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**PARTICIPANT ASSESSMENT OF FACTORS RELATED TO  
THE OFFICE OF INTERNATIONAL TRAINING**

**PROFILE REPORT**

**APRIL 1971**

**OFFICE OF INTERNATIONAL TRAINING  
AGENCY FOR INTERNATIONAL DEVELOPMENT  
DEPARTMENT OF STATE  
Washington, D.C. 20523**

*PIV-AAS-786*

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## INTRODUCTION

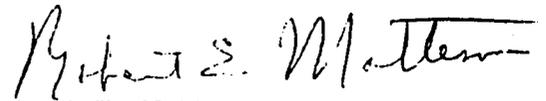
The Office of International Training of A.I.D. works closely with over thirty federal participating agencies which assist in the arranging of training programs and/or in the actual training of participants themselves. The number of federal agencies participating in the international training program 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 will be prepared for those agencies which had 170\* Academic and Special participants or more trained in the United States and given exit interviews by DETRI in the particular time period covered. For these Profile Reports, 14 of the items from the questionnaire and individual interview which either make up or were closely related to the criteria yardsticks (outcomes) in DETRI's first and second annual reports to A.I.D. have been selected. Responses to these items have been analyzed separately for each agency for the Fiscal years 1968 (if available), 1969, 1970, and the first half of Fiscal 1971. Any trends or changes in participant evaluations over time are thus made apparent. The remainder of the items in the report were chosen because of their importance for monitoring participant reactions to training experiences related to the programming process. In the choice of these latter items, emphasis has been placed on selecting factors over which agencies have at least some measure of direct or indirect administrative control. The responses to these items will be presented in each report in comparison with the responses of A.I.D. participants programmed by all other U.S. government agencies.

This Profile Report has been prepared in 9 parts. Part I presents aggregate data on descriptive characteristics of all Academic and Special program participants. Parts II and III present fiscal year analyses for these participants on items which represent their overall reactions or relate to their overall reactions. Parts IV through VIII present comparative data for these participants on technical, personal-social, and administrative experiences that are

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

relevant to their training programs in the United States. Part IX presents aggregate data for the Observation Training Team members programmed by agencies which had 10 or more teams completing exit interviews in the time period covered.

Within each part of this report, there is usually a narrative description of the information given by participants interviewed from the programming agency being reported on. Whenever the responses given by these participants differ significantly\* from the responses given by the participants programmed by all other agencies on any of the items presented in Parts IV through VIII, the differences will be mentioned. If no mention is made in the narrative, it means that any differences were not found to be statistically significant, i.e. differences could have been due to chance factors.

Information on the procedures used to collect the 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.

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

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PARTICIPANT ASSESSMENT OF FACTORS RELATED TO  
THE OFFICE OF INTERNATIONAL TRAINING

From July 1967 through December 1970, 2,439 participants in Academic and Special training programs who were programmed solely by AID/OIT received exit interviews at The American University DETRI. From September 1968 through December 1970, 72 participants in Observation Training Team programs who were programmed solely by AID/OIT also received these exit interviews. (These participants will be referred to as the OIT participants throughout this report.) This report presents aggregate data from these participants on items that are relevant to AID/OIT activities in the United States. As the interview formats for both the Team members and the Academic and Special participants were revised during the reporting period, not all questions were asked of all participants. Consequently, the total number of responses in each table does not always correspond to the total number of participants.

PART I

PARTICIPANT CHARACTERISTICS

About 35% of the OIT participants were from the Far East. Nearly 30% were from the Near East-South Asia, whereas 13% came from Latin America. The remaining 22% were from Africa (Table 1).

The OIT participants were relatively evenly divided between Special training programs (48%) and Academic training programs (52%) (Table 2). About 1 out of 3 of these participants were trained in the field of public administration. About 1 out of 4 took part in a training program in the field

of education. No other field of training has as much as 15% of the OIT participants (Table 3). The median length of sojourn for Academic participants was about 20 months. The median length for participants in Special training programs was about 5 months (Table 4).

The median number of years of education for OIT participants prior to their A.I.D. training program was about 16 (Table 5). Their median age was 33 years (Table 6). Eighty-five percent of the OIT participants receiving exit interviews at DETRI were male (Table 7).

Table 1

Q. What regions of the world were the participants from?

REGION	PARTICIPANTS	
	%	N
Near East-South Asia	28.6	696
Far East	35.5	865
Latin America	13.4	327
Africa	22.5	549
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	2437

Table 2

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

TYPE OF PROGRAM	PARTICIPANTS	
	%	N
Academic	48.1	1172
Special	51.9	1267
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	2439

Table 3

Q. In what fields of training were the participants?

FIELD OF TRAINING	PARTICIPANTS	
	%	N
Agriculture	7.9	114
Industry & Mining	9.6	137
Transportation	5.0	71
Labor	1.1	16
Health & Sanitation	13.8	198
Education	26.6	382
Public Administration	33.4	479
Community Development	2.6	37
-----		
TOTAL	100.0	1434

Table 4

Q. How long were the participants' sojourns in the United States?

LENGTH OF PROGRAM (Months)	ACADEMIC PARTICIPANTS		SPECIAL PARTICIPANTS	
	%	N	%	N
1-4	1.2	9	41.9	321
5-6	3.2	24	27.2	208
7-11	13.2	98	24.9	191
12-15	15.1	112	4.2	32
16-24	39.2	289	1.8	14
25 or more	28.1	208	0.0	0
-----				
TOTAL	100.0	740	100.0	766

Table 5

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

YEARS OF EDUCATION	PARTICIPANTS	
	%	N
7-11	6.0	148
12	8.8	214
13-15	24.3	593
16	22.7	553
17-18	25.2	615
19 and over	13.0	316
-----		
TOTAL	100.0	2439

Table 6

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

AGE	PARTICIPANTS	
	%	N
27 or less	9.4	227
28-30	22.7	554
31-34	27.4	669
35-39	20.2	493
40-45	11.5	281
46 or more	8.8	215
-----		
TOTAL	100.0	2439

Table 7

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

SEX	PARTICIPANTS	
	%	N
Male	84.9	2064
Female	15.1	367
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	2431

## PART II

### OVERALL REACTIONS

The 7 tables which appear in this part of the report present data on items that were found to be important measures of participants' overall reactions to their A.I.D. experiences in DETRI's 2 annual reports (May 1969 and July 1970). The OIT participants' responses to these items are presented by fiscal year to show any changes in overall reactions that may have occurred over time. The last 4 tables in this section do not show Fiscal 1968, since data were not gathered on these items during that time period.

Between 65% and 71% of the individual participants rated their satisfaction with their total experience as A.I.D. participants at 1 of the top 2 scale rating positions in the 3 1/2 fiscal years under consideration. Conversely, between 2% and 5% gave ratings below the mid-point on this satisfaction scale in any of these fiscal years. There was no significant change in these ratings over time (Table 8).

The amount of change over time in the participants' ratings of their feelings of welcome and acceptance in the United States is even less than in their satisfaction with their total experience as A.I.D. participants. Between 67% and 71% of the individual participants rated their feelings of welcome and acceptance at 1 of the top 2 scale rating positions in the 3 1/2 fiscal years. Between 4% and 5% gave ratings below the mid-point on this scale in any of these fiscal years (Table 9).

About 60% of the Academic participants rated their satisfaction with the total technical training they received at 1 of the top 2 scale rating positions in Fiscal 1969,

Fiscal 1970, and the first 6 months of Fiscal 1971. About 68% gave ratings this high in Fiscal 1968. Between 5% and 6% of the Academic participants indicated lower satisfaction with their total technical training program by giving ratings below the mid-point of this satisfaction scale in these fiscal years (Table 10).

About 56% of the participants in Special training programs rated their satisfaction with their total technical training at 1 of the top 2 scale positions in Fiscal 1970 and in the first 6 months of Fiscal 1971. Forty-seven percent gave ratings this high in Fiscal 1969. Conversely, about 9% gave ratings below the mid-point of this satisfaction scale in Fiscal 1970 and the first half of Fiscal 1971, whereas 12.5% gave ratings this low in Fiscal 1969 (Table 11).

A trend appears in the DETRI interviewers' ratings of the OIT participants' feelings about the United States as a society. About 58% of the OIT participants were rated to have become "more positive" toward the United States as a society in Fiscal 1969, while about 46% of the participants interviewed in Fiscal 1970, and 41% of those interviewed in the first 6 months of Fiscal 1971, were judged to have become "more positive." This downward trend in participants' positive change in feelings about the United States as a society is statistically significant (Table 12).

The DETRI interviewers rated about 63% of the OIT participants to have become "more positive" toward the American people in Fiscal 1969, 55% in Fiscal 1970, and 51% in the first half of Fiscal 1971. Although these data also show a consistent downward trend, the differences are not statistically significant (Table 13).

Between 52% and 53% of the individual participants were rated by the DETRI interviewers as seeing AID/OIT as "excellent" or "good." At the other extreme, between 16% and 19% were rated as viewing AID/OIT as "poor" or "terrible" (Table 14).

Table 8

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

SATISFACTION RATING	FY 68		FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N	%	N
1 (Extremely satisfied)	25.5	183	22.9	153	24.4	183	31.5	94
2	40.0	287	42.1	281	43.6	327	39.3	117
3	21.6	155	24.0	160	21.7	163	21.5	64
4	7.5	54	7.6	51	7.1	53	5.7	17
5								
6	5.4	39	3.4	23	3.2	24	2.0	6
7 (Not at all satisfied)								
TOTALS	100.0	718	100.0	668	100.0	750	100.0	298

Table 9

Q. How welcome and accepted did the participants feel in the United States? (Item 143)

WELCOME/ACCEPTED RATING	FY '68		FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N	%	N
1 (Extremely welcome)	37.8	271	35.4	235	34.7	260	39.3	117
2	31.1	223	35.2	234	32.9	246	31.9	95
3	15.2	109	15.5	103	19.3	144	14.4	43
4	10.6	76	8.9	59	8.7	65	9.0	27
5								
6 } 7 (Not at all welcome)	5.3	38	5.0	33	4.4	33	5.4	16
<hr style="border-top: 1px dashed black;"/>								
TOTALS	100.0	717	100.0	664	100.0	748	100.0	298

Table 10

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

SATISFACTION RATING	FY '68		FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N	%	N
1 (Extremely satisfied)	30.4	96	25.1	85	20.9	79	26.3	36
2	37.3	118	34.8	118	39.9	151	33.6	46
3	18.0	57	24.5	83	24.2	91	27.0	37
4	9.2	29	10.6	36	8.7	33	8.0	11
5								
6	5.1	16	5.0	17	6.3	24	5.1	7
7 (Not at all satisfied)								
TOTALS	100.0	316	100.0	339	100.0	378	100.0	137

Table 11

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

SATIS. ACTION RATING	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
1 (Extremely satisfied)	20.5	31	27.0	100	30.0	48
2	26.5	40	29.5	109	26.2	42
3	27.8	42	26.8	99	25.0	40
4	12.6	19	7.8	29	9.4	15
5	7.9	12	4.3	16	3.8	6
6	4.6	7	2.2	8	5.0	8
7 (Not at all satisfied)	0.0	0	2.4	9	.6	1
TOTALS	100.0	151	100.0	370	100.0	160

Table 12

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

FEELINGS ABOUT U.S. SOCIETY	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
Became more positive	58.5	190	46.5	271	41.1	95
Stayed the same	24.6	80	34.3	200	33.8	78
Became more negative	16.9	55	19.2	112	25.1	58
TOTALS	100.0	325	100.0	583	100.0	231

Table 13

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

FEELINGS ABOUT AMERICAN PEOPLE	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
Became more positive	63.1	241	54.5	332	51.4	128
Stayed the same	23.8	91	30.0	183	33.3	83
Became more negative	13.1	50	15.5	94	15.3	38
TOTALS	100.0	382	100.0	609	100.0	249

Table 14

Q. How did the interviewers rate the participants' evaluation of A.I.D.?

EVALUATION OF A.I.D.	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
Excellent	12.4	39	15.0	99	15.2	39
Good	40.3	127	37.6	248	36.6	94
Adequate	29.8	94	28.2	186	32.3	83
Poor	15.9	50	16.1	106	12.0	31
Terrible	1.6	5	3.1	20	3.9	10
TOTALS	100.0	315	100.0	659	100.0	257

## PART III

### CONTRIBUTING OUTCOMES

The 7 items discussed in this part of the report were found to be related to the participants' overall reactions in DETRI's 2 annual reports. Again, the data are presented by fiscal year to show any changes that may have occurred.

Between 22% and 31% of the OIT participants interviewed indicated that they were "extremely satisfied" with the planning of their training in the United States by giving a "1" rating on this satisfaction scale in the 2 1/2 fiscal years under consideration. Between 9% and 11% gave low ratings (below the mid-point on this scale) to the U.S. program planning during this time period (Table 15).

Between 44% and 51% of the OIT participants interviewed from July 1969 to January 1971, said they were "extremely satisfied" ("1" ratings) with the communication they had had with the government official responsible for their training. Conversely, between 5% and 6% showed low satisfaction with this communication by making a rating below the mid-point on this satisfaction scale during this time period (Table 16).

Between 68% and 71% of the Academic participants gave high ratings to the suitability of their technical training program to their training and experience ("1" or "2" on the scale) in the 2 1/2 fiscal years under consideration. At the other extreme, between 4% and 7% gave low ratings (below the mid-point on the scale) during this time period (Table 17).

Between 60% and 68% of the Special participants rated the suitability of their technical training program to their training and experience at 1 of the top 2 scale positions during the time period under consideration. Conversely, about 6% of the Special participants gave ratings below the mid-point on this suitability scale in each of the fiscal years under consideration (Table 18).

Between 69% and 71% of the OIT participants rated their satisfaction with their travel arrangements in the United States at 1 of the top 2 scale positions in the 2 1/2 fiscal years for which data are available. Between 4% and 5% of these participants rated their satisfaction with these travel arrangements below the mid-point on this satisfaction scale during this time period (Table 19).

A trend appears in the participants' evaluation of the adequacy of their per diem in the 3 1/2 fiscal years during which data were gathered. About 40% of the participants interviewed in Fiscal 1968 felt their per diem was "adequate," while 33% of those interviewed in Fiscal 1969 and 37% of those interviewed in Fiscal 1970 gave this rating. About half of the participants interviewed in the first 6 months of Fiscal 1971 rated their per diem as "adequate." This trend can be accounted for by 2 factors. First, the increasing cost of living in the United States probably made the fixed per diem rate in Fiscal 1968 and Fiscal 1969 less "adequate" over time. Second, the increase in per diem rate in Fiscal 1970 probably affected participants interviewed in the latter part of this fiscal year and in the first half of Fiscal 1971 (Table 20).

There was a similar trend in the participants' assessment of the adequacy of their daily living allowance, with 30% of those interviewed in Fiscal 1969 feeling it was "adequate," while 34% of those interviewed in Fiscal 1970 and 39% of those interviewed in the first half of Fiscal 1971 gave this rating. However, this trend is not statistically significant (Table 21), whereas the figures on per diem are (Table 20). Since the daily living allowances rate has also been adjusted upward, it will be of interest to observe the participants' ratings of this item in future AID/OIT profiles.

Table 15

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

SATISFACTION RATING	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
1 (Extremely satisfied)	22.1	102	21.7	152	30.9	85
2	28.5	132	33.3	233	29.5	81
3	24.2	112	21.6	151	17.8	49
4	15.1	70	12.3	86	12.7	35
5	6.0	28	6.5	45	5.1	14
6	2.4	11	2.6	18	2.2	6
7 (Not at all satisfied)	1.7	8	2.0	14	1.8	5
TOTALS	100.0	463	100.0	699	100.0	275

Table 16

Q. How satisfied were the participants with the communication they had with the government official responsible for their training? (Item 57)

SATISFACTION RATING	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
1 (Extremely satisfied)	43.7	208	45.1	338	50.7	151
2	29.2	139	27.4	205	25.5	76
3	14.9	71	13.1	98	10.4	31
4	7.1	34	8.6	64	8.0	24
5	2.7	13	2.7	20	1.7	5
6	1.3	6	1.6	12	2.7	8
7 (Not at all satisfied)	1.1	5	1.5	11	1.0	3
TOTALS	100.0	476	100.0	748	100.0	298

Table 17

Q. How suitable did the Academic participants feel their technical training program was to their training and experience? (Item 83a)

SUITABILITY RATING	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
1 (Extremely suitable)	26.3	57	28.9	109	30.7	42
2	44.2	96	42.2	159	37.3	51
3	15.7	34	18.0	68	17.5	24
4	7.8	17	6.4	24	7.3	10
5	3.7	8	2.7	10	5.8	8
6	1.4	3	.5	2	.7	1
7 (Not at all suitable)	.9	2	1.3	5	.7	1
TOTALS	100.0	217	100.0	377	100.0	137

Table 18

Q. How suitable did the Special participants feel their technical training program was to their training and experience? (Item 80a)

SUITABILITY RATING	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
1 (Extremely suitable)	28.5	43	34.4	127	39.0	62
2	31.2	47	33.1	122	28.9	46
3	23.2	35	20.3	75	18.2	29
4	10.6	16	6.0	22	8.2	13
5	2.6	4	2.2	8	2.5	4
6	2.6	4	2.4	9	3.2	5
7 (Not at all suitable)	1.3	2	1.6	6	0.0	0
TOTALS	100.0	151	100.0	369	100.0	159

Table 19

Q. How satisfied were the participants with their travel arrangements during their stay in the United States? (Item 145)

SATISFACTION RATING	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
1 (Extremely satisfied)	31.3	96	31.8	238	38.3	114
2	37.5	115	38.8	290	31.9	95
3	17.9	55	18.6	139	17.1	51
4	8.0	25	6.8	51	8.0	24
5	3.6	11	3.0	23	1.7	5
6	1.0	3	.7	5	1.7	5
7 (Not at all satisfied)	.7	2	.3	2	1.3	4
TOTALS	100.0	307	100.0	748	100.0	298

Table 20

Q. How adequate was the participants' per diem while traveling? (Item 150)

ADEQUACY OF PER DIEM	FY '68		FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N	%	N
Adequate	39.8	282	33.4	221	36.8	274	50.3	149
Barely adequate	42.7	302	43.9	290	39.5	294	37.2	110
Not adequate	17.5	124	22.7	150	23.7	176	12.5	37
TOTALS	100.0	708	100.0	661	100.0	744	100.0	296

Table 21

Q. How adequate were the participants' daily living allowances at the training location where they stayed the longest? (Item 148)

ADEQUACY OF DAILY LIVING ALLOWANCE	FY '69		FY '70		FY '71 Jul-Dec	
	%	N	%	N	%	N
Adequate	30.2	134	33.8	222	39.4	102
Barely adequate	47.7	212	43.8	287	44.0	114
Not adequate	22.1	98	22.4	147	16.6	43
TOTALS	100.0	444	100.0	656	100.0	259

## PART IV

### PLANNING OF THE TRAINING PROGRAM

The next 5 parts of this report consider items felt by DETRI and AID/OIT to be relevant to OIT activities. The data on these items are presented in 2 columns in each table. The first column shows the distribution of responses for AID/OIT participants, while the second column shows the distribution of responses of participants programmed by other U.S. government agencies. The data in these tables have been combined for all of the fiscal years reported on.

#### A. Program Aspects Discussed

Just over half of the OIT participants could recall no discussion of the final plan for their technical training program with their Program Development Officer in Washington, D.C. This is a higher percentage of participants than in the other participating agencies, where about 38% could recall no such discussions.

About 1 out of 3 of the OIT participants recalled discussing the general content of their training program and/or their U.S. travel schedule. One out of four recalled a discussion of their training facility and 1 out of 5 remembered hearing about the time to be allotted to each part of their technical training program. All of these percentages are significantly lower than the percentages of the participants programmed by other government agencies (Table 22).

Table 22\*

Q. What aspects of the participants' final plan for their technical training program were discussed with their Program Development Officer or Program Officer? (Items 32 and 33)

TOPIC DISCUSSED	OIT		OTHER AGENCIES	
	%	N	%	N
Had no discussion	50.7	655	37.8	604
Objectives of training	29.1	445	43.6	768
Training Facility(ies)	25.5	390	37.6	663
General content of training	33.3	509	45.9	809
Overall length of training	34.1	520	41.9	738
Time allotted to each part of technical training program	20.0	305	28.3	499
Travel schedule	29.7	453	42.8	754

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

B. Program Aspects Unclear or Disagreed With

About 2 out of 3 of the OIT participants said there were no aspects of the final plan for their technical training program with which they disagreed or that were not clear to them before the program began. This is a lower proportion of the OIT participants than of the participants programmed by other government agencies.

Significantly more of OIT participants said they were either unclear about or in disagreement with the objectives of their training program and the training program's general content than did participants programmed by other government agencies (Table 23).

Table 23\*

Q. Before the participants' technical training program began, what aspects of their final plan did they disagree with or were not clear to them? (Items 37 and 38)

ASPECT	OIT		OTHER AGENCIES	
	%	N	%	N
None	66.6	1008	70.7	1238
Objectives of training	7.9	121	5.5	97
Training facility(ies)	8.1	124	7.1	126
General content of training	14.7	224	10.6	186
Overall length of training	9.7	148	10.6	186
Time allotted to each part of training program	9.4	144	8.1	142
Travel schedule	5.9	90	4.7	82

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

### C. Involvement in Planning

Nearly 60% of the OIT participants said they had no opportunity to make suggestions about the final plan for their technical training program. This is a significantly higher percentage than of the participants programmed by other government agencies. About 1 out of 3 of the OIT participants said that they had made suggestions about the final plan for their technical training program (Table 24).

About 61% of the OIT participants said that their personal participation in the discussion of the final plan for their technical training program was "adequate." This percentage is comparable with that of the participants programmed by other agencies (Table 25).

Q. Did the participants make suggestions about the final plan of their technical training program? (Items 34 and 35)

MADE SUGGESTIONS	OIT		OTHER AGENCIES	
	%	N	%	N
No opportunity	58.2	827	48.4	820
Yes	32.9	468	40.3	683
No	8.9	127	11.3	190
TOTALS	100.0	1422	100.0	1693

Table 25

Q. How adequate was the participants' personal participation in their discussions of the final plan of their technical training program? (Item 36)

ADEQUACY OF PARTICIPATION	OIT		OTHER AGENCIES	
	%	N	%	N
Very inadequate	12.2	60	11.5	82
Somewhat inadequate	27.0	133	26.8	191
Adequate	60.8	300	61.7	440
TOTALS	100.0	493	100.0	713

## PART V

### TRAINING PROGRAMS

#### A. The Academic Programs

About 7 out of 10 of the Academic participants felt that the amount of their training time devoted to academic (classroom) education was "about right." About 1 out of 5 felt that more time during their training program should be devoted to academic education (Table 26).

About 45% of the Academic participants felt that the amount of time devoted to on-the-job training was "about right." Over half of the Academic participants felt that more time during the training program should be devoted to on-the-job training. These percentages are reversed for participants programmed by other U.S. government agencies. The differences between OIT and other agencies' participants are statistically significant (Table 27).

Forty-five percent of the Academic participants programmed by OIT felt that the amount of time devoted to their observation training was "about right." Fifty-two percent felt that more time during the training program should be devoted to observation training. These percentages do not differ significantly from those of the participants programmed by other agencies (Table 28).

Nearly 30% of the Academic participants said that changes were made in their technical training program after they reached their first training facility. This is a lower percentage recalling changes than of the participants programmed by other agencies. About 4% of the OIT participants said that any changes that were made were suggested by their Program Development Officer (Table 29). About 1 out of 4 of the Academic participants said that they had requested changes in their technical training program after reaching their first training facility that were not made (Table 30).

Table 26

Q. How did the Academic participants feel about the amount of time devoted to academic education? (Item 82a)

ACADEMIC EDUCATION	OIT		OTHER AGENCIES	
	%	N	%	N
About right amount	71.3	530	75.2	477
Should be less	6.7	50	7.0	44
Should be more	22.0	164	17.8	113
TOTALS	100.0	744	100.0	634

Table 27

Q. How did the Academic participants feel about the amount of time devoted to on-the-job training? (Item 82b)

ON-THE-JOB TRAINING	OIT		OTHER AGENCIES	
	%	N	%	N
About right amount	44.5	322	52.4	325
Should be less	3.0	22	4.2	26
Should be more	52.5	380	43.4	269
TOTALS	100.0	724	100.0	620

Table 28

Q. How did the Academic participants feel about the amount of time devoted to observation training? (Item 82c)

OBSERVATION TRAINING	OIT		OTHER AGENCIES	
	%	N	%	N
About right amount	45.0	331	47.7	298
Should be less	2.9	21	4.5	28
Should be more	52.1	383	47.8	299
TOTALS	100.0	735	100.0	625

Table 29\*

Q. Were any changes made in the Academic participants' technical training program after they reached their first training facility? If so, were these changes suggested by their Program Development Officer? (Items 77 and 78)

CHANGES MADE	OIT		OTHER AGENCIES	
	%	N	%	N
Yes	28.7	330	37.3	343
Suggested by Program Development Officer	3.5	26	5.3	34

\*Percentages do not add to 100% because not all alternatives are listed.

Table 30

Q. After the Academic participants reached their first training facility, did they request any changes in their technical training program that were not made?. (Item 81)

CHANGES NOT MADE	OIT		OTHER AGENCIES	
	%	N	%	N
No	76.3	865	75.7	687
Yes	23.7	269	24.3	220
TOTALS	100.0	1134	100.0	907

## B. The Special Training Programs

About 51% of the OIT participants in Special training programs felt that the amount of time devoted to classroom and related training was "about right." About 56% of the participants programmed by other agencies felt that this type of training occupied about the "right amount" of their training program. Conversely, 19% of the OIT participants felt that they should have had "less" of their training program devoted to classroom training, whereas 14% of the participants programmed by other U.S. government agencies felt that they should have had "less" classroom and related training. These differences are statistically significant (Table 31).

Forty-one percent of the Special participants felt that the amount of time devoted to on-the-job training was "about right." Forty-eight percent of the participants programmed by other agencies felt that their on-the-job training occupied about the "right amount" of their training program. Fifty-one percent of the OIT participants and 46% of the participants programmed by other agencies felt that they should have had "more" on-the-job training during their training program. These differences are statistically significant (Table 32).

About 49% of the OIT participants in Special training programs felt that the amount of time devoted to observation training was "about right." Fifty-seven percent of the participants programmed by other agencies felt they had the "right amount" of observation training. About 40% of the OIT participants felt there should have been "more" observation training in their training program, as compared with 34% of the participants programmed by other agencies. These differences are statistically significant (Table 33).

About 36% of the OIT participants in Special training programs said that there were changes made in their programs after they reached their first training facility. About 10% of these participants said these changes were suggested by their Program Development Officer (Table 34). About 1 out of 4 of the OIT participants in Special training programs said that changes they had requested in their technical training program after reaching their first training facility had not been made (Table 35).

Table 31.

Q. How did the Special participants feel about the amount of time devoted to classroom and related training? (Item 79a)

CLASSROOM AND RELATED TRAINING	OIT		OTHER AGENCIES	
	%	N	%	N
About right amount	51.3	621	56.4	857
Should be less	18.6	225	14.0	213
Should be more	30.1	364	29.6	450
TOTALS	100.0	1210	100.0	1520

Table 32

Q. How did the Special participants feel about the amount of time devoted to on-the-job training? (Item 79b)

ON-THE-JOB TRAINING	OIT		OTHER AGENCIES	
	%	N	%	N
About right amount	41.0	447	48.1	712
Should be less	7.7	84	5.9	88
Should be more	51.3	560	46.0	679
TOTALS	100.0	1091	100.0	1479

Table 33

Q. How did the Special participants feel about the amount of time devoted to observation training? (Item 79c)

OBSERVATION TRAINING	OIT		OTHER AGENCIES	
	%	N	%	N
About right amount	48.6	587	56.9	889
Should be less	11.1	134	9.0	140
Should be more	40.3	487	34.1	533
TOTALS	100.0	1208	100.0	1562

Table 34\*

Q. Were any changes made in the Special participants' technical training program after they reached their first training facility? If so, were these changes suggested by their Program Development Officer? (Items 72 and 73)

CHANGES MADE	OIT		OTHER AGENCIES	
	%	N	%	N
Yes	35.7	430	38.3	588
Suggested by Program Development Officer	10.0	77	5.7	64

\*Percentages do not add to 100% in this table because not all alternatives are presented.

Table 35

Q. After the Special participants reached their first training facility, did they request any changes in their technical training program that were not made? (Item 76)

CHANGES NOT MADE	OIT		OTHER AGENCIES	
	%	N	%	N
No	74.8	809	73.2	1048
Yes	25.2	273	26.8	384
TOTALS	100.0	1082	100.0	1432

## PART VI

### ADMINISTRATIVE ARRANGEMENTS

#### A. Meetings

About 8 out of 9 of the OIT participants recalled attending a meeting in the United States at which A.I.D. administrative policies and regulations for all participants were presented. This is a smaller proportion of the OIT participants recalling such a meeting than of the participants programmed by other agencies (Table 36).

One out of ten of the OIT participants said they had had no meeting with a Program Development Officer to discuss their specific administrative arrangements in the United States. This is a larger proportion than of participants programmed by other agencies, only 4% of whom said they had had no such meeting. About 58% of the OIT participants said that the personnel to contact at their training facilities were made known to them by their Program Development Officer, whereas about 71% of the participants programmed by other agencies said they knew the personnel to contact at their training facility. This difference is statistically significant. About 80% of the OIT participants said that training and location reports were mentioned at the briefing by their Program Development Officer, whereas about 75% of the participants programmed by other agencies said they heard about these reports. This difference is also significant (Table 37).

Table 36

Q. Before their technical training program began, did the participants attend a meeting in the United States in which A.I.D. administrative policies and regulations for all participants were presented? (Item 28)

ATTENDED MEETING	OIT		OTHER AGENCIES	
	%	N	%	N
No	11.6	177	6.9	121
Yes	88.4	1347	93.1	1641
TOTALS	100.0	1524	100.0	1762

Table 37\*

Q. Before their technical training program began, what specific administrative arrangements were mentioned at a meeting with the participants' Program Development Officer or Program Officer of another U.S. government agency? (Items 30 and 31)

ADMINISTRATIVE ARRANGEMENTS MENTIONED	OIT		OTHER AGENCIES	
	%	N	%	N
No meeting	10.0	243	4.4	111
Living allowance	80.0	1221	82.4	1452
Book and training materials allowance	79.2	1210	82.0	1446
Training and location reports	79.3	1211	75.2	1326
Travel arrangements to training locations	77.2	1179	79.9	1408
Personnel to contact at training facility(ies)	58.4	892	70.7	1247

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

## B. A.I.D. Rules and Regulations

Ninety-seven percent of the OIT participants remembered receiving an A.I.D. Participant Handbook before their technical training program began (Table 38). Eighty-six percent of the OIT participants felt that some of the A.I.D. administrative policies and regulations should be changed to improve participant training programs. This is a higher percentage than of the participants programmed by other agencies (Table 39).

The OIT participants more often thought that the regulations regarding: (a) medical care, (b) training and location reports, and (c) travel arrangements should be changed than did participants programmed by other government agencies. The regulations that a third or more of all participants felt should be changed included: (a) living allowances, (b) books and training materials allowances, (c) travel per diem, (d) extension of training time, and (e) the use of automobiles in the United States (Table 40).

When asked about the adequacy of the allowance for books, training materials, and other training program expenses, about 43% of the OIT participants felt the allowance was "adequate." About 28% felt that it was "not adequate" (Table 41).

Table 38

Q. Did the participants receive an A.I.D. Participant Handbook before their technical training program began? (Item 29)

RECEIVED HANDBOOK	OIT		OTHER AGENCIES	
	%	N	%	N
No	2.9	45	1.7	30
Yes	97.1	1482	98.3	1730
TOTALS	100.0	1527	100.0	1760

Table 39

Q. Did the participants think any A.I.D. administrative policies and regulations should be changed to improve the participant training program? (Item 52)

REGULATIONS SHOULD BE CHANGED	OIT		OTHER AGENCIES	
	%	N	%	N
No	13.9	208	17.3	301
Yes	86.1	1293	82.7	1440
TOTALS	100.0	1501	100.0	1741

Table 40\*

Q. Which policies and regulations did the participants think should be changed? (Item 53)

SHOULD BE CHANGED	OIT		OTHER AGENCIES	
	%	N	%	N
Extension of training time	33.3	509	33.4	588
Sickness and accident insurance	12.6	193	12.5	220
Medical care	14.8	226	11.7	207
Mail and shipping arrangements	19.1	291	18.0	317
Training and location reports	9.3	142	6.3	111
Travel arrangements	15.8	242	12.4	219
Dependent relatives accompanying participants	25.8	394	25.1	442
Use of automobiles	32.7	499	32.3	570
Travel per diem	35.6	543	32.4	572
Living allowance at training institutions	43.6	666	40.0	705
Books and training material allowance	43.2	660	40.0	706

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

Table 41

Q. How adequate was the money provided for books, training materials, and other incidental technical training program expenses during the participants' technical training program? (Item 151)

ADEQUACY OF ALLOWANCE	A.I.D.		OTHER AGENCIES	
	%	N	%	N
Adequate	42.7	1036	43.5	1087
Barely adequate	29.5	716	29.7	741
Not adequate	27.8	676	26.8	669
TOTALS	100.0	2428	100.0	2497

### C. Travel Arrangements

Eighty-one percent of the OIT participants said they had no difficulty with their trips in the United States being too long and tiring (Table 42). Fifty-seven percent said they had no difficulty with their trips being too short and providing no opportunity to see the United States. About 1 out of 9 of the OIT participants said that trips that were too short to enable them to see the United States was a great difficulty for them (Table 43).

About 80% of the OIT participants said they had no difficulty with inconvenient travel schedules in the United States (Table 44). A similar percentage said they had no difficulty with inadequate advance arrangements for traveling during their U.S. sojourn (Table 45).

About 27% of the participants programmed by OIT indicated some or much difficulty with an absence of escorts at airports or depots during their U.S. sojourn (Table 46). A similar percentage indicated problems with inadequate transportation at their training facilities during their stay in this country (Table 47).

Table 42

Q. How much difficulty did the participants have with trips being too long and tiring during their stay in the United States? (Item 144a)

AMOUNT OF DIFFICULTY	OIT		OTHER AGENCIES	
	%	N	%	N
None	81.0	1966	81.7	2056
Some	16.8	407	15.5	389
Much	2.2	53	2.8	70
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TOTALS	100.0	2426	100.0	2515

Table 43

Q. How much difficulty did the participants have with trips being too short with no opportunity to see the country during their stay in the United States? (Item 144b)

AMOUNT OF DIFFICULTY	OIT		OTHER AGENCIES	
	%	N	%	N
None	56.7	1369	61.2	1533
Some	31.7	764	28.3	709
Much	11.6	279	10.5	262
<hr style="border-top: 1px dashed black;"/>				
TOTALS	100.0	2412	100.0	2504

Table 44

Q. How much difficulty did the participants have with an inconvenient travel schedule during their stay in the United States? (Item 144c)

AMOUNT OF DIFFICULTY	OIT		OTHER AGENCIES	
	%	N	%	N
None	80.3	1217	81.5	1423
Some	16.2	245	15.0	263
Much	3.5	53	3.5	61
TOTALS	100.0	1515	100.0	1747

Table 45

Q. How much difficulty did the participants have with inadequate advance arrangements for traveling during their stay in the United States? (Item 144d)

AMOUNT OF DIFFICULTY	OIT		OTHER AGENCIES	
	%	N	%	N
None	80.7	1087	86.6	1381
Some	15.3	206	10.7	171
Much	4.0	54	2.7	43
TOTALS	100.0	1347	100.0	1595

Table 46

Q. How much difficulty did the participants have with an absence of escort at airports or depots during their stay in the United States? (Item 144e)

AMOUNT OF DIFFICULTY	OIT		OTHER AGENCIES	
	%	N	%	N
None	72.6	1756	75.0	1880
Some	20.9	506	19.8	495
Much	6.5	156	5.2	130
TOTALS	100.0	2418	100.0	2505

Table 47

Q. How much difficulty did the participants have with inadequate transportation at their training facilities during their stay in the United States? (Item 144f)

AMOUNT OF DIFFICULTY	OIT		OTHER AGENCIES	
	%	N	%	N
None	73.7	1066	76.2	1272
Some	19.3	279	18.7	312
Much	7.0	102	5.1	86
TOTALS	100.0	1447	100.0	1670

D. Help with Housing and Services

About 5 out of 6 of the OIT participants said they received some help in finding housing at their training locations. This is a lower proportion than that of the participants programmed by other agencies. About 1 out of 4 of the OIT participants said the help they received was provided by an A.I.D. representative (Table 48).

Slightly over half of the OIT participants said they used medical, dental, counseling, or legal services while they were in the United States. The services most often used were medical and dental (Table 49).

Table 48\*

Q. How many participants received help in finding housing at their training locations? Of these, how many were helped by an A.I.D. representative? (Items 104 and 105)

RECEIVED HELP	OIT		OTHER AGENCIES	
	%	N	%	N
Yes	82.6	1979	86.0	2152
By an A.I.D. representative	27.8	678	26.9	680

\*Percentages do not add to 100% because not all alternatives are listed.

Table 49\*

Q. Did the participants use any medical, dental, counseling or legal services while they were in the United States? (Items 134 and 135)

SERVICES USED	OIT		OTHER AGENCIES	
	%	N	%	N
None	48.5	1127	51.0	1249
Medical or dental	48.3	1179	46.5	1178
Counseling	5.0	121	3.8	95
Legal	1.4	34	1.1	27

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

E. Program Development Officer

Ninety-four percent of the OIT participants said they knew how to contact the government official in Washington responsible for their training while they were at their training facilities (Table 50). Eighty-six percent said they experienced no difficulties in communicating with this official during their training program. This is a lower percentage than that of participants programmed by other government agencies (Table 51).

Table 50

Q. Before the participants' technical training program began, did they know how to contact the A.I.D. or other U.S. government official in Washington responsible for their training while they were at their training facilities? (Item 39)

KNEW HOW TO CONTACT OFFICIAL	OIT		OTHER AGENCIES	
	%	N	%	N
No	6.0	92	5.3	93
Yes	94.0	1432	94.7	1666
TOTALS	100.0	1524	100.0	1759

Table 51

Q. During the participants' training, did they experience any difficulties in communicating with the official responsible for their training? (Item 55)

DIFFICULTY IN COMMUNICATING	OIT		OTHER AGENCIES	
	%	N	%	N
No	86.2	1313	89.6	1574
Yes	13.8	210	10.4	183
TOTALS	100.0	1523	100.0	1757

## PART VII

### SPECIAL PROGRAMS

Just over 80% of the OIT participants recalled receiving an orientation at the Washington International Center. This is a lower percentage than of participants programmed by other agencies (Table 52).

About 1 out of 3 of the Academic participants programmed by OIT attended a Pre-Academic Workshop. This is a significantly lower proportion than of the Academic participants programmed by other government agencies (Table 53). About 56% of the Academic participants programmed by OIT recalled attending an A.I.D.-sponsored Leadership Training Program. This is a significantly lower percentage than of Academic participants programmed by other agencies (Table 54).

About 64% of the OIT participants said they attended an A.I.D.-sponsored Special Communication Seminar. This percentage is lower than the percentage of participants programmed by other government agencies (Table 55).

Table 52

Q. Did the participants receive an orientation at the Washington International Center? (Item 40)

RECEIVED ORIENTATION	OIT		OTHER AGENCIES	
	%	N	%	N
No	19.4	472	12.2	308
Yes	80.6	1959	87.8	2220
TOTALS	100.0	2431	100.0	2528

Table 53

Q. Did the Academic participants attend an A.I.D.-sponsored Pre-Academic Workshop? (Item 87)

ATTENDED PRE-ACADEMIC WORKSHOP	OIT		OTHER AGENCIES	
	%	N	%	N
No	67.2	780	55.4	515
Yes	32.8	380	44.6	414
TOTALS	100.0	1160	100.0	929

Table 54

Q. Did the Academic participants attend an A.I.D.-sponsored Leadership Training Program? (Item 94)

ATTENDED LEADERSHIP TRAINING PROGRAM	OIT		OTHER AGENCIES	
	%	N	%	N
No	43.5	322	31.5	198
Yes	56.5	418	68.5	431
TOTALS	100.0	740	100.0	629

Table 55

Q. Did the participants attend an A.I.D.-sponsored Special Communication Seminar? (Item 99)

ATTENDED SPECIAL COMMUNICATION SEMINAR	OIT		OTHER AGENCIES	
	%	N	%	N
No	36.5	887	31.7	800
Yes	63.5	1541	68.3	1727
TOTALS	100.0	2428	100.0	2527

PART VIII

PERSONAL AND SOCIAL ACTIVITIES

A. Professional Organizations

About 41% of the OIT participants said that they had either joined or applied for membership in a U.S. professional society during their sojourns. This is a lower percentage than of the participants programmed by other agencies (Table 56). About 1 out of 4 of the OIT participants said there were professional societies they had wanted to join, but were unable to (Table 57).

Table 56

Q. During their visit to the United States, did the participants join or apply for membership in any U.S. professional societies? (Item 115)

JOINED OR APPLIED FOR MEMBERSHIP	OIT		OTHER AGENCIES	
	%	N	%	N
No	58.6	1424	46.3	1168
Yes	41.4	1006	53.7	1354
TOTALS	100.0	2430	100.0	2522

Table 57

Q. Were there any professional societies the participants wanted to join but were not able to? (Item 116)

UNABLE TO JOIN	OIT		OTHER AGENCIES	
	%	N	%	N
No	74.0	1081	73.3	1236
Yes	26.0	380	26.7	450
TOTALS	100.0	1461	100.0	1686

B. U.S. Climate

About 70% of the OIT participants said they had no difficulty with the weather in the United States being too hot. This is a higher percentage than of the participants programmed by other agencies (Table 58). About 40% of the OIT participants said they had no difficulty with the weather in the United States being too cold during their stay. Conversely, about 1 out of 4 of the OIT participants said they had a great deal of difficulty with the weather being too cold (Table 59).

Table 58

Q. How much difficulty did the participants have during their stay in the United States with the weather being too hot? (Item 142a)

AMOUNT OF DIFFICULTY	OIT		OTHER AGENCIES	
	%	N	%	N
None	69.3	1648	63.3	1569
Some	22.8	542	26.2	648
Much	7.9	187	10.5	261
TOTALS	100.0	2377	100.0	2478

Table 59

Q. How much difficulty did the participants have during their stay in the United States with the weather being too cold? (Item 142b)

AMOUNT OF DIFFICULTY	OIT		OTHER AGENCIES	
	%	N	%	N
None	39.1	946	40.0	1004
Some	36.4	880	34.9	877
Much	24.5	591	25.1	629
TOTALS	100.0	2417	100.0	2510

### C. Social Relationships

Over 60% of the OIT participants said they had some or much difficulty during their stay in the United States with feeling homesick (Table 60). About 1 out of 4 of the OIT participants indicated they had difficulties during their stay in the United States because they had too little information about our social customs (Table 61). About 47% of the OIT participants said they had problems with a lack of sufficient time for social and recreational activities in the United States. This is a higher percentage than of the participants programmed by other government agencies (Table 62).

Table 60

Q. How much difficulty did the participants have during their stay in the United States with feeling homesick? (Item 142d)

AMOUNT OF DIFFICULTY	OIT		OTHER AGENCIES	
	%	N	%	N
None	36.5	886	37.2	935
Some	48.0	1164	47.6	1199
Much	15.5	375	15.2	382
TOTALS	100.0	2425	100.0	2516

Table 61

Q. How much difficulty did the participants have during their stay in the United States because of too little information about U.S. social customs? (Item 142g)

AMOUNT OF DIFFICULTY	OIT		OTHER AGENCIES	
	%	N	%	N
None	73.1	1109	72.2	1267
Some	23.3	353	24.2	423
Much	3.6	55	3.6	64
TOTALS	100.0	1517	100.0	1754

Table 62

Q. How much difficulty did the participants have in the United States with lacking sufficient time for social and recreational activities? (Item 142k)

AMOUNT OF DIFFICULTY	OIT		OTHER AGENCIES	
	%	N	%	N
None	53.2	1280	57.3	136
Some	35.9	866	34.0	852
Much	10.9	263	8.7	217
TOTALS	100.0	2409	100.0	2505

PART IX  
OBSERVATION TRAINING TEAMS

A. Participant Characteristics

About 1 out of 4 of the OIT observation training teams had from 1 to 3 members, and more than 3 out of 4 had less than 6 members. The median size of team was 5 members (Table 63).

About 54% of the OIT observation training teams had programs from 3 to 5 weeks in length. None of the teams had programs longer than 8 weeks. The median length of program was 5 weeks (Table 64).

Table 63

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

NUMBER OF PARTICIPANTS	TEAMS	
	%	N
1-3	23.1	3
4-6	53.8	7
7-9	7.7	1
10-12	15.4	2
13 and more	0.0	0
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	13

Table 64

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

NUMBER OF WEEKS	TEAMS	
	%	N
3-5	53.8	7
6	30.8	4
7-8	15.4	2
9-11	0.0	0
12-16	0.0	0
17 and more	0.0	0
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	13

## B. Overall Reactions

About 54% of the OIT participants gave high ratings ("1" or "2") of satisfaction with their total experience as A.I.D. participants. About 3% gave low ratings (below the mid-point on the rating scale.) OIT participants expressed about the same level of satisfaction with their total experience as did members of observation training teams programmed by other agencies (Table 65).

About 46% of the A.I.D. participants rated their satisfaction with their technical training program in one of the top 2 scale positions. About 2% gave ratings below the mid-point on the scale. OIT participants gave lower ratings of satisfaction with their technical training program than the combined average ratings of members of observation training teams programmed by other agencies (Table 66).

About 68% of the OIT participants in observation training teams gave high satisfaction ratings ("1" or "2") with their personal and social activities while in the United States. About 5% gave low ratings (below the mid-point on the rating scale). OIT participants expressed about the same levels of satisfaction with their personal and social activities as did members of observation training teams programmed by other agencies (Table 67).

Table 65

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

SATISFACTION RATING	OIT		ALL OTHER	
	%	N	%	N
1 (Extremely satisfied)	9.7	7	20.5	249
2	44.4	32	44.9	546
3	36.1	26	23.5	286
4	7.0	5	7.7	93
5	2.8	2	2.6	31
6	0.0	0	.6	7
7 (Not at all satisfied)	0.0	0	.2	3
TOTALS	100.0	72	100.0	1215

Table 66

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

SATISFACTION RATING	OIT		ALL OTHER	
	%	N	%	N
1 (Extremely satisfied)	16.1	9	24.9	240
2	30.3	17	35.6	343
3	46.4	26	21.8	210
4	5.4	3	11.3	109
5	1.8	1	4.7	45
6	0.0	0	1.5	15
7 (Not at all satisfied)	0.0	0	.2	2
TOTALS	100.0	56	100.0	964

Table 67

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

SATISFACTION RATING	OIT		ALL OTHER	
	%	N	%	N
1 (Extremely satisfied)	26.8	11	27.8	171
2	41.5	17	30.5	188
3	14.6	6	16.4	101
4	12.2	5	11.8	73
5	0.0	0	9.1	56
6	4.9	2	4.1	25
7 (Not at all satisfied)	0.0	0	.3	2
TOTALS	100.0	41	100.0	616

### C. Planning of Training Program

About 78% of the OIT participants recalled attending a meeting before their program began where the final plan of their training program was discussed or presented (Table 68). About 86% remembered hearing about the objectives and/or general content of the training program at the meeting, while nearly 90% indicated that they had learned about their program itinerary (Table 69). Slightly more than half (52.8%) of the OIT participants said they had had an opportunity to make suggestions about the final plan of their training program before the program began (Table 70).

The OIT participants expressed high satisfaction with the discussion or presentation of the final plan of their training program. Nearly 70% rated their satisfaction with the discussion of the final plan of their training program at one of the top two positions on the scale, while none gave a rating below the mid-point (Table 71).

Table 68

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	77.8	56
No	22.2	16
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	72

Table 69

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	85.7	48
General content of training program	85.7	48
Program itinerary	89.3	50

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

Table 70

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	52.8	38
No	47.2	34
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	72

Table 71

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

SATISFACTION RATING	PARTICIPANTS	
	%	N
1 (Extremely satisfied)	51.0	25
2	18.4	9
3	18.4	9
4	12.2	6
5	0.0	0
6	0.0	0
7 (Not at all satisfied)	0.0	0
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	49

## D. The Training Program

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

Nearly 1 out of 4 of the OIT participants who had oral presentations in Washington, D.C. felt that some of the presentations were too elementary, but none of them felt that any of these oral presentations were too advanced (Tables 72 and 73). About 85% of the participants considered that there had been about the right amount of repetition of subject matter in the oral presentations they had had in Washington, D.C. The remaining 15% felt that there had been no repetition in these oral presentations (Table 74).

The OIT participants believed that the oral presentations given in Washington, D.C., had been very useful in achieving their program objectives. About 85% gave ratings in the top two positions on the scale. None of the OIT participants rated the usefulness of the Washington oral presentations at or below the mid-point on the rating scale (Table 75).

Table 72

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

PRESENTATIONS TOO ELEMENTARY	PARTICIPANTS	
	%	N
Yes	23.1	6
No	76.9	20
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	26

Table 73

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	26
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	26

Table 74

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	15.4	4
Too much	0.0	0
About the right amount	84.6	22
Too little	0.0	0
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	26

Table 75

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

USEFULNESS RATING	PARTICIPANTS	
	%	N
1 (Extremely useful)	26.9	7
2	57.7	15
3	15.4	4
4	0.0	0
5	0.0	0
6	0.0	0
7 (Not at all useful)	0.0	0
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	26

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

One out of 2 OIT participants indicated that one or more of the oral presentations given in their program outside of Washington, D.C., had been too elementary, while 15% felt that some of these oral presentations had been too advanced (Tables 76 and 77). Thirty percent of the OIT participants believed there had been too much repetition of subject matter in oral presentations given outside of Washington, D.C. The other 70% thought there had been about "the right amount" of repetition (Table 78).

The OIT participants rated the usefulness of the oral presentations given outside of Washington somewhat lower than that of those given in Washington. Less than half (47.5%) rated the usefulness of these oral presentations at one of the top two scale positions (Table 79).

Table 76

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

PRESENTATIONS TOO ELEMENTARY	PARTICIPANTS	
	%	N
Yes	50.0	22
No	50.0	22
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	44

Table 77

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

PRESENTATIONS TOO ADVANCED	PARTICIPANTS	
	%	N
Yes	15.0	6
No	85.0	34
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	40

Table 78

- 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	0.0	0
Too much	30.0	12
About the right amount	70.0	28
Too little	0.0	0
TOTAL	100.0	40

Table 79

- 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	PARTICIPANTS	
	%	N
1 (Extremely useful)	22.5	9
2	25.0	10
3	50.0	20
4	2.5	1
5	0.0	0
6	0.0	0
7 (Not at all useful)	0.0	0
TOTAL	100.0	40

### 3. Observation Visits

About 44% of the OIT participants felt that they had made one or more observation visits that were not important to their training programs (Table 80). The same percentage (44.1%) believed that they had not visited one or more places that would have been important to their training programs (Table 81). About 1 out of 2 OIT participants felt they had had sufficient opportunity to observe important activities or to learn about job operations at all of the places they visited (Table 82).

Three out of 5 believed there had been about "the right amount" of repetition in the activities they had observed at different training sites. However, about 36% felt there had been "too much" repetition, and about 4% thought there had been "too little" repetition in the activities they had observed (Table 83).

About 65% of the OIT participants believed they had made about "the right number" of observation visits in the time available for their training program. Nearly 28% felt that they had made "too many" visits, and 7% that they had made "too few" visits in the time available (Table 84). About 49% of the OIT participants rated the usefulness of their observation visits in achieving their program objectives in the first or second position on the rating scale, while about 2% gave ratings below the midpoint (Table 85).

Table 80

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	44.1	26
No	55.9	33
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	59

Table 81

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	44.1	26
No	55.9	33
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	59

Table 82

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	51.1	24
No	48.9	23
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	47

Table 83

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

AMOUNT OF REPETITION	PARTICIPANTS	
	%	N
None	0.0	0
Too much	36.4	20
About the right amount	60.0	33
Too little	3.6	2
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	55

Table 84

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	65.1	28
Too many	27.9	12
Too few	7.0	3
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	43

Table 85

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

USEFULNESS RATING	PARTICIPANTS	
	%	N
1 (Extremely useful)	27.9	12
2	20.9	9
3	34.9	15
4	14.0	6
5	2.3	1
6	0.0	0
7 (Not at all useful)	0.0	0
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	43

#### 4. Changes in the Training Program

About half (51.4%) of the GIT participants indicated that they had asked for changes to be made in their training program after the program began (Table 86).

Table 86

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

ASKED FOR CHANGES	PARTICIPANTS	
	%	N
Yes	51.4	37
No	48.6	35
TOTAL	100.0	72

#### E. Administrative Arrangements

All of the OIT participants in observation training teams said they attended a meeting in the United States before their program began in which A.I.D. administrative policies and regulations were discussed (Table 87). All but about 6% recalled receiving the A.I.D. Participant Handbook (Table 88). Only 8% of the OIT participants indicated that there were administrative policies or regulations that were not clear to them (Table 89).

Nearly 3 out of 5 OIT participants felt that their per diem was "not adequate" during their training program, while about 26% indicated that the per diem had been "barely adequate" (Table 90). Nearly 4 out of 5 (77.8%) received a training materials allowance (Table 91). About 65% of the participants who received this allowance, felt that it had been sufficient (Table 92).

All of the OIT participants found travel arrangements during their sojourn in the United States to be fully satisfactory (Table 93). About 86% had some difficulties with their housing arrangements during their stay in the United States (Table 94).

Table 87

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	100.0	72
No	0.0	0
TOTAL	100.0	72

Table 88

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

RECEIVED HANDBOOK	PARTICIPANTS	
	%	N
Yes	94.4	68
No	5.6	4
TOTAL	100.0	72

Table 89

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	8.3	6
No	91.7	66
-----		
TOTAL	100.0	72

Table 90

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

ADEQUACY OF PER DIEM	PARTICIPANTS	
	%	N
Adequate	13.9	10
Barely adequate	26.4	19
Not adequate	59.7	43
-----		
TOTAL	100.0	72

Table 91

Q. Did the participants receive a training materials allowance?

RECEIVED ALLOWANCE	PARTICIPANTS	
	%	N
Yes	77.8	56
No	22.2	16
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	72

Table 92

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

SUFFICIENT ALLOWANCE	PARTICIPANTS	
	%	N
Yes	64.3	36
No	35.7	20
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	56

Table 93

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	72
No	0.0	0
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	72

Table 94

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

DIFFICULTY WITH HOUSING	PARTICIPANTS	
	%	N
Yes	86.1	62
No	13.9	10
<hr style="border-top: 1px dashed black;"/>		
TOTAL	100.0	72

F. Special Programs

Nearly 4 out of 5 OIT participants received an orientation at the Washington International Center (Table 95). None of the OIT participants in observation training teams recalled attending a Communications Workshop (Table 96).

Table 95

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

RECEIVED ORIENTATION	PARTICIPANTS	
	%	N
Yes	77.8	56
No	22.2	16
-----		
TOTAL	100.0	72

Table 96

Q. Did the participants attend a Communications Workshop?

ATTENDED WORKSHOP	PARTICIPANTS	
	%	N
Yes	0.0	0
No	100.0	72
-----		
TOTAL	100.0	72

## 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

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\*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.