

OMED - 17 (E)

LOCAL DEVELOPMENT II URBAN PROJECT

Submitted to
USAID / CAIRO

Submitted by
WILBUR SMITH ASSOCIATES

in association with

**PUBLIC ADMINISTRATION SERVICE
DEVELOPMENT CONSULTING OFFICE**

**DELOITTE AND TOUCHE
ENGINEERING AND GEOLOGICAL
CONSULTING OFFICE**

**SIX-MONTH FOLLOW UP RETURN
EVALUATION OF
OMED OVERSEAS TRAINING**

JUNE 1992

**EVALUATION PREPARED BY
BAHER MANKABADY
OMED**

WILBUR SMITH ASSOCIATES

HIGHLIGHTS:

I. Executive Summary

II. Six Month Follow-up Return Evaluation

Appendix 1: List of Participants

Appendix 2: Six-Month Follow-up Return Questionnaires

I. EXECUTIVE SUMMARY

A total of 21 trainees that had attended the OMED Overseas Training have completed the six-month follow up return questionnaire. In summarizing the questionnaire results, it was found that overseas training led to more responsibilities, esteem, and prestige to trainees. The training program was very relevant to the present jobs of trainees. However, trainees were only able to use and share a moderate and not full amount of the ideas and techniques learned from training with their colleagues and supervisors, because of resistance to change, the applicability of the program to local conditions, and their many other responsibilities. Nevertheless, the overseas training program enabled trainees to improve operational procedures, and participate in research activities. Furthermore, it enhanced the professional capabilities of trainees, gave them an exposure to other cultures, social systems, and technology. Consequently, trainees are very satisfied with their overall overseas training experience.

-	Number of trainees interviewed		21
-	Presently in the jobs, they were trained for	%	95
-	Current jobs involve more responsibility	%	62
-	Current jobs involve supervising others	%	57
-	Had increased duties as the main outcome of training	%	62
-	Thought training was very relevant to present jobs	%	67
-	Able to use training knowledge in present jobs	%	52
-	Not able to fully use training	%	67
-	Able to share training ideas with colleagues & supervisors	%	48
-	Very satisfied with overall training experience	%	62

A complete summary of the six-month follow up return questionnaire, is attached.

II. SIX MONTH FOLLOW-UP RETURN EVALUATION

- Answering the question whether they believe they are presently in the job for which they were trained:
 - 95% of trainees said yes
 - 5% of the trainees said no

- Commenting on the level of job responsibility compared to that before training:
 - 62% of trainees said they have more responsibility
 - 33 of trainees said they have the same responsibility

- Describing the supervisory level of their jobs:
 - 57% of trainees said their current jobs involve supervising others
 - 43% of trainees said their current jobs do not involve supervising others

The number of employees supervised ranged widely from 5 to 3000 with the majority falling below 32 subordinates.

- Commenting on the recognition of training by colleagues:
 - 48% of trainees said they have increased duties and responsibilities
 - 38% of trainees said they enjoy increased esteem or prestige
 - 9% of trainees said they had negative recognition
 - 5% of trainees said that no recognition was given

- Commenting on the recognition of training by superiors:
 - 62% of trainees said they have increased duties and responsibilities
 - 24% of trainees said they enjoy increased esteem or prestige
 - 5% of trainees said that no recognition given
 - 5% of trainees did not answer
 - 4% of trainees said it led to job promotion

- Commenting on the relevance of training to their present jobs:
 - 67% of trainees said it is very relevant

24% of trainees said it is somewhat relevant

9% of trainees said it is between "very relevant" and "somewhat relevant"

Commenting on the extent to which, they are able to use the knowledge and skills learned from training in their present jobs:

52% of trainees said it is a moderate amount

38% of trainees said it is a large amount

5% of trainees said it is a very large amount

5% of trainees said it is in between "moderate amount" and "small amount"

- Commenting on their ability to fully use training in their present jobs:

67% of trainees said they have not been able to fully use training

33% of trainees said they have been able to fully use training

The reason constraints given by those who said they have not been able to fully use training in their present jobs:

Resistance to change by others (42.5/84 points)

Training was not applicable to local conditions (38/84 points)

Too many other responsibilities (38/84 points)

Lack of support from supervisors (34/84 points)

Lack of qualified staff (25.5/84 points)

Lack of equipment, supplies, or resources (21.5/84 points)

Other constraints mentioned by trainees:

- Ambiguity of responsibilities (2 trainees)

- Rules and regulations (2 trainees)

- Centralization of resource management and plan preparation (1 trainee)

- Behavior of staff (1 trainee)

Commenting on the activities, they have been able to undertake in their jobs as a result of overseas training:

o Improve operational procedures (86% of trainees)

o Participate in research activities (62% of trainees)

- o Train others (workshops, on the job training, etc) (47% of trainees)
- o Initiate new projects or services (33% of trainees)
- o Influence or make policy (29% of trainees)
- o Manage a project, office, division or company (24% of trainees)

Commenting on the greatest benefits from overseas training:

- o Enhanced professional capabilities (101/126 points)
- o Exposure to other cultures and social systems (98/126 points)
- o Exposure to new or other technology (85/126 points)
- o Career advancement/better job opportunities (48/126 points)
- o Professional contacts (36/126 points)
- o Obtaining a degree or certificate (25/126 points)

Commenting on their satisfaction with their overall training experience:

62% of trainees said they are very satisfied

19% of trainees said they are moderate satisfied

19% of trainees said they are in between "very satisfied" and "moderate satisfied"

Commenting on the amount of which they are able to share ideas and techniques learned from their training program with their colleagues and/or supervisors:

48% of trainees said it is a moderate amount

38% of trainees said it is large amount

9% of trainees said in between "large amount" and "moderate amount"

5% of trainees did not answer

100% of trainees said they have not received any other training outside their home country since they completed their AID-sponsored program.

Additional Comments:

There should be a positive feedback to the trainee in terms of monetary and moral support to encourage change (one trainee).

LIST OF PARTICIPANTS

<u>GOVERNORATE/NAME</u>	<u>TITLE</u>
Alexandria	
Mostafa El Sayed MOSTAFA	Director/OMED
Yousria Aly KORAYEM	Staff/OMED
Osama Sabra IBRAHIM	Staff/OMED
Cairo	
Bedair Gabr EL-MERSAWY	Director/OMED
Abdel Moneim Mohamed HASSAN	Staff/OMED
Kamal Shafik GERGIS	Staff/OMED
Giza	
Mostafa Ibrahim MANSOUR	General Secretary
Hussain Sayed MATOUK	Director/OMED
Shama Ahmed NOFAL	Staff/OMED
Fathy Attia IBRAHIM	Staff/OMED
Port Said	
El Sayd Abdel Pahrman EL-KIKI	Director/OMED
El Shirbiny El Shirbiny EL-NADY	Staff/OMED
Fatma El Hoseiny SWEDAN	Staff/OMED
Qaliubia	
Mohamed Abdel Karim KHEDR	General Secretary
Maher Yousef SALEM	Director/OMED
Galal Khattab KHEDR	Staff/OMED
Ezz El Din Mohamed EL-EDAWY	Staff/OMED
Suez	
Fayez Aly HASHEM	General Secretary
Abdel Rahman Helal HUSSEIN	Director/OMED
Magda Mohamed YOUSSEF	Staff/OMED
Mahmoud Abdel Latif BAHGAT	Staff/OMED
WILBUR SMITH ASSOCIATES	
Captain Yehia KHALIL	Wilbur Smith Staff

SIX-MONTH FOLLOW-UP RETURN
QUESTIONNAIRE

NAME: Mostafa El Sayed Mostafa PIO/P NO: 263-0182-1-60294
TRAINING PROGRAM TITLE: Management & Economic Development and Financial System
DEPARTURE DATE: 11/08/91 RETURN DATE: 11/23/91
EMPLOYER'S ADDRESS: General Dewar, Alexandria Governorate
OFFICE PHONE: 4837134
HOME ADDRESS: 10, Mohamed Fouad St., Campshizar, Alexandria
HOME PHONE: 5964277

1. What is your current job position (Title, Dept/Agency/Company)?

General Manager fo Financial Affairs General Development and Manager of Office of Management and Economic Development (OMED)

List other job positions you have held since returning from traini:
Start with the most recent and work backward in time:

Job Title	Dept/Agency/Company	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____

2. Are you presently in the job for which you were trained?

Yes (X) No ()

If not, explain: _____

7. How relevant is your training to your present job?

<u>Very Relevant</u>		<u>Somewhat Relevant</u>		<u>Not Relevant</u>
(1)	2	3	4	5

If not relevant, explain: _____

8. How much are you able to use the knowledge and skills learned from your training program in your present job?

<u>Large Amount</u>		<u>Moderate Amount</u>		<u>Small Amount</u>
(1)	2	3	4	5

If small amount, explain: _____

9. Have you been able to fully use your training in your present job?

Yes (X) No ()

If not, what have been the constraints? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be #6.)

- () Lack of equipment, supplies, or resources
- () Lack of qualified staff
- () Lack of support from supervisors
- () Resistance to change by others
- () Too many other responsibilities
- () Training was not applicable to local conditions

Other: _____
 (specify)

10. Which of the following activities have you been able to undertake in your job as a result of your training? (Check all that apply.)

- (X) Manage a project, office, division, or company
- (X) Initiate new projects or services
- () Improve operational procedures, programs or services
- (X) Influence or make policy
- () Train others (workshops, on-the-job training, etc.)
- (X) Participate in research activities

Other: _____
(specify)

11. What do you consider to be the greatest benefits from your AID-sponsored training program? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be # 6.)

- (X) Enhanced professional capabilities
- () Career advancement/better job opportunities
- (X) Exposure to other culture(s) and social system(s)
- () Professional contacts
- () Obtaining a degree or certificate
- (X) Exposure to new or other technologies

Other: _____
(specify)

12. How satisfied are you with your overall training experience?

Very		Moderate		Not
<u>Satisfied</u>		<u>Satisfied</u>		<u>Satisfied</u>
(1)	2	3	4	5

If not satisfied, please give suggestions for improvements:

14. How much have you been able to share the ideas and techniques learned from your training program with you colleagues and/or supervisors?

Large Amount		Moderate Amount		Small Amount
(1)	2	3	4	5

If a small amount, explain: _____

15. Have you received any other training outside your home country since you completed your AID-sponsored program?

Yes () No (X)

If yes, please specify field of training, dates, location and sponsor:

Additional Comments: _____

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SIX-MONTH FOLLOW-UP RETURN
QUESTIONNAIRE

NAME: Yousria Aly Korayem PIO/P NO: 263-0182-1-60294
TRAINING PROGRAM TITLE: Management & Economic Development and Financial System
DEPARTURE DATE: 11/08/91 RETURN DATE: 11/23/91
EMPLOYER'S ADDRESS: 60 Horreva Road, General Dewan, Alexandria Governorate
OFFICE PHONE: 4825800
HOME ADDRESS: 35 Shedia St., Campshizar, Flat #9, Alexandria
HOME PHONE: 5954570

1. What is your current job position (Title, Dept/Agency/Company)?

Budget Department Manager

List other job positions you have held since returning from traini:
Start with the most recent and work backward in time:

Job Title	Dept/Agency/Company	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____

2. Are you presently in the job for which you were trained?

Yes (X) No ()

If not, explain: _____

3. Compared to the level of responsibility in your job before training does your current job have:

- More responsibility
- Less responsibility
- Same responsibility
- No prior job

4. Does your current job involve supervising other people?

Yes No

If yes, how many people do you supervise? 7 Persons

5. How has your training been recognized by your colleagues?
(Check all that apply.)

- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- or
- No recognition given

6. How has your training been recognized by your superiors?
(Check all that apply.)

- Job promotion
- Salary increase
- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- No recognition given

7. How relevant is your training to your present job?

<u>Very</u> <u>Relevant</u>		<u>Somewhat</u> <u>Relevant</u>		<u>Not</u> <u>Relevant</u>
1	2	(3)	4	5

If not relevant, explain: _____

8. How much are you able to use the knowledge and skills learned from your training program in your present job?

<u>Large</u> <u>Amount</u>		<u>Moderate</u> <u>Amount</u>		<u>Small</u> <u>Amount</u>
1	2	(3)	4	5

If small amount, explain: _____

9. Have you been able to fully use your training in your present job?

Yes () No (X)

If not, what have been the constraints? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be #6.)

- (4) Lack of equipment, supplies, or resources
- (3) Lack of qualified staff
- (6) Lack of support from supervisors
- (5) Resistance to change by others
- (1) Too many other responsibilities
- (2) Training was not applicable to local conditions

Other: _____
(specify)

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10. Which of the following activities have you been able to undertake in your job as a result of your training? (Check all that apply.)

- Manage a project, office, division, or company
- Initiate new projects or services
- Improve operational procedures, programs or services
- Influence or make policy
- Train others (workshops, on-the-job training, etc.)
- Participate in research activities

Other: _____
(specify)

11. What do you consider to be the greatest benefits from your AID-sponsored training program? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be # 6.)

- (1) Enhanced professional capabilities
- (3) Career advancement/better job opportunities
- (2) Exposure to other culture(s) and social system(s)
- (6) Professional contacts
- (4) Obtaining a degree or certificate
- (5) Exposure to new or other technologies

Other: _____
(specify)

12. How satisfied are you with your overall training experience?

<u>Very</u> <u>Satisfied</u>		<u>Moderate</u> <u>Satisfied</u>		<u>Not</u> <u>Satisfied</u>
1	2	(3)	4	5

5

If not satisfied, please give suggestions for improvements:

14. How much have you been able to share the ideas and techniques learned from your training program with you colleagues and/or supervisors?

<u>Large</u> <u>Amount</u>	<u>Moderate</u> <u>Amount</u>	<u>Small</u> <u>Amount</u>
2	(3)	4
		5

If a small amount, explain: _____

15. Have you received any other training outside your home country since you completed your AID-sponsored program?

Yes () No (X)

If yes, please specify field of training, dates, location and sponsor:

Additional Comments: _____

SIX-MONTH FOLLOW-UP RETURN
QUESTIONNAIRE

NAME: Osama Sabra Ibrahim PIO/P NO: 263-0182-1-60294
TRAINING PROGRAM TITLE: Management and Economic Development and Financial System
DEPARTURE DATE: 11/08/91 RETURN DATE: 11/23/91
EMPLOYER'S ADDRESS: 60 Horrya St., General Dewan, Alexandria Governorate
OFFICE PHONE: 4825800
HOME ADDRESS: 37 Fahmy Nadoury St., El Gomrok, Alexandria
HOME PHONE: 817686

1. What is your current job position (Title, Dept/Agency/Company)?

Accounts General Audit, General Department of Financial Affairs

List other job positions you have held since returning from training:
Start with the most recent and work backward in time:

Job Title	Dept/Agency/Company	Dates
<u>Data Collection &</u>	<u>Financial Affairs</u>	<u>Starting 1/1/92</u>
<u>Financial Analysis of</u>	<u></u>	<u></u>
<u>Applying the Budget</u>	<u></u>	<u></u>
<u>Monitoring System BMS</u>	<u></u>	<u></u>
<u></u>	<u></u>	<u></u>

2. Are you presently in the job for which you were trained?

Yes (X) No ()

If not, explain: _____

3. Compared to the level of responsibility in your job before training does your current job have:

- More responsibility
- Less responsibility
- Same responsibility
- No prior job

4. Does your current job involve supervising other people?

Yes () No (x)

If yes, how many people do you supervise? _____

5. How has your training been recognized by your colleagues?
(Check all that apply.)

- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- or
- No recognition given

6. How has your training been recognized by your superiors?
(Check all that apply.)

- Job promotion
- Salary increase
- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- No recognition given

7. How relevant is your training to your present job?

<u>Very</u> <u>Relevant</u>		<u>Somewhat</u> <u>Relevant</u>		<u>Not</u> <u>Relevant</u>
1	2	(3)	4	5

If not relevant, explain: _____

8. How much are you able to use the knowledge and skills learned from your training program in your present job?

<u>Large</u> <u>Amount</u>		<u>Moderate</u> <u>Amount</u>		<u>Small</u> <u>Amount</u>
1	2	(3)	4	5

If small amount, explain: _____

9. Have you been able to fully use your training in your present job?

Yes () No (X)

If not, what have been the constraints? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be #6.)

- (4) Lack of equipment, supplies, or resources
- (6) Lack of qualified staff
- (3) Lack of support from supervisors
- (5) Resistance to change by others
- (1) Too many other responsibilities
- (2) Training was not applicable to local conditions

Other: The incorporation of OMED into the organization chart of the General Dewan to become an independent department.

(specify)

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10. Which of the following activities have you been able to undertake in your job as a result of your training? (Check all that apply.)

- () Manage a project, office, division, or company
- (X) Initiate new projects or services
- (X) Improve operational procedures, programs or services
- () Influence or make policy
- (X) Train others (workshops, on-the-job training, etc.)
- (X) Participate in research activities

Other: _____
(specify)

11. What do you consider to be the greatest benefits from your AID-sponsored training program? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be # 6.)

- (5) Enhanced professional capabilities
- (1) Career advancement/better job opportunities
- (2) Exposure to other culture(s) and social system(s)
- (6) Professional contacts
- (3) Obtaining a degree or certificate
- (4) Exposure to new or other technologies

Other: _____
(specify)

12. How satisfied are you with your overall training experience?

Very		Moderate		Not
<u>Satisfied</u>		<u>Satisfied</u>		<u>Satisfied</u>
1	2	(3)	4	5

If not satisfied, please give suggestions for improvements:

14. How much have you been able to share the ideas and techniques learned from your training program with you colleagues and/or supervisors?

Large Amount		Moderate Amount		Small Amount
(1)	2	3	4	5

If a small amount, explain: _____

15. Have you received any other training outside your home country since you completed your AID-sponsored program?

Yes () No (X)

If yes, please specify field of training, dates, location and sponsor:

Additional Comments: _____

SIX-MONTH FOLLOW-UP RETURN
QUESTIONNAIRE

NAME: Bedeir Gabr El Mersawv PIO/P NO: 263-0182-1-60294
TRAINING PROGRAM TITLE: OMED Planning and Economic Development
DEPARTURE DATE: 11/08/91 RETURN DATE: 11/23/91
EMPLOYER'S ADDRESS: Economic Affairs General Department, Cairo Governorate,
El Mogamaa, Building OFFICE PHONE: 3545068
HOME ADDRESS: 3 Fathy St., El Sayeda Zeinab, Cairo
HOME PHONE: _____

1. What is your current job position (Title, Dept/Agency/Company)?

Economic Affairs General Manager and OMED Director

List other job positions you have held since returning from traini:
Start with the most recent and work backward in time:

Job Title	Dept/Agency/Company	Dates
<u>Economic Affairs General Manager</u>	<u>and OMED Director</u>	_____
_____	_____	_____
_____	_____	_____

2. Are you presently in the job for which you were trained?

Yes (X) No ()

If not, explain: _____

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3. Compared to the level of responsibility in your job before training does your current job have:

- More responsibility
- Less responsibility
- Same responsibility
- No prior job

4. Does your current job involve supervising other people?

Yes No

If yes, how many people do you supervise? 32

5. How has your training been recognized by your colleagues?
(Check all that apply.)

- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- or
- No recognition given

6. How has your training been recognized by your superiors?
(Check all that apply.)

- Job promotion
- Salary increase
- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- No recognition given

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3. Compared to the level of responsibility in your job before training does your current job have:

- More responsibility
- Less responsibility
- Same responsibility
- No prior job

4. Does your current job involve supervising other people?

Yes No

If yes, how many people do you supervise? 25

5. How has your training been recognized by your colleagues?
(Check all that apply.)

- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- or
- No recognition given

6. How has your training been recognized by your superiors?
(Check all that apply.)

- Job promotion
- Salary increase
- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- No recognition given

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7. How relevant is your training to your present job?

<u>Very</u> <u>Relevant</u>		<u>Somewhat</u> <u>Relevant</u>		<u>Not</u> <u>Relevant</u>
(1)	2	3	4	5

If not relevant, explain: _____

8. How much are you able to use the knowledge and skills learned from your training program in your present job?

<u>Large</u> <u>Amount</u>		<u>Moderate</u> <u>Amount</u>		<u>Small</u> <u>Amount</u>
1	2	(3)	4	5

If small amount, explain: _____

9. Have you been able to fully use your training in your present job?

Yes () No (X)

If not, what have been the constraints? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be #6.)

- (X) Lack of equipment, supplies, or resources
- (X) Lack of qualified staff
- () Lack of support from supervisors
- (X) Resistance to change by others
- () Too many other responsibilities
- () Training was not applicable to local conditions

Other: _____
(specify)

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10. Which of the following activities have you been able to undertake in your job as a result of your training? (Check all that apply.)

- Manage a project, office, division, or company
- Initiate new projects or services
- Improve operational procedures, programs or services
- Influence or make policy
- Train others (workshops, on-the-job training, etc.)
- Participate in research activities

Other: _____
(specify)

11. What do you consider to be the greatest benefits from your AID-sponsored training program? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be # 6.)

- (1) Enhanced professional capabilities
- Career advancement/better job opportunities
- (2) Exposure to other culture(s) and social system(s)
- Professional contacts
- Obtaining a degree or certificate
- (3) Exposure to new or other technologies

Other: _____
(specify)

12. How satisfied are you with your overall training experience?

<u>Very</u> <u>Satisfied</u>	<u>Moderate</u> <u>Satisfied</u>	<u>Not</u> <u>Satisfied</u>
1	(3)	5
2	4	

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If not satisfied, please give suggestions for improvements:

14. How much have you been able to share the ideas and techniques learned from your training program with you colleagues and/or supervisors?

Large		Moderate		Small
Amount		Amount		Amount
1	2	(3)		5

If a small amount, explain: _____

15. Have you received any other training outside your home country since you completed your AID-sponsored program?

Yes () No (X)

If yes, please specify field of training, dates, location and sponsor:

Additional Comments: _____

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SIX-MONTH FOLLOW-UP RETURN
QUESTIONNAIRE

NAME: El. Shirbiny El Shirbiny El Nandy PIO/P NO: 263-0132-1-60294
 TRAINING PROGRAM TITLE: Management & Economic Development and Financial System
 DEPARTURE DATE: 11/08/91 RETURN DATE: 11/23/91
 EMPLOYER'S ADDRESS: General Dewan, Port Said Governorate
 OFFICE PHONE: 221902
 HOME ADDRESS: Area 7, Building 26, Apartment 1, Port Said
 HOME PHONE: 222718 Port Said

1. What is your current job position (Title, Dept/Agency/Company)?

Accountant, Budget Department, Financial OMED Member
Affairs Department

List other job positions you have held since returning from traini:
 Start with the most recent and work backward in time:

Job Title	Dept/Agency/Company	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____

2. Are you presently in the job for which you were trained?

Yes () No (X)

If not, explain: Although I have attended overseas training and many courses in computers, planning, finance, budgeting and feasibility studies, I have not received any moral or monetary appreciation in my job.

3. Compared to the level of responsibility in your job before training does your current job have:

- More responsibility
- Less responsibility
- Same responsibility
- No prior job

4. Does your current job involve supervising other people?

Yes No

If yes, how many people do you supervise? _____

5. How has your training been recognized by your colleagues?
(Check all that apply.)

- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- or
- No recognition given

6. How has your training been recognized by your superiors?
(Check all that apply.)

- Job promotion
- Salary increase
- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- No recognition given

7. How relevant is your training to your present job?

<u>Very</u> Relevant		<u>Scmewhat</u> Relevant		<u>Not</u> Relevant
1	2	(3)	4	5

If not relevant, explain: _____

8. How much are you able to use the knowledge and skills learned from your training program in your present job?

<u>Large</u> Amount		<u>Moderate</u> Amount		<u>Small</u> Amount
1	(2)	3	4	5

If small amount explain: _____

9. Have you been able to fully use your training in your present job?

Yes () No (X)

If not, what have been the constraints? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be #6.)

- () Lack of equipment, supplies, or resources
- () Lack of qualified staff
- (3) Lack of support from supervisors
- () Resistance to change by others
- (2) Too many other responsibilities
- (1) Training was not applicable to local conditions

Other: _____
(specify)

10. Which of the following activities have you been able to undertake in your job as a result of your training? (Check all that apply.)

- () Manage a project, office, division, or company
- () Initiate new projects or services
- (X) Improve operational procedures, programs or services
- (X) Influence or make policy
- () Train others (workshops, on-the-job training, etc.)
- () Participate in research activities

Other: _____
(specify)

11. What do you consider to be the greatest benefits from your AID-sponsored training program? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be # 6.)

- (1) Enhanced professional capabilities
- (6) Career advancement/better job opportunities
- (4) Exposure to other culture(s) and social system(s)
- (3) Professional contacts
- (5) Obtaining a degree or certificate
- (2) Exposure to new or other technologies

Other: _____
(specify)

12. How satisfied are you with your overall training experience?

Very Satisfied		Moderate Satisfied		Not Satisfied
1	(2)	3	4	5

If not satisfied, please give suggestions for improvements:

14. How much have you been able to share the ideas and techniques learned from your training program with you colleagues and/or supervisors?

Large Amount		Moderate Amount		Small Amount
1	2	(3)	4	5

If a small amount, explain: _____

15. Have you received any other training outside your home country since you completed your AID-sponsored program?

Yes () No (X)

If yes, please specify field of training, dates, location and sponsor:

Additional Comments: There should be a positive feedback to the trainee in terms of monetary and moral support to encourage the trainee.

3. Compared to the level of responsibility in your job before training does your current job have:

- More responsibility
- Less responsibility
- Same responsibility
- No prior job

4. Does your current job involve supervising other people?

Yes No

If yes, how many people do you supervise? All Staff of the General Dewan of about 1000 Employees.

5. How has your training been recognized by your colleagues?
(Check all that apply.)

- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- or
- No recognition given

6. How has your training been recognized by your superiors?
(Check all that apply.)

- Job promotion
- Salary increase
- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- No recognition given

7. How relevant is your training to your present job?

<u>Very</u> <u>Relevant</u>		<u>Somewhat</u> <u>Relevant</u>		<u>Not</u> <u>Relevant</u>
(1)	2	3	4	5

If not relevant, explain: _____

8. How much are you able to use the knowledge and skills learned from your training program in your present job?

<u>Large</u> <u>Amount</u>		<u>Moderate</u> <u>Amount</u>		<u>Small</u> <u>Amount</u>
(1)	2	3	4	5

If small amount, explain: _____

9. Have you been able to fully use your training in your present job?

Yes (x) No ()

If not, what have been the constraints? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be #6.)

- () Lack of equipment, supplies, or resources
- () Lack of qualified staff
- () Lack of support from supervisors
- () Resistance to change by others
- () Too many other responsibilities
- () Training was not applicable to local conditions

Other: _____
(specify)

10. Which of the following activities have you been able to undertake in your job as a result of your training? (Check all that apply.)

- Manage a project, office, division, or company
- Initiate new projects or services
- Improve operational procedures, programs or services
- Influence or make policy
- Train others (workshops, on-the-job training, etc.)
- Participate in research activities

Other: _____
(specify)

11. What do you consider to be the greatest benefits from your AID-sponsored training program? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be # 6.)

- (3) Enhanced professional capabilities
- (5) Career advancement/better job opportunities
- (1) Exposure to other culture(s) and social system(s)
- (4) Professional contacts
- (6) Obtaining a degree or certificate
- (2) Exposure to new or other technologies

Other: _____
(specify)

12. How satisfied are you with your overall training experience?

Very		Moderate		Not
<u>Satisfied</u>		<u>Satisfied</u>		<u>Satisfied</u>
(1)	2	3	4	5

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If not satisfied, please give suggestions for improvements:

14. How much have you been able to share the ideas and techniques learned from your training program with you colleagues and/or supervisors?

Large Amount		Moderate Amount		Small Amount
1	2	3	4	5

If a small amount, explain: _____

15. Have you received any other training outside your home country since you completed your AID-sponsored program?

Yes () No (x)

If yes, please specify field of training, dates, location and sponsor:

Additional Comments: _____

SIX-MONTH FOLLOW-UP RETURN
QUESTIONNAIRE

NAME: Hussein Sayed Matouk PIO/P NO: 263-0182-1-60294
TRAINING PROGRAM TITLE: Budget Preparation Systems / USA
DEPARTURE DATE: 11/08/91 RETURN DATE: 11/22/91
EMPLOYER'S ADDRESS: General Dewan/Giza Governorate
OFFICE PHONE: 538560
HOME ADDRESS: [REDACTED]
HOME PHONE: [REDACTED]

1. What is your current job position (Title, Dept/Agency/Company)?

OMED Director

List other job positions you have held since returning from traini:
Start with the most recent and work backward in time:

Job Title	Dept/Agency/Company	Dates
<u>OMED Director</u>	<u></u>	<u></u>
<u></u>	<u></u>	<u></u>
<u></u>	<u></u>	<u></u>

2. Are you presently in the job for which you were trained?

Yes () No ()

If not, explain:

3. Compared to the level of responsibility in your job before training does your current job have:

- More responsibility
- Less responsibility
- Same responsibility
- No prior job

4. Does your current job involve supervising other people?

Yes No

If yes, how many people do you supervise? 6

5. How has your training been recognized by your colleagues?
(Check all that apply.)

- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- or
- No recognition given

6. How has your training been recognized by your superiors?
(Check all that apply.)

- Job promotion
- Salary increase
- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- No recognition given

7. How relevant is your training to your present job?

<u>Very</u> <u>Relevant</u>		<u>Somewhat</u> <u>Relevant</u>		<u>Not</u> <u>Relevant</u>
(1)	2	3	4	5

If not relevant, explain: _____

8. How much are you able to use the knowledge and skills learned from your training program in your present job?

<u>Large</u> <u>Amount</u>		<u>Moderate</u> <u>Amount</u>		<u>Small</u> <u>Amount</u>
(1)	2	3	4	5

If small amount, explain: _____

9. Have you been able to fully use your training in your present job?

Yes (X) No ()

If not, what have been the constraints? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be #6.)

- () Lack of equipment, supplies, or resources
- () Lack of qualified staff
- () Lack of support from supervisors
- () Resistance to change by others
- () Too many other responsibilities
- () Training was not applicable to local conditions

Other: _____
(specify)

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10. Which of the following activities have you been able to undertake in your job as a result of your training? (Check all that apply.)

- () Manage a project, office, division, or company
- () Initiate new projects or services
- (X) Improve operational procedures, programs or services
- () Influence or make policy
- () Train others (workshops, on-the-job training, etc.)
- () Participate in research activities

Other: _____
(specify)

11. What do you consider to be the greatest benefits from your AID-sponsored training program? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be # 6.)

- (1) Enhanced professional capabilities
- (3) Career advancement/better job opportunities
- (2) Exposure to other culture(s) and social system(s)
- (5) Professional contacts
- (6) Obtaining a degree or certificate
- (4) Exposure to new or other technologies

Other: _____
(specify)

12. How satisfied are you with your overall training experience?

<u>Very</u> <u>Satisfied</u>		<u>Moderate</u> <u>Satisfied</u>		<u>Not</u> <u>Satisfied</u>
(1)	2	3	4	5

If not satisfied, please give suggestions for improvements:

14. How much have you been able to share the ideas and techniques learned from your training program with you colleagues and/or supervisors?

Large Amount		Moderate Amount		Small Amount
(1)	2	3	4	5

If a small amount, explain: _____

15. Have you received any other training outside your home country since you completed your AID-sponsored program?

Yes () No (x)

If yes, please specify field of training, dates, location and sponsor:

Additional Comments: _____

SIX-MONTH FOLLOW-UP RETURN
QUESTIONNAIRE

NAME: Shaza Ahmed Nofal P/O/P NO: 263-0182-1-60294
TRAINING PROGRAM TITLE: Management & Economic Development & Financial System
DEPARTURE DATE: 11/08/91 RETURN DATE: 11/23/91
EMPLOYER'S ADDRESS: OMED, General Dewan, Giza Governorate
OFFICE PHONE: _____
HOME ADDRESS: ██████████, ██████████, ██████████
HOME PHONE: ██████████

1. What is your current job position (Title, Dept/Agency/Company)?

Employee, Office of Management and Economic Development

List other job positions you have held since returning from traini:
Start with the most recent and work backward in time:

Job Title	Dept/Agency/Company	Dates
<u>Employee, Office of Management and Economic Development</u>		
_____	_____	_____
_____	_____	_____

2. Are you presently in the job for which you were trained?

Yes (X) No ()

If not, explain: _____

3. Compared to the level of responsibility in your job before training does your current job have:

- More responsibility
- Less responsibility
- Same responsibility
- No prior job

4. Does your current job involve supervising other people?

Yes No

If yes, how many people do you supervise? _____

5. How has your training been recognized by your colleagues?
(Check all that apply.)

- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- or
- No recognition given

6. How has your training been recognized by your superiors?
(Check all that apply.)

- Job promotion
- Salary increase
- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- No recognition given

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7. How relevant is your training to your present job?

<u>Very</u> <u>Relevant</u>		<u>Somewhat</u> <u>Relevant</u>		<u>Not</u> <u>Relevant</u>
1	2	(3)	4	5

If not relevant, explain: _____

8. How much are you able to use the knowledge and skills learned from your training program in your present job?

<u>Large</u> <u>Amount</u>		<u>Moderate</u> <u>Amount</u>		<u>Small</u> <u>Amount</u>
1	2	(3)	4	5

If small amount, explain: _____

9. Have you been able to fully use your training in your present job?

Yes (X) No ()

If not, what have been the constraints? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be #6.)

- () Lack of equipment, supplies, or resources
- () Lack of qualified staff
- () Lack of support from supervisors
- () Resistance to change by others
- () Too many other responsibilities
- () Training was not applicable to local conditions

Other: The training has affected my thought, no doubt. However, the difference in environment limits the applicability of training within my scope of Work. (specify)

10. Which of the following activities have you been able to undertake in your job as a result of your training? (Check all that apply.)

- () Manage a project, office, division, or company
- (X) Initiate new projects or services
- (X) Improve operational procedures, programs or services
- () Influence or make policy
- () Train others (workshops, on-the-job training, etc.)
- (X) Participate in research activities

Other: _____
(specify)

11. What do you consider to be the greatest benefits from your AID-sponsored training program? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be # 6.)

- (1) Enhanced professional capabilities
- (4) Career advancement/better job opportunities
- (3) Exposure to other culture(s) and social system(s)
- (5) Professional contacts
- (6) Obtaining a degree or certificate
- (2) Exposure to new or other technologies

Other: _____
(specify)

12. How satisfied are you with your overall training experience?

Very		Moderate		Not
<u>Satisfied</u>		<u>Satisfied</u>		<u>Satisfied</u>
(1)	2	3	4	5

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If not satisfied, please give suggestions for improvements:

14. How much have you been able to share the ideas and techniques learned from your training program with you colleagues and/or supervisors?

<u>Large</u> <u>Amount</u>		<u>Moderate</u> <u>Amount</u>		<u>Small</u> <u>Amount</u>
1	2	(3)	4	5

If a small amount, explain: _____

15. Have you received any other training outside your home country since you completed your AID-sponsored program?

Yes () No (X)

If yes, please specify field of training, dates, location and sponsor:

Additional Comments: _____

SIX-MONTH FOLLOW-UP RETURN
QUESTIONNAIRE

NAME: Fathy Mohamed Attia Ibrahim PID/P NC: 263-0182-1-60294
TRAINING PROGRAM TITLE: Overseas Training
DEPARTURE DATE: 11/08/91 RETURN DATE: 11/23/91
EMPLOYER'S ADDRESS: General Dewan, Giza Governorate
OFFICE PHONE: 534876
HOME ADDRESS: [REDACTED]
HOME PHONE: [REDACTED]

1. What is your current job position (Title, Dept/Agency/Company)?

Researcher - Analyst/OMED

List other job positions you have held since returning from traini:
Start with the most recent and work backward in time:

Job Title	Dept/Agency/Company	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____

2. Are you presently in the job for which you were trained?

Yes (X) No ()

If not, explain: _____

3. Compared to the level of responsibility in your job before training does your current job have:

- More responsibility
- Less responsibility
- Same responsibility
- No prior job

4. Does your current job involve supervising other people?

Yes () No (X)

If yes, how many people do you supervise? _____

5. How has your training been recognized by your colleagues?
(Check all that apply.)

- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- or
- No recognition given

6. How has your training been recognized by your superiors?
(Check all that apply.)

- Job promotion
- Salary increase
- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- No recognition given

7. How relevant is your training to ~~your~~ present job?

<u>Very</u> <u>Relevant</u>		<u>Somewhat</u> <u>Relevant</u>		<u>Not</u> <u>Relevant</u>
(1)	2	3	4	5

If not relevant, explain: _____

8. How much are you able to use the knowledge and skills learned from your training program in your present job?

<u>Large</u> <u>Amount</u>		<u>Moderate</u> <u>Amount</u>		<u>Small</u> <u>Amount</u>
(1)	2	3	4	5

If small amount, explain: _____

9. Have you been able to fully use your training in your present job?

Yes (X) No ()

If not, what have been the constraints? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be #6.)

- () Lack of equipment, supplies, or resources
- () Lack of qualified staff
- () Lack of support from supervisors
- () Resistance to change by others
- () Too many other responsibilities
- () Training was not applicable to local conditions

Other: _____

(specify)

10. Which of the following activities have you been able to undertake in your job as a result of your training? (Check all that apply.)

- Manage a project, office, division, or company
- Initiate new projects or services
- Improve operational procedures, programs or services
- Influence or make policy
- Train others (workshops, on-the-job training, etc.)
- Participate in research activities

Other: _____
(specify)

11. What do you consider to be the greatest benefits from your AID-sponsored training program? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be # 6.)

- (1) Enhanced professional capabilities
- (3) Career advancement/better job opportunities
- (2) Exposure to other culture(s) and social system(s)
- (4) Professional contacts
- (5) Obtaining a degree or certificate
- (6) Exposure to new or other technologies

Other: _____
(specify)

12. How satisfied are you with your overall training experience?

<u>Very</u> <u>Satisfied</u>	<u>Moderate</u> <u>Satisfied</u>	<u>Not</u> <u>Satisfied</u>
(1)	2	3
		4
		5

If not satisfied, please give suggestions for improvements:

14. How much have you been able to share the ideas and techniques learned from your training program with you colleagues and/or supervisors?

Large Amount		Moderate Amount		Small Amount
(1)	2	3	4	5

If a small amount, explain: _____

15. Have you received any other training outside your home country since you completed your AID-sponsored program?

Yes () No (X)

If yes, please specify field of training, dates, location and sponsor:

Additional Comments: _____

7. How relevant is your training to your present job?

<u>Very</u> <u>Relevant</u>		<u>Somewhat</u> <u>Relevant</u>		<u>Not</u> <u>Relevant</u>
1	(2)	3	4	5

If not relevant, explain: _____

8. How much are you able to use the knowledge and skills learned from your training program in your present job?

<u>Large</u> <u>Amount</u>		<u>Moderate</u> <u>Amount</u>		<u>Small</u> <u>Amount</u>
(1)	2	3	4	5

If small amount, explain: _____

9. Have you been able to fully use your training in your present job?

Yes () No (x)

If not, what have been the constraints? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be #6.)

- () Lack of equipment, supplies, or resources
- (1) Lack of qualified staff
- (2) Lack of support from supervisors
- (3) Resistance to change by others
- (4) Too many other responsibilities
- () Training was not applicable to local conditions

Other: Behaviour of Staff unclear responsibilities, rules and regulations.
(specify)

10. Which of the following activities have you been able to undertake in your job as a result of your training? (Check all that apply.)

- (X) Manage a project, office, division, or company
- (X) Initiate new projects or services
- (X) Improve operational procedures, programs or services
- (X) Influence or make policy
- (X) Train others (workshops, on-the-job training, etc.)
- (X) Participate in research activities

Other: _____
(specify)

11. What do you consider to be the greatest benefits from your AID-sponsored training program? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be # 6.)

- () Enhanced professional capabilities
- () Career advancement/better job opportunities
- () Exposure to other culture(s) and social system(s)
- () Professional contacts
- () Obtaining a degree or certificate
- (X) Exposure to new or other technologies

Other: _____
(specify)

12. How satisfied are you with your overall training experience?

<u>Very</u> <u>Satisfied</u>		<u>Moderate</u> <u>Satisfied</u>		<u>Not</u> <u>Satisfied</u>
1	2	(3)	4	5

5

If not satisfied, please give suggestions for improvements:

14. How much have you been able to share the ideas and techniques learned from your training program with you colleagues and/or supervisors?

<u>Large</u> <u>Amount</u>	<u>Moderate</u> <u>Amount</u>	<u>Small</u> <u>Amount</u>	
2	(3)	4	5

If a small amount, explain: _____

15. Have you received any other training outside your home country since you completed your AID-sponsored program?

Yes () No (X)

If yes, please specify field of training, dates, location and sponsor:

Additional Comments: _____

SIX-MONTH FOLLOW-UP RETURN
QUESTIONNAIRE

NAME: Abdel Moneim Mohamed Hassan PIO/P NO: 263-0182-1-60294
TRAINING PROGRAM TITLE: OMED Planning and Economic Development
DEPARTURE DATE: 11/08/91 RETURN DATE: 11/23/91
EMPLOYER'S ADDRESS: General Dewan, Cairo Governorate, Abdeen Square, Cairo
OFFICE PHONE: 3910414
HOME ADDRESS: American Project, near East Helwan Houses.
HOME PHONE:

1. What is your current job position (Title, Dept/Agency/Company)?

Manager of Directorates Department, Central Department of Planning and Follow-up

OMED Staff

List other job positions you have held since returning from traini:
Start with the most recent and work backward in time:

Job Title	Dept/Agency/Company	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____

2. Are you presently in the job for which you were trained?

Yes (x) No ()

If not, explain: _____

3. Compared to the level of responsibility in your job before training, does your current job have:

- More responsibility
- Less responsibility
- Same responsibility
- No prior job

4. Does your current job involve supervising other people?

Yes No

If yes, how many people do you supervise? 5 Persons

5. How has your training been recognized by your colleagues?
(Check all that apply.)

- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- or
- No recognition given

6. How has your training been recognized by your superiors?
(Check all that apply.)

- Job promotion
- Salary increase
- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- No recognition given

7. How relevant is your training to your present job?

<u>Very</u> <u>Relevant</u>		<u>Somewhat</u> <u>Relevant</u>		<u>Not</u> <u>Relevant</u>
(1)	2	3	4	5

If not relevant, explain: _____

8. How much are you able to use the knowledge and skills learned from your training program in your present job?

<u>Large</u> <u>Amount</u>		<u>Moderate</u> <u>Amount</u>		<u>Small</u> <u>Amount</u>
(1)	2	3	4	5

If small amount, explain: _____

9. Have you been able to fully use your training in your present job?

Yes () No (X)

If not, what have been the constraints? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be #6.)

- () Lack of equipment, supplies, or resources
- () Lack of qualified staff
- () Lack of support from supervisors
- () Resistance to change by others
- () Too many other responsibilities
- () Training was not applicable to local conditions

Other: Rules and regulations I wish governorates and districts would enjoy full autonomy in resource management and plan preparation.
(specify)

10. Which of the following activities have you been able to undertake in your job as a result of your training? (Check all that apply.)

- (X) Manage a project, office, division, or company
- (X) Initiate new projects or services
- (X) Improve operational procedures, programs or services
- () Influence or make policy
- (X) Train others (workshops, on-the-job training, etc.)
- (X) Participate in research activities

Other: _____
(specify)

11. What do you consider to be the greatest benefits from your AID-sponsored training program? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be # 6.)

- (2) Enhanced professional capabilities
- () Career advancement/better job opportunities
- (1) Exposure to other culture(s) and social system(s)
- () Professional contacts
- () Obtaining a degree or certificate
- (3) Exposure to new or other technologies

Other: _____
(specify)

12. How satisfied are you with your overall training experience?

Very		Moderate		Not
<u>Satisfied</u>		<u>Satisfied</u>		<u>Satisfied</u>
(1)	2	3	4	5

If not satisfied, please give suggestions for improvements:

14. How much have you been able to share the ideas and techniques learned from your training program with you colleagues and/or supervisors?

Large		Moderate		Small
<u>Amount</u>		<u>Amount</u>		<u>Amount</u>
1	2	(3)	4	5

If a small amount, explain: _____

15. Have you received any other training outside your home country since you completed your AID-sponsored program?

Yes () No (x)

If yes, please specify field of training, dates, location and sponsor: .

Additional Comments: _____

SIX-MONTH FOLLOW-UP RETURN
QUESTIONNAIRE

NAME: Mostafa Ibrahim Mansour PID/P NO: 263-0182-1-60294
TRAINING PROGRAM TITLE: Management & Economic Development Overseas Training
DEPARTURE DATE: 11/08/91 RETURN DATE: 11/23/91
EMPLOYER'S ADDRESS: General Secretary, Giza Governorate
OFFICE PHONE: 534658
HOME ADDRESS: [REDACTED]
HOME PHONE: [REDACTED]

1. What is your current job position (Title, Dept/Agency/Company)?

General Secretary, Giza Governorate

List other job positions you have held since returning from traini:
Start with the most recent and work backward in time:

Job Title	Dept/Agency/Company	Dates
<u>General Secretary, Giza Governorate</u>	<u></u>	<u></u>
<u></u>	<u></u>	<u></u>
<u></u>	<u></u>	<u></u>

2. Are you presently in the job for which you were trained?

Yes (X) No ()

If not, explain:

SIX-MONTH FOLLOW-UP RETURN
QUESTIONNAIRE

NAME: Fatma El Hoseiny Swedan PID/P NO: 263-0182-1-60294

TRAINING PROGRAM TITLE: Management and Economic Development and Financial System

DEPARTURE DATE: 11/08/91 RETURN DATE: 11/23/91

EMPLOYER'S ADDRESS: Port Said Governorate

OFFICE PHONE: 221902

HOME ADDRESS: ██████ g. ██████████

HOME PHONE: _____

1. What is your current job position (Title, Dept/Agency/Company)?

Engineer, QMED

List other job positions you have held since returning from traini:
Start with the most recent and work backward in time:

Job Title	Dept/Agency/Company	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____

2. Are you presently in the job for which you were trained?

Yes (X) No ()

If not, explain: _____

3. Compared to the level of responsibility in your job before training does your current job have:

- More responsibility
- Less responsibility
- Same responsibility
- No prior job

4. Does your current job involve supervising other people?

Yes () No (X)

If yes, how many people do you supervise? _____

5. How has your training been recognized by your colleagues?
(Check all that apply.)

- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- or
- No recognition given

6. How has your training been recognized by your superiors?
(Check all that apply.)

- Job promotion
- Salary increase
- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- No recognition given

7. How relevant is your training to your present job?

<u>Vary</u> <u>Relevant</u>		<u>Somewhat</u> <u>Relevant</u>		<u>Not</u> <u>Relevant</u>
1	(2)	3	4	5

If not relevant, explain: _____

8. How much are you able to use the knowledge and skills learned from your training program in your present job?

<u>Large</u> <u>Amount</u>		<u>Moderate</u> <u>Amount</u>		<u>Small</u> <u>Amount</u>
1	2	3	(4)	5

If small amount, explain: _____

9. Have you been able to fully use your training in your present job?

Yes () No (X)

If not, what have been the constraints? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be #6.)

- (6) Lack of equipment, supplies, or resources
- (5) Lack of qualified staff
- (4) Lack of support from supervisors
- (1) Resistance to change by others
- (3) Too many other responsibilities
- (2) Training was not applicable to local conditions

Other: _____
(specify)

10. Which of the following activities have you been able to undertake in your job as a result of your training? (Check all that apply.)

- () Manage a project, office, division, or company
- () Initiate new projects or services
- () Improve operational procedures, programs or services
- (X) Influence or make policy
- () Train others (workshops, on-the-job training, etc.)
- () Participate in research activities

Other: _____
(specify)

11. What do you consider to be the greatest benefits from your AID-sponsored training program? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be # 6.)

- (1) Enhanced professional capabilities
- (5) Career advancement/better job opportunities
- (2) Exposure to other culture(s) and social system(s)
- (4) Professional contacts
- (6) Obtaining a degree or certificate
- (3) Exposure to new or other technologies

Other: _____
(specify)

12. How satisfied are you with your overall training experience?

Very		Moderate		Not
Satisfied		Satisfied		Satisfied
1	(2)	3	4	5

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If not satisfied, please give suggestions for improvements:

14. How much have you been able to share the ideas and techniques learned from your training program with you colleagues and/or supervisors?

<u>Large</u> <u>Amount</u>		<u>Moderate</u> <u>Amount</u>		<u>Small</u> <u>Amount</u>
1	2	(3)	4	5

If a small amount, explain: _____

15. Have you received any other training outside your home country since you completed your AID-sponsored program?

Yes () No (X)

If yes, please specify field of training, dates, location and sponsor:

Additional Comments: _____

SIX-MONTH FOLLOW-UP RETURN
QUESTIONNAIRE

NAME: Maher Youssef Ali Salem P/O/P NO: 263-0182-1-60294
 TRAINING PROGRAM TITLE: Financial & Economic Development
 DEPARTURE DATE: 11/08/91 RETURN DATE: 11/23/91
 EMPLOYER'S ADDRESS: General Dewan, Qaliubia Governorate
 OFFICE PHONE: 32474
 HOME ADDRESS: [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]
 HOME PHONE: [REDACTED]

1. What is your current job position (Title, Dept/Agency/Company)?

OMED Director

List other job positions you have held since returning from training:
Start with the most recent and work backward in time:

Job Title	Dept/Agency/Company	Dates
<u> OMED Director </u>	<u> </u>	<u> </u>
<u> Decision Support Manager </u>	<u> Decisions Support </u>	<u> 1992 </u>
<u> </u>	<u> </u>	<u> </u>

2. Are you presently in the job for which you were trained?

.Yes () No ()

If not, explain:

3. Compared to the level of responsibility in your job before training does your current job have:

- More responsibility
- Less responsibility
- Same responsibility
- No prior job

4. Does your current job involve supervising other people?

Yes No

If yes, how many people do you supervise? 7

5. How has your training been recognized by your colleagues?
(Check all that apply.)

- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- or
- No recognition given

6. How has your training been recognized by your superiors?
(Check all that apply.)

- Job promotion
- Salary increase
- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- No recognition given

7. How relevant is your training to your present job?

<u>Very Relevant</u>		<u>Somewhat Relevant</u>		<u>Not Relevant</u>
(1)	2	3	4	5

If not relevant, explain: _____

8. How much are you able to use the knowledge and skills learned from your training program in your present job?

<u>Large Amount</u>		<u>Moderate Amount</u>		<u>Small Amount</u>
1	2	(3)	4	5

If small amount, explain: _____

9. Have you been able to fully use your training in your present job?

Yes () No (X)

If not, what have been the constraints? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be #6.)

- (3) Lack of equipment, supplies, or resources
- () Lack of qualified staff
- (1) Lack of support from supervisors
- (2) Resistance to change by others
- (4) Too many other responsibilities
- () Training was not applicable to local conditions

Other: _____
 (specify)

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3. Compared to the level of responsibility in your job before training, does your current job have:

- More responsibility
- Less responsibility
- Same responsibility
- No prior job

4. Does your current job involve supervising other people?

Yes No

If yes, how many people do you supervise? 3000

5. How has your training been recognized by your colleagues?
(Check all that apply.)

- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- or
- No recognition given

6. How has your training been recognized by your superiors?
(Check all that apply.)

- Job promotion
- Salary increase
- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- No recognition given

7. How relevant is your training to your present job?

<u>Very Relevant</u>		<u>Somewhat Relevant</u>		<u>Not Relevant</u>
(1)	2	3	4	5

If not relevant, explain: _____

8. How much are you able to use the knowledge and skills learned from your training program in your present job?

<u>Large Amount</u>		<u>Moderate Amount</u>		<u>Small Amount</u>
1	2	(3)	4	5

If small amount, explain: _____

9. Have you been able to fully use your training in your present job?

Yes (X) No ()

If not, what have been the constraints? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be #6.)

- () Lack of equipment, supplies, or resources
- () Lack of qualified staff
- () Lack of support from supervisors
- () Resistance to change by others
- () Too many other responsibilities
- () Training was not applicable to local conditions

Other: _____
 (specify)

10. Which of the following activities have you been able to undertake in your job as a result of your training? (Check all that apply.)

- (X) Manage a project, office, division, or company
- () Initiate new projects or services
- (X) Improve operational procedures, programs or services
- () Influence or make policy
- (X) Train others (workshops, on-the-job training, etc.)
- (X) Participate in research activities

Other: _____
(specify)

11. What do you consider to be the greatest benefits from your AID-sponsored training program? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be # 6.)

- (1) Enhanced professional capabilities
- () Career advancement/better job opportunities
- (2) Exposure to other culture(s) and social system(s)
- (3) Professional contacts
- () Obtaining a degree or certificate
- (4) Exposure to new or other technologies

Other: _____
(specify)

12. How satisfied are you with your overall training experience?

<u>Very</u>	<u>Moderate</u>	<u>Not</u>	
<u>Satisfied</u>	<u>Satisfied</u>	<u>Satisfied</u>	
1	(2)	3	4 5

If not satisfied, please give suggestions for improvements:

14. How much have you been able to share the ideas and techniques learned from your training program with you colleagues and/or supervisors?

Large Amount		Moderate Amount		Small Amount
1	(2)	3	4	5

If a small amount, explain: _____

15. Have you received any other training outside your home country since you completed your AID-sponsored program?

Yes () No (X)

If yes, please specify field of training, dates, location and sponsor:

Additional Comments: The program of Overseas Training was squeezed due to time limitations. I believe that the appropriate period should be one month.

SIX-MONTH FOLLOW-UP RETURN
QUESTIONNAIRE

NAME: Galal Megahid Khattab P/O/P NO: 263-0182-1-60294
TRAINING PROGRAM TITLE: Financial & Economic Development
DEPARTURE DATE: 11/08/91 RETURN DATE: 11/23/91
EMPLOYER'S ADDRESS: General Dewan, Qaliubia Governorate
OFFICE PHONE: 324740
HOME ADDRESS: [REDACTED]
HOME PHONE: [REDACTED]

1. What is your current job position (Title, Dept/Agency/Company)?

Financial Analyst

List other job positions you have held since returning from training:
Start with the most recent and work backward in time:

Job Title	Dept/Agency/Company	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____

2. Are you presently in the job for which you were trained?

Yes () No ()

If not, explain: _____

3. Compared to the level of responsibility in your job before training does your current job have:

- More responsibility
- Less responsibility
- Same responsibility
- No prior job

4. Does your current job involve supervising other people?

Yes No

If yes, how many people do you supervise? _____

5. How has your training been recognized by your colleagues?
(Check all that apply.)

- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- or
- No recognition given

6. How has your training been recognized by your superiors?
(Check all that apply.)

- Job promotion
- Salary increase
- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- No recognition given

15

7. How relevant is your training to your present job?

<u>Very</u> <u>Relevant</u>		<u>Somewhat</u> <u>Relevant</u>		<u>Not</u> <u>Relevant</u>
(1)	2	3	4	5

If not relevant, explain: _____

8. How much are you able to use the knowledge and skills learned from your training program in your present job?

<u>Large</u> <u>Amount</u>		<u>Moderate</u> <u>Amount</u>		<u>Small</u> <u>Amount</u>
1	2	(3)	4	5

If small amount, explain: _____

9. Have you been able to fully use your training in your present job?

Yes () No (x)

If not, what have been the constraints? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be #6.)

- (6) Lack of equipment, supplies, or resources
- (5) Lack of qualified staff
- (1) Lack of support from supervisors
- (2) Resistance to change by others
- (3) Too many other responsibilities
- (4) Training was not applicable to local conditions

Other: _____
(specify)

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10. Which of the following activities have you been able to undertake in your job as a result of your training? (Check all that apply.)

- () Manage a project, office, division, or company
- () Initiate new projects or services
- (X) Improve operational procedures, programs or services
- () Influence or make policy
- (X) Train others (workshops, on-the-job training, etc.)
- (X) Participate in research activities

Other: _____
(specify)

11. What do you consider to be the greatest benefits from your AID-sponsored training program? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be # 6.)

- (4) Enhanced professional capabilities
- (5) Career advancement/better job opportunities
- (2) Exposure to other culture(s) and social system(s)
- (3) Professional contacts
- (6) Obtaining a degree or certificate
- (1) Exposure to new or other technologies

Other: _____
(specify)

12. How satisfied are you with your overall training experience?

Very Satisfied		Moderate Satisfied		Not Satisfied
(1)	2	3	4	5

11

If not satisfied, please give suggestions for improvements:

14. How much have you been able to share the ideas and techniques learned from your training program with you colleagues and/or supervisors?

Large Amount		Moderate Amount		Small Amount
1	2	(3)	4	5

If a small amount, explain: _____

15. Have you received any other training outside your home country since you completed your AID-sponsored program?

Yes () No (X)

If yes, please specify field of training, dates, location and sponsor:

Additional Comments: _____

6

3. Compared to the level of responsibility in your job before training does your current job have:

- More responsibility
- Less responsibility
- Same responsibility
- No prior job

4. Does your current job involve supervising other people?

Yes () No ()

If yes, how many people do you supervise? 5

5. How has your training been recognized by your colleagues?
(Check all that apply.)

- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- or
- No recognition given

6. How has your training been recognized by your superiors?
(Check all that apply.)

- Job promotion
- Salary increase
- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- No recognition given

10

7. How relevant is your training to your present job?

<u>Very</u> Relevant		<u>Somewhat</u> Relevant		<u>Not</u> Relevant
(1)	2	3	4	5

If not relevant, explain: _____

8. How much are you able to use the knowledge and skills learned from your training program in your present job?

<u>Large</u> Amount		<u>Moderate</u> Amount		<u>Small</u> Amount
1	2	(3)	4	5

If small amount, explain: _____

9. Have you been able to fully use your training in your present job?

Yes () No (X)

If not, what have been the constraints? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be #6.)

- (1) Lack of equipment, supplies, or resources
- () Lack of qualified staff
- (2) Lack of support from supervisors
- (3) Resistance to change by others
- (4) Too many other responsibilities
- (5) Training was not applicable to local conditions

Other: _____
(specify)

10. Which of the following activities have you been able to undertake in your job as a result of your training? (Check all that apply.)

- (X) Manage a project, office, division, or company
- () Initiate new projects or services
- (X) Improve operational procedures, programs or services
- () Influence or make policy
- () Train others (workshops, on-the-job training, etc.)
- (X) Participate in research activities

Other: _____
(specify)

11. What do you consider to be the greatest benefits from your AID-sponsored training program? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be # 6.)

- (1) Enhanced professional capabilities
- (3) Career advancement/better job opportunities
- (2) Exposure to other culture(s) and social system(s)
- () Professional contacts
- () Obtaining a degree or certificate
- (4) Exposure to new or other technologies

Other: _____
(specify)

12. How satisfied are you with your overall training experience?

Very Satisfied	2	Moderate Satisfied	3	4	Not Satisfied	5
(1)						

(11)

If not satisfied, please give suggestions for improvements:

14. How much have you been able to share the ideas and techniques learned from your training program with you colleagues and/or supervisors?

<u>Large</u> <u>Amount</u>		<u>Moderate</u> <u>Amount</u>		<u>Small</u> <u>Amount</u>
1	2	(3)	4	5

If a small amount, explain: _____

15. Have you received any other training outside your home country since you completed your AID-sponsored program?

Yes () No (X)

If yes, please specify field of training, dates, location and sponsor:

Additional Comments: _____

SIX-MONTH FOLLOW-UP RETURN
QUESTIONNAIRE

NAME: Fayez Aly Hashem PIO/P NO. 263-0182-1-60294
TRAINING PROGRAM TITLE: Management & Economic Development and Financial System
DEPARTURE DATE: 11/08/91 RETURN DATE: 11/23/91
EMPLOYER'S ADDRESS: Suez Governorate
OFFICE PHONE: 767890
HOME ADDRESS: [REDACTED]
HOME PHONE: [REDACTED]

1. What is your current job position (Title, Dept/Agency/Company)?

General Secretary of Suez Governorate

List other job positions you have held since returning from traini:
Start with the most recent and work backward in time:

Job Title	Dept/Agency/Company	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____

2. Are you presently in the job for which you were trained?

Yes (X) No ()

If not, explain: _____

3. Compared to the level of responsibility in your job before training does your current job have:

- More responsibility
- Less responsibility
- Same responsibility
- No prior job

4. Does your current job involve supervising other people?

Yes No

If yes, how many people do you supervise? 3000

5. How has your training been recognized by your colleagues?
(Check all that apply.)

- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- or
- No recognition given

6. How has your training been recognized by your superiors?
(Check all that apply.)

- Job promotion
- Salary increase
- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- No recognition given

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7. How relevant is your training to your present job?

Very Relevant		Somewhat Relevant		Not Relevant
(1)	2	3	4	5

If not relevant, explain: _____

8. How much are you able to use the knowledge and skills learned from your training program in your present job?

Large Amount		Moderate Amount		Small Amount
1	2	(3)	4	5

If small amount, explain: _____

9. Have you been able to fully use your training in your present job?

Yes (x) No ()

If not, what have been the constraints? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be #6.)

- () Lack of equipment, supplies, or resources
- () Lack of qualified staff
- () Lack of support from supervisors
- () Resistance to change by others
- () Too many other responsibilities
- () Training was not applicable to local conditions

Other: _____
(specify)

1

10. Which of the following activities have you been able to undertake in your job as a result of your training? (Check all that apply.)

- Manage a project, office, division, or company
- Initiate new projects or services
- Improve operational procedures, programs or services
- Influence or make policy
- Train others (workshops, on-the-job training, etc.)
- Participate in research activities

Other: _____
(specify)

11. What do you consider to be the greatest benefits from your AID-sponsored training program? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be # 6.)

- (2) Enhanced professional capabilities
- (5) Career advancement/better job opportunities
- (3) Exposure to other culture(s) and social system(s)
- (4) Professional contacts
- (6) Obtaining a degree or certificate
- (1) Exposure to new or other technologies

Other: _____
(specify)

12. How satisfied are you with your overall training experience?

<u>Very</u> <u>Satisfied</u>		<u>Moderate</u> <u>Satisfied</u>		<u>Not</u> <u>Satisfied</u>
(1)	2	3	4	5

If not satisfied, please give suggestions for improvements:

14. How much have you been able to share the ideas and techniques learned from your training program with you colleagues and/or supervisors?

Large Amount		Moderate Amount		Small Amount
(1)	2	3	4	5

If a small amount, explain: _____

15. Have you received any other training outside your home country since you completed your AID-sponsored program?

Yes () No (X)

If yes, please specify field of training, dates, location and sponsor:

Additional Comments: _____

5

SIX-MONTH FOLLOW-UP RETURN
QUESTIONNAIRE

NAME: Abdel Rahman Helal PIO/P NO: 263-0182-1-60294
TRAINING PROGRAM TITLE: Management & Economic Development, and Financial System
DEPARTURE DATE: 11/08/91 RETURN DATE: 11/23/91
EMPLOYER'S ADDRESS: General Dewan, Suez Governorate
OFFICE PHONE: 223704
HOME ADDRESS: [REDACTED]
HOME PHONE: [REDACTED]

1. What is your current job position (Title, Dept/Agency/Company)?

OMED Director

List other job positions you have held since returning from traini:
Start with the most recent and work backward in time:

Job Title	Dept/Agency/Company	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____

2. Are you presently in the job for which you were trained?

Yes (x) No ()

If not, explain: _____

3. Compared to the level of responsibility in your job before training does your current job have:

- More responsibility
- Less responsibility
- Same responsibility
- No prior job

4. Does your current job involve supervising other people?

Yes No

If yes, how many people do you supervise? _____

5. How has your training been recognized by your colleagues?
(Check all that apply.)

- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- or
- No recognition given

6. How has your training been recognized by your superiors?
(Check all that apply.)

- Job promotion
- Salary increase
- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- No recognition given

7. How relevant is your training to your present job?

<u>Very</u> Relevant		<u>Somewhat</u> Relevant		<u>Not</u> Relevant
1	2	(3)	4	5

If not relevant, explain: _____

8. How much are you able to use the knowledge and skills learned from your training program in your present job?

<u>Large</u> Amount		<u>Moderate</u> Amount		<u>Small</u> Amount
1	2	(3)	4	5

If small amount, explain: _____

9. Have you been able to fully use your training in your present job?

Yes () No (x)

If not, what have been the constraints? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be #6.)

- () Lack of equipment, supplies, or resources
- () Lack of qualified staff
- () Lack of support from supervisors
- (x) Resistance to change by others
- () Too many other responsibilities
- () Training was not applicable to local conditions

Other: Objective study of some tasks:
(specify)

- Feasibility study of tasks and responsibilities
- Setting and studying special studies

10. Which of the following activities have you been able to undertake in your job as a result of your training? (Check all that apply.)

- Manage a project, office, division, or company
- Initiate new projects or services
- Improve operational procedures, programs or services
- Influence or make policy
- Train others (workshops, on-the-job training, etc.)
- Participate in research activities

Other: _____
(specify)

11. What do you consider to be the greatest benefits from your AID-sponsored training program? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be # 6.)

- (1) Enhanced professional capabilities
- () Career advancement/better job opportunities
- (2) Exposure to other culture(s) and social system(s)
- () Professional contacts
- () Obtaining a degree or certificate
- (3) Exposure to new or other technologies

Other: _____
(specify)

12. How satisfied are you with your overall training experience?

<u>Very</u> <u>Satisfied</u>		<u>Moderate</u> <u>Satisfied</u>		<u>Not</u> <u>Satisfied</u>
(1)	2	3	4	5

If not satisfied, please give suggestions for improvements:

14. How much have you been able to share the ideas and techniques learned from your training program with you colleagues and/or supervisors?

Large Amount		Moderate Amount		Small Amount
(1)	2	3	4	5

If a small amount, explain: _____

15. Have you received any other training outside your home country since you completed your AID-sponsored program?

Yes () No (x)

If yes, please specify field of training, dates, location and sponsor:

Additional Comments: _____

SIX-MONTH FOLLOW-UP RETURN
QUESTIONNAIRE

NAME: Magda Mohamed Youssef PIC/P NO: 263-0182-1-60294
TRAINING PROGRAM TITLE: Management & Economic Development and Financial System
DEPARTURE DATE: 11/08/91 RETURN DATE: 11/23/91
EMPLOYER'S ADDRESS: General Dewan, Suez Governorate
OFFICE PHONE: 223704
HOME ADDRESS: [REDACTED]
HOME PHONE: [REDACTED]

1. What is your current job position (Title, Dept/Agency/Company)?

Work on Computers at MIS (Prepare Current Budget, Capital Budget & Program Budget).

List other job positions you have held since returning from traini:
Start with the most recent and work backward in time:

Job Title	Dept/Agency/Company	Dates
<u>Work on Computers at MIS (Prepare Current Budget, Capital Budget & Program Budget)</u>		
<u>_____</u>	<u>_____</u>	<u>_____</u>
<u>_____</u>	<u>_____</u>	<u>_____</u>

2. Are you presently in the job for which you were trained?

Yes () No ()

If not, explain: _____

3. Compared to the level of responsibility in your job before training does your current job have:

- More responsibility
- Less responsibility
- Same responsibility
- No prior job

4. Does your current job involve supervising other people?

Yes () No (X)

If yes, how many people do you supervise? _____

5. How has your training been recognized by your colleagues?
(Check all that apply.)

- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- or
- No recognition given

6. How has your training been recognized by your superiors?
(Check all that apply.)

- Job promotion
- Salary increase
- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- No recognition given

7. How relevant is your training to your present job?

Very Relevant		Somewhat Relevant		Not Relevant
(1)	2	3	4	5

If not relevant, explain: _____

8. How much are you able to use the knowledge and skills learned from your training program in your present job?

Large Amount		Moderate Amount		Small Amount
(1)	2	3	4	5

If small amount, explain: _____

9. Have you been able to fully use your training in your present job?

Yes () No (x)

If not, what have been the constraints? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be #6.)

- () Lack of equipment, supplies, or resources
- () Lack of qualified staff
- () Lack of support from supervisors
- (2) Resistance to change by others
- (3) Too many other responsibilities
- (1) Training was not applicable to local conditions

Other: _____
(specify)

pk

10. Which of the following activities have you been able to undertake in your job as a result of your training? (Check all that apply.)

- () Manage a project, office, division, or company
- () Initiate new projects or services
- (X) Improve operational procedures, programs or services
- () Influence or make policy
- (X) Train others (workshops, on-the-job training, etc.)
- (X) Participate in research activities

Other: _____
(specify)

11. What do you consider to be the greatest benefits from your AID-sponsored training program? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be # 6.)

- (3) Enhanced professional capabilities
- (4) Career advancement/better job opportunities
- (1) Exposure to other culture(s) and social system(s)
- (6) Professional contacts
- (5) Obtaining a degree or certificate
- (2) Exposure to new or other technologies

Other: _____
(specify)

12. How satisfied are you with your overall training experience?

Very		Moderate		Not
<u>Satisfied</u>		<u>Satisfied</u>		<u>Satisfied</u>
(1)	2	3	4	5

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If not satisfied, please give suggestions for improvements:

14. How much have you been able to share the ideas and techniques learned from your training program with you colleagues and/or supervisors?

<u>Large</u> <u>Amount</u>		<u>Moderate</u> <u>Amount</u>		<u>Small</u> <u>Amount</u>
(1)	2	3	4	5

If a small amount, explain: _____

15. Have you received any other training outside your home country since you completed your AID-sponsored program?

Yes () No (X)

If yes, please specify field of training, dates, location and sponsor:

Additional Comments: _____

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SIX-MONTH FOLLOW-UP RETURN
QUESTIONNAIRE

NAME: Mahmoud Abdel Latif Bahgat PIO/P NO: 263-0182-1-60294
TRAINING PROGRAM TITLE: Management, Economic Development & Financial System
DEPARTURE DATE: 11/08/91 RETURN DATE: 11/23/91
EMPLOYER'S ADDRESS: General Dewan, Suez Governorate
OFFICE PHONE: 223704
HOME ADDRESS: [REDACTED]
HOME PHONE: [REDACTED]

1. What is your current job position (Title, Dept/Agency/Company)?

Work on Computers

List other job positions you have held since returning from training:
Start with the most recent and work backward in time:

Job Title	Dept/Agency/Company	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____

2. Are you presently in the job for which you were trained?

Yes (X) No ()

If not, explain: _____

3. Compared to the level of responsibility in your job before training does your current job have:

- More responsibility
- Less responsibility
- Same responsibility
- No prior job

4. Does your current job involve supervising other people?

Yes () No (X)

If yes, how many people do you supervise? _____

5. How has your training been recognized by your colleagues?
(Check all that apply.)

- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- or
- No recognition given

6. How has your training been recognized by your superiors?
(Check all that apply.)

- Job promotion
- Salary increase.
- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- No recognition given

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7. How relevant is your training to your present job?

<u>Very</u> <u>Relevant</u>		<u>Somewhat</u> <u>Relevant</u>		<u>Not</u> <u>Relevant</u>
(1)	2	3	4	5

If not relevant, explain: _____

8. How much are you able to use the knowledge and skills learned from your training program in your present job?

<u>Large</u> <u>Amount</u>		<u>Moderate</u> <u>Amount</u>		<u>Small</u> <u>Amount</u>
1	2	(3)	4	5

If small amount, explain: _____

9. Have you been able to fully use your training in your present job?

Yes () No (X)

If not, what have been the constraints? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be #6.)

- () Lack of equipment, supplies, or resources
- () Lack of qualified staff
- () Lack of support from supervisors
- (2) Resistance to change by others
- (3) Too many other responsibilities
- (1) Training was not applicable to local conditions

Other: _____
(specify)

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10. Which of the following activities have you been able to undertake in your job as a result of your training? (Check all that apply.)

- () Manage a project, office, division, or company
- () Initiate new projects or services
- (X) Improve operational procedures, programs or services
- () Influence or make policy
- (X) Train others (workshops, on-the-job training, etc.)
- (X) Participate in research activities

Other: _____
(specify)

11. What do you consider to be the greatest benefits from your AID-sponsored training program? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be # 6.)

- (3) Enhanced professional capabilities
- (4) Career advancement/better job opportunities
- (1) Exposure to other culture(s) and social system(s)
- (6) Professional contacts
- (5) Obtaining a degree or certificate
- (2) Exposure to new or other technologies

Other: _____
(specify)

12. How satisfied are you with your overall training experience?

Very		Moderate		Not
Satisfied		Satisfied		Satisfied
(1)	2	3	4	5

If not satisfied, please give suggestions for improvements:

14. How much have you been able to share the ideas and techniques learned from your training program with you colleagues and/or supervisors?

<u>Large</u> <u>Amount</u>		<u>Moderate</u> <u>Amount</u>		<u>Small</u> <u>Amount</u>
1	2	(3)	4	5

If a small amount, explain: _____

15. Have you received any other training outside your home country since you completed your AID-sponsored program?

Yes () No (x)

If yes, please specify field of training, dates, location and sponsor:

Additional Comments: _____

SIX-MONTH FOLLOW-UP RETURN
QUESTIONNAIRE

NAME: Fawzy Bassiuny Ali PID/P NO: 263-0182-1-60294
TRAINING PROGRAM TITLE: Management, Economic Development & Financial System
DEPARTURE DATE: 11/08/91 RETURN DATE: 11/23/91
EMPLOYER'S ADDRESS: Ministry of Local Administration, Amin Samy St.
OFFICE PHONE: 2573890
HOME ADDRESS: _____
HOME PHONE: _____

1. What is your current job position (Title, Dept/Agency/Company)?

Governorate Budget General Manager, Ministry of Local Administration

List other job positions you have held since returning from training. Start with the most recent and work backward in time:

Job Title	Dept/Agency/Company	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____

2. Are you presently in the job for which you were trained?

Yes (X) No ()

If not, explain: _____

3. Compared to the level of responsibility in your job before training does your current job have:

- More responsibility
- Less responsibility
- Same responsibility
- No prior job

4. Does your current job involve supervising other people?

Yes No

If yes, how many people do you supervise? 8 Persons

5. How has your training been recognized by your colleagues?
(Check all that apply.)

- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- or
- No recognition given

6. How has your training been recognized by your superiors?
(Check all that apply.)

- Job promotion
- Salary increase
- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- No recognition given

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7. How relevant is your training to your present job?

<u>Vary</u> <u>Relevant</u>		<u>Somewhat</u> <u>Relevant</u>		<u>Not</u> <u>Relevant</u>
(1)	2	3	4	5

If not relevant, explain: _____

8. How much are you able to use the knowledge and skills learned from your training program in your present job?

<u>Large</u> <u>Amount</u>		<u>Moderate</u> <u>Amount</u>		<u>Small</u> <u>Amount</u>
1	2	(3)	4	5

If small amount, explain: _____

9. Have you been able to fully use your training in your present job?

Yes () No (x)

If not, what have been the constraints? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be #6.)

- () Lack of equipment, supplies, or resources
- (x) Lack of qualified staff
- () Lack of support from supervisors
- () Resistance to change by others
- () Too many other responsibilities
- () Training was not applicable to local conditions

Other: _____
(specify)

10. Which of the following activities have you been able to undertake in your job as a result of your training? (Check all that apply.)

- () Manage a project, office, division, or company
- () Initiate new projects or services
- () Improve operational procedures, programs or services
- () Influence or make policy
- (X) Train others (workshops, on-the-job training, etc.)
- () Participate in research activities

Other: _____
(specify)

11. What do you consider to be the greatest benefits from your AID-sponsored training program? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be # 6.)

- (1) Enhanced professional capabilities
- (5) Career advancement/better job opportunities
- (2) Exposure to other culture(s) and social system(s)
- (6) Professional contacts
- (4) Obtaining a degree or certificate
- (3) Exposure to new or other technologies

Other: _____
(specify)

12. How satisfied are you with your overall training experience?

<u>Very</u> <u>Satisfied</u>		<u>Moderate</u> <u>Satisfied</u>		<u>Not</u> <u>Satisfied</u>
(1)	2	3	4	5

If not satisfied, please give suggestions for improvements:

14. How much have you been able to share the ideas and techniques learned from your training program with you colleagues and/or supervisors?

Large Amount		Moderate Amount		Small Amount
(1)	2	3	4	5

If a small amount, explain: _____

15. Have you received any other training outside your home country since you completed your AID-sponsored program?

Yes () No (x)

If yes, please specify field of training, dates, location and sponsor:

Additional Comments: _____

SIX-MONTH FOLLOW-UP RETURN
QUESTIONNAIRE

NAME: Yehia Moahmed Khalil PID/P NO: 263-0182-1-60294
TRAINING PROGRAM TITLE: Management & Economic Development and Financial System
DEPARTURE DATE: 11/08/91 RETURN DATE: 11/23/91
EMPLOYER'S ADDRESS: Port Said Governorate
OFFICE PHONE: _____
HOME ADDRESS: _____
HOME PHONE: _____

1. What is your current job position (Title, Dept/Agency/Company)?

Consultant of Port Said Governor for Local Development II Urban Project

List other job positions you have held since returning from training:
Start with the most recent and work backward in time:

Job Title	Dept/Agency/Company	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____

2. Are you presently in the job for which you were trained?

Yes () No ()

If not, explain: _____

3. Compared to the level of responsibility in your job before training does your current job have:

- More responsibility
- Less responsibility
- Same responsibility
- No prior job

4. Does your current job involve supervising other people?

Yes () No (X)

If yes, how many people do you supervise? _____

5. How has your training been recognized by your colleagues?
(Check all that apply.)

- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- or
- No recognition given

6. How has your training been recognized by your superiors?
(Check all that apply.)

- Job promotion
- Salary increase
- Increased duties and responsibilities
- Increased esteem or prestige
- Negative recognition
- No recognition given

7. How relevant is your training to your present job?

<u>Vary</u> <u>Relevant</u>	2	<u>Somewhat</u> <u>Relevant</u>	3	4	<u>Not</u> <u>Relevant</u>	5
(1)						

If not relevant, explain: _____

8. How much are you able to use the knowledge and skills learned from your training program in your present job?

<u>Large</u> <u>Amount</u>	2	<u>Moderate</u> <u>Amount</u>	3	4	<u>Small</u> <u>Amount</u>	5
(1)						

If small amount, explain: _____

9. Have you been able to fully use your training in your present job?

Yes (X) No ()

If not, what have been the constraints? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be #6.)

- () Lack of equipment, supplies, or resources
- () Lack of qualified staff
- () Lack of support from supervisors
- () Resistance to change by others
- () Too many other responsibilities
- () Training was not applicable to local conditions

Other: _____
(specify)

10. Which of the following activities have you been able to undertake in your job as a result of your training? (Check all that apply.)

- () Manage a project, office, division, or company
- () Initiate new projects or services
- (X) Improve operational procedures, programs or services
- (X) Influence or make policy
- () Train others (workshops, on-the-job training, etc.)
- () Participate in research activities

Other: _____
(specify)

11. What do you consider to be the greatest benefits from your AID-sponsored training program? (Please number in rank order and rank all that apply. Use #1 for the most important benefit, #2 for the next most important, and continue on through the least important benefit, which would be # 6.)

- (4) Enhanced professional capabilities
- (6) Career advancement/better job opportunities
- (1) Exposure to other culture(s) and social system(s)
- (3) Professional contacts
- (5) Obtaining a degree or certificate
- (2) Exposure to new or other technologies

Other: _____
(specify)

12. How satisfied are you with your overall training experience?

<u>Very</u> <u>Satisfied</u>		<u>Moderate</u> <u>Satisfied</u>		<u>Not</u> <u>Satisfied</u>
1	(2)	3	4	5

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If not satisfied, please give suggestions for improvements:

14. How much have you been able to share the ideas and techniques learned from your training program with you colleagues and/or supervisors?

<u>Large</u> <u>Amount</u>		<u>Moderate</u> <u>Amount</u>		<u>Small</u> <u>Amount</u>
1	(2)	3	4	5

If a small amount, explain: _____

15. Have you received any other training outside your home country since you completed your AID-sponsored program?

Yes () No (X)

If yes, please specify field of training, dates, location and sponsor:

Additional Comments: _____
