



Australia Awards

# Australia Awards Global Tracer Facility

Longitudinal Alumni Case Study:  
Where are they now?

November 2023



The views expressed in this report are those of the authors and do not necessarily reflect the policy or position of the Australian Government, its agencies or representatives.

Australian Department of Foreign Affairs and Trade

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# Executive Summary

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This report is the first study by the Australia Awards Global Tracer Facility (GTF) applying a qualitative longitudinal examination of the impact of Australia Awards scholarships on alumni using in-depth interview data collected at multiple points in time. The findings from this case study can be used individually and in conjunction with the *2023 Longitudinal Global Tracer Survey*, to capture alumni outcomes with breadth and depth over time as a concurrent mixed methods study.

This longitudinal study focusses on Australia Awards scholarship alumni who completed their awards between 2013 and 2016, with this case study involving interviews with six alumni who had participated in prior GTF case studies conducted in 2019 in Bangladesh, Samoa, Timor-Leste, and Costa Rica. During their second interview in 2023, these alumni were between seven and 10 years post award and mid-career in their professional journeys. Re-interviewing these alumni four years on provided greater contextual insight into the long-term impact of the Australia Awards beyond a single snapshot in time.

The study explored the extent to which the Australia Awards continues to influence the long-term outcomes of alumni careers and their contributions to sustainable development and cooperation with Australia (Australia Awards long-term Program Outcomes 1 and 2). Findings from this case study add to the GTF's body of research examining the impact of the Australia Awards and provide new insight into the following two key questions related to better understanding the longevity of the program's influence on alumni outcomes.

## Do the Australia Awards contribute to alumni careers over time?

Overall, the Australia Awards are one factor in combination with work experience (pre- and post-award) that is influential in alumni career journeys. A comparison of the 2019 and 2023 interviews with these alumni demonstrated the influence of the Australia Awards on their careers and work has maintained over time, with alumni views indicating their Australian scholarship remains moderately to highly relevant to their work in 2023. Alumni referenced opportunities to draw on their Australian-acquired expertise and recognition of their qualifications as contributing to their outcomes in their work and ability to attain new roles. In addition, alumni who were 'late-bloomers,' and in 2019 were seeking entry into their ideal positions linked to their studies were able to catch up by drawing on their Australian qualifications, skills, and knowledge in their new positions held in 2023.

## Are the Australia Awards attributable to alumni contributions to sustainable development (Outcome 1) and cooperation with Australia (Outcome 2) over time?

Alumni identify the Australia Awards as continuing to support their ability to contribute to sustainable development, with their Australian skills and knowledge referenced as being important in this way in both 2019 and 2023 interviews. The ways in which alumni effect change have remained relatively the same and continue to be evident, with alumni making significant contributions to their workplace and communities by improving practice, developing policies, and training others. In contrast, since 2019 alumni have had increasing opportunities to engage professionally with their university peers (Australian and international students and other Australia Awards scholars), reflecting their growing professional experience and that of their networks. Active Australia Awards alumni engagement and membership with Australian professional associations are also influential for some alumni and offer a pathway to extend networks with Australian professionals post award.

In addition to the influence of the Australia Awards, alumni motivation to contribute to society and engage in their professional networks from Australia is significant to attaining the program's long-term outcomes.



Australia Awards

# Global Tracer Facility



## Australia Awards continue to impact alumni a decade post award

This case study used a longitudinal qualitative approach to examine the ongoing influence of the Australia Awards on six alumni as they move further away from their time of study in Australia. Four years after their first interview in 2019, all alumni shared:

- experiences of career changes and attained positions aligned with their career objectives,
- involvement in formal or informal leadership in their workplaces and/or communities,
- believed their career trajectories were significantly influenced and enhanced by their Australian scholarship experience.

### Case study timeline



### Case study participants

Female alumni



Male alumni

Timor-Leste (2 alum)



Samoa (1 alum)

Bangladesh (1 alum)

Costa Rica (2 alum)

### Ongoing relevance of the Australia Awards

The following factors linked to alumni’s Australian scholarship experiences have influenced their career journeys and supported their contributions to the Australia Award’s long-term Program Outcomes (contributions to sustainable development and cooperation with Australia):

- Recognition of Australian qualification
- Relevant and transferable skills and knowledge
- Australian professional networks sustained through common interests
- Australia Awards alumni engagement and ongoing professional development

### Alumni leadership in their areas of expertise has

- Influenced policy and practice change
- Built awareness
- Built the capacity of others

### Alumni contributions to Australia Awards long-term outcomes

		2019	2023
<b>Outcome 1:</b> Contribute to sustainable development	Key United Nations Sustainable Development contributions		
<b>Outcome 2:</b> Cooperation with Australia	Alumni network outcomes	<p><b>Accessing professional support and opportunities</b> via networks with university lecturers and supervisors.</p> <p><b>Maintaining connection with Australia</b> via friendships with fellow students and other individuals met in Australia, and engagement with local Australia Awards team and alumni association.</p>	<p><b>Professional opportunities to draw on alumni networks</b> with fellow students have emerged.</p> <p><b>Alumni continue to access professional support and opportunities</b> from Australian academic staff and Australia Awards.</p> <p><b>Some alumni have formed new Australian connections</b> by joining professional associations and undertaking Australia Awards fellowships.</p>

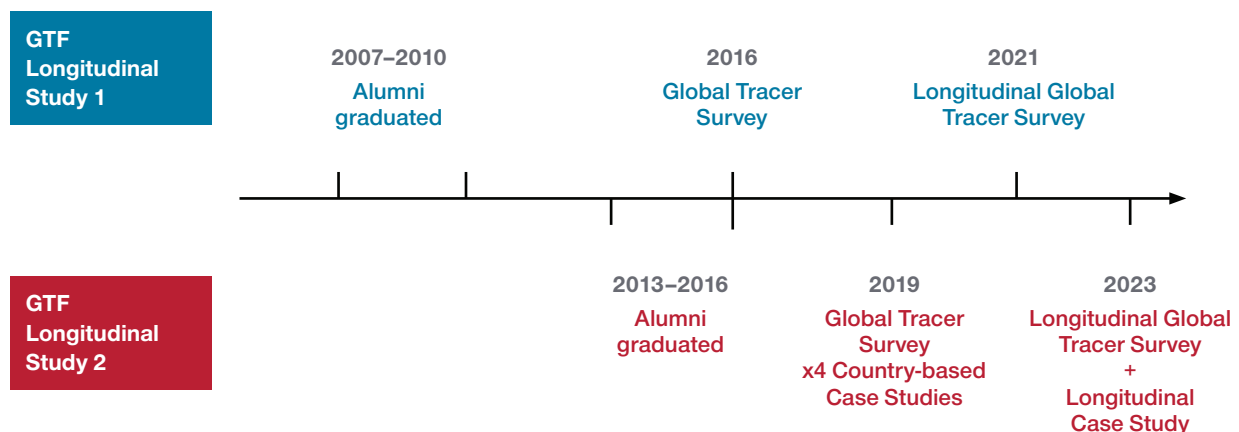
# 1. Introduction

This report provides a qualitative longitudinal exploration of the career trajectories of alumni who were re-interviewed four years after participating in case studies conducted in 2019 by the Australia Awards Global Tracer Facility (GTF). The GTF is a research program designed to provide evidence of the long-term outcomes of development scholarship alumni funded by the Australian Government.

Conducted concurrently with the 2023 Longitudinal Global Tracer Survey (a quantitative-focussed data collection), this case study examined – in-depth – the career changes and experiences of 6 alumni from the Asia-Pacific region and Latin America who completed their scholarships between 2013 and 2016.

This study draws on and extends the research undertaken for the first GTF Longitudinal Global Tracer Survey conducted in 2021, which tracked 442 alumni a decade after finishing their scholarships between 2007 and 2010 (represented as ‘Study 1’ in Figure 1). This first study found the continued influence of the Australia Awards on alumni contributions to sustainable development and cooperation with Australia as alumni advanced from mid to late career (Haddow et al., 2022). However, there were significant differences in the proportion of women advancing to formal leadership roles despite similar opportunities as men to experience increasing responsibilities, and further explored in the sequential case study *Women’s Leadership and Career Progression* (Clarke & Haddow, 2022). This is the first study by the GTF that applies a concurrent mixed methods longitudinal approach, capturing with breadth and depth the changes occurring over time.

**Figure 1: GTF Longitudinal Studies data collection points and timelines**

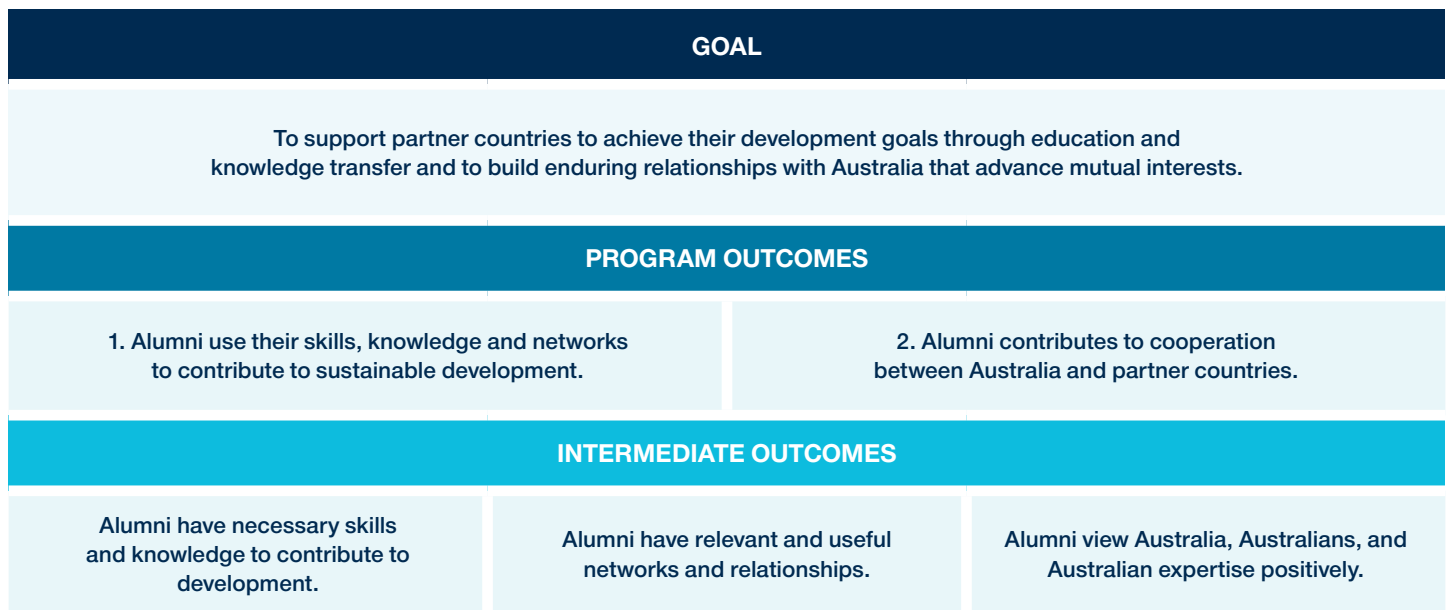


## 1.1 Objectives

The objectives of this new study (a part of GTF Longitudinal Study 2 in Figure 1) are to explore the extent to which the Australia Awards continues to influence the long-term outcomes of alumni contributions to sustainable development and cooperation and their career progress at a time when they are now seven to 10 years post award. This 2023 snapshot of long-term outcomes follows on from interviews conducted in 2019, when alumni were three to six years post award, when the Australia Awards long-term outcomes are expected to be observable (DFAT, 2022b). It is intended that the findings from this case study, in combination with the 2023 longitudinal survey, will add value and inform future Australia Awards programming and understanding of alumni outcomes over time and opportunities for engagement with less recent alumni.

In addition to these specific aims, research by the GTF is designed to provide insight and evidence into the overall goal of the Australia Awards and the long-term program outcomes outlined in Figure 2 and the *Australia Awards Global Strategy and Australia Awards Global Monitoring and Evaluation Framework (MEF)* (DFAT, 2022a)<sup>1</sup>. The MEF program logic anticipates that by three to five years post award, alumni have had the opportunity to utilise their skills, knowledge, and networks to contribute to sustainable development and draw on their Australian-made networks to support engagement between their country and Australia.

**Figure 2: Australia Awards overall goal and intended outcomes**



<sup>1</sup> For further information on both the Strategy and Monitoring and Evaluation Framework, see: <https://www.dfat.gov.au/about-us/publications/australia-awards-global-strategic-framework-and-global-monitoring-and-evaluation-framework#global-strategic-framework>



## 1.2 Scope and approach

This case study used a longitudinal qualitative approach to examine the ongoing influence of the Australia Awards on alumni as they move further away from their time of study in Australia and sought to answer the following research questions:

1. What **career changes** have alumni experienced over the past 4 years (since interview in 2019)?
  - a. Which key factors have influenced career changes of alumni over the past 4 years (since interview in 2019)?
2. In what ways have alumni **contributed to sustainable development (Outcome 1) and cooperation (Outcome 2)** over the past 4 years (since 2019) as a result of their Australian scholarship?
  - a. Have these contributions changed over the past 4 years (since interview in 2019)?
  - b. Which key factors have influenced career changes of alumni over the past 4 years (since interview in 2019)?

In alignment with the concurrent longitudinal survey, sampling for this case study was based on scholarship alumni who completed their award between 2013 and 2016 and had also participated in a 2019 case study. Selection was initially focussed on alumni from Bangladesh, Samoa and Timor-Leste (current Australia Awards participating countries), and a balance of men and women. Eleven alumni matched this criteria; three from Bangladesh, four from Samoa, and 2 from Timor-Leste.

Invitations were sent to nine alumni (Bangladesh (x3), Samoa (x4) and Timor-Leste (x2)); with four alumni agreeing to participate. To secure six alumni for the case study, two alumni from Costa Rica were invited who agreed to participate. Although Costa Rica is no longer a participating country in the Australia Awards these alumni provide a comparison of the scholarship long-term outcomes with and without ongoing alumni engagement. The following table (Table 1) lists the alumni of focus in this longitudinal case study.

**Table 1: Case study participants**

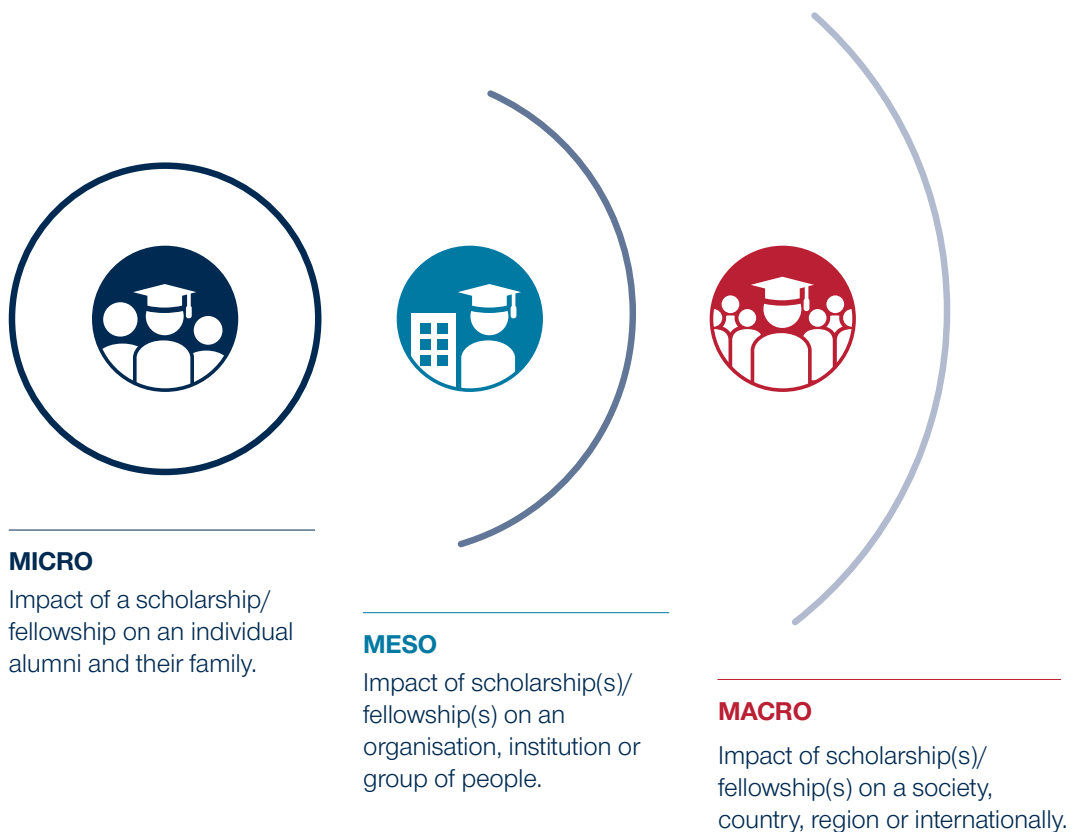
Name	Gender	Country	Award Details	Award Years	2019 Case Study
Sunema Talapusi	Female	Samoa	Australian Development Scholarships: Bachelor of Engineering	2009–13	Samoa Case Study: Engineering and Information Technology
Monrique dos Reis	Male	Timor-Leste	Australian Development Scholarship: Bachelor Disability and Developmental Education	2012–16	Timor-Leste Case Study: Disability and Development
Dulce da Cunha	Female	Timor-Leste	Australian Development Scholarship: Master of Public Policy and Management,	2012–13	Timor-Leste Case Study: Disability and Development
Nahid Sultana Mallik	Female	Bangladesh	Australia Awards scholarship: Master of Arts (Research)	2014–16	Bangladesh Case Study: Economic Development
Adrian Arias	Male	Costa Rica	Australian Development Scholarships, Australian Leadership Awards: Doctor of Philosophy (Marine Biology)	2012–16	Costa Rica Case Study: Environment and Agriculture
Dora Carias Vega	Female	Costa Rica	Australia Awards scholarship, Australian Leadership Awards: Doctor of Philosophy (Land and Food Resources)	2012–16	Costa Rica Case Study: Environment and Agriculture

Data collection was undertaken by GTF researchers remotely via Microsoft Teams between July and August 2023. Coding and analysis of the interview data was conducted using the qualitative analysis program, NVivo.

To develop greater insight into the relative impact of alumni contributions, the GTF uses a ‘magnitude of impact’ approach to data collection, analysis and reporting. As detailed in previous work of the GTF (see Edwards et al., 2020) and elsewhere (Mawer, 2018), this approach has been used effectively to explore the outcomes of development scholarships. As with most of the research of the GTF since 2020, the three levels of impact used for analysis in this report are micro, meso and macro (Figure 3).

Interview protocols (see Annex 1) were developed for the case study. The questions posed to alumni were designed to gain an understanding of the extent to which the alum is benefiting personally (micro impact), whether they are helping to improve the organisations they work in (meso impact), and whether they are contributing to development in their community, country, region, or globally (macro impact). Each of these levels of impact are important – there is not a linear, values-based assumption that macro is ‘better’ than micro impact. In fact, the three levels are interdependent; an individual who has personally benefited from a scholarship can then be in a position to share, contribute and broaden their impact in their work or beyond, depending on the context and enabling environment in which they live (Boeren, 2018).

**Figure 3: Levels of impact used in Global Tracer Facility analysis**



Alumni contributions to sustainable development (Australia Awards long-term Outcome 1) are further understood with reference to the United Nation's (UN) 2030 Agenda for Sustainable Development, which sets 17 Sustainable Development Goals (SDGs) (Figure 4). The SDGs provide a framework that gives weight to context and provides a globally relevant way of categorising how alumni contribute to sustainable development. In this report, relating alumni contributions to the SDGs, locates these contributions in the context of the global goals and illustrates action beyond the specific outcomes of the Australia Awards.

**Figure 4: United Nations Sustainable Development Goals**

## THE GLOBAL GOALS

For Sustainable Development



## 2. Alumni Career Journeys: 2019 to 2023

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### 2.1 Introduction

This section of the report explores the career changes between 2019 and 2023 for the six alumni in this study. It focusses on Research Questions 1 and 1a – what career changes have alumni experienced over the past four years, and which key factors have influenced these changes?

At the time of their interview in 2019, these alumni were three to six years post award. They ranged from early to mid-career regarding their experience following their Australia Awards scholarship. Some alumni possessed emerging work experience or were pivoting into new fields. In contrast, others had 10 to 15 years of consolidated experience and were experts in their fields. In 2019, nearly all of these alumni were able to use their Australian skills, knowledge, and networks to contribute to development and draw on their networks in the workplace.

Re-interviewing these alumni four years on provided greater contextual insight into the long-term impact of the Australia Awards beyond a single snapshot in time. At the time of their second interviews in 2023, alumni in this case study were seven to 10 years post award. All have experienced career movements, with some changing positions, organisations, and industries. The following outlines these changes since 2019 and the ongoing role of the Australia Awards as alumni continue to consolidate their Australian study with work experience.

### 2.2 Snapshot: Alumni careers over time

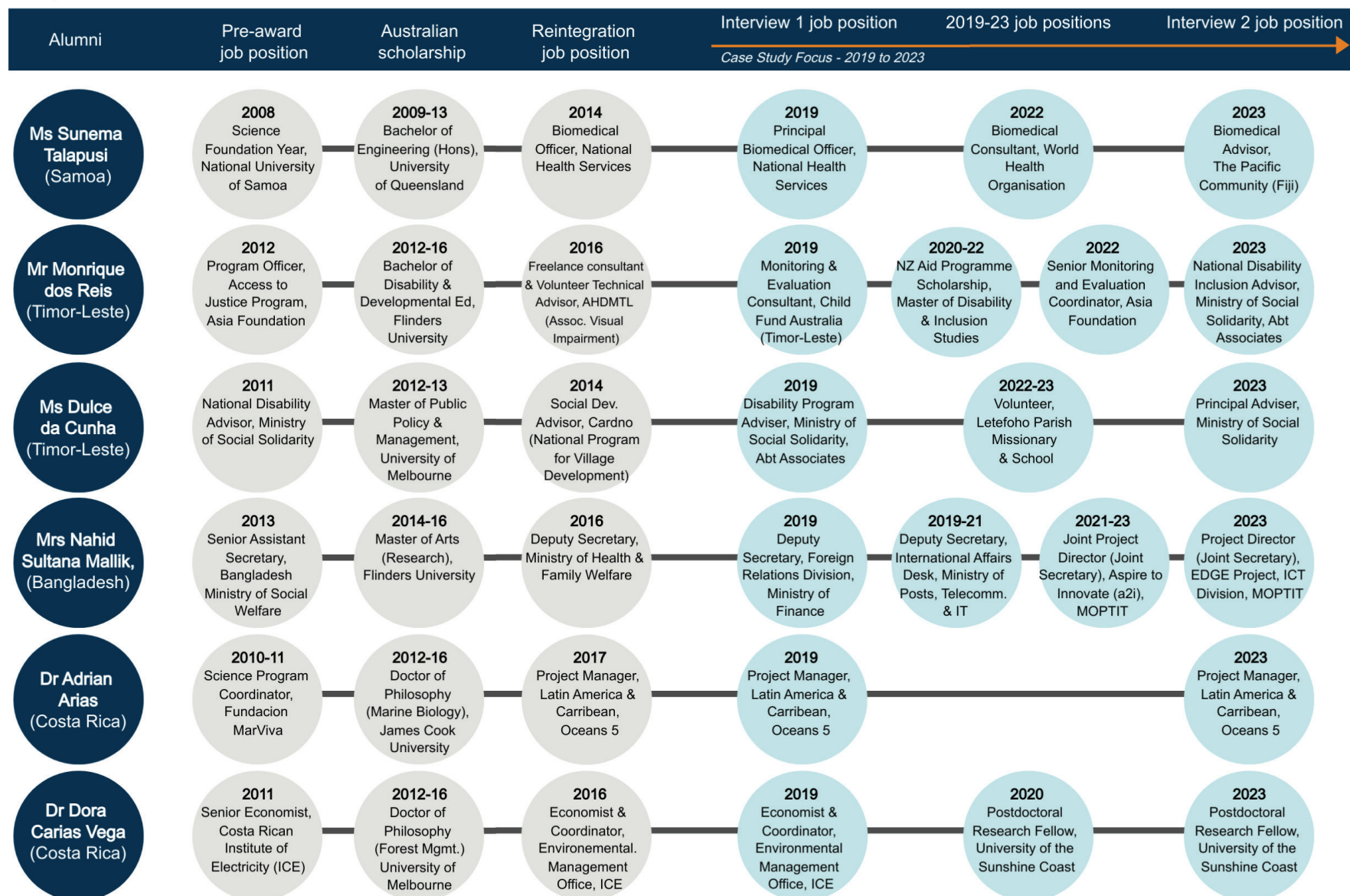
All six alumni undertook long-term awards under the Australian Development Scholarships and Australia Awards, completed between 2013 and 2016. **Ms Sunema Talapusi** and **Mr Monrique dos Reis** completed Bachelor degrees, **Ms Dulce da Cunha** and **Mrs Nahid Sultana Mallik** completed Masters degrees, and **Dr Adrian Arias** and **Dr Dora Carias Vega** completed Doctoral degrees.

Between 2019 (interview 1) and 2023 (interview 2), five of the six alumni have changed roles and organisations. For two of these alumni, Mr dos Reis and Dr Carias Vega, their moves have been an entry into positions that aligned with their career goals and opportunities to use the skills and knowledge they acquired in Australia. For three alumni, Ms Talapusi, Ms da Cunha, and Mrs Mallik, their changes have led to positions with increased responsibilities. While Dr Arias has continued in the same role since he completed his PhD, it has been with an organisation that had significantly grown over the seven years when he began, from two employees to now 12, and as he described, is now 'one of the largest marine donors in the world.' Reflecting the foundation's growth, Dr Arias' role as Program Manager has also evolved during this time, with changes in his responsibilities and opportunities to develop new programs.

While there have been career movements, there have also been challenges. Mr Dos Reis identified the need for postgraduate qualifications to attain his ideal role and has since completed a Master of Disability and Inclusions Studies at the University of Waikato through a New Zealand Aid Programme Scholarship. His further studies then led to a position as Disability Inclusion Advisor for the Australian-funded Partnership for Human Development (PHD) managed by Abt Associates. For Ms da Cunha, a restructuring of PHD in 2022, where she preceded Mr dos Reis as Disability Program Advisor, led to reassessing her career and volunteering with a rural parish school for a year. Ms da Cunha was then invited by the new Minister and Vice-Minister for the Ministry of Social Solidarity to join as their Principal Advisor.

Overall, with these alumni now seven to 10 years post award, all described opportunities to undertake work relating to their Australian qualifications and career interests. Figure 5 provides an overview of their post-award career movements.

Figure 5: Alumni careers over time



## 2.3 Examples of leadership

The Australia Awards, as a type of developmental leadership program, seeks to identify emerging leaders and support their development to be 'stronger agents of change' (Roche & Denney, 2019; DFAT, 2022a, p2). This section outlines how alumni in this case study, by seven to 10 years post award, have demonstrated leadership positively impacting their organisations (meso outcomes) and communities (macro outcomes) in health, equity, economic development and environment.

### Examples of formal leadership:

Several alumni have attained positions with formal leadership responsibilities. A significant example is Ms Talapusi, who, following her position as the Principal Biomedical Engineer with the Samoan National Health Services, is now the Biomedical Advisor at the Pacific Community. In both roles, Ms Talapusi has led the development of the biomedical sector by improving equipment policies and implementing formal staff training. Her succession planning exemplified her leadership approach to developing others before she departed from the National Health Services. Ms Talapusi ensured the continuity of the biomedical department by identifying an Australia Awards alum to succeed her and has continued to provide mentoring to ensure their success.

Ms da Cunha and Mr dos Reis have, in succession, contributed as disability advisors for the Timor-Leste Ministry of Social Solidarity as part of DFAT's Partnership for Human Development (PHD). Ms da Cunha described part of her role as 'to lead, to guide and also to write the [Disability National Action Plan].' Mr dos Reis also described the role as an opportunity to 'influence decision-making' at a macro level working alongside senior public servants. Similarly, Mrs Mallik, as Joint Secretary with the Ministry of Posts, Telecommunications, and Information Technology, is responsible for delivering the World Bank-funded project, Enhancing Digital Government and Economy (EDGE) to increase Bangladesh's infrastructural development for digital government, job creation and knowledge export.

### Examples of informal leadership:

Other alumni described scenarios in which contributions at work demonstrated informal leadership. Dr Arias, one of the first employees at the fast-growing philanthropic foundation, Oceans 5, has acted as a mentor to other staff and supported shaping the organisation's growth:

*I'm always happy to share my thoughts. Again, because I've been with the institution for so long...the comments like that, I think they were really useful for us in figuring out how we can manage growth before or without becoming clunky.*

In addition, Dr Arias' experience as Project Manager has led to his leadership in developing an organisation-wide small-grants program to support funding high-impact but small organisations delivering ocean sustainability programs. Similarly, Dr Carias Vega, a post-doctoral research fellow, described an outcome in which she informally led the improvement of social engagement practices for a carbon forestry project in the Philippines, drawing on her prior experiences to increase the team's capacity to implement their project effectively.

## 2.4 Contributing factors influencing alumni careers in 2023

In 2019, alumni reflected their initial career momentum post award was positively influenced by attaining their Australian qualification, while some alumni experienced challenges related to their reintegration experience and job availability (Doyle & Nietschke, 2020; Haddow & Edwards, 2020; Haddow et al., 2020). From 2019 to 2023, alumni insights indicate it is now the cumulative combination of their work experience (pre and post award) and their Australian scholarship experience which contributes to their current career journeys. Table 3 highlights these factors identified.

**Table 2: Contributing factors influencing alumni careers in 2023**

Contributing factors	Alumni examples: Influences on career, reflections in 2023
<b>Australia Awards factors</b>	
<b>Recognition of Australian qualification</b>	There is perceived value for some alumni regarding their Australian qualifications, which contributes to the recognition of having received high-quality training. <i>I think by having qualifications [from] overseas, like Australia, plus a Masters degree in the same area... it gives you privilege...So that is probably the plus, or something that is a good side for me to be able to get this job. – Mr dos Reis</i>
<b>Relevance of Australian skills and knowledge</b>	The Australian skills and knowledge continue to be relevant to alumni's work. <i>I felt like all of my work has actually led me to be qualified even more in that space because of my educational background. – Ms da Cunha</i>
<b>Alumni professional networks and links to Australia, sustained through common interests</b>	Ongoing alumni professional networks sustained through shared interests have contributed to professional opportunities. <i>I stepped out of academia, for instance. However, I think it was last year I published a paper, and that was because one of my good friends that I met at uni in Australia, he's still in academia. He was always prodding me. – Dr Arias</i>
<b>Participating in further Australia Awards opportunities for ongoing development</b>	One alum has participated in Australia Awards fellowships and short courses which have maintained their link to the Australia Awards network, contributed to their ongoing professional development and been utilised in their work and volunteering. <i>The example of the last training program, using social media to counter radicalism, I didn't have any single idea about this...after attending the training program, my concepts, my thinking level, all that changed. – Mrs Mallik</i>
<b>Other factors</b>	
<b>Work experience (pre-award)</b>	Pre-award work experience has contributed to the way in which an alum has performed in the position they gained as a result of their Australian qualification. <i>When I decided to take on this job... I was thinking about all the skills and the knowledge that I had acquired with my PhD. But with this work in social engagement and free, prior, informed consent in the context of these large development projects, interestingly, these are all the things that I learned when I was working in Costa Rica, and I never thought that they would be relevant here and then all of a sudden they became very relevant. – Dr Carias Vega</i>
<b>Work experience (post-award)</b>	The accumulation of post-award work experience has added to the expertise alumni have developed during their Australian scholarship. <i>I guess with my hands-on experience in Samoa, the operational level, it's helped me with the management...I can easily make my case or justification to other managers, especially the director of health and heads of health...and the recommendations that I provided were taken on board by those directors of health in those countries. But it was the same teachings that I applied from my degree, as well. – Ms Talapusi</i>
<b>Further qualifications as springboard to current position</b>	For one alum, their Australian scholarship has led to their next required step to achieve their professional goals. <i>A few years back, I was mentioning that maybe I need more qualifications in New Zealand or Australia to be able to do the job. So I'm now doing that job working with the Ministry. – Mr dos Reis</i>

## 2.5 The long-term influence of the Australia Awards on alumni careers

The Australia Awards have given alumni in this case study varying degrees of momentum on their return home. At the time of their first interview in 2019, some alumni were seeking positions where they felt they could fully draw on their skills and knowledge. By 2023, all alumni have attained positions matching their interests or with opportunities to utilise the expertise from their Australian degrees. Alumni's perceptions of the influence of the Australia Awards on their career journeys reflect this progression (Figure 6).

Across both points in time, alumni working in positions linked to their Australian qualification and in their area of interest also viewed their Australia Awards as relevant in their career and work. However, the alumni in 2019 who viewed their Australian scholarship as having less influence on their career and work experienced challenges obtaining positions in their desired fields linked to their studies. These alumni who felt they were not yet on their ideal career journey had 'caught up' and, by 2023, reported perceptions of their Australian qualification as being moderate to highly relevant.

This finding indicates the importance of supporting newly graduated alumni to prepare for and persist in their return to the local job market (if not bonded to an employer) to help maximise the impact of the Australia Awards. This finding is also encouraging for alumni regarding the latency effect, whereby the consolidation of study and experience over time reveals the relevance and opportunity to use their Australian skills, knowledge, and networks, and possibly their connection to the Australia Awards.

Overall, the influence of the Australia Awards on alumni careers and work has maintained over time. Other key factors (outlined in Section 2.3) are the cumulative effect of work experience (pre and post award) and alumni's Australian skills, knowledge, and networks.



**Figure 6: Comparing perceptions of Australia Awards influence on alumni careers in 2019 and 2023**

	Low influence	Moderate influence	High influence	
<b>2019 Interviews</b>	<p><b>Mr Monrique dos Reis:</b> I've been working with different organisations ... it's not work in the disability area anyway, simply because there is no job opportunity...But to be able to implement exactly the knowledge I learned from Australia, I can even say it's not even 10%, 20%.</p> <p><b>Dr Dora Carias Vega:</b> It's been frustrating, and right now I'm trying to find a new job, a new place where the PhD is valued and where the skills that I have are valued... My dream right now is to be able to do a post-doc... and I'm just applying and applying... one day you find the right match. So that's what I'm hoping for.</p>	<p><b>Mrs Nahid Sultana Mallik:</b> Our bureaucratic system is run by a system...Gradually we will go upstairs. Now I am a Deputy Secretary, after a few years I will become a Joint Secretary... however, my extra activities or extra qualification [re. Australia Awards], of course, that is the value.</p>	<p><b>Ms Dulce da Cunha:</b> Having that policy study helped me a lot, actually, in this current job... I think the skill has become much more put into practice and used in the last, maybe, 12 months now.</p> <p><b>Dr Adrian Arias:</b> The skills have been hugely useful... many of the critical thinking skills...The writing skills... I would say that I really learnt how to write, and those writing skills, I use them every day.</p>	<p><b>Ms Sunema Talapusi:</b> I see it from my side now... is that the Australian Government's money is going to develop our skills and our knowledge so that we can come back and develop our own separate fields, but we can't do that if every time we come back and just chase the two years and then just go back overseas because it won't be in line with the government partnership plans. And I'm glad to stay.</p>
	Low influence	Moderate influence	High influence	
<b>2023 Interviews</b>		<p><b>Mrs Nahid Mallik:</b> I am connected with Australia Awards program or Australian High Commission...I am taking more extra load and doing some extra activities. So it is a good reputation for me to my secretaries. So it's a – what should I say? Honoured thing from me.</p> <p><b>Mr Monrique dos Reis:</b> It's now about 50% to 60% [opportunity to use Australian skills and knowledge] and it's going to be more.</p>	<p><b>Dr Dora Carias Vega:</b> With my [Australian] degree and everything, I was able to apply for similar [Postdoctoral] positions in other countries and thankfully I got this one in Australia.</p> <p><b>Ms Sunema Talapusi:</b> It's really relevant, because the minimum qualifications that were required for the two roles was a Bachelor of Engineering in biomedical engineering. And the fact that it's from University of Queensland in Australia, there's a lot more recognition and I hate to say this, but a lot more respect... when I say it's actually a Bachelors degree, there's a lot more listening to the advice that is given.</p>	<p><b>Dr Adrian Arias:</b> It's very relevant just because of the life experience that it gives you. And obviously you learn skills, but if you ask me, what skills? I might just give you generic stuff. Critical thinking, writing... [But] being able to spend several years in a developed country in different cultures and making friends from every part of the world... and having different lecturers and really good mentors. [It] adds up and it provides a lot to, again, your life experience, so I think that's the main thing why that scholarship was so powerful and useful.</p> <p><b>Ms Dulce da Cunha:</b> It's actually a blessing to come from that background of public policy and management...the educational background has been my foundation, I think, to be able to do all of the work.</p>

## 3. Alumni Contributions to Australia Awards Long-Term Outcomes

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### 3.1 Introduction

The Australia Awards have development and diplomacy objectives and are the focus of this report section, which seeks to answer research questions 2 and 3. These research questions seek to understand and identify if there are changes to alumni contributions to the Australia Awards long-term outcomes up to a decade post award as alumni move further away from their scholarship experience and progress further in their careers.

A greater understanding of the influence of the Australia Awards over time on different groups of alumni can assist in identifying targeted support to ensure opportunities to contribute to the long-term outcomes are maximised and intentional.

### 3.2 Comparing alumni contributions to sustainable development over time

The Australia Awards, as a modality of education and professional training, are intended to contribute to sustainable development in partner countries (long-term Outcome 1). The *Australia Awards Global Monitoring and Evaluation Framework* (DFAT, 2022a), anticipates that most alumni will have opportunities to contribute to development outcomes from three to five years after their award.

Applying the magnitudes of impact approach (Figure 3) and UN Sustainable Development Goals (Figure 4), Figure 7 contrasts the development contributions described by alumni in their 2019 and 2023 interviews. Collectively, alumni in this case study are contributing to 10 of the 17 SDGs with no significant differences in the range and number of goals they contributed by 2019 and by 2023. This insight demonstrates how the Australia Awards can build capacity and opportunities for locally-led development and support Australia's contributions to the UN 2030 Agenda for Sustainable Development.

By 2019, four alumni contributed to sustainable development with a meso (organisational) impact, and all six alumni made societal (macro) impacts through their work and volunteering, benefitting their community, country, and local region. Between 2019 and 2023, workplace outcomes (meso) increased to five alumni. For two of these alumni, this may reflect their increased influence by the positions they have obtained (Mr dos Reis) or their expertise as a long-serving staff member recognised by their colleagues (Dr Arias). All six alumni continued to contribute at the macro level, influencing change within their countries and regions.

Overall, as a group, no significant difference was observed in how alumni used their Australia Awards experience to contribute to sustainable development between their interviews in 2019 and 2023. Even for the two alumni who, in 2019, were still seeking entry into their ideal careers; both Dr Caria Vega and Mr dos Reis were able to utilise opportunities to draw on some of their Australian skills and knowledge.

Table 3 highlights significant contributions alumni described in their 2023 interviews. These examples demonstrate the ongoing contribution of their Australian scholarship experience to their ability and opportunity to affect change within their organisations and society.

Figure 7: Alumni contributions to sustainable development and impact over time

Contrasting alumni contributions to sustainable development by 2019 and 2023

	Area of work	3-6 years post award (by 2019)		7-10 years post award (2019-2023)	
		Key UN SDG contributions	Magnitude of impact	Key UN SDG contributions	Magnitude of impact
Ms Sunema Talapusi (Samoa)	Biomedical engineering		Meso Macro (national)		Meso Macro (regional)
Mr Monrique dos Reis (Timor-Leste)	Disability inclusion	 	Macro (community)	 	Meso Macro (national)
Ms Dulce da Cunha (Timor-Leste)	Disability inclusion	  	Meso Macro (national)	  	Meso Macro (national)
Mrs Nahid Sultana Mallik, (Bangladesh)	Public service	    	Meso Macro (national)	 	Macro (national)
Dr Adrian Arias (Costa Rica)	Ocean sustainability	 	Macro (regional)	 	Meso Macro (regional)
Dr Dora Carias Vega (Costa Rica)	Forest resource management	  	Meso Macro (national)	  	Meso Macro (national)

**Table 3: Significant alumni contributions to sustainable development 7 to 10 years post award – 2023 interviews**

Alumni	Recent Contribution	Example
<b>Sunema Talapusi</b> (Samoa)	Advancing the biomedical sector in Samoa and across the Pacific	<p>Ms Talapusi had put in place policies and processes that improved the practice of biomedicine in Samoa through the capacity-building of technical and operational staff in hospitals and implementing Australian and New Zealand standards for equipment safety and strengthening donation policies. Ms Talapusi's current role at the Pacific Community covers 22 countries, where her deep understanding of biomedical engineering in Pacific contexts supports the capacity development of the sector across the region.</p> <p><i>I'm trying to get accreditation...so that everyone has a degree or certificate by the end of the three years, which is impossible, but I know there are 21 in the Biomed workforce in the region that have no formal qualifications. And we also have a database now...there's 98 Biomed workforce in the 16 countries that we [surveyed]... So those 21 are the ones I'm targeting for just certification so that they can move up the scale...from assistant to technician to senior officer.</i></p>
<b>Monrique dos Reis</b> (Timor-Leste)	Disability inclusion policy reform in Timor-Leste	<p>In response to Timor-Leste's ratification of the United Nations Convention on the Rights of Persons with Disabilities (CRPD), Mr dos Reis, as the Disability Inclusion Advisor on the DFAT-funded Partnership for Human Development (PHD), is providing technical advice to the Ministry of Social Solidarity to support the government to meet its obligations under CRPD. Mr dos Reis is contributing to the development of a monitoring and evaluation framework corresponding to the National Disability Action Plan involving 11 ministries and the establishment of an independent National Disability Council made up of Disabled People's Organisations (DPOs).</p> <p><i>My main jobs now [are] to ensure that all the government's programs and activity are corresponding to what's written in the Convention itself.</i></p>
<b>Dulce da Cunha</b> (Timor-Leste)	Disability inclusion policy reform in Timor-Leste	<p>Ms da Cunha had contributed significantly as the Disability Program Advisor for PHD. Her work focussed on improving disability inclusion across sectors and line ministries, supporting participation and input to the overall development of the National Disability Action Plan.</p> <p><i>I lead the Ministry team as the main technical adviser to the Ministry for the development of the second phase of the Disability National Action Plan. This was across 11 line ministries to have their action plan from 2021 to 2030, so it's a decade plan, and so it's a process that is very inclusive, very participatory, and it has a really good outcome.</i></p>
<b>Nahid Sultana Mallik</b> (Bangladesh)	Building cyber safety awareness	<p>In addition to Mrs Mallik's work in the Bangladesh public service, she has continued volunteering to implement her Australia Awards short course reintegration project on using social media to counter radicalism. Through a series of workshops, she has contributed to building and raising awareness in schools and stakeholders about social media use in cyberbullying and radicalism.</p> <p><i>I got a huge response from teachers, students, religious leaders, journalists, and political leaders. Lots of different stakeholders...attended the workshops.</i></p>
<b>Adrian Arias</b> (Costa Rica)	Supporting NGOs to deliver high-impact ocean conservation projects	<p>As part of his work in Oceans 5, a collaborative foundation of marine philanthropists, Dr Arias oversees the funding of NGO conservation work across Latin America and the Caribbean. An example of the outcome of this work is uncovering illegal squid fisheries linked to slave labour and stopping an unsustainable port development in Uruguay, which included Dr Arias meeting with senators and members of parliament to raise these issues. These activities have since led to increased public and political awareness locally and internationally, with other funders now also contributing to the marine conservation community in Uruguay.</p> <p><i>Overall, it's just helping, again, these people who are really truly trying to save the world. I guess that if you compare it, for instance, with Hollywood, they are the directors, and we're the producers, and it's just really good to help people do that amazing work.</i></p>

Alumni	Recent Contribution	Example
<b>Dora Carias Vega</b> (Costa Rica)	Enhancing practice in a Philippines carbon forestry project	<p>Dr Carias Vega, a post-doctoral research fellow at the University of Queensland, works on a multi-stakeholder carbon forestry project in Eastern Visayas in the Philippines. Drawing on her professional experience in Costa Rica and Doctoral studies through her Australia Award, Dr Carias Vega has helped to improve the social engagement component by strengthening the free, prior, informed consent process and developing a grievance protocol. These aspects are crucial to receiving certification to sell carbon credits.</p> <p><i>With this project, we're really trying to make a difference, not just in terms of carbon sequestration and trying to fix some environmental problems and improving land use and trying to restore lands...but also in terms of the development for local communities.</i></p>

### 3.3 Comparing alumni contributions to cooperation through networks over time

An intention of Australia Awards long-term Outcome 2, alumni contribute to cooperation between Australia and partner countries, is that as a result of their time in Australia and being engaged as an Australia Awards alumni, alumni will develop and engage with networks formed as a result of their scholarships.

The *Australia Awards Global Monitoring and Evaluation Framework* (DFAT, 2022a) expects scholarship alumni to have maintained formal links that lead to joint partnerships or projects by the period three to five years after their award (DFAT, 2022b, p.2). Figure 8 explores this expectation using the alumni in this case study and summarises the networks alumni have maintained in 2019 and 2023 and the outcomes of these connections.

As a group, the alumni's ongoing networks indicate that opportunities to engage with their Australian networks in joint partnerships or projects have increased over time and appear to be linked to their growing professional experience. In particular, for Ms Talapusi, Ms da Cunha, Dr Arias, and Dr Carias Vega, their friendships with other Australian and international students between 2019 and 2023 evolved from shared professional interests to opportunities to work together and collaborate on projects.

Ms Talapusi was unique in her networks. She had joined an Australian professional association – The Society for Medical and Biological Engineering (NSW) – to connect other Pacific biomedical engineers to their peers in Australia and New Zealand, reflecting her motivation to develop the biomedical sector and capacity across countries in the Pacific. Ms Talapusi attended a previous meeting where she presented her work on decreasing operational user error through training.

Mrs Mallik's continued active participation in the Australia Alumni Association Bangladesh (AAAB) has contributed to her ongoing professional development and connection to other alumni, the Australia Awards Bangladesh team, and local Australian High Commission representatives. Her recent participation in the 2022 Australia Awards South Asia and Mongolia short course delivered by the University of Queensland has also extended her networks of support.

The network examples of this group of alumni demonstrate a latency effect on opportunities to draw on formal links for professional collaborations if alumni can sustain networks with shared interests over time. In contrast, the Australia Awards can extend alumni networks and foster links for less connected alumni, using intentional professional-based alumni engagement activities. Support and encouragement to join Australian professional associations could also be effective avenues for alumni seeking to build professional networks, engage with like-minded peers, and share knowledge.

Figure 8: Alumni networks and their outcomes over time

Contrasting alumni contributions to cooperation through their Australian networks in 2019 and 2023

	3-6 years post award (by 2019)		7-10 years post award (2019-2023)	
	Australian networks	Network outcomes	Australian networks	Network outcomes
<b>Ms Sunema Talapusi (Samoa)</b>	<ul style="list-style-type: none"> <li>Australian and international students</li> </ul>	<p><i>Friendships with shared professional interests (informal)</i></p>	<ul style="list-style-type: none"> <li>Australian and international students</li> <li>Australian professional association membership</li> </ul>	<p><i>Friendships with shared professional interests – sharing connections and solving problems</i></p> <p><i>Society for Medical and Biological Engineering (NSW) member – to build links between Pacific and Australia/NZ biomed</i></p>
<b>Mr Monrique dos Reis (Timor-Leste)</b>	<ul style="list-style-type: none"> <li>Australia Awards alumni</li> <li>Australian and international students</li> <li>University lecturer</li> </ul>	<p><i>With university lecturer, developed a 2015 Australia Awards fellowship hosted by Flinders University involving Timorese Disabled People's Organisations. Then with fellowship alums, and supported by uni lecturer, established local university disability department</i></p>	<ul style="list-style-type: none"> <li>Australia Awards alumni</li> <li>Australian and international students</li> <li>University lecturer</li> </ul>	<p><i>Friendships with shared professional interests – sharing connections and solving problems</i></p>
<b>Ms Dulce da Cunha (Timor-Leste)</b>	<ul style="list-style-type: none"> <li>Australian and international students</li> </ul>	<p><i>Friendships with shared professional interests (informal)</i></p>	<ul style="list-style-type: none"> <li>Australian and international students</li> </ul>	<p><i>Friendships with shared professional interests – Opportunity to work together via a technical working group on social policy and inclusion based on their roles in DFAT funded aid programs (Australia Timor-Leste PHD and KOMPAK in Indonesia)</i></p>
<b>Mrs Nahid Sultana Mallik, (Bangladesh)</b>	<ul style="list-style-type: none"> <li>Australia Awards team</li> <li>Local alumni association</li> <li>Other friends in Australia</li> <li>University supervisors</li> </ul>	<p><i>Alumni engagement enabled maintaining connections, meeting new alumni &amp; Australian High Commission representatives, and opportunity to express opinions</i></p> <p><i>Friendships – a connection to Australia</i></p>	<ul style="list-style-type: none"> <li>Australia Awards team</li> <li>Local alumni association</li> <li>Other friends in Australia</li> <li>Australian High Commission</li> <li>Australia Awards fellowship hosts</li> </ul>	<p><i>Continued engagement as Australia Awards alumni participating in events and ongoing professional development through short courses and fellowships</i></p> <p><i>Connection with fellowship hosts are networks of support</i></p>
<b>Dr Adrian Arias (Costa Rica)</b>	<ul style="list-style-type: none"> <li>Australian and international students</li> <li>University supervisors</li> <li>Aus. Professionals</li> <li>Other friends in Australia</li> </ul>	<p><i>Friendships with shared professional interests – Job opportunity shared by fellow student</i></p> <p><i>Connected conservation projects to Australian professionals and academics for expert advice</i></p>	<ul style="list-style-type: none"> <li>Australian and international students</li> <li>Australian professionals</li> <li>Other friends in Australia</li> </ul>	<p><i>Advancing knowledge – Published peer reviewed journal articles co-authored with other university alum and other Australian experts, extending their professional network in Australia</i></p> <p><i>Friendships – a connection to Australia</i></p>
<b>Dr Dora Carias Vega (Costa Rica)</b>	<ul style="list-style-type: none"> <li>Australian and international students</li> <li>University supervisor</li> <li>Work colleagues</li> <li>Other friends in Australia</li> </ul>	<p><i>Professional networks – University lecturer provided career support, advised on academic paper publication, informed of professional opportunities, and acted as reference for positions.</i></p>	<ul style="list-style-type: none"> <li>Australian and international students</li> <li>University supervisor</li> </ul>	<p><i>Advancing knowledge - Published peer reviewed journal article co-authored with other university alum and university supervisor</i></p> <p><i>Sharing professional opportunities with other university alum – guest lecturing at other Australian institutions</i></p>

### 3.4 Factors influencing mid-career alumni long-term outcomes

The contributions by alumni to the Australia Awards long-term Program Outcomes over the past four years have continued since their interview in 2019, with some increase for a few alumni reflecting their career journeys and professional growth. From 2019, when alumni were between three to six years post award, to 2023, close to a decade post award, the factors highlighted in Table 4 are drawn from the alumni's reflections.

These factors are similar to the GTF case studies conducted in 2019, indicating their ongoing influence on alumni. In particular, the contribution of the Australia Awards to building new and relevant knowledge and skills and motivation to make a difference and develop professional links remain significant factors enabling alumni contributions to sustainable development and cooperation. Digital communication platforms are central to alumni remaining connected with their networks.

Other factors currently influencing outcomes were unique to some alumni or mentioned only by one alum; these were the contribution of Australia Awards alumni engagement for ongoing professional development and professional connection to Australia, access to resources, and use of other networks to effect change.

Encouragingly, the workplace resources and job opportunities mentioned as challenges by some alumni in their 2019 interviews have, by 2023, been overcome or lessened. Alumni mention gaining experience and adapting to their constraints (Ms Talapusi), finding pathways into jobs linked to their studies through further qualifications (Mr dos Reis), or gaining employment outside their home country (Dr Carias Vega).

**Table 4: Factors influencing alumni contributions to long-term program outcomes in 2023, 7 to 10 years post award**

Factors	Examples
<i>Australia Awards factors</i>	
<b>Relevant and transferable skills and knowledge to contribute to organisational improvements and aid development projects</b>	<p>Alumni viewed their skills and knowledge from their scholarship experience (academic and living experiences) as continuing to influence their performance in their work. The relevant and transferable expertise demonstrates the longevity of individual outcomes of the Australia Awards and contribution to long-term outcome 1 (alumni use skills, knowledge, and networks to contribute to sustainable development).</p> <p><i>In the ministry, my other task is also to reform the adults with disability subsidy...You find you bring it back. My bachelor's degree was in Bachelor of Disability and Developmental Education...You have some knowledge that you still remember, and you apply it, say, for instance, how to assess if somebody has a disability. – Mr dos Reis</i></p>
<b>Professional networks sustained through common interests</b>	<p>Alumni can draw on friendships with other students and connections with academic staff from their time in Australia, which are sustained through shared professional interests to collaborate on projects, share information, and provide advice.</p> <p><i>Sometimes, if we have things, "I want to crosscheck this one; do you have a reference?" and things like this, especially when I do the background work on disability identification tools, I reach out to some of my friends who I know work in the area as well, in Indonesia mostly, in Mozambique...[they] have the same program so I reach out to them as well on a personal level to ask for references. So I'm able to link with international experts on social policies, social inclusion policies, and especially cash transfers. – Ms da Cunha</i></p>
<b>Active alumni engagement</b>	<p>One alum has ongoing involvement with their local Australian alumni association, Australia Awards team, and Australian High Commission representatives. This engagement reflects an active alumni association, providing an informal touchpoint in addition to professional development opportunities.</p> <p><i>I invited the Deputy High Commissioner and Australia Awards manager to my [Australia Awards fellowship reintegration project] workshop... And I attended lots of programs of the Australian High Commission... As an alumni member, always, I get [an] invitation. And I try to attend the occasions. National day of Australia, different types of occasions, I attend in the High Commission. – Mrs Mallik</i></p>
<i>Other key factors</i>	
<b>Alumni motivation to contribute to change</b>	<p>The motivation to create change in their communities, which contributed to their scholarship selection, remains evident in alumni.</p> <p><i>When it comes to serious stuff, that's when I fight. I really fight for the development of the Pacific. – Ms Talapusi</i></p> <p><i>I look back and I'm like 'Wow' because I always had this dream of 'I wish I could work in research and work with like-minded people who are on the same wavelength and do stuff that we care about,' and I've gotten there. – Dr Carias Vega</i></p>
<b>Access to resources to effect change</b>	<p>Alumni described work scenarios in which resourcing to implement their work effectively is evident.</p> <p><i>I was happy with what I had achieved in Samoa... Basically, we had a system in place, and that was thanks to DFAT, because DFAT was also funding the biomed unit supplying test equipment. And because we were reporting back on our developments, we got more funding in Samoa. – Ms Talapusi</i></p>
<b>Other effective networks to influence change</b>	<p>An alum described the importance of their 'political networks' to enact change and identified this as contributing to his ability to achieve successful outcomes.</p> <p><i>So the advocacy... what I do is different. I do it with my network... most of the things are politic... So it's better that you have to consider your approach has to be a political approach as well, so that's what I bring here. – Mr dos Reis</i></p>



## 4. Implications for the Australia Awards

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### 4.1 Summary of findings

This report draws from follow-up interviews with six alumni across four countries who participated in GTF case studies conducted in 2019 to examine the changes that have occurred over the following four years in their careers and contributions to the Australia Awards long-term outcomes. This study aimed to better understand the impact of Australian development scholarships on alumni at multiple points in time and build on previous GTF research examining alumni outcomes attributable to the Australia Awards over time. The findings from this case study are one part of a concurrent study and can be contrasted with the *2023 Longitudinal Global Tracer Survey* findings.

**Overall**, as the interviews in this study show that the Australia Awards continues to play a role in alumni career journeys, contributions to sustainable development (Outcome 1), and cooperation with Australia (Outcome 2). The influence the GTF found of Australia Awards in these areas in 2019 interviews (when alumni were three to six years after their scholarship) was still strong in 2023 (seven to 10 years following their scholarship).

The **career changes** alumni have experienced over the past four years have generally been upward in momentum, with growth in their responsibilities. Alumni described opportunities to undertake work relating to their Australian qualifications and career interests and demonstrate leadership that has contributed to improvement in their workplace and communities. The factors influencing alumni careers seven to 10 years post award is a cumulative combination of their work experience (pre and post award), Australian qualifications, and subsequent skills, knowledge, and networks.

The **long-term influence of the Australia Awards on alumni careers** and work has maintained over time, with alumni viewing their Australian scholarship as moderate to highly relevant. In particular, for alumni who were not yet working in positions linked to their Australian qualification in 2019 and at that time viewed their award as holding less relevance, by 2023, these alumni had similar levels to their peers after gaining positions in their ideal fields, a latency effect for 'late bloomers.' Further research to better understand the post-award experiences of 'late bloomers' may help identify effective interventions to reduce the time from graduation to attaining work relevant to their studies.

The ways alumni **contribute to sustainable development** using their Australian skills, knowledge, and networks have remained relatively the same between their interviews in 2019 and 2023. With this sample of alumni contributing to 10 of the 17 UN Sustainable Development Goals with an impact on their workplace (meso) and their communities, country, and region, this long-term outcome of the Australia Awards program continues to be evident up to a decade after their award.

Alumni have had increased opportunities to **contribute to cooperation with Australia** through their networks, which appear to be linked to their growing professional experience and that of their university peers. Most alumni remained connected with their university peers (Australian and international students and other Australia Awards scholars). These friendships with shared professional interests led to opportunities to provide advice, exchange information, and collaborate on projects. Other significant networks for some alumni have been through Australia Awards alumni engagement and joining Australian professional associations, which have led to opportunities to add to their networks and engage with like-minded professionals in Australia.

The **factors enabling alumni contributions to the long-term program outcomes** in 2023 are similar to those identified in 2019, with some previous challenges (resource limitations, local job market demands) becoming less significant over time as alumni adapt to constraints or identify solutions. The factors that continue to significantly support alumni as they move further away from their time in Australia are their acquired skills and knowledge and their motivation to contribute to society and engage in their professional networks from Australia, often via digital communication platforms.

Importantly, this case study builds on the evidence-base being developed by the GTF to demonstrate the role that development scholarships – specifically the Australia Awards – play on the long-term outcomes of alumni. These long-term outcomes show the value of the Australia Awards is in the alumni and their contributions, and that there is great benefit in maintaining connection as alumni grow in their careers.

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## 6. Acronyms and Abbreviations

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<b>ACER</b>	Australian Council for Educational Research
<b>CRPD</b>	United Nations Convention on the Rights of Persons with Disabilities
<b>DFAT</b>	Australian Department of Foreign Affairs and Trade
<b>GTF</b>	Australia Awards Global Tracer Facility
<b>SDGs</b>	Sustainable Development Goals
<b>UN</b>	United Nations

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# Annex 1: Interview Protocols

Semi-structured interview protocols were tailored to each alumni drawing on specific information mentioned in their 2019 interviews to follow-up with in the 2023 interviews. Overall, interview protocols tailored were based on the below template.

Section	Questions
<b>Introduction to research</b>	<ul style="list-style-type: none"> <li>• Confirm understanding of project and consent</li> <li>• Outline research process – interview, transcription, review of report sections directly referencing the participant</li> <li>• Interview has 8 questions to go through with time at the end for participant to share anything else</li> <li>• Request permission to record – only listened to by the transcriber and research team</li> </ul>
<b>Current employment and position</b>	<p>Introduce section:  <i>[Prompt: To begin, we'd like to catch up on where you are at now and have some questions relating to your current employment]</i></p> <ol style="list-style-type: none"> <li>1. What is your current position and organisation?               <ol style="list-style-type: none"> <li>a. How long have you been in this role?  <i>[if shorter than a year, ask what you did before that?]</i></li> <li>b. Are there opportunities to demonstrate or practice leadership?  <i>[Prompts: manage staff, mentor others, influence company policy, implement change, etc.]</i>                    Can you give an example of how you have been a leader?</li> </ol> </li> <li>2. Do you do any volunteering or other forms of unpaid work in your local community?  <i>[Prompts: church, local school, mentoring etc.]</i> <ol style="list-style-type: none"> <li>a. Can you give an example of what you do and where?</li> <li>b. How long have you been doing this for?</li> </ol> </li> </ol>
<b>Career development</b>	<p>Introduce section:  <i>[Prompt: Our next few questions are about your career since your last interview in 2019]</i></p> <ol style="list-style-type: none"> <li>3. Over the past 4 years, what sort of career changes have you experienced?               <ol style="list-style-type: none"> <li>a. What factors have been influential to these changes? <i>[positive/negative experiences, e.g. COVID-19, family commitments, study, etc.]</i></li> <li>b. [if not mentioned] To what extent have experiences and qualifications from your Award been relevant/useful/helpful to these changes?</li> </ol> </li> </ol>

Section	Questions
<b>Outcome 1: Alumni use their skills, knowledge, and networks to contribute to sustainable development</b>	<p>Introduce section:</p> <p><i>[Prompt: These next questions are about understanding alumni's experiences post-award, and how the Australia Awards contribute to these over time]</i></p> <hr/> <p>4. Over the past 4 years, how have you used the skills and knowledge from your Australia Awards to contribute to development (paid/unpaid work)?</p> <p><i>[Prompts: mentioned specific skills/knowledge or networks &amp; mention a contribution example if applicable]</i></p>
<b>Outcome 2: Alumni contribute to cooperation between Australia and partner countries</b>	<p>5. Over the last 4 years, have you maintained networks with people you met because of your Australian scholarship?</p> <p><i>[Prompts: other students, lecturers, Australian colleagues, etc.]</i></p> <p>a. If so, what has enabled you to maintain these connections?</p> <hr/> <p><i>If yes to question 5:</i></p> <p>6. During this time have there been any opportunities to work with people from your Australian networks?</p> <p>a. What have been the outcomes of these collaborations?</p> <p>b. [if not mentioned] Do these collaborations contribute to sustainable development?</p> <hr/> <p>7. Thinking about the past 4 years, could you share an achievement, from your work or community engagement, of which you are most proud?</p>
<b>Other</b>	<p>8. Was there anything else you wanted to share?</p>