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GVN/USOM Training Policy Statement

The following statement of the Policies governing the GVN/USOM participant program is agreed by the GVN and USOM.

1. Procedures for Developing agreed Training Plans.

Except for the leadership training program at the undergraduate level, all ICA-sponsored training will be proposed and justified as an integral part of a specific project developed as part of the overall economic development program. The training must bear a direct relationship to the accomplishment of project and program goals, and these goals must show a direct relationship to the accomplishment of significant GVN and U.S. objectives. Training activities will be programmed jointly by GVN and USOM officials.

Advance planning of ICA-financed training abroad will be worked out initially in consultations between the USOM technician and his or her GVN counterpart. A summary of the GVN Department/USOM training plans will then be forwarded to the Directorate General of Plan (DGP). This GVN agency will review the summary of these plans and any substantial changes suggested by DGP will be given to USOM for consideration in consultation with the appropriate GVN agency.

2. Selection of Participants.

The selection of participants shall be made jointly by the USOM and cooperating government officials. The DGP will secure nominations from the Departments for the agreed training plans. For participants under university contract, selection is to be made by the GVN and the U.S. university, subject to USOM approval. The USOM may engage in informal consultation with non-governmental groups in regard to proposed participants, but all final selections will be made jointly with the GVN. Specific nominations for the agreed upon training elements are to be provided by the GVN Department and the USOM Division concerned. Panels of candidates for each type of training should include at least as many mutually accepted alternates as principals. In all cases, the training proposal must relate to the furtherance of the project objectives under which is to be financed.

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It is anticipated for the FY-1961 program that most nominees will be full-time GVN civil servants and that the next largest group will be students who agree to work for the GVN upon their return to Vietnam. Some candidates from private professions, trade and industry will be included. In such cases, a deposit to the Counterpart account will be required equivalent to the amount of the training grant.

In choosing candidates, special attention should be given to the leadership qualities and career potential possessed by the individual. For purposes of clarification, the following definitions are offered: 1) top-ranking officials (Directors General and above); 2) high-ranking officials (Directors of a service, directorate, or agency); 3) technicians, supervisors, and others; and 4) students.

3. Duration of training.

The training program for a participant should be long enough to make a tangible contribution to the knowledge, skills, and understanding needed to perform effectively in the job for which the participant is being trained. This period may range from a few weeks to several years.

Where fully justified by the project need and the learning opportunity, short observational trips may be made to nearby third countries. These need not be limited to high - or top - ranking officials (as defined under Section 2. above). There are specific fields, in agriculture and transportation for example, where short-term observational training is desirable. Short-term training may include observation and participation in conferences, seminars, and workshops. Short observation trips to the United States or other distant places are discouraged. They should be recommended only where the value of the trip is of unusual importance and clearly outweighs the transportation costs. Ordinarily, they should be limited to high - or top - ranking officials.

Regarding longer-term training, the GVN Departments concerned often have need for specialized in-service training or courses for their officials. These courses may last from three months to several years. Some careers - such as teaching, engineering, and nursing - require college or university degrees. Awards for such purposes under the GVN/USOM program are renewable on an annual basis subject to the availability of funds and the performance of the participant and may last three or four years. USOM will not finance continued overseas training of a general nature beyond the Bachelors degree given by American colleges and universities.

4. Location of training.

Training under GVN/USOM sponsorship may be in the U.S. or third countries. It may combine both. Third country training has certain advantages, including the lower cost factor which allows more participants to travel abroad for the same amount of money. However, where there are applicable institutions and techniques in the U.S., training in the U.S. is preferred, especially for longer periods of time. When desired training cannot be provided effectively in the U.S. but is available in a third country, it is consistent with this policy to obtain the training in a third country. As noted in 3 above, nearby third country training is preferred for short trips.

5. Post-training utilization.

Individuals selected for participant training should be employed, preferably at the time of selection but in any event after completion of training, in positions within their organization which will enable them to apply their training most effectively. When the participant is a government employee, the appropriate Department will guarantee him or her a position at the same or at a more senior level than the one he or she had prior to undertaking the award. This agreement will be contained in the PIO/P document to assure GVN concurrence.

If the participant is not an employee of the GVN, the USOM and the GVN officials will endeavour to assure that he or she will return to a position where the knowledge gained can be utilized most effectively. Those not employed by the GVN upon departure, but who agree to join Government Service upon their return will be required to sign a contract for government employment before departure. The USOM will maintain a current roster giving the names of participants who have received training and where they are currently employed. The DGP will assist USOM by providing pertinent information as required.

With respect to participants who receive degrees in colleges and universities in the United States, or who do preliminary study for such degrees, it is agreed that, for purposes of determining their rank and pay within the GVN, such training shall be considered at least as valuable as university training for such students in the same field in Vietnam. The GVN and USOM agree to establish a joint committee to review the classification policies of the GVN Civil Service and make recommendations to assure compliance with this principle.

6. Foreign language qualifications.

Except where an interpreter is to be used, or for training in those countries where facility in English is not required, each participant must have sufficient command of English to enable him to participate effectively in the training program proposed. English language proficiency tests are arranged by the USOM Training Section with the cooperation of the Hoi-Viet-My. Candidates whose proficiency in the English language is found to be low will be expected to be released by their supervisors for intensive language study prior to departure. It is the responsibility of the appropriate USOM Division and GVN Department to work out arrangements for such release.

Faithful attendance at such language classes is necessary.

Approved:

For the GVN:

For the USOM:

Arthur Z. Gardiner, Director