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Opportunities Industrialization Centers International, Inc.

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Concept Paper
OIC International African Women's
And Children's Health Symposium

File
OIC

Background

Opportunities Industrialization Centers International, Inc. (OIC International) was founded in 1970 by Reverend Leon H. Sullivan. The organization is one of the oldest African-American non-governmental organizations based in the United States. Since its inception, OIC International has specialized in transforming hopelessness to hope through human resource development. As a skills training and institution building organization, OIC International centers trains the disadvantaged to go into business or they learn skills to make them employable. Skilled workers earn good wages, pay taxes and contribute to the economic growth and stability of their communities and their countries. OIC International has a network of 46 training centers in 19 countries on the continents of Africa, Asia, Caribbean and Eastern Europe.

The mission of OIC International is to improve the lives of people in developing countries through training and human resource development. OIC International has trained thousands of people in developing countries in the areas of vocational training (51%), agriculture and rural development (26%), and business management (23%). Under Rev. Sullivan's leadership, OIC International has become the premier skills training program on the continent of Africa. Heads of States of African countries have continuously requested that Rev. Sullivan establish an OIC International training center in their country. However, the community development and economic contribution of OIC International has made to African countries is under attack. The lack of access to quality healthcare for African's, in general, and women and children in particular, threatens to wipe out the important gains made over the past thirty years by the OIC International training centers and other organizations seeking to alleviate poverty on the continent of Africa.

Threats To Women's and Children's Health in Africa

OIC International's historic success has been in the areas of community development, skills training, and preparing disadvantaged people for the workforce. It is clear that at the current rate infectious diseases are spreading across Africa the organization will need to expand its mission to include training in health and healthcare issues. As a consequence OIC International will join with a number of sponsoring organizations to host an "African Women's and Children's Health Symposium", in Washington, DC in the spring of 2000. Certainly people can be trained, but if they are not healthy or they are suffering from re-emerging infectious disease, they will be a net drain on the fragile economy of African nations.

The Surgeon General of the United States, David Satcher, M.D., Ph.D., in his remarks on global health provided some frightening statistics about Africa. He pointed

out that polio is endemic to Africa while it has been eradicated in the United States. All industrial nations have joined with the World Health Organization to eradicate polio by the year 2000. The key to changing this trend in Africa is massive education and vaccinations against polio.

Infectious diseases are projected to drastically reduce the population of African countries if they continue unchecked. The WHO estimates that by the year 2020, 200 million people will suffer from TB and more than 70 million will die from the disease. Nearly 500 million people a year get malaria and 2.7 million people die each year from malaria. Approximately ninety percent (90%) of those are in sub-Saharan Africa. The HIV/AIDS epidemic and its effects on African populations have led to health experts making some grave predictions. Life expectancy in the number of African countries has already decreased from ages 60 to 45. Based on current rates of HIV/AIDS infections, the death toll is projected to rise exponentially in the coming years.

The other dimension of HIV is the mother-to-child transmission of this dreaded disease. Without access to prenatal care and approaches to infant feeding, children will continue to die. African communities and mothers can be trained to reduce malnutrition in children and reproductive healthcare and child survival practices in African countries need to be analyzed to determine how to reduce infant deaths and disabilities.

Objective of the Symposium

With the increasing number of sick and dying people on the continent of Africa, OIC International is seeking to identify best practices and to develop self-help programs to attack the many healthcare issues confronting Africa. In collaboration with professional healthcare experts OIC International will design curriculums and train a cadre of local caregivers to deal with the millions of women, children and others that will suffer the inevitable long term effects of such health problems as polio, TB, HIV/AIDS, malnutrition and other health issues.

The OIC International African Women's and Children's Health Symposium will bring together healthcare professionals in the United States and Africa to determine how African Countries are coping and to determine the type of skill sets that are needed in local caregivers. Once identified OIC International can add training in healthcare to its already successful training centers in Africa. In addition to training, the OIC International centers have the capacity to provide healthcare education to the general population.

Another objective of the Symposium is to focus attention on the many healthcare problems faced by African people. The historic success of OIC International is the people-to-people education and information exchange at the grass root levels in the United States and Africa. Since inception in 1970 OIC International has attempted to work with African governments. However, when governments have either moved to slow and/or lacked the ability to resolve problems for the people, OIC International has gone directly to the people to build sustainable institutions.

In the long run helping people in Africa to help themselves, by building institutions that can administer to the healthcare needs of nearly 900 million Africans, particularly women and children, in rural and urban areas is critical. If the threat to the health of

African people is not slowed or alleviated the economic cost of caring for sick and dying people will have a substantial negative impact on the development of the continents people and economies.

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Message from the President and CEO

OIC International, Inc., is a non-profit, private voluntary organization (PVO) based in Philadelphia, PA, USA. Our vision is to be an international leader in developing sustainable, self-help institutions for the 21st century. Our goal is to improve the quality of life in developing countries worldwide.

As we prepare to move into the 21st century, we realize that we must be ready to meet all challenges. We have to develop new strategies and ways of doing business in order to achieve our vision, mission, and goals. During the past year we have been actively preparing ourselves for the new millennium. We have created a new flat organizational structure based on the team concept that is centered around strategic objectives. OICI's Board of Directors have become energized with some new members; several Board Committees have been created, more notably the Business Advisory Committee. We have developed a new slogan, "Transforming Hopelessness to Hope Through Human Resource Development."

We plan to "transform hopelessness to hope" by adopting new approaches/concepts to doing business. We plan to be more market-oriented, client driven, and incorporate cost-recovery business development practices and fees-for-services. In addition, we plan to develop partnerships with selected U.S. based PVOs and overseas based non-governmental organizations (NGOs). We shall become more competitive, increase the use of technology, and work more efficiently and effectively.

There were several major accomplishments during the past year. We sponsored a very successful NGO Strategies for Sustainable Development Conference in Assinie, Côte d'Ivoire. We established an endowment fund. We signed a Memorandum of Understanding of Partnership with Catholic Relief Services (CRS). We met for the first time in history with representatives from all our NGO partners. We successfully competed for a five-year USAID matching grant. Potential new donors were identified and we began to look toward expansion into the Caribbean and Latin America.

As we enter the 21st century, we will move from a strengthened position. This position will include, but not be limited to, increased participation by our NGO partners, more flexibility in responding to our stakeholders needs and extended geographic outreach to additional countries in Southern Africa, East Africa, West & Central Africa, The Caribbean, Eastern Europe, and the Philippines.

OICI Forms Alliance with Catholic Relief Services

As a part of its organizational strategy for strengthening programs and services into the 21st century, OIC International has forged a formal working partnership with Catholic Relief Services (CRS). The OIC/CRS strategic alliance marks the start of a new direction in inter-organizational linkages, which is being carefully pursued by OICI with selected development partners.

Catholic Relief Services was founded in 1943 by Catholic Bishops of the United States to assist the poor and disadvantaged outside of the U.S. Since that time it has grown and matured into one of the most effective and respected international development organizations operating in more than 83 countries worldwide. CRS program expertise and capabilities expand across a wide range of sectors including education, health, small enterprise development, emergency relief, reconstruction and reconciliation.

Considering the strong commitment that both organizations share in supporting self-help initiatives targeted to the needs of the poor and the disadvantaged, in April, 1998 a Memorandum of Understanding (MOU) was signed between the two organizations to formalize the working relationship which has evolved. CRS is especially interested in learning more about the local capacity building methods and systems of OICI. OICI is interested in receiving mentoring support from CRS in a wide range of areas related to PL 480-Title II food aid programming. Both OICI and CRS share an interest in expanding field level collaboration in countries where OICI and CRS programs overlap. Both organizations will also explore opportunities to mobilize support through our diverse constituencies for U.S. advocacy of common position on selected issues.

OIC International encourages its global network of affiliate partners to meet with CRS staff and officials in the respective countries regarding potential opportunities for mutually beneficial working relationships.

Now Hear This:

- 1 Message from the President Catholic Relief Services
- 2 USAID Awards Support New OICI Logo Sullivan's Book Published
- 3 Matching Grant Awarded Food Security Program
- 4 Tanzania Training Program Cameroon Pavilion
- 5 Liberia OIC Reopens S. Africa OIC receives Grant
- 6 Credit with Education Visitors to OICI
- 7 Trainees in Action
- 8 Countries and Affiliates



OPPORTUNITIES INDUSTRIALIZATION CENTERS INTERNATIONAL

Transforming hopelessness to hope through human resource development

Rev. Leon H. Sullivan
Founder & Chairman

C. L. Manning, Ph.D.
President & CEO

June 13, 2000

Ms. Sandra L. Thurman
Director
Office of National AIDS Policy
The White House
1600 Pennsylvania Avenue, NW
Washington, DC 20523

Dear Ms. Thurman:

On behalf of Reverend Leon H. Sullivan, Founder and Chairman of Opportunities Industrialization Centers (OIC) we are writing to cordially invite you to be the Keynote Speaker at the 36th Annual Employment and Training Conference in Philadelphia, Pennsylvania on July 15 – 18, 2000.

OIC is one of this nation's oldest and largest workforce development institutions. Founded in 1964, the organization has grown to be a global workforce development institution with seventy (70) affiliates in twenty-eight (28) states in the United States and forty-six (46) affiliates in eighteen (18) countries on the continents of Africa, Asia, Eastern Europe and the Caribbean. OIC has trained millions of people from socially and economically disadvantaged communities from all races and ethnic groups to be self sufficient and productive workers.

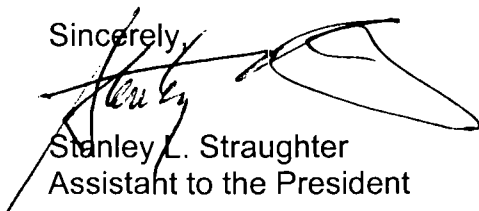
This year's anniversary activities will include an international symposium on African-African American Women's and Children's Health. The sad truth is that African American women and children and other minorities in the United States and women and children in Africa have been marginalized when it comes to healthcare. Empowering minority women in the United States and African women in Sub-Sahara Africa might be the first critical step towards improving their access to healthcare and the quality of care provided.



We would be honored if you could accept our invitation to be the keynote speaker of the African-African American Women's and Children's Health Symposium. The Symposium will be attended by over 500 people from across the United States and representatives from African countries and several international organizations. This program will be held on Saturday, July 15, 2000. We thank you very much for your consideration of this request and look forward to your reply.

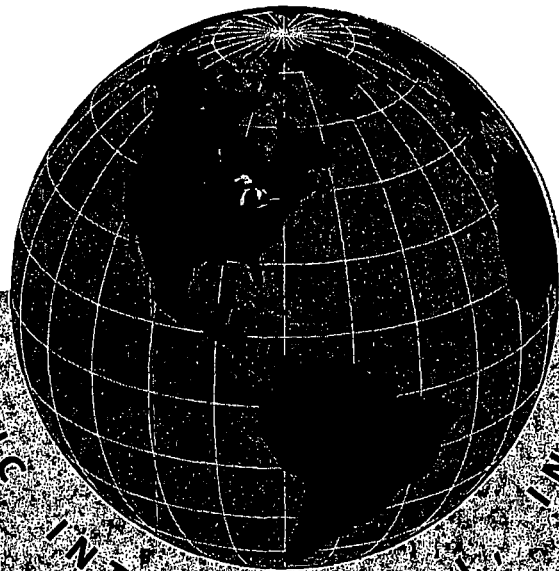
Enclosed are some materials about OIC International and the work of Reverend Sullivan for your perusal. I look forward to hearing from you soon. If you have any questions I can be reached on (215) 842-0860.

Sincerely,



Stanley L. Straughter
Assistant to the President

SLS/ela
Enclosure



OICI

INTERNATIONAL

INC.

OPPORTUNITIES INDUSTRIALIZATION CENTERS INTERNATIONAL, INC.

240 W. TULPEHOCKEN STREET • PHILADELPHIA, PA 19144 • (215) 842-0220 • FAX (215) 849-7033 • E-MAIL oici@delphi.com



Stanley L. Straughter
Assistant to the President

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Transforming hopelessness to hope through human resource development

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OIC INTERNATIONAL, INC.

OIC INTERNATIONAL, INC.





www.oicinternational.org

Rehabilitation & Counseling

Experience and Strategy

- **Liberia**
- **Sierra Leone**

Background: The critical needs of individuals emerging from civil conflict are quite different from those seeking work in a stable environment. For thirty years OIC International concerned themselves with helping people get work as an employee or self-employed person. The wars of recent time have radically changed this orientation in several key countries in which OIC International has program activities. The refugees, the displaced, the widows, the orphans, the former combatants, and others seriously affected by conflict, need help that meets psychological, counseling and reintegration needs in addition to basic skills training.

Experience

OIC International has operated over ten Rehabilitation and Reintegration training centers in Liberia and Sierra Leone while providing advice to numerous organizations working in war-affected countries. The Liberia OIC alone has served over thousands since 1992 providing reintegration into society through skills training and counseling. LOIC has also partnered with other NGOs doing similar work. As Liberia returns to normal, LOIC is now focusing on the basics -- agriculture production, social infrastructure and providing reintegration counseling and housing construction assistance to former refugees and the displaced.

In Sierra Leone, attention is being placed on former adult and child combatants from the various factions, widowed woman and orphaned children. Basic skills training, counseling and resettlement assistance are key components of the redesigned SLOIC. By the end of 2000, SLOIC expects to have four rehabilitation programs operating in Sierra Leone.

Future Directions

Over the next few years OIC International will assist Liberia and Sierra Leone through the difficult recovery years. Program activities will focus on postwar counseling, rural resettlement, agriculture skills, social infrastructure and economic growth. OIC International hopes to document its success in Liberia and Sierra Leone and use the information to assist other countries experiencing similar conflict. OICI's primary goal mission is to assist with the development of programs that will restore post-conflict societies that prevent the reoccurrence of the disastrous conflicts and institute democratic initiatives that include ethnic minorities.

To support our OIC International rehabilitation and counseling efforts in our affiliate countries and to collaborate with us in these endeavors contact:

OIC International
Corporate/ Community Affairs Office
240 Tulpehocken St.
Philadelphia, PA 19144
USA
215/842-0220 x108, 215/849-7033(fax)
e-mail: oici@oicinternational.org

Employment & Training Workshops

After training and a job then what? Let's talk about life coping skills

Trainees discuss coping with money management problems, child rearing, child care, and a myriad of day-to-day crises.

Best Practices: Exemplary Programs that Train and Place the Most Difficult to Serve

Panelist will describe particular services, and funding sources that target adjudicated youth, homeless, ex-substance abusers and ex-offender populations.

Expanding HIV/AIDS Awareness, Education and Prevention Services in Employment & Training Programs

Presenters will discuss strategies that will lead to the expansion of training programs and workforce-based HIV/AIDS education and prevention efforts.

Enhancing Employment and Training Program Management Skills

Panelist will address the skills necessary for the effective and efficient operation of training programs under WIA.

Faith Based Employment and Training Partnerships Under Workforce Investment Act

Discover how your church can provide training and support services to your community.

Fiscal Management: Assuring Accountability and Avoiding Audit Exceptions

This workshop will cover the latest requirements as they relate to OMB Circulars.

One-Stop Centers: Becoming and Staying Competitive

Learn current information about One-Stop Centers service delivery practices and lessons learned.

Partnership Opportunities with other Federal Government Agencies under WIA

Learn new and innovative ways for providing services in partnership with the Departments of Transportation, Agriculture, Commerce, HUD, Health & Human Services and Education.

Welfare Reform: Assessing the Welfare-to- Work Initiative and the CBO Role

Share program service and contracting strategies related to partnerships between community training providers and the public/private sectors.

Workforce Investment Act (WIA): New Issues, Challenges and Opportunities

Identify problems and changes resulting from the implementation of WIA at this session.

MORE WORKSHOPS TO COME!

Continuing Education Units (CEU's) will be awarded based on attendance.

Conference Schedule

Saturday, July 15, *Opening Day*

10:00 AM - 6:00 PM

Registration

E & T Pavilion

10:00 AM - 4:30 PM

OICI Health Symposia

6:00 PM Until

Opening Ceremony:

Taste of Philadelphia

9:00 AM - 12 PM

Youth Forum Assembly

10:00 AM - 12:00 PM

Workshops

10:00 AM - 6:00 PM

E & Training Pavilion

12:15 PM - 2:00 PM

Youth Forum Luncheon

12:30 PM - 2:00 PM

Luncheon

2:30 PM - 4:00 PM

Workshops

Sunday, July 16, *Service Day*

8:00 AM - 9:00 AM

Worship Service

8:30 AM - 6:00 PM

Registration

2:00 PM - 6:00 PM

E & Training Pavilion

4:00 PM - 6:00 PM

Delegates' Reception

6:30 PM - 8:30 PM

Service Awards Dinner

9:30 PM - Midnight

Commander's Reception

Tuesday, July 18, *Partnership Day*

ETHNIC DRESS DAY

8:00 AM - 9:30 AM

Breakfast/Plenary

8:30 AM - 2:00 PM

Registration

9:00 AM - 12 Noon

Youth Forum Assembly

10:00 AM - 2:00 PM

Pavilion

12:15 PM - 2:00 PM

Youth Forum Luncheon

2:30 PM - 4:00 PM

Workshops

5:30 PM - 6:30 PM

Delegates' Reception

7:00 PM - 9:00 PM

Partnership Awards Dinner

Monday, July 17, *Workforce Development Day*

8:00 AM - 9:30 AM

Breakfast/ Plenary

8:30 AM - 6:00 PM

Registration

REGISTRATION FORM

1 Check the Appropriate Category

☐

Corporate

☐

Volunteer

☐

Government

☐

Board Member

☐

Education

☐

Student

☐

Non-Profit

☐

Staff Member

☐

Other

2 Complete Registration Information

Name.....

Title.....

Organization.....

Address.....

Telephone.....

Fax.....

E-Mail.....

Early Registration

\$300

Through May 31

Registration

\$325

June 1 - July 15

NO REFUNDS AFTER JUNE 30

3 Check Method of Payment

- ☐ Purchase Order #.....
☐ Money Order
☐ MasterCard/Visa #.....
☐ Check Exp. Date.....
☐ Cash

Conference Hotel

LOEWS PHILADELPHIA
HOTEL

1200 Market Street
Philadelphia, PA
800/23-LOEWS (or 56397)

CALL FOR REGISTRATION

Room Rate: **\$135**
Single or Double

Airline Information

USAIRWAYS
800/327-2309

Conference registration includes a conference kit and materials, admission to all Plenary Sessions, Workshops/Symposia, Receptions and Meal functions.

The OICA *Employment and Training Conference* is an annual forum for national employment and training leaders from both the public and private sectors to speak about policies, programs, and the potential impact on the nation and the world. It is also the time OIC honors its most outstanding employees, volunteers, and supporters from industry, government, and the community. Workshops and symposia provide an opportunity to share best practices, information, and experiences. Workshops will also examine federal, state and local resources available to expand housing, business, employment and entrepreneurial opportunities.

Who Should Attend?

Business and Community Developers

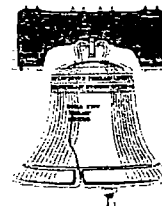
Community Leaders

Employers

Employment and Training
Professionals

School District Personnel

Service Providers



Reverend Leon H. Sullivan
Founder & Chairman

Thomaseenia G. Cotton
Interim President & CEO

Larry Robertson
Conference Manager

OIC of America, Inc.
1415 North Broad Street
Philadelphia, PA 19122-3323
215.236.4500 * 215.236.7480 fax
800.621.4642
www.oicofamerica.org
oica@aol.com

Opportunities Industrialization Centers of America, Inc.



Employment & Training Conference

2000

July 15 - July 18

Training for Life:
The Next Level of Opportunity

PHILADELPHIA, PA

Help to
empower
and
relieve the
world's
poor
by
becoming
an OICI
supporter.

OICI International gives people hope in the face of poverty. It empowers people with skills to improve their own lives.

Your gift to OICI will go to a training center located in the heart of a poor community.

Your support will help the OICI center to benefit the entire community. You will help pay for expert teachers who will train the local population in carpentry, farming practices, business development, maternal health and much more. You will provide for one-on-one counseling with students, employment assistance and small credit loans.

Your gift will keep an OICI center running and helpful to thousands of people each year.



OICI support makes a difference

Your gift to OICI could help change the future for

- A woman who wants to start her own business in Guinea. Cost: \$40 for a four month loan and maternal health training.
- A family hoping to rebuild their home that was destroyed by war in Sierra Leone. Cost: \$100 for building supplies.
- A farmer in the Ivory Coast who wants to start his own poultry business. Cost: \$200 for chicken feed, 20 chicks and supplies to give the farmer when he graduates from a 3-month poultry raising course.
- A youth taking an auto mechanic training at OICI Ghana. Cost: \$350 for a year-long course.
- An orphan trying to relocate his family and go back to school in war-torn Liberia. Cost: \$350 for 6-months of war trauma counseling and assistance.

These, and thousands of other people in 46 OICI centers in Africa, the Philippines and Poland are waiting for your contribution.

A gift to OICI helps people to help themselves through skills training in...

Health and Food Production

Helping needy families to improve their nutritional status, basic health and income-generating abilities through training in improved agriculture techniques, maternal health and income generation.

Small Business Development

Helping young and adult business owners to maximize their profits through training in marketing, planning, basic bookkeeping and credit management to small-scale business owners.



Vocational Skills

Helping youth, women and men to find jobs or start their own businesses through training programs in areas such as hotel management, auto body repair, shoemaking, computer technology, plumbing and much more.

War Rehabilitation

Helping former combatants, orphans, war widows and others seriously affected by war through counseling and training in skills necessary to rebuild families and communities.

OICI training centers change lives

OICI training centers work. People who would otherwise be unemployed and in poverty find jobs, food, clothing, and other life essentials when they acquire necessary skills at OICI. They become expert farmers, successful business owners, artisans, technicians and leaders in their own communities. OICI helps people to take pride in their own accomplishments; to believe in themselves.



As a supporter, you'll stay in touch

When you make a contribution to OICI International, you'll become part of an exciting team of people working to make positive changes in developing countries. You will receive quarterly newsletters and other information throughout the year to keep you informed of successes and events at OICI centers worldwide.



Make a gift today!

A relatively small sacrifice on your part will make a world of difference in people's lives. Won't you make a contribution today?

OIC International

46 OIC Centers in 18 Countries:

- Cameroon
- Central African Republic
- Cote d'Ivoire
- Ethiopia
- The Gambia
- Ghana
- Guinea
- Lesotho
- Liberia
- Niger
- Nigeria
- The Philippines
- Poland
- South Africa
- Sierra Leone
- Tanzania
- Togo
- Zimbabwe

For more information, contact:

President and CEO: C.L. Mannings, Ph.D.

Telephone: (215) 842-0220

Fax: (215) 849-7033

E-mail: oici@oicinternational.org

Web Site: www.oicinternational.org

OIC International
240 West Tulpehocken
Philadelphia, PA 19144



TRANSFORMING HOPELESSNESS TO HOPE

Introducing a
compassionate
program to help
poor,
disadvantaged
men, women
and children in
developing
countries...



OIC INTERNATIONAL

It's a tragedy that millions of men, women and children in developing countries are living in extreme poverty today.

They are no different than you and I. They are mothers trying to care for their children. Fathers seeking economic stability for their families. Youths with dreams of the future. Elders looking for rest and security.

They have goals and aspirations. But many never achieve their dreams because of poverty and war.

War separates families and destroys communities. Hunger and illness weaken even the strongest. Few resources for schools, training centers, and jobs break down people's confidence and limit opportunities for personal growth.

Through no fault of their own, their suffering is harsh and cruel. Many are overwhelmed by feelings of hopelessness and discouragement.



Alleviating Poverty through Wealth Creation

Technical Skills Training

The first OIC centers were established in Africa in the early 1970's as vocational and technical skills training and job placement centers. Since then, OIC International has opened more than 30 technical training programs worldwide.



OIC vocational training centers aim at teaching youth and adults employable skills and preparing them for finding jobs or self-employment. OIC centers teach a variety of skills that range from air conditioning to auto body repair; from shoemaking to secretarial work; from plumbing to computer science.

In addition to technical training, trainees receive "Life Skills" courses in basic literacy, social and professional skills.

Trainees learn how to interview for jobs, prepare resumes, interact with customers, dress professionally at the workplace and communicate effectively.

Throughout the skills training program, trainers work one-on-one with participants to help them make contacts with employers, learn about job openings and strategize employment opportunities.

Small Business Development

OIC International offers special programs for people interested in starting their own businesses. Classes teach entrepreneurs basic accounting, marketing, book keeping and credit management. OIC International also assists people in securing small loans and credit.

Courses serve a variety of people — rural women who sell crafts, baked goods or produce at local markets; youth who make a living fixing shoes or patching tires; skilled artisans who need help marketing their products. No matter what their needs, OIC International helps people get started in their own business pursuits.



Women and men learn various trades as well as entrepreneurship, so that they may become self-employed.

Fighting Hunger through Food Production

Agriculture Training

With malnutrition and hunger so prevalent in developing countries, OIC International offers training programs that teach farmers how to increase agricultural productivity and feed their families and communities. Training programs cover topics in farming, animal husbandry and food production. In addition, classes in health and nutrition teach people how to best feed themselves and their children once foods are produced.

Upon graduation, agriculture trainees receive a resettlement kit including items needed to start a project. For example, poultry farming trainees receive 20 chicks, 100 pounds of chicken feed and a watering can. Well equipped with new supplies and skills, graduates return home to become expert farmers.



Healing the Wounds of War

When war ravages African countries like Liberia and Sierra Leone, communities are destroyed, families are separated, and youth are



War orphans are cared for by Liberia OIC.

forced to become soldiers. Public institutions such as schools and hospitals shut down.

In the past decade, OIC centers have helped more than 6,000 people to recover from war through skills training programs. Vocational skills training in war-affected countries focuses on agriculture, building trades such as carpentry, masonry, and other skills needed to rebuild war-torn infrastructure in rural communities. OIC offers vocational training as well as trauma counseling and resettlement assistance to help children and adults suffering from war trauma become productive again. Without OIC International, many people affected by war would have no place to turn.

OIC INTERNATIONAL

OIC International currently has 46 affiliates operating in 18 countries, including:

- Cameroon
- Central African Republic
- Cote d'Ivoire
- Ethiopia
- The Gambia
- Ghana
- Guinea
- Lesotho
- Liberia
- Niger
- Nigeria
- Philippines
- Poland
- South Africa
- Sierra Leone
- Tanzania
- Togo
- Zimbabwe

For more information, contact:

President & CEO:
C.L. Mannings, Ph.D.

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Fax: (215) 849-7033

E-mail: oici@oicinternational.org

Web: www.oicinternational.org

OIC International
240 West Tulpehocken St.
Philadelphia, PA 19144
USA



Opportunities Industrialization Centers International



Helping People to Help Themselves



Empowering People and Institutions

OIC International believes in people.

That's why, for nearly 30 years, OIC International has lead the way in creating training centers that help people to help themselves. Founded by Leon H. Sullivan in 1970, it aims to improve the lives of people in poverty through skills training and self-help initiatives. OICI has helped thousands of people worldwide to develop the skills necessary to achieve financial and emotional stability.

Located in 18 countries worldwide, OIC International reaches out to the poorest populations with the goal of teaching people the skills needed to find jobs, food, clothing and other life essentials. Areas of training include agriculture, vocational, business development and war rehabilitation.

Through OIC International, people become expert farmers, successful business owners, skilled workers and leaders in their own communities. Most importantly, OIC International helps people to take pride in their own accomplishments; to believe in themselves.



"Because of OIC International I can say that I am somebody. I am now a self-employed man who employs and pays seven other youth who would otherwise be roaming the streets looking for jobs."

**OIC Ghana Graduate and
Ceramics Company Owner**

The 2nd Biannual African-African American Summit Dinner

The Biannual African-African American Summit Dinner celebrates the accomplishments and highlights of the Summit and acknowledges the support of corporations, governments and individuals. The dinner is a fund-raising event to help ensure the continuation of Reverend Leon H. Sullivan's vision to launch Africa into the new millennium with upcoming African-African American Summits.

The African-African American Summit is a private initiative of the Reverend Leon H. Sullivan and the leaders of several African countries. It is designed to further the human, economic and business development of Africa with a special emphasis on sub-Saharan Africa. The first Summit, held in Abidjan, Cote d'Ivoire, in April 1991, was attended by 1500 delegates and five African Heads of State. The second Summit, convened in Libreville, Gabon, in May 1993, attracted over 2000 delegates from Europe, America and all points in the African continent. The third Summit was held in Dakar, Senegal, in May 1995 and was attended by over 3000 Americans and Friends of Africa from around the world. Over 4000 delegates were in Harare, Zimbabwe, the site of the fourth Summit convened in July 1997. The fourth Summit was the first to feature a Trade and Investment Exposition which attracted 300 companies ranging from Fortune 500 companies to small and medium-sized African and American businesses. In May 1999, the fifth Summit was convened in Accra, Ghana. The Accra Summit was attended by 5000 delegates, 13 African Heads of State and many corporate CEOs and Senior Vice Presidents. Under the motto "Africa can Compete," business, trade and investment was the major theme. It is anticipated that virtually every African country will be represented during the upcoming sixth Summit. Further, there is evidence that a number of countries have already begun organizing substantial business and trade delegations to attend the next Summit in the spring of 2001.

The Summit initiative is a private effort. Private funding is utilized to facilitate convening the Summit and is a key element in the success of the Summit and related follow-up activities.

The African-African American Summit is an initiative of the International Foundation for Education and Self-Help (IFESH)

The evening is black tie including a reception, dinner with prominent speakers and entertainment.

Individual tickets are \$250.

For more information on attending the 2nd Biannual African-African American Summit Dinner or to purchase tickets, please complete the form below and mail or fax to the

African-African American Summit
5040 E. Shea Boulevard, Suite 260
Phoenix, AZ 85254-4610
480.443.1800
480.443.1824 (facsimile)
800.835.3530 (toll free)

Cut along dotted line

I am interested in attending the 2nd Biannual African-African American Summit Dinner to be held June 22, 2000, at the Washington Hilton & Towers in Washington, D.C. Please send further information to:

Name _____

Title _____

Company/organization _____

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African-African American Summit Dinner 2000



Celebration ©Paul Nzalamba



Place
Postage
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Summit Dinner 2000
African-African American Summit
5040 E. Shea Boulevard, Suite 260
Phoenix, AZ 85254-4610

June 22, 2000

*The Washington Hilton & Towers
International Ballroom
1919 Connecticut Avenue, N.W.
Washington, D.C. 20001*

*Reverend Leon H. Sullivan
Summit Convener & Chairman*

*C.T. Wright, Ph.D.
Summit Coordinator*

INTERNATIONAL BUSINESS

Leon Sullivan Plans to Apply His Principles Worldwide

By CHRISTOPHER S. WREN

UNITED NATIONS, Nov. 2 — The Rev. Leon H. Sullivan, the Baptist minister who drew up the so-called Sullivan principles to hold American companies in South Africa accountable during apartheid times, announced today that he is taking his gospel of compassionate corporate responsibility worldwide.

"Human rights and social and political justice in communities and nations of the world will not be possible in the future without the global efforts of companies," Mr. Sullivan said to an audience at United Nations headquarters that included executives from corporate giants like General Motors, Chevron, Sunoco and Colgate Palmolive.

The global Sullivan principles, as their author describes them, promote "equal opportunity for employees of all ages, races, ethnic backgrounds and religions. They call for adequate compensation, fair competition, safe and healthy workplaces, and freedom of association. And they condemn exploitation of children, abuse of women, physical punishment and involuntary servitude.

Mr. Sullivan expressed belief that the principles would in time guide hundreds of thousands of companies "from China to Cairo, to Bogotá to California."



Marlynn K. Yee/The New York Times

The Rev. Leon H. Sullivan at the United Nations, addressing an audience including corporate chiefs.

He drafted his code of conduct for American companies in South Africa in 1977 in an attempt to end workplace discrimination against blacks there. In 1987, Mr. Sullivan urged businesses to sell their assets and leave the country.

The United Nations secretary general, Kofi Annan, who joined today's meeting, said that putting Mr. Sullivan's principles into practice around the world would be "a big step" toward carrying out the values in the United Nations Charter.

In an interview later, Mr. Sullivan, who is 77, described the start of his campaign today as "a millennium event."

"It will spread in the next year to thousands and tens of thousands of companies," he said. "Companies of the world, spread your wings."

FISHING ANYONE?



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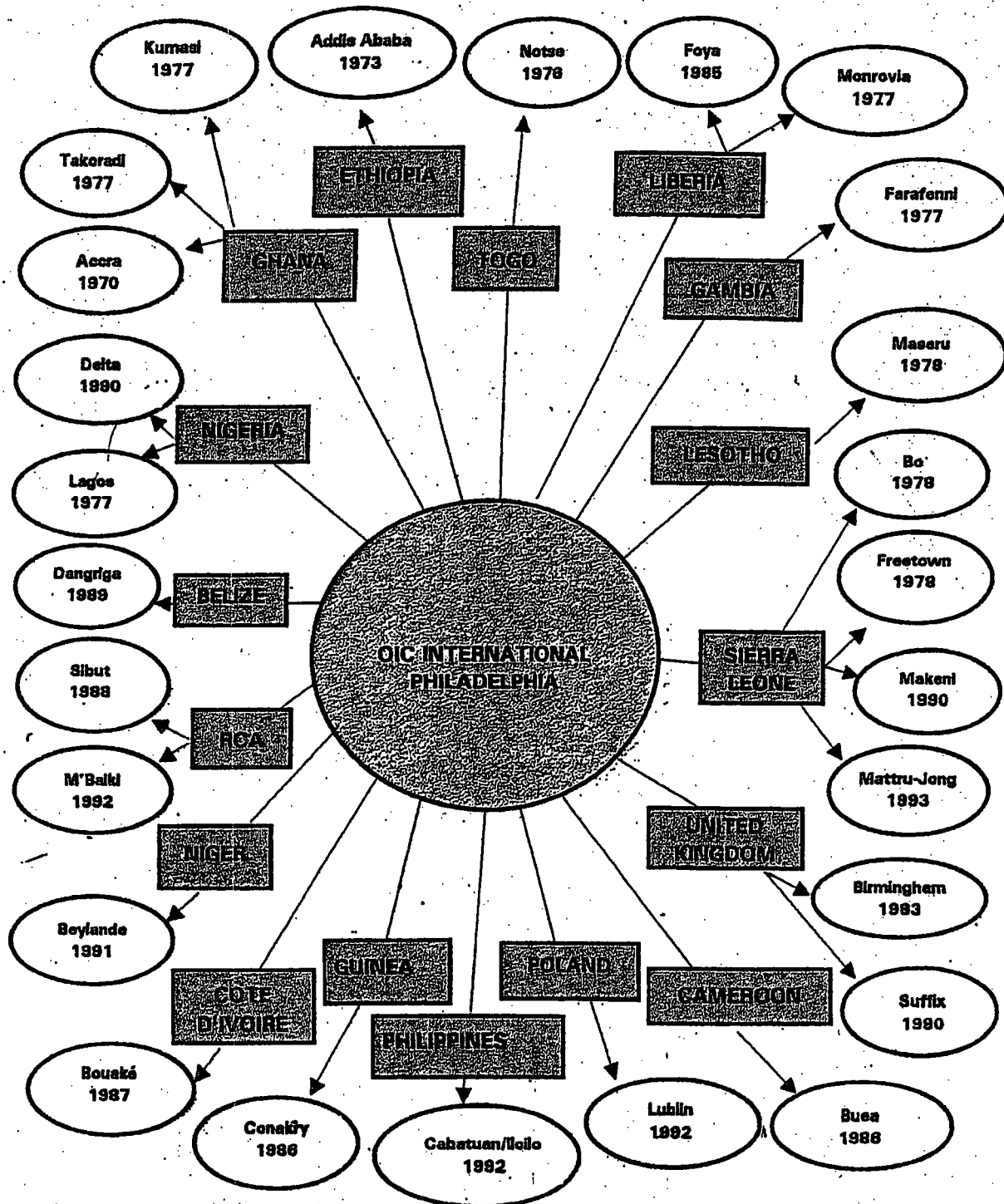
**We don't just feed the hungry (give people fish), we train them
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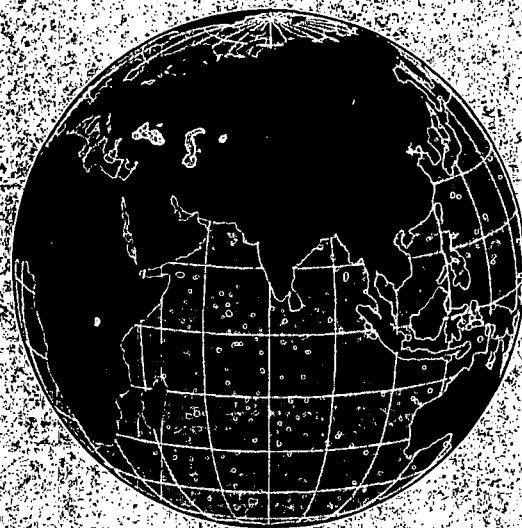
240 W. Tulpehocken Street • Philadelphia, PA 19144 • 1-800-653-6425, ext. 102

OIC INTERNATIONAL PROGRAM NETWORK



OIC INTERNATIONAL, INC.

Capability Statement



OIC International, Inc.
Central Office
Philadelphia, Pennsylvania

CAPABILITY STATEMENT

What is OIC International, Inc.?

OIC International, Inc. is a 501(c)(3) non-profit organization based in Philadelphia, Pennsylvania. Established in 1970, its mission is to help improve the lives of people in developing countries through the provision of appropriate training and organizational development services.

Through its direct training, support services, and capacity building activities, OIC International aims to raise the standard of living of the poor, disadvantaged, and unemployed. Indicators of success include increases in beneficiary income, productivity, and prospects to generate income, among others.

What does OIC International do?

OIC International's Central Office staff provides training and technical assistance services that are targeted to the creation of human resource development projects and programs. The work includes proposal development, the preparation of needs assessments, project designs, concept papers, and resource mobilization.

In addition, the headquarters staff assist with program and financial management responsibilities, procurement, communication with other international agencies, and external audits and evaluations.

What are OIC International's areas of expertise?

OIC International specializes in the design and implementation of human resource development programs that are practical, appropriate, and relevant to local market demands. The programs are based on the principles of self-reliance, representative local leadership, and respect for participatory development.

The particular services that OIC International headquarters staff can provide -- based on the organization's twenty-five years of experience in developing countries -- are detailed below.

- ***Organizational development:*** OIC International can design and deliver series of workshops and technical advisory services designed to enhance basic systems required by local community groups in the areas of: strategic planning, needs assessments, program and financial management, basic management information systems, resource mobilization, public relations, income-generation, monitoring and evaluation, reporting, and training of trainers.
- ***Skills training and job development:*** Vocational-technical course areas include 70 percent practical and 30 percent theoretical training in locally produced curricula designed in line with the findings of regular needs assessment work, in areas such as: auto-mechanics, air conditioning/refrigeration, catering, carpentry, commercial and graphics art, electrical and electronic repairs, hotel and domestic services, masonry, metal work, plumbing, secretarial sciences, tailoring, and textile design.

- ***Rural development and food security:*** Rural development services include establishing training and extension services in: agro-forestry, animal husbandry, aquaculture, vegetable and small crops production, farm management, rural construction, and handicrafts.
- ***Enterprise development training and credit access:*** The goal of the enterprise development activities is to help increase incomes, productivity, and the employment capabilities of the businesses assisted through the services provided by OIC International programs. These programs -- whose target beneficiaries are predominantly poor, disadvantaged and unemployed -- specialize in providing services that are individualized, practical and appropriate, and that incorporate in their design close awareness of beneficiary capabilities, local technologies, and market realities.
- ***Rehabilitation and counseling:*** In this area, programs assist former combatants, displaced persons, and other populations affected by war. Furthermore, these programs will, through training of trainers activities, work on helping develop the capacity of local nongovernmental organizations to design, manage, and support local community projects and programs.

• ***Where does OIC International work?***

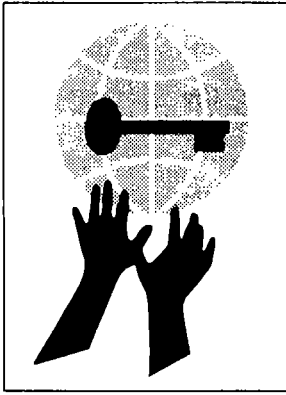
OIC International projects and programs are concentrated in Sub-Saharan Africa, with important initiatives in recent years to establish model programs in Asia (Philippines) and Central and eastern Europe (Poland). The African programs are in West Africa (Gambia, Ghana, Togo, Nigeria, Niger, Liberia, Sierra Leone, Guinea); Central Africa (Cameroon, Central African Republic); East Africa (Tanzania); and Southern Africa (Zimbabwe, South Africa).

Who are OIC International's partners?

In addition to its network of affiliate projects and programs, OIC International's supporters and partners included bilateral donors (e.g. USAID, Britain, Canada and Japan); multilateral organizations (e.g. UNDP, ILO, UNICEF, World Bank and ADB); international foundations; host country governments; and other non-governmental organizations.

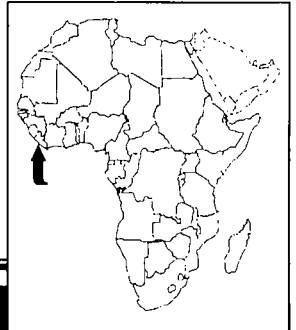
If there is a need for further information, please contact:

Dr. C.L. Mannings
240 West Tulpehocken Street
Philadelphia, PA 19144
Tel: 215-842-0220 Ext. 115
Fax: 215-849-7033



OIC International, Inc.

Focus ON... Liberia



Spring 1997

On April 6, 1996, civil unrest broke out for the second time in six years in the nation of Liberia, West Africa. With horrifying similarity to the civil crisis of June 1990, violent and inhumane acts became a daily occurrence: thousands were killed or maimed, child "soldiers" armed with real weapons waged war on their enemies, and countless numbers of homes and businesses were looted, vandalized, or completely destroyed. In 1990, as well as 1996, OIC International's affiliate, Liberia OIC (LOIC), was one of the victims of war. Highly visible due to its outstanding reputation as a training and employment agency, it lost numerous staff to the conflicts, and suffered extensive property damage. After each war, despite the enormity of the task, a few remaining Board and staff members rose up from the ashes to begin training activities anew.

LOIC owes much of its resiliency, determination and success to Rev. Walter D. Richards, Board Chairman and Founding member of LOIC, as well as Rev. Leon H. Sullivan, the fiery Philadelphia Pastor who has dedicated his life to improving conditions for disadvantaged people around the world. In 1975, it was Rev. Sullivan who helped Rev. Richards to secure 5 million dollars in funding to begin the first LOIC training program in the capital city of Monrovia; in 1984, it was Rev. Sullivan who flew to Liberia to dedicate a new rural training facility in the city of Foyah; in 1992, it was Rev. Richards who, with the help of a few Board and staff members, began the herculean task of restoring program activities in Monrovia after the civil war of 1990; in 1995, it was Rev. Sullivan who was the graduation speaker for the fifth cycle of trainees to graduate from the successfully revitalized Monrovia program; and in 1996, it was Rev. Richards who, after a miraculous escape from Liberia, immediately began to work with OIC International staff on proposals for an LOIC Rehabilitation, Reconstruction and Recovery Program.

Given the amount of loss suffered by LOIC in the April 1996 war, it is encouraging to note that it is quickly

regaining its reputation as the best training facility in the nation. As of December 1996, the Board, management and staff of LOIC had accomplished the following:

- Raised over \$2 million dollars toward the revitalization of LOIC programs.
- Extensively renovated four centers that had been completely or partially destroyed;
- Conducted intensive detraumatization workshops for former combatants in trauma healing, stress management, counseling, skills training, and resettlement/reintegration;



A handicapped trainee with his graduation diploma.

- Planned and performed two separate graduation exercises at training facilities located in the cities of Monrovia and Buchanan. A total of 516 trainees graduated in various vocational skills training areas (carpentry, electricity, plumbing, masonry, shoemaking and tailoring/fashion design), and in various agro-based vocational trade areas (building trade, animal science, metal works).
- Screened over 1,000 applicants for possible enrollment as trainees for both the Monrovia and Buchanan programs;
- Worked toward the establishment of several new rural satellite training centers.

During a recent interview, Rev. Richards expressed his feelings about the need to rebuild the broken walls of

LOIC once again. His words perhaps best explain the unquenchable spirit of the dedicated individuals who make up the Board, management and Staff of LOIC: *"Based on my personal experience and the outstanding success of LOIC, I know that LOIC is the best hope for unfortunate Liberians - particularly those affected by war. I am motivated by my love, concern, and interest for my people and country. As long as God prolongs my life, I will continue this service for I know what He has done and what He will do for my people. This is my pledge and this is my dream. I will never get discouraged, no matter how difficult the situation. As the Bible teaches, 'with God, ALL things are possible.' Part of the Liberian Constitution states, 'with God above our rights to prove, we will over all prevail.' This is my dream, and this is my hope. With the help and support of God, Dr. Sullivan and the OIC International family, we will never give up."*



A former female combatant presents Rev. Sullivan with flowers.



Rev. Richards performs the ribbon-cutting ceremony for the new training center in Buchanan.

OIC INTERNATIONAL, INC.

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OPPORTUNITIES INDUSTRIALIZATION CENTERS INTERNATIONAL

Transforming hopelessness to hope through human resource development

Rev. Leon H. Sullivan
Founder & Chairman

C. L. Manning, Ph.D.
President & CEO

OIC International's Agriculture Experience

Some highlights of OICI's work in this area:

- ***Central African Republic***

CAR has two agriculture programs in Sibut and Mbieki. Both programs include basic agriculture and animal husbandry. The program serves disadvantaged youth between the ages of 17 and 25. Many graduates are actively involved in raising poultry and producing animal feeds. The program, in recent years has been operating below capacity because of funding problems.

- ***Cote d' Ivoire***

OIC-CI started as a basic agriculture program near Bouake in 1987. The program has since been expanded to include rural development construction skills. Courses offered include crop production, cash crops and animal husbandry. Still active today, the program trains young farmers and offers agriculture services to the community around the training center.

- ***Ethiopia:***

OIC Ethiopia operates two centers: one in Addis Ababa, and one in Dima. They train urban unemployed youth in building trades such as carpentry, masonry, plumbing, and electrical house wiring. Over 4,000 youth have been trained to date. Because of its track record, flexibility and cost effectiveness, OIC Ethiopia has been selected by the Prime Minister's office of Ethiopia to organize and conduct informal skills training programs for four peripheral regions states of the country.

- ***The Gambia:***

The Gambia OIC Program, located in Farafenni, started in 1977. The program offers a variety of courses ranging from vegetable gardening to cash crops and from animal husbandry to rural development. Most of the clients served are rural youth who have left the formal track of education. Graduates tend to be self employed as farmers.

- ***Guinea:***

The Profitable Agriculture and Village Extension Project (PAVE) improves food security in and around Mamou, the Fouta Djallon region of Guinea. The PAVE project's home base is a product farm, where chickens, goats, sheep, rabbits, and turkeys are raised. Eggs, poultry feed and manure are produced and sold. The farm serves as a training ground for Guineans to gain practical hands-on experience in animal husbandry, poultry management, and sound agricultural techniques.

- ***Liberia***

Liberia OIC has been involved with agriculture training since 1984. Eight of the 12 LOIC rehabilitation satellites offer agriculture training directly linked to stable food production (rice, cassava and yams) as well as animal husbandry and vegetable gardening. All trainees are required to take agriculture training plus one elective skill.

- ***Nigeria***

Nigeria OIC initiated its first agriculture training program in Ekiti State in 1994. The program focuses on food production and animal husbandry. The program also has an aquaculture project. Ekiti State is a very productive agriculture area. Most program graduates remain in the area as farmers. One of the two NOIC programs in Delta State teaches a gardening course linked to basic nutrition.

- ***Sierra Leone***

Sierra Leone is known for its vocational training. However, gardening and agriculture courses are taught at Matru Jong and Makeni Centers. Prior to the recent conflict SLOIC also offered surveying training directly linked to irrigation water control. Graduates were employed by development agencies involved in swamp rice production. Before the coup of 1997, SLOIC had started several vegetable gardening projects in the Freetown area. The Freetown activity targeted war widows.

- ***Togo:***

The overall goal of the project in Togo (Togo Farm Income Improvement Project) is to improve access to food through the improvement of small holder farm productivity and farm income by implementing an integrated rural development strategy. The main objectives are (1) improving agriculture techniques, practices, and inputs of the subsistence farmers in the two selected regions of the country, (2) providing farm credit and developing marketing cooperatives to support the acquisition of farm inputs and marketing of produce of the participating farmers and their families, and (3) upgrading the skills of agricultural technicians, monitors and young farmers who will be leaders in implementing modern agricultural innovations.

Focus On: South Africa OIC

The South Africa OIC (SA-OIC) was launched in the historic city of Pietermaritzburg, South Africa, by Rev. Leon Sullivan, OIC Founder, and Minister Jeff Hadebe of The South Africa Department of Public Works, in June 1996. Pietermaritzburg, the birth place of passive resistance, was the town selected by Mahatma Gandhi to start his non-violent protest. Pietermaritzburg is also the town where Nelson Mandela was last detained prior to his prolonged incarceration. It was only appropriate that local leaders would select Pietermaritzburg as the location for the first OIC programme in South Africa.

The SA-OIC Programme, housed in a spacious, three story structure in the city centre, is registered as a private, not-for-profit company. The programme offers a variety of training courses and consultancy services targeting historically disadvantaged individuals and communities. The mission of SA-OIC is to provide unemployed youth with marketable job skills, to operate as a catalyst for community development and to provide individuals with the skills and means necessary to start their own businesses.

SA-OIC offers training in life skills, carpentry, masonry, electricity, auto mechanics, plastering, welding and small business development. Building and Industrial Training Board certification affords graduates opportunity for employment in the highly competitive South Africa labour environment. In collaboration with Coopers & Lybrand, the SA-OIC Programme also offers accredited computer training and consultancy services to both individuals and companies.

Since its beginning in 1996, SA-OIC has provided training to over 500 individuals and assisted numerous communities in developing self-worth and realistic development strategies. SA-OIC Board Chairman, Rev Phumani Zondi, and Executive Director, Vasco Seleane, have brought many years of experience in human resource development to the programme. Their commitment to empowerment and racial equality for all South Africans has been transferred to a core group of highly committed and dedicated SA-OIC staff. The SA-OIC Programme has been praised in the media, by the Transitional Local Government and private individuals for the outstanding services the programme is providing

From its beginning, SA-OIC has worked to end its dependence on grant funding. Through a series of well defined strategies including cost recovery schemes, contracts, outreach projects, fees for service and partnerships, SA-OIC has generated revenue in excess of \$150,000. Funds are being used to support programme operation cost and to expand services to the community. SA-OIC hopes to be self supporting by the end of 1999.

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The 5th Annual **African- African American Summit**

Reprinted from August 1999 Ebony

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African-African American Summit

1999 Report



*President Jerry J. Rawlings, Host President
Leon H. Sullivan, Chairman & Convener*

July 5, 2000

Dr. Christine Warnke
Opportunities Industrialization Centers of America, Inc.
1415 North Broad Street
Philadelphia, PA 19122-3323

Dear Dr. Warnke,

I regret that I am unable to accept your invitation to speak at the 36th Annual Employment and Training Conference later this month. I hope that the information included will be useful to you in the planning of this important gathering. Please feel free to contact me or my staff at 202-456-2438 with any further questions.

Best wishes for a successful Conference!

Sincerely,

Sandra L. Thurman
Director
Office of National AIDS Policy

A handwritten signature in cursive script, appearing to read "Sant", is written in dark ink.



OPPORTUNITIES INDUSTRIALIZATION CENTERS OF AMERICA, INC.
1415 North Broad Street Philadelphia, Pennsylvania 19122-3323
(215) 236-4500 • Fax (215) 236-7480 • www.oicofamerica.org • oica@aol.com

LEON H. SULLIVAN
Founder & Chairman of the Board

THOMASENIA G. COTTON
Interim President

June 5, 2000

Ms. Sandra L. Thurman, Director
Office of National AIDS Policy
The White House
736 Jackson Place
Washington, DC 20503

*and
wanted 1st lady to do a video
any information*

anything to pass on.

** send video & report w/ note*

Dear Ms. Thurman:

On behalf of Reverend Leon H. Sullivan, Founder and Chairman, Opportunities Industrialization Centers of America (OICA), we are writing to cordially invite you to speak on a panel on the HIV/AIDS as a threat to the African-American women and children in the United States and African women and children in Sub-Sahara Africa. This panel discussion will take place on Saturday, July 15, 2000 in Philadelphia, Pennsylvania.

From July 15 - 18, 2000, Reverend Sullivan and the OIC Movement will host its 36th Annual Employment and Training Conference. The audience will include nearly 300 members from OIC training centers from around the world.

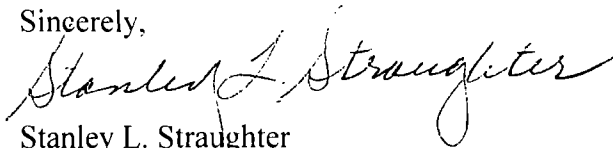
OIC is one of this nation's oldest and largest workforce development institutions. Founded in 1964, the organization has grown to be a global workforce development institution with seventy (70) affiliates in twenty-eight (28) states in the United States. Internationally, we have forty-six (46) affiliates in eighteen (18) countries on the continents of Africa, Asia, Eastern Europe and the Caribbean. OIC has trained millions of people from socially and economically disadvantaged communities, from all races and ethnic groups to be self sufficient and productive workers.

Dr. Gregory Pappa, Senior Policy Advisor to the Surgeon General, has agreed to serve as panel moderator. Also, we have invited several other individuals to participate on this panel. The panel participants will discuss HIV/AIDS and its impact on women and children and its threat to the current and future workforce in Africa and the United States. From a policy perspective, it would be extremely important to educate us on what OIC training centers can do in the United States and Africa to alleviate the pain and suffering of so many people, young and old.

Ms. Sandra L. Thurman
Page 2

Dr. Christine Warnke from Hogan & Hartson, LLP, has honored us by agreeing to serve as the chairperson of the "African-African American Women's and Children's Health Symposium." If you have any questions Dr. Warnke can be reached on (202) 637-5645 or you can contact me at (215) 842-0860.

Sincerely,

A handwritten signature in cursive script that reads "Stanley L. Straughter". The signature is written in black ink and is positioned above the printed name and title.

Stanley L. Straughter
Director, Government Relations

Enclosure