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To All Peace Corps Staff

FROM: Ross Pritchard, Regional Director, EAP

SUBJ: Peace Corps Micronesia, Phase 3B (Fall 1967).  
Program Documentation for Health/Island Development, Agriculture, Credit Union/Cooperative/Small Business Development and Fishery Development. Program Description No. 001-67-xx-xx-x-02. Approval No. 67-PC-108. Phase 3B completes the 1967 program additions for Micronesia, which commenced with Phase 3A (Summer 1967) under Program Description No. 001-67-xx-xx-x-01, Approval No. 67-PC-95.

This documentation consists of two parts: Parts I and II describe the Phase 3B program categories and outline selection and training requirements. Part III is an appendix of background/logistic information.

Part I - Program Information

A. Requested Volunteers

The Trust Territory Administration has requested 250 additional Volunteers to work throughout Micronesia. While this number represents the optimum and desirable input, it is recognized that the problem of availability will make it necessary to accept less than the optimum. All programs described in this document except fishery development can operate effectively with fewer Volunteers than have been requested. The following breakdown reflects the acceptable minimum and maximum number of Volunteers by skill:

Health/Island Development

- Health Generalists - 65-100 Volunteers
- Agriculture Development - 45- 60 Volunteers
- Credit Union/Cooperative/  
Small Business Development - 20- 30 Volunteers
- Fishery Development - 10 Volunteers
- Total - 140-200 Volunteers

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1. Implementation Schedule

Recruitment	Continuing
U.S. Staging	August 31, 1967
Depart for training in Micronesia	September 10, 1967
Commencement of duty	November 18, 1967
Completion of service	August, 1969

B. Training

Except for a brief staging seminar in the United States for medical processing, registration, etc., the entire training program will be conducted in Micronesia. The decision to train in Micronesia is based on the achievement of vastly better, culturally relevant training at lower cost. After an intensive evaluation of several alternative training sites in Micronesia by the field staff and a representative of the Office of Training, in conjunction with Trust Territory officials and Micronesian leaders, the island of Udot in the Truk lagoon was selected as optimum in meeting training requirements. The Director of the Peace Corps has approved the Micronesian training center, as has the High Commissioner of the Trust Territory. The East Asia and Pacific Region, overseas staff and the Office of Training have joined in a coordinated effort to plan both the facilities required and desired content of training overseas.

C. Program, Objectives, Related PPBS Data

Micronesia (United States Trust Territory of the Pacific Islands) consists of 2,141 island atolls with a total land area of 700 square miles scattered over 3,000,000 square miles. Located just north of the equator in the Western Pacific, the major island groups are the Marshalls, Carolines, and Marianas.

During the past 25 years various administrations in the Trust Territory have initiated programs in political, economic, social and educational development. However, developmental pace has not been particularly rapid. One of the major

deterrents in the developmental process of Micronesia has been and continues to be a critical deficiency in middle-level manpower. Due to the relative isolation, scarcity of amenities and a lack of interest in Micronesia, middle-level manpower positions--teachers, health and sanitation workers, public works and public administration personnel, agriculture and other skilled and semi-skilled personnel--have not been filled.

On May 3, 1966 the Peace Corps responded affirmatively to the Micronesia request for Volunteers. The needs of the Trust Territory are in areas that the Peace Corps can competently and enthusiastically work. The Peace Corps Volunteer can exercise a competence in instilling in host country nationals the dynamics of self-help and citizen participation, a vital ingredient for a people who are just beginning to look toward self-determination.

The Peace Corps/Micronesia program is currently documented with a PPBS summary document. The preparation of the complete document by the field and the region is in process and is expected to be submitted in May, 1967. Accordingly, this program description cannot be related to the source document in the usual sense. However, the goals of the program can be stated in the broad sense as expediting and enhancing the social, economic, educational, and political development of Micronesia. The promised and not too distant self-determination of ultimate political status adds a special incentive and focus to this program. Program strategy calls for a more diversified and higher per capita (Volunteers to host country nationals) provision of manpower than in the usual program, because of the special status of Micronesia as an American responsibility, because of the number and dispersion of island communities, and because of the unique opportunity and capability of the Peace Corps to substantially meet Micronesia's needs for middle-level and skilled manpower assistance. (For example, with 209 elementary schools, it is the Peace Corps' objective to assign at least one Volunteer to each school. With 97 inhabited islands, it is Peace Corps' strategy to provide each island with health and agricultural assistance. With 90,000 inhabitants, virtually every Micronesian will come in contact with a Volunteer, and most will know, work with, derive benefit from, and receive assistance from a Volunteer.) It is anticipated that every activity or need presented by Micronesia which offers

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assignments meeting Peace Corps' objectives and for which Peace Corps can provide Volunteers, will be seriously considered.

It is possible that all of these projects may require replacement Volunteers at the end of the two-year tour, and in some areas a moderate increase in addition. A more detailed estimate of the number of Volunteers needed in each year of the PPBS cycle should await the submission of the Program Memorandum.

Details on the measurement of achievement of project goals and of project success or failure in meeting the broader purposes of the Peace Corps Act must also await the submission of the Program Memorandum. However, in addition to the contemplated, usual measures (e.g., number of students taught) the Peace Corps has seized the opportunity present only in a new program to collect data before Volunteers get down to work in order to form a base line against which future progress can be compared. In cooperation with the Office of Evaluation and Research, comprehensive questionnaires were developed and incorporated into the initial stages of the program. These questionnaires are now being reviewed by the Office of Evaluation and Research. In addition, the health/development program requires as the initial step the collection through surveys of a wide range of data pertinent to the health of the population; this data will doubly serve the health program and PPBS measurement purposes. It will be compiled by the University of Hawaii and will provide, among other things, statistics on the incidence of tuberculosis, filariasis and leprosy. Another survey will be taken in two years to measure the effectiveness of Peace Corps control programs.

## Part II - Project Descriptions

### A. Public Health Program

This document calls for the addition of 65-100 health generalists to the ongoing Peace Corps Public Health program in Micronesia.

1. General

Micronesia has the usual health problems found in developing nations, but many of the problem areas of health development in Micronesia are compounded by the vast distances between islands which demand extraordinary transportation and communication resources. Limited water, lack of knowledgeable personnel to introduce safe water supplies and excreta disposal methods, plus the low economic levels and cultural attitudes concerning food production and storage, interplay in producing a serious public health problem on most island communities.

There is a growing body of evidence which indicates that tuberculosis, leprosy and filariasis affect a significant portion of the population in the productive age group. Reliable Micronesia-wide statistics on the incidence of these diseases are non-existent. Before public health personnel can launch a meaningful program of eradication and control, base line data must be gathered and problem areas more precisely defined.

2. Present Program

The on-going Peace Corps program in Public Health is designed to gather this information in a systematic fashion while at the same time assisting the Trust Territory in its efforts in environmental health and sanitation. This program is built around 69 AB generalists now on the job with specialized training in screening, detection, control and treatment of leprosy, TB and filariasis. Their training, which was conducted by the University of Hawaii, also included techniques of improving the standards of environmental health and sanitation.

In order to give adequate middle-level support to the AB generalist Volunteers, the Peace Corps programmed 30 skilled medical personnel into a backstopping role in the District Centers. Volunteer nurses, x-ray technicians, pharmacists and radio technicians form a district center team which, in addition to supporting the AB generalists, works in curative medicine on the District Center hospital staff in both operational and teaching roles.

During initial programming discussions with the Trust Territory and the University of Hawaii, it became clear that any Micronesia-wide effort in Public Health must have central

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direction accompanied by central funding. With this in mind, the Peace Corps contracted with Hawaii's School of Public Health to provide one Public Health doctor and one Public Health Administrator to work under the supervision of the Peace Corps Director in giving Peace Corps Volunteer health workers professional support as well as to assist the Trust Territory Public Health Department in coordinating the health effort in all six districts. An important facet of the Peace Corps contract with Hawaii is the provision allowing the Peace Corps to utilize a broad range of expertise at the University on a consulting basis. The structure of the program then involves four tiers beginning with the AB generalists with narrow and specific training in public health and ending with the combined resources of the University of Hawaii's School of Public Health.

The goals and objectives of this program are conditioned in large part by the health needs of Micronesia, training and availability of Volunteers with appropriate skills, Trust Territory financial resources and transportation/communication realities in Micronesia. Having evaluated the latter factor in the light of field experience, particularly as it applies to mobility, the 65-100 additional Volunteers requested in this document are required to permit the Peace Corps to accomplish the following over the next two years:

- a. Complete a Trust Territory wide population census, including assistance in setting up and maintaining a system for rapid compilation of vital statistics, i.e., birth, death, specific morbidity and mortality rates.
- b. Complete leprosy screening, case follow-up and improve contact management services for the entire population of Micronesia.
- c. Determine the prevalence and distribution of filariasis for the total population in preparation for control and eradication programs to be launched in 1968.
- d. Identify the incidence and distribution of tuberculosis in the Trust Territory.
- e. Promote proper environmental sanitation through installing a minimum of two demonstrational water supplies and water seal toilets on all 97 of the inhabited islands.

f. Conduct educational activities related to the objectives mentioned above in all elementary and secondary schools in the Trust Territory.

3. Volunteer Job Description

Generalists - 65-100 Volunteers

Volunteers with generalist backgrounds will be assigned as public health workers in rural villages and outer islands throughout the six districts of Micronesia. The Volunteers will provide each district director of Public Health with the means to extend preventive medicine services more effectively to the people living outside the district centers. (Eighty-five percent of the total population.) This program is not intended to compete with the diagnostic or treatment activities of the Micronesian health aide\* in any way, but to allow the Volunteers to work with him to extend his capability in collection of vital statistics; in case findings and case follow-up for tuberculosis, leprosy, and filariasis; in elementary community health and sanitation projects, and in teaching health education in the primary schools.

These Volunteers will assist in completing community surveys already underway as a first step in a TB/leprosy/filariasis control project designed to identify the prevalence of these diseases in Micronesia and eventually to arrest them and bring them under control. They will work under the supervision of American and Micronesian public health personnel (including 2 CORs) at the headquarters and district level.

The Volunteers will set up and maintain a system for accurate and rapid compilation of vital statistics. In addition, they will promote proper environmental sanitation by establishing safe water supplies, waste disposal facilities, and conducting rat and fly control programs to reduce the heavy load of fecal-oral disease transmission.

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\*Micronesian health aides are employees of the Trust Territory Health Department. They have had very limited training consisting of short courses in first aid. One aide is assigned to each outer island dispensary. There is no other medical staff.

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They will also be expected to carry out health education activities in cooperation with the Micronesian health aide and the local school teachers. Volunteers will be expected to perform all these functions in cooperation with the Micronesian health aide wherever possible.

a. Information for Selection

\*1. Volunteers should have a MLAT of at least 40, but exceptions can be made in cases of special skills which can be utilized in areas where English proficiency is relatively high.

\*2. Married couples are desired and welcomed.

\*3. Peace Corps/Micronesia places a high premium on maturity, the capacity for living and working in relative isolation, and the ability to deal effectively and cooperatively with many different types of people. While chronological age is not necessarily a determining factor, Selection should give careful scrutiny to any applicant under the age of 21.

4. Female Volunteers should be accepted on the same basis as male Volunteers. An approximately equal distribution is desirable but not required.

5. Degrees are preferred but not required. Liberal arts majors with an interest in the field can be trained to do the job. Volunteers with less than four years of college, should however, have some full time work experience other than summer jobs.

6. One hundred Volunteers would allow the Peace Corps to assign Volunteers to every inhabited island, a minimum of 65 will permit the Peace Corps to cover adequately at least the major population concentration.

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\*Requirements 1, 2, and 3 apply to all other projects described in this document.



B. Agriculture Development - 45-60 Volunteers

The Trust Territory Administration has requested 60 Volunteers to work as agriculture extension agents throughout the six districts of Micronesia.

1. General

The economic life of the people of Micronesia is based primarily on subsistence agriculture and fishing. Almost all the people are engaged in some kind of agriculture production, including those who hold salaried jobs. For many, agriculture activity is the only means of subsistence and the only source of livelihood.

Copra is the largest source of real income and support of the people. It is by far the major indigenous contributor to the Micronesian economy today. In 1964, exports from Micronesia totaled \$2,700,000. All but \$400,000 of this figure represents copra sales. Less than one percent of the real income derived from agriculture activity comes from the sales of other cash crops or livestock. Except for copra, almost all agriculture activity is undertaken for home consumption by the producer or his extended family.

Given the small land area and the low fertility of many of the coral islands, the agriculture potential of Micronesia is limited. However, a recent economic study of Micronesia\* indicated that with the introduction of modern production methods and an intensive program aided at crop diversification, the agriculture exports of Micronesia could be increased in value from less than three million to eight million dollars by 1972. The same team of experts judged that the volume of copra production could be increased by at least 50 percent with the improvement of processing methods and programs of disease, insect and rat control.

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\*Economic Development Plan for Micronesia: A Proposed Long-range Plan for Developing the Trust Territory of the Pacific Islands by Robert R. Nathan Associates, Inc.

Given the increased use of substitutes for copra by-products, long-range planning in the field of agriculture must concentrate on the potential for crop diversification as well as increasing the copra yield. The development of commercial crops such as cacao, rice, pepper, citrus and vegetables (to a limited extent) all present opportunities for lucrative crop diversification.

## 2. Present Program

This document represents the first request for Peace Corps Volunteers in agriculture. All agriculture extension activities which are now being carried on are directed by the Trust Territory Administration. The agriculture extension program centers around and emanates from the agriculture stations in each of the six district centers. The extension program includes specialty cash crop development and promoting cacao, pepper, rice, etc., propagating desirable subsistence and commercial crop species, fruits and vegetables, making desirable planting material available to farmers, and providing technical assistance to farmers on what to grow. The extension program also supervises coconut rehabilitation projects and provides assistance to producers in improving processing techniques. Extension agents are further responsible for reporting outbreaks of plant diseases and pests and for assisting the farmers in controlling such outbreaks in accordance with instructions from the Trust Territory plant disease and pest control specialist.

Extension programs thus far have met with only limited success. The most serious handicap faced by the Department of Agriculture is the lack of trained personnel to carry out field work. At present there are only three United States and two Micronesian professionals employed at the Agriculture Headquarters in Saipan. It has been estimated that to carry out a comprehensive agriculture development program a minimum of 271 additional employees will be required.

## 3. Volunteer Job Description

The 45-60 agriculture Volunteers requested in this document will be placed throughout the six districts in Micronesia to work as extension agents under the direction and supervision of the six district agriculturists. These

men have been hired by the Trust Territory Administration to coordinate all agriculture activities within their respective districts. All have either agriculture degrees and/or extensive experience in tropical agriculture.

Volunteers will be involved in all areas of activity of the extension program described above, but their primary job will be to encourage crop diversification and to provide training for young Micronesians. Such training will be conducted at the Trust Territory Farm Institute at Ponape, at the district agriculture stations, and on-the-job training during extension trips to the outer islands.

#### Agriculture Education

There are no professional vocational agriculture teachers teaching vocational agriculture in the whole of Micronesia. This is an important need in an area where more than 80 percent of the population is directly concerned with one form or another of agriculture production.

A Trust Territory-wide farm institute was established on Ponape at the Metelanim plantation in 1962. A two-year program offering basic agriculture theory and practice was started in 1966. An effort is being made to have all Trust Territory agriculture extension agents attend and graduate from this institute. Volunteers who have agriculture degrees and experience in teaching will be placed at this institute.

#### Extension Program

The six districts vary somewhat as to emphases in agriculture development. Accordingly, Volunteers will concentrate on training in specific agriculture tasks by district rather than attempting to master all the agriculture tasks implicit in the agriculture development program across Micronesia. This concentration in training and thereafter on assignment permits the use of generalists, hopefully interspersed with a nucleus of supportive agriculture degree Volunteers.

Volunteers will be given specific training by the Trust Territory agriculture specialists in the development of one or two crops appropriate to the district of their assignment.

These specialists will include the six district agriculturists, the Trust Territory Director of Agriculture, the Director of the Farm Institute in Ponape, and the Plant Pathologist. The techniques of growing specialty crops suitable for cultivation in Micronesia are sufficiently simple to enable a Volunteer with a minimum amount of training to do an effective job in the role of teacher/supervisor. Generally, the crops most suitable for Peace Corps extension involvement are rice, cacao, pepper, and vegetable production.

Rice: Rice production is limited to the Ponape district. The Japanese developed over 100 acres of paddies for rice production in Ponape during the war. Since the war, the Micronesian demand for rice has continued to rise. In 1966, the rice imports were valued at approximately one million dollars. As a result of the increasing demand, the agriculture division undertook a program to promote rice production on Ponape. The program was organized to follow the Japanese system of cultivation with intensive use of labor, hand tools, some draft animals, and small plots of land. Volunteers will assist rice growers in this program in land clearing, planting, harvesting, threshing and milling of rice, paddy construction and cultivation, and building dams and irrigation ditches.

Cacao: The experience of both the Germans and the Japanese indicated that the cacao tree was relatively well suited to the high rainfall high islands of Micronesia outside the typhoon belt. In the late 1950s, cacao was bringing over 40 cents a pound. The high price, plus the proven environmental suitability, prompted the agriculture division to undertake a cacao development program. It was felt that coconut palms intercropped with cacao trees would increase the gross returns per acre and would serve to diversify the single cash crop economy. The program is now limited to the Ponape and Truk districts. Present production is far below anticipated levels. The low production has been attributed to plant disease and rat damage. Volunteers will initiate programs of disease, insect and rat control and will also assist the cacao growers in pruning, harvesting, and planting hybrid cacao. In 1967 the output should exceed 100,000 pounds for a

cash value in the neighborhood of \$20,000. If all the trees now planted are protected by effective disease and rat control programs, they should at maturity produce almost one million pounds valued at approximately \$200,000.

Pepper: The program to initiate and encourage the production of black pepper was undertaken in 1967 in an attempt to provide an additional cash crop. The division of agriculture encouraged pepper production by providing interest free loans to farmers for the purchase of fern logs and fertilizer for pepper production. The loans, amounting to approximately \$200 for a 100-vine pepper garden, will be repaid from earnings from the sale of pepper. To date, only 25 100-vine pepper contracts have been executed. Volunteers will be used to explain the program to interested farmers and assist them in establishing pepper gardens. In addition to disease and insect control programs, their duties will include instructing farmers in preparing the land, procuring posts, and teaching proper methods of spacing, propagation, cultivation and mature care. The first harvest of pepper can occur approximately three years after the initial planting. A one acre 100-vine garden can produce an annual income increment for the Micronesian farmer of \$400. This figure represents four times the per capita income of the average Micronesian today.

#### Vegetable Production

Commercial vegetable production is extremely limited. Not more than 200 acres in Micronesia are devoted exclusively to growing vegetables. Only in the Marianas is there any significant production of vegetables other than traditional tropical crops. On Saipan, small quantities are produced and sold in the local market. On two major islands, Tinian and Rota, vegetable production cooperatives have been formed and the major

portion of the yield is exported to Guam. Both cooperatives suffer from a lack of management and technical expertise. The combined volume of output and sales per year could be increased tenfold by the addition of qualified manpower for production, market coordination and the adoption of modern production methods. Volunteers in the agriculture extension program will be placed on these islands to work in improving vegetable production techniques and will work in cooperation with the Volunteer business advisors who are now involved in up-grading the cooperatives there.

#### Coconut Program

While it is important to diversify the economy of Micronesia to avoid reliance on a one-crop economy, attention must continue to be paid to the major crop (copra) to avoid a decline in yield and total production. The recently completed economic development plan for Micronesia calls for the implementation of a five-year copra development program which could result in an increase in copra output of more than 50 percent by 1972. Five-year program goals include rehabilitation (brushing and thinning) of 25,000 acres of coconut groves, and either planting or replanting of an additional 7,400 acres. To quote the Nathan report, "it is felt that Peace Corps Volunteers, under the direction of the District American Extension Agent, could fulfill the requirement for field level supervisory staff." Although the total development plan awaits funding, there are several rehabilitation programs now going on in Micronesia. A few Volunteers will be assigned to these programs. Their responsibilities will include assisting in the collection of suitable seednuts, selecting seedlings, thinning, establishing coconut nurseries, and participating in programs of rat control and improvement of copra processing methods using the Marshallese and Ceylon driers.

#### 4. Information for Selection

a. Eighteen Volunteers with degrees in agriculture are requested. This would permit the assignment of three degree Volunteers per district. At least six Volunteers with degrees in agriculture are highly desired.

b. The balance may be generalists, preferably possessing farm backgrounds and experience and a very strong interest and motivation for working in agriculture. Such Volunteers with high school and/or college courses in vocational agriculture and the biological sciences would be most useful.

c. Males are preferred, but a few females with degrees in agriculture can be placed.

d. If 60 Volunteers are not available, the program as discussed in this document can operate with a minimum of 45. If less than 45 are available, the Peace Corps will revise the program to concentrate on one of two districts of Micronesia rather than attempting to cover all six.

C. Credit Union/Cooperative/Small Business Development - 20-30 Volunteers

1. General

Economic self-sufficiency will be most difficult to obtain quickly in Micronesia. However, more efficient utilization of existing manpower and material resources, better management and administration, and development of new opportunities can materially enhance the currently limited economic base, and at the same time assist in immediately providing more employment opportunities and more goods and services to more inhabitants.

2. Present Program

The Trust Territory government's program for direct economic development has been relatively small. Less than \$200,000 is now being spent for the direct economic development of commercial and industrial enterprises. Of this sum, about three-fourths goes for the support of the cooperative program. There is a Micronesian Economic Development officer, a headquarters cooperative officer, and three district cooperative officers stationed in the field. The district economic development personnel are

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all Micronesians who work under the direction of the district administrators. These positions are now held by Micronesians, none of whom have sufficient training, experience, direction or supervision to enable them to function effectively in this role. There are ten Volunteers now working in credit unions, coops, and/or serving as small business advisors.

a. Cooperative Development

As of March 1967 there were 30 operating cooperatives in Micronesia. Cooperative associations operate in the following fields:

- (1) Marketing copra
- (2) Retailing
- (3) Purchasing and marketing fish
- (4) Encouraging handicraft production and marketing same
- (5) Producing wood products
- (6) Building and financing homes for Micronesians

All of these cooperatives suffer from a lack of accounting and managerial support. Only three districts have the benefit of a full time professionally qualified cooperative officer, all three of whom have requested at least eight Peace Corps Volunteers to assist them.

b. Credit Unions

The Trust Territory government has devoted considerable effort to organizing credit unions. There are now 43 operating credit unions in Micronesia. In March of this year, total assets amounted to \$520,000--a 75 percent increase over 1966. These institutions have proved to be relatively successful in providing consumer credit to Micronesians. However, a major weakness of the credit union program is the large number of small credit unions which serve extremely specialized



groups of members. A major thrust of Peace Corps efforts in the credit union program is to encourage the consolidation of these small unions to effect more efficient organization.

c. Small Business

The Nathan Report\* points out the "clear and urgent need for a vigorous, well planned, capably staffed small business development program." Large numbers of very small retail establishments operate in Micronesia. It is estimated that perhaps 600 to 700 small part time retail establishments are scattered throughout the six districts. Most of these are literally "family" stores established to purchase goods for extended families at wholesale discounts. Only about 93 firms are sufficiently broad in the scope of their business operations to be considered as other than family establishments. The greatest single impediment to the establishment and healthy functioning of new economic enterprises, and the expansion of the few which already exist, is the lack of capable management and adequate capital. Micronesia has very few capable private business entrepreneurs and managers. There are no programs designed to take significant action to develop more Micronesian business managers. There are a few limited sources of capital now available in Micronesia. These include business savings of a few successful enterprises, a few small facilities of the Bank of Hawaii of America, credit union assets, and the Economic Development Loan Fund of the Trust Territory government with assets of about three-quarters of a million dollars. Loanable funds are not being fully used because of the unwillingness to lend to enterprises which do not appear to possess capable management. Also, the Trust Territory Economic Development Loan Fund has no staff to solicit, to review, to investigate, or to help to prepare proper applications for loans, nor does it have staff for follow-up supervision and assistance to the borrowers.

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\*Economic Development Plan for Micronesia: A Proposed Long-range Plan for Developing the Trust Territory of the Pacific Islands by Robert R. Nathan Associates, Inc.

### 3. Volunteer Job Description

Volunteers will be assigned to all six districts of Micronesia to work in the establishment (or consolidation where appropriate) of credit unions and cooperatives and to assist in upgrading the management and accounting skills of cooperative/credit union members and Micronesian entrepreneurs.

Specifically, Volunteers working in credit union/cooperative development will do the following:

- a. Establish standard financial records and train employees in their maintenance.
- b. Conduct courses and discussion groups to advise and train officers, employees and members.
- c. Prepare printed material to be used for instruction in cooperative/credit union principles and techniques.
- d. Periodically assist in the inspection and auditing the books of cooperatives.

Volunteers assigned to cooperative development will also serve as small business advisors to Micronesian entrepreneurs. Generally, they will provide existing and prospective businesses with counseling, orientation, training, and assistance in matters of production, location, supply, markets, accounting, finance, and other problems of effective management.

Specifically, their responsibilities will include the following functions:

- (1) Maintain continual contact with all existing enterprises at or near the district centers in order to be constantly aware of the nature of their operations, the difficulties and problems which they face, and to assist in promoting opportunities for expansion.
- (2) Provide specific assistance to each small business in the district and make referrals to headquarters where more highly specialized technicians will be available.

- (3) Act as the original point of contact for applications for technical and financial assistance of any kind, primarily loans from the Economic Development Loan Fund. The advisors will assist the businessman in preparing loan applications and in supplying supporting information and data, will provide their own assessment of the advisability of the loan, and will submit the application through central headquarters to the executive of the Economic Development Loan Fund.
- (4) Maintain continual contact with and provide management assistance to Economic Development Loan Fund borrowers.

Volunteers in economic development will receive ongoing technical support and guidance from the Trust Territory Cooperative Officer in the districts where they are stationed. In other districts they will work closely with the District Administrator or other government officials appropriate to the case.

#### 4. Information for Selection

- a. Volunteers with Bachelors and/or Masters degrees in business administration, economics or accounting are desired. A minimum of five Volunteers with degrees in these fields is required. Significant business experience may be substituted for formal degrees, particularly where such experience may have been in small business development, cooperatives, credit unions, etc.
- b. Males are preferred, but a few females with business or accounting degrees may be placed in selected women's cooperatives.
- c. If 30 Volunteers are not available, Peace Corps Micronesia can accept as few as 20 as participants in the program outlined in this document. Any number under 20 will be accepted as special placements.

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D. Fishery Development - 10 Volunteers

The most obvious and immediately exploitable natural resource in Micronesia is fish. Not only is there a critical need for catching and distributing more fish internally on a regular and reliable basis, but also opportunities abound for providing more jobs and deriving income from exports of fish. Such benefits can be obtained with the establishment of an integrated fishing industry, which would catch, preserve and market substantial quantities of fish.

However, fishing on a larger scale is virtually non-existent in Micronesia. Before extensive commercial fishing can become a reality, substantial exploratory and protective efforts are required to gather information for use in attracting commercial investment and to protect existing resources. Volunteers will be assigned to three related areas of activity to meet these needs: biological and oceanographic research, compilation of statistics, and conservation.

1. Research Biologists

The Trust Territory is planning to build a laboratory and to hire experienced scientists to engage in far-reaching and detailed scientific studies. Prior to the start of these studies, and thereafter in conjunction with them, there is a critical need for a large amount of basic research that can be carried out by trained biologists.

Volunteer biologists can meet these needs. Initial plans call for the assignment of such persons to the Palau Fisheries Development Station, which serves as the fisheries center of the Trust Territory and from which all collecting trips into the other districts emanate. The Volunteers will be concerned with determining the effect of certain fishing practices on a number of commercially important species that appear to be overfished; carrying out basic studies on the availability of commercially important species such as crabs and lobsters; and collecting basic information on local bait species, mangrove crab, lobsters, big eyed scad, commercial shells, turtles, reptiles, etc. In addition to the basic research aspects, Volunteers will be responsible for the training of Micronesian research aides to assist in the initial biological and oceanographic research, and eventually in more far reaching and detailed scientific studies.

Volunteers for this research program must have Bachelors' Degrees in biology, together with an interest and motivation in oceanographic research. Backgrounds in commercial fishing or in related fields such as marine biology, canning, etc. would be useful.

## 2. Statisticians

Meaningful statistics on the species, size, etc. of fish catches are essential to the proper management and development of a fishery resource. There are no trained Micronesian statisticians and no meaningful statistics of the sort needed are being kept. Volunteer statisticians will serve to meet the dual need of (1) training Micronesians in the proper techniques of collecting fishery information, and (2) collecting and processing vital fishing statistics into useful forms. The Volunteers will concentrate on the three districts which present maximum potential for fishery development--Palau, Truk, and Ponape. Volunteers for this role must have either a Bachelors' Degree or at least 12 academic hours in statistics, coupled with an interest and motivation in oceanographic research. In addition, experience in collection and processing of statistics into useful forms is desirable.

## 3. Conservationists

At the present time, there is both wanton destruction of some inshore fishing areas, and insufficient awareness on the part of the islanders of the importance of a meaningful conservation program for fishery development. The Trust Territory is attempting to meet these problems with the assignment of Micronesian Conservation Officers (now in training) assisted by Peace Corps Volunteers, and the commencement of wide-spread educational programs and conservation activities.

Initially, Volunteers with Micronesian counterparts will spearhead this program in the two districts where the absence of conservation is causing the greatest difficulty--Palau and Truk.

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Volunteer conservationists should desirably possess an academic background and/or experience in conservation work, although an interest in the field and some scientific training will be sufficient.

NOTE: The Peace Corps plans to hire a qualified oceanographer to direct and supervise the activities of Volunteers assigned to this program. As the efforts of the Volunteers bear fruit and as the Trust Territory fishery research and development program gets under way, it is anticipated that there will be growing needs for more Volunteers in fishery development, both in number and diversified skills. This program cannot accept less than 10 Volunteers. An optimum distribution would be as follows: 5 biologists, 3 statisticians, 2 conservationists. However, it is recognized that limited availability and agency-wide demands for these skills will probably make it necessary to accept less than the optimum. Given the support of a qualified PTR in the field, this program can operate with a minimum of three Volunteers in any combination of the skill categories requested. The balance can be AB generalists with an interest in fishery development.

Part III - Appendix

A. Current Peace Corps Programs

Peace Corps:	:	:	:	:
Micronesia :	Program Number	No.:	Term	Activity
Designation:	:	PCVs:	Date	:
Phase 1A	:001-66-01-08-1-01	:194	: 8/68	: <u>Education/Development</u> : (Elementary and Sec. Teachers : Public Administration (Lawyers) : Volunteer Secretaries
Phase 1B	:001-66-02-08-1-01	:126	: 8/68	: <u>Health/Development</u> : (Health Workers, Nurses, : X-ray, Lab Tech, LPNs, : Pharmacy) : <u>Public Works</u> (Architects, : Engineers, Surveyors, Radio : Techs) : <u>Community Development</u> (CD RRCVs : <u>Public Administration</u> (Lawyer, : Business Administration) : <u>Special Placement</u> (Misc.)
Phase 2A	:001-66-03-11-1-02	: 96	:12/68	: <u>Education/Development</u> : (Elementary and Sec. Teachers : <u>Public Administration</u> (Lawyers) : <u>Public Works</u> (Radio Techs.) : <u>Volunteer Secretaries</u>
Phase 2B	:001-66-04-11-1-02	: 44	:11/68	: <u>Education/Development</u> : (Elementary and Sec. Teachers : <u>Health/Development</u> (Health : Workers, Nurses, X-ray, Lab : Techs.) : <u>Public Works</u> (Surveyors, Auto : Repair, Construction : Specialists) : <u>Community Development</u> (CD RPCVs : <u>Special Placements</u> (Misc.)
Total	:	:460	:	:

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## B. Factors in Implementation

### 1. Program Request

Members of the Congress of Micronesia through the Office of the High Commissioner of the Trust Territory of the Pacific Islands formally requested Peace Corps Volunteers on May 3, 1966. The President of the United States on May 5, 1966, urged "the greatest possible involvement on the part of the Peace Corps." The Peace Corps program in Micronesia was jointly announced on May 6, 1966 by Ambassador to the United Nations, Arthur Goldberg, Secretary of the Interior, Steward Udall, and Director of the Peace Corps, Jack Vaughn.

### 2. Program Note

A program note in the usual sense is not required for the Micronesia program because the United States, as administrator, exercises full authority.

### 3. Implementing Agreement

This program will be implemented under the existing Memorandum of Agreement between the High Commissioner of the Trust Territory of the Pacific Islands and the Director of the Peace Corps signed on November 11, 1966.

### 4. Host Country Concurrences

The High Commissioner is fully advised of all significant developments in Peace Corps Micronesia programming and has indicated complete support. The Department of the Interior and the American Ambassador to the United Nations Trusteeship Council are similarly advised, as is Micronesia leadership through their Peace Corps Advisory Council.

### 5. Host Country Contributions

Since the Trust Territory is directly administered through the Office of the High Commissioner by the Department of the Interior, such ongoing programs as currently exist will continue, and will be financed by the Department of the Interior.



Accordingly, the Peace Corps understands that the Government of the Trust Territory is unable, unless further legislation and appropriations are obtained, to provide financial assistance for the support of the Peace Corps programs within the Trust Territory. However, the Trust Territory Administration has agreed to provide job-related support such as teaching materials and supplies, radios, boats, etc., but only as a form of administrative support for expanded Trust Territory programs.

C. Program Support

1. Technical Support

Westinghouse Corporation is providing professional support in education and community development including the provision of three Contract Overseas Representatives.

The School of Public Health, University of Hawaii, is providing professional support in health, including the provision of two Contractor Overseas Representatives and the services of outside expert consultants as may be required to meet specific needs on an intensive short-term basis.

The Peace Corps is hiring an experienced oceanographer to give direction and support to the Peace Corps fishery development program. He will be hired as a PTR.

The need for additional professional assistance is not anticipated.

2. Non-Peace Corps Support

Since the Trust Territory is directly administered through the High Commissioner by the Department of Interior, such ongoing programs as currently exist will be continued and financed by the Department of Interior. The Department of Interior has asked the United States Congress to increase its annual appropriation ceiling from \$17-½ million to \$22 million in 1968 and has concurrently requested a five-year capital funds outlay of \$172 million.

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In addition, various other forms of U. S. Government funded assistance are available to Micronesia on a project by project basis as approved by the controlling agency, such as under Public Law 89-10 (educational assistance) or through the community action program of the Office of Economic Opportunity.

3. Medical Support

No special medical considerations are necessary.

D. Costs and Logistics

1. Living Allowance

\$80/month

2. Housing

The average monthly rental per Volunteer is \$10 a month. (Volunteers will either live with Micronesian families or will rent modest housing available in the community. Micronesian spokesmen have agreed that in communities where no housing is available, appropriate living quarters will be constructed by members of the community for leasing.)

3. Clothing Allowance

\$150. (To be paid \$25 prior to departure to Micronesia, \$75 at the end of training, and \$50 in the second year at the discretion of the Country Director.)

4. Settling-in Allowance

\$150. (To be paid upon being posted to assignment.)

5. Transportation

All job-related transportation will be provided by the Trust Territory, including air, sea, and vehicular transportation between and within islands, and including boat travel

from their living area. The Peace Corps will not provide vehicles except bicycles and small boats as approved by the Country Director, for morale purposes in isolated areas or for the purpose of obtaining necessary supplies or for maintaining necessary emergency/medical contacts. All vehicles and boats provided for either Peace Corps Volunteers or staff will be of U. S. manufacture, or , in the case of boats, made in Microneisa.

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