

PROJECT APPRAISAL REPORT (PAR)

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1. PROJECT NO. 525-15-995-164	2. PAR FOR PERIOD: 1/1/75 TO 2/29/76	3. COUNTRY Panama	4. PAR SERIAL NO. 76-2
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5. PROJECT TITLE
TRAINING FOR DEVELOPMENT

6. PROJECT DURATION: Began FY <u>73</u> Ends FY <u>78</u>	7. DATE LATEST PROP 11/11/74	8. DATE LATEST PIP	9. DATE PRIOR PAR 1/13/75
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10. U.S. FUNDING	a. Cumulative Obligation Thru Prior FY: \$ 564	b. Current FY Estimated Budget: \$ 325	c. Estimated Budget to completion After Current FY: \$ 643
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11. KEY ACTION AGENTS (Contractor, Participating Agency or Voluntary Agency)

a. NAME	b. CONTRACT, PASA OR VOL. AG. NO.
N/A	

I. NEW ACTIONS PROPOSED AND REQUESTED AS A RESULT OF THIS EVALUATION

A. ACTION (X)			B. LIST OF ACTIONS	C. PROPOSED ACTION COMPLETION DATE
USP/O	AID/W	HOST		
			None	

D. RE PLANNING REQUIRES	E. DATE OF MISSION REVIEW
REVISED OR NEW: <input type="checkbox"/> PROP <input type="checkbox"/> PIP <input type="checkbox"/> PRO AG <input type="checkbox"/> PIO/T <input type="checkbox"/> PIO/C <input type="checkbox"/> PIO/P	April 5, 1976

PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE Aura Othon	MISSION DIRECTOR: TYPED NAME, SIGNED INITIALS AND DATE Irving G. Tragen <i>Irving G. Tragen 4/6/76</i>
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II. PERFORMANCE OF KEY INPUTS AND ACTION AGENTS

A. INPUT OR ACTION AGENT CONTRACTOR, PARTICIPATING AGENCY OR VOLUNTARY AGENCY	B. PERFORMANCE AGAINST PLAN							C. IMPORTANCE FOR ACHIEVING PROJECT PURPOSE (X)				
	UNSATISFACTORY		SATISFACTORY			OUT-STANDING		LOW	MEDIUM		HIGH	
	1	2	3	4	5	6	7	1	2	3	4	5
1. N/A												
2.												
3.												

Comment on key factors determining rating

4. PARTICIPANT TRAINING	1	2	3	4	5	6	7	1	2	3	4	5
					X							X

Comment on key factors determining rating

See Section III

5. COMMODITIES	1	2	3	4	5	6	7	1	2	3	4	5

Comment on key factors determining rating

N/A

6. COOPERATING COUNTRY	a. PERSONNEL	1	2	3	4	5	6	7	1	2	3	4	5
	b. OTHER					X							X

Comment on key factors determining rating

GOP has moved forward in developing its National Training System which includes a growing capability for planning in-country and overseas training requirements as evidenced by a permanent Training Committee, preparation of annual training plans, further developing training units in key public sector agencies, increased budgetary support during an austerity period for training activities and establishment/operation of an in-country training center. The National Training Center is staffed and managed by women Panamanian professionals and women participants studying overseas under the project were in the fields of regional development planning, training of trainers, statistics, development economics, pharmacology and business administration.

7. OTHER DONORS	1	2	3	4	5	6	7	1	2	3	4	5
					X					X		

(See Next Page for Comments on Other Donors)

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ii. 7. Continued: Comment on key factors determining rating of Other Donors

OAS continued to provide technical assistance (2 long termers) and training for staff at the National Training Center and sponsored 2 in-country seminars.

III. KEY OUTPUT INDICATORS AND TARGETS

A. QUANTITATIVE INDICATORS FOR MAJOR OUTPUTS		TARGETS (Percentage/Rate/Amount)					
		CUMULATIVE PRIOR FY	CURRENT FY		FY 77	FY 78	END OF PROJECT
			TO DATE	TO END			
1. 60 trained long-term participants	PLANNED	13	3	20	13	10	60*
	ACTUAL PERFORMANCE	12	3				
	REPLANNED			8	12	15	80*
2. 68 trained short-term participants	PLANNED	32	2	12	15	9	68*
	ACTUAL PERFORMANCE	33	2				
	REPLANNED						
	PLANNED	* Includes post FY 78 returnees					
	ACTUAL PERFORMANCE						
	REPLANNED						
	PLANNED						
	ACTUAL PERFORMANCE						
	REPLANNED						
B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS		COMMENT:					
1.	Formulation of a GOP National Training Center Committee	1. Committee established in 1973 under Ministry of Planning and Economic Policy.					
2.	Preparation of annual training plan by GOP	2. Annual training plans were prepared for each of FY 73 - FY 76.					
3.	Establishment of a National in-country training center	3. Training Center established and functioning. CY 75 program budget was \$109,000, tentative allocation for CY 76 \$118,000. During 1975 911 supervisory or higher level persons including 379 women trained under Center auspices.					

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IL 7. Continued: Comment on key factors determining rating of Other Donors

III. KEY OUTPUT INDICATORS AND TARGETS

A. QUANTITATIVE INDICATORS FOR MAJOR OUTPUTS		TARGETS (Percentage/Rate/Amount)					END OF PROJECT
		CUMU- LATIVE PRIOR FY	CURRENT FY		FY ____	FY ____	
			TO DATE	TO END			
	PLANNED						
	ACTUAL PERFORM- ANCE						
	REPLANNED						
	PLANNED						
	ACTUAL PERFORM- ANCE						
	REPLANNED						
	PLANNED						
	ACTUAL PERFORM- ANCE						
	REPLANNED						
	PLANNED						
	ACTUAL PERFORM- ANCE						
	REPLANNED						
13. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS (Continuation)	COMMENT						
4. Completion of a comprehensive public sector training needs survey	4. With OAS assistance Training Center completed draft baseline training survey for 14 public sector agencies late CY 75. This data being compiled and expected to be available for use in CY 76.						
5. Institutionalize training functions in key public sector Ministries	5. An on-going process. System appears to be proceeding satisfactorily with qualitative improvements and an enhanced agency coverage over time. Training Center played central role in developing training plan under AID FY 76 loan for rural municipalities.						
6. GOP to prepare plan for long range training requirements including budgetary resources.	6. Plan for overall GOP technical assistance requirements (1976-1980) being prepared with OAS/IDB assistance is expected to deal with these aspects. Expected availability of draft mid CY 76.						

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IV. PROJECT PURPOSE

1. 1. Statement of purpose as currently envisaged.

2. Same as in PROP? YES NO

The project purpose is to contribute to the up-grading of professional, and training skills in Panamanian public sector agencies involved with the planning, management, and implementation of development activities, particularly those activities related to AID areas of concentration of agriculture, education and health.

a. 1. Conditions which will exist when above purpose is achieved.	2. Evidence to date of progress toward these conditions.
<p>1. Evidence of an institutional capability within the GOP to identify, articulate and respond to its longer range training requirements.</p> <p>2. Effective utilization of men and women trained under this project in key governmental positions.</p>	<p>1. Through the establishment of a National Training System GOP Ministry of Planning increasingly assuming primary direction for planning and implementing training function for all middle level manpower, coordinating training programs (loan and grant financed) between donor agencies and recipient Ministries, and developing longer range requirements. See Section II.B. of PAR cites specific examples progress toward institutionalization process.</p> <p>2. All of the 50 participants who have returned to date are employed with the GOP in their pre-departure positions or positions of greater responsibility.</p>

V. PROGRAMMING GOAL

A. Statement of Programming Goal

To assist the GOP in improving its planning, project development, and managerial capabilities thereby increasing the public sector's capacity and effectiveness to implement a broad gauged development effort and to better absorb increased flows of development assistance resources.

B. Will the achievement of the project purpose make a significant contribution to the programming goal, given the magnitude of the national problem? Cite evidence.

Yes, since training is an indispensable tool in developing the human resources needed within the public service for the GOP to carry out its ambitious development program. The project is assisting the GOP in easing the middle level paucity of trained professional manpower.