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PARTICIPANT ASSESSMENT

OF

USAID AFGHANISTAN

PROFILE REPORT

February 1971

The American University
DEVELOPMENT EDUCATION AND TRAINING RESEARCH INSTITUTE
2139 Wisconsin Avenue, N.W.
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.

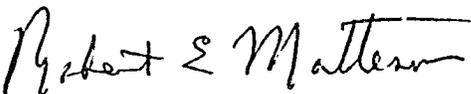
With the advent of the data bank as a part of DETRI's operation, it is now possible to prepare a wider variety of reports designed for special reader audiences. There will be profile reports prepared especially for USAIDs, for participating agencies, for major training facilities, etc. This USAID profile 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 Afghan 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-2865. 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 AFGHANISTAN

From July 1967 through December 1970, 138 A.I.D. participants in Special and Academic training programs from Afghanistan 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 Afghanistan. As the questionnaire for Special and Academic participants was revised during this reporting period, not all of these questions were asked of all of the participants. Consequently the total number of responses in each table does not always equal 138.

PART I

PARTICIPANT CHARACTERISTICS

Thirty-eight percent of the Afghan participants were in Academic training programs while 62% received Special training programs (Table 1). Forty percent received training in the field of agriculture, 26% in education, and 13% in public administration (Table 2). The median length of sojourn for the Academic participants was about 22 months, whereas the median sojourn length for participants in Special training programs was about 7 months (Table 3).

The median number of years of education for Afghan participants prior to their U.S. training programs was 16 years (Table 4). Their median age was 30 (Table 5). Ninety-six percent of the Afghan participants who received exit interviews during this reporting period were males (Table 6).

Table 1

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

TYPE OF PROGRAM	PARTICIPANTS	
	%	N
Academic	37.7	52
Special	62.3	86
<hr/>		
TOTALS	100.0	138

Table 2

Q. In what fields of training were the participants?

FIELD OF TRAINING*	PARTICIPANTS	
	%	N
Agriculture	40.2	33
Industry & Mining	7.3	6
Transportation	3.7	3
Health & Sanitation	9.8	8
Education	25.6	21
Public Administration	13.4	11
<hr/>		
TOTALS	100.0	82

* This table presents only those categories used in the annual reports.

Table 3

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	27.5	14
5-6	2.8	1	21.5	11
7-11	2.8	1	27.5	14
12-15	19.4	7	15.7	8
16-24	38.9	14	7.8	4
25 or more	36.1	13	0.0	0
TOTALS	100.0	36	100.0	51

Table 4

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	2.2	3
12	24.6	34
13-15	22.5	31
16	31.9	44
17-18	13.0	18
19 and over	5.8	8
TOTALS	100.0	138

Table 5

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

AGE	PARTICIPANTS	
	%	N
27 or less	38.4	53
28-30	19.6	27
31-34	20.3	28
35-39	15.2	21
40-45	2.9	4
46 or more	3.6	5
<hr style="border-top: 1px dashed black;"/>		
TOTALS	100.0	138

Table 6

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

SEX	PARTICIPANTS	
	%	N
Male	96.4	133
Female	3.6	5
<hr style="border-top: 1px dashed black;"/>		
TOTALS	100.0	138

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 two annual reports (May 1969 and July 1970). The Afghan 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 46% of the Afghan participants indicated that they were "extremely satisfied" ("1" ratings) with their total experience as A.I.D. participants in the 3 1/2 fiscal years during which DETRI has been gathering data. Between 3 and 9% of the participants indicated much lower feelings of satisfaction by rating their total experiences as A.I.D. participants below the mid-point on this satisfaction scale in Fiscal 1968, 1969 and 1970. None of the participants in Fiscal 1971 gave ratings below the mid-point (Table 7). There are no statistically significant changes over time in these satisfaction ratings.

Between 70 and 77% of the Academic participants from Afghanistan gave high ratings of satisfaction ("1" or "2") with the total technical training they received in Fiscal years 1968, 1969, and 1970. Between 9 and 15% of the participants in these 3 fiscal years gave ratings of satisfaction below the mid-point on the scale. The total number of Academic participants in the first half of Fiscal 1971 giving ratings of satisfaction with the total technical training they received was too small to permit meaningful comparisons (Table 8). There are no significant changes over time in the ratings on this item.

Between 55 and 72% of the Afghan participants who took part in Special training programs gave high satisfaction

ratings ("1" or "2") to these programs. Four of the participants in Fiscal 1969 and none of the participants in Fiscal 1970 and the first half of Fiscal 1971 gave ratings below the mid-point of the satisfaction scale (Table 9). The small number of participants in Fiscal 1969 and 1971 make comparisons over time unreliable.

Between 41 and 56% of the Afghan participants were rated by the DETRI interviewers as becoming "more positive" toward the United States as a society in Fiscal 1969, 1970 and the first half of Fiscal 1971 (Table 10). The DETRI interviewers' ratings of the participants' feelings about the American people ranged from 73% becoming "more positive" toward the American people in Fiscal 1969 to 47% becoming "more positive" in the first half of Fiscal 1971 (Table 11). The small number of participants in Fiscal 1969 do not permit meaningful comparisons over time. W

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)	45.7	16	27.3	9	41.2	21	38.9	7
2	20.0	7	33.3	11	33.3	17	38.9	7
3	17.1	6	30.3	10	17.6	9	16.7	3
4	8.6	3	6.1	2	3.9	2	5.6	1
5								
6	8.6	3	3.0	1	3.9	2	0.0	0
7 (Not at all satisfied)								
TOTALS	100.0	35	100.0	33	100.0	51	100.0	18

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)	6.3	2	15.0	3	31.8	7	33.3	2
2	68.8	22	55.0	11	45.5	10	33.3	2
3	6.3	2	15.0	3	4.5	1	33.3	2
4	6.3	2	0.0	0	9.1	2	0.0	0
5								
6	12.5	4	15.0	3	9.1	2	0.0	0
7 (Not at all satisfied)								
TOTALS	100.0	32	100.0	20	100.0	22	100.0	6

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)	9.1	1	42.9	12	50.0	6
2	45.5	5	28.6	8	16.7	2
3	0.0	0	21.4	6	33.3	4
4	9.1	1	7.1	2	0.0	0
5	27.3	3	0.0	0	0.0	0
6	9.1	1	0.0	0	0.0	0
7 (Not at all satisfied)	0.0	0	0.0	0	0.0	0
TOTALS	100.0	11	100.0	28	100.0	12

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	46.2	6	55.8	24	41.2	7
Stayed the same	23.1	3	32.6	14	23.5	4
Became more negative	30.8	4	11.6	5	35.3	6
TOTALS	100.0	13	100.0	43	100.0	17

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	72.7	8	59.6	28	47.1	8
Stayed the same	27.3	3	31.9	15	29.4	5
Became more negative	0.0	0	8.5	4	23.5	4
TOTALS	100.0	11	100.0	47	100.0	17

NOTE

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 over time. Fiscal 1968 does not appear in these tables because these 4 items were not asked during that time period.

Between 41 and 69% of the Afghan participants rated their satisfaction with the planning of their training program in Afghanistan at one of the top 2 scale positions during the 2 1/2 fiscal years. Conversely, 12% of the participants in Fiscal 1969 and 13% in Fiscal 1970 rated their satisfaction below the mid-point on the scale. None of the participants in the first half of Fiscal 1971 gave ratings below the mid-point. There are no statistically significant changes over time in this table (Table 12).

Between 36 and 79% of the Afghan participants rated their satisfaction with the orientations they received in Afghanistan at one of the top 2 scale positions during the 2 1/2 fiscal years. Between 14 and 23% of the participants indicated low satisfaction (ratings below the mid-point on the scale). The small number of participants in Fiscal 1969 and Fiscal 1971 do not permit meaningful comparisons over time (Table 13).

The small number of Academic participants in Fiscal 1969 and the first half of Fiscal 1971 make time comparisons presented in Table 14 unreliable. It is worth noting, however, that only 1 participant in Fiscal 1969 and 2 participants in Fiscal 1970 gave ratings of satisfaction below the mid-point on the scale. Between 67 and 77% of the Academic participants rated the suitability of their technical training to their home country conditions in either the first or second position on the satisfaction scale (Table 14).

Between 25 and 83% of the participants in Special training programs in the 2 1/2 fiscal years gave one of the top 2 scale ratings to the suitability of these programs to their home country conditions. Only 4 participants in the 3 fiscal periods gave ratings below the mid-point on the scale. Because of the small number of participants in Fiscal 1969 and the first half of Fiscal 1971 comparisons over time are unreliable (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)	29.4	5	20.0	9	37.5	6
2	11.8	2	26.7	12	31.3	5
3	11.8	2	33.3	15	12.5	2
4	35.3	6	6.7	3	18.8	3
5	11.8	2	8.9	4	0.0	0
6	0.0	0	2.2	1	0.0	0
7 (Not at all satisfied)	0.0	0	2.2	1	0.0	0
TOTALS	100.0	17	100.0	45	100.0	16

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)	21.4	3	35.9	14	42.9	6
2	14.3	2	15.4	6	35.7	5
3	21.4	3	12.8	5	0.0	0
4	28.6	4	12.8	5	7.1	1
5	7.1	1	15.4	6	14.3	2
6	0.0	0	5.1	2	0.0	0
7 (Not at all satisfied)	7.1	1	2.6	1	0.0	0
TOTALS	100.0	14	100.0	39	100.0	14

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)	28.6	2	31.8	7	33.3	2
2	42.9	3	45.5	10	33.3	2
3	14.3	1	4.5	1	33.3	2
4	0.0	0	9.1	2	0.0	0
5	14.3	1	9.1	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	7	100.0	22	100.0	6

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)	12.5	1	25.9	7	58.3	7
2	12.5	1	37.0	10	25.0	3
3	0.0	0	29.6	8	8.3	1
4	50.0	4	3.7	1	0.0	0
5	0.0	0	0.0	0	8.3	1
6	25.0	2	3.7	1	0.0	0
7 (Not at all suitable)	0.0	0	0.0	0	0.0	0
TOTALS	100.0	8	100.0	27	100.0	12

PART IV

HOME COUNTRY EXPERIENCES

The remaining 2 parts of this report present items felt by DETBI 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 Afghanistan, the second column the distribution for other Near East-South Asian (NESA) countries, and the third column the distribution for all participants (world-wide data). The data in these tables have been combined for all of the fiscal years reported on.

A. Selection Factors

Less than 1 out of 5 of the Afghan participants said they were not working on projects in their home country on which the A.I.D. technicians were also working. This is a lower percentage than that given by participants from other NESA countries (Table 16). About 2 out of 5 of the Afghan participants indicated that they had met with representatives of their home country government to discuss their qualifications to take part in the A.I.D. training program. Approximately 37% said they had had no formal discussions with any government official about their qualifications to take part in their program prior to their selection. This percentage is lower than that given by participants from other NESA countries. About 33% of the Afghan participants said they had met with A.I.D. representatives to discuss their qualifications to take part in the training program. This percentage is higher than that from other NESA participants (Table 17).

About 7% of the participants from Afghanistan did not recall having to pass any examinations to qualify to take part in their training program. This is a lower percentage than that given by participants from other NESA countries.

About 83% said they had had to pass an English language examination to qualify for their training program. This percentage is higher than that from other NESA countries (Table 18).

About 4 out of 5 of the Afghan 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% of the Afghan participants said that they had had adequate time between the notification of their departure date and the actual day on which they left their home country (Table 20).

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	AFGHANISTAN		OTHER NESA		WORLD-WIDE	
	%	N	%	N	%	N
No	19.1	16	58.9	539	57.4	1.
Yes	73.8	62	35.1	321	36.2	1229
Don't know	7.1	6	6.0	55	6.4	215
TOTALS	100.0	84	100.0	915	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	AFGHANISTAN		OTHER NESA		WORLD-WIDE	
	%	N	%	N	%	N
None	36.8	32	53.9	521	42.2	2290
A.I.D. representatives	33.3	46	18.5	266	30.7	1670
Other U.S. government representatives	4.6	4	3.8	37	5.8	211
Representatives of home country government	39.9	55	32.9	474	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	AFGHANISTAN		OTHER NESAs		WORLD-WIDE	
	%	N	%	N	%	N
None	7.0	6	20.1	193	23.4	1023
Medical	78.2	68	71.8	696	73.1	2649
English language	82.8	72	34.8	338	59.6	2162
Other	13.8	12	6.6	64	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	AFGHANISTAN		OTHER NESAs		WORLD-WIDE	
	%	N	%	N	%	N
No	18.8	26	25.8	369	25.3	1364
Yes	81.2	112	74.2	1060	74.7	4027
TOTALS	100.0	138	100.0	1429	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	AFGHANISTAN		OTHER NESA		WORLD-WIDE	
	%	N	%	N	%	N
No	29.6	40	39.2	561	38.0	2051
Yes	70.4	95	60.8	869	62.0	3337
TOTALS	100.0	135	100.0	1430	100.0	5388

B. Briefings

About 84% of the Afghan participants said they attended formal planning and orientation meetings in their home country before they left for the United States. This is a comparable percentage to that given by participants from other NESAs countries (Table 21). Less than 4% of the Afghan participants said that representatives of their home country government attended the planning and orientation meetings, and 15% indicated that former A.I.D. participants from their home country had attended the meetings. These percentages are lower than those from other NESAs countries. About 18% of the Afghan participants indicated that their supervisor had attended the planning and orientation meetings. This is a higher percentage than that from other NESAs countries (Table 22).

About 37% of the Afghan participants said that the general objectives of joint home country/A.I.D. development projects or programs had been discussed in their home country planning and orientation meetings. This percentage is lower than for other NESAs countries. About 48% of the Afghan participants said they heard about A.I.D. administrative policies and regulations at their home country planning and orientation meetings. Nearly 36% indicated that the relationship between major cultural aspects of their country and those of the United States had been discussed, and 23% recalled hearing about the relationship of the objectives of their technical training program to a development project or program in their home country. About 22% of the Afghan participants said that the specific objectives of their technical training program had been discussed, and about 20% indicated that an outline of the proposed plan for the technical training program had been presented in their planning and orientation meeting. These percentages are comparable to those given by participants in other NESAs countries (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	AFGHANISTAN		OTHER NESAs		WORLD-WIDE	
	%	N	%	N	%	N
No	16.1	14	18.0	174	23.3	842
Yes	83.9	73	82.0	795	76.7	2777
TOTALS	100.0	87	100.0	969	100.0	3619

Table 22*

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

PEOPLE ATTENDING	AFGHANISTAN		OTHER NESAs		WORLD-WIDE	
	%	N	%	N	%	N
Supervisor	18.4	16	5.4	52	6.0	217
Representatives of home country government	3.4	3	19.3	187	13.5	490
A.I.D. representatives	57.5	5	64.8	629	59.0	2138
Former A.I.D. participants from home country	14.9	13	29.8	289	23.8	863
Other A.I.D. participants going to the United States	46.0	40	51.2	497	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	AFGHANISTAN		OTHER NESA		WORLD-WIDE	
	%	N	%	N	%	N
General objectives of joint home country/AID development projects or programs	36.8	32	53.1	515	44.0	1594
Specific objectives of technical training program	21.8	19	25.6	248	23.9	866
Relationship of objectives of technical training program to a development project or program in home country	23.0	20	19.4	188	20.6	747
Outline of the proposed plan for technical training program	19.5	17	23.9	232	23.1	837
A.I.D. administrative policies and regulations	48.3	42	54.8	532	52.3	1895
Relationships between major cultural aspects of my home country and those of the United States	35.6	31	48.9	474	41.4	1501

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

C. Planning

Sixty-nine percent of the Afghan participants said they received a copy of their PIO/P before they left for the United States. This percentage is lower than that from other NESAs countries (Table 24). About 48% 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 Afghanistan. This percentage is higher than that from other NESAs countries (Table 25). The 2 aspects of the proposed plan which were most often unclear or disagreed with were the overall length of the training program and the general content of training. The percentage of Afghan participants indicating that the overall length of training had been unclear or that they had disagreed with it was higher than for other NESAs participants (Table 26).

About 37% of the Afghan 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. This percentage is comparable with that of participants in other NESAs countries (Table 27). About 61% of the Afghan participants felt that their personal participation in the planning of their proposed training programs was "adequate." About 48% felt that the participation of their supervisors was "adequate." Both of these percentages are comparable to those given by participants from other NESAs countries (Tables 28 and 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	AFGHANISTAN		OTHER NESAs		WORLD-WIDE	
	%	N	%	N	%	N
No	31.0	27	17.5	169	20.3	732
Yes	69.0	60	82.5	796	79.7	2878
TOTALS	100.0	87	100.0	965	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	AFGHANISTAN		OTHER NESAs		WORLD-WIDE	
	%	N	%	N	%	N
No	51.7	45	68.4	657	68.4	2463
Yes	48.3	42	31.6	304	31.6	1136
TOTALS	100.0	87	100.0	961	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	AFGHANISTAN		OTHER NESA		WORLD-WIDE	
	%	N	%	N	%	N
Objectives of training program	12.6	11	6.1	59	6.1	220
How training was planned to be used upon return to home country	8.0	7	7.4	72	7.6	276
General content of training	16.1	14	13.5	131	13.0	472
Training facility(ies)	9.2	8	9.1	88	7.9	287
Overall length of training	27.6	24	9.3	90	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	AFGHANISTAN		OTHER NESA		WORLD-WIDE	
	%	N	%	N	%	N
No	63.1	53	70.2	677	67.3	2430
Yes	36.9	31	29.8	288	32.7	1176
TOTALS	100.0	84	100.0	965	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	AFGHANISTAN		OTHER NESA		WORLD-WIDE	
	%	N	%	N	%	N
Very inadequate	11.2	9	23.1	201	16.9	541
Somewhat inadequate	27.5	22	27.6	241	27.5	884
Adequate	61.3	49	49.3	430	55.6	1790
TOTALS	100.0	80	100.0	872	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	AFGHANISTAN		OTHER NESA		WORLD-WIDE	
	%	N	%	N	%	N
Very inadequate	13.6	11	11.3	99	10.5	337
Somewhat inadequate	13.6	11	14.3	125	16.5	536
Adequate	48.1	39	35.0	307	41.8	1349
Don't know or not applicable	24.7	20	39.4	346	31.2	1012
TOTALS	100.0	81	100.0	877	100.0	3234

PART V

THE TRAINING PROGRAM AND HOME COUNTRY UTILIZATION

A. Training Program Changes

Nearly 2 out of 3 of the Afghan participants indicated that no changes in their technical training program were made after they reached their first training facility in the United States. Approximately 1% said that any changes that were made were suggested by officials of their home country government (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	AFGHANISTAN		OTHER NESAs		WORLD-WIDE	
	%	N	%	N	%	N
None	64.9	48	56.1	455	66.2	2305
Officials of home country government	1.1	1	3.8	37	3.6	126
Representatives of A.I.D. in home country	4.6	4	2.4	23	2.0	71

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

B. Language Training

Fifty-six of the Afghan participants said they received English language training in Afghanistan to prepare them for their experiences in the United States. Thirty-nine percent of these participants felt that this training was "extremely useful" ("1" ratings). The usefulness ratings given by Afghan participants to the English language training they received in their home country are comparable to those given by participants from other NESAs countries (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	AFGHANISTAN		OTHER NESAs		WORLD-WIDE	
	%	N	%	N	%	N
1 (Extremely useful)	39.3	22	25.7	68	30.2	486
2	19.6	11	21.1	56	22.3	358
3	23.2	13	22.6	60	21.3	344
4	12.5	7	20.0	53	15.8	253
5	5.4	3	6.8	18	7.4	120
6	0.0	0	1.9	5	1.9	31
7 (Not at all useful)	0.0	0	1.9	5	1.1	19
TOTALS	100.0	56	100.0	265	100.0	1611

C. Home Country Position

More than 3 out of 4 of the Afghan participants indicated that they knew the job they would have when they returned to Afghanistan. This is a lower percentage than for participants from other NESAs countries (Table 32). Eighty-four percent of the Afghan participants said their jobs would involve training others in specific work skills or teaching students. This is a higher percentage than for other NESAs countries (Table 33). About 63% of the Afghan participants felt that their A.I.D. training in the United States would help them "a great amount" in their training or teaching in Afghanistan. About 1 out of 3 felt the training would help "some" (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	AFGHANISTAN		OTHER NESAs		WORLD-WIDE	
	%	N	%	N	%	N
No	23.9	33	15.2	218	17.4	936
Yes	76.1	105	84.8	1214	82.6	4450
TOTALS	100.0	138	100.0	1432	100.0	5386

Table 33

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

TEACH OTHERS	AFGHANISTAN		OTHER NESAs		WORLD-WIDE	
	%	N	%	N	%	N
No	15.9	10	35.3	291	27.1	790
Yes	84.1	53	64.7	534	72.9	2134
TOTALS	100.0	63	100.0	825	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:	AFGHANISTAN		OTHER NESAs		WORLD-WIDE	
	%	N	%	N	%	N
A little	3.6	2	6.0	33	2.9	64
Some	33.9	19	5.0	194	27.8	608
A great amount	62.5	35	59.0	327	69.3	1516
TOTALS	100.0	56	100.0	554	100.0	2188

D. Expected Utilization Problems

About 50% of the Afghan participants said they expected difficulties in utilizing their training due to a lack of equipment, tools or facilities in Afghanistan (Table 35). About 2 out of 3 of the participants said that a lack of money would be a problem in utilizing their U.S. training (Table 36).

More than half of the Afghan participants expected to encounter utilization problems due to a lack of qualified staff (Table 37). Less than 30% of the Afghan participants said that a lack of help from their immediate supervisor was likely to be a problem (Table 38). About 2 out of 5 of the Afghan participants said that a lack of support from higher officials would hinder the utilization of their training, while about 50% expected resistance by people in Afghanistan to changing ways of doing things to be a problem for them (Tables 39 and 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	AFGHANISTAN		OTHER NESA		WORLD-WIDE	
	%	N	%	N	%	N
None	49.3	67	47.7	671	38.5	2048
Some	30.8	42	38.3	538	39.5	2104
Much	19.9	27	14.0	196	22.0	1173
TOTALS	100.0	136	100.0	1405	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	AFGHANISTAN		OTHER NESA		WORLD-WIDE	
	%	N	%	N	%	N
None	33.6	46	38.9	548	29.3	1555
Some	42.3	58	42.9	604	42.6	2264
Much	24.1	33	18.2	255	28.1	1491
TOTALS	100.0	137	100.0	1407	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	AFGHANISTAN		OTHER NESA		WORLD-WIDE	
	%	N	%	N	%	N
None	47.8	66	55.9	786	42.8	2273
Some	35.5	49	34.5	485	41.7	2213
Much	16.7	23	9.6	135	15.5	822
TOTALS	100.0	138	100.0	1406	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	AFGHANISTAN		OTHER NESA		WORLD-WIDE	
	%	N	%	N	%	N
None	71.0	98	78.8	1096	70.2	3689
Some	23.9	33	17.6	245	24.7	1298
Much	5.1	7	3.6	50	5.1	267
TOTALS	100.0	138	100.0	1391	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	AFGHANISTAN		OTHER NESAs		WORLD-WIDE	
	%	N	%	N	%	N
None	60.9	84	69.2	962	58.6	3083
Some	32.6	45	25.4	353	33.6	1765
Much	6.5	9	5.4	75	7.8	411
TOTALS	100.0	138	100.0	1390	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	AFGHANISTAN		OTHER NESAs		WORLD-WIDE	
	%	N	%	N	%	N
None	50.7	69	48.9	686	41.5	2196
Some	36.1	49	42.4	594	46.1	2436
Much	13.2	18	8.7	122	12.4	658
TOTALS	100.0	136	100.0	1402	100.0	5290

.E. Expected USAID Assistance

About 14% of the Afghan participants said that they did not expect to call upon the USAID in Afghanistan to help them use their training upon their return. This is a lower percentage than for other NESA countries. About 66% suggested that the USAID should provide U.S. training for fellow workers. About 61% suggested that USAID should provide equipment, tools and facilities, and 58% said that USAID should furnish technical advisors. These 3 percentages are higher than those given by participants from other NESA countries. Other suggestions for help from USAID given by Afghan participants, and listed in Table 41, are comparable to those given by other NESA participants.

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	AFGHANISTAN		OTHER NESA		WORLD-WIDE	
	%	N	%	N	%	N
None	14.0	12	26.5	255	21.2	765
Provide technical advisors	57.5	50	32.1	311	37.4	1357
Provide equipment, tools, facilities	60.9	53	44.7	434	50.7	1837
Provide professional magazines, journals, and other printed material	58.6	51	61.0	592	66.1	2396
Conduct seminars, meetings and conferences	50.6	44	40.6	394	37.7	1368
Provide U.S. training for fellow workers	65.5	57	46.2	448	49.8	1806
Help A.I.D. participants keep in touch with each other	51.2	44	41.5	403	43.0	1560

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