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OIC AFRICAN TRIP REPORT

16 February — 16 March 1969

Reverend Dr. Leon H. Sullivan  
Founder and Chairman  
Opportunities Industrialization Center, Inc.  
Philadelphia, Pennsylvania

April 1969

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## ESTABLISHING    IN AFRICA

From 17 February to 15 March, 1963, a delegation led by Dr. Leon H. Sullivan, representing OIC under contract (CONTRACT AID/Afr - 570) with the Department of State, United States Agency for International Development (USAID), toured East and West African countries (Ethiopia, Kenya, Nigeria, Ghana), for the expressed purpose of exploring the possibilities of establishing OIC regional centers or individual country programs, designed to assist interested Africans in developing similar technical skill training programs patterned after Opportunities Industrialization Centers in America.

Though the need for creating relevant manpower programs in Africa is enormous, the question surrounding this OIC Africa visit was whether the organization, function, and training design of OIC-America, to say nothing of the philosophy and spirit, could be transplanted successfully to such a "diverse" continent as Africa. There was, of course, the additional question of acceptance on the part of the people and governments of Africa. The same question was raised in America as it related to the possibility of transplanting OIC outside of Philadelphia, its birthplace. Of course we recognize that the transplanting in some instances was slow, difficult, and painful, but the national success of the OIC program supplied the answer for this question of doubt. Therefore, with Africa, we are cognizant that the transoceanization of the OIC philosophy and structure might

Establishing OIC in Africa - cont'd.

prove a formidable task. In America where we have a common government for the entire continent, OIC encountered difficulties and developed some dissimilar characteristics, influenced by communities' local personalities. In Africa the dissimilarities of the countries we visited, for a multiplicity of reasons, are even greater and more complex. Just these thoughts make apparent the array of obstacles one might expect in attempting to transverse the Atlantic with OIC.

Yet, with all the above apparent considerations, and even more realized from the recent trip to Ethiopia, Kenya, Nigeria and Ghana, we are convinced that the need for, and possibility of, establishing modified Opportunities Industrialization Centers in Africa are feasible and practical. We feel that the introduction of OIC into Africa is feasible, practical, possible, and timely for the following reasons:

1. The need for skilled manpower is present and increasing.
2. The need for developing and expanding the concept of self-reliance.
3. The need for developing a new sense of direction.
4. The need for developing new, practical, and manageable approaches to human and economic problems of development.
5. The need for developing practical, effective, and meaningful approaches to the whole concept of "foreign aid".

Establishing OIC in Africa - cont'd.

Although the labor pool in most African countries is vastly larger than the existing job market, a great many job vacancies still exist. This is due mainly to the fact that the reservoir of untapped human resource is highly unskilled or underskilled. The major factors for skilled manpower shortages are: though technical schools exist, they are small in number, training "engineers" not practical technicians, and are not structuring their training to the needs of present or future industrial needs. OIC with its approach of developing close relation with the business and industry sector, involving then in influencing the program training design, would provide an effective technique in attempting to eliminate this labor/job market contradiction and in the process create more jobs.

An enlarged consciousness of self-reliance is very much needed in Africa. For historical reasons, the masses of Africans have come to rely upon their government to initiate any or all programs and find or provide the solution to their daily problems. The OIC basic philosophy and concepts of self-help could serve to initiate and expand the people's and the government's attitudes in the direction of self-reliance.

What needs to be realized is that the ingredients for Africa's economic and social development already exist in the continent and the basic approach to Africa's development must grow out of its own historical and cultural achievements and failures. Africa contains the substance for its own self-improvement; all that's needed, and the only role that

Establishing OIC in Africa - cont'd.

should be played by international forces, is that of providing alternative suggestions or a "new" sense of direction. What is needed are fresh approaches of attacking old and persistent economic and social problems. OIC, born out of needs and aspirations quite similar to continental Africa, could serve as a useful model, with modifications, in assisting Africa to seek out a new sense of direction based on concepts conceived and developed by people of African heritage.

Africa also needs new, practical and manageable approaches to its human and economic development endeavors. The OIC concept of involving community people in unison with industrial and government sectors in combating the problems of employment, developing managerial skills and eventually initiating small scale business and industrial development schemes starting on a small, practical, demonstration basis, would be a new venture - the most significant aspects of which would include the advent of larger community participation grounded in commitment, dedication and self-reliance. This undertaking should be small enough to be easily managed and evaluated, but large enough, if successful, to provide major impact in developing new, practical and programmatic ways of attacking the problems of development.

Finally, just the involvement of OIC in assisting America in providing the African continent with technical assistance in its developmental efforts, would in itself provide a whole new, meaningful, practical

Establishing OIC in Africa - cont'd.

and realistic approach to the United States foreign aid program. It would be an experiment in the American effort to fully utilize untapped human resources (the African-American along with others) in its ever expanding international responsibilities. OIC, a predominantly African-American program, would find initial acceptance based on historical reasons as well as on its down-to-earth approach to the field of development among African nations.

## TRIP ACTIVITIES

The Opportunities Industrialization Center (OIC) delegation's visit to Africa 17 February--15 March, 1969, was timely, welcomed and enthusiastically received. The sincere receptivity of the OIC philosophy, concept and program in all four countries visited, i.e., Ethiopia, Kenya, Nigeria, and Ghana, was overwhelming. This was due primarily to two factors: First, the OIC concept and program posed itself as a possible, practical, realistic vehicle towards attacking some of the major bottlenecks hindering Africa's efforts in developing effective technical manpower training programs; providing indigenous people with managerial skills, and the launching of small, practical, economic industratives. The second factor was the fact that the OIC team was the first African-American group to visit Africa, with a genuine program of assistance involving direct participation of the African-American community and which involves the mobilization of local resources in U. S. and Africa with only minimal support initially from the respective governments.

The programs of activities arranged in each country were well organized and provided opportunities to meet and/or visit with local citizens' groups, staff, and personnel of the industrial and business sectors; appropriate government and ministry officials, religious leaders, technical, institutions and industrial sites. U. S. Government personnel and the Continental and International Organization's staff, i.e.,

The Organization for African Unity (OAU); The United Nation's Economic Commission for Africa (ECA); the International Labor Organization (ILO); and the United Nation's Development Program (UNDP). This was in addition to holding public meetings with interested citizen's groups and private audiences with the Heads of State and/or a designated official in each of the countries visited. The other major activity involved organization and planning procedures with the local citizens' committees, industrial advisory committees, and the locally formed and self-initiated OIC steering committees. These activities resulted in the projection of a working timetable and scheduling of the preliminary activities necessary to initiate the actual opening of proposed OIC centers, conditioned upon the availability of national and international manpower and financial resources.

### SUMMARY OF TRIP ACTIVITIES

#### Ethiopia

Wednesday, February 19, 1969

Arrived at Bole Airport, Addis Ababa

Met by: Mr. Roger Ernst, USAID Director  
Mr. William E. Reed, USAID Deputy Director  
Mr. Eugene Sullivan, USAID Industrial Advisor  
Mr. Sakadjan, USAID Transportation Officer

Luncheon at the Ambassador's Residence  
Ambassador William O. Hall and Staff

Briefing at the Chancery - William O. Hall and Staff

Trip Activities - cont'd. (Ethiopia)

Thursday, February 20

Briefing at USAID

General - Mr. R. Ernst, Director

Education - Dr. W. Saunders.

Agriculture - Dr. L. Fischer

Business & Investment - Mr. E. Sullivan and Mr. Wentworth

Labor - Mr. J. Funk, African American Labor Center (AALC)

Meeting with Business Group

Attended an International Labor Organization (ILO) Reception

Friday, February 21

Met with Peace Corps

Dr. J. Murphy, Director, and Administrative Staff

Met with H. E. Ato Akalework H. Wold,

Minister of Education and Fine Arts

Met with Ato Joseph Hailu,

Assistant Minister, National Community Development, Labor

Field Trip - Peace Corps Projects

Dr. J. Murphy and Peace Corps Volunteers

Reception at the Home of Dr. W. Reed,

UNSAID Deputy Director

Saturday, February 22

Visited Industrial, Business and Educational site in Dire Dawa,  
Alemaya and Harar

Sunday, February 23

Returned to Addis Ababa

Monday, February 24

Met with Mr. Brian Oliver,

Ethiopian Investment Corp.

Trip Activities - cont'd. (Ethiopia)

Met with Ato Tekle Haimanot,  
Vice Minister, Industry

Met with Labor Group

Mr. M. A. O. Ndisi, Africa Regional Rep., ILO  
Mr. Patrick Chukuman, Deputy African Regional Rep., ILO  
Ato Hailu Telahun, ILO Rep., Ethiopia  
Mr. William Churchward, ILO Vocational Training Officer  
Mr. Alan Major, ILO Small Scale Industries Officer  
Mr. A. Schmocker, Director, Center for Ethiopian Management  
Ato Beyene Solomon, President  
Confederation of Ethiopian Labor Union  
Ato Mesfin Gabremariam, Education Director, CELU  
Mr. Charles Taylor, Vocational Training Advisor  
Africa-American Labor Center, Ethiopia

Met with Dr. Rober Gardiner, Executive Secretary  
Economic Commission for Africa (ECA)

Tuesday, February 25

Met with Ato Taferra Dequefe  
Commercial Bank

Met with Monsieur Diallo Telli, Secretary General  
Organization for African Unity

Visited the Lazaridis Coffee and Textile Co.

Evening Lecture, Rev. Leon H. Sullivan  
OIC America and Mutual Concerns Affecting Ethiopia

Developed a Community Based OIC Interest Group

Wednesday, February 26

Debriefing at U. S. Embassy  
Ambassador William O. Hall and Staff

Press Conference; USIS  
Mr. William Jones, USIS, Cultural Affairs Officer

Departed for Nairobi, Kenya

Trip Activities - cont'd.

Kenya

Wednesday, February 26, 1969

Arrived in Nairobi, Kenya  
Accompanied by Mr. Alphonse Okuku, ECA, throughout  
our Kenya Tour

Met by Mr. Harold Snell, USAID Director  
Mr. Kovach, USAID Training Officer

Thursday, February 27

Met with Mr. Aveling Abutti, Permanent Secretary,  
Economic Planning

Met with Mr. Tom Mboya, Minister,  
Economic Planning and Development

Met with Mr. Clement Lubembe, Central Organization of  
Trade Union

Friday, February 28

Met with Mr. Titus Mbathi, Permanent Secretary,  
Ministry of Labor

Met with the U. S. Ambassador, Mr. Glen Ferguson

Television Interview, Reverend Leon H. Sullivan  
Voice of Kenya (VOK)

Met with Miss Davis, UNDP Program Officer

Met with Mr. Harold Snell, USAID Director and  
Administrative Staff

Television Program, Reverend Leon H. Sullivan  
Voice of Kenya (VOK)

Toured the British-American Tobacco Co.

Trip Activities - cont'd. (Kenya)

Reception and OIC Discussion at the Home of  
H. E. Mr. Tom Mboya

Saturday, March 1

Toured the Nairobi Industrial State

Met with Mr. J. Muliro, Deputy Secretary,  
Ministry of Commerce and Industry

Sunday, March 2

Toured the Nairobi Game Park

Toured the African "locations" of the city of Nairobi

Monday, March 3

Reverend Leon H. Sullivan recorded for VOK/Radio

Visited the Institute of Commercial Development Corporation

Met with Mr. John E. W. Grainger,  
UNDP Managerial Training School

Met with Mr. William Grant, AALC

Reverend Leon H. Sullivan taped for VOK/TV program

Dinner at the home of Miss Sarale A. Owens  
USIS Cultural Attache

Tuesday, March 4

Debriefing at U. S. Embassy  
Ambassador Glen Ferguson  
Mr. Harold Snell, USAID Director

Luncheon at the Home of Mr. H. Snell, USAID Director

Press Conference, USIS Auditorium (OIC Film)  
Mr. Hakon D. Torjesen, USIS

Trip Activities - cont'd. (Kenya)

OIC Kenya Proposal Program Discussion  
Ministry of Economic Planning  
Mr. Abutti and Staff

VOK/Radio Program - Reverend Leon H. Sullivan

Reception at the Home of Dr. W. Summerville, Jr., M.D.

Wednesday, March 5

Departed for Lagos, Nigeria

Nigeria

Wednesday, March 5

Arrived at Ikeja Airport, Lagos, Nigeria

Met by Mr. M. H. B. Adler, USAID Director and the  
Lagos OIC Steering Committee

Lagos OIC Steering Committee Meeting  
OIC Cocktail party - Ikoyi Hotel

Thursday, March 6

Met with Mr. E. A. Bamgbose and Commissioner Monguno  
Ministry of Industries

Met with Mr. Asumah, Director, Ministry of Labor

County Briefing - U. S. Embassy  
Ambassador Mathews  
Mr. C. Olson  
Mr. W. Jones  
Mr. R. Wallace  
Mr. B. Carter, USIS

Reverend Leon H. Sullivan Lecture, with Press coverage,  
USIS Auditorium

Trip Activities - cont'd. (Nigeria)

Dinner at the home of Mr. Beverly Carter,  
USIS Director

Friday, March 7

USAID Briefing - Mr. M. H. B. Adler, USAID  
Director and Staff

Met with the Oba and Chiefs of Lagos at the Oba Palace

Met with Major General Yakubu Gowon, Head of State

Toured Industrial Areas of Lagos

Held Press Conference at USIS

Met with the Lagos OIC Steering Committee, Ikoyi Hotel

Saturday, March 8

Visited with Mr. G. O. Obatoyinbo, Investment Promotion  
Center, Ministry of Industries

Toured the city of Lagos

Lagos OIC Steering Committee Discussion,  
USIS Conference Room

Sunday, March 9

Departed for Accra Ghana

Ghana

Sunday, March 9

Arrived in Accra, Ghana

Met by Mr. Richard M. Cashin, USAID Director

Stag Dinner at Residence of USAID Director  
Mr. Richard M. Cashin and Guest

Trip Activities - cont'd. (Ghana)

Monday, March 10

Briefing - U. S. Embassy, Mr. Thomas W. McElhiney, Ambassador  
Mr. Richard Cashin, USAID Director

Met with Mr. E. N. Omaboe, Commissioner for Economic Affairs  
Mr. B. K. Mensah, Principal Secretary, Ministry of  
Economic Affairs

Met with Mr. F. P. Gyampoh, Managing Director,  
National Investment Bank

Ghana OIC Interest Group and Ghana Journalists viewed  
the OIC Film - "Restless Giant", USIS Auditorium

Luncheon and Discussion with Ghanaian Journalists at the  
Residence of Mr. Gordon Winkler, Public Affairs Officer,  
USIS

Met with Mr. C. P. Johnston, Executive Director,  
Standard Bank of West Africa

Met with Ghana OIC Steering Committee

Tuesday, March 11

Met with Mr. George Harlley, Director  
Management Development and Productivity Institute

Met with Mr. Obuobi, Principal Secretary,  
Ministry of Labor and Social Welfare

Traveled to the City of Tema to visit the Kaiser Aluminum  
Operation - VALCO

Met with Mr. Marcel J. L. Latour, Resident Representative,  
United Nations Development Program

Met with Mr. S. B. Jones, Chief, Manpower Division,  
Ministry of Economic Affairs and  
Mr. Meredith Givens, Manpower Advisor

Trip Activities - cont'd.

Met with Dr. A. A. Y. Kyermantin,  
Commissioner for Local Government

Stag Dinner at Ambassador's Residence  
Ambassador Thomas W. McElhiney  
Mr. J. S. Addo, Deputy Governor, Bank of Ghana  
Mr. K. Gyasi-Twum, Managing Director,  
Ghana Commercial Bank  
Mr. J. V. L. Phillips, Commissioner for Industries  
Mr. George Harley, Director, Management Development  
and Productivity Institute  
Mr. B. K. Mensah, Principal Secretary, Ministry of  
Economic Affairs  
Mr. W. E. Armantrout, Executive Manager, VALCO  
Mr. C. C. K. Bwah, Ghana Employers' Association  
Mr. Richard M. Cashin, USAID Director

Wednesday, March 12

Met with Mr. Gysai-Twum, Managing Director,  
Ghana Commercial Bank

Met with Mr. B. A. Bentum, Secretary General,  
Trades Union Congress

Met with Mr. J. S. Addo, Deputy Governor, Bank of Ghana

Met with Mr. E. N. Afful, Managing Director,  
Agricultural Development Bank

Conferred with Mr. B. A. Mensah, Indigenous Ghanaian  
Businessmen's Association

Visited the Pioneer Tobacco Company, Mr. Daniel  
A. Chapman Nyako, Executive Director  
Mr. H. P. McDonald, Manager

Visited the University of Ghana, Legon  
Dr. G. G. Baeta, Professor  
Religion and Head of Department

Ghana Broadcasting Co. (GBC/TV Interview  
Reverend Leon H. Sullivan

Trip Activities - cont'd.

Reception for OIC Delegation and Ghana Steering Committee,  
Mr. Cashin Residence

Thursday, March 13

Toured Mattress Factory, Mr. E. O. Boakye,  
Managing Director

Met with General J.A. Ankrah,  
Head of State

Met with Mr. O'Baka Torto, Ministry of Education

Met with Mr. Amin, UNDP Project Manager for National  
Vocational Training Program and  
Mr. von Sponeck, UNDP Assistant Representative

Luncheon with Religious Leader of Accra

Reverend J. A. Dennis	—	Anglican Church
Reverend R. E. Ahietey	—	Anglican Church
M. Samuel	—	Moslem Community
Y. O. Brima	—	Moslem Community
Reverend Joe K. Clegg	—	Methodist Church
Father Alfred Knyasum	—	Catholic Church

Visited the Levers Brothers Soap Factory, Tema  
Mr. Miles Hagan, Managing Director

Met with Mr. G. Adali Mortly, School of Administration,  
University of Ghana

Visited the U.T.G. Department Store,  
Mr. Goetting, Manager

Reviewed week's activities with Mr. E. N. Omaboe, Commissioner  
of Economic Affairs

Visited the city and University of Cape Coast. Toured the El Mina  
Castle.

Toured Mr. C.C.K. Bwah's Canning Factory,  
Economic Industries, Winneba Junction

Reception at the Castle Residence of General J. A. Ankrah,  
Head of State

Dinner at the Residence of Mr. E. O. Boakye

Trip Activities - cont'd. (Ghana)

Saturday, March 15

Held Conference with the Ghana OIC Steering Committee

Departed Ghana for the U. S. A.

Observation:

The OIC Program and concept was well received and fully endorsed by OAU, ECA and ILO, as well as the respected governments of the countries visited. Each has made available the resources of their respective offices and plans to assist in implementating in Iraneophone as well as Anglophone countries.

The initial projects proposed are to be urban demonstration programs with a projected view toward implementation in rural and other urban areas throughout each country. The possibility and potential for such expansion is not only a foregone conclusion on the part of interested parties, but it is considered to be a practical reality. It is to be understood that any expansion or extension of the programs beyond what is being proposed in this report must come from the resource of the local communities in which the OICs are being developed. The proposed demonstration programs should assist developing the necessary leadership for any expanded efforts without any additional cost to AID and OIC America.

My aim is to develop these experimental programs, making them so viable and successful that significant support for their growth and future development would be forthcoming from the respective governments and local communities. Such a response would diminish the financial burden on AID and OIC America as we look towards the future.

Although OIC will be seeking support for the proposed program it must be understood that this support will be minimum, especially initially. But OIC will generate more support especially by the second year of OIC Africa program operation.

## PROPOSED OIC AFRICAN PROGRAMS

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Based upon the visits to industrial sites, meetings and discussions with the above mentioned people and officials, the programs proposed for each country reflect the needs, aspirations and recommendations as expressed by these groups. The following program proposals also reflect the program emphasis, projected local support, contributions and participation, tentative location and a cost and scheduling factor. Each of these programs is proposed as pilot demonstration activity which, if proved successful, could subsequently be expanded towards establishing additional centers and the development of small business activities directed towards and located in other urban and rural areas.

### General

In order to implement the proposed OIC/African programs it would be necessary to establish an OIC Component for the exclusive purpose of administering these proposed programs. The Contracting Component for the implementation of the African OIC Program would be the Philadelphia Opportunities Industrialization Center, Inc. OIC Philadelphia has a Board of Directors, Chaired by the writer (Leon H. Sullivan) who would have the overall responsibility for establishing program policy and direction. The administrative support for the African program would be provided by a Program Director,

Educational Specialist and a Secretary. This staff would be initially based in Philadelphia with projected plans of being relocated in Africa, presumably Addis Ababa, by January, 1970. This staff would be responsible for providing the overall program direction and administrative coordination with UN and other donor organizations, i.e., ILO, ECA, and OAU; project and follow-up on future country programming; develop and initiate the necessary Africa and U.S. training programs for the African counterparts and to provide the necessary logistical support to the Country teams.

The initial task, however, would necessitate the return to Africa of two Advance men, latest May 15, 1969, to begin coordinating with the local country OIC groups, the appropriate government officials and industrial/business personnel, the necessary activities in the preparation for the arrival of the OIC technical teams and the initiation of the various OIC Centers. This would also include assisting in the selection and preparation of the local African technical team for participation in the OIC Philadelphia based training program which is projected for a three-month period.

In conjunction with the African based OIC Administrative Staff, the Economic Commission for Africa (ECA) has proposed to assign an ECA Officer with the responsibility for promoting, independently, the OIC concept and program throughout Africa and to assist such African countries to begin the initial

program planning. ECA through USAID is planning to send an ECA Officer to spend one year with OIC Philadelphia in a work/study program involving all facets of the OIC operation, including the economic development and management training program, the skill training centers and the field operations. This officer is scheduled to arrive in May, 1969. ECA will continue the Officer's salary and OIC Philadelphia will assist in housing and the provision of all U. S. travel related to the OIC training program.

The programs projected for each of the countries visited are as follows:

#### ETHIOPIA

##### Background:

Ethiopia, the first country visited, has a total population of approximately 25 million people. Of this total approximately 300,000 are wage earners with the per capita income among the lowest in Africa. Eighty-five (85) percent of the population produces enough food produce for the entire population. The school dropout rate is the highest in Africa, coupled with the purely academic emphasis of the educational program, not only produces a non-skilled person but the resulting school dropout and/or leaver is also unprepared to become employed.

The large percentage of the activities of Ethiopia is geared to agriculture production. The major industrial ventures that have developed have had to implement their own training or retraining program for every

level of skilled personnel. This lack of skilled manpower not only limits the introduction of new industries but hampers the expansion of existing one's using local manpower. Small industrial businesses are practically non-existent and/or are managed by European firms.

The mass unemployment problem is further compounded by the large groups of "Street Boys" who are either school leavers or dropouts who have no employable skill and who are a potential problem if not provided some form of employment.

The migration from rural to urban is a continual problem. The emphasis of any activity would be directed toward the rural sector as well as towards the rural sector of the urban community.

This situation is further compounded as a result of the degree to which the mass rural population clings to the traditional customs, culture and forms of village life.

#### Program Objectives.

The program projected for Ethiopia would be directed towards three major objectives. These would include (1) pre-skilled training - training in the basic manipulative skills in preparation for further training in selected industries, (2) specific skill areas directly related to available positions in specific industries and (3) specific skill training and management training as related to the development of small industries operated by Ethiopians.

It was envisioned that such skill training would involve basic tool manipulation and would be centered around the building trades, i.e., carpentry, block and brickwork; cabinet and furniture construction; electrical, i.e., radio/TV servicing and repair and business management training. The implementation of the small business industrial aspects of this program would result from specific skill training directed towards the initiation of such. Examples would include training in office machine repair and servicing; mud block building construction, using the Civa-ram block machine, and skill training in furniture construction. It was further projected that the initial skill training would be a self-help work training situation with the trainees actually constructing the center facilities. The pre-skill program would be carried out in temporary facilities provided until the permanent facilities were constructed.

To implement this program it would require four technicians, i.e. Carpentry/block-brick; Cabinet-furniture; Radio/TV repair and servicing and business management training. Basic hand tools and some equipment and supplies would be provided by the local industries and the land for construction of the building facility would be donated by the Ethiopian Government. Some basic commodities would be required.

This would seem to be the most difficult program to mount (in comparison to the factors reflected in the local participation in the other three countries) and would require a more formal organization of the

community towards involvement in the total effort. However, once mounted this could produce rather startling results.

#### Recommendation:

That efforts to initiate an OIC Program in Ethiopia be preceded by a further effort to coordinate the results of the team's recent visit, assist in the organization of the Ethiopian OIC Citizens Group, assist the Industrial Advisory Committee in projecting the needed skill areas and training required; assist in locating and selecting the technical staff or provide a means for developing a technical staff and to further determine the potentials for initiating small industries that would lend themselves to short term skill training.

It is proposed that an OIC technician be assigned to Ethiopia (Addis Ababa) for a period of six months to initiate the activities listed above with prospects for initiating an OIC program in Ethiopia in early 1970.

#### KENYA

##### Background

Among the many problems facing the Government of Kenya the most pressing revolves around the mass exodus of the non-African community from Kenya, leaving a void in the artisan skill areas and in the capabilities of the Kenyans to operate and manage the vacant business

enterprises. The other facet of this problem is the continued migration of the rural population into the larger urban centers, Nairobi in particular. The mass unemployment that exists is not due to the lack of jobs - quite the contrary - but due to the lack of skilled personnel to fill the available positions.

The educational system, while attempting to provide the needed skilled trained manpower through technical schools, is producing a person not acceptable to industry as they are either overtrained and/or refuse to perform the processes required by industry, or are not capable of performing the activities and must be retrained by the employing industry. In many instances the technical school graduate is more interested in a managerial position rather than one of a technician.

Added to this is the problem of the school leaver or the dropout who is unprepared to accept even the lowest entrance level position in industry due to the lack of even the very basic or skill training. The Government of Kenya has attempted to approach this problem through the initiation of the National Youth Service Corps and has made some headway - particularly in providing minimal skill to assist in the area of resource preservation.

#### Program Objectives:

The major emphasis of the projected OIC Program for Kenya would be geared for both men and women and would emphasize the training of Kenyans in specific skill areas and business management training. Both of these activities would be directed towards filling the gap being left by

the non-African population, i.e., Indian and Asian, who heretofore have controlled the business operations and possessed the artisan skills.

The Kenyan OIC program would include commercial training (short-hand/typing), electrical (wiring, radio/TV repair and servicing), machine maintenance and automotive repair. The other probable areas would include building construction and the related building trades. Business management training would be an integral part of the entire program and would be further followed at an appropriate state in the development of small industries that would follow as a separate entity sometime in the future.

The location of the OIC Program in Nairobi does not imply the heart of the urban community. It would be appropriately located in the heart of the rural migrated population of the edge of Nairobi and redirected towards implementation in the rural sectors of Kenya.

Four technicians would be required to mount the Kenyan Program in the skill areas mentioned above. In addition to the four OIC technicians it would be necessary to select a similar number of Kenyans and counterparts. A three-month period of training would be required for the selected counterparts at the OIC Philadelphia Center. The Government of Kenya has indicated an interest in providing the training center facility. A limited amount of equipment and supplies can be expected to be provided locally.

Prior to the actual initiative of the program a follow-up must be made to organize and strengthen local participation and community involve-

ment. It is anticipated that the participation in the implementation and planning of this program will be a joint venture between community and government. It will also be necessary to support the local technical staff until the local group can assume this cast.

Recommendation:

That the OIC Program be initiated in Kenya with a maximum of four OIC technicians and supported by a similar number of Kenyan technicians serving as counterparts. The time table for the initiation of the Center would be mid-October — early November, 1969.

NIGERIA

Background:

Nigeria, with a population of some 60 million people has approximately one-fourth of the black population of Africa - south of the Sahara. Basically an agriculture economy, the country also depends rather heavily on its oil production. A number of industries do exist in Nigeria, employing mostly European technicians due to a lack of skilled Nigerians.

The problems of unemployment in Nigeria are similar to those in other African countries - resulting from similar problems, i.e., the lack of skilled personnel, the under- or overtrained available skilled personnel and the academic bias of the educational program coupled with the large percentage of school leavers (primary and middle school level) who are

equipped with no salable skills. The Government of Nigeria's emphasis on Nigeri-  
anization of existing industries places a further demand and high priority on  
the available manpower. Thus, the need to locate and train or retrain the  
available manpower is either an industry responsibility or one of the educa-  
tional system's. The latter is ill equipped to do so and the former not at all  
interested in increasing the rate of replacing Europeans with qualified Africans.  
This, coupled with the lack of such trained personnel, makes the process  
amazingly slow.

#### Program Objectives

The program projected for Nigeria would be geared specifically to the  
provision of training in the fields of business management, in keeping with  
the government's efforts in its Nigerianization policy; specific skill training  
as related to meeting certain skill areas of existing industries and the deve-  
lopment of skill training for use in the rural sector adaptable to the estab-  
lishment of small industratives.

The program would therefore include courses in basic business manage-  
ment training, skill training in electrical areas, i.e. wiring, motor main-  
tenance, radio/TV repair and servicing, machine maintenance, automotive  
servicing and repair and building trades. Commercial training is a potential  
but not an immediate projection.

It will be necessary to provide six OIC technicians to implement  
this program along with six Nigerian technician counterparts. The

Nigerian counterparts would be required to attend the three-month training program proposed at OIC Philadelphia.

The strong feature of the Nigerian program is the total involvement of the community. Through their efforts they will provide the facilities for the Center and assist in securing equipment from the local participating industries. The Nigerian group will, however, be unable to assume the African staff cost - six technicians and a clerical staff during the first year. In view of the interest of the Government of Nigeria, a degree of support (materially) can be anticipated - upon request from them. The projected time table for the opening of the Nigerian Center is October 2, 1969.

Recommendations:

It is proposed that the Nigerian OIC Center be initiated in the technical areas projected above through the assistance of six OIC technicians. It will be further necessary to provide short term (3 months) training to six selected Nigerian technicians to act as program counterparts. A minimal amount of program commodities will be required to support the local staff upon their return from training. Such support will be required during the first year.

## GHANA

### Background:

Ghana, much smaller in population than either of the other three countries, was seemingly much more progressive in the establishment of indigenous businesses. However, the problems reflected in the other African countries were just as prevalent in Ghana. Therefore, industry either trained or retrained their needed skill personnel. The schools are not providing the school leavers with salable skills; the need for personnel with business management skill was also of a high priority. The pressing need for business management skills resulted from the Ghananization policy of the Government of Ghana. Industries are in need skilled personnel to fill many semi-skilled and skilled positions but are unable to do so because of the overtrained or undertrained calibre of the technical school trainees.

### Program Objectives:

The economic situation that Ghana is presently involved in reflecting the Ghananization policy necessitates the need to train small business management types to operate and manage small enterprises. Emphasis would be placed on the development of small industry development along with the management training. Heavy emphasis would also be placed on the building and related trades, electrical including wiring, radio/TV servicing and repair and automotive repairs. The building trades emphasis would be directed towards community self help — related to improvement

of village conditions. Thus, while the Center would be located in Accra, certain aspects would be directed toward the development of the rural sector in and around Accra with similar projection for Kumasi, Tokoradi and Cape Coast.

Four OIC technicians would be required for this program as would four Ghanaian counterparts. The latter would be included in the projected OIC training program in Philadelphia for a three-month period. Support of these technicians would be required.

The Ghanaian local Citizens Committee has the support of the Government and will assist them in securing the necessary facilities. Considerable support in the form of equipment and supplies can be anticipated from local industry. The program is projected for opening on approximately September 15, 1969.

Recommendation:

That the OIC Program be initiated in Ghana as outlined above with a minimum of four OIC technicians and four Ghanaian counterparts. Training and support cost would be required for the Ghanaian counterparts during this program year. Some program commodities will be required but considerable assistance will be forthcoming from the local Citizens' group and the Government.

Recommendation:

It is recommended that with the far reaching impact this program can make on Africa's economic development with emphasis on community and village participation, based on the self-help concept, USAID should undertake to support this program through a Grant/Contract Agreement with the Opportunities Industrialization Center of Philadelphia, Inc. (OIC). In addition to the support provided by USAID, OIC, within the limits of its resources, and support from other donor organizations, will be able to provide or secure additional support to some of the program components.

It is further recommended that the support of this program be implemented in two phases. Phase I would consist of the return to Africa of two OIC Staff Officers or Advancemen to provide the necessary follow-up, planning and programming for the initiation of the proposed country programs. This phase would necessitate an amendment to the original contract to make available the necessary funds (approximately \$5,000.00) to cover transportation, subsistence and miscellaneous expenses. A letter requesting this change will be forwarded under separate cover. This team is scheduled to leave on or about May 15, 1969, for a period not to exceed forty (40) days.

Phase II of this program would include the initiation of the program as recommended for Kenya, Nigeria and Ghana and the planning/coordination aspect for Ethiopia. The total project cost for these programs as structured, Appendix A, is approximately \$1,970,193.00.

Appendix B is the Budget, Firm and Projected through the period

June 1, 1969, and June 30, 1971.

Appendix C is the detailed budget for the same period and

Appendix D is cost estimation of local contribution.

# ORGANIZATIONAL STRUCTURE

## OIC—PHILADELPHIA, INC.

\* Advanceman  
\* Advanceman

Board Chairman  
Dr. Leon H. Sullivan  
Director, OIC Philadelphia

Administrative  
Assist./Secty.

\* Africa  
Program Director

\* Educational Specialist

ETHIOPIA	NIGERIA	GHANA	KENYA
Planning Officer OIC	OIC Tech.      Counterpart	OIC Tech.      Counterpart	OIC Tech.      Counterpart
	OIC Tech.      Counterpart	OIC Tech.      Counterpart	OIC Tech.      Counterpart
Clerical - Local	OIC Tech.      Counterpart	OIC Tech.      Counterpart	OIC Tech.      Counterpart
	OIC Tech.      Counterpart	OIC Tech.      Counterpart	OIC Tech.      Counterpart
Recommended	OIC Tech.      Counterpart	Clerical - Local	Clerical - Local
Program - Staff	OIC Tech.      Counterpart		
	Clerical - Local		

\*Advancemen would be personnel selected to fill  
proposed positions of Africa Program Director &  
Educational Specialist.

## BUDGET

Line Items	Firm		Projected		Total	
	June 1, 1969	June 30, 1970	July 1, 1970	June 30, 1971	June 1, 1969	June 30, 1971
I. <u>Salaries</u>						
A. U. S. Based	21,300.00				21,300.00	
B. Africa Based	253,210.00		301,961.00		555,171.00	
C. Consultant	6,600.00		3,000.00		9,600.00	
D. Local Employees (Africa)						
1. Technical	42,000.00		46,200.00		88,200.00	
2. Driver	7,200.00		7,920.00		15,120.00	
3. Clerical	8,400.00		9,240.00		17,640.00	
II. <u>Fringe Benefits (Ins.,Retir.)</u>	36,973.00		40,670.00		77,643.00	
III. <u>International Travel</u>	72,250.00		72,250.00		144,500.00	
IV. <u>Travel &amp; Subsistence</u>						
A. U. S.	2,466.00		1,500.00		3,966.00	
B. African Subsistence	12,200.00		12,200.00		24,400.00	
C. African Travel	5,850.00		5,850.00		11,700.00	
D. Transportation & Maintenance	49,408.00		7,200.00		56,608.00	
V. <u>Overseas Allowances</u>	161,665.00		161,665.00		323,330.00	
VI. <u>Partipant Program</u>						
A. Travel - International	21,660.00				21,660.00	
B. Subsistence	19,440.00				19,440.00	
VII. <u>Equipment, Materials, Supplies</u>	5,000.00		5,000.00		10,000.00	
VIII. <u>Commodities - Program</u>	60,000.00				60,000.00	
IX. <u>Miscellaneous</u>	136,165.00		136,165.00		272,330.00	
X. <u>Overhead Cost - 15%</u>	122,003.00		120,488.00		242,491.00	
Total	1,041,454.00		928,739.00		1,970,193.00	

ITEMIZED FIRM BUDGET

June 1, 1969 - June 30, 1970

Line Items

I. Salaries

A. U. S. Based Personnel

1. Chairman OIC Philadelphia Board or Director OIC Philadelphia			(No Salary)
2. Africa Program Director	6/1/69 - 12/30/69	@ \$15,000.00	8,750.00
3. Educational Specialist	6/1/69 - 12/30/69	@ 12,500.00	7,300.00
4. Administrative Ass't./Secretary	6/1/69 - 12/30/69	@ 9,000.00	5,250.00

B. Africa Based Personnel

Ethiopia

1. Planning Officer	6/1/69 - 12/30/69	@ \$65./day	11,700.00
2. Africa Program Dir.	1/1/70 - 6/30/70	@ 15,000.00	7,500.00
3. Educational Spec.	1/1/70 - 6/30/70	12,500.00	6,250.00
4. Admin. Assist./Sec.	1/1/70 - 6/30/70	9,000.00	4,500.00
5. OIC Technicians (4)	1/1/70 - 6/30/70	13,000.00	26,000.00

Nigeria

1. OIC Technicians (6)	6/1/69 - 6/30/70	13,000.00	84,540.00
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Ghana

1. OIC Technicians (4)	6/1/69 - 6/30/70	13,000.00	56,360.00
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Kenya

1. OIC Technicians (4)	6/1/69 - 6/30/69	13,000.00	56,360.00
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C. Consultant Fees

1. OIC Board Chairman	6/1/69 - 6/30/70	60 days @ \$50./day	3,000.00
2. OIC Institute			
Staff Training & Orientation	3 mos. - 18 Participants	@ \$100.00.	
	18 OIC Tech'ns.	@ 100.00	3,600.00

Line Items

D. Local Employees (Africa)

1. Technical

a. Technical Staff (Counterparts) (4) 1/1/70 - 6/30/70 @ \$280./month 6,720.00  
b. Technical Staff (Counterparts) (14) 10/1/69 - 6/30/70 @ 280./month 35,280.00

2. Drivers

(4) 9/1/69 - 6/30/70 @ 180./month 7,200.00

3. Clerical

a. Clerical Support (1) (Program Off., 7/1/69 - 12/30/69 @ 200./month 1,200.00  
Ethiopia)

b. Clerical Support (1) (Country Team, 1/1/70 - 6/30/70 @ 200./month 1,200.00  
Ethiopia)

c. Clerical Support (3) (Country Teams, 9/1/69 - 6/30/70 @ 200./month 6,000.00  
Kenya, Nigeria,  
Ghana)

II. Fringe Benefits: (Insurance, Retirement, etc.)

1. U. S. Base Personnel 12% 21,300.00 2,556.00  
2. Africa Base Personnel 12% 237,950.00 28,553.00  
3. Local Employees 7% 50,400.00 3,528.00

III. International Travel

A. Staff Requirement

1. Chairman OIC Philadelphia Board or Director OIC Philadelphia

3 Round Trips Phila./Addis/Lagos/Phila. @ \$1,500.00 4,500.00

2. Africa Program Director WF Phila./Addis @ 850.00 1,700.00

3. Educational Specialist WF/2 ch. Phila./Addis @ 850.00 3,400.00

4. Admin. Assist./Secty. WOF Phila./Addis @ 850.00 850.00

5. Planning Officer WOF Phila./Addis @ 1,600.00 1,600.00

6. OIC Technicians (4) WF/2 ch. Phila./Addis @ 850.00 13,600.00

7. OIC Technicians (6) WF/2 ch. Phila./Lagos @ 700.00 16,800.00

8. OIC Technicians (4) WF/2 ch. Phila./Accra @ 700.00 11,200.00

9. OIC Technicians (4) WF/2 ch. Phila./Nairobi @ 900.00 14,400.00

10. Africa Program Director WOF(2R.Tr. Phila./Addis/  
Lagos/Phila. @ 1,500.00 3,000.00

11. Educational Specialist WOF(1R.Tr. as above @ 1,500.00 1,500.00

Line ItemsIV. Travel & SubsistenceA. U. S. Travel

1. Chairman OIC Phila. or Dir. OIC Phila.	12 Trips Phila./Wash./Phila. 30 Days	@ \$ 25.00 @ 22.00	300.00 660.00
2. Africa Program Director	12 Trips Phila./Wash./Phila. 36 Days	@ 25.00 @ 22.00	300.00 792.00
3. Educational Specialist	6 Trips Phila./Wash./Phila. 12 Days	@ 25.00 @ 22.00	150.00 264.00
4. U. S. Travel & Sub- sistence, OIC Techs., & Family			
a. 18 Technicians	@ \$ 22./day	45 days, each	17,820.00
b. 18 Tech.'s Wives	@ 22./day	3 days, each	1,188.00
c. 36 Round Trips - Travel to Phila. Return	@ 200.		7,200.00

B. African Subsistence

1. Director or Chairman - OIC Phila. Board	60 Days	60 Days	@ \$25.00	1,500.00
2. Africa Program Director	60 Days	60 Days	@ 25.00	1,500.00
3. Educational Specialist	20 Days	20 Days	@ 25.00	500.00
4. Program Officer (Ethiopia)		180 Days	@ 20.00	3,600.00
5. Admin. Ass./Secty. (Ethiopia)		30 Days	@ 20.00	600.00
6. Program Director (Africa Wide)		120 Days	@ 20.00	2,400.00
7. Nigeria Team (Nigeria)		30 Days	@ 20.00	600.00
8. Ghana Team (Ghana)		30 Days	@ 20.00	600.00
9. Kenya Team (Kenya)		30 Days	@ 20.00	600.00
10. Ethiopia Team (Ethiopia)		15 Days	@ 20.00	300.00

C. Africa Travel

1. Nigeria Team	6 Trips	@ 75.00	450.00
2. Kenya Team	6 Trips	@ 75.00	450.00
3. Ghana Team	6 Trips	@ 75.00	450.00
4. Ethiopia Team	4 Trips	@ 75.00	300.00
5. Program Director	3 Trips	@ 600.00	1,800.00
6. Educational Specialist	3 Trips	@ 600.00	1,800.00
7. Administrative Assistant	1 Trip	@ 600.00	600.00

Line Items

## D. Transportation and Maintenance

Vehicle for each Country Team

4 Land Rovers or Appropriate Vehicle @ 4,000.00 16,000.00

4 X 1,500 miles/month @ .10 mile X 12 7,200.00

	<u>Post Dif.</u>	<u>Post Allowance</u>	<u>Educational Allowance</u>	<u>Quarters Allowance</u>	
V. Overseas Allowances					
<u>Ethiopia - 15%</u>					
1. Program Director (WF)	2,250.00	0		3,600.00	5,850.00
2. Educational Specialist					
WF/2 children	1,875.00	0	<u>890.00</u>	3,600.00	9,165.00
			2,800.00		
3. Administrative Asst. WOF	1,300.00	0	-	2,600.00	3,950.00
4. Program Officer WOF	-	-	-	1,300.00	1,300.00
5. Technical Staff (4)	7,800.00	0	<u>3,560.00</u>	14,400.00	36,960.00
			11,200.00		
<u>Kenya - 0%</u>					
1. Technical Staff (4)					
WF/2 children					26,200.00
<u>Nigeria - 15%</u>					
1. Technical Staff (4)	7,800.00	7,600.00	<u>4,440.00</u>	11,600.00	41,640.00
WF/2 children			9,600.00		
<u>Ghana - 15%</u>					
1. Technical Staff (4)	7,800.00	2,020.00	1,400.00	11,800.00	37,900.00
WF/2 children			4,800.00		
			9,600.00		

Line Items

VI Participant Program

1. Travel (International)	18 Participants @ \$1,200.00	21,600.00
2. Subsistence Allowances	18 Participants @ 12.00/day X 90	19,440.00

VII Equipment - Materials & Supplies

Basic Office Machinery, Desks, Files, etc., Teletype, Cables, etc.		5,000.00
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VIII. Commodities Program

Basic equipment not supplied by local groups, approximately \$15,000.00 per country.		60,000.00
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Line Items

IX. <u>Miscellaneous</u>	<u>1/</u> R & R	<u>2/</u> Training Language	<u>3/</u> Emergency Evacuation	Temp. Lodging	Leave Accum.	Household Shipment	Unaccomp. Baggage	Storage Household
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Ethiopia

1. -	1,100.	27,000.						
2. Program Dir. WF	1,000.		450.	1,250.	3,000.	300.	240.	
3. Educ. Spec. WF/2 ch.	1,250.		900.	1,000.	3,000.	600.	240.	
4. Admin. Asst.	500.		225.	750.	2,000.	150.	240.	
5. Technicians (4) WF/2 ch.	-		1,800.	-	12,000.	2,400.	1,000.	

Kenya

6. Technicians (4)- WF/2 ch.			1,800.	4,000.	12,000.	2,400.	1,000.	
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Nigeria

7. Technicians (6) WF/2 ch.	7,500.		2,700.	6,000.	18,000.	3,600.	1,440.	
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Ghana

8. Technicians (4) WF/2 ch.	5,000.		1,800.	4,000.	12,000.	2,400.	960.	
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- 1/ Training in French, 6 wks. FSI for Program Director and one other staff person to be designated. Per diem cost & \$150.00 for course.
- 2/ Emergency Evacuation based on a country team of four families with return to post.
- 3/ Based on a projected 2-week period for Quarters only.

X. Overhead

Covering cost of rental of furniture, Fiscal Programming Administration and Logistical Support - Based on 15%

122,003.

LOCAL CONTRIBUTIONS

Nigeria

1. Rental of Center Facilities		\$ 2,000.00
2. Supplies, Materials & Equipment		1,500.00
3. Commodities Program		35,000.00
4. Program Staff		
1 Center Director	@3,000.	3,000.00
4 Counselors (p.t.)	@ 900.	3,600.00
3 Clerical	@ 200./m.	7,200.00
1 Custodian	@ 50./m.	600.00
8 Recruiters - Screeners	@ 300./m.	2,400.00
5. Transportation		3,600.00
6. Operating Expenses		20,000.00
		<u>\$78,900.00</u>

Kenya

1. Rental of Center Facilities		\$ 3,000.00
2. Supplies, Materials & Equipment		1,500.00
3. Commodities - Program		15,000.00
4. Program Staff		
1 Center Director		3,600.00
4 Counselors	@ 1,000.	4,000.00
2 Clerical	@ 250.	6,000.00
1 Custodian	@ 100.	1,200.00
4 Recruiters, Screeners	@ 300.	1,200.00
5. Transportation		4,000.00
6. Operating Expenses		18,000.00
		<u>\$57,500.00</u>

Ghana

1. Rental of Center Facilities		\$ 2,400.00
2. Supplies, Materials & Equipment		2,000.00
3. Commodities Program		30,000.00
4. Program Staff		
1 Center Director	@4,500.	4,500.00
4 Counselors	@1,200.	4,800.00
2 Clerical	@ 200.	4,800.00
1 Custodian	@ 75.	900.00
4 Recruiters, Scr., p.t.	@ 300.	1,200.00
5. Transportation		4,000.00
6. Operating Expenses		20,000.00
		<u>\$74,600.00</u>

Ethiopia

1. Office Facilities		\$ 1,200.00
2. Educational Assistants		3,600.00
		<u>\$ 4,800.00</u>



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



AFRICA HALL  
ADDIS ABABA

FILE: 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

MINISTRY OF ECONOMIC PLANNING AND DEVELOPMENT

Telegrams: "Planning", Nairobi

Telephone: Nairobi 24261

When replying please quote

Ref. No. ....  
and date



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,

T. J. Mboya  
MINISTER

Telegraphic Address:  
"TUC" Accra.

Telephone:  
Accra 64941-64945 (5 Lines)

# TRADES UNION CONGRESS

GHANA

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, 1969.

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.