



Australia Awards

Australia Awards
Global Tracer Facility

Tracer Survey
Year 3 2018-19

Ghana Country Report
Alumni of 2011 to 2016



Tracer Survey

Outcomes Summary: Ghana

This country report details the responses of alumni from **Ghana** to the Australia Awards Global Tracer Facility **Tracer Survey** carried out in 2018-19. The Tracer Survey was conducted between November 2018 and February 2019 and targeted **alumni who completed their award between 2011 and 2016**.

Alumni were asked a range of questions via an online survey, focussed on exploring the long-term outcomes of the Australia Awards. In total 3,768 alumni in this cohort from more than 123 different countries participated in the survey. A 26 per cent response rate of the target cohort was achieved globally. This report focuses on the response data of alumni from Ghana.

For Ghana, there were 161 alumni included in the target population. Responses were received from 36, a **response rate of 22 per cent**. Among these respondents, 26 were scholarship alumni and 10 were fellowship alumni.

The survey data provide a valuable quantitative insight into alumni use of knowledge and skills, development of networks and contribution to cooperation with Australia. The responses also offer rich examples from alumni of the types of contributions they are making, the way in which they are using their award, and the things that help and hinder them in reaching their potential.

The data detailed here are reported based on the four long-term outcomes of the Australia Awards as articulated in the *Australia Awards Global Strategy: Investing in the next generation of global leaders for development 2016-2018* and the Australia Awards Global Monitoring and Evaluation Framework. In terms of responding to the **long-term outcomes** of the Australia Awards, the following summary offers findings based on the responses of alumni from Ghana. Further outcomes are included in the infographic following this summary.

Outcome 1: *Alumni are using their skills, knowledge and networks to contribute to sustainable development.*

- All alumni from Ghana indicated they have passed on their skills and knowledge to others in their country on return from their award.
- All alumni indicated they had introduced improved practices and innovations in their work on return from their award.

Outcome 2: *Alumni are contributing to cooperation between Australia and partner countries.*

- 87 per cent of alumni from Ghana have maintained frequent contact with fellow alumni, while 70 per cent have frequent contact with friends in Australia and 40 per cent with Australian students/alumni.
- In terms of frequent contact with Australian organisations, 55 per cent of alumni have frequent contact with Australian institutions, 27 per cent of alumni have frequent contact with Australian businesses and 50 per cent with Australian Embassies, High Commissions or Consulates.

Outcome 3: *Effective, mutually advantageous partnerships between institutions and businesses in Australia and partner countries.*

- 52 per cent of alumni from Ghana indicated having had a professional link with an Australian organisation at some time following award.
- These links were with Australian universities, the government sector and the private sector.

Outcome 4: *Alumni view Australia, Australians and Australian expertise positively.*

- All alumni from Ghana indicated their experience in Australia positively influenced their perception of Australia.
- All alumni have provided advice to people in Ghana about pursuing opportunities in Australia.

The Tracer Survey represented the views of a range of alumni from Ghana. Of those who responded, **36 per cent were women and 83 per cent came from an urban location**. The largest age group represented were alumni 30 to 39 years. Among all alumni, 75 per cent were employed full-time. Of those alumni employed, **80 per cent** indicated that they hold a **formal leadership role**.

In addition to this Outcomes Summary, this report includes an infographic as well as data tables including the detail of respondents from Ghana to the Tracer Survey. The data tables correspond to each of the Australia Awards long-term outcomes and include benchmark data from the entire survey response population.

For further information about the Australia Awards Global Tracer Facility please visit the website: www.australiaawardstracerfacility.org



Australia Awards

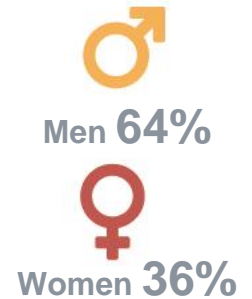
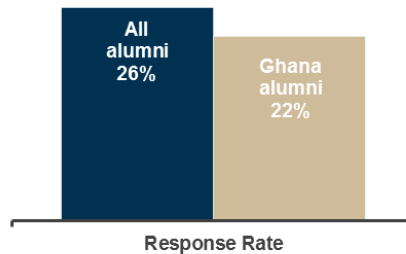
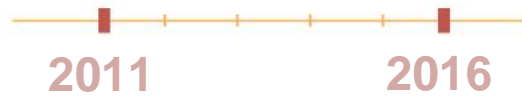
Global Tracer Facility



Tracer Survey 2018–2019 Ghana Overview

36 Alumni from Ghana

Alumni who completed a scholarship or fellowship between 2011 and 2016



key outcomes

100% of alumni

Passed on skills and knowledge to others



52% of alumni

Developed professional links with Australia



100% of alumni Introduced improved practices and innovations at work



100% of alumni Say their awards experience positively influenced perception of Australian skills and expertise



Percentage of alumni who often have contact with:



Host institution 55%

Friends in Australia



Australian alumni 40%



Other scholarship alumni 87%

Australian Embassy or High Commission 50%



😊 😊 alumni voices

I have mentored young women with visual impairment in various capacities in policy analysis and project development in Nigeria and Uganda. I also assisted the executives of the Youth Wing of the Ghana Blind Union to develop and draft projects that are gender sensitive.

Before I came in, my organisation would hire expertise from outside the school to train our teachers. Teachers didn't have adequate skills in behaviour management but with the knowledge I acquired on the award, I am able to train the staff on how to handle challenging students. Through my initiative, I have designed learning goals for the school. Also, I have formulated code of conduct based on international best practice for teachers in my organisation.

Currently, staff have come to appreciate the use of Personal Protective Equipment (PPEs) at the work place. A major personal safety measure that I have promoted.

I currently have a direct relationship with the Australian Ambassador to Ghana through the Alumni Association. A very cherished relationship which has brought me into contact with other Australians.

Table 1: Tracer Survey Data for 2011 to 2016 alumni from Ghana and All alumni - Respondent characteristics

		Alumni from Ghana				Alumni from Ghana		All Alumni	
		Scholarships		Fellowships		Count	Column N %	Count	Column N %
		Count	Column N %	Count	Column N %				
Age at time of survey	Under 20 years	-	-	-	-	-	-	-	-
	20 to 29 years	-	-	-	-	-	-	111	3.0%
	30 to 39 years	15	57.7%	4	40.0%	19	52.8%	2134	56.8%
	40 to 49 years	11	42.3%	3	30.0%	14	38.9%	1144	30.4%
	50 to 59 years	-	-	2	20.0%	2	5.6%	310	8.3%
	60 to 69 years	-	-	1	10.0%	1	2.8%	52	1.4%
	70 and older	-	-	-	-	-	-	6	0.2%
Year of graduation from award	2011	-	-	-	-	-	-	382	10.1%
	2012	1	3.8%	8	80.0%	9	25.0%	546	14.5%
	2013	3	11.5%	1	10.0%	4	11.1%	631	16.7%
	2014	3	11.5%	-	-	3	8.3%	657	17.4%
	2015	11	42.3%	-	-	11	30.6%	881	23.4%
	2016	8	30.8%	1	10.0%	9	25.0%	671	17.8%
Have you received any other awards?	Yes	7	26.9%	4	40.0%	11	30.6%	956	25.4%
	No	19	73.1%	6	60.0%	25	69.4%	2779	73.9%
	Don't know	-	-	-	-	-	-	27	0.7%
What is your current employment status?	Employed full-time	21	80.8%	6	60.0%	27	75.0%	3297	87.7%
	Employed part-time	2	7.7%	-	-	2	5.6%	155	4.1%
	Not employed	-	-	-	-	-	-	113	3.0%
	Retired	-	-	1	10.0%	1	2.8%	15	0.4%
	Studying	2	7.7%	2	20.0%	4	11.1%	135	3.6%
	Other (specify)	1	3.8%	1	10.0%	2	5.6%	46	1.2%
Level of leadership in relation to current job	Formal leadership role	17	73.9%	7	100.0%	24	80.0%	2080	61.9%
	Informal leadership role	5	21.7%	-	-	5	16.7%	1019	30.3%
	Do not have a leadership role	1	4.3%	-	-	1	3.3%	203	6.0%
	Don't know/prefer not to say	-	-	-	-	-	-	56	1.7%

Table 2: Tracer Survey Data for 2011 to 2016 alumni from Ghana and All alumni - Outcome 1

Q: To what extent do you agree with each of these statements: I have...		Alumni from Ghana							
		Scholarships		Fellowships		Alumni from Ghana		All Alumni	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Passed on new skills and knowledge to others	Strongly agree	21	80.8%	9	90.0%	30	83.3%	2298	61.1%
	Agree	5	19.2%	1	10.0%	6	16.7%	1367	36.4%
	Disagree	-	-	-	-	-	-	44	1.2%
	Strongly disagree	-	-	-	-	-	-	13	0.3%
	Don't Know	-	-	-	-	-	-	38	1.0%
Introduced improved practices and innovations through my work	Strongly agree	18	69.2%	6	60.0%	24	66.7%	2023	53.9%
	Agree	8	30.8%	4	40.0%	12	33.3%	1571	41.8%
	Disagree	-	-	-	-	-	-	69	1.8%
	Strongly disagree	-	-	-	-	-	-	12	0.3%
	Don't Know	-	-	-	-	-	-	81	2.2%
Built networks with Australians or Australian organisations	Strongly agree	13	50.0%	3	30.0%	16	44.4%	848	22.6%
	Agree	6	23.1%	2	20.0%	8	22.2%	1892	50.4%
	Disagree	7	26.9%	2	20.0%	9	25.0%	719	19.2%
	Strongly disagree	-	-	1	10.0%	1	2.8%	68	1.8%
	Don't know	-	-	2	20.0%	2	5.6%	226	6.0%
Built networks with other awardees	Strongly agree	26	100.0%	5	50.0%	31	86.1%	1683	44.9%
	Agree	-	-	5	50.0%	5	13.9%	1730	46.1%
	Disagree	-	-	-	-	-	-	251	6.7%
	Strongly disagree	-	-	-	-	-	-	21	0.6%
	Don't know	-	-	-	-	-	-	66	1.8%

Table 3: Tracer Survey Data for 2011 to 2016 alumni from Ghana and All alumni - Outcome 2

		Alumni from Ghana							
Q: How frequently are you in contact with the following groups:		Scholarships		Fellowships		Alumni from Ghana		All Alumni	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Host Institution	Always	6	26.1%	-	-	6	19.4%	168	5.0%
	Often	9	39.1%	2	25.0%	11	35.5%	568	16.8%
	Sometimes	5	21.7%	3	37.5%	8	25.8%	1279	37.8%
	Rarely	3	13.0%	2	25.0%	5	16.1%	973	28.7%
	Never	-	-	1	12.5%	1	3.2%	364	10.8%
	Don't know	-	-	-	-	-	-	34	1.0%
Fellow Australian Students	Always	5	21.7%	-	-	5	16.7%	278	8.2%
	Often	7	30.4%	-	-	7	23.3%	850	25.1%
	Sometimes	7	30.4%	4	57.1%	11	36.7%	1270	37.6%
	Rarely	4	17.4%	1	14.3%	5	16.7%	611	18.1%
	Never	-	-	2	28.6%	2	6.7%	341	10.1%
	Don't know	-	-	-	-	-	-	32	0.9%
Fellow Award recipients	Always	14	60.9%	2	28.6%	16	53.3%	488	14.4%
	Often	7	30.4%	3	42.9%	10	33.3%	1219	36.1%
	Sometimes	2	8.7%	2	28.6%	4	13.3%	1151	34.1%
	Rarely	-	-	-	-	-	-	389	11.5%
	Never	-	-	-	-	-	-	115	3.4%
	Don't know	-	-	-	-	-	-	17	0.5%
Professional associations or Australian businesses operating in Australia/your home country	Always	1	4.3%	1	14.3%	2	6.7%	104	3.1%
	Often	6	26.1%	-	-	6	20.0%	359	10.6%
	Sometimes	10	43.5%	1	14.3%	11	36.7%	834	24.7%
	Rarely	2	8.7%	2	28.6%	4	13.3%	989	29.3%
	Never	3	13.0%	3	42.9%	6	20.0%	984	29.2%
	Don't know	1	4.3%	-	-	1	3.3%	105	3.1%
Australian Embassy, High Commission or Consulate	Always	4	17.4%	1	14.3%	5	16.7%	85	2.5%
	Often	9	39.1%	1	14.3%	10	33.3%	251	7.4%
	Sometimes	8	34.8%	4	57.1%	12	40.0%	775	23.0%
	Rarely	2	8.7%	1	14.3%	3	10.0%	1119	33.2%
	Never	-	-	-	-	-	-	1092	32.4%
	Don't know	-	-	-	-	-	-	50	1.5%
Friends in Australia	Always	6	26.1%	-	-	6	20.0%	426	12.6%
	Often	13	56.5%	2	28.6%	15	50.0%	921	27.3%
	Sometimes	4	17.4%	1	14.3%	5	16.7%	1232	36.6%
	Rarely	-	-	2	28.6%	2	6.7%	551	16.4%
	Never	-	-	2	28.6%	2	6.7%	219	6.5%
	Don't know	-	-	-	-	-	-	21	0.6%

Table 4: Tracer Survey Data for 2011 to 2016 alumni from Ghana and All alumni - Outcome 3

Q: As a result of your Australia Award, have you developed professional links with Australian organisations?		Alumni from Ghana				Alumni from Ghana		All Alumni	
		Scholarships		Fellowships		Count	Column N %	Count	Column N %
		Count	Column N %	Count	Column N %				
Professional links	Developed professional links	12	52.2%	4	50.0%	16	51.6%	1513	44.2%
	Did not develop professional links	10	43.5%	4	50.0%	14	45.2%	1583	46.2%
	Don't Know	1	4.3%	-	-	1	3.2%	330	9.6%
Types of professional links with Australian organisations*	Public sector	3	25.0%	2	50.0%	5	31.3%	336	22.4%
	Private Sector	2	16.7%	1	25.0%	3	18.8%	150	10.0%
	Universities	5	41.7%	1	25.0%	6	37.5%	740	49.3%
	Non-Government Organisations	-	-	-	-	-	-	137	9.1%
	Australian High Commission or Consulates	-	-	-	-	-	-	30	2.0%
	Other or don't know	2	16.7%	-	-	2	12.5%	108	7.2%

*Note these counts and proportions only include alumni who indicated that they had developed a professional link as well as providing information about their current employment in the survey.

Table 5: Tracer Survey Data for 2011 to 2016 alumni from Ghana and All alumni - Outcome 4

Q: To what extent did your experience during your award influence your perception of the following:		Alumni from Ghana				Alumni from Ghana		All Alumni	
		Scholarships		Fellowships		Count	Column N %	Count	Column N %
		Count	Column N %	Count	Column N %				
Australia as a country	Much more positive	21	91.3%	7	100.0%	28	93.3%	2825	84.6%
	Slightly more positive	2	8.7%	-	-	2	6.7%	406	12.2%
	No change	-	-	-	-	-	-	84	2.5%
	Slightly more negative	-	-	-	-	-	-	13	0.4%
	Much more negative	-	-	-	-	-	-	-	-
	Don't know	-	-	-	-	-	-	13	0.4%
Australian people	Much more positive	21	91.3%	7	100.0%	28	93.3%	2497	74.8%
	Slightly more positive	2	8.7%	-	-	2	6.7%	626	18.7%
	No change	-	-	-	-	-	-	152	4.6%
	Slightly more negative	-	-	-	-	-	-	37	1.1%
	Much more negative	-	-	-	-	-	-	1	0.0%
	Don't know	-	-	-	-	-	-	26	0.8%
The knowledge skills and expertise of Australians	Much more positive	21	91.3%	7	100.0%	28	93.3%	2532	75.9%
	Slightly more positive	2	8.7%	-	-	2	6.7%	642	19.2%
	No change	-	-	-	-	-	-	118	3.5%
	Slightly more negative	-	-	-	-	-	-	19	0.6%
	Much more negative	-	-	-	-	-	-	2	0.1%
	Don't know	-	-	-	-	-	-	24	0.7%
Have provided advice to people from home country in relation to pursuing opportunities in Australia	Yes	23	100.0%	7	100.0%	30	100.0%	3245	97.3%
	No	-	-	-	-	-	-	74	2.2%
	Don't know	-	-	-	-	-	-	17	0.5%

