

PN-AAS-781

121 40172

PARTICIPANT ASSESSMENT OF  
FACTORS RELATED TO  
THE INTERNAL REVENUE SERVICE

OBSERVATION TRAINING TEAMS

PROFILE REPORT

April 1971

## INTRODUCTION

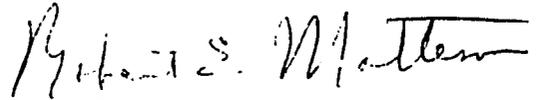
The Office of International Training of A.I.D. works closely with over thirty federal participating agencies which assist in the arranging of training programs and/or in the actual training of participants themselves. The number of federal agencies participating in the international training program and the high quality of their programs are tributes to the U.S. Government's overall interest in the Participant Training program.

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

The report provides information from participants interviewed between July 1967 and December 1970. Where possible, trends are indicated by comparison among groups of participants who were interviewed in different fiscal years. Among the kinds of information gathered are the participants' reactions to a variety of the administrative or management aspects of training or to the fact that some federal agency other than A.I.D. was making arrangements for the training programs. This profile report concentrates on only that information about the non-technical aspects of training specifically related to participating federal agencies and brings it up-to-date. It does not purport to deal with the substantive technical training

itself provided by those agencies.

The purpose of this report is to provide feed-back information to these participating agencies on those portions of the total training experience for which they are largely responsible. These data reflect the perceptions of the participants, who were told at their exit-interviews that the information was being gathered in the interest of improving training programs for future participant trainees. We hope you will find it useful for that purpose.



Robert E. Matteson  
Director  
Office of International Training

Washington, D.C.  
April 1971

## PREFACE

The DETRI PASA Profile Reports are prepared for those agencies which had, in each time period covered, the following numbers of participants trained in the United States and given exit interviews by DETRI; (a) 170 or more Academic and Special participants; or (b) 10 or more Observation Training Teams; or (c) both the requisite numbers of Academic and Special participants and Teams.\* This Profile Report is for 18 teams, with 183 participants, programmed by the Internal Revenue Service and interviewed at DETRI between September 1968 and December 1970. (Far fewer than 170 Academic and Special participants were interviewed.)

This report contains 6 Sections. Section A presents aggregate data on descriptive characteristics of the 18 teams. Section B presents comparisons between the overall reactions of members of these teams and those of participants in teams programmed by all other agencies to their total experience as A.I.D. participants, their technical training program, and their personal-social activities. Sections C to F contain aggregate data from the Internal Revenue Service team members on items that are important for monitoring participant reactions to programming agency-related U.S. experiences, and over which agencies have some measure of administrative control.

In Sections C to F, due to differences among agencies in size of teams and type of training programs, and to the number of changes in the Observation Training Team interview format, comparisons between the responses of Internal Revenue Service Team members and those of members of Observation Training Teams programmed by other agencies are provided only on the 7-point evaluation scales. If

---

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

the reader is interested in making comparisons on other items, it is suggested that he consult Part III of Status Report 2 (January 1971).

Information on the procedures used to collect data in these Profile Reports and the data's reliability, validity, and comprehensiveness appears in the Appendix.

This report was prepared by Paul R. Kimmel, and William C. Ockey, of The American University, DETRI, under Contract AID/csd-2865. The authors were ably assisted by Mary Ann Edsall, Ann Fenderson, and Richard Seabrook, also of the DETRI staff.

## CONTENTS

<u>Part</u>	<u>Page</u>
Introduction	
Preface . . . . .	i
A. Participant Characteristics . . . . .	1
B. Overall Reactions . . . . .	3
C. Planning of Training Program . . . . .	6
D. The Training Program	
1. Oral Presentations In Washington, D.C..	9
2. Oral Presentations Outside of Washington, D.C. . . . .	12
3. Observation Visits . . . . .	15
4. Changes in the Program . . . . .	19
E. Administrative Arrangements . . . . .	20
F. Special Programs . . . . .	25
Appendix I	
Appendix II--Glossary	
Appendix III--References	

PARTICIPANT ASSESSMENT OF FACTORS RELATED TO  
THE INTERNAL REVENUE SERVICE

OBSERVATION TRAINING TEAMS

A. Background Characteristics

About 28% of the observation training teams programmed by IRS had from 1 to 3 members, while about 39% had 13 or more. The median size of the IRS teams was 11 members (Table 1).

One out of three IRS observation training teams had had programs of from 3 to 5 weeks. The programs of 50% of the teams were 7 to 8 weeks, while none had had programs longer than 11 weeks. The median length of program was 7 weeks (Table 2).

Table 1

Q. What was the size of the observation training teams?

NUMBER OF PARTICIPANTS	TEAMS	
	%	N
1-3	27.8	5
4-6	0.0	0
7-9	11.1	2
10-12	22.2	4
13 and more	38.9	7
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	18

Table 2

Q. What was the length of program of the observation training teams?

NUMBER OF WEEKS	TEAMS	
	%	N
3-5	33.3	6
6	5.6	1
7-8	50.0	9
9-11	11.1	2
12-16	0.0	0
17 and more	0.0	0
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	18

## B. Overall Reactions

Nearly 17% of the IRS participants indicated that they were "extremely satisfied" with their total experience as A.I.D. participants by giving a rating of "1" on the rating scale. Over 2% gave low ratings (below the mid-point on the scale). IRS participants expressed about the same levels of satisfaction with their total experience as A.I.D. participants as did members of all other observation training teams interviewed (Table 3).

Nearly 7 out of 10 of the IRS participants used one of the top two scale ratings to express their satisfaction with their technical training programs. About 7% gave ratings below the mid-point on this scale. The IRS participants' ratings of satisfaction with their technical training programs were higher than the combined average ratings given by members of observation training teams programmed by other agencies (Table 4).

While about 69% of the IRS participants rated their satisfaction with their personal and social activities in the United States at one of the top two scale positions, about 1 out of 10 gave low ratings (below the mid-point on this scale). Ratings of satisfaction given by IRS participants with their personal and social activities were comparable to those given by members of other observation training teams (Table 5).

Table 3

Q. How satisfied were the participants with their total experience as A.I.D. participants?

SATISFACTION RATING	IRS		ALL OTHER	
	%	N	%	N
1 (Extremely satisfied)	16.9	31	20.4	225
2	51.4	94	43.9	484
3	21.9	40	24.6	272
4	7.7	14	7.6	84
5	1.6	3	2.7	30
6	0.0	0	.6	7
7 (Not at all satisfied)	.5	1	.2	2
<hr style="border-top: 1px dashed black;"/>				
TOTALS	100.0	183	100.0	1104

Table 4

Q. How satisfied were the participants with their technical training program?

SATISFACTION RATING	IRS		ALL OTHER	
	%	N	%	N
1 (Extremely satisfied)	18.1	30	25.6	219
2	51.2	85	32.2	275
3	13.3	22	25.1	214
4	10.2	17	11.1	95
5	7.2	12	4.0	34
6	0.0	0	1.8	15
7 (Not at all satisfied)	0.0	0	.2	2
<hr style="border-top: 1px dashed black;"/>				
TOTALS	100.0	166	100.0	854

Table 5

Q. How satisfied were the participants with their personal and social activities while in the United States?

SATISFACTION RATING	IRS		ALL OTHER	
	%	N	%	N
1 (Extremely satisfied)	30.1	44	27.0	138
2	38.4	56	29.2	149
3	13.7	20	17.0	87
4	7.5	11	13.1	67
5	8.9	13	8.4	43
6	1.4	2	4.9	25
7 (Not at all satisfied)	0.0	0	.4	2
TOTALS	100.0	146	100.0	511

### C. Planning of Training Program

Nearly 2 out of 3 IRS participants recalled attending a meeting before their training program began where the final plan of their program was discussed or presented (Table 6). All of the participants who remembered attending such a meeting indicated that their program itinerary had been discussed or presented to them; 95% indicated that the general content of their training program was discussed, while about 69% recalled hearing about the objectives of their training program (Table 7). About 50% of the IRS participants indicated that they had had an opportunity to make suggestions about the final plan for their training program before their programs began (Table 8).

Nearly 63% of the IRS participants rated their satisfaction with the discussion or presentation of the final plan of their training program at one of the top two scale positions. About 3% gave low ratings (below the mid-point on the scale). IRS participants gave lower ratings of satisfaction with the discussion of the final plan of their training programs than the combined ratings of all other observation training team members (Table 9).

Table 6

Q. Before their training program began, did the participants attend any meeting in Washington (or elsewhere) where the final plan of their training program was discussed or presented?

ATTENDED MEETING	PARTICIPANTS	
	%	N
Yes	65.6	120
No	34.4	63
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	183

Table 7

Q. Which aspects of the final plan of their training program were discussed with or presented to the participants?

TOPICS DISCUSSED	PARTICIPANTS	
	%	N
Objectives of training program	69.2	83
General content of training program	95.0	114
Program itinerary	100.0	108

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

Table 8

Q. Did the participants have an opportunity to make suggestions about the final plan of their training program before their program began?

OPPORTUNITY TO MAKE SUGGESTIONS	PARTICIPANTS	
	%	N
Yes	50.3	92
No	49.7	91
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	183

Table 9

Q. How satisfied were the participants with the discussion or presentation of the final plan of their training program?

SATISFACTION RATING	IRS		ALL OTHER	
	%	N	%	N
1 (Extremely satisfied)	27.4	29	44.3	325
2	35.8	38	24.0	176
3	15.1	16	13.6	100
4	17.9	19	7.9	58
5	1.9	2	4.1	30
6	1.9	2	2.9	21
7 (Not at all satisfied)	0.0	0	3.2	24
<hr style="border-top: 1px dashed black;"/>				
TOTALS	100.0	106	100.0	734

## D. The Training Program

### 1. Oral Presentations in Washington, D.C.

About 38% of the IRS participants felt that some of the oral presentations they received in Washington, D.C., had been too elementary, while none of these participants felt that any of these presentations had been too advanced (Tables 10 and 11). About 1 out of 5 thought that there had been "too much" repetition of subject matter in the oral presentations in Washington, D.C.; 7 out of 10 believed that there had been "about the right amount" of repetition; and 10% felt that there had been no repetition (Table 12).

About 44% of the IRS participants gave ratings at one of the top two scale positions to the usefulness of the oral presentations given in Washington, D.C., in achieving their program objectives, while about 10% gave ratings below the mid-point on this scale. IRS participants gave much lower ratings to the utility of their oral presentations in Washington, D.C., than did the members of observation training teams programmed by other agencies (Table 13).

Table 10

Q. Were any of the oral presentations in Washington, D.C., too elementary?

PRESENTATIONS TOO ELEMENTARY	PARTICIPANTS	
	%	N
Yes	38.4	43
No	61.6	69
TOTAL	100.0	112

Table 11

Q. Were any of the oral presentations in Washington, D.C., too advanced?

PRESENTATIONS TOO ADVANCED	PARTICIPANTS	
	%	N
Yes	0.0	0
No	100.0	112
TOTAL	100.0	112

Table 12

Q. How much, if any repetition of subject matter was there in the oral presentations in Washington, D.C.?

AMOUNT OF REPETITION	PARTICIPANTS	
	%	N
None	9.8	14
Too much	21.0	30
About the right amount	69.2	99
Too little	0.0	0
TOTAL	100.0	143

Table 13

Q. How useful did the participants feel the oral presentations given in Washington, D.C., had been in achieving their program objectives?

USEFULNESS RATING	IRS		ALL OTHER	
	%	N	%	N
1 (Extremely useful)	19.7	22	32.6	183
2	24.1	27	34.9	196
3	21.4	24	22.6	127
4	25.0	28	6.9	39
5	7.1	8	2.5	14
6	2.7	3	.5	3
7 (Not at all useful)	0.0	0	0.0	0
TOTALS	100.0	112	100.0	562

## 2. Oral Presentations Outside of Washington, D.C.

More than 3 out of 4 IRS participants felt that none of the oral presentations they received outside of Washington were too elementary, while all but 2 of these participants felt that none of these presentations were too advanced (Tables 14 and 15). Nearly 1 out of 4 of the IRS participants believed that there had been "too much" repetition of subject matter in the oral presentations outside of Washington, D.C.; about 60% felt that there had been "about the right amount" of repetition; and about 16% felt that there had been no repetition (Table 16).

More than 3 out of 5 IRS participants rated the usefulness of the oral presentations given outside of Washington, D.C., in achieving their program objectives at one of the top two positions on this rating scale. About 4% gave ratings below the mid-point on this scale. There was no significant difference in the ratings given by IRS participants and the combined ratings of all other observation team members (Table 17).

Table 14

Q. Were any of the oral presentations outside of Washington, D.C., too elementary?

PRESENTATIONS TOO ELEMENTARY	PARTICIPANTS	
	%	N
Yes	23.6	37
No	76.4	120
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	157

Table 15

Q. Were any of the oral presentations outside of Washington, D.C., too advanced?

PRESENTATIONS TOO ADVANCED	PARTICIPANTS	
	%	N
Yes	1.3	2
No	98.7	155
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	157

Table 16

Q. How much, if any, repetition of subject matter was there in the oral presentations outside of Washington, D.C.?

AMOUNT OF REPETITION	PARTICIPANTS	
	%	N
None	15.8	23
Too much	23.3	34
About the right amount	60.9	89
Too little	0.0	0
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	146

Table 17

Q. How useful did the participants feel the oral presentations given outside of Washington, D.C., had been in achieving their program objectives?

USEFULNESS RATING	IRS		ALL OTHER	
	%	N	%	N
1 (Extremely useful)	20.6	30	21.1	125
2	43.2	63	29.8	177
3	20.5	30	29.6	176
4	11.6	17	11.4	68
5	4.1	6	5.2	31
6	0.0	0	2.7	16
7 (Not at all useful)	0.0	0	.2	1
<hr style="border-top: 1px dashed black;"/>				
TOTALS	100.0	146	100.0	594

### 3. Observation Visits

About 1 out of 4 IRS participants believed that they had made observation visits that were not important to their training programs (Table 18). Nearly 45% thought that they had not visited one or more places that would have been important to their training programs (Table 19). About 3 out of 4 of the participants felt that they had had sufficient opportunities to observe important activities or learn about job operations at all of the places they visited (Table 20).

About 7% of the participants believed that there had been "too much" repetition in the activities they observed in the different places; about 35% felt that there had been "about the right amount" of repetition; and 58% felt that there had been no repetition (Table 21). About 64% of the participants believed that they had made "about the right number" of observation visits in the time available for their training programs, while about 13% felt they had made "too many" visits, and 23% felt that they had made "too few" visits (Table 22).

Nearly 64% of the IRS participants rated the usefulness of their observation visits at one of the top two rating scale positions, while 9% gave low ratings (below the mid-point on the scale). Ratings given by IRS participants were lower than the combined ratings of all other observation team members (Table 23).

Table 18

Q. Did the participants feel that they had made any observation visits that were not important to their training program?

UNIMPORTANT OBSERVATION VISITS	PARTICIPANTS	
	%	N
Yes	25.1	46
No	74.9	137
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	183

Table 19

Q. Did the participants believe they had not visited any place that was important to their training program?

DID NOT VISIT IMPORTANT PLACES	PARTICIPANTS	
	%	N
Yes	44.8	82
No	55.2	101
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	183

Table 20

- Q. Did the participants have sufficient opportunities to observe important activities or to learn about job operations at all of the places they visited?

SUFFICIENT OPPORTUNITY TO OBSERVE	PARTICIPANTS	
	%	N
Yes	75.6	136
No	24.4	44
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	180

Table 21

- Q. How much, if any, repetition was there in the activities the participants observed in different places?

AMOUNT OF REPETITION	PARTICIPANTS	
	%	N
None	58.3	98
Too much	6.6	11
About the right amount	35.1	59
Too little	0.0	0
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	168

Table 22

- Q. Did the participants feel that they had made about the right number of observation visits, too many different visits, or not enough visits in the time available for their training program?

NUMBER OF OBSERVATION VISITS	PARTICIPANTS	
	%	N
About the right number	64.1	107
Too many	12.6	21
Too few	23.3	39
TOTAL	100.0	167

Table 23

- Q. How useful did the participants feel their observation visits had been in achieving their program objectives?

USEFULNESS RATING	IRS		ALL OTHER	
	%	N	%	N
1 (Extremely useful)	21.7	36	31.5	249
2	42.8	71	35.3	279
3	10.8	18	18.1	143
4	15.7	26	8.6	68
5	7.2	12	5.3	42
6	1.2	2	1.1	9
7 (Not at all useful)	.6	1	.1	1
TOTALS	100.0	166	100.0	791

#### 4. Changes in the Program

About 42% of the IRS participants said they had asked for changes to be made in their training program after it began (Table 24).

Table 24

Q. Did the participants ask for any changes in their training program after it began?

ASKED FOR CHANGES	PARTICIPANTS	
	%	N
Yes	41.5	76
No	58.5	107
TOTAL	100.0	183

## E. Administrative Arrangements

Approximately 85% of the IRS participants recalled attending a meeting in the United States, before their training programs began, in which A.I.D. administrative policies and regulations for observation training team members were discussed (Table 25). All of the IRS participants said they received the A.I.D. Participant Handbook (Table 26). About 9 out of 10 indicated that there were no A.I.D. administrative policies or regulations that were not clear to them (Table 27).

About 64% of the IRS participants felt that their per diem had been "adequate" during their training programs (Table 28). Nearly 60% said they received a training materials allowance (Table 29). About 86% of these participants felt that the allowance was sufficient (Table 30).

All of the IRS participants found the travel arrangements during their sojourns in the United States to be fully satisfactory (Table 31). About 61% had had some difficulties with their housing arrangements (Table 32).

Table 25

Q. Before the participants' training program began, did they attend any meeting in the United States in which A.I.D. administrative policies and regulations for observation training team members were discussed?

ATTENDED MEETING	PARTICIPANTS	
	%	N
Yes	84.7	155
No	15.3	28
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	183

Table 26

Q. Did the participants receive an A.I.D. Participant Handbook?

RECEIVED HANDBOOK	PARTICIPANTS	
	%	N
Yes	100.0	183
No	0.0	0
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	183

Table 27

Q. Were there any A.I.D. administrative policies or regulations that were not clear to the participants?

POLICIES OR REGULATIONS UNCLEAR	PARTICIPANTS	
	%	N
Yes	10.6	18
No	89.4	152
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	170

Table 28

Q. How adequate did the participants feel their per diem had been during their training program?

ADEQUACY OF PER DIEM	PARTICIPANTS	
	%	N
Adequate	64.5	118
Barely adequate	22.4	41
Not adequate	13.1	24
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	183

Table 29

Q. Did the participants receive a training materials allowance?

RECEIVED ALLOWANCE	PARTICIPANTS	
	%	N
Yes	59.0	108
No	41.0	75
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	183

Table 30

Q. Did the participants feel that their training materials allowance was sufficient?

SUFFICIENT ALLOWANCE	PARTICIPANTS	
	%	N
Yes	85.6	83
No	14.4	14
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	97

Table 31

Q. Did the participants find the travel arrangements during their sojourn in the United States fully satisfactory?

TRAVEL ARRANGEMENTS SATISFACTORY	PARTICIPANTS	
	%	N
Yes	100.0	183
No	0.0	0
-----		
TOTAL	100.0	183

Table 32

Q. Did the participants have any difficulties with their housing arrangements while in the United States?

DIFFICULTY WITH HOUSING	PARTICIPANTS	
	%	N
Yes	60.7	111
No	39.3	72
-----		
TOTAL	100.0	183

F. Special Programs

About 85% of the IRS participants said they received an orientation at the Washington International Center (Table 33). More than 2 out of 5 participants recalled attending a Communications Workshop (Table 34).

Table 33

Q. Did the participants receive an orientation at the Washington International Center?

RECEIVED ORIENTATION	PARTICIPANTS	
	%	N
Yes	84.7	155
No	15.3	28
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	183

Table 34

Q. Did the participants attend a Communications Workshop?

ATTENDED WORKSHOP	PARTICIPANTS	
	%	N
Yes	41.0	75
No	59.0	108
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	183

## APPENDIX I

The data in these profile reports were collected in the same manner as the data presented in the first and second Annual Reports from DETRI to A.I.D. (May 1969 and July 1970). Academic and Special program participants fill out a printed standardized, structured questionnaire under the supervision of a person trained in its administration. They also receive an oral, unstructured interview conducted by cultural communication specialists on a private, anonymous basis. A standardized, structured questionnaire is administered orally to the members of Observation Training Teams as a group. (Definitions of categories of participant trainees are given in the Glossary.) More detailed information on the instruments and procedures used to collect the exit interview data are included in the Final Report on A.I.D. Participant Training Exit-Interview Development Study, December 1967, and the Guide for Users of the DETRI Exit Interview, November 1970.

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

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

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

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

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

## APPENDIX III

### REFERENCES

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

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

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

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

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

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

---

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

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

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

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

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

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

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

Descriptive findings on selected items from exit interviews conducted with Academic and Special participants and Observation Training Team members. Prepared every 4 months. Comparisons between most recent participants' perceptions and reactions and those of participants interviewed during previous fiscal years are presented and summarized.