

**THE A.I.D.
PARTICIPANT TRAINING
PROGRAM
-HOW IT WORKS**

Department of State

AGENCY FOR INTERNATIONAL DEVELOPMENT

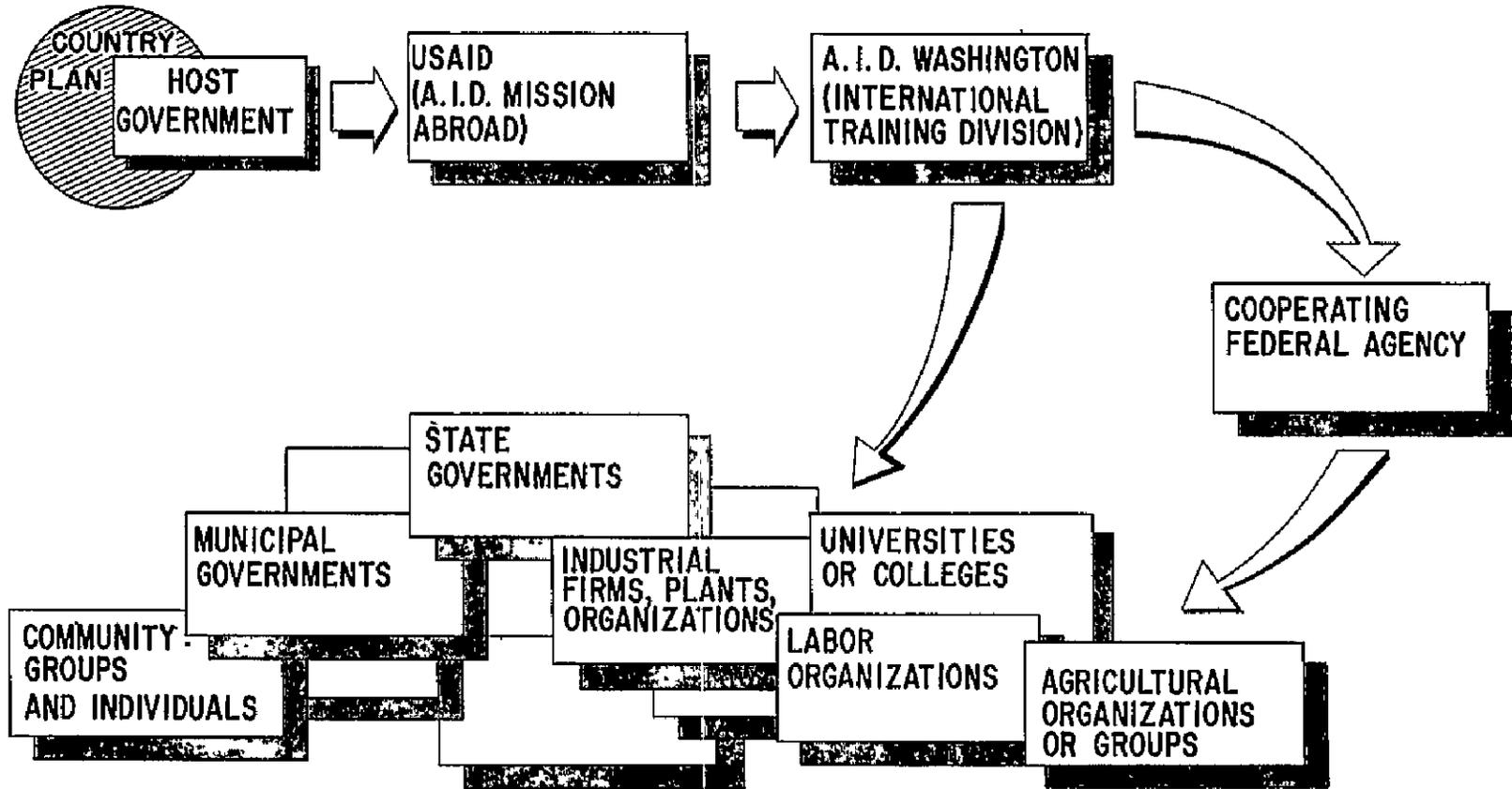
International Training Division

Washington 25, D. C.



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FLOW OF PARTICIPANT TRAINING REQUESTS



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Developing Human Resources

Nearly every day of the year the Agency for International Development and cooperating Federal agencies request public or private resources across the United States to assist in providing specialized training to participants from foreign lands. These participants, drawn from some 80 countries of the world, come to our shores as a part of the U. S. effort to aid the lesser developed nations of the world in their quest for economic and social improvement. In this case, the aid takes the form of developing human resources--an essential component of any such national effort.

Under bilateral agreements with developing nations, A.I.D. is responsible for training approximately 6,500 persons annually in the United States, plus 2,200 abroad. The latter are trained in third countries--nations other than the participant's homeland. This training is designed to equip the foreign participant with the knowledge and skills necessary to help carry out his country's program of economic and social development.

The lesser developed and newly emerging nations frequently lack many of the basic skills necessary to self-government and economic growth. This fact was recognized in the Congressional authority of the Act for International Development of 1961, which stated:

"In countries and areas which are in the earlier stages of economic development, programs of de-

velopment of education and human resources through such means as technical cooperation shall be emphasized, and the furnishing of capital facilities for purposes other than the development of education and human resources shall be given a lower priority until the requisite knowledge and skills have been developed.”

Although participant training programs under U. S. sponsorship are not new, there is, currently, added emphasis on this method of helping developing or newly emerging nations to help themselves. Through this and other programs, these countries are encouraged and assisted to increase their economic strength, to improve the social conditions of their people, and to expand their ability to defend their freedom. U. S. efforts in helping the cooperating nations achieve these goals are plainly in the mutual interest of the countries concerned and ourselves.

Training for a Purpose

A.I.D. training of foreign nationals is a special form of education. It is technical and professional training for the present, training to meet practical and immediate needs, training for specific rather than general purposes. It is linked to specified developmental goals, usually to particular developmental projects agreed to be necessary to a nation's economic and social growth.

The fields of training are diverse: agriculture, labor, industry and mining, transportation, public health, housing, public administration, community development, public safety

and many others. The training may but does not necessarily include academic study; when such study is undertaken, it is directly related to the goal of practical training for a defined purpose. . . . A participant may need some academic work for entrance into advanced training, or the knowledge he seeks may be obtainable only through academic resources. In any event his training and study are geared to stated goals which require a program to prepare the participant for a particular role in his country's development and the growth of its institutions.

Training in the Country Plan

Like all elements of A.I.D. assistance, participant training has its beginning in a country plan or program. Under a general bilateral agreement between the U. S. and the cooperating nation, a Country Plan is sought which envisions the various developmental needs of the country. The U. S. supports a part of that plan through various forms of aid. The developmental goals, activities and projects are defined in the plan with such precision as is possible. The plan should include analysis of manpower needs. Among the questions to be answered in this area are: Does required trained manpower exist within the country? If not, can the training requirements be satisfied through available local facilities or through on-the-job training by American technicians working through the A.I.D. Mission in the country? Do the gaps between what is available and what is needed call for training in the immediate geographic area, or training in the United States?

The U. S. technician concerned with the particular field of activity and the Training Officer assigned to the A.I.D. Mis-

sion abroad help in answering these questions. Once the need for training is known and the type of training is determined, selection criteria are established to determine who is to be trained. These criteria include maturity, good physical and mental health, adequate English-language ability--except for observation teams requiring interpreters--necessary visa clearances, and a commitment to return to employment utilizing the training experience. Past education and work experience are considered, but academic degrees are required only where graduate training is concerned. Most participants, however, have undergraduate training and some work experience in the field in which training is planned.

Participants must demonstrate that they can support their families while they are away from their countries. This is usually accomplished through a commitment from the participant's employer, government or private, to continue all or a portion of his salary during the training period. In addition, the country is asked to finance the required international travel, although, in some instances, this is not possible. Sharing of costs is encouraged and may take any form deemed desirable under the mutual agreement, but A.I.D. normally finances the costs encountered in the U. S., to enable the host government to avoid difficult foreign exchange problems.

Constructing the Training Program

When the training request and necessary documentation is received in Washington, a Training Officer of A.I.D.'s International Training Division is assigned the responsibility for

structuring the training program to meet the stated training needs. Many of these Training Officers are specialists in particular technical fields, but all are experienced in developing training programs, and well informed on available U.S. training resources and facilities. Many programs are designed and implemented directly by A.I.D. Training Officers; some are the delegated responsibility of other Federal agencies specializing in particular fields of technical activity; still others may be handled, under contract, by private organizations or universities, or by industries or labor unions. Decisions concerning selection of the planning and implementing agency depends on many factors, but the main concern of the A.I.D. Training Officer—who retains basic responsibility for each individual program—is that of providing the best possible training, tailored to fit the specific needs of the host country's developmental plans as stated in the training request. Thus the function of the A.I.D. International Training Division is that of coordinating implementation of training requests by determining the appropriate cooperating agency or training facility and helping to assure that the training program content is that required to equip the participant for his new or expanded role after his return.

The Role of Cooperating U. S. Government Agencies

Many participants are surprised upon arrival in the U. S. to learn that their A.I.D.—sponsored training will be planned, implemented and directly supervised by another agency of the U. S. Government. In their early orientation they learn, however, that A.I.D. depends heavily on many other Federal agencies, depending on the field of training, and that these agencies per-

form invaluable services in making available their technical knowledge and assuring entry into facilities specializing in particular fields of activity.

Participant numbers alone would make necessary this A.I.D. dependence on other agencies, since A.I.D. annually sponsors U.S. training for approximately 6,500 foreign participants. More important, however, is the fact that A.I.D. is committed to the maximum utilization of existing technical resources. Each U.S. Government department and agency has a tradition of service as well as of technical competence. Each one has on its staff highly trained and experienced personnel, capable of transmitting a wealth of tested knowledge to participants. Working with and through other Federal agencies is evidence of the A.I.D. effort to provide the best possible technical training through tapping the most appropriate institutional sources of training know-how.

A.I.D. has established agreements under which it provides financial support to the training staffs of the U.S. agencies whose services it uses. A.I.D.'s International Training Division maintains a continuing interest in and coordinating responsibility for all training programs.

Contributions of The Private Sector

A.I.D. or the cooperating Federal agencies may, in turn, seek training placements for particular participants in non-governmental areas of our society. Academic institutions may be utilized, or training may be sought among the many resources

available in industry, agriculture, labor and other segments of the private sector. The United States, and more specifically, A.I.D. is deeply indebted to literally thousands of business and industrial organizations, labor and farm groups, and state and municipal facilities which have assisted throughout the years in providing technical training for participants. Their continued cooperation is indispensable to the success of the A.I.D. participant training programs. In addition, new sources of training must be developed to meet new or increased needs and to avoid overburdening those who have contributed so generously to this program over the years.

Just as essential is the volunteer cooperation of the many individuals and citizen groups throughout the country who are concerned with the non-technical objectives of the program. Aware that A.I.D. participants are or may well become leaders of opinion in their countries, A.I.D. endeavors to assure their exposure to varied aspects of American life so that they may form fair and informed opinions of our country and its people. It can be said with some confidence that exposure to our democratic processes, free economic system, and climate in which economic, social and political freedom mesh, will impress almost all participants of the advantages of the way of life we follow. As important as any other non-technical experience is that of meeting and working with the friendly and helpful American private citizens who contribute so freely through local community groups.

Individual Americans everywhere demonstrate through their varied contributions that they join A.I.D. in the belief that, in the main, participants training in the U.S. will develop, along with new skills and knowledges, favorable impressions of and

attitudes toward our country and its policies. With improved abilities and the opportunity to observe the United States in action, we can do more than hope for significant contributions by participants to the orderly social and economic development of their countries; we can be reasonably assured that such contributions will be made—for years to come and throughout the world.

**A.I.D. REGULARLY DEPENDS ON THE SERVICES OF THESE
FEDERAL AGENCIES IN PROVIDING
PARTICIPANT TRAINING:**

Atomic Energy Commission
Civil Service Commission
Department of Agriculture
Department of Commerce
Department of Defense
Department of Health, Education and Welfare
Department of Interior
Department of Justice
Department of Labor
Department of Treasury
Federal Aviation Agency
Federal Communications Commission
Federal Power Commission
Housing and Home Finance Agency
Post Office Department
Tennessee Valley Authority
Veterans Administration

