PFP at a Glance

The PFP is a two-way, global exchange program for mid-level professionals designed to enhance leadership and professional skills; effect positive change in workplaces and communities in the United States and abroad; and build a global network of like-minded professionals.

From 2013-2018, more than 3,000 Foreign Fellows, from 94 countries, participated in the PFP Fellowship.

For Foreign Fellows

- Intensive 5- to 6-week individually tailored professional placement at a U.S. host organization
- Exposure to American life, culture, and values through home hospitality and volunteering
- End of program networking Congress in Washington, D.C.
- Post-Fellowship Project

For U.S. Fellows

- Reciprocal exchanges to support Foreign Fellows’ projects
- Exposure to other countries, cultures, and professional models

U.S. Host Organization Characteristics

<table>
<thead>
<tr>
<th>TYPE</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Federal Govt.</td>
<td>4%</td>
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<tr>
<td>State Govt.</td>
<td>10%</td>
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<tr>
<td>Academic Institution</td>
<td>11%</td>
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<tr>
<td>Private Sector</td>
<td>13%</td>
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<tr>
<td>NGO</td>
<td>35%</td>
</tr>
<tr>
<td>Other</td>
<td>10%</td>
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<tr>
<td>Local/Municipal Govt.</td>
<td>17%</td>
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<table>
<thead>
<tr>
<th>LOCATION</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Large city</td>
<td>65%</td>
</tr>
<tr>
<td>Suburb near large city</td>
<td>11%</td>
</tr>
<tr>
<td>Small city or town</td>
<td>24%</td>
</tr>
<tr>
<td>Rural area</td>
<td>1%</td>
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</tbody>
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Foreign Fellow Outcomes

Foreign Fellows gained new knowledge and skills during their PFP Fellowships.

- Networking: 87%
- Communication: 87%
- Cultural awareness: 83%
- Leadership: 72%
- Time management: 57%
- Problem-solving: 48%
Self-confidence  “When I came back .... I had a huge network, I developed leadership skills, I learned how to communicate with people from different countries. And I was so confident. I knew I was going to make changes.”  – Female Foreign Fellow, Georgia

Foreign Fellows grew professionally after their PFP Fellowships.

- Gain more responsibilities in my current position: 45%
- Become recognized as a SME: 38%
- Become a leader in my organization/company: 37%
- Establish or expand new programs, products, or services: 29%
- Become involved in a professional organization: 28%
- Open or expand business: 22%
- Get a new job: 18%
- Receive a promotion: 15%
- Receive a salary increase: 11%

Foreign Fellows said their perspectives changed very positively as a result of PFP.

- American culture/people (66%)
- Human rights (66%)
- Freedom of speech (59%)
- Free elections (59%)
- Equal opportunity (53%)
- Religious diversity (53%)
- Ethnic and racial diversity (49%)
- Political system (49%)

27% Said the PFP helped them become involved in a community service/volunteer organization

70% Said the PFP positively influenced their perspective on American volunteerism

U.S. Homestay Family Outcomes

- By hosting Foreign Fellows, U.S. Homestay Families gained understanding of other cultures
- 79% Visited their Foreign Fellows
- 18% Had Foreign Fellows return to visit
Foreign Workplace and Community Outcomes

9 of 10 Foreign Fellows shared their new skills, resources, and perspectives with colleagues, friends, and family when they returned home.

89% of Foreign Fellows partially or fully implemented their post-fellowship projects.

- 71% Believed their projects had a lot of impact in the workplace
- 59% Believed their projects had a lot of impact in the professional field
- 56% Believed their projects had a lot of impact in community

Examples of Projects

- Playground to integrate Syrian immigrants into elementary schools (Egypt)
- Conceived and drafted law on the inclusion of people of with disabilities (Indonesia)
- A community environmental education and electronic recycling program (Peru)
- Advancing police reform through community policing (Georgia)
- Engaged youth from non-privileged groups in political discourse through the creation of regional media and communications teams (India)

U.S. Host Organization Outcomes

- Intercultural benefit 85%
- Interpersonal benefit 83%
- Technical benefit 34%

In preparing and supporting the Foreign Fellows, it forced our organization to examine what we were proud of as an organization and what we know we can do better ... and be able to share both. – U.S. host organization supervisor

59% of Foreign Fellows hosted a U.S. Fellow from their U.S. Host Organization on a reciprocal exchange.
U.S. Fellow Outcomes

84% Traveled on an individually tailored exchange
16% Traveled as part of a delegation

U.S. Fellows reaped benefits from hosting Foreign Fellows and from travelling on the exchange.

- Cultural perspectives: 97%
- Expanded professional network: 86%
- Information resources: 83%
- Best practices: 53%
- Potential partners: 53%
- Exposure to new products and services: 29%
- Technical skills: 25%
- Other: 20%
- Access to new markets: 15%

People in my host country have the same struggles, challenges, and joys as we do in the U.S. While one understands that before going on the exchange, it isn’t until you talk to other people doing similar work does it move from theory to reality.”
– U.S. Fellow to Algeria

Post-Program Sharing and Collaboration

Foreign Fellows continued to share and collaborate with …

- 79% Foreign Fellows in their home countries
- 50% Foreign Fellows in other countries
- 34% U.S. embassies
- 33% U.S. implementing partners
- 18% U.S. counterparts

While at the Congress, a Foreign Fellow from Indonesia connected with a Foreign Fellow from Croatia with the same professional interests. They decided to work together and organized a joint workshop in Indonesia to support start-ups. The Croatian Fellow traveled to Indonesia for the project.

Data presented are based on a global survey of Foreign Fellows, a survey of U.S. host organization supervisors and day-to-day colleagues, a survey of U.S. homestay families, interviews with domestic stakeholders, and interviews conducted with Foreign Fellows during fieldwork visits to Egypt, Georgia, India, Indonesia, Peru, Slovenia, and Thailand. More than 1,200 Foreign Fellows participated in the evaluation, which covered the program from 2013 – 2018. Read the full report here:
https://eca.state.gov/impact/evaluation-eca/evaluation-initiative/completed-evaluations