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PARTICIPANT ASSESSMENT

OF

USAID-PHILIPPINES

PROFILE REPORT

February 1971

The American University
DEVELOPMENT EDUCATION AND TRAINING RESEARCH INSTITUTE
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Washington, D.C.

INTRODUCTION

This first Profile Report on Participant Assessment of USAIDs was prepared under Contract No. AID/csd-2865 by The American University Development Education and Training Research Institute (DETRI). The findings and conclusions contained in the report are those of the contractor and not necessarily those of the Agency for International Development.

In providing a "profile" report rather than an annual report, we are embarking on a new form of reporting. DETRI had prepared a first Annual Report of the participants' assessment of their training programs in May 1969 and a second Annual Report in July 1970. These reports presented comprehensive findings on participants' reactions to all the aspects of their A.I.D. experience, and analyzed the relationships between some of these reactions and training program characteristics. They were distributed widely to provide information to many different types of audiences involved with A.I.D. participants.

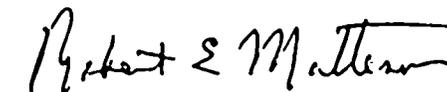
With the advent of the data bank as a part of DETRI's operation, it is now possible to prepare a wider variety of reports designed for special reader audiences. There will be profile reports prepared especially for USAIDs, for participating agencies, for major training facilities, etc. This USAID profile report series is intended for use primarily by A.I.D. Missions overseas. These USAID profiles will compare some of the responses of participants from selected countries with the responses of other A.I.D. participants from the same region and from the world.

This first USAID profile report provides information from participants interviewed between July 1967 and December 1970. Countries which had 125 or more participants completing exit-interviews during this time period will receive reports. The

USAID profile reports will appear annually, with the second profile report being planned for February 1972.

The purpose of this report is to provide feedback information to the Missions on that portion of the total training experience which they largely manage (the selection, the pre-departure preparation, etc.). With many Missions, each with somewhat different management "styles," there are bound to be different reactions on the part of the participants themselves. Further, the information about what happened during the pre-departure period was gathered in an exit interview after the participants' training was completed. In those cases where the training period was long, a "memory factor" creeps in.

We plan to deal with this by transferring these items on pre-departure experience to an entry interview, given shortly after the participant arrives from his home country. Until we can correct our own system this way, the information in this profile report is our best and most reliable reference source. It is hoped that the material here will be received in the spirit in which it is offered. Where your intent is to improve the management of your program, you can now listen to your participants speak for themselves.



Robert E. Matteson
Director
Office of International Training

February 1971

PREFACE

These DETRI USAID profile reports will be prepared for those countries which had 125 participants or more trained in the United States and given exit interviews by DETRI in the particular time period covered.* For these profile reports, the authors have selected 9 of the items which made up the criteria yardsticks (outcomes) in the First and Second Annual Reports to A.I.D. Responses to these items have been analyzed separately for each country for the Fiscal Years 1968 (if available), 1969, 1970, and the first half of Fiscal 1971, to make apparent any trends or changes in participant evaluations over time. The remainder of the items in the report were chosen because of their importance for monitoring participant reactions to their A.I.D.-related home country experiences. In the choice of these latter items, emphasis has been placed on selecting factors over which USAIDs have some measure of administrative control. These responses will be presented for comparison with the responses of A.I.D. participants from the same geographical region and from the world.

The data in these profile reports were collected in the same manner as the data presented in the first and second Annual Reports from DETRI to A.I.D. (May 1969, and July 1970). Academic and Special program participants fill out a printed standardized, structured questionnaire under the supervision of a person trained in its administration. They also receive an oral, unstructured interview conducted by cultural communication specialists on a private, anonymous basis. A standardized, structured questionnaire is administered orally to the members of Observation Training Teams as a group. (Definitions of categories of participant trainees are given in the Glossary.) More detailed information on the instruments and procedures used to collect the exit interview data are included in the Final

*Responses from fewer than 125 participants cannot be reliably or meaningfully interpreted.

Report on A.I.D. Participant Training Exit-Interview Development Study, December 1967, and the Guide for Users of the DETRI Exit Interview, November 1970.

There is ample evidence that these data are both reliable and valid for the participants interviewed. Tests of (1) the internal consistency of participant responses to the questionnaire, (2) interviewers' estimates of the validity of participants' responses, and (3) comparisons with results of other studies show the data to be technically acceptable. (For more detailed information see the First Annual Report, May 1969, pp iv-v.)

It is vital that the reader remember that the data presented in these reports come only from those participants who passed through Washington, D.C., on their return to their home countries, and who appeared at the DETRI exit interview. Participants who depart from Miami, New Orleans, and San Francisco account for losses in data, especially in the case of Latin American participants. Therefore, the information in these reports does not represent all the A.I.D. participant trainees who departed from the United States. It does, however, represent the most systematically gathered, and most dependable data on the largest group of foreign trainees ever studied.

This profile report has been prepared in six parts. Part I presents aggregate data on descriptive characteristics of all Academic and Special program participants. Parts II and III present fiscal year analyses for these participants on items which represent their overall reactions or which make some contribution to their overall reactions. Parts IV and V present comparative data for these participants on their home country experiences and expectations. Part VI presents aggregate data for the Observation Training Team members from the countries which had 3 or more teams completing exit interviews. (There were no exclusively Filipino Observation Training Teams interviewed at DETRI during this reporting period. Therefore, Part VI does not appear in this report.)

Within each part of this report, there is usually a narrative description of the information given by participants interviewed from the country being reported on. Whenever the responses given by these participants differs significantly* from the responses given by the participants from the same region on any of the items presented in Parts IV and V, the differences will be discussed. If there is no statistically significant difference, no mention will be made of the information gathered from the regional participants. World-wide data are provided for reference purposes only.

This report was prepared by Paul R. Kimmel, William A. Lybrand, and William C. Ockey of The American University, DETRI, under Contract AID/csd-2265. The authors were ably assisted by Mary Ann Edsall, Ann Fenderson, and Roma Vaswani, also of the DETRI staff.

*"Significantly" means statistically significant. The test used was one of the "1% level of confidence." This means that the differences between the data from participants in the country and in the corresponding region could have occurred by chance alone less than 1 in 100 times. It is unlikely that such obtained differences are a result of chance alone. It is probable (99 out of 100 times) that the differences obtained are attributable to causal factors--although the causes may not be known.

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GLOSSARY

Academic program participant: a student who had a training program for one or more academic terms in regular curriculum courses in an accredited institution which grants an academic degree, whether or not a degree is the objective and whether or not courses are audited or taken for credit.

Special program participant: a participant whose training included one or more of the following types of training: (1) courses, seminars, or other organized programs in a specialized field which may result in the award of a certificate or diploma; (2) intensive briefings and instruction on a specific job or group of related jobs with an opportunity for close observation of the work activities, actual work experience, or both; (3) brief visits to offices, businesses, factories, government agencies, or other organizations to observe work processes and activities.

Observation training team participants: trainees who have training programs of short duration, who usually are higher level people, and who learn primarily through observation at a number of facilities usually in a number of cities or other geographic areas.

REFERENCES

A.I.D. Participant Training Exit Interview Development Study. Washington, D.C., Office of International Training, Agency for International Development, ARC* Catalog No. 374.013, A 512c, U.S. Department of State, December 1967.

A narrative report which discusses the purpose, scope, and background rationale for the Exit Interview; the requirements for the Exit Interview program; the plan for developing instruments and procedures; technical considerations in constructing instruments, gathering data, and recording results; and reports from DETRI to AID/OIT. (5 Appendices)

Participant Assessment of A.I.D. Training Programs: A Descriptive Statistical Report. Washington, D.C., Office of International Training, Agency for International Development, ARC Catalog No. 374.013, A 512, U.S. Department of State, May 1968.

Descriptive findings from Exit Interviews conducted with 859 Academic and Special participants and 342 Observation Training Team members between July 1967 and February 1968. An overview of these participants' perceptions of, and reactions to, their entire training programs.

Participant Assessment of A.I.D. Training Programs: First Annual Report. Washington, D.C., Office of International Training, Agency for International Development, ARC Catalog No. 374.013, A 512a, U.S. Department of State, May 1969.

Descriptive and analytic findings from Exit Interviews conducted with 1810 Academic and Special participants and

*A.I.D. Reference Center, Room 1656 NS, AID/State Department, Washington, D.C., 20523.

610 Observation Training Team members between July 1967 and September 1968. An overview of these participants' reactions to various aspects of their A.I.D. experience and an examination of the relationship between key responses and training program characteristics. Includes a special intensive analysis of the principal satisfactions of Academic and Special participants. Recommendations. (One Appendix)

Participant Assessment of A.I.D. Training Programs: Second Annual Report. Washington, D.C., Office of International Training, Agency for International Development, ARC Catalog No. 374.013, A 512a, U.S. Department of State, July 1970.

Descriptive and analytic findings from Exit Interviews conducted with 1384 Academic and Special participants and 503 Observation Training Team members between September 1968 and September 1969. (Same format as First Annual Report, above.)

Guide for Users of the DETRI Exit Interview. Washington, D.C., Office of International Training, Agency for International Development, ARC Catalog No. 374.013 A 265f, U.S. Department of State, November 1970.

A narrative handbook to answer questions of those who have received Exit Interview questionnaires and reports and to reassure those who believe participant reactions imply personal criticism. A discussion of common problems raised by users of the Exit Interview with suggestions for reading individual questionnaires and using results in future programming.

PARTICIPANT ASSESSMENT OF USAID PHILIPPINES

From July 1967 through December 1970, 173 A.I.D. participants from the Philippines in Academic and Special training programs received exit interviews at the American University DETRI. This report presents aggregate data from these participants on items that are relevant to USAID activities in the Philippines. As the questionnaire for Academic and Special participants was revised during this reporting period, not all of these questions were asked of all the participants. Consequently, the total number of responses in each table does not always equal 173.

PART II

PARTICIPANT CHARACTERISTICS

Approximately 8 out of 9 of Filipino participants were in Special training programs, whereas as about 12% received Academic training in the United States (Table 1). Forty per cent of these participants received training in the field of public administration, while about 1 out of 3 studied in the field of health and sanitation (Table 2). The median length of sojourn for Academic participants was about 15 months, whereas the median sojourn length for participants in Special training programs was about 5 months (Table 6).

The median number of years of education for Filipino participants prior to their U.S. training programs was 16 years (Table 3). Their median age was 39 (Table 4). About 2 out of 3 of the Filipino participants who received exit interviews during this reporting period were males (Table 5).

Table 1

Q. How many participants had Academic training programs and how many had Special training programs?

TYPE OF PROGRAM	PARTICIPANTS	
	%	N
Academic	11.6	20
Special	88.4	153
<hr style="border-top: 1px dashed black;"/>		
TOTALS	100.0	173

Table 2

Q. In what fields of training were the participants?

FIELD OF TRAINING	PARTICIPANTS	
	%	N
Agriculture	8.1	8
Industry & Mining	5.0	5
Transportation	10.1	10
Health & Sanitation	33.3	33
Education	3.0	3
Public Administration	40.4	40
<hr style="border-top: 1px dashed black;"/>		
TOTALS	100.0	99

Table 3

Q. How many years of education did the participants have before beginning their A.I.D. training programs? (Item 169)

YEARS OF EDUCATION	PARTICIPANTS	
	%	N
7-11	4.6	8
12	1.2	2
13-15	35.2	61
16	18.5	32
17-18	21.4	37
19 and over	19.1	33

TOTALS	100.0	173

Table 4

Q. What were the ages of the participants? (Item 164)

AGE	PARTICIPANTS	
	%	N
27 or less	5.2	9
28-30	9.8	17
31-34	16.8	29
35-39	19.6	34
40-45	23.7	41
46 or more	24.9	43

TOTALS	100.0	173

Table 5

Q. What was the sex of the participants? (Item 165)

SEX	PARTICIPANTS	
	%	N
Male	67.4	116
Female	32.6	56
TOTALS	100.0	172

Table 6

Q. How long were the participants' sojourns in the United States? (Item 182)

LENGTH OF PROGRAM (Months)	ACADEMIC PARTICIPANTS		SPECIAL PARTICIPANTS	
	%	N	%	N
1-4	0.0	0	0.0	0
5-6	0.0	0	76.9	30
7-11	27.3	3	23.1	9
12-15	27.3	3	0.0	0
16-24	36.4	4	0.0	0
25 or more	9.1	1	0.0	0
TOTALS	100.0	11	100.0	39

PART II

OVERALL REACTIONS

The 5 tables which appear in this part of the report present data on items that were found to be important measures of participants' overall reactions in DETRI's 2 annual reports (May 1969 and July 1970). The Filipino participants' responses to these items are presented by fiscal year to show any changes in overall reactions that may have occurred over time.

Between 27 and 51% of the Filipino participants indicated that they were "extremely satisfied" ("1" ratings) with their total experience as A.I.D. participants in each of the 3 1/2 fiscal years during which DETRI has been gathering data. Less than 7% of the participants indicated much lower feelings of satisfaction by rating their total experience as A.I.D. participants below the mid-point on this scale in any of the 3 1/2 fiscal years (Table 7). There are no statistically significant changes over time in these satisfaction ratings.

The small number of Academic participants from the Philippines makes time comparisons in Table 8 somewhat unreliable. However, it is worth noting that only one of these participants rated his total technical training below the mid-point on this satisfaction scale in the 3 1/2 fiscal years under consideration (Table 8). Between 26 and 45% of the Filipino participants in Special training programs indicated that they were "extremely satisfied" with their total technical training by choosing the top position on this scale. Only two of the participants in Special training programs rated their satisfaction below the mid-point on this scale (Table 9).

The DETRI interviewers rated 32% of the Filipino participants to have become "more positive" in their feelings

about the United States as a society in Fiscal 1969. About 25% of the participants were rated in this manner in Fiscal 1970 and in the first half of Fiscal 1971 (Table 10). The interviewers also rated the Filipino participants' change in feelings about the American people. Almost 65% were rated as becoming "more positive" toward the American people in Fiscal 1969, 36.7% in Fiscal 1970, and 51.6% in the first half of Fiscal 1971 (Table 11). None of these changes over time are statistically significant.

Table 7

Q. How satisfied were the participants with their total experience as an A.I.D. participant? (Item 162)

SATISFACTION RATING	FY '68		FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N	%	N
1 (Extremely satisfied)	28.6	16	37.8	17	27.0	10	51.4	18
2	39.3	22	46.7	21	48.6	18	40.0	14
3	19.6	11	8.9	4	16.2	6	8.6	3
4	10.7	6	0.0	0	8.1	3	0.0	0
5								
6	1.8	1	6.7	3	0.0	0	0.0	0
7 (Not at all satisfied)								
TOTALS	100.0	56	100.0	45	100.0	37	100.0	35

Table 8

Q. Overall, how satisfied were the Academic participants with the total technical training they received? (Item 84A)

SATISFACTION RATING	FY '68		FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N	%	N
1 (Extremely satisfied)	57.1	4	60.0	3	16.7	1	50.0	1
2	14.3	1	40.0	2	66.7	4	50.0	1
3	28.6	2	0.0	0	0.0	0	0.0	0
4	0.0	0	0.0	0	16.7	1	0.0	0
5								
6	0.0	0	0.0	0	0.0	0	0.0	0
7 (Not at all satisfied)								
TOTALS	100.0	7	100.0	5	100.0	6	100.0	2

Table 9

Q. Overall, how satisfied were the Special participants with the total technical training they received? (Item 81S)

SATISFACTION RATING	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
1 (Extremely satisfied)	30.6	11	25.8	8	45.4	15
2	55.6	20	41.9	13	36.4	12
3	5.6	2	16.1	5	18.1	6
4	5.6	2	12.9	4	0.0	0
5	0.0	0	0.0	0	0.0	0
6	0.0	0	3.2	1	0.0	0
7 (Not at all satisfied)	2.8	1	0.0	0	0.0	0
TOTALS	100.0	36	100.0	31	100.0	33

Table 10

Q. How did the interviewers rate the participants' feelings about the U.S. society?

FEELINGS ABOUT U.S. SOCIETY	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
Became more positive	32.0	8	26.5	9	24.2	8
Stayed the same	52.0	13	47.0	16	60.6	20
Became more negative	16.0	4	26.5	9	15.2	5
TOTALS	100.0	25	100.0	34	100.0	33

Table 11

Q. How did the interviewers rate the participants' feelings about the American people?

FEELINGS ABOUT AMERICAN PEOPLE	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
Became more positive	64.7	22	36.7	11	51.6	16
Stayed the same	35.3	12	46.7	14	41.9	13
Became more negative	0.0	0	16.6	5	6.5	2
TOTALS	100.0	34	100.0	30	100.0	31

PART III
CONTRIBUTING OUTCOMES

The 4 items discussed in this part of the report were found to be related to the participants' overall reactions in DETRI's first and second annual reports (May 1969 and July 1970). They are presented by fiscal year to show any changes that may have occurred. Data are not available for Fiscal 1968 as these questions were not asked then.

Between 7 and 38% of the Filipino participants indicated that they were "extremely satisfied" ("1" rating) with the planning of their training program in the Philippines. Between 3 and 17% rated this planning below the mid-point on the scale. Although these differences appear large, they are not statistically significant due to the relatively small number of participants answering this question in each fiscal year (Table 12). Between 22 and 33% of the Filipino participants said they were "extremely satisfied" with orientations they received in their home country about the United States in each of the 2 1/2 fiscal years. Between 6 and 11% made ratings below the mid-point on this satisfaction scale (Table 13).

The small number of participants in Tables 14 and 15 makes time comparisons unreliable. None of the Academic participants gave low ratings (below the mid-point) to the suitability of their technical training programs to their home country conditions in any of the 2 1/2 fiscal years (Table 14). Between 32 and 52% of the Filipino participants indicated that their training programs were "extremely suitable" ("1" ratings) to their home country conditions. Only 3 participants gave ratings below the mid-point on this scale (Table 15).

Table 12

Q. How satisfied were the participants with the planning in their home country of their training program? (Item 49)

SATISFACTION RATING	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
1 (Extremely satisfied)	36.8	14	6.9	2	37.9	11
2	31.6	12	34.5	10	34.5	10
3	13.2	5	20.7	6	17.2	5
4	7.9	3	20.7	6	6.9	2
5						
6	10.5	4	17.2	5	3.4	1
7 (Not at all satisfied)						
TOTALS	100.0	38	100.0	29	100.0	29

Table 13

Q. How satisfied were the participants with the orientations they received in their home country about the United States? (Item 51)

SATISFACTION RATING	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
1 (Extremely satisfied)	30.6	11	22.2	8	33.3	10
2	33.3	12	25.0	9	46.7	14
3	22.2	8	19.4	7	10.0	3
4	8.3	3	22.2	8	3.3	1
5						
6	5.6	2	11.1	4	6.7	2
7 (Not at all satisfied)						
TOTALS	100.0	36	100.0	36	100.0	30

Table 14

Q. How suitable did the Academic participants feel their technical training program was to their home country conditions? (Item 83b)

SUITABILITY RATING	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
1 (Extremely suitable)	33.3	1	33.3	2	50.0	1
2	33.3	1	16.7	1	50.0	1
3	33.3	1	0.0	0	0.0	0
4	0.0	0	50.0	3	0.0	0
5	0.0	0	0.0	0	0.0	0
6	0.0	0	0.0	0	0.0	0
7 (Not at all suitable)	0.0	0	0.0	0	0.0	0
TOTALS	100.0	3	100.0	6	100.0	2

Table 15

Q. How suitable did the Special participants feel their technical training program was to their home country conditions? (Item 80b)

SUITABILITY RATING	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
1 (Extremely suitable)	42.9	6	32.3	10	51.5	17
2	35.7	5	35.5	11	39.4	13
3	14.3	2	19.4	6	9.1	3
4	0.0	0	6.4	2	0.0	0
5	7.1	1	6.4	2	0.0	0
6	0.0	0	0.0	0	0.0	0
7 (Not at all suitable)	0.0	0	0.0	0	0.0	0
TOTALS	100.0	14	100.0	31	100.0	33

PART IV
HOME COUNTRY EXPERIENCES

The remaining 2 parts of this report present items felt by DETPI and AID/OIT to be of interest to the USAID. The data on these items are presented in 3 columns in each table. The first column shows the distribution of responses for the Philippines, the second column the distribution for other Far Eastern countries, and the third column the distribution for all participants (world-wide data). The data in these tables have been combined for all the fiscal years reported on.

A. Selection Factors

Fifty-five per cent of the Filipino participants said they were not working on projects in their home country on which A.I.D. technicians were also working. This percentage is comparable to that for other Far Eastern countries (Table 16).

About 57% of the Filipino participants indicated that they met with representatives of their home country government to discuss their qualifications to take part in the A.I.D. training program. This is a higher percentage of participants than in the other Far Eastern countries. About 31% of the Filipino participants said they had no formal discussions with any government officials about their qualifications prior to their selection. Twenty-eight per cent said they had discussed their qualifications with A.I.D. representatives in their country (Table 17).

About 30% of the Filipino participants did not recall having to pass any examinations to qualify to take part in their training program. This is a higher percentage than in other Far Eastern countries. About 6% said they had to take an English language examination to qualify.

This is a much lower percentage than in other Far Eastern countries. About 70% recalled taking a medical examination to qualify (Table 18).

Eight out of 10 of the Filipino participants said they had had enough time between their notification of participation in the A.I.D. training program and notification of their departure date to make necessary arrangements (Table 19). About 70% said they had adequate time between the notification of their departure date and the actual day on which they left their country (Table 20). These figures are comparable to those for other Far Eastern countries.

Table 16

Q. At the time of their selection, were the participants working on a project in their home country on which A.I.D. technicians were also working? (Item 3)

WORKING WITH A.I.D. TECHNICIANS	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
No	55.1	49	54.4	568	57.4	1952
Yes	38.2	34	38.2	399	36.2	1229
Don't know	6.7	6	7.4	77	6.4	215
TOTALS	100.0	89	100.0	1044	100.0	3396

Table 17 *

Q. Before the participants finally knew they would be a participant, did they have any formal discussions with any government officials about their qualifications to take part in the A.I.D. training program? If so, who were these officials? (Items 4 & 5)

GOVERNMENT OFFICIALS	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
None	31.0	52	37.3	564	42.4	2290
A.I.D. representatives	28.3	49	28.5	434	30.7	1670
Other U.S. government representatives	1.8	2	6.3	71	5.8	211
Representatives of home country government	56.6	98	39.1	595	36.0	1957

*Percentages add to more than 100% because participants were allowed more than one answer.

Table 18

Q. Before they finally knew they would be a participant, did the participants have to pass medical, English language, or other special examinations to qualify to take part in the training program? If so, which examinations? (Items 6 & 7)

EXAMINATION	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
None	29.5	59	7.0	106	23.4	1023
Medical	70.5	79	75.1	845	73.1	2649
English language	6.3	7	87.0	979	59.6	2162
Other	9.8	11	14.0	158	11.7	424

* Percentages add to more than 100% because participants were allowed more than one answer.

Table 19

Q. Was the time between when the participants finally knew they would be a participant and when they were notified of their departure date adequate to make necessary arrangements? (Item 9)

ENOUGH TIME	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
No	20.5	35	24.0	363	25.3	1364
Yes	79.5	136	76.0	1150	74.7	4027
TOTALS	100.0	171	100.0	1513	100.0	5391

Table 20

Q. Was the time between when the participants were notified of their departure date and the actual day on which they left their home country adequate? (Item 11)

ENOUGH TIME	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
No	30.8	53	38.9	590	38.0	2051
Yes	69.2	119	61.1	927	62.0	3337
TOTALS	100.0	172	100.0	1517	100.0	5388

B. Briefings

Ninety-five per cent of the Filipino participants attended formal planning and orientation meetings in their home country before they left for the United States. This percentage is higher than the percentage for other Far Eastern countries (Table 21). About 2 out of 3 of the Filipino participants said that other A.I.D. participants going to the United States attended these planning and orientation meetings. This percentage is also higher than that for other Far Eastern countries. Sixty-four per cent of the Filipino participants said that A.I.D. representatives attended these formal planning and orientation meetings, and 34% said that former participants from the Philippines were there (Table 22).

About 80% of the Filipino participants said that A.I.D. administrative policies and regulations were discussed at their planning and orientation meetings. Seventy-six per cent said that general objectives of Philippine/A.I.D. development programs were discussed; 66% said relationships between major cultural aspects of the Philippines and the United States were discussed; and about 40% said that specific objectives of their technical training program, the relationship of these objectives to a development project in the Philippines, and the outline of their proposed plan were discussed. All of these percentages are higher than those given by participants from other Far Eastern countries to these items (Table 23).

Table 21

Q. Did the participants attend any formal planning and orientation meeting(s) in their home country before they left? (Item 19)

ATTENDED MEETING	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
No	5.4	6	26.1	293	23.3	842
Yes	94.6	106	73.9	829	76.7	2777
TOTALS	100.0	112	100.0	1122	100.0	3619

Table 22*

Q. Who else attended the participants' planning and orientation meeting(s) in their home country? (Item 20)

PEOPLE ATTENDING	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
Supervisor	8.9	10	6.5	73	6.0	217
Representatives of home country government	8.9	10	12.8	144	13.5	490
A.I.D. representatives	64.3	72	54.1	609	59.0	2138
Former A.I.D. participants from home country	33.9	38	24.7	278	23.8	863
Other A.I.D. participants going to the United States	64.3	72	32.4	364	42.2	1531

*Percentages add to more than 100% because participants were allowed more than one answer.

Table 23*

Q. What did the participants hear about at their planning and orientation meeting(s) in their home country? (Item 21)

TOPICS DISCUSSED	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
General objectives of joint home country/AID development projects or programs	75.9	85	38.5	433	44.0	1594
Specific objectives of technical training program	41.1	46	18.0	203	23.9	866
Relationship of objectives of technical training program to a development project or program in home country	43.8	49	16.4	184	20.6	747
Outline of the proposed plan for technical training program	39.3	44	17.4	196	23.1	837
A.I.D. administrative policies and regulations	81.3	91	44.4	500	52.3	1895
Relationships between major cultural aspects of my home country and those of the United States	66.1	74	38.6	434	41.4	1501

*Percentages add to more than 100% because participants were allowed more than one answer.

C. Planning

Ninety-five per cent of the Filipino participants said they received a copy of their PIO/P before they left for the United States. This is a higher percentage than in other Far Eastern countries (Table 24). About 1 out of 4 of the Filipino participants indicated that there were some aspects of the proposed plan for their technical training program with which they disagreed or which were not clear to them when they left the Philippines (Table 25). The aspect of the proposed plan which was most often unclear or disagreed with was the training facilities to be attended in the United States. About 12% of the Filipino participants either disagreed with or were unclear about this aspect of their proposed plan (Table 26).

About 46% of the Filipino participants said they had had an opportunity to make suggestions about the proposed plan for their technical training program prior to their departure for the United States (Table 27). About 70% of these participants felt that their personal participation in the planning of their proposed program was "adequate." This is a higher percentage than for other Far Eastern countries where more participants felt that their personal participation was "somewhat inadequate" (Table 28). Forty-eight per cent of the Filipino participants said that their supervisors' participation in the planning of their program was "adequate." More of the Filipino participants could not rate the adequacy of their supervisors' participation in the planning of their technical training programs in other Far Eastern countries (Table 29).

Table 24

Q. Did the participants receive a copy of their PIO/P for their training before they left for the United States? (Item 18)

RECEIVED PIO/P	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
No	4.5	5	16.7	188	20.3	732
Yes	95.5	107	83.3	935	79.7	2878
TOTALS	100.0	112	100.0	1123	100.0	3610

Table 25

Q. At the time the participants left their home country, were there any aspects of the proposed plan for their technical training program with which they disagreed or that were not clear to them? (Item 26)

ASPECT UNCLEAR OR DISAGREED WITH	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
No	75.2	82	66.4	745	68.4	2463
Yes	24.8	27	33.6	377	31.6	1136
TOTALS	100.0	109	100.0	1122	100.0	3599

Table 26

Q. Which of the following aspects of their proposed plan did the participants disagree with or were unclear about? (Item 27)

ASPECT	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
Objectives of training program	3.6	4	7.2	81	6.1	220
How training was planned to be used upon return to home country	7.1	8	8.3	93	7.6	276
General content of training	8.9	10	14.0	157	13.0	472
Training facility(ies)	11.6	13	8.2	92	7.9	287
Overall length of training	6.3	7	9.5	107	9.7	351

Table 27

Q. Prior to their departure, did the participants have an opportunity to make suggestions about the proposed plan for their technical training program? (Item 22)

OPPORTUNITY TO MAKE SUGGESTIONS	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
No	54.1	60	60.6	678	67.3	2430
Yes	45.9	51	39.4	441	32.7	1176
TOTALS	100.0	111	100.0	1119	100.0	3606

Table 28

Q. How adequate was the participants' personal participation in the planning of their proposed technical training program? (Item 24)

ADEQUACY OF PARTICIPATION	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
Very inadequate	12.8	11	11.6	116	16.9	541
Somewhat inadequate	17.4	15	34.6	345	27.5	884
Adequate	69.8	60	53.8	537	55.6	1790
TOTALS	100.0	86	100.0	998	100.0	3215

Table 29

Q. How adequate was the participants' supervisors' participation in the planning of their proposed technical training program? (Item 25)

ADEQUACY OF SUPERVISORS' PARTICIPATION	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
Very inadequate	14.0	12	9.2	92	10.5	337
Somewhat inadequate	8.1	7	25.0	251	16.5	536
Adequate	47.7	41	46.4	466	41.8	1349
Don't know or not applicable	30.2	26	19.5	196	31.2	1012
TOTALS	100.0	86	100.0	1005	100.0	3234

PART V

THE TRAINING PROGRAM AND HOME COUNTRY UTILIZATION

A. Training Program Changes

Fifty-eight per cent of the Filipino participants said that no changes were made in their technical training program after they reached their first training facility in the United States. Less than 2% said that any changes that were made were suggested by officials of their home country government or representatives of A.I.D. in the Philippines. All of these percentages are lower than in other Far Eastern countries (Table 30).

Table 30*

Q. Were any changes made in the participants' technical training program after they reached their first training facility? If so, who suggested these changes? (Items 77A, 72S & 78A & 73S)

SUGGESTED CHANGES	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
None	58.0	91	69.6	1016	66.2	2305
Officials of home country government	1.3	2	2.9	43	3.6	126
Representatives of A.I.D. in home country	.6	1	1.4	21	2.0	71

* Percentages do not add to 100% because not all alternatives in the item are listed.

B. Language Training

Six of the seven Filipino participants who said they received formal English language training prior to leaving the Philippines said that it was "extremely useful" (1 rating) in preparing them for their experiences in the United States (Table 31).

Table 31

Q. How useful did the participants find the English language training they received in their home country? (Item 16)

USEFULNESS RATING	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
1 (Extremely useful)	85.7	6	29.6	241	30.2	486
2	14.3	1	23.1	188	22.3	358
3	0.0	0	22.4	182	21.3	344
4	0.0	0	14.5	118	15.8	253
5	0.0	0	7.5	61	7.4	120
6	0.0	0	1.7	14	1.9	31
7 (Not at all useful)	0.0	0	1.1	9	1.1	19
TOTALS	100.0	7	100.0	813	100.0	1611

C. Home Country Position

About 95% of the Filipino participants indicated they knew the job they would have when they returned to the Philippines. This is a higher percentage than in other Far Eastern countries (Table 32). About 80% of these participants said that their jobs would involve training others in specific work skills or teaching students (Table 33). Eighty-four per cent of the Filipino participants felt that their A.I.U. training in the United States would help them "a great amount" in their training or teaching in the Philippines. About 15% felt that their training would help "some." This is a higher percentage indicating "a great amount," and a smaller percentage indicating "some" than in other Far Eastern countries (Table 34).

Table 32

Q. Did the participants know the job they will have when they return to their country after completing their training program? (Item 152)

KNOW JOB	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
No	5.3	9	17.2	259	17.4	936
Yes	94.7	161	82.8	1247	82.6	4450
TOTALS	100.0	170	100.0	1506	100.0	5386

Table 33

Q. Will the participants' jobs involve training others in specific work skills or teaching students? (Item 156)

TEACH OTHERS	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
No	20.2	21	27.7	253	27.1	790
Yes	79.8	83	72.3	662	72.9	2134
TOTALS	100.0	104	100.0	915	100.0	2924

Table 34

Q. How much of their A.I.D. training will help the participants in training or teaching? (Item 157)

TRAINING WILL HELP:	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
A little	1.2	1	1.8	12	2.9	64
Some	15.3	13	32.7	220	27.8	608
A great amount	83.5	71	65.5	441	69.3	1516
TOTALS	100.0	85	100.0	673	100.0	2188

D. Expected Utilization Problems

Over 80% of the Filipino participants expected to have some difficulty using their training due to a lack of equipment, tools, or facilities in the Philippines. This is a higher percentage than in other Far Eastern countries (Table 35). Nearly 90% said that a lack of money would be a problem for them in using their training. This is also a higher percentage than in other Far Eastern countries (Table 36).

About 2 out of 3 of the Filipino participants said that a lack of qualified staff would cause difficulties in using their training, while 28% said that a lack of help from their immediate supervisor would cause some problems (Tables 37 and 38). Almost half of the Filipino participants expected to have difficulties in using their training due to a lack of support from higher officials (Table 39).

About 3 out of 4 of the Filipino participants said that resistance by people to changing ways of doing things would be a problem in using their training. This is a higher proportion than in other Far Eastern countries (Table 40).

Table 35

Q. Will the participants have a problem due to a lack of equipment, tools, or facilities in using their training? (Item 158a)

PROBLEM WITH LACK OF EQUIPMENT	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
None	18.8	32	35.5	532	38.5	2048
Some	42.4	72	36.4	546	39.5	2104
Much	38.8	66	28.1	422	22.0	1173
TOTALS	100.0	170	100.0	1500	100.0	5325

Table 36

Q. Will lack of money be a problem for participants in using their training? (Item 158b)

PROBLEM WITH LACK OF MONEY	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
None	11.2	19	26.3	392	29.3	1555
Some	40.0	68	41.0	612	42.6	2264
Much	48.8	83	32.7	487	28.1	1491
TOTALS	100.0	170	100.0	1491	100.0	5310

Table 37

Q. Will a lack of qualified staff be a problem for participants in using their training? (Item 158c)

PROBLEM WITH LACK OF QUALIFIED STAFF	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
None	31.2	53	36.7	547	42.8	2273
Some	44.7	76	44.6	566	41.7	2213
Much	24.1	41	18.7	279	15.5	822
TOTALS	100.0	170	100.0	1492	100.0	5308

Table 38

Q. Will the participants have a problem in using their training due to lack of help from their immediate supervisor? (Item 158d)

PROBLEM WITH LACK OF HELP	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
None	72.0	121	62.7	932	70.2	3689
Some	23.2	39	31.0	461	24.7	1298
Much	4.8	8	6.3	94	5.1	267
TOTALS	100.0	168	100.0	1487	100.0	5254

Table 39

Q. Will the participants have a problem with lack of support from higher officials in using their training? (Item 158e)

PROBLEM WITH LACK OF SUPPORT	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
None	50.3	84	51.9	774	58.6	3083
Some	38.9	65	39.8	593	33.6	1765
Much	10.8	18	8.3	123	7.8	411
TOTALS	100.0	167	100.0	1490	100.0	5259

Table 40

Q. Will resistance by people to changing ways of doing things be a problem for the participants in using their training? (Item 158f)

PROBLEM WITH RESISTANCE	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
None	27.5	46	45.1	672	41.5	2196
Some	45.5	76	45.0	670	46.1	2436
Much	26.9	45	9.9	147	12.4	658
TOTALS	100.0	167	100.0	1489	100.0	5290

E. Expected USAID Assistance

About 91% of the Filipino participants said that they expected to call on the USAID Mission in their home country to help them in using their training. This is a higher percentage than in other Far Eastern countries. Eighty-one per cent of these participants said that the USAID could help them by providing professional magazines, journals, and other printed material; 75% hoped that USAID could provide equipment, tools, and facilities; and about 70% said the provision of U.S. training for fellow workers would be helpful. All of these percentages are higher than those given by participants from other Far Eastern countries on these items (Table 41).

Table 41*

Q. Do the participants expect to call on the A.I.D. Mission in their home country to help them use their training in their home country? If so, what ways may the Mission help? (Items 159&160)

HELP EXPECTED	PHILIPPINES		OTHER FE		WORLD-WIDE	
	%	N	%	N	%	N
None	8.9	10	18.6	208	21.2	765
Provide technical advisors	48.2	54	40.7	458	37.4	1357
Provide equipment, tools, facilities	75.0	84	59.4	668	50.7	1837
Provide professional magazines, journals, and other printed material	81.3	91	69.7	784	66.1	2396
Conduct seminars, meetings and conferences	44.6	50	34.8	392	37.7	1368
Provide U.S. training for fellow workers	69.6	78	47.3	532	49.8	1806
Help A.I.D. participants keep in touch with each other	52.7	59	44.2	497	43.0	1560

*Percentages add to more than 100% because participants were allowed more than one answer.