



SABIT Exchange



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On the SABIT Website

www.mac.doc.gov/sabit

2004 Grant Applications

Application packets for 2004 will be available for download in January.



Click on the "Register" link on the SABIT homepage to receive notification of funding availability.

2004 Group Schedule

Interested in hosting a delegation? View the 2004 Group schedule.

Questions About the SABIT Grant Program?

Get detailed answers about the application process.

Upcoming Programs



SABIT is pleased to announce that its 2004 funding round opens in January.

Applications available through registration on SABIT website.

SABIT Announces 2004 Grant Funding

SABIT Staff

SABIT is pleased to announce the 2004 Grant Program. This latest round of Grants will begin in mid-January 2004, and applications will be accepted for three months from the date of publication of funding availability in the *Federal Register*.

SABIT Grants offer funding and logistical support to U.S. companies and organizations to host managers and scientists from Eurasia for 3-6 months of professional training in U.S. business practices. U.S. companies seeking to enter or expand operations in the emerging economies of Eurasia can benefit greatly from the knowledge gained through the SABIT Grant program, which provides the opportunity to establish solid relationships with potential customers, distributors and partners.

Relationships built on mutual trust are critical to achieving commercial success and organizational objectives in Eurasia.

A past recipient of a SABIT Grant, SAITCO, an automobile exporter based in Virginia, found great success in Eurasia. Paul Tashner of SAITCO Jeep & Chrysler Automobiles received a SABIT grant in 1995 and trained his



SAITCO, Inc. leveraged the SABIT Grant Program to establish 3 regional offices in Eurasia, which have generated over \$8.6 million in sales revenue since 1995.

business partner from Kazakhstan in Virginia. As a result of the SABIT internship, he has developed a good business relationship with his intern and has successfully established a Jeep dealership in Kazakhstan. Mr. Tashner has also opened dealerships in Georgia, Russia and Ukraine, resulting in SAITCO selling \$8.6 million worth of automobiles in the region from 1995 to present. In 2003 SAITCO reported \$850,000 in sales through its representative offices in Kazakhstan, Russia, and Georgia. SABIT alumni trained by SAITCO through the Grant Program head all three of these representative offices. SAITCO is also exploring options for opening an office in Azerbaijan in conjunction with an Azeri participant hosted in the most recent round of SABIT funding.

More on our website

Learn more about SABIT grants at www.mac.doc.gov/sabit

SABIT Grantee Profile

Seacamp and SABIT Celebrate 10 Years of Success

Dr. Elena Istomina, Director of International Programs, Seacamp Association, Inc.

December 2003 marks the 10th anniversary of the SABIT program at Seacamp Association, Inc., a non-profit Florida corporation that operates two marine science education programs in the Florida Keys that impact over 10,000 students and teachers each year.

During a 1992 visit to Russia, Seacamp Executive Director Irena Hooper and Summer Camp Director Grace Upshaw saw the crumbling legacy of one of the more popular and successful traditions of the Soviet times, summer camp programs. The shortage of money, lack of a driving organizational force, and new economic conditions brought devastation to a wonderful camping network, depriving thousands of children of a unique camping experience.

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A Week with the SABIT Environmental Technologies Mining Group

Erin Crouch, International Trade Specialist

Made up of sixteen delegates from five countries and two interpreter/facilitators, the SABIT Environmental Technologies: Mining group traveled to Washington, D.C., West Virginia, and Colorado during its four weeks in the United States. The author helped organize the program and accompanied the group to Denver, where this account begins:

Monday, October 6, 2003

The group traveled to the Rochelle Mine in Douglas, WY, about four hours outside of Denver for a comprehensive tour of the facilities. The Rochelle Coal Mine began operating in 1985; the mine is a truck and shovel operation, with permission to mine up to 30 million tons of coal annually. Rochelle Mine representative Greg Dundas led the group tour of the facilities. EPA specialist Steve Bubnick, who accompanied

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SABIT Exchange

About

SABIT Exchange is published quarterly by the Special American Business Internship Training Program (SABIT) as a service to its clients. Founded in 1990, SABIT is a U.S. Department of Commerce initiative that awards grants to American organizations to train Eurasian managers and scientists.

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Impact

"The SABIT interns of today become the entrepreneurs of tomorrow."

WILLIAM H. LASH, III

Assistant Secretary of Commerce
for Market Access and Compliance
U.S. Department of Commerce

- More than 1,000 organizations have trained over 3,000 Eurasian managers and scientists.

- SABIT has facilitated \$260 million in export revenues and overseas investment since 1990.

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Environmental Technology: Mining Group

[Continued from page 1]

the group shared his thoughts: "I found SABIT to be a wonderful opportunity to work with delegates from Russia and the other NIS states in an atmosphere where we could exchange information and ideas. My experience here with SABIT has been very exciting."

Tuesday, October 7, 2003

The following day, Stuart Sanderson, President of the Colorado Mining Association, discussed the role of trade associations in the mining industry, while Scot Anderson and Ken Hubbard of Davis, Graham and Stubbs, discussed coal and hard rock mining and regulations. Consultant Stan Hamilton and United States Export Assistance Center representative, Mining Specialist Martha Butwin, were also on hand to answer the delegation's questions.

In the afternoon, the group visited the Colorado School of Mines, the oldest mining education institution in the United States. Professors Kay Godel-Gengenbach and Tibor Rozgonyi were eager to share information about their institution and especially on their computer-assisted mining programs. "I believe the mining industry is international. If you look at the mineral industry as a whole, perhaps 15 companies produce 70% of the industry, and every one of them is an international company. To host delegations like this one helps us network and stay current. Environmentally sustainable development must by its very nature be international; we must all work together to develop best practices," Dr. Rozgonyi explained.



Gennady Shevchuk observes the 300 ton capacity vehicles at Cripple Creek Mines.

Wednesday, October 8, 2003

Knight Piesold, an environmental consulting company, welcomed the group in its offices in downtown Denver, with President Barbara Filas on hand. Knight Piesold hosted a similar program in 2000, and was eager to greet more of the specialists.

Later that day, the group traveled to nearby EPA offices for a presentation by Newmont Mining Corporation, the world's largest gold producer. Newmont has an operation for gold

recovery from tailings in Uzbekistan. Newmont's Richard Gorton and Tim Freeman, a PR specialist, answered some difficult questions about market access in the NIS and perceptions of corruption there.

Closing the presentations on Wednesday, Carol Russell of EPA in Denver said, "One reason [that we host SABIT delegations] is that in



"Meetings like this are a great opportunity to get together and share information as members of the world community of miners, with common interests and needs. I appreciate what SABIT has done to bring us together." - Stuart Sanderson, on presenting to the SABIT delegation.

the United States, we have very stringent environmental laws, but we also consume more of the metals per capita than the rest of the world. We feel a personal responsibility to level the playing field, so as not to cause environmental problems in other countries."

Thursday, October 9, 2003

A final presentation from EPA on trading emissions and a brief talk on mine permitting from BLM specialist Carl Mount started Thursday morning, and the delegation set off by bus for the Cripple Creek/Victor Mine.

Environmental specialist Timm Comer from the Cripple Creek Mine took the group through four main sites within the mine, saying "I was interested in SABIT because it's a great opportunity not only to show our facilities, but to meet colleagues from another country."

Friday, October 10, 2003

The final day of site visits began with an early morning departure to the Climax Henderson Molybdenum Mine, a Phelps Dodge subsidiary in Empire, Colorado. Brad Nelson led the group on the tour of the facilities, highlighting the modern technologies in use.

After lunch, the delegation continued to Argo Wastewater Treatment Plant in Idaho Springs, Colorado, a Superfund site managed by the Colorado Department of Public Health and the Environment. The group was interested to learn about how changing land use priorities were accomplished after limited stakes gaming (gambling) was introduced in the area.

SABIT Group Tours Wisconsin Heart Hospital

Adapted from original publication in *Covenant Healthcare News and Notes*, October 2003.

The Wisconsin Heart Hospital (TWHH) recently hosted a delegation of 18 hospital executives from the former Soviet Union, and their interpreters. The group was sponsored by the Special American Business Internship Training (SABIT) program, a U.S. government program providing technical assistance and training to managers and scientists from the former Soviet Union since 1992.

The Russian Federation hospital executives spent three weeks in the United States. After an overview of the current U.S. healthcare industry by the U.S. Department of Commerce, the group traveled to select cities including a week in Milwaukee visiting Clement J Zablocki Veterans Affairs Medical Center, GE Medical Systems and TWHH.

The visitors listened to presentations by a physician, technical advisor/investor, staff of TWHH and Phillips Medical, regarding the history, design, processes and technology of the TWHH, as well as the philosophy behind the patient and family centered-experience. They then toured the new facility, which is currently under construction and set to open in January 2004.

Two of the hospital executives, Andrey Lishanskiy, MD, Ph.D of Moscow and Jamil Rzaev, MD of St. Petersburg found this particu-

lar stop enlightening because both are currently involved in building facilities. "The presentation and tour were very informative because we will be embarking on similar research to prepare for a new medical center," said Dr. Lishanskiy.



Alexander Balashov, MD, PhD of Karelia, appreciated the concept of a specialty hospital because, he says, "it allows you to bring the best equipment, physicians and support staff together in one place to provide the best care."

Hospital executives were drawn to the concept of bringing physicians and other health care professionals into the mix during the initial planning stages of the facility "because the medical staff is the main connection to the patient," said Dr. Lishanskiy.

The Russian Federation Group will next spend a week in Minnesota, before returning to their respective cities to apply the knowledge gained in the United States.

SABIT Grantee Profile

[Continued from previous column]

Dictionary of Camping Words and Phrases and Environmental Science Dictionary. Seacamp and its SABIT interns have also organized several events over the past five years, including a direct link between Seacamp and the Russian Space Station "Mir" in 1998, and four internet exchange projects connecting Seacamp, Anapa, Camp "Orlyonok" and St. Petersburg Children Foundation. In October 2000 a reunion of Seacamp SABIT interns took place at a



Oleg Kamnev and Denis Sandanov participate in lifeguard training at Seacamp in the Florida Keys.

camp near Moscow. Such ongoing projects continue to create a community of people that work for future generations by raising awareness about the environment and developing structures that support such programs.

Seacamp: A Decade of Success

[Continued from page 1]

After visiting camp "Orlyonok" on the Black Sea and several camps in the Moscow area, Hooper saw the venues of camps' development as applied to a market economy. The keys to success for these camps lay in proper management, as well as developing educational programs that furthered the awareness and impor-



Alexey Spirin presents Pigeon Key program director with "Orlyonok" tie, reflecting the Russian flag that campers wear around their necks.

tance of environmental and marine sciences in local communities.

Seacamp received its first SABIT grant in December 1993 with the objective of creating a team of camp administrators with expertise in scientific and management skills to develop a winning course of action for chosen Russian camps. While at Seacamp, camp administra-

2004 Funding Round

Applications for SABIT's 2004 funding round will be available for download in January and will be accepted for three months following publication in the *Federal Register*.

tors learned by working side by side with the administrative staff in different Seacamp departments in order to learn the skills and decision processes needed to run a successful camp program. Scientists observed Seacamp's field-oriented teaching approach and learned ways of applying academic science to hands-on education. Back in Russia and Ukraine, these interns worked together putting their newly acquired knowledge to practical work.

In the fall of 2003 Seacamp hosted its 42nd, 43rd and 44th intern. In the past ten years, Seacamp SABIT interns in different areas of Russia and Ukraine have set up two environmental centers, opened two camps, founded four associations and foundations, set up one commercial company, developed and implemented seven successful camp programs. These programs benefit from the development by Seacamp SABIT interns of more than 40 teaching material resources, including laboratory activities, science manuals, and camp games. In addition, two English-Russian and Russian-English dictionaries have been created:

[Continued in next column]



SABIT interns present their experiences at the Big Pine Rotary Club.

Dr. Elena Istomina (above, at right) plays an instrumental role in the success of the Seacamp SABIT program. Her commitment to the environment, her ability to communicate in English and Russian made it possible to share Seacamp's training and beliefs with Seacamp SABIT interns.

More on our website

Get more advice and read additional stories of how SMEs have established a business presence in Eurasia at www.mac.doc.gov/sabit

Kyrgyz Tourism

Svetlana Alf successfully completed the SABIT Hotel Management program in 2001. At that time she was Director of the Oruu-Say mountain resort. Svetlana's internship has proven to be an invaluable experience for her. Upon her return to Bishkek, Kyrgyzstan, Svetlana implemented the methodologies of hotel management received during the internship.

In August 2001 Svetlana participated in a seminar on tourism organized for SABIT alumni by the SABIT Central Asia field office in Kyrgyzstan. 26 SABIT alumni from Kyrgyzstan and Kazakhstan took part in the event. Among them, Svetlana met Valery Lazurin, a SABIT alumnus. Valery described his program and mountain camp, "English in Nature" International Children's Camp, as providing children the opportunity to live, play and socialize with foreign volunteers in an effort to teach basic English language skills.

Svetlana decided to implement an analogous project in Kyrgyzstan. By the summer of 2002, "English in Nature" had become a mainstay of the Oruu-Say hotel. Both summer and winter programs ran successfully for about two years. During this time the number of tourists increased by two and half times and the complex extended its operations from 6 to 9 months a year. In July 2003 Svetlana left Oruu-Say to start her own mountain tourist center "Corona". The hotel is still under construction and should be completed by the end of 2003.

Along with working on her business project, Ms. Alf is a Senior Lecturer at the Institute of Social Development and Entrepreneurship and a participant of the program under the Swiss BPN representation in the Central Asia. Svetlana appreciates the value of her SABIT internship: "I'm not sure where I would stand now without my SABIT internship. But I know for sure that SABIT has assisted my professional and personal growth."

SABIT Alumni

Visit our Russian language website to find out about upcoming Alumni events.
www.sabitprogram.org

Submitting a Proposal for SABIT Funding

Tracy Rollins, SABIT Director

SABIT funding helps to defray the cost of training mid- to senior-level managers, scientists, and engineers from Eurasia by providing funds to cover: a) roundtrip international airfare; b) per diem; and c) up to \$750 per month housing allowance.

As SABIT gears up for its next round of programs, U.S. companies seeking to establish long-term contacts or training for partners in the former Soviet Union should consider hosting an intern through the SABIT program. Although the application process is fairly simple, following some basic guidelines can greatly improve a company's application.

Be Thorough

SABIT requires that a proposal address five substantive points: 1 -training objectives; 2 -host company commitment to the intern's return to his home country; 3 -work plan activities; 4 -profile of the proposed intern; 5 -background on the industry sector and applicant company.

In addition, several important issues must be addressed, including adequacy of the company's financial resources, provision of emergency medical insurance, record of performance in agreements and grants with the federal government, and completion of three Standard Forms. All of the requested information is crucial, but the most important aspects of the proposal are the five substantive points listed above.

Elaborate on Impact and Objectives

Some of the most important questions to address in the application include: Why does the applicant want the grant? How will taxpayer-provided funding be spent? How does this project satisfy SABIT's mandate to provide substantive managerial training? Will interns be able to effectively utilize the training upon return to their home countries?

The last question is key for consideration by SABIT's review panel; companies must demonstrate a commitment to provide training and knowledge that the intern will be able to employ upon return to his/her home country. The proposal must demonstrate that the value of this training, while having positive effects on the host company's commercial prospects in Eurasia, will be felt in the intern's home country (i.e. no outsourcing of domestic jobs to overseas labor).

Companies should also be specific when describing their goals and desired outcomes. The more substantive and concrete an objective is, the better the review panel is able to assess the potential impact of the training program. Objectives should clearly identify how the training program fits into the company's mission and strategy for the region.

Focus on the Work Plan

The work plan is by far the most important piece of the grant application. Applicants should take the time to develop this section and outline a "realistic work plan describing the training program to be provided,

including the intern's duties and responsibilities, preferably on a week-by-week basis."

While it may seem to be a daunting task, once a company has determined exactly why it wants to provide training, everyday activities should become clear and the week-by-week outline will practically write itself.

The work plan should include an explanation of specific duties and tasks the intern will undertake. If the general description of a day's training is "sales and marketing," an appropriate task for the interns may be to shadow a marketing manager and develop strategies to be presented at a staff meeting by the intern. Thus, the intern would learn about marketing techniques and apply the new skills in a practical manner.

Prospective Interns and Host Company Industry/Sector

While SABIT can assist grantees in identifying internship candidates, most applicants have pre-selected specific individuals. Prospective interns are evaluated separately from the actual grant application. This evaluation will consider, in the context of the objectives of the training and the details of the work plan, the aptitude and capabilities of an intern. The better the match of intern skills with training objectives, the stronger the application.

The industry in which an applicant operates is also a factor that is taken into consideration during evaluation. Industries of importance are: agribusiness; biotechnology; defense conversion; energy; environment; financial services; housing, construction and infrastructure; medical equipment, supplies, pharmaceuticals and health care management; product standards and quality control; telecommunications; and transportation.

Pay Attention to Detail

There are no "tricks" which guarantee a company's grant-writing success. What reviewers seek is a realistic and practical work plan/proposal that is clearly written. Attention to detail in the proposal is important, as a panelist may feel that if small details are overlooked, the training program will be similarly inferior. "Application lacks detail" is a common notation on many of the grant applications that have failed.

Although substance is more important than style, a well-written proposal for a weak idea will be denied as quickly as a great idea packaged poorly. Also, grammar and spelling errors should be checked carefully before submitting the materials. If the training program description includes industry-specific terminology, definitions should be provided.

Please contact SABIT with any questions.

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