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THE TRAINING PROGRAM

USAID/Egypt

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THE TRAINING PROGRAM  
USAID/Cairo

I. BACKGROUND

Since the resumption of diplomatic relations with Egypt in 1974, AID has organized training programs for 5137 Egyptian participants in the United States and third countries in developmental fields in support of Egypt's economic and social structure. USAID/Cairo hopes to continue to provide training and education opportunities for key individuals in development sectors in the future at the same or higher levels in relation to funding and to the number of participants.

1. Higher Education

Egypt has 12 universities and 33 higher education institutions. The oldest and largest universities are: El Azhar University, Cairo University, Ain Shams University, Alexandria University and Assuit University. El Azhar University, located in Cairo, is 1000 years old.

Egypt has 600,000 students studying in Egyptian universities. Around 32 percent are women. At present 35,000 PH.D.s are working in the country.

Despite this accomplishment in higher education, Egypt is still in great need for education and training in support of its development program:

- Egypt continues to suffer from acute shortages of middle and upper-level planning, management and technical personnel in many fields.
- Most of the higher education received in Egypt is in the Humanities. For example, in 1975/76 only 22 percent of students were enrolled in Science faculties, 31 percent in 1979/80 and later the percentage dropped to 27 percent in 1981.\* Thus, a small percent of Egyptians are being trained in developmental fields, necessary for Egypt's economic and social structure.

2. GOE Training Priorities

Egypt's training priorities are:

- degree training in development fields not available in Egypt and
- technical and managerial training.

\* From the Statistical Book, Arab Republic of Egypt, dated August 1982.

Currently the GOE wishes to focus on three areas for AID assistance in regard to training at U.S. universities:

- (1) Land Reclamation and Land Use
- (2) Agriculture Productivity, including Agriculture Engineering, and
- (3) Industrial Productivity.

Egypt would also like to strengthen its own educational and training institutions and generally utilize participant training in a very selective manner.

## II. THE PARTICIPANT TRAINING PROGRAM

USAID/Egypt trains the largest number of AID-financed participants in the world. During FY 1984, around 20 percent of all AID participants were Egyptians.

### 1. FY 1975 - 1984

During FY 1975 - FY 1984, AID trained 5137 participants which were funded under 48 projects including 5 centrally-funded projects:

#### General Information

95 percent received U.S. training; 5 percent were trained in third countries

76 percent received technical training, and 24 percent academic.

42 percent were financed under project-related training; 58 percent under non-project training,

18 percent were women

#### Fields of Training

26 percent received training in Agriculture fields, including Land and Water Resources

24 percent received training in the Education field

16 percent were trained in Public Administration fields, including Public Safety

12 percent received training in Health and Sanitation.

A small number of participants received training in Transportation, Community Development, Social Welfare, Industry and Mining, Power, Engineering, Private Enterprise, Labor, Communication Media, Nutrition and Statistics.

2. FY 1984

During FY 1984, AID trained 1796 participants which were funded under 35 projects including 3 centrally-funded projects:

General Information

Of the 32 Mission projects,

27 projects, comprising 1457 participants or 81 percent were managed by Mission and Host Country Contracts; 19 percent through S&I/IT's programming agents.

97 percent received U.S. training; 3 percent were trained in third countries

50 percent received technical training; 50 percent academic

37 percent were financed under project-related training and 63 percent under non-project training

15 percent were women

Fields of Training

41 percent received training in Education fields including Professional & Higher Education

25 percent received training in Agriculture fields

12 percent received training in Public Administration, including Public Safety

9 percent received training in general & miscellaneous subjects including Private Enterprise

Other fields included, Community Development, Housing, Labor, Power, etc.

Project 0026 (non-project training) included training in Rural Development, Cartography, Marketing, Accounting, Personnel Management, training in Export Development, Air Traffic Control, etc.

III. NON-PROJECT TRAINING

Because the majority of training is "non-project" training, I will briefly describe the two projects: the Peace Fellowship Project, 0110, and the Technical Transfer and Manpower Development Project, 0026.

1. The Peace Fellowship Project

The Peace Fellowship Project is one of the largest human resource development projects funded by AID. It commits Egypt and the United States to promote Egypt's overall development. In FY 1984, 48 percent of participants in training in the United States were Peace Fellows. This program will soon achieve its goals by training 1700 Egyptians in graduate programs at institutions throughout the U.S.

Under the Peace Fellowship Project:

- the U.S. Government has earmarked \$54 million for training.
- A host country contract was awarded to AMIDEAST to manage the training in the U.S. and Egypt.
- Fellows are nominated by Egyptian universities, research facilities, Government ministries and Public and Private industries.
- Final selection is made by the Ministry of Higher Education.
- Emphasis is placed on the fields of engineering, medicine, public health, agriculture, architecture, business, economics and education.

To date 944 Peace Fellows returned from training in the U.S. It is expected that all 1700 will have completed training by Dec. 31, 1986. The Ministry of Higher education believes this program to be of utmost importance to Egypt's development and would like to have 300 additional Fellows trained in the U.S. The cost of this additional training is estimated at \$6 million. AID will give favorable consideration to this request when formally requested by the Ministry of Planning and International Cooperation.

According to the USAID Project Officer Stephen Grant, Egypt needs highly trained Egyptians in fields such as engineering and health (60 percent of training under this project is in these two fields). Egypt is now constructing towns, roads, and bridges. A Metro is also being constructed in Egypt with French assistance. Therefore, well-trained engineers are badly needed. The same is true in the health sector, where trained technicians are needed in hospital administration, nursing and other specialized health fields.

Problems:

- Needed signatures from the GOE on issues related to the project require months to procure, thus delaying some project activities.

- As in other projects, English language is a problem which delays the processing of participants. The TOEFL score requirements for graduate admission at most U.S. universities has now reached 550. Only 28 percent of all files received at AMIDEAST/Washington had TOEFL scores above 525.
- AMIDEAST requires 12 months of planning and processing time before a Fellow is enrolled in a U.S. university. This is due to the time required for English language training, acceptance at U.S. universities, etc. The Ministry of Higher Education, as represented by the Missions Department is not always cognizant of this problem.
- Because the project does not call for degree training, and Fellows invariably wish to receive U.S. degrees, it takes some effort on the part of the Fellows to locate funds to continue training and obtain degrees. As a rule, for persons from the academic milieu, funds are usually granted through the Ministry of Higher Education, and the training transferred and managed by the Egyptian Embassy in Washington. Others finance their own training or through U.S. universities or their own backstop Ministry in Egypt.
- AID's Health and Accident Coverage (HAC) seems to be cumbersome. Fellows and Egyptian Embassy in Washington find it inadequate. Since this is a host country contract, the GOE can select a different health insurance company, but to date they have not elected to do so.
- In general, the Ministry of Higher Education finds this project costly and would like to manage it themselves (the contract states a U.S. organization will manage U.S. training).
- Follow-up is a major problem. Fellows do not usually report to AMIDEAST (or USAID) after their training is completed and USAID is not assured all have returned to Egypt, or whether they have gone to the Arab Gulf States for employment and better remunerations. (This is acceptable by the GOE, since (a) remittances in hard currencies are brought into Egypt and (b) Egyptian influence is increased in these states through Egyptian technicians and intellectuals.)

Other Factors:

- 20 percent of all Fellows are women.
- Only 4 percent of Fellows come from the Private Sector.

2. Technical Transfer and Manpower Development III Project  
0026

This general training and technical assistance project which was initiated in 1977 finances short-term advisory services, technical exchanges and training to solve technical or planning/managerial problems of the GOE and the Private Sector.

Funds under this project have been utilized for many different components, such as English language training, international travel, surveys, labor conferences, personal services for T.A. activities, etc. The participant training component is usually in disciplines or areas not available through other Mission projects.

To date, and since 1975, 1675 participants, or 33 percent have completed training in the U.S. under this project with only 26 participants receiving training in third countries. During FY 1984, 279 or 16 percent were in training, in the U.S. The fields included Rural Development, Statistics, Cartography, Marketing, Accounting, Personnel Management, training in Export Development, Air Traffic Control, etc.

In May 1987, this project will be completed. The Mission expects to maintain funds to train individuals who cannot

be accommodated under other Mission projects. This activity will therefore continue as a component of the Project 0125 to be developed during this fiscal year.

3. Project 0125

This Project, when developed, will finance a general training project similar to 0026 and a continuation of the Peace Fellowship Project or another "leadership training" project to train 300 additional fellows. It will also finance English language training and instruction. Most importantly, it will assist the GOE to develop procedures for assessing their own training institutions and training needs. The proposed PID is still in draft.

4. Analysis

Continuation of training activities under the current Peace Fellowship Project (0110) and the Technology Transfer and Manpower Development Project (0026) or similar projects is very important in many aspects, but certainly in regard to the number of participants trained from Egypt.

It is important to note that out of the 5137 participants who completed "non-project training" from 1975 to date, 2990 participants or 58 percent were funded under the

above two project. Out of the 1796 participants who were in training in FY 1984, 1137 participants or 63 percent were funded under these 2 projects. Therefore a reduction in the number of participants to be trained under future "non-project training projects" could drastically reduce the number of participants to be trained from Egypt, unless "project-related training" in the U.S. is considerably increased. (As indicated in Para. 3 above, only 300 additional Fellows will receive "leadership training" under project 0125).

A review of Projects 0026 and 0110 in regard to numbers of participants was important at this time since the Mission is in the process of finalizing the 0125 PID which will finance Egypt's non-project training. Thus, the Mission may wish to plan for a greater number of participant new starts under this project if the total number of Egyptian participants receiving U.S. training is to be increased by 10 percent each year.

In this connection it is important to note that various ministries within the Government of Egypt have different views in regard to off-shore training financed by AID. As noted above, recent indications suggest that the Ministry of Higher Education would like to see more academic

training developed under the Peace Fellowship Project or a similar project with the same objectives, while the Ministry of Planning and International Cooperation would like to scrutinize all training grants and limit training funds to specialized, development-oriented training in what it considers priority development fields.

#### IV. TRAINING MANAGED BY CONTRACTORS

##### 1. General Information

81 percent of all training in Egypt is managed by Mission and host country contracts.

In general, I felt contractors were doing a good job and were quite knowledgeable about AID policies and procedures of Handbook 10.

I had meetings with several contractors in Egypt, including the AMIDEAST Representative, David Mize. Under the Peace Fellowship Project, AMIDEAST was responsible for 18 percent of all completed training programs since 1975, and 48 percent of the training during FY 1984. AMIDEAST has had many years of experience in managing training financed by AID and adheres to AID policies and procedures in regard to training.

##### 2. Observations Regarding Contractors Other Than AMIDEAST

- All contractors were aware of Handbook 10, most seemed familiar with its criteria and procedures, while some clearly did not review it regularly.
- To some contractors Handbook 10 referred mostly to "participants' allowances". Several asked about AID's new allowance rates. (S&T/IT should be mailing this information to USAID soon.)
- Contractors with a full-time representative in Egypt seemed more knowledgeable about AID's training criteria. (Of the 104 U.S. contractors in Egypt, 96 have full-time representatives in Cairo.)

- Sub contractors were less informed about AID training policies and procedures.
- Contractors have good working relations with the Training Section at USAID/Cairo. Contacts usually deal with visas, health insurance and medical examinations.
- Most contractors seem to have good working relations with Egyptians and jointly select and process participants.
- Administrative pre-departure orientation is given by most contractors. (Some give excellent cultural orientation).
- Progress reports on participants are usually sent to the GOE for review.
- Some contractors have problems in dealing with participants wishing to have their dependents accompany them.
- Some contractors have never heard of the Participant Data Forms (PDF) (these are usually completed in the Home Office).
- Some contractors do not discuss the participants' program with the participants before their departure for training.
- All were very anxious to have copies of the Training Manual on contract participants which I have now in draft.

3. Relationships with the Training Section

Out of the 32 projects that have participant training, 28 have contractors managing the training. This is an additional chore for the Training Section since contractors' responsibilities in relation to the processing of participants vary:

- English language training: Sometimes organized by the contractors directly, but the majority of contractors request the USAID to make arrangements with AUC.
- Medical Examinations: Arranged by contractors. However, the Training Officer must approve each medical examination before a participant can proceed for U.S. training.
- Pre-departure orientation: Given by contractors

- Transportation: Arranged by contractors.
- Advanced maintenance: Arranged by contractors.
- U.S. Visas: The IAP66-A to be sent to the U.S. Consular Officer for procurement of visas is always signed by the Training Officer for all participants including contract participants. In this way the Mission is able to record all the participants financed by USAID/Cairo. Furthermore, the Training Section has an agreement with the U.S. Consular Officer not to issue BI Visas (visitors visas) whenever in his judgement that visitor is funded by AID and going to the U.S. for training.

Training Section Needs:

- In order to compare records, the Training Section would like to have copies of PDFs completed by contractors
- Other Participant Training Information System (PTIS) printouts on contract participants from S&T/IT are also needed for comparison purposes.

4. Recommendation

According to AID regulations, all contracts must have a clause indicating that contract participants must adhere to AID regulations of Handbook 10. The contractors I met were aware of this fact and stated they had copies of the Handbook, in most instances, at the Home Office in the U.S. As indicated above not all contractors are familiar with some of the important aspects of AID training regulations.

For equity purposes and in order to ascertain that contractors and sub-contractors adhere to AID criteria, it is recommended that all contracts involved in participant training also have a Section listing the different tasks the contractor must perform when implementing AID-financed training.

V. THIRD COUNTRY TRAINING

I. Egyptians Training in Third Countries

During FY 1984, 51 participants received training in third countries, mostly in Asia: the Philippines, Bangladesh, India, Kenya and Senegal. Training was for short duration mostly in agriculture and health. Please see Attachment VI for details. Planning and management of this training was through USAID/Cairo and the USAID in the receiving countries.

2. Other Nationals Training in Egypt

a. Yemen has 22 academic participants receiving training in Egypt who study at AUC. Others study at Egyptian national universities. This training is managed through the Yemeni Embassy in Cairo or through contracts between American organizations such as TransCentury and USAID/Sanaa. The USAID/Cairo Training Section, however, also plays a role in this activity. For example, the Training Officer

(i) developed a fair per diem rate for the Yemeni participants, mindful of the fact that Saudi Arabia also finances training for Yemenis in Egypt and gives them much higher allowances.

(ii) assisted in placement of participants in certain circumstances, and

(iii) assisted contractors in identifying health and accident insurance coverage in Egypt.

b. In addition to Yemeni participants, USAID/Egypt has managed training in Egypt for some Chadians, Sudanese, East Africans and others.

3. Future Third Country Training in Egypt

The present third country training program in Egypt (apart from the Yemeni program) is rather limited. However, with the publication of the catalogue on Regional Training Facilities in the Near East, to be distributed throughout N.E. Missions, and which lists a number of training facilities in Egypt, it is expected that more third country training will be requested in the future.

The Government of Egypt welcomes foreign students and trainees in its country and considers Egypt a regional educational and cultural center for the Arab World. Although there may be some quotas for some foreigners in certain Egyptian universities, nevertheless Egypt would like to increase the number of foreign students in Egypt. For example, Cairo University alone has over 20,000 foreign students enrolled in various disciplines. They are mostly from Arab countries. With Jordan now resuming diplomatic relations with Egypt and hopefully more Arab countries would follow suit, Egypt should be receiving more training requests from the region, possibly financed by the USAIDs in those countries.

Should this happen, can the USAID Training Section assume this responsibility with its limited staff or should USAID consult with the GOE and initiate a new method of operation whereby the GOE could take more responsibilities in managing training for persons from the region. In

Tunisia, for example, the AID Mission had an agreement a few years ago with the Tunisian Ministry of Education to train and manage training for a number of students from Francophone Africa. This option, and others, should be considered if a great number of third country participants should request training in Egypt.

#### VI. IN-COUNTRY TRAINING

AID organizes in-country training for thousands of Egyptians each year. In regard to numbers, it is difficult to give accurate figures for several reasons: (1) AID has not developed a standard definition of what constitutes "in-country training". Some believe in-country training refers to seminars organized by U.S. technicians in Egypt, others believe on-the-job training conducted by U.S. technicians in certain disciplines such as agriculture extension is considered in-country training, while others state that U.S. technical assistance that resulted in improvement of existing Egyptian institutions is also considered in-country training. Because USAID/Cairo's development program involves a large segment of in-country training, it is suggested that USAID/Cairo develop its own criteria. Project officers should then be requested to record numbers by fields of activity, costs, and by fiscal years. In this way the Mission would be able to have better information on this important training component, which incidentally, is also one of Egypt's priorities in regard to its development program.

Attachment IV which lists the participants in training during FY 1984 also lists the in-country training received by project. It is outlined in this chart to give an idea of the types of training involved in each of the 32 Mission projects, (U.S., third country and in-country training). The source of information on in-country training was through the Mission's "Q" Library, Project Officers, Contractors and others.

Although I have my doubts as to the accuracy of numbers, listing the in-country training gives a better picture of the total training received under each project.

For other information on in-country training please refer to Bill Charleson's report on in-country training covering the period 1975-1982.

#### VII. INVITATIONAL TRAVEL

Invitational travel in Egypt is sometimes used for "technical exchanges" whereby Egyptians go to the U.S. to attend seminars or conferences and U.S. technicians come to Egypt for short-term technical assignments.

During FY 1984, 107 Egyptians went to the U.S. under such exchanges and were funded by project funds. Attachment VII lists the number of persons who made such visits and indicates the Mission projects under which they were financed. The cost of travel is also listed.

Although, technically, these persons are not called "participants", yet they are sent to the U.S. under project funds and the visits intended to benefit both the invitees and the project concerned.

Invitational travel in Egypt is used for visits not to exceed one month, and are usually cheaper than "observational training visits" financed under PIO/Ps. Also, sending Egyptians to the U.S. under invitational travel will eliminate the time-consuming procedures involved in PIO/P preparation and issuances.

During FY 85, the Agriculture Division alone, will have a budget of \$100,000 to fund invitational travel from Project 0026. According to Nasr Roheim, Agriculture Division, USAID/Cairo, it is usually the GOE that makes all program arrangements directly with institutions in the U.S. USAID/Cairo only furnishes allowances and transportation.

Thus another advantage in utilizing "Invitational Travel" for "technical exchanges" in Egypt, is the fact that the GOE is actually managing this type of exchanges with little involvement on the part of the USAID. This eliminates the middleman and the costs involved. It also gets the GOE directly in contact with U.S. public and private institutions, which in itself, is an important achievement.

However, sending a person abroad under Invitational Travel has its drawbacks:

- (1) Handbook 22 does not allow the use of invitational travel for training,
- (2) Health Insurance is difficult and costly to obtain, and
- (3) various training-related costs are difficult to justify.

#### VIII. WOMEN PARTICIPANTS

923 participants or 18 percent of all participants who completed training from 1975 to date were women. The fields of training vary, including public administration, demography, nutrition, economics, public health, and fisheries, etc. Many women participants have received academic degree training at the PH.D. and Masters' levels.

In this regard it is interesting to note that 32 percent of Egyptian women are now studying at Egyptian universities, while only 18 percent were financed under AID projects. The assumption is that most of the 32 percent of women studying at Egyptian institutions are receiving undergraduate training in non development subjects.

#### IX. PARTICIPANTS FROM THE PRIVATE SECTOR

To date only 5 percent of participants have come from the Private Sector. The Mission, however, is making every effort to increase this percentage. In this regard it is important

to mention that many Egyptians who are Public Sector employees usually have one or two additional jobs after business hours since they are so poorly paid. (Official GOE business hours are from 9 a.m.-2 p.m.)

The supplementary employment is usually in the Private Sector. Thus, while participants are usually selected from the Public Sector, the training received also benefits the Private Sector.

## X. THE TRAINING SECTION

### 1. Training Personnel

The Training Section is part of the Human Resources and Development Directorate headed by Bernard Wilder, Associate Director. There are five divisions in the Directorate: Science and Technology, Population, Health, Food for Peace and Education and Training, the latter headed by Adolph Y. Wilburn. Elmer Fales is the Chief of the Training Section, and Marvin Hurley is the Assistant Development Training Officer. In addition, there are two Training Assistants, FSN 8s, two Information Specialists, FSN 7&6, and one Secretary. An FSN training slot was vacated recently by a Training Assistant which will be filled soon.

The functions of the Training Section are varied. They include coordination of all the Mission's training, planning and design of training, processing of participants, tracking of participants through the Participant Information System, liaison with contractors, English language training, and trying to resolve the many problems involved in a large participant training program as exists in Egypt.

One Direct Hire (DH) slot, occupied by Marvin Hurley will be eliminated in August of 1985 leaving only one American to run the training program. It is hoped the Mission will be able to recruit a high-level Egyptian national to be trained by Marvin Hurley before he returns to the U.S. this summer. The Mission employs many Egyptians with good education and experience in many of its programs. A suitable person for the Training Section should not be difficult to find in Egypt.

### 2. FSN Training Positions

As in India, Pakistan and Nepal where I visited recently, USAID/Cairo's FSN training positions were reclassified by AID/W recently. This resulted in the downgrading of training positions which has caused serious morale problems. It appears that training positions in particular were especially affected. This is quite damaging since few qualified candidates would wish to work in an area which has little chance for promotion.

The highest training FSN position according to AID/W's new scale is FSN 10, while FSN positions in other fields can go as high as FSN 12 or 13. In some Missions that I am familiar with, the FSN Training Officers were given titles of Assistant Program Officers in order to keep their grades, with most of their functions remaining in the training area.

The Administrators' interest in participant training and desire to increase the numbers of participants means that more and better work must be performed by Missions. With only one American Training Officer left worldwide by next summer, we certainly need qualified FSN training personnel to carry out the many training activities involved in participant training. I hope S&T/IT and or other AID/W offices will consider this a serious world-wide problem and will make an effort to resolve this issue as soon as possible.

3. Project Officer Responsibilities  
Egypt has two umbrella training projects: (a) the Technology Transfer and Manpower Development Project and (b) The Peace Fellowship Project. The first is managed by Elmer Fales, Training Section and the second by Stephen Grant of the Education Section. Bill Charleson, Education Section, is designing the new Project 0125. Thus, both the Education and Training Sections are involved in the planning and management of training.
4. The Mission's Project Committee  
The Training Officer is an active member when a project is a general training project or has a training component. Accordingly, he assists in the design and planning of these projects.
5. The Mission's Training Committee  
This has been recently initiated with the Chief, Training Section as Committee Chairman. Training issues and problems are discussed in these sessions.
6. The Participant Information System  
Egypt has a good computerized system, WANG, which works. Elmer Fales is to be commended on his perseverance and patience in redesigning and making this system useful to Mission staff as well as GOE Agencies who require information on Egyptian participants.
7. Relations with the GOE
  - a. Non-Project Training: Mr. Abdel Salem Zaki, Administrator, Ministry of Planning and International Cooperation is the GOE coordinator in regard to Projects 0026 and 0110. His assignments in relation

to USAID training activities include liaison with the Education and Training Division, USAID, approving training plans, budgets and quotas. He also authorizes host country funding for transportation and medicals of Egyptian participants. In regard to the selection of participants, he depends on the technical knowledge of the various Egyptian ministries to nominate appropriate candidates. Mr. Zaki meets with the Training Officer once a month and is in contact with him by phone when necessary.

- b. Project-Related Training: Individual agreements involving training are drawn between the USAID and the pertinent technical ministries. In addition, each GOE Ministry has a Foreign Relations Officer responsible for training. Through these officers nominations are made and names submitted to USAID for final approval.

In brief, USAID does not have one office in the GOE that backstops or coordinates all training activities but deals with various individuals on different matters and projects.

## XI. TRAINING ACTIVITIES IN THE FIELD

### 1. English Language Training

The lack of adequate English language proficiency in Egypt has greatly hampered the overall participant training program. Because Project officers are unable to determine the time it takes for an individual to study English and attain the required English language scores, it is difficult to plan starting dates of training programs. Even when participants achieve the required English scores, they still have difficulty in carrying out their training programs when they first arrive in the U.S. Supplementary English in the U.S. is usually given especially for those receiving academic training.

USAID has a contract with the American University of Cairo (AUC) to conduct English language for Egyptians. During 1982/83 AUC trained 1,038 AID participants in English. In 1983/84 only 526 were trained by AUC. (The bulk of English language training conducted at AUC was for the Peace Fellows. Due to lack of funds, applications for new grants were curtailed, therefore the reduction of numbers trained in 1983.)

AUC also has the responsibility for the testing of English:

- For academic participants, a minimum TOEFL score of 450-500 is required by the Mission before a participant can proceed for U.S. training.
- For technical short-term participants an ALIGU minimum score of 70/70 is required.

Other English Language Initiatives

- a. USAID trained around 40 Egyptian English language teachers in 1981 at the Defense Language Institute in Texas. These teachers had an intensive teacher training program in the teaching of English as a Second Language. The participants have returned to Egypt where they are now utilizing their new knowledge as instructors in In-Service Training Centers throughout the country. More of this type of training is now being considered.
  - b. The new project 0125, being developed, will have English language as an important component. The project will finance English language activities both in Cairo and elsewhere in the country.
  - c. USAID has contracts with the Fullbright Commission (i) to teach English language to potential participants in the Alexandria area and (ii) to support English instruction in 14 urban centers throughout Egypt.
2. Pre Departure Orientation  
Orientation by the Training Section is only given to non-contract participants, and usually includes administrative orientation only. No formal sessions are organized. Nevertheless, participants collaborate in the development of their training programs before departure and they are given a general idea of what to expect when they arrive in the U.S. Since all non-contract participants from Egypt are sent to WIC, the Training Section feels they would receive cultural orientation in the U.S.

The Training Section also advises that more pertinent orientation material should be sent from S&T/IT.

3. U.S. Visas and Medical Examinations  
These are the responsibility of the Training Section. No participant including contract participants may proceed for training without the Training Section approving medicals and signing the IAPA-66 for securing of U.S. visas.
4. Follow-up & Evaluation  
In 1981 USAID contracted with AMIDEAST to conduct evaluation and follow up of participants trained in the U.S. from 1975-1983.

A total of 2,069 individuals were interviewed. In general, participants derived considerable benefit from their programs in regard to technical skills and experience in the U.S. Some findings were:

- Participants with post-graduate degrees gained more from their programs than others.
- Pre-departure orientation was an important factor. Those who did not have adequate knowledge about their programs or what life was like in the U.S. or whose English was inadequate did not benefit as much from their training.
- The presence of logistical problems in the U.S. had a strong negative influence on participants' attitude towards the U.S.

(For detailed information, please refer to AMIDEAST's publication "Characteristics and Utility of USAID Participant Training Programs for Egyptians" by Farag M. El Kamel, PH.D., assisted by Carol Redmount, dated August 1984.)

In AID/W terminology the above report was mostly an evaluation report and not a "follow-up" report.

#### Follow Up Activities at USAID/Cairo

Although no routine or organized follow-up programs are conducted at this Mission, a great deal of follow-up actions take place daily by the Training Section, Project officers and Contractors:

- The Training Section sends monthly printouts to Project Officers requesting them to verify the participants' return to Egypt.
- The Mission's PTIS has an element indicating the participants' return to Egypt or non-return.
- Professional society memberships are given to Egyptian participants. USAID would like each participant to receive life memberships, but they were told this is not possible.
- Many project officers and contractors work daily with returned participants.
- Certificates of Achievement have been given to returned participants regularly.

The Training Section is thinking of new ways to initiate follow-up activities, mindful of the political sensitivities of the Egyptian society in this regard. The Training Section feels guidance on follow-up from Washington is lacking especially in regard to a Near East country such as Egypt.

In brief, before organized follow-up is initiated, this Mission would like to (a) review all the follow-up activities that are already in place, (b) develop a standardized reporting system for use by all parties involved, (c) on the basis of the above, design follow-up activities appropriate to the specific field of training received by the participants mindful of the sensitivities of the Egyptian society in this regard.

The Training Section further believes that follow-up should also be done by U.S. institutions or programming agents that know and have trained a large number of Egyptians participants. This activity, they believe, should start during training in the U.S. and continue after the participant returns home.

XII. PROBLEMS AND ISSUES:

- The number one problem is English language training especially in areas other than Cairo and Alexandria. This issue concerns all who deal with participant training. It is discussed separately in this report.
- The new revised participant allowances schedule needs to be sent to USAID/Cairo from S&T/IT as soon as possible. Also needed is the revised Handbook 10 for use at the Mission and by the contractors.
- Current evaluations of the training institutions in the U.S. that AID has been utilizing such as the Connecticut, Pittsburgh and Boulder programs, etc., are needed. The Mission has been sending participants to these programs for years and does not have any evaluations as to the utility and relevance of these programs.
- A practical follow-up system in Egypt should be installed, with funds for follow up earmarked in Project 0125. An FSN employee could be recruited to carry out follow up activities.
- Cultural pre-departure orientation, in addition to administrative orientation, should be conducted at the Mission by Mission personnel. Contract participants could be included in orientation sessions. USAID would like S&T/IT to furnish them with pertinent orientation materials, (USAID requested maps and other materials but these were not received).
- USAID/Cairo requires regular printout materials from S&T/IT's PTIS.

- USAID/Cairo requires AID/W to provide information on short-term quality programs in training fields pertinent to the Egyptian training program. The routine course announcements usually sent from S&T/IT which describe training given over 3 decades or more are not sufficient for this Mission.
- Dependents accompanying participants: Unless USAID/Cairo approves dependents accompanying the participants, S&T/IT's programming agents should not approve such requests.
- A high-level Egyptian national should be recruited for the Training Section as soon as possible to replace the USDH Assistant Development Training Officer whose position will be eliminated next summer. Marvin Hurley should start training him as soon as he is on board.

### XIII. ANALYSIS AND RECOMMENDATIONS

1. Training Activities to be Managed by the GOE  
I recommend that Egypt take more responsibilities in the management and implementation of the participant training program, both in the U.S. and in Egypt. Egyptians have the ability, and in most cases, the experience to carry out training activities:
  - a. Egypt would like to manage and implement U.S. training programs (Please see Section on Non-Project training, the Peace Fellowship Program, Page 5).
  - b. The Egyptians through their Embassy in Washington (i) make all the important decisions regarding the Peace Fellowship Program, which is 48 percent of the current Egypt program; (ii) manage the academic training of Peace Fellows when their USAID-financed training is completed and they continue to train in the U.S. through Egyptian financing to earn degrees.
  - c. The Egyptian Embassy in Washington makes placements and manages the training of around 1000 Egyptian students financed by the GOE in U.S. universities (the Embassy states that the cost of training is less than AID-financed training).
  - d. Egypt finds AID-financed training very costly.
  - e. The visits to the U.S. of the 107 persons during FY 1984 who attended conferences and seminars under invitational travel were organized directly between the GOE and U.S. institutions.
  - f. Under the Peace Fellowship Program, Missions' Department Officials, Ministry of Higher Education are now receiving short-term technical training in the U.S. in the "management of training programs."

- g. In regard to training in Egypt (third country training), Egypt considers itself the cultural and educational center of the Arab World. They would welcome more foreign students in Egypt. They should then be encouraged to manage this program.
- h. Because of security and other reasons, it has been suggested that less U.S. American technicians should be stationed in Egypt, and finally,
- i. AID has given Egypt a cash transfer of over \$100 million this fiscal year. It will probably give more cash transfers in the future. (Costs for the management of training could be part of that).

#### How to Proceed

##### In Egypt:

At present there are several agencies within the GOE involved with AID-financed training. The Mission, in cooperation with the GOE, should

- a. work with one central GOE agency to coordinate all training, in all developmental disciplines, whether training is non-project or project-related.
- b. discuss the different training activities the GOE could be responsible for in Egypt such as (a) selection, (b) English language training, (c) medical examinations, (d) transportation, (e) follow-up and (f) evaluation.
- c. USAID should continue to (a) sign the IPA-66A for the procurement of U.S. visas, (b) assist in conducting pre-departure orientation (c) assist the GOE in follow-up activities and (d) conduct separate overall training evaluations.
- d. If the GOE agrees to take on some or all of the above functions, Elmer Fales, Chief, Training Section, should begin training GOE officials in the above activities as soon as possible. Since he has completed the redesign of the Mission PTIS he would have more time to work more closely with the GOE. Also any operational assignments he now has could be performed by a newly recruited high-level Egyptian who could also assist the GOE with follow-up activities.
- e. USAID should also assist the GOE organize a regional training office to implement third country training as exists in Thailand, and which is run by the Department of Technical Education and Cooperation (DTEC), Government of Thailand. The Center could be attached to the GOE central Agency that will coordinate all AID-financed training.

Actions in the U.S.:

- a. Since the Egyptian Embassy is already organizing, managing and financing academic training for over 1000 students and former Peace Fellows, it could also assume the responsibility of managing the AID-financed academic training (the Embassy, may wish to subcontract this activity as is done in Oman at present).
- b. For the time being "technical short-term training" should be implemented through a contract with a U.S. firm or through S&T/IT's programming agents. (AMIDEAST monitors the Egypt program through Partners). In the future, and once the GOE has established a training office or hired a contractor with qualified persons to implement the academic program, it could start becoming more familiar with organizing training for technical short term programs.

The Egyptian Embassy may elect not to be responsible for a large training program. It could, however, recruit officials of the Ministry of Higher Education (or the Ministry of Planning and International cooperation) to perform this function in the U.S. as is done very successfully by Tunisia. (Three Tunisian Ministry of Education officials, attached to the Tunisian Embassy in Washington run an excellent and cost-effective academic science and technology training program of 300 new participant starts each year).

The above plan need not be done all at once, but in stages, so that after a number of years, the Egyptians would be accustomed to run their training programs both in the U.S. and in Egypt

- Catalogue Describing U.S. Short-term Training Opportunities  
There is a great need for a catalogue describing U.S. short-term training opportunities in developmental disciplines to be utilized by the GOE and the Mission. Most Missions have made the same request.

In the past, AID published a "Development Training Guide" which was extremely useful. The last edition was in 1974. Despite many requests to publish a new catalogue, this has not been done.

USDA has a catalogue of short courses, so does the Bureau of Census and others. However, more information is needed in other areas. Since AID/W (S&T/IT) is not now considering to publish such a catalogue for Missions world-wide, the Near East Bureau may wish to compile this information in subjects relevant to the NE training program as indicated in NE CDSSs. If NE funds are not available, this could be done solely for the Egyptian program and funds utilized under the new Project 0125 to be developed soon.

3. Training in Industry and Related Fields

The Gov't of Egypt's current focus regarding AID-financed training is mainly in Agriculture fields including Land Reclamation and Land Use and Industrial Productivity. In FY 1984, 450 participants or 25 percent received training in Agriculture fields including Land and Water Resources, while a very small percentage received training in industrial fields. This should be corrected through new projects in industry or through Project 0125 where a large quota is earmarked for participant training programs in industry and related fields.

4. Ways to Increase the Number of Participants

63 percent of all training during FY 1984 was "non-project training" i.e. training under the Technical Transfer and Manpower Development Project, to complete in 1987, and the Peace Fellowship Project. The latter comprises 858 participants or 48 percent of all training received in FY 1984 and will terminate in December 1986. Only 300 additional Fellows are recommended for training in the future under this program (and not yet approved by the Ministry of Planning and International Cooperation). It is, therefore, doubtful Egypt will be able to increase the number of participants in the future or even reach the current total of around 1800 participants if the number of trainees under the above two projects is decreased and if the ratio of "non-project training" compared to "project-related training" remains the same.

Recommendation

(a) Sufficient funds be earmarked for non-project training under the new leadership project 0125.

(b) Instruct Project Officers in the Technical Divisions to focus more on the number of training slots when designing new projects with training components and

(c) Initiate training programs in Mission projects which have no training components. At present only 32 Mission projects out of 80 are either training projects or projects with training components. While it is obvious that some of the 58 projects do not require training, others could benefit from some specialized short-term training. If English is a problem, this could be resolved through sending teams to the U.S. with interpreters.

5. In-Country Training

It has been difficult to procure information on in-country training (1) AID does not have a clear definition of what constitutes "in-country training" and (2) Project Officers and Contractors do not always keep detailed records.

Since AID/W does not appear to focus on this issue, I recommend that USAID/Cairo develop its own criteria for recording information on in-country training. One suggestion would be to record the information in two sections, depending on the nature of the training: (i) the actual number of persons trained through conferences, seminars, courses, etc. developed and or conducted by USAID and its contractors and (ii) a brief narrative

describing the types and levels of people trained as a result of AID intervention, indicating any multiplying effects.

6. Grades of FSN Training Employees

These have been downgraded through AID/W classification done overseas. Unless FSN training positions are upgraded, we will lose qualified employees and will not be able to attract well-educated and experienced nationals to new positicas.

I recommend that regional bureaus with S&T/IT intervene with AID Personnel to find a solution to this world-wide problem.

This issue has been brought to the attention of AID/W several times during the last two years. It has now become quite critical. We depend on our FSN staff in carrying out training activities overseas and should make a real effort to remunerate them accordingly.

USAID/Egypt  
Participant New Starts  
FYs 1975 - 1984

FY	No. of Participants		Total U.S. Training	No. of Participants		Total Third Country	Grand Total
	U.S. Training Acad.	Tech.		Third Country Training Academic	Technical		
1975	1	15	16	--	--	--	16
1976	12	157	169	--	3	3	172
1977	13	239	252	--	--	--	252
1978	20	335	355	--	13	13	368
1979	101	355	456	--	11	11	467
1980	75	430	505	--	39	39	544
1981	253	569	822	--	32	32	854
1982	514	530	1044	1	32	33	1077
1983	306	476	782	--	69	69	851
1984	<u>393</u>	<u>715</u>	<u>1108</u>	<u>--</u>	<u>46</u>	<u>46</u>	<u>1154</u>
Total	<u>1688</u>	<u>3821</u>	<u>5509</u>	<u>1</u>	<u>245</u>	<u>246</u>	<u>5755</u>

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USAID/Egypt  
PARTICIPANTS WHO COMPLETED TRAINING  
FYs 1975 - 1984

<u>Project Title &amp; No.</u>	<u>No. of Participants Who Completed Training in U.S.</u>		<u>Total U.S. TRG</u>	<u>No. of Participants Who Completed Training in 3rd Countries</u>		<u>Total 3rd Country</u>	<u>Grand Total</u>	<u>Female Participants</u>
	<u>Acad.</u>	<u>Technical</u>		<u>Acad.</u>	<u>Technical</u>			
0002 Tech. Transfer & Manpower Dev.	7	109	116	-	-	-	116	10
0005 Local Cost Support Proj.	-	8	8	-	-	-	8	7
0011 Tech. Transfer & Manpower Dev.	14	264	278	-	7	7	285	31
0015 Strength. Rural Health Deliv. Sys.	29	46	75	-	27	27	102	9
0016 Applied Science & Tech. Research	-	107	107	-	-	-	107	20
0017 Water Use & Management	6	210	216	-	-	-	216	18
0020 Integrated Social Work Centers	7	22	29	-	-	-	29	15
0025 Tech. & Feasibil. Studies	-	2	-	-	-	-	2	-
0026 Tech. Transfer & Manpower Dev.	155	1478	1633	-	21	21	1654	309

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<u>Project Title &amp; No.</u>	<u>No. of Participants Who Completed Training in U.S.</u>		<u>Total U.S. TRG</u>	<u>No. of Participants Who Completed Training in 3rd Countries</u>		<u>Total 3rd Country</u>	<u>Grand Total</u>	<u>Female Participants</u>
	<u>Acad.</u>	<u>Technical</u>		<u>Acad.</u>	<u>Technical</u>			
0027 Rice Research & Training	-	7	7	-	26	26	33	-
0029 Family Plan.	17	197	214	-	19	19	233	97
0031 Agriculture Mechanization	-	29	29	-	51	51	80	2
0040 Irrigation Pumping	15	2	17	-	-	-	17	-
0041 Agriculture Dev. Systems	15	223	238	-	13	13	251	31
0042 Tech. & Feasibl. Studies IV	-	3	3	-	1	1	4	3
0045 Dev. Industr. Bank	-	8	8	-	-	-	8	2
0060 Poultry Improvement	-	69	69	-	-	-	69	11
0061 Development Plan. Studies	-	126	126	-	-	-	126	9
0064 Aquaculture Development	5	19	24	-	9	9	33	1
0065 Urban Health Deliv. Systems	1	66	67	-	6	6	73	36
0066 Housing & Comm. Upgrading	-	3	3	-	5	5	8	1

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<u>Project Title &amp; No.</u>	<u>No. of Participants Who Completed Training in U.S.</u>		<u>Total U.S. TRG</u>	<u>No. of Participants Who Completed Training in 3rd Countries</u>		<u>Total 3rd Country</u>	<u>Grand Total</u>	<u>Female Participants</u>
	<u>Acad.</u>	<u>Technical</u>		<u>Acad.</u>	<u>Technical</u>			
0070 Major Cereals Improv. Systems	5	77	82	-	-	-	82	6
0075 Telecommunica- tions II	-	23	23	-	-	-	23	6
0079 Small Farmer Production	-	105	105	-	5	5	110	1
0090.1 Management Dev. for Productiv.	-	11	11	-	-	-	11	10
0090.2 Vocational Trg for Productiv.	-	37	37	-	-	-	37	10
0094 Innovative Pro- ductivity Activ.	-	9	9	-	-	-	9	-
0095 Agric. Coop. Marketing	-	21	21	-	-	-	21	1
0096 Small Scale Agr. Activ.	-	-	-	-	5	5	5	5
0100 Alexandria Waste Water System Expans.	-	2	2	-	-	-	2	2
0101 Industrial Production	1	37	38	-	-	-	38	8

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<u>Project Title &amp; No.</u>	<u>No. of Participants Who Completed Training in U.S.</u>		<u>Total U.S. TRG</u>	<u>No. of Participants Who Completed Training in 3rd Countries</u>		<u>Total 3rd Country</u>	<u>Grand Total</u>	<u>Female Participants</u>
	<u>Acad.</u>	<u>Technical</u>		<u>Acad.</u>	<u>Technical</u>			
0105 Mineral, Petro- leum & Groundwater	-	23	23	-	-	-	23	1
0110 Peace Fellowship	929	15	944	-	-	-	944	214
0112 Private Sector Feasibility Studies	-	9	9	-	-	-	9	2
0114 Vehicle Maint. Training	-	15	15	-	-	-	15	-
0115 Tax Administ.	-	50	50	-	-	-	50	3
0116 Agric. Manag. Development	1	7	8	-	-	-	8	-
0132 Irrigation Mgt. Systems	-	69	69	1	-	1	70	5
0137 Control of Diarrheal Dis.	1	1	2	-	-	-	2	-
0142 Data Collection Analysis	-	12	12	-	-	-	12	3
0147 Production Credit	-	2	2	-	-	-	2	-
0160 Aswan High Dam Modernization	-	4	4	-	-	-	4	-
0605.01 Development Decentra.I	-	107	107	-	39	39	146	12
0605.05 Neighborhood Urban Services	-	-	-	-	5	5	5	1

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<u>Project Title</u> <u>&amp; No.</u>	<u>No. of Participants</u>			<u>No. of Participants</u>		<u>Total</u> <u>3rd</u> <u>Country</u>	<u>Grand</u> <u>Total</u>	<u>Female</u> <u>Participants</u>
	<u>Who Completed</u> <u>Training in U.S.</u>		<u>Total</u> <u>U.S.</u> <u>TRG</u>	<u>Who Completed Training</u> <u>in 3rd Countries</u>				
	<u>Acad.</u>	<u>Technical</u>		<u>Acad.</u>	<u>Technical</u>			
5716      Alternative Energy Trng	-	6	6	-	-	-	6	1
900        Centrally Funded Project	-	2	-	-	-	-	2	-
930-0110   Centrally Funded Project	-	1	1	-	-	-	1	1
9997       Conventional Energy Trng	4	12	16	-	-	-	16	4
9999       Centrally Funded Project	5	25	30	-	-	-	30	3
<u>TOTAL</u>	<u>1217</u>	<u>3680</u>	<u>4897</u>	<u>1</u>	<u>239</u>	<u>240</u>	<u>5137</u>	<u>911</u>

USAID/Egypt  
PARTICIPANTS WHO COMPLETED TRAINING  
FYs 1975 - 1984

<u>Project Title &amp; No.</u>	<u>No. of Participants Who Completed Training in U.S.</u>		<u>Total U.S. TRG</u>	<u>No. of Participants Who Completed Training in 3rd Countries</u>		<u>Total 3rd Country</u>	<u>Grand Total</u>	<u>Female Participants</u>
	<u>Acad.</u>	<u>Technical</u>		<u>Acad.</u>	<u>Technical</u>			
0002 Tech. Transfer & Manpower Dev.	7	109	116	-	-	-	116	10
0005 Local Cost Support Proj.	-	8	8	-	-	-	8	7
0011 Tech. Transfer & Manpower Dev.	14	264	278	-	7	7	285	31
0015 Strength. Rural Health Deliv. Sys.	29	46	75	-	27	27	102	9
0016 Applied Science & Tech. Research	-	107	107	-	-	-	107	20
0017 Water Use & Management	6	210	216	-	-	-	216	18
0020 Integrated Social Work Centers	7	22	29	-	-	-	29	15
0025 Tech. & Feasibil. Studies	-	2	-	-	-	-	2	-
0026 Tech. Transfer & Manpower Dev.	155	1478	1633	-	21	21	1654	309

-2-

Project Title & No.	No. of Participants Who Completed Training in U.S.		Total U.S. TRG	No. of Participants Who Completed Training in 3rd Countries		Total 3rd Country	Grand Total	Female Participants
	Acad.	Technical		Acad.	Technical			
0027 Rice Research & Training	-	7	7	-	26	26	33	-
0029 Family Plan.	17	197	214	-	19	19	233	97
0031 Agriculture Mechanization	-	29	29	-	51	51	80	2
0040 Irrigation Pumping	15	2	17	-	-	-	17	-
0041 Agriculture Dev. Systems	15	223	238	-	13	13	251	31
0042 Tech. & Feasibi. Studies IV	-	3	3	-	1	1	4	3
0045 Dev. Industr. Bank	-	8	8	-	-	-	8	2
0060 Poultry Improvement	-	69	69	-	-	-	69	11
0061 Development Plan. Studies	-	126	126	-	-	-	126	9
0064 Aquaculture Development	5	19	24	-	9	9	33	1
0065 Urban Health Deliv. Systems	1	66	67	-	6	6	73	36
0066 Housing & Comm. Upgrading	-	3	3	-	5	5	8	1

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<u>Project Title &amp; No.</u>	<u>No. of Participants Who Completed Training in U.S.</u>		<u>Total U.S. TRG</u>	<u>No. of Participants Who Completed Training in 3rd Countries</u>		<u>Total 3rd Country</u>	<u>Grand Total</u>	<u>Female Participants</u>
	<u>Acad.</u>	<u>Technical</u>		<u>Acad.</u>	<u>Technical</u>			
0070 Major Cereals Improv. Systems	5	77	82	-	-	-	82	6
0075 Telecommunica- tions II	-	23	23	-	-	-	23	6
0079 Small Farmer Production	-	105	105	-	5	5	110	1
0090.1 Management Dev. for Productiv.	-	11	11	-	-	-	11	10
0090.2 Vocational Trg for Productiv.	-	37	37	-	-	-	37	10
0094 Innovative Pro- ductivity Activ.	-	9	9	-	-	-	9	-
0095 Agric. Coop. Marketing	-	21	21	-	-	-	21	1
0096 Small Scale Agr. Activ.	-	-	-	-	5	5	5	5
0100 Alexandria Waste Water System Expans.	-	2	2	-	-	-	2	2
0101 Industrial Production	1	37	38	-	-	-	38	8

Project Title & No.	No. of Participants Who Completed Training in U.S.		Total U.S. TRG	No. of Participants Who Completed Training in 3rd Countries		Total 3rd Country	Grand Total	Female Participants
	Acad.	Technical		Acad.	Technical			
0105 Mineral, Petro- leum & Groundwater	-	23	23	-	-	-	23	1
0110 Peace Fellowship	929	15	944	-	-	-	944	214
0112 Private Sector Feasibility Studies	-	9	9	-	-	-	9	2
0114 Vehicle Maint. Training	-	15	15	-	-	-	15	-
0115 Tax Administ.	-	50	50	-	-	-	50	3
0116 Agric. Manag. Development	1	7	8	-	-	-	8	-
0132 Irrigation Mgt. Systems	-	69	69	1	-	1	70	5
0137 Control of Diarrheal Dis.	1	1	2	-	-	-	2	-
0142 Data Collection Analysis	-	12	12	-	-	-	12	3
0147 Production Credit	-	2	2	-	-	-	2	-
0160 Aswan High Dam Modernization	-	4	4	-	-	-	4	-
0605.01 Development Decentra.I	-	107	107	-	39	39	146	12
0605.05 Neighborhood Urban Services	-	-	-	-	5	5	5	1

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<u>Project Title</u> <u>&amp; No.</u>	<u>No. of Participants</u> <u>Who Completed</u> <u>Training in U.S.</u>			<u>Total</u> <u>U.S.</u> <u>TRG</u>	<u>No. of Participants</u> <u>Who Completed Training</u> <u>in 3rd Countries</u>		<u>Total</u> <u>3rd</u> <u>Country</u>	<u>Grand</u> <u>Total</u>	<u>Female</u> <u>Participants</u>
	<u>Acad.</u>	<u>Technical</u>	<u>Acad.</u>		<u>Technical</u>				
5716      Alternative Energy Trng	-	6	6	-	-	-	6	1	
900        Centrally Funded Project	-	2	-	-	-	-	2	-	
930-0110   Centrally Funded Project	-	1	1	-	-	-	1	1	
9997       Conventional Energy Trng	4	12	16	-	-	-	16	4	
9999       Centrally Funded Project	5	25	30	-	-	-	30	3	
<u>TOTAL</u>	<u>1217</u>	<u>3680</u>	<u>4897</u>	<u>1</u>	<u>239</u>	<u>240</u>	<u>5137</u>	<u>911</u>	

USAID/Egypt  
Participants Who Completed  
Training by Field of Activity  
FY 1975 - FY 1984

<u>Field of Activity</u>	<u>No. of participants</u>
Public Adminstr. including Business Adminstr. and Public Safety	821
Agriculture, including, Land and Water Resources	1349
Transportation	225
Community Dev. including Social Welfare & Housing	151
Communication Media	8
Health and Sanitation	607
Education, including Professional and Higher Education	1231
Engineering & Construction	1
Family Planning	12
Industry and Mining	101
Nutrition	1
Population	6
Labor	67
Power	106
Statistics	16
General & Misc, including Private Enterprise	<u>435</u>
<u>Total</u>	<u>5137</u>

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USAID/Egypt  
 PARTICIPANTS IN TRAINING  
 DURING FY 1984

<u>Project Title &amp; No.</u>	<u>No. of Participants U.S. Training</u>		<u>TOTAL U.S.</u>	<u>No. of Participants 3rd Country Training</u>		<u>Total 3rd Country</u>	<u>Grand Total</u>	<u>Female Participants</u>	<u>Contractor</u>	<u>In-Country Training</u>
	<u>Acad.</u>	<u>Technical</u>		<u>Acad.</u>	<u>Technical</u>					
0015 Strength. Rural Health Deliv.	5	14	19	-	10	10	29	6	Westinghouse Health Systems (host count. contract)	Approx 3500 doctors nurses, Lab Tech & Sanit, have been trained
0016 Applied Science & Tech.	-	4	4	-	-	-	4	2	a. Nat'l Acad. of Sciences, b. Univ of Wis. c. Ins. of Tech. d. Nat'l Bur. of Standards e. Nat'l Inst of Health	Info. not available
0017 Water Use & Management	6	43	49	-	-	-	49	1	a. Consort. for Int'l Dev b. Colorado St. University	A number of trng Activities took place in Egypt (numbers not available)
0026 Tech Transf. & Manpower Development III	10	269	279	-	-	-	279	54	ST/IT AID/W (PIET) for participant training only	Sub-activities: a. 650 doctors & nurses trained at the Int'l Eye Foundat. b. training in Tourism (360) employees

Project Title & No.	No. of Participants		TOTAL U.S.	No. of Participants		Total 3rd Country	Grand Total	Female Participants	Contractor	In-Country Training
	U.S. Training Acad.	Technical		3rd Country Training Acad.	Technical					
0027 Rice Res. & Trng.	-	2	2	-	26	26	28	-	Univ. of Calif. at Davis (Host country contract)	One day seminars are organized each week with 40-50 attending Subjects are: Agron. Breeding, Plant Protc, Farm mgt, etc.
0029 Family Plan	10	34	44	-	-	-	44	10	a. Acad. for Educ Dev. b. Triton	Sub grant to Min Hlth to provide faml. pln. trg for interns at Univs and 9 teach. hospitals; 2 wks trg. (2000/year)
0031 Agriculture Mechanization	5	24	29	-	-	-	29	-	a. Lewis Berger b. Checchi c. Dev. Alterna- tives (host country contract)	Info, not available
0041 Agr. Dev. Systems	4	3	7	-	-	-	7	-	S&T/IT, (USDA/ RSSA)	No In-Country Trng
0042 Tech. Transfer & Feasibility Studies	-	3	3	-	1	1	4	3	N/A	Sub-Activ.:project Hope-trg actv. to improve nurs. trg. at the High Inst. of Nurs. at Assuit Univ. (200 nurses)

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Project Title & No.	No. of Participants		TOTAL U.S.	No. of Participants		Total 3rd Country	Grand Total	Female Participants	Contractor	In-Country Training
	U.S. Training Acad.	Technical		3rd Country Training Acad.	Technical					
0045 Dev. Indust. Bank	-	2	2	-	-	-	2	-	Rice Water- house	Trg. at AUC for 20 DIB employees
0061 Dev. Plan. Studies	-	9	9	-	-	-	9	-	Mass. Inst. of Tech.	Trg. through seminars for Cairo Univ & Gov't Tech. & Plan. ministry employees
0064 Aquaculture Development	8	-	8	-	4	4	12	1	James M. Montgomery	No in country Trg.
0065 Urban Health Deliv. Systems	-	11	11	-	-	-	11	4	Westinghouse Hlth Systems (host country contract)	Approx 3,000 MD's, nurses, midwives, administ., dentists, housekeepers & social workers rcvd in country trg.
0070 Major Cereals Improvement	13	38	51	-	-	-	51	2	a. Consl. for Int'l Dev. b. New Mexico State Univ. (host country contract)	No in country training
0075 Telecommunica- tions II	-	24	24	-	-	-	24	7	Arthur D. Little	Managerial & tech Trg. for 500 middle mgt & first line supervis. Also large trg programs in electronic switch. (ATT) & outside plans install. and main- tenance.

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Project Title & No.	No. of Participants		TOTAL U.S.	No. of Participants		Total 3rd Country	Grand Total	Female Participants	Contractor	In-Country Training
	U.S. Training Acad.	Technical		3rd Country Training Acad.	Technical					
0079 Small Farmer Production	-	104	104	-	5	5	109	1	Agri. Coop. Dev. Int'l (host country contract)	a) Skills dev. try: short-term smnrs for 54 extens. b) staff dev. for 100 village bank personnel, governorate bank personnel (MAG), c) try of 20 rep. of Princip. Bank for Dev: agric. credit
0090.1 Management Dev. for Productivity	-	11	11	-	-	-	11	-	Westinghouse Services Corp.	Info not available
0090.2 Vocational Trg.	1	36	37	-	-	-	37	9	RCA Service (host country contract)	Approx. 40 parts. trained in Egypt in English Lang: Inservices trg for 51 instructors
0090.4 Innovative Pro- ductivity Activ.	-	9	9	-	-	-	9	-	a. Kurt Salmon b. A.T. Kearney c. Ralph Sims d. AUC	Quality Improvement prg. by AUC for mem- bers of Federation of Industries
0100 Alex Waste- water Systems	-	2	2	-	-	-	2	2	-	Info not available

of

<u>Project Title</u> <u>&amp; No.</u>	<u>No. of Participants</u> <u>U.S. Training</u>		<u>TOTAL</u> <u>U.S.</u>	<u>No. of Participants</u> <u>3rd Country Training</u>		<u>Total</u> <u>3rd</u> <u>Country</u>	<u>Grand</u> <u>Total</u>	<u>Female</u> <u>Participants</u>	<u>Contractor</u>	<u>In-Country</u> <u>Training</u>
	<u>Acad.</u>	<u>Technical</u>		<u>Acad.</u>	<u>Technical</u>					
0101 Industrial Production	-	1	1	-	-	-	1	-	Mckee-Kearney Joint Venture	Info not available
0105 Mineral, Petro- leum & Ground- water Assessm.	-	19	19	-	-	-	19	1	a. Bendix Field Eng. Corp b. Aare Services WIMVEX	Info not available
0110 Peace Fellow- ship Program	831	27	858	-	-	-	858	165	AMIDEAST	English Language trg. & Testing at AUC
0116 Agri. Manage- ment Dev.	5	4	9	-	-	-	9	-	Westinghouse Electric Corp.	Approx. 1380 mid-level managers trained, in- volving 55 courses & 13 governorates
1032 Irrigation Mang. Systems	-	64	64	-	-	-	64	5	Harza Engin. Chicago	Manage & Tech. trg developed & implement- ed by the Trg & Manpower Dev. Unit
0136 Suez Community Health Pers. Training	1	-	1	-	-	-	1	-	Boston Univ. Corp. Agreeem.	250 M.D.'s nurses, Med. faculty have been trained

<u>Project Title</u> <u>&amp; No.</u>	<u>No. of Participants</u>		<u>TOTAL</u> <u>U.S.</u>	<u>No. of Participants</u>		<u>Total</u> <u>3rd</u> <u>Country</u>	<u>Grand</u> <u>Total</u>	<u>Female</u> <u>Participants</u>	<u>Contractor</u>	<u>In-Country</u> <u>Training</u>
	<u>U.S. Training</u> <u>Acad.</u>	<u>Technical</u>		<u>3rd Country Training</u> <u>Acad.</u>	<u>Technical</u>					
0137 Control of Diarrheal Diseases	1	-	1	-	-	-	1	-	John Snow Public Health Group	Info Not Available
0142 Data Collection & Analysis	4	-	4	-	-	-	4	-	USDA & IADS	6 weeks seminars for 12 B.S. Level Techn in "Staff Analysis (Crop Reporting Methods). 15 trained at Nat'l Inst. of Statis., Cairo Univ. in Computer Program
0147 Production Credit	-	2	2	-	-	-	2	-	None	No in country trg as yet
0160 Aswan High Dam Modern.	-	18	18	-	-	-	18	-	Allis Chalmers Manufact.	No in country trg
0605.1 Development Decentraliz.	-	47	47	-	-	-	47	1	None	4000 local dev. staff & members of Exec. & elected village councils trained in prgm. manag. & evaluation

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<u>Project Title &amp; No.</u>	<u>No. of Participants</u> <u>U.S. Training</u>		<u>TOTAL</u> <u>U.S.</u>	<u>No. of Participants</u> <u>3rd Country Training</u>		<u>Total</u> <u>3rd</u> <u>Country</u>	<u>Grand</u> <u>Total</u>	<u>Female</u> <u>Participants</u>	<u>Contractor</u>	<u>In-Country</u> <u>Training</u>
	<u>Acad.</u>	<u>Technical</u>		<u>Acad.</u>	<u>Technical</u>					
0605.5 Neighborhood Urban Services	-	-	-	-	5	5	5	-	Wilbur Smith	NUS Pilot trg Courses organized by Wilbur Smith
9000 Centrally Funded Project	-	1	1	-	4	-	5	1	N/A	N/A
9997 Conventional Energy Trg. Centrally Funded	-	4	4	-	-	-	4	1	N/A	N/A
9999 Unknown Centrally Funded	2	6	8	-	-	-	8	1	N/A	N/A
<b>TOTAL</b>	<u>906</u>	<u>839</u>	<u>1745</u>	<u>0</u>	<u>51</u>	<u>51</u>	<u>1796</u>	<u>277</u>		

USAID/EGYPT  
Participants In Training  
By Field of Activity  
FY 1984

<u>Field of Activity</u>	<u>No. of Participants</u>
Agriculture	450
Education, including Professional & Higher Education	745
Health and Sanitation	136
Industry and Mining	21
Public Administration, including Public Safety	211
Transportation	47
Labor	18
Power	6
Community Dev./Social Welfare/Housing	1
General & Miscellaneous, including Private Enterprise	<u>161</u>
	1796

USAID/EGYPT  
PARTICIPANTS TRAINED IN THIRD COUNTRIES IN FY 1984

<u>PROJECT NO. &amp; TITLE</u>	<u>COUNTRY &amp; FIELD OF TRAINING</u>	<u>NO. OF PARTICIPANTS</u>
0015 Strengthening Rural Health Delivery	Health Care & Family Planning: <u>Bangladesh</u>	10
0027 Rice Research & Training	Rice Production: Int'l Rice Research Institute, <u>Philippines</u>	26
0042 Tech. & Feasibility Studies IV	Building Material for Low Cost Houses Symposium: <u>Nairobi, Kenya</u>	1
0064 Aquaculture Development	Training in Hatching & Fish Breeding; <u>Thailand</u>	4
0079 Small Farmer Production	Entrepreneurship Development: <u>Ahmedabad, India</u>	5
0065 Gen. & Misc. Private Enterprise	9th Conference on Housing and Urban Development: <u>Dakar, Senegal</u>	5
	<u>TOTAL</u>	<u>51</u>

pp

USAID/EGYPT  
 INVITATIONAL TRAVEL  
 "TECHNICAL EXCHANGES"  
 FY 1984  
 (PROJECT FUNDS)

	<u>Project No. &amp; Title</u>	<u>No. of Persons</u>	<u>Cost \$</u>
0029	Family Planning	15	44,814.00
0161.3	Provincial Cities Development	3	11,000.00
0161.4	Decentralization Support Fund	19	59,925.00
0026	Technology Transfer & Manpow Dev.	17	46,639.00
0101.06	Industrial Production (GYPSUM)	3	12,960.00
0065	Urban Health Dev. Systems	3	11,054.00
0041	Agric. Dev. Systems	17	28,465.00
0142	Data Collection & Analysis	6	19,981.00
0132	Irrigation Mgt. systems	4	18,700.00
0016	Applied Science & Tech. Res.	1	5,075.00
0015	Strengthening Rural Health & Dev. Systems	2	5,450.00
0161.05	Neighbourhood Urban Service	4	10,400.00
0116	Agric. Management Development	2	12,000.00
0031	Agriculture Mechanization	2	5,000.00
0161.02	Basic Village Services	6	16,075.00
0161.06	Decentralization Sector Support	<u>3</u>	<u>9,000.00</u>
	TOTAL	107	316,538.00

# memorandum

DATE: November 26, 1984

REPLY TO: NE/TECH/HRST, I. Leila Mogannam  
ATTN OF: *HT*  
THRU: NE/TECH/HRST, Harold Freeman  
SUBJECT: The Training Program - USAID/Egypt

*TO Tom:*  
*Egypt Report.*  
*Please read*  
*analysis*

TO: NE/TECH, Ken Sherper

Attached is a report on the USAID training program in Egypt which describes the different training components from FY 1975 - 1984. It includes information on USAID/Cairo's U.S. and third country training activities, in-country training and "technical exchanges" financed under invitational travel. The report identifies training issues and problems and suggests recommendations for consideration by the Bureau and USAID/Cairo.

*to problems*

Information in this report was compiled through USAID/Cairo's Participant Training Information System (PTIS) and interviews with USAID officers and contractors including host country contractors.

*+*

The initial draft of this report was completed in Egypt during my TDY in October, 1984. It was discussed and reviewed in Cairo with officers of USAID's Education and Training Division.

*Recommendation*  
*Leila*

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