The Hubert H. Humphrey Fellowship was established in 1978 under the Fulbright-Hays mandate with the mission to foster a mutual exchange of knowledge and understanding about issues of common concern in the United States and the Fellows’ home countries in the developing world. Humphrey Fellows are awarded year-long Fellowships for non-degree study and professional development in their respective fields at host universities across the country. Fellows’ study programs are self-directed, and are enhanced by various program components and represent 16 fields of study across four professional areas.

**English Language Courses**
Extensive English Language training prior to Program start for select fellows

**Washington Global Leadership Forum**
Seminar focusing on leadership and professional development

**Non-Degree Graduate Studies**
Fellows audit classes and expand knowledge of their field

**Professional Seminars**
University-organized seminars for Fellows to develop skills and gain a greater understanding of the United States

**Higher Education Engagement**
Fellows have the opportunity to share their expertise and culture through outreach to higher education institutions in the United States, including at U.S. community colleges.

**Community Services**
Fellows are encouraged to volunteer in the communities around their host university

**Professional Affiliation**
Six-week, full-time, mutually beneficial placement at an organization related to the Humphrey Fellow’s professional field

**Enhancement Workshops**
Five to six professional development opportunities hosted at locations across the United States on topics of relevance such as disaster response and crisis management, social justice and human rights, and effective communications in the digital age.
What are the Program’s four professional areas and 16 fields of study?

**Sustainable Development**
- Agriculture and Rural Development
- Natural Resources, Environmental Policy, and Climate Change
- Economic Development/Finance & Banking
- Urban and Regional Planning

**Education**
- Educational Administration, Planning, and Policy
- Teaching English as a Foreign Language
- Higher Education Administration

**Public Health**
- HIV/AIDS Policy and Prevention
- Public Health Policy and Management
- Substance Abuse Education, Treatment and Prevention

**Democratic Institution Building**
- Public Policy Analysis and Public Administration
- Communications/Journalism
- Trafficking in Persons, Policy and Prevention

- Law and Human Rights
- Human Resources Management
- Technology Policy and Management
In 2018, in advance of the Humphrey Program’s 40th Anniversary, ECA’s Evaluation Division commissioned General Dynamics Information Technology (GDIT) to conduct an evaluation to assess the effectiveness of the Program in achieving its program goals:

Fostering and strengthening the professional development of experienced mid-career professionals in critical fields.

Fostering change in the Fellow’s sector whether in their individual country or geographic region, and/or globally.

Fostering an intellectual exchange that encourages networking and collaboration between Fellows and U.S. citizens and universities.

Data for the evaluation were collected between January and May 2018 using three methods: a web-based survey of Humphrey Fellows, a web-based survey of American Stakeholders, and in-depth interviews with Fellows around the globe.

To download a copy of the full report and its executive summary, visit: https://bit.ly/2OcFOgi
When Fellows return to their home nations they have a new set of skills and experiences, which they use to advance their professional goals and careers, and have sustained impacts in their fields and organizations.

**What percentage of Fellows were able to apply skills after returning home?**

<table>
<thead>
<tr>
<th>Skill</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Presentation</td>
<td>98%</td>
</tr>
<tr>
<td>Networking</td>
<td>97%</td>
</tr>
<tr>
<td>Management</td>
<td>97%</td>
</tr>
<tr>
<td>Negotiation</td>
<td>95%</td>
</tr>
<tr>
<td>Technology</td>
<td>91%</td>
</tr>
<tr>
<td>English</td>
<td>84%</td>
</tr>
<tr>
<td>Grant Writing</td>
<td>84%</td>
</tr>
</tbody>
</table>

"We were taught negotiation skills, we were taught cultural competency, leadership, team building, and completed a personality assessment. It was really good; it helped me know more about myself and have more leadership potential."

-Substance Abuse Education Humphrey Fellow, 2015

"I have the self-confidence and tools to manage projects and manage staffs well and most of all, innovate new projects and approaches."

-Public Policy Analysis and Public Administration Humphrey Fellow, 2007
Fellows are able to affect change at a local, national, and even global scale through the variety of sectors in which they are currently working.

**What sectors do Fellows work in?**

<table>
<thead>
<tr>
<th>Sector</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academia</td>
<td>6%</td>
</tr>
<tr>
<td>NGO</td>
<td>10%</td>
</tr>
<tr>
<td>Other</td>
<td>11%</td>
</tr>
<tr>
<td>Private</td>
<td>14%</td>
</tr>
<tr>
<td>Public</td>
<td>26%</td>
</tr>
<tr>
<td>Multiple</td>
<td>26%</td>
</tr>
</tbody>
</table>

**Where do most Fellows Work?**

A majority of Fellows are somehow involved with the public sector: 26% of Fellows work solely for the government, and of the Fellows working in multiple sectors, 61% reported working for the government in some capacity along with another sector. In these positions, Fellows have developed national policies, created national programs, served as national trainers, and advised government officials on legislation.
<table>
<thead>
<tr>
<th>What did the Program influence Fellows to do?</th>
<th>How did the Program impact Fellows roles?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Build professional network</td>
<td>More frequently consulted for opinion</td>
</tr>
<tr>
<td>88%</td>
<td>88%</td>
</tr>
<tr>
<td>Pursue new professional opportunities</td>
<td>Offered more leadership roles</td>
</tr>
<tr>
<td>84%</td>
<td>81%</td>
</tr>
<tr>
<td>Pursue further education</td>
<td>Increased level of responsibility</td>
</tr>
<tr>
<td>79%</td>
<td>76%</td>
</tr>
</tbody>
</table>
How have Fellows contributed to their field and organization?

Field
- Introduced Best Practices: 87%
- Created Innovative Methods: 83%
- Influenced Careers: 87%
- Promoting Diversity: 79%

Organization
- Introduced Best Practices: 88%
- Created Innovative Methods: 84%
- Hired Staff: 46%
- Promoting Diversity: 76%

“People are the most important thing that I still remember {from the Program}...so meeting people, seeing how different they are, how similar we all are, respecting them, seeing that there are so many different ways of doing one and the same thing, and respecting this. This I think is very important for me, that I continue to share with whomever, with my students for example.”

-Teaching English as a Foreign Language Humphrey Fellow, 2014
Fellows reported strong levels of engagement with their local U.S. Embassies including attending Embassy events, serving on a Humphrey Fellowship Program application review committee, applying for grants and participation in other exchange programs.

“The Embassy invites me to come, so I liberally attend activities at the Embassy. I will never forget what the United States has done for me.”

-Educational Administration Humphrey Fellow, 2015
90% of Fellows reported staying in touch with contacts in the United States

41% of Fellows offered joint seminars or trainings

35% of Fellows developed a joint program or project

30% of Fellows have given a joint presentation at a conference

20% of Fellows have jointly applied for grant funding for a project

What type of relationships do Americans maintain with Fellows after the Program?
{The Program is} fantastic, because it’s like a present you receive in the middle of life... It is a combination of factors and influences. I think I had much more weight in terms of what I said... and I had so much more energy when I came back, which kept me going for another ten years. Because I had a senior position in my organization, I influenced other circles among my professional colleagues.

-Communications and Journalism Humphrey Fellow 2001

The past 40 years of Humphrey Fellows have accomplished a great deal. From founding NGOs to producing ground-breaking research to improving the lives of their community members, the culture of public service instilled during the program have a profound impact on those who came to the United States in search of skills that allow them to make a difference. Looking towards the future of the program, Humphrey Fellows see leadership skills and expanding professional networks as the most important priorities for the Program to continue its global impact.