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**United States Agency for International Development
Human Resources Development Assistance (HRDA) Project**

LABAT-ANDERSON Incorporated

**Training Provider Assessment Survey
Summary Report**

SENEGAL

**Prepared by
Association Conseil pour l'Action
(ACA)
December 1992**

LAI
LABAT-ANDERSON
INCORPORATED

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Executive Summary

Under the USAID Human Resources Development Assistance (HRDA) Project, a Training Provider Assessment (TPA) was conducted in Senegal from October 19 to December 18, 1992. The TPA covered fifty (50) Senegalese organizations chosen according to specific criteria. The two main criteria were:

- that the training providers must be willing and able to receive participants from the private sector and,
- that the length of courses not exceed 8 weeks.

Assessment findings reveal that the public sector organizations are more and more open to private sector participants. This increases the number of possibilities for short term training. This increase is even more important if one takes into account that more and more NGOs and professional associations are offering training modules “made to order” in urban as well as rural areas.

Another finding of the assessment is that Senegal offers as many possibilities for technical/professional training as for management training. In fact, many industrial enterprises have set up in-service training centers primarily for their employees, but also for any other person requesting training. The concern for making these centers economically viable encourages these enterprises to actively seek out additional clients for their training center.

It was also noted that most training providers do not have a strategic development plan, and those that do are not willing to discuss the elements they considered in drawing up their plan. All the private institutions manage, more or less, to cover their operating costs. The same cannot be said for public institutions.

The majority of training institutions are concentrated in Dakar. For the most part, even centers based outside of Dakar have representatives in Dakar. Nevertheless, real possibilities exist in the interior of the country for receiving and training people from the private sector. With more time for the study, it might have been possible to identify additional institutions of this kind.

The study found that trainers, while technically qualified in their fields for the most part, may well need additional training in trainer skills such as the design and implementation of training programs.

1. Introduction

From October 18 to December 19, 1992 a Training Provider Assessment was carried out in Senegal to identify sources of training available to the private sector. This study was carried out in the context of the HRDA (Human Resources Development Assistance) Project funded by USAID. This project seeks to support private sector development throughout Africa via the enhancement of skills necessary for the creation and growth of private sector economic activity.

The principal contractor for the study, Labat-Anderson Inc. (LAI) subcontracted with Association Conseil pour l'Action (ACA), a Senegalese NGO specialized in financial management system design and training.

This summary report is divided into six sections:

1. Introduction

This section presents the background to this assessment and an outline of how this report is organized.

2. Preparatory Work

This section describes the preparatory period prior to the beginning of the study.

3. Implementation of the Study

This section provides information about the methodology used (visits, coordination meetings, feedback among assessment team members).

4. Principal Findings

The findings of the assessment are presented in seven categories:

- types of training provider organizations
- the age of the organizations
- facilities available
- the major challenges that training providers encounter
- training staff
- courses offered and costs, and finally,
- target audience

Specific data on each training provider and their courses is not presented in this report. It can be found in the GTI print out and on the diskette provided with this report.

5. Problems Encountered in the Course of the Study

A brief section designed to help facilitate similar assessment exercises in the future.

6. Recommendations

A series of suggestions concerning the follow up to this assessment in order to ensure that information gathered serves to facilitate the access of private sector clients to the training services available to them.

2. Preparatory Work

2.1. Familiarization With Questionnaires

Work on this assessment began with a detailed examination of the questionnaires to be used in the study. The purpose of the first questionnaire is to identify the organization to be interviewed. It emphasizes how to contact the organization, what type of organization it is, the principal areas of training offered, the source(s) of its financing, the make-up of its training staff, the facilities available which affect the implementation of training, and the training methods generally used.

The second questionnaire is designed to gather information on the courses themselves. This information includes: the title of the courses offered, language of instruction, fees, admission requirements, target audience, methods of training used, the length of courses and the dates on which they will be offered.

The introduction to the questionnaires was facilitated by Barbara Howald of LAI in a meeting attended by all members of the study team. In order to ensure that the questionnaires were well understood, the introduction began with a point by point reading with explanatory remarks by the facilitator. This was followed by a practical exercise in filling out the questionnaire using ACA as a case study for the demonstration.

The introduction provided clarification of several points including:

- the distinction between “government training institute” and “government-owned business”;
- the meaning of “linkages” referred to in the question: “Does the training provider have formal linkages with other training providers?”

2.2. Choice of Organizations

Following the introduction to the questionnaires, discussions focused on the choice of organizations to be contacted. Rather than listing organizations, the principle adopted was to define a set of selection criteria and then allow ACA to select 50 organizations based on the criteria retained.

The set of criteria developed are as follows:

- the organization offers short term training (less than 8 weeks) to the private sector;
- the organization accepts and can receive foreign participants;
- the organization can conduct training activities outside the country;
- the organization has the capacity to develop and offer training modules in response to specific requests.

2.3. Familiarization With GTI (Global Training Information) Software

Ms. Howald and ACA staff devoted a half day to familiarization with GTI software. The two people designated to enter data received training in the various aspects of GTI including: installation of the software, different screens used for entering data on the training providers and their courses, reports to be printed and backup copies. The data gathered on ACA was used as the content for the first practical application of the software. The GTI manual was left with the data-gathering team to allow them to improve their mastery of the software.

2.4. Planning the Studies

In order to organize the study, a first list of organizations was prepared. See Annex 1 for a complete list of organizations.

The first contacts with these organizations were made by telephone. Information provided to these organizations during these conversations prior to the visits included: the purpose of the interview, that the interview would take a certain amount of time, and the type of questions that would be asked.

A chart was created and posted at ACA to facilitate the programming of visits. It included the dates of the appointments, the names of the organizations to be visited, and the names of the members of the team designated to interview each organization. It was decided that each organization would be interviewed by a team of two people in order to reduce the risk of omitting pertinent information.

Before beginning the visits, the ACA team obtained a letter of introduction from USAID which confirmed the information already provided to the various organizations by telephone.

2.5. Other Preparation

Other aspects of preparation for the study included: copying questionnaires on the organizations to be interviewed and their courses, and developing a common procedure for introducing the study at the beginning of each appointment.

3. Implementation of the Study

In order to test the interviewers' mastery of the questionnaires and data gathering techniques, a first series of interviews with five organizations was carried out. Immediately following these initial appointments, the study teams held a coordination meeting to read the questionnaires that had been filled out and find solutions to any problems encountered by the interview teams. Some of the problems identified were:

- If a consultation is carried out for a private sector enterprise based on a request and financing by a public sector organization, to which sector (public or private) have the consulting services been provided?
- How can feedback be provided to the directors of organizations visited who express real interest in the study and wish to know what has been written about their organizations?
- What if the person interviewed has no written or final action plan but claims that his/her organization operates by keeping in mind its mission, strategic objectives and follow up and evaluation plan?
- In the context of this assessment, how does one define a temporary or part time trainer? Is it someone who actually does part of the work, or someone who can be called in from a roster when permanent personnel are not sufficient to meet the demand?

The interviews that followed the initial series of five were interspersed with coordination meetings to ensure that interviewers were not encountering new problems.

Translations from French to English were done as the interviews were carried out. When data on 20 organizations had been gathered and entered, a first report was printed out and sent to LAI for comments. The LAI comments on these 20 training providers and their courses were taken into consideration by ACA for the remainder of the study.

4. Principal Findings

In this section, findings are divided into seven categories:

- the types of training provider organizations
- the age of the organizations
- facilities available
- the major challenges that training providers encounter
- training staff
- courses offered and costs
- target audience

4.1. Types of Training Provider Organizations

Private organizations (consulting firms, non-governmental organizations, private schools, etc.) represent 54% of the organizations contacted. This leaves a considerable block of public and para-public organizations (National Schools, Industries, Professional Training and Vocational Proficiency Schools) which represent 46% of the organizations interviewed.

The large number of public enterprises offering services in the field of training is due to the fact that the Senegalese government encourages public enterprises to find financial resources outside of the national budget. For example, the Ecole Nationale Supérieure d'Agriculture (National School of Agriculture), the Ecole Nationale d'Economie Appliquée (National School of Applied Economics), the Société Nationale d'Electricité (National Electric Company) and many other public establishments are developing more and more training modules for private enterprises.

A more detailed breakdown of the organizations interviewed shows:

government training institutes	24%
government-owned and para-statal businesses	22%
non-governmental organizations	16%
private businesses	14%
private training institutes	12%
consulting firms	12%

There are more and more non-governmental organizations in Senegal. Almost all of them offer training in management, languages and literacy, and agricultural techniques.

4.2. Age of the Organizations

Most of the organizations interviewed were more than seven years old and many of them began in the sixties. The grandfather of the organizations interviewed is the Chambre de Commerce d'Industrie et d'Artisanat (Chamber of Commerce for Industry and Crafts) of Dakar which was founded in 1929. Only 10% of the organizations interviewed were less than five years old, with the most recent being the Institut Supérieur de Management (Higher Institute of Management) created in 1992.

4.3. Facilities Available

In general, the facilities available are sufficient for the courses offered. Only six organizations do not have their own classrooms on site, and therefore, need to find outside space for their courses. In these cases, however, training is not their principal vocation, since they are primarily accounting firms or computer companies. All the others (44) have their own training space. In addition to the classroom space available, 64% of the organizations have a library which is open to trainees. 504 computers were identified, or an average of ten per organization. However, this average has to be viewed with caution, because the total number of computers were found in only 23 organizations, with the other 27 having no computers at all. Finally, 19 training providers have food services, 12 provide housing, and 11 provide transportation for their trainees.

Although most of the training providers have the capacity to do training within their institutions, hotels remain very much in demand as sites for seminar/workshops. This is due to the fact that many participants prefer sites outside of their usual city of residence so that they are not disturbed by phone calls and the daily needs of their offices, and are able to concentrate fully on the content of their training. Also, people do not mind mixing "work with pleasure" from time to time.

4.4. Challenges that Training Providers Encounter

The challenges and risks with which training providers are confronted can be stated as follows:

4.4.1 How to Generate Funds and Cover their Operating Costs

This challenge is largely shared by the private sector which is struggling to maintain its cost coverage, and public sector providers who are still trying to achieve cost coverage.

4.4.2 How to Collaborate With Countries in the Sub-region

There is, in fact, a real willingness to open up to the market for training services in the sub-region. This challenge is most often mentioned by private training institutions or

consulting firms who are confronted with local competitors; they see sub-regional work as a way of escaping this local competition.

4.4.3 How to be More Competitive and Improve the Quality of Services

This challenge was strongly stated by providers such as consulting firms and private enterprises, as might be expected, but it was also cited by in-house training centers such as the one belonging to the Compagnie Sénégalaise des Phosphates de Taïba (The Senegalese Taïba Phosphate Company) whose goal is to train more effective personnel. The unstated challenge at this level is to maintain and develop the reputation of the training provider.

4.4.4 How to Retool for New Technologies and Change Attitudes

Certain training providers are convinced that in order to maintain their position in the training market, they must necessarily adapt to new technologies and new management strategies such as strategic planning, the extensive use of computers, and improved human resource management so as not to lose competent trainers.

4.5. Training Staff

Trainers always seem have the required technical level for the training they offer. In general, accounting courses are offered by high level accountants, and mechanics are taught by engineers or high level technicians. The same is true for other courses as well. However, it is not clear whether these trainers have received training which gives them the ability to identify the training needs of their clients, develop training objectives, design training modules and lesson plans to reach the objectives defined, and use training methods that are appropriate for each module (role play, simulations, sketches, case studies, etc.)

Most full-time trainers work in public or para-public establishments (78% of full time trainers). These same trainers are found as part-time or substitute trainers in private centers, which for economic reasons hire very few full time trainers. It is important to note that in these private centers, many courses are only offered in response to requests from clients, and that regular courses are often offered in the evening. Under these circumstances, it is relatively easy to acquire the part-time services of public sector trainers. The number of women trainers, who make up only 17% of training personnel, remains quite low, regardless of the type of training provider interviewed.

In-service training programs designed to improve the level of staff, are usually organized in government or parapublic institutions. Companies working in the field of computers also organize periodic training programs for their staff in order to keep up to date with rapid technological developments in this sector.

4.6. Courses Offered and Costs

At first glance, it is easy to conclude that Senegal offers more courses in management or computers than in other areas such as language and literacy or industrial techniques. A closer look reveals, however, that technical or vocational training courses (e.g. production of spare

parts, motor repair, sewing and designing, etc.) are as numerous as the management courses. In fact, in addition to the more traditional centers for vocational training (Centre National de Qualification Professionnelle [National Center for Vocational Qualification], Centre de Formation Professionnelle et Technique [Center for Vocational and Technical Training]), most large enterprises (Industries Chimiques du Senegal [Chemical Industries of Senegal], Dakar Marine, La Société de Transports du Cap Vert [The Cape Vert Transport Company]) have training centers of their own.

In addition to courses in management (financial accounting, personnel management, marketing, etc.) and courses in technical training (industry, electricity, electronics, etc.), both of which are the most numerous, other groupings of courses were found, the two most prominent being in the fields of computers and agriculture. Courses in computer training range from an introduction to basic software to programming and training in the maintenance of computer hardware. Courses in the agricultural field cover the design and implementation of small animal raising projects, the management of poultry farms, vegetable gardening techniques, etc.

Whereas computer courses are usually offered by consulting companies or private enterprises, agricultural courses are mainly offered by the major schools (Ecole Nationale d'Economie Appliquée [National School of Applied Economics], Ecole Nationale des Cadres Ruraux [National School of Rural Cadres]).

Other specific courses which might be of particular interest to other countries, are offered in the following sectors:

Fishing and Maritime Equipment: which includes among other subjects the stability of boats, the identification of shoals of fish, and fishing equipment.

Food Technology: processing local produce, modern butchering and meat cutting techniques, and the conservation and conditioning of local produce.

Banking: two major centers offer training programs in banking techniques and operations. The courses they offer include information security systems, bank audits, structural adjustment and its implications.

From one sector to another, the costs of training courses offered vary considerably. The lowest fees are in the vocational and professional training centers where a one month course can cost as little as \$36 per participant. This cost level is generally found in the mechanics and sewing sectors. The highest costs are those offered by accounting firms and computer companies (e.g. courses in auditing or designing management information systems). The following chart presents some examples of costs (an overview of courses by "A.I.D. Field Grouping" can be found in Annex 2):

		Cost/participant
Course	Length of Course	(US \$)
A. Among the most expensive:		
Assisted Architectural Drawing	6 days	2,400
Financial and Accounting Auditing	2 weeks	4,000
Accounting and Taxation	5 days	1,600
Introduction to Banking Techniques	3 months	8,000
Accounting and Auditing	4 months	5,000
B. Among the least expensive:		
Market Gardening Management	2 weeks	240
Communication	5 days	200
Improved Cutting Skills (Sewing)	3 months	122
Spare Parts Production	30 days	36
Introduction to WordPerfect	5 weeks	420

4.7. Target Audience

Most of the courses identified are designed for mid-level employees (28%) and for non-literate or semi-literate self-employed persons (27%). Skilled technicians or professionals represent a third category of workers for whom 17% of these courses are destined. Each of the following three groups: top level managers, entry level technicians or managers, and support staff account for 9% of the courses offered. Business owners receive less attention with only 2% of the courses offered destined for them. Very few courses are designed specifically for women. There are probably additional organizations and structures within the NGO community, for example, that focus more on women's training needs, but they were not included in the major organizations interviewed.

5. Problems Encountered in the Course of the Study

Overall, there were no major problems in the Training Provider Assessment. Nevertheless, a certain number of minor inconveniences did occur which can be summarized as follows:

1. The teams carrying out the study were francophone and therefore had to use the French version of the questionnaires. This version was organized somewhat differently from the original English version found in the software. This required additional attention to data entry which could not simply be done automatically.
2. In order to complete all the interviews within the required time limit, it was necessary to organize several teams of interviewers. Ten people took turns in order to complete the assessment in the time provided. While this allowed the survey to proceed quickly, it increased the risk of different interpretations of the questionnaire. For example, there were different interpretations of points such as the “Operational Plan” in the section “Stratégie d’entreprise” (page 2 of the French version), and the “Orientation Guide” in the section “Service d’Accueil” (page 4 of the French version). Fortunately, the periodic coordination meetings that were organized allowed the team members to harmonize their interpretations of terms. To avoid such problems in the future, it would be helpful to add a glossary of technical words from the questionnaire.
3. Certain training providers were embarrassed by questions concerning the management of their organization or their potential for financial autonomy. Two of the questions which they sometimes found embarrassing were: “In the future, do you think you will be able to cover your operating costs?” and “What percentage of the requests for courses that you receive are you able to satisfy?” It was often necessary to calm their fears by reminding them that the information gathered would only be used by Training Officers in USAID missions.

6. Recommendations

1. While the prospective interviewees were informed in the initial telephone contact that the interview would take a certain **amount of time**, they were often ill at ease spending more than two hours answering questions. In the future, the study teams themselves could take more time during the initial contact, to explain to the training provider that by investing in a longer interview, more complete and accurate information can be gathered.
2. It is very important to be able to make the Assessment information available:
 - to the institution that provided the information**; and thus, encourage them to participate in future studies, as well as to correct any errors in the data already available;
 - to other interested organizations and eventual training users** (e.g. The National Office for Vocational Training, and donor organizations such as Canadian CIDA that has already sponsored many training endeavors). If all data gathered is not appropriate for public use, at least the principal areas should be made available to those involved in training.

The information could be presented in the form of the current report, in a computer printout of each organization interviewed, or in the form of an executive summary. What is crucial is that the organizations interviewed know that their assistance is usable and helpful to others, and that they be able to see the results of the time and energy they invested in the interview.

3. This activity involved not only the 50 organizations and representatives actually interviewed, but also at least a dozen additional professionals seen in the context of this study: members of the USAID NGO Support Project, the ACI Baobab team, the staff of ACA, and independent specialists whose services were used for translation, computer assistance, etc. This larger **network of development, training and business people** can be consulted and used where possible for any complementary studies or work in this or related areas.
4. In addition to the human resources mentioned above, resource documents can include **other similar studies**, such as the one prepared for PACT by ACI in 1990, which focused on training resources available in Senegal to the NGO community, now complemented by this current study of training resources available to the private sector. Other documentation could be obtained locally, such as a study in 1992 on literacy programs and training activities in Senegal (prepared by UNDP for the Ministry of Literacy).

Appendix
Provider Directory
and Course Listing

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USAID / SENEGAL
PROVIDER DIRECTORY (BY PROVIDER NAME)

PAGE NO. 1

<u>TRAINING PROVIDER</u>	<u>CONTACT</u>	<u>PHONE</u>	<u>FAX/TELEX</u>
2 LOUGA SENEGAL			
3 FATICK SENEGAL			
4 NDAR SENEGAL			
AFRICA CONSULTANTS INTERNATIONAL 509 SICAP BAOBABS DAKAR BP 5270 SENEGAL	LILLIAN C. BAER DIRECTOR	25-36-37 25-49-72	24-07-41
ASSOCIATION CONSEIL POUR L'ACTION SICAP AMITIE III VILLA 4345 DAKAR BP 10485 SENEGAL	IBRAHIMA YADE PRESIDENT	25-45-27 25-45-29	25-45-27
ASSOCIATION POUR LA FORMATION AU SENEGAL 13, BOULEVARD DJILY MBAYE EX PINET LAPRADE DAKAR BP 3322 SENEGAL	SADIBOU THIOYE / PIERRE DIOUF DIRECTEUR / RESPONSABLE DU SECRETAR.	22-05-69	
ATELIER DE PODO-ORTHESE CENTRE NATIONAL D'APPAREILLAGE ORTHOPEDIQUE DAKAR FANN RUE AIME CESAIRE DAKAR BP 10812 SENEGAL	BOCAR BA COORDONATOR AND PRINCIPAL TRAINER	24-05-23	
CABINET AZIZ DIEYE 2, PLACE DE L'INDEPENDANCE 1ER ETAGE DAKAR BP: 188 SENEGAL	ABDOUL AZIZ DIEYE ASSOCIATED DIRECTOR	21-85-28 21-86-71	21-75-94 61352
CABINET MAMINA CAMARA 42, RUE VICTOR HUGO X IMPASSE MAGINOT DAKAR BP 7092 SENEGAL	MAMINA CAMARA GENERAL DIRECTOR	21-88-20 22-12-73	
CENTRE D'ENSEIGNEMENT PROFESSIONNEL CITE BALABEY THIES BP A 194 SENEGAL	MAMADOU LAMINE CISSE DIRECTOR	51-15-62 51-10-13 P 1501	
CENTRE DE FORMATION APPLE (OPSYS) AVENUE FADIGA X RUE DE TANN DAKAR BP 457 SENEGAL	MONSIEUR MODY TALL RESPONSABLE DE LA FORMATION	21-85-53	21-67-72
CENTRE DE FORMATION DE LA C.S.P.T. TAIBA MINES 100 KM NORD DAKAR MBORO BP 1713 SENEGAL	ABDOU A. GUEYE CHEF DU SERVICE FORMATION	55-61-27	55-61-69 77126

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PROVIDER DIRECTORY (BY PROVIDER NAME)

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<u>TRAINING PROVIDER</u>	<u>CONTACT</u>	<u>PHONE</u>	<u>FAX/TELEX</u>
CENTRE DE FORMATION DE LA SENELEC CAP DES BICHES KM 22 ROUTE DE RUFISQUE RUFISQUE BP 93 SENEGAL	MAMADOU KANE CHEF DU CENTRE	36-22-55 36-22-56	36-02-27
CENTRE DE FORMATION DES ICS INDUSTRIES CHIMIQUES DU SENEGAL (ICS DAROU) MBORO BP: 3835 SENEGAL	MAMADOU BOUCOM/OUSMANE DIOP TRAINING DIRECTOR/TRAINING DEPUTY DIRECT	55-61-45 / 427 55-61-45 / 463	55-61-74 77102
CENTRE REGIONAL AFRICAIN DE TECHNOLOGIE AVENUE DJILY MBAYE IM. FAHAD 17E ETAGE DAKAR 2435 SENEGAL	DOCTOR OUSMANE KANE DIRECTEUR EXECUTIF ADJOINT	23-77-12	23-77-13 61282 CRATEC SG
CENTRE TRAINMAR DAKAR 57, AVENUE GEORGES POMPIDOU DAKAR BP 1423 SENEGAL	AMADOU NDIAYE DIRECTOR	22-51-20	23-11-44 51-295
CESAG BOULEVARD GENERAL DE GAULLE DAKAR BP: 3802 SENEGAL	MAMADOU BA HEAD OF PERMANENT TRAINING DEPARTME	22-80-22 21-31-53	21-32-15 21-423 CESAG SG
CETESCOM SICAP LIBERTE VI IMMEUBLE H DAKAR BP 10270 SENEGAL	PASCAL COLY DIRECTOR	25-54-54	
CFPT SENEGAL/JAPON SUD-FIDAK DERRIERE LA FOIRE DAKAR BP 8411 SENEGAL	OUSSEYNOU GUEYE / MASSAER KEBE DIRECTOR /DIRECTEUR DES TRAVAUX	20-05-67	
CHAMBRE DE COMMERCE 1, PLACE DE L'INDEPENDANCE DAKAR BP 118 SENEGAL	AMADOU MATAR DEME DIRECTOR OF TRAINING PROGRAM	23-98-50 23-71-89	61 112 SG
CICES ROUTE DE L'AEROPORT DAKAR BP 3329 SENEGAL	MME FALL INFORMATION HEADMISTRESS	20-12-02 20-13-05	35-07-12 31512
CIFPB RUE MOHAMET V X CARNOT DAKAR BP 392 SENEGAL	SEGA BALDE/BICES ROUME CIFPB/SENEGAL GENERAL DELEGATE	23-10-33 21-73-41	21-800 SG
CNFH ROUTE DE CAMBERENE DAKAR BP 3284 SENEGAL	CHEICK BABA NDIAYE / DJIBRIL KAMARA CENTERS' DIRECTOR / TRAINING DIRECTOR	35-78-21	
CNFTTEIA SAINT LOUIS SAINT LOUIS SENEGAL	YERO DIALLO DIRECTOR	61-11-19	61-11-21

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PROVIDER DIRECTORY (BY PROVIDER NAME)

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<u>TRAINING PROVIDER</u>	<u>CONTACT</u>	<u>PHONE</u>	<u>FAX/TELEX</u>
CNFTPM KM, 10 ROUTE DE RUFISQUE DAKAR BP 2241 SENEGAL	MAMADOU FAYE DIRECTOR OF TRAINING	34-05-46	
CNQP ROCADE BEL AIR DAKAR BP 12099 SENEGAL	BOUBACAR DIALLO DIRECTOR	32-60-24 32-39-79	
COFEB B.C.E.A.O./SIEGE DAKAR BP 3193 SENEGAL	GILBER MEDJE TRAINING MANAGER	23-10-42 23-16-15	23-93-35 21530 / 21527
CONSULTANTS ASSOCIES 9, RUE VICTOR HUGO DAKAR SENEGAL	PAPE TOURE DIRECTOR	22-56-47	
DAKAR MARINE AVENUE FELIX EBOUE DAKAR BP 63 SENEGAL	ABDOUL AZIZ THAIM DIRECTOR OF THE TRAINING CENTER	23-17-49 23-36-88	23-56-05 409 86
DO NOT USE THIS RECORD VILLA 5205 LIBERTE IV DKR BP 10423 SENEGAL	MOUSTAPHA DIAGNE COORDINATEUR	25-45-81 25-80-79	25-80-79
ECOLE NATIONALE D'ECONOMIE APPLIQUEE KM 6 AVENUE CHEIKH ANTA DIOP DAKAR 5084 SENEGAL	RENE BASSE DIRECTOR OF STUDIES AND TRAINING	24-79-28 25-31-76	
ECOLE NATIONALE DE FORMATION MARITIME KM 4 ROUTE DE RUFISQUE DAKAR BP 1225 SENEGAL	MAMADOU THIAM DIRECTOR	32-38-23 32-09-11	
ECOLE NATIONALE DES CADRES RURAUX BAMBEY BAMBEY BP 54 SENEGAL	PATRICK GAUTIER TRAINING PROGRAM RESPONSIBLE	73-60-60 73-61-95	73-60-61
ECOLE NATIONALE SUPERIEURE D'AGRICULTURE 7 KM, ROUTE DE KHOMBOLE THIES BP A/296 SENEGAL	BOUBACAR NDIAYE CHIEF OF RURAL ECONOMIC DEPARTMENT	51-12-57 51-12-71	51-15-51
ENSUT UNIVERCITE CHEIKH ANTA DIOP DAKAR BP 5085 SENEGAL	IBRAHIMA NIANNE / BENASSA MARITIME DEPARTMENT / INDUSTRIAL	24-13-88 25-55-59	25-08-79
INSTITUT DE COUPE DE COUTURE ET DE MODE KM 4,5 ROUTE DE RUFISQUE DAKAR BP 2108 SENEGAL	MADAME MAINOUNA FALL GOMBALA DIRECTOR	32-37-16	
INSTITUT DE FORMATION PROFESSIONNELLE ALLEES PAPA GUEYE FALL DAKAR BP 3458 SENEGAL	SEMI BOUCARROUM - PIERRE SENGHOR GENERAL DIRECTOR/ DIRECTOR	21-39-95 21-74-20	21-74-20

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PROVIDER DIRECTORY (BY PROVIDER NAME)

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<u>TRAINING PROVIDER</u>	<u>CONTACT</u>	<u>PHONE</u>	<u>FAX/TELEX</u>
INSTITUT DE TECHNOLOGIE ALIMENTAIRE ROUTE DES PERES MARISTES MANN DAKAR BP 2765 SENEGAL	MASAMBA NDIAYE TRAINING RESPONSIBLE	32-07-51 32-00-70	32-82-95
INSTITUT PRIVE DE GESTION SACRE COEUR II DAKAR BP 10155 SENEGAL	BOUBACAR SALL DIRECTOR	24-28-39	
INSTITUT SENEGALAIS DE NORMALISATION 3, RUE LE BLANC DAKAR BP 4017 SENEGAL	CHEICK KANE / DANIEL DUVOID DIRECTOR / TECHNICAL ADVISER	22-44-75 22-10-63	22-41-95 61203
INSTITUT SUPERIEUR DE MANAGEMENT RUE 1 POINT E DAKAR BP 5018 SENEGAL	MONSIEUR DIAW / YOUSOU NDIAYE DIRECTOR / PROGRAM'S OFFICER	25-93-74	25-93-74
ISEP AVENUE BOURGUIBA PRES DU DISPENSAIRE MUNICIPAL DAKAR BP 10644 SENEGAL	SIDY BOUYA DIOP / KHADIDIATOU DIOP SALL TRAINING DIRECTOR/ ADMIN. DIRECTOR	24-09-30	
JET INFORMATIQUE KM 1 AVENUE CHEIKH ANTA DIOP DAKAR BP 5355 SENEGAL	ABDOU SAMBE TRAINING MANAGEMENT	22-19-81	22-31-90
MICROSEN 26, RUE VICTOR HUGO DAKAR BP 904 SENEGAL	ABDOULAYE FAYE RESPONSIBLE OF THE AFTER SALING SERVICE	21-43-67	22-30-57
PAN AUDIT 19, AVENUE FRANKLIN ROOSVELT DAKAR BP 11320 SENEGAL	SAKHIR DIAGNE ACCOUNTING EXPERT	22-61-01	22-57-67
RADI RUE 11 X 10 AMITIE II DAKAR BP 12085 SENEGAL	ADIQUA GAYE / MONSIEUR COULIBALY COMPUTER EXPERT/ACCOUNTANT	25-75-33 25-75-34	25-75-36 1304 86
SENECI 2, PLACE DE L'INDEPENDANCE 2EME ETAGE DAKAR BP 2969 SENEGAL	MARY FRIEDEL DIRECTEUR GENERAL ADJOINT	21-77-33 22-14-25	21-40-97
SERVICES DE L'ENERGIE EN MILIEU SAHELIE 1272 NIARY TALLY DAKAR BP 652 SENEGAL	BRUNO LEGENDRE DIRECTOR	25-42-94	
SILICON VALLEY 56, DOMAINE INDUSTRIEL (SODIDA) DAKAR BP 21062 SENEGAL	OUSMANE SENGHOR TRAINING RESPONSIBLE	25-59-47	25-59-48

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<u>TRAINING PROVIDER</u>	<u>CONTACT</u>	<u>PHONE</u>	<u>FAX/TELEX</u>
SISMAR 20, RUE DU DOCTEUR THEZE DAKAR SENEGAL	BIRAME NGOYE FALL COMMERCIAL DIRECTOR	21-24-30 22-24-85	53-41-09 77-121 SG
SOCIETE DES TRANSPORTS DU CAP VERT 5KM, ROUTE DE OUAKAM DAKAR BP 4036 SENEGAL	AMARO SEYDI HEAD OF TRAINING	23-14-43	32-33-29 51276 SG
UNIVERS SOCIAL 57, AVENUE ALBERT SARRAUT DAKAR BP 21575 SENEGAL	BOUBACAR ALAO FARY INSPECTEUR DU TRAVAIL / GERANT	21-84-47	22-47-60
URPATA VILLA 5205 LIBERTE IV DAKAR BP 10423 SENEGAL	MOUSTAPHA DIAGNE COORDINATEUR	25-45-81 25-80-79	25-80-79
WINROCK INTERNATIONAL POINT E. DAKAR BP 3746 SENEGAL	THOMAS A. OSBORN CHIEF OF PARTY ON FARM SEED PROJECT	24-19-19	24-24-78

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<u>PROVIDER</u>	<u>COURSES OFFERED</u>	<u>TRAIN</u>	<u>COST</u>	<u>COURSE</u>	<u>DURATION</u>	<u>COURSE DATES</u>
		<u>OBJT</u>	<u>US\$</u>	<u>FREQUENCY</u>	<u>WEEKS</u>	
AFRICA CONSULTANTS INTERNATIONAL						
DAKAR, SENEGAL						
	LANGUAGE COURSE	NONE				
ASSOCIATION CONSEIL POUR L'ACTION						
DAKAR, SENEGAL						
	MANAGEMENT TRAINING FOR SME'S AND LOCAL GROUPS	CERT	300		1	
	NGO MANAGEMENT	CERT	400		1	
	TRAINING OF TRAINERS	CERT	300		1	
ASSOCIATION POUR LA FORMATION AU SENEGAL						
DAKAR, SENEGAL						
	ACCIDENT PREVENTION AND SAFETY IN THE WORKPLACE	CERT	204			
	PRODUCTIVITY AND PERSONNEL MANAGEMENT	CERT	472	1 X PER YEAR	1	01/11/93 02/15/93
	THE SECRETARY AND HUMAN RELATIONS	CERT	264	1 X PER YEAR	1	
	UPPER LEVEL MANAGEMENT AND A SAFE WORKPLACE	CERT	104			
ATELIER DE PODO-ORTHESE						
DAKAR, SENEGAL						
	AVERAGE SHOES	CERT	290		1	
	PODO ORTHESE	CERT	2,000		40	
	SUPERIOR SHOES	CERT	400		1	
CABINET AZIZ DIEYE						
DAKAR, SENEGAL						
	ACCOUNTING AND TAXATION	CERT	1,600	1 X PER YEAR	1	12/03/92 08/30/93
	COMMERCIAL SOCIETIES ADMINISTRATION	CERT	1,500	1 X PER YEAR		
	INTERNAL AUDIT AND MANAGEMENT	CERT	1,600	1 X PER YEAR	1	11/11/92 08/30/93
CABINET MAMINA CAMARA						
DAKAR, SENEGAL						
	FINANCIAL MANAGEMENT	CERT	1,600		1	
	HUMAN RESOURCE MANAGEMENT	CERT	1,600		1	
CENTRE D'ENSEIGNEMENT PROFESSIONNEL						
THIES, SENEGAL						
	AUTOMOBILE MECHANIC ASSISTANT RETRESHER	CERT	320		3	
CENTRE DE FORMATION APPLE (OPSYS)						
DAKAR, SENEGAL						
	INTRODUCTION TO MACINTOSH SYSTEM	NONE	360			
	SOFTWARE PROGRAM'S	NONE	1,080		1	
CENTRE DE FORMATION DE LA C.S.P.T.						
MBORO, SENEGAL						
	CRANE DRIVERS' TRAINING AND PERFECTION	CERT	120		1	
	MAINTENANCE PROFICIENCY AND TRAINING	CERT	1,800		2	
	PUBLIC WORKS ENGINEERS' TRAINING AND PERFECTION	CERT	120		1	
CENTRE DE FORMATION DE LA SENELEC						
RUFISQUE, SENEGAL						
	POWER IMPROVEMENT	CERT	100			
	THE ALTERNATOR	CERT	446		1	

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PROVIDER	COURSES OFFERED	TRAIN		COST US\$	COURSE FREQUENCY	DURATION WEEKS	COURSE DATES
		OBJT	LANGUAGE				
CENTRE DE FORMATION DES ICS							
MBORO, SENEGAL							
	CHEMICAL PRODUCTS AND ACID PRODUCTION	CERT	FRENCH	1,200		3	
	EQUIPEMENT MAINTENANCE AND REPAIR	CERT	FRENCH	1,200		3	
	SAFETY	CERT	FRENCH	600		1	
CENTRE REGIONAL AFRICAINE DE TECHNOLOGIE							
DAKAR, SENEGAL							
	DATABASE MANAGEMENT	CERT	FRENCH	500		1	
	INTRODUCTION COURSE TO WORDPERFECT	CERT	FRENCH	500		1	
CENTRE TRAINMAR DAKAR							
DAKAR, SENEGAL							
	IROMTG	CERT	FRENCH	300		1	
	MARITIME STATISTICS	CERT	FRENCH	300		1	
CESAG							
DAKAR, SENEGAL							
	ACCOUNTING AND AUDITING	CERT	FRENCH	5,000			
	CIVIL ENGINEERING AND PROJECT MANAGEMENT	CERT	FRENCH	1,000		2	
	ENTREPRENERIAL	CERT	FRENCH	1,200	4 X PER YEAR	2	
CETESCOM							
DAKAR, SENEGAL							
	CUTTING, SEWING, STYLE TECHNIQUES APPRENTICESHIP	CERT	FRENCH	180	1 X PER YEAR	12	
	IMPROVING CURRENT CUTTING AND SEWING METHODS	CERT	FRENCH	180	1 X PER YEAR	12	01/01/93 03/31/93
	STYLE DESIGNING	CERT	FRENCH	180	1 X PER YEAR	12	01/01/93 03/31/93
							01/01/93 03/31/93
CFPT SENEGAL/JAPON							
DAKAR, SENEGAL							
	AUDIO-VISUAL EQUIPMENT REPAIR	CERT	FRENCH	36		4	
	DIESEL MOTOR AND EQUIPMENT	CERT	FRENCH	36		4	
	DIGITAL ELECTRONICS AND INDUSTRIAL DATA PROCESSING	CERT	FRENCH	36		4	
	SPARE PARTS MANUFACTURING	CERT	FRENCH	36		4	
CHAMBRE DE COMMERCE							
DAKAR, SENEGAL							
	ENTERPRISE MANAGEMENT	CERT	FRENCH	403	3 X PER YEAR	1	
	FUNCTIONAL LITERACY	CERT	FRENCH	128	1 X PER YEAR	36	
							01/02/93 09/11/93
CICES							
DAKAR, SENEGAL							
	FAIR DAKAR - CICES	CERT	FRENCH		1 X PER YEAR	2	
	INDUSTRIAL FORUM	CERT	FRENCH			1	
CIFPB							
DAKAR, SENEGAL							
	AUDIT BANKING AND INFORMATION SYSTEMS SECURITY	CERT	FRENCH	1,500	1 X PER YEAR	1	
	BCEAO'S RATIO PRACTICE AGREEMENTS RECLASSIFYING	CERT	FRENCH	500	1 X PER YEAR		03/22/93 03/27/93
							06/07/93 06/09/93

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 COURSE LISTING (BY PROVIDER)

<u>PROVIDER</u>	<u>COURSES OFFERED</u>	<u>TRAIN OBJT</u>	<u>LANGUAGE</u>	<u>COST US\$</u>	<u>COURSE FREQUENCY</u>	<u>DURATION WEEKS</u>	<u>COURSE DATES</u>
	INTRODUCTION TO BANKING TECHNIQUES	CERT	FRENCH	8,000	1 X PER YEAR	12	01/15/94 03/30/94
CNFH	DAKAR, SENEGAL						
	ACCOUNTING AND MANAGEMENT FOR HORTICULTURE	CERT	FRENCH	440		3	01/01/93 07/31/93
	GARDEN DESIGN AND MAINTENANCE	CERT	FRENCH	462		3	01/01/93 07/31/93
	MARKET GARDEN CULTIVATION FOUNDATION PROTECTION	CERT	FRENCH	308		2	01/01/93 07/31/93
CNFTEIA	SAINT LOUIS, SENEGAL						
	AGRICULTURAL MACHINERY	CERT	FRENCH	240		1	
	MARKET GARDENING	CERT	FRENCH	1,056	1 X PER YEAR	16	11/01/93 02/28/94
	POULTRY	CERT	FRENCH	240		1	
CNFTPM	DAKAR, SENEGAL						
	ECONOMICS AND MANAGEMENT OF FISHERIES PROJECTS	CERT	FRENCH	1,200		5	
	FISH PRODUCT TECHNOLOGY	CERT	FRENCH	1,200		4	
	ICHTIOLOGY AND ZOOLOGY	CERT	FRENCH	1,200		5	
CNQP	DAKAR, SENEGAL						
	ELECTRICAL CIRCUITRY	CERT	FRENCH	360	2 X PER YEAR	2	01/04/93 01/22/93 04/13/93 04/30/93
	ELECTRONICAL REFRIGERATION	CERT	FRENCH	600		2	
COFEB	DAKAR, SENEGAL						
	PUBLIC FINANCES STATISTICS	NONE	FRENCH		1 X PER YEAR	1	01/18/93 01/29/93
	SECRETARIAL REFRESHER COURSE	NONE	FRENCH			2	
	STRUCTURAL ADJUSTEMENT AND ECONOMICAL REFORM	NONE	FRENCH		1 X PER YEAR	4	02/08/93 03/05/93
CONSULTANTS ASSOCIES	DAKAR, SENEGAL						
	COMPUTER SCIENCE MANAGEMENT'S CORRESPONDENT	CERT	FRENCH	740		1	
	COMPUTERIZED ACCOUNTING	CERT	FRENCH	400		1	
DAKAR MARINE	DAKAR, SENEGAL						
	COMPONENT KNOWLEDGE	CERT	FRENCH	2,640		10	12/04/92 07/10/93
	DISTRIBUTION STUDY AND ADJUSTMENT	CERT	FRENCH	1,240		3	12/04/92 07/10/93
	INDUSTRIAL WIRING	CERT	FRENCH	1,920	1 X PER YEAR	6	
	MIG-MAG SEMI AUTOMATIC WELDING	CERT	FRENCH	4,000		6	12/04/92 07/10/93
DO NOT USE THIS RECORD	DAKAR, SENEGAL						
	ELECTRONICAL REFRIGERATION	CERT	FRENCH	600		2	

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ECOLE NATIONALE D'ECONOMIE APPLIQUEE							
DAKAR, SENEGAL							
	GACOPEA	CERT	FRENCH	4,750	1 X PER YEAR	16	
ECOLE NATIONALE DE FORMATION MARITIME							
DAKAR, SENEGAL							
	BCPM (BREVET DE CAPACITE PROFESSIONNELLE MARITIME)	BT	FRENCH		1 X PER YEAR	52	
	OPERATION OF A 200 KW MOTOR	CERT	FRENCH		1 X PER YEAR	10	10/01/93 07/31/94 03/15/93 06/30/93
ECOLE NATIONALE DES CADRES RURAUX							
BAMBAY, SENEGAL							
	CATTLE 'S FEEDING	CERT	FRENCH	320		1	
	ENVIRONMENT AND LAND MANAGEMENT	CERT	FRENCH	3,600	1 X PER YEAR	14	06/15/93 09/30/93
	ENVIRONMENT STUDY	CERT	FRENCH	720	1 X PER YEAR	6	10/01/93 11/15/93
	MARKET GARDENING AND ABORICULTURE IRRIGATION	CERT	FRENCH	480	1 X PER YEAR	2	05/02/93 05/30/93
	SMALL PROJECT ENTREPRENARIAT	CERT	FRENCH	1,920	1 X PER YEAR	8	03/01/93 04/30/93
ECOLE NATIONALE SUPERIEURE D'AGRICULTURE							
THIES, SENEGAL							
	FARM ANIMALS AND AGRICULTURE	CERT	FRENCH	800		8	
	FRUIT AND VEGETABLE PRODUCTION AND MARKETING	CERT	FRENCH	280		2	
	MARKET GARDEN EXPLOITATION MANAGEMENT	CERT	FRENCH	240		2	
ENSUT							
DAKAR, SENEGAL							
	ADAPTATION TO NEW FISCAL LEGISLATION	CERT	FRENCH	200			
	ELECTRONIC EQUIPMENT MAINTENANCE	CERT	FRENCH	3,600		3	
	ENTERPRISE RESTRUCTURING	CERT	FRENCH	1,600		6	
INSTITUT DE COUPE DE COUTURE ET DE MODE							
DAKAR, SENEGAL							
	IMPROVED SEWING TECHNIQUES	CERT	FRENCH	122		12	
	PATTERN CUTTING	CERT	FRENCH	122		12	
INSTITUT DE FORMATION PROFESSIONNELLE							
DAKAR, SENEGAL							
	INTEGRATED SOFTWARE STUDY "FRAMEWORK"	CERT	FRENCH	600		1	
	INTRODUCTION TO LOTUS 1-2-3 OR MULTIPLAN	CERT	FRENCH	600		1	
	MARKETING STRATEGIES	CERT	FRENCH	280			
INSTITUT DE TECHNOLOGIE ALIMENTAIRE							
DAKAR, SENEGAL							
	FRUITS, VEGETABLE TRANSFORMATION AND CONSERVATION	CERT	FRENCH	600	3 X PER YEAR	3	
	MODERN BUTCHER TECHNIQUES	CERT	FRENCH	600	1 X PER YEAR	2	06/15/93 07/15/93
	TECHNIQUES FOR FLOUR BASED PASTRY BAKERS	CERT	FRENCH	600	1 X PER YEAR	3	09/01/93 09/20/93
INSTITUT PRIVE DE GESTION							
DAKAR, SENEGAL							
	NEW SECRETARIAL TECHNIQUES	CERT	FRENCH	150		1	
	ORGANIZATIONAL COMMUNICATION	CERT	FRENCH	105		1	

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<u>PROVIDER</u>	<u>COURSES OFFERED</u>	<u>TRAIN OBJT</u>	<u>LANGUAGE</u>	<u>COST US\$</u>	<u>COURSE FREQUENCY</u>	<u>DURATION WEEKS</u>	<u>COURSE DATES</u>
INSTITUT SENEGALAIS DE NORMALISATION DAKAR, SENEGAL	PERSONNEL MANAGEMENT	CERT	FRENCH	150		1	
	PRINCIPLES AND CONCEPTS OF EFFECTIVE MANAGEMENT	CERT	FRENCH	240		1	
	QUALITY CONTROL	CERT	FRENCH	400	2 X PER YEAR	1	11/16/92 11/19/92
INSTITUT SUPERIEUR DE MANAGEMENT DAKAR, SENEGAL	AGROINDUSTRIAL BUSINESS MANAGEMENT	CERT	FRENCH	800	1 X PER YEAR	1	07/01/93 07/05/93
	INTERNATIONAL COMMERCE	CERT	FRENCH	1,200	1 X PER YEAR	1	07/01/93 07/05/93
	PUBLIC WORKS BUILDINGS	CERT	FRENCH	800	1 X PER YEAR	1	07/01/93 07/05/93
ISEP DAKAR, SENEGAL	INTRODUCTION TO LOTUS	CERT	FRENCH	420		5	
	INTRODUCTION TO WORDPERFECT	CERT	FRENCH	420		5	
JET INFORMATIQUE DAKAR, SENEGAL	BASIC DATA MANAGEMENT SYSTEM	CERT	FRENCH	800		4	
	COMPUTER TECHNICIAN TRAINING	BT	FRENCH	1,000	1 X PER YEAR	52	11/01/93 10/31/94
	USING OFFICE EQUIPMENTS	CERT	FRENCH	800		4	
MICROSEN DAKAR, SENEGAL	"TONER" CARTRIDGE RECYCLING	CERT	FRENCH	2,000			
	ASSISTED ARCHITECTURAL DRAWINGS	CERT	FRENCH	2,400		1	
	MAKING UP	CERT	FRENCH	1,400		1	
PAN AUDIT DAKAR, SENEGAL	ANALYTICAL ACCOUNTING	CERT	FRENCH	4,000		2	
	FINANCIAL AND ACCOUNTING AUDIT	CERT	FRENCH	4,000		2	
	GENERAL ACCOUNTING	CERT	FRENCH	2,000		1	
RADI DAKAR, SENEGAL	ACCOUNTING	CERT	FRENCH	444		12	
	FINANCIAL MANAGEMENT	CERT	FRENCH	222		6	
	INTRODUCTION TO COMPUTERS	CERT	FRENCH	222		6	
SENECI DAKAR, SENEGAL	COMMUNICATION	NONE	FRENCH	200		1	
	PROJECT MANAGEMENT	CERT	FRENCH	1,200		1	
SERVICES DE L'ENERGIE EM MILIEU SAHELIEM DAKAR, SENEGAL	SMALL SCALE SOLAR IRRIGATION	CERT	FRENCH	600		1	
	SOLAR PROGRAM MANAGEMENT TRAINING	CERT	FRENCH	600		1	
SILICON VALLEY DAKAR, SENEGAL	DATABASE MANAGEMENT	CERT	FRENCH	240		1	
	INTRODUCTION TO COMPUTER'S MAINTENANCE	CERT	FRENCH	2,000		1	

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<u>PROVIDER</u>	<u>COURSES OFFERED</u>	<u>TRAIN OBJT</u>	<u>LANGUAGE</u>	<u>COST US\$</u>	<u>COURSE FREQUENCY</u>	<u>DURATION WEEKS</u>	<u>COURSE DATES</u>
SISMAR	MANAGEMENT INFORMATION SYSTEMS	CERT	FRENCH	460		1	
DAKAR, SENEGAL							
	METALLURGICAL ENGINEERING	CERT	FRENCH	1,500		2	
	REPAIR AND MAINTENANCE TECHNIQUE	CERT	FRENCH	1,000		2	
	STOCK MANAGEMENT	CERT	FRENCH	1,200		2	
SOCIETE DES TRANSPORTS DU CAP VERT							
DAKAR, SENEGAL							
	FLEET MANAGER	CERT	FRENCH	845		2	
	MOTOR	CERT	FRENCH	768		1	
	NETWORK CONTROLLER	CERT	FRENCH	1,152		2	
UNIVERS SOCIAL							
DAKAR, SENEGAL							
	LABOR SAFETY AND HYGIENE	NONE	FRENCH	300		1	
	MANAGEMENT OF SOCIAL COSTS	NONE	FRENCH	400		1	
	PROFESSIONAL RELATIONS	NONE	FRENCH	300		1	
	SOCIAL SECURITY	CERT	FRENCH	300		1	
URPATA							
DAKAR, SENEGAL							
	FOOD PROCESSING EQUIPMENT REPAIR AND MAINTENANCE	CERT	FRENCH	140	1 X PER YEAR	2	
	LOCAL METAL GRATING PRODUCTS TRAINING	CERT	FRENCH	140	1 X PER YEAR	2	01/01/93 05/30/93
WINROCK INTERNATIONAL							
DAKAR, SENEGAL							
	SEED TECHNOLOGY	NONE	FRENCH				01/01/93 05/30/93

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Annex 1
Training Staff

ANNEXE 1

TRAINING STAFF

INTITUT / PROVIDER	TYPE	NUMBER OF TRAINERS		
		FULL TIME	PART TIME	WOMEN
1. Centre de Formation et de Perfectionnement des Industries Chimiques du Sénégal	Parastatal business	2	9	0
2. Centre de Formation et de Perfectionnement de la SENELEC	Parastatal Business	12	40	10
3. Institut de Technologie Alimentaire (I.T.A.)	Government Training Institute	50	5	10
4. Ecole Nationale d'Economie Appliquée E.N.E.A.	Government Training Institute	30	0	10
5. Ecole Nationale Supérieure Universitaire de Technologie (E.N.S.U.T.)	Government Training Institute	119	62	60
6. Centre Africain d'Etudes Supérieures en Gestion (C.E.S.A.G.)	Donor/Quasi Gov. Training Instit.	11	19	6
7. Association pour la Formation Professionnelle au Sénégal (AFORS)	Business/Profession Association	4	15	2
8. Centre National de Qualification Professionnelle (C.N.Q.P.)	Parastatal Business	26	3	0
9. Centre de Formation Professionnelle et Technique (CFPT/SEN/JAP)	Government Training Institute	26	0	0
10. Chambre de Commerce d'Industrie et d'Agriculture (C.C.I.A.)	Business/Profession Association	0	35	10
11. Institut Privé de Gestion (I.P.G.)	Private Training Institute	15	49	7

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INTITUT / PROVIDER	TYPE	NUMBER OF TRAINERS		
		FULL TIME	PART TIME	WOMEN
12. Unité de Recherche de Production et d'Assistance en Technologie Appropriée au Sahel (U.R.P.A.T.A.)	Business/Profession Association	5	2	0
13. Africa Consultants International (A.C.I.)	Private Training Institute	1	8	2
14. Centre Régional Africain de Technologie (C.R.A.T.)	Donor/Quasi Gov. Training Institute	11	30	12
15. Dakar Marine	Parastatal Business	13	0	0
16. Institut Sénégalais de Normalisation (I.S.N.)	Government Owned Business	0	2	0
17. Société Industrielle Sahélienne de Mécanique de Matériels Agricoles et de Représentation (S.I.S.M.A.R.)	Private Business	7	25	0
18. Centre de Formation de la Compagnie Sénégalaise des Phosphates de Taïba (C.S.P.T.)				
19. Institut de Formation Professionnelle (I.F.P.)	Private Training Institute	4	61	15
20. Association Conseil pour l'Action (A.C.A.)	Non-Governmental Organization	10	20	6
21. Centrale Technique Sénégalaise de Coupe de Couture et de Mode (C.E.T.E.S.CO.M)	Private Training Institute	4	5	1

T R A I N I N G S T A F F

INTITUT / PROVIDER	TYPE	NUMBER OF TRAINERS		
		FULL TIME	PART TIME	WOMEN
22. Institut Sénégalais d'Enseignement Professionnel (I.S.E.P.)	Non-Governmental Organization	10	20	3
23. Institut Supérieur de Management (I.S.M.)	Non-Governmental Organization	5	20	1
24. Centre International du Commerce Extérieur du Sénégal (C.I.C.E.S.)	Parastatal Business	0	0	0
25. Centre National de Formation des Techniciens de la Pêche Maritime (C.N.F.T.P.M.)	Government Training Institute	6	4	3
26. Jet Informatique	Private Business	8	10	2
27. Réseau Africain pour le Développement Intégré (R.A.D.I.)	Non-Governmental Organization	12	0	5
28. Centre International pour la Formation à Profession Bancaire (C.I.F.P.B.)	Business/Profession Association	0	25	2
29. Centre d'Enseignement Professionnel (C.E.P.)	Government Training Institute	5	6	0
30. Centre National de Formation Horticole (C.N.F.H.)	Government Training Institute	22	2	1
31. Ecole Nationale Supérieure d'Agriculture (E.N.S.A.)	Parastatal Business	7	40	4
32. Ecole Nationale de Formation Maritime (E.N.F.M.)	Government Training Institute	12	0	0

T R A I N I N G S T A F F

INTITUT / PROVIDER	TYPE	NUMBER OF TRAINERS		
		FULL TIME	PART TIME	WOMEN
33. Microsen	Private Business	3	1	0
34. Centre de Formation Apple (OPSYS)	Private Business	2	2	0
35. Sénégalaise d'Etude de Conseil et d'Intervention (SENECI)	Private Business	0	20	5
36. Silicon Valley	Private Business	5	7	5
37. Pan Audit	Consulting Firm	3	0	0
38. Société des Transports du Cap-Vert (SOTRAC)	Parastatal Business	5	5	0
39. Ecole Nationale des Cadres Ruraux (E.N.C.R.)	Government Training Institute	21	0	1
40. Univers Social	Private Business	2	3	0
41. Cabinet Mamina Camara	Consulting Firm	3	10	0
42. Centre National de Formation des Techniciens de l'Elevage et des Industries Alimentaires (CNFTEIA)	Government Training Institute	13	0	1
43. Consultants Associés	Consulting Firm	4	10	6
44. Atelier de Podo-Orthèse	Private Business	1	1	0
45. Centre Ouest Africain de Formation et d'Etude Bancaire (C.O.F.E.B.)	Donor/Quasi Gov. Training Institution	10	40	6

T R A I N I N G S T A F F

INTITUT / PROVIDER	TYPE	NUMBER OF TRAINERS		
		FULL TIME	PART TIME	WOMEN
46. Centre Trainmar Dakar	Private Business	0	15	2
47. Services de L'Energie en Milieu Sahélien	Consulting firm	4	0	0
48. Institut de Coupe de Couture et de Mode	Government Training Institute	10	2	5
49. Winrock International	Non-Governmental Organization	2	4	1
50. Cabinet Aziz Diève	Consulting Firm	12	4	4
		537	656	208

T R A I N I N G S T A F F

INTITUT / PROVIDER	TYPE	NUMBER OF TRAINERS		
		FULL TIME	PART TIME	WOMEN
51. Centre d'Etudes de Sciences et Techniques de l'Information (CESTI)				
52. Ecole Technique Supérieure des Hôtes-ses et Secétaires (ETSHOS)				
53. Assurance Générale Sénégalaise (AGS)				
54. Centre de Formation et d'Echange (C.F.E.)				
55. Proiet des Centres Régionaux de Formation Professionnelle (P.C.R.F.P.)				
56. Addui à la Formation Technique en Afrique				
57. Centre de Formation de la Société des Chemins de Fer du Sénégal				

Annex 2

Courses by Field Grouping and Providers

COURSES BY FIELD GROUPING AND PROVIDERS

FIELD GROUPING	NUMBER OD COURSES	NUMBER OF PROVIDER
1. AGRICULTURE	13	7
2. AGRONOMY	3	3
3. ANIMAL HUSBANDRY	3	3
4. FARMING	1	1
5. GENERAL ARTS	2	1
6. BUSINESS & MANAGEMENT	39	31
7. BUSINESS INDUSTRY	5	4
8. BUSINESS OTHER	4	3
9. EDUCATION	2	2
10. TEACHER TRAINING	1	1
11. ENGINEERING	18	16
12. SPECIALIZED TRAINING	10	7
13. SPORTS MEDECINE	1	1
14. BIOLOGY	1	1
15. COMPUTER SCIENCE	20	14
16. CHEMISTRY	1	1
17. ECONOMICS	2	2
18. HOME ECONOMICS	8	4
19. LABOR	4	4
20. SOCIAL SCIENCE	1	1
21. ENVIRONMENT / CONSERVATION	1	1
22. SOCIOLOGY	2	2
23. ENERGY	1	1
24. TRANSPORTATION	2	1