

2930147/44
100-113,000
P.D. 004-907



WEST BANK/GAZA
HUMAN RESOURCE DEVELOPMENT PROJECT

GRANT PROPOSAL

Submitted 6/3/81

america-mideast educational & training services, inc.

Grant Request
June 1981

Project Period: October 1, 1981 - September 30, 1982

Direct Costs

Program		
Faculty Development	<u>532,800</u>	
Undergraduate	<u>81,000</u>	
Short Term	<u>78,595</u>	
Project Planning and Development	<u>20,000</u>	
Total Program	<u>712,395</u>	
Salaries		
Jerusalem	<u>77,290</u>	
Washington	<u>65,726</u>	
Total Salaries	<u>143,016</u>	
Travel	<u>16,000</u>	
Jerusalem Office	<u>38,500</u>	
Washington Office	<u>10,000</u>	
Total Direct Costs		<u>919,911</u>
Indirect Costs (Overhead)		<u>80,089</u>
TOTAL		<u>1,000,000</u>

PROJECT GRANT REQUEST OUTLINE

PROJECT TITLE:

West Bank/Gaza Human Resource Development Project

PROJECT LOCATION

West Bank/Gaza and United States.

Undergraduate scholarships for students from Gaza and the West Bank to study in local universities.

Faculty Development Program for staff members of the West Bank (and Gaza) institutions to carry out graduate study in the United States.

Participant training programs in region and United States.

PVO NAME AND LOCATION:

America Mideast Educational and Training Services, Inc.
(AMIDEAST): Headquarters Washington, D.C.

Field Offices: Amman, Beirut, Cairo, Damascus, Irbid,
Jerusalem, Rabat, Tunis

CONTACT PERSONS:

David W. Mize, Vice President and Project Director, Jerusalem
John C. Viste, Project Manager, U.S., Washington, D.C.

PROJECT GRANT REQUEST:

\$1,000,000.00

DATE OF SUBMISSION TO U.S.A.I.D.:

June 3, 1981

REFERENCES:

September 30, 1980 Progress Report
March 31, 1981 Progress Report
Project Evaluation Report 1981

PROJECT PURPOSE AND DESCRIPTION

The purpose of the West Bank/Gaza Human Resource Development Project is to provide support for a program of institutional development in post-secondary education and manpower training in the West Bank and Gaza. Program activities will involve faculty development for at least four West Bank academic institutions: Bethlehem University, Birzeit University, Al Najah University, the Arab College of Medical Sciences, and possibly the Islamic University of Gaza and Hebron Polytechnic Institute; undergraduate scholarship assistance for students at Bethlehem, Birzeit, and Al Najah Universities; short-term professional training in the U.S. and region for participants working in development related fields in the West Bank and Gaza; follow up studies on human resource requirements for the health sector; and continuing evaluation of the impact of returning participants. Consultation with existing educational and community institutions to assist them in identifying human resource development needs and priorities is an on-going project activity.

PROJECT BACKGROUND AND HISTORY

In February 1978, AMIDEAST was awarded a grant by U.S.A.I.D. (AID/NE-G-1526)

1. To provide an assessment of the educational system in the West Bank and Gaza and identify deficiencies in the system which must be redressed in order to enhance development.
2. To operate a pilot scholarship program which will:
 - a. provide a limited number of three-year scholarships to Palestinian undergraduates at three (3) West Bank universities.

- b. provide a limited number of scholarships to faculty members of the three West Bank universities and the Arab College of Nursing in order that they may better contribute to the institutional development of their respective establishments;
 - c. provide in-service training for a limited number of technical resource people working in government, voluntary agencies, and other development areas in the West Bank or Gaza.
3. To develop a proposal for possible future U.S. assistance to the educational sector of the West Bank and Gaza.

The grant was subsequently amended three times in September 1978, August 1979, and August 1980, to provide a total grant of \$3,173,178.

To implement these programs, in December 1978 AMIDEAST opened an office in Jerusalem, responsible for liaison with the West Bank institutions being assisted, the American Embassy in Tel Aviv, the American Consulate in Jerusalem, the Government of Israel, and the Military Government. All project development work is carried out under the direction of the Jerusalem Office. In Washington AMIDEAST maintains a counseling and supervisory staff to review and monitor the progress of the faculty development candidates, design and administer the programs of the short-term participant trainees, provide overall project reporting, and maintain liaison with A.I.D./Washington and AMIDEAST/Jerusalem.

The assessment of education in the West Bank and Gaza, which AMIDEAST completed in July 1979 and continues to endeavor to update, identified the private educational sector as the most appropriate area within which AMIDEAST could work effectively. Strengthening the private universities

and community development institutions to enable them to improve and expand their curricula and programs has been a specific aim of the pilot scholarship program.

PROJECT GRANT REQUEST

The value of the assistance provided to the West Bank/Gaza institutions has been clearly demonstrated by the success of the pilot programs. Based upon the experience gained from the implementation of AID/NE-G-1526, AMIDEAST requests a new grant to provide continued support for a program of institution building, concentrating on faculty development, undergraduate scholarships, and short-term participant training. Funds are also requested to provide for project planning and development, research on the health sector, and carrying out evaluation and follow-up studies on project participants and activities.

FACULTY DEVELOPMENT

The purpose of this program is to train and upgrade faculty in fields identified as crucial to the orderly growth of the universities and having impact on community development. During the pilot project period, the faculty development program has become a truly joint project between AMIDEAST and the West Bank universities.

In the past three years 17 sponsored students have graduated from U.S. universities and returned to teach on the West Bank. The success of the pilot program and the consequent improved standards of the universities have not only enabled the universities to attract ever more qualified and capable candidates, but will also allow AMIDEAST to revise the allocation of funds for the faculty development project.

As a direct result of the pilot program the universities now have the necessary trained faculty to set up intensive English language training programs on the West Bank. Therefore AMIDEAST will include U.S. language training in the faculty development program only in exceptional cases, thus increasing the amount of grant funds available for regular academic study. Secondly, as a result of their improved academic standing under the pilot project the universities have gained increased support from the Arab world. They are thus in a better financial position to support the faculty development candidates than they were in 1978. Consequently AMIDEAST will no longer request A.I.D. funds for additional allowances for married students' families. The home universities will be expected to furnish this supplemental aid to the faculty development candidates. In this way, additional graduate students can be funded by the A.I.D. grant.

Administration will continue as established under the pilot program. It will be the responsibility of the three Arab universities and the Arab College of Medical Sciences to select candidates in appropriate developmental fields from their existing faculty. AMIDEAST will be responsible for securing their academic placement in appropriate institutions and will request scholarship assistance from the universities where candidate applications are being submitted.

All allowances will be provided in accordance with the procedures and regulations stipulated in A.I.D. Handbook 10. AMIDEAST will closely monitor the academic and personal progress of each grantee placed in an American university and will visit each participant at least annually. Progress reports will be submitted as required by U.S.A.I.D.

The number of scholarships allotted to each university will depend upon AMIDEAST's success in placing their nominees, the candidates' level of English proficiency, and the amount of additional scholarship support obtained from American universities. Due to the outstanding academic records of this year's candidates, admissions have already been received from Harvard, Chicago, Berkeley, Lehigh, Johns Hopkins, and Cornell for some of the candidates.

Subject to the availability of funds, it is anticipated that once placed in an appropriate university all candidates will be funded until the completion of their degrees, provided they maintain an acceptable level of academic progress. AMIDEAST is requesting funding for one year only under this grant. The additional funds required will be requested each year in grant amendments or new grant requests. AMIDEAST believes that annual review and renewal of program and administrative funds will facilitate the monitoring and implementation of the project.

AMIDEAST requests \$532,800 to fund approximately 10 candidates for the master's degree and 14 students for the doctoral degree in 1981-82. These figures are based on the A.I.D. recommended cost estimate of \$1850 per month. It is anticipated that Ph.D. students will be in the U.S. for 36 months and M.A. students for 18 months.

UNDERGRADUATE SCHOLARSHIPS

The purpose of this program is to provide undergraduate scholarship assistance to outstanding Palestinian students in development fields who have demonstrated financial need.

Even as the need for undergraduate scholarship assistance to Palestinian students continues, the first fruits of the pilot program are already evident. The majority of the past scholarship recipients are remaining on the West Bank after graduation. A number of them have been nominated for participation in the faculty development program. Moreover, the availability of scholarships at the West Bank universities has allowed the institutions to attract higher calibre students who would otherwise have to accept scholarships abroad in order to continue their studies. This improved standing for the student body, combined with the enhanced credentials of the faculty, has enabled these universities to gain more outside support from the Arab world. This new support, in turn, has facilitated institutional expansion, directly adding to the growth of the West Bank economy. For example, if one conservatively estimates the expenditure per student at \$1,000 per year, the fact that over 5,000 students are now studying on the West Bank instead of going abroad for their studies produces a savings in outflow of funds from the West Bank economy of over \$5,000,000. When coupled with the increasing difficulty Palestinians face in securing places in the universities of neighboring Arab countries, these benefits demonstrate the importance of continuing the undergraduate scholarship grants.

Program administration will continue as established under the pilot program. AMIDEAST, in conjunction with administration authorities of the West Bank universities, will select Palestinian undergraduate students who will receive assistance under the program. Assistance will be available equally to men and women and to students from the West Bank and Gaza. To be eligible for assistance a student must:

1. be Palestinian;

2. demonstrate financial need;
3. have completed one year of academic studies with honors;
4. be studying in an appropriate development field.

Students will generally be chosen to receive the scholarships after their freshman year and will be funded through to the completion of their degrees unless they fail to meet the academic requirements of the scholarship program or their financial situation changes.

Scholarships will be funded on actual institutional cost basis, not simply on the basis of fees charged. Institutional cost is figured by dividing operating cost by the number of students in the institution. Development costs are not included in operating costs. Institutions may provide partial scholarships in order to increase the number of recipients. Decisions will be made on the basis of need and the judgement of the university.

Before the academic year begins each university will be advised how much undergraduate scholarship assistance it will receive through AMIDEAST. In this way each institution can determine the extent of its scholarship program. Once the universities have provided AMIDEAST with the documentation required on costs and enrollments, AMIDEAST will award subgrants. The individual West Bank universities will bear primary responsibility for administration of the funds. The subgrant agreements will be submitted for approval to the Grant Officer of U.S.A.I.D. in Washington. Upon receipt of such approval, AMIDEAST will disburse funds to the institutions. AMIDEAST will maintain a file on each student assisted and will annually provide a report on the undergraduate scholarship program, including charts of academic progress and details of funds disbursed.

Subject to the availability of funds it is expected that students chosen in their second year will be funded through the completion of their degrees unless they fail to meet program requirements. AMIDEAST is requesting funds for one year only under this grant. The additional funds required will be requested each year in grant amendments or new grant requests. AMIDEAST believes that annual review and renewal of program and administrative funds will facilitate the implementation and monitoring of the program.

AMIDEAST requests \$81,000 for undergraduate scholarships to be awarded in subgrant agreements to Bethlehem, Birzeit, and Al Najah Universities during 1981-82.

PARTICIPANT TRAINING

The purpose of this program is to strengthen local development programs through upgrading the personnel of community agencies who are working in fields relevant to the development needs of the area.

Under the pilot program approximately 50 short term participants will have been programmed by AMIDEAST through the end of the summer 1981. Unlike the other development programs which require years to show significant results, these participants have had an immediate effect upon the development of the West Bank and Gaza. Local interest in the program continues to increase with partial financial support for the participants being provided by some of the local sponsoring organizations.

The administration of the program will remain as presently established under the pilot program. AMIDEAST receives the names of the potential trainees from a local sponsoring organization. Then, in consultation with private voluntary organizations, universities, and embassy staff, the final selection is made. A formal letter of support is required from the sponsoring organization as well as a statement of any financial commitment,

purpose of visit, the participant's curriculum vitae, and any specific training suggestions. AMIDEAST Washington administers the program if the program is to be in the U.S. If the program is to take place in the area, one of AMIDEAST's regional offices may provide support if needed. Financial arrangements for the participants generally follow A.I.D. Handbook 10. At the conclusion of each program, evaluations are prepared by the participants themselves and the AMIDEAST staff.

AMIDEAST requests \$78,595 to provide approximately 20 short-term participant training programs for 1981-82.

PROJECT PLANNING AND DEVELOPMENT

The purpose of this program is to enable AMIDEAST to conduct educational research and feasibility study tasks; to facilitate the development of institutional relationships between U.S. universities and the West Bank educational institutions assisted by this grant, such as the Indiana University-Arab College of Medical Sciences linkage; to provide consultants for curriculum development; to assist with faculty recruitment; and to carry out follow up studies on participant returnees and other project activities. In particular AMIDEAST hopes to conduct a health sector assessment in order to specifically identify the human resource requirements for health care in the West Bank and Gaza and to provide more accurate guidelines for the development of the Arab College of Medical Sciences. AMIDEAST will also be working on long range quantification of the human resource requirements of each of the universities' faculties so that future proposals will be more specifically targeted.

AMIDEAST requests \$20,000 for project planning and development activities during 1981-82.

ADMINISTRATION

To implement these programs AMIDEAST will maintain an office in Jerusalem which will carry out project development activities and handle liaison with the various institutions in the region. In Washington the counseling and supervisory staff will provide overall management and administration of the project including faculty development candidates continuing their studies under Grant No: NE-G-1526. Support for these activities is requested as follows:

Direct Costs

Personnel

<u>Jerusalem Office</u>	<u>Salary</u>	<u>Benefits</u>	<u>Total</u>
Director	36,300	6,534	42,834
Office Manager	13,200	2,376	15,576
Executive Secretary	8,000	1,440	9,440
Assistant to Director	8,000	1,440	9,440
 <u>Washington Office</u>			
Coordinator	20,000	3,600	23,600
Senior Educational Specialist	12,750	2,295	15,045
Educational Specialist	11,250	2,025	13,275
Assistant	11,700	2,106	13,806
<u>TOTAL</u>			143,016

Travel

16,000

Jerusalem Office- Communications, supplies, local transportation, xerox, shipping, equipment, publications, occupancy, maintenance and repairs, housing, etc. 38,500

Washington Office- Postage, xerox, telecommunications, and local transportation. 10,000

TOTAL DIRECT COST 207,516

Overhead calculated at the rate of 56% of salaries and fringe benefits 80,089