

PD-ABN-356

91762

FINAL DRAFT

**LATIN AMERICA AND CARIBBEAN TRAINING INITIATIVE  
FINAL EVALUATION REPORT**

By

Luis Miguel Vasquez  
Associate

Submitted to:

Mr. Joseph Carney  
LAC/DR/EST  
Agency for International Development  
Washington, D.C. 20523

Submitted by:

Miranda Associates, Inc.  
818 18th Street, N.W.  
Washington, D.C. 20006

This report was prepared under contract No. LAC-0622-C-00-2033-00

December 1987

**MIRANDA  
ASSOCIATES  
INC.**

---

---

**LATIN AMERICA AND CARIBBEAN TRAINING INITIATIVE  
FINAL EVALUATION REPORT**

**TABLE OF CONTENTS**

|  | <u>Page</u> |
|--|-------------|
| Table of Contents.....   | 1           |
| List of Tables.....  | 11          |
| Executive Summary.....   | 1           |
| <br>Chapter One: Introduction.....   | <br>3       |
| A. Background.....   | 3           |
| B. Goal of the Project.....  | 3           |
| C. Purpose of the Project.....   | 3           |
| D. Implementation of the LAC Training Initiative.....  | 4           |
| E. Scope of the Evaluation.....  | 5           |
| 1. Preparation of Annual Summary Reports.....  | 5           |
| 2. Study on the Utilization of Training by<br>Returned LAC/TI Participants.....                                    | 5           |
| 3. Final Evaluation Report.....  | 5           |
| <br>Chapter Two: LAC Training Initiative Project Summary.....  | <br>7       |
| A. Inputs.....   | 7           |
| B. Outputs.....  | 8           |
| 1. Participants by Field of Training.....  | 8           |
| 2. Participants by Sector of Employment.....   | 10          |
| 3. Age and Sex Distributuion of Participants.....  | 11          |
| 4. Type of Training Institution.....   | 13          |
| 5. Duration of Training.....   | 13          |
| C. Attainment of Project Goals.....  | 14          |
| D. Data Collection Constraints.....  | 14          |
| <br>Chapter Three: Impact of the LAC Training Initiative.....  | <br>15      |
| A. Background.....   | 15          |
| B. Impact of the LAC Training Initiative on Development.....   | 16          |
| C. Economic Impact of the LAC Training Initiative.....   | 18          |
| D. Socio-Political Impact of the LAC Training Initiative.....  | 19          |
| E. Public Awareness and Reputation of U.S. Training.....   | 20          |
| <br>Chapter Four: Lessons Learned from the LAC/TI Project and<br>Recommendations for Future Training Programs..... | <br>21      |
| A. Program Policy and Administration:<br>Lessons and Recommendations.....  | 21          |
| B. Evaluation and Testing: Lessons and Recommendations.....  | 24          |
| <br>Appendices.....  | <br>26      |

---

---

**LATIN AMERICA AND CARIBBEAN TRAINING INITIATIVE  
FINAL EVALUATION REPORT**

**LIST OF TABLES**

| <u>Tables</u> | <u>Description</u>   | <u>Page</u> |
|---------------|--|-------------|
| I             | LAC Training Initiative Participants<br>by Contractor, by Country.....           | 7           |
| II            | LAC Training Initiative Participants<br>by Field of Training, by Country.....    | 9           |
| III           | LAC Training Initiative Participants<br>by Sector of Employment, by Country..... | 10          |
| IV            | LAC Training Initiative Participants<br>Age Distribution, by Country.....        | 11          |
| V             | LAC Training Initiative Participants<br>Age Distribution, by Contractor.....     | 11          |
| VI            | LAC Training Initiative Participants<br>Distribution by Sex, by Country.....     | 12          |
| VII           | LAC Training Initiative Participants<br>Distribution by Sex, by Contractor.....  | 12          |
| VIII          | LAC Training Initiative Participants<br>by Training Institution, by Country..... | 13          |
| IX            | LAC Training Initiative Participants<br>by Length of Training, by Country.....   | 13          |
| Appendix A    | LAC/TI Participant Data, Grand Total.....  | 27          |
| Appendix B    | LAC/TI Participant Data, Totals by Country.....                                  | 29          |
| Appendix C    | LAC/TI Participant Data, Totals by Contractor.....                               | 50          |

## EXECUTIVE SUMMARY

---

Between 1982 and 1987, MIRANDA ASSOCIATES, INC. (MAI) conducted a general evaluation of the Latin American and Caribbean Training Initiative (LAC/TI) program. This final report concludes MAI's evaluation activities and services as contracted for by the United States Agency for International Development A.I.D.

The evaluation of the LAC Training Initiative program was intended to help determine whether the goals and purpose of the program had been met. Its primary focus consisted of analyzing the activities accomplished under each component of the project. It provided a detailed examination of project inputs and outputs. In addition to examining the attainment of project goals and identification of program constraints, MAI conducted a study of the utilization of training by returned participants at each of the participating countries.

One thousand twenty-two LAC/TI participants received training in all fields in the United States. By the end of FY87 most of the participants had completed their training programs and returned home. In terms of the number of participants placed, the LAC/TI program exceeded the target established in the project statement of work by 352 individuals.

More than 14% of the participants were employed in the private sector before training, and 44.6% came from the public sector. At least 55% of the LAC/TI participants for whom age data were available were no more than 34 years old. Twenty-two percent of the participants programmed were women. While 62.9% of the participants received training in a university setting, 161 persons were trained in the U.S. private sector, representing a 222% increase over the target number. At the same time, the training received by at least 66% of the participants lasted less than 6 months.

The LAC/TI program served the purpose of promoting development because it targeted those sectors of the Caribbean Basin countries which are critical to employment generation and satisfy manpower requirements. Former trainees have experienced considerable upward mobility in their personal and professional endeavors. Many returned participants have been involved in providing training to others, and a good number of them are employed in the private sector.

The economic impact of the LAC/TI project has been considerable. Private sector training has promoted business contacts between the United States and the countries of the region. At the same time private sector participants appear to be more heavily involved in meeting their professional objectives than those from the public sector. Short-term participants have been instrumental in upgrading operations and increasing the efficiency of the public sector. Long-term participants working in the public sector appear to be making a substantial contribution to the formulation of effective government policy in the countries of the region.

The LAC/TI program has also produced considerable socio-political benefits to the United States and the participating countries. The overwhelming majority of participants appear to have truly enjoyed their stay

in the United States. Evidence from the training utilization study conducted by MAI suggests that approximately 85% of the returned participants developed personal and professional relationships with U.S. nationals. LAC/TI participants have sought to cultivate and increase their own understanding of the U.S. political institutions and system of government.

Public awareness and reputation of U.S.-sponsored training programs varied considerably among the participating countries. A few participants received local media coverage at their return from training. U.S.-sponsored training programs generally enjoy greater recognition and significantly higher reputation among employers than training programs from the Eastern Bloc countries.

Several program policy and administration lessons and recommendations are included in this report concerning the structure and functioning of the LAC/TI program. The recommendations included are intended as a contribution to the design and implementation of future participant training programs.

This report also includes several program evaluation and testing recommendations. The suggested evaluation and testing projects are designed to provide more conclusive evidence about the impact of the LAC/TI project and U.S. training programs in Latin America and the Caribbean.

## CHAPTER ONE

---

### INTRODUCTION

#### A. Background

According to the Project Paper for the Latin American and Caribbean Training Initiative (LAC/TI) (Project No. 598-0622), A.I.D. and its predecessors have sponsored the training of over 200,000 participants from countries located all over the world since 1941. More than 30 percent of the individuals trained came from Latin America and the Caribbean.

The overall objective of the participant training programs has been twofold. First, it has sought to increase the stock of human capital in order to foster economic growth in developing countries and to contribute to a more effective management of the development processes. Moreover, it has attempted to create improved conditions for increased U.S. exports to the target countries. Second, A.I.D.'s training assistance to individuals from developing countries has sought to encourage their contact with U.S. society and its institutions for the purpose of fostering "a favorable inclination toward democratic ideals, free enterprise and popular participation in the political process."

In recent years, the number of participants declined sharply due to many factors. At the same time, "... an urgent need remains for more trained leadership to foster participation by diverse socio-economic groups in national development and the political process." The Project Paper further points out that the demand for U.S. training in LAC countries always exceeded the resources available to finance participants. Missions reported strong demand for non-project-specific training in all sectors. The LAC Training Initiative was part of an Agency-wide effort to reverse the trend of recent years and provide a response to the demand for training.

#### B. Goal of the Project

According to the Project Paper, the goal of the project was "to contribute to the formation of more effective manpower resources, thereby ensuring the leadership and technical skills needed for progressive, balanced and pluralistic development of selected Caribbean Basin and South American countries." Priority was given to the selection of individuals who exhibit a potential for long-term leadership. These were to be individuals who possessed "the abilities to influence their own peers or subordinates, be it in industry, the public sector, or smaller business enterprises."

#### C. Purpose of the Project

According to the project statement of work, the purposes of the LAC Training Initiative project were as follows:

1. To contribute to the formation of more effective manpower resources, thereby ensuring the leadership and technical skills needed for

the progressive, balanced and pluralistic development of selected Caribbean Basin and South American countries.

2. To increase the number of U.S.-trained public and private sector individuals at the planning, implementation, technical, managerial, and administrative levels, by training professionals in the United States who are working in rural development, health and nutrition, human resources, energy, population, environment, science and technology, planning, and institutional development.

3. To provide:

- a. Up to 230 individuals with two years of training in the United States at the Master's degree level;
- b. Up to 390 individuals with short-term training in the United States, at an average of three months per person; and,
- c. Up to 50 individuals with training under the sponsorship of the U.S. private enterprise.

D. Implementation of the LAC Training Initiative

Those countries and regional offices participating in the LAC Training Initiative included:

|                    | <u>No. of participants*</u> |           | <u>No. of participants*</u> |
|--------------------|-----------------------------|-----------|-----------------------------|
| Belize             | 38                          | Haiti     | 33                          |
| Bolivia            | 15                          | Honduras  | 39                          |
| Brazil             | 44                          | Jamaica   | 131                         |
| Colombia           | 109                         | Mexico    | 184                         |
| Costa Rica         | 89                          | Panama    | 26                          |
| Dominican Republic | 34                          | Paraguay  | 41                          |
| Ecuador            | 18                          | Peru      | 46                          |
| El Salvador        | 44                          | RDO/C     | 58                          |
| Guatemala          | 54                          | Uruguay   | 9                           |
| Guyana             | 5                           | Venezuela | 5                           |

By the end of FY86, 1022 individuals had been funded by the LAC Training Initiative.

---

\* Number of training participants funded by the end of FY86.

The implementation of the project was handled by a variety of private and public sector entities. The Latin American Scholarship Program of American Universities (LASPAU) managed post-graduate level academic training for several countries. Development Associates (DA) managed all types of training for Mexico. Partners of the Americas (NAPA) administered training (mainly short-term) for several of its South and Central American partnerships and Mexico. Keene, Monk and Associates, through its International Executive Development Program (IEDP), managed private sector training for participants from Costa Rica and Jamaica. The USAID Missions sent many participants on PIO/Ps directly to the AID Office of International Training in the Bureau for Science and Technology (S&T/IT). The main programming agent for S&T/IT was Partners for International Education and Training (PIET) which managed both long and short-term training. S&T/IT also had arrangements with several other federal agencies for specialized training. A key agency was the U.S. Department of Agriculture (USDA) which managed long- and short-term training in agriculture and agriculture-related fields. Other training generated/administered on PIO/P's by the Missions themselves, or by S&T/IT, is identified in this report as "Missions" (abbreviated as Miss. Dir.).

#### E. Scope of the Evaluation

The Project Paper called for project funds to be earmarked "for a strong and continuing evaluation" because of "the exceptional magnitude and complexity" of the LAC/TI program. Consequently, AID contracted Miranda Associates, Inc., to provide the following services:

##### 1. Preparation of Annual Summary Reports

The annual reports summarized the activities accomplished under each component of the project. The reports focused on quantitative descriptions of project outputs and programmatic progress to date. It included number of participants, their countries of origin and their sectors of employment, participants' fields of study and length of training, and participant characteristics such as age and sex.

##### 2. Study on the Utilization of Training by Returned LAC/TI Participants

During FY85, MAI conducted a follow-up survey of returned LAC/TI participants. The survey instruments were field tested in Costa Rica, Honduras, Guatemala and Barbados. MAI field staff conducted the survey in four countries: Haiti, Jamaica, Peru and Ecuador. Those countries not visited received questionnaires in the mail for distribution to returned participants. The findings from this survey can be found in the LAC/TI Utilization Study report submitted by MAI to AID/Washington.

##### 3. Final Evaluation Report

The final evaluation report provides a general in-depth evaluation of the LAC/TI program. It includes a quantitative summary of project inputs and outputs, a preliminary analysis of the impact produced by the program among the participating countries. Moreover it contains an overview of the lessons and recommendations for future training programs.

The LAC/TI Final Evaluation Report is organized as follows:

- Executive Summary
- Chapter One gives a brief discussion of the background, goals, purpose and implementation components of the LAC/TI project. It also includes information about the scope of the general evaluation carried out by MAI.
- Chapter Two provides a quantitative summary of project inputs and outputs. It also includes brief sections on attainment of project goals and several program constraints.
- Chapter Three provides a summary analysis of the impact of the LAC/TI program among the various participating countries. It includes a brief overview of the developmental, economic and socio-political consequences directly attributable to the project. It also provides a brief synopsis of the issues of public awareness and reputation of U.S.-sponsored participant training programs in South and Central America and the Caribbean
- Chapter Four gives an overview of the various lessons extracted from the implementation of the LAC/TI project. In addition, it sets forth several recommendations for future participant training programs.
- Appendices are attached consisting of tables containing data on LAC/TI training participants by country and by training contractor.

CHAPTER TWO

LAC TRAINING INITIATIVE PROJECT SUMMARY

This chapter presents summary data on LAC/TI project inputs and outputs in terms of various participant descriptors. The findings presented in this chapter are based on the program data collected by MAI during the course of the evaluation. It also includes sections on attainment of project goals and data collection constraints. A set of tables containing the total number of participants and tabulations by country and by contractor are appended.

A. Inputs

One thousand twenty-two LAC/TI participants were selected and placed by the Missions and the various training contractors. Table 1 summarizes the number of participants placed by each contractor/programming agent and their countries of origin.

Table 1

LAC Training Initiative Participants  
by Contractor, by Country

| CONTRACTOR      | BELIZE | BOLIVIA | BRAZIL | COLOMBIA | COSTA RICA | DOMINICAN REPUBLIC | ECUADOR | EL SALVADOR | GUATEMALA | GUYANA | HAITI | HONDURAS | JAMAICA | MEXICO | PANAMA | PARAGUAY | PERU | RUSSIA | URUGUAY | VENEZUELA | TOTAL | PERCENT |
|-----------------|--------|---------|--------|----------|------------|--------------------|---------|-------------|-----------|--------|-------|----------|---------|--------|--------|----------|------|--------|---------|-----------|-------|---------|
| DEV. ASSOCIATES | 0      | 0       | 0      | 0        | 0          | 0                  | 0       | 0           | 0         | 0      | 0     | 0        | 0       | 168    | 0      | 0        | 0    | 0      | 0       | 0         | 168   | 16.4    |
| MISSION DIRECT  | 13     | 1       | 0      | 27       | 47         | 0                  | 0       | 33          | 18        | 0      | 4     | 23       | 22      | 0      | 0      | 12       | 9    | 15     | 0       | 0         | 224   | 21.9    |
| LASPAU          | 0      | 0       | 0      | 0        | 0          | 0                  | 0       | 0           | 0         | 0      | 4     | 4        | 0       | 0      | 24     | 14       | 3    | 0      | 0       | 0         | 57    | 5.6     |
| NAPA            | 2      | 9       | 44     | 24       | 0          | 0                  | 9       | 0           | 0         | 0      | 0     | 0        | 0       | 12     | 0      | 12       | 3    | 0      | 7       | 5         | 127   | 12.4    |
| PIET            | 18     | 5       | 0      | 55       | 6          | 24                 | 4       | 9           | 19        | 4      | 14    | 11       | 57      | 0      | 0      | 2        | 31   | 40     | 0       | 0         | 299   | 29.3    |
| USDA            | 5      | 0       | 0      | 3        | 1          | 2                  | 5       | 2           | 17        | 1      | 11    | 1        | 9       | 4      | 2      | 1        | 0    | 3      | 2       | 0         | 69    | 6.8     |
| IEDP            | 0      | 0       | 0      | 0        | 35         | 0                  | 0       | 0           | 0         | 0      | 0     | 0        | 43      | 0      | 0      | 0        | 0    | 0      | 0       | 0         | 78    | 7.6     |
| TOTAL           | 38     | 15      | 44     | 109      | 89         | 34                 | 18      | 44          | 54        | 5      | 33    | 39       | 131     | 184    | 26     | 41       | 46   | 58     | 9       | 5         | 1022  | 100.0   |

Partners for International Education and Training (PIET) placed the largest number of participants (299 participants or 29.3% of the total). "Mission Direct" placements (excluding PIET and USDA programming) consisted of 224 participants (21.9% of the total). Development Associates programmed 168 participants from Mexico (16.4% of the total). Partners of the Americas (NAPA) managed training for 127 participants (12.4% of the total) from 8 of its South American partnerships: Belize (2), Bolivia (9), Brazil (44), Colombia (24), Ecuador (9), Mexico (12), Paraguay (12), Peru (3), Uruguay (7) and Venezuela (5).

A total of 78 participants (7.6% of the total) from two countries, Costa Rica and Jamaica, were trained through the International Executive Development Program (IEDP) of Keene, Monk and Associates. Sixty-nine participants (6.8% of the total) were trained in USDA-sponsored programs. Finally, the Latin American Scholarship Program of American Universities (LASPAU) placed 57 scholars (5.6% of the total) from six countries: Dominican Republic (8), Haiti (4), Honduras (4), Panama (24), Paraguay (14), and Peru (3).

## B. Outputs

By the end of FY87 almost all the 1022 LAC/TI participants had completed their training programs and returned home. In terms of the number of participants placed, the LAC Training Initiative exceeded the purpose established in the project Statement of Work by 352 individuals.

The tables included in this section summarize data on participants by field of training, sector of employment, age, sex, type of training institution, and length of training.

### 1. Participants by Fields of Training

Table 2 displays the fields of training of the 1022 LAC/TI participants. Two hundred twenty-four participants (21.9% of the total) received training in agriculture/aquaculture/animal husbandry and related fields. Every country except Venezuela had participants in agriculture including 88 (47.8%) of Mexico's 184 participants, 9 (60%) from Bolivia, 8 (44.4%) from Ecuador, 14 (42.4%) from Haiti, 9 (23.7%) from Belize, and 14 (34.1%) from Paraguay.

One hundred seventy-one participants (16.7% of the total) received training in business administration/mangement, including 12 (46.1%) of the participants from Panama, 20 (34.5%) from the RDO/C, and 28 (31.5%) from Costa Rica. One hundred sixteen participants (11.4% of the total) received training in public health and science, 58 (5.7%) in teaching and education, and 49 (4.8%) in public administration.

Table 2

LAC Training Initiative Participants  
by Field of Training, by Country

| FIELD OF TRAINING                        | B<br>E<br>L<br>I<br>Z<br>E | B<br>O<br>L<br>I<br>V<br>I<br>A | B<br>R<br>A<br>Z<br>I<br>L | C<br>O<br>L<br>O<br>M<br>B<br>I<br>A | C<br>O<br>S<br>T<br>A<br>R<br>I<br>C<br>A | D<br>O<br>M<br>I<br>N<br>I<br>C<br>A | E<br>C<br>U<br>A<br>D<br>O<br>R | E<br>L<br>S<br>A<br>L<br>V<br>A<br>D<br>O<br>R | G<br>U<br>A<br>T<br>E<br>M<br>A<br>L<br>A | G<br>U<br>Y<br>A<br>N<br>A | H<br>A<br>I<br>T<br>I | H<br>O<br>N<br>D<br>U<br>R<br>A<br>S | J<br>A<br>M<br>A<br>I<br>C<br>A | M<br>E<br>X<br>I<br>C<br>O | P<br>A<br>N<br>A<br>M<br>A | P<br>A<br>R<br>A<br>G<br>U<br>A<br>Y | P<br>E<br>R<br>U | R<br>O<br>O<br>/<br>C | U<br>R<br>U<br>G<br>U<br>A<br>Y | V<br>E<br>N<br>E<br>Z<br>U<br>E<br>L<br>A | TOTAL | PERCENT |
|--|----------------------------|---------------------------------|----------------------------|--------------------------------------|---|--------------------------------------|---------------------------------|--|---|----------------------------|-----------------------|--------------------------------------|---------------------------------|----------------------------|----------------------------|--------------------------------------|------------------|-----------------------|---------------------------------|---|-------|---------|
| AGRICULTURE/AQUACULTURE/ANIMAL HUSBANDRY | 9                          | 9                               | 2                          | 19                                   | 11  | 3                                    | 8                               | 4  | 12  | 2                          | 14                    | 5                                    | 9                               | 88                         | 2                          | 14                                   | 2                | 6                     | 5                               | 0   | 224   | 21.9    |
| BUSINESS ADMINISTRATION/MANAGEMENT       | 2                          | 0                               | 3                          | 13                                   | 28  | 11                                   | 1                               | 11   | 0   | 3                          | 2                     | 6                                    | 38                              | 10                         | 12                         | 3                                    | 7                | 20                    | 0                               | 1   | 171   | 16.7    |
| COMMUNICATIONS                           | 3                          | 0                               | 0                          | 0                                    | 1   | 0                                    | 0                               | 0  | 0   | 0                          | 0                     | 0                                    | 1                               | 0                          | 0                          | 0                                    | 0                | 2                     | 1                               | 0   | 8     | 0.8     |
| DEMOGRAPHY                               | 0                          | 1                               | 0                          | 0                                    | 0   | 0                                    | 0                               | 0  | 0   | 0                          | 0                     | 0                                    | 0                               | 0                          | 0                          | 0                                    | 0                | 0                     | 0                               | 0   | 1     | 0.1     |
| ECONOMIC DEVELOPMENT AND PLANNING        | 1                          | 3                               | 0                          | 1                                    | 6   | 4                                    | 3                               | 0  | 2   | 0                          | 1                     | 1                                    | 1                               | 5                          | 6                          | 2                                    | 7                | 1                     | 0                               | 0   | 44    | 4.3     |
| EDUCATION ADMINISTRATION                 | 0                          | 0                               | 1                          | 5                                    | 1   | 7                                    | 0                               | 1  | 3   | 0                          | 0                     | 9                                    | 2                               | 0                          | 0                          | 0                                    | 3                | 1                     | 0                               | 0   | 33    | 3.2     |
| ENERGY DEVELOPMENT                       | 0                          | 0                               | 0                          | 0                                    | 0   | 1                                    | 0                               | 0  | 0   | 0                          | 0                     | 0                                    | 1                               | 15                         | 0                          | 0                                    | 0                | 0                     | 0                               | 0   | 17    | 1.7     |
| ENVIRONMENT                              | 0                          | 0                               | 0                          | 3                                    | 1   | 1                                    | 0                               | 0  | 0   | 0                          | 0                     | 0                                    | 0                               | 10                         | 0                          | 0                                    | 0                | 0                     | 0                               | 0   | 15    | 1.5     |
| ENGINEERING                              | 3                          | 0                               | 3                          | 3                                    | 7   | 1                                    | 0                               | 0  | 1   | 0                          | 5                     | 0                                    | 13                              | 1                          | 4                          | 2                                    | 1                | 0                     | 0                               | 0   | 44    | 4.3     |
| FINANCIAL MANAGEMENT                     | 0                          | 0                               | 0                          | 1                                    | 3   | 0                                    | 0                               | 0  | 0   | 0                          | 0                     | 3                                    | 12                              | 3                          | 1                          | 0                                    | 1                | 0                     | 0                               | 0   | 24    | 2.3     |
| HOME ECONOMICS                           | 0                          | 0                               | 0                          | 0                                    | 0   | 0                                    | 0                               | 0  | 0   | 0                          | 0                     | 0                                    | 2                               | 0                          | 0                          | 2                                    | 0                | 2                     | 0                               | 0   | 6     | 0.6     |
| HUMAN RESOURCES                          | 2                          | 0                               | 1                          | 0                                    | 0   | 0                                    | 0                               | 0  | 0   | 0                          | 1                     | 0                                    | 7                               | 0                          | 0                          | 0                                    | 1                | 7                     | 0                               | 0   | 19    | 1.9     |
| HOUSING/COMMUNITY DEVELOPMENT            | 0                          | 0                               | 0                          | 5                                    | 0   | 0                                    | 0                               | 0  | 3   | 0                          | 0                     | 0                                    | 5                               | 0                          | 0                          | 0                                    | 1                | 0                     | 0                               | 1   | 15    | 1.5     |
| INFORMATION/LIBRARY/COMPUTER SCIENCE     | 2                          | 0                               | 4                          | 1                                    | 6   | 3                                    | 0                               | 0  | 0   | 0                          | 0                     | 0                                    | 3                               | 2                          | 1                          | 0                                    | 1                | 2                     | 1                               | 0   | 26    | 2.5     |
| NATURAL RESOURCES                        | 0                          | 1                               | 4                          | 0                                    | 3   | 0                                    | 0                               | 0  | 0   | 0                          | 0                     | 2                                    | 3                               | 23                         | 0                          | 1                                    | 0                | 0                     | 0                               | 0   | 37    | 3.6     |
| PUBLIC ADMINISTRATION                    | 0                          | 1                               | 2                          | 1                                    | 3   | 1                                    | 0                               | 2  | 0   | 0                          | 8                     | 10                                   | 4                               | 3                          | 0                          | 6                                    | 5                | 2                     | 0                               | 1   | 49    | 4.8     |
| PUBLIC HEALTH/SCIENCE                    | 4                          | 0                               | 12                         | 29                                   | 9   | 0                                    | 2                               | 1  | 10  | 0                          | 1                     | 3                                    | 4                               | 12                         | 0                          | 8                                    | 16               | 4                     | 0                               | 1   | 116   | 11.4    |
| QUANTITATIVE METHODS                     | 0                          | 0                               | 0                          | 0                                    | 2   | 0                                    | 0                               | 0  | 20  | 0                          | 0                     | 0                                    | 2                               | 4                          | 0                          | 0                                    | 0                | 0                     | 0                               | 0   | 28    | 2.7     |
| RURAL DEVELOPMENT                        | 0                          | 0                               | 1                          | 3                                    | 0   | 0                                    | 2                               | 0  | 0   | 0                          | 0                     | 0                                    | 0                               | 0                          | 0                          | 2                                    | 1                | 1                     | 2                               | 0   | 12    | 1.2     |
| TECHNICAL/VOCATIONAL EDUCATION           | 2                          | 0                               | 1                          | 0                                    | 0   | 0                                    | 0                               | 0  | 1   | 0                          | 0                     | 0                                    | 5                               | 0                          | 0                          | 0                                    | 0                | 3                     | 0                               | 0   | 12    | 1.2     |
| TOURISM                                  | 0                          | 0                               | 0                          | 0                                    | 0   | 0                                    | 0                               | 0  | 0   | 0                          | 0                     | 0                                    | 0                               | 0                          | 0                          | 0                                    | 0                | 1                     | 0                               | 0   | 1     | 0.1     |
| TEACHING AND EDUCATION                   | 1                          | 0                               | 7                          | 22                                   | 6   | 2                                    | 2                               | 0  | 0   | 0                          | 1                     | 0                                    | 5                               | 5                          | 0                          | 0                                    | 0                | 6                     | 0                               | 1   | 58    | 5.7     |
| URBAN DEVELOPMENT                        | 0                          | 0                               | 1                          | 2                                    | 0   | 0                                    | 0                               | 0  | 1   | 0                          | 0                     | 0                                    | 13                              | 0                          | 0                          | 0                                    | 0                | 0                     | 0                               | 0   | 17    | 1.7     |
| OTHER                                    | 9                          | 0                               | 2                          | 1                                    | 2   | 0                                    | 0                               | 25   | 1   | 0                          | 0                     | 0                                    | 1                               | 1                          | 0                          | 1                                    | 0                | 0                     | 0                               | 0   | 43    | 4.2     |
| NOT AVAILABLE                            | 0                          | 0                               | 0                          | 0                                    | 0   | 0                                    | 0                               | 0  | 0   | 0                          | 0                     | 0                                    | 0                               | 2                          | 0                          | 0                                    | 0                | 0                     | 0                               | 0   | 2     | 0.2     |
| TOTAL                                    | 38                         | 15                              | 44                         | 109                                  | 89  | 34                                   | 18                              | 44   | 54  | 5                          | 33                    | 39                                   | 131                             | 184                        | 26                         | 41                                   | 46               | 58                    | 9                               | 5   | 1022  | 100.0   |

2. Participants by Sector of Employment

The sector of employment of LAC/TI participants at the time of selection is shown in Table 3. Four hundred fifty-six participants (44.6% of the total) were drawn from the public sector, 241 (23.6%) came from the private sector, and 149 (14.6%) came from the university sector.

Honduras sent the largest number of participants from the public sector (33 participants/84.6 of its total). Other countries sending a large proportion of participants from the public sector included El Salvador (37 participants/84.1% of its total), Haiti (21 participants/63.6% of its total), Panama (16 participants/61.5% of its total), Guatemala (33 participants/61.1% of its total), Paraguay (24 participants/58.5% of its total), and Belize (21 participants/55.3% of its total).

A large proportion of the Costa Rican participants (48 of 89 or 53.9%) came from the University sector. This occurred because a number of participants already in training in the United States, but in need of additional funds, were given LAC/TI funds once the project started.

Table 3

LAC Training Initiative Participants  
by Sector of Employment, by Country

| SECTOR            | BELIZE | BOLIVIA | BRAZIL | COLOMBIA | COSTA RICA | DOMINICAN REPUBLIC | ECUADOR | EL SALVADOR | GUATEMALA | GUYANA | HAITI | HONDURAS | JAMAICA | MEXICO | PANAMA | PARAGUAY | PERU | REPUBLIC | URUGUAY | VENEZUELA | TOTAL | PERCENT |
|-------------------|--------|---------|--------|----------|------------|--------------------|---------|-------------|-----------|--------|-------|----------|---------|--------|--------|----------|------|----------|---------|-----------|-------|---------|
| PRIVATE SECTOR    | 1      | 0       | 15     | 18       | 32         | 3                  | 8       | 0           | 12        | 3      | 1     | 0        | 55      | 54     | 5      | 4        | 1    | 22       | 5       | 2         | 241   | 23.6    |
| PUBLIC SECTOR (1) | 21     | 7       | 17     | 31       | 7          | 8                  | 7       | 37          | 33        | 2      | 21    | 33       | 52      | 92     | 16     | 24       | 24   | 20       | 3       | 1         | 456   | 44.6    |
| UNIVERSITY (2)    | 0      | 6       | 11     | 20       | 48         | 3                  | 2       | 0           | 0         | 0      | 1     | 4        | 2       | 35     | 4      | 7        | 1    | 2        | 1       | 2         | 149   | 14.6    |
| NOT AVAILABLE     | 16     | 2       | 1      | 40       | 2          | 20                 | 1       | 7           | 9         | 0      | 10    | 2        | 22      | 3      | 1      | 6        | 20   | 14       | 0       | 0         | 176   | 17.2    |
| TOTAL             | 38     | 15      | 44     | 109      | 89         | 34                 | 18      | 44          | 54        | 5      | 33    | 39       | 131     | 184    | 26     | 41       | 46   | 58       | 9       | 5         | 1022  | 100.0   |

(1) Public Sector includes parastatals.

(2) University Sector is intended here in the broader sense of an education sector. Most of the participants are university or technical institute faculty, but some are administrators, special education or secondary school faculty.

### 3. Age and Sex Distribution of Participants

The age range of LAC/TI participants is given in Tables 4 and 5. Age data were not available for more than half of the participants (553/54.1%). Two hundred fifty-eight (55%) of the 469 participants for which information was available were between 25 and 34 years old, and 124 (26.4%) were between 35 and 44 years old.

Table 4

LAC Training Initiative Participants  
Age Distribution, by Country

| AGE GROUP     | B<br>E<br>L<br>I<br>Z<br>E | B<br>O<br>L<br>I<br>V<br>I<br>A | B<br>R<br>A<br>Z<br>I<br>L | C<br>O<br>L<br>O<br>M<br>B<br>I<br>A | C<br>O<br>S<br>T<br>A<br>R<br>I<br>C<br>A | D<br>O<br>M<br>I<br>N<br>I<br>C<br>A | E<br>C<br>U<br>A<br>D<br>O<br>R | E<br>L<br>S<br>A<br>L<br>V<br>A<br>D<br>O<br>R | G<br>U<br>A<br>T<br>E<br>M<br>A<br>L | G<br>U<br>Y<br>A<br>N<br>A | H<br>A<br>I<br>T<br>I | H<br>O<br>N<br>D<br>U<br>R<br>A<br>S | J<br>A<br>M<br>A<br>I<br>C<br>A | H<br>E<br>I<br>C<br>O | P<br>A<br>N<br>A<br>M<br>A | P<br>A<br>R<br>A<br>G<br>U<br>A<br>Y | P<br>E<br>R<br>U | R<br>E<br>P<br>U<br>B<br>L<br>I<br>C<br>A | R<br>O<br>D<br>R<br>I<br>G<br>U<br>E | U<br>R<br>U<br>G<br>U<br>A<br>Y | V<br>E<br>N<br>E<br>Z<br>U<br>E<br>L<br>A | TOTAL | PERCENT |     |
|---------------|----------------------------|---------------------------------|----------------------------|--------------------------------------|---|--------------------------------------|---------------------------------|--|--------------------------------------|----------------------------|-----------------------|--------------------------------------|---------------------------------|-----------------------|----------------------------|--------------------------------------|------------------|---|--------------------------------------|---------------------------------|---|-------|---------|-----|
| UNDER 25      | 0                          | 5                               | 6                          | 3                                    | 4   | 2                                    | 3                               | 0  | 0                                    | 0                          | 0                     | 1                                    | 0                               | 7                     | 2                          | 1                                    | 2                | 1   | 0                                    | 0                               | 0   | 0     | 37      | 3.6 |
| 25 TO 34      | 2                          | 6                               | 19                         | 32                                   | 13  | 6                                    | 2                               | 0  | 17                                   | 0                          | 3                     | 0                                    | 11                              | 102                   | 21                         | 7                                    | 7                | 4   | 3                                    | 3                               | 3   | 258   | 25.2    |     |
| 35 TO 44      | 1                          | 1                               | 7                          | 21                                   | 9   | 3                                    | 3                               | 0  | 12                                   | 2                          | 0                     | 2                                    | 12                              | 38                    | 0                          | 4                                    | 1                | 5   | 2                                    | 1                               | 1   | 124   | 12.1    |     |
| 45 TO 55      | 0                          | 1                               | 4                          | 4                                    | 0   | 1                                    | 0                               | 0  | 5                                    | 0                          | 0                     | 0                                    | 0                               | 15                    | 0                          | 1                                    | 3                | 6   | 1                                    | 0                               | 0   | 41    | 4.0     |     |
| OVER 55       | 0                          | 0                               | 1                          | 0                                    | 0   | 0                                    | 0                               | 0  | 1                                    | 0                          | 0                     | 0                                    | 1                               | 4                     | 0                          | 0                                    | 1                | 0   | 0                                    | 1                               | 0   | 9     | 0.9     |     |
| NOT AVAILABLE | 35                         | 2                               | 7                          | 49                                   | 63  | 22                                   | 10                              | 44   | 19                                   | 3                          | 30                    | 36                                   | 107                             | 18                    | 3                          | 28                                   | 32               | 42  | 3                                    | 0                               | 0   | 553   | 54.1    |     |
| TOTAL         | 38                         | 15                              | 44                         | 109                                  | 89  | 34                                   | 18                              | 44   | 54                                   | 5                          | 33                    | 39                                   | 131                             | 184                   | 26                         | 41                                   | 46               | 58  | 9                                    | 5                               | 1022                                      | 100.0 |         |     |

Table 5

LAC Training Initiative Participants  
Age Distribution, by Contractor

| AGE GROUP     | D<br>E<br>V<br>E<br>L<br>O<br>P<br>I<br>N<br>G | M<br>I<br>S<br>S<br>I<br>O<br>N<br>S | L<br>A<br>S<br>P<br>A<br>U | N<br>A<br>P<br>A | P<br>I<br>E<br>T | U<br>S<br>D<br>A | I<br>E<br>D<br>P | TOTAL | PERCENT |
|---------------|--|--------------------------------------|----------------------------|------------------|------------------|------------------|------------------|-------|---------|
| UNDER 25      | 6  | 2                                    | 4                          | 16               | 7                | 0                | 2                | 37    | 3.6     |
| 25 TO 34      | 92   | 20                                   | 28                         | 54               | 39               | 10               | 15               | 258   | 25.2    |
| 35 TO 44      | 38   | 15                                   | 4                          | 19               | 33               | 2                | 13               | 124   | 12.1    |
| 45 TO 55      | 15   | 6                                    | 0                          | 7                | 12               | 1                | 0                | 41    | 4.0     |
| OVER 55       | 4  | 1                                    | 0                          | 3                | 1                | 0                | 0                | 9     | 0.9     |
| NOT AVAILABLE | 13   | 180                                  | 21                         | 28               | 207              | 56               | 48               | 553   | 54.1    |
| TOTAL         | 168  | 224                                  | 57                         | 127              | 299              | 69               | 78               | 1022  | 100.0   |

Two hundred twenty-five (22%) of the LAC/TI participants programmed were women and 797 (78%) were men. Those countries performing better than the program average in terms of female participation rates (that is, those with female participation rates greater than 19%) included Venezuela, Colombia, Panama, Dominican Republic, Honduras, Jamaica, El Salvador, Brazil, Peru, Costa Rica, Bolivia and Guyana. Table 6 displays the sex distribution by country.

Table 6

LAC Training Initiative Participants  
Distribution by Sex, by Country

| SEX      | B<br>E<br>L<br>I<br>Z<br>E | B<br>O<br>L<br>I<br>V<br>I<br>A | B<br>R<br>A<br>Z<br>I<br>L | C<br>O<br>L<br>O<br>M<br>B<br>I<br>A | C<br>O<br>S<br>T<br>A<br>R<br>I<br>C<br>A | D<br>O<br>M<br>I<br>N<br>I<br>C<br>A<br>N<br>R<br>E<br>P<br>U<br>B<br>L<br>I<br>C | E<br>C<br>U<br>A<br>D<br>O<br>R | E<br>L<br>S<br>A<br>L<br>V<br>A<br>D<br>O<br>R | G<br>U<br>A<br>T<br>E<br>M<br>A<br>L<br>A | G<br>U<br>Y<br>A<br>N<br>A | H<br>A<br>I<br>T<br>I | H<br>O<br>N<br>D<br>U<br>R<br>A<br>S | J<br>A<br>M<br>A<br>I<br>C<br>A | M<br>E<br>X<br>I<br>C<br>O | P<br>A<br>N<br>A<br>M<br>A | P<br>A<br>R<br>A<br>G<br>U<br>A<br>Y | P<br>E<br>R<br>U | R<br>E<br>P<br>U<br>B<br>L<br>I<br>C | U<br>R<br>U<br>G<br>U<br>A<br>Y | V<br>E<br>N<br>E<br>Z<br>U<br>E<br>L<br>A | TOTAL | PERCENT |
|----------|----------------------------|---------------------------------|----------------------------|--------------------------------------|---|---|---------------------------------|--|---|----------------------------|-----------------------|--------------------------------------|---------------------------------|----------------------------|----------------------------|--------------------------------------|------------------|--------------------------------------|---------------------------------|---|-------|---------|
| FEMALE   | 5                          | 3                               | 11                         | 40                                   | 20  | 11  | 3                               | 12   | 10  | 1                          | 6                     | 12                                   | 39                              | 15                         | 9                          | 7                                    | 11               | 7                                    | 1                               | 2   | 225   | 22.0    |
| % FEMALE | 13                         | 20                              | 25                         | 37                                   | 22  | 32  | 17                              | 27   | 19  | 20                         | 18                    | 31                                   | 30                              | 8                          | 35                         | 17                                   | 24               | 12                                   | 11                              | 40  |       |         |
| MALE     | 33                         | 12                              | 33                         | 69                                   | 69  | 23  | 15                              | 32   | 44  | 4                          | 27                    | 27                                   | 92                              | 169                        | 17                         | 34                                   | 35               | 51                                   | 8                               | 3   | 797   | 78.0    |
| % MALE   | 87                         | 80                              | 75                         | 63                                   | 78  | 68  | 83                              | 73   | 81  | 80                         | 82                    | 69                                   | 70                              | 92                         | 65                         | 83                                   | 76               | 88                                   | 89                              | 60  |       |         |
| TOTAL    | 38                         | 15                              | 44                         | 109                                  | 89  | 34  | 18                              | 44   | 54  | 5                          | 33                    | 39                                   | 131                             | 184                        | 26                         | 41                                   | 46               | 58                                   | 9                               | 5   | 1022  | 100.0   |

Table 7 displays the sex distribution of participants for each training contractor. PIET had the highest percentage of women participants (33%); Development Associates had the lowest percentage (7%).

Table 7

LAC Training Initiative Participants  
Distribution by Sex, by Contractor

| SEX      | D<br>E<br>V<br>A<br>S<br>S<br>I<br>S<br>I<br>O<br>N<br>S | M<br>I<br>S<br>S<br>I<br>O<br>N<br>S | L<br>A<br>S<br>P<br>A<br>U | N<br>A<br>P<br>A | P<br>I<br>E<br>T | U<br>S<br>D<br>A | I<br>E<br>D<br>P | TOTAL | PERCENT |
|----------|--|--------------------------------------|----------------------------|------------------|------------------|------------------|------------------|-------|---------|
| FEMALE   | 11   | 45                                   | 13                         | 37               | 99               | 8                | 12               | 225   | 22.0    |
| % FEMALE | 7  | 20                                   | 23                         | 29               | 33               | 12               | 15               |       |         |
| MALE     | 157  | 179                                  | 44                         | 90               | 200              | 61               | 66               | 797   | 78.0    |
| % MALE   | 93   | 80                                   | 77                         | 71               | 67               | 88               | 85               |       |         |
| TOTAL    | 168  | 224                                  | 57                         | 127              | 299              | 69               | 78               | 1022  | 100.0   |

#### 4. Type of Training Institution

Data on the type of training institution are presented in Table 8. Participants were trained in universities (in either degree or non-degree programs), in the public sector, in the private sector or in combined programs. The majority (643/62.9%) received their training in a university. Almost 16 % of the participants (161) were trained by the private sector.

Table 8

#### LAC Training Initiative Participants by Training Institution, by Country

| TRAINING INSTITUTION | BELIZI | BOLIVIA | BRAZIL | COLUMBIA | COSTA RICA | DOMINICAN REPUBLIC | ECUADOR | EL SALVADOR | GUATEMALA | GUYANA | HAITI | HONDURAS | JAMAICA | MEXICO | PANAMA | PARAGUAY | PERU | RD/C | URUGUAY | VENEZUELA | TOTAL | PERCENT |
|----------------------|--------|---------|--------|----------|------------|--------------------|---------|-------------|-----------|--------|-------|----------|---------|--------|--------|----------|------|------|---------|-----------|-------|---------|
| UNIVERSITY           | 17     | 15      | 20     | 58       | 54         | 25                 | 15      | 9           | 26        | 2      | 19    | 19       | 101     | 131    | 26     | 37       | 32   | 26   | 9       | 2         | 643   | 62.9    |
| PUBLIC SECTOR        | 0      | 0       | 12     | 13       | 5          | 0                  | 0       | 0           | 26        | 0      | 0     | 1        | 16      | 29     | 0      | 0        | 6    | 10   | 0       | 1         | 119   | 11.6    |
| PRIVATE SECTOR       | 8      | 0       | 10     | 29       | 29         | 9                  | 3       | 4           | 2         | 3      | 0     | 2        | 13      | 21     | 0      | 1        | 4    | 21   | 0       | 2         | 161   | 15.8    |
| COMBINATION          | 0      | 0       | 1      | 1        | 0          | 0                  | 0       | 0           | 0         | 0      | 0     | 0        | 0       | 3      | 0      | 0        | 1    | 0    | 0       | 0         | 6     | 0.6     |
| NOT AVAILABLE        | 13     | 0       | 1      | 8        | 1          | 0                  | 0       | 31          | 0         | 0      | 14    | 17       | 1       | 0      | 0      | 3        | 3    | 1    | 0       | 0         | 93    | 9.1     |
| TOTAL                | 38     | 15      | 44     | 109      | 89         | 34                 | 18      | 44          | 54        | 5      | 33    | 39       | 131     | 184    | 26     | 41       | 46   | 58   | 9       | 5         | 1022  | 100.0   |

#### 5. Duration of Training

Table 9 summarizes the available data on duration of training. Six hundred eighty-two participants (66.8% of the total) came for short-term training of less than 6 months, while 263 (25.7%) received training lasting 6 months or longer. Information on duration of training was not available on 77 participants (7.5%).

Table 9

#### LAC Training Initiative Participants Distribution by Length of Training, By Country

| LENGTH OF TRAINING      | BELIZI | BOLIVIA | BRAZIL | COLUMBIA | COSTA RICA | DOMINICAN REPUBLIC | ECUADOR | EL SALVADOR | GUATEMALA | GUYANA | HAITI | HONDURAS | JAMAICA | MEXICO | PANAMA | PARAGUAY | PERU | RD/C | URUGUAY | VENEZUELA | TOTAL | PERCENT |
|-------------------------|--------|---------|--------|----------|------------|--------------------|---------|-------------|-----------|--------|-------|----------|---------|--------|--------|----------|------|------|---------|-----------|-------|---------|
| LESS THAN TWO WEEKS     | 5      | 0       | 0      | 5        | 0          | 2                  | 0       | 29          | 16        | 0      | 1     | 11       | 11      | 66     | 0      | 0        | 2    | 5    | 0       | 0         | 153   | 15.0    |
| TWO WEEKS TO SIX MONTHS | 23     | 7       | 35     | 86       | 38         | 9                  | 7       | 6           | 19        | 3      | 20    | 16       | 75      | 102    | 0      | 18       | 14   | 41   | 6       | 4         | 529   | 51.8    |
| SIX MONTHS TO ONE YEAR  | 1      | 4       | 4      | 14       | 0          | 2                  | 5       | 1           | 4         | 0      | 0     | 0        | 12      | 10     | 0      | 9        | 11   | 2    | 0       | 1         | 80    | 7.8     |
| OVER ONE YEAR           | 1      | 4       | 5      | 3        | 21         | 19                 | 6       | 7           | 10        | 2      | 10    | 5        | 25      | 2      | 24     | 14       | 15   | 7    | 3       | 0         | 183   | 17.9    |
| NOT AVAILABLE           | 8      | 0       | 0      | 1        | 30         | 2                  | 0       | 1           | 5         | 0      | 2     | 7        | 8       | 4      | 2      | 0        | 4    | 3    | 0       | 0         | 77    | 7.5     |
| TOTAL                   | 38     | 15      | 44     | 109      | 89         | 34                 | 18      | 44          | 54        | 5      | 33    | 39       | 131     | 184    | 26     | 41       | 46   | 58   | 9       | 5         | 1022  | 100.0   |

### C. Attainment of Project Goals

The LAC Training Initiative was intended to fund approximately 670 individuals. Two hundred thirty participants were to receive training at the post-graduate level. Three hundred ninety participants were to undergo short-term training, and up to 50 individuals were scheduled to receive training under the sponsorship of U.S. private enterprises.

The LAC/TI brought 1022 individuals to the United States for training, exceeding the projected goal by 352 persons (52.5%). During this period, 682 individuals (66.8% of the total) received short-term training (less than 6 months) which is 292 more than projected. Two hundred sixty-three participants (25.7%) received training lasting longer than 6 months. Data were not available for 77 participants (7.5% of the total).

The number of women participants in the LAC/TI program had been a topic of concern among AID/Washington LAC Bureau staff and training officers from the Missions. It was suggested that renewed efforts be made to increase the level of participation of women. Overall, 22% of all the participants placed were women. The Project Paper stated that it was expected that "... on the order of 25-30% of the participants in this project will be women."

PIET registered the highest female participation among training contractors (33%). Twenty-nine percent of NAPA's participants were women.

The lowest rate of participation of women was registered by Development Associates (7%).

Twelve countries or regional offices (out of 20) registered female participation rates lower than 25%. Venezuela registered the highest level of female participation of all countries (40%), and Mexico the lowest (8%).

### D. Data Collection Constraints

Miranda Associates undertook the reconstruction of the entire LAC/TI data base to ensure the completeness and accuracy of the program data. The data base was rebuilt from the bottom up. In addition the procedures were changed from a manual system to a computer-aided setup.

In operational terms, all the raw program data included in the annual summaries and this final report were provided by the Missions, contractors and programming agents. Miranda Associates has had to rely on the information provided by these organizations. Unfortunately, LAC/TI participant data were not collected and reported in a consistent and systematic manner. When it became apparent that the participant data for the LAC/TI project, as reported to MAI, were incomplete, an extensive and thorough participant data verification was initiated. This process extended beyond verification and with the cooperation of the Missions and training contractors, resulted in a centralized participant data base which was as complete and accurate as possible. The tables included in this report fully reflect the final data base.

## CHAPTER THREE

---

### IMPACT OF THE LAC TRAINING INITIATIVE

This chapter presents a summary analysis of the impact of the LAC Training Initiative project among the participating countries, and its relationship to the United States. The analysis presented in this chapter is primarily based on first-hand information collected by MAI staff while conducting the evaluation of the LAC/TI project. Whenever possible, this summary makes use of information available from previous studies and reports and other literature on the subject of education and participant training.

Chapter III is arranged in the following manner:

- The first section provides background information on the history and impact of AID-supported training.
- The following three sections provide an overview of the developmental, socio-political and economic impact of the LAC Training Initiative.
- Finally, the remaining section deals with issues of public awareness and reputation of U.S. training in the target countries.

#### A. Background

A.I.D. and its predecessors have been supporting participant training programs since 1941. Approximately 60,000 participants from Latin America and the Caribbean benefitted from this assistance before the inception of the LAC Training Initiative project. The training thus received upgraded the technical and managerial skills of individuals, resulting in considerable increases in the human resource capacity of the countries involved. Moreover, according to the LAC/TI project paper, more than 95% of the participants were working and training others in their fields of specialization after returning home.

After experiencing considerable success in the 1950's and 1960's, the U.S.-sponsored participant training programs in the region registered a significant decline. Several factors seem to have played a major role in sustaining this trend.

The influence of structural constraints in the U.S. economy provoked primarily by the oil shock of the 1970's, greatly contributed to a reduction of participant training programs. At the same time the countries of the region experienced a considerable expansion of production, investment, consumption and trade, which in turn translated into a greater need for technicians and managers with up-to-date specialization and skills. Most countries in Latin America and the Caribbean were not able to satisfy the demand for training. The United States, on the other hand, facing considerable inflationary pressures, was not in a position to assist

the countries of the region with increased resources for participant training programs.

Another important factor contributing to the decline of U.S.-sponsored training was the overall reduction of government resources available for foreign aid. The Latin American and Caribbean countries were particularly affected due to severe cuts in their aid allocations. At the same time the number of countries qualified to receive aid was considerably reduced.

Aid to developing countries has undergone substantial changes over the years. In general, the objectives of aid to developing countries during the 1970's were centered around the creation of economic incentives in the agricultural and industrial sectors, and the satisfaction of national security concerns. The educational component of aid, and the participant training programs in particular, were conceived as relatively long-term objectives which fell short of the need for almost immediate and palpable results. Consequently, aid allocations for educational purposes and participant training programs suffered from the existence of more stringent development assistance objectives which ultimately contributed to a drop in participant training rates. Perhaps the single most important factor influencing the decrease in training participants up to the early 1980's was the relative inability of some policy makers to perceive the importance of training programs. At the same time, available evidence suggests the existence of significant long-term benefits for the United States and the countries of the region.

The LAC Training Initiative project was intended to help redress the declining trend in the number of training participants from the region. This program sought to alleviate the urgent need to train qualified individuals and potential leaders from diverse socio-economic groups in order to contribute to a more harmonious national and regional development. It attempted to increase the stock of trained manpower available to satisfy the increasing demand from the public, private and university sectors of the participating countries.

#### B. Impact of the LAC Training Initiative on Development

The impact of participant training programs on regional and country-specific development has been difficult to quantify. This shortcoming is directly related to the relative inability of social scientists to measure levels of human capital accurately. Impact measurements of participant training programs tend to rely heavily on exit and follow-up interviews, anecdotal evidence and, above all, utilization of training studies. MAI makes use of this and other available evidence to examine the development impact of participant training programs.

The extensive evidence collected by MAI throughout the life of the project evaluation strongly suggests that the goals and purpose of the LAC Training Initiative have been met. Several summary statements on the impact of the LAC Training Initiative are specified below.

1. The LAC/TI project served the purpose of development because it targeted those sectors of the economy of each participating country which are critical to employment generation and satisfy manpower requirements.

2. The majority of individuals who received training in the United States under the sponsorship of the LAC/TI project have experienced considerable upward mobility in their fields of training. This improvement has been reflected in the increasing numbers of LAC/TI trainees who hold highly regarded employment positions in the private and public sectors. Many former participants employed in government have been charged with policy-making responsibilities as a direct result of the training acquired in the United States.

3. Upward mobility and greater social standing of LAC/TI returned participants seem to be the result of the quality of the skills acquired during training, particularly since the education received has been evidently relevant to specific development programs and private sector activities. Another influential factor regarding upward mobility is the considerable prestige associated with acquiring education in the United States. This characteristic is particularly applicable to those participants who received long-term training.

4. Greater impact on development was generally observed among those former participants who were trained for specific positions in development projects and/or agencies involved in new and innovative projects. This was the case of former trainees involved in social and economic activities designed to assist those sectors of the population involved in informal economic activities.

5. At least one half of all the returned participants have been involved in training activities designed to transfer their knowledge to coworkers and other individuals. The multiplier effect of the LAC/TI program seems to have been considerable, especially among those participants who received short-term training in highly technical areas of specialization.

6. Although the private sector training component of the LAC Training Initiative was not predominant, the evidence suggests that numerous participants, particularly those from Central and South American countries, have been conducting activities designed to strengthen and promote local private enterprise.

7. Most returned participants were between the ages of 25 and 35 during training. Consequently, greater development impact of the training received can be expected in the coming years, especially since the former trainees are basically at the starting point of their professional careers.

8. The LAC Training Initiative made a substantial effort to allow greater participation of women in its programs. This requirement appears to have contributed to the observed change in the rate of participation of women in technical and management activities in the countries of the region. This change also seems to have been the result of a demonstration effect by the LAC/TI project which has aided in creating a positive environment for greater participation of women in the private, public and university sectors of the Latin American and Caribbean countries.

C. Economic Impact of the LAC Training Initiative.

Several factors can be cited as having contributed to the development of a positive economic impact of the LAC Training Initiative project in the countries of the region.

1. The LAC/TI project was focused primarily on providing training to individuals from the public and university sectors. At the same time, there is considerable evidence that a small component of private sector training generated numerous business contacts and various joint ventures for participants from various countries. Several U.S. businesses collaborated with the project primarily out of self-interest in promoting their products and contributing to the development of the export-import market. Their involvement has potentially positive consequences for future participant training programs.

2. Training participants from the private sector appeared to be more heavily involved than public sector participants in designing and meeting their particular professional objectives. This factor seems to have influenced the greater degree of effectiveness demonstrated by private sector participants after returning to their places of work. At the same time, the private sectors of most of the countries involved in the LAC/TI project continue to demand greater numbers of skilled individuals in the areas of business administration, development and planning and other entrepreneurial skills.

3. The economic impact of the LAC/TI project in the public sectors of the target countries is somewhat more difficult to assess. Short-term training appears to have been more instrumental in upgrading operations and increasing efficiency at the government level. This characteristic is most readily appreciated among the Caribbean island-nations where the size and sophistication of the public sectors have not reached the level of complexity of those observed in Central and South American countries.

4. Recent evidence on utilization of training by returned participants shows that a sizeable number of long-term participants are in a better position to contribute to the formulation of more effective social and economic policy as a result of their training. Moreover, former trainees working in middle and high levels of the public sector seem to have affected positively the restructuring of heavily protected market economies.

5. The LAC/TI project has benefitted the long-term economic interests of the United States by having exposed the trainees to U.S. technology, business skills, and goods and services produced in a developed market economy. Furthermore, the long-term benefits are greatly increased considering that the Latin American and Caribbean countries constitute the third largest market for U.S. exports.

6. Most former LAC/TI participants appear to have gained considerably higher status at their places of work. This positive development, however, does not seem to be accompanied by increased levels of earnings as a result of the training received. At the same time, previous experience shows that personal economic improvement for persons employed in the public sector of the Latin American and Caribbean countries depends on a wide array of

social, economic and political circumstances in addition to the training received in the United States. Increased levels of earnings and greater economic status were more readily observed among former participants working in the private sector.

D. Socio-Political Impact of the LAC Training Initiative

There are certain socio-political benefits which concern the interests of the United States and those of the participant countries of the region.

1. Exit and follow-up interviews of former trainees report considerable evidence about the positive impact of the U.S. training experience other than the actual training.
2. The overwhelming majority of participants appear to have enjoyed their stay in the United States. Most participants expressed their appreciation for having been exposed to a substantially different social, economic and political system. LAC/TI participants have generally agreed that there were many aspects of life in the United States which they missed.
3. Approximately 85% of the former trainees had been able to develop personal and professional relationships with U.S. nationals. The review of evidence shows that most participants continue to maintain contact with friends and associates in the United States.
4. The LAC/TI project participants have in general sought to cultivate and increase their understanding of the U.S. political institutions and system of government. It is expected that this positive trend will contribute to the development of closer intellectual and social ties between the peoples of the region. These contacts ultimately have a beneficiary effect by furthering the understanding and friendly relations between the United States and the countries of the region.
5. The LAC/TI project made a fairly successful attempt to reach those socially and economically disadvantaged groups from the various social segments of the target countries. A good number of individuals who benefitted from this project came from marginal social groups to the benefits of publicly-sponsored training programs. These persons were able to experience personal situations and learning opportunities otherwise unavailable to them under normal circumstances.
6. The LAC/TI project was also able to target successfully an elite group of individuals whose social and political influence increased considerably the likelihood of mutually beneficial long-term benefits of the training received. These groups included scientists, administrators, government officials, managers, teachers, technicians, and others who were given the opportunity to study, experiment and observe new developments in their fields. And, above all, these individuals benefitted from interpersonal relationships developed with their U.S. counterparts.

#### E. Public Awareness and Reputation of U.S. Training

Public awareness and reputation of U.S. training varied considerably among the various participant countries. U.S.-sponsored training enjoyed greater name recognition in the Caribbean countries than in those located in Central and South America.

Results from follow-up interviews with a selected number of participants indicated that U.S.-sponsored training generally enjoyed considerable reputation at all levels of society in the target countries. The same cannot be said of the level of public awareness about the role and nature of participant programs found in the participating countries.

1. Evidence obtained through interviews with returned participants indicate that the most common procedure used to disseminate and obtain information about the program was "word of mouth." Only a small number of participants received any publicity regarding their selection and participation in training programs. Few participants also report having received media coverage at their return from training.

2. All the returned participants interviewed reported that their coworkers were clearly aware of their participation in a U.S.-sponsored training program. Moreover, there are indications that those public and private organizations where the participant selection process was open to competition made a greater contribution to generate public awareness of the training program.

3. Lack of information about the number and type of scholarships awarded by other countries, particularly those from the Eastern Bloc, preclude the possibility of establishing definite comparisons about public awareness and reputation of training programs in the region. However, many beneficiaries of U.S.-sponsored training expressed their view that a U.S. education enjoys considerably more prestige at their workplaces. At the same time it allows the former trainees to achieve greater status among their peers. It also appears to have influenced positively the course of their professional careers by providing easier access to job alternatives, particularly in the private sector, where a U.S. education is more valued than the training received in Eastern Bloc countries.

4. The evidence collected from the implementation of the LAC/TI project clearly shows that a U.S.-sponsored education constitutes a powerful mechanism to develop potential allies among individuals working in the public and private sectors of the participant countries. Follow-up interviews of returned participants indicate their friendly disposition and understanding of the mutual benefits resulting from a continuous and fruitful relationship between their countries and the United States.

## CHAPTER FOUR

---

### LESSONS LEARNED FROM THE LAC/TI PROJECT AND RECOMMENDATIONS FOR FUTURE TRAINING PROGRAMS

This chapter sets forth several program policy and administration, and evaluation and testing lessons from the LAC/TI project. It also includes various recommendations for future training programs.

The chapter is organized into two sections:

- Program Policy and Administration lessons and recommendations; and
- Program Evaluation and Testing lessons and recommendations.

These sections contain brief descriptions of the major lessons learned from the implementation of the LAC/TI project. Each is followed by specific recommendations.

#### A. Program Policy and Administration: Lessons and Recommendations

The program policy and administration lessons and recommendations concern the structure and functioning of the LAC Training Initiative project. The recommendations included in this section are intended to provide a summary guide designed to aid in the elaboration and implementation of future training programs. Most of the observations included in this section are primarily based on the results of follow-up interviews of former trainees about their training experience.

1. Even though the majority of the LAC/TI returned participants are utilizing the skills acquired during training, more efficient levels of utilization can be obtained if their work and professional activities correspond to the training received. The LAC/TI project obtained better results with participants selected from specific development projects or private sector activities. Participants who were not employed at the time of selection and received undergraduate training in the United States were particularly affected by the lack of jobs relevant to the training received.

**Recommendation.** Better and more efficient allocation of participant training resources is needed. Future projects can produce more effective results if the individuals selected to undergo training come from specific development sectors or projects already supported by A.I.D.

2. The participant selection process utilized in the LAC/TI project represents a considerable effort to reach those sectors of society previously underrepresented in past U.S.-sponsored training programs. At the same time, national minorities, ethnic groups and women appear to have had minimum representation among LAC/TI participants who received long-term training.

**Recommendation.** A.I.D., the Missions and the training contractors should make every effort to improve the participant selection process. Such a

measure would guarantee the inclusion of otherwise qualified persons who may occupy socially and politically disadvantaged positions in the Latin American and Caribbean countries.

3. Public awareness and reputation of U.S.-sponsored training programs varied considerably among the countries of the region. Even though the LAC/TI project benefitted from a certain amount of publicity in the participating countries, the observed level of public awareness and recognition of the project seems to have been lower than expected. This shortcoming may have influenced, to some extent, the overall reputation of the project.

**Recommendation.** More publicity of training programs and participants in the countries involved is needed in order to emphasize the philosophy and quality of the A.I.D. participant training projects. It is recommended that future training projects include specific allocations to develop and increase public awareness of the programs. A concerted effort should be made to utilize every opportunity available to publicize these projects, especially since they represent a substantial contribution to the general development of the Latin American and Caribbean countries.

4. More attention should have been placed on the design and development of follow-up programs in all of the participant countries. Interviews with returned participants showed their willingness and good disposition to participate in post-training activities in their own countries. Follow-up programs are the ideal conduit through which friendly relationships can be fostered between the countries of the Americas.

**Recommendation.** Follow-up programs should be included in future training projects as self-contained components in each participating country. These programs can be designed in such a way as to include former trainees from previous participant training programs.

5. Various former participants reported their inability to utilize their training, particularly in the areas of agriculture and finance, because the skills acquired had little or no relationship to the actual conditions existing in less developed nations.

**Recommendation.** The range of skills, techniques, equipment and facilities which are part of the training courses should mirror as closely as possible those existing in developing nations. This recommendation is particularly important since the returned participants have to work in technological and economic environments which are substantially different from those existing in the United States.

6. Pre-training orientation proved to be generally insufficient for both short- and long-term participants. A good number of participants simply were not adequately prepared to undertake their training programs. Some short-term participants did not receive sufficient information about the training programs prior to coming to the United States. Others were not properly prepared to deal with the unique characteristics of the U.S. society.

**Recommendation.** Pre-training orientation in the United States should include topics such as language and cross-cultural issues. Orientation

should take place, if possible, at the training site in order to facilitate greater student interaction and adaptation to the training site.

7. Several short-term participants from the Central American countries and Mexico reported having received extremely basic training in their fields. Some former trainees also complained about having been placed in groups of participants with extremely uneven levels of knowledge, which prevented the full use of the training and instructors available.

**Recommendation.** Renewed efforts should be made to closely match the level of knowledge and experience of short-term participants with the required level of training to be received. Particularly since the uneven level of preparation of participants oftentimes results in defective utilization of training. Substantial improvement can be brought about by further perfecting the participant selection process. It is recommended that groups of short-term participants be integrated by individuals with a fairly equal range of knowledge pertinent to the training to be received.

8. English language training, when needed, was not as extensive and complete as required. Many long-term participants started their training programs before having adequately completed the required language training. This situation greatly contributed to the poor academic performance of some participants.

**Recommendation.** English language training, when required, should be as extensive and complete as possible, before the regular training takes place. The time frame for completion of training likewise should take into account the full length of language training needed. It is recommended that English language training continue to be provided, in some cases even after language test scores of participants show the minimum required TOEFL levels.

9. A good number of short-term participants suggested that the training sessions should not attempt to cover all aspects of a given subject matter. Many individuals expressed the opinion that generalization often results in lower quality and impact of the training received. Participants who received more specific training appeared to show greater utilization of training and a better grasp of the skills acquired.

**Recommendation.** It is recommended that short-term training be designed preferably around very specific and relatively narrow topics. At the same time, if wide coverage of a given subject matter is unavoidable or desired, then the length of training should be increased.

10. Groups of short-term participants appear to have varied widely in terms of size. Large groups were usually more difficult to handle than smaller groups. There seemed to be little consensus among training contractors about the "ideal" group size. Most groups seem to have been organized primarily according to the demand for for participant training found in the target sectors.

**Recommendation.** It is recommended that short-term training groups have at least 10 participants, and a maximum of 25. Larger groups may prove to be difficult to handle, especially since many of the participants' individual needs are more likely to be overlooked.

11. The complaint most often heard among returned participants interviewed was that the living allowances were in many occasions not delivered on time. The evidence collected shows that these delays oftentimes forced the participants into uncomfortable situations regarding their living arrangements.

**Recommendation.** It is recommended that training contractors be prompt in disbursing living allowances to the participants. Allowances should also take into consideration additional costs such as winter clothing, transportation, etc., incurred by the participants.

**B. Evaluation and Testing: Lessons and Recommendations.**

Evaluation and testing studies of participant training programs tend to be time-consuming and oftentimes rely heavily on nonquantifiable evidence. In conducting the evaluation of the Latin American and Caribbean Training Initiative Miranda Associates, Inc. has invested considerable time and effort in gathering quantifiable data to better assess the results of the implementation of the project. At the same time, more research on the functioning and impact of participant training programs is sorely needed. Future training programs will greatly benefit from more extensive research in the areas of utilization and impact of training in the human resource structures of the Latin American and Caribbean countries.

1. The data reported by the training contractors were incomplete and less accurate than expected. Hence, MAI undertook to rebuild the LAC/TI data base to ensure the completeness and accuracy of the data. Training contractors did not have a unified data reporting system, which prevented the full utilization of the data and increased the likelihood of errors.

**Recommendation.** The existence of a unified data reporting system for use by the training contractors and agents is essential to projects of this nature. It is also recommended that data collection instruments used for entry and exit interviews by the Missions and training contractors be unified. These measures will in turn guarantee the realization of more comprehensive participant training evaluations and impact studies.

2. MAI conducted a training utilization study of participants from the LAC/TI project. The evidence collected and its analysis were included in a report presented to AID as part of the general evaluation of the project. The study was primarily based on an extensive survey of returned participants. Moreover its results provided interesting insights into the quality and character of the utilization of training.

**Recommendations.** In order to generate more conclusive evidence about the utilization of training by returned participants, MAI sets forth three additional recommendations for future evaluation and testing studies.

- a. Conduct a detailed economic evaluation of a representative group of participants, making use of some of the benefit-cost analysis tools.
- b. Conduct a comparative study of the experience and impact of AID-sponsored participant training programs in the countries of the Americas.

c. Conduct a follow-up study of the former participants interviewed for this evaluation. The objective of the study would be to detect and analyze any changes occurred over time in the participants' utilization of training.

---

---

**APPENDICES**

---

---

---

---

**APPENDIX A: LAC/TI PARTICIPANT DATA, GRAND TOTAL**

---

---

ALL GRAND TOTALS: LAC\TI

-----

| TRAINEES             | ORIGIN. SECTOR  | TRAINING INSTITUTION | TRAINING FIELD           |
|----------------------|-----------------|----------------------|--------------------------|
| ALL 1022 100%        | PVTE SECTOR 241 | UNIVERSITY 643       | AGRICULTURE 224          |
| FEM. 225 22%         | PUB. SECTOR 456 | PUB SECTOR 119       | BUSINESS ADMIN 171       |
| MALE 797 78%         | UNIVERSITY 149  | PVT SECTOR 161       | COMMUNICATIONS 8         |
|                      | NOT AVAIL. 176  | COMBINED 6           | DEMOGRAPHY 1             |
|                      |                 | NOT AVAIL. 93        | ECON DEV'T & PLANNING 44 |
|                      |                 |                      | EDUCATION ADMIN 33       |
| AGE DISTRIBUTION     |                 | DEGREES, ETC         | ENERGY DEV'T 17          |
| NOT AV. 553          |                 |                      | ENVIROMENT 15            |
| UNDER 25 37          |                 | AB 19                | ENGINEERING 44           |
| 25 TO 34 258         |                 | MA 219               | FINANCIAL MANAGEMENT 24  |
| 35 TO 44 124         |                 | PHD 16               | HOME ECONOMICS 6         |
| 45 TO 55 41          |                 | OTHER 2              | HUMAN RESOURCES 19       |
| OVER 55 9            |                 | NONDEG 387           | HOUSING/COMM DEVT 15     |
|                      |                 |                      | INFORMATION SCIENCE 26   |
| DURATION OF TRAINING |                 | -----                | NATURAL RESOURCE 37      |
| AT MOST 2 WEEKS 153  |                 | ON THE JOB 2         | PUBLIC ADMIN 49          |
| 2 WEEKS TO 6 MO 529  |                 | OBSERVATION 77       | PUBLIC HEALTH 116        |
| 6 MO TO 1 YEAR 80    |                 | OJT&OBS 25           | QUANT. METHODS 28        |
| OVER 1 YEAR 183      |                 | NEITHER/NA 275       | RURAL DEVT 12            |
| NOT AVAILABLE 77     |                 |                      | TECH/VOC EDUCATION 12    |
|                      |                 |                      | TOURISM 1                |
|                      |                 |                      | TEACHING & EDUCATION 58  |
|                      |                 |                      | URBAN DEV'T 17           |
|                      |                 |                      | OTHER 43                 |
|                      |                 |                      | NOT AVAILABLE 2          |

---

---

**APPENDIX B: LAC/II PARTICIPANT DATA, TOTALS BY COUNTRY**

---

---

ALL COUNTRY TOTALS: LAC\TI, BELIZE

-----

| TRAINEES    | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD          |
|-------------|----------------|----------------------|-------------------------|
| ALL 38 100% | PVTE SECTOR 1  | UNIVERSITY 17        | AGRICULTURE 9           |
| FEM. 5 13%  | PUB. SECTOR 21 | PUB SECTOR 0         | BUSINESS ADMIN 2        |
| MALE 33 87% | UNIVERSITY 0   | PVT SECTOR 8         | COMMUNICATIONS 3        |
|             | NOT AVAIL. 16  | COMBINED 0           | DEMOGRAPHY 0            |
|             |                | NOT AVAIL. 13        | ECON DEV'T & PLANNING 1 |
|             |                |                      | EDUCATION ADMIN 0       |
|             |                |                      | ENERGY DEV'T 0          |
|             |                |                      | ENVIROMENT 0            |
|             |                |                      | ENGINEERING 3           |
|             |                |                      | FINANCIAL MANAGEMENT 0  |
|             |                |                      | HOME ECONOMICS 0        |
|             |                |                      | HUMAN RESOURCES 2       |
|             |                |                      | HOUSING/COMM DEVT 0     |
|             |                |                      | INFORMATION SCIENCE 2   |
|             |                |                      | NATURAL RESOURCE 0      |
|             |                |                      | PUBLIC ADMIN 0          |
|             |                |                      | PUBLIC HEALTH 4         |
|             |                |                      | QUANT. METHODS 0        |
|             |                |                      | RURAL DEVT 0            |
|             |                |                      | TECH/VOC EDUCATION 2    |
|             |                |                      | TOURISM 0               |
|             |                |                      | TEACHING & EDUCATION 1  |
|             |                |                      | URBAN DEV'T 0           |
|             |                |                      | OTHER 9                 |
|             |                |                      | NOT AVAILABLE 0         |

AGE DISTRIBUTION

|          |    |
|----------|----|
| NOT AV.  | 35 |
| UNDER 25 | 0  |
| 25 TO 34 | 2  |
| 35 TO 44 | 1  |
| 45 TO 55 | 0  |
| OVER 55  | 0  |

DURATION OF TRAINING

|                 |    |
|-----------------|----|
| AT MOST 2 WEEKS | 5  |
| 2 WEEKS TO 6 MO | 23 |
| 6 MO TO 1 YEAR  | 1  |
| OVER 1 YEAR     | 1  |
| NOT AVAILABLE   | 8  |

DEGREES, ETC

|        |    |
|--------|----|
| AB     | 0  |
| MA     | 1  |
| PHD    | 0  |
| OTHER  | 0  |
| NONDEG | 16 |

-----

|             |    |
|-------------|----|
| ON THE JOB  | 0  |
| OBSERVATION | 6  |
| OJT&OBS     | 0  |
| NEITHER/NA  | 15 |

ALL COUNTRY TOTALS: LAC\TI, BOLIVIA

-----

| TRAINEES             |    |      | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD |    |                       |   |
|----------------------|----|------|----------------|----------------------|----------------|----|-----------------------|---|
| ALL                  | 15 | 100% | PVTE SECTOR    | 0                    | UNIVERSITY     | 15 | AGRICULTURE           | 9 |
| FEM.                 | 3  | 20%  | PUB. SECTOR    | 7                    | PUB SECTOR     | 0  | BUSINESS ADMIN        | 0 |
| MALE                 | 12 | 80%  | UNIVERSITY     | 6                    | PVT SECTOR     | 0  | COMMUNICATIONS        | 0 |
|                      |    |      | NOT AVAIL.     | 2                    | COMBINED       | 0  | DEMOGRAPHY            | 1 |
|                      |    |      |                |                      | NOT AVAIL.     | 0  | ECON DEV'T & PLANNING | 3 |
|                      |    |      |                |                      |                |    | EDUCATION ADMIN       | 0 |
| AGE DISTRIBUTION     |    |      |                |                      | DEGREES, ETC   |    | ENERGY DEV'T          | 0 |
| NOT AV.              | 2  |      |                |                      | AB             | 0  | ENVIROMENT            | 0 |
| UNDER 25             | 5  |      |                |                      | MA             | 4  | ENGINEERING           | 0 |
| 25 TO 34             | 6  |      |                |                      | PHD            | 0  | FINANCIAL MANAGEMENT  | 0 |
| 35 TO 44             | 1  |      |                |                      | OTHER          | 0  | HOME ECONOMICS        | 0 |
| 45 TO 55             | 1  |      |                |                      | NONDEG         | 11 | HUMAN RESOURCES       | 0 |
| OVER 55              | 0  |      |                |                      |                |    | HOUSING/COMM DEVT     | 0 |
| DURATION OF TRAINING |    |      |                |                      |                |    | INFORMATION SCIENCE   | 0 |
| AT MOST 2 WEEKS      | 0  |      |                |                      |                |    | NATURAL RESOURCE      | 1 |
| 2 WEEKS TO 6 MO      | 7  |      |                |                      |                |    | PUBLIC ADMIN          | 1 |
| 6 MO TO 1 YEAR       | 4  |      |                |                      |                |    | PUBLIC HEALTH         | 0 |
| OVER 1 YEAR          | 4  |      |                |                      |                |    | QUANT. METHODS        | 0 |
| NOT AVAILABLE        | 0  |      |                |                      |                |    | RURAL DEVT            | 0 |
|                      |    |      |                |                      |                |    | TECH/VOC EDUCATION    | 0 |
|                      |    |      |                |                      |                |    | TOURISM               | 0 |
|                      |    |      |                |                      |                |    | TEACHING & EDUCATION  | 0 |
|                      |    |      |                |                      |                |    | URBAN DEV'T           | 0 |
|                      |    |      |                |                      |                |    | OTHER                 | 0 |
|                      |    |      |                |                      |                |    | NOT AVAILABLE         | 0 |

ALL COUNTRY TOTALS: LAC\TI, BRAZIL

---

| TRAINEES    | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD          |
|-------------|----------------|----------------------|-------------------------|
| ALL 44 100% | PVTE SECTOR 15 | UNIVERSITY 20        | AGRICULTURE 2           |
| FEM. 11 25% | PUB. SECTOR 17 | PUB SECTOR 12        | BUSINESS ADMIN 3        |
| MALE 33 75% | UNIVERSITY 11  | PVT SECTOR 10        | COMMUNICATIONS 0        |
|             | NOT AVAIL. 1   | COMBINED 1           | DEMOGRAPHY 0            |
|             |                | NOT AVAIL. 1         | ECON DEV'T & PLANNING 0 |
|             |                |                      | EDUCATION ADMIN 1       |
|             |                |                      | ENERGY DEV'T 0          |
|             |                |                      | ENVIROMENT 0            |
|             |                |                      | ENGINEERING 3           |
|             |                |                      | FINANCIAL MANAGEMENT 0  |
|             |                |                      | HOME ECONOMICS 0        |
|             |                |                      | HUMAN RESOURCES 1       |
|             |                |                      | HOUSING/COMM DEVT 0     |
|             |                |                      | INFORMATION SCIENCE 4   |
|             |                |                      | NATURAL RESOURCE 4      |
|             |                |                      | PUBLIC ADMIN 2          |
|             |                |                      | PUBLIC HEALTH 12        |
|             |                |                      | QUANT. METHODS 0        |
|             |                |                      | RURAL DEVT 1            |
|             |                |                      | TECH/VOC EDUCATION 1    |
|             |                |                      | TOURISM 0               |
|             |                |                      | TEACHING & EDUCATION 7  |
|             |                |                      | URBAN DEV'T 1           |
|             |                |                      | OTHER 2                 |
|             |                |                      | NOT AVAILABLE 0         |

  

| AGE DISTRIBUTION | DEGREES, ETC |
|------------------|--------------|
| NOT AV. 7        | AB 0         |
| UNDER 25 6       | MA 1         |
| 25 TO 34 19      | PHD 0        |
| 35 TO 44 7       | OTHER 0      |
| 45 TO 55 4       | NONDEG 19    |
| OVER 55 1        |              |

  

| DURATION OF TRAINING |               |
|----------------------|---------------|
| AT MOST 2 WEEKS 0    | ON THE JOB 0  |
| 2 WEEKS TO 6 MO 35   | OBSERVATION 1 |
| 6 MO TO 1 YEAR 4     | OJT&OBS 2     |
| OVER 1 YEAR 5        | NEITHER/NA 21 |
| NOT AVAILABLE 0      |               |

ALL COUNTRY TOTALS: LAC\TI, COLOMBIA

-----

| TRAINEES     | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD          |
|--------------|----------------|----------------------|-------------------------|
| ALL 109 100% | PVTE SECTOR 18 | UNIVERSITY 58        | AGRICULTURE 19          |
| FEM. 40 37%  | PUB. SECTOR 31 | PUB SECTOR 13        | BUSINESS ADMIN 13       |
| MALE 69 63%  | UNIVERSITY 20  | PVT SECTOR 29        | COMMUNICATIONS 0        |
|              | NOT AVAIL. 40  | COMBINED 1           | DEMOGRAPHY 0            |
|              |                | NOT AVAIL. 8         | ECON DEV'T & PLANNING 1 |
|              |                |                      | EDUCATION ADMIN 5       |
|              |                |                      | ENERGY DEV'T 0          |
|              |                |                      | ENVIROMENT 3            |
|              |                |                      | ENGINEERING 3           |
|              |                |                      | FINANCIAL MANAGEMENT 1  |
|              |                |                      | HOME ECONOMICS 0        |
|              |                |                      | HUMAN RESOURCES 0       |
|              |                |                      | HOUSING/COMM DEVT 5     |
|              |                |                      | INFORMATION SCIENCE 1   |
|              |                |                      | NATURAL RESOURCE 0      |
|              |                |                      | PUBLIC ADMIN 1          |
|              |                |                      | PUBLIC HEALTH 29        |
|              |                |                      | QUANT. METHODS 0        |
|              |                |                      | RURAL DEVT 3            |
|              |                |                      | TECH/VOC EDUCATION 0    |
|              |                |                      | TOURISM 0               |
|              |                |                      | TEACHING & EDUCATION 22 |
|              |                |                      | URBAN DEV'T 2           |
|              |                |                      | OTHER 1                 |
|              |                |                      | NOT AVAILABLE 0         |

  

| AGE DISTRIBUTION | DEGREES, ETC |
|------------------|--------------|
| NOT AV. 49       |              |
| UNDER 25 3       | AB 0         |
| 25 TO 34 32      | MA 3         |
| 35 TO 44 21      | PHD 1        |
| 45 TO 55 4       | OTHER 0      |
| OVER 55 0        | NONDEG 54    |

  

| DURATION OF TRAINING |                |
|----------------------|----------------|
| AT MOST 2 WEEKS 5    | ON THE JOB 0   |
| 2 WEEKS TO 6 MO 86   | OBSERVATION 29 |
| 6 MO TO 1 YEAR 14    | OJT&OBS 1      |
| OVER 1 YEAR 3        | NEITHER/NA 21  |
| NOT AVAILABLE 1      |                |

ALL COUNTRY TOTALS: LACATI, COSTA RICA

-----

| TRAINEES             |         | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD          |
|----------------------|---------|----------------|----------------------|-------------------------|
| ALL                  | 89 100% | PVTE SECTOR 32 | UNIVERSITY 54        | AGRICULTURE 11          |
| FEM.                 | 20 22%  | PUB. SECTOR 7  | PUB SECTOR 5         | BUSINESS ADMIN 28       |
| MALE                 | 69 78%  | UNIVERSITY 48  | PVT SECTOR 29        | COMMUNICATIONS 1        |
|                      |         | NOT AVAIL. 2   | COMBINED 0           | DEMOGRAPHY 0            |
|                      |         |                | NOT AVAIL. 1         | ECON DEV'T & PLANNING 6 |
|                      |         |                |                      | EDUCATION ADMIN 1       |
| AGE DISTRIBUTION     |         |                | DEGREES, ETC         | ENERGY DEV'T 0          |
| NOT AV.              | 63      |                |                      | ENVIROMENT 1            |
| UNDER 25             | 4       |                | AB 0                 | ENGINEERING 7           |
| 25 TO 34             | 13      |                | MA 52                | FINANCIAL MANAGEMENT 3  |
| 35 TO 44             | 9       |                | PHD 1                | HOME ECONOMICS 0        |
| 45 TO 55             | 0       |                | OTHER 0              | HUMAN RESOURCES 0       |
| OVER 55              | 0       |                | NONDEG 1             | HOUSING/COMM DEVT 0     |
|                      |         |                |                      | INFORMATION SCIENCE 6   |
| DURATION OF TRAINING |         |                | -----                | NATURAL RESOURCE 3      |
| AT MOST 2 WEEKS      | 0       |                | ON THE JOB 0         | PUBLIC ADMIN 3          |
| 2 WEEKS TO 6 MO      | 38      |                | OBSERVATION 0        | PUBLIC HEALTH 9         |
| 6 MO TO 1 YEAR       | 0       |                | OJT&OBS 9            | QUANT. METHODS 2        |
| OVER 1 YEAR          | 21      |                | NEITHER/NA 26        | RURAL DEVT 0            |
| NOT AVAILABLE        | 30      |                |                      | TECH/VOC EDUCATION 0    |
|                      |         |                |                      | TOURISM 0               |
|                      |         |                |                      | TEACHING & EDUCATION 6  |
|                      |         |                |                      | URBAN DEV'T 0           |
|                      |         |                |                      | OTHER 2                 |
|                      |         |                |                      | NOT AVAILABLE 0         |

ALL COUNTRY TOTALS: LAC\TI, DOMIN.REPUB.

| TRAINEES             |         | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD          |
|----------------------|---------|----------------|----------------------|-------------------------|
| ALL                  | 34 100% | PVTE SECTOR    | 3 UNIVERSITY 25      | AGRICULTURE 3           |
| FEM.                 | 11 32%  | PUB. SECTOR    | 8 PUB SECTOR 0       | BUSINESS ADMIN 11       |
| MALE                 | 23 68%  | UNIVERSITY     | 3 PVT SECTOR 9       | COMMUNICATIONS 0        |
|                      |         | NOT AVAIL.     | 20 COMBINED 0        | DEMOGRAPHY 0            |
|                      |         |                | NOT AVAIL. 0         | ECON DEV'T & PLANNING 4 |
|                      |         |                |                      | EDUCATION ADMIN 7       |
|                      |         |                |                      | ENERGY DEV'T 1          |
|                      |         |                |                      | ENVIROMENT 1            |
|                      |         |                |                      | ENGINEERING 1           |
|                      |         |                |                      | FINANCIAL MANAGEMENT 0  |
|                      |         |                |                      | HOME ECONOMICS 0        |
|                      |         |                |                      | HUMAN RESOURCES 0       |
|                      |         |                |                      | HOUSING/COMM DEVT 0     |
|                      |         |                |                      | INFORMATION SCIENCE 3   |
|                      |         |                |                      | NATURAL RESOURCE 0      |
|                      |         |                |                      | PUBLIC ADMIN 1          |
|                      |         |                |                      | PUBLIC HEALTH 0         |
|                      |         |                |                      | QUANT. METHODS 0        |
|                      |         |                |                      | RURAL DEVT 0            |
|                      |         |                |                      | TECH/VOC EDUCATION 0    |
|                      |         |                |                      | TOURISM 0               |
|                      |         |                |                      | TEACHING & EDUCATION 2  |
|                      |         |                |                      | URBAN DEV'T 0           |
|                      |         |                |                      | OTHER 0                 |
|                      |         |                |                      | NOT AVAILABLE 0         |
| AGE DISTRIBUTION     |         | DEGREES, ETC   |                      |                         |
| NOT AV.              | 22      | AB             | 1                    |                         |
| UNDER 25             | 2       | MA             | 22                   |                         |
| 25 TO 34             | 6       | PHD            | 0                    |                         |
| 35 TO 44             | 3       | OTHER          | 0                    |                         |
| 45 TO 55             | 1       | NONDEG         | 2                    |                         |
| OVER 55              | 0       |                |                      |                         |
| DURATION OF TRAINING |         | -----          |                      |                         |
| AT MOST 2 WEEKS      | 2       | ON THE JOB     | 0                    |                         |
| 2 WEEKS TO 6 MO      | 9       | OBSERVATION    | 0                    |                         |
| 6 MO TO 1 YEAR       | 2       | OJT&OBS        | 0                    |                         |
| OVER 1 YEAR          | 19      | NEITHER/NA     | 9                    |                         |
| NOT AVAILABLE        | 2       |                |                      |                         |

ALL COUNTRY TOTALS: LAC\TI, ECUADOR

-----

| TRAINEES    | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD          |
|-------------|----------------|----------------------|-------------------------|
| ALL 18 100% | PVTE SECTOR 8  | UNIVERSITY 15        | AGRICULTURE 8           |
| FEM. 3 17%  | PUB. SECTOR 7  | PUB SECTOR 0         | BUSINESS ADMIN 1        |
| MALE 15 83% | UNIVERSITY 2   | PVT SECTOR 3         | COMMUNICATIONS 0        |
|             | NOT AVAIL. 1   | COMBINED 0           | DEMOGRAPHY 0            |
|             |                | NOT AVAIL. 0         | ECON DEV'T & PLANNING 3 |
|             |                |                      | EDUCATION ADMIN 0       |
|             |                |                      | ENERGY DEV'T 0          |
|             |                |                      | ENVIROMENT 0            |
|             |                |                      | ENGINEERING 0           |
|             |                |                      | FINANCIAL MANAGEMENT 0  |
|             |                |                      | HOME ECONOMICS 0        |
|             |                |                      | HUMAN RESOURCES 0       |
|             |                |                      | HOUSING/COMM DEVT 0     |
|             |                |                      | INFORMATION SCIENCE 0   |
|             |                |                      | NATURAL RESOURCE 0      |
|             |                |                      | PUBLIC ADMIN 0          |
|             |                |                      | PUBLIC HEALTH 2         |
|             |                |                      | QUANT. METHODS 0        |
|             |                |                      | RURAL DEVT 2            |
|             |                |                      | TECH/VOC EDUCATION 0    |
|             |                |                      | TOURISM 0               |
|             |                |                      | TEACHING & EDUCATION 2  |
|             |                |                      | URBAN DEV'T 0           |
|             |                |                      | OTHER 0                 |
|             |                |                      | NOT AVAILABLE 0         |

  

| AGE DISTRIBUTION | DEGREES, ETC |
|------------------|--------------|
| NOT AV. 10       |              |
| UNDER 25 3       | AB 0         |
| 25 TO 34 2       | MA 5         |
| 35 TO 44 3       | PHD 1        |
| 45 TO 55 0       | OTHER 0      |
| OVER 55 0        | NONDEG 9     |

  

| DURATION OF TRAINING | -----         |
|----------------------|---------------|
| AT MOST 2 WEEKS 0    | ON THE JOB 0  |
| 2 WEEKS TO 6 MO 7    | OBSERVATION 0 |
| 6 MO TO 1 YEAR 5     | OJT&OBS 0     |
| OVER 1 YEAR 6        | NEITHER/NA 3  |
| NOT AVAILABLE 0      |               |

ALL COUNTRY TOTALS: LAC\TI, EL SALVADOR

| TRAINEES             |    |      | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD |    |                       |    |
|----------------------|----|------|----------------|----------------------|----------------|----|-----------------------|----|
| ALL                  | 44 | 100% | PVTE SECTOR    | 0                    | UNIVERSITY     | 9  | AGRICULTURE           | 4  |
| FEM.                 | 12 | 27%  | PUB. SECTOR    | 37                   | PUB SECTOR     | 0  | BUSINESS ADMIN        | 11 |
| MALE                 | 32 | 73%  | UNIVERSITY     | 0                    | PVT SECTOR     | 4  | COMMUNICATIONS        | 0  |
|                      |    |      | NOT AVAIL.     | 7                    | COMBINED       | 0  | DEMOGRAPHY            | 0  |
|                      |    |      |                |                      | NOT AVAIL.     | 31 | ECON DEV'T & PLANNING | 0  |
|                      |    |      |                |                      |                |    | EDUCATION ADMIN       | 1  |
|                      |    |      |                |                      |                |    | ENERGY DEV'T          | 0  |
|                      |    |      |                |                      |                |    | ENVIROMENT            | 0  |
|                      |    |      |                |                      |                |    | ENGINEERING           | 0  |
|                      |    |      |                |                      |                |    | FINANCIAL MANAGEMENT  | 0  |
|                      |    |      |                |                      |                |    | HOME ECONOMICS        | 0  |
|                      |    |      |                |                      |                |    | HUMAN RESOURCES       | 0  |
|                      |    |      |                |                      |                |    | HOUSING/COMM DEVT     | 0  |
|                      |    |      |                |                      |                |    | INFORMATION SCIENCE   | 0  |
|                      |    |      |                |                      |                |    | NATURAL RESOURCE      | 0  |
|                      |    |      |                |                      |                |    | PUBLIC ADMIN          | 2  |
|                      |    |      |                |                      |                |    | PUBLIC HEALTH         | 1  |
|                      |    |      |                |                      |                |    | QUANT. METHODS        | 0  |
|                      |    |      |                |                      |                |    | RURAL DEVT            | 0  |
|                      |    |      |                |                      |                |    | TECH/VOC EDUCATION    | 0  |
|                      |    |      |                |                      |                |    | TOURISM               | 0  |
|                      |    |      |                |                      |                |    | TEACHING & EDUCATION  | 0  |
|                      |    |      |                |                      |                |    | URBAN DEV'T           | 0  |
|                      |    |      |                |                      |                |    | OTHER                 | 25 |
|                      |    |      |                |                      |                |    | NOT AVAILABLE         | 0  |
| AGE DISTRIBUTION     |    |      |                | DEGREES, ETC         |                |    |                       |    |
| NOT AV.              | 44 |      |                | AB                   | 1              |    |                       |    |
| UNDER 25             | 0  |      |                | MA                   | 8              |    |                       |    |
| 25 TO 34             | 0  |      |                | PHD                  | 0              |    |                       |    |
| 35 TO 44             | 0  |      |                | OTHER                | 0              |    |                       |    |
| 45 TO 55             | 0  |      |                | NONDEG               | 0              |    |                       |    |
| OVER 55              | 0  |      |                |                      |                |    |                       |    |
| DURATION OF TRAINING |    |      |                | -----                |                |    |                       |    |
| AT MOST 2 WEEKS      | 29 |      |                | ON THE JOB           | 0              |    |                       |    |
| 2 WEEKS TO 6 MO      | 6  |      |                | OBSERVATION          | 0              |    |                       |    |
| 6 MO TO 1 YEAR       | 1  |      |                | OJT&OBS              | 0              |    |                       |    |
| OVER 1 YEAR          | 7  |      |                | NEITHER/NA           | 35             |    |                       |    |
| NOT AVAILABLE        | 1  |      |                |                      |                |    |                       |    |

ALL COUNTRY TOTALS: LAC\TI, GUATEMALA

-----

| TRAINEES    | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD          |
|-------------|----------------|----------------------|-------------------------|
| ALL 54 100% | PVTE SECTOR 12 | UNIVERSITY 26        | AGRICULTURE 12          |
| FEM. 10 19% | PUB. SECTOR 33 | PUB SECTOR 26        | BUSINESS ADMIN 0        |
| MALE 44 81% | UNIVERSITY 0   | PVT SECTOR 2         | COMMUNICATIONS 0        |
|             | NOT AVAIL. 9   | COMBINED 0           | DEMOGRAPHY 0            |
|             |                | NOT AVAIL. 0         | ECON DEV'T & PLANNING 2 |
|             |                |                      | EDUCATION ADMIN 3       |
|             |                |                      | ENERGY DEV'T 0          |
|             |                |                      | ENVIROMENT 0            |
|             |                |                      | ENGINEERING 1           |
|             |                |                      | FINANCIAL MANAGEMENT 0  |
|             |                |                      | HOME ECONOMICS 0        |
|             |                |                      | HUMAN RESOURCES 0       |
|             |                |                      | HOUSING/COMM DEVT 3     |
|             |                |                      | INFORMATION SCIENCE 0   |
|             |                |                      | NATURAL RESOURCE 0      |
|             |                |                      | PUBLIC ADMIN 0          |
|             |                |                      | PUBLIC HEALTH 10        |
|             |                |                      | QUANT. METHODS 20       |
|             |                |                      | RURAL DEVT 0            |
|             |                |                      | TECH/VOC EDUCATION 1    |
|             |                |                      | TOURISM 0               |
|             |                |                      | TEACHING & EDUCATION 0  |
|             |                |                      | URBAN DEV'T 1           |
|             |                |                      | OTHER 1                 |
|             |                |                      | NOT AVAILABLE 0         |

  

| AGE DISTRIBUTION | DEGREES, ETC |
|------------------|--------------|
| NOT AV. 19       |              |
| UNDER 25 0       | AB 0         |
| 25 TO 34 17      | MA 14        |
| 35 TO 44 12      | PHD 0        |
| 45 TO 55 5       | OTHER 0      |
| OVER 55 1        | NONDEG 12    |

  

| DURATION OF TRAINING |               |
|----------------------|---------------|
| AT MOST 2 WEEKS 16   | ON THE JOB 0  |
| 2 WEEKS TO 6 MO 19   | OBSERVATION 5 |
| 6 MO TO 1 YEAR 4     | OJT&OBS 6     |
| OVER 1 YEAR 10       | NEITHER/NA 17 |
| NOT AVAILABLE 5      |               |

ALL COUNTRY TOTALS: LAC\TI, GUYANA

-----

| TRAINEES |        | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD          |
|----------|--------|----------------|----------------------|-------------------------|
| ALL      | 5 100% | PVTE SECTOR    | 3 UNIVERSITY         | 2 AGRICULTURE           |
| FEM.     | 1 20%  | PUB. SECTOR    | 2 PUB SECTOR         | 0 BUSINESS ADMIN        |
| MALE     | 4 80%  | UNIVERSITY     | 0 PVT SECTOR         | 3 COMMUNICATIONS        |
|          |        | NOT AVAIL.     | 0 COMBINED           | 0 DEMOGRAPHY            |
|          |        |                | 0 NOT AVAIL.         | 0 ECON DEV'T & PLANNING |
|          |        |                |                      | 0 EDUCATION ADMIN       |
|          |        |                |                      | 0 ENERGY DEV'T          |
|          |        |                |                      | 0 ENVIROMENT            |
|          |        |                |                      | 0 ENGINEERING           |
|          |        |                |                      | 0 FINANCIAL MANAGEMENT  |
|          |        |                |                      | 0 HOME ECONOMICS        |
|          |        |                |                      | 0 HUMAN RESOURCES       |
|          |        |                |                      | 0 HOUSING/COMM DEVT     |
|          |        |                |                      | 0 INFORMATION SCIENCE   |
|          |        |                |                      | 0 NATURAL RESOURCE      |
|          |        |                |                      | 0 PUBLIC ADMIN          |
|          |        |                |                      | 0 PUBLIC HEALTH         |
|          |        |                |                      | 0 QUANT. METHODS        |
|          |        |                |                      | 0 RURAL DEVT            |
|          |        |                |                      | 0 TECH/VOC EDUCATION    |
|          |        |                |                      | 0 TOURISM               |
|          |        |                |                      | 0 TEACHING & EDUCATION  |
|          |        |                |                      | 0 URBAN DEV'T           |
|          |        |                |                      | 0 OTHER                 |
|          |        |                |                      | 0 NOT AVAILABLE         |

  

| AGE DISTRIBUTION | DEGREES, ETC |
|------------------|--------------|
| NOT AV.          | 3            |
| UNDER 25         | 0            |
| 25 TO 34         | 0            |
| 35 TO 44         | 2            |
| 45 TO 55         | 0            |
| OVER 55          | 0            |

  

| DURATION OF TRAINING | ----- |
|----------------------|-------|
| AT MOST 2 WEEKS      | 0     |
| 2 WEEKS TO 6 MO      | 3     |
| 6 MO TO 1 YEAR       | 0     |
| OVER 1 YEAR          | 2     |
| NOT AVAILABLE        | 0     |

ALL COUNTRY TOTALS: LAC\TI, HAITI

-----

| TRAINEES |         | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD          |
|----------|---------|----------------|----------------------|-------------------------|
| ALL      | 33 100% | PVTE SECTOR 1  | UNIVERSITY 19        | AGRICULTURE 14          |
| FEM.     | 6 18%   | PUB. SECTOR 21 | PUB SECTOR 0         | BUSINESS ADMIN 2        |
| MALE     | 27 82%  | UNIVERSITY 1   | PVT SECTOR 0         | COMMUNICATIONS 0        |
|          |         | NOT AVAIL. 10  | COMBINED 0           | DEMOGRAPHY 0            |
|          |         |                | NOT AVAIL. 14        | ECON DEV'T & PLANNING 1 |
|          |         |                |                      | EDUCATION ADMIN 0       |
|          |         |                |                      | ENERGY DEV'T 0          |
|          |         |                |                      | ENVIROMENT 0            |
|          |         |                |                      | ENGINEERING 5           |
|          |         |                |                      | FINANCIAL MANAGEMENT 0  |
|          |         |                |                      | HOME ECONOMICS 0        |
|          |         |                |                      | HUMAN RESOURCES 1       |
|          |         |                |                      | HOUSING/COMM DEVT 0     |
|          |         |                |                      | INFORMATION SCIENCE 0   |
|          |         |                |                      | NATURAL RESOURCE 0      |
|          |         |                |                      | PUBLIC ADMIN 8          |
|          |         |                |                      | PUBLIC HEALTH 1         |
|          |         |                |                      | QUANT. METHODS 0        |
|          |         |                |                      | RURAL DEVT 0            |
|          |         |                |                      | TECH/VOC EDUCATION 0    |
|          |         |                |                      | TOURISM 0               |
|          |         |                |                      | TEACHING & EDUCATION 1  |
|          |         |                |                      | URBAN DEV'T 0           |
|          |         |                |                      | OTHER 0                 |
|          |         |                |                      | NOT AVAILABLE 0         |

  

| AGE DISTRIBUTION |    | DEGREES, ETC |
|------------------|----|--------------|
| NOT AV.          | 30 |              |
| UNDER 25         | 0  | AB 0         |
| 25 TO 34         | 3  | MA 8         |
| 35 TO 44         | 0  | PHD 0        |
| 45 TO 55         | 0  | OTHER 0      |
| OVER 55          | 0  | NONDEG 11    |

  

| DURATION OF TRAINING |    | -----         |
|----------------------|----|---------------|
| AT MOST 2 WEEKS      | 1  | ON THE JOB 0  |
| 2 WEEKS TO 6 MO      | 20 | OBSERVATION 0 |
| 6 MO TO 1 YEAR       | 0  | OJT&OBS 0     |
| OVER 1 YEAR          | 10 | NEITHER/NA 14 |
| NOT AVAILABLE        | 2  |               |

ALL COUNTRY TOTALS: LAC\TI, HONDURAS

| TRAINEES             |         | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD          |
|----------------------|---------|----------------|----------------------|-------------------------|
| ALL                  | 39 100% | PVTE SECTOR 0  | UNIVERSITY 19        | AGRICULTURE 5           |
| FEM.                 | 12 31%  | PUB. SECTOR 33 | PUB SECTOR 1         | BUSINESS ADMIN 6        |
| MALE                 | 27 69%  | UNIVERSITY 4   | PVT SECTOR 2         | COMMUNICATIONS 0        |
|                      |         | NOT AVAIL. 2   | COMBINED 0           | DEMOGRAPHY 0            |
|                      |         |                | NOT AVAIL. 17        | ECON DEV'T & PLANNING 1 |
|                      |         |                |                      | EDUCATION ADMIN 9       |
|                      |         |                |                      | ENERGY DEV'T 0          |
|                      |         |                |                      | ENVIROMENT 0            |
|                      |         |                |                      | ENGINEERING 0           |
|                      |         |                |                      | FINANCIAL MANAGEMENT 3  |
|                      |         |                |                      | HOME ECONOMICS 0        |
|                      |         |                |                      | HUMAN RESOURCES 0       |
|                      |         |                |                      | HOUSING/COMM DEVT 0     |
|                      |         |                |                      | INFORMATION SCIENCE 0   |
|                      |         |                |                      | NATURAL RESOURCE 2      |
|                      |         |                |                      | PUBLIC ADMIN 10         |
|                      |         |                |                      | PUBLIC HEALTH 3         |
|                      |         |                |                      | QUANT. METHODS 0        |
|                      |         |                |                      | RURAL DEVT 0            |
|                      |         |                |                      | TECH/VOC EDUCATION 0    |
|                      |         |                |                      | TOURISM 0               |
|                      |         |                |                      | TEACHING & EDUCATION 0  |
|                      |         |                |                      | URBAN DEV'T 0           |
|                      |         |                |                      | OTHER 0                 |
|                      |         |                |                      | NOT AVAILABLE 0         |
| AGE DISTRIBUTION     |         | DEGREES, ETC   |                      |                         |
| NOT AV.              | 36      | AB             | 0                    |                         |
| UNDER 25             | 1       | MA             | 11                   |                         |
| 25 TO 34             | 0       | PHD            | 0                    |                         |
| 35 TO 44             | 2       | OTHER          | 0                    |                         |
| 45 TO 55             | 0       | NONDEG         | 8                    |                         |
| OVER 55              | 0       |                |                      |                         |
| DURATION OF TRAINING |         | -----          |                      |                         |
| AT MOST 2 WEEKS      | 11      | ON THE JOB     | 0                    |                         |
| 2 WEEKS TO 6 MO      | 16      | OBSERVATION    | 3                    |                         |
| 6 MO TO 1 YEAR       | 0       | OJT&OBS        | 0                    |                         |
| OVER 1 YEAR          | 5       | NEITHER/NA     | 17                   |                         |
| NOT AVAILABLE        | 7       |                |                      |                         |

ALL COUNTRY TOTALS: LAC\TI, JAMAICA

-----

| TRAINEES             | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD          |
|----------------------|----------------|----------------------|-------------------------|
| ALL 131 100%         | PVTE SECTOR 55 | UNIVERSITY 101       | AGRICULTURE 9           |
| FEM. 39 30%          | PUB. SECTOR 52 | PUB SECTOR 16        | BUSINESS ADMIN 38       |
| MALE 92 70%          | UNIVERSITY 2   | PVT SECTOR 13        | COMMUNICATIONS 1        |
|                      | NOT AVAIL. 22  | COMBINED 0           | DEMOGRAPHY 0            |
|                      |                | NOT AVAIL. 1         | ECON DEV'T & PLANNING 1 |
|                      |                |                      | EDUCATION ADMIN 2       |
| AGE DISTRIBUTION     |                | DEGREES, ETC         | ENERGY DEV'T 1          |
| NOT AV. 107          |                |                      | ENVIROMENT 0            |
| UNDER 25 0           |                | AB 13                | ENGINEERING 13          |
| 25 TO 34 11          |                | MA 19                | FINANCIAL MANAGEMENT 12 |
| 35 TO 44 12          |                | PHD 2                | HOME ECONOMICS 2        |
| 45 TO 55 0           |                | OTHER 1              | HUMAN RESOURCES 7       |
| OVER 55 1            |                | NONDEG 66            | HOUSING/COMM DEVT 5     |
| DURATION OF TRAINING |                | -----                | INFORMATION SCIENCE 3   |
| AT MOST 2 WEEKS 11   |                | ON THE JOB 0         | NATURAL RESOURCE 3      |
| 2 WEEKS TO 6 MO 75   |                | OBSERVATION 4        | PUBLIC ADMIN 4          |
| 6 MO TO 1 YEAR 12    |                | OJT&OBS 7            | PUBLIC HEALTH 4         |
| OVER 1 YEAR 25       |                | NEITHER/NA 19        | QUANT. METHODS 2        |
| NOT AVAILABLE 8      |                |                      | RURAL DEVT 0            |
|                      |                |                      | TECH/VOC EDUCATION 5    |
|                      |                |                      | TOURISM 0               |
|                      |                |                      | TEACHING & EDUCATION 5  |
|                      |                |                      | URBAN DEV'T 13          |
|                      |                |                      | OTHER 1                 |
|                      |                |                      | NOT AVAILABLE 0         |



ALL COUNTRY TOTALS: LAC\TI, PANAMA

-----

| TRAINEES |    |      | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD |    |                       |    |
|----------|----|------|----------------|----------------------|----------------|----|-----------------------|----|
| ALL      | 26 | 100% | PVTE SECTOR    | 5                    | UNIVERSITY     | 26 | AGRICULTURE           | 2  |
| FEM.     | 9  | 35%  | PUB. SECTOR    | 16                   | PUB SECTOR     | 0  | BUSINESS ADMIN        | 12 |
| MALE     | 17 | 65%  | UNIVERSITY     | 4                    | PVT SECTOR     | 0  | COMMUNICATIONS        | 0  |
|          |    |      | NOT AVAIL.     | 1                    | COMBINED       | 0  | DEMOGRAPHY            | 0  |
|          |    |      |                |                      | NOT AVAIL.     | 0  | ECON DEV'T & PLANNING | 6  |
|          |    |      |                |                      |                |    | EDUCATION ADMIN       | 0  |
|          |    |      |                |                      |                |    | ENERGY DEV'T          | 0  |
|          |    |      |                |                      |                |    | ENVIROMENT            | 0  |
|          |    |      |                |                      |                |    | ENGINEERING           | 4  |
|          |    |      |                |                      |                |    | FINANCIAL MANAGEMENT  | 1  |
|          |    |      |                |                      |                |    | HOME ECONOMICS        | 0  |
|          |    |      |                |                      |                |    | HUMAN RESOURCES       | 0  |
|          |    |      |                |                      |                |    | HOUSING/COMM DEVT     | 0  |
|          |    |      |                |                      |                |    | INFORMATION SCIENCE   | 1  |
|          |    |      |                |                      |                |    | NATURAL RESOURCE      | 0  |
|          |    |      |                |                      |                |    | PUBLIC ADMIN          | 0  |
|          |    |      |                |                      |                |    | PUBLIC HEALTH         | 0  |
|          |    |      |                |                      |                |    | QUANT. METHODS        | 0  |
|          |    |      |                |                      |                |    | RURAL DEVT            | 0  |
|          |    |      |                |                      |                |    | TECH/VOC EDUCATION    | 0  |
|          |    |      |                |                      |                |    | TOURISM               | 0  |
|          |    |      |                |                      |                |    | TEACHING & EDUCATION  | 0  |
|          |    |      |                |                      |                |    | URBAN DEV'T           | 0  |
|          |    |      |                |                      |                |    | OTHER                 | 0  |
|          |    |      |                |                      |                |    | NOT AVAILABLE         | 0  |

  

| AGE DISTRIBUTION |    |  | DEGREES, ETC |    |
|------------------|----|--|--------------|----|
| NOT AV.          | 3  |  | AB           | 0  |
| UNDER 25         | 2  |  | MA           | 24 |
| 25 TO 34         | 21 |  | PHD          | 1  |
| 35 TO 44         | 0  |  | OTHER        | 0  |
| 45 TO 55         | 0  |  | NONDEG       | 1  |
| OVER 55          | 0  |  |              |    |

  

| DURATION OF TRAINING |    |  |
|----------------------|----|--|
| AT MOST 2 WEEKS      | 0  |  |
| 2 WEEKS TO 6 MO      | 0  |  |
| 6 MO TO 1 YEAR       | 0  |  |
| OVER 1 YEAR          | 24 |  |
| NOT AVAILABLE        | 2  |  |

ALL COUNTRY TOTALS: LAC\TI, PARAGUAY

| TRAINEES             |    |      | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD |    |                       |    |
|----------------------|----|------|----------------|----------------------|----------------|----|-----------------------|----|
| ALL                  | 41 | 100% | PVTE SECTOR    | 4                    | UNIVERSITY     | 37 | AGRICULTURE           | 14 |
| FEM.                 | 7  | 17%  | PUB. SECTOR    | 24                   | PUB SECTOR     | 0  | BUSINESS ADMIN        | 3  |
| MALE                 | 34 | 83%  | UNIVERSITY     | 7                    | PVT SECTOR     | 1  | COMMUNICATIONS        | 0  |
|                      |    |      | NOT AVAIL.     | 6                    | COMBINED       | 0  | DEMOGRAPHY            | 0  |
|                      |    |      |                |                      | NOT AVAIL.     | 3  | ECON DEV'T & PLANNING | 2  |
|                      |    |      |                |                      |                |    | EDUCATION ADMIN       | 0  |
| AGE DISTRIBUTION     |    |      |                |                      | DEGREES, ETC   |    | ENERGY DEV'T          | 0  |
| NOT AV.              | 28 |      |                |                      |                |    | ENVIROMENT            | 0  |
| UNDER 25             | 1  |      |                |                      | AB             | 1  | ENGINEERING           | 2  |
| 25 TO 34             | 7  |      |                |                      | MA             | 13 | FINANCIAL MANAGEMENT  | 0  |
| 35 TO 44             | 4  |      |                |                      | PHD            | 1  | HOME ECONOMICS        | 2  |
| 45 TO 55             | 1  |      |                |                      | OTHER          | 0  | HUMAN RESOURCES       | 0  |
| OVER 55              | 0  |      |                |                      | NONDEG         | 22 | HOUSING/COMM DEVT     | 0  |
| DURATION OF TRAINING |    |      |                |                      |                |    | INFORMATION SCIENCE   | 0  |
| AT MOST 2 WEEKS      | 0  |      |                |                      |                |    | NATURAL RESOURCE      | 1  |
| 2 WEEKS TO 6 MO      | 18 |      |                |                      |                |    | PUBLIC ADMIN          | 6  |
| 6 MO TO 1 YEAR       | 9  |      |                |                      |                |    | PUBLIC HEALTH         | 8  |
| OVER 1 YEAR          | 14 |      |                |                      |                |    | QUANT. METHODS        | 0  |
| NOT AVAILABLE        | 0  |      |                |                      |                |    | RURAL DEVT            | 2  |
|                      |    |      |                |                      |                |    | TECH/VOC EDUCATION    | 0  |
|                      |    |      |                |                      |                |    | TOURISM               | 0  |
|                      |    |      |                |                      |                |    | TEACHING & EDUCATION  | 0  |
|                      |    |      |                |                      |                |    | URBAN DEV'T           | 0  |
|                      |    |      |                |                      |                |    | OTHER                 | 1  |
|                      |    |      |                |                      |                |    | NOT AVAILABLE         | 0  |

ALL COUNTRY TOTALS: LAC\TI, PERU

-----

| TRAINEES |         | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD          |
|----------|---------|----------------|----------------------|-------------------------|
| ALL      | 46 100% | PVTE SECTOR    | 1 UNIVERSITY         | 32 AGRICULTURE          |
| FEM.     | 11 24%  | PUB. SECTOR    | 24 PUB SECTOR        | 6 BUSINESS ADMIN        |
| MALE     | 35 76%  | UNIVERSITY     | 1 PVT SECTOR         | 4 COMMUNICATIONS        |
|          |         | NOT AVAIL.     | 20 COMBINED          | 1 DEMOGRAPHY            |
|          |         |                | NOT AVAIL.           | 3 ECON DEV'T & PLANNING |
|          |         |                |                      | EDUCATION ADMIN         |
|          |         |                |                      | ENERGY DEV'T            |
|          |         |                |                      | ENVIROMENT              |
|          |         |                |                      | ENGINEERING             |
|          |         |                |                      | FINANCIAL MANAGEMENT    |
|          |         |                |                      | HOME ECONOMICS          |
|          |         |                |                      | HUMAN RESOURCES         |
|          |         |                |                      | HOUSING/COMM DEVT       |
|          |         |                |                      | INFORMATION SCIENCE     |
|          |         |                |                      | NATURAL RESOURCE        |
|          |         |                |                      | PUBLIC ADMIN            |
|          |         |                |                      | PUBLIC HEALTH           |
|          |         |                |                      | QUANT. METHODS          |
|          |         |                |                      | RURAL DEVT              |
|          |         |                |                      | TECH/VOC EDUCATION      |
|          |         |                |                      | TOURISM                 |
|          |         |                |                      | TEACHING & EDUCATION    |
|          |         |                |                      | URBAN DEV'T             |
|          |         |                |                      | OTHER                   |
|          |         |                |                      | NOT AVAILABLE           |

  

| AGE DISTRIBUTION | DEGREES, ETC |
|------------------|--------------|
| NOT AV. 32       | AB 0         |
| UNDER 25 2       | MA 24        |
| 25 TO 34 7       | PHD 3        |
| 35 TO 44 1       | OTHER 0      |
| 45 TO 55 3       | NONDEG 5     |
| OVER 55 1        |              |

  

| DURATION OF TRAINING |    |
|----------------------|----|
| AT MOST 2 WEEKS      | 2  |
| 2 WEEKS TO 6 MO      | 14 |
| 6 MO TO 1 YEAR       | 11 |
| OVER 1 YEAR          | 15 |
| NOT AVAILABLE        | 4  |

ALL COUNTRY TOTALS: LAC\TI, RDO/C

-----

| TRAINEES    | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD          |
|-------------|----------------|----------------------|-------------------------|
| ALL 58 100% | PVTE SECTOR 22 | UNIVERSITY 26        | AGRICULTURE 6           |
| FEM. 7 12%  | PUB. SECTOR 20 | PUB SECTOR 10        | BUSINESS ADMIN 20       |
| MALE 51 88% | UNIVERSITY 2   | PVT SECTOR 21        | COMMUNICATIONS 2        |
|             | NOT AVAIL. 14  | COMBINED 0           | DEMOGRAPHY 0            |
|             |                | NOT AVAIL. 1         | ECON DEV'T & PLANNING 1 |
|             |                |                      | EDUCATION ADMIN 1       |
|             |                |                      | ENERGY DEV'T 0          |
|             |                |                      | ENVIROMENT 0            |
|             |                |                      | ENGINEERING 0           |
|             |                |                      | FINANCIAL MANAGEMENT 0  |
|             |                |                      | HOME ECONOMICS 2        |
|             |                |                      | HUMAN RESOURCES 7       |
|             |                |                      | HOUSING/COMM DEVT 0     |
|             |                |                      | INFORMATION SCIENCE 2   |
|             |                |                      | NATURAL RESOURCE 0      |
|             |                |                      | PUBLIC ADMIN 2          |
|             |                |                      | PUBLIC HEALTH 4         |
|             |                |                      | QUANT. METHODS 0        |
|             |                |                      | RURAL DEVT 1            |
|             |                |                      | TECH/VOC EDUCATION 3    |
|             |                |                      | TOURISM 1               |
|             |                |                      | TEACHING & EDUCATION 6  |
|             |                |                      | URBAN DEV'T 0           |
|             |                |                      | OTHER 0                 |
|             |                |                      | NOT AVAILABLE 0         |

  

| AGE DISTRIBUTION | DEGREES, ETC |
|------------------|--------------|
| NOT AV. 42       |              |
| UNDER 25 1       | AB 2         |
| 25 TO 34 4       | MA 4         |
| 35 TO 44 5       | PHD 2        |
| 45 TO 55 6       | OTHER 1      |
| OVER 55 0        | NONDEG 17    |

  

| DURATION OF TRAINING |                |
|----------------------|----------------|
| AT MOST 2 WEEKS 5    | ON THE JOB 0   |
| 2 WEEKS TO 6 MO 41   | OBSERVATION 11 |
| 6 MO TO 1 YEAR 2     | OJT&OBS 0      |
| OVER 1. YEAR 7       | NEITHER/NA 21  |
| NOT AVAILABLE 3      |                |

ALL COUNTRY TOTALS: LAC\TI, URUGUAY

-----

| TRAINEES |        | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD          |   |
|----------|--------|----------------|----------------------|-------------------------|---|
| ALL      | 9 100% | PVTE SECTOR    | 5 UNIVERSITY         | 9 AGRICULTURE           | 5 |
| FEM.     | 1 11%  | PUB. SECTOR    | 3 PUB SECTOR         | 0 BUSINESS ADMIN        | 0 |
| MALE     | 8 89%  | UNIVERSITY     | 1 PVT SECTOR         | 0 COMMUNICATIONS        | 1 |
|          |        | NOT AVAIL.     | 0 COMBINED           | 0 DEMOGRAPHY            | 0 |
|          |        |                | 0 NOT AVAIL.         | 0 ECON DEV'T & PLANNING | 0 |
|          |        |                |                      | 0 EDUCATION ADMIN       | 0 |
|          |        |                |                      | 0 ENERGY DEV'T          | 0 |
|          |        |                |                      | 0 ENVIROMENT            | 0 |
|          |        |                |                      | 0 ENGINEERING           | 0 |
|          |        |                |                      | 0 FINANCIAL MANAGEMENT  | 0 |
|          |        |                |                      | 0 HOME ECONOMICS        | 0 |
|          |        |                |                      | 0 HUMAN RESOURCES       | 0 |
|          |        |                |                      | 0 HOUSING/COMM DEVT     | 0 |
|          |        |                |                      | 0 INFORMATION SCIENCE   | 1 |
|          |        |                |                      | 0 NATURAL RESOURCE      | 0 |
|          |        |                |                      | 0 PUBLIC ADMIN          | 0 |
|          |        |                |                      | 0 PUBLIC HEALTH         | 0 |
|          |        |                |                      | 0 QUANT. METHODS        | 0 |
|          |        |                |                      | 0 RURAL DEVT            | 2 |
|          |        |                |                      | 0 TECH/VOC EDUCATION    | 0 |
|          |        |                |                      | 0 TOURISM               | 0 |
|          |        |                |                      | 0 TEACHING & EDUCATION  | 0 |
|          |        |                |                      | 0 URBAN DEV'T           | 0 |
|          |        |                |                      | 0 OTHER                 | 0 |
|          |        |                |                      | 0 NOT AVAILABLE         | 0 |

  

| AGE DISTRIBUTION | DEGREES, ETC |
|------------------|--------------|
| NOT AV. 3        |              |
| UNDER 25 0       | AB 0         |
| 25 TO 34 3       | MA 2         |
| 35 TO 44 2       | PHD 0        |
| 45 TO 55 1       | OTHER 0      |
| OVER 55 0        | NONDEG 7     |

  

| DURATION OF TRAINING |               |
|----------------------|---------------|
| AT MOST 2 WEEKS 0    | ON THE JOB 0  |
| 2 WEEKS TO 6 MO 6    | OBSERVATION 0 |
| 6 MO TO 1 YEAR 0     | OJT&OBS 0     |
| OVER 1 YEAR 3        | NEITHER/NA 0  |
| NOT AVAILABLE 0      |               |

ALL COUNTRY TOTALS: LAC\TI, VENEZUELA

-----

| TRAINEES |        | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD          |   |
|----------|--------|----------------|----------------------|-------------------------|---|
| ALL      | 5 100% | PVTE SECTOR    | 2 UNIVERSITY         | 2 AGRICULTURE           | 0 |
| FEM.     | 2 40%  | PUB. SECTOR    | 1 PUB SECTOR         | 1 BUSINESS ADMIN        | 1 |
| MALE     | 3 60%  | UNIVERSITY     | 2 PVT SECTOR         | 2 COMMUNICATIONS        | 0 |
|          |        | NOT AVAIL.     | 0 COMBINED           | 0 DEMOGRAPHY            | 0 |
|          |        |                | 0 NOT AVAIL.         | 0 ECON DEV'T & PLANNING | 0 |
|          |        |                |                      | 0 EDUCATION ADMIN       | 0 |
|          |        |                |                      | 0 ENERGY DEV'T          | 0 |
|          |        |                |                      | 0 ENVIROMENT            | 0 |
|          |        |                |                      | 0 ENGINEERING           | 0 |
|          |        |                |                      | 0 FINANCIAL MANAGEMENT  | 0 |
|          |        |                |                      | 0 HOME ECONOMICS        | 0 |
|          |        |                |                      | 0 HUMAN RESOURCES       | 0 |
|          |        |                |                      | 1 HOUSING/COMM DEVT     | 1 |
|          |        |                |                      | 0 INFORMATION SCIENCE   | 0 |
|          |        |                |                      | 0 NATURAL RESOURCE      | 0 |
|          |        |                |                      | 1 PUBLIC ADMIN          | 1 |
|          |        |                |                      | 1 PUBLIC HEALTH         | 1 |
|          |        |                |                      | 0 QUANT. METHODS        | 0 |
|          |        |                |                      | 0 RURAL DEVT            | 0 |
|          |        |                |                      | 0 TECH/VOC EDUCATION    | 0 |
|          |        |                |                      | 0 TOURISM               | 0 |
|          |        |                |                      | 1 TEACHING & EDUCATION  | 1 |
|          |        |                |                      | 0 URBAN DEV'T           | 0 |
|          |        |                |                      | 0 OTHER                 | 0 |
|          |        |                |                      | 0 NOT AVAILABLE         | 0 |

  

| AGE DISTRIBUTION | DEGREES, ETC |
|------------------|--------------|
| NOT AV.          | 0            |
| UNDER 25         | 0            |
| 25 TO 34         | 3            |
| 35 TO 44         | 1            |
| 45 TO 55         | 0            |
| OVER 55          | 1            |

  

| DURATION OF TRAINING | ON THE JOB | OBSERVATION | OJT&OBS | NEITHER/NA |
|----------------------|------------|-------------|---------|------------|
| AT MOST 2 WEEKS      | 0          | 2           | 0       | 1          |
| 2 WEEKS TO 6 MO      | 4          | 0           | 0       | 0          |
| 6 MO TO 1 YEAR       | 1          | 0           | 0       | 0          |
| OVER 1 YEAR          | 0          | 0           | 0       | 0          |
| NOT AVAILABLE        | 0          | 0           | 0       | 0          |

---

---

**APPENDIX C: LAC/TT PARTICIPANT DATA, TOTALS BY CONTRACTOR**

---

---

ALL CONTRACT TOTALS: LAC\TI, DEV.ASS.

---

| TRAINEES             |          | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD          |
|----------------------|----------|----------------|----------------------|-------------------------|
| ALL                  | 168 100% | PVTE SECTOR 51 | UNIVERSITY 116       | AGRICULTURE 83          |
| FEM.                 | 11 7%    | PUB. SECTOR 83 | PUB SECTOR 29        | BUSINESS ADMIN 10       |
| MALE                 | 157 93%  | UNIVERSITY 33  | PVT SECTOR 20        | COMMUNICATIONS 0        |
|                      |          | NOT AVAIL. 1   | COMBINED 3           | DEMOGRAPHY 0            |
|                      |          |                | NOT AVAIL. 0         | ECON DEV'T & PLANNING 5 |
|                      |          |                |                      | EDUCATION ADMIN 0       |
|                      |          |                |                      | ENERGY DEV'T 15         |
|                      |          |                |                      | ENVIROMENT 9            |
|                      |          |                |                      | ENGINEERING 0           |
|                      |          |                |                      | FINANCIAL MANAGEMENT 3  |
|                      |          |                |                      | HOME ECONOMICS 0        |
|                      |          |                |                      | HUMAN RESOURCES 0       |
|                      |          |                |                      | HOUSING/COMM DEVT 0     |
|                      |          |                |                      | INFORMATION SCIENCE 2   |
|                      |          |                |                      | NATURAL RESOURCE 22     |
|                      |          |                |                      | PUBLIC ADMIN 3          |
|                      |          |                |                      | PUBLIC HEALTH 7         |
|                      |          |                |                      | QUANT. METHODS 4        |
|                      |          |                |                      | RURAL DEVT 0            |
|                      |          |                |                      | TECH/VOC EDUCATION 0    |
|                      |          |                |                      | TOURISM 0               |
|                      |          |                |                      | TEACHING & EDUCATION 2  |
|                      |          |                |                      | URBAN DEV'T 0           |
|                      |          |                |                      | OTHER 1                 |
|                      |          |                |                      | NOT AVAILABLE 2         |
| AGE DISTRIBUTION     |          | DEGREES, ETC   |                      |                         |
| NOT AV.              | 13       | AB             | 0                    |                         |
| UNDER 25             | 6        | MA             | 3                    |                         |
| 25 TO 34             | 92       | PHD            | 3                    |                         |
| 35 TO 44             | 38       | OTHER          | 0                    |                         |
| 45 TO 55             | 15       | NONDEG         | 110                  |                         |
| OVER 55              | 4        |                |                      |                         |
| DURATION OF TRAINING |          | -----          |                      |                         |
| AT MOST 2 WEEKS      | 66       | ON THE JOB     | 0                    |                         |
| 2 WEEKS TO 6 MO      | 98       | OBSERVATION    | 15                   |                         |
| 6 MO TO 1 YEAR       | 3        | OJT&OBS        | 0                    |                         |
| OVER 1 YEAR          | 1        | NEITHER/NA     | 37                   |                         |
| NOT AVAILABLE        | 0        |                |                      |                         |

ALL CONTRACT TOTALS: LAC\TI, IEDP

-----

| TRAINEES             |    |      | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD          |
|----------------------|----|------|----------------|----------------------|-------------------------|
| ALL                  | 78 | 100% | PVTE SECTOR 64 | UNIVERSITY 36        | AGRICULTURE 3           |
| FEM.                 | 12 | 15%  | PUB. SECTOR 14 | PUB SECTOR 5         | BUSINESS ADMIN 38       |
| MALE                 | 66 | 85%  | UNIVERSITY 0   | PVT SECTOR 36        | COMMUNICATIONS 2        |
|                      |    |      | NOT AVAIL. 0   | COMBINED 0           | DEMOGRAPHY 0            |
|                      |    |      |                | NOT AVAIL. 1         | ECON DEV'T & PLANNING 0 |
|                      |    |      |                |                      | EDUCATION ADMIN 0       |
|                      |    |      |                |                      | ENERGY DEV'T 0          |
|                      |    |      |                |                      | ENVIROMENT 0            |
|                      |    |      |                |                      | ENGINEERING 6           |
|                      |    |      |                |                      | FINANCIAL MANAGEMENT 15 |
|                      |    |      |                |                      | HOME ECONOMICS 0        |
|                      |    |      |                |                      | HUMAN RESOURCES 4       |
|                      |    |      |                |                      | HOUSING/COMM DEVT 1     |
|                      |    |      |                |                      | INFORMATION SCIENCE 0   |
|                      |    |      |                |                      | NATURAL RESOURCE 1      |
|                      |    |      |                |                      | PUBLIC ADMIN 3          |
|                      |    |      |                |                      | PUBLIC HEALTH 0         |
|                      |    |      |                |                      | QUANT. METHODS 0        |
|                      |    |      |                |                      | RURAL DEVT 0            |
|                      |    |      |                |                      | TECH/VOC EDUCATION 5    |
|                      |    |      |                |                      | TOURISM 0               |
|                      |    |      |                |                      | TEACHING & EDUCATION 0  |
|                      |    |      |                |                      | URBAN DEV'T 0           |
|                      |    |      |                |                      | OTHER 0                 |
|                      |    |      |                |                      | NOT AVAILABLE 0         |
| AGE DISTRIBUTION     |    |      | DEGREES, ETC   |                      |                         |
| NOT AV.              | 48 |      |                |                      |                         |
| UNDER 25             | 2  |      | AB             | 0                    |                         |
| 25 TO 34             | 15 |      | MA             | 0                    |                         |
| 35 TO 44             | 13 |      | PHD            | 0                    |                         |
| 45 TO 55             | 0  |      | OTHER          | 0                    |                         |
| OVER 55              | 0  |      | NONDEG         | 36                   |                         |
| DURATION OF TRAINING |    |      | -----          |                      |                         |
| AT MOST 2 WEEKS      | 0  |      | ON THE JOB     | 0                    |                         |
| 2 WEEKS TO 6 MO      | 76 |      | OBSERVATION    | 0                    |                         |
| 6 MO TO 1 YEAR       | 0  |      | OJT&OBS        | 16                   |                         |
| OVER 1 YEAR          | 0  |      | NEITHER/NA     | 26                   |                         |
| NOT AVAILABLE        | 2  |      |                |                      |                         |

ALL CONTRACT TOTALS: LAC\TI, LASPAU

-----

| TRAINEES |    |      | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD |    |                       |    |
|----------|----|------|----------------|----------------------|----------------|----|-----------------------|----|
| ALL      | 57 | 100% | PVTE SECTOR    | 6                    | UNIVERSITY     | 57 | AGRICULTURE           | 12 |
| FEM.     | 13 | 23%  | PUB. SECTOR    | 33                   | PUB SECTOR     | 0  | BUSINESS ADMIN        | 13 |
| MALE     | 44 | 77%  | UNIVERSITY     | 10                   | PVT SECTOR     | 0  | COMMUNICATIONS        | 0  |
|          |    |      | NOT AVAIL.     | 8                    | COMBINED       | 0  | DEMOGRAPHY            | 0  |
|          |    |      |                |                      | NOT AVAIL.     | 0  | ECON DEV'T & PLANNING | 8  |
|          |    |      |                |                      |                |    | EDUCATION ADMIN       | 3  |
|          |    |      |                |                      |                |    | ENERGY DEV'T          | 1  |
|          |    |      |                |                      |                |    | ENVIROMENT            | 1  |
|          |    |      |                |                      |                |    | ENGINEERING           | 8  |
|          |    |      |                |                      |                |    | FINANCIAL MANAGEMENT  | 1  |
|          |    |      |                |                      |                |    | HOME ECONOMICS        | 0  |
|          |    |      |                |                      |                |    | HUMAN RESOURCES       | 0  |
|          |    |      |                |                      |                |    | HOUSING/COMM DEVT     | 0  |
|          |    |      |                |                      |                |    | INFORMATION SCIENCE   | 1  |
|          |    |      |                |                      |                |    | NATURAL RESOURCE      | 1  |
|          |    |      |                |                      |                |    | PUBLIC ADMIN          | 1  |
|          |    |      |                |                      |                |    | PUBLIC HEALTH         | 4  |
|          |    |      |                |                      |                |    | QUANT. METHODS        | 0  |
|          |    |      |                |                      |                |    | RURAL DEVT            | 0  |
|          |    |      |                |                      |                |    | TECH/VOC EDUCATION    | 0  |
|          |    |      |                |                      |                |    | TOURISM               | 0  |
|          |    |      |                |                      |                |    | TEACHING & EDUCATION  | 3  |
|          |    |      |                |                      |                |    | URBAN DEV'T           | 0  |
|          |    |      |                |                      |                |    | OTHER                 | 0  |
|          |    |      |                |                      |                |    | NOT AVAILABLE         | 0  |

  

| AGE DISTRIBUTION |    |  | DEGREES, ETC |    |
|------------------|----|--|--------------|----|
| NOT AV.          | 21 |  | AB           | 1  |
| UNDER 25         | 4  |  | MA           | 52 |
| 25 TO 34         | 28 |  | PHD          | 2  |
| 35 TO 44         | 4  |  | OTHER        | 0  |
| 45 TO 55         | 0  |  | NONDEG       | 2  |
| OVER 55          | 0  |  |              |    |

  

| DURATION OF TRAINING |    |  | -----       |   |
|----------------------|----|--|-------------|---|
| AT MOST 2 WEEKS      | 0  |  | ON THE JOB  | 0 |
| 2 WEEKS TO 6 MO      | 1  |  | OBSERVATION | 0 |
| 6 MO TO 1 YEAR       | 1  |  | OJT&OBS     | 0 |
| OVER 1 YEAR          | 49 |  | NEITHER/NA  | 0 |
| NOT AVAILABLE        | 6  |  |             |   |

ALL CONTRACT TOTALS: LAC\TI, MISS.DIR

-----

| TRAINEES             | ORIGIN. SECTOR  | TRAINING INSTITUTION | TRAINING FIELD           |
|----------------------|-----------------|----------------------|--------------------------|
| ALL 224 100%         | PVTE SECTOR 25  | UNIVERSITY 96        | AGRICULTURE 33           |
| FEM. 45 20%          | PUB. SECTOR 135 | PUB SECTOR 46        | BUSINESS ADMIN 27        |
| MALE 179 80%         | UNIVERSITY 64   | PVT SECTOR 14        | COMMUNICATIONS 0         |
|                      | NOT AVAIL. 0    | COMBINED 0           | DEMOGRAPHY 0             |
|                      |                 | NOT AVAIL. 68        | ECON DEV'T & PLANNING 10 |
|                      |                 |                      | EDUCATION ADMIN 2        |
| AGE DISTRIBUTION     |                 | DEGREES, ETC         | ENERGY DEV'T 0           |
| NOT AV. 180          |                 |                      | ENVIROMENT 1             |
| UNDER 25 2           | AB 2            |                      | ENGINEERING 5            |
| 25 TO 34 20          | MA 59           |                      | FINANCIAL MANAGEMENT 3   |
| 35 TO 44 15          | PHD 2           |                      | HOME ECONOMICS 0         |
| 45 TO 55 6           | OTHER 0         |                      | HUMAN RESOURCES 11       |
| OVER 55 1            | NONDEG 33       |                      | HOUSING/COMM DEVT 7      |
|                      |                 |                      | INFORMATION SCIENCE 7    |
| DURATION OF TRAINING |                 | -----                | NATURAL RESOURCE 5       |
| AT MOST 2 WEEKS 62   |                 |                      | PUBLIC ADMIN 16          |
| 2 WEEKS TO 6 MO 81   | ON THE JOB 0    |                      | PUBLIC HEALTH 23         |
| 6 MO TO 1 YEAR 8     | OBSERVATION 18  |                      | QUANT. METHODS 19        |
| OVER 1 YEAR 27       | OJT&OBS 0       |                      | RURAL DEVT 0             |
| NOT AVAILABLE 46     | NEITHER/NA 110  |                      | TECH/VOC EDUCATION 0     |
|                      |                 |                      | TOURISM 0                |
|                      |                 |                      | TEACHING & EDUCATION 15  |
|                      |                 |                      | URBAN DEV'T 4            |
|                      |                 |                      | OTHER 36                 |
|                      |                 |                      | NOT AVAILABLE 0          |

ALL CONTRACT TOTALS: LAC\TI, NAPA

-----

| TRAINEES     | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD          |
|--------------|----------------|----------------------|-------------------------|
| ALL 127 100% | PVTE SECTOR 39 | UNIVERSITY 89        | AGRICULTURE 23          |
| FEM. 37 29%  | PUB. SECTOR 49 | PUB SECTOR 22        | BUSINESS ADMIN 9        |
| MALE 90 71%  | UNIVERSITY 33  | PVT SECTOR 13        | COMMUNICATIONS 1        |
|              | NOT AVAIL. 6   | COMBINED 2           | DEMOGRAPHY 1            |
|              |                | NOT AVAIL. 1         | ECON DEV'T & PLANNING 0 |
|              |                |                      | EDUCATION ADMIN 1       |
|              |                |                      | ENERGY DEV'T 0          |
|              |                |                      | ENVIROMENT 1            |
|              |                |                      | ENGINEERING 4           |
|              |                |                      | FINANCIAL MANAGEMENT 1  |
|              |                |                      | HOME ECONOMICS 2        |
|              |                |                      | HUMAN RESOURCES 1       |
|              |                |                      | HOUSING/COMM DEVT 1     |
|              |                |                      | INFORMATION SCIENCE 5   |
|              |                |                      | NATURAL RESOURCE 4      |
|              |                |                      | PUBLIC ADMIN 5          |
|              |                |                      | PUBLIC HEALTH 35        |
|              |                |                      | QUANT. METHODS 0        |
|              |                |                      | RURAL DEVT 11           |
|              |                |                      | TECH/VOC EDUCATION 1    |
|              |                |                      | TOURISM 0               |
|              |                |                      | TEACHING & EDUCATION 17 |
|              |                |                      | URBAN DEV'T 1           |
|              |                |                      | OTHER 3                 |
|              |                |                      | NOT AVAILABLE 0         |

  

| AGE DISTRIBUTION | DEGREES, ETC |
|------------------|--------------|
| NOT AV. 28       |              |
| UNDER 25 16      | AB 0         |
| 25 TO 34 54      | MA 1         |
| 35 TO 44 19      | PHD 1        |
| 45 TO 55 7       | OTHER 0      |
| OVER 55 3        | NONDEG 87    |

  

| DURATION OF TRAINING |               |
|----------------------|---------------|
| AT MOST 2 WEEKS 0    | ON THE JOB 2  |
| 2 WEEKS TO 6 MO 88   | OBSERVATION 2 |
| 6 MO TO 1 YEAR 31    | OJT&OBS 2     |
| OVER 1 YEAR 8        | NEITHER/NA 32 |
| NOT AVAILABLE 0      |               |

ALL CONTRACT TOTALS: LAC\TI, PIET

-----

| TRAINEES             |          | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD           |
|----------------------|----------|----------------|----------------------|--------------------------|
| ALL                  | 299 100% | PVTE SECTOR 55 | UNIVERSITY 197       | AGRICULTURE 11           |
| FEM.                 | 99 33%   | PUB. SECTOR 75 | PUB SECTOR 10        | BUSINESS ADMIN 74        |
| MALE                 | 200 67%  | UNIVERSITY 8   | PVT SECTOR 76        | COMMUNICATIONS 5         |
|                      |          | NOT AVAIL. 161 | COMBINED 1           | DEMOGRAPHY 0             |
|                      |          |                | NOT AVAIL. 15        | ECON DEV'T & PLANNING 21 |
|                      |          |                |                      | EDUCATION ADMIN 27       |
|                      |          |                |                      | ENERGY DEV'T 1           |
|                      |          |                |                      | ENVIROMENT 3             |
|                      |          |                |                      | ENGINEERING 20           |
|                      |          |                |                      | FINANCIAL MANAGEMENT 1   |
|                      |          |                |                      | HOME ECONOMICS 3         |
|                      |          |                |                      | HUMAN RESOURCES 3        |
|                      |          |                |                      | HOUSING/COMM DEVT 6      |
|                      |          |                |                      | INFORMATION SCIENCE 11   |
|                      |          |                |                      | NATURAL RESOURCE 3       |
|                      |          |                |                      | PUBLIC ADMIN 21          |
|                      |          |                |                      | PUBLIC HEALTH 45         |
|                      |          |                |                      | QUANT. METHODS 0         |
|                      |          |                |                      | RURAL DEVT 1             |
|                      |          |                |                      | TECH/VOC EDUCATION 6     |
|                      |          |                |                      | TOURISM 1                |
|                      |          |                |                      | TEACHING & EDUCATION 21  |
|                      |          |                |                      | URBAN DEV'T 12           |
|                      |          |                |                      | OTHER 3                  |
|                      |          |                |                      | NOT AVAILABLE 0          |
| AGE DISTRIBUTION     |          | DEGREES, ETC   |                      |                          |
| NOT AV.              | 207      | AB             | 14                   |                          |
| UNDER 25             | 7        | MA             | 82                   |                          |
| 25 TO 34             | 39       | PHD            | 8                    |                          |
| 35 TO 44             | 33       | OTHER          | 2                    |                          |
| 45 TO 55             | 12       | NONDEG         | 91                   |                          |
| OVER 55              | 1        |                |                      |                          |
| DURATION OF TRAINING |          | -----          |                      |                          |
| AT MOST 2 WEEKS      | 24       | ON THE JOB     | 0                    |                          |
| 2 WEEKS TO 6 MO      | 165      | OBSERVATION    | 42                   |                          |
| 6 MO TO 1 YEAR       | 30       | OJT&OBS        | 2                    |                          |
| OVER 1 YEAR          | 79       | NEITHER/NA     | 58                   |                          |
| NOT AVAILABLE        | 1        |                |                      |                          |

ALL CONTRACT TOTALS: LAC\TI, USDA

---

| TRAINEES             |    |      | ORIGIN. SECTOR | TRAINING INSTITUTION | TRAINING FIELD          |    |
|----------------------|----|------|----------------|----------------------|-------------------------|----|
| ALL                  | 69 | 100% | PVTE SECTOR    | 1 UNIVERSITY         | 52 AGRICULTURE          | 59 |
| FEM.                 | 8  | 12%  | PUB. SECTOR    | 67 PUB SECTOR        | 7 BUSINESS ADMIN        | 0  |
| MALE                 | 61 | 88%  | UNIVERSITY     | 1 PVT SECTOR         | 2 COMMUNICATIONS        | 0  |
|                      |    |      | NOT AVAIL.     | 0 COMBINED           | 0 DEMOGRAPHY            | 0  |
|                      |    |      |                | 8 NOT AVAIL.         | 8 ECON DEV'T & PLANNING | 0  |
|                      |    |      |                |                      | EDUCATION ADMIN         | 0  |
|                      |    |      |                |                      | ENERGY DEV'T            | 0  |
|                      |    |      |                |                      | ENVIROMENT              | 0  |
|                      |    |      |                |                      | ENGINEERING             | 1  |
|                      |    |      |                |                      | FINANCIAL MANAGEMENT    | 0  |
|                      |    |      |                |                      | HOME ECONOMICS          | 1  |
|                      |    |      |                |                      | HUMAN RESOURCES         | 0  |
|                      |    |      |                |                      | HOUSING/COMM DEVT       | 0  |
|                      |    |      |                |                      | INFORMATION SCIENCE     | 0  |
|                      |    |      |                |                      | NATURAL RESOURCE        | 1  |
|                      |    |      |                |                      | PUBLIC ADMIN            | 0  |
|                      |    |      |                |                      | PUBLIC HEALTH           | 2  |
|                      |    |      |                |                      | QUANT. METHODS          | 5  |
|                      |    |      |                |                      | RURAL DEVT              | 0  |
|                      |    |      |                |                      | TECH/VOC EDUCATION      | 0  |
|                      |    |      |                |                      | TOURISM                 | 0  |
|                      |    |      |                |                      | TEACHING & EDUCATION    | 0  |
|                      |    |      |                |                      | URBAN DEV'T             | 0  |
|                      |    |      |                |                      | OTHER                   | 0  |
|                      |    |      |                |                      | NOT AVAILABLE           | 0  |
| AGE DISTRIBUTION     |    |      | DEGREES, ETC   |                      |                         |    |
| NOT AV.              | 56 |      | AB             | 2                    |                         |    |
| UNDER 25             | 0  |      | MA             | 22                   |                         |    |
| 25 TO 34             | 10 |      | PHD            | 0                    |                         |    |
| 35 TO 44             | 2  |      | OTHER          | 0                    |                         |    |
| 45 TO 55             | 1  |      | NONDEG         | 28                   |                         |    |
| OVER 55              | 0  |      |                |                      |                         |    |
| DURATION OF TRAINING |    |      | -----          |                      |                         |    |
| AT MOST 2 WEEKS      | 1  |      | ON THE JOB     | 0                    |                         |    |
| 2 WEEKS TO 6 MO      | 20 |      | OBSERVATION    | 0                    |                         |    |
| 6 MO TO 1 YEAR       | 7  |      | OJT&OBS        | 5                    |                         |    |
| OVER 1 YEAR          | 19 |      | NEITHER/NA     | 12                   |                         |    |
| NOT AVAILABLE        | 22 |      |                |                      |                         |    |