intra-Africa travel expenses of this OIC representative. ECA, as we agreed, is to send a staff member to OIC sometime in April and I understand that you will be able to provide him with accommodation and board and absorb him in your organization. His salary will continue to be paid by the Commission. This ECA official will, among other things, study the concepts and programme of OIC in operation and prepare a report on possible adaptations which might be required to make the programme effective in Africa.

I hope you will keep in close contact with me and that you will not hesitate to address requests to me personally and any information or clarification which you might require. Once more, let me assure you that I attach great importance to your ideas and programme and I have decided to take personal charge of all phases of our preliminary activity.

Hope you have found your visit to Kenya and other countries as stimulating as your experience in Addis Ababa. Wish you safe landing everywhere and Godspeed.

Yours sincerely,

A handwritten signature in dark ink, appearing to read 'R. K. A. Gardiner'.

R. K. A. Gardiner
Executive Secretary

Rev. Leon H. Sullivan
Chairman
Opportunities Industrialization Center
100 W. Coulter Street
Philadelphia, Pa. 19144
United States of America



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No. P.T.C. DICE/26/69

Date July 8/1969

የኢትዮጵያ ፍጥነት ማሻሻያ ሚኒስቴር ፡ ግንባታ ፡ ማሻሻያ ፡ ሚኒስቴር ፡
 የትምህርት ፡ ሥነ ፡ ጥበብ ፡ ሚኒስቴር ፡
IMPERIAL ETHIOPIAN GOVERNMENT
MINISTRY OF EDUCATION & FINE ARTS
 P.O. Box 1267

Rev. Dr. Leon H. Sullivan,
 Chairman,
 OIC International,
 100 W. Coulter Street,
 Philadelphia, Pennsylvania 19144,
 (U.S.A.).

Dear Rev. Dr. Sullivan,

I have the honour to inform you that in a general meeting of the Opportunities Industrialization Centre-Ethiopia held on 30th June 1969 (minutes enclosed herewith for ready reference) a Steering Committee consisting of the following members was set up :

- | | | |
|-----|--|-----------|
| 1. | Ato Assefa Gabregiorgis - Ministry of Education - | Chairman |
| 2. | Ato Yigazy Oda - Chamber of Commerce, Addis Ababa - | Member |
| 3. | Ato Mesfin G. Michael - Confederation of Ethiopian Labour Unions - | Secretary |
| 4. | Ato Michael Seyoum - Employers Federation of Ethiopia - | Member |
| 5. | Dr. Tsega Amlak Worku - Ministry of Agriculture - | Member |
| 6. | Ato Hailu Mulate - Ministry of Agriculture - | Member |
| 7. | Ato Demeke Tekle Wold - Ministry of Commerce and Industry - | Member |
| 8. | Ato Terefe Asras - Municipality of Addis Ababa - | Member |
| 9. | Dr. Seleshi Kebede - Ethiopian Spice Extraction S.C. - | Treasurer |
| 10. | Ato Teferra W. Semait - Ministry of Community Development - | Member |
| 11. | Woiz. Ihete Megersa - Addis Ababa YMCA - | Member |
| 12. | Ato Desta Girma - Addis Ababa YMCA - | Member |
| 13. | Ato Yilma Tadesse - Technical School Addis Ababa - | Member |
| 14. | Representative of HSI Welfare Foundation - | Member |
| 15. | Dr. Maaza Bekele - Planning Commission - | Member |

Needless to say that the Steering Committee looks forward for your valuable guidance and continuous support in making the OIC/Ethiopia a going concern. We are confident that you will be kind enough to help us in accelerating the pace of work of the Centre.

Thanking you,



Yours sincerely,

 (ASEFA GABREGIORGIS)
 Chairman,
 Steering Committee OIC/ETHIOPIA



44
AGENCY for INTERNATIONAL DEVELOPMENT
UNITED STATES AID MISSION TO ETHIOPIA
(USAID / E)

Addis Ababa, Ethiopia

August 8, 1969

Mr. Valo Jordan
Special Assistant to the Chairman
O.I.C. National Institute, Inc.
100 W. Coulter Street
Philadelphia, Pa. 19144

Dear Valo:

I have been waiting for some of the minutes of the Steering Committee before sending you the Minutes of the Meeting we attended at the Ministry. However I shan't wait any longer. Enclosed herewith are the Minutes June 30 Meeting. I'll send the others as available.

I understand that the Steering Committee has held three full meeting and that the sub-committees are meeting quite often. They seem to be moving ahead nicely.

In talking with Ato Assefa he stated that he had not received the sample By-Laws and Procedures. The committee working on program would appreciate receiving them as soon as possible. If you want to send them to me APO, it will be faster and I'll get them to Ato Assefa for the committee.

We appreciate the help you and Tony gave us during your visit and look forward to seeing you here again in the not too distant future.

Please give my regards to Revs. Sullivan and Ritter.

Sincerely yours,

W.P.S.
William P. Saunders
Chief Education Advisor

MINUTES.

First meeting of OIC Ethiopia, June 30, 1969, Ministry of Education Building room 217.

Present were:-

<u>Name</u>	<u>Organization.</u>
1. Yigazu Oda	- A.A. Chamber of Commerce
2. Mike Underhill	- A.A. Job Training Center
3. D.T.R. Elsmore	- Ministry of Agriculture
4. Dr. Tsagga Amlak Worku	- Ministry of Agriculture
5. Yilma Tadesse	- Technical School, n.n.
6. Mesfine Gabre Michael	- Confederation of Eth. Union
7. Tefara Wondimagnehou	- Ministry of Education
8. Will P. Spunders	- USAID
9. Selashe Kelece	- Ethiopian Spice Extraction S.C.
10. Linda Molla	- Municipality of Addis Ababa
11. Perefte Asras	- Municipality of Addis Ababa
12. E.P. Sullivan	- USAID
13. Anthony Wicks	- O.I.C. Phila
14. Valo Jor Don	- O.I.C. Phila
15. Michael Jeyoum	- Federation of Employers of Ethiopia
16. Demeke Tekle Wold	- mins. of Commerce, Industry & Tourism
17. Michael Boughem	- A.A. Job Training Center
18. Paulos Asrat	- Ministry of Education
19. Asefa Gabregiorgis	- Ministry of Education
20. Tegeye Alemayenu	- CELU
21. Alem Abdi	- CELU
22. Jeunifer C. Ward	- Ewa/CES, New York

Agenda:

- I. Formation of Steering Committee
- II. Formation of Agro-Industrial Advisory Committee
- III. Relations with government.

Chairman of the meeting, Ato Paulos Asrat, Assistant Minister in the Ministry of Education, called the meeting to order at 9:30 hours. Ato Paulos introduced visiting members of Opportunities Industrialization Center (OIC), International, USA headed by programme director Valo Jordan.

In his opening remarks the chairman emphasized the fact that OIC, Ethiopia would not be a government sponsored organization but a self supporting private organization geared to the development of certain skills or raising existing skill efficiency in certain trades.

V.Jordan and his colleague, Anthon Wicks explained the historical setting of OIC(USA) in Philadelphia and its recent international activities. They answered certain questions of interest raised by the participants.

After the question and answer period, V.Jordan proposed that an OIC Ethiopia Steering Committee be formed. The Steering Committee was set up as per specifications of document entitled "Specific Tasks of the Advance Team", distributed to all participants at the meeting.

Elected members of the Steering Committee were:-

- 1. Ato Assefa Gabregiorgis - Chairman-Ministry of Education
- 2. " Yigazy Oda - Member-Chamber of Commerce
- 3. " Mesfin G/michael - Secretary - CELU
- 4. " Michael Seyoum - Member - Employees Federation
- 5. Dr. Tsega - " - Ministry of Agriculture
- 6. Ato Hailu Mulate - " - " " "
- 7. Ato Demeke Tekle Wold - " - Mins.of Comm.,Inds.
- 8. Ato Terefe Asras - " - Municipality
- 9. Dr. Seleshi Kebede - Treasurer- Ethiopian Spice Extraction S.C.
- 10. Ato Teferra W/Semait - Member- Ministry of Community Development.
- 11. Woiz.Iheta Mogersa - " - YMCA
- 12. Ato Desta Germa - " - YMCA
- 13. Ato Yilma Tadesse - " - Technical School
- 14. _____ " - HSI Welfare Foundation
- 15. Dr.Mazza Bekole - " - Planning Commission.

V.Jordan proposed that a provisional ^{officers} ~~officers~~ for the Steering Committee ^{be elected} ~~be elected~~ out of the elected members. The participants endorsed the proposal and elected the following officers.

- 1.Ato Assefa Gabregiorgis - Chariman
- 2.Ato Mesfin Gabre Michael- Secretary General.
- 3.Dr. Seleshi Kebede - Treasurer.

The head of the OICI visiting team further proposed that sub-Committees for specific functions be created. The meeting felt that it was rather too early to form the sub-committees in full but agreed

to elect chairman for the sub-committees. Accordingly, the meeting elected the following sub-committee chairman.

1. Dr. Seleshi Kebede - Chairman for Agro-Industrial Advisory Committee.
2. HSI Foundation Representative - Chairman of Finance Committee.
3. Ato Michael Seyoum - Chairman of Program Committee
4. Ato Desta Girma - Chairman Public Relations Committee
5. Ato Terefe Asrese - Chairman Building Committee
6. Ato Mesfine G. Michael - Chairman Personnel Committee

Meeting adjourned at 11:45 hours. Elected member of the steering committee agreed to meet Wednesday July 2, 1969 at 19:00 hours in Room 217, Ministry of Education Building.

OIC - Ethiopia.

Agenda for first Steering Committee Meeting:

July 2, 1969,
Ministry of Education Building,
Room 217 - (19:00 hours).

- I. Function of the Steering Committee
- II. Reading and adoption of Minutes of Previous Meeting
- III. Elections of members of Sub-Committees
- IV. Consideration of other organizations which may
join OIC Ethiopia. (OICE)
- V. Definition of Administrative Structure of OICE
and functions of Specific Committees
- IV. Other Items.

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KENYA

MINISTRY OF ECONOMIC PLANNING AND DEVELOPMENT

Telegrams: "Planning", Nairobi

Telephone: Nairobi 24261

When replying please quote

Ref. No.
and date

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P.O. BOX 30561
NAIROBI
KENYA

5th March, 19.69.

The Rev. Dr. Leon H. Sullivan,
Chairman,
Opportunities Industrialization Centre,
1225 N. Broad Street,
Philadelphia,
PENNSYLVANIA,
U.S.A.

Dear Rev. Sullivan,

I acknowledge receipt of your letter of 3rd March, together with the draft proposal for the initiation of the Training Centre sponsored by Opportunities Industrialization Centres of America.

The proposal will be studied by my Ministry together with the other relevant departments of the Government and we hope very soon to be able to respond and indicate our views on the different aspects of the ideas that you have put forward. Meantime, I want to confirm that in principle we welcome the concept of a training centre based on the ideas which you have explained to me during your visit here. I am sure that we will find suitable arrangements for realizing this objective.

We have enjoyed meeting you and members of your team and I want also to assure you of our deep interest in the efforts by Afro-Americans to get interested and involved in the development of our new countries and especially here in Kenya.

Yours sincerely,

A handwritten signature in dark ink, appearing to read 'T. J. Mboya', with some scribbles and a double hash symbol '##' below it.

T. J. Mboya
MINISTER

TJM/smc.



UNITED STATES OF AMERICA
AGENCY FOR INTERNATIONAL DEVELOPMENT

Office of the Director,
P. O. Box 30137,
Nairobi, Kenya.

August 25, 1969

Mr. Valo Jordan
O.I.C.
100 W. Coulter Street
Philadelphia, Penn. 19144

Dear Valo:

Because of the extreme pressures of work here, I have been unable to get out a report on your visit until now. Now that I have done so, and my report follows very closely your account of your visit, I am sending along to you the copies of your report which you asked for.

You will be interested to know, and I hope you will pass this along to Reverend Sullivan, that I have recommended that OIC proceed with its effort to establish a Center in Kenya. My feeling is that with your experience in the U.S. you have better credentials for doing so than anyone else who has attempted to meet this need. I would emphasize once more, in agreement with Philip Ndegwa, Permanent Secretary of the Ministry for Economic Planning and Development, that OIC would do well to concentrate on training of Africans to operate small businesses.

I would appreciate knowing how Reverend Sullivan intends to proceed at this point. Please give him my regards.

Sincerely,

Harold D. Snell
Director

Encl. 3

OIC ACTIVITIES, KENYA

The June 20-26 and July 5-12 visit to Nairobi, Kenya, was a follow-up trip to the recent tour (February-March 1969) of several African countries which included Kenya, by an OIC delegation headed by Rev. Leon H. Sullivan, Founder and Chairman, OIC America.

The purpose of the Sullivan tour was to survey the prospects of developing OIC-type programs in Africa. The purpose of the follow-up trip is to move things further along with hopes of launching an OIC program in Nairobi by early 1970.

Since the initial interest in Kenya developed on a higher level (Government) whereas in Nigeria and Ghana the approach has been quite similar to our American experience, starting from a broad community base, the OIC Advance Team had the task of accomplishing three things:

- I. Formation of community based steering committee.
- II. Formation of an Industrial Advisory Committee of local businessmen.
- III. Establish relations with Government.

During the week of June 20-26, aside from visiting UNDP projects, vocational and trade schools, and the industrial estate, we met and held discussions with an inter-ministerial committee established to oversee the development of an OIC program in Kenya. This especially established committee represented by the various ministries is headed up by M.Y.F.O. Masakharia, Ministry of Economic Planning and Development. The major problem still remains, that the initial effort for developing an OIC was still lodged in the government.

The OIC Government Committee is composed of the following people and ministries:

1. Ministry of Economic Planning and Development
 - a. Mr. Y. F. O. Masakhalia
 - b. Mr. B.A.O. Ongola, Secretary
2. Ministry of Labour
 - a. Mr. J. M. Mutigi
3. Directorate of Personnel
 - a. Mr. H. J. Nyamu, Chairman
4. Ministry of Education
 - a. Mr. Y. Komora
5. Ministry of Commerce and Industry
 - a. Mr. J. Mulior
6. Ministry of Finance
 - a. Mr. Arap Ngeny
7. Industrial and Commerce Dev. Corp.
 - a. J. Maina Wanjigi

The main task of the OIC Government Committee is to assist the OIC program in establishing an effective relationship with government in obtaining the following:

- A. Financial assistance
- B. Building or training site
- C. Accommodations for American OIC technicians
- D. Legislative arrangements:
 1. Legal incorporation of OIC program
 2. Receiving U.S. aid.

After having several discussions with Mr. Mbova. in Addis. where he was attending an ECA conference (June 25-July 4), about the need for a

community-based group to spearhead the OIC program instead of only a government group. Mr. Mboya, after several talks, agreed that for the type of program we wanted to develop, community directed would be most appropriate. Mr. Mboya suggested that we should return to Nairobi and that he would assure me of government support through his Ministry and help me organize an OIC Steering Committee and Industrial Advisory Committee representing a cross-section of the Nairobi community.

The following day after our arrival in Nairobi (July 5), Mr. Mboya arranged a meeting for myself and a few members of the OIC Ministerial Committee with Mr. R. A. Gray, Chief Executive, Kenya National Chamber of Commerce and Industry.

It was a fruitful meeting in that Mr. Gray expressed a keen interest and decided to assist us by calling together a meeting for that following Monday, July 7, representing a broad cross-section of the Nairobi community. By phone that same day (July 5) we invited about fifty citizens of the community to discuss further the OIC program, and possibly lay the foundation for an OIC Steering Committee and Industrial Advisory Committee. Some of the key people of the invitees were:

Mr. A. O. Menya, General Manager
Cotton, Lint and Seed Marketing Board

Mr. T. W. Tyrell, Executive Officer
Association of Industries, E.A.

Mr. D. Richmond, Executive Officer
Federation of Kenya Employers

Mr. M. R. Rao
Association of Engineers

Mr. G. Kamau
Christian Industrial Training Center

Mr. P. G. Malir
Kenya Institute of Management

With the untimely death of Mr. Thomas Joseph Mboya, all OIC activities have been cancelled for a few days.

Meeting with the OIC Government Committee, Mr. R. A. Gray and Mr. Mbiyu Koinange, Office of the President, on July 11, the interest for initiating an OIC program in Kenya remains high.

Proposed Activities

To continue the OIC development in Kenya, OIC International will be returning a technician in early September to work with the above mentioned persons and committees for a period of three months. Out of such activity should come the formation of an OIC Board of Directors, OIC Industrial Advisory Committee and a written Nairobi OIC training program proposal.

Valo Jordan
July 12, 1969