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FROM - CARACAS

SUBJECT - NONCAPITAL PROJECT PAPER (PROP)
Human Resources Development

REFERENCE -

NONCAPITAL PROJECT PAPER (PROP)

Country: Venezuela Project: 529-013 15-650

SUBMISSION DATE: December 24, 1970 ORIGINAL _____ REVISION No. 1

PROJECT TITLE: National Manpower Planning and Human Resources Development

U.S. OBLIGATION SPAN: FY 1971 through 1972

PHYSICAL IMPLEMENTATION SPAN: FY 1971 through 1972

GROSS LIFE-OF-PROJECT FINANCIAL REQUIREMENTS

U.S. DOLLARS: $400,000 (FY 1971)

U.S. OWNED LOCAL CURRENCY NONE

COOPERATING COUNTRY CASH CONTRIBUTION: _____

OTHER DONOR Private Sector

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DRAFTED BY	OFFICE	PHONE NO.	DATE	APPROVED BY
EYStewart: ES	Human Resources Development Div.	80	12-24-70	H. André Weissmann - AID Affairs Officer

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NATIONAL MANPOWER TRAINING AND HUMAN RESOURCES
DEVELOPMENT PLANNING

I - Introduction - General

The purpose of this PROP is to update and outline project plans; to briefly describe the environmental situation, strategy, goals and targets/related budget and personnel requirements; and to present a general plan for project implementation. This activity is a continuation of the USAID/V Manpower Training and Human Resources Development-Assistance Program initiated in 1963.

This project is designed to assist Venezuela in creating and strengthening democratic educational institutions, in developing highly-skilled and professional manpower, in expanding educational opportunities (for youth and adults) — through joint planning, special training programs, and more efficient coordination of human resources development efforts. These cooperative activities will be carried out in support of CORDIPLAN (of the "Presidencia"), PLANEAMIENTO (of the Ministry of Education), selected institutions of higher education, INCE (the national training institute) and private sector organizations.

U.S. advisory and training assistance will expand vocational education programs and broaden employment opportunities: through on-the-job and in-country training; through up-grading and intensifying science and high-level technical training; through job orientation/placement services; and by focusing attention on some major educational deficiencies which cause the excessive student dropout rate. USAID will also provide support to the Ministry of Education (MDE) in planning, implementing, and accelerating the national educational reform program through direct assistance in pre-service and in-service teacher education; in curriculum modernization; in expanding and diversifying the bases and practical value of the educational system; in strengthening the recently-upgraded technical division (DARINCO) programs (which now include vocational guidance and counseling, business education, nutrition/child health education, agricultural education, industrial and practical arts education); and in broadening the scope and effectiveness of audiovisual services for teachers, public schools, and ETV programs.

II - Brief Description of Sub-Projects, Including Tabulation of Planned Inputs.

PLANEAMIENTO (MDE Planning Division; formerly EDUPLAN)

The focal point of USAID-MDE contact and activity coordination continues to be the office of Integrated Educational Planning (PLANEAMIENTO). This Office has recently emerged as a strong-central entity, with broad administrative

and coordinating authority, including budgetary influence and control. All cooperative programs with the MOE are channeled through PLANEAMIENTO to assure coherence and compatibility within Venezuela's total educational reform program. Direct assistance to PLANEAMIENTO includes advisory and training services for more efficient planning; improvement of administrative/budgetary processes; curriculum modernization; human resources research and development; textbook adaptation/development and criteria for evaluation; and system and methods for evaluating educational institutions and the quality of teaching.

Based on MOE requests, USAID advisory assistance includes one full-time General Education Advisor, one Science Advisor and several short-term consultants in the above areas. Additionally, there are now some 32 jointly-financed (approximately 50/50 basis) participants attending U.S. universities pursuing 12 to 18 months graduate-level programs, especially tailored to strengthen administration and the quality of education in areas listed above. USAID direct support costs to PLANEAMIENTO sub-project during FY 1971 estimated at $ 80,000 ; to be continued through FY 1972 at about the same level — contingent upon progress and continuation of the existing 50/50 joint-funding arrangement for U.S. assistance by the Mission and MOE.

Activity Targets: Specific targets include: (a) up-grading the academic level and planning capability of some 150 high-level administrators, supervisors and planners, (b) accelerating productivity and upgrading quality of work being performed by 60 Venezuelan educators assigned to the various curriculum reform commissions; (c) assisting some 25 key-position educators with the implementation of the comprehensive-type high school and institutional evaluation programs recently esthblished by presidential decree; (d) assist 40 recently-appointed administrators in improving budgetary planning, evaluation and control, and (e) strengthening the program planning coordinating process; (f) completion of graduate studies (in the U.S.) by 16 participants specializing in administration, supervision, math and sciences.

CORDIPLAN: (Human Resources Research and Development Planning)

Through the contract services of Ohio State University, USAID will continue to provide limited high-level advisory and training services to CORDIPLAN's Division for Human Resources Research and Development Planning. The Director of CORDIPLAN has requested the continuing assistance of one resident contract advisor and several short-term consultants. A jointly-financed PIO/P has been signed with CORDIPLAN which provides for a special one-year training program at Ohio State University for eight local staff employees in the areas of

education/manpower/labor market planning and projections, demographic studies, statistical data collection and interpretation --- formal training to begin in September '71.

As to overall funds committed to this project, USAID's contribution will be less than 50% of the total cost. Based on informal discussions and requests for continuing (limited) assistance, USAID anticipates termination of this activity in FY 1972. USAID FY 1971 support costs $ 88,000.00; FY 1972 estimated at $ 50,000 ; contingent upon success of the project and strong GOV support/private sector participation.

Activity Targets: Activity targets include (a) improvement of the HRD planning capability of CORDIPLAN's staff (10 employees) within the framework and goals of national economic and social development goals; (b) increasing effectiveness and scope of participation by other HRD and economic-planning organizations (some 35 or 40 people) within CORDIPLAN's master-plan; (c) training of selected Venezuelans who will increasingly assume leadership roles in CORDIPLAN, (d) careful evaluation of existing studies and statistical material in the HRD area with regard to their relevance, present application and value; (e) formulation and application of an appropriate methodology for Human Resources Research and Development Planning by CORDIPLAN and other interested agencies (some 16 or 18 people involved); and (f) performance of analytical work by Ohio State University Research Foundation, in collaboration with CORDIPLAN and other GOV agencies and private groups in areas of high priority, such as analysis of the technology of the Venezuelan economy and links between global planning and human resource planning.

University of Carabobo; (Regional Center (association) for Economic Studies and Industrial Development Planning).

During the past 18 months, the University of Carabobo, with the cooperation and support of local business organizations, established a non-profit association, with offices ("The Industrial Development Center") in Valencia, to promote economic studies and stimulate industrial development. Oriented toward public service, the Center's staff consists of a full-time economist, an industrial engineer, U.S. consultants and an expanding collection of resource materials and film services. An institutional-contract agreement, including personnel exchange and cooperative working arrangements, has been signed with the Georgia Institute of Technology, Atlanta. This agreement includes limited advisory assistance for socio-economic development studies and manpower/labor market surveys to be conducted in the States of Aragua, Carabobo, and Lara. (o)

(o) For more effective administration and coordination of socio-economic development to meet the needs of local areas, the GOV has recently initiated a plan to decentralize planning and administration into eight geographic regional offices. The Center is directly associated with and supported by CORDIPLAN.

This is one of Venezuela's most highly-industrialized and rapidly-developing areas, including many U.S. companies.

USAID will continue limited financial support to the Center, including approximately 50% of the University of Carabobo contract-costs with Georgia Tech — which provides for limited advisory assistance, training in the U.S. for 2 of the Development Center's staff, plus reference-library materials/bibliographical services. University of Carabobo officials have assured USAID of the active participation and financial support (80% of total costs) of this project by the GOV and private sector; including CORDIPLAN, the Institute for Productivity (INPRO), the Municipality of Valencia, the local Chamber of Commerce, and several private industry groups. This activity has special significance because of the importance, but rarely manifested, active participation of Latin American Universities and local citizen initiative/support of area development efforts. USAID investment estimated at $30,000.00; during FY 1971; provided project continues to be succesful and the participating groups give strong support/inputs for U.S. assistance. Activity to be phased out in FY 1972.

Activity Targets:

Specific targets include (a) a system for collecting and disseminating useful information related to regional economic/industrial development; (b) assistance in up-grading/improving the University's library system, including the development of the Center's Economic Planning/Development Library; (c) assistance in the planning and implementation of Regional Economic Planning and Development Seminar, as a means of reinforcing the inter-institutional relationships, improving communications, and integrating all sectors for better in-depth studies; (d) providing assistance in the development of an economic profile prototypes, based on an audit of resources; and (e) assistance in conducting feasibility studies, identification of regional commercial and economic resources, market projections, potential financing, and the encouragement of home-grown enterprise; and (f) some 150 Venezuelans will be given some form of special training or advisory assistance during this project in 1971.

Support of Special Opportunity and Miscellaneous Projects of the Labor Ministry, CTV, UNCE and AVAD (recently-established private, non-profit national Association for Training and Development)

Although USAID has phased out formal project agreements with the above-named organizations, Mission continues to receive requests from high-level officials for special training in the U.S., or token assistance to local

projects in which participation and support offers rare opportunities to promote U.S. interests/representation; examples are Inter-American Seminar/Workshops sponsored by INCE for the private sector and other countries, in which Mission participation is limited to communications, backstopping, RTAC publications, occasional consultant services, training of labor leaders at Front Royal and observations visit to other U.S. institutions, and special requests for high-level training — sucha as ETV, programmed instruction — in the U.S.. In all such cases, Mission carefully evaluates proposals and local contribution in support of activity. (US$25,000 used for such activities in FY 1970 (mostly labor leaders observational visits to US.); hopefully with some funding in FY 1971).

Library Education and Development: (Establishment of University-cooperative Book Stores, and Adaptation/Development of Textbook and Films).

This activity is an integral part of USAID's support of qualitative improvement of Venezuela's educational-reform program. Mission will continue to provide the services of a highly-qualified U.S. Library Development Advisor (of American Library Association) who is responsible for technical assistance/training of selected university-library personnel and Book/Film program. Project will continue advisory services to the Pedagogical Institutes, possibly to the recently established experimental "Universidad "Simón Bolívar", and the "Universidad de Oriente". Subject institutions will pay 50% of U.S. contract-service costs, plus all local support costs.

RTAC/USAID and the MOE have recently signed an agreement to upgrade Ministry's Audio-Visual Services. This project provides for the acquisition of $60,000 worth of films filmstrips, slides, transparencies, (on a 30-30 shared costs basis); to be incorporated into the MOE's Audiovisual Service Center which already operates a limited film-lending service to public schools and now has the capability of producing filmstrips and ETV programming. Currently, the Center produces and broadcasts approximately fifteen (15) hours of ETV per week. These new film acquisitions will permit expanded programming (including commercial channel time) to reach 85% of the populated areas of Venezuela. Mission has provided US$15,000 from FY 1970 budget and MOE will contribute like amount during 1970; Mission anticipates the second quota of US$15,000 from FY 1971 budget, and MOE has agreed to the same amount in FY 1971.

Success of most other HRD projects — such as educational planning, curriculum modernization, technical education, administrative reform and in-service training of teachers — are dependent to a considerable degree upon availability of modern textbooks and improved audiovisual instructional materials to complement other U.S. services provided.

With limited but effective USAID support, the GOV has become increasingly successful in implementing the Free-Textbook Decree No. 567 of 1967. Motivated by expanding needs coupled with successful prior performance of short-term textbook specialists in workshops and seminars, the MOE has recently requested Mission support for a second Inter-American Course on textbooks, to be conducted at the Educational Materials Center at "El Mácaro".

USAID/V contribution to the entire Library Education/Textbook Rental/Film Development Project in FY 1971 is estimated at $50,000: $25,000 in FY 1972.

Activity Targets: Targets include (a) Textbook Design and Illustration Seminar/Workshop, to continue second phase of program already initiated for 32 participants; (b) the second phase of a month-long seminar on criteria for selection/evaluation of textbooks for 35 Venezuelan authors, illustrators, and curriculum planners; and (c) special courses for 12 subject-matter specialist; planners for the development of textbooks, teachers' curriculum guides and courses of study.

Higher Education Reform: (Science, Technical Education and Administration). Recent national legislation calling for expansion of the comprehensive-type high school programs in Venezuela has created great demand for qualified administrators, supervisors and teachers at the secondary level, especially in science and vocational education. USAID assistance in these priority areas will be focused on (a) continuing support of the Experimental Pedagogical Institutes of Caracas and Barquisimeto (IPE/C and IPE/B) — including limited assistance for the establishment of a graduate-level Institute for In-service Teachers and administrators, utilizing facilities of IPE/C for evening classes; (b) support of the "Universidad de Oriente" recently-established vocational/technical (teacher) education program — to include 2 full-time advisors and short-term consultant services in the areas of agricultural education, vocational guidance and counseling and industrial education; and (c) continued support (one full-time advisor) to the MOE's Division of Vocational/Technical Education (DARINCO). Total USAID investment for the above services (on 50-50 basis for U.S. services) in FY 1971 estimated at $35,000: for FY 1972 phase-out activities $50,000.

Activity Targets: Specific targets include (a) in-service education for approximately 500 teachers and supervisors of science and math; (b) special training for some 300 in-service vocational/technical education teachers and supervisors; (c) graduate-level training in the U.S. for some 15 young engineers who will return after fifteen months to occupy key positions in the technical institute or the comprehensive-type high schools; (d) to upgrade and expand the recently-established teacher

education programs which now enroll some 2900 students specializing in sciences, math and various areas of technical education, and (d) providing modern textbooks and films for the various institutions mentioned above.

SUMMARY OF TOTAL USAID-GOV INPUTS BY PROJECT ACTIVITY
FY 1971

	USAID-HRD/D	GOV and Private Sector
PLANEAMIENTO	US$80,000	More than 75% of total project costs.
CORDIPLAN	88,000	More than 65% " " "
UNIVERSITY OF CARABOBO	30,000	Approx. 80% " " "
SPECIAL OPPORTUNITIES	25,000	Approx. 40% " " "
LIBRARY EDUCATION AND DEVELOPMENT	50,000	More than 75% " " "
HIGHER EDUCATION REFORM	85,000	Approx. 75% " " "
(Salary/allowances for AID direct technician)	42,000	
TOTAL	US$400,000	US$300,000 (°)

(°) Estimated

III - Setting and Environment

The democratically-oriented political, social and economic environment which this nation has experienced since 1958 has presented special challenges and opportunities for U.S. technical assistance programs in terms of establishing and developing free institutions, enhancing mutual respect and understanding between countries and increasing the effectiveness of self-help and cooperation. The recently-elected national government portends an even broader application and acceptance of USAID cooperative-assistance programs which, in turn, should further mutual interests by supporting and strengthening a stable democratic government in Venezuela, peaceful and friendly to the U.S.

The Mission-HRD cooperative program, since 1963, has been a limited but continuously-effective effort. Although USAID/HRD budgets have been substantially reduced, projects have expanded because of marked increase in Venezuela interest and contributions, (Approx. 50% of costs for U.S. service). During the last 5 years, this Mission has helped (a) provide Venezuela with increasingly-skilled manpower (approximately 1,300 participants have been trained in U.S. and third countries); (b) extend educational opportunity to more people (MOE budget/public school enrollment since has more than doubled); (c) conduct manpower surveys, upgrade skills-training and administrative-organizational capability, and extend scope/effectiveness of placement services (INCE now training 130,000 workers annually); (d) provide in-country education for more than 6,000 teachers; (e) reorganize, upgrade and expand the Ministry of Labor's National Employment Service — now 18 field offices; and (f) establish and expand the service of the National human resources research and development planning office of CORDIPLAN.

The GOV-Administration has listed educational priorities as follows: (a) academic and administrative reform, including higher education, (b) decentralization of administration, coincident with regional development plans; (c) extension and diversification of educational opportunity, including training for out-of-school youth; (d) more efficient planning and organization to better serve the economic and social development needs of the nations; and (e) teacher-education and curriculum modernization.

GOV interest in and contribution to Mission/HRD educational and training resource have steadily increased. The latest program planning and financing negotiations have resulted in a marked input by GOV in personnel, cash contribution and materials. When indirect project support is summed up, the Venezuelan contribution rises to more than 75% of overall cooperative project costs. Mission believes that this is concrete proof of effectiveness and viability of cooperative programs, and unless general economic conditions deteriorate, the GOV, is expected to continue the substantial cash outlay/participation in cooperative projects.

IV Strategy

All cooperative projects proposed by GOV and private sector, including participant training, have been carefully reviewed and screened in light of Mission policy, goals and objectives. On a continuing basis, USAID has stimulated interest and actively elicited project proposals, consistent with Mission guidelines and financial limitation, which tend to stimulate the economy, support the development of strong, democractic institutions, and provide broader educational and employment opportunities. In general, Mission delays approval/support to new projects until the Venezuelans indicate the activity to be of high priority and clearly state they need, and are prepared to share the cost of U.S. services

The usual course of action, following "hard-nosed" negotiations between USAID/V and the various public and private institutions requesting cooperation and meeting stated criteria, has been for the Mission to respond as rapidly as possible with limited/continuing technical assistance — contingent upon strong Venezuelan leadership, and substantial contributions for U.S. services.

Although USAID austere budget and personnel limitations present a special challenge for planning and supporting a clearcut and cohesive human resources development program, the selected project activities are closely related and mutually-supporting; U.S. advisory/training services and selected materials are included with all projects.

V - Course of Action, Method of Approach

In order to justify and continue the mutually-planned cooperative programs, Mission has encouraged Venezuela to continue and accelerate the strong self-help action/support of cooperative projects. The GOV now has an implicit policy of contributing cash support to a variety of USAID/HRD projects with CORDIPLAN, MOE, PLANEAMIENTO, the Pedagogical Institutes and other institutions.

Given the present substantial Venezuelan self-help efforts and direct cash contributions for U.S. services, if the limited but effective USAID assistance to Venezuela is to be promptly "phased-out" - - - as has been advocated by some other sources — what are the implications of strong national self-help, as applied to the extensive U.S. assistance to other Latin American countries? In terms of progress and development potential, Venezuela is "out in front"; surely it is in the U.S.A.'s interest to continue limited betson an almost sure winner in the race for social-economic development in Latin America. Consideration should also be given to the fact that U.S. private investment in Venezuela is almost double that of any two other L.A. countries.

The substantially-increased Venezuelan contributions and commitments to cooperative national development projects which this Mission is supporting, should do much to insure continued success/follow-up on the priority projects to which we are now committed. Mission firmly believes that Venezuelan performance has been remarkable in this sector. Recent CIAP review and recommendations on Venezuelan development give high priority to Human Resources Development factors.

VI - Project-Activity Targets

In all Mission-supported projects listed above, the specific objectives and activity targets have been clearly indicated and/or generally described. Prompt provisional AID/W approval of projects is requested to permit rapid assignment of HRD contract staff and to expedite initiation of new projects.

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VII - Tabulation of Planned Inputs

NONCAPITAL PROJECT FUNDING (OBLIGATIONS IN $000)

PROP DATE: 12/24-70
Original
Rev. N°
Project N° 529-013

Table 1

COUNTRY: Venezuela Project Title: Human Resources Development

Fiscal Years	Ap	L/G	Total	Cont 1/	Personnel Serv. AID	Personnel Serv. PASA	Personnel Serv. CONT	Participants U.S.	Participants CONT	Commodities Dir. US Ag.	Commodities CONT	Other Costs Dir.& US Ag.	Other Costs CONT
Prior through Act. FY 70	AG	G	3,890	1,797	603	74	1,674	1,189	-	49	81	178	42
Oper. FY 71	AG	G	400	204	38	-	204	126	-	-	-	32	-
Budg. FY 72	AG	G	350	187	38	-	187	93	-	-	-	32	-
B + 1 FY 73	AG	G	330	150	40	-	150	120	-	-	-	20	-
B + 2 FY 74	AG	G	270	100	40	-	100	120	-	-	-	10	-
B + 3 FY____													
All Subs.													
Total Life			5,240	2,438	759	74	2,315	1,648	-	49	81	272	42

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Table 1

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Project Nº 529-013

Fiscal Years	AID-Controlled Local Currency U.S.- owned	AID-Controlled Local Currency Country-owned	Other Cash Contribution Cooperating Country	Other Donor Funds ($ Equiv.)	Food for Freedom Commodities Metric Tons (000)	Food for Freedom Commodities CCC Value & Freight ($000)	Food for Freedom Commodities World Market Price ($000)
Cummulative Since FY 62 Prior through Act. FY 70			Approximate $4,130,000	Private Sector Estimated Contributions $60,000			
Oper. FY 71			930,000	$65,000			
Budg. FY 72			930,000	65,000			
B + 1 FY 73			930,000	65,000			
B + 2 FY 74			930,000	65,000			
B + 3 FY___							
All Subs.							
Total Life			$7,850,000	$320,000			

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