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# REPORT ON EVALUATION STUDY OF PARTICIPANT TRAINING



0507

**TRAINING BRANCH**  
**UNITED STATES AID MISSION TO BRAZIL**

**1963**

~~H.I.D. HISTORICAL AND  
TECHNICAL REFERENCE  
ROOM 1856 NS~~

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A.I.D. HISTORICAL AND  
TECHNICAL REFERENCE  
ROOM 1656 NS

## **PREFACE**

It is only fair to thank the many people in USAID/Brazil who were sincerely interested in knowing more about the participant training program and whose cooperation was so valuable. Special mention should be given to the Training Office personnel whose task in locating the participants and extracting a stratified sample demanded a great deal of extra work and many long hours. The Instituto de Pesquisas de Opinião e Mercado who did much of the interviewing, coding and tabulating also deserves recognition. I am certain that the conscientiousness and the attention to detail which characterized their work was a valuable contribution.

**J. Wayne Gibson, Ph. D.**

## INTRODUCTION

In May 1962 USAID/Brazil began interviewing Brazilian participants, their supervisors and American technicians for the purpose of evaluating the Participant Training Program in that country. The total population was stratified according to area, major field of activity and year left for training. Every third Brazilian who returned prior to July 1, 1960 and for whom an address had been confirmed was selected for the survey.

The interviewing was begun May 1962 and completed in January 1963. For this field work fifteen interviewers were trained and oriented regarding the project. A team of ten was given the area including Rio and all parts north. A team of five was given the area south of Rio. Of the 594 participants within the sample, 538 were interviewed. Most of the 56 participants within the mortality group were there because they were traveling or on vacations. Four, however, had died and two refused to be interviewed. Of the 538 in the sample, 64 were given Form B of the questionnaire, because their training was not directly involved with their occupation - labor leaders, etc. Since this group is small and not of general interest this group will not be discussed. A complete record of their responses is to be found in the Appendix, their responses tabulated below the participants given Form A. In general, however, their responses were very similar to those receiving the A Form of the questionnaire.

Of the 474 participants within our main sample, 306 of their supervisors and 48 American technicians were also interviewed. Altogether 892 individuals were interviewed during the course of this survey.

Because the technician and supervisors' responses appeared to be more meaningful in relation to the responses of the participants themselves, the data from these groups will be interwoven throughout the report. The complete responses of these groups, however, also appear in the Appendix.

During the field work five bilingual coders were hired and the data were transferred onto the tables found in the Appendix. These data have also been punched on IBM cards and delivered to the International Training Division in AID/Washington to be incorporated in their report regarding the world-wide evaluation of the participant training programs. To complement this more lengthy and detailed report, USAID/B has interpreted the data gathered from its survey and by incorporating the major findings has posed the questions and conclusions found in the following chapters.

The graphs found within these chapters are composites and extracts of those found in the Appendix. These are presented to illustrate the topics discussed, for in deference to simplicity and clarity, all tables are not presented within the text. The reader interested in investigating any particular topic further may refer to the Appendix, as it is organized to provide the information in more detail.

It is worth mentioning that mirroring the participant sample against the participant universe showed the sample representing the universe within at least one percent of accuracy regarding the place of residence, major field of activity, economic level, project and year of departure. The tables in the following chapter illustrate the major characteristics of the sample.

## SELECTION

For projects to be initiated, completed and maintained it is desirable for local personnel to have the necessary skills, techniques and education. It is for this purpose that the United States and the host country cooperate in the selection of personnel to receive further training, usually under the joint auspices of the two countries.

The selection of these individuals is a most important step in any participant training program, since the results of the selection determine a portion of the individuals upon whom we are going to rely to help carry through our projects and goals.

### Education and Specialization

Most participants have usually had at least 13 years of education. Participants under 25 years of age usually receive at least nine years of education.

Table 1.1 Total Years of Education At Time of Selection

17 or more years	185
13 - 16 years	182
9 - 12 years	68
5 - 8 years	12
1 - 4 years	-
No formal education	-
Not ascertained	27
Total	474

Most participants selected had at least two years of experience. A participant having over ten years of experience at the time of his selection was also quite common.

Table 1.2 Total Time In Field Of Specialization At Time of Selection

10 years or more	185
5 to just under 10 years	186
2 to just under 5 years	102
1 to just under 2 years	45
Less than 1 year	14
None	5
Not ascertained	7
Total	474

### Sex

The proportion of males and females selected remains constant throughout at the age groups.

Table 1.3 Sex Of Participant

Male	398
Female	76
Total	474

There is a slight tendency for males to be more satisfied with their programs than female participants and for married participants to be more satisfied with their programs than the single participants. There need be little concern in selecting married participants for fear that they be less satisfied with their programs if they have to stay away from their families or that if they take their families they will be less satisfied with their program because of financial hardships. In some cases this may be true but the data indicate that, generally, participants who are married are usually the ones most satisfied with their training. It was also observed during the survey that other personal characteristics are certainly important, but a married participant was shown to adjust readily and to be appreciative of his training. AID's policy, however, regarding the advisability of a participant's wife accompanying him for a relatively short training period or one in which a great deal of travel is involved is wise to follow.

### Age

At the time of selection, most participants were at least 25 years of age. After

the age of 25 there are progressively less participants selected.

**Table 1.4      Age In Years At Time Of Departure For Training**

55 years and old	15
50 - 54 years	16
45 - 49 years	38
40 - 44 years	58
35 - 39 years	95
30 - 34 years	108
25 - 29 years	115
Under 25 years	28
Not ascertained	1
Total	474

**Job Level**

Most participants selected are in professional or subordinate management positions.

**Table 1.5      Level Of Position At Time Of Selection**

Top policy makers	2
Policy makers	40
Subordinate management	144
Engineers	45
Professional	224
Sub-professional	7
Supervisors, inspectors, foremen	2
Artisans, craftsmen	3
Occupations not elsewhere classified	5
Inactive	2
Not ascertained	-
Total	474

**Area**

At the time of interviewing 78% of the participants were living in capital city areas, 13% in provincial city areas and 8% in rural villages and towns.

**Table 1.6      Current Residence At Time Of Interview**

Capital city area	371
Provincial city area	63
Rural place, village, town	37
Not ascertained	3
Total	474

**Major Fields of Activity**

The majority are in agriculture and health and sanitation.

**Table 1.7      Major Field Of Activity In Which Training Was Given**

Agriculture	153
Industry and Mining	14
Transportation	67
Labor	17
Health and Sanitation	96
Education	35
Public Administration	66
Community Development, Social Welfare, Housing	13
Miscellaneous	13
Not ascertained	-
Total	474

## ORIENTATION

A participant's orientation covers the period between the time of his selection and his departure for training. The purposes of orientation include the following:

- 1 - To reduce the amount of time necessary for a newly arrived participant to adjust his personal life with that of the foreign environment. Such obvious ways as informing a participant concerning money used, how to order a meal, how to find living quarters, what transportation is available and its cost are only a few of the things which are necessary to communicate to the participant in order to facilitate his adjustment to his new life. The more information the participant learns about life in his country of training the better he is prepared for what he will observe and encounter and the sooner he can regulate his life to achieve the necessary adjustment. It is only when the participant has made this adjustment and has his personal affairs and habits in order that it is possible for him to concentrate adequately upon his training program.
- 2 - A participant should know as much as possible about his training program. He should know what topics his training program will cover, what methods will be used for instruction, the length and level of this instruction. It is also important to inform him as to the potential value of his training.

It should not be assumed that a participant is sufficiently aware of what he is expected to accomplish during his training, nor should we overestimate, because of our own familiarity, the participant's knowledge regarding what he will learn and why he is expected to learn it. A participant should realize why he is being trained, what he will be expected to learn and observe and for what purpose his training will be used upon his return, if he is to assume an attentive posture towards his training.

He should be made aware of the importance of his training and why certain aspects of his training which seem unnecessary to him may be very important. He must realize that he is expected to utilize his training and how this training will be utilized. It is within this climate that the participant is able to understand the responsibility that is placed upon him to learn from his training so that while he is acquiring this new knowledge and skills he can, at the same time, see possible ways of utilizing his training.

### English Language Training

Aside from orienting the participant to his program and to life in the United States it is often important that the participant understand English.

Many of the participants said that they wished they had learned more English before going for training. Almost 65% of the participants reported that they had difficulty with their English. About 19% felt that they had difficulty in being understood, 23% had difficulty understanding others and 22% complained about having difficulties in being both understood and understanding others. Only 35% of the participants reported that they had experienced no English language problems.

It was noticed during the survey that the English language training given participants often does not bring the participant up to the corresponding ability of those participants who have learned English from other sources as these latter indicated they had less difficulty with English during their program.

Naturally there is a great deal of importance connected with the participant's English language ability and his satisfaction with the program but we would also expect that there would be a positive relationship between their ability to understand English and the amount of information they receive during their training programs. From interviews with participants it appears that most spent about two months in the United States before they felt they had a sufficient command of English to benefit from their training. It is a foregone conclusion that some steps should be taken to remedy this situation. Often training programs are too short and the material learned at the beginning too important to allow a participant several months to become more fluent in English.

Even those participants who were accompanied by interpreters and for whom it was not "necessary" to know English, felt that some understanding of English would have been of significant help to them. They believed they would have benefited more from their training and would have been able to take care of their personal affairs more efficiently.

Orientation Sessions

In spite of the importance of orientation, the data show that approximately one third of the participants did not receive any but the most negligible amount of information concerning the United States.

Table 2.1 When Your Program Was Being Planned, Did Anyone At Your Place Of Employment Or School Give Your Any Information About It ?

Yes	188
No	279
Don't know or don't remember	7
Not ascertained	-
Total	474

In discussing this problem with returned Brazilian participants it was discovered that orientation about life in the U. S. should include discussions with returned participants. The reason being that although Americans usually know more about life in the U. S., the Brazilian returnee is more knowledgeable as to which facts are most important and the best method of adjustment a Brazilian can make to life in the U. S. They are better able to transfer their experiences to the participants in a much more meaningful way.

Although the data show no correlation between the amount of information a participant receives about his country of training and his utilization score, this is an oversimplification of a not quite so obvious situation since it cannot be determined how much training was actually lost while the participant was making his personal adjustment or how much more benefit a participant would have received from his training if his adjustment had been more rapid. It would be expected that the effectiveness of a participant's orientation to foreign living would be more related to how much attention he can devote to his training rather than how well he is able to use his training, as the latter is more directly a function of his job responsibilities. The effectiveness of a participant's orientation would thus be expected to correlate more positively with his satisfaction of his training program in general and only indirectly with the utilization of his training.

Table 2.2 indicates that general orientation seminars have no observable effect on the participant's satisfaction with his program. More participants, however, who consider their orientation time valuable also consider their program to be more satisfactory.

Table 2.2 Attended Orientation Sessions Lasting More Than One Day and Satisfaction With the Training Program

Did You Attend Any General Orientation Sessions Taking more than One Entire Day ?	Satisfaction With the Training Program			
	Satisfaction With Training			
	Very Satisfactory	Moderately Satisfactory	Not Too Satisfactory	Not at All Satisfactory
Yes	.58	.38	.03	.01
No	.57	.36	.05	.02

The orientation seminars held at the Washington International Center are regarded by the participants as being the most valuable. These orientation seminars appear to be adequate for the many levels and types of participants who go to the United States for training and education.

Table 2. 3

Years of Education at Time of Selection and  
Value of Orientation Sessions

Total Years of Education at Time of Selection	Value of Orientation Sessions		
	Valuable	Prefer Time For Rest of Program	Not Applicable
17 or more Years	.59	.06	.34
13-16 Years	.57	.06	.36
9-12 Years	.53	.04	.41
5-8 Years	.58	.08	.33

Table 2. 3 shows that there is no correlation between education and how valuable a participant feels the orientation seminars to be. It should be noted that more materials and ideas were used from seminars sponsored by groups other than St. John's College, Department of Agriculture and Michigan State University.

Per Diem

The amount of per diem to be given a participant is a problem constantly discussed if not criticized. Because of the different types of individuals that attend the participant training programs there will always be some groups who feel their participants should receive more per diem. These same groups also believe that their inability to select more and better participants largely rests upon the fact that the participant cannot live in the United States on his per diem. At the same time there are other groups who believe that the per diem offered most of their participants is adequate and even in some cases overly generous. There are not so many complaints about paying too much per diem as there are complaints regarding the negative effects that an insufficient per diem has upon attracting and selecting participants.

Of the participants themselves it appears that their per diem has generally been satisfactory. It cannot be expected that per diems, as they are presently administered, can satisfy so many people of such different interests as well as social and economic backgrounds. The results of this survey indicated that about three-fourths of the participants believe that the per diem they received was satisfactory for their purposes. A few felt that it was more than they needed and the remaining believed that they did not think it to be enough. In general there were not nearly as many complaints from participants regarding per diem as was originally expected. It was also expected that dissatisfaction with per diem would be found most among the married participants. It is noted, however, that dissatisfaction with per diem increases with the participant's years of education and with his age.

An older participant seems to have more difficulty adjusting to life in a foreign country when his standard of living in Brazil cannot be matched within his country of training. At the same time, in Brazil, participants having more education are usually those coming from the more wealthy families. They naturally feel that more per diem is necessary to permit them to live more closely to the manner in which they have been accustomed to in Brazil.

The type of training which a participant receives does not strongly influence his opinions concerning per diem. The groups complaining least about their per diem were those attending universities, although they generally receive the least per diem.

Table 2. 4

University Attendance and Opinion of  
the Money AID Made Available

Participant Attended University During Program	Opinion of Money AID Made Available			
	Too Little	About Right	More than Needed	Don't know or Don't Remember
Yes	.17	.80	.02	.01
No	.25	.73	.02	-

Table 2. 5

Observation Tour and Opinion of  
the Money AID Made Available

Participant Went on an Observa- tion Tour During Program	Opinion of Money AID Made Available			
	Too Little	About Right	More than Needed	Don't know or Don't Remember
Yes	.21	.77	.02	-
No	.19	.77	.02	.01

Table 2. 6

On-the-Job Training and Opinion of  
the Money AID Made Available

Participant had On-the-Job Training During Program	Opinion of Money AID Made Available			
	Too Little	About Right	More than Needed	Don't know or Don't Remember
Yes	.23	.74	.02	.01
No	.19	.78	.03	-

Table 2. 7

Attended Special Program and Opinion  
of the Money AID Made Available

Participant Attended Special Program not at a University During Program	Opinion of the Money AID Made Available			
	Too Little	About Right	More than Needed	Don't know or Don't remember
Yes	.27	.72	.01	-
No	.19	.78	.03	.00

The reason for this is probably due to the fact that these participants live in an academic atmosphere among many individuals who are not spending a great deal of money and the participant is longer in one location and can therefore find ways to cut down on his expenses.

Unless the very small number of top policy makers is included there is no significant relationship between the level of position at the time of selection and the participant's opinion concerning his per diem.

Table 2. 8

Level of Position at Time of Selection and  
Opinion of Money AID Made Available

Level of Position at Time of Selection	Opinion of Money AID Made Available			
	Too Little	About Right	More than Needed	Don't Know or Don't Remember
Top policy makers	.50	.50	-	-
Policy makers	.10	.88	.02	-
Subordinate management	.25	.72	.04	-
Engineers	.18	.80	-	.02
Professional	.20	.77	.02	-
Sub-professional	.14	.86	-	-
Supervisors, inspectors, foremen	-	1.00	-	-
Artisans, craftsmen	.33	.67	-	-
Occupations not elsewhere classified	.20	.80	-	-
Inactive	-	1.00	-	-

There is also no relationship between the country of training and opinions concerning the per diem.

Table 2. 9

Primary Country of Training and Opinion on Money AID  
Made Available

Primary Country of Training	Opinion on Money AID Made Available		
	Too Little	About Right	More than Needed
United States	.20	.77	.02
Other	.23	.77	-

It appears that one method to avoid a participant's dissatisfaction with his per diem is to thoroughly orient him as to how much money he will receive for living expenses and just what he can expect to purchase with this money.

Table 2. 10

Information About Money and Opinion  
about Money AID Made Available

Before leaving Home did You get enough information about use of AID Money ?	Opinion About Money AID Made Available		
	Too Little	About Right	More than Needed
Yes	. 17	. 78	. 02
No	. 33	. 65	. 02

To a Brazilian, several hundred dollars can be a great deal of money and often he is not aware that this amount of money will not purchase nearly as much in the United States. One third of the participants who did not receive sufficient information about the use of their money complained that their per diem was too small, while only 19% of those who were told about how much money they would be receiving and what it would buy believed that their per diem was not sufficient. Thus, one way to substantially reduce the participants' dissatisfaction with their per diem is to describe to them the situation prior to their departure.

Program Planning

General orientation seminars help to inform the participant but they are no substitute for the more personal two way conversations between people. It is the responsibility of the USAID technician and the Training Officer to assure that the participant understands all aspects of his training.

Discussing these various aspects of the program with the participant is important because it indicates to him how valuable we feel his program is and it gives him an opportunity to think about these aspects and to discuss any questions he may have about his training before his program begins.

There is a tendency for participants who have had this opportunity to take part in the planning of their programs to be more satisfied with their training. Even more important, however, is that the better arranged a participant's program before he leaves his country, the better utilization of his training he has been shown to make upon his return.

The participant should fully understand and to comment on any aspect which he does not understand or any aspect with which he does not agree. These matters should be discussed and a program arranged for the participant which is agreeable to the USAID, the participant and the sponsor.

The Sponsor

During these orientation discussions with the participant it is not sufficient to have only the participant and the USAID personnel involved, a third group should be included. The influence of this group should not in any way be underestimated. This group is usually represented by the participant's supervisor and the organization of which the participant is an employee. It is this group which is the most influential in permitting the participant to leave his job for English language classes, for training, and for arranging for the participant to utilize his training. If the supervisor and the Brazilian agency are not fully informed regarding the importance of this training, why this particular participant should go for training and in what ways the participant's training can be utilized, cooperation in the selection and orientation of the participant and the utilization of his training is sometimes difficult.

It would appear that the participant's supervisor is too often ignored or not sufficiently motivated to take part in the participant's orientation.

**Table 2.11**

**Supervisor Recommended Participant and Supervisor  
Helped In Planning Training Program**

Supervisor Recommended Participant	Supervisor Helped in Planning Training Program	
	Yes	No
Yes	.45	.53
No	.08	.92

Of the supervisors who recommended a participant, 45% helped in planning his program while only 08% of the supervisors who did not recommend the participant helped in planning his program.

Enlisting the supervisor's cooperation in participant selection causes the supervisor to feel more responsible towards the participant. The number of supervisors helping to orient a participant to his program needs to increase, especially when it is seen in a later chapter how important a role they play regarding a participant's opportunities to utilize his training.

Discussions between the USAID, Brazilian agency and candidates form the foundations upon which intelligent selection, informative and motivating orientation sessions, valuable training and plans to use that training can be made.

Communication between the participant and an advisor is also important during the training program. The data indicate that one important factor influencing a participant's satisfaction with his training is how much attention he receives from his various advisors not only before but during training.

Participants following their program as it was planned before their departure are much more satisfied with their training. Seventy eight percent of the participants who believe their training was too simple and 85% of the participants who thought their program was too advanced were told nothing about the level of their training before their departure.

Of the participants who have been informed about the level of their training, 91% were satisfied with their level. This compares with only 72% of those who were satisfied with the level of their training who had not been informed concerning the relative difficulty of their training.

**Table 2.12**

**Given Prior Information About Program and How  
did You Find the Level of Your Program**

Have you Been Told About Level of Program Before Leaving Home ?	Level of Program			
	Too simple a Level	About Right	Too Advanced	Don't Know or Don't Remember
Yes	.07	.91	.01	.00
No	.23	.72	.04	-

It is important to enlist the cooperation of the participant, the technician, the sponsor, returned participants and the Training Office in order to discuss the various aspects of the participant's program, since a qualified participant is best ready for

training when:

- 1) he understands what his life in a foreign country will be like and how he can adjust to it.
- 2) he knows the language in which his training will be given
- 3) his program is arranged as completely as possible
- 4) he understands why he is being trained
- 5) he understands what he will learn during his training
- 6) he understands how he will be expected to use his training

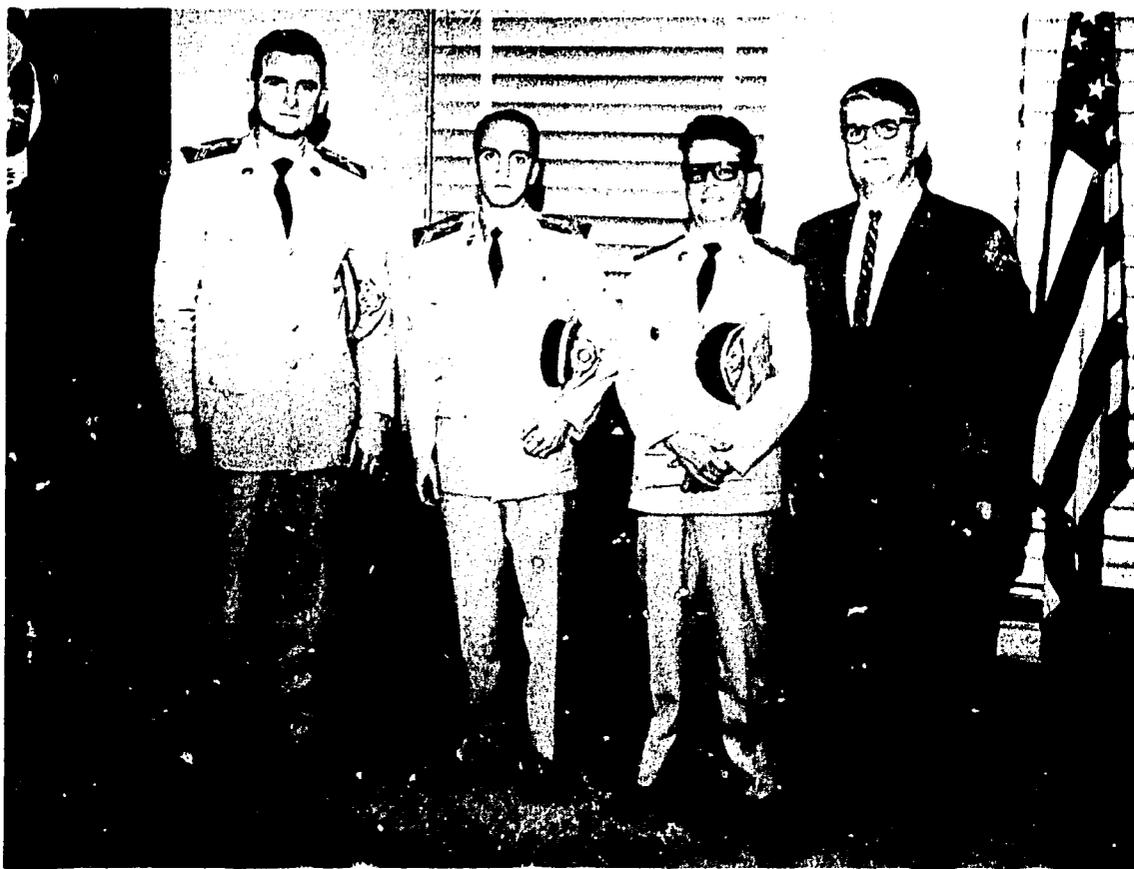
Participants receiving pre-departure orientation from Minister Jack B. Kubish - DOM.





Ambassador Lincoln Gordon, the Training Officer and two technicians conducting an orientation session for departing participants.

Participants departing for training shown with Public Safety Technician.



## TRAINING PROGRAMS

### Types of Training

The types of training fall into several major categories. Almost 75% of the participants indicated that they had an observation tour. These tours either composed a major or a smaller but significant portion of the training program. Over one-third of the participants received on-the-job training and over one-half attended a university, while one-fourth received special group training.

Table 3.1 Participant Went On An Observation Tour During His Program

Yes	350
No	124
Not ascertained	-
Total	474

Table 3.2 Participant Had On-the-job Training During His Program

Yes	175
No	299
Not ascertained	-
Total	474

Table 3.3 Participant Attended a University During His Program

Yes	247
No	227
Not ascertained	-
Total	474

Table 3.4 Participant Attended a Special Program Not At a University  
During His Program

Yes	123
No	350
Not ascertained	1
Total	474

Two trends regarding the general type of training have developed in recent years. The relative number of participants attending special programs outside universities has not changed, but there has been a noticeable and steady decrease of participants attending on-the-job training programs. This is also true of the number of participants receiving training on a university campus. These decreases have been complemented by a slight increase in the number of participants having observation tours and spending four months or less in the United States. As will be seen in Chapter VI, participants on observation tours have higher utilization scores than those who did not go on an observation tour during their program. This is not as true for those receiving on-the-job training, while participants attending a university had no higher utilization scores than those not attending a university. It would thus appear that the data support the trend towards observational tours as a part of training.

Most of the participants (60%) felt that their training required them to see the right amount of things. About 20% felt that they had to see too many things and about 20% felt that they would have liked to have seen more.

Table 3.5 Did Training Require You to See or Do Too Many Different Things ?

Too many things	94
Would have liked more	89
All right as it was	289
Don't know or don't remember	1
Not ascertained	1
Total	474

This situation has to be corrected within the individual training programs, as a participant seeing too much or seeing too little does not appear to be a fault transcending all training programs in general. This is supported by the observation that 19% of the participants who have gone on observation tours have been dissatisfied by not having seen more, while 23% felt that they had seen too much. There is also a significant number of participants (68%) who felt they saw enough, even though they did not go on an observation tour.

Table 3.6

Attended Observation Tour During Program and Training  
Required Too Much to Do or See

Attended Observation Tour During Program	Training Required too Much to do or See		
	Too Much to Do or See	Would Have Liked More	All Right as as it Was
Yes	.23	.19	.58
No	.11	.18	.68

Length of Training

The majority of participants (62%) felt that the length of their training was satisfactory. One third, however, believed they would have benefited from a longer training period.

Table 3.7 Length of Program

Too long	23
About right	295
Too short	155
Don't know or don't remember	1
Not ascertained	-
Total	474

Participants in engineering and professional occupations tend to have longer training programs. In Table 3.8 it is observed that training programs between four to six months duration are not as popular as those programs which are of a somewhat shorter or longer duration. It was also observed during the survey that only a relatively few policy makers attend programs of more than four months duration, while most can devote at least two months for training.

Table 3. 8

LEVEL OF POSITION AT TIME OF SELECTION AND  
TOTAL AMOUNT OF TIME SPENT IN TRAINING

Level of Position at Time of Selection	Time Spent In Training								
	Less than just under 1 month	1 month to just under 2 months	2 months to just under 4 months	4 months to just under 6 months	6 months to just under 1 year	1 year to just under 2 years	2 years to just under 3 years	3 year or more	Not Ascertained
Policy Makers	-	.05	.78	.05	.10	-	-	-	.02
Subordinate management	.01	.05	.28	.12	.26	.27	-	-	-
Engineers	-	-	.20	.11	.24	.40	.02	.02	-
Professional	-	.02	.19	.15	.23	.40	.00	.00	-
Sub-professional	-	-	.29	.29	.14	.14	-	-	.14
Supervisors, inspectors, foremen	-	-	-	.50	.50	-	-	-	-
Artisans, craftsmen	-	-	.33	-	-	.67	-	-	-
Occupations not elsewhere classified	-	.40	-	-	.40	.20	-	-	-
Inactive	-	-	-	-	.50	.50	-	-	-

Participants who felt their programs were too short were more satisfied than those who felt their programs were too long. Programs of four to six months duration, however, are not as popular as those lasting for either a shorter or a longer period, and participants returning from a program of this duration are also less satisfied. One reason generally suspected for this, is that a participant attending such a program is away from his family for a long period but not long enough to have considered taking them with him. It is also too short a program for a participant to receive any academic degree and at the same time too long a program for an observation tour alone. More consideration should be given to the length of training, since the total amount of time spent in training is positively correlated to the participant's utilization score.

### Level of Training

Most participants felt that the level of their program was about right.

Table 3.9 How Did You Find The Level of Your Program ?

Too simple a level	74
About right	384
Too advanced	13
Don't know or don't remember	1
Not ascertained	2
Total	474

The following tables indicate that most participants attending the various types of training programs are satisfied with the level of those programs. Those attending special programs not at a university, however, believed, more often than others, that their training was too simple.

Table 3.10 Observation Tour During Program And Level Of Program

Participant Went on an Observation Tour During His Program	Level of Program				
	Too Simple a Level	About Right	Too Advanced	Don't Know or Don't Remember	Not Ascertained
Yes	.14	.82	.03	.00	.01
No	.19	.78	.02	-	.00

Table 3.11 On-the-job Training During Program And Level Of Program

Participant Had On-the-Job Training During His Program	Level of Program				
	Too Simple a Level	About Right	Too Advanced	Don't Know or Don't Remember	Not Ascertained
Yes	.14	.82	.04	-	.01
No	.17	.81	.02	.00	.00

Table 3. 12 ATTENDED UNIVERSITY DURING PROGRAM AND LEVEL OF PROGRAM

Participant Attended a University During His Program	Level of Program				
	Too Simple a Level	About Right	Too Advanced	Don't Know or Don't Remember	Not Ascertained
Yes	.17	.81	.03	-	-
No	.14	.82	.03	.00	.01

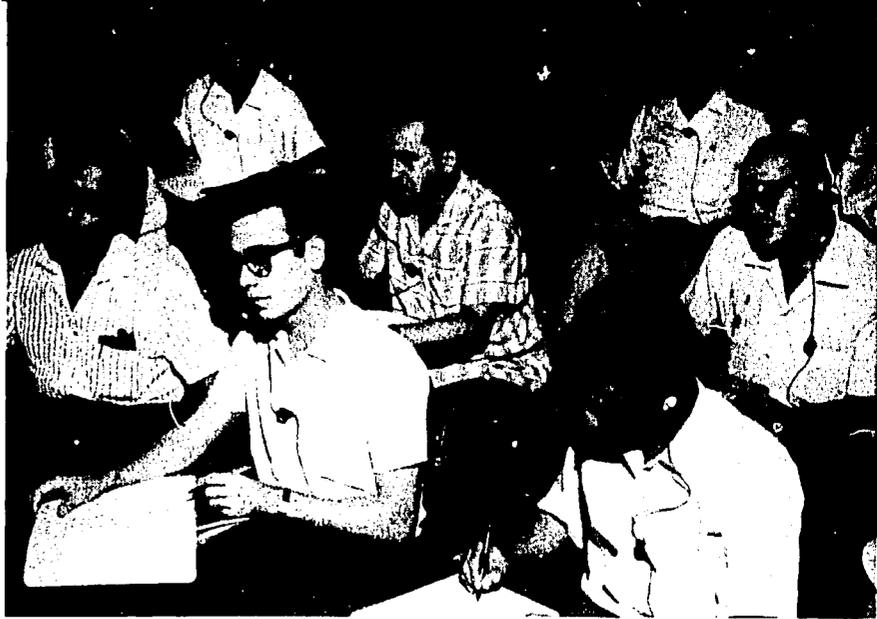
Table 3. 13 SPECIAL NON-UNIVERSITY PROGRAM AND LEVEL OF TRAINING

Participant Attended Special Program Not at an University	Level of Training				
	Too Simple a Level	About Right	Too Advanced	Don't Know or Don't Remember	Not Ascertained
Yes	.22	.75	.02	.01	-
No	.13	.83	.03	-	.01

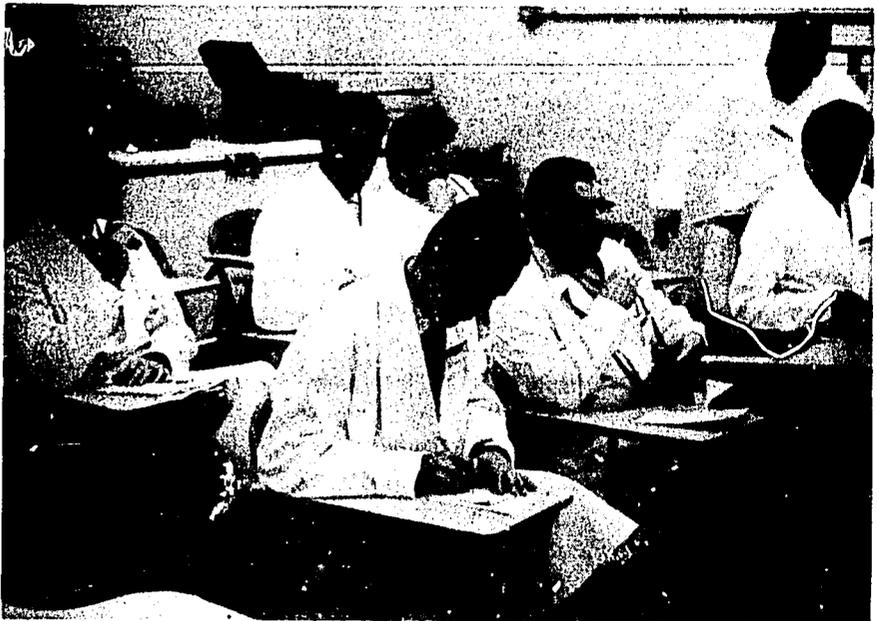
Participants giving attention to the chickens which they are learning to raise.



Participants attending a poultry nutrition class. The earphones, connected to the interpreter's microphone, transmitted to the group the simultaneous translation of the teacher words.



Lecture on carcass cuttings; participants are of a Swine Production Group - agronomists, veterinaries and breeders of Rio Grande do Sul, São Paulo and Guanabara.



Visit to Beltsville Research Center - Genetic Work.



## PARTICIPANT TRAINING FOLLOW-UP

Not even one-quarter of the returned participants returned to the same jobs they had before leaving. In many cases, when a participant found his job changed upon his return, it was one that was not expected on the part of the participant. What happens to a participant upon his return is a very important aspect of participant training, but often one that has been ignored in Brazil.

**Table 4. 1**      Participants Returning To The Same Or Different Jobs

Same	. 76
Different	. 24

**Table 4. 2**      Participants Returning To The Job They Expected

Yes	. 53
No	. 47

Because Brazil is one of the very largest countries within the AID program and because there are many important cities and areas, participants are scattered over an extremely large number of square miles. A follow-up in Brazil has therefore been difficult to maintain, but there are indications that it was never initiated. Almost half of the participants having returned to Brazil have never received any contact from AID. Of the other half who have been contacted, this was usually of a very cursory nature; i. e. a returnee interview form or a brochure. The returnee interview, although supposed to be filled in with the aid of the Training Office and the technical division, was often sent to the participant to be filled out by him, so that all but the most superficial contact was made at this important juncture of the participant's training.

**Table 4. 3**      Since Your Return Have You Had Any Contact With AID ?

Yes	249
No	225
Total	474

Two-thirds of the participants had no knowledge of the help and advice USAID/Brazil could offer them concerning important aspects and questions that arise in their field. There is very little contact between a participant who has returned to Brazil and technicians who have arrived since his return. During the interviewing of the technicians it became apparent that they usually knew very little about most of the returned participants. Since the participants they did know, represented a distinctly biased sample, the survey does not rely upon many of the technicians' responses regarding them. It does not appear to make any difference whether a participant resides in a capital city, provincial city or a rural area, since all of these groups have had relatively the same number of contacts with USAID/Brazil.

**Table 4. 4**      Current Residence At Time Of Interview And Contact With AID

	<u>Since Return</u>	
	Contact with AID since return	
Current Residence at Time of Interview	YES	NO
Capital city area	. 53	. 47
Provincial city area	. 52	. 48
Rural place, village, town	. 54	. 46

Of the participants who are eligible for membership in U. S. professional societies, over three-fourths are no longer enrolled in any of these societies. Although USAID/Brazil has usually contributed two-thirds towards the expense of a one year membership, because of lack of follow-up and general communication most of these participants have permitted their memberships to lapse. This is especially disturbing when we consider that it is this group who is generally the most influential and educated of the participants and yet we have neglected to encourage their receiving notification of American developments and improvements taking place within their field. Over half of the participants interviewed voluntarily asked how they could receive professional journals and information.

There are some alumni organizations operating within different cities in Brazil. These alumni organizations have operated in good faith, but because of lack of guidance and support they are serving no real purpose regarding orientation and follow-up of participants.

## PARTICIPANTS' SATISFACTION WITH THEIR TRAINING

### Orientation

It is advisable to cooperate with the participants' reasonable requests and suggestions regarding their training programs. The participant is often a good judge regarding what type of training and courses he needs in order to meet the expectations and requirements which will be placed upon him when he returns. A participant unsatisfied with his program may also be a participant who, upon his return, will not or cannot utilize his training as would be normally expected. Table 5.1 indicates that there is a positive correlation between a participant's satisfaction with his training and his utilization.

Table 5.1

### Satisfaction and Utilization of Training Program

Amount of Satisfaction	Utilization		
	Little	Moderate	Substantial
Very satisfactory	.01	.42	.57
Moderately satisfactory	.02	.50	.47
Not too satisfactory	-	.83	.17
Not satisfactory at all	1.00	-	-

Participants satisfied with their programs before departure were also more satisfied with their programs upon their return.

Table 5.2

### Satisfaction before and after Training Program

Were You Satisfied With Training Program Before Leaving Abroad	Satisfaction with Training Program			
	Very Satisfactory	Moderately Satisfactory	Not too Satisfactory	Not at all Satisfactory
Well satisfied	.68	.30	.02	.00
Not very well satisfied	.44	.49	.05	.02
Don't know	.46	.46	.04	.03

At the same time participants whose program details were arranged in advance proved to be more satisfied with their training program.

Table 5.3

### Program Arranged In Advance and Satisfaction With the Training Program

Was Program Arranged in Detail upon Arrival in Country of Training	Satisfaction with Training			
	Very Satisfactory	Moderately Satisfactory	Not too Satisfactory	Not at all Satisfactory
Program in complete detail	.61	.36	.02	.02
Program in partial detail	.55	.41	.03	.01
Program not set up at all	.49	.36	.11	.04

If a program was such that the participant was able to follow it as originally planned, it was more satisfying. If they also received attention and guidance during their program this served all the more to increase the participants' satisfaction.

Table 5.4

Followed Program as Originally Planned and  
Satisfaction with the Training Program

Was Program Followed as Originally Planned	Satisfaction with Training			
	Very Satisfactory	Moderately Satisfactory	Not too Satisfactory	Not at all Satisfactory
Followed program as originally planned	.60	.36	.02	.02
Important changes made	.47	.45	.07	.01

Table 5.5

Amount of Attention Received During Training and  
Satisfaction with the Training Program

Did you get Enough Attention and Guidance During Course of the Program	Satisfaction with Training			
	Very Satisfactory	Moderately Satisfactory	Not too Satisfactory	Not at all Satisfactory
Enough attention	.61	.36	.03	.01
Not enough attention	.42	.46	.04	.08

This does not mean participants should dictate or overly influence the itinerary and arrangements made for them, but a participant's satisfaction with his program is one factor influencing his utilization of the training.

Training

Participants having observation tours during their training are more satisfied, while participants attending universities appear to be less satisfied.

Table 5.6

Observation Tour and Satisfaction with Training Program

Participant went on an Observation Tour During His Program	Satisfaction with Training Program			
	Very Satisfactory	Moderately Satisfactory	Not too Satisfactory	Not at all Satisfactory
Yes	.60	.35	.03	.01
No	.49	.45	.04	.02

The type of training a participant receives does not appear to influence his satisfaction with the guidance given him. Those however, who had their program work managed by an official from AID were not as satisfied with the attention and guidance given them as those who received attention from other government agency officials.

Table 5.7

Primary Country of Training and Satisfaction with Program

Primary Country of Training	Level of Program			
	Very Satisfactory	Moderately Satisfactory	Not too Satisfactory	Not at all Satisfactory
United States	.58	.37	.03	.01
Other	.51	.44	.03	.03

Participants having gone to the United States for training seem to be more satisfied, while Table 5.8 indicates that training outside of the United States is more often regarded as being too simple.

Table 5.8

Primary Country of Training and Level of Program

Primary Country of Training	Level of Program				
	Program too simple	Program about right	Program too advanced	Don't know or don't remember	Not ascertained
United States	0.15	.82	.03	.00	.00
Other	0.23	.74	.03	-	-

There appears to be a positive relationship between the participant's English language ability and his satisfaction with the training program.

Table 5.9

Difficulty With English During Training and Satisfaction with the Training

Difficulty with English During Program	Satisfaction with Training			
	Very Satisfactory	Moderately Satisfactory	Not too Satisfactory	Not at all Satisfactory
No difficulty at all	.68	.29	.02	.01
Difficulty in being understood	.54	.41	.03	.02
Difficulty in understanding	.52	.40	.07	.01
Both	.41	.53	.03	.03
Not applicable	.61	.34	.03	.01

**Age**

Participants between 40 and 54 years of age are those most often satisfied with their training.

Table 5.10

Age at Departure and Satisfaction with Training Program

Age in Years at Time of Departure	Satisfaction with Training Program			
	Very Satisfactory	Moderately Satisfactory	Not too Satisfactory	Not at all Satisfactory
55 years and older	.47	.53	-	-
50-54 years	.69	.19	.12	-
45-49 years	.68	.26	.03	.03
40-44 years	.66	.33	.02	-
35-39 years	.58	.37	.04	.01
30-34 years	.58	.37	.03	.02
25-29 years	.49	.46	.03	.03
Under 25 years	.54	.39	.07	-

This satisfaction tends to increase as the participants' ages approach 40 years of age and decrease after the 54th year.

Satisfaction does not seem to be influenced by any time factor as Table 5.11 shows no correlation between the number of years since a participant left for training and his satisfaction with the program.

Table 5.11

Year of Departure and Satisfaction with Training Program

Year Participant Left for Training	Satisfaction with Training Program			
	Very Satisfactory	Moderately Satisfactory	Not too Satisfactory	Not at all Satisfactory
1960	.42	.58	-	-
1959	.67	.28	.05	-
1958	.55	.40	.04	-
1957	.50	.42	.03	.05
1956	.54	.45	.01	-
1955	.64	.25	.07	.04
1954	.57	.36	.04	.04
1953	.46	.46	.07	-
1952	.56	.44	-	-
1951	.62	.38	-	-
1950	1.00	-	-	-
1949 and earlier	.75	.22	-	.03

Field of Activity

Table 5.12

Major Field Activity and Satisfaction with Training Program

Major Field Of Activity in Which Training was given	Satisfaction with Training Program			
	Very Satisfactory	Moderately Satisfactory	Not too Satisfactory	Not at all Satisfactory
Agriculture and Natural Resources	.60	.37	.03	.01
Industry and Mining	.50	.43	.07	-
Transportation	.51	.46	.03	-
Labor	.76	.24	-	-
Health and Sanitation	.72	.27	-	.01
Education	.51	.34	.11	.03
Public Administration	.44	.45	.06	.04
Community Development, Social Welfare, and Housing	.62	.31	.08	-
General and Miscellaneous	.23	.77	-	-

Participants from Labor as well as Health and Sanitation express more satisfaction regarding their training program. Participants from Community Development and agriculture are usually also satisfied with their programs. Public Administration participants are the most dissatisfied group.

Position Level

Table 5.13

Level of Position and Satisfaction with Training Program

Level of Position at Time of Selection	Satisfaction with Training Program			
	Very Satisfactory	Moderately Satisfactory	Not too Satisfactory	Not at all Satisfactory
Top policy makers	.50	.50	-	-
Policy makers - second level	.78	.20	.02	-
Subordinate Management	.53	.40	.03	.04
Engineers	.49	.44	.07	-
Professional	.59	.37	.04	.00
Sub-professional	.57	.43	-	-
Supervisors, Inspectors, Foremen	.50	.50	-	-
Artisans, Craftsmen	.33	.67	-	-
Occupations not elsewhere classified	.60	.40	-	-
Inactive	.50	.50	-	-

Second level policy makers are the most satisfied with their training. This is followed, but not too closely by those engaged in professional and sub-professional occupations. Considering the number of participants in the subordinate management and engineering categories and the fact that they are not as satisfied as other groups containing a large number of participants, further investigation into possible causes may prove to be worthwhile.

Non-Training Activities

There is no relationship between being entertained in private homes and the trainee's satisfaction with his program.

Table 5.14

Entertainment in Private Homes and Satisfaction with Training Program

Were you Entertained in Private Homes?	Satisfaction with Training Program			
	Very Satisfactory	Moderately Satisfactory	Not too Satisfactory	Not at all Satisfactory
Yes	.57	.38	.03	.02
No	.59	.35	.06	-
Don't know or don't remember	1.00	-	-	-

Participants who felt there were too many social activities arranged for them were less satisfied than those who felt there were not enough activities arranged.

Table 5.15

Amount of Social Activities and Satisfaction with Training Program

Were There Enough Social Activities Arranged for You?	Satisfaction with Training Program			
	Very Satisfactory	Moderately Satisfactory	Not too Satisfactory	Not at all Satisfactory
Too many activities	.40	.50	.10	-
About enough activities	.60	.35	.04	.02
Not enough activities	.49	.48	.02	.01

It should be noted that only a little over 20% of the participants fell within the category of those who felt there were not enough activities planned for them.

The impression gained from the responses regarding program and non-program activities indicate that the busier the participant is with his training program and secondly with social activities, which have some relationship to his training program, the more satisfied he is with his training program. This is again observed in another way when it is seen that participants who had too much time for personal interests were not nearly as satisfied with their training programs as those attending programs which left them only enough or even too little time to attend to personal affairs.

Table 5.16

Amount of Time for Personal Interests and Satisfaction  
with Training Program

Did Program Leave Enough Time for Personal Interests?	Satisfaction with Training Program			
	Very Satisfactory	Moderately Satisfactory	Not too Satisfactory	Not at all Satisfactory
Too much time	.33	.42	.17	.08
Enough time	.58	.37	.03	.01
Too little time	.57	.40	.03	.01

It is encouraging to observe that only 04% felt that their training was not at least moderately satisfactory and that the majority of the participants believed their training to be very satisfactory.

Table 5.17

How Satisfactory Was Your Training Program?

Very satisfactory	.57
Moderately satisfactory	.38
Not too satisfactory	.03
Not at all satisfactory	.01

It is legitimate, however, to ask whether or not a participant's satisfaction with his program is really the ultimate criteria. It is more important to the participant, to Brazil and to AID for the participant to make use of his training. Although satisfaction of a participant with his program is certainly desirable and every reasonable effort should be made to promote it, the utilization by the participant of his training is the primary concern and it is upon this aspect that a participant training program will fail or succeed.

## UTILIZATION OF TRAINING

The most important goal of any participant training program is the effective utilization by the participant of the training. Despite the effectiveness of selection, orientation, training and follow-up, if the participants do not utilize their training, the participant training program has failed. The importance of any aspect of the participant training program should be measured by its positive relationship and its influence upon the participant's utilization of his training.

### Supervisors and Technicians

To what extent participants use their training was determined through a utilization score built into the questionnaires given to the participants, their supervisors and American technicians. Most participants are no longer working for the same supervisors they had when they left for training; making it difficult to determine to what extent supervisors were responsible for the participants' training. Of the small number of participants still employed by the same supervisors, it was noted that three-fourths of these supervisors recommended the participant for his training and about the same percentage helped to organize and plan the participant's training and to provide utilization of the participant's newly acquired skills. About 75% of the supervisors were also satisfied with the way the participant was using his training and felt that the participant was well satisfied with his training program. Again, about 75% of the supervisors believe that their participant's training was worth the cost and the problems involved.

There is a positive relationship between how influential a participant believes his training program was in securing his present job and the importance his supervisor has attached to his training program.

Table 6. 1

Participant's Opinion Regarding Job Opportunities After Training  
and Supervisor's Opinion As To Importance of Training

Participant's Opinion As To Job Placement After Training	Supervisor's Opinion As To Value of Training					
	Not Useful	Helpful but not very Important	Very Important	Essential	Don't know or don't remember	Not Ascertain- ed
About the same	.02	.28	.42	.16	.11	.01
Better	.14	.29	.43	.14	-	-
Not as good	.01	.15	.47	.31	.06	-
Don't know	.04	.26	.44	.22	.04	-

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Supervisors who recommended their participants for training also believe the participants are utilizing their training to a greater extent than do those supervisors who did not recommend the participants.

Table 6.2

Supervisor Recommended Participant For Training and  
Supervisor's Rating of Participant's Utilization of Training

Supervisor Recommended Participant for Training	Supervisor's Rating of Participant's Utilization		
	Little	Moderate	Substantial
Yes	.02	.18	.80
No	.11	.33	.56

Not only do supervisors support a participant's attitude towards the utilization of his training but they appear to be influential in determining to what extent a participant will be able to utilize his training. It is seen in the following table that supervisors recommending a participant for training is positively related to how much utilization the participant feels he has been able to make of his training.

Table 6.3

Supervisor's Recommendation of Participant for  
Training and Utilization of Training

Supervisor Recommended Participant for Training	Utilization of Training		
	Little	Moderate	Substantial
Yes	.02	.39	.59
No	-	.50	.50

The same relationship is observed in Table 6.4. There it is shown that the supervisors whose organizations helped plan the participant's training more often believed their participants had utilized their training.

Table 6.4

Organization Planned Utilization and Supervisor's  
Rating of Participant's Utilization

Before Participant Left for Training Did Organization Have Plans as to Utilization of His Training	Supervisor's Rating of Participants Utilization		
	Little	Moderate	Substantial
Yes	.02	.21	.77
No	.12	.29	.59

If the organization or Ministry or any other government official initiated a participant's training program, the supervisor rated the participant's utilization higher than if the participant, USAID or a university had initiated the training program.

Table 6.5

Initiation of Training Program and Supervisor's  
Rating of Participant's Utilization

Who Actually Initiated Participant's Training Program	Supervisor's Rating of Participants Utilization		
	Little	Moderate	Substantial
Participant	.10	.24	.67
Someone in this Organization	.02	.21	.77
Ministry or home Government official	.14	.14	.71
USAID or AID personnel	-	.33	.67
University	-	.33	.67

A participant's supervisor is a determining factor influencing the participant's utilization score. A supervisor's feelings as to the importance of a participant's training were also significantly correlated with the participant's utilization score. The more helpful the supervisor, the higher the participant's utilization score. A supervisor's influence is observable in all tables in which he appears.

Selection

No observable relationship was found between the number of years since the participant has left for training and how much of his training he has been able to utilize.

Table 6.6

Year Participant Left For Training and Utilization of Training

Year Participant Left for Training Program	Utilization of Training		
	Little	Moderate	Substantial
1960	-	.56	.44
1959	-	.57	.43
1958	.02	.33	.65
1957	.04	.38	.58
1956	.05	.52	.43
1955	-	.32	.68
1954	-	.47	.53
1953	-	.52	.48
1952	.04	.39	.57
1951	-	.33	.67
1950	-	.67	.33
1949 and earlier	-	.62	.38

Those having at least nine years of education at the time of their selection have the highest utilization scores.

Table 6.7 Total Years of Education at Time of Selection and Utilization of Training

Total Years of Education At Time of Selection	Utilization of Training		
	Little	Moderate	Substantial
17 or more years	.02	.46	.51
13-16 years	.01	.46	.53
9-12 years	.02	.37	.61
5-8 years	-	.60	.40

Participants having at least two years experience, more often show the highest utilization of training.

Table 6.8 Total Time in Field of Specialization at Time of Selection and Utilization of Training

Total Time In Field of Specialization at Time of Selection	Utilization of Training		
	Little	Moderate	Substantial
10 years or more	.02	.46	.52
5 to just under 10 years	.02	.42	.56
2 to just under 5 years	.01	.40	.59
1 to just under 2 years	.06	.56	.39
Less than 1 year	-	.62	.38

Two-thirds of the participants between 40 through 54 years of age are in the high utilization group. No other age group which contains a sufficient number of participants from which conclusions can be drawn compares with the utilization scores of this age group.

Table 6.9 Age at Time of Departure and Utilization of Training

Age at Time of Departure	Utilization of Training		
	Little	Moderate	Substantial
55 years and older	.09	.64	.27
50-54 years	.14	.14	.71
45-49 years	-	.43	.57
40-44 years	-	.33	.67
35-39 years	.01	.48	.51
30-34 years	.02	.49	.48
25-29 years	.01	.45	.54
Under 25 years	.07	.53	.40

Participants living in rural villages and towns have the highest utilization scores. It is indicated that participants living in the provincial city areas make less use of their training.

Table 6. 10 Current Residence At Time of Interview and Utilization of Training

Current Residence At Time of Interview	Utilization of Training		
	Little	Moderate	Substantial
Capital city area	.01	.45	.54
Provincial city area	.06	.52	.42
Rural place, village, town	.06	.38	.56

Orientation

The participant's orientation is one more factor determining how much information the participant will absorb during training and how well his training will be utilized upon his return. The amount of information a participant receives about his program prior to his departure is positively related to his utilization score. There is as well a positive correlation regarding how much of the program was arranged before his departure and his utilization score.

Table 6. 11 Satisfaction With Training Before Departure and Utilization of Training

Satisfaction With Training Before Departure for Training	Utilization of Training		
	Little	Moderate	Substantial
Well satisfied	.02	.46	.52
Not very well satisfied	-	.44	.56
Didn't know enough	.03	.46	.52

Utilization of training does not seem to depend upon how satisfied a participant was with his training program before his departure, but having an opportunity to take part in the planning of his program may have a positive effect upon the participant's utilization score.

Although it is ideal to have the program arranged before the participant's departure, any changes which need to be made during the participant's training which will have the effect of more closely relating the training to the participant's ambitions and the project's goals may have a positive influence upon the participant's utilization.

Table 6. 12 Following of Planned Program and Utilization of Training

Did Participant Follow Program As Originally Planned	Utilization		
	Low	Moderate	Substantial
Followed program as originally planned	.02	.46	.52
Important changes made	.01	.42	.57

Types of Training

Participants having observation tours showed higher utilization of their training than those whose training did not include any observation tour. On-the-job training does not appear to influence the utilization scores as much and participants attending a university showed no higher utilization scores than those not enrolled in a university. Participants attending special programs not at a university had the lowest utilization scores.

Table 6.13

Observation Tour During Program and Utilization of Training

Did Not Go on Observation Tour During Program	Utilization of Training		
	Little	Moderate	Substantial
Yes	.02	.42	.56
No	.02	.56	.42

Table 6.14

On-the-Job Training During Program and Utilization of Training

Participant had On-the-Job Training During Program	Utilization of Training		
	Little	Moderate	Substantial
Yes	-	.45	.55
No	.03	.46	.51

Table 6.15

Attended University During Training and Utilization Training

Participant Attended University During Program	Utilization of Training		
	Little	Moderate	Substantial
Yes	.00	.47	.53
No	.04	.44	.53

Table 6.16

Non-University Special Training and Utilization of Training

Participant Attended Special Program Not at a University During His Program	Utilization of Training		
	Little	Moderate	Substantial
Yes	.02	.53	.45
No	.02	.43	.55

This would indicate that closer examination of these special programs may be in order, as they generally did not appear to be as effective nor have the impact as observation tours, on-the-job training or university classes. Discussions with the participants uncovered the possibility that because some special programs are repeated periodically, there are those participants who have learned much of the information given in these programs from participants who have attended them previously.

There is no distinction between utilization scores of participants receiving academic degrees and those receiving non-academic citations. It is indicated, however, that participants receiving some degree or citation have utilized their training to a greater extent than those receiving no such recognition.

Table 6. 17

Received Degree and Utilization of Training

Did You Receive a Degree or Diploma?	Utilization		
	Little	Moderate	Substantial
Received an academic degree	-	.44	.56
Received a certificate or other non-academic citation	-	.44	.56
Received nothing	-	.67	.33
Not applicable	.03	.45	.52

Not only does the type of program appear to influence a participant's utilization of his training but the desired length of his training also shows these effects. In this case there is a negative correlation between the participant's desired length of his program and his utilization score.

Table 6. 18

Length of Program and Utilization of Training

Length of Program	Utilization of Training		
	Little	Moderate	Substantial
Too long	.08	.50	.42
About right	.01	.46	.53
Too short	.03	.44	.53

This may prove to be a function of the participant's personality rather than a function of the training program. Most participants who felt that their program was too short may also be those aspiring to learn more and have considerably more ambition and drive. These participants would also be those from whom higher utilization scores would be expected. This same type of correlation is observed and for possibly the same reason when utilization scores are compared with the participant's opinion regarding the amount of things he was required to see during his program.

Table 6.19

Amount of Things Required to See and Utilization of Training

Did Training Require To Do or See Too Many Different Things	Utilization		
	Little	Moderate	Substantial
Too many things	.03	.49	.49
Would have liked more	.02	.42	.56
All right as it was	.02	.45	.53

These participants wishing to see more would be much the same as those participants desiring a longer training program. Generally these participants would again be expected to have more drive and ambition and more likely to utilize their training experience.

Consideration should be given to the participant's opinion regarding his desire to increase his length of training, since the amount of time spent in training is positively correlated to the participant's utilization scores.

Table 6.20

Time Spent In Training and Utilization

Total Amount of Time Spent in Training	Utilization of Training		
	Little	Moderate	Substantial
Three years or more	-	-	1.00
Two years to just under 3 years	-	-	1.00
One year to just under 2 years	-	.42	.58
Six months to just under one year	-	.49	.49
Four months to just under 6 months	.04	.44	.51
Two months to just under 4 months	.03	.46	.50
One month to just under 2 months	.08	.58	.33

There is undoubtedly a point at which it is not practical nor desirable to increase the length of training, but when considering the cultural shock, the language difficulties and the content of training, it is advisable not to submit a trainee to a severely condensed and intensive program. It should be worth the increased time and money involved to avoid making only superficial impact upon the trainee.

Participants feeling that the level of their program is too simple, did not have as high utilization scores as those who felt the level of their program was about right. Although there is a smaller number who believe their level was too advanced, these participants have the lowest utilization scores.

Table 6. 21

Level of Program and Utilization

How Did You Find Level of Program ?	Utilization		
	Little	Moderate	Substantial
Too simple a level	-	.51	.49
About right	.02	.43	.54
Too advanced	-	.75	.25

Position Level

Table 6. 22

Level of Position At Time of Selection and Utilization of Training

Level of Position At Time of Selection	Utilization of Training		
	Little	Moderate	Substantial
Policy makers	.06	.48	.45
Subordinate management	.02	.53	.45
Engineers	-	.47	.53
Professional	.01	.40	.59
Sub-professional	-	-	1.00
Supervisors, inspectors, foremen	-	1.00	-
Artisans, craftsmen	-	.67	.33
Occupations not elsewhere classified	.33	.67	-
Inactive	-	.50	.50

Most of the participants are either in professional occupations or holding subordinate management positions. The former group tend to receive the highest utilization scores and those in the latter group tend to receive the lowest utilization scores.

Field of Activity

Table 6. 23

Major Field of Activity in Which Training Was Given and Utilization of Training

Major Field of Activity In Which Training Was Given	Utilization of Training		
	Little	Moderate	Substantial
Agriculture & Natural Resources	.03	.48	.49
Industry and Mining	-	.27	.73
Transportation	.04	.35	.60
Labor	.08	.58	.33
Health and Sanitation	-	.45	.55
Education	-	.43	.57
Public Administration	-	.51	.49
Community Development, Social Welfare and Housing	-	.64	.36
General and Miscellaneous	-	.36	.64

It can be seen that the field of activity containing the most participants having the highest utilization scores is Industry and Mining. Participants in this field are significantly higher in this respect than in the next groups (Transportation, Education, Health and Sanitation in that order).

Perceived Importance of Training

Table 6. 24

Job Opportunity and Utilization of Training

If You did not go on Training Program What Kind of a Job Would You Now Have ?	Utilization of Training		
	Little	Moderate	Substantial
About the same	.03	.51	.46
Better	.14	.43	.43
Not as good	-	.34	.66

Participants believing that their training helped them to get a better job are usually those participants having the highest utilization scores, two out of three participants in this group having high utilization scores.

Four participants out of 474 given the Form A questionnaire stated that their training was a waste of time. It is encouraging to note that the vast majority felt much more positively towards their training. There were 298 or almost two-thirds who believed that the training they received was the most important experience they had had during their career. There is a positive correlation between the participants' feelings regarding the importance of their program and their utilization scores.

Table 6. 25

Importance and Utilization of Training

How Important was Your Program ?	Utilization of Training		
	Little	Moderate	Substantial
Most important thing	.02	.42	.56
Waste of time	-	1.00	-
In between	.03	.52	.46

It is also noted that a supervisor's opinion regarding the importance of a participant's training had also the same degree of relationship. When a supervisor did not believe the participant's training program to be important it had the predicted effect upon the participant's utilization score. It is noted, however, that two thirds of the supervisors stated that the participant's training was extremely important if not essential and only two percent believed the participant's training was not useful at all.

Table 6. 26

**Supervisor's Opinion of Importance of Training  
and Participant's Opinion of Utilization of Training**

Supervisor's opinion of Importance of Training	Participant's Opinion of Utilization of Training		
	Little	Moderate	Substantial
Essential	-	.32	.68
Very Important	-	.41	.59
Helpful but not very important	.02	.58	.40
Not useful	.33	.33	.33
Better off without it	-	-	-

Returned participant speaking about "Communications Media Characteristics", during a Seminar for university professors promoted by the University of Rio Grande do Sul.





Viçosa, State of Minas Gerais  
HORTICULTURE - Postgraduate Course. Returned participant  
teaching student the use of a soil humidity indicator.



State of Rio Grande do Sul  
Returned participant  
demonstrating procedures  
of artificial insemination.



São Paulo, State of São Paulo  
Course being given for future radar  
operators.

State of São Paulo  
Centro Regional de Pesquisas Educa-  
cionais (CRPE) - Audiovisual Center.



Colatina, State of Espírito Santo  
ACARES - Extensionist helping coffee  
grower.

Colatina, State of Espírito Santo  
ACARES - Coffee spraying.



## SUMMARY AND CONCLUSION

The survey of participant training pointed up many important factors and indicated areas in which more research may prove worthwhile. Some of the most important conclusions and suggestions arising from this survey have been the following:

Some training requires more, but as a minimum standard something approaching a high school education should be one of the considerations in selecting a participant. A participant also should have at least two years experience in his field of specialization. The data indicate participants having less than two years experience utilize their training to a much lesser degree.

The cooperation of the supervisors should be enlisted in recommending participants for training. The participant's supervisor has been shown to play an important part in the utilization of the participant's training. It is also advisable that he and the participant's organization help in planning the program and planning how the participant's training will be utilized upon his return. When possible, programs should be planned in detail and arranged in advance of departure.

Returned participants should take part in orienting a participant leaving for training. This is an important supplement to the orientation given by the Training Office, the technical division, the participant's supervisor and organization. It has been indicated that returned participants perform a valuable service by alerting the departing participant regarding the problems he will find living in his country of training and how these problems can best be handled.

During this orientation it is important that the participant know what he can afford with his per diem. Too many participants obviously did not realize how far a dollar would go in the United States as they were judging by the purchasing power of the dollar in their own country. Many of these participants having an inflated idea of the purchasing power of their per diem were dissatisfied with this allowance. The participants who were informed beforehand what to expect, did not register nearly as many complaints concerning their per diem.

No matter what the participant says before leaving for training, it is important that he know English before his departure. Many participants anxious to go for training deluded themselves into thinking that once they were in the United States their English would improve rapidly. Upon their return, however, many participants insisted they would have benefited a great deal more from their training if they had waited until their English ability had reached the minimum requirements set by AID.

Training should be planned in such a way that the participant looks upon it as useful for better job opportunities. Such a participant is much more motivated and makes more use of his training.

Since participants attending observation tours as part of their training usually have higher utilization scores, it is suggested that, when practical, a participant be given the opportunity to visit various places which can illustrate to him how his training can be put to use when he returns.

Technical divisions should become wary of continually sending participants from the same area or organization to the same program. Often the later participants have learned much about this program from previous participants and a more advanced program should be considered.

There is some indication that the length of training should be of at least two months duration. Those participants attending programs of this length and longer, indicate that they utilized their training more. Some programs under two months' duration will always be practical. It is important, however, that training not be superficial but one that leaves an impact upon the participant.

A participant's training should keep him busy. Those having too much time for personal affairs were not nearly as impressed with their training nor did they utilize their training as much as those from whom more work was demanded. Even social activities should have some indirect bearing upon the training; i. e. being entertained in American homes by people of the same profession. At the same time, however, it is better to have too little than too many planned social activities.

Participants should not be sent on a program which is too advanced for them, especially if there is also a language problem involved. No matter how impatient a participant may appear to be, it is not fair to send him on a program which will create undue tension and pressure. Participants given the opportunity to train in the United States are psychologically obliged to succeed. When success appears somewhat beyond their reach, not only has the investment in this participant been wasted but the participant's prestige and professional reputation has been damaged. It is the responsibility of the Training Office and the technical division to match the training with the participant and not to permit a participant to leave for training unless he is equipped with the necessary education, experience and linguistic ability, no matter what reasons the participant offers for wanting to go sooner.

A degree or a certificate from his source of training appears to permit the participant more opportunity to utilize his training. Degrees and certifications in Brazil are important and are looked upon with respect. A participant having one is more often placed in a position of responsibility and his opinions and suggestions are given more weight.

Training should be given in the United States unless better training facilities exist elsewhere. Where training of the same standard can be found outside the United States it is important for the participant to attend training in the United States even when a little extra money is involved. Sending participants to other Latin American countries should be carefully considered as there is strong indication that many participants resented going into another country which they did not feel was any more developed than Brazil. This feeling appears to be seldom stated before the participant departs but is often registered after his return. When such barriers are erected between the participant and his instructors, learning and utilization of training are often impaired.

A returning participant should be obliged to go to the Training Office and/or the technical division so that his training and his experience can be properly evaluated.

Participants should be kept in constant contact and the more personal this contact the better. Although he may have learned a great deal, once back on the job, a participant sometimes encounters difficulty in utilizing his training because he has not learned or retained the practical steps which should be taken in order to initiate the application of his training.

Alumni associations should be activated. Newsletters should also be sent to participants. Within these newsletters there should be a form giving the participant the opportunity to request advice and aid.

Participants should be encouraged to maintain their memberships in professional societies and to request professional publications and information.

The results of the Participant Training Evaluation Survey showed that, in general, there has been a judicious selection of participants but perhaps more cooperation from the participant's supervisors and organization would be helpful. Too many participants have been sent without sufficient knowledge of English and without sufficient orientation in some areas.

The training these participants received has, in most cases, been excellent, but follow-up on these participants has been lacking. Most participants have been very satisfied with the training they received and although many of them did not return to the same jobs there has been considerable utilization of their training.

Participant training in Brazil, despite some of its faults, has been successful. It is unlikely that the Alliance for Progress can receive more return on its investment than that which it receives through participant training. This activity should not only be encouraged but expanded wherever needed. It was rewarding to talk to so many of these participants and their organizations; according to the frank responses given during this survey, it is the general conclusion that although not a perfect instrument participant training is an activity which Brazil and the United States can look upon with pride.

## APPENDIX

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1

Major Field Of Activity In Which  
Training Was Given

Current Residence At Time Of Interview	Major Field Of Activity In Which Training Was Given											Total
	Direct Military Support (0)	Agriculture (1)	Industry & Mining (2)	Transportation (3)	Labor (4)	Health (5)	Education (6)	Public Administration (7)	Con. Devel.: Housing (8)	Miscellaneous (9)	Not ascertained (X)	
Capital city area (1)	-	90	14	59	14	82	27	62	10	13	-	371
	-	5	-	-	36	-	-	-	-	1	-	42
Provincial city area (2)	-	35	-	5	2	10	4	4	3	-	-	63
	-	1	-	-	19	-	-	-	-	-	-	20
Rural place, village, town (3)	-	88	-	3	1	2	3	-	-	-	-	37
	-	-	-	-	2	-	-	-	-	-	-	2
Not ascertained (0)	-	-	-	-	-	2	1	-	-	-	-	3
	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	153	14	67	17	96	35	66	13	13	-	474
	-	6	-	-	57	-	-	-	-	1	-	64

2

Major Field Of Activity In Which  
Training Was Given

Year Participant Left For Training Program	Major Field Of Activity In Which Training Was Given											Total
	Direct Military Support (0)	Agriculture (1)	Industry & Mining (2)	Transportation (3)	Labor (4)	Health (5)	Education (6)	Public Administration (7)	Con. Devel.: Housing (8)	Miscellaneous (9)	Not ascertained (X)	
1960 (60)	-	9	-	-	8	-	-	3	-	-	-	12
1959 (59)	-	25	-	10	5	7	5	3	1	2	-	58
	-	1	-	8	-	-	-	-	-	-	-	10
1958 (58)	-	22	2	12	14	11	10	10	-	-	-	67
	-	3	-	14	-	-	-	-	-	1	-	18
1957 (57)	-	16	2	13	3	12	9	5	1	3	-	64
	-	1	-	10	-	-	-	-	-	-	-	11
1956 (56)	-	28	1	9	1	14	4	11	6	4	-	76
	-	1	-	11	-	-	-	-	-	-	-	12
1955 (55)	-	13	-	8	3	5	4	8	2	1	-	44
	-	-	-	3	-	-	-	-	-	-	-	3
1954 (54)	-	12	-	-	-	3	-	12	1	-	-	28
	-	-	-	-	-	-	-	-	-	-	-	-
1953 (53)	-	9	5	9	3	5	1	7	1	3	-	43
	-	-	-	2	-	-	-	-	-	-	-	2
1952 (52)	-	15	2	5	-	5	1	6	-	-	-	34
	-	-	-	-	-	-	-	-	-	-	-	-
1951 (51)	-	2	2	1	2	4	-	1	1	-	-	13
	-	-	-	-	-	-	-	-	-	-	-	-
1950 (50)	-	-	-	-	-	3	-	-	-	-	-	3
	-	-	-	-	-	-	-	-	-	-	-	-
1949 and earlier (49, 48, etc.)	-	4	-	-	-	27	1	-	-	-	-	32
	-	-	-	-	-	-	-	-	-	-	-	-
Not ascertained (00)	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	153	14	67	17	96	35	66	13	13	-	474
	-	6	-	-	57	-	-	-	-	1	-	64

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Major Field Of Activity In Which Training Was Given

Economic Activity In Which Participant Was Employed At Time Of Interview	Support (0)	Direct Military (1)	Agriculture (2)	Industry & Mining (3)	Transportation (4)	Labor (5)	Health (6)	Education (7)	Public Administration (8)	Com. Devel., Housing, Social (9)	Miscellaneous (10)	Not ascertained (11)	Total
Agriculture, forestries, and fisheries (X01 - X09)	-	-	52	-	-	-	-	-	1	-	-	-	53
Mining and quarrying (X11 - X19)	-	-	-	3	-	-	1	-	-	-	-	-	3
Manufacturing, maintenance and repair (X21 - X39)	-	-	4	1	3	-	16	-	2	-	4	-	14
Engineering and construction (X41 - X49)	-	-	-	3	3	-	-	3	-	-	3	1	13
Electricity, water, gas, and sanitary services (X51 - X59)	-	-	-	1	2	-	4	5	-	-	2	1	11
Transport, storage, and communications serv. (X61 - X69)	-	-	-	-	31	-	-	-	-	-	6	-	37
Commerce, banking, and insurance (X71 - X79)	-	-	22	1	1	2	-	-	-	7	-	-	33
Educational services (X83 - X86)	-	-	22	5	2	-	9	30	31	7	4	6	127
Medical services (X87 - X88)	-	-	1	-	-	-	-	42	-	2	-	-	45
Community Devel., social welfare, housing (X90, X91, 100)	-	-	-	-	1	2	1	-	-	-	8	-	12
Other (gov't. and non-gov't.) (X81, X82, X89, X92-X99, 101-106)	-	-	46	-	22	13	10	10	1	34	1	5	132
Inactive (Y)	-	-	6	-	2	-	1	3	2	1	-	-	14
Not ascertained (0)	-	-	-	-	-	-	1	-	-	-	-	-	1
Total	-	-	153	14	67	17	96	35	66	13	13	-	474
	-	-	6	-	-	57	-	-	-	-	1	-	64

Major Field of Activity In Which Training Was Given

Level of Position at Time of Selection	Direct Military Support (0)	Agriculture (1)	Industry & Mining (2)	Transportation (3)	Labor (4)	Health (5)	Education (6)	Public Administration (7)	Com. Devel., Housing, Social (8)	Miscellaneous (9)	Not ascertained (10)	Total
Top policy makers - National level and/or national impact (1)	-	-	1	-	-	-	1	-	-	-	-	2
Policy makers - Second level and/or non-national impact (2)	-	-	27	1	1	6	3	2	-	-	-	40
Subordinate management - Line or staff (3)	-	-	1	-	1	1	-	-	-	-	1	3
Engineers (4)	-	-	40	3	19	7	22	5	38	7	3	144
Professional occupations (5)	-	-	1	-	-	10	-	-	-	-	-	11
Sub-professional occupations (6)	-	-	6	3	16	-	14	-	3	-	3	45
Supervisors, inspectors, foremen (7)	-	-	74	7	22	3	56	28	22	6	6	224
Artisans, craftsmen (8)	-	-	3	-	-	20	-	-	-	-	-	23
Occupations not elsewhere classified (9)	-	-	2	-	3	-	-	-	-	1	-	7
Inactive (Y)	-	-	-	-	-	1	-	-	-	-	-	1
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-	-	2
Total	-	-	153	14	67	17	96	35	66	13	13	474
	-	-	6	-	-	57	-	-	-	-	1	64

47

Major Field of Activity in Which  
Training Was Given

Age In Years At Time Of Departure For Training	Major Field of Activity in Which Training Was Given										Total		
	Direct Military Support (0)	Agriculture (1)	Industry & Mining (2)	Transportation (3)	Labor (4)	Health (5)	Education (6)	Public Administration (7)	Welfare, Housing (8)	Com. Devel., Social (9)		Miscellaneous (X)	Not ascertained
Under 25 years (1)	-	-	9	-	6	2	3	6	2	-	-	-	28
	-	-	-	-	-	1	-	-	-	-	-	-	1
25 - 29 years (2)	-	-	27	6	18	4	28	6	15	5	6	-	115
	-	-	-	-	-	7	-	-	-	-	-	-	7
30 - 34 years (3)	-	-	29	5	18	3	18	10	19	4	2	-	108
	-	-	-	-	-	8	-	-	-	-	-	-	8
35 - 39 years (4)	-	-	29	-2	12	3	22	4	18	1	4	-	95
	-	-	1	-	-	11	-	-	-	-	-	-	12
40 - 44 years (5)	-	-	20	-	7	1	15	6	8	1	-	-	58
	-	-	4	-	-	13	-	-	-	-	1	-	18
45 - 49 years (6)	-	-	24	-	2	3	5	2	1	1	-	-	38
	-	-	1	-	-	9	-	-	-	-	-	-	10
50 - 55 years (7)	-	-	7	1	2	1	2	1	1	1	-	-	16
	-	-	-	-	-	7	-	-	-	-	-	-	7
55 years and older (8)	-	-	8	-	2	-	2	-	2	-	1	-	15
	-	-	-	-	-	1	-	-	-	-	-	-	1
Not ascertained (0)	-	-	-	-	-	-	-	1	-	-	-	-	1
	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	153	14	67	17	96	35	66	13	13	-	474
	-	-	6	-	-	57	-	-	-	-	1	-	64

Major Field of Activity in Which  
Training Was Given

Sex	Major Field of Activity in Which Training Was Given										Total	
	Direct Military Support (0)	Agriculture (1)	Industry & Mining (2)	Transportation (3)	Labor (4)	Health (5)	Education (6)	Public Administration (7)	Welfare, Housing (8)	Com. Devel., Social (9)		Miscellaneous (X)
Male (1)	-	136	13	63	16	83	18	58	1	10	-	398
	-	8	-	-	36	-	-	-	-	1	-	63
Female (2)	-	17	1	4	1	13	17	8	12	3	-	76
	-	-	-	-	1	-	-	-	-	-	-	1
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	153	14	67	17	96	35	66	13	13	-	474
	-	6	-	-	57	-	-	-	-	1	-	64

7

Major Field of Activity In Which  
Training Was Given

Before You Left To Go Abroad, How Satisfied Were You With Your Train- ing Program?	Direct military support (0)	Agriculture (1)	Industry & mining (2)	Transportation (3)	Labor (4)	Health (5)	Education (6)	Welfare housing public administration (7)	Com. devel.: social miscellaneous (8)	Miscellaneous (9)	Not ascertained (X)	Total
Well satisfied (1)	-	79	5	41	10	58	12	39	5	4	-	253
Not very well satisfied (2)	-	4	-	-	33	-	-	-	-	1	-	38
Didn't know enough, don't know, don't remember (9)	-	22	2	6	2	8	6	9	2	2	-	59
Not ascertained (0)	-	-	-	-	5	-	-	-	-	-	-	5
Didn't know enough, don't know, don't remember (9)	-	52	7	20	5	30	17	18	6	7	-	162
Not ascertained (0)	-	2	-	-	19	-	-	-	-	-	-	21
Total	-	153	14	67	17	96	35	66	13	13	-	474
	-	6	-	-	57	-	-	-	-	1	-	64

8

Major Field of Activity In Which Training Was Given

Primary Country of Training	Direct military support (0)	Agric. & natural resources (1)	Industry & mining (2)	Transportation (3)	Labor sanitation (4)	Health and education (5)	Education (6)	Welfare housing public adminis- tration (7)	Com. devel.: social miscellaneous (8)	General & miscel- laneous (9)	Not ascertained (X)	Total
United States (000)	-	144	13	52	15	95	33	59	12	12	-	435
*	-	6	-	-	56	-	-	-	-	1	-	63
*	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-9	1	15	2	1	2	7	1	1	-	39
Total	-	153	14	67	17	96	35	66	13	13	-	474
	-	6	-	-	57	-	-	-	-	1	-	64

\* Any country, not coded "Other," in which a large proportion of participants were trained should be entered in this table.

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Major Field of Activity In Which Training Was Given

When You Arrived In The Country Of Training, Was Your Program Arranged In Detail?	Direct Military Support (0)	Agriculture (1)	Industry & Mining (2)	Transportation (3)	Labor (4)	Health (5)	Education (6)	Public Administration (7)	Welfare Housing (8)	Com. Devel.: Social (9)	Miscellaneous (10)	Not ascertained (11)	Total
Program in complete detail (1)	-	102	4	48	7	41	17	28	7	9	-	-	261
	-	6	-	-	22	-	-	-	-	1	-	-	29
Program in partial detail (2)	-	39	6	12	9	47	15	26	3	2	-	-	159
	-	-	-	-	25	-	-	-	-	-	-	-	25
Program not set up at all (3)	-	11	4	5	1	8	2	9	3	2	-	-	45
	-	-	-	-	9	-	-	-	-	-	-	-	9
Don't know or don't remember (9)	-	1	-	4	-	-	1	3	-	-	-	-	9
	-	-	-	-	1	-	-	-	-	-	-	-	1
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	153	14	67	17	96	35	66	13	13	-	-	474
	-	6	-	-	57	-	-	-	-	1	-	-	64

10

Major Field of Activity In Which Training Was Given

Do You Think He (The Person Who Discussed Your Program With You) Gave Enough Attention or Guidance To You During The Course Of The Program Or Not?	Direct Military Support (0)	Agriculture (1)	Industry & Mining (2)	Transportation (3)	Labor (4)	Health (5)	Education (6)	Public Administration (7)	Welfare Housing (8)	Com. Devel.: Social (9)	Miscellaneous (10)	Not ascertained (11)	Total
Received enough attention (1)	-	132	10	50	16	77	28	52	12	6	-	-	363
	-	6	-	-	50	-	-	-	-	1	-	-	57
Did not receive enough attention (2)	-	4	-	2	1	5	3	7	-	2	-	-	24
	-	-	-	-	2	-	-	-	-	-	-	-	2
Don't know or don't remember (9)	-	1	1	-	-	-	-	1	-	-	-	-	3
	-	-	-	-	-	-	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-	-	-	-	1	-	-	1
	-	-	-	-	-	-	-	-	-	-	-	-	-
Not applicable (y)	-	16	3	15	-	14	4	6	1	4	-	-	63
	-	-	-	-	5	-	-	-	-	-	-	-	5
Total	-	153	14	67	17	96	35	66	13	13	-	-	474
	-	6	-	-	57	-	-	-	-	1	-	-	64

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Major Field of Activity In Which  
Training Was Given

Participant Went On An Observation Tour During His Program	Direct Military Support (0)	Agriculture (1)	Industry & Mining (2)	Transportation (3)	Labor (4)	Health (5)	Education (6)	Public Administration (7)	Com. Devel., Housing, etc. (8)	Miscellaneous (9)	Social (10)	Not ascertained (X)	Total
	Yes (1)	-	127	7	34	17	72	27	46	11	9	-	360
	-	6	-	-	52	-	-	-	-	1	-	59	
No (2)	-	26	7	33	-	24	8	20	2	4	-	124	
	-	-	-	-	5	-	-	-	-	-	-	5	
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-	-	-	
	-	-	-	-	-	-	-	-	-	-	-	-	
Total	-	153	14	67	17	98	35	68	13	13	-	474	
	-	8	-	-	57	-	-	-	-	1	-	64	

Major Field Of Activity In Which  
Training Was Given

Participant Had On-The- Job Training During His Program	Direct Military Support (0)	Agriculture (1)	Industry & Mining (2)	Transportation (3)	Labor (4)	Health (5)	Education (6)	Public Administration (7)	Com. Devel., Housing, etc. (8)	Miscellaneous (9)	Social (10)	Not ascertained (X)	Total
	Yes (1)	-	49	9	33	-	43	8	22	4	7	-	175
	-	2	-	-	-	-	-	-	-	-	-	2	
No (2)	-	104	5	34	17	53	27	44	9	6	-	299	
	-	4	-	-	57	-	-	-	-	1	-	62	
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-	-	-	
	-	-	-	-	-	-	-	-	-	-	-	-	
Total	-	153	14	67	17	96	35	66	13	13	-	474	
	-	6	-	-	57	-	-	-	-	-	-	64	

Major Field Of Activity In Which  
Training Was Given

Participant Attended A University During His Program	Major Field Of Activity In Which Training Was Given										Total		
	Support (0)	Direct Military (1)	Agriculture (2)	Industry & Mining (3)	Transportation (4)	Labor (5)	Health (6)	Education (7)	Welfare, Public Adminis- tration (8)	Con. Devel., Social Welfare, Housing (9)		Miscellaneous (X)	Not ascertained (X)
Yes (1)	-	78	9	7	10	49	27	50	8	9	-	-	247
	-	3	-	-	26	-	-	-	-	-	-	-	29
No (2)	-	75	5	60	7	47	8	16	5	4	-	-	227
	-	3	-	-	31	-	-	-	-	1	-	-	35
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	153	14	67	17	96	35	66	13	13	-	-	474
	-	6	-	-	57	-	-	-	-	1	-	-	64

Major Field of Activity In Which  
Training Was Given

Participant Attended A Special Program Not At A University During His Program	Major Field of Activity In Which Training Was Given										Total		
	Health Support (0)	Direct Military (1)	Agriculture (2)	Industry & Mining (3)	Transportation (4)	Labor (5)	Education (6)	Welfare, Public Administration (7)	Con. Devel., Social Welfare, Housing (8)	Miscellaneous (9)		Not ascertained (X)	
Yes (1)	21	-	44	2	23	4	3	17	4	5	-	-	123
	-	-	2	-	-	15	-	-	-	-	-	-	17
No (2)	75	-	108	12	44	13	32	49	9	8	-	-	350
	-	-	4	-	-	42	-	-	-	1	-	-	47
Not ascertained (0)	-	-	1	-	-	-	-	-	-	-	-	-	1
	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	98	-	153	14	67	17	35	66	13	13	-	-	474
	-	-	6	-	-	57	-	-	-	1	-	-	64

Major Field of Activity In Which  
Training Was Given

How Was The Length Of Your Program?	Major Field of Activity In Which Training Was Given										Total	
	Direct Military Support (0)	Agriculture (1)	Industry & Mining (2)	Transportation (3)	Labor (4)	Health (5)	Education (6)	Public Administration (7)	Com. Devel.: Social Welfare Housing (8)	Miscellaneous (K)		Not ascertained (X)
Too long (1)	-	-	9	-	4	2	2	1	5	-	-	23
	-	-	-	-	-	17	-	-	-	-	-	17
About right (2)	-	-	102	10	33	7	69	21	41	6	6	295
	-	-	5	-	-	32	-	-	-	-	1	38
Too short (3)	-	-	41	4	30	8	25	13	20	7	7	155
	-	-	1	-	-	8	-	-	-	-	-	9
Don't know or don't remember (9)	-	-	1	-	-	-	-	-	-	-	-	1
	-	-	-	-	-	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	153	14	67	17	96	35	66	13	13	474
	-	-	6	-	-	57	-	-	-	-	1	64

Major Field of Activity In Which  
Training Was Given

Did Your Training Require You To Do Or See Too Many Different Things?	Major Field of Activity In Which Training Was Given										Total	
	Direct Military Support (0)	Agriculture (1)	Industry & Mining (2)	Transportation (3)	Labor (4)	Health (5)	Education (6)	Public Administration (7)	Com. Devel.: Social Welfare Housing (8)	Miscellaneous (9)		Not ascertained (K)
Too many things (1)	-	-	33	2	11	5	19	7	9	5	3	94
	-	-	2	-	-	6	-	-	-	-	-	8
Would have liked more (2)	-	-	30	4	11	3	16	8	13	1	3	89
	-	-	1	-	-	18	-	-	-	-	-	19
All right as it was (3)	-	-	90	8	44	9	61	20	43	7	7	289
	-	-	3	-	-	32	-	-	-	-	1	36
Don't know or don't remember (9)	-	-	-	-	-	-	-	-	1	-	-	1
	-	-	-	-	-	1	-	-	-	-	-	1
Not ascertained (0)	-	-	-	-	1	-	-	-	-	-	-	1
	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	153	14	67	17	96	35	66	13	13	474
	-	-	6	-	-	57	-	-	-	-	1	64

Major Field of Activity In Which Training Was Given

How Did You Find the Level of Your Program?	Direct military support (0)	Agric. & natural resources (1)	Industry & mining (2)	Transportation (3)	Labor (4)	Health and sanitation (5)	Education (6)	Welfare, Public Admin. (7)	Com. housing (8)	General devel. social (9)	Miscellaneous (X)	Not ascertained	Total
Too simple a level (1)	-	24	2	10	2	10	7	14	2	3	-	-	74
About right (2)	-	1	-	-	8	-	-	-	-	-	-	-	9
	-	124	12	56	15	79	28	51	10	9	-	-	384
Too advanced (3)	-	5	-	-	46	-	-	-	-	1	-	-	52
Don't know or don't remember (9)	-	4	-	1	3	5	-	1	1	1	-	-	13
Not ascertained (0)	-	-	-	-	-	-	1	-	-	-	-	-	1
	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	153	14	67	17	96	35	66	13	13	-	-	474
	-	6	-	-	57	-	-	-	-	1	-	-	64

Major Field Of Activity In Which Training Was Given

Was The First Job You Had After You Returned The Same As The Job You Had Before You Left?	Direct Military support (0)	Agriculture (1)	Industry & Mining (2)	Transportation (3)	Labor (4)	Health (5)	Education (6)	Welfare, Public Administration (7)	Com. Housing (8)	Miscellaneous (9)	Not ascertained (X)	Total
Same (1)	-	120	13	49	14	76	23	45	10	7	-	357
Different (2)	-	6	-	-	57	-	-	-	-	1	-	64
Don't know or don't remember (9)	-	33	1	18	3	19	12	21	3	6	-	116
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-	-	-
Not applicable (Y)	-	-	-	-	-	-	1	-	-	-	-	1
Total	-	153	14	67	17	96	35	66	13	13	-	474
	-	6	-	-	57	-	-	-	-	1	-	64

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Major Field Of Activity In Which Training Was Given

Was It (First Job After Return) The Job You Had Expected To Get On Your Return?	Major Field Of Activity In Which Training Was Given											
	Direct Military Support (0)	Agriculture (1)	Industry & Mining (2)	Transportation (3)	Labor (4)	Health (5)	Education (6)	Welfare, Public Administration (7)	Com. Devel., Housing (8)	Miscellaneous (9)	Not ascertained (X)	Total
Yes (1)	-	17	1	10	1	11	8	9	-	4	-	61
No (2)	-	15	-	8	2	8	4	12	3	2	-	54
Don't know or don't remember (9)	-	1	-	-	-	-	-	-	-	-	-	1
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-	-	-
Not applicable (Y)	-	120	13	49	14	77	23	45	10	7	-	358
	-	6	-	-	57	-	-	-	-	1	-	64
Total	-	153	14	67	17	96	35	66	13	13	-	474
	-	6	-	-	57	-	-	-	-	1	-	64

Major Field of Activity In Which Training Was Given

Since Your Return, Have You Had Any Contact With USOM?	Major Field of Activity In Which Training Was Given											
	Direct Military Support (0)	Agriculture (1)	Industry & Mining (2)	Transportation (3)	Labor (4)	Health (5)	Education (6)	Welfare, Public Administration (7)	Com. Devel., Housing (8)	Miscellaneous (9)	Not ascertained (X)	Total
Yes (1)	-	85	8	28	8	55	18	31	7	9	-	249
	-	1	-	-	30	-	-	-	-	-	-	31
No (2)	-	68	6	39	9	41	17	35	6	4	-	225
	-	5	-	-	27	-	-	-	-	1	-	33
Don't know or don't remember (9)	-	-	-	-	-	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	153	14	67	17	96	35	66	13	13	-	474
	-	6	-	-	57	-	-	-	-	1	-	64

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Major Field Of Activity In Which  
Training Was Given

Are You Now A Member Of A U. S. Professional Society?	Major Field Of Activity In Which Training Was Given										Total		
	Direct Military Support (0)	Agric. (1)	Industry & Mining (2)	Transportation (3)	Labor (4)	Health (5)	Education (6)	Public Administration (7)	Com. Devel., Housing (8)	Miscellaneous (9)		Not ascertained (X)	
Yes (1)	-	-	25	2	5	-	37	9	10	5	7	-	100
No (2)	-	-	128	12	61	17	59	25	58	8	6	-	372
Not ascertained (0)	-	-	-	-	1	-	-	1	-	-	-	-	2
Total	-	-	153	14	67	17	96	35	66	13	13	-	474
	-	-	6	-	-	57	-	-	-	-	1	-	64

PARTICIPANT QUESTIONNAIRE  
Major Field of Activity in Which Training Was Given

SUPERVISOR QUESTIONNAIRE: Did You Recommend That (Participant) be Sent on a Training Program?	Major Field of Activity in Which Training Was Given										Total	
	Direct military support (0)	Agric. & natural resources (1)	Industry & mining (2)	Transportation (3)	Labor (4)	Health and sanitation (5)	Education (6)	Public administration (7)	Comm. devel., housing (8)	General & miscellaneous (9)		Not ascertained (X)
Yes (1)	-	11	5	8	1	21	4	6	2	2	-	60
No (2)	-	7	1	2	-	4	4	4	1	1	-	24
Don't know or don't remember (9)	-	1	-	-	-	-	-	-	-	-	-	1
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-	-	-
Not applicable (Y)	-	62	3	34	8	38	17	43	8	8	-	221
Total	-	81	9	44	9	63	25	53	11	11	-	306
	-	-	-	-	11	-	-	-	-	-	-	11

**PARTICIPANT QUESTIONNAIRE**  
Major Field of Activity In Which Training was Given

SUPERVISOR QUESTIONNAIRE: Before (Participant) Left on His Program, Did This Organization Have Plans As To How His Training Would be Utilized?											Total	
	Direct military support (0)	Agric. & natural resources (1)	Industry & natural (2)	Transportation (3)	Health and sanitation (4)	Education (5)	Welfare adminis- tration (6)	Comm. housing (7)	General & social miscellaneous (8)	Not ascertained (X)		
Yes (1)	-	26	6	14	15	29	9	10	3	3	-	101
No (2)	-	7	1	4	-	5	4	7	-	2	-	30
Don't know or don't remember (9)	-	2	-	2	-	3	-	1	-	-	-	8
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-	-	-
Not applicable (Y)	-	46	2	24	8	26	12	35	8	6	-	167
Total	-	81	9	44	9	63	25	53	11	11	-	306

**PARTICIPANT QUESTIONNAIRE**  
Major Field of Activity In Which Training was Given

SUPERVISOR QUESTIONNAIRE Utilization Score											Total	
	Direct military support (0)	Agric. & natural resources (1)	Industry & natural (2)	Transportation (3)	Health and sanitation (4)	Education (5)	Welfare adminis- tration (6)	Comm. housing (7)	General & social miscellaneous (8)	Not ascertained (X)		
81 or higher (1)	-	32	3	18	3	40	14	14	4	3	-	131
20-80 (2)	-	14	4	6	1	9	2	6	1	2	-	45
19 or lower (3)	-	1	-	2	-	-	-	1	-	2	-	6
No total score (Y)	-	34	2	18	5	14	9	32	6	4	-	124
Total	-	81	9	44	9	63	25	53	11	11	-	306

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**PARTICIPANT QUESTIONNAIRE**  
Major Field of Activity in Which Training Was Given

**TECHNICIAN QUESTIONNAIRE:**  
How Much Contact with  
Participant Since His Return?

	Direct military support (0)	Agric. & natural resources (1)	Industry & mining (2)	Transportation (3)	Labor (4)	Health and sanitation (5)	Education (6)	Welfare, housing, public adminis- (7)	Comm. develop., social (8)	General & miscel- (9)	Not ascertained (X)	Total
Never met (1)	-	2	-	-	-	-	-	-	-	-	-	2
Once or twice (2)	-	8	1	12	1	9	3	1	-	-	-	35
Occasionally (3)	-	16	-	8	5	9	10	5	-	2	-	55
Frequently (4)	-	10	2	5	1	8	-	1	-	2	-	29
Regularly (5)	-	19	2	1	1	-	4	8	-	3	-	38
Only social (6)	-	3	-	-	-	-	-	-	-	-	-	3
Don't know or don't remember (9)	-	-	-	-	-	-	-	-	-	-	-	-
Not ascertained (0)	-	1	-	-	-	-	-	-	-	-	-	1
<b>Total</b>	-	<b>56</b>	<b>5</b>	<b>26</b>	<b>8</b>	<b>26</b>	<b>17</b>	<b>15</b>	-	<b>7</b>	-	<b>180</b>
	-	<b>4</b>	-	-	<b>16</b>	-	-	-	-	-	-	<b>20</b>

**PARTICIPANT QUESTIONNAIRE**  
Major Field of Activity in Which Training Was Given

**TECHNICIAN QUESTIONNAIRE:**  
Utilization Score

	Direct military support (0)	Agric. & natural resources (1)	Industry & mining (2)	Transportation (3)	Labor (4)	Health and sanitation (5)	Education (6)	Welfare, housing, public adminis- (7)	Comm. develop., social (8)	General & miscel- (9)	Not ascertained (X)	Total
.75 or higher (1)	-	29	4	18	2	10	9	4	-	-	5	81
	-	1	-	-	-	-	-	-	-	-	-	1
18 - 74 (2)	-	15	-	4	-	8	3	4	-	2	-	36
	-	3	-	-	-	-	-	-	-	-	-	3
17 or lower (3)	-	1	-	2	-	-	-	-	-	-	-	3
	-	-	-	-	-	-	-	-	-	-	-	-
No total score (Y)	-	11	1	2	6	8	5	7	-	-	-	40
	-	-	-	-	16	-	-	-	-	-	-	16
<b>Total</b>	-	<b>45</b>	<b>4</b>	<b>24</b>	<b>2</b>	<b>18</b>	<b>12</b>	<b>8</b>	-	<b>7</b>	-	<b>120</b>
	-	<b>4</b>	-	-	<b>16</b>	-	-	-	-	-	-	<b>20</b>

## Year Participant Left For Training Program

Area of Residence at Time of Selection	(49, 48, etc.)	1949 & earlier	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained (0)	Total
Capital city area (1)	16	3	5	20	22	17	15	27	26	26	29	2	-	-	208
	-	-	-	-	2	-	1	7	1	5	1	3	-	-	20
Provincial city area (2)	12	-	7	12	16	7	24	37	32	28	20	6	-	-	201
	-	-	-	-	-	-	2	4	9	8	8	4	-	-	36
Rural place, village, town (3)	2	-	1	2	5	4	5	12	6	13	9	4	-	-	63
	-	-	-	-	-	-	-	1	1	4	1	1	-	-	8
Outside of country (4)	2	-	-	-	-	-	-	-	-	-	-	-	-	-	2
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	32	3	13	34	43	28	44	76	64	67	58	12	-	-	474
	-	-	-	-	2	-	3	12	11	18	10	8	-	-	64

## Year Participant Left For Training Program

Occupation or Type of Employer at Time of Selection	(49, 48, etc.)	1949 & earlier	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained (0)	Total
Government (1)	28	3	11	33	37	28	30	69	56	59	42	11	-	-	407
	-	-	-	-	-	-	1	1	1	3	1	1	-	-	8
Private business (2)	2	-	2	1	2	-	11	3	5	8	10	9	-	-	45
	-	-	-	-	2	-	2	11	10	15	9	7	-	-	56
Profession (3)	1	-	-	-	1	-	-	2	-	-	-	-	-	-	4
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trade union (4)	-	-	-	-	-	-	-	-	3	-	3	-	-	-	6
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Student (5)	1	-	-	-	2	-	3	2	-	-	-	-	-	-	8
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nationalized industry (6)	-	-	-	-	1	-	-	-	-	-	-	3	-	-	4
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other - not included above (7)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	32	3	13	34	43	28	44	76	64	67	58	12	-	-	474
	-	-	-	-	2	-	3	12	11	18	10	8	-	-	64



Year Participant Left For Training Program

Sex	1949 & earlier (49, 48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained (0)	Total
Male (1)	26	3	8	32	39	21	36	68	51	58	53	12	-	398
	-	-	-	-	2	-	3	12	10	18	10	8	-	63
Female (2)	6	-	4	2	4	7	8	18	13	9	5	-	-	76
	-	-	-	-	-	-	-	-	1	-	-	-	-	1
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	32	3	13	34	43	28	44	76	64	67	58	12	-	474
	-	-	-	-	2	-	3	12	11	18	10	8	-	64

Year Participant Left For Training Program

Total Years of Education at Time of Selection	1949 & earlier (49, 48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained (0)	Total
17 or more years (17, 18, etc.)	19	2	2	16	15	6	16	18	32	27	28	4	-	185
	-	-	-	-	-	-	1	2	3	2	1	2	-	11
13 - 16 years (13, 14, 15, 16)	7	1	7	13	15	19	18	42	15	21	18	6	-	182
	-	-	-	-	-	-	-	1	1	3	1	2	-	8
9 - 12 years (09, 10, 11, 12)	1	-	2	2	8	3	8	12	11	13	8	-	-	68
	-	-	-	-	1	2	5	3	7	3	1	-	-	22
5 - 8 years (05, 06, 07, 08)	-	-	-	-	1	-	-	1	2	4	3	1	-	12
	-	-	-	-	1	-	-	3	4	5	3	2	-	18
1 - 4 years (01, 02, 03, 04)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	1	-	-	1	-	3
No formal education (XX)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not ascertained (00)	5	-	2	3	4	-	2	3	4	2	1	1	-	27
	-	-	-	-	-	-	-	-	-	1	1	-	-	2
Total	32	3	13	34	43	28	44	76	64	67	58	12	-	474
	-	-	-	-	2	-	3	12	11	18	10	8	-	64

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Year Participant Left For Training Program

Who Selected You?	1949 & earlier (49, 48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained (0)	Total
Supervisor (11)	10	-	6	10	8	9	6	18	14	19	21	4	-	125
Other (12 through 21)	19	2	7	22	34	19	33	55	44	50	34	8	-	327
Don't know or don't remember (99)	3	1	-	2	4	2	7	5	7	3	4	-	-	38
Not ascertained (00)	1	-	-	-	-	-	-	-	1	-	1	-	-	3
Not applicable (YY)	-	-	-	1	-	-	-	-	-	-	2	-	-	3
Total	33	3	13	38	48	30	48	78	66	72	62	12	-	496
	-	-	-	-	3	-	3	12	11	19	10	8	-	66

Year Participant Left For Training Program

When Your Program Was Being Planned, Did Anyone at Your Place of Employment or School Give You Any Information About it?

	1949 & earlier (49, 48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained (0)	Total
Yes (1)	8	2	5	15	13	11	1	40	21	32	16	7	-	188
No (2)	23	1	7	19	28	16	26	36	42	34	42	5	-	279
Don't know or don't remember (9)	1	-	1	-	2	1	-	-	1	1	-	-	-	7
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	32	3	13	34	43	28	44	76	64	67	58	12	-	474
	-	-	-	-	2	-	3	12	11	13	10	8	-	64

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## Year Participant Left For Training Program

Did the Ministry That  
Sponsored You Give  
You Any Information  
About the Program Being  
Planned for You?

	(49, 1949 & earlier, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained	Total
Yes (1)	7	2	-	5	11	3	8	12	12	21	14	5	-	100
No (2)	23	-	11	27	29	25	32	60	49	42	43	5	-	346
Ministry was employer (3)	1	-	1	2	1	-	2	4	2	3	-	2	-	18
Don't know or don't remember (9)	1	1	1	-	2	-	2	-	1	1	1	-	-	10
Not ascertained (0)	-	-	-	-	-	-	-	-	1	-	2	-	-	3
Total	32	3	13	34	43	28	44	76	64	67	58	12	-	474
	-	-	-	-	2	-	3	12	11	18	10	8	-	64

## Year Participant Left For Training Program

Before You Left to  
Go Abroad, How  
Satisfied Were You  
With Your Training  
Program?

	(49, 1949 & earlier, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained	Total
Well satisfied (1)	14	1	3	21	19	11	26	42	35	38	34	9	-	253
	-	-	-	-	2	-	3	8	6	11	6	2	-	38
Not very well satisfied (2)	2	1	3	6	7	6	3	6	6	8	10	1	-	59
	-	-	-	-	-	-	-	-	2	1	1	1	-	5
Didn't know enough, don't know, don't remember how satisfied I was (9)	16	1	7	7	17	11	15	28	23	21	14	2	-	162
	-	-	-	-	-	-	-	4	3	6	3	5	-	21
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	32	3	13	34	43	28	44	76	64	67	58	12	-	474
	-	-	-	-	2	-	3	12	11	18	10	8	-	64

Before You Left Home, Did You Get Enough Information About the Program?

Year Participant Left For Training Program

- a) What you would be learning?
- b) Where you would be going?
- c) When you would be going?
- d) Length of the program?
- e) Other aspects of the program?

	1949 & earlier (49-48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained	Total
All 5 questions - "Yes" (5)	11	1	5	10	13	8	14	28	21	35	29	7	-	182
Four questions - "Yes" (4)	-	2	4	14	9	7	17	16	16	12	14	2	-	122
Three questions - "Yes" (3)	-	-	2	4	10	7	7	21	19	11	9	1	-	95
Two questions - "Yes" (2)	-	-	-	-	1	-	1	4	3	3	3	2	-	17
One question - "Yes" (1)	-	-	-	-	-	-	-	-	1	1	1	-	-	3
No questions - "Yes"	-	-	-	-	3	2	2	1	3	4	2	1	-	18
All five questions - "No" (0)	-	-	-	-	-	-	-	-	1	-	-	-	-	1
All 5 questions - "Not ascertained" (X)	-	-	-	-	2	-	-	-	-	-	-	-	-	2
Total	32	3	13	34	43	28	44	76	64	67	58	12	-	474
	-	-	-	-	2	-	3	12	11	18	10	8	-	64

Year Participant Left For Training Program

Primary Country of Training

	1949 & earlier (49-48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained	Total
United States (000)	32	3	13	34	41	20	41	73	56	60	53	9	-	435
	-	-	-	-	1	-	3	12	11	18	10	8	-	63
*	-	-	-	-	-	-	-	-	-	-	-	-	-	-
*	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	2	8	8	8	8	7	5	3	-	39
	-	-	-	-	1	-	-	-	-	-	-	-	-	1
Total	32	3	13	34	43	28	44	76	64	67	58	12	-	474
	-	-	-	-	2	-	3	12	11	18	10	8	-	64

\* Any country, not coded "Other" in which a large proportion of participants were trained should be entered in this table.

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Year Participant Left For Training Program

Total Amount of Time Spent in Training	Year Participant Left For Training Program											Total		
	1949 & earlier (49, 48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)		Not ascertained (0) (60)	
Three years or more (8)	-	-	-	-	1	-	1	-	-	-	-	-	-	2
Two years to just under 3 years (7)	-	-	1	-	-	-	-	-	-	1	-	-	-	2
One year to just under 2 years (6)	22	1	6	18	10	12	14	26	18	21	3	-	-	151
Six months to just under one year (5)	8	2	1	9	16	8	9	19	13	18	6	-	-	109
Four months to just under 6 months (4)	-	-	2	4	8	-	8	12	9	8	8	3	-	62
Two months to just under 4 months (3)	2	-	3	2	8	8	11	16	21	17	33	7	-	128
One month to just under 2 months (2)	-	-	-	1	-	-	1	3	1	2	6	2	-	16
Less than one month (1)	-	-	-	-	-	-	-	-	1	-	1	-	-	2
Not ascertained (0)	-	-	-	-	-	-	-	-	-	1	1	-	-	2
<b>Total</b>	<b>32</b>	<b>3</b>	<b>13</b>	<b>34</b>	<b>43</b>	<b>28</b>	<b>44</b>	<b>76</b>	<b>64</b>	<b>67</b>	<b>58</b>	<b>12</b>	<b>-</b>	<b>474</b>

Did You Get Enough Information  
About How to Get Along in  
the Country of Training?

Year Participant Left For Training Program

- a) How to use restaurant and public facilities?
- b) Colloquial speech and idioms?
- c) Religious practices?
- d) Use of their money?
- e) Manners and customs generally?

	Year Participant Left For Training Program											Total		
	1949 & earlier (49, 48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)		Not ascertained (0) (60)	
All 5 questions - "Yes" (5)	14	2	6	17	20	16	34	40	47	44	38	6	-	284
Four questions - "Yes" (4)	-	-	-	-	-	-	2	7	10	12	3	5	-	39
Three questions - "Yes" (3)	9	-	4	7	9	5	7	15	8	14	9	3	-	90
Two questions - "Yes" (2)	-	-	-	-	1	-	-	3	1	4	3	1	-	13
One question - "Yes" (1)	2	-	1	4	9	2	-	11	5	5	7	1	-	47
No questions - "Yes"	-	-	-	-	-	-	1	1	-	2	1	-	-	5
All 5 questions - "Yes" (5)	3	1	2	1	3	2	2	5	2	2	4	2	-	29
Four questions - "Yes" (4)	-	-	-	-	-	-	-	1	-	-	2	2	-	5
Three questions - "Yes" (3)	2	-	-	2	-	2	1	5	2	1	-	-	-	15
Two questions - "Yes" (2)	-	-	-	-	-	-	-	-	-	-	1	-	-	1
One question - "Yes" (1)	1	-	-	1	2	1	-	-	-	1	-	-	-	6
No questions - "Yes"	-	-	-	-	1	-	-	-	-	-	-	-	-	1
All 5 questions - "No" (0)	-	-	-	-	1	-	-	-	-	-	-	-	-	1
All 5 questions - "Not ascertained" (X)	1	-	-	2	-	-	-	-	-	-	-	-	-	3
<b>Total</b>	<b>32</b>	<b>3</b>	<b>13</b>	<b>34</b>	<b>43</b>	<b>28</b>	<b>44</b>	<b>76</b>	<b>64</b>	<b>67</b>	<b>58</b>	<b>12</b>	<b>-</b>	<b>474</b>

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## Year Participant Left For Training Program

Did You Attend Any General Orientation Sessions That Took More Than One Entire Day?	1949 & earlier (49, 48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained	Total
	Yes (1)	6 -	- -	8 -	22 -	31 -	18 -	27 2	61 8	37 7	45 16	42 4	10 5	- -
No (2)	26 -	3 -	5 -	12 -	11 2	10 -	17 1	14 4	27 4	22 2	16 6	2 3	- -	165 22
Don't know or don't remember (9)	- -	- -	- -	- -	1 -	- -	- -	1 -	- -	- -	- -	- -	- -	2 -
Not ascertained (0)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Total	32 -	3 -	13 -	34 -	43 2	28 -	44 3	76 12	64 11	67 18	58 10	12 8	- -	474 64

## Year Participant Left For Training Program

Do You Think He (The Person Who Discussed Your Program with You) Gave Enough Attention to You During the Course of the Program?	1949 & earlier (49, 48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained	Total
	Received enough attention (1)	24 -	3 -	10 -	31 -	35 1	22 -	35 3	61 11	48 10	49 15	54 9	11 8	- -
Did not receive enough attention (2)	3 -	- -	- -	1 -	- -	2 -	1 -	5 -	6 -	5 -	- -	1 -	- -	24 -
Don't know or don't remember (9)	- -	- -	- -	- -	1 -	- -	- -	1 -	1 -	- -	- -	- -	- -	2 -
Not applicable - when he arrived, participant says he did not meet anyone who discussed his program with him (Y)	5 -	- -	3 -	2 -	6 1	4 -	8 -	9 1	9 -	13 3	4 -	- -	- -	63 5
Not ascertained (0)	- -	- -	- -	- -	1 -	- -	1 -							
Total	32 -	3 -	13 -	34 -	43 2	28 -	44 3	76 12	64 11	67 18	58 10	12 8	- -	474 64

Year Participant Left For Training Program

Participant Went on an Observation Tour During his Program	1949 & earlier (49, 48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained (0)	Total
	Yes (1)	22 -	2 -	11 -	24 -	30 -2	17 -	32 3	58 10	48 11	50 17	48 10	10 6	- -
No (2)	10 -	1 -	2 -	10 -	13 -	11 -	12 -	20 2	16 -	17 1	10 -	2 2	- -	124 5
Not ascertained (0)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Total	32 -	3 -	13 -	34 -	43 2	28 -	44 3	76 12	64 11	67 18	58 10	12 8	- -	474 64

Year Participant Left For Training Program

Participant Had On-the-Job Training During His Program	1949 & earlier (49, 48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained (0)	Total
	Yes (1)	18 -	2 -	4 -	14 -	21 -	12 -	17 -	25 1	24 -	26 1	10 -	2 -	- -
No (2)	14 -	1 -	9 -	20 -	22 2	16 -	27 3	51 11	40 11	41 17	48 10	10 8	- -	299 62
Not ascertained (0)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Total	32 -	3 -	13 -	34 -	43 2	28 -	44 3	76 12	64 11	67 18	58 10	12 8	- -	474 64

Year Participant Left For Training Program

Participant Attended a University During His Program	1949 & earlier (49, 48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained	Total
	Yes (1)	22 -	1 -	6 -	20 -	26 1	18 -	25 1	42 3	33 6	32 10	17 5	5 3	- -
No (2)	10 -	2 -	7 -	14 -	17 1	10 -	19 2	34 9	31 5	35 8	41 5	7 5	- -	227 35
Not ascertained (0)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Total	32 -	3 -	13 -	34 -	43 2	28 -	44 3	76 12	64 11	67 18	58 10	12 8	- -	474 64

Year Participant Left For Training Program

Participant Attended a Special Program Not at a University	1949 & earlier (49, 48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained	Total
	Yes (1)	8 -	2 -	3 -	5 -	15 -	5 -	10 -	16 2	13 2	23 6	19 2	4 5	- -
No (2)	24 -	1 -	10 -	28 -	28 2	23 -	34 3	60 10	51 9	44 12	39 8	8 3	- -	350 47
Not ascertained (0)	- -	- -	- -	1 -	- -	1 -								
Total	32 -	3 -	13 -	34 -	43 2	28 -	44 3	76 12	64 11	67 18	58 10	12 8	- -	474 64

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## Year Participant Left For Training Program

What is Your Opinion  
of the Money ICA Made  
Available to You?

	1949 & earlier (49, 48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained (0)	Total
Too little (1)	6	1	2	9	10	5	4	9	13	17	19	3	-	88
	-	-	-	-	1	-	-	2	2	5	5	3	-	18
About right (2)	26	2	11	24	32	23	39	63	49	48	38	9	-	364
	-	-	-	-	1	-	3	10	9	13	5	5	-	46
More than needed (3)	-	-	-	1	1	-	1	4	2	1	1	-	-	11
	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know or don't remember (9)	-	-	-	-	-	-	-	-	-	1	-	-	-	1
	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	32	3	13	34	43	28	44	76	64	67	58	12	-	474
	-	-	-	-	2	-	3	12	11	18	10	8	-	64

## Year Participant Left For Training Program

At the End of Your  
Training Program, Did  
You Attend a Seminar  
in Communications?

	1949 & earlier (49, 48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained (0)	Total
Yes (1)	2	1	-	2	3	6	15	22	11	14	13	1	-	90
	-	-	-	-	-	-	-	1	-	1	2	-	-	4
No (2)	30	2	13	32	40	22	28	52	53	53	45	11	-	381
	-	-	-	-	2	-	3	11	10	17	8	8	-	59
Don't know or don't remember (9)	-	-	-	-	-	-	1	2	-	-	-	-	-	3
	-	-	-	-	-	-	-	-	1	-	-	-	-	1
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	32	3	13	34	43	28	44	76	64	67	58	12	-	474
	-	-	-	-	2	-	3	12	11	18	10	8	-	64

## Year Participant Left For Training Program

Did You Join Any U.S. Professional Society?	1949 & earlier (49, 48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained (0)	Total
	Yes (1)	12 -	- -	5 -	14 -	9 1	8 -	9 -	17 -	17 1	22 2	16 -	7 -	- -
No (2)	20 -	3 -	8 -	20 -	34 1	20 -	35 3	59 12	47 10	45 16	42 10	5 8	- -	338 60
Don't know or don't remember (9)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Not ascertained (0)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Total	32 -	3 -	13 -	34 -	43 2	28 -	44 3	76 12	64 11	67 18	58 10	12 8	- -	474 64

## Year Participant Left For Training Program

Do You Receive Any U. S. Professional Publications?	1949 & earlier (49, 48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained (0)	Total
	Yes (1)	20 -	2 -	7 -	28 -	19 2	11 -	20 -	36 2	28 4	32 3	37 4	9 4	- -
No (2)	12 -	1 -	6 -	6 -	24 -	17 -	24 3	40 10	36 7	35 15	21 6	3 4	- -	225 45
Not ascertained (0)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Total	32 -	3 -	13 -	34 -	43 2	28 -	44 3	76 12	64 11	67 18	58 10	12 8	- -	474 64

PARTICIPANT QUESTIONNAIRE  
Year Participant Left For Training Program

## SUPERVISOR QUESTIONNAIRE:

Did You Recommend That (Participant) be Sent on a Training Program?

	1949 & earlier (49, 48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained (0)	Total
Yes (1)	3	-	1	5	4	1	3	13	8	8	11	3	-	60
No (2)	2	-	-	-	1	2	4	2	3	1	7	2	1	24
Don't know or don't remember (9)	-	-	-	-	-	-	-	-	-	-	1	-	1	2
Not applicable - participant did not work for this supervisor before he left, or supervisor doesn't know or doesn't remember whether participant worked for him before he left (Y)	11	1	4	15	24	17	21	39	30	36	19	4	-	221
Not ascertained (0)	-	-	-	-	-	-	1	-	1	1	-	-	-	2
Total	16	1	5	20	28	20	28	54	41	52	32	8	-	306

PARTICIPANT QUESTIONNAIRE  
Year Participant Left For Training Program

## SUPERVISOR QUESTIONNAIRE:

Before (Participant) Left on His Program, Did this Organization Have Plans as to How His Training Would be Utilized?

	1949 & earlier (49, 48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained (0)	Total
Yes (1)	5	1	1	6	7	3	8	20	13	18	14	5	-	101
No (2)	-	-	-	2	2	2	4	3	6	7	3	1	-	30
Don't know or don't remember (9)	-	-	-	-	-	-	-	3	2	1	1	1	-	8
Not applicable - supervisor was not familiar with any aspects of participant's training program before he left (Y)	11	-	4	12	20	15	16	28	20	26	14	1	-	167
Not ascertained (0)	-	-	-	-	-	-	1	-	1	-	-	-	-	2
Total	16	1	5	20	28	20	28	54	41	52	32	8	-	306

PARTICIPANT QUESTIONNAIRE  
Year Participant Left For Training Program

## SUPERVISOR QUESTIONNAIRE:

Utilization Score

	1949 & earlier (49, 48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained	Total
81 or higher (1)	11 -	1 -	3 -	10 -	7 -	5 -	13 -	23 2	22 -	18 1	14 2	4 2	- -	131 5
20 - 80 (2)	1 -	- -	- -	3 -	6 -	2 -	1 -	11 -	5 1	8 1	7 -	1 2	- -	45 4
19 or lower (3)	- -	- -	- -	- -	1 -	- -	2 -	- -	- -	2 -	1 -	- -	- -	6 -
No total score (Y)	4 -	- -	2 -	7 -	15 -	13 -	12 1	20 -	14 1	24 -	10 -	3 -	- -	124 2
Total	18 -	1 -	5 -	20 -	29 -	20 -	28 1	54 2	41 2	52 2	32 2	8 2	- -	308 11

Year Participant Left For Training Program

 TECHNICIAN QUESTIONNAIRE:  
 Completion of Answer  
 Record Form

	1949 & earlier (49, 48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained	Total
Form completed; Technician does know participant (2)	8 -	1 -	4 -	8 -	4 1	4 -	8 -	22 3	23 2	36 7	33 5	9 2	- -	160 20
Form not completed; Technician does <u>not</u> know participant (1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Total	8 -	1 -	4 -	8 -	4 1	4 -	8 -	22 3	23 2	36 7	33 5	9 2	- -	160 20

PARTICIPANT QUESTIONNAIRE  
Year Participant Left For Training Program

TECHNICIAN QUESTIONNAIRE: Utilization Score	1949 & earlier (49, 48, etc.)	1950 (50)	1951 (51)	1952 (52)	1953 (53)	1954 (54)	1955 (55)	1956 (56)	1957 (57)	1958 (58)	1959 (59)	1960 (60)	Not ascertained	Total
	75 or higher (1)	1	-	2	2	3	1	6	15	13	24	10	4	-
18 - 74 (2)	-	-	-	-	-	-	-	-	-	-	1	-	-	1
17 or lower (3)	6	-	-	3	1	2	-	5	4	5	10	1	-	38
No total score (Y)	-	-	-	-	-	-	-	-	-	3	-	-	-	3
	-	-	-	-	-	-	1	-	2	-	-	-	-	-
	-	-	-	-	1	-	-	3	2	4	7	13	4	40
	-	-	-	-	-	-	-	-	2	4	4	4	2	16
Total	6	-	2	5	4	3	7	20	19	29	20	5	-	120
	-	-	-	-	1	-	-	3	2	7	5	2	-	20

Age in Years At Time Of Departure  
For Training

Total Time In Field Of Specialization At Time Of Selection	Under 25 (1)	25 - 29 (2)	30 - 34 (3)	35 - 39 (4)	40 - 44 (5)	45 - 49 (6)	50 - 54 (7)	55 and over (8)	Not ascertained (0)	Total
	10 years or more (6)	-	6	27	62	41	24	13	12	-
5 to just under 10 years (5)	-	1	3	6	7	7	5	1	-	30
2 to just under 5 years (4)	3	36	43	18	9	6	1	-	-	116
1 to just under 2 years (3)	-	5	2	3	6	3	1	-	-	20
Less than 1 year (2)	14	38	25	11	5	7	1	1	-	102
None (1)	1	1	1	1	4	1	1	-	-	8
Not ascertained (0)	7	24	7	4	2	-	-	1	-	45
	-	-	1	1	-	-	-	-	-	2
	1	7	3	-	-	1	1	1	-	14
	-	-	-	-	-	-	-	-	-	-
	2	1	2	-	-	-	-	-	-	5
	-	-	-	-	-	-	-	-	-	-
	1	3	1	-	1	-	-	-	-	7
	-	-	-	1	1	-	-	-	-	3
Total	28	115	108	95	58	38	16	15	1	474
	1	7	8	12	18	10	7	1	-	64

Age In Years At Time Of Departure  
For Training

Level Of Position At Time Of Selection	Under 25 (1)	25 - 29 (2)	30 - 34 (3)	35 - 39 (4)	40 - 44 (5)	45 - 49 (6)	50 - 54 (7)	55 and older (8)	Not ascertained (0)	Total
Top policy makers - National level and/or national impact (1)	-	-	-	-	-	-	1	-	1	2
Policy makers - Second level and/or non-national impact (2)	-	-	3	4	10	9	7	4	2	40
Subordinate management - Line or staff (3)	-	-	-	-	1	2	-	-	-	3
Engineers (4)	2	29	34	34	16	16	8	5	-	144
Professional occupations (5)	18	61	49	46	27	14	4	5	-	224
Sub-professional occupations (6)	2	2	2	-	1	-	-	-	-	7
Supervisors, inspectors, foremen (7)	-	-	1	-	1	-	-	-	-	2
Artisans, craftsmen (8)	-	1	-	2	1	-	4	1	-	9
Occupations not elsewhere classified (9)	-	-	1	1	1	2	1	-	-	4
Inactive (V)	3	2	2	3	3	2	-	-	-	13
Not ascertained (0)	1	-	1	-	-	-	-	-	-	2
Total	28	115	108	95	58	38	16	15	1	474
	1	7	8	12	18	10	7	1	-	64

Age In Years At Time Of Departure  
For Training

Number Of People Supervised At Time Of Selection	Under 25 (1)	25 - 29 (2)	30 - 34 (3)	35 - 39 (4)	40 - 44 (5)	45 - 49 (6)	50 - 54 (7)	55 and older (8)	Not ascertained (0)	Total
1000 or more (8)	-	-	3	3	6	3	3	1	-	19
500 - 999 (7)	-	-	2	1	2	2	1	1	-	8
200 - 499 (6)	2	4	8	4	3	3	1	2	-	27
50 - 199 (5)	-	9	9	19	6	5	4	3	-	55
20 - 49 (4)	-	1	2	1	2	2	1	1	-	8
6 - 19 (3)	2	8	20	10	10	6	1	1	1	59
1 - 5 (2)	-	-	-	-	5	5	2	-	-	8
None (1)	3	26	21	27	12	6	3	2	-	100
Not ascertained (0)	-	1	2	-	5	3	2	-	-	12
Total	3	12	11	18	5	6	1	1	-	57
	-	1	1	1	5	5	1	1	-	10
1000 or more (8)	17	51	31	12	10	4	3	3	-	131
500 - 999 (7)	1	4	3	5	5	4	-	-	-	22
200 - 499 (6)	1	5	3	1	4	3	-	1	-	18
50 - 199 (5)	-	1	-	-	1	1	-	-	-	2
20 - 49 (4)	28	115	108	95	58	38	16	15	1	474
6 - 19 (3)	1	7	8	12	18	10	7	1	-	64

Age In Years At Time Of Departure  
For Training

Sex	Under 25	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 and older	Not ascertained	Total
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(0)	
Male (1)	24	92	86	84	49	33	14	15	1	398
	1	7	7	12	18	10	7	1	-	63
Female (2)	4	23	22	11	9	5	2	-	-	76
	-	-	1	-	-	-	-	-	-	1
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-
Total	28	115	108	95	58	38	16	15	1	474
	1	7	8	12	18	10	7	1	-	64

Age In Years At Time Of Departure  
For Training

Total Years Of Education At Time Of Selection	Under 25	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 and older	Not ascertained	Total
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(0)	
17 or more years (17, 18, etc.)	2	42	45	38	27	14	9	8	-	185
	-	2	-	-	7	2	-	-	-	11
13 - 16 years (13, 14, 15, 16)	12	49	42	33	21	18	2	5	-	182
	-	4	4	3	1	-	-	-	-	8
9 - 12 years (09, 10, 11, 12)	11	15	13	19	5	3	1	1	-	68
	1	3	2	4	5	4	3	-	-	22
5 - 8 years (05, 06, 07, 08)	-	3	3	2	2	1	-	1	-	12
	-	1	2	5	2	4	3	1	-	18
1 - 4 years (01, 02, 03, 04)	-	-	-	-	-	-	-	-	-	-
	-	1	-	-	1	-	1	-	-	3
No formal education (XX)	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-
Not ascertained (00)	3	6	5	3	3	2	4	-	1	27
	-	-	-	-	2	-	-	-	-	2
Total	28	115	108	95	58	38	16	15	1	474
	1	7	8	12	18	10	7	1	-	64

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Age In Years At Time Of Departure  
For Training

Marital Status At Time Of Selection	Age In Years At Time Of Departure For Training								Total	
	Under 25 (1)	25 - 29 (2)	30 - 34 (3)	35 - 39 (4)	40 - 44 (5)	45 - 49 (6)	50 - 54 (7)	55 and older (8)		Not ascertained (0)
Married (1)	5	44	65	74	49	31	14	13	-	285
	-	6	7	11	14	7	6	-	-	51
Not married (2)	23	71	43	20	9	7	2	2	-	177
	1	1	1	1	4	3	1	1	-	13
Not ascertained (0)	-	-	-	1	-	-	-	-	1	2
	-	-	-	-	-	-	-	-	-	-
Total	28	115	108	95	58	38	16	15	1	474
	1	7	8	12	18	10	7	1	-	64

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Age In Years At Time Of Departure  
For Training

What Is Your Opinion Of The Money ICA Made Available To You?	Age In Years At Time Of Departure For Training								Total	
	Under 25 (1)	25 - 29 (2)	30 - 34 (3)	35 - 39 (4)	40 - 44 (5)	45 - 49 (6)	50 - 54 (7)	55 and older (8)		Not ascertained (0)
Too little (1)	2	22	19	24	15	4	6	6	-	98
	-	2	3	4	5	3	1	-	-	18
About right (2)	24	92	86	68	43	34	7	9	1	364
	1	5	5	8	13	7	6	1	-	46
More than needed (3)	2	-	3	3	-	-	3	-	-	11
	-	-	-	-	-	-	-	-	-	-
Don't know or don't remember (9)	-	1	-	-	-	-	-	-	-	1
	-	-	-	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-
Total	28	115	108	95	58	38	16	15	1	474
	1	7	8	12	18	10	7	1	-	64

Age In Years At Time Of Departure  
For Training

Were There Enough Social Activities Arranged For You?	Under (1)	25 - (2)	30 - (3)	35 - (4)	40 - (5)	45 - (6)	50 - (7)	55 and (8)	Not ascertained (0)	Total
Too many activities (1)	2	1	4	2	1	-	-	-	-	10
	-	-	-	-	1	-	-	-	-	1
About enough activities (2)	18	93	81	68	43	31	15	13	1	363
	-	4	5	8	10	8	3	1	-	39
Not enough activities (3)	8	21	23	24	14	7	1	2	-	100
	1	3	3	4	7	2	3	-	-	23
Not ascertained (0)	-	-	-	1	-	-	-	-	-	1
	-	-	-	-	-	-	1	-	-	1
Total	28	115	108	95	58	38	16	15	1	474
	1	7	8	12	18	10	7	1	-	64

Age In Years At Time Of Departure  
For Training

Any Difficulty With English?	Under (1)	25 - (2)	30 - (3)	35 - (4)	40 - (5)	45 - (6)	50 - (7)	55 and (8)	Not ascertained (0)	Total
No difficulty at all (1)	5	39	21	18	12	10	2	4	-	111
	1	-	-	-	1	-	-	-	-	2
Difficulty in being understood (2)	7	16	22	7	2	2	1	2	-	59
	-	-	-	-	-	-	-	-	-	-
Difficulty in understanding others (3)	2	14	21	18	13	1	3	3	-	73
	-	-	-	-	1	-	-	-	-	1
Both (4)	2	19	21	21	7	4	1	-	-	75
	-	-	-	-	1	-	1	-	-	2
Don't know or don't remember (9)	-	-	-	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	1	-	-	-	-	-	1
	-	-	-	-	-	-	-	-	-	-
Not applicable (Y)	12	27	23	32	24	21	9	6	1	155
	-	7	8	12	15	10	8	1	-	88
Total	28	115	108	95	58	38	16	15	1	474
	1	7	8	12	18	10	7	1	-	64

Age In Years At Time Of Departure  
For Training

How Important Was Your Program?	Under 25 (1)	25 - 29 (2)	30 - 34 (3)	35 - 39 (4)	40 - 44 (5)	45 - 49 (6)	50 - 54 (7)	55 and older (8)	Not ascertained (9)	Total
Most important thing (1)	15	71	71	64	37	20	12	7	1	298
	1	4	6	7	14	9	3	-	-	44
Waste of time (2)	-	3	1	-	-	-	-	-	-	4
	-	-	-	-	-	-	-	-	-	-
In between (3)	13	41	38	31	21	18	4	8	-	172
	-	3	2	5	4	1	4	1	-	20
Don't know or don't remember (9)	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-
Total	28	115	108	95	58	38	18	15	1	474
	1	7	8	12	18	10	7	1	-	64

PARTICIPANT QUESTIONNAIRE  
Age In Years At Time Of Departure  
For Training

SUPERVISOR QUESTIONNAIRE: Utilization Score	Under 25 (1)	25 - 29 (2)	30 - 34 (3)	35 - 39 (4)	40 - 44 (5)	45 - 49 (6)	50 - 54 (7)	55 and older (8)	Not ascertained (9)	Total
81 or higher (1)	2	35	40	30	16	5	1	2	-	131
	-	1	-	1	2	-	1	-	-	5
20 - 80 (2)	3	7	17	10	4	3	1	-	-	45
	-	-	-	1	1	1	1	-	-	4
19 or lower (3)	1	2	-	2	-	-	-	1	-	6
	-	-	-	-	-	-	-	-	-	-
No total score (Y)	8	32	25	24	21	6	2	6	-	124
	-	1	-	-	-	1	-	-	-	2
Total	14	76	82	66	41	14	4	9	-	306
	-	2	-	2	3	2	2	-	-	11

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PARTICIPANT QUESTIONNAIRE  
Age in Years At Time Of Departure  
For Training

TECHNICIAN QUESTIONNAIRE Utilization Score	Under 25 (1)	25 - 29 (2)	30 - 34 (3)	35 - 39 (4)	40 - 44 (5)	45 - 49 (6)	50 - 54 (7)	55 and older (8)	Not ascertained (9)	Total
75 or higher (1)	4	27	19	12	10	6	3	-	-	81
	-	-	-	-	-	1	-	-	-	1
18 - 74 (2)	2	5	9	11	4	2	-	3	-	36
	-	-	-	1	2	-	-	-	-	3
17 or lower (3)	-	1	-	1	-	-	-	1	-	3
	-	-	-	-	-	-	-	-	-	-
No total score (Y)	5	5	11	9	4	4	1	1	-	40
	-	2	1	4	3	2	4	-	-	16
Total	6	33	28	24	14	8	3	4	-	120
	-	2	1	5	5	3	4	-	-	20

Do You Think He Gave Enough  
Attention Or Guidance To  
You During The Course Of  
The Program, Or Not?

Primary Country Of Training	Received enough attention (1)	Did not receive enough attention (2)	Don't know or don't remember (9)	Not ascertained (0)	Not applicable (Y)	Total
United States (000)	357	22	2	1	53	435
	56	2	-	-	5	63
*	-	-	-	-	-	-
*	-	-	-	-	-	-
Other	26	2	1	-	10	39
	1	-	-	-	-	1
Total	383	24	3	1	63	474
	57	2	-	-	5	64

\* Any country, not coded "Other," in which a large proportion of participants were trained should be entered in this table.

Do You Think He Gave Enough Attention Or Guidance You During The Course Of The Program, Or Not

When You Arrived In The Country Of Training, Was Your Program Arranged In Complete Detail?

	Received enough attention (1)	Did not receive enough attention (2)	Don't know or don't remember (9)	Not ascertained (0)	Not applicable (Y)	Total
Program in complete detail (1)	210	11	1	1	38	261
	24	-	-	-	5	29
Program in partial detail (2)	138	10	2	-	11	159
	25	-	-	-	-	25
Program not set up at all (3)	35	3	-	-	7	45
	8	1	-	-	-	9
Don't know or don't remember (9)	2	-	-	-	7	9
	-	1	-	-	-	1
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	383	24	3	1	63	474
	57	2	-	-	5	64

Do You Think He ( The Person Who Discussed Your Program With You) Gave Enough Attention or Guidance to You During the Course of the Program, or Not?

Where Did the Official Who Managed Your Program Work?

	Received enough attention (1)	Did not receive enough attention (2)	Don't know or don't remember (9)	Not ascertained (0)	Not applicable (Y)	Total
At ICA (1)	115	11	2	-	-	128
	18	-	-	-	-	18
At a government agency other than ICA (2)	203	8	1	1	-	213
	30	1	-	-	-	31
At a university (3)	45	5	-	-	-	50
At a private organization (4)	3	-	-	-	-	3
At a Union (5)	1	-	-	-	-	1
All other organizations not included in the above categories (8)	2	-	-	-	-	2
Don't know or don't remember (9)	15	-	-	-	-	15
	7	1	-	-	-	8
Not applicable (Y)	-	-	-	-	63	63
	-	-	-	-	5	5
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	383	24	3	1	63	474
	57	2	-	-	5	64

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Do You Think He Gave Enough  
Attention Or Guidance To  
You During The Course Of  
The Program, Or Not?

Participant Went on an  
Observation Tour During His  
Program

	Received enough attention (1)	Did not receive enough attention (2)	Don't remember don't receive (3)	Don't know or Not ascertained (0)	Not applicable (Y)	Total
Yes (1)	288	17	3	1	41	350
	53	2	-	-	4	59
No (2)	95	7	-	-	22	124
	4	-	-	-	1	5
Not ascertained (0)	-	-	-	-	-	-
Total	383	24	3	1	63	474
	57	2	-	-	5	64

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Do You Think He Gave Enough  
Attention Or Guidance To  
You During The Course Of  
The Program, Or Not?

Participant Had On-the-Job  
Training During His Program

	Received enough attention (1)	Did not receive enough attention (2)	Don't remember don't receive (3)	Don't know or Not ascertained (0)	Not applicable (Y)	Total
Yes (1)	143	8	-	1	23	175
	2	-	-	-	-	2
No (2)	240	16	3	-	40	299
	55	2	-	-	5	62
Not ascertained (0)	-	-	-	-	-	-
Total	383	24	3	1	63	474
	57	2	-	-	5	64

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Do You Think He Gave Enough  
Attention Or Guidance To  
You During The Course Of  
The Program, Or Not?

Participant Attended a University During His Program	Do You Think He Gave Enough Attention Or Guidance To You During The Course Of The Program, Or Not?					Total
	Received enough attention (1)	Did not receive enough attention (2)	Don't know or don't remember (3)	Not ascertained (0)	Not applicable (Y)	
Yes (1)	200	16	2	1	28	247
	26	-	-	-	3	29
No (2)	183	8	1	-	35	227
	31	2	-	-	2	35
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	383	24	3	1	63	474
	57	2	-	-	5	64

Do You Think He Gave Enough  
Attention Or Guidance To  
You During The Course Of  
The Program, Or Not?

Participant Attended a Special Group Program Not at a University During His Program	Do You Think He Gave Enough Attention Or Guidance To You During The Course Of The Program, Or Not?					Total
	Received enough attention (1)	Did not receive enough attention (2)	Don't know or don't remember (3)	Not ascertained (0)	Not applicable (Y)	
Yes (1)	88	5	1	1	26	123
	15	1	-	-	1	17
No (2)	294	19	2	-	35	350
	42	1	-	-	4	47
Not ascertained (0)	1	-	-	-	-	1
	-	-	-	-	-	-
Total	383	24	3	1	63	474
	57	2	-	-	5	64

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Did the Ministry That Sponsored You Give You Any Information About the Program Being Planned For You?

When Your Program Was Being Planned, Did Anyone at Your Place of Employment or School Give you Any Information About It?

	Yes (1)	No (2)	Don't know; don't remember (9)	Not ascertained (0)	Total
Yes (1)	47	126	11	4	188
	3	14	1	2	20
No (2)	51	217	7	4	279
	5	38	-	1	44
Don't know or don't remember (9)	2	3	-	2	7
	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-
Total	100	346	18	10	474
	8	52	1	3	64

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At the Time You Were Selected To Go Abroad, Were You Employed by USOM or In a Project Run Jointly by USOM and Your Government?

When Your Program Was Being Planned, Did Anyone at Your Place of Employment or School Give You Any Information About It?

	Yes (1)	No (2)	Don't know; don't remember (9)	Not ascertained (0)	Total
Yes (1)	40	145	3	-	188
	1	19	-	-	20
No (2)	46	233	-	-	279
	-	44	-	-	44
Don't know or don't remember (9)	1	6	-	-	7
	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-
Total	87	384	3	-	474
	1	63	-	-	64

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Before You Left Home, Did You Get Enough Information About the Program?  
 a. What you would be learning?  
 b. Where you would be going?  
 c. When you would be going?  
 d. Length of the program?  
 e. Other aspects of the program?

Total Years of Education at Time of Selection	No. of questions							Total
	All 5 "No" (0)	One question "yes" (1)	Two questions "yes" (2)	Three questions "yes" (3)	Four questions "yes" (4)	All 5 questions "yes" (5)	All 5 questions not ascertained	
17 or more years (17, 18, 19, etc.)	1	8	24	36	43	73	-	185
	-	-	2	4	-	5	-	11
13 - 16 years (13, 14, 15, 16)	-	6	18	40	53	65	-	182
	-	-	-	2	3	3	-	8
9 - 12 years (09, 10, 11, 12)	1	3	8	12	16	28	-	68
	-	1	1	7	4	9	-	22
5 - 8 years (05, 06, 07, 08)	-	-	2	1	3	6	-	12
	-	-	-	3	7	8	-	18
1 - 4 years (01, 02, 03, 04)	-	-	-	-	-	-	-	-
	-	-	-	1	1	1	-	3
No formal education (XX)	-	-	-	-	-	-	-	-
Not ascertained (00)	-	1	1	6	7	10	2	27
	-	-	-	-	1	1	-	2
<b>Total</b>	<b>2</b>	<b>18</b>	<b>53</b>	<b>95</b>	<b>122</b>	<b>182</b>	<b>2</b>	<b>474</b>
	-	1	3	17	16	27	-	64

Before You Left Home Did You Get Enough Information About the Program? In Particular:  
 a. What you would be learning?  
 b. Where you would be going?  
 c. When you would be going?  
 d. Length of the program?  
 e. Other aspects of the program?

When Your Program Was Being Planned, Did Anyone at Your Place of Employment or School Give You Any Information About It?

	No. of questions							Total
	All 5 "No" (0)	One question "yes" (1)	Two questions "yes" (2)	Three questions "yes" (3)	Four questions "yes" (4)	All 5 questions "yes" (5)	All 5 questions not ascertained	
Yes (1)	-	9	15	39	52	73	-	188
	-	-	2	4	9	5	-	20
No (2)	2	9	37	54	68	107	2	278
	-	1	1	13	7	22	-	44
Don't know or don't remember (9)	-	-	1	2	2	2	-	7
	-	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-
<b>Total</b>	<b>2</b>	<b>18</b>	<b>53</b>	<b>95</b>	<b>122</b>	<b>182</b>	<b>2</b>	<b>474</b>
	-	1	3	17	16	27	-	64

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Before You Left Home, Did You Get Enough Information About the Program?

- What you would be learning?
- Where you would be going?
- When you would be going?
- Length of the program?
- Other aspects of the program?

Did the Ministry That Sponsored You Give You Any Information About The Program Being Planned For You?

	No questions "Yes" All 5 "No" (0)	"Yes" (1) One question	"Yes" (2) Two questions	"Yes" (3) Three questions	"Yes" (4) Four questions	"Yes" (5) All 5 questions	Not ascertained (X)	Total
Yes (1)	-	1	5	10	19	20	45	100
No (2)	-	1	13	40	72	98	121	346
Ministry was employer (3)	-	-	-	1	2	1	14	18
Don't know or don't remember (9)	-	-	-	2	2	3	2	10
Not ascertained (0)	-	-	-	-	-	-	-	-
Total	-	2	18	53	95	122	182	474
	-	-	1	3	17	16	27	64

Before You Left Home Did You Get Enough Information About the Program?

- What you would be learning?
- Where you would be going?
- When you would be going?
- Length of the program?
- Other aspects of the program?

Primary Country of Training

	No questions "Yes" All 5 "No" (0)	"Yes" (1) One question	"Yes" (2) Two questions	"Yes" (3) Three questions	"Yes" (4) Four questions	"Yes" (5) All 5 questions	Not ascertained (X)	Total
United States (000)	2	17	51	84	116	163	2	435
*	-	1	3	17	18	28	-	63
*	-	-	-	-	-	-	-	-
Other	-	1	2	11	6	19	-	38
	-	-	-	-	-	1	-	1
Total	2	18	53	95	122	182	2	474
	-	1	3	17	16	27	-	64

\* Any country, not coded "Other," in which a large proportion of participants were trained should be entered in this table.

In Addition to Information About the Program,  
Did You Get Enough Information About  
How to Get Along in the Country of Training?  
a. How to use restaurants and public facilities?  
b. Colloquial speech and idioms?  
c. Religious practices?  
d. Use of their money?  
e. Manners and customs generally?

Total Years of Education  
at Time of Selection

	No question "Yes" (0)	One question "Yes" (1)	Two questions "Yes" (2)	Three questions "Yes" (3)	Four questions "Yes" (4)	All 5 questions "Yes" (5)	Not ascertained (X)	Total
17 or more years (17, 18, 19, etc.)	2	4	17	18	28	116	-	185
	-	-	2	1	2	6	-	11
13 - 16 years (13, 14, 15, 16)	3	10	5	17	41	105	1	182
	-	-	1	1	3	3	-	8
9 - 12 years (09, 10, 11, 12)	-	-	5	11	12	40	-	68
	-	-	1	-	4	17	-	22
5 - 8 years (05, 06, 07, 08)	-	-	2	1	2	7	-	12
	1	-	1	3	3	10	-	18
1 - 4 years (01, 02, 03, 04)	-	-	-	-	-	-	-	-
	-	1	-	-	1	1	-	3
No formal education (XX)	-	-	-	-	-	-	-	-
Not ascertained (00)	1	1	-	-	7	16	2	27
	-	-	-	-	-	2	-	2
Total	6	15	29	47	90	284	3	474
	1	1	5	5	13	39	-	64

In Addition to Information About the Program,  
Did You Get Enough Information About How  
to Get Along in the Country of Training?  
a. How to use restaurants and public facilities?  
b. Colloquial speech and idioms?  
c. Religious practices?  
d. Use of their money?  
e. Manners and customs generally?

When Your Program Was Being Planned, Did  
Anyone at Your Place of Employment or  
School Give You Any Information About It?

	No question "Yes" (0)	One question "Yes" (1)	Two questions "Yes" (2)	Three questions "Yes" (3)	Four questions "Yes" (4)	All 5 questions "Yes" (5)	Not ascertained (X)	Total
Yes (1)	3	4	12	15	37	117	-	188
	-	-	3	2	5	10	-	20
No (2)	3	11	17	31	50	164	3	279
	1	1	2	3	8	29	-	44
Don't know or don't remember (9)	-	-	-	1	3	3	-	7
	-	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-
Total	6	15	29	47	90	284	3	474
	1	1	5	5	13	39	-	64

In Addition to Information About the Program, Did You Get Enough Information About How to Get Along in the Country of Training? For example:

- a. How to use restaurants and public facilities?
- b. Colloquial speech and idioms?
- c. Religious practices?
- d. Use of their money?
- e. Manners and customs generally?

Did the Ministry That Sponsored You Give You Any Information About the Program Being Planned For You?

	No questions "Yes"; all 5 "No" (0)	One question "Yes" (1)	Two questions "Yes" (2)	Three questions "Yes" (3)	Four questions "Yes" (4)	All 5 questions "Yes" (5)	All 5 questions not ascertained	Total
Yes (1)	1	5	6	15	13	59	1	100
No (2)	5	10	21	29	72	208	1	346
Ministry was employer (3)	1	1	5	2	11	32	-	52
Don't know or don't remember (9)	-	-	2	1	1	5	1	10
Not ascertained (0)	-	-	-	-	-	-	-	-
Total	6	15	29	47	90	284	3	474
	1	1	5	5	13	39	-	64

In Addition to Information About the Program, Did You Get Enough Information About How to Get Along in the Country of Training? For example:

- a. How to use restaurants and public facilities?
- b. Colloquial speech and idioms?
- c. Religious practices?
- d. Use of their money?
- e. Manners and customs generally?

Before you Left Home Did You Get Enough Information About The Program? In Particular:

- a. What you would be learning?
- b. Where you would be going?
- c. When you would be going?
- d. Length of the program
- e. Other aspects of the program?

	No questions "Yes"; all 5 "No" (0)	One question "Yes" (1)	Two questions "Yes" (2)	Three questions "Yes" (3)	Four questions "Yes" (4)	All 5 questions "Yes" (5)	All 5 questions not ascertained (X)	Total
All five questions "Yes" (5)	1	2	4	7	29	139	-	182
Four questions "Yes" (4)	-	1	8	16	24	72	1	122
Three questions "Yes" (3)	2	4	4	13	20	52	-	95
Two questions "Yes" (2)	-	1	2	2	4	8	-	17
One question "Yes" (1)	2	7	7	8	12	17	-	53
No questions "Yes"; all five questions "No" (0)	-	-	1	-	1	1	-	3
All five questions not ascertained (X)	1	1	6	1	5	4	-	18
	-	-	-	-	-	1	-	1
Total	-	-	-	-	-	-	-	2
	-	-	-	-	-	-	-	2
	-	-	-	-	-	-	-	-
Total	6	15	29	47	90	284	3	474
	1	1	5	5	13	39	-	64

In Addition to Information About the Program, Did You Get Enough Information About How to Get Along in the Country of Training?

- a. How to use restaurants and public facilities?
- b. Colloquial speech and idioms?
- c. Religious practices?
- d. Use of their money?
- e. Manners and customs generally?

Primary Country of Training

	No questions All 5 "No" (0)	One question "Yes" (1)	Two questions "Yes" (2)	Three questions "Yes" (3)	Four questions "Yes" (4)	All 5 questions "Yes" (5)	Not ascertained (X)	Total
United States (000)	5	15	25	43	80	264	3	435
*	-	1	5	5	13	39	-	63
*	-	-	-	-	-	-	-	-
Other	1	-	4	4	10	20	-	39
	1	-	-	-	-	-	-	1
Total	6	15	29	47	90	284	3	474
	1	1	5	5	13	39	-	64

\* Any country, not coded "Other," in which a large proportion of participants were trained should be entered in this table.

Did Your Training Require You To Do or See too Many Different Things?

Primary Country of Training

	Too many things (1)	Would have liked more (2)	All right as remember (3)	Don't know or don't remember (9)	Not ascertained (0)	Total
United States (000)	90	82	261	1	1	435
*	8	19	35	1	-	63
*	-	-	-	-	-	-
Other	4	7	28	-	-	39
	-	-	1	-	-	1
Total	94	89	289	1	1	474
	8	19	36	1	-	64

\* Any country, not coded "Other," in which a large proportion of participants were trained should be entered in this table.

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Did Your Training Require You To Do Or See Too Many Different Things

Participant Went On an Observation Tour During His Program

	things Too many (1)	I liked more (2)	It was All right as it was (3)	don't remember (9)	Don't know or Not ascertained (0)	Total
Yes (1)	80	66	204	-	-	350
	7	18	34	-	-	59
No (2)	14	23	85	1	1	124
	1	1	2	1	-	5
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	94	89	289	1	1	474
	8	19	36	1	-	64

Did Your Training Require You To Do Or See Too Many Different Things?

Participant Had On-the-Job Training During His Program

	things Too many (1)	I liked more (2)	It was All right as it was (3)	don't remember (9)	Don't know or Not ascertained (0)	Total
Yes (1)	22	32	121	-	-	175
	1	-	1	-	-	2
No (2)	72	57	168	1	1	299
	7	19	35	1	-	62
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	94	89	289	1	1	474
	8	19	36	1	-	64

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Did Your Training Require You To  
Do Or See Too Many Different Things?

Participant Attended a University During His Program						Total
	things Too many (1)	I liked more (2)	it was Would have (3)	All right as don't (4)	Don't know or remember (5)	
Yes (1)	49	44	153	1	-	247
	3	9	17	-	-	29
No (2)	45	45	136	-	1	227
	5	10	19	1	-	35
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	94	89	289	1	1	474
	8	19	36	1	-	64

Did Your Training Require You To  
Do Or See Too Many Different Things?

Participant Attended a Special Group Program Not at a University During His Program						Total
	things Too many (1)	I liked more (2)	it was Would have (3)	All right as don't (4)	Don't know or remember (5)	
Yes (1)	22	29	70	1	1	123
	4	5	7	1	-	17
No (2)	71	60	219	-	-	350
	4	14	29	-	-	47
Not ascertained (0)	1	-	-	-	-	1
	-	-	-	-	-	-
Total	94	89	289	1	1	474
	8	19	36	1	-	64

How Did You Find the Level of Your Program?

Total Time in Field of Specialization at Time of Selection

	Too simple a level (1)	About right (2)	Too advanced (3)	Too don't remember (5)	Don't know or ascertained (0)	Not ascertained	Total
None (1)	3	1	1	-	-	-	5
Less than 1 year (2)	2	11	1	-	-	-	14
1 to just under 2 years (3)	10	34	1	-	-	-	45
2 to just under 5 years (4)	20	77	5	-	-	-	102
5 to just under 10 years (5)	15	99	2	-	-	-	116
10 years or more (6)	23	157	3	-	2	-	185
Not ascertained (0)	1	5	-	-	1	-	7
Total	74	384	13	1	2	-	474
	9	52	3	-	-	-	64

How Did You Find the Level of Your Program?

Attendance at University Prior to ICA Training

	Too simple a level (1)	About right (2)	Too advanced (3)	Too don't remember (5)	Don't know or ascertained (0)	Not ascertained	Total
Attended university (1)	58	299	9	1	2	-	369
Did not attend university (2)	4	17	-	-	-	-	21
Not ascertained (0)	16	85	4	-	-	-	105
	5	35	3	-	-	-	43
Total	74	384	13	1	2	-	474
	9	52	3	-	-	-	64

## How Did You Find the Level of Your Program?

Did You Have the Opportunity  
to Take Part in the Planning of  
Your Program?

	Too simple a level (1)	About right (2)	Too advanced don't remember (3)	Don't know or don't remember (9)	Not ascertained (0)	Total
Yes (1)	14	124	3	-	1	142
	2	13	-	-	-	15
No (2)	58	258	10	1	1	328
	7	39	3	-	-	49
Don't know or don't remember (9)	2	2	-	-	-	4
	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	74	384	13	1	2	474
	9	52	3	-	-	64

## How Did You Find the Level of Your Program?

Primary Country of Training

	Too simple a level (1)	About right (2)	Too advanced don't remember (3)	Don't know or don't remember (9)	Not ascertained (0)	Total
United States (000)	65	355	12	1	2	435
	8	52	3	-	-	63
*	-	-	-	-	-	-
*	-	-	-	-	-	-
Other	9	29	1	-	-	39
	1	-	-	-	-	1
Total	74	384	13	1	2	474
	9	52	3	-	-	64

\* Any country, not coded "Other," in which a large proportion of participants were trained should be entered in this table.

## How Did You Find the Level of Your Program?

Participant Went On An Observation  
Tour During His Program

	Too simple a level (1)	About right (2)	Too advanced (3)	Don't know or don't remember (9)	Not ascertained (0)	Total
Yes (1)	50	287	10	1	2	350
	8	48	3	-	-	59
No (2)	24	97	3	-	-	124
	1	4	-	-	-	5
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	74	384	13	1	2	474
	9	52	3	-	-	64

## How Did You Find the Level of Your Program?

Participant Had On-the-Job Training  
During His Program

	Too simple a level (1)	About right (2)	Too advanced (3)	Don't know or don't remember (9)	Not ascertained (0)	Total
Yes (1)	24	143	7	-	1	175
	-	2	-	-	-	2
No (2)	50	241	6	1	1	299
	9	50	3	-	-	62
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	74	384	13	1	2	474
	9	52	3	-	-	64

## How Did You Find the Level of Your Program?

Participant Attended a University During His Program	How Did You Find the Level of Your Program?					Total
	Too simple a level (1)	About right (2)	Too advanced (3)	Don't know or don't remember (0)	Not ascertained (0)	
Yes (1)	41	199	7	-	-	247
	4	24	1	-	-	29
No (2)	33	185	6	1	2	227
	5	28	2	-	-	35
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	74	384	13	1	2	474
	9	52	3	-	-	64

## How Did You Find the Level of Your Program?

Participant Attended a Special Program Not at a University	How Did You Find the Level of Your Program?					Total
	Too simple a level (1)	About right (2)	Too advanced (3)	Don't know or don't remember (0)	Not ascertained (0)	
Yes (1)	27	92	3	1	-	123
	2	14	1	-	-	17
No (2)	47	291	10	-	2	350
	7	38	2	-	-	47
Not ascertained (0)	-	1	-	-	-	1
	-	-	-	-	-	-
Total	74	384	13	1	2	474
	9	52	3	-	-	64

## How Did You Find the Level of Your Program?

Had You Been Told Anything About  
the Level of Your Program Before  
You Left Home?

	Too simple a level (1)	About right (2)	Too advanced (3)	Don't know or don't remember (9)	Not ascertained (0)	Total
Yes (1)	16	203	2	1	-	222
	1	16	1	-	-	18
No (2)	58	180	11	-	1	250
	8	36	2	-	-	46
Don't know or don't remember (9)	-	1	-	-	-	1
	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	1	1
	-	-	-	-	-	-
Total	74	384	13	1	2	474
	9	52	3	-	-	64

## How Did You Find the Level of Your Program?

If You Had Any Difficulty At All  
With Your English During Your  
Program, What Was It?

	Too simple a level (1)	About right (2)	Too advanced (3)	Don't know or don't remember (9)	Not ascertained (0)	Total
No difficulty at all (1)	16	90	4	-	1	111
	1	1	-	-	-	2
Difficulty in being understood (2)	10	49	-	-	-	59
	-	-	-	-	-	-
Difficulty in understanding others (3)	10	63	-	-	-	73
	-	1	-	-	-	1
Both (4)	10	59	6	-	-	75
	-	1	1	-	-	2
Don't know or don't remember (9)	-	-	-	-	-	-
	-	-	-	-	-	-
Not ascertained (0)	-	1	-	-	-	1
	-	-	-	-	-	-
Not applicable (Y)	28	122	3	1	1	155
	8	49	2	-	-	59
Total	74	384	13	1	2	474
	9	52	3	-	-	64

What Is Your Opinion of the Money  
ICA Made Available to You?

Level of Position at Time of Selection	Top little (1)	About right (2)	More than needed (3)	Don't know or don't remember (9)	Not ascertained (0)	Total
Top policy makers - National level and/or national impact (1)	1	1	-	-	-	2
Policy makers - Second level and/or non-national impact (2)	4	35	1	-	-	40
Subordinate management - Line or staff (3)	36	103	5	-	-	144
Engineers (4)	4	7	-	-	-	11
Professional occupations (5)	8	36	-	1	-	45
Sub-professional occupations (6)	46	173	5	-	-	224
Supervisors, inspectors, foremen (7)	8	15	-	-	-	23
Artisans, craftsmen (8)	1	6	-	-	-	7
Occupations not elsewhere classified (9)	-	1	-	-	-	1
Inactive (Y)	1	2	-	-	-	2
Not ascertained (0)	1	8	-	-	-	9
	1	2	-	-	-	3
	1	3	-	-	-	4
	1	4	-	-	-	5
	4	9	-	-	-	13
	-	2	-	-	-	2
	-	-	-	-	-	-
	-	-	-	-	-	-
Total	98	364	11	1	-	474
	18	46	-	-	-	64

What Is Your Opinion of the Money  
ICA Made Available to You?

Primary Country of Training	Top little (1)	About right (2)	More than needed (3)	Don't know or don't remember (9)	Not ascertained (0)	Total
United States (000)	89	334	11	1	-	435
*	18	45	-	-	-	63
*	-	-	-	-	-	-
*	-	-	-	-	-	-
Other	9	30	-	-	-	39
	-	1	-	-	-	1
Total	98	364	11	1	-	474
	18	46	-	-	-	64

\* Any country, not coded "Other," in which a large proportion of participants were trained should be entered in this table.

What is Your Opinion of the Money ICA Made Available To You?

Before You Left Home, Did You Get Enough Information About the Use of Their Money?

	Too little (1)	About right (2)	More than needed (3)	Don't know or don't remember (9)	Not ascertained (0)	Total
Yes (1)	80	329	9	1	-	419
	16	41	-	-	-	57
No (2)	17	34	1	-	-	52
	2	5	-	-	-	7
Don't know or don't remember (9)	1	1	1	-	-	3
	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	98	364	11	1	-	474
	18	46	-	-	-	64

What is Your Opinion of the Money ICA Made Available to You?

Participant Went On an Observation Tour During His Program

	Too little (1)	About right (2)	More than needed (3)	Don't know or don't remember (9)	Not ascertained (0)	Total
Yes (1)	74	268	8	-	-	350
	14	45	-	-	-	59
No (2)	24	96	3	1	-	124
	4	1	-	-	-	5
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	98	364	11	1	-	474
	18	46	-	-	-	64

What is Your Opinion of the Money  
ICA Made Available to You?

Participant Had On-the-Job Training  
During His Program

	Too little (1)	About right (2)	More than needed (3)	Don't know or don't remember (4)	Not ascertained (5)	Total
Yes (1)	41	130	3	1	-	175
	-	2	-	-	-	2
No (2)	57	234	8	-	-	299
	18	44	-	-	-	62
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	98	364	11	1	-	474
	18	46	-	-	-	64

What is Your Opinion of the Money  
ICA Made Available to You?

Participant Attended a University  
During His Program

	Too little (1)	About right (2)	More than needed (3)	Don't know or don't remember (4)	Not ascertained (5)	Total
Yes (1)	42	198	6	1	-	247
	7	22	-	-	-	29
No (2)	56	166	5	-	-	227
	11	24	-	-	-	35
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	98	364	11	1	-	474
	18	46	-	-	-	64

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What is Your Opinion of the Money  
ICA Made Available to You?

Participant Attended a Special Program Not at a University During His Program	Too little (1)	About right (2)	More than needed (3)	Don't know or don't remember (4)	Not ascertained (5)	Total
	Yes (1)	33	89	1	-	-
	5	12	-	-	-	17
No (2)	65	274	10	1	-	350
	13	34	-	-	-	47
Not ascertained (0)	-	1	-	-	-	1
	-	-	-	-	-	-
Total	98	364	11	1	-	474
	18	46	-	-	-	64

## Utilization Score

Major Field of Activity In Which Training Was Given	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (7)	Total
	Direct military support (0)	-	-	-	-	-
Agriculture and natural resources (1)	-	4	59	60	30	153
	-	-	-	1	5	6
Industry and mining (2)	-	-	3	8	3	14
	-	-	-	-	-	-
Transportation (3)	-	2	17	29	19	67
	-	-	-	-	-	-
Labor (4)	-	1	7	4	5	17
	-	-	9	10	38	57
Health and sanitation (5)	-	-	35	43	18	96
	-	-	-	-	-	-
Education (6)	-	-	12	16	7	35
	-	-	-	-	-	-
Public administration (7)	-	-	20	19	27	66
	-	-	-	-	-	-
Community development, social welfare, and housing (8)	-	-	7	4	2	13
	-	-	-	-	-	-
General and miscellaneous (9)	-	-	4	7	2	13
	-	-	-	-	1	1
Not ascertained (X)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

## Utilization Score

Current Residence At Time Of Interview	Utilization Score					Total
	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (y)	
Capital city area (1)	-	2	124	150	95	371
	-	-	4	6	32	42
Provincial city area (2)	-	3	26	21	13	63
	-	-	4	4	12	20
Rural place, village, town (3)	-	2	12	18	5	37
	-	-	1	1	-	2
Not ascertained (0)	-	-	2	1	-	3
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

## Utilization Score

Participant Sponsorship	Utilization Score					Total
	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (y)	
Regular ICA (1)	-	7	161	187	111	466
	-	-	9	11	43	63
University contract (2)	-	-	-	-	-	-
	-	-	-	-	-	-
Independently financed (3)	-	-	1	2	-	3
	-	-	-	-	-	-
Not ascertained (0)	-	-	2	1	2	5
	-	-	-	-	1	1
Total	-	7	164	190	113	474
	-	-	9	11	44	64

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## Utilization Score

Year Participant Left For Training Program	Utilization Score					Total
	25 or lower (4)	26 - 45 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	
1960 (60)	-	-	5	4	3	12
	-	-	3	-	5	8
1959 (59)	-	-	27	20	11	58
	-	-	3	1	6	10
1958 (58)	-	1	18	35	13	67
	-	-	3	4	11	18
1957 (57)	-	2	17	26	19	64
	-	-	-	3	8	11
1956 (56)	-	3	30	25	18	76
	-	-	-	3	9	12
1955 (55)	-	-	11	23	10	44
	-	-	-	-	3	3
1954 (54)	-	-	9	10	9	28
	-	-	-	-	-	-
1953 (53)	-	-	16	15	12	43
	-	-	-	-	2	2
1952 (52)	-	1	11	16	6	34
	-	-	-	-	-	-
1951 (51)	-	-	3	6	4	13
	-	-	-	-	-	-
1950 (50)	-	-	2	1	-	3
	-	-	-	-	-	-
1949 and earlier (49, 48, etc.)	-	-	15	9	8	32
	-	-	-	-	-	-
Not ascertained (00)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

## Utilization Score

Year Participant Returned from Training Program	Utilization Score					Total
	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	
1960 (60)	-	-	11	7	4	22
	-	-	3	-	7	10
1959 (59)	-	1	31	35	14	81
	-	-	3	1	4	8
1958 (58)	-	-	18	34	18	70
	-	-	3	4	13	20
1957 (57)	-	-	3	25	33	80
	-	-	-	5	10	15
1956 (56)	-	2	17	18	14	51
	-	-	-	1	7	8
1955 (55)	-	-	11	13	10	34
	-	-	-	-	1	1
1954 (54)	-	-	15	12	9	36
	-	-	-	-	-	-
1953 (53)	-	-	14	20	13	47
	-	-	-	-	1	1
1952 (52)	-	-	1	4	6	14
	-	-	-	-	-	-
1951 (51)	-	-	-	2	3	6
	-	-	-	-	-	-
1950 (50)	-	-	-	2	-	2
	-	-	-	-	-	-
1949 and earlier (49, 48, etc.)	-	-	14	9	8	31
	-	-	-	-	-	-
Not ascertained (00)	-	-	-	-	-	-
	-	-	-	-	1	1
Total	-	7	164	190	113	474
	-	-	9	11	44	64

## Utilization Score

Total Time in Field of Specialization at Time of Selection	Utilization Score					Total
	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	
10 years or more (6)	-	2	62	70	51	185
	-	-	1	6	23	30
5 to just under 10 years (5)	-	2	40	54	20	116
	-	-	5	3	12	20
2 to just under 5 years (4)	-	1	30	45	26	102
	-	-	2	1	6	9
1 to just under 2 years (3)	-	2	20	14	9	45
	-	-	1	-	1	2
Less than 1 year (2)	-	-	8	5	1	14
	-	-	-	-	-	-
None (1)	-	-	1	1	3	5
	-	-	-	-	-	-
Not ascertained (0)	-	-	3	1	3	7
	-	-	-	1	2	3
Total	-	7	164	190	113	474
	-	-	9	11	44	64

## Utilization Score

Level of Position At Time of Selection	Utilization Score					Total
	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	
Top policy makers - National level and/or national impact (1)	-	-	-	2	-	2
	-	-	-	-	-	-
Policy makers - Second level and/or non-national impact (2)	-	2	16	15	7	40
	-	-	-	1	2	3
Subordinate management - Line or staff (3)	-	2	57	48	37	144
	-	-	3	1	7	11
Engineers (4)	-	-	15	17	13	45
	-	-	-	-	-	-
Professional occupations (5)	-	2	70	102	50	224
	-	-	3	6	14	23
Sub-professional occupations (6)	-	-	-	4	3	7
	-	-	-	-	1	1
Supervisors, inspectors, foremen (7)	-	-	1	-	1	2
	-	-	2	2	5	9
Artisans, craftsmen (8)	-	-	2	1	-	3
	-	-	-	-	4	4
Occupations not elsewhere classi- fied (9)	-	1	2	-	2	5
	-	-	1	1	11	13
Inactive (Y)	-	-	1	1	-	2
	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

## Utilization Score

Age in Years at Time of Departure for Training	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (y)	Total
55 years and older (8)	-	1	7	3	4	15
50 - 54 years (7)	-	1	1	5	9	16
45 - 49 years (6)	-	-	12	16	10	38
40 - 44 years (5)	-	-	1	2	7	10
35 - 39 years (4)	-	-	15	30	13	58
30 - 34 years (3)	-	-	5	1	12	18
25 - 29 years (2)	-	1	38	40	16	95
Under 25 years (1)	-	-	2	2	8	12
Not ascertained (0)	-	2	44	43	19	108
	-	-	1	1	6	8
	-	1	39	46	29	115
	-	-	1	1	5	7
	-	1	8	6	13	28
	-	-	-	1	-	1
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

## Utilization Score

Total Years of Education at Time of Selection	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (y)	Total
17 or more years (17, 18, 19, etc.)	-	3	64	71	47	185
13 - 16 years (13, 14, 15, 16)	-	1	67	76	38	182
9 - 12 years (09, 10, 11, 12)	-	1	17	28	22	68
5 - 8 years (05, 06, 07, 08)	-	-	4	5	13	22
1 - 4 years (01, 02, 03, 04)	-	-	6	4	2	12
No formal education (XX)	-	-	3	3	12	18
Not ascertained (00)	-	-	1	-	-	3
	-	2	10	11	4	27
	-	-	1	-	1	2
Total	-	7	164	190	113	474
	-	-	9	11	44	64

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Utilization Score

Who Selected You?	Utilization Score					
	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	Total
Supervisor (11)	-	2	39	49	35	125
	-	-	2	-	8	10
Other (12 through 21)	-	5	110	136	76	327
	-	-	7	12	33	52
Don't know or don't remember (99)	-	-	16	13	9	38
	-	-	-	-	4	4
Not ascertained (00)	-	-	1	2	-	3
	-	-	-	-	-	-
Not applicable (YY)	-	-	3	-	-	3
	-	-	-	-	-	-
Total	-	7	169	200	120	496
	-	-	9	12	45	66

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Utilization Score

Before You Left to Go Abroad, How Satisfied Were You With Your Training Program?	Utilization Score					
	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	Total
Well satisfied (1)	-	4	92	106	51	253
	-	-	3	8	27	38
Not very well satisfied (2)	-	-	20	25	14	59
	-	-	3	1	1	5
Didn't know enough, don't know, don't remember how satisfied I was (9)	-	3	52	59	48	162
	-	-	3	2	16	21
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

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## Utilization Score

Did You Have the Opportunity  
to Take Part in the Planning  
of Your Program?

	25 or lower (4)	26-49 (3)	50-74 (2)	75 or higher (1)	No total score (Y)	Total
Yes (1)	-	5	50	65	22	142
	-	-	2	2	11	15
No (2)	-	-	112	124	90	328
	-	-	7	9	33	49
Don't know or don't remember (9)	-	-	2	1	1	4
	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

Before You Left Home, Did  
You Get Enough Information  
About the Program?

## Utilization Score

- a) What you would be learning?  
b) Where you would be going?  
c) When you would be going?  
d) Length of the program?  
e) Other aspects of the program?

	25 or lower (4)	26-49 (3)	50-74 (2)	75 or higher (1)	No total score (Y)	Total
All 5 questions - "Yes" (5)	-	1	68	78	35	182
	-	-	3	6	18	27
Four questions - "Yes" (4)	-	1	43	47	31	122
	-	-	5	1	10	16
Three questions - "Yes" (3)	-	2	34	34	25	95
	-	-	1	3	13	17
Two questions - "Yes" (2)	-	1	15	21	16	53
	-	-	-	-	3	3
One question - "Yes" (1)	-	2	3	9	4	18
	-	-	-	1	-	1
No questions - "Yes"	-	-	-	-	1	2
All five questions - "No" (0)	-	-	-	-	-	-
All 5 questions - "Not ascertained" (X)	-	-	1	-	1	2
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

## Utilization Score

Primary Country of Training	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	Total
United States (000)	-	7	153	179	96	435
*	-	-	9	11	43	63
*	-	-	-	-	-	-
*	-	-	-	-	-	-
Other	-	-	11	11	17	39
	-	-	-	-	1	1
Total	-	7	164	190	113	474
	-	-	9	11	44	64

\* Any country, not coded "Other," in which a large proportion of participants were trained should be entered in this table.

## Utilization Score

Total Amount of Time Spent In Training	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	Total
Three years or more (8)	-	-	-	1	1	2
Two years to just under 3 years (7)	-	-	-	2	-	2
One year to just under 2 years (6)	-	-	50	70	31	151
Six months to just under one year (5)	-	1	42	42	24	109
Four months to just under 6 months (4)	-	2	20	23	17	62
Two months to just under 4 months (3)	-	3	44	48	33	128
One month to just under 2 months (2)	-	1	7	4	4	16
Less than one month (1)	-	-	-	-	2	2
Not ascertained (0)	-	-	1	-	1	2
Total	-	7	164	190	113	474
	-	-	9	11	44	64

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In Addition to Information About  
The Program, Did You Get Enough  
Information About How To Get  
Along In The Country of Training?  
For Instance:

- a) How to use restaurant and public facilities?
- b) Colloquial speech and idioms?
- c) Religious practices?
- d) Use of their money?
- e) Manners and customs generally?

## Utilization Score

	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	Total
All 5 questions - "Yes" (5)	-	4	92	127	61	284
	-	-	8	9	24	39
Four questions - "Yes" (4)	-	1	39	27	23	90
	-	-	2	-	11	13
Three questions - "Yes" (3)	-	1	14	18	14	47
	-	-	-	2	3	5
Two questions - "Yes" (2)	-	-	9	11	9	29
	-	-	1	-	4	5
One question - "Yes" (1)	-	1	6	5	3	15
	-	-	-	-	1	1
No questions - "Yes"	-	-	2	2	2	6
All 5 questions - "No" (0)	-	-	-	-	1	1
All 5 questions - "Not ascertained" (X)	-	-	2	-	1	3
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

## Utilization Score

When You Arrived In The Country  
Of Training Was Your Program  
Arranged In Detail?

	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	Total
Program in complete detail (1)	-	4	83	105	69	261
	-	-	-	-	-	-
Program in partial detail (2)	-	1	62	64	32	159
	-	-	-	-	-	-
Program not set up at all (3)	-	2	18	16	9	45
	-	-	-	-	-	-
Don't know or don't remember (9)	-	-	1	5	3	9
	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	-	-	-	-

## Utilization Score

Do You Think He (The Person Who Discussed Your Program With You) Gave Enough Attention Or Guidance To You During The Course Of The Program, or Not?

	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	Total
Received enough attention (1)	-	3	141	155	84	383
	-	-	8	11	38	57
Did not receive enough attention (2)	-	2	4	9	9	24
	-	-	1	-	1	2
Don't know or don't remember (9)	-	-	1	1	1	3
	-	-	-	-	-	-
Not applicable - When he arrived, participant says he did not meet anyone who discussed his program with him (Y)	-	2	18	24	19	63
	-	-	-	-	5	5
Not ascertained (0)	-	-	-	1	-	1
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

## Utilization Score

Participant went On An Observation Tour During His Program

	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	Total
Yes (1)	-	5	114	153	78	350
	-	-	8	11	40	59
No (2)	-	2	50	37	35	124
	-	-	1	-	4	5
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

Utilization Score

Participant Had On-The-Job Training During His Program	Utilization Score					Total
	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (0)	
Yes (1)	-	-	65	80	30	175
	-	-	-	1	1	2
No (2)	-	7	99	110	83	299
	-	-	9	10	43	62
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

Utilization Score

Participant Attended A University During His Program	Utilization Score					Total
	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (0)	
Yes (1)	-	1	90	101	55	247
	-	-	3	7	19	29
No (2)	-	6	74	89	58	227
	-	-	6	4	25	35
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

## Utilization Score

Participant Attended A Special  
Program Not At A University  
During His Program

	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	Total
Yes (1)	-	2	47	40	34	123
	-	-	3	1	13	17
No (2)	-	5	146	150	79	350
	-	-	6	10	31	47
Not ascertained (0)	-	-	1	-	-	1
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

## Utilization Score

Did You Receive A Degree or  
Diploma?

	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	Total
Yes; received an academic degree (1)	-	-	11	14	5	30
	-	-	-	-	-	-
No; received a certificate or other non-academic citation (2)	-	-	37	48	20	105
	-	-	-	-	5	5
No; received nothing (3)	-	-	12	6	4	22
	-	-	-	-	-	-
Don't know or don't remember (9)	-	-	-	-	-	-
	-	-	-	-	-	-
Not applicable - did not attend a university (Y)	-	7	104	122	84	317
	-	-	9	11	39	59
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

## Utilization Score

How Was The Length Of Your Program?	Utilization Score					Total
	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	
Too long (1)	-	1	6	5	11	23
	-	-	1	3	13	17
About right (2)	-	2	103	117	73	295
	-	-	6	5	27	38
Too short (3)	-	4	55	67	29	155
	-	-	2	3	4	9
Don't know or don't remember (9)	-	-	-	1	-	1
	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

## Utilization Score

Did Your Training Require You To Do Or See Too Many Different Things?	Utilization Score					Total
	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	
Too many things (1)	-	2	35	35	22	94
	-	-	1	1	6	8
Would have liked more (2)	-	1	24	32	32	89
	-	-	4	4	11	19
All right as it was (3)	-	4	105	123	57	289
	-	-	4	6	26	36
Don't know or don't remember (9)	-	-	-	-	1	1
	-	-	-	-	1	1
Not ascertained (0)	-	-	-	-	1	1
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

## Utilization Score

How Did You Find The Level of Your Program?	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (7)	Total
Too simple a level (1)	-	-	24 2	23 2	27 5	74 9
About right (2)	-	7	132 7	165 9	80 38	384 52
Too advanced (3)	-	-	6	2	5 3	13 3
Don't know or don't remember (9)	-	-	-	-	1	1
Not ascertained (0)	-	-	2	-	-	2
Total	-	7	164 9	190 11	113 44	474 64

## Utilization Score

Did You Follow Your Program As It Was Originally Planned?	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (7)	Total
Followed program as originally planned (1)	-	6	131 8	147 10	88 41	372 59
Important changes made (2)	-	1	32 1	43 1	24 2	100 4
Don't know or don't remember (9)	-	-	1	-	1	2
Not ascertained (0)	-	-	-	-	1	1
Total	-	7	164 9	190 11	113 44	474 64

## Utilization Score

Did You Complete Your Training Program?	Utilization Score					Total
	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	
Completed program (1)	-	6	155	173	106	440
	-	-	8	11	39	58
Did not complete program (2)	-	1	9	17	7	34
	-	-	1	-	5	6
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

## Utilization Score

At The End Of Your Training Program Did You Attend A Seminar In Communications?	Utilization Score					Total
	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	
Yes (1)	-	1	31	43	15	90
	-	-	-	-	4	4
No (2)	-	6	133	145	97	381
	-	-	9	11	39	59
Don't know or don't remember (9)	-	-	-	2	1	3
	-	-	-	-	1	1
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

## Utilization Score

If You Had Any Difficulty At All With Your English During Your Program, What Was It?	Utilization Score					Total
	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	
No difficulty at all (1)	-	-	38	49	24	111
	-	-	-	1	1	2
Difficulty in being understood (2)	-	-	20	25	14	59
	-	-	-	-	-	-
Difficulty in understanding others (3)	-	2	19	36	16	73
	-	-	-	-	1	1
Both (4)	-	1	30	29	15	75
	-	-	-	-	2	2
Don't know or don't remember (9)	-	-	-	-	-	-
	-	-	-	-	-	-
Not applicable - program did not require knowledge of English, or don't know or don't remember whether program required English (Y)	-	4	56	51	44	155
	-	-	9	10	40	59
Not ascertained (0)	-	-	1	-	-	1
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

## Utilization Score

About How Long Have You Been Back From That Program?	Utilization Score					Total
	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	
Seven years or more (8)	-	1	57	57	41	156
	-	-	-	-	3	3
Six years to just under seven years (7)	-	1	11	19	11	42
	-	-	-	2	5	7
Five years to just under six years (6)	-	3	23	24	17	67
	-	-	-	3	8	11
Four years to just under five years (5)	-	1	22	26	14	63
	-	-	2	2	11	15
Three years to just under four years (4)	-	1	15	35	22	73
	-	-	3	3	9	15
Two years to just under three years (3)	-	-	35	27	8	70
	-	-	4	1	7	12
One year to just under two years (2)	-	-	1	2	-	3
	-	-	-	-	1	1
Six months to just under one year (1)	-	-	-	-	-	-
	-	-	-	-	-	-
Don't know or don't remember (9)	-	-	-	-	-	-
	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

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## Utilization Score

Was The First Job You Had After  
You Returned The Same As The  
Job You Had Before You Left?

	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	Total
Same (1)	-	5	129	140	83	357
	-	-	9	11	44	64
Different (2)	-	2	35	50	29	116
	-	-	-	-	-	-
Don't know or don't remember (9)	-	-	-	-	-	-
	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Not applicable (Y)	-	-	-	-	1	1
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

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## Utilization Score

Was It (First Job After Return)  
The Job You Had Expected To Get  
On Your Return?

	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	Total
Yes (1)	-	1	21	26	13	61
	-	-	-	-	-	-
No (2)	-	1	14	24	15	54
	-	-	-	-	-	-
Don't know or don't remember (9)	-	-	-	-	1	1
	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Not applicable (Y)	-	5	129	140	84	358
	-	-	9	11	44	64
Total	-	7	164	190	113	474
	-	-	9	11	44	64

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## Utilization Score

Suppose You Had Not Gone on This Program. What Kind of Job Do You Think You Would Now Have?

	25 of lower (4)	26-49 (3)	50-74 (2)	75 of higher (1)	No total score (Y)	Total
About the same (1)	-	6	106	95	72	279
Better (2)	-	1	3	3	2	9
Not as good (3)	-	-	40	76	13	129
Don't know (9)	-	-	15	16	11	42
Not applicable - not employed at time of interview (Y)	-	-	-	-	14	14
Not ascertained (0)	-	-	-	-	1	1
Total	-	7	164	190	113	474

## Utilization Score

Your Supervisor On Your Current Job - Does He Help You In Utilizing That Training?

	25 of lower (4)	26-49 (3)	50-74 (2)	75 of higher (1)	No total score (Y)	Total
Very helpful (1)	-	1	42	68	10	121
Somewhat helpful (2)	-	-	36	38	6	80
Not helpful (3)	-	3	32	30	48	113
Neither helpful nor unhelpful (4)	-	1	20	13	14	48
Has no supervisor (5)	-	2	34	41	19	96
Don't know or don't remember (9)	-	-	-	-	-	-
Not applicable - not employed at time of interview (Y)	-	-	-	-	14	14
Not ascertained (0)	-	-	-	-	2	2
Total	-	7	164	190	113	474

## Utilization Score

Is There Anyone With Whom You Work Who Has Been Trained Abroad?	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	Total
Yes (1)	-	1	100	125	39	265
No (2)	-	6	64	65	59	194
Don't know or don't remember (9)	-	-	-	-	-	-
Not applicable - not employed at time of interview (Y)	-	-	-	-	14	14
Not ascertained (0)	-	-	-	-	1	1
Total	-	7	164	190	113	474

## Utilization Score

Since Your Return Have You Had Any Contact With USOH?	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	Total
Yes (1)	-	3	89	112	45	249
No (2)	-	4	75	78	68	225
Don't know or don't remember (9)	-	-	3	9	21	33
Not ascertained (0)	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

## Utilization Score

Do You Have Frequent Contact With Him? (USOM Technician)	Utilization Score					Total
	25 or lower (4)	25-49 (3)	50-74 (2)	75 or higher (1)	No total score (Y)	
Frequent (1)	-	-	31	37	11	79
	-	-	-	1	-	1
Occasional (2)	-	2	25	31	14	72
	-	-	1	1	3	5
Never met (3)	-	-	4	8	10	22
	-	-	-	1	4	5
Don't know or don't remember (9)	-	-	-	-	-	-
Not applicable - no USOM technician is available, or participant does not know or does not remember whether one is available (Y)	-	5	104	114	78	301
	-	-	8	8	37	53
Not ascertained (0)	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

## Utilization Score

How Satisfactory Was That Training Program?	Utilization Score					Total
	25 or lower (4)	25-49 (3)	50-74 (2)	75 or higher (1)	No total score (Y)	
Very satisfactory (1)	-	3	95	129	45	272
	-	-	5	7	28	40
Moderately satisfactory (2)	-	3	64	60	52	179
	-	-	4	4	16	24
Not too satisfactory (3)	-	-	5	1	10	16
Not satisfactory at all (4)	-	1	-	-	6	7
	-	-	-	-	-	-
Don't know or don't remember (9)	-	-	-	-	-	-
	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

## Utilization Score

How Important Was Your Program?	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (0)	Total
Most important thing (1)	-	4	104	138	52	298
	-	-	8	9	27	44
Waste of time (2)	-	-	1	-	3	4
	-	-	-	-	-	-
In between (3)	-	3	59	52	58	172
	-	-	1	2	17	20
Don't know or don't remember (9)	-	-	-	-	-	-
	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	-	7	164	190	113	474
	-	-	9	11	44	64

PARTICIPANT QUESTIONNAIRE  
Utilization Score

SUPERVISOR QUESTIONNAIRE: Did You Recommend That (Participant) Be Sent on a Training Program	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (0)	Total
Yes (1)	-	1	22	33	4	60
	-	-	1	2	4	7
No (2)	-	-	10	10	4	24
	-	-	1	-	1	2
Don't know or don't remember (9)	-	-	-	-	1	1
	-	-	-	-	-	-
Not applicable - participant did not work for this supervisor before he left, or super- visor doesn't know or doesn't remember whether participant worked for him before he left. (Y)	-	1	78	88	58	221
	-	-	-	-	2	2
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	-	2	108	131	65	306
	-	-	2	2	7	11

PARTICIPANT QUESTIONNAIRE  
Utilization Score

SUPERVISOR QUESTIONNAIRE:  
Before (Participant) Left On His  
Program Did This Organization  
Have Plans As To How His Training  
Would Be Utilized?

	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	Total
Yes (1)	-	1	37	55	8	101
	-	-	1	2	2	5
No (2)	-	-	12	11	7	30
	-	-	1	-	3	4
Don't know or don't remember (9)	-	-	2	3	3	8
	-	-	-	-	-	-
Not applicable - supervisor was not familiar with any aspects of participant's training program before he left (Y)	-	1	57	82	47	167
	-	-	-	-	2	2
Not ascertained (0)	-	-	-	-	-	-
	-	-	-	-	-	-
Total	-	2	108	131	65	306
	-	-	2	2	7	11

PARTICIPANT QUESTIONNAIRE  
Utilization Score

SUPERVISOR QUESTIONNAIRE:  
Do You Think This Program Was Worth  
The Cost and Difficulty...?

	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	Total
Worth cost and difficulty (1)	-	-	81	108	37	226
	-	-	2	2	5	9
Not worth cost and difficulty (2)	-	2	4	3	4	13
	-	-	-	-	-	-
Don't know or don't remember (9)	-	-	22	17	23	62
	-	-	-	-	2	2
Not ascertained (0)	-	-	1	3	1	5
	-	-	-	-	-	-
Total	-	2	108	131	65	306
	-	-	2	2	7	11

PARTICIPANT QUESTIONNAIRE  
Utilization Score

SUPERVISOR QUESTIONNAIRE:  
How Important Was (Participant's)  
Training?

	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	Total
Essential (1)	-	-	18	39	6	63
	-	-	-	-	1	1
Very important (2)	-	-	48	68	17	133
	-	-	1	2	2	5
Helpful but not very important (3)	-	1	26	18	29	74
	-	-	1	-	2	3
Not useful (4)	-	1	1	1	4	7
	-	-	-	-	-	-
Better off without it (5)	-	-	-	-	-	-
	-	-	-	-	-	-
Don't know or don't remember (9)	-	-	13	5	9	27
	-	-	-	-	2	2
Not ascertained (0)	-	-	2	-	-	2
	-	-	-	-	-	-
Total	-	2	108	131	65	308
	-	-	2	2	7	11

PARTICIPANT QUESTIONNAIRE  
Utilization Score

SUPERVISOR QUESTIONNAIRE:  
Utilization Score

	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	Total
81 or higher (1)	-	-	50	72	9	131
	-	-	1	2	2	5
20 - 80 (2)	-	1	16	18	12	45
	-	-	1	-	3	4
19 or lower (3)	-	-	2	2	2	6
	-	-	-	-	-	-
No total score (Y)	-	1	40	41	42	124
	-	-	-	-	2	2
Total	-	2	108	131	65	308
	-	-	2	2	7	11

PARTICIPANT QUESTIONNAIRE  
Utilization Score

TECHNICIAN QUESTIONNAIRE:  
Interference With Contact: Nothing  
Interfered

	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	Total
Checked (1)	-	1	36	50	15	103
Not checked (0)	-	-	22	19	17	58
Total	-	1	58	69	32	160
	-	-	2	3	15	20

PARTICIPANT QUESTIONNAIRE  
Utilization Score

TECHNICIAN QUESTIONNAIRE:  
How Much Contact With Participant  
Since His Return?

	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	Total
Regularly (5)	-	-	11	21	6	38
Frequently (4)	-	-	16	12	1	29
Occasionally (3)	-	1	18	28	15	55
Once or twice (2)	-	-	13	12	10	35
Never met (1)	-	-	2	-	-	2
Only social contact (6)	-	-	-	-	-	-
Don't know or don't remember (9)	-	-	-	-	-	-
Not ascertained (0)	-	-	-	1	-	1
Total	-	1	58	69	32	160
	-	-	2	3	15	20

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**PARTICIPANT QUESTIONNAIRE**  
Utilization Score

**TECHNICIAN QUESTIONNAIRE**  
Utilization Score

	25 or lower (4)	26 - 49 (3)	50 - 74 (2)	75 or higher (1)	No total score (Y)	Total
75 or higher (1)	-	1	31	39	10	81
18 - 74 (2)	-	-	11	17	8	36
17 or lower (3)	-	-	-	-	3	3
No total score (Y)	-	-	16	13	11	40
	-	-	2	2	12	16
<b>Total</b>	-	1	42	56	21	120
	-	-	2	3	15	20

**SUPERVISOR QUESTIONNAIRE**  
Utilization Score

**SUPERVISOR QUESTIONNAIRE:**  
Did You Recommend That  
(Participant) Be Sent On  
A Training Program?

	19 or lower (3)	20 - 39 (2)	40 or higher (1)	No total score (Y)	Total
Yes (1)	1	10	45	4	60
	-	2	5	-	7
No (2)	2	6	10	6	24
	-	2	-	-	2
Don't know or don't remember (9)	-	-	-	1	1
	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-
	-	-	-	-	-
Not applicable (Y)	3	29	76	113	221
	-	-	-	2	2
<b>Total</b>	6	45	131	124	306
	-	4	5	2	11

SUPERVISOR QUESTIONNAIRE:  
Utilization Score

SUPERVISOR QUESTIONNAIRE: Who actually Initiated  
(Participant's) Training Program?

	19 or lower (3)	20 - 80 (2)	81 or higher (1)	No total score (Y)	Total
Participant (1)	2	5	14	3	24
Someone in this organization (2)	-	2	1	-	3
Ministry or other home government official (3)	1	12	43	7	63
USOM or ICA personnel (4)	-	1	3	-	4
University official, professor, department head, student adviser, etc. (5)	1	1	8	3	10
Other (not included in the above categories) (8)	-	-	-	-	1
Don't know or don't remember (9)	-	2	4	-	6
Not ascertained (0)	-	-	-	-	-
Not applicable (Y)	-	1	2	1	4
	-	-	1	-	1
	-	5	10	11	26
	-	-	-	-	-
	-	-	8	2	5
	2	19	49	97	167
	-	-	-	2	2
Total	6	45	131	124	306
	-	4	5	2	11

SUPERVISOR QUESTIONNAIRE:  
Utilization Score

SUPERVISOR QUESTIONNAIRE: Before  
(Participant) Left On His Program,  
Did This Organization Have Plans As  
To How His Training Would Be Utilized?

	19 or lower (3)	20 - 80 (2)	81 or higher (1)	No total score (Y)	Total
Yes (1)	2	19	70	10	101
	-	1	4	-	5
No (2)	2	5	10	13	30
	-	3	1	-	4
Don't know or don't remember (9)	-	2	2	4	8
	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-
	-	-	-	-	-
Not applicable (Y)	2	19	49	97	167
	-	-	-	2	2
Total	6	45	131	124	306
	-	4	5	2	11

TECHNICIAN QUESTIONNAIRE  
Utilization Score

SUPERVISOR QUESTIONNAIRE Utilization Score	17 or lower (3)	18 - 74 (2)	75 or higher (1)	No total score (Y)	Total
81 or higher (1)	-	9	34	4	47
20 - 80 (2)	-	3	13	3	19
19 or lower (3)	1	-	2	-	3
No total score (Y)	2	10	14	8	34
Total	1	12	49	7	69

TECHNICIAN QUESTIONNAIRE  
Utilization Score

TECHNICIAN QUESTIONNAIRE:  
How Much Contact With Participant  
Since His Return?

	17 or lower (3)	18 - 74 (2)	75 or higher (1)	No total score (Y)	Total
Regularly (5)	-	5	30	3	38
Frequently (4)	-	3	19	5	27
Occasionally (3)	2	17	20	18	57
Once or twice (2)	1	8	12	14	35
Never met (1)	-	-	-	7	7
Only social (6)	-	-	-	2	2
Don't know or don't remember (9)	-	-	-	-	-
Not ascertained (0)	-	1	-	-	1
Total	3	33	81	40	160

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TECHNICIAN QUESTIONNAIRE  
Utilization Score

TECHNICIAN QUESTIONNAIRE:  
Rating: Educational Qualifications  
(of Participant)

	17 or lower (3)	18 - 74 (2)	75 or higher (1)	No total score (Y)	Total
Adequate (1)	2	30	79	30	141
Inadequate (2)	1	3	2	15	19
Can't rate (9)	-	-	-	1	1
Not ascertained (0)	-	4	-	9	13
	-	-	-	-	-
	-	-	-	-	-
Total	3	38	81	40	160
	-	3	1	16	20

TECHNICIAN QUESTIONNAIRE  
Utilization Score

TECHNICIAN QUESTIONNAIRE:  
Rating: Intelligence  
(Of Participant)

	17 or lower (3)	18 - 74 (2)	75 or higher (1)	No total score (Y)	Total
Adequate (1)	2	34	81	38	155
	-	3	1	16	20
Inadequate (2)	1	1	-	-	2
	-	-	-	-	-
Can't rate (9)	-	1	-	2	3
	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-
	-	-	-	-	-
Total	3	38	81	40	160
	-	3	1	16	20

TECHNICIAN QUESTIONNAIRE  
Utilization Score

TECHNICIAN QUESTIONNAIRE:  
Rating: Language Knowledge  
(Of Participant)

	17 or lower (3)	18-74 (2)	75 or higher (1)	No total score (7)	Total
Adequate (1)	3 -	26 -	63 -	27 16	119 18
Inadequate (2)	-	8 3	16 1	11 -	35 4
Can't rate (9)	-	2 -	2 -	2 -	6 -
Not ascertained (0)	-	-	-	-	-
Total	3 -	36 3	81 1	40 16	160 20

TECHNICIAN QUESTIONNAIRE  
Utilization Score

TECHNICIAN QUESTIONNAIRE:  
Rating: Attitude (Of  
Participant) toward  
Training

	17 or lower (3)	18-74 (2)	75 or higher (1)	No total score (7)	Total
Adequate (1)	2 -	32 2	77 1	30 16	141 19
Inadequate (2)	1 -	4 1	2 -	3 -	10 1
Can't rate (9)	-	-	2 -	7 -	9 -
Not ascertained (0)	-	-	-	-	-
Total	3 -	36 3	81 1	40 16	160 20

TECHNICIAN QUESTIONNAIRE  
Utilization Score

TECHNICIAN QUESTIONNAIRE:  
Rating: Attitude (Of  
Participant) Toward Job

	17 or lower (3)	18 - 74 (2)	75 or higher (1)	No total score (7)	Total
Adequate (1)	-	30	75	24	129
	-	3	1	15	19
Inadequate (2)	2	5	3	3	13
	-	-	-	-	-
Can't rate (9)	1	1	3	13	18
	-	-	-	1	1
Not ascertained (0)	-	-	-	-	-
	-	-	-	-	-
Total	3	36	81	40	160
	-	3	1	16	20

TECHNICIAN QUESTIONNAIRE  
Utilization Score

TECHNICIAN QUESTIONNAIRE:  
Rating: Pre-Departure Preparation

	17 or lower (3)	18 - 74 (2)	75 or higher (1)	No total score (7)	Total
Satisfactory (1)	1	20	40	15	76
	-	-	-	10	10
Unsatisfactory (2)	1	4	10	8	23
	-	-	-	-	-
Can't rate (9)	1	12	30	17	60
	-	3	1	6	10
Not ascertained (0)	-	-	1	-	1
	-	-	-	-	-
Total	3	36	81	40	160
	-	3	1	16	20

167

TECHNICIAN QUESTIONNAIRE  
Utilization Score

TECHNICIAN QUESTIONNAIRE  
Rating: Type of Program

	17 or lower (3)	18 - 74 (2)	75 or higher (1)	No total score (Y)	Total
Satisfactory (1)	2	32	77	28	139
	-	2	1	15	18
Unsatisfactory (2)	1	3	-	3	7
	-	1	-	-	1
Can't rate (9)	-	1	4	9	14
	-	-	-	1	1
Not ascertained (0)	-	-	-	-	-
	-	-	-	-	-
Total	3	38	81	40	160
	-	3	1	16	20

168

TECHNICIAN QUESTIONNAIRE  
Utilization Score

TECHNICIAN QUESTIONNAIRE  
Rating: Subject-Matter Coverage

	17 or lower (3)	18 - 74 (2)	75 or higher (1)	No total score (Y)	Total
Satisfactory (1)	3	30	75	26	134
	-	2	1	15	18
Unsatisfactory (2)	-	4	2	4	10
	-	1	-	-	1
Can't rate (9)	-	2	4	10	16
	-	-	-	1	1
Not ascertained (0)	-	-	-	-	-
	-	-	-	-	-
Total	3	38	81	40	160
	-	3	1	16	20

169

TECHNICIAN QUESTIONNAIRE  
Utilization Score

TECHNICIAN QUESTIONNAIRE  
Rating: Level (of Program)

	17 or lower (3)	18 - 74 (2)	75 or higher (1)	No total score (V)	Total
Satisfactory (1)	2	32	73	26	133
	-	-	1	14	15
Unsatisfactory (2)	1	3	3	2	9
	-	3	-	1	4
Can't rate (9)	-	1	5	12	18
	-	-	-	1	1
Not ascertained (0)	-	-	-	-	-
	-	-	-	-	-
Total	3	36	81	40	160
	-	3	1	16	20

170

TECHNICIAN QUESTIONNAIRE  
Utilization Score

TECHNICIAN QUESTIONNAIRE  
Rating: Length (of Program)

	17 or lower (3)	18 - 74 (2)	75 or higher (1)	No total score (V)	Total
Satisfactory (1)	2	31	75	25	133
	-	2	1	10	13
Unsatisfactory (2)	1	5	2	5	13
	-	1	-	-	1
Can't rate (9)	-	-	4	10	14
	-	-	-	6	6
Not ascertained (0)	-	-	-	-	-
	-	-	-	-	-
Total	3	36	81	40	160
	-	3	1	16	20

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171

TECHNICIAN QUESTIONNAIRE  
Utilization Score

TECHNICIAN QUESTIONNAIRE  
Rating: Country/Countries (of Training)

	17 or lower (2)	18 - 74 (2)	75 or higher (1)	No total score (2)	Total
Satisfactory (1)	9	94	75	35	147
Unsatisfactory (2)	-	3	1	16	20
Can't rate (9)	-	-	2	-	4
Not ascertained (0)	-	-	4	5	9
Total	9	36	81	40	160
	-	3	1	16	20

172

TECHNICIAN QUESTIONNAIRE  
Utilization Score

TECHNICIAN QUESTIONNAIRE  
Rating: Appropriate Materials,  
Techniques (Used in Training Program)

	17 or lower (2)	18 - 74 (2)	75 or higher (1)	No total score (2)	Total
Satisfactory (1)	3	33	77	27	140
Unsatisfactory (2)	-	3	-	1	3
Can't rate (9)	-	-	4	13	17
Not ascertained (0)	-	-	-	2	2
Total	3	36	81	40	160
	-	3	1	16	20

131

TECHNICIAN QUESTIONNAIRE  
Utilization Score

TECHNICIAN QUESTIONNAIRE:  
Compare This Participant With Others:  
With Respect To Importance of His  
Job to Over-All Economic Development  
Of This Country

	17 or lower (3)	18-74 (2)	75 or higher (1)	No total score (Y)	Total
High (1)	2	14	46	10	72
	-	-	-	3	3
Fairly high (2)	-	10	14	12	36
	-	-	1	5	6
Average (3)	-	6	17	6	29
	-	-	1	3	4
Low (4)	-	4	3	7	14
	-	2	-	2	4
Don't know or don't remember (9)	1	2	1	5	9
	-	-	-	3	3
Not ascertained (0)	-	-	-	-	-
	-	-	-	-	-
Total	3	36	81	40	160
	-	3	1	16	20

TECHNICIAN QUESTIONNAIRE  
Utilization Score

TECHNICIAN QUESTIONNAIRE  
Contacts Before Training:  
Helped Select Him For Training

	17 or lower (3)	18-74 (2)	75 or higher (1)	No total score (Y)	Total
Yes (1)	-	10	31	15	56
	-	-	-	7	7
No (2)	1	2	4	4	11
	-	-	-	-	-
Don't know or don't remember (9)	-	-	-	-	-
	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-
	-	-	-	-	-
Not applicable (Y)	2	24	46	21	93
	-	3	1	9	13
Total	3	36	81	40	160
	-	3	1	16	20

TECHNICIAN QUESTIONNAIRE  
Utilization Score

TECHNICIAN QUESTIONNAIRE  
Contacts Before Training:  
Helped Plan His Program

	17 of (3) Lower	18 (2) 7/4	75 of (1) higher	No total (0) score	Total
Yes (1)	-	-	10	32	157
No (2)	1	-	2	3	4
Don't know or don't remember (9)	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-
Not applicable (Y)	2	24	46	21	93
Total	3	3	36	81	49
	-	-	36	81	168

TECHNICIAN QUESTIONNAIRE  
Utilization Score

TECHNICIAN QUESTIONNAIRE  
Coordinated His Program  
With Employer

	17 of (3) Lower	18 (2) 7/4	75 of (1) higher	No total (0) score	Total
Yes (1)	1	8	29	12	50
No (2)	-	4	6	7	17
Don't know or don't remember (9)	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-
Not applicable (Y)	2	24	46	21	93
Total	3	3	36	81	49
	-	-	36	81	160

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## How Satisfactory Was That Training Program?

Major Field of Activity In Which Training Was Given	Very satisfactory (1)	satisfactory (2)	Moderately satisfactory (3)	Not too satisfactory (4)	Not at all satisfactory (5)	Don't know or don't remember (6)	Not ascertained (7)	Total
Direct military support (0)	-	-	-	-	-	-	-	-
Agriculture and natural resources (1)	91 5	56 1	4	2	-	-	-	153 6
Industry and mining (2)	7	6	1	-	-	-	-	14
Transportation (3)	34	31	2	-	-	-	-	67
Labor (4)	13 34	4 23	-	-	-	-	-	17 57
Health and sanitation (5)	60	26	-	1	-	-	-	86
Education (6)	18	12	4	1	-	-	-	35
Public administration (7)	29	30	4	3	-	-	-	66
Community development, social welfare, and housing (8)	8	4	1	-	-	-	-	13
General and miscellaneous (9)	3 1	10	-	-	-	-	-	13 1
Not ascertained (X)	-	-	-	-	-	-	-	-
Total	272 40	179 24	16	7	-	-	-	474 64

## How Satisfactory Was That Training Program?

Year Participant Left for Training Program	Very satisfactory (1)	satisfactory (2)	Moderately satisfactory (3)	Not too satisfactory (4)	Not at all satisfactory (5)	Don't know or don't remember (6)	Not ascertained (7)	Total
1960 (60)	5	7	-	-	-	-	-	12
1959 (59)	5	3	-	-	-	-	-	8
1958 (58)	39 3	16 7	3	-	-	-	-	58 10
1957 (57)	37 15	27 3	3	-	-	-	-	67 18
1956 (56)	32 8	27 3	2	3	-	-	-	64 11
1955 (55)	41 7	34 5	1	-	-	-	-	76 12
1954 (54)	28 2	11 1	3	2	-	-	-	44 3
1953 (53)	16	10	1	1	-	-	-	28
1952 (52)	20	20	2	3	-	-	-	43
1951 (51)	19	15	-	-	-	-	-	34
1950 (50)	8	5	-	-	-	-	-	13
1949 and earlier (49, 48, etc.)	3	-	-	-	-	-	-	3
Not ascertained (00)	24	7	-	1	-	-	-	32
Total	272 40	179 24	16	7	-	-	-	474 64

## How Satisfactory Was That Training Program?

Level of Position at Time of Selection	How Satisfactory Was That Training Program?						Total
	Very satisfactory (1)	Moderately satisfactory (2)	Not too satisfactory (3)	Not at all satisfactory (4)	Don't know or don't remember (5)	Not ascertained (6)	
Top policy makers - National level and/or national impact (1)	1	1	-	-	-	-	2
Policy makers - Second level and/or non-national impact (2)	31	8	1	-	-	-	40
Subordinate management - Line or staff (3)	78	58	4	6	-	-	144
Engineers (4)	22	20	3	-	-	-	45
Professional occupations (5)	132	83	8	1	-	-	224
Sub-professional occupations (6)	13	10	-	-	-	-	23
Supervisors, inspectors, foremen (7)	4	3	-	-	-	-	7
Artisans, craftsmen (8)	1	2	-	-	-	-	3
Occupations not elsewhere classified (9)	3	1	-	-	-	-	4
Inactive (Y)	10	3	-	-	-	-	13
Not ascertained (0)	1	1	-	-	-	-	2
Total	272	179	18	7	-	-	474
	40	24	-	-	-	-	64

## How Satisfactory Was That Training Program?

Age In Years at Time of Departure for Training	How Satisfactory Was That Training Program?						Total
	Very satisfactory (1)	Moderately satisfactory (2)	Not too satisfactory (3)	Not at all satisfactory (4)	Don't know or don't remember (5)	Not ascertained (6)	
55 years and older (8)	7	8	-	-	-	-	15
50 - 54 years (7)	11	3	2	-	-	-	16
45 - 49 years (6)	3	4	-	-	-	-	7
40 - 44 years (5)	26	10	1	1	-	-	38
35 - 39 years (4)	7	3	-	-	-	-	10
30 - 34 years (3)	38	19	1	-	-	-	58
25 - 29 years (2)	13	5	-	-	-	-	18
Under 25 years (1)	55	35	4	1	-	-	95
Not ascertained (0)	8	4	-	-	-	-	12
Total	63	40	3	2	-	-	108
	5	3	-	-	-	-	8
	58	53	3	3	-	-	115
	4	3	-	-	-	-	7
	15	11	2	-	-	-	28
	-	1	-	-	-	-	1
	1	-	-	-	-	-	1
Total	272	179	18	7	-	-	474
	40	24	-	-	-	-	64

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## How Satisfactory Was That Training Program?

Sex	Very satisfactory (1)	Moderately satisfactory (2)	Satisfactory (3)	Not too satisfactory (4)	Not at all satisfactory (5)	Don't know or don't remember (6)	Not ascertained (7)	Total
Male (1)	231	147	14	6	-	-	-	398
	39	24	-	-	-	-	-	63
Female (2)	41	32	2	1	-	-	-	76
	1	-	-	-	-	-	-	1
Not ascertained (0)	-	-	-	-	-	-	-	-
Total	272	179	16	7	-	-	-	474
	40	24	-	-	-	-	-	64

## How Satisfactory Was That Training Program?

Total Years of Education at Time of Selection	Very satisfactory (1)	Moderately satisfactory (2)	Satisfactory (3)	Not too satisfactory (4)	Not at all satisfactory (5)	Don't know or don't remember (6)	Not ascertained (7)	Total
17 or more years (17, 18, 19, etc.)	107	69	6	3	-	-	-	185
	6	-	-	-	-	-	-	11
13 - 16 years (13, 14, 15, 16)	101	70	8	3	-	-	-	182
	6	2	-	-	-	-	-	8
9 - 12 years (09, 10, 11, 12)	37	30	1	-	-	-	-	68
	16	6	-	-	-	-	-	22
5 - 8 years (05, 06, 07, 08)	10	2	-	-	-	-	-	12
	9	9	-	-	-	-	-	18
1 - 4 years (01, 02, 03, 04)	2	1	-	-	-	-	-	3
No formal education (XX)	-	-	-	-	-	-	-	-
Not ascertained (00)	17	8	1	1	-	-	-	27
	1	1	-	-	-	-	-	2
Total	272	179	16	7	-	-	-	474
	40	24	-	-	-	-	-	64

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## How Satisfactory Was That Training Program?

Marital Status at Time of Selection	Very satisfactory (1)	Moderately satisfactory (2)	Not too satisfactory (3)	Not at all satisfactory (4)	Don't remember (5)	Don't know or ascertained (6)	Not ascertained	Total
	Married (1)	181 31	104 20	7 -	3 -	- -	- -	- -
Not married (2)	89 9	75 4	9 -	4 -	- -	- -	- -	177 13
Not ascertained (0)	2 -	- -	- -	- -	- -	- -	- -	2 -
Total	272 40	179 24	16 -	7 -	- -	- -	- -	474 64

## How Satisfactory Was That Training Program?

Before You Left to Go Abroad, How Satisfied Were You With Your Training Program?	Very satisfactory (1)	Moderately satisfactory (2)	Not too satisfactory (3)	Not at all satisfactory (4)	Don't remember (5)	Don't know or ascertained (6)	Not ascertained	Total
	Well satisfied (1)	171 29	75 9	8 -	1 -	- -	- -	- -
Not very well satisfied (2)	26 -	29 5	3 -	1 -	- -	- -	- -	59 5
Didn't know enough, don't know, don't remember how satisfied I was (9)	75 11	75 10	7 -	5 -	- -	- -	- -	162 21
Not ascertained (0)	- -	- -	- -	- -	- -	- -	- -	- -
Total	272 40	179 24	16 -	7 -	- -	- -	- -	474 64

## How Satisfactory Was That Training Program?

Did You Have the Opportunity to Take Part in the Planning of Your Program?	How Satisfactory Was That Training Program?						Total
	Very satisfactory (1)	Moderately satisfactory (2)	Not too satisfactory (3)	Not at all satisfactory (4)	Don't know or don't remember (5)	Not ascertained (0)	
Yes (1)	84	49	7	2	-	-	142
	10	5	-	-	-	-	15
No (2)	185	129	9	5	-	-	328
	30	19	-	-	-	-	49
Don't know or don't remember (9)	3	1	-	-	-	-	4
	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Total	272	179	16	7	-	-	474
	40	24	-	-	-	-	64

## How Satisfactory Was That Training Program?

Number of Countries in Which Training was Received	How Satisfactory Was That Training Program?						Total
	Very satisfactory (1)	Moderately satisfactory (2)	Not too satisfactory (3)	Not at all satisfactory (4)	Don't know or don't remember (5)	Not ascertained (0)	
One country only (1)	258	168	14	6	-	-	444
	26	17	-	-	-	-	43
Two countries (2)	8	11	1	1	-	-	21
	13	6	-	-	-	-	19
Three countries (3)	4	2	1	-	-	-	7
	-	1	-	-	-	-	1
Four countries (4)	1	-	-	-	-	-	1
	1	-	-	-	-	-	1
Five or more countries (5)	1	-	-	-	-	-	1
	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Total	272	179	16	7	-	-	474
	40	24	-	-	-	-	64

## How Satisfactory Was That Training Program?

Primary Country of Training	Very satisfactory (1)	satisfactory (2)	Moderately satisfactory (3)	Not too satisfactory (4)	Not at all satisfactory (5)	don't remember (9)	Don't know or ascertained (0)	Not ascertained	Total
United States (000)	252	162	15	6	-	-	-	-	435
*	40	23	-	-	-	-	-	-	63
*	-	-	-	-	-	-	-	-	-
*	-	-	-	-	-	-	-	-	-
Other	20	17	1	1	-	-	-	-	39
	-	1	-	-	-	-	-	-	1
Total	272	179	16	7	-	-	-	-	474
	40	24	-	-	-	-	-	-	64

\* Any country, not coded "Other," in which a large proportion of participants were trained should be entered in this table.

## How Satisfactory Was That Training Program?

Total Amount of Time Spent In Training	Very satisfactory (1)	satisfactory (2)	Moderately satisfactory (3)	Not too satisfactory (4)	Not at all satisfactory (5)	don't remember (9)	Don't know or ascertained (0)	Not ascertained	Total
Three years or more (8)	-	-	2	-	-	-	-	-	2
Two years to just under 3 years (7)	-	-	-	-	-	-	-	-	2
One year to just under 2 years (6)	80	63	3	5	-	-	-	-	151
Six months to just under one year (5)	68	35	6	-	-	-	-	-	109
Four months to just under 6 months (4)	28	30	3	1	-	-	-	-	62
Two months to just under 4 months (3)	82	41	4	1	-	-	-	-	128
One month to just under 2 months (2)	38	21	-	-	-	-	-	-	59
Less than one month (1)	10	6	-	-	-	-	-	-	16
Not ascertained (0)	2	-	-	-	-	-	-	-	2
	-	2	-	-	-	-	-	-	2
	-	1	-	-	-	-	-	-	1
Total	272	179	16	7	-	-	-	-	474
	40	24	-	-	-	-	-	-	64

## How Satisfactory Was That Training Program?

Did You Attend Any General Orientation Sessions that Took More Than One Entire Day?	Very satisfactory (1)	Very satisfactory (2)	Moderately satisfactory (3)	Not too satisfactory (4)	Not at all satisfactory (5)	Don't know or don't remember (9)	Not ascertained (0)	Total
	Yes (1)	177	118	8	4	-	-	
No (2)	30	12	-	-	-	-	-	42
Don't know or don't remember (9)	94	60	8	3	-	-	-	165
Not ascertained (0)	10	12	-	-	-	-	-	22
Don't know or don't remember (9)	1	1	-	-	-	-	-	2
Not ascertained (0)	-	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-	-	-
Total	272	179	16	7	-	-	-	474
	40	24	-	-	-	-	-	64

## How Satisfactory Was That Training Program?

Do You Consider the Time Spent in Orientation Valuable?	Very satisfactory (1)	Very satisfactory (2)	Moderately satisfactory (3)	Not too satisfactory (4)	Not at all satisfactory (5)	Don't know or don't remember (9)	Not ascertained (0)	Total
	Valuable (1)	158	101	6	4	-	-	
Prefer time for rest of program (2)	29	11	-	-	-	-	-	40
Don't know or don't remember (9)	13	14	2	-	-	-	-	29
Not applicable (Y)	1	1	-	-	-	-	-	2
Not applicable (Y)	1	-	-	-	-	-	-	1
Not applicable (Y)	-	-	-	-	-	-	-	-
Not applicable (Y)	98	63	8	3	-	-	-	172
Not applicable (Y)	10	12	-	-	-	-	-	22
Not applicable (Y)	1	1	-	-	-	-	-	2
Not applicable (Y)	-	-	-	-	-	-	-	-
Total	272	179	16	7	-	-	-	474
	40	24	-	-	-	-	-	64

## How Satisfactory Was That Training Program?

When You Arrived in Country of Training, Was Your Program Arranged in Detail?	Very satisfactory (1)	Very satisfactory (2)	Moderately satisfactory (3)	Not too satisfactory (4)	Not satisfactory (5)	Not at all (6)	Don't know or don't remember (9)	Not ascertained (0)	Total
Program in complete detail (1)	159 18	93 11	5 -	4 -	-	-	-	-	281 29
Program in partial detail (2)	88 17	65 8	5 -	1 -	-	-	-	-	159 25
Program not set up at all (3)	22 4	16 5	5 -	2 -	-	-	-	-	46 9
Don't know or don't remember (9)	3 1	5 -	1 -	-	-	-	-	-	9 1
Not ascertained (0)	-	-	-	-	-	-	-	-	-
Total	272 40	179 24	16 -	7 -	-	-	-	-	474 64

## How Satisfactory Was That Training Program?

Do You Think He (the Person Who Discussed Your Program with You) Gave Enough Attention or Guidance to You During the Course of the Program, or Not?	Very satisfactory (1)	Very satisfactory (2)	Moderately satisfactory (3)	Not too satisfactory (4)	Not satisfactory (5)	Not at all (6)	Don't know or don't remember (9)	Not ascertained (0)	Total
Received enough attention (1)	232 37	137 20	10 -	4 -	-	-	-	-	383 57
Did not receive enough attention (2)	10 1	11 1	1 -	2 -	-	-	-	-	24 2
Don't know or don't remember (9)	3 -	-	-	-	-	-	-	-	3 -
Not applicable - when he arrived, participant says he did not meet anyone who discussed his program with him (Y)	26 2	31 3	5 -	1 -	-	-	-	-	63 5
Not ascertained (0)	1 -	-	-	-	-	-	-	-	1 -
Total	272 40	179 24	16 -	7 -	-	-	-	-	474 64

## How Satisfactory Was That Training Program?

Participant Went On an Observation Tour During His Program	How Satisfactory Was That Training Program?						Total
	(1) Very satisfactory	(2) Moderately satisfactory	(3) Not too satisfactory	(4) Not at all satisfactory	(5) Don't remember	(6) ascertained Not	
Yes (1)	211	123	11	5	-	-	350
	37	22	-	-	-	-	59
No (2)	61	56	5	2	-	-	124
	3	2	-	-	-	-	5
Not ascertained (0)	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Total	272	179	16	7	-	-	474
	40	24	-	-	-	-	64

## How Satisfactory Was That Training Program?

Participant Had On-the-Job Training During His Program	How Satisfactory Was That Training Program?						Total
	(1) Very satisfactory	(2) Moderately satisfactory	(3) Not too satisfactory	(4) Not at all satisfactory	(5) Don't remember	(6) ascertained Not	
Yes (1)	104	65	5	1	-	-	175
	2	-	-	-	-	-	2
No (2)	168	114	11	6	-	-	299
	38	24	-	-	-	-	62
Not ascertained (0)	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Total	272	179	16	7	-	-	474
	40	24	-	-	-	-	64

## How Satisfactory Was That Training Program?

Participant Attended a University During His Program	Very satisfactory (1)	Moderately satisfactory (2)	Not too satisfactory (3)	Not at all satisfactory (4)	Don't know or don't remember (5)	Not ascertained (6)	Total
	Yes (1)	133	98	10	6	-	
No (2)	18	11	-	-	-	-	29
	139	81	6	1	-	-	227
	22	13	-	-	-	-	35
Not ascertained (0)	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Total	272	179	16	7	-	-	474
	40	24	-	-	-	-	64

## How Satisfactory Was That Training Program?

Participant Attended a Special Program Not at a University During His Program	Very satisfactory (1)	Moderately satisfactory (2)	Not too satisfactory (3)	Not at all satisfactory (4)	Don't know or don't remember (5)	Not ascertained (6)	Total
	Yes (1)	69	49	5	-	-	
	12	5	-	-	-	-	17
No (2)	202	130	11	7	-	-	350
	28	19	-	-	-	-	47
Not ascertained (0)	1	-	-	-	-	-	1
	-	-	-	-	-	-	-
Total	272	179	16	7	-	-	474
	40	24	-	-	-	-	64

## How Satisfactory Was That Training Program?

Did You Receive a Degree or Diploma?	How Satisfactory Was That Training Program?						Total
	Very satisfactory (1)	Moderately satisfactory (2)	Not too satisfactory (3)	Not at all satisfactory (4)	Don't know or don't remember (9)	Not ascertained (0)	
Yes; received an academic degree (1)	16	13	-	1	-	-	30
No; received a certificate or other non-academic citation (2)	60	42	2	1	-	-	105
No; received nothing (3)	13	8	-	1	-	-	22
Don't know or don't remember (9)	-	-	-	-	-	-	-
Not applicable - did not attend a university (Y)	183	116	14	4	-	-	317
Not ascertained (0)	39	20	-	-	-	-	59
Total	272	179	16	7	-	-	474
	40	24	-	-	-	-	64

## How Satisfactory Was That Training Program?

How Was the Length of Your Program?	How Satisfactory Was That Training Program?						Total
	Very satisfactory (1)	Moderately satisfactory (2)	Not too satisfactory (3)	Not at all satisfactory (4)	Don't know or don't remember (9)	Not ascertained (0)	
Too long (1)	10	8	4	1	-	-	23
	8	9	-	-	-	-	17
About right (2)	180	103	8	4	-	-	295
	28	10	-	-	-	-	38
Too short (3)	81	68	4	2	-	-	155
	4	5	-	-	-	-	9
Don't know or don't remember (9)	1	-	-	-	-	-	1
	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-	-
Total	272	179	16	7	-	-	474
	40	24	-	-	-	-	64

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## How Satisfactory Was That Training Program?

Did Your Training Require You to Do or See Too Many Different Things?	Very satisfactory (1)	Moderately satisfactory (2)	Not too satisfactory (3)	Not at all satisfactory (4)	Don't know or don't remember (5)	Not ascertained (6)	Total
Too many things (1)	49 5	38 3	4 -	3 -	- -	- -	94 8
Would have liked more (2)	40 14	41 5	6 -	2 -	- -	- -	89 19
All right as it was (3)	183 21	99 15	5 -	2 -	- -	- -	289 36
Don't know or don't remember (9)	-	-	1 -	- -	- -	- -	1 -
Not ascertained (0)	-	1 -	- -	- -	- -	- -	1 -
Total	272 40	179 24	16 -	7 -	- -	- -	474 64

## How Satisfactory Was That Training Program?

How Did You Find the Level of Your Program?	Very satisfactory (1)	Moderately satisfactory (2)	Not too satisfactory (3)	Not at all satisfactory (4)	Don't know or don't remember (5)	Not ascertained (6)	Total
Too simple a level (1)	21 3	41 6	9 -	3 -	- -	- -	74 9
About right (2)	241 35	132 17	7 -	4 -	- -	- -	384 52
Too advanced (3)	8 2	5 1	- -	- -	- -	- -	13 3
Don't know or don't remember (9)	1 -	- -	- -	- -	- -	- -	1 -
Not ascertained (0)	1 -	1 -	- -	- -	- -	- -	2 -
Total	272 40	179 24	16 -	7 -	- -	- -	474 64

201

## How Satisfactory Was That Training Program?

Did You Follow Your Program  
as It Was Originally Planned?

	Very satisfactory (1)	Moderately satisfactory (2)	satisfactory (3)	Not too satisfactory (4)	Not at all satisfactory (5)	Don't know or don't remember (9)	Not ascertained (0)	Total
Followed program as originally planned (1)	225 38	133 21	8	6	-	-	-	372 59
Important changes made (2)	47 2	45 2	7	1	-	-	-	100 4
Don't know or don't remember (9)	-	1	1	-	-	-	-	2 1
Not ascertained (0)	-	-	-	-	-	-	-	- -
<b>Total</b>	<b>272</b> 40	<b>179</b> 24	<b>16</b>	<b>7</b>	-	-	-	<b>474</b> 64

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## How Satisfactory Was That Training Program?

Do You Think that the  
Program Left You Time for  
Your Personal Interests?

	Very satisfactory (1)	Moderately satisfactory (2)	satisfactory (3)	Not too satisfactory (4)	Not at all satisfactory (5)	Don't know or don't remember (9)	Not ascertained (0)	Total
Too much time (1)	4 2	5 1	2	1	-	-	-	12 3
Enough time (2)	161 29	101 18	9	4	-	-	-	275 47
Too little time (3)	105 9	73 5	5	2	-	-	-	185 14
Don't know or don't remember (9)	-	-	-	-	-	-	-	- -
Not ascertained (0)	2 -	-	-	-	-	-	-	2 -
<b>Total</b>	<b>272</b> 40	<b>179</b> 24	<b>16</b>	<b>7</b>	-	-	-	<b>474</b> 64

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## How Satisfactory Was That Training Program?

Were You Entertained in Private Homes?	Very satisfactory (1)	Moderately satisfactory (2)	Not too satisfactory (3)	Not at all satisfactory (4)	Don't know or don't remember (5)	Not ascertained (6)	Total
Yes (1)	232	156	12	7	-	-	407
	35	21	-	-	-	-	56
No (2)	39	23	4	-	-	-	66
	5	3	-	-	-	-	8
Don't know or don't remember (9)	1	-	-	-	-	-	1
	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Total	272	179	16	7	-	-	474
	40	24	-	-	-	-	64

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## How Satisfactory Was That Training Program?

Were There Enough Social Activities Arranged for You?	Very satisfactory (1)	Moderately satisfactory (2)	Not too satisfactory (3)	Not at all satisfactory (4)	Don't know or don't remember (5)	Not ascertained (6)	Total
Too many activities (1)	4	5	1	-	-	-	10
	1	-	-	-	-	-	1
About enough activities (2)	218	126	13	6	-	-	363
	25	14	-	-	-	-	39
Not enough activities (3)	49	48	2	1	-	-	100
	14	9	-	-	-	-	23
Not ascertained (0)	1	-	-	-	-	-	1
	-	1	-	-	-	-	1
Total	272	179	18	7	-	-	474
	40	24	-	-	-	-	64

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## How Satisfactory Was That Training Program?

At the End of Your Training Program, Did You Attend a Seminar in Communications?	How Satisfactory Was That Training Program?						Total
	Very satisfactory (1)	Moderately satisfactory (2)	Satisfactory (3)	Not too satisfactory (4)	Not at all don't remember (9)	Not known or ascertained (0)	
Yes (1)	56 3	31 1	2 -	1 -	- -	- -	90 4
No (2)	213 37	148 22	14 -	6 -	- -	- -	381 59
Don't know or don't remember (9)	5 -	- 1	- -	- -	- -	- -	3 1
Not ascertained (0)	- -	- -	- -	- -	- -	- -	- -
Total	272 40	179 24	16 -	7 -	- -	- -	474 64

## How Satisfactory Was That Training Program?

If You Had Any Difficulty At All With Your English During Your Program, What Was It?	How Satisfactory Was That Training Program?						Total
	Very satisfactory (1)	Moderately satisfactory (2)	Satisfactory (3)	Not too satisfactory (4)	Not at all don't remember (9)	Not known or ascertained (0)	
No difficulty at all (1)	76 1	32 1	2 -	1 -	- -	- -	111 2
Difficulty in being understood (2)	32 -	24 -	2 -	1 -	- -	- -	59 -
Difficulty in understanding others (3)	38 -	29 1	5 -	1 -	- -	- -	73 1
Both (4)	31 1	40 1	2 -	2 -	- -	- -	75 2
Don't know or don't remember (9)	- -	- -	- -	- -	- -	- -	- -
Not applicable - program did not require knowledge of English, or don't know or don't remember whether program required English (Y)	96 38	53 21	5 -	2 -	- -	- -	155 59
Not ascertained (0)	- -	1 -	- -	- -	- -	- -	1 -
Total	272 40	179 24	16 -	7 -	- -	- -	474 64

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How Satisfactory Was That Training Program?

Suppose You Had Not Gone on This Training Program. What Kind of Job do You Think You would Now Have?

	Very satisfactory (1)	Moderately satisfactory (2)	Not too satisfactory (3)	Not at all satisfactory (4)	Don't remember (5)	Don't know or ascertained (6)	Not ascertained (7)	Total
About the same (1)	152	112	10	5	-	-	-	279
	33	19	-	-	-	-	-	52
Better (2)	1	7	1	-	-	-	-	9
	-	-	-	-	-	-	-	-
Not as good (3)	85	41	3	-	-	-	-	129
	6	2	-	-	-	-	-	8
Don't know (9)	22	17	1	2	-	-	-	42
	1	2	-	-	-	-	-	3
Not applicable - not employed at time of interview (Y)	11	2	1	-	-	-	-	14
	-	1	-	-	-	-	-	1
Not ascertained (0)	1	-	-	-	-	-	-	1
	-	-	-	-	-	-	-	-
Total	273	179	16	7	-	-	-	474
	40	24	-	-	-	-	-	64

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How Satisfactory Was That Training Program?

How Important Was Your Program?

	Very satisfactory (1)	Moderately satisfactory (2)	Not too satisfactory (3)	Not at all satisfactory (4)	Don't remember (5)	Don't know or ascertained (6)	Not ascertained (7)	Total
Most important thing (1)	215	80	1	2	-	-	-	298
	33	11	-	-	-	-	-	44
Waste of time (2)	-	2	1	1	-	-	-	4
	-	-	-	-	-	-	-	-
In between (3)	57	97	14	4	-	-	-	172
	7	13	-	-	-	-	-	20
Don't know or don't remember (9)	-	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-	-	-
Total	272	179	16	7	-	-	-	474
	40	24	-	-	-	-	-	64

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PARTICIPANT QUESTIONNAIRE  
How Satisfactory Was That Training Program?

## SUPERVISOR QUESTIONNAIRE:

Utilization Score

	Very satisfactory (1)	Moderately satisfactory (2)	Not too satisfactory (3)	Not at all satisfactory (4)	Don't know or don't remember (5)	Not ascertained (6)	Total
81 or higher (1)	88 3	40 2	3 -	- -	- -	- -	131 5
20 - 80 (2)	22 4	20 -	2 -	1 -	- -	- -	45 4
19 or lower (3)	1 -	4 -	1 -	- -	- -	- -	6 -
No total score (Y)	56 1	58 1	7 -	3 -	- -	- -	124 2
Total	167 8	122 3	13 -	4 -	- -	- -	306 11

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PARTICIPANT QUESTIONNAIRE  
How Satisfactory Was That Training Program?

## TECHNICIAN QUESTIONNAIRE:

Utilization Score

	Very satisfactory (1)	Moderately satisfactory (2)	Not too satisfactory (3)	Not at all satisfactory (4)	Don't know or don't remember (5)	Not ascertained (6)	Total
75 or higher (1)	42 -	35 1	3 -	1 -	- -	- -	81 1
18 - 74 (2)	21 3	13 -	1 -	1 -	- -	- -	36 3
17 or lower (3)	1 -	1 -	1 -	- -	- -	- -	3 -
No total score (Y)	23 11	13 5	3 -	1 -	- -	- -	40 16
Total	64 14	48 6	5 -	2 -	- -	- -	120 20

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**TECHNICIAN QUESTIONNAIRE**  
 Compare This Participant With Others:  
 With Respect To His Ability To Do  
 His Job Without Outside Help.

**TECHNICIAN QUESTIONNAIRE**  
 Rating: Pre-Departure  
 Preparation

	Low (5)	Average (3)	Fairly High (2)	Don't know or remember High (1)	Not ascertained (0)	Can't rate (9)	Total
Satisfactory (1)	2 1	14 1	29 4	28 3	3 1	-	76 10
Unsatisfactory (2)	-	6	8	5	4	-	23
Can't rate (9)	2 2	12 2	16 3	27	3	-	60 10
Not ascertained (0)	-	1	-	-	-	-	1
Total	4 3	33 3	53 7	60 3	10 4	-	160 20

**TECHNICIAN QUESTIONNAIRE**  
 Compare This Participant With Others:  
 With Respect to His Ability To Do  
 His Job Without Outside Help

**TECHNICIAN QUESTIONNAIRE:**  
 Rating: Type of Program

	Fairly High (2)	Average (3)	Low (5)	Don't know or don't remember (9)	Not ascertained (0)	Total
Satisfactory (1)	51 3	47 7	30 2	3 3	8 3	139 18
Unsatisfactory (2)	1	2	1 1	1	2	7 1
Can't rate (9)	8	4	2	-	1	14 1
Not ascertained (0)	-	-	-	-	-	-
Total	60 3	53 7	33 3	4 3	10 4	160 20

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TECHNICIAN QUESTIONNAIRE  
 Compare This Participant With Others:  
 With Respect to His Ability To Do  
 His Job Without Outside Help

TECHNICIAN QUESTIONNAIRE:  
 Rating: Level of Program

	High (1)	Fairly High (2)	Average (3)	Low (4)	Don't know or don't remember (5)	Not ascertained (6)	Total
Satisfactory (1)	47	47	29	3	7	-	133
	3	6	2	1	3	-	15
Unsatisfactory (2)	3	-	2	1	3	-	9
	-	1	1	2	-	-	4
Can't rate (9)	10	6	2	-	-	-	18
	-	-	-	-	1	-	1
Not ascertained (0)	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Total	60	53	33	4	10	-	160
	3	7	3	3	4	-	20

TECHNICIAN QUESTIONNAIRE  
 Compare This Participant With Others:  
 With Respect To His Ability To Do  
 His Job Without Outside Help

TECHNICIAN QUESTIONNAIRE:  
 Rating: Length (of Program)

	(1) High	Fairly high (2)	Average (3)	Low (4)	Don't know or don't remember (5)	Not ascertained (6)	Total
Satisfactory (1)	48	45	30	3	7	-	133
	3	4	2	3	1	-	13
Unsatisfactory (2)	3	5	1	1	3	-	13
	-	-	1	-	-	-	1
Can't rate (9)	9	3	2	-	-	-	14
	-	3	-	-	3	-	6
Not ascertained (0)	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Total	60	53	33	4	10	-	160
	3	7	3	3	4	-	20

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TECHNICIAN QUESTIONNAIRE  
Compare This Participant With Others:  
With Respect To His Ability To Do  
His Job Without Outside Help

TECHNICIAN QUESTIONNAIRE: Rating: Country/Countries of Training	High (1)	Fairly high (2)	Average (3)	Low (4)	Don't know or don't remember (9)	Not ascertained (0)	Total
Satisfactory (1)	52	51	32	4	8	-	147
	3	7	3	3	4	-	20
Unsatisfactory (2)	2	-	-	-	2	-	4
	-	-	-	-	-	-	-
Can't rate (9)	6	2	1	-	-	-	9
	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Total	60	53	33	4	10	-	160
	3	7	3	3	4	-	20

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TECHNICIAN QUESTIONNAIRE  
Compare This Participant With Others:  
With Respect To His Ability To Do  
His Job Without Outside Help

TECHNICIAN QUESTIONNAIRE: Rating: Appropriate Materials, Techniques Used In Training Program	High (1)	Fairly high (2)	Average (3)	Low (4)	Don't know or don't remember (9)	Not ascertained (0)	Total
Satisfactory (1)	50	47	31	4	8	-	140
	3	7	2	1	2	-	15
Unsatisfactory (2)	1	-	-	-	2	-	3
	-	-	1	2	-	-	3
Can't rate (9)	9	6	2	-	-	-	17
	-	-	-	-	2	-	2
Not ascertained (0)	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Total	60	53	33	4	10	-	160
	3	7	3	3	4	-	20

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Level of Position At Time Of Interview

Level Of Position At Time Of Selection	Top Policy makers, execs., etc. (1)	Second level (2)	Prod. adm. (3)	Sub. adm. (4)	Sub. manager (5)	Engineers (6)	Prof. (7)	Sub-prof. (8)	Foreman (9)	Med. Superv. (10)	Art. (11)	Wharf class. (12)	Occup. not elsewhere class. (13)	Inactive (14)	Not ascertained (15)	Total
Top policy makers, execs., & administrators (1)	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	2
Policy makers, exec., & administrators - second level (2)	2	35	1	-	-	-	-	2	-	-	-	-	-	-	-	40
Subordinate management, program & administrative (3)	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	3
Engineers (4)	-	17	105	3	13	-	-	-	-	-	-	-	-	6	-	144
Professional occupations (5)	-	1	10	-	-	-	-	-	-	-	-	-	-	-	-	11
Sub-professional occupations (6)	-	3	16	22	2	-	-	-	-	-	-	-	-	2	-	45
Supervisors, Inspectors, foremen (7)	-	7	51	2	157	1	1	-	-	-	-	-	-	5	-	224
Artisans, craftsmen (8)	-	1	-	-	22	-	-	-	-	-	-	-	-	-	-	23
Occupations not elsewhere classified (9)	-	-	2	-	1	4	-	-	-	-	-	-	-	-	-	7
Inactive (10)	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	1
Not ascertained (11)	-	-	-	-	-	-	1	6	-	-	-	-	-	1	-	2
Total	-	1	-	-	1	-	-	2	-	-	-	-	11	1	-	3
Total	3	63	177	28	179	6	2	2	3	11	14	1	-	-	-	474
		7	12	-	23	1	6	3	11	1	-	-	-	-	-	64

Number of People Supervised At Time Of Selection

Number Of People Supervised On First Job After Return	None (1)	1 - 5 (2)	6 - 19 (3)	20 - 49 (4)	50 - 99 (5)	100 - 199 (6)	200 - 499 (7)	500 - 999 (8)	1000 or more (9)	Not ascertained (10)	Total
1000 or more (8)	2	-	-	1	-	1	-	-	1	-	5
500 - 999 (7)	-	-	-	-	-	-	-	-	-	-	-
200 - 499 (6)	2	-	-	1	-	-	1	-	-	-	4
50 - 199 (5)	1	1	-	-	2	1	1	-	-	-	6
20 - 49 (4)	3	1	-	1	3	2	1	-	-	-	11
6 - 19 (3)	10	3	-	8	4	2	1	1	-	1	30
1 - 5 (2)	4	3	-	3	-	-	-	-	-	1	11
None (1)	27	3	-	5	4	3	2	-	-	1	46
Don't know or don't remember (9)	-	-	-	-	-	-	-	-	-	-	-
Not ascertained (10)	1	1	-	1	-	-	-	-	-	-	3
Not applicable (11)	81	45	-	80	46	46	21	6	17	16	358
Total	22	10	12	8	8	8	1	1	-	2	64
Total	131	57	100	59	55	27	8	19	18	2	474
	22	10	12	8	8	1	1	-	2	-	64

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## Number Of People Supervised At Time Of Selection

Number Of People Supervised On Present Position	Number Of People Supervised At Time Of Selection								Total	
	None (1)	1 - 5 (2)	6 - 19 (3)	20 - 49 (4)	50 - 99 (5)	100 - 199 (6)	200 - 499 (7)	500 or more (8)		Not ascertained (9)
1000 or more (8)	1	-	1	-	1	2	1	3	1	10
500 - 999 (7)	2	-	1	3	2	-	-	1	-	9
200 - 499 (6)	-	-	2	4	7	2	-	1	1	17
50 - 199 (5)	8	4	5	7	8	2	-	-	1	35
20 - 49 (4)	14	6	7	6	8	2	2	-	1	46
6 - 19 (3)	15	9	14	5	3	2	1	-	3	52
1 - 5 (2)	12	4	4	4	2	2	1	-	1	30
None (1)	31	11	19	6	5	4	-	5	3	84
Don't know or don't remember (9)	-	-	-	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	1	1	-	-	2
Not applicable (Y)	48	23	47	24	18	10	3	9	7	189
	13	6	9	7	6	-	1	-	1	43
Total	131	57	100	59	55	27	8	19	18	474
	22	10	12	8	8	1	1	-	2	64

## Sex

Level of Position at Time of Interview

Level of Position at Time of Interview	Sex		Total
	Male (1)	Female (2)	
Top policy makers, executives, etc. (1)	3	-	3
Policy makers, executives and administrators - second level (2)	60	3	63
Subordinate management, program and administrative officials (3)	154	23	177
Engineers (4)	12	-	12
Professionals (5)	26	2	28
Professional occupations (5)	136	43	179
Sub-professional occupations (6)	23	-	23
Supervisors, inspectors, foremen (7)	5	1	6
Artisans, craftsmen (8)	1	-	1
Occupations not elsewhere classified (9)	2	-	2
Inactive (Y)	3	-	3
Not ascertained (0)	-	-	-
Total	388	76	464
	63	1	64

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Attendance at a University  
Prior to ICA Training

Attendance at a Special School  
Prior to Training

	Did not attend university (2)	Attended university (1)	Not ascertained (0)	Total
Attended a special school (1)	54	131	-	185
	16	10	-	26
Did not attend a special school (2)	51	232	-	283
	27	11	-	38
Not ascertained (0)	-	6	-	6
	-	-	-	-
Total	105	369	-	474
	43	21	-	64

Total Amount of Time Spent in Training

Level Of Position At  
Time Of Selection

	Less than 1 month (1)	1 month to just under 2 months (2)	2 months to just under 4 months (3)	4 months to just under 6 months (4)	6 months to just under 1 year (5)	1 year to just under 2 years (6)	2 years to just under 3 years (7)	3 years or more (8)	Not ascertained (0)	Total
Top policy makers, executives, etc. (1)	-	-	1	1	-	-	-	-	-	2
Policy makers, executives and administrators - second level (2)	-	2	31	2	4	-	-	-	1	40
	-	1	2	-	-	-	-	-	-	3
Subordinate management, program and administrative officials (3)	2	7	41	17	38	39	-	-	-	144
Engineers (4)	-	1	9	1	-	-	-	-	-	11
	-	-	9	5	11	18	1	1	-	45
Professional occupations (5)	-	5	43	34	51	89	1	1	-	224
	1	-	21	-	1	-	-	-	-	23
Sub-professional occupations (6)	-	-	2	2	1	1	-	-	-	7
	-	-	1	-	-	-	-	-	-	1
Supervisors, inspectors, foremen (7)	-	-	-	1	1	-	-	-	-	2
	-	-	9	-	-	-	-	-	-	9
Artisans, craftsmen (8)	-	-	1	-	-	2	-	-	-	3
	-	-	4	-	-	-	-	-	-	4
Occupations not elsewhere classified (9)	-	2	-	-	2	1	-	-	-	5
	-	-	13	-	-	-	-	-	-	13
Inactive (Y)	-	-	-	-	1	1	-	-	-	2
	-	-	-	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-
Total	2	16	128	62	109	151	2	2	2	474
	1	2	59	1	1	-	-	-	-	64

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Place Where Orientation Sessions Were Held

Do You Consider The Time Spent in These Orientation Sessions To Be Valuable?	Place Where Orientation Sessions Were Held										Total	
	W. I. C. (1)	American Univ. (2)	St. Johns Univ. (3)	Univ. of Johns College (4)	Other (5)	Government of Puerto Rico (6)	Agency of U.S. (7)	Plant in U.S. (8)	Outs. factory bus-remember (9)	Don't know; don't (0)		Not ascertained (Y)
Valuable (1)	171	16	1	1	12	52	2	-	-	15	-	270
Prefer time for rest of program (2)	6	-	6	-	-	26	19	2	-	3	-	40
Don't know or don't remember (9)	14	-	-	-	-	1	-	-	-	-	-	29
Not ascertained (0)	1	-	-	-	-	-	-	-	-	-	-	1
Not applicable (Y)	-	-	-	-	-	-	-	-	-	-	-	2
Total	187	16	1	2	12	62	4	5	18	-	-	307
	7	-	6	-	-	27	-	-	2	-	-	42

Do You Consider The Time Spent In These Orientation Sessions Valuable?

Total Years of Education At Time of Selection

Total Years of Education At Time of Selection	Do You Consider The Time Spent In These Orientation Sessions Valuable?					Total
	Valuable (1)	Prefer time for rest of program (2)	Don't know; don't remember (9)	Not ascertained (0)	Not applicable (Y)	
17 or more years (17, 18, 19, 20, etc.)	109	12	1	-	63	185
13 - 16 years (13, 14, 15, 16)	104	11	-	1	66	182
9 - 12 years (09, 10, 11, 12)	36	3	-	1	28	68
5 - 8 years (05, 06, 07, 08)	15	-	-	-	7	22
1 - 4 years (01, 02, 03, 04)	1	1	-	-	4	12
No formal education (XX)	-	-	-	-	8	18
Not ascertained (00)	-	-	-	-	-	3
Total	270	29	1	2	172	474
	40	2	-	-	22	64

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Have You Used Any Of The Materials Or  
Ideas From The Seminar In Your Work?

Who Ran The Communications Seminar?

	Yes (1)	No (2)	Not ascertained (0)	Not applicable (Y)	Total
Michigan State University (1)	11	4	-	-	15
Department of Agriculture (2)	8	5	-	-	13
St. John's College (3)	-	2	-	-	2
Other (Sponsors not listed above) (8)	44	8	-	-	52
Don't know or don't remember (9)	5	1	1	-	7
Not ascertained (0)	1	-	-	-	1
Not applicable (Y)	-	-	-	384	384
Total	69	20	1	384	474
	3	1	-	60	64

Did You Receive Any English Language  
Instruction In Preparation For  
Your Program?

If You Had Any Difficulty  
With Your English During  
Your Program, What Was It?

	Yes (1)	No (2)	Don't know or don't remember (9)	Not ascertained (0)	Not applicable (Y)	Total
No difficulty at all (1)	33	78	-	-	-	111
Difficulty in being understood (2)	39	20	-	-	-	59
Difficulty in understanding others (3)	45	28	-	-	-	73
Both (4)	52	23	2	-	-	77
Don't know or don't remember (9)	-	-	-	-	-	-
Not ascertained (0)	-	1	-	-	-	1
Not applicable - program did not require English (Y)	-	-	-	-	155	155
Total	169	150	-	-	155	474
	1	4	-	-	59	64

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Was the First Job You Had After You Returned From the Training Program the Same as the Job You Had Before You Left?

What Was the First Step In That Training Program?	Same (1)	Don't know or don't remember (9)	Not ascertained (0)	Not applicable (Y)	Total
Made application (1)	73 19	35	-	-	108 19
Selected or invited by others (2)	281 45	81	-	-	363 45
Don't know or don't remember (9)	3	-	-	-	3
Not ascertained (0)	-	-	-	-	-
Total	357 64	116	-	-	474 64

Is Your Present Position The Same As The One You Had When You First Returned?

Was The First Job You Had After You Returned From The Training Program The Same As The Job You Had Before You Left?

	Same (1)	Different (2)	Don't know or don't remember (9)	Not ascertained (0)	Not applicable (Y)	Total
Same (1)	142 42	205 21	-	-	10 1	357 64
Different (2)	-	33	-	-	3	116
Don't know or don't remember (9)	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-
Not applicable (Y)	-	-	-	-	1 1	1 1
Total	175 42	285 21	-	-	14 1	474 64

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Suppose You Had Not Gone on This Training Program. What Kind of Job Do You Think You Would Now Have?

Who Selected You?	About the same (1)	Better (2)	Not as good (3)	Don't know (9)	Not employed (0)	Not applicable (Y)	Total
Supervisor (11)	69 10	3	35	13	-	5	125 10
Other (12 through 21)	196 40	8	90	23	1	9	327 52
Don't know or don't remember (99)	20 3	-	9 1	8	-	1	38 4
Not ascertained (00)	2	-	1	-	-	-	3
Not applicable (YY)	3	-	-	-	-	-	3
Total	290 53	11	135 9	44 3	1	15 1	496 68

PARTICIPANT QUESTIONNAIRE: Your Supervisor on Your Current Job - Does He Help You in Utilizing That Training?

TECHNICIAN QUESTIONNAIRE: Utilization of Training by: Supervisor

	Has no supervisor (5)	Neither helpful nor unhelpful (4)	Not helpful (3)	Somewhat helpful (2)	Very helpful (1)	Don't know or don't remember (9)	Not ascertained (0)	Not applicable (Y)	Total
Satisfied (1)	30	8	21	20	37	-	-	1	117
Dissatisfied (2)	1	-	9	4	3	-	1	-	18
Can't rate (9)	8	2	3	-	7	-	-	2	22
Not ascertained (0)	3	-	-	-	-	-	-	-	3
Total	42	10	33	24	47	-	1	3	160

Since Your Return, Have You Had Any  
Contact With USOM?

Current Residence at Time  
of Interview

	Yes (1)	No (2)	Don't know or don't remember (9)	Not ascertained (0)	Total
Capital city area (1)	195 21	176 21	-	-	371 42
Provincial city area (2)	33 9	30 11	-	-	63 20
Rural place, village, town (3)	20 1	17 1	-	-	37 2
Not ascertained (0)	1 -	2 -	-	-	3 -
Total	249 31	225 33	-	-	474 64

PARTICIPANT QUESTIONNAIRE  
Do You Have Frequent Contact  
With Him (USOM Technician)?

TECHNICIAN QUESTIONNAIRE  
How Much Contact With  
Participant Since His  
Return?

	Never met (3)	Occasional (2)	Frequently (1)	Don't know or don't remember (9)	Not ascertained (0)	Not applicable (7)	Total
Regularly (5)	1	5	24	-	-	8	38
Frequently (4)	1	-	1	-	-	1	3
Occasionally (3)	-	8	15	-	-	6	29
Once or twice (2)	-	-	-	-	-	3	3
Never met (1)	1	11	16	-	1	26	55
Only Social (6)	1	-	-	-	-	6	7
Don't know or don't remember (9)	4	7	-	-	-	24	35
Not ascertained (0)	-	1	-	-	-	6	7
	-	1	-	-	-	1	2
	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
Total	8	32	55	-	1	66	160
	2	1	1	-	-	16	20

## How Important Was Your Program?

Suppose You Had Not Gone  
On This Training Program,  
What Kind of Job Do You Think  
You Would Now Have?

	Most important thing (1)	Waste of time (2)	Remember in between (3)	Don't know; don't remember (9)	Not ascertained (0)	Total
About the same (1)	151 35	4 -	124 17	- -	- -	279 52
Better (2)	5 -	- -	4 -	- -	- -	9 -
Not as good (3)	103 8	- -	28 -	- -	- -	129 8
Don't know (9)	27 1	- -	15 2	- -	- -	42 3
Not applicable - not employed at time of interview (Y)	11 -	- -	3 1	- -	- -	14 1
Not ascertained (0)	1 -	- -	- -	- -	- -	1 -
Total	298 44	4 -	172 20	- -	- -	474 64

SUPERVISOR QUESTIONNAIRE:  
Did You Help in Planning (Participant's)  
Training Program?

SUPERVISOR QUESTIONNAIRE:  
Did You Recommend That  
(Participant) Be Sent On a  
Training Program?

	Yes (1)	Don't know or don't remember (9)	Not ascertained (0)	Not applicable (Y)	Total
Yes (1)	27 1	32 8	1 -	- -	60 7
No (2)	2 -	22 2	- -	- -	24 2
Don't know or don't remember (9)	- -	1 -	- -	- -	1 -
Not ascertained (0)	- -	- -	- -	- -	- -
Not applicable (Y)	5 -	48 -	- -	1 2	167 2
Total	34 1	103 8	1 -	1 2	167 306

**SUPERVISOR QUESTIONNAIRE: Has Any of The Information (Participant) Acquired on His Program Been Conveyed to Others?**

**PARTICIPANT QUESTIONNAIRE: Have You Been Able to Convey Any of What You Learned in the Program to Other People?**

	Yes (1)	Don't know or don't remember (9)	Not ascertained (0)	Total
Yes (1)	200 8	23 1	57 2	- - 280 11
No (2)	10	3	13	- - 26
Don't know or don't remember (9)	-	-	-	- -
Not ascertained (0)	-	-	-	- -
<b>Total</b>	<b>210</b> <b>8</b>	<b>26</b> <b>1</b>	<b>70</b> <b>2</b>	<b>-</b> <b>-</b> <b>306</b> <b>11</b>

**SUPERVISOR QUESTIONNAIRE: As A Qualification For His Present Job, How Important Was (Participant's) Training Program?**

**PARTICIPANT QUESTIONNAIRE: Suppose You Had Not Gone On This Training Program, What Kind Of Job Do You Think You Would Have Now?**

	Better off without it (5)	Very important but not essential (1)	Very important (2)	Helpful but not very important (4)	Not as good (3)	Don't know (9)	Not ascertained (0)	Total
About the same (1)	-	4	52	77	29	21	2	185
Better (2)	-	1	2	3	1	-	-	7
Not as good (3)	-	1	13	41	27	5	-	87
Don't know (9)	-	1	7	12	6	1	-	27
Not applicable - not employed at time of interview (Y)	-	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-	-	-
<b>Total</b>	-	<b>7</b>	<b>74</b>	<b>133</b>	<b>63</b>	<b>27</b>	<b>2</b>	<b>306</b>
	-	-	3	5	1	2	-	11

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TECHNICIAN QUESTIONNAIRE  
How Much Contact With Participants Since His Return?

TECHNICIAN QUESTIONNAIRE Have Any Of These Factors Interfered With Your Seeing Participants As Much As Would Be Desirable?	How Much Contact With Participants Since His Return?							Total
	None or very little (1)	Occasional (2)	Frequently (3)	Very frequently (4)	Don't know (5)	Not ascertained (6)	Don't know (7)	
Work load, number of participants (Col. 20)	-	4	6	1	1	-	-	13
Checked (1)	-	7	5	1	-	-	-	13
Not checked (0)	2	31	49	28	37	-	-	147
Location of participant's job (Col. 21)	-	14	12	3	1	-	-	31
Checked (1)	-	4	1	-	-	-	-	5
Not checked (0)	2	21	43	26	37	-	-	129
Participant's lack of initiative (Col. 22)	-	2	9	-	1	-	-	6
Checked (1)	-	-	1	-	-	-	-	1
Not checked (0)	2	33	52	29	37	-	-	154
Participant has no time (Col. 23)	-	-	-	-	1	-	-	1
Checked (1)	-	-	-	-	-	-	-	-
Not checked (0)	2	35	55	29	37	-	-	159
Attitude of supervisor, employer (Col. 24)	-	-	-	-	1	-	-	1
Checked (1)	-	-	-	-	-	-	-	-
Not checked (0)	2	35	55	29	37	-	-	159
Political problems (Col. 25)	-	-	-	-	1	-	-	1
Checked (1)	-	-	-	-	-	-	-	-
Not checked (0)	2	35	55	29	37	-	-	159
Language Barrier (Col. 26)	-	-	2	-	1	-	-	3
Checked (1)	-	-	-	-	-	-	-	-
Not checked (0)	2	35	53	29	37	-	-	157
Participant's personality (Col. 27)	-	-	-	-	1	-	-	1
Checked (1)	-	-	-	-	-	-	-	-
Not checked (0)	2	35	55	28	37	-	-	159
Other (Col. 28)	2	10	11	1	2	-	-	26
Comment in "Other" space (1)	-	-	-	-	-	-	-	-
"Other" space blank (0)	1	25	43	28	36	-	-	134
Nothing interfered (Col. 29)	1	9	30	24	38	-	-	102
Checked (1)	1	26	25	5	-	-	-	58
Not checked (0)	2	35	55	29	38	-	-	160
<b>TOTAL</b>	-	37	57	33	33	-	-	

TECHNICIAN QUESTIONNAIRE: Contribution  
of Training to Participant's Job  
Performance

PARTICIPANT QUESTIONNAIRE:  
Suppose You Had Not Gone On This Training  
Program. What Kind of Job Do You Think  
You Would Now Have?

PARTICIPANT QUESTIONNAIRE: Suppose You Had Not Gone On This Training Program. What Kind of Job Do You Think You Would Now Have?	TECHNICIAN QUESTIONNAIRE: Contribution of Training to Participant's Job Performance							Total
	Major (1)	Minor (2)	No importance less (3)	Reduced useful- ness (4)	don't remember (5)	Don't know or Not ascertained (6)	Not ascertained (7)	
About the same (1)	51	20	8	1	7	1	88	
Better (2)	8	9	1	-	1	-	19	
Not as good (3)	1	-	1	-	-	-	2	
Don't know (9)	-	-	-	-	-	-	-	
Not applicable - not employed at time of interview (Y)	31	14	-	-	6	-	51	
Not ascertained (0)	-	-	-	-	1	-	1	
Don't know (9)	9	6	-	-	-	-	16	
Not applicable - not employed at time of interview (Y)	1	-	-	-	2	-	3	
Not ascertained (0)	-	-	-	-	-	-	-	
Total	93	40	9	1	16	1	160	
	8	9	1	-	2	-	20	

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TECHNICIAN QUESTIONNAIRE: Contribution  
of Training to Participant's Job  
Performance

SUPERVISOR QUESTIONNAIRE:

As a Qualification for His  
Present Job, How Important  
Was (Participant's) Training  
Program?

	Major (1)	Minor (2)	No Importance (3)	usefulness (4)	Reduced don't remember (5)	Don't know or ascertained (6)	Not ascertained (7)	Total
Essential (1)	23	4	1	-	-	1	-	29
	-	-	1	-	-	-	-	1
Very important (2)	24	10	-	-	-	4	-	38
	1	-	-	-	-	1	-	2
Helpful but not very important (3)	18	7	3	-	-	1	-	20
	-	2	-	-	-	-	-	2
Not useful (4)	2	-	-	-	-	-	-	2
	-	-	-	-	-	-	-	-
Better off without it (5)	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-
Don't know or don't remember (9)	2	2	1	-	-	-	-	5
	-	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-
Total	69	23	5	-	-	6	-	103
	1	2	1	-	-	1	-	5

Have You Used Any Of The Materials Or Ideas From The Seminar In Your Work?

Who Ran The Communications Seminar?

	Yes (1)	No (2)	Not ascertained (0)	Not applicable (Y)	Total
Michigan State University (1)	11	4	-	-	15
Department of Agriculture (2)	8	5	-	-	13
St. John's College (3)	-	2	-	-	2
Other (Sponsors not listed above) (8)	44	8	-	-	52
Don't know or don't remember (9)	5	1	1	-	7
Not ascertained (0)	1	-	-	-	1
Not applicable (Y)	-	-	-	384	384
				60	60
Total	69	20	1	384	474
	3	1	-	60	64

Did You Receive Any English Language Instruction In Preparation For Your Program?

If You Had Any Difficulty With Your English During Your Program, What Was It?

	Yes (1)	No (2)	Don't know or don't remember (9)	Not ascertained (0)	Not applicable (Y)	Total
No difficulty at all (1)	33	78	-	-	-	111
Difficulty in being understood (2)	1	1	-	-	-	2
Difficulty in understanding others (3)	39	20	-	-	-	59
Both (4)	45	28	1	-	-	73
Don't know or don't remember (9)	-	1	-	-	-	1
Not ascertained (0)	52	23	2	-	-	75
Not applicable - program did not require English (Y)	-	-	-	-	155	155
					59	59
Total	169	150	-	-	155	474
	1	4	-	-	59	64

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Was the First Job You Had After You Returned  
From the Training Program the Same as the  
Job You Had Before You Left?

What Was the First Step In That Training Program?	Was the First Job You Had After You Returned From the Training Program the Same as the Job You Had Before You Left?					Total
	Same (1)	Don't know or Don't remember (9)	Not ascertained (0)	Not applicable (Y)		
Made application (1)	73 19	35 -	- -	- -	- -	108 19
Selected or invited by others (2)	231 45	81 -	- -	- -	1 -	363 45
Don't know or don't remember (9)	3 -	- -	- -	- -	- -	3 -
Not ascertained (0)	- -	- -	- -	- -	- -	- -
Total	367 64	110 -	- -	- -	1 -	474 64

Is Your Present Position The Same As  
The One You Had When You First Returned?

Was The First Job You Had After  
You Returned From The Training Program  
The Same As The Job You Had Before You  
Left?

Was The First Job You Had After You Returned From The Training Program The Same As The Job You Had Before You Left?	Is Your Present Position The Same As The One You Had When You First Returned?					Total
	Same (1)	Different (2)	Not ascertained (0)	Not applicable (Y)		
Same (1)	142 42	205 21	- -	- -	10 1	367 64
Different (2)	- -	33 -	80 -	- -	3 -	116 -
Don't know or don't remember (9)	- -	- -	- -	- -	- -	- -
Not ascertained (0)	- -	- -	- -	- -	- -	- -
Not applicable (Y)	- -	- -	- -	- -	1 1	- 1
Total	175 42	288 21	- -	- -	14 1	474 64

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TECHNICIAN QUESTIONNAIRE  
How Much Contact With Participant Since His Return?

TECHNICIAN QUESTIONNAIRE Have Any Of These Factors Interfered With Your Seeing Participants As Much As Would Be Desirable?	TECHNICIAN QUESTIONNAIRE							Total
	Once or twice never (1)	Occasionally (2)	Frequently (3)	Very frequently (4)	Don't know (5)	Not checked (6)	Not checked (7)	
Work load, number of participants (Col. 20)	-	4	6	1	1	-	-	13
Checked (1)	-	7	5	1	-	-	-	13
Not checked (0)	2	31	49	28	37	-	-	147
Location of participant's job (Col. 21)	-	14	12	3	1	-	-	31
Checked (1)	-	4	1	-	-	-	-	5
Not checked (0)	2	23	43	26	37	-	-	129
Participant's lack of initiative (Col. 22)	-	2	3	-	1	-	-	6
Checked (1)	-	-	1	-	-	-	-	1
Not checked (0)	2	33	52	29	37	-	-	154
Participant has no time (Col. 23)	-	-	-	-	1	-	-	1
Checked (1)	-	-	-	-	-	-	-	-
Not checked (0)	2	35	55	29	37	-	-	159
Attitude of supervisor, employer (Col. 24)	-	-	-	-	1	-	-	1
Checked (1)	-	-	-	-	-	-	-	-
Not checked (0)	2	35	55	29	37	-	-	159
Political problems (Col. 25)	-	-	-	-	1	-	-	1
Checked (1)	-	-	-	-	-	-	-	-
Not checked (0)	2	35	55	29	37	-	-	159
Language Barrier (Col. 26)	-	7	2	-	3	-	-	3
Checked (1)	-	-	-	-	-	-	-	-
Not checked (0)	2	35	53	29	37	-	-	157
Participant's personality (Col. 27)	-	-	-	-	1	-	-	1
Checked (1)	-	-	-	-	-	-	-	-
Not checked (0)	2	35	55	28	37	-	-	159
Other (Col. 28)	2	10	11	1	2	-	-	26
Comment in "Other" space (1)	1	25	43	28	36	-	-	134
"Other" space blank (0)	-	6	7	3	3	-	-	19
Nothing interfered (Col. 29)	1	9	30	24	38	-	-	102
Checked (1)	-	-	-	-	-	-	-	-
Not checked (0)	1	26	25	5	1	-	-	58
TOTAL	2	37	57	3	3	-	-	160

TECHNICIAN QUESTIONNAIRE: Contribution  
of Training to Participant's Job  
Performance

PARTICIPANT QUESTIONNAIRE:  
Suppose you had not gone on this training  
Program. What kind of job do you think  
you would now have?

PARTICIPANT QUESTIONNAIRE	TECHNICIAN QUESTIONNAIRE							Total
	Major (1)	Minor (2)	No importance (3)	Reduced useful- ness (4)	don't remember (5)	Don't know or not ascertained (6)	Not checked (7)	
About the same (1)	51	20	8	1	7	1	88	
Better (2)	8	9	1	-	1	-	19	
Not as good (3)	1	-	1	-	-	-	2	
Don't know (9)	31	14	-	-	6	-	51	
Not applicable - not employed at time of Interview (Y)	-	-	-	-	1	-	1	
Not ascertained (0)	-	-	-	-	-	-	-	
Total	93	40	9	1	16	1	160	
	8	9	1	-	2	-	20	

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TECHNICIAN QUESTIONNAIRE: Contribution  
of Training to Participant's Job  
Performance

SUPERVISOR QUESTIONNAIRE:  
As a Qualification for His  
Present Job, How Important  
Was (Participant's) Training  
Program?

	Major (1)	Minor (2)	No Importance (3)	usefulness (4)	Reduced don't remember (5)	Don't know or ascertained (6)	Not ascertained (7)	Total
Essential (1)	23	4	1	-	-	1	-	29
	-	-	1	-	-	-	-	1
Very important (2)	24	10	-	-	-	4	-	38
	1	-	-	-	-	1	-	2
Helpful but not very important (3)	18	7	3	-	-	1	-	29
	-	2	-	-	-	-	-	2
Not useful (4)	2	-	-	-	-	-	-	2
Better off without it (5)	-	-	-	-	-	-	-	-
Don't know or don't remember (9)	2	2	1	-	-	-	-	5
	-	-	-	-	-	-	-	-
Not ascertained (0)	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-
Total	69	23	5	-	-	6	-	103
	1	2	1	-	-	1	-	5