



SWORDE-Teppa's English Studies Credentials.

SWORDE-Teppa particularly specializes in English studies. This is part of SWORDE-Teppa's Object (ii) The advancement of education, but is also linked to all other SWORDE-Teppa objects and activities. SWORDE-Teppa's English studies programme has been implemented so far in the former Soviet, Central Asian Republic of Tajikistan. Since 1999, SWORDE-Teppa's experienced and trained personnel have worked to help improve peoples' standard of spoken and written English, as well as to enlighten people about British culture in general. SWORDE-Teppa works closely with other organizations in the region by training their personnel.

SWORDE-Teppa is the only INGO substantially involved in English studies in Tajikistan. SWORDE-Teppa has implemented a limited English studies programme in Tajikistan since December 1999. SWORDE-Teppa offers free consultancy to other organizations as well as vocational training and career development.

SWORDE-Teppa opened a new English and vocational training centre in the city of Kurgan-Tyube, Tajikistan in the spring of 2005. This centre has the largest English language library in Tajikistan, with some 14,000 books, booklets and magazines and some 2,000 video cassettes, DVDs and CDs. The centre also has trained staff and hosts with English as their first language, national English teachers, access to the internet, resource centre, IT training, vocational training, consultancies, English language test facilities and many other associated activities.

SWORDE-Teppa proposes to work closely with the British Council, the Tajik State University faculty of foreign languages and others to expand the English studies programme in Tajikistan. SWORDE-Teppa is seeking sponsorship for the expansion of the English studies and training programme.

SWORDE-Teppa operates from the city of Kurgan-Tyube, in the south Khatlon Oblast of Tajikistan. This is the region of the country most in need of assistance. SWORDE-Teppa

has established links with the community and excellent working relations with the local authorities, Tajik Ministry of Education, schools, colleges and universities and other INGOs and NGOs.

The below proposal enhances the existing centre and subject to finance will start development and implementation in the summer of 2005.

English Studies Programme: Kurgan-Tyube English Studies, Training and Media Centre.



Problem Statement:

Since the break up of the Soviet Union and independence ten years ago, the most popular second, non-native language studied in Tajikistan has become English. The education system has moved with the times, switching from German to English as the first foreign language in the Republic. English has clearly become, for a number of reasons, the most important international language and will grow further in influence in Tajikistan, as it has done elsewhere. This is mainly due to the opportunities perceived such as gaining employment or promotion with international organizations, working abroad and studying

abroad or simply for leisure. The wide use of computers has also been a contributing factor. Many people in Tajikistan are also eager to learn more about England and other English speaking countries as well as to learn and improve their English language skills. People are genuinely interested in the culture, geography, history, wildlife, etc. of Great Britain and other English speaking countries. This eagerness is often linked to the desire to travel and escapism, but also for knowledge for possible opportunities abroad.

To the south of Tajikistan, is the city of Kurgan-Tyube, the capital of the Khatlon region of the Republic. This city is unique in having an estimated highest proportion of English enthusiasts in the Republic. This is mainly because of the higher concentration of humanitarian projects and organizations in the region, based mostly in the city. As with other larger towns and cities in Tajikistan, there are many schools in Kurgan-Tyube teaching English to beginners, (approximately 30 – 40% of ten - eighteen year olds learn English in their schools and high schools) as well as the limited places in international organizations such as UMCOR and INGO SWORDE-Teppa (formerly Future). There is also a fee-paying Tajik Turkish High School which bases its teaching on English, Russian and Turkish. However, with the exception of the private Turkish High School, the other schools are poorly funded, have few experienced staff and few, bad or out of date facilities. Even the Turkish High School is in need of extra assistance as regards to English language materials and specialist English teachers.

Unfortunately, Kurgan-Tyube lacks specialist teachers and materials to serve the needs of the majority of people wishing to advance their skills and knowledge. There is a faculty of foreign languages in Kurgan-Tyube, but this too lacks good lecturers. Many of its lecturers are in fact other students, the best amongst the lecturers having left for Dushanbe, are working privately in Kurgan-Tyube or have left the profession completely. This has led to the more advanced English enthusiasts not attending university or unable to find any other source of further perfecting their skills. Further more, the authorities lack of real commitment is illustrated by the fact that many students are sent off to pick cotton by the authorities for four weeks, at less than one Somoni per kg. Many of these advanced students do not have the means to travel and study in Dushanbe, where the better institutions, facilities and lecturers are located.

Moreover, because of the inefficiency of the running of the State institutions, it is futile at present to plough money into them. Whilst encouraging and supporting reform of these institutions and assisting in their capacity building, a more independent body is desperately needed to fulfill the needs of the local population. There is no English Studies Centre in Kurgan-Tyube. This means most, if not all, people interested in furthering their English and interested in the UK are denied the opportunity. The American Centre and Soros Foundation in Dushanbe are too far away for the people of Khatlon and do not specialize in correct English and the UK. This new Centre will fulfill all needs with its close links to British institutions.

There is also a great desire for access to English speaking TV and video cassettes, SWORDE-Teppa surveys suggesting all intermediate and advanced students and teachers wishing access to improve their listening and understanding of English. The use of such videos and TV will help fine tune a greater understanding and practice in regional and

international English accents. There is a further wish for up-to-date facilities of learning English and practicing for tests such as the International English Language Testing System (IELTS) in Kurgan-Tyube. Again, this lack of access to such tests puts potentially very good students at a disadvantage when it comes to competing with students from Dushanbe, for places in institutions and courses abroad. The offer of IELTS tests and up to date facilities in Kurgan-Tyube will also encourage the more prosperous people from Dushanbe to travel south to Kurgan-Tyube, thus help the regeneration of the area.

The English language and British culture is also synonymous with the freedom of speech and the mass media. The BBC World Service being world famous in this regard. Unfortunately, there is no access to the BBC or any other satellite service of mass media in Kurgan-Tyube. Tajikistan is slowly developing mass media freedom, but it still has a long way to go. There are now two local TV stations based in the city of Kurgan-Tyube, two radio stations and three or more newspapers and newsletters. However, these examples of mass media deliver a large amount of Governmental propaganda to their audience and are of little interest to many of the more enlightened and free spirited members of the community. As far as TV is concerned, many people in fact prefer to watch Russian TV, which has a more balanced and liberal view, with modern programming, news and films. The recently established and OSCE supported K-T Khatlon TV company is striving to give a more balanced and impartial view of life, news and views. However, this too has undue influence from authorities. There are very limited opportunities to gain knowledge about free mass media in Kurgan-Tyube and no examples of totally free media. It is essential for the development of the region and basic human rights to have access to free mass media.

Closely allied to the English language, is the desire to learn computer and through the mass media of the Internet, to know more about the rest of the world. SWORDE-Teppa surveys have revealed that the most common wish of English studies participants is to learn more about computer and to have access to the Internet. Unfortunately computer studies and Internet facilities are limited to three computer / Internet centres in the city, the State supported CADA service and independent Babilon T and Intercom. All three of these facilities are relatively expensive and lack sufficient equipment and specialist staff to supply demand.

The combination of poor English language facilities and access to information leaves many people unsure of what to do when they leave school, college or other training facilities. Thus, the majority of students finish their courses with unsatisfactory results and no idea what they will do in the future. Many more have aspirations but no means of pursuing their ambitions. The lack of finance and specialist knowledge and an element of corruption within the education and media system lie behind the problem and this potential huge waste of talent. However, despite all the problems mentioned, some of the very best personnel working for international organizations and very best students in Tajikistan come from Kurgan-Tyube. In a recent English language Olympiad in Dushanbe, disputed first place went to a student from the Turkish College in Dushanbe, second and third place students from Kurgan-Tyube (both taught by the same teachers from UMCOR and SWORDE-Teppa).

There are no modern vocational training facilities in Tajikistan. Thus there are few opportunities to pursue career development. Top national managers for international organizations such as IFRC, Merlin, AAH (UK), Care and others all come from Kurgan-Tyube (many assisted by SWORDE-Teppa). These were the lucky few who, despite the many obstacles, gained experience with foreigners and were taught by one or two excellent and exclusive teachers. There are very many more in the area denied this opportunity.

The poet Thomas Gray realized more than two centuries ago, when he wrote of potentially great writers and statesmen lying buried “mute inglorious” in an English country churchyard, because “chill penury repressed their noble rage”. What he could not imagine, that was today this would still be the fate of more human beings than the entire world population in his lifetime. This is despite the technical and material resources available, which have increased in unimaginable ways. This fact is a crying reproach to us all. This is true of Tajikistan and especially Kurgan-Tyube.

The SWORDE-Teppa English Studies Programme has six phases:

Phase I: Free studies for intermediate and advanced participants, based in Kurgan-Tyube, implemented 1999 -2001. One international consultant / teacher, limited teaching materials. Forty participants involved (see separate list of participants).

Phase II: Studies with tuition fees for some, based in Kurgan-Tyube, started February 2002 and ongoing. One international consultant / teacher, one national teacher, further teaching materials. Over eighty participants involved (see separate list of participants).

Phase III: Fully equipped Kurgan-Tyube English Studies and Media Centre, for the community as a whole (setup based on British Council recommendations and facilities).

Phase IV: Kurgan-Tyube English College. English based teaching on identified specialist courses (computer, media, environment, business, travel, sport, etc).

Phase V: Centres established in other parts of the Republic (setup based on Kurgan-Tyube English Studies and Media Centre).

Phase VI: Centres established in neighbouring countries, such as Afghanistan (setup based on Kurgan-Tyube English Studies and Media Centre).

The city of Kurgan-Tyube was chosen to start the ‘English Studies and Media’ Programme for the following reasons:

1. The city is the capital for the Khatlon region of Tajikistan.
2. The city and surrounding districts has a very large proportion of people learning or wanting to study English.
3. There is a lack of good facilities to study and perfect English.
4. There is a lack of well-qualified English teachers and lecturers.
5. There is little opportunity to learn of British and other English speaking cultures.
6. There is no access to satellite mass media.
7. There is a limited choice of free mass media.
8. There are few opportunities to study computer.
9. There is no access to libraries of books, education tools, video cassettes, CDs, etc. in the English language.

10. There are few opportunities to study for passing IELTS and other tests (American Centre visits once or twice a year and does not advertise the visits sufficiently for TOEFL).
11. There is no career / study advice office in the city.
12. There are few opportunities for people to travel to better facilities in Dushanbe.
13. There are good communications with other parts of Khatlon and the rest of Tajikistan.
14. There are good communications with northern Afghanistan and possible support for Afghan candidates to use facilities.
15. SWORDE-Teppa head office Tajikistan is located in the city.
16. SWORDE-Teppa personnel have vast working experience in the city and region.

Phases I and II of the programme have already been successfully implemented by SWORDE-Teppa. These phases were forerunners to the next phases. Valuable information has been obtained from these phases to help prepare for phase III of the programme. Surveys have been carried out within the group of participants as well as feedback from other sources. See separate survey questionnaires, completed questionnaires and summary of results.

Major findings of phases I and II:

- A large number of beginners also wished to study English.
- Many participants also wished to study computer (80 %+).
- Participants wished access to English language books and magazines.
- Participants also wished access to English language media, TV and video cassettes.
- Many participants wished career advice and help in studying for IELTS exams.
- Participants wished to practice speaking English with an English person, to gain more modern phrases and additional vocabulary.
- Participants wished to know more of British and other English speaking countries culture and traditions.
- Further information on sustainability showed an eagerness to pay for good facilities and services.
- Many participants liked the more informal and interactive methods used, as opposed to the more stale teaching methods of which they are used.
- Many questioned have few of their own additional ideas and seemed unaccustomed to being asked their opinion and to express themselves.
- Key popular subjects included computer, language, news and media, economics and business, nature and the environment, culture, history, sport and travel. (These should be incorporated into potential syllabuses for the proposed English College).

See appendix for surveys and results.

Goal and Objectives of the Project:

Goal:

The ultimate goal of the project is to prevent potential great writers and statesmen lying buried “mute inglorious” in a Tajik country cemetery.

Objectives:

This project is aimed at supporting and gently speeding up institutional reform, by introducing independent modern facilities, new concepts and ideas, in the form of an English Studies and Media Centre. The primary aim of the centre is to serve the general public and the community. The Centre has two main objectives: (I) improved access to English studies and associated activities and (II) access to vocational and other training activities (III) improved access to the internet, free mass media and associated activities.

The Centre is targeted at the future politicians, business people, academics and other professional people in society. These people are the future leaders, employers, teachers, journalists, broadcasters and diplomats in Tajikistan and elsewhere. They in turn will guide others and help to build a better future for all. The Centre is also aimed at giving anyone with an interest in the English language and culture and in the media to be given a chance to pursue those interests.

(I). English Studies:

The Centre’s aim is to provide the opportunity for beginner, intermediate and advanced participant English scholars to begin, improve and perfect their skills. Courses and materials are designed to teach basic, intermediate and advanced English language skills. These English studies are designed to test listening and understanding abilities, improve English vocabulary, conversation, give a greater knowledge of English culture and help with aspects in the work environment.

(II). Vocational Training:

Specialist consultants and teachers will also offer vocational studies and other training. This is vital for participants to develop their interests and possible careers. Subjects will include: English language teacher, Information technology, management and administration, sport and recreational studies, vector control, environmental studies, health and hygiene, catering and marketing studies. Facilities will also be offered for pursuing career development and studying in the UK. This training will give self confidence and enhance communication skills with international organizations and businesses. The studies and associated activities will also give better prospects for studying or working abroad as well as give a broader outlook on life in general.

(III). Media Studies:

The objective is to improve access to free mass media. The proposed new Centre will provide access to mass media such as Internet and Satellite TV and advocate freedom of mass media with partners and support such initiatives. It will also provide further computer training. Through its facilities and materials, it will train and inspire freedom of thought and ideas and devise English – Tajik – Uzbek – Russian newsletters and broadcasts. The Centre will also encourage the broadcast of its materials through Tajik TV and radio.

Project activities:

The English Studies and Media Centre will offer the following activities:

(I) English Studies:

1. English Language Teaching.
 - a. Teaching English to beginners, (national teachers).
 - b. Teaching English to intermediate students, (national and international teachers).
 - c. Teaching advanced English to English teachers, (international teacher).
 - d. Teaching of advanced English to English language students, (international teacher).
 - e. Teaching advanced English to members of the general public, (international teacher).

The teaching will be based on group and private sessions conducted twice or more times a week in the proposed Kurgan-Tyube Centre. The teaching will be lead by an international consultant / teacher and supported by two national teachers. These sessions will be in the form of informal discussions, formal teaching methods and other associated activities such as; questions from the discussion topics, participant (student) presentations, spelling tests, home assignments and interactive methods of teaching. Discussion classes will give participants the chance to practice speaking English, listening and understanding English and improve vocabulary. They will also enhance communication skills and give greater self-confidence to the participants.

Guest speakers, from international organizations, will also be invited on an occasional basis to present a variety of topics. A variety of other education tools will also be made available via the fully equipped library, computer CD, Internet, TV and audio techniques.

See annexe for list of possible discussion topics.

2. Cultural Studies.

The cultural studies will follow the same basic format as the English language teaching, with informal and formal methods, using interactive techniques where possible. The cultural studies will enhance the knowledge of British and other English speaking cultures around the world and satisfy the participant's specific interests. Discussion topics, presentations by the Centre's resident international consultant teacher, library and computer facilities and other interactive techniques will be employed.

3. Training of Centre personnel.

Both international and national consultant teachers / trainers, from SWORDE-Teppa and partners, will train key staff and assistants in all aspects of the project. They will also be trained in other aspects of the Centre's activities. This is necessary for staff development and the sustainability of the programme. The national teachers, supported by the international consultant teacher / trainers, will also train assistants. Some of these personnel may be chosen to work in the proposed English College, subject to funding. Others may move on to other institutions and help in their capacity building.

4. Library Service.

SWORDE-Teppa has already acquired over 1000 English language video cassettes and 2500 English language books, journals and magazines. These are presently in the UK and are awaiting shipment. These books and video cassettes cover a wide variety of subjects and interests. Further donations are also being sought. The library and reading room will be available to be used by the general public as a reference source. A proportion of the material in the library will be available to borrow, subject to paying a small fee and leaving identity cards. Members of the centre have free access to borrowing, subject to registration (out and in) and leaving identity cards.

5. Mini Cinema.

SWORDE-Teppa has already acquired the above 1000 video cassettes. It also wishes to obtain further cassettes and CDs. These will be used as the basis for a mini cinema, catering for 20 – 50 people, in the Centre. Members of the centre will gain free access to this service. The general public will pay a small entrance fee. The video collection consists of movies (horror, historical, war, western, fantasy, adventure, sci-fi, comedy, thriller, drama, 007, musicals and Disney, classic British movies, etc), documentaries, news events, sport, science, politics, natural history, etc. The latest educational videos will also be sought. Viewing schedules will be published and request spots also made available. A proportion of the material in the video library will be available to borrow, subject to paying a small fee and leaving identity cards (similar system in the American Centre in Dushanbe and Video shops in Kurgan-Tyube). Members of the centre have free access to borrowing, subject to registration (out and in) and leaving identity cards.

(II) Vocational Training:

1. Specialist consultants and teachers from abroad and locally will offer vocational studies and other training. Subjects to be taught will include: English language teacher, Information technology, management and administration, sport and recreational studies, vector control, environmental studies, health and hygiene, catering and marketing studies.

The proposed studies will be open to all and participants will include university students, ministries, UN and INGO personnel, as well as the general public. A simple entrance test on the and interview will assess the requirements of each potential participant and their suitability to the course.

2. Computer Studies.

The English language teaching will also help participants with their computer skills (English being the main computer language) and thus help in the capacity building of local institutions. The project IT officer will give computer lessons in the Centre, for a small fee. Computers will also be made available for the general public to use, under supervision, at an hourly rate. Occasional IT specialists will teach more advanced studies in the above training scheme.

3. Careers Service and advice for Studying Abroad.

The United Kingdom warmly welcomes international students and is aware of the educational, commercial, political and development benefits they bring. In return, students will benefit from their studies in the UK, and pass on this benefit to their home countries. Unfortunately potential beneficiaries have no idea where or who to apply to and what opportunities are on offer. This service and advice will be offered by the resident international consultant and other trained staff in the Centre and will be based on the successful methods used in phase II of the English studies programme. The latest vacancies for courses and employment in all the international organizations and institutions will be obtained and advertised in the Centre. Information will be available on sources of funding (British Chevening Scholarships, British Council Fellowship Programmes, Overseas research Students Awards Scheme and other awards and scholarships) for international students, who wish to study in the UK. There will also be services available on how to correctly complete application forms, compiling CVs (resumes) and interview techniques.

4. IELTS test Service.

This service will be offered via the use of books, audio tapes and CDs. Tests will be organized at the Centre in collaboration with the British Council and the American Centre. The resident international consultant will give advice and impartially and fairly oversee any such tests offered at the Centre. Students will no longer be 'exempt' from this test, merely because they do not live in Dushanbe. In addition, placements on courses will be decided on the results of the tests and on merit and not on money and influence.

(III) Media:

5. Internet service.

The Centre will offer Internet service to its members free of charge. Members of the general public will be given access to this service, paying a nominal fee. The Centre's IT officer will oversee this service. Access to the worldwide web will greatly enhance users of the Centre's outlook on life and freedom to explore an unlimited source of information. The latest educational software will be sought to enhance other aspects of the Centre's activities, such as online interactive projects with other institutions and distance learning programmes.

6. Media Studies.

Provisions will be made to supply on a weekly basis, or preferably more frequently, 'The Times' and 'The Sunday Times' broadsheet newspapers and two other tabloid newspapers (one considered to be left wing in thinking, one considered to be right wing in thinking). The Centre will also subscribe to sixteen magazines on a monthly basis. The magazines chosen will be based on surveys carried out. The most popular types of magazines will come from the fields of; 1). computer, 2). sport, 3). Economics (The Economist), 4). business, 5). travel, 6). education 7). culture, 8). cooking, 9). Nature (BBC Wildlife), 10). Motor (BBC Top Gear), 11).law, 12). politics, 13) media, 14). leisure, 15). photography and 16). Science (New Scientist). All of the above will be available as reference materials to read in the Centre library

and reading room. There will be discussions, hosted by the centre consultant and media officer, on stories and how they are reported. Lessons learnt during these studies will be used in publishing the Centre's own newsletter.

7. Centre outputs broadcast on TV and radio.

The project aims to collaborate with the independent Khatlon KT TV and radio station in broadcasting English language programmes. It will also investigate the possibilities, with OSI, OSCE and the Ministry of Communications of opening its own English language channel and radio station. Subject to the correct procedures and laws of Tajikistan being agreed, further funding will be sought for equipment for such an initiative. A trained media officer will oversee this activity, based in the proposed Kurgan-Tyube Centre.

See attached broadcasting schedule for channel.

5. Centre Newsletter / paper production.

The Centre will purchase basic publishing equipment and subject to the correct procedures and agreements with the authorities, its staff, headed by a trained media officer, will oversee the publication of an English and national language newsletter, for the Khatlon region. This newsletter will be aimed at the many English enthusiasts and others interested on a more balanced and unbiased outlook on life. The newsletter will contain local and international articles, news from the UN and NGO scene and Centre activities.

6. Satellite TV service.

The BBC World Service will be available to watch throughout office hours. This service will be free of charge to the general public. There will be discussions, hosted by the Centre consultant teacher, about the programmes as part of the English and media studies. This service will allow people to sample free press, freedom of speech and other items of interest. Subject to agreements with the authorities, lessons learnt will be used in setting up the Centre's own TV channel and programmes.

7. Mobile English Studies and Media Centre.

The centre will purchase a vehicle to act as a mobile reference library and centre. This mobile centre will visit schools and other institutions in the Khatlon Region. At least one of the Centre's trained staff will supervise this activity and accompany this mobile facility. This initiative will reach towns, villages and other parts where people are unable to get to the main centre, in the city. To support the library and staff, other equipment such as a generator, video and TV, etc., will also be transported to arranged meetings, from time to time. A laptop computer may also be taken to teach computer skills.

Direct Beneficiaries:

200 - 300 estimated participants in studies.

50,000 and upward estimated people with access to the Centre facilities.

Participants securing places in institutes of higher education in Tajikistan.

Participants securing work or being promoted in their present place of work.

Participants obtaining places to study abroad.

Participants working abroad.

Indirect Beneficiaries:

100,000 – 250,000 estimated people taught or employed during the above participants lifetimes.

100,000 - 500,000 estimated people with access to free mass media.

Access to the Centre:

The Centre will be open Mondays to Fridays, 09.00 hrs to 16.00 hrs and at special request.

Access to the proposed Centre and its facilities can be by one of three ways:

1. Members of the Centre.

Pay set subscriptions, get free tuition and use some centre facilities free of charge.

2. Participants in the Studies.

Pay fees for hourly tuition rates and gain access to some of the facilities.

3. General public. Free access during office hours to some facilities.

Free entrance to the centre reading room, some other facilities free, some facilities on an hourly or other basis.

Monitoring and Evaluation:

- Number of participants.
- Number of people using the Centre facilities.
- In-course assessment (assignments, presentations, questions from discussion topics, spelling tests, etc).
- Written and oral exams.
- Educational development of participants in Tajikistan.
- Number of participants studying abroad.
- Career development of participants.
- Number of participants teaching English.
- Access to free mass media and viewing figures.
- Centre outputs broadcasted on TV and viewing figures.
- Centre newsletter / paper published and number of copies distributed or sold.
- Sustainability of programme.

Visibility:

The success of the Centre depends greatly on its visibility. This visibility will be achieved by the following means:

- The Centre will be located in the centre of the city of Kurgan-Tyube. Possible sites for the proposed Centre have already been identified.
- The participants already involved in the English Studies (phase II) will help in advertising the Centre and its facilities.
- Agreements with the local radio and TV will also advertise the Centre.
- The Centre's own publications and newsletter / paper will also help in its advertisement.

Information about the staff and members of applying organization:

Members of the SWORDE-Teppa Executive Committee and its consultants have vast experience in English studies and the mass media. Most are British citizens and thus have the cultural background for such a programme. One member was a teacher and head teacher for thirty years, one member a former broadcaster with the American network CNN, based in Africa and other countries. Two of the members also have worked in the region for other international organizations for more than three and six years. One member is a Tajik citizen, another member an editor with Parthenon films. SWORDE-Teppa personnel have also implemented a successful English studies programme in Kurgan-Tyube for the last two years.

The programme is to be implemented by specialist personnel employed by SWORDE-Teppa. These personnel include:

Consultant / Lecturer / Teacher (International native English speaker). It is vital to employ at least one native English speaker in the Centre, preferably with teaching experience. It is clearly the wish of all advanced participants to gain access to practicing their English with 'English' speakers. It is also necessary for further advancement of language skills and for exchanges of culture, traditions and ideas.

Vocational Training Specialists (International and national). To teach specialist subjects in the centre.

Volunteer Lecturer / Teacher (International native English speaker). It is hoped to attract volunteer consultants to support the Centre. They will give additional input, specialist knowledge, news and views to the participants. These volunteers will be given free accommodation whilst helping the Centre. Some interest has already been shown by possible participants.

Two specialist Teachers / Lecturers (National, one specializing in English/Russian, one specializing in English/Tajik/Uzbek). It is proposed to offer the Centres facilities to the best two national teacher / lecturers in Kurgan-Tyube. This serves their own requirements for better, updated facilities and it serves the Centres requirements for employing the very best available. It will also attract many more participants, who have heard of the reputation of these specialists, to the centre.

Trainee specialists (National). It is essential to train the very best English studies teachers, for the future sustainability of the programme and capacity building of national institutions. These teachers will assist in all aspects of the studies and eventually become specialist teacher / lecturers in their own right.

Centre Manager (National). To manage the centre in general, to supervise activities.

Admin/Finance Officer (National). To supervise the administration, finance and logistics of the centre and its associated activities.

IT Officer (National). To supervise computer and Internet facilities, give technical input and to teach computer.

Media Officer (National). To supervise aspects such as, newsletter production, TV broadcasting and advertising the centre.

Librarian (National). To supervise the centre library and reading room.

Note : Further funding for phase three, the English Centre is vitally needed. Contributions would be very welcome.