

AIRGRAM

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TO - AID/W TOAD A- 334 X

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DATE SENT
May 19, 1970.

FROM - LAGOS

SUBJECT - Non-Capital Project Paper (PROP) - Project 743, Faculty of Agriculture and Non-Degree Schools at Ahmadu Bello University 1/
REFERENCE -

COUNTRY: Nigeria PROJECT NO.: 620-11-110-743

SUBMISSION DATE: (See above.) ORIGINAL X

PROJECT TITLE: Faculty of Agriculture and Non-Degree Schools, Ahmadu Bello University

U.S. OBLIGATION SPAN: FY 1970-FY 1975 1/

PHYSICAL IMPLEMENTATION SPAN: FY 1971-FY 1975 1/

GROSS LIFE OF PROJECT FINANCIAL REQUIREMENTS: 2/

U.S. Dollars : \$ 779,000
Cooperating Country: 1,635,000
Other Donors :
Total \$2,414,000

- 1/ This paper encompasses only the Non-Degree Schools activity component of the complete ABU project. See Section I. A PROP encompassing all activity components, including the non-degree schools, will be submitted later.
- 2/ First three years of projected 5-year life span (for non-degree schools component only).

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DRAFTED BY EWilliams/ MLWintor:eni	OFFICE AGE	PHONE NO. 117	DATE 5/19/70	APPROVED BY: MHR:cler:DR
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I. SUMMARY DESCRIPTION

This continuing project assists Ahmadu Bello University (ABU) located in northern Nigeria to carry out university degree education, research, non-degree training, and research extension liaison that support agricultural development in northern Nigeria. The activity components -- all administered by ABU -- are the Faculty of Agriculture, the Institute for Agricultural Research, the Extension and Research Liaison Section, and the Non-Degree Schools.

This PROP for the new non-degree schools component of the project is submitted in advance of a complete PROP, including the other three elements which are continuing activities, to enable early consideration and approval by AID/W which will in turn permit earlier implementation.

It is proposed that contract afr-295 with Kansas State University (KSU) be amended to authorize recruitment of the professional staff needed to begin assisting three non-degree schools in September-October 1970, at the beginning of their next academic years. If an agreement can be reached at an early date with KSU, one or more of the proposed advisors may be able to arrive at port by October.

A. Purpose, Scope, and Strategy

A KSU contract corps of six vocational agriculture teaching specialists would be assigned to the three non-degree schools. Their purpose would be to relate the training provided by the schools to the development requirements of the six northern states, improve administrative and teaching practices, and increase the number and upgrade the capabilities of Nigerian staff. An initial three-year commitment would contribute significantly to solution of the urgent problem of providing middle-level manpower for the new agricultural ministries of the northern states. Both USAID and COB place the highest priority upon this training objective as central to implementing crop and livestock programs in the north.

While it is believed this proposal justifies a five-year life for this activity, initial approval for a minimum of three years would be acceptable, pending later review of the full PROP to be submitted later.

The AID contribution for a three-year span for the non-degree component is estimated at \$779,000, including contract teaching specialists and other costs, \$701,000; commodities, \$21,000; and participants, \$57,000.

AID's contribution during a five year span for this project would be about \$1,709,000, including contract teaching specialists and other costs, \$1,542,000; commodities, \$35,000; and participants, \$132,000.

Over the next three years GOM projected expenditures for the non-degree schools element of ABU total \$1,400,000 which will be used mainly to cover emoluments, other costs, and some capital development activities. During the next five years the major budget items will have GOM support to the extent of \$2,350,000.

B. Setting

The six states served by ABU contain about two-thirds of the population of Nigeria. 85-90 percent of these people gain their livelihood from crops and livestock. The area has around 8 million cattle, as well as a large number of goats and sheep; produces groundnuts for export; cotton for domestic uses; and sorghum, millets and corn as principal food crops.

The northern economy, mainly agricultural, is considerably less advanced in production and marketing technology than the rest of Nigeria. It also lags behind in educational capabilities needed to provide trained manpower for development.

The internal disturbances in 1966/67 resulted in the loss of substantial numbers of skilled manpower to the northern states. The political breakup in 1968 from one regional structure into six states, each with an autonomous agricultural ministry, intensified this shortage since personnel on the regional government rolls were distributed unevenly among the new states. The scarcity and maldistribution of such personnel has prompted several states to propose establishment of training institutions for their own needs if these cannot be trained under the ABU schools.

The three non-degree schools -- two for agricultural agents and one for livestock agents -- were brought under ABU administration in 1969. AID has provided technical assistance to these schools in varying amounts and for varying durations since 1962. Technical assistance to the livestock school has continued through 1969-70 under another project now terminating.

These three schools are, therefore, going institutions that provide a foundation for immediate expansion of training for the sorely-needed middle-level staff. Staff scarcity is a constraint upon optimum utilization of large AID technician and other inputs into other projects in the north. It also should be noted that AID support of other activity components in the ABU agricultural complex (to be analyzed in the comprehensive PROOP) provides a coordinated technical and administrative setting for reinforcing assistance to the non-degree schools segment.

C. Expected Outputs

- a) Enrollment of the three schools will increase from 329 in 1969 to 600 in 1974; graduates from 140 in 1970 to 265 or more in 1975.

- b) Nigerian senior staff at the schools will increase from 27 in 1969-70 to 46 in 1974/75.
- c) Number of trained personnel available to six states will increase from about 2,000 in 1970 to 2,600-2,800 in 1975, for crop and livestock programs in production, marketing, irrigation and planning.
- d) Seven of the 13 participants will have been trained and returned to upgrade and/or increase school staff.
- e) Curriculum will be improved to make the courses more relevant to requirements for crop and livestock development.
- f) Administration will be strengthened, illustratively, through improved faculty-student relationships, budgeting, inventory control, and personnel practices.

NON-CAPITAL PROJECT FUNDING (OBLIGATIONS IN \$000)

TABLE I
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PROP DATE
Original X
Rev. No.

Project No. 620-11-110-743

COUNTRY: NIGERIA PROJECT TITLE: Faculty of Agric. and Non-Degree Schools at ABU

Fiscal Years	Ap	L/C	Total	Personnel Serv.		Participants		Comm.		Other tests			
				CONF	AID	PASA	CONF	U.S. CONT	DIR	CONF	DIR	CONF	
				1/			Agencies	U.S. Ag	U.S. Ag				
Prior through Act. FY 1970 ^{2/}	TC	G	110	110	-	-	71	-	5	-	7	-	27
Oper. FY 1971	TC	G	324	324	-	-	216	-	18	-	7	-	83
Budgt. FY 1972	TC	G	345	345	-	-	220	-	34	-	7	-	84
B + 1 FY 1973	TC	G	-	-	-	-	-	-	-	-	-	-	-
B + 2 FY 1974	TC	G	-	-	-	-	-	-	-	-	-	-	-
B + 3 FY 1975	TC	G	-	-	-	-	-	-	-	-	-	-	-
All Subs.			-	-	-	-	-	-	-	-	-	-	-
Total ^{3/} Life	TC	G	779	779	-	-	507	-	57	-	21	-	194

1/ Memorandum (nonadd) column
3/ Three-year totals

2/ It should be noted that the amount shown for FY 1970 covers only 4 men for 6 months.

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Project No. 620-11-110-743

6

Fiscal Years

AID-controlled
Local Currency
U.S. Country
Owned Owned

Other Cash
Contribution
Cooperating
Country ^{1/}

Exchange rate: \$1 = ₦0.3571

Prior
through
Act. FY 1970

470

Oper.
FY 1971

465

Budgt.
FY 1972

600

B + 1
FY 1973

-

B + 2
FY 1974

-

B + 3
FY 1975

-

All
Subs.

-

Total
Life ^{2/}

1,635

^{1/} For year ending March 31.

^{2/} For three years only.

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II. SETTING ^{1/}

In 1969 ABU's role in northern agriculture took on a new dimension when three non-degree agricultural schools were placed under ABU administration. These schools, located at Samaru, Kabba and Mando Road (Kaduna), offer agricultural and livestock training for northern states intermediate level personnel. The establishment of a fourth agricultural school to provide diploma level training in irrigation agronomy and perhaps soil conservation is also under consideration. The FAO has been requested to survey a desirable scope, size, level and location of the school.

The oldest and largest of the existing schools is the Samaru School of Agriculture. Through a three-year course, including two years in the Agricultural Assistant (AA) course, two types of diplomas are offered, the Assistant Agricultural Superintendent - Technical (AAS-T) for general agriculture and extension work and the Assistant Agricultural Superintendent - Mechanical (AAS-M) primarily for staffing the tractor-hire units. A two year certificate training course at the agricultural assistant level in both agriculture and home economics is also conducted.

The Kabba School of Agriculture provides two-year training at the AA level. Beginning in April 1970 the school will offer training at the AAS level to meet requests of the states for manpower at this higher level. Mando Road has a two-year certificate course for livestock assistants and range management agents.

In addition to the above schools, the northern states also have the following specialized schools not administered by ABU: School of Irrigation Works at Sokoto; Federal School for Veterinary Assistants at Vom; Federal Soil and Water Conservation Training Center at Jos; and a Leather School at Sokoto.

USAID assistance to the non-degree schools was begun in 1962 at Samaru, in 1964 at Kabba, and in 1966 at Mando Road. During 1962-66, USAID funded direct-hire technicians, commodities, participant training, and construction of facilities at Samaru. From 1964-1969 similar assistance was provided to Kabba. Direct-hire and PASA technicians, commodities and participant training for the Mando Road school began in 1966. This assistance under another project will end in FY 1970.

As a result of USAID inputs, courses of instruction have been improved, staff have been trained, facilities have been constructed and equipped. Local

^{1/} The physical/environmental characteristics of Northern Nigeria agriculture are described in Agricultural Development in Nigeria, 1965-1980, FAO.

extension officials testify that the graduates are better prepared for their jobs than earlier staff. Assistance to Samaru and Kabba was halted in 1966 and 1969 respectively and reduced at Mando Road (1969) before the full needs of the new states could be envisioned by AID and GON. At Samaru during 1965-1966 the school administration did not provide the direction and cooperation required for AID inputs. Replacement of the direct-hire advisor at Kabba funded under Project 770 was cancelled when ABU assumed administrative responsibility for the non-degree schools. It was decided that a group approach, outlined in subsequent sections of this PROSP, utilizing a university contract, would be more sound. At Mando Road, a direct-hire livestock advisor position, vacated in August 1969 and scheduled to be filled through FY 1971, was also not filled for the same reasons. A range management advisor (training) at Mando Road, funded under Project 774, Livestock Development, phases out in June 1970.

The problem and objectives which the non-degree schools address are emphasized by the CSNRD reports. In 1966, CSNRD reported a total of 1,424 agricultural extension staff were employed in the North. Of the 1,424 over 58 percent were of the lowest professional category (agricultural instructor (AI)). CSNRD recommends replacement of AI's by AA's or higher level personnel. In 1970 extension staff had increased to about 1,600, with about the same number of agricultural instructors. The return to their states of origin by large number of extension personnel has made the problem more severe in certain states (North-East and North-West) and improved the situation in others (Kwara) where the need is more to upgrade staff than increase number.

CSNRD emphasizes the need for more practical training, curriculum content, better administrative procedures, and closer coordination among university and non-degree programs.

A recent report by Bell, Carpenter, and Prawl, Report of the Consultants On the Non-Degree Schools at Kabba, Mando Road, Samaru and Vom and Their Future Relationships with Ahmadu Bello University (1969), points out the existing problems with the schools and proposes courses of action to make the graduates better trained and more suited to state needs.

III. STRATEGY

USAID assistance to the non-degree schools aims to increase the quality and quantity of middle-level agricultural manpower in order that needed services for development might be provided and that private agricultural and agribusiness concerns might be staffed. These personnel will help carry out production-oriented campaigns in both food and export commodities. Other phases of northern states' extension, crop, and livestock activities will also be strengthened.

The ability of the schools to meet the projected demands for middle-level personnel appears adequate. CSNRD estimated that the six northern states would need to train about 133 agricultural assistants and 24 agricultural superintendents each year. The Bell-Carpenter-Frawl report indicates that the CSNRD estimate is low and a practical number in view of the number of qualified candidates and allowing for students from other states and countries is 170 for the two groups. In addition, they projected a need for about 70 diploma course graduates each year and 33 Mando Road livestock and range management graduates. The proposed AID technical assistance is believed adequate to meet these targets.

Administration and teaching techniques are the most critical needs of the non-degree schools. Prior to 1969 when ABU assumed administrative control, the schools were viewed primarily as in-service rather than new staff training institutions. Teaching staff were often assigned on a temporary basis and generally had little teaching or school administration experience. There was little interest by staff members in the schools' development, and staff turnover was frequent. Under ABU administration an opportunity for continuity and development of staff and training courses at the schools has been created. Staff are now members of the university faculty with promotion, tenure, retirement, and other privileges.

HEARD strategy is to establish a permanent instructional corps of Nigerians in these schools (which was not possible under the earlier HEARD assistance), utilizing curricula geared to northern needs. There will be focus on improving the training in farm management, practical mechanization, livestock production, crop production, and irrigation.

The training input will be composed of four main elements:

- a) Graduate training abroad at the M.A. level in the area of agricultural education program development, supervision, and administration;
- b) Undergraduate training in Nigeria or elsewhere in Africa (Ajala University, for example) in agricultural education;
- c) In-service training for intermediate and low senior staff when classes are not in session; and
- d) On-the-job training of counterparts by contract agricultural education specialists.

By following this strategy, qualified experienced teachers will be occupying all teaching positions by 1975. To maintain a continuing supply of trained agricultural education specialists, HEARD will encourage the expanded use of regional facilities and explore the development of this capability in the Faculty of Agriculture at ABU. (See Course of Action section for specific subject areas and duties of advisors.)

If a fourth school, in addition to Kabba, Samaru and Mando Road, is established, any USAID help would be provided by moving staff within the six-man proposed team.

Alternate methods of support other than contract, to the non-degree schools are direct-hire specialists, OPEX assistance, or training personnel abroad. For the schools, direct-hire personnel with requisite experience and qualifications to provide the assistance needed could probably be located. However, with KSP already assisting the Faculty of Agriculture and supporting extension education, it seems wise from a coordination-cooperation-administration point of view both for USAID and ABU to provide this support also under a contract with KSP. OPEX is a critical consideration for direct-hire.

OPEX personnel, based on USAID experience, are difficult to locate and, as employees of the university, not as able to influence policy and administration. Training large numbers of personnel abroad is extremely expensive at over \$6,000 per year per man.

An FY 1975 phase out is proposed for the non-degree schools. The prior assistance provided these schools has established a good base to work on with consequently less time required to move staff and teaching programs to recommended levels. USAID feels it is adequate if contract personnel of top quality are provided as scheduled and if the proposed training schedule is adhered to.

IV. CONCLUSION

A. KSP/ABU Program Action

Following the completion of an extensive ABU evaluation exercise involving the non-degree schools serving the six northern states, the Vice Chancellor of ABU, through GOB, requested technical assistance in support of ABU's effort to upgrade its non-degree school element under AID/KSP contract (AID/afr-295). A letter dated 27th January, 1970 was received by USAID from the GOB requesting six vocational agriculture teachers for a period of five years, the proposed duration of this technical assistance effort. These six teachers should, as required, have training and experience in farm management and production, farm mechanics and range management. Also, in this letter was a request for 20 man-years of participant training at the graduate level in vocational agricultural education.

USAID, in a continuing effort to upgrade the quality of training provided middle-level cadre, proposed by June 1971 to have on-board as a segment of the AID/afr-295 contract six agricultural education instructors to assist with the non-degree training programs as follows:

1. The School of Veterinary and Animal Science (formerly Livestock Services Training Center) at Mando Road - one range management specialist and one farm management and production specialist.

2. School of Agriculture, Samaru - one farm management and production specialist and one farm mechanics specialist.
3. School of Agriculture, Kabba - one farm management and production specialist and one farm mechanics specialist.

Technical assistance required to support the non-degree school element will be forthcoming with the approval of AID implementing documents. A PTO/T will be issued so as to permit an adjustment of the present AID/KNU contract (AID/afr-295) to include the increased services and funding needs incurred by the contractor. USAID projects 2-3 staff members on-board by the end of CY 1970 and the full team by July 1971.

B. Methods of Approach

A separate Division of Training, headed by a Director, is planned to be established at ABU in July 1970. Under this set up the six contract team members and the non-degree schools advisors will:

1. Advise and assist school principals and teaching staff in improving methods of teaching with emphasis on audio-visual instruction and evaluation of student performance.
2. Advise and assist school principals in over-all administration of the instructional programs, student guidance and supervision and help develop student follow-up activities.
3. Serve as classroom and field instructors in (a) subject matter specialties and (2) as on-the-job trainers to counterparts and junior staff members in subject matter fields.
4. Advise and assist the principals and farm staff of the schools to raise the general level of farm management, animal and crop production and field experimentation practices presently prevailing by introducing improved methods of farm management, agronomy and animal husbandry.
5. Assist the ABU Director of non-degree schools and the principals in the revision and development of new curricula, especially for the proposed diploma courses.
6. Assist and advise the principals and staff conducting in-service training for Farm Training Centers and Institute staff members as requested by ABU and state Ministries of Natural Resources.
7. Prepare Nigerian staff to assume complete administrative and academic responsibility for the schools, both through on-the-job experience and by selection of Nigerians for advanced training in the U.S.

A total of 25 man-years at the Master's level (U.S.) and 12-15 at the undergraduate level (Njala or other appropriate African universities) of participant training is projected.

8. Assist in selecting and providing teaching and demonstration equipment and supplies for the schools. A total of \$35,000 is projected. The amount for each school will be tied directly to the man-years of assistance.

V. OUTPUTS AND TARGETS

A. Staffing

The staff at each of the three non-degree schools is composed of senior level (principal, tutors and technicians) and junior level personnel engaged in school administration, teaching, supervision, and staff development. Staffing for each of the three schools through 1974/75 will be as follows:

Staffing - Kabba School of Agriculture

<u>Position</u>	<u>1969/70</u>	<u>1970/71</u>	<u>1971/72</u>	<u>1972/73</u>	<u>1973/74</u>	<u>1974/75</u>
Principal	1	1	1	1	1	1
Vice Principal	0	1	1	1	1	1
Senior Tutor	0	0	1	1	1	1
Farm Mechanics Spec. (KSH/AJD)		1	1	1	1	1
Farm Mgmt. & Prod. Spec. "		1	1	1	1	1
Tutor	2	2	2	2	3	3
Assistant Tutor	2	3	3	4	3	4
Assistant Tutor-in-Training	0	(2)	(4)	(4)	(4)	(4)
Technicians	2	1	3	3	3	3
Totals	<u>7</u>	<u>10</u>	<u>13</u>	<u>14</u>	<u>14</u>	<u>15</u>

Staffing - Samaru School of Agriculture

<u>Position</u>	<u>1969/70</u>	<u>1970/72</u>	<u>1971/72</u>	<u>1972/73</u>	<u>1973/74</u>	<u>1974/75</u>
Principal	1	1	1	1	1	1
Vice Principal	0	1	1	1	1	1
Farm Mechanics Spec. (KSU/AID)		1	1	1	1	1
Farm Mgmt. & Prodc. Spec. "		1	1	1	1	1
Senior Tutor	1	0	1	2	2	2
Tutor	2	4	4	4	4	4
Assistant Tutor	3	2	2	2	2	2
Assistant Tutor-in-Training	0	(2)	(4)	(4)	(4)	(4)
Technicians	5	5	5	5	6	6
Totals	<u>12</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>18</u>

Staffing - School of Veterinary and Animal Sciences, Mando Road

<u>Position</u>	<u>1969/70</u>	<u>1970/71</u>	<u>1971/72</u>	<u>1972/73</u>	<u>1973/74</u>	<u>1974/75</u>
Principal	1	1	1	1	1	1
Vice Principal	0	1	1	1	1	1
Senior Tutor	1	1*	1	1	1	1
Farm Mgmt. & Prod. Spec. (KSU/AID)		1	1	1	1	1
Rare Management Specialist "		1	1	1	1	1
Tutor	0	2	2	3	3	3
Assistant Tutor	6	4	3	3	3	3
Assistant Tutor-in-Training	0	(2)	(4)	(4)	(4)	(4)
Technicians	-	-	2	2	2	2
Totals	<u>8</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>13</u>	<u>13</u>

* Assuming Vom School transfer to Mando Road.

B. School Development and Participants

On the basis of the recommendations made by Bell, Carpenter, and Prawl to reorganize the three non-degree schools, the following lines of training will be put into operation at the beginning of the 1970/71 school year:

1. Yabba

- a) Two-year certificate course (Part II) with specialization for Home Economics.

b) Diploma course in General Agriculture.

c) Expanded to accommodate 150 students.

2. Samaru

a) Common first year course open to men and women.

b) Two-year certificate course (Part II).

c) Diplomas in Mechanized Agriculture and General Agriculture with a specialization in Home Economics.

3. Kaduna (Mando Road)

a) Two-year certificate course (Part II).

b) Diplomas in Veterinary Public Health, Animal Health and Husbandry and Range Management.

c) Expanded to accommodate 150 students.

The training courses under supervision and coordination of ABU and KNU staffs have been sanctioned by senior agricultural officials of the six northern states.

Syllabi will be under close scrutiny of ABU/KNU personnel and will be reviewed and revised periodically so as to retain a content relevance to the needs of rural Nigeria.

In addition to on-the-job training with KNU contractor staff to upgrade the schools' staff capabilities, there will be limited provision for graduate degree training utilizing participant training funds. The proposed schedule for graduate degree training is listed in the following table:

Proposed Schedule of Participant Training for
Non-Degree Personnel^{1/}

<u>School</u>	<u>FY 1971</u>	<u>FY 1972</u>	<u>FY 1973</u>	<u>FY 1974</u>	<u>FY 1975</u>
Kabba	1	1	1	1	1
Samaru	0	1	1	1	1
Mando Road (Kaduna)	0	1	1	1	1

^{1/} Period of training for each participant is 18 months.

Participants departing FY 71-73 will be selected primarily from senior staff of the three schools. They will either be principals or vice principals and tutors, who will return after training to their respective posts and work with a KSP contract staff member for 2-3 years prior to the scheduled phase-out of contract assistance to the non-degree schools. Staff that enter participant training after FY 73 but on or before scheduled phase-out date will have served a long period under the surveillance and guidance of contract staff prior to their departure for training. These participants, upon their return, will have experienced senior Nigerian supervisors who will have been associated with contractor staff for a number of years. Likewise, the ABU based KSP contractor staff member responsible for coordinating subprofessional training will be available to provide guidance.

While USAID realizes that it would be highly desirable for all participant trainees to return to their duty post prior to the departure of their TD/KSP co-workers, there is an extreme shortage of senior level or qualified staff to fill vacant positions. On the basis of the hard-pressed staff situation, it is essential that participants must be selected for training on a time-phased schedule.

C. Enrollment and Graduates

As previously pointed out the principal objective of this phase of our technical assistance efforts is to assist in alleviating the critical shortage of middle-level agriculturalists in the northern tier states of Nigeria. Actual and projected enrollment data listed below are forecasts geared to relieve the situation over the next five years. These projections will be made a part of the annual work plan and financial documents and adjusted accordingly.

Projected Enrollment, 1970/74

<u>Course</u>	<u>Year</u>						
	<u>1968</u>	<u>1969</u>	<u>1970</u>	<u>1971</u>	<u>1972</u>	<u>1973</u>	<u>1974</u>
Agricultural Assistant (2 years)	200	212	240	280	290	300	300
Agric. Home Agent (2 years)	15	10	25	30	35	40	40
Livestock Assistant (2 years)	53	55	65	75	80	80	80
Range Management (2 years)	12	16	20	30	35	35	35
Asst. Agric. Supt. (Tech) (2 years)	9	22	40	111*	111	111	111
Asst. Agric. Supt. (Mech) (2 years)	14	14	15	30	30	25	25
Diploma (Agric.) (2 years)	111	111	111	30	60	65	70
Diploma (Livestock Serv.) (2 years)	111	111	35**	40	45	50	60
Totals	<u>303</u>	<u>329</u>	<u>440</u>	<u>515</u>	<u>575</u>	<u>595</u>	<u>600</u>

* Plans call for the one-year AAS (T) course to be dropped in 1971 and a two-year diploma course initiated.

** There are no diploma courses in the ABU system at this time. Beginning in 1970/71 training of this type will be offered.

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