

PROJECT APPRAISAL REPORT (PAR)

PD-AAD-450-C1

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1. PROJECT NO. 489-15-280-673	2. PAR FOR PERIOD: July 1973 TO June 1974	3. COUNTRY Korea	4. PAR SERIAL NO. 1974-6
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5. PROJECT TITLE
**General Training and Advisory Services
(Formerly Advanced Management Training)**

6. PROJECT DURATION: Began FY 1971 Ends FY 1976	7. DATE LATEST PROP 10/1/70	8. DATE LATEST PIP None	9. DATE PRIOR PAR July 6, 1973
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10. U.S. FUNDING	a. Cumulative Obligation Thru Prior FY: \$ 580,000	b. Current FY Estimated Budget: \$ 236,000	c. Estimated Budget to completion After Current FY: \$ 455,000
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11. KEY ACTION AGENTS (Contractor, Participating Agency or Voluntary Agency)

a. NAME N/A	b. CONTRACT, PASA OR VOL. AG. NO.
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I. NEW ACTIONS PROPOSED AND REQUESTED AS A RESULT OF THIS EVALUATION

A. ACTION (X)			B. LIST OF ACTIONS	C. PROPOSED ACTION COMPLETION DATE
USAID	AID/W	HOST		
		X	That the selection and nomination of participants by MOST be speeded up, and that the nominations be concentrated in the private sector rather than the public sector.	

D. REPLANNING REQUIRES

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	E. DATE OF MISSION REVIEW
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PROJECT MANAGER: TYPED NAME, SIGNED INITIALS AND DATE Willy D. Baum 5/2-1/74	MISSION DIRECTOR: TYPED NAME, SIGNED INITIALS AND DATE Michael H. B. Adler 5/24/74
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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.												
2. N/A												
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

There are too many delays in the process of selecting, and nominating participants. A suggested deadline of February for forwarding PIO/Ps to AID/W passed with only very few PIO/Ps actually having been forwarded. Also, there were too many nominations from the public sector.

5. COMMODITIES	1	2	3	4	5	6	7	1	2	3	4	5
N/A												

Comment on key factors determining rating

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

There are too many delays and bottle-necks in the selecting and nominating of participants -- seemingly due to ROKG bureaucratic processes. There has been a marked lessening of the willingness to nominate participants from the private sector (especially short term) and a marked increase in the number of nominations from the public sector (especially long term). There has been virtually no progress in the implementation of an expanded self-financed training program, either in the private or public sector.

7. OTHER DONORS	1	2	3	4	5	6	7	1	2	3	4	5
N/A												

(See Next Page for Comments on Other Donors)

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II. 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 75	FY 1/	
			TO DATE	TO END			
Candidates selected, PIO/Ps prepared and forwarded to AID/W.	PLANNED	119	38	38	33		1/
	ACTUAL PERFORM- ANCE	107	19				
	REPLANNED			19			
Participants returned and on the job.	PLANNED	23	36	46	45		1/
	ACTUAL PERFORM- ANCE	22	36				
	REPLANNED						
Expert consultants brought to Korea.	PLANNED	2	9	9	5		1/
	ACTUAL PERFORM- ANCE	0	5				
	REPLANNED			0			
	PLANNED						
	ACTUAL PERFORM- ANCE						
	REPLANNED						
B. QUALITATIVE INDICATORS FOR MAJOR OUTPUTS	COMMENT:						
1.	None	Footnotes: 1/ These figures contingent upon review of the project at the end of FY 1975 and a decision at that time on if and/or how to proceed.					
2.		COMMENT:					
3.		COMMENT:					

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IV. PROJECT PURPOSE

- A. 1. Statement of purpose as currently envisaged. 2. Same as in PROP? YES NO
- To provide a cadre of trained personnel in the private and public sectors who will be the "seed" for the expansion and growth of the supply of indigenous specialists in various key areas necessary for Korea's continued economic growth. Participant training or consultant services are to be in fields not directly related to other AID or other donor projects, but may be in fields related to previously terminated AID projects (ie, residue).

B. 1. Conditions which will exist when above purpose is achieved.	2. Evidence to date of progress toward these conditions.
<p>Trained Koreans in the following representative areas: labor, manpower, and management; metal working, casting, and welding technology; government policy; data processing, machinery design and manufacturing; fisheries; legal profession; police work; shipbuilding; techno-economics; industrial standards; and remote sensing techniques.</p>	<p>To date, 157 participants have been programmed for training under this project, and five expert consultants have been brought to Korea. A total of 58 participants have completed their training, and new procedures have been adopted in their plants as a result. For example, the planning and Control Manager for Sam Yang Foods Company (one of the largest food processors in Korea) recently visited our training office to personally convey the company's appreciation for new processes (which necessitated Sam Yang buying equipment from the U. S.) that resulted from the training of one of their junior officers. Also, the Office of Fisheries has apparently solved the problem of salmon not returning to Korea to spawn as the result of expert salmon consultant services provided under this project.</p>

V. PROGRAMMING GOAL

- A. Statement of Programming Goal
- Sufficient numbers of indigenous, well-qualified scientists, engineers, technicians, and managers to fill the increasing demand for such personnel in Korea's expanding economy.
- 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.
- Since Korea's social and economic structure is highly competitive, successful changes are quickly emulated by others. In this manner, and in other more formal exchanges scheduled by employers or participant organizations, the skills acquired by the participants are rapidly disseminated.