

The following table summarises the major findings, recommendations, and management responses of the Australia Awards Timor-Leste Review 2021.

Q1 To what extent is the current AA-TL program relevant to Australia and Timor-Leste?

Finding	Recommendation	Management Responses
1: The provision of AAS to Timor-Leste is highly relevant to the development needs of Timor-Leste and well aligned with Australian government support to the nation, including the cross-cutting gender, disability and social inclusion imperatives.		
2: There is strong demand in Timor-Leste for both undergraduate and masters level AAS, but demand for the newly introduced AAS for Post Graduate Certificate and Diploma (PGC/PGD) study is still to be realised.		1. Remove the PGC/PGD study options from the 2023 Australia Awards Timor-Leste Intake Profile by October 2021.
3: There is currently limited formal participation of Timorese stakeholders in determining the strategic direction of the AA-TL	1. That DFAT establish a Scholarships Advisory Group to inform the strategic direction of the AA-TL for future intakes	2. By early 2022, DFAT and the program will establish a Scholarships Advisory Group to provide strategic advice. The group will include representation from GOTL, private sector, civil society, alumni and DFAT.

Q2 To what extent have other factors impacted the effectiveness of the program?

Finding	Recommendation	Management Responses
4: The COVID-19 pandemic has significantly affected Timorese awardees in Australia, prevented the full mobilisation of the 2020 and 2021 intakes (and likely mobilisation of the 2022 intake) and impacted alumni knowledge/skill utilisation		3. By early 2022, program will provide IELTS preparation course and IELTS test to deferred awardees helping them to prepare for the mobilisation and to improve their English language proficiency.

Finding	Recommendation	Management Responses
5. AA-TL implementation has been flexible and adaptive to emerging challenges arising from the COVID-19 pandemic response in Australia and Timor-Leste. Ongoing adaptations are likely to be necessary		
6: The committed expenditure for the backlog of Timorese to complete/commence their awards will need to be balanced with future AAS intakes and for commencement of additional AA-TL activities under the next phase of the AA-TL.		

Q 3 How effectively is the program being implemented to meet the long-term program objectives?

Finding	Recommendation	Management Responses
7: The AA-TL has been effective overall in identifying and selecting Timorese able to complete their tertiary study in Australia		
8: The majority of recently returned alumni find work that is relevant to their new skills/knowledge.	2: That AA-TL monitoring of alumni employment be strengthened and, as necessary, the Graduate Internship Program expanded and additional initiatives undertaken to support alumni find relevant work whilst the COVID-19 pandemic continues to impact Timor-Leste	3. Continue the Graduate Internships Program under the current program until June 2022 and include in the SOR for the new AATL program (2022-26).
9: The majority of alumni are in senior and/or influential positions in government, the private sector and civil society organisations		
10: The majority of alumni are using the skills and knowledge gained through their award in their workplace		

Finding	Recommendation	Management Responses
11: The alumni report some challenges in fully utilising the skills and knowledge gained from their award	3. That the AA-TL continue to undertake activities to enhance alumni skill and knowledge utilisation, especially for female and undergraduate alumni	4. Work with WDPTL/AATL to identify relevant personal development courses to strengthen student's employability, networking etc skills for employment on return, including Women in Leadership training starting in first half of 2022. Explore with APTC options to support leadership training courses for graduates on return.
12: The alumni are using the skills and knowledge gained during their award in their organisation, community and to support national development in Timor-Leste		
13: Alumni maintain linkages with Australia through social friendships and, to a lesser extent, professional connections, although this decreases over time from award completion	4. That the AA-TL continue to actively support female award recipients to form, maintain and leverage linkages with Australians	5. Covered under management response 4
14: The alumni view Australia, Australians, and Australian education highly positively.		
15: The alumni have only to a limited extent facilitated partnerships between their organisation and an organisation in Australia	5. That the next phase of AA-TL explore ways to support alumni establish partnerships between Timor-Leste and Australian organisations.	6. As part of a mid-term check on students Reintegration Plan - WDPTL/AATL to support student to reach out to organisations that are relevant to their studies / future work.

Q4 How efficiently are key program activities and processes being implemented?

Finding	Recommendation	Management Responses
16: Overall, AA-TL activities have been efficiently implemented throughout the scholarships cycle, with regular review to reflect the changing context and for continuous improvement		

Finding	Recommendation	Management Responses
17. The TL3A is becoming an increasingly active and well-organised association, but it is anticipated that it will continue to need financial support from DFAT for the next phase of the AA-TL.		7. In AATL 2022-26, continue to support the TL3A with a Secretariat Coordinator and by making competitive small grants for development outcomes available to the TL3A members.

Q5 How systematically have efforts been made throughout the scholarship cycle to increase the equity of the program?

Finding	Recommendation	Management Responses
18. There is now gender equality in the offer of AAS, and the AA-TL is continuing to take targeted measures to improve gender equality across all award outcomes.		
19. The AA-TL initiatives to improve access to the AAS for people with disability is beginning to demonstrate results, although ongoing funding ongoing funding and activities will be needed to provide pathways to increase the proportion of people with disability being offered an award		
20. There has been only limited success from the AA-TL initiatives to increase the proportion of AAS offered to people from rural areas	6. That the AA-TL continues to strengthen the outreach to municipalities to increase application numbers from people in rural areas and to consider other means to increase the pipeline of rural applicants who meet the English language criteria for the awards applications	8. Develop a rural promotion plan with revised rural targets for Intake 2023 by Feb 2022.

Q6 What are key lessons from other programs to inform the design of the next phase of the AA-TL? How can DFAT design the next phase of the AA-TL to maximise its relevance, equity, effectiveness and efficiency?

Finding	Recommendation	Management Responses
21: The AA-TL can learn from successful initiatives undertaken by other countries/regions offering Australia Awards.	7. That the next phase of the AA-TL adopt the End of Program Outcomes (EPOs) of the <i>DFAT Global AA Strategy 2021-2024</i> that support development and build partnerships and networks of influence. These EPOs are that 'Alumni use their skills, knowledge and networks to contribute to sustainable development' and that 'Alumni contribute to cooperation between Australia and partner countries'.	9. Statement of Requirements for AATL 2022-2026 reflects the new Australia Awards Global Strategic Framework End-of-Program-Outcomes.
	8. That the AA-TL implement processes to effectively use reintegration plans throughout the scholarship cycle, in order to inform awardee selection of a relevant course to be undertaken in Australia, their on-award engagement opportunities and planning for returning home at the end of their award.	10. AATL effectively uses Reintegration Plans for awardees throughout the scholarships cycle.
	9. That the AA-TL encourage awardees to participate in on-award enrichment activities to enhance their understanding of Australia and to make professional linkages beyond their university. Consideration should be given in the next phase of the program to facilitating additional targeted professional development and on-award enrichment activities for the Timorese awardees.	11. AATL develops and on-award engagement plan utilising options within the Australia Awards Linkages Framework.

Finding	Recommendation	Management Responses
	10. That the next phase of the AA-TL includes demand-driven short course awards as a flexible approach to capacity building and building networks between Timor-Leste and Australia	12. AA-TL Concept Note and Statement of Requirements includes a short course program and advice on course priorities will be sought from the Scholarships Advisory Group and the Embassy. Short-term courses currently being delivered continue to support a pipeline of potential AAS applicants (English language training) and alumni on return (leadership training).
	11. That the next phase of the AA-TL consider distance and flexible learning options once internet capacity has improved in Timor-Leste	13. The AA-TL Concept Note requests that the program consider distance and flexible learning options.
	12. That the next phase of the AA-TL pilot partnerships with the private sector to fund short course opportunities	14. If there is interest and funding from a suitable private sector partner, then we would look to trial short courses in the first instance.
	13. That the next phase of the AA-TL pilot an organisational partnership approach to target some of its education and training support	15. Agree in part. While the approach could yield useful outcomes, the Timor-Leste program has limited long-term scholarships (approx 20). So this would be best piloted using short courses.